



KIPP DELTA PUBLIC SCHOOLS

Board Approved Salary Schedule

Teacher Salary Schedule			
<i>Teacher Salary Scale Teachers hired <u>after</u> to 4/25/17</i>			
Step	Previous Years of Experience	Bachelor's Degree	Master's Degree
1	0	\$36,246	\$39,017
2	1	\$36,608	\$39,407
3	2	\$37,649	\$40,447
4	3	\$41,410	\$44,499
5	4	\$42,652	\$45,834
6	5	\$43,932	\$47,208
7	6	\$45,250	\$48,624
8	7	\$46,607	\$50,084
9	8	\$48,005	\$51,586
10	9	\$49,446	\$53,134
11	10	\$50,929	\$54,728
12	11	\$52,457	\$56,369
13	12	\$54,031	\$58,061
14	13	\$55,652	\$59,802
15	14	\$57,322	\$61,597
16	15	\$59,041	\$63,444

Teachers are considered school year employees. School year employees work on regularly scheduled school days, Saturday school days, end-of-year field lessons as determined by the school, and all professional development days as outlined on the Board-approved calendar. Please see the current school calendar for more specifics.

Experienced teachers fulfilling a role in one of Arkansas' critical shortage areas (Math or Science) will receive an additional yearly stipend.

Long-term Substitutes follow the teacher salary scale, except for if the employee has zero years of prior teaching experience, then they start at \$34,000.

*Max does not include annual increases for existing employees.

Board Approval Date: July 15, 2019

**KIPP DELTA
COMMUNITIES**

HELENA-WEST
HELENA

BLYTHEVILLE

FORREST CITY

Non-teaching Pay Schedule

Replaces existing pay schedule for non-teaching positions

Position Title	Employment Type	Pay Method	Minimum Starting Rate/Range	MAX* Starting Rate/Range
Regional Department or Program Pay Scale (Non-teaching)				
Executive Director	Year-Round	Salary	\$100,000	\$150,000
Chief-level or Head of Schools	Year-Round	Salary	\$80,000	\$105,000
Managing Director	Year-Round	Salary	\$75,000	\$85,000
Director	Year-Round	Salary	\$50,000	\$80,000
Manager or Assistant Manager	Year-Round	Hourly/ Salary	\$36,000	\$60,000
Coordinator or Associate	Year-Round	Hourly/ Salary	\$36,000	\$45,000
Assistant or Receptionist	Year-Round	Hourly/ Salary	\$30,000	\$42,000
Academic related Coaches, Interventionist, Facilitators, Specialists, and Advisors	Year-Round	Hourly/ Salary	\$40,000	\$60,000
Community-wide Department or Program Pay Scale (Non-teacher)				
Director	Year-Round	Salary	\$45,000	\$68,000
Manager and Assistant Manager	Year-Round	Salary	\$36,000	\$50,000
Coordinator or Associate	Year-Round	Hourly/ Salary	\$34,000	\$45,000
Assistant or Receptionist	Year-Round	Hourly/ Salary	\$24,000	\$40,000
Academic related Coaches, Interventionist, Facilitators, Specialists, and Advisors	Role Dependent	Hourly/ Salary	\$40,000	\$60,000
Licensed Nurses, Social Workers, & Counselors	Role Dependent	Hourly/ Salary	\$44,000	\$60,000
School-site Department/Program Pay Scale (Non-teacher)				
School Director	Year-Round	Salary	\$75,000	\$90,000
Assistant Principals of Instruction	Year-Round	Salary	\$60,000	\$70,000
Academic related Coaches, Interventionist, Facilitators, Specialists, and Advisors	Role Dependent	Hourly/ Salary	\$40,000	\$60,000

Instructional Assistant	School Year	Hourly/ Salary	\$24,000	\$30,000
Substitute Teachers or After-school support roles	As-needed	Hourly	Minimum Wage	\$15.00
Licensed Nurses, Social Workers, & Counselors	Role Dependent	Hourly/ Salary	\$44,000	\$60,000
Director	Role Dependent	Salary	\$34,000	\$55,000
Manager or Assistant Manager	Role Dependent	Hourly/ Salary	\$30,000	\$50,000
Coordinator or Associate	Role Dependent	Hourly/ Salary	\$27,000	\$45,000
Assistant or Receptionist	Role Dependent	Hourly/ Salary	\$21,000	\$30,000
Food Service Positions (non-manager)	School Year	Hourly/ Salary	Minimum Wage	\$15.00
Facility, Maintenance, & Grounds Positions	Role Dependent	Hourly/ Salary	Minimum Wage	\$15.00
Bus Drivers	School Year	Hourly/ Salary	\$12.00	\$20.00
Bus Monitors	School Year	Hourly	Minimum Wage	\$15.00
Student Worker	As-needed	Hourly	Minimum Wage	

*Max does not include annual increases for existing employees.

Board Approval: May 19, 2020