



SALARY SCHEDULE

ADOPTED BY THE LISA ACADEMY BOARD on
April 26, 2023

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INTRODUCTION

LISA Academy is a public open enrollment college-prep STEM-focused K-12 District that educates students to be college, career, and community ready for our diverse world. Reliable, rigorous academic preparation requires diligent, dedicated educators whose well-being is valued by competitive salary and benefits.



Placement on this Salary Schedule is based on several indicators including prior teaching experience, academic attainment, and possession of state certification. In particular, the following guidelines will be used to determine the placement on this schedule:

The Base Annual Salary of an Arkansas State certified teacher with bachelor's degree is **\$50,000**

REMARKS:

- This schedule will be effective as of July 1, 2023.
- Original documentation for teacher qualifications (i.e., degrees held and previous teaching experience) must be submitted to the HR department. All such documentation is subject to approval. Further documentation may be requested.
- The board may update this salary schedule as necessary.
- The total salary amount for a teacher will be the base salary plus any stipend(s) assigned*.
- Under no circumstances, the Department of Labor (DOL) minimum wage requirements will be violated. If an H1-B employee is required to be paid higher than the salary schedule amount per DOL regulations, the employee's initial salary will be the DOL required amount.

* Under the new LEARNS act, LISA Academy will determine the returning instructional staff and administrators' salary as below. First the teacher's 2023-2024 salary is located on the appropriate salary table in Section 1 of this salary schedule. If the employee's new salary with the same responsibilities and duties is \$2000 less than 2022-2023 year's salary, then the difference is rounded up to \$2000. For some employees, the salary amount over the years may stay the same until their step fit on the salary table. All stipends are paid separately in two installments.

** This rule is for teachers, instructional positions, coaches, and instructional admins and does not apply to all positions.

SECTION 1 - TEACHER

ANNUAL SALARY FOR CERTIFIED TEACHERS IN NORTHWEST ARKANSAS

TABLE A

K-12 Experience	Bachelor's Degree	Master's Degree	Doctorate Degree
0	\$51,000	\$51,000	\$52,600
1	\$51,000	\$51,400	\$53,000
2	\$51,000	\$51,800	\$53,400
3	\$51,000	\$52,200	\$53,800
4	\$51,400	\$52,600	\$54,200
5	\$51,800	\$53,000	\$54,600
6	\$52,200	\$53,400	\$55,000
7	\$52,600	\$53,800	\$55,400
8	\$53,000	\$54,200	\$55,800
9	\$53,400	\$54,600	\$56,200
10	\$53,800	\$55,000	\$56,600
11	\$54,200	\$55,400	\$57,000
12	\$54,600	\$55,800	\$57,400
13	\$55,000	\$56,200	\$57,800
14	\$55,400	\$56,600	\$58,200
15	\$55,800	\$57,000	\$58,600
16	\$56,200	\$57,400	\$59,000
17	\$56,600	\$57,800	\$59,400
18	\$57,000	\$58,200	\$59,800
19	\$57,400	\$58,600	\$60,200
20	\$57,800	\$59,000	\$60,600
21	\$58,200	\$59,400	\$61,000
22	\$58,600	\$59,800	\$61,400
23	\$59,000	\$60,200	\$61,800
24	\$59,400	\$60,600	\$62,200
25+	\$59,800	\$61,000	\$62,600

* LISA Academy teachers work 190 days.

** If a returning LISA teacher keeps all responsibilities and duties as in 2022-23, his/her salary will be at least \$2000 more in 2023-2024

ANNUAL SALARY FOR CERTIFIED TEACHERS IN CENTRAL ARKANSAS

TABLE B

K-12 Experience	Bachelor's Degree	Master's Degree	Doctorate Degree
0	\$50,000	\$50,000	\$51,600
1	\$50,000	\$50,400	\$52,000
2	\$50,000	\$50,800	\$52,400
3	\$50,000	\$51,200	\$52,800
4	\$50,400	\$51,600	\$53,200
5	\$50,800	\$52,000	\$53,600
6	\$51,200	\$52,400	\$54,000
7	\$51,600	\$52,800	\$54,400
8	\$52,000	\$53,200	\$54,800
9	\$52,400	\$53,600	\$55,200
10	\$52,800	\$54,000	\$55,600
11	\$53,200	\$54,400	\$56,000
12	\$53,600	\$54,800	\$56,400
13	\$54,000	\$55,200	\$56,800
14	\$54,400	\$55,600	\$57,200
15	\$54,800	\$56,000	\$57,600
16	\$55,200	\$56,400	\$58,000
17	\$55,600	\$56,800	\$58,400
18	\$56,000	\$57,200	\$58,800
19	\$56,400	\$57,600	\$59,200
20	\$56,800	\$58,000	\$59,600
21	\$57,200	\$58,400	\$60,000
22	\$57,600	\$58,800	\$60,400
23	\$58,000	\$59,200	\$60,800
24	\$58,400	\$59,600	\$61,200
25+	\$58,800	\$60,000	\$61,600

* LISA Academy teachers work 190 days.

** If a returning LISA teacher keeps all responsibilities and duties as in 2022-23, his/her salary will be at least \$2000 more in 2023-2024

ANNUAL SALARY FOR NON-CERTIFIED TEACHERS IN CENTRAL ARKANSAS and NORTHWEST
ARKANSAS

TABLE C

K-12 Experience	Bachelor's Degree	Master's Degree	Doctorate Degree
0	\$50,000	\$50,000	\$50,600
1	\$50,000	\$50,000	\$51,000
2	\$50,000	\$50,000	\$51,400
3	\$50,000	\$50,000	\$51,800
4	\$50,000	\$50,200	\$52,200
5	\$50,000	\$50,600	\$52,600
6	\$50,000	\$51,000	\$53,000
7	\$50,000	\$51,400	\$53,400
8	\$50,000	\$51,800	\$53,800
9	\$50,000	\$52,200	\$54,200
10	\$50,200	\$52,600	\$54,600
11	\$50,600	\$53,000	\$55,000
12	\$51,000	\$53,400	\$55,400
13	\$51,400	\$53,800	\$55,800
14	\$51,800	\$54,200	\$56,200
15	\$52,200	\$54,600	\$56,600
16	\$52,600	\$55,000	\$57,000
17	\$53,000	\$55,400	\$57,400
18	\$53,400	\$55,800	\$57,800
19	\$53,800	\$56,200	\$58,200
20	\$54,200	\$56,600	\$58,600
21	\$54,600	\$57,000	\$59,000
22	\$55,000	\$57,400	\$59,400
23	\$55,400	\$57,800	\$59,800
24	\$55,800	\$58,200	\$60,200
25+	\$56,200	\$58,600	\$60,600

* LISA Academy teachers work 190 days.

** If a returning LISA teacher keeps all responsibilities and duties as in 2022-23, his/her salary will be at least \$2000 more in 2023-2024

SECTION -2 COACH / COORDINATOR AND ADMINISTRATOR

CAMPUS COACH AND COORDINATOR POSITIONS

Position	Multiplier	Work Days
Math Coach, ELA Coach, STEM Coach, Elem Math and Science Coach, Campus GT/SPED/ELL, Counselor, School Psychologist, Speech Therapist	1.05	197
Campus IT Specialist	1.05	215

- LISA Academy will accept certifications and educational degrees until November 30th of that school year and base salary will be adjusted accordingly. (Eligible certifications are Arkansas State Educators and Arkansas School Business Official Certifications). Juris Doctor and Ed.S. degrees are considered as master's degrees.
- Teacher and Salaried positions above are eligible for Special Certifications, Competition Stipends, Advanced Courses Stipends, Travel Stipends, Coaching Stipends, and Coordinator Stipends.
- The superintendent may create new positions and place on the appropriate pay grade if needed.
- If an employee has multiple positions, the position with the higher multiplier is considered in the salary calculation.

ADMINISTRATIVE POSITIONS

Position	Multiplier	Work Days	Eligible Stipends
District Coordinator	1.17	215	Special Certifications and Travel Stipends
Assistant Principal	1.20	215	Special Certifications
Assistant District Director	1.25	215	Special Certifications, and Travel Stipends
District Director	1.40	215	Special Certifications and Travel Stipends
Principal	1.45	215	Special Certifications
Senior Director	1.57	215	Special Certifications and Travel Stipends
Assistant Superintendent	1.62	215	Special Certifications and Travel Stipends

- LISA Academy will accept certifications and educational degrees until November 30th of that school year and base salary will be adjusted accordingly. (Eligible certifications are Arkansas State Educators and Arkansas School Business Official Certifications.)
- Assistant Principal positions are Dean of Academics, Dean of Students and Culture, and Dean of College and Career.
- District Coordinators are Student Information Systems Coordinator, Elementary Coordinator, Special Education Coordinator, Math Instructional Coordinator, ELA Instructional Coordinator, ELL Coordinator, GT Coordinator, Technology Coordinator, Dyslexia and RISE Coordinator, 504 Coordinator, Science and Maker Space Coordinator, Federal Programs and Payroll Coordinator, and Health Services Coordinator, and District Facilities Coordinator. If a district coordinator is assigned a campus coordinator or coach assignment, he/she will get district coordinator salary.
- District Assistant Directors are Assistant Director of STEM, Assistant Director of Purchasing Coordinator, Assistant Director of Communications, Assistant Director of PD, Assistant Director of PR, Assistant Director of Student Services, and Assistant Director of Accounting.
- District Directors are Director of College and Career and Engagement, Director of Technology and Director of Child Nutrition.
- Senior Directors are Senior Director of HR, Senior Director of Finance, Senior Director of Academics, Senior Director of Operations, Senior Director of Technology and Facilities, Senior Director of Communications, and Regional Senior Director of Schools.
- Depending on the need, some of the admin roles can be combined. In this case, the higher role salary will be calculated for salary purposes.
- Extra payments are not made for extra duties assigned to a coordinator related to his/her area, except for the home visit stipend.
- Some additional duties such as District Test Coordinator, District Construction Coordinator, Global Talent Specialist, District Equity Coordinator, District Curriculum Specialist, District Data Coordinator, Language Festival Coordinator, and District Transportation Coordinator can be assigned without additional stipend.
- The superintendent may create new positions and place on the appropriate pay grade if needed.

CALCULATION WITH MULTIPLIER

Certified Coach or Admin Salary for Central Arkansas and Northwest Arkansas is calculated as below:

Base salary is found on TABLE B. The amount is divided by 195 (190 workdays + 5 federal holidays) to find the daily rate for that step. The daily rate is multiplied by the multiplier and number of days**.

$$\text{Salary} = \text{Central Arkansas daily certified teacher rate} \times \text{Multiplier} \times \text{Workdays}$$

- Non-Certified Salary for Central Arkansas and Northwest Arkansas is calculated as below:

Base salary is found on TABLE C. The amount is divided by 195 (190 work days + 5 federal holidays) to find the daily rate for that step. The daily rate is multiplied by the multiplier and number of days**.

$$\text{Salary} = \text{Central Arkansas daily non-certified teacher rate} \times \text{Multiplier} \times \text{Workdays}$$

- If a returning LISA coach/coordinator or admin keeps all responsibilities and duties as in 2022-23, his/her salary will be at least \$2000 more in 2023-2024

** Number of paid federal holidays is 5 for employees whose agreement end before the Memorial Day. For all others, the number of federal holidays is 6.

LISA Academy pays these Federal Holidays below for full time employees work up to 197 days :

- Labor Day
- Thanksgiving Day
- Christmas Day
- New Year's Day
- Martin Luther King, Jr Day

LISA Academy pays these Federal Holidays below for full time employees work up to 225 days:

- Labor Day
- Thanksgiving Day
- Christmas Day
- New Year's Day
- Martin Luther King, Jr Day
- Memorial Day

SECTION 3 – SALARIED NON-INSTRUCTIONAL

NON-INSTRUCTIONAL POSITIONS

Position	Base Salary – HS, AA	Base Salary – BA or BS	Base Salary - Master	Base Salary - Doctorate	Working Days	Eligible Stipends
Dyslexia Interventionist	\$36,000	\$37,000	\$40,000	\$42,000	190	Special Certifications and Travel Stipends
Nurse RN	\$43,000	\$44,000	\$47,000	\$49,000	190	
Speech Therapist Assistant	N/A	\$44,000	\$50,000	\$52,000	190	
Campus Bookkeeper, Community Liaison, District, Due Process Specialist, Communications Specialist	\$37,000	\$38,000	\$41,000	\$43,000	215	
District Bookkeeper, Maintenance Supervisor, HR Specialist, District Student Admission Specialist, IT Specialist Assistant, Child Nutrition Specialist	\$40,000	\$41,000	\$44,000	\$46,000	215	
District Bookkeeper, HR Specialist, District Student Admission Specialist	\$43,000	\$44,000	\$47,000	\$49,000	225	
Senior District Bookkeeper, Senior Janitorial Specialist	\$46,000	\$47,000	\$50,000	\$52,000	225	
District Security Specialist	\$46,000	\$47,000	\$50,000	\$52,000	215	
Senior HR Specialist	N/A	\$50,000	\$54,000	\$56,000	225	

- Employees in administrative assistant positions who have provided proof of current certification by their contract start date will have a starting salary \$3000 more than the scheduled amount. Employees should provide a copy of the certification before signing the contract. LISA Academy will accept certifications and educational degrees until November 30th of that school year and base salary will be adjusted accordingly. (Eligible certifications are Arkansas State Educators and Arkansas School Business Official Certifications.)
- The superintendent may create new positions and place on the appropriate pay grade if needed.
- Experience increase for non-instructional positions is \$400 per year.

SECTION 4 - STIPENDS

STIPENDS

Stipend Code	Amount Per Year	Stipend Name	NOTES
Competition	\$4,000	Solar Car	
Coordinator – District	\$5000	District Curriculum Specialist, Head Behavioral Counselor, and Transportation coordinator	<ul style="list-style-type: none"> • An employee cannot get more than one coordinator stipend. • An employee cannot get both district and campus level coordinator stipend.
Coordinator - Campus - Level 2	\$3000	Campus Test Coordinator, Campus Engagement Coordinator, Campus Club-Activity Coordinator, College Transition Coordinator	<ul style="list-style-type: none"> • An employee cannot get more than one coordinator stipend. • An employee cannot get both district and campus level coordinator stipend.
Coordinator – Campus-Level 1	\$2000	Campus PR Coordinator, Campus Social Studies Department Head, 504 Coordinator, Maker Space Coordinator (Secondary only), Aftercare coordinator, and Campus Head Nurse	<ul style="list-style-type: none"> • An employee cannot get more than one coordinator stipend. • An employee cannot get both district and campus level coordinator stipend.
SPED	\$1000	SPED Teacher	<ul style="list-style-type: none"> • Should be teaching SPED direct service classes. Coordinators and Long-Term Subs covering SPED teachers are not eligible.
Competition	\$1500	1st Degree Competition (Math Counts, Math League, Science Olympiad, Science Fair Coordinator, Robotics - FRC, FTC, FLL, VEX, Coding)	<ul style="list-style-type: none"> • If more than one teacher coach a school team, the stipend will be shared between them equally. • A competition stipend includes extra work and time to prepare the students and to attend the competition. • Maximum one Science Fair Coordinator stipend per school • Minimum 50 hours of outside the work hours required.
Competition	\$1,000	2nd Degree Competition (Spelling Bee, National History Day, AMC Math, Noetic Math, Quiz Bowl, Science Quiz Bowl, Foreign Language Competition, DI-Destination Imagination, Forensics) / Cheerleader Coach /	<ul style="list-style-type: none"> • If more than one teacher is in charge at a school team, the stipend will be shared between them equally. • A competition stipend includes extra work and time to prepare the students and to attend the competition.

		Yearbook Coach / Choir Coach, NHS, NJHS, HOSA, Rocketry	<ul style="list-style-type: none"> • Minimum 25 hours of outside the work hours required.
Advanced Courses	\$1,000	Concurrent Course Teaching	<ul style="list-style-type: none"> • Qualified by a higher education institute to teach concurrent course at LISA Academy, • Meeting the requirements of teaching concurrent credit courses • There should be minimum 5 students in each concurrent course.
Travel	\$1,500	High Frequency Campus Visit Mileage	For average of 5+ weekly campus visits
Advanced Courses	\$500	High School PLTW Teaching	<ul style="list-style-type: none"> • PLTW certified. • Meeting the requirements of teaching PLTW courses • There should be minimum 5 students in each PLTW course.
Travel	\$750	Low Frequency Campus Visit Mileage	<ul style="list-style-type: none"> • For average of 2 to 4 weekly campus visits

SPECIAL CERTIFICATIONS

Employees who are eligible for supplemental pay for special certification(s) will receive \$1000 more than the scheduled annual salary amount. Only one supplemental pay may be applied for special certifications category. Employees are not required to teach in that area to receive the supplemental pay. Special Certifications are National Board Certification, Lead Professional License, Master Professional License, ELL Certification, GT Certification, SpEd Certification, SPED Teacher, Principal certification, Counselor Certification, Reading Specialist, RISE Trainer, Registered Dietician Nutritionist, Online Teacher Endorsement, ASPMA through AAEA, PMP, Cisco CCNA, CompTIA CySA, Microsoft MS-100 and 101, Microsoft MD-100 and 101, CPA, NBCSN, and ABA (Applied Behavior Analysis).

COACHING STIPENDS

Stipend Type	Amount Per Year	Stipend Name	NOTES
Coaching	\$7,000	Campus/District Athletic Coordinator	
Coaching	\$5,000	Head Senior Basketball Coach	<ul style="list-style-type: none"> • Per Team
Coaching	\$3,000	Head Soccer Coach / Head Volleyball Coach / Head Junior-High / MS Basketball Coach / Head Baseball Coach / Head Softball Coach	<ul style="list-style-type: none"> • Per Team
Coaching	\$1,500	Head Track Coach, CRLP Coach	<ul style="list-style-type: none"> • Per Team
Coaching	\$1,250	Head Tennis Coach / Head Golf Coach	<ul style="list-style-type: none"> • Per Team

Coaching	\$1,000	Assistant Basketball Coach / Assistant Volleyball Coach / Head Baseball Coach / Head Softball Coach / Chess Coach / Archery Coach / Esports Coach / Swimming Coach / Special Olympics / Assistant Baseball Coach / Assistant Softball Coach	• Per Team
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- Coaching stipends will be paid separately in two installments.
- Outside athletic experts can be contracted with superintendent approval.

SECTION 5 -CLASSIFIED

HOURLY EMPLOYEE SALARY SCHEDULE

A	Part-Time/Full Time Security Manager, Part-Time Administrator							
B	Part-Time Teacher, Part-Time Counselor, Part-Time Coordinator, Part-Time Instructional Coach, Part Time Nurse, LPN Nurse							
C	IT Assistant (219 Days), Maintenance Person (219 days), Dyslexia Tutor (190)							
D	Part-Time Aftercare Coordinator, Bus Driver (185 days), Part-Time Speech Therapist, Full Time Security Officer (187), Tutor (187 days), Cafeteria Manager (193 days), Library Aide							
E	Speech Therapist Assistant (187 days), Assistant Cafeteria Manager (193 days), SPED Aide (178)							
F	Administrative Assistant (216 days), Attendance Secretary (216 days), Facilitator (187 days), School Child Nutrition Coordinator (193 days), Translator (190 days), Assistant to Dean of Culture (187 days), Leader Janitor, Cook (187 days), Cafeteria Driver (187 days)							
G	Teacher Aide (185 days), Part Time Aftercare Aide, ISS Facilitator (185 days), Lunch Aide (185 days), Day Porter (197 days), Custodian-10 month (197 days), Custodian-12 month (219 days)							
H	Aide / Bus Aide (185 days)							
Experience Increment (K-12 experience)								
1-3 y.	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50
4-25+ y	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
Years of K-12 Exp.	A	B	C	D	E	F	G	H
0	\$25.00	\$24.00	\$21.00	\$19.00	\$17.00	\$16.00	\$15.00	\$12.00
1	\$25.50	\$24.50	\$21.50	\$19.50	\$17.50	\$16.50	\$15.50	\$12.50
2	\$26.00	\$25.00	\$22.00	\$20.00	\$18.00	\$17.00	\$16.00	\$13.00
3	\$26.50	\$25.50	\$22.50	\$20.50	\$18.50	\$17.50	\$16.50	\$13.50
4	\$26.75	\$25.75	\$22.75	\$20.75	\$18.75	\$17.75	\$16.75	\$13.75
5	\$27.00	\$26.00	\$23.00	\$21.00	\$19.00	\$18.00	\$17.00	\$14.00
6	\$27.25	\$26.25	\$23.25	\$21.25	\$19.25	\$18.25	\$17.25	\$14.25
7	\$27.50	\$26.50	\$23.50	\$21.50	\$19.50	\$18.50	\$17.50	\$14.50
8	\$27.75	\$26.75	\$23.75	\$21.75	\$19.75	\$18.75	\$17.75	\$14.75
9	\$28.00	\$27.00	\$24.00	\$22.00	\$20.00	\$19.00	\$18.00	\$15.00
10	\$28.25	\$27.25	\$24.25	\$22.25	\$20.25	\$19.25	\$18.25	\$15.25
11	\$28.50	\$27.50	\$24.50	\$22.50	\$20.50	\$19.50	\$18.50	\$15.50
12	\$28.75	\$27.75	\$24.75	\$22.75	\$20.75	\$19.75	\$18.75	\$15.75
13	\$29.00	\$28.00	\$25.00	\$23.00	\$21.00	\$20.00	\$19.00	\$16.00
14	\$29.25	\$28.25	\$25.25	\$23.25	\$21.25	\$20.25	\$19.25	\$16.25
15	\$29.50	\$28.50	\$25.50	\$23.50	\$21.50	\$20.50	\$19.50	\$16.50
16	\$29.75	\$28.75	\$25.75	\$23.75	\$21.75	\$20.75	\$19.75	\$16.75
17	\$30.00	\$29.00	\$26.00	\$24.00	\$22.00	\$21.00	\$20.00	\$17.00
18	\$30.25	\$29.25	\$26.25	\$24.25	\$22.25	\$21.25	\$20.25	\$17.25
19	\$30.50	\$29.50	\$26.50	\$24.50	\$22.50	\$21.50	\$20.50	\$17.50
20	\$30.75	\$29.75	\$26.75	\$24.75	\$22.75	\$21.75	\$20.75	\$17.75
21	\$31.00	\$30.00	\$27.00	\$25.00	\$23.00	\$22.00	\$21.00	\$18.00
22	\$31.25	\$30.25	\$27.25	\$25.25	\$23.25	\$22.25	\$21.25	\$18.25
23	\$31.50	\$30.50	\$27.50	\$25.50	\$23.50	\$22.50	\$21.50	\$18.50

24	\$31.75	\$30.75	\$27.75	\$25.75	\$23.75	\$22.75	\$21.75	\$18.75
25+	\$32.00	\$31.00	\$28.00	\$26.00	\$24.00	\$23.00	\$22.00	\$19.00

- Substitute teacher daily rate is \$128 Long-Term substitute teacher daily rate is \$136.
- Substitute Nurse daily rate is \$168.
- Daily rate employees who work 1 to 4 hours receive half of the daily rate.
- Experience outside LISA Academy: Min 120 days Full-Time K-12 employment is required per year to qualify for annual increases.
- Experience at LISA Academy: Part Time or Full-Time employees hired before Nov 1st get one year experience increase in the following year and continue to receive the increase every year of employment with LISA Academy.
- All classified positions may be assigned part-time positions upon approval.
- Competition coaching – additional \$0.50 per hour plus overtime.
- Child Nutrition Coordinator - – additional \$.50 per hour for certification
- Bachelor’s Degree and up – additional \$1 per hour.
- Spanish Bilingual Administrative Assistant or Attendance Secretary – additional \$2.00 per hour
- The superintendent may create new positions and place on the appropriate pay grade if needed.

SECTION 6 - BENEFITS

BENEFITS FOR FULLTIME EMPLOYEES

- Teacher Retirement: All personnel employed on a regular basis for at least one-half of the normal work schedule are members of the Arkansas Teacher Retirement System (ATRS). LISA Academy provides around 15% of gross income as a contribution benefit to these employees' ATRS. Employee contributory status will be figured out on a prorated basis by Arkansas Teacher Retirement. If ATRS determines you are contributory (around 7% of their salary), it is mandatory and cannot be opted out of. If the employee found to be noncontributory, he/she will have the option to become contributory.
- Health Insurance: Arkansas Public School Employee's health insurance (AR Benefit) coverage is available to all full-time employees. The district will contribute \$235 per month toward health insurance premiums for each participating full-time employee.
- Supplemental Insurance Benefits*
 - LISA Academy Covers
 - Employee only dental insurance through MetLife.
 - Employee only vision insurance through MetLife.
 - A \$100,000 life insurance policy through MetLife.
 - Short-term disability insurance through One America (Max %60 or \$1,000 Weekly Benefit)
 - Long Term Disability Insurance (One America)
 - Employee Assistance programs through New Directions
- At their own expense, all full-time employees may enroll in supplemental insurance programs:
 - Accidental Death and Dismemberment
 - 403(b) retirement saving through Voya Financial.

SECTION 7 - MISCELLANEOUS

Extra Duty Pay:

- Only certified positions except administrators are eligible for extra duty payment.
- The pay rates for the extra duty are as follows:
 - Extra Duty–Special Tutoring: \$50 an hour (Superintendent approval is required).
 - Extra Duty - Tutoring: \$35 an hour.
 - Extra Duty - all other: \$25 an hour.
- The payment applies to the after working hour duties only.
- A certified employee cannot be paid more than 8 hours per day for extra duty.
- Extra duties are subject to PO approval process.
- Off campus professional development and trainings are not considered for extra duty payment.
- Time sheets for extra duties need to be submitted prior to the monthly cut-off date electronically or to the finance assistant.

Incentives:

- Home Visits:
 - Please refer to the “LISA Academy - Home Visit Stipend 2023-24” document on the staff portal.
- Substitute class assignments:
 - Assigned substituting for others during planning time is \$20 per period (1/8).
 - Administrators and Nurses are not eligible for this incentive. Counselors, Coaches, ELL Coordinators, SPED Coordinators, GT coordinators and Maker Space Coordinators are eligible max 3 hours per week. Regardless of the position, a salaried staff cannot be paid more than 10 hours per week (2 hours planning x 5 days of the week).
- Time sheets for extra duties need to be submitted prior to the monthly cut-off date electronically or to the finance assistant.

Moving Stipend:

- Employees are eligible for a moving stipend due to:
 - a transfer between campuses within the district.
 - a new employee moving to take a job with LISA from other schools.
 - to qualify, the relocation must also meet a minimum distance test: the employee’s new job location must be at least 100 miles from the former job location. Employees moving under 100 miles are not eligible for moving stipend.
- Eligible employees will be provided a fixed amount stipend that will be subject to all applicable payroll and other related taxes and deductions. The amount of the stipend is based on the distance between the prior and new campus locations.

- The moving stipend is calculated as follows: A base amount of \$1000 plus \$5 per mile, (up to a maximum one-time amount of \$4,500).
- Moving stipend recipients must work for LISA for 3 academic years after moving stipend is received. If an employee voluntarily terminates employment with LISA prior to 3 years, then one-half of the stipend will be deducted from employee's last paycheck.
- To calculate the stipend amount, a map showing the distance between two locations should be provided: the new LISA campus and the employee's previous school (or college for new graduates). Proof of prior employment (or college enrollment) is also required.
- If an employee and their spouse are both employed by LISA, the family will be entitled to only one moving stipend.
- Other procedures regarding the moving stipend may be created by the LISA Finance Office.
- Only one moving stipend will be paid during the tenure of the employee unless the relocation is at the request of LISA Academy.

Fingerprint fee reimbursement:

- Employees are eligible for the reimbursement of fingerprinting fee once in a 5-year period beginning 2021-2022 school year.

Travel reimbursement:

- Mileage is \$.56 per mile. The food and accommodation rates will be determined according to the per diem rates of the city traveled. The minimum distance for travel reimbursement is one-way 25 miles from the campus the employee works.

Experience

- Annual increases are applicable for up to 25 years of total K-12 experience.
- Min 120 days full time employment is required per year to qualify for annual increases for non-instructional positions
- Min 120 days full time employment is required per year to move to the next step for teachers, instructional positions, and admins.
- Experience increase/Steps for instructional positions are noted on the salary tables on pages 5-8.
- Classified experience will not count towards certified experience. Certified experience will count towards classified experience.
- All experience should be documented and approved through the HR department.

***\s\ Cynthia S. Dawson, President of the Board
Approved on April 26, 2023***

APPENDIX

SALARY CALCULATION SAMPLES

1. A new certified math teacher who has 7 years of teaching experience in K-12 school(s) earns \$51,600:

ANNUAL SALARY FOR CERTIFIED TEACHERS IN CENTRAL ARKANSAS

TABLE A

K-12 Experience	Bachelor's Degree	Master's Degree	Doctorate Degree
0	\$50,000	\$50,000	\$51,600
1	\$50,000	\$50,400	\$52,000
2	\$50,000	\$50,800	\$52,400
3	\$50,000	\$51,200	\$52,800
4	\$50,400	\$51,600	\$53,200
5	\$50,800	\$52,000	\$53,600
6	\$51,200	\$52,400	\$54,000
7	\$51,600	\$52,800	\$54,400
8	\$52,000	\$53,200	\$54,800
9	\$52,400	\$53,600	\$55,200
10	\$52,800	\$54,000	\$55,600

2. A) A SPED teacher who has 10 years of teaching experience in K-12 school(s) and who has a master's degree, and a SPED and ELL certification earns \$55,000:

K-12 Experience	Bachelor's Degree	Master's Degree	Doctorate Degree
0	\$50,000	\$50,000	\$51,600
1	\$50,000	\$50,400	\$52,000
2	\$50,000	\$50,800	\$52,400
3	\$50,000	\$51,200	\$52,800
4	\$50,400	\$51,600	\$53,200
5	\$50,800	\$52,000	\$53,600
6	\$51,200	\$52,400	\$54,000
7	\$51,600	\$52,800	\$54,400
8	\$52,000	\$53,200	\$54,800
9	\$52,400	\$53,600	\$55,200
10	\$52,800	\$54,000	\$55,600
11	\$53,200	\$54,400	\$56,000
12	\$53,600	\$54,800	\$56,400
13	\$54,000	\$55,200	\$56,800

Total Salary (\$54,000) = Base Salary (\$54,000). Special Certification (only one \$1000) and SPED teacher stipend (\$1000) are paid in 2 installments separately.

B) If the teacher above was employed by LISA last year, his/her last year salary without stipends according to last year's salary calculation table would be base salary (\$50,000) + experience (\$4,000) = \$54,000. The difference is with 23-34 and 22-23 is 0. In this case the teacher's salary is adjusted to \$56,000. In addition, One Special Stipend and SPED teacher stipend are paid in 2 installments separately.