

NASHVILLE SCHOOL DISTRICT
SALARY SCHEDULE 2013-14

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

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

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	

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.

State law requires each District to include its teacher salary schedule, including stipends and other material benefits, in its written personnel policies unless the District recognizes a teachers' union in its policies for, among other things, the negotiation of salaries. In developing the salary schedule, the District will establish a normal base contract period for teachers. The District is required to post the salary schedule on its website by September 15 of each year and should place an obvious hyperlink, button, or menu item on the website's homepage that links directly to the current year licensed policies and salary schedule.

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

For the purposes of this policy, a master's degree or higher is considered "relevant to the employee's position" if it is related to education, guidance counseling, or the teacher's content area and has been awarded for successful completion of a program at the master's level or higher by an institution of higher education accredited under Arkansas statutory requirements applicable at the time the degree was awarded.

Teachers 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 by October 1. Any degrees or hours earned after October 1 will be applied to the salary schedule the following year.

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 employee's position. A teacher with a non-traditional 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 alternative licensure plan (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.

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: May 20, 2013