

2025-2026 Supplemental Salary Schedules

Supplemental salaries are designed to pay for work that is supplemental in nature and typically performed outside the duty day. The filling of any position is an administrative decision which will be based on the number of students involved and the number of adults needed for proper supervision.

2025-2026 Supplemental Salary Schedule A

The amount indicated is a percentage of that **employee's base salary.**

| KSHAA regulated High School Sports | |
|---|-----|
| Baseball Head Coach | 12% |
| Baseball Assistant Coach | 8% |
| Basketball Head Coach (Boys) | 12% |
| Basketball Head Coach (Girls) | 12% |
| Basketball Assistant Coach (Boys) | 8% |
| Basketball Assistant Coach (Girls) | 8% |
| Cross Country Head Coach | 12% |
| Cross Country Assistant Coach | 8% |
| Football Head Coach | 12% |
| Football Assistant Coach | 8% |
| Soccer Head Coach (Boys) | 12% |
| Soccer Head Coach (Girls) | 12% |
| Soccer Assistant Coach (Boys) | 8% |
| Soccer Assistant Coach (Girls) | 8% |
| Strength and Conditioning Coordinator Assistant | 5% |
| Golf Head Coach (Boys) | 8% |
| Golf Head Coach (Girls) | 8% |
| Golf Assistant Coach (Boys) | 5% |
| Golf Assistant Coach (Girls) | 5% |
| Softball Head Coach | 12% |
| Softball Assistant Coach | 8% |
| Tennis Head Coach (Boys) | 8% |
| Tennis Head Coach (Girls) | 8% |
| Tennis Assistant Coach (Boys) | 5% |
| Tennis Assistant Coach (Girls) | 5% |
| Track Head Coach | 12% |
| Track Assistant Coach | 8% |
| Volleyball Head Coach | 12% |

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|--|-----|
| Volleyball Assistant Coach | 8% |
| Wrestling Head Coach | 12% |
| Wrestling Assistant Coach (Boys) | 8% |
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| PCMS Sports | |
| Basketball Head Coach (Boys) | 8% |
| Basketball Head Coach (Girls) | 8% |
| Basketball Assistant Coach (Boys) | 4% |
| Basketball Assistant Coach (Girls) | 4% |
| Cross Country Head Coach | 8% |
| Cross Country Assistant Coach | 4% |
| Football Head Coach | 8% |
| Football Assistant Coach | 4% |
| Golf Head Coach -co-ed | 6% |
| Golf Assistant Coach | 4% |
| Tennis Head Coach (Boys) | 6% |
| Tennis Head Coach (Girls) | 6% |
| Tennis Assistant Coach (Boys) | 4% |
| Tennis Assistant Coach (Girls) | 4% |
| Track (Boys and Girls) Head Coach | 8% |
| Track (Boys and Girls) Assistant Coach | 4% |
| Volleyball Head Coach | 8% |
| Volleyball Assistant Coach | 4% |
| Wrestling Head Coach (Boys) | 8% |
| Wrestling Head Coach (Girls) | 8% |
| Wrestling Assistant Coach | 4% |
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| KSHSAA Regulated Activities – High School | |
| Band (Fall) – Director | 9% |
| Band (Spring) – Director | 9% |
| Band – Assistant Director | 8% |
| Vocal Music/Chorus | 12% |
| Orchestra Director | 6% |
| Cheerleading (Head Sponsor) | 12% |
| Cheerleading (Assistant Sponsor) | 8% |
| Debate (Head Coach) | 12% |
| Debate (Assistant Coach) | 8% |
| Drama – Fall Production Director | 12% |
| Drama – Spring Production Director | 12% |

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2025-2026 Supplemental Salary Schedule B

The amount indicated is a percentage of the district base salary (\$45,600).

| High School Student Organizations and Activities | |
|--|-----|
| Class Sponsor – Sophomore | 2% |
| Class Sponsor – Junior | 5% |
| Class Sponsor – Senior | 2% |
| Color Guard Coach | 6% |
| Vocal Director | 12% |
| Instrumental Music Director | 12% |
| Book Club | 1% |
| Chess Club | 2% |
| Cozy Club | 1% |
| Culinary Club | 1% |
| Dungeons & Dragons | 2% |
| Equality Club | 1% |
| Esports – Head Sponsor | 4% |
| Esports – Assistant Sponsor | 2% |
| Foreign Language Club (Spanish) | 1% |
| Get Busy Livin' Sponsors | 1% |
| Guitar Club | 1% |
| International Thespian Society | 1% |
| Islanders Club | 2% |
| Key Club | 2% |
| Math Club | 2% |
| National Honor Society | 2% |
| Outdoor Activity- Archery Club Fall | 2% |
| Outdoor Activity/Archery Club Spring) | 9% |
| Quill & Scroll Honor Society (ADD) | 1% |
| Robotics Club | 2% |
| Science Club | 1% |
| Student Government | 7% |
| Young Democrats | 1% |

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|--|----|
| Young Republicans | 1% |
| DECA | 2% |
| HOSA | 5% |
| Skills USA | 2% |
| TSA | 2% |
| FBLA | 2% |
| FCCLA | 2% |
| FCA | 1% |
| Pickleball Coach | 1% |
| Disc Golf Coach | 1% |
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| PHS Department Chairs | |
| A. Career & Technical Education | 2% |
| B. English/ELA | 2% |
| C. Performing Arts | 2% |
| D. Math | 2% |
| E. Science & Health | 2% |
| F. Social Science | 2% |
| G. Foreign Language | 1% |
| H. Physical Education | 1% |
| I. ESOL | 1% |
| J. Visual Arts | 1% |
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| PCMS Intramurals Sponsors | |
| Basketball | 2% |
| Bowling | 2% |
| Golf | 4% |
| Soccer | 3% |
| Spirit Squad (each session-three sessions) | 4% |
| Volleyball | 4% |
| Wrestling Coach | 2% |
| Yearbook | 3% |
| Band | 8% |
| Chorus | 5% |
| Orchestra | 8% |
| Drama | 8% |
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| PCMS Clubs: | |
| Art Club | 4% |

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|--|----|
| Audio/Visual Club | 3% |
| Builders Club | 4% |
| Chess Club | 4% |
| Cooking Club | 4% |
| Disc Golf | 4% |
| Esports | 4% |
| Gamers Clubs | 4% |
| Gamers Assistant | 3% |
| PCMS Drama Assistant | 2% |
| Archery Club | 4% |
| Archery Club Assistant | 3% |
| Science Club | 4% |
| Spanish Club | 3% |
| Student Government | 2% |
| | |
| ALL SCHOOLS | |
| Professional Development Committee: | |
| PHS (2) | 4% |
| PCMS (2) | 4% |
| Lakeside (1) | 4% |
| Meadowlark (1) | 4% |
| George Nettels (1) | 4% |
| Westside (1) | 4% |
| PDC Chair (1) | 4% |
| | |
| ELEMENTARY SCHOOLS | |
| K-Kids 2% | |
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During 2025-2026, Activity/Athletic Directors will work with each coach and/or director for athletic competition and co-curricular activities at the secondary level to complete job descriptions for coaching/director positions

*Within 45 days of the conclusion of the season or activity, activity/athletic directors at the secondary level will conduct a postseason review with the coach or sponsor for the season and will review the progress and needs of the program and share with the sponsor/coach and building administrator.

For the 2025-2026 school year, a copy of each job description and forms used for evaluations will be made available in the appendix of the document to be updated as appropriate and accessible to coaches, sponsors, directors and others responsible for supervision of students outside the classroom/contract time. This appendix will be made available on the USD 250 website.

*In the event that one position is divided by two people, the percentage will be divided by two for each coach/sponsor.

*Based upon the number of participants and the safety and supervision needs, the Activities Director/elementary principal may recommend additional coaches or sponsors. These coaches/sponsors will then be paid according to the percentage as indicated.

*If an activity or club is added, an activities director/elementary principal may have clubs operate on a probationary status for one year to establish student participation/viability of the club. Then, the activities directors/elementary principal will make a recommendation for pay based upon the time involved and the number of participating students

*Rule 10 Coaches/Sponsors on Schedule A shall move steps each year (exactly the same as how certified coaches/sponsors move steps each year) until they reach the bottom of the column, where they will remain.

*Rule 10 Coaches/Sponsors on Schedule A, who are also licensed certified teachers working as staff in USD 250 buildings (example: Interlocal #637 certified special education teachers) may move columns and steps.

*Effective for the 2025-2026 year, the position of Wrestling Head Coach for Boys and Girls has been consolidated back to one position. Beginning 2026-2027, the supplemental salary will be reduced by 4% each year for three years, to put this salary consistent with other head coaches.

For the 2025-2026 school year, the Supplementals Study committee will continue to develop a formula to provide more equitable compensation for those who supervise/lead students activities. In addition to the formula, the committee will make recommendations for any movement of activities between Schedule A and Schedule B.