

Policy Name: Licensed Personnel Salary Schedules**Policy Code: 3.01****Date Adopted: R/A 4/21/14****It shall be the policy of the Board of Directors that:**

- 1. The school district shall annually adopt written salary schedules for licensed personnel and shall file such schedules with the Department of Education no later than September 15 for the school year in which they are in effect.**
- 2. Such schedules shall reflect the actual pay practices of the district for licensed personnel.**
- 3. The teacher salary schedule is based on training and experience. Teachers will be paid on the base salary schedule with the exception of those teachers recommended by the Superintendent to receive compensation for extra time and duty.**
- 4. Licensed personnel shall be allowed yearly annual increments established by the School Board. Any new teachers in the district shall be required to establish proof of teaching experiences outside the district. Substitute teaching shall not count in calculating experience.**
- 5. For the purpose of the salary schedule, a teacher will have worked a "half year" if he/she works at least 90 days and a "whole year" if he/she works 180 days. As an individual adds additional hours, MSE + 15 must be graduate education hours above the MSE. MSE + 30 must be graduate education hours obtained toward achieving an additional degree or certification.**
- 6. The district shall distribute funding for health insurance coverage in accordance with state law, the Affordable Care Act, and policy 7.23-Health Care Coverage and the Affordable Care Act. The District reserves the right to adjust the monthly distribution as necessary to account for changes in staffing, student population, and the ADE determination of the funding required to be distributed based on the funding matrix.**

Legal Reference: A.C.A. 6-17-201, 202 2403
A. C. A. 6-20-2305(f)(4)
A.C.A. § 21-5-405