

Royal Valley USD#337
Certified Teacher Benefit Package Summary

SALARY PROTECTION (Short Term Disability)

A salary protection plan will be provided by the Board to compensate district teachers, beyond their allotted sick leave and in addition to any other form of insurance or compensation except Job-related Workers Compensation, for a period of time not to exceed 180 days. This salary protection shall cover the teachers contracted teacher salary and contracted supplemental salary as of September 1.

LIFE INSURANCE PLAN

A group term life and accidental death and dismemberment insurance policy in the amount not less than 0.3 times Annual Earnings, plus \$10,000.00, rounded to the next higher multiple of \$1,000 will be provided by the board on behalf of each active full-time teacher under the age of sixty-five (65).

DISTRICT HEALTH PLAN

All teachers will be eligible to participate in the health insurance plan for the district. The premium will be paid by the teacher through salary reduction plan in conformity with Section 125 of the Internal Revenue Code of 1986. The board will contribute \$490.00 per month toward the premium cost for every teacher who participates in the district health insurance plan while under contract.

- o Current Health Insurance Provider: Blue Cross Blue Shield of Kansas
- o District Contribution \$490.00
- o Cost of \$1000.00 deductible plan for Employee is \$129.52 per month.
- o Cost of High Deductible plan for Employee is \$52.70 per month.

TUITION REIMBURSEMENT

Teachers earning approved college semester hours (not necessarily graduate hours) shall receive a one time payment in October for up to twelve (12) hours per calendar year (September through August) at a rate equal to the current Kansas Board of Regents' resident graduate tuition (excluding fees), for research institutions. If the rate paid by the teacher is less than the current Kansas Board of Regents' resident graduate tuition (excluding fees), the teacher will be reimbursed at the lower rate. A maximum of nine (9) hours during the fall and spring semesters will be eligible for reimbursement. Hours qualifying for reimbursement must be in the teacher's teaching field, or hours that will improve the teacher's instructional ability. Requests for approval must be submitted to the administration by June 1 and the hours must be earned prior to September 1 of the current contract. Proof of payment and completion must be submitted by September 1. Only semester hours meeting the above criteria shall be approved by the Superintendent for tuition reimbursement.

ADVANCED DEGREE COMPLETION BONUS

Teachers earning a first-time Master's degree, Specialist's degree, or Doctorate degree shall receive a one time only payment of \$1,500 in October following the academic year.

457(B) RETIREMENT PLAN

The Board will contribute \$500.00 per year to a 457(B) Retirement Savings Plan for all teaching staff who are not eligible to participate in the district's previous Early Retirement Benefit Program.

Please refer to the current Negotiated Agreement for full details regarding benefits.

USD #337 Health Insurance Rates
2023-2024

Blue Cross Premium Rates

District Contribution \$ 490.00

Option A: Deductible (1000/2000)

Year	Employee	Employee/Child	Employee/Spouse	Family
2022-2023	\$ 631.33	\$ 1,278.20	\$ 1,356.17	\$ 2,003.04
2023-2024	\$ 619.52	\$ 1,253.99	\$ 1,330.46	\$ 1,964.92
\$ Increase	\$ (11.81)	\$ (24.21)	\$ (25.71)	\$ (38.12)
% Increase	-1.87%	-1.89%	-1.90%	-1.90%
Employee Cost	\$ 129.52	\$ 763.99	\$ 840.46	\$ 1,474.92

Option B: Deductible (1500/3000)

Year	Employee	Employee/Child	Employee/Spouse	Family
2022-2023	\$ 615.71	\$ 1,246.55	\$ 1,322.58	\$ 1,953.42
2023-2024	\$ 604.65	\$ 1,223.85	\$ 1,298.48	\$ 1,917.68
\$ Increase	\$ (11.06)	\$ (22.70)	\$ (24.10)	\$ (35.74)
% Increase	-1.80%	-1.82%	-1.82%	-1.83%
Employee Cost	\$ 114.65	\$ 733.85	\$ 808.48	\$ 1,427.68

Option C: (2500/5000) Deductible

Year	Employee	Employee/Child	Employee/Spouse	Family
2022-2023	\$ 591.13	\$ 1,196.74	\$ 1,269.74	\$ 1,875.35
2023-2024	\$ 581.25	\$ 1,176.42	\$ 1,248.17	\$ 1,843.34
\$ Increase	\$ (9.88)	\$ (20.32)	\$ (21.57)	\$ (32.01)
% Increase	-1.67%	-1.70%	-1.70%	-1.71%
Employee Cost	\$ 91.25	\$ 686.42	\$ 758.17	\$ 1,353.34

Plan: High Deductible

Year	Employee	Employee/Child	Employee/Spouse	Family
2022-2023	\$ 549.15	\$ 1,111.67	\$ 1,179.47	\$ 1,742.01
2023-2024	\$ 542.70	\$ 1,098.32	\$ 1,165.29	\$ 1,720.91
\$ Increase	\$ (6.45)	\$ (13.35)	\$ (14.18)	\$ (21.10)
% Increase	-1.17%	-1.20%	-1.20%	-1.21%
Employee Cost	\$ 52.70	\$ 608.32	\$ 675.29	\$ 1,230.91

Plan: Dental (district does not contribute to dental)

Year	Employee	Employee/Child	Employee/Spouse	Family
2022-2023	\$ 32.90	\$ 64.89	\$ 70.74	\$ 102.37
2023-2024	\$ 32.53	\$ 64.16	\$ 69.64	\$ 101.20
\$ Increase	\$ (0.37)	\$ (0.73)	\$ (1.10)	\$ (1.17)
% Increase	-1.12%	-1.12%	-1.55%	-1.14%
Employee Cost	\$ 32.53	\$ 64.16	\$ 69.64	\$ 101.20

APPENDIX A
UNIFIED SCHOOL DISTRICT #337
SALARY SCHEDULE
2023-2024

BASE: \$44,250

INCRS
ACROSS: \$655

INCRS
DOWN: \$750

<u>STEP</u>	<u>BS</u>	<u>BS+10</u>	<u>BS+20</u>	<u>BS+30</u>	<u>BS+45</u>	<u>MS</u>	<u>MS+15</u>	<u>MS+30</u>	<u>MS+45/EDS</u>
0	\$44,250	\$44,905	\$45,560	\$46,215	\$46,870	\$47,951	\$49,032	\$50,112	\$51,193
1*	\$45,000	\$45,655	\$46,310	\$46,965	\$47,620	\$48,701	\$49,782	\$50,862	\$51,943
2	\$45,750	\$46,405	\$47,060	\$47,715	\$48,370	\$49,451	\$50,532	\$51,612	\$52,693
3	\$46,500	\$47,155	\$47,810	\$48,465	\$49,120	\$50,201	\$51,282	\$52,362	\$53,443
4	\$47,250	\$47,905	\$48,560	\$49,215	\$49,870	\$50,951	\$52,032	\$53,112	\$54,193
5	\$48,000	\$48,655	\$49,310	\$49,965	\$50,620	\$51,701	\$52,782	\$53,862	\$54,943
6	\$48,750	\$49,405	\$50,060	\$50,715	\$51,370	\$52,451	\$53,532	\$54,612	\$55,693
7	\$49,500	\$50,155	\$50,810	\$51,465	\$52,120	\$53,201	\$54,282	\$55,362	\$56,443
8	\$50,250	\$50,905	\$51,560	\$52,215	\$52,870	\$53,951	\$55,032	\$56,112	\$57,193
9	\$51,000	\$51,655	\$52,310	\$52,965	\$53,620	\$54,701	\$55,782	\$56,862	\$57,943
10	\$51,750	\$52,405	\$53,060	\$53,715	\$54,370	\$55,451	\$56,532	\$57,612	\$58,693
11		\$53,155	\$53,810	\$54,465	\$55,120	\$56,201	\$57,282	\$58,362	\$59,443
12			\$54,560	\$55,215	\$55,870	\$56,951	\$58,032	\$59,112	\$60,193
13				\$55,965	\$56,620	\$57,701	\$58,782	\$59,862	\$60,943
14					\$57,370	\$58,451	\$59,532	\$60,612	\$61,693
15					\$58,120	\$59,201	\$60,282	\$61,362	\$62,443
16					\$58,870	\$59,951	\$61,032	\$62,112	\$63,193
17							\$61,782	\$62,862	\$63,943
18								\$63,612	\$64,693
19									\$65,443
20									\$66,193
21									\$66,943
22									\$67,693
23									\$68,443

* All teachers new to the profession starting with the 2023-2024 contract year will begin on step 1 of the salary schedule.

**APPENIX A
SUPPLEMENTAL SALARIES**

FOOTBALL	12% of Base for Head Coach 8.5% of Base for High School Assistant Coach 8.5% of Base for Middle School Coordinator 6.5% of Base for Middle School Assistant Coach
BASKETBALL	12% of Base for Head Coach 8.5% of Base for High School Assistant Coach 8.5% of Base for Middle School Coordinator 6.5% of Base for Middle School Assistant Coach
WRESTLING.....	12% of Base for Head Coach 8.5% of Base for High School Assistant Coach 7.5% of Base for Middle School Coordinator 5.5% of Base for Middle School Assistant Coach
VOLLEYBALL	12% of Base for Head Coach 8.5% of Base for Assistant Coach 7.5% of Base for Middle School Coordinator 5.5% of Base for Middle School Assistant Coach
COMBINED 7-12 TRACK.....	12% of Base for Head Coach 8.5% of Base for Assistant Coach
CROSS COUNTRY	9% of Base for Head Coach 6.5% of Base for Assistant Coach
BASEBALL	12% of Base for Head Coach 8.5% of Base for Assistant Coach
SOFTBALL.....	12% of Base for Head Coach 8.5% of Base for Assistant Coach
GOLF.....	8% of Base for Head Coach
WEIGHTLIFTING.....	6% of Base
SCHOLARS BOWL	4% of Base for High School Sponsor to be split among persons responsible 2% of Base for Middle School Sponsor to be split among persons responsible
PUBLICATIONS	3% of Base
DRAMA.....	8% of Base to be split among persons responsible
FORENSICS.....	7% of Base for Head Sponsor 4% of Base for Assistant Sponsor
PEP CLUB SPONSOR.....	5% of Base for High School to be split among persons responsible plus teacher's night duty pay for each administratively approved game night on duty 3% of Base for Middle School to be split among persons responsible plus teacher's night duty pay for each administratively approved game night on duty
DANCE TEAM	8% of Base
CONCESSION STAND	8% of Base to be split among persons responsible for High School 3% of Base to be split among persons responsible for Middle School
KAYS.....	3% of Base to be split among persons responsible
BAND	12% of Base
TEACHER'S NIGHT DUTY.....	0.05% of Base per hour (Based on Quarter Hours) for each administratively approved duty
VOCAL MUSIC	7% of Base for grades 5-12 2% of Base for grades K-4
SCOUTING.....	Teacher's Night Duty Pay plus mileage
STUDENT COUNCIL	4% of Base for High School to be split among persons responsible 2% of Base for Middle School to be split among persons responsible
SENIOR CLASS	2% of Base to be split among persons responsible
JUNIOR CLASS	4% of Base to be split among persons responsible
10TH, 9TH, AND 8TH GRADE	1% of Base per class to be split among persons responsible
OTHER ADMINISTRATIVELY APPROVED	
ORGANIZATIONS/LEADERSHIP POSITIONS.....	1.5% of Base to be split among persons responsible
INSERVICE COUNCIL.....	2% of Base or Points
NATIONAL HONOR SOCIETY	2% of Base
FCCLA.....	12% of Base
FFA	12% of Base
FBLA	12% of Base
HOSA	8% of Base
ART CLUB	2% of Base
NATIVE AMERICAN CLUB	3% of Base
NATIVE AMERICAN SINGERS/DANCERS	2% of Base to be split among persons responsible
LUNCH DUTY.....	2% of Base
DISTRICT WEBMASTER	8% of Base to be split among persons responsible
MIDDLE SCHOOL YEARBOOK.....	2% of Base
MENTOR TEACHER LEADER.....	2% of Base or Points