

High Tech High
Teacher Compensation Framework* - Certificated Union
Annual Salary Rates

188 Days

Effective 07/01/2025

	A	B	C
Step	Bachelor	Masters	Doctorate
1	64,735.44	65,825.98	66,921.58
2	65,054.66	66,484.88	67,590.60
3	65,380.04	67,149.72	68,942.06
4	65,707.40	67,820.72	70,321.02
5	66,035.64	69,177.24	71,727.70
6	67,467.84	71,732.98	74,377.60
7	67,805.98	73,168.26	75,865.90
8	69,162.06	74,631.48	77,383.24
9	70,545.20	76,123.74	78,930.72
10	71,955.62	77,646.36	80,509.44
11	73,394.86	79,199.12	82,119.40
12	74,863.36	80,783.12	83,761.70
13	76,360.02	82,399.24	85,437.00
14	77,887.70	84,046.60	87,145.74
15	78,147.08	84,326.88	87,435.92
16	79,709.08	86,012.74	89,184.04
17	81,303.86	87,733.58	90,968.24
18	82,929.44	89,487.86	92,787.20
19	84,588.90	91,278.22	94,642.90
20	86,279.82	93,103.34	96,536.44
21	88,005.72	94,965.20	98,466.72
22	89,766.16	96,864.90	100,436.16
23	91,561.58	98,802.44	102,445.20
24	93,392.64	100,777.82	104,493.40
25	95,260.66	102,794.12	106,583.40
26	97,165.64	104,849.36	108,715.20
27	99,109.34	106,946.40	110,890.12
28	101,090.88	109,085.46	113,107.06
29	103,113.34	111,267.64	115,369.76

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

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