

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 \$355 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**

## UNIFIED SCHOOL DISTRICT NO. 273

## Salary Schedule 2018-2019

	(A)	(B)	(C)	(D)	(E)	(F)
	B.S. DEGREE	*B.S. DEGREE + 300 PTS/15 HRS	M.A. DEGREE	*M.A. DEGR+NEW 300 PTS/15 HRS	*M.A. DEGREE + 600 PTS/30 HRS	*M.A. DEGREE + 900 PTS/45 HRS
STEP	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT	AMOUNT
BASE	35,000	36,019	37,038	38,056	39,075	40,094
2	35,815	36,834	37,853	38,871	39,890	41,089
3	36,630	37,649	38,668	39,686	40,705	41,724
4	37,445	38,464	39,483	40,501	41,520	42,539
5	38,260	39,279	40,298	41,316	42,335	43,354
6	39,075	40,094	41,113	42,131	43,150	44,169
7	39,890	40,909	41,928	42,946	43,965	44,984
8	40,094	41,724	42,743	43,761	44,780	45,799
9		42,539	43,558	44,576	45,595	46,614
10		43,354	44,373	45,391	46,410	47,429
11		44,169	45,188	46,206	47,225	48,244
12		44,373	46,003	47,021	48,040	49,059
13			46,206	47,836	48,855	49,874
14			46,410	48,651	49,670	50,689
15			46,614	49,466	50,485	51,504
16			46,818	49,670	51,300	52,319
17			47,021	49,874	52,115	53,134
18			47,225	50,078	52,319	53,338
19			47,429	50,281	52,523	53,541
20			47,633	50,485	52,726	53,745
21			47,836	50,689	52,930	53,949
22			48,040	50,893	53,134	54,153
23			48,244	51,096	53,338	54,356
24			48,448	51,300	53,541	54,560
25			48,651	51,504	53,745	54,764
26			48,855	51,708	53,949	54,968
27			49,059	51,911	54,153	55,171
28			49,263	52,115	54,356	55,375
29			49,466	52,319	54,560	55,579
30			49,670	52,523	54,764	55,783
31			49,874	52,726	54,968	55,986
32			50,078	52,930	55,171	56,190
33			50,281	53,134	55,375	56,394
34			50,485	53,338	55,579	56,598
35			50,689	53,541	55,783	56,801
36			50,893	53,745	55,986	57,005
37			51,096	53,949	56,190	57,209
38			51,300	54,153	56,394	57,413
39			51,504	54,356	56,598	57,616
40			51,708	54,560	56,801	57,820

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 18, 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

**SUPPLEMENTAL SALARY SCHEDULE**

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| <p><b>14%</b> - Sr. High Head Football<br/>Sr. High Head Basketball<br/>Sr. High Head Wrestling<br/>Sr. High Head Track<br/>Sr. High Head Volleyball</p> <p><b>10%</b> - Sr. High Head Cross Country<br/>Sr. High Head Baseball<br/>Sr. High Head Softball</p> <p><b>9%</b> - Band Director</p> <p><b>8 1/2%</b> - Sr. High Assistant Football<br/>Sr. High Assistant Basketball<br/>Sr. High Assistant Wrestling<br/>Sr. High Assistant Volleyball<br/>Sr. High Assistant Track</p> <p><b>8%</b> - Sr. High Head Golf<br/>Sr. High Head Tennis</p> <p><b>7%</b> - Jr. High Head Football<br/>Jr. High Head Basketball<br/>Jr. High Head Volleyball<br/>Jr. High Head Track<br/>Head Cheer Sponsor<br/>Vocational Coordinator</p> <p><b>6%</b> - Orchestra<br/>High School Vocal Music<br/>Sr. High Asst. Baseball<br/>Sr. High Asst. Softball<br/>Sr. High Asst. Cross Country</p> <p><b>5%</b> - Sr. High Assistant Tennis<br/>Jr. High Head Wrestling<br/>Jr. High Assistant Football<br/>Jr. High Assistant Basketball<br/>Jr. High Assistant Volleyball<br/>Jr. High Assistant Track<br/>Jr. High Cross Country<br/>Head Service Learning Coordinator<br/>Student Council Sponsor<br/>Scholar's Bowl Sponsor<br/>Debate<br/>English Language Learner</p> <p><b>4%</b> - Co-Directors of Musical - (Drama Coach &amp; Vocal Director)<br/>Assistant Cheerleader Sponsor - Winter<br/>Forensics Coach<br/>Play Director<br/>Assistant Golf Coach</p> | <p><b>3%</b> - Drill Team Sponsor<br/>Head Senior Class Sponsor<br/>Head Junior Class Sponsor<br/>Elementary Vocal Music<br/>School Year Fitness Coach<br/>Summer Fitness Coach<br/>Service Learning Coordinator<br/>Assistant Cheer Sponsor – Fall</p> <p><b>2 1/2%</b> - Jr.High Assistant Wrestling<br/>Assistant Forensics Coach<br/>Jr. High Assistant Cross Country</p> <p><b>2%</b> - Asst. Junior Class Sponsor<br/>Family Career Community Leaders of America<br/>Publication Sponsor<br/>Assistant Quiz Bowl Sponsor<br/>Co-Directors of Musical - (Band &amp; Orchestra)<br/>Jr. High Cheerleader Sponsor<br/>School Website Facilitator<br/>Jr. High Scholar's Bowl<br/>Jr. High Trojan Leadership Committee</p> <p><b>1%</b> - Asst. Senior Class Sponsor<br/>Sophomore Class Sponsor<br/>Freshman Class Sponsor<br/>Future Medical Careers<br/>National Honor Society<br/>Speech and Drama Club<br/>Sr. High Kayette Sponsor<br/>Jr. High Kayette Sponsor<br/>Art and Photo Club Sponsor<br/>S.A.D.D. Sponsor<br/>Science Club Sponsor<br/>Lettermen<br/>A.F.S.</p> |
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**Example: Head Coach with five years of experience**

Base salary for 2018-19- \$35,000 X 14% = \$4,900.00

Experience Factor = \$49.00

Experience Factor multiplied by 5 years experience = \$245.00

Total Compensation = Supplemental Base plus experience factor or \$5,145.00

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

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