

## Compensation

1. Compensation for employees shall be calculated by reference to the employees contracts and the applicable salary schedules that follow.
2. With regard to contracts for certified positions:
  - a. experience with any accredited educational institution shall be allowable; the Superintendent may award experience credit for other experience that the Superintendent considers equivalent
  - b. college degrees and any allowable education credit shall be from a university accredited by one of the six major regional accrediting associations
  - c. Additional hour's credit shall be allowed for only those graduate level college courses related to an area of certification
  - d. Hours of credit earned prior to any degree shall be counted as additional hours credit beyond the degree if those hours were not used to satisfy any prior degree requirements
  - e. If a master's degree program required more than 36 hours credit, hours earned in excess of 36 shall be counted as additional hours beyond the master's degree
  - f. Notice to the central office and documentation in the form of certified transcripts are required
  - g. If training or experience exceed those on the schedule, the highest scheduled salary in the applicable category shall be proper
  - h. Training and experience must be completed prior to the first day of work in a contract semester to affect that semester's scheduled salary.
  - i. The employee is responsible for verifying proper salary schedule placement during each contract year. Corrections to prior years' compensation will not be made.
3. With regard to contracts for classified positions:
  - a. Grade 1, Level 1 salary shall be the legal minimum hourly rate payable to employees not required to hold a valid teaching license as a condition of employment who work 20 hours or more per week.
  - b. Higher grade hourly rates shall be calculated by increasing the lower grade rate by 10.5%, rounded to cents.
  - c. Higher level hourly rates in each grade shall be calculated by increasing the lower level rate by 3%, rounded to cents.
  - d. Grade and level placement on the classified salary schedule shall be determined by the Superintendent based upon

- i. evaluation of the market value range of the work
    - ii. Consideration of the skill level, training, employment history, and experience of the employee.
  - e. No employee paid according to the classified wage schedule has a right to promotion to a higher grade or level in a subsequent contract year.
  - f. The Consumer Price Index will determine Grade 1 and Level 1 each year. For all cells that don't change with the CPI, they will equal the state minimum wage.
4. The Bus Drivers' Salary Schedule shall be recalculated each year by multiplying each rate by the average increase in the consumer price index (CPI) during the 12- month period consisting of May of the year before the prior year through April of the prior year. This increase in the CPI shall be the same as that used by the Arkansas Department of Education in calculating the legal minimum hourly rate payable to classified employees.
5. Payment of year-end bonuses is a form of compensation based upon the available surplus in a particular year. Such bonuses do not necessarily occur every year and are not included in the scheduled salaries.
6. If an employee works less than the number of days or hours on which the employment contract is based, the employee's compensation shall be proportionately reduced.
7. The Superintendent may withhold final payment from a resigning employee until all keys, work-related records, or other items are returned or completed.
8. Compensation shall be paid monthly or more often in the discretion of the Superintendent
  - a. Annual salaries of certified personnel shall be paid in 12 equal monthly installments, before adjustments.
  - b. Annual salaries of classified personnel may be paid in 12 equal monthly installments, before adjustments, at the discretion of the Superintendent
  - c. All payments will be disbursed through direct deposit
9. Employees' and Directors' reasonable and necessary expenses incurred for school purposes shall be reimbursed under the following conditions:
  - a. Any travel or other type of expense reimbursement request shall be supported by documentation in the format specified by the Superintendent
  - b. Requests for reimbursement shall include the nature of the expense, the date it was incurred, and a receipt
  - c. The Superintendent may deny reimbursement of any expense incurred without prior approval.

- d. When an individual uses a private vehicle for approved district purposes, the reimbursement rate shall be at the state government rate for mileage reimbursement
  - e. To be reimbursable, an expense must have been incurred for a school purpose and requested in time to be paid during the same contract year in which it was incurred or in the first month following the expense.
  - f. The travel policy must be followed.
10. Employees who are dismissed under the Reduction in Force policy or who retire with the last 10 years of service being in the Watson Chapel School District shall be paid for up to 90 days of their unused sick leave.
- a. Certified employees shall be paid at the pay rate of \$75.
  - b. Classified employees shall be paid at the pay rate of \$65.
11. Employees who earn and do not use more than 90 sick leave days are eligible for additional compensation each year.
- a. For certified employees, this payment is calculated at the pay rate of \$75.
  - b. For classified employees, this payment is calculated at the pay rate of \$65.
12. The following salary schedules are included in this policy:

a. Teachers' Normal Base Contract Salary Schedule (for 190 days of work)

Years of Experience	Bachelor's Degree	Master's Degree	Master's + 30 hours	Doctorate Degree
0	38,000	41,800	42,850	43,900
1	38,575	42,375	43,425	44,475
2	39,150	42,950	44,000	45,050
3	39,725	43,525	44,575	45,625
4	40,300	44,100	45,150	46,200
5	40,875	44,675	45,725	46,775
6	41,450	45,250	46,300	47,350
7	42,025	45,825	46,875	47,925
8	42,600	46,400	47,450	48,500
9	43,175	46,975	48,025	49,075
10	43,750	47,550	48,600	49,650
11	44,325	48,125	49,175	50,225
12	44,900	48,700	49,750	50,800
13	45,475	49,275	50,325	51,375
14	46,050	49,850	50,900	51,950
15	46,625	50,425	51,475	52,525
16	47,200	51,000	52,050	53,100
17	47,775	51,575	52,625	53,675
18	48,350	52,150	53,200	54,250
19	48,925	52,725	53,775	54,825
20	49,500	53,300	54,350	55,400
21	50,075	53,875	54,925	55,975
22	50,650	54,450	55,500	56,550
23	51,225	55,025	56,075	57,125
24	51,800	55,600	56,650	57,700
25	52,375	56,175	57,225	58,275

## ADDITIONAL DUTIES 2022-2023

EFFECTIVE 7-1-22

EXTRA DUTY	SUPPLEMENT
Senior High Head Football Coach	\$4,500
Senior High Head Basketball Coach	\$4,500
Senior High Assistant Football Coach	\$2,500
Senior High Assistant Basketball Coach	\$2,500
Junior High Head Football Coach	\$2,600
Junior High Head Basketball Coach	\$2,600
Junior High Assistant Football Coach	\$1,800
Junior High Assistant Basketball Coach	\$1,800
Senior High Head Track Coach	\$1,200
Junior High Head Track Coach	\$850
Senior High Baseball Coach	\$2,500
Senior High Assistant Baseball Coach	\$900
Head Junior Varsity Baseball Coach	\$900
Head Softball Coach	\$2,500
Assistant Softball Coach	\$900
Head Other Spring or Fall Sports Coach	\$900
Assistant Other Spring Sports Coach	\$600
Athletic Director	\$4,000

Amended June 13, 2022

Applicable School Year 2022-2023

Sandra Boone President, Board of Education

Assistant Athletic Director	\$1,500
Athletic Trainer	\$1,500
Youth Sports Director	\$8,000
Senior High Choir Director	\$2,000
Senior High Band Director	\$3,500
Junior High Band Director	\$2,000
High School Yearbook Sponsor	\$2,600
Junior High Yearbook Sponsor	\$1,600
Elementary Yearbook Sponsor	\$700
Quiz Bowl Sponsor	\$1,000
Senior High Cheerleader Sponsor	\$2,000
Senior High Stepper Sponsor	\$2,000
Junior High Pom Sponsor	\$2,500
District Technology Director	\$1,000
Parent Coordinator	\$250
Dean of Students	\$2,500
Security Director	\$5,000
ROTC Inventory Stipend	\$2,400
Instructional Specialist	\$2,500
Testing Coordinator	\$10,000
Gifted and Talented Coordinator	\$2,500
Advance Placement Specialist	\$2,500

## Additional Duties as needed based on additional grants or needs

After School Building Coordinator	\$35/hour
After School Certified Teacher	\$35/hour
After School Classified Personnel	\$ 15/hour
After School Bus Driver	\$35/hour
Curriculum Development Teachers	\$25/hour
Tutoring Certified Teachers	\$25/hour
Homebound Certified Teachers	\$25/hour
Saturday Work Detail Coordinator	\$25/hour
Summer School Coordinator	\$35/hour
Summer School Certified Teacher	\$35/hour
Summer School Classified Personnel	\$ 15/hour
Summer School Bus Driver	\$35/hour
Night Security Detail	\$50/night

Administrators' Salary Schedule. Administrators shall be paid a salary calculated by multiplying the salary appropriate to their training, experience, and number of work days from the Teachers' Normal Base Contract Salary Schedule by the factors listed below that correspond to their duty assignments. (Effective July 1, 2021)

Special Education Director	1.120
Curriculum Supervisor	1.340
School Improvement Specialist	1.370
Assistant Elementary Principal	1.200
Assistant Junior High Principal	1.265
Assistant Senior High Principal	1.270
Elementary Principal	1.272
Junior High Principal	1.333
Senior High Principal	1.380
Executive Director of Support Services	1.340
Assistant Superintendent	1.500
Superintendent	1.985



2022-2023 CLASSIFIED SALARY SCHEDULE

Grades	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10	Level 11
1	11.00	11.00	11.00	11.00	11.24	11.58	11.93	12.29	12.66	13.04	13.43
2	11.03	11.36	11.70	12.05	12.41	12.78	13.16	13.55	13.96	14.38	14.81
3	12.19	12.56	12.94	13.33	13.73	14.14	14.56	15.00	15.45	15.91	16.39
4	13.47	13.87	14.27	14.72	15.16	15.61	16.08	16.56	17.06	17.57	18.10
5	14.88	15.33	15.79	16.26	16.75	17.25	17.77	18.30	18.85	19.42	20.00
6	16.44	16.93	17.44	17.96	18.50	19.06	19.63	20.22	20.83	21.45	22.09
7	18.17	18.72	19.28	19.86	20.46	21.07	21.70	22.35	23.02	23.71	24.42
8	20.08	20.68	21.30	21.94	22.60	23.28	23.98	24.70	25.44	26.20	26.99
9	22.19	22.86	23.55	24.26	24.99	25.74	26.51	27.31	28.13	28.97	29.84
10	24.52	25.26	26.02	26.80	27.60	28.43	29.28	30.16	31.06	31.99	32.95
11	27.09	27.90	28.74	29.60	30.49	31.40	32.34	33.31	34.31	35.34	36.40
12	29.93	30.83	31.75	32.70	33.68	34.69	35.73	36.80	37.90	39.04	40.21
13	33.07	34.06	35.08	36.13	37.21	38.33	39.48	40.66	41.88	43.14	44.43
14	36.54	37.64	38.77	39.93	41.13	42.36	43.63	44.94	46.29	47.68	49.11
15	40.38	41.59	42.84	44.13	45.45	46.81	48.21	49.66	51.15	52.68	54.26

School Minimum wage \$9.98

Level multiplier 3.00%  
Grade multiplier 10.5%

Rules for Placement on Classified Wage Schedule:

Classified positions are assigned a grade based upon market value of work.  
 Employees are assigned levels based upon experience or skill level.  
 No employee has a right to promotion to a higher grade or level.  
 The Consumer Price Index will determine Grade 1 and Level 1 each year. For all cells that don't change with the Consumer Price Index, they will equal the state minimum wage.  
 Raises in the form of non-recurring bonuses do not change the wage schedule for the coming year.

**2022-2023 BUS SALARY SCHEDULE**

Years	Group 1: run<1hr	Pay Group 2: 2<1hr	Pay Group 3: run>1hr	Pay Group 4: 2runsl>1hr	Pay Group 5: 2run>1hr
0	28.50	56.76	29.21	57.71	58.42
1	29.20	58.38	29.89	59.10	59.81
2	29.88	59.78	30.60	60.49	61.19
3	30.53	61.07	31.24	61.77	62.48
4	31.26	62.50	31.95	63.21	63.92
5	31.86	63.72	32.56	64.44	65.14
6	32.53	65.10	33.83	65.79	66.51
7	33.21	66.45	33.92	67.13	67.83
8	33.86	67.73	34.58	68.45	69.15
9	34.61	69.23	35.31	69.93	70.63
10	35.21	70.44	35.92	71.13	71.84
11	35.82	71.63	36.52	72.35	73.05
12	36.63	73.26	37.35	73.97	74.67
13	37.27	74.53	37.96	75.24	75.95
14	37.95	75.93	38.66	76.63	77.33
15	38.57	77.14	39.27	77.85	78.56
16	39.21	78.43	39.91	79.15	79.86
17	39.91	79.86	40.63	80.55	81.25
18	40.59	81.16	41.28	81.88	82.58
19	41.28	82.58	42.02	83.28	83.97
20	41.96	83.93	42.67	84.64	85.35
21	42.59	88.74	43.30	85.92	86.61
22	43.28	86.57	43.98	87.28	87.95
23	43.93	87.88	44.64	88.59	89.29
24	44.65	89.32	45.35	90.01	84.84
25	45.32	90.66	46.04	91.36	92.06
26	45.94	91.91	46.66	92.61	93.32
27	46.65	93.28	47.34	93.99	94.69
28	47.33	94.67	48.04	95.38	96.07
29	47.98	95.97	48.67	96.66	97.38
30	48.65	97.34	49.36	98.04	98.74
31	49.33	98.66	50.04	99.37	100.07
32	50.00	100.00	50.70	100.72	101.41
33	50.66	101.33	51.36	102.03	102.73

**Speech Pathologist 190 Days  
2022-2023**

<b>Years Experience</b>	<b>Bachelor's Degree</b>	<b>Master's Degree</b>	<b>Master's + 30</b>	<b>Doctorate</b>
0	44000	47800	48850	49900
1	44575	48375	49425	50475
2	45150	48950	50000	51050
3	45725	49525	50575	51625
4	46300	50100	51150	52200
5	46875	50675	51725	52775
6	47450	51250	52300	53350
7	48025	51825	52875	53925
8	48600	52400	53450	54500
9	49175	52975	54025	55075
10	49750	53550	54600	55650
11	50325	54125	55175	56225
12	50900	54700	55750	56800
13	51475	55275	56325	57375
14	52050	55850	56900	57950
15	52625	56425	57475	58525
16	53200	57000	58050	59100
17	53775	57575	58625	59675
18	54350	58150	59200	60250
19	54925	58725	59775	60825
20	55500	59300	60350	61400
21	56075	59875	60925	61975
22	56650	60450	61500	62550
23	57225	61025	62075	63125
24	57800	61600	62650	63700
25	58375	62175	63225	64275