

Gentry Public School District



Certified Salary Schedule
2020-2021

Descriptor Term: Descriptor

Code: Issue Date: Last Revised:

CERTIFIED/CLASSIFIED SALARY SCHEDULE GBAAA July 1, 1997 June 20, 2016, 3-13-2017, 4-17-2017, March 17, 2020

Expe rience	1		3		5		7		9		Long avitu	Credi t	End of
	BA	Index	BA +15	Index	MED	Index	MED+15	Index	MED+30	Index			
0	36000	1.000	37030	1.029	40650	1.129	41268	1.147	41886	1.165	0	\$0	1
1	36500	1.014	37530	1.044	41150	1.144	41768	1.161	42386	1.179	1	\$0	2
2	37000	1.029	38030	1.058	41650	1.158	42268	1.176	42886	1.193	2	\$0	3
3	37500	1.043	38530	1.072	42150	1.172	42768	1.190	43386	1.208	3	\$0	4
4	38000	1.057	39030	1.087	42650	1.187	43268	1.204	43886	1.222	4	\$0	5
5	38500	1.071	39530	1.101	43150	1.201	43768	1.219	44386	1.236	5	\$500	6
6	39000	1.086	40030	1.115	43650	1.215	44268	1.233	44886	1.251	6	\$500	7
7	39500	1.100	40530	1.129	44150	1.229	44768	1.247	45386	1.265	7	\$500	8
8	40000	1.114	41030	1.144	44650	1.244	45268	1.261	45886	1.279	8	\$500	9
9	40500	1.129	41530	1.158	45150	1.258	45768	1.276	46386	1.293	9	\$500	10
10	41000	1.143	42030	1.172	45650	1.272	46268	1.290	46886	1.308	10	\$750	11
11	41500	1.157	42530	1.187	46150	1.287	46768	1.304	47386	1.322	11	\$750	12
12	42000	1.171	43030	1.201	46650	1.301	47268	1.319	47886	1.336	12	\$750	13
13	42500	1.186	43530	1.215	47150	1.315	47768	1.333	48386	1.351	13	\$750	14
14	43000	1.200	44030	1.229	47650	1.329	48268	1.347	48886	1.365	14	\$750	15
15	43500	1.214	44530	1.244	48150	1.344	48768	1.361	49386	1.379	15	\$1,000	16
16	44000	1.229	45030	1.258	48650	1.358	49268	1.376	49886	1.393	16	\$1,000	17
17	44500	1.243	45530	1.272	49150	1.372	49768	1.390	50386	1.408	17	\$1,000	18
18	45000	1.257	46030	1.287	49650	1.387	50268	1.404	50886	1.422	18	\$1,000	19
19	45500	1.271	46530	1.301	50150	1.401	50768	1.419	51386	1.436	19	\$1,000	20
20	46000	1.286	47030	1.315	50650	1.415	51268	1.433	51886	1.451	20	\$1,250	21
21	46500	1.300	47530	1.329	51150	1.429	51768	1.447	52386	1.465	21	\$1,250	22
22	47000	1.314	48030	1.344	51650	1.444	52268	1.461	52886	1.479	22	\$1,250	23
23	47500	1.329	48530	1.358	52150	1.458	52768	1.476	53386	1.493	23	\$1,250	24
24	48000	1.343	49030	1.372	52650	1.472	53268	1.490	53886	1.508	24	\$1,250	25
25	48500	1.357	49530	1.387	53150	1.487	53768	1.504	54386	1.522	25	\$1,500	26
26	49000	1.371	50030	1.401	53650	1.501	54268	1.519	54886	1.536	26	\$1,500	27
27	49500	1.386	50530	1.415	54150	1.515	54768	1.533	55386	1.551	27	\$1,500	28
28	50000	1.400	51030	1.429	54650	1.529	55268	1.547	55886	1.565	28	\$1,500	29
29	50500	1.414	51530	1.444	55150	1.544	55768	1.561	56386	1.579	29	\$1,500	30
30	51000	1.429	52030	1.458	55650	1.558	56268	1.576	56886	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	107,500	PER 12 MONTH CONTRACT	[245 Days]	INDEX → 3.024
SPEECH THERAPIST	61,383	PER 10 MONTH CONTRACT	[205 Days]	INDEX → 1654
DEAN OF STUDENTS	71,548	PER 12 MONTH CONTRACT	[245 Days]	INDEX → 1.959
ATHLETIC TRAINER	41,500	PER 12 MONTH CONTRACT	[245 Days]	INDEX → 1.114
DISTRICT TREASURER	61,500	PER 12 MONTH CONTRACT	[245 Days]	
DIRECTOR OF OPERATIONS	61,000	PER 12 MONTH CONTRACT	[245 Days]	

OTHER SALARIES DETERMINED BY BOARD ACTION

Positon	Days	Index	Code	Base
Assistant Superintendent	245	2.165	2	\$76,767
Curriculum/Federal Coordinator	245	2.053	3	\$72,841
Principal	245	2.053	4	\$72,841
LEA/Consortium Supervisor	245	2.053	5	\$72,841
Assistant Principal/AD	245	1.940	6	\$67,885
Assistant Principal	225	1.768	7	\$61,896
Assistant Principal	205	1.640	8	\$57,397
Associate Principal-Special Assignment	245	1.940	9	\$67,885
Assistant Principal of Equity, Curriculum, and Instruction	225	1.768	10	\$61,896

Experience in EDAD

Experience Step

\$500 per year

Degree

M.Ed.	Degree Step 1	1	\$0
M.Ed.+15	Degree Step 2	2	\$1,030
M.Ed.+30	Degree Step 3	3	\$4,532
Ed.S.	Degree Step 4	4	\$5,150
Ed.D.	Degree Step 5	5	\$5,768

**CERTIFIED EMPLOYEES
EXTENDED CONTRACT PROVISION**

Non-administrative, certified employees' salaries, who have a 195 to 245 day contract, are pro-rated according to per diem rate for 190 day contract for their respective level of experience and education hours.

“Certified employees who perform a service for the school district outside their contracted instructional day that is not already compensated by a stipend, which requires certification to perform, and the service is in the teacher’s field of certification, shall be paid at either his/her per diem rate or per hour rate based on an eight hour day calculated from his/her per diem rate.

“Certified employees who perform a service for the school district outside their contracted instructional day, that is not already compensated by a stipend, is in excess of 60 minutes per week and which does not require certification to perform, shall be paid at either the per diem rate or per hour rate based on an eight hour day calculated on an aides position at Step 0.

If a teacher in grades seven through twelve (7-12) volunteers to teach more than the maximum number of students permitted per day under the Standards for Accreditation of Arkansas Public Schools and School Districts, then the teacher's pay under his or her contract shall be increased by an amount proportionate to the teacher's base pay and the additional number of students taught by the teacher. A teacher in grades seven through twelve (7-12) may volunteer to use his or her conference period during the day to teach an additional 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
Parent Involvement Coordinator (FACE)	\$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	\$2,000 And 10 Day Extended Contract
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	\$2,000

Boys Cross Country	\$1,000
Girls Cross Country	\$1,000
Direct Reach Teacher I	\$3,000
Direct Reach Teacher II	\$5,500
Master Direct Reach Teacher	\$8,000
Multi-Classroom Leader I	\$10,500
Multi-Classroom Leader II	\$13,000
Multi-Classroom Leader III	\$15,500
Expelled with Services Teacher Contact	\$250
ESOL Coordinator	\$2500
District Coordinator Parent and Family Engagement (FACE)	\$2000
Alternative Learning Environment (ALE)	\$10,000

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.