



UNDERSTANDING SALARY

COMMUNITY SAFETY EMPLOYEES - TEAMSTERS 1

Effective: September 1, 2025

DEADLINES

30 days after Start Date - New hires that are hired after the start of the school year will have 30 days from their start date for salary placement documents to be turned in.

FYI

*For VOE forms to be official, they must be sent directly from a former employer to human resources, either by email, fax or mail.

Questions?

Contact Human Resources

human.resources@highlineschools.org

(206)-631-3000

Position	Step 1 00-12 mo.	Step 2 1 - 2 Yrs	Step 3 3 - 4 Yrs	Step 4 5 - 6 Yrs	Step 5 7 - 8 Yrs	Step 6 9 Yrs +
Campus Safety Officers	\$39.15	\$41.05	\$42.27	\$43.16	\$44.25	\$44.88
District Safety Officers	\$43.01	\$44.86	\$46.24	\$47.62	\$48.57	\$49.52
District Safety and Security Officers	\$45.79	\$47.62	\$49.02	\$50.52	\$51.53	\$52.06

[Salaries - Highline Public Schools](#)

Longevity increase: 20 years +: two percent (2%) above Step 6

Your hourly rate depends on the position level you are hired in to and the number of years of verified experience from a **previous school district in Washington State**. The Employment and Compensation Team will work with you to collect necessary official* documents to verify this information.

EXPERIENCE

Per the RCW 28A.400.300, when an employee moves from one school district to another within Washington state, they retain "longevity", meaning the experience earned toward salary placement at one district can be applied to placement at Highline. This information will be collected through Verification of Experience (VOE)* forms during the onboarding process.

STEPS vs YEARS

On the salary schedule, each step includes two years. To advance to the next year within the step, you must complete at least half of the previous school year. Information is available through Employee Online for staff to review their anticipated annual and monthly income, as well as their placement. On Employee Online, **STEP** refers to the total number of **YEARS** on the salary schedule (example below).

Current Position

DISTRICT SAFETY-SECURITY OFFCR (49S06DSSO) 09/01/2025 - 08/31/2026

Job:	DISTRICT SAFETY-SECURITY OFFCR (49S06DSSO)		
Calendar:	10MOS006	Hours Per Day:	8.00
Location:	WOODSIDE	Bargaining Unit:	TEAMSTERS 1
Department:	COMMUNITY SAFETY	Division:	COMMUNITY SAFETY
Salary Schedule:	TEAMSTERS 1 - SECURITY		
Salary Grade:	DIST SAFETY & SECURITY OFFICER		

Step: 04

→ This means year 4, step 3

Rates			
Annual:	83,530.08	Period:	6,960.84
Daily:	392.16	Hourly:	49.02

HOW OFTEN WILL MY RATE INCREASE?

Step advancements occur every two years at the start of each new school year for the September payroll, pending final approval from the School Board. Additionally, the salary schedule is reviewed yearly for appropriate increases following the guidelines agreed upon in the Teamsters 1 Collective Bargaining Agreement.

PENSION CONTRIBUTION

All employees will have part of their hourly wage deposited into a Pension Plan, regardless of their union participation status, as identified in Article XI.11.2 and voted on by union members. The hourly contribution rates are listed below:

District Safety Officer	\$2.00 / hour
District Safety and Security Officer	
Campus Safety Officer	\$3.00 / hour