

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 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

- | | |
|---|--|
| <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 Director of Musical/Plan</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> | <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 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: