

ECH Teachers					ECH Behavior							
Years	Days	BA	MA		Years	Days	BA	MA				
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 Para							
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/HIPPY							
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: degree, no licence					ABC/HIPPY Coordiantor							
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: with teaching licence												
Years	Days	BA	MA			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.						
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									
						Approved by Southwest AR Educabion Cooperative Board May 15, 2025						



Classified 240											
Office Manager					Assistant 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			
					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.						
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		Approved by Southwest AR Educabion Cooperative Board May 15, 2025						
21+	240	\$30,250.00	\$31,250.00								

Separate Schedules																			
Mental Health												The following salaries are negotiated based on contracts or consortium funds:							
licences	Days	base 24-25	complete masters	pass test	complete hours	yearly step						Director							
LPC	210	\$73,500.00	NA	NA	NA	\$700.00	team lead					LEA Supervisor							
LAC	200	\$65,000.00	NA	NA	\$2,000.00	\$500.00						Ed Examiner							
SC	200	\$64,500.00	NA	\$1,000.00	\$2,000.00	\$500.00													
SC w/o exp	200	\$63,000.00	NA	\$1,000.00	\$2,000.00	\$500.00													
SW w exp	200	\$63,500.00	NA	\$1,000.00	\$2,000.00	\$500.00													
SW w/o exp	200	\$63,000.00	NA	\$1,000.00	\$2,000.00	\$500.00													
intervenist no exp	200	\$40,400.00	\$10,000.00	\$1,000.00	\$2,000.00	\$400.00	after masters moves to 500												
intervenist w/ exp	200	\$45,500.00	\$10,000.00	\$1,000.00	\$2,000.00	\$400.00	after masters moves to 500												
							Little Rock Employees												

ESVI Salary for 2025 - 2026			
Years	Step	TSVI/Masters	TSVI/Masters/COMS
0	1	\$61,047.00	\$63,954.00
1	2	\$61,657.47	\$64,593.54
2	3	\$62,274.04	\$65,239.48
3	4	\$62,896.79	\$65,891.87
4	5	\$63,525.75	\$66,550.79
5	6	\$64,161.01	\$67,216.30
6	7	\$64,802.62	\$67,888.46
7	8	\$65,450.65	\$68,567.34
8	9	\$66,105.15	\$69,253.02
9	10	\$66,766.20	\$69,945.55
10	11	\$67,433.87	\$70,645.00
11	12	\$68,108.21	\$71,351.45
12	13	\$68,789.29	\$72,064.97
13	14	\$69,477.18	\$72,785.62
14	15	\$70,171.95	\$73,513.47
15	16	\$70,873.67	\$74,248.61
16	17	\$71,582.41	\$74,991.09
17	18	\$72,298.23	\$75,741.01
18	19	\$73,021.21	\$76,498.42
19	20	\$73,751.43	\$77,263.40
20	21	\$74,488.94	\$78,036.03

Grade	Minimum	Midpoint	Maximum
SPC01	\$58,700.00	\$72,788.00	\$86,876.00
SPC02	\$64,570.00	\$80,067.00	\$95,564.00
SPC03	\$71,027.00	\$88,074.00	\$105,120.00
SPC04	\$78,130.00	\$96,881.00	\$115,632.00
SPC05	\$85,943.00	\$106,569.00	\$127,195.00
SPC06	\$94,537.00	\$117,226.00	\$139,915.00
SPC07	\$103,991.00	\$128,949.00	\$153,907.00
SPC08	\$114,390.00	\$141,844.00	\$169,298.00
SPC09	\$125,829.00	\$156,028.00	\$186,228.00
SPC10	\$138,412.00	\$171,631.00	\$204,851.00
SPC11	\$152,253.00	\$179,659.00	\$207,064.00