



# HIGHLAND PREP WEST

## Teacher Compensation

**\$59,501**

Average salary of all  
teachers employed in  
budget year 2027

**\$57,557**

Average salary of all teachers  
employed in budget year 2026

**3.4% increase  
from prior year  
2026**

**\$1,944**

Increase in average teacher salary  
from the prior year 2026

|                                                                |                |
|----------------------------------------------------------------|----------------|
| Automatic 6% employer contribution to 403B plan (average)..... | <b>\$4,200</b> |
| Average Prop 301 bonus paid to HPW teachers in 2026.....       | <b>\$8,500</b> |
| Average performance bonus 2026 .....                           | <b>\$2,600</b> |
| Free and Comprehensive Benefits Average .....                  | <b>\$7,969</b> |

|                                                                              |                 |
|------------------------------------------------------------------------------|-----------------|
| Total Compensation Average.....                                              | <b>\$82,770</b> |
| Longevity Bonus – Employer Contribution for every 5 years of service # ..... | <b>\$2,500</b>  |
| 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             |                 |

HPW’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: 22 FTE**

**Student to Teacher ratio: 24:1**

**Student to Staff ratio: 15:1**

**Special Education: 12:1**