

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 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 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 50% of the state National Board Certification Bonus to any eligible teacher for the life of the certificate. 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.

Licensed Salary Schedule
2021-2022

STEP	BACHELORS	B +15	MASTERS	M+15	M+30
0	41,050	42,600	44,150	45,700	47,250
1	41,800	43,350	44,900	46,450	48,000
2	42,550	44,100	45,650	47,200	48,750
3	43,300	44,850	46,400	47,950	49,500
4	44,050	45,600	47,150	48,700	50,250
5	44,800	46,350	47,900	49,450	51,000
6	45,550	47,100	48,650	50,200	51,750
7	46,300	47,850	49,400	50,950	52,500
8	47,050	48,600	50,150	51,700	53,250
9	47,800	49,350	50,900	52,450	54,000
10	48,550	50,100	51,650	53,200	54,750
11	49,300	50,850	52,400	53,950	55,500
12	50,050	51,600	53,150	54,700	56,250
13	50,800	52,350	53,900	55,450	57,000
14	51,550	53,100	54,650	56,200	57,750
15	52,300	53,850	55,400	56,950	58,500
16		54,600	56,150	57,700	59,250
17			56,900	58,450	60,000
18			57,650	59,200	60,750
19				59,950	61,500
20					62,250

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

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Revised: 5-20-19
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Board President M. De Z
Date 8/16/21