Appendix C – Stipends and Supplemental Rates Schedule

2026-27 School Year

All stipends and rates in this Appendix will be increased each year by the same percentage increase equal to the inflationary adjustment index funded by the state for school district salary revenue formulas.

Student Centered Activities

Level	Elem	MS	HS	PAL	Step I (1 yr)	Step II (2 yrs)	Step III (3 yrs)
A	1	0	2	0	$464	$531	$598
B	5	0	3	1	$925	$1060	$1,199
C	1	3	0	1	$1,389	$1,592	$1,797
D1	0	2	0	0	$4,087	$4,427	$4,790
D2	0	0	1	0	$4,442	$4,795	$5,175

Stipends may be combined. All stipends must be directly associated with instruction.

Examples:

Level A: Single major event or short-term group activity.

Level B: Activities that are scheduled for a longer term than Level A, but usually not all year

Level C: Extensive activities, lasting up to a full year, e.g., Elementary ASB.

D1: ~~Middle School Athletic Coordinator~~, Middle School ASB and Activities Coordinator

D2: High School ASB and Activities Coordinator

Leadership Activities

Level	Elem	MS	HS	Step I (1 yrs)	Step II (2 yrs)	Step III (3yrs)
A	0	6	1	$772	$913	$1049
B	See Below.			$1,233	$1,455	$1,676

Examples: (Roles and stipends may be combined e.g., Middle School Team Leader & School Leadership Team $772 + $1,233= $2,005)

Level A: Team Leader (without being on the School Leadership Team)

Level B: School Leadership Team, Curriculum Leader – The number of Leadership stipends at each school shall be 5 plus 1 additional stipend for every 65 students above 300 (as measured on the September count date for state apportionment). At least one of these stipends must be assigned to a representative on the school leadership team from any district program with separate state reporting or entity identification such as Dual Language, Options, NKOA/PAL, or Choice, housed at the school. New Building administrators will be given specific professional development/training or working with school leadership teams in the North Kitsap School District.

Extended Contracts

Level	Title	Step I (1-3 yrs)	Step II (4-7 yrs)	Step III (8+yrs)
MS	Band Director	$3,884	$4,454	$4,930
MS	Choral Director	$2,307	$2,653	$3053
HS	Band Director	$8,878	$10,210	$11,742
HS	Choral Director	$7,104	$8,168	$9,396
HS	Drama	$4,441	$5,103	$5,871
HS	Yearbook	$3,452	$3,971	$4,568
HS	Athletic Coord.	Removed from NKEA end of 2023/24 per LOA 2023-3. Now NB Admin		
DIST	Athletic Director	Removed from NKEA end of 2023/24 per LOA 2023-3. Now NB Admin		

Outdoor Education

Facility	Stipend	Description
Unstaffed Camp (e.g. Fort Flagler)	$1,351	$54.04/hr, 25 hrs (15 supervision + 10 prep & instruction)
Staffed Camp (e.g. Camp Coleman)	$973	$54.04/hr, 18 hrs (15 supervision + 3 prep)

Applicants and School Leadership Teams should refer to the Guidelines for Co-curricular Activities, Process and Timeline, Activity Proposal and Activity Advisor's Report.

Other Miscellaneous Stipends and Rates

Mentors (Article III, Section 6.B)	$3,237.00
Building Support Person (Article III, Section 6.C)	$745.00
Curriculum/Committee Rate	$47.93/hour
Teacher in Charge (TIC) (Article XIII, Section 11)	$167.81 for a full day; $83.91 for a half day or less