

**CALICO ROCK SCHOOL DISTRICT
SALARY SCHEDULE - LICENSED PERSONNEL
2019-2020**

Approved by Board of Education 12/19/19

YEARS EXP	BSE	B+36/MSE
0	32800	37450
1	33250	37950
2	33700	38450
3	34150	38950
4	34600	39450
5	35050	39950
6	35500	40450
7	35950	40950
8	36400	41450
9	36850	41950
10	37300	42450
11	37750	42950
12	38200	43450
13	38650	43950
14	39100	44450
15	39550	44950
16	40000	45450

Extra Duty

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| a. Boys Basketball Coach, 2,000/Sr. Boys, 1,500/Jr. Boys | r. Spelling Bee Sponsor, 200 |
| b. Girls Basketball Coach, 2,000/Sr. Girls, 1,500/Jr. Girls | s. PPC Members, 200 |
| c. Athletic Director, 1,000 | t. Science Fair Coordinator, 200 |
| d. Yearbook Sponsor, 1,000 | u. Pee Wee Coach, 1,500 |
| e. Baseball Coach, 1,000/ Asst. Coach, 500 | v. Golf Coach, 500 |
| f. Junior Class Co-sponsor, 200 | w. After School Detention, 1200 |
| g. Senior Class Co-sponsor, 200 | x. Trap Shooting Coach, 500 |
| h. Softball Coach, 1,000/Asst. Coach, 500 | y. Dance Coach, 500 |
| i. Band Director, 1,000 | z. Asst. Basketball Coach/500 per team |
| j. Parent Center Facilitator, 500 | aa. Cross Country boys 500/girls 500 |
| k. Federal Programs Coordinator, 5,000 | bb. FFA Sponsor, 500 |
| l. ACSIP Chairperson, \$350 (as long as federal funds are avail.) | cc. 4-5 Beta Sponsor, 200 |
| m. Junior Quiz Bowl Sponsor, 200 | dd. Jr. Beta Sponsor, 200 |
| n. Senior Quiz Bowl Sponsor, 200 | ee. Sr. Beta Sponsor, 200 |
| o. Elem Quiz Bowl Sponsor, 200 | ff. Robotics Sponsor, 200 |
| p. Elem Chess Sponsor, 200 | gg. Pre-K Director, 2,000 |
| q. High School Chess Sponsor, 200 | |

Extended Contracts

H.S. Counselor	Days
Business Ed/Computer Lab Facilitator	210
Home Ec	200
Agri	200
Music Teacher	245
H.S. Basketball Coach	210
Special Education Coordinator	210
Library Media Specialist	210
Computer Technician\Technology Coordinator	220

*Pay Certified Substitutes \$10.71/hour

Administrator Salary Schedule

Elementary Principal:	9-month salary times 1.465
High School Principal:	9-month salary times 1.48
Assistant Principal:	9-month salary times 1.15
Superintendent:	9-month salary times 1.85
Rex Whitfield	12/19/19

President of Board

Date

Employees operating a school-owned vehicle that is equipped with seat belts for the operator shall be secured by the seat belt at all times the employee is operating the vehicle. If the vehicle is equipped with seat belts for passengers, the employee operating the vehicle shall not put the vehicle into motion until all passengers are secured by a seat belt. Employees traveling in, but not operating, a school owned vehicle that is equipped with seat belts for passengers shall be secured by a seat belt at all times the vehicle is in motion.

Employees who fail to use or wear the prescribed PPE required by their job duties put themselves and co-workers at risk of sustaining personal injuries. Employees who are found to be performing job duties without using or wearing the necessary PPE required by the employee's job duties may be disciplined, up to and including termination.

A supervisor may be disciplined, up to and including termination, if the supervisor:

1. Fails to ensure the employee has the prescribed PPE before the employee assumes job duties requiring such equipment;
2. Fails to provide an employee replacement PPE when necessary in order for the employee to continue to perform the job duties that require the PPE; or
3. Instructs the employee to perform the employee's job duties without the prescribed PPE required by those job duties.

An employee shall **not** be disciplined for refusing to perform job duties that require the employee to use/wear PPE if:

- a. The employee has not been provided the prescribed PPE; or
- b. The PPE provided to the employee is damaged or worn to the extent that the PPE would not provide adequate protection to the employee.

An employee's immediate Supervisor is responsible for providing the employee training on the proper use, care, and maintenance of any and all PPE that the employee may be required to use.

Signature: Rex Whitfield
President of Board

Date: April 22, 2019

**CALICO ROCK PUBLIC SCHOOLS
CLASSIFIED SALARY SCHEDULE FOR 2019-2020
Approved on 01/27/2020**

Total Months	Daily Hours	No. Days	Yrs Exp													
			0	1	2	3	4	5	6	7	8	9	10	11	12	
			APSCN Steps 1	2	3	4	5	6	7	8	9	10	11	12	13	
<u>Custodians/Maintenance*/Classroom Aides</u>																
	9	7	178	11526	11916	12306	12696	13086	13476	13866	14256	14646	15036	15426	15816	16206
	9	8	178	13172	13617	14062	14507	14952	15397	15842	16287	16732	17177	17622	18067	18512
	12	8	248	18352	18972	19592	20212	20832	21452	22072	22692	23312	23932	24552	25172	25792

Lunchroom

Head Cook

	10	8	195	15477	15977	16477	16977	17477	17977	18477	18977	19477	19977	20477	20977	21477
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Cooks

	9	7	183	11850	12250	12650	13050	13450	13850	14250	14650	15050	15450	15850	16250	16650
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Nurse

LPN

	9	7	178	14018	14408	14798	15188	15578	15968	16358	16748	17138	17528	17918	18308	18698
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RN

	9	7	178	15214	15639	16064	16489	16914	17339	17764	18189	18614	19039	19464	19889	20314
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Clerical

	12	8	248	18352	18972	19592	20212	20832	21452	22072	22692	23312	23932	24552	25172	25792
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Supervisors

	12	8	248	20436	21056	21676	22296	22916	23536	24156	24776	25396	26016	26636	27256	27876
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Assistant to Superintendent/Bookkeeper

	12	8	248	23511	24131	24751	25371	25991	26611	27231	27851	28471	29091	29711	30331	30951
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Computer Technician

	11	8	220	33282	33812	34342	34872	35402	35932	36462	36992	37522	38052	38582	39112	39642
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Extra Duty

- a. District Treasurer - 2500
- b. District Secretary - 1000
- c. Nutrition Reimbursement Clerk - 1250
- d. PPC Members - 200
- e. eSchool Coordinator - 1750

Bus Drivers

Dolph/Hwy. 5/Hwy. 56/Wideman/Corinth - \$46.24/day x 178 Student Days = \$8,230
Culp Route/Boswell - \$47.75/day x 178 Student Days = \$8,500

Pay Classified Substitutes at rate of \$10.00/hour

Rex Whitfield

President of Board

January 27, 2020

Date

3. Free entrance to sports functions
4. Classified PPC Committee Members will receive a \$100 stipend

EVALUATION PROCEDURES

Employees will be evaluated annually by their supervisors or more frequently if necessary.

TERMINATION AND NON-RENEWAL

For procedures relating to the termination and non-renewal of classified employees, please refer to the Public School Employee Fair Hearing Act A.C.A. § 6-17-1701 through 1705. The Act specifically is not made a part of this policy by this reference. A copy of the code is available in the office of the principal of each school building.

ASSIGNMENT OF TEACHERS AIDES

The assignment of teachers' aides shall be made by the principal or his/her designee. Changes in the assignments may be made as necessary due to changes in the student population, teacher changes, and to best meet the educational needs of the students.

ASSIGNMENT OF CLASSIFIED PERSONNEL

The Superintendent shall be responsible for assigning and reassigning classified personnel.

Signature of Board President: Rex Whitfield Date: April 22, 2019

CLASSIFIED PERSONNEL USE OF PERSONAL PROTECTIVE EQUIPMENT

Employees whose job duties require the use or wearing of Personal Protective Equipment (PPE) shall use or wear the prescribed PPE at all times while performing job duties that expose employees to potential injury or illness. Examples of PPE include, but are not limited to:

- Head and face protection:
 - Hard hat;
 - Bump cap;
 - Welding helmet;
 - Safety goggles;
 - Safety glasses;
 - Face shield;
- Respiratory protection:
 - Dust/mist mask;
 - Half-face canister respirators;
- Hearing protection:
 - Ear plugs;
 - Ear muffs;
- Hand protection, which is based on hazard exposure(s) and type(s) of protection needed:
 - Leather;
 - Latex;
 - Rubber;
 - Nitrile;
 - Kevlar;
 - Cotton;
- Body protection:
 - Welding apron;