

**Mountain Home Public Schools
Superintendent Salary Schedule
2015-2016**

**** Retirement/T-Drop/Service increment should be added to final salary calculation per Personnel Policy Handbook**

Step	Superintendent	
	12 months	
		Range
		3
1*		130,000
2*		130,704
3*		131,408
4*		132,112
5*		132,816
6*		133,520
7*		134,224
8*		134,928
9*		135,632
10*		136,336
11*		137,040
12*		137,744
13*		138,448
14*		139,152
15*		139,856
16*		140,560
17*		141,264

The Mountain Home Public School District pays the following amounts toward benefits:
(for employees who are contracted for 900 hours or more per contract year)

Health Insurance		Dental Insurance	
Employee Only	\$ 2,760.00 / year	Employee Only	\$ 307.20 / year
Employee & Child	\$ 2,760.00 / year	Family	\$ 307.20 / year
Employee & Spouse	\$ 2,760.00 / year	AR Tchr Retirement:	14% of Salary
Employee & Family	\$ 2,760.00 / year	Long-Term Disability:	.42% of Salary

16B (12 mo.)
16C (11 mo.)

**Mountain Home Public Schools
Administrative Salary Schedule
2015-2016**

**** Retirement/T-Drop/Service increment should be added to final salary calculation
per Personnel Policy Handbook**

	Elementary			Middle School		Junior High		High School		Athletic	Special	Asst	Federal	Guy Berry
	Asst. Princ.	Principal		Asst. Princ.	Principal	Asst. Princ.	Principal	Asst. Princ.	Principal	Director	Ed.	Supt.	Programs	Director
	12 months	12 months	12 months	11 months	12 months	11 months	12 months	12 months	12 months	12 months	12 months	12 months	12 months	12 months
Range	16B - 1	16B - 4	16B - 2	16C - 2	16B - 6	16C - 3	16B - 7	16B - 8	16B - 9	16B - 5	16B - 10	16B - 12	16B - 13	16B-14
Step														
1*	65,948	68,023	70,616	62,593	74,765	63,781	77,358	68,542	82,545	73,728	70,616	90,324	66,986	71,356
2*	66,652	68,727	71,320	63,238	75,469	64,426	78,062	69,246	83,249	74,432	71,320	91,028	67,690	72,060
3*	67,356	69,431	72,024	63,883	76,173	65,071	78,766	69,950	83,953	75,136	72,024	91,732	68,394	72,764
4*	68,060	70,135	72,728	64,528	76,877	65,716	79,470	70,654	84,657	75,840	72,728	92,436	69,098	73,468
5*	68,764	70,839	73,432	65,173	77,581	66,361	80,174	71,358	85,361	76,544	73,432	93,140	69,802	74,172
6*	69,468	71,543	74,136	65,818	78,285	67,006	80,878	72,062	86,065	77,248	74,136	93,844	70,506	74,876
7*	70,172	72,247	74,840	66,463	78,989	67,651	81,582	72,766	86,769	77,952	74,840	94,548	71,210	75,580
8*	70,876	72,951	75,544	67,108	79,693	68,296	82,286	73,470	87,473	78,656	75,544	95,252	71,914	76,284
9*	71,580	73,655	76,248	67,753	80,397	68,941	82,990	74,174	88,177	79,360	76,248	95,956	72,618	76,988
10*	72,284	74,359	76,952	68,398	81,101	69,586	83,694	74,878	88,881	80,064	76,952	96,660	73,322	77,692
11*	72,988	75,063	77,656	69,043	81,805	70,231	84,398	75,582	89,585	80,768	77,656	97,364	74,026	78,396
12*	73,692	75,767	78,360	69,688	82,509	70,876	85,102	76,286	90,289	81,472	78,360	98,068	74,730	79,100
13*	74,396	76,471	79,064	70,333	83,213	71,521	85,806	76,990	90,993	82,176	79,064	98,772	75,434	79,804
14*	75,100	77,175	79,768	70,978	83,917	72,166	86,510	77,694	91,697	82,880	79,768	99,476	76,138	80,508
15*	75,804	77,879	80,472	71,623	84,621	72,811	87,214	78,398	92,401	83,584	80,472	100,180	76,842	81,212
16*	76,508	78,583	81,176	72,268	85,325	73,456	87,918	79,102	93,105	84,288	81,176	100,884	77,546	81,916
17*	77,212	79,287	81,880	72,913	86,029	74,101	88,622	79,806	93,809	84,992	81,880	101,588	78,250	82,620

The Mountain Home Public School District pays the following amounts toward benefits:

(for employees who are contracted for 900 hours or more per contract year)

Health Insurance		Dental Insurance	
Employee Only	\$ 2,760.00 / year	Employee Only	\$ 307.20 /year
Employee & Child	\$ 2,760.00 / year	Family	\$ 307.20 /year
Employee & Spouse	\$ 2,760.00 / year	Arkansas Tchr Retirement	14% of Salary
Employee & Family	\$ 2,760.00 / year	Long-Term Disability:	.42% of Salary

The Mountain Home Public School District pays the following amounts toward benefits:

(for employees who are contracted for 900 hours or more per contract year)

Health Insurance		Dental Insurance	
Employee Only	\$ 2,760.00 / year	Employee Only	\$ 307.20 / year
Employee & Child	\$ 2,760.00 / year	Family	\$ 307.20 / year
Employee & Spouse	\$ 2,760.00 / year	AR Tchr Retirement:	14% of Salary
Employee & Family	\$ 2,760.00 / year	Long-Term Disability:	.42% of Salary

16D

**Mountain Home Public Schools
District Administrator Salary Schedule
2015-2016**

**** Retirement/T-Drop/Service increment should be added to final salary calculation per Personnel Policy Handbook**

Step	Auxiliary Services Director	Business Manager	Transportation/ Student Svcs Director
	12 months 2015-2016	12 months 2015-2016	12 months 2015-2016
	16D - 2	16D - 4	16D - 5
1*	79,951	74,749	79,951
2*	80,655	75,453	80,655
3*	81,359	76,157	81,359
4*	82,063	76,861	82,063
5*	82,767	77,565	82,767
6*	83,471	78,269	83,471
7*	84,175	78,973	84,175
8*	84,879	79,677	84,879
9*	85,583	80,381	85,583
10*	86,287	81,085	86,287
11*	86,991	81,789	86,991
12*	87,695	82,493	87,695
13*	88,399	83,197	88,399
14*	89,103	83,901	89,103
15*	89,807	84,605	89,807
16*	90,511	85,309	90,511
17*	91,215	86,013	91,215

The Mountain Home Public School District pays the following amounts toward benefits:
(for employees who are contracted for 900 hours or more per contract year)

Health Insurance		Dental Insurance	
Employee Only	\$ 2,760.00 / year	Employee Only	\$ 307.20 / year
Employee & Child	\$ 2,760.00 / year	Family	\$ 307.20 / year
Employee & Spouse	\$ 2,760.00 / year	AR Tchr Retirement:	14% of Salary
Employee & Family	\$ 2,760.00 / year	Long-Term Disability:	.42% of Salary

**Mountain Home Public Schools
Licensed Salary Schedule
2015-2016**

**** Retirement/T-Drop/Service increment should be added to final salary calculation per
Personnel Policy Handbook**

Step	Out of State Exp.	Years Exp.	BA	BA + 12	BA + 24	BA + 45 MA	BA + 60 MA + 15	MA + 30
			1*	2*	3*	4*	5*	6*
1*	Base	Base	35,780	36,930	38,080	39,455	40,715	41,975
2*	1	1	36,340	37,490	38,640	40,015	41,275	42,535
3*	2	2	36,900	38,050	39,200	40,575	41,835	43,095
4*	3	3	37,460	38,610	39,760	41,135	42,395	43,655
5*	4	4	38,020	39,170	40,320	41,695	42,955	44,215
6*	5	5	38,580	39,730	40,880	42,255	43,515	44,775
7*	6	6	39,140	40,290	41,440	42,815	44,075	45,335
8*	7	7	39,700	40,850	42,000	43,375	44,635	45,895
9*	8	8	40,260	41,410	42,560	43,935	45,195	46,455
10*	9	9	40,820	41,970	43,120	44,495	45,755	47,015
11*	10	10	41,380	42,530	43,680	45,055	46,315	47,575
12*	11	11	41,940	43,090	44,240	45,615	46,875	48,135
13*	12	12	42,500	43,650	44,800	46,175	47,435	48,695
14*	13	13	43,060	44,210	45,360	46,735	47,995	49,255
15*	14	14	43,620	44,770	45,920	47,295	48,555	49,815
16*	15	15	44,180	45,330	46,480	47,855	49,115	50,375
17*		16	44,740	45,890	47,040	48,415	49,675	50,935
18*		17	45,300	46,450	47,600	48,975	50,235	51,495
19*		18	45,860	47,010	48,160	49,535	50,795	52,055
20*		19	46,420	47,570	48,720	50,095	51,355	52,615
21*		20	46,980	48,130	49,280	50,655	51,915	53,175
22*		21	47,540	48,690	49,840	51,215	52,475	53,735
23*		22	48,100	49,250	50,400	51,775	53,035	54,295
24*		23	48,660	49,810	50,960	52,335	53,595	54,855
25*		24	49,220	50,370	51,520	52,895	54,155	55,415
26*		25	49,780	50,930	52,080	53,455	54,715	55,975
27*		26	50,340	51,490	52,640	54,015	55,275	56,535
28*		27	51,350	52,500	53,650	55,025	56,285	57,545

Schedule based on 191 contracted days per year

The Mountain Home Public School District pays the following amounts toward benefits:

(for employees who are contracted for 900 hours or more per contract year)

Health Insurance		Dental Insurance	
Employee Only	\$ 2,760.00 / year	Employee Only	\$ 307.20 / year
Employee & Child	\$ 2,760.00 / year	Family	\$ 307.20 / year
Employee & Spouse	\$ 2,760.00 / year	AR Tchr Retirement:	14% of Salary
Employee & Family	\$ 2,760.00 / year	Long-Term Disability:	.42% of Salary

16F
16G

**Mountain Home Public Schools
Special Positions
Salary Schedule
2015-2016**

**** Retirement/T-Drop/Service increment should be added to final
salary calculation per Personnel Policy Handbook**

Step	Years Exp.	Research Specialist	Cadet Corps NCO	Cadet Corps Master Chief
		220 days	240 days	240 days
		15F - 1	15G - 1	15G - 2
1	Base	62,209	44,959	77,853
2	1	62,854	45,663	78,557
3	2	63,499	46,367	79,261
4	3	64,144	47,071	79,965
5	4	64,789	47,775	80,669
6	5	65,434	48,479	81,373
7	6	66,079	49,183	82,077
8	7	66,724	49,887	82,781
9	8	67,369	50,591	83,485
10	9	68,014	51,295	84,189
11	10	68,659	51,999	84,893
12	11	69,304	52,703	85,597
13	12	69,949	53,407	86,301
14	13	70,594	54,111	87,005
15	14	71,239	54,815	87,709
16	15	71,884	55,519	88,413
17	16	72,529	56,223	89,117
18	17	73,174	56,927	89,821
19	18	73,819	57,631	90,525
20	19	74,464	58,335	91,229
21	20	75,109	59,039	91,933
22	21	75,754	59,743	92,637
23	22	76,399	60,447	93,341
24	23	77,044	61,151	94,045
25	24	77,689	61,855	94,749
26	25	78,334	62,559	95,453
27	26	78,979	63,263	96,157
28	27	79,624	63,967	96,861
29	28	80,269	64,671	97,565
30	29	80,914	65,375	98,269
31	30	81,559	66,079	98,973

The Mountain Home Public School District pays the following amounts toward benefits:

(for employees who are contracted for 900 hours or more per contract year)

Health Insurance		Dental Insurance	
Employee Only	\$ 2,760.00 / year	Employee Only	\$ 307.20 / year
Employee & Child	\$ 2,760.00 / year	Family	\$ 307.20 / year
Employee & Spouse	\$ 2,760.00 / year	AR Tchr Retirement	14% of Salary
Employee & Family	\$ 2,760.00 / year	Long-Term Disability	.42% of Salary

**Mountain Home Public Schools
Interpreter Salary Schedule
2015-2016**

**** Retirement/T-Drop/Service increment should be added to final salary calculation per Personnel Policy Handbook**

Step	Years Exp.	Entry	QAST I	QAST II	QAST III
		Interpreter	Annual	Annual	Annual
		1	2	3	4
1	Base	14,534	15,052	15,923	16,762
2	1	14,656	15,205	16,074	16,921
3	2	14,778	15,358	16,225	17,080
4	3	14,900	15,511	16,376	17,239
5	4	15,022	15,664	16,527	17,398
6	5	15,144	15,817	16,678	17,557
7	6	15,266	15,970	16,829	17,716
8	7	15,388	16,123	16,980	17,875
9	8	15,510	16,276	17,131	18,034
10	9	15,632	16,429	17,282	18,193
11	10	15,754	16,582	17,433	18,352
12	11	15,876	16,735	17,584	18,511
13	12	15,998	16,888	17,735	18,670
14	13	16,120	17,041	17,886	18,829
15	14	16,242	17,194	18,037	18,988
16	15	16,364	17,347	18,188	19,147
17	16	16,486	17,500	18,339	19,306
18	17	16,608	17,653	18,490	19,465
19	18	16,730	17,806	18,641	19,624
20	19	16,852	17,959	18,792	19,783
21	20	16,974	18,112	18,943	19,942
22	21	17,096	18,265	19,094	20,101
23	22	17,218	18,418	19,245	20,260
24	23	17,340	18,571	19,396	20,419
25	24	17,462	18,724	19,547	20,578
26	25	17,584	18,877	19,698	20,737
27	26	17,706	19,030	19,849	20,896
28	27	17,828	19,183	20,000	21,055
29	28	17,950	19,336	20,151	21,214
30	29	18,072	19,489	20,302	21,373
31	30	18,194	19,642	20,453	21,532

Annual Salaries computed on 6.5 hours per day, 178 days per year.

The following criteria must be met for interpreter to be paid from the Interpreter Salary Schedule:

1. Compliance with standards as set forth in Educational Interpreting: A Guide for School Administrators:
 - a. High School Diploma or equivalency
 - b. QAST Level III in Transliterating and QAST Level II in Interpreting (or)
 - c. QAST Level III in Interpreting and QAST level II in Transliterating

2. In the event an interpreter meeting the standards is not available, the following provisional requirements must be met.
 - a. High School Diploma or equivalency
 - b. Passing score on the Arkansas Educational Interpreting Handbook knowledge test
 - c. QAST level I or II
 - e. Within 2 years of employment-QAST level II in interpreting and transliterating
 - f. Within 3 years of employment-QAST level III in interpreting and transliterating

Should continued compliance with the above standards not be maintained, employee's salary would revert to the Entry Interpreter salary (Range 1 above).

16I (178 days)
16J (247 days)

**Mountain Home Public Schools
Clerical and Para-Professional Salary Schedule
2015-2016**

** Retirement/T-Drop/Service increment should be added to final salary calculation
per Personnel Policy Handbook

Step	Years	Clerical/ Aide	Building Accts Pay	Social Worker	Para	Clerical	Building Accts Pay 12-month	H S Accts Pay	District Clerical	Assist Supt/Distr Sec	Supt. Sec./Bkpr-1	Senior Accountant	Computer Tech	Systems Admin	Interim Comp Tech	Technology Supervisor
	Exp.															
	Range	178 days 16I-1	178 days 16I-2	178 days 16I-3	178 days 16I-4	247 days 16J-1	247 days 16J-2	247 days 16J-3	247 days 16J-4	247 days 16J-5	247 days 16J-6	247 days 16J-7	247 days 16J-8	247 days 16J-9	247 days 16J-10	247 days 16J-11
1	Base	17,424	18,193	27,421	17,808	24,145	25,214	25,410	26,213	27,878	31,551	37,324	29,565	35,396	29,604	42,474
2	1	17,621	18,403	27,734	18,003	24,430	25,484	25,690	26,498	28,178	31,916	37,699	29,865	35,671	29,806	42,808
3	2	17,818	18,613	28,047	18,198	24,715	25,754	25,970	26,783	28,478	32,281	38,074	30,165	35,946	30,008	43,142
4	3	18,015	18,823	28,360	18,393	25,000	26,024	26,250	27,068	28,778	32,646	38,449	30,465	36,221	30,210	43,476
5	4	18,212	19,033	28,673	18,588	25,285	26,294	26,530	27,353	29,078	33,011	38,824	30,765	36,496	30,412	43,810
6	5	18,409	19,243	28,986	18,783	25,570	26,564	26,810	27,638	29,378	33,376	39,199	31,065	36,771	30,614	44,144
7	6	18,606	19,453	29,299	18,978	25,855	26,834	27,090	27,923	29,678	33,741	39,574	31,365	37,046	30,816	44,478
8	7	18,803	19,663	29,612	19,173	26,140	27,104	27,370	28,208	29,978	34,106	39,949	31,665	37,321	31,018	44,812
9	8	19,000	19,873	29,925	19,368	26,425	27,374	27,650	28,493	30,278	34,471	40,324	31,965	37,596	31,220	45,146
10	9	19,197	20,083	30,238	19,563	26,710	27,644	27,930	28,778	30,578	34,836	40,699	32,265	37,871	31,422	45,480
11	10	19,394	20,293	30,551	19,758	26,995	27,914	28,210	29,063	30,878	35,201	41,074	32,565	38,146	31,624	45,814
12	11	19,591	20,503	30,864	19,953	27,280	28,184	28,490	29,348	31,178	35,566	41,449	32,865	38,421	31,826	46,148
13	12	20,241	21,203	31,177	20,623	27,565	28,454	29,460	29,633	31,478	35,931	41,824	33,075	38,696	32,028	46,482
14	13	20,341	21,298	31,490	20,728	27,850	28,624	29,590	29,918	31,778	36,296	42,199	33,285	38,971	32,230	46,816
15	14	20,441	21,393	31,803	20,833	28,135	28,794	29,720	30,203	32,078	36,661	42,574	33,495	39,246	32,432	47,150
16	15	20,541	21,488	32,116	20,938	28,420	28,964	29,850	30,488	32,378	37,026	42,949	33,705	39,521	32,634	47,484
17	16	20,641	21,583	32,429	21,043	28,560	29,134	29,980	30,773	32,678	37,391	43,324	33,915	39,796	32,836	47,818
18	17	20,741	21,678	32,742	21,148	28,700	29,304	30,110	31,058	32,978	37,536	43,699	34,125	40,071	33,038	48,152
19	18	20,841	21,773	33,055	21,253	28,840	29,474	30,240	31,343	33,278	37,681	44,074	34,335	40,346	33,240	48,486
20	19	20,941	21,868	33,368	21,358	28,980	29,644	30,370	31,628	33,578	37,826	44,449	34,545	40,621	33,442	48,820
21	20	21,041	21,963	33,681	21,463	29,120	29,814	30,500	31,728	33,878	37,971	44,824	34,755	40,896	33,644	49,154
22	21	21,141	22,058	33,994	21,568	29,260	29,984	30,630	31,828	33,968	38,116	45,199	34,965	41,171	33,846	49,488
23	22	21,241	22,153	34,307	21,673	29,400	30,154	30,760	31,928	34,058	38,261	45,454	35,175	41,446	34,048	49,822
24	23	21,341	22,248	34,620	21,778	29,540	30,324	30,890	32,028	34,148	38,406	45,709	35,385	41,721	34,250	50,156
25	24	21,441	22,343	34,933	21,883	29,680	30,494	31,020	32,128	34,238	38,551	45,964	35,595	41,996	34,452	50,490
26	25	21,541	22,438	35,246	21,988	29,820	30,664	31,150	32,228	34,328	38,696	46,219	35,805	42,271	34,654	50,824
27	26	21,641	22,533	35,559	22,093	29,960	30,834	31,280	32,328	34,418	38,841	46,474	36,015	42,546	34,856	51,158
28	27	21,741	22,628	35,872	22,198	30,100	31,004	31,410	32,428	34,508	38,986	46,729	36,225	42,821	35,058	51,492
29	28	21,841	22,723	36,185	22,303	30,240	31,174	31,540	32,528	34,598	39,131	46,984	36,435	43,096	35,260	51,826
30	29	21,941	22,818	36,498	22,408	30,380	31,344	31,670	32,628	34,688	39,276	47,239	36,645	43,371	35,462	52,160
31	30	22,041	22,913	36,811	22,513	30,520	31,514	31,800	32,728	34,778	39,421	47,494	36,855	43,646	35,664	52,494

Annual salaries computed based on 178 or 247 days and 8 hours per day

The Mountain Home Public School District pays the following amounts toward benefits:
(for employees who are contracted for 900 hours or more per contract year)

Health Insurance		Dental Insurance	
Employee Only	\$2,760.00 /year	Employee Only	\$ 307.20 /year
Employee & Child	\$2,760.00 /year	Family	\$ 307.20 /year
Employee & Spouse	\$2,760.00 /year	AR Tchr Retirement:	14% of Salary
Employee & Family	\$2,760.00 /year	Long-Term Disability:	.42% of Salary

16K
16L

**Mountain Home Public Schools
Maintenance and Custodial Personnel Salary Schedule
2015-2016**

** Retirement/T-Drop/Service increment should be added to final salary calculation

		Maintanance	Custodial	Night Cust	Maintenance-Skilled	Maintenance Supervisor	Maintenance - Licensed	Maintenance - Master/Fully Licensed
	Years	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual
Step	Exp.	16K - 1	16K - 2	16K-3	16K-4	16K-5	16L-6	16L-7
1	Base	23,828	21,588	21,768	26,211	36,890	28,832	33,157
2	1	24,198	21,998	22,178	26,611	37,395	29,267	33,622
3	2	24,568	22,408	22,588	27,011	37,900	29,702	34,087
4	3	24,938	22,818	22,998	27,411	38,405	30,137	34,552
5	4	25,308	23,228	23,408	27,811	38,910	30,572	35,017
6	5	25,678	23,638	23,818	28,211	39,415	31,007	35,482
7	6	26,048	24,048	24,368	28,611	39,920	31,442	35,947
8	7	26,418	24,458	24,918	29,011	40,425	31,877	36,412
9	8	26,788	24,868	25,468	29,411	40,930	32,312	36,877
10	9	27,158	25,278	26,018	29,811	41,435	32,747	37,342
11	10	27,528	25,688	26,568	30,211	41,940	33,182	37,807
12	11	27,898	26,098	27,118	30,611	42,445	33,617	38,272
13	12	28,268	26,333	27,348	31,011	42,950	34,052	38,737
14	13	28,638	26,568	27,578	31,411	43,455	34,487	39,202
15	14	29,008	26,803	27,808	31,811	43,960	34,922	39,667
16	15	29,378	27,038	28,038	32,211	44,465	35,357	40,132
17	16	29,748	27,273	28,268	32,611	44,970	35,792	40,597
18	17	30,118	27,508	28,498	33,011	45,475	36,227	41,062
19	18	30,488	27,743	28,728	33,411	45,980	36,662	41,527
20	19	30,858	27,978	28,958	33,811	46,485	37,097	41,992
21	20	31,228	28,213	29,188	34,211	46,990	37,532	42,457
22	21	31,598	28,448	29,418	34,611	47,495	37,967	42,922
23	22	31,968	28,683	29,648	35,011	48,000	38,402	43,387
24	23	32,338	28,918	29,878	35,411	48,505	38,837	43,852
25	24	32,708	29,153	30,108	35,811	49,010	39,272	44,317
26	25	33,078	29,388	30,338	36,211	49,515	39,707	44,782
27	26	33,448	29,623	30,568	36,611	50,020	40,142	45,247
28	27	33,818	29,858	30,798	37,011	50,525	40,577	45,712
29	28	34,188	30,093	31,028	37,411	51,030	41,012	46,177
30	29	34,558	30,328	31,258	37,811	51,535	41,447	46,642
31	30	34,928	30,563	31,488	38,211	52,040	41,882	47,107

Annual salaries computed on 8 hours per day, 260 days per year.

PT Night computed on 5 hours per day.

Other Positions

Hourly Rate

Temporary Maintenance	8.35
Temporary Custodian	8.35
College Aged Summer Worker	8.35

The Mountain Home Public School District pays the following amounts toward benefits:
(for employees who are contracted for 900 hours or more per contract year)

Health Insurance		Dental Insurance	
Employee Only	\$ 2,760.00 /year	Employee Only	\$ 307.20 /year
Employee & Child	\$ 2,760.00 /year	Family	\$ 307.20 /year
Employee & Spouse	\$ 2,760.00 /year	AR Tchr Retirement:	14%
Employee & Family	\$ 2,760.00 /year	Long-Term Disability:	0.42%

16L
16M
16N
16O

Mountain Home Public Schools
Food Service Salary Schedule
2015-2016

** Retirement/T-Drop/Service increment should be added to final salary calculation per Personnel Policy Handbook

Step	Years Exp.	16N-1	16N-2	16N-3	16N-4	16N-5	16N-6	16N-7	16N-8	FOOD SVC MGRS			16O	16L - 2
		3 hr/day	3.5 hr/day	4 hr/day	4.5 hr/day	5 hr/day	5.5 hr/day	6 hr/day	6.5 hr/day	16M-1	16M-2	16M-3	16O	16L - 2
		Annual Sal.	Annual Sal.	Annual Sal.	Annual Sal.	Annual Sal.	Annual Sal.	Annual Sal.	Annual Sal.	ADM <350	ADM >350<650	ADM >650	Clerk/Annual	FS Dir
		181 Days	181 Days	181 Days	181 Days	181 Days	181 Days	181 Days	181 Days	181 Days	181 Days	220 Days	240 Days	
1	Base	5,923	6,607	7,530	8,521	9,373	10,272	11,124	12,021	17,870	18,225	18,683	19,632	36,854
2	1	5,998	6,687	7,750	8,626	9,623	10,562	11,524	12,341	18,030	18,390	18,858	19,817	37,154
3	2	6,073	6,767	7,970	8,731	9,873	10,852	11,924	12,661	18,190	18,555	19,033	20,002	37,454
4	3	6,148	6,847	8,190	8,836	10,123	11,142	12,324	12,981	18,350	18,720	19,208	20,187	37,754
5	4	6,223	6,927	8,270	8,941	10,263	11,252	12,449	13,216	18,510	18,885	19,383	20,372	38,054
6	5	6,298	7,007	8,350	9,046	10,403	11,362	12,574	13,451	18,670	19,050	19,558	20,557	38,354
7	6	6,373	7,087	8,430	9,151	10,543	11,472	12,699	13,686	18,830	19,215	19,733	20,742	38,654
8	7	6,448	7,167	8,510	9,256	10,683	11,582	12,824	13,846	18,990	19,380	19,908	20,927	38,954
9	8	6,523	7,247	8,590	9,361	10,823	11,692	12,949	14,006	19,150	19,545	20,083	21,112	39,254
10	9	6,598	7,327	8,670	9,466	10,963	11,802	13,074	14,166	19,310	19,710	20,258	21,297	39,554
11	10	6,673	7,407	8,750	9,571	11,103	11,912	13,199	14,326	19,470	19,875	20,433	21,482	39,854
12	11	6,748	7,487	8,830	9,676	11,203	12,022	13,309	14,486	19,630	20,040	20,608	21,667	40,154
13	12	6,823	7,567	8,910	9,781	11,303	12,132	13,419	14,601	19,790	20,205	20,783	21,852	40,454
14	13	6,898	7,647	8,990	9,886	11,403	12,242	13,529	14,716	19,950	20,370	20,958	22,037	40,754
15	14	6,973	7,727	9,070	9,991	11,503	12,352	13,639	14,831	20,110	20,535	21,133	22,222	41,054
16	15	7,048	7,807	9,150	10,096	11,603	12,462	13,749	14,946	20,270	20,700	21,308	22,407	41,354
17	16	7,123	7,887	9,230	10,201	11,703	12,572	13,859	15,061	20,430	20,865	21,483	22,592	41,654
18	17	7,198	7,967	9,310	10,306	11,803	12,682	13,969	15,176	20,590	21,030	21,658	22,777	41,954
19	18	7,273	8,047	9,390	10,411	11,903	12,792	14,079	15,291	20,750	21,195	21,833	22,962	42,254
20	19	7,348	8,127	9,470	10,516	12,003	12,902	14,189	15,406	20,910	21,360	22,008	23,147	42,554
21	20	7,423	8,207	9,550	10,621	12,103	13,012	14,299	15,521	21,070	21,525	22,183	23,332	42,854
22	21	7,498	8,287	9,630	10,726	12,203	13,122	14,409	15,636	21,230	21,690	22,358	23,517	43,084
23	22	7,573	8,367	9,710	10,831	12,303	13,232	14,519	15,751	21,390	21,855	22,533	23,702	43,314
24	23	7,648	8,447	9,790	10,936	12,403	13,342	14,629	15,866	21,550	22,020	22,708	23,887	43,544
25	24	7,723	8,527	9,870	11,041	12,503	13,452	14,739	15,981	21,710	22,185	22,883	24,072	43,774
26	25	7,798	8,607	9,950	11,146	12,603	13,562	14,849	16,096	21,870	22,350	23,058	24,257	44,004
27	26	7,873	8,687	10,030	11,251	12,703	13,672	14,959	16,211	22,030	22,515	23,233	24,442	44,234
28	27	7,948	8,767	10,110	11,356	12,803	13,782	15,069	16,326	22,190	22,680	23,408	24,627	44,464
29	28	8,023	8,847	10,190	11,461	12,903	13,892	15,179	16,441	22,350	22,845	23,583	24,812	44,694
30	29	8,098	8,927	10,270	11,566	13,003	14,002	15,289	16,556	22,510	23,010	23,758	24,997	44,924
31	30	8,173	9,007	10,350	11,671	13,103	14,112	15,399	16,671	22,670	23,175	23,933	25,182	45,154

Workers contracts are 181 days per year.
Managers contracts are 181 days at 8 hours per day.
Warehouse Clerk's contract is for 220 days at 8 hours per day.
Director's contract is for 240 days at 8 hours per day.
Substitute worker \$8.35/hour

The Mountain Home Public School District pays the following amounts toward benefits:
(for employees who are contracted for 900 hours or more per contract year)

Health Insurance		Dental Insurance	
Employee Only	\$ 2,760.00 / year	Employee Only	\$ 307.20 / year
Employee & Child	\$ 2,760.00 / year	Family	\$ 307.20 / year
Employee & Spouse	\$ 2,760.00 / year	AR Tchr Retirement:	14% of Salary
Employee & Family	\$ 2,760.00 / year	Long-Term Disability:	.42% of Salary

16P
16Q
16R
16TS

Mountain Home Public Schools
Transportation Salary Schedule

2015-2016

** Retirement/T-Drop/Service increment should be added to final salary calculation
per Personnel Policy Handbook

Step	16P - 1	16P - 2	16P - 3	16P - 4	16P-5	16Q - 1	16Q - 2	16TS - 3
	Bus Drivers					Mechanics (2080 hrs)	Transportation Assistant (2080 hrs)	Transportation Supervisor (2080 hrs)
	Route 1 (2.5 hr)	Route 2 (3.25 hr)	Route 3 (4.25 hr)	Route 4 (5 hr)	Route 5 (5.5 hr)			
1	6,783	8,141	9,462	10,813	12,018	30,961	25,257	31,075
2	6,930	8,290	9,602	10,963	12,168	31,240	25,494	31,354
3	7,077	8,439	9,742	11,113	12,318	31,519	25,731	31,633
4	7,224	8,588	9,882	11,263	12,468	31,798	25,968	31,912
5	7,371	8,737	10,022	11,413	12,618	32,077	26,205	32,191
6	7,518	8,886	10,162	11,563	12,768	32,356	26,442	32,470
7	7,665	9,035	10,302	11,713	12,918	32,635	26,679	32,749
8	7,812	9,184	10,442	11,863	13,068	32,914	26,916	33,028
9	7,959	9,333	10,582	12,013	13,218	33,193	27,153	33,307
10	8,106	9,482	10,722	12,163	13,368	33,472	27,390	33,586
11	8,253	9,631	10,862	12,313	13,518	33,751	27,627	33,865
12	8,400	9,780	11,002	12,463	13,668	34,030	27,864	34,144
13	8,547	9,929	11,142	12,613	13,818	34,309	28,101	34,423
14	8,694	10,078	11,282	12,763	13,968	34,588	28,338	34,702
15	8,841	10,227	11,422	12,913	14,118	34,867	28,575	34,981
16	8,988	10,376	11,562	13,033	14,268	35,146	28,812	35,260
17	9,135	10,525	11,702	13,153	14,418	35,425	29,049	35,539
18	9,282	10,674	11,842	13,273	14,568	35,704	29,286	35,818
19	9,429	10,823	11,982	13,393	14,718	35,983	29,523	36,097
20	9,576	10,972	12,122	13,513	14,868	36,262	29,760	36,376
21	9,723	11,121	12,262	13,633	15,018	36,541	29,997	36,655
22	9,870	11,270	12,402	13,753	15,168	36,820	30,234	36,934
23	10,017	11,419	12,542	13,873	15,318	37,099	30,471	37,213
24	10,164	11,568	12,682	13,993	15,468	37,378	30,708	37,492
25	10,311	11,717	12,822	14,113	15,618	37,657	30,945	37,771
26	10,458	11,866	12,962	14,233	15,768	37,936	31,182	38,050
27	10,605	12,015	13,102	14,353	15,918	38,215	31,419	38,329
28	10,752	12,164	13,242	14,473	16,068	38,494	31,656	38,608
29	10,899	12,313	13,382	14,593	16,218	38,773	31,893	38,887
30	11,046	12,462	13,522	14,713	16,368			
31	11,193	12,611	13,662	14,833	16,518			

Mechanic and Supervisor annual salaries computed on 8 hours per day, 260 days per year.

Bus Driver annual salaries computed on 2 trips per day, 178 days per year.

Permanent sub is paid on Route 3

Youth Center Route - Schedule 16R
Activity Trip Drivers

\$2,062.00

Hourly Rate or \$10/hr if not contracted
(up to 14 hours)

The Mountain Home Public School District pays the following amounts toward benefits:
(for employees who are contracted for 900 hours or more per contract year)

Health Insurance		Dental Insurance	
Employee Only	\$ 2,760.00 / year	Employee Only	\$ 307.20 / year
Employee & Child	\$ 2,760.00 / year	Family	\$ 307.20 / year
Employee & Spouse	\$ 2,760.00 / year	AR Tchr Retirement:	14% of Salary
Employee & Family	\$ 2,760.00 / year	Long-Term Disability:	.42% of Salary

**MOUNTAIN HOME PUBLIC SCHOOLS
NURSES SALARY SCHEDULE
2015-2016**

**Retirement/T-DROP/Service increment should be added to final salary calculation per Personnel Policy Handbook

SALARIES FOR NURSES IN THE MOUNTAIN HOME PUBLIC SCHOOLS WILL BE DERIVED USING THE ADOPTED CERTIFIED STAFF PAY SCHEDULE. THE FOLLOWING RELATIONSHIPS EXIST:

1. A nurse who has an R.N. and B.S. degree (B.S.N.) will be placed on the current degree index.
2. A nurse who has an R.N. degree based upon a three-year nursing program (D.N.) will have his/her salary computed on the basis of 94% of the corresponding bachelor's degree index amount.
3. A nurse who has an R.N. degree based upon a two-year nursing program (A.D.M.) and an additional 15 college hours will have his/her salary computed on the basis of 91% of the corresponding bachelor's degree index amount.
4. A nurse who has an R.N. degree based upon a two-year nursing program (A.D.N.) will have his/her salary computed on the basis of 88% of the corresponding bachelor's degree index amount.
5. A nurse who has an L.P.N. based upon a one-year nursing program will have his/her salary computed on the basis of 82% of the corresponding bachelor's degree index amount.
6. Graduate credit in nursing and related health areas will be recognized.
7. A nurse who has completed and maintains the certified school nurses (C.S.N.) requirements will receive an annual salary increase equal to the percentage increase allowed for 12 hours of graduate credit (currently this is 2.7%)
8. Nurses will be given credit for prior nursing service performed outside the Mountain Home School System up to five (5) years.
9. Nurses' salary schedule is based on 185 days.

*For the 1994-1995 school year, nurses will be placed on the salary schedule based upon present indistrict experience.

**Out of district experience will be phased in over the next two school years.

**Mountain Home School District
LICENSED STIPEND SCHEDULE**

2015-2016

Duty Code	Responsibility	Amount	Duty Code	Responsibility	Amount
47	Academic Coordinator	1,600.00	24	JH Assist. Basketball Coach	1,560.00
93	ALE Coordinator	3,000.00	15A	JH Assist. Football Coach (A)	2,160.00
06	Bomberette Sponsor	1,440.00	15	JH Assist. Football Coach (B)	1,560.00
300	Bowling Coach	600.00	94	JH Assist. Volleyball Coach	900.00
88	Compensatory Ed Coordinator	1,840.00	02	JH Band Director	3,840.00
089	District Teacher of the Year	600.00	05	JH Cheerleader Sponsor	1,800.00
92	Gifted & Talented Coordinator	3,000.00	21	JH Head Basketball Coach	4,800.00
26	Eighth Grade Assist. Basketball Coach	600.00	12	JH Head Football Coach	4,800.00
55	HS Academy Leader	1,600.00	28	JH Head Track Coach	1,440.00
32	HS Assist. Baseball Coach	1,440.00	091	JH Quiz Bowl Sponsor	525.00
23	HS Assist. Basketball Coach	2,640.00	090	JH Student Council Sponsor	525.00
44A	HS Assist. Cross Country Coach	1,440.00	33B	JH Volleyball Coach	1,440.00
14A	HS Assist. Football Coach (A)	3,600.00	86	Math Counts Coordinator	580.00
14	HS Assist. Football Coach (B)	2,640.00	MS	Mentor Coordinator	2,625.00
37	HS Assist. Soccer Coach	1,440.00	03	MS Band Director	2,100.00
35	HS Assist. Softball Coach	1,440.00	90	NBPTS Certification Incentive	2,100.00
30	HS Assist. Track Coach	1,440.00	093	NWH Late Bus Loading Monitor	525.00
33A	HS Assist. Volleyball Coach	1,440.00	85	Odyssey of the Mind Coordinator	1,800.00
01	HS Band Director	6,350.00	081	Odyssey of the Mind Coach	525.00
04	HS Cheerleader Sponsor	3,000.00	38	Parent Involvement Coordinator	265.00
52	HS Class Sponsor	525.00	MS1	Pathwise Mentor	1,200.00
44	HS Cross Country Head Coach	2,875.00	104	Dyslexia Specialist	1,500.00
10	HS Department Heads	1,600.00	87	Saturday School Director	3,310.00
07	HS Drama Sponsor	790.00	96	7th Grade Assist. Basketball Coach	840.00
43	HS Golf Coach	600.00	16	7th Grade Assist. Football Coach	840.00
31	HS Head Baseball Coach	2,875.00	22	7th Grade Boys Basketball Coach	1,320.00
95	HS Head Basketball Coach (boys)	8,350.00	22A	7th Grade Girls Basketball Coach	1,320.00
20	HS Head Basketball Coach (girls)	8,350.00	13	7th Grade Head Football Coach	1,320.00
11	HS Head Football Coach	8,830.00	25A	7th Grade Intramurals Basketball Coach	840.00
36	HS Head Soccer Coach	2,875.00	29	7th Grade Track Coach	660.00
34	HS Head Softball Coach	2,875.00	33C	7th Grade Assist. Volleyball Coach	660.00
27	HS Head Track Coach	2,875.00	SLS	Sick Leave Payout	6,000.00
088	HS Newspaper Sponsor	790.00	54	SIP Coordinator	1,575.00
094	HS Quiz Bowl	525.00	17	Team Leader	500.00
45	HS Swimming Coach	600.00	82	Testing Coordinator	3,000.00
083	HS Student Council Sponsor	790.00	84	U.S. First Faculty Sponsor	1,575.00
42	HS Tennis Coach	600.00	89	Volunteer District Coordinator	1,100.00
33	HS Volleyball Coach	2,875.00	46	Head Wrestling	1,500.00
39	HS Weight Room Coordinator	1,155.00	084	Junior High Late School (After School Detention)	1350.00
087	HS Yearbook Sponsor	1,050.00	085	Senior High Late School(After School Detention)	1800.00
092	Bus Loading Monitor	1,800.00	095	5th/6th Grade Intramural Basketball (Girls)	750.00
09	Bus Loading Supervisor	2,400.00	096	5th/6th Grade Intramural Basketball (Boys)	750.00

**Mountain Home School District
Hourly/Daily Payrate Licensed Schedule
2015-16 School Year**

Duty Code	Responsibility	Amount
	Bus Line Monitor Substitute	\$15.00/hour
	Technology Presenter	\$50.00/hour
	Technology Training	\$25.00/hour
	Homebound Tutors	\$25.00/hour
	Gatekeepers	\$35.00 session
	Gatekeeper (Tournament)	\$50.00/session
	Piano Accompanist	\$15.50/hour
	Tutoring	\$45.00/hour
	Summer School Teacher	\$120.00/day
	Trainer (for workshop)	\$120.00/day
	In District Workshop (includes Co-op)	\$75.00/day
	Out of District Workshop	\$100.00/day
	Curriculum Writer	\$15.00/hour
	Curriculum Writer Leader	\$20.00/hour

**Mountain Home School District
Federal Grant Stipends
2015-16 School Year**

Duty Code	Responsibility	Amount
	Recycling Coordinator	2,000.00
	Recycling	1,000.00
	Recycling	500.00
MS1	Pathwise Mentor	1,200.00

Mountain Home School District				
CLASSIFIED STIPEND SCHEDULE				
2015-2016				
Duty Code	Responsibility	Amount		Comments
06	Bomberette Sponsor	1,440.00		
300	Bowling Coach	600.00		
092	Bus Loading Monitor	1,800.00		
09	Bus Loading Supervisor	2,400.00		
32	HS Assist. Baseball Coach	1,440.00		
44A	HS Assist. Cross Country Coach	1,440.00		
37	HS Assist. Soccer Coach	1,440.00		
35	HS Assist. Softball Coach	1,440.00		
33A	HS Assist. Volleyball Coach	1,440.00		
04	HS Cheerleader Sponsor	3,000.00		
52	HS Class Sponsor	525.00		
44	HS Cross Country Head Coach	2,875.00		
43	HS Golf Coach	600.00		
31	HS Head Baseball Coach	2,875.00		
36	HS Head Soccer Coach	2,875.00		
34	HS Head Softball Coach	2,875.00		
094	HS Quiz Bowl	525.00		
45	HS Swimming Coach	600.00		
42	HS Tennis Coach	600.00		
33	HS Volleyball Coach	2,875.00		
94	JH Assist. Volleyball Coach	900.00		
05	JH Cheerleader Sponsor	1,800.00		
091	JH Quiz Bowl Sponsor	525.00		
33B	JH Volleyball Coach	1,440.00		
33C	7th Grade Asst. Volleyball Coach	660.00		
86	Math Counts Coordinator	580.00		
093	NWH Late Bus Loading Monitor	525.00		
85	Odyssey of the Mind Coordinator	1,800.00		
081	Odyssey of the Mind Coach	525.00		
38	Parent Involvement Coordinator	265.00		
080	Richard Padget Award Recipient	500.00		
SLS	Sick Leave Payout	6,000.00		
54	SIP Coordinator	1,575.00		
84	U.S. First Faculty Sponsor	1,575.00		
89	Volunteer District Coordinator	1,100.00		
46	Head Wrestling	1,500.00		
084	Junior High Late School (After School Detention)	1,350.00		
085	Senior High Late School (After School Detention)	1,800.00		
095	5th/6th Grade Intramural Basketball (Girls)	750.00		
096	5th/6th Grade Intramural Basketball (Boys)	750.00		

**Mountain Home School District
Hourly/Daily Classified Payrate Schedule
2015-2016 School Year**

Duty Code	Responsibility	Amount
	Bus Line Monitor Substitute	\$15.00/hour
	Technology Presenter	\$50.00/hour
	Technology Training	\$25.00/hour
	Gatekeepers	\$35.00 session
	Gatekeeper (Tournament)	\$50.00/session
	Piano Accompanist	\$15.50/hour
	Tutoring	\$45.00/hour
	Trainer (for workshop)	\$120.00/day
	In District Workshop (includes Co-op)	\$75.00/day
	Out of District Workshop	\$100.00/day