

NASHVILLE SCHOOL DISTRICT
SALARY SCHEDULE 2012-13

Yrs. Exp.	BSE	BSE 18	MSE	MSE 15
0	36,200	38,000	41,000	42,800
1	36,700	38,500	41,600	43,400
2	37,300	39,100	42,200	44,000
3	37,900	39,700	42,800	44,600
4	38,500	40,300	43,400	45,200
5	39,100	40,900	44,000	45,800
6	39,700	41,500	44,600	46,400
7	40,300	42,100	45,200	47,000
8	40,900	42,700	45,800	47,600
9	41,500	43,300	46,400	48,200
10	42,100	43,900	47,000	48,800
11	42,700	44,500	47,600	49,400
12	43,300	45,100	48,200	50,000
13	43,900	45,700	48,800	50,600
14	44,500	46,300	49,400	51,200
15	45,100	46,900	50,000	51,800

COACHING INDEX

1. Coaches will be paid a daily rate of pay for extra days worked plus a coaching index based on the teacher salary schedule.
2. Index is based on beginning teacher salary.
3. Athletic director and head football coach will be contracted for 12 months.

COACHING ASSIGNMENT	INDEX
Athletic & Activities Director	.21
Assistant Athletic Director	.20
Head Senior Football	.20
Head Senior Basketball	.10
Head Senior Track, Baseball, or Softball	.07
Head Senior Golf & Tennis	.03
Assistant Senior Football	.07
Assistant Senior Track, Softball, Baseball, or Basketball	.04
Cross Country	.01
Head Junior Football	.07
Head Junior Basketball	.07
Head Junior Track	.05
Assistant Junior Football	.05
Assistant Junior Basketball or Track	.03
Senior Cheerleader	.05
Junior Cheerleader	.03
Senior Band Director	.07
Junior Band Director	.05

All Off-Season and other assigned duties are taken into consideration in this salary schedule.

ADMINISTRATIVE SALARY INDEX

All administrators will be paid an index multiplied times where they are located on the salary schedule.

Index for Administrative Duties

Superintendent	2.14
Assistant Superintendent	1.74
High School Principal	1.65
Junior High Principal	1.58
Elementary Principal	1.48
Primary Principal	1.50
Assistant High School Principal	1.34
Assistant Junior High Principal	1.33
Assistant Elementary Principal	1.30
Assistant Primary Principal	1.32
Transp./Maint. Director	1.50

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Head Junior Basketball	.07
Head Junior Track	.05
Assistant Junior Football	.05
Assistant Junior Basketball or Track	.03
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SPONSORS INDEX

Duties and responsibilities beyond the teacher salary schedule will be indexed. The School Board will review annually all indexes.

<u>Assignment</u>	<u>Index</u>
Senior Class	.01
Junior Class	.03
High School Honor Society	.02
Junior High Honor Society	.02
High School Student Council	.02
Junior High Student Council	.02
Newspaper/Yearbook	.06
Quiz Bowl	.01
Math Counts	.01
Citizens Bee	.01
Spelling Bee	.01
Academic Coach	.14
Homecoming	.02
Gifted/Talented Coordinator	.19
Summer School/After School Tutoring	\$30 per hour
Senior and Junior Class Sponsors have a limit of three.	

Index is based on beginning teacher salary schedule.

All certified employees' salaries will correspond to an adopted salary schedule according to preparation, experience, and position. If additional days are added to teacher's contracts, pay shall be increased proportionately. Legal Reference: Code 6-20-319 4B

Substitute Teachers:

- A. Standards of qualifications for substitute teachers shall be established by the Board of Education. Central Office shall maintain a list of qualified substitute teachers.
- B. Principals, or their designated representatives are expected to supervise the services of substitute teachers.
- C. Substitutes will be paid per day of services according to the following scale:
 1. Hold a valid teacher license \$70.00
 2. Hold a college degree \$60.00
 3. A non-college degree substitute \$50.00
- D. When it is known or determined that the regular teacher will be absent for thirty (30) Continuous days or more, the following pay scale will be used:
 1. Hold a valid teacher license \$120.00
 2. Hold a college degree \$ 80.00
 3. A non-college degree substitute \$ 70.00

It is the policy of the Nashville School District to provide equal opportunities without regard to race, color, national origin, sex, age, qualified handicap, or veteran in its employment practices (including recruitment advertising, employment, layoff or termination, upgrading, demotion or transfer, rates of pay or other forms of compensation).

REF: U. S. Const. Amend, XIV. #1, 42 U. S. C.2001-1 to -17; 20 U.S.C. 1681, et seq; 29 U.S.C. 621 et. Seq. See Massachusetts Board of Retirement v. Murgia, 96S.Ct.2562 (1976); International Brotherhood of Teamsters v. United States, 97 S. Ct. 1843 (1977); Griggs v. Duke Power Company, S. Ct. 849 (1979); Singleton v. Jackson Municipal Separate School District, 418 F.1d 1211 (5th Cir. 1969)

Legal References: A.C.A. § 6-17-201, 202, 2403
 A.C.A. § 6-20-2305(f)(4)

Date Adopted: August 21, 2006

Last Revised: July 21, 2008