ECH Teachers					ECH B	ehavior			
Years	Days	BA	МА		Years	Days	BA	МА	
0-5	190	\$50,000.00	\$51,000.00		0-5	200	\$53,000.00	\$57,250.00	
6-10	190	\$50,500.00	\$51,500.00		6-10	200	\$53,500.00	\$58,000.00	
11-15	190	\$51,000.00	\$52,000.00		11-15	200	\$54,000.00	\$58,750.00	
16-20	190	\$51,500.00	\$52,500.00		16-20	200	\$54,500.00	\$59,500.00	
21+	190	\$52,000.00	\$53,000.00		21+	200	\$55,000.00	\$60,250.00	
ECH Para					ECH P	ara			
Years	Days	Base	CDA/PT	AA	Years	Days	Base	CDA/PT	AA
0-5	185	\$17,500.00	\$20,500.00	\$23,500.00	0-5	190	\$17,973.00	\$21,054.05	\$24,135.14
6-10	185	\$17,675.00	\$20,700.00	\$23,875.00	6-10	190	\$18,152.70	\$21,259.46	\$24,520.27
11-15	185	\$17,850.00	\$20,900.00	\$24,250.00	11-15	190	\$18,332.43	\$21,464.86	\$24,905.41
16-20	185	\$18,025.00	\$21,100.00	\$24,625.00	16-20	190	\$18,512.16	\$21,670.27	\$25,290.54
21+	185	\$18,200.00	\$21,300.00	\$25,000.00	21+	190	\$18,691.89	\$21,875.68	\$25,675.68
ABC/HIPPY					ABC/H	IPPY			
Years	Days	Base	CDA/PT	AA	Years	Days	Base	CDA/PT	AA
0-5	185	\$17,500.00	\$20,500.00	\$23,500.00	0-5	190	\$17,972.97	\$21,054.05	\$24,135.14
6-10	185	\$17,675.00	\$20,700.00	\$23,875.00	6-10	190	\$18,152.70	\$21,259.46	\$24,520.27
11-15	185	\$17,850.00	\$20,900.00	\$24,250.00	11-15	190	\$18,332.43	\$21,464.86	\$24,905.41
16-20	185	\$18,025.00	\$21,100.00	\$24,625.00	16-20	190	\$18,512.16	\$21,670.27	\$25,290.54
21+	185	\$18,200.00	\$21,300.00	\$25,000.00	21+	190	\$18,691.89	\$21,875.68	\$25,675.68
ABC Teacher: c	legree, n	o licence			ABC/H	IPPY Coord	iantor		
Years	Days	AA	BA		Years	Days	AA	BA	
0-5	185	\$24,000.00	\$34,000.00		0-5	195	\$40,000.00	\$47,000.00	
6-10	185	\$25,000.00	\$35,000.00		6-10	195	\$41,500.00	\$48,000.00	
11-15	185	\$26,000.00	\$36,000.00		11-15	195	\$43,000.00	\$49,000.00	
16-20	185	\$27,000.00	\$37,000.00		16-20	195	\$44,500.00	\$50,000.00	
21+	185	\$28,000.00	\$38,000.00		21+	195	\$46,000.00	\$51,000.00	

ABC Teacher: w	vith teachi	ng licence					
Years	Days	BA	MA				
0-5	190	\$50,000.00	\$51,000.00				
6-10	190	\$50,500.00	\$51,500.00				
11-15	190	\$51,000.00	\$52,000.00				
16-20	190	\$51,500.00	\$52,500.00				
21+	190	\$52,000.00	\$53,000.00				

								* content included t	he following:	
Content Specia	alists*			ECH Coordinat	tor			Math specialist	lie leilewing.	
Years	Days	BA	MA	Years	Days	W/O LEA Sup.	LEA Supervisor	Science specialist		
0-5	240	\$60,000.00	\$63,000.00	0-5	240	\$60,500.00	\$68,000.00	Tech Coordinator		
6-10	240	\$61,500.00	\$65,000.00	6-10	240	\$63,125.00	\$71,000.00	CTE Coordinaator		
11-15	240	\$63,000.00	\$67,000.00	11-15	240	\$65,750.00	\$74,000.00	Dyslexia Specialists	3	
16-20	240	\$64,500.00	\$69,000.00	16-20	240	\$68,375.00	\$77,000.00	Student Enrichmen		
21+	240	\$66,000.00	\$71,000.00	21+	240	\$71,000.00	\$80,000.00	Literacy Specialist		
Mentoring Coo	rdinator			Local LEADS				Stipends:		
Years	Days	MA		Years	Days	MA		Tech Projects:	\$3,000.00	
0-5	240	\$66,000.00		0-5	240	\$65,000.00		Exec. Bookkeeper	\$1,750.00	
6-10	240	\$68,875.00		6-10	240	\$67,500.00		Exec. Secretary	\$1,000.00	
11-15	240	\$71,750.00		11-15	240	\$70,000.00		PR/Communication	\$3,750.00	
16-20	240	\$74,625.00		16-20	240	\$72,500.00		National Cert	\$2,250.00	
21+	240	\$77,500.00		21+	240	\$75,000.00		ArPep Facilitator	Determined annu	ally by DES
Administration										
Years	Days	TCC	Assistant Director							
0-5	240	\$65,000.00	\$75,000.00							
6-10	240	\$68,750.00	\$78,750.00							
11-15	240	\$72,500.00	\$82,500.00							
16-20	240	\$76,250.00	\$86,250.00							
21+	240	\$80,000.00	\$90,000.00							

Office Manager				Assistant I	Bookkeeper		
Years	Days	AA	BA	Years	Days	Level I	Level II
0-5	240	\$37,000.00	\$51,000.00	0-5	240	\$29,000.00	\$30,000.00
6-10	240	\$38,625.00	\$52,625.00	6-10	240	\$30,375.00	\$31,375.00
11-15	240	\$40,250.00	\$54,250.00	11-15	240	\$31,750.00	\$32,750.00
16-20	240	\$41,875.00	\$55,875.00	16-20	240	\$33,175.00	\$34,125.00
21+	240	\$43,500.00	\$57,500.00	21+	240	\$34,500.00	\$35,500.00
Clerks							
Years	Days	Level I	Level II				
0-5	240	\$25,000.00	\$26,000.00				
6-10	240	\$26,312.50	\$27,312.50				
11-15	240	\$27,625.00	\$28,625.00				
16-20	240	\$28,937.50	\$29,937.50				
21+	240	\$30,250.00	\$31,250.00				

ntal Health								The following sa	alaries are negot	iated based on contracts or
ense	Days	base 24-25	complete masters	pass test	complete hours	yearly step		Director		
2	210	\$73,500.00	NA	NA	NA	\$700.00	team lead	LEA Supervisor		
2	200	\$65,000.00	NA	NA	\$2,000.00	\$500.00		Ed Examiner		
	200	\$64,500.00	NA	\$1,000.00	\$2,000.00	\$500.00				
w/o exp	200	\$63,000.00	NA	\$1,000.00	\$2,000.00	\$500.00				
w exp	200	\$63,500.00	NA	\$1,000.00	\$2,000.00	\$500.00				
w/o exp	200	\$63,000.00	NA	\$1,000.00	\$2,000.00	\$500.00				
rvenist no ex	200	\$40,400.00	\$10,000.00	\$1,000.00	\$2,000.00	\$400.00	after masters moves	s to 500		
rvenist w/ exp	200	\$45,500.00	\$10,000.00	\$1,000.00	\$2,000.00	\$400.00	after masters moves	s to 500		
						Little Rock Emplo	oyees			
		ESVI Salary for	2025 - 2026			Grade	Minimum	n Mid	point	Maximum
Years	Step	TSVI/Masters		sters/COMS					Source	maximan
	0	1 \$6	1,047.00	\$63,954.00		SPC01	\$58,700	.00 \$7:	2,788.00	\$86,876.00
	1	2 \$6	1,657.47	\$64,593.54			• •	-		
	2	3 \$62	2,274.04	\$65,239.48		SPC02	\$64,570	00 \$2	0,067.00	\$95,564.00
	~	ψ02	.,214.04				. ,04,070	.00 QU	0,007.00	Q 9 0,00 4 .00
	3		2,896.79	\$65,891.87			•			
		4 \$62				SPC03	•		8,074.00	\$105,120.00
	3	4 \$62 5 \$63	2,896.79	\$65,891.87		SPC03	\$71,027	.00 \$8	8,074.00	\$105,120.00
	3 4	4 \$62 5 \$63 6 \$64	2,896.79 3,525.75	\$65,891.87 \$66,550.79			\$71,027	.00 \$8		
	3 4 5	4 \$62 5 \$63 6 \$64 7 \$64	2,896.79 3,525.75 4,161.01	\$65,891.87 \$66,550.79 \$67,216.30		SPC03 SPC04	\$71,027 \$78,130	.00 \$8 .00 \$9	8,074.00 6,881.00	\$105,120.00 \$115,632.00
	3 4 5 6 7 8	4 \$62 5 \$63 6 \$64 7 \$64 8 \$66 9 \$66	2,896.79 8,525.75 4,161.01 4,802.62 5,450.65 5,105.15	\$65,891.87 \$66,550.79 \$67,216.30 \$67,888.46		SPC03	\$71,027 \$78,130	.00 \$8 .00 \$9	8,074.00	\$105,120.00
	3 4 5 6 7 8 9	4 \$62 5 \$63 6 \$64 7 \$64 8 \$65 9 \$66 10 \$66	2,896.79 8,525.75 4,161.01 4,802.62 5,450.65 5,105.15 5,766.20	\$65,891.87 \$66,550.79 \$67,216.30 \$67,888.46 \$68,567.34		SPC03 SPC04 SPC05	\$71,027 \$78,130 \$85,943	2.00 \$88 0.00 \$99 0.00 \$10	8,074.00 6,881.00 6,569.00	\$105,120.00 \$115,632.00 \$127,195.00
	3 4 5 6 7 8 9 10	4 \$62 5 \$66 6 \$64 7 \$66 8 \$66 9 \$66 10 \$66 11 \$67	2,896.79 3,525.75 4,161.01 4,802.62 5,450.65 5,105.15 5,766.20 7,433.87	\$65,891.87 \$66,550.79 \$67,216.30 \$67,888.46 \$68,567.34 \$69,253.02		SPC03 SPC04	\$71,027 \$78,130 \$85,943	2.00 \$88 0.00 \$99 0.00 \$10	8,074.00 6,881.00	\$105,120.00 \$115,632.00
	3 4 5 6 7 8 9 10 11	4 \$62 5 \$66 6 \$64 7 \$66 8 \$66 9 \$66 10 \$66 11 \$67 12 \$68	2,896.79 3,525.75 4,161.01 4,802.62 5,450.65 5,105.15 5,766.20 7,433.87 3,108.21	\$65,891.87 \$66,550.79 \$67,216.30 \$67,888.46 \$68,567.34 \$69,253.02 \$69,945.55 \$70,645.00 \$71,351.45		SPC03 SPC04 SPC05 SPC06	\$71,027 \$78,130 \$85,943 \$94,537	7.00 \$83 0.00 \$96 0.00 \$106 7.00 \$117	8,074.00 6,881.00 6,569.00 7,226.00	\$105,120.00 \$115,632.00 \$127,195.00 \$139,915.00
	3 4 5 6 7 8 9 10 11 12	4 \$62 5 \$64 6 \$64 7 \$66 8 \$66 10 \$66 11 \$66 12 \$66 13 \$66	2,896.79 8,525.75 4,161.01 4,802.62 5,450.65 5,105.15 5,766.20 7,433.87 8,108.21 8,789.29	\$65,891.87 \$66,550.79 \$67,216.30 \$67,888.46 \$68,567.34 \$69,253.02 \$69,945.55 \$70,645.00 \$71,351.45 \$72,064.97		SPC03 SPC04 SPC05	\$71,027 \$78,130 \$85,943 \$94,537	7.00 \$83 0.00 \$96 0.00 \$106 7.00 \$117	8,074.00 6,881.00 6,569.00	\$105,120.00 \$115,632.00 \$127,195.00
	3 4 5 6 7 8 9 10 11 12 13	4 \$62 5 \$64 6 \$64 7 \$66 8 \$66 10 \$66 11 \$66 12 \$66 13 \$66	2,896.79 3,525.75 4,161.01 4,802.62 5,450.65 5,450.65 5,766.20 7,433.87 3,108.21 3,789.29 0,477.18	\$65,891.87 \$66,550.79 \$67,216.30 \$67,888.46 \$68,567.34 \$69,253.02 \$69,945.55 \$70,645.00 \$71,351.45 \$72,064.97 \$72,785.62		SPC03 SPC04 SPC05 SPC06 SPC07	\$71,027 \$78,130 \$85,943 \$94,537 \$103,991	2.00 \$83 0.00 \$94 0.00 \$104 2.00 \$111 0.00 \$123	8,074.00 6,881.00 6,569.00 7,226.00 8,949.00	\$105,120.00 \$115,632.00 \$127,195.00 \$139,915.00 \$153,907.00
	3 4 5 6 7 8 9 10 11 12 13 14	4 \$62 5 \$64 6 \$64 7 \$66 8 \$66 9 \$66 10 \$66 11 \$67 12 \$68 13 \$68 14 \$69 15 \$70	2,896.79 3,525.75 4,161.01 4,802.62 5,450.65 5,450.65 5,766.20 7,433.87 3,108.21 3,789.29 0,477.18 0,171.95	\$65,891.87 \$66,550.79 \$67,216.30 \$67,888.46 \$68,567.34 \$69,253.02 \$69,945.55 \$70,645.00 \$71,351.45 \$72,064.97 \$72,785.62 \$73,513.47		SPC03 SPC04 SPC05 SPC06	\$71,027 \$78,130 \$85,943 \$94,537 \$103,991	2.00 \$83 0.00 \$94 0.00 \$104 2.00 \$111 0.00 \$123	8,074.00 6,881.00 6,569.00 7,226.00	\$105,120.00 \$115,632.00 \$127,195.00 \$139,915.00
	3 4 5 6 7 8 9 10 11 12 13 14 15	4 \$62 5 \$64 6 \$64 7 \$66 8 \$66 9 \$66 10 \$66 11 \$67 12 \$68 13 \$68 14 \$69 15 \$70 16 \$70	2,896.79 3,525.75 4,161.01 4,802.62 5,450.65 5,450.65 5,766.20 7,433.87 3,108.21 3,789.29 0,477.18 0,171.95 0,873.67	\$65,891.87 \$66,550.79 \$67,216.30 \$67,888.46 \$68,567.34 \$69,253.02 \$69,945.55 \$70,645.00 \$71,351.45 \$72,064.97 \$72,785.62 \$73,513.47 \$74,248.61		SPC03 SPC04 SPC05 SPC06 SPC07 SPC08	\$71,027 \$78,130 \$85,943 \$94,537 \$103,991 \$114,390	2.00 \$83 0.00 \$90 2.00 \$100 2.00 \$111 0.00 \$123 0.00 \$141	8,074.00 6,881.00 6,569.00 7,226.00 8,949.00 1,844.00	\$105,120.00 \$115,632.00 \$127,195.00 \$139,915.00 \$153,907.00 \$169,298.00
	3 4 5 6 7 8 9 10 11 12 13 14 15 16	4 \$62 5 \$64 6 \$64 7 \$66 8 \$66 9 \$66 10 \$66 11 \$66 13 \$66 14 \$66 15 \$70 16 \$70 17 \$70	2,896.79 3,525.75 4,161.01 4,802.62 5,450.65 5,450.65 5,766.20 7,433.87 3,108.21 3,789.29 0,477.18 0,171.95 0,873.67 1,582.41	\$65,891.87 \$66,550.79 \$67,216.30 \$67,888.46 \$68,567.34 \$69,253.02 \$69,945.55 \$70,645.00 \$71,351.45 \$72,064.97 \$72,785.62 \$73,513.47 \$74,248.61 \$74,991.09		SPC03 SPC04 SPC05 SPC06 SPC07	\$71,027 \$78,130 \$85,943 \$94,537 \$103,991 \$114,390	2.00 \$83 0.00 \$90 2.00 \$100 2.00 \$111 0.00 \$123 0.00 \$141	8,074.00 6,881.00 6,569.00 7,226.00 8,949.00	\$105,120.00 \$115,632.00 \$127,195.00 \$139,915.00 \$153,907.00
	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	4 \$66 5 \$86 6 \$86 9 \$66 10 \$66 11 \$66 13 \$66 15 \$77 16 \$77 17 \$77 18 \$72	2,896.79 3,525.75 4,161.01 4,802.62 5,450.65 5,450.65 5,766.20 7,433.87 3,108.21 3,789.29 9,477.18 0,171.95 0,873.67 1,582.41 2,298.23	\$65,891.87 \$66,550.79 \$67,216.30 \$67,888.46 \$68,567.34 \$69,253.02 \$69,945.55 \$70,645.00 \$71,351.45 \$72,064.97 \$72,785.62 \$73,513.47 \$74,248.61 \$74,991.09 \$75,741.01		SPC03 SPC04 SPC05 SPC06 SPC07 SPC08	\$71,027 \$78,130 \$85,943 \$94,537 \$103,991 \$114,390 \$125,829	2.00 \$83 0.00 \$90 3.00 \$100 3.00 \$110 3.00 \$111 0.00 \$123 0.00 \$141 0.00 \$150	8,074.00 6,881.00 6,569.00 7,226.00 8,949.00 1,844.00 6,028.00	\$105,120.00 \$115,632.00 \$127,195.00 \$139,915.00 \$153,907.00 \$169,298.00 \$186,228.00
	3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	4 \$66 5 \$86 6 \$86 9 \$66 10 \$66 11 \$66 13 \$66 15 \$70 16 \$70 17 \$70 18 \$72 19 \$72	2,896.79 3,525.75 4,161.01 4,802.62 5,450.65 5,450.65 5,766.20 7,433.87 3,108.21 3,789.29 0,477.18 0,171.95 0,873.67 1,582.41	\$65,891.87 \$66,550.79 \$67,216.30 \$67,888.46 \$68,567.34 \$69,253.02 \$69,945.55 \$70,645.00 \$71,351.45 \$72,064.97 \$72,785.62 \$73,513.47 \$74,248.61 \$74,991.09		SPC03 SPC04 SPC05 SPC06 SPC07 SPC08 SPC09	\$71,027 \$78,130 \$85,943 \$94,537 \$103,991 \$114,390 \$125,829 \$138,412	2.00 \$83 0.00 \$90 3.00 \$100 3.00 \$110 3.00 \$111 0.00 \$123 0.00 \$124 0.00 \$14 0.00 \$156 2.00 \$17	8,074.00 6,881.00 6,569.00 7,226.00 8,949.00 1,844.00	\$105,120.00 \$115,632.00 \$127,195.00 \$139,915.00 \$153,907.00 \$169,298.00