

High Tech High  
Teacher Compensation Framework\*

190 Days

Step	Bachelor	Masters	Doctorate
1	50,002	50,811	52,147
2	50,201	51,194	53,443
3	50,600	52,577	54,481
4	51,001	53,379	55,501
5	51,255	54,234	56,617
6	52,843	55,915	58,373
7	54,481	57,648	60,182
8	56,170	59,435	62,048
9	57,911	61,278	63,971
10	59,706	63,177	65,955
11	60,971	65,136	67,999
12	62,556	66,829	69,767
13	62,948	67,914	70,900
14	64,585	69,010	72,043
15	66,264	70,804	73,917
16	67,987	72,645	75,839
17	69,413	74,172	77,433
18	71,217	75,729	79,058
19	72,072	76,638	80,007
20	72,937	77,558	80,967
21	73,448	78,103	81,537
22	74,330	78,651	82,109
23	75,222	79,594	83,095
24	76,125	80,550	84,092
25	76,505	81,516	85,101
26	76,888	82,495	86,122
27	77,273	82,907	87,155
28	78,046	83,736	88,026
29	78,826	84,573	88,907
30	79,614	85,419	89,796
31	80,411	86,273	90,694
32	81,215	87,136	91,601

**\*Additional positions assigned to the Teacher Compensation Framework:**

Dean of Student Affairs	Long Term Substitute Teacher
Education Specialist	Social Emotional Coordinator
Instructional Coach	Teacher - English Learner
	Teacher on Special Assignment

High Tech High  
Apprentice Teacher Compensation Framework

190 Days

Step	Amount
1	24,000
2	25,500

High Tech High  
Apprentice Education Specialist, Academic Support Teacher, and Psychologist Intern  
Compensation Framework

190 Days

Step	Amount
1	25,000
2	27,500

High Tech High  
Psychologist Compensation Framework

200 Days

Step	Masters	Doctorate
1	77,362	82,385
2	79,760	84,784
3	82,233	87,256
4	84,782	89,805
5	87,410	92,433
6	89,158	94,182
7	90,941	95,965
8	92,760	97,783
9	94,616	99,639
10	96,507	101,531
11	97,473	102,496
12	98,448	103,471
13	99,432	104,456
14	100,427	105,450
15	101,431	106,455
16	101,431	106,455
17	101,431	106,455
18	101,431	106,455
19	101,431	106,455
20	103,460	108,483
21	103,460	108,483
22	103,460	108,483
23	103,460	108,483
24	103,460	108,483
25	105,530	110,553

High Tech High  
Director, College Advisor Compensation Framework

200 Days

Step	Amount
1	50,235
2	51,742
3	53,294
4	54,893
5	56,540
6	58,273
7	60,021
8	61,822
9	63,676
10	65,587
11	67,817
12	69,852
13	71,947
14	74,105
15	76,329
16	76,860
17	78,397
18	79,965
19	81,564
20	82,380
21	82,888
22	83,924
23	84,973
24	86,035
25	87,111
26	87,911

High Tech High  
School Dean Compensation Framework

220 Days

Step	Amount
1	75,353
2	76,295
3	77,249
4	78,214
5	79,192
6	80,376
7	81,381
8	82,398
9	83,428
10	84,471
11	85,400
12	86,254
13	87,117
14	87,988
15	88,868
16	90,423
17	91,327
18	92,241
19	93,163
20	94,095
21	95,447
22	96,401
23	97,365
24	98,339
25	99,323
26	100,470

High Tech High  
School Director Compensation Framework

220 Days

Step	Amount
1	90,423
2	91,327
3	92,241
4	93,163
5	94,095
6	95,447
7	96,401
8	97,365
9	98,339
10	99,323
11	100,470
12	101,475
13	102,489
14	103,514
15	104,549
16	105,494
17	106,549
18	107,614
19	108,691
20	109,777
21	110,517
22	111,622
23	112,738
24	113,866
25	115,004
26	115,541