

**Highline Public Schools #401**  
**Teachers, Educational Staff Associates (ESAs), Career and Technical Education (CTE) Teachers**  
**2023-24 HEA SALARY SCHEDULE**

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
0 Years	Base	\$61,193	\$66,275	\$71,781	\$73,364	\$78,872	\$82,422
	PLE Days	\$662	\$716	\$776	\$793	\$853	\$891
	PLE Stipend	\$5,201	\$5,633	\$6,101	\$6,236	\$6,704	\$7,006
	<b>Total</b>	<b>\$67,056</b>	<b>\$72,625</b>	<b>\$78,659</b>	<b>\$80,393</b>	<b>\$86,429</b>	<b>\$90,319</b>
1 Years	Base	\$62,017	\$67,219	\$72,783	\$74,180	\$79,744	\$83,271
	PLE Days	\$670	\$727	\$787	\$802	\$862	\$900
	PLE Stipend	\$5,271	\$5,714	\$6,187	\$6,305	\$6,778	\$7,078
	<b>Total</b>	<b>\$67,959</b>	<b>\$73,659</b>	<b>\$79,756</b>	<b>\$81,287</b>	<b>\$87,385</b>	<b>\$91,249</b>
2 Years	Base	\$62,801	\$68,175	\$73,724	\$75,001	\$80,548	\$84,114
	PLE Days	\$679	\$737	\$797	\$811	\$871	\$909
	PLE Stipend	\$5,338	\$5,795	\$6,267	\$6,375	\$6,847	\$7,150
	<b>Total</b>	<b>\$68,818</b>	<b>\$74,707</b>	<b>\$80,788</b>	<b>\$82,187</b>	<b>\$88,266</b>	<b>\$92,173</b>
3 Years	Base	\$63,610	\$69,082	\$74,619	\$75,780	\$81,313	\$84,966
	PLE Days	\$688	\$747	\$807	\$819	\$879	\$919
	PLE Stipend	\$5,407	\$5,872	\$6,343	\$6,441	\$6,912	\$7,222
	<b>Total</b>	<b>\$69,705</b>	<b>\$75,701</b>	<b>\$81,768</b>	<b>\$83,041</b>	<b>\$89,104</b>	<b>\$93,107</b>
4 Years	Base	\$64,404	\$70,028	\$75,599	\$76,596	\$82,165	\$85,845
	PLE Days	\$696	\$757	\$817	\$828	\$888	\$928
	PLE Stipend	\$5,474	\$5,952	\$6,426	\$6,511	\$6,984	\$7,297
	<b>Total</b>	<b>\$70,574</b>	<b>\$76,737</b>	<b>\$82,842</b>	<b>\$83,935</b>	<b>\$90,038</b>	<b>\$94,070</b>
5 Years	Base	\$65,222	\$70,988	\$76,538	\$77,425	\$82,977	\$86,727
	PLE Days	\$705	\$767	\$827	\$837	\$897	\$938
	PLE Stipend	\$5,544	\$6,034	\$6,506	\$6,581	\$7,053	\$7,372
	<b>Total</b>	<b>\$71,471</b>	<b>\$77,789</b>	<b>\$83,871</b>	<b>\$84,844</b>	<b>\$90,927</b>	<b>\$95,036</b>
6 Years	Base	\$66,063	\$71,962	\$77,485	\$78,275	\$83,800	\$87,568
	PLE Days	\$714	\$778	\$838	\$846	\$906	\$947
	PLE Stipend	\$5,615	\$6,117	\$6,586	\$6,653	\$7,123	\$7,443
	<b>Total</b>	<b>\$72,393</b>	<b>\$78,857</b>	<b>\$84,909</b>	<b>\$85,774</b>	<b>\$91,829</b>	<b>\$95,958</b>
7 Years	Base	\$67,545	\$73,616	\$79,221	\$79,867	\$85,470	\$89,348
	PLE Days	\$730	\$796	\$856	\$863	\$924	\$966
	PLE Stipend	\$5,741	\$6,257	\$6,734	\$6,789	\$7,265	\$7,595
	<b>Total</b>	<b>\$74,016</b>	<b>\$80,669</b>	<b>\$86,811</b>	<b>\$87,519</b>	<b>\$93,659</b>	<b>\$97,908</b>
8 Years	Base	\$69,710	\$76,123	\$81,804	\$82,372	\$88,053	\$92,070
	PLE Days	\$754	\$823	\$884	\$891	\$952	\$995
	PLE Stipend	\$5,925	\$6,470	\$6,953	\$7,002	\$7,485	\$7,826
	<b>Total</b>	<b>\$76,389</b>	<b>\$83,416</b>	<b>\$89,641</b>	<b>\$90,264</b>	<b>\$96,490</b>	<b>\$100,891</b>
9 Years	Base		\$78,656	\$84,470	\$84,904	\$90,719	\$94,875
	PLE Days		\$850	\$913	\$918	\$981	\$1,026
	PLE Stipend		\$6,686	\$7,180	\$7,217	\$7,711	\$8,064
	<b>Total</b>		<b>\$86,192</b>	<b>\$92,563</b>	<b>\$93,039</b>	<b>\$99,411</b>	<b>\$103,965</b>
10 Years	Base		\$81,319	\$87,211	\$87,569	\$93,463	\$97,752
	PLE Days		\$879	\$943	\$947	\$1,010	\$1,057
	PLE Stipend		\$6,912	\$7,413	\$7,443	\$7,944	\$8,309
	<b>Total</b>		<b>\$89,111</b>	<b>\$95,567</b>	<b>\$95,959</b>	<b>\$102,418</b>	<b>\$107,118</b>
11 Years	Base		\$84,061	\$90,079	\$90,310	\$96,331	\$100,707
	PLE Days		\$909	\$974	\$976	\$1,041	\$1,089
	PLE Stipend		\$7,145	\$7,657	\$7,676	\$8,188	\$8,560
	<b>Total</b>		<b>\$92,114</b>	<b>\$98,710</b>	<b>\$98,963</b>	<b>\$105,561</b>	<b>\$110,356</b>
12 Years	Base		\$86,715	\$93,026	\$93,161	\$99,277	\$103,787
	PLE Days		\$937	\$1,006	\$1,007	\$1,073	\$1,122
	PLE Stipend		\$7,371	\$7,907	\$7,919	\$8,439	\$8,822
	<b>Total</b>		<b>\$95,023</b>	<b>\$101,939</b>	<b>\$102,087</b>	<b>\$108,789</b>	<b>\$113,731</b>

Experience		BA	BA + 45	BA + 90	MA+0 (*5 BA + 135)	MA + 45	MA + 90 or Ph.D.
13 Years	Base			\$96,046	\$96,110	\$102,296	\$106,939
	PLE Days			\$1,038	\$1,039	\$1,106	\$1,156
	PLE Stipend			\$8,164	\$8,169	\$8,695	\$9,090
	<b>Total</b>			<b>\$105,248</b>	<b>\$105,319</b>	<b>\$112,097</b>	<b>\$117,185</b>
14 Years	Base			\$99,079	\$99,146	\$105,528	\$110,211
	PLE Days			\$1,071	\$1,072	\$1,141	\$1,191
	PLE Stipend			\$8,422	\$8,427	\$8,970	\$9,368
	<b>Total</b>			<b>\$108,571</b>	<b>\$108,646</b>	<b>\$115,639</b>	<b>\$120,770</b>
15 Years	Base			\$101,658	\$101,723	\$108,272	\$113,077
	PLE Days			\$1,099	\$1,100	\$1,171	\$1,222
	PLE Stipend			\$8,641	\$8,646	\$9,203	\$9,612
	<b>Total</b>			<b>\$111,398</b>	<b>\$111,469</b>	<b>\$118,645</b>	<b>\$123,911</b>
16 through 19 Years	Base			\$103,690	\$103,757	\$110,436	\$115,339
	PLE Days			\$1,121	\$1,122	\$1,194	\$1,247
	PLE Stipend			\$8,814	\$8,819	\$9,387	\$9,804
	<b>Total</b>			<b>\$113,625</b>	<b>\$113,698</b>	<b>\$121,017</b>	<b>\$126,389</b>
20 through 24 Years	Base	\$69,710	\$86,715	\$103,690	\$103,757	\$110,436	\$115,339
	PLE Days	\$754	\$937	\$1,121	\$1,122	\$1,194	\$1,247
	PLE Stipend	\$5,925	\$7,371	\$8,814	\$8,819	\$9,387	\$9,804
	Longevity	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
	<b>Total</b>	<b>\$78,889</b>	<b>\$97,523</b>	<b>\$116,125</b>	<b>\$116,198</b>	<b>\$123,517</b>	<b>\$128,889</b>
25 through 30 or more Years	Base	\$69,710	\$86,715	\$103,690	\$103,757	\$110,436	\$115,339
	PLE Days	\$754	\$937	\$1,121	\$1,122	\$1,194	\$1,247
	PLE Stipend	\$5,925	\$7,371	\$8,814	\$8,819	\$9,387	\$9,804
	Longevity	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
	<b>Total</b>	<b>\$81,389</b>	<b>\$100,023</b>	<b>\$118,625</b>	<b>\$118,698</b>	<b>\$126,017</b>	<b>\$131,389</b>

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

**Extra Service Contract (ESC) Hourly Rate: \$47.25**

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: August 30, 2023**