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       | 114,480 | PER 12 MONTH CONTRACT | [245 Days] |
|----------------------|---------|-----------------------|------------|
| SPEECH THERAPIST     | 65,383  | PER 10 MONTH CONTRACT | [195 Days] |
| DEAN OF STUDENTS     | 73,548  | PER 12 MONTH CONTRACT | [245 Days] |
| ATHLETIC TRAINER     | 45500   | PER 12 MONTH CONTRACT | [245 Days] |
| DISTRICT TREASURER   | 65,500  | PER 12 MONTH CONTRACT | [245 Days] |
| DIRECTOR OF          |         |                       |            |
| <b>OPERATIONS</b>    | 65,000  | PER 12 MONTH CONTRACT | [245 Days] |
| School Psychological | 65,000  | 200 Day Contract      |            |
| <b>Specialist</b>    |         |                       |            |

#### OTHER SALARIES DETERMINED BY BOARD ACTION

| Position                       | Days             | Base                  |
|--------------------------------|------------------|-----------------------|
| Assistant Superintendent       | <mark>245</mark> | <mark>\$95,000</mark> |
| Curriculum/Federal Coordinator | <mark>245</mark> | \$85,000              |
| <b>Principal</b>               | <mark>245</mark> | \$85,000              |
| Assistant Principal            | <mark>245</mark> | <b>\$75,000</b>       |
| LEA/Consortium Supervisor      | <mark>245</mark> | \$85,000              |
|                                |                  |                       |
|                                |                  |                       |
|                                |                  |                       |
|                                |                  |                       |
|                                |                  |                       |
|                                |                  |                       |
|                                |                  |                       |
|                                |                  |                       |

### **Experience in EDAD**

Experience Step

\$500 per year

#### **Degree**

| M.Ed.    | Degree Step 1 | 1 | \$4,800 |
|----------|---------------|---|---------|
| M.Ed.+15 | Degree Step 2 | 2 | \$5,400 |
| M.Ed.+30 | Degree Step 3 | 3 | \$6,000 |
| Ed.S.    | Degree Step 4 | 4 | \$7,000 |
| Ed.D.    | Degree Step 5 | 5 | \$8,000 |

# 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 <u>level of experience and education</u> hours. base contract

"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 planning 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 hall be (\$35) thirty-five dollars. No reimbursement shall be made without appropriate documentation.

## EXTRA DUTY PAY/SALARY SUPPLEMENT CERTIFIED EMPLOYEES GENTRY PUBLIC SCHOOLS

| \$5000                   |
|--------------------------|
| \$1500                   |
| \$1500                   |
| \$300                    |
| \$300                    |
| \$300                    |
| \$300                    |
| \$300                    |
| \$400                    |
| \$800                    |
| \$400                    |
| 3 Days extended contract |
| \$1200                   |
| \$1200                   |
| \$1500                   |
| \$700                    |
| \$700                    |
| \$700                    |
| \$2000                   |
|                          |

|                             | 44.400 440.70 7                      |
|-----------------------------|--------------------------------------|
| 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                              |
| Siris Cross Country         | Ψ1,000                               |

| Esports                                | \$1,000 per semester (2 seasons per year) total is |
|--|--|
| \$2,000                                |  |
| Robotics                               | \$1200   |
| 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            | \$2000   |
| and Family Engagement (FACE)           |  |
| 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  |

Learns Act Stipend to meet \$2,000 Minimum- Amount Varies

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 <u>not</u> cumulative.