

2019 - 2020 Substitute/On-Call Wages			
Effective 01/01/2020			
PSE OF NK		90% Wage**	
Instructional Para		\$18.40	
Special Education Para		\$19.18	
Campus Security		\$21.35	
Building Computer Technician		\$21.59	
Accountant		\$22.65	
ASB Bookkeeper HS		\$21.24	
Program/Department Office Coordinator		\$22.16	
School Office Manager		\$23.13	
Registrar		\$21.20	
Secretary		\$20.82	
Info Systems Specialist		\$23.49	
LPN		\$25.16	
Native American Liaison		\$21.02	
Interpreter (ASL):		\$25.76	
SEIU (2019 rates)		80% Wage*	90% Wage**
Maintenance Lead	\$27.82		\$31.29
Maintenance Technician	\$24.86		\$27.96
Electrician, Plumber, HVAC, Carpenter	\$25.22		\$28.37
General Maintenance	\$20.58		\$23.15
Maintenance - Warehouse/Courier	\$19.54		\$21.99
Grounds Lead	\$23.33		\$26.24
Groundskeeper	\$21.75		\$24.47
Landscape Maintenance	\$17.07		\$19.21
Head Custodian (Secondary)	\$20.37		\$22.91
Head Custodian (Elementary)	\$19.75		\$22.22
Secondary Night Custodian II	\$19.82		\$22.30
Custodians	\$17.52		\$19.71
Production Coordinator	\$18.83		\$21.19
Head Cook Base	\$17.40		\$19.58
Head Cook	\$17.40		\$19.58
Assistant Cook	\$15.14		\$17.03
Nutrition Assistant II	\$13.87		\$15.61
Nutrition Assistant	\$13.50		\$14.81
Courier - Storeroom Clerk	\$19.82		\$22.29
Computer Technician	\$25.14		\$28.28
NEA-WEA 2019		90% Wage**	
Mechanic		\$26.82	
Mechanic Helper		\$21.26	
Driver Trainer		\$24.06	
Bus Driver*		\$22.21	
Service Person		\$16.05	
Transportation Specialist		\$24.19	
SWIMMING POOL 2019		1st year	2nd year
Lifeguard	\$13.50	\$13.75	\$14.00
Certified Instructor/Aquacize	\$13.65	\$14.06	\$14.56
Senior Guard	\$15.05	\$15.62	\$16.20
Private Lessons	\$17.93	\$17.93	\$17.93
FACILITIES 2019			
Facilities Aide		\$13.50	
Technical Facility Assistant		\$15.60	
Senior Technical Facility Assistant		\$19.85	
SUBSTITUTE TEACHER 2019			
Tier 1: 1-29 days	\$135.00 per day	Substitutes will remain at the level at which they ended the previous school year.	
Tier 2: 30-59 days	\$140.00 per day		
Tier 3: 60-89 days	\$145.00 per day		
Tier 4: 90+ days	\$150.00 per day		
ADMINSTRATOR			
HS Principal (219)		\$596.76	
MS Principal (216)		\$560.85	
HS Assistant Principal (219)		\$513.74	
MS Assistant Principal (216)		\$498.63	
Elem Principal (211)		\$541.66	
Elem Assistant Principal (211)		\$499.56	
<p>* 80% of daily rate</p> <p>** Classified substitutes with thirty (30) or more days of service in the current or preceding fiscal year will be paid at 90% of the wage for the position for which the substitute is assigned.</p> <p>• All retired North Kitsap School District Bus Drivers shall be eligible for substitute driver status. Retired drivers shall be compensated at the rate of a regular driver who is in their first full year (Step 1 of Appendix D). These drivers will not have to go through a probationary period.</p>			
Revised 12/19/19			