

TEACHER SALARY

ANNUAL SALARY FOR CERTIFIED AND NON-CERTIFIED TEACHERS

K-12 Experience	Bachelor's Degree	Master's Degree	Doctorate Degree
0	\$50,000	\$50,000	\$51,600
1	\$50,000	\$50,400	\$52,000
2	\$50,000	\$50,800	\$52,400
3	\$50,000	\$51,200	\$52,800
4	\$50,400	\$51,600	\$53,200
5	\$50,800	\$52,000	\$53,600
6	\$51,200	\$52,400	\$54,000
7	\$51,600	\$52,800	\$54,400
8	\$52,000	\$53,200	\$54,800
9	\$52,400	\$53,600	\$55,200
10	\$52,800	\$54,000	\$55,600
11	\$53,200	\$54,400	\$56,000
12	\$53,600	\$54,800	\$56,400
13	\$54,000	\$55,200	\$56,800
14	\$54,400	\$55,600	\$57,200
15	\$54,800	\$56,000	\$57,600
16	\$55,200	\$56,400	\$58,000
17	\$55,600	\$56,800	\$58,400
18	\$56,000	\$57,200	\$58,800
19	\$56,400	\$57,600	\$59,200
20	\$56,800	\$58,000	\$59,600
21	\$57,200	\$58,400	\$60,000
22	\$57,600	\$58,800	\$60,400
23	\$58,000	\$59,200	\$60,800
24	\$58,400	\$59,600	\$61,200
25+	\$58,800	\$60,000	\$61,600

* Based on a 190-day contract

*Sick Leave: 10 days (all employees)

**Adjunct faculty pay is determined from this schedule and calculated on 168 days.

ADMINISTRATIVE POSITIONS

Position	Contract Days	Salary
President	230-240	\$5,000-\$25,000
Dean of School	230	\$80,000-\$92,000
Business Manager	230-240	\$5,000-\$25,000

Vacation Leave: 10 Days

Sick Leave: 10 Days

Personal Days: 2

Administrative Base Salary:

A specific number of contracted days and a base salary is established for administrative positions. The salary range for the Dean is established at \$12,600. Therefore, the base salary plus the salary range (\$12,600) equals the maximum salary for the Dean's position. The salary range for the President and Business Manager are well below the standard range for these positions due to a limited budget for first year of operations. All Administrative Salaries will be reviewed for the 25-26 school year. Below is the salary scale for the Dean.

Administrative Salary Range is \$80,000-\$92,600

Administrative Experience: Administrative experience is defined as the number of years the employee has been employed in a full-time administrative position in an accredited school or school district (see chart).

Administrative Experience	
Years	Index
0	.00
1	.05
2	.10
3	.15
4	.20
5	.25
6	.30
7	.35
8	.40
9	.45

Supervision of Students: Supervision of Students is set as a .10 index after the first year of employment.

Professional Training:

Professional Training is defined as the successful educational training one accumulates in the pursuit of a graduate education degree leading to appropriate Arkansas administrative licensure or beyond.

Professional Training	
Degree	Index
Masters/Masters +15	.10
Masters +30	.20
Specialist	.30
Specialist +15	.40
Doctorate	.45

Administrative Salary Calculation:

Compensation for Administrative Experience, Professional Training, and Supervision of Students will be determined by index and according to the following formula:

Administrative Experience -- 45%

Professional Training – 45%

Supervision of Students – 10%

The sum of the indexes for Administrative Experience, Professional Training, and Supervision of Students will be multiplied by the salary range (\$12,600) to determine what percentage of the salary range will be added to the administrative base salary for each administrator.

Administrative Salary Formula

Administrative Salary = Administrative Base + (Administrative Experience Index + Professional Training Index + Supervision of Student Index) \$12,600.

$$AS = AB + (AE + PT + SS) \$12,600$$

Position	Contract Days	Salary
Director of Marketing & Public Relations	210	\$50,000-\$58,000

Sick Leave: 10 Days

Personal Days: 2

STIPENDS

Stipend	Amount Per Year
Testing Coordinator	\$2000
Parent Engagement	\$500
Department Chair Activities	\$2,500-\$5,000 TBD
ELL Coordinator	\$1,000
504 Coordinator SPED	\$1,000
Yearbook Sponsor	\$500
National Board Certified	\$1,000
Enrollment	\$1,431.20
Student Advisory	\$200

CLASSIFIED

HOURLY EMPLOYEE SALARY SCHEDULE

A	Nurse						
B	Cafeteria Manager						
C	Classified: Kitchen Staff, Custodians						
Year s of K-12 Exp.	A	B	C				
0	\$25.00	\$17.00	\$16.00				
1	\$25.50	\$17.50	\$16.50				
2	\$26.00	\$18.00	\$17.00				
3	\$26.50	\$18.50	\$17.50				
4	\$26.75	\$18.75	\$17.75				
5	\$27.00	\$19.00	\$18.00				
6	\$27.25	\$19.25	\$18.25				
7	\$27.50	\$19.50	\$18.50				
8	\$27.75	\$19.75	\$18.75				
9	\$28.00	\$20.00	\$19.00				
10	\$28.25	\$20.25	\$19.25				
11	\$28.50	\$20.50	\$19.50				
12	\$28.75	\$20.75	\$19.75				
13	\$29.00	\$21.00	\$20.00				
14	\$29.25	\$21.25	\$20.25				
15	\$29.50	\$21.50	\$20.50				
16	\$29.75	\$21.75	\$20.75				
17	\$30.00	\$22.00	\$21.00				
18	\$30.25	\$22.25	\$21.25				
19	\$30.50	\$22.50	\$21.50				
20	\$30.75	\$22.75	\$21.75				
21	\$31.00	\$23.00	\$22.00				
22	\$31.25	\$23.25	\$22.25				
23	\$31.50	\$23.50	\$22.50				
24	\$31.75	\$23.75	\$22.75				
25+	\$32.00	\$24.00	\$23.00				

CLASSIFIED Continued:

Director of Food Service: \$30 per hour up to 20 hours per week. Maximum contract length 185 days.