

HIGHLINE PUBLIC SCHOOLS #401
Professional - Technical Salary Schedule
 Effective September 1, 2019

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	\$20.54978	\$42,744	\$20.75527	\$43,171	\$20.96282	\$43,603	\$21.43448	\$44,584	\$21.70241	\$45,141	\$21.97369	\$45,705	\$22.24836	\$46,277	\$22.91581	\$47,665
Level 2	\$21.16626	\$44,026	\$21.37792	\$44,466	\$21.59170	\$44,911	\$22.07752	\$45,921	\$22.35348	\$46,495	\$22.63290	\$47,076	\$22.91581	\$47,665	\$23.60329	\$49,095
Level 3	\$21.80125	\$45,347	\$22.01925	\$45,800	\$22.23945	\$46,258	\$22.73984	\$47,299	\$23.02409	\$47,890	\$23.31189	\$48,489	\$23.60329	\$49,095	\$24.31139	\$50,568
Level 4	\$22.45529	\$46,707	\$22.67984	\$47,174	\$22.90664	\$47,646	\$23.42203	\$48,718	\$23.71481	\$49,327	\$24.01125	\$49,943	\$24.31139	\$50,568	\$25.04073	\$52,085
Level 5	\$23.12894	\$48,108	\$23.36024	\$48,589	\$23.59384	\$49,075	\$24.12470	\$50,179	\$24.42626	\$50,807	\$24.73158	\$51,442	\$25.04073	\$52,085	\$25.79195	\$53,647
Level 6	\$23.82282	\$49,551	\$24.06104	\$50,047	\$24.30165	\$50,547	\$24.84844	\$51,685	\$25.15904	\$52,331	\$25.47353	\$52,985	\$25.79195	\$53,647	\$26.56570	\$55,257
Level 7	\$24.53750	\$51,038	\$24.78287	\$51,548	\$25.03070	\$52,064	\$25.59389	\$53,235	\$25.91382	\$53,901	\$26.23774	\$54,574	\$26.56570	\$55,257	\$27.36268	\$56,914
Level 8	\$25.27362	\$52,569	\$25.52636	\$53,095	\$25.78162	\$53,626	\$26.36171	\$54,832	\$26.69123	\$55,518	\$27.02487	\$56,212	\$27.36268	\$56,914	\$28.18357	\$58,622
Level 9	\$26.03183	\$54,146	\$26.29215	\$54,688	\$26.55507	\$55,235	\$27.15256	\$56,477	\$27.49197	\$57,183	\$27.83562	\$57,898	\$28.18357	\$58,622	\$29.02906	\$60,380
Level 10	\$26.81279	\$55,771	\$27.08091	\$56,328	\$27.35172	\$56,892	\$27.96714	\$58,172	\$28.31673	\$58,899	\$28.67068	\$59,635	\$29.02906	\$60,380	\$29.89995	\$62,192
Level 11	\$27.61717	\$57,444	\$27.89334	\$58,018	\$28.17227	\$58,598	\$28.80614	\$59,917	\$29.16623	\$60,666	\$29.53081	\$61,424	\$29.89995	\$62,192	\$30.79694	\$64,058
Level 12	\$28.44568	\$59,167	\$28.73014	\$59,759	\$29.01743	\$60,356	\$29.67034	\$61,714	\$30.04121	\$62,486	\$30.41672	\$63,267	\$30.79694	\$64,058	\$31.72085	\$66,979
Level 13	\$29.29905	\$60,942	\$29.59205	\$61,551	\$29.88797	\$62,167	\$30.56045	\$63,566	\$30.94244	\$64,360	\$31.32923	\$65,165	\$31.72085	\$65,979	\$32.67247	\$69,959
Level 14	\$30.17802	\$62,770	\$30.47982	\$63,398	\$30.78461	\$64,032	\$31.47726	\$65,473	\$31.87072	\$66,291	\$32.26911	\$67,120	\$32.67247	\$67,959	\$33.65265	\$72,097
Level 15	\$31.08337	\$64,653	\$31.39420	\$65,300	\$31.70814	\$65,953	\$32.42158	\$67,437	\$32.82685	\$68,280	\$33.23718	\$69,133	\$33.65265	\$69,998	\$34.66223	\$74,260
Level 16	\$32.01586	\$66,593	\$32.33603	\$66,259	\$32.65940	\$67,932	\$33.39422	\$69,460	\$33.81165	\$70,328	\$34.23430	\$71,207	\$34.66223	\$72,097	\$35.70209	\$74,260
Level 17	\$32.97634	\$68,591	\$33.30611	\$69,277	\$33.63916	\$69,969	\$34.39605	\$71,544	\$34.82600	\$72,438	\$35.26133	\$73,344	\$35.70209	\$74,260	\$36.77316	\$76,488
Level 18	\$33.96563	\$70,649	\$34.30529	\$71,355	\$34.64834	\$72,069	\$35.42792	\$73,690	\$35.87078	\$74,611	\$36.31917	\$75,544	\$36.77316	\$76,488	\$37.87635	\$78,783
Level 19	\$34.98460	\$72,768	\$35.33444	\$73,496	\$35.68779	\$74,231	\$36.49077	\$75,901	\$36.94690	\$76,850	\$37.40875	\$77,810	\$37.87635	\$78,783	\$39.01264	\$81,146
Level 20	\$36.03414	\$74,951	\$36.39448	\$75,701	\$36.75843	\$76,458	\$37.58549	\$78,178	\$38.05531	\$79,155	\$38.53100	\$80,144	\$39.01264	\$81,146	\$40.18301	\$83,581
Level 21	\$37.11517	\$77,200	\$37.48632	\$77,972	\$37.86117	\$78,751	\$38.71306	\$80,523	\$39.19697	\$81,530	\$39.68694	\$82,549	\$40.18301	\$83,581	\$41.38851	\$86,088
Level 22	\$38.22862	\$79,516	\$38.61091	\$80,311	\$38.99702	\$81,114	\$39.87445	\$82,939	\$40.37288	\$83,976	\$40.87754	\$85,025	\$41.38851	\$86,088	\$42.63017	\$88,671
Level 23	\$39.37548	\$81,901	\$39.76923	\$82,720	\$40.16692	\$83,547	\$41.07068	\$85,427	\$41.58407	\$86,495	\$42.10387	\$87,576	\$42.63017	\$88,671	\$43.90906	\$91,331
Level 24	\$40.55674	\$84,358	\$40.96231	\$85,202	\$41.37194	\$86,054	\$42.30280	\$87,990	\$42.83159	\$89,090	\$43.36698	\$90,203	\$43.90906	\$91,331	\$45.22635	\$94,071
Level 25	\$41.77345	\$86,889	\$42.19118	\$87,758	\$42.61309	\$88,635	\$43.57189	\$90,630	\$44.11653	\$91,762	\$44.66799	\$92,909	\$45.22635	\$94,071	\$46.58312	\$96,893
Level 26	\$43.02665	\$89,495	\$43.45692	\$90,390	\$43.89149	\$91,294	\$44.87904	\$93,348	\$45.44004	\$94,515	\$46.00803	\$95,697	\$46.58312	\$96,893	\$47.98063	\$99,800
Level 27	\$44.31745	\$92,180	\$44.76062	\$93,102	\$45.20824	\$94,033	\$46.22542	\$96,149	\$46.80323	\$97,351	\$47.38827	\$98,568	\$47.98063	\$99,800	\$49.42005	\$102,794
Level 28	\$45.64697	\$94,946	\$46.10344	\$95,895	\$46.56447	\$96,854	\$47.61218	\$99,033	\$48.20733	\$100,271	\$48.80992	\$101,525	\$49.42005	\$102,794	\$50.90265	\$105,878
Level 29	\$47.01638	\$97,794	\$47.48655	\$98,772	\$47.96141	\$99,760	\$49.04054	\$102,004	\$49.65355	\$103,279	\$50.27421	\$104,570	\$50.90265	\$105,878	\$52.42973	\$109,054
Level 30	\$48.42687	\$100,728	\$48.91114	\$101,735	\$49.40025	\$102,753	\$50.51175	\$105,064	\$51.14316	\$106,378	\$51.78245	\$107,707	\$52.42973	\$109,054	\$54.00262	\$112,325

NOTE: Hourly rate for seasonal employees (less than 9 months) is \$16.08188 per hour (Waskowitz Residential Outdoor Educator I/Residential Program Leaders).

- A. Medical, Dental and Vision: Through December 31, 2019, 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. Beginning January 1, 2020, the District shall provide to eligible employees all non-optional life, dental, health and disability insurance programs available under the rules and regulations of the Washington School Employee Benefit Board (SEBB).
- 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: July 10, 2019

**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 15	Applications Specialist (DoTS) Elementary Family Engagement Specialist Special Services Technology Support Manager Student Placement Services Manager Warehouse Services Manager * Worker's Compensation Specialist	Level 22	Budget and Enrollment Specialist Business Systems Analyst (DoTS) * Compensation, Benefits & Leaves Team Lead Data Analyst Manager * Data Science Specialist * Device Manager (DoTS) * Enterprise Services Manager (DoTS) * Finance Analyst * Nutrition Services Manager-Finance & Technology * Vehicle Maintenance Manager *
Level 01	Residential Outdoor Educator II Waskowitz Administrative Support				
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 Native Education Literacy and Culture Specialist Nurse, Outdoor Education Project Coordinator-SBIRT	Level 23	Database Analyst (DoTS) * Health and Social Services Manager * Position Control Specialist * Telecom/Networking Engineer (DoTS) *
Level 05	Position TBD				
Level 06	Outdoor Education Specialist Tier I Technician (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 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) Grants Manager Program Analyst-Teaching, Learning & Leadership Dept. 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 * Retention and Recruitment 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 * Waskowitz Residential Program Manager *
Level 12	Montessori Preschool Teacher Program Data Specialist 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 * Project Manager/Analyst - DoTS* Project Manager/Analyst - HR & TLL * 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 Tier II Technician (DoTS)			Level 28	Senior Systems Administrator (DoTS)*
Level 14	Student and Campus Supervisor-Alternative Programs	Level 21	Data Analyst * Data & Assessment Project Manager * Project Manager-ECEAP * Project Manager-PreK and Elementary Success *	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.