

**2021-2022 PROFESSIONAL EMPLOYEE SALARY SCHEDULE**  
**SHAWNEE MISSION UNIFIED SCHOOL DISTRICT NO. 512**

<b><u>STEP</u></b>	<b><u>BS</u></b>	<b><u>BS+10</u></b>	<b><u>BS+20</u></b>	<b><u>MS</u></b>	<b><u>MS+15</u></b>	<b><u>MS+30</u></b>	<b><u>MS+45</u></b>	<b><u>MS+60</u></b>	<b><u>DOC</u></b>
<b>1-3</b>	43,779	44,773	45,774	50,893	52,356	53,857	55,475	57,051	59,708
<b>4</b>	44,773	45,816	46,857	52,121	53,588	55,204	56,819	58,470	61,127
<b>5</b>	45,816	46,890	47,931	53,401	54,859	56,510	58,165	59,898	62,552
<b>6</b>	46,890	47,973	49,084	54,746	56,165	57,900	59,625	61,357	64,014
<b>7</b>	47,973	49,084	50,277	56,080	57,546	59,319	61,090	62,896	65,555
<b>8</b>	49,084	50,242	51,395	57,514	58,975	60,780	62,588	64,436	67,091
<b>9</b>		51,429	52,628	58,975	60,397	62,279	64,129	66,086	68,749
<b>10</b>		52,663	53,857	60,475	61,895	63,821	65,745	67,744	70,399
<b>11</b>			55,204	61,968	63,433	65,434	67,398	69,399	72,091
<b>12</b>			56,510	63,594	65,010	67,091	69,093	71,171	73,826
<b>13</b>				65,166	66,627	68,749	70,785	72,979	75,630
<b>14</b>					68,326	70,515	72,671	74,816	77,518
<b>15</b>						72,323	74,511	76,788	79,439
<b>16</b>							76,445	78,781	81,439
<b>17</b>								80,794	83,479
<b>18</b>									
<b>19</b>									
<b>20</b>									
<b>21</b>			57,856	66,783	70,050	74,169	78,403	82,827	85,556
<b>22</b>									
<b>23</b>									
<b>24</b>			59,203	68,397	71,785	76,014	80,367	84,865	87,631

- NOTE:** 1) The premium reduction for part-time Professional Employees 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 - 2021-2022**

<b>HIGH SCHOOL SUPPLEMENTAL PAY POSITIONS</b>						
<b>Group I: \$7,285</b>		<b>Group IA: \$5,464</b>		<b>Group II: \$5,504</b>		
Boys' Basketball	(75% of Group I)	Baseball		Marching Band		
Girls' Basketball	Boys' Basketball JV	Choral		Orchestra		
Cheerleader Sponsors	Girls' Basketball JV	Drill/Dance 11-12		Soccer		
Football	Football JV	Drill/Dance 9-10		Softball		
Track		(50% of Group II)		Swimming		
Wrestling		Girls' Gymnastics		Yearbook		
<b>Group III: \$4,806</b>		<b>Group IV: \$4,007</b>				
Cross Country	Musical Theater	BPA Advisor		HOSA Advisor		
Debate	Pep Band/Jazz Ensemble	Bowling		Pep Club Sponsor		
Drama	Robotics	Concert Band		Skills USA Advisor		
Forensics	Video Production****	DECA Advisor		Student Council Sponsor		
Journalism	Volleyball	FCCLA Advisor		Tennis		
		Golf				
<b>Assistant Coaches and Sponsors will receive 60% of the above groupings</b>						
Band	Bowling	Debate	Forensics	Musical Theater	Softball	Tennis
Baseball	Cheerleading	Drama	Golf	Robotics	Student Council	Track
Basketball	Cross Country	Football	Gymnastics	Soccer	Swimming	Volleyball Wrestling
Bio Tech Coordinator		\$6,284		Literary Magazine		\$1,660
Culinary Coordinator		\$6,284		NJROTC Coordinator		\$2,223
Medical Health Science Coordinator		\$6,284		NJROTC Teacher		\$6,284
Intervention Team		\$927		PLTW Coordinator		\$6,284
Debate Trip Supervisor: Per trip stipend**						
<b>Division Coordinator</b>						
20+ FTE* teachers in Division		\$4,372		*SPED Coordinator includes paras		
10+ FTE* teachers in Division		\$3,751				
Less than 10 FTE* teachers in Division		\$3,130				
<b>High School Counseling Department Coordinator</b>				\$3,714		
<b>Positions for Supervising, Chaperoning, Ticket-taking, etc.</b>				\$1,660	per position	
<b>MIDDLE SCHOOL SUPPLEMENTAL PAY POSITIONS</b>						
Drug Free Club			\$927			
Intramural Coordinator			\$4,528			
***Orchestra, Choral & Band Director			\$755			
Positions for Sponsoring, Supervising, Chaperoning, etc.			\$1,660	per position		
Assistant Coaching (75% of Sponsors)			\$1,245			
<b>ELEMENTARY SUPPLEMENTAL PAY POSITIONS</b>						
Student Council		\$1,125				
Lead Teacher		\$1,125				
Safety Patrol		\$1,125				
Choir		\$1,125				
Curriculum Rep.		\$1,125				
Math Club		\$1,125				
Science Club		\$1,125				
Debate Club		\$1,125				
Drug Free Club		\$927				
Wildwood Stipend		\$333	per overnight stay with a maximum of 2 nights paid			
<b>DISTRICT-WIDE SUPPLEMENTAL PAY POSITIONS</b>						
Mathletics Coach		\$1,660		P.E. Coordinator		\$4,246
6th Grade Before School Pre-Algebra		\$5,504		Resource Teacher K-12		\$1,660
Professional Development Council Rep.		\$1,660		(non-special education)		
Night Music/Itinerant Music Teacher		\$113	per building			

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

\*\*Debate Trip Stipend: \$67 Fri. after school; \$124 Sat.; \$185 Fri.&Sat. no overnight; \$247 Fr.i&Sat +overnight

\*\*\*If the same person is assigned to band & orchestra leader in a school, only 1 stipend of \$867 is paid

\*\*\*\*If the same person is assigned Journalism & Video Production, only 1 stipend of \$4,737 is paid

**2021-2022 NON-DEGREE PROFESSIONAL EMPLOYEE SALARY SCHEDULE**

<b><u>STEP</u></b>	<b><u>ND</u></b>	<b><u>ND+30</u></b>	<b><u>ND +60</u></b>	<b><u>ND+90</u></b>	<b><u>ND+120</u></b>
<b>1-3</b>	40,532	41,309	42,800	44,285	45,068
<b>4</b>	41,528	42,307	43,824	45,382	46,166
<b>5</b>	42,515	43,297	44,893	46,482	47,293
<b>6</b>	43,543	44,359	46,023	47,646	48,468
<b>7</b>	44,607	45,457	47,155	48,817	49,668
<b>8</b>	45,697	46,572	48,322	50,036	50,912

- NOTE:** 1) The premium reduction for part-time Professional Employees 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.

## 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.