

**HIGHLINE SCHOOL DISTRICT
CLASSIFIED SUBSTITUTE EMPLOYEES' SALARY SCHEDULE
EFFECTIVE January 1, 2026**

Teamsters 3 (PCN: GUESTTM3)	JOB TITLE	Hourly Rates
GS3LV13	Teamsters III Level 13	\$24.51
GS3LV14	Teamsters III Level 14	\$25.10
GS3LV15	Teamsters III Level 15	\$25.88
GS3LV17	Teamsters III Level 17	\$27.51
GS3LV19	Teamsters III Level 19	\$29.95
GS3LV20	Teamsters III Level 20	\$30.82
GS3SLI	Sign Lang Interpreter	\$37.61
GS3EA	Enrollment Assistant	\$29.95
Teamsters 2 (PCN: GUESTTM2)	JOB TITLE	
	Bus:	
GS2BDTN	Driver Trainee	\$23.01
GS2BSDR	Guest Driver	\$30.68
GS2BSMN	Monitor	\$23.06
GS2ADISP	Bus Dispatch Assistant	\$35.32
	Custodians:	
GS2CUST	Substitute W/O Training	\$29.76
	Camp Waskowitz:	
GS2CPCCK1	Camp Cook +/Baker	\$24.17
GS2CPCCKH	Camp Cook Helper (Adult)	\$21.63
	Food Service:	
GS2KTHP	Kitchen Helper	\$21.63
	Mechanics:	
GS2MCHNC	Vehicle Mechanic	\$38.46
	Warehouse/Delivery:	
GS2WRHHP	Warehouse Helper	\$25.30
GS2WDDWP	Delivery Driver/Warehouse Person	\$30.33
Teamsters 1 (PCN: GUESTTM1)	JOB TITLE	
GS1SCROF	Patrol (Use District Safety Officer - current step 1 rate Teamsters I)	
Teamsters 4 (PCN: GUESTTM4)	JOB TITLE	
GS7	Residential Outdoor Educator	\$21.63
GS7	Outdoor Education Specialist	\$28.92
Non-Represented (PCN: GUESTNR)	JOB TITLE	
GS7AUDM	Audiometrists	\$21.63
GS7PT	Professional Technical	\$21.63 - \$78.67
	Language Access Interpreter	\$33.28 - \$0.00
	Athletics:	
GS7STEVSTF	Student Event Staff	\$21.63
GS7ADEVSTF	Adult Event Staff	\$22.11
GS7CUFA	Community Use Field Attendant	\$22.11
GS7BLGMMNG	HS Building Gym Manager	\$23.69
GS7STTKMNG	Stadium Ticket Manager	\$23.69
GS7STEV MNG	Stadium Event Manager	\$23.69
GS7ATHTEC	Athletics Technician	\$27.16

Non-Represented (PCN: GUESTNR)	JOB TITLE	
	Executive Assistants:	
GS7EXAS	Executive Assistant	\$38.85
	Student:	
GS7NFICA	General (non-FICA)	\$21.63
GS7HSINT	H.S. Student Intern (Highline PS students only Non-FICA)	\$21.63
GS7GDST	Graduate Student Trainee (FICA)	\$21.63
GS7SKST1	Skilled Student I	\$22.28
	Skilled Student II	\$22.95
	Skilled Student III	\$23.64
	Performing Arts Center PAC	
GS7USH	Usher/Event Staff I	\$21.63
	Usher/Event Staff II	\$22.71
GS7HDUSH	Usher/Event Staff III	\$23.98
GS7NFICA43	Non-FICA Student I at the PAC	\$21.63
GS7NFICA2	Non-FICA Student II at the PAC	\$22.58

Approved by the Board of Directors: 1/21/2026