

**2023-24 OLATHE PUBLIC SCHOOLS****Professional Pay Salary Schedule, Placement Chart, Other Benefits Impacting Compensation****2023-2024 PROPOSED SALARY SCHEDULE • OLATHE PUBLIC SCHOOLS UNIFIED SCHOOLS DISTRICT NO. 2033**

STEP	BS Salary	BS+12 Salary	BS+24 Salary	MS Salary	MS+12 Salary	MS+24 Salary	MS+36 Salary	MS+48 Salary	MS+60 Salary	Doctorate Salary
1	\$46,000	\$47,380	\$48,760	\$52,440	\$53,360	\$54,280	\$55,200	\$56,120	\$57,040	\$58,880
2	\$46,713	\$48,114	\$49,516	\$53,253	\$54,187	\$55,121	\$56,056	\$56,990	\$57,924	\$59,793
3	\$47,437	\$48,860	\$50,283	\$54,078	\$55,027	\$55,976	\$56,924	\$57,873	\$58,822	\$60,719
4	\$48,172	\$49,617	\$51,063	\$54,916	\$55,880	\$56,843	\$57,807	\$58,770	\$59,734	\$61,661
5	\$48,919	\$50,387	\$51,854	\$55,768	\$56,746	\$57,724	\$58,703	\$59,681	\$60,660	\$62,616
6	\$49,677	\$51,168	\$52,658	\$56,632	\$57,626	\$58,619	\$59,613	\$60,606	\$61,600	\$63,587
7	\$50,447	\$51,961	\$53,474	\$57,510	\$58,519	\$59,528	\$60,537	\$61,546	\$62,555	\$64,572
8	\$51,229	\$52,766	\$54,303	\$58,401	\$59,426	\$60,450	\$61,475	\$62,500	\$63,524	\$65,573
9		\$53,584	\$55,145	\$59,306	\$60,347	\$61,387	\$62,428	\$63,468	\$64,509	\$66,590
10		\$54,414	\$55,999	\$60,226	\$61,282	\$62,339	\$63,395	\$64,452	\$65,509	\$67,622
11		\$55,258	\$56,867	\$61,159	\$62,232	\$63,305	\$64,378	\$65,451	\$66,524	\$68,670
12		\$56,114	\$57,749	\$62,107	\$63,197	\$64,286	\$65,376	\$66,466	\$67,555	\$69,734
13			\$58,644	\$63,070	\$64,176	\$65,283	\$66,389	\$67,496	\$68,602	\$70,815
14			\$59,553	\$64,047	\$65,171	\$66,295	\$67,418	\$68,542	\$69,666	\$71,913
15			\$60,476	\$65,040	\$66,181	\$67,322	\$68,463	\$69,604	\$70,745	\$73,028
16			\$61,413	\$66,048	\$67,207	\$68,366	\$69,525	\$70,683	\$71,842	\$74,159
17				\$67,072	\$68,249	\$69,425	\$70,602	\$71,779	\$72,956	\$75,309
18				\$68,112	\$69,307	\$70,502	\$71,696	\$72,891	\$74,086	\$76,476
19				\$69,167	\$70,381	\$71,594	\$72,808	\$74,021	\$75,235	\$77,662
20				\$70,239	\$71,472	\$72,704	\$73,936	\$75,169	\$76,401	\$78,865
21				\$71,328	\$72,580	\$73,831	\$75,082	\$76,334	\$77,585	\$80,088
22				\$72,434	\$73,705	\$74,975	\$76,246	\$77,517	\$78,788	\$81,329
23				\$73,557	\$74,847	\$76,137	\$77,428	\$78,718	\$80,009	\$82,590
24				\$74,697	\$76,007	\$77,318	\$78,628	\$79,939	\$81,249	\$83,870
25				\$75,854	\$77,185	\$78,516	\$79,847	\$81,178	\$82,508	\$85,170
26				\$76,310	\$77,648	\$78,987	\$80,326	\$81,665	\$83,003	\$85,681
27				\$76,767	\$78,114	\$79,461	\$80,808	\$82,155	\$83,501	\$86,195
28				\$77,228	\$78,583	\$79,938	\$81,293	\$82,648	\$84,002	\$86,712
29				\$77,691	\$79,054	\$80,417	\$81,780	\$83,143	\$84,506	\$87,232
30				\$78,158	\$79,529	\$80,900	\$82,271	\$83,642	\$85,013	\$87,756
31				\$78,626	\$80,006	\$81,385	\$82,765	\$84,144	\$85,524	\$88,282
32				\$79,098	\$80,486	\$81,874	\$83,261	\$84,649	\$86,037	\$88,812
33				\$79,573	\$80,969	\$82,365	\$83,761	\$85,157	\$86,553	\$89,345
34				\$80,050	\$81,455	\$82,859	\$84,263	\$85,668	\$87,072	\$89,881
35				\$80,531	\$81,943	\$83,356	\$84,769	\$86,182	\$87,595	\$90,420
36				\$81,014	\$82,435	\$83,856	\$85,278	\$86,699	\$88,120	\$90,963
37				\$81,500	\$82,930	\$84,359	\$85,789	\$87,219	\$88,649	\$91,509
38				\$81,989	\$83,427	\$84,866	\$86,304	\$87,742	\$89,181	\$92,058

**Note: for Masters thru Doctorate columns, each step of schedule (beyond 38) will increase by an index of 0.006.**

**Contracts longer than 187 days are calculated based on this schedule's daily rate.**

**Additional compensation benefits provided by the Olathe Board of Education in addition to the Professional Pay Salary Schedule:**

**~Health Insurance:** Three Individual employee plans provided at no cost to the employee (minimum \$731/month value) and a \$140/month Health Savings Account contribution provided by district for the \$3,200 HDHP. Additionally, the Board supplements the cost of family insurance. Amount of supplements dependent upon plan chosen by staff member.

**~Longevity Pay:** Policy GBZE outlines the longevity pay benefit. 15 yrs. service in Olathe, \$200 annually; 20 yrs. service in Olathe, \$300 annually; 25 yrs. in Olathe, \$500 annually.

**~Professional Development Points:** Policy GBZEA outlines the use of professional development points for movement on the salary schedule in lieu of college credit, saving staff members paying for additional college coursework in many situations. This also supports staff member's licensure recertification requirements.

**~Extra-Curricular/Academic Support Salary Schedule:** A separate salary schedule includes a variety of positions to support student extra-curricular and academic programs. The schedule is continually evaluated, with new positions added and compensation refined.

**~Other Stipends and Reimbursements:** A variety of other stipends, paid educator coverage options, and reimbursement for select non-KSDE licenses and mileage reimbursement is provided as outlined in policy

**~Retirement Benefits:** A variety of retirement benefits, including Voluntary Early Retirement and conversion of accrued illness/bereavement leave, continuation of health benefits, monetary retirement benefits, and other Voluntary Early Retirement Plan benefits are eligible for staff as outlined in policy.

**~Leave Policies:** The district offers a generous leave policy including illness/bereavement days, bereavement days not charged to leave balances, birth/adoption of a grandchild leave, personal business leave days, professional leave, etc.

**~Additional policies** support compensation related items and are outlined in the Negotiated Agreement.