

South Klitsap School District - Non-Represented, Non-Supervisory Salary Schedule 2025-2026

Effective September 1, 2025

<i>Substitute and Temporary</i>		<i>Hourly Rates:</i>				
SafetyCare Trainer*		\$46.9326				
Student Employees		\$17.13				
Swim Pool Temporary Rates		1	2	3		
Lifeguard		\$17.79	\$18.82	\$19.85		
Aquatic Supervisor		\$20.21	\$20.85	\$22.03		
Swim Instructor		\$18.82	\$19.75	\$20.81		
Theater Hourly Rates		1	2	3		
Theater Manager	Time Card	\$20.21	\$21.65	\$23.08		
Confidential and (Non-FLSA) Exempt		LANE	1	2	3	
Executive Assistant - Superintendent		60-01	\$50.35	\$52.12	\$53.90	
Executive Assistant - Business and Operations		60-02	\$42.03	\$43.82	\$45.58	
Executive Assistant - Student Success		60-02	\$42.03	\$43.82	\$45.58	
Executive Assistant - Human Resources		60-02	\$42.03	\$43.82	\$45.58	
Executive Assistant - West Sound STEM		60-02	\$42.03	\$43.82	\$45.58	
Native American/Alaskan Native Support Specialist - T&L		60-06	\$28.19	\$30.56	\$32.94	
Graduation Coach Specialist - T&L (LAPP funded)		60-06	\$28.19	\$30.56	\$32.94	
Professional Technical, Non-Supervisory (Non-FLSA) Exempt		LANE	1	2	3	
Human Resources Analyst		60-07	\$47.43	\$49.34	\$51.23	
Fiscal/HR DDC Data Coordinator		60-17	\$49.98	\$54.98	\$60.01	
Family & Community Partnerships Coordinator (193)		60-18	\$34.32	NA	NA	
Professional Technical, Non-Supervisory (FLSA) Exempt			1	2	3	
Psychometrist (180)			\$24,657	NA	NA	
Speech and Language Pathologist Intern (180)			\$24,657	NA	NA	
NJROTC Cert Staff	LANE	1	2	3	4	5
NCO Junior Officer	07-01	\$ 93,710.64	\$ 96,277.30	\$98,843.97	\$101,411.71	\$104,078.77
Senior Officer NJROTC	07-02	\$ 99,494.45	\$ 102,061.11	\$104,627.78	\$107,194.45	\$109,761.12

**SafetyCare Trainer same as Cert BA 0, Step 0 Hourly Rate*

Updated 2/18/26