

*Highland County Public Schools***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***2025-2026 Teacher Compensation**

Step	Teacher	FICA	Retire	Disability	Health Insurance*	Dental	Eye Care	Life Insurance	Health Credit	Worker Comp	Total
0	\$45,750	\$3,500	\$7,375	\$143	\$10,800	\$320	\$84	\$613	\$554	\$300	\$69,438
1	\$46,422	\$3,551	\$7,483	\$145	\$10,800	\$320	\$84	\$622	\$562	\$300	\$70,290
2	\$47,392	\$3,625	\$7,640	\$148	\$10,800	\$320	\$84	\$635	\$573	\$300	\$71,517
3	\$48,048	\$3,676	\$7,745	\$150	\$10,800	\$320	\$84	\$644	\$581	\$300	\$72,348
4	\$48,703	\$3,726	\$7,851	\$152	\$10,800	\$320	\$84	\$653	\$589	\$300	\$73,177
5	\$49,358	\$3,776	\$7,956	\$154	\$10,800	\$320	\$84	\$661	\$597	\$300	\$74,007
6	\$50,012	\$3,826	\$8,062	\$156	\$10,800	\$320	\$84	\$670	\$605	\$300	\$74,835
7	\$50,666	\$3,876	\$8,167	\$158	\$10,800	\$320	\$84	\$679	\$613	\$300	\$75,664
8	\$51,320	\$3,926	\$8,273	\$160	\$10,800	\$320	\$84	\$688	\$621	\$300	\$76,491
9	\$51,973	\$3,976	\$8,378	\$162	\$10,800	\$320	\$84	\$696	\$629	\$300	\$77,319
10	\$52,626	\$4,026	\$8,483	\$164	\$10,800	\$320	\$84	\$705	\$637	\$300	\$78,146
11	\$53,279	\$4,076	\$8,589	\$166	\$10,800	\$320	\$84	\$714	\$645	\$300	\$78,972
12	\$53,931	\$4,126	\$8,694	\$168	\$10,800	\$320	\$84	\$723	\$653	\$300	\$79,798
13	\$54,583	\$4,176	\$8,799	\$170	\$10,800	\$320	\$84	\$731	\$660	\$300	\$80,624
14	\$55,235	\$4,225	\$8,904	\$172	\$10,800	\$320	\$84	\$740	\$668	\$300	\$81,449
15	\$55,886	\$4,275	\$9,009	\$174	\$10,800	\$320	\$84	\$749	\$676	\$300	\$82,273
16	\$56,536	\$4,325	\$9,114	\$176	\$10,800	\$320	\$84	\$758	\$684	\$300	\$83,097
17	\$57,187	\$4,375	\$9,219	\$178	\$10,800	\$320	\$84	\$766	\$692	\$300	\$83,921
18	\$57,837	\$4,425	\$9,323	\$180	\$10,800	\$320	\$84	\$775	\$700	\$300	\$84,744
19	\$58,487	\$4,474	\$9,428	\$182	\$10,800	\$320	\$84	\$784	\$708	\$300	\$85,567
20	\$59,136	\$4,524	\$9,533	\$185	\$10,800	\$320	\$84	\$792	\$716	\$300	\$86,389
21	\$59,785	\$4,574	\$9,637	\$187	\$10,800	\$320	\$84	\$801	\$723	\$300	\$87,211
22	\$60,433	\$4,623	\$9,742	\$189	\$10,800	\$320	\$84	\$810	\$731	\$300	\$88,032
23	\$61,082	\$4,673	\$9,846	\$191	\$10,800	\$320	\$84	\$818	\$739	\$300	\$88,853
24	\$61,729	\$4,722	\$9,951	\$193	\$10,800	\$320	\$84	\$827	\$747	\$300	\$89,673
25	\$62,377	\$4,772	\$10,055	\$195	\$10,800	\$320	\$84	\$836	\$755	\$300	\$90,493
26	\$63,024	\$4,821	\$10,159	\$197	\$10,800	\$320	\$84	\$845	\$763	\$300	\$91,312
27	\$63,671	\$4,871	\$10,264	\$199	\$10,800	\$320	\$84	\$853	\$770	\$300	\$92,131
28	\$64,317	\$4,920	\$10,368	\$201	\$10,800	\$320	\$84	\$862	\$778	\$300	\$92,950
29	\$64,963	\$4,970	\$10,472	\$203	\$10,800	\$320	\$84	\$871	\$786	\$300	\$93,768
30	\$65,608	\$5,019	\$10,576	\$205	\$10,800	\$320	\$84	\$879	\$794	\$300	\$94,585
31	\$66,254	\$5,068	\$10,680	\$207	\$10,800	\$320	\$84	\$888	\$802	\$300	\$95,402
32	\$66,898	\$5,118	\$10,784	\$209	\$10,800	\$320	\$84	\$896	\$809	\$300	\$96,219
33	\$67,543	\$5,167	\$10,888	\$211	\$10,800	\$320	\$84	\$905	\$817	\$300	\$97,035
34	\$68,187	\$5,216	\$10,992	\$213	\$10,800	\$320	\$84	\$914	\$825	\$300	\$97,851
35	\$68,831	\$5,266	\$11,096	\$215	\$10,800	\$320	\$84	\$922	\$833	\$300	\$98,666
35+	\$69,474	\$5,315	\$11,199	\$217	\$10,800	\$320	\$84	\$931	\$841	\$300	\$99,481
ADD	\$3,000 Master's										

*Potential Rate Increase

Highland County Public Schools

2025-2026 Secretary Compensation

Step	Secretary	FICA	Retire	Disability	Health Insurance*	Dental	Eye Care	Life Insurance	Health Credit	Worker Comp	Total
0	\$31,200	\$2,387	\$5,029	\$97	\$10,800	\$320	\$84	\$418	\$378	\$300	\$51,013
1	\$32,136	\$2,458	\$5,180	\$100	\$10,800	\$320	\$84	\$431	\$389	\$300	\$52,198
2	\$32,564	\$2,491	\$5,249	\$102	\$10,800	\$320	\$84	\$436	\$394	\$300	\$52,741
3	\$32,993	\$2,524	\$5,318	\$103	\$10,800	\$320	\$84	\$442	\$399	\$300	\$53,284
4	\$33,421	\$2,557	\$5,388	\$104	\$10,800	\$320	\$84	\$448	\$404	\$300	\$53,826
5	\$33,850	\$2,590	\$5,457	\$106	\$10,800	\$320	\$84	\$454	\$410	\$300	\$54,369
6	\$34,278	\$2,622	\$5,526	\$107	\$10,800	\$320	\$84	\$459	\$415	\$300	\$54,911
7	\$34,707	\$2,655	\$5,595	\$108	\$10,800	\$320	\$84	\$465	\$420	\$300	\$55,454
8	\$35,135	\$2,688	\$5,664	\$110	\$10,800	\$320	\$84	\$471	\$425	\$300	\$55,997
9	\$35,564	\$2,721	\$5,733	\$111	\$10,800	\$320	\$84	\$477	\$430	\$300	\$56,539
10	\$35,992	\$2,753	\$5,802	\$112	\$10,800	\$320	\$84	\$482	\$436	\$300	\$57,082
11	\$36,421	\$2,786	\$5,871	\$114	\$10,800	\$320	\$84	\$488	\$441	\$300	\$57,624
12	\$36,849	\$2,819	\$5,940	\$115	\$10,800	\$320	\$84	\$494	\$446	\$300	\$58,167
13	\$37,278	\$2,852	\$6,009	\$116	\$10,800	\$320	\$84	\$500	\$451	\$300	\$58,710
14	\$37,706	\$2,885	\$6,078	\$118	\$10,800	\$320	\$84	\$505	\$456	\$300	\$59,252
15	\$38,135	\$2,917	\$6,147	\$119	\$10,800	\$320	\$84	\$511	\$461	\$300	\$59,795
16	\$38,563	\$2,950	\$6,216	\$120	\$10,800	\$320	\$84	\$517	\$467	\$300	\$60,337
17	\$38,992	\$2,983	\$6,285	\$122	\$10,800	\$320	\$84	\$522	\$472	\$300	\$60,880
18	\$39,420	\$3,016	\$6,355	\$123	\$10,800	\$320	\$84	\$528	\$477	\$300	\$61,423
19	\$39,849	\$3,048	\$6,424	\$124	\$10,800	\$320	\$84	\$534	\$482	\$300	\$61,965
20	\$40,277	\$3,081	\$6,493	\$126	\$10,800	\$320	\$84	\$540	\$487	\$300	\$62,508
21	\$40,706	\$3,114	\$6,562	\$127	\$10,800	\$320	\$84	\$545	\$493	\$300	\$63,050
22	\$41,134	\$3,147	\$6,631	\$128	\$10,800	\$320	\$84	\$551	\$498	\$300	\$63,593
23	\$41,563	\$3,180	\$6,700	\$130	\$10,800	\$320	\$84	\$557	\$503	\$300	\$64,136
24	\$41,991	\$3,212	\$6,769	\$131	\$10,800	\$320	\$84	\$563	\$508	\$300	\$64,678
25	\$42,420	\$3,245	\$6,838	\$132	\$10,800	\$320	\$84	\$568	\$513	\$300	\$65,221
26	\$42,848	\$3,278	\$6,907	\$134	\$10,800	\$320	\$84	\$574	\$518	\$300	\$65,763
27	\$43,276	\$3,311	\$6,976	\$135	\$10,800	\$320	\$84	\$580	\$524	\$300	\$66,306
28	\$43,705	\$3,343	\$7,045	\$136	\$10,800	\$320	\$84	\$586	\$529	\$300	\$66,848
29	\$44,133	\$3,376	\$7,114	\$138	\$10,800	\$320	\$84	\$591	\$534	\$300	\$67,391
30	\$44,562	\$3,409	\$7,183	\$139	\$10,800	\$320	\$84	\$597	\$539	\$300	\$67,934
31	\$44,990	\$3,442	\$7,252	\$140	\$10,800	\$320	\$84	\$603	\$544	\$300	\$68,476
32	\$45,419	\$3,475	\$7,322	\$142	\$10,800	\$320	\$84	\$609	\$550	\$300	\$69,019
33	\$45,847	\$3,507	\$7,391	\$143	\$10,800	\$320	\$84	\$614	\$555	\$300	\$69,561
34	\$46,276	\$3,540	\$7,460	\$144	\$10,800	\$320	\$84	\$620	\$560	\$300	\$70,104
35	\$46,704	\$3,573	\$7,529	\$146	\$10,800	\$320	\$84	\$626	\$565	\$300	\$70,647
35+	\$47,133	\$3,606	\$7,598	\$147	\$10,800	\$320	\$84	\$632	\$570	\$300	\$71,189
ADD	\$100/mo. Associate										
	\$200/mo. Bachelor's										

*Potential Rate Increase

Highland County Public Schools

2025-2026 Instructional Assistant Compensation

Step	Instruction Assistant	FICA	Retire	Disability	Health Insurance*	Dental	Eye Care	Life Insurance	Health Credit	Worker Comp	Total
0	\$21,623	\$1,654	\$3,486	\$67	\$10,800	\$320	\$84	\$290	\$262	\$300	\$38,885
1	\$22,271	\$1,704	\$3,590	\$69	\$10,800	\$320	\$84	\$298	\$269	\$300	\$39,706
2	\$22,580	\$1,727	\$3,640	\$70	\$10,800	\$320	\$84	\$303	\$273	\$300	\$40,098
3	\$22,889	\$1,751	\$3,690	\$71	\$10,800	\$320	\$84	\$307	\$277	\$300	\$40,489
4	\$23,198	\$1,775	\$3,740	\$72	\$10,800	\$320	\$84	\$311	\$281	\$300	\$40,880
5	\$23,507	\$1,798	\$3,789	\$73	\$10,800	\$320	\$84	\$315	\$284	\$300	\$41,272
6	\$23,816	\$1,822	\$3,839	\$74	\$10,800	\$320	\$84	\$319	\$288	\$300	\$41,663
7	\$24,125	\$1,846	\$3,889	\$75	\$10,800	\$320	\$84	\$323	\$292	\$300	\$42,054
8	\$24,434	\$1,869	\$3,939	\$76	\$10,800	\$320	\$84	\$327	\$296	\$300	\$42,445
9	\$24,743	\$1,893	\$3,989	\$77	\$10,800	\$320	\$84	\$332	\$299	\$300	\$42,837
10	\$25,052	\$1,916	\$4,038	\$78	\$10,800	\$320	\$84	\$336	\$303	\$300	\$43,228
11	\$25,361	\$1,940	\$4,088	\$79	\$10,800	\$320	\$84	\$340	\$307	\$300	\$43,619
12	\$25,670	\$1,964	\$4,138	\$80	\$10,800	\$320	\$84	\$344	\$311	\$300	\$44,011
13	\$25,979	\$1,987	\$4,188	\$81	\$10,800	\$320	\$84	\$348	\$314	\$300	\$44,402
14	\$26,288	\$2,011	\$4,238	\$82	\$10,800	\$320	\$84	\$352	\$318	\$300	\$44,793
15	\$26,597	\$2,035	\$4,287	\$83	\$10,800	\$320	\$84	\$356	\$322	\$300	\$45,185
16	\$26,906	\$2,058	\$4,337	\$84	\$10,800	\$320	\$84	\$361	\$326	\$300	\$45,576
17	\$27,215	\$2,082	\$4,387	\$85	\$10,800	\$320	\$84	\$365	\$329	\$300	\$45,967
18	\$27,524	\$2,106	\$4,437	\$86	\$10,800	\$320	\$84	\$369	\$333	\$300	\$46,358
19	\$27,833	\$2,129	\$4,487	\$87	\$10,800	\$320	\$84	\$373	\$337	\$300	\$46,750
20	\$28,142	\$2,153	\$4,537	\$88	\$10,800	\$320	\$84	\$377	\$341	\$300	\$47,141
21	\$28,451	\$2,177	\$4,586	\$89	\$10,800	\$320	\$84	\$381	\$344	\$300	\$47,532
22	\$28,760	\$2,200	\$4,636	\$90	\$10,800	\$320	\$84	\$385	\$348	\$300	\$47,924
23	\$29,069	\$2,224	\$4,686	\$91	\$10,800	\$320	\$84	\$390	\$352	\$300	\$48,315
24	\$29,378	\$2,247	\$4,736	\$92	\$10,800	\$320	\$84	\$394	\$355	\$300	\$48,706
25	\$29,687	\$2,271	\$4,786	\$93	\$10,800	\$320	\$84	\$398	\$359	\$300	\$49,097
26	\$29,996	\$2,295	\$4,835	\$94	\$10,800	\$320	\$84	\$402	\$363	\$300	\$49,489
27	\$30,305	\$2,318	\$4,885	\$95	\$10,800	\$320	\$84	\$406	\$367	\$300	\$49,880
28	\$30,614	\$2,342	\$4,935	\$96	\$10,800	\$320	\$84	\$410	\$370	\$300	\$50,271
29	\$30,923	\$2,366	\$4,985	\$96	\$10,800	\$320	\$84	\$414	\$374	\$300	\$50,663
30	\$31,232	\$2,389	\$5,035	\$97	\$10,800	\$320	\$84	\$419	\$378	\$300	\$51,054
31	\$31,541	\$2,413	\$5,084	\$98	\$10,800	\$320	\$84	\$423	\$382	\$300	\$51,445
32	\$31,850	\$2,437	\$5,134	\$99	\$10,800	\$320	\$84	\$427	\$385	\$300	\$51,837
33	\$32,159	\$2,460	\$5,184	\$100	\$10,800	\$320	\$84	\$431	\$389	\$300	\$52,228
34	\$32,468	\$2,484	\$5,234	\$101	\$10,800	\$320	\$84	\$435	\$393	\$300	\$52,619
35	\$32,777	\$2,507	\$5,284	\$102	\$10,800	\$320	\$84	\$439	\$397	\$300	\$53,010
35+	\$33,086	\$2,531	\$5,333	\$103	\$10,800	\$320	\$84	\$443	\$400	\$300	\$53,402
ADD	\$100/mo. Associate										
	\$200/mo. Bachelor's										

*Potential Rate Increase

Highland County Public Schools

2025-2026 Custodian Compensation

Step	Custodian	FICA	Retire	Disability	Health Insurance*	Dental	Eye Care	Life Insurance	Health Credit	Worker Comp	Total
0	\$31,200	\$2,387	\$5,029	\$97	\$10,800	\$320	\$84	\$418	\$378	\$300	\$51,013
1	\$32,136	\$2,458	\$5,180	\$100	\$10,800	\$320	\$84	\$431	\$389	\$300	\$52,198
2	\$32,457	\$2,483	\$5,232	\$101	\$10,800	\$320	\$84	\$435	\$393	\$300	\$52,605
3	\$32,779	\$2,508	\$5,284	\$102	\$10,800	\$320	\$84	\$439	\$397	\$300	\$53,012
4	\$33,100	\$2,532	\$5,336	\$103	\$10,800	\$320	\$84	\$444	\$401	\$300	\$53,419
5	\$33,421	\$2,557	\$5,388	\$104	\$10,800	\$320	\$84	\$448	\$404	\$300	\$53,826
6	\$33,743	\$2,581	\$5,439	\$105	\$10,800	\$320	\$84	\$452	\$408	\$300	\$54,233
7	\$34,064	\$2,606	\$5,491	\$106	\$10,800	\$320	\$84	\$456	\$412	\$300	\$54,640
8	\$34,386	\$2,630	\$5,543	\$107	\$10,800	\$320	\$84	\$461	\$416	\$300	\$55,047
9	\$34,707	\$2,655	\$5,595	\$108	\$10,800	\$320	\$84	\$465	\$420	\$300	\$55,454
10	\$35,028	\$2,680	\$5,647	\$109	\$10,800	\$320	\$84	\$469	\$424	\$300	\$55,861
11	\$35,350	\$2,704	\$5,698	\$110	\$10,800	\$320	\$84	\$474	\$428	\$300	\$56,268
12	\$35,671	\$2,729	\$5,750	\$111	\$10,800	\$320	\$84	\$478	\$432	\$300	\$56,675
13	\$35,992	\$2,753	\$5,802	\$112	\$10,800	\$320	\$84	\$482	\$436	\$300	\$57,082
14	\$36,314	\$2,778	\$5,854	\$113	\$10,800	\$320	\$84	\$487	\$439	\$300	\$57,489
15	\$36,635	\$2,803	\$5,906	\$114	\$10,800	\$320	\$84	\$491	\$443	\$300	\$57,896
16	\$36,956	\$2,827	\$5,957	\$115	\$10,800	\$320	\$84	\$495	\$447	\$300	\$58,303
17	\$37,278	\$2,852	\$6,009	\$116	\$10,800	\$320	\$84	\$500	\$451	\$300	\$58,710
18	\$37,599	\$2,876	\$6,061	\$117	\$10,800	\$320	\$84	\$504	\$455	\$300	\$59,117
19	\$37,920	\$2,901	\$6,113	\$118	\$10,800	\$320	\$84	\$508	\$459	\$300	\$59,523
20	\$38,242	\$2,926	\$6,165	\$119	\$10,800	\$320	\$84	\$512	\$463	\$300	\$59,930
21	\$38,563	\$2,950	\$6,216	\$120	\$10,800	\$320	\$84	\$517	\$467	\$300	\$60,337
22	\$38,885	\$2,975	\$6,268	\$121	\$10,800	\$320	\$84	\$521	\$471	\$300	\$60,744
23	\$39,206	\$2,999	\$6,320	\$122	\$10,800	\$320	\$84	\$525	\$474	\$300	\$61,151
24	\$39,527	\$3,024	\$6,372	\$123	\$10,800	\$320	\$84	\$530	\$478	\$300	\$61,558
25	\$39,849	\$3,048	\$6,424	\$124	\$10,800	\$320	\$84	\$534	\$482	\$300	\$61,965
26	\$40,170	\$3,073	\$6,475	\$125	\$10,800	\$320	\$84	\$538	\$486	\$300	\$62,372
27	\$40,491	\$3,098	\$6,527	\$126	\$10,800	\$320	\$84	\$543	\$490	\$300	\$62,779
28	\$40,813	\$3,122	\$6,579	\$127	\$10,800	\$320	\$84	\$547	\$494	\$300	\$63,186
29	\$41,134	\$3,147	\$6,631	\$128	\$10,800	\$320	\$84	\$551	\$498	\$300	\$63,593
30	\$41,455	\$3,171	\$6,683	\$129	\$10,800	\$320	\$84	\$556	\$502	\$300	\$64,000
31	\$41,777	\$3,196	\$6,734	\$130	\$10,800	\$320	\$84	\$560	\$505	\$300	\$64,407
32	\$42,098	\$3,221	\$6,786	\$131	\$10,800	\$320	\$84	\$564	\$509	\$300	\$64,814
33	\$42,420	\$3,245	\$6,838	\$132	\$10,800	\$320	\$84	\$568	\$513	\$300	\$65,221
34	\$42,741	\$3,270	\$6,890	\$133	\$10,800	\$320	\$84	\$573	\$517	\$300	\$65,628
35	\$43,062	\$3,294	\$6,942	\$134	\$10,800	\$320	\$84	\$577	\$521	\$300	\$66,035
35+	\$43,384	\$3,319	\$6,993	\$135	\$10,800	\$320	\$84	\$581	\$525	\$300	\$66,442
ADD											

*Potential Rate Increase

Highland County Public Schools

2025-2026 Cafeteria Compensation

Step	Cafeteria	FICA	Retire	Disability	Health Insurance*	Dental	Eye Care	Life Insurance	Health Credit	Worker Comp	Total
0	\$20,925	\$1,601	\$3,373	\$65	\$10,800	\$320	\$84	\$280	\$253	\$300	\$38,002
1	\$21,553	\$1,649	\$3,474	\$67	\$10,800	\$320	\$84	\$289	\$261	\$300	\$38,797
2	\$21,769	\$1,665	\$3,509	\$68	\$10,800	\$320	\$84	\$292	\$263	\$300	\$39,071
3	\$21,985	\$1,682	\$3,544	\$69	\$10,800	\$320	\$84	\$295	\$266	\$300	\$39,344
4	\$22,202	\$1,698	\$3,579	\$69	\$10,800	\$320	\$84	\$298	\$269	\$300	\$39,618
5	\$22,418	\$1,715	\$3,614	\$70	\$10,800	\$320	\$84	\$300	\$271	\$300	\$39,892
6	\$22,634	\$1,732	\$3,649	\$71	\$10,800	\$320	\$84	\$303	\$274	\$300	\$40,166
7	\$22,851	\$1,748	\$3,684	\$71	\$10,800	\$320	\$84	\$306	\$276	\$300	\$40,440
8	\$23,067	\$1,765	\$3,718	\$72	\$10,800	\$320	\$84	\$309	\$279	\$300	\$40,714
9	\$23,283	\$1,781	\$3,753	\$73	\$10,800	\$320	\$84	\$312	\$282	\$300	\$40,988
10	\$23,499	\$1,798	\$3,788	\$73	\$10,800	\$320	\$84	\$315	\$284	\$300	\$41,262
11	\$23,716	\$1,814	\$3,823	\$74	\$10,800	\$320	\$84	\$318	\$287	\$300	\$41,536
12	\$23,932	\$1,831	\$3,858	\$75	\$10,800	\$320	\$84	\$321	\$290	\$300	\$41,810
13	\$24,148	\$1,847	\$3,893	\$75	\$10,800	\$320	\$84	\$324	\$292	\$300	\$42,084
14	\$24,365	\$1,864	\$3,928	\$76	\$10,800	\$320	\$84	\$326	\$295	\$300	\$42,357
15	\$24,581	\$1,880	\$3,962	\$77	\$10,800	\$320	\$84	\$329	\$297	\$300	\$42,631
16	\$24,797	\$1,897	\$3,997	\$77	\$10,800	\$320	\$84	\$332	\$300	\$300	\$42,905
17	\$25,014	\$1,914	\$4,032	\$78	\$10,800	\$320	\$84	\$335	\$303	\$300	\$43,179
18	\$25,230	\$1,930	\$4,067	\$79	\$10,800	\$320	\$84	\$338	\$305	\$300	\$43,453
19	\$25,446	\$1,947	\$4,102	\$79	\$10,800	\$320	\$84	\$341	\$308	\$300	\$43,727
20	\$25,662	\$1,963	\$4,137	\$80	\$10,800	\$320	\$84	\$344	\$311	\$300	\$44,001
21	\$25,879	\$1,980	\$4,172	\$81	\$10,800	\$320	\$84	\$347	\$313	\$300	\$44,275
22	\$26,095	\$1,996	\$4,207	\$81	\$10,800	\$320	\$84	\$350	\$316	\$300	\$44,549
23	\$26,311	\$2,013	\$4,241	\$82	\$10,800	\$320	\$84	\$353	\$318	\$300	\$44,823
24	\$26,528	\$2,029	\$4,276	\$83	\$10,800	\$320	\$84	\$355	\$321	\$300	\$45,096
25	\$26,744	\$2,046	\$4,311	\$83	\$10,800	\$320	\$84	\$358	\$324	\$300	\$45,370
26	\$26,960	\$2,062	\$4,346	\$84	\$10,800	\$320	\$84	\$361	\$326	\$300	\$45,644
27	\$27,177	\$2,079	\$4,381	\$85	\$10,800	\$320	\$84	\$364	\$329	\$300	\$45,918
28	\$27,393	\$2,096	\$4,416	\$85	\$10,800	\$320	\$84	\$367	\$331	\$300	\$46,192
29	\$27,609	\$2,112	\$4,451	\$86	\$10,800	\$320	\$84	\$370	\$334	\$300	\$46,466
30	\$27,825	\$2,129	\$4,485	\$87	\$10,800	\$320	\$84	\$373	\$337	\$300	\$46,740
31	\$28,042	\$2,145	\$4,520	\$87	\$10,800	\$320	\$84	\$376	\$339	\$300	\$47,014
32	\$28,258	\$2,162	\$4,555	\$88	\$10,800	\$320	\$84	\$379	\$342	\$300	\$47,288
33	\$28,474	\$2,178	\$4,590	\$89	\$10,800	\$320	\$84	\$382	\$345	\$300	\$47,562
34	\$28,691	\$2,195	\$4,625	\$90	\$10,800	\$320	\$84	\$384	\$347	\$300	\$47,836
35	\$28,907	\$2,211	\$4,660	\$90	\$10,800	\$320	\$84	\$387	\$350	\$300	\$48,109
35+	\$29,123	\$2,228	\$4,695	\$91	\$10,800	\$320	\$84	\$390	\$352	\$300	\$48,383
addition	\$1,500 Head Cook										

*Potential Rate Increase

*Highland County Public Schools***2025-2026 Bus Driver Compensation**

Step	Bus Driver	FICA	Retire	Disability	Health Insurance*	Dental	Eye Care	Life Insurance	Health Credit	Worker Comp	Total
0	\$17,010	\$1,301	\$2,742	\$53	\$10,800	\$320	\$84	\$228	\$206	\$300	\$33,044
1	\$17,520	\$1,340	\$2,824	\$55	\$10,800	\$320	\$84	\$235	\$212	\$300	\$33,690
2	\$17,687	\$1,353	\$2,851	\$55	\$10,800	\$320	\$84	\$237	\$214	\$300	\$33,902
3	\$17,910	\$1,370	\$2,887	\$56	\$10,800	\$320	\$84	\$240	\$217	\$300	\$34,183
4	\$18,132	\$1,387	\$2,923	\$57	\$10,800	\$320	\$84	\$243	\$219	\$300	\$34,465
5	\$18,355	\$1,404	\$2,959	\$57	\$10,800	\$320	\$84	\$246	\$222	\$300	\$34,747
6	\$18,577	\$1,421	\$2,995	\$58	\$10,800	\$320	\$84	\$249	\$225	\$300	\$35,029
7	\$18,800	\$1,438	\$3,030	\$59	\$10,800	\$320	\$84	\$252	\$227	\$300	\$35,310
8	\$19,022	\$1,455	\$3,066	\$59	\$10,800	\$320	\$84	\$255	\$230	\$300	\$35,592
9	\$19,245	\$1,472	\$3,102	\$60	\$10,800	\$320	\$84	\$258	\$233	\$300	\$35,874
10	\$19,467	\$1,489	\$3,138	\$61	\$10,800	\$320	\$84	\$261	\$236	\$300	\$36,155
11	\$19,689	\$1,506	\$3,174	\$61	\$10,800	\$320	\$84	\$264	\$238	\$300	\$36,437
12	\$19,912	\$1,523	\$3,210	\$62	\$10,800	\$320	\$84	\$267	\$241	\$300	\$36,719
13	\$20,134	\$1,540	\$3,246	\$63	\$10,800	\$320	\$84	\$270	\$244	\$300	\$37,001
14	\$20,357	\$1,557	\$3,282	\$64	\$10,800	\$320	\$84	\$273	\$246	\$300	\$37,282
15	\$20,579	\$1,574	\$3,317	\$64	\$10,800	\$320	\$84	\$276	\$249	\$300	\$37,564
16	\$20,802	\$1,591	\$3,353	\$65	\$10,800	\$320	\$84	\$279	\$252	\$300	\$37,846
17	\$21,024	\$1,608	\$3,389	\$66	\$10,800	\$320	\$84	\$282	\$254	\$300	\$38,128
18	\$21,247	\$1,625	\$3,425	\$66	\$10,800	\$320	\$84	\$285	\$257	\$300	\$38,409
19	\$21,469	\$1,642	\$3,461	\$67	\$10,800	\$320	\$84	\$288	\$260	\$300	\$38,691
20	\$21,692	\$1,659	\$3,497	\$68	\$10,800	\$320	\$84	\$291	\$262	\$300	\$38,973
21	\$21,914	\$1,676	\$3,533	\$68	\$10,800	\$320	\$84	\$294	\$265	\$300	\$39,254
22	\$22,137	\$1,693	\$3,568	\$69	\$10,800	\$320	\$84	\$297	\$268	\$300	\$39,536
23	\$22,359	\$1,710	\$3,604	\$70	\$10,800	\$320	\$84	\$300	\$271	\$300	\$39,818
24	\$22,582	\$1,728	\$3,640	\$70	\$10,800	\$320	\$84	\$303	\$273	\$300	\$40,100
25	\$22,804	\$1,745	\$3,676	\$71	\$10,800	\$320	\$84	\$306	\$276	\$300	\$40,381
26	\$23,027	\$1,762	\$3,712	\$72	\$10,800	\$320	\$84	\$309	\$279	\$300	\$40,663
27	\$23,249	\$1,779	\$3,748	\$73	\$10,800	\$320	\$84	\$312	\$281	\$300	\$40,945
28	\$23,472	\$1,796	\$3,784	\$73	\$10,800	\$320	\$84	\$315	\$284	\$300	\$41,227
29	\$23,694	\$1,813	\$3,819	\$74	\$10,800	\$320	\$84	\$318	\$287	\$300	\$41,508
30	\$23,917	\$1,830	\$3,855	\$75	\$10,800	\$320	\$84	\$320	\$289	\$300	\$41,790
31	\$24,139	\$1,847	\$3,891	\$75	\$10,800	\$320	\$84	\$323	\$292	\$300	\$42,072
32	\$24,362	\$1,864	\$3,927	\$76	\$10,800	\$320	\$84	\$326	\$295	\$300	\$42,354
33	\$24,584	\$1,881	\$3,963	\$77	\$10,800	\$320	\$84	\$329	\$297	\$300	\$42,635
34	\$24,807	\$1,898	\$3,999	\$77	\$10,800	\$320	\$84	\$332	\$300	\$300	\$42,917
35	\$25,029	\$1,915	\$4,035	\$78	\$10,800	\$320	\$84	\$335	\$303	\$300	\$43,199
35+	\$25,251	\$1,932	\$4,071	\$79	\$10,800	\$320	\$84	\$338	\$306	\$300	\$43,480
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*Potential Rate Increase