

Base Sal	\$36,000
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Range Step	BA Annually	BA +18 Annually	MS Annually	MS +15 Annually	MS +30 Annually	SPEC Annually	EdD/PhD Annually
1	\$ 36,000	\$ 36,750	\$ 38,700	\$ 39,650	\$ 40,625	\$ 41,400	\$42,300
2	\$ 36,600	\$ 37,350	\$ 39,300	\$ 40,250	\$ 41,225	\$ 42,000	\$42,900
3	\$ 37,200	\$ 37,950	\$ 39,900	\$ 40,850	\$ 41,825	\$ 42,600	\$43,500
4	\$ 37,800	\$ 38,550	\$ 40,500	\$ 41,450	\$ 42,425	\$ 43,200	\$44,100
5	\$ 38,400	\$ 39,150	\$ 41,100	\$ 42,050	\$ 43,025	\$ 43,800	\$44,700
6	\$ 39,125	\$ 39,875	\$ 41,825	\$ 42,775	\$ 43,750	\$ 44,525	\$45,425
7	\$ 39,850	\$ 40,600	\$ 42,550	\$ 43,500	\$ 44,475	\$ 45,250	\$46,150
8	\$ 40,575	\$ 41,325	\$ 43,275	\$ 44,225	\$ 45,200	\$ 45,975	\$46,875
9	\$ 41,300	\$ 42,050	\$ 44,000	\$ 44,950	\$ 45,925	\$ 46,700	\$47,600
10	\$ 42,025	\$ 42,775	\$ 44,725	\$ 45,675	\$ 46,650	\$ 47,425	\$48,325
11	\$ 42,825	\$ 43,575	\$ 45,525	\$ 46,475	\$ 47,450	\$ 48,225	\$49,125
12	\$ 43,625	\$ 44,375	\$ 46,325	\$ 47,275	\$ 48,250	\$ 49,025	\$49,925
13	\$ 44,425	\$ 45,175	\$ 47,125	\$ 48,075	\$ 49,050	\$ 49,825	\$50,725
14	\$ 45,225	\$ 45,975	\$ 47,925	\$ 48,875	\$ 49,850	\$ 50,625	\$51,525
15	\$ 46,025	\$ 46,775	\$ 48,725	\$ 49,675	\$ 50,650	\$ 51,425	\$52,325
16	\$ 46,825	\$ 47,575	\$ 49,525	\$ 50,475	\$ 51,450	\$ 52,225	\$53,125
17	\$ 47,625	\$ 48,375	\$ 50,325	\$ 51,275	\$ 52,250	\$ 53,025	\$53,925
18	\$ 48,425	\$ 49,175	\$ 51,125	\$ 52,075	\$ 53,050	\$ 53,825	\$54,725
19	\$ 49,225	\$ 49,975	\$ 51,925	\$ 52,875	\$ 53,850	\$ 54,625	\$55,525
20	\$ 50,025	\$ 50,775	\$ 52,725	\$ 53,675	\$ 54,650	\$ 55,425	\$56,325
21	\$ 50,825	\$ 51,575	\$ 53,525	\$ 54,475	\$ 55,450	\$ 56,225	\$57,125
22	\$ 51,625	\$ 52,375	\$ 54,325	\$ 55,275	\$ 56,250	\$ 57,025	\$57,925
23	\$ 52,425	\$ 53,175	\$ 55,125	\$ 56,075	\$ 57,050	\$ 57,825	\$58,725
24	\$ 53,225	\$ 53,975	\$ 55,925	\$ 56,875	\$ 57,850	\$ 58,625	\$59,525
25	\$ 54,025	\$ 54,775	\$ 56,725	\$ 57,675	\$ 58,650	\$ 59,425	\$60,325

Step Increase	BA	MA	SPEC	EdD/PhD
Years 1-5	\$ 600	\$ 600	\$ 600	\$ 600
Years 6-10	\$ 725	\$ 725	\$ 725	\$ 725
Years 11-20	\$ 800	\$ 800	\$ 800	\$ 800
Years 21-25	\$ 800	\$ 800	\$ 800	\$ 800

Index basis

BA	1
MS	1.075
SPEC	1.15
EdD/PhD	1.175

Admin Multipliers*

Asst. Supt/Chief-level Ofcr	1.975
High school principal	1.600
District-wide Admin	1.580
Jr High principal	1.570
Dir. Of Communications	1.580
Coord. of Student Services	1.580
Athletic Director	1.598
Elem principal	1.420
High School AP	1.305
Jr High AP	1.240

*based on 1st yr MA teacher

**Ed administrator salaries are initially determined by finding the years of experience and education on the Certified Teachers' schedule and multiplying that salary by the multiplier.

***BA +18, MS +15, & MS +30 will be discontinued after FY19.

Those currently on those ranges will become grandfathered in.

New employees will be placed based on highest degree earned.

Current employees will only change ranges after the next highest degree is earned.

****Those moving beyond step 25 will receive an increase of \$600 to their base salary.

	Bus Attendants	ParaPros	SPED Paras
1	\$ 10,010.00	\$16,380.00	\$16,721.25
2	\$ 10,101.00	\$16,721.25	\$17,062.50
3	\$ 10,192.00	\$17,062.50	\$17,403.75
4	\$ 10,283.00	\$17,403.75	\$17,745.00
5	\$ 10,374.00	\$17,745.00	\$18,086.25
6	\$ 10,465.00	\$18,086.25	\$18,427.50
7	\$ 10,556.00	\$18,427.50	\$18,768.75
8	\$ 10,647.00	\$18,768.75	\$19,110.00
9	\$ 10,738.00	\$19,110.00	\$19,451.25
10	\$ 10,829.00	\$19,451.25	\$19,792.50
11	\$ 10,920.00	\$19,792.50	\$20,133.75
12	\$ 11,011.00	\$20,133.75	\$20,475.00
13	\$ 11,102.00	\$20,475.00	\$20,816.25
14	\$ 11,193.00	\$20,816.25	\$21,157.50
15	\$ 11,284.00	\$21,157.50	\$21,498.75
16	\$ 11,375.00	\$21,498.75	\$21,840.00
17	\$ 11,466.00	\$21,840.00	\$22,181.25
18	\$ 11,557.00	\$22,181.25	\$22,522.50
19	\$ 11,648.00	\$22,522.50	\$22,863.75
20	\$ 11,739.00	\$22,863.75	\$23,205.00
21	\$ 11,830.00	\$23,205.00	\$23,546.25
22	\$ 11,921.00	\$23,546.25	\$23,887.50
23	\$ 12,012.00	\$23,887.50	\$24,228.75
24	\$ 12,103.00	\$24,228.75	\$24,570.00
25	\$ 12,194.00	\$24,570.00	\$24,911.25

Bus Attendants: 5hrs*182days*\$11 pr hr - annual increase of \$0.10

ParaPros: 7.5hrs*182days*\$12 pr hr - annual increase of \$0.25

SPED Paras: 7.5hrs*182days*\$12.25 pr hr - annual increase of \$0.25

	<u>Custodians</u>	<u>Bus Drivers-FT</u>	<u>Bus Drivers-PT</u>	<u>Maintenance</u>	<u>Security</u>	<u>Supervisors</u>
1	\$ 22,176.00	\$ 18,200.00	\$ 6,825.00	\$ 24,570	\$23,184.00	\$ 30,240
2	\$ 22,377.60	\$ 19,110.00	\$ 7,280.00	\$ 24,845	\$23,587.20	\$ 30,540
3	\$ 22,579.20	\$ 20,020.00	\$ 7,735.00	\$ 25,120	\$23,990.40	\$ 30,840
4	\$ 22,780.80	\$ 20,930.00	\$ 8,190.00	\$ 25,395	\$24,393.60	\$ 31,140
5	\$ 22,982.40	\$ 21,840.00	\$ 8,645.00	\$ 25,670	\$24,796.80	\$ 31,440
6	\$ 23,184.00	\$ 22,750.00	\$ 9,100.00	\$ 25,945	\$25,200.00	\$ 31,740
7	\$ 23,385.60	\$ 22,750.00	\$ 9,100.00	\$ 26,220	\$25,603.20	\$ 32,040
8	\$ 23,587.20	\$ 22,750.00	\$ 9,100.00	\$ 26,495	\$26,006.40	\$ 32,340
9	\$ 23,788.80	\$ 22,750.00	\$ 9,100.00	\$ 26,770	\$26,409.60	\$ 32,640
10	\$ 23,990.40	\$ 22,750.00	\$ 9,100.00	\$ 27,045	\$26,812.80	\$ 32,940
11	\$ 24,192.00	\$ 22,750.00	\$ 9,100.00	\$ 27,320	\$27,216.00	\$ 33,240
12	\$ 24,393.60	\$ 22,750.00	\$ 9,100.00	\$ 27,595	\$27,619.20	\$ 33,540
13	\$ 24,595.20	\$ 22,750.00	\$ 9,100.00	\$ 27,870	\$28,022.40	\$ 33,840
14	\$ 24,796.80	\$ 22,750.00	\$ 9,100.00	\$ 28,145	\$28,425.60	\$ 34,140
15	\$ 24,998.40	\$ 22,750.00	\$ 9,100.00	\$ 28,420	\$28,828.80	\$ 34,440
16	\$ 25,200.00	\$ 22,750.00	\$ 9,100.00	\$ 28,695	\$29,232.00	\$ 34,740
17	\$ 25,401.60	\$ 22,750.00	\$ 9,100.00	\$ 28,970	\$29,635.20	\$ 35,040
18	\$ 25,603.20	\$ 22,750.00	\$ 9,100.00	\$ 29,245	\$30,038.40	\$ 35,340
19	\$ 25,804.80	\$ 22,750.00	\$ 9,100.00	\$ 29,520	\$30,441.60	\$ 35,640
20	\$ 26,006.40	\$ 22,750.00	\$ 9,100.00	\$ 29,795	\$30,844.80	\$ 35,940
21	\$ 26,208.00	\$ 22,750.00	\$ 9,100.00	\$ 30,070	\$31,248.00	\$ 36,240
22	\$ 26,208.00	\$ 22,750.00	\$ 9,100.00	\$ 30,345	\$31,651.20	\$ 36,540
23	\$ 26,208.00	\$ 22,750.00	\$ 9,100.00	\$ 30,620	\$32,054.40	\$ 36,840
24	\$ 26,208.00	\$ 22,750.00	\$ 9,100.00	\$ 30,895	\$32,457.60	\$ 37,140
25	\$ 26,208.00	\$ 22,750.00	\$ 9,100.00	\$ 31,170	\$32,860.80	\$ 37,440

Custodians: 8hrs*252days*\$11 pr hr - annual increase of \$0.10

Bus Drivers PT: 2.5hrs*182days*\$15 pr hr base - annual increase of \$1.00 until \$20 per hr

Bus Drivers FT: 5hrs*182days*\$20 pr hr base - annual increase of \$1.00 until \$25 per hr

Maintenance: 7.5hrs*252 days*13 pr hr - annual increase of \$275 total

Security: 8hrs*252days*11.50 pr hr base - annual increase of \$0.20

Supervisors: 7.5hrs*252days*16 pr hr - annual increase of \$300 total

	<u>Clerk</u>	<u>Secretary</u>	<u>Bookkeepers</u>	<u>FIN/HR Spec</u>	<u>Dir/Coord</u>	<u>Nurse</u>	<u>Soc. Wrkr.</u>	<u>Tech</u>
1	\$ 19,470	\$ 23,010	\$ 30,975	\$ 38,000	\$ 48,000	\$ 35,625	\$ 39,900	\$ 35,400
2	\$ 19,770	\$ 23,310	\$ 31,475	\$ 38,500	\$ 48,525	\$ 36,075	\$ 40,350	\$ 35,850
3	\$ 20,070	\$ 23,610	\$ 31,975	\$ 39,000	\$ 49,050	\$ 36,525	\$ 40,800	\$ 36,300
4	\$ 20,370	\$ 23,910	\$ 32,475	\$ 39,500	\$ 49,575	\$ 36,975	\$ 41,250	\$ 36,750
5	\$ 20,670	\$ 24,210	\$ 32,975	\$ 40,000	\$ 50,100	\$ 37,425	\$ 41,700	\$ 37,200
6	\$ 20,970	\$ 24,510	\$ 33,475	\$ 40,500	\$ 50,625	\$ 37,875	\$ 42,150	\$ 37,650
7	\$ 21,270	\$ 24,810	\$ 33,975	\$ 41,000	\$ 51,150	\$ 38,325	\$ 42,600	\$ 38,100
8	\$ 21,570	\$ 25,110	\$ 34,475	\$ 41,500	\$ 51,675	\$ 38,775	\$ 43,050	\$ 38,550
9	\$ 21,870	\$ 25,410	\$ 34,975	\$ 42,000	\$ 52,200	\$ 39,225	\$ 43,500	\$ 39,000
10	\$ 22,170	\$ 25,710	\$ 35,475	\$ 42,500	\$ 52,725	\$ 39,675	\$ 43,950	\$ 39,450
11	\$ 22,470	\$ 26,010	\$ 35,975	\$ 43,000	\$ 53,250	\$ 40,125	\$ 44,400	\$ 39,900
12	\$ 22,770	\$ 26,310	\$ 36,475	\$ 43,500	\$ 53,775	\$ 40,575	\$ 44,850	\$ 40,350
13	\$ 23,070	\$ 26,610	\$ 36,975	\$ 44,000	\$ 54,300	\$ 41,025	\$ 45,300	\$ 40,800
14	\$ 23,370	\$ 26,910	\$ 37,475	\$ 44,500	\$ 54,825	\$ 41,475	\$ 45,750	\$ 41,250
15	\$ 23,670	\$ 27,210	\$ 37,975	\$ 45,000	\$ 55,350	\$ 41,925	\$ 46,200	\$ 41,700
16	\$ 23,970	\$ 27,510	\$ 38,475	\$ 45,500	\$ 55,875	\$ 42,375	\$ 46,650	\$ 42,150
17	\$ 24,270	\$ 27,810	\$ 38,975	\$ 46,000	\$ 56,400	\$ 42,825	\$ 47,100	\$ 42,600
18	\$ 24,570	\$ 28,110	\$ 39,475	\$ 46,500	\$ 56,925	\$ 43,275	\$ 47,550	\$ 43,050
19	\$ 24,870	\$ 28,410	\$ 39,975	\$ 47,000	\$ 57,450	\$ 43,725	\$ 48,000	\$ 43,500
20	\$ 25,170	\$ 28,710	\$ 40,475	\$ 47,500	\$ 57,975	\$ 44,175	\$ 48,450	\$ 43,950
21	\$ 25,470	\$ 29,010	\$ 40,975	\$ 48,000	\$ 58,500	\$ 44,625	\$ 48,900	\$ 44,400
22	\$ 25,770	\$ 29,310	\$ 41,475	\$ 48,500	\$ 59,025	\$ 45,075	\$ 49,350	\$ 44,850
23	\$ 26,070	\$ 29,610	\$ 41,975	\$ 49,000	\$ 59,550	\$ 45,525	\$ 49,800	\$ 45,300
24	\$ 26,370	\$ 29,910	\$ 42,475	\$ 49,500	\$ 60,075	\$ 45,975	\$ 50,250	\$ 45,750
25	\$ 26,670	\$ 30,210	\$ 42,975	\$ 50,000	\$ 60,600	\$ 46,425	\$ 50,700	\$ 46,200

Clerk \$11/hr *7.5hrs/day*210days for school personnel
 \$11/hr *7.5hrs/day*236days for C.O.
 Secretary \$13/hr *7.5hrs/day*236days for C.O.
 Bookkeeper \$17.5/hr *7.5hrs/day*236days for C.O.
 Nurse \$25/hr *7.5hrs/day*190days
 Social Wrkr \$28/hr *7.5hrs/day*190days
 Tech \$20/hr *7.5hrs/day*236days

ROTC

\$	58,704
\$	71,110
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The Air Force ROTC salaries are set by the Air Force. This information is then communicated to Pine Bluff School District.