

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 2025-2026

		(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	43,375	44,394	45,413	46,431	47,450	48,469
	2	44,190	45,209	46,228	47,246	48,265	49,464
	3	45,005	46,024	47,043	48,061	49,080	50,099
	4	45,820	46,839	47,858	48,876	49,895	50,914
	5	46,635	47,654	48,673	49,691	50,710	51,729
	6	47,450	48,469	49,488	50,506	51,525	52,544
	7	48,265	49,284	50,303	51,321	52,340	53,359
	8	48,469	50,099	51,118	52,136	53,155	54,174
	9	48,673	50,914	51,933	52,951	53,970	54,989
	10	48,877	51,729	52,748	53,766	54,785	55,804
	11	49,081	52,544	53,563	54,581	55,600	56,619
	12	49,285	52,748	54,378	55,396	56,415	57,434
	13	49,489	52,952	54,581	56,211	57,230	58,249
	14	49,693	53,156	54,785	57,026	58,045	59,064
	15	49,897	53,360	54,989	57,841	58,860	59,879
	16	50,101	53,564	55,193	58,045	59,675	60,694
	17		53,768	55,396	58,249	60,490	61,509
	18		53,972	55,600	58,453	60,694	61,713
	19		54,176	55,804	58,656	60,898	61,916
	20		54,380	56,008	58,860	61,101	62,120
	21			56,211	59,064	61,305	62,324
	22			56,415	59,268	61,509	62,528
	23			56,619	59,471	61,713	62,731
	24			56,823	59,675	61,916	62,935
	25			57,026	59,879	62,120	63,139
	26			57,230	60,083	62,324	63,343
	27			57,434	60,286	62,528	63,546
	28			57,638	60,490	62,731	63,750
	29			57,841	60,694	62,935	63,954
	30			58,045	60,898	63,139	64,158
	31			58,249	61,101	63,343	64,361
	32			58,453	61,305	63,546	64,565
	33			58,656	61,509	63,750	64,769
	34			58,860	61,713	63,954	64,973
	35			59,064	61,916	64,158	65,176
	36			59,268	62,120	64,361	65,380
	37			59,471	62,324	64,565	65,584
	38			59,675	62,528	64,769	65,788
	39			59,879	62,731	64,973	65,991
	40			60,083	62,935	65,176	66,195
	41			60,287	63,139	65,380	66,399
	42			60,491	63,343	65,584	66,603
	43			60,695	63,547	65,788	66,807
	44			60,899	63,751	65,992	67,011
	45			61,103	63,955	66,196	67,215
	46			61,307	64,159	66,400	67,419
	47			61,511	64,363	66,604	67,623
	48			61,715	64,567	66,808	67,827

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

APPROVED:

**SUPPLEMENTAL SALARY SCHEDULE**

<b>14%</b>	-	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	<b>3%</b>	-	Drill Team Sponsor Head Senior Class Sponsor Head Junior Class Sponsor Elementary Vocal Music Summer Fitness Coach Service Learning Coordinator Assistant Cheer Sponsor – Fall
<b>10%</b>	-	Sr. High Head Cross Country	<b>2 1/2%</b>	-	Jr. High Assistant Wrestling Assistant Forensics Coach Jr. High Assistant Cross Country
<b>9%</b>	-	Band Director			
<b>8 1/2%</b>	-	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	<b>2%</b>	-	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
<b>8%</b>	-	Sr. High Head Golf Sr. High Head Tennis FFA	<b>1%</b>	-	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.
<b>7%</b>	-	Jr. High Head Football Jr. High Head Basketball Jr. High Head Volleyball Jr. High Head Track Head Cheer Sponsor CTE Coordinator			
<b>6%</b>	-	Orchestra High School Vocal Music Sr. High Asst. Cross Country Director of Musical/Plan			
<b>5%</b>	-	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			
<b>4%</b>	-	Assistant Director of Musical/Play Assistant Cheerleader Sponsor - Winter Forensics Coach Play Director Assistant Golf Coach			

**Examples:****Base Salary for 2025-26 = \$43,375.00**

Coach with 14% Supplemental Salary would get a base of \$6,072.50  
(14% x \$43,375)

Experience factor would be \$60.73 per yr (1% x \$5,561.50)

If they have 5 yrs experience they would get \$303.65 (\$60.73 x 5 yrs)

Total Compensation would be \$6,376.00 (\$6,072.50 plus \$303.65)

Sponsor with a 3% Supplemental Salary would get a base of  
\$1,301.25 (3% x \$43,375)

Experience factor would be \$13.01 (1% x \$1,301.25).

If they have 4 yrs. experience they would be \$52.04 (\$13.01 x 4 yrs)

Total Compensation would be \$1353.00 (\$1,301.25 plus \$52.04)

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

APPROVED: