

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	
<p>** All salaries in red are above the \$50,000 and will receive a minimum \$2,000 increase that will be specific to each employee.**</p>				
<p>**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. **</p>				
<p>**All other staff will stay on current schedule for 24-25 year and receive step increase only, no additional raise. **</p>				
<p>Approved by Southwest AR Educabion Cooperative Board April 23, 2024</p>				

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
Administrative	\$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
Total	\$40,960	\$41,984	\$43,034	\$44,109	\$45,212	\$46,342	\$47,501	\$48,689	\$49,906	\$51,153	\$52,432
Level I	\$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
Total	\$89,600	\$91,840	\$94,136	\$96,489	\$98,902	\$101,374	\$103,909	\$106,506	\$109,169	\$111,898	\$114,696
Level II	\$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
Total	\$94,720	\$97,088	\$99,515	\$102,003	\$104,553	\$107,167	\$109,846	\$112,592	\$115,407	\$118,292	\$121,250
Level III	\$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
Total	\$102,400	\$104,960	\$107,584	\$110,274	\$113,030	\$115,856	\$118,753	\$121,721	\$124,764	\$127,884	\$131,081

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

