

Highline Public Schools

15675 Ambaum Boulevard Southwest, Burien, Washington 98166

Administrative Salary Schedule 2

EFFECTIVE: July 1, 2024 - Final

Base Annual Salary

260 Days @ 8 hours per Day

Title/Category	First Step	Second Step	Third Step
	1-2 Years in Category	3-4 Years in Category	5+ Years in Category
(I) Elementary School Assistant Principal	\$161,349	\$164,710	\$168,071
(II) Middle School Assistant Principal	\$172,948	\$176,551	\$180,154
(III) High School Assistant Principal	\$182,047	\$185,840	\$189,633
(III-B) High School Assistant Principal (Small School)	\$167,440	\$170,928	\$174,417
(IV) Elementary School Principal	\$184,465	\$188,309	\$192,152
(V) Middle School Principal	\$191,456	\$195,444	\$199,433
(VI) High School Principal (Comprehensive)	\$204,795	\$209,062	\$213,328
(VI-A) High School Principal (Small School)	\$189,395	\$193,341	\$197,286

1. Salary Placement: The individual will be placed on the specific salary range and step appropriate for the position. Step increases will be provided according to the approved schedule unless otherwise determined. Upon hire, credit for previous work history will be evaluated for relevance and job related work experience. Appropriate placement on the Administrative Salary Schedule shall be made by the Executive Director of Human Resources or designee.
2. The District shall provide to eligible employees all life, dental, health and disability insurance programs available under the rules and regulations of the Washington School Employee Benefit Board.
3. Doctoral Stipend: \$3,600.00 for Doctoral Degree. Qualification of such stipend is determined by Human Resources. Stipend will be prorated based on annualized FTE.
4. High School Principal small schools located on a high school campus or autonomous small schools.
5. First Step (years 1& 2) is 96% of Third Step; Second Step (years 3&4) is 98% of Third Step.
6. Building administrators may elect to receive compensation for up to eight (8) days of unused annual vacation hours at the applicable salary rate, 1/221st of the current salary if they have used eight (8) days of vacation between July 1 and May 30 of the current contract year

Approved by the Board of Directors: 9/4/24