

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 2024-2025

		(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	42,175	43,194	44,213	45,231	46,250	47,269
	2	42,990	44,009	45,028	46,046	47,065	48,264
	3	43,805	44,824	45,843	46,861	47,880	48,899
	4	44,620	45,639	46,658	47,676	48,695	49,714
	5	45,435	46,454	47,473	48,491	49,510	50,529
	6	46,250	47,269	48,288	49,306	50,325	51,344
	7	47,065	48,084	49,103	50,121	51,140	52,159
	8	47,269	48,899	49,918	50,936	51,955	52,974
	9	47,473	49,714	50,733	51,751	52,770	53,789
	10	47,677	50,529	51,548	52,566	53,585	54,604
	11	47,881	51,344	52,363	53,381	54,400	55,419
	12	48,085	51,548	53,178	54,196	55,215	56,234
	13	48,289	51,752	53,381	55,011	56,030	57,049
	14	48,493	51,956	53,585	55,826	56,845	57,864
	15	48,697	52,160	53,789	56,641	57,660	58,679
	16	48,901	52,364	53,993	56,845	58,475	59,494
	17		52,568	54,196	57,049	59,290	60,309
	18		52,772	54,400	57,253	59,494	60,513
	19		52,976	54,604	57,456	59,698	60,716
	20		53,180	54,808	57,660	59,901	60,920
	21			55,011	57,864	60,105	61,124
	22			55,215	58,068	60,309	61,328
	23			55,419	58,271	60,513	61,531
	24			55,623	58,475	60,716	61,735
	25			55,826	58,679	60,920	61,939
	26			56,030	58,883	61,124	62,143
	27			56,234	59,086	61,328	62,346
	28			56,438	59,290	61,531	62,550
	29			56,641	59,494	61,735	62,754
	30			56,845	59,698	61,939	62,958
	31			57,049	59,901	62,143	63,161
	32			57,253	60,105	62,346	63,365
	33			57,456	60,309	62,550	63,569
	34			57,660	60,513	62,754	63,773
	35			57,864	60,716	62,958	63,976
	36			58,068	60,920	63,161	64,180
	37			58,271	61,124	63,365	64,384
	38			58,475	61,328	63,569	64,588
	39			58,679	61,531	63,773	64,791
	40			58,883	61,735	63,976	64,995
	41			59,087	61,939	64,180	65,199
	42			59,291	62,143	64,384	65,403
	43			59,495	62,347	64,588	65,607
	44			59,699	62,551	64,792	65,811
	45			59,903	62,755	64,996	66,015
	46			60,107	62,959	65,200	66,219
	47			60,311	63,163	65,404	66,423
	48			60,515	63,367	65,608	66,627

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

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
Sr. High Head Baseball
Sr. High Head Softball</p> <p>10% - Sr. High Head Cross Country</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
Sr. High Asst. Baseball
Sr. High Asst. Softball</p> <p>8% - Sr. High Head Golf
Sr. High Head Tennis
FFA</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</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% - 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 2024-25 = \$42,175.00
 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