

3.1—LICENSED PERSONNEL SALARY SCHEDULE

Effective 07-01-2022

VIOLA SCHOOL DISTRICT FOR LICENSED		SALARY SCHEDULE PERSONNEL		2022-2023	
				BA DEG	MASTERS DEG
=====	=====	=====	=====	=====	=====
	STEP 1-15			500	500
	STEP 17-28			200	200
=====	=====	=====	=====	=====	=====
EXPERIENCE	BA	BA+12	BA+24	MSE	
=====	=====	=====	=====	=====	=====
BASE	36,000	36,800	37,600		40,650
1	36,500	37,300	38,100		41,150
2	37,000	37,800	38,600		41,650
3	37,500	38,300	39,100		42,150
4	38,000	38,800	39,600		42,650
5	38,500	39,300	40,100		43,150
6	39,000	39,800	40,600		43,650
7	39,500	40,300	41,100		44,150
8	40,000	40,800	41,600		44,650
9	40,500	41,300	42,100		45,150
10	41,000	41,800	42,600		45,650
11	41,500	42,300	43,100		46,150
12	42,000	42,800	43,600		46,650
13	42,500	43,300	44,100		47,150
14	43,000	43,800	44,600		47,650
15	43,500	44,300	45,100		48,150
16	43,700	44,500	45,300		48,350
17	43,900	44,700	45,500		48,550
18	44,100	44,900	45,700		48,750
19	44,300	45,100	45,900		48,950
20	44,500	45,300	46,100		49,150
21	44,700	45,500	46,300		49,350
22	44,900	45,700	46,500		49,550
23	45,100	45,900	46,700		49,750
24	45,300	46,100	46,900		49,950
25	45,500	46,300	47,100		50,150
26	45,700	46,500	47,300		50,350
27	45,900	46,700	47,500		50,550
28	46,100	46,900	47,700		50,750

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 nine hours long unless otherwise stated in the Employees’ contract.

Pres:  Date: 6-29-22

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 7-1-2022)

Regular contract 9.5 months (154 days – based on a 4-day-school-week)

A.	Superintendent.....	12 months....192.....	1.88 X Salary Schedule
B.	H.S. Principal.....	12 months....192.....	1.50 X Salary Schedule (7-12)
C.	Elem. Principal.....	12 months....192.....	1.50 X Salary Schedule (K-6)
D.	Elem/HS Principal.....	12 months....192.....	1.60 X Salary Schedule (K-12)
E.	Asst. Principal	10.5 mo.....170.....	1.25 X Salary Schedule
F.	Extra Duties and Responsibilities		Index
	a. Athletic Director		.015
	b. Head Coach	Baseball	.125
		Softball	.125
	c. Assistant Coach	Baseball	.025
		Softball	.025
		Girls Basketball	.025
		Boys Basketball	.025
	d. Basketball Coach	Sr. Boys Teams	.150
		Sr. Girls Team	.150
		Jr. Girls Team	.100
		Jr. Boys Teams	.100
	e. Band/Music	10.5 months	.106
	f. Counselor		
	High School	10.5 months.....170 days	.106
	Elementary	10.5 months.....170 days	.106
	g. Vocational Agri	12 months.....192 days	.30
	h. Vocational Bus	10.5 months.....170 days	.106
	i. Vocational H. Ec	10.5 months.....170 days106
	j. Speech Therapist	10.5 months.....170 days	.106
	k. Librarian	10.5 months.....170 days	.106
	l. Classes/Clubs/Extra Duties (sponsor)		
	1. Seniors.....(3).....	\$200 Each	
	2. Juniors.....(3).....	\$300 Each	
	3. Annual Staff.....(1).....	\$1000	
	4. Student Council.....	\$200	
	5. Beta Club	\$200	
	6. Quiz Bowl.....\$300 per team.....	\$900 max	
	7. Sr. Prom/Banquet.....(1).....	\$300	

- 8. Elem Athletics....\$400 per team.....\$2400 max
- 9. Cheerleader\$700
- 10. Shooting Sports\$1000
- 11. Jr Baseball or Softball.....\$1000 per team
- 12. Cross Country....\$200 per team.....\$800 max
- 13. Golf.....\$300 per team.....\$600 max
- 14. Tennis(1).....\$1000
- 15. Robotics(1).....\$1000
- 16. 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 hours over 900 will be paid annually at a rate of 10% of LICENSED substitute daily pay rate per hour paid.

J. LICENSED substitute teachers will earn \$105 per day.

Arkansas Professional Educator Preparation (ArPEP) Program

Each employee newly hired by the district to teach under the Arkansas Professional ~~Pathway to~~ 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 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 Documents Posted to School District and Education Service Cooperative Websites

Date Adopted: 1-12-04
 Last Revised: 4-20-22