



Policy 3.1.3R
CERTIFIED SALARY SCHEDULE
 Effective: 7/1/2023

2023-2024 Academic Year

Beginning Teacher (0 yrs. experience)	\$50,000
All current certified employees in the 2022-23 school year earning \$48,000 or less based on current salary schedule placement	\$50,000
All current certified employees in the 2022-23 school year earning \$48,000 or more based on current salary schedule placement	\$2,000 increase
Any current certified employee receiving graduate degree change by August 1, 2023	Determine new base salary by receiving the GREATER of: Placement at appropriate lane on the 22-23 salary schedule OR Appropriate LEARNS increase to meet salary requirements
Any new certified employee to Russellville School District for the 2023-2024 school year	Placement on the 2022-2023 salary schedule with the same increases as current employees, as shown above.
Index Stipend Values	For 23-24, these values and calculated amounts will remain frozen based on 22-23 amounts. Indices will be modified to affordable levels when the 24-25 salary schedule has been approved; however, no employee will receive a lower monetary amount as compared to the 22-23 schedule.
Extended contract days	For positions that are on extended contracts, the current placement on the 22-23 salary schedule plus the appropriate LEARNS increase will be used to calculate the value for these days.

The above salary schedule is meant to meet the requirements of the “Arkansas Learns” Act. There are many unknowns in regards to funding at the time of this draft. This salary schedule is proposed so the District can generate contracts and begin the new school year. The District will then have a year to create a different certified salary schedule.

Administration will work with the PPC to draft a future salary schedule after all state funding is known and more information is available.

Adopted: 4/11/2023 /s/ Jeremy Keaster, President of the Board



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CERTIFIED ADMINISTRATORS' SALARY SCHEDULE

Effective: 7/1/2022

Building Administrators	Multiplier	# of Days
PreK Principal	1.2	220
Assistant Elementary Principal K-4	1.18	210
Elementary Principal K-4	1.25	220
Assistant Middle/Jr Principal 6-9	1.24	210
Intermediate Principal 5th	1.25	240
Middle Principal 6-7	1.3	240
Assistant Jr High Principal 8-9	1.24	210
Jr High Principal 8-9	1.3	240
Assistant High Principal 10-12	1.27	210
High School Principal 10-12	1.4	240
District Administrators		
Educational Supervisor	1.21	220
Curriculum Supervisor	1.21	230
ESL, Migrant Supervisor	1.21	230
Special Education Supervisor	1.21	230
Federal Programs Supervisor	1.21	240
Digital Learning & ALE Supervisor	1.21	240
Transportation Supervisor	1.21	240
Athletic Director	1.35	240
Assistant to the Superintendent	\$101,000	240
Executive Director of Leading & Learning	1.45	240
Deputy Superintendent	1.65	240
Adopted: 6/14/2022		
Version 1.21		
All personnel on this salary schedule must have an administrative teaching license.		
To figure administrative salary:		
- Find the correct placement on the teacher salary schedule		
- Divide that salary by 190 days (# of days in teaching contract)		
- Multiply that daily rate of pay by the administrative position's number of contract days.		
- Multiply that amount by the multiplier for the position.		