

**HIGHLINE PUBLIC SCHOOLS - TEAMSTERS LOCAL NO. 763 UNION  
FACILITIES, NUTRITION SERVICES AND TRANSPORTATION EMPLOYEES  
SALARY SCHEDULE A  
Effective September 1, 2023**

**APPENDIX A  
BUILDING MAINTENANCE**

<b>BUILDING MAINTENANCE</b>	<b>Step 1 0 - 4 YRS</b>	<b>Step 2 5 - 9 YRS</b>	<b>Step 3 10 - 14 YRS</b>	<b>Step 4 15 - 20 YRS</b>	<b>Step 5 21 + YRS</b>
Asbestos Removal	\$43.34	\$44.20	\$45.09	\$45.54	\$45.99
Supervisor, Asbestos Removal	\$49.47	\$50.45	\$51.46	\$51.98	\$52.50
Electronics Technician	\$44.93	\$45.82	\$46.74	\$47.21	\$47.68
Electronics Lead	\$49.47	\$50.45	\$51.46	\$51.98	\$52.50
Performing Arts Center Technician	\$32.15	\$32.80	\$33.45	\$33.79	\$34.13
Maintenance Laborer	\$27.34	\$27.89	\$28.44	\$28.73	\$29.02
Facilities Compliance Specialist	\$49.47	\$50.45	\$51.46	\$51.98	\$52.50
Building Specialties	\$39.34	\$40.13	\$40.93	\$41.34	\$41.75
Structural Journeyman	\$39.34	\$40.13	\$40.93	\$41.34	\$41.75
Carpenter Lead	\$43.34	\$44.20	\$45.09	\$45.54	\$45.99
Glazier Lead	\$43.34	\$44.20	\$45.09	\$45.54	\$45.99
Locksmith	\$39.34	\$40.13	\$40.93	\$41.34	\$41.75
Locksmith Lead	\$45.59	\$46.50	\$47.43	\$47.90	\$48.38
Nutrition Services Equipment Lead *	\$49.47	\$50.45	\$51.46	\$51.98	\$52.50
Painter Lead	\$43.34	\$44.20	\$45.09	\$45.54	\$45.99
Roofer Lead	\$43.34	\$44.20	\$45.09	\$45.54	\$45.99
Electrician	\$44.93	\$45.82	\$46.74	\$47.21	\$47.68
Electrician Lead	\$49.47	\$50.45	\$51.46	\$51.98	\$52.50
Heating and Air Conditioning	\$44.93	\$45.82	\$46.74	\$47.21	\$47.68
Heating and Air Conditioning Lead	\$49.47	\$50.45	\$51.46	\$51.98	\$52.50
Machinist Lead	\$49.47	\$50.45	\$51.46	\$51.98	\$52.50
Plumber	\$44.93	\$45.82	\$46.74	\$47.21	\$47.68
Plumber Lead	\$49.47	\$50.45	\$51.46	\$51.98	\$52.50

**APPENDIX B  
BUS DRIVERS, BUS MONITORS AND DRIVER TRAINERS**

<b>BUS DRIVERS (Includes Dispatch Assistant)</b>	<b>Step 1 * 0 - 4 YRS</b>	<b>Step 2 5 - 9 YRS</b>	<b>Step 3 10 - 14 YRS</b>	<b>Step 4 15 - 20 YRS</b>	<b>Step 5 21 + YRS</b>
Bus Driver	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Bus Dispatch Assistant	\$36.56	\$37.29	\$38.04	\$38.42	\$38.80
<b>BUS MONITORS</b>	<b>Step 1 * 0 - 4 YRS</b>	<b>Step 2 5 - 9 YRS</b>	<b>Step 3 10 - 14 YRS</b>	<b>Step 4 15 - 20 YRS</b>	<b>Step 5 21 + YRS</b>
Bus Monitor	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
<b>DRIVER TRAINERS</b>	<b>Step 1 * 0 - 4 YRS</b>	<b>Step 2 5 - 9 YRS</b>	<b>Step 3 10 - 14 YRS</b>	<b>Step 4 15 - 20 YRS</b>	<b>Step 5 21 + YRS</b>
Driver Trainer	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum

\* Effective Sept. 1, 2017, vacation cash out allocations are included in the hourly rates for less than 12-month positions. See addendum to Salary Schedule A for detailed information.

Driver Trainer Program Coordinator	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
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**APPENDIX C  
CUSTODIAL SERVICES**

<b>CUSTODIAL SERVICES</b>	<b>Step 1 0 - 4 YRS</b>	<b>Step 2 5 - 9 YRS</b>	<b>Step 3 10 - 14 YRS</b>	<b>Step 4 15 - 20 YRS</b>	<b>Step 5 21 + YRS</b>
Operations Lead (Custodial)	\$43.34	\$44.20	\$45.09	\$45.54	\$45.99
Custodian	\$28.02	\$28.58	\$29.16	\$29.45	\$29.74
Custodian 2 <sup>nd</sup> shift	\$28.27	\$28.83	\$29.41	\$29.70	\$29.99
Custodian 3 <sup>rd</sup> shift	\$28.52	\$29.08	\$29.66	\$29.95	\$30.24
Custodian One-Person Building	\$28.59	\$29.17	\$29.75	\$30.05	\$30.35
Custodian One-Person Building 2 <sup>nd</sup> shift	\$28.84	\$29.42	\$30.00	\$30.30	\$30.60
Night Lead/ Elementary 2 <sup>nd</sup> shift	\$28.82	\$29.39	\$29.98	\$30.28	\$30.58
Night Lead/ Middle School 2nd shift	\$29.45	\$30.04	\$30.64	\$30.95	\$31.26
Night Lead/ PSSC; ERAC; Aviation; Big Picture 2nd shift	\$29.45	\$30.04	\$30.64	\$30.95	\$31.26
Night Lead / High School 2nd shift	\$29.75	\$30.35	\$30.96	\$31.27	\$31.58
Lead / Elementary	\$29.64	\$30.24	\$30.84	\$31.15	\$31.46
Lead / Middle School	\$30.93	\$31.55	\$32.18	\$32.50	\$32.83
Lead /PSSC; ERAC; Aviation; Big Picture; New Start; Choice	\$30.93	\$31.55	\$32.18	\$32.50	\$32.83
Lead / High School	\$32.15	\$32.80	\$33.45	\$33.79	\$34.13
Floor Crew 2 <sup>nd</sup> shift	\$28.52	\$29.09	\$29.67	\$29.96	\$30.26
Floor Crew Lead 2 <sup>nd</sup> shift	\$34.39	\$35.08	\$35.78	\$36.14	\$36.50
Floor Crew Lead 2 <sup>nd</sup> shift	\$34.39	\$35.08	\$35.78	\$36.14	\$36.50
Floor Crew Lead 3rd shift	\$34.64	\$35.33	\$36.03	\$36.39	\$36.75
Caretaker / Camp Waskowitz	\$34.39	\$35.08	\$35.78	\$36.14	\$36.50
Memorial Field Attendant	\$34.39	\$35.08	\$35.78	\$36.14	\$36.50

**APPENDIX D  
GROUNDS MAINTENANCE**

<b>GROUNDS MAINTENANCE</b>	<b>Step 1 0 - 4 YRS</b>	<b>Step 2 5 - 9 YRS</b>	<b>Step 3 10 - 14 YRS</b>	<b>Step 4 15 - 20 YRS</b>	<b>Step 5 21 + YRS</b>
Facilities Central Lead (Grounds & Site)	\$43.33	\$44.20	\$45.08	\$45.54	\$45.99
Grounds Equipment & Site Worker	\$34.65	\$35.34	\$36.05	\$36.41	\$36.77
Grounds & Site Worker Lead	\$39.39	\$40.18	\$40.98	\$41.39	\$41.81

**APPENDIX E  
NUTRITION SERVICES**

<b>NUTRITION SERVICES</b>	<b>Step 1 * 0 - 4 YRS</b>	<b>Step 2 5 - 9 YRS</b>	<b>Step 3 10 - 14 YRS</b>	<b>Step 4 15 - 20 YRS</b>	<b>Step 5 21 + YRS</b>
* Effective Sept. 1, 2017, vacation cash out allocations are included in the hourly rates for less than 12-month positions. See addendum to Salary Schedule A for detailed information.					
Kitchen Helper	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Kitchen Satellite Lead	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Production Kitchen Cook/Baker	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Production Kitchen Cook	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Production Kitchen Lead Person	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Camp Helper	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum

Camp Cook/Baker	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Camp Kitchen Lead Person	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Laundry Worker	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum

**APPENDIX F  
VEHICLE MAINTENANCE**

<b><u>VEHICLE MAINTENANCE</u></b>	<b>Step 1 0 - 4 YRS</b>	<b>Step 2 5 - 9 YRS</b>	<b>Step 3 10 - 14 YRS</b>	<b>Step 4 15 - 20 YRS</b>	<b>Step 5 21 + YRS</b>
Vehicle Maintenance Helper	\$23.99	\$24.47	\$24.96	\$25.21	\$25.46
Preventative Vehicle Maintenance Mechanic	\$31.20	\$31.82	\$32.46	\$32.79	\$33.11
Vehicle Maintenance Mechanic	\$39.81	\$40.61	\$41.42	\$41.84	\$42.25
Vehicle Maintenance Mechanic Lead	\$43.42	\$44.29	\$45.17	\$45.62	\$46.08
Vehicle Maintenance Mechanic Foreperson 1 <sup>st</sup> shift	\$46.60	\$47.53	\$48.48	\$48.96	\$49.45
Vehicle Maintenance Mechanic Foreperson 2 <sup>nd</sup> shift	\$46.85	\$47.78	\$48.73	\$49.21	\$49.70

**APPENDIX G  
WAREHOUSE AND DELIVERY**

<b><u>WAREHOUSE AND DELIVERY</u></b>	<b>Step 1 0 - 4 YRS</b>	<b>Step 2 5 - 9 YRS</b>	<b>Step 3 10 - 14 YRS</b>	<b>Step 4 15 - 20 YRS</b>	<b>Step 5 21 + YRS</b>
Warehouse Helper	\$26.19	\$26.71	\$27.24	\$27.52	\$27.79
Delivery Driver/Warehouse Person	\$32.31	\$32.96	\$33.62	\$33.96	\$34.30
Lead/Driver/Warehouse Person/Dispatcher	\$36.41	\$37.14	\$37.88	\$38.26	\$38.64

Approved by the Board: August 30, 2023

\* New Position added 1/17/24

**HIGHLINE PUBLIC SCHOOLS - TEAMSTERS LOCAL NO. 763 UNION**  
**FACILITIES, NUTRITION SERVICES AND TRANSPORTATION EMPLOYEES**  
**ADDENDUM TO SALARY SCHEDULE A - DETAIL FOR LESS THAN 12-MONTH POSITIONS - BLENDING VACATION ACCRUALS INTO HOURLY RATE**  
**Effective September 1, 2023**

Position		Step 1	Step 2					Step 3					Step 4		Step 5
		0 - 4 YRS	5 YRS	6 YRS	7 YRS	8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 - 19 YRS	20 YRS	21 + YRS
Bus Driver	Base	\$30.08	\$30.69	\$30.69	\$30.69	\$30.69	\$30.69	\$31.30	\$31.30	\$31.30	\$31.30	\$31.30	\$31.61	\$31.61	\$31.93
	Vacation	\$1.16	\$1.18	\$1.30	\$1.42	\$1.53	\$1.65	\$1.81	\$1.93	\$2.05	\$2.17	\$2.29	\$2.43	\$3.04	\$3.07
	<b>Total</b>	<b>\$31.24</b>	<b>\$31.87</b>	<b>\$31.98</b>	<b>\$32.10</b>	<b>\$32.22</b>	<b>\$32.34</b>	<b>\$33.10</b>	<b>\$33.22</b>	<b>\$33.35</b>	<b>\$33.47</b>	<b>\$33.59</b>	<b>\$34.04</b>	<b>\$34.65</b>	<b>\$35.00</b>
Bus Monitor	Base	\$23.88	\$24.35	\$24.35	\$24.35	\$24.35	\$24.35	\$24.84	\$24.84	\$24.84	\$24.84	\$24.84	\$25.09	\$25.09	\$25.34
	Vacation	\$0.92	\$0.94	\$1.03	\$1.12	\$1.22	\$1.31	\$1.43	\$1.53	\$1.62	\$1.72	\$1.82	\$1.93	\$2.41	\$2.44
	<b>Total</b>	<b>\$24.79</b>	<b>\$25.29</b>	<b>\$25.38</b>	<b>\$25.48</b>	<b>\$25.57</b>	<b>\$25.66</b>	<b>\$26.27</b>	<b>\$26.37</b>	<b>\$26.47</b>	<b>\$26.56</b>	<b>\$26.66</b>	<b>\$27.02</b>	<b>\$27.50</b>	<b>\$27.78</b>
Driver Trainer	Base	\$34.22	\$34.91	\$34.91	\$34.91	\$34.91	\$34.91	\$35.60	\$35.60	\$35.60	\$35.60	\$35.60	\$35.96	\$35.96	\$36.32
	Vacation	\$1.32	\$1.34	\$1.48	\$1.61	\$1.75	\$1.88	\$2.05	\$2.19	\$2.33	\$2.47	\$2.60	\$2.77	\$3.46	\$3.49
	<b>Total</b>	<b>\$35.54</b>	<b>\$36.25</b>	<b>\$36.38</b>	<b>\$36.52</b>	<b>\$36.65</b>	<b>\$36.79</b>	<b>\$37.66</b>	<b>\$37.79</b>	<b>\$37.93</b>	<b>\$38.07</b>	<b>\$38.21</b>	<b>\$38.73</b>	<b>\$39.42</b>	<b>\$39.81</b>
Driver Trainer Program Coordinator	Base	\$39.89	\$40.69	\$40.69	\$40.69	\$40.69	\$40.69	\$41.51	\$41.51	\$41.51	\$41.51	\$41.51	\$41.92	\$41.92	\$42.34
	Vacation	\$1.53	\$1.57	\$1.72	\$1.88	\$2.03	\$2.19	\$2.40	\$2.55	\$2.71	\$2.87	\$3.03	\$3.22	\$4.03	\$4.07
	<b>Total</b>	<b>\$41.43</b>	<b>\$42.26</b>	<b>\$42.41</b>	<b>\$42.57</b>	<b>\$42.73</b>	<b>\$42.88</b>	<b>\$43.90</b>	<b>\$44.06</b>	<b>\$44.22</b>	<b>\$44.38</b>	<b>\$44.54</b>	<b>\$45.15</b>	<b>\$45.95</b>	<b>\$46.41</b>
Kitchen Helper *	Base	\$21.49	\$21.92	\$21.92	\$21.92	\$21.92	\$21.92	\$22.36	\$22.36	\$22.36	\$22.36	\$22.36	\$22.58	\$22.58	\$22.81
	Vacation	\$0.83	\$0.84	\$0.93	\$1.01	\$1.10	\$1.18	\$1.29	\$1.38	\$1.46	\$1.55	\$1.63	\$1.74	\$2.17	\$2.19
	<b>Total</b>	<b>\$22.32</b>	<b>\$22.76</b>	<b>\$22.85</b>	<b>\$22.93</b>	<b>\$23.02</b>	<b>\$23.10</b>	<b>\$23.65</b>	<b>\$23.73</b>	<b>\$23.82</b>	<b>\$23.91</b>	<b>\$23.99</b>	<b>\$24.32</b>	<b>\$24.75</b>	<b>\$25.00</b>
Kitchen Satellite Lead *	Base	\$25.00	\$25.50	\$25.50	\$25.50	\$25.50	\$25.50	\$26.01	\$26.01	\$26.01	\$26.01	\$26.01	\$26.27	\$26.27	\$26.53
	Vacation	\$0.96	\$0.98	\$1.08	\$1.18	\$1.28	\$1.37	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.02	\$2.53	\$2.55
	<b>Total</b>	<b>\$25.96</b>	<b>\$26.48</b>	<b>\$26.58</b>	<b>\$26.68</b>	<b>\$26.78</b>	<b>\$26.87</b>	<b>\$27.51</b>	<b>\$27.61</b>	<b>\$27.71</b>	<b>\$27.81</b>	<b>\$27.91</b>	<b>\$28.29</b>	<b>\$28.80</b>	<b>\$29.08</b>
Production Kitchen Cook/Baker *	Base	\$24.02	\$24.50	\$24.50	\$24.50	\$24.50	\$24.50	\$24.99	\$24.99	\$24.99	\$24.99	\$24.99	\$25.24	\$25.24	\$25.49
	Vacation	\$0.92	\$0.94	\$1.04	\$1.13	\$1.23	\$1.32	\$1.44	\$1.54	\$1.63	\$1.73	\$1.83	\$1.94	\$2.43	\$2.45
	<b>Total</b>	<b>\$24.94</b>	<b>\$25.44</b>	<b>\$25.54</b>	<b>\$25.63</b>	<b>\$25.73</b>	<b>\$25.82</b>	<b>\$26.43</b>	<b>\$26.53</b>	<b>\$26.62</b>	<b>\$26.72</b>	<b>\$26.82</b>	<b>\$27.18</b>	<b>\$27.67</b>	<b>\$27.94</b>
Production Kitchen Cook *	Base	\$24.86	\$25.36	\$25.36	\$25.36	\$25.36	\$25.36	\$25.86	\$25.86	\$25.86	\$25.86	\$25.86	\$26.12	\$26.12	\$26.38
	Vacation	\$0.96	\$0.98	\$1.07	\$1.17	\$1.27	\$1.37	\$1.49	\$1.59	\$1.69	\$1.79	\$1.89	\$2.01	\$2.51	\$2.54
	<b>Total</b>	<b>\$25.82</b>	<b>\$26.33</b>	<b>\$26.43</b>	<b>\$26.53</b>	<b>\$26.63</b>	<b>\$26.72</b>	<b>\$27.36</b>	<b>\$27.46</b>	<b>\$27.56</b>	<b>\$27.66</b>	<b>\$27.76</b>	<b>\$28.13</b>	<b>\$28.63</b>	<b>\$28.92</b>
Production Kitchen Lead Person *	Base	\$27.41	\$27.96	\$27.96	\$27.96	\$27.96	\$27.96	\$28.52	\$28.52	\$28.52	\$28.52	\$28.52	\$28.80	\$28.80	\$29.09
	Vacation	\$1.05	\$1.08	\$1.18	\$1.29	\$1.40	\$1.51	\$1.65	\$1.75	\$1.87	\$1.97	\$2.08	\$2.22	\$2.77	\$2.80
	<b>Total</b>	<b>\$28.46</b>	<b>\$29.03</b>	<b>\$29.14</b>	<b>\$29.25</b>	<b>\$29.36</b>	<b>\$29.46</b>	<b>\$30.16</b>	<b>\$30.27</b>	<b>\$30.38</b>	<b>\$30.49</b>	<b>\$30.60</b>	<b>\$31.02</b>	<b>\$31.57</b>	<b>\$31.89</b>
Camp Helper *	Base	\$21.49	\$21.92	\$21.92	\$21.92	\$21.92	\$21.92	\$22.36	\$22.36	\$22.36	\$22.36	\$22.36	\$22.58	\$22.58	\$22.81
	Vacation	\$0.83	\$0.84	\$0.93	\$1.01	\$1.10	\$1.18	\$1.29	\$1.38	\$1.46	\$1.55	\$1.63	\$1.74	\$2.17	\$2.19
	<b>Total</b>	<b>\$22.32</b>	<b>\$22.76</b>	<b>\$22.85</b>	<b>\$22.93</b>	<b>\$23.02</b>	<b>\$23.10</b>	<b>\$23.65</b>	<b>\$23.73</b>	<b>\$23.82</b>	<b>\$23.91</b>	<b>\$23.99</b>	<b>\$24.32</b>	<b>\$24.75</b>	<b>\$25.00</b>
Camp Cook/Baker *	Base	\$25.02	\$25.52	\$25.52	\$25.52	\$25.52	\$25.52	\$26.03	\$26.03	\$26.03	\$26.03	\$26.03	\$26.29	\$26.29	\$26.55
	Vacation	\$0.96	\$0.98	\$1.08	\$1.18	\$1.28	\$1.37	\$1.50	\$1.60	\$1.70	\$1.80	\$1.90	\$2.02	\$2.53	\$2.55
	<b>Total</b>	<b>\$25.98</b>	<b>\$26.50</b>	<b>\$26.60</b>	<b>\$26.70</b>	<b>\$26.80</b>	<b>\$26.89</b>	<b>\$27.53</b>	<b>\$27.63</b>	<b>\$27.73</b>	<b>\$27.83</b>	<b>\$27.93</b>	<b>\$28.31</b>	<b>\$28.82</b>	<b>\$29.11</b>
Camp Kitchen Lead Person *	Base	\$21.49	\$21.92	\$21.92	\$21.92	\$21.92	\$21.92	\$22.36	\$22.36	\$22.36	\$22.36	\$22.36	\$22.58	\$22.58	\$22.81
	Vacation	\$0.83	\$0.84	\$0.93	\$1.01	\$1.10	\$1.18	\$1.29	\$1.38	\$1.46	\$1.55	\$1.63	\$1.74	\$2.17	\$2.19
	<b>Total</b>	<b>\$22.32</b>	<b>\$22.76</b>	<b>\$22.85</b>	<b>\$22.93</b>	<b>\$23.02</b>	<b>\$23.10</b>	<b>\$23.65</b>	<b>\$23.73</b>	<b>\$23.82</b>	<b>\$23.91</b>	<b>\$23.99</b>	<b>\$24.32</b>	<b>\$24.75</b>	<b>\$25.00</b>
Laundry Worker *	Base	\$20.19	\$20.60	\$20.60	\$20.60	\$20.60	\$20.60	\$21.01	\$21.01	\$21.01	\$21.01	\$21.01	\$21.22	\$21.22	\$21.43
	Vacation	\$0.78	\$0.79	\$0.87	\$0.95	\$1.03	\$1.11	\$1.21	\$1.29	\$1.37	\$1.46	\$1.54	\$1.63	\$2.04	\$2.06
	<b>Total</b>	<b>\$20.97</b>	<b>\$21.39</b>	<b>\$21.47</b>	<b>\$21.55</b>	<b>\$21.63</b>	<b>\$21.71</b>	<b>\$22.22</b>	<b>\$22.30</b>	<b>\$22.38</b>	<b>\$22.47</b>	<b>\$22.55</b>	<b>\$22.85</b>	<b>\$23.26</b>	<b>\$23.49</b>

Approved by the Board: August 30, 2023

\*Updated 1/17/24 - increased rates for Nutrition Services based on grievance settlement