

## 2019-2020 CERTIFIED SALARY SCHEDULE

Arkadelphia Public School District #1

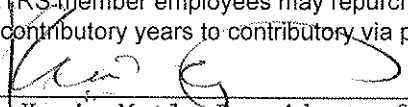
A. Bachelor's Degree	34,204
B. Master's Degree	38,329
C. Master's + 30 approved hours	38,837
D. Educational Specialist Degree	39,337
E. PhD or EdD	39,837
F. Steps 1 through 20 raise	458
G. Master and above Step raise	508
H. Educational Increment #1	4,125
I. Educational Increment #2	508
J. Educational Increment #3	500
K. Educational Increment #4	500
L. Per FTE, 191 day contract	

STEP	BACHELOR	MASTER	MASTER + 30	EdS	PhD / EdD
0	34,204	38,329	38,837	39,337	39,837
1	34,662	38,837	39,345	39,845	40,345
2	35,120	39,345	39,853	40,353	40,853
3	35,578	39,853	40,361	40,861	41,361
4	36,036	40,361	40,869	41,369	41,869
5	36,494	40,869	41,377	41,877	42,377
6	36,952	41,377	41,885	42,385	42,885
7	37,410	41,885	42,393	42,893	43,393
8	37,868	42,393	42,901	43,401	43,901
9	38,326	42,901	43,409	43,909	44,409
10	38,784	43,409	43,917	44,417	44,917
11	39,242	43,917	44,425	44,925	45,425
12	39,700	44,425	44,933	45,433	45,933
13	40,158	44,933	45,441	45,941	46,441
14	40,616	45,441	45,949	46,449	46,949
15	41,074	45,949	46,457	46,957	47,457
16	41,532	46,457	46,965	47,465	47,965
17	41,990	46,965	47,473	47,973	48,473
18	42,448	47,473	47,981	48,481	48,981
19	42,906	47,981	48,489	48,989	49,489
20	43,364	48,489	48,997	49,497	49,997
21	43,822	48,997	49,505	50,005	50,505
22		49,505	50,013	50,513	51,013

In addition, some positions are extended beyond the normal 191 day contract and some positions receive stipends or salary supplements for extra duties. A list of positions receiving extended contracts and salary supplements is attached. For such positions, total contract is computed as follows:

- (1) Find the employee's position on the payscale based on his/her level of education and years experience.
- (2) Divide that amount by 191 days and multiply by the number of days in the extended contract. For 12 month contracts, an average 240 days is used.
- (3) To that amount, add any stipends which apply.

Other Fringe Benefits: (1) All contracted employees who work 30 hours per week or more receive employer provided dental insurance. (2) All contracted employees who work 30 hours per week or more are eligible to participate in employer sponsored group health insurance. (3) All contracted employees are eligible to participate in employer sponsored IRS Section 125 Fringe Benefits "Cafeteria Plan." (4) A 14% matching expense for membership in the Arkansas Teacher Retirement System (ATRS) is paid by the employer. (5) ATRS member employees may repurchase lost years of service from ATRS and/or may convert previous non-contributory years to contributory via payroll on a tax deferred basis. (6) Other fringe benefits per policy.

  
Dr. Kevin Motl, President of Board

5-24-19  
Date