

**2016-2017 Salary Schedule  
Southwest Arkansas Education Cooperative**

Board Approved on April 12, 2016

190 Day Salary Schedule

Years	CLASSIFIED	CERTIFIED BA	CERTIFIED MA
0	\$ 30,830.00	\$ 31,830.00	\$ 35,955.00
1	\$ 31,280.00	\$ 32,280.00	\$ 36,455.00
2	\$ 31,730.00	\$ 32,730.00	\$ 36,955.00
3	\$ 32,180.00	\$ 33,180.00	\$ 37,455.00
4	\$ 32,630.00	\$ 33,630.00	\$ 37,955.00
5	\$ 33,080.00	\$ 34,080.00	\$ 38,455.00
6	\$ 33,530.00	\$ 34,530.00	\$ 38,955.00
7	\$ 33,980.00	\$ 34,980.00	\$ 39,455.00
8	\$ 34,430.00	\$ 35,430.00	\$ 39,955.00
9	\$ 34,880.00	\$ 35,880.00	\$ 40,455.00
10	\$ 35,330.00	\$ 36,330.00	\$ 40,955.00
11	\$ 35,780.00	\$ 36,780.00	\$ 41,455.00
12	\$ 36,230.00	\$ 37,230.00	\$ 41,955.00
13	\$ 36,680.00	\$ 37,680.00	\$ 42,455.00
14	\$ 37,130.00	\$ 38,130.00	\$ 42,955.00
15	\$ 37,580.00	\$ 38,580.00	\$ 43,455.00
16	\$ 38,030.00	\$ 39,030.00	\$ 43,955.00
17	\$ 38,480.00	\$ 39,480.00	\$ 44,455.00
18	\$ 38,930.00	\$ 39,930.00	\$ 44,955.00
19	\$ 39,380.00	\$ 40,380.00	\$ 45,455.00
20	\$ 39,830.00	\$ 40,830.00	\$ 45,955.00

Adopted by the Southwest Arkansas Education Board 4/12/2016

NOTE: Salary step increases are contingent upon sufficient revenue availability from the employee's appropriate funding source. If sufficient revenue is not 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.

CERTIFIED-ADE GRANT	
Director	Salary Negotiable
Teacher Center Coordinator	1.55 x 190 Day Schedule
Literacy/Math/Science Specialist	1.38 x 190 Day Schedule
ECH Coord.	1.44 x 190 Day Schedule
LEA Consortium Coord.	Salary Negotiable
Workforce Coord.	1.38 x 190 Day Schedule
Gifted/Talented Coord.	1.38 x 190 Day Schedule
Sp. Ed. Supervisor	1.38 x 190 Day Schedule
Behavior Specialist	separate schedule
Visually Impaired Consultant	Salary Negotiable
Speech Pathologist	1.10 x 190 Day Schedule
Technology	1.38 x 190 Day Schedule
Educ. Examiner	Salary Negotiable
ADE GPS Support	separate schedule
Science Specialist	1.38 x 190 Day Schedule

CLASSIFIED	
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	0.78 x 190 Day Schedule
Paras-3-5 BA divided by 190 x # of days worked x Levels .45 - .50- .60- .85	
Base paras - .45	
CDA - .50	
AA or 60 college hours - .60	
4 yr. degree - .85	

SUPPLEMENTAL EARNINGS STIPENDS	
Technology Project(s)	\$3,000
Executive Bookkeeper	\$1,750
Executive Secretary	\$1,000
National Board Certification	\$2,250
ECH/HIPPY Program	\$1,500

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Certified/ADE Grant	Years	Multiplier	Days	
Bailey, Phoebe	27-M	Salary Neg	240 days	\$ 91,725.47
Morris, Monica	15-M	1.55	240 days	\$ 67,355.25
Massey, Karen	42-M	1.44	240 days	\$ 66,175.20
Harris, Will	4-M	1.38	240 days	\$ 51,941.42
Berry, Mary	17-M	1.38	240 days	\$ 61,347.90
Ray, Dana	17-M	1.38	240 days	\$ 61,347.90
Propps, Debbie	23-M	1.38	240 days	\$ 63,417.90
Savell, Leslie	10-M	1.38	122/240	\$ 28,729.93
Birthright, Melanie	13-M	Salary Neg	190 days	\$ 60,000.00
Collier, Daniel	0	Sep. Sch.	187/250	\$ 40,840.80
Harris, Karen	20-M	1.38	240	\$ 63,417.90
Avvara, Shashank	1	Sep. Sch.	250 days	\$ 55,000.00
Cornelius, Kelly	19-M	1.38	240 days	\$ 62,727.90
Kennedy, Terri	30-M	1.38	240 days	\$ 63,417.90
Henderson, David	20-M	1.38	240 days	\$ 63,417.90
Thomason, Connie	22-M	Sep. Sch.	200 day	\$ 58,907.00
Duke, Letha	32-M	Sep Sch.	220 days	\$ 66,000.00
<b>SUBTOTAL</b>				<b>\$ 1,025,770.37</b>
<b>Classified</b>				
Bearden, Vikki	30-C	Level II	240	\$ 28,084.40
Harvel, Valerie	15-C	Salary Neg	240	\$ 35,158.53
Roach, Elsie	32-C	Level III	240	\$ 40,834.25
Perkins, Gina	8-C	0.78	240	\$ 26,855.40
Henry, Sharon	17-C	0.68	240	\$ 26,166.40
Estes, Darlene	11-C	0.68	240	\$ 24,330.40
Faust, Sherry	12-C	0.78	240	\$ 28,259.40
Holston, Monica	19-C	Level II	240	\$ 27,778.40
Jester, Taylor	3-C	Level II	240	\$ 22,882.40
<b>SUBTOTAL</b>				<b>\$ 260,349.58</b>
<b>TOTAL</b>				<b>\$ 1,286,119.95</b>

GRAND TOTAL \$ 2,137,534.05

**2016-2017 Early Childhood Staff  
Southwest Arkansas Education Cooperative**

NAME	Worked	Multiplier	Years	2016-17
<b>Certified</b>				
Bobo, Angie	200/190		15-M	\$ 45,742.11
Black, Lisa	195/190		21-B	\$ 41,904.47
Richardson, Jaslyn	190/190		16-M	\$ 43,955.00
Wood, Eva	190/190		18-M	\$ 44,955.00
Terry, Sue	190/190		18-M	\$ 44,955.00
Dixon, Leslie	190/190		15-B	\$ 38,580.00
McKinnon, Alice	190/190		6-B	\$ 34,530.00
Gilbey, Callie	190/190	1.1	3-M	\$ 41,200.50
Butler, Becky	210 days	Salary Neg.	20-M	\$ 59,961.00
Aguirre, Diana	190/190		6-B	\$ 34,530.00
Marquez, Nora	190/190		8-B	\$ 35,430.00
<b>SUBTOTAL</b>				<b>\$ 465,743.08</b>
<b>Classified</b>				
McClenton, Gail	185/190	0.60	11-AA	\$ 20,903.05
Craven, Teresia	190/190	0.45	21-C	\$ 17,923.50
Hubbard, Judith	185/190	0.50	14-CDA	\$ 18,076.45
Ogden, Velvet	190/190	0.60	23-AA	\$ 23,898.00
Wickless, Sharon	185/190	0.45	15-C	\$ 16,465.97
Martin, Shana	185/190	0.60	15-AA	\$ 21,954.63
Henley, Socorro	185/190	0.60	5-AA	\$ 19,325.68
Bass, Amanda	185/190	0.50	4-CDA	\$ 15,885.66
Thomas, Danaka	156/190	0.45	0	\$ 11,391.12
Browning, Sandra	185/190	0.45	3-C	\$ 14,099.92
Cree, Lori	185/190	0.60	1-AA	\$ 18,274.11
Williams, Jamie	163/190	0.45	0	\$ 11,902.26
Pierce, Morgan	143/190	0.45	0	\$ 10,441.63
Battee, Chasity	132/190	0.60	0-AA	\$ 12,851.24
Smith, LaCheryl	185/190	0.45	2-C	\$ 13,902.75
<b>SUBTOTAL</b>				<b>\$ 247,295.97</b>
<b>TOTAL</b>				<b>\$ 713,039.05</b>
<b>HIPPY</b>				
Page, Evelyn	190/190		12-M	\$ 41,955.00
Johnson, Tephania	185/190	0.60	9-AA	\$ 20,377.26
Blakely, Billie	185/190	0.50	8-CDA	\$ 16,761.97
Noble, Ashley	185/190	0.50	3-CDA	\$ 15,666.58
Amaya, Manuela	185/190	0.50	9-CDA	\$ 16,981.05
Smith, Hazel	185/190	0.85	3-4 yr. degree	\$ 26,633.18
<b>TOTAL</b>				<b>\$ 138,375.05</b>