**LICENSED PERSONNEL SALARY SCHEDULE**

Teacher Salary Schedule

Years Experience BA Degree Salary MA Degree Salary

 0 $36,000 $40,650

 1 $36,450 $41,150

 2 $36,900 $41,650

 3 $37,350 $42,150

 4 $37,800 $42,650

 5 $38,250 $43,150

 6 $38,700 $43,650

 7 $39,150 $44,150

 8 $39,600 $44,650

 9 $40,050 $45,150

 10 $40,500 $45,650

 11 $40,950 $46,150

 12 $41,400 $46,650

 13 $41,850 $47,150

 14 $42,300 $47,650

 15 $42,750 $48,150

State law requires the School to include its teacher salary schedule, including stipends and other material benefits, in its written personnel policies. In developing the salary schedule, the School will establish a normal base contract period for teachers. The School is required to post the salary schedule on its website by September 15 of each year and should place an obvious hyperlink, button, or menu item on the website's homepage that links directly to the current year licensed policies and salary schedule.

For the purposes of the salary schedules, licensed personnel 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.

Licensed personnel 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) weeks from 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.

After school tutoring teachers will be paid an hourly rate based upon 1.5 times the hourly rate for step 0, category 1 of the salary schedule.

Classroom Teacher 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.

Licensed personnel assuming administrative duties will be paid according to the Administrator’s Salary. Certified Degree column refers to personnel who possess the minimum of building level administrative credentials and perform administrative duties. Stipends are as follows:

* Assistant Director 5.00%
* Payroll Clerk 6.25%

Arkansas Professional Educator Licensure Preparation (ArPEP) Program

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