

3.01 – Licensed Personnel Salary Schedule, Benefits and Qualifier

- A. Salary for the individual licensed employee is determined on the basis of training and experience. Evaluation of experience is a responsibility reserved by the Superintendent's office. The district will recognize graduate level education hours transcribed from an accredited institution (NCATE).
In addition, the district will honor graduate hours, which were earned before a master's degree and which were not used as a part of a master's program, to count for a master's plus (+). Should there be questionable hours, the employee will be responsible for having his/her university to provide an explanation of these hours.
Also, the district will recognize the documented achievement of National Board Certification (NBPTS) from the American Council on Education (ACE) by awarding a one-time bonus of \$2000 the first year of certification and \$1000 annually remaining throughout certification.
- B. Experience gained as an "assigned substitute" teacher in the Benton District will be counted when the teacher becomes eligible for contract based on the regular salary scale. (Yearly increments only). Day-by-day substitute teaching within and outside the Benton District shall not count in evaluating experience for salary.
- C. It shall be the responsibility of the licensed employee to establish proof of teaching experience outside the Benton School District.
- D. Payday shall be the 20th day in each calendar month. If the 20th day falls on Saturday or Sunday, payday shall be the Friday before the 20th.
- E. Professional dues, group insurance, credit union and other deductions where a majority of the licensed personnel concur, may be deducted monthly.
- F. The Benton School District will pay no less than \$229.76 per month towards the cost of individual medical insurance premium for each participating licensed employee.
- G. The Benton School District will pay the individual dental insurance premium for all eligible licensed employees. The dental insurance carrier must have a contract voted on by the employees of the District at regular intervals.
- H. The district will pay the five year standard licensure renewal fee for all licensed employees.
- I. For the purposes of the salary schedule, a teacher will have worked a "year" if he/she works at least 160 days. For the purposes of this policy, a master's degree or higher is considered "relevant to the employee's position" if it is related to education, guidance counseling, or the teacher's content area and has been awarded for successful completion of a program at the master's level or higher by an institution of higher education accredited under Arkansas statutory requirements applicable at the time the degree was awarded.
- J. Teachers who have earned additional, relevant degrees or sufficient college hours to warrant a salary change are responsible for reporting and supplying a transcript to the Assistant Superintendent of Personnel by October 1st to be reflected in the current year's contract. All salary changes will be on a "go forward" basis, and no back pay will be awarded.

Districts shall distribute funding for health insurance coverage in accordance with state law, the Affordable Care Act, and policy 7.23-Health Care Coverage and the Affordable Care Act.

Arkansas Professional Pathway to Educator Licensure (APPEL) Program

Each employee newly hired by the district to teach under the Arkansas Professional Pathway to Educator Licensure (APPEL) Program shall initially be placed on the salary schedule in the category of a bachelor's degree with no experience, unless the APPEL program employee has previous teaching experience which requires a different placement on the schedule. Upon receiving his/her initial or standard teaching license, the employee shall be moved to the position on the salary schedule that

corresponds to the level of education degree earned by the employee which is relevant to the employee's position. Employee's degrees which are not relevant to the APPEL program's position shall not apply when determining his/her placement on the salary schedule. A teacher with a non-traditional provisional license shall be eligible for step increases with each successive year of employment, just as would a teacher possessing a traditional teaching license.

Licensed employee, seeking additional area or areas of licensure

Licensed employees who are working on an alternative licensure plan (ALP) to gain licensure in an additional area are entitled to placement on the salary schedule commensurate with their current license, level of education degree and years of experience.

Cross Reference: Policy 1.9—POLICY FORMULATION
7.23 Health Care Coverage and the Affordable Care Act

Legal References: A.C.A § 6-17-201, 202, 2403
A.C.A§ 6-20-2305(f)(4)
A.C.A. § 6-20-319 (4)
A.C.A. § 21-5-405
ADE Rules Governing School District Requirements for Personnel Policies,
Salary Schedules, Minimum Salaries, and Documents Posted to District Websites

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