

Teachers, Educational Staff Associates (ESAs), Career and Technical Education (CTE) Teachers
2015 - 2016 HEA SALARY SCHEDULE

Experience		BA	BA + 15	BA + 30	BA + 45	BA + 90	BA + 135	MA	MA + 45	MA + 90 or Ph.D
0 Years	Base	\$35,069	\$36,016	\$36,997	\$37,981	\$41,137	\$43,170	\$42,045	\$45,201	\$47,235
	TRI/DID	\$8,066	\$8,284	\$8,509	\$8,736	\$9,462	\$9,929	\$9,670	\$10,396	\$10,864
	Total	\$43,135	\$44,300	\$45,506	\$46,717	\$50,599	\$53,099	\$51,715	\$55,597	\$58,099
1 Years	Base	\$35,541	\$36,501	\$37,495	\$38,522	\$41,711	\$43,732	\$42,512	\$45,701	\$47,722
	TRI/DID	\$8,174	\$8,395	\$8,624	\$8,860	\$9,594	\$10,058	\$9,778	\$10,511	\$10,976
	Total	\$43,715	\$44,896	\$46,119	\$47,382	\$51,305	\$53,790	\$52,290	\$56,212	\$58,698
2 Years	Base	\$35,991	\$36,960	\$37,965	\$39,071	\$42,250	\$44,293	\$42,983	\$46,162	\$48,205
	TRI/DID	\$8,278	\$8,501	\$8,732	\$8,986	\$9,718	\$10,187	\$9,886	\$10,617	\$11,087
	Total	\$44,269	\$45,461	\$46,697	\$48,057	\$51,968	\$54,480	\$52,869	\$56,779	\$59,292
3 Years	Base	\$36,454	\$37,433	\$38,448	\$39,589	\$42,763	\$44,855	\$43,429	\$46,600	\$48,693
	TRI/DID	\$8,384	\$8,610	\$8,843	\$9,105	\$9,835	\$10,317	\$9,989	\$10,718	\$11,199
	Total	\$44,838	\$46,043	\$47,291	\$48,694	\$52,598	\$55,172	\$53,418	\$57,318	\$59,892
4 Years	Base	\$36,909	\$37,931	\$38,952	\$40,133	\$43,325	\$45,432	\$43,896	\$47,089	\$49,197
	TRI/DID	\$8,489	\$8,724	\$8,959	\$9,231	\$9,965	\$10,449	\$10,096	\$10,830	\$11,315
	Total	\$45,398	\$46,655	\$47,911	\$49,364	\$53,290	\$55,881	\$53,992	\$57,919	\$60,512
5 Years	Base	\$37,378	\$38,405	\$39,436	\$40,683	\$43,863	\$46,013	\$44,371	\$47,553	\$49,703
	TRI/DID	\$8,597	\$8,833	\$9,070	\$9,357	\$10,088	\$10,583	\$10,205	\$10,937	\$11,432
	Total	\$45,975	\$47,238	\$48,506	\$50,040	\$53,951	\$56,596	\$54,576	\$58,490	\$61,135
6 Years	Base	\$37,861	\$38,865	\$39,932	\$41,240	\$44,405	\$46,566	\$44,859	\$48,024	\$50,184
	TRI/DID	\$8,708	\$8,939	\$9,184	\$9,485	\$10,213	\$10,710	\$10,318	\$11,046	\$11,542
	Total	\$46,569	\$47,804	\$49,116	\$50,725	\$54,618	\$57,276	\$55,177	\$59,070	\$61,726
7 Years	Base	\$38,709	\$39,728	\$40,809	\$42,188	\$45,401	\$47,621	\$45,771	\$48,982	\$51,204
	TRI/DID	\$8,903	\$9,137	\$9,386	\$9,703	\$10,442	\$10,953	\$10,527	\$11,266	\$11,777
	Total	\$47,612	\$48,865	\$50,195	\$51,891	\$55,843	\$58,574	\$56,298	\$60,248	\$62,981
8 Years	Base	\$39,950	\$41,025	\$42,131	\$43,625	\$46,881	\$49,183	\$47,206	\$50,463	\$52,764
	TRI/DID	\$9,189	\$9,436	\$9,690	\$10,034	\$10,783	\$11,312	\$10,857	\$11,606	\$12,136
	Total	\$49,139	\$50,461	\$51,821	\$53,659	\$57,664	\$60,495	\$58,063	\$62,069	\$64,900
9 Years	Base	\$39,950	\$42,368	\$44,529	\$45,077	\$48,409	\$50,789	\$48,657	\$51,991	\$54,371
	TRI/DID	\$9,189	\$9,745	\$10,012	\$10,368	\$11,134	\$11,681	\$11,191	\$11,958	\$12,505
	Total	\$49,139	\$52,113	\$55,541	\$55,445	\$59,543	\$62,470	\$59,848	\$63,949	\$66,876
10 Years	Base	\$39,950	\$42,368	\$44,944	\$46,604	\$49,979	\$52,439	\$50,185	\$53,562	\$56,021
	TRI/DID	\$9,189	\$9,745	\$10,337	\$10,719	\$11,495	\$12,061	\$11,543	\$12,319	\$12,885
	Total	\$49,139	\$52,113	\$55,281	\$57,323	\$61,474	\$64,500	\$61,728	\$65,881	\$68,906
11 Years	Base	\$39,950	\$42,368	\$44,944	\$48,175	\$51,624	\$54,133	\$51,756	\$55,207	\$57,714
	TRI/DID	\$9,189	\$9,745	\$10,337	\$11,080	\$11,874	\$12,451	\$11,904	\$12,698	\$13,274
	Total	\$49,139	\$52,113	\$55,281	\$59,255	\$63,498	\$66,584	\$63,660	\$67,905	\$70,988
12 Years	Base	\$39,950	\$42,368	\$44,944	\$49,696	\$53,313	\$55,897	\$53,389	\$56,895	\$59,479
	TRI/DID	\$9,189	\$9,745	\$10,337	\$11,430	\$12,262	\$12,856	\$12,279	\$13,086	\$13,680
	Total	\$49,139	\$52,113	\$55,281	\$61,126	\$65,575	\$68,753	\$65,668	\$69,981	\$73,159
13 Years	Base	\$39,950	\$42,368	\$44,944	\$49,696	\$55,043	\$57,704	\$55,079	\$58,624	\$61,285
	TRI/DID	\$9,189	\$9,745	\$10,337	\$11,430	\$12,660	\$13,272	\$12,668	\$13,484	\$14,096
	Total	\$49,139	\$52,113	\$55,281	\$61,126	\$67,703	\$70,976	\$67,747	\$72,108	\$75,381
14 Years	Base	\$39,950	\$42,368	\$44,944	\$49,696	\$56,781	\$59,579	\$56,819	\$60,477	\$63,161
	TRI/DID	\$9,189	\$9,745	\$10,337	\$11,430	\$13,060	\$13,703	\$13,068	\$13,910	\$14,527
	Total	\$49,139	\$52,113	\$55,281	\$61,126	\$69,841	\$73,282	\$69,887	\$74,387	\$77,688
15 Years	Base	\$39,950	\$42,368	\$44,944	\$49,696	\$58,259	\$61,129	\$58,296	\$62,049	\$64,803
	TRI/DID	\$9,189	\$9,745	\$10,337	\$11,430	\$13,400	\$14,060	\$13,408	\$14,271	\$14,905
	Total	\$49,139	\$52,113	\$55,281	\$61,126	\$71,659	\$75,189	\$71,704	\$76,320	\$79,708
16 through 19 Years	Base	\$39,950	\$42,368	\$44,944	\$49,696	\$59,423	\$62,351	\$59,462	\$63,290	\$66,099
	TRI/DID	\$9,189	\$9,745	\$10,337	\$11,430	\$13,667	\$14,341	\$13,676	\$14,557	\$15,203
	Total	\$49,139	\$52,113	\$55,281	\$61,126	\$73,090	\$76,692	\$73,138	\$77,847	\$81,302
20 through 24 Years	Base	\$39,950	\$42,368	\$44,944	\$49,696	\$59,423	\$62,351	\$59,462	\$63,290	\$66,099
	TRI/DID	\$9,689	\$10,245	\$10,837	\$11,930	\$14,167	\$14,841	\$14,176	\$15,057	\$15,703
	Total	\$49,639	\$52,613	\$55,781	\$61,626	\$73,590	\$77,192	\$73,638	\$78,347	\$81,802
25 through 29 Years	Base	\$39,950	\$42,368	\$44,944	\$49,696	\$59,423	\$62,351	\$59,462	\$63,290	\$66,099
	TRI/DID	\$10,189	\$10,745	\$11,337	\$12,430	\$14,667	\$15,341	\$14,676	\$15,557	\$16,203
	Total	\$50,139	\$53,113	\$56,281	\$62,126	\$74,090	\$77,692	\$74,138	\$78,847	\$82,302
30 Years or more	Base	\$39,950	\$42,368	\$44,944	\$49,696	\$59,423	\$62,351	\$59,462	\$63,290	\$66,099
	TRI/DID	\$10,689	\$11,245	\$11,837	\$12,930	\$15,167	\$15,841	\$15,176	\$16,057	\$16,703
	Total	\$50,639	\$53,613	\$56,781	\$62,626	\$74,590	\$78,192	\$74,638	\$79,347	\$82,802

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 \$35,069.
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, \$500; 25-29 years, \$1,000; 30 years or more, \$1,500.

Approved by the Board of Directors: September 2, 2015