R	Status	Job Title	1st Yr WX	1st Yr Target	1st Yr Delta	10th Yr WX	10th Yr. Target	10th Yr Delta	Comments
56A	ASSISTANT	Certified OT/PT Assistant	19.94	18.66	-1.28	24.27	20.46	-3.81	*Benchmark based on MIN/MAX. Room for error, since estimates were made for some of the low districts*
56B	ASSISTANT	Educational Interpreter	21.30	19.74	-1.56	25.94	21.93	-4.01	*Benchmark (- 1)*
C	ASSISTANT	Discipline Assistant - Alternative Recess	12.06	12.89	0.83	14.77	14.51	-0.26	*Pegged at Apprentice Rate of Paraeducator 1*
C	ASSISTANT	Discipline Assistant - Intervention Room Supv	12.06	12.89	0.83	14.77	14.51	-0.26	*Pegged at Apprentice Rate of Paraeducator 1*
C	ASSISTANT	Marketing Assistant/Student Store	12.06	12.89	0.83	14.77	14.51	-0.26	*Pegged at Apprentice Rate of Paraeducator 1*
E	ASSISTANT	In-School Suspension Monitor	13.79	14.32	0.53	16.90	16.12	-0.78	*Tie to Paraeducator 1*
E	ASSISTANT	Paraeducator I	13.79	14.32	0.53	16.90	16.12	-0.78	*True Benchmark*
E	ASSISTANT	Paraeducator II	14.20	14.85	0.64	17.41	16.69	-0.72	*Pegged at midpoint of Pareducator I and Paraeducator KAP*
F	ASSISTANT	Paraeducator - KAP (Kitsap Achievement Prog)	14.84	15.37	0.53	18.22	17.26	-0.96	*True Benchmark*
F	ASSISTANT	Transition Coordinator	14.84	15.37	0.53	18.22	17.26	-0.96	*Tied to Benchmark: Paraeducator - KAP*
H	ASSISTANT	Specialist, Visually Impaired	17.51	17.77	0.26	21.57	19.64	-1.93	*Benchmark based on MIN/MAX. Some room for error, but estimates were in line with trendlines.*
I	ASSISTANT	LPN/Special Education Paraeducator/LPN, Medic	19.09	19.92	0.83	22.43	21.77	-0.66	*Benchmark (- 2)*
C	BUS ASSIST	Bus Assistant, Special Education	12.06	14.85	2.79	14.77	16.69	1.92	*Tied to Pareducator II*
G	BUS DRIVER	Bus Driver, Regular Ed	16.14	17.58	1.44	19.74	19.54	-0.20	*True Benchmark*
?	CUSTODIAL	Custodial Helper	9.47	11.43	1.96	9.47	11.43	1.96	*Pegged at Apprentice Rate of Custodian; no longevity*
E	CUSTODIAL	Custodian	13.79	15.73	1.94	17.41	17.59	0.18	*True Benchmark*
G	CUSTODIAL	Head Custodian - Elementary	16.62	17.06	0.44	20.33	18.83	-1.50	*True Benchmark*
G	CUSTODIAL	Head Custodian - Secondary	16.95	17.48	0.53	20.73	19.42	-1.31	*True Benchmark*
G	CUSTODIAL	Head Custodian - Support Route	16.95	17.48	0.53	20.73	19.42	-1.31	*Tied to Head Custodian - Secondary*
I	FISCAL	Accounting Tech, Business Office	19.09	20.07	0.98	23.40	21.98	-1.42	*True Benchmark*
I	FISCAL	Accounting Tech, Facilities	19.09	20.07	0.98	23.40	21.98	-1.42	*tied to Accounting Tech, Business*
I	FISCAL	Internal Controls Monitor/ASB	19.09	20.07	0.98	23.40	21.98	-1.42	*tied to Accounting Tech, Business*
I	FISCAL	Payroll Officer	19.09	22.07	2.98	23.40	24.23	0.83	*True Benchmark*
A	FOOD SVC	Nutrition Assistant I	10.70	11.12	0.42	13.07	12.16	-0.91	*Pegged at Apprentice Rate of Nutrition Asst II*
B	FOOD SVC	Nutrition Assistant II	11.32	12.35	1.03	13.87	13.51	-0.36	*Benchmark (-2)*
C	FOOD SVC	Production Cook	12.06	13.26	1.20	14.77	14.65	-0.12	*Benchmark (-2)*
C	FOOD SVC	Secondary Assistant Cook	12.06	13.49	1.43	14.77	14.96	0.19	*Benchmark (-2)*
D	FOOD SVC	Secondary Cook	12.94	14.98	2.04	15.86	16.62	0.76	*Not a true benchmark due to variety of Kitchen orgs/designs. Pegged at Obverse of Sec. Cook Asst.*
G	FOOD SVC	Food Services Coordinator	16.14	16.76	0.62	19.74	18.91	-0.83	*Pegged at Production Lead Cook*
G	FOOD SVC	Production Lead Cook	16.14	16.76	0.62	19.74	18.91	-0.83	*Benchmark (-3) based on MIN/MAX. Some room for error, but estimates were in line with trendlines.*
C	GARAGE	Vehicle Service Attendant	12.06	12.89	0.83	14.77	14.51	-0.26	*Too few comparators, peg to Level C*
G	GARAGE	Mechanic Assistant	16.14	19.82	3.68	19.74	21.37	1.63	*Benchmark (-3) based on MIN/MAX. Some room for error, but estimates were in line with trendlines.*
I	GARAGE	Garage Mechanic	19.09	21.26	2.17	23.40	23.37	-0.03	*Benchmark (- 1)*
56E	MAINTENANC	Environmental Specialist - Resource Conservation	26.99	28.74	1.75	32.92	30.36	-2.56	*No comparators. Should be pegged to a different scale/ 85% of Asst Dir Maintenance/Grounds, and reconsidered for exempt/non-exempt status. And, because these two positions are not associated with this analysis, this position salary recommendation will remain static across the multipe variants of this study.*
E	MAINTENANC	General Laborer	13.79	14.19	0.40	16.90	15.32	-1.58	*Insufficient comparators. Room for error, since estimates were made for some of the low districts*
F	MAINTENANC	Trades Laborer	14.84	15.89	1.05	18.22	17.79	-0.43	*Benchmark based on MIN/MAX. Some room for error, but estimates were in line with trendlines.*
H	MAINTENANC	Groundskeeper	17.51	18.92	1.41	21.57	20.59	-0.98	*True Benchmark*
I	MAINTENANC	Groundskeeper II	19.09	21.00	1.91	23.40	22.42	-0.98	*Benchmark (- 1)*
I	MAINTENANC	Maintenance Technician -- Carpenter	21.01	21.17	0.16	23.40	23.55	0.15	*True Benchmark*
I	MAINTENANC	Maintenance Technician -- Carpentry and Fire Alarms	21.01	21.17	0.16	23.40	23.55	0.15	*True Benchmark*
I	MAINTENANC	Maintenance Technician -- Electrician	22.43	21.64	-0.79	28.89	24.04	-4.85	*True Benchmark*
I	MAINTENANC	Maintenance Technician -- HVAC Mechanic	22.43	21.64	-0.79	28.89	23.99	-4.90	*True Benchmark*
I	MAINTENANC	Maintenance Technician -- Locksmith	21.01	21.17	0.16	23.40	23.06	-0.34	*True Benchmark*
I	MAINTENANC	Maintenance Technician -- Painter	21.01	21.17	0.16	23.40	23.55	0.15	*True Benchmark*
I	MAINTENANC	Maintenance Technician -- Plumber	22.43	21.23	-1.20	28.89	23.62	-5.27	*True Benchmark*
I	MAINTENANC	Maintenance Technician -- Roofer/Glazer	21.01	21.17	0.16	23.40	23.02	-0.38	*True Benchmark*
I	MAINTENANC	Maintenance Technician -- Welder	21.01	21.17	0.16	23.40	23.02	-0.38	*True Benchmark*
E	MISC	Laundry Worker/Transporter	13.79	14.19	0.40	16.90	15.32	-1.58	*No true comparators. Peg to "General Laborer"*
F	MISC	Delivery Driver	14.84	16.95	2.11	18.22	18.81	0.59	*True Benchmark*
I	MISC	Warehouse Coordinator	20.24	19.88	-0.35	24.80	21.36	-3.44	*Benchmark based on MIN/MAX. Room for error, since estimates were made for some of the low districts*
C	OVERLOAD	Overload Assistant	12.06	12.17	0.11	14.77	13.70	-1.07	*No true comparators. Peg to Range C*
E	PHOTOCOPY	Lead Photocopy Equipment Operator	13.79	14.19	0.40	16.90	15.32	-1.58	*No true comparators. Peg to "General Laborer"*
C	POOL	Pool Instructor	12.06	10.01	-2.05	14.77	11.32	-3.45	*Aquatics program in Central Kitsap has few comparables, and Snohomish's program is must more expensive than the other 2 comparables: South Kitsap and Marysville. Thus the analysis focuses only on South Kitsap and Marysville and therefore these wages are merely guidance and not precise metrics. Also, because there are only two comparators in use, these recommended wages remain static across the various versions of this study.*
E	POOL	Assistant Pool Manager	13.79	15.25	1.46	16.90	16.94	0.04	
H	POOL	Pool Coordinator	17.51	20.33	2.82	20.61	22.59	1.98	
56B	PROF/TECH	Network Specialist	19.94	21.30	1.36	24.27	23.84	-0.43	It should not be surprising to know that of all the positions in a school district, the Tech Department's are the most complicated to benchmark. This is due to the wide variety of technologies and tech resources at each district. No two districts organize alike.
56C	PROF/TECH	Application Specialist	23.70	24.49	0.79	28.89	27.01	-1.88	.
56C	PROF/TECH	Data/Application Specialist	23.70	24.49	0.79	28.89	27.01	-1.88	That said, the most benchmarkable positions are **Network Specialist** and **Student Information Systems Coordinator**. Other Tech positions are less benchmarkable, and in

56D	PROF/TECH	Enterprise Systems Engineer	25.79	27.08	1.29	31.49	29.74	-1.75	*Information Systems Coordinator*: Other Tech positions are less benchmarkable, and in this respect should be considered more as "guidance" than an actual study instrument. Patterns are also important. It should be noted that Tech does seem to be relatively well at the upper end of the continuum relative to other departments within the District.
56D	PROF/TECH	Student Information Systems Coordinator	25.79	26.34	0.55	31.49	29.30	-2.19	
56E	PROF/TECH	Enterprise Systems Engineer Plus	26.99	28.16	1.17	32.92	30.46	-2.46	*Tied to Mean of ESE and Internet/Intranet App Developer*
56F	PROF/TECH	Internet/Intranet Application Developer	28.17	29.25	1.08	34.34	31.17	-3.17	*See Tech comment above.*
56G	PROF/TECH	Database Administrator	33.81	32.03	-1.78	41.20	35.38	-5.82	*See Tech comment above.*
B	SEC/CLERICAL	Teacher Assistant	11.32	13.20	1.88	13.87	14.81	0.94	*Insufficient Comparables. Pegged at Apprentice Rate o*
D	SEC/CLERICAL	Clerk/Typist	12.94	14.66	1.72	15.86	16.46	0.60	*Tied to Library Clerk*
D	SEC/CLERICAL	Elementary Library Clerk	12.94	14.66	1.72	15.86	16.46	0.60	*Benchmark (- 1)*
D	SEC/CLERICAL	Secondary Library Clerk	12.94	14.66	1.72	15.86	16.46	0.60	*Benchmark (- 1)*
E	SEC/CLERICAL	Community Schools Assistant	13.79	15.60	1.81	16.90	17.44	0.54	*Tied to Benchmark: Support Secy, Maintenance*
E	SEC/CLERICAL	Jr High Counseling Technician	13.79	15.60	1.81	16.90	17.44	0.54	*Tied to Benchmark: Support Secy, Maintenance*
E	SEC/CLERICAL	Records Processing Specialist	13.79	15.60	1.81	16.90	17.44	0.54	*Tied to Benchmark: Support Secy, Maintenance*
E	SEC/CLERICAL	Support Secretary - Career & Technical	13.79	15.60	1.81	16.90	17.44	0.54	*Tied to Benchmark: Support Secy, Maintenance*
E	SEC/CLERICAL	Support Secretary - Human Resources	13.79	15.60	1.81	16.90	17.44	0.54	*Tied to Benchmark: Support Secy, Maintenance*
E	SEC/CLERICAL	Support Secretary - Maintenance	13.79	15.60	1.81	16.90	17.44	0.54	*True Benchmark: "Support Secretary"*
E	SEC/CLERICAL	Support Secretary - Student Services	13.79	15.60	1.81	16.90	17.44	0.54	*Tied to Benchmark: Support Secy, Maintenance*
F	SEC/CLERICAL	Accounting Secretary - Special Services	14.84	15.36	0.52	18.22	17.16	-1.06	*Tied to Elementary Support Secretary*
F	SEC/CLERICAL	Department Secretary - Curriculum*	14.84	15.36	0.52	18.22	17.16	-1.06	*Tied to Elementary Support Secretary*
F	SEC/CLERICAL	Department Secretary - Library Service Center	14.84	15.36	0.52	18.22	17.16	-1.06	*Tied to Elementary Support Secretary*
F	SEC/CLERICAL	Department Secretary - Special Services	14.84	15.36	0.52	18.22	17.16	-1.06	*Tied to Elementary Support Secretary*
F	SEC/CLERICAL	Jr High Attendance Secretary	14.84	15.36	0.52	18.22	17.16	-1.06	*Tied to Elementary Support Secretary*
F	SEC/CLERICAL	Secretary - Elementary Support	14.84	15.36	0.52	18.22	17.16	-1.06	*True Benchmark*
F	SEC/CLERICAL	Secretary - Superintendent's Office	14.84	15.36	0.52	18.22	17.16	-1.06	*Tied to Elementary Support Secretary*
F	SEC/CLERICAL	Substitute Facilitator	14.84	16.23	1.39	18.22	18.03	-0.19	*Benchmark based on MIN/MAX. Room for error, since estimates were made for some of the low districts*
G	SEC/CLERICAL	High School Secretary - Attendance	16.14	15.94	-0.20	19.74	17.75	-1.99	*True Benchmark*
G	SEC/CLERICAL	High School Secretary - Career & Tech	16.14	15.94	-0.20	19.74	17.75	-1.99	*Tied to High School Secretary - Attendance*
G	SEC/CLERICAL	High School Secretary - Counseling	16.14	15.94	-0.20	19.74	17.75	-1.99	*Tied to High School Secretary - Attendance*
G	SEC/CLERICAL	High School Secretary- Counseling Techn	16.14	15.94	-0.20	19.74	17.75	-1.99	*Tied to High School Secretary - Attendance*
G	SEC/CLERICAL	Jr High ASB Bookkeeper Secy	16.14	15.94	-0.20	19.74	17.75	-1.99	*Tied to High School Secretary - Attendance*
G	SEC/CLERICAL	Jr High Counseling Secretary	16.14	15.94	-0.20	19.74	17.75	-1.99	*Tied to High School Secretary - Attendance*
G	SEC/CLERICAL	Science Kit Warehouse Specialist	16.14	14.90	-1.24	19.74	16.77	-2.97	*This positions exists in Olympia and Peninsula. Olympia is 97/99% of HS Attendance Secy. Peninsula is 90/90%*
G	SEC/CLERICAL	Secretary - Community Relations/Supt Office	16.14	15.94	-0.20	19.74	17.75	-1.99	*Tied to High School Secretary - Attendance*
G	SEC/CLERICAL	Secretary - Special Services Data	16.14	15.94	-0.20	19.74	17.75	-1.99	*Tied to High School Secretary - Attendance*
H	SEC/CLERICAL	Data Analysis Specialist	17.51	16.97	-0.54	21.57	18.92	-2.65	*Position is unique to CKSD. Tied to Prog Secy - Transp*
H	SEC/CLERICAL	Dispatcher (Customer Relations and Sub Assign)	17.51	19.84	2.33	21.57	22.36	0.79	*Tied to Dispatcher-Router*
H	SEC/CLERICAL	Dispatcher (Router)	17.51	19.84	2.33	21.57	22.36	0.79	*True Benchmark*
H	SEC/CLERICAL	Dispatcher (Special Education)	17.51	19.84	2.33	21.57	22.36	0.79	*Tied to Dispatcher-Router*
H	SEC/CLERICAL	High School Registrar	17.51	16.65	-0.86	21.57	18.46	-3.11	*True Benchmark*
H	SEC/CLERICAL	High School Secretary - ASB/Athletics	17.51	16.97	-0.54	21.57	18.92	-2.65	*Tied to Program Secretary - Transportation*
H	SEC/CLERICAL	High School Secretary - Asst Principal	17.51	16.97	-0.54	21.57	18.92	-2.65	*Tied to Program Secretary - Transportation*
H	SEC/CLERICAL	Program Secretary - Alternative Programs	17.51	16.97	-0.54	21.57	18.92	-2.65	*Tied to Program Secretary - Transportation*
H	SEC/CLERICAL	Program Secretary - Career & Technical Ed	17.51	16.97	-0.54	21.57	18.92	-2.65	*Tied to Program Secretary - Transportation*
H	SEC/CLERICAL	Program Secretary - Dept. of Information Service	17.51	16.97	-0.54	21.57	18.92	-2.65	*Tied to Program Secretary - Transportation*
H	SEC/CLERICAL	Program Secretary - Transportation	17.51	16.97	-0.54	21.57	18.92	-2.65	*True Benchmark*
I	SEC/CLERICAL	Contract/Closeout Specialist	20.24	17.86	-2.38	24.80	19.95	-4.85	*Tied to Secondary Office Manager/HS (Alternate Plan: 50% Se*
I	SEC/CLERICAL	Department Office Manager - Maintenance Dept	19.09	17.75	-1.34	23.40	19.81	-3.59	*Tied to Elementary Office Manager*
I	SEC/CLERICAL	Department Office Manager - Special Services	19.09	17.75	-1.34	23.40	19.81	-3.59	*Tied to Elementary Office Manager*
I	SEC/CLERICAL	Department Office Manager - Student Services	19.09	17.75	-1.34	23.40	19.81	-3.59	*Tied to Elementary Office Manager*
I	SEC/CLERICAL	Elementary Office Manager	19.09	17.75	-1.34	23.40	19.81	-3.59	*True Benchmark*
I	SEC/CLERICAL	Secondary Office Manager - High School	19.09	17.86	-1.23	23.40	19.95	-3.45	*True Benchmark*
I	SEC/CLERICAL	Secondary Office Manager - Jr. High School	19.09	17.65	-1.44	23.40	19.71	-3.69	*True Benchmark*
B	STUD.MONIT	Adult Crossing Guard	11.32	12.89	1.57	13.87	14.51	0.64	*Insufficient comparator positions. Few districts pay Adult Crossing guards separately, as they are usually woven into Para positions or office staff. Recommend pegging to Apprentice Rate of Pareducator 1*
B	STUD.MONIT	Noon Assistant	11.32	12.89	1.57	13.87	14.51	0.64	*While this position is not benchmarkable, the Noon Assistant appears to have more in common with Discipline Assistants than any other position. Pegged at Apprentice Rate of Paraeducator 1*
C	STUD.MONIT	Student Parking Monitor	12.06	12.89	0.83	14.77	14.51	-0.26	*Appropriately Placed at Level C. Tied to Discipline Assistant.*
H	STUD.MONIT	Campus Security Officer	17.51	17.35	-0.16	21.57	19.25	-2.32	*Benchmark (-2)*
	SLPA	Speech Language Pathology Assistant (SLPA)	13.79	17.52	3.73	16.90	19.25	2.35	*Benchmark (-3) based on MIN/MAX. Some room for error, but estimates were in line with trendlines. (See comment)*