

SOUTH KITSAP EDUCATION ASSOCIATION

SOUTH KITSAP SCHOOL DISTRICT

For School Year 2025-2026

*****Education Experience*****

Hourly Rates (baed on 1,387.50 hours/year)

Years of Service	BA+0	Hourly BA+0	BA+90	Hourly BA+90	MA+0	Hourly MA+0	MA+90 or PhD	Hourly MA+90 or PhD
0	\$ 65,119	\$ 46.9326	\$ 69,395	\$ 50.0144	\$ 72,456	\$ 52.2205	\$ 77,957	\$ 56.1852
1	\$ 67,074	\$ 48.3416	\$ 71,843	\$ 51.7787	\$ 74,902	\$ 53.9834	\$ 80,403	\$ 57.9481
2	\$ 69,031	\$ 49.7521	\$ 74,288	\$ 53.5409	\$ 77,348	\$ 55.7463	\$ 82,849	\$ 59.7110
3	\$ 70,988	\$ 51.1625	\$ 76,734	\$ 55.3038	\$ 79,794	\$ 57.5092	\$ 85,296	\$ 61.4746
4	\$ 72,946	\$ 52.5737	\$ 79,180	\$ 57.0667	\$ 82,240	\$ 59.2721	\$ 87,742	\$ 63.2375
5	\$ 74,902	\$ 53.9834	\$ 81,628	\$ 58.8310	\$ 84,688	\$ 61.0364	\$ 90,188	\$ 65.0004
6	\$ 76,859	\$ 55.3939	\$ 84,073	\$ 60.5932	\$ 87,133	\$ 62.7986	\$ 92,635	\$ 66.7640
7	\$ 78,816	\$ 56.8043	\$ 86,519	\$ 62.3560	\$ 89,579	\$ 64.5614	\$ 95,081	\$ 68.5268
8	\$ 80,773	\$ 58.2148	\$ 88,965	\$ 64.1189	\$ 92,026	\$ 66.3250	\$ 97,527	\$ 70.2897
9	\$ 82,730	\$ 59.6252	\$ 91,411	\$ 65.8818	\$ 94,473	\$ 68.0886	\$ 99,974	\$ 72.0533
10	\$ 84,688	\$ 61.0364	\$ 93,857	\$ 67.6447	\$ 96,917	\$ 69.8501	\$ 102,419	\$ 73.8155
11	\$ 86,644	\$ 62.4461	\$ 96,304	\$ 69.4083	\$ 99,364	\$ 71.6137	\$ 104,865	\$ 75.5784
12	\$ 88,600	\$ 63.8559	\$ 98,750	\$ 71.1712	\$ 101,810	\$ 73.3766	\$ 107,312	\$ 77.3420
13	\$ 90,557	\$ 65.2663	\$ 101,195	\$ 72.9333	\$ 104,256	\$ 75.1395	\$ 109,757	\$ 79.1041
14	\$ 92,516	\$ 66.6782	\$ 103,643	\$ 74.6977	\$ 106,703	\$ 76.9031	\$ 112,204	\$ 80.8677
15	\$ 94,473	\$ 68.0886	\$ 106,089	\$ 76.4605	\$ 109,149	\$ 78.6659	\$ 114,651	\$ 82.6314
16	\$ 96,429	\$ 69.4984	\$ 108,535	\$ 78.2234	\$ 111,595	\$ 80.4288	\$ 133,243	\$ 96.0310
17	\$ 98,385	\$ 70.9081	\$ 110,981	\$ 79.9863	\$ 114,041	\$ 82.1917	\$ 133,243	\$ 96.0310
18	\$ 100,343	\$ 72.3193	\$ 113,426	\$ 81.7485	\$ 116,488	\$ 83.9553	\$ 133,243	\$ 96.0310
19	\$ 102,299	\$ 73.7290	\$ 117,096	\$ 84.3935	\$ 118,934	\$ 85.7182	\$ 133,243	\$ 96.0310
20	\$ 104,256	\$ 75.1395	\$ 133,243	\$ 96.0310	\$ 133,243	\$ 96.0310	\$ 133,243	\$ 96.0310
21	\$ 104,256	\$ 75.1395	\$ 133,243	\$ 96.0310	\$ 133,243	\$ 96.0310	\$ 133,243	\$ 96.0310
22	\$ 104,256	\$ 75.1395	\$ 133,243	\$ 96.0310	\$ 133,243	\$ 96.0310	\$ 133,243	\$ 96.0310
23	\$ 104,256	\$ 75.1395	\$ 133,243	\$ 96.0310	\$ 133,243	\$ 96.0310	\$ 133,243	\$ 96.0310
24	\$ 104,256	\$ 75.1395	\$ 133,243	\$ 96.0310	\$ 133,243	\$ 96.0310	\$ 133,243	\$ 96.0310
25	\$ 133,243	\$ 96.0310	\$ 133,243	\$ 96.0310	\$ 133,243	\$ 96.0310	\$ 133,243	\$ 96.0310