

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 \$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 2017-2018

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						
1	33,825	34,844	35,863	36,881	37,900	38,919
2	34,640	35,659	36,678	37,696	38,715	39,914
3	35,455	36,474	37,493	38,511	39,530	40,549
4	36,270	37,289	38,308	39,326	40,345	41,364
5	37,085	38,104	39,123	40,141	41,160	42,179
6	37,900	38,919	39,938	40,956	41,975	42,994
7	38,715	39,734	40,753	41,771	42,790	43,809
8	38,919	40,549	41,568	42,586	43,605	44,624
9		41,364	42,383	43,401	44,420	45,439
10		42,179	43,198	44,216	45,235	46,254
11		42,994	44,013	45,031	46,050	47,069
12		43,198	44,828	45,846	46,865	47,884
13			45,031	46,661	47,680	48,699
14			45,235	47,476	48,495	49,514
15			45,439	48,291	49,310	50,329
16			45,643	48,495	50,125	51,144
17			45,846	48,699	50,940	51,959
18			46,050	48,903	51,144	52,163
19			46,254	49,106	51,348	52,366
20			46,458	49,310	51,551	52,570
21			46,661	49,514	51,755	52,774
22			46,865	49,718	51,959	52,978
23			47,069	49,921	52,163	53,181
24			47,273	50,125	52,366	53,385
25			47,476	50,329	52,570	53,589
26			47,680	50,533	52,774	53,793
27			47,884	50,736	52,978	53,996
28			48,088	50,940	53,181	54,200
29			48,291	51,144	53,385	54,404
30			48,495	51,348	53,589	54,608
31			48,699	51,551	53,793	54,811
32			48,903	51,755	53,996	55,015
33			49,106	51,959	54,200	55,219
34			49,310	52,163	54,404	55,423
35			49,514	52,366	54,608	55,626
36			49,718	52,570	54,811	55,830
37			49,921	52,774	55,015	56,034
38			50,125	52,978	55,219	56,238
39			50,329	53,181	55,423	56,441
40			50,533	53,385	55,626	56,645

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

SUPPLEMENTAL SALARY SCHEDULE

<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 Vocational 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 Football 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>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 School Year Fitness Coach 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 Assistant Quiz Bowl Sponsor Co-Directors of Musical - (Band & Orchestra) Jr. High Cheerleader Sponsor School Website Facilitator Jr. High Scholar's Bowl Jr. High Trojan Leadership Committee</p> <p>1% - 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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Example: Head Coach with five years of experience

Base salary for 2017-18- \$33,825 X 14% = \$4,735.50

Experience Factor = \$47.36

Experience Factor multiplied by 5 years experience = \$236.80

Total Compensation = Supplemental Base plus experience factor or \$4,972.30

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