

Highline Public Schools #401
Teachers, Educational Staff Associates (ESAs), Career and Technical Education (CTE) Teachers
2019-20 HEA SALARY SCHEDULE (Initial)

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
0 Years	Base	\$52,463	\$56,820	\$61,541	\$62,897	\$67,620	\$70,664
	PLE Days	\$573	\$621	\$673	\$687	\$739	\$772
	PLE Stipend	\$4,459	\$4,830	\$5,231	\$5,346	\$5,748	\$6,006
	Total	\$57,495	\$62,271	\$67,444	\$68,931	\$74,107	\$77,442
1 Years	Base	\$53,170	\$57,629	\$62,400	\$63,597	\$68,368	\$71,391
	PLE Days	\$581	\$630	\$682	\$695	\$747	\$780
	PLE Stipend	\$4,519	\$4,898	\$5,304	\$5,406	\$5,811	\$6,068
	Total	\$58,270	\$63,157	\$68,385	\$69,698	\$74,926	\$78,239
2 Years	Base	\$53,842	\$58,449	\$63,206	\$64,301	\$69,057	\$72,114
	PLE Days	\$588	\$639	\$691	\$703	\$755	\$788
	PLE Stipend	\$4,577	\$4,968	\$5,373	\$5,466	\$5,870	\$6,130
	Total	\$59,007	\$64,056	\$69,270	\$70,469	\$75,682	\$79,032
3 Years	Base	\$54,535	\$59,226	\$63,973	\$64,969	\$69,713	\$72,844
	PLE Days	\$596	\$647	\$699	\$710	\$762	\$796
	PLE Stipend	\$4,636	\$5,034	\$5,438	\$5,522	\$5,926	\$6,192
	Total	\$59,767	\$64,908	\$70,110	\$71,201	\$76,400	\$79,832
4 Years	Base	\$55,216	\$60,037	\$64,814	\$65,669	\$70,443	\$73,598
	PLE Days	\$603	\$656	\$708	\$718	\$770	\$804
	PLE Stipend	\$4,693	\$5,103	\$5,509	\$5,582	\$5,988	\$6,256
	Total	\$60,512	\$65,797	\$71,031	\$71,968	\$77,201	\$80,658
5 Years	Base	\$55,917	\$60,860	\$65,619	\$66,380	\$71,139	\$74,354
	PLE Days	\$611	\$665	\$717	\$725	\$777	\$813
	PLE Stipend	\$4,753	\$5,173	\$5,578	\$5,642	\$6,047	\$6,320
	Total	\$61,282	\$66,699	\$71,913	\$72,747	\$77,963	\$81,487
6 Years	Base	\$56,639	\$61,696	\$66,431	\$67,108	\$71,845	\$75,075
	PLE Days	\$619	\$674	\$726	\$733	\$785	\$820
	PLE Stipend	\$4,814	\$5,244	\$5,647	\$5,704	\$6,107	\$6,381
	Total	\$62,072	\$67,614	\$72,803	\$73,545	\$78,737	\$82,277
7 Years	Base	\$57,908	\$63,114	\$67,919	\$68,473	\$73,277	\$76,601
	PLE Days	\$633	\$690	\$742	\$748	\$801	\$837
	PLE Stipend	\$4,922	\$5,365	\$5,773	\$5,820	\$6,229	\$6,511
	Total	\$63,464	\$69,168	\$74,434	\$75,041	\$80,306	\$83,949
8 Years	Base	\$59,765	\$65,263	\$70,133	\$70,621	\$75,491	\$78,935
	PLE Days	\$653	\$713	\$766	\$772	\$825	\$863
	PLE Stipend	\$5,080	\$5,547	\$5,961	\$6,003	\$6,417	\$6,709
	Total	\$65,498	\$71,523	\$76,861	\$77,395	\$82,733	\$86,507
9 Years	Base		\$67,434	\$72,419	\$72,791	\$77,777	\$81,340
	PLE Days		\$737	\$791	\$796	\$850	\$889
	PLE Stipend		\$5,732	\$6,156	\$6,187	\$6,611	\$6,914
	Total		\$73,903	\$79,366	\$79,774	\$85,238	\$89,143
10 Years	Base		\$69,718	\$74,769	\$75,076	\$80,129	\$83,806
	PLE Days		\$762	\$817	\$821	\$876	\$916
	PLE Stipend		\$5,926	\$6,355	\$6,381	\$6,811	\$7,124
	Total		\$76,406	\$81,942	\$82,278	\$87,816	\$91,846
11 Years	Base		\$72,068	\$77,228	\$77,426	\$82,588	\$86,340
	PLE Days		\$788	\$844	\$846	\$903	\$944
	PLE Stipend		\$6,126	\$6,564	\$6,581	\$7,020	\$7,339
	Total		\$78,982	\$84,637	\$84,854	\$90,511	\$94,622
12 Years	Base		\$74,344	\$79,755	\$79,870	\$85,114	\$88,981
	PLE Days		\$812	\$872	\$873	\$930	\$972
	PLE Stipend		\$6,319	\$6,779	\$6,789	\$7,235	\$7,563
	Total		\$81,475	\$87,406	\$87,532	\$93,279	\$97,517

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
13 Years	Base			\$82,344	\$82,399	\$87,702	\$91,683
	PLE Days			\$900	\$901	\$958	\$1,002
	PLE Stipend			\$6,999	\$7,004	\$7,455	\$7,793
	Total			\$90,243	\$90,303	\$96,115	\$100,478
14 Years	Base			\$84,944	\$85,002	\$90,473	\$94,488
	PLE Days			\$928	\$929	\$989	\$1,033
	PLE Stipend			\$7,220	\$7,225	\$7,690	\$8,031
	Total			\$93,092	\$93,156	\$99,152	\$103,552
15 Years	Base			\$87,155	\$87,211	\$92,825	\$96,945
	PLE Days			\$953	\$953	\$1,014	\$1,060
	PLE Stipend			\$7,408	\$7,413	\$7,890	\$8,240
	Total			\$95,516	\$95,577	\$101,730	\$106,245
16 through 19 Years	Base			\$88,897	\$88,954	\$94,680	\$98,884
	PLE Days			\$972	\$972	\$1,035	\$1,081
	PLE Stipend			\$7,556	\$7,561	\$8,048	\$8,405
	Total			\$97,425	\$97,487	\$103,763	\$108,370
20 through 24 Years	Base	\$59,765	\$74,344	\$88,897	\$88,954	\$94,680	\$98,884
	PLE Days	\$653	\$812	\$972	\$972	\$1,035	\$1,081
	PLE Stipend	\$5,080	\$6,319	\$7,556	\$7,561	\$8,048	\$8,405
	Longevity	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
	Total	\$67,998	\$83,975	\$99,925	\$99,987	\$106,263	\$110,870
25 through 30 or more Years	Base	\$59,765	\$74,344	\$88,897	\$88,954	\$94,680	\$98,884
	PLE Days	\$653	\$812	\$972	\$972	\$1,035	\$1,081
	PLE Stipend	\$5,080	\$6,319	\$7,556	\$7,561	\$8,048	\$8,405
	Longevity	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	Total	\$70,498	\$86,475	\$102,425	\$102,487	\$108,763	\$113,370

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

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: September 19, 2018