

Federal Way Public Schools
Public School Employees - Paraeducators, Nutrition Services, Transportation, Distribution Center
SALARY SCHEDULE
Sept 1, 2026 - August 31, 2027

Position	Range	Year 1		Year 5		Year 10		Year 15		Year 20		Year 25	
Paraeducators													
Paraeducator	01	\$26.55		\$27.09		\$27.61		\$28.16		\$28.73		\$29.29	
ACP, DHH, DPK and SEB Programs	02	\$26.90		\$27.44		\$27.96		\$28.51		\$29.08		\$29.64	
FCP, ETP and Adaptive PE Programs	03	\$28.60		\$29.14		\$29.66		\$30.22		\$30.78		\$31.34	
			w/Cert SNA		w/ Cert SNA		w/Cert SNA		w/Cert SNA		w/Cert SNA		w/Cert SNA
Nutrition Services													
Cashier - Kitchen Assistant	01/11	\$23.21	\$23.86	\$23.67	\$24.32	\$24.14	\$24.79	\$24.61	\$25.26	\$25.12	\$25.77	\$25.62	\$26.27
Assistant - Central Kitchen	02/12	\$23.77	\$24.42	\$24.25	\$24.90	\$24.75	\$25.40	\$25.23	\$25.88	\$25.73	\$26.38	\$26.25	\$26.90
Elementary KM	03/13	\$25.68	\$26.33	\$26.20	\$26.85	\$26.73	\$27.38	\$27.26	\$27.91	\$27.81	\$28.46	\$28.38	\$29.03
Secondary KM	04/14	\$27.01	\$27.66	\$27.56	\$28.21	\$28.10	\$28.75	\$28.68	\$29.33	\$29.24	\$29.89	\$29.83	\$30.48
Lead Cook/Lead HACCP/Catering	05/15	\$31.15	\$31.80	\$31.78	\$32.43	\$32.42	\$33.07	\$33.07	\$33.72	\$33.73	\$34.38	\$34.40	\$35.05
Central Kitchen Truck Driver	06	\$33.27	N/A	\$33.92	N/A	\$34.60	N/A	\$35.28	N/A	\$36.00	N/A	\$36.72	N/A
Pot/Pan - Central Kitchen	07/17	\$25.61	\$26.26	\$26.11	\$26.76	\$26.63	\$27.28	\$27.19	\$27.84	\$27.73	\$28.38	\$28.29	\$28.94
Warehouse Lead	08	\$38.37	\$39.02	\$39.13	\$39.78	\$39.91	\$40.56	\$40.71	\$41.36	\$41.53	\$42.18	\$42.35	\$43.00
Transportation													
Bus Assistant	01	\$25.79		\$26.32		\$26.84		\$27.37		\$27.94		\$28.48	
Van Driver	10	\$29.54		\$30.12		\$30.72		\$31.33		\$31.97		\$32.61	
Bus Driver	03	\$33.27		\$33.92		\$34.60		\$35.28		\$36.00		\$36.72	
Driver Trainer	07	\$36.67		\$37.41		\$38.14		\$38.92		\$39.69		\$40.48	
Shop Mechanic Helper	04	\$34.65		\$35.36		\$36.06		\$36.79		\$37.52		\$38.28	
Shop Journey Mechanic	06	\$41.94		\$42.79		\$43.65		\$44.52		\$45.40		\$46.31	
Lead Journey Mechanic	16	\$43.18		\$44.05		\$44.92		\$45.83		\$46.74		\$47.68	
Distribution Center													
Operations Support	02	\$34.49		\$35.17		\$35.87		\$36.59		\$37.32		\$38.06	
Science Kit Assistant	09	\$23.77		\$24.25		\$24.75		\$25.23		\$25.73		\$26.25	

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