

**Mountain Home Public Schools  
Superintendent Salary Schedule  
2014-2015**

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

Step	Superintendent	
	12 months	
	Range	
	3	
1*	124,097	
2*	124,801	
3*	125,505	
4*	126,209	
5*	126,913	
6*	127,617	
7*	128,321	
8*	129,025	
9*	129,729	
10*	130,433	
11*	131,137	
12*	131,841	
13*	132,545	

**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

15B (12 mo.)  
 15C (11 mo.)

**Mountain Home Public Schools  
 Administrative Salary Schedule  
 2014-2015**

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

Range Step	Elementary			Middle School		Junior High		High School		Athletic Director	Special Ed.	Asst Supt.	Federal Programs	Guy Berry Director
	Asst. Princ.	Principal		Asst. Princ.	Principal	Asst. Princ.	Principal	Asst. Princ.	Principal	12 months	12 months	12 months	12 months	12 months
	12 months	12 months 1 grade	12 months >1 grade	11 months	12 months	11 months	12 months	12 months	12 months	12 months	12 months	12 months	12 months	12 months
	15B - 1	15B - 4	15B - 2	15C - 2	15B - 6	15C - 3	15B - 7	15B - 8	1B - 9	15B - 5	15B - 10	15B - 12	15B - 13	15B-14
1*	64,848	66,923	69,516	61,585	73,665	62,773	76,258	67,442	81,445	72,628	69,516	89,224	65,886	70,256
2*	65,552	67,627	70,220	62,230	74,369	63,418	76,962	68,146	82,149	73,332	70,220	89,928	66,590	70,960
3*	66,256	68,331	70,924	62,875	75,073	64,063	77,666	68,850	82,853	74,036	70,924	90,632	67,294	71,664
4*	66,960	69,035	71,628	63,520	75,777	64,708	78,370	69,554	83,557	74,740	71,628	91,336	67,998	72,368
5*	67,664	69,739	72,332	64,165	76,481	65,353	79,074	70,258	84,261	75,444	72,332	92,040	68,702	73,072
6*	68,368	70,443	73,036	64,810	77,185	65,998	79,778	70,962	84,965	76,148	73,036	92,744	69,406	73,776
7*	69,072	71,147	73,740	65,455	77,889	66,643	80,482	71,666	85,669	76,852	73,740	93,448	70,110	74,480
8*	69,776	71,851	74,444	66,100	78,593	67,288	81,186	72,370	86,373	77,556	74,444	94,152	70,814	75,184
9*	70,480	72,555	75,148	66,745	79,297	67,933	81,890	73,074	87,077	78,260	75,148	94,856	71,518	75,888
10*	71,184	73,259	75,852	67,390	80,001	68,578	82,594	73,778	87,781	78,964	75,852	95,560	72,222	76,592
11*	71,888	73,963	76,556	68,035	80,705	69,223	83,298	74,482	88,485	79,668	76,556	96,264	72,926	77,296
12*	72,592	74,667	77,260	68,680	81,409	69,868	84,002	75,186	89,189	80,372	77,260	96,968	73,630	78,000
13*	73,296	75,371	77,964	69,325	82,113	70,513	84,706	75,890	89,893	81,076	77,964	97,672	74,334	78,704

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  
District Administrator Salary Schedule  
2014-2015**

**\*\* 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 2014-2015	12 months 2014-2015	12 months 2014-2015
	15D - 2	15D - 4	15D - 5
1*	78,851	73,649	78,851
2*	79,555	74,353	79,555
3*	80,259	75,057	80,259
4*	80,963	75,761	80,963
5*	81,667	76,465	81,667
6*	82,371	77,169	82,371
7*	83,075	77,873	83,075
8*	83,779	78,577	83,779
9*	84,483	79,281	84,483
10*	85,187	79,985	85,187
11*	85,891	80,689	85,891
12*	86,595	81,393	86,595
13*	87,299	82,097	87,299

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  
2014-2015**

**\*\* 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	34,905	36,055	37,205	38,580	39,840	41,100
2*	1	1	35,465	36,615	37,765	39,140	40,400	41,660
3*	2	2	36,025	37,175	38,325	39,700	40,960	42,220
4*	3	3	36,585	37,735	38,885	40,260	41,520	42,780
5*	4	4	37,145	38,295	39,445	40,820	42,080	43,340
6*	5	5	37,705	38,855	40,005	41,380	42,640	43,900
7*	6	6	38,265	39,415	40,565	41,940	43,200	44,460
8*	7	7	38,825	39,975	41,125	42,500	43,760	45,020
9*	8	8	39,385	40,535	41,685	43,060	44,320	45,580
10*	9	9	39,945	41,095	42,245	43,620	44,880	46,140
11*	10	10	40,505	41,655	42,805	44,180	45,440	46,700
12*	11	11	41,065	42,215	43,365	44,740	46,000	47,260
13*	12	12	41,625	42,775	43,925	45,300	46,560	47,820
14*	13	13	42,185	43,335	44,485	45,860	47,120	48,380
15*	14	14	42,745	43,895	45,045	46,420	47,680	48,940
16*	15	15	43,305	44,455	45,605	46,980	48,240	49,500
17*		16	43,865	45,015	46,165	47,540	48,800	50,060
18*		17	44,425	45,575	46,725	48,100	49,360	50,620
19*		18	44,985	46,135	47,285	48,660	49,920	51,180
20*		19	45,545	46,695	47,845	49,220	50,480	51,740
21*		20	46,105	47,255	48,405	49,780	51,040	52,300
22*		21	46,665	47,815	48,965	50,340	51,600	52,860
23*		22	47,225	48,375	49,525	50,900	52,160	53,420
24*		23	47,785	48,935	50,085	51,460	52,720	53,980
25*		24	48,345	49,495	50,645	52,020	53,280	54,540
26*		25	48,905	50,055	51,205	52,580	53,840	55,100
27*		26	49,465	50,615	51,765	53,140	54,400	55,660
28*		27	50,025	51,175	52,325	53,700	54,960	56,220

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

15F  
15G

**Mountain Home Public Schools  
Classified Special Positions  
Salary Schedule  
2014-2015**

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

Step	Years Exp.	Research Specialist 220 days 15F - 1	Cadet Corps NCO 240 days 15G - 1	Cadet Corps Master Chief 240 days 15G - 2
1	Base	61,201	43,860	76,753
2	1	61,846	44,564	76,782
3	2	62,491	45,268	76,782
4	3	63,136	45,972	77,901
5	4	63,781	46,676	78,324
6	5	64,426	47,380	78,884
7	6	65,071	48,084	79,444
8	7	65,716	48,788	80,004
9	8	66,361	49,492	80,564
10	9	67,006	50,196	81,124
11	10	67,651	50,900	81,684
12	11	68,296	51,604	82,244
13	12	68,941	52,308	82,804
14	13	69,586	53,012	83,364
15	14	70,231	53,716	83,924
16	15	70,876	54,420	84,484
17	16	71,521	55,124	85,044
18	17	72,166	55,828	85,604
19	18	72,811	56,532	86,164
20	19	73,456	57,236	86,724
21	20	74,101	57,940	87,284
22	21	74,746	58,644	87,844
23	22	75,391	59,348	88,404
24	23	76,036	60,052	88,964
25	24	76,681	60,756	89,524
26	25	77,326	61,460	90,084
27	26	77,971	62,164	90,644
28	27	78,616	62,868	91,204
29	28	79,261	63,572	91,764
30	29	79,906	64,276	92,324
31	30	80,551	64,980	92,884

**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 Disab	.42% of Salary

**Mountain Home Public Schools  
Interpreter Salary Schedule  
2014-2015**

**\*\* 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	14,179	14,685	15,534	16,353
2	1	14,301	14,827	15,685	16,512
3	2	14,423	14,969	15,836	16,671
4	3	14,545	15,111	15,987	16,830
5	4	14,667	15,253	16,138	16,989
6	5	14,789	15,395	16,289	17,148
7	6	14,911	15,537	16,440	17,307
8	7	15,033	15,679	16,591	17,466
9	8	15,155	15,821	16,742	17,625
10	9	15,277	15,963	16,893	17,784
11	10	15,399	16,105	17,044	17,943
12	11	15,521	16,247	17,195	18,102
13	12	15,643	16,389	17,346	18,261
14	13	15,765	16,531	17,497	18,420
15	14	15,887	16,673	17,648	18,579
16	15	16,009	16,815	17,799	18,738
17	16	16,131	16,957	17,950	18,897
18	17	16,253	17,099	18,101	19,056
19	18	16,375	17,241	18,252	19,215
20	19	16,497	17,383	18,403	19,374
21	20	16,619	17,525	18,554	19,533
22	21	16,741	17,667	18,705	19,692
23	22	16,863	17,809	18,856	19,851
24	23	16,985	17,951	19,007	20,010
25	24	17,107	18,093	19,158	20,169
26	25	17,229	18,235	19,309	20,328
27	26	17,351	18,377	19,460	20,487
28	27	17,473	18,519	19,611	20,646
29	28	17,595	18,661	19,762	20,805
30	29	17,717	18,803	19,913	20,964
31	30	17,839	18,945	20,064	21,123

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).

15I (178 days)  
15J (247 days)

**Mountain Home Public Schools  
Clerical and Para-Professional Salary Schedule  
2014-2015**

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

Step	Years	Clerical/ Aide 178 days	Building Accts Pay 178 days	Social Worker 178 days	Para 178 days	Clerical 247 days	Building Accts Pay 12-month 247 days	H S Accts Pay 247 days	District Clerical 247 days	Assist Supt/Distr Sec 247 days	Supt. Sec./Bkpr-1 247 days	Senior Accountant 247 days	Computer Tech 247 days	Systems Admin 247 days	Interim Comp Tech 247 days	Technology Supervisor 247 days
	Exp.															
	Range	15I-1	15I-2	15I-3	15I-4	15J-1	15J-2	15J-3	15J-4	15J-5	15J-6	15J-7	15J-8	15J-9	15J-10	15J-11
1	Base	16,999	17,749	26,752	17,374	23,556	24,599	24,790	25,574	27,198	30,781	36,414	28,844	34,533	28,882	41,438
2	1	17,196	17,959	27,065	17,569	23,841	24,869	25,070	25,859	27,498	31,146	36,789	29,144	34,808	29,084	41,772
3	2	17,393	18,169	27,378	17,764	24,126	25,139	25,350	26,144	27,798	31,511	37,164	29,444	35,083	29,286	42,106
4	3	17,590	18,379	27,691	17,959	24,411	25,409	25,630	26,429	28,098	31,876	37,539	29,744	35,358	29,488	42,440
5	4	17,787	18,589	28,004	18,154	24,696	25,679	25,910	26,714	28,398	32,241	37,914	30,044	35,633	29,690	42,774
6	5	17,984	18,799	28,317	18,349	24,981	25,949	26,190	26,999	28,698	32,606	38,289	30,344	35,908	29,892	43,108
7	6	18,181	19,009	28,630	18,544	25,266	26,219	26,470	27,284	28,998	32,971	38,664	30,644	36,183	30,094	43,442
8	7	18,378	19,219	28,943	18,739	25,551	26,489	26,750	27,569	29,298	33,336	39,039	30,944	36,458	30,296	43,776
9	8	18,575	19,429	29,256	18,934	25,836	26,759	27,030	27,854	29,598	33,701	39,414	31,244	36,733	30,498	44,110
10	9	18,772	19,639	29,569	19,129	26,121	27,029	27,310	28,139	29,898	34,066	39,789	31,544	37,008	30,700	44,444
11	10	18,969	19,849	29,882	19,324	26,406	27,299	27,590	28,424	30,198	34,431	40,164	31,844	37,283	30,902	44,778
12	11	19,166	20,059	30,195	19,519	26,691	27,569	27,870	28,709	30,498	34,796	40,539	32,144	37,558	31,104	45,112
13	12	19,816	20,759	30,508	20,189	26,976	27,839	28,840	28,994	30,798	35,161	40,914	32,354	37,833	31,306	45,446
14	13	19,916	20,854	30,821	20,294	27,261	28,009	28,970	29,279	31,098	35,526	41,289	32,564	38,108	31,508	45,780
15	14	20,016	20,949	31,134	20,399	27,546	28,179	29,100	29,564	31,398	35,891	41,664	32,774	38,383	31,710	46,114
16	15	20,116	21,044	31,447	20,504	27,831	28,349	29,230	29,849	31,698	36,256	42,039	32,984	38,658	31,912	46,448
17	16	20,216	21,139	31,760	20,609	27,971	28,519	29,360	30,134	31,998	36,621	42,414	33,194	38,933	32,114	46,782
18	17	20,316	21,234	32,073	20,714	28,111	28,689	29,490	30,419	32,298	36,766	42,789	33,404	39,208	32,316	47,116
19	18	20,416	21,329	32,386	20,819	28,251	28,859	29,620	30,704	32,598	36,911	43,164	33,614	39,483	32,518	47,450
20	19	20,516	21,424	32,699	20,924	28,391	29,029	29,750	30,989	32,898	37,056	43,539	33,824	39,758	32,720	47,784
21	20	20,616	21,519	33,012	21,029	28,531	29,199	29,880	31,089	33,198	37,201	43,914	34,034	40,033	32,922	48,118
22	21	20,716	21,614	33,325	21,134	28,671	29,369	30,010	31,189	33,288	37,346	44,289	34,244	40,308	33,124	48,452
23	22	20,816	21,709	33,638	21,239	28,811	29,539	30,140	31,289	33,378	37,491	44,544	34,454	40,583	33,326	48,786
24	23	20,916	21,804	33,951	21,344	28,951	29,709	30,270	31,389	33,468	37,636	44,799	34,664	40,858	33,528	49,120
25	24	21,016	21,899	34,264	21,449	29,091	29,879	30,400	31,489	33,558	37,781	45,054	34,874	41,133	33,730	49,454
26	25	21,116	21,994	34,577	21,554	29,231	30,049	30,530	31,589	33,648	37,926	45,309	35,084	41,408	33,932	49,788
27	26	21,216	22,089	34,890	21,659	29,371	30,219	30,660	31,689	33,738	38,071	45,564	35,294	41,683	34,134	50,122
28	27	21,316	22,184	35,203	21,764	29,511	30,389	30,790	31,789	33,828	38,216	45,819	35,504	41,958	34,336	50,456
29	28	21,416	22,279	35,516	21,869	29,651	30,559	30,920	31,889	33,918	38,361	46,074	35,714	42,233	34,538	50,790
30	29	21,516	22,374	35,829	21,974	29,791	30,729	31,050	31,989	34,008	38,506	46,329	35,924	42,508	34,740	51,124
31	30	21,616	22,469	36,142	22,079	29,931	30,899	31,180	32,089	34,098	38,651	46,584	36,134	42,783	34,942	51,458

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

15K  
15L

**Mountain Home Public Schools  
Maintenance and Custodial Personnel Salary Schedule  
2014-2015**

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

		Maintenance	Custodial	Night Cust	6 hr Night Cust	Mntc. Supervisor /HVAC/	PT Night Cust	FT Night Cust
	Years	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual
Step	Exp.	15K - 1	15K - 2	15K-3	15K-4	15K-5	15L-6	15L-7
1	Base	23,247	21,061	21,237	17,060	35,990	15,872	21,903
2	1	23,617	21,471	21,647	17,317	36,495	16,084	22,198
3	2	23,987	21,881	22,057	17,574	37,000	16,296	22,493
4	3	24,357	22,291	22,467	17,831	37,505	16,508	22,788
5	4	24,727	22,701	22,877	18,088	38,010	16,720	23,083
6	5	25,097	23,111	23,287	18,345	38,515	16,932	23,378
7	6	25,467	23,521	23,697	18,602	39,020	17,144	23,673
8	7	25,837	23,931	24,107	18,859	39,525	17,356	23,968
9	8	26,207	24,341	24,517	19,116	40,030	17,568	24,263
10	9	26,577	24,751	24,927	19,373	40,535	17,780	24,558
11	10	26,947	25,161	25,337	19,630	41,040	17,992	24,853
12	11	27,317	25,571	25,747	19,887	41,545	18,204	25,148
13	12	27,687	25,981	26,157	20,144	42,050	18,416	25,443
14	13	28,057	26,391	26,567	20,401	42,555	18,628	25,738
15	14	28,427	26,801	26,977	20,658	43,060	18,840	26,033
16	15	28,797	27,211	27,387	20,915	43,565	19,052	26,328
17	16	29,167	27,621	27,797	21,172	44,070	19,264	26,623
18	17	29,537	28,031	28,207	21,429	44,575	19,476	26,918
19	18	29,907	28,441	28,617	21,686	45,080	19,688	27,213
20	19	30,277	28,851	29,027	21,943	45,585	19,900	27,508
21	20	30,647	29,261	29,437	22,200	46,090	20,112	27,803
22	21	31,017	29,671	29,847	22,457	46,595	20,324	28,098
23	22	31,387	30,081	30,257	22,714	47,100	20,536	28,393
24	23	31,757	30,491	30,667	22,971	47,605	20,748	28,688
25	24	32,127	30,901	31,077	23,228	48,110	20,960	28,983
26	25	32,497	31,311	31,487	23,485	48,615	21,172	29,278
27	26	32,867	31,721	31,897	23,742	49,120	21,384	29,573
28	27	33,237	32,131	32,307	23,999	49,625	21,596	29,868
29	28	33,607	32,541	32,717	24,256	50,130	21,808	30,163
30	29	33,977	32,951	33,127	24,513	50,635	22,020	30,458
31	30	34,347	33,361	33,537	24,770	51,140	22,232	30,753

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	8.30
Temporary Custodian	8.30
College Aged Summer Worker	8.30

**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



15N  
15M  
15O  
15L

**Mountain Home Public Schools  
Food Service Salary Schedule  
2014-2015**

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

Step	Years Exp.	15N-1	15N-2	15N-3	15N-4	15N-5	15N-6	15N-7	15N-8	FOOD SVC MGRS				15O	14L - 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	15M-1	15M-2	15M-3			
		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	FS Dir 240 Days	
1	Base	5,779	6,446	7,346	8,313	9,144	10,021	10,853	11,728	17,434	17,780	18,227	19,153	35,955	
2	1	5,854	6,526	7,566	8,418	9,394	10,311	11,253	12,048	17,594	17,945	18,402	19,338	36,255	
3	2	5,929	6,606	7,786	8,523	9,644	10,601	11,653	12,368	17,754	18,110	18,577	19,523	36,555	
4	3	6,004	6,686	8,006	8,628	9,894	10,891	12,053	12,688	17,914	18,275	18,752	19,708	36,855	
5	4	6,079	6,766	8,086	8,733	10,034	11,001	12,178	12,923	18,074	18,440	18,927	19,893	37,155	
6	5	6,154	6,846	8,166	8,838	10,174	11,111	12,303	13,158	18,234	18,605	19,102	20,078	37,455	
7	6	6,229	6,926	8,246	8,943	10,314	11,221	12,428	13,393	18,394	18,770	19,277	20,263	37,755	
8	7	6,304	7,006	8,326	9,048	10,454	11,331	12,553	13,553	18,554	18,935	19,452	20,448	38,055	
9	8	6,379	7,086	8,406	9,153	10,594	11,441	12,678	13,713	18,714	19,100	19,627	20,633	38,355	
10	9	6,454	7,166	8,486	9,258	10,734	11,551	12,803	13,873	18,874	19,265	19,802	20,818	38,655	
11	10	6,529	7,246	8,566	9,363	10,874	11,661	12,928	14,033	19,034	19,430	19,977	21,003	38,955	
12	11	6,604	7,326	8,646	9,468	10,974	11,771	13,038	14,193	19,194	19,595	20,152	21,188	39,255	
13	12	6,679	7,406	8,726	9,573	11,074	11,881	13,148	14,308	19,354	19,760	20,327	21,373	39,555	
14	13	6,754	7,486	8,806	9,678	11,174	11,991	13,258	14,423	19,514	19,925	20,502	21,558	39,855	
15	14	6,829	7,566	8,886	9,783	11,274	12,101	13,368	14,538	19,674	20,090	20,677	21,743	40,155	
16	15	6,904	7,646	8,966	9,888	11,374	12,211	13,478	14,653	19,834	20,255	20,852	21,928	40,455	
17	16	6,979	7,726	9,046	9,993	11,474	12,321	13,588	14,768	19,994	20,420	21,027	22,113	40,755	
18	17	7,054	7,806	9,126	10,098	11,574	12,431	13,698	14,883	20,154	20,585	21,202	22,298	41,055	
19	18	7,129	7,886	9,206	10,203	11,674	12,541	13,808	14,998	20,314	20,750	21,377	22,483	41,355	
20	19	7,204	7,966	9,286	10,308	11,774	12,651	13,918	15,113	20,474	20,915	21,552	22,668	41,655	
21	20	7,279	8,046	9,366	10,413	11,874	12,761	14,028	15,228	20,634	21,080	21,727	22,853	41,955	
22	21	7,354	8,126	9,446	10,518	11,974	12,871	14,138	15,343	20,794	21,245	21,902	23,038	42,185	
23	22	7,429	8,206	9,526	10,623	12,074	12,981	14,248	15,458	20,954	21,410	22,077	23,223	42,415	
24	23	7,504	8,286	9,606	10,728	12,174	13,091	14,358	15,573	21,114	21,575	22,252	23,408	42,645	
25	24	7,579	8,366	9,686	10,833	12,274	13,201	14,468	15,688	21,274	21,740	22,427	23,593	42,875	
26	25	7,654	8,446	9,766	10,938	12,374	13,311	14,578	15,803	21,434	21,905	22,602	23,778	43,105	
27	26	7,729	8,526	9,846	11,043	12,474	13,421	14,688	15,918	21,594	22,070	22,777	23,963	43,335	
28	27	7,804	8,606	9,926	11,148	12,574	13,531	14,798	16,033	21,754	22,235	22,952	24,148	43,565	
29	28	7,879	8,686	10,006	11,253	12,674	13,641	14,908	16,148	21,914	22,400	23,127	24,333	43,795	
30	29	7,954	8,766	10,086	11,358	12,774	13,751	15,018	16,263	22,074	22,565	23,302	24,518	44,025	
31	30	8,029	8,846	10,166	11,463	12,874	13,861	15,128	16,378	22,234	22,730	23,477	24,703	44,255	

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 \$8.30/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	\$ 2,780.00 / year	Employee Only	\$ 307.20 / year
Employee & Child	\$ 2,760.00 / year	Family	\$ 307.20 / year
Employee & Spouse	\$ 2,760.00 / year	AR Tehr Retirement:	14% of Salary
Employee & Family	\$ 2,760.00 / year	Long-Term Disability:	.42% of Salary

15P  
15Q  
15TS

Mountain Home Public Schools  
Transportation Salary Schedule

2014-2015

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

Step	15P - 1	15P - 2	15P - 3	15P - 4	15P-5	15Q - 1	15Q - 2	15TS - 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	6,618	7,942	9,231	10,549	11,725	30,206	24,641	30,317
2	6,765	8,091	9,371	10,699	11,875	30,485	24,878	30,596
3	6,912	8,240	9,511	10,849	12,025	30,764	25,115	30,875
4	7,059	8,389	9,651	10,999	12,175	31,043	25,352	31,154
5	7,206	8,538	9,791	11,149	12,325	31,322	25,589	31,433
6	7,353	8,687	9,931	11,299	12,475	31,601	25,826	31,712
7	7,500	8,836	10,071	11,449	12,625	31,880	26,063	31,991
8	7,647	8,985	10,211	11,599	12,775	32,159	26,300	32,270
9	7,794	9,134	10,351	11,749	12,925	32,438	26,537	32,549
10	7,941	9,283	10,491	11,899	13,075	32,717	26,774	32,828
11	8,088	9,432	10,631	12,049	13,225	32,996	27,011	33,107
12	8,235	9,581	10,771	12,199	13,375	33,275	27,248	33,386
13	8,382	9,730	10,911	12,349	13,525	33,554	27,485	33,665
14	8,529	9,879	11,051	12,499	13,675	33,833	27,722	33,944
15	8,676	10,028	11,191	12,649	13,825	34,112	27,959	34,223
16	8,823	10,177	11,331	12,769	13,975	34,391	28,196	34,502
17	8,970	10,326	11,471	12,889	14,125	34,670	28,433	34,781
18	9,117	10,475	11,611	13,009	14,275	34,949	28,670	35,060
19	9,264	10,624	11,751	13,129	14,425	35,228	28,907	35,339
20	9,411	10,773	11,891	13,249	14,575	35,507	29,144	35,618
21	9,558	10,922	12,031	13,369	14,725	35,786	29,381	35,897
22	9,705	11,071	12,171	13,489	14,875	36,065	29,618	36,176
23	9,852	11,220	12,311	13,609	15,025	36,344	29,855	36,455
24	9,999	11,369	12,451	13,729	15,175	36,623	30,092	36,734
25	10,146	11,518	12,591	13,849	15,325	36,902	30,329	37,013
26	10,293	11,667	12,731	13,969	15,475	37,181	30,566	37,292
27	10,440	11,816	12,871	14,089	15,625	37,460	30,803	37,571
28	10,587	11,965	13,011	14,209	15,775	37,739	31,040	37,850
29	10,734	12,114	13,151	14,329	15,925	38,018	31,277	38,129
30	10,881	12,263	13,291	14,449	16,075			
31	11,028	12,412	13,431	14,569	16,225			

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 15R**  
**Activity Trip Drivers**

\$2,012.00  
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  
2014-2015**

\*\*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	NVH 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)	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  
Federal Grant Stipends  
2014-15 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  
2014-15 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  
2014-2015**

<b>Duty Code</b>	<b>Responsibility</b>	<b>Amount</b>	<b>Comments</b>
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  
2014-15 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