

2026-2027 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.

2026-2027 Supplemental Salary Schedule A

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

KSHAA Regulated Sports

PHS Head Coaches

Baseball Head Coach	12%
Basketball Head Coach (Boys)	12%
Basketball Head Coach (Girls)	12%
Cross Country Head Coach	12%
Football Head Coach	12%
Soccer Head Coach (Boys)	12%
Soccer Head Coach (Girls)	12%
Golf Head Coach (Boys)	8%
Golf Head Coach (Girls)	8%
Softball Head Coach	12%
Tennis Head Coach (Boys)	8%
Tennis Head Coach (Girls)	8%
Track Head Coach	12%
Volleyball Head Coach	12%
Wrestling Head Coach	12%

PCMS Head Coaches

Basketball Head Coach (Boys)	8%
Basketball Head Coach (Girls)	8%
Cross Country Head Coach	8%
Football Head Coach	8%
Golf Head Coach	6%
Tennis Head Coach (Boys)	6%
Tennis Head Coach (Girls)	6%
Track Head Coach	8%
Volleyball Head Coach	8%
Wrestling Head Coach (Boys)	8%
Wrestling Head Coach (Girls)	8%

PHS Assistant Coaches

Baseball Assistant Coach	8%
Basketball Assistant Coach (Boys)	8%
Basketball Assistant Coach (Girls)	8%
Cross Country Assistant Coach	8%
Football Assistant Coach	8%
Soccer Assistant Coach (Boys)	8%
Soccer Assistant Coach (Girls)	8%
Golf Assistant Coach (Boys)	5%
Golf Assistant Coach (Girls)	5%
Softball Assistant Coach	8%
Tennis Assistant Coach (Boys)	5%
Tennis Assistant Coach (Girls)	5%
Track Assistant Coach	8%
Volleyball Assistant Coach	8%
Wrestling Assistant Coach	8%

PCMS Assistant Coaches

Basketball Assistant Coach (Boys)	4%
Basketball Assistant Coach (Girls)	4%
Cross Country Assistant Coach	4%
Football Assistant Coach	4%
Golf Assistant Coach	4%
Tennis Assistant Coach (Boys)	4%
Tennis Assistant Coach (Girls)	4%
Track (Boys and Girls) Assistant Coach	4%
Volleyball Assistant Coach	4%
Wrestling Assistant Coach	4%

PCMS Special Assignments

Forensics	3%
Scholars Bowl Head Coach	6%
Scholars Bowl Assistant Coach	4%

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%
Forensics (Head Coach)	12%
Forensics (Assistant Coach)	8%
Dance Team Sponsor	7%
Scholars Bowl Head Coach	7%
Scholars Bowl Assistant Coach	5%
Football Film Producer*	5%
Summer Weights & Conditioning (PHS & PCMS)	\$20/hr

PHS Special Assignments	
Newspaper	10%
Yearbook	10%

2026-2027 Supplemental Salary Schedule B

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.

The amount indicated is a percentage of the **district base salary** (\$45,600 for 2026-2027).*

PHS Student Organizations and Activities	
Art Club	1%
Book Club	1%
Chess Club (Inactive)	2%
Class Sponsor – Junior (for each sponsor)	5%
Class Sponsor – Senior	2%
Color Guard Coach	6%
Cozy Club	1%
Culinary Club	1%
Disc Golf Coach	1%
Dungeons & Dragons	2%
Esports – Head Sponsor	4%
Esports – Assistant Sponsor	2%
Foreign Language Club (Spanish)	1%
Get Busy Livin' Sponsors (for each sponsor)	1%
Instrumental Music Director	12%
International Thespian Society	1%
Islanders Club	2%
Key Club	2%
Latin Culture Appreciation Club (Foreign Language)	1%
Math Club	2%
Multicultural Club	1%
National Honor Society (split between sponsors)	2%
Outdoor Activity- Archery Club Fall	2%
Outdoor Activity/Archery Club Spring	9%
Pickleball Coach	1%
Quill & Scroll Honor Society	1%
Robotics Club	2%
Student Government	7%
Vocal Director	12%
DECA - Inactive	2%
HOSA	5%
TSA	2%
FBLA	2%
FCCLA	2%
FCA	1%

PCMS Intramurals Sponsors	
Basketball	2%
Bowling	2%
Golf	4%
Soccer	3%
Spirit Squad (each session-three sessions)	4%
Volleyball	3%
Wrestling Coach	2%
Yearbook	3%
Band	8%
Chorus	5%
Orchestra	8%
Drama	8%
Drama Assistant	2%

PCMS Clubs:	
Art Club	4%
Audio/Visual Club	3%
Builders Club	4%
Chess Club	4%
Cooking Club	4%
Disc Golf	4%
Esports	4%
Gamers Clubs	4%
Gamers Assistant	3%
Archery Club	4%
Archery Club Assistant	3%
Science Club	4%
Spanish Club	3%
Student Government	2%

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%

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%

During 2026-2027, and as needed in the future, Activity/Athletic Directors will work with each coach and/or director for athletic competition and co-curricular activities at the secondary level to complete or update job descriptions for coaching/director positions. Elementary principals will work to develop job descriptions for K-Kids educators.

*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 2026-2027 school year, and updates as needed, 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

*For clarity, Rule 10 Coaches/Sponsors will be defined as any coach or sponsor who does not have a teaching contract with USD 250.

*Rule 10 Coaches/Sponsors on Schedule A, will receive the corresponding percentage of the district's base salary (column one, step one). An appropriate number of years of coaching experience may be granted upon initial hire, and placement on the corresponding step in column one will be made. They shall move steps each year until they reach the bottom of column one, Bachelor of Science, where they will remain.

*Rule 10 Coaches/Sponsors on Schedule A, who are also licensed certified teachers working as teachers in USD 250 buildings and have a Master's degree (example: Interlocal #637 certified special education teachers) will receive the corresponding percentage of the salary at step one of column three, Masters. An appropriate number of years of coaching experience may be granted upon initial hire, and placement on the corresponding step in column three will be made. They shall move steps each year until they reach the bottom of column three, Masters, where they will remain. It is the responsibility of the teacher to notify the district office and provide documentation after obtaining a Master's degree to move from column one to column three.

*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.

*As needed, the Supplementals Study committee will continue to develop a formula to provide more equitable compensation for those who supervise/lead student activities. In addition to the formula, the committee will make recommendations for any movement of activities between Schedule A and Schedule B.

*The position of Football Film Producer may change to an hourly position (extra duty pay) for the 2027-2028 contract year. For current year, the employees will keep time sheets to document the time spent doing this work. The supplementals committee will review this prior to PNA negotiations in 20207.