

3.1—LICENSED PERSONNEL SALARY SCHEDULE

Effective 07-01-2023

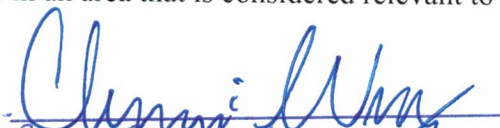
VIOLA SCHOOL DISTRICT SALARY SCHEDULE FOR LICENSED PERSONNEL 2023-2024

STEP	BACHELORS DEGREE	MASTERS DEGREE
1	50,000	50,000
2	50,000	50,000
3	50,000	50,000
4	50,000	50,000
5	50,000	50,000
6	50,000	50,000
7	50,000	50,000
8	50,000	50,000
9	50,000	50,000
10	50,000	50,000
11	50,000	50,000
12	50,000	50,000
13	50,000	50,000
14	50,000	50,000
15	50,000	50,150
16	50,000	50,650
17	50,000	51,150
18	50,000	51,350
19	50,000	51,550
20	50,000	51,750
21	50,000	51,950
22	50,000	52,150
23	50,000	52,350
24	50,000	52,550
25	50,000	52,750
26	50,000	52,950
27	50,000	53,150
28	50,000	53,350
29	50,000	53,550
30	50,000	53,750

Any school year when no increase has been approved to the entire Licensed Personnel Salary Schedule and no bonus has been approved for licensed personnel, \$200 will be paid in May to any licensed employee that did not receive an increase in pay from the previous school year in which they were employed by the District.

For the purposes of the salary schedule, a teacher will have worked a “year” if he/she worked at least the equivalent of 160 days during any given school year. (128 days, based on a 4 day week) A work day is considered to be nine hours long unless otherwise stated in the Employees’ contract.

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,


 Board President

7-19-23
 Date

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 7-1-2023)

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. Sunshine Fund\$200
- 12. Jr Baseball or Softball.....\$1000 per team
- 13. Cross Country...\$200 per team.....\$800 max
- 14. Golf.....\$300 per team.....\$600 max
- 15. Tennis(1).....\$1000
- 16. Robotics(1).....\$1000
- 17. 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: 6-21-23