

Highline Public Schools #401
Teachers, Educational Staff Associates (ESAs), Career and Technical Education (CTE) Teachers
2020-21 HEA SALARY SCHEDULE

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
0 Years	Base	\$53,302	\$57,729	\$62,525	\$63,904	\$68,702	\$71,794
	PLE Days	\$583	\$631	\$683	\$698	\$751	\$785
	PLE Stipend	\$4,531	\$4,907	\$5,315	\$5,432	\$5,840	\$6,103
	Total	\$58,415	\$63,267	\$68,523	\$70,034	\$75,292	\$78,681
1 Years	Base	\$54,020	\$58,551	\$63,398	\$64,615	\$69,461	\$72,533
	PLE Days	\$590	\$640	\$693	\$706	\$759	\$793
	PLE Stipend	\$4,592	\$4,977	\$5,389	\$5,492	\$5,904	\$6,165
	Total	\$59,202	\$64,168	\$69,480	\$70,813	\$76,125	\$79,491
2 Years	Base	\$54,703	\$59,384	\$64,218	\$65,330	\$70,162	\$73,268
	PLE Days	\$598	\$649	\$702	\$714	\$767	\$801
	PLE Stipend	\$4,650	\$5,048	\$5,458	\$5,553	\$5,964	\$6,228
	Total	\$59,951	\$65,081	\$70,378	\$71,597	\$76,893	\$80,296
3 Years	Base	\$55,408	\$60,174	\$64,997	\$66,008	\$70,828	\$74,010
	PLE Days	\$606	\$658	\$710	\$721	\$774	\$809
	PLE Stipend	\$4,710	\$5,115	\$5,525	\$5,611	\$6,020	\$6,291
	Total	\$60,723	\$65,946	\$71,232	\$72,341	\$77,623	\$81,110
4 Years	Base	\$56,099	\$60,998	\$65,851	\$66,719	\$71,570	\$74,776
	PLE Days	\$613	\$667	\$720	\$729	\$782	\$817
	PLE Stipend	\$4,768	\$5,185	\$5,597	\$5,671	\$6,083	\$6,356
	Total	\$61,481	\$66,849	\$72,168	\$73,120	\$78,436	\$81,949
5 Years	Base	\$56,812	\$61,834	\$66,669	\$67,442	\$72,277	\$75,544
	PLE Days	\$621	\$676	\$729	\$737	\$790	\$826
	PLE Stipend	\$4,829	\$5,256	\$5,667	\$5,733	\$6,144	\$6,421
	Total	\$62,262	\$67,766	\$73,064	\$73,911	\$79,211	\$82,790
6 Years	Base	\$57,545	\$62,683	\$67,493	\$68,182	\$72,994	\$76,276
	PLE Days	\$629	\$685	\$738	\$745	\$798	\$834
	PLE Stipend	\$4,891	\$5,328	\$5,737	\$5,795	\$6,205	\$6,483
	Total	\$63,065	\$68,696	\$73,968	\$74,722	\$79,996	\$83,593
7 Years	Base	\$58,835	\$64,123	\$69,005	\$69,568	\$74,449	\$77,827
	PLE Days	\$643	\$701	\$754	\$760	\$814	\$851
	PLE Stipend	\$5,001	\$5,450	\$5,865	\$5,913	\$6,328	\$6,615
	Total	\$64,479	\$70,275	\$75,625	\$76,242	\$81,591	\$85,292
8 Years	Base	\$60,721	\$66,307	\$71,255	\$71,751	\$76,699	\$80,198
	PLE Days	\$664	\$725	\$779	\$784	\$838	\$876
	PLE Stipend	\$5,161	\$5,636	\$6,057	\$6,099	\$6,519	\$6,817
	Total	\$66,546	\$72,668	\$78,091	\$78,634	\$84,057	\$87,891
9 Years	Base		\$68,513	\$73,578	\$73,956	\$79,021	\$82,641
	PLE Days		\$749	\$804	\$808	\$864	\$903
	PLE Stipend		\$5,824	\$6,254	\$6,286	\$6,717	\$7,025
	Total		\$75,086	\$80,636	\$81,050	\$86,602	\$90,569
10 Years	Base		\$70,834	\$75,965	\$76,277	\$81,411	\$85,147
	PLE Days		\$774	\$830	\$834	\$890	\$931
	PLE Stipend		\$6,021	\$6,457	\$6,484	\$6,920	\$7,238
	Total		\$77,628	\$83,253	\$83,594	\$89,221	\$93,315
11 Years	Base		\$73,221	\$78,464	\$78,665	\$83,910	\$87,721
	PLE Days		\$800	\$858	\$860	\$917	\$959
	PLE Stipend		\$6,224	\$6,669	\$6,687	\$7,132	\$7,456
	Total		\$80,245	\$85,991	\$86,211	\$91,959	\$96,136
12 Years	Base		\$75,533	\$81,031	\$81,148	\$86,476	\$90,404
	PLE Days		\$825	\$886	\$887	\$945	\$988
	PLE Stipend		\$6,420	\$6,888	\$6,898	\$7,350	\$7,684
	Total		\$82,779	\$88,804	\$88,932	\$94,771	\$99,077

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
13 Years	Base			\$83,661	\$83,717	\$89,105	\$93,150
	PLE Days			\$914	\$915	\$974	\$1,018
	PLE Stipend			\$7,111	\$7,116	\$7,574	\$7,918
	Total			\$91,687	\$91,748	\$97,653	\$102,085
14 Years	Base			\$86,303	\$86,362	\$91,921	\$96,000
	PLE Days			\$943	\$944	\$1,005	\$1,049
	PLE Stipend			\$7,336	\$7,341	\$7,813	\$8,160
	Total			\$94,582	\$94,646	\$100,738	\$105,209
15 Years	Base			\$88,549	\$88,606	\$94,310	\$98,496
	PLE Days			\$968	\$968	\$1,031	\$1,076
	PLE Stipend			\$7,527	\$7,532	\$8,016	\$8,372
	Total			\$97,044	\$97,106	\$103,357	\$107,945
16 through 19 Years	Base			\$90,319	\$90,377	\$96,195	\$100,466
	PLE Days			\$987	\$988	\$1,051	\$1,098
	PLE Stipend			\$7,677	\$7,682	\$8,177	\$8,540
	Total			\$98,984	\$99,047	\$105,423	\$110,104
20 through 24 Years	Base	\$60,721	\$75,533	\$90,319	\$90,377	\$96,195	\$100,466
	PLE Days	\$664	\$825	\$987	\$988	\$1,051	\$1,098
	PLE Stipend	\$5,161	\$6,420	\$7,677	\$7,682	\$8,177	\$8,540
	Longevity	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
	Total	\$69,046	\$85,279	\$101,484	\$101,547	\$107,923	\$112,604
25 through 30 or more Years	Base	\$60,721	\$75,533	\$90,319	\$90,377	\$96,195	\$100,466
	PLE Days	\$664	\$825	\$987	\$988	\$1,051	\$1,098
	PLE Stipend	\$5,161	\$6,420	\$7,677	\$7,682	\$8,177	\$8,540
	Longevity	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	Total	\$71,546	\$87,779	\$103,984	\$104,047	\$110,423	\$115,104

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 9, 2020