

RENTON SCHOOL DISTRICT NO.403

RENTON EDUCATION ASSOCIATION (REA) SALARY SCHEDULE

Effective: September 1, 2026

	BA+0	BA+15	BA+30	BA+45	BA+90/ MA+0	MA+45	MA+90
STEP 0 BASE	\$65,019	\$66,644	\$68,746	\$70,532	\$77,484	\$82,291	\$86,425
STATE PD DAYS	\$1,083.87	\$1,110.96	\$1,141.49	\$1,175.77	\$1,291.66	\$1,371.79	\$1,440.70
ENRICHMENT DAYS	\$722.43	\$740.41	\$760.77	\$783.61	\$860.85	\$914.25	\$960.18
PPL/PL/BLI HOURS	\$3,921.95	\$4,019.97	\$4,130.47	\$4,254.49	\$4,673.83	\$4,963.79	\$5,213.16
TOTAL	\$70,747.25	\$72,515.34	\$74,508.73	\$76,745.87	\$84,310.34	\$89,540.83	\$94,039.04
STEP 1 BASE	\$66,644	\$68,311	\$70,189	\$72,295	\$78,379	\$83,223	\$87,395
STATE PD DAYS	\$1,110.96	\$1,138.74	\$1,170.05	\$1,205.16	\$1,306.58	\$1,387.33	\$1,456.87
ENRICHMENT DAYS	\$740.41	\$758.94	\$779.80	\$803.20	\$870.79	\$924.61	\$970.96
PPL/PL/BLI HOURS	\$4,019.97	\$4,120.52	\$4,233.80	\$4,360.83	\$4,727.82	\$5,020.01	\$5,271.67
TOTAL	\$72,515.34	\$74,329.20	\$76,372.65	\$78,664.19	\$85,284.19	\$90,554.95	\$95,094.50
STEP 2 BASE	\$68,311	\$70,019	\$71,944	\$74,103	\$79,195	\$84,066	\$87,958
STATE PD DAYS	\$1,138.74	\$1,167.22	\$1,199.31	\$1,235.30	\$1,320.18	\$1,401.38	\$1,466.26
ENRICHMENT DAYS	\$758.94	\$777.91	\$799.30	\$823.28	\$879.86	\$933.97	\$977.21
PPL/PL/BLI HOURS	\$4,120.52	\$4,223.55	\$4,339.66	\$4,469.89	\$4,777.04	\$5,070.86	\$5,305.63
TOTAL	\$74,329.20	\$76,187.68	\$78,282.27	\$80,631.47	\$86,172.08	\$91,472.21	\$95,707.10
STEP 3 BASE	\$70,189	\$71,944	\$73,922	\$76,139	\$81,170	\$85,165	\$89,102
STATE PD DAYS	\$1,170.05	\$1,199.31	\$1,232.28	\$1,269.24	\$1,353.10	\$1,419.70	\$1,485.33
ENRICHMENT DAYS	\$779.80	\$799.30	\$821.27	\$845.90	\$901.80	\$946.18	\$989.92
PPL/PL/BLI HOURS	\$4,233.80	\$4,339.66	\$4,548.98	\$4,592.70	\$4,896.17	\$5,137.15	\$5,374.63
TOTAL	\$76,372.65	\$78,282.27	\$80,434.53	\$82,846.84	\$88,321.07	\$92,668.03	\$96,951.88
STEP 4 BASE	\$72,120	\$73,922	\$75,956	\$78,235	\$83,403	\$87,101	\$91,372
STATE PD DAYS	\$1,202.24	\$1,232.28	\$1,266.19	\$1,304.18	\$1,390.33	\$1,451.97	\$1,523.17
ENRICHMENT DAYS	\$801.25	\$821.27	\$843.87	\$869.19	\$926.61	\$967.69	\$1,015.14
PPL/PL/BLI HOURS	\$4,350.28	\$4,458.98	\$4,581.67	\$4,719.14	\$5,030.87	\$5,253.93	\$5,511.56
TOTAL	\$78,473.77	\$80,434.53	\$82,647.73	\$85,127.51	\$90,750.81	\$94,774.59	\$99,421.87
STEP 5 BASE	\$74,103	\$75,956	\$78,044	\$80,386	\$85,696	\$88,910	\$92,688
STATE PD DAYS	\$1,235.30	\$1,266.19	\$1,300.99	\$1,340.03	\$1,428.55	\$1,482.13	\$1,545.11
ENRICHMENT DAYS	\$823.28	\$843.87	\$867.07	\$893.09	\$952.08	\$987.79	\$1,029.76
PPL/PL/BLI HOURS	\$4,469.89	\$4,581.67	\$4,707.61	\$4,848.88	\$5,169.18	\$5,363.05	\$5,590.94
TOTAL	\$80,631.47	\$82,647.73	\$84,919.67	\$87,468.00	\$93,245.81	\$96,742.97	\$100,853.81
STEP 6 BASE	\$75,762	\$78,044	\$80,191	\$82,597	\$88,052	\$91,354	\$95,237
STATE PD DAYS	\$1,262.95	\$1,300.99	\$1,336.78	\$1,376.89	\$1,467.83	\$1,522.87	\$1,587.60
ENRICHMENT DAYS	\$841.72	\$867.07	\$890.92	\$917.65	\$978.26	\$1,014.94	\$1,058.08
PPL/PL/BLI HOURS	\$4,569.96	\$4,707.61	\$4,837.12	\$4,982.25	\$5,311.30	\$5,510.47	\$5,744.70
TOTAL	\$82,436.63	\$84,919.67	\$87,255.82	\$89,873.79	\$95,809.39	\$99,402.28	\$103,627.38
STEP 7 BASE	78,425	\$80,386	\$82,597	\$85,073	\$90,693	\$94,095	\$98,094
STATE PD DAYS	\$1,307.34	\$1,340.03	\$1,376.89	\$1,418.17	\$1,511.85	\$1,568.56	\$1,635.23
ENRICHMENT DAYS	\$871.30	\$893.09	\$917.65	\$945.16	\$1,007.60	\$1,045.40	\$1,089.82
PPL/PL/BLI HOURS	\$4,730.60	\$4,848.88	\$4,982.25	\$5,131.60	\$5,470.60	\$5,675.81	\$5,917.03
TOTAL	\$85,334.24	\$87,468.00	\$89,873.79	\$92,567.93	\$98,683.05	\$102,384.77	\$106,736.08
STEP 8 BASE		\$82,797	\$85,074	\$87,628	\$93,416	\$96,920	\$101,039
STATE PD DAYS		\$1,380.23	\$1,418.18	\$1,460.76	\$1,557.024	\$1,615.66	\$1,684.32
ENRICHMENT DAYS		\$919.87	\$945.17	\$973.55	\$1,037.85	\$1,076.78	\$1,122.54
PPL/PL/BLI HOURS		\$4,994.32	\$5,131.66	\$5,285.72	\$5,634.85	\$5,846.21	\$6,094.67
TOTAL		\$90,091.42	\$92,569.01	\$95,348.03	\$101,645.94	\$105,458.65	\$109,940.53
STEP 9 BASE			\$87,627	\$90,255	\$96,216	\$99,826	\$104,068
STATE PD DAYS			\$1,460.74	\$1,504.55	\$1,603.92	\$1,664.10	\$1,734.81
ENRICHMENT DAYS			\$973.54	\$1,002.73	\$1,068.75	\$1,109.07	\$1,156.20
PPL/PL/BLI HOURS			\$5,285.66	\$5,444.18	\$5,803.75	\$6,021.50	\$6,277.38
TOTAL			\$95,346.94	\$98,206.46	\$104,692.63	\$108,620.67	\$113,236.39
STEP 10 BASE				\$92,963	\$99,103	\$102,820	\$107,190
STATE PD DAYS				\$1,549.69	\$1,652.05	\$1,714.01	\$1,786.86
ENRICHMENT DAYS				\$1,032.82	\$1,101.03	\$1,142.33	\$1,190.88
PPL/PL/BLI HOURS				\$5,607.53	\$5,977.89	\$6,202.10	\$6,465.70
TOTAL				\$101,153.04	\$107,833.97	\$111,878.44	\$116,633.44

	BA+0	BA+15	BA+30	BA+45	BA+90/ MA+0	MA+45	MA+90
STEP 11 BASE				\$95,752	\$102,078	\$105,906	\$110,407
STATE PD DAYS				\$1,596.19	\$1,701.64	\$1,765.45	\$1,840.48
ENRICHMENT DAYS				\$1,063.80	\$1,134.09	\$1,176.62	\$1,226.62
PPL/PL/BLI HOURS				\$5,775.76	\$6,157.34	\$6,388.25	\$6,659.75
TOTAL				\$104,187.75	\$111,071.07	\$115,236.32	\$120,133.85
STEP 12 BASE					\$106,160	\$110,140	\$114,823
STATE PD DAYS					\$1,769.69	\$1,836.03	\$1,914.10
ENRICHMENT DAYS					\$1,179.44	\$1,223.66	\$1,275.68
PPL/PL/BLI HOURS					\$6,403.57	\$6,643.64	\$6,926.12
TOTAL					\$115,512.70	\$119,843.33	\$124,938.90
STEP 13 BASE					\$110,407	\$114,547	\$119,415
STATE PD DAYS					\$1,840.48	\$1,909.50	\$1,990.65
ENRICHMENT DAYS					\$1,226.62	\$1,272.62	\$1,326.70
PPL/PL/BLI HOURS					\$6,659.75	\$6,909.48	\$7,203.11
TOTAL					\$120,133.85	\$124,638.60	\$129,935.46
STEP 14 BASE					\$114,824	\$119,129	\$124,190
STATE PD DAYS					\$1,914.12	\$1,985.88	\$2,070.25
ENRICHMENT DAYS					\$1,275.69	\$1,323.52	\$1,379.875
PPL/PL/BLI HOURS					\$6,926.18	\$7,185.86	\$7,491.14
TOTAL					\$124,939.99	\$129,624.26	\$135,131.14
STEP 15 BASE					\$119,415	\$123,893	\$129,159
STATE PD DAYS					\$1,990.65	\$2,065.30	\$2,153.08
ENRICHMENT DAYS					\$1,326.70	\$1,376.45	\$1,434.96
PPL/PL/BLI HOURS					\$7,203.11	\$7,473.23	\$7,790.87
TOTAL					\$129,935.46	\$134,807.98	\$140,537.91
LONGEVITY STIPENDS							
MAXIMUM BASE PLACEMENT	BA+0 STEP 7	BA+15 STEP 8	BA+30 STEP 9	BA+45 STEP 11	BA+90/MA+0 STEP15	MA+45 STEP15	MA+90 STEP15
16-20 YEARS OF EXPEREINCE-1.5%	\$1,176.38	\$1,241.96	\$1,314.41	\$1,436.28	\$1,791.23	\$1,858.40	\$1,937.39
21-25 YEARS OF EXPEREINCE-2.0%	\$1,568.50	\$1,655.94	\$1,752.54	\$1,915.04	\$2,388.30	\$2,477.86	\$2,583.18
26+ YEARS OF EXPEREINCE-2.5%	\$1,960.63	\$2,069.93	\$2,190.68	\$2,393.80	\$2,985.38	\$3,097.33	\$3,228.98

Certificated Substitutes			
Work Days	Daily (7 hours)	Half-Day (3.5 hours)	Hourly
Monday and Friday	\$282.76	\$141.38	\$40.39
RSD Retiree Monday and Friday	\$296.76	\$148.38	\$42.39
Tuesday, Wednesday, Thursday	\$254.52	\$127.26	\$36.36
RSD Retiree Tuesday, Wednesday, Thursday	\$268.52	\$134.26	\$38.36
20+ days in a continuous assignment	Contract Rate (depending on education and years of experience)		

Notes:

- 2.6% base salary increase from 2025-2026.
- PPL Hours listed on same assignment line as PL/BLI Hours. Total of 76 hours for 1.0 FTE
- Placement on the salary schedule is based on receipt of acceptable documentation as outlined in REA CBA Appendix L.
- State PD Days are paid on roster/timesheet.
- Longevity stipend for eligible employees who have completed their 16th year of experience (excluding retired/rehired employees) who are otherwise not eligible for column or increment movement. Longevity stipend shall be spread monthly starting with the school year after completing the 16th year of experience. (REA CBA 13.4)
 - Employees who have between 16 and 20 years of completed experience shall receive an annual longevity stipend of 1.5%
 - Employees who have between 21 and 25 years of completed experience shall receive an annual longevity stipend of 2%
 - Employees who have between 26 years or more of completed experience shall receive an annual longevity stipend of 2.5%
- 2026-2027 base salary increase is the state funded authorized increase (Appendix A).

Board Approved:

RENTON SCHOOL DISTRICT NO.403

RENTON EDUCATION ASSOCIATION (REA) SALARY SUMMARY

Effective: September 1, 2026

Type of Pay	Description	Hours	Work Days	Documentation of Hours Completed	Reflected on Pay Warrant	Impact of going on leave
Base	From REA Salary Schedule	1260 for 1.0 FTE*	See REA Work Calendar	n/a	REA BASE	Pay will be reduced if in unpaid status.
Supplemental Pay Items						
State PD Days (13.2.4.1)	State Professional Development Days Building/District Directed	21	August 21, 22, 25, 2026	Sign in roster at school/site location for payment	STATE P.D.	N/A – Days paid for attendance.
Enrichment Days (13.2.4.2) (13.2.4.4) (13.2.3.3)	One-half (1/2) Asynchronous day that is building/District directed	3.5	On or before October 10, 2026	Electronic form in Frontline Central	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
	One-half (1/2) day PLC work	3.5	March 15, 2027	Electronic form in Frontline Central	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
	One (1) day separated into five (5) building hours and two (2) PLC hours	7	Secondary: November 6, 2026 Elementary: November 30, 2026	Electronic form in Frontline Central	ENRICHMENT DAYS	Pay will be reduced if in unpaid status.
PPL/PL/BLI Hours (13.2.2) (13.2.1) (13.2.3)	Personalized Professional Learning hours	21*	Flexible, completed during the REA calendar	Electronic form in Frontline Central	PLP HOURS	Pay will be reduced if hours are not completed and/or not documented prior to going on leave.
	Professional Learning hours and	21*				
	Building Learning Improvement hours	34*				
General Pay Information						
* Items are prorated based on contract FTE - State PD Days are paid as earned, on roster/timesheet. - Base, Enrichment and PPL/PL/BLI hours pay is defaulted to spread over 12 months, September to August. - Employees who start after September 10th, and are contracted for the school year, will have pay spread from the start of their assignment through August.			- Employees who start after the start of the year are eligible for supplemental pay days if they are on contract when the day occurs. - Short term assignment pay is spread for the duration of the assignment. - Exhaustion of paid time off will result in leave without pay. This will reduce pay. - Pay will be reduced if not documented through the electronic form by the form due date.			