

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

GBA-R

**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

	(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	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

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|---|--|
| <p>14% - Sr. High Head Football
Sr. High Head Basketball
Sr. High Head Wrestling
Sr. High Head Track
Sr. High Head Volleyball</p> <p>10% - Sr. High Head Cross Country
Sr. High Head Baseball
Sr. High Head Softball</p> <p>9% - Band Director</p> <p>8 1/2% - Sr. High Assistant Football
Sr. High Assistant Basketball
Sr. High Assistant Wrestling
Sr. High Assistant Volleyball
Sr. High Assistant Track</p> <p>8% - Sr. High Head Golf
Sr. High Head Tennis</p> <p>7% - Jr. High Head Football
Jr. High Head Basketball
Jr. High Head Volleyball
Jr. High Head Track
Head Cheer Sponsor
CTE Coordinator</p> <p>6% - Orchestra
High School Vocal Music
Sr. High Asst. Baseball
Sr. High Asst. Softball
Sr. High Asst. Cross Country</p> <p>5% - 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
English Language Learner</p> <p>4% - Co-Directors of Musical - (Drama Coach & Vocal Director)
Assistant Cheerleader Sponsor - Winter
Forensics Coach
Play Director
Assistant Golf Coach</p> | <p>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</p> <p>2 1/2% - Jr. High Assistant Wrestling
Assistant Forensics Coach
Jr. High Assistant Cross Country</p> <p>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</p> <p>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.</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 (\$50.75 x 5 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 AND APPROVED: November 12, 2019

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