

**Mountain Home Public Schools
Superintendent Salary Schedule
2008-2009**

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

Step	Superintendent		
		12 months	
	Range	Range	Range
	1	2	3
1*		119,152	
2*		121,552	
3*		122,256	
4*		122,960	
5*		123,664	
6*		124,368	
7*		125,072	
8*		125,776	
9*		126,480	
10*		127,184	
11*		127,888	
12*		128,592	
13*		129,296	

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

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**Mountain Home Public Schools
Certified Salary Schedule
2008-2009**

**** 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	33,713	34,863	36,013	37,388	38,648	39,908
2*	1	1	34,273	35,423	36,573	37,948	39,208	40,468
3*	2	2	34,833	35,983	37,133	38,508	39,768	41,028
4*	3	3	35,393	36,543	37,693	39,068	40,328	41,588
5*	4	4	35,953	37,103	38,253	39,628	40,888	42,148
6*	5	5	36,513	37,663	38,813	40,188	41,448	42,708
7*	6	6	37,073	38,223	39,373	40,748	42,008	43,268
8*	7	7	37,633	38,783	39,933	41,308	42,568	43,828
9*	8	8	38,193	39,343	40,493	41,868	43,128	44,388
10*	9	9	38,753	39,903	41,053	42,428	43,688	44,948
11*	10	10	39,313	40,463	41,613	42,988	44,248	45,508
12*	11	11	39,873	41,023	42,173	43,548	44,808	46,068
13*	12	12	40,433	41,583	42,733	44,108	45,368	46,628
14*	13	13	40,993	42,143	43,293	44,668	45,928	47,188
15*	14	14	41,553	42,703	43,853	45,228	46,488	47,748
16*	15	15	42,113	43,263	44,413	45,788	47,048	48,308
17*		16	42,673	43,823	44,973	46,348	47,608	48,868
18*		17	43,233	44,383	45,533	46,908	48,168	49,428
19*		18	43,793	44,943	46,093	47,468	48,728	49,988
20*		19	44,353	45,503	46,653	48,028	49,288	50,548
21*		20	44,913	46,063	47,213	48,588	49,848	51,108
22*		21	45,473	46,623	47,773	49,148	50,408	51,668
23*		22	46,033	47,183	48,333	49,708	50,968	52,228
24*		23	46,593	47,743	48,893	50,268	51,528	52,788
25*		24	47,153	48,303	49,453	50,828	52,088	53,348
26*		25	47,713	48,863	50,013	51,388	52,648	53,908
27*		26	48,273	49,423	50,573	51,948	53,208	54,468
28*		27	49,283	50,433	51,583	52,958	54,218	55,478

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

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**Mountain Home Public Schools
Administrative Salary Schedule
2008-2009**

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

Range Step	Elementary			Middle School		Junior High		High School		Athletic	Federal	Special	GT/PR	Asst
	Asst. Princ.	Principal		Asst. Princ.	Principal	Asst. Princ.	Principal	Asst. Princ.	Principal	Director	Programs	Ed.	Equity	Supt.
	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
		1 grade	3 grades											
	9AD - 1	9AD - 4	9AD - 2	9A - 2	9AD - 6	9A - 3	9AD - 7	9AD - 8	9AD - 9	9AD - 5	9AD - 13	9AD - 10	9AD - 11	9AD - 12
1*	63,351	65,426	68,019	60,212	72,168	61,400	74,761	65,945	79,948	71,131	64,389	68,019	68,019	87,727
2*	64,055	66,130	68,723	60,857	72,872	62,045	75,465	66,648	80,651	71,835	65,092	68,723	68,723	88,431
3*	64,759	66,833	69,426	61,502	73,576	62,690	76,169	67,352	81,355	72,538	65,796	69,426	69,426	89,135
4*	65,462	67,537	70,130	62,147	74,279	63,335	76,872	68,056	82,059	73,242	66,500	70,130	70,130	89,838
5*	66,166	68,241	70,834	62,792	74,983	63,980	77,576	68,759	82,762	73,946	67,203	70,834	70,834	90,542
6*	66,870	68,944	71,537	63,437	75,687	64,625	78,280	69,463	83,466	74,649	67,907	71,537	71,537	91,246
7*	67,573	69,648	72,241	64,082	76,390	65,271	78,983	70,167	84,170	75,353	68,611	72,241	72,241	91,949
8*	68,277	70,352	72,945	64,727	77,094	65,916	79,687	70,870	84,873	76,057	69,314	72,945	72,945	92,653
9*	68,981	71,055	73,648	65,372	77,798	66,561	80,391	71,574	85,577	76,760	70,018	73,648	73,648	93,357
10*	69,684	71,759	74,352	66,017	78,501	67,206	81,094	72,278	86,281	77,464	70,722	74,352	74,352	94,060
11*	70,388	72,463	75,056	66,662	79,205	67,851	81,798	72,981	86,984	78,168	71,425	75,056	75,056	94,764
12*	71,092	73,166	75,759	67,307	79,909	68,496	82,502	73,685	87,688	78,871	72,129	75,759	75,759	95,468
13*	71,795	73,870	76,463	67,952	80,612	69,141	83,205	74,389	88,392	79,575	72,833	76,463	76,463	96,171

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

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**Mountain Home Public Schools
Classified Administrative Salary Schedule
2008-2009**

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

Step	Tech Coord	Business Mgr	Aux Svs Director
	12 months 2008-2009	12 months 2008-2009	12 months 2008-2009
	9AC - 1	9AC - 4	9AC - 3
1*	64,630	72,152	79,948
2*	65,333	72,856	80,652
3*	66,037	73,560	81,356
4*	66,741	74,264	82,060
5*	67,444	74,968	82,764
6*	68,148	75,672	83,468
7*	68,852	76,376	84,172
8*	69,555	77,080	84,876
9*	70,259	77,784	85,580
10*	70,963	78,488	86,284
11*	71,666	79,192	86,988
12*	72,370	79,896	87,692
13*	73,074	80,600	88,396

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

Board approved 6/12/08

9BD
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Mountain Home Public Schools
Transportation Salary Schedule

2008-2009

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

Step	9BD - 1	9BD - 2	9BD - 3	9BD - 4	9BD-5	9TS - 1	9TS - 2	9TS - 3
	Bus Drivers					Mechanics	Transportation Assistant	Transportation Supervisor
	Route 1 (2.5 hr)	Route 2 (3.25 hr)	Route 3 (4.25 hr)	Route 4 (5 hr)	Route 5 (5.5 hr)	(2080 hrs)	(2080 hrs)	(2080 hrs)
1	6,391	7,671	8,916	10,188	11,325	29,172	23,798	29,869
2	6,538	7,823	9,068	10,346	11,475	29,450	24,034	30,148
3	6,685	7,975	9,221	10,503	11,625	29,729	24,270	30,426
4	6,832	8,127	9,373	10,661	11,775	30,007	24,507	30,704
5	6,979	8,280	9,525	10,818	11,925	30,285	24,743	30,982
6	7,126	8,432	9,672	10,976	12,075	30,563	24,979	31,261
7	7,273	8,579	9,819	11,133	12,225	30,842	25,215	31,539
8	7,420	8,726	9,966	11,291	12,375	31,120	25,452	31,817
9	7,567	8,873	10,113	11,448	12,525	31,398	25,688	32,095
10	7,714	9,020	10,260	11,606	12,675	31,676	25,924	32,374
11	7,861	9,167	10,391	11,763	12,825	31,955	26,160	32,652
12	8,008	9,314	10,523	11,921	12,975	32,233	26,397	32,930
13	8,155	9,461	10,654	12,078	13,125	32,511	26,633	33,208
14	8,302	9,608	10,785	12,236	13,275	32,789	26,869	33,487
15	8,449	9,755	10,916	12,393	13,425	33,068	27,105	33,765
16	8,596	9,902	11,048	12,498	13,575	33,346	27,342	34,043
17	8,743	10,049	11,179	12,603	13,725	33,624	27,578	34,321
18	8,890	10,196	11,310	12,708	13,875	33,902	27,814	34,600
19	9,037	10,343	11,441	12,813	14,025	34,181	28,050	34,878
20	9,184	10,490	11,573	12,918	14,175	34,459	28,287	35,156
21	9,331	10,637	11,704	13,023	14,325	34,737	28,523	35,434
22	9,478	10,784	11,835	13,128	14,475	35,015	28,759	35,713
23	9,625	10,931	11,966	13,233	14,625	35,294	28,995	35,991
24	9,772	11,078	12,098	13,338	14,775	35,572	29,232	36,269
25	9,919	11,225	12,229	13,443	14,925	35,850	29,468	36,547
26	10,066	11,372	12,360	13,548	15,075	36,128	29,704	36,826
27	10,213	11,519	12,491	13,653	15,225	36,407	29,940	37,104
28	10,360	11,666	12,623	13,758	15,375	36,685	30,177	37,382
29	10,507	11,813	12,754	13,863	15,525	36,963	30,413	37,660

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
Activity Trip Drivers

\$1,963.00
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	Arkansas Tchr Retirement	14% of Salary
Employee & Family	\$ 2,760.00 / year	Long-Term Disability:	.42% of Salary

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**Mountain Home Public Schools
Maintenance and Custodial Personnel Salary Schedule
2008-2009**

** 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	PT Night Cust Annual Salary	FT Night Annual	Mtc. Supervisor /Electrician
		9MC - 1	9MC - 2	9MC - 3	9MC - 4	9NC - 6	9NC - 7	9MC - 5
1	Base	22,451.00	20,342.00	20,511.00	16,477.00	15,329.00	21,153.00	34,759.00
2	1	22,818.00	20,783.00	20,952.00	16,645.00	15,644.00	21,594.00	34,759.00
3	2	23,186.00	21,224.00	21,393.00	16,897.00	15,959.00	22,035.00	35,284.00
4	3	23,553.00	21,665.00	21,834.00	17,401.00	16,274.00	22,476.00	35,809.00
5	4	23,921.00	22,106.00	22,275.00	17,905.00	16,589.00	22,917.00	36,334.00
6	5	24,288.00	22,547.00	22,920.00	18,451.00	16,904.00	23,358.00	36,859.00
7	6	24,656.00	22,988.00	23,550.00	18,955.00	17,219.00	23,799.00	37,384.00
8	7	25,023.00	23,429.00	24,180.00	19,459.00	17,534.00	24,240.00	37,909.00
9	8	25,391.00	23,870.00	24,652.00	19,837.00	17,849.00	24,681.00	38,434.00
10	9	25,758.00	24,311.00	25,125.00	20,215.00	18,164.00	25,122.00	38,959.00
11	10	26,126.00	24,752.00	25,597.00	20,593.00	18,479.00	25,563.00	39,484.00
12	11	26,493.00	25,193.00	26,070.00	20,971.00	18,794.00	26,004.00	40,009.00
13	12	26,861.00	25,634.00	26,542.00	21,349.00	19,109.00	26,445.00	40,534.00
14	13	27,228.00	26,075.00	27,014.00	21,727.00	19,424.00	26,886.00	41,059.00
15	14	27,596.00	26,516.00	27,486.00	22,105.00	19,739.00	27,327.00	41,584.00
16	15	27,963.00	26,957.00	27,958.00	22,483.00	20,054.00	27,768.00	42,109.00
17	16	28,331.00	27,398.00	28,430.00	22,861.00	20,369.00	28,209.00	42,634.00
18	17	28,698.00	27,839.00	28,902.00	23,239.00	20,684.00	28,650.00	43,159.00
19	18	29,066.00	28,280.00	29,374.00	23,617.00	21,000.00	29,091.00	43,684.00
20	19	29,433.00	28,721.00	29,846.00	23,995.00	21,315.00	29,532.00	44,209.00
21	20	29,801.00	29,162.00	30,318.00	24,373.00	21,630.00	29,973.00	44,734.00
22	21	30,168.00	29,603.00	30,790.00	24,751.00	21,945.00	30,414.00	45,259.00
23	22	30,536.00	30,044.00	31,262.00	25,129.00	22,260.00	30,855.00	45,784.00
24	23	30,903.00	30,485.00	31,734.00	25,507.00	22,575.00	31,296.00	46,309.00
25	24	31,271.00	30,926.00	32,206.00	25,885.00	22,890.00	31,737.00	46,834.00
26	25	31,638.00	31,367.00	32,678.00	26,263.00	23,205.00	32,178.00	47,359.00
27	26	32,006.00	31,808.00	33,150.00	26,641.00	23,520.00	32,619.00	47,884.00
28	27	32,373.00	32,249.00	33,622.00	27,019.00	23,835.00	33,060.00	48,409.00
29	28	32,741.00	32,690.00	34,094.00	27,407.00	24,150.00	33,501.00	48,934.00
30	29	33,108.00	33,131.00	34,566.00	27,795.00	24,465.00	33,942.00	49,459.00
31	30	33,476.00	33,572.00	35,038.00	28,183.00	24,780.00	34,383.00	49,984.00

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	6.55
Temporary Custodian	7.50
College Aged Summer Worker	6.55

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	Arkansas Tchr Ret:	14% of salary
Emp. & Family	\$ 2,760.00 / year	Long-Term Disability:	.42% of salary

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**Mountain Home Public Schools
Classified Special Positions
Salary Schedule
2008-2009**

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

Step	Years Exp.	Research Specialist 220 days	NJROTC Lt. Cmdr. 240 days
1	Base	59,828	59,937
2	1	60,473	TBD
3	2	61,118	TBD
4	3	61,763	TBD
5	4	62,408	TBD
6	5	63,053	TBD
7	6	63,698	TBD
8	7	64,343	TBD
9	8	64,988	TBD
10	9	65,633	TBD
11	10	66,278	TBD
12	11	66,923	TBD
13	12	67,568	TBD
14	13	68,213	TBD
15	14	68,858	TBD
16	15	69,503	TBD
17	16	70,148	TBD
18	17	70,793	TBD
19	18	71,438	TBD
20	19	72,083	TBD
21	20	72,728	TBD
22	21	73,373	TBD
23	22	74,018	TBD
24	23	74,663	TBD
25	24	75,308	TBD
26	25	75,953	TBD
27	26	76,598	TBD
28	27	77,243	TBD
29	28	77,888	TBD
30	29	78,533	TBD
31	30	79,178	TBD

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

9IN Mountain Home Public Schools
Interpreter Salary Schedule
2008-2009

** 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	13,694	14,183	15,002	15,793
2	1	13,852	14,336	15,164	15,964
3	2	14,010	14,490	15,328	16,137
4	3	14,168	14,644	15,491	16,309
5	4	14,332	14,804	15,661	16,488
6	5	14,496	14,964	15,830	16,667
7	6	14,663	15,125	16,002	16,848
8	7	14,829	15,286	16,173	17,028
9	8	14,995	15,451	16,348	17,213
10	9	15,162	15,618	16,525	17,400
11	10	15,328	15,787	16,704	17,589
12	11	15,494	15,958	16,885	17,780
13	12	16,060	16,135	17,072	17,978
14	13	16,143	16,313	17,262	18,177
15	14	16,226	16,494	17,453	18,379
16	15	16,309	16,629	17,597	18,530
17	16	16,392	16,766	17,741	18,682
18	17	16,475	16,903	17,887	18,836
19	18	16,559	17,042	18,034	18,991
20	19	16,640	17,182	18,182	19,147
21	20	16,721	17,223	18,226	19,193
22	21	16,798	17,264	18,269	19,239
23	22	16,874	17,306	18,313	19,285
24	23	16,934	17,347	18,357	19,332
25	24	16,994	17,389	18,401	19,378
26	25	17,053	17,484	18,502	19,484
27	26	17,113	17,579	18,603	19,591
28	27	17,173	17,675	18,705	19,698
29	28	17,233	17,772	18,807	19,806
30	29	17,292	17,869	18,910	19,914
31	30	17,352	18,445	19,520	20,557

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	Arkansas Tchr Retirement	14% of Salary
Emp. & Family	\$ 2,760.00 / year	Long-Term Disability:	.42% of Salary

9AP
9CL

**Mountain Home Public Schools
Clerical and Para-Professional Salary Schedule
2008-2009**

Step	Years Exp.	Clerical/ Aide	Para	Building Accts. Pay.	Social Worker	Clerical	Building Accts. Pay.	H S Accts. Pay.	District Clerical	Assist. Sup. Secretary	Supt. Sec. /Bkpr-1	Bookkeeper 2	Computer Tech	Systems Administrator	
		178 days	178 days	178 days	178	247 days	247 days	247 days	247 days	247 days	247 days	247 days	247 days	247	247 days
		9AP - 1	9AP - 4	9AP - 2	9AP - 3	9CL - 1	9CL - 2	9CL - 3	9CL - 4	9CL - 5	9CL - 6	9CL - 7	9CL - 8	9CL - 9	
1	Base	16,418	16,780	17,143	25,838	22,750	23,757	23,943	24,700	26,268	29,729	35,169	27,858	33,352	
2	1	16,607	16,974	17,342	26,132	23,013	24,034	24,221	24,988	26,573	30,076	35,578	28,173	33,719	
3	2	16,796	17,168	17,542	26,426	23,275	24,310	24,499	25,277	26,877	30,422	35,988	28,488	34,087	
4	3	16,985	17,363	17,741	26,720	23,537	24,587	24,777	25,566	27,182	30,769	36,397	28,803	34,454	
5	4	17,185	17,565	17,946	27,029	23,814	24,871	25,066	25,865	27,497	31,126	36,817	29,128	34,822	
6	5	17,384	17,767	18,151	27,339	24,091	25,155	25,355	26,164	27,812	31,483	37,237	29,454	35,189	
7	6	17,584	17,972	18,361	27,654	24,368	25,447	25,649	26,469	28,137	31,850	37,668	29,790	35,588	
8	7	17,783	18,176	18,571	27,969	24,645	25,738	25,943	26,773	28,463	32,216	38,098	30,126	35,987	
9	8	17,983	18,381	18,781	28,284	24,921	26,030	26,237	27,078	28,788	32,585	38,529	30,462	36,386	
10	9	18,182	18,586	18,991	28,599	25,198	26,321	26,531	27,382	29,114	32,953	38,980	30,798	36,785	
11	10	18,382	18,791	19,201	28,914	25,475	26,612	26,825	27,687	29,439	33,320	39,432	31,134	37,184	
12	11	18,581	18,995	19,411	29,229	25,752	26,904	27,119	27,991	29,765	33,688	39,883	31,470	37,583	
13	12	19,264	19,691	20,119	29,544	26,699	27,887	28,116	29,015	30,862	34,937	41,301	32,593	38,906	
14	13	19,358	19,793	20,230	29,859	26,830	28,040	28,269	29,173	31,030	35,126	41,500	32,782	39,106	
15	14	19,453	19,896	20,340	30,174	26,961	28,193	28,421	29,330	31,198	35,315	41,700	32,971	39,305	
16	15	19,547	19,998	20,450	30,489	27,092	28,346	28,573	29,488	31,366	35,504	41,899	33,160	39,505	
17	16	19,642	20,100	20,560	30,804	27,224	28,499	28,725	29,645	31,534	35,693	42,099	33,349	39,704	
18	17	19,736	20,203	20,671	31,119	27,355	28,652	28,878	29,803	31,702	35,882	42,298	33,538	39,904	
19	18	19,831	20,305	20,781	31,434	27,486	28,805	29,030	29,960	31,870	36,071	42,498	33,685	40,061	
20	19	19,925	20,405	20,886	31,749	27,617	28,951	29,182	30,118	32,038	36,260	42,697	33,832	40,219	
21	20	20,020	20,505	20,991	32,064	27,748	29,097	29,334	30,275	32,206	36,449	42,897	33,979	40,376	
22	21	20,114	20,599	21,085	32,379	27,879	29,228	29,466	30,412	32,348	36,612	43,070	34,126	40,534	
23	22	20,209	20,694	21,180	32,694	28,010	29,359	29,597	30,548	32,489	36,775	43,243	34,273	40,691	
24	23	20,303	20,767	21,232	33,009	28,141	29,432	29,670	30,627	32,573	36,864	43,338	34,378	40,796	
25	24	20,398	20,841	21,285	33,324	28,273	29,505	29,744	30,706	32,657	36,953	43,432	34,483	40,901	
26	25	20,492	20,914	21,337	33,639	28,404	29,578	29,817	30,784	32,741	37,042	43,527	34,588	41,006	
27	26	20,587	20,988	21,390	33,954	28,535	29,650	29,891	30,863	32,825	37,132	43,621	34,693	41,111	
28	27	20,681	21,061	21,442	34,269	28,666	29,723	29,964	30,942	32,909	37,221	43,716	34,798	41,216	
29	28	20,776	21,135	21,495	34,584	28,797	29,796	30,038	31,021	32,993	37,310	43,810	34,903	41,321	
30	29	20,870	21,208	21,547	34,899	28,928	29,869	30,111	31,099	33,077	37,399	43,905	35,008	41,426	
31	30	20,965	21,282	21,600	35,214	29,059	29,942	30,185	31,178	33,161	37,489	45,276	35,113	41,531	

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

Board Meeting Secretary

Regular Meetings Hourly Rate
Special meetings Hourly Rate

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

**MOUNTAIN HOME PUBLIC SCHOOLS
NURSES SALARY SCHEDULE
2008-2009**

**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.

Board approved 6/12/08

9FW
9FM
9NC

Mountain Home Public Schools
Food Service Salary Schedule
2008-2009

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

Step	Years Exp.	9FW - 3	9FW - 3.5	9FW - 4	9FW - 4.5	9FW - 5	9FW - 5.5	9FW - 6	9FW - 6.5	9FM - 1	9FM - 2 Managers		9FM - 3	9WC - 1	9NC - 2
		Annual Sal.	Annual Sal.	Annual Sal.	Annual Sal.	Annual Sal.	Annual Sal.	Annual Sal.	Annual Sal.	Annual Sal.	ADM <350	ADM >350-<650	ADM >650	Warehouse Clerk/Annual	Director
1	Base	5,489.00	6,123.00	6,976.00	7,896.00	8,686.00	9,518.00	10,308.00	11,140.00	16,838.00	17,172.00	17,604.00	18,498	34,726	
2	1	5,946.00	6,674.00	7,606.00	8,526.00	9,326.00	10,227.00	11,085.00	11,980.00	17,036.00	17,376.00	17,808.00	18,722	35,041	
3	2	6,020.00	6,768.00	7,711.00	8,736.00	9,662.00	10,594.00	11,473.00	12,400.00	17,234.00	17,580.00	18,012.00	18,946	35,356	
4	3	6,093.00	6,863.00	7,816.00	8,846.00	9,746.00	10,689.00	11,568.00	12,505.00	17,432.00	17,784.00	18,216.00	19,171	35,671	
5	4	6,167.00	6,952.00	7,921.00	8,957.00	9,841.00	10,783.00	11,667.00	12,610.00	17,630.00	17,988.00	18,420.00	19,395	35,986	
6	5	6,219.00	7,047.00	8,026.00	9,067.00	9,925.00	10,878.00	11,762.00	12,715.00	17,828.00	18,192.00	18,624.00	19,620	36,301	
7	6	6,272.00	7,089.00	8,079.00	9,177.00	10,009.00	10,972.00	11,862.00	12,820.00	18,026.00	18,396.00	18,828.00	19,844	36,616	
8	7	6,303.00	7,136.00	8,131.00	9,287.00	10,093.00	11,067.00	11,956.00	12,925.00	18,224.00	18,600.00	19,032.00	20,068	36,931	
9	8	6,324.00	7,219.00	8,226.00	9,398.00	10,219.00	11,203.00	12,103.00	13,083.00	18,422.00	18,804.00	19,236.00	20,293	37,246	
10	9	6,356.00	7,309.00	8,325.00	9,508.00	10,334.00	11,340.00	12,245.00	13,240.00	18,620.00	19,008.00	19,440.00	20,517	37,561	
11	10	6,398.00	7,393.00	8,425.00	9,618.00	10,460.00	11,476.00	12,392.00	13,398.00	18,818.00	19,212.00	19,644.00	20,742	37,876	
12	11	6,440.00	7,477.00	8,525.00	9,728.00	10,586.00	11,613.00	12,534.00	13,555.00	19,016.00	19,416.00	19,848.00	20,966	38,191	
13	12	6,686.00	7,766.00	8,850.00	10,096.00	10,912.00	11,875.00	12,828.00	13,870.00	19,286.00	19,686.00	20,118.00	21,263	38,506	
14	13	6,713.00	7,797.00	8,887.00	10,138.00	10,975.00	11,970.00	12,927.00	13,975.00	19,556.00	19,956.00	20,388.00	21,560	38,821	
15	14	6,739.00	7,829.00	8,924.00	10,180.00	11,038.00	12,064.00	13,022.00	14,080.00	19,676.00	20,076.00	20,508.00	21,857	39,136	
16	15	6,765.00	7,860.00	8,961.00	10,222.00	11,101.00	12,159.00	13,122.00	14,185.00	19,796.00	20,196.00	20,628.00	21,989	39,451	
17	16	6,797.00	7,897.00	8,997.00	10,264.00	11,164.00	12,253.00	13,216.00	14,290.00	19,916.00	20,316.00	20,748.00	22,121	39,766	
18	17	6,818.00	7,923.00	9,034.00	10,306.00	11,227.00	12,348.00	13,311.00	14,395.00	20,036.00	20,436.00	20,868.00	22,253	40,081	
19	18	6,854.00	7,963.00	9,076.00	10,348.00	11,290.00	12,416.00	13,384.00	14,474.00	20,156.00	20,556.00	20,988.00	22,385	40,396	
20	19	6,881.00	7,995.00	9,113.00	10,390.00	11,353.00	12,484.00	13,458.00	14,553.00	20,276.00	20,676.00	21,108.00	22,517	40,711	
21	20	6,907.00	8,028.00	9,150.00	10,432.00	11,416.00	12,553.00	13,531.00	14,631.00	20,396.00	20,796.00	21,228.00	22,649	40,921	
22	21	6,933.00	8,055.00	9,181.00	10,474.00	11,479.00	12,621.00	13,605.00	14,710.00	20,516.00	20,916.00	21,348.00	22,781	41,131	
23	22	6,965.00	8,091.00	9,223.00	10,516.00	11,542.00	12,689.00	13,678.00	14,789.00	20,636.00	21,036.00	21,468.00	22,913	41,341	
24	23	6,992.00	8,123.00	9,260.00	10,558.00	11,584.00	12,731.00	13,725.00	14,841.00	20,756.00	21,156.00	21,588.00	23,045	41,551	
25	24	7,017.00	8,154.00	9,297.00	10,600.00	11,626.00	12,773.00	13,773.00	14,894.00	20,876.00	21,276.00	21,708.00	23,177	41,761	
26	25	7,049.00	8,191.00	9,339.00	10,642.00	11,668.00	12,815.00	13,820.00	14,946.00	20,996.00	21,396.00	21,828.00	23,309	41,971	
27	26	7,075.00	8,223.00	9,372.00	10,684.00	11,710.00	12,857.00	13,872.00	14,999.00	21,116.00	21,516.00	21,948.00	23,441	42,181	
28	27	7,101.00	8,254.00	9,412.00	10,726.00	11,752.00	12,899.00	13,920.00	15,051.00	21,236.00	21,636.00	22,068.00	23,573	42,391	
29	28	7,127.00	8,286.00	9,444.00	10,768.00	11,794.00	12,941.00	13,967.00	15,104.00	21,356.00	21,756.00	22,188.00	23,705	42,601	
30	29	7,159.00	8,317.00	9,486.00	10,810.00	11,836.00	12,983.00	14,014.00	15,156.00	21,476.00	21,876.00	22,308.00	23,837	42,811	
31	30	7,437.00	8,501.00	9,696.00	11,020.00	12,077.00	13,246.00	14,308.00	15,471.00	21,596.00	21,996.00	22,428.00	23,969	43,021	

Workers contracts are 178 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 contracts are for 260 days at 8 hours per day.

Substitute worker \$6.55/hour

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

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