

Teacher Salary Schedule  
 Base \$40,000/190 days  
 Increment \$530/BA-BA+24  
 \$2640/MA \$580/MA+12-DR  
 2021-2022

EXP	BA	BA+12	BA+24	MA	MA+12	MA+24	MA+36	SPEC	DR
BASE	\$40,000	\$40,530	\$41,060	\$42,640	\$43,220	\$43,800	\$44,380	\$44,960	\$45,540
1	\$40,530	\$41,060	\$41,590	\$43,220	\$43,800	\$44,380	\$44,960	\$45,540	\$46,120
2	\$41,060	\$41,590	\$42,120	\$43,800	\$44,380	\$44,960	\$45,540	\$46,120	\$46,700
3	\$41,590	\$42,120	\$42,650	\$44,380	\$44,960	\$45,540	\$46,120	\$46,700	\$47,280
4	\$42,120	\$42,650	\$43,180	\$44,960	\$45,540	\$46,120	\$46,700	\$47,280	\$47,860
5	\$42,650	\$43,180	\$43,710	\$45,540	\$46,120	\$46,700	\$47,280	\$47,860	\$48,440
6	\$43,180	\$43,710	\$44,240	\$46,120	\$46,700	\$47,280	\$47,860	\$48,440	\$49,020
7	\$43,710	\$44,240	\$44,770	\$46,700	\$47,280	\$47,860	\$48,440	\$49,020	\$49,600
8	\$44,240	\$44,770	\$45,300	\$47,280	\$47,860	\$48,440	\$49,020	\$49,600	\$50,180
9	\$44,770	\$45,300	\$45,830	\$47,860	\$48,440	\$49,020	\$49,600	\$50,180	\$50,760
10	\$45,300	\$45,830	\$46,360	\$48,440	\$49,020	\$49,600	\$50,180	\$50,760	\$51,340
11	\$45,830	\$46,360	\$46,890	\$49,020	\$49,600	\$50,180	\$50,760	\$51,340	\$51,920
12	\$46,360	\$46,890	\$47,420	\$49,600	\$50,180	\$50,760	\$51,340	\$51,920	\$52,500
13	\$46,890	\$47,420	\$47,950	\$50,180	\$50,760	\$51,340	\$51,920	\$52,500	\$53,080
14	\$47,420	\$47,950	\$48,480	\$50,760	\$51,340	\$51,920	\$52,500	\$53,080	\$53,660
15	\$47,950	\$48,480	\$49,010	\$51,340	\$51,920	\$52,500	\$53,080	\$53,660	\$54,240
16	\$48,480	\$49,010	\$49,540	\$51,920	\$52,500	\$53,080	\$53,660	\$54,240	\$54,820
17	\$49,010	\$49,540	\$50,070	\$52,500	\$53,080	\$53,660	\$54,240	\$54,820	\$55,400
18	\$49,540	\$50,070	\$50,600	\$53,080	\$53,660	\$54,240	\$54,820	\$55,400	\$55,980
19	\$50,070	\$50,600	\$51,130	\$53,660	\$54,240	\$54,820	\$55,400	\$55,980	\$56,560
20	\$50,600	\$51,130	\$51,660	\$54,240	\$54,820	\$55,400	\$55,980	\$56,560	\$57,140
21	\$51,130	\$51,660	\$52,190	\$54,820	\$55,400	\$55,980	\$56,560	\$57,140	\$57,720
22	\$51,660	\$52,190	\$52,720	\$55,400	\$55,980	\$56,560	\$57,140	\$57,720	\$58,300
23	\$52,190	\$52,720	\$53,250	\$55,980	\$56,560	\$57,140	\$57,720	\$58,300	\$58,880
24	\$52,720	\$53,250	\$53,780	\$56,560	\$57,140	\$57,720	\$58,300	\$58,880	\$59,460
25		\$53,780	\$54,310	\$57,140	\$57,720	\$58,300	\$58,880	\$59,460	\$60,040
26		\$54,310	\$54,840	\$57,720	\$58,300	\$58,880	\$59,460	\$60,040	\$60,620
27			\$55,370	\$58,300	\$58,880	\$59,460	\$60,040	\$60,620	\$61,200
28			\$55,900	\$58,880	\$59,460	\$60,040	\$60,620	\$61,200	\$61,780
29				\$59,460	\$60,040	\$60,620	\$61,200	\$61,780	\$62,360
30				\$60,040	\$60,620	\$61,200	\$61,780	\$62,360	\$62,940
31					\$61,200	\$61,780	\$62,360	\$62,940	\$63,520
32					\$61,780	\$62,360	\$62,940	\$63,520	\$64,100
33						\$62,940	\$63,520	\$64,100	\$64,680
34						\$63,520	\$64,100	\$64,680	\$65,260
35							\$64,680	\$65,260	\$65,840
36							\$65,260	\$65,840	\$66,420
37								\$66,420	\$67,000
38								\$67,000	\$67,580
39									\$68,160
40									\$68,740

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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.

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 Assistant Superintendent for Teaching and Learning. 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.

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

Cross Reference: 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, Minimum Salaries, and Documents Posted to District Websites

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