3.1—LICENSED PERSONNEL SALARY SCHEDULE

2025-2026			
Step	**Bachelor**	**Bachelor +24**	**Masters**
1	$50,000.00	This column is only for those that were grandfathered in, no new employee's will be added to this column.	$50,650.00
2	$50,000.00		$50,650.00
3	$50,000.00		$50,650.00
4	$50,000.00		$50,650.00
5	$50,000.00		$50,650.00
6	$50,250.00		$51,300.00
7	$50,250.00		$51,300.00
8	$50,250.00		$51,300.00
9	$50,250.00		$51,300.00
10	$50,250.00		$51,300.00
11	$50,500.00		$51,950.00
12	$50,500.00		$51,950.00
13	$50,500.00		$51,950.00
14	$50,500.00		$51,950.00
15	$50,500.00		$51,950.00
16	$50,750.00		$52,600.00
17	$50,750.00		$52,600.00
18	$50,750.00		$53,250.00
19	$50,750.00		$53,900.00
20	$50,750.00		$54,550.00
21	$51,000.00	$52,500	$55,650.00

2024-2025 Additional Duty Table				
Job Description	**Index**		**Job Description**	**Index**
Vocational Agri	.241		Asst HS Principal	.45
Vocational Business	.056		Elem Principal	.60
Vocational FACS	.052		Asst ES Principal	.45
Facilitator	.105		HS Counselor	.29

HS Principal	.65		MS Counselor	.05
CFO	.2		Superintendent	Negotiated
Job Description	**Dollar Amt**		**Job Description**	**Dollar Amt**
Sr. High Head Basketball	$3,750.00		504 Coordinator	$2,000.00
Jr. High Basketball	$1,000.00		SPED Director	$5,000.00
Asst Basketball Coach	$2,000.00		HS Choir	$2,000.00
7th Grade Basketball	$500.00		HS Band	$3,000.00
4th Grade Basketball	$350.00		Dean of Students	$3,500.00
Peewee Basketball	$700.00		Federal Programs	$2,000.00
Athletic Director	$2,027.00		APSCN Coordinator	$2,000.00
Head Baseball/Softball	$8,537.00		Cafeteria Director	$2,475.00
Jr. High Baseball/Softball	$1,000.00		Cafeteria Manager	$1,500.00
Asst Baseball/Softball	$1,000.00		District Treasurer	$2,000.00
Cross Country	$1,000.00		Dir Maint/Transp	$6,016.00
Golf	$1,000.00		Dir Human Resources	$2,000.00
Drama	$1,000.00		*Classified w/specified license	$2,000.00
Cheer Sponsor	$2,000.00		Instructional Aide	$800.00
Test Coordinator	$2,000.00		Aide w/bachelor degree	$4,000.00
ESL	$1,000.00		Technology Specialist	$3,000.00
ALE Director	$3,500.00		CASBO Certified	$2,000.00
Pre-School Director	$5,000.00		Pre-K Asst Manager	$1,500.00
Asst. Bookkeeper	$2,000.00		District Website	$2,000.00
Literacy Specialist	$2,000.00			

*Specified certifications are HVAC/Electrician/CPA/Diesel Mechanic/Social Worker

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 120 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.

Teachers who have earned hours beyond their bachelor degree in an area that is considered relevant to the employee's position as defined in this policy are responsible for reporting and supplying a transcript to the human resource office. If a teacher will be obtaining their additional hours during the summer they must notify the human resource office by the end of April of the preceding school year. Upon receiving the additional hours or degree a transcript and documentation should be recorded in the human resource office before August of the effective year. All salary changes will be on a "go forward" basis, and no back pay will be awarded.

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 References: Policy 1.9-----POLICY FORMULATION
7.23-Health Care Coverage and the Affordable Care Act

Legal References: A.C.A. § 6-17-201, 202, 2402, 2403
A.C.A. § 6-20-2305(f)(4)
A.C.A. § 21-5-405
DESE Rules Governing Documents Posted to School District and Education Service Cooperative Websites
Date Adopted: 02/20/2012
Last Revised: 05/19/2025