

**8.1—CLASSIFIED PERSONNEL SALARY SCHEDULE**

**Classified Salary Schedule  
2023-2024**

Position	0	1	2	3	4	5	6	7	8	9	10
<b>Bus Mechanic (8 Hr.)</b> 240 Day Contract	\$37,471.	\$37,771.	\$38,071.	\$38,371.	\$38,671.	\$38,971.	\$39,271.	\$39,571.	\$39,871.	\$40,171.	\$40,471.
<b>Bus Driver-Long (4 Hr.)</b> 172 Day Contract	\$11,976.	\$12,126.	\$12,276.	\$12,426.	\$12,576.	\$12,726.	\$12,876.	\$13,026.	\$13,176.	\$13,326.	\$13,476.
<b>Bus Driver-ASUMH (4 Hr.)</b> 172 Day Contract	\$11,976.	\$12,126.	\$12,276.	\$12,426.	\$12,576.	\$12,726.	\$12,876.	\$13,026.	\$13,176.	\$13,326.	\$13,476.
<b>Bookkeeper (8 Hr.)</b> 240 Day Contract	\$44,477.	\$44,777.	\$45,077.	\$45,377.	\$45,677.	\$45,977.	\$46,277.	\$46,577.	\$46,877.	\$47,177.	\$47,477.
<b>Asst. Bookkeeper (8 Hr.)</b> 240 Day Contract	\$33,476.	\$33,776.	\$34,076.	\$34,376.	\$34,676.	\$34,976.	\$35,276.	\$35,576.	\$35,876.	\$36,176.	\$36,476.
<b>Central Office Secretary (8 Hr.)</b> 240 Day Contract	\$29,461.	\$29,761.	\$30,061.	\$30,361.	\$30,661.	\$30,961.	\$31,261.	\$31,561.	\$31,861.	\$32,161.	\$32,461.
<b>H.S. Secretary (8 Hr.)</b> 240 Day Contract	\$26,962.	\$27,262.	\$27,562.	\$27,862.	\$28,162.	\$28,462.	\$28,762.	\$29,062.	\$29,362.	\$29,662.	\$29,962.
<b>E.S. Secretary (8 Hr.)</b> 240 Day Contract	\$26,962.	\$27,262.	\$27,562.	\$27,862.	\$28,162.	\$28,462.	\$28,762.	\$29,062.	\$29,362.	\$29,662.	\$29,962.
<b>Food Service Director (8 Hr.)</b> 204 Day Contract	\$24,175.	\$24,475.	\$24,775.	\$25,075.	\$25,375.	\$25,675.	\$25,975.	\$26,275.	\$26,575.	\$26,875.	\$27,175.
<b>Head Cook (7.5 Hr.)</b> 180 Day Contract	\$19,893.	\$20,193.	\$20,493.	\$20,793.	\$21,093.	\$21,393.	\$21,693.	\$21,993.	\$22,293.	\$22,593.	\$22,893.
<b>Cook (7 Hr.)</b> 180 Day Contract	\$17,798.	\$18,098.	\$18,398.	\$18,698.	\$18,998.	\$19,298.	\$19,598.	\$19,898.	\$20,198.	\$20,498.	\$20,798.
<b>Study Hall Supervisor (7.5 Hr.)</b> 180 Day Contract	\$19,363.	\$19,663.	\$19,963.	\$20,263.	\$20,563.	\$20,863.	\$21,163.	\$21,463.	\$21,763.	\$22,063.	\$22,363.
<b>Distance Learning Facilitator</b> 180 Day Contract (7.5 Hr.)	\$22,390.	\$22,690.	\$22,990.	\$23,290.	\$23,590.	\$23,890.	\$24,190.	\$24,490.	\$24,790.	\$25,090.	\$25,390.
<b>Teacher's Aide (7.5 Hr.)</b> 180 Day Contract	\$18,735.	\$19,035.	\$19,335.	\$19,635.	\$19,935.	\$20,235.	\$20,535.	\$20,835.	\$21,135.	\$21,435.	\$21,735.
<b>Maintenance Supervisor (8 Hr.)</b> 240 Day Contract	\$35,463.	\$35,763.	\$36,063.	\$36,363.	\$36,663.	\$36,963.	\$37,263.	\$37,563.	\$37,863.	\$38,163.	\$38,463.
<b>Head Custodian (8 Hr.)</b> 240 Day Contract	\$26,666.	\$26,966.	\$27,266.	\$27,566.	\$27,866.	\$28,166.	\$28,466.	\$28,766.	\$29,066.	\$29,366.	\$29,666.
<b>Asst. Custodian (8 Hr.)</b> 240 Day Contract	\$24,620.	\$24,920.	\$25,220.	\$25,520.	\$25,820.	\$26,120.	\$26,420.	\$26,720.	\$27,020.	\$27,320.	\$27,620.
<b>Grounds/Custodian Maintenance</b> 240 Day Contract (8 Hr.)	\$26,666.	\$26,966.	\$27,266.	\$27,566.	\$27,866.	\$28,166.	\$28,466.	\$28,766.	\$29,066.	\$29,366.	\$29,666.
<b>Asst. Computer Tech.</b> 240 Day Contract (8 Hr.)	\$28,969.	\$29,269.	\$29,569.	\$29,869.	\$30,169.	\$30,469.	\$30,769.	\$31,069.	\$31,369.	\$31,669.	\$31,969.

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.

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

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.

Substitute Teacher: \$85.00 per day

Substitute Teacher–Pay per day for days 11 - 29 of consecutive employment for one teacher: \$105.00

Substitute Teacher–Pay per day once past 30 or more consecutive days in same position: \$135.00

Substitute Bus Driver: Equal to the daily rate of regular driver on step 10 on classified salary schedule

School Bus Activity Trip Driver: \$14.00 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.

Half-time (drives either morning or afternoon only) bus driver: Will be paid one-half of the amount listed on the salary schedule for the appropriate position and step

Stipend for special needs town bus route: \$1,000.00

Stipend for Jr High Cheerleading: \$2,250.00

School Nurse: Eighty-Eight (88%) percent of licensed salary schedule (180 Days)

Technology Coordinator: 1.15 times position on licensed salary schedule (240 Days)

Student/Part-time worker: Minimum Wage

Cleaning Athletic Facilities: \$50 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.

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(President, Karen Coffman)

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Date

Legal References: A.C.A. § 6-17-2301

Date Adopted: June 16, 2008

Last Revised: April 11, 2023

## **8.2—CLASSIFIED PERSONNEL EVALUATIONS**

Classified personnel may be periodically evaluated.

Any forms, procedures or other methods of evaluation, including criteria, are to be developed by the Superintendent and or his designee(s), but shall not be part of the personnel policies of the District.

Legal Reference:       A.C.A. § 6-17-2301

Date Adopted: June 16, 2008

Last Revised: June 16, 2008