



UNDERSTANDING SALARY CLASSIFIED EMPLOYEES

DEADLINES

November 1 - Salary placement documents must be received by HR no later than November 1 of each year.

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

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

SAMPLE SALARY SCHEDULES

Use link below for current schedule

	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	\$30.77	\$30.97	\$31.17	\$31.47	\$31.78	\$32.09	\$32.40	\$32.72	\$33.04	\$33.69

APPENDIX C

CUSTODIAL SERVICES

CUSTODIAL SERVICES	Step 1 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Operations Lead (Custodial)	\$46.51	\$47.44	\$48.39	\$49.36	\$50.34
Custodian	\$30.08	\$30.68	\$31.29	\$31.92	\$32.56
Custodian 2 nd shift	\$31.33	\$31.93	\$32.54	\$33.17	\$33.81
Custodian 3 rd shift	\$31.58	\$32.18	\$32.79	\$33.42	\$34.06
Custodian One-Person Building	\$30.69	\$31.29	\$31.93	\$32.57	\$33.22

HIGHLINE PUBLIC SCHOOLS #401
 Teamsters 4 Salary Schedule
 Effective September 1, 2025

Levels	Step 0		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	Hourly	Annual		
Level 2	\$28.74287	\$59,785	\$29.09302	\$60,513	\$29.44744	\$61,251	\$29.80619	\$62,752	\$30.16930	\$64,252	\$30.53684	\$65,517	\$30.90886	\$66,290	\$31.28541	\$68,074	\$31.66654	\$69,866	\$32.05231	\$71,669	\$32.42941	\$73,483	\$32.80000	\$75,315
Level 3	\$30.49330	\$63,026	\$30.86477	\$64,199	\$31.24079	\$65,381	\$31.62137	\$66,732	\$32.00660	\$68,374	\$32.39652	\$69,786	\$32.79118	\$70,298	\$33.19067	\$72,093	\$33.59502	\$73,876	\$34.00449	\$75,729	\$34.42819	\$77,592	\$34.86100	\$79,344
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	\$70,251	\$34.18638	\$71,108	\$34.60286	\$71,974	\$35.04461	\$72,851	\$35.48241	\$73,624	\$36.37500	\$75,000
Level 5	\$32.35035	\$67,289	\$32.74444	\$68,108	\$33.14335	\$68,938	\$33.54712	\$69,778	\$33.95580	\$70,628	\$34.36847	\$71,489	\$34.79818	\$72,359	\$35.21199	\$73,241	\$35.64906	\$74,133	\$36.53915	\$74,936	\$36.91149	\$75,751	\$37.80000	\$77,500
Level 6	\$33.32037	\$69,307	\$33.72678	\$70,152	\$34.13766	\$71,006	\$34.55384	\$71,871	\$34.97498	\$72,747	\$35.40096	\$73,633	\$35.83184	\$74,530	\$36.28835	\$75,438	\$36.70119	\$76,357	\$37.57141	\$77,287	\$38.46000	\$79,000	\$39.00000	\$81,000
Level 7	\$34.32044	\$71,387	\$34.73857	\$72,256	\$35.16177	\$73,136	\$35.59014	\$74,027	\$36.02370	\$74,929	\$36.46257	\$75,842	\$36.90677	\$76,764	\$37.35639	\$77,701	\$37.81149	\$78,648	\$38.72212	\$79,606	\$39.60000	\$81,500	\$40.50000	\$83,500
Level 8	\$35.35131	\$73,528	\$35.78173	\$74,421	\$36.22262	\$75,327	\$36.67381	\$76,246	\$37.13441	\$77,177	\$37.65550	\$78,112	\$38.18011	\$79,061	\$38.74038	\$79,924	\$39.30619	\$80,801	\$40.80000	\$82,000	\$41.50000	\$83,500	\$42.50000	\$85,000

www.highlineschools.org/departments/human-resources/salaries

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

EXPERIENCE

If you have past experience in a position similar to the role you are hired for in Highline, you may be able to receive additional years of experience toward step placement. For experience in a school setting, you will receive 1 year for every full year worked with full time hours. For experience in a non-school setting, experience will be granted at a 2:1 ratio (1 year for every two worked). This information will be collected through Verification of Experience (VOE)* forms

POSITION LEVEL

Each position is designated a level based on the collective bargaining agreement and a hourly range is set for that level. This information is included in the job posting and can also be found on our district website: www.highlineschools.org/departments/human-resources/salaries

HOW OFTEN WILL MY RATE INCREASE?

Step advancements occur once a year at the start of each new school year. To move up a step, you must have completed at least half of the previous school year.

Level advancement will only occur if you are hired for a new position at a higher level.