

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	\$21.57726	\$44,881	\$21.79303	\$45,329	\$22.01096	\$45,783	\$22.50621	\$46,813	\$22.78753	\$47,398	\$23.07238	\$47,991	\$23.36078	\$48,590	\$24.06161	\$50,048
Level 2	\$22.22457	\$46,227	\$22.44682	\$46,689	\$22.67129	\$47,156	\$23.18139	\$48,217	\$23.47115	\$48,820	\$23.76455	\$49,430	\$24.06161	\$50,048	\$24.78345	\$51,550
Level 3	\$22.89131	\$47,614	\$23.12022	\$48,090	\$23.35143	\$48,571	\$23.87683	\$49,664	\$24.17529	\$50,285	\$24.47748	\$50,913	\$24.78345	\$51,550	\$25.52696	\$53,096
Level 4	\$23.57805	\$49,042	\$23.81383	\$49,533	\$24.05197	\$50,028	\$24.59313	\$51,154	\$24.90055	\$51,793	\$25.21181	\$52,441	\$25.52696	\$53,096	\$26.29277	\$54,689
Level 5	\$24.28539	\$50,514	\$24.52825	\$51,019	\$24.77353	\$51,529	\$25.33093	\$52,688	\$25.64757	\$53,347	\$25.96816	\$54,014	\$26.29277	\$54,689	\$27.08155	\$56,330
Level 6	\$25.01396	\$52,029	\$25.26409	\$52,549	\$25.51673	\$53,075	\$26.09086	\$54,269	\$26.41700	\$54,947	\$26.74721	\$55,634	\$27.08155	\$56,330	\$27.89399	\$58,019
Level 7	\$25.76437	\$53,590	\$26.02202	\$54,126	\$26.28224	\$54,667	\$26.87359	\$55,897	\$27.20951	\$56,596	\$27.54962	\$57,303	\$27.89399	\$58,019	\$28.73082	\$59,760
Level 8	\$26.53730	\$55,198	\$26.80268	\$55,750	\$27.07070	\$56,307	\$27.67979	\$57,574	\$28.02579	\$58,294	\$28.37611	\$59,022	\$28.73082	\$59,760	\$29.59275	\$61,553
Level 9	\$27.33342	\$56,854	\$27.60676	\$57,422	\$27.88282	\$57,996	\$28.51019	\$59,301	\$28.86656	\$60,042	\$29.22740	\$60,793	\$29.59275	\$61,553	\$30.48051	\$63,399
Level 10	\$28.15342	\$58,559	\$28.43496	\$59,145	\$28.71931	\$59,736	\$29.36549	\$61,080	\$29.73256	\$61,844	\$30.10422	\$62,617	\$30.48051	\$63,399	\$31.39494	\$65,301
Level 11	\$28.99803	\$60,316	\$29.28801	\$60,919	\$29.58089	\$61,528	\$30.24645	\$62,913	\$30.62454	\$63,699	\$31.00735	\$64,495	\$31.39494	\$65,301	\$32.33679	\$67,261
Level 12	\$29.86797	\$62,125	\$30.16665	\$62,747	\$30.46831	\$63,374	\$31.15385	\$64,800	\$31.54327	\$65,610	\$31.93756	\$66,430	\$32.33679	\$67,261	\$33.30689	\$69,278
Level 13	\$30.76400	\$63,989	\$31.07165	\$64,629	\$31.38236	\$65,275	\$32.08847	\$66,744	\$32.48956	\$67,578	\$32.89569	\$68,423	\$33.30689	\$69,278	\$34.30610	\$71,357
Level 14	\$31.68692	\$65,909	\$32.00381	\$66,568	\$32.32384	\$67,234	\$33.05112	\$68,746	\$33.46426	\$69,606	\$33.88256	\$70,476	\$34.30610	\$71,357	\$35.33528	\$73,497
Level 15	\$32.63754	\$67,886	\$32.96391	\$68,565	\$33.29355	\$69,251	\$34.04266	\$70,809	\$34.46819	\$71,694	\$34.89904	\$72,590	\$35.33528	\$73,497	\$36.39534	\$75,702
Level 16	\$33.61665	\$69,923	\$33.95283	\$70,622	\$34.29237	\$71,328	\$35.06393	\$72,933	\$35.50223	\$73,845	\$35.94601	\$74,768	\$36.39534	\$75,702	\$37.48720	\$77,973
Level 17	\$34.62516	\$72,020	\$34.97142	\$72,741	\$35.32112	\$73,468	\$36.11585	\$75,121	\$36.56730	\$76,060	\$37.02439	\$77,011	\$37.48720	\$77,973	\$38.61181	\$80,313
Level 18	\$35.66392	\$74,181	\$36.02056	\$74,923	\$36.38076	\$75,672	\$37.19932	\$77,375	\$37.66432	\$78,342	\$38.13512	\$79,321	\$38.61181	\$80,313	\$39.77017	\$82,722
Level 19	\$36.73383	\$76,406	\$37.10116	\$77,170	\$37.47218	\$77,942	\$38.31531	\$79,696	\$38.79425	\$80,692	\$39.27918	\$81,701	\$39.77017	\$82,722	\$40.96327	\$85,204
Level 20	\$37.83585	\$78,699	\$38.21421	\$79,486	\$38.59635	\$80,280	\$39.46477	\$82,087	\$39.95808	\$83,113	\$40.45755	\$84,152	\$40.96327	\$85,204	\$42.19216	\$87,760
Level 21	\$38.97092	\$81,060	\$39.36063	\$81,870	\$39.75423	\$82,689	\$40.64871	\$84,549	\$41.15682	\$85,606	\$41.67129	\$86,676	\$42.19216	\$87,760	\$43.45794	\$90,393
Level 22	\$40.14005	\$83,491	\$40.54145	\$84,326	\$40.94687	\$85,169	\$41.86817	\$87,086	\$42.39152	\$88,174	\$42.92142	\$89,277	\$43.45794	\$90,393	\$44.76167	\$93,104
Level 23	\$41.34425	\$85,996	\$41.75770	\$86,856	\$42.17526	\$87,725	\$43.12421	\$89,698	\$43.66327	\$90,820	\$44.20906	\$91,955	\$44.76167	\$93,104	\$46.10452	\$95,897
Level 24	\$42.58458	\$88,576	\$43.01043	\$89,462	\$43.44054	\$90,356	\$44.41794	\$92,389	\$44.97317	\$93,544	\$45.53533	\$94,713	\$46.10452	\$95,897	\$47.48767	\$98,774
Level 25	\$43.86212	\$91,233	\$44.30074	\$92,146	\$44.74375	\$93,067	\$45.75048	\$95,161	\$46.32236	\$96,350	\$46.90139	\$97,555	\$47.48767	\$98,774	\$48.91228	\$101,738
Level 26	\$45.17798	\$93,970	\$45.62976	\$94,910	\$46.08606	\$95,859	\$47.12300	\$98,016	\$47.71204	\$99,241	\$48.30843	\$100,482	\$48.91228	\$101,738	\$50.37966	\$104,790
Level 27	\$46.53332	\$96,789	\$46.99866	\$97,757	\$47.46865	\$98,735	\$48.53670	\$100,956	\$49.14339	\$102,218	\$49.75769	\$103,496	\$50.37966	\$104,790	\$51.89105	\$107,933
Level 28	\$47.92932	\$99,693	\$48.40861	\$100,690	\$48.89269	\$101,697	\$49.99279	\$103,985	\$50.61770	\$105,285	\$51.25042	\$106,601	\$51.89105	\$107,933	\$53.44778	\$111,171
Level 29	\$49.36720	\$102,684	\$49.86088	\$103,711	\$50.35948	\$104,748	\$51.49257	\$107,105	\$52.13623	\$108,443	\$52.78792	\$109,799	\$53.44778	\$111,171	\$55.05121	\$114,507
Level 30	\$50.84822	\$105,764	\$51.35670	\$106,822	\$51.87027	\$107,890	\$53.03734	\$110,318	\$53.70031	\$111,697	\$54.37157	\$113,093	\$55.05121	\$114,507	\$56.70275	\$117,942

NOTE: Hourly rate for seasonal employees (less than 9 months) is \$16.88597 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: February 19, 2020

**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 *	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 * Waskowitz Residential Program 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 School Mental Health Coordinator	Level 23	Database Analyst (DoTS) * Health and Social Services Manager * Telecom/Networking Engineer (DoTS) *
Level 05	Position TBD				
Level 06	Outdoor Education Specialist Tier I Technician (DoTS)			Level 24	Nutrition Services Specialist/Dietitian*
Level 07	Position TBD				
Level 08	Instructional Resources Warehouse Manager	Level 17	Benefits and Retirement Customer Service Specialist Communications Specialist Routing Manager, Transportation * Special Services Fiscal Specialist	Level 25	Accounting Manager * Capital Budget Manager-Capital Planning/Construction * Capital Projects Accountant * Career Access Manager - School Based Recruitment and Selection Specialist * Retention and Recruitment Specialist * Senior Accountant* Senior Business Services Partner *
Level 09	District Athletic Trainer				
Level 10	Career Access Specialist College Access Specialist Community Partnerships Specialist ECEAP Preschool Instructor Coach Facilities Accountant Native Education K-8 Literacy Liaison Programmatic Data Specialist - Teaching & Learning Secondary Success & College Readiness Project Spec. Secondary Success Specialist Technology Support Analyst (DoTS)	Level 18	Accounting Specialist ASB Coordinator Communications Manager Programmatic Grants Manager Public Records Officer Procurement Specialist Reengagement and Learning Center Manager Tier III Technician - Lead (DoTS) *	Level 26	Application Developer/BI (DoTS)* Career Access Manager * College Access Manager * District Ombudsman * Safety and Security Manager * School Mental Health Project Manager * Secondary Success Program Manager *
Level 11	Student Success Dean - Middle School Truancy Mentor	Level 19	Construction Inspector * Network Specialist (DoTS) *	Level 27	Employee Relations Manager * Human Resources Partner * Project Manager/Analyst - DoTS* Project Manager/Analyst - HR & TLL * Procurement Manager* Quality Assurance Manager * Special Small Works Project Manager * Staffing Services & Employee Support Manager *
Level 12	Montessori Preschool Teacher Program Data Specialist Project Coordinator-Capital Planning & Construction	Level 20	Business Services Support Manager Business Services Partner 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 28	Senior Systems Administrator (DoTS)*
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 21	Data Analyst * Data & Assessment Project Manager * Data Infrastructure Project Manager * Project Manager-ECEAP * Project Manager-PreK and Elementary Success *	Level 29	Enterprise Systems Manager (DoTS) * Senior Database Administrator (DoTS)*
Level 14	Student and Campus Supervisor-Alternative Programs			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.