Viola School District

3.1—LICENSED PERSONNEL SALARY SCHEDULE

For the purposes of the salary schedule, a teacher will have worked a “year” if he/she works at least 160 days during any given school year. (128 days, based on a 4-day week) A work day is considered to be nine hours long unless otherwise stated in the Employee’s contract.

Licensed Salary Schedule 2026-2027

Years of Experience	Bachelors	Masters
0-9	$50,000	$51,500
10-19	$50,500	$52,250
20-29	$51,000	$53,000
30+	$51,500	$53,750

A teacher is eligible for placement on the master’s degree salary schedule when he/she has a master’s degree in an area that is considered relevant to the employee’s position. For the purposes of this policy, a master’s degree 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 a master’s degree in an area that is considered relevant to the employee’s position as defined in this policy are responsible for reporting and supplying transcripts to the superintendent. The appropriate salary schedule will be reflected in the next semester’s paychecks provided it is at least two weeks from the time the notice and documentation are delivered. All salary changes will be on a “go forward” basis, and no back pay will be awarded.

Teachers who have earned sufficient college hours toward a degree relevant to the teacher’s employment to warrant a salary change on the district’s salary schedule are responsible for reporting and supplying a transcript to the superintendent. 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 are delivered. All salary changes will be on a “go forward” basis, and no back pay will be awarded.

Position	Contract Days	Stipend	Stipend Description
Counselor	170	$10,800	Stipend is for Extended Contract Days.
Library Media Specialist	170	$5,300	Stipend is for Extended Contract Days.
Teacher/FACS	170	$5,300	Stipend is for Extended Contract Days.
Teacher/Business	170	$5,300	Stipend is for Extended Contract Days.
Teacher/Coach of Primary Sport (must serve 7-12) *Senior High Coach: Basketball, Volleyball, Baseball, Softball *This rate includes additional pay for work required to coach, practice, attend camps, and meet all expectations required to assigned coaching positions as defined by the administration.	170	$12,800	CDL: All coaches are required to have a CDL and to drive daily for coaching, practice, games, etc. Coaches are given until the start of their season in their first year of employment to attain (as determined by the superintendent). If not attained, disciplinary action up to recommendation for termination may be applied by the Superintendent or designee. Stipend of $5,300 for extended contract days. Stipend of $7,500 for Head Coach of Senior High Sport. This for each sport.
Teacher/ Assistant Coach with a Secondary Sport(s) assigned. Basketball, Baseball, Softball, Volleyball *This rate includes additional pay for work required to coach, practice, attend camps, and meet all expectations required to assigned coaching positions as defined by the administration.	154	$1,250	CDL: All coaches are required to have a CDL and to drive daily for coaching, practice, games, etc. Coaches are given until the start of their season in their first year of employment to attain (as determined by the superintendent). If not attained, disciplinary action up to recommendation for termination may be applied by the Superintendent or designee.

Teacher/Head JH Coach Basketball, Volleyball *This rate includes additional pay for work required to direct, practice, attend camps, and meet all expectations required of the programs as defined by the administration.	154	$5,000	CDL: All coaches are required to have a CDL and to drive daily for coaching, practice, games, etc. Coaches are given until the start of their season in their first year of employment to attain (as determined by the superintendent). If not attained, disciplinary action up to recommendation for termination may be applied by the Superintendent or designee.
Teacher/Band Director *This rate includes additional pay for work required to direct, practice, attend camps, and meet all expectations required of the band program as defined by the administration.	170	$5,300	CDL Stipend: The band director is required to have a CDL and to drive daily for practice, games, etc. Directors are given until the start of their season in their first year of employment to attain (as determined by the superintendent). If not attained, disciplinary action up to recommendation for termination may be applied by the Superintendent or designee. Stipend is for Extended Contract Days.
Teacher/Agri *This rate includes additional pay for work required to direct, practice, attend camps, and meet all expectations required of the agri program as defined by the administration.	192	$15,000	CDL Stipend: The Agri Teacher is required to have a CDL and to drive daily for practice, games, etc. Directors are given until the start of their season in their first year of employment to attain (as determined by the superintendent). If not attained, disciplinary action up to recommendation for termination may be applied by the Superintendent or designee. Stipend is for Extended Contract Days.
Principal	192	$25,000	Duties - Required for all Principals. Assigned by Superintendent: Security/Ballgame Duty Assignments/Nights, Holidays, Additional PD Days, and Weekend Events, etc
Superintendent	192	N/A	Required responsibility for Superintendent. Assigned by Superintendent: Security/Ballgame Duty Assignments/Nights, Holidays, Additional PD Days, and Weekend Events, etc.

Licensed Salary Schedule Pay Additions 26-27

Description of Additional Stipend or Pay Added to the Base	Amount	Details of Pay Additions
Athletic Director	$1,500.00	Stipend for Athletic Director Responsibilities
Stipend: Tech Support Assist	$1,000.00	Will support and assist the tech coordinator. Give tech assistance to teachers as needed.
Stipend: Master/Lead Teacher on DESE License	State merit pay plus an additional $500	This must be on the teacher's license as a designation by the State of Arkansas. This teacher must also agree to mentor assigned teacher(s) as determined by the Superintendent (or designee).
Stipend: Club/ Organization Sponsor	$1,000.00	Must meet required criteria (including all extra days/hours required to fulfill the job responsibilities): Beta Club, Secondary Quiz Bowl, Yearbook, Shooting Sports, Robotics, GT Coordinator.
Stipend: Secondary Sport and/or Area Coordinator	Varies	Must meet required criteria (including all extra days/hours required to fulfill the job responsibilities) and perform additional duties as assigned by the Superintendent (or designee): Peewee Athletics: $400 per team ($2,400 Max) Cheerleader: $700 Cross Country: $200 per team ($800 Max) Golf: $300 per team ($600 Max) Bowling: $300 per team ($600 Max) Tennis: $1,000 Jr. High Baseball: $1,000 Jr. High Softball: $1,000 Track and Field: $200 per team ($800 Max)
Stipend: Social Media Coordinator	$1,500.00 (k-6) $2,000.00 (7-12)	Must meet required criteria (including all extra days/hours required to fulfill the job responsibilities) and perform additional duties as assigned by the Superintendent (or designee)
Stipend: Short Term Club/Activity Sponsor	$300.00	Assigned by Principal with Superintendent Approval: Junior Class Sponsor, Senior Class Sponsor, Student Council, Sunshine Fund, Elementary Quiz Bowl.
Stipend: District	$4,500.00	Must fulfill all district obligations for state testing guideline requirements. This includes overseeing all testing.

Testing Coordinator		
Stipend: Maintenance and Operations	$4,500.00	Supervises employees of maintenance and operations.
Stipend: Transportation Director	$4,500.00	Supervises employees for all transportation duties.
Kinderboost	$36 per hour	Teacher of Kinderboost Summer Program. Pending funding through the Save the Children Grant.
Extended School Year/Homebound Services	$25 per hour	This is for homebound services provided after school hours. Mileage will be paid at .55 cents per mile for miles driven to and from the location of homebound services during or after school hours.
Working Book or Clock at Home Basketball and Volleyball Games	$12 per game	Any employee working the book or clock at home basketball and/or volleyball games.

_____ **Board President Signature and Date**

_____ **Board Secretary Signature and Date**

_____ **Superintendent Signature and Date**