

							CERTIFIED-ADE GRANT		
CLASSIFIED	Classified Acct	CERTIFIED BA	CERTIFIED MA			Director		Salary Negotiable	
						Assistant Director		1.70 X 190 Day Schedule	
\$31,800.00	\$31,830.00	\$ 33,800.00	\$ 38,450.00			Teacher Center Coordinator		1.55 x 190 Day Schedule	
\$32,225.00	\$32,280.00	\$ 34,250.00	\$ 38,950.00			Literacy/Math/Science Special		1.38 x 190 Day Schedule	
\$32,650.00	\$32,730.00	\$ 34,700.00	\$ 39,450.00			ECH Coord.		1.575 x 190 Day Schedule	
\$33,075.00	\$33,180.00	\$ 35,150.00	\$ 39,950.00			LEA Consortium Coord.		Salary Negotiable	
\$33,500.00	\$33,630.00	\$ 35,600.00	\$ 40,450.00			CTE Coord.		1.38 x 190 Day Schedule	
\$33,925.00	\$34,080.00	\$ 36,050.00	\$ 40,950.00			Gifted/Talented Specialist		1.38 x 190 Day Schedule	
\$34,350.00	\$34,530.00	\$ 36,500.00	\$ 41,450.00			Mentoring Coordinator		1.52 x 190 Day Schedule	
\$34,775.00	\$34,980.00	\$ 36,950.00	\$ 41,950.00			Behavior Specialist		separate schedule	
\$35,200.00	\$35,430.00	\$ 37,400.00	\$ 42,450.00			Visually Impaired Consultant		separate schedule	
\$35,625.00	\$35,880.00	\$ 37,850.00	\$ 42,950.00			Speech Pathologist		1.10 x 190 Day Schedule	
\$36,050.00	\$36,330.00	\$ 38,300.00	\$ 43,450.00			Technology		1.38 x 190 Day Schedule	
\$36,475.00	\$36,780.00	\$ 38,750.00	\$ 43,950.00			Educ. Examiner		Salary Negotiable	
\$36,900.00	\$37,230.00	\$ 39,200.00	\$ 44,450.00			ADE GPS Support		separate schedule	
\$37,325.00	\$37,680.00	\$ 39,650.00	\$ 44,950.00			ECH Behavior		1.10 x 200 Day Schedule	
\$37,750.00	\$38,130.00	\$ 40,100.00	\$ 45,450.00					CLASSIFIED	
\$38,175.00	\$38,580.00	\$ 40,550.00	\$ 45,950.00			* Classified may move from level I, II or III based on descriptor			
\$38,600.00	\$39,030.00	\$ 41,000.00	\$ 46,450.00			Bookkeeper/Office Manager		.975 x 190 Day Schedule	
\$39,025.00	\$39,480.00	\$ 41,450.00	\$ 46,950.00			Asst. Bookkeeper/Clerk		.78 x 190 Day Schedule	
\$39,450.00	\$39,930.00	\$ 41,900.00	\$ 47,450.00			Clerk		0.68 x 190 Day Schedule	
\$39,875.00	\$40,380.00	\$ 42,350.00	\$ 47,950.00			Custodian/Van Driver		0.68 x 190 Day Schedule	
\$40,300.00	\$40,830.00	\$ 42,800.00	\$ 48,450.00			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		
Presented to the Southwest Arkansas Education Board May 14, 2020							CDA/Para Test - .50		
							AA or 60 college hours - .60		
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							BA serving as Teacher - .70		
an increase, the employee will remain at the current level. When/if funds subsequently							SUPPLEMENTAL EARNINGS		
become available, employee will "Step up" to level which funding allows. Base funds						Technology Project(s)	\$3,000		
may not be used to support non-base employee increases without special approval of						Executive Bookkeeper	\$1,750		
the Co-op Board.						Executive Secretary	\$1,000		
						National Certification	\$2,250		
						APPEL Site Facilitator	Determined annually by ADE		

19	\$ 42,350.00	\$ 47,950.00	\$52,745.00	\$67,225.00		19	\$43,464.47	\$49,211.84		19	\$44,578.95	\$50,473.68	\$55,521.05	\$67,500.00			
20	\$ 42,800.00	\$ 48,450.00	\$53,295.00	\$67,725.00		20	\$43,926.32	\$49,725.00		20	\$45,052.63	\$51,000.00	\$56,100.00	\$68,000.00			
ECH teachers on 190 day contract				State Position		ECH teachers on 195 day contract				ECH teachers on 200 day contract				State Position			
Para	185 days				Para	190 days				Office Sta	240 days					ECH BA Teacher	
Years	C	CDA/PT	AA		Years	C	CDA/PT	AA		years	Clerk Level I	Clerk Level II	Clerk Level III		Years	185 Days	190 Days
0	\$13,933.42	\$15,481.58	\$18,577.89		0	\$14,310.00	\$15,900.00	\$19,080.00		0	\$21,624.00	\$22,624.00	\$23,624.00		0	\$23,037.37	\$23,660.00
1	\$14,119.64	\$15,688.49	\$18,826.18		1	\$14,501.25	\$16,112.50	\$19,335.00		1	\$21,913.00	\$22,913.00	\$23,913.00		1	\$23,344.08	\$23,975.00
2	\$14,305.86	\$15,895.39	\$19,074.47		2	\$14,692.50	\$16,325.00	\$19,590.00		2	\$22,202.00	\$23,202.00	\$24,202.00		2	\$23,650.79	\$24,290.00
3	\$14,492.07	\$16,102.30	\$19,322.76		3	\$14,883.75	\$16,537.50	\$19,845.00		3	\$22,491.00	\$23,491.00	\$24,491.00		3	\$23,957.50	\$24,605.00
4	\$14,678.29	\$16,309.21	\$19,571.05		4	\$15,075.00	\$16,750.00	\$20,100.00		4	\$22,780.00	\$23,780.00	\$24,780.00		4	\$24,264.21	\$24,920.00
5	\$14,864.51	\$16,516.12	\$19,819.34		5	\$15,266.25	\$16,962.50	\$20,355.00		5	\$23,069.00	\$24,069.00	\$25,069.00		5	\$24,570.92	\$25,235.00
6	\$15,050.72	\$16,723.03	\$20,067.63		6	\$15,457.50	\$17,175.00	\$20,610.00		6	\$23,358.00	\$24,358.00	\$25,358.00		6	\$24,877.63	\$25,550.00
7	\$15,236.94	\$16,929.93	\$20,315.92		7	\$15,648.75	\$17,387.50	\$20,865.00		7	\$23,647.00	\$24,647.00	\$25,647.00		7	\$25,184.34	\$25,865.00
8	\$15,423.16	\$17,136.84	\$20,564.21		8	\$15,840.00	\$17,600.00	\$21,120.00		8	\$23,936.00	\$24,936.00	\$25,936.00		8	\$25,491.05	\$26,180.00
9	\$15,609.38	\$17,343.75	\$20,812.50		9	\$16,031.25	\$17,812.50	\$21,375.00		9	\$24,225.00	\$25,225.00	\$26,225.00		9	\$25,797.76	\$26,495.00
10	\$15,795.59	\$17,550.66	\$21,060.79		10	\$16,222.50	\$18,025.00	\$21,630.00		10	\$24,514.00	\$25,514.00	\$26,514.00		10	\$26,104.47	\$26,810.00
11	\$15,981.81	\$17,757.57	\$21,309.08		11	\$16,413.75	\$18,237.50	\$21,885.00		11	\$24,803.00	\$25,803.00	\$26,803.00		11	\$26,411.18	\$27,125.00
12	\$16,168.03	\$17,964.47	\$21,557.37		12	\$16,605.00	\$18,450.00	\$22,140.00		12	\$25,092.00	\$26,092.00	\$27,092.00		12	\$26,717.89	\$27,440.00
13	\$16,354.24	\$18,171.38	\$21,805.66		13	\$16,796.25	\$18,662.50	\$22,395.00		13	\$25,381.00	\$26,381.00	\$27,381.00		13	\$27,024.61	\$27,755.00
14	\$16,540.46	\$18,378.29	\$22,053.95		14	\$16,987.50	\$18,875.00	\$22,650.00		14	\$25,670.00	\$26,670.00	\$27,670.00		14	\$27,331.32	\$28,070.00
15	\$16,726.68	\$18,585.20	\$22,302.24		15	\$17,178.75	\$19,087.50	\$22,905.00		15	\$25,959.00	\$26,959.00	\$27,959.00		15	\$27,638.03	\$28,385.00
16	\$16,912.89	\$18,792.11	\$22,550.53		16	\$17,370.00	\$19,300.00	\$23,160.00		16	\$26,248.00	\$27,248.00	\$28,248.00		16	\$27,944.74	\$28,700.00
17	\$17,099.11	\$18,999.01	\$22,798.82		17	\$17,561.25	\$19,512.50	\$23,415.00		17	\$26,537.00	\$27,537.00	\$28,537.00		17	\$28,251.45	\$29,015.00
18	\$17,285.33	\$19,205.92	\$23,047.11		18	\$17,752.50	\$19,725.00	\$23,670.00		18	\$26,826.00	\$27,826.00	\$28,826.00		18	\$28,558.16	\$29,330.00
19	\$17,471.55	\$19,412.83	\$23,295.39		19	\$17,943.75	\$19,937.50	\$23,925.00		19	\$27,115.00	\$28,115.00	\$29,115.00		19	\$28,864.87	\$29,645.00
20	\$17,657.76	\$19,619.74	\$23,543.68		20	\$18,135.00	\$20,150.00	\$24,180.00		20	\$27,404.00	\$28,404.00	\$29,404.00		20	\$29,171.58	\$29,960.00
										GPS Dashboard Staff 240 Days							
years	Assistant Bookkeeper Level I	Assistant Bookkeeper Level II	Assistant Bookkeeper Level III		years	Office Manager Level I	Office Manager Level II	Office Manager Level III		Years	Data Analyst		Project Coor/Trainer		Special Projects Coor		
0	\$24,827.40	\$25,827.40	\$26,827.40		0	\$31,034.25	\$32,034.25	\$33,034.25		0	\$54,600.00		\$64,500.00		\$65,594.70		
1	\$25,178.40	\$26,178.40	\$27,178.40		1	\$31,473.00	\$32,473.00	\$33,473.00		1	\$55,000.00		\$64,900.00		\$65,994.07		
2	\$25,529.40	\$26,529.40	\$27,529.40		2	\$31,911.75	\$32,911.75	\$33,911.75		2	\$55,400.00		\$65,300.00		\$66,394.07		
3	\$25,880.40	\$26,880.40	\$27,880.40		3	\$32,350.50	\$33,350.50	\$34,350.50		3	\$55,800.00		\$65,700.00		\$66,794.07		
4	\$26,231.40	\$27,231.40	\$28,231.40		4	\$32,789.25	\$33,789.25	\$34,789.25		4	\$56,200.00		\$66,100.00		\$67,194.07		
5	\$26,582.40	\$27,582.40	\$28,582.40		5	\$33,228.00	\$34,228.00	\$35,228.00		5	\$56,600.00		\$66,500.00		\$67,594.07		
6	\$26,933.40	\$27,933.40	\$28,933.40		6	\$33,666.75	\$34,666.75	\$35,666.75		6	\$57,000.00		\$66,900.00		\$67,994.07		
7	\$27,284.40	\$28,284.40	\$29,284.40		7	\$34,105.50	\$35,105.50	\$36,105.50		7	\$57,400.00		\$67,300.00		\$68,394.07		
8	\$27,635.40	\$28,635.40	\$29,635.40		8	\$34,544.25	\$35,544.25	\$36,544.25		8	\$57,800.00		\$67,700.00		\$68,794.07		
9	\$27,986.40	\$28,986.40	\$29,986.40		9	\$34,983.00	\$35,983.00	\$36,983.00		9	\$58,200.00		\$68,100.00		\$69,194.07		
10	\$28,337.40	\$29,337.40	\$30,337.40		10	\$35,421.75	\$36,421.75	\$37,421.75		10	\$58,600.00		\$68,500.00		\$69,594.07		
11	\$28,688.40	\$29,688.40	\$30,688.40		11	\$35,860.50	\$36,860.50	\$37,860.50		11	\$59,000.00		\$68,900.00		\$69,994.07		
12	\$29,039.40	\$30,039.40	\$31,039.40		12	\$36,299.25	\$37,299.25	\$38,299.25		12	\$59,400.00		\$69,300.00		\$70,394.07		
13	\$29,390.40	\$30,390.40	\$31,390.40		13	\$36,738.00	\$37,738.00	\$38,738.00		13	\$59,800.00		\$69,700.00		\$70,794.07		
14	\$29,741.40	\$30,741.40	\$31,741.40		14	\$37,176.75	\$38,176.75	\$39,176.75		14	\$60,200.00		\$70,100.00		\$71,194.07		
15	\$30,092.40	\$31,092.40	\$32,092.40		15	\$37,615.50	\$38,615.50	\$39,615.50		15	\$60,600.00		\$70,500.00		\$71,594.07		
16	\$30,443.40	\$31,443.40	\$32,443.40		16	\$38,054.25	\$39,054.25	\$40,054.25		16	\$61,000.00		\$70,900.00		\$71,994.07		
17	\$30,794.40	\$31,794.40	\$32,794.40		17	\$38,493.00	\$39,493.00	\$40,493.00		17	\$61,400.00		\$71,300.00		\$72,394.07		
18	\$31,145.40	\$32,145.40	\$33,145.40		18	\$38,931.75	\$39,931.75	\$40,931.75		18	\$61,800.00		\$71,700.00		\$72,794.07		
19	\$31,496.40	\$32,496.40	\$33,496.40		19	\$39,370.50	\$40,370.50	\$41,370.50		19	\$62,200.00		\$72,100.00		\$73,194.07		
20	\$31,847.40	\$32,847.40	\$33,847.40		20	\$39,809.25	\$40,809.25	\$41,809.25		20	\$62,600.00		\$72,500.00		\$73,594.07		

2020-2021 Staff
Southwest Arkansas Education Cooperative

Certified/ADE Grant	Years	Multiplier	Days	
Bailey, Phoebe	31-M	Salary Neg	240 days	\$91,725.47
Morris, Monica	19-M	1.7	240 days	\$81,515.00
Wood, Eva	22-M	1.575	240 days	\$76,308.75
Berry, Mary	21-M	1.38	240 days	\$66,861.00
Morris, Chad	21-M	1.38	240 days	\$66,861.00
Falls, Gia	27-M	1.38	240 days	\$66,861.00
Lee, Donnie	1	sep sch	240 days	\$64,900.00
Birthright, Melanie	17-M	Sep. Sch.	190 days	\$66,225.00
Killingsworth, Jeff	15-M	Sep. Sch.	240 days	\$71,594.07
Jewell, Vicki	20-M	1.52	240 days	\$73,644.00
Collier, Daniel	4	Sep. Sch.	240 days	\$66,100.00
Avvara, Shashank	7	Sep. Sch.	240 days	\$57,400.00
Cornelius, Kelly	23-M	1.38	240 days	\$66,861.00
Powell-Carpenter, Emily	3-M	Sep Sch.	240 days	\$55,800.00
Puckett, Shannon	21-M	1.38	240 days	\$66,861.00
Henderson, David	24-M	1.38	240 days	\$66,861.00
Thomason, Connie	26-M	Sep. Sch.	200 days	\$68,000.00
Gauldin, Traci	20-M	1.38	240 days	\$66,861.00
Duke, Letha	36-M	Salary Neg	200 days	\$66,000.00
Jameson, Patricia	15-M	Salary Neg	200 days	\$67,000.00
SUBTOTAL				\$1,374,239.29
Classified				
Collins, Tanya	13-C	0.78	240	\$29,390.40
Applegate, Robin	11-C	0.68	240	\$24,803.00
Harvel, Valarie	17-C	Salary Neg	240	\$35,158.53
Fore, Callie	10-C	0.68	240	\$24,514.00
Perkins, Gina	12-C	Level III	240	\$38,299.25
Henry, Sharon	21-C	0.68	240	\$27,404.00
Jester, Taylor	7-C	Level III	240	\$25,647.00
Holston, Monica	23-C	Level III	240	\$29,404.00
SUBTOTAL				\$234,620.18
TOTAL				\$1,608,859.47

2020-2021 Early Childhood Staff

NAME Certified	Worked	Multiplier	Years	2020-21
Avery, Teri	190/190		35-M	\$48,450.00
Patrick Schoenberger	200/190	1.1	10-M	\$50,310.53
Richardson, Jaslyn	190/190		20-M	\$48,450.00
Rogers, Cathy	190/190		11-M	\$43,950.00
Terry, Sue	190/190		22-M	\$48,450.00
Dixon, Leslie	190/190		19-B	\$42,350.00
Breedlove, Jennifer	190/190		8-M	\$42,450.00
Leslie, Amy	190/190		13-M	\$44,950.00
SUBTOTAL				\$369,360.53
Classified				
Craven, Teresia	190/190	0.5	25-PT	\$20,150.00
Hubbard, Judith	185/190	0.5	18-CDA	\$19,205.92
Thomas, Lauren	185/190	0.5	4-PT	\$16,309.21
Smith, Hazel	185/190	Salary Neg	7- 4 yr. degree	\$26,633.18
Wickless, Sharon	185/190	0.5	19-PT	\$19,412.83
Martin, Shana	185/190	0.6	19-AA	\$23,295.39
Henley, Socorro	185/190	0.6	9-AA	\$20,812.50
Richards, Amy	185/190	0.6	5-AA	\$19,819.34
Thomas, Danaka	185/190	0.5	4-PT	\$16,309.21
Smith, LaCheryl	185/190	0.5	6-PT	\$16,723.03
Duenas, Joyce	190/190	0.7	2-B	\$24,290.00
Koonts, Felicia	185/190	0.6	8-AA	\$20,564.21
Davis, Denise	185/190	0.6	5-AA	\$19,819.34
Parker, Kristen	185/190	0.6	19-AA	\$23,295.39
Stuckey, Barbara	185/190	0.5	11--CDA	\$17,757.57
SUBTOTAL				\$304,397.12
Total				\$673,757.65
HIPPY/ABC				
Foster, Lynn	190/190		15-M	\$45,950.00
Martin, Marilyn	185/190	0.7	15-B	\$27,638.03
Brown, Miranda	185/190	0.6	16-AA	\$22,550.53
Cole, Tina	185/190	0.5	21-CDA	\$19,619.74
Fincher, Jennifer	185/190	0.6	4-AA	\$19,571.05
McClane, Samatha	185/190	0.7	5-B	\$24,570.92
Total				\$159,900.27