

Gentry Public School District



Certified Salary Schedule
2019-2020

Descriptor Term: Descriptor
CERTIFIED/CLASSIFIED SALARY SCHEDULE

Code:
GBAAA

Issue Date: Last Revised:
 July 1, 1997 June 20, 2016, 3-13-2017, 4-17-2017

Expe rience	1		3		5		7		9		Long exity	Credi t	End of
	BA	Index	BA +15	Index	MED	Index	MED+15	Index	MED+30	Index			
0	35000	1.000	36030	1.029	39532	1.129	40150	1.147	40768	1.165	0	\$0	1
1	35500	1.014	36530	1.044	40032	1.144	40650	1.161	41268	1.179	1	\$0	2
2	36000	1.029	37030	1.058	40532	1.158	41150	1.176	41768	1.193	2	\$0	3
3	36500	1.043	37530	1.072	41032	1.172	41650	1.190	42268	1.208	3	\$0	4
4	37000	1.057	38030	1.087	41532	1.187	42150	1.204	42768	1.222	4	\$0	5
5	37500	1.071	38530	1.101	42032	1.201	42650	1.219	43268	1.236	5	\$500	6
6	38000	1.086	39030	1.115	42532	1.215	43150	1.233	43768	1.251	6	\$500	7
7	38500	1.100	39530	1.129	43032	1.229	43650	1.247	44268	1.265	7	\$500	8
8	39000	1.114	40030	1.144	43532	1.244	44150	1.261	44768	1.279	8	\$500	9
9	39500	1.129	40530	1.158	44032	1.258	44650	1.276	45268	1.293	9	\$500	10
10	40000	1.143	41030	1.172	44532	1.272	45150	1.290	45768	1.308	10	\$750	11
11	40500	1.157	41530	1.187	45032	1.287	45650	1.304	46268	1.322	11	\$750	12
12	41000	1.171	42030	1.201	45532	1.301	46150	1.319	46768	1.336	12	\$750	13
13	41500	1.186	42530	1.215	46032	1.315	46650	1.333	47268	1.351	13	\$750	14
14	42000	1.200	43030	1.229	46532	1.329	47150	1.347	47768	1.365	14	\$750	15
15	42500	1.214	43530	1.244	47032	1.344	47650	1.361	48268	1.379	15	\$1,000	16
16	43000	1.229	44030	1.258	47532	1.358	48150	1.376	48768	1.393	16	\$1,000	17
17	43500	1.243	44530	1.272	48032	1.372	48650	1.390	49268	1.408	17	\$1,000	18
18	44000	1.257	45030	1.287	48532	1.387	49150	1.404	49768	1.422	18	\$1,000	19
19	44500	1.271	45530	1.301	49032	1.401	49650	1.419	50268	1.436	19	\$1,000	20
20	45000	1.286	46030	1.315	49532	1.415	50150	1.433	50768	1.451	20	\$1,250	21
21	45500	1.300	46530	1.329	50032	1.429	50650	1.447	51268	1.465	21	\$1,250	22
22	46000	1.314	47030	1.344	50532	1.444	51150	1.461	51768	1.479	22	\$1,250	23
23	46500	1.329	47530	1.358	51032	1.458	51650	1.476	52268	1.493	23	\$1,250	24
24	47000	1.343	48030	1.372	51532	1.472	52150	1.490	52768	1.508	24	\$1,250	25
25	47500	1.357	48530	1.387	52032	1.487	52650	1.504	53268	1.522	25	\$1,500	26
26	48000	1.371	49030	1.401	52532	1.501	53150	1.519	53768	1.536	26	\$1,500	27
27	48500	1.386	49530	1.415	53032	1.515	53650	1.533	54268	1.551	27	\$1,500	28
28	49000	1.400	50030	1.429	53532	1.529	54150	1.547	54768	1.565	28	\$1,500	29
29	49500	1.414	50530	1.444	54032	1.544	54650	1.561	55268	1.579	29	\$1,500	30
30	50000	1.429	51030	1.458	54532	1.558	55150	1.576	55768	1.593	30	\$1,500	31

Note: All positions on preceding schedule are indexed to base position of B.S. degree and 0 years' experience. Index derived by dividing respective position on schedule by base salary. Each respective index shows relative position to base position for a 190 day contract. Fractional part of index reflects cumulative value of experience and/or additional hours and/or degree over a B.S. and are shown for comparison purposes only. This salary schedule revision meets and exceeds provisions of Arkansas Codes Annotated, 6-5-307, A.C.A. 6-17-1001 and A.C.A. 6-20-310. Educational Excellence Trust Funds will be distributed in the above salary schedule according to A.C.A. 6-5-307. **Vertical steps are \$500.**

The HR Coordinator will evaluate each new certified employee's educational credentials and previous work experience to determine the proper placement on the salary schedule. After determining the correct placement, the HR Coordinator will make such recommendation to the superintendent. If the superintendent agrees, s/he will make this recommendation to the school board as part of his/her recommendation for initial hire of the employee.

FIVE PERCENT RAISE REVIEW

The Gentry Public School District board of directors shall review and approve by a written resolution an increase in salary of five percent (5%) or more for a school district employee. The resolution shall include the reasons for the salary increase, which may include without limitation: A bonus that is not added to the employee's salary; (ii) An incentive bonus provided: (a) For National Board for Professional Teaching Standards certification under § 6-17-413; (b) To a certified speech-language pathologist (c) For teacher recruitment or retention in high-priority school districts under § 6-17-811; (d) To a master principal under § 6-17-1603; (e) Under another specific provision of law; (iii) An increase in salary received as a result of the school district employee moving into a new position with substantially different job functions.

SALARIES DETERMINED BY BOARD ACTION

SUPERINTENDENT	106,000	PER 12 MONTH CONTRACT	[245 Days]	INDEX →	3.024
SPEECH THERAPIST	59,883	PER 10 MONTH CONTRACT	[205 Days]	INDEX →	1654
DEAN OF STUDENTS	70,048	PER 12 MONTH CONTRACT	[245 Days]	INDEX →	1.959
ATHLETIC TRAINER	40,000	PER 12 MONTH CONTRACT	[245 Days]	INDEX →	1.114
DISTRICT TREASURER	60,000	PER 12 MONTH CONTRACT	[245 Days]		

class period or to teach more than the maximum number of students per day and shall be compensated at a pro-rated portion of his or her contract for both the extra class period and for every additional student they teach over the maximum number of students permitted per day under the Standards for Accreditation of Arkansas Public Schools and School Districts. All other provisions of Act 993 of 2015 Regular Session shall apply to and for the teacher who volunteers in this manner.

CERTIFIED EMPLOYEES FRACTIONAL F.T.E. PROVISION

For any non-administrative, certified employee's, working less than a seven period day, pay is based on a proportional per diem rate of contracted amount for a full day employee.

BENEFITS/SALARY SUPPLEMENTS

Car allowance shall be paid to the superintendent in the amount of \$2700.00 per year. This allowance shall be paid in a lump sum at the beginning of each fiscal year. The superintendent shall keep a log of mileage traveled for school purposes from January 1 to December 30. The miles traveled shall be multiplied times the rate, existing each July 1, as allowed by the Internal Revenue Service for business travel and the total expense shall be subtracted from the \$2700 allowance. On this difference, usual payroll taxes for state, federal, F.I.C.A., and Medicaid shall be computed and withheld and the superintendent shall receive a 1099-G Misc. Income.

Membership dues in the Arkansas Association of Educational Administrators will be paid for all full-time administrators.

In accordance with A.C.A. 6-17-1117 the Gentry School District shall pay the health insurance contribution rate established by the State Board of Education for each eligible [other] employee electing to participate in the Public School Employee Health Insurance Program. The minimum contribution rate shall increase annually by the same percentage that the legislature increases the salary and benefit component of the per-student foundation funding amount under § 6-20-2305.

Unless exempt, the local contribution rate of a school district shall also increase by the same percentage that a school district increases the base salary for licensed personnel under the licensed salary schedule adopted by the school district.

"Local contribution rate" means the contribution amount a school district provides for health insurance above the minimum contribution rate. A change to the local contribution rate is effective for the plan year after the change to the licensed salary schedule is adopted by a school district.

Business mileage for use of personal vehicle is reimbursed at the rate, existing each July 1, as allowed by the Internal Revenue Service for business for all employees, excluding the superintendent, for all school trips having prior approval by the superintendent.

Meal reimbursement shall be based on actual expenses of meal and gratuity as documented by receipts from the institution at which the meal was obtained. The maximum "tip" allowed as part of the reimbursement shall be no more than 15% of the cost of the meal. The maximum reimbursement per day shall be (\$35) thirty-five dollars. No reimbursement shall be made without appropriate documentation.

**EXTRA DUTY PAY/SALARY SUPPLEMENT
CERTIFIED EMPLOYEES
GENTRY PUBLIC SCHOOLS**

Athletic Director	\$5000
Alternative Learning Director (ALE)	\$3000
Parent Involvement Coordinator	\$1500
Gifted and Talented Coordinator	\$1500
High School Newspaper	\$300
High School Newsletter	\$300
Middle School Newsletter	\$300
Intermediate School Newsletter	\$300
Primary School Newsletter	\$300
Senior Class Sponsor	\$400
Junior Class Sponsor	\$800
High School Student Council	\$400
Forensics	\$1200
Theater	\$800
High School Yearbook	\$1500
High School Ace	\$700
OM Coordinator	\$700
Trap Shooting	\$700
National Board Certification	\$2000
Head Sr. High Football	\$3,500 and 20 Day Extended Contract
Head Jr. High Football	\$3,000 and 20 Day Extended Contract
Asst. Sr. Football	\$2,500 and 10 Day Extended Contract
Asst. Jr. Football	\$2,000 and 10 Day Extended Contract
Sr. Boys Basketball	\$3,500 And 20 Day Extended Contract
Jr. Boys Basketball	\$3,000 And 20 Day Extended Contract
Sr. Girls Basketball	\$3,500 And 20 Day Extended Contract
Jr. Girls Basketball	\$3,000 And 20 Day Extended Contract
Asst. Sr. Basketball	\$2,500 And 10 Day Extended Contract
Asst. Jr. Basketball	\$2,000 And 10 Day Extended Contract
Head Sr. High Boy's Track	\$1,000
Head Jr. High Boy's Track	\$1,000
Sr. High Girls Track	\$1,000
Jr. High Girls Track	\$1,000
7-9 Girls Assistant Track	\$500
7-9 Boy's Assistant Track	\$500
10-12 Girls Assistant Track	\$500
10-12 Boy's Assistant Track	\$500
7th Grade Football	\$1000
Asst. 7 Football	\$500
7th Grade Boys' Basketball	\$1000
7th Grade Girls Basketball	\$1000

7th Grade Boy's Track	\$500
7th Grade Girls Track	\$500
Sr. High Cheerleader	\$2500
Jr. High Cheerleader	\$1500
Sr Band Director	\$3,500 And 20 Day Extended Contract
Jr. Band Director	\$3000
Choir Director	\$1500
Jr. Choir Director	\$1000
Head Baseball	\$2,000
Asst. Baseball	\$1,000
Girls Softball	\$2,000
Assistant Softball	\$1000
Boys Golf 9-12	\$1,000
Girls Golf 9-12	\$1,000
Sr. Volleyball	\$2000
Jr. Volleyball	\$1500
Girls Bowling	\$1,000
Boys Bowling	\$1,000
Girls Soccer	\$2000
Assistant Girls Soccer	\$1000
Boys Soccer	\$2000
Assistant Boys Soccer	\$1000
Weightlifting	\$1,000
Wrestling 9-12	\$2000
Boys Cross Country	\$1000
Girls Cross Country	\$1000

Note: Employees who qualify for multiple stipends involving the extension of the number of working days in the employee's contract, shall only receive an extension for the stipend which is the greatest; i.e. extensions are concurrent not cumulative.

**LOCAL LONGEVITY SALARY CREDITS
CERTIFIED AND CLASSIFIED EMPLOYEES
GENTRY PUBLIC SCHOOLS**

When you have completed **5 years** at Gentry Public Schools you will receive a **\$500** stipend in your next year's contract and will continue to receive such until—

you have completed **10 years** at Gentry Public Schools at which time you will receive a **\$750** stipend in your next year's contract and will continue to receive such until—

you have completed **15 years** at Gentry Public Schools at which time you will receive a **\$1000** stipend in your next year's contract and will continue to receive such until—

you have completed **20 years** at Gentry Public Schools at which time you will receive a **\$1250** stipend in your next year's contract and will continue to receive such until—

you have completed **25 years** at Gentry Public Schools at which time you will receive a **\$1500** stipend in your next year's contract and will continue to receive such until you leave service in the district.