


M E M O R A N D U M

TO: Jon Rysewyk, Superintendent

FROM: Scott Bolton, Executive Director of Human Resources Operations 

CC: Jennifer Hemmelgarn, Assistant Superintendent of Business and Talent; Ron McPherson, Chief Financial Officer

DATE: March 27, 2024

RE: Approval of Evergreen Solutions, LLC Recommendation to Implement a new Salary Schedule

Evergreen Solutions, LLC has completed the Compensation and Job Classification Study. I am writing to request approval of Evergreen Solutions, LLC's recommendation to implement a new salary schedule.

The new schedule will include a scale for certified teachers and a separate class-graded pay scale for all other positions. These scales will be based on market value and the specific job roles within our organization.

The recommendation also includes additional annual pay to incentivize certain degrees and specific job related certifications.

Thank you for your attention to this matter. Should you have any questions or require further clarification, please do not hesitate to contact me.

Teacher Salary Schedule Based on a 200 Day Contract

Teacher Scale		
Grades	BA	MS
0	\$ 47,011.50	\$50,762.50
1	\$ 47,864.00	\$51,615.00
2	\$ 48,716.50	\$52,467.50
3	\$ 49,569.00	\$53,320.00
4	\$ 50,421.50	\$54,172.50
5	\$ 53,909.00	\$57,660.00
6	\$ 54,761.50	\$58,512.50
7	\$ 55,614.00	\$59,365.00
8	\$ 56,466.50	\$60,217.50
9	\$ 57,319.00	\$61,070.00
10	\$ 60,806.50	\$64,557.50
11	\$ 61,659.00	\$65,410.00
12	\$ 62,511.50	\$66,262.50
13	\$ 63,364.00	\$67,115.00
14	\$ 64,216.50	\$67,967.50
15	\$ 67,704.00	\$71,455.00
16	\$ 68,556.50	\$72,307.50
17	\$ 69,409.00	\$73,160.00
18	\$ 70,261.50	\$74,012.50
19	\$ 71,036.50	\$74,787.50
20	\$ 74,524.00	\$78,275.00

Hourly Rates by Grade Bands

Grades	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
101	\$14.00	\$14.46	\$14.92	\$15.38	\$15.84	\$16.30	\$16.76	\$17.22	\$17.68	\$18.14	\$18.60	\$19.06	\$19.52	\$19.98	\$20.44	\$20.90	\$21.36	\$21.82	\$22.28	\$22.74	\$23.20
102	\$14.56	\$15.03	\$15.50	\$15.97	\$16.44	\$16.91	\$17.38	\$17.85	\$18.32	\$18.79	\$19.26	\$19.73	\$20.20	\$20.67	\$21.14	\$21.61	\$22.08	\$22.55	\$23.02	\$23.49	\$23.96
103	\$15.14	\$15.63	\$16.12	\$16.61	\$17.10	\$17.59	\$18.08	\$18.57	\$19.06	\$19.55	\$20.04	\$20.53	\$21.02	\$21.51	\$22.00	\$22.49	\$22.98	\$23.47	\$23.96	\$24.45	\$24.94
104	\$15.75	\$16.26	\$16.77	\$17.28	\$17.79	\$18.30	\$18.81	\$19.32	\$19.83	\$20.34	\$20.85	\$21.36	\$21.87	\$22.38	\$22.89	\$23.40	\$23.91	\$24.42	\$24.93	\$25.44	\$25.95
105	\$16.38	\$16.91	\$17.44	\$17.97	\$18.50	\$19.03	\$19.56	\$20.09	\$20.62	\$21.15	\$21.68	\$22.21	\$22.74	\$23.27	\$23.80	\$24.33	\$24.86	\$25.39	\$25.92	\$26.45	\$26.98
106	\$17.03	\$17.58	\$18.13	\$18.68	\$19.23	\$19.78	\$20.33	\$20.88	\$21.43	\$21.98	\$22.53	\$23.08	\$23.63	\$24.18	\$24.73	\$25.28	\$25.83	\$26.38	\$26.93	\$27.48	\$28.03
107	\$17.71	\$18.29	\$18.87	\$19.45	\$20.03	\$20.61	\$21.19	\$21.77	\$22.35	\$22.93	\$23.51	\$24.09	\$24.67	\$25.25	\$25.83	\$26.41	\$26.99	\$27.57	\$28.15	\$28.73	\$29.31
108	\$18.42	\$19.02	\$19.62	\$20.22	\$20.82	\$21.42	\$22.02	\$22.62	\$23.22	\$23.82	\$24.42	\$25.02	\$25.62	\$26.22	\$26.82	\$27.42	\$28.02	\$28.62	\$29.22	\$29.82	\$30.42
109	\$19.16	\$19.78	\$20.40	\$21.02	\$21.64	\$22.26	\$22.88	\$23.50	\$24.12	\$24.74	\$25.36	\$25.98	\$26.60	\$27.22	\$27.84	\$28.46	\$29.08	\$29.70	\$30.32	\$30.94	\$31.56
110	\$19.93	\$20.58	\$21.23	\$21.88	\$22.53	\$23.18	\$23.83	\$24.48	\$25.13	\$25.78	\$26.43	\$27.08	\$27.73	\$28.38	\$29.03	\$29.68	\$30.33	\$30.98	\$31.63	\$32.28	\$32.93
111	\$20.72	\$21.39	\$22.06	\$22.73	\$23.40	\$24.07	\$24.74	\$25.41	\$26.08	\$26.75	\$27.42	\$28.09	\$28.76	\$29.43	\$30.10	\$30.77	\$31.44	\$32.11	\$32.78	\$33.45	\$34.12
112	\$21.55	\$22.25	\$22.95	\$23.65	\$24.35	\$25.05	\$25.75	\$26.45	\$27.15	\$27.85	\$28.55	\$29.25	\$29.95	\$30.65	\$31.35	\$32.05	\$32.75	\$33.45	\$34.15	\$34.85	\$35.55
113	\$22.41	\$23.14	\$23.87	\$24.60	\$25.33	\$26.06	\$26.79	\$27.52	\$28.25	\$28.98	\$29.71	\$30.44	\$31.17	\$31.90	\$32.63	\$33.36	\$34.09	\$34.82	\$35.55	\$36.28	\$37.01
114	\$23.31	\$24.07	\$24.83	\$25.59	\$26.35	\$27.11	\$27.87	\$28.63	\$29.39	\$30.15	\$30.91	\$31.67	\$32.43	\$33.19	\$33.95	\$34.71	\$35.47	\$36.23	\$36.99	\$37.75	\$38.51
115	\$24.24	\$25.03	\$25.82	\$26.61	\$27.40	\$28.19	\$28.98	\$29.77	\$30.56	\$31.35	\$32.14	\$32.93	\$33.72	\$34.51	\$35.30	\$36.09	\$36.88	\$37.67	\$38.46	\$39.25	\$40.04
116	\$25.21	\$26.03	\$26.85	\$27.67	\$28.49	\$29.31	\$30.13	\$30.95	\$31.77	\$32.59	\$33.41	\$34.23	\$35.05	\$35.87	\$36.69	\$37.51	\$38.33	\$39.15	\$39.97	\$40.79	\$41.61
117	\$26.22	\$27.07	\$27.92	\$28.77	\$29.62	\$30.47	\$31.32	\$32.17	\$33.02	\$33.87	\$34.72	\$35.57	\$36.42	\$37.27	\$38.12	\$38.97	\$39.82	\$40.67	\$41.52	\$42.37	\$43.22
118	\$27.27	\$28.16	\$29.05	\$29.94	\$30.83	\$31.72	\$32.61	\$33.50	\$34.39	\$35.28	\$36.17	\$37.06	\$37.95	\$38.84	\$39.73	\$40.62	\$41.51	\$42.40	\$43.29	\$44.18	\$45.07
119	\$28.36	\$29.28	\$30.20	\$31.12	\$32.04	\$32.96	\$33.88	\$34.80	\$35.72	\$36.64	\$37.56	\$38.48	\$39.40	\$40.32	\$41.24	\$42.16	\$43.08	\$44.00	\$44.92	\$45.84	\$46.76
120	\$29.50	\$30.46	\$31.42	\$32.38	\$33.34	\$34.30	\$35.26	\$36.22	\$37.18	\$38.14	\$39.10	\$40.06	\$41.02	\$41.98	\$42.94	\$43.90	\$44.86	\$45.82	\$46.78	\$47.74	\$48.70
121	\$30.68	\$31.68	\$32.68	\$33.68	\$34.68	\$35.68	\$36.68	\$37.68	\$38.68	\$39.68	\$40.68	\$41.68	\$42.68	\$43.68	\$44.68	\$45.68	\$46.68	\$47.68	\$48.68	\$49.68	\$50.68
122	\$31.90	\$32.94	\$33.98	\$35.02	\$36.06	\$37.10	\$38.14	\$39.18	\$40.22	\$41.26	\$42.30	\$43.34	\$44.38	\$45.42	\$46.46	\$47.50	\$48.54	\$49.58	\$50.62	\$51.66	\$52.70
123	\$33.18	\$34.26	\$35.34	\$36.42	\$37.50	\$38.58	\$39.66	\$40.74	\$41.82	\$42.90	\$43.98	\$45.06	\$46.14	\$47.22	\$48.30	\$49.38	\$50.46	\$51.54	\$52.62	\$53.70	\$54.78
124	\$34.51	\$35.63	\$36.75	\$37.87	\$38.99	\$40.11	\$41.23	\$42.35	\$43.47	\$44.59	\$45.71	\$46.83	\$47.95	\$49.07	\$50.19	\$51.31	\$52.43	\$53.55	\$54.67	\$55.79	\$56.91
125	\$35.89	\$37.06	\$38.23	\$39.40	\$40.57	\$41.74	\$42.91	\$44.08	\$45.25	\$46.42	\$47.59	\$48.76	\$49.93	\$51.10	\$52.27	\$53.44	\$54.61	\$55.78	\$56.95	\$58.12	\$59.29
126	\$37.32	\$38.53	\$39.74	\$40.95	\$42.16	\$43.37	\$44.58	\$45.79	\$47.00	\$48.21	\$49.42	\$50.63	\$51.84	\$53.05	\$54.26	\$55.47	\$56.68	\$57.89	\$59.10	\$60.31	\$61.52
127	\$38.81	\$40.07	\$41.33	\$42.59	\$43.85	\$45.11	\$46.37	\$47.63	\$48.89	\$50.15	\$51.41	\$52.67	\$53.93	\$55.19	\$56.45	\$57.71	\$58.97	\$60.23	\$61.49	\$62.75	\$64.01
128	\$40.37	\$41.68	\$42.99	\$44.30	\$45.61	\$46.92	\$48.23	\$49.54	\$50.85	\$52.16	\$53.47	\$54.78	\$56.09	\$57.40	\$58.71	\$60.02	\$61.33	\$62.64	\$63.95	\$65.26	\$66.57
129	\$41.98	\$43.34	\$44.70	\$46.06	\$47.42	\$48.78	\$50.14	\$51.50	\$52.86	\$54.22	\$55.58	\$56.94	\$58.30	\$59.66	\$61.02	\$62.38	\$63.74	\$65.10	\$66.46	\$67.82	\$69.18
130	\$43.66	\$45.08	\$46.50	\$47.92	\$49.34	\$50.76	\$52.18	\$53.60	\$55.02	\$56.44	\$57.86	\$59.28	\$60.70	\$62.12	\$63.54	\$64.96	\$66.38	\$67.80	\$69.22	\$70.64	\$72.06
131	\$45.41	\$46.89	\$48.37	\$49.85	\$51.33	\$52.81	\$54.29	\$55.77	\$57.25	\$58.73	\$60.21	\$61.69	\$63.17	\$64.65	\$66.13	\$67.61	\$69.09	\$70.57	\$72.05	\$73.53	\$75.01
132	\$47.22	\$48.75	\$50.28	\$51.81	\$53.34	\$54.87	\$56.40	\$57.93	\$59.46	\$60.99	\$62.52	\$64.05	\$65.58	\$67.11	\$68.64	\$70.17	\$71.70	\$73.23	\$74.76	\$76.29	\$77.82
133	\$49.11	\$50.71	\$52.31	\$53.91	\$55.51	\$57.11	\$58.71	\$60.31	\$61.91	\$63.51	\$65.11	\$66.71	\$68.31	\$69.91	\$71.51	\$73.11	\$74.71	\$76.31	\$77.91	\$79.51	\$81.11
134	\$51.08	\$52.74	\$54.40	\$56.06	\$57.72	\$59.38	\$61.04	\$62.70	\$64.36	\$66.02	\$67.68	\$69.34	\$71.00	\$72.66	\$74.32	\$75.98	\$77.64	\$79.30	\$80.96	\$82.62	\$84.28
135	\$53.12	\$54.85	\$56.58	\$58.31	\$60.04	\$61.77	\$63.50	\$65.23	\$66.96	\$68.69	\$70.42	\$72.15	\$73.88	\$75.61	\$77.34	\$79.07	\$80.80	\$82.53	\$84.26	\$85.99	\$87.72
136	\$55.25	\$57.05	\$58.85	\$60.65	\$62.45	\$64.25	\$66.05	\$67.85	\$69.65	\$71.45	\$73.25	\$75.05	\$76.85	\$78.65	\$80.45	\$82.25	\$84.05	\$85.85	\$87.65	\$89.45	\$91.25
137	\$57.46	\$59.33	\$61.20	\$63.07	\$64.94	\$66.81	\$68.68	\$70.55	\$72.42	\$74.29	\$76.16	\$78.03	\$79.90	\$81.77	\$83.64	\$85.51	\$87.38	\$89.25	\$91.12	\$92.99	\$94.86
138	\$59.75	\$61.69	\$63.63	\$65.57	\$67.51	\$69.45	\$71.39	\$73.33	\$75.27	\$77.21	\$79.15	\$81.09	\$83.03	\$84.97	\$86.91	\$88.85	\$90.79	\$92.73	\$94.67	\$96.61	\$98.55
139	\$62.14	\$64.16	\$66.18	\$68.20	\$70.22	\$72.24	\$74.26	\$76.28	\$78.30	\$80.32	\$82.34	\$84.36	\$86.38	\$88.40	\$90.42	\$92.44	\$94.46	\$96.48	\$98.50	\$100.52	\$102.54
140	\$64.63	\$66.73	\$68.83	\$70.93	\$73.03	\$75.13	\$77.23	\$79.33	\$81.43	\$83.53	\$85.63	\$87.73	\$89.83	\$91.93	\$94.03	\$96.13	\$98.23	\$100.33	\$102.43	\$104.53	\$106.63

Educational/Certification

Tier 1	MS + 30	\$1,500.00
Tier 2	Ed.S.	\$2,500.00
Tier 3	Ed.D, Ph.D, J.D.	\$5,000.00

Annual Amounts Regardless of Contract length

*KCS may value recognized certifications given they apply to the essential functions of the employees' job