

3.1—LICENSED PERSONNEL SALARY SCHEDULE

For the purposes of the salary schedule, a teacher will have worked a “year” if he/she works at least 160 days.

Licensed Salary Schedule “Proposed” 2025-2026

Years of Service	Bachelors	Bachelors + 15	Masters
0-4	\$50,500.00	\$51,000.00	\$51,500.00
5-9	\$51,000.00	\$52,000.00	\$53,000.00
10-14	\$51,500.00	\$53,000.00	\$54,500.00
15-19	\$52,000.00	\$54,000.00	\$56,000.00
20+	\$52,500.00	\$55,000.00	\$57,500.00

The Salem School District provides monthly contribution towards insurance premiums up to the employer contribution rate set by Arkansas State Law for those employees participating in the Arkansas Public School Employee Health Insurance Program.

- A. Superintendent: 1.997 times where would be on the teacher’s salary schedule.
- B. High School Principal: 1.56 times where would be on the teacher’s salary schedule.
- C. Elementary Principal: 1.56 times where would be on the teacher’s salary schedule.
- D. Federal Programs Administrator: 1.50 times where would be on the teacher’s salary schedule.
- E. Dean of Students: 1.25times where would be on the teacher’s salary schedule.
- F. Teacher Base Contract: Teachers are contracted for 190 days. The 190 contract days will include 1,068 hours (172 days) student/teacher interaction time, two parent/teacher conferences, 36 flex hours and ten staff development days.
- G. Psychological Examiner: 205 Day Contract.
- H. Alternative School Director/Teacher: 210 day contract.
- I. High School Counselor: 210 Day Contract.
- J. Jr. High School Counselor: 205 Day Contract.
- K. 210 Day Teacher Contracts:
 - a. High School Girls Basketball Coach
 - b. High School Boys Basketball Coach
 - c. High School Football Coaches
 - d. Athletic Director
 - e. Softball Coach
 - f. Baseball Coach
 - g. Assistant Baseball, Softball, Football, and Basketball Coaches
 - h. Band Instructor
 - i. Special Education Coordinator
- L. Twelve (12) Month Teacher Contracts:
 - a. Vocational Agriculture Teacher
- M. Testing Coordinator: \$3,000.00
- N. Yearbook Sponsor: \$1,750.00
- O. Reading Specialist: \$4,000.00
- P. Choir Director: \$2250.00
- Q. Band: \$4,000.00
 - a. Assistant Band Director: \$1,750.00
- R. Drama: \$1,500.00
- S. Athletic Increments:
 - a. Athletic Director \$5,000.00
 - b. Sr. Cheer Coach \$4,000.00
 - c. Asst. Basketball \$1,750.00
 - d. Asst. Football \$1,750.00
 - e. Football – Press Box \$1,750.00
 - f. Asst. Baseball \$1,750.00

- g. Asst. Softball \$1,750.00
- h. Jr. Cheer Coach \$2,250.00
- i. Asst. Volleyball Coach \$1,750.00
- j. Asst. Golf Coach \$1,250.00
- T. High School Teams:
 - a. Baseball \$4,000.00
 - b. Basketball \$4,000.00
 - c. Football \$4,000.00
 - d. Softball \$4,000.00
 - e. Volleyball \$4,000.00
- U. Jr. High Teams:
 - a. Junior High Basketball \$2,250.00
 - b. Junior High Football \$2,250.00
 - c. Junior High Volleyball \$2,250.00
- V. Other Sports:
 - a. Sr. Spring Track \$2,250.00
 - b. Jr. Spring Track \$1,750.00
 - c. Cross Country \$2,250.00
 - d. Golf \$2,250.00
 - e. Marksmanship \$2,000.00
 - f. District Strength Coach \$2500.00
 - g. Intramurals \$1,000.00
- W. Employee's who have one-half year experience will receive an increment for one-half year.
- X. The Salem School District will pay as the salary schedule dictates for a bachelor's degree, bachelor's degree plus 15 hours, and a master's degree regardless of the area of certification.
- Y. Employee's that participate in after hours or summer work that is sanctioned by the district will be paid at the rate of \$30.00 per hour.
- Z. Compensation for 100% Duty Free Lunch Pay will be at the employee's hourly rate.
- AA. Compensation for Special Education Extended Service Instructor will be \$30.00 per hour.
- BB. Dyslexia Coordinator - \$2,000.00
- CC. Concession and Gate workers \$20.00/night.

Arkansas Professional Pathway to Educator Licensure (APPEL) Program

Each employee newly hired by the district to teach under the Arkansas Professional Pathway to Educator Licensure (APPEL) Program shall initially be placed on the salary schedule in the category of a bachelor's degree with no experience, unless the APPEL 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 APPEL 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 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.

Insurance

Districts shall distribute funding for health insurance coverage in accordance with state law, the Affordable Care Act, and policy 7.23-Health Care Coverage and the Affordable Care Act. The District reserves the right to adjust the monthly distribution as necessary to account for changes in staffing, student population, and the ADE determination of the funding required to be distributed based on the funding matrix. Specifically, the amount distributed to each employee is NOT part of their salary and is NOT guaranteed to be the same from month-to-month or year-to-year.

President, Jason Miller

Date

Legal References: A.C.A. § 6-17-201, 202, 2403

A.C.A. § 6-20-2305(f)(4)

A.C.A. § 21-5-405

ADE Rules Governing School District Requirements for Personnel Policies, Salary
Schedules, Minimum Salaries, and Documents Posted to District Websites

Date Adopted: June 16, 2008

Last Revised: May 19, 2025