

## 2023 Substitute/On-Call Wages

Effective 09/01/2023

<b>PSE OF NK</b>		<b>90% Wage**</b>		
Instructional Para			\$21.43	
Special Education Para			\$22.63	
Campus Security			\$25.14	
Building Computer Technician			\$24.94	
Accountant			\$30.40	
ASB Bookkeeper HS			\$26.69	
Admin. Assistant			\$26.63	
School Office Manager			\$27.48	
Registrar			\$25.41	
Secretary			\$24.26	
Info Systems Specialist			\$27.60	
LPN			\$29.26	
Native American Liaison			\$23.90	
Interpreter (ASL)			\$32.15	
<b>SEIU</b>		<b>80% Wage*</b>	<b>90% Wage**</b>	
Maintenance Lead		\$32.41	\$36.46	
Maintenance Technician		\$29.28	\$32.94	
Electrician, Plumber, HVAC, Carpenter		\$30.65	\$34.48	
General Maintenance		\$23.39	\$26.32	
Maintenance - Warehouse/Courier		\$23.25	\$26.15	
Grounds Lead		\$26.90	\$30.27	
Groundskeeper		\$25.82	\$29.04	
Landscape Maintenance		\$20.98	\$23.60	
Head Custodian (Secondary)		\$23.70	\$26.66	
Head Custodian (Elementary)		\$22.73	\$25.57	
Secondary Night Custodian II		\$22.66	\$25.49	
Custodians/Laundry		\$20.70	\$23.28	
Production Coordinator		\$21.70	\$24.41	
Head Cook Base		\$20.69	\$23.27	
Head Cook		\$20.10	\$22.62	
Assistant Cook		\$11.50	\$20.30	
Nutrition Assistant II		\$16.87	\$18.98	
Nutrition Assistant		\$11.50	\$18.48	
Courier - Storeroom Clerk		\$22.91	\$25.78	
Computer Technician		\$29.54	\$33.24	
<b>NEA-WEA</b>		<b>80% Wage*</b>	<b>90% Wage**</b>	
Mechanic		\$28.79	\$32.39	
Driver Trainer		\$26.24	\$29.52	
Transportation Specialist		\$26.24	\$29.52	
Bus Driver***		\$23.30	\$26.22	
<b>SWIMMING POOL</b>		<b>1st year</b>	<b>2nd year</b>	<b>3rd year</b>
Lifeguard		\$17.45	\$17.75	\$18.00
Certified Instructor/Aquacize		\$17.75	\$18.00	\$18.25
Senior Guard		\$19.50	\$19.75	\$20.00
Private Lessons		\$19.50	\$19.75	\$20.00
Pool Supervisor		\$21.00	\$21.50	\$22.00
<b>FACILITIES</b>				
Facilities Aide				\$17.25
Technical Facility Assistant				\$18.00
Senior Technical Facility Assistant				\$21.50
<b>SUBSTITUTE TEACHER</b>				
				<b>\$200.00 per day</b>
<b>ADMINSTRATOR</b>				
HS Principal (219)				\$772.14
MS Principal (216)				\$735.31
HS Assistant Principal (219)				\$668.87
MS Assistant Principal (216)				\$644.89
Elem Principal (211)				\$713.14
* 80% of daily rate				
** 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.				
*** 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.				
Revised 09/01/2023				