

# Gentry Public School District



Classified Salary Schedule  
2022-2023

**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 23

POSITION	Hourly @ Step 0	Code 0	Step 0 0	Step 1 1	Step 2 2	Step 3 3
Teacher's Aide/Paraprofessional	\$11.50	1	17,020	17,531	18,057	18598
Administrative Assistant/HR Coordinator	\$11.92	2	23,370	24,071	24,793	25537
Bookkeeper II	\$12.05	3	23,618	24,327	25,056	25808
Custodians	\$11.50	5	22,540	23,216	23,913	24630
Maintenance Supervisor	\$13.00	6	25,480	26,244	27,032	27843
Bookkeeper III	\$11.92	7	23,370	24,071	24,793	25537
Fleet Manager	\$14.02	8	27,470	28,294	29,143	30017
Transportation & Facilities Director	\$16.07	9	31,490	32,435	33,408	34410
School Nurse-Lpn	\$14.70	10	21,756	22,409	23,081	23774
School Nurse- Rn	\$15.82	11	23,413	24,116	24,839	25584
School Secretaries	\$11.92	12	23,370	24,071	24,793	25537
Bus Driver- 2 Hours Daily	\$17.25	13	6,210	6,396	6,588	6786
Bus Driver- 2.5 Hours Daily	\$17.25	14	7,763	7,995	8,235	8482
Bus Driver- 3 Hours Daily	\$17.25	15	9,315	9,594	9,882	10179
Bus Driver- 3.5 Hours Daily	\$17.25	16	10,868	11,194	11,529	11875
Bus Driver- 4 Hours Daily	\$17.25	17	12,420	12,793	13,176	13572
Bus Driver- 4.5 Hours Daily	\$17.25	18	13,973	14,392	14,823	15268
Bus Driver- 5 Hours Daily	\$17.25	19	15,525	15,991	16,470	16965
Lunchroom Supervisor	\$12.26	20	20,597	21,215	21,851	22507
Lunchroom Worker -8 Hour	\$11.50	21	16,560	17,057	17,569	18096
Lunchroom Worker -7 Hour	\$11.50	22	14,490	14,925	15,372	15834
Lunchroom Worker -6 Hour	\$11.50	23	12,420	12,793	13,176	13572
Lunchroom Worker -5 Hour	\$11.50	24	10,350	10,661	10,980	11310
Transportation Helper	\$11.50	25	22,540	23,216	23,913	24630
Technology Technician	\$13.96	26	27,361	28,182	29,027	29898
Child Nutrition Manager	\$11.92	27	17,164	17,679	18,209	18756
Maintenance Helper	\$11.50	28	22,540	23,216	23,913	24630
Network Administrator	\$14.28	29	27,989	28,828	29,693	30584
Night Custodial Supervisor	\$13.00	30	25,480	26,244	27,032	27843
Registrar	\$11.92	31	23,363	24,064	24,786	25529
Substitute Buse Driver			\$16.02	\$16.50	\$16.99	\$17.50
Substitute Bus Driver assigned step based on experience.						
Bus Shuttles/Activity Trip Rate Per Hour						
\$15.00						

## Classified Salary Schedule FY 23

POSITION	Hourly @ Step <b>0</b>	Code <b>0</b>	Step 4 <b>4</b>	Step 5 <b>5</b>	Step 6 <b>6</b>	Step 7 <b>7</b>
Teacher's Aide/Paraprofessional	\$11.50	<b>1</b>	19,156	19,731	20,323	20,932
Administrative Assistant/HR Coordinator	\$11.92	<b>2</b>	26,303	27,092	27,905	28,742
Bookkeeper II	\$12.05	<b>3</b>	26,582	27,380	28,201	29,047
Custodians	\$11.50	<b>5</b>	25,369	26,130	26,914	27,721
Maintenance Supervisor	\$13.00	<b>6</b>	28,678	29,538	30,424	31,337
Bookkeeper III	\$11.92	<b>7</b>	26,303	27,092	27,905	28,742
Fleet Manager	\$14.02	<b>8</b>	30,918	31,845	32,801	33,785
Transportation & Facilities Director	\$16.07	<b>9</b>	35,442	36,506	37,601	38,729
School Nurse-Lpn	\$14.70	<b>10</b>	24,487	25,221	25,978	26,757
School Nurse- Rn	\$15.82	<b>11</b>	26,352	27,142	27,957	28,795
School Secretaries	\$11.92	<b>12</b>	26,303	27,092	27,905	28,742
Bus Driver- 2 Hours Daily	\$17.25	<b>13</b>	6,989	7,199	7,415	7,638
Bus Driver- 2.5 Hours Daily	\$17.25	<b>14</b>	8,737	8,999	9,269	9,547
Bus Driver- 3 Hours Daily	\$17.25	<b>15</b>	10,484	10,799	11,123	11,456
Bus Driver- 3.5 Hours Daily	\$17.25	<b>16</b>	12,231	12,598	12,976	13,366
Bus Driver- 4 Hours Daily	\$17.25	<b>17</b>	13,979	14,398	14,830	15,275
Bus Driver- 4.5 Hours Daily	\$17.25	<b>18</b>	15,726	16,198	16,684	17,184
Bus Driver- 5 Hours Daily	\$17.25	<b>19</b>	17,474	17,998	18,538	19,094
Lunchroom Supervisor	\$12.26	<b>20</b>	23,182	23,878	24,594	25,332
Lunchroom Worker -8 Hour	\$11.50	<b>21</b>	18,638	19,198	19,774	20,367
Lunchroom Worker -7 Hour	\$11.50	<b>22</b>	16,309	16,798	17,302	17,821
Lunchroom Worker -6 Hour	\$11.50	<b>23</b>	13,979	14,398	14,830	15,275
Lunchroom Worker -5 Hour	\$11.50	<b>24</b>	11,649	11,998	12,358	12,729
Transportation Helper	\$11.50	<b>25</b>	25,369	26,130	26,914	27,721
Technology Technician	\$13.96	<b>26</b>	30,795	31,719	32,670	33,651
Child Nutrition Manager	\$11.92	<b>27</b>	19,318	19,898	20,495	21,110
Maintenance Helper	\$11.50	<b>28</b>	25,369	26,130	26,914	27,721
Network Administrator	\$14.28	<b>29</b>	31,501	32,446	33,420	34,422
Night Custodial Supervisor	\$13.00	<b>30</b>	28,678	29,538	30,424	31,337
Registrar	\$11.92	<b>31</b>	26,295	27,084	27,897	28,734
Substitute Bus Driver			\$18.03	\$18.57	\$19.12	\$19.70
<b>Substitute Bus Driver assigned step based on experience.</b>						
<b>Bus Shuttles/Activity Trip Rate Per Hour</b>						
<b>\$15.00</b>						

## Classified Salary Schedule FY 23

POSITION	Hourly @ Step	Code	Step 8	Step 9	Step 10	Step 11
	0	0	8	9	10	11
Teacher's Aide/Paraprofessional	\$11.50	1	21,560	22,207	22,873	23,560
Administrative Assistant/HR Coordinator	\$11.92	2	29,604	30,493	31,407	32,350
Bookkeeper II	\$12.05	3	29,919	30,816	31,741	32,693
Custodians	\$11.50	5	28,553	29,410	30,292	31,201
Maintenance Supervisor	\$13.00	6	32,277	33,246	34,243	35,270
Bookkeeper III	\$11.92	7	29,604	30,493	31,407	32,350
Fleet Manager	\$14.02	8	34,798	35,842	36,917	38,025
Transportation & Facilities Director	\$16.07	9	39,891	41,087	42,320	43,590
School Nurse-Lpn	\$14.70	10	27,560	28,387	29,239	30,116
School Nurse- Rn	\$15.82	11	29,659	30,549	31,466	32,409
School Secretaries	\$11.92	12	29,604	30,493	31,407	32,350
Bus Driver- 2 Hours Daily	\$17.25	13	7,867	8,103	8,346	8,596
Bus Driver- 2.5 Hours Daily	\$17.25	14	9,833	10,128	10,432	10,745
Bus Driver- 3 Hours Daily	\$17.25	15	11,800	12,154	12,519	12,894
Bus Driver- 3.5 Hours Daily	\$17.25	16	13,767	14,180	14,605	15,043
Bus Driver- 4 Hours Daily	\$17.25	17	15,733	16,205	16,691	17,192
Bus Driver- 4.5 Hours Daily	\$17.25	18	17,700	18,231	18,778	19,341
Bus Driver- 5 Hours Daily	\$17.25	19	19,667	20,257	20,864	21,490
Lunchroom Supervisor	\$12.26	20	26,092	26,874	27,681	28,511
Lunchroom Worker -8 Hour	\$11.50	21	20,978	21,607	22,255	22,923
Lunchroom Worker -7 Hour	\$11.50	22	18,355	18,906	19,473	20,058
Lunchroom Worker -6 Hour	\$11.50	23	15,733	16,205	16,691	17,192
Lunchroom Worker -5 Hour	\$11.50	24	13,111	13,504	13,910	14,327
Transportation Helper	\$11.50	25	28,553	29,410	30,292	31,201
Technology Technician	\$13.96	26	34,660	35,700	36,771	37,874
Child Nutrition Manager	\$11.92	27	21,743	22,395	23,067	23,759
Maintenance Helper	\$11.50	28	28,553	29,410	30,292	31,201
Network Administrator	\$14.28	29	35,455	36,519	37,614	38,743
Night Custodial Supervisor	\$13.00	30	32,277	33,246	34,243	35,270
Registrar	\$11.92	31	29,596	30,483	31,398	32,340
Substitute Bus Driver			\$20.29	\$20.90	\$21.52	\$22.17
Substitute Bus Driver assigned step based on experience.						
Bus Shuttles/Activity Trip Rate Per Hour	\$15.00					

## Classified Salary Schedule FY 23

POSITION	Hourly	Code	Step 12	Step 13	Step 14	Step 15
	@ Step 0	0	12	13	14	15
Teacher's Aide/Paraprofessional	\$11.50	1	24,266	24,994	25,744	26,517
Administrative Assistant/HR Coordinator	\$11.92	2	33,320	34,320	35,349	36,410
Bookkeeper II	\$12.05	3	33,674	34,684	35,724	36,796
Custodians	\$11.50	5	32,137	33,101	34,094	35,117
Maintenance Supervisor	\$13.00	6	36,328	37,418	38,541	39,697
Bookkeeper III	\$11.92	7	33,320	34,320	35,349	36,410
Fleet Manager	\$14.02	8	39,166	40,341	41,551	42,797
Transportation & Facilities Director	\$16.07	9	44,897	46,244	47,631	49,060
School Nurse-Lpn	\$14.70	10	31,019	31,950	32,908	33,896
School Nurse- Rn	\$15.82	11	33,382	34,383	35,415	36,477
School Secretaries	\$11.92	12	33,320	34,320	35,349	36,410
Bus Driver- 2 Hours Daily	\$17.25	13	8,854	9,120	9,393	9,675
Bus Driver- 2.5 Hours Daily	\$17.25	14	11,067	11,399	11,741	12,094
Bus Driver- 3 Hours Daily	\$17.25	15	13,281	13,679	14,090	14,512
Bus Driver- 3.5 Hours Daily	\$17.25	16	15,494	15,959	16,438	16,931
Bus Driver- 4 Hours Daily	\$17.25	17	17,708	18,239	18,786	19,350
Bus Driver- 4.5 Hours Daily	\$17.25	18	19,921	20,519	21,135	21,769
Bus Driver- 5 Hours Daily	\$17.25	19	22,135	22,799	23,483	24,187
Lunchroom Supervisor	\$12.26	20	29,366	30,247	31,155	32,089
Lunchroom Worker -8 Hour	\$11.50	21	23,611	24,319	25,048	25,800
Lunchroom Worker -7 Hour	\$11.50	22	20,659	21,279	21,917	22,575
Lunchroom Worker -6 Hour	\$11.50	23	17,708	18,239	18,786	19,350
Lunchroom Worker -5 Hour	\$11.50	24	14,757	15,199	15,655	16,125
Transportation Helper	\$11.50	25	32,137	33,101	34,094	35,117
Technology Technician	\$13.96	26	39,010	40,181	41,386	42,628
Child Nutrition Manager	\$11.92	27	24,472	25,206	25,962	26,741
Maintenance Helper	\$11.50	28	32,137	33,101	34,094	35,117
Network Administrator	\$14.28	29	39,905	41,102	42,335	43,605
Night Custodial Supervisor	\$13.00	30	36,328	37,418	38,541	39,697
Registrar	\$11.92	31	33,310	34,309	35,339	36,399
Substitute Bus Driver			\$22.84	\$23.52	\$24.23	\$24.95
Substitute Bus Driver assigned step based on experience.						
Bus Shuttles/Activity Trip Rate Per Hour						
\$15.00						

## Classified Salary Schedule FY 23

POSITION	Hourly	Code	Step 16	Step 17	Step 18	Step 19
	@ Step					
	0	0	16	17	18	19
Teacher's Aide/Paraprofessional	\$11.50	1	27,312	28,131	28,975	29,845
Administrative Assistant/HR Coordinator	\$11.92	2	37,502	38,627	39,786	40,979
Bookkeeper II	\$12.05	3	37,900	39,037	40,208	41,414
Custodians	\$11.50	5	36,170	37,255	38,373	39,524
Maintenance Supervisor	\$13.00	6	40,888	42,115	43,378	44,679
Bookkeeper III	\$11.92	7	37,502	38,627	39,786	40,979
Fleet Manager	\$14.02	8	44,081	45,404	46,766	48,169
Transportation & Facilities Director	\$16.07	9	50,532	52,048	53,610	55,218
School Nurse-Lpn	\$14.70	10	34,912	35,960	37,039	38,150
School Nurse- Rn	\$15.82	11	37,571	38,699	39,860	41,055
School Secretaries	\$11.92	12	37,502	38,627	39,786	40,979
Bus Driver- 2 Hours Daily	\$17.25	13	9,965	10,264	10,572	10,889
Bus Driver- 2.5 Hours Daily	\$17.25	14	12,457	12,830	13,215	13,612
Bus Driver- 3 Hours Daily	\$17.25	15	14,948	15,396	15,858	16,334
Bus Driver- 3.5 Hours Daily	\$17.25	16	17,439	17,962	18,501	19,056
Bus Driver- 4 Hours Daily	\$17.25	17	19,930	20,528	21,144	21,779
Bus Driver- 4.5 Hours Daily	\$17.25	18	22,422	23,094	23,787	24,501
Bus Driver- 5 Hours Daily	\$17.25	19	24,913	25,660	26,430	27,223
Lunchroom Supervisor	\$12.26	20	33,052	34,044	35,065	36,117
Lunchroom Worker -8 Hour	\$11.50	21	26,574	27,371	28,192	29,038
Lunchroom Worker -7 Hour	\$11.50	22	23,252	23,950	24,668	25,408
Lunchroom Worker -6 Hour	\$11.50	23	19,930	20,528	21,144	21,779
Lunchroom Worker -5 Hour	\$11.50	24	16,609	17,107	17,620	18,149
Transportation Helper	\$11.50	25	36,170	37,255	38,373	39,524
Technology Technician	\$13.96	26	43,906	45,224	46,580	47,978
Child Nutrition Manager	\$11.92	27	27,543	28,369	29,221	30,097
Maintenance Helper	\$11.50	28	36,170	37,255	38,373	39,524
Network Administrator	\$14.28	29	44,913	46,261	47,649	49,078
Night Custodial Supervisor	\$13.00	30	40,888	42,115	43,378	44,679
Registrar	\$11.92	31	37,491	38,615	39,774	40,967
Substitute Bus Driver			\$25.70	\$26.47	\$ 27.27	\$ 28.09

Substitute Bus Driver assigned step based on experience.

Bus Shuttles/Activity Trip Rate Per Hour  
\$15.00

## Classified Salary Schedule FY 23

POSITION	Hourly	Code				
	@ Step		0	20	21	22
Teacher's Aide/Paraprofessional	\$11.50	1	30,740	31,662	32,612	33,590
Administrative Assistant/HR Coordinator	\$11.92	2	42,209	43,475	44,779	46,123
Bookkeeper II	\$12.05	3	42,657	43,936	45,255	46,612
Custodians	\$11.50	5	40,710	41,931	43,189	44,485
Maintenance Supervisor	\$13.00	6	46,020	47,400	48,822	50,287
Bookkeeper III	\$11.92	7	42,209	43,475	44,779	46,123
Fleet Manager	\$14.02	8	49,614	51,102	52,635	54,214
Transportation & Facilities Director	\$16.07	9	56,874	58,581	60,338	62,148
School Nurse-Lpn	\$14.70	10	39,294	40,473	41,687	42,938
School Nurse- Rn	\$15.82	11	42,287	43,556	44,862	46,208
School Secretaries	\$11.92	12	42,209	43,475	44,779	46,123
Bus Driver- 2 Hours Daily	\$17.25	13	11,216	11,552	11,899	12,256
Bus Driver- 2.5 Hours Daily	\$17.25	14	14,020	14,441	14,874	15,320
Bus Driver- 3 Hours Daily	\$17.25	15	16,824	17,329	17,849	18,384
Bus Driver- 3.5 Hours Daily	\$17.25	16	19,628	20,217	20,823	21,448
Bus Driver- 4 Hours Daily	\$17.25	17	22,432	23,105	23,798	24,512
Bus Driver- 4.5 Hours Daily	\$17.25	18	25,236	25,993	26,773	27,576
Bus Driver- 5 Hours Daily	\$17.25	19	28,040	28,881	29,748	30,640
Lunchroom Supervisor	\$12.26	20	37,200	38,316	39,466	40,650
Lunchroom Worker -8 Hour	\$11.50	21	29,909	30,806	31,731	32,683
Lunchroom Worker -7 Hour	\$11.50	22	26,171	26,956	27,764	28,597
Lunchroom Worker -6 Hour	\$11.50	23	22,432	23,105	23,798	24,512
Lunchroom Worker -5 Hour	\$11.50	24	18,693	19,254	19,832	20,427
Transportation Helper	\$11.50	25	40,710	41,931	43,189	44,485
Technology Technician	\$13.96	26	49,417	50,900	52,427	53,999
Child Nutrition Manager	\$11.92	27	31,000	31,930	32,888	33,875
Maintenance Helper	\$11.50	28	40,710	41,931	43,189	44,485
Network Administrator	\$14.28	29	50,550	52,067	53,629	55,238
Night Custodial Supervisor	\$13.00	30	46,020	47,400	48,822	50,287
Registrar	\$11.92	31	42,196	43,462	44,766	46,109
Substitute Bus Driver			\$28.93	\$29.80	\$30.69	\$31.61

Substitute Bus Driver assigned step based on experience.

Bus Shuttles/Activity Trip Rate Per Hour  
\$15.00



# Classified Salary Schedule FY 23

<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	\$11.50	1	34,598	185 days	0	0	1
Administrative Assistant	\$11.92	2	47,506	245 days	1	0	2
Bookkeeper II	\$12.05	3	48,011	245 days	2	0	3
Custodians	\$11.50	5	45,819	245 days	4	0	5
Maintenance Supervisor	\$13.00	6	51,796	245 days	5	500	6
Bookkeeper III	\$11.92	7	47,506	245 days	6	500	7
Fleet Manager	\$14.02	8	55,841	245 days	7	500	8
Transportation & Facilities Director	\$16.07	9	64,013	245 days	8	500	9
School Nurse-Lpn	\$14.70	10	44,226	185 days	9	500	10
School Nurse- Rn	\$15.82	11	47,594	185 days	10	750	11
School Secretaries	\$11.92	12	47,506	245 days	11	750	12
Bus Driver- 2 Hours Daily	\$17.25	13	12,624	180 days	12	750	13
Bus Driver- 2.5 Hours Daily	\$17.25	14	15,780	180 days	13	750	14
Bus Driver- 3 Hours Daily	\$17.25	15	18,935	180 days	14	750	15
Bus Driver- 3.5 Hours Daily	\$17.25	16	22,091	180 days	15	1,000	16
Bus Driver- 4 Hours Daily	\$17.25	17	25,247	180 days	16	1,000	17
Bus Driver- 4.5 Hours Daily	\$17.25	18	28,403	180 days	17	1,000	18
Bus Driver- 5 Hours Daily	\$17.25	19	31,559	180 days	18	1,000	19
Lunchroom Supervisor	\$12.26	20	41,869	210 days	19	1,000	20
Lunchroom Worker -8 Hour	\$11.50	21	33,663	180 days	20	1,250	21
Lunchroom Worker -7 Hour	\$11.50	22	29,455	180 days	21	1,250	22
Lunchroom Worker -6 Hour	\$11.50	23	25,247	180 days	22	1,250	23
Lunchroom Worker -5 Hour	\$11.50	24	21,039	180 days	23	1,250	24
Transportation Helper	\$11.50	25	45,819	245 days	24	1,250	25
Technology Technician	\$13.96	26	55,619	245 days	25	1,500	26
Child Nutrition Manager	\$11.92	27	34,891	180 days	26	1,500	27
Maintenance Helper	\$11.50	28	45,819	245 days	27	1,500	28
Network Administrator	\$14.28	29	56,895	245 days	28	1,500	29
Night Custodial Supervisor	\$13.00	30	51,796	245 days	29	1,500	30
Registrar	\$11.92	31	47,492	245 days	30	1,500	31
Substitute Bus Driver			\$32.56	per Hour			
Bus Shuttles/Activity Trip Rate Per Hour		32	\$15.00	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	\$15.00
<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.