Schedule A

Puyallup School District **2026-27 PESPA Salary Schedule**	*Days	Level	Hourly Rate Step 1	Step 2	Step 3	Step 4	Step 5	Longevity 10 years	12 years	15 years	20 years
Interpreter Tutor Coordinator*^		**8**	**45.61482**	**46.98326**	**48.39276**	**49.84454**	**50.84144**	**51.54144**	**51.84144**	**52.14144**	**52.34144**
		w/cert	46.07097	47.45310	48.87669	50.34299	51.34985	52.04985	52.34985	52.64985	52.84985
		30	46.21482	47.58326	48.99276	50.44454	51.44144	52.14144	52.44144	52.74144	52.94144
		30 w/cert	46.67697	48.05910	49.48269	50.94899	51.95585	52.65585	52.95585	53.25585	53.45585
		72	46.71482	48.08326	49.49276	50.94454	51.94144	52.64144	52.94144	53.24144	53.44144
		72 w/cert	47.18197	48.56410	49.98769	51.45399	52.46085	53.16085	53.46085	53.76085	53.96085
		AA	46.96482	48.33326	49.74276	51.19454	52.19144	52.89144	53.19144	53.49144	53.69144
		AA w/cert	47.43447	48.81660	50.24019	51.70649	52.71335	53.41335	53.41335	54.01335	54.21335
		BA	47.11482	48.48326	49.89276	51.34454	52.34144	53.04144	53.34144	53.64144	53.84144
		BA w/cert	47.58597	48.96810	50.39169	51.85799	52.86485	53.56485	53.86485	54.16485	54.36485
Interpreter Tutor*^	191	**7**	**43.44269**	**44.74597**	**46.08834**	**47.47099**	**48.42041**	**49.12041**	**49.42041**	**49.72041**	**49.92041**
		w/cert	43.87711	45.19343	46.54923	47.94570	48.90462	49.60462	49.90462	50.20462	50.40462
		30	44.04269	45.34597	46.68834	48.07099	49.02041	49.72041	50.02041	50.32041	50.52041
		30 w/cert	44.48311	45.79943	47.15523	48.55170	49.51062	50.21062	50.51062	50.81062	51.01062
		72	44.54269	45.84597	47.18834	48.57099	49.52041	50.22041	50.52041	50.82041	51.02041
		72 w/cert	44.98811	46.30443	47.66023	49.05670	50.01562	50.71562	51.01562	51.31562	51.51562
		AA	44.79269	46.09597	47.43834	48.82099	49.77041	50.47041	50.77041	51.07041	51.27041
		AA w/cert	45.24061	46.55693	47.91273	49.30920	50.26812	50.96812	51.26812	51.56812	51.76812
		BA	44.94269	46.24597	47.58834	48.97099	49.92041	50.62041	50.92041	51.22041	51.42041
		BA w/cert	45.39211	46.70843	48.06423	49.46070	50.41962	51.11962	51.41962	51.71962	51.91962
Interpreter (ASL)*	191	**6**	**40.41180**	**41.62415**	**42.87288**	**44.15906**	**45.04225**	**45.74225**	**46.04225**	**46.34225**	**46.54225**
Licensed Practical Nurse*	190/191	30	41.01180	42.22415	43.47288	44.75906	45.64225	46.34225	46.64225	46.94225	47.14225
		72	41.51180	42.72415	43.97288	45.25906	46.14225	46.84225	47.14225	47.44225	47.64225
		AA	41.76180	42.97415	44.22288	45.50906	46.39225	47.09225	47.39225	47.69225	47.89225
		BA	41.91180	43.12415	44.37288	45.65906	46.54225	47.24225	47.54225	47.84225	48.04225
Deaf / Blind Intervener	191	**5**	**30.64485**	**31.56419**	**32.51112**	**33.48645**	**34.15618**	**34.85618**	**35.15618**	**35.45618**	**35.65618**
		30	31.24485	32.16419	33.11112	34.08645	34.75618	35.45618	35.75618	36.05618	36.25618
		72	31.74485	32.66419	33.61112	34.58645	35.25618	35.95618	36.25618	36.55618	36.75618
		AA	31.99485	32.91419	33.86112	34.83645	35.50618	36.20618	36.50618	36.80618	37.00618
		BA	32.14485	33.06419	34.01112	34.98645	35.65618	36.35618	36.65618	36.95618	37.15618
Science Lab Technician*	197	**4**	**29.18557**	**30.06113**	**30.96297**	**31.89186**	**32.52969**	**33.22969**	**33.52969**	**33.82969**	**34.02969**
		30	29.78557	30.66113	31.56297	32.49186	33.12969	33.82969	34.12969	34.42969	34.62969
		72	30.28557	31.16113	32.06297	32.99186	33.62969	34.32969	34.62969	34.92969	35.12969
		AA	30.53557	31.41113	32.31297	33.24186	33.87969	34.57969	34.87969	35.17969	35.37969
		BA	30.68557	31.56113	32.46297	33.39186	34.02969	34.72969	35.02969	35.32969	35.52969
ADA Paraeducator - Level 3*	190/191	**3**	**27.79578**	**28.62965**	**29.48854**	**30.37320**	**30.98066**	**31.68066**	**31.98066**	**32.28066**	**32.48066**
MLE Paraeducator	190/191	30	28.39578	29.22965	30.08854	30.97320	31.58066	32.28066	32.58066	32.88066	33.08066
General Paraeducator - Level 3	190/191	72	28.89578	29.72965	30.58854	31.47320	32.08066	32.78066	33.08066	33.38066	33.58066
Health Assistant	190/191	AA	29.14578	29.97965	30.83854	31.72320	32.33066	33.03066	33.33066	33.63066	33.83066
Special Ed - Advance Paraeducator	190/191	BA	29.29578	30.12965	30.98854	31.87320	32.48066	33.18066	33.48066	33.78066	33.98066
Special Ed - Develop. Kindergarten Para	190/191										
Special Ed - Excel Paraeducator	190/191										
Special Ed - BEST Paraeducator	190/191										
Special Ed - Developmental Preschool Para	190/191										
Special Ed - Extended Day Preschool Para	190/191										
Special Ed - Gateway Paraeducator	190/191										
Special Ed - Resource Paraeducator	190/191										
Special Ed - Signing Paraeducator	190/191										
Special Ed - Summit Paraeducator	190/191										
Special Ed - Support Center Paraeducator	190/191										
Special Ed - WRAP Paraeducator	190/191										
Transition to Kindergarten Para	190/191										
Technology Library Paraeducator	190/191										

Puyallup School District 2026-27 PESPA Salary Schedule		Hourly Rate						Longevity			
	*Days	Level	Step 1	Step 2	Step 3	Step 4	Step 5	10 years	12 years	15 years	20 years
ADA Paraeducator - Level 2*	190/191	**2**	**26.47217**	**27.26633**	**28.08432**	**28.92685**	**29.50539**	**30.20539**	**30.50539**	**30.80539**	**31.00539**
Alternative Programs Support Paraeducator	190/191	30	27.07217	27.86633	28.68432	29.52685	30.10539	30.80539	31.10539	31.40539	31.60539
Bus Riding Support*	190/191	72	27.57217	28.36633	29.18432	30.02685	30.60539	31.30539	31.60539	31.90539	32.10539
CTE Paraeducator	190/191	AA	27.82217	28.61633	29.43432	30.27685	30.85539	31.55539	31.85539	32.15539	32.35539
Elementary Music Paraeducator	190/191	BA	27.97217	28.76633	29.58432	30.42685	31.00539	31.70539	32.00539	32.30539	32.50539
Elementary Overload Paraeducator	190/191										
General Paraeducator - Level 2	190/191										
Highly Capable Paraeducator	190/191										
Intervention Paraeducator	190/191										
LAP Paraeducator	190/191										
School and Family Support Liaison	190/191										
School Support Paraeducator:	190/191										
Building Duty Paraeducator	190/191										
Walking School Bus Paraeducator	190/191										
Bus/Crossing Guard Duty Paraeducator	190/191										
Playground Paraeducator	190/191										
Title I Paraeducator	190/191										
		1	**25.21159**	**25.96794**	**26.74698**	**27.54939**	**28.10037**	**28.80037**	**29.10037**	**29.40037**	**29.60037**
		30	25.81159	26.56794	27.34698	28.14939	28.70037	29.40037	29.70037	30.00037	30.20037
		72	26.31159	27.06794	27.84698	28.64939	29.20037	29.90037	30.20037	30.50037	30.70037
		AA	26.56159	27.31794	28.09698	28.89939	29.45037	30.15037	30.45037	30.75037	30.95037
		BA	26.71159	27.46794	28.24698	29.04939	29.60037	30.30037	30.60037	30.90037	31.10037

Credits, Tests and Degrees:

- 30 credits/Minimum State Requirements = $0.60/hour
- 72 credits = $1.10/hour
- AA Degree = $1.35/hour
- BA Degree = $1.50/hour

Longevity:

- 10 years - $.70
- 12 years - $1.00
- 15 years - $1.30
- 20 years - $1.50

Employees shall receive incremental and longevity increases effective on the first working day of each school year unless the State Legislature specifically prohibits increments be paid.

Substitute Interpreter Tutors shall be compensated at an hourly rate equal to Level 7, Step 1.
Substitute Paraeducators shall be compensated at an hourly rate equal to Level 2, Step 1.

Paraeducator Clock Hours and Credits:

10 Clock hours = 1 Quarter credit

Upon hire, previously completed college or university credits or clock hours supported by original transcripts shall apply to new employees, provided the credits apply to education or are related to Paraeducator responsibilities. Credits and clock hours must be received by Human Resources within 60 calendar days of the date of hire to be implemented for that year's salary schedule. New employees will be placed on the Salary Schedule appropriate to their training level at the discretion of the Director of Human Resources.

Classes or course work taken by existing employees must be from an accredited organization identified by OSPI, or approved in advance by Human Resources. Clock hours must be earned from an OSPI approved provider, or approved in advance by Human Resources. Classes, clock hours or course work must be related to the employee's assignment. Credits and clock hours must be completed by August 31 and paperwork must be received by Human Resources by September 30 to be implemented for that year's salary schedule. Salary for September and October will be adjusted for documented credits and clock hours.

Paraeducator Certifications- *Only Instructional* Paraeducators are eligible. * indicates Non-Instructional positions

- English Language Learner Subject Matter Paraeducator Certificate - $.25/hr
- Special Education Subject Matter Paraeducator Certificate - $.25/hr
- Advanced Paraeducator Certificate - $.50/hr

Paraeducator certifications will be paid beginning the month following certificate submission to HR.

Interpreter Certifications: See Section 9.12.3

All Interpreters holding the following certifications or high performance score on the EIPA, shall receive 1.0% in addition to their cell (certifications are not compounded, but may be compounded with degrees and coordinator stipends):

- Educational Interpreter Performance Assessment (EIPA), minimum level 4.6 - 5.0 (Available to Level 7 & 8 only)
- National Interpreter Certification (NIC)
- Certificated Deaf Interpreter (CDI)

^ Employees who are in process of obtaining a minimum EIPA score of 4.0 will be subject to a 7.5% wage reduction, per Section 9.12.3.

LPN's may use continuing education units (CEU's), credits, or clock hours that satisfy the continuing education requirements for their state professional health license, for Washington and any other state, as in-service credits.

Interpreter ADA Extra Hourly Rate (per Section 14.10.1.2): $70/hour

Deaf Blind Interpreter pay will be a differential added to the Salary schedule, equal to 5% above the Interpreter Tutor's wage (level 7)

2027-28: State Inflationary Adjustment per RCW 28A.400.205

2028-29: State Inflationary Adjustment per RCW 28A.400.205