RENTON SCHOOL DISTRICT NO.403

AMERICAN FEDERATION OF TEACHERS (AFT) SALARY SCHEDULE

Effective: September 1, 2026

260-Day Employee

260-Day Employee	Step 1 0-2.99 Years	Step 2 3-5.99 Years	Step 3 6-9.99 Years	Step 4 10-12.99 Years	Step 5 13-15.99 Years	Step 6 16-24.99 Years	Step 7 25+ Years
Warehouse Driver: Supply Truck, Food Delivery/Mail Delivery	$37.85	$38.13	$38.78	$39.45	$39.73	$40.49	$40.98
Structural Maintenance: Carpenter, Glazier, Facilities Maintenance Tech, Painter	$45.66	$45.98	$46.78	$47.35	$47.67	$48.84	$49.43
Mid-Level Maintenance: Preventative Maintenance Mechanic, Locksmith	$48.05	$48.40	$49.23	$49.82	$50.18	$51.40	$52.03
Mechanic Maintenance: Boiler Technician, Electrician, Low Voltage Electrician, Plumber, HVAC Technician	$50.34	$50.69	$51.58	$52.19	$52.56	$53.83	$54.49
Transportation Dispatcher	$44.41	$44.71	$45.49	$46.04	$46.36	$47.49	$48.07
Transportation Mechanical Technician	$46.39	$46.72	$47.53	$48.11	$48.45	$49.63	$50.22
Preventative Maintenance Assistant*	$33.64	$33.88	$34.46	$34.87	$35.13	$35.98	$36.42

*Preventative Assistant rates are 70% of Maintenance position hourly rate

Stipends:

Mechanic Lead Stipend (per year)	$4,500
Warehouse Lead Stipend	$4,500
Driver Trainer Stipend (per hour)	$2.50

Substitutes:

Substitute Driver Rate	$36.12 Per Hour
Substitute Nutrition Services Rate	$24.13 Per Hour

*Substitute Rates are based on 96% of the Bus Driver rate and 96% of the Nutrition Services Assistant rate

RENTON SCHOOL DISTRICT NO.403

AMERICAN FEDERATION OF TEACHERS (AFT) SALARY SCHEDULE

Effective: September 1, 2026

Less Than 260-Day Employee

Less than 260 Day Employee	Step 1 0-2.99 years	Step 2 3-4.99 Years	Step 3 5-5.99 Years	Step 4 6-8.99 Years	Step 5 9-9.99 Years	Step 6 10-12.99 Years	Step 7 13-14.99 Years	Step 8 15-15.99 Years	Step 9 16-24.99 Years	Step 10 25+ Years
Bus Drivers	$37.63	$37.91	$38.72	$39.00	$40.04	$40.33	$40.63	$41.13	$41.51	$42.01
Nutrition Services Assistant	$25.14	$25.32	$25.83	$26.02	$26.56	$26.76	$26.94	$27.48	$27.74	$28.07
Cooks/Bakers	$28.78	$28.98	$29.60	$29.82	$30.39	$30.61	$30.82	$31.42	$31.70	$32.08
Elementary Kitchen Manager	$29.43	$29.63	$30.23	$30.44	$31.12	$31.34	$31.56	$32.15	$32.46	$32.85
Alternative Program Manager	$32.76	$33.00	$33.67	$34.68	$34.65	$34.89	$35.15	$35.83	$36.17	$36.60
Nutrition Services Floater	$29.43	$29.63	$30.23	$30.44	$31.12	$31.34	$31.56	$32.15	$32.46	$32.85
Secondary/MCELC Kitchen Manager	$32.76	$33.00	$33.67	$33.92	$34.65	$34.89	$35.15	$35.83	$36.17	$36.60
Central Kitchen/Catering Manager	$34.22	$34.47	$35.16	$35.41	$36.14	$36.39	$36.65	$37.40	$37.76	$38.21

Notes:

1. Salary increase 2.6% IPD from 2025-2026.
2. Completed qualified work experience will be calculated as of the first day of school and used for salary placement in the given year (AFT CBA 20.4)
3. 260- day employees have longevity built into steps; new step structure for both less than 260's and 260-day employee starting with the 2025-2028 CBA.
4. Increases are based on years of experience.