

MARION SCHOOL DISTRICT

2007-2008 TEACHER SALARY SCHEDULE- approved by the Marion School Board 1-22-08

NOTE: Extended contract length and supplements are added to the figures below.

A. Teacher Salary Schedule

Years of Experience	Bachelor's Degree	Master's Degree	Specialist Degree	Doctorate Degree
0	38605	40880	43155	45430
1	39085	41360	43635	45910
2	39565	41840	44115	46390
3	40045	42320	44595	46870
4	40525	42800	45075	47350
5	41005	43280	45555	47830
6	41485	43760	46035	48310
7	41965	44240	46515	48790
8	42445	44720	46995	49270
9	42925	45200	47475	49750
10	43405	45680	47955	50230
11	43885	46160	48435	50710
12	44365	46640	48915	51190
13	44845	47120	49395	51670
14	45325	47600	49875	52150
15	45805	48080	50355	52630
16	46285	48560	50835	53110
17	46765	49040	51315	53590
18	47245	49520	51795	54070
19	47725	50000	52275	54550
20	48205	50480	52755	55030
21	48685	50960	53235	55510
22	49165	51440	53715	55990
23	49645	51920	54195	56470
24	50125	52400	54675	56950
25	50605	52880	55155	57430
26	51085	53360	55635	57910
27	51565	53840	56115	58390
28	52045	54320	56595	58870
29	52525	54800	57075	59350
30	53005	55280	57555	59830
over 30	53005	55280	57555	59830

Experience increments are at a rate of \$480 per year for 30 years. Total increments = \$14,400.

\$50 per hour for graduate credit from an accredited institution up to 20 hours, effective 7-1-05. Hours beyond the 20 must be certified by a graduate advisor as progression toward an M.A./MSE, ED.S. or ED.D/PH.D program of study terminating in a degree program needed by K-12 public education.

B. Supplemental Pay Schedules:

1. Approved supplements to the contracts.

Annual Staff Sponsor \$300 High School Newspaper Sponsor \$300
 Summer School/Extended Year Teachers rate shall be hourly based on per diem value of last contract.
 Crimestoppers/Monitor \$2000 NBPTS Supplement: \$2000/yr for life of this certif.
 Shortage Area Stipend \$2000, non-recurring, **See Page 3 for list.
 Alternative School Teaching Supplement \$1500, plus mileage
 ACSIP School Chair \$1500 ACSIP District Supervisor \$3000
 CAP Publications \$1000

2. Approved Extra Duty Supplements:

Sr. Band Director/Instrumental Music Supervisor \$8200		Sr. Cheerleaders \$ 2262
Jr. High Director/Asst.Sr. Director \$4000		Jr. Cheerleaders \$ 1697
Intermediate Band Director \$ \$2688		Building Trades \$ 3169
Parent Involvement Facilitator \$ 1000		
Football Scout \$1077	Head Sr.G. Basketball \$ 2806	Head Sr. Volleyball \$ 2537
Asst. Sr. Football \$4026	Asst. Sr. Basketball \$ 2217	Head Jr. Volleyball \$ 2013
Head 9th Gr. Football \$ 2537	Head Jr. Basketball \$ 1985	Head 7th Volleyball \$ 1303
Asst. 9th Gr. Football \$ 2013	Asst. Jr. Basketball \$ 1568	Asst. Sr. Volleyball \$ 2004
Head 8th Gr. Football \$ 2537	Head 7th Basketball \$ 1077	Asst. Jr. Volleyball \$ 1590
Asst. 8th Gr. Football \$ 2013	Asst. 7th Basketball \$ 851	Asst. 7th Volleyball \$ 1077
Head 7th Gr. Football \$ 1303	Basketball Worker \$ 703	Summer Weights Supvr \$ 1500
Asst. 7th Gr. Football \$ 1077	Basketball Clock Oper \$ 703	Head Sr. Baseball \$ 1761
Def. Coord Sr Football \$ 5026	Basketball Off Scorer \$ 703	Asst. Sr. Baseball \$ 1391
Volleyball Worker \$703	Volleyball Clock Operator \$703	Volleyball Scorekeeper \$703
Head Track \$ 1185	Injury Assistant \$1000	Head Sr. Softball \$ 1761
Asst. Track \$ 954	Sr. Golf \$ 1185	Asst. Sr. Softball \$ 1391
Cross Country \$ 1077	Sr. Tennis \$ 1185	Sr. Girls Off season \$ 1000

3. Supplements for a new sport or additions or changes to other supplements shall be recommended by the athletic director or principal to the superintendent. After review by the PPC, the superintendent shall make a recommendation to the school board of these changes.

C. Administrative Salary Schedule

1. The administrative pay schedule represented below is computed by adding the same percentage increase as the average MSD teacher to the previous year's contract. By dividing this figure by the top 190-day teacher salary, the index below is obtained. The average teacher raise of 4.0% is recommended for all administrators.

Elem. Principals 1.266734 to 1.366180	Secondary Principals 1.324181 to 1.717179
El. Asst. Principals 0.990848 to 1.042351	Sec. Asst Principals 1.024853 to 1.398925
Supervisors 0.896205 to 1.393837	Transportation Director 1.198220
Asst. Supt's 1.735567 to 2.002385	Football Administrator 1.265709
Boys BBAAdmin 7-12/Dean-MHS 1.270445	Dean MJHS 1.002502
Girls BB Admin 7-12 0.967221	Volleyball Admin 7-12 0.905038
Athletic Director 1.213770	

2. The salary for any new administrative position shall be recommended by the superintendent to the board of education considering job market value and experience.
3. If teachers have an increment contracted, administrators shall also receive a \$500 increment. It shall be treated as an advance toward the percentage raise. The increment shall only apply to
4. After July 1, 2005, administrators employed under this schedule who are awarded an advanced degree beyond the licensure requirement for their present job shall qualify for the appropriate masters, specialist, or doctorate added stipend upon documentation of conferral. The added degree must be one that is recognized to be required for a job in PK-12 Public Education.

D. Certification Area Shortage Stipend

(applies 1X to first-time teachers or first-time in field requiring a masters)

FOREIGN LANGUAGE	SPECIAL EDUCATION	SCIENCE
French	Severe Emotionally Disturbed	Biology
German	Speech Pathologist	Chemistry
Italian	Deaf Education	Physics
Latin	Mod./Prof. Handicapped	Physical Science
Spanish	Visually Impaired	General Science
English as Second Language	Mildly Handicapped	
		MATH
MIDDLE CHILDHOOD		Mathematics-Secondary
Integrated Mathematics/Science Grades 4-8		
Integrated Language Arts/Social Studies 4-8		
LIBRARY MEDIA		
GUIDANCE COUNSELING		
GIFTED TALENTED TEACHER		

E. District-Paid Benefits (annual cost shown)

Contribution for Health Insurance (for those electing participation) \$1572 per annum.
Dental Policy Provided for all Employee \$ 324 per annum.
Long-Term Disability Policy Provided for all employees 0.47% times gross salary
Life Insurance for all FTE employees) 0.216% times gross salary
AR Teacher Retirement Matching @ 14% of gross salary
Social Security Matching 6.2% of gross salary
Medicare Matching 1.45 % of gross salary

Action by PPC 1-17-2008

Final Board Approval: 1-22-2008