

Gentry Public School District



Classified Salary Schedule
2019-20

**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.

CLASSIFIED EMPLOYEES

Work Hours

A 1.00 FTE classified employee's work day is considered to be 8 hours and the contracted employee's per hourly rate may be computed by dividing the contracted amount by the number of contracted days and dividing that result by 8 hours.

Any assigned duties performed in excess of the resulting 40-hour workweek shall be paid a one and one-half (1½) times the hourly rate. By mutual agreement between the employee's supervisor and the employee, the employee may receive one and one-half (1½) times the number hours worked in excess of the forty-hour workweek of release time, which shall be taken in the following 40-hour work period.

Bus drivers and non-supervisory cafeteria employees will be contracted on a per hour basis. The same provisions regarding overtime and release time as described above shall apply.

Each classified employee may receive a fifteen (15) minute paid break within each four (4) hours period worked.

Each classified shall have a 30 minute paid, duty-free lunch break within the eight (8) hour workday.
(Act 1104 of 2015 Regular Session)

A workweek shall begin at 12:00 a.m. on Sunday and conclude at 11:59:59 p.m. on Saturday

Classified Salary Schedule FY 20

POSITION	Hourly @ Step 0	Code 0	Step 0 0	Step 1 1	Step 2 2	Step 3 3
Teacher's Aide	\$10.00	1	14,800	15,244	15,701	16172
Administrative Assistant/HR Coordinator	\$10.42	2	20,423	21,036	21,667	22317
Bookkeeper II	\$10.55	3	20,678	21,298	21,937	22595
Treasurer/Bookkeeper I	\$14.74	4	28,899	29,766	30,659	31578
Custodians	\$10.00	5	19,600	20,188	20,794	21417
Maintenance Supervisor	\$11.21	6	21,970	22,629	23,308	24007
Bookkeeper III	\$10.42	7	20,423	21,036	21,667	22317
Fleet Manager	\$13.52	8	26,490	27,285	28,103	28946
Transportation & Facilities Director	\$16.07	9	31,490	32,435	33,408	34410
School Nurse-Lpn	\$14.20	10	21,017	21,648	22,297	22966
School Nurse- Rn	\$15.32	11	22,673	23,353	24,054	24776
School Secretaries	\$10.42	12	20,423	21,036	21,667	22317
Bus Driver- 2 Hours Daily	\$16.75	13	6,030	6,211	6,397	6589
Bus Driver- 2.5 Hours Daily	\$16.75	14	7,538	7,764	7,997	8236
Bus Driver- 3 Hours Daily	\$16.75	15	9,045	9,316	9,596	9884
Bus Driver- 3.5 Hours Daily	\$16.75	16	10,553	10,869	11,195	11531
Bus Driver- 4 Hours Daily	\$16.75	17	12,060	12,422	12,794	13178
Bus Driver- 4.5 Hours Daily	\$16.75	18	13,568	13,975	14,394	14826
Bus Driver- 5 Hours Daily	\$16.75	19	15,075	15,527	15,993	16473
Lunchroom Supervisor	\$11.76	20	19,756	20,349	20,959	21588
Lunchroom Worker -8 Hour	\$10.00	21	14,400	14,832	15,277	15735
Lunchroom Worker -7 Hour	\$10.00	22	12,600	12,978	13,367	13768
Lunchroom Worker -6 Hour	\$10.00	23	10,800	11,124	11,458	11801
Lunchroom Worker -5 Hour	\$10.00	24	9,000	9,270	9,548	9835
Transportation Helper	\$10.00	25	19,600	20,188	20,794	21417
Technology Technician	\$10.00	26	19,600	20,188	20,794	21417
Child Nutrition Manager	\$10.42	27	15,005	15,455	15,919	16396
Maintenance Helper	\$10.00	28	19,600	20,188	20,794	21417
Network Administrator	\$13.78	29	27,013	27,823	28,658	29517
Night Custodial Supervisor	\$11.21	30	21,970	22,629	23,308	24007
Registrar	\$10.42	31	20,423	21,036	21,667	22317
Substitute Bus Driver			16.02	16.50	16.99	17.50

Classified Salary Schedule FY 20

POSITION	Hourly	Code	Step 4	Step 5	Step 6	Step 7
	@ Step 0	0	4	5	6	7
Teacher's Aide	\$10.00	1	16,658	17,157	17,672	18,202
Administrative Assistant/HR Coordinator	\$10.42	2	22,986	23,676	24,386	25,118
Bookkeeper II	\$10.55	3	23,273	23,971	24,691	25,431
Treasurer/Bookkeeper I	\$14.74	4	32,526	33,502	34,507	35,542
Custodians	\$10.00	5	22,060	22,722	23,403	24,106
Maintenance Supervisor	\$11.21	6	24,727	25,469	26,233	27,020
Bookkeeper III	\$10.42	7	22,986	23,676	24,386	25,118
Fleet Manager	\$13.52	8	29,815	30,709	31,630	32,579
Transportation & Facilities Director	\$16.07	9	35,442	36,506	37,601	38,729
School Nurse-Lpn	\$14.20	10	23,655	24,365	25,096	25,849
School Nurse- Rn	\$15.32	11	25,519	26,285	27,073	27,885
School Secretaries	\$10.42	12	22,986	23,676	24,386	25,118
Bus Driver- 2 Hours Daily	\$16.75	13	6,787	6,990	7,200	7,416
Bus Driver- 2.5 Hours Daily	\$16.75	14	8,484	8,738	9,000	9,270
Bus Driver- 3 Hours Daily	\$16.75	15	10,180	10,486	10,800	11,124
Bus Driver- 3.5 Hours Daily	\$16.75	16	11,877	12,233	12,600	12,978
Bus Driver- 4 Hours Daily	\$16.75	17	13,574	13,981	14,400	14,832
Bus Driver- 4.5 Hours Daily	\$16.75	18	15,270	15,728	16,200	16,686
Bus Driver- 5 Hours Daily	\$16.75	19	16,967	17,476	18,000	18,540
Lunchroom Supervisor	\$11.76	20	22,236	22,903	23,590	24,297
Lunchroom Worker -8 Hour	\$10.00	21	16,207	16,694	17,194	17,710
Lunchroom Worker -7 Hour	\$10.00	22	14,181	14,607	15,045	15,496
Lunchroom Worker -6 Hour	\$10.00	23	12,155	12,520	12,896	13,283
Lunchroom Worker -5 Hour	\$10.00	24	10,130	10,433	10,746	11,069
Transportation Helper	\$10.00	25	22,060	22,722	23,403	24,106
Technology Technician	\$10.00	26	22,060	22,722	23,403	24,106
Child Nutrition Manager	\$10.42	27	16,888	17,395	17,917	18,454
Maintenance Helper	\$10.00	28	22,060	22,722	23,403	24,106
Network Administrator	\$13.78	29	30,403	31,315	32,254	33,222
Night Custodial Supervisor	\$11.21	30	24,727	25,469	26,233	27,020
Registrar	\$10.42	31	22,986	23,676	24,386	25,118
Substitute Bus Driver			18.03	18.57	19.12	19.70

Classified Salary Schedule FY 20

POSITION	Hourly	Code	Step 8	Step 9	Step 10	Step 11
	@ Step 0	0	8	9	10	11
Teacher's Aide	\$10.00	1	18,748	19,311	19,890	20,487
Administrative Assistant/HR Coordinator	\$10.42	2	25,871	26,648	27,447	28,270
Bookkeeper II	\$10.55	3	26,194	26,980	27,790	28,623
Treasurer/Bookkeeper I	\$14.74	4	36,608	37,706	38,838	40,003
Custodians	\$10.00	5	24,829	25,574	26,341	27,131
Maintenance Supervisor	\$11.21	6	27,831	28,666	29,526	30,412
Bookkeeper III	\$10.42	7	25,871	26,648	27,447	28,270
Fleet Manager	\$13.52	8	33,557	34,563	35,600	36,668
Transportation & Facilities Director	\$16.07	9	39,891	41,087	42,320	43,590
School Nurse-Lpn	\$14.20	10	26,624	27,423	28,245	29,093
School Nurse- Rn	\$15.32	11	28,722	29,584	30,471	31,385
School Secretaries	\$10.42	12	25,871	26,648	27,447	28,270
Bus Driver- 2 Hours Daily	\$16.75	13	7,639	7,868	8,104	8,347
Bus Driver- 2.5 Hours Daily	\$16.75	14	9,548	9,835	10,130	10,434
Bus Driver- 3 Hours Daily	\$16.75	15	11,458	11,802	12,156	12,520
Bus Driver- 3.5 Hours Daily	\$16.75	16	13,368	13,769	14,182	14,607
Bus Driver- 4 Hours Daily	\$16.75	17	15,277	15,736	16,208	16,694
Bus Driver- 4.5 Hours Daily	\$16.75	18	17,187	17,703	18,234	18,781
Bus Driver- 5 Hours Daily	\$16.75	19	19,097	19,669	20,260	20,867
Lunchroom Supervisor	\$11.76	20	25,026	25,777	26,550	27,347
Lunchroom Worker -8 Hour	\$10.00	21	18,241	18,789	19,352	19,933
Lunchroom Worker -7 Hour	\$10.00	22	15,961	16,440	16,933	17,441
Lunchroom Worker -6 Hour	\$10.00	23	13,681	14,092	14,514	14,950
Lunchroom Worker -5 Hour	\$10.00	24	11,401	11,743	12,095	12,458
Transportation Helper	\$10.00	25	24,829	25,574	26,341	27,131
Technology Technician	\$10.00	26	24,829	25,574	26,341	27,131
Child Nutrition Manager	\$10.42	27	19,008	19,578	20,165	20,770
Maintenance Helper	\$10.00	28	24,829	25,574	26,341	27,131
Network Administrator	\$13.78	29	34,219	35,245	36,303	37,392
Night Custodial Supervisor	\$11.21	30	27,831	28,666	29,526	30,412
Registrar	\$10.42	31	25,871	26,648	27,447	28,270
Substitute Bus Driver			20.29	20.90	21.52	22.17

Classified Salary Schedule FY 20

POSITION	Hourly	Code	Step 12	Step 13	Step 14	Step 15
	@ Step 0		12	13	14	15
Teacher's Aide	\$10.00	1	21,101	21,734	22,386	23,058
Administrative Assistant/HR Coordinator	\$10.42	2	29,119	29,992	30,892	31,819
Bookkeeper II	\$10.55	3	29,482	30,366	31,277	32,216
Treasurer/Bookkeeper I	\$14.74	4	41,203	42,439	43,712	45,023
Custodians	\$10.00	5	27,945	28,783	29,647	30,536
Maintenance Supervisor	\$11.21	6	31,324	32,264	33,232	34,229
Bookkeeper III	\$10.42	7	29,119	29,992	30,892	31,819
Fleet Manager	\$13.52	8	37,768	38,901	40,069	41,271
Transportation & Facilities Director	\$16.07	9	44,897	46,244	47,631	49,060
School Nurse-Lpn	\$14.20	10	29,966	30,865	31,790	32,744
School Nurse- Rn	\$15.32	11	32,327	33,297	34,295	35,324
School Secretaries	\$10.42	12	29,119	29,992	30,892	31,819
Bus Driver- 2 Hours Daily	\$16.75	13	8,597	8,855	9,121	9,395
Bus Driver- 2.5 Hours Daily	\$16.75	14	10,747	11,069	11,401	11,743
Bus Driver- 3 Hours Daily	\$16.75	15	12,896	13,283	13,681	14,092
Bus Driver- 3.5 Hours Daily	\$16.75	16	15,045	15,497	15,962	16,440
Bus Driver- 4 Hours Daily	\$16.75	17	17,195	17,711	18,242	18,789
Bus Driver- 4.5 Hours Daily	\$16.75	18	19,344	19,924	20,522	21,138
Bus Driver- 5 Hours Daily	\$16.75	19	21,493	22,138	22,802	23,486
Lunchroom Supervisor	\$11.76	20	28,167	29,012	29,883	30,779
Lunchroom Worker -8 Hour	\$10.00	21	20,531	21,147	21,781	22,435
Lunchroom Worker -7 Hour	\$10.00	22	17,965	18,504	19,059	19,630
Lunchroom Worker -6 Hour	\$10.00	23	15,398	15,860	16,336	16,826
Lunchroom Worker -5 Hour	\$10.00	24	12,832	13,217	13,613	14,022
Transportation Helper	\$10.00	25	27,945	28,783	29,647	30,536
Technology Technician	\$10.00	26	27,945	28,783	29,647	30,536
Child Nutrition Manager	\$10.42	27	21,393	22,035	22,696	23,377
Maintenance Helper	\$10.00	28	27,945	28,783	29,647	30,536
Network Administrator	\$13.78	29	38,513	39,669	40,859	42,085
Night Custodial Supervisor	\$11.21	30	31,324	32,264	33,232	34,229
Registrar	\$10.42	31	29,119	29,992	30,892	31,819
Substitute Bus Driver			22.84	23.52	24.23	24.95

Classified Salary Schedule FY 20

POSITION	Hourly	Code	Step 16	Step 17	Step 18	Step 19
	@ Step 0		0	16	17	18
Teacher's Aide	\$10.00	1	23,750	24,462	25,196	25,952
Administrative Assistant/HR Coordinator	\$10.42	2	32,773	33,756	34,769	35,812
Bookkeeper II	\$10.55	3	33,182	34,178	35,203	36,259
Treasurer/Bookkeeper I	\$14.74	4	46,374	47,765	49,198	50,674
Custodians	\$10.00	5	31,452	32,396	33,368	34,369
Maintenance Supervisor	\$11.21	6	35,255	36,313	37,403	38,525
Bookkeeper III	\$10.42	7	32,773	33,756	34,769	35,812
Fleet Manager	\$13.52	8	42,509	43,784	45,097	46,450
Transportation & Facilities Director	\$16.07	9	50,532	52,048	53,610	55,218
School Nurse-Lpn	\$14.20	10	33,726	34,738	35,780	36,854
School Nurse- Rn	\$15.32	11	36,384	37,476	38,600	39,758
School Secretaries	\$10.42	12	32,773	33,756	34,769	35,812
Bus Driver- 2 Hours Daily	\$16.75	13	9,676	9,967	10,266	10,574
Bus Driver- 2.5 Hours Daily	\$16.75	14	12,095	12,458	12,832	13,217
Bus Driver- 3 Hours Daily	\$16.75	15	14,515	14,950	15,399	15,860
Bus Driver- 3.5 Hours Daily	\$16.75	16	16,934	17,442	17,965	18,504
Bus Driver- 4 Hours Daily	\$16.75	17	19,353	19,933	20,531	21,147
Bus Driver- 4.5 Hours Daily	\$16.75	18	21,772	22,425	23,098	23,791
Bus Driver- 5 Hours Daily	\$16.75	19	24,191	24,917	25,664	26,434
Lunchroom Supervisor	\$11.76	20	31,703	32,654	33,633	34,642
Lunchroom Worker -8 Hour	\$10.00	21	23,108	23,801	24,515	25,250
Lunchroom Worker -7 Hour	\$10.00	22	20,219	20,826	21,451	22,094
Lunchroom Worker -6 Hour	\$10.00	23	17,331	17,851	18,386	18,938
Lunchroom Worker -5 Hour	\$10.00	24	14,442	14,876	15,322	15,782
Transportation Helper	\$10.00	25	31,452	32,396	33,368	34,369
Technology Technician	\$10.00	26	31,452	32,396	33,368	34,369
Child Nutrition Manager	\$10.42	27	24,078	24,801	25,545	26,311
Maintenance Helper	\$10.00	28	31,452	32,396	33,368	34,369
Network Administrator	\$13.78	29	43,347	44,648	45,987	47,367
Night Custodial Supervisor	\$11.21	30	35,255	36,313	37,403	38,525
Registrar	\$10.42	31	32,773	33,756	34,769	35,812
Substitute Bus Driver			25.70	26.47	27.27	28.09

Classified Salary Schedule FY 20

POSITION	Hourly	Code	Step 20	Step 21	Step 22	Step 23
	@ Step 0		0	20	21	22
Teacher's Aide	\$10.00	1	26,730	27,532	28,358	29,209
Administrative Assistant/HR Coordinator	\$10.42	2	36,887	37,993	39,133	40,307
Bookkeeper II	\$10.55	3	37,347	38,467	39,621	40,810
Treasurer/Bookkeeper I	\$14.74	4	52,194	53,760	55,373	57,034
Custodians	\$10.00	5	35,400	36,462	37,556	38,682
Maintenance Supervisor	\$11.21	6	39,680	40,871	42,097	43,360
Bookkeeper III	\$10.42	7	36,887	37,993	39,133	40,307
Fleet Manager	\$13.52	8	47,844	49,279	50,758	52,280
Transportation & Facilities Director	\$16.07	9	56,874	58,581	60,338	62,148
School Nurse-Lpn	\$14.20	10	37,959	39,098	40,271	41,479
School Nurse- Rn	\$15.32	11	40,951	42,179	43,444	44,748
School Secretaries	\$10.42	12	36,887	37,993	39,133	40,307
Bus Driver- 2 Hours Daily	\$16.75	13	10,891	11,218	11,554	11,901
Bus Driver- 2.5 Hours Daily	\$16.75	14	13,614	14,022	14,443	14,876
Bus Driver- 3 Hours Daily	\$16.75	15	16,336	16,826	17,331	17,851
Bus Driver- 3.5 Hours Daily	\$16.75	16	19,059	19,631	20,220	20,826
Bus Driver- 4 Hours Daily	\$16.75	17	21,782	22,435	23,108	23,801
Bus Driver- 4.5 Hours Daily	\$16.75	18	24,504	25,240	25,997	26,777
Bus Driver- 5 Hours Daily	\$16.75	19	27,227	28,044	28,885	29,752
Lunchroom Supervisor	\$11.76	20	35,681	36,752	37,854	38,990
Lunchroom Worker -8 Hour	\$10.00	21	26,008	26,788	27,592	28,420
Lunchroom Worker -7 Hour	\$10.00	22	22,757	23,440	24,143	24,867
Lunchroom Worker -6 Hour	\$10.00	23	19,506	20,091	20,694	21,315
Lunchroom Worker -5 Hour	\$10.00	24	16,255	16,743	17,245	17,762
Transportation Helper	\$10.00	25	35,400	36,462	37,556	38,682
Technology Technician	\$10.00	26	35,400	36,462	37,556	38,682
Child Nutrition Manager	\$10.42	27	27,100	27,913	28,751	29,613
Maintenance Helper	\$10.00	28	35,400	36,462	37,556	38,682
Network Administrator	\$13.78	29	48,788	50,251	51,759	53,312
Night Custodial Supervisor	\$11.21	30	39,680	40,871	42,097	43,360
Registrar	\$10.42	31	36,887	37,993	39,133	40,307
Substitute Bus Driver			28.93	29.80	30.69	31.61

Classified Salary Schedule FY 20

<u>POSITION</u>	<u>Hourly</u> @ Step 0	<u>Code</u> 0	<u>Step 24</u> 24	<u>Data</u>	<u>Longevity</u>	<u>Credit</u>	<u>End of year</u>
Teacher's Aide	\$10.00	1	30,085	185 days	0	0	1
Administrative Assistant	\$10.42	2	41,516	245 days	1	0	2
Bookkeeper II	\$10.55	3	42,034	245 days	2	0	3
Treasurer/Bookkeeper I	\$14.74	4	58,745	245 days	3	0	4
Custodians	\$10.00	5	39,843	245 days	4	0	5
Maintenance Supervisor	\$11.21	6	44,661	245 days	5	500	6
Bookkeeper III	\$10.42	7	41,516	245 days	6	500	7
Fleet Manager	\$13.52	8	53,849	245 days	7	500	8
Transportation & Facilities Director	\$16.07	9	64,013	245 days	8	500	9
School Nurse-Lpn	\$14.20	10	42,724	185 days	9	500	10
School Nurse- Rn	\$15.32	11	46,090	185 days	10	750	11
School Secretaries	\$10.42	12	41,516	245 days	11	750	12
Bus Driver- 2 Hours Daily	\$16.75	13	12,258	180 days	12	750	13
Bus Driver- 2.5 Hours Daily	\$16.75	14	15,322	180 days	13	750	14
Bus Driver- 3 Hours Daily	\$16.75	15	18,387	180 days	14	750	15
Bus Driver- 3.5 Hours Daily	\$16.75	16	21,451	180 days	15	1,000	16
Bus Driver- 4 Hours Daily	\$16.75	17	24,515	180 days	16	1,000	17
Bus Driver- 4.5 Hours Daily	\$16.75	18	27,580	180 days	17	1,000	18
Bus Driver- 5 Hours Daily	\$16.75	19	30,644	180 days	18	1,000	19
Lunchroom Supervisor	\$11.76	20	40,160	210 days	19	1,000	20
Lunchroom Worker -8 Hour	\$10.00	21	29,272	180 days	20	1,250	21
Lunchroom Worker -7 Hour	\$10.00	22	25,613	180 days	21	1,250	22
Lunchroom Worker -6 Hour	\$10.00	23	21,954	180 days	22	1,250	23
Lunchroom Worker -5 Hour	\$10.00	24	18,295	180 days	23	1,250	24
Transportation Helper	\$10.00	25	39,843	245 days	24	1,250	25
Technology Technician	\$10.00	26	39,843	245 days	25	1,500	26
Child Nutrition Manager	\$10.42	27	30,502	180 days	26	1,500	27
Maintenance Helper	\$10.00	28	39,843	245 days	27	1,500	28
Network Administrator	\$13.78	29	54,911	245 days	28	1,500	29
Night Custodial Supervisor	\$11.21	30	44,661	245 days	29	1,500	30
Registrar	\$10.42	31	41,516	245 days	30	1,500	31
Substitute Bus Driver			\$32.56	per Hour			
Bus Shuttles/Activity Trip Rate Per Hour		32	\$14.00	per Hour			

Classified Stipend Schedule

APSCN Stipend	per year	\$1,000
Campus Substitute Scheduler	per year	\$1,500
School Board Recording Secretary	per year	\$1,500
Clerk Stipend for Athletic Director Duties	per year	\$1,500
Bus Shuttles/Activity Trip Rate Per Hour	per hour	\$14
Arkansas School Certified Stipend	per year	\$1,500
School Nurse Supervisor Stipend	per year	\$1,500
Associate Degree in Related Field to Work	per year	\$1,000
Bachelor's Degree in Related Field to Work	per year	\$2,000

All full day or part-time classified substitutes, excluding teacher substitutes, will be assigned a "step position" on the first day of employment based on previous work history. The Supervisor and/or Director of such employee will make the "step" recommendation to the Superintendent. If the Superintendent is in agreement, s/he shall make such recommendation to the School Board for approval.