

Puyallup School District 2019-20 PESPA Salary Schedule	*Days	Hourly Rate					Longevity		
		Level	Step 1	Step 2	Step 3	Step 4	10 years	12 years	16 years
		9	34.54844	35.58489	36.65244	37.75201	38.45201	38.75201	39.05201
		30	35.14844	36.18489	37.25244	38.35201	39.05201	39.35201	39.65201
		72	35.64844	36.68489	37.75244	38.85201	39.55201	39.85201	40.15201
		AA	35.89844	36.93489	38.00244	39.10201	39.80201	40.10201	40.40201
		BA	36.04844	37.08489	38.15244	39.25201	39.95201	40.25201	40.55201
		8	32.90327	33.89037	34.90708	35.95430	36.65430	36.95430	37.25430
		30	33.50327	34.49037	35.50708	36.55430	37.25430	37.55430	37.85430
		72	34.00327	34.99037	36.00708	37.05430	37.75430	38.05430	38.35430
		AA	34.25327	35.24037	36.25708	37.30430	38.00430	38.30430	38.60430
		BA	34.40327	35.39037	36.40708	37.45430	38.15430	38.45430	38.75430
Interpreter Tutor Coordinator	191	7	31.33645	32.27655	33.24484	34.24219	34.94219	35.24219	35.54219
		w/cert	33.68669	34.69729	35.73821	36.81035	37.51035	37.81035	38.11035
		30	31.93645	32.87655	33.84484	34.84219	35.54219	35.84219	36.14219
		30 w/cert	34.33169	35.34229	36.38321	37.45535	38.15535	38.45535	38.75535
		72	32.43645	33.37655	34.34484	35.34219	36.04219	36.34219	36.64219
		72 w/cert	34.86919	35.87979	36.92071	37.99285	38.69285	38.99285	39.29285
		AA	32.68645	33.62655	34.59484	35.59219	36.29219	36.59219	36.89219
		AA w/cert	35.13794	36.14854	37.18946	38.26160	38.96160	39.26160	39.56160
		BA	32.83645	33.77655	34.74484	35.74219	36.44219	36.74219	37.04219
		BA w/cert	35.29919	36.30979	37.35071	38.42285	39.12285	39.42285	39.72285
Interpreter	191	6	29.84424	30.73957	31.66175	32.61161	33.31161	33.61161	33.91161
Interpreter Tutor	191	w/cert	32.08256	33.04503	34.03639	35.05748	35.75748	36.05748	36.35748
Licensed Practical Nurse	190/191	30	30.44424	31.33957	32.26175	33.21161	33.91161	34.21161	34.51161
		30 w/cert	32.72756	33.69003	34.68139	35.70248	36.40248	36.70248	37.00248
		72	30.94424	31.83957	32.76175	33.71161	34.41161	34.71161	35.01161
		72 w/cert	33.26506	34.22753	35.21889	36.23998	36.93998	37.23998	37.53998
		AA	31.19424	32.08957	33.01175	33.96161	34.66161	34.96161	35.26161
		AA w/cert	33.53381	34.49628	35.48764	36.50873	37.20873	37.50873	37.80873
		BA	31.34424	32.23957	33.16175	34.11161	34.81161	35.11161	35.41161
		BA w/cert	33.69506	34.65753	35.64889	36.66998	37.36998	37.66998	37.96998
		5	22.63133	23.31027	24.00958	24.72986	25.42986	25.72986	26.02986
		30	23.23133	23.91027	24.60958	25.32986	26.02986	26.32986	26.62986
		72	23.73133	24.41027	25.10958	25.82986	26.52986	26.82986	27.12986
		AA	23.98133	24.66027	25.35958	26.07986	26.77986	27.07986	27.37986
		BA	24.13133	24.81027	25.50958	26.22986	26.92986	27.22986	27.52986
Science Lab Technician	197	4	21.55365	22.20026	22.86626	23.55225	24.25225	24.55225	24.85225
		30	22.15365	22.80026	23.46626	24.15225	24.85225	25.15225	25.45225
		72	22.65365	23.30026	23.96626	24.65225	25.35225	25.65225	25.95225
		AA	22.90365	23.55026	24.21626	24.90225	25.60225	25.90225	26.20225
		BA	23.05365	23.70026	24.36626	25.05225	25.75225	26.05225	26.35225
ADA Paraeducator - Level 3	190	3	20.52728	21.14310	21.77739	22.43072	23.13072	23.43072	23.73072
ELL Paraeducator	190	30	21.12728	21.74310	22.37739	23.03072	23.73072	24.03072	24.33072
General Paraeducator - Level 3	190	72	21.62728	22.24310	22.87739	23.53072	24.23072	24.53072	24.83072
Health Assistant	190	AA	21.87728	22.49310	23.12739	23.78072	24.48072	24.78072	25.08072
Special Ed - Advance Paraeducator	190	BA	22.02728	22.64310	23.27739	23.93072	24.63072	24.93072	25.23072
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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ADA Paraeducator - Level 2	190	2	19.54979	20.13629	20.74037	21.36259	22.06259	22.36259	22.66259
Alternative Programs Support Paraeducator	190	30	20.14979	20.73629	21.34037	21.96259	22.66259	22.96259	23.26259
Bus Riding Support	190	72	20.64979	21.23629	21.84037	22.46259	23.16259	23.46259	23.76259
CTE Paraeducator	190	AA	20.89979	21.48629	22.09037	22.71259	23.41259	23.71259	24.01259
Elementary Music Paraeducator	190	BA	21.04979	21.63629	22.24037	22.86259	23.56259	23.86259	24.16259
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								
Special Ed - Resource Paraeducator	190								
Title I Paraeducator	190								
ADA Paraeducator - Level 1	190	1	18.61885	19.17742	19.75274	20.34532	21.04532	21.34532	21.64532
Elementary Overload Paraeducator	190	30	19.21885	19.77742	20.35274	20.94532	21.64532	21.94532	22.24532
Library Paraeducator	190	72	19.71885	20.27742	20.85274	21.44532	22.14532	22.44532	22.74532
School Support Paraeducator:	190	AA	19.96885	20.52742	21.10274	21.69532	22.39532	22.69532	22.99532
Building Duty Paraeducator		BA	20.11885	20.67742	21.25274	21.84532	22.54532	22.84532	23.14532
Walking School Bus Paraeducator									
Bus/Crossing Guard Duty Paraeducator									
Playground Paraeducator									
Credits and Degrees:									
• 30 credits or NCLB = \$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									
•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):									
• 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									
2020-21: IPD + 1.5%									