

2025-2026 SY

North Thurston Paraeducators Association Salary Schedule B				
Years	State Standard Not Met	State Standard Met (State Test)	Standard +35 (350 Clock hours) **	AA +30, BA, MA, or Standard +110 (1100 Clock hours) ***
1-2	\$24.19	\$26.42	\$27.12	\$28.12
3-4	\$24.19	\$26.96	\$27.66	\$28.66
5-6	\$24.72	\$27.25	\$27.95	\$28.95
7-8	\$24.72	\$27.41	\$28.11	\$29.11
9-10	\$24.72	\$27.59	\$28.29	\$29.29
11-15	\$25.23	\$27.80	\$28.50	\$29.50
16-20	\$25.74	\$28.34	\$29.04	\$30.04
21+	\$26.29	\$28.86	\$29.56	\$30.56
25+****	\$27.22	\$29.41	\$30.11	\$31.11

Sub Rate (90%)

\$23.78

**Standard +35 rate equals State Standard Met rate plus \$0.70.

*** AA+30, BA, MA or Standard +110 rate equals Standard +35 rate plus \$1.00.

****Only Schedule B paraeducators with 25 years at time of ratification.

North Thurston Paraeducators Association Salary Schedule A		
Years	SLPA/COTA/ Behavior Associate/ LPN/Homeless Liaison	SUBSTITUTE RATE
1-5	\$34.71	\$31.24
6-10	\$35.40	
11-15	\$36.13	
16-20	\$36.84	
21-25	\$37.58	
26+	\$38.35	

***All Paraeducators currently on Schedule A at the time of ratification will remain on Schedule A for the remainder of their employment. Newly hired Career Center Specialists, Braillists, and Home Visitors will be placed on salary schedule B.**

*Schedule A	BASE 1-5	6-10 YEAR	11-15 YEAR	16-20 YEAR	21-25 YEAR	26+ YEAR
Career Center Specialist	\$28.09	\$28.61	\$29.21	\$29.78	\$30.39	\$30.96
Student Navigators	\$28.72	\$29.28	\$29.56	\$30.47	\$31.07	\$31.64
Braillist	\$29.30	\$29.91	\$30.51	\$31.13	\$31.83	\$32.41