

ARTICLE II

**HIGHLAND SCHOOL DISTRICT #305
SALARY SCHEDULE
2021-2022**

HIGHLAND SCHOOL DISTRICT #305

EXP	BA	BA+12	BA+24	MA BA+36	MA+12 BA+48	MA+24 BA+60	MA+36 ES/DR
0	33409	35673	36985	38347	39760	41225	42746
1	35673	36985	38347	39760	41225	42746	44324
2	36985	38347	39760	41225	42746	44324	45960
3	38347	39760	41225	42746	44324	45960	47659
4	39760	41225	42746	44324	45960	47659	49420
5	41225	42746	44324	45960	47659	49420	51248
6	42746	44324	45960	47659	49420	51248	53145
7	44324	45960	47659	49420	51248	53145	55113
8	45960	47659	49420	51248	53145	55113	57154
9	47659	49420	51248	53145	55113	57154	59272
10		51248	53145	55113	57154	59272	61469
11					59272	61469	63749
12						63749	66144
13							68568

For certified staff employed at Highland during the 2001-2002 school year, a BA+72 will be recognized in the MA+36/ES DR column. Certified Staff hired after 2001-2002 will be frozen at the BA+60 column unless they have a Master's Degree.

ARTICLE III
Extra Assignment Pay Schedule
2021-2022
Base = \$34,409

ACTIVITY	1st Year % of Base	AMOUNT	2nd Year % of Base	AMOUNT	3rd Year % of Base	AMOUNT	4th Year % of Base	AMOUNT	5th Year % of Base	AMOUNT
BOYS BASKETBALL	9.25%	3183	10.00%	3441	10.75%	3699	11.50%	3957	12.00%	4129
GIRLS BASKETBALL	9.25%	3183	10.00%	3441	10.75%	3699	11.50%	3957	12.00%	4129
FOOTBALL	9.25%	3183	10.00%	3441	10.75%	3699	11.50%	3957	12.00%	4129
VOLLEYBALL	9.25%	3183	10.00%	3441	10.75%	3699	11.50%	3957	12.00%	4129
ASST BOYS BB	7.00%	2409	7.50%	2581	8.00%	2699	8.50%	2925	9.00%	3097
ASST GIRLS BB	7.00%	2409	7.50%	2581	8.00%	2753	8.50%	2925	9.00%	3097
ASST FOOTBALL	7.00%	2409	7.50%	2581	8.00%	2753	8.50%	2925	9.00%	3097
ASST VOLLEYBALL	7.00%	2409	7.50%	2581	8.00%	2753	8.50%	2925	9.00%	3097
HS TRACK	7.00%	2409	7.50%	2581	8.00%	2753	8.50%	2925	9.00%	3097
CROSS COUNTRY	7.00%	2409	7.50%	2581	8.00%	2753	8.50%	2925	9.00%	3097
BASEBALL	7.00%	2409	7.50%	2581	8.00%	2753	8.50%	2925	9.00%	3097
SOFTBALL	7.00%	2409	7.50%	2581	8.00%	2753	8.50%	2925	9.00%	3097
CHEERLEADER ADV	7.00%	2409	7.50%	2581	8.00%	2753	8.50%	2925	9.00%	3097
ASST BASEBALL	5.00%	1720	5.50%	1892	6.00%	2065	6.50%	2237	7.00%	2409
ASST SOFTBALL	5.00%	1720	5.50%	1892	6.00%	2065	6.50%	2237	7.00%	2409
JH TRK (OUT OF CL)	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
JH TRK (IN CLASS)	2.25%	774	2.25%	774	2.25%	774	2.25%	774	2.25%	774
JR HI BOYS BB	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
JR HI GIRLS BB	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
JR HI VOLLEYBALL	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
MUSIC	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
PEP BAND	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
JAZZ BAND	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
SPEECH	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
GIRLS CLUB	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
DRAMA/FINE ARTS	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
ANNUAL	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
PHOTOGRAPHY	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
BPA	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
FCCLA ADV	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
CONCESSIONS	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462	4.25%	1462
KNOWLEDGE BOWL	2.25%	774	2.25%	774	2.25%	774	2.25%	774	2.25%	774
SR CLASS ADVISOR	2.25%	774	2.25%	774	2.25%	774	2.25%	774	2.25%	774
JR CLASS ADVISOR	1.25%	430	1.25%	430	1.25%	430	1.25%	430	1.25%	430
SOPH CLASS ADV	0.50%	172	0.50%	172	0.50%	172	0.50%	172	0.50%	172
7, 8, 9 CLASS ADV	0.50%	172	0.50%	172	0.50%	172	0.50%	172	0.50%	172