

EXHIBIT 1
SOUTH KITSAP SCHOOL DISTRICT
PSE SUBSTITUTE SALARY SCHEDULE
Effective September 1, 2025

Substitute and Temporary Employees	Hourly Rate
<i>Substitute Office Professionals:</i>	
<i>90% of Schedule A, Range II</i>	
All Office Professionals	\$23.36
<i>Substitute Supervisory / Instructional</i>	
<i>90% of Schedule A, Range IV</i>	
All Paraeducators: including OSS Paras, Kindergarten Paras, CTE Paras	\$24.62
<i>90% of Schedule A, Range III</i>	
Lunchroom/Playground Monitor	\$23.66
<i>90% of Schedule A, Range II</i>	
Bus Monitor	\$23.07
<i>Substitute Specialist Positions</i>	
<i>90% of Schedule A</i>	
Security Officer	\$28.87
<i>90% of Schedule A</i>	
Licensed Practical Nurse (LPN)	\$31.50