90 day sche	dule	CLASSIFIED	CERTIFIED BA	CERTIFIED MA					
	0	\$ 33,700.00	\$ 50.000.00	\$ 50,000.00	Paras-3-5 C	L ASS divided by	/ 190 x # of days w	orked x I evels .4	55060-
	1	\$ 34,125.00	\$ 50,000.00			Base paras -	•		
	2	\$ 34,550.00	\$ 50,000.00	. ,		CDA/Para Tes			
	3	\$ 34,975.00	\$ 50,000.00	-			ege hours60		
	4	\$ 35,400.00	\$ 50,000.00				Teacher70		
	5	\$ 35,825.00	\$ 50,000.00			AA serving as			
	6	\$ 36,250.00	\$ 50,000.00	\$ 50,000.00			r 1.1 x 200 Day So	hedule	
	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 re	ed are above the \$	50,000 and will rece	ive a minimum \$2	2,000 increase that	t		
		will be specific to	each employee.**						
		**This salary so	hedule will be in	n place for the 20	24-2025 contra	ct year and app	iies only		
		to ECH 3-5, ABC a	nd HIPPY staff on	a 185 or 190 day cor	itract. **				
		**All other staff v	vill stay on current	t schedule for 24-25	year and receive	step increase onl	y, no additional rais	e. **	
		Approved by South	west AR Education	Cooperative Board Apr	il 23 2024				

						CERTIFIED-ADE GRANT				
	CLASSIFIED	Classified Acct	CERTIFIED BA	CERTIFIED MA		Director		Salary Negotia	ible	
						Assistant Dire	ector	1.70 X 190 Da	y Schedule	
)	\$ 32,800.00	\$ 32,930.00	\$ 36,000.00	\$ 40,650.00		Teacher Cent	ter Coordinator	1.55 x 190 Day	y Schedule	
1	\$ 33,225.00	\$ 33,380.00	\$ 36,450.00	\$ 41,150.00		Literacy/Math	/Science Specialist	1.38 x 190 Day	y Schedule	
2	\$ 33,650.00	\$ 33,830.00	\$ 36,900.00	\$ 41,650.00		ECH Coord.		1.575 x 190 Da	ay Schedule	
3	\$ 34,075.00	\$ 34,280.00	\$ 37,350.00	\$ 42,150.00		LEA Consorti	um Coord.	Salary Negotia	ible	
4	\$ 34,500.00	\$ 34,730.00	\$ 37,800.00	\$ 42,650.00		CTE Coord.		1.38 x 190 Day	y Schedule	
5	\$ 34,925.00	\$ 35,180.00	\$ 38,250.00	\$ 43,150.00		Gifted/Talente	ed Specialist	1.38 x 190 Day Schedule		
6	\$ 35,350.00	\$ 35,630.00	\$ 38,700.00	\$ 43,650.00		Mentoring Co	oordinator	1.52 x 190 Day	y Schedule	
7	\$ 35,775.00	\$ 36,080.00	\$ 39,150.00	\$ 44,150.00		Technology		1.38 x 190 Day	y Schedule	
8	\$ 36,200.00	\$ 36,530.00	\$ 39,600.00	\$ 44,650.00		Visually Impa	ired Consultant	separate sche	dule	
9	\$ 36,625.00	\$ 36,980.00	\$ 40,050.00	\$ 45,150.00		Speech Path	ologist	1.15 x 190 Day	y Schedule	
10	\$ 37,050.00	\$ 37,430.00	\$ 40,500.00	\$ 45,650.00		Educ. Examir	ner	Salary Negotia	ible	
11	\$ 37,475.00	\$ 37,880.00	\$ 40,950.00	\$ 46,150.00		ADE GPS Su	ıpport	separate sche	dule	
12	\$ 37,900.00	\$ 38,330.00	\$ 41,400.00	\$ 46,650.00		ECH Behavio	or	1.15 x 200 Day	y 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				CLASSIFIED		
15	\$ 39,175.00	\$ 39,680.00	\$ 42,750.00	\$ 48,150.00		* Classified n	nay move from level	I, II or III based	on descriptors	
16	\$ 39,600.00	\$ 40,130.00	\$ 43,200.00	\$ 48,650.00		Bookkeeper/0	Office Manager	.975 x 190 Day	y Schedule	
17	\$ 40,025.00	\$ 40,580.00	\$ 43,650.00	\$ 49,150.00		Asst. Bookke	eper/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	y Schedule	
19	\$ 40,875.00	\$ 41,480.00	\$ 44,550.00	\$ 50,150.00		Custodian/Va	n Driver	0.68 x 190 Day	y Schedule	
20	\$ 41,300.00	\$ 41,930.00	\$ 45,000.00	\$ 50,650.00		Due Process	Clerk	0.78 x 190 Day	y Schedule	
							SUPPLEMENTAL STIPENDS	EARNINGS		
						Technology F	Project(s)	\$3,000		
						Executive Bo	okkeeper	\$1,750		
NOTE: Sa	lary step increase	es are contingen	t upon sufficient	revenue availability	rom the	Executive Se	cretary	\$1,000		
employee's appropriate funding source. If sufficient revenue isn't available to support						PR/Communication		\$3,894		
an incre	an increase, the employee will remain at the current level. When/if funds subsequently						National Certification		\$2,250	
become	pecome available, employee will "Step up" to level which funding allows. Base funds						ArPEP Site Facilitator Determined annually by DESE			
may not	be used to suppo	rt non-base em	ployee increases	without special app	oval of					
the Co-o	p Board.									

	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	\$102,407
Total	\$102,400	\$104,960	\$107,584	\$110,274	\$113,030	\$115,856	\$118,753	\$121,721	\$124,764	\$127,884	\$131,081
Notes:											
	5% annually ove	er 10 vears lumr	sum bonus of \$	500 annually aft	er vear 10						
mercuse or 2	.570 dimiddiny Ove	i 10 years, ramp	) 34111 BOTTUS OF \$	Soo annaany are	er year 10						
*Any employee	on less than a 2	260 schedules wi	II be reduced by	the daily rate ba	sed on their cur	rent salary sche	dule				
If working less t	than 260 reduce	salary by daily ra	ate of pay. If 250	schedule, reduc	e pay by 10 day	s of daily rate of	pay				
Fringe is appr	oximately 28% i	ncluding Teache	r Retirement								
			oy the Departme e employees and				mont				
			s - a copy will be			tion of this docu	ment				
Evaluations Will	De tric same as	DESC Employees	a copy will be	inca with the tt	opercative.						

Southwest Arkansas Ed	lucation Co	operative			2024-2025 Mental Health	Staff			
Certified/ADE Grant	Years	Multiplier/Level	Days	Base Salary	Certified	Worked	Multiplier	Years	Base Salary
Allen, Sarah	27-M	salary neg	200 days	\$62,500.00	Belshe Anderson, Ester	200 days	grant based	1 cars	\$65,000.00
Bailey, Phoebe	35-M	Salary Neg	240 days	\$100,000.00	Bracken, Misty	200 days	grant based	2-B	\$40,400.00
Birthright, Melanie	21-M	Separate Schedule	190 days	\$68,725.00	Clinton, Marci	200 days	grant based	6-M	\$64,500.00
Collier, Daniel	8	Level 3, Beginning	260 days	\$83,200.00	Dearinger, Jessica	210 days	grant based	15-M	\$73,500.00
Cornelius, Kelly	27-M	1.38	240 days	\$69,897.00	Flurry, Rachel	200 days	grant based	3-M	\$63,500.00
Gentry, Angie	16-M	1.575	240 days	\$76,623.75	Jones, Kayla	200 days	grant based	6-B	\$45,500.00
Gilbert, Angie	30-M	salary neg	260 days	\$90,000.00	Trumble, Brittani	200 days	grant based	9-M	\$63,000.00
Hall, Stephanie	22-M	salary neg	260 days	\$80,000.00			gramma		700,000.00
Hampton, David	12-M	1.38	240 days	\$64,377.00					
Jewell, Vicki	24-M	1.52	240 days	\$76,988.00	SUBTOTAL				\$415,400.00
Killingsworth, Jeff	19-M	level 2 year 2	260 days	\$80,855.84					
Lee, Donnie	5	Level 2, Beginning	260 days	\$76,220.00	2024-2025 Early Childhoo	d Staff			
Morris, Chad	25-M	1.38	240 days	\$69,897.00	Certified	Worked	Multiplier	Years	Base Salary
Morris, Monica	23-M	1.7	240 days	\$86,105.00	Dixon, Leslie	190/190	'	23-B	\$50,000.00
Niemeyer, Katlin	10-M	1.5	240 days	\$68,475.00	Duenas, Joyce	190/190		6-M	\$50,000.00
Peacock, Pearce	21-M	salary neg	260 days	\$98,828.50	Oliver, Tessa	200/190	1.1	6-M	\$57,894.74
Pittenger, Katie	11-M	Level 2, Beginning	260 days	\$76,220.00	Richardson, Jaslyn	190/190		24-M	\$52,650.00
Poole, Sharon	19-M	salary neg	260 days	\$74,000.00	Sorrels, Kristen	190/190		6-M	\$50,000.00
Powers, Kendra	31-M	1,38	240 days	\$69,897.00	Ward, Hannah	190/190		21-M	\$52,150.00
Puckett, Shannon	25-M	1.38	240 days	\$69,897.00	·				
Ray, Leta Bobette	20	salary neg	260 days	\$88,425.50	SUBTOTAL				\$312,694.74
Salaam, Capri	12-M	salary neg	260 days	\$80,000.00	Classified				
Saracini, Trent	20	salary neg	260 days	\$93,627.00	Andrews, Vanessa	185/190	0.6	3-AA	\$20,432.76
Tyler, Lisa	35-M	salary neg	240 days	\$95,000.00	Craven, Teresia	190/190	0.5	29-PT	\$21,100.00
Wilson, Yamicii	13-M	1.38	240 days	\$65,067.00	Henley, Socorro	185/190	0.6	13-AA	\$22,915.66
					Hubbard, Judith	185/190	0.5	22-CDA	\$20,544.74
					Huff, August	185/190	0.5	2-PT	\$16,820.39
					Koontz, Felicia	185/190	0.6	12-AA	\$22,667.37
SUBTOTAL				\$1,964,825.59	Parker, Kristin	185/190	0.6	23-AA	\$24,653.68
Classified					SUBTOTAL				\$149,134.60
Applegate, Robin	15-C	Level II	240 days	\$27,639.00	Total				\$461,829.34
Fore, Callie	14-C	Level II	240 days	\$27,350.00	HIPPY/ABC				
Henry, Sharon	25-C	Level II	240 days	\$29,084.00	Brown, Miranda	185/190	0.6	20-AA	\$24,653.68
Holston, Monica	27-C	Level III	240 days	\$30,084.00	Cole, Tina	190/190	0.6	24-AA	\$25,320.00
Moses, Trevor	10-C	Level II	240 days	\$26,194.00	Formby, Kimberly	195/190		12-AA	\$42,489.47
Perkins, Gina	16-C	Level III	240 days	\$41,126.75	Parker, Kiara	185/190	0.6	2-AA	\$21,184.47
Smead, Jenny	4-C	Level II	240 days	\$28,089.40	Smith, Kisha	185/190	0.65	10-AA	\$24,018.36
SUBTOTAL				\$209,567.15	White, Kristy	185/190	0.6	13-AA	\$22,915.66
					SUBTOTAL				\$160,581.64
TOTAL				\$2,174,392.74	GRAND TOTAL				\$2,796,803.72