

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 \$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 2022-2023

	(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 1	39,725	40,744	41,763	42,781	43,800	44,819
2	40,540	41,559	42,578	43,596	44,615	45,814
3	41,355	42,374	43,393	44,411	45,430	46,449
4	42,170	43,189	44,208	45,226	46,245	47,264
5	42,985	44,004	45,023	46,041	47,060	48,079
6	43,800	44,819	45,838	46,856	47,875	48,894
7	44,615	45,634	46,653	47,671	48,690	49,709
8	44,819	46,449	47,468	48,486	49,505	50,524
9	45,023	47,264	48,283	49,301	50,320	51,339
10	45,227	48,079	49,098	50,116	51,135	52,154
11	45,431	48,894	49,913	50,931	51,950	52,969
12	45,635	49,098	50,728	51,746	52,765	53,784
13	45,839	49,302	50,931	52,561	53,580	54,599
14	46,043	49,506	51,135	53,376	54,395	55,414
15	46,247	49,710	51,339	54,191	55,210	56,229
16	46,451	49,914	51,543	54,395	56,025	57,044
17		50,118	51,746	54,599	56,840	57,859
18		50,322	51,950	54,803	57,044	58,063
19		50,526	52,154	55,006	57,248	58,266
20		50,730	52,358	55,210	57,451	58,470
21			52,561	55,414	57,655	58,674
22			52,765	55,618	57,859	58,878
23			52,969	55,821	58,063	59,081
24			53,173	56,025	58,266	59,285
25			53,376	56,229	58,470	59,489
26			53,580	56,433	58,674	59,693
27			53,784	56,636	58,878	59,896
28			53,988	56,840	59,081	60,100
29			54,191	57,044	59,285	60,304
30			54,395	57,248	59,489	60,508
31			54,599	57,451	59,693	60,711
32			54,803	57,655	59,896	60,915
33			55,006	57,859	60,100	61,119
34			55,210	58,063	60,304	61,323
35			55,414	58,266	60,508	61,526
36			55,618	58,470	60,711	61,730
37			55,821	58,674	60,915	61,934
38			56,025	58,878	61,119	62,138
39			56,229	59,081	61,323	62,341
40			56,433	59,285	61,526	62,545
41			56,637	59,489	61,730	62,749
42			56,841	59,693	61,934	62,953
43			57,045	59,897	62,138	63,157
44			57,249	60,101	62,342	63,361
45			57,453	60,305	62,546	63,565
46			57,657	60,509	62,750	63,769
47			57,861	60,713	62,954	63,973
48			58,065	60,917	63,158	64,177

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

**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<br/>Sr. High Head Baseball<br/>Sr. High Head Softball</p> <p><b>10%</b> - Sr. High Head Cross Country</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<br/>Sr. High Asst. Baseball<br/>Sr. High Asst. Softball</p> <p><b>8%</b> - Sr. High Head Golf<br/>Sr. High Head Tennis<br/>FFA</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/>CTE Coordinator</p> <p><b>6%</b> - Orchestra<br/>High School Vocal Music<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 Assist 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/>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/>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/>Jr. High Scholar's Bowl<br/>Musical Orchestration Co-Directors - (Band &amp; Orchestra)<br/>Jr. High Cheerleader Sponsor<br/>School Musical/Play Set Construction</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/>Sound Technician<br/>Jr. High Leadership Team<br/>Art and Photo Club Sponsor<br/>S.A.F.E. Sponsor<br/>Science Club Sponsor<br/>Lettermen<br/>A.F.S.</p> |
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**Examples:**  
**Base Salary for 2022-23 = \$39,725.00**  
 Coach with 14% Supplemental Salary would get a base of \$5,561.50 (14%x\$39,725)  
 Experience factor would be \$55.62 per yr (1% x \$5,561.50)  
 If they have 5 yrs experience they would get \$278.10 (\$55.62 x 5 yrs)  
 Total Compensation would be \$5,840.00 (\$5,561.50 plus \$278.10)

Sponsor with a 3% Supplemental Salary would get a base of \$1,191.75 (3%x\$39,725)  
 Experience factor would be \$11.91 (1%x\$1,191.75).  
 If they have 4 yrs. experience they would be \$47.64 (\$11.91 x 4 yrs)  
 Total Compensation would be \$1,239.00 (\$1,191.75 plus \$47.64)

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