

HIGHLINE PUBLIC SCHOOLS #401

Teamsters 4 Salary Schedule

Effective September 1, 2025

| Levels | Step 1 | | Step 2 | | Step 3 | | Step 4 | | Step 5 | | Step 6 | | Step 7 | | Step 8 | | Step 9 | | Step 10 | |
|----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|------------|-----------|
| | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual | Hourly | Annual |
| Level 2 | \$28.74287 | \$59,785 | \$29.09302 | \$60,513 | \$29.44744 | \$61,251 | \$29.80619 | \$61,997 | \$30.16930 | \$62,752 | \$30.53684 | \$63,517 | \$30.90886 | \$64,290 | \$31.28541 | \$65,074 | \$31.66654 | \$65,866 | \$32.05231 | \$66,669 |
| Level 3 | \$30.49330 | \$63,426 | \$30.86477 | \$64,199 | \$31.24079 | \$64,981 | \$31.62137 | \$65,772 | \$32.00660 | \$66,574 | \$32.39652 | \$67,385 | \$32.79119 | \$68,206 | \$33.19067 | \$69,037 | \$33.59502 | \$69,878 | \$34.00429 | \$70,729 |
| Level 4 | \$31.40810 | \$65,329 | \$31.79071 | \$66,125 | \$32.17800 | \$66,930 | \$32.57001 | \$67,746 | \$32.96679 | \$68,571 | \$33.36841 | \$69,406 | \$33.77492 | \$70,252 | \$34.18638 | \$71,108 | \$34.60286 | \$71,974 | \$35.02441 | \$72,851 |
| Level 5 | \$32.35035 | \$67,289 | \$32.74444 | \$68,108 | \$33.14335 | \$68,938 | \$33.54712 | \$69,778 | \$33.95580 | \$70,628 | \$34.36947 | \$71,489 | \$34.78818 | \$72,359 | \$35.21199 | \$73,241 | \$35.64096 | \$74,133 | \$36.07515 | \$75,036 |
| Level 6 | \$33.32087 | \$69,307 | \$33.72678 | \$70,152 | \$34.13766 | \$71,006 | \$34.55354 | \$71,871 | \$34.97448 | \$72,747 | \$35.40056 | \$73,633 | \$35.83184 | \$74,530 | \$36.26835 | \$75,438 | \$36.71019 | \$76,357 | \$37.15741 | \$77,287 |
| Level 7 | \$34.32048 | \$71,387 | \$34.73857 | \$72,256 | \$35.16177 | \$73,136 | \$35.59014 | \$74,027 | \$36.02370 | \$74,929 | \$36.46257 | \$75,842 | \$36.90677 | \$76,766 | \$37.35639 | \$77,701 | \$37.81149 | \$78,648 | \$38.27212 | \$79,606 |
| Level 8 | \$35.35009 | \$73,528 | \$35.78073 | \$74,424 | \$36.21662 | \$75,331 | \$36.65783 | \$76,248 | \$37.10442 | \$77,177 | \$37.55645 | \$78,117 | \$38.01397 | \$79,069 | \$38.47708 | \$80,032 | \$38.94582 | \$81,007 | \$39.42028 | \$81,994 |
| Level 9 | \$36.41060 | \$75,734 | \$36.85415 | \$76,657 | \$37.30313 | \$77,591 | \$37.75758 | \$78,536 | \$38.21755 | \$79,493 | \$38.68314 | \$80,461 | \$39.15440 | \$81,441 | \$39.63139 | \$82,433 | \$40.11420 | \$83,438 | \$40.60290 | \$84,454 |
| Level 10 | \$37.50291 | \$78,006 | \$37.95977 | \$78,956 | \$38.42221 | \$79,918 | \$38.89030 | \$80,892 | \$39.36408 | \$81,877 | \$39.84363 | \$82,875 | \$40.32902 | \$83,884 | \$40.82033 | \$84,906 | \$41.31763 | \$85,941 | \$41.82098 | \$86,988 |
| Level 11 | \$38.62801 | \$80,346 | \$39.09857 | \$81,325 | \$39.57489 | \$82,316 | \$40.05701 | \$83,319 | \$40.54500 | \$84,334 | \$41.03895 | \$85,361 | \$41.53890 | \$86,401 | \$42.04495 | \$87,453 | \$42.55716 | \$88,519 | \$43.07562 | \$89,597 |
| Level 12 | \$39.78684 | \$82,757 | \$40.27153 | \$83,765 | \$40.76214 | \$84,785 | \$41.25872 | \$85,818 | \$41.76135 | \$86,864 | \$42.27011 | \$87,922 | \$42.78507 | \$88,993 | \$43.30630 | \$90,077 | \$43.83387 | \$91,174 | \$44.36788 | \$92,285 |
| Level 13 | \$40.98045 | \$85,239 | \$41.47967 | \$86,278 | \$41.98499 | \$87,329 | \$42.49647 | \$88,393 | \$43.01419 | \$89,470 | \$43.53821 | \$90,559 | \$44.06861 | \$91,663 | \$44.60548 | \$92,779 | \$45.14889 | \$93,910 | \$45.69892 | \$95,054 |
| Level 14 | \$42.20985 | \$87,796 | \$42.72405 | \$88,866 | \$43.24454 | \$89,949 | \$43.77136 | \$91,044 | \$44.30461 | \$92,154 | \$44.84435 | \$93,276 | \$45.39066 | \$94,413 | \$45.94363 | \$95,563 | \$46.50335 | \$96,727 | \$47.06987 | \$97,905 |
| Level 15 | \$43.47616 | \$90,430 | \$44.00578 | \$91,532 | \$44.54189 | \$92,647 | \$45.08451 | \$93,776 | \$45.63376 | \$94,918 | \$46.18969 | \$96,075 | \$46.75240 | \$97,245 | \$47.32196 | \$98,430 | \$47.89846 | \$99,629 | \$48.48198 | \$100,843 |
| Level 16 | \$44.78042 | \$93,143 | \$45.32594 | \$94,278 | \$45.87813 | \$95,427 | \$46.43704 | \$96,589 | \$47.00275 | \$97,766 | \$47.57536 | \$98,957 | \$48.15495 | \$100,162 | \$48.74160 | \$101,383 | \$49.33539 | \$102,618 | \$49.93642 | \$103,868 |
| Level 17 | \$46.12384 | \$95,938 | \$46.68572 | \$97,106 | \$47.25447 | \$98,289 | \$47.83015 | \$99,487 | \$48.41284 | \$100,699 | \$49.00263 | \$101,925 | \$49.59960 | \$103,167 | \$50.20385 | \$104,424 | \$50.81546 | \$105,696 | \$51.43452 | \$106,984 |
| Level 18 | \$47.50757 | \$98,816 | \$48.08630 | \$100,020 | \$48.67211 | \$101,238 | \$49.26506 | \$102,471 | \$49.86524 | \$103,720 | \$50.47272 | \$104,983 | \$51.08760 | \$106,262 | \$51.70998 | \$107,557 | \$52.33993 | \$108,867 | \$52.97757 | \$110,193 |
| Level 19 | \$48.93280 | \$101,780 | \$49.52890 | \$103,020 | \$50.13228 | \$104,275 | \$50.74302 | \$105,545 | \$51.36120 | \$106,831 | \$51.98690 | \$108,133 | \$52.62024 | \$109,450 | \$53.26128 | \$110,783 | \$53.91014 | \$112,133 | \$54.56690 | \$113,499 |
| Level 20 | \$50.40077 | \$104,834 | \$51.01476 | \$106,111 | \$51.63625 | \$107,403 | \$52.26531 | \$108,712 | \$52.90203 | \$110,036 | \$53.54651 | \$111,377 | \$54.19884 | \$112,734 | \$54.85912 | \$114,107 | \$55.52743 | \$115,497 | \$56.20390 | \$116,904 |
| Level 21 | \$51.91280 | \$107,979 | \$52.54520 | \$109,294 | \$53.18534 | \$110,626 | \$53.83327 | \$111,973 | \$54.48909 | \$113,337 | \$55.15291 | \$114,718 | \$55.82481 | \$116,116 | \$56.50489 | \$117,530 | \$57.19326 | \$118,962 | \$57.89002 | \$120,411 |
| Level 22 | \$53.47018 | \$111,218 | \$54.12156 | \$112,573 | \$54.78089 | \$113,944 | \$55.44826 | \$115,332 | \$56.12376 | \$116,737 | \$56.80749 | \$118,160 | \$57.49954 | \$119,599 | \$58.20004 | \$121,056 | \$58.90906 | \$122,531 | \$59.62672 | \$124,024 |
| Level 23 | \$55.07430 | \$114,555 | \$55.74521 | \$115,950 | \$56.42433 | \$117,363 | \$57.11172 | \$118,792 | \$57.80747 | \$120,240 | \$58.51171 | \$121,704 | \$59.22454 | \$123,187 | \$59.94604 | \$124,688 | \$60.67633 | \$126,207 | \$61.41552 | \$127,744 |
| Level 24 | \$56.72651 | \$117,991 | \$57.41756 | \$119,429 | \$58.11704 | \$120,883 | \$58.82505 | \$122,356 | \$59.54169 | \$123,847 | \$60.26705 | \$125,355 | \$61.00126 | \$126,883 | \$61.74441 | \$128,428 | \$62.49661 | \$129,993 | \$63.25798 | \$131,577 |
| Level 25 | \$58.42831 | \$121,531 | \$59.14009 | \$123,011 | \$59.86055 | \$124,510 | \$60.58981 | \$126,027 | \$61.32794 | \$127,562 | \$62.07507 | \$129,116 | \$62.83130 | \$130,689 | \$63.59674 | \$132,281 | \$64.37151 | \$133,893 | \$65.15572 | \$135,524 |
| Level 26 | \$60.18116 | \$125,177 | \$60.91429 | \$126,702 | \$61.65638 | \$128,245 | \$62.40750 | \$129,808 | \$63.16779 | \$131,389 | \$63.93733 | \$132,990 | \$64.71625 | \$134,610 | \$65.50465 | \$136,250 | \$66.30266 | \$137,910 | \$67.11039 | \$139,590 |
| Level 27 | \$61.98658 | \$128,932 | \$62.74171 | \$130,503 | \$63.50606 | \$132,093 | \$64.27973 | \$133,702 | \$65.06281 | \$135,331 | \$65.85544 | \$136,979 | \$66.65773 | \$138,648 | \$67.46978 | \$140,337 | \$68.29173 | \$142,047 | \$69.12369 | \$143,777 |
| Level 28 | \$63.84620 | \$132,800 | \$64.62397 | \$134,418 | \$65.41125 | \$136,055 | \$66.20813 | \$137,713 | \$67.01470 | \$139,391 | \$67.83111 | \$141,089 | \$68.65747 | \$142,808 | \$69.49388 | \$144,547 | \$70.34050 | \$146,308 | \$71.19742 | \$148,091 |
| Level 29 | \$65.76159 | \$136,784 | \$66.56270 | \$138,450 | \$67.37360 | \$140,137 | \$68.19437 | \$141,844 | \$69.02515 | \$143,572 | \$69.86605 | \$145,321 | \$70.71719 | \$147,092 | \$71.57871 | \$148,884 | \$72.45072 | \$150,697 | \$73.33334 | \$152,533 |
| Level 30 | \$67.73443 | \$140,888 | \$68.55957 | \$142,604 | \$69.39480 | \$144,341 | \$70.24020 | \$146,100 | \$71.09590 | \$147,879 | \$71.96203 | \$149,681 | \$72.83871 | \$151,505 | \$73.72606 | \$153,350 | \$74.62423 | \$155,218 | \$75.53334 | \$157,109 |

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.

Reflects 3% increase: IPD or 3% whichever is greater

Approved by the Board: 9/3/2025

**HIGHLINE PUBLIC SCHOOLS
TEAMSTERS 4
JOB TITLES AND SALARY LEVELS**

| Levels | Position Titles | Levels | Position Titles | Levels | Position Titles |
|---------------|---|---------------|---|---------------|---|
| Level 01 | | Level 16 | Behavioral Health Systems Navigator ^{SS} | Level 23 | Information Security Specialist ^{DoDT*} |
| Level 02 | Residential Outdoor Educator ^{WO} | | College and Career Access Specialist (School Based) ^{SL} | | Telecom/Networking Engineer ^{DoDT *} |
| Level 03 | | | Early Learning Liaison ^{SL} | Level 24 | |
| Level 04 | Facilities Services Document Control Specialist ^{FC} | | Native Education Literacy and Culture Specialist ^{SL} | | |
| Level 05 | | Level 17 | Project Coordinator-SBIRT ^{SS} | Level 25 | |
| Level 06 | Tier I Technician ^{DoDT} | | Project Specialist ^{DoDT} | | |
| Level 07 | Outdoor Education Specialist ^{WO} | Level 18 | Inclusive Education Fiscal Specialist ^{SS} | Level 26 | School Mental Health Project Manager [*] |
| Level 08 | | | Programmatic Grants Manager ^{SL} | | Secondary Success Program Manager ^{SL*} |
| Level 09 | | | Reengagement and Learning Center Manager ^{SL} | Level 27 | Project Manager/Analyst ^{DoDT*} |
| Level 10 | Community Partnerships Specialist ^{SS} | | Service Desk Lead ^{DoDT} | Level 28 | |
| | Facilities Accountant ^{FC} | Level 19 | Tier III Technician - Lead ^{DoDT *} | | |
| | Future Success Specialist ^{SL} | | Technology Services Lead ^{DoDT*} | Level 29 | |
| Level 11 | | | | Level 30 | Database/Programmer Analyst ^{DoDT *} |
| Level 12 | | Level 20 | Junior Device Administrator ^{DoDT*} | | |
| Level 13 | District Truancy Officer - BECCA ^{SS} | | Junior Network Administrator ^{DoDT*} | | |
| | Service Desk Technician ^{DoDT} | | Junior Systems Administrator ^{DoDT*} | | |
| | Technology Purchasing Facilitator ^{DoDT} | Level 21 | Data & Assessment Project Specialist ^{DoDT} | | |
| | Tier II Technician ^{DoDT} | | Events Manager ^{SS} | | |
| Level 14 | Career Access Specialist ^{SL} | | | | |
| | College Access Specialist ^{SL} | Level 22 | Community Partnerships Manager ^{SS} | | |
| | District Athletic Trainer ^{SL} | | Language Access Coordinator ^{SS} | | |
| | Health Services Special Projects Facilitator (Temp) ^{SS} | | Project Manager-ECEAP ^{* SL} | | |
| | Program Data Specialist ^{DoDT} | | | | |
| | Secondary Success Specialist ^{SL} | | Business Systems Analyst ^{DoDT *} | | |
| Level 15 | Applications Specialist ^{DoDT} | | Data Analyst Manager [*] | | |
| | Digital Learning Technician ^{DoDT} | | | | |
| | Family and Community Engagement Specialist ^{SS} | | | | |
| | Student Placement Services Manager ^{SS} | | | | |

* Denotes positions that are exempt under FLSA regulations.