

2025-2026 PROFESSIONAL EMPLOYEE SALARY SCHEDULE
SHAWNEE MISSION UNIFIED SCHOOL DISTRICT NO. 512

<u>STEP</u>	<u>B</u>	<u>B10</u>	<u>B20</u>	<u>M</u>	<u>M15</u>	<u>M30</u>	<u>M45</u>	<u>M60</u>	<u>D</u>
1	52,050	53,351	54,685	60,154	62,259	64,438	66,693	69,027	70,753
2	52,701	54,018	55,369	60,906	63,037	65,243	67,527	69,890	71,637
3	53,360	54,693	56,061	61,667	63,825	66,059	68,371	70,764	72,532
4	54,027	55,377	56,762	62,438	64,623	66,885	69,226	71,649	73,439
5	54,702	56,069	57,472	63,218	65,431	67,721	70,091	72,545	74,357
6	55,386	56,770	58,190	64,008	66,249	68,568	70,967	73,452	75,286
7	56,078	57,480	58,917	64,808	67,077	69,425	71,854	74,370	76,227
8	56,779	58,199	59,653	65,618	67,915	70,293	72,752	75,300	77,180
9	56,779	58,926	60,399	66,438	68,764	71,172	73,661	76,241	78,145
10	56,779	59,663	61,154	67,268	69,624	72,062	74,582	77,194	79,122
11	56,779	60,409	61,918	68,109	70,494	72,963	75,514	78,159	80,111
12	56,779	61,164	62,692	68,960	71,375	73,875	76,458	79,136	81,112
13	56,779	61,164	63,476	69,822	72,267	74,798	77,414	80,125	82,126
14	56,779	61,164	64,269	70,695	73,170	75,733	78,382	81,127	83,153
15	56,779	61,164	65,072	71,579	74,085	76,680	79,362	82,141	84,192
16	56,779	61,164	65,885	72,474	75,011	77,639	80,354	83,168	85,244
17	56,779	61,164	66,709	73,380	75,949	78,609	81,358	84,208	86,310
18	56,779	61,164	67,543	74,297	76,898	79,592	82,375	85,261	87,389
19	56,779	61,164	68,387	75,226	77,859	80,587	83,405	86,327	88,481
20	56,779	61,164	68,387	76,166	78,832	81,594	84,448	87,406	89,587
21	56,779	61,164	68,387	77,118	79,817	82,614	85,504	88,499	90,707
22	56,779	61,164	68,387	78,082	80,815	83,647	86,573	89,605	91,841
23	56,779	61,164	68,387	79,058	81,825	84,693	87,655	90,725	92,989
24	56,779	61,164	68,387	80,046	82,848	85,752	88,751	91,859	94,151
25	56,779	61,164	68,387	80,046	83,884	86,824	89,860	93,007	95,328
26	56,779	61,164	68,387	80,046	84,933	87,909	90,983	94,170	96,520
27	56,779	61,164	68,387	80,046	85,995	89,008	92,120	95,347	97,727
28	56,779	61,164	68,387	80,046	87,070	90,121	93,272	96,539	98,949
29	56,779	61,164	68,387	80,046	87,070	91,248	94,438	97,746	100,186
30	56,779	61,164	68,387	80,046	87,070	92,389	95,618	98,968	101,438

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

SUPPLEMENTAL PAY SCHEDULE – 2025-2026

1) \$8,424 <i>HIGH SCHOOL</i> Head Boys Basketball Head Girls Basketball Head Cheerleading Head Football Head Track Head Wrestling Head Drill/Dance	2) \$7,266 <i>HIGH SCHOOL - District Level</i> Bio Tech Coordinator Culinary Coordinator Medical Health Science Coordinator NJROTC Teacher PLTW Coordinator	3) \$6,364 <i>HIGH SCHOOL</i> Head Baseball Head Girls Gymnastics Head Boys Swimming Head Girls Swimming Head Boys Soccer Head Girls Soccer Head Softball Head Volleyball Marching Band Choral Orchestra Yearbook Lead Assistant Boys Basketball Lead Assistant Girls Basketball Lead Assistant Football
4) \$5,558 <i>HIGH SCHOOL</i> Head Cross Country Musical Theater Debate Pep Band/Jazz Ensemble Drama Robotics Forensics Video Production Journalism Student Council Sponsor	5) \$5,235 <i>MIDDLE SCHOOL</i> Athletic Coordinator	6) \$5,054 <i>HIGH SCHOOL</i> Division Coordinator 20+ FTE* in Division *SPED Coordinator includes paras Assistant Basketball Assistant Cheerleading Assistant Football Assistant Track Assistant Wrestling Assistant Drill/Dance
7) \$4,909 <i>DISTRICT</i> P.E. Coordinator	8) \$4,632 <i>HIGH SCHOOL</i> BPA Advisor HOSA Advisor Pep Club Sponsor Concert Band Skills USA Advisor DECA Advisor FCCLA Advisor Head Tennis Head Golf Head Bowling	9) \$4,338 <i>HIGH SCHOOL</i> Division Coordinator 10+ FTE* in Division *SPED Coordinator includes paras Counseling Department Coordinator

10) \$3,818 <i>HIGH SCHOOL</i> Assistant Baseball Assistant Girls Gymnastics Assistant Swimming Assistant Marching Band Assistant Volleyball Assistant Soccer Assistant Softball <i>MIDDLE SCHOOL</i> Head Football Head Cross Country Head Volleyball Head Girls Basketball Head Boys Basketball Head Wrestling Head Cheerleading		11) \$3,619 <i>HIGH SCHOOL</i> Division Coordinator Less than 10+ FTE* in Division <i>*SPED Coordinator includes paras</i> DISTRICT MIDDLE SCHOOL Counseling Department Coordinator		12) \$3,335 <i>HIGH SCHOOL</i> Assistant Cross Country Assistant Musical Theater Assistant Debate Assistant Drama Assistant Robotics Assistant Forensics <i>MIDDLE SCHOOL</i> Orchestra, Choral & Band Director Musical Director				
13) \$2,779 <i>HIGH SCHOOL</i> Assistant Bowling Assistant Concert Band Assistant Student Council Sponsor Assistant Tennis Assistant Golf Head Unified Bowling		14) \$2,291 <i>MIDDLE SCHOOL</i> Assistant Cross Country Assistant Volleyball Assistant Wrestling Assistant Girls Basketball Assistant Boys Basketball Assistant Football Assistant Cheerleading		15) \$2,001 <i>MIDDLE SCHOOL</i> Assistant Musical Director				
16) \$1,920 <i>HIGH SCHOOL</i> Literary Magazine Building specific supplemental (as assigned by building admin) <i>MIDDLE SCHOOL</i> Building specific supplemental (as assigned by building admin) Head Middle School Girls Soccer Head Middle School Boys Soccer <i>ELEMENTARY</i> Mathletics Coach Elementary Choir Student Council* ALL LEVELS Professional Development Council Rep Resource Teacher K-12 (non-special education)			17) \$1,301 ELEMENTARY Lead Teacher* Safety Patrol* Curriculum Rep.* Math Club* Science Club* Debate Club* Other** *Elementary schools are allowed building-specific supplementals as assigned by building administration, including student council. Additional supplemental pay positions will be funded by the building budget. **This is not an exhaustive list of possible elementary supplementals			18) \$1,152 MIDDLE SCHOOL Boys Soccer Assistant Girls Soccer Assistant ALL LEVELS Intervention Team		
19) \$131 ELEMENTARY Night Music/Itinerant Music Teacher (per building)	20) \$285 HIGH SCHOOL Debate Trip Supervisor Fri & Sat with overnight	21) \$142 HIGH SCHOOL Debate Trip Supervisor Saturday	22) \$78 HIGH SCHOOL Debate Trip Supervisor Friday	23) \$1,456 HIGH SCHOOL Debate Trip Supervisor Nationals				

2025-2026 NON-DEGREE PROFESSIONAL EMPLOYEE SALARY SCHEDULE

<u>STEP</u>	<u>ND</u>	<u>ND+30</u>	<u>ND+60</u>	<u>ND+90</u>	<u>ND+120</u>
1-3	46,866	47,764	49,488	51,205	52,111
4	48,018	48,918	50,672	52,473	53,381
5	49,159	50,064	51,908	53,746	54,684
6	50,346	51,291	53,215	55,091	56,042
7	51,578	52,562	54,525	56,446	57,430
8	52,837	53,850	55,873	57,854	58,868

- 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:

\$450 after 25 years of employment

\$500 after 30 years of employment

\$550 after 35 years of employment

\$600 after 40 years of employment

\$700 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.