

North Kansas City Schools

2026-27 Supplemental Pay Salary Schedule

APL, CAPL and Perfect Attendance 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

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
Tutoring	\$25.00 / hour

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Other Duty	
Administrator Induction Mentor	\$300 / Administrator
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
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
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	
Athletic Events: <i>Gates / Timer / Scorekeeper / Announcer</i>	\$20.00 / hour*
Classified Employee Referral**	\$300*
Food Service – Uniform Allowance***	\$100*
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 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

* paid through timekeeping system

** payable after 30 workdays

*** paid annually in September, or payable after 90th day

Professional Staff Rates	
Board Certified Behavioral Analyst Certification	\$1,500 / year
Doctorate	\$2,500 / year
Early Retirement/Resignation Notice* (first deadline)	\$300
Early Retirement/Resignation Notice* (second deadline)	\$150
National Board Certification for School Nurses	\$2,500 / year
National Board for Professional Teaching Standards Certification (Teacher)	\$2,500 / year
Retiree Teacher	\$61,410 / year
Subject Area Critical Need**	\$5,000
Speech Therapist: <i>Clinical Competence Certification</i>	\$1,500 / year

* must finish current contract; deadlines set by Human Resources each year

**payable after 90 days

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

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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	\$22.11 / hour
Substitute Administrator	\$54.00 / hour
Substitute Administrative Assistant	\$20.59 / hour
Substitute Adult Basic Education	\$19.09 / hour
Substitute Bus Aide	\$17.80 / hour
Substitute Bus Driver	\$23.04 / hour
Substitute Custodian	\$16.58 / hour
Substitute Food Service	\$17.08 / hour
Substitute LPN	\$22.11 / hour
Substitute RN	\$31.15 / hour
Substitute School Age Child Care	\$16.08 / hour
Substitute Security	\$21.10 / hour
Substitute Specialized Paraprofessional	\$25.00 / hour
Substitute Technology	\$21.61 / hour
Substitute Warehouse	\$20.59 / hour

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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)	\$16.08 / 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 = \$46,966)	\$33.67 / hour
Teacher, Hourly – Virtual Instruction (Teacher base Salary = \$46,966)	\$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.*

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Support Staff 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	Missouri Minimum Wage
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
Food & Nutrition Services – Certification	\$200 / year
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
Retention Incentive (paid in January and June)	\$1.00 / 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
Subject Area Critical Need**** (Related Services)	\$5,000
Transportation - Acting Dispatch / Acting Driver**	\$3.00 / hour
Transportation – Bus Driver Bonus*** (CDL held at the time of hire)	\$1,000

* additional \$8.00 per hour for substitute teaching hour

** active CDL required

*** payable after 30 workdays

**** payable after 90 days

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Extra Duty												
Teacher Base Salary = \$46,966												
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	\$8,454	15	\$7,045	12	\$5,636	9	\$4,227	6	\$2,818	3	\$1,409
6-10	19	\$8,924	16	\$7,515	13	\$6,106	10	\$4,697	7	\$3,288	4	\$1,879
11-15	20	\$9,393	17	\$7,984	14	\$6,575	11	\$5,166	8	\$3,757	5	\$2,348
16+	21	\$9,863	18	\$8,454	15	\$7,045	12	\$5,636	9	\$4,227	6	\$2,818
High School Activities												
Head Band Head Basketball Head Debate Head Drama Head Football Head Vocal		Head Baseball Head Orchestra Head Robotics Head Soccer Head Softball Head Swim Head Track Head Volleyball Head Wrestling Adv. Broadcasting Sports Marketing		Head Acad. Team Head Cross Country Head Golf Head Newspaper Head Stu. Council Head Tennis Head Yearbook Asst. Band Asst. Basketball Asst. Debate Asst. Drama Asst. Football Asst. Vocal Asst. Volleyball Asst. Wrestling Weight Room		Head Cheer (Fall/Winter) Head Dive Head Jazz Head Pom (Fall/Winter) Asst. Acad. Team Asst. Baseball Asst. Cross Country Asst. Robotics Asst. Soccer Asst. Softball Asst. Swim Asst. Track Chess Forensics Musical Director		Head eSports Head Foreign Ex AFS Head Step Team Asst. Cheer (Fall/Winter) Asst. Golf Asst. Orchestra Asst. Pom (Fall/Winter) Asst. Stu. Council Asst. Tennis Auto Aux. Flags DECA Ed Rising FBLA FCCLA HOSA Musical Choir Musical Pit NHS Pro-Start TSA Winter Guard		Asst. eSports		
Middle School Activities												
		BASA Activities Coord.		Head Basketball Head Drama Head Football Head Vocal		Head Band Head Cheer Head Aux. Flag Head Speech & Debate Head Robotics Head Swim Head Track Head Volleyball Head Wrestling Asst. Drama		Head Cross Country Head Orchestra Asst. Basketball Asst. Cheer Asst. Aux. Flags Asst. Football Asst. Swim Asst. Track Asst. Volleyball Asst. Wrestling		Head Yearbook Asst. Band Asst. Cross Country Asst. Orchestra Asst. Robotics Asst. Vocal Strings Honor TSA		
Elementary School Activities												
										Music - Strings Head Vocal		
Special Olympics												
								Head Basketball Head Bocce Head Bowling Head Pickleball Head Softball Head Swim Head Track		Asst. Basketball Asst. Bowling Asst. Softball Asst. Pickleball Asst. Swim Asst. 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		

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