

HIGHLINE PUBLIC SCHOOLS #401

Professional - Technical Salary Schedule

Effective September 1, 2020

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	\$21.92250	\$45,599	\$22.14172	\$46,055	\$22.36313	\$46,515	\$22.86630	\$47,562	\$23.15213	\$48,156	\$23.44154	\$48,758	\$23.73455	\$49,368	\$24.44659	\$50,849
Level 2	\$22.58017	\$46,967	\$22.80597	\$47,436	\$23.03403	\$47,911	\$23.55229	\$48,989	\$23.84669	\$49,601	\$24.14478	\$50,221	\$24.44659	\$50,849	\$25.17999	\$52,374
Level 3	\$23.25757	\$48,376	\$23.49014	\$48,859	\$23.72505	\$49,348	\$24.25886	\$50,458	\$24.56210	\$51,089	\$24.86912	\$51,728	\$25.17999	\$52,374	\$25.93539	\$53,946
Level 4	\$23.95530	\$49,827	\$24.19485	\$50,325	\$24.43680	\$50,829	\$24.98662	\$51,972	\$25.29896	\$52,622	\$25.61520	\$53,280	\$25.93539	\$53,946	\$26.71345	\$55,564
Level 5	\$24.67396	\$51,322	\$24.92070	\$51,835	\$25.16990	\$52,353	\$25.73623	\$53,531	\$26.05793	\$54,200	\$26.38365	\$54,878	\$26.71345	\$55,564	\$27.51485	\$57,231
Level 6	\$25.41419	\$52,862	\$25.66832	\$53,390	\$25.92500	\$53,924	\$26.50831	\$55,137	\$26.83967	\$55,827	\$27.17516	\$56,524	\$27.51485	\$57,231	\$28.34029	\$58,948
Level 7	\$26.17660	\$54,447	\$26.43837	\$54,992	\$26.70275	\$55,542	\$27.30356	\$56,791	\$27.64486	\$57,501	\$27.99042	\$58,220	\$28.34029	\$58,948	\$29.19051	\$60,716
Level 8	\$26.96190	\$56,081	\$27.23152	\$56,642	\$27.50383	\$57,208	\$28.12267	\$58,495	\$28.47420	\$59,226	\$28.83013	\$59,967	\$29.19051	\$60,716	\$30.06623	\$62,538
Level 9	\$27.77076	\$57,763	\$28.04846	\$58,341	\$28.32895	\$58,924	\$28.96635	\$60,250	\$29.32843	\$61,003	\$29.69504	\$61,766	\$30.06623	\$62,538	\$30.96820	\$64,414
Level 10	\$28.60388	\$59,496	\$28.88992	\$60,091	\$29.17882	\$60,692	\$29.83534	\$62,058	\$30.20828	\$62,833	\$30.58589	\$63,619	\$30.96820	\$64,414	\$31.89726	\$66,346
Level 11	\$29.46200	\$61,281	\$29.75662	\$61,894	\$30.05418	\$62,513	\$30.73039	\$63,919	\$31.11453	\$64,718	\$31.50346	\$65,527	\$31.89726	\$66,346	\$32.85417	\$68,337
Level 12	\$30.34586	\$63,119	\$30.64931	\$63,751	\$30.95580	\$64,388	\$31.65231	\$65,837	\$32.04797	\$66,660	\$32.44856	\$67,493	\$32.85417	\$68,337	\$33.83980	\$70,387
Level 13	\$31.25623	\$65,013	\$31.56879	\$65,663	\$31.88448	\$66,320	\$32.60189	\$67,812	\$33.00940	\$68,660	\$33.42202	\$69,518	\$33.83980	\$70,387	\$34.85499	\$72,498
Level 14	\$32.19391	\$66,963	\$32.51587	\$67,633	\$32.84102	\$68,309	\$33.57994	\$69,846	\$33.99969	\$70,719	\$34.42468	\$71,603	\$34.85499	\$72,498	\$35.90064	\$74,673
Level 15	\$33.15974	\$68,972	\$33.49133	\$69,662	\$33.82625	\$70,359	\$34.58734	\$71,942	\$35.01968	\$72,841	\$35.45743	\$73,751	\$35.90064	\$74,673	\$36.97766	\$76,914
Level 16	\$34.15452	\$71,041	\$34.49607	\$71,752	\$34.84104	\$72,469	\$35.62496	\$74,100	\$36.07027	\$75,026	\$36.52115	\$75,964	\$36.97766	\$76,914	\$38.08699	\$79,221
Level 17	\$35.17916	\$73,173	\$35.53096	\$73,904	\$35.88626	\$74,643	\$36.69371	\$76,323	\$37.15238	\$77,277	\$37.61678	\$78,243	\$38.08699	\$79,221	\$39.22960	\$81,598
Level 18	\$36.23454	\$75,368	\$36.59688	\$76,122	\$36.96285	\$76,883	\$37.79451	\$78,613	\$38.26695	\$79,595	\$38.74529	\$80,590	\$39.22960	\$81,598	\$40.40649	\$84,045
Level 19	\$37.32158	\$77,629	\$37.69478	\$78,405	\$38.07174	\$79,189	\$38.92835	\$80,971	\$39.41496	\$81,983	\$39.90765	\$83,008	\$40.40649	\$84,045	\$41.61868	\$86,567
Level 20	\$38.44122	\$79,958	\$38.82563	\$80,757	\$39.21389	\$81,565	\$40.09620	\$83,400	\$40.59741	\$84,443	\$41.10487	\$85,498	\$41.61868	\$86,567	\$42.86724	\$89,164
Level 21	\$39.59446	\$82,356	\$39.99040	\$83,180	\$40.39030	\$84,012	\$41.29909	\$85,902	\$41.81533	\$86,976	\$42.33803	\$88,063	\$42.86724	\$89,164	\$44.15326	\$91,839
Level 22	\$40.78229	\$84,827	\$41.19012	\$85,675	\$41.60202	\$86,532	\$42.53806	\$88,479	\$43.06979	\$89,585	\$43.60816	\$90,705	\$44.15326	\$91,839	\$45.47786	\$94,594
Level 23	\$42.00576	\$87,372	\$42.42582	\$88,246	\$42.85007	\$89,128	\$43.81420	\$91,134	\$44.36188	\$92,273	\$44.91641	\$93,426	\$45.47786	\$94,594	\$46.84219	\$97,432
Level 24	\$43.26593	\$89,993	\$43.69859	\$90,893	\$44.13559	\$91,802	\$45.12863	\$93,868	\$45.69274	\$95,041	\$46.26390	\$96,229	\$46.84219	\$97,432	\$48.24747	\$100,355
Level 25	\$44.56391	\$92,693	\$45.00955	\$93,620	\$45.45965	\$94,556	\$46.48249	\$96,684	\$47.06351	\$97,892	\$47.65181	\$99,116	\$48.24747	\$100,355	\$49.69488	\$103,365
Level 26	\$45.90083	\$95,474	\$46.35984	\$96,428	\$46.82344	\$97,393	\$47.87696	\$99,584	\$48.47543	\$100,829	\$49.08137	\$102,089	\$49.69488	\$103,365	\$51.18573	\$106,466
Level 27	\$47.27785	\$98,338	\$47.75063	\$99,321	\$48.22815	\$100,315	\$49.31328	\$102,572	\$49.92969	\$103,854	\$50.55381	\$105,152	\$51.18573	\$106,466	\$52.72130	\$109,660
Level 28	\$48.69619	\$101,288	\$49.18315	\$102,301	\$49.67498	\$103,324	\$50.79268	\$105,649	\$51.42758	\$106,969	\$52.07042	\$108,306	\$52.72130	\$109,660	\$54.30294	\$112,950
Level 29	\$50.15708	\$104,327	\$50.65866	\$105,370	\$51.16523	\$106,424	\$52.31645	\$108,818	\$52.97041	\$110,178	\$53.63253	\$111,556	\$54.30294	\$112,950	\$55.93203	\$116,339
Level 30	\$51.66179	\$107,457	\$52.17841	\$108,531	\$52.70019	\$109,616	\$53.88594	\$112,083	\$54.55952	\$113,484	\$55.24151	\$114,902	\$55.93203	\$116,339	\$57.60999	\$119,829

NOTE: Hourly rate for seasonal employees (less than 9 months) is \$17.15607 per hour (Waskowitz Residential Outdoor Educator I)

- A. Medical, Dental and Vision: Benefits provided, and eligibility shall be in compliance with applicable Washington State Law(s) related to healthcare benefits for School Employees as established by the School Employee Benefits Board (SEBB) and as administered by the Washington State Healthcare Authority (HCA) and/or similar State wide jurisdictions.
- 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 education organization per employee per school year.

Approved by the Board: September 23, 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 16	Behavioral Health Systems Navigator College and Career Access Specialist (School Based) Communications Assistant II Community Engagement Manager 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) * Social Services Compliance Manager* Telecom/Networking Engineer (DoTS) *
Level 02	Position TBD	Level 17	Benefits and Retirement Customer Service Specialist Communications Specialist Routing Manager, Transportation * Special Services Fiscal Specialist	Level 24	Nutrition Services Specialist/Dietitian*
Level 03	Position TBD	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 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 04	Facilities Services Document Control Specialist Human Resources Confidential Assistant	Level 19	Construction Inspector * Network Specialist (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 05	Position TBD	Level 20	Business Services Support Manager Business Services Partner Data & Assessment Project Specialist 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-Racial Equity Initiatives* 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 06	Outdoor Education Specialist Tier I Technician (DoTS)	Level 21	Data Analyst * Grant Project Manager * Project Manager-ECEAP * Project Manager-PreK and Elementary Success *	Level 28	Senior Systems Administrator (DoTS)*
Level 07	Position TBD			Level 29	Enterprise Systems Manager (DoTS) * Senior Database Administrator (DoTS)*
Level 08	Instructional Resources Warehouse Manager			Level 30	Construction Manager Lead, Capital Planning & Construction* Database/Programmer Analyst (DoTS) * Enterprise Applications Manager (DoTS) * Project Manager, Capital Planning & Construction *
Level 09	District Athletic Trainer Health Services Special Project Support Specialist (Temp)				
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 11	Truancy Mentor				
Level 12	Health Services Special Projects Facilitator (Temp) Montessori Preschool Teacher Program Data Specialist Project Coordinator-Capital Planning & Construction				
Level 13	Blended Learning Technologist - Aviation HS Communications Assistant I District Truancy Officer - BECCA Human Resources Technician Professional Learning Technician Tier II Technician (DoTS)				
Level 14	Student and Campus Supervisor-Alternative Programs				

* Denotes positions that are exempt under FLSA regulations.