

Licensed Salary Schedule

190 Days

Years Exp.	Step	BSE	B+15	Masters	M+18	M+36	Doctor
0	1	31942	34201	36592	37592	38592	39592
1	2	32442	34701	37092	38092	39092	40092
2	3	32942	35201	37592	38592	39592	40592
3	4	33442	35701	38092	39092	40092	41092
4	5	33942	36201	38592	39592	40592	41592
5	6	34442	36701	39092	40092	41092	42092
6	7	34942	37201	39592	40592	41592	42592
7	8	35442	37701	40092	41092	42092	43092
8	9	35942	38201	40592	41592	42592	43592
9	10	36442	38701	41092	42092	43092	44092
10	11	36942	39201	41592	42592	43592	44592
11	12	37442	39701	42092	43092	44092	45092
12	13	37942	40201	42592	43592	44592	45592
13	14	38442	40701	43092	44092	45092	46092
14	15	38942	41201	43592	44592	45592	46592
15	16	39442	41701	44092	45092	46092	47092
16	17	39942	42201	44592	45592	46592	47592
17	18	40442	42701	45092	46092	47092	48092
18	19	40942	43201	45592	46592	47592	48592
19	20	41442	43701	46092	47092	48092	49092
20	21	41942	44201	46592	47592	48592	49592

Beginning in the 2014-2015 school year, any certified employee with more than twenty years' experience will receive an additional \$500 on their base pay provided they have been paid at least one year on the 21 Step level in the district. This increase in pay will continue each year until the employee has received 10 years (\$5,000) payment at which it would no longer increase but stay at \$5,000 above the Step 21.

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	1.5 -12 month 1.375- 11 month
High School Principal	1.6 -12 month

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

Licensed Stipends, cont.

Stipends – 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+ 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
Cross Country	500	500	500	500
Golf	500	500	500	500

split evenly between girls and boys golf if coached by two individuals
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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)
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 – May 8, 2017

3.2—LICENSED PERSONNEL EVALUATIONS

Definitions

"Beginning building level or district level leader" means a building level or district level leader who has not completed three (3) years of experience as a building level or district level administrator.

"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, including an administrator licensed by the State Board of Education, an unlicensed administrator, or an individual on an Administrator Licensure Completion Plan. Building level or district level leader does not include the superintendent, deputy superintendents, associate superintendents, and assistant superintendents.

"Inquiry category" is a category in which the building level or district level leader consistently demonstrates progressing, proficient, and/or exemplary performance on standards and functions in the Leader Excellence and Development System (LEADS) rubric.

"Intensive Category" is a category in which a building level or district level leader receives a rating of not