

**HIGHLINE PUBLIC SCHOOLS - TEAMSTERS LOCAL NO. 763 UNION
FACILITIES, NUTRITION SERVICES AND TRANSPORTATION EMPLOYEES
SALARY SCHEDULE A
Effective September 1, 2026**

**APPENDIX A
BUILDING MAINTENANCE**

BUILDING MAINTENANCE	Step 1 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Asbestos Removal	\$47.95	\$48.91	\$49.89	\$50.89	\$51.90
Supervisor, Asbestos Removal	\$54.73	\$55.83	\$56.95	\$58.08	\$59.25
Electronics Technician	\$49.71	\$50.71	\$51.72	\$52.75	\$53.81
Electronics Lead	\$54.73	\$55.83	\$56.95	\$58.08	\$59.25
Performing Arts Center Technician	\$35.58	\$36.29	\$37.02	\$37.76	\$38.51
Maintenance Laborer	\$30.25	\$30.86	\$31.47	\$32.10	\$32.75
Facilities Compliance Specialist	\$54.73	\$55.83	\$56.95	\$58.08	\$59.25
Building Specialties	\$43.53	\$44.40	\$45.29	\$46.20	\$47.12
Structural Journeyman	\$43.53	\$44.40	\$45.29	\$46.20	\$47.12
Carpenter Lead	\$47.95	\$48.91	\$49.89	\$50.89	\$51.90
Glazier Lead	\$47.95	\$48.91	\$49.89	\$50.89	\$51.90
Locksmith	\$43.53	\$44.40	\$45.29	\$46.20	\$47.12
Locksmith Lead	\$50.44	\$51.45	\$52.48	\$53.53	\$54.60
Nutrition Services Equipment Lead	\$54.73	\$55.83	\$56.95	\$58.08	\$59.25
Painter Lead	\$47.95	\$48.91	\$49.89	\$50.89	\$51.90
Roofer Lead	\$47.95	\$48.91	\$49.89	\$50.89	\$51.90
Electrician	\$49.71	\$50.71	\$51.72	\$52.75	\$53.81
Electrician Lead	\$54.73	\$55.83	\$56.95	\$58.08	\$59.25
Heating and Air Conditioning	\$49.71	\$50.71	\$51.72	\$52.75	\$53.81
Heating and Air Conditioning Lead	\$54.73	\$55.83	\$56.95	\$58.08	\$59.25
Machinist Lead	\$54.73	\$55.83	\$56.95	\$58.08	\$59.25
Plumber	\$49.71	\$50.71	\$51.72	\$52.75	\$53.81
Plumber Lead	\$54.73	\$55.83	\$56.95	\$58.08	\$59.25

**APPENDIX B
BUS DRIVERS, BUS MONITORS AND DRIVER TRAINERS**

* Effective Sept. 1, 2017, vacation cash out allocations are included in the hourly rates for less than 12-month positions. See addendum to Salary Schedule A for detailed information.					
BUS DRIVERS (Includes Dispatch Assistant)	Step 1 * 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Bus Driver	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Bus Dispatch Assistant	\$40.45	\$41.26	\$42.09	\$42.93	\$43.79
BUS MONITORS	Step 1 * 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Bus Monitor	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
DRIVER TRAINERS	Step 1 * 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Driver Trainer	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum

Driver Trainer Program Coordinator	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
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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)	\$47.95	\$48.91	\$49.89	\$50.89	\$51.90
Custodian	\$31.01	\$31.63	\$32.26	\$32.91	\$33.57
Custodian 2 nd shift	\$32.26	\$32.88	\$33.51	\$34.16	\$34.82
Custodian 3 rd shift	\$32.51	\$33.13	\$33.76	\$34.41	\$35.07
Custodian One-Person Building	\$31.64	\$32.27	\$32.92	\$33.58	\$34.25
Custodian One-Person Building 2 nd shift	\$32.89	\$33.52	\$34.17	\$34.83	\$35.50
Night Lead/ Elementary 2 nd shift	\$34.05	\$34.71	\$35.38	\$36.06	\$36.75
Night Lead/ Middle School 2nd shift	\$35.47	\$36.16	\$36.86	\$37.57	\$38.30
Night Lead/ PSSC; ERAC; Aviation; Big Picture 2nd shift	\$35.47	\$36.16	\$36.86	\$37.57	\$38.30
Night Lead / High School 2nd shift	\$36.83	\$37.54	\$38.27	\$39.01	\$39.76
Lead / Elementary	\$32.80	\$33.46	\$34.13	\$34.81	\$35.50
Lead / Middle School	\$34.22	\$34.91	\$35.61	\$36.32	\$37.05
Lead /PSSC; ERAC; Aviation; Big Picture; New Start; Choice	\$34.22	\$34.91	\$35.61	\$36.32	\$37.05
Lead / High School	\$35.58	\$36.29	\$37.02	\$37.76	\$38.51
Floor Crew 2 nd shift	\$39.30	\$40.06	\$40.84	\$41.63	\$42.44
Floor Crew Lead 2 nd shift	\$44.84	\$45.71	\$46.60	\$47.50	\$48.43
Floor Crew Lead 3rd shift	\$45.09	\$45.96	\$46.85	\$47.75	\$48.68
Caretaker / Camp Waskowitz	\$38.05	\$38.81	\$39.59	\$40.38	\$41.19
Memorial Field Attendant	\$38.05	\$38.81	\$39.59	\$40.38	\$41.19

APPENDIX D
GROUNDS MAINTENANCE

GROUNDS MAINTENANCE	Step 1 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Facilities Central Lead (Grounds & Site)	\$47.95	\$48.91	\$49.89	\$50.88	\$51.90
Grounds Equipment & Site Worker	\$38.34	\$39.11	\$39.89	\$40.69	\$41.50
Grounds & Site Worker Lead	\$43.59	\$44.46	\$45.35	\$46.25	\$47.18

APPENDIX E
NUTRITION SERVICES

* Effective Sept. 1, 2017, vacation cash out allocations are included in the hourly rates for less than 12-month positions. See addendum to Salary Schedule A for detailed information.					
NUTRITION 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
Kitchen Helper	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Kitchen Satellite Lead	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Production Kitchen Cook/Baker	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Production Kitchen Cook	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Production Kitchen Lead Person	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Camp Helper	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Camp Cook/Baker	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum

Camp Kitchen Lead Person	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum
Laundry Worker	See Addendum	See Addendum	See Addendum	See Addendum	See Addendum

APPENDIX F
VEHICLE MAINTENANCE

<u>VEHICLE MAINTENANCE</u>	Step 1 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Vehicle Maintenance Helper	\$26.55	\$27.08	\$27.62	\$27.89	\$28.17
Preventative Vehicle Maintenance Mechanic	\$34.52	\$35.21	\$35.92	\$36.28	\$36.64
Vehicle Maintenance Mechanic	\$44.05	\$44.93	\$45.83	\$46.29	\$46.75
Vehicle Maintenance Mechanic Lead	\$48.04	\$49.00	\$49.98	\$50.48	\$50.99
Vehicle Maintenance Mechanic Foreperson 1 st shift	\$51.56	\$52.59	\$53.64	\$54.72	\$55.81
Vehicle Maintenance Mechanic Foreperson 2 nd shift	\$52.81	\$53.84	\$54.89	\$55.97	\$57.06

APPENDIX G
WAREHOUSE AND DELIVERY

<u>WAREHOUSE AND DELIVERY</u>	Step 1 0 - 4 YRS	Step 2 5 - 9 YRS	Step 3 10 - 14 YRS	Step 4 15 - 20 YRS	Step 5 21 + YRS
Warehouse Helper	\$28.98	\$29.56	\$30.15	\$30.75	\$31.37
Delivery Driver/Warehouse Person	\$35.76	\$36.47	\$37.20	\$37.94	\$38.70
Lead/Driver/Warehouse Person/Dispatcher	\$40.28	\$41.09	\$41.91	\$42.75	\$43.61

Approved by the Board: 9/2/2026

HIGHLINE PUBLIC SCHOOLS - TEAMSTERS LOCAL NO. 763 UNION
FACILITIES, NUTRITION SERVICES AND TRANSPORTATION EMPLOYEES
ADDENDUM TO SALARY SCHEDULE A - DETAIL FOR LESS THAN 12-MONTH POSITIONS - BLENDING VACATION ACCRUALS INTO HOURLY RATE
Effective September 1, 2026

Position		Step 1	Step 2					Step 3					Step 4		Step 5
		0 - 4 YRS	5 YRS	6 YRS	7 YRS	8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 - 19 YRS	20 YRS	21 + YRS
Bus Driver	Base	\$33.29	\$33.95	\$33.95	\$33.95	\$33.95	\$33.95	\$34.63	\$34.63	\$34.63	\$34.63	\$34.63	\$34.98	\$34.98	\$35.33
	Vacation	\$1.28	\$1.31	\$1.44	\$1.57	\$1.70	\$1.83	\$2.00	\$2.13	\$2.27	\$2.40	\$2.53	\$2.69	\$3.36	\$3.40
	Total	\$34.57	\$35.26	\$35.39	\$35.52	\$35.65	\$35.78	\$36.63	\$36.76	\$36.90	\$37.03	\$37.16	\$37.67	\$38.34	\$38.73
Bus Monitor	Base	\$26.42	\$26.95	\$26.95	\$26.95	\$26.95	\$26.95	\$27.49	\$27.49	\$27.49	\$27.49	\$27.49	\$27.76	\$27.76	\$28.04
	Vacation	\$1.02	\$1.04	\$1.14	\$1.24	\$1.35	\$1.45	\$1.59	\$1.69	\$1.80	\$1.90	\$2.01	\$2.14	\$2.67	\$2.70
	Total	\$27.44	\$27.98	\$28.09	\$28.19	\$28.29	\$28.40	\$29.07	\$29.18	\$29.28	\$29.39	\$29.50	\$29.90	\$30.43	\$30.73
Driver Trainer	Base	\$37.87	\$38.62	\$38.62	\$38.62	\$38.62	\$38.62	\$39.40	\$39.40	\$39.40	\$39.40	\$39.40	\$39.79	\$39.79	\$40.19
	Vacation	\$1.46	\$1.49	\$1.63	\$1.78	\$1.93	\$2.08	\$2.27	\$2.42	\$2.58	\$2.73	\$2.88	\$3.06	\$3.83	\$3.86
	Total	\$39.32	\$40.11	\$40.26	\$40.41	\$40.55	\$40.70	\$41.67	\$41.82	\$41.97	\$42.12	\$42.28	\$42.85	\$43.62	\$44.05
Driver Trainer Program Coordinator	Base	\$44.14	\$45.03	\$45.03	\$45.03	\$45.03	\$45.03	\$45.93	\$45.93	\$45.93	\$45.93	\$45.93	\$46.39	\$46.39	\$46.85
	Vacation	\$1.70	\$1.73	\$1.91	\$2.08	\$2.25	\$2.42	\$2.65	\$2.83	\$3.00	\$3.18	\$3.36	\$3.57	\$4.46	\$4.50
	Total	\$45.84	\$46.76	\$46.93	\$47.11	\$47.28	\$47.45	\$48.58	\$48.75	\$48.93	\$49.11	\$49.28	\$49.95	\$50.85	\$51.36
Kitchen Helper	Base	\$23.78	\$24.25	\$24.25	\$24.25	\$24.25	\$24.25	\$24.74	\$24.74	\$24.74	\$24.74	\$24.74	\$24.99	\$24.99	\$25.24
	Vacation	\$0.91	\$0.93	\$1.03	\$1.12	\$1.21	\$1.31	\$1.43	\$1.52	\$1.62	\$1.71	\$1.81	\$1.92	\$2.40	\$2.43
	Total	\$24.69	\$25.19	\$25.28	\$25.37	\$25.47	\$25.56	\$26.17	\$26.26	\$26.36	\$26.45	\$26.55	\$26.91	\$27.39	\$27.66
Kitchen Satellite Lead	Base	\$27.66	\$28.22	\$28.22	\$28.22	\$28.22	\$28.22	\$28.78	\$28.78	\$28.78	\$28.78	\$28.78	\$29.07	\$29.07	\$29.36
	Vacation	\$1.06	\$1.09	\$1.19	\$1.30	\$1.41	\$1.52	\$1.66	\$1.77	\$1.88	\$1.99	\$2.10	\$2.24	\$2.80	\$2.82
	Total	\$28.73	\$29.30	\$29.41	\$29.52	\$29.63	\$29.74	\$30.44	\$30.55	\$30.66	\$30.77	\$30.88	\$31.30	\$31.86	\$32.18
Production Kitchen Cook/Baker	Base	\$26.58	\$27.11	\$27.11	\$27.11	\$27.11	\$27.11	\$27.65	\$27.65	\$27.65	\$27.65	\$27.65	\$27.93	\$27.93	\$28.21
	Vacation	\$1.02	\$1.04	\$1.15	\$1.25	\$1.36	\$1.46	\$1.60	\$1.70	\$1.81	\$1.91	\$2.02	\$2.15	\$2.69	\$2.71
	Total	\$27.60	\$28.15	\$28.26	\$28.36	\$28.47	\$28.57	\$29.25	\$29.35	\$29.46	\$29.57	\$29.67	\$30.08	\$30.61	\$30.92
Production Kitchen Cook	Base	\$27.51	\$28.06	\$28.06	\$28.06	\$28.06	\$28.06	\$28.62	\$28.62	\$28.62	\$28.62	\$28.62	\$28.91	\$28.91	\$29.20
	Vacation	\$1.06	\$1.08	\$1.19	\$1.30	\$1.40	\$1.51	\$1.65	\$1.76	\$1.87	\$1.98	\$2.09	\$2.22	\$2.78	\$2.81
	Total	\$28.57	\$29.14	\$29.25	\$29.35	\$29.46	\$29.57	\$30.27	\$30.38	\$30.49	\$30.60	\$30.71	\$31.13	\$31.69	\$32.00
Production Kitchen Lead Person	Base	\$30.33	\$30.94	\$30.94	\$30.94	\$30.94	\$30.94	\$31.55	\$31.55	\$31.55	\$31.55	\$31.55	\$31.87	\$31.87	\$32.19
	Vacation	\$1.17	\$1.19	\$1.31	\$1.43	\$1.55	\$1.67	\$1.82	\$1.94	\$2.06	\$2.19	\$2.31	\$2.45	\$3.06	\$3.10
	Total	\$31.50	\$32.13	\$32.25	\$32.36	\$32.48	\$32.60	\$33.38	\$33.50	\$33.62	\$33.74	\$33.86	\$34.32	\$34.93	\$35.28
Camp Helper	Base	\$23.78	\$24.25	\$24.25	\$24.25	\$24.25	\$24.25	\$24.74	\$24.74	\$24.74	\$24.74	\$24.74	\$24.99	\$24.99	\$25.24
	Vacation	\$0.91	\$0.93	\$1.03	\$1.12	\$1.21	\$1.31	\$1.43	\$1.52	\$1.62	\$1.71	\$1.81	\$1.92	\$2.40	\$2.43
	Total	\$24.69	\$25.19	\$25.28	\$25.37	\$25.47	\$25.56	\$26.17	\$26.26	\$26.36	\$26.45	\$26.55	\$26.91	\$27.39	\$27.66
Camp Cook/Baker	Base	\$27.69	\$28.24	\$28.24	\$28.24	\$28.24	\$28.24	\$28.80	\$28.80	\$28.80	\$28.80	\$28.80	\$29.09	\$29.09	\$29.38
	Vacation	\$1.06	\$1.09	\$1.20	\$1.30	\$1.41	\$1.52	\$1.66	\$1.77	\$1.88	\$1.99	\$2.11	\$2.24	\$2.80	\$2.83
	Total	\$28.75	\$29.32	\$29.43	\$29.54	\$29.65	\$29.76	\$30.47	\$30.58	\$30.69	\$30.80	\$30.91	\$31.33	\$31.89	\$32.21
Camp Kitchen Lead Person	Base	\$30.89	\$31.51	\$31.51	\$31.51	\$31.51	\$31.51	\$32.14	\$32.14	\$32.14	\$32.14	\$32.14	\$32.46	\$32.46	\$32.79
	Vacation	\$1.19	\$1.21	\$1.33	\$1.45	\$1.58	\$1.70	\$1.85	\$1.98	\$2.10	\$2.23	\$2.35	\$2.50	\$3.12	\$3.15
	Total	\$32.08	\$32.72	\$32.85	\$32.97	\$33.09	\$33.21	\$34.00	\$34.12	\$34.24	\$34.37	\$34.49	\$34.96	\$35.59	\$35.94
Laundry Worker	Base	\$23.78	\$24.25	\$24.25	\$24.25	\$24.25	\$24.25	\$24.74	\$24.74	\$24.74	\$24.74	\$24.74	\$24.99	\$24.99	\$25.24
	Vacation	\$0.91	\$0.93	\$1.03	\$1.12	\$1.21	\$1.31	\$1.43	\$1.52	\$1.62	\$1.71	\$1.81	\$1.92	\$2.40	\$2.43
	Total	\$24.69	\$25.19	\$25.28	\$25.37	\$25.47	\$25.56	\$26.17	\$26.26	\$26.36	\$26.45	\$26.55	\$26.91	\$27.39	\$27.66

Approved by the Board: PENDING

Position		Step 1	Step 2					Step 3					Step 4		Step 5
		0 - 4 YRS	5 YRS	6 YRS	7 YRS	8 YRS	9 YRS	10 YRS	11 YRS	12 YRS	13 YRS	14 YRS	15 - 19 YRS	20 YRS	21 + YRS