

| Puyallup School District 2020-21 PESPA Salary Schedule | *Days | Hourly Rate | | | | | Longevity | | |
|---|---------|-------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| | | Level | Step 1 | Step 2 | Step 3 | Step 4 | 10 years | 12 years | 16 years |
| | | 9 | 35.61944 | 36.68802 | 37.78866 | 38.92232 | 39.62232 | 39.92232 | 40.22232 |
| | | 30 | 36.21944 | 37.28802 | 38.38866 | 39.52232 | 40.22232 | 40.52232 | 40.82232 |
| | | 72 | 36.71944 | 37.78802 | 38.88866 | 40.02232 | 40.72232 | 41.02232 | 41.32232 |
| | | AA | 36.96944 | 38.03802 | 39.13866 | 40.27232 | 40.97232 | 41.27232 | 41.57232 |
| | | BA | 37.11944 | 38.18802 | 39.28866 | 40.42232 | 41.12232 | 41.42232 | 41.72232 |
| | | 8 | 33.92327 | 34.94097 | 35.98920 | 37.06888 | 37.76888 | 38.06888 | 38.36888 |
| | | 30 | 34.52327 | 35.54097 | 36.58920 | 37.66888 | 38.36888 | 38.66888 | 38.96888 |
| | | 72 | 35.02327 | 36.04097 | 37.08920 | 38.16888 | 38.86888 | 39.16888 | 39.46888 |
| | | AA | 35.27327 | 36.29097 | 37.33920 | 38.41888 | 39.11888 | 39.41888 | 39.71888 |
| | | BA | 35.42327 | 36.44097 | 37.48920 | 38.56888 | 39.26888 | 39.56888 | 39.86888 |
| Interpreter Tutor Coordinator | 191 | 7 | 32.30788 | 33.27712 | 34.27543 | 35.30369 | 36.00369 | 36.30369 | 36.60369 |
| | | w/cert | 34.73097 | 35.77290 | 36.84609 | 37.95147 | 38.65147 | 38.95147 | 39.25147 |
| | | 30 | 32.90788 | 33.87712 | 34.87543 | 35.90369 | 36.60369 | 36.90369 | 37.20369 |
| | | 30 w/cert | 35.37597 | 36.41790 | 37.49109 | 38.59647 | 39.29647 | 39.59647 | 39.89647 |
| | | 72 | 33.40788 | 34.37712 | 35.37543 | 36.40369 | 37.10369 | 37.40369 | 37.70369 |
| | | 72 w/cert | 35.91347 | 36.95540 | 38.02859 | 39.13397 | 39.83397 | 40.13397 | 40.43397 |
| | | AA | 33.65788 | 34.62712 | 35.62543 | 36.65369 | 37.35369 | 37.65369 | 37.95369 |
| | | AA w/cert | 36.18222 | 37.22415 | 38.29734 | 39.40272 | 40.10272 | 40.40272 | 40.70272 |
| | | BA | 33.80788 | 34.77712 | 35.77543 | 36.80369 | 37.50369 | 37.80369 | 38.10369 |
| | | BA w/cert | 36.34347 | 37.38540 | 38.45859 | 39.56397 | 40.26397 | 40.56397 | 40.86397 |
| Interpreter | 191 | 6 | 30.76941 | 31.69249 | 32.64327 | 33.62257 | 34.32257 | 34.62257 | 34.92257 |
| Interpreter Tutor | 191 | w/cert | 33.07712 | 34.06943 | 35.09151 | 36.14426 | 36.84426 | 37.14426 | 37.44426 |
| Licensed Practical Nurse | 190/191 | 30 | 31.36941 | 32.29249 | 33.24327 | 34.22257 | 34.92257 | 35.22257 | 35.52257 |
| | | 30 w/cert | 33.72212 | 34.71443 | 35.73651 | 36.78926 | 37.48926 | 37.78926 | 38.08926 |
| | | 72 | 31.86941 | 32.79249 | 33.74327 | 34.72257 | 35.42257 | 35.72257 | 36.02257 |
| | | 72 w/cert | 34.25962 | 35.25193 | 36.27401 | 37.32676 | 38.02676 | 38.32676 | 38.62676 |
| | | AA | 32.11941 | 33.04249 | 33.99327 | 34.97257 | 35.67257 | 35.97257 | 36.27257 |
| | | AA w/cert | 34.52837 | 35.52068 | 36.54276 | 37.59551 | 38.29551 | 38.59551 | 38.89551 |
| | | BA | 32.26941 | 33.19249 | 34.14327 | 35.12257 | 35.82257 | 36.12257 | 36.42257 |
| | | BA w/cert | 34.68962 | 35.68193 | 36.70401 | 37.75676 | 38.45676 | 38.75676 | 39.05676 |
| | | 5 | 23.33289 | 24.03288 | 24.75387 | 25.49648 | 26.19648 | 26.49648 | 26.79648 |
| | | 30 | 23.93289 | 24.63288 | 25.35387 | 26.09648 | 26.79648 | 27.09648 | 27.39648 |
| | | 72 | 24.43289 | 25.13288 | 25.85387 | 26.59648 | 27.29648 | 27.59648 | 27.89648 |
| | | AA | 24.68289 | 25.38288 | 26.10387 | 26.84648 | 27.54648 | 27.84648 | 28.14648 |
| | | BA | 24.83289 | 25.53288 | 26.25387 | 26.99648 | 27.69648 | 27.99648 | 28.29648 |
| Science Lab Technician | 197 | 4 | 22.22180 | 22.88846 | 23.57511 | 24.28237 | 24.98237 | 25.28237 | 25.58237 |
| | | 30 | 22.82180 | 23.48846 | 24.17511 | 24.88237 | 25.58237 | 25.88237 | 26.18237 |
| | | 72 | 23.32180 | 23.98846 | 24.67511 | 25.38237 | 26.08237 | 26.38237 | 26.68237 |
| | | AA | 23.57180 | 24.23846 | 24.92511 | 25.63237 | 26.33237 | 26.63237 | 26.93237 |
| | | BA | 23.72180 | 24.38846 | 25.07511 | 25.78237 | 26.48237 | 26.78237 | 27.08237 |
| ADA Paraeducator - Level 3 | 190 | 3 | 21.16362 | 21.79853 | 22.45249 | 23.12606 | 23.82606 | 24.12606 | 24.42606 |
| ELL Paraeducator | 190 | 30 | 21.76362 | 22.39853 | 23.05249 | 23.72606 | 24.42606 | 24.72606 | 25.02606 |
| General Paraeducator - Level 3 | 190 | 72 | 22.26362 | 22.89853 | 23.55249 | 24.22606 | 24.92606 | 25.22606 | 25.52606 |
| Health Assistant | 190 | AA | 22.51362 | 23.14853 | 23.80249 | 24.47606 | 25.17606 | 25.47606 | 25.77606 |
| Special Ed - Advance Paraeducator | 190 | BA | 22.66362 | 23.29853 | 23.95249 | 24.62606 | 25.32606 | 25.62606 | 25.92606 |
| Special Ed - Developmental Kindergarten Para | 190 | | | | | | | | |
| Special Ed - Excel Paraeducator | 190 | | | | | | | | |
| Special Ed - Kite Paraeducator | 190 | | | | | | | | |
| Special Ed - Preschool Paraeducator | 190 | | | | | | | | |
| Special Ed - Summit Paraeducator | 190 | | | | | | | | |
| Special Ed - Support Center Paraeducator | 190 | | | | | | | | |
| Special Ed - WRAP Paraeducator | 190 | | | | | | | | |

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|---|-------|-------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| | | Level | Step 1 | Step 2 | Step 3 | Step 4 | 10 years | 12 years | 16 years |
| ADA Paraeducator - Level 2 | 190 | 2 | 20.15583 | 20.76051 | 21.38332 | 22.02482 | 22.72482 | 23.02482 | 23.32482 |
| Alternative Programs Support Paraeducator | 190 | 30 | 20.75583 | 21.36051 | 21.98332 | 22.62482 | 23.32482 | 23.62482 | 23.92482 |
| Bus Riding Support | 190 | 72 | 21.25583 | 21.86051 | 22.48332 | 23.12482 | 23.82482 | 24.12482 | 24.42482 |
| CTE Paraeducator | 190 | AA | 21.50583 | 22.11051 | 22.73332 | 23.37482 | 24.07482 | 24.37482 | 24.67482 |
| Elementary Music Paraeducator | 190 | BA | 21.65583 | 22.26051 | 22.88332 | 23.52482 | 24.22482 | 24.52482 | 24.82482 |
| Elementary Overload Paraeducator | 190 | | | | | | | | |
| General Paraeducator - Level 2 | 190 | | | | | | | | |
| Highly Capable Paraeducator | 190 | | | | | | | | |
| Intervention Paraeducator | 190 | | | | | | | | |
| LAP Paraeducator | 190 | | | | | | | | |
| Library and Technology Paraeducator | 190 | | | | | | | | |
| School and Family Support Liaison | 190 | | | | | | | | |
| School Support Paraeducator: | 190 | | | | | | | | |
| Building Duty Paraeducator | 190 | | | | | | | | |
| Walking School Bus Paraeducator | 190 | | | | | | | | |
| Bus/Crossing Guard Duty Paraeducator | 190 | | | | | | | | |
| Playground Paraeducator | 190 | | | | | | | | |
| Special Ed - Resource Paraeducator | 190 | | | | | | | | |
| Title I Paraeducator | 190 | | | | | | | | |
| | | 1 | 19.19603 | 19.77191 | 20.36507 | 20.97602 | 21.67602 | 21.97602 | 22.27602 |
| | | 30 | 19.79603 | 20.37191 | 20.96507 | 21.57602 | 22.27602 | 22.57602 | 22.87602 |
| | | 72 | 20.29603 | 20.87191 | 21.46507 | 22.07602 | 22.77602 | 23.07602 | 23.37602 |
| | | AA | 20.54603 | 21.12191 | 21.71507 | 22.32602 | 23.02602 | 23.32602 | 23.62602 |
| | | BA | 20.69603 | 21.27191 | 21.86507 | 22.47602 | 23.17602 | 23.47602 | 23.77602 |
| Credits and Degrees: | | | | | | | | | |
| <ul style="list-style-type: none"> • 30 credits or NCLB = \$0.60/hour • 72 credits = \$1.10/hour • AA Degree = \$1.35/hour • BA Degree = \$1.50/hour | | | | | | | | | |
| Longevity: | | | | | | | | | |
| <ul style="list-style-type: none"> •10 years - \$.70 •12 years - \$1.00 •16 years - \$1.30 | | | | | | | | | |
| Substitute Interpreters shall be compensated at an hourly rate equal to Level 6, Step 1. | | | | | | | | | |
| Substitute Paraeducators shall be compensated at an hourly rate equal to Level 1, Step 1. | | | | | | | | | |
| 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. | | | | | | | | | |
| Paraeducator Clock Hours and Credits: 10 Clock Hours = 1 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. | | | | | | | | | |
| Interpreter Certifications: | | | | | | | | | |
| Interpreters holding the following certifications shall receive 7.5% in addition to their cell (may be compounded with degrees and coordinator stipends): | | | | | | | | | |
| <ul style="list-style-type: none"> • Educational Interpreter Performance Assessment (EIPA), minimum level 4.0 • National Interpreter Certification (NIC) • Certificated Deaf Interpreter (CDI) • Certificate of Interpretation (CI) • Certificate of Transliteration (CT) • National Association of the Deaf (NAD), minimum level IV | | | | | | | | | |
| Interpreter ADA Extra Hourly Rate (per Section 14.10.1.2): \$50/hour | | | | | | | | | |