

**Highline Public Schools #401**  
**Teachers, Educational Staff Associates (ESAs), Career and Technical Education (CTE) Teachers**  
**2017 - 2018 HEA SALARY SCHEDULE (Final)**

Experience		BA	BA + 15	BA + 30	BA + 45	BA + 90	BA + 135	MA	MA + 45	MA + 90 or Ph.D
0 Years	Base	\$36,521	\$37,507	\$38,529	\$39,554	\$42,840	\$44,957	\$43,785	\$47,072	\$49,191
	TRI/DID	\$13,367	\$13,728	\$14,102	\$14,477	\$15,679	\$16,454	\$16,025	\$17,228	\$18,004
	Total	\$49,888	\$51,235	\$52,631	\$54,031	\$58,519	\$61,411	\$59,810	\$64,300	\$67,195
1 Years	Base	\$37,013	\$38,013	\$39,048	\$40,117	\$43,438	\$45,543	\$44,272	\$47,593	\$49,697
	TRI/DID	\$13,547	\$13,913	\$14,292	\$14,683	\$15,898	\$16,669	\$16,204	\$17,419	\$18,189
	Total	\$50,560	\$51,926	\$53,340	\$54,800	\$59,336	\$62,212	\$60,476	\$65,012	\$67,886
2 Years	Base	\$37,481	\$38,491	\$39,537	\$40,688	\$44,000	\$46,127	\$44,762	\$48,073	\$50,201
	TRI/DID	\$13,718	\$14,088	\$14,471	\$14,892	\$16,104	\$16,882	\$16,383	\$17,595	\$18,374
	Total	\$51,199	\$52,579	\$54,008	\$55,580	\$60,104	\$63,009	\$61,145	\$65,668	\$68,575
3 Years	Base	\$37,964	\$38,983	\$40,040	\$41,229	\$44,534	\$46,712	\$45,227	\$48,529	\$50,709
	TRI/DID	\$13,895	\$14,268	\$14,655	\$15,090	\$16,299	\$17,097	\$16,553	\$17,762	\$18,559
	Total	\$51,859	\$53,251	\$54,695	\$56,319	\$60,833	\$63,809	\$61,780	\$66,291	\$69,268
4 Years	Base	\$38,437	\$39,501	\$40,565	\$41,794	\$45,119	\$47,313	\$45,714	\$49,038	\$51,234
	TRI/DID	\$14,068	\$14,457	\$14,847	\$15,297	\$16,514	\$17,317	\$16,514	\$17,948	\$18,752
	Total	\$52,505	\$53,958	\$55,412	\$57,091	\$61,633	\$64,630	\$62,445	\$66,986	\$69,986
5 Years	Base	\$38,926	\$39,995	\$41,069	\$42,367	\$45,679	\$47,918	\$46,209	\$49,522	\$51,760
	TRI/DID	\$14,247	\$14,638	\$15,031	\$15,506	\$16,719	\$17,538	\$16,912	\$18,125	\$18,944
	Total	\$53,173	\$54,633	\$56,100	\$57,873	\$62,398	\$65,456	\$63,121	\$67,647	\$70,704
6 Years	Base	\$39,428	\$40,474	\$41,585	\$42,948	\$46,244	\$48,494	\$46,716	\$50,013	\$52,262
	TRI/DID	\$14,431	\$14,813	\$15,220	\$15,719	\$16,925	\$17,749	\$17,098	\$18,305	\$19,128
	Total	\$53,859	\$55,287	\$56,805	\$58,667	\$63,169	\$66,243	\$63,814	\$68,318	\$71,390
7 Years	Base	\$40,312	\$41,373	\$42,498	\$43,935	\$47,280	\$49,593	\$47,666	\$51,010	\$53,324
	TRI/DID	\$14,754	\$15,143	\$15,554	\$16,080	\$17,304	\$18,151	\$17,446	\$18,670	\$19,517
	Total	\$55,066	\$56,516	\$58,052	\$60,015	\$64,584	\$67,744	\$65,112	\$69,680	\$72,841
8 Years	Base	\$41,604	\$42,724	\$43,876	\$45,431	\$48,822	\$51,219	\$49,161	\$52,552	\$54,949
	TRI/DID	\$15,227	\$15,637	\$16,059	\$16,628	\$17,869	\$18,746	\$17,993	\$19,234	\$20,111
	Total	\$56,831	\$58,361	\$59,935	\$62,059	\$66,691	\$69,965	\$67,154	\$71,786	\$75,060
9 Years	Base	\$41,604	\$44,122	\$45,332	\$46,943	\$50,413	\$52,892	\$50,672	\$54,143	\$56,623
	TRI/DID	\$15,227	\$16,149	\$16,592	\$17,181	\$18,451	\$19,358	\$18,546	\$19,816	\$20,724
	Total	\$56,831	\$60,271	\$61,924	\$64,124	\$68,864	\$72,250	\$69,218	\$73,959	\$77,347
10 Years	Base	\$41,604	\$44,122	\$46,805	\$48,533	\$52,049	\$54,611	\$52,263	\$55,780	\$58,340
	TRI/DID	\$15,227	\$16,149	\$17,131	\$17,763	\$19,050	\$19,988	\$19,128	\$20,415	\$21,352
	Total	\$56,831	\$60,271	\$63,936	\$66,296	\$71,099	\$74,599	\$71,391	\$76,195	\$79,692
11 Years	Base	\$41,604	\$44,122	\$46,805	\$50,169	\$53,761	\$56,375	\$53,899	\$57,492	\$60,104
	TRI/DID	\$15,227	\$16,149	\$17,131	\$18,362	\$19,677	\$20,633	\$19,727	\$21,042	\$21,998
	Total	\$56,831	\$60,271	\$63,936	\$68,531	\$73,438	\$77,008	\$73,626	\$78,534	\$82,102
12 Years	Base	\$41,604	\$44,122	\$46,805	\$51,753	\$55,520	\$58,211	\$55,600	\$59,250	\$61,942
	TRI/DID	\$15,227	\$16,149	\$17,131	\$18,942	\$20,320	\$21,305	\$20,350	\$21,686	\$22,671
	Total	\$56,831	\$60,271	\$63,936	\$70,695	\$75,840	\$79,516	\$75,950	\$80,936	\$84,613
13 Years	Base	\$41,604	\$44,122	\$46,805	\$51,753	\$57,322	\$60,093	\$57,360	\$61,052	\$63,823
	TRI/DID	\$15,227	\$16,149	\$17,131	\$18,942	\$20,980	\$21,994	\$20,994	\$22,345	\$23,359
	Total	\$56,831	\$60,271	\$63,936	\$70,695	\$78,302	\$82,087	\$78,354	\$83,397	\$87,182
14 Years	Base	\$41,604	\$44,122	\$46,805	\$51,753	\$59,132	\$62,046	\$59,172	\$62,981	\$65,776
	TRI/DID	\$15,227	\$16,149	\$17,131	\$18,942	\$21,642	\$22,709	\$21,657	\$23,051	\$24,074
	Total	\$56,831	\$60,271	\$63,936	\$70,695	\$80,774	\$84,755	\$80,829	\$86,032	\$89,850
15 Years	Base	\$41,604	\$44,122	\$46,805	\$51,753	\$60,671	\$63,660	\$60,710	\$64,618	\$67,486
	TRI/DID	\$15,227	\$16,149	\$17,131	\$18,942	\$22,206	\$23,300	\$22,220	\$23,650	\$24,700
	Total	\$56,831	\$60,271	\$63,936	\$70,695	\$82,877	\$86,960	\$82,930	\$88,268	\$92,186
16 through 19 Years	Base	\$41,604	\$44,122	\$46,805	\$51,753	\$61,884	\$64,932	\$61,924	\$65,910	\$68,836
	TRI/DID	\$15,227	\$16,149	\$17,131	\$18,942	\$22,650	\$23,765	\$22,664	\$24,123	\$25,194
	Total	\$56,831	\$60,271	\$63,936	\$70,695	\$84,534	\$88,697	\$84,588	\$90,033	\$94,030
20 through 24 Years	Base	\$41,604	\$44,122	\$46,805	\$51,753	\$61,884	\$64,932	\$61,924	\$65,910	\$68,836
	TRI/DID	\$16,227	\$17,149	\$18,131	\$19,942	\$23,650	\$24,765	\$23,664	\$25,123	\$26,194
	Total	\$57,831	\$61,271	\$64,936	\$71,695	\$85,534	\$89,697	\$85,588	\$91,033	\$95,030
25 through 29 Years	Base	\$41,604	\$44,122	\$46,805	\$51,753	\$61,884	\$64,932	\$61,924	\$65,910	\$68,836
	TRI/DID	\$17,227	\$18,149	\$19,131	\$20,942	\$24,650	\$25,765	\$24,664	\$26,123	\$27,194
	Total	\$58,831	\$62,271	\$65,936	\$72,695	\$86,534	\$90,697	\$86,588	\$92,033	\$96,030
30 Years or more	Base	\$41,604	\$44,122	\$46,805	\$51,753	\$61,884	\$64,932	\$61,924	\$65,910	\$68,836
	TRI/DID	\$18,227	\$19,149	\$20,131	\$21,942	\$25,650	\$26,765	\$25,664	\$27,123	\$28,194
	Total	\$59,831	\$63,271	\$66,936	\$73,695	\$87,534	\$91,697	\$87,588	\$93,033	\$97,030

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. The State B.A. minimum will be \$36,521
4. 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.
5. Doctorate degree = \$1,000 additional TRI Day allocation
6. 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.
7. The district will pay 100% of the state retiree healthcare subsidy.
8. Longevity stipends included in TRI/DID package as follows: 20-24 years, \$1000; 25-29 years, \$2,000; 30 years or more, \$3,000.

**Approved by the Board of Directors: November 15, 2017**