

Appendix A

2024-25 OLATHE PUBLIC SCHOOLS
Professional Pay Salary Schedule, Other Benefits Impacting Compensation

2024-2025 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
2	\$48,500	\$49,955	\$51,410	\$55,290	\$56,260	\$57,230	\$58,200	\$59,170	\$60,140	\$62,080
3	\$49,252	\$50,729	\$52,207	\$56,147	\$57,132	\$58,117	\$59,102	\$60,087	\$61,072	\$63,042
4	\$50,015	\$51,516	\$53,016	\$57,017	\$58,018	\$59,018	\$60,018	\$61,018	\$62,019	\$64,019
5	\$50,790	\$52,314	\$53,838	\$57,901	\$58,917	\$59,933	\$60,948	\$61,964	\$62,980	\$65,012
6	\$51,578	\$53,125	\$54,672	\$58,799	\$59,830	\$60,862	\$61,893	\$62,925	\$63,956	\$66,019
7	\$52,377	\$53,948	\$55,520	\$59,710	\$60,757	\$61,805	\$62,853	\$63,900	\$64,948	\$67,043
8	\$53,189	\$54,785	\$56,380	\$60,635	\$61,699	\$62,763	\$63,827	\$64,891	\$65,954	\$68,082
9	\$53,508	\$55,634	\$57,254	\$61,575	\$62,656	\$63,736	\$64,816	\$65,896	\$66,977	\$69,137
10	\$53,829	\$56,496	\$58,142	\$62,530	\$63,627	\$64,724	\$65,821	\$66,918	\$68,015	\$70,209
11	\$54,152	\$57,372	\$59,043	\$63,499	\$64,613	\$65,727	\$66,841	\$67,955	\$69,069	\$71,297
12	\$54,477	\$58,261	\$59,958	\$64,483	\$65,614	\$66,746	\$67,877	\$69,008	\$70,140	\$72,402
13	\$54,804	\$58,611	\$60,887	\$65,483	\$66,631	\$67,780	\$68,929	\$70,078	\$71,227	\$73,524
14	\$55,133	\$58,962	\$61,831	\$66,498	\$67,664	\$68,831	\$69,997	\$71,164	\$72,331	\$74,664
15	\$55,463	\$59,316	\$62,789	\$67,528	\$68,713	\$69,898	\$71,082	\$72,267	\$73,452	\$75,821
16	\$55,796	\$59,672	\$63,763	\$68,575	\$69,778	\$70,981	\$72,184	\$73,387	\$74,590	\$76,996
17	\$56,131	\$60,030	\$64,145	\$69,638	\$70,860	\$72,081	\$73,303	\$74,525	\$75,746	\$78,190
18	\$56,468	\$60,390	\$64,530	\$70,717	\$71,958	\$73,199	\$74,439	\$75,680	\$76,921	\$79,402
19	\$56,807	\$60,752	\$64,917	\$71,813	\$73,073	\$74,333	\$75,593	\$76,853	\$78,113	\$80,633
20	\$57,147	\$61,117	\$65,307	\$72,926	\$74,206	\$75,485	\$76,765	\$78,044	\$79,324	\$81,882
21	\$57,490	\$61,484	\$65,699	\$74,057	\$75,356	\$76,655	\$77,955	\$79,254	\$80,553	\$83,152
22	\$57,835	\$61,853	\$66,093	\$75,205	\$76,524	\$77,843	\$79,163	\$80,482	\$81,802	\$84,440
23	\$58,182	\$62,224	\$66,489	\$76,370	\$77,710	\$79,050	\$80,390	\$81,730	\$83,070	\$85,749
24	\$58,531	\$62,597	\$66,888	\$77,554	\$78,915	\$80,275	\$81,636	\$82,997	\$84,357	\$87,078
25	\$58,883	\$62,973	\$67,290	\$78,756	\$80,138	\$81,520	\$82,901	\$84,283	\$85,665	\$88,428
26	\$59,236	\$63,350	\$67,693	\$79,229	\$80,619	\$82,009	\$83,399	\$84,789	\$86,179	\$88,959
27	\$59,591	\$63,731	\$68,100	\$79,704	\$81,102	\$82,501	\$83,899	\$85,297	\$86,696	\$89,492
28	\$59,949	\$64,113	\$68,508	\$80,182	\$81,589	\$82,996	\$84,402	\$85,809	\$87,216	\$90,029
29	\$60,309	\$64,498	\$68,919	\$80,663	\$82,079	\$83,494	\$84,909	\$86,324	\$87,739	\$90,569
30	\$60,670	\$64,885	\$69,333	\$81,147	\$82,571	\$83,995	\$85,418	\$86,842	\$88,266	\$91,113
31	\$61,034	\$65,274	\$69,749	\$81,634	\$83,067	\$84,499	\$85,931	\$87,363	\$88,795	\$91,660
32	\$61,401	\$65,666	\$70,167	\$82,124	\$83,565	\$85,006	\$86,446	\$87,887	\$89,328	\$92,210
33	\$61,769	\$66,060	\$70,588	\$82,617	\$84,066	\$85,516	\$86,965	\$88,415	\$89,864	\$92,763
34	\$62,140	\$66,456	\$71,012	\$83,113	\$84,571	\$86,029	\$87,487	\$88,945	\$90,403	\$93,319
35	\$62,512	\$66,855	\$71,438	\$83,611	\$85,078	\$86,545	\$88,012	\$89,479	\$90,946	\$93,879
36	\$62,888	\$67,256	\$71,866	\$84,113	\$85,589	\$87,064	\$88,540	\$90,016	\$91,491	\$94,443
37	\$63,265	\$67,659	\$72,298	\$84,618	\$86,102	\$87,587	\$89,071	\$90,556	\$92,040	\$95,009
38	\$63,644	\$68,065	\$72,731	\$85,125	\$86,619	\$88,112	\$89,606	\$91,099	\$92,592	\$95,579
39	\$64,026	\$68,474	\$73,168	\$85,636	\$87,138	\$88,641	\$90,143	\$91,646	\$93,148	\$96,153

**Note: Each step of the schedule beyond 39 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 \$750/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 college coursework in many situations. This also supports staff member's licensure 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 a minimum of 15 days of Paid Time Off (PTO), bereavement days not charged to leave balances, birth/adoption of a grandchild leave, accumulated illness/bereavement leave, professional leave, etc.
- ~**Additional policies** support compensation related items and are outlined in the Negotiated Agreement.