

## Appendix A

### 2023-24 Extra-Curricular/Academic Support Salary Schedule

The schedule is determined by a percent of the base salary.

Group	Type	% of Base Pay	\$46,000	HIGH SCHOOL POSITIONS
1	Extra-Curricular	13.38%	\$6,155	Head: Football, Wrestling, Basketball, Track
2	Extra-Curricular	12.64%	\$5,814	Head: Baseball, Gymnastics, Soccer, Softball, Swimming, Volleyball
3	Academic Support	11.90%	\$5,474	Head: Dance, Instrumental Music (Band), Cheerleading, Cross Country
4	Academic Support	10.41%	\$4,789	Head: Drama, Vocal Music, Instrumental Music (Orchestra), Debate, Forensics
4	Academic Support	10.41%	\$4,789	21st Century Academy Facilitators (without supervisory hour)
5	Academic Support	8.92%	\$4,103	Head: Musical Theater, Yearbook, Newspaper
7	Extra-Curricular	8.18%	\$3,763	Assistant: Football, Wrestling, Basketball, Track
8	Extra-Curricular	7.58%	\$3,487	Assistant: Baseball, Gymnastics, Soccer, Softball, Swimming, Volleyball
9	Extra-Curricular	7.44%	\$3,422	Head: Bowling, Golf, Tennis
9	Academic Support	7.44%	\$3,422	STUCO, Assistant Instrumental Music (Band), Cheerleading, Dance Team
9	Academic Support	7.44%	\$3,422	21st Century Academy Facilitator (with supervisory hour)
11	Academic Support	6.25%	\$2,875	Assistants: Debate, Drama, Forensics, Vocal Music, Orchestra, Musical Theater
12	Academic Support	5.95%	\$2,737	BLT Chair (without supervisory hour)
14	Academic Support	5.36%	\$2,466	Asst: Musical Theater, Tech. Assistant, Bldg./Auditorium Tech. Assistant, 21st Century Facilitator
14	Extra-Curricular	5.36%	\$2,466	Assistant: Cross Country
15	Academic Support	5.21%	\$2,397	Head: Mentor Program Sponsor, Pep Band
16	Academic Support	4.46%	\$2,052	Science Club/Olympiad, National Honor Society, Department Chair (10 + FTE)
16	Extra-Curricular	4.46%	\$2,052	Ast. Bowling, Ast. Golf, Ast. Tennis, Scholars Bowl, OATC Student Leader Advisor, Unified Bowling
16	Extra-Curricular	4.46%	\$2,052	CTSO Programs - BPA, DECA, Educators Rising, FCCLA, FBLA, FFA, HOSA, Skills USA, TSA
17	Academic Support	3.72%	\$1,711	KAY Club Sponsor; Musical Pit Director; Musical Accompanist
17	Extra-Curricular	3.72%	\$1,711	Senior and Junior Class Sponsors
18	Academic Support	2.98%	\$1,371	BLT Chair (with supervisory hour), Freshman Drama, Freshman Drama Tech
19	Academic Support	2.68%	\$1,233	Assistant: Science Olympiad
20	Academic Support	2.24%	\$1,030	SASH, Future Teachers, Math Club, Dept. Chair (Dept. of 9 FTE or fewer)
20	Academic Support	2.24%	\$1,030	Fine Arts Honor Societies (Thespian, Tri-M, National Art), Pro-Start (Culinary)
20	Extra-Curricular	2.24%	\$1,030	Sophomore and Freshman Class Sponsors
MIDDLE SCHOOL POSITIONS				
6	Extra-Curricular	8.55%	\$3,933	Head: Football
7	Extra-Curricular	8.18%	\$3,763	Head: Basketball, Track, Volleyball
7	Academic Support	8.18%	\$3,763	Head: Cheerleading, Drill Team
10	Extra-Curricular	6.69%	\$3,077	Head: Pep Club
10	Academic Support	6.69%	\$3,077	Head: Music (Band, Orchestra, Vocal), Drama
13	Extra-Curricular	5.58%	\$2,567	Assistant: Football
15	Extra-Curricular	5.21%	\$2,397	Assistant: Basketball, Track, Volleyball
16	Academic Support	4.46%	\$2,052	Head Science Club/Olympiad, Mentor Program Sponsor, Building Lead Teacher
17	Academic Support	3.72%	\$1,711	Asst. Cheerleading, Asst. Dance, Yearbook, STUCO, KAY Club
17	Extra-Curricular	3.72%	\$1,711	Head: Cross Country
19	Academic Support	2.68%	\$1,233	Assistant: Science Club / Olympiad, Drama, Band Director
20	Academic Support	2.24%	\$1,030	Math Club Sponsor
20	Extra-Curricular	2.24%	\$1,030	Assistant: Cross Country
21	Academic Support	1.49%	\$685	Sponsor: STEAM Club
ELEMENTARY SCHOOL POSITIONS				
12	Academic Support	5.95%	\$2,737	BLT / Building Leadership Team Chair
20	Academic Support	2.24%	\$1,030	Sponsor: Science Club, Math Club
21	Academic Support	1.49%	\$685	Elementary General Music; Enrichment Club Sponsor (up to 4 per building)
22	Academic Support	0.75%	\$345	Elementary Band & Strings (one per building)
DISTRICT POSITIONS POSITIONS				
18	Academic Support	2.98%	\$1,371	Olathe District Children's Honor Choir (Head), 1st Year Collegial Mentor
19	Academic Support	2.68%	\$1,233	Olathe District Children's Honor Choir Asst. Director, Choir Manager
20	Academic Support	2.24%	\$1,030	Action Plan Coach
21	Academic Support	1.49%	\$685	Olathe District Children's Honor Choir Accompanist & Asst. Manager

## Appendix A

### EXTRA-CURRICULAR/ACADEMIC SUPPORT (EC/AS) SALARY SCHEDULE LONGEVITY COMPONENT

The rationale for longevity is to recognize experience in specific assignments and to retain staff in those same assignments.

The **BASE Salary** for each Position Group on the Extra-Curricular/Academic Support (EC/AS) Salary Schedule shall be calculated based on the EC/AS assignment percentage for that Group multiplied times the Base Salary of the Certified Salary Schedule.

The **Longevity Components (STEPS)** for each Position Group on the EC/AS Salary Schedule shall be calculated based on the applicable EC/AS Group **BASE Salary** multiplied times the Longevity Step Percentage Factor for the applicable step.

**ACCUMULATED EXPERIENCE:** In order to be eligible for Longevity Salary, an employee must perform a duty in the exact same assignment (or in the same sport or activity at the same organizational level) on a consecutive basis, from year to year. A change in assignment will result in an employee returning to the applicable EC/AS Group Base Salary

#### EXCEPTIONS:

An employee will be placed on step 6 (15.5% of EC/AS Salary), when changing from an Assistant to a Head sponsorship or coaching position in the same sport or activity, at any organizational level, after reaching step 10 (28% of EC/AS Salary) in the previous position.

An employee will be placed on step 4 (9.3% of EC/AS Salary), when changing to the exact same assignment at a different organizational level, after reaching step 10 (28% of EC/AS Salary) in the previous position.

An employee will remain on step 10 when changing from Head to Assistant sponsorship or coaching position in the same sport or activity, at any organizational level, after reaching step 10 in the previous position.

An employee will be placed on the next level of longevity when requested by the District to change positions in the same sport or activity at the same organizational level, unless one of the previously listed exceptions is in effect.

An employee will be placed on the appropriate level of longevity based on previous continuous experience in the similar sport or activity when adding or switching to a position in a similar sport or activity at the same organizational level, unless one of the previously listed exceptions is in effect.

Olathe Public Schools			2023-2024		EXTRACURRICULAR & ACADEMIC SUPPORT SALARY SCHEDULE								
Base Sal.	Longevity Factors->		3.1%	6.2%	9.3%	12.4%	15.5%	18.6%	21.7%	24.8%	28.0%	31.0%	34.0%
\$46,000	Percent	BASE											
EC / AS	OF	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
GROUP	BASE	1	2	3	4	5	6	7	8	9	10	11	12
1	13.38%	6,155	6,346	6,536	6,727	6,918	7,109	7,300	7,490	7,681	7,878	8,063	8,247
2	12.64%	5,814	5,995	6,175	6,355	6,535	6,716	6,896	7,076	7,256	7,442	7,617	7,791
3	11.90%	5,474	5,644	5,813	5,983	6,153	6,322	6,492	6,662	6,832	7,007	7,171	7,335
4	10.41%	4,789	4,937	5,085	5,234	5,382	5,531	5,679	5,828	5,976	6,129	6,273	6,417
5	8.92%	4,103	4,230	4,358	4,485	4,612	4,739	4,866	4,994	5,121	5,252	5,375	5,498
6	8.55%	3,933	4,055	4,177	4,299	4,421	4,543	4,665	4,786	4,908	5,034	5,152	5,270
7	8.18%	3,763	3,879	3,996	4,113	4,229	4,346	4,463	4,579	4,696	4,816	4,929	5,042
8	7.58%	3,487	3,595	3,703	3,811	3,919	4,027	4,135	4,243	4,352	4,463	4,568	4,672
9	7.44%	3,422	3,528	3,635	3,741	3,847	3,953	4,059	4,165	4,271	4,381	4,483	4,586
10	6.69%	3,077	3,173	3,268	3,364	3,459	3,554	3,650	3,745	3,841	3,939	4,031	4,124
11	6.25%	2,875	2,964	3,053	3,142	3,232	3,321	3,410	3,499	3,588	3,680	3,766	3,853
12	5.95%	2,737	2,822	2,907	2,992	3,076	3,161	3,246	3,331	3,416	3,503	3,585	3,668
13	5.58%	2,567	2,646	2,726	2,806	2,885	2,965	3,044	3,124	3,203	3,286	3,363	3,440
14	5.36%	2,466	2,542	2,618	2,695	2,771	2,848	2,924	3,001	3,077	3,156	3,230	3,304
15	5.21%	2,397	2,471	2,545	2,619	2,694	2,768	2,842	2,917	2,991	3,068	3,140	3,211
16	4.46%	2,052	2,115	2,179	2,242	2,306	2,370	2,433	2,497	2,560	2,626	2,688	2,749
17	3.72%	1,711	1,764	1,817	1,870	1,923	1,976	2,029	2,083	2,136	2,190	2,242	2,293
18	2.98%	1,371	1,413	1,456	1,498	1,541	1,583	1,626	1,668	1,711	1,755	1,796	1,837
19	2.68%	1,233	1,271	1,309	1,347	1,386	1,424	1,462	1,500	1,539	1,578	1,615	1,652
20	2.24%	1,030	1,062	1,094	1,126	1,158	1,190	1,222	1,254	1,286	1,319	1,350	1,381
21	1.49%	685	707	728	749	770	792	813	834	855	877	898	918
22	0.75%	345	356	366	377	388	398	409	420	431	442	452	462