

# Gentry Public School District



Classified Salary Schedule  
2021-2022

**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	Code	Step 0	Step 1	Step 2	Step 3
	@ Step					
	0	0	0	1	2	3
Teacher's Aide/Paraprofessional	\$11.00	1	16,280	16,768	17,271	17790
Administrative Assistant/HR Coordinator	\$11.42	2	22,383	23,054	23,746	24459
Bookkeeper II	\$11.55	3	22,638	23,317	24,017	24737
Custodians	\$11.00	5	21,555	22,202	22,868	23554
Maintenance Supervisor	\$12.50	6	24,500	25,235	25,992	26772
Bookkeeper III	\$11.42	7	22,383	23,054	23,746	24459
Fleet Manager	\$13.52	8	26,950	27,759	28,591	29449
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	\$11.42	12	22,383	23,054	23,746	24459
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	\$11.00	21	15,840	16,315	16,805	17309
Lunchroom Worker -7 Hour	\$11.00	22	13,860	14,276	14,704	15145
Lunchroom Worker -6 Hour	\$11.00	23	11,880	12,236	12,603	12982
Lunchroom Worker -5 Hour	\$11.00	24	9,900	10,197	10,503	10818
Transportation Helper	\$11.00	25	21,560	22,207	22,873	23559
Technology Technician	\$13.46	26	26,382	27,173	27,989	28828
Child Nutrition Manager	\$11.42	27	16,445	16,938	17,447	17970
Maintenance Helper	\$11.00	28	21,560	22,207	22,873	23559
Network Administrator	\$13.78	29	27,013	27,823	28,658	29517
Night Custodial Supervisor	\$12.50	30	24,500	25,235	25,992	26772
Registrar	\$11.42	31	22,383	23,054	23,746	24459
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					
	<b>0</b>	<b>0</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>Teacher's Aide/Paraprofessional</b>	\$11.00	<b>1</b>	18,323	18,873	19,439	20,022
<b>Administrative Assistant/HR Coordinator</b>	\$11.42	<b>2</b>	25,192	25,948	26,726	27,528
<b>Bookkeeper II</b>	\$11.55	<b>3</b>	25,479	26,244	27,031	27,842
<b>Custodians</b>	\$11.00	<b>5</b>	24,260	24,988	25,738	26,510
<b>Maintenance Supervisor</b>	\$12.50	<b>6</b>	27,575	28,402	29,254	30,132
<b>Bookkeeper III</b>	\$11.42	<b>7</b>	25,192	25,948	26,726	27,528
<b>Fleet Manager</b>	\$13.52	<b>8</b>	30,332	31,242	32,180	33,145
<b>Transportation &amp; Facilities Director</b>	\$16.07	<b>9</b>	35,442	36,506	37,601	38,729
<b>School Nurse-Lpn</b>	\$14.20	<b>10</b>	23,655	24,365	25,096	25,849
<b>School Nurse- Rn</b>	\$15.32	<b>11</b>	25,519	26,285	27,073	27,885
<b>School Secretaries</b>	\$11.42	<b>12</b>	25,192	25,948	26,726	27,528
<b>Bus Driver- 2 Hours Daily</b>	\$16.75	<b>13</b>	6,787	6,990	7,200	7,416
<b>Bus Driver- 2.5 Hours Daily</b>	\$16.75	<b>14</b>	8,484	8,738	9,000	9,270
<b>Bus Driver- 3 Hours Daily</b>	\$16.75	<b>15</b>	10,180	10,486	10,800	11,124
<b>Bus Driver- 3.5 Hours Daily</b>	\$16.75	<b>16</b>	11,877	12,233	12,600	12,978
<b>Bus Driver- 4 Hours Daily</b>	\$16.75	<b>17</b>	13,574	13,981	14,400	14,832
<b>Bus Driver- 4.5 Hours Daily</b>	\$16.75	<b>18</b>	15,270	15,728	16,200	16,686
<b>Bus Driver- 5 Hours Daily</b>	\$16.75	<b>19</b>	16,967	17,476	18,000	18,540
<b>Lunchroom Supervisor</b>	\$11.76	<b>20</b>	22,236	22,903	23,590	24,297
<b>Lunchroom Worker -8 Hour</b>	\$11.00	<b>21</b>	17,828	18,363	18,914	19,481
<b>Lunchroom Worker -7 Hour</b>	\$11.00	<b>22</b>	15,600	16,068	16,550	17,046
<b>Lunchroom Worker -6 Hour</b>	\$11.00	<b>23</b>	13,371	13,772	14,185	14,611
<b>Lunchroom Worker -5 Hour</b>	\$11.00	<b>24</b>	11,143	11,477	11,821	12,176
<b>Transportation Helper</b>	\$11.00	<b>25</b>	24,266	24,994	25,744	26,516
<b>Technology Technician</b>	\$13.46	<b>26</b>	29,693	30,584	31,501	32,447
<b>Child Nutrition Manager</b>	\$11.42	<b>27</b>	18,509	19,064	19,636	20,225
<b>Maintenance Helper</b>	\$11.00	<b>28</b>	24,266	24,994	25,744	26,516
<b>Network Administrator</b>	\$13.78	<b>29</b>	30,403	31,315	32,254	33,222
<b>Night Custodial Supervisor</b>	\$12.50	<b>30</b>	27,575	28,402	29,254	30,132
<b>Registrar</b>	\$11.42	<b>31</b>	25,192	25,948	26,726	27,528
<b>Substitute Bus Driver</b>			18.03	18.57	19.12	19.70

## Classified Salary Schedule FY 20

POSITION	Hourly @ Step	Code	Step 8	Step 9	Step 10	Step 11
	0	0	8	9	10	11
Teacher's Aide/Paraprofessional	\$11.00	1	20,623	21,242	21,879	22,535
Administrative Assistant/HR Coordinator	\$11.42	2	28,354	29,205	30,081	30,983
Bookkeeper II	\$11.55	3	28,677	29,537	30,424	31,336
Custodians	\$11.00	5	27,305	28,124	28,968	29,837
Maintenance Supervisor	\$12.50	6	31,036	31,967	32,926	33,914
Bookkeeper III	\$11.42	7	28,354	29,205	30,081	30,983
Fleet Manager	\$13.52	8	34,139	35,164	36,219	37,305
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	\$11.42	12	28,354	29,205	30,081	30,983
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	\$11.00	21	20,066	20,668	21,288	21,926
Lunchroom Worker -7 Hour	\$11.00	22	17,557	18,084	18,627	19,185
Lunchroom Worker -6 Hour	\$11.00	23	15,049	15,501	15,966	16,445
Lunchroom Worker -5 Hour	\$11.00	24	12,541	12,917	13,305	13,704
Transportation Helper	\$11.00	25	27,312	28,131	28,975	29,844
Technology Technician	\$13.46	26	33,420	34,423	35,455	36,519
Child Nutrition Manager	\$11.42	27	20,832	21,457	22,101	22,764
Maintenance Helper	\$11.00	28	27,312	28,131	28,975	29,844
Network Administrator	\$13.78	29	34,219	35,245	36,303	37,392
Night Custodial Supervisor	\$12.50	30	31,036	31,967	32,926	33,914
Registrar	\$11.42	31	28,354	29,205	30,081	30,983
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/Paraprofessional	\$11.00	1	23,211	23,908	24,625	25,364
Administrative Assistant/HR Coordinator	\$11.42	2	31,913	32,870	33,856	34,872
Bookkeeper II	\$11.55	3	32,276	33,245	34,242	35,269
Custodians	\$11.00	5	30,732	31,654	32,604	33,582
Maintenance Supervisor	\$12.50	6	34,931	35,979	37,058	38,170
Bookkeeper III	\$11.42	7	31,913	32,870	33,856	34,872
Fleet Manager	\$13.52	8	38,424	39,577	40,764	41,987
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	\$11.42	12	31,913	32,870	33,856	34,872
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	\$11.00	21	22,584	23,262	23,959	24,678
Lunchroom Worker -7 Hour	\$11.00	22	19,761	20,354	20,964	21,593
Lunchroom Worker -6 Hour	\$11.00	23	16,938	17,446	17,970	18,509
Lunchroom Worker -5 Hour	\$11.00	24	14,115	14,538	14,975	15,424
Transportation Helper	\$11.00	25	30,739	31,662	32,611	33,590
Technology Technician	\$13.46	26	37,614	38,743	39,905	41,102
Child Nutrition Manager	\$11.42	27	23,447	24,150	24,875	25,621
Maintenance Helper	\$11.00	28	30,739	31,662	32,611	33,590
Network Administrator	\$13.78	29	38,513	39,669	40,859	42,085
Night Custodial Supervisor	\$12.50	30	34,931	35,979	37,058	38,170
Registrar	\$11.42	31	31,913	32,870	33,856	34,872
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	19
Teacher's Aide/Paraprofessional	\$11.00	1	26,125	26,908	27,716	28,547
Administrative Assistant/HR Coordinator	\$11.42	2	35,918	36,996	38,106	39,249
Bookkeeper II	\$11.55	3	36,327	37,417	38,540	39,696
Custodians	\$11.00	5	34,589	35,627	36,696	37,797
Maintenance Supervisor	\$12.50	6	39,315	40,495	41,710	42,961
Bookkeeper III	\$11.42	7	35,918	36,996	38,106	39,249
Fleet Manager	\$13.52	8	43,247	44,544	45,881	47,257
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	\$11.42	12	35,918	36,996	38,106	39,249
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	\$11.00	21	25,419	26,181	26,967	27,776
Lunchroom Worker -7 Hour	\$11.00	22	22,241	22,908	23,596	24,304
Lunchroom Worker -6 Hour	\$11.00	23	19,064	19,636	20,225	20,832
Lunchroom Worker -5 Hour	\$11.00	24	15,887	16,363	16,854	17,360
Transportation Helper	\$11.00	25	34,597	35,635	36,704	37,806
Technology Technician	\$13.46	26	42,335	43,605	44,914	46,261
Child Nutrition Manager	\$11.42	27	26,389	27,181	27,997	28,836
Maintenance Helper	\$11.00	28	34,597	35,635	36,704	37,806
Network Administrator	\$13.78	29	43,347	44,648	45,987	47,367
Night Custodial Supervisor	\$12.50	30	39,315	40,495	41,710	42,961
Registrar	\$11.42	31	35,918	36,996	38,106	39,249
Substitute Bus Driver			25.70	26.47	27.27	28.09

## Classified Salary Schedule FY 20

	POSITION					
	@ Step					
	0	0	20	21	22	23
Teacher's Aide/Paraprofessional	\$11.00	1	29,403	30,286	31,194	32,130
Administrative Assistant/HR Coordinator	\$11.42	2	40,426	41,639	42,888	44,175
Bookkeeper II	\$11.55	3	40,887	42,113	43,377	44,678
Custodians	\$11.00	5	38,931	40,099	41,302	42,541
Maintenance Supervisor	\$12.50	6	44,250	45,577	46,945	48,353
Bookkeeper III	\$11.42	7	40,426	41,639	42,888	44,175
Fleet Manager	\$13.52	8	48,675	50,135	51,639	53,188
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	\$11.42	12	40,426	41,639	42,888	44,175
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	\$11.00	21	28,609	29,467	30,351	31,262
Lunchroom Worker -7 Hour	\$11.00	22	25,033	25,784	26,557	27,354
Lunchroom Worker -6 Hour	\$11.00	23	21,457	22,100	22,763	23,446
Lunchroom Worker -5 Hour	\$11.00	24	17,881	18,417	18,969	19,539
Transportation Helper	\$11.00	25	38,940	40,108	41,311	42,551
Technology Technician	\$13.46	26	47,649	49,078	50,551	52,067
Child Nutrition Manager	\$11.42	27	29,701	30,593	31,510	32,456
Maintenance Helper	\$11.00	28	38,940	40,108	41,311	42,551
Network Administrator	\$13.78	29	48,788	50,251	51,759	53,312
Night Custodial Supervisor	\$12.50	30	44,250	45,577	46,945	48,353
Registrar	\$11.42	31	40,426	41,639	42,888	44,175
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/Paraprofessional	\$11.00	1	33,094	185 days	0	0	1
Administrative Assistant	\$11.42	2	45,500	245 days	1	0	2
Bookkeeper II	\$11.55	3	46,018	245 days	2	0	3
Custodians	\$11.00	5	43,817	245 days	4	0	5
Maintenance Supervisor	\$12.50	6	49,803	245 days	5	500	6
Bookkeeper III	\$11.42	7	45,500	245 days	6	500	7
Fleet Manager	\$13.52	8	54,784	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	\$11.42	12	45,500	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	\$11.00	21	32,199	180 days	20	1,250	21
Lunchroom Worker -7 Hour	\$11.00	22	28,175	180 days	21	1,250	22
Lunchroom Worker -6 Hour	\$11.00	23	24,150	180 days	22	1,250	23
Lunchroom Worker -5 Hour	\$11.00	24	20,125	180 days	23	1,250	24
Transportation Helper	\$11.00	25	43,827	245 days	24	1,250	25
Technology Technician	\$13.46	26	53,629	245 days	25	1,500	26
Child Nutrition Manager	\$11.42	27	33,429	180 days	26	1,500	27
Maintenance Helper	\$11.00	28	43,827	245 days	27	1,500	28
Network Administrator	\$13.78	29	54,911	245 days	28	1,500	29
Night Custodial Supervisor	\$12.50	30	49,803	245 days	29	1,500	30
Registrar	\$11.42	31	45,500	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

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