

BETHUNE SCHOOL DISTRICT R-5
Approved February 2020 Effective September 2020

YEARS	STEP	BA	BA + 10 SEM.	BA + 20 SEM.	MA or BA + 30 SEM.	MA + 20 SEM.
0	1	35,000	35,600	36,200	36,800	37,400
1	2	35,425	36,025	36,625	37,225	37,825
2	3	35,850	36,450	37,050	37,650	38,250
3	4	36,275	36,875	37,475	38,075	38,675
4	5	36,700	37,300	37,900	38,500	39,100
5	6		37,725	38,325	38,925	39,525
6	7		38,150	38,750	39,350	39,950
7	8		38,575	39,175	39,775	40,375
8	9		39,000	39,600	40,200	40,800
9	10		39,425	40,025	40,625	41,225
10	11			40,450	41,050	41,650
11	12			40,875	41,475	42,075
12	13			41,300	41,900	42,500
13	14			41,725	42,325	42,925
14	15			42,150	42,750	43,350
15	16				43,175	43,775
16	17				43,600	44,200
17	18				44,025	44,625
18	19				44,450	45,050
19	20				44,875	45,475
20	21					45,900
21	22					46,325

All increments for experience are \$425.00 per year.

Benefit Package for full time salaried employees includes group health insurance and life insurance.

Each employee will be provided with the full amount of a single health plan and life insurance coverage in the amount of \$20,000.00 as benefits effective July 1, 2008 .

This salary schedule shall apply to all properly certified teachers in the interest of uniform salaries among teachers.

The Board of Education may change, alter, or amend this schedule at their discretion.

Substitute per diem \$90.00 non-certified, \$130.00 retired teachers and \$150.00 Certified

Extra Compensation: Extra compensation may be paid to those whose assignments require more time than generally expected in the usual course of employment of teachers. To date the following schedule of extra compensation has been established.

Football	\$3,500.00	Volleyball	\$3,500.00
Boys Basketball	\$3,500.00	Track	\$3,500.00
Girls Basketball	\$3,500.00	Cheer Sponsor (per season)	
JrHi. Sports (B-Ball, V-ball, FB, B&G Track together)	\$1,750.00	Jr. Hi./Sr. Hi. together	\$750.00
Impact Team		S.L.A.C. Sponsor	\$750.00
Leaders	\$1,500.00	PAC Leader	\$750.00
Website Facilitator	\$1,500.00	Book Study	\$250.00
Class Sponsor	\$1,000.00	Jr. Class Sponsor	\$750.00
Yearbook Sponsor	\$1,500.00	Play Sponsor	\$750.00
Knowledge Bowl/GT	\$500.00	FBLA Sponsor/Perkins	\$750.00
Paw Prints	\$1,000.00	Cert. Teacher Compensation	Per Diem
NHS	\$500.00	Mentor Teacher	\$300.00

Assistant as deemed necessary by the board, for any of above will be 50% of head coach.

Up to a maximum of 10 years-experience at other schools (one year for each year taught) will be given to teachers.

In hard to fill positions, the district reserves the right to negotiate beyond the salary schedule.

Credit for undergraduate courses selected by district personnel Would by necessity, need approval by the Superintendent.

Certified teachers will be compensated on a per diem basis when providing teaching services during non-contract time.

Christmas and Staff Appreciation Bonuses will be provided based on availability of monies to be determined annually and appropriated in the annual budget.