

**Descriptor Term: Descriptor**  
**CERTIFIED/CLASSIFIED**  
**SALARY SCHEDULE**

**Code:**  
**GBAAA**

**Issue Date:**  
 July 1, 1997

**Last Revised:**  
 June 20, 2011

Experience	BA		BA +15		MED		MED+15		MED+30		Longevity	Credit	End of year
	BA	Index	Index	Index	Index	Index	Index	Index	Index				
0	33300	1.000	34330	1.031	37832	1.136	38450	1.155	39068	1.173	0	\$0	1
1	33800	1.015	34830	1.046	38332	1.151	38950	1.170	39568	1.188	1	\$0	2
2	34300	1.030	35330	1.061	38832	1.166	39450	1.185	40068	1.203	2	\$0	3
3	34800	1.045	35830	1.076	39332	1.181	39950	1.200	40568	1.218	3	\$0	4
4	35300	1.060	36330	1.091	39832	1.196	40450	1.215	41068	1.233	4	\$0	5
5	35800	1.075	36830	1.106	40332	1.211	40950	1.230	41568	1.248	5	\$500	6
6	36300	1.090	37330	1.121	40832	1.226	41450	1.245	42068	1.263	6	\$500	7
7	36800	1.105	37830	1.136	41332	1.241	41950	1.260	42568	1.278	7	\$500	8
8	37300	1.120	38330	1.151	41832	1.256	42450	1.275	43068	1.293	8	\$500	9
9	37800	1.135	38830	1.166	42332	1.271	42950	1.290	43568	1.308	9	\$500	10
10	38300	1.150	39330	1.181	42832	1.286	43450	1.305	44068	1.323	10	\$750	11
11	38800	1.165	39830	1.196	43332	1.301	43950	1.320	44568	1.338	11	\$750	12
12	39300	1.180	40330	1.211	43832	1.316	44450	1.335	45068	1.353	12	\$750	13
13	39800	1.195	40830	1.226	44332	1.331	44950	1.350	45568	1.368	13	\$750	14
14	40300	1.210	41330	1.241	44832	1.346	45450	1.365	46068	1.383	14	\$750	15
15	40800	1.225	41830	1.256	45332	1.361	45950	1.380	46568	1.398	15	\$1,000	16
16	41300	1.240	42330	1.271	45832	1.376	46450	1.395	47068	1.413	16	\$1,000	17
17	41800	1.255	42830	1.286	46332	1.391	46950	1.410	47568	1.428	17	\$1,000	18
18	42300	1.270	43330	1.301	46832	1.406	47450	1.425	48068	1.443	18	\$1,000	19
19	42800	1.285	43830	1.316	47332	1.421	47950	1.440	48568	1.458	19	\$1,000	20
20	43300	1.300	44330	1.331	47832	1.436	48450	1.455	49068	1.474	20	\$1,250	21
21	43800	1.315	44830	1.346	48332	1.451	48950	1.470	49568	1.489	21	\$1,250	22
22	44300	1.330	45330	1.361	48832	1.466	49450	1.485	50068	1.504	22	\$1,250	23
23	44800	1.345	45830	1.376	49332	1.481	49950	1.500	50568	1.519	23	\$1,250	24
24	45300	1.360	46330	1.391	49832	1.496	50450	1.515	51068	1.534	24	\$1,250	25
25	45800	1.375	46830	1.406	50332	1.511	50950	1.530	51568	1.549	25	\$1,500	26
26	46300	1.390	47330	1.421	50832	1.526	51450	1.545	52068	1.564	26	\$1,500	27
27	46800	1.405	47830	1.436	51332	1.542	51950	1.560	52568	1.579	27	\$1,500	28
28	47300	1.420	48330	1.451	51832	1.557	52450	1.575	53068	1.594	28	\$1,500	29
29	47800	1.435	48830	1.466	52332	1.572	52950	1.590	53568	1.609	29	\$1,500	30
30	48300	1.450	49330	1.481	52832	1.587	53450	1.605	54068	1.624	30	\$1,500	31

Note: All positions on preceding schedule are indexed to base position of B.S. degree and 0 years experience. Index derived by dividing respective position on schedule by base salary. Each respective index shows relative position to base position for a 190 day contract. Fractional part of index reflects cumulative value of experience and/or additional hours and/or degree over a B.S. and are shown for comparison purposes only. This salary schedule revision meets and exceeds provisions of Arkansas Codes Annotated, 6-5-307, A.C.A. 6-17-1001 and A.C.A. 6-20-310. Educational Excellence Trust Funds will be distributed in the above salary schedule according to A.C.A. 6-5-307. **Vertical steps are \$500.**

**Gentry Public School District Board Policies**

**Effective As Of July 1, 2011**



The mission of the Gentry School District is to work with the community in providing safe and successful experiences for each student.





“Certified employees who perform a service for the school district outside their contracted instructional day that is not already compensated by a stipend, which requires certification to perform, and the service is in the teacher’s field of certification, shall be paid at either his/her per diem rate or per hour rate based on an eight hour day calculated from his/her per diem rate.

“Certified employees who perform a service for the school district outside their contracted instructional day, that is not already compensated by a stipend, is in excess of 60 minutes per week and which does not require certification to perform, shall be paid at either the per diem rate or per hour rate based on an eight hour day calculated on an aides position at Step 0.

### **CERTIFIED EMPLOYEES FRACTIONAL F.T.E. PROVISION**

For any non-administrative, certified employee's, working less than a seven period day, pay is based on a proportional per diem rate of contracted amount for a full day employee.

### **CLASSIFIED EMPLOYEES**

#### **Work Hours**

The contracts of all classified employees contracted for a school term are based on 185 days. A 1.00 FTE classified employee’s work day is considered to be 8 hours and the contracted employee’s per hourly rate may be computed by dividing the contracted amount by 185 days and dividing that result by 8 hours.

Any assigned duties performed in excess of the resulting 40-hour workweek shall be paid a one and one-half (1½) times the hourly rate. By mutual agreement between the employee’s supervisor and the employee, the employee may receive one and one-half (1½) times the number hours worked in excess of the forty-hour workweek of release time, which shall be taken in the following 40-hour work period.

Bus drivers and non-supervisory cafeteria employees will be contracted on a per hour basis. The same provisions regarding overtime and release time as described above shall apply.

Each classified employee shall receive a fifteen (15) minute paid break within each four (4) hours period worked.

Each classified shall have a 30 minute paid lunch break within the eight (8) hour workday.

A workweek shall begin at 12:00 a.m. on Sunday and conclude at 11:59:59 p.m. on Saturday.

### **BENEFITS/SALARY SUPPLEMENTS**

Car allowance shall be paid to the superintendent in the amount of \$2700.00 per year. This allowance shall be paid in a lump sum at the beginning of each fiscal year. The superintendent shall keep a log of mileage traveled for school purposes from January 1 to December 30. The miles traveled shall be multiplied times the rate, existing each July 1, as allowed by the Internal Revenue Service for business travel and the total expense shall be subtracted from the \$2700 allowance. On this difference, usual payroll taxes for state, federal, F.I.C.A., and Medicaid shall be computed and withheld and the superintendent shall receive a 1099-G Misc. Income.

Membership dues in the Arkansas Association of Educational Administrators will be paid for all full-time administrators.

In accordance with A.C.A. 6-17-1117 the Gentry School District shall pay the health insurance contribution rate established by the State Board of Education for each eligible [other] employee electing to participate in the Public School Employee Health Insurance Program. By the provisions of A.C.A. 6-17-1116, full-time Gentry School bus drivers are eligible to participate in the Public School Employee Health Insurance Program. By A.C.A. 6-17-1111, hourly contracted workers who work less than 900 hours per year are not eligible to participate in the Public School Employee Health Insurance Program.

Business mileage for use of personal vehicle is reimbursed at the rate, existing each July 1, as allowed by the Internal Revenue

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Service for business for all employees, excluding the superintendent, for all school trips having prior approval by the superintendent.

Meal reimbursement shall be based on actual expenses of meal and gratuity as documented by receipts from the institution at which the meal was obtained. The maximum reimbursement per day shall be (\$30) thirty dollars. No reimbursement shall be made without appropriate documentation.

**EXTRA DUTY PAY/SALARY SUPPLEMENT  
CERTIFIED EMPLOYEES  
GENTRY PUBLIC SCHOOLS**

Parent Involvement Coordinator	\$1500
Gifted and Talented Coordinator	\$1500
High School Newspaper	\$300
High School Newsletter	\$300
Middle School Newsletter	\$300
Intermediate School Newsletter	\$300
Primary School Newsletter	\$300
Senior Class Sponsor	\$400
Junior Class Sponsor	\$800
High School Student Council	\$400
Drama-Forensics Coach	\$500
High School Yearbook	\$1500
High School Ace	\$700
National Board Certification	\$2000
Head Sr. High Football	\$3,500 and 20 Day Extended Contract
Head Jr. High Football	\$3,000 and 20 Day Extended Contract
Asst. Sr. Football	\$2,500 and 10 Day Extended Contract
Asst. Jr. Football	\$2,000 and 10 Day Extended Contract

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Sr. Boys Basketball	\$3,500 And 20 Day Extended Contract
Jr. Boys Basketball	\$3,000 And 20 Day Extended Contract
Sr. Girls Basketball	\$3,500 And 20 Day Extended Contract
Jr. Girls Basketball	\$3,000 And 20 Day Extended Contract
Asst. Sr. Basketball	\$2,500 And 10 Day Extended Contract
Asst. Jr. Basketball	\$2,000 And 10 Day Extended Contract
Head Sr. High Boy's Track	\$1,000
Head Jr. High Boy's Track	\$1,000
Sr. High Girls Track	\$1,000
Jr. High Girls Track	\$1,000
7-9 Girls Assistant Track	\$500
7-9 Boy's Assistant Track	\$500
10-12 Girls Assistant Track	\$500
10-12 Boy's Assistant Track	\$500
7th Grade Football	\$1000
Asst. 7 Football	\$500
7th Grade Boys' Basketball	\$1000
7th Grade Girls Basketball	\$1000
7th Grade Boy's Track	\$500
7th Grade Girls Track	\$500
Sr. High Cheerleader	\$2500
Jr. High Cheerleader	\$1500

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Sr Band Director	\$3,500 And 20 Day Extended Contract
Jr. Band Director	\$3000
Choir Director	\$1500
Jr. Choir Director	\$1000
Head Baseball	\$2,000
Asst. Baseball	\$1,000
Girls Softball	\$2,000
Assistant Softball	\$1000
Boys Golf 9-12	\$1,000
Girls Golf 9-12	\$1,000
Sr. Volleyball	\$2000
Jr. Volleyball	\$1500
Girls Bowling	\$1,000
Boys Bowling	\$1,000
Girls Soccer	\$2000
Weightlifting	\$1,000
Wrestling 9-12	\$2000
Boys Soccer	\$2000
Boys Cross Country	\$500
Girls Cross Country	\$500

*Employees who qualify for multiple stipends involving the extension of the number of working days in the employee's contract, shall only receive an extension for the stipend which is the greatest; i.e. extensions are concurrent not cumulative.*

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**LOCAL LONGIVITY SALARY CREDITS  
CERTIFIED AND CLASSIFIED EMPLOYEES  
GENTRY PUBLIC SCHOOLS**

When you have completed **5 years** at Gentry Public Schools you will receive a **\$500** stipend in your next year's contract and will continue to receive such until—

you have completed **10 years** at Gentry Public Schools at which time you will receive a **\$750** stipend in your next year's contract and will continue to receive such until—

you have completed **15 years** at Gentry Public Schools at which time you will receive a **\$1000** stipend in your next year's contract and will continue to receive such until—

you have completed **20 years** at Gentry Public Schools at which time you will receive a **\$1250** stipend in your next year's contract and will continue to receive such until—

you have completed **25 years** at Gentry Public Schools at which time you will receive a **\$1500** stipend in your next year's contract and will continue to receive such until you leave service in the district.

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