

Appendix D

2018-2020 North Kitsap School District NEA-WEA Transportation Wage Schedule

Grey= In district Longevity Steps

Years	1	2	3	4	5	6-9	10+	15+	20+	25+	*Grandfathered 30+
Mechanic (260 Day)	\$29.22	\$29.38	\$29.55	\$29.74	\$30.02	\$30.77	\$31.77	\$32.56	\$32.78	\$32.95	
Mechanic Helper	\$23.16	\$23.29	\$23.42	\$23.57	\$23.71	\$24.18	\$24.90	\$25.14	\$25.80	\$26.38	
Service Person	\$17.48	\$17.66	\$18.05	\$18.23	\$18.41	\$19.08	\$20.10	\$20.33	\$20.86	\$21.63	
Driver Trainer	\$26.21	\$26.61	\$26.99	\$27.31	\$27.64	\$28.57	\$29.80	\$30.68	\$31.01	\$32.20	
Transportation Specialist	\$26.35	\$26.67	\$27.00	\$27.40	\$27.81	\$28.65	\$29.83	\$30.85	\$31.29	\$32.32	
Bus Driver	\$24.20	\$24.56	\$24.95	\$25.30	\$25.69	\$27.17	\$28.49	\$29.05	\$29.28	\$29.69	\$30.95

* Grandfathered cell. Only those currently at 30+ years in NK Schools will be allowed to be in this cell. After all employees in the grandfathered cell have retired/separated service the cell will be dropped from the schedule.

NOTES:

- Salary rates shown are effective September 1 through August 31 of each work year.
- 2018-19 salaries are effective September 1, 2018 for eligible employees. Eligible employees are defined as bargaining unit members on the date of ratification who are on active payroll, and/or are on paid or unpaid leaves.
- For the 2019-20 and 2020-21 school year, all rates shall also be increased by the state funded inflationary adjustment increase for classified employee salaries, if any, on the effective date of any such increase.
- **Substitute Drivers** will be compensated at 90% of step 1 Bus Driver Wage per hour. Up to 40 training hours, for future substitute bus drivers, will be paid at \$15.00 per hour. Such payment is not conditional upon receipt of Commercial Driver License. After 120 regular substitute work hours, substitute bus drivers will be compensated up to \$200 and after an additional 120 work hours substitutes will be compensated up to \$200 for costs associated with obtaining a commercial driver's license (receipts must be provided).
- 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.