

APPENDIX E -- WAGE SCHEDULE

2026-27 North Kitsap School District NEA-WEA Transportation Wage Schedule

2026-2027	1	2	3	4	5	6	7	8	9	10
Mechanic Helper	\$34.69	\$34.83	\$35.38	\$35.52	\$36.13	\$36.26	\$36.96	\$37.19	\$37.81	\$39.91
Mechanic	\$39.44	\$40.25	\$40.47	\$40.64	\$41.28	\$41.83	\$42.11	\$42.39	\$42.66	\$44.64
Driver Trainer	\$36.22	\$37.11	\$38.99	\$39.84	\$41.05	\$41.15	\$41.54	\$41.79	\$42.14	\$44.10
Transportation Specialist	\$36.50	\$37.19	\$38.99	\$39.84	\$41.05	\$41.15	\$41.54	\$41.92	\$42.30	\$44.26
Bus Driver	\$32.88	\$33.58	\$34.01	\$34.23	\$34.80	\$34.99	\$35.63	\$35.91	\$36.58	\$38.70

- Per Section 16.2, these rates are effective on the first working day of the new school year for bus drivers, and on September 1 for other employees in the bargaining unit. Any extra hours worked between inservice and the first day of school will be paid at these rates.

- For the 2025-26 school year, the rates shown above were calculated as follows: Step 15 was collapsed to become Step 10, and the Step 15 column was deleted. Step 6-9 was then expanded to be individual Steps 6, 7, 8, and 9. To calculate the wages for Steps 6 through 9, the median of comparable districts was inserted in Steps 6 and 9. Steps 7 and 8 were then indexed by calculating an even step increase between Steps 6 and 9. Then, all cells were increased by the greater of the implicit price deflator (IPD) equal to two-and-one half percent (2.5%) or median of a comparable wage study. Last, all cells were increased by an additional half-percent (0.5%), except for Step 10.

- For the 2026-27 school year, the District and Association will collaborate on a median wage study of comparable districts (Bremerton, Bainbridge Island, Central Kitsap, and South Kitsap). Wages will be calculated as follows: All cells will be increased by the IPD. Wages will be further adjusted to reflect the median of comparable districts. Comparable districts that have not settled by August 31, 2026, will be assumed to have given IPD only. Any cell on the wage scale that is below median will be increased to median, retroactive to September 1. If the median for a cell is less than IPD, the cell will not be reduced.

- Substitute Drivers will be compensated at 90% of step 1 Bus Driver Wage per hour. 80 training hours, and up to 120 hours if necessary, for future substitute bus drivers, will be paid at minimum wage. Such payment is not conditional upon receipt of Commercial Driver License. Substitute bus drivers will be compensated for all out-of-pocket costs for obtaining necessary licenses (receipts must be provided). If drivers do not complete 240 hours, these up front costs will be recovered from the last paycheck.

- 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 E). These drivers will not have to go through a probationary period.