

CONWAY PUBLIC SCHOOLS
CONWAY, ARKANSAS
2020-21 LICENSED SALARY SCHEDULE A & J
Based on 190 Days of Employment

<i>Yrs., Exp.</i>	<i>Step</i>	<i>BSE 1</i>	<i>BSE+12 2</i>	<i>BSE+24 3</i>	<i>MSE 4</i>	<i>MSE+12 5</i>	<i>MSE+24 6</i>	<i>ED SPEC/ MSE+45 7</i>	<i>DOCT. 8</i>
0	1	\$ 40,841	\$ 42,391	\$ 43,948	\$ 46,280	\$ 47,834	\$ 49,388	\$ 50,942	\$ 52,496
1	2	\$ 41,693	\$ 43,243	\$ 44,799	\$ 47,131	\$ 48,684	\$ 50,238	\$ 51,791	\$ 53,346
2	3	\$ 42,543	\$ 44,092	\$ 45,649	\$ 47,981	\$ 49,533	\$ 51,088	\$ 52,640	\$ 54,197
3	4	\$ 43,393	\$ 44,942	\$ 46,499	\$ 48,832	\$ 50,385	\$ 51,940	\$ 53,492	\$ 55,048
4	5	\$ 44,242	\$ 45,794	\$ 47,349	\$ 49,682	\$ 51,236	\$ 52,789	\$ 54,343	\$ 55,897
5	6	\$ 45,093	\$ 46,643	\$ 48,199	\$ 50,532	\$ 52,086	\$ 53,639	\$ 55,193	\$ 56,748
6	7	\$ 45,944	\$ 47,494	\$ 49,050	\$ 51,382	\$ 52,935	\$ 54,490	\$ 56,043	\$ 57,598
7	8	\$ 46,794	\$ 48,345	\$ 49,900	\$ 52,234	\$ 53,786	\$ 55,340	\$ 56,894	\$ 58,448
8	9	\$ 47,645	\$ 49,195	\$ 50,750	\$ 53,084	\$ 54,637	\$ 56,191	\$ 57,744	\$ 59,300
9	10	\$ 48,495	\$ 50,044	\$ 51,601	\$ 53,934	\$ 55,487	\$ 57,041	\$ 58,594	\$ 60,150
10	11	\$ 49,346	\$ 50,895	\$ 52,453	\$ 54,784	\$ 56,337	\$ 57,892	\$ 59,444	\$ 61,000
11	12	\$ 50,197	\$ 51,746	\$ 53,302	\$ 55,635	\$ 57,188	\$ 58,742	\$ 60,294	\$ 61,849
12	13	\$ 51,045	\$ 52,596	\$ 54,152	\$ 56,485	\$ 58,039	\$ 59,592	\$ 61,147	\$ 62,701
13	14	\$ 51,895	\$ 53,446	\$ 55,003	\$ 57,335	\$ 58,889	\$ 60,443	\$ 61,996	\$ 63,551
14	15	\$ 52,746	\$ 54,297	\$ 55,853	\$ 58,185	\$ 59,739	\$ 61,293	\$ 62,846	\$ 64,401
15	16	\$ 53,596	\$ 55,148	\$ 56,703	\$ 59,036	\$ 60,589	\$ 62,142	\$ 63,696	\$ 65,251
16	17	-	-	\$ 57,553	\$ 59,885	\$ 61,439	\$ 62,994	\$ 64,547	\$ 66,102
17	18	-	-	-	\$ 60,737	\$ 62,291	\$ 63,845	\$ 65,397	\$ 66,953
18	19	-	-	-	\$ 61,587	\$ 63,140	\$ 64,695	\$ 66,247	\$ 67,804
19	20	-	-	-	\$ 62,437	\$ 63,990	\$ 65,544	\$ 67,098	\$ 68,653
20	21	-	-	-	\$ 63,286	\$ 64,842	\$ 66,395	\$ 67,948	\$ 69,503
21	22	-	-	-	-	\$ 65,692	\$ 67,246	\$ 68,799	\$ 70,354
22	23	-	-	-	-	-	\$ 68,095	\$ 69,650	\$ 71,205
23	24	-	-	-	-	-	-	\$ 70,500	\$ 72,054

Personnel employed for a number of days other than 190 or for a full-time position of less than 1.0 receive an amount proportional to that shown on the schedule. Such an amount is based on the daily rate as established by the schedule.

I. IN-STATE TEACHING EXPERIENCE -Administrators or teachers entering this district for the first time with verified experience from an accredited Arkansas public school district, an Arkansas education service cooperative, the Arkansas Department of Education, an accredited Arkansas private school, or an accredited Arkansas institution of higher education will receive full credit for each year of verified experience provided the administrator or teacher held a valid Arkansas teaching license when the experience was earned.

II. OUT-OF-STATE PUBLIC SCHOOL, PRIVATE SCHOOL AND COLLEGE TEACHING EXPERIENCE -Administrators or teachers entering this district for the first time with experience from any accredited out-of-state public school, private school or college will receive one-half (1/2) credit for each year of verified experience, not to exceed eight

(8) years, provided the administrator or teacher held a valid teaching license from that state when experience was earned.

III. COMBINATION OF IN-STATE AND OUT-OF-STATE, PRIVATE SCHOOL AND COLLEGE TEACHING EXPERIENCE -

Administrators or teachers entering this district for the first time with a combination of verified experience will receive compensation as follows:

a. The district will award full credit for each year of verified experience from an Arkansas school district, an Arkansas education service cooperative, the Arkansas Department of Education, an accredited Arkansas private school or an accredited Arkansas institution of higher education provided the administrator or teacher held a valid Arkansas teaching license when the experience was earned.

b. The district will award one-half (1/2) credit, not to exceed eight (8) years, for verified experience from any accredited out-of-state public school, private school or college provided the administrator or teacher held a valid teaching license from that state when the experience was earned.

c. When verified in-state experience exceeds eight (8) years, no credit will be awarded for experience obtained via accredited out-of-state public school, private school or college. If in-state experience does not exceed eight (8) years, one-half (1/2) credit will be given for combined experience garnered in accredited out-of-state public schools, private schools or colleges up to a total of eight (8) years.

IV. VOCATIONAL TEACHERS -Vocational teachers will receive full credit for any experience obtained in an accredited vocational school. Vocational teachers will receive one-half (1/2) credit for any verified experience obtained in an accredited post-secondary school or accredited community college and any specialized.

CONWAY PUBLIC SCHOOLS
 CONWAY, ARKANSAS
 2020-21 ADMINISTRATOR SALARY SCHEDULE

Administrators will be paid based on the approved teacher’s salary schedule.
 Credit will be given for experience and training as if they were in a teacher position.
 An index will be applied to the base salary as follows:

<i>Assistant Superintendent</i>	0.40
<i>Director</i>	0.26
<i>Supervisor</i>	0.15
<i>Coordinator</i>	0.10
<i>High School Principal</i>	0.25
<i>Junior High Principal</i>	0.20
<i>Middle School Principal</i>	0.18
<i>Elementary Principal</i>	0.15
<i>High School AP</i>	0.14
<i>Junior High AP</i>	0.13
<i>Middle School AP</i>	0.12
<i>Elementary AP</i>	0.10
<i>High School Dean</i>	0.09
<i>Junior High Dean</i>	0.08
<i>Middle School Dean</i>	0.07
<i>Elementary Dean</i>	0.06

CONWAY PUBLIC SCHOOLS

CONWAY, ARKANSAS

2020-21 SCHEDULE H - HEALTH CARE PROFESSIONALS

Based on 187 Days of Employment

<i>Yrs. Exp.</i>	<i>Step</i>	<i>DN</i>	<i>ADN</i>	<i>ADN+15</i>	<i>BS</i>	<i>BS+12</i>	<i>BS+24</i>	<i>MS</i>
		<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>
0	1	\$ 29,469	\$ 31,107	\$ 32,746	\$ 39,898	\$ 41,412	\$ 42,933	\$ 45,211
1	2	\$ 30,302	\$ 31,939	\$ 33,578	\$ 40,731	\$ 42,245	\$ 43,766	\$ 46,043
2	3	\$ 31,134	\$ 32,772	\$ 34,410	\$ 41,562	\$ 43,077	\$ 44,598	\$ 46,875
3	4	\$ 31,967	\$ 33,604	\$ 35,243	\$ 42,394	\$ 43,910	\$ 45,431	\$ 47,707
4	5	\$ 32,799	\$ 34,437	\$ 36,075	\$ 43,227	\$ 44,741	\$ 46,262	\$ 48,540
5	6	\$ 33,632	\$ 35,268	\$ 36,907	\$ 44,060	\$ 45,573	\$ 47,095	\$ 49,372
6	7	\$ 34,464	\$ 36,101	\$ 37,740	\$ 44,891	\$ 46,406	\$ 47,926	\$ 50,205
7	8	\$ 35,297	\$ 36,934	\$ 38,571	\$ 45,725	\$ 47,239	\$ 48,760	\$ 51,036
8	9	\$ 36,128	\$ 37,766	\$ 39,403	\$ 46,556	\$ 48,071	\$ 49,592	\$ 51,869
9	10	\$ 36,960	\$ 38,598	\$ 40,235	\$ 47,389	\$ 48,902	\$ 50,424	\$ 52,700
10	11	\$ 37,793	\$ 39,430	\$ 41,069	\$ 48,221	\$ 49,734	\$ 51,256	\$ 53,533
11	12	\$ 38,626	\$ 40,263	\$ 41,902	\$ 49,053	\$ 50,567	\$ 52,088	\$ 54,365
12	13	\$ 39,457	\$ 41,095	\$ 42,732	\$ 49,886	\$ 51,399	\$ 52,920	\$ 55,197
13	14	\$ 40,290	\$ 41,927	\$ 43,565	\$ 50,718	\$ 52,232	\$ 53,752	\$ 56,030
14	15	\$ 41,121	\$ 42,760	\$ 44,397	\$ 51,550	\$ 53,063	\$ 54,584	\$ 56,862
15	16	\$ 41,954	\$ 43,592	\$ 45,230	\$ 52,382	\$ 53,897	\$ 55,418	\$ 57,694
16	17	\$ 42,786	\$ 44,424	\$ 46,062	\$ 53,214	\$ 54,729	\$ 56,250	\$ 58,527
17	18	-	-	-	-	-	-	\$ 59,359
18	19	-	-	-	-	-	-	\$ 60,190
19	20	-	-	-	-	-	-	\$ 61,022
20	21	-	-	-	-	-	-	\$ 61,852

Personnel employed for a number of days other than 187 or for a full-time position of less than 1.00 receive an amount proportional to that shown on the schedule. Such an amount is based on the daily rate as established by the schedule.

Applicants must have two (2) years of experience and be licensed as a registered nurse.

The district will award one-half (1/2) credit, not to exceed eight (8) years, for verified health care experience provided the health care professional was a registered nurse when experience was earned.

A nurse entering the district for the first time with a current Arkansas teaching license and verified teaching experience from an accredited Arkansas school district will receive full credit for each year of verified teaching experience provided the nurse had the teaching license when the teaching experience was earned.

CONWAY PUBLIC SCHOOLS
CONWAY, ARKANSAS
2020-21 SCHEDULE K-- CENTRAL SERVICES
 Based on 205 Days of Employment

<i>Yrs. Exp.</i>	<i>Step</i>	
0	1	\$ 23,215
1	2	\$ 23,863
2	3	\$ 24,513
3	4	\$ 25,162
4	5	\$ 25,812
5	6	\$ 26,460
6	7	\$ 27,109
7	8	\$ 27,759
8	9	\$ 28,407
9	10	\$ 29,055
10	11	\$ 29,706
11	12	\$ 30,354
12	13	\$ 31,002
13	14	\$ 31,650
14	15	\$ 32,301
15	16	\$ 32,949
16	17	\$ 33,598
17	18	\$ 34,248

<i>Position</i>	<i>Index</i>
<i>KS1 Secretary</i>	1.00
<i>KS2 Secretary</i>	1.03
<i>KS3 Secretary</i>	1.06
<i>KS4 Secretary</i>	1.09
<i>KS5 Secretary</i>	1.12
<i>KS6 Secretary</i>	1.15
<i>KA1 Administrative Secretary</i>	1.10
<i>KA2 Administrative Secretary</i>	1.14
<i>KA3 Administrative Secretary</i>	1.18
<i>KA4 Administrative Secretary</i>	1.22
<i>KA5 Administrative Secretary</i>	1.26
<i>KA6 Administrative Secretary</i>	1.30
<i>KA7 Administrative. Secretary</i>	1.49
<i>KA8 Executive Secretary</i>	1.70

Participation in the National Association of Education Office Personnel Professional Standards Program will entitle the employee to the following additional increments upon completion of each recognized level.

02 Basic	2.5%	05 Advanced II	4.0%
03 Associate	3.0%	06 Advanced III	4.5%
Professional			
04 Advanced I	3.5%	07 CEOE	5.0%
Or CASBO Certification		5.0%	
(Certified Arkansas School Business Official)			

Experience must be in-district experience in area of assignment

CONWAY PUBLIC SCHOOLS
 CONWAY, ARKANSAS
 2020-21 SCHEDULE L - COMPUTER TECHNICIAN SALARY SCHEDULE
 Based on 240 Days of Employment

<i>Yrs. Exp.</i>	<i>Step.</i>	
0	1	\$ 31,192
1	2	\$ 31,859
2	3	\$ 32,529
3	4	\$ 33,197
84	5	\$ 33,864
5	6	\$ 34,533
6	7	\$ 35,202
7	8	\$ 35,869
8	9	\$ 36,537
9	10	\$ 37,206
10	11	\$ 37,873
11	12	\$ 38,542
12	13	\$ 39,210
13	14	\$ 39,878
14	15	\$ 40,545
15	16	\$ 41,215

Indices for the Following:

Computer Technician I	1.30
Computer Technician II	1.45
Local Area Network (LAN) Engineer	1.60
Technology Coordinator	1.75

Experience must be in-district experience in are of assignment

CONWAY PUBLIC SCHOOLS
 CONWAY, ARKANSAS
 2020-21 SCHEDULE M - CENTRAL SERVICES
 Based on 240 Days of Employment

<i>Yrs. Exp.</i>	<i>Step</i>	<i>01</i>	<i>T2</i>
0	1	\$ 33,672	\$ 41,123
1	2	\$ 34,321	\$ 41,685
2	3	\$ 34,969	\$ 42,245
3	4	\$ 35,617	\$ 42,804
4	5	\$ 36,265	\$ 43,365
5	6	\$ 36,912	\$ 43,926
6	7	\$ 37,560	\$ 44,488
7	8	\$ 38,209	\$ 45,046
8	9	\$ 38,856	\$ 45,607
9	10	\$ 39,503	\$ 46,169
10	11	\$ 40,153	\$ 46,729
11	12	\$ 40,800	\$ 47,289
12	13	\$ 41,447	\$ 47,851
13	14	\$ 42,096	\$ 48,410
14	15	\$ 42,745	\$ 48,972
15	16	\$ 43,392	\$ 49,530
16	17	\$ 44,039	\$ 50,093

<i>Position</i>	<i>Index</i>
<i>Central Maint. Lawn & Grounds Wkrs Level 1</i>	1.000
<i>Skilled Maintenance Tradesman T2 *</i>	1.000
<i>Maintenance Supervisor Ass't. *</i>	1.250
<i>Maintenance Supervisor * 240 days</i>	1.510
<i>Purchasing Supervisor * 240 days</i>	1.510
<i>Transportation Supervisor I</i>	1.270
<i>Transportation Supervisor II 240 days</i>	1.510
<i>Transportation Mechanic Level 1</i>	1.000
<i>T2 Transportation Mechanics</i>	1.000
<i>T2 Transportation Lead Mechanic</i>	1.045

Experience must in-district experience in area of assignment SSM 2019-20

***Position requires Master Tradesman's Licensure or Bachelor's Degree**

CONWAY PUBLIC SCHOOLS
 CONWAY, ARKANSAS
 2020-21 SCHEDULE N - PARAPROFESSIONAL SALARY SCHEDULE
 Based on 185 Days of Employment

<i>Yrs. Exp.</i>	<i>Step</i>	<i>7 Hour</i>	<i>8 Hour</i>
0	1	\$ 21,100	\$ 24,117
1	2	\$ 21,565	\$ 24,649
2	3	\$ 22,030	\$ 25,180
3	4	\$ 22,959	\$ 25,712
4	5	\$ 23,423	\$ 26,244
5	6	\$ 23,888	\$ 26,775
6	7	\$ 24,353	\$ 27,839
7	8	\$ 24,817	\$ 27,839
8	9	\$ 25,283	\$ 28,371
9	10	\$ 25,747	\$ 28,903
10	11	\$ 26,210	\$ 29,434
11	12	\$ 26, 676	\$ 29,965
12	13	\$ 27,140	\$ 30,498
13	14	\$ 27,606	\$ 31,029
14	15	\$ 28,071	\$ 31,562
15	16	\$ 28,071	\$ 32,094
16	17	\$ 28,533	\$ 32,625
17	18	\$ 29,000	\$ 33,156

<i>Position</i>	<i>Index</i>
Coordinator of In-School Suspension	1.27

Experience must be in-district within area of assignment.

All coursework or professional development clock hours must be pre-approved by the supervisor(s).

All coursework or professional development clock hours must have been completed within the past two (2) years.

College hours will not be converted to professional development clock hours and professional development clock hours cannot be converted to college hours.

This is a one-time increase.

60 clock hours 3%

60 college credit hours 5%

CONWAY PUBLIC SCHOOLS

CONWAY, ARKANSAS

2020-21 SCHEDULE O - OCCUPATIONAL AND PHYSICAL THERAPISTS/AUDIOLOGISTS

Based on 190 Days of Employment

<i>Yrs. Exp.</i>	<i>Step</i>	<i>BS+24</i>	<i>MS</i>	<i>MS+12</i>	<i>MS+24</i>	<i>MS+45</i>
		<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>
0	1	\$ 43,621	\$ 45,936	\$ 47,476	\$ 47,870	\$ 50,562
1	2	\$ 44,464	\$ 46,777	\$ 48,320	\$ 48,713	\$ 51,404
2	3	\$ 45,307	\$ 47,620	\$ 49,163	\$ 49,557	\$ 52,249
3	4	\$ 46,151	\$ 48,464	\$ 50,006	\$ 50,399	\$ 53,092
4	5	\$ 46,992	\$ 49,306	\$ 50,849	\$ 51,242	\$ 53,934
5	6	\$ 47,836	\$ 50,149	\$ 51,691	\$ 52,085	\$ 54,777
6	7	\$ 48,679	\$ 50,992	\$ 52,533	\$ 52,927	\$ 55,619
7	8	\$ 49,521	\$ 51,836	\$ 53,377	\$ 53,771	\$ 56,462
8	9	\$ 50,364	\$ 52,679	\$ 54,220	\$ 54,614	\$ 57,305
9	10	\$ 51,207	\$ 53,521	\$ 55,063	\$ 55,457	\$ 58,148
10	11	\$ 55,051	\$ 54,364	\$ 55,905	\$ 56,300	\$ 58,991
11	12	\$ 52,894	\$ 55,208	\$ 56,749	\$ 57,142	\$ 59,835
12	13	\$ 53,736	\$ 56,049	\$ 57,592	\$ 57,986	\$ 60,677
13	14	\$ 54,579	\$ 56,892	\$ 58,434	\$ 58,829	\$ 61,520
14	15	\$ 55,423	\$ 57,736	\$ 59,278	\$ 59,670	\$ 62,363
15	16	\$ 56,264	\$ 58,578	\$ 60,122	\$ 60,514	\$ 63,207
16	17	\$ 57,264	\$ 59,422	\$ 60,964	\$ 61,358	\$ 64,050
17	18	-	\$ 60,265	\$ 61,806	\$ 62,200	\$ 64,891
18	19	-	\$ 61,107	\$ 62,648	\$ 63,042	\$ 65,734
19	20	-	\$ 61,950	\$ 63,491	\$ 63,885	\$ 66,577
20	21	-	\$ 62,794	\$ 64,335	\$ 64,728	\$ 67,419
21	22	-	-	\$ 65,794	\$ 65,571	\$ 68,262
22	23	-	-	-	\$ 66,414	\$ 69,106
23	24	-	-	-	-	\$ 69,948

<i>Skills</i>	<i>Index</i>	
<i>Level I</i>	1.00	<hr/> Personnel employed for a number of days other than 190 or for a full-time position of less than 1.00 receive an amount proportional to that shown on the schedule. Such an amount is based on the daily rates established by the schedule.
<i>Level II</i>	1.15	
<i>Level III</i>	1.30	
<i>Level IV</i>	1.45	

The district will award full credit for each year of verified experience provided the employee had a bachelor's degree when experience was earned.

Skill level assignment will be based on training, expertise and education upon recommendation of the director of special education.

CONWAY PUBLIC SCHOOLS
 CONWAY, ARKANSAS
 2020-21 SCHEDULE P -CUSTODIAL SALARY SCHEDULE
 Based on 240 Days of Employment

<i>Yrs. Exp.</i>	<i>Step</i>	<i>7 Hour</i>	<i>8 Hour</i>	<i>Position</i>	<i>Index</i>
0	1	\$ 26,235	\$ 29,028	Custodian	1.00
1	2	\$ 26,793	\$ 29,587		
2	3	\$ 27,353	\$ 30,147	Athletic Lawn and Grounds	1.08
3	4	\$ 27,912	\$ 30,706		
4	5	\$ 28,472	\$ 31,266		
5	6	\$ 29,031	\$ 31,825		
6	7	\$ 29,590	\$ 32,385		
7	8	\$ 30,150	\$ 32,944		
8	9	\$ 30,709	\$ 33,504		
9	10	\$ 31,269	\$ 34,063		
10	11	\$ 31,828	\$ 34,623		
11	12	\$ 32,388	\$ 35,182		
12	13	\$ 32,947	\$ 35,741		
13	14	\$ 33,507	\$ 36,301		
14	15	\$ 34,066	\$ 36,859		
15	16	\$ 34,626	\$ 37,420		
16	17	\$ 35,185	\$ 37,979		

Personnel employed for a number of days other than 240 or for a position of less than 1.00 will receive an amount proportional to that shown on the schedule.

Employees will receive an additional amount equivalent to their daily rate for each work day assigned beyond their contract amount.

Experience must be in-district experience in area of assignment.

Employees hired after June 30, 2004 will be paid from Range 1.

Employees hired before July 1, 2004 will be paid from Range 2.

CONWAY PUBLIC SCHOOLS
 CONWAY, ARKANSAS
 2020-21 SCHEDULE R - FOOD SERVICE SALARY SCHEDULE

Based on 178 Days

<i>Yrs. Exp.</i>	<i>Step</i>	<i>Rate per Hour</i>
0	1	\$ 10.73
1	2	\$ 11.05
2	3	\$ 11.37
3	4	\$ 11.69
84	5	\$ 12.02
5	6	\$ 12.33
6	7	\$ 12.66
7	8	\$ 12.97
8	9	\$ 13.29
9	10	\$ 13.62
10	11	\$ 13.92
11	12	\$ 14.26
12	13	\$ 14.58
13	14	\$ 14.89
14	15	\$ 15.20
15	16	\$ 15.55
16	17	\$ 15.84

<i>Position</i>	<i>Index</i>
<i>Assistant Manager</i>	1.03
<i>Elementary Manager</i>	1.17
<i>Secondary Manager</i>	1.19

Employees completing Part II of Manager's Workshop will receive an increment of 3% of the beginning base salary.
 Experience must be in-district experience in area of assignment.

CONWAY PUBLIC SCHOOL

CONWAY, ARKANSAS

2020-21 SCHEDULE T - TRANSPORTATION SALARY SCHEDULE

BUS DRIVER

Yrs. Exp.	Step	Daily Salary	Mileage Rate	Out of District Shuttle Rate
0	1	\$ 36.51	35¢	\$ 70.12
1	2	\$ 37.51	35¢	\$ 71.09
2	3	\$ 38.51	35¢	\$ 72.06
3	4	\$ 39.51	35¢	\$ 73.01
4	5	\$ 40.50	35¢	\$ 73.99
5	6	\$ 41.50	35¢	\$ 74.95
6	7	\$ 42.48	35¢	\$ 75.91
7	8	\$ 43.49	35¢	\$ 76.88
8	9	\$ 44.48	35¢	\$ 77.83
9	10	\$ 45.47	35¢	\$ 78.79
10	11	\$ 46.48	35¢	\$ 79.76
11	12	\$ 47.47	35¢	\$ 80.71
12	13	\$ 48.44	35¢	\$ 81.66

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1. Drive a school bus provided by the school district.
 2. Bus route assignment will be made from the office of the Superintendent of Schools.
 3. Mileage for each bus route will be established at the beginning of the school year and will be revised only if a change in the route exceeds two miles.
 4. Bus route mileage will be determined using the bus garage as the starting and finishing point of the route.
 5. Out of District Shuttle Rate is based on years of experience on the shuttle route.
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SUBSTITUTE BUS DRIVERS SHALL BE PAID AT THE SAME RATE AS THE REGULAR DRIVER FOR WHOM THEY ARE SUBSTITUTING

Experience must be in-district experience in area of assignment.

CONWAY PUBLIC SCHOOLS
 CONWAY, ARKANSAS
 2020-21 SALARY SCHEDULE BA
 BES AIDES SALARY SCHEDULE

<i>Yrs. Exp.</i>	<i>Step</i>	<i>Rate per Hour</i>
0	1	\$ 10.36
1	2	\$ 10.51
2	3	\$ 10.65
3	4	\$ 10.79
4	5	\$ 10.94
5	6	\$ 11.08
6	7	\$ 11.23
7	8	\$ 11.38
8	9	\$ 11.52
9	10	\$ 11.67
10	11	\$ 11.81

Experience must be in-district experience in area of assignment.

CONWAY PUBLIC SCHOOLS

CONWAY, ARKANSAS

2020-21 SCHEDULE D - CLASSIFIED COORDINATORS

Based on 220 Days of Employment

Education Code (Training)

Yrs. Exp.	Step	Bachelors 1	Masters 2
0	1	\$ 40,535	\$ 45,936
1	2	\$ 41,382	\$ 46,779
2	3	\$ 42,227	\$ 47,625
3	4	\$ 43,071	\$ 48,470
4	5	\$ 43,916	\$ 49,314
5	6	\$ 44,762	\$ 50,159
6	7	\$ 45,605	\$ 51,850
7	8	\$ 46,451	\$ 52,695
8	9	\$ 47,295	\$ 53,540
9	10	\$ 48,986	\$ 54,385
10	11	\$ 49,830	\$ 55,230
11	12	\$ 50,675	\$ 56,076
12	13	\$ 51,522	\$ 56,920
13	14	\$ 52,367	\$ 57,766
14	15	\$ 53,211	\$ 58,610
15	16	-	\$ 59,454
16	17	-	\$ 60,300
17	18	-	\$ 61,147
18	19	-	\$ 61,991
20	21	-	\$ 62,836

Employees must have a bachelor's degree.
Experience must be in-district experience in area of assignment as indicated by job posting.

CONWAY PUBLIC SCHOOLS

CONWAY, ARKANSAS

2020-21 SCHEDULE SW - SOCIAL WORKER SALARY SCHEDULE

Based on 187 Days of Employment

Education Code (Training)

Yrs. Exp.	Step	Bachelors	Masters
0	1	\$ 29,469	\$ 31,107
1	2	\$ 30,302	\$ 31,939
2	3	\$ 31,134	\$ 32,772
3	4	\$ 31,967	\$ 33,604
4	5	\$ 32,799	\$ 34,437
5	6	\$ 33,632	\$ 35,268
6	7	\$ 34,464	\$ 36,101
7	8	\$ 35,297	\$ 36,934
8	9	\$ 36,128	\$ 37,766
9	10	\$ 36,960	\$ 38,598
10	11	\$ 37,793	\$ 39,430
11	12	\$ 38,626	\$ 40,263
12	13	\$ 39,457	\$ 41,095
13	14	\$ 40,290	\$ 41,927
14	15	\$ 41,121	\$ 42,760
15	16	\$ 41,954	\$ 43,592
16	17	\$ 42,786	\$ 44,424

Personnel employed for a number of days other than 187 or for a full-time position of less than 1.0 receive an amount proportional to that shown on the schedule. Such an amount is based on the daily rate as established by the schedule.

Applicants must be licensed as a social worker in Arkansas.

Experience must be in-district experience in area of assignment.

CONWAY PUBLIC SCHOOLS

CONWAY, ARKANSAS

2020-21 SCHEDULE F/B - BUSINESS MANAGER SALARY SCHEDULE

240 Contract Day

<i>Yrs. Exp.</i>	<i>Step</i>	<i>No Degree 1</i>	<i>BA 2</i>
0	1	\$ 48,105	\$ 66,104
1	2	\$ 48,952	\$ 67,051
2	3	\$ 49,801	\$ 67,999
3	4	\$ 50,650	\$ 68,947
4	5	\$ 51,498	\$ 69,896
5	6	\$ 52,347	\$ 70,844
6	7	\$ 53,195	\$ 71,793
7	8	\$ 54,043	\$ 72,742
8	9	\$ 54,890	\$ 73,690
9	10	\$ 55,739	\$ 74,638
10	11	\$ 56,588	\$ 75,587
11	12	\$ 57,435	\$ 76,535
12	13	\$ 58,284	\$ 77,484
13	14	\$ 59,132	\$ 78,431
14	15	\$ 59,980	\$ 79,380
15	16	\$ 60,829	\$ 80,329
16	17	\$ 61,678	\$ 81,277
17	18	-	\$ 82,225
18	19	-	\$ 83,175

CASBO Certification (Certified Arkansas School Business Official) 5.0%

CONWAY PUBLIC SCHOOLS
 CONWAY, ARKANSAS
 2020-21 ATHLETIC INDEX

Grade	Assignment	Index
10-12	Head Coach, Football	0.1500
10-12	Head Coach, Basketball	0.1000
10-12	Head Coach (Primary)	0.0970
10-12	Head Coach (Secondary)	0.0210
10-12	Assistant Coach (Primary)	0.0800
10-12	Assistant Coach (Secondary)	0.0210
10-12	Additional Coaching Duties	0.0210
8-9	Head Coach (Primary)	0.0790
8-9	Head Coach (Secondary)	0.0170
8-9	Assistant Coach (Primary)	0.0740
8-9	Assistant Coach (Secondary)	0.0170
8-9	Additional Coaching Duties	0.0170
7 th	Head Coach (Primary)	0.0730
7 th	Head Coach (Secondary)	0.0120
7 th	Assistant Coach (Primary)	0.0675
7 th	Assistant Coach (Secondary)	0.0120
7 th	Additional Coaching Duties	0.0120

The index will be applied to the employee's 190-day base salary base.

Example: Employee at Range 1, Step 1, with a 200-day contract, assigned to 8-9 Additional Coaching Duties:

Range 1, Step 1, 190 Days	\$40,841.00
Index, 0.017 (\$40,841 * 0.017)	694.30
Additional Days, 10 (\$40,841/190) * 10)	2,149.53
<hr/>	
Total Contract Pay	\$43,684.83

For an individual employee with more than one assignment, the indices will be added together and the total applied to the 190-day base.

For an individual employee the following definitions apply:

Head Coach (Primary)- The single head coaching assignment or the first of two head coaching assignments.

Head Coach (Secondary)- The second head coaching assignment.

Assistant Coach (Primary)- The single assistant coaching assignment or the first of two assistant coaching assignments. Does not apply if a Head Coach (Primary) index is also paid.

Assistant Coach (Secondary)- The second assistant coaching assignment or the first assistant coaching assignment if a Head Coach (Primary) index is also paid.

Additional - Coaching assignment in addition to those stated above. The sport must be supervised at a different class period or in a different season from the first two assignments.

Primary- Applies to that level where the individual spends the majority of his/her coaching time. A person with two head coaching assignments will be assigned the primary level where he/she spends the most time.

CONWAY PUBLIC SCHOOLS
 CONWAY, ARKANSAS
 2020-21 CURRICULAR/EXTRACURRICULAR INDEX

Grade	Assignment	Index
10-12	<i>Student Congress</i>	0.0300
8-9	<i>Student Congress</i>	0.0300
	<i>Prom</i>	0.0100
10-12	<i>Band</i>	0.1000
10-12	<i>Band Auxiliary Unit</i>	0.0140
8-9	<i>Band</i>	0.0820
6-7	<i>Band</i>	0.0770
9-12	<i>Jazz Band</i>	0.0140
10-12	<i>Orchestra</i>	0.0820
8-9	<i>Orchestra</i>	0.0770
6-7	<i>Orchestra</i>	0.0575
10-12	<i>Choral</i>	0.0820
8-9	<i>Choral</i>	0.0770
6-7	<i>Choral</i>	0.0576
	<i>Elementary School Choral Music</i>	0.0100
10-12	<i>School Play (Production)</i>	0.0210
10-12	<i>School Play (Orchestra)</i>	0.0140
10-12	<i>School Play (Vocal Director)</i>	0.0210
10-12	<i>School Play (Vocal Coach)</i>	0.0140
10-12	<i>School Play (Sound & Lights)</i>	0.0140
10-12	<i>Journalism</i>	0.0350
10-12	<i>Photography</i>	0.0300
9-12	<i>Major Academic Club</i>	0.0170

9-12	Minor Academic Club	0.0110
8-9	Club	0.0110
8-9	Yearbook	0.0110
8-12	Parent Involvement Facilitator	0.0140
K-7	Parent Involvement Facilitator	0.0110
	ACSIP Chair	0.0110
8-12	Dept. Head (7+ Tchrs)	0.0140
8-12	Dept. Head (4-6 Tchrs)	0.0120
8-12	Dept. Head (1-3 Tchrs)	0.0110
8-12	Quiz Bowl	0.0575
5-7	Quiz Bowl	0.0170

The index will be applied to the employee's 190-day base salary.

Example: Employee at Range 1, Step 1, with a 200-day contract, assigned to be an 8-12 Parent Involvement Facilitator

Range 1, Step 1, 190 days \$40,841.00 Index, 0.014 (\$40,841.014) 571.77 Additional days, 10 (\$40,841/190) *10 = 2,149.53*

Total contract pays \$43,562.30

SECONDARY SCHOOLS: The principal at each school will determine annually which academic club sponsors will be designated to receive stipends and, if applicable, whether major or minor.

ALL SCHOOLS: Employees serving in the same capacity at more than one building will receive only one index, that being where the individual spends the majority of his/her teaching time.

For an individual employee with more than one assignment, the indices will be added together and the total applied to the 190-day base.

CONWAY PUBLIC SCHOOLS
 CONWAY, ARKANSAS
 2020-21 SCHEDULE S - SUBSTITUTES SALARY SCHEDULE

<i>Title</i>	<i>Pay (per day)</i>
<i>Substitute Teacher</i>	\$80.20
<i>Substitute Instructional Paraprofessional</i>	\$75.00
<i>Substitute Secretary/Paraprofessional Clerk</i>	\$70.00
<i>Long-Term Substitute Teacher (5-12 Consecutive Weeks)</i> <i>(Must be licensed in grade level or subject matter by Arkansas Department of Education)</i>	\$112.91
<i>Long-Substitute Teacher (5-12 Consecutive Weeks)</i> <i>(Must have a teaching license, but not licensed in grade level or subject matter by Arkansas Department of Education)</i>	\$101.29
<i>Extended Substitute Teacher Assignment</i>	\$160.39

Conway Public Schools Miscellaneous Pay / Rate Schedule 2020-21

Classified Positions		
Description	Rate	Rate Type
ABC Para's	\$10.00	Hourly
ABC Summer School Secretary	\$20.00	Hourly
Auditorium Events-Custodians	\$25.00	Hourly
Bus Drivers-Athletic Trips	\$10.50	Hourly
Bus Drivers-Field Trips (Academic)	\$10.50	Hourly
Bus Drivers-Field Trips (Non-School)	\$11.50	Hourly
Bus Drivers-Overflow	\$15.00	Daily
Bus Drivers-Overnight Trips	\$125.00	Daily
CCC Summer Workers-Regular District Employees	\$15.00	Hourly
CCC Summer Workers-Students	Classified Minimum Wage	Hourly
Custodian Trainees	\$10.00	Hourly
Warehouse Summer Employees	\$10.00	Hourly
Maintenance Summer Workers-Students	Classified Minimum Wage	Hourly
Energy Auditor	\$1,183.33	Monthly
Special Event Custodians	Employee's Regular Hourly Rate	Hourly
Special Event Food Service	Employee's Regular Hourly Rate	Hourly
Homebound -Classified -General Ed	\$32.50	Hourly
Homebound -Classified -Special Ed	Employee's Regular Daily Rate	Daily
Saturday School -Classified	\$100.00	Per Session
Summer School -Classified	\$20.00	Hourly
Licensed Positions		
Description	Rate	Rate Type
Before/After School Tutoring-Licensed	\$32.50	Hourly
Career Center Plumbing/Electrical Program	\$48.00	Hourly
DriversEd	Dependent Upon Receipts to DE	Hourly
GTSeminar Prep -Licensed	\$32.50	Hourly
Kindergarten Camp -Licensed	\$32.50	Hourly
Homebound -Licensed	\$32.50	Hourly
Saturday School -Licensed	\$100.00	Per Session
Summer School -Licensed	\$32.50	Hourly
Athletics		
Description	Rate	Rate Type
Athletics-Clock	\$10.00	Hourly
Athletics-Gatekeepers	\$10.00	Hourly
Athletics-Football Press box	\$10.00	Hourly
Athletics-Scorekeepers	\$10.00	Hourly
Athletics-Basketball Book/Clock	\$10.00	Hourly
Athletics-Volleyball Book -Sr. High	\$10.00	Hourly
Athletics-Volleyball Book -Jr. High	\$10.00	Hourly
Athletics-Volleyball Line Judge	\$15.00	Per Match