

Teacher Salary Schedule

Effective as of July 1, 2021

Step	Years of Experience	BA	MA	MA+30 EDS	Doctorate
1	0	40,000	43,000	46,000	49,000
2	1	40,450	43,450	46,450	49,450
3	2	40,900	43,900	46,900	49,900
4	3	41,350	44,350	47,350	50,350
5	4	41,800	44,800	47,800	50,800
6	5	42,250	45,250	48,250	51,250
7	6	42,700	45,700	48,700	51,700
8	7	43,150	46,150	49,150	52,150
9	8	43,600	46,600	49,600	52,600
10	9	44,050	47,050	50,050	53,050
11	10	44,500	47,500	50,500	53,500
12	11	44,950	47,950	50,950	53,950
13	12	45,400	48,400	51,400	54,400
14	13	45,850	48,850	51,850	54,850
15	14	46,300	49,300	52,300	55,300
16	15	46,750	49,750	52,750	55,750
17	16	47,200	50,200	53,200	56,200
18	17	47,650	50,650	53,650	56,650
19	18	48,100	51,100	54,100	57,100
20	19	48,550	51,550	54,550	57,550
21	20	49,000	52,000	55,000	58,000
22	21	49,450	52,450	55,450	58,450
23	22	49,900	52,900	55,900	58,900
24	23	50,350	53,350	56,350	59,350
25	24	50,800	53,800	56,800	59,800
26	25	51,250	54,250	57,250	60,250
27	26	51,700	54,700	57,700	60,700
28	27	52,150	55,150	58,150	61,150
29	28	52,600	55,600	58,600	61,600
30	29	53,050	56,050	59,050	62,050

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.

Non-teaching Pay Schedule

Effective as of July 1, 2020

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	\$12.50	\$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	\$12.50	\$15.00
Facility, Maintenance, & Grounds Positions	Role Dependent	Hourly/ Salary	\$12.50	\$15.00
Bus Drivers	School Year	Hourly/ Salary	\$12.50	\$20.00
Bus Monitors	School Year	Hourly	\$12.50	\$15.00
Student Worker	As-needed	Hourly	Minimum Wage	

*Max does not include annual increases for existing employees.

FY19 Board Approval Date: July 15, 2019

Revisions Board Approved: May 2021