

**Highline Public Schools #401**  
**Teachers, Educational Staff Associates (ESAs), Career and Technical Education (CTE) Teachers**  
**2018 - 2019 HEA SALARY SCHEDULE (Final)**

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
0 Years	Base	\$51,434	\$55,706	\$60,334	\$61,664	\$66,294	\$69,278
	Days	\$562	\$609	\$659	\$674	\$725	\$757
	18-19 Prof L	\$4,372	\$4,735	\$5,128	\$5,241	\$5,635	\$5,889
	<b>Total</b>	<b>\$56,368</b>	<b>\$61,050</b>	<b>\$66,121</b>	<b>\$67,579</b>	<b>\$72,654</b>	<b>\$75,924</b>
1 Years	Base	\$52,127	\$56,499	\$61,176	\$62,350	\$67,027	\$69,991
	Days	\$570	\$617	\$669	\$681	\$733	\$765
	18-19 Prof L	\$4,431	\$4,802	\$5,200	\$5,300	\$5,697	\$5,949
	<b>Total</b>	<b>\$57,128</b>	<b>\$61,918</b>	<b>\$67,045</b>	<b>\$68,331</b>	<b>\$73,457</b>	<b>\$76,705</b>
2 Years	Base	\$52,786	\$57,303	\$61,967	\$63,040	\$67,703	\$70,700
	Days	\$577	\$626	\$677	\$689	\$740	\$773
	18-19 Prof L	\$4,487	\$4,871	\$5,267	\$5,358	\$5,755	\$6,010
	<b>Total</b>	<b>\$57,850</b>	<b>\$62,800</b>	<b>\$67,911</b>	<b>\$69,087</b>	<b>\$74,198</b>	<b>\$77,483</b>
3 Years	Base	\$53,466	\$58,065	\$62,719	\$63,695	\$68,346	\$71,416
	Days	\$584	\$635	\$685	\$696	\$747	\$781
	18-19 Prof L	\$4,545	\$4,935	\$5,331	\$5,414	\$5,809	\$6,070
	<b>Total</b>	<b>\$58,595</b>	<b>\$63,635</b>	<b>\$68,735</b>	<b>\$69,805</b>	<b>\$74,902</b>	<b>\$78,267</b>
4 Years	Base	\$54,133	\$58,860	\$63,543	\$64,381	\$69,062	\$72,155
	Days	\$592	\$643	\$694	\$704	\$755	\$789
	18-19 Prof L	\$4,601	\$5,003	\$5,401	\$5,472	\$5,870	\$6,133
	<b>Total</b>	<b>\$59,326</b>	<b>\$64,506</b>	<b>\$69,638</b>	<b>\$70,557</b>	<b>\$75,687</b>	<b>\$79,077</b>
5 Years	Base	\$54,821	\$59,667	\$64,332	\$65,078	\$69,744	\$72,896
	Days	\$599	\$652	\$703	\$711	\$762	\$797
	18-19 Prof L	\$4,660	\$5,072	\$5,468	\$5,532	\$5,928	\$6,196
	<b>Total</b>	<b>\$60,080</b>	<b>\$65,391</b>	<b>\$70,503</b>	<b>\$71,321</b>	<b>\$76,434</b>	<b>\$79,889</b>
6 Years	Base	\$55,528	\$60,486	\$65,128	\$65,792	\$70,436	\$73,603
	Days	\$607	\$661	\$712	\$719	\$770	\$804
	18-19 Prof L	\$4,720	\$5,141	\$5,536	\$5,592	\$5,987	\$6,256
	<b>Total</b>	<b>\$60,855</b>	<b>\$66,288</b>	<b>\$71,376</b>	<b>\$72,103</b>	<b>\$77,193</b>	<b>\$80,663</b>
7 Years	Base	\$56,773	\$61,876	\$66,587	\$67,130	\$71,840	\$75,099
	Days	\$620	\$676	\$728	\$734	\$785	\$821
	18-19 Prof L	\$4,826	\$5,259	\$5,660	\$5,706	\$6,106	\$6,383
	<b>Total</b>	<b>\$62,219</b>	<b>\$67,811</b>	<b>\$72,975</b>	<b>\$73,570</b>	<b>\$78,731</b>	<b>\$82,303</b>
8 Years	Base	\$58,593	\$63,983	\$68,758	\$69,236	\$74,011	\$77,387
	Days	\$640	\$699	\$751	\$757	\$809	\$846
	18-19 Prof L	\$4,980	\$5,439	\$5,844	\$5,885	\$6,291	\$6,578
	<b>Total</b>	<b>\$64,213</b>	<b>\$70,121</b>	<b>\$75,353</b>	<b>\$75,878</b>	<b>\$81,111</b>	<b>\$84,811</b>
9 Years	Base		\$66,112	\$70,999	\$71,364	\$76,252	\$79,745
	Days		\$723	\$776	\$780	\$833	\$872
	18-19 Prof L		\$5,620	\$6,035	\$6,066	\$6,481	\$6,778
	<b>Total</b>		<b>\$72,455</b>	<b>\$77,810</b>	<b>\$78,210</b>	<b>\$83,566</b>	<b>\$87,395</b>
10 Years	Base		\$68,351	\$73,303	\$73,604	\$78,558	\$82,163
	Days		\$747	\$801	\$804	\$859	\$898
	18-19 Prof L		\$5,810	\$6,231	\$6,256	\$6,677	\$6,984
	<b>Total</b>		<b>\$74,908</b>	<b>\$80,335</b>	<b>\$80,664</b>	<b>\$86,094</b>	<b>\$90,045</b>
11 Years	Base		\$70,655	\$75,714	\$75,908	\$80,969	\$84,647
	Days		\$772	\$827	\$830	\$885	\$925
	18-19 Prof L		\$6,006	\$6,436	\$6,452	\$6,882	\$7,195
	<b>Total</b>		<b>\$77,433</b>	<b>\$82,977</b>	<b>\$83,190</b>	<b>\$88,736</b>	<b>\$92,767</b>
12 Years	Base		\$72,886	\$78,191	\$78,304	\$83,445	\$87,236
	Days		\$797	\$855	\$856	\$912	\$953
	18-19 Prof L		\$6,195	\$6,646	\$6,656	\$7,093	\$7,415
	<b>Total</b>		<b>\$79,878</b>	<b>\$85,692</b>	<b>\$85,816</b>	<b>\$91,450</b>	<b>\$95,604</b>

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
13 Years	Base			\$80,729	\$80,783	\$85,982	\$89,885
	Days			\$882	\$883	\$940	\$982
	18-19 Prof L			\$6,862	\$6,867	\$7,308	\$7,640
	<b>Total</b>			<b>\$88,473</b>	<b>\$88,533</b>	<b>\$94,230</b>	<b>\$98,507</b>
14 Years	Base			\$83,278	\$83,335	\$88,699	\$92,635
	Days			\$910	\$911	\$969	\$1,012
	18-19 Prof L			\$7,079	\$7,083	\$7,539	\$7,874
	<b>Total</b>			<b>\$91,267</b>	<b>\$91,329</b>	<b>\$97,207</b>	<b>\$101,521</b>
15 Years	Base			\$85,446	\$85,501	\$91,005	\$95,044
	Days			\$934	\$934	\$995	\$1,039
	18-19 Prof L			\$7,263	\$7,268	\$7,735	\$8,079
	<b>Total</b>			<b>\$93,643</b>	<b>\$93,703</b>	<b>\$99,735</b>	<b>\$104,162</b>
16 through 19 Years	Base			\$87,154	\$87,210	\$92,824	\$96,945
	Days			\$953	\$953	\$1,014	\$1,060
	18-19 Prof L			\$7,408	\$7,413	\$7,890	\$8,240
	<b>Total</b>			<b>\$95,515</b>	<b>\$95,576</b>	<b>\$101,728</b>	<b>\$106,245</b>
20 through 24 Years	Base	\$58,593	\$72,886	\$87,154	\$87,210	\$92,824	\$96,945
	Days	\$640	\$797	\$953	\$953	\$1,014	\$1,060
	18-19 Prof L	\$4,980	\$6,195	\$7,408	\$7,413	\$7,890	\$8,240
	Longevity	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
	<b>Total</b>	<b>\$66,713</b>	<b>\$82,378</b>	<b>\$98,015</b>	<b>\$98,076</b>	<b>\$104,228</b>	<b>\$108,745</b>
25 through 30 or more Years	Base	\$58,593	\$72,886	\$87,154	\$87,210	\$92,824	\$96,945
	Days	\$640	\$797	\$953	\$953	\$1,014	\$1,060
	18-19 Prof L	\$4,980	\$6,195	\$7,408	\$7,413	\$7,890	\$8,240
	Longevity	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	<b>Total</b>	<b>\$69,213</b>	<b>\$84,878</b>	<b>\$100,515</b>	<b>\$100,576</b>	<b>\$106,728</b>	<b>\$111,245</b>

Salaries shown in this schedule are based on 1.0 FTE. Actual salaries are prorated by assigned FTE.

1. CTE teacher placement determined according to WAC 392-121-259(3)(b)
2. Experience credit will be provided on a full-year basis only
3. CTE teachers with Plan II (non-degree) certification will be placed on this schedule according to the Reporting Process Instructions for OSPI Form S-275.
4. Doctorate degree = \$3,600 stipend
- \*5. The BA+135 column of this salary schedule was closed on Nov. 2, 2004. Salaries that appear in the BA+135 column are applicable only to HPS employees that reached this column on or before Nov. 1, 2004.
6. The district will pay 100% of the state retiree healthcare subsidy.
7. Longevity stipends: 20-24 years, \$2,500; 25+ years, \$5,000.

**Approved by the Board of Directors: September 19, 2018**