

SCHEDULE A – 26 / 27 | PARAEDUCATORS
SEPTEMBER 1, 2026, to AUGUST 31, 2027

Includes 2.6% IPD – rates do not include longevity or stipends			
POSITION	Step 1 Years 1-4	Step 2 Years 5-9	Step 3 Years 10+
Bus Attendant/Non-Instructional Paraeducator	\$21.73	\$22.47	\$22.91
Definition: provides supervision and assistance to students			
Examples include crosswalk, playground, lunchroom, bus attendant, 1 on 1 for supervision, “time out” for supervision			
Instructional Paraeducator	\$22.03	\$23.99	\$24.83
Definition: Assists students and supports teachers with classroom learning.			
Examples include: all Instructional Paras not assigned to programs listed below.			
Specialized Program Paraeducator and Health Room Assistants	\$23.12	\$25.08	\$25.92
Definition: Specialized Program Paras assist students and support teachers with classroom learning in programs identified below. Health Room Assistants assigned to support student health needs.			
Examples include Life Skills (including equivalent pre-school Life Skills classes), Structured Learning Class (SLC), Bridges (behavior disorders program), Community-based Transition Programs, and Unified Classroom.			

1. Position Definitions:

- **Bus Attendant/Non-Instructional Paraeducator:** Provides supervision and assistance to students.
Examples include crosswalk, playground, lunchroom, bus attendant, 1 on 1 for supervision, “time out” for supervision.
- **Instructional Paraeducator:** Assists students and supports teachers with classroom learning.
Examples include all Instructional Paras not assigned to programs listed below.
- **Specialized Program Paraeducator and Health Room Assistants:** Specialized Program Para assist students and support teachers with classroom learning in programs identified below. Health Room Assistants assigned to support student health needs.
Program examples include Life Skills (including equivalent Pre-School Life Skills classes), Structured Learning Class (SLC) (including equivalent Pre-School SLC), Bridges (behavior disorders program) and the Transitional Program.

2. **DEFINITIONS:** **Longevity** is the years of service in the District. **Seniority** is the years of service in the position/classification. **Experience:** years of work outside of District that is used to determine appropriate pay scale.
3. **Non-permanent PSD employee Substitutes** will be paid as step 1 of the salary schedule for the position they are subbing. Permanent Pasco School District employees that take a shift as a Substitute will be paid according to their regular step but on the level of the position they are subbing.
4. If a Paraeducator working the majority of their time in **Instructional** or **Special Services** and takes any **extra/additional assignments** that are in a lower pay category, they will be paid at their normal rate of pay.

5. **Summer School** Paraeducators will be paid at their current rate of pay they are receiving during the regular school year. For filling summer school positions, if summer school is offered at all schools, jobs will be offered in buildings and by seniority first. If there are any positions not filled, then the remaining positions will be offered District-wide, and seniority will be followed. If summer school is offered on a regional basis (only certain schools) District-wide seniority will be followed.
6. All employees under this salary schedule who attend **District-required classes, programs, meetings, etc.** will be compensated for the time spent at these meetings at the employee's hourly rate.
7. When the regular teacher in a bilingual classroom is absent, and the Substitute is not dual-lingual, the Paraeducator assigned to that classroom will be offered the option of **acting as tutor for the purpose of translating** during the regular teacher's absence. While serving in that capacity, the Paraeducator will be compensated at the current Tutor rate.
8. Paraeducators not already assigned to a Specialized Program (as defined above), will be paid an additional twenty-five cents (\$0.25) per hour stipend for the school year (or for as long as they are assigned) if they have been assigned by school administration to attend to a **designated student's health or hygiene need**. All Paraeducators at the Pre-School that are not already in a Specialized Program (as defined above) will receive an additional twenty-five cents (\$0.25) per hour stipend for attending to **student's health and hygiene needs**. The staff member shall be responsible for ensuring that the Extra Duty Pay is submitted.
9. **Longevity:** After completing the 5th, 10th, 15th, and 20th year of service, employees shall be paid two percent (2%) above scale.

10. Educational Enhancements Pay:

Paraeducators who possess an Associates Degree or Bachelors Degree (or higher) shall be eligible for Educational Enhancement Pay, provided that the degree is not a required qualification for the positions. Educational Enhancement Pay shall be paid at the following rates:

- Associates degree - fifty cents (\$0.50) per hour
- Bachelor's degree (or higher) - seventy-five cents (\$0.75) per hour

An employee possessing both an Associates Degree and a Bachelors Degree shall receive Educational Enhancement Pay only for their Bachelor's Degree.

It shall be the responsibility of the employee to provide evidence of the degree to Employee Services in order to become eligible for the differential. No hours will qualify for the differential until the beginning of the first payroll period after documentation of the degree is provided to the District (No retro pay will be provided for hours worked prior to the degree being provided to the District)

Employees, as of the effective date of this agreement, receiving pay for educational enhancement for a degree that is a required qualification of their current position will continue to receive this pay until separation of service with Pasco School District or a transfer to a position outside of their general job classification.

It shall be the responsibility of the employee to provide evidence of the degree to Employee Services in order to become eligible for the differential. No hours will qualify for the differential until the beginning of the first payroll period after documentation of the degree is provided to the District (No retro pay will be provided for hours worked prior to the degree being provided to the District).

11. **Bus attendants designated by the Supervisor to deliver training** shall receive an additional one dollar (\$1.00) per hour for time spent on designated training and related activities.