

## 8.1 NONCERTIFIED PERSONNEL SALARY SCHEDULE 2018-2019

### Bookkeeper

| STEP | BOOKKEEP  |
|------|-----------|
| 1    | 32,050.00 |
| 2    | 32,450.00 |
| 3    | 32,850.00 |
| 4    | 33,250.00 |
| 5    | 33,650.00 |
| 6    | 34,050.00 |
| 7    | 34,450.00 |
| 8    | 34,850.00 |
| 9    | 35,250.00 |
| 10   | 35,650.00 |
| 11   | 36,050.00 |

District Treasurer \$1,200  
CASBO Certification \$1,000

240 Days

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*BOARD PRESIDENT-Terry McCallie*

June 11, 2018

Date

# Secretary

| STEP | SECS      |
|------|-----------|
| 1    | 19,250.00 |
| 2    | 19,650.00 |
| 3    | 20,050.00 |
| 4    | 20,450.00 |
| 5    | 20,850.00 |
| 6    | 21,250.00 |
| 7    | 21,650.00 |
| 8    | 22,050.00 |
| 9    | 22,450.00 |
| 10   | 22,850.00 |
| 11   | 23,250.00 |

**Board Secretary \$800**

**240 Days**

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*BOARD PRESIDENT-Terry McCallie*

June 11, 2018

Date

## Computer Tech

| STEP | COMP TEC  |
|------|-----------|
| 1    | 29,050.00 |
| 2    | 29,450.00 |
| 3    | 29,850.00 |
| 4    | 30,250.00 |
| 5    | 30,650.00 |
| 6    | 31,050.00 |
| 7    | 31,450.00 |
| 8    | 31,850.00 |
| 9    | 32,250.00 |
| 10   | 32,650.00 |
| 11   | 33,050.00 |

Two Year Degree or Equivalent \$1,000

Four Year Degree or Equivalent \$3,000

240 Days

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*BOARD PRESIDENT-Terry McCallie*

June 11, 2018

Date

# PreK Classified

| STEP | PK CLASS  |
|------|-----------|
| 1    | 13,050.00 |
| 2    | 13,300.00 |
| 3    | 13,550.00 |
| 4    | 14,050.00 |
| 5    | 14,620.00 |
| 6    | 14,155.00 |
| 7    | 14,690.00 |
| 8    | 15,225.00 |
| 9    | 15,760.00 |
| 10   | 16,295.00 |
| 11   | 16,546.00 |
| 12   | 16,797.00 |
| 13   | 17,048.00 |
| 14   | 17,299.00 |
| 15   | 17,650.00 |

|                         |         |
|-------------------------|---------|
| CLASSIFIED LEAD TEACHER | \$1,500 |
| CDA CERTIFICATE         | \$ 500  |
| ASSOCIATES OF ARTS      | \$1,000 |
| BACHELORS DEGREE        | \$2,000 |

|             |                |
|-------------|----------------|
| STEPS 0-2   | 250 INCREMENTS |
| STEPS 3-9   | 535 INCREMENTS |
| STEPS 10-13 | 251 INCREMENTS |
| STEP 14     | 351 INCREMENTS |

180 Days

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*BOARD PRESIDENT-Terry McCallie*

June 11, 2018

Date

**Teacher Aide  
Computer Aide & Parent Center Aide  
Cafeteria Clerk**

| <b>STEP</b> | <b>CLASS</b>     |
|-------------|------------------|
| <b>1</b>    | <b>12,550.00</b> |
| <b>2</b>    | <b>12,950.00</b> |
| <b>3</b>    | <b>13,350.00</b> |
| <b>4</b>    | <b>13,750.00</b> |
| <b>5</b>    | <b>14,150.00</b> |
| <b>6</b>    | <b>14,550.00</b> |
| <b>7</b>    | <b>14,950.00</b> |
| <b>8</b>    | <b>15,350.00</b> |
| <b>9</b>    | <b>15,750.00</b> |
| <b>10</b>   | <b>16,150.00</b> |
| <b>11</b>   | <b>16,550.00</b> |

**Parent Center Aide \$650**

**Computer Aide \$1,000**

**180 Days**

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June 11, 2018

Date

# Nurse

| <b>STEP</b> | <b>NURSE</b>     |
|-------------|------------------|
| <b>1</b>    | <b>23,900.00</b> |
| <b>2</b>    | <b>24,300.00</b> |
| <b>3</b>    | <b>24,700.00</b> |
| <b>4</b>    | <b>25,100.00</b> |
| <b>5</b>    | <b>25,500.00</b> |
| <b>6</b>    | <b>25,900.00</b> |
| <b>7</b>    | <b>26,300.00</b> |
| <b>8</b>    | <b>26,700.00</b> |
| <b>9</b>    | <b>27,100.00</b> |
| <b>10</b>   | <b>27,500.00</b> |
| <b>11</b>   | <b>27,900.00</b> |

**RN Degree \$2,000**

**190 Days**

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*BOARD PRESIDENT-Terry McCallie*

June 11, 2018

Date

# Special Education Clerk

| STEP | SP ED CL  |
|------|-----------|
| 1    | 13,050.00 |
| 2    | 13,450.00 |
| 3    | 13,850.00 |
| 4    | 14,250.00 |
| 5    | 14,650.00 |
| 6    | 15,050.00 |
| 7    | 15,450.00 |
| 8    | 15,850.00 |
| 9    | 16,250.00 |
| 10   | 16,650.00 |
| 11   | 17,050.00 |

180 Days

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*BOARD PRESIDENT-Terry McCallie*

June 11, 2018

Date

## Cafeteria

| STEP | CAFE      |
|------|-----------|
| 1    | 13,250.00 |
| 2    | 13,650.00 |
| 3    | 14,050.00 |
| 4    | 14,450.00 |
| 5    | 14,850.00 |
| 6    | 15,250.00 |
| 7    | 15,650.00 |
| 8    | 16,050.00 |
| 9    | 16,450.00 |
| 10   | 16,850.00 |
| 11   | 17,250.00 |

**Kitchen Manager \$1,000**

**Food Service Director  
1.6 Multiplier x classified  
base (non-licensed)  
negotiated extended days  
(licensed)  
180 Days**

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June 11, 2018

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# Maintenance

| STEP | MAINT     |
|------|-----------|
| 1    | 37,850.00 |
| 2    | 38,250.00 |
| 3    | 38,650.00 |
| 4    | 39,050.00 |
| 5    | 39,450.00 |
| 6    | 39,850.00 |
| 7    | 40,250.00 |
| 8    | 40,650.00 |
| 9    | 41,250.00 |
| 10   | 41,650.00 |
| 11   | 42,050.00 |

240 Days

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*BOARD PRESIDENT-Terry McCallie*

June 11, 2018

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## Grounds

| STEP | GDS/MAIN  |
|------|-----------|
| 1    | 20,450.00 |
| 2    | 20,850.00 |
| 3    | 21,250.00 |
| 4    | 21,650.00 |
| 5    | 22,050.00 |
| 6    | 22,450.00 |
| 7    | 23,850.00 |
| 8    | 23,250.00 |
| 9    | 23,650.00 |
| 10   | 24,050.00 |
| 11   | 24,450.00 |

240 Days

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*BOARD PRESIDENT-Terry McCallie*

June 11, 2018

Date

## Bus Mechanic

| STEP | BUS MECH  |
|------|-----------|
| 1    | 32,050.00 |
| 2    | 32,450.00 |
| 3    | 32,850.00 |
| 4    | 33,250.00 |
| 5    | 33,650.00 |
| 6    | 34,050.00 |
| 7    | 34,450.00 |
| 8    | 34,850.00 |
| 9    | 35,250.00 |
| 10   | 35,650.00 |
| 11   | 36,050.00 |

240 Days

Transportation Director .125 Multiplier  
of Maintenance Base

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June 11, 2018

Date

## BUS DRIVERS

\$.57 per mile-Regular Contracted Bus Drivers or \$26.00 per trip whichever greater

\$16.00 per trip-Mini Bus Route or Mileage (whichever greater)

\$20.50 per trip-Deaf/Blind School Shuttle

\$8.75 per hour-Field Trip (not to exceed \$125.00 per day with 3 hour minimum)

\$27.00 per trip-Substitute Full Route

\$16.00 per trip-Substitute Mini Bus Route

## INCENTIVE PLAN FOR BUS DRIVERS

Sick leave will be paid in advance at eighteen (18) trips multiplied by daily rate of pay.

0 trips missed prior to end of first semester results in \$500 additional pay.

1 trip missed prior to end of first semester results in \$400 additional pay.

2 trips missed prior to end of first semester results in \$300 additional pay.

3 trips missed prior to end of first semester results in \$200 additional pay.

4 trips missed prior to end of first semester results in \$100 additional pay.

Attendance Incentive Pay for first semester will be added to the January 20 payroll and Incentive Attendance starts over at the beginning of the second semester.

0 trips missed prior to end of 2nd semester results in \$500 additional pay.

1 trip missed prior to end of 2nd semester results in \$400 additional pay.

2 trips missed prior to end of 2nd semester results in \$300 additional pay.

3 trips missed prior to end of 2nd semester results in \$200 additional pay.

4 trips missed prior to end of 2nd semester results in \$100 additional pay.

Additional Incentive Pay for second semester will be added to the June 20 payroll and Incentive Attendance ends at the end of semester.

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Noncertified (Classified) Hourly Wage

Classified hourly wage for substitute work, additional work, or work not covered under the salary schedule will be paid \$8.75 per hour.

Noncertified Minimum Salary Wage

In cases where an employee's position on the salary schedule results in the employee making less than the minimum hourly wage or salary required by Act 6-17-2203, the annual salary or wage will be in accordance to the wage specified by the Arkansas Department of Education. In these cases, the contract amount will be figured by multiplying the district hourly wage x eight hours per day x number of contracted days.

Substitute pay rate

\$68.00 per day

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