

**A SUMMARY
OF
AGREEMENTS**

**PREPARED
FOR THE
PROFESSIONAL STAFF
OF
GRANDVIEW C4
SCHOOL DISTRICT**

**Approved by
Grandview C4 School District
Board of Education
And
Certificated Staff
May 26, 2023**

May 26, 2023

Dear Staff,

Grandview 10 membership includes representatives from the certificated staff included in the representative group, here forward referred to as certificated staff, Building Administration, Central Office Administration and membership from the Board of Education. Through a collaborative and cooperative process, Grandview 10 developed the recommendations found in this agreement. The Grandview Board of Education has approved the recommendations in this document. The *Summary of Agreements* represents a research of agreements beginning in 1976 and continuing through the 23-24 school year.

A thorough understanding of this agreement assists all staff in the performance of their duties and promotes good working relationships within the organization. The articles contained in this booklet provide important information related to employment conditions. We encourage use of the information as a valuable resource for various questions that arise in the course of employment. The leadership of the certificated staff's exclusive representative group, Grandview NEA, Grandview 10 members, and Administrative Personnel of the district can assist with clarification of "agreed upon language."

If any provision(s) of this agreement or any application of the agreement to any employee or group of employees shall be found contrary to law, then such provision(s) or application shall not be deemed valid and subsisting except to the extent permitted bylaw but all other provisions(s) or application shall continue in full force and effect. Prior to July 1, 2023 the Summary of Agreements will be made available to all certificated staff and will be updated annually.

All salaries and salary related fringe benefits shall be applied uniformly to all certificated staff in the district. The "B" salary schedule shall be an exception to the above statement.

All involved with the process of developing and adopting this document hope that you will find the information appropriate to your needs. Most importantly, we hope it will assist you in providing excellent service to the students of our school district.

Sincerely,
Kenny Rodriquez
Superintendent of Schools

Sincerely,
Monica Terry
School Board President

Sincerely,
Joy Banks
GNEA President

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COMPENSATION FOR EXTRA DUTY

1. **Homebound Teaching** – Certificated staff contracted for homebound teaching will be paid pursuant to the board approved salary schedule for non-contracted assignment for certified and classified plus mileage. (5/98) (Revised 6/12)
2. **Substitute Teaching** – When, at the request of the administration, a certificated staff member accepts responsibility of a class during their planning time in addition to their regular assignment, they shall be compensated (see salary schedule for Non-Contracted Assignment, Certified/Classified). Except in extenuating circumstances, certified staff who has not volunteered to do so should not be requested to substitute during their planning time. (5/01) (Revised 6/12)
3. **Salary for Non-Contracted Duties** – The pay for non-contracted duty assignment not otherwise specified will be paid pursuant to the board approved salary schedule for Non-Contracted Assignment, Certified/Classified. Thirty minutes or more will be considered a full hour. (5/01) (Revised 6/12)
4. **Student Success Team Work** – Student Success Team members will be compensated with release time when meetings cannot be held during the contracted work day. (5/10) (Revised 6/12)
5. **After School Long Detention** – The pay rate for after school detention will be paid pursuant to the board approved salary schedule for Non-Contracted Assignment, Certified/Classified. (8/99) (Revised 6/12)
6. **Mileage Reimbursement** – Certificated staff required in the course of their regular classroom teaching assignment to drive personal automobiles from one school building to another shall receive mileage reimbursement pursuant to Board Policy DLC. (8/10) (Revised 6/12)

WORKING CONDITIONS

1. **Travel Time** – Adequate travel time, in addition to preparation and lunch period will be provided to certificated staff when it is required in the course of their regular classroom teaching assignments to drive from one school building to another. If this is not possible, they will be compensated at the prevailing substitute rate. (6/87) (Revised 6/12)

2. **Certificated Staff Planning Time** – Certificated staff will have two hundred and fifty (250) minutes of planning time per week. When certificated staff are on field trips or involved in other programs during their planning period, no additional compensation or planning time will be provided. A daily minimum of thirty minutes planning time will be provided to each certificated staff.

Plan time includes professional responsibilities such as lesson planning, parent and staff conferences, meetings with individual students, collegial collaboration and other activities related to instructional responsibilities. Activities/meetings should be scheduled as far in advance as possible to balance certificated staffs' opportunities for preparation and fulfillment of ongoing responsibilities for classroom instruction.

The certificated staff and the principal will work collaboratively to resolve plan time concerns.

Administrators and instructional coaches will make reasonable efforts to limit collaboration/planning meetings to ensure that there is a balance between purposeful collaboration and classroom preparation. Meetings should occur no more than twice per week with 60% total plan time allotted for PLCs and 40% as teacher-directed plan time. During the weeks of parent-teacher conferences, professional days, and end of term grading, every reasonable effort should be made for meetings to occur no more than once per week.

(5/10) (Revised 4/19)

3. **Collaboration days** – Prior to 2005, professional development was achieved through the use of collaboration. Collaboration time was used to improve instruction through the sharing of ideas, planning themes or lessons, studying student achievement data and other ways that improved teaching and learning. In 2005-2006, one collaboration day was borrowed to support district professional development initiatives. In addition, one professional development day was added to the 2006-2007 school year and one day was added to the 2007-2008 school year. For the 2009-2010 school year, GV10 agreed to use collaboration days for implementation of Professional Learning Communities. For the 2023-2024 school year, November 7th and April 2nd will be two half days for teacher collaboration time. Teachers will work with building administrators to develop and submit a written collaboration plan for approval. GV10 will continue to review the use of collaboration days annually.

(10/21)(4/22) (Revised 5/2023)

Fall Parent/Teacher Conferences

GV10 recommends the use of half of the PLC day in October to be utilized for preparation for Parent/Teacher conferences.

GV10 recommends that the collaboration day, during plan time, the week of Parent Teacher conferences will be utilized for preparation for Parent/Teacher conferences.

Spring Parent/Teacher conferences

GV10 recommends that the collaboration days, during plan time, the week before Parent/Teacher conferences will be limited to only 1 day and that the other collaboration day may be utilized for preparation for Parent/Teacher conferences.

GV10 recommends that the collaboration day during plan time the week of Parent/Teacher conferences will be utilized for preparation for Parent/Teacher conferences.

GV10 suggests that building administrations consider spending a portion of the PLC day in February collaborating on what spring conference look like.

(5/06)(6/12) (4/19) (Revised 10/2021)

4. Workday at the Beginning of Each Semester – A workday will be provided at the beginning of each semester. Certificated staff will work their contracted duty day and will be exempt for meetings and supervisory responsibilities. (5/06) (Revised 6/12)

5. Required Meetings/Activities Outside the Contracted Work Day – The appropriate administrator will notify certificated staff of all required meetings/activities. Required meetings/activities for certificated staff outside the contracted work day as defined by Board Policy GCJ will be limited to the following:

a. Staffing and IEP meetings that cannot be scheduled during the contracted work day. The administrative staff will make a concerted effort to schedule these meetings during the contracted work day. Certificated staff will be compensated with release time when meetings cannot be held during the contracted work day.

b. Certificated staff will participate in a maximum of nine hours outside the contracted work day during the school year for faculty meetings.

c. Certificated staff will participate in parent-teacher conferences outside the contracted work day at a mutually acceptable time when extenuating circumstances prevent said conferences from being otherwise scheduled.

d. Certificated staff will participate in one Back to School Night or Open House per school year.

e. Certificated staff will participate in a maximum of six hours outside the contracted work day during the year for departmental and grade level meetings for curriculum development. Said meetings will be held on days that coincide with the school calendar.

f. Certificated staff who accept B-salary Schedule positions are responsible to attend additional required meetings related to those positions.

All other meetings/activities held outside the contracted work day are voluntary participation meetings. (4/83)(6/12) (Revised 6/18)

6. **Meetings and Length of School Day** – Meetings and length of school day are determined pursuant to Board Policy GCJ (4/28/83) (Revised 6/28/2012)

7. **Recall Rights of Certificated Staff Placed on Involuntary Leave** – Recall rights of certificated staff placed on involuntary leave is pursuant to Board Policy GCPA. (5/15/00) (Revised 6/28/2012)

8. **Extension of the School Calendar** – Unless mandated by state law, any extension of school calendar above 188 days will be in cooperation with the certificated staff. Certificated staff will be allowed to select representatives for the purpose of studying any such extension. Implementation of any calendar extension above 188 days (191 days for new certificated staff) will be included in the Grandview 10 process. (1/12/93) (Revised 6/28/2012)

9. **Worker's Compensation** – Workers compensation will be pursuant to Board Policy GBEA. (5/21/92) (Revised 6/28/2012)

10. **District Committee Proportions** – Grandview 10 recommends to the superintendent that teacher representation on district wide committees be developed to achieve a target proportional to the most recent preference poll for representation on the compensation discussion team, GV10. In addition, committee members may be appointed by virtue of their job responsibilities and/or ability to act as a resource for the committee regardless of affiliation. (Revised 5/20/2015)

11. **Lunch Periods** – The district supports a duty free lunch and reasonable efforts will be made to provide 20 minutes of a duty free lunch period. (6/2013)

INSURANCE

A district insurance committee will consider insurance and wellness programs and make recommendations to Grandview 10.

1. **Health/Dental** – The Board of Education will pay the full amount of the base plans of dental and health care insurance for each full-time certificated staff. (6/93) (Revised 6/12)

2. **Life** – The Board paid term life insurance coverage will be \$10,000 per certificated staff. Employees may elect to purchase additional life insurance. Additional insurance is at a group rate and paid by the employee. The insurance company may require a physical or may set other limits on eligibility.

An employee of the District may designate a beneficiary to receive all payments of accrued salary, final sick pay benefits, and any other programs providing for payment. This request is to be made on the proper Designation of Beneficiary Form. (6/87) (Revised 6/12)

3. **Long-Term Disability** – Board paid long-term disability insurance will be provided as a benefit to every full-time employee. (5/02) (Revised 6/12)

4. **Cafeteria 125 Plan** – The Board will offer a flexible fringe benefit plan as provided by IRS Section 125. This will provide for certificated staff, on a voluntary basis, to defer income to pay the certificated staff member's cost of allowable medical and child care expenses. The district will pay the initial implementation fee and participating certificated staff will pay the monthly charges if required.

Any unspent funds in the 125 Plan at the end of the year will be used to pay annual maintenance cost and to defray participating member's monthly expenses. (7/88) (Revised 6/12)

5. **Employee Assistance Program** – An Employee Assistance Program will be provided at no cost to the certificated staff. This service will provide counseling services for each member or family member. (6/89) (Revised 6/12)

LEAVE

Paid Days Off Pool – In addition to the regular Paid Days Off (PDO) leave granted by the district, a PDO pool is established for the voluntary participation of all staff members. Board Policy GBBDAD

1. **Professional Leave** – Each certificated staff member may use a maximum of one (1) day per year for professional leave business. Paid days off must be scheduled at least two weeks in advance and must be approved by the immediate supervisor. This day is to be used for educational purposes and is not charged against the employee's sick leave. In order to obtain maximum benefit from the use of professional leave days, the planning of the day is to be a joint venture between the teacher and the principal with the approval of the appropriate central office administrator. At no point shall more than ten (10%) percent of the teachers from any one building be involved in a combination of personal and professional leave days. Teachers may be requested to file a written report within one (1) week of the professional leave day activity.

Board Policy [GCBDA](#)

(5/84) (6/12) (Revised 4/2022)

2. **Association Leave** – Any professional certificated organization recognized by the Board, so desiring, shall be granted up to twenty-two (22) days to be used by association delegates for district, state, or national meetings with the school district paying for substitutes. An additional six (6) days may be used by certificated staff who are officers or agents of the association, such use at the discretion of the association with the approval of the Superintendent of Schools. The association will reimburse the school district for the cost of the substitutes for the additional six (6) days that are used for this purpose by the association; pay shall be at the going rate established by the Board for substitute pay. The days may be taken in half-day installments. At least two (2) work days' notice shall be given to the building principal prior to the use of this leave.

(5/86) (Revised 4/2022)

Any certificated staff r elected to the office of a state or national professional staff association, full-time service, shall be granted a leave of absence without pay, for the term of the office.

(6/87) (Revised 4/2022)

3. **Bereavement Leave** - Annually, employees may be granted paid leave not to exceed 3 working days in the event of a death in the immediate family as defined above (in GCBDA). These days are in addition to those days provided for PDO. These days do not carry over to the next year if not used. If in any school year additional leave is required for Bereavement purposes, the leave must be submitted to the Assistant Superintendent of HR for approval and these days will be deducted from available PDO. The administration may require verification of the need for this leave.

(4/20)

*For any year that steps are not awarded, staff who would have been eligible for a step will receive one additional day of PDO for that year only, to be used per board policy.

RETIREMENT

1. **Severance Pay** – At retirement, the certificated staff will receive any severance pay with their last check or, if requested, during the month of January of the following calendar year.

(6/87) (revised 6/12)

Pursuant to Board Policy GCBDA certificated employees who voluntarily discontinue service to the District shall be compensated for accumulated chargeable leave as follows:

a. **Five Years' Service** – After five (5) consecutive years of service to the District, certificated employees shall be paid for one-fourth (1/4) of their accumulated chargeable leave at the prevailing substitute rate.

b. **Ten Years' Service** - After ten (10) consecutive years of service to the District, certificated employees shall be paid for one-half (1/2) of their accumulated chargeable leave at the prevailing substitute rate.

c. **Fifteen Years' Service** - After fifteen (15) consecutive years of service to the District, certificated employees shall be paid for three-fourths (3/4) of their accumulated chargeable leave at the prevailing substitute rate.

d. **Twenty Years' Service** - After twenty (20) consecutive years of service to the District, certificated employees shall be paid all of their accumulated chargeable leave at the prevailing substitute rate.

(4/83)

2. **Early Notification of Retirement** – Certified employees who are eligible for retirement under the Public School Retirement System (PSRS) and retiring at the end of the school year, can participate in the Retirement Notification Incentive through the 2024-2025 school year.

Certified employees, after five consecutive years of service to the District, who are eligible for retirement under the Public School Retirement System (PSRS) and retiring at the end of the school year, can participate in the Retirement Notification Incentive beginning in and through the 2024-2025 school year.

The retirement options:

Option 1 – Submit a written official letter of retirement on or before August 25 of the year of retirement. This letter will be a binding agreement. The certificated staff member will receive 6% of their placement on the teacher's salary schedule as an incentive to early notification, to be paid in one lump sum after July 1 subsequent to retirement, and will not be included in the retirement calculation.

Option 2 – Submit a written official letter of retirement on or before January 25 of the year of retirement. This letter will be a binding agreement. The certificated staff member will receive 4% of their placement on the teacher's salary schedule as an incentive to early notification, to be paid in one lump sum after July 1 subsequent to retirement, and will not be included in the retirement calculation.

This agreement will be reviewed every year.

(4/20)(4/22) (Revised 5/2023)

TUITION REIMBURSEMENT

Tuition Reimbursement – The district will provide each qualified certified employee tuition reimbursement in the amount of \$100.00 per credit hour from an accredited university for graduate level courses, up to six credit hours per year. The form is located [here](#).

The district will also provide tuition reimbursement for classes to broaden language acquisition from an accredited university or institution approved by Human Resources. All requests for tuition reimbursement must be pre-approved by the Assistant Superintendent of Human Resources. Required forms to request tuition reimbursement for college hours must be accompanied by proof of payment, and the transcript displaying a grade of B or higher. All documents must be turned in to the Human Resources Department by June 1st. Reimbursement made on the June paycheck for college hours taken during the school year while employed by the district. To qualify for this benefit, certified employees must make a commitment to employment with the district for a minimum of two years. If the employees who receive these benefits are unable to serve the two year minimum requirement, they will be required to reimburse the district for this benefit.

Any Tuition Reimbursement funds remaining on June 1 of the fiscal year will be divided up between employees who utilized the program for that year. Per credit-hour amounts, for up to six (6) credit hours, will be proportionally increased to utilize the funds; however, employees will not be reimbursed more than expended.

To ensure fairness and equity because only \$6,000 is available for this benefit, all eligible employees will be reimbursed for three credit hours first. If certified employees request reimbursement for six credit hours, their reimbursement will be contingent upon the remaining funds.

Grandview 10 will review tuition reimbursement on an annual basis.

(4/20)(4/22) (Revised 5/2023)

PAYROLL

Payroll and Payroll Deductions – Salary payments to certificated personnel on the teachers' salary schedule will be paid in twelve (12) installments according to the terms of the contract. Certificated staff may elect to take the balance of salary due for the eleventh and twelfth installments on the eleventh pay date with written notification. Direct deposit is mandatory.

All salary deductions will normally be subject to board approval and are voluntary on the part of the employee, except for deductions for absences not covered by paid leave or those required by law. The employee must authorize all voluntary deductions in writing.

Except at the beginning of an individual contract period additional payroll deductions will be permitted on a monthly basis, except for tax-sheltered annuities which occur in January, March, June, and October of each year. Board Policy DLB.

(7/88)

(revised 5/09) (revised 6/12)

SALARY

1. **Earnings Tax** – District employees who work, but do not live in Kansas City, will be reimbursed the Kansas City earnings tax in February of each year. This reimbursement will be taxable. (5/99) (revised 6/12)

2. **Entry Level Step** – The number of years of experience a new hire can be credited with will allow up to ten (13) years to be brought in with initial salary placement up to Step M. Board Policy GCBA-R (6/99) (6/12)(4/22)(Revised 5/2023)

3. **Salary Increase** – Grandview 10 made the following recommendations reflecting the continuing effort to address compensation for all employees and maintain a competitive salary schedule.

- o A \$675 increase on the base salary.
- o Vertical movement on the salary schedule (steps).
- o Horizontal movement on the salary schedule based on continuing education.
- o National Board Certification stipend of \$1,000 per year (to include SLPs, OTs, PTs)
- o Doctorate stipend of \$1,500.
- o B-salary adjustments. See attachment.

The 2023-24 salary schedule is attached.

(4/19)(4/22)(Revised 5/2023)

4. **Salary Schedules** – see appendix

5. **Grandview Contingency Language** – Grandview 10 recommends meeting on or before December 15 for further monetary discussion should fund balances exceed Board of Education approved goals after the final balance calculation in August. Contingency language will be reviewed annually.

Appendix

Grandview C-4 School District Teachers' Salary Schedule 2023-2024									
2023-2024	Class I BS	Class II BS + 8	Class III BS + 16	Class IV BS + 24	Class V MS	Class VI MS + 8	Class VII MS + 16	Class VIII MS + 24	Class IX MS + 32 or SPEC
Base	40,650								
A/B	41,543	42,439	43,902	45,365	47,032	48,658	50,365	51,991	53,658
C	42,439	43,902	45,365	47,032	48,658	50,365	51,991	53,658	55,325
D	43,902	45,365	47,032	48,658	50,365	51,991	53,658	55,325	56,991
E	45,365	47,032	48,658	50,365	51,991	53,658	55,325	56,991	58,699
F	47,032	48,658	50,365	51,991	53,658	55,325	56,991	58,699	60,325
G	48,658	50,365	51,991	53,658	55,325	56,991	58,699	60,325	61,991
H		51,991	53,658	55,325	56,991	58,699	60,325	61,991	63,658
I			55,325	56,991	58,699	60,325	61,991	63,658	65,325
J				58,699	60,325	61,991	63,658	65,325	66,951
K					61,991	63,658	65,325	66,951	68,658
L					63,658	65,325	66,951	68,658	70,325
M							68,658	70,325	71,951
N								71,951	73,658
O									75,284
P									76,950
Q									78,658
R									80,284
S									81,910
T									83,536
U									85,162
V									86,788
W									88,414

National Board Certification \$1,000 Doctorate Stipend \$1,500

Classified Salary Schedule Fiscal Year 2023-2024															
Step Description	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Grade 13	Grade 14	Grade 15
Step A	\$ 13.43	\$ 14.51	\$ 15.60	\$ 16.70	\$ 17.78	\$ 18.87	\$ 19.95	\$ 21.04	\$ 22.11	\$ 23.19	\$ 24.31	\$ 25.37	\$ 26.49	\$ 27.55	\$ 28.63
Step B	\$ 13.74	\$ 14.86	\$ 15.93	\$ 17.02	\$ 18.11	\$ 19.19	\$ 20.27	\$ 21.38	\$ 22.46	\$ 23.56	\$ 24.62	\$ 25.72	\$ 26.80	\$ 27.86	\$ 28.97
Step C	\$ 14.10	\$ 15.18	\$ 16.26	\$ 17.36	\$ 18.44	\$ 19.52	\$ 20.62	\$ 21.70	\$ 22.78	\$ 23.85	\$ 24.97	\$ 26.03	\$ 27.13	\$ 28.23	\$ 29.29
Step D	\$ 14.42	\$ 15.52	\$ 16.61	\$ 17.69	\$ 18.79	\$ 19.86	\$ 20.95	\$ 22.03	\$ 23.10	\$ 24.22	\$ 25.29	\$ 26.40	\$ 27.46	\$ 28.55	\$ 29.64
Step E	\$ 14.77	\$ 15.85	\$ 16.93	\$ 18.02	\$ 19.11	\$ 20.18	\$ 21.29	\$ 22.38	\$ 23.47	\$ 24.53	\$ 25.64	\$ 26.71	\$ 27.77	\$ 28.89	\$ 29.96
Step F	\$ 15.09	\$ 16.18	\$ 17.27	\$ 18.35	\$ 19.44	\$ 20.53	\$ 21.61	\$ 22.70	\$ 23.76	\$ 24.88	\$ 25.95	\$ 27.04	\$ 28.14	\$ 29.21	\$ 30.30
Step G	\$ 15.43	\$ 16.53	\$ 17.60	\$ 18.70	\$ 19.78	\$ 20.86	\$ 21.94	\$ 23.02	\$ 24.13	\$ 25.20	\$ 26.32	\$ 27.37	\$ 28.46	\$ 29.56	\$ 30.65
Step H	\$ 15.76	\$ 16.85	\$ 17.93	\$ 19.02	\$ 20.10	\$ 21.20	\$ 22.29	\$ 23.39	\$ 24.44	\$ 25.55	\$ 26.63	\$ 27.68	\$ 28.80	\$ 29.88	\$ 30.96
Step I	\$ 16.09	\$ 17.19	\$ 18.26	\$ 19.35	\$ 20.45	\$ 21.52	\$ 22.61	\$ 23.68	\$ 24.79	\$ 25.86	\$ 26.96	\$ 28.05	\$ 29.12	\$ 30.22	\$ 31.29
Step J	\$ 16.44	\$ 17.52	\$ 18.61	\$ 19.69	\$ 20.78	\$ 21.85	\$ 22.93	\$ 24.05	\$ 25.11	\$ 26.23	\$ 27.29	\$ 28.37	\$ 29.47	\$ 30.57	\$ 31.66
Step K	\$ 16.76	\$ 17.85	\$ 18.93	\$ 20.01	\$ 21.12	\$ 22.20	\$ 23.30	\$ 24.36	\$ 25.46	\$ 26.54	\$ 27.60	\$ 28.71	\$ 29.79	\$ 30.88	\$ 31.97
Step L	\$ 17.10	\$ 18.18	\$ 19.26	\$ 20.36	\$ 21.44	\$ 22.52	\$ 23.59	\$ 24.71	\$ 25.77	\$ 26.87	\$ 27.97	\$ 29.03	\$ 30.13	\$ 31.21	\$ 32.30
Step M	\$ 17.43	\$ 18.53	\$ 19.60	\$ 20.69	\$ 21.77	\$ 22.84	\$ 23.96	\$ 25.03	\$ 26.14	\$ 27.20	\$ 28.29	\$ 29.38	\$ 30.48	\$ 31.58	\$ 32.64
Step N	\$ 17.76	\$ 18.85	\$ 19.92	\$ 21.03	\$ 22.12	\$ 23.21	\$ 24.27	\$ 25.38	\$ 26.45	\$ 27.51	\$ 28.63	\$ 29.70	\$ 30.79	\$ 31.89	\$ 32.97
Step O	\$ 18.09	\$ 19.18	\$ 20.27	\$ 21.35	\$ 22.44	\$ 23.50	\$ 24.62	\$ 25.69	\$ 26.78	\$ 27.88	\$ 28.95	\$ 30.04	\$ 31.12	\$ 32.22	\$ 33.30
Step P	\$ 18.44	\$ 19.52	\$ 20.60	\$ 21.68	\$ 22.76	\$ 23.87	\$ 24.94	\$ 26.06	\$ 27.11	\$ 28.20	\$ 29.30	\$ 30.39	\$ 31.49	\$ 32.56	\$ 33.67
Step Q	\$ 18.76	\$ 19.84	\$ 20.94	\$ 22.03	\$ 23.13	\$ 24.18	\$ 25.29	\$ 26.37	\$ 27.42	\$ 28.54	\$ 29.62	\$ 30.70	\$ 31.80	\$ 32.89	\$ 33.99
Step R	\$ 19.09	\$ 20.19	\$ 21.26	\$ 22.35	\$ 23.42	\$ 24.53	\$ 25.60	\$ 26.70	\$ 27.79	\$ 28.86	\$ 29.96	\$ 31.03	\$ 32.13	\$ 33.22	\$ 34.30
Step S	\$ 19.43	\$ 20.52	\$ 21.59	\$ 22.67	\$ 23.79	\$ 24.85	\$ 25.97	\$ 27.03	\$ 28.11	\$ 29.21	\$ 30.31	\$ 31.40	\$ 32.47	\$ 33.59	\$ 34.64
Step T	\$ 19.75	\$ 20.86	\$ 21.94	\$ 23.04	\$ 24.10	\$ 25.20	\$ 26.28	\$ 27.34	\$ 28.45	\$ 29.53	\$ 30.62	\$ 31.71	\$ 32.80	\$ 33.91	\$ 34.98
Step U	\$ 20.10	\$ 21.18	\$ 22.26	\$ 23.33	\$ 24.45	\$ 25.51	\$ 26.61	\$ 27.71	\$ 28.77	\$ 29.87	\$ 30.95	\$ 32.04	\$ 33.13	\$ 34.22	\$ 35.29

**GRANDVIEW C- 4 SCHOOL DISTRICT
EXTRA DUTY B-SALARY LEGEND
2023 - 2024**

Percentages Based on Base Salary of \$40,650

Class I (18%-21%)	Class II (16%-19%)	Class III (12%-15%)	Class IV (9%-12%)	Class V (5%-8%)	Class VI (3%-4%)	Class VII (2%)	Class VIII (1%)
High School							
*Athletic Director *Head Football Head B/G Basketball (2) March Band Dir (1)	H Baseball H B/G Soccer (2) H Volleyball H Softball H Wrestling Instrumental Music H B/G Track (2) H Debate (1) Marching Band/Drumline (Ass't) (1) H Cheerleading	Jazz Band I B/G JV Bkball (2) Off Football Ass't Def Football Ass't Ftbl Coach (2) Marching Band Ass't (2) Vocal Music (1) Head Swimming Boys & Girls (2) H B/G Tennis (2) H B/G Golf (2) All School Play Director (1) First Robotics (2) H B/G Cross Co. (1) Pep Band (1)	G Fresh Bkball Ass't (1) B Fresh Bkball (1) B/G Varsity Ass't BkBall (2) Football Ass't (5) Volleyball Ass't (2) Baseball Ass't (2) Soccer Ass't (2) Wrestling Ass't (4) Track Ass't (5) Softball Ass't (2) Debate Ass't (2) Tech. Theater Dir. (1) Cheerleading Ass't (2) Soccer Ass't (1)	GHS Yearbook (1) Color Guard (1) Stuco (1) Swimming Ass't (2) Saturday Det. (3) Jazz II (1) Musical Dir. (1) Freshman "B" Team Basketball Ass't (1) Newspaper (1) Cross Co.Ass't (1) B - Ass't Golf (1) G -Tennis Ass't (1) B Tennis Ass't (1) Career Pathways Facilitator (1) Auditorium Manager (1)	Freshman Class Sponsor (1) Soph. Class Sponsor (1) Jr. Class Sponsor (2) Senior Class Sponsor (2) Dept. Chair (17) DECA (1) NHS (2) FCCLA (1) Musical Ass't (2) Stuco Ass't (1) Weight Room (14)	NFL (1) Math Academic Club (1) Science Academic Club (1) Optimist Club (1) FBIA (Future Business) (1) Instrumental Music Ass't (1) FCCLA Ass't (1) Thespians (1) Broadcasting (1) Advisory Coord. (1) Tech. Student Assoc.Sponsor (1) HOSA Sponsor (1) Pro Start Sponsor (1)	Foreign Lang. (2)
Range: \$7317-\$8537	Range: \$6504-\$7724	Range: \$4878-\$6097	Range: \$3659-\$4878	Range: \$2033-\$3252	Range: \$1220-\$1626	Range: \$813	Range: \$407

* Placed at top percentage

Middle School							
		Lego League (2)	H B/G Basketball (2) H Football (1) H Volleyball (1) H Track (1) Musical (1) Wrestling (1) Vocal Music (2) Cheerleading (1) Cross Country Jazz Band (2)	Basketball Ass't (2) Football Ass't (3) Volleyball Ass't (1) Track Ass't (4) Yearbook (2) Detention (2) Cheerleading Ass't Cross Country Asst. (1) (1)	Newspaper Coord. (2) Dept. Chair (4) Wrestling, Ass't (1)	NJHS (4) Student Council (4) Spec. Olympics (1)	
		Range: \$4878-\$6097	Range: \$3659-\$4878	Range: \$2033-\$3252	Range: \$1220-\$1626	Range: \$813	

Elementary School							
		Lego League (5)			Yearbook (1) Dept. Chairs (8)	Music Program (5)	
		Range: \$4878-\$6097			Range: \$1220-\$1626	Range: \$813	

* Each elementary school will receive \$1000

Lead Maintenance - \$4,000.00	Lead Custodial - \$4,000.00
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Middle School							
		Lego League (2)	H B/G Basketball (2) H Football (1) H Volleyball (1) H Track (1) Musical (1) Wrestling (1) Vocal Music (2) Cheerleading (1) Cross Country Jazz Band (2)	Basketball Ass't (2) Football Ass't (3) Volleyball Ass't (1) Track Ass't (4) Yearbook (2) Detention (2) Cheerleading Ass't Cross Country Asst. (1) (1)	Newspaper Coord. (2) Dept. Chair (4) Wrestling, Ass't (1)	NJHS (4) Student Council (4) Spec. Olympics (1)	
		Range: \$4878-\$6097	Range: \$3659-\$4878	Range: \$2033-\$3252	Range: \$1220-\$1626	Range: \$813	

Elementary School							
		Lego League (5)			Yearbook (1) Dept. Chairs (8)	Music Program (5)	
		Range: \$4878-\$6097			Range: \$1220-\$1626	Range: \$813	

* Each elementary school will receive	...	+
Lead Maintenance - \$4,000.00	Lead Custodial - \$4,000.00	

**GRANDVIEW SCHOOL DISTRICT
EXTRA DUTY SALARY SCHEDULE
2023-2024**

Base Salary		\$40,650														
Group																
	Class I		Class II		Class III		Class IV		Class V		Class VI		Class VII		Class VIII	
	% of Base	Salary	% of Base	Salary	% of Base	Salary	% of Base	Salary	% of Base	Salary	% of Base	Salary	% of Base	Salary	% of Base	Salary
A	18%	\$7,317.00	16%	\$6,504.00	12%	\$4,878.00	9%	\$3,658.50	5%	\$2,032.50	3%	\$1,219.50	2%	\$813.00	1%	\$406.50
B	18%	\$7,317.00	16%	\$6,504.00	12%	\$4,878.00	9%	\$3,658.50	5%	\$2,032.50	3%	\$1,219.50	2%	\$813.00	1%	\$406.50
C	18%	\$7,317.00	16%	\$6,504.00	12%	\$4,878.00	9%	\$3,658.50	5%	\$2,032.50	3%	\$1,219.50	2%	\$813.00	1%	\$406.50
D	18%	\$7,317.00	16%	\$6,504.00	12%	\$4,878.00	9%	\$3,658.50	5%	\$2,032.50	3%	\$1,219.50	2%	\$813.00	1%	\$406.50
E	18%	\$7,317.00	16%	\$6,504.00	12%	\$4,878.00	9%	\$3,658.50	5%	\$2,032.50	3%	\$1,219.50	2%	\$813.00	1%	\$406.50
F	19%	\$7,723.50	17%	\$6,910.50	13%	\$5,284.50	10%	\$4,065.00	6%	\$2,439.00	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
G	19%	\$7,723.50	17%	\$6,910.50	13%	\$5,284.50	10%	\$4,065.00	6%	\$2,439.00	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
H	19%	\$7,723.50	17%	\$6,910.50	13%	\$5,284.50	10%	\$4,065.00	6%	\$2,439.00	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
I	19%	\$7,723.50	17%	\$6,910.50	13%	\$5,284.50	10%	\$4,065.00	6%	\$2,439.00	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
J	19%	\$7,723.50	17%	\$6,910.50	13%	\$5,284.50	10%	\$4,065.00	6%	\$2,439.00	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
K	20%	\$8,130.00	18%	\$7,317.00	14%	\$5,691.00	11%	\$4,471.50	7%	\$2,845.50	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
L	20%	\$8,130.00	18%	\$7,317.00	14%	\$5,691.00	11%	\$4,471.50	7%	\$2,845.50	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
M	20%	\$8,130.00	18%	\$7,317.00	14%	\$5,691.00	11%	\$4,471.50	7%	\$2,845.50	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
N	20%	\$8,130.00	18%	\$7,317.00	14%	\$5,691.00	11%	\$4,471.50	7%	\$2,845.50	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
O	20%	\$8,130.00	18%	\$7,317.00	14%	\$5,691.00	11%	\$4,471.50	7%	\$2,845.50	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
P	21%	\$8,536.50	19%	\$7,723.50	15%	\$6,097.50	12%	\$4,878.00	8%	\$3,252.00	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
Q	21%	\$8,536.50	19%	\$7,723.50	15%	\$6,097.50	12%	\$4,878.00	8%	\$3,252.00	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
R	21%	\$8,536.50	19%	\$7,723.50	15%	\$6,097.50	12%	\$4,878.00	8%	\$3,252.00	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
S	21%	\$8,536.50	19%	\$7,723.50	15%	\$6,097.50	12%	\$4,878.00	8%	\$3,252.00	4%	\$1,626.00	2%	\$813.00	1%	\$406.50
T	21%	\$8,536.50	19%	\$7,723.50	15%	\$6,097.50	12%	\$4,878.00	8%	\$3,252.00	4%	\$1,626.00	2%	\$813.00	1%	\$406.50

Vertical movement on the "B" salary schedule is aligned to the certificated salary schedule.

4/7/2023