

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  
2014-2015

Years of Service	Bachelors Degree	Bachelors Degree + 15	Masters Degree
0	\$34,250.00	\$36,250.00	\$38,250.00
1	\$34,750.00	\$36,750.00	\$38,750.00
2	\$35,250.00	\$37,250.00	\$39,250.00
3	\$35,750.00	\$37,750.00	\$39,750.00
4	\$36,250.00	\$38,250.00	\$40,250.00
5	\$36,750.00	\$38,750.00	\$40,750.00
6	\$37,250.00	\$39,250.00	\$41,250.00
7	\$37,750.00	\$39,750.00	\$41,750.00
8	\$38,250.00	\$40,250.00	\$42,250.00
9	\$38,750.00	\$40,750.00	\$42,750.00
10	\$39,250.00	\$41,250.00	\$43,250.00
11	\$39,750.00	\$41,750.00	\$43,750.00
12	\$40,250.00	\$42,250.00	\$44,250.00
13	\$40,750.00	\$42,750.00	\$44,750.00
14	\$41,250.00	\$43,250.00	\$45,250.00
15	\$41,750.00	\$43,750.00	\$45,750.00
16	\$42,250.00	\$44,250.00	\$46,250.00
17	\$42,750.00	\$44,750.00	\$46,750.00
18	\$43,250.00	\$45,250.00	\$47,250.00
19	\$43,750.00	\$45,750.00	\$47,750.00

The Salem School District provides monthly contribution towards insurance premiums up to the employer contribution rate set by Arkansas State Law 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: 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. Golf \$1,500.00
  - d. Director of Intramurals \$1,000.00
  - e. 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 \$70 per day.
- R. Teacher Mentoring Stipend \$1,200.00 (\$600.00 paid in December and May).
- S. Administrator Mentoring Stipend \$400