

**OLATHE PUBLIC SCHOOLS**

**PROFESSIONAL PAY SALARY SCHEDULE, PLACEMENT CHART, OTHER BENEFITS IMPACTING COMPENSATION**

**2017-18**

Numbers in Parenthesis Represent Years of PRIOR EXPERIENCE CREDIT per Policy GBZEB  
 Due to Salary Schedule compaction in 2007-08, some levels contain NA; No employees in those cells  
 Levels reflect placement on the salary schedule and do not necessarily equate to years of experience

Bachelor Columns				Master Columns							
	BS	BS+12	BS+24	MS	MS+12	MS+24	MS+36	MS+48	MS+60	Doctorate	
LEVEL	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary	Salary	
1	(0) \$40,006	(0) \$40,607	(0) \$41,216	MAX -17	(0) \$46,162	(0) \$50,316	(0) \$53,637	(0) \$56,212	(0) \$58,010	(0) \$60,563	(0) \$61,546
2	(1) \$40,486	(1) \$41,093	(1) \$41,710	MAX -16	(1) \$46,761	(1) \$50,970	(1) \$54,334	(1) \$56,942	(1) \$58,765	(1) \$61,350	(1) \$62,333
3	(2) \$41,053	(2) \$41,669	(2) \$42,294	MAX -15	(2) \$47,463	(2) \$51,735	(2) \$55,149	(2) \$57,797	(2) \$59,646	(2) \$62,271	(2) \$63,254
4	(3) \$41,546	(3) \$42,169	(3) \$42,802	MAX -14	(3) \$48,317	(3) \$52,666	(3) \$56,142	(3) \$58,837	(3) \$60,719	(3) \$63,391	(3) \$64,375
5	(4-20) \$42,045	(4-5) \$42,675	(4-5) \$43,315	MAX -13	(4-5) \$48,945	(4-5) \$53,351	(4-5) \$56,872	(4-5) \$59,601	(4-5) \$61,509	(4-5) \$64,216	(4-5) \$65,198
6		(6) \$43,187	(6) \$43,835	MAX -12	(6) \$49,582	(6) \$54,044	(6) \$57,611	(6) \$60,376	(6) \$62,308	(6) \$65,050	(6) \$66,033
7		(7-9) \$43,705	(7-9) \$44,361	MAX -11	(7-9) \$50,226	(7-9) \$54,747	(7-9) \$58,360	(7-9) \$61,162	(7-9) \$63,118	(7-9) \$65,896	(7-9) \$66,879
8		(10-12) \$44,317	(10-12) \$44,983	MAX -10	(10-15) \$51,130	(10-22) \$55,732	(10-22) \$59,410	(10-24) \$62,262	(10-24) \$64,254	(10-26) \$67,082	(10-26) \$68,065
9		(13) \$44,849	(NA) \$45,522	MAX -9	(16-18) \$51,795	(NA) \$56,457	(23-24) \$60,183	(NA) \$63,072	(NA) \$65,090	(NA) \$67,954	(NA) \$68,937
10		(14-24)* \$45,387	(13-14) \$46,068	MAX -8	(NA) \$52,468	(NA) \$57,191	(NA) \$60,965	(NA) \$63,891	(25-26) \$65,936	(NA) \$68,837	(NA) \$69,821
11			(15) \$46,621	MAX -7	(19-20) \$53,151	(NA) \$57,934	(NA) \$61,757	(25-26) \$64,723	(NA) \$66,793	(27-28) \$69,733	(27-28) \$70,715
12			(NA) \$47,181	MAX -6	(21-22) \$53,841	(23-24) \$58,687	(NA) \$62,561	(NA) \$65,564	(NA) \$67,661	(NA) \$70,639	(NA) \$71,622
13			(16-26)* \$47,841	MAX -5	(NA) \$54,810	(NA) \$59,744	(25-26) \$63,687	(NA) \$66,744	(27-28) \$68,880	(NA) \$71,911	(NA) \$72,894
				MAX -4	(NA) \$55,523	(NA) \$60,520	(NA) \$64,515	(27-28) \$67,611	(NA) \$69,775	(29-30) \$72,845	(29-30) \$73,828
				MAX -3	(NA) \$56,245	(NA) \$61,308	(NA) \$65,353	(NA) \$68,490	(NA) \$70,682	(NA) \$73,792	(NA) \$74,776
				MAX -2	(23-24) \$56,977	(25-26) \$62,104	(27-28) \$66,203	(NA) \$69,381	(29-30) \$71,601	(31-32) \$74,751	(31-32) \$75,735
				MAX -1	(NA) \$57,830	(NA) \$63,036	(NA) \$67,196	(29-30) \$70,421	(NA) \$72,676	(NA) \$75,873	(NA) \$76,855
				MAX	(25-30)* \$58,872	(27-34)* \$64,171	(29-38)* \$68,406	(31-42)* \$71,689	(31-46)* \$73,983	(33-50)* \$79,221	(33-50)* \$80,204

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

\*Staff off table will continue placement at no less than their previous salary and may return to MAX step within applicable column in the event that such placement is higher in salary than previous placement.

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

~**Health Insurance:** Individual employee base plan provided at no cost (+\$600/month value) and with a \$140 a month Health Savings Account. 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.