

Compensation Guides and Contracts

GBA

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

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 service 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 C, Column E, Column F or Column G. 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.

UNIFIED SCHOOL DISTRICT NO. 273

Salary Schedule 2026-2027

		(A)	(B)	(C)	(D)	(E)	(F)	(G)
		B.S. DEGREE	*B.S. DEGREE + 300 PTS/15 HRS	*B.S. DEGREE + 600 PTS/30 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	1	44,575	45,594	46,104	46,613	47,631	48,650	49,669
	2	45,390	46,409	46,919	47,428	48,446	49,465	50,664
	3	46,205	47,224	47,734	48,243	49,261	50,280	51,299
	4	47,020	48,039	48,549	49,058	50,076	51,095	52,114
	5	47,835	48,854	49,364	49,873	50,891	51,910	52,929
	6	48,650	49,669	50,179	50,688	51,706	52,725	53,744
	7	49,465	50,484	50,994	51,503	52,521	53,540	54,559
	8	49,669	51,299	51,809	52,318	53,336	54,355	55,374
	9	49,873	52,114	52,624	53,133	54,151	55,170	56,189
	10	50,077	52,929	53,439	53,948	54,966	55,985	57,004
	11	50,281	53,744	54,254	54,763	55,781	56,800	57,819
	12	50,485	53,948	54,763	55,578	56,596	57,615	58,634
	13	50,689	54,152	54,967	55,781	57,411	58,430	59,449
	14	50,893	54,356	55,171	55,985	58,226	59,245	60,264
	15	51,097	54,560	55,375	56,189	59,041	60,060	61,079
	16	51,301	54,764	55,579	56,393	59,245	60,875	61,894
	17		54,968	55,782	56,596	59,449	61,690	62,709
	18		55,172	55,986	56,800	59,653	61,894	62,913
	19		55,376	56,190	57,004	59,856	62,098	63,116
	20		55,580	56,394	57,208	60,060	62,301	63,320
	21			56,496	57,411	60,264	62,505	63,524
	22			56,598	57,615	60,468	62,709	63,728
	23			56,700	57,819	60,671	62,913	63,931
	24			56,802	58,023	60,875	63,116	64,135
	25			56,904	58,226	61,079	63,320	64,339
	26				58,430	61,283	63,524	64,543
	27				58,634	61,486	63,728	64,746
	28				58,838	61,690	63,931	64,950
	29				59,041	61,894	64,135	65,154
	30				59,245	62,098	64,339	65,358
	31				59,449	62,301	64,543	65,561
	32				59,653	62,505	64,746	65,765
	33				59,856	62,709	64,950	65,969
	34				60,060	62,913	65,154	66,173
	35				60,264	63,116	65,358	66,376
	36				60,468	63,320	65,561	66,580
	37				60,671	63,524	65,765	66,784
	38				60,875	63,728	65,969	66,988
	39				61,079	63,931	66,173	67,191
	40				61,283	64,135	66,376	67,395
	41				61,487	64,339	66,580	67,599
	42				61,691	64,543	66,784	67,803
	43				61,895	64,747	66,988	68,007
	44				62,099	64,951	67,192	68,211
	45				62,303	65,155	67,396	68,415
	46				62,507	65,359	67,600	68,619
	47				62,711	65,563	67,804	68,823
	48				62,915	65,767	68,008	69,027

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

APPROVED: August 8, 2022

APPROVED: May 8, 2023

APPROVED: May 13, 2024

APPROVED: May 12, 2025

APPROVED: May 11, 2026

SUPPLEMENTAL SALARY SCHEDULE

14%	-	Sr. High Head Football Sr. High Head Basketball Sr. High Head Wrestling Sr. High Head Track Sr. High Head Volleyball Sr. High Head Baseball Sr. High Head Softball	3%	-	Drill Team Sponsor Head Senior Class Sponsor Head Junior Class Sponsor Elementary Vocal Music Summer Fitness Coach Service Learning Coordinator Assistant Cheer Sponsor – Fall
10%	-	Sr. High Head Cross Country	2 1/2%	-	Jr. High Assistant Wrestling Assistant Forensics Coach Jr. High Assistant Cross Country
9%	-	Band Director			
8 1/2%	-	Sr. High Assistant Football Sr. High Assistant Basketball Sr. High Assistant Wrestling Sr. High Assistant Volleyball Sr. High Assistant Track Sr. High Asst. Baseball Sr. High Asst. Softball	2%	-	Asst. Junior Class Sponsor Family Career Community Leaders of America Publication Sponsor Jr. High Scholar's Bowl Musical Orchestration Co-Directors - (Band & Orchestra) Jr. High Cheerleader Sponsor School Musical/Play Set Construction
8%	-	Sr. High Head Golf Sr. High Head Tennis FFA	1%	-	Asst. Senior Class Sponsor Sophomore Class Sponsor Freshman Class Sponsor Future Medical Careers National Honor Society Speech and Drama Club Sound Technician Jr. High Leadership Team Art and Photo Club Sponsor S.A.F.E. Sponsor Science Club Sponsor Lettermen A.F.S.
7%	-	Jr. High Head Football Jr. High Head Basketball Jr. High Head Volleyball Jr. High Head Track Head Cheer Sponsor CTE Coordinator			
6%	-	Orchestra High School Vocal Music Sr. High Asst. Cross Country Director of Musical/Plan			
5%	-	Sr. High Assistant Tennis Jr. High Head Wrestling Jr. High Assistant Football Jr. High Assistant Basketball Jr. High Assist Volleyball Jr. High Assistant Track Jr. High Cross Country FFA Assistant Sponsor Head Service Learning Coordinator Student Council Sponsor Scholar's Bowl Sponsor English Language Learner			
4%	-	Assistant Director of Musical/Play Assistant Cheerleader Sponsor - Winter Forensics Coach Play Director Assistant Golf Coach			

Examples:**Base Salary for 2026-27 = \$44,575.00**

Coach with 14% Supplemental Salary would get a base of \$6,240.50 (14% x \$44,575)

Experience factor would be \$62.41 per yr (1% x \$6,240.50)

If they have 5 yrs experience they would get \$312.05 (\$62.41 x 5 yrs)

Total Compensation would be \$6,553.00 (\$6,240.50 plus \$312.05)

Sponsor with a 3% Supplemental Salary would get a base of \$1,337.25 (3% x \$44,575)

Experience factor would be \$13.37 (1% x \$1,337.25).

If they have 4 yrs. experience they would be \$53.48 (\$13.37 x 4 yrs)

Total Compensation would be \$1,391.00 (\$1,337.25 plus \$53.48)

REVIEWED: August 9, 2010

REVIEWED: August 8, 2011

AMENDED: June 18, 2012

AMENDED: August 12, 2013

REVIEWED: June 9, 2014

REVIEWED: August 8, 2016

APPROVED: May 8, 2017

APPROVED: July 10, 2017

AMENDED AND APPROVED: September 11, 2017

REVIEWED: May 14, 2018

APPROVED: June 10, 2019

AMENDED AND APPROVED: November 12, 2019

APPROVED: June 8, 2020

APPROVED: August 8, 2022