

# 2013-2014 CLASSIFIED SALARY SCHEDULE

## 8.1 COMPENSATION GUIDES AND CONTRACTS

Salary schedules for each type of employment will be maintained in the office of the superintendent. Salaries will be commensurate to duties performed and the prevailing wage of the area, and must meet the federal minimum wage standards.

Contracts are for one year, renewable during the spring of each year. All offers to renew annual contracts shall expire if not accepted in writing (properly signed) and returned to the superintendent's office within thirty (30) days of issuance. If the contract is not received within the time period, the position for which the contract was issued will be considered to be vacant and the board will proceed to fill the vacancy.

In cases of unexpected vacancies the superintendent may declare an emergency need for employment. New employees hired under these conditions may be hired for an indefinite time or for the remainder of the vacant contract. The terms and conditions of the new contract will be in accordance to the needs of the district, existing policy and the qualifications and experience of the employee.

For the purposes of this policy, an employee must work two thirds (2/3) of the number of their regularly assigned annual work days to qualify for a step increase.

The superintendent shall consider, so far as is possible, the wishes of employees in placement, and assignment in making building assignments of non-instructional personnel. Employees may be assigned, re-assigned, or transferred by decision of the superintendent. The superintendent has the authority, when recommending an applicant and his/her placement on the District's salary schedule to the Board for its approval, to consider the applicant's previous work experience with similar duties, responsibilities, and skill sets to those job duties and responsibilities the applicant would assume for the District.

As part of contracted benefits, The Lincoln School District will provide each full time employee, and contracted bus drivers, a benefits package. The components of this package will be recommended by the personnel policy committee and approved by the school board. The following benefits have been approved as part of this package: Long Term/ Short Term Disability; Hospital Care Plan; Life and Accidental Death and Dismemberment; Dental.

Contracted bus drivers will be provided all benefits of the adopted benefits package unless limited by the terms of the package. The above coverage will be paid by the district for all employees. Costs for spouse and family members will be paid for by the employee.

Salary Schedules for each type of employment will be maintained in the administration office. Salaries will be commensurate to duties performed and the prevailing wage of the area, and must meet the federal minimum wage standards.

Sponsorship pay, which is an addition to the employee's contract, shall be paid as follows:

<b>Sr. Cheerleader Sponsor</b>	<b>\$1100</b>	<b>Jr. Cheerleader Sponsor</b>	<b>\$1100</b>
<b>Sr. Pep/Drill Team Sponsor</b>	<b>600</b>	<b>Jr. Pep/Drill Team Sponsor</b>	<b>600</b>
<b>Technology Coordinator</b>	<b>500</b>	<b>ESL Interpreter</b>	<b>500</b>
<b>Student Data (APSCN) Coordinator</b>	<b>1500</b>		

Cross Reference sections 8.1, 8.13 and 8.32

## 2013-2014 Classified Salary Schedule

YEARS	ADMIN.	ACCOUNTS	ADMIN.	ADMIN.	LAB	INST.	INST.	IT	IT	IT
EXPER.	Secretary #3	Secretary #2	Secretary #1	Secretary #1	MNGR.	ASSIST.	ASSIST.	Director	Tech 2	Tech 1
	(245 DAYS)	(245 DAYS)	(245 DAYS)	(205 DAYS)	(185 DAYS)	(185 DAYS)	(178 DAYS)	(245 Days)	(245 Days)	(225 Days)
0	\$32,564	\$24,246	\$21,022	\$17,602	\$15,881	\$14,386	\$13,840	\$46,000	\$34,000	\$20,511
1	\$32,864	\$24,546	\$21,287	\$17,823	\$16,081	\$14,586	\$14,032	\$46,450	\$34,450	\$20,711
2	\$33,164	\$24,846	\$21,552	\$18,044	\$16,281	\$14,786	\$14,224	\$46,900	\$34,900	\$20,911
3	\$33,464	\$25,146	\$21,817	\$18,265	\$16,481	\$14,986	\$14,416	\$47,350	\$35,350	\$21,111
4	\$33,764	\$25,446	\$22,082	\$18,486	\$16,681	\$15,186	\$14,608	\$47,800	\$35,800	\$21,311
5	\$34,114	\$25,796	\$22,413	\$18,763	\$16,931	\$15,436	\$14,849	\$48,250	\$36,250	\$21,561
6	\$34,464	\$26,146	\$22,744	\$19,040	\$17,181	\$15,686	\$15,090	\$48,700	\$36,700	\$21,811
7	\$34,814	\$26,496	\$23,075	\$19,317	\$17,431	\$15,936	\$15,331	\$49,150	\$37,150	\$22,061
8	\$35,164	\$26,846	\$23,406	\$19,594	\$17,681	\$16,186	\$15,572	\$49,600	\$37,600	\$22,311
9	\$35,514	\$27,196	\$23,737	\$19,871	\$17,931	\$16,436	\$15,813	\$50,050	\$38,050	\$22,561
10	\$35,914	\$27,596	\$24,134	\$20,203	\$18,231	\$16,736	\$16,102	\$50,500	\$38,500	\$22,861
11	\$36,314	\$27,996	\$24,531	\$20,535	\$18,531	\$17,036	\$16,391	\$50,950	\$38,950	\$23,161
12	\$36,714	\$28,396	\$24,928	\$20,867	\$18,831	\$17,336	\$16,680	\$51,400	\$39,400	\$23,461
13	\$37,114	\$28,796	\$25,325	\$21,199	\$19,131	\$17,636	\$16,969	\$51,850	\$39,850	\$23,761
14	\$37,514	\$29,196	\$25,722	\$21,531	\$19,431	\$17,936	\$17,258	\$52,300	\$40,300	\$24,061
15	\$37,964	\$29,646	\$26,185	\$21,918	\$19,781	\$18,286	\$17,595	\$52,750	\$40,750	\$24,411
16	\$38,414	\$30,096	\$26,648	\$22,305	\$20,131	\$18,636	\$17,932	\$53,200	\$41,200	\$24,761
17	\$38,864	\$30,546	\$27,111	\$22,692	\$20,481	\$18,986	\$18,269	\$53,650	\$41,650	\$25,111
18	\$39,314	\$30,996	\$27,574	\$23,079	\$20,831	\$19,336	\$18,606	\$54,100	\$42,100	\$25,461
19	\$39,764	\$31,446	\$28,037	\$23,466	\$21,181	\$19,686	\$18,943	\$54,550	\$42,550	\$25,811
20	\$40,264	\$31,946	\$28,566	\$23,909	\$21,581	\$20,086	\$19,328	\$55,000	\$43,000	\$26,211
21	\$40,764	\$32,446	\$29,095	\$24,352	\$21,981	\$20,486	\$19,713	\$55,450	\$43,450	\$26,611
22	\$41,264	\$32,946	\$29,624	\$24,795	\$22,381	\$20,886	\$20,098	\$55,900	\$43,900	\$27,011
23	\$41,764	\$33,446	\$30,153	\$25,238	\$22,781	\$21,286	\$20,483	\$56,350	\$44,350	\$27,411
24	\$42,264	\$33,946	\$30,682	\$25,681	\$23,181	\$21,686	\$20,868	\$56,800	\$44,800	\$27,811
25	\$42,814	\$34,496	\$31,277	\$26,179	\$23,631	\$22,136	\$21,301	\$57,250	\$45,250	\$28,261
26	\$43,364	\$35,046	\$31,872	\$26,677	\$24,081	\$22,586	\$21,734	\$57,700	\$45,700	\$28,711
27	\$43,914	\$35,596	\$32,467	\$27,175	\$24,531	\$23,036	\$22,167	\$58,150	\$46,150	\$29,161
28	\$44,464	\$36,146	\$33,062	\$27,673	\$24,981	\$23,486	\$22,600	\$58,600	\$46,600	\$29,611

**District IT Technician, salary is based upon a person with no industry certification.** Additional compensation will be provided for recognized certification. This additional compensation will be added to the base salary as follows: A+ Certification = \$1500. CCNA (or equivalent) = \$8,000.

District Technology Director and Administration will evaluate other technical endorsements to determine value to the district and appropriate compensation will be determined.

## 2013-2014 Classified Salary Schedule

Years	Food Service	Food Service	Food Service	Day Care Supervisor	Day Care Assistant	Nurse	Nurse	Social Worker
Experience	Director	Manager 8 hour	Cook 8 hour	Assistant	Assistant	BSN	RN	LMSW
	(245 days)	(181 days)	(181 days)	(245 Days)	(205 days)	(225 days)	(190 DAYS)	(225 days)
0	\$23,524	\$14,777	\$13,988	\$19,052	\$15,942	\$42,039	\$34,000	\$40,500
1	\$23,838	\$14,977	\$14,188	\$19,317	\$16,163	\$42,572	\$34,450	\$41,000
2	\$24,152	\$15,177	\$14,388	\$19,582	\$16,385	\$43,105	\$34,900	\$41,500
3	\$24,466	\$15,377	\$14,588	\$19,847	\$16,607	\$43,638	\$35,350	\$42,000
4	\$24,780	\$15,577	\$14,788	\$20,112	\$16,828	\$44,171	\$35,800	\$42,500
5	\$25,157	\$15,827	\$15,038	\$20,443	\$17,105	\$44,704	\$36,250	\$43,000
6	\$25,534	\$16,077	\$15,288	\$20,774	\$17,382	\$45,237	\$36,700	\$43,500
7	\$25,911	\$16,327	\$15,538	\$21,105	\$17,659	\$45,770	\$37,150	\$44,000
8	\$26,288	\$16,577	\$15,788	\$21,436	\$17,936	\$46,303	\$37,600	\$44,500
9	\$26,665	\$16,827	\$16,038	\$21,767	\$18,213	\$46,836	\$38,050	\$45,000
10	\$27,104	\$17,127	\$16,338	\$22,164	\$18,546	\$47,369	\$38,500	\$45,500
11	\$27,544	\$17,427	\$16,638	\$22,562	\$18,878	\$47,902	\$38,950	\$46,000
12	\$27,984	\$17,727	\$16,938	\$22,959	\$19,211	\$48,435	\$39,400	\$46,500
13	\$28,424	\$18,027	\$17,238	\$23,356	\$19,543	\$48,968	\$39,850	\$47,000
14	\$28,863	\$18,327	\$17,538	\$23,754	\$19,876	\$49,501	\$40,300	\$47,500
15	\$29,366	\$18,677	\$17,888	\$24,217	\$20,263	\$50,034	\$40,750	\$48,000
16	\$29,869	\$19,027	\$18,238	\$24,681	\$20,651	\$50,567	\$41,200	\$48,500
17	\$30,371	\$19,377	\$18,588	\$25,144	\$21,039	\$51,100	\$41,650	\$49,000
18	\$30,874	\$19,727	\$18,938	\$25,608	\$21,427	\$51,633	\$42,100	\$49,500
19	\$31,376	\$20,077	\$19,288	\$26,071	\$21,815	\$52,166	\$42,550	\$50,000
20	\$31,942	\$20,477	\$19,688	\$26,601	\$22,258	\$52,699	\$43,000	\$50,500
21	\$32,507	\$20,877	\$20,088	\$27,131	\$22,701	\$53,232	\$43,450	\$51,000
22	\$33,072	\$21,277	\$20,488	\$27,660	\$23,144	\$53,765	\$43,900	\$51,500
23	\$33,638	\$21,677	\$20,888	\$28,190	\$23,588	\$54,298	\$44,350	\$52,000
24	\$34,203	\$22,077	\$21,288	\$28,720	\$24,031	\$54,831	\$44,800	\$52,500
25	\$34,831	\$22,527	\$21,738	\$29,316	\$24,530	\$55,364	\$45,250	\$53,000
26	\$35,460	\$22,977	\$22,188	\$29,912	\$25,028	\$55,897	\$45,700	\$53,500
27	\$36,088	\$23,427	\$22,638	\$30,508	\$25,527	\$56,430	\$46,150	\$54,000
28	\$36,716	\$23,877	\$23,088	\$31,104	\$26,026	\$56,963	\$46,600	\$54,500

**Non Contracted LPN will be paid the daily docking rate for LPN with 0 years experience.**

**Child Nutrition Substitutes will be paid current minimum wage.**

## 2013-2014 Classified Salary Schedule

YEARS	MJT	MAINT.	MAINT.	MAINT.	Janitor	BUS	BUS X-LONG	BUS LONG	BUS MEDIUM	BUS SHORT
EXPE	Director	Assistant #3	Assistant #2	Assistant# 1	Janitorial	Mechanic	> 90 miles	65-89 miles	40-64 miles	< 40 miles
	(245 Days)	(245 Days)	(245 Days)	(245 days)	(245 Days)	(245 Days)	(178 Days)	(178 Days)	(178 Days)	(178 Days)
0	\$36,000	\$26,272	\$25,721	\$20,046	\$18,819	\$26,741	\$11,374	\$10,122	\$10,003	\$9,526
1	\$36,300	\$26,572	\$25,971	\$20,296	\$19,019	\$27,041	\$11,439	\$10,187	\$10,068	\$9,591
2	\$36,600	\$26,872	\$26,221	\$20,546	\$19,219	\$27,341	\$11,504	\$10,252	\$10,133	\$9,656
3	\$36,900	\$27,172	\$26,471	\$20,796	\$19,419	\$27,641	\$11,569	\$10,317	\$10,198	\$9,721
4	\$37,200	\$27,472	\$26,721	\$21,046	\$19,619	\$27,941	\$11,634	\$10,382	\$10,263	\$9,786
5	\$37,500	\$27,822	\$27,021	\$21,346	\$19,869	\$28,291	\$11,699	\$10,447	\$10,328	\$9,851
6	\$37,800	\$28,172	\$27,321	\$21,646	\$20,119	\$28,641	\$11,764	\$10,512	\$10,393	\$9,916
7	\$38,100	\$28,522	\$27,621	\$21,946	\$20,369	\$28,991	\$11,829	\$10,577	\$10,458	\$9,981
8	\$38,400	\$28,872	\$27,921	\$22,246	\$20,619	\$29,341	\$11,894	\$10,642	\$10,523	\$10,046
9	\$38,700	\$29,222	\$28,221	\$22,546	\$20,869	\$29,691	\$11,959	\$10,707	\$10,588	\$10,111
10	\$39,000	\$29,622	\$28,571	\$22,896	\$21,169	\$30,091	\$12,024	\$10,772	\$10,653	\$10,176
11	\$39,300	\$30,022	\$28,921	\$23,246	\$21,469	\$30,491	\$12,089	\$10,837	\$10,718	\$10,241
12	\$39,600	\$30,422	\$29,271	\$23,596	\$21,769	\$30,891	\$12,154	\$10,902	\$10,783	\$10,306
13	\$39,900	\$30,822	\$29,621	\$23,946	\$22,069	\$31,291	\$12,219	\$10,967	\$10,848	\$10,371
14	\$40,200	\$31,222	\$29,971	\$24,296	\$22,369	\$31,691	\$12,284	\$11,032	\$10,913	\$10,436
15	\$40,500	\$31,672	\$30,371	\$24,696	\$22,719	\$32,141	\$12,349	\$11,097	\$10,978	\$10,501
16	\$40,800	\$32,122	\$30,771	\$25,096	\$23,069	\$32,591	\$12,414	\$11,162	\$11,043	\$10,566
17	\$41,100	\$32,572	\$31,171	\$25,496	\$23,419	\$33,041	\$12,479	\$11,227	\$11,108	\$10,631
18	\$41,400	\$33,022	\$31,571	\$25,896	\$23,769	\$33,491	\$12,544	\$11,292	\$11,173	\$10,696
19	\$41,700	\$33,472	\$31,971	\$26,296	\$24,119	\$33,941	\$12,609	\$11,357	\$11,238	\$10,761
20	\$42,000	\$33,972	\$32,421	\$26,746	\$24,519	\$34,441	\$12,674	\$11,422	\$11,303	\$10,826
21	\$42,300	\$34,472	\$32,871	\$27,196	\$24,919	\$34,941	\$12,739	\$11,487	\$11,368	\$10,891
22	\$42,600	\$34,972	\$33,321	\$27,646	\$25,319	\$35,441	\$12,804	\$11,552	\$11,433	\$10,956
23	\$42,900	\$35,472	\$33,771	\$28,096	\$25,719	\$35,941	\$12,869	\$11,617	\$11,498	\$11,021
24	\$43,200	\$35,972	\$34,221	\$28,546	\$26,119	\$36,441	\$12,934	\$11,682	\$11,563	\$11,086
25	\$43,500	\$36,522	\$34,721	\$29,046	\$26,569	\$36,991	\$12,999	\$11,747	\$11,628	\$11,151
26	\$43,800	\$37,072	\$35,221	\$29,546	\$27,019	\$37,541	\$13,064	\$11,812	\$11,693	\$11,216
27	\$44,100	\$37,622	\$35,721	\$30,046	\$27,469	\$38,091	\$13,129	\$11,877	\$11,758	\$11,281
28	\$44,400	\$38,172	\$36,221	\$30,546	\$27,919	\$38,641	\$13,194	\$11,942	\$11,823	\$11,346

Bus drivers will be paid for extra trips. Time for trips will be figured from the time the bus leaves the campus until the bus returns, with the following guidelines: Bus drivers for trips that leave and return on the same day will be paid \$10 per hour. Bus drivers for trips requiring an overnight stay will be paid \$16 per hour, not to exceed 15 hours in a 24 hour period. All trip drivers will comply with current DOT rules pertaining to driving time. Substitute bus drivers will be paid at a rate of twenty (20) dollars per trip on daily route trips.

Legal References: A.C.A. § 6-17-2203; A.C.A. § 6-17-2301; ADE Rules Governing School District Requirements for Personnel Policies, Salary Schedules, Minimum Salaries, and Documents Posted to District Websites.

Date Adopted: 05/15/2006

Last Revised: 5/14/2013 /s/ Dax Moreton, Lincoln School Board President