

OLATHE PUBLIC SCHOOLS

PROFESSIONAL PAY SALARY SCHEDULE, PLACEMENT CHART, OTHER BENEFITS IMPACTING COMPENSATION

2019-20 Revised 12/20/2019

Numbers in Parenthesis Represent Years of PRIOR EXPERIENCE CREDIT per Policy GBZE
 Due to Salary Schedule compaction in 2007-08, some levels contain NA; No employees in those cells
 Levels reflect placement on the salary schedule and do not necessarily equate to years of experience

| Bachelor Columns | | | |
|------------------|------------------|--------------------|---------------------|
| | BS | BS+12 | BS+24 |
| LEVEL | Salary | Salary | Salary |
| 1 | (0) \$42,086 | (0) \$42,693 | (0) \$43,310 |
| 2 | (1) \$42,653 | (1) \$43,269 | (1) \$43,894 |
| 3 | (2) \$43,146 | (2) \$43,769 | (2) \$44,402 |
| 4 | (3) \$43,645 | (3) \$44,275 | (3) \$44,915 |
| 5 | (4+) \$44,006 | (4) \$44,787 | (4) \$45,435 |
| 6 | | (5) \$45,305 | (5) \$45,961 |
| 7 | | (6-7) \$45,917 | (6-7) \$46,583 |
| 8 | | (8) \$46,449 | (8) \$47,122 |
| 9 | | (9-11) \$46,987 | (9-11) \$47,668 |
| 10 | | (12+) \$47,207 | (12-14) \$48,221 |
| 11 | | | (NA) \$48,781 |
| 12 | | | (15-16) \$49,441 |
| 13 | | | (17+) \$50,007 |

| Master Columns | | | | | | | |
|----------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | MS | MS+12 | MS+24 | MS+36 | MS+48 | MS+60 | Doctorate |
| LEVEL | Salary | Salary | Salary | Salary | Salary | Salary | Salary |
| MAX -17 | (0) \$48,361 | (0) \$52,570 | (0) \$55,934 | (0) \$58,542 | (0) \$60,365 | (0) \$62,950 | (0) \$63,933 |
| MAX -16 | (1) \$49,063 | (1) \$53,335 | (1) \$56,749 | (1) \$59,397 | (1) \$61,246 | (1) \$63,871 | (1) \$64,854 |
| MAX -15 | (2) \$49,917 | (2) \$54,266 | (2) \$57,742 | (2) \$60,437 | (2) \$62,319 | (2) \$64,991 | (2) \$65,975 |
| MAX -14 | (3) \$50,545 | (3) \$54,951 | (3) \$58,472 | (3) \$61,201 | (3) \$63,109 | (3) \$65,816 | (3) \$66,798 |
| MAX -13 | (4) \$51,182 | (4) \$55,644 | (4) \$59,211 | (4) \$61,976 | (4) \$63,908 | (4) \$66,650 | (4) \$67,633 |
| MAX -12 | (5) \$51,826 | (5) \$56,347 | (5) \$59,960 | (5) \$62,762 | (5) \$64,718 | (5) \$67,496 | (5) \$68,479 |
| MAX -11 | (6-7) \$52,730 | (6-7) \$57,332 | (6-7) \$61,010 | (6-7) \$63,862 | (6-7) \$65,854 | (6-7) \$68,682 | (6-7) \$69,665 |
| MAX -10 | (8) \$53,395 | (8) \$58,057 | (8) \$61,783 | (8) \$64,672 | (8) \$66,690 | (8) \$69,554 | (8) \$70,537 |
| MAX -9 | (9-11) \$54,068 | (9-11) \$58,791 | (9-11) \$62,565 | (9-11) \$65,491 | (9-11) \$67,536 | (9-11) \$70,437 | (9-11) \$71,421 |
| MAX -8 | (12-16) \$54,751 | (12-16) \$59,534 | (12-16) \$63,357 | (12-16) \$66,323 | (12-16) \$68,393 | (12-16) \$71,333 | (12-16) \$72,315 |
| MAX -7 | (17-20) \$55,441 | (17-21) \$60,287 | (17-21) \$64,161 | (17-21) \$67,164 | (17-21) \$69,261 | (17-21) \$72,239 | (17-21) \$73,222 |
| MAX -6 | (NA) \$56,410 | (22-24) \$61,344 | (22-26) \$65,287 | (22-26) \$68,344 | (22-26) \$70,480 | (22-26) \$73,511 | (22-26) \$74,494 |
| MAX -5 | (21-22) \$57,123 | (NA) \$62,120 | (N/A) \$66,115 | (27-28) \$69,211 | (27-28) \$71,375 | (27-30) \$74,445 | (27-30) \$75,428 |
| MAX -4 | (23-24) \$57,845 | (25-26) \$63,908 | (NA) \$66,953 | (N/A) \$70,090 | (NA) \$72,282 | (N/A) \$75,392 | (N/A) \$76,376 |
| MAX -3 | (NA) \$58,577 | (NA) \$64,204 | (27-28) \$68,803 | (NA) \$70,981 | (29-30) \$73,201 | (NA) \$76,351 | (NA) \$77,335 |
| MAX -2 | (NA) \$59,430 | (NA) \$64,636 | (NA) \$69,296 | (29-30) \$73,021 | (NA) \$74,276 | (31-32) \$78,473 | (31-32) \$78,455 |
| MAX -1 | (NA) \$60,472 | (NA) \$65,771 | (NA) \$70,006 | (NA) \$73,289 | (NA) \$75,583 | (NA) \$80,821 | (NA) \$81,804 |
| MAX | (25+) \$62,872 | (27+) \$68,171 | (29+) \$72,406 | (31+) \$75,689 | (31+) \$77,983 | (33+) \$83,221 | (33+) \$84,204 |

Contracts longer than 187 days are calculated based on this schedule's daily rate.

Additional compensation benefits provided by the Olathe Board of Education in addition to the Professional Pay Salary Schedule:

~Health Insurance: Three Individual employee plans provided at no cost to the employee (\$665 to \$707/month value) and a \$140/month Health Savings Account contribution provided by district for the \$2,800 HDHP. Additionally, the Board supplements the cost of family insurance. Amount of supplements dependent upon plan chosen by staff member.

~Longevity Pay: Policy GBZE outlines the longevity pay benefit. 15 yrs. service in Olathe, \$200 annually; 20 yrs. service in Olathe, \$300 annually; 25 yrs. in Olathe, \$500 annually.

~Professional Development Points: Policy GBZE outlines the use of professional development points for movement on the salary schedule in lieu of college credit, saving staff members paying for additional college coursework in many situations. This also supports staff member's licensure recertification requirements.

~Extra-Curricular/Academic Support Salary Schedule: A separate salary schedule includes a variety of positions to support student extra-curricular and academic programs. The schedule is continually evaluated, with new positions added and compensation refined.

~Other Stipends and Reimbursements: A variety of other stipends, paid educator coverage options, and reimbursement for select non-KSDE licenses and mileage reimbursement is provided as outlined in policy.

~Retirement Benefits: A variety of retirement benefits, including Voluntary Early Retirement and conversion of accrued illness/bereavement leave, continuation of health benefits, monetary retirement benefits, and other Voluntary Early Retirement Plan benefits are eligible for staff as outlined in policy.

~Leave Policies: The district offers a generous leave policy including illness/bereavement days, bereavement days not charged to leave balances, birth/adoption of a grandchild leave, personal business leave days, professional leave, etc.

~Additional policies support compensation related items and are outlined in the Negotiated Agreement.