

Central Kitsap School District
Appendix A - CKESP Salary Schedule

Effective September 1, 2019 through August 31, 2020

Assistants

Step	Behavior Response Team Assistant	Certified Occupational Therapist Aide	Certified SLPA	Discipline Assistant	Educational Interpreter	In-School Suspension Monitor	Marketing Assistant	Native American Coordinator, McKinney Vento Coordinator	Paraeducator I	Paraeducator II	Paraeducator-KAP	Paraeducator-Medically Fragile (LPN)	Specialist - Visually Impaired	Transition Coordinator
0	23.99	27.83	25.77	18.61	29.72	20.67	18.61	22.52	20.67	21.49	22.29	29.95	26.20	24.43
1	24.34	28.41	26.06	18.85	30.42	21.00	18.85	23.13	21.00	21.81	22.64	30.25	26.62	25.11
2	24.69	29.04	26.32	19.09	31.08	21.33	19.09	23.65	21.33	22.12	23.01	30.55	27.06	25.72
3	25.04	29.68	26.61	19.33	31.75	21.65	19.33	24.16	21.65	22.43	23.35	30.86	27.49	26.34
4	25.39	30.35	26.90	19.56	32.45	21.99	19.56	24.71	21.99	22.74	23.70	31.15	27.92	26.95
5	25.74	31.05	27.19	19.82	33.19	22.31	19.82	25.30	22.31	23.05	24.05	31.45	28.35	27.58
6	26.09	31.71	27.46	20.05	33.91	22.63	20.05	25.82	22.63	23.36	24.41	31.74	28.79	28.21
7	26.44	32.43	27.75	20.29	34.66	22.96	20.29	26.40	22.96	23.67	24.76	32.05	29.21	28.74
8	26.79	33.14	28.03	20.53	35.47	23.28	20.53	26.94	23.28	23.99	25.11	32.34	29.64	29.39
9	27.14	33.86	28.32	20.77	36.20	23.58	20.77	27.54	23.58	24.29	25.41	32.91	30.10	30.10
Substitute	21.59	25.05	23.19	16.75	26.75	18.60	16.75	20.27	18.60	19.34	20.06	26.96	23.58	21.99

Shift Differential

Swing Shift: 3%

Graveyard Shift: 5%

Longevity is available to employees after 12 years of continuous employment with the district, and is applied to the current placement on the salary schedule.

Longevity is calculated based on your current step. For employees on Step 9, see table below for calculation.

Years 13-15 - 1% of Salary Placement

Years 16-20 - 2% of Salary Placement

Years 21-25 - 3% of Salary Placement

Years 26 on - 4% of Salary Placement

9 + 1%	27.41	34.20	28.60	20.98	36.56	23.82	20.98	27.82	23.82	24.53	25.66	33.24	30.40	30.40
9 + 2%	27.68	34.54	28.89	21.19	36.92	24.05	21.19	28.09	24.05	24.78	25.92	33.57	30.70	30.70
9 + 3%	27.95	34.88	29.17	21.39	37.29	24.29	21.39	28.37	24.29	25.02	26.17	33.90	31.00	31.00
9 + 4%	28.22	35.21	29.45	21.60	37.65	24.52	21.60	28.64	24.52	25.26	26.43	34.23	31.30	31.30

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Step	Bus Assist.		Bus Driver
	Bus Assistant	Bus Driver	Driver Trainer (*Training Hours Only)
0	21.49	25.37	26.90
1	21.75	25.68	27.22
2	22.01	26.01	27.58
3	22.27	26.34	27.92
4	22.52	26.65	28.26
5	22.79	26.99	28.59
6	23.05	27.31	28.96
7	23.32	27.62	29.28
8	23.57	27.95	29.61
9	23.84	28.27	29.97
Substitute	19.34	22.83	24.21

Step	Copy Center Spec.
0	22.40
1	22.74
2	23.08
3	23.41
4	23.77
5	24.10
6	24.43
7	24.78
8	25.11
9	25.47
Substitute	20.16

Step	Custodian						
	Custodian	Custodian - Day	Head Custodian- Elem	Head Custodian-Sec	Head Custodian-Supp Rte	Laundry Worker/ Transporter	Lead Custodian
0	23.20	23.90	24.86	25.32	25.32	21.13	26.84
1	23.44	24.14	25.24	25.73	25.73	21.40	27.24
2	23.68	24.39	25.63	26.13	26.13	21.68	27.64
3	23.94	24.66	26.02	26.54	26.54	21.96	28.04
4	24.19	24.92	26.42	26.95	26.95	22.22	28.44
5	24.44	25.17	26.82	27.34	27.34	22.50	28.84
6	24.69	25.43	27.20	27.75	27.75	22.78	29.24
7	24.95	25.70	27.59	28.16	28.16	23.05	29.64
8	25.20	25.96	27.98	28.55	28.55	23.33	30.04
9	25.45	26.21	28.38	28.93	28.93	23.58	30.44
Substitute	20.88	21.51	22.37	22.79	22.79	19.02	24.15

Custodial Helper paid at current minimum wage

Shift Differential

Swing Shift: 3%
Graveyard Shift: 5%

Longevity is available to employees after 12 years of continuous employment with the district, and is applied to the current placement on the salary schedule. Longevity is calculated based on your current step. For employees on Step 9, see table below for calculation.

Years 13-15 - 1% of Salary Placement
Years 16-20 - 2% of Salary Placement
Years 21-25 - 3% of Salary Placement
Years 26 on - 4% of Salary Placement

9 + 1%	24.08	28.55	30.27
9 + 2%	24.32	28.84	30.57
9 + 3%	24.56	29.12	30.87
9 + 4%	24.79	29.40	31.17

9 + 1%	25.72
9 + 2%	25.98
9 + 3%	26.23
9 + 4%	26.49

9 + 1%	25.70	26.47	28.66	29.22	29.22	23.82	30.74
9 + 2%	25.96	26.73	28.95	29.51	29.51	24.05	31.04
9 + 3%	26.21	27.00	29.23	29.80	29.80	24.29	31.35
9 + 4%	26.47	27.26	29.52	30.09	30.09	24.52	31.65

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Fiscal

Step	Acct Tech - Business Office	Acct Tech - Facilities Dept.	Budget/ Acct Technician	Internal Controls/ ASB	Payroll Officer
0	31.68	31.68	32.45	31.68	31.68
1	32.01	32.01	32.88	32.01	32.01
2	32.33	32.33	33.28	32.33	32.33
3	32.65	32.65	33.70	32.65	32.65
4	32.98	32.98	34.12	32.98	32.98
5	33.30	33.30	34.54	33.30	33.30
6	33.64	33.64	34.96	33.64	33.64
7	33.97	33.97	35.37	33.97	33.97
8	34.29	34.29	35.79	34.29	34.29
9	34.61	34.61	36.19	34.61	34.61
Substitute	28.51	28.51	29.21	28.51	28.51

Food Services

Step	Food Serv Coord	Nutrition Asst I	Nutrition Asst II	Productio n Cook	Productio n Lead Cook	Secondary Asst Cook	Secondary Cook
0	24.43	16.11	17.89	19.27	23.86	19.55	21.74
1	25.11	16.34	18.09	19.55	24.27	19.82	22.02
2	25.72	16.57	18.28	19.85	24.67	20.07	22.31
3	26.34	16.82	18.49	20.13	25.07	20.32	22.59
4	26.95	17.04	18.71	20.42	25.48	20.58	22.88
5	27.58	17.28	18.91	20.69	25.89	20.84	23.16
6	28.21	17.51	19.11	20.99	26.29	21.11	23.44
7	28.74	17.76	19.30	21.27	26.69	21.38	23.72
8	29.39	17.99	19.52	21.56	27.08	21.61	24.02
9	30.10	18.24	19.72	21.88	27.53	21.88	24.30
Substitute	21.99	14.50	16.10	17.34	21.47	17.60	19.57

Shift Differential

Swing Shift: 3%

Graveyard Shift: 5%

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Years 13-15 - 1% of Salary Placement

Years 16-20 - 2% of Salary Placement

Years 21-25 - 3% of Salary Placement

Years 26 on - 4% of Salary Placement

9 + 1%	34.96	34.96	36.55	34.96	34.96
9 + 2%	35.30	35.30	36.91	35.30	35.30
9 + 3%	35.65	35.65	37.28	35.65	35.65
9 + 4%	35.99	35.99	37.64	35.99	35.99

9 + 1%	30.40	18.42	19.92	22.10	27.81	22.10	24.54
9 + 2%	30.70	18.60	20.11	22.32	28.08	22.32	24.79
9 + 3%	31.00	18.79	20.31	22.54	28.36	22.54	25.03
9 + 4%	31.30	18.97	20.51	22.76	28.63	22.76	25.27

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Garage

Step	Garage Mechanic	Mechanic Assistant	Vehicle Service Attendant
0	31.58	28.87	18.61
1	31.93	29.11	18.85
2	32.27	29.35	19.10
3	32.59	29.59	19.33
4	32.94	29.85	19.56
5	33.26	30.07	19.80
6	33.59	30.32	20.05
7	33.93	30.55	20.29
8	34.27	30.81	20.51
9	34.59	31.05	20.77
Substitute	28.42	25.98	16.75

Information Technology

Step	Application Support Coordinator, Systems Administrator	Coordinator of Student Information Systems	* Database Administrator	* Enterprise System Engineer	* Internet/ Intranet App Dev	Network Specialist	Web and Social Media Content Developer
0	35.62	38.08	47.37	40.85	42.74	32.45	42.74
1	36.14	38.72	48.48	41.42	43.31	32.88	43.31
2	36.67	39.37	49.61	41.99	43.88	33.28	43.88
3	37.19	40.04	50.73	42.53	44.46	33.70	44.46
4	37.70	40.68	51.86	43.10	45.04	34.12	45.04
5	38.23	41.33	52.98	43.66	45.60	34.54	45.60
6	38.75	42.00	54.10	44.22	46.18	34.96	46.18
7	39.28	42.64	55.23	44.78	46.75	35.37	46.75
8	39.79	43.29	56.35	45.35	47.33	35.79	47.33
9	40.31	43.92	57.49	45.93	47.92	36.19	47.92
Substitute	32.06	34.27	42.63	36.77	38.47	29.21	38.47

Technical Support Team Leader = \$3,000 annually

Shift Differential

Swing Shift: 3%

Graveyard Shift: 5%

*Overtime Exempt per FLSA regulations.

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Longevity is calculated based on your current step. For employees on Step 9, see table below for calculation.

Years 13-15 - 1% of Salary Placement

Years 16-20 - 2% of Salary Placement

Years 21-25 - 3% of Salary Placement

Years 26 on - 4% of Salary Placement

9 + 1%	34.94	31.36	20.98
9 + 2%	35.28	31.67	21.19
9 + 3%	35.63	31.98	21.39
9 + 4%	35.97	32.29	21.60

9 + 1%	40.71	44.36	58.06	46.39	48.40	36.55	48.40
9 + 2%	41.12	44.80	58.64	46.85	48.88	36.91	48.88
9 + 3%	41.52	45.24	59.21	47.31	49.36	37.28	49.36
9 + 4%	41.92	45.68	59.79	47.77	49.84	37.64	49.84

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Maintenance

Step	Environmental Specialist	General Laborer	Groundskeeper I	Groundskeeper II	Maint. Tech-Carpenter, Carpenter/Fire Alarms, Locksmith, Painter, Roofer/Glazer, Welder	Maint. Tech-Electrician, HVAC, Plumber	Journeyman Maint. Tech-Electrician, HVAC, Plumber	Mechanic Asst-HVAC	Maintenance Assistant
0	39.37	21.13	27.74	30.34	31.13	31.43	38.19	27.74	23.16
1	40.11	21.40	28.00	30.60	31.43	31.74	38.42	28.00	23.46
2	40.84	21.68	28.26	30.86	31.65	32.06	38.65	28.26	23.77
3	41.57	21.96	28.52	31.12	31.91	32.37	38.89	28.52	24.05
4	42.31	22.22	28.79	31.38	32.18	32.66	39.12	28.79	24.34
5	43.04	22.50	29.04	31.63	32.44	32.98	39.35	29.04	24.64
6	43.76	22.78	29.30	31.90	32.68	33.29	39.59	29.30	24.94
7	44.49	23.05	29.56	32.16	32.95	33.60	39.82	29.56	25.24
8	45.23	23.33	29.84	32.43	33.21	33.93	40.05	29.84	25.54
9	45.93	23.58	30.10	32.64	33.47	34.24	40.29	30.10	25.83
Substitute	35.43	19.02	24.97	27.31	28.02	28.29	34.37	24.97	20.84

Misc. Trades

Step	Delivery Driver	Laundry Worker/ Transporter
0	24.89	21.13
1	25.22	21.40
2	25.54	21.68
3	25.86	21.96
4	26.19	22.22
5	26.51	22.50
6	26.84	22.78
7	27.16	23.05
8	27.49	23.33
9	27.83	23.58
Substitute	22.40	19.02

Shift Differential

Swing Shift: 3%
Graveyard Shift: 5%

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Longevity is calculated based on your current step. For employees on Step 9, see table below for calculation.

Years 13-15 - 1% of Salary Placement
Years 16-20 - 2% of Salary Placement
Years 21-25 - 3% of Salary Placement
Years 26 on - 4% of Salary Placement

9 + 1%	46.39	23.82	30.40	32.97	33.80	34.58	40.69	30.40	26.09
9 + 2%	46.85	24.05	30.70	33.29	34.14	34.92	41.09	30.70	26.35
9 + 3%	47.31	24.29	31.00	33.62	34.47	35.27	41.50	31.00	26.60
9 + 4%	47.77	24.52	31.30	33.95	34.81	35.61	41.90	31.30	26.86

9 + 1%	28.11	23.82
9 + 2%	28.39	24.05
9 + 3%	28.66	24.29
9 + 4%	28.94	24.52

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Overload Assistant

Step	Overload Assistant
0	17.57
1	17.91
2	18.24
3	18.58
4	18.93
5	19.27
6	19.60
7	19.94
8	20.29
9	20.61
Substitute	15.81

Pool Services

Step	Assistant Pool Coordinator	Pool Coordinator	Pool Guard/Swim Instructor	Pool Guard (students)
0	20.90	27.88	16.83	16.83
1	21.20	28.32	17.25	
2	21.50	28.77	17.66	
3	21.81	29.21	18.15	
4	22.10	29.65	18.55	
5	22.40	30.11	18.93	
6	22.70	30.55	19.37	
7	23.01	31.00	19.82	
8	23.30	31.44	20.17	
9	23.58	31.90	20.61	
Substitute	18.81	25.09	15.15	

Pool Guards to be paid on Step 1 of the Pool Guard/Swim Instructor range

Shift Differential

Swing Shift: 3%

Graveyard Shift: 5%

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Years 13-15 - 1% of Salary Placement

Years 16-20 - 2% of Salary Placement

Years 21-25 - 3% of Salary Placement

Years 26 on - 4% of Salary Placement

9 + 1%	20.82
9 + 2%	21.02
9 + 3%	21.23
9 + 4%	21.43

9 + 1%	23.82	32.22	20.82	
9 + 2%	24.05	32.54	21.02	
9 + 3%	24.29	32.86	21.23	
9 + 4%	24.52	33.18	21.43	

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Secretarial/Clerical

Step	Accounting -Special Services	Contract/ Closeout Specialist	Data Analysis Specialist	Department Secretary	Department Secretary- Supt/Comm Relations	HS ASB/ Athletics	HS Asst Prin Secretary	Library Clerk	Office Clerk	Office Manager	Prof. Develop. Spec., Career Pathway & Internship Coordinator	Program Secretary	Records Proc Specialist
0	22.26	28.22	24.80	22.26	22.26	24.80	24.80	21.01	21.01	26.63	29.72	24.80	22.40
1	22.60	28.95	25.38	22.60	22.60	25.38	25.38	21.34	21.34	27.31	30.42	25.38	22.74
2	22.96	29.65	25.98	22.96	22.96	25.98	25.98	21.65	21.65	27.97	31.08	25.98	23.08
3	23.32	30.37	26.56	23.32	23.32	26.56	26.56	21.97	21.97	28.65	31.75	26.56	23.41
4	23.66	31.07	27.15	23.66	23.66	27.15	27.15	22.29	22.29	29.31	32.45	27.15	23.77
5	24.02	31.74	27.74	24.02	24.02	27.74	27.74	22.60	22.60	29.95	33.19	27.74	24.10
6	24.37	32.47	28.33	24.37	24.37	28.33	28.33	22.94	22.94	30.63	33.91	28.33	24.43
7	24.72	33.17	28.91	24.72	24.72	28.91	28.91	23.24	23.24	31.30	34.66	28.91	24.78
8	25.07	33.90	29.49	25.07	25.07	29.49	29.49	23.55	23.55	31.97	35.47	29.49	25.11
9	25.41	34.60	30.10	25.41	25.41	30.10	30.10	23.89	23.89	32.64	36.20	30.10	25.47
Substitute	20.03	25.40	22.32	20.03	20.03	22.32	22.32	18.91	18.91	23.97	26.75	22.32	20.16

Shift Differential

Swing Shift: 3%

Graveyard Shift: 5%

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Years 13-15 - 1% of Salary Placement

Years 16-20 - 2% of Salary Placement

Years 21-25 - 3% of Salary Placement

Years 26 on - 4% of Salary Placement

9 + 1%	25.66	34.95	30.40	25.66	25.66	30.40	30.40	24.13	24.13	32.97	36.56	30.40	25.72
9 + 2%	25.92	35.29	30.70	25.92	25.92	30.70	30.70	24.37	24.37	33.29	36.92	30.70	25.98
9 + 3%	26.17	35.64	31.00	26.17	26.17	31.00	31.00	24.61	24.61	33.62	37.29	31.00	26.23
9 + 4%	26.43	35.98	31.30	26.43	26.43	31.30	31.30	24.85	24.85	33.95	37.65	31.30	26.49

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Secretarial/Clerical

Step	Registrar	Science Kit Ware-house Specialist	Secretary-Counsel.	Secretary Data SPED	Secretary HS Attendance	Secretary HS CTE	Secretary HS Counsel Tech	Secretary - IMS ASB	Secretary - Supt/Ops	Substitute Facilitator	Suppt. Secretary	Transport. Specialist
0	24.80	22.52	23.11	23.11	23.11	23.11	23.11	23.11	23.11	23.63	22.40	28.73
1	25.38	23.13	23.61	23.61	23.61	23.61	23.61	23.61	23.61	23.94	22.74	29.17
2	25.98	23.65	24.11	24.11	24.11	24.11	24.11	24.11	24.11	24.24	23.08	29.59
3	26.56	24.16	24.60	24.60	24.60	24.60	24.60	24.60	24.60	24.54	23.41	30.03
4	27.15	24.71	25.10	25.10	25.10	25.10	25.10	25.10	25.10	24.85	23.77	30.45
5	27.74	25.30	25.60	25.60	25.60	25.60	25.60	25.60	25.60	25.14	24.10	30.88
6	28.33	25.82	26.09	26.09	26.09	26.09	26.09	26.09	26.09	25.45	24.43	31.30
7	28.91	26.40	26.58	26.58	26.58	26.58	26.58	26.58	26.58	25.76	24.78	31.73
8	29.49	26.94	27.08	27.08	27.08	27.08	27.08	27.08	27.08	26.06	25.11	32.16
9	30.10	27.54	27.53	27.53	27.53	27.53	27.53	27.53	27.53	26.36	25.41	32.59
Substitute	22.32	20.27	20.80	20.80	20.80	20.80	20.80	20.80	20.80	21.27	20.16	25.86

Shift Differential

Swing Shift: 3%

Graveyard Shift: 5%

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Longevity is calculated based on your current step. For employees on Step 9, see table below for calculation.

Years 13-15 - 1% of Salary Placement

Years 16-20 - 2% of Salary Placement

Years 21-25 - 3% of Salary Placement

Years 26 on - 4% of Salary Placement

9 + 1%	30.40	27.82	27.81	27.81	27.81	27.81	27.81	27.81	27.81	26.62	25.66	32.92
9 + 2%	30.70	28.09	28.08	28.08	28.08	28.08	28.08	28.08	28.08	26.89	25.92	33.24
9 + 3%	31.00	28.37	28.36	28.36	28.36	28.36	28.36	28.36	28.36	27.15	26.17	33.57
9 + 4%	31.30	28.64	28.63	28.63	28.63	28.63	28.63	28.63	28.63	27.41	26.43	33.89

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Effective September 1, 2019 through August 31, 2020

Student Monitor

Step	Adult Crossing Guard	Campus Security Officer	Noon Assistant	Student Parking Monitor
0	18.61	25.64	18.61	18.61
1	18.85	26.14	18.85	18.85
2	19.09	26.64	19.09	19.09
3	19.33	27.14	19.33	19.33
4	19.56	27.63	19.56	19.56
5	19.82	28.13	19.82	19.82
6	20.05	28.63	20.05	20.05
7	20.29	29.12	20.29	20.29
8	20.53	29.61	20.53	20.53
9	20.77	30.11	20.77	20.77
Substitute	16.75	23.08	16.75	16.75

Shift Differential

Swing Shift: 3%

Graveyard Shift: 5%

Longevity is available to employees after 12 years of continuous employment with the district, and is applied to the current placement on the salary schedule. Longevity is calculated based on your current step. For employees on Step 9, see table below for calculation.

Years 13-15 - 1% of Salary Placement

Years 16-20 - 2% of Salary Placement

Years 21-25 - 3% of Salary Placement

Years 26 on - 4% of Salary Placement

9 + 1%	20.98	30.41	20.98	20.98
9 + 2%	21.19	30.71	21.19	21.19
9 + 3%	21.39	31.01	21.39	21.39
9 + 4%	21.60	31.31	21.60	21.60