

## **SALARY SCHEDULE**

(2017–2018 SCHOOL YEAR)

As LISA Academy Public Charter Schools, we strongly believe that talented and capable teachers are needed in all classrooms in order to accomplish our educational goals. Accordingly, teacher salary levels needed to be adjusted in order to pay teachers for the knowledge, skills, and experience. After careful examination, the administration of LISA Academy Public Charter Schools has established a Salary Pay Schedule for our teachers that will potentially increase salaries of many teachers.

Placement on this Salary Schedule is based on several indicators including prior teaching experience, academic attainment, possession of state certification, and subject area taught. In particular, the following guidelines will be used to determine the placement on this schedule:

**Minimum Salary** of inexperienced AR State **certified teacher** who teaches in critical area is **\$41,000**.

### **REMARKS:**

- This schedule will be in effective in 2017-2018 school year.
- If a teacher's current (2016-2017) salary is more than the new salary schedule amount, his/her current salary **will not be lowered** to the new salary schedule amount. His/her current salary **will remain same** until the salary schedule rate reaches at the employee's current salary **unless there is a change to extra duties/position for which a stipend is given**.
- Under no circumstances, will Department of Labor (DOL) minimum wage requirements be violated. If an H1-B employee is required to be paid higher than the salary schedule amount per DOL regulations, the employee's initial salary will be the DOL required amount.
- This schedule illustrates minimum salaries only. Some employees will be paid more than these amounts for additional duties or stipends (e.g. department chair, testing coordinator, competition coach, etc...).
- Original documentation for teacher qualifications (i.e., degrees held and previous teaching experiences) must be submitted to the school administration. All such documentation is subject to approval. Further documentation may be requested.
- Salary increases are not granted automatically each year. Therefore, neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule. The Board adopts a new compensation plan each year.

**SAMPLE SALARY SCHEDULE FOR CERTIFIED TEACHERS  
 WITH NO PRIOR TEACHING EXPERIENCE in CRITICAL AREA  
 (2017 – 2018 SCHOOL YEAR)**

<b>Years in LISA Schools</b>	<b>Bachelor's Degree</b>	<b>Master's Degree</b>	<b>Doctorate Degree</b>
0	<b>\$41,000</b>	<b>\$43,000</b>	<b>\$44,000</b>
1	\$41,400	\$43,400	\$44,400
2	\$41,800	\$43,800	\$44,800
3	\$42,200	\$44,200	\$45,200
4	\$42,600	\$44,600	\$45,600
5	\$43,000	\$45,000	\$46,000
6	\$43,400	\$45,400	\$46,400
7	\$43,800	\$45,800	\$46,800
8	\$44,200	\$46,200	\$47,200
9	\$44,600	\$46,600	\$48,600
10	\$45,000	\$47,000	\$48,000
11	\$45,400	\$47,400	\$48,400
12	\$45,800	\$47,800	\$48,800
13	\$46,200	\$48,200	\$49,200
14	\$46,600	\$48,600	\$49,600
15	\$47,000	\$49,000	\$50,000
16	\$47,400	\$49,400	\$50,400
17	\$47,800	\$49,800	\$50,800
18	\$48,200	\$50,200	\$51,200
19	\$48,600	\$50,600	\$51,600
20	\$49,000	\$51,000	\$52,000
21	\$49,400	\$51,400	\$52,400
22	\$49,800	\$51,800	\$52,800
23	\$50,200	\$52,200	\$53,200
24	\$50,600	\$52,600	\$53,600
25	\$51,000	\$53,000	\$54,000

**SAMPLE TEACHER SALARY AMOUNT CALCULATION TABLE**

(2017–2018 SCHOOL YEAR)

CLASSIFICATION				AMOUNT
Base Salary				= \$34,000
– Full-time, teaching experience at a K-12 Schools	For 5 year	x	\$ 400 =	\$2,000
– AR State certified teacher			=	\$3,000
– Critical Subject Areas			=	\$4,000
– Master Degree			=	\$2,000
<b>TOTAL=</b>				<b>\$45,000</b>

**DEFINITION OF TERMS:**

- **Experience in years:** Employed in a Full-time position with a minimum of **120** days of working;
  - \$400 for each year as a teacher,
  - \$500 for each year as an Assistant Principal or District Director/Coordinator,
  - \$600 for each year as a Principal or Finance Officer,
  - \$700 for each year as a superintendent (including assistant and deputy superintendents),
  - A verifiable document showing prior employment must be provided to the school administration at the time of hiring to be able to get experience raise.
  
- **Certified teacher.** A teacher who holds Initial (probationary)/Standard Arkansas Teaching License in the subject area at the time of hiring/re-hiring.
  - An employee may only receive one of AR State, or National Board certification stipends.
  - To be able to receive the certification stipend, the employee should provide the copy of the certification to the administration prior to the employment start date. Certifications received after employment start date will not be included in 2017-2018 salary calculation.
  
- **Critical Subject Areas:** Approved Critical Subject Areas determined by the LISA Academy Board of Directors based on the U.S. Department of Education and Arkansas Education Agency’s publications and LISA Academy’s needs.  
 Approved Critical Subject Areas for 2017-2018 school year are as follows:
  - Computer
  - Mathematics
  - Science
  - English
  - Sp. Ed.
  - GT Teacher
  - Reading Specialist
  - 3rd -5th Grade Level Teacher
  - Sp.Ed and GT teachers should be certified to receive critical subject area stipend.

- **Master/PhD/Ed.D. Degree:** An employee may only receive one of the Master, Phd, or Ed.D. degree stipends
- **1<sup>st</sup> Degree Competitions:** The following responsibilities are eligible to receive the 1<sup>st</sup> degree competition stipend of \$2,000;
  - Math Counts,
  - Science Olympiad,
  - Science Fair Coordinator,
  - Campus STEM Coordinator.
  - If more than one teacher is in charge at a school, the stipend will be shared between them equally.
- **2<sup>nd</sup> Degree Competitions:** The following responsibilities are eligible to receive the 2<sup>nd</sup> degree competition stipend of \$1,000;
  - Spelling Bee,
  - National History Day,
  - Geography Bee,
  - Quiz Bowl,
  - Science Quiz Bowl,
  - Foreign Language Competition,
  - DI-Destination Imagination.
  - If more than one teacher is in charge at a school, the stipend will be shared between them equally.
- **Campus Coordinators:** The following responsibilities are eligible to receive the Campus Coordinator stipend of \$3,000;
  - Campus Test Coordinator: This is one of the responsibilities of the Dean of Academics of the campus. As such the dean will not receive additional stipend for that responsibility. Only a teacher to whom this responsibility is assigned will receive the \$3,000 stipend.
  - Campus Club/Activity Coordinator is responsible for club assignments/schedule, club fees, aftercare and school-wide major student/parent activities. High school club/activity coordinator is also responsible for athletic programs.
  - Campus Engagement Coordinator is responsible for home visits, parent/student/staff engagement programs, student mentoring programs and trips.
  - Considering the work load of an Assistant Principal, some or all of the campus coordinator responsibilities may be assigned to him/her by the school principal without paying any additional stipend.
- **Campus Department heads:** The following department heads are eligible to receive the campus department head stipend of \$3,000;
  - Science department head, and
  - Social Studies department head.
  - Department head position can be assigned to a Science/Social S. teacher if the number of teachers in the department at the school is three or more.

- **Campus Sp.Ed., GT, and ESL Coordinators** receive a stipend of \$7,000;
  - Dependent upon the demand at any particular campus a half stipend may be given
  - If more than one teacher is in charge at a campus, the stipend will be shared between them equally.
  - Campus Sp.Ed., GT, and ESL Coordinators may receive critical area stipend as well.
- **Campus Counselor** will receive a stipend of \$7,000;
  - Campus counselor is responsible for both academic duties assigned by the principal and working with emotional/behavioral problems of the students.
- **Campus Math and English Instructional Leaders** will receive a stipend of \$7,000;
  - Campus instructional leader position is assigned to a Math/English teacher if the number of the Math/English teachers at the school is three or more.
  - Instructional leaders will receive critical area stipend as well.
  - If the instructional leader position is assigned to the Dean of Academics the instructional leader stipend will not be paid.
- **Assistant Principals** will receive a stipend of \$20,000;
  - No matter what duties/responsibilities assigned to assistant principals they do not get any other stipend in addition to the assistant principal stipend (except certification, master, PhD., District Test Coordinator, and experience stipends)
  - Extra duties such as Saturday detention/camp, aftercare, CRLP camp, etc... supervisions can be assigned to assistant principals and extra payment is not made.
- **District Coordinators** will receive a stipend of \$20,000;
  - District Coordinator positions are; Data Processing Coordinator, PD Coordinator, STEM Coordinator and Engagement Coordinator.
  - District coordinators do not receive critical area stipends
  - No matter what duties/responsibilities are assigned to district coordinators, they will not receive any other stipend in addition to the district coordinator stipend.
  - Dependent upon the volume of the responsibility half stipend can be given. If a half stipend is given, the coordinator may receive the critical area stipend as well.
  - Extra payment is not made for extra duties assigned to a coordinator related with his/her area.
  - District Test Coordinator stipend is \$5,000. The DTC responsibility is assigned to one of the Dean of Academics and he/she will receive the DTC stipend addition to Asst. Principal Stipend.
- **District Directors** will receive a stipend of \$25,000;
  - District Director positions are; Treasurer, Special Programs Director, and IT Director.
  - No matter what duties/responsibilities assigned to district directors, they do not receive any other stipend in addition to the district director stipend (except certification, master, PhD., and experience stipends).
  - Extra payment is not made for extra duties assigned to a director related with his/her area.
  - Special Programs include Sp. Ed., ELL, 504, Medicaid, Homeless.

- **Principals and Finance Officer** receive stipend with the amount of \$32,000;
  - No matter what duties/responsibilities assigned to Principals and Finance Officer, they do not receive any other stipend (except certification, master, PhD., and experience stipends).
  - Extra payment is not made for extra duties assigned to principals and finance officer.
  
- **Assistant Superintendent** receives stipend with the amount of \$37,000;
  - In addition to a principal position, one of the principals may be assigned to this position and take care of the additional duties assigned by the superintendent.
  
- **Deputy Superintendent** receives stipend with the amount of \$41,000;
  - In addition to a principal position, one of the principals may be assigned to this position and take care of the additional duties assigned by the superintendent.
  
- **Superintendent** receives stipend with the amount of \$57,000;
  - No matter what duties/responsibilities assigned to Asst. Sup., Deputy Sup., and Superintendent they do not receive any other stipend (except certification, master, PhD., and experience stipends).
  - Extra payment is not made for extra duties assigned to Asst. Sup., Deputy Sup., and Superintendent.
  
- **Extra Duty Pay to Teachers;**
  - Extra duty payment is only made to teachers,
  - The employees who hold Asst. Principals/District Coordinator position and above positions are not paid for extra duties. If school does not have Math/English instructional leader and Academic Deans serve in dual roles, they may receive extra duty pay when they are assigned to serve as an Instructional Facilitator for Saturday Math/English camps.
  - Defined extra duties and pay rates are;
    1. Saturday Camp for English and Math teachers.....\$40 per hour,
    2. Summer School teaching .....\$25 per hour,
    3. Training assigned by the administration beside regular working hours .....\$25 per hour,
    4. Assigned tutoring beside regular working hours .....\$25 per hour,
    5. Saturday Detention .....\$20 per hour,
    6. Afterschool care after regular working hours .....\$20 per hour,
    7. Assigned CRLP or similar camp supervision.....\$20 per hour (max 8 hour per day),
    8. Summer school credit recovery supervision..... \$15 per hour,
    9. Assigned testing supervision or open house attendance beside regular working hours ..... \$15 per hour.
  
- **Home Visit;**
  - Home visit stipend per teacher per visit is \$20.00,
  - Maximum two persons per visit are paid,
  - Administrators are not paid for home visit.

➤ **Teacher Stipends;**

- A teacher cannot receive more than two stipends based on assigned responsibilities (critical area, certificate, master, Phd, and coach stipends are considered separately),

➤ **Bonus;**

- All Full time employees who are hired before November 1st, 2017 will receive **\$1,000** appreciation bonus in Winter break for 2017-2018 school year. The employees who leave before Winter break will not receive the bonus. The paid bonus will be deducted from the employee's final payment who leaves between Winter break and March 1st, 2018. Bonus is a one-time payment and is not guaranteed for every year.

➤ **Benefits;** LISA Academy provides following benefits:

- Teacher Retirement: All personnel employed on a regular basis for at least one-half of the normal work schedule are members of the Arkansas Teacher Retirement System (ATRS). LISA Academy provide 14% of gross income as a contribution benefit to employees ATRS,
- Health Insurance: State provided health insurance (AR Benefit) coverage is available to all full time employees. The District's contribution to employee insurance premiums is \$156.00 for 2017. It is projected to be \$157.00 for 2018.
- Supplemental Insurance Benefits: At their own expense, employees may enroll in supplemental insurance programs for Dental, Vision, Disability, Voluntarily Group Life, and Accidental Death and Dismemberment.
- LISA Academy also provides \$33,000 Basic Life insurance to its full time employees at no cost.

**LISA Academy CHARTER SCHOOL  
 ADDITIONAL DUTY and STIPEND TABLE**

Teacher Experience per year	\$400
Asst. Principal/D. Coor./D. Director Exp. per year	\$500
Principal/Finance Officer Exp. per year	\$600
Asst. Sup./Deputy Sup./Superintendent Exp. per year	\$700
Critical Area	\$4,000
AR State Certification	\$3,000
National Board Certification	\$4,000
Master Degree	\$2,000
PhD/Ed.D.	\$3,000
1 <sup>st</sup> Degree Competition	\$2,000
2 <sup>nd</sup> Degree Competition	\$1,000
Campus Department Head/ Campus Coordinator	\$3,000
District Test Coordinator	\$5,000
Campus Sp Ed-GT-ESL Coordinator	\$7,000
School Counselor/ Math-English Instructional Leader	\$7,000
Asst. Principal/District Coordinator	\$20,000
District Director/Treasurer	\$25,000
Principal /Finance Officer	\$32,000
Asst. Superintendent	\$37,000
Deputy Superintendent	\$41,000
Superintendent	\$57,000
Home visit per teacher per visit	\$20.00



**COACHES' STIPENDS**

**2 - HEAD BASKETBALL COACH - \$2750 EACH**

**1 – HEAD VOLLEYBALL COACH - \$1500**

**2 – HEAD SOCCER COACH - \$1500 EACH**

**1 – HEAD TENNIS COACH - \$1250**

**1 – HEAD GOLF COACH - \$1250**

**2 – CHEERLEADER COACH - \$1000 EACH**

**1 – HEAD BASEBALL COACH - \$1000**

**1 – HEAD SOFTBALL COACH - \$1000**

**1 – HEAD TRACK COACH - \$1500**

**1 – YEARBOOK COACH - \$1000**

**1 – CHESS COACH - \$1000**

**1 – CHOIR COACH - \$1000**

*\s\ Eric Higgins, President of the Board*  
*Approved March 30, 2017*