

## 8.1—CLASSIFIED PERSONNEL SALARY SCHEDULE

### 2016/2017 CLASSIFIED SALARY SCHEDULE

	0	1	2	3	4	5	6	7	8	9	10	11	12
Instructional Assistant (185)	\$17,533.00	\$17,833.00	\$18,133.00	\$18,433.00	\$18,733.00	\$19,033.00	\$19,333.00	\$19,633.00	\$19,933.00	\$20,233.00	\$20,533.00	\$20,833.00	\$21,133.00
Custodian (240)	\$23,500.00	\$23,800.00	\$24,100.00	\$24,400.00	\$24,700.00	\$25,000.00	\$25,300.00	\$25,600.00	\$25,900.00	\$26,200.00	\$26,500.00	\$26,800.00	\$27,100.00
Maintenance 1 (240)	\$23,500.00	\$23,800.00	\$24,100.00	\$24,400.00	\$24,700.00	\$25,000.00	\$25,300.00	\$25,600.00	\$25,900.00	\$26,200.00	\$26,500.00	\$26,800.00	\$27,100.00
Maintenance 2 (240)	\$27,200.00	\$27,500.00	\$27,800.00	\$28,100.00	\$28,400.00	\$28,700.00	\$29,000.00	\$29,300.00	\$29,600.00	\$29,900.00	\$30,200.00	\$30,500.00	\$30,800.00
Maintenance Director (240)	\$35,000.00	\$35,300.00	\$35,600.00	\$35,900.00	\$36,200.00	\$36,500.00	\$36,800.00	\$37,100.00	\$37,400.00	\$37,700.00	\$38,000.00	\$38,300.00	\$46,947.00
Mechanic 1 (240)	\$23,500.00	\$23,800.00	\$24,100.00	\$24,400.00	\$24,700.00	\$25,000.00	\$25,300.00	\$25,600.00	\$25,900.00	\$26,200.00	\$26,500.00	\$26,800.00	\$27,100.00
Mechanic 2 (240)	\$27,200.00	\$27,500.00	\$27,800.00	\$28,100.00	\$28,400.00	\$28,700.00	\$29,000.00	\$29,300.00	\$29,600.00	\$29,900.00	\$30,200.00	\$30,500.00	\$30,800.00
Transportation Director (240)	\$35,000.00	\$35,300.00	\$35,600.00	\$35,900.00	\$36,200.00	\$36,500.00	\$36,800.00	\$37,100.00	\$37,400.00	\$37,700.00	\$38,000.00	\$38,300.00	\$41,947.00
Food Service (185)	\$16,658.00	\$16,958.00	\$17,258.00	\$17,558.00	\$17,858.00	\$18,158.00	\$18,458.00	\$18,758.00	\$19,058.00	\$19,358.00	\$19,658.00	\$19,958.00	\$20,258.00
Food Service Mgr (195)	\$20,880.00	\$21,180.00	\$21,480.00	\$21,780.00	\$22,080.00	\$22,380.00	\$22,680.00	\$22,980.00	\$23,280.00	\$23,580.00	\$23,880.00	\$24,180.00	\$24,480.00
Food Service Director/BS (210)	\$29,500.00	\$29,800.00	\$30,100.00	\$30,400.00	\$30,700.00	\$31,000.00	\$31,300.00	\$31,600.00	\$31,900.00	\$32,200.00	\$32,500.00	\$32,800.00	\$33,100.00
Food Service Dir/Non degree (210)	\$27,000.00	\$27,300.00	\$27,600.00	\$27,900.00	\$28,200.00	\$28,500.00	\$28,800.00	\$29,100.00	\$29,400.00	\$29,700.00	\$30,000.00	\$30,300.00	\$30,600.00
Receptionist (185)	\$20,515.00	\$20,815.00	\$21,115.00	\$21,415.00	\$21,715.00	\$22,015.00	\$22,315.00	\$22,615.00	\$22,915.00	\$23,215.00	\$23,515.00	\$23,815.00	\$24,115.00
Secretary (205)	\$23,772.00	\$24,072.00	\$24,372.00	\$24,672.00	\$24,972.00	\$25,272.00	\$25,572.00	\$25,872.00	\$26,172.00	\$26,472.00	\$26,772.00	\$27,072.00	\$27,372.00
Secretary (240)	\$27,831.00	\$28,131.00	\$28,431.00	\$28,731.00	\$29,031.00	\$29,331.00	\$29,631.00	\$29,931.00	\$30,231.00	\$30,531.00	\$30,831.00	\$31,131.00	\$31,431.00
Central Office 1 (240)	\$23,772.00	\$24,072.00	\$24,372.00	\$24,672.00	\$24,972.00	\$25,272.00	\$25,572.00	\$25,872.00	\$26,172.00	\$26,472.00	\$26,772.00	\$27,072.00	\$27,372.00
Central Office 2 (240)	\$31,302.00	\$31,602.00	\$31,902.00	\$32,202.00	\$32,502.00	\$32,802.00	\$33,102.00	\$33,402.00	\$33,702.00	\$34,002.00	\$34,302.00	\$34,602.00	\$34,902.00
Central Office 3 (240)	\$37,088.00	\$37,388.00	\$37,688.00	\$37,988.00	\$38,288.00	\$38,588.00	\$38,888.00	\$39,188.00	\$39,488.00	\$39,788.00	\$40,088.00	\$40,388.00	\$40,688.00
Business Manager (240)	\$48,128.00	\$48,428.00	\$48,728.00	\$49,028.00	\$49,328.00	\$49,628.00	\$49,928.00	\$50,228.00	\$50,528.00	\$50,828.00	\$51,128.00	\$51,428.00	\$51,728.00
Business Manager/CPA (240)	\$66,400.00	\$66,700.00	\$67,000.00	\$67,300.00	\$67,600.00	\$67,900.00	\$68,200.00	\$68,500.00	\$68,800.00	\$69,100.00	\$69,400.00	\$69,700.00	\$70,000.00
Technology 1 (240)	\$23,500.00	\$23,800.00	\$24,100.00	\$24,400.00	\$24,700.00	\$25,000.00	\$25,300.00	\$25,600.00	\$25,900.00	\$26,200.00	\$26,500.00	\$26,800.00	\$27,100.00
Technology 2 (240)	\$31,000.00	\$31,300.00	\$31,600.00	\$31,900.00	\$32,200.00	\$32,500.00	\$32,800.00	\$33,100.00	\$33,400.00	\$33,700.00	\$34,000.00	\$34,300.00	\$34,600.00
Technology Dir (240)	\$44,500.00	\$44,800.00	\$45,100.00	\$45,400.00	\$45,700.00	\$46,000.00	\$46,300.00	\$46,600.00	\$46,900.00	\$47,200.00	\$47,500.00	\$47,800.00	\$48,100.00
Nurse LPN 1 (185)	\$28,510.00	\$28,741.00	\$28,972.00	\$29,203.00	\$29,434.00	\$29,665.00	\$29,896.00	\$30,127.00	\$30,358.00	\$30,589.00	\$30,820.00	\$31,051.00	\$31,282.00
Nurse LPN 2 (190)	\$24,000.00	\$24,300.00	\$24,600.00	\$24,900.00	\$25,200.00	\$25,500.00	\$25,800.00	\$26,100.00	\$26,400.00	\$26,700.00	\$27,000.00	\$27,300.00	\$27,600.00
Nurse RN 1 (195)	\$33,764.00	\$34,001.00	\$34,238.00	\$34,475.00	\$34,712.00	\$34,949.00	\$35,186.00	\$35,423.00	\$35,660.00	\$35,897.00	\$36,134.00	\$36,371.00	\$36,608.00
Nurse RN 2 (200)	\$28,500.00	\$28,800.00	\$29,100.00	\$29,400.00	\$29,700.00	\$30,000.00	\$30,300.00	\$30,600.00	\$30,900.00	\$31,200.00	\$31,500.00	\$31,800.00	\$32,100.00
Nurse BSN (200)	\$34,000.00	\$34,300.00	\$34,600.00	\$34,900.00	\$35,200.00	\$35,500.00	\$35,800.00	\$36,100.00	\$36,400.00	\$36,700.00	\$37,000.00	\$37,300.00	\$37,600.00
Bus Driver (Daily Rate)	\$20.00	\$20.50	\$21.00	\$21.50	\$22.00	\$22.50	\$23.00	\$23.50	\$24.00	\$24.50	\$25.00	\$25.50	\$26.00
Bus Driver (Per Mile)	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40

Date Adopted: 04/29/2010  
Last Revised: 08/09/2016

For the purposes of this policy, an employee must work two thirds (2/3) of the number of their regularly assigned annual work days to qualify for a step increase.

The Superintendent has the authority, when recommending an applicant and his/her placement on the District's salary schedule to the Board for its approval, to consider the applicant's previous work experience with similar duties, responsibilities, and skill sets to those job duties and responsibilities the applicant would assume for the District.

Districts 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. Specifically, the amount distributed to each employee is NOT part of their salary and is NOT guaranteed to be the same from month-to-month or year-to-year.

### **Substitutes**

Short-term or intermittent substitutes will be paid according to the Classified Salary Schedule (designated Regular Substitute) in effect at the time of substitution. Long-term substitutes will be defined as any substitute that fills in for a licensed staff member for more than thirty consecutive working days and shall be paid according to the Classified Salary Schedule (designated Long-Term Substitute) in effect at the time of the substitution.

Cross References:       Policy 1.9—POLICY FORMULATION  
                                  7.23-Health Care Coverage and the Affordable Care Act

Legal References:       A.C.A. § 6-17-2203  
  
                                  A.C.A. § 6-17-2301  
                                  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

Date Adopted:           04/29/2010  
Last Revised:           08/09/2016



**2016 - 2017**

**LICENSED SALARY SCHEDULE**

**BASED ON 190 DAY CONTRACT**

<b>EXP.</b>	<b>BS</b>	<b>BS+15</b>	<b>BS + 24</b>	<b>MS</b>	<b>MS+15</b>
0	<b>31,994.00</b>	<b>\$ 32,744.00</b>	<b>\$ 34,187.00</b>	<b>\$ 36,380.00</b>	<b>\$ 37,130.00</b>
1	\$ 32,444.00	\$ 33,194.00	\$ 34,637.00	\$ 36,880.00	\$ 37,630.00
2	\$ 32,894.00	\$ 33,644.00	\$ 35,087.00	\$ 37,380.00	\$ 38,130.00
3	\$ 33,344.00	\$ 34,094.00	\$ 35,537.00	\$ 37,880.00	\$ 38,630.00
4	\$ 33,794.00	\$ 34,544.00	\$ 35,987.00	\$ 38,380.00	\$ 39,130.00
5	\$ 34,244.00	\$ 34,994.00	\$ 36,437.00	\$ 38,880.00	\$ 39,630.00
6	\$ 34,694.00	\$ 35,444.00	\$ 36,887.00	\$ 39,380.00	\$ 40,130.00
7	\$ 35,144.00	\$ 35,894.00	\$ 37,337.00	\$ 39,880.00	\$ 40,630.00
8	\$ 35,594.00	\$ 36,344.00	\$ 37,787.00	\$ 40,380.00	\$ 41,130.00
9	\$ 36,044.00	\$ 36,794.00	\$ 38,237.00	\$ 40,880.00	\$ 41,630.00
10	\$ 36,494.00	\$ 37,244.00	\$ 38,687.00	\$ 41,380.00	\$ 42,130.00
11	\$ 36,944.00	\$ 37,694.00	\$ 39,137.00	\$ 41,880.00	\$ 42,630.00
12	\$ 37,394.00	\$ 38,144.00	\$ 39,587.00	\$ 42,380.00	\$ 43,130.00
13	\$ 37,844.00	\$ 38,594.00	\$ 40,037.00	\$ 42,880.00	\$ 43,630.00
14	\$ 38,294.00	\$ 39,044.00	\$ 40,487.00	\$ 43,380.00	\$ 44,130.00
15	\$ 38,744.00	\$ 39,494.00	\$ 40,937.00	\$ 43,880.00	\$ 44,630.00
16	\$ 39,194.00	\$ 39,944.00	\$ 41,387.00	\$ 44,380.00	\$ 45,130.00
17	\$ 39,644.00	\$ 40,394.00	\$ 41,837.00	\$ 44,880.00	\$ 45,630.00
18	\$ 40,094.00	\$ 40,844.00	\$ 42,287.00	\$ 45,380.00	\$ 46,130.00
19	\$ 40,544.00	\$ 41,294.00	\$ 42,737.00	\$ 45,880.00	\$ 46,630.00
20	\$ 40,994.00	\$ 41,744.00	\$ 43,187.00	\$ 46,380.00	\$ 47,130.00
21	\$ 41,444.00	\$ 42,194.00	\$ 43,637.00	\$ 46,880.00	\$ 47,630.00
22	\$ 41,894.00	\$ 42,644.00	\$ 44,087.00	\$ 47,380.00	\$ 48,130.00
Date Adopted: 04/12/2010					
Last Revised: 04/18/2016					

<b>2016 / 2017 LICENSED STIPENDS /ADD'L. DUTIES / MULTIPLIERS</b>		
<b>POSITION</b>	<b>INDEX</b>	<b>STIPEND</b>
Senior High Principal	1.75	
Junior High Principal	1.65	
Elementary Principal	1.65	
Federal Programs Director	1.43345	
Special Education Director	1.555	
Assistant Principal		\$6,000.00
Dean of Students		\$3,000.00
Band Director		\$3,500.00
Assistant Band Director		\$2,500.00
Choral Director		\$3,500.00
Drama		\$1,000.00
Yearbook		\$1,200.00
FFA		\$1,000.00
Shooting		\$500.00
Prom Coordinator		\$500.00
Beta		\$400.00
Quiz Bowl		\$400.00
EAST		\$400.00
FBLA		\$400.00
FCCLA		\$400.00
Student Council		\$400.00
Athletic Director		\$5,200.00
Sr. High Head Coach Football / Basketball		\$4,000.00
Jr. High Head Coach Football / Basketball		\$2,000.00
Sr. High Head Coach Baseball / Softball		\$3,500.00
Asst. Jr. High & Sr. High FB/BB/BA/SB/TK		\$1,500.00
Head Coach Volleyball (Jr., Sr., & 7 <sup>th</sup> )		\$5,500.00
Asst. Coach Volleyball (Jr., Sr., & 7 <sup>th</sup> )		\$3,000.00
Head Coach Track		\$2,000.00
Head Coach XCNTY / Golf / Tennis		\$1,000.00
7 <sup>th</sup> Grade Coach Football / Basketball		\$1,000.00
Sr. Cheer Sponsor		\$2,500.00
Jr. Cheer Sponsor		\$2,100.00
Pep Squad Sponsor (Prev. titled "Dance" Sponsor)		\$750.00
21CCLC Coordinator		\$2,000.00
ABC Coordinator		\$3,000.00
Admin. Licensed		\$40.00/hr.
Student Instr. Licensed		\$25.00/hr.
Psych. Supervisor		\$2,370.00
District Curriculum Coordinator		\$3,000.00
Test Coordinator		\$3,000.00

Date Adopted: 04/21/2010

Last Revised: 04/18/2016