

Heartland Area Education Agency
 Certified Union 2026-2027 Combined Salary Schedule for 192 Days

	B.A.	B.A.+15	M.A.	M.A.+15	M.A.+30	M.A.+45	Doctorate
2	53,290	55,608	58,537	60,086	61,630	63,177	64,723
<i>with benefits*</i>	<i>76,517</i>	<i>79,245</i>	<i>82,692</i>	<i>84,515</i>	<i>86,333</i>	<i>88,153</i>	<i>89,973</i>
3	54,708	57,028	59,958	61,504	63,050	64,597	66,144
	<i>78,186</i>	<i>80,916</i>	<i>84,365</i>	<i>86,184</i>	<i>88,004</i>	<i>89,824</i>	<i>91,645</i>
4	56,132	58,448	61,380	62,926	64,470	66,018	67,563
	<i>79,862</i>	<i>82,588</i>	<i>86,038</i>	<i>87,858</i>	<i>89,675</i>	<i>91,497</i>	<i>93,315</i>
5	57,550	59,870	62,799	64,344	65,893	67,440	68,985
	<i>81,531</i>	<i>84,261</i>	<i>87,708</i>	<i>89,527</i>	<i>91,350</i>	<i>93,170</i>	<i>94,989</i>
6	58,973	61,291	64,219	65,766	67,313	68,858	70,406
	<i>83,206</i>	<i>85,934</i>	<i>89,380</i>	<i>91,200</i>	<i>93,021</i>	<i>94,839</i>	<i>96,661</i>
7	60,395	62,714	65,643	67,188	68,732	70,279	71,827
	<i>84,879</i>	<i>87,608</i>	<i>91,055</i>	<i>92,874</i>	<i>94,691</i>	<i>96,512</i>	<i>98,333</i>
8	61,816	64,131	67,062	68,609	70,156	71,701	73,250
	<i>86,551</i>	<i>89,276</i>	<i>92,726</i>	<i>94,546</i>	<i>96,367</i>	<i>98,185</i>	<i>100,008</i>
9	63,236	65,553	68,483	70,029	71,578	73,121	74,670
	<i>88,223</i>	<i>90,950</i>	<i>94,398</i>	<i>96,217</i>	<i>98,040</i>	<i>99,856</i>	<i>101,679</i>
10	64,658	66,973	70,220	71,768	73,311	74,858	76,401
	<i>89,896</i>	<i>92,621</i>	<i>96,442</i>	<i>98,264</i>	<i>100,080</i>	<i>101,901</i>	<i>103,717</i>
11	66,076	68,393	71,957	73,504	75,048	76,594	78,142
	<i>91,565</i>	<i>94,292</i>	<i>98,486</i>	<i>100,307</i>	<i>102,124</i>	<i>103,944</i>	<i>105,766</i>
12	67,496	69,815	73,692	75,238	76,788	78,329	79,879
	<i>93,236</i>	<i>95,966</i>	<i>100,528</i>	<i>102,348</i>	<i>104,172</i>	<i>105,986</i>	<i>107,810</i>
13	69,496	71,816	75,429	76,974	78,522	80,067	81,615
	<i>95,590</i>	<i>98,321</i>	<i>102,573</i>	<i>104,391</i>	<i>106,213</i>	<i>108,031</i>	<i>109,853</i>
14	71,494	73,815	77,166	78,713	80,256	81,803	83,351
	<i>97,942</i>	<i>100,673</i>	<i>104,617</i>	<i>106,438</i>	<i>108,254</i>	<i>110,074</i>	<i>111,896</i>
15	72,915	75,235	78,903	80,448	81,991	83,540	85,087
	<i>99,614</i>	<i>102,344</i>	<i>106,661</i>	<i>108,480</i>	<i>110,296</i>	<i>112,119</i>	<i>113,939</i>
16	74,655	76,971	80,640	82,185	83,729	85,277	86,823
	<i>101,662</i>	<i>104,387</i>	<i>108,706</i>	<i>110,524</i>	<i>112,341</i>	<i>114,163</i>	<i>115,982</i>
17	76,389	78,709	82,375	83,922	85,468	87,015	88,560
	<i>103,702</i>	<i>106,433</i>	<i>110,747</i>	<i>112,568</i>	<i>114,388</i>	<i>116,208</i>	<i>118,027</i>
18	78,127	80,446	84,111	85,658	87,204	88,748	90,296
	<i>105,748</i>	<i>108,477</i>	<i>112,791</i>	<i>114,611</i>	<i>116,431</i>	<i>118,248</i>	<i>120,070</i>
19	79,863	82,183	85,848	87,395	88,940	90,485	92,034
	<i>107,791</i>	<i>110,521</i>	<i>114,835</i>	<i>116,655</i>	<i>118,474</i>	<i>120,292</i>	<i>122,115</i>
19L/20	81,043	83,414	87,584	89,134	90,677	92,223	93,771
	<i>109,180</i>	<i>111,970</i>	<i>116,878</i>	<i>118,702</i>	<i>120,518</i>	<i>122,338</i>	<i>124,159</i>
21			89,320	90,866	92,413	93,960	95,504
			<i>118,921</i>	<i>120,741</i>	<i>122,561</i>	<i>124,382</i>	<i>126,199</i>
22			91,060	92,605	94,150	95,695	97,242
			<i>120,969</i>	<i>122,787</i>	<i>124,605</i>	<i>126,424</i>	<i>128,244</i>
23			92,794	94,338	95,886	97,431	98,979
			<i>123,010</i>	<i>124,827</i>	<i>126,649</i>	<i>128,467</i>	<i>130,289</i>
23L/24			94,090	95,669	97,622	99,168	100,716
			<i>124,535</i>	<i>126,393</i>	<i>128,692</i>	<i>130,511</i>	<i>132,333</i>
24L					98,987	100,567	102,149
					<i>130,298</i>	<i>132,158</i>	<i>134,020</i>

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