



HIGHLAND PREP

Teacher Compensation

\$60,241

Average salary of all
teachers employed in
budget year 2027

\$58,443

Average salary of all teachers
employed in budget year 2026

**3.1% increase
from prior year
2026**

\$1,798

Increase in average teacher salary
from the prior year 2026

Automatic 5% employer contribution to 403B plan (average)..... **\$4,400**

Average Prop 301 bonus paid to HP teachers in 2026..... **\$9,000**

Free and Comprehensive Benefits Average **\$7,969**

Average Performance Bonus 2026..... **\$3,000**

Total Compensation Average.....**\$84,610**

Longevity Bonus – Employer Contribution for every 5 years of service #..... **\$2,500**

5 years \$2500 / 10 years of service \$5,000 / 15 years of service \$7,500

Lump sum payment made by employer to each teacher's 403B account

HP's benefits include medical, vision, dental, long term disability, wellness day, and life insurance at no cost to the employee. We offer paid holidays in addition to personal paid time off. Professional development is also offered at no cost to our employees. There are additional ways to supplement income including stipends for coaching sports, and facilitating clubs.



Staffing Summary

Teachers FY 2027: 21 FTE

Student to Teacher ratio: 25:1

Student to Staff ratio: 16:1

Special Education: 12:1