

CONWAY PUBLIC SCHOOLS  
 CONWAY, ARKANSAS  
 2021-22 LICENSED SALARY SCHEDULE A & J  
 Based on 190 Days of Employment

Education Code (Training)

Yrs Exp	Step	BSE	BSE+12	BSE+24	MSE	MSE+12	MSE+24	ED SPEC/ MSE+45	DOCT.
		1	2	3	4	5	6	7	8
0	1	\$ 41,862	\$ 43,451	\$ 45,047	\$ 47,437	\$ 49,030	\$ 50,623	\$ 52,216	\$ 53,808
1	2	\$ 42,735	\$ 44,324	\$ 45,919	\$ 48,309	\$ 49,901	\$ 51,494	\$ 53,086	\$ 54,680
2	3	\$ 43,607	\$ 45,194	\$ 46,790	\$ 49,181	\$ 50,771	\$ 52,365	\$ 53,956	\$ 55,552
3	4	\$ 44,478	\$ 46,066	\$ 47,661	\$ 50,053	\$ 51,645	\$ 53,239	\$ 54,829	\$ 56,424
4	5	\$ 45,348	\$ 46,939	\$ 48,533	\$ 50,924	\$ 52,517	\$ 54,109	\$ 55,702	\$ 57,294
5	6	\$ 46,220	\$ 47,809	\$ 49,404	\$ 51,795	\$ 53,388	\$ 54,980	\$ 56,573	\$ 58,167
6	7	\$ 47,093	\$ 48,681	\$ 50,276	\$ 52,667	\$ 54,258	\$ 55,852	\$ 57,444	\$ 59,038
7	8	\$ 47,964	\$ 49,554	\$ 51,148	\$ 53,540	\$ 55,131	\$ 56,724	\$ 58,316	\$ 59,909
8	9	\$ 48,836	\$ 50,425	\$ 52,019	\$ 54,411	\$ 56,003	\$ 57,596	\$ 59,188	\$ 60,783
9	10	\$ 49,707	\$ 51,295	\$ 52,891	\$ 55,282	\$ 56,874	\$ 58,467	\$ 60,059	\$ 61,654
10	11	\$ 50,580	\$ 52,167	\$ 53,764	\$ 56,154	\$ 57,745	\$ 59,339	\$ 60,930	\$ 62,525
11	12	\$ 51,452	\$ 53,040	\$ 54,635	\$ 57,026	\$ 58,618	\$ 60,211	\$ 61,801	\$ 63,395
12	13	\$ 52,321	\$ 53,911	\$ 55,506	\$ 57,897	\$ 59,490	\$ 61,082	\$ 62,676	\$ 64,269
13	14	\$ 53,192	\$ 54,782	\$ 56,378	\$ 58,768	\$ 60,361	\$ 61,954	\$ 63,546	\$ 65,140
14	15	\$ 54,065	\$ 55,654	\$ 57,249	\$ 59,640	\$ 61,232	\$ 62,825	\$ 64,417	\$ 66,011
15	16	\$ 54,936	\$ 56,527	\$ 58,121	\$ 60,512	\$ 62,104	\$ 63,696	\$ 65,288	\$ 66,882
16	17	\$ -	\$ -	\$ 58,992	\$ 61,382	\$ 62,975	\$ 64,569	\$ 66,161	\$ 67,755
17	18	\$ -	\$ -	\$ -	\$ 62,255	\$ 63,848	\$ 65,441	\$ 67,032	\$ 68,627
18	19	\$ -	\$ -	\$ -	\$ 63,127	\$ 64,719	\$ 66,312	\$ 67,903	\$ 69,499
19	20	\$ -	\$ -	\$ -	\$ 63,998	\$ 65,590	\$ 67,183	\$ 68,775	\$ 70,369
20	21	\$ -	\$ -	\$ -	\$ 64,868	\$ 66,463	\$ 68,055	\$ 69,647	\$ 71,241
21	22	\$ -	\$ -	\$ -	\$ -	\$ 67,334	\$ 68,927	\$ 70,519	\$ 72,113
22	23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 69,797	\$ 71,391	\$ 72,985
23	24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 72,263	\$ 73,855

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 will receive full credit for each year of verified experience provided the administrator or teacher held a valid teaching license from that state when experience was earned.

Administrators or teachers entering this district with private or college teaching experience will receive one half (½) 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. 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 experience related to the subject to be taught, not to exceed eight (8) years.

CONWAY PUBLIC SCHOOLS  
CONWAY, ARKANSAS  
2021-22 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 teaching position.  
An index will be applied to the base salary as follows:

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

CONWAY PUBLIC SCHOOLS  
 CONWAY, ARKANSAS  
 2021-22 SCHEDULE H - HEALTH CARE PROFESSIONALS  
 Based on 187 Days of Employment

Education Code (Training)

Yrs Exp	Step	LPN 1	DN 2	ADN 3	ADN+15 4	BS 5	BS+12 6	BS+24 7	MS 8
0	1	\$ 27,675	\$ 30,206	\$ 31,885	\$ 33,565	\$ 40,895	\$ 42,447	\$ 44,006	\$ 46,341
1	2	\$ 28,526	\$ 31,060	\$ 32,737	\$ 34,417	\$ 41,749	\$ 43,301	\$ 44,860	\$ 47,194
2	3	\$ 29,377	\$ 31,912	\$ 33,591	\$ 35,270	\$ 42,601	\$ 44,154	\$ 45,713	\$ 48,047
3	4	\$ 30,227	\$ 32,766	\$ 34,444	\$ 36,124	\$ 43,454	\$ 45,008	\$ 46,567	\$ 48,900
4	5	\$ 31,078	\$ 33,619	\$ 35,298	\$ 36,977	\$ 44,308	\$ 45,860	\$ 47,419	\$ 49,754
5	6	\$ 31,929	\$ 34,473	\$ 36,150	\$ 37,830	\$ 45,162	\$ 46,712	\$ 48,272	\$ 50,606
6	7	\$ 32,780	\$ 35,326	\$ 37,004	\$ 38,684	\$ 46,013	\$ 47,566	\$ 49,124	\$ 51,460
7	8	\$ 33,630	\$ 36,179	\$ 37,857	\$ 39,535	\$ 46,868	\$ 48,420	\$ 49,979	\$ 52,312
8	9	\$ 34,481	\$ 37,031	\$ 38,710	\$ 40,388	\$ 47,720	\$ 49,273	\$ 50,832	\$ 53,166
9	10	\$ 35,332	\$ 37,884	\$ 39,563	\$ 41,241	\$ 48,574	\$ 50,125	\$ 51,685	\$ 54,018
10	11	\$ 36,183	\$ 38,738	\$ 40,416	\$ 42,096	\$ 49,427	\$ 50,977	\$ 52,537	\$ 54,871
11	12	\$ 37,033	\$ 39,592	\$ 41,270	\$ 42,950	\$ 50,279	\$ 51,831	\$ 53,390	\$ 55,724
12	13	\$ 37,884	\$ 40,443	\$ 42,122	\$ 43,800	\$ 51,133	\$ 52,684	\$ 54,243	\$ 56,577
13	14	\$ 38,735	\$ 41,297	\$ 42,975	\$ 44,654	\$ 51,986	\$ 53,538	\$ 55,096	\$ 57,431
14	15	\$ 39,586	\$ 42,149	\$ 43,829	\$ 45,507	\$ 52,839	\$ 54,390	\$ 55,949	\$ 58,284
15	16	\$ 40,436	\$ 43,003	\$ 44,682	\$ 46,361	\$ 53,692	\$ 55,244	\$ 56,803	\$ 59,136
16	17	\$ 41,287	\$ 43,856	\$ 45,535	\$ 47,214	\$ 54,544	\$ 56,097	\$ 57,656	\$ 59,990
17	18	\$ 42,138	\$ 44,709	\$ 46,388	\$ 48,067	\$ 55,398	\$ 56,951	\$ 58,510	\$ 60,843
18	19		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 61,695
19	20		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 62,548
20	21		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 63,400

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.

RN 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  
 2021-22 SCHEDULE K - SECRETARIAL/CLERICAL SALARY SCHEDULE

(Based on 185 Days of Employment)

Yrs  
Exp

Step

		KA1	KA2	KA3	KA4	KA5	KA6	KA7	KA8
0	1	\$23,407	\$23,621	\$23,836	\$24,051	\$25,339	\$26,198	\$27,916	\$31,996
1	2	\$24,060	\$24,280	\$24,502	\$24,722	\$26,046	\$26,930	\$28,695	\$32,889
2	3	\$24,715	\$24,942	\$25,169	\$25,395	\$26,756	\$27,663	\$29,477	\$33,785
3	4	\$25,371	\$25,603	\$25,836	\$26,069	\$27,466	\$28,396	\$30,257	\$34,681
4	5	\$26,025	\$26,264	\$26,502	\$26,741	\$28,174	\$29,128	\$31,039	\$35,575
5	6	\$26,679	\$26,923	\$27,168	\$27,413	\$28,881	\$29,860	\$31,818	\$36,468
6	7	\$27,333	\$27,584	\$27,834	\$28,085	\$29,590	\$30,592	\$32,598	\$37,363
7	8	\$27,988	\$28,245	\$28,501	\$28,758	\$30,299	\$31,326	\$33,380	\$38,259
8	9	\$28,642	\$28,904	\$29,166	\$29,430	\$31,006	\$32,057	\$34,159	\$39,152
9	10	\$29,295	\$29,563	\$29,833	\$30,101	\$31,714	\$32,789	\$34,938	\$40,045
10	11	\$29,952	\$30,226	\$30,501	\$30,776	\$32,424	\$33,524	\$35,721	\$40,942
11	12	\$30,604	\$30,885	\$31,166	\$31,447	\$33,131	\$34,254	\$36,500	\$41,835
12	13	\$31,257	\$31,544	\$31,831	\$32,118	\$33,838	\$34,985	\$37,280	\$42,729
13	14	\$31,911	\$32,203	\$32,497	\$32,790	\$34,546	\$35,717	\$38,059	\$43,622
14	15	\$32,567	\$32,867	\$33,165	\$33,464	\$35,257	\$36,452	\$38,842	\$44,519
15	16	\$33,221	\$33,526	\$33,830	\$34,136	\$35,964	\$37,183	\$39,621	\$45,412
16	17	\$33,875	\$34,186	\$34,496	\$34,808	\$36,672	\$37,916	\$40,401	\$46,306
17	18	\$34,530	\$34,847	\$35,164	\$35,481	\$37,382	\$38,649	\$41,183	\$47,202

- KA1 Middle School Secretary
- KA2 High School Secretary, High School Counselor Secretary, Junior High Secretary
- KA3 Elementary Bookkeeper, Middle School Bookkeeper
- KA4 Junior High Bookkeeper, High School Bookkeeper, Registrar, Warehouse Clerk, Technology Secretary
- KA5 Central Office & SPED reception with secretarial responsibilities
- KA6 Central Office, SPED, Transportation, Maintenance, Food Service Systems Support, Asst. Accounts Payable
- KA7 Central Office Accounts Payable, Payroll, Insurance & Benefits
- KA8 Superintendent Secretary

Credit will be given for experience in the same position from another school district. Years of experience will not be given for previous part-time employment.

A 5% one-time increase will be given for an associate degree or higher in a related field.

CONWAY PUBLIC SCHOOLS  
 CONWAY, ARKANSAS  
 2021-22 SCHEDULE L - COMPUTER TECHNICIAN SALARY SCHEDULE  
 (Based on 240 Days of Employment)

Yrs Exp	Step	
0	1	\$ 31,972
1	2	\$ 32,655
2	3	\$ 33,342
3	4	\$ 34,027
4	5	\$ 34,711
5	6	\$ 35,396
6	7	\$ 36,082
7	8	\$ 36,766
8	9	\$ 37,450
9	10	\$ 38,136
10	11	\$ 38,820
11	12	\$ 39,506
12	13	\$ 40,190
13	14	\$ 40,875
14	15	\$ 41,559
15	16	\$ 42,245
16	17	\$42,932
17	18	\$43,619

Position:	Index
Computer Technician I	1.30
Computer Technician II	1.45

Credit will be given for experience in the same position from another school district. Years of experience shall not be awarded for previous part-time employment.

CONWAY PUBLIC SCHOOLS  
 CONWAY, ARKANSAS  
 2021-22 SCHEDULE M - CENTRAL SERVICES  
 (Based on 240 Days of Employment)

Yrs. Exp.	Step	01	02
0	1	\$ 34,514	\$ 42,151
1	2	\$ 35,179	\$ 42,816
2	3	\$ 35,843	\$ 43,482
3	4	\$ 36,507	\$ 44,147
4	5	\$ 37,172	\$ 44,812
5	6	\$ 37,835	\$ 45,477
6	7	\$ 38,499	\$ 46,142
7	8	\$ 39,164	\$ 46,808
8	9	\$ 39,827	\$ 47,473
9	10	\$ 40,491	\$ 48,138
10	11	\$ 41,157	\$ 48,803
11	12	\$ 41,820	\$ 49,469
12	13	\$ 42,483	\$ 50,134
13	14	\$ 43,148	\$ 50,799
14	15	\$ 43,814	\$ 51,464
15	16	\$ 44,477	\$ 52,129
16	17	\$ 45,140	\$ 52,795
17	18	\$ 45,805	\$ 53,460

<u>Level 01</u>	<u>Index</u>
Central Maint Lawn & Grounds Wkrs	1.000
Transportation Mechanic	1.000
Warehouse Delivery	1.000
Purchasing Supervisor	1.510
Transportation Supervisor I	1.270
<u>Level 02</u>	
Maintenance - Skilled Tradesman *	1.000
Maintenance/Custodial Supervisor Asst. **	1.250
Maintenance Supervisor **	1.510
Transportation Supervisor II	1.510
Technology Technician I	1.100
Technology Technician II - Network and Servers	1.250
Technology Supervisor	1.510
Transportation Diesel Mechanic	1.000
Transportation Lead Mechanic	1.045

\* Position requires verifiable commercial experience in trade.

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

Credit will be given for experience in the same position from another school district. Years of experience shall not be awarded for previous part-time employment.

CONWAY PUBLIC SCHOOLS  
 CONWAY, ARKANSAS  
 2021-22 SCHEDULE N - PARAPROFESSIONAL SALARY SCHEDULE  
 (Based on 185 Days of Employment)

Yrs. Exp.	Step	7 Hour	8 Hour
0	1	\$ 21,628	\$ 24,720
1	2	\$ 22,104	\$ 25,265
2	3	\$ 22,581	\$ 25,810
3	4	\$ 23,057	\$ 26,355
4	5	\$ 23,533	\$ 26,900
5	6	\$ 24,009	\$ 27,444
6	7	\$ 24,485	\$ 27,990
7	8	\$ 24,962	\$ 28,535
8	9	\$ 25,437	\$ 29,080
9	10	\$ 25,915	\$ 29,626
10	11	\$ 26,391	\$ 30,170
11	12	\$ 26,865	\$ 30,714
12	13	\$ 27,343	\$ 31,260
13	14	\$ 27,819	\$ 31,805
14	15	\$ 28,296	\$ 32,351
15	16	\$ 28,773	\$ 32,896
16	17	\$ 29,246	\$ 33,441
17	18	\$ 29,725	\$ 33,985

Position Index  
 Coordinator of In-School Suspension 1.27

Credit will be given for experience in the same position from another school district. Years of experience shall not be awarded for previous part-time employment.

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, prior to the 04-05 year.

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  
 2021-22 SCHEDULE O - OCCUPATIONAL AND PHYSICAL THERAPISTS/AUDIOLOGISTS  
 Based on 190 Days of Employment

		Education Code (Training)				
		BS+24 1	MS 2	MS+12 3	MS+24 4	MS+45 5
Yrs Exp	Step					
0	1	\$ 44,712	\$ 47,084	\$ 48,663	\$ 49,067	\$ 51,826
1	2	\$ 45,576	\$ 47,946	\$ 49,528	\$ 49,931	\$ 52,689
2	3	\$ 46,440	\$ 48,811	\$ 50,392	\$ 50,796	\$ 53,555
3	4	\$ 47,305	\$ 49,676	\$ 51,256	\$ 51,659	\$ 54,419
4	5	\$ 48,167	\$ 50,539	\$ 52,120	\$ 52,523	\$ 55,282
5	6	\$ 49,032	\$ 51,403	\$ 52,983	\$ 53,387	\$ 56,146
6	7	\$ 49,896	\$ 52,267	\$ 53,846	\$ 54,250	\$ 57,009
7	8	\$ 50,759	\$ 53,132	\$ 54,711	\$ 55,115	\$ 57,874
8	9	\$ 51,623	\$ 53,996	\$ 55,576	\$ 55,979	\$ 58,738
9	10	\$ 52,487	\$ 54,859	\$ 56,440	\$ 56,843	\$ 59,602
10	11	\$ 53,352	\$ 55,723	\$ 57,303	\$ 57,708	\$ 60,466
11	12	\$ 54,216	\$ 56,588	\$ 58,168	\$ 58,571	\$ 61,331
12	13	\$ 55,079	\$ 57,450	\$ 59,032	\$ 59,436	\$ 62,194
13	14	\$ 55,943	\$ 58,314	\$ 59,895	\$ 60,300	\$ 63,058
14	15	\$ 56,809	\$ 59,179	\$ 60,760	\$ 61,162	\$ 63,922
15	16	\$ 57,671	\$ 60,042	\$ 61,625	\$ 62,027	\$ 64,787
16	17	\$ 58,536	\$ 60,908	\$ 62,488	\$ 62,892	\$ 65,651
17	18	\$ 59,401	\$ 61,772	\$ 63,351	\$ 63,755	\$ 66,513
18	19	\$ -	\$ 62,635	\$ 64,214	\$ 64,618	\$ 67,377
19	20	\$ -	\$ 63,499	\$ 65,078	\$ 65,482	\$ 68,241
20	21	\$ -	\$ 64,364	\$ 65,943	\$ 66,346	\$ 69,104
21	22	\$ -	\$ -	\$ 66,807	\$ 67,210	\$ 69,969
22	23	\$ -	\$ -	\$ -	\$ 68,074	\$ 70,834
23	24	\$ -	\$ -	\$ -	\$ -	\$ 71,697

<u>Skills</u>	<u>Index</u>
Level I	1.00
Level II	1.15
Level III	1.30
Level IV	1.45

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 rate as established by the schedule.

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  
 2021-22 SCHEDULE P - CUSTODIAL SALARY SCHEDULE  
 (Based on 240 Days of Employment)

Yrs. Exp.	Step		
0	1	\$ 26,891	\$ 29,754
1	2	\$ 27,463	\$ 30,327
2	3	\$ 28,037	\$ 30,901
3	4	\$ 28,610	\$ 31,474
4	5	\$ 29,184	\$ 32,048
5	6	\$ 29,757	\$ 32,621
6	7	\$ 30,330	\$ 33,195
7	8	\$ 30,904	\$ 33,768
8	9	\$ 31,477	\$ 34,342
9	10	\$ 32,051	\$ 34,915
10	11	\$ 32,624	\$ 35,489
11	12	\$ 33,198	\$ 36,062
12	13	\$ 33,771	\$ 36,635
13	14	\$ 34,345	\$ 37,209
14	15	\$ 34,918	\$ 37,780
15	16	\$ 35,492	\$ 38,356
16	17	\$ 36,065	\$ 38,928
17	18	\$36,639	\$ 39,502

<u>Position</u>	Index
Custodian	1.00
Athletic Lawn and Grounds	1.08

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.

Credit will be given for experience in the same position from another school district. Years of experience shall not be awarded for previous part-time employment.

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  
 2021-22 SCHEDULE R  
 FOOD SERVICE SALARY SCHEDULE - BASED ON 178 DAYS

Yrs. Exp.	Step	Café	Asst.	Elementary	Secondary
		Worker	Manager	Manager	Manager
0	1	\$ 11.89	\$ 12.25	\$ 13.91	\$ 14.15
1	2	\$ 12.22	\$ 12.58	\$ 14.30	\$ 14.54
2	3	\$ 12.55	\$ 12.92	\$ 14.68	\$ 14.93
3	4	\$ 12.87	\$ 13.26	\$ 15.06	\$ 15.32
4	5	\$ 13.20	\$ 13.60	\$ 15.45	\$ 15.71
5	6	\$ 13.53	\$ 13.94	\$ 15.83	\$ 16.10
6	7	\$ 13.86	\$ 14.27	\$ 16.21	\$ 16.49
7	8	\$ 14.19	\$ 14.61	\$ 16.60	\$ 16.88
8	9	\$ 14.51	\$ 14.95	\$ 16.98	\$ 17.27
9	10	\$ 14.84	\$ 15.29	\$ 17.37	\$ 17.66
10	11	\$ 15.17	\$ 15.63	\$ 17.75	\$ 18.05
11	12	\$ 15.50	\$ 15.96	\$ 18.13	\$ 18.44
12	13	\$ 15.83	\$ 16.30	\$ 18.52	\$ 18.83
13	14	\$ 16.15	\$ 16.64	\$ 18.90	\$ 19.22
14	15	\$ 16.48	\$ 16.98	\$ 19.28	\$ 19.61
15	16	\$ 16.81	\$ 17.31	\$ 19.67	\$ 20.00
16	17	\$ 17.14	\$ 17.65	\$ 20.05	\$ 20.39
17	18	\$ 17.47	\$ 17.99	\$ 20.44	\$ 20.78

Employees completing Part II of Manager's Workshop will receive an increment of 3% of the beginning base salary.

Credit will be given for experience in the same position from another school district. Years of experience shall not be awarded for previous part-time employment.

CONWAY PUBLIC SCHOOLS  
 CONWAY, ARKANSAS  
 2021-22 SCHEDULE T - TRANSPORTATION SALARY SCHEDULE

BUS DRIVER

Yrs. Exp.	Step	Daily Salary	Mileage Rate	Out of District Shuttle Rate
0	1	\$37.42	36¢	\$71.87
1	2	\$38.45	36¢	\$72.87
2	3	\$39.47	36¢	\$73.86
3	4	\$40.50	36¢	\$74.84
4	5	\$41.51	36¢	\$75.84
5	6	\$42.54	36¢	\$76.82
6	7	\$43.54	36¢	\$77.81
7	8	\$44.58	36¢	\$78.80
8	9	\$45.59	36¢	\$79.78
9	10	\$46.61	36¢	\$80.76
10	11	\$47.64	36¢	\$81.75
11	12	\$48.66	36¢	\$82.73
12	13	\$49.65	36¢	\$83.70
13	14	\$50.68	36¢	\$84.71
14	15	\$51.70	36¢	\$85.71
15	16	\$52.73	36¢	\$86.72
16	17	\$53.75	36¢	\$87.72
17	18	\$54.78	36¢	\$88.72

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.

SUBSTITUTE BUS DRIVERS SHALL BE PAID AT THE SAME RATE AS THE REGULAR DRIVER FOR WHOM THEY ARE SUBSTITUTING

Credit will be given for experience in the same position from another school district.

Years of experience will not be given for previous part-time employment.

CONWAY PUBLIC SCHOOLS  
 CONWAY, ARKANSAS  
 2021-22 SALARY SCHEDULE BA  
 BUS AIDES SALARY SCHEDULE

**Bus Aides**

Yrs Exp	Step	Rate per Hour
0	1	\$ 11.28
1	2	\$ 11.43
2	3	\$ 11.58
3	4	\$ 11.74
4	5	\$ 11.89
5	6	\$ 12.04
6	7	\$ 12.20
7	8	\$ 12.35
8	9	\$ 12.51
9	10	\$ 12.66
10	11	\$ 12.81
11	12	\$ 12.97
12	13	\$ 13.12
13	14	\$ 13.27
14	15	\$ 13.43
15	16	\$ 13.58
16	17	\$ 13.74
17	18	\$ 13.89

Credit will be given for experience in the same position from another school district.  
 Years of experience will not be given for previous part-time employment.

CONWAY PUBLIC SCHOOLS  
 CONWAY, ARKANSAS  
 2021-22 SCHEDULE D - CLASSIFIED COORDINATORS  
 Based on 220 Days of Employment

Education Code (Training)

Yrs Exp	Step	Bachelors	Masters
		1	2
0	1	\$ 41,548	\$ 47,084
1	2	\$ 42,417	\$ 47,948
2	3	\$ 43,283	\$ 48,816
3	4	\$ 44,148	\$ 49,682
4	5	\$ 45,014	\$ 50,547
5	6	\$ 45,881	\$ 51,413
6	7	\$ 46,745	\$ 52,281
7	8	\$ 47,612	\$ 53,146
8	9	\$ 48,477	\$ 54,012
9	10	\$ 49,345	\$ 54,879
10	11	\$ 50,211	\$ 55,745
11	12	\$ 51,076	\$ 56,611
12	13	\$ 51,942	\$ 57,478
13	14	\$ 52,810	\$ 58,343
14	15	\$ 53,676	\$ 59,210
15	16	\$ 54,541	\$ 60,075
16	17	\$55,409	\$ 60,940
17	18	\$56,278	\$ 61,808
18	19	\$ -	\$ 62,676
19	20	\$ -	\$ 63,541
20	21	-	64,407

Employee must have a bachelor's degree.

Credit will be given for experience in the same position from another school district.

Years of experience shall not be awarded for previous part-time employment.

CONWAY PUBLIC SCHOOLS  
 CONWAY, ARKANSAS  
 2021-2022 SCHEDULE SW - SOCIAL WORKER SALARY SCHEDULE  
 Based on 187 Days of Employment

Education Code (Training)

Yrs Exp	Step	Bachelors	Masters
		0	1
1	2	\$40,175	\$41,854
2	3	\$41,029	\$42,708
3	4	\$41,883	\$43,561
4	5	\$42,736	\$44,415
5	6	\$43,590	\$45,269
6	7	\$44,444	\$46,123
7	8	\$45,298	\$46,977
8	9	\$46,152	\$47,831
9	10	\$47,005	\$48,684
10	11	\$47,859	\$49,538
11	12	\$48,713	\$50,392
12	13	\$49,567	\$51,246
13	14	\$50,421	\$52,100
14	15	\$51,275	\$52,954
15	16	\$52,128	\$53,807
16	17	\$52,982	\$54,661
17	18	\$53,836	\$55,515

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.

Credit will be given for experience in the same position from another school district. Years of experience shall not be awarded for previous part-time employment.

CONWAY PUBLIC SCHOOLS  
 CONWAY, ARKANSAS  
 Non-Public School Licensed Salary Schedule 2021-22  
 Based on 190 Days of Employment

Education Code (Training)

Yrs Exp	Step	Education Code (Training)			
		BSE 1	BSE+12 2	BSE+24 3	MSE 4
0	1	\$ 37,507	\$ 39,183	\$ 40,860	\$ 42,535
1	2	\$ 38,047	\$ 39,724	\$ 41,400	\$ 43,077
2	3	\$ 38,587	\$ 40,264	\$ 41,940	\$ 43,617
3	4	\$ 39,129	\$ 40,804	\$ 42,481	\$ 44,157
4	5	\$ 39,670	\$ 41,344	\$ 43,021	\$ 44,698
5	6	\$ 40,211	\$ 41,888	\$ 43,561	\$ 45,238
6	7	\$ 40,751	\$ 42,428	\$ 44,104	\$ 45,780
7	8	\$ 41,292	\$ 42,968	\$ 44,645	\$ 46,320
8	9	\$ 41,832	\$ 43,509	\$ 45,185	\$ 46,861
9	10	\$ 42,372	\$ 44,049	\$ 45,725	\$ 47,402
10	11	\$ 42,914	\$ 44,590	\$ 46,266	\$ 47,942
11	12	\$ 43,454	\$ 45,130	\$ 46,807	\$ 48,484
12	13	\$ 43,995	\$ 45,672	\$ 47,348	\$ 49,024
13	14	\$ 44,536	\$ 46,212	\$ 47,889	\$ 49,565
14	15	\$ 45,077	\$ 46,752	\$ 48,429	\$ 50,105
15	16	\$ 45,618	\$ 47,295	\$ 48,969	\$ 50,646
16	17	\$ -	\$ 47,835	\$ 49,510	\$ 51,186
17	18	\$ -	\$ 48,375	\$ 50,052	\$ 51,727
18	19	\$ -	\$ -	\$ 50,592	\$ 52,268
19	20	\$ -	\$ -	\$ -	\$ 52,810
20	21	\$ -	\$ -	\$ -	\$ 53,350
21	22	\$ -	\$ -	\$ -	\$ -
22	23	\$ -	\$ -	\$ -	\$ -
23	24	\$ -	\$ -	\$ -	\$ -

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-will receive full credit for each year of verified experience provided the administrator or teacher held a valid teaching license from that state when experience was earned.

Administrators or teachers entering this district with private or college teaching experience will receive one half ( $\frac{1}{2}$ ) 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. VOCATIONAL TEACHERS - Vocational teachers will receive full credit for any experience obtained in an accredited vocational school. Vocational teachers will receive one-half ( $\frac{1}{2}$ ) credit for any verified experience obtained in an accredited post-secondary school or accredited community college and any specialized experience related to the subject to be taught, not to exceed eight (8) years.

SS NPL 2021-22



CONWAY PUBLIC SCHOOLS  
 CONWAY, ARKANSAS  
 2021-22 Non-Public School Classified Salary Schedule  
 Based on 185 Days of Employment

Employees hired in Classified Non-Public Positions after June 30, 2013 will be paid  
 from the Non-Public School Classified Salary Schedule

Yrs Exp	Step	Reg 8 hrs	CDA 8 hrs
0	1	\$ 20,300	\$ 20,851
1	2	\$ 20,840	\$ 21,392
2	3	\$ 21,380	\$ 21,932
3	4	\$ 21,922	\$ 22,473
4	5	\$ 22,462	\$ 23,015
5	6	\$ 23,003	\$ 23,556
6	7	\$ 23,545	\$ 24,096
7	8	\$ 24,085	\$ 24,636
8	9	\$ 24,626	\$ 25,177
9	10	\$ 25,166	\$ 25,717
10	11	\$ 25,707	\$ 26,258
11	12	\$ 26,248	\$ 26,799
12	13	\$ 26,788	\$ 27,340
13	14	\$ 27,330	\$ 27,880
14	15	\$ 27,870	\$ 28,421
15	16	\$ 28,410	\$ 28,962
16	17	\$ 28,951	\$ 29,504
17	18	\$ 29,492	\$ 30,044
18	19	\$ 30,034	\$ 30,584
19	20	\$ 30,574	\$ 31,125
20	21	\$ 31,115	\$ 31,665
21	22	\$ 31,655	\$ 32,206
22	23	\$ 32,195	\$ 32,747
23	24	\$ 32,735	\$ 33,288

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

Credit will be given for experience in the same position from another school district. Years of experience shall not be awarded for previous part-time employment.

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 College Credit Hours 5%.

CONWAY PUBLIC SCHOOLS  
CONWAY, ARKANSAS  
2021-22 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
7th	Head Coach (Primary).....	0.0730
7th	Head Coach (Secondary).....	0.0120
7th	Assistant Coach (Primary).....	0.0675
7th	Assistant Coach (Secondary).....	0.0120
7th	Additional Coaching Duties.....	0.0120

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 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)	<u>2,149.53</u>
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 assignments 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  
2021-22 CURRICULAR/EXTRACURRICULAR INDEX

Grades	Assignment	Index
10-12	Student Congress.....	0.0300
8-9	Student Congress.....	0.0300
	Prom.....	0.0100
10-12	Band.....	0.1000
10-12	Band Auxilliary Unit.....	0.0140
8-9	Band.....	0.0820
6-7	Band.....	0.0770
9-12	Jazz Band.....	0.0140
10-12	Orchestra.....	0.0820
8-9	Orchestra.....	0.0770
6-7	Orchestra.....	0.0575
10-12	Choral.....	0.0820
8-9	Choral.....	0.0770
6-7	Choral.....	0.0575
	Elementary School Choral Music.....	0.0100
10-12	School Play (Production).....	0.0210
10-12	School Play (Orchestra).....	0.0140
10-12	School Play (Vocal Director).....	0.0210
10-12	School Play (Vocal Coach).....	0.0140
10-12	School Play (Sound & Lights).....	0.0140
10-12	Journalism.....	0.0350
10-12	Photography.....	0.0300
9-12	Major Academic Club.....	0.0170
9-12	Minor Academic Club.....	0.0110
8-9	Club.....	0.0110
8-9	Yearbook.....	0.0170
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*

<i>\$40,841.00</i>	<i>Range 1, Step 1, 190 days</i>
<i>Index, 0.014 (\$40,841*.014)</i>	<i>571.77</i>
<i>Additional days, 10 (\$40,841/190)*10</i>	<i><u>2,149.53</u></i>
<i>Total contract pay</i>	<i>\$43,562.30</i>

**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  
2021-22 SCHEDULE S - SUBSTITUTE SALARY SCHEDULE

Substitute Teacher (HS Diploma/GED)	\$88.00 Per Day
Substitute Teacher (Bachelor's Degree)	\$90.00 Per Day
Substitute Teacher (Licensed)	\$95.00 Per Day
Substitute Para/Secretary (No Degree)	\$11.00 Per Hour
Substitute Para/Secretary (Assoc/Bachelor's Degree)	\$12.00 Per Hour
Substitute Nurse - RN	\$129.00 Per Day
Long-Term Substitute Teacher - Degree/non-licensed (25 or more consecutive days)	\$100.00 Per Day
Long-Term Substitute Teacher (25 consecutive days or more) (Must have a teaching license, but <u>not</u> licensed in grade level or subject matter by DESE (Division or Elem/Sec Education))	\$113.00 Per Day
Long-Term Substitute Teacher (25 consecutive days or more) (Must be licensed in grade level or subject matter by DESE (Division or Elem/Sec Education))	\$125.00 Per Day
Extended Substitute Teacher Assignment (a semester or more)	\$161.00 Per Day
(Must be licensed in grade level or subject matter by DESE (Division or Elem/Sec Education)) Must complete semester then retro to day one.	

**Conway Public Schools**  
**Miscellaneous Pay / Rate Schedule 2021-22**

**Classified Positions**

Description	Rate	Rate Type
ABC Para's	\$11.00	Hourly
ABC Summer School Secretary	\$20.00	Hourly
Auditorium Events - Custodians	\$25.00	Hourly
Bus Drivers - Athletic Trips	\$11.00	Hourly
Bus Drivers - Field Trips (Academic)	\$11.00	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	\$11.00	Hourly
Warehouse Summer Employees	\$11.00	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
Intervention-Specialized Training Required	\$32.50	Hourly

**Licensed Positions**

Description	Rate	Rate Type
Before/After School Tutoring - Licensed	\$32.50	Hourly
Career Center Plumbing / Electrical Program	\$48.00	Hourly
Drivers Ed	Dependent Upon Receipts to DE	Hourly
GT Seminar 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	\$11.00	Hourly
Athletics - Gatekeepers	\$11.00	Hourly
Athletics - Football Pressbox	\$11.00	Hourly
Athletics - Scorekeepers	\$11.00	Hourly
Athletics - Basketball Book/Clock	\$11.00	Hourly
Athletics - Volleyball Book - Sr. High	\$11.00	Hourly
Athletics - Volleyball Book - Jr. High	\$11.00	Hourly
Athletics - Volleyball Line Judge	\$15.00	Per Match