

**Highline Public Schools #401**  
**Teachers, Educational Staff Associates (ESAs), Career and Technical Education (CTE) Teachers**  
**2025-26 - HEA SALARY SCHEDULE**

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
0 Years	Base	\$65,670	\$71,125	\$77,034	\$78,732	\$84,644	\$88,454
	PLE Days	\$710	\$769	\$833	\$851	\$915	\$956
	PLE Stipend	\$5,582	\$6,046	\$6,548	\$6,692	\$7,195	\$7,519
	<b>Total</b>	<b>\$71,962</b>	<b>\$77,939</b>	<b>\$84,415</b>	<b>\$86,275</b>	<b>\$92,753</b>	<b>\$96,928</b>
1 Years	Base	\$66,555	\$72,137	\$78,109	\$79,608	\$85,579	\$89,364
	PLE Days	\$720	\$780	\$844	\$861	\$925	\$966
	PLE Stipend	\$5,657	\$6,132	\$6,639	\$6,767	\$7,274	\$7,596
	<b>Total</b>	<b>\$72,932</b>	<b>\$79,049</b>	<b>\$85,593</b>	<b>\$87,235</b>	<b>\$93,779</b>	<b>\$97,926</b>
2 Years	Base	\$67,397	\$73,164	\$79,119	\$80,489	\$86,443	\$90,269
	PLE Days	\$729	\$791	\$855	\$870	\$935	\$976
	PLE Stipend	\$5,729	\$6,219	\$6,725	\$6,842	\$7,348	\$7,673
	<b>Total</b>	<b>\$73,854</b>	<b>\$80,174</b>	<b>\$86,699</b>	<b>\$88,201</b>	<b>\$94,725</b>	<b>\$98,918</b>
3 Years	Base	\$68,265	\$74,137	\$80,079	\$81,325	\$87,264	\$91,183
	PLE Days	\$738	\$801	\$866	\$879	\$943	\$986
	PLE Stipend	\$5,803	\$6,302	\$6,807	\$6,913	\$7,417	\$7,751
	<b>Total</b>	<b>\$74,805</b>	<b>\$81,240</b>	<b>\$87,751</b>	<b>\$89,117</b>	<b>\$95,624</b>	<b>\$99,920</b>
4 Years	Base	\$69,117	\$75,152	\$81,131	\$82,201	\$88,178	\$92,127
	PLE Days	\$747	\$812	\$877	\$889	\$953	\$996
	PLE Stipend	\$5,875	\$6,388	\$6,896	\$6,987	\$7,495	\$7,831
	<b>Total</b>	<b>\$75,739</b>	<b>\$82,352</b>	<b>\$88,904</b>	<b>\$90,077</b>	<b>\$96,626</b>	<b>\$100,954</b>
5 Years	Base	\$69,995	\$76,182	\$82,139	\$83,091	\$89,048	\$93,073
	PLE Days	\$757	\$824	\$888	\$898	\$963	\$1,006
	PLE Stipend	\$5,950	\$6,475	\$6,982	\$7,063	\$7,569	\$7,911
	<b>Total</b>	<b>\$76,701</b>	<b>\$83,481</b>	<b>\$90,008</b>	<b>\$91,052</b>	<b>\$97,580</b>	<b>\$101,990</b>
6 Years	Base	\$70,898	\$77,228	\$83,155	\$84,003	\$89,932	\$93,976
	PLE Days	\$766	\$835	\$899	\$908	\$972	\$1,016
	PLE Stipend	\$6,026	\$6,564	\$7,068	\$7,140	\$7,644	\$7,988
	<b>Total</b>	<b>\$77,690</b>	<b>\$84,627</b>	<b>\$91,122</b>	<b>\$92,051</b>	<b>\$98,548</b>	<b>\$102,980</b>
7 Years	Base	\$72,487	\$79,003	\$85,018	\$85,711	\$91,725	\$95,886
	PLE Days	\$784	\$854	\$919	\$927	\$992	\$1,037
	PLE Stipend	\$6,161	\$6,715	\$7,227	\$7,285	\$7,797	\$8,150
	<b>Total</b>	<b>\$79,432</b>	<b>\$86,572</b>	<b>\$93,163</b>	<b>\$93,923</b>	<b>\$100,513</b>	<b>\$105,073</b>
8 Years	Base	\$74,811	\$81,693	\$87,790	\$88,400	\$94,497	\$98,807
	PLE Days	\$809	\$883	\$949	\$956	\$1,022	\$1,068
	PLE Stipend	\$6,359	\$6,944	\$7,462	\$7,514	\$8,032	\$8,399
	<b>Total</b>	<b>\$81,979</b>	<b>\$89,520</b>	<b>\$96,201</b>	<b>\$96,870</b>	<b>\$103,550</b>	<b>\$108,274</b>
9 Years	Base		\$84,411	\$90,651	\$91,117	\$97,358	\$101,818
	PLE Days		\$913	\$980	\$985	\$1,053	\$1,101
	PLE Stipend		\$7,175	\$7,705	\$7,745	\$8,275	\$8,655
	<b>Total</b>		<b>\$92,499</b>	<b>\$99,336</b>	<b>\$99,847</b>	<b>\$106,686</b>	<b>\$111,573</b>
10 Years	Base		\$87,270	\$93,593	\$93,977	\$100,302	\$104,905
	PLE Days		\$943	\$1,012	\$1,016	\$1,084	\$1,134
	PLE Stipend		\$7,418	\$7,955	\$7,988	\$8,526	\$8,917
	<b>Total</b>		<b>\$95,631</b>	<b>\$102,560</b>	<b>\$102,981</b>	<b>\$109,912</b>	<b>\$114,956</b>
11 Years	Base		\$90,212	\$96,671	\$96,919	\$103,380	\$108,077
	PLE Days		\$975	\$1,045	\$1,048	\$1,118	\$1,168
	PLE Stipend		\$7,668	\$8,217	\$8,238	\$8,787	\$9,187
	<b>Total</b>		<b>\$98,855</b>	<b>\$105,933</b>	<b>\$106,204</b>	<b>\$113,285</b>	<b>\$118,431</b>
12 Years	Base		\$93,060	\$99,834	\$99,978	\$106,542	\$111,382
	PLE Days		\$1,006	\$1,079	\$1,081	\$1,152	\$1,204
	PLE Stipend		\$7,910	\$8,486	\$8,498	\$9,056	\$9,467
	<b>Total</b>		<b>\$101,976</b>	<b>\$109,399</b>	<b>\$109,557</b>	<b>\$116,750</b>	<b>\$122,054</b>

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
13 Years	Base			\$103,074	\$103,143	\$109,781	\$114,764
	PLE Days			\$1,114	\$1,115	\$1,187	\$1,241
	PLE Stipend			\$8,761	\$8,767	\$9,331	\$9,755
	<b>Total</b>			<b>\$112,950</b>	<b>\$113,025</b>	<b>\$120,299</b>	<b>\$125,760</b>
14 Years	Base			\$106,329	\$106,401	\$113,250	\$118,276
	PLE Days			\$1,149	\$1,150	\$1,224	\$1,279
	PLE Stipend			\$9,038	\$9,044	\$9,626	\$10,053
	<b>Total</b>			<b>\$116,516</b>	<b>\$116,596</b>	<b>\$124,101</b>	<b>\$129,608</b>
15 Years	Base			\$109,097	\$109,167	\$116,194	\$121,351
	PLE Days			\$1,179	\$1,180	\$1,256	\$1,312
	PLE Stipend			\$9,273	\$9,279	\$9,877	\$10,315
	<b>Total</b>			<b>\$119,549</b>	<b>\$119,626</b>	<b>\$127,327</b>	<b>\$132,978</b>
16 through 17 Years	Base			\$111,277	\$111,349	\$118,517	\$123,778
	PLE Days			\$1,203	\$1,204	\$1,281	\$1,338
	PLE Stipend			\$9,459	\$9,465	\$10,074	\$10,521
	<b>Total</b>			<b>\$121,939</b>	<b>\$122,017</b>	<b>\$129,872</b>	<b>\$135,638</b>
18 through 19 Years	Base	\$74,811	\$93,060	\$111,277	\$111,349	\$118,517	\$123,778
	PLE Days	\$809	\$1,006	\$1,203	\$1,204	\$1,281	\$1,338
	PLE Stipend	\$6,359	\$7,910	\$9,459	\$9,465	\$10,074	\$10,521
	Longevity	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
	<b>Total</b>	<b>\$84,479</b>	<b>\$104,476</b>	<b>\$124,439</b>	<b>\$124,517</b>	<b>\$132,372</b>	<b>\$138,138</b>
20 or more Years	Base	\$74,811	\$93,060	\$111,277	\$111,349	\$118,517	\$123,778
	PLE Days	\$809	\$1,006	\$1,203	\$1,204	\$1,281	\$1,338
	PLE Stipend	\$6,359	\$7,910	\$9,459	\$9,465	\$10,074	\$10,521
	Longevity	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	<b>Total</b>	<b>\$86,979</b>	<b>\$106,976</b>	<b>\$126,939</b>	<b>\$127,017</b>	<b>\$134,872</b>	<b>\$140,638</b>

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 \$65,670/1295 hrs= \$50.71

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: 18-19 years, \$2,500; 20+ years, \$5,000.

**Approved by the Board of Directors: 9/3/25**