

Section 3-1

Licensed Salary Schedule  
190 Days

Years Exp.	Step	BSE	B+15	Masters	M+18	M+36	Doctor
0	1	31142	33401	35660	36660	37660	38660
1	2	31642	33901	36160	37160	38160	39160
2	3	32142	34401	36660	37660	38660	39660
3	4	32642	34901	37160	38160	39160	40160
4	5	33142	35401	37660	38660	39660	40660
5	6	33642	35901	38160	39160	40160	41160
6	7	34142	36401	38660	39660	40660	41660
7	8	34642	36901	39160	40160	41160	42160
8	9	35142	37401	39660	40660	41660	42660
9	10	35642	37901	40160	41160	42160	43160
10	11	36142	38401	40660	41660	42660	43660
11	12	36642	38901	41160	42160	43160	44160
12	13	37142	39401	41660	42660	43660	44660
13	14	37642	39901	42160	43160	44160	45160
14	15	38142	40401	42660	43660	44660	45660
15	16	38642	40901	43160	44160	45160	46160
16	17	39142	41401	43660	44660	45660	46660
17	18	39642	41901	44160	45160	46160	47160
18	19	40142	42401	44660	45660	46660	47660
19	20	40642	42901	45160	46160	47160	48160
20	21	41142	43401	45660	46660	47660	48660

**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.

Elementary Principal	<b>1.5 -12 month 1.375- 11 month</b>
High School Principal	<b>1.6 -12 month</b>

Superintendent	<b>2.0 + \$3,000 Travel</b>
Parent Facilitator	<b>\$500</b>
ABC Coordinator	<b>\$6928.00</b>
Literacy Coach	<b>\$500</b>
Math Coach	<b>\$500</b>
Speech Therapist	<b>\$4,000</b>
IRI Coordinator	<b>\$500</b>

**Licensed Stipends, cont.**

<b>Stipends</b> – To determine the correct stipend increment category, the amount of experience in that Particular sport shall be applied				
	0-4 yrs	5-9 yrs	10-14 yrs	15+yr s
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
Cross Country	500	500	500	500
Golf	500	500	500	500

split evenly between girls and boys golf if coached by two individuals

**Hourly Rates:**

**After School Tutoring (Licensed)-\$25.00 per hour**

**Licensed Substitute Teacher-\$73.00 Daily Rate (With License)**

**Long-Term Licensed Sub-\$1548.54 (Beginning Teacher Daily Rate)**

**Cross Reference: Policy 1.9—POLICY FORMULATION**

Legal References: A.C.A. § 6-17-201, 202, 2402, 2403

A.C.A. § 6-20-2305(f)(4)

~~A.C.A. § 21-5-405~~\_\_\_\_\_

ADE Rules Governing School District Requirements for Personnel  
Policies, Salary Schedules, Minimum Salaries, and Documents  
Posted to District Websites **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)**

**2. 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)**

**3. Extended day coaching contracts do not include games, practices, etc... that occur on student contact days.**

Date Adopted: July 1, 2008

Last Revised: June 8, 2015 – March 14, 2016 – July 7, 2016

### **3.2—LICENSED PERSONNEL EVALUATIONS**

**Definitions** “Building level or district level leader” means an individual employed by the District whose job assignment is that of a building level or district level administrator or an equivalent role,