

**Mountain Home Public Schools  
Superintendent Salary Schedule  
2012-2013**

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

Step	Superintendent	
	12 months	
	Range	
	3	
1*	123,023	
2*	123,727	
3*	124,431	
4*	125,135	
5*	125,839	
6*	126,543	
7*	127,247	
8*	127,951	
9*	128,655	
10*	129,359	
11*	130,063	
12*	130,767	
13*	131,471	

**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)

<b>Health Insurance</b>		<b>Dental Insurance</b>	
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	<b>AR Tchr Retirement:</b>	14% of Salary
Employee & Family	\$ 2,760.00 / year	<b>Long-Term Disability:</b>	.42% of Salary

13B (12 mo.)  
13C (11 mo.)

**Mountain Home Public Schools  
Administrative Salary Schedule  
2012-2013**

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

	Elementary			Middle School		Junior High		High School		Athletic Director	Special Ed.	Asst Supt.	Federal Programs	Guy Berry Director	Guy Berry Director
	Asst. Princ.	Principal		Asst. Princ.	Principal	Asst. Princ.	Principal	Asst. Princ.	Principal						
	12 months	12 months	12 months	11 months	12 months	11 months	12 months	12 months	12 months						
Range	13B - 1	13B - 4	13B - 2	13C - 2	13B - 6	13C - 3	13B - 7	13B - 8	13B - 9	13B - 5	13B - 10	13B - 12	13B - 13	13B-14	13B-14
Step															
1*	63,774	65,849	68,442	60,600	72,591	61,788	75,184	66,368	80,371	71,554	68,442	88,150	64,812	69,182	69,182
2*	64,478	66,553	69,146	61,245	73,295	62,433	75,888	67,072	81,075	72,258	69,146	88,854	65,516	69,886	69,886
3*	65,182	67,257	69,850	61,890	73,999	63,078	76,592	67,776	81,779	72,962	69,850	89,558	66,220	70,590	70,590
4*	65,886	67,961	70,554	62,535	74,703	63,723	77,296	68,480	82,483	73,666	70,554	90,262	66,924	71,294	71,294
5*	66,590	68,665	71,258	63,180	75,407	64,368	78,000	69,184	83,187	74,370	71,258	90,966	67,628	71,998	71,998
6*	67,294	69,369	71,962	63,825	76,111	65,013	78,704	69,888	83,891	75,074	71,962	91,670	68,332	72,702	72,702
7*	67,998	70,073	72,666	64,470	76,815	65,658	79,408	70,592	84,595	75,778	72,666	92,374	69,036	73,406	73,406
8*	68,702	70,777	73,370	65,115	77,519	66,303	80,112	71,296	85,299	76,482	73,370	93,078	69,740	74,110	74,110
9*	69,406	71,481	74,074	65,760	78,223	66,948	80,816	72,000	86,003	77,186	74,074	93,782	70,444	74,814	74,814
10*	70,110	72,185	74,778	66,405	78,927	67,593	81,520	72,704	86,707	77,890	74,778	94,486	71,148	75,518	75,518
11*	70,814	72,889	75,482	67,050	79,631	68,238	82,224	73,408	87,411	78,594	75,482	95,190	71,852	76,222	76,222
12*	71,518	73,593	76,186	67,695	80,335	68,883	82,928	74,112	88,115	79,298	76,186	95,894	72,556	76,926	76,926
13*	72,222	74,297	76,890	68,340	81,039	69,528	83,632	74,816	88,819	80,002	76,890	96,598	73,260	77,630	77,630

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	<b>AR Tchr Retirement:</b>	14% of Salary
Employee & Family	\$ 2,760.00 / year	<b>Long-Term Disability:</b>	.42% of Salary

13D

**District Administrator Salary Schedule  
District Administrator Salary Schedule  
2012-2013**

**\*\* 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 2012-2013	12 months 2012-2013	12 months 2012-2013
	13D - 2	13D - 4	13D - 5
1*	77,777	72,575	77,777
2*	78,481	73,279	78,481
3*	79,185	73,983	79,185
4*	79,889	74,687	79,889
5*	80,593	75,391	80,593
6*	81,297	76,095	81,297
7*	82,001	76,799	82,001
8*	82,705	77,503	82,705
9*	83,409	78,207	83,409
10*	84,113	78,911	84,113
11*	84,817	79,615	84,817
12*	85,521	80,319	85,521
13*	86,225	81,023	86,225

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)

<b>Health Insurance</b>		<b>Dental Insurance</b>	
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	<b>AR Tchr Retirement:</b>	14% of Salary
Employee & Family	\$ 2,760.00 / year	<b>Long-Term Disability:</b>	.42% of Salary

**Mountain Home Public Schools  
Licensed Salary Schedule  
2012-2013**

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

Step	Out of State Exp.	In-State 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	34,050	35,200	36,350	37,725	38,985	40,245
2*	1	1	34,610	35,760	36,910	38,285	39,545	40,805
3*	2	2	35,170	36,320	37,470	38,845	40,105	41,365
4*	3	3	35,730	36,880	38,030	39,405	40,665	41,925
5*	4	4	36,290	37,440	38,590	39,965	41,225	42,485
6*	5	5	36,850	38,000	39,150	40,525	41,785	43,045
7*	6	6	37,410	38,560	39,710	41,085	42,345	43,605
8*	7	7	37,970	39,120	40,270	41,645	42,905	44,165
9*	8	8	38,530	39,680	40,830	42,205	43,465	44,725
10*	9	9	39,090	40,240	41,390	42,765	44,025	45,285
11*	10	10	39,650	40,800	41,950	43,325	44,585	45,845
12*	11	11	40,210	41,360	42,510	43,885	45,145	46,405
13*	12	12	40,770	41,920	43,070	44,445	45,705	46,965
14*	13	13	41,330	42,480	43,630	45,005	46,265	47,525
15*	14	14	41,890	43,040	44,190	45,565	46,825	48,085
16*	15	15	42,450	43,600	44,750	46,125	47,385	48,645
17*		16	43,010	44,160	45,310	46,685	47,945	49,205
18*		17	43,570	44,720	45,870	47,245	48,505	49,765
19*		18	44,130	45,280	46,430	47,805	49,065	50,325
20*		19	44,690	45,840	46,990	48,365	49,625	50,885
21*		20	45,250	46,400	47,550	48,925	50,185	51,445
22*		21	45,810	46,960	48,110	49,485	50,745	52,005
23*		22	46,370	47,520	48,670	50,045	51,305	52,565
24*		23	46,930	48,080	49,230	50,605	51,865	53,125
25*		24	47,490	48,640	49,790	51,165	52,425	53,685
26*		25	48,050	49,200	50,350	51,725	52,985	54,245
27*		26	48,610	49,760	50,910	52,285	53,545	54,805
28*		27	49,620	50,770	51,920	53,295	54,555	55,815

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	<b>AR Tchr Retirement:</b>	14% of Salary
Employee & Family	\$ 2,760.00 / year	<b>Long-Term Disability:</b>	.42% of Salary

13F  
13G

**Mountain Home Public Schools  
Classified Special Positions  
Salary Schedule  
2012-2013**

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

Step	Years Exp.	Research Specialist 220 days	Cadet Corps Master Chief 240 days
		<b>13F - 1</b>	<b>13G - 2</b>
1	Base	60,216	75,679
2	1	60,861	76,355
3	2	61,506	76,355
4	3	62,151	77,474
5	4	62,796	77,897
6	5	63,441	78,457
7	6	64,086	79,017
8	7	64,731	79,577
9	8	65,376	80,137
10	9	66,021	80,697
11	10	66,666	81,257
12	11	67,311	81,817
13	12	67,956	82,377
14	13	68,601	82,937
15	14	69,246	83,497
16	15	69,891	84,057
17	16	70,536	84,617
18	17	71,181	85,177
19	18	71,826	85,737
20	19	72,471	86,297
21	20	73,116	86,857
22	21	73,761	87,417
23	22	74,406	87,977
24	23	75,051	88,537
25	24	75,696	89,097
26	25	76,341	89,657
27	26	76,986	90,217
28	27	77,631	90,777
29	28	78,276	91,337
30	29	78,921	91,897
31	30	79,566	92,457

**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)

<b>Health Insurance</b>		<b>Dental Insurance</b>	
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	<b>AR Tchr Retirement:</b>	14% of Salary
Employee & Family	\$ 2,760.00 / year	<b>Long-Term Disability:</b>	.42% of Salary

**Mountain Home Public Schools  
Interpreter Salary Schedule  
2012-2013**

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

Step	Years Exp.	Entry Interpreter	QAST I Annual	QAST II Annual	QAST III Annual
		1	2	3	4
1	Base	13,831	14,325	15,152	15,951
2	1	13,989	14,478	15,314	16,122
3	2	14,147	14,632	15,478	16,295
4	3	14,305	14,786	15,641	16,467
5	4	14,469	14,946	15,811	16,646
6	5	14,633	15,106	15,980	16,825
7	6	14,800	15,267	16,152	17,006
8	7	14,966	15,428	16,323	17,186
9	8	15,132	15,593	16,498	17,371
10	9	15,299	15,760	16,675	17,558
11	10	15,465	15,929	16,854	17,747
12	11	15,631	16,100	17,035	17,938
13	12	16,197	16,277	17,222	18,136
14	13	16,280	16,455	17,412	18,335
15	14	16,363	16,636	17,603	18,537
16	15	16,446	16,771	17,747	18,688
17	16	16,529	16,908	17,891	18,840
18	17	16,612	17,045	18,037	18,994
19	18	16,696	17,184	18,184	19,149
20	19	16,777	17,324	18,332	19,305
21	20	16,858	17,365	18,376	19,351
22	21	16,935	17,406	18,419	19,397
23	22	17,011	17,448	18,463	19,443
24	23	17,071	17,489	18,507	19,490
25	24	17,131	17,531	18,551	19,536
26	25	17,190	17,626	18,652	19,642
27	26	17,250	17,721	18,753	19,749
28	27	17,310	17,817	18,855	19,856
29	28	17,370	17,914	18,957	19,964
30	29	17,429	18,011	19,060	20,072
31	30	17,489	18,587	19,670	20,715

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).

**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
Emp. & Child	\$ 2,760.00 / year	Family	\$ 307.20 /year
Emp. & Spouse	\$ 2,760.00 / year	<b>Arkansas Tchr Retirement</b>	14% of Salary
Emp. & Family	\$ 2,760.00 / year	<b>Long-Term Disability:</b>	.42% of Salary

13I (178 days)  
13J (247 days)

**Mountain Home Public Schools  
Clerical and Para-Professional Salary Schedule  
2012-2013**

Step	Years Exp.	Clerical/ Aide	Building Accts. Pay.	Social Worker	Para	Clerical	Building Accts. Pay.	H S Accts. Pay.	District Clerical	Assist. Sup. Secretary	Supt. Sec. /BKpr-1	Bookkeeper 2	Computer Tech	Systems Admin	Technology Supervisor
		178 days	178 days	178	178 days	247 days	247 days	247 days	247 days	247 days	247 days	247 days	247	247 days	247 days
		Range	13I - 1	13I - 2	13I - 3	13I - 4	13J - 1	13J - 2	13J - 3	13J - 4	13J - 5	13J - 6	13J - 7	13J - 8	13J - 9
1	Base	16,582	17,314	26,096	16,948	22,978	23,995	24,182	24,947	26,531	30,026	35,521	28,137	33,686	40,422
2	1	16,771	17,513	26,390	17,142	23,241	24,272	24,460	25,235	26,836	30,373	35,930	28,452	34,053	40,756
3	2	16,960	17,713	26,684	17,336	23,503	24,548	24,738	25,524	27,140	30,719	36,340	28,767	34,421	41,090
4	3	17,149	17,912	26,978	17,531	23,765	24,825	25,016	25,813	27,445	31,066	36,749	29,082	34,788	41,424
5	4	17,349	18,117	27,287	17,733	24,042	25,109	25,305	26,112	27,760	31,423	37,169	29,407	35,156	41,758
6	5	17,548	18,322	27,597	17,935	24,319	25,393	25,594	26,411	28,075	31,780	37,589	29,733	35,523	42,092
7	6	17,748	18,532	27,912	18,140	24,596	25,685	25,888	26,716	28,400	32,147	38,020	30,069	35,922	42,426
8	7	17,947	18,742	28,227	18,344	24,873	25,976	26,182	27,020	28,726	32,513	38,450	30,405	36,321	42,760
9	8	18,147	18,952	28,542	18,549	25,149	26,268	26,476	27,325	29,051	32,882	38,881	30,741	36,720	43,094
10	9	18,346	19,162	28,857	18,754	25,426	26,559	26,770	27,629	29,377	33,250	39,332	31,077	37,119	43,428
11	10	18,546	19,372	29,172	18,959	25,703	26,850	27,064	27,934	29,702	33,617	39,784	31,413	37,518	43,762
12	11	18,745	19,582	29,487	19,163	25,980	27,142	27,358	28,238	30,028	33,985	40,235	31,749	37,917	44,096
13	12	19,428	20,290	29,802	19,859	26,927	28,125	28,355	29,262	31,125	35,234	41,653	32,872	39,240	44,430
14	13	19,522	20,401	30,117	19,961	27,058	28,278	28,508	29,420	31,293	35,423	41,852	33,061	39,440	44,764
15	14	19,617	20,511	30,432	20,064	27,189	28,431	28,660	29,577	31,461	35,612	42,052	33,250	39,639	45,098
16	15	19,711	20,621	30,747	20,166	27,320	28,584	28,812	29,735	31,629	35,801	42,251	33,439	39,839	45,432
17	16	19,806	20,731	31,062	20,268	27,452	28,737	28,964	29,892	31,797	35,990	42,451	33,628	40,038	45,766
18	17	19,900	20,842	31,377	20,371	27,583	28,890	29,117	30,050	31,965	36,179	42,650	33,817	40,238	46,100
19	18	19,995	20,952	31,692	20,473	27,714	29,043	29,269	30,207	32,133	36,368	42,850	33,964	40,395	46,434
20	19	20,089	21,057	32,007	20,573	27,845	29,189	29,421	30,365	32,301	36,557	43,049	34,111	40,553	46,768
21	20	20,184	21,162	32,322	20,673	27,976	29,335	29,573	30,522	32,469	36,746	43,249	34,258	40,710	47,102
22	21	20,278	21,256	32,637	20,767	28,107	29,466	29,705	30,659	32,611	36,909	43,422	34,405	40,868	47,436
23	22	20,373	21,351	32,952	20,862	28,238	29,597	29,836	30,795	32,752	37,072	43,595	34,552	41,025	47,770
24	23	20,467	21,403	33,267	20,935	28,369	29,670	29,909	30,874	32,836	37,161	43,690	34,657	41,130	48,104
25	24	20,562	21,456	33,582	21,009	28,501	29,743	29,983	30,953	32,920	37,250	43,784	34,762	41,235	48,438
26	25	20,656	21,508	33,897	21,082	28,632	29,816	30,056	31,031	33,004	37,339	43,879	34,867	41,340	48,772
27	26	20,751	21,561	34,212	21,156	28,763	29,888	30,130	31,110	33,088	37,429	43,973	34,972	41,445	49,106
28	27	20,845	21,613	34,527	21,229	28,894	29,961	30,203	31,189	33,172	37,518	44,068	35,077	41,550	49,440
29	28	20,940	21,666	34,842	21,303	29,025	30,034	30,277	31,268	33,256	37,607	44,162	35,182	41,655	49,774
30	29	21,034	21,718	35,157	21,376	29,156	30,107	30,350	31,346	33,340	37,696	44,257	35,287	41,760	50,108
31	30	21,129	21,771	35,472	21,450	29,287	30,180	30,424	31,425	33,424	37,786	45,628	35,392	41,865	50,442

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	<b>AR Tchr Retirement:</b>	14% of Salary
Employee & Family	\$ 2,760.00 / year	<b>Long-Term Disability:</b>	.42% of Salary

13K  
13L

**Mountain Home Public Schools  
Maintenance and Custodial Personnel Salary Schedule  
2012-2013**

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

Step	Years Exp.	Maintanance Annual Salary	Custodial Annual Salary	Night Cust Annual Salary	6 hr Night Cust Annual	Mtc. Supervisor /Electrician	PT Night Cust Annual Salary	FT Night Annual
		13K - 1	13K - 2	13K - 3	13K - 4	13K - 5	13L - 6	13L - 7
1	Base	22,676.00	20,545.00	20,716.00	16,642.00	35,107.00	15,482.00	21,365.00
2	1	23,043.00	20,986.00	21,157.00	16,810.00	35,107.00	15,797.00	21,806.00
3	2	23,411.00	21,427.00	21,598.00	17,062.00	35,632.00	16,112.00	22,247.00
4	3	23,778.00	21,868.00	22,039.00	17,566.00	36,157.00	16,427.00	22,688.00
5	4	24,146.00	22,309.00	22,480.00	18,070.00	36,682.00	16,742.00	23,129.00
6	5	24,513.00	22,750.00	23,125.00	18,616.00	37,207.00	17,057.00	23,570.00
7	6	24,881.00	23,191.00	23,755.00	19,120.00	37,732.00	17,372.00	24,011.00
8	7	25,248.00	23,632.00	24,385.00	19,624.00	38,257.00	17,687.00	24,452.00
9	8	25,616.00	24,073.00	24,857.00	20,002.00	38,782.00	18,002.00	24,893.00
10	9	25,983.00	24,514.00	25,330.00	20,380.00	39,307.00	18,317.00	25,334.00
11	10	26,351.00	24,955.00	25,802.00	20,758.00	39,832.00	18,632.00	25,775.00
12	11	26,718.00	25,396.00	26,275.00	21,136.00	40,357.00	18,947.00	26,216.00
13	12	27,086.00	25,837.00	26,747.00	21,514.00	40,882.00	19,262.00	26,657.00
14	13	27,453.00	26,278.00	27,219.00	21,892.00	41,407.00	19,577.00	27,098.00
15	14	27,821.00	26,719.00	27,691.00	22,270.00	41,932.00	19,892.00	27,539.00
16	15	28,188.00	27,160.00	28,163.00	22,648.00	42,457.00	20,207.00	27,980.00
17	16	28,556.00	27,601.00	28,635.00	23,026.00	42,982.00	20,522.00	28,421.00
18	17	28,923.00	28,042.00	29,107.00	23,404.00	43,507.00	20,837.00	28,862.00
19	18	29,291.00	28,483.00	29,579.00	23,782.00	44,032.00	21,152.00	29,303.00
20	19	29,658.00	28,924.00	30,051.00	24,160.00	44,557.00	21,467.00	29,744.00
21	20	30,026.00	29,365.00	30,523.00	24,538.00	45,082.00	21,782.00	30,185.00
22	21	30,393.00	29,806.00	30,995.00	24,916.00	45,607.00	22,097.00	30,626.00
23	22	30,761.00	30,247.00	31,467.00	25,294.00	46,132.00	22,412.00	31,067.00
24	23	31,128.00	30,688.00	31,939.00	25,672.00	46,657.00	22,727.00	31,508.00
25	24	31,496.00	31,129.00	32,411.00	26,050.00	47,182.00	23,042.00	31,949.00
26	25	31,863.00	31,570.00	32,883.00	26,428.00	47,707.00	23,357.00	32,390.00
27	26	32,231.00	32,011.00	33,355.00	26,806.00	48,232.00	23,672.00	32,831.00
28	27	32,598.00	32,452.00	33,827.00	27,184.00	48,757.00	23,987.00	33,272.00
29	28	32,966.00	32,893.00	34,299.00	27,562.00	49,282.00	24,302.00	33,713.00
30	29	33,333.00	33,334.00	34,771.00	27,940.00	49,807.00	24,617.00	34,154.00
31	30	33,701.00	33,775.00	35,243.00	28,318.00	50,332.00	24,932.00	34,595.00

Annual salaries computed on 8 hours per day, 260 days per year.  
PT Night computed on 5 hours per day.

<u>Other Positions</u>	<u>Hourly Rate</u>
Temporary Maintenance	8.05
Temporary Custodian	8.05
College Aged Summer Worker	8.05

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



13N  
13M  
13O  
13L

**Mountain Home Public Schools  
Food Service Salary Schedule  
2012-2013**

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

Step	Years Exp.	13N-1	13N-2	13N-3	13N-4	13N-5	13N-6	13N-7	13N-8	FOOD SVC MGRS				
		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	13M-1	13M-2	13M-3	13O	13L - 2
		Annual Sal. 181 Days	Annual Sal. 181 Days	Annual Sal. 181 Days	Annual Sal. 181 Days	Annual Sal. 181 Days	Annual Sal. 181 Days	Annual Sal. 181 Days	Annual Sal. 181 Days	Annual Sal. 181 Days	ADM <350 181 Days	ADM >350<650 181 Days	ADM >650 181 Days	Clerk/Annual 220 Days
1	Base	5,638.00	6,288.00	7,165.00	8,109.00	8,920.00	9,775.00	10,587.00	11,441.00	17,006.00	17,344.00	17,780.00	18,683	35,073
2	1	5,738.00	6,368.00	7,455.00	8,214.00	9,280.00	10,495.00	11,012.00	11,896.00	17,166.00	17,544.00	17,970.00	18,903	35,388
3	2	5,838.00	6,448.00	7,745.00	8,319.00	9,640.00	10,640.00	11,437.00	12,351.00	17,326.00	17,744.00	18,160.00	19,123	35,703
4	3	5,938.00	6,528.00	8,035.00	8,424.00	10,000.00	10,785.00	11,862.00	12,806.00	17,486.00	17,944.00	18,350.00	19,343	36,018
5	4	6,038.00	6,608.00	8,105.00	8,529.00	10,095.00	10,930.00	11,987.00	12,951.00	17,646.00	18,144.00	18,540.00	19,563	36,333
6	5	6,138.00	6,688.00	8,175.00	8,634.00	10,190.00	11,075.00	12,112.00	13,096.00	17,806.00	18,344.00	18,730.00	19,783	36,648
7	6	6,238.00	6,768.00	8,245.00	8,739.00	10,285.00	11,220.00	12,237.00	13,241.00	17,966.00	18,544.00	18,920.00	20,003	36,963
8	7	6,338.00	6,848.00	8,315.00	8,844.00	10,380.00	11,365.00	12,362.00	13,386.00	18,126.00	18,744.00	19,110.00	20,223	37,278
9	8	6,438.00	6,928.00	8,385.00	8,949.00	10,475.00	11,460.00	12,487.00	13,531.00	18,286.00	18,944.00	19,300.00	20,443	37,593
10	9	6,498.00	7,008.00	8,455.00	9,054.00	10,570.00	11,555.00	12,612.00	13,676.00	18,446.00	19,144.00	19,490.00	20,663	37,908
11	10	6,558.00	7,088.00	8,525.00	9,159.00	10,665.00	11,650.00	12,737.00	13,821.00	18,606.00	19,344.00	19,680.00	20,833	38,223
12	11	6,618.00	7,168.00	8,595.00	9,264.00	10,775.00	11,745.00	12,837.00	13,966.00	18,766.00	19,489.00	19,870.00	21,003	38,538
13	12	6,678.00	7,248.00	8,665.00	9,369.00	10,885.00	11,840.00	12,937.00	14,111.00	18,926.00	19,634.00	20,060.00	21,173	38,853
14	13	6,738.00	7,328.00	8,735.00	9,474.00	10,995.00	11,935.00	13,037.00	14,256.00	19,086.00	19,779.00	20,250.00	21,343	39,168
15	14	6,798.00	7,408.00	8,805.00	9,579.00	11,105.00	12,030.00	13,137.00	14,401.00	19,246.00	19,924.00	20,440.00	21,513	39,483
16	15	6,858.00	7,488.00	8,875.00	9,684.00	11,215.00	12,125.00	13,237.00	14,546.00	19,406.00	20,069.00	20,630.00	21,683	39,798
17	16	6,918.00	7,568.00	8,945.00	9,789.00	11,325.00	12,220.00	13,337.00	14,636.00	19,566.00	20,214.00	20,820.00	21,853	40,113
18	17	6,978.00	7,648.00	9,015.00	9,894.00	11,435.00	12,315.00	13,437.00	14,726.00	19,726.00	20,359.00	21,010.00	22,023	40,428
19	18	7,038.00	7,728.00	9,085.00	9,999.00	11,515.00	12,410.00	13,537.00	14,816.00	19,886.00	20,504.00	21,200.00	22,193	40,743
20	19	7,098.00	7,808.00	9,155.00	10,104.00	11,595.00	12,505.00	13,637.00	14,906.00	20,046.00	20,649.00	21,320.00	22,363	41,058
21	20	7,158.00	7,888.00	9,225.00	10,209.00	11,675.00	12,600.00	13,737.00	14,996.00	20,206.00	20,794.00	21,440.00	22,533	41,268
22	21	7,218.00	7,968.00	9,295.00	10,314.00	11,755.00	12,695.00	13,837.00	15,086.00	20,366.00	20,939.00	21,560.00	22,703	41,478
23	22	7,278.00	8,048.00	9,365.00	10,419.00	11,835.00	12,790.00	13,937.00	15,176.00	20,526.00	21,084.00	21,680.00	22,873	41,688
24	23	7,338.00	8,128.00	9,435.00	10,524.00	11,915.00	12,885.00	14,037.00	15,266.00	20,686.00	21,229.00	21,800.00	23,043	41,898
25	24	7,398.00	8,208.00	9,505.00	10,629.00	11,995.00	12,980.00	14,137.00	15,356.00	20,846.00	21,374.00	21,920.00	23,213	42,108
26	25	7,458.00	8,288.00	9,575.00	10,734.00	12,075.00	13,075.00	14,237.00	15,446.00	21,006.00	21,519.00	22,040.00	23,383	42,318
27	26	7,518.00	8,368.00	9,645.00	10,839.00	12,155.00	13,170.00	14,337.00	15,536.00	21,166.00	21,664.00	22,160.00	23,553	42,528
28	27	7,578.00	8,448.00	9,715.00	10,944.00	12,235.00	13,265.00	14,437.00	15,626.00	21,326.00	21,809.00	22,280.00	23,723	42,738
29	28	7,638.00	8,528.00	9,785.00	11,049.00	12,315.00	13,360.00	14,537.00	15,716.00	21,486.00	21,954.00	22,400.00	23,893	42,948
30	29	7,698.00	8,608.00	9,855.00	11,154.00	12,395.00	13,455.00	14,637.00	15,806.00	21,646.00	22,099.00	22,520.00	24,063	43,158
31	30	7,758.00	8,688.00	9,925.00	11,259.00	12,475.00	13,550.00	14,737.00	15,896.00	21,806.00	22,244.00	22,640.00	24,233	43,368

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 \$8.05/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)

<b>Health Insurance</b>		<b>Dental Insurance</b>	
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	<b>AR Tchr Retirement:</b>	14% of Salary
Employee & Family	\$ 2,760.00 / year	<b>Long-Term Disability:</b>	.42% of Salary

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

Step	13P - 1	13P - 2	13P - 3	13P - 4	13P-5	13Q - 1	13Q - 2
	Bus Drivers					Mechanics ( 2080 hrs)	Transportation Assistant (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	6,455	7,748	9,005	10,290	11,438	29,464	24,036
2	6,602	7,900	9,157	10,448	11,588	29,742	24,272
3	6,749	8,052	9,310	10,605	11,738	30,021	24,508
4	6,896	8,204	9,462	10,763	11,888	30,299	24,745
5	7,043	8,357	9,614	10,920	12,038	30,577	24,981
6	7,190	8,509	9,761	11,078	12,188	30,855	25,217
7	7,337	8,656	9,908	11,235	12,338	31,134	25,453
8	7,484	8,803	10,055	11,393	12,488	31,412	25,690
9	7,631	8,950	10,202	11,550	12,638	31,690	25,926
10	7,778	9,097	10,349	11,708	12,788	31,968	26,162
11	7,925	9,244	10,480	11,865	12,938	32,247	26,398
12	8,072	9,391	10,612	12,023	13,088	32,525	26,635
13	8,219	9,538	10,743	12,180	13,238	32,803	26,871
14	8,366	9,685	10,874	12,338	13,388	33,081	27,107
15	8,513	9,832	11,005	12,495	13,538	33,360	27,343
16	8,660	9,979	11,137	12,600	13,688	33,638	27,580
17	8,807	10,126	11,268	12,705	13,838	33,916	27,816
18	8,954	10,273	11,399	12,810	13,988	34,194	28,052
19	9,101	10,420	11,530	12,915	14,138	34,473	28,288
20	9,248	10,567	11,662	13,020	14,288	34,751	28,525
21	9,395	10,714	11,793	13,125	14,438	35,029	28,761
22	9,542	10,861	11,924	13,230	14,588	35,307	28,997
23	9,689	11,008	12,055	13,335	14,738	35,586	29,233
24	9,836	11,155	12,187	13,440	14,888	35,864	29,470
25	9,983	11,302	12,318	13,545	15,038	36,142	29,706
26	10,130	11,449	12,449	13,650	15,188	36,420	29,942
27	10,277	11,596	12,580	13,755	15,338	36,699	30,178
28	10,424	11,743	12,712	13,860	15,488	36,977	30,415
29	10,571	11,890	12,843	13,965	15,638	37,255	30,651

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 13R**

**Activity Trip Drivers**

\$1,983.00

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
Employee & Child	\$ 2,760.00 / year	Family	\$ 307.20
Employee & Spouse	\$ 2,760.00 / year	<b>AR Tchr Retirement:</b>	14% of Salary
Employee & Family	\$ 2,760.00 / year	<b>Long-Term Disability:</b>	.42% of Salary

**MOUNTAIN HOME PUBLIC SCHOOLS  
NURSES SALARY SCHEDULE  
2012-2013**

\*\*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						
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	Phono-Graphix Trainer	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)	7,350.00		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  
Federal Grant Stipends  
2012-13 School Year**

<b>Duty Code</b>	<b>Responsibility</b>	<b>Amount</b>
	Recycling Coordinator	2,000.00
	Recycling	1,000.00
	Recycling	500.00
MS1	Pathwise Mentor	1,200.00

**Mountain Home School District  
Hourly/Daily Payrate Licensed Schedule  
2012-13 School Year**

<b>Duty Code</b>	<b>Responsibility</b>	<b>Amount</b>
	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				
CLASSIFIED STIPEND SCHEDULE				
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  
2012-13 School Year**

<b>Duty Code</b>	<b>Responsibility</b>	<b>Amount</b>
	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