**IMBODEN AREA CHARTER SCHOOL**

**LICENSED PERSONNEL SALARY SCHEDULE**

Years Experience BA Degree Salary MA Degree Salary

0 $31,800 $36,450

1 $32,250 $36,950

2 $32,700 $37,450

3 $33,150 $37,950

4 $33,600 $38,450

5 $34,050 $38,950

6 $34,500 $39,450

7 $34,950 $39,950

8 $35,400 $40,450

9 $35,850 $40,950

10 $36,300 $41,450

11 $36,750 $41,950

12 $37,200 $42,450

13 $37,650 $42,950

14 $38,100 $43,450

15 $38,550 $43,950

For the purposes of the salary schedule a teacher will have worked a “year” if he/she works at least 160 days.Only whole years of teaching experience (160 days) will be accepted for determining placement on the salary schedule.

For the purposes of this policy, 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 additional, relevant degrees or sufficient college hours to warrant a salary change are responsible for reporting and supplying a transcript to ­­­the Director. The appropriate salary increase will be reflected in the next paycheck provided it is at least two (2) weeksfrom 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 personnel may bring in up to 15 years experience from any school district in the state of Arkansas for initial placement on the salary schedule. For each additional year after 15, 1% of the base salary will be added to the last placement on the salary schedule.

Assistant Director will be paid $5000.00 annually to assume 1/4th of the duties of the Director.

After school tutoring teachers will be payed an hourly rate based upon 1.5 times the hourly rate for step 1, category 1 of the salary schedule.

Contracts will be issued on a semester basis, and licensed personnel will be paid in 12 monthly checks according to salaries determined by the salary schedule.

Arkansas Professional Pathway to Educator Licensure (APPEL) Program

Each employee newly hired by the school to teach under the Arkansas Professional Pathway to Educator Licensure (APPEL) Program shall initially be placed on the salary schedule in the category of a bachelor’s degree with no experience, unless the APPEL 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 APPEL 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 alternative 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.