

### 3.1—LICENSED PERSONNEL SALARY SCHEDULE

Helena-West Helena School District  
Licensed Salary Schedule—2022-2023

190-Day Licensed Employee Contract Salary Schedule

Years of Experience	Step	Bachelor's	Master's	Master's+30 or EdS	EdD
0	1	\$36,779	\$39,550	\$41,550	\$42,550
1	2	\$37,400	\$40,171	\$42,171	\$43,171
2	3	\$38,021	\$40,792	\$42,792	\$43,792
3	4	\$38,642	\$41,413	\$43,413	\$44,413
4	5	\$39,263	\$42,034	\$44,034	\$45,034
5	6	\$39,884	\$42,655	\$44,655	\$45,655
6	7	\$40,505	\$43,276	\$45,276	\$46,276
7	8	\$41,126	\$43,897	\$46,897	\$46,897
8	9	\$41,747	\$44,518	\$46,518	\$47,518
9	10	\$42,368	\$45,139	\$47,139	\$48,139
10	11	\$42,989	\$45,760	\$47,760	\$48,760
11	12	\$43,610	\$46,381	\$48,381	\$49,381
12	13	\$44,231	\$47,002	\$49,002	\$50,002
13	14	\$44,852	\$47,623	\$49,623	\$50,623
14	15	\$45,473	\$48,244	\$50,244	\$51,244
15	16	\$46,094	\$48,865	\$50,865	\$51,865
16	17	\$46,715	\$49,486	\$51,486	\$52,486
17	18	\$47,336	\$50,107	\$52,107	\$53,107
18	19	\$47,957	\$50,728	\$52,728	\$53,728
19	20	\$48,578	\$51,349	\$53,349	\$54,349

The Superintendent or Chief Executive Officer may assign a licensed employee additional duties for which a teaching license is required and that require work beyond 190 days and/or outside the normal daily schedule of 8 a.m. to 3:30 p.m. In such cases, if the employee is not paid a stipend under this schedule to account for the extra duties, the employee will be paid additional salary as follows:

1. For additional days before or after the 190-day term of the employee's contract, the employee will be paid a daily rate calculated by dividing the employee's experience/ education step amount on this schedule by 190 days.
2. For additional hours outside the employee's regular working hours during the 190-day term of the employee's contract, the employee will be compensated at the rate of \$40 per hour and will be paid under a separate contract with the licensed employee.
3. Instructional duties for summer school will be compensated at the rate of \$40 per hour and will be paid under a separate contract with the licensed employee.
4. \*Master's + 30 In order to qualify for the additional dollars the 30 hours above the masters must be in the individual's assigned teaching area and must be from an accredited college or University who can recommend a licensure area recognized by the Arkansas Department of Education.

### Licensed Employee Stipends

Sr. High Head Football	\$ 4,000	Jr. High Head Football	\$ 3,000
Sr. High Asst. Football	\$ 3,000	Jr. High Asst. Football	\$ 2,000
Sr. High Offensive Coord.	\$ 1,000	Jr. High Head Volleyball	\$ 2,000
Sr. High Defensive Coord.	\$ 1,000	Jr. High Asst. Volleyball	\$ 1,200
Sr. High Head Volleyball	\$ 3,000	Jr. High Head Basketball	\$ 3,000
Sr. High Asst. Volleyball	\$ 2,000	Jr. High Asst. Basketball	\$ 2,000
Sr. High Head Basketball	\$ 4,000	Jr. High Head Track	\$ 2,000
Sr. High Asst. Basketball	\$ 3,000	Jr. High Asst. Track	\$ 1,400
Sr. High Head Track	\$ 3,200	Sr. High Asst. Track	\$ 2,200
Sr. High Band	\$ 4,000	Jr. High Band	\$ 3,000
Sr. High Choral	\$ 3,000	Jr. High Choral	\$ 2,000
Sr. High Cross Country	\$ 1,500	Majorettes	\$ 1,800
Sr. High Head Baseball	\$ 2,200	Field Maintenance	\$ 2,000
Sr. High Asst. Baseball	\$ 1,800	Jr. High Cheer Sponsor	\$ 1,500
Sr. High Head Softball	\$ 2,200	Sr. High Cheer Sponsor	\$ 1,800
Sr. High Asst. Softball	\$ 1,800	Sr. High Asst. Cheer	\$ 1,400
Gymnastics	\$ 2,400	Off-Season Athletics	\$ 800
Golf	\$ 2,000	Tennis	\$ 2,000

Parent Facilitator	\$ 1,250 / semester
*Natl. Board Cert.	\$ 2,500
JAG Coordinator	\$ 1,500 / semester
Federal Prog. Coordinator	\$ 10,000
Drama	\$ 1,200
Newspaper	\$ 1,400
Annual	\$ 1,800
Service Learning	\$ 2,500
Dept. Chair	\$ 250 / semester
Jr. Class Sponsor	\$ 250 / semester
Sr. Class Sponsor	\$ 250 / semester
Graduation Sponsor	\$ 250 / semester
Prom Sponsor	\$ 250 / semester
CCAP	\$ 1,250 / semester
School Level Teacher of Year	\$500
District Level Teacher of Year	\$1,000

Club Sponsors (VICA, FBLA, Art, Cougar Press, French, Student Council, Quiz Bowl, Asst. Quiz Bowl, and FCCLA)  
\$ 250 / semester

*\*Note - Natl. Board Cert. will include Nationally Certified Speech-Language Pathologists*

Stipends paid by semester are a part of an employee's contract but are not added to an employee's regular installment payments; instead, one-time payments for the amounts shown are made near the end of each semester. All other stipends will be added to the employee's original contract amount and payments will be distributed over twenty-four (24) pay periods.

## Licensed Substitute Teachers

1. A substitute teacher holding a current, valid Arkansas teaching license will be paid \$100/day, except as provided below.
2. A substitute teacher, holding a current, valid Arkansas teaching license and who is employed as a substitute teacher in the same position for twenty (20) or more consecutive days, will be paid a daily rate calculated by dividing the education/experience step 1 amount on the licensed employee contract salary schedule by one-hundred ninety (190) days.
3. A substitute teacher, holding a current, valid Arkansas teaching license and who the District expects to be employed as a substitute teacher in the same position for twenty (20) or more consecutive days, may be paid a daily rate calculated by dividing the education/experience step amount on the licensed employee contract salary schedule by one-hundred ninety (190) days.

## Alternative Licensure Program, no prior teaching license

Each employee newly hired by the district to teach under the alternative licensure program (ALP) shall initially be placed on the salary schedule in the category of a bachelor's degree with no experience, unless the ALP employee has previous teaching experience which requires a different placement on the schedule. Upon receiving his/her 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. Employee's degrees which are not relevant to the ALP's position shall not apply when determining his/her placement on the salary schedule. An alternative licensed teacher 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 apply when determining his/her placement on the salary schedule.

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

Date Adopted: September 2008  
Last Revised: April 10, 2017

Licensed Employees – Administrator/Director Multipliers

Position	Multiplier	#days
Superintendent	Negotiated	240
Deputy Superintendent	1.273	240
Special Education Supervisor	1.20	240
Curriculum & Assessment Coordinator	1.16	240
High School Principal	1.25	240
High School Assistant Principal	1.18	240
Alternative Learning Principal	1.19	220
Elementary Principal	1.19	240
Elementary Assistant Principal	1.10	195
Maintenance Coordinator	1.16	245
School Improvement Specialist	1.00	200
Professional Development Coord.	1.182	220
GT Coordinator	1.011	220

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Sanetta Davis, School Board President