

High Tech High  
Teacher Compensation Framework\*  
Annual Salary Rates

190 Days

Step	Bachelor	Masters	Doctorate
1	57,200	57,200	57,200
2	57,200	57,200	57,300
3	57,200	57,200	57,826
4	57,200	57,200	58,948
5	57,200	57,757	60,052
6	57,200	58,681	61,260
7	57,200	59,381	61,992
8	57,859	61,222	63,913
9	59,652	63,120	65,895
10	59,764	65,077	67,937
11	61,617	67,094	70,044
12	62,922	69,174	72,215
13	64,558	70,973	74,093
14	65,600	72,125	75,296
15	66,652	72,599	75,790
16	68,385	73,778	77,021
17	70,163	75,696	79,024
18	71,634	77,287	80,685
19	72,784	78,909	82,379
20	73,658	79,856	83,367
21	74,541	80,815	84,367
22	75,064	81,384	84,962
23	75,965	81,954	85,558
24	76,877	82,937	86,585
25	77,799	83,933	87,623
26	78,189	84,940	88,675
27	78,580	85,960	89,739
28	78,973	86,389	90,815
29	79,763	87,253	91,724
30	80,560	88,125	92,641
31	81,366	89,007	93,567
32	82,180	89,897	94,503

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

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

**Position Eliminated:**

**Notes:**

Dean of Student Affairs	Position Eliminated 7/1/2020. Board Approved June 19, 2020
-------------------------	--