

**2026-2027 PROFESSIONAL EMPLOYEE SALARY SCHEDULE**  
**SHAWNEE MISSION UNIFIED SCHOOL DISTRICT NO. 512**

| <b><u>STEP</u></b> | <b><u>B</u></b> | <b><u>B10</u></b> | <b><u>B20</u></b> | <b><u>M</u></b> | <b><u>M15</u></b> | <b><u>M30</u></b> | <b><u>M45</u></b> | <b><u>M60</u></b> | <b><u>D</u></b> |
|--------------------|-----------------|-------------------|-------------------|-----------------|-------------------|-------------------|-------------------|-------------------|-----------------|
| <b>1</b>           | 53,143          | 54,472            | 55,834            | 61,417          | 63,567            | 65,792            | 68,095            | 70,478            | 72,240          |
| <b>2</b>           | 53,807          | 55,153            | 56,532            | 62,185          | 64,362            | 66,614            | 68,946            | 71,359            | 73,143          |
| <b>3</b>           | 54,480          | 55,842            | 57,239            | 62,962          | 65,167            | 67,447            | 69,808            | 72,251            | 74,057          |
| <b>4</b>           | 55,161          | 56,540            | 57,954            | 63,749          | 65,982            | 68,290            | 70,681            | 73,154            | 74,983          |
| <b>5</b>           | 55,851          | 57,247            | 58,678            | 64,546          | 66,807            | 69,144            | 71,565            | 74,068            | 75,920          |
| <b>6</b>           | 56,549          | 57,963            | 59,411            | 65,353          | 67,642            | 70,008            | 72,460            | 74,994            | 76,869          |
| <b>7</b>           | 57,256          | 58,688            | 60,154            | 66,170          | 68,488            | 70,883            | 73,366            | 75,931            | 77,830          |
| <b>8</b>           | 57,972          | 59,422            | 60,906            | 66,997          | 69,344            | 71,769            | 74,283            | 76,880            | 78,803          |
| <b>9</b>           | 57,972          | 60,165            | 61,667            | 67,834          | 70,211            | 72,666            | 75,212            | 77,841            | 79,788          |
| <b>10</b>          | 57,972          | 60,917            | 62,438            | 68,682          | 71,089            | 73,574            | 76,152            | 78,814            | 80,785          |
| <b>11</b>          | 57,972          | 61,678            | 63,218            | 69,541          | 71,978            | 74,494            | 77,104            | 79,799            | 81,795          |
| <b>12</b>          | 57,972          | 62,449            | 64,008            | 70,410          | 72,878            | 75,425            | 78,068            | 80,796            | 82,817          |
| <b>13</b>          | 57,972          | 62,449            | 64,808            | 71,290          | 73,789            | 76,368            | 79,044            | 81,806            | 83,852          |
| <b>14</b>          | 57,972          | 62,449            | 65,618            | 72,181          | 74,711            | 77,323            | 80,032            | 82,829            | 84,900          |
| <b>15</b>          | 57,972          | 62,449            | 66,438            | 73,083          | 75,645            | 78,290            | 81,032            | 83,864            | 85,961          |
| <b>16</b>          | 57,972          | 62,449            | 67,268            | 73,997          | 76,591            | 79,269            | 82,045            | 84,912            | 87,036          |
| <b>17</b>          | 57,972          | 62,449            | 68,109            | 74,922          | 77,548            | 80,260            | 83,071            | 85,973            | 88,124          |
| <b>18</b>          | 57,972          | 62,449            | 68,960            | 75,859          | 78,517            | 81,263            | 84,109            | 87,048            | 89,226          |
| <b>19</b>          | 57,972          | 62,449            | 69,822            | 76,807          | 79,498            | 82,279            | 85,160            | 88,136            | 90,341          |
| <b>20</b>          | 57,972          | 62,449            | 69,822            | 77,767          | 80,492            | 83,307            | 86,225            | 89,238            | 91,470          |
| <b>21</b>          | 57,972          | 62,449            | 69,822            | 78,739          | 81,498            | 84,348            | 87,303            | 90,353            | 92,613          |
| <b>22</b>          | 57,972          | 62,449            | 69,822            | 79,723          | 82,517            | 85,402            | 88,394            | 91,482            | 93,771          |
| <b>23</b>          | 57,972          | 62,449            | 69,822            | 80,720          | 83,548            | 86,470            | 89,499            | 92,626            | 94,943          |
| <b>24</b>          | 57,972          | 62,449            | 69,822            | 81,729          | 84,592            | 87,551            | 90,618            | 93,784            | 96,130          |
| <b>25</b>          | 57,972          | 62,449            | 69,822            | 81,729          | 85,649            | 88,645            | 91,751            | 94,956            | 97,332          |
| <b>26</b>          | 57,972          | 62,449            | 69,822            | 81,729          | 86,720            | 89,753            | 92,898            | 96,143            | 98,549          |
| <b>27</b>          | 57,972          | 62,449            | 69,822            | 81,729          | 87,804            | 90,875            | 94,059            | 97,345            | 99,781          |
| <b>28</b>          | 57,972          | 62,449            | 69,822            | 81,729          | 88,902            | 92,011            | 95,235            | 98,562            | 101,028         |
| <b>29</b>          | 57,972          | 62,449            | 69,822            | 81,729          | 88,902            | 93,161            | 96,425            | 99,794            | 102,291         |
| <b>30</b>          | 57,972          | 62,449            | 69,822            | 81,729          | 88,902            | 94,326            | 97,630            | 101,041           | 103,570         |

**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 – 2026-2027

|                                                                                                                                                                                                                     |                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                 |
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| <b>1) \$8,601</b><br><i>HIGH SCHOOL</i><br>Head Boys Basketball<br>Head Girls Basketball<br>Head Cheerleading<br>Head Football<br>Head Track<br>Head Wrestling<br>Head Drill/Dance                                  | <b>2) \$7,419</b><br><i>HIGH SCHOOL - District Level</i><br>Bio Tech Coordinator<br>Culinary Coordinator<br>Medical Health Science Coordinator<br>NJROTC Teacher<br>PLTW Coordinator                                                      | <b>3) \$6,498</b><br><i>HIGH SCHOOL</i><br>Head Baseball<br>Head Girls Gymnastics<br>Head Boys Swimming<br>Head Girls Swimming<br>Head Boys Soccer<br>Head Girls Soccer<br>Head Softball<br>Head Volleyball<br>Marching Band<br>Choral<br>Orchestra<br>Yearbook<br>Lead Assistant Boys Basketball<br>Lead Assistant Girls Basketball<br>Lead Assistant Football |
| <b>4) \$5,675</b><br><i>HIGH SCHOOL</i><br>Head Cross Country<br>Musical Theater<br>Debate<br>Pep Band/Jazz Ensemble<br>Drama<br>Robotics<br>Forensics<br>Video Production<br>Journalism<br>Student Council Sponsor | <b>5) \$5,345</b><br><i>MIDDLE SCHOOL</i><br>Athletic Coordinator                                                                                                                                                                         | <b>6) \$5,161</b><br><i>HIGH SCHOOL</i><br>Division Coordinator 20+ FTE* in Division<br>*SPED Coordinator includes paras<br>Assistant Basketball<br>Assistant Cheerleading<br>Assistant Football<br>Assistant Track<br>Assistant Wrestling<br>Assistant Drill/Dance                                                                                             |
| <b>7) \$5,012</b><br><i>DISTRICT</i><br>P.E. Coordinator                                                                                                                                                            | <b>8) \$4,729</b><br><i>HIGH SCHOOL</i><br>BPA Advisor<br>HOSA Advisor<br>Pep Club Sponsor<br>Concert Band<br>Skills USA Advisor<br>DECA Advisor<br>FCCLA Advisor<br>Head Tennis<br>Head Golf<br>Head Bowling<br>Head Girls Flag Football | <b>9) \$4,429</b><br><i>HIGH SCHOOL</i><br>Division Coordinator 10+ FTE* in Division<br>*SPED Coordinator includes paras<br>Counseling Department Coordinator                                                                                                                                                                                                   |

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|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>10) \$3,899</b><br>HIGH SCHOOL<br>Assistant Baseball<br>Assistant Girls Gymnastics<br>Assistant Swimming<br>Assistant Marching Band<br>Assistant Volleyball<br>Assistant Soccer<br>Assistant Softball<br><br>MIDDLE SCHOOL<br>Head Football<br>Head Cross Country<br>Head Volleyball<br>Head Girls Basketball<br>Head Boys Basketball<br>Head Wrestling<br>Head Cheerleading                                                                                               |                                                                                       | <b>11) \$3,695</b><br>HIGH SCHOOL<br>Division Coordinator Less than 10+ FTE* in Division<br><br>*SPED Coordinator includes paras<br><br>DISTRICT MIDDLE SCHOOL<br>Counseling Department Coordinator                                                                                                                                                                                                                                               |                                                                    | <b>12) \$3,405</b><br>HIGH SCHOOL<br>Assistant Cross Country<br>Assistant Musical Theater<br>Assistant Debate<br>Assistant Drama<br>Assistant Robotics<br>Assistant Forensics<br><br>MIDDLE SCHOOL<br>Orchestra, Choral & Band Director<br>Musical Director |
| <b>13) \$2,837</b><br>HIGH SCHOOL<br>Assistant Bowling<br>Assistant Concert Band<br>Assistant Student Council Sponsor<br>Assistant Tennis<br>Assistant Golf<br>Assistant Girls Flag Football<br>Head Unified Bowling                                                                                                                                                                                                                                                          |                                                                                       | <b>14) \$2,339</b><br>MIDDLE SCHOOL<br>Assistant Cross Country<br>Assistant Volleyball<br>Assistant Wrestling<br>Assistant Girls Basketball<br>Assistant Boys Basketball<br>Assistant Football<br>Assistant Cheerleading                                                                                                                                                                                                                          |                                                                    | <b>15) \$2,043</b><br>MIDDLE SCHOOL<br>Assistant Musical Director                                                                                                                                                                                           |
| <b>16) \$1,960</b><br>HIGH SCHOOL<br>Literary Magazine<br>Building specific supplemental (as assigned by building admin)<br><br>MIDDLE SCHOOL<br>Building specific supplemental (as assigned by building admin)<br>Head Middle School Girls Soccer<br>Head Middle School Boys Soccer<br><br>ELEMENTARY<br>Mathletics Coach<br>Elementary Choir<br>Student Council*<br><br>ALL LEVELS<br>Professional Development Council Rep<br>Resource Teacher K-12 (non-special education) |                                                                                       | <b>17) \$1,328</b><br>ELEMENTARY<br>Lead Teacher*<br>Safety Patrol*<br>Curriculum Rep.*<br>Math Club*<br>Science Club*<br>Debate Club*<br>Other**<br>*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.<br><br>**This is not an exhaustive list of possible elementary supplementals |                                                                    | <b>18) \$1,176</b><br>MIDDLE SCHOOL<br>Boys Soccer Assistant<br>Girls Soccer Assistant<br><br>ALL LEVELS<br>Intervention Team                                                                                                                               |
| <b>19) \$134</b><br>ELEMENTARY<br>Night Music/Itinerant Music Teacher                                                                                                                                                                                                                                                                                                                                                                                                         | <b>20) \$291</b><br>HIGH SCHOOL<br>Debate Trip Supervisor<br>Fri & Sat with overnight | <b>21) \$145</b><br>HIGH SCHOOL<br>Debate Trip Supervisor<br>Saturday                                                                                                                                                                                                                                                                                                                                                                             | <b>22) \$80</b><br>HIGH SCHOOL<br>Debate Trip Supervisor<br>Friday | <b>23) \$1,487</b><br>HIGH SCHOOL<br>Debate Trip Supervisor<br>Nationals                                                                                                                                                                                    |

## **2026-2027 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>         | 47,850           | 48,767              | 50,527              | 52,280              | 53,205               |
| <b>4</b>           | 49,026           | 49,945              | 51,736              | 53,575              | 54,502               |
| <b>5</b>           | 50,191           | 51,115              | 52,998              | 54,875              | 55,832               |
| <b>6</b>           | 51,403           | 52,368              | 54,333              | 56,248              | 57,219               |
| <b>7</b>           | 52,661           | 53,666              | 55,670              | 57,631              | 58,636               |
| <b>8</b>           | 53,947           | 54,981              | 57,046              | 59,069              | 60,104               |

**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.