

Highline Public Schools #401
Teachers, Educational Staff Associates (ESAs), Career and Technical Education (CTE) Teachers
2021-22 HEA SALARY SCHEDULE

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
0 Years	Base	\$54,368	\$58,884	\$63,776	\$65,182	\$70,076	\$73,230
	PLE Days	\$594	\$644	\$697	\$712	\$766	\$800
	PLE Stipend	\$4,621	\$5,005	\$5,421	\$5,540	\$5,956	\$6,225
	Total	\$59,584	\$64,532	\$69,894	\$71,435	\$76,798	\$80,255
1 Years	Base	\$55,101	\$59,722	\$64,666	\$65,907	\$70,851	\$73,984
	PLE Days	\$602	\$653	\$707	\$720	\$774	\$809
	PLE Stipend	\$4,684	\$5,076	\$5,497	\$5,602	\$6,022	\$6,289
	Total	\$60,386	\$65,451	\$70,869	\$72,229	\$77,647	\$81,081
2 Years	Base	\$55,797	\$60,572	\$65,502	\$66,636	\$71,565	\$74,733
	PLE Days	\$610	\$662	\$716	\$728	\$782	\$817
	PLE Stipend	\$4,743	\$5,149	\$5,568	\$5,664	\$6,083	\$6,352
	Total	\$61,150	\$66,383	\$71,786	\$73,029	\$78,430	\$81,902
3 Years	Base	\$56,516	\$61,377	\$66,297	\$67,329	\$72,245	\$75,490
	PLE Days	\$618	\$671	\$725	\$736	\$790	\$825
	PLE Stipend	\$4,804	\$5,217	\$5,635	\$5,723	\$6,141	\$6,417
	Total	\$61,938	\$67,265	\$72,657	\$73,787	\$79,175	\$82,732
4 Years	Base	\$57,221	\$62,218	\$67,168	\$68,054	\$73,002	\$76,271
	PLE Days	\$625	\$680	\$734	\$744	\$798	\$834
	PLE Stipend	\$4,864	\$5,289	\$5,709	\$5,785	\$6,205	\$6,483
	Total	\$62,710	\$68,186	\$73,611	\$74,582	\$80,005	\$83,588
5 Years	Base	\$57,948	\$63,071	\$68,002	\$68,790	\$73,723	\$77,054
	PLE Days	\$633	\$689	\$743	\$752	\$806	\$842
	PLE Stipend	\$4,926	\$5,361	\$5,780	\$5,847	\$6,266	\$6,550
	Total	\$63,507	\$69,121	\$74,525	\$75,389	\$80,795	\$84,446
6 Years	Base	\$58,696	\$63,937	\$68,843	\$69,545	\$74,454	\$77,802
	PLE Days	\$641	\$699	\$752	\$760	\$814	\$850
	PLE Stipend	\$4,989	\$5,435	\$5,852	\$5,911	\$6,329	\$6,613
	Total	\$64,326	\$70,070	\$75,447	\$76,217	\$81,596	\$85,265
7 Years	Base	\$60,012	\$65,406	\$70,386	\$70,960	\$75,938	\$79,383
	PLE Days	\$656	\$715	\$769	\$776	\$830	\$868
	PLE Stipend	\$5,101	\$5,559	\$5,983	\$6,032	\$6,455	\$6,748
	Total	\$65,769	\$71,680	\$77,138	\$77,767	\$83,223	\$86,998
8 Years	Base	\$61,936	\$67,633	\$72,680	\$73,186	\$78,233	\$81,802
	PLE Days	\$677	\$739	\$794	\$800	\$855	\$894
	PLE Stipend	\$5,265	\$5,749	\$6,178	\$6,221	\$6,650	\$6,953
	Total	\$67,877	\$74,121	\$79,653	\$80,206	\$85,738	\$89,649
9 Years	Base		\$69,883	\$75,049	\$75,435	\$80,602	\$84,294
	PLE Days		\$764	\$820	\$824	\$881	\$921
	PLE Stipend		\$5,940	\$6,379	\$6,412	\$6,851	\$7,165
	Total		\$76,587	\$82,249	\$82,671	\$88,334	\$92,380
10 Years	Base		\$72,250	\$77,485	\$77,803	\$83,039	\$86,850
	PLE Days		\$790	\$847	\$850	\$908	\$949
	PLE Stipend		\$6,141	\$6,586	\$6,613	\$7,058	\$7,382
	Total		\$79,181	\$84,918	\$85,266	\$91,005	\$95,182
11 Years	Base		\$74,686	\$80,033	\$80,238	\$85,588	\$89,476
	PLE Days		\$816	\$875	\$877	\$935	\$978
	PLE Stipend		\$6,348	\$6,803	\$6,820	\$7,275	\$7,605
	Total		\$81,850	\$87,711	\$87,935	\$93,798	\$98,059
12 Years	Base		\$77,044	\$82,652	\$82,771	\$88,205	\$92,212
	PLE Days		\$842	\$903	\$905	\$964	\$1,008
	PLE Stipend		\$6,549	\$7,025	\$7,036	\$7,497	\$7,838
	Total		\$84,435	\$90,580	\$90,711	\$96,667	\$101,058

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
13 Years	Base			\$85,334	\$85,391	\$90,887	\$95,013
	PLE Days			\$933	\$933	\$993	\$1,038
	PLE Stipend			\$7,253	\$7,258	\$7,725	\$8,076
	Total			\$93,520	\$93,583	\$99,606	\$104,127
14 Years	Base			\$88,029	\$88,089	\$93,759	\$97,919
	PLE Days			\$962	\$963	\$1,025	\$1,070
	PLE Stipend			\$7,482	\$7,488	\$7,970	\$8,323
	Total			\$96,473	\$96,539	\$102,753	\$107,313
15 Years	Base			\$90,320	\$90,379	\$96,197	\$100,466
	PLE Days			\$987	\$988	\$1,051	\$1,098
	PLE Stipend			\$7,677	\$7,682	\$8,177	\$8,540
	Total			\$98,985	\$99,048	\$105,425	\$110,104
16 through 19 Years	Base			\$92,126	\$92,185	\$98,119	\$102,475
	PLE Days			\$1,007	\$1,007	\$1,072	\$1,120
	PLE Stipend			\$7,831	\$7,836	\$8,340	\$8,710
	Total			\$100,963	\$101,028	\$107,532	\$112,306
20 through 24 Years	Base	\$61,936	\$77,044	\$92,126	\$92,185	\$98,119	\$102,475
	PLE Days	\$677	\$842	\$1,007	\$1,007	\$1,072	\$1,120
	PLE Stipend	\$5,265	\$6,549	\$7,831	\$7,836	\$8,340	\$8,710
	Longevity	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
	Total	\$70,377	\$86,935	\$103,463	\$103,528	\$110,032	\$114,806
25 through 30 or more Years	Base	\$61,936	\$77,044	\$92,126	\$92,185	\$98,119	\$102,475
	PLE Days	\$677	\$842	\$1,007	\$1,007	\$1,072	\$1,120
	PLE Stipend	\$5,265	\$6,549	\$7,831	\$7,836	\$8,340	\$8,710
	Longevity	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	Total	\$72,877	\$89,435	\$105,963	\$106,028	\$112,532	\$117,306

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: July 7, 2021