

Highline Public Schools #401
Teachers, Educational Staff Associates (ESAs), Career and Technical Education (CTE) Teachers
2026-27 - HEA SALARY SCHEDULE

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
0 Years	Base	\$67,378	\$72,974	\$79,037	\$80,779	\$86,844	\$90,753
	PLE Days	\$728	\$789	\$854	\$873	\$939	\$981
	PLE Stipend	\$5,727	\$6,203	\$6,718	\$6,866	\$7,382	\$7,714
	Total	\$73,833	\$79,966	\$86,609	\$88,519	\$95,165	\$99,448
1 Years	Base	\$68,286	\$74,013	\$80,140	\$81,678	\$87,805	\$91,687
	PLE Days	\$738	\$800	\$866	\$883	\$949	\$991
	PLE Stipend	\$5,804	\$6,291	\$6,812	\$6,943	\$7,463	\$7,793
	Total	\$74,828	\$81,104	\$87,818	\$89,503	\$96,217	\$100,472
2 Years	Base	\$69,149	\$75,066	\$81,176	\$82,582	\$88,690	\$92,616
	PLE Days	\$748	\$812	\$878	\$893	\$959	\$1,001
	PLE Stipend	\$5,878	\$6,381	\$6,900	\$7,019	\$7,539	\$7,872
	Total	\$75,774	\$82,258	\$88,954	\$90,494	\$97,188	\$101,490
3 Years	Base	\$70,040	\$76,064	\$82,161	\$83,440	\$89,532	\$93,554
	PLE Days	\$757	\$822	\$888	\$902	\$968	\$1,011
	PLE Stipend	\$5,953	\$6,465	\$6,984	\$7,092	\$7,610	\$7,952
	Total	\$76,750	\$83,352	\$90,033	\$91,434	\$98,111	\$102,518
4 Years	Base	\$70,914	\$77,106	\$83,241	\$84,338	\$90,470	\$94,522
	PLE Days	\$767	\$834	\$900	\$912	\$978	\$1,022
	PLE Stipend	\$6,028	\$6,554	\$7,075	\$7,169	\$7,690	\$8,034
	Total	\$77,708	\$84,493	\$91,216	\$92,419	\$99,138	\$103,578
5 Years	Base	\$71,815	\$78,163	\$84,274	\$85,251	\$91,364	\$95,493
	PLE Days	\$776	\$845	\$911	\$922	\$988	\$1,032
	PLE Stipend	\$6,104	\$6,644	\$7,163	\$7,246	\$7,766	\$8,117
	Total	\$78,695	\$85,652	\$92,348	\$93,419	\$100,117	\$104,642
6 Years	Base	\$72,741	\$79,236	\$85,317	\$86,187	\$92,270	\$96,419
	PLE Days	\$786	\$857	\$922	\$932	\$998	\$1,042
	PLE Stipend	\$6,183	\$6,735	\$7,252	\$7,326	\$7,843	\$8,196
	Total	\$79,710	\$86,828	\$93,491	\$94,444	\$101,111	\$105,657
7 Years	Base	\$74,372	\$81,057	\$87,228	\$87,939	\$94,109	\$98,379
	PLE Days	\$804	\$876	\$943	\$951	\$1,017	\$1,064
	PLE Stipend	\$6,322	\$6,890	\$7,414	\$7,475	\$7,999	\$8,362
	Total	\$81,498	\$88,823	\$95,586	\$96,365	\$103,126	\$107,804
8 Years	Base	\$76,756	\$83,817	\$90,072	\$90,698	\$96,953	\$101,376
	PLE Days	\$830	\$906	\$974	\$981	\$1,048	\$1,096
	PLE Stipend	\$6,524	\$7,124	\$7,656	\$7,709	\$8,241	\$8,617
	Total	\$84,110	\$91,847	\$98,702	\$99,388	\$106,243	\$111,089
9 Years	Base		\$86,606	\$93,008	\$93,486	\$99,889	\$104,465
	PLE Days		\$936	\$1,005	\$1,011	\$1,080	\$1,129
	PLE Stipend		\$7,362	\$7,906	\$7,946	\$8,491	\$8,880
	Total		\$94,904	\$101,919	\$102,443	\$109,460	\$114,474
10 Years	Base		\$89,539	\$96,026	\$96,420	\$102,910	\$107,632
	PLE Days		\$968	\$1,038	\$1,042	\$1,113	\$1,164
	PLE Stipend		\$7,611	\$8,162	\$8,196	\$8,747	\$9,149
	Total		\$98,118	\$105,226	\$105,658	\$112,770	\$117,945
11 Years	Base		\$92,557	\$99,184	\$99,439	\$106,068	\$110,887
	PLE Days		\$1,001	\$1,072	\$1,075	\$1,147	\$1,199
	PLE Stipend		\$7,867	\$8,431	\$8,452	\$9,016	\$9,425
	Total		\$101,425	\$108,687	\$108,966	\$116,231	\$121,511
12 Years	Base		\$95,480	\$102,429	\$102,577	\$109,312	\$114,278
	PLE Days		\$1,032	\$1,107	\$1,109	\$1,182	\$1,235
	PLE Stipend		\$8,116	\$8,706	\$8,719	\$9,292	\$9,714
	Total		\$104,628	\$112,243	\$112,405	\$119,785	\$125,227

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
13 Years	Base			\$105,754	\$105,825	\$112,635	\$117,748
	PLE Days			\$1,143	\$1,144	\$1,218	\$1,273
	PLE Stipend			\$8,989	\$8,995	\$9,574	\$10,009
	Total			\$115,886	\$115,964	\$123,427	\$129,030
14 Years	Base			\$109,093	\$109,168	\$116,195	\$121,351
	PLE Days			\$1,179	\$1,180	\$1,256	\$1,312
	PLE Stipend			\$9,273	\$9,279	\$9,877	\$10,315
	Total			\$119,545	\$119,627	\$127,327	\$132,977
15 Years	Base			\$111,933	\$112,005	\$119,215	\$124,506
	PLE Days			\$1,210	\$1,211	\$1,289	\$1,346
	PLE Stipend			\$9,514	\$9,520	\$10,133	\$10,583
	Total			\$122,658	\$122,737	\$130,638	\$136,436
16 through 17 Years	Base			\$114,171	\$114,244	\$121,598	\$126,997
	PLE Days			\$1,234	\$1,235	\$1,315	\$1,373
	PLE Stipend			\$9,705	\$9,711	\$10,336	\$10,795
	Total			\$125,109	\$125,190	\$133,249	\$139,164
18 through 19 Years	Base	\$76,756	\$95,480	\$114,171	\$114,244	\$121,598	\$126,997
	PLE Days	\$830	\$1,032	\$1,234	\$1,235	\$1,315	\$1,373
	PLE Stipend	\$6,524	\$8,116	\$9,705	\$9,711	\$10,336	\$10,795
	Longevity	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
	Total	\$86,610	\$107,128	\$127,609	\$127,690	\$135,749	\$141,664
20 or more Years	Base	\$76,756	\$95,480	\$114,171	\$114,244	\$121,598	\$126,997
	PLE Days	\$830	\$1,032	\$1,234	\$1,235	\$1,315	\$1,373
	PLE Stipend	\$6,524	\$8,116	\$9,705	\$9,711	\$10,336	\$10,795
	Longevity	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	Total	\$89,110	\$109,628	\$130,109	\$130,190	\$138,249	\$144,164

- Salaries shown in this schedule are based on 1.0 FTE. Actual salaries are prorated by assigned FTE.
- Experience credit will be provided on a full-year basis only.
- CTE teacher placement determined according to WAC 392-121-259(3)(b), except as modified by Section 12.3 of the CBA.
- 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 except as modified by Section 12.3 of the CBA.
- *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.
- The district will pay 100% of the state retiree healthcare subsidy.
- BA-0 Years Base Pay/185 days/7 hours = Extra Duty Rate. The extra duty rate for 2026-27 rate is \$52.03.
- PLE Days = 2 days at per diem; PLE Stipend = 8.5% of Base salary plus longevity. See Section 12.10 of the CBA.
- Longevity factor added to PLE Stipend: 18-19 years, \$2,500; 20+ years, \$5,000.
- Doctorate degree = \$3,600 stipend

Approved by the Board of Directors: 9/16/2026