

# North Kansas City Schools 2025-26 Supplemental Pay Salary Schedule

Administrator	
Doctorate	\$2,500 / year

Cabinet	
Doctorate	\$2,500 / year

Classified Rates	
Adjunct Percussion Instructor	\$22.50 / hour
Associate Teacher / Paraprofessional – Reassigned Temporarily to Substitute Teacher	\$8.00 / hour*
Athletic Events: <i>Gates / Timer / Scorekeeper / Announcer</i>	\$20.00 / hour
Board Certified Behavioral Analyst Certification ( <i>Lead Behavior Analyst</i> )	\$1,500 / year
Clerk with Substitute Certificate – Reassigned Temporarily to Substitute Teacher	\$8.00 / hour*
Communications Intern	\$14.50 / hour
Developmental Screenings	\$25.00 / hour
Doctorate (Resource Specialist, Speech-Language Pathologist, Therapist)	\$2,500 / year
ELL Assessor	\$20.15 / hour
English Language Learners – Family Language Translator	\$23.00 / hour
Food & Nutrition Services – Acting Manager	\$3.00 / hour
Food & Nutrition Services – Assistant Managers covering Manager absences	\$1.00 / hour
Home-bound Tutoring (Paraprofessionals with Substitute Certification)	\$25.00 / hour
National Board Certification for School Nurses	\$2,500 / year
Off-Duty Resource Deputy Supervision/Police	\$50.00 / hour
Professional Development: Committee Member / Trainer	\$25.00 / hour
Resource Specialist, Hourly	\$25.00 / hour
SACC Therapist	\$25.00 / hour
SACC Nurse – Rate Determined by Classified Schedule (GN)	
Speech Therapist: <i>Clinical Competence Certification</i> (Speech-Language Pathologists)	\$1,500 / year
Student Activity or Event Supervision: <i>BASA / Clubs / Detention / Swim Screenings</i>	\$20.00 / hour
Student Intern	Missouri Minimum Wage
Transportation - Acting Driver**	\$3.00 / hour

\*Additional \$8.00 per hour for substitute teaching hour

\*\*Active CDL required

# North Kansas City Schools 2025-26 Supplemental Pay Salary Schedule

Department Coordinator	
Encore: Business, English Language Learner, Family & Consumer Science, Fine Arts, Global Languages, Guidance, Physical Education	\$541 + \$50 per teacher*
Health Medicine	\$500 / year
Industrial Technology	\$1,041** + \$50 per teacher*

\* \$50 per teacher in the department; minus department coordinator to a maximum of \$500.

\*\* Industrial Technology Department Coordinator receives an additional \$500 for time purchasing supplies.

Grant Funded	
Equity Advocate	\$1,200 / year
Equity Group Co-Chair	\$7,200 / year

Hourly Teacher	
Counselor	\$25.00 / hour
Curriculum Writing	\$25.00 / hour
Developmental Screenings	\$25.00 / hour
End of Course	\$25.00 / hour
Enrollment	\$16.25 / hour
Home-bound Tutoring	\$25.00 / hour
HOSA	\$25.00 / hour
Media	\$25.00 / hour
School Psychologist	\$25.00 / hour
Speech Pathologist	\$25.00 / hour

Management	
Board Certified Behavioral Analyst Certification	\$1,500 / year
Doctorate	\$2,500 / year
National Board Certification for School Nurses	\$2,500 / year
Speech Therapist: <i>Clinical Competence Certification</i>	\$1,500 / year

## North Kansas City Schools 2025-26 Supplemental Pay Salary Schedule

Other Duty	
Administrator Orientation / Additional Responsibility	\$2,500
Adult Education & Literacy Mentor (paid in May)	\$100 / teacher
Building Leadership Team – Adhoc	\$425
Building Leadership Team – Grade Level	\$800
Children’s Mercy Research Project (Health Services, Nurses)	\$750
Demo Classroom Teacher	\$2,000 / year
Enhanced Rigor: Advanced Placement, College Credit, IB or Gold Medallion Course (paid in December and May)	\$223 / section
Grow Your Own Program Mentor	\$2,500 / year
Increased Contract / Loss of plan time: every day, all year	\$4,000 / year
Increased Contract / Loss of plan time: every day, all year (Early Education, Title)	\$4,000 / year
Increased Contract / Loss of plan time: every day, 1 semester	\$2,000 / year
Increased Contract / Loss of plan time: every other day, all year	\$2,000 / year
Increased Contract / Loss of plan time: every other day, 1 semester	\$1,000 / year
Lead Teacher	\$6,625 / year
Northland CAPS: <i>beyond contract duties</i>	\$4,000 / year
Partners in Education Building Facilitator (paid annually in May according to years of experience): Year 1: \$300      Year 2: \$375      Year 3: \$450      Year 4: \$525      Year 5: \$600 Year 6: \$675      Year 7: \$750      Year 8: \$825      Year 9: \$900      Year 10+: \$1,000	
Pathways for Paraprofessionals Instructor	\$3,000 / section
SchoolsPLP Facilitator	\$2,000 / semester
School Psychology Intern Supervisor	\$2,500 / year
Seal of Biliteracy Supervisor	\$550 / year
Student Teacher/Practicum Mentor Stipend	\$500 / semester
Teaching & Learning Coach Stipend	\$1,875 / year
Technology Specialist	\$1,000 / year
Wellness Champion	\$125 / semester
Zero Hour Facilitator	\$2,000 / section

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Pay Request Rates	
Administrator Induction Mentor	\$300
Athletic Events: <i>Gates / Timer / Scorekeeper / Announcer</i>	\$20.00 / hour
Board Certified Behavioral Analyst Certification ( <i>Lead Behavior Specialist</i> )	\$1,500 / year
Classified Employee Referral**	\$300
Early Retirement/Resignation Notice* (first deadline)	\$300
Early Retirement/Resignation Notice* (second deadline)	\$150
Food Service – Certification	\$200
Food Service – Uniform Allowance***	\$100
Middle School Fall Festival Vocal Clinician/Conductor	\$250
MSHSAA Tournament Manager (reimbursed by MSHSAA funds & MSHSAA sets rate)	\$50 - \$500 / tournament
Nurse – Rate Determined by Classified Schedule (GN)	
PGC Cash Option	\$100 / course
PGC Instructor	\$500 / course
Special Education Services	\$25.00 / hour
Student Activity or Event Supervision: <i>BASA / Clubs / Detention / Swim Screenings</i>	\$20.00 / hour
Teacher Induction Mentor – 1 mentee	\$500
Teacher Induction Mentor – 2 mentees	\$750
Teacher Induction Mentor – 3 mentees	\$1,000
Teacher Induction Mentor – 4 mentees	\$1,250
Teacher Subbing for Teacher, Loss of plan time	\$25.00 / hour
Teacher Subbing for Teacher, Reassignment of duties	\$30 / half day \$60 / full day
Teacher Subbing for Teacher, Taking additional students	\$30 / half day \$60 / full day
Teacher Summer Melt	\$25.00 / hour
Transportation – Bus Driver Bonus** (CDL held at the time of hire)	\$1,000

*\*professional staff only; must finish current contract; deadlines set by Human Resources each year*

*\*\*payable after 30 workdays*

*\*\*\* paid annually in September, or payable after 90<sup>th</sup> day*

## North Kansas City Schools 2025-26 Supplemental Pay Salary Schedule

Perfect Attendance, APL and CAPL Payouts	
General Schedule (GN) - Range 15A	\$13.50 / hour
General Schedule (GN) - Range 15M	\$13.95 / hour
General Schedule (GN) - Range 16A	\$14.40 / hour
General Schedule (GN) - Range 16M	\$14.85 / hour
General Schedule (GN) - Range 17A	\$15.30 / hour
General Schedule (GN) - Range 17M	\$15.75 / hour
General Schedule (GN) - Range 18A and above	\$16.20 / hour
Employees over \$18.00 per hour	\$16.20 / hour

Professional Development	
Off Contract In-Service ( <i>cannot obtain college credit if receiving the \$100 compensation</i> )	\$100 / day
Summer Academy	\$25.00 / hour

Retiree	
Administrator Consultant	\$80.00 / hour
Hourly Retiree: Administrative Assistants, Custodian, ELL Assessor, IT	\$22.50 / hour
Hourly Retiree: AEL Instructor, Early College, Parent Educator, Teaching & Learning	\$25.00 / hour
Human Resources – Special Projects Administrators	\$43.75 / hour
Student Advocate – Retired Teacher	\$25.00 / hour
Student Advocate – Retired Administrator	\$43.75 / hour
Substitute – Retired Teacher, Tutoring	\$23.00 / hour
Substitute – Long Term Teacher	\$28.00 / hour

SALT	
<b>Core Subject Area Lead Teacher: High</b> <i>English, Math, Science, Social Studies, Special Education</i>	\$2,100 / year
<b>Core Subject Area Lead Teacher: Middle</b> <i>English, Math, Science, Social Studies</i>	\$1,870 / year
<b>Encore Subject Area Lead Teacher: Elementary</b> <i>Art, English Language Learners, Media Specialist, Music, PE/Health, SAGE</i>	\$1,250 / year
<b>Encore Subject Area Lead Teacher: High</b> <i>Business, English Language Learners, Family and Consumer Science, Industrial Technology, Journalism/Yearbook/Broadcast Video, Global Languages, PE/Health, Speech/Debate/Drama</i>	\$1,250 / year
<b>Encore Subject Area Lead Teacher: Middle</b> <i>English Language Learners, Global Languages, PE/Health, SAGE, Speech/Drama, Tech for Life</i>	\$1,250 / year
<b>Lead Counselor Subject Area Lead Teacher: Elementary, Middle and High</b>	\$1,250 / year

# North Kansas City Schools 2025-26 Supplemental Pay Salary Schedule

School Psychology Intern	
Doctoral Intern	\$30,000 / year
Ed. S. Intern	\$30,000 / year

Sports Camps
Assistant Pay Formula: <i>(Total # of Participants X Cost of Camp) (0.6) / # of coaches + 1</i>
Camp Director Pay Formula: <i>[(Total # of Participants X Cost of Camp) (0.6) / # of coaches + 1]2</i>

Substitute	
Substitute Accompanist	\$22.08 / hour
Substitute Administrator	\$54.00 / hour
Substitute Administrative Assistant	\$20.57 / hour
Substitute Adult Basic Education	\$19.07 / hour
Substitute Bus Aide	\$17.80 / hour
Substitute Bus Driver	\$23.04 / hour
Substitute Custodian	\$16.56 / hour
Substitute Food Service	\$17.06 / hour
Substitute LPN	\$22.08/ hour
Substitute RN	\$31.11/ hour
Substitute School Age Child Care	\$16.06 / hour
Substitute Security	\$21.07 / hour
Substitute Technology	\$19.57 / hour
Substitute Warehouse	\$20.57 / hour

# North Kansas City Schools 2025-26 Supplemental Pay Salary Schedule

Summer Work	
<i>Rate determined by Classified Schedule (GN)</i>	
Administrative Assistant	
Brailist	
Campus Supervisor	
Clerk	
ELL Summer Learning Program, Hourly	
Interpreter (Sign Language)	
Nurses	
Paraprofessionals	
School-Age Child Care (also works during school year)	
Speech Language Pathologist, Assistant	
Therapist, Assistant	
<i>Rate of Pay</i>	
Lifetime Activities Supervisor	\$3,265 total
Operations and Maintenance (Seasonal)	\$16.49 / hour
School-Age Child Care (Seasonal)	\$16.06 / hour
School Community Resource Specialist	\$33.67 / hour
Substitute, Administrator	\$4,250 total
Summer Melt (Classified)	\$15.27 / hour
Superintendent Institute	\$1,375 total
Teacher, Hourly – In-Person Instruction (Teacher base Salary = \$46,501)	\$33.67 / hour
Teacher, Hourly – Virtual Instruction (Teacher base Salary = \$46,501)	\$33.67 / hour
Therapist, Hourly	\$33.67 / hour
Transition Camps	\$16.25 / hour

*\*Special Education services provided in July and August may be compensated at the employee's hourly rate.*

Teacher	
Doctorate	\$2,500 / year
National Board for Professional Teaching Standards Certification	\$2,500 / year
Retiree Teacher	\$61,410 / year
Speech Therapist <i>Clinical Competence Certification</i>	\$1,500 / year
Subject Area Critical Need*	\$5,000

*\*payable after 90 days*

# North Kansas City Schools 2025-26 Supplemental Pay Salary Schedule

Extra Duty												
Teacher Base Salary = \$46,501												
Range 1			Range 2		Range 3		Range 4		Range 5		Range 6	
Year	% of base	Salary	% of base	Salary	% of base	Salary	% of base	Salary	% of base	Salary	% of base	Salary
1-5	18	\$8,370	15	\$6,975	12	\$5,580	9	\$4,185	6	\$2,790	3	\$1,395
6-10	19	\$8,835	16	\$7,440	13	\$6,045	10	\$4,650	7	\$3,255	4	\$1,860
11-15	20	\$9,300	17	\$7,905	14	\$6,510	11	\$5,115	8	\$3,720	5	\$2,325
16+	21	\$9,765	18	\$8,370	15	\$6,975	12	\$5,580	9	\$4,185	6	\$2,790
High School Activities												
Head Band	Head Baseball	Head Acad. Team	Head Cheer (Fall/Winter)	Head eSports	Asst. eSports							
Head Basketball	Head Orchestra	Head Cross Country	Head Dive	Head Foreign Ex AFS								
Head Debate	Head Robotics	Head Golf	Head Jazz	Head Step Team								
Head Drama	Head Soccer	Head Newspaper	Head Pom (Fall/Winter)	Asst. Cheer (Fall/Winter)								
Head Football	Head Softball	Head Stu. Council	Asst. Acad. Team	Asst. Golf								
Head Vocal	Head Swim	Head Tennis	Asst. Baseball	Asst. Orchestra								
	Head Track	Head Yearbook	Asst. Cross Country	Asst. Pom (Fall/Winter)								
	Head Volleyball	Asst. Band	Asst. Robotics	Asst. Stu. Council								
	Head Wrestling	Asst. Basketball	Asst. Soccer	Asst. Tennis								
	Adv. Broadcasting	Asst. Debate	Asst. Softball	Auto								
	Sports Marketing	Asst. Drama	Asst. Swim	Aux. Flags								
		Asst. Football	Asst. Track	DECA								
		Asst. Vocal	Chess	Ed Rising								
		Asst. Volleyball	Forensics	FBLA								
		Asst. Wrestling	Musical Director	FCCLA								
		Weight Room		HOSA								
				Musical Choir								
				Musical Pit								
				Pro-Start								
				TSA								
				Winter Guard								
Middle School Activities												
	BASA	Head Basketball	Head Band	Head Cross Country	Head Yearbook							
	Activities Coord.	Head Drama	Head Cheer	Head Orchestra	Asst. Band							
		Head Football	Head Aux. Flag	Asst. Basketball	Asst. Cross Country							
		Head Vocal	Head Speech & Debate	Asst. Cheer	Asst. Orchestra							
			Head Robotics	Asst. Aux. Flags	Asst. Robotics							
			Head Swim	Asst. Football	Asst. Vocal							
			Head Track	Asst. Swim	Strings Honor							
			Head Volleyball	Asst. Track								
			Head Wrestling	Asst. Volleyball								
			Asst. Drama	Asst. Wrestling								
Elementary School Activities												
											Music - Strings	
											Head Vocal	
Special Olympics												
									Head Basketball	Asst. Basketball		
									Head Bocce	Asst. Bowling		
									Head Bowling	Asst. Softball		
									Head Pickleball	Asst. Pickleball		
									Head Softball	Asst. Swim		
									Head Swim	Asst. Track		
									Head Track			
Coordinator - \$9,296/year												
Swimming												
High School Swim Coordinator - \$8,715/year				Elementary Learn to Swim Coordinator - \$500				Elementary Swim Lessons - \$250				
Auxiliary - Musical and Choreography												
Step	Tier A	Tier B	Tier C	Tier D	Tier E	Tier F	Tier G	Tier H	Tier I	Tier J		
1	\$150	\$300	\$450	\$600	\$750	\$900	\$1,050	\$1,200	\$1,350	\$1,500		
2	\$200	\$350	\$500	\$650	\$800	\$950	\$1,100	\$1,250	\$1,400	\$1,550		
3	\$250	\$400	\$550	\$700	\$850	\$1,000	\$1,150	\$1,300	\$1,450	\$1,600		

# North Kansas City Schools 2025-26 Supplemental Pay Salary Schedule

	<b>Year Long</b>	<b>Fall</b>	<b>Winter</b>	<b>Spring</b>	<b>Summer</b>
<b>HALFWAY DATE</b>	<i>First day of 2<sup>nd</sup> semester</i>	<i>September 15<sup>th</sup></i>	<i>December 15<sup>th</sup></i>	<i>April 8<sup>th</sup></i>	<i>August 1<sup>st</sup></i>
<b>ACTIVITY</b>	<u><b>High School</b></u> Academic Team Adv. Broadcasting Auto Band Debate Drama eSports FBLA FCCLA Foreign Ex AFS Forensics Jazz Newspaper Orchestra Special Olympics Sports Marketing Student Council Vocal Weight Room Yearbook  <u><b>Middle School</b></u> Activities Coord. Band BASA Drama Robotics Speech & Debate Orchestra Strings Honor Vocal Yearbook  <u><b>Elementary</b></u> Music Strings Vocal	<u><b>High School</b></u> Aux Flag SO Bocce Cheer Cross Country Boys Dive Football Girls Golf Musical Choir Musical Director Musical Pit Pom Boys Soccer Softball Boys Swim Girls Tennis Girls Volleyball  <u><b>Middle School</b></u> Aux Flag (November 1 <sup>st</sup> ) Cheer (November 1 <sup>st</sup> ) Cross Country Football Volleyball	<u><b>High School</b></u> Basketball SO Basketball SO Bowling Cheer Chess DECA Girls Dive Ed Rising HOSA Pom Pro Start Step Girls Swim Robotics TSA Winter Guard Wrestling  <u><b>Middle School</b></u> Basketball (same as high school) Wrestling (December 1 <sup>st</sup> )	<u><b>High School</b></u> Baseball Boys Golf SO Pickleball Girls Soccer SO Swim Boys Tennis Track SO Track Boys Volleyball  <u><b>Middle School</b></u> Track (April 1 <sup>st</sup> ) Swim (April 1 <sup>st</sup> )	<u><b>High School</b></u> SO Softball