

HIGHLINE PUBLIC SCHOOLS #401
Professional - Technical Salary Schedule

Effective September 1, 2025

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	\$22.38435	\$46,559	\$22.60819	\$47,025	\$22.83427	\$47,495	\$23.34805	\$48,564	\$23.63990	\$49,171	\$23.93539	\$49,786	\$24.23459	\$50,408	\$24.96162	\$51,920
Level 2	\$28.60334	\$59,495	\$28.88937	\$60,090	\$29.17825	\$60,691	\$29.83476	\$62,056	\$30.20770	\$62,832	\$30.58531	\$63,617	\$30.96761	\$64,413	\$31.89664	\$66,345
Level 3	\$30.34527	\$63,118	\$30.64872	\$63,749	\$30.95522	\$64,387	\$31.65170	\$65,836	\$32.04735	\$66,658	\$32.44794	\$67,492	\$32.85355	\$68,335	\$33.83915	\$70,385
Level 4	\$31.25563	\$65,012	\$31.56819	\$65,662	\$31.88387	\$66,318	\$32.60125	\$67,811	\$33.00877	\$68,658	\$33.42139	\$69,516	\$33.83915	\$70,385	\$34.85432	\$72,497
Level 5	\$32.19330	\$66,962	\$32.51524	\$67,632	\$32.84038	\$68,308	\$33.57930	\$69,845	\$33.99904	\$70,718	\$34.42402	\$71,602	\$34.85432	\$72,497	\$35.89995	\$74,672
Level 6	\$33.15912	\$68,971	\$33.49069	\$69,661	\$33.82560	\$70,357	\$34.58667	\$71,940	\$35.01901	\$72,840	\$35.45674	\$73,750	\$35.89995	\$74,672	\$36.97694	\$76,912
Level 7	\$34.15387	\$71,040	\$34.49541	\$71,750	\$34.84036	\$72,468	\$35.62427	\$74,098	\$36.06958	\$75,025	\$36.52045	\$75,963	\$36.97694	\$76,912	\$38.08626	\$79,219
Level 8	\$35.17849	\$73,171	\$35.53028	\$73,903	\$35.88557	\$74,642	\$36.69300	\$76,321	\$37.15166	\$77,275	\$37.61606	\$78,241	\$38.08626	\$79,219	\$39.22886	\$81,596
Level 9	\$36.23385	\$75,366	\$36.59618	\$76,120	\$36.96215	\$76,881	\$37.79379	\$78,611	\$38.26622	\$79,594	\$38.74455	\$80,589	\$39.22886	\$81,596	\$40.40570	\$84,044
Level 10	\$37.32086	\$77,627	\$37.69407	\$78,404	\$38.07101	\$79,188	\$38.92761	\$80,969	\$39.41420	\$81,982	\$39.90688	\$83,006	\$40.40570	\$84,044	\$41.61789	\$86,565
Level 11	\$38.44049	\$79,956	\$38.82490	\$80,756	\$39.21314	\$81,563	\$40.09542	\$83,398	\$40.59663	\$84,441	\$41.10408	\$85,496	\$41.61789	\$86,565	\$42.86642	\$89,162
Level 12	\$39.59371	\$82,355	\$39.98963	\$83,178	\$40.38952	\$84,010	\$41.29829	\$85,900	\$41.81453	\$86,974	\$42.33720	\$88,061	\$42.86642	\$89,162	\$44.15242	\$91,837
Level 13	\$40.78151	\$84,826	\$41.18932	\$85,674	\$41.60122	\$86,531	\$42.53726	\$88,477	\$43.06895	\$89,583	\$43.60732	\$90,703	\$44.15242	\$91,837	\$45.47698	\$94,592
Level 14	\$42.00494	\$87,370	\$42.42502	\$88,244	\$42.84926	\$89,126	\$43.81337	\$91,132	\$44.36103	\$92,271	\$44.91554	\$93,424	\$45.47698	\$94,592	\$46.84129	\$97,430
Level 15	\$43.26511	\$89,991	\$43.69775	\$90,891	\$44.13474	\$91,800	\$45.12777	\$93,866	\$45.69186	\$95,039	\$46.26302	\$96,227	\$46.84129	\$97,430	\$48.24653	\$100,353
Level 16	\$44.56305	\$92,691	\$45.00868	\$93,618	\$45.45878	\$94,554	\$46.48160	\$96,682	\$47.06262	\$97,890	\$47.65090	\$99,114	\$48.24653	\$100,353	\$49.69393	\$103,363
Level 17	\$45.89994	\$95,472	\$46.35895	\$96,427	\$46.82253	\$97,391	\$47.87605	\$99,582	\$48.47450	\$100,827	\$49.08042	\$102,087	\$49.69393	\$103,363	\$51.18475	\$106,464
Level 18	\$47.27695	\$98,336	\$47.74971	\$99,319	\$48.22721	\$100,313	\$49.31232	\$102,570	\$49.92873	\$103,852	\$50.55285	\$105,150	\$51.18475	\$106,464	\$52.72029	\$109,658
Level 19	\$48.69526	\$101,286	\$49.18220	\$102,299	\$49.67403	\$103,322	\$50.79169	\$105,647	\$51.42660	\$106,967	\$52.06943	\$108,304	\$52.72029	\$109,658	\$54.30190	\$112,948
Level 20	\$50.15611	\$104,325	\$50.65767	\$105,368	\$51.16425	\$106,422	\$52.31544	\$108,816	\$52.96940	\$110,176	\$53.63150	\$111,554	\$54.30190	\$112,948	\$55.93095	\$116,336
Level 21	\$51.66080	\$107,454	\$52.17740	\$108,529	\$52.69917	\$109,614	\$53.88491	\$112,081	\$54.55848	\$113,482	\$55.24047	\$114,900	\$55.93095	\$116,336	\$57.60888	\$119,826
Level 22	\$53.21062	\$110,678	\$53.74273	\$111,785	\$54.28016	\$112,903	\$55.50146	\$115,443	\$56.19523	\$116,886	\$56.89767	\$118,347	\$57.60888	\$119,826	\$59.33715	\$123,421
Level 23	\$54.80694	\$113,998	\$55.35501	\$115,138	\$55.90855	\$116,290	\$57.16650	\$118,906	\$57.88108	\$120,393	\$58.60460	\$121,898	\$59.33715	\$123,421	\$61.11726	\$127,124
Level 24	\$56.45114	\$117,418	\$57.01566	\$118,593	\$57.58583	\$119,779	\$58.88150	\$122,474	\$59.61752	\$124,004	\$60.36274	\$125,554	\$61.11726	\$127,124	\$62.95080	\$130,938
Level 25	\$58.14468	\$120,941	\$58.72613	\$122,150	\$59.31339	\$123,372	\$60.64794	\$126,148	\$61.40603	\$127,725	\$62.17361	\$129,321	\$62.95080	\$130,938	\$64.83930	\$134,866
Level 26	\$59.88902	\$124,569	\$60.48792	\$125,815	\$61.09280	\$127,073	\$62.46738	\$129,932	\$63.24823	\$131,556	\$64.03883	\$133,201	\$64.83930	\$134,866	\$66.78449	\$138,912
Level 27	\$61.68569	\$128,306	\$62.30255	\$129,589	\$62.92559	\$130,885	\$64.34141	\$133,830	\$65.14567	\$135,503	\$65.95999	\$137,197	\$66.78449	\$138,912	\$68.78802	\$143,079
Level 28	\$63.53626	\$132,155	\$64.17162	\$133,477	\$64.81334	\$134,812	\$66.27166	\$137,845	\$67.10004	\$139,568	\$67.93878	\$141,313	\$68.78802	\$143,079	\$70.85166	\$147,371
Level 29	\$65.44236	\$136,120	\$66.09679	\$137,481	\$66.75774	\$138,856	\$68.25979	\$141,980	\$69.11305	\$143,755	\$69.97695	\$145,552	\$70.85166	\$147,371	\$72.97721	\$151,793
Level 30	\$67.40563	\$140,204	\$68.07968	\$141,606	\$68.76048	\$143,022	\$70.30758	\$146,240	\$71.18643	\$148,068	\$72.07626	\$149,919	\$72.97721	\$151,793	\$75.16653	\$156,346

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: 9/3/25

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

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

* Denotes positions that are exempt under FLSA regulations.

12/20/2024 Added Digital Transformation Project Strategy Manager (DoDT), level 27

10/18/2024 Removed positions for inactivity: Health Related Response Support Specialist (Temporary), lvi 12; Health Services Special Projects Facilitator (Temp), lvi 14; Applications Specialist (DoTS), lvi 15; Special Education Family Liaison (Temporary), lvi 16; Native Ed Secondary Success/Reengagement Spec. (ESSER), lvi 17; Employee Relations Manager *, Quality Assurance Manager *, lvi 27

10/18/2024 Retired positions: Nurse, Camp Waskowitz, lvi 16

10/18/2024 Removed positions slated for PERC: Residential Outdoor Educator , lvi 1; Tier I Technician (DoTS), lvi 6; Outdoor Education Specialist, lvi 7; Community Partnerships Specialist, Facilities Accountant, Promise Scholars Specialist-School Based, lvi 10; District Truancy Officer-BECCA, Service Desk Technician (DoTS), Technology Purchasing Facilitator (DoTS), Tier II Technician (DoTS), lvi 13; Career Access Specialist, College Access Specialist, District Athletic Trainer, Program Data Specialist, lvi 14; Digital Learning Technician (DoTS) , Family and Community Engagement Specialist, Student Placement Services Manager, lvi 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), lvi 16; Programmatic Grants Manager, Reengagement and Learning Center Manager, lvi 18; Junior Device Administrator (DoTS)*, Junior Network Administrator (DoTS)*, Junior Systems Administrator (DoTS)*, lvi 19; Data & Assessment Project Specialist, Events Manager, lvi 20; Community Partnerships Manager (Temporary), Project Manager-ECEAP, Language Access Coordinator, lvi 21; Business Systems Analyst (DoTS) * , , Data Analyst Manager *, lvi 22; Information Security Specialist (DoTS)*, Telecom/Networking Engineer (DoTS) *, lvi 23; Project Manager/Analyst-DoTs*, lvi 27; Database/Programmer Analyst (DoTS) *, lvi 30