

**2019-2020
Shawnee Mission Public Schools**

Skilled Craft/Technical Pay Structure

Grade	1	2	3	4	5	6	7	8	9	10	11
10	20.23	20.84	21.47	22.09	22.77	23.45	24.16	24.88	25.59	26.39	27.19
09	18.96	19.56	20.14	20.74	21.40	22.01	22.63	23.36	24.06	24.78	25.52
08	17.72	18.29	18.82	19.38	19.97	20.56	21.17	21.81	22.47	23.15	23.83
07	16.62	17.12	17.62	18.15	18.73	19.27	19.87	20.44	21.06	21.73	22.38
06	15.79	16.27	16.77	17.27	17.76	18.34	18.88	19.45	20.02	20.60	21.25

SC/T 10 **SKILLED CRAFT/TECHNICAL JOBS AT GRADE 10**
 Interpreter/Transliterater – Hearing Impaired
 Brailist
 Electronic and Video Repair Lead Person
 Front of House Worker, Broadmoor Bistro
 Tech Support Analyst III
 Electrician
 HVAC Technician
 Refrigeration/Kitchen Craftsman
 Plumber

SC/T 09 **SKILLED CRAFT/TECHNICAL JOBS AT GRADE 9**
 Carpenter Lead Person
 Grounds Lead Person
 Tech Support Analyst Help Desk
 Television Production Technician
 General Maintenance Lead Person
 Tech Support Analyst II
 Parts Room Foreman
 Tech Support Analyst – AV
 Painter Lead Person

SC/T 08 **SKILLED CRAFT/TECHNICAL JOBS AT GRADE 8**
 Carpenter
 Locksmith
 Vehicle and Equipment Mechanic
 Maintenance Craftsman
 Small Engine Mechanic
 Tech Support Analyst I
 Building Service Technician
 Swimming Pool Facilities Technician
 Food Service Software Specialist
 Carpenter/Locksmith

SC/T 07 **SKILLED CRAFT/TECHNICAL JOBS AT GRADE 7**
Carpet and Tile Installer
Lead Truck Driver
Maintenance Floater/Grounds
Painter
Parts Room Clerk
Lead Person, Receiving/Laundry
Shipping Receiving Clerk/Laundry Attendant

SC/T 06 **SKILLED CRAFT/TECHNICAL JOBS AT GRADE 6**
Distribution Driver
Warehouse Person

Note:

All positions which are assigned to this table are Nonexempt and subject to the time keeping, overtime compensation, and record keeping requirements of the Fair Labor Standards Act, its regulations and procedures.

2019-2020
Shawnee Mission Public Schools
Management/Professional Pay Structure
for
Non-Exempt Employees

Grade	1	2	3	4	5	6	7	8	9	10	11
06	33.36	34.35	35.41	36.46	37.55	38.68	39.85	41.04	42.27	43.54	44.85
05	28.92	29.77	30.68	31.61	32.56	33.53	34.51	35.56	36.64	37.74	38.88
04	25.27	26.04	26.82	27.62	28.44	29.30	30.18	31.08	32.02	32.96	33.97
03	22.23	22.87	23.55	24.27	24.99	25.76	26.48	27.32	28.14	28.99	29.86

NON-EXEMPT
MANAGEMENT/PROFESSIONAL JOBS AT GRADE 6
M/P 6 WAN/LAN Engineer

NON-EXEMPT
MANAGEMENT/PROFESSIONAL JOBS AT GRADE 5
M/P 5 Wide Area Network Administrator

NON-EXEMPT
MANAGEMENT/PROFESSIONAL JOBS AT GRADE 4
M/P 4 Environmental Program Coordinator
Building Crafts Foreman
General Maintenance and Grounds Foreman
Painter Foreman
Utility Foreman

NON-EXEMPT
MANAGEMENT/PROFESSIONAL JOBS AT GRADE 3
M/P 3 Area Supervisor (Food Service)
Dietician
Accounting Technician – Business Services
Executive Secretary (Educational Services)
Executive Secretary of Instructional Leadership
TV Production Coordinator
Payroll Coordinator
Purchasing Agent
Lead Help Desk Analyst
Property Control Supervisor
Coordinator, Personnel Records
High School Bookkeepers
Graphic Artist/Web Designer
Transportation Coordinator
Facilities Coordinator
Communications Specialist
Executive Secretary (Communications)
Executive Secretary (Fed Programs)
Personnel Asst./Work Comp Facilitator
Personnel Asst./KPERs Facilitator
Personnel Asst./Student Teacher Facilitator
Personnel Asst./Benefits Facilitator
HVAC Lead Technician
Plumbing Lead Technician
Electrician Lead Technician
Warehouse Foreman

Note:
All positions which are assigned to this table are Nonexempt and subject to the time keeping, overtime compensation, and record keeping requirements of the Fair Labor Standards Act, its regulations and procedures.

**2019-2020
Shawnee Mission Public Schools**

**Management/Professional Pay Structure
For
Exempt Employees**

Grade	1	2	3	4	5	6	7	8	9	10	11
06	64,091	65,985	67,999	70,018	72,128	74,294	76,521	78,778	81,188	83,628	86,125
05	55,541	57,167	58,913	60,656	62,494	64,394	66,285	68,303	70,319	72,458	74,626
04	48,526	49,970	51,476	53,011	54,607	56,235	57,919	59,665	61,470	63,275	65,233
03	42,688	43,892	45,213	46,601	47,955	49,427	50,875	52,473	54,006	55,662	57,285

EXEMPT

MANAGEMENT/PROFESSIONAL JOBS AT GRADE 6

M/P 6

Budget Analyst
 Financial Analyst
 Internal Auditor
 Systems Analyst
 Senior Programmer/Analyst – Web Development
 Senior Programmer/Analyst – Student Records
 Senior Programmer/Analyst - Sunguard
 Data Base Administrator
 Payroll Supervisor
 Network Engineering Team Lead
 Energy Analyst
 Apple Engineer
 Purchasing Supervisor
 Executive Assistance/Clerk of the Board of Education
 Network Infra Services Supervisor
 Tech & Field Support Supervisor
 Project Manager
 Asst. Supervisor of Custodial Operations
 Communications Coordinator

MANAGEMENT/PROFESSIONAL JOBS AT GRADE 5

M/P 5

Technical Support Team Lead
 Technical Support Team Lead – Help Desk
 Community Relations & Communications Coordinator
 WLAN Administrator
 Telecom Administrator

MANAGEMENT/PROFESSIONAL JOBS AT GRADE 4

M/P 4

Operations Supervisor (Custodial)
 Applications Trainer
 Network Administrator
 Special Education Information Systems Specialist
 WLAN Analyst

M/P 3

Recovery Room Facilitator
 Classroom Coordinator/Lead Teacher

Note:

All salaries quoted above are annual, based on a 12-month work schedule, excluding the Recovery Room Facilitator. All individuals on this schedule are Exempt from overtime under the provisions of Fair Labor Standards Act.

**2019-2020
Shawnee Mission Public Schools**

General Pay Structure

Grade	1	2	3	4	5	6	7	8	9	10	11
10	16.38	16.87	17.37	17.87	18.43	18.98	19.54	20.14	20.77	21.37	22.04
09	14.99	15.44	15.92	16.38	16.88	17.41	17.93	18.47	19.02	19.58	20.19
08	13.66	14.04	14.47	14.91	15.36	15.83	16.28	16.79	17.29	17.78	18.35
07	12.42	12.80	13.21	13.58	13.98	14.40	14.86	15.31	15.76	16.23	16.73
06	11.52	11.86	12.22	12.56	12.94	13.33	13.73	14.14	14.56	15.01	15.47

GENERAL JOBS AT GRADE 10

GEN 10

International Language Facilitator
 Secretary V (ELL Department)
 Secretary V (District Office Administrator)
 Secretary V (Operations & Maintenance)
 Secretary V (Special Education)
 Secretary V (Elementary Services)
 Secretary V (Secondary Education-High School)
 Secretary V (Summer School)
 Sec V (C&I & PD & HS)
 Sec V (C&I Career & Tech Ed)
 Sec V (C&I)
 Personnel Assistant
 Finance Assistant
 Office Assistant
 Employee Benefits Assistant
 Payroll Assistant
 Middle School Bookkeeper
 Service Desk Specialist
 Campus Security Officer – Non-Commissioned
 Accounting Clerk III
 Coordinator of Shawnee Mission East SHARE Volunteer Program
 Fitness Center Attendants

GENERAL JOBS AT GRADE 9

GEN 9

Food Services Expediter
 Food Service Free and Reduced Specialist
 Expediter, Supply Center
 Job Coach
 Secretary IV (Elementary Education)
 Secretary IV (Resource/Staff Development)
 Secretary IV (Secondary Education-High School)
 Secretary IV (Secondary Education-Middle School)
 Secretary IV (Special Education)
 Secretary IV (PAT/SPED)
 Lead Data Entry/MIS Paraprofessional
 Social Media Manager
 Writer/Website Manager

GENERAL JOBS AT GRADE 8

GEN 8 Secretary III (Secondary Education-High School)
Secretary III (Career and Technical Education)
Attendance Clerk
Computer Clerk (Secondary Education)
Personnel Clerk (Human Resources)
Registrar
MIS Paraprofessional
Spanish Interpreter

GENERAL JOBS AT GRADE 7

GEN 7 BD Paraprofessional
ALC Paraprofessional
SLC Paraprofessional
SAIL Paraprofessional
Nurse Aide

GENERAL JOBS AT GRADE 6

GEN 6 Receptionist/Switchboard Operator
General Clerk I (Business Services)
Resource Paraprofessional
Clerical Aide
ELL Aide
Educational Aide
Infant/Child Care Aide
Pre-Kindergarten Educational Aide
Title I Educational Aide

Note:

All positions which are assigned to this table are Nonexempt and subject to the time keeping, overtime compensation, and record keeping requirements of the Fair Labor Standards Act, its regulations and procedures.

**2019-2020
Shawnee Mission Public Schools**

Food Service Pay Structure

Grade	1	2	3	4	5	6	7	8	9	10	11
09	17.10	17.61	18.13	18.68	19.24	19.81	20.43	21.02	21.60	22.25	22.84
08	15.83	16.31	16.80	17.31	17.82	18.36	18.93	19.49	20.06	20.63	21.18
07	14.71	15.16	15.63	16.08	16.55	17.07	17.59	18.11	18.64	19.17	19.66
06	12.59	12.98	13.37	13.76	14.19	14.61	15.04	15.48	15.89	16.33	16.78
05	11.87	12.23	12.60	12.98	13.37	13.77	14.17	14.56	14.95	15.33	15.74

FOOD SERVICE JOBS AT GRADE 9

FS 9 Kitchen Manager, CAA
 Kitchen Manager, High School

FOOD SERVICE JOBS AT GRADE 8

FS 8 Kitchen Manager, Middle School
 Kitchen Manager, Arrowhead

FOOD SERVICE JOBS AT GRADE 7

FS 7 Kitchen Manager, Elementary School

FOOD SERVICE JOBS AT GRADE 6

FS 6 Food Service Department Head

FOOD SERVICE JOBS AT GRADE 5

FS 5 Food Service Assistant
 Food Service Floater

Note:

All positions which are assigned to this table are Nonexempt and subject to the time keeping, overtime compensation, and record keeping requirements of the Fair Labor Standards Act, its regulations and procedures.

2019-20
Shawnee Mission Public Schools
District Resource Officer Pay Structure

STEP	1	2	3	4	5	6	7	8	9	10	11
	\$20.08	\$21.25	\$22.41	\$23.59	\$24.77	\$25.95	\$27.12	\$28.29	\$29.46	\$30.64	\$31.83

Note: DROs are nonexempt and subject to the time keeping, overtime compensation, and record keeping requirements of the Fair Labor Standards Act, its regulations and procedures.

**2019-2020
Shawnee Mission Public Schools**

Custodial Pay Structure

Grade	1	2	3	4	5	6	7	8	9	10	11
10	17.21	17.72	18.24	18.80	19.36	19.95	20.52	21.14	21.79	22.45	23.11
09	16.23	16.73	17.23	17.73	18.28	18.83	19.39	19.96	20.56	21.19	21.83
08	15.28	15.75	16.21	16.71	17.20	17.71	18.23	18.79	19.35	19.93	20.51
07	14.42	14.85	15.29	15.76	16.22	16.71	17.21	17.72	18.24	18.80	19.36

- CUST 10** **CUSTODIAL JOBS AT GRADE 10**
 Building Manager, CAA
 Building Manager, High School
- CUST 9** **CUSTODIAL JOBS AT GRADE 9**
 Head Custodian, Middle School
 Head Custodian, Middle School, Broadmoor
- CUST 8** **CUSTODIAL JOBS AT GRADE 8**
 Head Custodian, Elementary
 Lead Custodian, CAA
 Lead Custodian, High School
 Head Custodian, Horizons
 Lead Custodian, Middle School
 High School Grounds/Maintenance Custodians
- CUST 7** **CUSTODIAL JOBS AT GRADE 7**
 Regular Custodian
 Custodial Floater
 Regular Custodian, Broadmoor
 High School Kitchen Custodian

Note:
 All positions which are assigned to this table are Nonexempt and subject to the time keeping, overtime compensation, and record keeping requirements of the Fair Labor Standards Act, its regulations and procedures.