

**2019-2020 TEACHER SALARY SCHEDULE**  
SHAWNEE MISSION UNIFIED SCHOOL DISTRICT NO. 512

<b>STEP</b>	<b><u>B</u></b>	<b><u>B10</u></b>	<b><u>B20</u></b>	<b><u>M</u></b>	<b><u>M15</u></b>	<b><u>M30</u></b>	<b><u>M45</u></b>	<b><u>M60</u></b>	<b><u>D</u></b>
<b>1-3</b>	42,557	43,524	44,497	49,473	50,895	52,354	53,927	55,460	58,042
<b>4</b>	43,524	44,537	45,549	50,667	52,093	53,664	55,234	56,838	59,421
<b>5</b>	44,537	45,582	46,594	51,911	53,328	54,933	56,542	58,227	60,807
<b>6</b>	45,582	46,634	47,714	53,219	54,598	56,284	57,962	59,645	62,228
<b>7</b>	46,634	47,714	48,874	54,515	55,941	57,664	59,386	61,141	63,726
<b>8</b>	47,714	48,840	49,961	55,909	57,329	59,084	60,841	62,638	65,219
<b>9</b>	47,714	49,994	51,160	57,329	58,712	60,541	62,339	64,242	66,830
<b>10</b>	47,714	51,193	52,354	58,788	60,168	62,040	63,910	65,854	68,435
<b>11</b>	47,714	51,193	53,664	60,239	61,663	63,608	65,518	67,463	70,080
<b>12</b>	47,714	51,193	54,933	61,820	63,196	65,219	67,165	69,185	71,766
<b>13</b>	47,714	51,193	54,933	63,348	64,768	66,830	68,810	70,943	73,520
<b>14</b>	47,714	51,193	54,933	63,348	66,419	68,547	70,643	72,729	75,355
<b>15</b>	47,714	51,193	54,933	63,348	66,419	70,305	72,432	74,645	77,223
<b>16</b>	47,714	51,193	54,933	63,348	66,419	70,305	74,312	76,583	79,167
<b>17</b>	47,714	51,193	54,933	63,348	66,419	70,305	74,312	78,539	81,150
<b>18</b>	47,714	51,193	54,933	63,348	66,419	70,305	74,312	78,539	81,150
<b>19</b>	47,714	51,193	54,933	63,348	66,419	70,305	74,312	78,539	81,150
<b>20</b>	47,714	51,193	54,933	63,348	66,419	70,305	74,312	78,539	81,150
<b>21</b>	47,714	51,193	56,242	64,919	68,096	72,100	76,215	80,516	83,169
<b>22</b>	47,714	51,193	56,242	64,919	68,096	72,100	76,215	80,516	83,169
<b>23</b>	47,714	51,193	56,242	64,919	68,096	72,100	76,215	80,516	83,169
<b>24</b>	47,714	51,193	57,551	66,488	69,782	73,893	78,124	82,497	85,186

**NOTE:** 1) The premium reduction for part-time teachers is pro-rated.  
2) New hires without previous experience will be hired at step 3.  
3) New hires with previous experience will be placed on the schedule pursuant to Article XIC

## **SUPPLEMENTAL PAY SCHEDULE - 2019-2020**

### **HIGH SCHOOL SUPPLEMENTAL PAY POSITIONS**

#### **Group I: \$7,082**

Boys' Basketball  
Girls' Basketball  
Cheerleader Sponsors  
Football  
Track  
Wrestling

#### **Group I A: \$5,312**

(75% of Group I)  
Boys' Basketball JV  
Girls' Basketball JV  
Football JV

#### **Group II: \$5,350**

Baseball  
Choral  
Drill/Dance 11-12  
Drill/Dance 9-10 (50%  
of Group II)  
Girls' Gymnastics

Marching Band  
Orchestra  
Soccer  
Softball  
Swimming  
Yearbook

#### **Group III: \$4,672**

Cross Country  
Debate  
Drama  
Forensics  
Journalism

Musical Theater  
Pep Band/Jazz Ensemble  
Robotics  
Video Production \*\*\*\*  
Volleyball

#### **Group IV: \$3,895**

BPA Advisor  
Bowling  
Concert Band  
DECA Advisor  
FCCLA Advisor  
Golf

HOSA Advisor  
Pep Club Sponsor  
Skills USA Advisor  
Student Council Sponsor  
Tennis

### **Assistant Coaches & Sponsors will receive 60% of the above groupings**

Band	Cheerleading	Football	Musical Theater	Student Council	Wrestling
Baseball	Cross Country	Forensics	Robotics	Swimming	
Basketball	Debate	Golf	Soccer	Track	
Bowling	Drama	Gymnastics	Softball	Volleyball	

	Literary Magazine	<b>\$1,613</b>
Medical Health Science Coordinator	NJROTC Coordinator	<b>\$2,161</b>
Bio Tech Coordinator	NJROTC Teacher	<b>\$6,108</b>
Culinary Coordinator		
Debate Trip Supervisor per trip stipend**	PLTW Coordinator	<b>\$6,108</b>
Intervention Team		

#### **Division Coordinator**

20+ FTE* teachers in Division	<b>\$4,250</b>
10+ FTE* teachers in Division	<b>\$3,646</b>
Less than 10 FTE* teachers in Division	<b>\$3,042</b>

\*SPED coordinator includes paras

#### **High School Counseling Department Coordinator:**

**\$3,610**

#### **Positions for Supervising, Chaperoning, Ticket-taking, etc.:**

**\$1,613 per position**

### **MIDDLE SCHOOL SUPPLEMENTAL PAY POSITIONS**

Drug Free Club	<b>\$901</b>	
Intramural Coordinator	<b>\$4,401</b>	***Orchestra, Choral & Band Directors <b>\$734</b>
Positions for Sponsoring, Supervising, Chaperoning, etc:	<b>\$1,613 per position.</b>	

### **ELEMENTARY SUPPLEMENTAL PAY POSITIONS:**

Student Council	<b>\$1,094</b>
Lead Teacher	<b>\$1,094</b>
Safety Patrol	<b>\$1,094</b>
Choir	<b>\$1,094</b>
Curriculum Rep.	<b>\$1,094</b>
Math Club	<b>\$1,094</b>
Science Club	<b>\$1,094</b>
Debate Club	<b>\$1,094</b>
Drug Free Club	<b>\$901</b>
Wildwood Stipend: \$323 per overnight stay with a maximum of 2 nights paid.	

### **DISTRICT-WIDE SUPPLEMENTAL PAY POSITIONS:**

Mathletics Coach	<b>\$1,613</b>	Resource Teacher (K-12)	<b>\$1,613</b>
6 <sup>th</sup> Grade Before-School Pre-Algebra	<b>\$5,350</b>	(non-special education)	
Professional Development Council Representative	<b>\$1,613</b>		

P. E. Coordinator	<b>\$4,127</b>
Night Music/Itinerant Music Teacher	<b>\$109</b> per building.

The number of supplemental pay positions shall remain always at the discretion of the District.

**\*\*Debate Trip Stipend: \$66** Fri. after school; **\$122** Sat.; **\$182** Fri.&Sat. no overnight; **\$244** Fr.i&Sat +overnight

**\*\*\*If the same person is assigned to band & orchestra leader in a school, only 1 stipend of \$855 is paid**

**\*\*\*\*If the same person is assigned Journalism & Video Production, only 1 stipend of \$4,672 is paid**

SHAWNEE MISSION SCHOOL DISTRICT NO. 512  
**2019-2020 NON-DEGREE PROFESSIONAL EMPLOYEES**  
 SALARY SCHEDULE

<b>STEP</b>	<b>N</b>	<b>N30</b>	<b>N60</b>	<b>N90</b>	<b>N120</b>
1-3	39,401	40,157	41,606	43,049	43,811
4	40,369	41,126	42,602	44,115	44,878
5	41,328	42,089	43,640	45,185	45,973
6	42,328	43,121	44,739	46,317	47,115
7	43,362	44,188	45,839	47,455	48,282
8	44,422	45,272	46,973	48,640	49,491

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### LONGEVITY PAY SCHEDULE

To recognize the past and future contribution made by the long-term professional employee to the district, a professional employee will be provided a Longevity Bonus. This bonus will be provided the year the professional employee reaches the step and will be paid in one lump sum at the end of that year.

The bonus will be:

\$250 after 25 years of employment

\$300 after 30 years of employment

\$350 after 35 years of employment

\$400 after 40 years of employment

\$500 after 45 years of employment

Years of service will be determined by the current hire date of the professional employee. Service must be continuous. The years of service will be calculated by subtracting the current hire date from the current year. If a professional employee was on an approved leave of absence, this time will be considered and counted towards the years of service.