

2017-2018 Staff  
 Southwest Arkansas Education Cooperative

<b>Certified/ADE Grant</b>	<b>Years</b>	<b>Multiplier</b>	<b>Days</b>	
Bailey, Phoebe	28-M	Salary Neg	240 days	\$91,725.47
Morris, Monica	16-M	1.7	240 days	\$75,913.50
Wood, Eva	19-M	1.575	240 days	\$72,694.13
Berry, Mary	18-M	1.38	240 days	\$63,003.90
Sallade, Hope	14-M	1.38	240 days	\$60,243.90
Propps, Debbie	24-M	1.38	240 days	\$64,383.90
Carozza, Donna	38-M	Salary Neg	144 days	\$40,000.00
Birthright, Melanie	14-M	Sep. Sch.	190 days	\$60,175.00
Killingsworth, Jeff	12-M	Sep. Sch.	250 days	\$70,394.07
Collier, Daniel	1	Sep. Sch.	250 days	\$55,000.00
Avvara, Shashank	2	Sep. Sch.	250 days	\$55,400.00
Cornelius, Kelly	20-M	1.38	240 days	\$64,383.90
Shelburne, Vanessa	15-M	1.38	225 days	\$57,125.53
Henderson, David	21-M	1.38	240 days	\$64,383.90
Savell, Leslie	11-M	1.38	240 days	\$58,173.90
Thomason, Connie	23-M	Sep. Sch.	200 days	\$62,000.00
Harris, Karen	21-M	1.38	240 days	\$64,383.90
Duke, Letha	33-M	Salary Neg	220 days	\$66,000.00
<b>SUBTOTAL</b>				<b>\$1,145,385.00</b>
<b>Classified</b>				
Collins, Tanya	10-C	0.68	205	\$20,520.84
Bearden, Vikki	31-C	Level II	240	\$28,084.40
Harvel, Valarie	16-C	Salary Neg	240	\$35,158.53
Roach, Elsie	33-C	Level II	240	\$39,834.25
Perkins, Gina	9-C	Level II	240	\$28,206.40
Henry, Sharon	18-C	0.68	240	\$26,472.40
Estes, Darlene	12-C	0.68	240	\$24,636.40
Jester, Taylor	4-C	Level II	240	\$23,188.40
Holston, Monica	20-C	Level II	240	\$28,084.40
<b>SUBTOTAL</b>				<b>\$233,665.18</b>
<b>TOTAL</b>				<b>\$1,379,050.18</b>

2017-2018 Early Childhood Staff

NAME	Worked	Multiplier	Years	2017-18
<b>Certified</b>				
Morgan Billings	200/190	1.1	3-M	\$44,179.48
Black, Lisa	195/190		22-B	\$42,315.00
Richardson, Jasly	190/190		17-M	\$45,155.00
Aguirre, Diana	190/190		7-B	\$35,380.00
Terry, Sue	190/190		19-M	\$46,155.00
Dixon, Leslie	190/190		16-B	\$39,430.00
Gilbey, Callie	190/190	1.1	4-M	\$42,520.50
Leslie, Amy	190/190		10-M	\$41,655.00
<b>SUBTOTAL</b>				<b>\$336,789.98</b>
<b>Classified</b>				
McClenton, Gail	185/190	0.6	12-AA	\$21,165.95
Craven, Teresia	190/190	0.45	22-C	\$17,923.50
Hubbard, Judith	185/190	0.5	15-CDA	\$18,295.53
Ogden, Velvet	190/190	0.6	24-AA	\$23,898.00
Wickless, Sharon	185/190	0.45	16-C	\$16,663.14
Martin, Shana	185/190	0.6	16-AA	\$22,217.53
Henley, Socorro	185/190	0.6	6-AA	\$19,588.58
Richards, Amy	148/190	0.6	2-AA	\$14,829.60
Thomas, Danaka	185/190	0.45	1-C	\$13,705.58
Smith, LaCheryl	185/190	0.45	3-C	\$14,099.92
Browning, Sandra	185/190	0.45	4-C	\$14,297.09
Cree, Lori	185/190	0.6	2-AA	\$18,537.00
Williams, Jamie	185/190	0.45	1-C	\$13,705.58
<b>SUBTOTAL</b>				<b>\$228,927.00</b>
<b>Total</b>				<b>\$565,716.98</b>
<b>HIPPY/ABC</b>				
Foster, Lynn	190/190		12-M	\$42,655.00
Johnson, Tephany	185/190	0.6	10-AA	\$20,640.16
Blakely, Billie	185/190	0.5	9-CDA	\$16,981.05
Amaya, Manuela	185/190	0.5	10-CDA	\$17,200.13
Brown, Miranda	147/190	0.6	13-AA	\$17,027.24
Smith, Hazel	185/190	Salary Neg	4- 4 yr. de	\$26,633.18
<b>Total</b>				<b>\$141,136.76</b>

**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
Workforce Coord.	1.38 x 190 Day Schedule
Gifted/Talented Specialist	1.38 x 190 Day Schedule
Sp. Ed. Supervisor	1.38 x 190 Day Schedule
Behavior Specialist	separate schedule
Visually Impaired Consultant	separate schedule
Speech Pathologist	1.10 x 190 Day Schedule
Technology	1.38 x 190 Day Schedule
Educ. Examiner	Salary Negotiable
ADE GPS Support	separate schedule
Computer Science Specialist	1.38 X 190 Day Schedule
ECH Behavior	1.10 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	0.78 x 190 Day Schedule
Paras-3-5 CLASS divided by 190 x # of days worked x Levels .45 - .50- .60-	
Base paras - .45	
CDA - .50	
AA or 60 college hours - .60	

**SUPPLEMENTAL EARNINGS STIPENDS**

Technology Project(s)	\$3,000
Executive Bookkeeper	\$1,750
Executive Secretary	\$1,000
National Board Certification	\$2,250
APPEL Site Facilitator	Determined annually by ADE

190 Day Salary Schedule

Years	CLASSIFIED	CERTIFIED BA	CERTIFIED MA
0	\$ 30,830.00	\$ 32,230.00	\$ 36,655.00
1	\$ 31,280.00	\$ 32,680.00	\$ 37,155.00
2	\$ 31,730.00	\$ 33,130.00	\$ 37,655.00
3	\$ 32,180.00	\$ 33,580.00	\$ 38,155.00
4	\$ 32,630.00	\$ 34,030.00	\$ 38,655.00
5	\$ 33,080.00	\$ 34,480.00	\$ 39,155.00
6	\$ 33,530.00	\$ 34,930.00	\$ 39,655.00
7	\$ 33,980.00	\$ 35,380.00	\$ 40,155.00
8	\$ 34,430.00	\$ 35,830.00	\$ 40,655.00
9	\$ 34,880.00	\$ 36,280.00	\$ 41,155.00
10	\$ 35,330.00	\$ 36,730.00	\$ 41,655.00
11	\$ 35,780.00	\$ 37,180.00	\$ 42,155.00
12	\$ 36,230.00	\$ 37,630.00	\$ 42,655.00
13	\$ 36,680.00	\$ 38,080.00	\$ 43,155.00
14	\$ 37,130.00	\$ 38,530.00	\$ 43,655.00
15	\$ 37,580.00	\$ 38,980.00	\$ 44,155.00
16	\$ 38,030.00	\$ 39,430.00	\$ 44,655.00
17	\$ 38,480.00	\$ 39,880.00	\$ 45,155.00
18	\$ 38,930.00	\$ 40,330.00	\$ 45,655.00
19	\$ 39,380.00	\$ 40,780.00	\$ 46,155.00
20	\$ 39,830.00	\$ 41,230.00	\$ 46,655.00

Years of experience determined by the director

\*Based on 240 day contract

\*Specialists & coordinators' columns = math, literacy, science, G/T, CTE, tech

\*ECH coordinator = supervising both HIPPPY & preschool centers

Yrs	spec/coord BA	spec/coord MA	TC Coord	ECH Coord	TC/Asst Dir
0	\$44,477.40	\$50,583.90	\$56,815.25	\$57,731.63	\$62,313.50
1	\$45,098.40	\$51,273.90	\$57,590.25	\$58,519.13	\$63,163.50
2	\$45,719.40	\$51,963.90	\$58,365.25	\$59,306.63	\$64,013.50
3	\$46,340.40	\$52,653.90	\$59,140.25	\$60,094.13	\$64,863.50
4	\$46,961.40	\$53,343.90	\$59,915.25	\$60,881.63	\$65,713.50
5	\$47,582.40	\$54,033.90	\$60,690.25	\$61,669.13	\$66,563.50
6	\$48,203.40	\$54,723.90	\$61,465.25	\$62,456.63	\$67,413.50
7	\$48,824.40	\$55,413.90	\$62,240.25	\$63,244.13	\$68,263.50
8	\$49,445.40	\$56,103.90	\$63,015.25	\$64,031.63	\$69,113.50
9	\$50,066.40	\$56,793.90	\$63,790.25	\$64,819.13	\$69,963.50
10	\$50,687.40	\$57,483.90	\$64,565.25	\$65,606.63	\$70,813.50
11	\$51,308.40	\$58,173.90	\$65,340.25	\$66,394.13	\$71,663.50
12	\$51,929.40	\$58,863.90	\$66,115.25	\$67,181.63	\$72,513.50
13	\$52,550.40	\$59,553.90	\$66,890.25	\$67,969.13	\$73,363.50
14	\$53,171.40	\$60,243.90	\$67,665.25	\$68,756.63	\$74,213.50
15	\$53,792.40	\$60,933.90	\$68,440.25	\$69,544.13	\$75,063.50
16	\$54,413.40	\$61,623.90	\$69,215.25	\$70,331.63	\$75,913.50
17	\$55,034.40	\$62,313.90	\$69,990.25	\$71,119.13	\$76,763.50
18	\$55,655.40	\$63,003.90	\$70,765.25	\$71,906.63	\$77,613.50
19	\$56,276.40	\$63,693.90	\$71,540.25	\$72,694.13	\$78,463.50
20	\$56,897.40	\$64,383.90	\$72,315.25	\$73,481.63	\$79,313.50

190 days

Yrs	Bachelor	Masters	SP Path	Vision 190
0	\$ 32,230.00	\$ 36,655.00	\$40,320.50	\$57,725.00
1	\$ 32,680.00	\$ 37,155.00	\$40,870.50	\$57,900.00
2	\$ 33,130.00	\$ 37,655.00	\$41,420.50	\$58,075.00
3	\$ 33,580.00	\$ 38,155.00	\$41,970.50	\$58,250.00
4	\$ 34,030.00	\$ 38,655.00	\$42,520.50	\$58,425.00
5	\$ 34,480.00	\$ 39,155.00	\$43,070.50	\$58,600.00
6	\$ 34,930.00	\$ 39,655.00	\$43,620.50	\$58,775.00
7	\$ 35,380.00	\$ 40,155.00	\$44,170.50	\$58,950.00
8	\$ 35,830.00	\$ 40,655.00	\$44,720.50	\$59,125.00
9	\$ 36,280.00	\$ 41,155.00	\$45,270.50	\$59,300.00
10	\$ 36,730.00	\$ 41,655.00	\$45,820.50	\$59,475.00
11	\$ 37,180.00	\$ 42,155.00	\$46,370.50	\$59,650.00
12	\$ 37,630.00	\$ 42,655.00	\$46,920.50	\$59,825.00
13	\$ 38,080.00	\$ 43,155.00	\$47,470.50	\$60,000.00
14	\$ 38,530.00	\$ 43,655.00	\$48,020.50	\$60,175.00
15	\$ 38,980.00	\$ 44,155.00	\$48,570.50	\$60,350.00
16	\$ 39,430.00	\$ 44,655.00	\$49,120.50	\$60,525.00
17	\$ 39,880.00	\$ 45,155.00	\$49,670.50	\$60,700.00
18	\$ 40,330.00	\$ 45,655.00	\$50,220.50	\$60,875.00
19	\$ 40,780.00	\$ 46,155.00	\$50,770.50	\$61,050.00
20	\$ 41,230.00	\$ 46,655.00	\$51,320.50	\$61,225.00

ECH teachers on 190 day contract

State Position

195 days

Years	Bachelor	Masters
0	\$33,078.16	\$37,619.61
1	\$33,540.00	\$38,132.76
2	\$34,001.84	\$38,645.92
3	\$34,463.68	\$39,159.08
4	\$34,925.53	\$39,672.24
5	\$35,387.37	\$40,185.39
6	\$35,849.21	\$40,698.55
7	\$36,311.05	\$41,211.71
8	\$36,772.89	\$41,724.87
9	\$37,234.74	\$42,238.03
10	\$37,696.58	\$42,751.18
11	\$38,158.42	\$43,264.34
12	\$38,620.26	\$43,777.50
13	\$39,082.11	\$44,290.66
14	\$39,543.95	\$44,803.82
15	\$40,005.79	\$45,316.97
16	\$40,467.63	\$45,830.13
17	\$40,929.47	\$46,343.29
18	\$41,391.32	\$46,856.45
19	\$41,853.16	\$47,369.61
20	\$42,315.00	\$47,882.76

ECH teachers on 195 day contract

200 days

Years	Bachelor	Masters	K-12 Behavior-200	ECH Behavior
0	\$33,926.32	\$38,584.21	\$56,500.00	\$42,442.63
1	\$34,400.00	\$39,110.53	\$56,775.00	\$43,021.58
2	\$34,873.68	\$39,636.84	\$57,050.00	\$43,600.52
3	\$35,347.37	\$40,163.16	\$57,325.00	\$44,179.48
4	\$35,821.05	\$40,689.47	\$57,600.00	\$44,758.42
5	\$36,294.74	\$41,215.79	\$57,875.00	\$45,337.37
6	\$36,768.42	\$41,742.11	\$58,150.00	\$45,916.32
7	\$37,242.11	\$42,268.42	\$58,425.00	\$46,495.26
8	\$37,715.79	\$42,794.74	\$58,700.00	\$47,074.21
9	\$38,189.47	\$43,321.05	\$58,975.00	\$47,653.16
10	\$38,663.16	\$43,847.37	\$59,250.00	\$48,232.11
11	\$39,136.84	\$44,373.68	\$59,525.00	\$48,811.05
12	\$39,610.53	\$44,900.00	\$59,800.00	\$49,390.00
13	\$40,084.21	\$45,426.32	\$60,075.00	\$49,968.95
14	\$40,557.89	\$45,952.63	\$60,350.00	\$50,547.89
15	\$41,031.58	\$46,478.95	\$60,625.00	\$51,126.85
16	\$41,505.26	\$47,005.26	\$60,900.00	\$51,705.79
17	\$41,978.95	\$47,531.58	\$61,175.00	\$52,284.74
18	\$42,452.63	\$48,057.89	\$61,450.00	\$52,863.68
19	\$42,926.32	\$48,584.21	\$61,725.00	\$53,442.63
20	\$43,400.00	\$49,110.53	\$62,000.00	\$54,021.58

ECH teachers on 200 day contract

State Position

Para	185 days		
Years	C	CDA	AA
0	\$13,508.41	\$15,009.34	\$18,011.21
1	\$13,705.58	\$15,228.42	\$18,274.11
2	\$13,902.75	\$15,447.50	\$18,537.00
3	\$14,099.92	\$15,666.58	\$18,799.89
4	\$14,297.09	\$15,885.66	\$19,062.79
5	\$14,494.26	\$16,104.74	\$19,325.68
6	\$14,691.43	\$16,323.82	\$19,588.58
7	\$14,888.61	\$16,542.89	\$19,851.47
8	\$15,085.78	\$16,761.97	\$20,114.37
9	\$15,282.95	\$16,981.05	\$20,377.26
10	\$15,480.12	\$17,200.13	\$20,640.16
11	\$15,677.29	\$17,419.21	\$20,903.05
12	\$15,874.46	\$17,638.29	\$21,165.95
13	\$16,071.63	\$17,857.37	\$21,428.84
14	\$16,268.80	\$18,076.45	\$21,691.74
15	\$16,465.97	\$18,295.53	\$21,954.63
16	\$16,663.14	\$18,514.61	\$22,217.53
17	\$16,860.32	\$18,733.68	\$22,480.42
18	\$17,057.49	\$18,952.76	\$22,743.32
19	\$17,254.66	\$19,171.84	\$23,006.21
20	\$17,451.83	\$19,390.92	\$23,269.11

Para	190 days		
Years	C	CDA	AA
0	\$13,873.50	\$15,415.00	\$18,498.00
1	\$14,076.00	\$15,640.00	\$18,768.00
2	\$14,278.50	\$15,865.00	\$19,038.00
3	\$14,481.00	\$16,090.00	\$19,308.00
4	\$14,683.50	\$16,315.00	\$19,578.00
5	\$14,886.00	\$16,540.00	\$19,848.00
6	\$15,088.50	\$16,765.00	\$20,118.00
7	\$15,291.00	\$16,990.00	\$20,388.00
8	\$15,493.50	\$17,215.00	\$20,658.00
9	\$15,696.00	\$17,440.00	\$20,928.00
10	\$15,898.50	\$17,665.00	\$21,198.00
11	\$16,101.00	\$17,890.00	\$21,468.00
12	\$16,303.50	\$18,115.00	\$21,738.00
13	\$16,506.00	\$18,340.00	\$22,008.00
14	\$16,708.50	\$18,565.00	\$22,278.00
15	\$16,911.00	\$18,790.00	\$22,548.00
16	\$17,113.50	\$19,015.00	\$22,818.00
17	\$17,316.00	\$19,240.00	\$23,088.00
18	\$17,518.50	\$19,465.00	\$23,358.00
19	\$17,721.00	\$19,690.00	\$23,628.00
20	\$17,923.50	\$19,915.00	\$23,898.00

**Office Sta: 240 days**

years	Clerk Level I	Clerk Level II	Clerk Level III
0	\$20,964.40	\$21,964.40	\$22,964.40
1	\$21,270.40	\$22,270.40	\$23,270.40
2	\$21,576.40	\$22,576.40	\$23,576.40
3	\$21,882.40	\$22,882.40	\$23,882.40
4	\$22,188.40	\$23,188.40	\$24,188.40
5	\$22,494.40	\$23,494.40	\$24,494.40
6	\$22,800.40	\$23,800.40	\$24,800.40
7	\$23,106.40	\$24,106.40	\$25,106.40
8	\$23,412.40	\$24,412.40	\$25,412.40
9	\$23,718.40	\$24,718.40	\$25,718.40
10	\$24,024.40	\$25,024.40	\$26,024.40
11	\$24,330.40	\$25,330.40	\$26,330.40
12	\$24,636.40	\$25,636.40	\$26,636.40
13	\$24,942.40	\$25,942.40	\$26,942.40
14	\$25,248.40	\$26,248.40	\$27,248.40
15	\$25,554.40	\$26,554.40	\$27,554.40
16	\$25,860.40	\$26,860.40	\$27,860.40
17	\$26,166.40	\$27,166.40	\$28,166.40
18	\$26,472.40	\$27,472.40	\$28,472.40
19	\$26,778.40	\$27,778.40	\$28,778.40
20	\$27,084.40	\$28,084.40	\$29,084.40

years	Assistant Bookkeeper Level I	Assistant Bookkeeper Level II	Assistant Bookkeeper Level III
0	\$24,047.40	\$25,047.40	\$26,047.40
1	\$24,398.40	\$25,398.40	\$26,398.40
2	\$24,749.40	\$25,749.40	\$26,749.40
3	\$25,100.40	\$26,100.40	\$27,100.40
4	\$25,451.40	\$26,451.40	\$27,451.40
5	\$25,802.40	\$26,802.40	\$27,802.40
6	\$26,153.40	\$27,153.40	\$28,153.40
7	\$26,504.40	\$27,504.40	\$28,504.40
8	\$26,855.40	\$27,855.40	\$28,855.40
9	\$27,206.40	\$28,206.40	\$29,206.40
10	\$27,557.40	\$28,557.40	\$29,557.40
11	\$27,908.40	\$28,908.40	\$29,908.40
12	\$28,259.40	\$29,259.40	\$30,259.40
13	\$28,610.40	\$29,610.40	\$30,610.40
14	\$28,961.40	\$29,961.40	\$30,961.40
15	\$29,312.40	\$30,312.40	\$31,312.40
16	\$29,663.40	\$30,663.40	\$31,663.40
17	\$30,014.40	\$31,014.40	\$32,014.40
18	\$30,365.40	\$31,365.40	\$32,365.40
19	\$30,716.40	\$31,716.40	\$32,716.40
20	\$31,067.40	\$32,067.40	\$33,067.40

years	Office Manager Level I	Office Manager Level II	Office Manager Level III
0	\$30,059.25	\$31,059.25	\$32,059.25
1	\$30,498.00	\$31,498.00	\$32,498.00
2	\$30,936.75	\$31,936.75	\$32,936.75
3	\$31,375.50	\$32,375.50	\$33,375.50
4	\$31,814.25	\$32,814.25	\$33,814.25
5	\$32,253.00	\$33,253.00	\$34,253.00
6	\$32,691.75	\$33,691.75	\$34,691.75
7	\$33,130.50	\$34,130.50	\$35,130.50
8	\$33,569.25	\$34,569.25	\$35,569.25
9	\$34,008.00	\$35,008.00	\$36,008.00
10	\$34,446.75	\$35,446.75	\$36,446.75
11	\$34,885.50	\$35,885.50	\$36,885.50
12	\$35,324.25	\$36,324.25	\$37,324.25
13	\$35,763.00	\$36,763.00	\$37,763.00
14	\$36,201.75	\$37,201.75	\$38,201.75
15	\$36,640.50	\$37,640.50	\$38,640.50
16	\$37,079.25	\$38,079.25	\$39,079.25
17	\$37,518.00	\$38,518.00	\$39,518.00
18	\$37,956.75	\$38,956.75	\$39,956.75
19	\$38,395.50	\$39,395.50	\$40,395.50
20	\$38,834.25	\$39,834.25	\$40,834.25

GPS Dashboard Staff 250 Days			
Years	Data Analyst	Project Coord/Trainer	Grants & Special Projects Coord
0	\$54,600.00	\$64,500.00	\$65,594.70
1	\$55,000.00	\$64,900.00	\$65,994.07
2	\$55,400.00	\$65,300.00	\$66,394.07
3	\$55,800.00	\$65,700.00	\$66,794.07
4	\$56,200.00	\$66,100.00	\$67,194.07
5	\$56,600.00	\$66,500.00	\$67,594.07
6	\$57,000.00	\$66,900.00	\$67,994.07
7	\$57,400.00	\$67,300.00	\$68,394.07
8	\$57,800.00	\$67,700.00	\$68,794.07
9	\$58,200.00	\$68,100.00	\$69,194.07
10	\$58,600.00	\$68,500.00	\$69,594.07
11	\$59,000.00	\$68,900.00	\$69,994.07
12	\$59,400.00	\$69,300.00	\$70,394.07
13	\$59,800.00	\$69,700.00	\$70,794.07
14	\$60,200.00	\$70,100.00	\$71,194.07
15	\$60,600.00	\$70,500.00	\$71,594.07
16	\$61,000.00	\$70,900.00	\$71,994.07
17	\$61,400.00	\$71,300.00	\$72,394.07
18	\$61,800.00	\$71,700.00	\$72,794.07
19	\$62,200.00	\$72,100.00	\$73,194.07
20	\$62,600.00	\$72,500.00	\$73,594.07