

RENTON SCHOOL DISTRICT NO.403**AMERICAN FEDERATION OF TEACHERS (AFT) SALARY SCHEDULE****Effective: September 1, 2026****260-Day Employee**

<u>260-Day Employee</u>	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

Board Approved: 7.22.2026

RENTON SCHOOL DISTRICT NO.403**AMERICAN FEDERATION OF TEACHERS (AFT) SALARY SCHEDULE****Effective: September 1, 2026****Less Than 260-Day Employee**

<u>Less than 260 Day Employee</u>	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

Pilot Van Driver Program:

Van Driver (Non-CDL) part-time	\$28.00 Per Hour
Van Driver (Non-CDL) hourly	\$28.00 Per Hour

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.

Board Approved: 7.22.2026