

RENTON SCHOOL DISTRICT NO.403

2026-2027 RENTON EDUCATION SUPPORT PROFESSIONALS (RESP) SALARY SCHEDULE

LESS THAN 260 DAY					Longevity			
	STEP 1 0-1.79 yrs	STEP 2 1.8-3.79 yrs	STEP 3 3.8-5.79 yrs	STEP 4 5.8-7.99 yrs	STEP 5 8-14.99 yrs	STEP 6 15-19.99 yrs	STEP 7 20-24.99 yrs	STEP 8 25+ yrs
RESP 1	\$31.39	\$31.71	\$32.58	\$33.08	\$35.42	\$35.59	\$35.77	\$35.93
RESP 2	\$32.32	\$32.77	\$34.52	\$35.04	\$37.52	\$37.70	\$37.88	\$38.07
RESP 3	\$32.70	\$33.19	\$34.98	\$35.50	\$38.00	\$38.19	\$38.38	\$38.56
RESP 4	\$35.98	\$36.51	\$38.43	\$39.00	\$41.76	\$41.96	\$42.16	\$42.38
RESP 5	\$39.93	\$40.53	\$42.67	\$43.33	\$46.39	\$46.62	\$46.85	\$47.08

260 DAY					Longevity			
	STEP 1 0-1.79 yrs	STEP 2 1.8-3.79 yrs	STEP 3 3.8-5.79 yrs	STEP 4 5.8-7.99 yrs	STEP 5 8-14.99 yrs	STEP 6 15-19.99 yrs	STEP 7 20-24.99 yrs	STEP 8 25+ yrs
RESP 1	\$30.01	\$30.31	\$30.47	\$30.94	\$31.56	\$31.71	\$31.87	\$32.02
RESP 2	\$30.89	\$31.32	\$32.29	\$32.77	\$33.43	\$33.59	\$33.75	\$33.92
RESP 3	\$31.26	\$31.73	\$32.72	\$33.20	\$33.86	\$34.03	\$34.20	\$34.36
RESP 4	\$34.39	\$34.90	\$35.94	\$36.48	\$37.21	\$37.39	\$37.57	\$37.76
RESP 5	\$38.17	\$38.74	\$39.91	\$40.53	\$41.34	\$41.54	\$41.75	\$41.95

HOW TO ESTIMATE YOUR ANNUAL PAY AMOUNT

- The examples below are informational only intended for estimates.
- Examples only include hours on your assignment. Additional hours (timesheets) and stipends are not reflected.
- Leave without pay (LWOP) and/or unpaid days will reduce annual pay amounts.
- Changes in hours worked per day will impact annual amounts.
- Amounts are gross and do not reflect any payroll taxes, deductions, etc.

FORMULA: PAID DAYS X HOURS PER DAY X HOURLY RATE = ANNUAL AMOUNT					
WORK CALENDAR	PAID DAYS (WORK DAYS AND HOLIDAYS)	HOURS WORKED PER DAY	HOURS WORKED ON ASSIGNMENT FOR THE YEAR	HOURLY RATE	ANNUAL AMOUNT
RESP 181	192 (worked full year)	6.5	1248	\$31.39	\$39,174.72
RESP 181	110 (started after the start of school)	6	660	\$31.39	\$20,717.40
RESP 260	175 (started after the start of the work calendar)	8	1400	\$38.17	\$53,438.00

Notes:

1. 2.6% IPD base salary increase from 2025-2026.
2. The substitute rate for RESP positions is equal to RESP 1, Step 1 on the applicable salary schedule.
3. Completed qualified work experience will be calculated as of the first day of the employee's work year calendar and used for salary placement in the given year. (RESP CBA 17.2.4)
4. Pay in lieu of vacation for less the 260 day rates are reflected in hourly rate starting in the 2024-2025 school year.
5. Longevity steps are based on Step 4 rate, with pay in lieu of vacation being applied. Step 5 includes a 2% longevity. Step 6 includes a 2.5% longevity. Step 7 includes a 3.0% longevity. Step 8 includes a 3.5% longevity.
6. ILC paraeducators receive a 4% pay differential.
7. The District contributes 100% of the employee required contribution for PFML premiums. In 2026, this is equivalent to approximately 0.81% of the employee's gross pay.
8. RESP 260 day clerical employees may cash out up to eleven (11) vacation days annually. (RESP CBA 7.1)
9. Pay is spread over 12 months, September to August. If an employee starts after the school year, pay is spread through August.