Policy 3.1.1R

CERTIFIED SALARY SCHEDULE

Effective: 7/1/2024

2025-2026 Academic Year

Years	Base Pay	BA Exp Supplement	Bachelors	MA+ Exp Supplement	Masters ($2500)	Doc/ Spec ($5000)
0	$50,300.00	$0.00	$50,300.00	$0.00	$52,800.00	$55,300.00
1	$50,300.00	$100.00	$50,400.00	$100.00	$52,900.00	$55,400.00
2	$50,300.00	$200.00	$50,500.00	$200.00	$53,000.00	$55,500.00
3	$50,300.00	$300.00	$50,600.00	$300.00	$53,100.00	$55,600.00
4	$50,300.00	$400.00	$50,700.00	$400.00	$53,200.00	$55,700.00
5	$50,300.00	$500.00	$50,800.00	$500.00	$53,300.00	$55,800.00
6	$50,300.00	$600.00	$50,900.00	$600.00	$53,400.00	$55,900.00
7	$50,300.00	$986.00	$51,286.00	$1,250.00	$54,050.00	$56,550.00
8	$50,300.00	$1,222.00	$51,522.00	$1,750.00	$54,550.00	$57,050.00
9	$50,300.00	$1,458.00	$51,758.00	$2,250.00	$55,050.00	$57,550.00
10	$50,300.00	$2,694.00	$52,994.00	$3,750.00	$56,550.00	$59,050.00
11	$50,300.00	$2,930.00	$53,230.00	$4,250.00	$57,050.00	$59,550.00
12	$50,300.00	$3,166.00	$53,466.00	$4,750.00	$57,550.00	$60,050.00
13	$50,300.00	$3,402.00	$53,702.00	$5,250.00	$58,050.00	$60,550.00
14	$50,300.00	$3,638.00	$53,938.00	$5,750.00	$58,550.00	$61,050.00
15	$50,300.00	$5,124.00	$55,424.00	$7,500.00	$60,300.00	$62,800.00
16	$50,300.00	$5,360.00	$55,660.00	$8,000.00	$60,800.00	$63,300.00
17	$50,300.00	$5,596.00	$55,896.00	$8,500.00	$61,300.00	$63,800.00
18	$50,300.00	$5,832.00	$56,132.00	$9,000.00	$61,800.00	$64,300.00
19	$50,300.00	$6,068.00	$56,368.00	$9,500.00	$62,300.00	$64,800.00
20	$50,300.00	$6,304.00	$56,604.00	$10,000.00	$62,800.00	$65,300.00
21	$50,300.00	$6,540.00	$56,840.00	$10,500.00	$63,300.00	$65,800.00
22	$50,300.00	$6,776.00	$57,076.00	$11,000.00	$63,800.00	$66,300.00
23	$50,300.00	$9,412.00	$59,712.00	$13,900.00	$66,700.00	$69,200.00
24	$50,300.00	$9,648.00	$59,948.00	$14,400.00	$67,200.00	$69,700.00
25	$50,300.00	$9,884.00	$60,184.00	$14,900.00	$67,700.00	$70,200.00

State law requires each District to include its teacher salary schedule, including stipends and other material benefits, in its written personnel policies unless the District recognizes a teachers' union in its policies for, among other things, the negotiation of salaries. 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.
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.

College hours for advancement on the salary schedule must be part of an approved graduate degree program with the following exceptions:
- A maximum of twelve (12) graduate hours of salary schedule credit outside a degree program will be allowed for an individual who has attained the baccalaureate degree.

Teachers who have earned additional, relevant degrees or sufficient college hours to warrant a salary change are responsible for following district procedures to submit a transcript to the HR Office by August 1 of the year in which the changes will apply. The appropriate salary increase will be reflected in the next paycheck provided it is at least two weeks from the time the notice and documentation is delivered. All salary changes will be on a “go forward” basis, and no back pay will be awarded.

Disagreement about a decision concerning salary schedule placement should be submitted directly to the HR Office, then Superintendent’s office, in the form of a grievance as outlined in policy.

Arkansas Professional Educator Preparation (ArPEP) Program

Each employee newly hired by the district to teach under the Arkansas Professional Educator Preparation ArPEP) Program shall initially be placed on the salary schedule in the category of a bachelor’s degree with no experience, unless the ArPEP program employee has previous teaching experience which requires a different placement on the schedule. Upon receiving his/her initial or standard teaching license, the employee shall be moved to the position on the salary schedule that corresponds to the level of education degree earned by the employee which is relevant to the employee’s position. Employee’s degrees which are not relevant to the ArPEP program's position shall not apply when determining his/her placement on the salary schedule. A teacher with a non-traditional provisional license shall be eligible for step increases

with each successive year of employment, just as would a teacher possessing a traditional teaching license.

Licensed employee, seeking additional area or areas of licensure

Licensed employees who are working on an alternative licensure plan (ALP) to gain licensure in an additional area are entitled to placement on the salary schedule commensurate with their current license, level of education degree and years of experience. Degrees which are not relevant to the employee's position shall not apply when determining his/her placement on the salary schedule.

Cross Reference: Policy 1.9—POLICY FORMULATION
Legal References: A.C.A. § 6-17-201, 202, 2403, A.C.A. § 6-20-2305(f)(4), DESE Rules Governing School District Requirements for Personnel Policies, Minimum Salaries, and Documents Posted to District Websites

Adopted: 2/20/2024 /s/Jeremy Keaster, President of the Board

Revised: 2/20/2024

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