

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**

**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, 2004**

**AMENDED: August 22, 2005**

**AMENDED: August 28, 2006**

**AMENDED: June 11, 2007**

**AMENDED: June 9, 2008**

**REVIEWED AND APPROVED: February 13, 2012**

**AMENDED: August 12, 2013**

**REVIEWED: June 9, 2014**

**APPROVED: August 10, 2015**

**APPROVED: August 8, 2016**

**APPROVED: August 14, 2017**

**AMENDED: August 13, 2018**

## UNIFIED SCHOOL DISTRICT NO. 273

## Salary Schedule 2019-2020

STEP	(A)	(B)	(C)	(D)	(E)	(F)
	B.S. DEGREE AMOUNT	*B.S. DEGREE + 300 PTS/15 HRS AMOUNT	M.A. DEGREE AMOUNT	*M.A. DEGR+NEW 300 PTS/15 HRS AMOUNT	*M.A. DEGREE + 600 PTS/30 HRS AMOUNT	*M.A. DEGREE + 900 PTS/45 HRS 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			51,735	54,588	56,829	57,848
35			51,939	54,791	57,033	58,051
36			52,143	54,995	57,236	58,255
37			52,346	55,199	57,440	58,459
38			52,550	55,403	57,644	58,663
39			52,754	55,606	57,848	58,866
40			52,958	55,810	58,051	59,070
41			53,162	56,014	58,255	59,274

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

**SUPPLEMENTAL SALARY SCHEDULE**

<p><b>14%</b> - Sr. High Head Football Sr. High Head Basketball Sr. High Head Wrestling Sr. High Head Track Sr. High Head Volleyball</p> <p><b>10%</b> - Sr. High Head Cross Country Sr. High Head Baseball Sr. High Head Softball</p> <p><b>9%</b> - Band Director</p> <p><b>8 1/2%</b> - Sr. High Assistant Football Sr. High Assistant Basketball Sr. High Assistant Wrestling Sr. High Assistant Volleyball Sr. High Assistant Track</p> <p><b>8%</b> - Sr. High Head Golf Sr. High Head Tennis</p> <p><b>7%</b> - Jr. High Head Football Jr. High Head Basketball Jr. High Head Volleyball Jr. High Head Track Head Cheer Sponsor Vocational Coordinator</p> <p><b>6%</b> - Orchestra High School Vocal Music Sr. High Asst. Baseball Sr. High Asst. Softball Sr. High Asst. Cross Country</p> <p><b>5%</b> - Sr. High Assistant Tennis Jr. High Head Wrestling Jr. High Assistant Basketball Jr. High Assistant Volleyball Jr. High Assistant Track Jr. High Cross Country Head Service Learning Coordinator Student Council Sponsor Scholar's Bowl Sponsor Debate English Language Learner</p> <p><b>4%</b> - Co-Directors of Musical - (Drama Coach &amp; Vocal Director) Assistant Cheerleader Sponsor - Winter Forensics Coach Play Director Assistant Golf Coach</p>	<p><b>3%</b> - Drill Team Sponsor Head Senior Class Sponsor Head Junior Class Sponsor Elementary Vocal Music School Year Fitness Coach Summer Fitness Coach Service Learning Coordinator Assistant Cheer Sponsor – Fall</p> <p><b>2 1/2%</b> - Jr.High Assistant Wrestling Assistant Forensics Coach Jr. High Assistant Cross Country</p> <p><b>2%</b> - Asst. Junior Class Sponsor Family Career Community Leaders of America Publication Sponsor Assistant Quiz Bowl Sponsor Co-Directors of Musical - (Band &amp; Orchestra) Jr. High Cheerleader Sponsor School Website Facilitator Jr. High Scholar's Bowl Jr. High Trojan Leadership Committee</p> <p><b>1%</b> - Asst. Senior Class Sponsor Sophomore Class Sponsor Freshman Class Sponsor Future Medical Careers National Honor Society Speech and Drama Club Sr. High Kayette Sponsor Jr. High Kayette Sponsor Art and Photo Club Sponsor S.A.D.D. Sponsor Science Club Sponsor Lettermen A.F.S.</p>
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**Examples:**  
**Base Salary for 2019-20 = \$36,250.00**  
 Coach with 14% Supplemental Salary would get a base of \$5,075.00 (14%x\$36,250)  
 Experience factor would be \$50.75 per yr (1%x\$5,075)  
 If they have 5 yrs experience they would get \$253.75 (\$50.75x5 yrs)  
 Total Compensation would be \$5,329.00 (\$5,075.00 plus \$253.75)

Sponsor with a 3% Supplemental Salary would get a base of \$1,087.50 (3%x\$36,250)  
 Experience factor would be \$10.88 (1%x\$1,087.50).  
 If they have 4 yrs. experience they would be \$43.52 (\$10.88 x 4 yrs)  
 Total Compensation would be \$1,131.00 (\$1,087.50 plus \$43.52)

AMENDED: May 24, 1989  
 AMENDED: June 13, 1991  
 AMENDED: June 8, 1992  
 AMENDED: June 3, 1993  
 AMENDED: September 12, 1994  
 REVIEWED AND APPROVED: February 13, 2012  
 REVIEWED: August 10, 2015  
 AMENDED AND APPROVED: September 11, 2017

AMENDED: June 12, 1995  
 AMENDED: March 11, 1996  
 AMENDED: May 12, 1997  
 AMENDED: June 8, 1998  
 AMENDED: May 26, 1999  
 AMENDED: June 18, 2012  
 REVIEWED: August 8, 2016

AMENDED: June 12, 2000  
 REVIEWED: November 13, 2000  
 AMENDED: August 13, 2001  
 AMENDED: August 28, 2006  
 AMENDED: June 11, 2007  
 AMENDED: August 12, 2013  
 APPROVED: May 8, 2017  
 REVIEWED: May 14, 2018

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