

### 3.1—LICENSED PERSONNEL SALARY SCHEDULE

Descriptor Term: Descriptor Code Issue Date: Last Revised:  
 CERTIFIED/CLASSIFIED SALARY SCHEDULE GBAAA July 1, 1997 6.20.2016, 3-13-2017, 4-17-2017,  
 3.17.2020, 4.24.2023, March ??, 2024

0-10 Years of Experience	11-20 Years of Experience	21-30 Years of Experience
1-\$50,500	11-\$53,500	21-\$56,500
2-\$50,500	12-\$53,500	22-\$56,500
3-\$50,500	13-\$53,500	23-\$56,500
4-\$50,500	14-\$53,500	24-\$56,500
5-\$50,500	15-\$53,500	25-\$56,500
6-\$50,500	16-\$53,500	26-\$56,500
7-\$50,500	17-\$53,500	27-\$56,500
8-\$50,500	18-\$53,500	28-\$56,500
9-\$50,500	19-\$53,500	29-\$56,500
10-\$50,500	20-\$53,500	30-\$56,500

**Education:**

BA +15--\$1,200  
 MA -\$4,800  
 MA+15--\$5,400  
 MA+30--\$6,000

**Longevity:**

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

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>\$117,500</b>	<b>PER 12 MONTH CONTRACT</b>	<b>[245 Days]</b>
<b>SPEECH THERAPIST</b>	<b>\$65,883</b>	<b>PER 10 MONTH CONTRACT</b>	<b>[205 Days]</b>
<b>DEAN OF STUDENTS</b>	<b>\$70,000</b>	<b>PER 12 MONTH CONTRACT</b>	<b>[245 Days]</b>
<b>ATHLETIC TRAINER</b>	<b>\$46,000</b>	<b>PER 12 MONTH CONTRACT</b>	<b>[245 Days]</b>
<b>ATHLETIC DIRECTOR</b>	<b>\$80,000</b>	<b>PER 12 MONTH CONTRACT</b>	<b>[245 Days]</b>
<b>DISTRICT TREASURER</b>	<b>\$66,000</b>	<b>PER 12 MONTH CONTRACT</b>	<b>[245 Days]</b>
<b>DIRECTOR OF OPERATIONS</b>	<b>\$65,500</b>	<b>PER 12 MONTH CONTRACT</b>	<b>[245 Days]</b>
<b>Director of Technology and Innovation</b>	<b>\$63,000</b>	<b>PER 12 MONTH CONTRACT</b>	<b>[245 Days]</b>
<b>School Psychological Specialist</b>	<b>\$65,500</b>	<b>190 Day Contract</b>	

**Other Salaries Determined by Board Action**

<b>Position</b>	<b>Days</b>	<b>Base</b>
<b>Assistant Superintendent</b>	<b>245</b>	<b>\$95,500</b>
<b>Federal Coordinator/Curriculum</b>	<b>245</b>	<b>\$85,500</b>
<b>Principal</b>	<b>245</b>	<b>\$85,500</b>
<b>Assistant Principal</b>	<b>245</b>	<b>\$75,500</b>
<b>LEA/Consortium Supervisor</b>	<b>245</b>	<b>\$85,500</b>

**Experience in EDAD**

**Experience Step: \$500 per year**

<b>Degree</b>			
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 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 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 (In conjunction with other district contract.)	\$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
National Honor Society 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 <sup>th</sup> 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
Color Guard Coordinator	\$1,000
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
7 <sup>th</sup> Grade Volleyball	\$1,000
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
Esports	\$1,000 per semester (2 seasons per year) \$2,000
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
ESOL Coordinator	\$2500
District Coordinator Parent and Family Engagement (FACE)	\$2000
Alternative Learning Environment (ALE)	\$10,000
Lead Professional Teacher	\$1,000
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
Learns Act Stipend to meet \$2,000 Minimum Raise-	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 not cumulative.

**LOCAL LONGEVITY SALARY CREDITS  
CERTIFIED AND CLASSIFIED EMPLOYEES  
GENTRY PUBLIC SCHOOLS**

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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—

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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.

State law requires each District to include its teacher salary schedule, including stipends and other material benefits, in its written personnel policies. In developing the salary schedule, the District will establish a normal base contract period for teachers. The District is required to post the salary schedule on its website by September 15 of each year and should place an obvious hyperlink, button, or menu item on the website's homepage that links directly to the current year licensed policies and salary schedule.

For the purposes of the salary schedule, a teacher will have worked a “year” if he/she works at least 160 days.<sup>2</sup>

For the purposes of this policy, a master’s degree or higher is considered “relevant to the employee’s position” if it is related to education, guidance counseling, or the teacher’s content area and has been awarded for successful completion of a program at the master’s level or higher by an institution of higher education accredited under Arkansas statutory requirements applicable at the time the degree was awarded.

Teachers who have earned additional, relevant degrees or sufficient college hours to warrant a salary change are responsible for reporting and supplying a transcript to Human Resources. All salary changes will be on a “go forward” basis, and no back pay will be awarded.