

## Kirkwood School District

### 2019 – 2020

Level	BA	BA+15	MA	MA+15	MA+35	PHD
1	\$44,000	\$44,500	\$47,200	\$49,500	\$55,055	\$59,950
2	\$44,286	\$44,548	\$47,339	\$50,266	\$55,680	\$61,299
3	\$44,904	\$45,213	\$48,349	\$51,283	\$56,795	\$62,480
4	\$45,532	\$45,892	\$49,379	\$52,316	\$57,930	\$63,707
5	\$46,201	\$46,582	\$50,532	\$53,461	\$59,090	\$64,975
6	\$46,896	\$47,283	\$51,706	\$54,632	\$60,276	\$66,253
7	\$47,607	\$47,993	\$52,906	\$55,834	\$61,478	\$67,551
8	\$48,349	\$48,735	\$54,137	\$57,061	\$62,710	\$68,865
9	\$49,095	\$49,492	\$55,378	\$58,318	\$63,968	\$70,164
10	\$49,857	\$50,254	\$56,660	\$59,602	\$65,256	\$71,442
11	\$50,687	\$50,950	\$58,030	\$61,360	\$66,945	\$72,910
12	\$51,577	\$52,225	\$59,845	\$63,205	\$68,855	\$74,750
13	\$52,895	\$54,335	\$62,975	\$66,505	\$72,065	\$77,835
14		\$56,445	\$66,105	\$69,800	\$75,275	\$80,920
15		\$58,350	\$67,810	\$71,371	\$76,969	\$82,741
16		\$59,663	\$69,336	\$72,623	\$78,216	\$84,193
17		\$60,706	\$70,553	\$73,876	\$79,530	\$85,614
18		\$61,728	\$71,900	\$75,087	\$80,834	\$87,061
19			\$74,025	\$77,000	\$82,730	\$89,205
20			\$75,691	\$78,733	\$84,591	\$91,212
21			\$77,199	\$80,292	\$86,166	\$92,807
22			\$78,733	\$81,544	\$87,674	\$94,361
23			\$79,781	\$82,976	\$88,855	\$95,588
24			\$82,555	\$85,495	\$91,555	\$97,185
25			\$85,510	\$88,040	\$94,410	\$99,670
26			\$87,434	\$90,021	\$96,534	\$101,913
27			\$88,339	\$90,921	\$97,500	\$102,910
28			\$89,193	\$91,831	\$98,477	\$103,917
29			\$90,087	\$92,751	\$99,464	\$104,960
30			\$90,992	\$93,681	\$100,461	\$106,013

Placement on salary schedule may not match years of service.

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 designee 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 by February 1<sup>st</sup> and an official transcript to the Director of Benefits 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.

*Approved: April 15, 2019*