

Heartland Area Education Agency
Certified Union 2025-2026 Combined Salary Schedule for 192 Days

	B.A.	B.A.+15	M.A.	M.A.+15	M.A.+30	M.A.+45	Doctorate
2	51,868	54,124	56,975	58,482	59,985	61,491	62,995
<i>with benefits*</i>	<i>73,776</i>	<i>76,430</i>	<i>79,783</i>	<i>81,556</i>	<i>83,323</i>	<i>85,095</i>	<i>86,864</i>
3	53,248	55,506	58,358	59,862	61,367	62,873	64,379
	<i>75,400</i>	<i>78,055</i>	<i>81,410</i>	<i>83,179</i>	<i>84,949</i>	<i>86,720</i>	<i>88,492</i>
4	54,634	56,888	59,742	61,246	62,749	64,256	65,760
	<i>77,030</i>	<i>79,681</i>	<i>83,038</i>	<i>84,807</i>	<i>86,574</i>	<i>88,347</i>	<i>90,116</i>
5	56,014	58,272	61,123	62,627	64,134	65,640	67,144
	<i>78,653</i>	<i>81,309</i>	<i>84,662</i>	<i>86,431</i>	<i>88,203</i>	<i>89,975</i>	<i>91,744</i>
6	57,399	59,655	62,505	64,011	65,516	67,020	68,527
	<i>80,282</i>	<i>82,935</i>	<i>86,287</i>	<i>88,059</i>	<i>89,829</i>	<i>91,598</i>	<i>93,370</i>
7	58,783	61,040	63,891	65,395	66,897	68,403	69,910
	<i>81,910</i>	<i>84,564</i>	<i>87,918</i>	<i>89,687</i>	<i>91,453</i>	<i>93,224</i>	<i>94,997</i>
8	60,166	62,419	65,272	66,778	68,283	69,787	71,295
	<i>83,536</i>	<i>86,186</i>	<i>89,542</i>	<i>91,313</i>	<i>93,083</i>	<i>94,852</i>	<i>96,626</i>
9	61,548	63,803	66,655	68,160	69,667	71,169	72,677
	<i>85,162</i>	<i>87,814</i>	<i>91,169</i>	<i>92,939</i>	<i>94,711</i>	<i>96,478</i>	<i>98,251</i>
10	62,932	65,185	68,346	69,852	71,354	72,860	74,362
	<i>86,790</i>	<i>89,440</i>	<i>93,157</i>	<i>94,929</i>	<i>96,695</i>	<i>98,467</i>	<i>100,233</i>
11	64,312	66,567	70,036	71,542	73,045	74,550	76,056
	<i>88,413</i>	<i>91,065</i>	<i>95,145</i>	<i>96,917</i>	<i>98,684</i>	<i>100,454</i>	<i>102,226</i>
12	65,694	67,952	71,725	73,230	74,738	76,238	77,747
	<i>90,038</i>	<i>92,694</i>	<i>97,132</i>	<i>98,902</i>	<i>100,676</i>	<i>102,440</i>	<i>104,215</i>
13	67,641	69,899	73,416	74,919	76,426	77,930	79,437
	<i>92,328</i>	<i>94,984</i>	<i>99,121</i>	<i>100,888</i>	<i>102,661</i>	<i>104,430</i>	<i>106,202</i>
14	69,586	71,845	75,106	76,612	78,114	79,620	81,126
	<i>94,616</i>	<i>97,273</i>	<i>101,108</i>	<i>102,880</i>	<i>104,646</i>	<i>106,418</i>	<i>108,189</i>
15	70,969	73,227	76,797	78,301	79,803	81,310	82,816
	<i>96,243</i>	<i>98,898</i>	<i>103,097</i>	<i>104,866</i>	<i>106,633</i>	<i>108,405</i>	<i>110,177</i>
16	72,662	74,917	78,488	79,991	81,494	83,001	84,506
	<i>98,234</i>	<i>100,886</i>	<i>105,086</i>	<i>106,854</i>	<i>108,622</i>	<i>110,394</i>	<i>112,164</i>
17	74,350	76,608	80,176	81,682	83,187	84,692	86,196
	<i>100,219</i>	<i>102,875</i>	<i>107,072</i>	<i>108,843</i>	<i>110,613</i>	<i>112,383</i>	<i>114,152</i>
18	76,042	78,299	81,866	83,372	84,876	86,379	87,886
	<i>102,209</i>	<i>104,864</i>	<i>109,059</i>	<i>110,831</i>	<i>112,600</i>	<i>114,367</i>	<i>116,140</i>
19	77,731	79,989	83,557	85,062	86,566	88,070	89,577
	<i>104,196</i>	<i>106,852</i>	<i>111,048</i>	<i>112,818</i>	<i>114,587</i>	<i>116,356</i>	<i>118,129</i>
19L/20	78,901	81,210	85,246	86,755	88,257	89,761	91,268
	<i>105,572</i>	<i>108,288</i>	<i>113,035</i>	<i>114,810</i>	<i>116,576</i>	<i>118,345</i>	<i>120,118</i>
21			86,936	88,441	89,946	91,452	92,955
			<i>115,023</i>	<i>116,793</i>	<i>118,563</i>	<i>120,334</i>	<i>122,102</i>
22			88,629	90,133	91,637	93,141	94,646
			<i>117,014</i>	<i>118,783</i>	<i>120,552</i>	<i>122,321</i>	<i>124,091</i>
23			90,317	91,820	93,327	94,830	96,337
			<i>118,999</i>	<i>120,767</i>	<i>122,540</i>	<i>124,307</i>	<i>126,080</i>
23L/24			91,602	93,139	95,016	96,521	98,028
			<i>120,511</i>	<i>122,318</i>	<i>124,526</i>	<i>126,296</i>	<i>128,069</i>
24L					96,369	97,908	99,449
					<i>126,117</i>	<i>127,928</i>	<i>129,740</i>

**benefit rate for health is family \$2000 deductible plan*