

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 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.

UNIFIED SCHOOL DISTRICT NO. 273

Salary Schedule 2023-2024

		(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	AMOUNT
BASE	1	40,675	41,694	42,713	43,731	44,750	45,769
	2	41,490	42,509	43,528	44,546	45,565	46,764
	3	42,305	43,324	44,343	45,361	46,380	47,399
	4	43,120	44,139	45,158	46,176	47,195	48,214
	5	43,935	44,954	45,973	46,991	48,010	49,029
	6	44,750	45,769	46,788	47,806	48,825	49,844
	7	45,565	46,584	47,603	48,621	49,640	50,659
	8	45,769	47,399	48,418	49,436	50,455	51,474
	9	45,973	48,214	49,233	50,251	51,270	52,289
	10	46,177	49,029	50,048	51,066	52,085	53,104
	11	46,381	49,844	50,863	51,881	52,900	53,919
	12	46,585	50,048	51,678	52,696	53,715	54,734
	13	46,789	50,252	51,881	53,511	54,530	55,549
	14	46,993	50,456	52,085	54,326	55,345	56,364
	15	47,197	50,660	52,289	55,141	56,160	57,179
	16	47,401	50,864	52,493	55,345	56,975	57,994
	17		51,068	52,696	55,549	57,790	58,809
	18		51,272	52,900	55,753	57,994	59,013
	19		51,476	53,104	55,956	58,198	59,216
	20		51,680	53,308	56,160	58,401	59,420
	21			53,511	56,364	58,605	59,624
	22			53,715	56,568	58,809	59,828
	23			53,919	56,771	59,013	60,031
	24			54,123	56,975	59,216	60,235
	25			54,326	57,179	59,420	60,439
	26			54,530	57,383	59,624	60,643
	27			54,734	57,586	59,828	60,846
	28			54,938	57,790	60,031	61,050
	29			55,141	57,994	60,235	61,254
	30			55,345	58,198	60,439	61,458
	31			55,549	58,401	60,643	61,661
	32			55,753	58,605	60,846	61,865
	33			55,956	58,809	61,050	62,069
	34			56,160	59,013	61,254	62,273
	35			56,364	59,216	61,458	62,476
	36			56,568	59,420	61,661	62,680
	37			56,771	59,624	61,865	62,884
	38			56,975	59,828	62,069	63,088
	39			57,179	60,031	62,273	63,291
	40			57,383	60,235	62,476	63,495
	41			57,587	60,439	62,680	63,699
	42			57,791	60,643	62,884	63,903
	43			57,995	60,847	63,088	64,107
	44			58,199	61,051	63,292	64,311
	45			58,403	61,255	63,496	64,515
	46			58,607	61,459	63,700	64,719
	47			58,811	61,663	63,904	64,923
	48			59,015	61,867	64,108	65,127

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 Sr. High Head Baseball Sr. High Head Softball</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>10% - Sr. High Head Cross Country</p>	<p>2 1/2% - Jr. High Assistant Wrestling Assistant Forensics Coach Jr. High Assistant Cross Country</p>
<p>9% - Band Director</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>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</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>
<p>8% - Sr. High Head Golf Sr. High Head Tennis FFA Sponsor</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. Cross Country Director of Musical/Play</p>	
<p>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</p>	
<p>4% - Assistant Director of Musical/Play Assistant Cheerleader Sponsor - Winter Forensics Coach Play Director Assistant Golf Coach</p>	

Examples:
Base Salary for 2023-24 = \$40,675.00
 Coach with 14% Supplemental Salary would get a base of \$5,694.50 (14%x\$40,675)
 Experience factor would be \$56.95 per yr (1% x \$5,694.50)
 If they have 5 yrs experience they would get \$284.75 (\$56.95 x 5 yrs)
 Total Compensation would be \$5,979.00 (\$5,694.50 plus \$284.75)

Sponsor with a 3% Supplemental Salary would get a base of \$1,220.25 (3%x\$40,675.00)
 Experience factor would be \$12.20 (1%x\$1,220.25).
 If they have 4 yrs. experience, they would be \$48.80 (\$12.20 x 4 yrs)
 Total Compensation would be \$1,269.00 (\$1,220.25 plus \$48.80)