

3.1—LICENSED PERSONNEL SALARY SCHEDULE

For the purposes of the salary schedule, a teacher will have worked a “year” if he/she works at least 160 days.

Licensed Salary Schedule 2012-2013

Years of Service	Bachelors Degree	Bachelors Degree + 15	Masters Degree
0	\$33,250.00	\$35,250.00	\$37,250.00
1	\$33,750.00	\$35,750.00	\$37,750.00
2	\$34,250.00	\$36,250.00	\$38,250.00
3	\$34,750.00	\$36,750.00	\$38,750.00
4	\$35,250.00	\$37,250.00	\$39,250.00
5	\$35,750.00	\$37,750.00	\$39,750.00
6	\$36,250.00	\$38,250.00	\$40,250.00
7	\$36,750.00	\$38,750.00	\$40,750.00
8	\$37,250.00	\$39,250.00	\$41,250.00
9	\$37,750.00	\$39,750.00	\$41,750.00
10	\$38,250.00	\$40,250.00	\$42,250.00
11	\$38,750.00	\$40,750.00	\$42,750.00
12	\$39,250.00	\$41,250.00	\$43,250.00
13	\$39,750.00	\$41,750.00	\$43,750.00
14	\$40,250.00	\$42,250.00	\$44,250.00
15	\$40,750.00	\$42,750.00	\$44,750.00
16	\$41,250.00	\$43,250.00	\$45,250.00
17	\$41,750.00	\$43,750.00	\$45,750.00
18	\$42,250.00	\$44,250.00	\$46,250.00
19	\$42,750.00	\$44,750.00	\$46,750.00

The Salem School District provides \$151.00 per month towards insurance premiums for those employees participating in the Arkansas Public School Employee Health Insurance Program.

- A. Superintendent: 1.997 times where would be on the teacher’s salary schedule.
- B. High School Principal: 1.56 times where would be on the teacher’s salary schedule.
- C. Elementary Principal: 1.56 times where would be on the teacher’s salary schedule.
- D. Alternative School Director/Teacher: 1.2 times where would be on teacher’s salary schedule. 210 day contract.
- E. 210 Day teacher Contracts:
 - a. High School Counselor
 - b. High School Girls Basketball Coach
 - c. High School Boys Basketball Coach
 - d. High School Football Coaches
 - e. Athletic Director
 - f. Softball Coach
 - g. Baseball Coach
 - h. Assistant Football and Basketball Coaches
 - i. Band Instructor
 - j. GCE Coordinator
 - k. Special Education Coordinator
- F. Twelve (12) Month Teacher Contracts:
 - a. Vocational Agriculture Teacher
- G. Yearbook Sponsor: \$1,250.00

- H. Band: \$1,250.00
- I. Athletic Increments:
 - a. Athletic Director \$2,000.00
 - b. Cheerleader Sponsor \$2,000.00
 - c. Asst. Basketball \$1,250.00
 - d. Asst. Football \$1,250.00
 - e. Asst. Baseball \$1,250.00
 - f. Asst. Softball \$1,250.00
 - g. Asst. Cheerleader Sponsor \$1,000.00
- J. High School Teams:
 - a. Baseball \$3,000.00
 - b. Basketball \$3,000.00
 - c. Football \$3,000.00
 - d. Softball \$3,000.00
- K. Jr. High Teams:
 - a. Junior High Basketball \$1,500.00
 - b. Junior High Football \$1,500.00
- L. Other Sports:
 - a. Spring Track \$1,500.00
 - b. Cross Country \$1,500.00
 - c. Director of Intramurals \$1,000.00
 - d. Marksmanship \$1,000.00
- M. Employee's who have one-half year experience will receive an increment for one-half year.
- N. The Salem School District will pay as the salary schedule dictates for a bachelor's degree, bachelor's degree plus 15 hours, and a master's degree regardless of the area of certification.
- O. Employee's that participate in after hours or summer work that is sanctioned by the district will be paid at the rate of \$30.00 per hour.
- P. Compensation for 100% Duty Free Lunch Pay will be at the employee's hourly rate.
- Q. Compensation for Special Education Extended Service Instructor will be \$700.00 for 10 summer school days.
- R. Teacher Mentoring Stipend \$1,200.00 (\$600.00 paid in December and May).
- S. Administrator Mentoring Stipend \$400

Alternative Licensure Program, no prior teaching license

Each employee newly hired by the district to teach under the alternative licensure program (ALP) shall initially be placed on the salary schedule in the category of a bachelor's degree with no experience, unless the ALP employee has previous teaching experience which requires a different placement on the schedule. Upon receiving his/her 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. Employee's degrees which are not relevant to the ALP's position shall not apply when determining his/her placement on the salary schedule. An alternative licensed teacher 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 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.

Legal References: A.C.A. § 6-17-201, 202, 2403
 A.C.A. § 6-20-2305(f)(4)

Date Adopted: June 16, 2008
 Last Revised: April 16, 2012