Proposed Certified Staff 2024-2025

Years of Exp.	Step	BSE	BSE +15	MSE	MSE+15	MSE+30	Ed.S.	Ph.D.
0	1	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00
1	2	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00
2	3	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00
3	4	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00
4	5	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00
5	6	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00
6	7	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00
7	8	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00
8	9	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00
9	10	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	
10	11	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00	
11	12	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00		
12	13	$50,000.00	$50,000.00	$50,000.00	$50,000.00	$50,000.00		
13	14	$50,000.00	$50,000.00	$50,000.00	$50,000.00			
14	15	$50,000.00	$50,000.00	$50,000.00	$50,000.00			
15	16	$50,000.00	$50,000.00	$50,000.00				
16	17	$50,000.00	$50,000.00	$50,000.00				
17	18	$50,000.00	$50,000.00					
18	19		$50,000.00					
19	20		$50,000.00					
20	21							
21	22							
22	23							
23	24							
24	25							
25	26							
26	27							

All salaries in blue were above $48,000.00 in 2022-2023 and received a minimum $2,000 LEARNS Act increase specific to each employee as required by law. The salary schedule above was put in place for the 2023-2024 school year. This salary schedule will remain in place for the 2024-2025 school year. In addition, employees will have an opportunity to receive additional compensation through a resolution approved by the school board for the 2024-2025 school year.

Schedule based on 190 Day Contract. All extended contacts will be based on a daily rate.

When mutually agreed upon by the administration and teacher, certified staff will be paid $25 per hour for additional "instructional" type activities outside the school day or contracted time for which they agree to perform. Examples include, but are not limited to the following: summer camps/programs, summer school, before/after school tutoring, Saturday boot camp, and ELL liaison.

When mutually agreed upon by the administration and teacher, certifed staff will be paid $20 per hour for addional "non-instructional" type activities outside the school day or contracted time for which they agree to perform. Examples include, but are not limited to the following: intramurals, basketball camps, and supervising weight room or field house. Please see separae schedule for gatekeepers and referees.

When mutually agreed upon by the administration and teacher, the district agrees to pay virtual teachers a set amount at the end of each semester for all work associated with virtual learning in the amount of $250 for each unique subject/class period in which a virtual student is enrolled and $50 for each additional student enrolled per subject/class period.

Certified teachers will receive daily rate of pay (3 hr. minimum) for each day that exceeds the contracted days for activities required by the district.

Certified teachers will receive daily rate of pay (3 hr. minimum) for each day of providing professional development training to PSD staff as required by the district.

As guided by law, certified staff will receive their pro-rated daily rate of pay for additional "non-instructional" supervisory duties that exceed the maximum allowed.

Certified Teachers will be on campus a minimum of 8 hours per day (ex: 7:30 am to 3:30 pm or 7:45 am to 3:45 pm) to be determined by the building principal.

Board Approved: April 15, 2024

ADMINISTRATIVE SALARY INDEX

2024-2025

CENTRAL OFFICE	DAYS	SALARY INDEX
Superintendent	242	Negotiated
Assistant Superintendent	242	0.68
Special Education Director	242	0.25
School Improvement Specialist	242	0.35
Student Services Administrator	242	0.25
BUILDING LEVEL		
Senior High Principal	242	0.45
Junior High Principal	242	0.35
Middle School Principal	242	0.26
Elementary School Principal	242	0.25
Primary School Principal	242	0.25
Preschool Director	242	0.18
Ram Academy Director	242	0.18
Senior High Assistant Principal	242	0.18
Junior High Assistant Principal	242	0.17
Middle School Assistant Principal	242	0.16
Elementary Assistant Principal	242	0.15
Primary School Assistant Principal	242	0.15
Dean of Students	242	0.10

To calculate administrator salary:
Find correct location on the certified salary schedule according to education and years (based on 190 days).
Calculate correct amount for a 242 day contract (location on schedule/190 days*242 days).
Multiply 242 day amount by 1.(index).

Board Approved: April 15, 2024

ACTIVITIES SALARY INDEX/STIPEND

2024-2025

Jr. Class Sponsor	0.03	7th Grade Basketball	0.04	Sr. High Assistant Softball	0.06
Sr. Class Sponsor	0.03	Jr. High Assistant Basketball	0.06	Sr. High Head Softball	0.12
Homecoming Sponsor	0.02	Jr. High Head Basketball	0.09	Sr. High Assistant Baseball	0.06
Jr. High Student Council	0.01	Sr. High Assistant Basketball	0.09	Sr. High Head Baseball	0.12
Sr. High Student Council	0.02	Sr. High Head Basketball	0.18	Jr. High Assistant Track	0.03
Social Media	$2,000	7th Grade Football	0.04	Sr. High Assistant Track	0.04
Sr. High Drama	0.05	Jr. High Assistant Football	0.06	Sr. High Head Track	0.07
Sr. High Annual	0.03	Jr. High Head Football	0.09	Sr. High Head Tennis	$2,000
Drill Team	0.06	Sr. High Assistant Football	0.09	Cross Country Track	0.04
Quiz Bowl	0.03	Sr. High Head Football	0.18	Sr. High Head Golf	0.06
Gifted/Talented Coordinator	0.04	Associate Head Football Coach	$3,000	Swimming	$2,000
AP Coordinator	0.02	Football Defensive Coordinator	$3,000	Middle School Spirit Squad	$1,000
Parental Facilitator	0.03	Football Offensive Coordinator	$3,000	Jr. High Cheerleaders	0.07
Supp. Instructional Supervisor	$4,000.00	7th Grade Head Volleyball	0.04	Sr. High Cheerleader	0.08
Strength/Conditioning	0.18	Jr. High Assistant Volleyball	0.06	Jr. High Dance	0.06
Head Athletic Director	$12,500.00	Jr. High Head Volleyball	0.09	Sr. High Dance	0.07
Athletic Director	0.10	Sr. High Assistant Volleyball	0.09	Assistant Band	0.09
ELL Coordinator	0.04	Sr. High Head Volleyball	0.18	Head Band	0.18
K-6 Athletic Program Coordinator	$3,800	Jr. High Head Soccer	0.04	Jr. High Choral	0.04
K-6 Assistant Athletic Program Coordinator	$2,400	Sr. High Assistant Soccer	0.06	Sr. High Choral	0.06
APSCN Coordinator	$8,000	Sr. Head Soccer	0.12	Archery	$2,000
		Bus Shop Supervisor	$10,000.00	eSports	$2,000

Extended Contracts

School Psych Spec/Psych Examiner	200 Days	Jr. High Assistant Basketball	205 Days	Social Emotional Support Specialist	190 Days
Jr. High Assistant Volleyball	205 Days	Jr. High Head Basketball	205 Days	Primary-Elementary School Library Media Specialist	190 Days
Jr. High Head Volleyball	205 Days	Sr. High Assistant Basketball	205 Days	Middle School Library Media Specialist	195 Days
Sr. High Assistant Volleyball	205 Days	Sr. High Head Basketball	242 Days	Jr. High Lib. Media Specialist	200 Days
Sr. High Head Volleyball	210 Days	Jr. High Assistant Football	205 Days	Sr. High Lib. Media Specialist	205 Days
Assistant Band Director	222 Days	Jr. High Head Football	205 Days	Primary-Elem Counselor	195 Days
Head Band Director	242 Days	Sr. High Assistant Football	205 Days	Middle School Counselor	205 Days
Sr. High Head Baseball	200 Days	Sr. High Head Football	242 Days	Junior High Counselor	205 Days
Sr. High Assistant Baseball	200 Days	Broadcasting	200 Days	HS Counselor Grades 9-10	205 Days
Cheerleading Sponsor	195 Days	Driver's Ed	205 Days	HS Counselor Grades 11-12	222 Days
Dance Team Sponsor	195 Days	Strength/Conditioning Coach	242 Days	Director of Safety and Transportation	242 Days
Agriculture Teachers	242 Days	JROTC Teachers	222 Days	Director of Maintenance, Grounds and Custodians	242 Days

Board Approved: April 15, 2024

Finance 2024-2025

Years of Exp.	Step	District Treasurer	Accounts Payable
0	1	$29.05	$13.30
1	2	$29.41	$13.66
2	3	$29.77	$14.02
3	4	$30.13	$14.38
4	5	$30.49	$14.74
5	6	$30.85	$15.10
6	7	$31.21	$15.46
7	8	$31.57	$15.82
8	9	$31.93	$16.18
9	10	$32.29	$16.54
10	11	$32.65	$16.90
11	12	$33.01	$17.26
12	13	$33.37	$17.62
13	14	$33.73	$17.98
14	15	$34.09	$18.34
15	16	$34.45	$18.70
16	17	$34.81	$19.06
17	18	$35.17	$19.42
18	19	$35.53	$19.78
19	20	$35.89	$20.14

Schedules based on 242 Day Contract - 8 Hours Daily

*District Treasurer attends all Regularly scheduled board meetings.

Additional $8,000 pay to District Treasurer for a Bachelors or Masters in Finance

Additional $2,500 pay to District Treasurer for current CASBO certification

Board Approved: April 15, 2024

Maintenance and Operation 2024-2025

Years of Exp.	Step	Director of Operations	Bus Mechanic	Bus Driver Per Trip (Regular AM/PM Routes)	Maintenance	Buildings and Grounds	Custodial
0	1	$22.55	$12.80	$26.80	$13.60	$11.80	$11.80
1	2	$22.91	$13.16	$27.52	$13.96	$12.16	$12.16
2	3	$23.27	$13.52	$28.24	$14.32	$12.52	$12.52
3	4	$23.63	$13.88	$28.96	$14.68	$12.88	$12.88
4	5	$23.99	$14.24	$29.68	$15.04	$13.24	$13.24
5	6	$24.35	$14.60	$30.40	$15.40	$13.60	$13.60
6	7	$24.71	$14.96	$31.12	$15.76	$13.96	$13.96
7	8	$25.07	$15.32	$31.84	$16.12	$14.32	$14.32
8	9	$25.43	$15.68	$32.56	$16.48	$14.68	$14.68
9	10	$25.79	$16.04	$33.28	$16.84	$15.04	$15.04
10	11	$26.15	$16.40	$34.00	$17.20	$15.40	$15.40
11	12	$26.51	$16.76	$34.72	$17.56	$15.76	$15.76
12	13	$26.87	$17.12	$35.44	$17.92	$16.12	$16.12
13	14	$27.23	$17.48	$36.16	$18.28	$16.48	$16.48
14	15	$27.59	$17.84	$36.88	$18.64	$16.84	$16.84
15	16	$27.95	$18.20	$37.60	$19.00	$17.20	$17.20
16	17	$28.31	$18.56	$38.32	$19.36	$17.56	$17.56
17	18	$28.67	$18.92	$39.04	$19.72	$17.92	$17.92
18	19	$29.03	$19.28	$39.76	$20.08	$18.28	$18.28
19	20	$29.39	$19.64	$40.48	$20.44	$18.64	$18.64

All schedules except bus drivers based on 242 Day Contract - 8 Hours Daily

Bus driver schedules based on 178 student days

*All trip routes excluding regular school routes are compensated at $11.00 per hour, unless dictated by grant specifications

Bus Driver Schedule: Route of up to 49 miles per day

Bus Driver Schedule: For routes of 50-99 miles per day & for special needs route, pay is 1.5 times amount on schedule

Bus Driver Schedule: For routes of 100 miles or more per day, pay is 2 times amount on schedule

Payment for Substitute Driver Per Trip: $25.00

Payment for Bus Driver Training: $50.00

Maintenance Schedule: Additional $1,500 pay for General Maintenance Cabinetry and Mechanical License in Plumbing, HVAC (City License)

Maintenance Schedule: Additional $1,000 pay for maintenance for each of the following state licenses: Electrical, Plumbing, HVAC, Asbestos

Custodial Schedule: Additional $1,500 pay for head primary/elementary/middle custodial

Custodial Schedulel: Additional $4,500 pay for district head custodial position

Board Approved: April 15, 2024

Food Service 2024-2025

Years of Exp.	Step	Assistant Food Service Director	Food Service Manager	Food Service Worker
0	1	$16.80	$12.80	$11.80
1	2	$17.16	$13.16	$12.16
2	3	$17.52	$13.52	$12.52
3	4	$17.88	$13.88	$12.88
4	5	$18.24	$14.24	$13.24
5	6	$18.60	$14.60	$13.60
6	7	$18.96	$14.96	$13.96
7	8	$19.32	$15.32	$14.32
8	9	$19.68	$15.68	$14.68
9	10	$20.04	$16.04	$15.04
10	11	$20.40	$16.40	$15.40
11	12	$20.76	$16.76	$15.76
12	13	$21.12	$17.12	$16.12
13	14	$21.48	$17.48	$16.48
14	15	$21.84	$17.84	$16.84
15	16	$22.20	$18.20	$17.20
16	17	$22.56	$18.56	$17.56
17	18	$22.92	$18.92	$17.92
18	19	$23.28	$19.28	$18.28
19	20	$23.64	$19.64	$18.64

Assistant Director Schedule based on 242 Day Contract - 8 Hours Daily

Food Service Manager Schedule based on 182 Day Contract - 8 Hours Daily

Food Service Worker Schedule based on 180 Day Contract - 7 Hours Daily

Additional $1,000 pay for Associates Degree or 60 hours of undergraduate study in the area of nutrition or as a dietary manager.

Additional $4,000 pay for Secondary Food Service Manager position.

Board Approved: April 15, 2024

Technology 2024-2025

Years of Exp.	Step	Technology Director	Network Specialist	Technician	Assistant Technician
0	1	$29.05	$26.05	$17.05	$12.80
1	2	$29.41	$26.41	$17.41	$13.16
2	3	$29.77	$26.77	$17.77	$13.52
3	4	$30.13	$27.13	$18.13	$13.88
4	5	$30.49	$27.49	$18.49	$14.24
5	6	$30.85	$27.85	$18.85	$14.60
6	7	$31.21	$28.21	$19.21	$14.96
7	8	$31.57	$28.57	$19.57	$15.32
8	9	$31.93	$28.93	$19.93	$15.68
9	10	$32.29	$29.29	$20.29	$16.04
10	11	$32.65	$29.65	$20.65	$16.40
11	12	$33.01	$30.01	$21.01	$16.76
12	13	$33.37	$30.37	$21.37	$17.12
13	14	$33.73	$30.73	$21.73	$17.48
14	15	$34.09	$31.09	$22.09	$17.84
15	16	$34.45	$31.45	$22.45	$18.20
16	17	$34.81	$31.81	$22.81	$18.56
17	18	$35.17	$32.17	$23.17	$18.92
18	19	$35.53	$32.53	$23.53	$19.28
19	20	$35.89	$32.89	$23.89	$19.64

Coordinator, Assistant Coordinator and Technician Schedules based on 242 Day Contract - 8 Hours Daily

Assistant Technician Schedule based on 188 Day Contract - 8 Hours Daily

Additional $8,000 pay to Technician for a Bachelors or Masters degree

Additional $1,200 pay for National Certifications, limit of 3 certifications

Additional degrees and stipends must be approved by the superintendent

Board Approved: April 15, 2024

Secretary 2024-2025

Years of Exp.	Step	Building Secretary	Administrative Secretary
0	1	$11.80	$12.80
1	2	$12.16	$13.16
2	3	$12.52	$13.52
3	4	$12.88	$13.88
4	5	$13.24	$14.24
5	6	$13.60	$14.60
6	7	$13.96	$14.96
7	8	$14.32	$15.32
8	9	$14.68	$15.68
9	10	$15.04	$16.04
10	11	$15.40	$16.40
11	12	$15.76	$16.76
12	13	$16.12	$17.12
13	14	$16.48	$17.48
14	15	$16.84	$17.84
15	16	$17.20	$18.20
16	17	$17.56	$18.56
17	18	$17.92	$18.92
18	19	$18.28	$19.28
19	20	$18.64	$19.64

Schedules based on 242 Day Contract - 8 Hours Daily

Addditional $1,000 pay for Associate's Degree or sixty hours of undergraduate study

Board Approved: April 15, 2024

Health Services 2024-2025

Years of Exp.	Step	Director of Nursing	Nurse RN	Nurse LPN
0	1	$26.25	$24.25	$17.25
1	2	$26.61	$24.61	$17.61
2	3	$26.97	$24.97	$17.97
3	4	$27.33	$25.33	$18.33
4	5	$27.69	$25.69	$18.69
5	6	$28.05	$26.05	$19.05
6	7	$28.41	$26.41	$19.41
7	8	$28.77	$26.77	$19.77
8	9	$29.13	$27.13	$20.13
9	10	$29.49	$27.49	$20.49
10	11	$29.85	$27.85	$20.85
11	12	$30.21	$28.21	$21.21
12	13	$30.57	$28.57	$21.57
13	14	$30.93	$28.93	$21.93
14	15	$31.29	$29.29	$22.29
15	16	$31.65	$29.65	$22.65
16	17	$32.01	$30.01	$23.01
17	18	$32.37	$30.37	$23.37
18	19	$32.73	$30.73	$23.73
19	20	$33.09	$31.09	$24.09

Nurse schedules based on 188 Day Contract - 8 Hours Daily
Director of Nursing schedule based on 242 Day Contract - 8 Hours Daily

Board Approved: April 15, 2024

Attendance 2024-2025

Years of Exp.	Step	Attendance Officer
0	1	$15.00
1	2	$15.36
2	3	$15.72
3	4	$16.08
4	5	$16.44
5	6	$16.80
6	7	$17.16
7	8	$17.52
8	9	$17.88
9	10	$18.24
10	11	$18.60
11	12	$18.96
12	13	$19.32
13	14	$19.68
14	15	$20.04
15	16	$20.40
16	17	$20.76
17	18	$21.12
18	19	$21.48
19	20	$21.84

Attendance Officer Schedule based on
188 Day Contract - 8 Hours Daily

Board Approved: April 15, 2024

Homeless Liaison 2024-2025

Years of Exp.	Step	Homeless Liaison
0	1	$12.80
1	2	$13.16
2	3	$13.52
3	4	$13.88
4	5	$14.24
5	6	$14.60
6	7	$14.96
7	8	$15.32
8	9	$15.68
9	10	$16.04
10	11	$16.40
11	12	$16.76
12	13	$17.12
13	14	$17.48
14	15	$17.84
15	16	$18.20
16	17	$18.56
17	18	$18.92
18	19	$19.28
19	20	$19.64

Homeless Liaison Schedule based on 190 Day Contract - 8 Hours Daily

Board Approved: April 15, 2024

Site Director 2024-2025

Years of Exp.	Step	School Age Site Director	S21C Site Director
0	1	$11.80	$15.25
1	2	$12.16	$15.61
2	3	$12.52	$15.97
3	4	$12.88	$16.33
4	5	$13.24	$16.69
5	6	$13.60	$17.05
6	7	$13.96	$17.41
7	8	$14.32	$17.77
8	9	$14.68	$18.13
9	10	$15.04	$18.49
10	11	$15.40	$18.85
11	12	$15.76	$19.21
12	13	$16.12	$19.57
13	14	$16.48	$19.93
14	15	$16.84	$20.29
15	16	$17.20	$20.65
16	17	$17.56	$21.01
17	18	$17.92	$21.37
18	19	$18.28	$21.73
19	20	$18.64	$22.09

School Age Site Director schedule based on 178 days, 8 hours per day

School Age Director (oversees all school age site directors) paid an additional $1,500.

S21C Site Director schedule based on 242 days, 8 hours per day

Both S21C Site Director and School Age Director report to Primary Assistant Principal over Early Childhood

Board Approved: April 15, 2024

Paraprofessional 2024-2025

Years of Exp.	Step	Paraprofessional
0	1	$11.80
1	2	$12.16
2	3	$12.52
3	4	$12.88
4	5	$13.24
5	6	$13.60
6	7	$13.96
7	8	$14.32
8	9	$14.68
9	10	$15.04
10	11	$15.40
11	12	$15.76
12	13	$16.12
13	14	$16.48
14	15	$16.84
15	16	$17.20
16	17	$17.56
17	18	$17.92
18	19	$18.28
19	20	$18.64

Computer Lab Paraprofessional Schedule based on 182 Day Contract - 8 Hours Daily

Instructional Assistant/Aide based on 178 Day Contract - 8 Hours Daily

Additional pay of $1,000 for Associates Degree, CDA, or sixty (60) hours of undergraduate study

Additional pay of $2,000 for valid Arkansas Teaching License or 4 year computer degree to Computer Lab Paraprofessional

Additional pay of $2,000 for valid Arkansas Teaching License to Instructional Assistant or Aide position.

Board Approved: April 15, 2024

Security Video Monitor 2024-2025

Years of Exp.	Step	Security Video Monitor
0	1	$11.80
1	2	$12.16
2	3	$12.52
3	4	$12.88
4	5	$13.24
5	6	$13.60
6	7	$13.96
7	8	$14.32
8	9	$14.68
9	10	$15.04
10	11	$15.40
11	12	$15.76
12	13	$16.12
13	14	$16.48
14	15	$16.84
15	16	$17.20
16	17	$17.56
17	18	$17.92
18	19	$18.28
19	20	$18.64

Security Video Monitor based on 178 Day Contract - 8 Hours Daily

Board Approved: April 15, 2024

School Psychology Specialist Intern 2024-2025

Years of Exp.	Step	School Physchology Specialist Intern
0	1	$11.80

Schedule based on 190 Days--8 Hours Daily

Board Approved: April 15, 2024

Athletics 2024-2025

Years of Exp.	Step	Gatekeeper	Announcer	Official
0	1	$20.00	$20.00	$35.00
1	2	$20.00	$20.00	$35.00
2	3	$20.00	$20.00	$35.00
3	4	$20.00	$20.00	$35.00
4	5	$20.00	$20.00	$35.00
5	6	$20.00	$20.00	$35.00
6	7	$20.00	$20.00	$35.00
7	8	$20.00	$20.00	$35.00
8	9	$20.00	$20.00	$35.00
9	10	$20.00	$20.00	$35.00
10	11	$20.00	$20.00	$35.00
11	12	$20.00	$20.00	$35.00
12	13	$20.00	$20.00	$35.00
13	14	$20.00	$20.00	$35.00
14	15	$20.00	$20.00	$35.00
15	16	$20.00	$20.00	$35.00
16	17	$20.00	$20.00	$35.00
17	18	$20.00	$20.00	$35.00
18	19	$20.00	$20.00	$35.00
19	20	$20.00	$20.00	$35.00

Gatekeeper, Announcer and Official pay is per hour

Board Approved: April 15, 2024