

### **3.1 LH ASBA Salaries**

For the purposes of the salary schedule, a teacher will have worked a "year" if he/she works at least 160 days in a position that requires that the teacher have an Arkansas teaching license. Annual compensation under the current contract between certified staff members and Lake Hamilton School district will be determined based on the credentials of the individual obtained by the first student interaction day at the beginning of the school year. Graduate credits and degrees which are not relevant to the employee's position or not in a field of academic study directly related to an area of K-12 instruction in public schools shall not apply when determining his/her placement on the salary schedule.

Arkansas Professional Educator Preparation (ArPEP) Program. Each employee newly hired by the district to teach under the Arkansas Professional Educator Preparation (ArPEP) Program shall initially be placed on the salary schedule in the category of a bachelor's degree with no experience, unless the ArPEP 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 ArPEP 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 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.

#### National Certification:

Lake Hamilton School District will provide an incentive of \$2,500 as a National Board Certification Bonus to any eligible teacher. This bonus will apply only when the national certification is an area in which the employee is currently assigned. The district is not responsible for application or assessment dues and fees associated with the National Board for Professional Teaching Standards.

2022-2023 Teacher Salary Schedule

STEP	BACHELORS	B +15	MASTERS	M+15	M+30
1	43,550	45,100	46,650	48,200	49,750
2	44,300	45,850	47,400	48,950	50,500
3	45,050	46,600	48,150	49,700	51,250
4	45,800	47,350	48,900	50,450	52,000
5	46,550	48,100	49,650	51,200	52,750
6	47,300	48,850	50,400	51,950	53,500
7	48,050	49,600	51,150	52,700	54,250
8	48,800	50,350	51,900	53,450	55,000
9	49,550	51,100	52,650	54,200	55,750
10	50,300	51,850	53,400	54,950	56,500
11	51,050	52,600	54,150	55,700	57,250
12	51,800	53,350	54,900	56,450	58,000
13	52,550	54,100	55,650	57,200	58,750
14	53,300	54,850	56,400	57,950	59,500
15	54,050	55,600	57,150	58,700	60,250
16	54,800	56,350	57,900	59,450	61,000
17		57,100	58,650	60,200	61,750
18			59,400	60,950	62,500
19			60,150	61,700	63,250
20				62,450	64,000
21					64,750

The above schedule is retained for reference purposes in 2023-2024.

2023-2024 Teacher Salary Schedule

Transition Year to Comply with Arkansas LEARNS Law

<u>Beginning Teacher (0 years, 190 days)</u>	<u>\$50,000</u>
<u>22-23 licensed employees earning \$48,000 or less on 22-23 schedule</u>	<u>\$50,000</u>
<u>22-23 licensed employees earning more than \$48,000 on 22-23 schedule</u>	<u>\$2,000 increase</u>
<u>22-23 licensed employees earning an advanced degree (Masters, Specialist, Doctorate) by August 1 2023</u>	Greater of: <u>Placement at appropriate lane on 22-23 schedule</u> <u>OR</u> <u>\$2,000 increase</u>
<u>Licensed employees new to LHSD in 23-24</u>	<u>Placement on the 22-23 salary schedule and adjusted as shown above</u>

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

Revised: 4-15-96  
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