

Mexico School District No. 59

Salary Protocol

Fiscal Year Ending June 30, 2021



Board of Education

Dustin C. Pascoe

Heather DeMint

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Superintendent of Schools

Dr. Tammy Lupardus

Assistant Superintendent of Schools

Mrs. Melissa Chastain

****Approved June 16, 2020****

MEXICO SCHOOL DISTRICT NO. 59

2020-21 SALARY PLAN

- 1) Teachers' salary schedule for the 2020-21 fiscal year.

Base teacher salary is increased to \$37,000

Vertical step increases as follows

	BA	MA	EDS
Years 1-10	\$500*	\$515	\$530
Years 11-20	\$575	\$600*	\$625
Years 21-30	\$660	\$690	\$720

*no change from 2019-20

Returning teachers move one step.

All years of experience brought into the District within the last twenty years allowed. This is not retroactive.

Upon completion of National Board Certification, teachers will have \$3,000 added annually to their salary for the lifetime of the certification.

Teachers who have completed a Doctoral degree in education will have \$3000 added to their salary annually.

- 2) Extra Duty Salary Schedule. All stipends are percentages of the teacher base plus longevity.
- No change for 2020-21
 - Added Administrative Intern
- 3) Extended Day Contracts.
- Added Administrative Intern
- 4) Coaching Salary Schedule. All stipends are percentages of the teacher base plus longevity.
- No Change for 2020-21

5) Support Staff Base Rate.

- Food Service workers rate increased 4.3%*
- Bus driver rate no increase
- All other support position rates increased 2.5%

6) Existing Support Staff Raise.

- Increased 4%

7) Administrator Salaries

- Administrators salaries increased 4%
- Added Director of Curriculum, Instruction and Assessment

8) Total Salary Schedule Changes

	Salary Schedule Changes Summary
<i>Teachers/Librarians/Counselors</i>	\$375,340
<i>Administrators</i>	\$125,640
<i>Support Staff</i>	\$137,800
<i>Teachers Retirement</i>	\$72,640
<i>Non-Teacher Retirement</i>	\$9,450
<i>Medicare</i>	\$9,260
<i>Social Security</i>	\$8,540
<i>Total New Salary and Benefits</i>	\$738,670

Teacher's Salary Schedule 2020-21

STEPS	BA	BA +15	MA	MA +15	EDS
1	37,000	38,050	40,000	41,050	43,000
2	37,500	38,550	40,575	41,625	43,660
3	38,000	39,050	41,150	42,200	44,320
4	38,500	39,550	41,725	42,775	44,980
5	39,000	40,050	42,300	43,350	45,640
6	39,500	40,550	42,875	43,925	46,300
7	40,000	41,050	43,450	44,500	46,960
8	40,500	41,550	44,025	45,075	47,620
9	41,000	42,050	44,600	45,650	48,280
10	41,500	42,550	45,175	46,225	48,940
11	42,015	43,065	45,775	46,825	49,630
12	42,530	43,580	46,375	47,425	50,320
13	43,045	44,095	46,975	48,025	51,010
14	43,560	44,610	47,575	48,625	51,700
15	44,075	45,125	48,175	49,225	52,390
16	44,590	45,640	48,775	49,825	53,080
17	45,105	46,155	49,375	50,425	53,770
18	45,620	46,670	49,975	51,025	54,460
19	46,135	47,185	50,575	51,625	55,150
20	46,650	47,700	51,175	52,225	55,840
21	47,180	48,230	51,800	52,850	56,560
22	47,710	48,760	52,425	53,475	57,280
23	48,240	49,290	53,050	54,100	58,000
24	48,770	49,820	53,675	54,725	58,720
25	49,300	50,350	54,300	55,350	59,440
26	49,830	50,880	54,925	55,975	60,160
27	50,360	51,410	55,550	56,600	60,880
28	50,890	51,940	56,175	57,225	61,600
29	51,420	52,470	56,800	57,850	62,320
30	51,950	53,000	57,425	58,475	63,040

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2020-21 EXTENDED DAY CONTRACTS

<u>Positions</u>	<u>Extra Days - Per Diem Rate (Calculated using 185 days per year)</u>	<u>Days</u>
TBD	New Teachers	3
2	Librarian - High School and Middle School	5
1	Head High School Counselor	20
2	High School Guidance	15
1	Vocational Guidance	25
1	Vocational Resource Educator	15
1	Middle School Guidance	15
1	Middle School Social Worker	10
2	Agricultural Sciences - Secondary	50
1	Automotive Mechanics Technology	5
1	Cosmetology	5
1	Diesel Mechanics	5
1	Electronics / Pre-engineering	15
1	Graphic Arts Technology	5
1	Health Occupations	10
1	Marketing Education and Marketing COE	15
1	Networking / Computer Technology	5
1	Web Design / Computer Programming	5
1	Welding Technology	5
1	Building Trades	5
1	Business Education/FBLA	15
1	Instructional Coach	15
1	Administrative Intern	15

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2020-21 EXTRA DUTY SALARY SCHEDULE

<u>Position</u>	<u>Number for 2020-21</u>	<u>Percent of Base Salary</u>	<u>Teacher Base</u>	<u>Stipend Amount</u>	<u>Longevity Stipend</u>
			\$37,000		
Process Coordinator	2	10.00%		\$3,700	\$35/yr up to 20yrs.
SLP-Clinical Fellowship year		9.50%		\$3,515	\$35/yr up to 20yrs.
SLP-Licensed	1	16.00%		\$5,920	\$35/yr up to 20yrs.
Instructional Technology	1	10.50%		\$3,885	\$35/yr up to 20yrs.
Administrative Intern	1	10.50%		\$3,885	\$35/yr up to 20yrs.
Special Olympics	1	5.00%		\$1,850	\$30/yr up to 20yrs.
Instrumental Music-HS	1	17.50%		\$6,475	\$35/yr up to 20yrs.
Asst. Instrumental Music-HS/MS	1	7.00%		\$2,590	\$30/yr up to 20yrs.
Color Guard-HS	1	3.00%		\$1,110	\$30/yr up to 20yrs.
Instrumental Music-MS	1	9.50%		\$3,515	\$30/yr up to 20yrs.
Vocal Music	1	12.00%		\$4,440	\$35/yr up to 20yrs.
Vocal Music Accompanist	1	12.00%		\$4,440	\$30/yr up to 20yrs.
Theatre	1	9.00%		\$3,330	\$35/yr up to 20yrs.
Asst. Theatre	1	1.75%		\$648	\$20/yr up to 20yrs.
Asst. Fall Theatre Director	1	1.75%		\$648	\$20/yr up to 20yrs.
Speech/Debate	1	9.00%		\$3,330	\$35/yr up to 20yrs.
Asst. Speech/Debate	1	4.25%		\$1,573	\$30/yr up to 20yrs.
Department Chair	14	5.00%		\$1,850	\$30/yr up to 20yrs.
Junior Class Sponsor	3	2.00%		\$740	\$25/yr up to 20yrs.
Mascot/Growl-HS	1	6.25%		\$2,313	\$30/yr up to 20yrs.
Yearbook-MS	1	3.50%		\$1,295	\$25/yr up to 20yrs.
Student Council-HS	1	6.00%		\$2,220	\$30/yr up to 20yrs.
Student Council-MS	1	3.50%		\$1,295	\$25/yr up to 20yrs.
Student Council-Elem	2	2.50%		\$925	\$20/yr up to 20yrs.
Cadet Teaching-HS	1	3.50%		\$1,295	\$25/yr up to 20yrs.
Key Club-MHS	1	3.50%		\$1,295	\$25/yr up to 20yrs.
Youth In Government	1	3.50%		\$1,295	\$25/yr up to 20yrs.
PLTW Lead Teacher-Elem	2	3.00%		\$1,110	\$20/yr up to 20yrs.
Safety Patrol-Elem	2	2.75%		\$1,018	\$20/yr up to 20yrs.
Academic Team-HS	1	5.00%		\$1,850	\$25/yr up to 20yrs.
Academic Team-MS	1	3.50%		\$1,295	\$25/yr up to 20yrs.
Asst. Academic Team-HS	1	2.75%		\$1,018	\$20/yr up to 20yrs.
eSports	1	5.00%		\$1,850	\$20/yr up to 20yrs.

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2020-21 COACHING SALARY SCHEDULE High School

<u>Position</u>	<u>Number for 2020-21</u>	<u>Percent of Base Salary</u>	<u>Teacher Base</u>	<u>Stipend Amount</u>	<u>Longevity Stipend</u>
			\$37,000		
Baseball-Head Coach	1	12.00%		\$4,440	\$75/yr up to 20yrs.
Asst. Baseball	2	8.00%		\$2,960	\$50/yr up to 20yrs.
Basketball-Head Coach	2	16.50%		\$6,105	\$75/yr up to 20yrs.
Asst. Basketball	4	10.00%		\$3,700	\$50/yr up to 20yrs.
Cheerleading-Head Sponsor	1	9.00%		\$3,330	\$75/yr up to 20yrs.
Asst. Cheerleading	1	5.00%		\$1,850	\$50/yr up to 20yrs.
Cross Country	1	12.00%		\$4,440	\$75/yr up to 20yrs.
Asst. Cross Country	1	8.00%		\$2,960	\$50/yr up to 20yrs.
Football-Head Coach	1	16.50%		\$6,105	\$75/yr up to 20yrs.
Football-Coordinator	2	11.00%		\$4,070	\$50/yr up to 20yrs.
Asst. Football	3	10.00%		\$3,700	\$50/yr up to 20yrs.
Golf	2	9.00%		\$3,330	\$75/yr up to 20yrs.
Soccer-Head Coach	2	12.00%		\$4,440	\$75/yr up to 20yrs.
Asst. Soccer	2	8.00%		\$2,960	\$50/yr up to 20yrs.
Softball-Head Coach	1	12.00%		\$4,440	\$75/yr up to 20yrs.
Asst. Softball	2	8.00%		\$2,960	\$50/yr up to 20yrs.
Tennis-Head Coach	2	9.00%		\$3,330	\$75/yr up to 20yrs.
Asst. Tennis	2	7.00%		\$2,590	\$50/yr up to 20yrs.
Track and Field-Head Coach	1	16.50%		\$6,105	\$75/yr up to 20yrs.
Track and Field-Head Asst.	1	10.50%		\$3,885	\$50/yr up to 20yrs.
Asst. Track and Field	4	8.00%		\$2,960	\$50/yr up to 20yrs.
Volleyball-Head Coach	1	12.00%		\$4,440	\$75/yr up to 20yrs.
Asst. Volleyball	1	8.00%		\$2,960	\$50/yr up to 20yrs.
Wrestling	1	15.00%		\$5,550	\$75/yr up to 20yrs.
Asst. Wrestling	2	9.00%		\$3,330	\$50/yr up to 20yrs.
Zero Hour Weightlifting	1	14.00%		\$5,180	\$75/yr up to 20yrs.
Summer Weightlifting	3	4.00%		\$1,480	\$50/yr up to 20yrs.

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2020-21 COACHING SALARY SCHEDULE Middle School

<u>Position</u>	<u>Number for 2020-21</u>	<u>Percent of Base Salary</u>	<u>Teacher Base</u>	<u>Stipend Amount</u>	<u>Longevity Stipend</u>
			\$37,000		
Activities Director-MS	1	10.0%		\$3,700	\$30/yr up to 20yrs.
Basketball	4	8.0%		\$2,960	\$30/yr up to 20yrs.
Cheerleading	1	5.0%		\$1,850	\$30/yr up to 20yrs.
Cross Country-Head Coach	1	7.0%		\$2,590	\$30/yr up to 20yrs.
Asst. Cross Country	1	5.0%		\$1,850	\$25/yr up to 20yrs.
Football-Head Coach	1	10.0%		\$3,700	\$30/yr up to 20yrs.
Asst. Football	3	7.0%		\$2,590	\$25/yr up to 20yrs.
Softball-Head Coach	1	8.0%		\$2,960	\$30/yr up to 20yrs.
Asst. Softball	1	7.0%		\$2,590	\$25/yr up to 20yrs.
Track and Field-Head Coach	1	8.0%		\$2,960	\$30/yr up to 20yrs.
Asst. Track and Field	3	7.0%		\$2,590	\$25/yr up to 20yrs.
Volleyball-Head Coach	1	8.0%		\$2,960	\$30/yr up to 20yrs.
Asst. Volleyball	1	7.0%		\$2,590	\$25/yr up to 20yrs.
Wrestling	2	8.0%		\$2,960	\$30/yr up to 20yrs.

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2020-21 OTHER STAFF PAY

- (1) For any meeting, tutoring, homebound, training, open lab supervision, screening, ECSE service, ESY or other duty THAT REQUIRES PAY: Staff to be paid the per diem hourly rate based on the current salary schedule Level 1, Step 1. (\$28.57)
- (2) Summer School certified teachers will be paid a stipend based on the total number of days summer school is in session. This stipend will be calculated as follows
Bachelor's Degree – Bachelor's Level, Step 1 per diem
Master's Degree – Master's Level, Step 1 per diem
Certified teachers continuously employed since the 2008 summer school year will continue to be paid at the 2008 rate of pay if higher than the current calculation.
- (3) Dual Credit Courses taught will be paid at 75% of reimbursement from the institution of higher learning. The remaining 25% will be withheld by the Mexico Public Schools to cover retirement and taxes.
- (4) Athletic Activity Supervisors (#):

2 hours or less	\$25 per activity
Over 2 hours to 3 hours	\$35 per activity
Over 3 hours to 7 hours	\$45 per activity
All day (tournament)	\$55 per activity
- (5) Gate Workers - \$22.50 per activity with the following exceptions:
Football – two games - \$33.75/night. Basketball – three games - \$33.75 per night.
Tournaments – \$22.50 per shift (two-hour shifts).
- (6) Scorekeepers and Announcers - \$25.50 per activity with the following exceptions:
Football – two games - \$38.25 per night.
Basketball – three games - \$38.25 per night.
Tournaments – \$25.50 per shift (two-hour shifts).
- (7) Happy Feet/Flyers - \$15.50 per session
- (8) Certified Staff who supervise students over the summer during student involved activities, in which they are not receiving a stipend, will be paid the base teacher salary daily rate ($\$37,000/185 = \200).

(#) same as last year

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2020-21 SUPPORT STAFF PAY

Position	Base Rate	Differential(s)
Food Service Summer Employees	\$11.03	
Custodian Groundskeeper Attendance Secretary Delivery Para/Aide Computer Tech Assistant	\$12.01	\$0.50-night differential for custodians. \$0.50-personal hygiene for paras \$1-Bachelor's degree for paras
Administrative Professionals (Building/Department level) Cafeteria Assistant Manager Computer Lab Assistant General Maintenance Assistant Mechanic Permanent Sub w/o teaching degree	\$14.45	\$1-Cafeteria Manager
Computer Technician School Nurse Payroll/Accounts Administrative Professional (Executive level) Core Data/SIS Manager Permanent sub w/ teaching degree	\$15.73	\$1-Registered Nurse
Mechanic Skilled Maintenance Board Secretary/Executive Assistant	\$19.23	
Translation Services (after hours)	\$28.57	

New employees are hired at the base rate plus 1% for each year of applicable experience for up to 20 years.

Annual raises, approved by the Board of education, will be effective on July 1 of each year for employees with a minimum of 6 months employment. Employees with less than 6 months will receive an increase equal to any increase to the base rate.

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2020-21 BUS DRIVER SALARIES

Regular Route:

\$18.50 per hour Base Rate

New employees are hired at the base rate plus 1% for each year of applicable experience

Drivers are guaranteed 1.5 hours for their morning and the afternoon routes

Trip Routes:

\$12.00 per hour for Trip Driving Time

\$10.30 per hour for Trip Wait Time

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2020-21 SUBSTITUTE TEACHER DAILY PAY

	Substitute Certificate	Teaching Certificate
Short-term Substitutes		
Half Day	\$47	\$52
Full Day	\$90	\$100
Long-term Substitutes		
After 10 Consecutive days on the same assignment	Half Day - \$49 Full Day - \$94	Half Day - \$59.50 Full Day - \$114.50
After 20 Consecutive days on the same assignment	Half Day - \$54.50 Full Day - \$104.50	Half Day - \$70.50 Full Day - \$135
After 30 Consecutive days on the same assignment	Half Day - \$60 Full Day - \$115	Half Day - \$84 Full Day - \$161

Teachers under contract will be paid to sub on their planning period with approval of the building administrator. Amount will be \$30.

*Consecutive-Acting as the substitute for the same teaching assignment continuously, without changing assignments, due to an extended absence by the teacher. Consecutive status is not lost due to an authorized absence as defined in the Board Policy.

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ADMINISTRATOR SALARIES

		<u>2020-21</u>	<u>Contract Term in Months</u>
Tammy Lupardus	Superintendent of Schools	130,000	12
Melissa Chastain	Assistant Superintendent	103,000	12
Brad Ellebracht	Principal, MHS	101,520	11
David Cochrane	Assistant Principal, MHS	69,000	11
Travis Blevins	Assistant Principal & Athletic Dir., MHS	76,920	11
Deb Haag	Principal – MMS	92,280	10.5
Julie Lower	Assistant Principal, MMS	76,920	11
Amber Crane	Principal, Eugene Field Accelerated School	82,320	10.5
Desiree Pezley	Assistant Principal, Eugene Field	62,760	11
Alison Evans	Principal, Hawthorne Elementary	70,000	10.5
TBD	Assistant Principal, Hawthorne	TBD	11
Anne Billington	Principal, McMillan	78,000	10.5
John Kitchens	Director of Curriculum, Instruction and Assessment	85,000	12
Chris Denham	Director of Student Services and Career Center	86,760	12
Kerri Ferrari	Director of Alternative Education	64,320	10.5
Kate Blessing	Director of Special Education	78,600	11
Christina McCaw	Director of SEL/Behavior Intervention	70,680	10.5
Marci Minor	Director of Communications	57,240	12

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NON-CERTIFIED DIRECTOR SALARIES

		<u>2020-21</u>	<u>Months of Employment</u>
Curt Jackson	Director of Transportation/Grounds	79,800	12
Dana Hunt	Director of Technology	67,560	12
Joyce Fenner	Director of Food Services	60,360	12
Amber Henderson	Business Office Coordinator	54,000	12

**SCHOOL NAME MEXICO SCHOOL DISTRICT
HEALTH PREMIUMS AND EMPLOYER CONTRIBUTIONS**

	Traditional PPO With Deductible & Copays		HSA 2000 Non-embedded		HSA 2700 Embedded		HSA 4000 Embedded	
Rates	Full Rate	Employee Cost	Full Rate	Employee Cost	Full Rate	Employee Cost	Full Rate	Employee Cost
Employee	\$584	\$55	\$529	\$0	\$529	\$0	\$495	ADD \$34 TO HSA
Employee + Spouse	\$1231	\$702	\$1113	\$584	\$1113	\$584	\$1042	\$547
Employee + Child(ren)	\$1112	\$583	\$1007	\$478	\$1007	\$478	\$942	\$447
Employee + Family	\$1701	\$1172	\$1540	\$1011	\$1540	\$1011	\$1440	\$945

The District will pay \$529 for the 2020-21 School Year