

3.1 LICENSED PERSONNEL SALARY SCHEDULE

State law requires each District to include its teacher salary schedule, including stipends and other material benefits, in its written personnel policies. In developing the salary schedule, the District will establish a normal base contract period for teachers. Licensed personnel will be issued a paycheck on the 25th of each month or the last working day of the month before a holiday. The District will follow state and federal requirements concerning wage deductions. All years of teaching experience from accredited schools in the state of Arkansas will be accepted and up to 10 years from out of state accredited schools will be accepted. Licensed substitute teachers are paid at a rate of \$65.00 per day. Effective July, 2009, licensed long-term substitute teachers are paid at the daily rate (1/190th) of the base pay for a first year teacher with a bachelor's degree after 20 consecutive days for the same teacher.

For the purposes of the salary schedule, a teacher will have worked a "year" if he/she works at least 160 days.

College Hours Earned

Employees who have earned additional, relevant degrees or sufficient college graduate hours to warrant a salary range change for the upcoming year, must provide a notice of intent to the Human Resources Department by April 15.

The Human Resources Department must receive final "official transcripts" by June 1 in order to receive credit for the upcoming contract year. All salary changes will be on a "go forward" basis, and no back pay will be awarded.

Arkansas Professional Pathway to Educator Licensure (APPEL) Program

Each employee newly hired by the district to teach under the Arkansas Professional Pathway to Educator Licensure (APPEL) Program shall initially be placed on the salary schedule in the category of a bachelor's degree with no experience, unless the APPEL program employee has previous teaching experience, which requires a different placement on the schedule. Upon receiving his/her initial or standard teaching license, the employee shall be moved to the position on the salary schedule that corresponds to the level of education degree earned by the employee which is relevant to the employees' position. Employee's degrees which are not relevant to the APPEL program position shall not apply when determining his/her placement on the salary schedule. A teacher with a non-provisional license shall be eligible for step increases with each successive year of employment, just as would a teacher possessing a traditional teaching license.

Licensed employee, seeking additional area or areas of licensure

Licensed employees who are working on an ALP to gain licensure in an additional area are entitled to placement on the salary schedule commensurate with their current license, level of education degree and years of experience. Degrees which are not relevant to the employee's position shall not apply when determining his/her placement on the salary schedule.

Click link below to connect to current salary schedule:

http://www.elkinsdistrict.org/page/65055_3

Cross References: Policy 1.9 Policy Formulation

Legal References: A.C.A. § 6-17-201, 202, 2403
A.C.A. § 6-20-2305(f)(4)
DESE Rules Governing School District Requirements for Personnel Policies,
Salary Schedules, Minimum Salaries, and Documents Posted to District Website

Date Adopted: 11-18-2010

Last Revised: 11-20-2014

Last Revised: 04-21-2015

Last Revised: 04-18-2017

Last Revised: 04-17-2018

Last Revised: 06-26-2018

Last Revised: 09-16-2019