GBA <u>COMPENSATION GUIDES AND CONTRACTS</u>

The board shall compensate all teachers within the financial limitations and abilities of the district.

APPROVED: August 6, 1973 REVIEWED: November 13, 2000 REVIEWED AND APPROVED: February 13, 2012

GBA-R COMPENSATION GUIDES AND CONTRACTS

UNIFIED SCHOOL DISTRICT NO. 273 MITCHELL COUNTY, KANSAS

Professional Salary Schedule – Statement of Purpose

The following salary schedule has been cooperatively developed by the Professional Staff in order to serve the following purpose:

- 1). To provide the finest of educational opportunities for the children of this district.
- 2). To serve as a guide in determining future salary levels without individual bargaining.
- 3). To promote high professional standards, extended terms of service and improved educational training.
- 4). To provide equity of treatment among all personnel of like qualifications.

* Any combination of professional staff development points, and/or college hours that equal 300 points over the previous column allows a person to move to Column B, Column D, Column E, or Column F. Each in-service hour equals one point. Each official college hour equals 20 points. Multiply college hours times twenty, and add the in-service points for a total of 300. In Column B, a person will have to have at least 4 college hours gained between their current certificate's effective and expiration date. Only in-service points gained after August 1, 1994, will count toward the 300 points. College hours that have not been applied to any present column would count towards the 300 point total.

Hours must be earned **prior to August 1** to be counted for horizontal increments. In addition, the staff member must submit to the Superintendent, **by March 15**, a written notification of their intent to complete the requirements of a horizontal move. Beginning August 23, 1989, the Master's Degree to count on the salary schedule must be in the teacher's assigned teaching field or a closely related field, as approved by the Superintendent of Schools. This does not apply to teachers who were employed prior to August 23, 1989, and who had been accepted in graduate school for work at the masters level. Any movement on the schedule results in the loss of accumulated points.

Staff members employed by the school system for the first time will be placed on the salary schedule by the Superintendent of Schools at the Board's discretion. Any movement is limited to one step horizontally and one step vertically.

The Board, at its discretion, may advance a teacher on Column B of the Salary Schedule, with thirty or more years experience in the district, to the next column on the schedule

The Board of Education shall provide eligible employees single coverage, not to exceed \$370 per month, on the USD No. 273 Group Medical Plan beginning October 1, 2017.

AMENDED:June 14, 2004AMENDED:August 22, 2005AMENDED:August 28, 2006AMENDED:June 11, 2007AMENDED:June 9, 2008REVIEWED AND APPROVED:February 13, 2012AMENDED:August 12, 2013REVIEWED:June 9, 2014

APPROVED: August 10, 2015 APPROVED: August 8, 2016 APPROVED: August 14, 2017 AMENDED: August 13, 2018 GBA-R

GBA-R COMPENSATION GUIDES AND CONTRACTS

UNIFIED SCHOOL DISTRICT NO. 273

	Salary Schedule 2019-2020								
	(A)	(B)	(C)	(D)	(E)	(F)			
	B.S. DEGREE	*B.S. DEGREE +	M.A. DEGREE	*M.A.DEGR+NEW	*M.A. DEGREE +	*M.A. DEGREE +			
		300 PTS/15 HRS		300 PTS/15 HRS	600 PTS/30 HRS	900 PTS/45 HRS			
STEP	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT			
BASE	36,250	37,269	38,288	39,306	40,325	41,344			
2	37,065	38,084	39,103	40,121	41,140	42,339			
3	37,880	38,899	39,918	40,936	41,955	42,974			
4	38,695	39,714	40,733	41,751	42,770	43,789			
5	39,510	40,529	41,548	42,566	43,585	44,604			
6	40,325	41,344	42,363	43,381	44,400	45,419			
7	41,140	42,159	43,178	44,196	45,215	46,234			
8	41,344	42,974	43,993	45,011	46,030	47,049			
9		43,789	44,808	45,826	46,845	47,864			
10		44,604	45,623	46,641	47,660	48,679			
11		45,419	46,438	47,456	48,475	49,494			
12		45,623	47,253	48,271	49,290	50,309			
13			47,456	49,086	50,105	51,124			
14			47,660	49,901	50,920	51,939			
15			47,864	50,716	51,735	52,754			
16			48,068	50,920	52,550	53,569			
17			48,271	51,124	53,365	54,384			
18			48,475	51,328	53,569	54,588			
19			48,679	51,531	53,773	54,791			
20			48,883	51,735	53,976	54,995			
21			49,086	51,939	54,180	55,199			
22			49,290	52,143	54,384	55,403			
23			49,494	52,346	54,588	55,606			
24			49,698	52,550	54,791	55,810			
25			49,901	52,754	54,995	56,014			
26			50,105	52,958	55,199	56,218			
27			50,309	53,161	55,403	56,421			
28			50,513	53,365	55,606	56,625			
29			50,716	53,569	55,810	56,829			
30			50,920	53,773	56,014	57,033			
31			51,124	53,976	56,218	57,236			
32			51,328	54,180	56,421	57,440			
33			51,531	54,384	56,625	57,644			
34 25			51,735 51,030	54,588 54,701	56,829 57 022	57,848			
35 36			51,939 52 143	54,791 54,995	57,033 57,236	58,051 58,255			
36 37			52,143 52 346	54,995 55 199	57,236 57,440	58,255 58,450			
			52,346 52,550	55,199 55 402	57,440 57 644	58,459 58,662			
38			52,550 52,754	55,403 55,606	57,644 57 848	58,663			
39 40			52,754 52.058	55,606 55 810	57,848 58 051	58,866 50,070			
40 41			52,958 53,162	55,810 56,014	58,051 58,255	59,070 59,274			
41 53,162 56,014 58,255 59,274 ADOPTED: August 28, 2006 REVIEWED: August 12, 2013									
ADOPT	ED: August 28, 2000			KEVIEWED: August 12, A	4013				

ADOPTED: August 28, 2006 AMENDED: June 11, 2007 AMENDED: May 12, 2008 AMENDED: May 18, 2009 REVIEWED: August 9, 2010 REVIEWED: August 8, 2011 REVIEWED AND APPROVED: February 13, 2012 AMENDED: June 1 2012 REVIEWED: August 12, 2013 AMENDED: June 9, 2014 REVIEWED: August 10, 2015 REVIEWED: August 8, 2016 APPROVED: May 8, 2017 APPROVED: July 10, 2017 APPROVED: May 14, 2018 APPROVED: June 10, 2019

GBA-R COMPENSATION GUIDES AND CONTRACTS SUPPLEMENTAL SALARY SCHEDUL

14% Sr. High Head Football 3% - Dill Team Sponsor 16% - Sr. High Head Wrestling Head Senior Class Sponsor 10% - Sr. High Head Cross Country Assistant Cheer Sponsor - Fall 10% - Sr. High Head Softball 2 1/2% 9% - Band Director Jr. High Assistant Football 9% - Band Director Jr. High Assistant Sostball 9% - Band Director Jr. High Assistant Wrestling 9% - St. High Assistant Wrestling Publication Soponsor 9% - St. High Assistant Wrestling Publication Soponsor 9% - St. High Assistant Wrestling Publication Co-Directors - (Band & Orchestran) 9% - St. High Assistant Wrestling Publication Co-Directors - (Band & Orchestran) 9% - Jr. High Assistant Cheer Sponsor School Musical/Play Set Construction 9% - Jr. High Head Track National Hea	SUPPLEMENTAL SALARY SCHEDULE										
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Sr. High Head Wrestling Head Junior Class Sponsor Sr. High Head Volleyball Elementary Vocal Music 10% - Sr. High Head Cross Country Assistant Cheer Sponsor – Fall 10% - Sr. High Mead Baseball 2 1/2% 9% - Band Director Jr. High Assistant Forensice Coach 9% - Band Director Jr. High Assistant Forensice Coach 9% - Band Director Jr. High Assistant Forensice Coach 9% - Band Director Jr. High Assistant Forensice Coach 9% - Fingh Assistant Wrestling Publication Sponsor Sr. High Assistant Workling Publication Sponsor Sr. High Assistant Wrestling Publication Sponsor Sr. High Head Pootball 2% - Sr. High Head Football 1% - Sr. High Head Football 1% - Jr. High Head Football Freshman Class Sponsor Sr. High Head Football Freshman Class Sponsor Jr. High Head Football Freshman Class Sponsor Jr. High Head Soutball Proture Medical Careers Jr. High Head Football Freshman Class Sponsor Jr. High Head Football Freshman Class Sponsor Jr. High Head Wrestling Freshman Class Sponsor Jr. High Asst. Cosoc Country Ast. Senior Class Sponsor											
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Sr. High Assistant BasketballFamily Career Community Leaders of AmericaSr. High Assistant VolleyballJr. High Scholar's BowlSr. High Assistant VolleyballJr. High Scholar's BowlSr. High Head GolfSchool Musical/Play Set ConstructionSwSr. High Head GolfSchool Musical/Play Set ConstructionSr. High Head VolleyballJr. High Head VolleyballJr. High Head VolleyballJr. High Head VolleyballJr. High Assistant VolleyballJr. High Assistant School Vocal MusicCore CordinatorSr. High Asst. SoftballSr. High Asst. SoftballSr. High Assistant TennisJr. High Assistant TennisJr. High Assistant VolleyballJr. High Assistant TennisJr. High Assistant VolleyballJr. High Assistant VolleyballJr. High Assistant TennisJr. High Assistant VolleyballJr. High Assistant SoftballLettermenSr. High Assistant SoltballJr. High Assistant SoltballJr. High	8 1/2% -	Sr. High Assistant Football	2% -	Asst. Junior Class Sponsor							
 Sr. High Assistant Volleyball Sr. High Assistant Volleyball Sr. High Assistant Track Sr. High Head Golf Sr. High Head Golf Sr. High Head Golf School Musical Orchestration Co-Directors - (Band & Orchestra) Jr. High Cost Cost Participation (Construction) Sr. High Head Frank The Assistant Track Sophomore Class Sponsor Freshman Class Sponsor Freshman Class Sponsor Freshman Class Sponsor Freshman Class Sponsor Jr. High Head Track National Honor Society Head Cheer Sponsor Speech and Drama Club Sound Technician Freshman Class Sponsor Freshman Class Sponsor Freshman Class Sponsor Jr. High Head Track National Honor Society Head Cheer Sponsor Speech and Drama Club Sound Technician Freshman Sustant Trans Science Club Sponsor Sr. High Asst. Soroball Science Club Sponsor Sr. High Assistant Track Jr. High Lead Wrestling Jr. High Assistant Track Jr. High Assistant Cheereader Sponsor Scholar's Bowl Sponsor - Winter Forensics Coach Play Director Assistant Cheereader Sponsor - Winter F	0 1/1 / 0	5									
Sr. High Assistant Volleyball Jr. High Scholar's Bowl Sr. High Assistant Track Musical Orchestration Co-Directors - (Band & Orchestra) 8% Sr. High Head Golf School Musical/Play Set Construction 8% Sr. High Head Golf School Musical/Play Set Construction 8% - Sr. High Head Golf Sr. High Head Tennis 1% - 1% - Asst. Senior Class Sponsor 7% - Jr. High Head Tennis Sophomore Class Sponsor 17. High Head Tonk Pature Medical Careers Future Medical Careers 17. High Head Tonk National Hono Society Head Cheer Sponsor 17. High Assi Coss Contro Sound Technician Jr. High Leadership Team 6% Orchestra Art and Photo Club Sponsor Science Club Sponsor Sr. High Asst. Softball Science Club Sponsor Science Club Sponsor Sr. High Assistant Tennis Jr. High Assistant Tennis Jr. High Assistant Tennis Jr. High Assistant Volleyball Jr. High Assistant Olleyball Science Fator would be SS0.75 per yr (1%xS5.075) High Assistant Ocondinator Sci0.01 (14%xS36.250) Experience fator would be SS0.375 per yr (1%xS5.075) <t< th=""><th></th><th></th><th></th><th></th><th></th></t<>											
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 8% - Sr. High Head Golf Sr. High Head Tennis 1% - Asst. Senior Class Sponsor 7% - Jr. High Head Football Jr. High Head Football Jr. High Head Volleyball Jr. High Head Volleyball Jr. High Head Volleyball Jr. High Head Volleyball Future Medical Careers Jr. High Head Track Head Cheer Sponsor 6% - Orchestra High School Vocal Music S. A.F.E. Sponsor S. High Asst. Baseball Science Club Sponsor S. High Asst. Softball Jr. High Leadership Team 6% - Orchestra High School Vocal Music S. High Asst. Baseball Science Club Sponsor S. High Asst. Cross Country A.F.S. 5% - Sr. High Assistant Tennis Jr. High Assistant Tennis Jr. High Assistant Track Jr. High Assistant Track Jr. High Assistant Track Jr. High Cross Country A.F.S. 5% - Sr. High Assistant Track Jr. High Cross Country A.F.S. 5% - Sr. High Assistant Tennis Jr. High Assistant Torak Jr. High Cross Country Head Service Learning Coordinator Scholar's Bowl Sponsor English Language Learner 4% - Co-Directors of Musical - (Drama Coach & Vocal Director Assistant Golf Coach 4% - Co-Directors of Musical - (Drama Coach & Vocal Director Assistant Golf Coach 		SI. High Assistant Hack									
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 1% - Asst. Senior Class Sponsor 7% - Jr. High Head Football Jr. High Head Basketball Jr. High Head Volleyball Jr. High Head Volleyball Jr. High Head Track Head Cheer Sponsor 78 - Orchestra High School Vocal Music 78 - Orchestra High School Vocal Music 78 - Orchestra High School Vocal Music 79 - Orchestra High School Vocal Music 70 - Orchestra High Asst. Softball 71 - High Asst. Baseball 72 - School Vocal Music 73 - Sr. High Asst. Gross Country 74 - St. High Assistant Tennis Jr. High Assistant Tennis Jr. High Assistant Tennis Jr. High Assistant Torack 75% - Sr. High Assistant Track 74 - Co-Directors of Musical - (Drama Coach & Vocal Director Assistant Cheeleader Sponsor - Winter Forensics Coach Play Director Assistant Coach 74% - Co-Directors of Musical - (Drama Coach & Vocal Director Assistant Coordinator 75% - Co-Directors of Musical - (Drama Coach & Vocal Director Assistant Coordinator 75% - Co-Directors of Musical - (Drama Coach & Vocal Director Assistant Coordinator 75% - Co-Directors of Musical - (Drama Coach & Vocal Director Assistant Cheeleader Sponsor - Winter Forensics Coach Play Director Assistant Coordinator 750 (14% x830,c50) 750	0/0 -			School Musical/Flay Set Construction							
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 Jr. High Head Basketball Jr. High Head Basketball Freshman Class Sponsor Jr. High Head Volleyball Future Medical Careers National Honor Society Head Cheer Sponsor Speech and Drama Club CTE Coordinator Sound Technician Jr. High Leadership Team 6% - Orchestra Art and Photo Club Sponsor Science Club Sponsor Sr. High Asst. Baseball Science Club Sponsor Sr. High Asst. Softball Lettermen Sr. High Assistant Tennis Jr. High Head Wrestling Jr. High Assistant Tennis Jr. High Assistant Tenk Jr. High Assistant Colleyball Jr. High Assistant Tenk Jr. High Cross Country Head Service Learning Coordinator Student Council Sponsor Student Council Sponsor English Language Learner 4% - Co-Directors of Musical - (Drama Coach & Vocal Director Assistant Cheerleader Sponsor - Winter Forensics Coach Play Director Assistant Golf Coach 	70/	In High Hand Football	1 70 -	-							
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AMENDED: May 24, 1989 AMENDED: June 12, 1995 AMENDED: June 12, 2000 AMENDED: June 13, 1991 AMENDED: March 11, 1996 **REVIEWED:** November 13, 2000 AMENDED: June 8, 1992 AMENDED: May 12, 1997 AMENDED: August 13, 2001 AMENDED: June 3, 1993 AMENDED: June 8, 1998 AMENDED: August 28, 2006 AMENDED: June 11, 2007 AMENDED: September 12, 1994 AMENDED: May 26, 1999 REVIEWED AND APPROVED: February 13, 2012 AMENDED: June 18, 2012 AMENDED: August 12, 2013 **REVIEWED:** August 8, 2016 **REVIEWED:** August 10, 2015 APPROVED: May 8, 2017 AMENDED AND APPROVED: September 11, 2017 **REVIEWED: May 14, 2018** AMENDED AND APPROVED: November 12, 2019

AMENDED: August 11, 2008 AMENDED: August 10, 2009 AMENDED: September 14, 2009 REVIEWED: August 9, 2010 REVIEWED: August 8, 2011 REVIEWED: June 9, 2014 APPROVED: July 10, 2017 APPROVED: June 10, 2019