

1. Teacher Base Salary Schedule for 2022-2023

Experience ¹	Bachelor's Degree	Bachelors +18	Master's	MS +15 Multiple Masters	Ed. Specialist	Doctorate
0	36,800	37,530	41,530	42,060	43,140	44,160
1	38,190	38,920	42,000	42,540	43,610	44,630
2	38,840	39,580	42,660	43,200	44,260	45,280
3	39,480	40,220	43,110	43,640	44,700	45,720
4	40,140	40,870	43,750	44,280	45,340	46,360
5	40,790	41,510	44,400	44,930	45,990	47,010
6	41,430	42,170	45,050	45,580	46,640	47,660
7	42,090	42,810	45,700	46,230	47,290	48,310
8	42,760	43,480	46,380	46,910	47,970	48,990
9	43,440	44,170	47,050	47,580	48,640	49,660
10	44,120	44,840	47,730	48,260	49,330	50,350
11	44,790	45,510	48,410	48,940	50,000	51,020
12	45,470	46,190	49,080	49,610	50,670	51,690
13	45,920	46,860	49,760	50,290	51,350	52,370
14	46,590	47,530	50,440	50,970	52,030	53,050
15	47,290	48,240	51,140	51,670	52,730	53,750
16	47,990	48,940	51,850	52,380	53,440	54,460
17	48,690	49,640	52,550	53,080	54,140	55,160
18	49,390	50,220	53,250	53,780	54,850	55,870
19	50,090	50,920	53,960	54,490	55,550	56,570
20	50,800	51,620	54,660	55,190	56,250	57,270
21	51,490	52,330	55,370	55,900	56,960	57,980
22	52,190	53,020	56,070	56,600	57,660	58,680
23	52,890	53,720	56,770	57,300	58,360	59,380
24			57,460	57,990	59,050	60,070
25			58,150	58,680	59,740	60,760

¹Years of experience are based on satisfactory service in the Harrison School District. The Superintendent of Schools may approve satisfactory service in other schools.

Salaries for Licensed employees not on weighted factors are calculated as follows:

The individual's salary is calculated by determining the per diem rate on the base salary schedule multiplied by the length of contract.

Method of Calculation:

1. Calculate per diem rate (divide by 190)

2. Multiply by the length of contract

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.

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 the superintendent. Applications for movement on the salary schedule are known as Salary Schedule Advancement Applications and must be approved in advance by the Superintendent or his/her designee. Applications must be received by August 10 to be considered for advancement during the first semester and by January 4 for the second semester.

An official transcript must be on file in the Superintendent’s office or personnel files which shows graduate hours earned before a final evaluation can be made and before final approval can be given by the Superintendent or his/her designee for advancement on the salary schedule. All such transcripts must be on file by October 1 for the first semester and February 1 for the second semester. Transcripts not on file by these dates will not be evaluated nor will the teacher be considered for advancement on the salary schedule until the next semester unless an exception for extenuating circumstances is approved by the Superintendent or his/her designee by the date stated above.

Mid-year advancement on the salary schedule will be one-half (1/2) of the amount indicated by the salary schedule and will be disbursed in a lump sum at the end of the current school year.

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 employees, 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.

2. Supplemental Salaries

Club and Organization Sponsor, Level 1 ^{2,3}	\$150
Freshman/Sophomore Class Sponsor (per grade sponsor, up to two)	\$250
Club and Organization Sponsor, Level 2 ^{2,3}	\$300
Elementary Yearbook Sponsor	
First Aid Person (per person, maximum of two per building)	\$400
Club and Organization Sponsor, Level 3 ^{2,3}	\$500
Approved Department Heads	
School Improvement	
Parent Community Engagement Coordinator ³	
Junior/Senior Class Sponsor (per grade sponsor, up to three)	
Academic Competition Coordinator	\$800
Club and Organization Sponsor, Level 4, Pre-approval required ^{2,3,5}	
Middle School Yearbook Sponsor	\$1000
Auditorium Coordinator	
Senior High Yearbook Sponsor	\$1500
Middle School Cheerleader Sponsor ¹	\$2400/\$1800
Senior High Cheerleader Sponsor ¹	\$2600/\$2000
Certificate of Clinical Competence in Speech-Language Pathology ⁴	\$2,000
Migrant Coordinator	
Assistant Special Education Director	
National Board Certification ⁴	\$2000
Secondary Play Director (minimum 2 plays per year)	
National Board Certification (State Reimbursement) ^{2,4,6}	
Pre-School Coordinator	\$5,000
School Psychologist	\$7,500
Covid Point of Contact	\$3,000

¹The larger amount applies only if the sponsor makes out of town trips with groups.

²The varying levels (1-4) amount applies only to clubs and organizations recognized and approved in advance by the principal and Superintendent of Schools.

³If more than one employee share this responsibility, the salary will be divided.

⁴National Board Certified and Certificate of Clinical Competence in Speech-Language Pathology teachers and administrators will receive this amount annually for the life of the certificate.

⁵Requires Special Board Approval

⁶This amount is determined at the state level and will be reimbursed to the teacher based on the state's individual allocation.

3. Extra Duty Salary Schedule

***Non-Weighted Coach or Third Sport Coach ⁶				\$1,000.00	
	Tier 1	Tier 2*	Tier 3*	Tier 4*	Tier 5*
Experience	Head Football Head Basketball HHS Band HHS Choir	Head Baseball Head Softball Head Volleyball Head HS Track Head Soccer**	Assistant HS Football Assistant HS Basketball Assistant HS Band	Head JH Football Head JH Basketball	Golf** Tennis Cross Country All other Assistant Coaches MS Choir Asst. JH Football Asst. JH Basketball Athletic Trainer
0-7 Years	\$9,200.00	\$8,175.00	\$7,150.00	\$6,500.00	\$6,125.00
8-15 Years	\$12,250.00	\$10,200.00	\$8,175.00	\$7,750.00	\$7,400.00
Over 16 years	\$15,300.00	\$12,250.00	\$9,200.00	\$8,800.00	\$8,675.00
*Amounts include working with a second sport as approved in advance by superintendent and athletic director(s).					
**Duties combined with Administrative salary schedule					
***Non-weighted Coach or Third Sport Coach must be approved by the AD and Superintendent					
This extra duty schedule will be re-evaluated during the 2025-26 school year by a committee of administrators, coaches, and board members in order to make any recommended changes for the 2026-27 school year.					

Legal References: A.C.A. § 6-17-201, 202, 2403

A.C.A. § 6-20-2305(f)(4)

DESE Rules Governing Documents Posted to School District and Education Service Cooperative Websites A.C.A. § 6-11-129 requires employees contract information to be available on the district's website and also identifies the contract items that must be redacted.

Cross Reference: Policy 1.9-POLICY FORMULATION

Date Adopted: April 17, 2012

Last Revised: June 21, 2022