

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. **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.

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