

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 Coordinantor				
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
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
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.			
Approved by Southwest AR Educabion Cooperative Board May 15, 2025			

Separate Schedules

Mental Health

licences	Days	base 24-25	complete masters	pass test	complete hours	yearly step
LPC	210	\$73,500.00	NA	NA	NA	\$700.00
LAC	200	\$65,000.00	NA	NA	\$2,000.00	\$500.00
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
intervenist w/ exp	200	\$45,500.00	\$10,000.00	\$1,000.00	\$2,000.00	\$400.00

The following salaries are negotiated based on contracts or consortium funds:

Director
LEA Supervisor
Ed Examiner

team lead

after masters moves to 500

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