



Policy 3.1.1R
CERTIFIED SALARY SCHEDULE
 Effective: ~~7/1/2023~~ 7/1/2024

~~2023-2024~~ 2024-2025 Academic Year

Beginning Teacher (0 yrs. experience)	\$50,000
All current certified employees in the 2022-23 school year earning \$48,000 or less based on current salary schedule placement	\$50,000
All current certified employees in the 2022-23 school year earning \$48,000 or more based on current salary schedule placement	\$2,000 increase
Any current certified employee receiving graduate degree change by August 1, 2023	Determine new base salary by receiving the GREATER of: Placement at appropriate lane on the 22-23 salary schedule OR Appropriate LEARNS increase to meet salary requirements
Any new certified employee to Russellville School District for the 2023-2024 school year	Placement on the 2022-2023 salary schedule with the same increases as current employees, as shown above.
Index Stipend Values	For 23-24, these values and calculated amounts will remain frozen based on 22-23 amounts. Indices will be modified to affordable levels when the 24-25 salary schedule has been approved; however, no employee will receive a lower monetary amount as compared to the 22-23 schedule.
Extended contract days	For positions that are on extended contracts, the current placement on the 22-23 salary schedule plus the appropriate LEARNS increase will be used to calculate the value for these days.

The above salary schedule is meant to meet the requirements of the “Arkansas Learns” Act. There are many unknowns in regards to funding at the time of this draft. This salary schedule is proposed so the District can generate contracts and begin the new school year. The District will then have a year to create a different certified salary schedule.

Administration will work with the PPC to draft a future salary schedule after all state funding is known and more information is available.

Adopted: 4/11/2023 — /s/Jeremy Keaster, President of the Board

Years	Base Pay	BA Exp Supplement	Bachelors	MA+ Exp Supplement	Masters (\$2500)	Doc/ Spec (\$5000)
0	\$50,300.00	\$0.00	\$50,300.00	\$0.00	\$52,800.00	\$55,300.00
1	\$50,300.00	\$100.00	\$50,400.00	\$100.00	\$52,900.00	\$55,400.00
2	\$50,300.00	\$200.00	\$50,500.00	\$200.00	\$53,000.00	\$55,500.00
3	\$50,300.00	\$300.00	\$50,600.00	\$300.00	\$53,100.00	\$55,600.00
4	\$50,300.00	\$400.00	\$50,700.00	\$400.00	\$53,200.00	\$55,700.00
5	\$50,300.00	\$500.00	\$50,800.00	\$500.00	\$53,300.00	\$55,800.00
6	\$50,300.00	\$600.00	\$50,900.00	\$600.00	\$53,400.00	\$55,900.00
7	\$50,300.00	\$986.00	\$51,286.00	\$1,250.00	\$54,050.00	\$56,550.00
8	\$50,300.00	\$1,222.00	\$51,522.00	\$1,750.00	\$54,550.00	\$57,050.00
9	\$50,300.00	\$1,458.00	\$51,758.00	\$2,250.00	\$55,050.00	\$57,550.00
10	\$50,300.00	\$2,694.00	\$52,994.00	\$3,750.00	\$56,550.00	\$59,050.00
11	\$50,300.00	\$2,930.00	\$53,230.00	\$4,250.00	\$57,050.00	\$59,550.00
12	\$50,300.00	\$3,166.00	\$53,466.00	\$4,750.00	\$57,550.00	\$60,050.00
13	\$50,300.00	\$3,402.00	\$53,702.00	\$5,250.00	\$58,050.00	\$60,550.00
14	\$50,300.00	\$3,638.00	\$53,938.00	\$5,750.00	\$58,550.00	\$61,050.00
15	\$50,300.00	\$5,124.00	\$55,424.00	\$7,500.00	\$60,300.00	\$62,800.00
16	\$50,300.00	\$5,360.00	\$55,660.00	\$8,000.00	\$60,800.00	\$63,300.00
17	\$50,300.00	\$5,596.00	\$55,896.00	\$8,500.00	\$61,300.00	\$63,800.00
18	\$50,300.00	\$5,832.00	\$56,132.00	\$9,000.00	\$61,800.00	\$64,300.00
19	\$50,300.00	\$6,068.00	\$56,368.00	\$9,500.00	\$62,300.00	\$64,800.00
20	\$50,300.00	\$6,304.00	\$56,604.00	\$10,000.00	\$62,800.00	\$65,300.00
21	\$50,300.00	\$6,540.00	\$56,840.00	\$10,500.00	\$63,300.00	\$65,800.00
22	\$50,300.00	\$6,776.00	\$57,076.00	\$11,000.00	\$63,800.00	\$66,300.00
23	\$50,300.00	\$9,412.00	\$59,712.00	\$13,900.00	\$66,700.00	\$69,200.00
24	\$50,300.00	\$9,648.00	\$59,948.00	\$14,400.00	\$67,200.00	\$69,700.00
25	\$50,300.00	\$9,884.00	\$60,184.00	\$14,900.00	\$67,700.00	\$70,200.00

State law requires each District to include its teacher salary schedule, including stipends and other material benefits, in its written personnel policies unless the District recognizes a teachers' union in its policies for, among other things, the negotiation of salaries. 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 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.

College hours for advancement on the salary schedule must be part of an approved graduate degree program with the following exceptions:

- A maximum of twelve (12) graduate hours of salary schedule credit outside a degree program will be allowed for an individual who has attained the baccalaureate degree.

Teachers who have earned additional, relevant degrees or sufficient college hours to warrant a salary change are responsible for following district procedures to submit a transcript to the HR Office by August 1 of the year in which the changes will apply. The appropriate salary increase will be reflected in the next paycheck provided it is at least two weeks from the time the notice and documentation is delivered. All salary changes will be on a “go forward” basis, and no back pay will be awarded.

Disagreement about a decision concerning salary schedule placement should be submitted directly to the HR Office, then Superintendent’s office, in the form of a grievance as outlined in policy.

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 Reference: Policy 1.9—POLICY FORMULATION

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

Adopted: 4/11/2023 /s/Jeremy Keaster, President of the Board

Revised: 2/20/2024

Effective: 7/1/2024