

### **3.1—LICENSED PERSONNEL SALARY SCHEDULE**

All teachers are paid based on training and approved experience. Teachers will be paid in twenty-four installments. Employees will be compensated through direct deposit. Direct deposit procedures will be in accordance with guidelines promulgated by the District finance office.

Any teacher leaving the District prior to the close of the school year is paid in full for the total number of days of service rendered at the end of the next regular pay period.

For the purposes of this Policy, an employee must be employed one-half (1/2) of the number of their regularly assigned annual work days to qualify for a step increase.

Approved experience for teachers employed after July 1, 2000 is determined by giving credit for prior teaching experience in other accredited school districts. Full credit will be granted by the District for prior teaching experience in the District. Allowance of undergraduate credit hours on the certified salary schedule will be effective for hours earned after January 25, 1982. Previously-earned undergraduate credit will not be allowed. Graduate credit will be required for the steps above the master's degree except a maximum of nine undergraduate credit hours above the master's degree will be allowed per this Policy. At least three of the nine undergraduate credit hours must be earned after June 30, 1999. Credit will be given for a course only one time. The undergraduate hours must have been earned by an individual after the completion of the master's degree for work directly related to their teaching field, in the general field of education, or as part of the certification requirements for a new field.

Effective July 1, 2007, one full year credit will be allowed for each year of full-time active military service up to a maximum of four years credit on the District certified salary schedule.

Placement on the certified salary schedule will also be determined by reviewing the teacher's academic credentials. College credit earned after a degree is granted in a subject matter field, in the general field of education, or for advanced degrees in fields other than education will be approved only for those courses related to the subject matter field, related to the operation of a school district, in the general field of education, or part of the certification requirements for a new field. However, an advanced degree in any field awarded (not honorary) from an accredited institution will be recognized, and the teacher will qualify for appropriate placement on the salary schedule. The provisions of this paragraph are effective July 1, 2000, and are not retroactive. Individuals who achieve the National Board for Professional Teaching Standards Certificate will be granted an annual \$2,000 award from the District for the life of the certificate. This award will be in addition to any state or federal money granted for this purpose.

Teachers who have earned additional, relevant degrees or sufficient college hours to warrant a salary change that will be effective for the entirety of the current contract are responsible for reporting and supplying a transcript to the Superintendent or designee by November 1. Submissions after November 1 will be effective as of the beginning of the following contract.

Click link below to connect to current salary schedule:

<https://www.fortsmithschools.org/cms/lib/AR02203514/Centricity/Domain/4177/2023-2024%20FSPS%20Salary%20Schedules.pdf>

It will be the Policy of the District to employ teachers in accordance with the certification requirements of the Division of Elementary and Secondary Education (DESE).

### **Arkansas Professional Educator Preparation (ArPEP) Program**

Each employee newly hired by the district to teach under the Arkansas Professional Educator Preparation (ArPEP) Program shall initially be placed on the salary schedule in the **education** category **consistent with this policy of a bachelor's degree** with no experience, unless the ArPEP 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 ArPEP 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. Degrees which are not relevant to the employee's position shall not apply when determining his/her placement on the salary schedule.

Legal References:                   A.C.A. §§ 6-17-201, 202, 2403  
  A.C.A. § 6-20-2305(f) (4)  
  DESE Rules Governing Documents Posted to School  
  District and Education Service Cooperative Websites

Additional Reference: ASBA Model Policies

Date Adopted: 2/24/2020

Last Revised: 7/1/2023