

Garden City Public Schools Employment Guide



Personnel Office

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**USD #457 - GARDEN CITY, KANSAS
2020-2021 TEACHER SALARY SCHEDULE
\$41,782 BASE**

STEP	A (BS)	B (BS+15)	C (BS+30)	D (BS+45)	E (MS)	F (MS+15)	G (MS+30)	H (MS+45)	I ED.S. or ED.D)
0	41,782	42,290	42,900	43,611	44,120	44,857	45,594	46,331	47,093
1	42,289	42,798	43,408	44,119	44,627	45,364	46,101	46,838	47,601
2	42,797	43,305	43,915	44,627	45,135	45,872	46,609	47,346	48,108
3	43,305	43,813	44,423	45,134	45,643	46,380	47,117	47,854	48,616
4	43,812	44,320	44,930	45,642	46,150	46,887	47,624	48,361	49,124
5	44,421	44,930	45,540	46,251	46,759	47,496	48,233	48,970	49,733
6	45,386	45,895	46,505	47,216	47,724	48,461	49,198	49,935	50,698
7	45,894	46,402	47,012	47,724	48,232	48,969	49,706	50,443	51,205
8	46,427	46,935	47,545	48,257	48,765	49,502	50,239	50,976	51,738
9	46,960	47,468	48,078	48,790	49,298	50,035	50,772	51,509	52,271
10	47,595	48,103	49,221	49,933	50,441	51,178	51,915	52,652	53,414
11	48,229	48,738	49,856	50,567	51,076	51,813	52,550	53,287	54,049
12	48,762	49,271	50,389	51,100	51,609	52,346	53,083	53,820	54,582
13		49,855	50,973	51,684	52,193	52,930	53,667	54,404	55,166
14		50,438	51,557	52,268	52,776	53,513	54,250	54,987	55,750
15		51,597	52,715	53,426	54,341	55,078	55,815	56,552	57,315
16			53,299	54,010	54,925	55,662	56,399	57,136	57,898
17			53,847	54,594	55,509	56,246	56,983	57,720	58,482
18			54,683	55,412	56,327	57,064	57,800	58,537	59,300
19				56,874	57,246	57,983	58,720	59,457	60,219
20					58,165	58,902	59,639	60,377	61,138
21					59,627	59,821	60,558	61,295	62,058
22						60,741	61,478	62,215	62,977
23						62,308	63,254	64,200	65,171

Experience increment movement on the salary schedule will be allowed for full years plus partial years totaling .5 or greater provided, however that those employed less than full time, will receive experience prorated on the basis of full time employment.

Any Teacher who has an ESL Endorsement on their Kansas teaching license, with an effective date of September 1 of the current school year, will receive an additional \$1,000 in compensation. This will be paid in two equal installments, one in December and one in May.

NOTE: Step 18 of Column C (BS+30) equals Step 17 plus 2.0% of the Base Salary.

Step 19 of Column D (BS+45) equals Step 18 plus 3.5% of the Base Salary.

Step 21 of Column E (MS) equals Step 20 plus 3.5% of the Base Salary.

Step 23 of Columns F through I are computed as follows:

F - MS+15 - Step 22 plus 3.75% of the Base Salary

G - MS+30 - Step 22 plus 4.25% of the Base Salary

H - MS+45 - Step 22 plus 4.75% of the Base Salary

I - ED.S. or ED.D - Step 22 plus 5.25% of the Base Salary

**Years of Service Compensation - Based on completed years
of service with the district as of August 31
(paid in December)**

0 - 4 years	\$ -
5 - 9 years	\$ 500
10 - 14 years	\$ 700
15 - 19 years	\$ 1,200
20+ years	\$ 2,000



2020 - 2021 School Calendar

July 2020						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

October 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

7-12 New Teacher Inservice (NS)
 13-18 Teacher Inservice (NS)
 19-27 Non-Duty Days (NS)
 28 Teacher Workday (NS)
 31 School AM (Grades K-4,5,7-10 & new students)
 Teacher Workday PM

7 Labor Day (NS)
 28 Teacher Inservice (NS)

15 Teacher Inservice (NS)
 16 Teacher Workday AM (NS)
 22-23 Parent/Teacher Conference (NS)

November 2020						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2020						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

January 2021						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

February 2021						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

3 End of Grading Period
 25-27 Fall Vacation (NS)
 30 Teacher Inservice (NS)

23-31 Winter Vacation (NS)

1 Winter Vacation (NS)
 4 Teacher Inservice (NS)
 5 School Resumes
 21 End of Grading Period
 22 Teacher Workday (NS)
 29 New Teacher Inservice (NS)

18 Teacher Inservice (NS)
 19 Teacher Workday AM (NS)
 25 Parent/Teacher Conference (NS)
 26 Parent/Teacher Release Day (NS)

March 2021						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2021						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

May 2021						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2021						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

18-19 Spring Break (NS)
 30 End of Grading Period

2 Teacher Inservice (NS)

28 Last Day of School
 31 Memorial Day Observed (NS)

1 Teacher Workday AM (NS)

<p>◊ = New Teacher Orientation (NS) □ = Holiday/Vacation (NS) ◻ = District Work/Inservice (NS) ○ = Parent/Teacher Conference (NS) ◇ = Parent/Teacher Release Day (NS) — = Half Day of School NS = No School</p>	<p>Inservices (10) = 8/13, 8/14, 8/17, 8/18, 9/28, 10/15, 11/30, 1/4, 2/18, 4/2</p> <p>Workdays (4) = 8/28, 8/31*, 10/16*, 1/22, 2/19*, 6/1*</p> <p>Snow Days (May 3-4) Graduation Weekend (May 22-23)</p> <p>* = 1/2 Day</p>	<p>1129 Hour Calendar (6 hr 25 min day)</p> <table> <tr> <td>1st Grading Period</td> <td>42.5</td> <td rowspan="2">} 86.5</td> </tr> <tr> <td>2nd Grading Period</td> <td>44.0</td> </tr> <tr> <td>3rd Grading Period</td> <td>* 41.0</td> <td rowspan="2">} 83.0</td> </tr> <tr> <td>4th Grading Period</td> <td>42.0</td> </tr> <tr> <td></td> <td></td> <td>169.5</td> </tr> </table> <p>Teacher Contract Days 183.5</p>	1 st Grading Period	42.5	} 86.5	2 nd Grading Period	44.0	3 rd Grading Period	* 41.0	} 83.0	4 th Grading Period	42.0			169.5
1 st Grading Period	42.5	} 86.5													
2 nd Grading Period	44.0														
3 rd Grading Period	* 41.0	} 83.0													
4 th Grading Period	42.0														
		169.5													

Benefits

Medical & Dental Insurance

- Garden City Public Schools offer medical and dental plans through BlueCross BlueShield of Kansas. Coverage is available the first of the month following 30 days of employment. Three different deductible options are offered with the \$1,500 option paid in full by the district for full time employees. A \$1,000 deductible and a \$3,000 high deductible health plan are also available options.

Vision Insurance

- Vision coverage is available through VSP.

Life Insurance

- Both group and term life insurance is available for employees and dependents.

Short Term Disability

- Salary protection is available through a short-term disability plan. Two different options are offered. Payments can start on the 8th day of disability or the 31st day. Disability insurance pays 60% of gross salary and may be combined with paid time off as the district does not require all accumulated time off be used prior to claiming disability.

Accident Insurance

- American Fidelity offers an accident plan for some added financial protection. The \$500 and \$1,000 medical plans cover accidents at 100%, but accidents are subject to the deductible on the high deductible plan.

Cancer Insurance

- American Fidelity also has a cancer policy available to employees and their dependents. This can help cover out of pocket medical expenses as well as some non-medical expenses like transportation and lodging.

Telemedicine

- All employees covered under the district's health plans have access to Amwell for use of telehealth services.

Pharmacy Advocate Program

- Tria Health is a free program for plan members that have a chronic condition or take multiple medications.

Flexible Spending Accounts

- American Fidelity offers both dependent care and health care reimbursement accounts. Employees can set up payroll deductions with pre-tax dollars to be used for various expenses. Up to \$2,700 per year can be set aside for medical expenses.

Health Savings Account

- Employees on the high deductible plan can set aside pre-tax dollars for medical expenses.

Employee Assistance Program

- Optum is available to employees and their dependents. Some offerings are free and employees have access 24/7.

Hospital Indemnity Plan

- This plan offers additional financial security when admitted to the hospital. Low premiums make this an easy option to add additional protection to go alongside health insurance.

MASA

- MASA is a plan to help cover the costs when an employee or dependent needs emergency transportation. Coverage is for land and air transportation and premiums are affordable.

KPERS

- Kansas Public Employees Retirement System is for employees that are expected to work at least 630 hours per year. KPERS deducts a mandatory 6% from all gross earnings to invest in your retirement plan. The district also contributes on your behalf.
- KPERS comes with added benefits of life insurance and long-term disability

Annuities

- The district gives employees the opportunity to contribute to a Traditional or Roth 403(b) plan or a 457 plan. This helps set aside additional funds for retirement. The district will match up to \$100 per month for full time employees to go into a 403(b) plan.

Benefit Information Continued

- Payday is the 15th of each month and always paid early in the event that the 15th falls on a weekend or federal holiday. Employees have the option to split their net wages into more than one account, which makes saving money a little bit easier.
- All employees working at least 20 hours per week are eligible for Supplemental Insurances.
- Paid time off and fringe benefit amounts for health and dental coverage as well as the annuity match depend on the full time equivalency of each employee.



Let's Connect!

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