

CONWAY PUBLIC SCHOOLS
CONWAY, ARKANSAS
LICENSED SALARY SCHEDULE A & J
Based on 190 Days of Employment

Yrs Exp	Step	BSE	BSE+12	BSE+24	MSE	MSE+12	MSE+24	ED SPEC/ MSE+45	Doctorate
0	1	\$50,000	\$50,000	\$50,000	\$50,000	\$50,763	\$52,376	\$53,989	\$55,601
1	2	\$50,000	\$50,000	\$50,000	\$50,033	\$51,645	\$53,258	\$54,870	\$56,484
2	3	\$50,000	\$50,000	\$50,000	\$50,916	\$52,526	\$54,140	\$55,750	\$57,366
3	4	\$50,000	\$50,000	\$50,000	\$51,799	\$53,411	\$55,024	\$56,634	\$58,249
4	5	\$50,000	\$50,000	\$50,260	\$52,681	\$54,293	\$55,905	\$57,518	\$59,130
5	6	\$50,000	\$50,000	\$51,142	\$53,562	\$55,175	\$56,787	\$58,400	\$60,014
6	7	\$50,000	\$50,410	\$52,024	\$54,445	\$56,056	\$57,670	\$59,282	\$60,896
7	8	\$50,000	\$51,293	\$52,907	\$55,329	\$56,940	\$58,553	\$60,165	\$61,778
8	9	\$50,566	\$52,175	\$53,789	\$56,211	\$57,823	\$59,436	\$61,048	\$62,663
9	10	\$51,448	\$53,056	\$54,672	\$57,093	\$58,705	\$60,318	\$61,930	\$63,545
10	11	\$52,332	\$53,939	\$55,556	\$57,976	\$59,587	\$61,201	\$62,812	\$64,427
11	12	\$53,215	\$54,823	\$56,438	\$58,859	\$60,471	\$62,084	\$63,694	\$65,307
12	13	\$54,095	\$55,705	\$57,320	\$59,741	\$61,354	\$62,966	\$64,579	\$66,192
13	14	\$54,977	\$56,587	\$58,203	\$60,623	\$62,236	\$63,848	\$65,460	\$67,074
14	15	\$55,861	\$57,470	\$59,085	\$61,506	\$63,117	\$64,730	\$66,342	\$67,956
15	16	\$56,743	\$58,354	\$59,968	\$62,388	\$64,000	\$65,612	\$67,224	\$68,838
16	17	\$57,623	\$59,234	\$60,849	\$63,269	\$64,882	\$66,496	\$68,108	\$69,722
17	18			\$61,729	\$64,153	\$65,766	\$67,379	\$68,990	\$70,605
18	19				\$65,036	\$66,648	\$68,261	\$69,872	\$71,488
19	20				\$65,918	\$67,530	\$69,143	\$70,755	\$72,369
20	21				\$66,799	\$68,414	\$70,026	\$71,638	\$73,252
21	22				\$67,679	\$69,296	\$70,909	\$72,520	\$74,134
22	23					\$70,176	\$71,789	\$73,403	\$75,017
23	24						\$72,669	\$74,286	\$75,898
24	25							\$75,166	\$76,778

Personnel employed for a number of days other than 190 or for a full-time position of less than 1.0 receive an amount proportional to that shown on the schedule. Such an amount is based on the daily rate as established by the schedule.

- I. **IN-STATE TEACHING EXPERIENCE** - Administrators or teachers entering this district for the first time with verified experience from an accredited Arkansas public school district, an Arkansas education service cooperative, the Arkansas Department of Education, an accredited Arkansas private school, or an accredited Arkansas institution of higher education will receive full credit for each year of verified experience provided the administrator or teacher held a valid Arkansas teaching license when the experience was earned.
- II. **OUT-OF-STATE PUBLIC SCHOOL EXPERIENCE** - Administrators or teachers entering this district for the first time with experience from an accredited out-of-state public school will receive full credit for each year of verified experience provided the administrator or teacher held a valid teaching license from that state when experience was earned.

Administrators or teachers entering this district with private, out of state, or college teaching experience will receive one half (1/2) credit for each year of verified experience, not to exceed eight (8) years, provided the administrator or teacher held a valid teaching license from that state when experience was earned.

- III. **VOCATIONAL TEACHERS** - Vocational teachers will receive full credit for any experience obtained in an accredited vocational school. Vocational teachers will receive one half (1/2) credit for any verified experience obtained in an accredited post-secondary school or accredited community college and any specialized experience related to the subject to be taught, not to exceed eight (8) years. Teachers with an Arkansas educators license will receive full credit for experience in positions requiring an Arkansas educator's license.

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/classified district administrator positions.

CONWAY PUBLIC SCHOOLS

Conway, Arkansas

Administrator's Index Schedule

Administrators will be paid based on the approved teacher salary schedule.

Credit will be given for experience and training as if they were in a teaching position.

An index will be applied to the administrator's base salary as follows.

Position	Index
Deputy Superintendent	.52
Assistant Superintendent	.40
Chief Financial Officer	.48
Director	.26
High School Principal	.25
Junior High Principal	.20
Middle School Principal	.18
Elementary Principal	.15
High School Assistant Principal	.14
Junior High Assistant Principal	.13
Middle School Assistant Principal	.12
Elementary Assistant Principal	.10
Supervisor	.15
Coordinator	.10
High School Dean	.09
Junior High Dean	.08
Middle School Dean	.07
Elementary Dean	.06

CONWAY PUBLIC SCHOOLS
Conway, Arkansas
Athletic Index Schedule

Grade	Assignment	Index
10-12	Head Coach-Football	.1500
10-12	Head Coach-Basketball	.1000
10-12	Head Coach-Primary	.0970
10-12	Head Coach-Secondary	.0210
10-12	Assistant Coach-Primary	.0800
10-12	Assistant Coach-Secondary	.0210
10-12	Additional Coaching Duties	.0210
8-9	Head Coach-Primary	.0790
8-9	Head Coach-Secondary	.0170
8-9	Assistant Coach-Primary	.0740
8-9	Assistant Coach-Secondary	.0170
8-9	Additional Coaching Duties	.0170
7	Head Coach-Primary	.0730
7	Head Coach-Secondary	.0120
7	Assistant Coach-Primary	.0675
7	Assistant Coach-Secondary	.0120
7	Additional Coaching Duties	.0120

The index will be applied to the employee's 190 base salary.

Example: Employee at Range 1, Step 1, with a 200 day contract, assigned to 8-9 Additional Coaching Duties:

Range 1, Step 1	\$50,000.00
Index .017 (50000*.017)	\$850.00
Additional Days (50000/190*10)	<u>\$2,631.58</u>
Total Contract Pay	\$53,481.58

For employees with more than one assignment, the indices will be added together and applied to the 190 day base.

For an individual employee, the following definitions apply:

Head Coach-Primary - The single head coaching assignment or the first of two head coaching assignments.

Head Coach-Secondary - The second head coaching assignment.

Assistant Coach-Primary - The single assistant coaching assignment or the first of two assistant coaching assignments.

Does not apply if a Head Coach (Primary) index is also paid.

Assistant Coach-Secondary - The second assistant coaching assignment or the first assistant coaching assignment if a Head Coach (Primary) index is also paid.

Additional Coaching Assignments - In addition to those stated above. The sport must be supervised at a different class period or in a different season than the first two assignments.

Primary - Applies to that level where the individual spends the majority of his/her coaching time. A person with two head coaching assignments will be assigned to the primary level where he/she spends the most time.

Conway Public Schools
Conway, Arkansas
Schedule BA - Bus Aides Salary Schedule

Yrs Exp	Step	Rate Per Hour
0	1	\$13.50
1	2	\$13.65
2	3	\$13.80
3	4	\$13.95
4	5	\$14.10
5	6	\$14.25
6	7	\$14.40
7	8	\$14.55
8	9	\$14.70
9	10	\$14.85
10	11	\$15.00
11	12	\$15.15
12	13	\$15.30
13	14	\$15.45
14	15	\$15.60
15	16	\$15.75
16	17	\$15.90
17	18	\$16.05

Substitute Bus Aides - Shall be paid at minimum wage.

Credit will be given for experience in the same position from another district.

Years of experience will not be given for previous part-time employment.

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/classified district administrator positions.

Conway Public Schools
Conway, Arkansas
Schedule D - Classified Coordinators Salary Schedule
Based on 220 Days of Employment

Education Code (Training)

Yrs Exp	STEP	Bach	Masters
0	1	\$ 43,387	\$ 48,993
1	2	\$ 44,267	\$ 49,867
2	3	\$ 45,144	\$ 50,746
3	4	\$ 46,020	\$ 51,623
4	5	\$ 46,897	\$ 52,499
5	6	\$ 47,775	\$ 53,376
6	7	\$ 48,649	\$ 54,255
7	8	\$ 49,527	\$ 55,130
8	9	\$ 50,403	\$ 56,007
9	10	\$ 51,282	\$ 56,885
10	11	\$ 52,159	\$ 57,762
11	12	\$ 53,034	\$ 58,639
12	13	\$ 53,911	\$ 59,516
13	14	\$ 54,790	\$ 60,392
14	15	\$ 55,667	\$ 61,270
15	16	\$ 56,543	\$ 62,146
16	17	\$ 57,422	\$ 63,022
17	18	\$ 58,301	\$ 63,901
18	19		\$ 64,779
19	20		\$ 65,655
20	21		\$ 66,532

Employee must have a bachelor's degree.

Credit will be given for experience in the same position from another school district.

Years of experience shall not be awarded for previous part-time employment.

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/classified district administrator positions.

CONWAY PUBLIC SCHOOLS
Conway, Arkansas
Extracurricular Index Schedule

Grades	Assignment	Index
10-12	Student Congress	.0300
8-9	Student Congress	.0300
	Prom	.0100
10-12	Band	.1000
10-12	Band Auxiliary Unit	.0140
8-9	Band	.0820
6-7	Band	.0770
9-12	Jazz Band	.0140
10-12	Orchestra	.0820
8-9	Orchestra	.0770
6-7	Orchestra	.0575
10-12	Choral	.0820
8-9	Choral	.0770
6-7	Choral	.0575
	Elementary School Choral Music	.0100
10-12	School Play (Production)	.0210
10-12	School Play (Orchestra)	.0140
10-12	School Play (Vocal Director)	.0210
10-12	School Play Vocal Coach)	.0140
10-12	School Play (Sound and Lights)	.0140
10-12	Journalism	.0350
10-12	Photography	.0300
9-12	Major Academic Club	.0170
9-12	Minor Academic Club	.0110
8-9	Club	.0110
8-9	Yearbook	.0170
8-12	Parent Involvement Facilitator	.0140
K-7	Parent Involvement Facilitator	.0110
8-12	Department Head (7+ Teachers)	.0140
8-12	Department Head (4-6 Teachers)	.0120
8-12	Department Head (1-3 Teachers)	.0110
8-12	Quiz Bowl	.0575
5-7	Quiz Bowl	.0170

The index will be applied to the employee's 190 base salary.

Example: Employee at Range 1, Step 1, with a 200 day contract, assigned to be an 8-12 Parent Involvement Facilitator:

Range 1, Step 1, 190 days	\$50,000.00
Index .0114 (50000*.014)	\$700.00
Additional Days (50000/190*10)	<u>\$2,631.58</u>
Total Contract Pay	\$53,331.58

Secondary Schools:

The principal at each school will determine annually which academic club sponsors will be designated to receive stipends and, if applicable, whether major or minor.

All Schools:

Employees serving in the same capacity in more than one building will receive only one index, that being where the individual spends most of his/her teaching time.

For an employee with more than one assignment, the indices will be added together and the total applied to the 190 day base.

Conway Public Schools
Conway, Arkansas
Schedule F/B - Business Manager Salary Schedule
Based on 240 Days of Employment

Yrs Exp	STEP	NO Degree	BA
0	1	\$ 51,364	\$ 70,044
1	2	\$ 52,243	\$ 71,026
2	3	\$ 53,124	\$ 72,010
3	4	\$ 54,005	\$ 72,994
4	5	\$ 54,885	\$ 73,979
5	6	\$ 55,766	\$ 75,063
6	7	\$ 56,646	\$ 75,948
7	8	\$ 57,527	\$ 76,933
8	9	\$ 58,406	\$ 77,916
9	10	\$ 59,287	\$ 78,900
10	11	\$ 60,168	\$ 79,885
11	12	\$ 61,047	\$ 80,869
12	13	\$ 61,928	\$ 81,854
13	14	\$ 62,808	\$ 82,837
14	15	\$ 63,688	\$ 83,822
15	16	\$ 64,569	\$ 84,806
16	17	\$ 65,450	\$ 85,790
17	18	\$ 66,332	\$ 86,774
18	19	\$ -	\$ 87,760

CASBO Certification (Certified Arkansas School Business Official) 5%

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/classified district administrator positions.

**Conway Public Schools
Conway, Arkansas
Schedule H - Health Care Professionals
Based on 187 Days of Employment**

Education Code (Training)

Yrs Exp	STEP	LPN	DN	ADN	ADN15	BS	BS12	BS24	MS	Coordinator (BS)
0	1	\$ 29,003	\$ 31,566	\$ 33,266	\$ 34,967	\$ 42,388	\$ 43,960	\$ 45,538	\$ 47,902	\$46,627
1	2	\$ 29,865	\$ 32,430	\$ 34,128	\$ 35,829	\$ 43,253	\$ 44,824	\$ 46,403	\$ 48,766	\$47,578
2	3	\$ 30,726	\$ 33,293	\$ 34,993	\$ 36,693	\$ 44,116	\$ 45,688	\$ 47,266	\$ 49,630	\$48,527
3	4	\$ 31,587	\$ 34,158	\$ 35,857	\$ 37,558	\$ 44,979	\$ 46,553	\$ 48,131	\$ 50,493	\$49,477
4	5	\$ 32,448	\$ 35,021	\$ 36,721	\$ 38,421	\$ 45,844	\$ 47,415	\$ 48,994	\$ 51,358	\$50,428
5	6	\$ 33,310	\$ 35,886	\$ 37,584	\$ 39,285	\$ 46,709	\$ 48,278	\$ 49,857	\$ 52,221	\$51,380
6	7	\$ 34,172	\$ 36,750	\$ 38,449	\$ 40,150	\$ 47,570	\$ 49,143	\$ 50,720	\$ 53,085	\$52,327
7	8	\$ 35,032	\$ 37,613	\$ 39,312	\$ 41,011	\$ 48,436	\$ 50,007	\$ 51,586	\$ 53,948	\$53,279
8	9	\$ 35,894	\$ 38,476	\$ 40,176	\$ 41,875	\$ 49,299	\$ 50,871	\$ 52,449	\$ 54,813	\$54,229
9	10	\$ 36,756	\$ 39,340	\$ 41,040	\$ 42,739	\$ 50,163	\$ 51,734	\$ 53,313	\$ 55,675	\$55,179
10	11	\$ 37,617	\$ 40,204	\$ 41,903	\$ 43,604	\$ 51,027	\$ 52,596	\$ 54,176	\$ 56,539	\$56,129
11	12	\$ 38,478	\$ 41,069	\$ 42,768	\$ 44,469	\$ 51,889	\$ 53,461	\$ 55,039	\$ 57,403	\$57,078
12	13	\$ 39,340	\$ 41,931	\$ 43,631	\$ 45,330	\$ 52,754	\$ 54,325	\$ 55,903	\$ 58,266	\$58,029
13	14	\$ 40,201	\$ 42,795	\$ 44,494	\$ 46,194	\$ 53,618	\$ 55,189	\$ 56,767	\$ 59,131	\$58,980
14	15	\$ 41,063	\$ 43,658	\$ 45,359	\$ 47,058	\$ 54,481	\$ 56,052	\$ 57,630	\$ 59,995	\$59,929
15	16	\$ 41,923	\$ 44,523	\$ 46,223	\$ 47,923	\$ 55,345	\$ 56,917	\$ 58,495	\$ 60,857	\$60,879
16	17	\$ 42,785	\$ 45,386	\$ 47,086	\$ 48,786	\$ 56,208	\$ 57,780	\$ 59,359	\$ 61,722	\$61,829
17	18	\$ 43,647	\$ 46,250	\$ 47,950	\$ 49,650	\$ 57,072	\$ 58,645	\$ 60,223	\$ 62,586	\$62,779
18	19								\$ 63,448	\$62,779
19	20								\$ 64,312	\$62,779
20	21								\$ 65,175	\$62,779

Personnel employed for a number of days other than 187 or for a full-time position of less than 1.00 receive an amount proportional to that shown on the schedule. Such an amount is based on the daily rate

RN applicants must have two (2) years of experience and be licensed as a registered nurse.

The district will award one-half (1/2) credit, not to exceed eight (8) years, for verified health care experience provided the health care professional was a registered nurse when experience was earned.

The district will award one-half (1/2) credit, not to exceed eight (8) years, for verified health care experience provided the health care professional was a licensed practical nurse when experience was earned.

A nurse entering the district for the first time with a current Arkansas teaching license and verified teaching experience from an accredited Arkansas school district will receive full credit for each year of verified teaching experience provided the nurse had the teaching license when the teaching experience

Experience credit will not be awarded for previous part-time experience.

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/classified district administrator positions.

Conway Public Schools
Conway, Arkansas
Schedule K - Secretarial/Clerical Salary Schedule
Based on 185 Days of Employment

Yrs Exp	STEP	KA1	KA2	KA3	KA4	KA5	KA6	KA7	KA8
0	1	\$ 24,671	\$ 24,887	\$ 25,105	\$ 25,323	\$ 26,627	\$ 27,496	\$ 29,236	\$ 33,367
1	2	\$ 25,332	\$ 25,555	\$ 25,779	\$ 26,002	\$ 27,343	\$ 28,238	\$ 30,025	\$ 34,271
2	3	\$ 25,995	\$ 26,225	\$ 26,455	\$ 26,683	\$ 28,061	\$ 28,980	\$ 30,816	\$ 35,178
3	4	\$ 26,659	\$ 26,894	\$ 27,130	\$ 27,366	\$ 28,780	\$ 29,722	\$ 31,606	\$ 36,086
4	5	\$ 27,321	\$ 27,563	\$ 27,804	\$ 28,046	\$ 29,497	\$ 30,463	\$ 32,398	\$ 36,991
5	6	\$ 27,983	\$ 28,231	\$ 28,479	\$ 28,727	\$ 30,213	\$ 31,204	\$ 33,187	\$ 37,895
6	7	\$ 28,646	\$ 28,900	\$ 29,153	\$ 29,407	\$ 30,931	\$ 31,945	\$ 33,976	\$ 38,801
7	8	\$ 29,309	\$ 29,569	\$ 29,828	\$ 30,088	\$ 31,649	\$ 32,689	\$ 34,768	\$ 39,708
8	9	\$ 29,971	\$ 30,236	\$ 30,502	\$ 30,769	\$ 32,365	\$ 33,429	\$ 35,557	\$ 40,612
9	10	\$ 30,632	\$ 30,904	\$ 31,177	\$ 31,448	\$ 33,081	\$ 34,170	\$ 36,346	\$ 41,517
10	11	\$ 31,297	\$ 31,575	\$ 31,853	\$ 32,132	\$ 33,800	\$ 34,914	\$ 37,139	\$ 42,425
11	12	\$ 31,958	\$ 32,242	\$ 32,527	\$ 32,811	\$ 34,516	\$ 35,653	\$ 37,927	\$ 43,329
12	13	\$ 32,619	\$ 32,909	\$ 33,200	\$ 33,490	\$ 35,232	\$ 36,393	\$ 38,717	\$ 44,234
13	14	\$ 33,281	\$ 33,577	\$ 33,874	\$ 34,171	\$ 35,949	\$ 37,134	\$ 39,506	\$ 45,138
14	15	\$ 33,945	\$ 34,249	\$ 34,551	\$ 34,853	\$ 36,669	\$ 37,879	\$ 40,299	\$ 46,046
15	16	\$ 34,607	\$ 34,916	\$ 35,224	\$ 35,534	\$ 37,385	\$ 38,619	\$ 41,087	\$ 46,951
16	17	\$ 35,269	\$ 35,584	\$ 35,898	\$ 36,214	\$ 38,101	\$ 39,361	\$ 41,877	\$ 47,856
17	18	\$ 35,933	\$ 36,254	\$ 36,575	\$ 36,896	\$ 38,820	\$ 40,103	\$ 42,669	\$ 48,763

KA1 Middle School Secretary

KA2 HS Secretary, HS Counselor Secretary, JH Secretary

KA3 Elem Bookkeeper, MS Bookkeeper, Pre-K Bookkeeper

KA4 JH Bookkeeper, HS Bookkeeper, Registrar, Warehouse Clerk, Technology Secretary

KA5 CO & SPED receptionist with secretarial responsibilities

KA6 CO, SPED, Transportation, Maintenance, Food Service Systems Support, Asst Account Payable

KA7 CO Accounts Payable, Payroll, Insurance & Benefits

KA8 Superintendent Secretary

Credit will be given for experience in the same position from another school district. Years of experience will not be given for previous part-time employment.

A 5% one-time increase will be given for 60 college hours or an associate degree.

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/classified district administrator positions.

**Conway Public Schools
Miscellaneous Pay Rate Schedule**

Classified Positions

Description	Rate	Rate Type
Auditorium Events - Custodians	\$25.00	Hourly
Bus Drivers - Athletic Trips	Minimum wage	Hourly
Bus Drivers - Field Trips (Academic)	Minimum wage	Hourly
Bus Drivers - Field Trips (Non-School)	\$11.50	Hourly
Bus Drivers - Overflow	\$15.00	Daily
Bus Drivers - Overnight Trips	\$125.00	Daily
CCC Summer Workers - Regular District Employees	\$15.00	Hourly
CCC Summer Workers - Students	Minimum Wage	Hourly
Custodian Trainees	Minimum wage	Hourly
Warehouse Summer Employees	Minimum wage	Hourly
Maintenance Summer Workers - Students	Minimum Wage	Hourly
Energy Auditor	\$1,183.33	Monthly
Special Event Custodians	Employee's Regular Hourly Rate	Hourly
Special Event Food Service	Employee's Regular Hourly Rate	Hourly
Homebound - Classified - General Ed	\$32.50	Hourly
Homebound - Classified - Special Ed	Employee's Regular Daily Rate	Daily
Saturday School - Classified	\$100.00	Per Session
Summer School - Classified	\$20.00	Hourly
Intervention-Specialized Training Required	\$32.50	Hourly

Licensed Positions

Description	Rate	Rate Type
Before/After School Tutoring - Licensed	\$32.50	Hourly
Career Center Plumbing / Electrical Program	\$48.00	Hourly
Drivers Ed	Dependent Upon Receipts to DE	Hourly
GT Seminar Prep - Licensed	\$32.50	Hourly
Kindergarten Camp - Licensed	\$32.50	Hourly
Homebound - Licensed	\$32.50	Hourly
Saturday School - Licensed	\$100.00	Per Session
Summer School - Licensed	\$32.50	Hourly

Athletics

Description	Rate	Rate Type
Athletics - Clock	\$15.00	Hourly
Athletics - Gatekeepers	\$15.00	Hourly
Athletics - Football Press Box	\$15.00	Hourly
Athletics - Scorekeepers	\$15.00	Hourly
Athletics - Basketball Book/Clock	\$15.00	Hourly
Athletics - Volleyball Book - Sr. High	\$15.00	Hourly
Athletics - Volleyball Book - Jr. High	\$15.00	Hourly
Athletics - Volleyball Line Judge	\$15.00	Per Match

Conway Public Schools
Conway, Arkansas
Schedule M - Central Services Salary Schedule
Based on 240 Days of Employment

Yrs Exp	STEP	BASE 01	BASE 02
0	1	\$ 36,385	\$ 44,118
1	2	\$ 37,059	\$ 44,791
2	3	\$ 37,731	\$ 45,466
3	4	\$ 38,403	\$ 46,139
4	5	\$ 39,077	\$ 46,812
5	6	\$ 39,748	\$ 47,485
6	7	\$ 40,420	\$ 48,159
7	8	\$ 41,094	\$ 48,833
8	9	\$ 41,765	\$ 49,506
9	10	\$ 42,437	\$ 50,180
10	11	\$ 43,111	\$ 50,853
11	12	\$ 43,783	\$ 51,527
12	13	\$ 44,454	\$ 52,201
13	14	\$ 45,127	\$ 52,874
14	15	\$ 45,802	\$ 53,547
15	16	\$ 46,473	\$ 54,221
16	17	\$ 47,144	\$ 54,895
17	18	\$ 47,818	\$ 55,568

<u>Level 01</u>	<u>Index</u>
Central Maintenance Lawn & Grounds Workers	.000
Transportation Mechanic	.000
Warehouse Delivery Clerk	.000
Purchasing Supervisor	.510
Transportation Supervisor I	.270

<u>Level 02</u>	<u>Index</u>
Maintenance - Skilled Tradesman*	.000
Maintenance/Custodial Supervisor Assistant **	.250
Maintenance Supervisor **	.510
Transportation Supervisor II	.510
Technology Technician I	.100
Technology Technician II - Servers	.250
Systems Engineer	.300
Technology Supervisor	.510
Transportation Diesel Mechanic	.000
Transportation Lead Mechanic	.045
Purchasing Supervisor II	.510

*Position requires verifiable commercial experience in trade.

**Position requires Master Tradesman's Licensure or Bachelor's Degree

Credit will be given for experience in the same position from another school district.

Years of experience shall not be awarded for previous part-time employment.

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/classified district administrator positions.

Conway Public Schools
Conway, Arkansas
Schedule N - Paraprofessional Salary Schedule
Based on 185 Days of Employment

Yrs Exp	STEP	7 HOUR	8 HOUR
0	1	\$ 25,459	\$ 29,099
1	2	\$ 25,941	\$ 29,651
2	3	\$ 26,424	\$ 30,203
3	4	\$ 26,906	\$ 30,754
4	5	\$ 27,388	\$ 31,306
5	6	\$ 27,870	\$ 31,857
6	7	\$ 28,352	\$ 32,410
7	8	\$ 28,835	\$ 32,962
8	9	\$ 29,316	\$ 33,514
9	10	\$ 29,800	\$ 34,066
10	11	\$ 30,282	\$ 34,617
11	12	\$ 30,762	\$ 35,168
12	13	\$ 31,246	\$ 35,721
13	14	\$ 31,728	\$ 36,273
14	15	\$ 32,211	\$ 36,825
15	16	\$ 32,694	\$ 37,377
16	17	\$ 33,173	\$ 37,929
17	18	\$ 33,658	\$ 38,480

Credit will be given for experience in the same position from another school district. Years of experience shall not be awarded for previous part-time employment.

5% one-time increase will be given for 60 college credit hours or an associate's degree.

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/classified district administrator positions.

CONWAY PUBLIC SCHOOLS
CONWAY, ARKANSAS
Occupational & Physical Therapists/Audiologists Salary Schedule
Based on 190 Days of Employment

Yrs Exp	Step	BSE+24	MSE	MSE+12	MSE+24	MSE+45
0	1	\$50,000	\$50,000	\$50,763	\$52,376	\$53,989
1	2	\$50,000	\$50,033	\$51,645	\$53,258	\$54,870
2	3	\$50,000	\$50,916	\$52,526	\$54,140	\$55,750
3	4	\$50,000	\$51,799	\$53,411	\$55,024	\$56,634
4	5	\$50,260	\$52,681	\$54,293	\$55,905	\$57,518
5	6	\$51,142	\$53,562	\$55,175	\$56,787	\$58,400
6	7	\$52,024	\$54,445	\$56,056	\$57,670	\$59,282
7	8	\$52,907	\$55,329	\$56,940	\$58,553	\$60,165
8	9	\$53,789	\$56,211	\$57,823	\$59,436	\$61,048
9	10	\$54,672	\$57,093	\$58,705	\$60,318	\$61,930
10	11	\$55,556	\$57,976	\$59,587	\$61,201	\$62,812
11	12	\$56,438	\$58,859	\$60,471	\$62,084	\$63,694
12	13	\$57,320	\$59,741	\$61,354	\$62,966	\$64,579
13	14	\$58,203	\$60,623	\$62,236	\$63,848	\$65,460
14	15	\$59,085	\$61,506	\$63,117	\$64,730	\$66,342
15	16	\$59,968	\$62,388	\$64,000	\$65,612	\$67,224
16	17	\$60,849	\$63,269	\$64,882	\$66,496	\$68,108
17	18	\$61,729	\$64,153	\$65,766	\$67,379	\$68,990
18	19	\$62,609	\$65,036	\$66,648	\$68,261	\$69,872
19	20		\$65,918	\$67,530	\$69,143	\$70,755
20	21		\$66,799	\$68,414	\$70,026	\$71,638
21	22		\$67,679	\$69,296	\$70,909	\$72,520
22	23			\$70,176	\$71,789	\$73,403
23	24				\$72,669	\$74,286
24	25					\$75,166

<u>SKILLS</u>	<u>INDEX</u>
Level I	0
Level II	0.15
Level III	0.3
Level IV	0.45

Skill level assignment will be based on training, expertise and education upon recommendation of the director of special education.

The district will award full credit for each year of verified experience provided the employee had a bachelor's degree when experience was earned.

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/classified district administrator positions.

CONWAY PUBLIC SCHOOLS
Conway, Arkansas
Schedule S – Substitute Salary Schedule

Position	Qualification	Rate	Type
Substitute Teacher	HS Diploma/GED	\$88.00	Daily
Substitute Teacher	Bachelor's Degree	\$90.00	Daily
Substitute Teacher	Licensed Arkansas Educator	\$95.00	Daily
Substitute Paraprofessional/Secretary	No Degree	\$11.00	Hourly
Substitute Paraprofessional/Secretary	Associate's/Bachelor's Degree	\$12.00	Hourly
Substitute Nurse	RN	\$129.00	Daily
Long-Term Substitute Teacher *	Degree/Non-licensed	\$100.00	Daily
Long-Term Substitute Teacher *	Teaching license in any area	\$113.00	Daily
Long-Term Substitute Teacher *	Licensed in grade/content area assigned	\$125.00	Daily
*25 or more consecutive days			
Extended Substitute Teacher	Licensed in grade/content area assigned	\$161.00	Daily
	Full semester assignment only		
	Paid regular sub rate until semester completed		
	Full rate retroactive after semester completed		

Conway Public Schools
Conway, Arkansas
Schedule P - Custodial Salary Schedule
Based on 240 Days of Employment

Yrs Exp	STEP	B1	B2
0	1	\$ 28,667	\$ 31,566
1	2	\$ 29,246	\$ 32,146
2	3	\$ 29,827	\$ 32,727
3	4	\$ 30,408	\$ 33,307
4	5	\$ 30,989	\$ 33,889
5	6	\$ 31,569	\$ 34,469
6	7	\$ 32,149	\$ 35,050
7	8	\$ 32,730	\$ 35,630
8	9	\$ 33,310	\$ 36,211
9	10	\$ 33,892	\$ 36,791
10	11	\$ 34,472	\$ 37,373
11	12	\$ 35,053	\$ 37,953
12	13	\$ 35,633	\$ 38,533
13	14	\$ 36,214	\$ 39,114
14	15	\$ 36,794	\$ 39,692
15	16	\$ 37,376	\$ 40,275
16	17	\$ 37,956	\$ 40,855
17	18	\$ 38,537	\$ 41,436

<u>Position</u>	<u>Index</u>
Custodian	0
Athletic Lawn and Grounds	0.08

Personnel employed for a number of days other than 240 or for a position of less than 1.00 will receive an amount proportional to that shown on the schedule.

Employees will receive an additional amount equivalent to their daily rate for each work day assigned beyond their contract amount.

Credit will be given for experience in the same position from another school district. Years of experience shall not be awarded for previous part-time employment.

Employees hired after June 30, 2004, will be paid from Range 1.

Employees hired before July 1, 2004 will be paid from Range 2.

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/classified district administrator positions.

Conway Public Schools
Conway, Arkansas
Schedule R - Food Service Salary Schedule
Based on 178 Days of Employment

Yrs Exp	Step	Cafe Worker Elementary/ Middle	Café Worker Jr. High/High	Asst Manager Elem/Middle	Asst Manager Jr. High/High	Manager Elementary/ Middle	Manager Jr High & High Schools
0	1	14.79	15.09	15.38	15.68	17.75	18.49
1	2	15.09	15.39	15.68	15.98	18.05	18.79
2	3	15.39	15.69	15.98	16.28	18.35	19.09
3	4	15.69	15.99	16.28	16.58	18.65	19.39
4	5	15.99	16.29	16.58	16.88	18.95	19.69
5	6	16.29	16.59	16.88	17.18	19.25	19.99
6	7	16.59	16.89	17.18	17.48	19.55	20.29
7	8	16.89	17.19	17.48	17.78	19.85	20.59
8	9	17.19	17.49	17.78	18.08	20.15	20.89
9	10	17.49	17.79	18.08	18.38	20.45	21.19
10	11	17.79	18.09	18.38	18.68	20.75	21.49
11	12	18.09	18.39	18.68	18.98	21.05	21.79
12	13	18.39	18.69	18.98	19.28	21.35	22.09
13	14	18.69	18.99	19.28	19.58	21.65	22.39
14	15	18.99	19.29	19.58	19.88	21.95	22.69
15	16	19.29	19.59	19.88	20.18	22.25	22.99
16	17	19.59	19.89	20.18	20.48	22.55	23.29
17	18	19.89	20.19	20.48	20.78	22.85	23.59

Addendums:

Credit will be given for experience in the same position from another school district or in the same position with a food service management company contracted with another school district.

Years of Experience shall not be awarded for previous part-time employment.

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/ classified district administrator positions.

Conway Public Schools
Conway, Arkansas
Schedule SW - Social Worker Salary Schedule
Based on 187 Days of Employment

Yrs Exp	STEP	BACH	MASTERS
0	1	\$ 40,795	\$ 42,495
1	2	\$ 41,659	\$ 43,359
2	3	\$ 42,524	\$ 44,224
3	4	\$ 43,389	\$ 45,088
4	5	\$ 44,252	\$ 45,952
5	6	\$ 45,117	\$ 46,817
6	7	\$ 45,982	\$ 47,682
7	8	\$ 46,846	\$ 48,546
8	9	\$ 47,711	\$ 49,411
9	10	\$ 48,575	\$ 50,275
10	11	\$ 49,439	\$ 51,139
11	12	\$ 50,304	\$ 52,004
12	13	\$ 51,169	\$ 52,869
13	14	\$ 52,033	\$ 53,733
14	15	\$ 52,898	\$ 54,598
15	16	\$ 53,762	\$ 55,462
16	17	\$ 54,626	\$ 56,326
17	18	\$ 55,491	\$ 57,191

Applicants must be licensed as a social worker in Arkansas.

Credit will be given for experience in the same position from another school district.

Years of experience shall not be awarded for previous part-time employment.

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/classified district administrator positions.

**Conway Public Schools
Conway, Arkansas
Schedule T - Transportation Salary Schedule**

Yrs Exp	Step	Daily Salary	Mileage Rate	Out of District Shuttle Rate
0	1	\$ 40.14	36¢	\$ 75.02
1	2	\$ 41.18	36¢	\$ 76.03
2	3	\$ 42.22	36¢	\$ 77.03
3	4	\$ 43.26	36¢	\$ 78.02
4	5	\$ 44.28	36¢	\$ 79.04
5	6	\$ 45.32	36¢	\$ 80.03
6	7	\$ 46.33	36¢	\$ 81.03
7	8	\$ 47.38	36¢	\$ 82.04
8	9	\$ 48.41	36¢	\$ 83.02
9	10	\$ 49.44	36¢	\$ 84.02
10	11	\$ 50.49	36¢	\$ 85.03
11	12	\$ 51.51	36¢	\$ 86.01
12	13	\$ 52.52	36¢	\$ 87.00
13	14	\$ 53.56	36¢	\$ 88.01
14	15	\$ 54.60	36¢	\$ 89.03
15	16	\$ 55.63	36¢	\$ 90.05
16	17	\$ 56.68	36¢	\$ 91.07
17	18	\$ 57.71	36¢	\$ 92.08

- 1 Drive a school bus provided by the school district.
- 2 Bus route assignment will be made from the office of Superintendent of Schools.
- 3 Mileage for each bus route will be established at the beginning of the school year and will be revised only if a change in the route exceeds two miles
- 4 Bus route mileage will be determined using the bus garage as the starting and finishing point of the route.
- 5 Out of district shuttle rate is based on years of experience on the shuttle route.

SUBSTITUTE BUS DRIVERS SHALL BE PAID AT THE SAME RATE AS THE REGULAR DRIVER FOR WHOM THEY ARE SUBSTITUTING

Credit will be given for experience in the same position from another school district.
Years of experience will not be given for previous part-time employment.

The Superintendent and/or his designee can determine the years of experience, indices placement, applicable salary schedule, and contract days as it pertains to certified/classified district administrator positions.