



HIGHLAND PREP WEST

Teacher Compensation

\$55,450

Average salary of all
teachers employed in
budget year 2025

\$53,806

Average salary of all teachers
employed in budget year 2024

**3.1% increase
from prior year
2024**

\$1,644

Increase in average teacher salary
from the prior year 2024

Automatic 5% employer contribution to 403B plan (average).....	\$3,984
Average Prop 301 bonus paid to HPW teachers in 2024.....	\$7,000
Average performance bonus 2024	\$2,000
Free and Comprehensive Benefits Average	\$6,435

Total Compensation Average.....	\$74,869
Longevity Bonus – Employer Contribution for every 5 years of service #	\$2,500
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, 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 2025: 16 FTE

Student to Teacher ratio: 24:1

Student to Staff ratio: 14:1

Special Education: 12:1