Federal Way Public Schools
Public School Employees - Paraeducators, Nutrition Services, Transportation, Distribution Center
SALARY SCHEDULE
Sept 1, 2025 - August 31, 2026

Position	Range	Year 1		Year 5		Year 10		Year 15		Year 20		Year 25	
Paraeducators													
Paraeducator	01	$25.88		$26.40		$26.91		$27.45		$28.00		$28.55	
ACP, DHH, DPK and SEB Programs	02	$26.22		$26.74		$27.25		$27.79		$28.34		$28.89	
FCP, ETP and Adaptive PE Programs	03	$27.88		$28.40		$28.91		$29.45		$30.00		$30.55	
Nutrition Services			w/Cert SNA		w/ Cert SNA		w/Cert SNA		w/Cert SNA		w/Cert SNA		w/Cert SNA
Cashier - Kitchen Assistant	01/11	$22.62	$23.27	$23.07	$23.72	$23.53	$24.18	$23.99	$24.64	$24.48	$25.13	$24.97	$25.62
Assistant - Central Kitchen	02/12	$23.17	$23.82	$23.64	$24.29	$24.12	$24.77	$24.59	$25.24	$25.08	$25.73	$25.58	$26.23
Elementary KM	03/13	$25.03	$25.68	$25.54	$26.19	$26.05	$26.70	$26.57	$27.22	$27.11	$27.76	$27.66	$28.31
Secondary KM	04/14	$26.33	$26.98	$26.86	$27.51	$27.39	$28.04	$27.95	$28.60	$28.50	$29.15	$29.07	$29.72
Lead Cook/Lead HACCP/Catering	05/15	$30.36	$31.01	$30.97	$31.62	$31.60	$32.25	$32.23	$32.88	$32.88	$33.53	$33.53	$34.18
Central Kitchen Truck Driver	06	$32.43	N/A	$33.06	N/A	$33.72	N/A	$34.39	N/A	$35.09	N/A	$35.79	N/A
Pot/Pan - Central Kitchen	07/17	$24.96	$25.61	$25.45	$26.10	$25.96	$26.61	$26.50	$27.15	$27.03	$27.68	$27.57	$28.22
Warehouse Lead	08	$37.40	$38.05	$38.14	$38.79	$38.90	$39.55	$39.68	$40.33	$40.48	$41.13	$41.28	$41.93
Transportation													
Bus Assistant	01	$25.14		$25.65		$26.16		$26.68		$27.23		$27.76	
Bus Driver	03	$32.43		$33.06		$33.72		$34.39		$35.09		$35.79	
Driver Trainer	07	$35.74		$36.46		$37.17		$37.93		$38.68		$39.45	
Shop Mechanic Helper	04	$33.77		$34.46		$35.15		$35.86		$36.57		$37.31	
Shop Journey Mechanic	06	$40.88		$41.71		$42.54		$43.39		$44.25		$45.14	
Lead Journey Mechanic	16	$42.09		$42.93		$43.78		$44.67		$45.56		$46.47	
Distribution Center													
Operations Support	02	$33.62		$34.28		$34.96		$35.66		$36.37		$37.10	
Science Kit Assistant	09	$23.17		$23.64		$24.12		$24.59		$25.08		$25.58	

School Nutrition Association (SNA) Certification: $0.65 per compensated hour

Notes:
2025-26: IPD + 0.25%
Paraeducator Tier II added; rates initially set to a $0.34 increase above Tier I
Paraeducator Tier III *(formerly Tier II);* rates initially set to a $2.00 increase above Tier I
SNA Certification increased to $0.65
2026-27: IPD
2027-28: IPD