

Highline Public Schools #401
Teachers, Educational Staff Associates (ESAs), Career and Technical Education (CTE) Teachers
2022-23 HEA SALARY SCHEDULE

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
0 Years	Base	\$58,446	\$63,300	\$68,559	\$70,070	\$75,332	\$78,722
	PLE Days	\$639	\$692	\$749	\$766	\$823	\$860
	PLE Stipend	\$4,968	\$5,381	\$5,828	\$5,956	\$6,403	\$6,691
	Total	\$64,052	\$69,372	\$75,136	\$76,792	\$82,558	\$86,274
1 Years	Base	\$59,233	\$64,201	\$69,516	\$70,850	\$76,164	\$79,533
	PLE Days	\$647	\$702	\$760	\$774	\$832	\$869
	PLE Stipend	\$5,035	\$5,457	\$5,909	\$6,022	\$6,474	\$6,760
	Total	\$64,915	\$70,360	\$76,184	\$77,646	\$83,471	\$87,162
2 Years	Base	\$59,982	\$65,115	\$70,415	\$71,634	\$76,933	\$80,338
	PLE Days	\$656	\$712	\$770	\$783	\$841	\$878
	PLE Stipend	\$5,098	\$5,535	\$5,985	\$6,089	\$6,539	\$6,829
	Total	\$65,736	\$71,361	\$77,169	\$78,506	\$84,313	\$88,045
3 Years	Base	\$60,755	\$65,981	\$71,269	\$72,378	\$77,663	\$81,152
	PLE Days	\$664	\$721	\$779	\$791	\$849	\$887
	PLE Stipend	\$5,164	\$5,608	\$6,058	\$6,152	\$6,601	\$6,898
	Total	\$66,583	\$72,310	\$78,106	\$79,321	\$85,113	\$88,937
4 Years	Base	\$61,513	\$66,884	\$72,205	\$73,158	\$78,477	\$81,992
	PLE Days	\$672	\$731	\$789	\$800	\$858	\$896
	PLE Stipend	\$5,229	\$5,685	\$6,137	\$6,218	\$6,671	\$6,969
	Total	\$67,414	\$73,300	\$79,132	\$80,176	\$86,005	\$89,857
5 Years	Base	\$62,294	\$67,801	\$73,102	\$73,950	\$79,252	\$82,834
	PLE Days	\$681	\$741	\$799	\$808	\$866	\$905
	PLE Stipend	\$5,295	\$5,763	\$6,214	\$6,286	\$6,736	\$7,041
	Total	\$68,270	\$74,305	\$80,115	\$81,044	\$86,854	\$90,780
6 Years	Base	\$63,098	\$68,732	\$74,007	\$74,761	\$80,038	\$83,637
	PLE Days	\$690	\$751	\$809	\$817	\$875	\$914
	PLE Stipend	\$5,363	\$5,842	\$6,291	\$6,355	\$6,803	\$7,109
	Total	\$69,151	\$75,325	\$81,106	\$81,933	\$87,716	\$91,660
7 Years	Base	\$64,513	\$70,311	\$75,664	\$76,281	\$81,634	\$85,337
	PLE Days	\$705	\$768	\$827	\$834	\$892	\$933
	PLE Stipend	\$5,484	\$5,976	\$6,431	\$6,484	\$6,939	\$7,254
	Total	\$70,701	\$77,056	\$82,923	\$83,599	\$89,465	\$93,523
8 Years	Base	\$66,581	\$72,705	\$78,131	\$78,675	\$84,101	\$87,937
	PLE Days	\$728	\$795	\$854	\$860	\$919	\$961
	PLE Stipend	\$5,659	\$6,180	\$6,641	\$6,687	\$7,149	\$7,475
	Total	\$72,968	\$79,680	\$85,626	\$86,222	\$92,168	\$96,372
9 Years	Base		\$75,125	\$80,678	\$81,093	\$86,647	\$90,616
	PLE Days		\$821	\$882	\$886	\$947	\$990
	PLE Stipend		\$6,386	\$6,858	\$6,893	\$7,365	\$7,702
	Total		\$82,331	\$88,417	\$88,872	\$94,959	\$99,309
10 Years	Base		\$77,669	\$83,296	\$83,638	\$89,267	\$93,364
	PLE Days		\$849	\$910	\$914	\$976	\$1,020
	PLE Stipend		\$6,602	\$7,080	\$7,109	\$7,588	\$7,936
	Total		\$85,120	\$91,287	\$91,661	\$97,831	\$102,320
11 Years	Base		\$80,287	\$86,036	\$86,256	\$92,007	\$96,186
	PLE Days		\$877	\$940	\$943	\$1,006	\$1,051
	PLE Stipend		\$6,824	\$7,313	\$7,332	\$7,821	\$8,176
	Total		\$87,989	\$94,289	\$94,531	\$100,833	\$105,414
12 Years	Base		\$82,822	\$88,850	\$88,979	\$94,821	\$99,128
	PLE Days		\$905	\$971	\$972	\$1,036	\$1,083
	PLE Stipend		\$7,040	\$7,552	\$7,563	\$8,060	\$8,426
	Total		\$90,767	\$97,374	\$97,514	\$103,917	\$108,638

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
13 Years	Base			\$91,734	\$91,796	\$97,703	\$102,139
	PLE Days			\$1,003	\$1,003	\$1,068	\$1,116
	PLE Stipend			\$7,797	\$7,803	\$8,305	\$8,682
	Total			\$100,534	\$100,602	\$107,076	\$111,937
14 Years	Base			\$94,631	\$94,696	\$100,791	\$105,263
	PLE Days			\$1,034	\$1,035	\$1,102	\$1,150
	PLE Stipend			\$8,044	\$8,049	\$8,567	\$8,947
	Total			\$103,709	\$103,780	\$110,460	\$115,361
15 Years	Base			\$97,094	\$97,157	\$103,411	\$108,001
	PLE Days			\$1,061	\$1,062	\$1,130	\$1,180
	PLE Stipend			\$8,253	\$8,258	\$8,790	\$9,180
	Total			\$106,409	\$106,477	\$113,331	\$118,361
16 through 19 Years	Base			\$99,035	\$99,099	\$105,478	\$110,161
	PLE Days			\$1,082	\$1,083	\$1,153	\$1,204
	PLE Stipend			\$8,418	\$8,423	\$8,966	\$9,364
	Total			\$108,536	\$108,605	\$115,597	\$120,729
20 through 24 Years	Base	\$66,581	\$82,822	\$99,035	\$99,099	\$105,478	\$110,161
	PLE Days	\$728	\$905	\$1,082	\$1,083	\$1,153	\$1,204
	PLE Stipend	\$5,659	\$7,040	\$8,418	\$8,423	\$8,966	\$9,364
	Longevity	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
	Total	\$75,468	\$93,267	\$111,036	\$111,105	\$118,097	\$123,229
25 through 30 or more Years	Base	\$66,581	\$82,822	\$99,035	\$99,099	\$105,478	\$110,161
	PLE Days	\$728	\$905	\$1,082	\$1,083	\$1,153	\$1,204
	PLE Stipend	\$5,659	\$7,040	\$8,418	\$8,423	\$8,966	\$9,364
	Longevity	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	Total	\$77,968	\$95,767	\$113,536	\$113,605	\$120,597	\$125,729

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

Extra Service Contract (ESC) Hourly Rate: \$45.38

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: August 17, 2022