Public School Employees of North Kitsap
September 1, 2026- August 31, 2027

Position Title	Skyward Code	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10-14	Year 15-19	Year 20+
Instructional Paraeducator	31-14	$26.29	$26.74	$27.18	$27.62	$28.06	$28.43	$28.81	$29.19	$29.57	$29.94	$31.19	$32.25
Special Education Paraeducator	32-04	$27.76	$28.18	$28.59	$28.98	$29.38	$29.76	$30.13	$30.50	$30.87	$31.24	$32.69	$33.21
Campus Security	30-07	$30.85	$31.30	$31.78	$32.23	$32.68	$33.30	$33.92	$34.53	$35.14	$35.74	$36.25	$36.43
Building Computer Technician	50-06	$30.60	$31.03	$31.47	$31.90	$32.32	$32.80	$33.25	$33.71	$34.19	$34.64	$34.73	$34.96
Accountant	38-11	$37.30	$37.95	$38.61	$39.26	$39.92	$40.13	$40.36	$40.59	$40.82	$41.04	$41.77	$42.57
High School ASB Bookkeeper	38-12	$32.75	$33.07	$33.40	$33.72	$34.05	$34.70	$35.34	$35.98	$36.62	$37.26	$37.99	$38.78
Administrative Assistant	35-09	$32.67	$33.12	$33.56	$33.98	$34.41	$35.00	$35.59	$36.17	$36.76	$37.33	$38.88	$40.79
School Office Manager	36-12	$33.71	$34.35	$35.00	$35.63	$36.26	$36.79	$37.30	$37.83	$38.34	$38.87	$40.33	$41.50
High School Registrar	34-06	$31.18	$31.65	$32.13	$32.59	$33.06	$33.68	$34.30	$34.91	$35.53	$36.15	$36.98	$38.78
Secretary	34-05	$29.76	$30.18	$30.60	$31.01	$31.44	$31.98	$32.54	$33.11	$33.65	$34.21	$34.89	$36.57
Info Systems Specialist	37-08	$33.88	$34.40	$34.94	$35.45	$35.98	$36.52	$37.06	$37.60	$38.15	$38.68	$39.95	$40.97
Info Systems specialist II	37-09	$40.89	$41.51	$42.14	$42.75	$43.39	$44.01	$44.64	$45.27	$45.90	$46.52	$47.15	$47.79
ASL Interpreter	21-30	$50.97	$51.45	$51.94	$52.42	$52.91	$53.38	$53.87	$54.35	$54.84	$55.32	$55.80	$56.28
LPN	21-31	$35.90	$36.32	$36.71	$37.12	$37.52	$37.95	$38.39	$38.84	$39.27	$39.71	$40.97	$42.76
COTA	21-18	$32.08	$32.37	$32.67	$32.97	$33.28	$33.86	$34.44	$35.01	$35.60	$36.17	$38.16	$38.16
SLPA	21-20	$32.08	$32.37	$32.67	$32.97	$33.28	$33.72	$34.19	$34.62	$35.07	$35.53	$36.57	$36.91
Native American Liaison	21-22	$29.33	$30.68	$32.02	$33.38	$34.73	$35.11	$35.49	$35.87	$36.24	$36.62	$36.80	$37.20

Additional Assignments

Translator/Interpreter- Foreign Lang.	+ $2.17/hr
Interpreter- Sign Language*	+ $11.91/hr
Braillist	+ $3.94/hr
Registered Behavioral Technician	+ $3.00/hr
WASBO Certification	+ $3.00/hr

* The ASL Interpreter position will not receive this add-on rate in addition to that position's normal wage; this add-on was previously rolled into that position's regular hourly rate. The add-on rate is available only to ASL Paraeaducators and those employees providing periodic ASL interpretation services.

Subject to Sections 15.3.4 and 15.3.5 of the agreement. Includes 3.1% bargained increase.

Revised 3/2026