

**EVERETT ASSOCIATION OF PARAEDUCATORS  
SALARY SCHEDULE EFFECTIVE SEPTEMBER 1, 2025**

<b>Paraeducator Classification</b>	<b><u>Years 1-2</u></b>	<b><u>Years 3-4</u></b>	<b><u>Years 5-6</u></b>	<b><u>Years 7-9</u></b>	<b><u>Years 10-12</u></b>	<b><u>Years 13-15</u></b>	<b><u>Years 16-19</u></b>	<b><u>Years 20+</u></b>
<b>Paraeducator (Level 1)</b>	\$27.07	\$28.42	\$29.27	\$30.15	\$31.05	\$31.98	\$32.94	\$34.92
<b>Paraeducator Special Assignment</b>	\$28.42	\$29.84	\$30.73	\$31.66	\$32.60	\$33.58	\$34.59	\$36.67
Health Room Assistant								
Multi-Lingual (ML)								
Achieve								
Developmental Preschool / Kindergarten								
Extended Resource Room								
Life Skills/STRIVE GOAL								

<b>Paraeducator Classification</b>	<b><u>Years 1-2</u></b>	<b><u>Years 3-4</u></b>	<b><u>Years 5-6</u></b>	<b><u>Years 7-9</u></b>	<b><u>Years 10-12</u></b>	<b><u>Years 13-15</u></b>	<b><u>Years 16-19</u></b>	<b><u>Years 20+</u></b>
<b>Paraeducator Behavior Support</b>	\$33.49	\$34.49	\$35.52	\$36.59	\$37.69	\$38.82	\$39.98	\$41.98

<b>Paraeducator / Specialist Classification</b>	<b><u>Years 1-2</u></b>	<b><u>Years 3-4</u></b>	<b><u>Years 5-6</u></b>	<b><u>Years 7-9</u></b>	<b><u>Years 10-12</u></b>	<b><u>Years 13-15</u></b>	<b><u>Years 16-19</u></b>	<b><u>Years 20+</u></b>
<b>Career Specialist</b>	\$32.09	\$33.05	\$34.04	\$35.06	\$36.11	\$37.19	\$38.31	\$40.23
<b>Therapy Assistants</b>	\$36.71	\$37.81	\$38.94	\$40.11	\$41.31	\$42.55	\$43.83	\$46.02
COTA								
Physical Therapy Assistant								
SLPA								
Vision Assistant								
<b>Service Coordinators</b>	\$33.49	\$34.49	\$35.52	\$36.59	\$37.69	\$38.82	\$39.98	\$41.98
Graduation Success Coordinator								
Family Specialist								
Paraeducator Trainer								
Administrator Support								
<b>Classroom Specialists</b>	\$38.19	\$39.34	\$40.52	\$41.74	\$42.99	\$44.28	\$45.61	\$47.89
ECEAP Instructor								
ECEAP Family Support								
Sign Language Interpreter								

<b>Substitutes and Temporary</b>	The substitute and temporary wage rate shall be 90% of entry level step for position unless specified.							
Paraeducator (Level 1) (95%)	\$25.72	Paraeducator Special Assignment (Level 1) (95%)				\$27.00		
Career Specialist	\$28.88	Paraeducator Behavior Support				\$30.14		
Therapy Assistants	\$33.04							
Service Coordinators	\$30.14							
Classroom Specialists	\$34.37							

<b>PREMIUMS / TRAINING</b>	
FCS	\$0.50
General	\$0.25
EL	\$0.25
Special Ed	\$0.25
Advanced	\$1.00
Beh. Tech	\$0.25

**Notes:**

- Notes:
1. Premium pay is defined in Section 18.3
  2. Paraeducator Special Assignment per section 19.6 is 5% above base Para 1 rates.
  3. Behavior Support wages shall be consistent with Service Coordinators