

Central Kitsap School District
Appendix A - CKESP Salary Schedule

Effective September 1, 2017 through August 31, 2018

Assistants

Step	Certified Occupational Therapist Aide	Certified SLPA	Discipline Assistant	Educational Interpreter	In-School Suspension Monitor	Marketing Assistant	Native American Coordinator	Paraeducator I	Paraeducator II	Paraeducator-KAP	Paraeducator-Medically Fragile (LPN)	Specialist - Visually Impaired	Transition Coordinator
1	23.15	21.44	15.49	24.73	17.20	15.49	18.74	17.20	17.88	18.55	24.92	21.80	20.33
2	23.64	21.68	15.68	25.31	17.47	15.68	19.24	17.47	18.14	18.84	25.17	22.15	20.89
3	24.16	21.90	15.88	25.86	17.75	15.88	19.68	17.75	18.40	19.14	25.42	22.51	21.40
4	24.70	22.14	16.08	26.42	18.02	16.08	20.10	18.02	18.66	19.43	25.67	22.87	21.92
5	25.25	22.38	16.28	27.00	18.29	16.28	20.56	18.29	18.92	19.72	25.92	23.23	22.42
6	25.83	22.62	16.49	27.61	18.56	16.49	21.05	18.56	19.18	20.01	26.17	23.59	22.95
7	26.39	22.85	16.68	28.21	18.83	16.68	21.48	18.83	19.44	20.31	26.41	23.95	23.47
8	26.98	23.09	16.88	28.84	19.10	16.88	21.97	19.10	19.70	20.60	26.66	24.30	23.92
9	27.57	23.32	17.08	29.51	19.37	17.08	22.41	19.37	19.96	20.89	26.91	24.66	24.45
10	28.17	23.56	17.28	30.12	19.62	17.28	22.92	19.62	20.21	21.14	27.38	25.04	25.04
Substitute	20.84	19.30	13.94	22.26	15.48	13.94	16.87	15.48	16.09	16.70	22.43	19.62	18.30

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 10, 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

10 + 1%	28.45	23.80	17.45	30.42	19.82	17.45	23.15	19.82	20.41	21.35	27.65	25.29	25.29
10 + 2%	28.73	24.03	17.63	30.72	20.01	17.63	23.38	20.01	20.61	21.56	27.93	25.54	25.54
10 + 3%	29.02	24.27	17.80	31.02	20.21	17.80	23.61	20.21	20.82	21.77	28.20	25.79	25.79
10 + 4%	29.30	24.50	17.97	31.32	20.40	17.97	23.84	20.40	21.02	21.99	28.48	26.04	26.04

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	Bus Assist.	Bus Driver	
Step	Bus Assistant	Bus Driver	Driver Trainer (Training Hours Only)
1	17.88	21.11	22.38
2	18.09	21.37	22.65
3	18.31	21.64	22.95
4	18.53	21.92	23.23
5	18.74	22.18	23.51
6	18.96	22.45	23.79
7	19.18	22.72	24.09
8	19.40	22.98	24.36
9	19.61	23.25	24.64
10	19.83	23.52	24.93
Substitute	16.09	19.00	20.14

Step	Copy Center Spec.
1	18.64
2	18.92
3	19.20
4	19.48
5	19.77
6	20.05
7	20.33
8	20.61
9	20.89
10	21.19
Substitute	16.78

	Custodian					
Step	Custodian	Custodian - Day	Head Custodian- Elem	Head Custodian- Sec	Head Custodian- Supp Rte	Laundry Worker/ Transporter
1	19.30	19.88	20.68	21.07	21.07	17.58
2	19.50	20.09	21.00	21.41	21.41	17.81
3	19.71	20.30	21.33	21.74	21.74	18.04
4	19.92	20.52	21.65	22.08	22.08	18.27
5	20.13	20.73	21.98	22.42	22.42	18.49
6	20.34	20.95	22.31	22.75	22.75	18.72
7	20.55	21.17	22.63	23.09	23.09	18.95
8	20.76	21.38	22.96	23.43	23.43	19.18
9	20.97	21.60	23.28	23.76	23.76	19.41
10	21.18	21.82	23.61	24.07	24.07	19.62
Substitute	17.37	17.89	18.61	18.96	18.96	15.82

Custodial Helper paid at current minimum wage

Shift Differential

Swing Shift: 3%

Graveyard Shift: 5%

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Longevity is calculated based on your current step. For employees on Step 10, 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

10 + 1%	20.03	23.76	25.18
10 + 2%	20.23	23.99	25.43
10 + 3%	20.42	24.23	25.68
10 + 4%	20.62	24.46	25.93

10 + 1%	21.40
10 + 2%	21.61
10 + 3%	21.83
10 + 4%	22.04

10 + 1%	21.39	22.04	23.85	24.31	24.31	19.82
10 + 2%	21.60	22.26	24.08	24.55	24.55	20.01
10 + 3%	21.82	22.47	24.32	24.79	24.79	20.21
10 + 4%	22.03	22.69	24.55	25.03	25.03	20.40

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Fiscal

Step	Acct Tech - Business Office	Acct Tech - Facilities Dept.	Budget/ Acct Technician	Internal Controls/ ASB	Payroll Officer
1	26.36	26.36	27.00	26.36	26.36
2	26.63	26.63	27.35	26.63	26.63
3	26.90	26.90	27.69	26.90	26.90
4	27.17	27.17	28.04	27.17	27.17
5	27.44	27.44	28.39	27.44	27.44
6	27.71	27.71	28.74	27.71	27.71
7	27.99	27.99	29.08	27.99	27.99
8	28.26	28.26	29.43	28.26	28.26
9	28.53	28.53	29.78	28.53	28.53
10	28.80	28.80	30.11	28.80	28.80
Substitute	23.72	23.72	24.30	23.72	23.72

Food Services

Step	Food Serv Coord	Nutrition Asst I	Nutrition Asst II	Production Cook	Production Lead Cook	Secondary Asst Cook	Secondary Cook
1	20.33	13.40	14.88	16.03	19.85	16.27	18.08
2	20.89	13.60	15.05	16.27	20.19	16.49	18.32
3	21.40	13.79	15.21	16.51	20.53	16.70	18.56
4	21.92	13.99	15.39	16.75	20.86	16.91	18.80
5	22.42	14.18	15.56	16.99	21.20	17.13	19.03
6	22.95	14.38	15.73	17.22	21.54	17.34	19.27
7	23.47	14.57	15.90	17.46	21.87	17.56	19.50
8	23.92	14.77	16.06	17.70	22.21	17.79	19.74
9	24.45	14.97	16.24	17.94	22.53	17.98	19.98
10	25.04	15.18	16.40	18.20	22.91	18.20	20.22
Substitute	18.30	12.06	13.39	14.43	17.87	14.64	16.27

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

10 + 1%	29.09	29.09	30.41	29.09	29.09
10 + 2%	29.38	29.38	30.71	29.38	29.38
10 + 3%	29.66	29.66	31.01	29.66	29.66
10 + 4%	29.95	29.95	31.31	29.95	29.95

10 + 1%	25.29	15.33	16.56	18.38	23.14	18.38	20.42
10 + 2%	25.54	15.48	16.73	18.56	23.37	18.56	20.62
10 + 3%	25.79	15.64	16.89	18.75	23.60	18.75	20.83
10 + 4%	26.04	15.79	17.06	18.93	23.83	18.93	21.03

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Garage

Step	Garage Mechanic	Mechanic Assistant	Vehicle Service Attendant
1	26.28	24.02	15.49
2	26.56	24.22	15.68
3	26.85	24.42	15.89
4	27.12	24.62	16.08
5	27.40	24.83	16.28
6	27.67	25.02	16.47
7	27.95	25.23	16.68
8	28.23	25.42	16.88
9	28.51	25.63	17.07
10	28.78	25.83	17.28
Substitute	23.65	21.62	13.94

Information Technology

Step	Application Support Coordinator	Coordinator of Student Information Systems	Database Administrator	Enterprise System Engineer	Internet/ Intranet App Dev	Network Specialist	Web and Social Media Content Developer
1	29.64	31.68	39.41	33.99	35.56	27.00	35.56
2	30.07	32.22	40.34	34.46	36.03	27.35	36.03
3	30.51	32.76	41.28	34.93	36.51	27.69	36.51
4	30.94	33.31	42.21	35.39	36.99	28.04	36.99
5	31.37	33.85	43.15	35.86	37.47	28.39	37.47
6	31.81	34.39	44.08	36.33	37.94	28.74	37.94
7	32.24	34.94	45.01	36.79	38.42	29.08	38.42
8	32.68	35.48	45.95	37.26	38.90	29.43	38.90
9	33.11	36.02	46.88	37.73	39.38	29.78	39.38
10	33.54	36.55	47.83	38.22	39.87	30.11	39.87
Substitute	26.68	28.51	35.47	30.59	32.00	24.30	32.00

Technical Support Team Leader = \$3,000 annually

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

10 + 1%	29.07	26.09	17.45
10 + 2%	29.36	26.35	17.63
10 + 3%	29.64	26.60	17.80
10 + 4%	29.93	26.86	17.97

10 + 1%	33.88	36.92	48.31	38.60	40.27	30.41	40.27
10 + 2%	34.21	37.28	48.79	38.98	40.67	30.71	40.67
10 + 3%	34.55	37.65	49.26	39.37	41.07	31.01	41.07
10 + 4%	34.88	38.01	49.74	39.75	41.46	31.31	41.46

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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
1	32.76	17.58	23.08	25.24	25.90	26.15	28.13	23.08	19.27
2	33.37	17.81	23.29	25.46	26.15	26.41	28.78	23.29	19.52
3	33.98	18.04	23.51	25.67	26.34	26.67	29.38	23.51	19.77
4	34.59	18.27	23.73	25.89	26.55	26.93	29.97	23.73	20.01
5	35.20	18.49	23.95	26.11	26.77	27.18	30.57	23.95	20.25
6	35.81	18.72	24.16	26.32	26.99	27.44	31.17	24.16	20.50
7	36.41	18.95	24.38	26.54	27.19	27.70	31.77	24.38	20.75
8	37.02	19.18	24.60	26.76	27.41	27.96	32.36	24.60	21.00
9	37.63	19.41	24.82	26.98	27.63	28.23	32.96	24.82	21.25
10	38.22	19.62	25.04	27.16	27.85	28.49	33.54	25.04	21.49
Substitute	29.48	15.82	20.77	22.72	23.31	23.54	25.32	20.77	17.34

Misc. Trades

Step	Delivery Driver	Laundry Worker/ Transporter
1	20.71	17.58
2	20.98	17.81
3	21.25	18.04
4	21.51	18.27
5	21.79	18.49
6	22.06	18.72
7	22.33	18.95
8	22.60	19.18
9	22.87	19.41
10	23.15	19.62
Substitute	18.64	15.82

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

10 + 1%	38.60	19.82	25.29	27.43	28.13	28.77	33.88	25.29	21.70
10 + 2%	38.98	20.01	25.54	27.70	28.41	29.06	34.21	25.54	21.92
10 + 3%	39.37	20.21	25.79	27.97	28.69	29.34	34.55	25.79	22.13
10 + 4%	39.75	20.40	26.04	28.25	28.96	29.63	34.88	26.04	22.35

10 + 1%	23.38	19.82
10 + 2%	23.61	20.01
10 + 3%	23.84	20.21
10 + 4%	24.08	20.40

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Overload Assistant

Step	Overload Assistant
1	14.62
2	14.9
3	15.18
4	15.46
5	15.75
6	16.03
7	16.31
8	16.59
9	16.88
10	17.15
Substitute	13.16

Pool Services

Step	Assistant Pool Coordinator	Pool Coordinator	Pool Guard/Swim Instructor	Pool Guard (students)
1	17.39	23.19	14.00	14.00
2	17.64	23.56	14.35	
3	17.89	23.94	14.70	
4	18.14	24.30	15.10	
5	18.39	24.67	15.44	
6	18.64	25.05	15.75	
7	18.89	25.42	16.12	
8	19.14	25.79	16.49	
9	19.39	26.16	16.78	
10	19.62	26.54	17.15	
Substitute	15.65	20.87	12.60	

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

10 + 1%	17.32
10 + 2%	17.49
10 + 3%	17.66
10 + 4%	17.84

10 + 1%	19.82	26.81	17.32	
10 + 2%	20.01	27.07	17.49	
10 + 3%	20.21	27.34	17.66	
10 + 4%	20.40	27.60	17.84	

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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.	Program Secretary	Records Proc Specialist
1	18.52	23.48	20.63	18.52	18.52	20.63	20.63	17.48	17.48	22.16	24.73	20.63	18.64
2	18.81	24.08	21.12	18.81	18.81	21.12	21.12	17.76	17.76	22.72	25.31	21.12	18.92
3	19.10	24.67	21.61	19.10	19.10	21.61	21.61	18.02	18.02	23.27	25.86	21.61	19.20
4	19.40	25.27	22.10	19.40	19.40	22.10	22.10	18.28	18.28	23.84	26.42	22.10	19.48
5	19.69	25.85	22.59	19.69	19.69	22.59	22.59	18.55	18.55	24.39	27.00	22.59	19.77
6	19.98	26.41	23.08	19.98	19.98	23.08	23.08	18.81	18.81	24.92	27.61	23.08	20.05
7	20.28	27.02	23.57	20.28	20.28	23.57	23.57	19.08	19.08	25.49	28.21	23.57	20.33
8	20.57	27.60	24.05	20.57	20.57	24.05	24.05	19.34	19.34	26.04	28.84	24.05	20.61
9	20.86	28.20	24.54	20.86	20.86	24.54	24.54	19.60	19.60	26.60	29.51	24.54	20.89
10	21.14	28.79	25.04	21.14	21.14	25.04	25.04	19.87	19.87	27.16	30.12	25.04	21.19
Substitute	16.67	21.13	18.57	16.67	16.67	18.57	18.57	15.73	15.73	19.94	22.26	18.57	16.78

Shift Differential

Swing Shift: 3%

Graveyard Shift: 5%

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Years 16-20 - 2% of Salary Placement

Years 21-25 - 3% of Salary Placement

Years 26 on - 4% of Salary Placement

10 + 1%	21.35	29.08	25.29	21.35	21.35	25.29	25.29	20.07	20.07	27.43	30.42	25.29	21.40
10 + 2%	21.56	29.37	25.54	21.56	21.56	25.54	25.54	20.27	20.27	27.70	30.72	25.54	21.61
10 + 3%	21.77	29.65	25.79	21.77	21.77	25.79	25.79	20.47	20.47	27.97	31.02	25.79	21.83
10 + 4%	21.99	29.94	26.04	21.99	21.99	26.04	26.04	20.66	20.66	28.25	31.32	26.04	22.04

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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 - MS ASB	Secretary - Supt/Ops	Substitute Facilitator	Suppt. Secretary	Teacher Asst.	Transport. Specialist
1	20.63	18.74	19.23	19.23	19.23	19.23	19.23	19.23	19.23	19.66	18.64	15.74	23.91
2	21.12	19.24	19.65	19.65	19.65	19.65	19.65	19.65	19.65	19.92	18.92	15.98	24.27
3	21.61	19.68	20.06	20.06	20.06	20.06	20.06	20.06	20.06	20.17	19.20	16.21	24.62
4	22.10	20.10	20.47	20.47	20.47	20.47	20.47	20.47	20.47	20.42	19.48	16.45	24.98
5	22.59	20.56	20.88	20.88	20.88	20.88	20.88	20.88	20.88	20.67	19.77	16.69	25.34
6	23.08	21.05	21.30	21.30	21.30	21.30	21.30	21.30	21.30	20.92	20.05	16.93	25.69
7	23.57	21.48	21.71	21.71	21.71	21.71	21.71	21.71	21.71	21.18	20.33	17.17	26.04
8	24.05	21.97	22.12	22.12	22.12	22.12	22.12	22.12	22.12	21.43	20.61	17.41	26.40
9	24.54	22.41	22.53	22.53	22.53	22.53	22.53	22.53	22.53	21.68	20.89	17.65	26.76
10	25.04	22.92	22.91	22.91	22.91	22.91	22.91	22.91	22.91	21.93	21.14	17.89	27.12
Substitute	18.57	16.87	17.31	17.31	17.31	17.31	17.31	17.31	17.31	17.69	16.78	14.17	21.52

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

10 + 1%	25.29	23.15	23.14	23.14	23.14	23.14	23.14	23.14	23.14	22.15	21.35	18.07	27.39
10 + 2%	25.54	23.38	23.37	23.37	23.37	23.37	23.37	23.37	23.37	22.37	21.56	18.25	27.66
10 + 3%	25.79	23.61	23.60	23.60	23.60	23.60	23.60	23.60	23.60	22.59	21.77	18.43	27.93
10 + 4%	26.04	23.84	23.83	23.83	23.83	23.83	23.83	23.83	23.83	22.81	21.99	18.61	28.20

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Student Monitor

Step	Adult Crossing Guard	Campus Security Officer	Noon Assistant	Student Parking Monitor
1	15.49	21.34	15.49	15.49
2	15.68	21.75	15.68	15.68
3	15.88	22.17	15.88	15.88
4	16.08	22.58	16.08	16.08
5	16.28	22.99	16.28	16.28
6	16.49	23.40	16.49	16.49
7	16.68	23.82	16.68	16.68
8	16.88	24.23	16.88	16.88
9	17.08	24.64	17.08	17.08
10	17.28	25.05	17.28	17.28
Substitute	13.94	19.21	13.94	13.94

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 10, 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

10 + 1%	17.45	25.30	17.45	17.45
10 + 2%	17.63	25.55	17.63	17.63
10 + 3%	17.80	25.80	17.80	17.80
10 + 4%	17.97	26.05	17.97	17.97