

## Kirkwood School District

### 2020-2021

Level	BA	BA+15	MA	MA+15	MA+35	PHD
1	\$44,500	\$45,450	\$48,850	\$51,200	\$55,650	\$60,300
2	\$45,390	\$46,359	\$49,900	\$52,301	\$56,846	\$61,596
3	\$46,298	\$47,286	\$50,973	\$53,425	\$58,069	\$62,921
4	\$47,224	\$48,232	\$52,069	\$54,574	\$59,317	\$64,274
5	\$48,168	\$49,197	\$53,189	\$55,747	\$60,592	\$65,655
6	\$49,132	\$50,180	\$54,332	\$56,946	\$61,895	\$67,067
7	\$50,016	\$51,084	\$55,500	\$58,170	\$63,226	\$68,509
8	\$50,916	\$52,003	\$56,693	\$59,421	\$64,585	\$69,982
9	\$51,833	\$52,939	\$57,912	\$60,698	\$65,974	\$71,487
10	\$52,766	\$53,892	\$59,158	\$62,003	\$67,392	\$73,024
11	\$53,716	\$54,862	\$60,429	\$63,336	\$68,841	\$74,594
12	\$54,682	\$55,850	\$61,729	\$64,698	\$70,321	\$76,197
13	\$55,667	\$56,855	\$63,700	\$67,200	\$72,800	\$78,150
14		\$57,878	\$66,225	\$69,850	\$75,650	\$81,250
15		\$58,920	\$68,500	\$71,500	\$77,276	\$82,997
16		\$59,981	\$70,790	\$73,037	\$78,938	\$84,781
17		\$61,060	\$72,312	\$74,608	\$80,635	\$86,604
18		\$62,160	\$73,867	\$76,212	\$82,369	\$88,466
19			\$75,455	\$77,850	\$84,140	\$90,368
20			\$77,077	\$79,524	\$85,949	\$92,311
21			\$78,734	\$81,234	\$87,797	\$94,296
22			\$80,427	\$82,980	\$89,640	\$96,276
23			\$82,156	\$84,764	\$91,523	\$98,298
24			\$83,923	\$86,587	\$93,445	\$100,362
25			\$85,727	\$88,448	\$95,407	\$102,470
26			\$87,570	\$90,350	\$97,411	\$104,621
27			\$89,453	\$92,293	\$99,456	\$106,818
28			\$91,376	\$94,277	\$101,545	\$109,062

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 Human Resources 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 13, 2020*