

SEIU WAGE SCHEDULE 19-20					
CLASSIFICATIONS	A	B	C	D	E
	Step 1,2 (Years 1-2)	Step 3, 4 (Years 3-4)	Step 5, 6 (Years 5-6)	Step 7, 8 (Years 7-8)	Step 9, 10 (Years 9-10)
Journeyman	\$31.61	\$32.17	\$32.81	\$33.47	\$34.14
Lead Journeyman (F&O)	\$34.77	\$35.39	\$36.10	\$36.82	\$37.56
Lead Journeyman - Mechanic	\$35.72	\$36.35	\$37.08	\$37.82	\$38.57
Laborer	\$12.89	\$0.00	\$0.00	\$0.00	\$0.00
District Courier	\$23.14	\$23.64	\$24.11	\$24.60	\$25.09
Warehouseperson	\$24.80	\$25.36	\$25.87	\$26.38	\$26.91
Information Technology Support Specialist	\$31.79	\$32.35	\$33.00	\$33.66	\$34.33
Lead Information Technology Support Specialist	\$34.97	\$35.59	\$36.30	\$37.02	\$37.76
Assistant Mechanic	\$25.95	\$26.54	\$27.07	\$27.61	\$28.16
Bus Driver*	\$24.80	\$25.66	\$26.17	\$26.70	\$27.23
Bus Driver Trainer	\$27.79	\$29.32	\$29.91	\$30.50	\$31.11
Dispatcher/Router	\$27.79	\$29.32	\$29.91	\$30.50	\$31.11
Laundryperson	\$21.77	\$22.44	\$22.89	\$23.35	\$23.81
Head Custodian A (30,000 sq ft)	\$23.91	\$24.62	\$25.11	\$25.61	\$26.13
Head Custodian B (160,000 sq ft)	\$24.51	\$25.24	\$25.74	\$26.26	\$26.78
Head Custodian C (240,000 sq ft)	\$25.14	\$25.83	\$26.35	\$26.87	\$27.41
Head Custodian D (over 240,000 sq ft)	\$25.60	\$26.37	\$26.90	\$27.44	\$27.98
Shift Lead Custodian	\$24.51	\$25.24	\$25.74	\$26.26	\$26.78
Assistant Head Custodian High School	\$24.51	\$25.24	\$25.74	\$26.26	\$26.78
Day Custodian	\$21.12	\$21.88	\$22.32	\$22.76	\$23.22
Courier - School Term Food Services*	\$24.65	\$25.46	\$25.97	\$26.49	\$27.02
Head Cook/Head Baker*	\$21.76	\$22.59	\$23.04	\$23.50	\$23.97
Cook/Baker*	\$18.36	\$19.28	\$19.67	\$20.06	\$20.46
Helper/Server*	\$16.78	\$17.54	\$17.89	\$18.25	\$18.61
Helper 1	\$21.36	\$21.78	\$22.22	\$22.66	\$23.11
Helper II	\$23.71	\$24.25	\$24.74	\$25.23	\$25.73
**Apprentice Journeyman Mechanic	Year 1 \$22.13	Year 2 \$25.29	Year 3 \$28.45	N/A	N/A

* These salary rates are for the school-term employees employed in these positions on September 1, 1999 and thereafter

(1) The swing hourly rates shall be calculated as 5.0% greater than the respective day rate.

(2) As of 9/1/17 all Graveyard positions were reassigned to Swing Shift. Graveyard shift no longer exists.

(3) Apprentice Journeyman Mechanic 1st year is 70% of Journeyman pay, 2nd year is 80% of Journeyman pay, and 3rd year is 90% of Journeyman pay.

SEIU WAGE SCHEDULE 19-20 continued

CLASSIFICATIONS	A Step 1,2 (Years 1-2)	B Step 3, 4 (Years 3-4)	C Step 5, 6 (Years 5-6)	D Step 7, 8 (Years 7-8)	E Step 9, 10 (Years 9-10)
Swing Journeyman	\$ 33.19	\$ 33.78	\$ 34.44	\$ 35.14	\$ 35.85
Swing Lead Journeyman	\$ 36.51	\$ 37.16	\$ 37.88	\$ 38.66	\$ 39.43
Swing Lead Journey-Mechanic	\$ 37.51	\$ 38.17	\$ 38.91	\$ 39.71	\$ 40.51
Swing Head Custodian A	\$ 25.11	\$ 25.85	\$ 26.40	\$ 26.92	\$ 27.46
Swing Head Custodian B	\$ 25.74	\$ 26.50	\$ 27.03	\$ 27.56	\$ 28.12
Swing Head Custodian C	\$ 26.40	\$ 27.12	\$ 27.68	\$ 28.22	\$ 28.79
Swing Head Custodian D	\$ 26.88	\$ 27.69	\$ 28.23	\$ 28.80	\$ 29.38
Swing Shift Lead Custodian	\$ 25.74	\$ 26.50	\$ 27.03	\$ 27.56	\$ 28.12
Swing Asst Head Custodian HS	\$ 25.74	\$ 26.50	\$ 27.03	\$ 27.56	\$ 28.12
Swing Day Custodian	\$ 22.18	\$ 22.97	\$ 23.42	\$ 23.88	\$ 24.36

**SOUTH KITSAP SCHOOL DISTRICT
ADDENDUM TO SCHEDULE A
WAGE SCHEDULE 19-20**

This addendum contains the hourly wage schedule for school-term employees employed prior to **September 1, 1999**.

This Addendum implements changes in Sections 6.2.2 and 7.1, effective September 1, 1999, which eliminated vacation for school-term employees and adjusts the hourly wages accordingly.

SALARY CLASSIFICATIONS	STEP E-GF 2019-2020
Bus Driver	\$ 27.96
Cook/Baker	\$ 21.01
Courier - FNS	\$ 27.77
Head Cook/Baker	\$ 24.63
Helper/Server	\$ 19.11

Grandfathered employees and relevant employees will be placed at the same percentage above the top wage in their scale as they currently receive on the addendum to Schedule A.

Addendum 2 to Schedule A – Substitute Wages

SOUTH KITSAP SCHOOL DISTRICT
SEIU SUBSTITUTE WAGES
2019/2020

Effective September 1, 2019 through August 31, 2021.

Substitute Position	Wage Rate
Bus Driver	\$22.32
Custodian	\$19.01
Courier	\$20.83
Helper/Server	\$15.10
Laborer	\$12.00
Laundry person	\$19.59
Maintenance Helper 1	\$19.22
Assistant Mechanic	\$23.36
Warehouseperson	\$22.32