

**TENATIVE 2020-21 TEACHER SALARY SCHEDULE**  
**SHAWNEE MISSION UNIFIED SCHOOL DISTRICT NO. 512**

	<b>Base</b>								<b>1.40%</b>
<b>STEP</b>	<b>BS</b>	<b>BS+10</b>	<b>BS+20</b>	<b>MS</b>	<b>MS+15</b>	<b>MS+30</b>	<b>MS+45</b>	<b>MS+60</b>	<b>DOC</b>
<b>1-3</b>	43,153	44,133	45,120	50,166	51,608	53,087	54,682	56,236	58,855
<b>4</b>	44,133	45,161	46,187	51,376	52,822	54,415	56,007	57,634	60,253
<b>5</b>	45,161	46,220	47,246	52,638	54,075	55,702	57,334	59,042	61,658
<b>6</b>	46,220	47,287	48,382	53,964	55,362	57,072	58,773	60,480	63,099
<b>7</b>	47,287	48,382	49,558	55,278	56,724	58,471	60,217	61,997	64,618
<b>8</b>	48,382	49,524	50,660	56,692	58,132	59,911	61,693	63,515	66,132
<b>9</b>		50,694	51,876	58,132	59,534	61,389	63,212	65,141	67,766
<b>10</b>		51,910	53,087	59,611	61,010	62,909	64,805	66,776	69,393
<b>11</b>			54,415	61,082	62,526	64,499	66,435	68,407	71,061
<b>12</b>			55,702	62,685	64,081	66,132	68,105	70,154	72,771
<b>13</b>				64,235	65,675	67,766	69,773	71,936	74,549
<b>14</b>					67,349	69,507	71,632	73,747	76,410
<b>15</b>						71,289	73,446	75,690	78,304
<b>16</b>							75,352	77,655	80,275
<b>17</b>								79,639	82,286
<b>18</b>									
<b>19</b>									
<b>20</b>									
<b>21</b>			57,029	65,828	69,049	73,109	77,282	81,643	84,333
<b>22</b>									
<b>23</b>									
<b>24</b>			58,357	67,419	70,759	74,928	79,218	83,652	86,379

- NOTE:**
- 1) The premium reduction for part-time teachers is prorated.
  - 2) New hires without previous experience will be hired at step 3.
  - 3) New hires with previous experience will be placed on the schedule pursuant to Article XIC.

**SUPPLEMENTAL PAY SCHEDULE - 2020-2021**

**HIGH SCHOOL SUPPLEMENTAL PAY POSITIONS**

**Group I: \$7,181**

Boys' Basketball  
Girls' Basketball  
Cheerleader Sponsors  
Football  
Track  
Wrestling

**Group IA: \$5,386**

(75% of Group I)  
Boys' Basketball JV  
Girls' Basketball JV  
Football JV

**Group II: \$5,425**

Baseball  
Choral  
Drill/Dance 11-12  
Drill/Dance 9-10 (50%  
of Group II)  
Girls' Gymnastics

Marching Band  
Orchestra  
Soccer  
Softball  
Swimming  
Yearbook

**Group III: \$4,737**

Cross Country  
Debate  
Drama  
Forensics  
Journalism

Musical Theater  
Pep Band/Jazz Ensemble  
Robotics  
Video Production \*\*\*\*  
Volleyball

**Group IV: \$3,950**

BPA Advisor  
Bowling  
Concert Band  
DECA Advisor  
FCCLA Advisor  
Golf

HOSA Advisor  
Pep Club Sponsor  
Skills USA Advisor  
Student Council Sponsor  
Tennis

**Assistant Coaches & Sponsors will receive 60% of the above groupings**

Band	Cheerleading	Football	Musical Theater	Student Council	Wrestling
Baseball	Cross Country	Forensics	Robotics	Swimming	
Basketball	Debate	Golf	Soccer	Track	
Bowling	Drama	Gymnastics	Softball	Volleyball	

Medical Health Science Coordinator		Literary Magazine	<b>\$1,636</b>
		NJROTC Coordinator	<b>\$2,191</b>
	<b>\$6,194</b>		
Bio Tech Coordinator	<b>\$6,194</b>	NJROTC Teacher	<b>\$6,194</b>
Culinary Coordinator	<b>\$6,194</b>		
Debate Trip Supervisor per trip stipend**		PLTW Coordinator	<b>\$6,194</b>
Intervention Team	<b>\$914</b>		
<b><u>Division Coordinator</u></b>	20+ FTE* teachers in Division	<b>\$4,310</b>	
	10+ FTE* teachers in Division	<b>\$3,697</b>	
	Less than 10 FTE* teachers in Division	<b>\$3,085</b>	

\*SPED coordinator includes paras

**High School Counseling Department Coordinator:** **\$3,661**  
**Positions for Supervising, Chaperoning, Ticket-taking, etc.:** **\$1,636 per position**

**MIDDLE SCHOOL SUPPLEMENTAL PAY POSITIONS**

Drug Free Club	<b>\$914</b>		
Intramural Coordinator	<b>\$4,463</b>	***Orchestra, Choral & Band Directors	<b>\$744</b>
Positions for Sponsoring, Supervising, Chaperoning, etc:		<b>\$1,636 per position.</b>	
Assistant Coaching (75% of Sponsors)		<b>\$1,227</b>	

**ELEMENTARY SUPPLEMENTAL PAY POSITIONS:**

Student Council	<b>\$1,109</b>
Lead Teacher	<b>\$1,109</b>
Safety Patrol	<b>\$1,109</b>
Choir	<b>\$1,109</b>
Curriculum Rep.	<b>\$1,109</b>
Math Club	<b>\$1,109</b>
Science Club	<b>\$1,109</b>
Debate Club	<b>\$1,109</b>
Drug Free Club	<b>\$914</b>
Wildwood Stipend: \$328 per overnight stay with a maximum of 2 nights paid.	

**DISTRICT-WIDE SUPPLEMENTAL PAY POSITIONS:**

Mathletics Coach	<b>\$1,636</b>	Resource Teacher (K-12)	<b>\$1,636</b>
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6<sup>th</sup> Grade Before-School Pre-Algebra      **\$5,425**                      (non-special education)  
Professional Development Council Representative **\$1,636**

P. E. Coordinator                              **\$4,185**  
Night Music/Itinerant Music Teacher      **\$111** per building.

The number of supplemental pay positions shall remain always at the discretion of the District.

\*\*Debate Trip Stipend: **\$67** Fri. after school; **\$124** Sat.; **\$185** Fri.&Sat. no overnight; **\$247** Fr.i&Sat +overnight

\*\*\*If the same person is assigned to band & orchestra leader in a school, only 1 stipend of **\$867** is paid

\*\*\*\*If the same person is assigned Journalism & Video Production, only 1 stipend of **\$4,737** is paid

SHAWNEE MISSION SCHOOL DISTRICT NO. 512  
**2020-2021 NON-DEGREE PROFESSIONAL EMPLOYEES**  
 SALARY SCHEDULE

<b>STEP</b>	<b>N</b>	<b>N30</b>	<b>N60</b>	<b>N90</b>	<b>N120</b>
1-3	39,953	40,719	42,188	43,652	44,424
4	40,934	41,702	43,198	44,733	45,506
5	41,907	42,678	44,251	45,818	46,617
6	42,921	43,725	45,365	46,965	47,775
7	43,969	44,807	46,481	48,119	48,958
8	45,044	45,906	47,631	49,321	50,184

- NOTE:** 1) The premium reduction for part-time teachers is pro-rated.  
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## LONGEVITY PAY SCHEDULE

To recognize the past and future contribution made by the long-term professional employee to the district, a professional employee will be provided a Longevity Bonus. This bonus will be provided the year the professional employee reaches the step and will be paid in one lump sum at the end of that year.

The bonus will be:

\$250 after 25 years of employment

\$300 after 30 years of employment

\$350 after 35 years of employment

\$400 after 40 years of employment

\$500 after 45 years of employment

Years of service will be determined by the current hire date of the professional employee. Service must be continuous. The years of service will be calculated by subtracting the current hire date from the current year. If a professional employee was on an approved leave of absence, this time will be considered and counted towards the years of service.