

## Highline Public Schools #401

### Teachers, Educational Staff Associates (ESAs), Career and Technical Education (CTE) Teachers 2022-23 HEA SALARY SCHEDULE

Experience		BA	BA+45	BA+90	MA+0 (*5 BA+135)	MA+45	MA+90 or Ph.D.
0 Years	Base	\$58,446	\$63,300	\$68,559	\$70,071	\$75,332	\$78,722
	PLE Days	\$639	\$692	\$749	\$766	\$823	\$860
	PLE Stipend	\$4,968	\$5,381	\$5,828	\$5,956	\$6,403	\$6,691
	<b>Total</b>	<b>\$64,053</b>	<b>\$69,373</b>	<b>\$75,136</b>	<b>\$76,793</b>	<b>\$82,558</b>	<b>\$86,273</b>
1 Years	Base	\$59,234	\$64,201	\$69,516	\$70,850	\$76,165	\$79,533
	PLE Days	\$647	\$702	\$760	\$774	\$832	\$869
	PLE Stipend	\$5,035	\$5,457	\$5,909	\$6,022	\$6,474	\$6,760
	<b>Total</b>	<b>\$64,916</b>	<b>\$70,360</b>	<b>\$76,185</b>	<b>\$77,646</b>	<b>\$83,471</b>	<b>\$87,162</b>
2 Years	Base	\$59,982	\$65,115	\$70,415	\$71,634	\$76,932	\$80,338
	PLE Days	\$656	\$712	\$770	\$783	\$841	\$878
	PLE Stipend	\$5,098	\$5,535	\$5,985	\$6,089	\$6,539	\$6,829
	<b>Total</b>	<b>\$65,736</b>	<b>\$71,362</b>	<b>\$77,170</b>	<b>\$78,506</b>	<b>\$84,312</b>	<b>\$88,045</b>
3 Years	Base	\$60,755	\$65,980	\$71,269	\$72,379	\$77,663	\$81,152
	PLE Days	\$664	\$721	\$779	\$791	\$849	\$887
	PLE Stipend	\$5,164	\$5,608	\$6,058	\$6,152	\$6,601	\$6,898
	<b>Total</b>	<b>\$66,583</b>	<b>\$72,309</b>	<b>\$78,106</b>	<b>\$79,322</b>	<b>\$85,113</b>	<b>\$88,937</b>
4 Years	Base	\$61,513	\$66,884	\$72,206	\$73,158	\$78,477	\$81,991
	PLE Days	\$672	\$731	\$789	\$800	\$858	\$896
	PLE Stipend	\$5,229	\$5,685	\$6,138	\$6,218	\$6,671	\$6,969
	<b>Total</b>	<b>\$67,414</b>	<b>\$73,300</b>	<b>\$79,133</b>	<b>\$80,176</b>	<b>\$86,006</b>	<b>\$89,856</b>
5 Years	Base	\$62,294	\$67,801	\$73,102	\$73,949	\$79,252	\$82,833
	PLE Days	\$681	\$741	\$799	\$808	\$866	\$905
	PLE Stipend	\$5,295	\$5,763	\$6,214	\$6,286	\$6,736	\$7,041
	<b>Total</b>	<b>\$68,270</b>	<b>\$74,305</b>	<b>\$80,115</b>	<b>\$81,043</b>	<b>\$86,854</b>	<b>\$90,779</b>
6 Years	Base	\$63,098	\$68,732	\$74,006	\$74,761	\$80,038	\$83,637
	PLE Days	\$690	\$751	\$809	\$817	\$875	\$914
	PLE Stipend	\$5,363	\$5,842	\$6,291	\$6,355	\$6,803	\$7,109
	<b>Total</b>	<b>\$69,151</b>	<b>\$75,325</b>	<b>\$81,106</b>	<b>\$81,933</b>	<b>\$87,716</b>	<b>\$91,660</b>
7 Years	Base	\$64,513	\$70,311	\$75,665	\$76,282	\$81,633	\$85,337
	PLE Days	\$705	\$768	\$827	\$834	\$892	\$933
	PLE Stipend	\$5,484	\$5,976	\$6,432	\$6,484	\$6,939	\$7,254
	<b>Total</b>	<b>\$70,702</b>	<b>\$77,055</b>	<b>\$82,924</b>	<b>\$83,600</b>	<b>\$89,464</b>	<b>\$93,524</b>
8 Years	Base	\$66,581	\$72,705	\$78,131	\$78,675	\$84,100	\$87,937
	PLE Days	\$728	\$795	\$854	\$860	\$919	\$961
	PLE Stipend	\$5,659	\$6,180	\$6,641	\$6,687	\$7,149	\$7,475
	<b>Total</b>	<b>\$72,968</b>	<b>\$79,680</b>	<b>\$85,626</b>	<b>\$86,222</b>	<b>\$92,168</b>	<b>\$96,373</b>
9 Years	Base		\$75,124	\$80,678	\$81,093	\$86,647	\$90,616
	PLE Days		\$821	\$882	\$886	\$947	\$990
	PLE Stipend		\$6,386	\$6,858	\$6,893	\$7,365	\$7,702
	<b>Total</b>		<b>\$82,331</b>	<b>\$88,418</b>	<b>\$88,872</b>	<b>\$94,959</b>	<b>\$99,308</b>
10 Years	Base		\$77,669	\$83,296	\$83,638	\$89,267	\$93,364
	PLE Days		\$849	\$910	\$914	\$976	\$1020
	PLE Stipend		\$6,602	\$7,080	\$7,109	\$7,588	\$7,936
	<b>Total</b>		<b>\$85,120</b>	<b>\$91,286</b>	<b>\$91,661</b>	<b>\$97,831</b>	<b>\$102,320</b>
11 Years	Base		\$80,287	\$86,035	\$86,256	\$92,007	\$96,187
	PLE Days		\$877	\$940	\$943	\$1006	\$1051
	PLE Stipend		\$6,824	\$7,313	\$7,332	\$7,821	\$8,176
	<b>Total</b>		<b>\$87,988</b>	<b>\$94,288</b>	<b>\$94,531</b>	<b>\$100,834</b>	<b>\$105,414</b>
12 Years	Base		\$82,822	\$88,851	\$88,979	\$94,820	\$99,128
	PLE Days		\$905	\$971	\$972	\$1036	\$1083
	PLE Stipend		\$7,040	\$7,552	\$7,563	\$8,060	\$8,426
	<b>Total</b>		<b>\$90,767</b>	<b>\$97,374</b>	<b>\$97,514</b>	<b>\$103,916</b>	<b>\$108,637</b>

<b>13 Years</b>	Base			\$91,734	\$91,795	\$97,704	\$102,139
	PLE Days			\$1003	\$1003	\$1068	\$1116
	PLE Stipend			\$7,797	\$7,803	\$8,305	\$8,682
	<b>Total</b>			<b>\$100,534</b>	<b>\$100,601</b>	<b>\$107,077</b>	<b>\$111,937</b>
<b>14 Years</b>	Base			\$94,631	\$94,696	\$100,791	\$105,263
	PLE Days			\$1034	\$1035	\$1102	\$1150
	PLE Stipend			\$8,044	\$8,049	\$8,567	\$8,947
	<b>Total</b>			<b>\$103,709</b>	<b>\$103,780</b>	<b>\$110,460</b>	<b>\$115,360</b>
<b>15 Years</b>	Base			\$97,094	\$97,157	\$103,412	\$108,001
	PLE Days			\$1061	\$1062	\$1130	\$1180
	PLE Stipend			\$8,253	\$8,258	\$8,790	\$9,180
	<b>Total</b>			<b>\$106,408</b>	<b>\$106,477</b>	<b>\$113,332</b>	<b>\$118,361</b>
<b>16 through 19 Years</b>	Base			\$99,035	\$99,099	\$105,478	\$110,161
	PLE Days			\$1082	\$1083	\$1153	\$1204
	PLE Stipend			\$8,418	\$8,423	\$8,966	\$9,364
	<b>Total</b>			<b>\$108,535</b>	<b>\$108,605</b>	<b>\$115,597</b>	<b>\$120,729</b>
<b>20 through 24 Years</b>	Base	\$66,581	\$82,822	\$99,035	\$99,099	\$105,478	\$110,161
	PLE Days	\$728	\$905	\$1082	\$1083	\$1153	\$1204
	PLE Stipend	\$5,659	\$7,040	\$8,418	\$8,423	\$8,966	\$9,364
	Longevity	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
	<b>Total</b>	<b>\$75,468</b>	<b>\$93,267</b>	<b>\$111,035</b>	<b>\$111,105</b>	<b>\$118,097</b>	<b>\$123,229</b>
<b>25 through 30 or more Years</b>	Base	\$66,581	\$82,822	\$99,035	\$99,099	\$105,478	\$110,161
	PLE Days	\$728	\$905	\$1082	\$1083	\$1153	\$1204
	PLE Stipend	\$5,659	\$7,040	\$8,418	\$8,423	\$8,966	\$9,364
	Longevity	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	<b>Total</b>	<b>\$77,968</b>	<b>\$95,767</b>	<b>\$113,535</b>	<b>\$113,605</b>	<b>\$120,597</b>	<b>\$125,729</b>

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: pending**