

### 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 2016-2017

Years of Service	Bachelors Degree	Bachelors Degree + 15	Masters Degree
0	\$35,000.00	\$37,000.00	\$39,000.00
1	\$35,500.00	\$37,500.00	\$39,500.00
2	\$36,000.00	\$38,000.00	\$40,000.00
3	\$36,500.00	\$38,500.00	\$40,500.00
4	\$37,000.00	\$39,000.00	\$41,000.00
5	\$37,500.00	\$39,500.00	\$41,500.00
6	\$38,000.00	\$40,000.00	\$42,000.00
7	\$38,500.00	\$40,500.00	\$42,500.00
8	\$39,000.00	\$41,000.00	\$43,000.00
9	\$39,500.00	\$41,500.00	\$43,500.00
10	\$40,000.00	\$42,000.00	\$44,000.00
11	\$40,500.00	\$42,500.00	\$44,500.00
12	\$41,000.00	\$43,000.00	\$45,000.00
13	\$41,500.00	\$43,500.00	\$45,500.00
14	\$42,000.00	\$44,000.00	\$46,000.00
15	\$42,500.00	\$44,500.00	\$46,500.00
16	\$43,000.00	\$45,000.00	\$47,000.00
17	\$43,500.00	\$45,500.00	\$47,500.00
18	\$44,000.00	\$46,000.00	\$48,000.00
19	\$44,500.00	\$46,500.00	\$48,500.00

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
- T. Concession and Gate workers \$20.00/night

**Arkansas Professional Pathway to Educator Licensure (APPEL) Program**

Each employee newly hired by the district 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 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.

**Insurance**

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.

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(President, Smith, Dr. Guy B.)

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Date

Legal References:      A.C.A. § 6-17-201, 202, 2403  
                                 A.C.A. § 6-20-2305(f)(4)  
                                 A.C.A. § 21-5-405  
                                 ADE Rules Governing School District Requirements for Personnel Policies, Salary  
                                 Schedules, Minimum Salaries, and Documents Posted to District Websites

Date Adopted: June 16, 2008  
Last Revised: August 15, 2016