

3.1—LICENSED PERSONNEL SALARY SCHEDULE

NASHVILLE SCHOOL DISTRICT SALARY SCHEDULE 2014-15

Yrs. Exp.	BSE	BSE 18	MSE	MSE 15
0	36,600	38,400	41,500	43,300
1	37,200	39,000	42,100	43,900
2	37,800	39,600	42,700	44,500
3	38,400	40,200	43,300	45,100
4	39,000	40,800	43,900	45,700
5	39,600	41,400	44,500	46,300
6	40,200	42,000	45,100	46,900
7	40,800	42,600	45,700	47,500
8	41,400	43,200	46,300	48,100
9	42,000	43,800	46,900	48,700
10	42,600	44,400	47,500	49,300
11	43,200	45,000	48,100	49,900
12	43,800	45,600	48,700	50,500
13	44,400	46,200	49,300	51,100
14	45,000	46,800	49,900	51,700
15	45,600	47,400	50,500	52,300
16	45,900	47,700	50,800	52,600

ADMINISTRATIVE SALARY INDEX (2014-15)

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

Index for Administrative Duties

Superintendent	2.14	Graham
Assistant Superintendent	1.74	Kell
High School Principal	1.65	Gordon
Junior High Principal	1.58	Tackett
Elementary Principal	1.48	Williams
Primary Principal	1.50	Wright
Assistant High School Principal	1.34	Slayton
Assistant Junior High Principal	1.33	Williamson
Assistant Elementary Principal	1.30	Rebsamen
Assistant Primary Principal	1.32	Young
Transp./Maint. Director	1.50	Nichols

COACHING INDEX (2014-15)

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

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
ESL Coordinator	.03
Gifted/Talented Coordinator	.14
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.

Districts shall distribute funding for health insurance coverage in accordance with state law, the Affordable Care Act, and policy 7.23-Health Care Coverage and the Affordable Care Act. The District reserves the right to adjust the monthly distribution as necessary to account for changes in staffing, student population, and the ADE determination of the funding required to be distributed based on the funding matrix. Specifically, the amount distributed to each employee is NOT part of their salary and is NOT guaranteed to be the same from month-to-month or year-to-year.

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.

Cross References: Policy 1.9—POLICY FORMULATION
7.23-Health Care Coverage and the Affordable Care Act

Legal References: A.C.A. § 6-17-201, 202, 2403
A.C.A. § 6-20-2305(f)(4)
A.C.A. § 21-5-405
ADE Rules Governing School District Requirements for Personnel Policies, Salary Schedules, Minimum Salaries, and Documents Posted to District Websites

Date Adopted: August 21, 2006

Last Revised: May 20, 2013