

Highline Public Schools #401
Teachers, Educational Staff Associates (ESAs), Career and Technical Education (CTE) Teachers
2024-25 - HEA SALARY SCHEDULE

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
0 Years	Base	\$64,069	\$69,390	\$75,155	\$76,812	\$82,579	\$86,296
	PLE Days	\$693	\$750	\$812	\$830	\$893	\$933
	PLE Stipend	\$5,446	\$5,898	\$6,388	\$6,529	\$7,019	\$7,335
	Total	\$70,207	\$76,038	\$82,356	\$84,171	\$90,491	\$94,564
1 Years	Base	\$64,932	\$70,378	\$76,204	\$77,666	\$83,492	\$87,184
	PLE Days	\$702	\$761	\$824	\$840	\$903	\$943
	PLE Stipend	\$5,519	\$5,982	\$6,477	\$6,602	\$7,097	\$7,411
	Total	\$71,153	\$77,121	\$83,505	\$85,108	\$91,492	\$95,537
2 Years	Base	\$65,753	\$71,379	\$77,189	\$78,526	\$84,334	\$88,067
	PLE Days	\$711	\$772	\$834	\$849	\$912	\$952
	PLE Stipend	\$5,589	\$6,067	\$6,561	\$6,675	\$7,168	\$7,486
	Total	\$72,053	\$78,218	\$84,585	\$86,049	\$92,414	\$96,505
3 Years	Base	\$66,600	\$72,329	\$78,126	\$79,342	\$85,135	\$88,959
	PLE Days	\$720	\$782	\$845	\$858	\$920	\$962
	PLE Stipend	\$5,661	\$6,148	\$6,641	\$6,744	\$7,236	\$7,562
	Total	\$72,981	\$79,259	\$85,611	\$86,943	\$93,292	\$97,483
4 Years	Base	\$67,431	\$73,319	\$79,152	\$80,196	\$86,027	\$89,880
	PLE Days	\$729	\$793	\$856	\$867	\$930	\$972
	PLE Stipend	\$5,732	\$6,232	\$6,728	\$6,817	\$7,312	\$7,640
	Total	\$73,891	\$80,344	\$86,736	\$87,880	\$94,269	\$98,491
5 Years	Base	\$68,288	\$74,324	\$80,135	\$81,064	\$86,877	\$90,803
	PLE Days	\$738	\$804	\$866	\$876	\$939	\$982
	PLE Stipend	\$5,804	\$6,318	\$6,811	\$6,890	\$7,385	\$7,718
	Total	\$74,830	\$81,445	\$87,813	\$88,831	\$95,200	\$99,503
6 Years	Base	\$69,168	\$75,344	\$81,127	\$81,954	\$87,739	\$91,684
	PLE Days	\$748	\$815	\$877	\$886	\$949	\$991
	PLE Stipend	\$5,879	\$6,404	\$6,896	\$6,966	\$7,458	\$7,793
	Total	\$75,796	\$82,563	\$88,899	\$89,806	\$96,145	\$100,468
7 Years	Base	\$70,719	\$77,076	\$82,944	\$83,620	\$89,487	\$93,547
	PLE Days	\$765	\$833	\$897	\$904	\$967	\$1,011
	PLE Stipend	\$6,011	\$6,551	\$7,050	\$7,108	\$7,606	\$7,951
	Total	\$77,495	\$84,461	\$90,891	\$91,632	\$98,061	\$102,510
8 Years	Base	\$72,986	\$79,700	\$85,648	\$86,244	\$92,192	\$96,397
	PLE Days	\$789	\$862	\$926	\$932	\$997	\$1,042
	PLE Stipend	\$6,204	\$6,775	\$7,280	\$7,331	\$7,836	\$8,194
	Total	\$79,979	\$87,337	\$93,854	\$94,507	\$101,025	\$105,633
9 Years	Base		\$82,352	\$88,440	\$88,895	\$94,983	\$99,334
	PLE Days		\$890	\$956	\$961	\$1,027	\$1,074
	PLE Stipend		\$7,000	\$7,517	\$7,556	\$8,074	\$8,443
	Total		\$90,243	\$96,913	\$97,412	\$104,084	\$108,852
10 Years	Base		\$85,141	\$91,310	\$91,685	\$97,856	\$102,346
	PLE Days		\$920	\$987	\$991	\$1,058	\$1,106
	PLE Stipend		\$7,237	\$7,761	\$7,793	\$8,318	\$8,699
	Total		\$93,299	\$100,058	\$100,469	\$107,231	\$112,152
11 Years	Base		\$88,011	\$94,313	\$94,555	\$100,859	\$105,440
	PLE Days		\$951	\$1,020	\$1,022	\$1,090	\$1,140
	PLE Stipend		\$7,481	\$8,017	\$8,037	\$8,573	\$8,962
	Total		\$96,444	\$103,349	\$103,614	\$110,522	\$115,543
12 Years	Base		\$90,790	\$97,399	\$97,539	\$103,943	\$108,665
	PLE Days		\$982	\$1,053	\$1,054	\$1,124	\$1,175
	PLE Stipend		\$7,717	\$8,279	\$8,291	\$8,835	\$9,237
	Total		\$99,489	\$106,730	\$106,885	\$113,902	\$119,077

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
13 Years	Base			\$100,560	\$100,627	\$107,103	\$111,965
	PLE Days			\$1,087	\$1,088	\$1,158	\$1,210
	PLE Stipend			\$8,548	\$8,553	\$9,104	\$9,517
	Total			\$110,195	\$110,268	\$117,365	\$122,693
14 Years	Base			\$103,735	\$103,806	\$110,488	\$115,391
	PLE Days			\$1,121	\$1,122	\$1,194	\$1,247
	PLE Stipend			\$8,817	\$8,824	\$9,391	\$9,808
	Total			\$113,674	\$113,752	\$121,074	\$126,446
15 Years	Base			\$106,436	\$106,504	\$113,360	\$118,392
	PLE Days			\$1,151	\$1,151	\$1,226	\$1,280
	PLE Stipend			\$9,047	\$9,053	\$9,636	\$10,063
	Total			\$116,633	\$116,709	\$124,221	\$129,735
16 through 19 Years	Base			\$108,563	\$108,633	\$115,626	\$120,759
	PLE Days			\$1,174	\$1,174	\$1,250	\$1,306
	PLE Stipend			\$9,228	\$9,234	\$9,828	\$10,265
	Total			\$118,965	\$119,041	\$126,704	\$132,330
20 through 24 Years	Base	\$72,986	\$90,790	\$108,563	\$108,633	\$115,626	\$120,759
	PLE Days	\$789	\$982	\$1,174	\$1,174	\$1,250	\$1,306
	PLE Stipend	\$6,204	\$7,717	\$9,228	\$9,234	\$9,828	\$10,265
	Longevity	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
	Total	\$82,479	\$101,989	\$121,465	\$121,541	\$129,204	\$134,830
25 through 30 or more Years	Base	\$72,986	\$90,790	\$108,563	\$108,633	\$115,626	\$120,759
	PLE Days	\$789	\$982	\$1,174	\$1,174	\$1,250	\$1,306
	PLE Stipend	\$6,204	\$7,717	\$9,228	\$9,234	\$9,828	\$10,265
	Longevity	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	Total	\$84,979	\$104,489	\$123,965	\$124,041	\$131,704	\$137,330

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

Extra Duty Hourly Rate BA/00/0 per diem \$64,069/1295 hrs= \$49.47

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: 9/4/24