

3.1 LICENSED PERSONNEL SALARY SCHEDULE

For the purposes of the salary schedule, including stipends and other material benefits,¹ a teacher will have worked a “year” if he/she works at least 160 days.

Teachers who have earned a master’s degree are responsible for reporting and supplying a transcript to the central office by an institution of higher education accredited under Arkansas statutory requirements applicable at the time the degree was awarded. All salary changes will be on a “go forward” basis, and no back pay will be awarded.

Teachers who have earned sufficient college hours toward a degree to warrant a salary change on the district’s salary schedule are responsible for reporting and supplying a transcript to the central office. All salary changes will be on a “go forward” basis and no back pay will be awarded.

Non-Traditional Licensure Program

Each employee newly hired by the district to teach under the non-traditional licensure program (NTLP) shall initially be placed on the salary schedule in the category of a bachelor’s degree with no experience, unless the NTLP employee has previous teaching experience which requires a different placement on the schedule. Upon receiving his/her initial or standard teaching license, the employee shall be moved to the position on the salary schedule that corresponds to the level of education degree earned by the employee which is relevant to the employee’s position. Employee’s degrees which are not relevant to the NTLP’s position shall not apply when determining his/her placement on the salary schedule. A teacher with a non-traditional provisional license shall be eligible for step increases with each successive year of employment, just as would a teacher possessing a traditional teaching license.

Licensed employee, seeking additional area or areas of licensure

Licensed employees who are working on an alternative licensure program (ALP) to gain licensure in an additional area are entitled to placement on the salary schedule commensurate with their current license, level of education degree and years of experience.

Legal References: A.C.A. § 6-17-201, 202, 2402, 2403
 A.C.A. § 6-20-2305(f)(4)

Date Adopted: May 12, 2009
Last Revised: May 14, 2012

Licensed Salary Schedule
190 Days

Years Exp	Step	BSE	B+15	Masters	M+18	M+36	Doctor
0	1	29,266.00	31,266.00	33,652.00	34,652.00	35,652.00	36,652.00
1	2	29,766.00	31,766.00	34,152.00	35,152.00	36,152.00	37,152.00
2	3	30,266.00	32,266.00	34,652.00	35,652.00	36,652.00	37,652.00
3	4	30,766.00	32,766.00	35,152.00	36,152.00	37,152.00	38,152.00
4	5	31,266.00	33,266.00	35,652.00	36,652.00	37,652.00	38,652.00
5	6	31,766.00	33,766.00	36,152.00	37,152.00	38,152.00	39,152.00
6	7	32,266.00	34,266.00	36,652.00	37,652.00	38,652.00	39,652.00
7	8	32,766.00	34,766.00	37,152.00	38,152.00	39,152.00	40,152.00
8	9	33,266.00	35,266.00	37,652.00	38,652.00	39,652.00	40,652.00
9	10	33,766.00	35,766.00	38,152.00	39,152.00	40,152.00	41,152.00
10	11	34,266.00	36,266.00	38,652.00	39,652.00	40,652.00	41,652.00
11	12	34,766.00	36,766.00	39,152.00	40,152.00	41,152.00	42,152.00
12	13	35,266.00	37,266.00	39,652.00	40,652.00	41,652.00	42,652.00
13	14	35,766.00	37,766.00	40,152.00	41,152.00	42,152.00	43,152.00
14	15	36,266.00	38,266.00	40,652.00	41,652.00	42,652.00	43,652.00
15	16	36,766.00	38,766.00	41,152.00	42,152.00	43,152.00	44,152.00
16	17	37,266.00	39,266.00	41,652.00	42,652.00	43,652.00	44,652.00
17	18	37,766.00	39,766.00	42,152.00	43,152.00	44,152.00	45,152.00
18	19	38,266.00	40,266.00	42,652.00	43,652.00	44,652.00	45,652.00
19	20	38,766.00	40,766.00	43,152.00	44,152.00	45,152.00	46,152.00
20	21	39,266.00	41,266.00	43,652.00	44,652.00	45,652.00	46,652.00

Extended Days for licensed salary will be calculated according to the following formula:
Daily contracted rate based on 9-month salary multiplied by the number of days worked over 190

Stipends:

Elementary Principal	1.5	
High School Principal	1.6	
Superintendent	2.00 index	+\$3,000.00 Travel
Parent Facilitator	\$ 500.00	
ABC Coordinator	\$6,928.00	
Literacy Coach	\$ 500.00	
Math Coach	\$ 500.00	
Speech Therapist	\$4,000.00	
IRI Coordinator	\$ 500.00	

Licensed Stipends, cont.

Stipends				
	0-4 yrs	5-9 yrs	10-14 yrs	15+ yrs
Sr. Head BB or FB	3,500	4,000	4,500	5,000
Jr. Head BB or FB	2,500	3,000	3,500	4,000
Asst. Jr. Or Sr. FB	1,200	1,500	1,800	2,100
7th FB or BB	500	750	1,000	1,250
7th FB or BB Asst.	500	600	700	800
Head Baseball Or Softball	1,500	1,750	2,000	2,250
Asst. Baseball or Softball	750	1,000	1,250	1,500
Cheer Sr. High	1,200	1,500	1,800	2,100
Cheer Jr. High	1,000	1,300	1,600	1,900
Athletic Director	3,500	4,000	4,500	5,000
Band Director	3,500	4,000	4,500	5,000
Asst. Girls Basketball	1,200	1,500	1,800	2,100
Asst. Boys Basketball	1,200	1,500	1,800	2,100
Girls Track	500	750	1,000	1,250
Boys Track	500	750	1,000	1,250

Hourly Rates

Cafeteria Substitute	\$ 7.74	Per Hour
Student Worker	\$ 7.74	
Maintenance/Custodial	\$ 9.00	Per Hour
Substitute Bus Driver (Regular Daily Route)	\$ 42.92	Daily Rate
Field Trip Bus Driver	\$ 15.00	Per Hour
Conway Career Center Bus Driver	\$ 15.00	Per Hour (if driven separately from ALE)
Field Trip Waiting Time for Driver	\$ 7.74	Per Hour
ALE Bus Route	\$ 15.00	Per Hour
After School Tutoring (Licensed)	\$ 25.00	Per Hour
Classified Substitute Teacher	\$ 63.00	Daily Rate (without certification)
Licensed Substitute Teacher	\$ 73.00	Daily Rate (with teacher license)
Long Term Classified Substitute	\$ 88.00	Daily Rate

Long Term Licensed Substitute	\$ 154.03	Beginning Teacher Daily Rate
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Spec Ed Bus Rider (contracted employee)	\$ --	1 1/2 Hourly Rate of Current Contract for other job with district
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After School Tutoring (classified)	\$20.00	Per Hour
Spec Ed Bus Rider (non-contracted employee)	\$ 7.74	Per Hour

Legal References: A.C.A. § 6-17-201, 202, 2403
 A.C.A. § 6-20-2305(f)(4)

Date Adopted: July 1, 2008
 Last Revised: May 14, 2012

Professional Staff Salary Schedules

1. If a teacher is required to work more days provided for under the teacher’s contract then the teacher’s pay shall be increased proportionately so that the teacher will receive pay for each additional day the teacher is required to work at no less than the daily rate paid to the teacher under the teacher’s contract. (A.C.A. 6-17-807; July 24, 2001)

4. A district which contracts with a teacher to perform services that do not require the teacher to hold a teaching certificate to perform those services, (such as summer work) shall enter into a separate contract with the teacher at a negotiated hourly rate. (A.C.A 6-17-807; July 24, 2001)