

Central Kitsap School District
Appendix A - CKESP Salary Schedule

Effective September 1, 2023 through August 31, 2024

Assistants

Step	Behavior Response Team Assistant	Certified Occupational Therapist Assistant	Certified Speech Language Pathologist Assistant	Educational Interpreter	Marketing Assistant	Paraeducator I	Paraeducator II	Paraeducator-KAP	Paraeducator-Medically Fragile (LPN)	Specialist- Visually Impaired
0	27.20	31.57	29.21	33.69	21.10	23.74	24.67	25.59	33.96	29.70
1	27.59	32.21	29.55	34.49	21.36	24.12	25.04	25.99	34.28	30.19
2	27.99	32.91	29.83	35.24	21.65	24.49	25.40	26.42	34.64	30.67
3	28.39	33.64	30.18	36.00	21.91	24.87	25.76	26.81	34.99	31.17
4	28.79	34.42	30.50	36.79	22.17	25.24	26.10	27.21	35.32	31.66
5	29.18	35.21	30.83	37.62	22.47	25.61	26.46	27.60	35.65	32.15
6	29.58	35.95	31.14	38.44	22.73	25.98	26.82	28.03	35.99	32.64
7	29.98	36.77	31.45	39.29	23.00	26.37	27.18	28.43	36.34	33.11
8	30.37	37.57	31.78	40.21	23.28	26.73	27.54	28.83	36.67	33.60
9	30.77	38.39	32.11	41.04	23.54	27.09	27.90	29.18	37.32	34.13
Substitute	24.48	28.41	26.29	30.32	18.99	21.37	22.20	23.03	30.56	26.73

Bus Assist. Bus Driver

Step	Bus Assistant	Bus Driver	Driver Trainer (Training Hours Only)
0	24.67	29.34	32.61
1	24.98	29.69	33.11
2	25.26	30.08	33.59
3	25.57	30.46	34.09
4	25.86	30.82	34.57
5	26.16	31.20	35.05
6	26.46	31.58	35.53
7	26.78	31.93	36.02
8	27.07	32.32	36.49
9	27.37	32.69	36.99
Substitute	22.20	26.41	29.35

Lead Bus Driver: +\$1.00/hour

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%	31.08	38.77	32.43	41.45	23.78	27.36	28.18	29.47	37.69	34.47
9 + 2%	31.39	39.16	32.75	41.86	24.01	27.63	28.46	29.76	38.07	34.81
9 + 3%	31.69	39.54	33.07	42.27	24.25	27.90	28.74	30.06	38.44	35.15
9 + 4%	32.00	39.93	33.39	42.68	24.48	28.17	29.02	30.35	38.81	35.50

9 + 1%	27.64	33.02	37.36
9 + 2%	27.92	33.34	37.73
9 + 3%	28.19	33.67	38.10
9 + 4%	28.46	34.00	38.47

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Community Aide

Step	District Translator & Community Outreach	Mickinney Vento & Native American Coordinator
0	27.66	25.53
1	28.02	26.23
2	28.35	26.82
3	28.70	27.40
4	29.06	28.02
5	29.42	28.67
6	29.76	29.26
7	30.11	29.93
8	30.47	30.55
9	30.82	31.22
Substitute	24.89	22.98

Child Nutrition

Step	Lead Cook	Nutrition Assistant II	Production Cook	Production Lead Cook	Secondary Asst Cook	Secondary Cook
0	26.12	20.63	21.85	27.04	22.16	24.83
1	26.45	20.85	22.16	27.51	22.47	25.14
2	26.82	21.07	22.50	27.97	22.75	25.48
3	27.16	21.32	22.82	28.42	23.04	25.79
4	27.49	21.58	23.16	28.89	23.33	26.13
5	27.83	21.80	23.46	29.36	23.62	26.44
6	28.16	22.04	23.81	29.80	23.93	26.76
7	28.51	22.24	24.11	30.26	24.23	27.09
8	28.87	22.50	24.44	30.70	24.50	27.43
9	29.20	22.74	24.81	31.21	24.81	27.75
Substitute	23.51	18.57	19.67	24.34	19.94	22.35

Copy Center

Step	Copy Center Specialist
0	26.26
1	26.64
2	27.04
3	27.43
4	27.85
5	28.25
6	28.63
7	29.05
8	29.42
9	29.86
Substitute	23.63

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%	31.13	31.53
9 + 2%	31.44	31.84
9 + 3%	31.74	32.16
9 + 4%	32.05	32.47

9 + 1%	29.49	22.97	25.06	31.52	25.06	28.03
9 + 2%	29.78	23.19	25.31	31.83	25.31	28.31
9 + 3%	30.08	23.42	25.55	32.15	25.55	28.58
9 + 4%	30.37	23.65	25.80	32.46	25.80	28.86

9 + 1%	30.16
9 + 2%	30.46
9 + 3%	30.76
9 + 4%	31.05

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Custodian

Step	Custodian	Custodian - Day	Head Custodian Elementary	Head Custodian Secondary	Head Custodian Support Route	Lead Custodian
0	26.30	27.10	28.20	29.17	29.17	30.44
1	26.59	27.38	28.61	29.64	29.64	30.87
2	26.85	27.66	29.06	30.10	30.10	31.34
3	27.14	27.96	29.50	30.56	30.56	31.78
4	27.43	28.26	29.96	31.04	31.04	32.24
5	27.71	28.53	30.42	31.48	31.48	32.70
6	28.00	28.84	30.84	31.95	31.95	33.14
7	28.29	29.13	31.28	32.44	32.44	33.60
8	28.57	29.44	31.73	32.89	32.89	34.06
9	28.86	29.71	32.18	33.32	33.32	34.50
Substitute	23.67	24.39	25.38	26.25	26.25	27.40

Custodial Helper: current minimum wage

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%	29.15	30.01	32.50	33.65	33.65	34.85
9 + 2%	29.44	30.30	32.82	33.99	33.99	35.19
9 + 3%	29.73	30.60	33.15	34.32	34.32	35.54
9 + 4%	30.01	30.90	33.47	34.65	34.65	35.88

Fiscal

Step	Acct Tech - Business Office	Acct Tech - Facilities Dept.	Budget- Acct Technician	Internal Controls- ASB	Payroll Officer
0	35.92	35.92	36.79	35.92	35.92
1	36.28	36.28	37.28	36.28	36.28
2	36.66	36.66	37.74	36.66	36.66
3	37.01	37.01	38.20	37.01	37.01
4	37.39	37.39	38.68	37.39	37.39
5	37.76	37.76	39.16	37.76	37.76
6	38.14	38.14	39.63	38.14	38.14
7	38.51	38.51	40.11	38.51	38.51
8	38.88	38.88	40.58	38.88	38.88
9	39.23	39.23	41.03	39.23	39.23
Substitute	32.33	32.33	33.11	32.33	32.33

9 + 1%	39.62	39.62	41.44	39.62	39.62
9 + 2%	40.01	40.01	41.85	40.01	40.01
9 + 3%	40.41	40.41	42.26	40.41	40.41
9 + 4%	40.80	40.80	42.67	40.80	40.80

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Fleet Services

Step	Fleet Mechanic	Mechanic Assistant	Vehicle Service Attendant
0	35.81	32.74	21.10
1	36.20	33.01	21.36
2	36.60	33.28	21.66
3	36.95	33.55	21.91
4	37.35	33.85	22.17
5	37.72	34.09	22.45
6	38.08	34.39	22.73
7	38.46	34.64	23.00
8	38.86	34.94	23.26
9	39.21	35.21	23.54
Substitute	32.23	29.47	18.99

Information Technology

Step	Application Support Coordinator, Systems Administrator	Coordinator of Student Information Systems; Systems and Data Coordinator	* Database Administrator / Programmer Analyst	* Enterprise System Engineer	* Internet/ Intranet Application Developer	Technical Support Specialist	Web and Social Media Content Developer
0	40.38	43.17	53.71	46.31	48.46	37.25	48.46
1	40.97	43.91	54.97	46.96	49.10	37.75	49.10
2	41.58	44.63	56.25	47.60	49.74	38.19	49.74
3	42.17	45.39	57.51	48.21	50.40	38.68	50.40
4	42.75	46.13	58.80	48.87	51.07	39.18	51.07
5	43.35	46.86	60.07	49.51	51.70	39.64	51.70
6	43.94	47.61	61.34	50.14	52.36	40.13	52.36
7	44.54	48.34	62.61	50.77	53.00	40.61	53.00
8	45.12	49.08	63.89	51.42	53.66	41.08	53.66
9	45.70	49.79	65.19	52.07	54.33	41.54	54.33
Substitute	36.34	38.85	48.34	41.68	43.61	33.53	43.61

Technical Support Team Leader: +\$1.45/hour

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%	39.60	35.56	23.78
9 + 2%	39.99	35.91	24.01
9 + 3%	40.39	36.27	24.25
9 + 4%	40.78	36.62	24.48

9 + 1%	46.16	50.29	65.84	52.59	54.87	41.96	54.87
9 + 2%	46.61	50.79	66.49	53.11	55.42	42.37	55.42
9 + 3%	47.07	51.28	67.15	53.63	55.96	42.79	55.96
9 + 4%	47.53	51.78	67.80	54.15	56.50	43.20	56.50

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Maintenance

Step	Environmental Specialist	General Laborer	Groundskeeper I	Groundskeeper II	Groundskeeper & Maintenance Technician	Lead Groundskeeper	Maintenance Assistant	Maintenance Technician	Journeyman Maintenance Technician - Electrician, HVAC, Plumber
0	44.63	23.95	31.44	34.41	32.92	34.41	26.26	36.92	43.31
1	45.48	24.26	31.75	34.69	33.24	34.69	26.61	37.28	43.56
2	46.30	24.59	32.03	34.99	33.52	34.99	26.94	37.65	43.82
3	47.13	24.90	32.34	35.28	33.83	35.28	27.26	38.03	44.09
4	47.97	25.20	32.64	35.58	34.13	35.58	27.59	38.36	44.36
5	48.79	25.51	32.91	35.86	34.40	35.86	27.93	38.74	44.61
6	49.61	25.82	33.23	36.17	34.71	36.17	28.28	39.09	44.88
7	50.44	26.13	33.51	36.45	34.99	36.45	28.61	39.47	45.15
8	51.28	26.44	33.84	36.77	35.32	36.77	28.96	39.85	45.40
9	52.07	26.73	34.13	37.00	35.57	37.00	29.27	40.23	45.68
Substitute	40.17	21.56	28.30	30.97	29.63	30.97	23.63	33.23	38.98

Misc. Trades

Step	Delivery Driver
0	28.53
1	28.90
2	29.26
3	29.63
4	30.01
5	30.37
6	30.76
7	31.12
8	31.51
9	31.90
Substitute	25.68

Duty Phone Carriers: +\$1.15/hour

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%	52.59	27.00	34.47	37.37	35.93	37.37	29.56	40.63	46.14
9 + 2%	53.11	27.26	34.81	37.74	36.28	37.74	29.86	41.03	46.59
9 + 3%	53.63	27.53	35.15	38.11	36.64	38.11	30.15	41.44	47.05
9 + 4%	54.15	27.80	35.50	38.48	36.99	38.48	30.44	41.84	47.51

9 + 1%	32.22
9 + 2%	32.54
9 + 3%	32.86
9 + 4%	33.18

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Secretarial/Clerical

Step	Accounting Secretary	Clerk - Library, Office	Contract Specialist	Data Analysis Specialist	Department Secretary	HS & MS ASB/ Athletics	HS Assistant Principal Secretary	Office Manager	Professional Development & Family Engagement Specialist	Program Secretary	Records Processing Specialist
0	28.31	23.91	31.99	28.31	25.70	28.31	28.31	30.20	33.69	28.31	26.26
1	28.98	24.28	32.82	28.98	26.08	28.98	28.98	30.98	34.49	28.98	26.64
2	29.66	24.64	33.61	29.66	26.50	29.66	29.66	31.71	35.24	29.66	27.04
3	30.32	25.00	34.44	30.32	26.91	30.32	30.32	32.48	36.00	30.32	27.43
4	30.99	25.38	35.23	30.99	27.30	30.99	30.99	33.24	36.79	30.99	27.85
5	31.67	25.71	35.99	31.67	27.71	31.67	31.67	33.96	37.62	31.67	28.25
6	32.34	26.11	36.81	32.34	28.13	32.34	32.34	34.73	38.44	32.34	28.63
7	33.00	26.44	37.60	33.00	28.54	33.00	33.00	35.49	39.29	33.00	29.05
8	33.67	26.80	38.43	33.67	28.94	33.67	33.67	36.24	40.21	33.67	29.42
9	34.36	27.18	39.22	34.36	29.34	34.36	34.36	37.00	41.04	34.36	29.86
Substitute	25.48	21.52	28.79	25.48	23.13	25.48	25.48	27.18	30.32	25.48	23.63

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%	34.70	27.45	39.61	34.70	29.63	34.70	34.70	37.37	41.45	34.70	30.16
9 + 2%	35.05	27.72	40.00	35.05	29.93	35.05	35.05	37.74	41.86	35.05	30.46
9 + 3%	35.39	28.00	40.40	35.39	30.22	35.39	35.39	38.11	42.27	35.39	30.76
9 + 4%	35.73	28.27	40.79	35.73	30.51	35.73	35.73	38.48	42.68	35.73	31.05

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Secretarial/Clerical

Step	Registrar	Science Kit Warehouse Specialist	Secretary-Counsel.	Secretary HS Attendance	Secretary HS CTE	Secretary HS Counsel Tech	Secretary - Special Services	Support Secretary	Transportation Specialist
0	28.31	25.53	26.65	26.65	26.65	26.65	26.65	26.26	32.61
1	28.98	26.23	27.22	27.22	27.22	27.22	27.22	26.64	33.11
2	29.66	26.82	27.81	27.81	27.81	27.81	27.81	27.04	33.59
3	30.32	27.40	28.36	28.36	28.36	28.36	28.36	27.43	34.09
4	30.99	28.02	28.93	28.93	28.93	28.93	28.93	27.85	34.57
5	31.67	28.67	29.52	29.52	29.52	29.52	29.52	28.25	35.05
6	32.34	29.26	30.08	30.08	30.08	30.08	30.08	28.63	35.53
7	33.00	29.93	30.65	30.65	30.65	30.65	30.65	29.05	36.02
8	33.67	30.55	31.22	31.22	31.22	31.22	31.22	29.42	36.49
9	34.36	31.22	31.75	31.75	31.75	31.75	31.75	29.78	36.99
Substitute	25.48	22.98	23.99	23.99	23.99	23.99	23.99	23.63	29.35

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%	34.70	31.53	32.07	32.07	32.07	32.07	32.07	30.08	37.36
9 + 2%	35.05	31.84	32.39	32.39	32.39	32.39	32.39	30.38	37.73
9 + 3%	35.39	32.16	32.70	32.70	32.70	32.70	32.70	30.67	38.10
9 + 4%	35.73	32.47	33.02	33.02	33.02	33.02	33.02	30.97	38.47

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Student Monitor

Step	Adult Crossing Guard	Campus Security Officer	Noon Assistant
0	21.10	29.07	21.10
1	21.36	29.64	21.36
2	21.65	30.21	21.65
3	21.91	30.77	21.91
4	22.17	31.32	22.17
5	22.47	31.89	22.47
6	22.73	32.46	22.73
7	23.00	33.02	23.00
8	23.28	33.57	23.28
9	23.54	34.14	23.54
Substitute	18.99	26.16	18.99

Pool Services

Step	Assistant Pool Coordinator	Pool Coordinator	Pool Guard/Swim Instructor
0	23.69	31.62	19.08
1	24.04	32.11	19.56
2	24.38	32.61	20.02
3	24.72	33.11	20.57
4	25.05	33.61	21.04
5	25.41	34.14	21.46
6	25.73	34.64	21.95
7	26.09	35.15	22.47
8	26.41	35.64	22.87
9	26.73	36.17	23.36
Substitute	21.32	28.46	17.17

Student Pool Guards to be paid on Step 0 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%	23.78	34.48	23.78
9 + 2%	24.01	34.82	24.01
9 + 3%	24.25	35.16	24.25
9 + 4%	24.48	35.51	24.48

9 + 1%	27.00	36.53	23.59
9 + 2%	27.26	36.89	23.83
9 + 3%	27.53	37.26	24.06
9 + 4%	27.80	37.62	24.29