## Central Kitsap School District

**Appendix A - CKESP Salary Schedule**

**Effective September 1, 2021 through August 31, 2022**

### Assistants

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<tr>
<th>Step</th>
<th>Behavior Response Team Assistant</th>
<th>Certified Occupational Therapist Assistant</th>
<th>Certified Speech Language Pathologist Assistant</th>
<th>District Translator &amp; Community Outreach Assistant</th>
<th>Educational Interpreter</th>
<th>In-School Suspension Monitor</th>
<th>Marketing Assistant</th>
<th>McKinney Vento Coordinator/Native American Coordinator</th>
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### Substitute

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<th>Specialist- Visually Impaired</th>
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### Shift Differential

- Swing Shift: 3%
- Graveyard Shift: 5%

Longevity is available to employees after 12 years of continuous employment with the district, and is applied to the current placement on the salary schedule.

**Longevity is calculated based on your current step. For employees on Step 9, see table below for calculation.**

- Years 13-15 - 1% of Salary Placement
- Years 16-20 - 2% of Salary Placement
- Years 21-25 - 3% of Salary Placement
- Years 26 on - 4% of Salary Placement

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### Central Kitsap School District

Appendix A - CKESP Salary Schedule

**Effective September 1, 2021 through August 31, 2022**

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**Shift Differential**

- **Swing Shift:** 3%
- **Graveyard Shift:** 5%

**Longevity** is available to employees after 12 years of continuous employment with the district, and is applied to the current placement on the salary schedule.

**Longevity** is calculated based on your current step. For employees on Step 9, see table below for calculation.

- **Years 13-15 - 1% of Salary Placement**
- **Years 16-20 - 2% of Salary Placement**
- **Years 21-25 - 3% of Salary Placement**
- **Years 26 on - 4% of Salary Placement**

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## Central Kitsap School District
### Appendix A - CKESP Salary Schedule

**Effective September 1, 2021 through August 31, 2022**

### Custodian

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Custodial Helper paid at current minimum wage

### Shift Differential

- **Swing Shift:** 3%
- **Graveyard Shift:** 5%

### Longevity

Longevity is available to employees after 12 years of continuous employment with the district, and is applied to the current placement on the salary schedule.

*Longevity is calculated based on your current step. For employees on Step 9, see table below for calculation.*

- **Years 13-15:** 1% of Salary Placement
- **Years 16-20:** 2% of Salary Placement
- **Years 21-25:** 3% of Salary Placement
- **Years 26 on:** 4% of Salary Placement

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### Fiscal

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Custodial Helper paid at current minimum wage.
### Central Kitsap School District

**Appendix A - CKESP Salary Schedule**

*Effective September 1, 2021 through August 31, 2022*

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**Shift Differential**

Swing Shift: 3%

Graveyard Shift: 5%

*Overtime Exempt per FLSA regulations.

**Longevity is available to employees after 12 years of continuous employment with the district, and is applied to the current placement on the salary schedule.**

Longevity is calculated based on your current step. For employees on Step 9, see table below for calculation.

<table>
<thead>
<tr>
<th>Years 13-15</th>
<th>1% of Salary Placement</th>
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<tr>
<td>Years 16-20</td>
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<td>Years 21-25</td>
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<td>Years 26 on</td>
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Central Kitsap School District  
Appendix A - CKESP Salary Schedule  
*Effective September 1, 2021 through August 31, 2022*

### Maintenance

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Central Kitsap School District
Appendix A - CKESP Salary Schedule

**Effective September 1, 2021 through August 31, 2022**

### Pool Services

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Student Pool Guards to be paid on Step 1 of the Pool Guard/Swim Instructor range

**Shift Differential**

- Swing Shift: 3%
- Graveyard Shift: 5%

**Longevity** is available to employees after 12 years of continuous employment with the district, and is applied to the current placement on the salary schedule. Longevity is calculated based on your current step. For employees on Step 9, see table below for calculation.

- Years 13-15 - 1% of Salary Placement
- Years 16-20 - 2% of Salary Placement
- Years 21-25 - 3% of Salary Placement
- Years 26 on - 4% of Salary Placement

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# Central Kitsap School District

## Appendix A - CKESP Salary Schedule

**Effective September 1, 2021 through August 31, 2022**

### Secretarial/Clerical

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<th>Step</th>
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<th>Clerk - Library, Office</th>
<th>Contract Specialist</th>
<th>Data Analysis Specialist</th>
<th>Department Secretary</th>
<th>HS &amp; MS ASB/ Athletics</th>
<th>HS Assistant Principal Secretary</th>
<th>Office Manager</th>
<th>Professional Development &amp; Family Engagement Specialist</th>
<th>Program Secretary</th>
<th>Records Processing Specialist</th>
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**Shift Differential**

- Swing Shift: 3%
- Graveyard Shift: 5%

Longevity is available to employees after 12 years of continuous employment with the district, and is applied to the current placement on the salary schedule.

Longevity is calculated based on your current step. For employees on Step 9, see table below for calculation.

<table>
<thead>
<tr>
<th>Years 13-15</th>
<th>1% of Salary Placement</th>
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<tr>
<td>Years 16-20</td>
<td>2% of Salary Placement</td>
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<tr>
<td>Years 21-25</td>
<td>3% of Salary Placement</td>
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<td>Years 26 on</td>
<td>4% of Salary Placement</td>
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<table>
<thead>
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Central Kitsap School District
Appendix A - CKESP Salary Schedule

Effective September 1, 2021 through August 31, 2022

<table>
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<th>Science Kit Warehouse Specialist</th>
<th>Secretary-Counsel</th>
<th>Secretary HS Attendance</th>
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Substitute 23.21

Shift Differential
Swing Shift: 3%
Graveyard Shift: 5%

Longevity is available to employees after 12 years of continuous employment with the district, and is applied to the current placement on the salary schedule.
Longevity is calculated based on your current step. For employees on Step 9, see table below for calculation.

Years 13-15 - 1% of Salary Placement
Years 16-20 - 2% of Salary Placement
Years 21-25 - 3% of Salary Placement
Years 26 on - 4% of Salary Placement

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Central Kitsap School District  
Appendix A - CKESP Salary Schedule  
*Effective September 1, 2021 through August 31, 2022*

**Student Monitor**

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<tr>
<th>Step</th>
<th>Adult Crossing Guard</th>
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</table>

**Shift Differential**

Swing Shift: 3%
Graveyard Shift: 5%

**Longevity**

Longevity is available to employees after 12 years of continuous employment with the district, and is applied to the current placement on the salary schedule. Longevity is calculated based on your current step. For employees on Step 9, see table below for calculation.

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- Years 21-25 - 3% of Salary Placement  
- Years 26 on - 4% of Salary Placement

<table>
<thead>
<tr>
<th>Step</th>
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<th>9 + 2%</th>
<th>9 + 3%</th>
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