

190 day schedule	CLASSIFIED	CERTIFIED BA	CERTIFIED MA	
0	\$ 33,700.00	\$ 50,000.00	\$ 50,000.00	Paras-3-5 CLASS divided by 190 x # of days worked x Levels .45 - .50- .60- Base paras - .45 CDA/Para Test - .50 AA or 60 college hours - .60 BA serving as Teacher - .70 AA serving as Teacher- .65 ECH Behavior 1.1 x 200 Day Schedule
1	\$ 34,125.00	\$ 50,000.00	\$ 50,000.00	
2	\$ 34,550.00	\$ 50,000.00	\$ 50,000.00	
3	\$ 34,975.00	\$ 50,000.00	\$ 50,000.00	
4	\$ 35,400.00	\$ 50,000.00	\$ 50,000.00	
5	\$ 35,825.00	\$ 50,000.00	\$ 50,000.00	
6	\$ 36,250.00	\$ 50,000.00	\$ 50,000.00	
7	\$ 36,675.00	\$ 50,000.00	\$ 50,000.00	
8	\$ 37,100.00	\$ 50,000.00	\$ 50,000.00	
9	\$ 37,525.00	\$ 50,000.00	\$ 50,000.00	
10	\$ 37,950.00	\$ 50,000.00	\$ 50,000.00	
11	\$ 38,375.00	\$ 50,000.00	\$ 50,000.00	
12	\$ 38,800.00	\$ 50,000.00	\$ 50,000.00	
13	\$ 39,225.00	\$ 50,000.00	\$ 50,000.00	
14	\$ 39,650.00	\$ 50,000.00	\$ 50,000.00	
15	\$ 40,075.00	\$ 50,000.00	\$ 50,000.00	
16	\$ 40,500.00	\$ 50,000.00	\$ 50,000.00	
17	\$ 40,925.00	\$ 50,000.00	\$ 50,000.00	
18	\$ 41,350.00	\$ 50,000.00	\$ 50,000.00	
19	\$ 41,775.00	\$ 50,000.00	\$ 50,500.00	
20	\$ 42,200.00	\$ 50,000.00	\$ 51,000.00	
** All salaries in red are above the \$50,000 and will receive a minimum \$2,000 increase that will be specific to each employee. **				
<b>**This salary schedule will be in place for the 2024-2025 contract year and applies only to ECH 3-5, ABC and HIPPY staff on a 185 or 190 day contract. **</b>				
<b>**All other staff will stay on current schedule for 24-25 year and receive step increase only, no additional raise. **</b>				
Approved by Southwest AR Educabion Cooperative Board April 23, 2024				

					<b>CERTIFIED-ADE GRANT</b>		
	<b>CLASSIFIED</b>	<b>Classified Acct</b>	<b>CERTIFIED BA</b>	<b>CERTIFIED MA</b>			
					Director		Salary Negotiable
					Assistant Director		1.70 X 190 Day Schedule
0	\$ 32,800.00	\$ 32,930.00	\$ 36,000.00	\$ 40,650.00	Teacher Center Coordinator		1.55 x 190 Day Schedule
1	\$ 33,225.00	\$ 33,380.00	\$ 36,450.00	\$ 41,150.00	Literacy/Math/Science Specialist		1.38 x 190 Day Schedule
2	\$ 33,650.00	\$ 33,830.00	\$ 36,900.00	\$ 41,650.00	ECH Coord.		1.575 x 190 Day Schedule
3	\$ 34,075.00	\$ 34,280.00	\$ 37,350.00	\$ 42,150.00	LEA Consortium Coord.		Salary Negotiable
4	\$ 34,500.00	\$ 34,730.00	\$ 37,800.00	\$ 42,650.00	CTE Coord.		1.38 x 190 Day Schedule
5	\$ 34,925.00	\$ 35,180.00	\$ 38,250.00	\$ 43,150.00	Gifted/Talented Specialist		1.38 x 190 Day Schedule
6	\$ 35,350.00	\$ 35,630.00	\$ 38,700.00	\$ 43,650.00	Mentoring Coordinator		1.52 x 190 Day Schedule
7	\$ 35,775.00	\$ 36,080.00	\$ 39,150.00	\$ 44,150.00	Technology		1.38 x 190 Day Schedule
8	\$ 36,200.00	\$ 36,530.00	\$ 39,600.00	\$ 44,650.00	Visually Impaired Consultant		separate schedule
9	\$ 36,625.00	\$ 36,980.00	\$ 40,050.00	\$ 45,150.00	Speech Pathologist		1.15 x 190 Day Schedule
10	\$ 37,050.00	\$ 37,430.00	\$ 40,500.00	\$ 45,650.00	Educ. Examiner		Salary Negotiable
11	\$ 37,475.00	\$ 37,880.00	\$ 40,950.00	\$ 46,150.00	ADE GPS Support		separate schedule
12	\$ 37,900.00	\$ 38,330.00	\$ 41,400.00	\$ 46,650.00	ECH Behavior		1.15 x 200 Day Schedule
13	\$ 38,325.00	\$ 38,780.00	\$ 41,850.00	\$ 47,150.00			
14	\$ 38,750.00	\$ 39,230.00	\$ 42,300.00	\$ 47,650.00			<b>CLASSIFIED</b>
15	\$ 39,175.00	\$ 39,680.00	\$ 42,750.00	\$ 48,150.00	* Classified may move from level I, II or III based on descriptors		
16	\$ 39,600.00	\$ 40,130.00	\$ 43,200.00	\$ 48,650.00	Bookkeeper/Office Manager		.975 x 190 Day Schedule
17	\$ 40,025.00	\$ 40,580.00	\$ 43,650.00	\$ 49,150.00	Asst. Bookkeeper/Clerk		.78 x 190 Day Schedule
18	\$ 40,450.00	\$ 41,030.00	\$ 44,100.00	\$ 49,650.00	Clerk		0.68 x 190 Day Schedule
19	\$ 40,875.00	\$ 41,480.00	\$ 44,550.00	\$ 50,150.00	Custodian/Van Driver		0.68 x 190 Day Schedule
20	\$ 41,300.00	\$ 41,930.00	\$ 45,000.00	\$ 50,650.00	Due Process Clerk		0.78 x 190 Day Schedule
						<b>SUPPLEMENTAL STIPENDS</b>	<b>EARNINGS</b>
					Technology Project(s)		\$3,000
					Executive Bookkeeper		\$1,750
					Executive Secretary		\$1,000
					PR/Communication		\$3,894
					National Certification		\$2,250
					ArPEP Site Facilitator		Determined annually by DESE
NOTE: Salary step increases are contingent upon sufficient revenue availability from the employee's appropriate funding source. If sufficient revenue isn't available to support an increase, the employee will remain at the current level. When/if funds subsequently become available, employee will "Step up" to level which funding allows. Base funds may not be used to support non-base employee increases without special approval of the Co-op Board.							
Approved by Southwest AR Educabion Cooperative Board April 23, 2024							

**Professional Salary Schedule: Admin - Level III (260 day work schedule)**

	Beginning	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
<b>Administrative</b>	\$32,000	\$32,800	\$33,620	\$34,461	\$35,322	\$36,205	\$37,110	\$38,038	\$38,989	\$39,964	\$40,963
Fringe	\$8,960	\$9,184	\$9,414	\$9,649	\$9,890	\$10,137	\$10,391	\$10,651	\$10,917	\$11,190	\$11,470
<b>Total</b>	<b>\$40,960</b>	<b>\$41,984</b>	<b>\$43,034</b>	<b>\$44,109</b>	<b>\$45,212</b>	<b>\$46,342</b>	<b>\$47,501</b>	<b>\$48,689</b>	<b>\$49,906</b>	<b>\$51,153</b>	<b>\$52,432</b>
<b>Level I</b>	\$70,000	\$71,750	\$73,544	\$75,382	\$77,267	\$79,199	\$81,179	\$83,208	\$85,288	\$87,420	\$89,606
Fringe	\$19,600	\$20,090	\$20,592	\$21,107	\$21,635	\$22,176	\$22,730	\$23,298	\$23,881	\$24,478	\$25,090
<b>Total</b>	<b>\$89,600</b>	<b>\$91,840</b>	<b>\$94,136</b>	<b>\$96,489</b>	<b>\$98,902</b>	<b>\$101,374</b>	<b>\$103,909</b>	<b>\$106,506</b>	<b>\$109,169</b>	<b>\$111,898</b>	<b>\$114,696</b>
<b>Level II</b>	\$74,000	\$75,850	\$77,746	\$79,690	\$81,682	\$83,724	\$85,817	\$87,963	\$90,162	\$92,416	\$94,726
Fringe	\$20,720	\$21,238	\$21,769	\$22,313	\$22,871	\$23,443	\$24,029	\$24,630	\$25,245	\$25,876	\$26,523
<b>Total</b>	<b>\$94,720</b>	<b>\$97,088</b>	<b>\$99,515</b>	<b>\$102,003</b>	<b>\$104,553</b>	<b>\$107,167</b>	<b>\$109,846</b>	<b>\$112,592</b>	<b>\$115,407</b>	<b>\$118,292</b>	<b>\$121,250</b>
<b>Level III</b>	\$80,000	\$82,000	\$84,050	\$86,151	\$88,305	\$90,513	\$92,775	\$95,095	\$97,472	\$99,909	\$102,407
Fringe	\$22,400	\$22,960	\$23,534	\$24,122	\$24,725	\$25,344	\$25,977	\$26,627	\$27,292	\$27,975	\$28,674
<b>Total</b>	<b>\$102,400</b>	<b>\$104,960</b>	<b>\$107,584</b>	<b>\$110,274</b>	<b>\$113,030</b>	<b>\$115,856</b>	<b>\$118,753</b>	<b>\$121,721</b>	<b>\$124,764</b>	<b>\$127,884</b>	<b>\$131,081</b>

Notes:

Increase of 2.5% annually over 10 years, lump sum bonus of \$500 annually after year 10

\*Any employee on less than a 260 schedules will be reduced by the daily rate based on their current salary schedule

If working less than 260 reduce salary by daily rate of pay. If 250 schedule, reduce pay by 10 days of daily rate of pay

Fringe is approximately 28% including Teacher Retirement

Work and salary schedules are being managed by the Department of Education & Secondary Education

- comparison between the averages of state employees and co-op staff was used in the creation of this document

Evaluations will be the same as DESE Employees - a copy will be filed with the cooperative.

Approved by Southwest AR Educabion Cooperative Board April 23, 2024