

For the purposes of this policy, an employee must work two thirds (2/3) of the number of their regularly assigned annual work days to qualify for a step increase.

Classified Salary Schedule 2014-2015

Position	0	1	2	3	4	5	6	7	8
Bookkeeper / 260 Day Contract	\$34,816.00	\$35,116.00	\$35,416.00	\$35,716.00	\$36,016.00	\$36,316.00	\$36,616.00	\$36,916.00	\$37,216.00
Bus Mechanic / 260 Day Contract	\$30,909.00	\$31,209.00	\$31,509.00	\$31,809.00	\$32,109.00	\$32,409.00	\$32,709.00	\$33,009.00	\$33,309.00
Study Hall Supervisor / 186 Day Contract	\$14,640.00	\$14,940.00	\$15,240.00	\$15,540.00	\$15,840.00	\$16,140.00	\$16,440.00	\$16,740.00	\$17,040.00
Distance Learning Facilitator / 186 Day Contract	\$14,640.00	\$14,940.00	\$15,240.00	\$15,540.00	\$15,840.00	\$16,140.00	\$16,440.00	\$16,740.00	\$17,040.00
Teacher's Aide / 186 Day Contract	\$14,014.00	\$14,314.00	\$14,614.00	\$14,914.00	\$15,214.00	\$15,514.00	\$15,814.00	\$16,114.00	\$16,414.00
Central Office Secretary / 220 Day Contract	\$19,405.00	\$19,705.00	\$20,005.00	\$20,305.00	\$20,605.00	\$20,905.00	\$21,205.00	\$21,505.00	\$21,805.00
Head Cook / 186 Day Contract	\$12,799.00	\$13,099.00	\$13,399.00	\$13,699.00	\$13,999.00	\$14,299.00	\$14,599.00	\$14,899.00	\$15,199.00
High School Secretary / 260 Day Contract	\$20,915.00	\$21,215.00	\$21,515.00	\$21,815.00	\$22,115.00	\$22,415.00	\$22,715.00	\$23,015.00	\$23,315.00
Food Service Dir./Maintenance / 260 Day Contract	\$20,399.00	\$20,699.00	\$20,999.00	\$21,299.00	\$21,599.00	\$21,899.00	\$22,199.00	\$22,499.00	\$22,799.00
Head Custodian / 260 Day Contract	\$19,876.00	\$20,176.00	\$20,476.00	\$20,776.00	\$21,076.00	\$21,376.00	\$21,676.00	\$21,976.00	\$22,276.00
Cook (7 Hr.) / 186 Day Contract	\$10,755.00	\$11,055.00	\$11,355.00	\$11,655.00	\$11,955.00	\$12,255.00	\$12,555.00	\$12,855.00	\$13,155.00
Assistant Custodian / 260 Day Contract	\$17,798.00	\$18,098.00	\$18,398.00	\$18,698.00	\$18,998.00	\$19,298.00	\$19,598.00	\$19,898.00	\$20,198.00
Part Time / Student, H.S. & College	Minimum	Wage							
Maintenance Supervisor / 260 Day Contract	\$28,026.00	\$28,326.00	\$28,626.00	\$28,926.00	\$29,226.00	\$29,526.00	\$29,826.00	\$30,126.00	\$30,426.00
Elementary Secretary / 240 Day Contract	\$18,933.00	\$19,233.00	\$19,533.00	\$19,833.00	\$20,133.00	\$20,433.00	\$20,733.00	\$21,033.00	\$21,333.00
Grounds Keeper/Custodian / 260 Day Contract	\$19,876.00	\$20,176.00	\$20,476.00	\$20,776.00	\$21,076.00	\$21,376.00	\$21,676.00	\$21,976.00	\$22,276.00
Bus Driver / Long Route / 178 Day Contract	\$9,092.00	\$9,242.00	\$9,392.00	\$9,542.00	\$9,692.00	\$9,842.00	\$9,992.00	\$10,142.00	\$10,292.00
Bus Driver / Short Route / 178 Day Contract	\$8,308.00	\$8,458.00	\$8,608.00	\$8,758.00	\$8,908.00	\$9,058.00	\$9,208.00	\$9,358.00	\$9,508.00
Assistant Bookkeeper / 260 Day Contract	\$26,844.00	\$27,144.00	\$27,444.00	\$27,744.00	\$28,044.00	\$28,344.00	\$28,644.00	\$28,944.00	\$29,244.00
Resource Officer / 210 Day Contract	\$30,660.00	\$30,960.00	\$31,260.00	\$31,560.00	\$31,860.00	\$32,160.00	\$32,460.00	\$32,760.00	\$33,060.00

The Salem School District provides a monthly contribution towards insurance programs up to the employer contribution rate set by Arkansas State Law for those employees participating in the Arkansas Public School Employee Health Insurance Program.

ALL RAISES MUST EITHER BE ADDED TO BASE OR THROUGH ADDITIONAL STEPS. ALL INCREMENTS ARE \$300.00 EXCEPT BUS DRIVER WHICH ARE \$150.00

Substitute Teacher: \$55.00 per day

Substitute Teacher—Pay per day for days 11 - 29 of consecutive employment for one teacher: \$85.00

Substitute Teacher—Pay per day once past 30 or more consecutive days in same position: \$115.00

Substitute Cook: Minimum Wage

Substitute Bus Driver: Equal to the daily rate of regular driver on step 0 on classified salary schedule

School Bus Activity Trip Driver: \$13.00 per hour. If the trip requires a driver to have a substitute, the District will pay the driver's substitute during the driver's absence. On an overnight trip, a driver will be paid a maximum of ten (10) hours per day.

Cook (15 minute additional duty): Based on employee's hourly rate of pay

School Nurse: Eighty-Eight (88%) percent of licensed salary schedule

Technology Coordinator: 1.15 times position on licensed salary schedule

Student/Part-time worker: Minimum Wage

Cleaning Athletic Facilities: \$35 per event

The superintendent has the authority, when recommending an applicant and his/her replacement on the District's salary schedule to the Board for its approval, to consider the applicant's previous work experience with similar duties, responsibilities, and skill sets to those job duties and responsibilities the applicant would assume for the District.

Districts shall distribute funding for health insurance coverage in accordance with state law, the Affordable Care Act, and policy 7.23-Health Care Coverage and the Affordable Care Act. The District reserves the right to adjust the monthly distribution as necessary to account for changes in staffing, student population, and the ADE determination of the funding required to be distributed based on the funding matrix. Specifically, the amount distributed to each employee is NOT part of their salary and is NOT guaranteed to be the same from month-to-month or year-to-year.