

# 2013-2014 LICENSED PERSONNEL SALARY SCHEDULE

## 3.1—LICENSED PERSONNEL SALARY SCHEDULE

The Board for the Lincoln Consolidated School District is committed to providing the best possible compensation for the Licensed Employees of the district. We believe in the processes and benefits found in our adopted TAP model and believe that we can best attract and retain the highest quality instructional staff by adopting a performance pay system to compliment TAP. Because one of our specific goals is to retain quality personnel, an employee who leaves the district, for reasons other than full retirement or RIF, will not be eligible for any performance compensation.

1. Contracts entered into with instructional personnel shall be issued by the school board and shall recognize those requirements set forth by the state concerning the employment of school personnel. Teacher contracts are for one year, renewable by May 1<sup>st</sup> of each year.
2. 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 the issuance. If the executed (properly signed) contract is not received within this time period, the teaching position for which the contract was issued will be deemed vacant and the board of education will proceed to employ an individual to fill the position.
3. The Lincoln School District, for purposes of compensation, shall accept all teaching experience outside the district. This experience must have been in a public school system, or, state- accredited, private school system, and must be verified by the past employers. For the purposes of the salary schedule, year's experience will be defined as meeting the minimum contract requirements for Arkansas Teacher Retirement for one year of retirement credit.
4. **Non-Traditional Licensure Program**

Each employee newly hired by the district to teach under the Non-Traditional Licensure Program (NTLP) shall initially be placed on the salary schedule in the category of a bachelor's degree with no experience, unless the NTLP employee has previous teaching experience which requires a different placement on the schedule. Upon receiving his/her 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. Employee's degrees which are not relevant to the NTLP'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 a non-traditional licensure program (NTLP) 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.

1. National Board Certification

In recognition of the benefits of National Board Certification, the Lincoln Consolidated School District will add a salary augmentation of \$1,000 per year to a qualified teacher’s regular salary schedule. This augmentation will be paid in compliance with the Arkansas State Department of Education rules for National Board Certification

2.

\*As part of contracted benefits, The Lincoln School District will provide each full time employee 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

The district will pay for above coverage for all Licensed Employees. Employees will pay for these benefits for their spouse and family members.

3. A single salary schedule shall be provided for all instructional personnel. A single salary schedule shall be provided for all instructional personnel. The following factors may be considered to determine the contract of an individual: academic training, teaching experience, job experience, if related, extracurricular duties, and amount of responsibility assumed.

4. Stipends which are an addition to the teacher’s contract, shall be paid as follows:

Major Activities Sponsor/Coach	\$500	Minor Activities Sponsor/Coach	\$250
Vocational Supervisor	\$2000	Band Director	\$4000
Vocational Ag. Judging Coach	\$1000	Adult Education Director	\$700
Athletic Director	\$ 2000	Head Coach Sr. High Major Sport	\$2500
Assist. Coach Sr. High Major Sport	\$1200	Head Coach Jr. High Major Sport	\$1500
Assist. Coach Jr. High Major Sport	\$1000	Head Coach 7 <sup>th</sup> Grade Major Sport	\$750
Assistant Coach 7 <sup>th</sup> Grade Major Sport	\$500	Head Coach Minor Sport	\$1200
Assistant Coach Minor Sport	\$800		

One-half of the amount shall be paid December 1st, and the final payment May 1st of the school year.

Major Activities are Beta, Journalism, Student Council, Student Leadership, Senior Class, Junior Class, ESL Interpreter, Academic Team Sponsor, School Messenger Coordinator, Choir, ES Music, and MS Student Council.

Minor Activities are GT Academic Teams (per team stipend).

Major Sports are Football (per team), Volleyball (per team), Basketball (per team), Cheerleading (per sport), Dance (per sport), Softball (per sport), Track (per sport), and Baseball (per sport)

Minor Sports are Bowling, Golf, Weightlifting, Soccer, and Wrestling or other sports (all per sport),

All major and minor sports and major and minor activities programs must be competitive with practice taking place extracurricular and not during school time. Stipend may be adjusted according to athletic schedule. Extracurricular pay cannot be paid for activities during normal paid hours.

**5. These policies shall become part of the contract of each designated employee.**

**6. Substitute teachers shall be provided in the absence of regular personnel.** The board shall set the amount of pay. The present scale is \$60.00, daily.

b. All substitute teachers are required to have a criminal background check as a condition of initial employment. Fees for the background check will be the responsibility of the employee but these fees will be reimbursed with the first check received by the employee following receipt of successful completion of background check and clearance for employment.

c. A Licensed Substitute Teacher who is assigned to work in the same classroom for more than 29 consecutive days, in the area of the substitute's certification, will be paid at the daily rate for a teacher with zero (0) years of experience and a Bachelor's Degree.

- "Consecutive days" refers to the number of days worked for the same teacher.

Legal References: A.C.A. § 6-17-201, 202, 2403, A.C.A. § 6-20-2305(f)(4), ADE Rules Governing School District Requirements for Personnel Policies, Salary Schedules, Minimum Salaries, and Documents Posted to District Websites

**2012-2013 Licensed Salary Schedule  
Lincoln Consolidated School District**

<b>YEARS EXPERIENCE</b>	<b>B. A.</b>	<b>M. A.</b>
<b>0</b>	<b>\$34,000.00</b>	<b>\$37,000.00</b>
<b>1</b>	<b>\$34,450.00</b>	<b>\$37,500.00</b>
<b>2</b>	<b>\$34,900.00</b>	<b>\$38,000.00</b>
<b>3</b>	<b>\$35,350.00</b>	<b>\$38,500.00</b>
<b>4</b>	<b>\$35,800.00</b>	<b>\$39,000.00</b>
<b>5</b>	<b>\$36,250.00</b>	<b>\$39,500.00</b>
<b>6</b>	<b>\$36,700.00</b>	<b>\$40,000.00</b>
<b>7</b>	<b>\$37,150.00</b>	<b>\$40,500.00</b>
<b>8</b>	<b>\$37,600.00</b>	<b>\$41,000.00</b>
<b>9</b>	<b>\$38,050.00</b>	<b>\$41,500.00</b>
<b>10</b>	<b>\$38,500.00</b>	<b>\$42,000.00</b>
<b>11</b>	<b>\$38,950.00</b>	<b>\$42,500.00</b>
<b>12</b>	<b>\$39,400.00</b>	<b>\$43,000.00</b>
<b>13</b>	<b>\$39,850.00</b>	<b>\$43,500.00</b>
<b>14</b>	<b>\$40,300.00</b>	<b>\$44,000.00</b>
<b>15</b>	<b>\$40,750.00</b>	<b>\$44,500.00</b>
<b>16</b>	<b>\$41,200.00</b>	<b>\$45,000.00</b>
<b>17</b>	<b>\$41,650.00</b>	<b>\$45,500.00</b>
<b>18</b>	<b>\$42,100.00</b>	<b>\$46,000.00</b>
<b>19</b>	<b>\$42,550.00</b>	<b>\$46,500.00</b>
<b>20</b>	<b>\$43,000.00</b>	<b>\$47,000.00</b>
<b>21</b>	<b>\$43,450.00</b>	<b>\$47,500.00</b>
<b>22</b>	<b>\$43,900.00</b>	<b>\$48,000.00</b>
<b>23</b>	<b>\$44,350.00</b>	<b>\$48,500.00</b>
<b>24</b>	<b>\$44,800.00</b>	<b>\$49,000.00</b>
<b>25</b>	<b>\$45,250.00</b>	<b>\$49,500.00</b>
<b>26</b>	<b>\$45,700.00</b>	<b>\$50,000.00</b>
<b>27</b>	<b>\$46,150.00</b>	<b>\$50,500.00</b>
<b>28</b>	<b>\$46,600.00</b>	<b>\$51,000.00</b>
<b>29</b>	<b>\$47,050.00</b>	<b>\$51,500.00</b>
<b>30</b>	<b>\$47,500.00</b>	<b>\$52,000.00</b>

Employees with a Bachelor Degree who provide documentation that they have obtained a Master Degree will be advanced to the Masters track upon receipt of this documentation. The new salary will go into effect the next pay period following receipt of documentation.

## ADMINISTRATIVE PERSONNEL SALARY SCHEDULE

1. **Base = High and low salaries from Schedule divided by 2.**
2. **Experience 1.6% of base for each year administrative experience + \$500 for each 5 years of administrative experience in the district.**
3. **index = 16% of Base.**

**Index is figured for education, supervision and extra assign.**

<b>Education:</b>	<b>Supervision:</b>	<b>Extra assign:</b>
<b>Certification = .05</b>	<b>0 - 300 = .05</b>	<b>1 = .05</b>
<b>Masters + 15 = .10</b>	<b>301 - 500 = .10</b>	<b>2 = .10</b>
<b>Masters + 30 = .15</b>	<b>501 -1000 = .15</b>	<b>3 = .15</b>
<b>Specialist = .20</b>		
<b>Doctor = .25</b>		

**Index % is figured by adding multiples for each category and multiplying by index.**

4. **Administrative level = \$ 800.00 for each level.**  
**(Assistant principal administrative level will be one half that of principal and assistant superintendent will be half of superintendent)**

<b>Elementary School Principal</b>	<b>= Level 4</b>
<b>Middle School Principal</b>	<b>= Level 5</b>
<b>High School Principal</b>	<b>= Level 6</b>
<b>District Administration</b>	<b>= Level 7</b>
<b>Superintendent</b>	<b>= Level 10</b>

**Salary is figured by adding base + experience and adjusting for length of contract, then adding administrative level and index. \*For pay purposes, the board, at its discretion, may choose to accept all education experience of the superintendent.**

5. **The salary of the superintendent and assistant superintendent will be figured as above and then multiplied by 1.5**

Legal References: A.C.A. § 6-17-201, 202, 2402, 2403  
A.C.A. § 6-18-708§ 6-20-2305(f)(4)

Date Adopted: 06/11/2007

Last Revised: 04/25/2013 /s/ Dax Moreton, Lincoln School Board President