

**2022-2023
Shawnee Mission Public Schools**

Custodial Pay Structure

Grade	1	2	3	4	5	6	7	8	9	10	11
10	17.88	18.41	18.96	19.53	20.12	20.72	21.32	21.96	22.63	23.32	24.02
09	16.87	17.37	17.90	18.42	18.99	19.56	20.15	20.75	21.36	22.01	22.67
08	15.87	16.36	16.85	17.35	17.88	18.40	18.95	19.52	20.11	20.71	21.31
07	14.98	15.43	15.90	16.37	16.86	17.36	17.88	18.41	18.96	19.53	20.12

- 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
 Substitute Custodian (Step 1)

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

2022-2023
Shawnee Mission Public Schools
District Resource Officer Pay Structure

STEP	1	2	3	4	5	6	7	8	9	10	11
10	20.87	22.07	23.28	24.50	25.72	26.95	28.17	29.38	30.60	31.82	33.05

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

**2022-2023
Shawnee Mission Public Schools**

Food Service Pay Structure

Grade	1	2	3	4	5	6	7	8	9	10	11
09	17.77	18.30	18.85	19.41	19.99	20.59	21.22	21.85	22.45	23.12	23.74
08	16.44	16.95	17.45	17.98	18.52	19.07	19.66	20.25	20.85	21.44	22.01
07	15.29	15.75	16.24	16.72	17.20	17.73	18.27	18.82	19.37	19.92	20.43
06	13.09	13.48	13.89	14.29	14.74	15.19	15.63	16.09	16.52	16.97	17.44
05	12.33	12.70	13.09	13.48	13.89	14.30	14.73	15.14	15.54	15.94	16.35

FOOD SERVICE JOBS AT GRADE 9

FS 9 Kitchen Manager, High School

FOOD SERVICE JOBS AT GRADE 8

FS 8 Kitchen Manager, Middle School

FOOD SERVICE JOBS AT GRADE 7

FS 7 Kitchen Manager, Elementary School

FOOD SERVICE JOBS AT GRADE 6

FS 6 Food Service Department Head
Kitchen Manager Trainee

FOOD SERVICE JOBS AT GRADE 5

FS 5 Food Service Assistant
Food Service Floater

Note:

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

**2022-2023
Shawnee Mission Public Schools**

General Pay Structure

Grade	1	2	3	4	5	6	7	8	9	10	11
10	18.06	18.58	19.15	19.72	20.31	20.92	21.57	22.21	22.89	23.59	24.30
09	16.53	17.02	17.53	18.08	18.62	19.19	19.77	20.35	20.97	21.60	22.25
08	15.03	15.49	15.96	16.44	16.92	17.43	17.97	18.47	19.06	19.63	20.22
07	13.99	14.40	14.84	15.28	15.74	16.21	16.70	17.19	17.71	18.24	18.79
06	13.01	13.40	13.81	14.21	14.64	15.08	15.53	16.00	16.47	16.97	17.47

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)
 Sec V (Substitute Secretary)
 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
 Registrar
 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)
 Secretary IV (Food Service)
 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)
Secretary III (Summer School)
Attendance Clerk
Computer Clerk (Secondary Education)
Personnel Clerk (Human Resources)
MIS Paraprofessional
Spanish Interpreter

GENERAL JOBS AT GRADE 7

GEN 7 BD Paraprofessional
ALC Paraprofessional
SLC Paraprofessional
SAIL Paraprofessional
18-21 Year-Old Program Paraprofessionals
Recovery Room Assistants
Nurse Aide (Start at Step 4)
Brailist (Uncertified)

GENERAL JOBS AT GRADE 6

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

Note:

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Spanish Interpreters will be assessed for Spanish Communication Skills by Dr. Darren Dennis or Maria McIntyre prior to employment approval.

**2022-2023
Shawnee Mission Public Schools**

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

Grade	1	2	3	4	5	6	7	8	9	10	11
06	66,580	68,551	70,638	72,755	74,933	77,177	79,497	81,864	84,339	86,873	89,474
05	57,699	59,395	61,201	63,033	64,937	66,894	68,863	70,954	73,073	75,269	77,543
04	50,411	51,924	53,488	55,089	56,740	58,438	60,188	61,997	63,862	65,754	67,764
03	44,347	45,611	46,978	48,413	49,833	51,360	52,853	54,509	56,122	57,821	59,529

EXEMPT

M/P 6

MANAGEMENT/PROFESSIONAL JOBS AT GRADE 6

Budget Analyst
 Financial Analyst
 WAN/LAN Engineer
 Systems Analyst
 Senior Programmer/Analyst – Web Development
 Senior Programmer/Analyst – Student Records
 Senior Programmer/Analyst – Business Software
 Database Administrator
 Payroll Supervisor
 Network Engineering Team Lead
 Energy Analyst
 Apple Engineer
 Purchasing Supervisor
 Executive Assistant/Clerk of the Board of Education
 Network Infra Services Supervisor
 Tech & Field Support Supervisor
 Project Manager
 Communications Coordinator

M/P 5

MANAGEMENT/PROFESSIONAL JOBS AT GRADE 5

Technical Support Team Lead
 Technical Support Team Lead – Help Desk
 WLAN Administrator
 Telecom Administrator
 WAN/LAN Analyst
 Security Analyst
 Wireless Administrator
 HVAC Controls & Energy Coordinator

M/P 4

MANAGEMENT/PROFESSIONAL JOBS AT GRADE 4

Custodial Supervisor of Operations
 Custodial Supervisor of Training

Applications Trainer
Network Administrator
Special Education Information Systems Specialist
Junior Programmer/Analyst – CAA
Information Security & System Analyst
Video Security Administrator

M/P 3

MANAGEMENT/PROFESSIONAL JOBS AT GRADE 3

Recovery Room Facilitator

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

2022-2023
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	34.66	35.70	36.78	37.89	39.02	40.19	41.39	42.64	43.92	45.24	46.59
05	30.05	30.94	31.87	32.83	33.82	34.84	35.87	36.94	38.05	39.20	40.39
04	26.25	27.05	27.86	28.70	29.56	30.44	31.36	32.29	33.27	34.26	35.28
03	23.10	23.77	24.47	25.21	25.96	26.75	27.52	28.38	29.24	30.11	31.01

NON-EXEMPT
MANAGEMENT/PROFESSIONAL JOBS AT GRADE 6

M/P 6

NON-EXEMPT
MANAGEMENT/PROFESSIONAL JOBS AT GRADE 5

M/P 5

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 (Communications)
Executive Secretary (Fed Programs)
Executive Secretary (Instructional Leadership)
Executive Secretary (Special Services)
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
Personnel Asst./Work Comp Facilitator
Personnel Asst./KPERs Facilitator
Personnel Asst./Benefits Facilitator
HVAC Lead Technician
Plumbing Lead Technician
Electrician Lead Technician
Warehouse Foreman

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

**2022-2023
Shawnee Mission Public Schools**

Skilled Craft/Technical Pay Structure

Grade	1	2	3	4	5	6	7	8	9	10	11
10	21.02	21.65	22.30	22.96	23.65	24.37	25.10	25.85	26.60	27.41	28.25
09	19.71	20.31	20.93	21.56	22.23	22.88	23.53	24.26	25.00	25.75	26.53
08	18.41	19.00	19.57	20.14	20.74	21.37	22.00	22.66	23.34	24.05	24.77
07	17.26	17.78	18.31	18.86	19.45	20.03	20.64	21.24	21.88	22.57	23.26
06	16.40	16.91	17.41	17.95	18.45	19.05	19.62	20.21	20.81	21.41	22.07

SKILLED CRAFT/TECHNICAL JOBS AT GRADE 10

SC/T 10

Interpreter/Transliterater – Hearing Impaired
 Brailist (Certified)
 Front of House Worker, Broadmoor Bistro
 Tech Support Analyst III
 Tech Support Analyst - AV
 Electrician
 HVAC Technician
 Refrigeration/Kitchen Craftsman
 Plumber
 Landscaping Lead

SKILLED CRAFT/TECHNICAL JOBS AT GRADE 9

SC/T 09

Carpenter Lead Person
 Grounds Lead Person
 LPN
 Tech Support Analyst Help Desk
 Television Production Technician
 General Maintenance Lead Person
 Tech Support Analyst II
 Parts Room Foreman
 Painter Lead Person
 Strength & Conditioning Coach

SKILLED CRAFT/TECHNICAL JOBS AT GRADE 8

SC/T 08

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

Certified Occupational Therapist Assistant
Physical Therapist Assistant

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:

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