

HIGHLINE PUBLIC SCHOOLS #401
Professional - Technical Salary Schedule

Effective September 1, 2022

LEVELS	Steps 1-2		Steps 3-4		Steps 5-6		Steps 7-8		Steps 9-10		Steps 11-14		Steps 15-19		Steps 20+	
	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual								
Level 1	\$20.30781	\$42,240	\$20.51089	\$42,663	\$20.71600	\$43,089	\$21.18211	\$44,059	\$21.44688	\$44,610	\$21.71497	\$45,167	\$21.98641	\$45,732	\$22.64600	\$47,104
Level 2	\$25.94988	\$53,976	\$26.20938	\$54,516	\$26.47146	\$55,061	\$27.06707	\$56,300	\$27.40541	\$57,003	\$27.74799	\$57,716	\$28.09482	\$58,437	\$28.93767	\$60,190
Level 3	\$27.53022	\$57,263	\$27.80551	\$57,835	\$28.08358	\$58,414	\$28.71546	\$59,728	\$29.07440	\$60,475	\$29.43783	\$61,231	\$29.80581	\$61,996	\$30.69998	\$63,856
Level 4	\$28.35613	\$58,981	\$28.63969	\$59,571	\$28.92608	\$60,166	\$29.57691	\$61,520	\$29.94663	\$62,289	\$30.32097	\$63,068	\$30.69998	\$63,856	\$31.62098	\$65,772
Level 5	\$29.20681	\$60,750	\$29.49888	\$61,358	\$29.79386	\$61,971	\$30.46423	\$63,366	\$30.84503	\$64,158	\$31.23059	\$64,960	\$31.62098	\$65,772	\$32.56960	\$67,745
Level 6	\$30.08303	\$62,573	\$30.38385	\$63,198	\$30.68768	\$63,830	\$31.37815	\$65,267	\$31.77039	\$66,082	\$32.16751	\$66,908	\$32.56960	\$67,745	\$33.54668	\$69,777
Level 7	\$30.98550	\$64,450	\$31.29536	\$65,094	\$31.60831	\$65,745	\$32.31950	\$67,225	\$32.72350	\$68,065	\$33.13254	\$68,916	\$33.54668	\$69,777	\$34.55310	\$71,870
Level 8	\$31.91507	\$66,383	\$32.23422	\$67,047	\$32.55656	\$67,718	\$33.28909	\$69,241	\$33.70520	\$70,107	\$34.12651	\$70,983	\$34.55310	\$71,870	\$35.58970	\$74,027
Level 9	\$32.87253	\$68,375	\$33.20124	\$69,059	\$33.53326	\$69,749	\$34.28776	\$71,319	\$34.71636	\$72,210	\$35.15032	\$73,113	\$35.58970	\$74,027	\$36.65737	\$76,247
Level 10	\$33.85870	\$70,426	\$34.19729	\$71,130	\$34.53926	\$71,842	\$35.31639	\$73,458	\$35.75784	\$74,376	\$36.20482	\$75,306	\$36.65737	\$76,247	\$37.75711	\$78,535
Level 11	\$34.87446	\$72,539	\$35.22321	\$73,264	\$35.57543	\$73,997	\$36.37587	\$75,662	\$36.83058	\$76,608	\$37.29096	\$77,565	\$37.75711	\$78,535	\$38.88981	\$80,891
Level 12	\$35.92070	\$74,715	\$36.27989	\$75,462	\$36.64269	\$76,217	\$37.46716	\$77,932	\$37.93550	\$78,906	\$38.40968	\$79,892	\$38.88981	\$80,891	\$40.05651	\$83,318
Level 13	\$36.99831	\$76,956	\$37.36829	\$77,726	\$37.74198	\$78,503	\$38.59118	\$80,270	\$39.07356	\$81,273	\$39.56198	\$82,289	\$40.05651	\$83,318	\$41.25820	\$85,817
Level 14	\$38.10825	\$79,265	\$38.48936	\$80,058	\$38.87424	\$80,858	\$39.74891	\$82,678	\$40.24577	\$83,711	\$40.74884	\$84,758	\$41.25820	\$85,817	\$42.49595	\$88,392
Level 15	\$39.25152	\$81,643	\$39.64402	\$82,460	\$40.04047	\$83,284	\$40.94138	\$85,158	\$41.45315	\$86,223	\$41.97131	\$87,300	\$42.49595	\$88,392	\$43.77083	\$91,043
Level 16	\$40.42905	\$84,092	\$40.83334	\$84,933	\$41.24169	\$85,783	\$42.16962	\$87,713	\$42.69674	\$88,809	\$43.23045	\$89,919	\$43.77083	\$91,043	\$45.08395	\$93,775
Level 17	\$41.64192	\$86,615	\$42.05835	\$87,481	\$42.47892	\$88,356	\$43.43471	\$90,344	\$43.97764	\$91,473	\$44.52736	\$92,617	\$45.08395	\$93,775	\$46.43647	\$96,588
Level 18	\$42.89119	\$89,214	\$43.32009	\$90,106	\$43.75330	\$91,007	\$44.73774	\$93,054	\$45.29697	\$94,218	\$45.86319	\$95,395	\$46.43647	\$96,588	\$47.82957	\$99,485
Level 19	\$44.17793	\$91,890	\$44.61969	\$92,809	\$45.06590	\$93,737	\$46.07988	\$95,846	\$46.65588	\$97,044	\$47.23908	\$98,257	\$47.82957	\$99,485	\$49.26445	\$102,470
Level 20	\$45.50326	\$94,647	\$45.95829	\$95,593	\$46.41787	\$96,549	\$47.46227	\$98,722	\$48.05556	\$99,956	\$48.65625	\$101,205	\$49.26445	\$102,470	\$50.74238	\$105,544
Level 21	\$46.86836	\$97,486	\$47.33704	\$98,461	\$47.81040	\$99,446	\$48.88615	\$101,683	\$49.49722	\$102,954	\$50.11595	\$104,241	\$50.74238	\$105,544	\$52.26466	\$108,710
Level 22	\$48.27440	\$100,411	\$48.75716	\$101,415	\$49.24473	\$102,429	\$50.35273	\$104,734	\$50.98214	\$106,043	\$51.61942	\$107,368	\$52.26466	\$108,710	\$53.83260	\$111,972
Level 23	\$49.72264	\$103,423	\$50.21987	\$104,457	\$50.72206	\$105,502	\$51.86331	\$107,876	\$52.51160	\$109,224	\$53.16800	\$110,589	\$53.83260	\$111,972	\$55.44757	\$115,331
Level 24	\$51.21431	\$106,526	\$51.72646	\$107,591	\$52.24374	\$108,667	\$53.41921	\$111,112	\$54.08695	\$112,501	\$54.76304	\$113,907	\$55.44757	\$115,331	\$57.11101	\$118,791
Level 25	\$52.75075	\$109,722	\$53.27825	\$110,819	\$53.81104	\$111,927	\$55.02179	\$114,445	\$55.70955	\$115,876	\$56.40592	\$117,324	\$57.11101	\$118,791	\$58.82433	\$122,355
Level 26	\$54.33327	\$113,013	\$54.87661	\$114,143	\$55.42537	\$115,285	\$56.67244	\$117,879	\$57.38085	\$119,352	\$58.09811	\$120,844	\$58.82433	\$122,355	\$60.58906	\$126,025
Level 27	\$55.96326	\$116,404	\$56.52290	\$117,568	\$57.08814	\$118,743	\$58.37262	\$121,415	\$59.10227	\$122,933	\$59.84105	\$124,469	\$60.58906	\$126,025	\$62.40673	\$129,806
Level 28	\$57.64217	\$119,896	\$58.21859	\$121,095	\$58.80077	\$122,306	\$60.12380	\$125,058	\$60.87534	\$126,621	\$61.63628	\$128,203	\$62.40673	\$129,806	\$64.27893	\$133,700
Level 29	\$59.37144	\$123,493	\$59.96516	\$124,728	\$60.56479	\$125,975	\$61.92751	\$128,809	\$62.70160	\$130,419	\$63.48536	\$132,050	\$64.27893	\$133,700	\$66.20730	\$137,711
Level 30	\$61.15258	\$127,197	\$61.76411	\$128,469	\$62.38174	\$129,754	\$63.78533	\$132,673	\$64.58265	\$134,332	\$65.38993	\$136,011	\$66.20730	\$137,711	\$68.19352	\$141,843

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.

- A. Medical, Dental and Vision: Benefits provided, and eligibility shall be in compliance with applicable Washington State Law(s) related to healthcare benefits for School Employees as established by the School Employee Benefits Board (SEBB) and as administered by the Washington State Healthcare Authority (HCA) and/or similar State wide jurisdictions.
- B. Vacation Days: Employees earn fifteen vacation days during their first year of employment with Highline Public Schools and earn an additional two days for each additional year of service up to a maximum of 25 days annually.
- C. Personal Leave Days: Employees receive annually two personal leave days to be deducted from the employee's sick leave balance.
- D. Professional Growth Funds: Employees will be allowed \$1,000.00 annually to cover costs related to approved professional growth activities.
- E. The District will provide payment of membership dues to one professional educational organization per employee per school year.

Approved by the Board: August 17, 2022

**HIGHLINE PUBLIC SCHOOLS
PROFESSIONAL/TECHNICAL NON-REPRESENTED EMPLOYEES
JOB TITLES AND SALARY LEVELS**

Levels	Position Titles	Levels	Position Titles	Levels	Position Titles
Level 01	Residential Outdoor Educator	Level 16	Behavioral Health Systems Navigator	Level 23	Information Security Specialist (DoTS)* Telecom/Networking Engineer (DoTS) * Resource Manager (ERAC)
Level 02	Position TBD		College and Career Access Specialist (School Based)		
Level 03	Position TBD		Communications Assistant II	Level 24	Nutrition Services Specialist/Dietitian*
Level 04	Facilities Services Document Control Specialist Human Resources Confidential Assistant Secretary - Capital Planning and Construction		Early Learning Liaison		
Level 05	Position TBD		Employee and Labor Relations Lead		
Level 06	Tier I Technician (DoTS)		Native Education Literacy and Culture Specialist	Level 25	K-12 Planning Manager - Capital Planning & Construction* Payroll Manager * Recruitment and Selection Specialist * Senior Accountant* Senior Budget Analyst *
Level 07	Outdoor Education Specialist	Level 17	Nurse, Camp Waskowitz		
Level 08	Instructional Resources Warehouse Manager		Project Coordinator-SBIRT		
Level 09	District Athletic Trainer		Project Specialist (DoTS)		
Level 10	Community Partnerships Specialist Facilities Accountant Promise Scholars Specialist - School Based (Temporary)		School Mental Health Coordinator		
Level 11	Position TBD		Special Education Early Childhood Program Manager		
Level 12	Health Related Response Support Specialist (Temporary)		Special Education Family Liaison (Temporary)		
Level 13	Communications Assistant I District Truancy Officer - BECCA Human Resources Technician Service Desk Technician (DoTS) Technology Purchasing Facilitator (DoTS) Tier II Technician (DoTS)	Level 18			
Level 14	Career Access Specialist College Access Specialist Health Services Special Projects Facilitator (Temp) Program Data Specialist Secondary Success Specialist Student and Campus Supervisor-Alternative Programs		Communications Specialist	Level 26	Career Access Manager * College Access Manager * District Ombudsman * Recruitment and Retention Program Manager * Safety and Security Manager * School Mental Health Project Manager * Secondary Success Program Manager * Waskowitz Facilities Manager *
Level 15	Applications Specialist (DoTS) Family and Community Engagement Specialist Special Services Technology Support Manager Student Placement Services Manager Records Request Specialist		Human Resources Specialist		
		Level 19	Native Ed Secondary Success/Reengagement Spec. (ESSER)		
			Recruitment Specialist		
			Routing Manager, Transportation *		
		Level 20		Level 27	Employee Relations Manager * Human Resources Partner * Project Manager/Analyst-Budget* Project Manager/Analyst - DoTS* Project Manager/Analyst - HR & TLL * Project Manager/Analyst-Racial Equity Initiatives* Procurement & Budget Manager-Capital Planning & Const.* Procurement Manager* Quality Assurance Manager * Staffing Services & Employee Support Manager *
			Communications Manager		
			Digital Communications Manager		
			Procurement Specialist		
			Programmatic Grants Manager		
			Public Records Officer		
			Reengagement and Learning Center Manager		
			Tier III Technician - Lead (DoTS) *		
		Level 21		Level 28	Senior Device Administrator (DoTS)* Senior Network Administrator (DoTS)* Senior Systems Administrator (DoTS)*
			Junior Device Administrator (DoTS)*		
			Junior Network Administrator (DoTS)*		
			Junior Systems Administrator (DoTS)*		
		Level 22		Level 29	TBD
			Budget Analyst	Level 30	Database/Programmer Analyst (DoTS) * Data Engineer (DoTs)* Senior Construction Manager, Capital Planning & Construction* Senior Project Manager, Capital Planning & Construction *
			Data & Assessment Project Specialist		
			Events Manager		
			Grants & ASB Coordinator *		
			Nutrition Services Manager (Operations) *		
			Nutrition Services Manager (Production) *		
			Performing Arts Center Manager *		
			Title I/LAP/ESSA Technical Lead		
			Waskowitz Program Manager *		

* Denotes positions that are exempt under FLSA regulations.