

South Kitsap School District - Schedule A
PSE Wage Schedule for 2025-2026
Supervisory/Instructional Positions

Effective September 1, 2025:

Range	Step A (Years 1,2,&3)	Step B (Years 4&5)	Step C (Years 6&7)	Step D (Years 8&9)	Step E (Years 10&11)	Step F (12+ Years)
I	\$ 25.98	\$ 27.02	\$ 27.74	\$ 28.23	\$ 28.70	\$ 29.42
II	\$ 25.63	\$ 26.55	\$ 27.55	\$ 27.96	\$ 28.45	\$ 29.17
III	\$ 26.29	\$ 27.07	\$ 28.23	\$ 28.73	\$ 29.19	\$ 29.93
IV	\$ 27.36	\$ 28.12	\$ 29.17	\$ 29.67	\$ 30.17	\$ 30.91
V	\$ 28.46	\$ 29.22	\$ 30.26	\$ 30.78	\$ 31.27	\$ 32.01
VI	\$ 29.56	\$ 30.32	\$ 31.36	\$ 31.87	\$ 32.36	\$ 33.11
Range	Position					
I	Clerk- Food and Nutrition Services					
II	Bus Monitor Library Support - Elementary Library Support - High School Paraeducator- General Classroom Support Paraeducator- Native American/Alaskan Native*					
III	Lunchroom/Playground Monitor - Elementary Paraeducator - 1:1 American Sign Language* Paraeducator - 504 Support* Paraeducator - CTE Wee Wolves Preschool* Paraeducator - English Language Learner (ELL)* Paraeducator - Learning Assistance Program (LAP) * Paraeducator - Social Emotional Learner (SEL)* Paraeducator - Title I * Paraeducator - Virtual Therapist Support					
IV	Paraeducator - Academic Adaptive (AA) Paraeducator - Career & Technical Education (CTE) Paraeducator - Community Transition Program (CTP) Paraeducator - CTE Video Technology Paraeducator - Developmental Preschool Paraeducator - Emotional Behavior Support Program (EBSP) Paraeducator - Extended School Year (ESY) Program Paraeducator - Functional Adaptive (FA) Paraeducator - Highly Capable (HiCap) Program Paraeducator - Kindergarten (GenEd) Paraeducator - Multi-Tiered System of Supports (MTSS) Paraeducator - Resource Support (RS) Paraeducator - Social Communication (SC) Paraeducator - West Sound Tech					
V	Paraeducator- 1:1 Vision Support					
VI	Paraeducator- 1:1 Deaf-Blind Intervener					

*** Legacy Positions that started prior to the 2024–2025 school year will remain on original range**

Updated 8/13/25

**South Kitsap School District – Schedule A
PSE Wage Schedule for 2025–2026
Market Driven Positions**

Effective September 1, 2025:

Range	Step A (Years 1,2,&3)	Step B (Years 4&5)	Step C (Years 6&7)	Step D (Years 8&9)	Step E (Years 10&11)	Step F (12+ Years)
Certified Occupational Therapy Assis	\$31.96	\$ 32.80	\$ 33.96	\$ 34.54	\$ 35.11	\$ 36.00
District Piano Accompanist	\$31.06	\$ 31.88	\$ 33.07	\$ 33.60	\$ 34.18	\$ 35.03
Interpreter	\$37.89	\$ 38.82	\$ 40.13	\$ 40.81	\$ 41.50	\$ 42.53
Physical Therapist Assistant	\$31.96	\$ 32.80	\$ 33.96	\$ 34.54	\$ 35.11	\$ 36.00
Licensed Practical Nurse	\$35.00	\$ 35.86	\$ 37.08	\$ 37.69	\$ 38.33	\$ 39.28
Speech & Language Pathologist Asst	\$31.06	\$ 31.88	\$ 33.07	\$ 33.60	\$ 34.18	\$ 35.03
Transcriber	\$31.06	\$ 31.88	\$ 33.07	\$ 33.60	\$ 34.18	\$ 35.03

**South Kitsap School District – Schedule A
PSE Wage Schedule for 2025–2026
Specialist Positions**

Effective September 1, 2025:

Range	Step A (Years 1,2,&3)	Step B (Years 4&5)	Step C (Years 6&7)	Step D (Years 8&9)	Step E (Years 10&11)	Step F (12+ Years)
Pool Monitor	\$ 30.27	\$ 32.12	\$ 33.98	\$ 35.80	\$ 36.43	\$ 37.34
Data Integration Specialist	\$ 48.71	\$ 50.52	\$ 52.29	\$ 54.04	\$ 54.95	\$ 56.33
Information Systems Specialist	\$ 42.76	\$ 44.44	\$ 46.12	\$ 47.80	\$ 48.64	\$ 49.85
*Network Support Specialist	\$ 42.76	\$ 44.44	\$ 46.12	\$ 47.80	\$ 48.64	\$ 49.85
Security Officer	\$ 32.08	\$ 32.61	\$ 33.11	\$ 33.59	\$ 34.14	\$ 35.01
Security Officer – Lead	\$ 35.27	\$ 35.86	\$ 36.43	\$ 36.95	\$ 37.53	\$ 38.47
Security Officer – Swing	\$ 32.73	\$ 33.25	\$ 33.78	\$ 34.25	\$ 34.84	\$ 35.71
Student Data Coordinator	\$ 49.98	\$ 52.43	\$ 54.98	\$ 57.55	\$ 58.53	\$ 60.00
Web and Social Media Content Developer	\$ 47.29	\$ 48.79	\$ 50.29	\$ 51.82	\$ 53.35	\$ 54.69
Web Application Development Specialist	\$ 48.71	\$ 50.52	\$ 52.29	\$ 54.04	\$ 54.95	\$ 56.33

*The Network Support Specialists who can provide documentation of an active Cisco CCNA and/or Microsoft MCSA Windows Server (most current version) shall receive an additional \$2.00 per hour in compensation in addition to the employee's hourly wage rate. This certification must remain active to receive such additional compensation.

South Kitsap School District – Schedule A
PSE Wage Schedule for 2025–2026
Office Professionals

Effective September 1, 2025:

Range	Step A (Years 1,2,&3)	Step B (Years 4&5)	Step C (Years 6&7)	Step D (Years 8&9)	Step E (Years 10&11)	Step F (12+ Years)
I	\$ 24.85	\$ 25.74	\$ 26.77	\$ 27.20	\$ 27.68	\$ 28.41
II	\$ 25.96	\$ 26.84	\$ 27.87	\$ 28.30	\$ 28.78	\$ 29.51
III	\$ 26.83	\$ 27.63	\$ 28.82	\$ 29.32	\$ 29.81	\$ 30.54
IV	\$ 28.95	\$ 29.78	\$ 30.88	\$ 31.40	\$ 31.93	\$ 32.72
V	\$ 30.97	\$ 31.80	\$ 32.81	\$ 33.37	\$ 33.95	\$ 34.79
VI	\$ 32.92	\$ 33.75	\$ 35.02	\$ 35.56	\$ 36.17	\$ 37.08
VII	\$ 34.81	\$ 35.70	\$ 36.94	\$ 37.57	\$ 38.22	\$ 39.18
Range						
I	Office Assistant- OSS Clerical Support*					
II	Computer Lab Assistant - High School* Office Assistant - 504 Support* Office Assistant - Elementary Office Assistant - Guidance High School* Office Assistant - High Cap Program* Office Assistant - Secondary Office Assistant - Teaching and Learning* Office Assistant - West Sound STEM* Receptionist - High School* Volunteer Coordinator					
III	Administrative Assistant - Information Technology Services* Administrative Assistant - Safety, Security and Emergency Management* Administrative Assistant - West Sound STEM* Bookroom Assistant - High School Coordinator - Career Center* Counseling/Guidance Assistant - High School* Grant Specialist - Business Services* Grant Specialist - Teaching and Learning* Office Assistant - OSS Psychologist Clerical Support Office Assistant- OSS Records/Billing Staff Assistant - Teaching and Learning*					
IV	Attendance Specialist - High School Office Assistant - Facilities and Operations Office Assistant - OSS Records/Compliance Office Coordinator Assistant- Explorer Office Coordinator Assistant - Discovery Records and Inventory Specialist - Transportation* Staff Support - High School* Student Records/Scheduling Specialist - High School*					

Support Specialist – Administration Office

<p>V</p>	<p>Administrative Assistant – Athletics Bookkeeper – Career and Technical Education Bookkeeper–Office of Special Services Bookkeeper–Teaching and Learning Health Room Assistant Office Coordinator Assistant – Transportation Registrar/Student Records – Discovery Registrar/Student Records – High School Registrar/Student Records – Middle School</p>
<p>VI</p>	<p>Administrative Assistant – Food and Nutrition Services Attendance Specialist/Staff Assistant – Middle School Bookkeeper – High School Bookkeeper – Middle School Human Resources Specialist – Cert & Class Support Human Resources Specialist – Employment Services Human Resource Specialist – Substitute Services Office Coordinator Assistant – Elementary Office Coordinator–Career & Technical Education (CTE) Staff Assistant – OSS Compliance & Reporting</p>
<p>VII</p>	<p>Accounting Technician Administrative Assistant – Facilities and Operations Administrative Assistant – Teaching & Learning Office Coordinator – Discovery Office Coordinator – Elementary Office Coordinator – Explorer Office Coordinator – High School Office Coordinator – Middle School Office Coordinator – Office of Special Services (OSS) Office Coordinator – Transportation Payroll and Benefits Specialist</p>

*** Legacy Positions that started prior to the 2024–2025 school year will remain on original range**

South Kitsap School District - Schedule A

PSE Wage Schedule for 2025-2026

LEGACY Supervisory/Instructional Positions

Effective September 1, 2025:

Range	Step A (Years 1,2,&3)	Step B (Years 4&5)	Step C (Years 6&7)	Step D (Years 8&9)	Step E (Years 10&11)	Step F (12+ Years)
IV	\$ 27.36	\$ 28.12	\$ 29.17	\$ 29.67	\$ 30.17	\$ 30.91
Range	Position					
IV	* Paraeducator - I:1 American Sign Language * Paraeducator - 504 Support * Paraeducator - CTE Wee Wolves Preschool * Paraeducator - English Language Learner (ELL) * Paraeducator - Learning Assistance Program (LAP) * Paraeducator - Social Emotional Learner (SEL) * Paraeducator - Title I					

- * Paraeducator - CTE Wee Wolves Preschool (*Paraeducator - Family and Consumer Science*)
- * Paraeducator - English Language Learner (ELL) (*Paraeducator - Special Programs*)
- * Paraeducator - Learning Assistance Program (LAP) (*Paraeducator - Special Programs*)
- * Paraeducator - Social Emotional Learner (SEL) (*Paraeducator - Special Programs*)
- * Paraeducator - Title I (*Paraeducator - Special Programs*)

South Kitsap School District - Schedule A

PSE Wage Schedule for 2025-2026

LEGACY Office Professionals

Effective September 1, 2025:

Range	Step A (Years)	Step B (Years)	Step C (Years)	Step D (Years)	Step E (Years)	Step F (12+ Years)
II	\$ 25.96	\$ 26.84	\$ 27.87	\$ 28.30	\$ 28.78	\$ 29.51
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VII	\$ 34.81	\$ 35.70	\$ 36.94	\$ 37.57	\$ 38.22	\$ 39.18
Range	Position					
II	* Office Assistant- OSS Clerical Support					
III	* Computer Lab Assistant - High School * Office Assistant- 504 Support * Office Assistant - Guidance High School					

	* Office Assistant- High Cap Program
IV	<ul style="list-style-type: none"> * Counseling/Guidance Assistant - High School * Office Assistant - Teaching and Learning (<i>Office Assistant - Special Programs</i>) * Office Assistant - West Sound STEM (<i>Office Assistant - STEM Network</i>) * Receptionist - High School
V	<ul style="list-style-type: none"> * Administrative Assistant - Information Technology Services * Administrative Assistant - Safety, Security and Emergency Management * Administrative Assistant - West Sound STEM * Coordinator - Career Center * Receptionist - Districtwide (<i>Receptionist/Staff Assistant-Superintendents Office</i>) * Records and Inventory Specialist - Transportation * Staff Assistant - Teaching and Learning * Student Records/Scheduling Specialist - High School
VI	<ul style="list-style-type: none"> * Grant Specialist - Business Services * Grant Specialist - Teaching and Learning * Staff Support - High School (<i>Staff Administrative Assistant - High School</i>)