

2026 Substitute/On-Call Wages			
Effective 09/01/2026			
PSE OF NK		90% Wage**	Step 1^
Instructional Para		\$23.66	26.29
Special Education Para		\$24.98	27.76
Campus Security		\$27.77	
Building Computer Technician		\$27.54	
Accountant		\$33.57	
ASB Bookkeeper HS		\$29.48	
Admin. Assistant		\$29.40	
School Office Manager		\$30.34	
Registrar		\$28.06	
Secretary		\$26.78	
Info Systems Specialist		\$30.49	
LPN		\$32.31	
Native American Liaison		\$26.40	
Interpreter (ASL)		\$34.38	
SEIU	80% Wage*	90% Wage**	
Maintenance Lead	\$37.05	\$41.68	
Maintenance Technician	\$32.79	\$36.89	
Electrician, Plumber, HVAC, Carpenter	\$34.65	\$38.98	
General Maintenance	\$26.30	\$29.58	
Maintenance - Warehouse/Courier	\$25.90	\$29.13	
Grounds Lead	\$30.28	\$34.07	
Groundskeeper	\$28.62	\$32.20	
Landscape Maintenance	\$23.64	\$26.60	
Head Custodian (Secondary)	\$26.70	\$30.04	
Head Custodian (Elementary)	\$25.40	\$28.58	
Secondary Night Custodian II	\$26.03	\$29.29	
Custodians/Laundry	\$24.87	\$27.98	
Production Coordinator	\$23.32	\$26.24	
Head Cook Base	\$24.36	\$27.41	
Head Cook	\$22.64	\$25.47	
Assistant Cook	\$20.14	\$22.65	
Nutrition Assistant II	\$19.01	\$21.38	
Nutrition Assistant	\$18.58	\$20.91	
Courier - Storeroom Clerk	\$25.57	\$28.76	
Computer Technician	\$33.78	\$38.00	
NEA-WEA	80% Wage*	90% Wage**	
Mechanic	\$31.55	\$35.50	
Mechanic Helper	\$27.75	\$31.22	
Driver Trainer	\$28.98	\$32.60	
Transportation Specialist	\$29.19	\$32.84	
Bus Driver***	\$26.30	\$29.59	
SWIMMING POOL	1st year	2nd year	3rd year
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
FACILITIES			
Facilities Aide		\$17.25	
Technical Facility Assistant		\$18.00	
Senior Technical Facility Assistant		\$21.50	
SUBSTITUTE TEACHER		\$200.00 per day	\$100.00 per half day
ADMINSTRATOR		\$500.00 per day	\$250.00 per half day
Teacher In Charge (TIC)		\$167.81 per day	\$83.91 per half day
^ Paraeducators who work within the District for thirty (30) cumulative school days during the previous 12 months, will be paid at Step 1 of the wage schedule * 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 08/03/2026			

Minimum Wage 2026 = \$17.13 per hour