

SALARY AND BENEFITS

Sick Leave Pool

A sick leave pool is established for use in case of catastrophic illness or disability of employees who become members by contributing one day of their accumulated sick leave at the beginning of the year. Members will only be eligible to use sick leave pool days equal to the number of their accumulated sick leave days at the beginning of their disability.

Incentive Program

As an incentive for faculty members who use their leave judiciously, the district has created a reward program, which includes up to \$150 and free membership to the sick leave pool.

Other Leave

Teachers in the district for at least three (3) continuous years of service may receive up to one (1) year of unpaid extended leave, for advanced study and professional development activities.

Kansas Public Employee Retirement System (KPERs)

The state of Kansas requires employees to participate in the state's retirement program. The state of Kansas provides employees with a statement each year that summarizes contributions and other pertinent details.

Social Security

All school district employees are covered by the Federal Social Security Act. A required percentage of their salary is deducted to pay their portion of this protection and the school district matches their deduction dollar for dollar. The plan, as provided by the federal government, is designed for employees' future security and that of their dependents by providing retirement, disability, death survivor and Medicare benefits.

Tax-Sheltered Annuities

School district employees are entitled to participate in voluntary tax-sheltered annuity programs.

Worker's Compensation

The school district carries insurance to cover the cost of work-incurred injuries or illnesses. Benefits help pay for medical treatment and part of any income employees may lose while recovering.

Wamego School District teachers are provided a variety of benefits. A summary of benefits for certified employees in the USD 320 Wamego School District follows.*

Health Insurance

A single health insurance membership is provided for each employee (up to \$325/mo). Additional options available to employees include family health, vision, dental, life, cancer, disability, dependent care and medical reimbursement plans.

College Tuition Program

Teachers may apply to the Professional Development Council for assistance with funding the costs for specific programs of study or for individual college coursework.

Personal Leaves and Absences

Sixteen (16) hours of personal leave shall be granted each year, accumulative to forty (40) hours. Personal leave hours above twenty-four (24) at the end of the year shall be credited to each individual's sick leave. Any additional personal leave days, which are approved by the Emergency Leave Review Committee, will be deducted from the requesting individual's sick leave account.

Sick Leave

All certified employees are provided eighty (80) hours each year of sick and bereavement leave, cumulative to nine hundred sixty (960) hours.

**Based on the 2007-2008 Negotiated Agreement between the USD 320 BOE and the Wamego Teachers Association.*



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2007-2008 Teacher's Salary Schedule

	BS*	BS+15	BS +36 or MS	MS+15	MS+30
Step 0	32,278	33,364	34,450	35,540	36,631
1	32,619	33,705	34,791	35,881	36,972
2	32,960	34,046	35,132	36,222	37,313
3	33,301	34,387	35,473	36,563	37,654
4	33,642	34,728	35,814	36,904	37,995
5	33,983	35,069	36,155	37,245	38,336
6	34,472	35,558	36,644	37,734	38,825
7	34,961	36,047	37,133	38,223	39,314
8	35,450	36,536	37,622	38,712	39,803
9	35,939	37,025	38,111	39,201	40,292
10	36,428	37,514	38,600	39,690	40,781
11	37,033	38,119	39,205	40,295	41,386
12	37,638	38,724	39,810	40,900	41,991
13	38,243**	39,329	40,415	41,505	42,596
14	38,848**	39,934	41,020	42,110	43,201
15	39,453**	40,539	41,625	42,715	43,806
16		41,252	42,338	43,428	44,519
17			43,051	44,141	45,232
18			43,764	44,854	45,945
19			44,477	45,567	46,658
20				46,280	47,371
21				47,105	48,196
22					49,021
23					49,846
24					50,671
25					51,496

Teachers shall be compensated in accordance with the salary schedule to the left. The Board reserves the right to advance a teacher one vertical step on the salary schedule when the Board determines that an area of scarcity exists in that teacher's assigned subject. If a teacher is advanced one step because of scarcity in that field, all other teachers in that area of scarcity shall also be advanced one step on the salary schedule.

National Board Certification: The school district will provide that funding for National Board Certification that is not provided to the teacher through federal or state funding sources. Teachers who receive National Board certification shall receive \$2,000 per year, in addition to any money paid by the State of Kansas. In addition, teachers who have earned National Board Certification and have experience levels of BS+15, BS+36/MS, MS+15, or MS+30 shall receive an additional \$400, accumulative, per year.

Supplemental Salary Schedule

WHS Head Sports Coach†	12%	WHS Art Club Sponsor	1/2%
WHS Assistant Sports Coach†	8%	WHS Scholars Bowl Sponsor	4%
WHS Tennis Coach	8%	WHS Renaissance Sponsor	2%
WHS Golf Coach	8%	WHS FEA Sponsor	1%
WHS Cheerleading Coach	8%	WHS National Forensics League...	4%
WHS Asst. Cheerleading Coach ...	4%	WHS Link Crew	4%
WHS FFA Sponsor	6%	WMS Head Sports Coach†	8%
WHS Kays/Kayettes Sponsor	1%	WMS Assistant Sports Coach†	5%
WHS FCCLA Sponsor	8%	WMS Cheerleading Coach	4%
WHS Jr/Sr Prom Coordinator	2%	WMS Science Club Sponsor	3%
WHS Science Club	3%	WMS Chess Club Sponsor	3%
WHS Science Research Sponsor ..	6%	WMS FCCLA Sponsor	3%
WHS Head Play Director	10%	WMS Student Council Sponsor	4%
WHS Asst. Play Director	6%	WMS Kays/Kayettes Sponsor	3%
WHS Head Musical Director	12%	WMS Yearbook Sponsor	1%
WHS Asst. Musical Director	8%	WMS Robotics Club Sponsor	3%
WHS Student Council Sponsor	5%	West Robotics Club Sponsor	3%
WHS Drill Team Coach	4%	District PDC Chairperson	4%
WHS Color Guard Coach	4%		
WHS FBLA Sponsor	8%		
WHS W-Club Sponsor	1/2%		
WHS Weights Club	1/2%		
WHS Class Sponsors	1%		
WHS Culinary Arts Sponsor	4%		
WHS Senior Interview Day Coordinator ..	2%		
WHS Foreign Language Club	1/2%		
WHS National Honor Society Sponsor ..	4%		
WHS AFS Sponsor	2%		
WHS SADD Sponsor	2%		

Aides serving as head coaches receive 1% less than head coaches in that sport until the second year.

Aides serving as assistant coaches receive 1% less than assistant coaches in that sport until the second year.

† Unless otherwise noted

* Use for Supplemental Salary Schedule

** For Supplemental Salary Schedule only