

ARTICLE II

**HIGHLAND SCHOOL DISTRICT #305
SALARY SCHEDULE
2022-2023**

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 | 36818 | 38170 | 39574 | 41031 | 42543 | 44111 | 45738 |
| 1 | 38170 | 39574 | 41031 | 42543 | 44111 | 45738 | 47427 |
| 2 | 39574 | 41031 | 42543 | 44111 | 45738 | 47427 | 49177 |
| 3 | 41031 | 42543 | 44111 | 45738 | 47427 | 49177 | 50995 |
| 4 | 42543 | 44111 | 45738 | 47427 | 49177 | 50995 | 52879 |
| 5 | 44111 | 45738 | 47427 | 49177 | 50995 | 52879 | 54835 |
| 6 | 45738 | 47427 | 49177 | 50995 | 52879 | 54835 | 56865 |
| 7 | 47427 | 49177 | 50995 | 52879 | 54835 | 56865 | 58971 |
| 8 | 49177 | 50995 | 52879 | 54835 | 56865 | 58971 | 61155 |
| 9 | 50995 | 52879 | 54835 | 56865 | 58971 | 61155 | 63421 |
| 10 | | 54835 | 56865 | 58971 | 61155 | 63421 | 65772 |
| 11 | | | | | 63421 | 65772 | 68211 |
| 12 | | | | | | 68211 | 70742 |
| 13 | | | | | | | 73368 |

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.

| Career Salary Rung | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 |
|-------------------------------|--------|--------|--------|--------|--------|
| Standard Teacher | 40,742 | 41,486 | 42,231 | | |
| Professional Teacher | 43,488 | 45,302 | 47,116 | 48,930 | 50,743 |
| Advanced Professional Teacher | 53,478 | 54,442 | 55,389 | | |
| Advanced Degree Premium | BA+24 | 2,000 | MA | 3,500 | |