

190 day schedule

CLASSIFIED

CERTIFIED BA

CERTIFIED MA

0	\$ 33,700.00	\$ 50,000.00	\$ 50,000.00
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

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

** All salaries in red are above the \$50,000 and will receive a minimum \$2,000 increase that will be specific to each employee.**

****This salary schedule will be in place for the 2023-2024 contract year only and applies only to ECH 3-5, ABC and HIPPY staff on a 185 or 190 day contract. ****

****All other staff will stay on current schedule for 23-24 year and receive step increase only, no additional raise. ****

Approved by Southwest AR Educabion Cooperative Board April 13, 2023

CLASSIFIED Classified Acct CERTIFIED BA CERTIFIED MA

0	\$ 32,800.00	\$ 32,930.00	\$ 36,000.00	\$ 40,650.00
1	\$ 33,225.00	\$ 33,380.00	\$ 36,450.00	\$ 41,150.00
2	\$ 33,650.00	\$ 33,830.00	\$ 36,900.00	\$ 41,650.00
3	\$ 34,075.00	\$ 34,280.00	\$ 37,350.00	\$ 42,150.00
4	\$ 34,500.00	\$ 34,730.00	\$ 37,800.00	\$ 42,650.00
5	\$ 34,925.00	\$ 35,180.00	\$ 38,250.00	\$ 43,150.00
6	\$ 35,350.00	\$ 35,630.00	\$ 38,700.00	\$ 43,650.00
7	\$ 35,775.00	\$ 36,080.00	\$ 39,150.00	\$ 44,150.00
8	\$ 36,200.00	\$ 36,530.00	\$ 39,600.00	\$ 44,650.00
9	\$ 36,625.00	\$ 36,980.00	\$ 40,050.00	\$ 45,150.00
10	\$ 37,050.00	\$ 37,430.00	\$ 40,500.00	\$ 45,650.00
11	\$ 37,475.00	\$ 37,880.00	\$ 40,950.00	\$ 46,150.00
12	\$ 37,900.00	\$ 38,330.00	\$ 41,400.00	\$ 46,650.00
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
15	\$ 39,175.00	\$ 39,680.00	\$ 42,750.00	\$ 48,150.00
16	\$ 39,600.00	\$ 40,130.00	\$ 43,200.00	\$ 48,650.00
17	\$ 40,025.00	\$ 40,580.00	\$ 43,650.00	\$ 49,150.00
18	\$ 40,450.00	\$ 41,030.00	\$ 44,100.00	\$ 49,650.00
19	\$ 40,875.00	\$ 41,480.00	\$ 44,550.00	\$ 50,150.00
20	\$ 41,300.00	\$ 41,930.00	\$ 45,000.00	\$ 50,650.00

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.

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CERTIFIED-ADE GRANT

Director	Salary Negotiable
Assistant Director	1.70 X 190 Day Schedule
Teacher Center Coordinator	1.55 x 190 Day Schedule
Literacy/Math/Science Specialist	1.38 x 190 Day Schedule
ECH Coord.	1.575 x 190 Day Schedule
LEA Consortium Coord.	Salary Negotiable
CTE Coord.	1.38 x 190 Day Schedule
Gifted/Talented Specialist	1.38 x 190 Day Schedule
Mentoring Coordinator	1.52 x 190 Day Schedule
Technology	1.38 x 190 Day Schedule
Visually Impaired Consultant	separate schedule
Speech Pathologist	1.15 x 190 Day Schedule
Educ. Examiner	Salary Negotiable
ADE GPS Support	separate schedule
ECH Behavior	1.1 x 200 Day Schedule
	CLASSIFIED
* Classified may move from level I, II or III based on descriptors	
Bookkeeper/Office Manager	.975 x 190 Day Schedule
Asst. Bookkeeper/Clerk	.78 x 190 Day Schedule
Clerk	0.68 x 190 Day Schedule
Custodian/Van Driver	0.68 x 190 Day Schedule
Due Process Clerk	0.78 x 190 Day Schedule
Hippy Field Coordinator	0.70 X 190 Day Schedule
SUPPLEMENTAL STIPENDS	
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

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 13, 2023

ESVI

Yrs	K-12 Vision 190
0	\$58,725.00
1	\$59,225.00
2	\$59,725.00
3	\$60,225.00
4	\$60,725.00
5	\$61,225.00
6	\$61,725.00
7	\$62,225.00
8	\$62,725.00
9	\$63,225.00
10	\$63,725.00
11	\$64,225.00
12	\$64,725.00
13	\$65,225.00
14	\$65,725.00
15	\$66,225.00
16	\$66,725.00
17	\$67,225.00
18	\$67,725.00
19	\$68,225.00
20	\$68,725.00

