

**BETHUNE SCHOOL DISTRICT R-5**  
**Approved April 2018 Effective September 2018 (SALARY FREEZE)**

YEARS	STEP	No Increase		Steps Restored		
		BA	BA + 10 SEM.	BA + 20 SEM.	MA or BA + 30 SEM.	MA + 20 SEM.
0	1	32,000	32,600	33,200	33,800	34,400
1	2	32,425	33,025	33,625	34,225	34,825
2	3	32,850	33,450	34,050	34,650	35,250
3	4	33,275	33,875	34,475	35,075	35,675
4	5	33,700	34,300	34,900	35,500	36,100
5	6		34,725	35,325	35,925	36,525
6	7		35,150	35,750	36,350	36,950
7	8		35,575	36,175	36,775	37,375
8	9		36,000	36,600	37,200	37,800
9	10		36,425	37,025	37,625	38,225
10	11			37,450	38,050	38,650
11	12			37,875	38,475	39,075
12	13			38,300	38,900	39,500
13	14			38,725	39,325	39,925
14	15			39,150	39,750	40,350
15	16				40,175	40,775
16	17				40,600	41,200
17	18				41,025	41,625
18	19				41,450	42,050
19	20				41,875	42,475
20	21					42,900
21	22					43,325

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 \$80.00

**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	\$3,000.00	Volleyball	\$3,000.00
Boys Basketball	\$3,000.00	Track	\$3,000.00
Girls Basketball	\$3,000.00	Cheer Sponsor (per season)	
JrHi. Sports (B-Ball, V-ball, FB, B&G Track together)	\$1,500.00	Jr. Hi./Sr. Hi. together	\$500.00
Impact Team Leaders	\$1,200.00	Student Council Sponsor	\$750.00
Website Facilitator	\$1,500.00	PAC Leader	\$750.00
Class Sponsor	\$750.00	Book Study	\$250.00
Yearbook Sponsor	\$1,000.00	Jr. Class Sponsor	\$1,500.00
Knowledge Bowl/GT	\$500.00	Play Sponsor	\$500.00
Paw Prints	\$1,000.00	FBLA Sponsor/Perkins	\$750.00
NHS	\$500.00	Cert. Teacher Compensation	Per Diem
		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.

Effective March 18, 1971, all college hours and experiences prior to that time will apply to the salary schedule for teachers who are currently teaching within the district. In hard to fill positions, the district reserves the right to accept additional years experience.

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 the annual District budget.