

**HIGHLINE PUBLIC SCHOOLS #401**

**Professional - Technical Salary Schedule**

Effective September 1, 2024

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	\$21.83839	\$45,424	\$22.05677	\$45,878	\$22.27734	\$46,337	\$22.77858	\$47,379	\$23.06331	\$47,972	\$23.35160	\$48,571	\$23.64350	\$49,178	\$24.35280	\$50,654
Level 2	\$27.90570	\$58,044	\$28.18475	\$58,624	\$28.46659	\$59,211	\$29.10709	\$60,543	\$29.47093	\$61,300	\$29.83932	\$62,066	\$30.21230	\$62,842	\$31.11868	\$64,727
Level 3	\$29.60514	\$61,579	\$29.90119	\$62,194	\$30.20021	\$62,816	\$30.87971	\$64,230	\$31.26571	\$65,033	\$31.65653	\$65,846	\$32.05224	\$66,669	\$33.01381	\$68,669
Level 4	\$30.49330	\$63,426	\$30.79823	\$64,060	\$31.10621	\$64,701	\$31.80609	\$66,157	\$32.20368	\$66,984	\$32.60623	\$67,821	\$33.01381	\$68,669	\$34.00422	\$70,729
Level 5	\$31.40810	\$65,329	\$31.72218	\$65,982	\$32.03940	\$66,642	\$32.76029	\$68,141	\$33.16979	\$68,993	\$33.58441	\$69,856	\$34.00422	\$70,729	\$35.02434	\$72,851
Level 6	\$32.35036	\$67,289	\$32.67385	\$67,962	\$33.00058	\$68,641	\$33.74309	\$70,186	\$34.16489	\$71,063	\$34.59194	\$71,951	\$35.02434	\$72,851	\$36.07506	\$75,036
Level 7	\$33.32085	\$69,307	\$33.65406	\$70,000	\$33.99060	\$70,700	\$34.75539	\$72,291	\$35.18983	\$73,195	\$35.62971	\$74,110	\$36.07506	\$75,036	\$37.15733	\$77,287
Level 8	\$34.32048	\$71,387	\$34.66368	\$72,100	\$35.01031	\$72,821	\$35.79805	\$74,460	\$36.24552	\$75,391	\$36.69859	\$76,333	\$37.15733	\$77,287	\$38.27206	\$79,606
Level 9	\$35.35010	\$73,528	\$35.70359	\$74,263	\$36.06063	\$75,006	\$36.87199	\$76,694	\$37.33289	\$77,652	\$37.79956	\$78,623	\$38.27206	\$79,606	\$39.42020	\$81,994
Level 10	\$36.41060	\$75,734	\$36.77470	\$76,491	\$37.14245	\$77,256	\$37.97815	\$78,995	\$38.45288	\$79,982	\$38.93355	\$80,982	\$39.42020	\$81,994	\$40.60282	\$84,454
Level 11	\$37.50292	\$78,006	\$37.87795	\$78,786	\$38.25672	\$79,574	\$39.11748	\$81,364	\$39.60646	\$82,381	\$40.10154	\$83,411	\$40.60282	\$84,454	\$41.82090	\$86,987
Level 12	\$38.62801	\$80,346	\$39.01427	\$81,150	\$39.40441	\$81,961	\$40.29102	\$83,805	\$40.79466	\$84,853	\$41.30458	\$85,914	\$41.82090	\$86,987	\$43.07553	\$89,597
Level 13	\$39.78684	\$82,757	\$40.18470	\$83,584	\$40.58655	\$84,420	\$41.49976	\$86,320	\$42.01849	\$87,398	\$42.54373	\$88,491	\$43.07553	\$89,597	\$44.36779	\$92,285
Level 14	\$40.98043	\$85,239	\$41.39027	\$86,092	\$41.80416	\$86,953	\$42.74475	\$88,909	\$43.27906	\$90,020	\$43.82004	\$91,146	\$44.36779	\$92,285	\$45.69882	\$95,054
Level 15	\$42.20986	\$87,797	\$42.63195	\$88,674	\$43.05828	\$89,561	\$44.02709	\$91,576	\$44.57743	\$92,721	\$45.13465	\$93,880	\$45.69882	\$95,054	\$47.06979	\$97,905
Level 16	\$43.47614	\$90,430	\$43.91091	\$91,335	\$44.35003	\$92,248	\$45.34790	\$94,324	\$45.91475	\$95,503	\$46.48869	\$96,696	\$47.06979	\$97,905	\$48.48188	\$100,842
Level 17	\$44.78043	\$93,143	\$45.22825	\$94,075	\$45.68052	\$95,015	\$46.70834	\$97,153	\$47.29219	\$98,368	\$47.88334	\$99,597	\$48.48188	\$100,842	\$49.93634	\$103,868
Level 18	\$46.12385	\$95,938	\$46.58508	\$96,897	\$47.05094	\$97,866	\$48.10958	\$100,068	\$48.71096	\$101,319	\$49.31985	\$102,585	\$49.93634	\$103,868	\$51.43443	\$106,984
Level 19	\$47.50757	\$98,816	\$47.98263	\$99,804	\$48.46247	\$100,802	\$49.55287	\$103,070	\$50.17229	\$104,358	\$50.79945	\$105,663	\$51.43443	\$106,984	\$52.97746	\$110,193
Level 20	\$48.93279	\$101,780	\$49.42212	\$102,798	\$49.91634	\$103,826	\$51.03946	\$106,162	\$51.67746	\$107,489	\$52.32342	\$108,833	\$52.97746	\$110,193	\$54.56678	\$113,499
Level 21	\$50.40078	\$104,834	\$50.90478	\$105,882	\$51.41382	\$106,941	\$52.57065	\$109,347	\$53.22778	\$110,714	\$53.89314	\$112,098	\$54.56678	\$113,499	\$56.20379	\$116,904
Level 22	\$51.91280	\$107,979	\$52.43194	\$109,058	\$52.95625	\$110,149	\$54.14776	\$112,627	\$54.82461	\$114,035	\$55.50992	\$115,461	\$56.20379	\$116,904	\$57.88991	\$120,411
Level 23	\$53.47018	\$111,218	\$54.00489	\$112,330	\$54.54493	\$113,453	\$55.77219	\$116,006	\$56.46935	\$117,456	\$57.17522	\$118,924	\$57.88991	\$120,411	\$59.62660	\$124,023
Level 24	\$55.07429	\$114,555	\$55.62503	\$115,700	\$56.18130	\$116,857	\$57.44536	\$119,486	\$58.16343	\$120,980	\$58.89048	\$122,492	\$59.62660	\$124,023	\$61.41541	\$127,744
Level 25	\$56.72652	\$117,991	\$57.29378	\$119,171	\$57.86673	\$120,363	\$59.16873	\$123,071	\$59.90832	\$124,609	\$60.65718	\$126,167	\$61.41541	\$127,744	\$63.25786	\$131,576
Level 26	\$58.42832	\$121,531	\$59.01260	\$122,746	\$59.60273	\$123,974	\$60.94378	\$126,763	\$61.70559	\$128,348	\$62.47690	\$129,952	\$63.25786	\$131,576	\$65.15560	\$135,524
Level 27	\$60.18116	\$125,177	\$60.78297	\$126,429	\$61.39082	\$127,693	\$62.77211	\$130,566	\$63.55675	\$132,198	\$64.35121	\$133,851	\$65.15560	\$135,524	\$67.11026	\$139,589
Level 28	\$61.98660	\$128,932	\$62.60646	\$130,221	\$63.23253	\$131,524	\$64.65527	\$134,483	\$65.46345	\$136,164	\$66.28174	\$137,866	\$67.11026	\$139,589	\$69.12357	\$143,777
Level 29	\$63.84620	\$132,800	\$64.48468	\$134,128	\$65.12950	\$135,469	\$66.59492	\$138,517	\$67.42736	\$140,249	\$68.27019	\$142,002	\$69.12357	\$143,777	\$71.19728	\$148,090
Level 30	\$65.76159	\$136,784	\$66.41920	\$138,152	\$67.08339	\$139,533	\$68.59276	\$142,673	\$69.45018	\$144,456	\$70.31830	\$146,262	\$71.19728	\$148,090	\$73.33320	\$152,533

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: 12/4/24

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

Levels	Position Titles	Levels	Position Titles	Levels	Position Titles
Level 01		Level 16	Communications Assistant II	Level 23	Resource Manager (ERAC)
Level 02			Employee and Labor Relations Lead	Level 24	Nutrition Services Specialist/Dietitian*
Level 03			School Mental Health Coordinator	Level 25	K-12 Planning Manager - Capital Planning & Construction*
Level 04	Human Resources Confidential Assistant	Level 17	Communications Specialist		Payroll Manager *
Level 05	Secretary - Capital Planning and Construction		Human Resources Specialist		Recruitment and Selection Specialist *
Level 06			Recruitment Specialist		Senior Accountant*
Level 07			Routing Manager, Transportation *		Senior Budget Analyst *
Level 08	Instructional Resources Warehouse Manager	Level 18	Communications Manager	Level 26	Career Access Manager *
Level 09			Digital Communications Manager		College Access Manager *
Level 10	Facilities Accountant		Procurement Specialist		District Ombudsman *
Level 11			Public Records Officer		Recruitment and Retention Program Manager *
Level 12		Level 19			Safety and Security Manager *
Level 13	Human Resources Technician				School Mental Health Project Manager *
Level 14	Communications Assistant I	Level 20	Budget Analyst		Secondary Success Program Manager *
Level 15			Grants & ASB Coordinator *	Level 27	Waskowitz Facilities Manager *
			Nutrition Services Manager (Operations) *		Human Resources Partner *
			Nutrition Services Manager (Production) *		Project Manager/Analyst - HR & TLL *
			Performing Arts Center Manager *		Project Manager/Analyst-Racial Equity Initiatives*
			Title I/LAP/ESSA Technical Lead		Staffing Services & Employee Support Manager *
			Waskowitz Program Manager *		Project Manager/Analyst-Budget*
		Level 21	Data Analyst *		Procurement Manager*
			Grant Project Manager *	Level 28	Procurement & Budget Manager-Capital Planning & Const.*
			Health and Social Services Compliance Manager *		Senior Device Administrator (DoTS)*
		Level 22	Budget and Enrollment Specialist		Senior Network Administrator (DoTS)*
			Nutrition Services Manager-Finance & Technology *	Level 29	Senior Systems Administrator (DoTS)*
			Vehicle Maintenance Manager *		
			Capital Projects Accountant - Capital Planning & Construction*	Level 30	Senior Construction Manager, Capital Planning & Construction*
					Data Engineer (DoTs)*
					Senior Project Manager, Capital Planning & Construction *

\* Denotes positions that are exempt under FLSA regulations.

- 10/18/2024 Removed positions for inactivity: Health Related Response Support Specialist (Temporary), lvl 12; Health Services Special Projects Facilitator (Temp), lvl 14; Applications Specialist (DoTS), lvl 15; Special Education Family Liaison (Temporary), lvl 16; Native Ed Secondary Success/Reengagement Spec. (ESSER), lvl 17; Employee Relations Manager \*, Quality Assurance Manager \*, lvl 27
- 10/18/2024 Retired positions: Nurse, Camp Waskowitz, lvl 16
- 10/18/2024 Removed positions slated for PERC: Residential Outdoor Educator , lvl 1; Tier I Technician (DoTS), lvl 6; Outdoor Education Specialist, lvl 7; Community Partnerships Specialist, Facilities Accountant, Promise Scholars Specialist-School Based, lvl 10; District Truancy Officer-BECCA, Service Desk Technician (DoTS), Technology Purchasing Facilitator (DoTS), Tier II Technician (DoTS), lvl 13; Career Access Specialist, College Access Specialist, District Athletic Trainer, Program Data Specialist, lvl 14; Digital Learning Technician (DoTS) , Family and Community Engagement Specialist, Student Placement Services Manager, lvl 15; Behavioral Health Systems Navigator, College and Career Access Specialist (School Based), Early Learning Liaison, Native Education Literacy and Culture Specialist, Project Coordinator-SBIRT, Project Specialist (DoTS), lvl 16; Programmatic Grants Manager, Reengagement and Learning Center Manager, lvl 18; Junior Device Administrator (DoTS)\*, Junior Network Administrator (DoTS)\*, Junior Systems Administrator (DoTS)\*, lvl 19; Data & Assessment Project Specialist, Events Manager, lvl 20; Community Partnerships Manager (Temporary), Project Manager-ECEAP, Language Access Coordinator, lvl 21; Business Systems Analyst (DoTS) \* , , Data Analyst Manager \*, lvl 22; Information Security Specialist (DoTS)\*, Telecom/Networking Engineer (DoTS) \*, lvl 23; Project Manager/Analyst-DoTs\*, lvl 27; Database/Programmer Analyst (DoTS) \*, lvl 30