

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                        |         |          |
| Student Worker                              |         |          |
| Maintenance/Custodial                       | \$ 7.74 | Per Hour |
| Substitute Bus Driver (Regular Daily Route) | \$ 7.74 |          |
| Field Trip Bus Driver                       | \$ 9.00 | Per Hour |

|   |           |  |
|---|-----------|--|
|   | \$ 42.92  | Daily Rate                               |
| Conway Career Center Bus Driver             |           |  |
|   | \$ 15.00  | Per Hour                                 |
| Field Trip Waiting Time for Driver          |           |  |
|   | \$ 15.00  | Per Hour (if driven separately from ALE) |
| ALE Bus Route                               |           |  |
|   | \$ 7.74   | Per Hour                                 |
| After School Tutoring (Licensed)            |           |  |
|   | \$ 15.00  | Per Hour                                 |
| Classified Substitute Teacher               |           |  |
|   | \$ 25.00  | Per Hour                                 |
| Licensed Substitute Teacher                 |           |  |
|   | \$ 63.00  | Daily Rate (without certification)       |
| Long Term Classified Substitute             |           |  |
|   | \$ 73.00  | Daily Rate (with teacher license)        |
| Long Term Licensed Substitute               |           |  |
|   | \$ 88.00  | Daily Rate                               |
| Spec Ed Bus Rider (contracted employee)     |           |  |
| After School Tutoring (classified)          | \$ 154.03 | Beginning Teacher Daily Rate             |
| Spec Ed Bus Rider (non-contracted employee) |           |  |
|   |           |  |

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