

HIGHLAND SCHOOL DISTRICT #305

2025-2026

CERTIFIED SALARY SCHEDULE

						Raise?	3.00%
EXP	BA	BA+12	BA+24	BA+36 / MA	BA+48 / MA+12	BA+60 / MA +24	MA+36 ES/DR
0	41841	43409	45007	46663	48383	50166	52016
1	43409	45007	46663	48383	50166	52016	53938
2	45007	46663	48383	50166	52016	53938	55928
3	46663	48383	50166	52016	53938	55928	57995
4	48383	50166	52016	53938	55928	57995	60139
5	50166	52016	53938	55928	57995	60139	62362
6	52016	53938	55928	57995	60139	62362	64671
7	53938	55928	57995	60139	62362	64671	67066
8	55928	57995	60139	62362	64671	67066	69550
9	57995	60139	62362	64671	67066	69550	72127
10		62362	64671	67066	69550	72127	74801
11					72127	74801	77574
12						77574	80453
13							83439

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 masters degree.

Career Salary Rung			Step 1	Step 2	Step 3	Step 4	Step 5
Standard Teacher			50,252	51,302	52,352		
Professional Teacher			53,402	55,239	57,077	58,914	60,752
Advanded Professional Teacher			64,427	66,527	68,627	70,727	72,827