

### 3.1—LICENSED PERSONNEL SALARY SCHEDULE

Effective 07-01-2019

VIOLA SCHOOL DISTRICT FOR LICENSED		SALARY SCHEDULE PERSONNEL		2019-2020	
				BA DEG	MASTERS DEG
=====		=====		=====	=====
		STEP 1-15		500	500
		STEP 16-28		200	200
=====		=====		=====	=====
EXPERIENCE	BA	BA+12	BA+24	MSE	
=====	=====	=====	=====	=====	=====
BASE	33,000	33,800	34,600	37,450	
1	33,500	34,300	35,100	37,950	
2	34,000	34,800	35,600	38,450	
3	34,500	35,300	36,100	38,950	
4	35,000	35,800	36,600	39,450	
5	35,500	36,300	37,100	39,950	
6	36,000	36,800	37,600	40,450	
7	36,500	37,300	38,100	40,950	
8	37,000	37,800	38,600	41,450	
9	37,500	38,300	39,100	41,950	
10	38,000	38,800	39,600	42,450	
11	38,500	39,300	40,100	42,950	
12	39,000	39,800	40,600	43,450	
13	39,500	40,300	41,100	43,950	
14	40,000	40,800	41,600	44,450	
15	40,500	41,300	42,100	44,950	
16	40,700	41,500	42,300	45,150	
17	40,900	41,700	42,500	45,350	
18	41,100	41,900	42,700	45,550	
19	41,300	42,100	42,900	45,750	
20	41,500	42,300	43,100	45,950	
21	41,700	42,500	43,300	46,150	
22	41,900	42,700	43,500	46,350	
23	42,100	42,900	43,700	46,550	
24	42,300	43,100	43,900	46,750	
25	42,500	43,300	44,100	46,950	
26	42,700	43,500	44,300	47,150	
27	42,900	43,700	44,500	47,350	
28	43,100	43,900	44,700	47,550	

Any school year when no increase has been approved to the last step on the Licensed Personnel Salary Schedule and no bonus has been approved for licensed personnel, \$200 will be paid in May to any licensed employee with 28 years or more of experience.

For the purposes of the salary schedule, a teacher will have worked a “year” if he/she worked at least 160 days during any given school year. A work day is considered to be eight hours long unless otherwise stated in the Employees’ contract.

A teacher is eligible for placement on the master’s degree salary schedule when he/she has a master’s degree in an area that is considered relevant to the employee’s position. 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 a master’s degree in an area that is considered relevant to the employee’s position as defined in this policy are responsible for reporting and supplying a transcript to - superintendent. The appropriate salary increase will be reflected in the next semester’s paychecks provided it is at least two weeks from the time the notice and documentation is delivered All salary changes will be on a “go forward” basis, and no back pay will be awarded.

Teachers who have earned sufficient college hours toward a degree relevant to the teacher’s employment to warrant a salary change on the district’s salary schedule are responsible for reporting and supplying a transcript to superintendent. The appropriate salary increase will be reflected in the next paycheck provided it is at least two weeks from the time the notice and documentation is delivered All salary changes will be on a “go forward” basis, and no back pay will be awarded.

LICENSED SALARY SCHEDULE SUPPLEMENT (Effective 7-1-2019)

Regular contract ..... 9.5 months (190 days)			
A.	Superintendent.....	12 months....240.....	1.88 X Salary Schedule
B.	H.S. Principal.....	12 months....240.....	1.50 X Salary Schedule (7-12)
C.	Elem. Principal.....	12 months....240.....	1.50 X Salary Schedule (K-6)
D.	Elem/HS Principal.....	12 months....240.....	1.60 X Salary Schedule (K-12)
E.	Asst. Principal	10.5 mo.....210 .....	1.25 X Salary Schedule
F.	Extra Duties and Responsibilities		Index
	a. Athletic Director		.015
	b. Baseball/Softball Head Coach		.125
	c. Baseball/Basketball/Softball Assistant Coach		.025
	d. Basketball Coach	Sr. Teams	.150
		Jr. Teams	.100
	e. Band/Music	10.5 months	.106
	f. Counselor	10.5 months.....210 days	.106
	g. Vocational Agri	12 months.....240 days	.30
	h. Vocational Bus	10.5 months.....210 days	.106
	i. Vocational H. Ec	10.5 months.....210 days.....	.106
	j. Speech Therapist	10.5 months.....210 days	.106
	k. Librarian	10.5 months.....210 days	.106
	l. Classes/Clubs/Extra Duties (sponsor)		
	1. Seniors.....(2).....	\$200 Each	
	2. Juniors.....(2).....	\$300 Each	
	3. Annual Staff.....(1).....	\$600	
	4. Student Council.....	\$200	
	5. Quiz Bowl.....\$300 per team.....	\$900	
	6. Sr. Prom/Banquet.....(1).....	\$300	
	7. Elem Athletics....\$300 per team.....	\$1800 max	
	8. Cheerleader .....	\$700	
	9. Shooting Sports .....	\$700	
	10. 7 <sup>th</sup> /8 <sup>th</sup> Grade Baseball/Softball.....	\$700	
	11. Cross Country....\$200 per team.....	\$800 max	
	12. Golf.....\$200 per team.....	\$600 max	
	13. Extended Year / Homebound Services .....	\$25 per hour plus mileage	

- G. LICENSED staff will be reimbursed for actual expenses while attending school related meetings. (See Policy 7.12)
- H. LICENSED employee contracts will be divided into 12 payments. Contracts will be rounded off to the nearest \$1.00.
- I. All accumulated LICENSED sick leave days over 100 will be paid annually at a rate of 90% of Licensed substitute pay per day.
- J. LICENSED substitute teachers will earn \$75 per day until 12/31/2019 (then \$80 per day beginning 1/1/2020).

**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. Employee's degrees which are not relevant to the APPEL program's position shall not apply when determining his/her placement on the salary schedule. 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 additional 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. Degrees which are not relevant to the employee's position shall not apply when determining his/her placement on the salary schedule.

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 Websites

Date Adopted: 1-12-04

Last Revised: 5-22-19