

# Kirkwood School District

2013-14

Level	BA	BA+15	MA	MA+15	MA+35	PHD		
1	\$42,800	\$43,100	\$46,000	\$49,200	\$54,500	\$60,000		
2	\$43,218	\$43,350	\$46,732	\$50,084	\$55,388	\$60,967		
3	\$43,803	\$44,001	\$48,121	\$51,282	\$56,654	\$62,201		
4	\$44,397	\$44,720	\$49,240	\$52,481	\$57,765	\$63,531		
5	\$44,857	\$45,378	\$50,341	\$53,588	\$58,929	\$64,815		
6	\$45,268	\$45,928	\$51,508	\$54,588	\$60,077	\$65,822		
7	\$45,681	\$46,520	\$52,482	\$55,455	\$61,138	\$66,355		
8	\$46,221	\$47,483	\$53,749	\$56,602	\$62,056	\$67,509		
9	\$47,034	\$48,745	\$55,126	\$58,022	\$63,503	\$69,073		
10	\$48,149	\$50,188	\$56,337	\$59,652	\$65,302	\$71,006		
11	\$49,322	\$52,501	\$58,158	\$61,313	\$66,999	\$72,391		
12	\$51,957	\$54,271	\$60,002	\$63,025	\$68,486	\$73,832		
13	\$54,802	\$57,245	\$66,103	\$69,801	\$75,176	\$80,921		
14	\$55,343	\$58,348	\$67,812	\$71,006	\$76,441	\$82,290		
15*	\$55,419	\$58,904	\$68,907	\$71,777	\$77,102	\$83,057	Longevity 1	
16*	\$55,419	\$58,904	\$68,907	\$71,777	\$77,102	\$83,057		
17*	\$55,869	\$58,904	\$68,907	\$71,777	\$77,102	\$83,057		
18	\$57,236	\$61,006	\$74,412	\$77,188	\$82,731	\$89,205		
19	\$57,780	\$62,157	\$75,577	\$78,622	\$84,267	\$90,106		
20**	\$58,068	\$62,477	\$76,293	\$79,163	\$84,861	\$90,705	Longevity 2	
21**	\$58,068	\$62,477	\$76,293	\$79,163	\$84,861	\$90,705		
22**	\$58,068	\$62,477	\$76,293	\$79,163	\$84,861	\$90,705		
23	\$61,931	\$66,738	\$84,037	\$86,525	\$92,783	\$96,476		

Salary Steps 15-17\* and 20-22\* are considered longevity steps and equal to the same rates of pay, respectively.

After a teacher attains a Master’s Degree, he/she may move to the MA+35 category by attaining a Specialist Degree or completing a 35-hour planned program, including a 3-hour research methods course approved by his/her building principal and the Assistant Superintendent for Human Resources. Teachers moving into the district with hours beyond the Master’s Degree must establish a planned program with their principal to complete the required 35 hours. A minimum of 12 hours must be planned.

QUALIFICATIONS FOR HORIZONTAL MOVEMENT

If you have attained the appropriate hours to move on the salary schedule, you need to complete and submit the “Application for Horizontal Movement on the Salary Schedule” form with an official transcript to the Benefits Manager by September 30, or the following business day. You will receive an adjusted contract with the appropriate annual increase.

In addition, the district will provide a \$3,000 annual stipend upon completion of the National Board Certification. The stipend will be paid for the life of the certification. This adjustment will be done in conjunction with the established date for horizontal movement. \*A Master's Degree must be earned prior to beginning work toward National Board Certification.