

**SUPPLEMENTAL SALARY SCHEDULE
CO-CURRICULAR**

SENIOR HIGH SCHOOL:

ACTIVITY	HEAD	ASST
Football	12.0%****	9.0%****
Basketball	12.0%	9.0%
Track	12.0%	8.0%
Wrestling	12.0%	9.0%
Instrumental Music ***	11.0%	4.0%
Baseball/Softball	11.0%	8.0%
Volleyball	11.0%	8.0%
Vocal Music	7.0%	4.0%
Tennis	9.0%	7.0%
Cross Country	9.0%	7.0%
Assistant Activity Director **	7.0%	
Debate	7.0%	4.0%
Golf	8.0%	6.0%
Fall Sports Cheerleader Sponsor	9.0%	6.0%
Winter Sports Cheerleader Sponsor	9.0%	6.0%
Forensics	8.0%	5.0%
Pep Club Co-Sponsors (each)	3.0%	
Publications	3.0%	
Major Musical	9.0%	5.0%
Major Musical Choreographer		3.0%
Major Musical Costumes		3.0%
KAY Club Sponsor	3.0%	
Scholars Bowl	5.0%	3.0%
Student Council Sponsor	4.5%	
NHS Sponsor	2.5%	
FCCLA	2.0%	
Eco-Meet	5.0%	
TSA	2.0%	
FFA	6.0%	
Bot-Ball/Robotics	5.0%	
Science Olympiad	5.0%	
KESA Chairperson	5.0%	
PHS Color Guard	2.5%	
PHS Prom Sponsor	3.0%	
Archery	2.0%	
Frog Shop	2.0%	
Live Stream	6.0%	
Skills USA	3.5%	1.0%
E-Sports	4.0% per season (3 seasons – Fall/Winter/Spring)	

Activity assignments determined by activity responsibilities and/or participation numbers.

The Coach Retention Bonus program was discontinued effective July 1, 2026. Coaches who had earned a Retention Bonus prior to that date shall retain the bonus percentage previously earned. The maximum Retention Bonus retained by any eligible coach shall be the percentage earned as of May 18, 2026.

**Assistant Activity Director may be split to 3% for fall, 3% for winter and 1% for spring.

Unless otherwise stated, co-sponsors will split the supplemental percentage, equally.

*** A total of 15% will be split between the Head and Assistant Instrumental Music positions determined by the duties/time outside of class time.

**** Supplemental pay for football coaches will be increased by ½% per week after week 10.

LIBERTY MIDDLE SCHOOL:

ACTIVITY	HEAD	ASST
Track	8.0%	5.5%
Football	8.0%	5.5%
Basketball	8.0%	5.5%
Volleyball	8.0%	5.5%
Wrestling	8.0%	5.5%
Cross Country	8.0%	5.5%
Cheerleader Sponsor	6.0%	4.0%
Instrumental Music	4.5%	
Vocal	3.0%	
TSA	3.5%	
Builder's Club	2.0%	
Scholar's Bowl	3.5%	2.5%
KESA Chairperson	5.0%	
LMS Robotics	3.5%	
LMS Yearbook	4.0%	
LMS Play	5.0%	3.0%

ELEMENTARY SCHOOLS:

ACTIVITY	HEAD	ASST
Vocal	3.0%	
KESA Chairperson (1 per school)	5.0%	
Title I Parent Involvement Coordinator	# of students per building @ \$10.00/student	
Yearbook (1 per school)	4%	
IT Assistant	4%	

DISTRICT:

ACTIVITY	
KESA Chairperson	2%

Activity assignments determined by activity responsibilities and/or participation numbers.
Unless otherwise stated, co-sponsors will split the supplemental percentage, equally.

Amended in 2025-2026- Faculty Council Member changed to NHS Sponsor and 1.0% to 2.5% Retention Bonus changes.

Article 12. 4**SUPPLEMENTAL SALARIES - SCHOOL FUNCTIONS**

Commencing with the 1996-97 school year, the athletic director shall submit to the building principals and the Superintendent of Schools a proposed budget for duties performed by school personnel outside the school day with regard to time-keepers, admission personnel, etc. for their approval. The budget shall be categorized by activity. Specifically, the activities involved will be KSHSAA sanctioned events in Grades 8-12 and K-12 approved supervisory assignments unrelated to the teacher's contractual assignment. Maximum stipend shall be \$17.00 per hour for the actual time worked. All payments will be made from the specific activity budget involved. Furthermore, no coach/sponsor shall be paid beyond their contracted supplemental amount to work or supervise at a school activity for which they are the coaching/sponsoring or during the time that they are supervising athletes/participants as part of their coaching/sponsoring assignment.

All payment of salaries shall be subject to the final approval by the principal involved in the activity.

Amended in 2005-06 Negotiations to pertain to all coaches/sponsors and establish \$15 hourly rate

ARTICLE 12.5 COMPENSATION FOR SUMMER SCHOOL

The Board of Education may determine that summer school or summer courses, to include driver's education, as needed, shall be offered under the following conditions:

1. The Board shall determine the length of time and hours per day that school shall be in session. Eight hours shall be considered a full day including up to one hour for planning.
2. The Board shall determine what subjects are to be taught and at what level.
3. The Board reserves the right to employ any qualified teacher to teach the program.
4. Pay shall be determined by dividing the individual teacher's placement on-the salary schedule in effect on June 1 of the year summer school is to be taught by the actual number of duty days of the current contract year. That figure shall then be multiplied by the number of hours to be employed each day and then divided by 8 to determine a daily rate. The daily rate shall then be multiplied by the number of days to be worked to determine the amount to be paid to the teacher.
5. Certified summer school teachers currently not under contract with Pratt USD #382 will be compensated using the calculation in item 4, with the base of the salary schedule as the placement, regardless of experience or education.
6. Neither leave benefits nor fringe benefits shall be a part of conditions of employment for the summer school program.

Amended during Negotiation 2012-13 - language changed to "actual duty days" from 188 days when determining pay.

ARTICLE 12.6 OTHER COMPENSATION

A. SUSPENSION SUPERVISION

Teachers who are employed to supervise the suspension room, outside the contracted hours of 7:50 a.m. to 3:50 p.m., will receive \$17.00 per hour as supervisor. Administrators will manage the schedule to provide for no less than one-half hour increments.

Amended time during 2025-2026 Negotiations

B. HOMEWORK AND TUTORING SUPERVISION

Teachers who are employed to conduct homework or tutoring sessions, outside the contracted hours of 7:50 a.m. to 3:50 p.m., will receive \$20.00 per hour. Administrators will manage the schedule to provide for no less than one-half hour increments.

Amended time during 2025-2026 Negotiations

C. PAY FOR SUBSTITUTING DURING PLAN PERIOD

The district will pay teachers who are requested by the building administrator, or designee, to use plan time to substitute for another teacher who is absent due to a USD 382 school activity or illness. A certified employee with no scheduled planning period will be compensated for up to one plan period or one hour per day. The pay will be equivalent to existing substitute teacher rates of pay but no less than \$20 per clock hour.

Amended to \$20.00/hour during the 2005-06 Negotiations.

D. PAY FOR ADMINISTRATOR INITIATED TRANSFERS

An involuntary/administrator transfer shall be made only after a meeting between the employee involved and/or a representative of his/her choice and the superintendent or his/her designee at which time the employee shall be given written notice that includes the building where the employee is to be reassigned, grade level and/or subject matter to be taught and the reasons for such transfer.

The district will pay teachers at the rate of \$20.00 per hour for time used to become familiar with new curriculum and planning time due to administrator initiated transfers made after May 31 of the current school year for the following school year or within two weeks of the conclusion of the first semester for second semester classes. Teachers are eligible for up to five days (40 hours) of pay. These administrator-initiated transfers include grade level or assignment changes as well as transfer from one building to another.

Teachers who are asked to relocate classrooms on non-contract days, without a change in curriculum, will be reimbursed for up to 10 hours of pay at a rate of \$15.00 per hour.

Logs of hours worked shall be submitted to the building principal. Payment will be made with the next regularly scheduled payroll.

Amended to change after May 31 or 2 weeks to nono-contract days

E. TUITION REIMBURSEMENT

Beginning September, 2001, and upon mutual agreement between the certified teacher and district administration, a teacher requested by administration to complete college graduate credits to earn an additional degree or acquire additional certification in a specific subject/course/grade level will be reimbursed for tuition and fees. The teacher must agree to complete the coursework. To be eligible for reimbursement, the teacher:

1. Shall be requested in writing by administration, and
2. Shall have written approval from district administration of a satisfactory program of study from a district approved post-secondary institution, and
3. Shall provide a transcript or other written documentation acceptable to the Superintendent to show successful completion of the credit hours, and
4. Must sign an agreement to remain teaching in USD 382 for a period of at least two years after completing certification or degree.
5. Must complete the prescribed plan within three years of the date of the agreement (for all plans written after September, 2007).

Reimbursement will be made when #3 has been approved by the Superintendent. In the event items #4 and #5 are not met, the teacher will submit a payment to the district for reimbursement of all payments made on the agreement. Reimbursement to the district may be waived or delayed by the district if the teacher experiences unforeseen circumstances that prevent them from fulfilling the 2-year agreement or completing the program in 3 years. These circumstances may include, but are not limited to spouse transfers, serious illness, or death in the immediate family. Arrangements for payroll deduction to meet this repayment requirement may be made with the Superintendent.

Amended 2007-08 Negotiations, item #5 and repayment to district for non-completion of agreement added.

F. DISTRICT-LEVEL ASSIGNMENTS

Teachers selected to work on district level assignments as determined by the Superintendent, or designee, and meeting the following criteria, may be paid \$20.00 per hour:

1. Only curriculum work approved in advance by the Superintendent, or designee, will be compensated.
2. The work must be completed outside the normal contract hours of 7:50-3:50.
3. Compensation will not be paid when PDC points are being earned.

Amended time during 2025-2026 Negotiations

G. PEER ASSISTANCE AND MENTORING

During 2002-03 negotiations, \$25.00 was added to the base for the purpose of compensating all teachers for their professional responsibility to mentor new and veteran staff.

When available from the Kansas State Department of Education, mentors for new teachers with no experience will receive a \$1,000 stipend and \$500 for mentoring a second-year teacher. When not available, mentors for new teachers without experience will receive \$750, mentors for second-year teachers will receive \$500, and mentors for all other teachers will receive \$300. The stipends will be disbursed upon receipt from the Kansas State Department of Education.

Amended 2019-20 Negotiations – language added for stipends when funding from KSDE is not available.

H. BONUS PAY FOR NEW TEACHER

The Board reserves the right to offer a signing bonus of up to \$4000.00 to a new teacher in a discipline the Board determines has a shortage of available teachers. The bonus will be paid in two installments with one-half being paid in September of the first year, and the remaining one-half being paid in September of the third year, if the teacher is still teaching in USD 382. The bonus payments will be clearly stated on the teacher's first contract and third contract. The bonus payments will be issued in a separate check.

Amended 2007-2008 Negotiations, contract statements and issuance of separate check.

I. PAY FOR NATIONAL BOARD FOR PROFESSIONAL TEACHING STANDARDS CERTIFICATE

The Board will pay a one-time stipend of \$1,200.00 to any teacher receiving NBPTS certification.

Adopted during 2008-09 Negotiations.

J. EARLY NOTIFICATION STIPEND

If a teacher applies for any qualifying KPERS retirement by giving early written notice to the Clerk of the Board, the Board of Education agrees to pay a one-time stipend:

\$1,250.00 if the employee notifies on, or before, December 1, or

\$1,000.00 if the employee notifies on, or before, January 1, or

\$500.00 if the employee notifies on, or before, February 1.

The stipend will be issued in a separate check on or before Dec. 20th, Jan. 20th or Feb. 20th respectively.

Amended 2015-16 Negotiations, December date/stipend added.

K. AUTOMOBILE ALLOWANCE

Mileage reimbursement will be paid when a personal vehicle is used for instructional purposes at the request of administration. Reimbursement will be at the State of Kansas rate as adopted by the Board of Education annually. Reimbursement will be based off of a log submitted by the employee allowing the shortest route between buildings. The logs will be submitted to the clerk. Payment for each semester will be made following the board meeting in January and June.

Amended 2007-08 Negotiations, logs and reimbursement guidelines.

L. MATCHING INVESTMENT FUNDS

The district will match certified staff members contribution to an annuity up to \$1000.00 per

year for those staff members not covered under the district's early retirement plan and who have a minimum of 8 years of continuous service to the district and up to \$1,500 per year for those who have a minimum of 15 years of continuous service.

Amended 2025-2026- Changed 10 years to 8 years. Added \$1,500 for 15 years.

M. ESL ENDORSEMENT STIPEND

Upon receipt of an updated Kansas teaching license with the English as a Second Language endorsement listed, USD 382 will award a one-time \$1,000 bonus to the teacher. This bonus will apply only to a teacher who achieved the endorsement during his/her contract with the district. This bonus is retroactive to 2008.

Adopted during the 2012-13 negotiations session. Effective July 1, 2012.

N. WAIVER OF TEXTBOOK RENTAL FEE

The district will waive the textbook rental fee for children enrolled in USD 382 who reside in the teacher's household or for whom the teacher is legally responsible.

Adopted during the 2013-14 negotiations session. Effective July 1, 2013.

O. SUMMER WEIGHTLIFTING

The district will pay \$17.00/hour during June, July, and August for a cumulative total of 225 hours of weight room supervision. The Pratt High athletic director will organize and pre-approve the schedule. All coaches and/or physical education teachers are eligible to participate. Payment for supervision will be paid at the end of each month according to the time card submitted.

Amended 2017-18 negotiations. Hours/day changed to a cumulative total of hours for the months stated.