

# Gentry Public School District



Certified Salary Schedule  
2022-2023

Descriptor Term:

Descriptor Code:

Issue Date: Last Revised:

CERTIFIED/CLASSIFIED SALARY SCHEDULE GBAAA 7.1.1997,6.20.2016, 3-13-2017, 4-17-2017,3-17-2020, 5.16.2022

Experience	1		3		5		7		9		Longevity	Credit	End of year
	BA	Index	BA +15	Index	MED	Index	MED+15	Index	MED+30	Index			
0	37000	1.000	38030	1.029	41650	1.129	42268	1.147	42886	1.165	0	\$0	1
1	37500	1.014	38530	1.044	42150	1.144	42768	1.161	43386	1.179	1	\$0	2
2	38000	1.029	39030	1.058	42650	1.158	43268	1.176	43886	1.193	2	\$0	3
3	38500	1.043	39530	1.072	43150	1.172	43768	1.190	44386	1.208	3	\$0	4
4	39000	1.057	40030	1.087	43650	1.187	44268	1.204	44886	1.222	4	\$0	5
5	39500	1.071	40530	1.101	44150	1.201	44768	1.219	45386	1.236	5	\$500	6
6	40000	1.086	41030	1.115	44650	1.215	45268	1.233	45886	1.251	6	\$500	7
7	40500	1.100	41530	1.129	45150	1.229	45768	1.247	46386	1.265	7	\$500	8
8	41000	1.114	42030	1.144	45650	1.244	46268	1.261	46886	1.279	8	\$500	9
9	41500	1.129	42530	1.158	46150	1.258	46768	1.276	47386	1.293	9	\$500	10
10	42000	1.143	43030	1.172	46650	1.272	47268	1.290	47886	1.308	10	\$750	11
11	42500	1.157	43530	1.187	47150	1.287	47768	1.304	48386	1.322	11	\$750	12
12	43000	1.171	44030	1.201	47650	1.301	48268	1.319	48886	1.336	12	\$750	13
13	43500	1.186	44530	1.215	48150	1.315	48768	1.333	49386	1.351	13	\$750	14
14	44000	1.200	45030	1.229	48650	1.329	49268	1.347	49886	1.365	14	\$750	15
15	44500	1.214	45530	1.244	49150	1.344	49768	1.361	50386	1.379	15	\$1,000	16
16	45000	1.229	46030	1.258	49650	1.358	50268	1.376	50886	1.393	16	\$1,000	17
17	45500	1.243	46530	1.272	50150	1.372	50768	1.390	51386	1.408	17	\$1,000	18
18	46000	1.257	47030	1.287	50650	1.387	51268	1.404	51886	1.422	18	\$1,000	19
19	46500	1.271	47530	1.301	51150	1.401	51768	1.419	52386	1.436	19	\$1,000	20
20	47000	1.286	48030	1.315	51650	1.415	52268	1.433	52886	1.451	20	\$1,250	21
21	47500	1.300	48530	1.329	52150	1.429	52768	1.447	53386	1.465	21	\$1,250	22
22	48000	1.314	49030	1.344	52650	1.444	53268	1.461	53886	1.479	22	\$1,250	23
23	48500	1.329	49530	1.358	53150	1.458	53768	1.476	54386	1.493	23	\$1,250	24
24	49000	1.343	50030	1.372	53650	1.472	54268	1.490	54886	1.508	24	\$1,250	25
25	49500	1.357	50530	1.387	54150	1.487	54768	1.504	55386	1.522	25	\$1,500	26
26	50000	1.371	51030	1.401	54650	1.501	55268	1.519	55886	1.536	26	\$1,500	27
27	50500	1.386	51530	1.415	55150	1.515	55768	1.533	56386	1.551	27	\$1,500	28
28	51000	1.400	52030	1.429	55650	1.529	56268	1.547	56886	1.565	28	\$1,500	29
29	51500	1.414	52530	1.444	56150	1.544	56768	1.561	57386	1.579	29	\$1,500	30
30	52000	1.429	53030	1.458	56650	1.558	57268	1.576	57886	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**

<b>SUPERINTENDENT</b>	<b>114,480</b>	<b>PER 12 MONTH CONTRACT</b>	<b>[245 Days]</b>	<b>INDEX → 3.024</b>
<b>SPEECH THERAPIST</b>	<b>63,383</b>	<b>PER 10 MONTH CONTRACT</b>	<b>[205 Days]</b>	<b>INDEX → 1654</b>
<b>DEAN OF STUDENTS</b>	<b>73,548</b>	<b>PER 12 MONTH CONTRACT</b>	<b>[245 Days]</b>	<b>INDEX → 1.959</b>
<b>ATHLETIC TRAINER</b>	<b>43,500</b>	<b>PER 12 MONTH CONTRACT</b>	<b>[245 Days]</b>	<b>INDEX → 1.114</b>
<b>DISTRICT TREASURER</b>	<b>63,500</b>	<b>PER 12 MONTH CONTRACT</b>	<b>[245 Days]</b>	
<b>DIRECTOR OF OPERATIONS</b>	<b>63,000</b>	<b>PER 12 MONTH CONTRACT</b>	<b>[245 Days]</b>	
<b>School Psychological Specialist</b>	<b>60,000</b>	<b>190 Day Contract</b>		

#### **OTHER SALARIES DETERMINED BY BOARD ACTION**

<b>Position</b>	<b>Days</b>	<b>Index</b>	<b>Code</b>	<b>Base</b>
<b>Assistant Superintendent</b>	245	2.165	2	\$81,130
<b>Curriculum/Federal Coordinator</b>	245	2.053	3	\$73,841
<b>Principal</b>	245	2.053	4	\$73,841
<b>LEA/Consortium Supervisor</b>	245	2.053	5	\$73,841
<b>Assistant Principal/AD</b>	245	1.940	6	\$68,885
<b>Assistant Principal</b>	225	1.768	7	\$62,896
<b>Assistant Principal</b>	205	1.640	8	\$58,397
<b>Associate Principal-Special Assignment</b>	245	1.940	9	\$69,385
<b>Assistant Principal of Equity, Curriculum, and Instruction</b>	225	1.768	10	\$63,396

**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
AP Coordinator	3 Days extended contract
Forensics	\$1200

Theater	\$1200
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
District Level Multi-Classroom Leader	\$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
Master Professional Teacher	\$1,000
High Reliability Teacher Level 1	\$1,000
High Reliability Teacher Level 2	\$1,000
High Reliability Teacher Level 3	\$1,000
504 Building Designee	\$1,500

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.