

RECORDS AND PROCEEDINGS
Pocahontas Public Schools
Regular Board Meeting
April 18, 2022

Board Members Present: Karen Baltz, President; Judy McClain, Vice President; Gary Cole, Secretary; Dr. Michael Davis

Others Present: Lesa Grooms, Superintendent; John Allen French, Press; Samantha Vickers, Tara Todd, Jennifer Rawls, Leahann Bounds, Pete Bounds, Rick Tribble, Kirsten Godwin, Heather Pankey, Gary Palmer, Visitors

Item 1: Call to Order

The meeting was called to order at 7:00 pm in the junior high library. Board Member Jim Toney was absent.

Item 2: Approval of Minutes

On a motion by Gary Cole, seconded by Mike Davis, the board voted 4-0 to approve the minutes from the regular board meeting on March 28, 2002 as well as the minutes from the special board meeting on April 5, 2002.

Item 3: Approval of Financial Statements

On a motion by Mike Davis, seconded by Judy McClain, the board voted 4-0 to approve the financial statements for the Pocahontas School District for the month of March, 2022.

OLD OR UNFINISHED BUSINESS

NEW BUSINESS

Item 4: PHS Building Project Update - Discussion

Dr. Stein, consultant, Comments: Todd Welch, architect, submitted a reduced scope plan to the Facilities Division. Saw and Reviewed the plan - modified agreement which reduced State funding from \$9.27 million to \$5 million. We lose about \$4 million State Funding. The approved building is now 53,679 sq. ft. Tearing down 45,000 sq. ft. Once we sign the amendment and agree to the \$5 million then the District is free to move forward with the project. If we see the plan is larger and want to lower scope, we would lose funding.

Todd Welch, architect, Comments: Worked with Dr. Stein through the process. Reduced from \$9.27 million to \$5 million.
Plan that we submitted was close to 53,000 sq. ft.
Could reduce it by not doing classrooms in Math/Science.

We are conserving land by building a 2 story building. So there would be room available for future builds.

Michael McBryde, Financial Advisor, Comments: Filed for application for 2nd lien bonds. Now ready to sell 2nd lien bonds. Will reduce about \$150,000 to handle new bond payment.

Most advantageous push forward for rates. Looking at getting 30 year money for 3.5%. Hope to lock in rates in coming weeks. Ready to move on rates. Interest rates are good to move forward. They will likely only go up. Lock in rates as soon as possible.

Item 5: Request to Hire Part-Time Summer Help

On a motion by Gary Cole, seconded by Mike Davis, the board voted 4-0 to authorize the Superintendent to hire, as needed, part-time summer positions.

Item 6: Booster Club Request

On a motion by Mike Davis, seconded by Judy McClain, the board voted 4-0 to approve the Booster Club request to receive \$1.00 from every ticket sold at the highest selling football and basketball games to support high school athletic programs and the annual Athletic Awards Program.

Item 7: Approval to Pay Registration Fees for OM Team Qualifiers for World Competition

Superintendent Lesa Grooms provided information to the board regarding Odyssey of the Mind World Finals. The district had 3 teams qualify for the OM World Finals in Ames, Iowa. Funding will be discussed at a later meeting.

Item 8: Renewal of Participation in PGA Food Service Purchasing Group

On a motion by Judy McClain, seconded by Mike Davis, the board voted 4-0 to approve the renewal of the district's membership in the PGA Food Service Purchase Group. Membership in this organization allows us to take advantage of "bulk" bid prices obtained through the consortium. **See attached.**

Item 9: 2021-2022 Bonus Proposal

On a motion by Gary Cole, seconded by Judy McClain, the board voted 4-0 to approve the 2021-2022 bonus proposal presented as a joint proposal from the Personnel Policy Committees and Superintendent Grooms. **See attached.**

Item 10: 2022-2023 Salary Schedule Increases

On a motion by Judy McClain, seconded by Gary Cole, the board voted 4-0 to approve the 2022-2023 Salary Schedule increases as follows:

- \$1000.00 added to the base of the certified salary schedule
- Instructional aides, Secretaries & Custodians;

- 185 days - \$600
- 190 days - \$616
- 200 days - \$649
- 240 days - \$778
- LPNs - \$750
- RNs (Degreed) \$974
- Technology Director (Degreed) \$1,263
- Asst. Technology Director - \$1,000
- 240 Day Supervisors - \$1,263
- Federal Program/ACSIP/SIS Coordinator - \$1,137
- Bus Drivers - \$500
- Food Service, Athletic Aide, Bus Aide - \$0.41 per hour

The increases listed above will be added to the base(s) of the respective salary schedules. **See attached**

Item 11: Resignations/Retirement

On a motion by Mike Davis, seconded by Gary Cole, the board voted 4-0 to approve the following resignations/retirements:

- Harlan Davis – PJHS Assistant Principal/Girls Basketball Coach
- Anthony McMasters – 6th Grade Teacher

EXECUTIVE SESSION

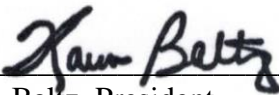
Item 12: Employment

On a motion by Judy McClain, seconded by Gary Cole, the board voted 4-0 to approve the re-employment of the **attached** list of classified staff for the 2022-2023 school year as well as the new hires listed below:

- Amber Lee – ABC Paraprofessional
- Randi Rief – MDW Receptionist
- Charla Cusson – MDW Counselor

OTHER

ADJOURNED



 Karen Baltz, President



 Gary Cole, Secretary



Purchasing Group of Arkansas (PGA)

Memorandum of Understanding (MOU)

- 1. Purpose. This Memorandum of Understanding (MOU) establishes an agreement between the Purchasing Group of Arkansas (PGA) and the school district. This agreement is effective when signed by PGA and the school district.
2. Under this MOU, PGA will provide support services.
3. PGA Responsibilities:
a) award bids for Child Nutrition Department, food and non-food items to be purchased for the school year
b) provide copies (may be sent electronically) of bid document after awarded and approved;
c) provide assistance to Child Nutrition Director seeking and receiving services;
d) work to resolve problems or issues, with the Primary Vendor;
e) ensure the school district and Primary Vendor complies with the terms and conditions of the bid terms;
f) PGA is a source for bidding food and non-food items, PGA is not responsible for any functions of the local school district's Child Nutrition Program
4. School District Responsibilities:
a) ensure that this MOU is signed by Superintendent and Child Nutrition Director;
b) Child Nutrition Director will attend monthly meetings (min. of 3 a year) help/provide usage and items description for the bid document; and pay yearly dues of \$25 to: Amy Thirion, Concord SD, 10920 Heber Springs, N. Concord, Ar. 72523.
c) comply with purchasing 80% total from Primary Vendor and 20% outside source (100% Child Nutrition Food and Non-Food Expenditures, this does not include large equipment or small equipment or any other items not included in bid document);
d) advise the PGA immediately of any problems with the Primary Vendor that may affect delivery or cost of completed orders;
e) receive and accept services;
f) notify PGA board when a decision has been make to withdraw
g) understands that the PGA is not responsible for any district's Child Nutrition Procurement Agreement, it is totally the responsibility of the district to comply with state and federal laws pertaining to Child Nutrition Procurement
h) each district is responsible for their district's payment of invoices to all Vendor's each month
5. Dismissal: Each participating school district is expected to commit to purchasing with the PGA. IF your district become a separate entity either by withdrawal or dismissal, your district will be responsible for a separate bid. PGA will dismiss any district that does not comply with this agreement. This agreement is due back to the PGA chair by April 5, 2022.
6. Ownership: PGA has the sole ownership of all documents and/or bids pertaining to this purchasing group.

School District: Pocahontas Public Schools
Superintendent Signature: [Signature] Date 2/23/22
Child Nutrition Director Signature: Victoria Pratt Date 2/23/22
Address 2300 N. Park St. Pocahontas, AR 72455
Phone 870-892-4573 ext. 5030

PGA
Chair Signature: _____ Date _____
Hearing Official: _____ Date _____

**POCAHONTAS SCHOOL DISTRICT
BOARD OF DIRECTORS
RESOLUTION**

The board of directors of Pocahontas School District held a regular meeting at 7:00 p.m. on Monday, April 18, 2022, at its regular meeting location. The board discussed providing bonuses to certified and classified staff on contract during the 2021-2022 school year;

After full discussion, the following findings and resolution were unanimously approved:

Whereas a majority of the District's certified and classified staff voted in favor of the Board awarding a one-time bonus;

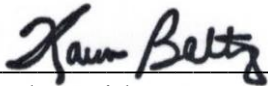
Whereas the bonus will be given to 2021-2022 contracted certified and classified staff, and staff that are currently on contract as of April 18, 2022, and worked a portion of the year, will receive a one-time bonus in accordance with the number of contracted days completed;

Whereas the amount of the bonus for each employee is further described in the "Bonus Calculations" attachment attached to this resolution;

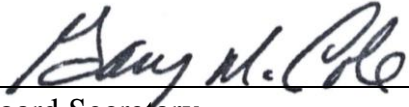
After full discussion, the following resolution was unanimously approved:

BE IT RESOLVED that it is in the best interest of Pocahontas School District that all certified and classified staff on contract as of April 18, 2022, receive a one-time bonus in the amount as stated in the attachment to this resolution; any individual who has resigned effective prior to April 18, 2022, is not eligible for the bonus.

The Pocahontas School Board adopts the above Resolution on April 18, 2022.



Board President



Board Secretary

BONUS CALCULATIONS

CERTIFIED EMPLOYEES

190 day certified employees will receive a one-time bonus of \$1,000.

Certified staff on extended contracts, including the superintendent, prorated by their number of contracted days, i.e. a 210-day employee will receive a one-time bonus of $\$1,000/190 \times 210 = \$1,105$;

Administrator one-time bonus of \$1,000 times their administrative index.

Certified staff, currently under contract as of April 18, 2022, who worked a portion of the year, will receive a one-time bonus in accordance with the number of contracted days completed. For example, a 190-day certified employee contracted for 91 days will receive a one-time bonus of $\$1,000/190 \times 91 = \479 . Any days docked will be deducted from the bonus.

CLASSIFIED EMPLOYEES

Instructional aides, Secretaries & Custodians

185 days	-	\$600
190 days	-	\$616
200 days	-	\$649
240 days	-	\$778

LPNs - \$750;

RNs (Degreed) - \$1,000 prorated to number of days contracted, i.e. $\$1,000/190 \times 185 = \974 ;

Technology Director (Degreed) - $\$1,000/190 \times 240 = \$1,263$;

Asst. Technology Director - \$1,000;

240 Day Supervisors - $\$1,000/190 \times 240 = \$1,263$;

Federal Program/ACSIP/SIS Coordinator - $\$900/190 \times 240 = \$1,137$;

Bus Drivers - \$500;

Food Service, Athletic Aide, Bus Aide - \$0.41 per hour;

Non-certified staff, currently under contract as of April 18, 2022, who worked a portion of the year, will receive a one-time bonus in accordance with the number of contracted days completed. For example, a 185-day non-certified employee contracted for 91 days will receive a one-time bonus of $\$600/185 \times 91 = \295 . Any days docked will be deducted from the bonus.

2022-2023
POCAHONTAS PUBLIC SCHOOLS
SALARY SCHEDULE
 (Based on 190 Days)
 Revised 04/18/2022

YRS. EXP.	BSE	BSE + 12	BSE + 24	MSE	MSE + 15	MSE + 30
0	37,000	37,996	38,992	40,984	41,980	42,976
1	37,529	38,525	39,521	41,513	42,509	43,505
2	38,058	39,054	40,050	42,042	43,038	44,034
3	38,587	39,583	40,579	42,571	43,567	44,563
4	39,116	40,112	41,108	43,100	44,096	45,092
5	39,645	40,641	41,637	43,629	44,625	45,621
6	40,174	41,170	42,166	44,158	45,154	46,150
7	40,703	41,699	42,695	44,687	45,683	46,679
8	41,232	42,228	43,224	45,216	46,212	47,208
9	41,761	42,757	43,753	45,745	46,741	47,737
10	42,290	43,286	44,282	46,274	47,270	48,266
11	42,819	43,815	44,811	46,803	47,799	48,795
12	43,348	44,344	45,340	47,332	48,328	49,324
13	43,877	44,873	45,869	47,861	48,857	49,853
14	44,406	45,402	46,398	48,390	49,386	50,382
15	44,935	45,931	46,927	48,919	49,915	50,911
16	44,935	45,931	46,927	48,919	49,915	50,911
17	44,935	45,931	46,927	48,919	49,915	50,911
18	44,935	45,931	46,927	48,919	49,915	50,911
19	44,935	45,931	46,927	48,919	49,915	50,911
20	45,464	46,460	47,456	49,448	50,444	51,440
21	45,464	46,460	47,456	49,448	50,444	51,440
22	45,464	46,460	47,456	49,448	50,444	51,440
23	45,464	46,460	47,456	49,448	50,444	51,440
24	45,464	46,460	47,456	49,448	50,444	51,440
25	45,993	46,989	47,985	49,977	50,973	51,969

\$400 will be added at the experience level for a Doctorate.

Teachers meeting the qualifications for National Board Certification and meeting the requirements of Act 1035, Speech Language Pathologists holding their Certificate of Clinical Competence from ASHA, and School Psychologists holding their Nationally Certified School Psychologist from NCSP will receive a \$2000 annual stipend.

When one has completed a Master's degree, any graduate hours earned which are not included in the Master's degree program will be applied to the MS+15 or MS+30 educational level of the salary schedule.

In order to advance on the salary schedule, the certified employee must receive college credit from an accredited college or university. To be eligible for additional pay the certified professional must receive college credit that will produce teaching and administrative knowledge and skills designed to improve students' academic performance/personal development. Courses shall relate to the following areas: Content K-12, instructional strategies, assessment, advocacy/leadership, systematic change process, standards, frameworks and curriculum alignment, supervision, mentoring/coaching, educational technology, principles of learning/development stages, cognitive research or building a collaborative learning community.

Secretarial Salary Schedule
Based on 200 Days
2022-2023
(Revised April 18, 2022)

Yrs.	Salary A	Salary B
0	\$ 17,149.00	\$ 17,155.00
1	\$ 17,381.00	\$ 17,387.00
2	\$ 17,613.00	\$ 17,619.00
3	\$ 17,845.00	\$ 17,851.00
4	\$ 18,077.00	\$ 18,083.00
5	\$ 18,309.00	\$ 18,315.00
6	\$ 18,541.00	\$ 18,547.00
7	\$ 18,773.00	\$ 18,779.00
8	\$ 19,005.00	\$ 19,011.00
9	\$ 19,237.00	\$ 19,243.00
10	\$ 19,469.00	\$ 19,475.00
11	\$ 19,701.00	\$ 19,707.00
12	\$ 19,933.00	\$ 19,939.00
13	\$ 20,165.00	\$ 20,171.00
14	\$ 20,165.00	\$ 20,171.00
15	\$ 20,165.00	\$ 20,171.00
16	\$ 20,165.00	\$ 20,171.00
17	\$ 20,165.00	\$ 20,171.00
18	\$ 20,165.00	\$ 20,171.00
19	\$ 20,165.00	\$ 20,171.00
20	\$ 20,397.00	\$ 20,403.00
21	\$ 20,397.00	\$ 20,403.00
22	\$ 20,397.00	\$ 20,403.00
23	\$ 20,397.00	\$ 20,403.00
24	\$ 20,397.00	\$ 20,403.00
25	\$ 20,629.00	\$ 20,635.00

Salary A Employees hired 2006/07 or after
Salary B Employees hired 1996/97 or before include \$555.00 increase with only \$500.00 added to base, \$811.00 increase with no addition to base, (4) \$555.00 increases with no addition to base, with a \$606.00 difference at the time the salary schedule was implemented. (\$3,692.00)

**District Salary Schedule
2022-2023
Revised April 18, 2022**

Yrs. Experience	Salary A	Salary B	Salary C	Salary D	Salary E	Salary F	Salary G	Salary H	Salary I
0	\$ 22,432.00	\$ 29,824.00	\$ 28,516.00	\$ 30,483.00	\$ 30,935.00	\$ 32,463.00	\$ 33,458.00	\$ 54,129.00	\$ 32,200.00
1	\$ 22,710.00	\$ 30,359.00	\$ 29,184.00	\$ 31,151.00	\$ 31,603.00	\$ 33,131.00	\$ 34,126.00	\$ 54,797.00	\$ 32,868.00
2	\$ 22,988.00	\$ 30,894.00	\$ 29,852.00	\$ 31,819.00	\$ 32,271.00	\$ 33,799.00	\$ 34,794.00	\$ 55,465.00	\$ 33,536.00
3	\$ 23,266.00	\$ 31,429.00	\$ 30,520.00	\$ 32,487.00	\$ 32,939.00	\$ 34,467.00	\$ 35,462.00	\$ 56,133.00	\$ 34,204.00
4	\$ 23,544.00	\$ 31,964.00	\$ 31,188.00	\$ 33,155.00	\$ 33,607.00	\$ 35,135.00	\$ 36,130.00	\$ 56,801.00	\$ 34,872.00
5	\$ 23,822.00	\$ 32,499.00	\$ 31,856.00	\$ 33,823.00	\$ 34,275.00	\$ 35,803.00	\$ 36,798.00	\$ 57,469.00	\$ 35,540.00
6	\$ 24,100.00	\$ 33,034.00	\$ 32,524.00	\$ 34,491.00	\$ 34,943.00	\$ 36,471.00	\$ 37,466.00	\$ 58,137.00	\$ 36,208.00
7	\$ 24,378.00	\$ 33,569.00	\$ 33,192.00	\$ 35,159.00	\$ 35,611.00	\$ 37,139.00	\$ 38,134.00	\$ 58,805.00	\$ 36,876.00
8	\$ 24,656.00	\$ 34,104.00	\$ 33,860.00	\$ 35,827.00	\$ 36,279.00	\$ 37,807.00	\$ 38,802.00	\$ 59,473.00	\$ 37,544.00
9	\$ 24,934.00	\$ 34,639.00	\$ 34,528.00	\$ 36,495.00	\$ 36,947.00	\$ 38,475.00	\$ 39,470.00	\$ 60,141.00	\$ 38,212.00
10	\$ 25,212.00	\$ 35,174.00	\$ 35,196.00	\$ 37,163.00	\$ 37,615.00	\$ 39,143.00	\$ 40,138.00	\$ 60,809.00	\$ 38,880.00
11	\$ 25,490.00	\$ 35,709.00	\$ 35,864.00	\$ 37,831.00	\$ 38,283.00	\$ 39,811.00	\$ 40,806.00	\$ 61,477.00	\$ 39,548.00
12	\$ 25,768.00	\$ 36,244.00	\$ 36,532.00	\$ 38,499.00	\$ 38,951.00	\$ 40,479.00	\$ 41,474.00	\$ 62,145.00	\$ 40,216.00
13	\$ 26,046.00	\$ 36,779.00	\$ 37,200.00	\$ 39,167.00	\$ 39,619.00	\$ 41,147.00	\$ 42,142.00	\$ 62,813.00	\$ 40,884.00
14	\$ 26,046.00	\$ 36,779.00	\$ 37,200.00	\$ 39,167.00	\$ 39,619.00	\$ 41,147.00	\$ 42,142.00	\$ 62,813.00	\$ 40,884.00
15	\$ 26,046.00	\$ 36,779.00	\$ 37,200.00	\$ 39,167.00	\$ 39,619.00	\$ 41,147.00	\$ 42,142.00	\$ 62,813.00	\$ 40,884.00
16	\$ 26,046.00	\$ 36,779.00	\$ 37,200.00	\$ 39,167.00	\$ 39,619.00	\$ 41,147.00	\$ 42,142.00	\$ 62,813.00	\$ 40,884.00
17	\$ 26,046.00	\$ 36,779.00	\$ 37,200.00	\$ 39,167.00	\$ 39,619.00	\$ 41,147.00	\$ 42,142.00	\$ 62,813.00	\$ 40,884.00
18	\$ 26,046.00	\$ 36,779.00	\$ 37,200.00	\$ 39,167.00	\$ 39,619.00	\$ 41,147.00	\$ 42,142.00	\$ 62,813.00	\$ 40,884.00
19	\$ 26,046.00	\$ 36,779.00	\$ 37,200.00	\$ 39,167.00	\$ 39,619.00	\$ 41,147.00	\$ 42,142.00	\$ 62,813.00	\$ 40,884.00
20	\$ 26,324.00	\$ 37,314.00	\$ 37,868.00	\$ 39,835.00	\$ 40,287.00	\$ 41,815.00	\$ 42,810.00	\$ 63,481.00	\$ 41,552.00
21	\$ 26,324.00	\$ 37,314.00	\$ 37,868.00	\$ 39,835.00	\$ 40,287.00	\$ 41,815.00	\$ 42,810.00	\$ 63,481.00	\$ 41,552.00
22	\$ 26,324.00	\$ 37,314.00	\$ 37,868.00	\$ 39,835.00	\$ 40,287.00	\$ 41,815.00	\$ 42,810.00	\$ 63,481.00	\$ 41,552.00
23	\$ 26,324.00	\$ 37,314.00	\$ 37,868.00	\$ 39,835.00	\$ 40,287.00	\$ 41,815.00	\$ 42,810.00	\$ 63,481.00	\$ 41,552.00
24	\$ 26,324.00	\$ 37,314.00	\$ 37,868.00	\$ 39,835.00	\$ 40,287.00	\$ 41,815.00	\$ 42,810.00	\$ 63,481.00	\$ 41,552.00
25	\$ 26,602.00	\$ 37,849.00	\$ 38,536.00	\$ 40,503.00	\$ 40,955.00	\$ 42,483.00	\$ 43,478.00	\$ 64,149.00	\$ 42,220.00

Salary A	District Secretary/eSchool Coordinator	Salary F	Maintenance Director
Salary B	Asst. Bookkeeper/Accounts Payable/Purchasing	Salary G	District Bookkeeper
Salary C	Transportation Director	Salary H	Technology Director
Salary D	Food Service Director	Salary I	Asst. Bookkeeper/Human Resources/Payroll
Salary E	Technology Support Specialist		

\$2000 annual stipend upon completion of CASBO certification for Asst. Bookkeeper, Human Resources/Payroll and District Bookkeeper

**Nurses Salary Schedule
2022-2023
(Revised April 18, 2022)**

Yrs.	LPN Salary A	LPN Salary B	RN Salary A	RN Salary B
0	\$ 18,224.00	\$ 19,912.00	\$ 34,534.00	\$ 35,454.00
1	\$ 18,456.00	\$ 20,144.00	\$ 35,049.00	\$ 35,969.00
2	\$ 18,688.00	\$ 20,376.00	\$ 35,564.00	\$ 36,484.00
3	\$ 18,920.00	\$ 20,608.00	\$ 36,079.00	\$ 36,999.00
4	\$ 19,152.00	\$ 20,840.00	\$ 36,594.00	\$ 37,514.00
5	\$ 19,384.00	\$ 21,072.00	\$ 37,109.00	\$ 38,029.00
6	\$ 19,616.00	\$ 21,304.00	\$ 37,624.00	\$ 38,544.00
7	\$ 19,848.00	\$ 21,536.00	\$ 38,139.00	\$ 39,059.00
8	\$ 20,080.00	\$ 21,768.00	\$ 38,654.00	\$ 39,574.00
9	\$ 20,312.00	\$ 22,000.00	\$ 39,169.00	\$ 40,089.00
10	\$ 20,544.00	\$ 22,232.00	\$ 39,684.00	\$ 40,604.00
11	\$ 20,776.00	\$ 22,464.00	\$ 40,199.00	\$ 41,119.00
12	\$ 21,008.00	\$ 22,696.00	\$ 40,714.00	\$ 41,634.00
13	\$ 21,240.00	\$ 22,928.00	\$ 41,229.00	\$ 42,149.00
14	\$ 21,240.00	\$ 22,928.00	\$ 41,229.00	\$ 42,149.00
15	\$ 21,240.00	\$ 22,928.00	\$ 41,229.00	\$ 42,149.00
16	\$ 21,240.00	\$ 22,928.00	\$ 41,229.00	\$ 42,149.00
17	\$ 21,240.00	\$ 22,928.00	\$ 41,229.00	\$ 42,149.00
18	\$ 21,240.00	\$ 22,928.00	\$ 41,229.00	\$ 42,149.00
19	\$ 21,240.00	\$ 22,928.00	\$ 41,229.00	\$ 42,149.00
20	\$ 21,472.00	\$ 23,160.00	\$ 41,744.00	\$ 42,664.00
21	\$ 21,472.00	\$ 23,160.00	\$ 41,744.00	\$ 42,664.00
22	\$ 21,472.00	\$ 23,160.00	\$ 41,744.00	\$ 42,664.00
23	\$ 21,472.00	\$ 23,160.00	\$ 41,744.00	\$ 42,664.00
24	\$ 21,472.00	\$ 23,160.00	\$ 41,744.00	\$ 42,664.00
25	\$ 21,704.00	\$ 23,392.00	\$ 42,259.00	\$ 43,179.00

LPN Salary A Employees hired 2004/05 or after

LPN Salary B Employees hired 2002/03, increase of \$513 with only \$500 added to base, \$750 increase not added to base; \$513 increase not added to base; \$513 increase not added to base; \$488 increase for partial year not added to base; \$76 difference on 08/09 salary schedule (\$1688.00)

RN Salary A Employees hired 2011/12 or after

RN Salary B Employees hired 1998/99, difference of \$920.00 at time salary schedule was implemented

Instructional Aide Salary Schedule (185 days)

2022-2023

(Revised April 18, 2022)

Yrs.	Salary A	Salary B	Salary C
0	\$ 15,862.50	\$ 18,175.00	\$ 18,932.00
1	\$ 16,094.50	\$ 18,407.00	\$ 19,164.00
2	\$ 16,326.50	\$ 18,639.00	\$ 19,396.00
3	\$ 16,558.50	\$ 18,871.00	\$ 19,628.00
4	\$ 16,790.50	\$ 19,103.00	\$ 19,860.00
5	\$ 17,022.50	\$ 19,335.00	\$ 20,092.00
6	\$ 17,254.50	\$ 19,567.00	\$ 20,324.00
7	\$ 17,486.50	\$ 19,799.00	\$ 20,556.00
8	\$ 17,718.50	\$ 20,031.00	\$ 20,788.00
9	\$ 17,950.50	\$ 20,263.00	\$ 21,020.00
10	\$ 18,182.50	\$ 20,495.00	\$ 21,252.00
11	\$ 18,414.50	\$ 20,727.00	\$ 21,484.00
12	\$ 18,646.50	\$ 20,959.00	\$ 21,716.00
13	\$ 18,878.50	\$ 21,191.00	\$ 21,948.00
14	\$ 18,878.50	\$ 21,191.00	\$ 21,948.00
15	\$ 18,878.50	\$ 21,191.00	\$ 21,948.00
16	\$ 18,878.50	\$ 21,191.00	\$ 21,948.00
17	\$ 18,878.50	\$ 21,191.00	\$ 21,948.00
18	\$ 18,878.50	\$ 21,191.00	\$ 21,948.00
19	\$ 18,878.50	\$ 21,191.00	\$ 21,948.00
20	\$ 19,110.50	\$ 21,423.00	\$ 22,180.00
21	\$ 19,110.50	\$ 21,423.00	\$ 22,180.00
22	\$ 19,110.50	\$ 21,423.00	\$ 22,180.00
23	\$ 19,110.50	\$ 21,423.00	\$ 22,180.00
24	\$ 19,110.50	\$ 21,423.00	\$ 22,180.00
25	\$ 19,342.50	\$ 21,655.00	\$ 22,412.00

Salary A Employees hired 2006/07 or after

Salary B Employees hired before 2000/01 include \$513.00 increase with only \$500.00 added to base, \$750.00 increase with no addition to base, (3) \$513.00 increases with no addition to base, \$269.00 increase for partial year with no addition to base (\$2571.00)

Salary C Employees hired 2000/01 or before include \$513.00 increase with only \$500.00 added to base, \$750.00 increase with no addition to base, (5) \$513.00 increases with no addition to base (\$3,328.00)

**2022-2023
FOOD SERVICES HOURLY PAY SCALE
ADOPTED April 18, 2022**

YEARS OF	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	20	25
MANAGERS	\$ 12.12	\$ 12.22	\$ 12.33	\$ 12.44	\$ 12.55	\$ 12.66	\$ 12.77	\$ 12.88	\$ 12.99	\$ 13.10	\$ 13.21	\$ 13.31	\$ 13.42	\$ 13.53	\$ 13.64	\$ 13.75	\$ 13.86	\$ 13.97	\$ 14.08
WORKERS	\$ 11.41	\$ 11.46	\$ 11.52	\$ 11.57	\$ 11.63	\$ 11.68	\$ 11.74	\$ 11.79	\$ 11.84	\$ 11.90	\$ 11.95	\$ 12.01	\$ 12.06	\$ 12.12	\$ 12.17	\$ 12.23	\$ 12.28	\$ 12.34	\$ 12.40
SUBSTITUTES	MINIMUM WAGE																		

Inservice Training Pay:

Manager Stipends

Completion of the Arkansas Department of Education Child Nutrition Unit's Part I Manager Program - \$750

Completion of the Arkansas Department of Education Child Nutrition Unit's Part II Manager Program - \$750

Assistant Manager Stipends

Completion of the Arkansas Department of Education Child Nutrition Unit's Part I Manager Program - \$400

Completion of the Arkansas Department of Education Child Nutrition Unit's Part II Manager Program - \$400

Inservice Training Pay (prior to 07/01/2008)

Additional stipends of \$800 were given to managers for ADE CN Workshops that are no longer required.

Custodial Salary Schedule
Based on 240 days
2022-2023
Revised April 18, 2022

Yrs. Experience	Salary A	Salary B
0	\$21,898.00	\$24,844.00
1	\$22,176.00	\$25,122.00
2	\$22,454.00	\$25,400.00
3	\$22,732.00	\$25,678.00
4	\$23,010.00	\$25,956.00
5	\$23,288.00	\$26,234.00
6	\$23,566.00	\$26,512.00
7	\$23,844.00	\$26,790.00
8	\$24,122.00	\$27,068.00
9	\$24,400.00	\$27,346.00
10	\$24,678.00	\$27,624.00
11	\$24,956.00	\$27,902.00
12	\$25,234.00	\$28,180.00
13	\$25,512.00	\$28,458.00
14	\$25,512.00	\$28,458.00
15	\$25,512.00	\$28,458.00
16	\$25,512.00	\$28,458.00
17	\$25,512.00	\$28,458.00
18	\$25,512.00	\$28,458.00
19	\$25,512.00	\$28,458.00
20	\$25,790.00	\$28,736.00
21	\$25,790.00	\$28,736.00
22	\$25,790.00	\$28,736.00
23	\$25,790.00	\$28,736.00
24	\$25,790.00	\$28,736.00
25	\$26,068.00	\$29,014.00

Salary A	Employees hired 2006/07 or after
Salary B	Employees hired 1994/95 include \$666.00 increase with only \$500.00 added to base, \$973.00 increase with no addition to base, (4) \$666.00 increases with no addition to base, \$2,207.00 difference at time salary schedule was implemented (\$6,010.00)

Maintenance Stipends (Effective 7/1/2013)

HVAC Certification(s)_ \$5,000 for Class A License or \$2,000 for Class A Registrant Card (Greater of the two)

EPA Freon Certification_ \$2,000

Plumbing Certification(s)_ \$5,000 for Master Plumbing License or \$2,000 for Journeyman Plumbing License (Greater of the two)

Electrical Certification(s)_ \$5,000 for Master Electrician License or \$2,000 for Journeyman Electrician License (Greater of the two)

Workflow Coordinator_ \$3,000 (Responsible for ensuring state compliance with all SchoolDude requirements; handling routine maintenance ordering, inventorying, etc., as well as working collaboratively with the superintendent of schools to facilitate the completion of maintenance work orders in a timely and efficient manner.)

Bus Driver Salary Schedule
Based on 178 Days
2022-2023
(Revised April 18, 2022)

Yrs.	Salary A
0	\$ 11,166.00
1	\$ 11,166.00
2	\$ 11,166.00
3	\$ 11,166.00
4	\$ 11,166.00
5	\$ 11,666.00
6	\$ 11,666.00
7	\$ 11,666.00
8	\$ 11,666.00
9	\$ 11,666.00
10	\$ 12,166.00
11	\$ 12,166.00
12	\$ 12,166.00
13	\$ 12,166.00
14	\$ 12,166.00
15	\$ 12,166.00
16	\$ 12,166.00
17	\$ 12,166.00
18	\$ 12,166.00
19	\$ 12,166.00
20	\$ 12,166.00
21	\$ 12,166.00
22	\$ 12,166.00
23	\$ 12,166.00
24	\$ 12,166.00
25	\$ 12,166.00

