**2024-2025 Proposed Teacher Salary Scale for Board Review**



No Change in Step 0

Para: $750 between all steps (up from $511 last year)

BA Teachers: $1,000 above average between steps 3-15. Step 16 and higher is $1,200 above current step this year to next step next year.

MA & PhD/Spec Teachers: $1,000 above average between steps 3-25. Step 26 and higher is $1,023 between steps.

These changes help us to become closer to the market average for Steps 3-15 BA and above step 2 for MA and PhD/Spec

Notice anomaly in the data for BA averages starting at step 16 where we lose data points as several school districts stop their scale at that point.

Data Available for Teacher Comparison: Hickman Mills, Kauffman, KCKPS, KCPS & Lee’s Summit Public Schools

Data Available for Para Comparison: KCPS and KIPP

Please note comparisons data was provided for the previous (2023-2024) School Year

Last year we requested approximately a 4.5% increase in 10-month salary. This year we are requesting approximately a 6.2% increase.

The annual average COLA in 2022 is 8% and 3.8% for 2023. Our increase did not keep pace with COLA last year causing a less than competitive salary.