Administrative salary schedule for 2021-22. Number of days (up to 240) as stated on the contract.

Method of Calculation:

- 1. The administrative base salary = \$75,949.00
- 2. Enter the educational experience factors
 - a) Classroom teaching years of experience multiplied by .333
 - b) Administrative years of experience multiplied by 1.0
 - c) Sum of all experience (2a, 2b and multiply by .005)
 - d) Years of experience in Harrison Schools multiplied by .001
- 3. Enter the completed level of Education / Training
- 4. Enter the Responsibility factor
- 5. Add the factors of all categories (#2c, #2d, #3, and #4) and multiply by the base salary identified in #1 (\$75,949.00).

1. Administrative Base Salary of \$\$75,949.00 per year

2. Ex	2. Experience : Enter the experience factors:						
a)	Classroom teaching experience	0.333					
b)	Administrative experience	1.000					
c)	Total Experience Factors	(sum a and b * .005)					
d)	Experience in Harrison Schools	<u>0.001</u>					

3. Education / Training : Enter the level of education of the employee					
a) Bachelor's /B.S. / B.A	0.012				
b) Master's / M.S.	0.015				
c) Masters / M.S. +18 hours	0.020				
d) Specialist / Ed.S	0.025				
e) Doctorate Ed.D or Ph.D.	0.030				

4. Responsibility : Enter the responsibility level of the employee						
a) Executive Director	1.200					
b) Director Curriculum, Instruction, Assessment	1.185					
c) Director Special Education	1.070					
d) HS Principal	1.120					
e) MS Principal	1.110					
f) Elementary Principal	1.075					
g) HS Assistant Principal / ALE	1.080					
h) HS Assistant Principal/Bus K-12	0.800					
i) HS / MS Assistant Principal	0.950					
j) Director of Operations	1.085					
k) Athletic Director-Head Soccer	1.070					
l) Assist. Athletic Director-Head Football	1.070					
m) Director of Finance	1.130					

5. Add the employee factors from #2c & #2d Experience, #3 Education / Training, and #4 Responsibility. Multiply the sum of all factors to the administrative base to determine the administrative salary (#2c + #2d + #3 + #4) x #1 Admin Base = Administrative Salary.

				Factors			
				1 000013			
11	converted	3.66					
5	converted	5.00					
		8.66	0.005	0.043			
7		7	0.001	0.007			
0.015			0.015	0.015			
0.95			0.95	0.950			
				1.015	x	74,460.00	75,600.35
				Total factors		Base	Annual Salary
	7 0.015	7 0.015	7 7 7 0.015	8.66 0.005 7 0.001 0.015 0.015 0.95	8.66 0.005 0.043 7 0.001 0.007 0.015 0.015 0.015 0.095 0.950	8.66 0.005 0.043 7 0.001 0.007 0.015 0.015 0.95 0.950 1.015 x	8.66 0.005 0.043 7 0.001 0.007 0.015 0.015 0.95 0.950 1.015 x 74,460.00

The following In-District Travel Allowances are provided:

	Amount	Max.# of Months*	Total*
Assistant Superintandant	450.00	12	5,400.00
Assistant Superintendent		1	,
Special Education Supervisor	225.00	12	2,700.00
Curriculum Coordinator	225.00	12	2,700.00
Executive Director	225.00	12	2,700.00
Athletic Director	225.00	12	2,700.00
Assistant Athletic Director	225.00	12	2,700.00
Director of Operations	225.00	12	2,700.00
Senior High Principal	166.67	12	2,000.00
Assistant Senior High Principal	100.00	12	1,200.00
Middle School Principal	100.00	12	1,200.00
Assistant Middle School Principal	100.00	12	1,200.00
Elementary Principals	100.00	12	1,200.00

^{*}Monthly travel allowances are contingent on number of months contracted for each position outlined above. If an employee has less than 12 months contracted, the allowance will adjust accordingly or if the District provides the employee a vehicle, no travel will be paid.

Administrators who have earned additional, relevant degrees or sufficient college hours to warrant a salary change are responsible for reporting and supplying a transcript to the superintendent. Applications for movement on the salary schedule are known as Salary Schedule Advancement Applications and must be approved in advance by the Superintendent or his/her designee. Applications must be received by June 1 to be considered for advancement during the first semester and by January 4 for the second semester.

An official transcript must be on file in the Superintendent's office or personnel files which shows graduate hours earned before a final evaluation can be made and before final approval can be given by the Superintendent or his/her designee for advancement on the salary schedule. All such transcripts must be on file by October 1 for the first semester and February 1 for the second

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semester. Transcripts not on file by these dates will not be evaluated nor will the administrator be considered for advancement on the salary schedule until the next semester unless an exception for extenuating circumstances is approved by the Superintendent or his/her designee by the date stated above.

Mid-year advancement on the salary schedule will be one-half (1/2) of the amount indicated by the salary schedule and will be disbursed in a lump sum at the end of the current school year.

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

A.C.A. § 6-20-2305(f)(4)

DESE Rules Governing Documents Posted to School District and Education Service

Cooperative Websites A.C.A. § 6-11-129 requires employees contract information to be available on the district's website and also identifies the

contract items that must be redacted.

Cross Reference: Policy 1.9-POLICY FORMULATION

Date Adopted: April 17, 2012 Last Revised: June 22, 2021