

### 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  
2023-2024

Bachelors Salary Schedule		Bachelors +15 Salary Schedule		Masters Salary Schedule	
0-19 Years Experience	\$50,000.00	0-19 Years of Experience	\$50,000.00	0-11 Years of Experience	\$50,000.00
20 Years of Experience	\$50,500.00	20 Years of Experience	\$52,500.00	12 Year of Experience	\$50,500.00
21 + Years of Experience	\$51,000.00	25 Years of Experience	\$53,000.00	13 Years of Experience	\$51,000.00
				14 Years of Experience	\$51,500.00
				15 Years of Experience	\$52,000.00
				16 Years of Experience	\$52,500.00
				17 Years of Experience	\$53,000.00
				18 Years of Experience	\$53,500.00
				19 Years of Experience	\$54,000.00
				20 Years of Experience	\$54,500.00
				21 + Years of Experience	\$55,000.00

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. Federal Programs Administrator: 1.50 times where would be on the teacher’s salary schedule.
- E. Dean of Students: 1.25times where would be on the teacher’s salary schedule.
- F. Teacher Base Contract: Teachers are contracted for 190 days. The 190 contract days will include 1,068 hours (172 days) student/teacher interaction time, two parent/teacher conferences, 36 flex hours and ten staff development days.
- G. Psychological Examiner: 205 Day Contract.
- H. Alternative School Director/Teacher: 210 day contract.
- I. High School Counselor: 210 Day Contract.
- J. Jr. High School Counselor: 205 Day Contract.
- K. 210 Day Teacher Contracts:
  - a. High School Girls Basketball Coach
  - b. High School Boys Basketball Coach
  - c. High School Football Coaches
  - d. Athletic Director
  - e. Softball Coach
  - f. Baseball Coach
  - g. Assistant Baseball, Softball, Football, and Basketball Coaches
  - h. Band Instructor
  - i. Special Education Coordinator
- L. Twelve (12) Month Teacher Contracts:
  - a. Vocational Agriculture Teacher
- M. Testing Coordinator: \$4,000.00
- N. Yearbook Sponsor: \$1,750.00

- O. Reading Specialist: \$4,000.00
- P. Choir Director: \$2250.00
  
- Q. Band: \$4,000.00
  - a. Assistant Band Director: \$1,750.00
- R. Athletic Increments:
  - a. Athletic Director \$5,000.00
  - b. Sr. Cheer Coach \$4,000.00
  - c. Asst. Basketball \$1,750.00
  - d. Asst. Football \$1,750.00
  - e. Football – Press Box \$1,750.00
  - f. Asst. Baseball \$1,750.00
  - g. Asst. Softball \$1,750.00
  - h. Jr. Cheer Coach \$2,250.00
  - i. Asst. Volleyball Coach \$1,750.00
  - j. Asst. Golf Coach \$1,250.00
- S. High School Teams:
  - a. Baseball \$4,000.00
  - b. Basketball \$4,000.00
  - c. Football \$4,000.00
  - d. Softball \$4,000.00
  - e. Volleyball \$4,000.00
- T. Jr. High Teams:
  - a. Junior High Basketball \$2,250.00
  - b. Junior High Football \$2,250.00
  - c. Junior High Volleyball \$2,250.00
- U. Other Sports:
  - a. Sr. Spring Track \$2,250.00
  - b. Jr. Spring Track \$1,750.00
  - c. Cross Country \$2,250.00
  - d. Golf \$2,250.00
  - e. Marksmanship \$2,000.00
  - f. District Strength Coach \$2500.00
  - g. Intramurals \$1,000.00
- V. Employee's who have one-half year experience will receive an increment for one-half year.
- W. 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.
- X. 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.
- Y. Compensation for 100% Duty Free Lunch Pay will be at the employee's hourly rate.
- Z. Compensation for Special Education Extended Service Instructor will be \$70 per day.
- AA. Concession and Gate workers \$20.00/night.