

2026-2027 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	\$25.16	\$27.48	\$28.18	\$29.18
3-4	\$25.16	\$28.04	\$28.74	\$29.74
5-6	\$25.71	\$28.34	\$29.04	\$30.04
7-8	\$25.71	\$28.51	\$29.21	\$30.21
9-10	\$25.71	\$28.69	\$29.39	\$30.39
11-15	\$26.24	\$28.91	\$29.61	\$30.61
16-20	\$26.77	\$29.47	\$30.17	\$31.17
21+	\$27.34	\$30.01	\$30.71	\$31.71
25+****	\$28.31	\$30.59	\$31.29	\$32.29

Sub Rate (90%)

\$24.73

**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	\$36.10	\$32.49
6-10	\$36.82	
11-15	\$37.57	
16-20	\$38.31	
21-25	\$39.08	
26+	\$39.89	

***All Paraeducators currently on Schedule A at the time of ratification will remain on Schedule A for the remainder of their employment. Newly hired 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
Student Navigators	\$29.87	\$30.45	\$30.75	\$31.69	\$32.31	\$32.91
Braillist	\$30.47	\$31.10	\$31.73	\$32.38	\$33.10	\$33.71