

HIGHLINE PUBLIC SCHOOLS #401
Professional - Technical Salary Schedule
 Effective September 1, 2018

LEVELS	Steps 1-2		Steps 3-4		Steps 5-6		Steps 7-8		Steps 9-10		Steps 11-14		Steps 15-19		Steps 20+	
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
Level 1	\$19.62729	\$40,825	\$19.82356	\$41,233	\$20.02179	\$41,645	\$20.47228	\$42,582	\$20.72819	\$43,115	\$20.98729	\$43,654	\$21.24963	\$44,199	\$21.88712	\$45,525
Level 2	\$20.21610	\$42,049	\$20.41826	\$42,470	\$20.62245	\$42,895	\$21.08645	\$43,860	\$21.35003	\$44,408	\$21.61691	\$44,963	\$21.88712	\$45,525	\$22.54373	\$46,891
Level 3	\$20.82259	\$43,311	\$21.03081	\$43,744	\$21.24112	\$44,182	\$21.71905	\$45,176	\$21.99053	\$45,740	\$22.26542	\$46,312	\$22.54373	\$46,891	\$23.22005	\$48,298
Level 4	\$21.44726	\$44,610	\$21.66174	\$45,056	\$21.87835	\$45,507	\$22.37061	\$46,531	\$22.65025	\$47,113	\$22.93338	\$47,701	\$23.22005	\$48,298	\$23.91665	\$49,747
Level 5	\$22.09068	\$45,949	\$22.31159	\$46,408	\$22.53471	\$46,872	\$23.04174	\$47,927	\$23.32976	\$48,526	\$23.62138	\$49,132	\$23.91665	\$49,747	\$24.63415	\$51,239
Level 6	\$22.75341	\$47,327	\$22.98094	\$47,800	\$23.21075	\$48,278	\$23.73299	\$49,365	\$24.02965	\$49,982	\$24.33002	\$50,606	\$24.63415	\$51,239	\$25.37316	\$52,776
Level 7	\$23.43600	\$48,747	\$23.67036	\$49,234	\$23.90707	\$49,727	\$24.44498	\$50,846	\$24.75054	\$51,481	\$25.05992	\$52,125	\$25.37316	\$52,776	\$26.13437	\$54,359
Level 8	\$24.13909	\$50,209	\$24.38048	\$50,711	\$24.62428	\$51,218	\$25.17833	\$52,371	\$25.49306	\$53,026	\$25.81172	\$53,688	\$26.13437	\$54,359	\$26.91840	\$55,990
Level 9	\$24.86326	\$51,716	\$25.11189	\$52,233	\$25.36301	\$52,755	\$25.93368	\$53,942	\$26.25785	\$54,616	\$26.58607	\$55,299	\$26.91840	\$55,990	\$27.72594	\$57,670
Level 10	\$25.60916	\$53,267	\$25.86525	\$53,800	\$26.12390	\$54,338	\$26.71169	\$55,560	\$27.04558	\$56,255	\$27.38365	\$56,958	\$27.72594	\$57,670	\$28.55773	\$59,400
Level 11	\$26.37743	\$54,865	\$26.64120	\$55,414	\$26.90762	\$55,968	\$27.51303	\$57,227	\$27.85695	\$57,942	\$28.20516	\$58,667	\$28.55773	\$59,400	\$29.41446	\$61,182
Level 12	\$27.16875	\$56,511	\$27.44044	\$57,076	\$27.71484	\$57,647	\$28.33843	\$58,944	\$28.69266	\$59,681	\$29.05131	\$60,427	\$29.41446	\$61,182	\$30.29689	\$63,018
Level 13	\$27.98381	\$58,206	\$28.26365	\$58,788	\$28.54629	\$59,376	\$29.18859	\$60,712	\$29.55343	\$61,471	\$29.92286	\$62,240	\$30.29689	\$63,018	\$31.20580	\$64,908
Level 14	\$28.82332	\$59,953	\$29.11157	\$60,552	\$29.40268	\$61,158	\$30.06424	\$62,534	\$30.44004	\$63,315	\$30.82054	\$64,107	\$31.20580	\$64,908	\$32.14197	\$66,855
Level 15	\$29.68804	\$61,751	\$29.98491	\$62,369	\$30.28476	\$62,992	\$30.96617	\$64,410	\$31.35324	\$65,215	\$31.74516	\$66,030	\$32.14197	\$66,855	\$33.10623	\$68,861
Level 16	\$30.57866	\$63,604	\$30.88446	\$64,240	\$31.19331	\$64,882	\$31.89515	\$66,342	\$32.29384	\$67,171	\$32.69751	\$68,011	\$33.10623	\$68,861	\$34.09942	\$70,927
Level 17	\$31.49603	\$65,512	\$31.81100	\$66,167	\$32.12910	\$66,829	\$32.85201	\$68,332	\$33.26266	\$69,186	\$33.67844	\$70,051	\$34.09942	\$70,927	\$35.12240	\$73,055
Level 18	\$32.44091	\$67,477	\$32.76532	\$68,152	\$33.09297	\$68,833	\$33.83756	\$70,382	\$34.26054	\$71,262	\$34.68879	\$72,153	\$35.12240	\$73,055	\$36.17607	\$75,246
Level 19	\$33.41414	\$69,501	\$33.74827	\$70,196	\$34.08576	\$70,898	\$34.85269	\$72,494	\$35.28835	\$73,400	\$35.72946	\$74,317	\$36.17607	\$75,246	\$37.26136	\$77,504
Level 20	\$34.41656	\$71,586	\$34.76073	\$72,302	\$35.10834	\$73,025	\$35.89827	\$74,668	\$36.34700	\$75,602	\$36.80134	\$76,547	\$37.26136	\$77,504	\$38.37919	\$79,829
Level 21	\$35.44906	\$73,734	\$35.80355	\$74,471	\$36.16158	\$75,216	\$36.97522	\$76,908	\$37.43741	\$77,870	\$37.90539	\$78,843	\$38.37919	\$79,829	\$39.53057	\$82,224
Level 22	\$36.51253	\$75,946	\$36.87766	\$76,706	\$37.24643	\$77,473	\$38.08448	\$79,216	\$38.56053	\$80,206	\$39.04254	\$81,208	\$39.53057	\$82,224	\$40.71649	\$84,690
Level 23	\$37.60791	\$78,224	\$37.98399	\$79,007	\$38.36382	\$79,797	\$39.22701	\$81,592	\$39.71735	\$82,612	\$40.21382	\$83,645	\$40.71649	\$84,690	\$41.93798	\$87,231
Level 24	\$38.73615	\$80,571	\$39.12351	\$81,377	\$39.51475	\$82,191	\$40.40382	\$84,040	\$40.90888	\$85,090	\$41.42023	\$86,154	\$41.93798	\$87,231	\$43.19613	\$89,848
Level 25	\$39.89823	\$82,988	\$40.29721	\$83,818	\$40.70018	\$84,656	\$41.61594	\$86,561	\$42.13613	\$87,643	\$42.66284	\$88,739	\$43.19613	\$89,848	\$44.49200	\$92,543
Level 26	\$41.09518	\$85,478	\$41.50613	\$86,333	\$41.92119	\$87,196	\$42.86442	\$89,158	\$43.40023	\$90,272	\$43.94272	\$91,401	\$44.49200	\$92,543	\$45.82677	\$95,320
Level 27	\$42.32803	\$88,042	\$42.75131	\$88,923	\$43.17883	\$89,812	\$44.15036	\$91,833	\$44.70223	\$92,981	\$45.26101	\$94,143	\$45.82677	\$95,320	\$47.20157	\$98,179
Level 28	\$43.59787	\$90,684	\$44.03385	\$91,590	\$44.47418	\$92,506	\$45.47486	\$94,588	\$46.04330	\$95,770	\$46.61884	\$96,967	\$47.20157	\$98,179	\$48.61762	\$101,125
Level 29	\$44.90581	\$93,404	\$45.35488	\$94,338	\$45.80842	\$95,282	\$46.83911	\$97,425	\$47.42459	\$98,643	\$48.01739	\$99,876	\$48.61762	\$101,125	\$50.07615	\$104,158
Level 30	\$46.25298	\$96,206	\$46.71551	\$97,168	\$47.18267	\$98,140	\$48.24427	\$100,348	\$48.84733	\$101,602	\$49.45792	\$102,872	\$50.07615	\$104,158	\$51.57843	\$107,283

NOTE: Hourly Rate for seasonal employees (less than 9 months) is \$15.35997 per hour (Waskowitz Residential Outdoor Educator /Residential Program Leaders).

- A. Medical, Dental and Vision: For full time employees, the District will contribute the state allocation for medical benefits toward district approved medical premiums. The district will pay the retiree healthcare subsidy. The District contribution for less than full-time employees will be prorated by FTE.
- B. Vacation Days: Employees earn fifteen vacation days during their first year of employment with Highline Public Schools and earn an additional two days for each additional year of service up to a maximum of 25 days annually.
- C. Personal Leave Days: Employees receive annually two personal leave days to be deducted from the employee's sick leave balance.
- D. Professional Growth Funds: Employees will be allowed \$1,000.00 annually to cover costs related to approved professional growth activities.
- E. The District will provide payment of membership dues to one professional educational organization per employee per school year.

Approved by the Board: September 19, 2018

**HIGHLINE PUBLIC SCHOOLS
PROFESSIONAL/TECHNICAL NON-REPRESENTED EMPLOYEES
JOB TITLES AND SALARY LEVELS**

Levels	Position Titles	Levels	Position Titles	Levels	Position Titles
Level 00	Residential Outdoor Educator I (flat hourly rate-no steps)	Level 14	Student and Campus Supervisor-Alternative Programs	Level 22	Budget and Enrollment Specialist Business Systems Analyst (DoTS) * Compensation, Benefits & Leaves Team Lead Data Analyst Manager Device Manager (DoTS) * Enterprise Services Manager (DoTS) * Finance Analyst * Nutrition Services Manager-Finance & Technology Talent Development Specialist Talent Pathways and Retention Specialist Vehicle Maintenance Manager * Waskowitz Residential Program Manager *
Level 01	Residential Outdoor Educator II Waskowitz Administrative Support	Level 15	Applications Specialist (DoTS) Special Services Technology Support Manager Student Placement Services Manager Warehouse Services Manager * Worker's Compensation Specialist		
Level 02	Position TBD				
Level 03	Position TBD				
Level 04	Facilities Services Document Control Specialist	Level 16	College and Career Access Specialist (School Based) Communications Assistant Customer Service Professional-Employee Services (Tier 2) Early Childhood Program Manager Early Learning Liaison Leaves & Guest Employee Services Lead Nurse, Outdoor Education		
Level 05	Position TBD				
Level 06	Outdoor Education Specialist Tier I Technician (DoTS)			Level 23	Database Analyst (DoTS) * Health and Social Services Manager * Position Control Specialist * Telecom/Networking Engineer (DoTS) *
Level 07	Position TBD				
Level 08	Instructional Resources Warehouse Manager	Level 17	Benefits and Retirement Customer Service Specialist Communications Specialist Instruction and Innovation Program Analyst Routing Manager, Transportation * Special Services Fiscal Specialist	Level 24	Learning Technology Manager-Teaching & Learning Nutrition Services Specialist/Dietitian* Project Manager - Instruction & Innovation
Level 09	District Athletic Trainer				
Level 10	Career Access Specialist College Access Specialist Community Partnerships Specialist Early Native Learning Liaison ECEAP Preschool Instructor Coach Facilities Accountant GEAR UP Project Specialist Help Desk Generalist (DoTS) Native Education K-8 Literacy Liaison Program Data Specialist-Highly Capable Program Specialist - Internship and Career Preparation Programmatic Data Specialist - Teaching & Learning Program Data Specialist-Secondary Success & College Readiness Secondary Success & College Readiness Family Engagement Spec. Secondary Success & College Readiness Project Spec. Secondary Success Specialist Technology Support Analyst (DoTS)	Level 18	Accounting Specialist ASB Coordinator Business Services Analyst Communications Manager Compensation, Benefits & Leaves-Customer Srv Prof (Tier 4) Program Analyst-Teaching, Learning & Leadership Dept. Programmatic Grants Manager Public Records Officer Purchasing Specialist Reengagement and Learning Center Manager Tier III Technician - Lead (DoTS) * Web and Social Media Content Manager	Level 25	Accounting Manager * Capital Budget Manager-Capital Planning/Construction Capital Projects Accountant * Career Access Manager - School Based Performance Manager - Teaching & Learning Recruitment and Selection Specialist * Senior Accountant*
Level 11	Student Success Dean - Middle School Truancy Mentor	Level 19	Construction Inspector * District Ombudsman Native Student Success Program Manager Network Specialist (DoTS) *	Level 26	Application Developer/BI (DoTS)* Career Access Manager * College Access Manager * Safety and Security Manager * Secondary Success Program Manager *
Level 12	Montessori Preschool Teacher Project Coordinator-Capital Planning & Construction	Level 20	Budget Support Manager Business Services Support Manager Events Manager Facilities Services Manager-Small Works * Nutrition Services Manager (Operations) * Nutrition Services Manager (Production) * Performing Arts Center Manager * Resource Manager (ERAC) Title I/LAP/ESSA Technical Lead	Level 27	Employee Relations Manager * Human Resources Partner * Purchasing Manager* Quality Assurance Manager * Special Small Works Project Manager * Staffing Services & Employee Support Manager *
Level 13	Blended Learning Technologist - Aviation HS Customer Service Professional-Employee Services (Tier I) Customer Service Professional-Substitute Center (Tier I) District Truancy Officer - BECCA Project Coordinator-SBIRT Tier II Technician (DoTS)	Level 21	Data Analyst Data & Assessment Project Manager Project Manager (DoTS)* Project Manager (Human Resources)	Level 28	Senior Systems Administrator (DoTS)*
				Level 29	Enterprise Systems Manager (DoTS) * Senior Database Administrator (DoTS)*
				Level 30	Construction Manager Lead, Capital Planning & Construction* Database/Programmer Analyst (DoTS) * Enterprise Applications Manager (DoTS) * Project Manager, Capital Planning & Construction *

* Denotes positions that are exempt under FLSA regulations.