

**HIGHLINE PUBLIC SCHOOLS #401
TEAMSTERS LOCAL 763
INSTRUCTIONAL AND ADMINISTRATIVE SUPPORT STAFF
SCHEDULE A-1
Effective: September 1, 2025**

	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10
Level 13	\$27.23	\$27.50	\$27.77	\$28.04	\$28.31	\$28.58	\$28.86	\$29.14	\$29.43	\$30.00
Level 14	\$27.89	\$28.16	\$28.43	\$28.71	\$28.99	\$29.27	\$29.56	\$29.84	\$30.13	\$30.72
Level 15	\$28.76	\$29.04	\$29.32	\$29.61	\$29.90	\$30.19	\$30.48	\$30.78	\$31.08	\$31.68
Level 16	\$29.71	\$30.00	\$30.30	\$30.59	\$30.89	\$31.19	\$31.49	\$31.80	\$32.11	\$32.74
Level 17	\$30.57	\$30.87	\$31.17	\$31.47	\$31.78	\$32.09	\$32.40	\$32.72	\$33.04	\$33.68
Level 18	\$32.04	\$32.35	\$32.67	\$32.98	\$33.31	\$33.63	\$33.96	\$34.29	\$34.63	\$35.30
Level 19	\$33.28	\$33.60	\$33.93	\$34.26	\$34.60	\$34.93	\$35.28	\$35.62	\$35.97	\$36.67
Level 20	\$34.24	\$34.58	\$34.92	\$35.26	\$35.60	\$35.95	\$36.30	\$36.66	\$37.01	\$37.74
Level 21	\$36.84	\$37.20	\$37.57	\$37.93	\$38.30	\$38.68	\$39.06	\$39.44	\$39.83	\$40.61
Level 22	\$38.63	\$39.01	\$39.39	\$39.78	\$40.16	\$40.56	\$40.96	\$41.36	\$41.76	\$42.58
Level 23	\$40.27	\$40.67	\$41.07	\$41.47	\$41.88	\$42.29	\$42.70	\$43.12	\$43.54	\$44.40
Level 24	\$41.79	\$42.20	\$42.61	\$43.03	\$43.45	\$43.88	\$44.31	\$44.74	\$45.18	\$46.07
Level 25	\$41.86	\$42.27	\$42.68	\$43.10	\$43.53	\$43.95	\$44.38	\$44.82	\$45.26	\$46.15

Reflects 3.5% increase: 2.5% IPD + 1% per CBA

Approved by the Board: 9/3/2025

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INSTRUCTIONAL POSITIONS					
LEVEL	GENERAL JOB CLASSIFICATION/TITLES	LEVEL	GENERAL JOB CLASSIFICATION/TITLES	LEVEL	GENERAL JOB CLASSIFICATION/TITLES
13	<u>PARAEDUCATOR</u> Paraeducator I School Library Assistant <u>SPECIALIST</u> Child Care Specialist	17	<u>PARAEDUCATOR</u> <u>SPECIALIST</u>	21	<u>SPECIALIST</u>
14	<u>PARAEDUCATOR</u> <u>SPECIALIST</u>	18	<u>PARAEDUCATOR</u> <u>SPECIALIST</u> Dropout Prevention Specialist	22	<u>SPECIALIST</u> Behavior Specialist Sign Language Interpreter I
15	<u>PARAEDUCATOR</u> Paraeducator II Paraeducator (Vocational Education) <u>SPECIALIST</u>	19	<u>PARAEDUCATOR</u> Bilingual Paraeducator Special Education Alternate Communications <u>SPECIALIST</u> Brailist Preschool Instructor Deaf/Blind Intervenor	23	<u>SPECIALIST</u> Family Service Representative Certified Occupational Therapist Assistant (COTA) Family Support Specialist - ECEAP Physical Therapist Assistant Speech Language Pathology Specialist
16	<u>PARAEDUCATOR</u> Paraeducator (Career Information) Paraeducator - CBS <u>SPECIALIST</u> Reengagement Student Specialist	20	<u>PARAEDUCATOR</u> Bilingual Teaching Fellow <u>SPECIALIST</u> Indian Education Specialist	24	<u>SPECIALIST</u> Licensed Practice Nurse Sign Language Interpreter II
				25	<u>SPECIALIST</u> Mental Health Specialist Sign Language Interpreter III
ADMINISTRATIVE POSITIONS					
LEVEL	GENERAL JOB CLASSIFICATION/TITLES	LEVEL	GENERAL JOB CLASSIFICATION/TITLES	LEVEL	GENERAL JOB CLASSIFICATION/TITLES
13	<u>OFFICE SUPPORT</u> Office Assistant I Office Assistant II Office Assistant, Secondary School I Office Assistant, Secondary School II Secretary II <u>TECHNICIAN</u> Cashier Science Resource Center Technician Duplicating Technician Mail Distribution Technician	17	<u>OFFICE SUPPORT</u> Facilities Use Specialist Secretary VI Transportation Payroll Secretary <u>TECHNICIAN</u> Accounting Technician Federal Program Specialist Library Automation Technician Occupational Information Coordinator	21	<u>OFFICE SUPPORT</u> <u>TECHNICIAN</u>
14	<u>OFFICE SUPPORT</u> Child Care Program Facilitator Family Support Liaison Office Assistant III Office Assistant, Elementary School Office Assistant, Small High School Receptionist Receptionist - District (ERAC) Secondary School Attendance Secretary III <u>TECHNICIAN</u> Cataloger I	18	<u>OFFICE SUPPORT</u> <u>TECHNICIAN</u> Finance Technician I Nutrition Services Student Assessment and Evaluation Technician	22	<u>OFFICE SUPPORT</u> <u>TECHNICIAN</u> CTE Program Technician Finance Technician IV Language Learning Program Techncian Payroll Technician World Language Translator
15	<u>OFFICE SUPPORT</u> Secretary IV <u>TECHNICIAN</u>	19	<u>OFFICE SUPPORT</u> Administrative Secretary Enrollment Support Specialist Home School Program Assistant Home School Program Specialist <u>TECHNICIAN</u> Finance Technician II	23	<u>OFFICE SUPPORT</u> <u>TECHNICIAN</u>
16	<u>OFFICE SUPPORT</u> Bookkeeper Human Resources Assistant Receptionist/Mail Distribution Technician Registrar <u>TECHNICIAN</u>	20	<u>OFFICE SUPPORT</u> Office Manager, Elementary School Office Manager, Secondary School <u>TECHNICIAN</u> Cataloger II Finance Technician III Human Resources Technician Lead Accounting Technician Substitute Office	24	<u>OFFICE SUPPORT</u> Family Center Translation - Interpreter Services Specialist <u>TECHNICIAN</u>