2025-2026 Salary Information for Olympia School District Administration Identified in Directory

DUTY TITLE	TOTAL SALARY	INSURANCE BENEFIT	MANDATORY BENEFIT	TOTAL COMPENSATION (Salary + Benefits)
Business Services				
Office/Clerical (Business Services: Accounts Payable Spc)	73,528	15,684	11,597	100,809
Director/Supervisor (Business Services: Executive Director)	196,769	15,684	29,401	241,854
Office/Clerical (Business Services: Procurements & Accounting)	81,162	15,684	12,785	109,631
Office/Clerical (Business Services: Records Supervisor)	53,768	15,684	8,481	77,933
Office/Clerical (Business Services: Vital Records Assistant)	15,409	-	1,341	16,750
Director/Supervisor (Business Services: Accounting Supervisor)	134,150	15,684	21,032	170,866
Professional (Business Services: Finance Specialist)	111,453	15,684	17,499	144,636
Director/Supervisor (Business Services: Director of Business)	171,187	15,684	26,796	213,667
TOTAL BY DEPARTMENT	$ 837,426			$ 1,076,146
Capital Planning & Construction				
Office/Clerical (Capital Planning & Construction: Finance Specialist)	106,384	15,684	16,710	138,778
Director/Supervisor (Capital Planning & Construction: Director)	153,055	15,684	23,974	192,713
Office/Clerical (Capital Planning & Construction: Assistant)	62,422	15,684	9,846	87,952
TBD-Assumed Vacancy				
TOTAL BY DEPARTMENT	$ 321,861			$ 419,443
Child Nutrition Services				
Office/Clerical (Child Nutrition Services)	70,510	15,684	11,122	97,316
Service Worker (Child Nutrition Services)	45,231	15,684	7,681	68,596
Service Worker (Child Nutrition Services)	46,350	15,684	7,872	69,906
Director/Supervisor (Child Nutrition Services: Director)	139,622	15,684	21,884	177,190
TOTAL BY DEPARTMENT	$ 301,713			$ 413,008
College & Career Readiness				
Office/Clerical (College & Career Readiness: Program Manager)	79,300	15,684	12,495	107,479
Other District Admin (College and Career Readiness: Director)	157,642	15,684	25,744	199,070
TOTAL BY DEPARTMENT	$ 236,942			$ 306,549
Communications				
Office/Clerical (Communications: Comm. Asst)	73,528	15,684	11,597	100,809
Office/Clerical (Communications: Front Office Receptionist)	46,462	15,684	7,329	69,475
Professional (Communications: Comm Coord.)	101,112	15,684	15,890	132,686
Director/Supervisor (Communications: Director)	150,141	15,684	23,521	189,346
TOTAL BY DEPARTMENT	$ 371,243			$ 492,316
Custodial Support				
Service Worker (Custodial Support)	65,462	15,684	11,117	92,263
TOTAL BY DEPARTMENT	$ 65,462			$ 92,263
Facilities Use				
Office/Clerical (Facilities Use)	Employee is listed under Capital Planning & Construction also)			
TOTAL BY DEPARTMENT				
Human Resources				
Professional (Human Resources: Public Disclosure Officer)	43,961	15,684	6,934	66,579
Office/Clerical (Human Resources)	92,622	15,684	14,569	122,875
Office/Clerical (Human Resources)	94,494	15,684	14,860	125,038
Office/Clerical (Human Resources)	92,622	15,684	14,569	122,875
Director/Supervisor (Human Resources)	153,813	15,684	24,092	193,589
Office/Clerical (Human Resources)	83,346	15,684	13,125	112,155
Other District Admin (Human Resources: Executive Director)	196,187	15,684	30,664	242,535
Office/Clerical (Human Resources)	72,485	15,684	11,434	99,603
TOTAL BY DEPARTMENT	$ 829,530			$ 1,085,249
Payroll				
Office/Clerical (Payroll)	94,578	15,684	14,873	125,135
Office/Clerical (Payroll)	81,762	15,684	4,027	101,473
Office/Clerical (Payroll)	94,678	15,684	14,889	125,251
Director/Supervisor (Payroll: Supervisor)	134,150	15,684	21,032	170,866
TOTAL BY DEPARTMENT	$ 405,168			$ 522,725
Pre K-12 Support				
Other District Admin (PreK-12 Support: Executive Director of PreK-12)	196,187	15,684	30,664	242,535
Office/Clerical (PreK-12 Support: Executive Asst for PreK-12)	94,678	15,684	14,889	125,251
Office/Clerical (PreK-12 Support: Executive Asst to Asst. Super)	94,928	15,684	14,927	125,539
Elementary Principal-Madison (PreK-12 Support: Music & Arts Coord.)	171,980	15,684	28,072	215,736
Other District Admin (PreK-12 Support: Asst. Superintendent)	208,116	15,684	31,806	255,606
TOTAL BY DEPARTMENT	$ 765,889			$ 964,667
Student Information Systems				
Office/Clerical (Student Information Systems)	87,298	15,684	13,740	116,722
Office/Clerical (Student Information Systems)	94,078	15,684	14,795	124,557
Director/Supervisor (Student Information Systems: Director)	139,622	15,684	21,884	177,190
(Student Information Systems: Admin Assistant)	Data could not be found in OSPI SAFS S-275 Personnel Files			
Office/Clerical (Student Information Systems)	91,728	15,684	14,429	121,841
TOTAL BY DEPARTMENT	$ 412,726			$ 540,310
Student Support				
Occupational Therapist (Student Support: Assistive Technology Support)	118,427	15,684	19,378	153,489
Social Worker	Data could not be found in OSPI SAFS S-275 Personnel Files			
Office/Clerical (Student Support Center: Admin Asst)	87,298	15,684	13,740	116,722
Elementary Principal-BH (Also listed as Health Services Director in Knox Admin Dire	171,980	15,684	28,072	215,736
Elementary Specialist Teacher (Student Support: Instructional Coach)	138,770	15,684	22,681	177,135
Professional (Student Support: Program Manager)	116,382	15,684	18,266	150,332
Other District Admin (Student Support: Director of Elementary)	160,795	15,684	26,256	202,735
Office/Clerical (Student Support: Admin Asst)	26,878	15,684	4,240	46,802
Office/Clerical (Student Support: Analyst)	81,162	15,684	12,785	109,631
Other District Admin (Student Support: Director of Secondary)	157,642	15,684	25,744	199,070
Social Worker (Student Support: Social Worker OHS & Transition Academy)	115,816	15,684	18,964	150,464
Office/Clerical (Student Support: McKenny Vento Liaison)	57,541	15,684	9,076	82,301
Social Worker (Student Support: Social Worker AHS, ORLA and WMS)	116,782	15,684	19,111	151,577
Speech Language Path/Audio. (Student Support: Assistive Technology Support)	112,378	15,684	18,398	146,460
Professional (Student Support: Compliance Coordinator)	136,814	15,684	21,446	173,944
Other Teacher (Student Support: Deaf & Hard of Hearing)	120,484	15,684	19,712	155,880
Other Teacher (Student Support: Vision Specialist)	126,015	15,684	20,610	162,309
Other District Admin (Student Support: Early Learning Coordinator)	151,065	15,684	22,090	188,839
Social Worker (Student Support: Social Worker CHS & Project Search)	122,232	15,684	19,996	157,912
Other District Admin (Student Support: Executive Director)	196,187	15,684	30,664	242,535
Office/Clerical (Student Support: Admin Asst)	59,376	15,684	9,366	84,426
TOTAL BY DEPARTMENT	$ 2,374,024			$ 3,068,299
Superintendent				
Professional (Superintendent: Executive Asst)	102,561	15,684	16,115	134,360
Superintendent	283,502	15,684	38,745	337,931
TOTAL BY DEPARTMENT	$ 386,063			$ 472,291
Support Service Center				
Crafts/Trades (Support Services Center: Maintenance Foreman)	103,738	15,684	17,546	136,968
Service Worker (Support Service Center: Mail Truck Driver)	45,370	15,684	7,688	68,742
Director/Supervisor (Support Service Center: Safety/Risk Manager & Custodial Sup	119,312	15,684	18,722	153,718
Director/Supervisor (Support Service Center: Executive Director)	173,871	15,684	27,214	216,769
Director/Supervisor (Support Service Center: Maintenance & Grounds Sup.)	121,860	15,684	19,119	156,663
TOTAL BY DEPARTMENT	$ 564,151			$ 732,860
Teaching & Learning				
Office/Clerical (Teaching & Learning: Science Materials Manager)	28,340	15,684	4,490	48,514
Professional (Teaching & Learning: Native Education Coordinator)	87,922	15,684	13,837	117,443
Other Support Personnel (Teaching & Learning: Dir. Of Assessment Accountability)	157,642	15,684	25,744	199,070
Secondary Teacher (Teaching & Learning: Field Science Support)	123,452	15,684	20,194	159,330
Professional (Teaching & Learning: Student Mentor Coord)	86,195	15,684	13,568	115,447
Office/Clerical (Teaching & Learning: Executive Asst)	91,728	15,684	14,429	121,841
Other District Admin (Teaching & Learning: Executive Director of T&L)	196,187	15,684	30,664	242,535
Other District Admin (Teaching & Learning: Dir. Of Categorical Programs)	157,642	15,684	25,744	199,070
Aide (Teaching & Learning: Spanish Family Engagement)	60,064	15,684	9,474	85,222
Vietnamese Family Engagement	Data could not be found in OSPI SAFS S-275 Personnel Files			
Office/Clerical (Teaching & Learning: Curriculum Assistant)	18,292	-	1,592	19,884
TBD-Assumed Vacancy				
TOTAL BY DEPARTMENT	$ 1,007,464			$ 1,308,356
Technology				
Technical (Technology: Wireless/Mobile)	108,493	15,684	18,371	142,548
Director/Supervisor (Technology: Network Systems Admin)	121,660	15,684	19,088	156,432
Director/Supervisor (Technology: Tech Support Manager)	121,660	15,684	19,088	156,432
Technical (Technology: Computer Systems)	108,493	15,684	18,371	142,548
Technical (Technology: Security/Telco Tech)	93,080	15,684	15,783	124,547
Technical (Technology: Warehouse Technician)	71,136	15,684	12,094	98,914
Professional (Technology: Data Systems Developer)	107,140	15,684	16,828	139,652
Director/Supervisor (Technology: Chief Information Officer)	183,490	15,684	28,219	227,393
Professional (Technology: Data Systems Developer)	105,108	15,684	16,512	137,304
Technical (Technology)	85,590	15,684	14,466	115,740
Technical (Technology)	19,922	15,684	3,399	39,005
Professional (Technology: Data Systems Developer)	105,108	15,684	16,512	137,304
Other Support Personnel (Technology: TOSA)	123,452	15,684	20,194	159,330
Other Support Personnel (Technology: TOSA)	123,452	15,684	20,194	159,330
Office/Clerical (Technology: Executive Assistant)	94,078	15,684	14,795	124,557
Other Support Personnel (Technology: TOSA)	125,662	15,684	20,553	161,899
TOTAL BY DEPARTMENT	$ 1,697,524			$ 2,222,935
Transportation				
Director/Supervisor (Transportation: Training Supervisor)	110,130	15,684	17,293	143,107
Office/Clerical (Transportation: Admin Assistant)	87,298	15,684	13,740	116,722
Operator (Transportation: Dispatcher)	73,216	15,684	12,447	101,347
Director/Supervisor (Transportation: Vehicle Maintenance Manager)	102,566	15,684	16,116	134,366
Director/Supervisor (Transportation: Director)	133,094	15,684	20,867	169,645
Operator (Transportation: Dispatcher/SPED)	66,142	15,684	10,851	92,677
TOTAL BY DEPARTMENT	$ 572,446			$ 757,864
	TOTAL SALARY			TOTAL COMPENSATION
TOTAL BY ALL DEPARTMENTS (2025-2026 Knox	$11,149,632			$ 14,475,281

Directors/Supervisors: 30
Total # of Knox Employees (not including vacancies: 102
Total vacancies: 2
*Data compiled by Janel Bistrika, November 2026 (janelbistrika@gmail.com)
**Used 2025-2026 Knox Administration Directory for Duty Titles
***This may not be a complete list of all OSD Administration
****Salary and benefit data from OSPI SAFS database of S-275 reporting data

2020-2021 Salary Information for Olympia School District Administration Identified in Directory

DUTY TITLE	TOTAL SALARY	INSURANCE BENEFIT	MANDATORY BENEFIT	TOTAL COMPENSATION (Salary + Benefits)
Assessment Services				
Director/Supervisor (Assessment Services: Director)	121,520	12,000	26,197	159,717
Office/Clerical (Assessment Services)	37,913	12,000	8,522	58,435
TOTAL BY DEPARTMENT	$ 159,433			$ 218,152
Business Services				
Office/Clerical (Business Services)	59,429	12,000	13,000	84,429
Office/Clerical (Business Services)	27,550	12,000	6,165	45,715
Office/Clerical (Business Services)	75,427	12,000	16,438	103,865
Director/Supervisor (Business Services: Supervisor)	89,968	12,000	19,374	121,342
Director/Supervisor (Business Services: Business Manager)	129,847	12,000	27,495	169,342
Professional (Business Services)	69,514	12,000	15,376	96,890
Office/Clerical (Business Services)	47,891	12,000	12,247	72,138
Deputy/Assistant Superintendent (Business Services: Asst. Superintendent)	170,742	12,000	33,845	216,587
Office/Clerical (Business Services)	66,262	12,000	14,540	92,802
TOTAL BY DEPARTMENT	$ 736,630			$ 1,003,110
Capital Planning & Construction				
Director/Supervisor (Capital Planning & Construction: Director)	114,145	12,000	24,299	150,444
Director/Supervisor (Capital Planning & Construction)	87,235	12,000	19,124	118,359
Director/Supervisor (Capital Planning & Construction)	87,153	12,000	18,888	118,041
Office/Clerical (Capital Planning & Construction)	75,302	12,000	16,411	103,713
TOTAL BY DEPARTMENT	$ 363,835			$ 490,557
Child Nutrition Services				
Director/Supervisor (Child Nutrition Services: Supervisor)	106,393	12,000	22,975	141,368
Service Worker (Child Nutrition Services)	42,399	12,000	10,224	64,623
Office/Clerical (Child Nutrition Services)	62,034	12,000	12,540	86,574
TOTAL BY DEPARTMENT	$ 210,826			$ 292,565
College & Career Readiness				
Other District Admin (College and Career Readiness: Director)	128,076	12,000	10,846	150,922
Office/Clerical (College & Career Readiness)	80,703	12,000	15,725	108,428
TOTAL BY DEPARTMENT	$ 208,779			$ 259,350
Communications				
Professional (Communications)	31,959	12,000	7,104	51,063
Director/Supervisor (Communications: Executive Director)	149,682	12,000	30,544	192,226
Office/Clerical (Communications)	60,964	12,000	15,024	87,988
Professional (Communications)	81,266	12,000	17,861	111,127
TBD-Assumed Vacancy				
TBD-Assumed Vacancy				
TOTAL BY DEPARTMENT	$ 323,871			$ 442,404
Custodial Support				
Service Worker (Custodial Support)	42,898	12,000	14,055	68,953
TOTAL BY DEPARTMENT	$ 42,898			$ 68,953
Elementary Education				
Office/Clerical (Elementary Education)	104,943	12,000	20,789	137,732
Other District Admin (Elementary Education: Executive Director)	170,892	12,000	12,032	194,924
TOTAL BY DEPARTMENT	$ 275,835			$ 332,656
Human Resources				
Office/Clerical (Human Resources)	83,004	12,000	16,411	111,415
Office/Clerical (Human Resources)	76,910	12,000	16,299	105,209
Office/Clerical (Human Resources)	69,514	12,000	15,376	96,890
Office/Clerical (Human Resources)	77,345	12,000	16,411	105,756
Office/Clerical (Human Resources)	44,304	12,000	10,032	66,336
Director/Supervisor (Human Resources)	112,269	12,000	23,976	148,245
Office/Clerical (Human Resources)	61,006	12,000	13,576	86,582
Other District Admin (Human Resources: Executive Director)	170,892	12,000	12,032	194,924
TOTAL BY DEPARTMENT	$ 695,244			$ 915,357
K-12 Teaching and Learning				
Elementary Teacher (K-12 Teaching & Learning: Highly Capable & TPEP)	152,411	12,000	11,691	176,102
Secondary Teacher (Teaching & Learning: Music & Arts Coordinator)	121,189	12,000	9,375	142,564
Elem. Specialist Teacher (K-12 Teaching & Learning: Elementary Math)	119,954	12,000	9,568	141,522
Office/Clerical (K-12 Teaching & Learning)	66,447	12,000	15,687	94,134
Elem. Specialist Teacher (K-12 Teaching & Learning: K-12 Science)	106,099	12,000	8,300	126,399
Other District Admin (K-12 Teaching & Learning: Title 1 & LAP)	151,518	12,000	11,520	175,038
Elem. Specialist Teacher (K-12 Teaching & Learning: Elementary ELA)	107,700	12,000	23,505	143,205
K-12 Teaching & Learning: Science Materials	Data could not be found in OSPI SAFS S-275 Personnel Files			
K-12 Teaching & Learning: Elementary ELA	Data could not be found in OSPI SAFS S-275 Personnel Files			
TBD-Assumed Vacancy				
TBD-Assumed Vacancy				
TOTAL BY DEPARTMENT	$ 825,318			$ 998,964
Payroll				
Office/Clerical (Payroll)	82,507	12,000	16,242	110,749
Office/Clerical (Payroll)	84,291	12,000	16,242	112,533
Office/Clerical (Payroll)	83,644	12,000	16,069	111,713
Director/Supervisor (Payroll: Supervisor)	98,442	12,000	20,708	131,150
TOTAL BY DEPARTMENT	$ 348,884			$ 466,145
Secondary Education				
Other District Admin (Secondary Education: Executive Director)	171,483	12,000	12,040	195,523
Office/Clerical (Secondary Education)	63,627	12,000	14,131	89,758
TOTAL BY DEPARTMENT	$ 235,110			$ 285,281
Student Information Systems				
Office/Clerical (Student Information Systems)	71,781	12,000	15,855	99,636
Office/Clerical (Student Information Systems)	73,611	12,000	16,242	101,853
Director/Supervisor (Student Information Systems: Supervisor)	85,095	12,000	18,399	115,494
TOTAL BY DEPARTMENT	$ 230,487			$ 316,983
Student Support				
Social Worker (Student Support: Social Worker)	93,981	12,000	22,315	128,296
Other Teacher (Student Support: Deaf & Hard of Hearing)	105,000	12,000	8,300	125,300
Professional (Student Support)	66,917	12,000	14,613	93,530
Office/Clerical (Student Support)	10,783	12,000	1,635	24,418
Office/Clerical (Student Support: McKenny Vento Liaison)	47,925	12,000	9,084	69,009
Elem. Specialist Teacher (Student Support: SPED Program Specialist)	102,854	12,000	8,062	122,916
Other Teacher (Student Support: Vision Specialist)	103,273	12,000	23,488	138,761
Other District Admin (Student Support: Secondary Director)	125,420	12,000	10,596	148,016
Social Worker (Student Support: SPED Program Specialist)	106,877	12,000	7,923	126,800
Counselor (Student Support: AES Teacher)	62,233	12,000	13,826	88,059
Other District Admin (Student Support: Director of Elementary)	125,420	12,000	10,596	148,016
Office/Clerical (Student Support)	60,688	12,000	13,449	86,137
Professional (Student Support: EL Coordinator)	122,863	12,000	21,841	156,704
Social Worker (Student Support)	97,641	12,000	8,140	117,781
Office/Clerical (Student Support)	69,453	12,000	14,210	95,663
Other District Admin (Student Support: Executive Director)	170,953	12,000	37,110	220,063
Student Support	Data could not be found in OSPI SAFS S-275 Personnel Files			
Student Support: Transition Coordinator	Data could not be found in OSPI SAFS S-275 Personnel Files			
TBD-Assumed Vacancy				
TOTAL BY DEPARTMENT	$ 1,472,281			$ 1,889,469
Superintendent				
Superintendent	249,033	12,000	50,787	311,820
Professional (Superintendent)	88,913	12,000	19,255	120,168
TOTAL BY DEPARTMENT	$ 337,946			$ 431,988
Support Service Center				
Office/Clerical (Support Service Center)	70,395	12,000	15,284	97,679
Director/Supervisor (Support Service Center: Custodial Supervisor & Saftey/Risk Manager)	100,919	12,000	21,051	133,970
Crafts/Trades (Support Service Center: Maintenance & Grounds	85,050	12,000	20,358	117,408
Director/Supervisor (Support Service Center: Executive Director)	148,038	12,000	30,520	190,558
TOTAL BY DEPARTMENT	$ 404,402			$ 539,615
Technology				
Technical (Technology)	53,173	12,000	16,873	82,046
Director/Supervisor (Technology: Network Systems Admin)	99,707	12,000	20,686	132,393
Director/Supervisor (Technology: Tech Support Manager)	88,298	12,000	19,020	119,318
Technical (Technology)	65,093	12,000	16,736	93,829
Technical (Technology: Security/Telco Tech)	67,454	12,000	17,537	96,991
Professional (Technology: Data Systems Developer)	87,235	12,000	19,124	118,359
Director/Supervisor (Technology: Chief Information Officer)	156,233	12,000	31,687	199,920
Office/Clerical (Technology)	68,307	12,000	15,121	95,428
Technical (Technology)	45,795	12,000	15,540	73,335
Professional (Technology: Data Systems Developer)	81,765	12,000	17,967	111,732
Other Support Personnel (Technology: TOSA)	111,574	12,000	8,300	131,874
Other Support Personnel (Technology: TOSA)	105,172	12,000	8,300	125,472
Technical (Technology)	86,986	12,000	21,668	120,654
Technical (Technology)	77,428	12,000	17,005	106,433
Other Support Personnel (Technology: TOSA)	98,300	12,000	7,594	117,894
Technical (Technology)	82,349	12,000	20,607	114,956
TOTAL BY DEPARTMENT	$ 1,374,869			$ 1,840,634
Transportation				
Director/Supervisor (Transporation: Assistant Director)	87,738	12,000	19,070	118,808
Office/Clerical (Transportation)	58,843	12,000	13,119	83,962
Office/Clerical (Transportation)	74,632	12,000	14,999	101,631
Director/Supervisor (Transportation: Director)	106,393	12,000	22,975	141,368
Operator (Transportation: Dispatcher)	65,093	12,000	14,339	91,432
Director/Supervisor (Transportation: Coordinator/SPED)	74,084	12,000	16,065	102,149
TOTAL BY DEPARTMENT	$ 466,783			$ 639,350
	TOTAL SALARY			TOTAL COMPENSATION (Salary + Benefits)
TOTAL BY ALL DEPARTMENTS (2020-2021 Knox Adminstration)	$8,713,431			$ 11,431,533

Directors/Supervisors: 27
Total # of Knox Employees (not including vacancies: 99
Total vacancies: 5
Data compiled by Janel Bistrika, November 2026 (janelbistrika@gmail.com)
**Used 2020-2021 Knox Administration Directory for Duty Titles
***This may not be a complete list of all OSD Administration
****Salary and benefit data from OSPI SAFS database of S-275 reporting data