

Highland County Public Schools

CURRENT 2025-2026 Salary Scale

| Step | Teacher | Secretary | Instructional Assistant | Custodian | Cafeteria | Bus Driver |
|------|------------------|----------------------|-------------------------|-----------|-------------------|------------|
| 0 | \$45,750 | \$31,200 | \$21,623 | \$31,200 | \$20,925 | \$17,010 |
| 1 | \$46,422 | \$32,136 | \$22,271 | \$32,136 | \$21,553 | \$17,520 |
| 2 | \$47,392 | \$32,564 | \$22,580 | \$32,457 | \$21,769 | \$17,687 |
| 3 | \$48,048 | \$32,993 | \$22,889 | \$32,779 | \$21,985 | \$17,910 |
| 4 | \$48,703 | \$33,421 | \$23,198 | \$33,100 | \$22,202 | \$18,132 |
| 5 | \$49,358 | \$33,850 | \$23,507 | \$33,421 | \$22,418 | \$18,355 |
| 6 | \$50,012 | \$34,278 | \$23,816 | \$33,743 | \$22,634 | \$18,577 |
| 7 | \$50,666 | \$34,707 | \$24,125 | \$34,064 | \$22,851 | \$18,800 |
| 8 | \$51,320 | \$35,135 | \$24,434 | \$34,386 | \$23,067 | \$19,022 |
| 9 | \$51,973 | \$35,564 | \$24,743 | \$34,707 | \$23,283 | \$19,245 |
| 10 | \$52,626 | \$35,992 | \$25,052 | \$35,028 | \$23,499 | \$19,467 |
| 11 | \$53,279 | \$36,421 | \$25,361 | \$35,350 | \$23,716 | \$19,689 |
| 12 | \$53,931 | \$36,849 | \$25,670 | \$35,671 | \$23,932 | \$19,912 |
| 13 | \$54,583 | \$37,278 | \$25,979 | \$35,992 | \$24,148 | \$20,134 |
| 14 | \$55,235 | \$37,706 | \$26,288 | \$36,314 | \$24,365 | \$20,357 |
| 15 | \$55,886 | \$38,135 | \$26,597 | \$36,635 | \$24,581 | \$20,579 |
| 16 | \$56,536 | \$38,563 | \$26,906 | \$36,956 | \$24,797 | \$20,802 |
| 17 | \$57,187 | \$38,992 | \$27,215 | \$37,278 | \$25,014 | \$21,024 |
| 18 | \$57,837 | \$39,420 | \$27,524 | \$37,599 | \$25,230 | \$21,247 |
| 19 | \$58,487 | \$39,849 | \$27,833 | \$37,920 | \$25,446 | \$21,469 |
| 20 | \$59,136 | \$40,277 | \$28,142 | \$38,242 | \$25,662 | \$21,692 |
| 21 | \$59,785 | \$40,706 | \$28,451 | \$38,563 | \$25,879 | \$21,914 |
| 22 | \$60,433 | \$41,134 | \$28,760 | \$38,885 | \$26,095 | \$22,137 |
| 23 | \$61,082 | \$41,563 | \$29,069 | \$39,206 | \$26,311 | \$22,359 |
| 24 | \$61,729 | \$41,991 | \$29,378 | \$39,527 | \$26,528 | \$22,582 |
| 25 | \$62,377 | \$42,420 | \$29,687 | \$39,849 | \$26,744 | \$22,804 |
| 26 | \$63,024 | \$42,848 | \$29,996 | \$40,170 | \$26,960 | \$23,027 |
| 27 | \$63,671 | \$43,276 | \$30,305 | \$40,491 | \$27,177 | \$23,249 |
| 28 | \$64,317 | \$43,705 | \$30,614 | \$40,813 | \$27,393 | \$23,472 |
| 29 | \$64,963 | \$44,133 | \$30,923 | \$41,134 | \$27,609 | \$23,694 |
| 30 | \$65,608 | \$44,562 | \$31,232 | \$41,455 | \$27,825 | \$23,917 |
| 31 | \$66,254 | \$44,990 | \$31,541 | \$41,777 | \$28,042 | \$24,139 |
| 32 | \$66,898 | \$45,419 | \$31,850 | \$42,098 | \$28,258 | \$24,362 |
| 33 | \$67,543 | \$45,847 | \$32,159 | \$42,420 | \$28,474 | \$24,584 |
| 34 | \$68,187 | \$46,276 | \$32,468 | \$42,741 | \$28,691 | \$24,807 |
| 35 | \$68,831 | \$46,704 | \$32,777 | \$43,062 | \$28,907 | \$25,029 |
| 35+ | \$69,474 | \$47,133 | \$33,086 | \$43,384 | \$29,123 | \$25,251 |
| ADD | \$3,000 Master's | \$100/mo. Associate | | | \$1,800 Head Cook | |
| | | \$200/mo. Bachelor's | | | | |

Highland County Public Schools

2026-2027 Salary Scale (Approved 01/15/2026)

| Step | Teacher | Secretary | Instructional Assistant | Custodian | Cafeteria | Bus Driver |
|------|------------------|----------------------|-------------------------|-----------|-------------------|------------|
| 0 | \$50,000 | \$31,824 | \$22,055 | \$31,824 | \$21,344 | \$17,350 |
| 1 | | \$32,779 | \$22,717 | \$32,779 | \$21,984 | \$17,871 |
| 2 | | \$33,216 | \$23,032 | \$33,107 | \$22,204 | \$18,041 |
| 3 | | \$33,653 | \$23,347 | \$33,434 | \$22,425 | \$18,268 |
| 4 | \$52,167 | \$34,090 | \$23,662 | \$33,762 | \$22,646 | \$18,495 |
| 5 | | \$34,527 | \$23,977 | \$34,090 | \$22,866 | \$18,722 |
| 6 | | \$34,964 | \$24,292 | \$34,418 | \$23,087 | \$18,949 |
| 7 | \$54,333 | \$35,401 | \$24,608 | \$34,745 | \$23,308 | \$19,176 |
| 8 | | \$35,838 | \$24,923 | \$35,073 | \$23,528 | \$19,402 |
| 9 | | \$36,275 | \$25,238 | \$35,401 | \$23,749 | \$19,629 |
| 10 | \$56,500 | \$36,712 | \$25,553 | \$35,729 | \$23,969 | \$19,856 |
| 11 | | \$37,149 | \$25,868 | \$36,057 | \$24,190 | \$20,083 |
| 12 | | \$37,586 | \$26,184 | \$36,384 | \$24,411 | \$20,310 |
| 13 | \$58,667 | \$38,023 | \$26,499 | \$36,712 | \$24,631 | \$20,537 |
| 14 | | \$38,460 | \$26,814 | \$37,040 | \$24,852 | \$20,764 |
| 15 | | \$38,897 | \$27,129 | \$37,368 | \$25,073 | \$20,991 |
| 16 | \$60,833 | \$39,334 | \$27,444 | \$37,696 | \$25,293 | \$21,218 |
| 17 | | \$39,772 | \$27,759 | \$38,023 | \$25,514 | \$21,445 |
| 18 | | \$40,209 | \$28,075 | \$38,351 | \$25,734 | \$21,672 |
| 19 | \$63,000 | \$40,646 | \$28,390 | \$38,679 | \$25,955 | \$21,899 |
| 20 | | \$41,083 | \$28,705 | \$39,007 | \$26,176 | \$22,126 |
| 21 | | \$41,520 | \$29,020 | \$39,334 | \$26,396 | \$22,353 |
| 22 | \$65,167 | \$41,957 | \$29,335 | \$39,662 | \$26,617 | \$22,579 |
| 23 | | \$42,394 | \$29,651 | \$39,990 | \$26,838 | \$22,806 |
| 24 | | \$42,831 | \$29,966 | \$40,318 | \$27,058 | \$23,033 |
| 25 | \$67,333 | \$43,268 | \$30,281 | \$40,646 | \$27,279 | \$23,260 |
| 26 | | \$43,705 | \$30,596 | \$40,973 | \$27,499 | \$23,487 |
| 27 | | \$44,142 | \$30,911 | \$41,301 | \$27,720 | \$23,714 |
| 28 | | \$44,579 | \$31,226 | \$41,629 | \$27,941 | \$23,941 |
| 29 | \$69,564 | \$45,016 | \$31,542 | \$41,957 | \$28,161 | \$24,168 |
| 30 | | \$45,453 | \$31,857 | \$42,285 | \$28,382 | \$24,395 |
| 31 | | \$45,890 | \$32,172 | \$42,612 | \$28,603 | \$24,622 |
| 32 | | \$46,327 | \$32,487 | \$42,940 | \$28,823 | \$24,849 |
| 33 | \$71,667 | \$46,764 | \$32,802 | \$43,268 | \$29,044 | \$25,076 |
| 34 | | \$47,201 | \$33,118 | \$43,596 | \$29,264 | \$25,303 |
| 35 | | \$47,638 | \$33,433 | \$43,923 | \$29,485 | \$25,530 |
| 35+ | | \$48,075 | \$33,748 | \$44,251 | \$29,706 | \$25,757 |
| ADD | \$3,000 Master's | \$100/mo. Associate | | | \$1,800 Head Cook | |
| | | \$200/mo. Bachelor's | | | | |

Highland County Public Schools

PROPOSED 2026-2027 Salary Scale (3%)

| Step | Teacher | Secretary | Instructional Assistant | Custodian | Cafeteria | Bus Driver |
|------|------------------|----------------------|-------------------------|-----------|-------------------|------------|
| 0 | \$50,000 | \$32,136 | \$22,271 | \$32,136 | \$21,553 | \$17,520 |
| 1 | | \$33,100 | \$22,939 | \$33,100 | \$22,199 | \$18,046 |
| 2 | | \$33,541 | \$23,258 | \$33,431 | \$22,422 | \$18,218 |
| 3 | | \$33,983 | \$23,576 | \$33,762 | \$22,645 | \$18,447 |
| 4 | \$52,167 | \$34,424 | \$23,894 | \$34,093 | \$22,868 | \$18,676 |
| 5 | | \$34,865 | \$24,212 | \$34,424 | \$23,090 | \$18,905 |
| 6 | | \$35,307 | \$24,531 | \$34,755 | \$23,313 | \$19,134 |
| 7 | \$54,333 | \$35,748 | \$24,849 | \$35,086 | \$23,536 | \$19,364 |
| 8 | | \$36,189 | \$25,167 | \$35,417 | \$23,759 | \$19,593 |
| 9 | | \$36,631 | \$25,485 | \$35,748 | \$23,982 | \$19,822 |
| 10 | \$56,500 | \$37,072 | \$25,804 | \$36,079 | \$24,204 | \$20,051 |
| 11 | | \$37,513 | \$26,122 | \$36,410 | \$24,427 | \$20,280 |
| 12 | | \$37,955 | \$26,440 | \$36,741 | \$24,650 | \$20,509 |
| 13 | \$58,667 | \$38,396 | \$26,759 | \$37,072 | \$24,873 | \$20,738 |
| 14 | | \$38,837 | \$27,077 | \$37,403 | \$25,096 | \$20,968 |
| 15 | | \$39,279 | \$27,395 | \$37,734 | \$25,318 | \$21,197 |
| 16 | \$60,833 | \$39,720 | \$27,713 | \$38,065 | \$25,541 | \$21,426 |
| 17 | | \$40,161 | \$28,032 | \$38,396 | \$25,764 | \$21,655 |
| 18 | | \$40,603 | \$28,350 | \$38,727 | \$25,987 | \$21,884 |
| 19 | \$63,000 | \$41,044 | \$28,668 | \$39,058 | \$26,210 | \$22,113 |
| 20 | | \$41,485 | \$28,986 | \$39,389 | \$26,432 | \$22,343 |
| 21 | | \$41,927 | \$29,305 | \$39,720 | \$26,655 | \$22,572 |
| 22 | \$65,167 | \$42,368 | \$29,623 | \$40,051 | \$26,878 | \$22,801 |
| 23 | | \$42,809 | \$29,941 | \$40,382 | \$27,101 | \$23,030 |
| 24 | | \$43,251 | \$30,260 | \$40,713 | \$27,323 | \$23,259 |
| 25 | \$67,333 | \$43,692 | \$30,578 | \$41,044 | \$27,546 | \$23,488 |
| 26 | | \$44,133 | \$30,896 | \$41,375 | \$27,769 | \$23,717 |
| 27 | | \$44,575 | \$31,214 | \$41,706 | \$27,992 | \$23,947 |
| 28 | | \$45,016 | \$31,533 | \$42,037 | \$28,215 | \$24,176 |
| 29 | \$69,564 | \$45,457 | \$31,851 | \$42,368 | \$28,437 | \$24,405 |
| 30 | | \$45,899 | \$32,169 | \$42,699 | \$28,660 | \$24,634 |
| 31 | | \$46,340 | \$32,487 | \$43,030 | \$28,883 | \$24,863 |
| 32 | | \$46,781 | \$32,806 | \$43,361 | \$29,106 | \$25,092 |
| 33 | \$71,667 | \$47,223 | \$33,124 | \$43,692 | \$29,329 | \$25,322 |
| 34 | | \$47,664 | \$33,442 | \$44,023 | \$29,551 | \$25,551 |
| 35 | | \$48,105 | \$33,760 | \$44,354 | \$29,774 | \$25,780 |
| 35+ | | \$48,547 | \$34,079 | \$44,685 | \$29,997 | \$26,009 |
| ADD | \$3,000 Master's | \$100/mo. Associate | | | \$1,800 Head Cook | |
| | | \$200/mo. Bachelor's | | | | |