

HIGHLINE PUBLIC SCHOOLS #401
Professional - Technical Salary Schedule

Effective September 1, 2023

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	\$21.05920	\$43,803	\$21.26979	\$44,241	\$21.48249	\$44,684	\$21.96584	\$45,689	\$22.24042	\$46,260	\$22.51842	\$46,838	\$22.79990	\$47,424	\$23.48390	\$48,847
Level 2	\$26.91003	\$55,973	\$27.17912	\$56,533	\$27.45090	\$57,098	\$28.06855	\$58,383	\$28.41941	\$59,112	\$28.77466	\$59,851	\$29.13433	\$60,599	\$30.00837	\$62,417
Level 3	\$28.54884	\$59,382	\$28.83432	\$59,975	\$29.12267	\$60,575	\$29.77793	\$61,938	\$30.15016	\$62,712	\$30.52703	\$63,496	\$30.90862	\$64,290	\$31.83588	\$66,219
Level 4	\$29.40530	\$61,163	\$29.69935	\$61,775	\$29.99635	\$62,392	\$30.67126	\$63,796	\$31.05466	\$64,594	\$31.44284	\$65,401	\$31.83588	\$66,219	\$32.79095	\$68,205
Level 5	\$30.28747	\$62,998	\$30.59034	\$63,628	\$30.89624	\$64,264	\$31.59141	\$65,710	\$31.98630	\$66,532	\$32.38612	\$67,363	\$32.79095	\$68,205	\$33.77468	\$70,251
Level 6	\$31.19610	\$64,888	\$31.50805	\$65,537	\$31.82313	\$66,192	\$32.53914	\$67,681	\$32.94589	\$68,527	\$33.35771	\$69,384	\$33.77468	\$70,251	\$34.78791	\$72,359
Level 7	\$32.13197	\$66,834	\$32.45329	\$67,503	\$32.77782	\$68,178	\$33.51532	\$69,712	\$33.93427	\$70,583	\$34.35844	\$71,466	\$34.78791	\$72,359	\$35.83156	\$74,530
Level 8	\$33.09593	\$68,840	\$33.42689	\$69,528	\$33.76115	\$70,223	\$34.52078	\$71,803	\$34.95229	\$72,701	\$35.38919	\$73,610	\$35.83156	\$74,530	\$36.90652	\$76,766
Level 9	\$34.08881	\$70,905	\$34.42969	\$71,614	\$34.77399	\$72,330	\$35.55641	\$73,957	\$36.00086	\$74,882	\$36.45088	\$75,818	\$36.90652	\$76,766	\$38.01369	\$79,068
Level 10	\$35.11147	\$73,032	\$35.46259	\$73,762	\$35.81721	\$74,500	\$36.62310	\$76,176	\$37.08088	\$77,128	\$37.54440	\$78,092	\$38.01369	\$79,068	\$39.15412	\$81,441
Level 11	\$36.16482	\$75,223	\$36.52647	\$75,975	\$36.89172	\$76,735	\$37.72178	\$78,461	\$38.19331	\$79,442	\$38.67073	\$80,435	\$39.15412	\$81,441	\$40.32873	\$83,884
Level 12	\$37.24976	\$77,480	\$37.62225	\$78,254	\$37.99847	\$79,037	\$38.85344	\$80,815	\$39.33912	\$81,825	\$39.83084	\$82,848	\$40.32873	\$83,884	\$41.53860	\$86,400
Level 13	\$38.36725	\$79,804	\$38.75092	\$80,602	\$39.13843	\$81,408	\$40.01906	\$83,240	\$40.51928	\$84,280	\$41.02577	\$85,334	\$41.53860	\$86,400	\$42.78475	\$88,992
Level 14	\$39.51826	\$82,198	\$39.91347	\$83,020	\$40.31259	\$83,850	\$41.21962	\$85,737	\$41.73487	\$86,809	\$42.25654	\$87,894	\$42.78475	\$88,992	\$44.06830	\$91,662
Level 15	\$40.70382	\$84,664	\$41.11085	\$85,511	\$41.52197	\$86,366	\$42.45621	\$88,309	\$42.98691	\$89,413	\$43.52425	\$90,530	\$44.06830	\$91,662	\$45.39035	\$94,412
Level 16	\$41.92492	\$87,204	\$42.34418	\$88,076	\$42.76763	\$88,957	\$43.72990	\$90,958	\$44.27652	\$92,095	\$44.82998	\$93,246	\$45.39035	\$94,412	\$46.75206	\$97,244
Level 17	\$43.18267	\$89,820	\$43.61451	\$90,718	\$44.05065	\$91,625	\$45.04180	\$93,687	\$45.60482	\$94,858	\$46.17487	\$96,044	\$46.75206	\$97,244	\$48.15462	\$100,162
Level 18	\$44.47816	\$92,515	\$44.92294	\$93,440	\$45.37217	\$94,374	\$46.39304	\$96,498	\$46.97296	\$97,704	\$47.56013	\$98,925	\$48.15462	\$100,162	\$49.59926	\$103,166
Level 19	\$45.81251	\$95,290	\$46.27062	\$96,243	\$46.73334	\$97,205	\$47.78483	\$99,392	\$48.38215	\$100,635	\$48.98693	\$101,893	\$49.59926	\$103,166	\$51.08723	\$106,261
Level 20	\$47.18688	\$98,149	\$47.65874	\$99,130	\$48.13534	\$100,121	\$49.21838	\$102,374	\$49.83362	\$103,654	\$50.45653	\$104,950	\$51.08723	\$106,261	\$52.61985	\$109,449
Level 21	\$48.60249	\$101,093	\$49.08851	\$102,104	\$49.57939	\$103,125	\$50.69493	\$105,445	\$51.32862	\$106,764	\$51.97024	\$108,098	\$52.61985	\$109,449	\$54.19845	\$112,733
Level 22	\$50.06056	\$104,126	\$50.56117	\$105,167	\$51.06678	\$106,219	\$52.21578	\$108,609	\$52.86848	\$109,966	\$53.52933	\$111,341	\$54.19845	\$112,733	\$55.82440	\$116,115
Level 23	\$51.56238	\$107,250	\$52.07800	\$108,322	\$52.59877	\$109,405	\$53.78225	\$111,867	\$54.45453	\$113,265	\$55.13522	\$114,681	\$55.82440	\$116,115	\$57.49913	\$119,598
Level 24	\$53.10924	\$110,467	\$53.64034	\$111,572	\$54.17676	\$112,688	\$55.39572	\$115,223	\$56.08817	\$116,663	\$56.78927	\$118,122	\$57.49913	\$119,598	\$59.22412	\$123,186
Level 25	\$54.70252	\$113,781	\$55.24955	\$114,919	\$55.80205	\$116,068	\$57.05759	\$118,680	\$57.77080	\$120,163	\$58.49294	\$121,665	\$59.22412	\$123,186	\$61.00083	\$126,882
Level 26	\$56.34360	\$117,195	\$56.90704	\$118,367	\$57.47611	\$119,550	\$58.76932	\$122,240	\$59.50394	\$123,768	\$60.24774	\$125,315	\$61.00083	\$126,882	\$62.83086	\$130,688
Level 27	\$58.03390	\$120,711	\$58.61425	\$121,918	\$59.20040	\$123,137	\$60.53241	\$125,907	\$61.28906	\$127,481	\$62.05517	\$129,075	\$62.83086	\$130,688	\$64.71578	\$134,609
Level 28	\$59.77493	\$124,332	\$60.37267	\$125,575	\$60.97640	\$126,831	\$62.34838	\$129,685	\$63.12773	\$131,306	\$63.91682	\$132,947	\$64.71578	\$134,609	\$66.65725	\$138,647
Level 29	\$61.56818	\$128,062	\$62.18387	\$129,342	\$62.80569	\$130,636	\$64.21882	\$133,575	\$65.02156	\$135,245	\$65.83432	\$136,935	\$66.65725	\$138,647	\$68.65697	\$142,807
Level 30	\$63.41522	\$131,904	\$64.04938	\$133,223	\$64.68987	\$134,555	\$66.14538	\$137,582	\$66.97221	\$139,302	\$67.80936	\$141,043	\$68.65697	\$142,807	\$70.71668	\$147,091

Annual salaries shown are for full-time 8 hours per day, 260 days per year employees. Annual salaries will be pro-rated for less than full-time staff based on assigned hours/days.

- 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 educational organization per employee per school year.

Approved by the Board: At 8/30/2023

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

Levels	Position Titles	Levels	Position Titles	Levels	Position Titles
Level 01	Residential Outdoor Educator	Level 16	Behavioral Health Systems Navigator College and Career Access Specialist (School Based) Communications Assistant II Early Learning Liaison Employee and Labor Relations Lead Native Education Literacy and Culture Specialist Nurse, Camp Waskowitz Project Coordinator-SBIRT Project Specialist (DoTS) School Mental Health Coordinator Special Education Early Childhood Program Manager Special Education Family Liaison (Temporary)	Level 23	Information Security Specialist (DoTS)* Telecom/Networking Engineer (DoTS) *
Level 02	Position TBD			Level 24	Nutrition Services Specialist/Dietitian*
Level 03	Position TBD			Level 25	K-12 Planning Manager - Capital Planning & Construction* Payroll Manager * Recruitment and Selection Specialist * Senior Accountant* Senior Budget Analyst *
Level 04	Facilities Services Document Control Specialist Human Resources Confidential Assistant Secretary - Capital Planning and Construction	Level 17	Communications Specialist Human Resources Specialist Native Ed Secondary Success/Reengagement Spec. (ESSER) Recruitment Specialist Routing Manager, Transportation *		
Level 05	Position TBD			Level 26	Career Access Manager * College Access Manager * District Ombudsman * Recruitment and Retention Program Manager * Safety and Security Manager * School Mental Health Project Manager * Secondary Success Program Manager * Waskowitz Facilities Manager *
Level 06	Tier I Technician (DoTS)	Level 18	Communications Manager Digital Communications Manager Procurement Specialist Programmatic Grants Manager Public Records Officer Reengagement and Learning Center Manager Tier III Technician - Lead (DoTS) *		
Level 07	Outdoor Education Specialist	Level 19	Junior Device Administrator (DoTS)* Junior Network Administrator (DoTS)* Junior Systems Administrator (DoTS)*		
Level 08	Instructional Resources Warehouse Manager	Level 20	Budget Analyst Data & Assessment Project Specialist Events Manager Grants & ASB Coordinator * Nutrition Services Manager (Operations) * Nutrition Services Manager (Production) * Performing Arts Center Manager * Resource Manager (ERAC) Title I/LAP/ESSA Technical Lead Waskowitz Program Manager *	Level 27	Employee Relations Manager * Human Resources Partner * Project Manager/Analyst-Budget* Project Manager/Analyst - DoTS* Project Manager/Analyst - HR & TLL * Project Manager/Analyst-Racial Equity Initiatives* Procurement & Budget Manager-Capital Planning & Const. * Procurement Manager* Quality Assurance Manager * Staffing Services & Employee Support Manager *
Level 09					
Level 10	Community Partnerships Specialist Facilities Accountant Promise Scholars Specialist - School Based (Temporary)	Level 21	Community Partnerships Manager (Temporary) Data Analyst * Grant Project Manager * Health and Social Services Compliance Manager * Project Manager-ECEAP * Language Access Coordinator	Level 28	Senior Device Administrator (DoTS)* Senior Network Administrator (DoTS)* Senior Systems Administrator (DoTS)*
Level 11	Position TBD	Level 22	Budget and Enrollment Specialist Business Systems Analyst (DoTS) * Capital Projects Accountant - Capital Planning & Construction* Data Analyst Manager * Nutrition Services Manager-Finance & Technology * Vehicle Maintenance Manager *	Level 29	TBD
Level 12	Health Related Response Support Specialist (Temporary)			Level 30	Database/Programmer Analyst (DoTS) * Data Engineer (DoTs)* Senior Construction Manager, Capital Planning & Construction* Senior Project Manager, Capital Planning & Construction *
Level 13	Communications Assistant I District Truancy Officer - BECCA Human Resources Technician Service Desk Technician (DoTS) Technology Purchasing Facilitator (DoTS) Tier II Technician (DoTS)				
Level 14	Career Access Specialist College Access Specialist District Athletic Trainer Health Services Special Projects Facilitator (Temp) Program Data Specialist Secondary Success Specialist Student and Campus Supervisor-Alternative Programs				
Level 15	Applications Specialist (DoTS) Digital Learning Technician (DoTS) Family and Community Engagement Specialist Special Services Technology Support Manager Student Placement Services Manager Records Request Specialist				

* Denotes positions that are exempt under FLSA regulations.