

COMPENSATION

1. **Salary Determination.** All wages and salaries shall be calculated in accordance with this policy and its attached schedules, all of which begin with the numbers 4141.
2. **Fringe Benefits.** These provisions apply to all contracted employees.
 - a) The District shall administer a payroll deduction program that enables employees to redirect a portion of their salaries or wages and avoid taxation on certain insurance premiums and investments.
 - b) The District shall pay the health insurance contribution rate established by the State Board of Education for each eligible employee electing to participate in the public school employee health insurance program.
 - c) Each employee is insured in the amount of \$250,000 for each incident by the Department of Education against civil liability for acts or omissions in the performance of official duties as a school employee.
 - d) The District shall pay the teacher retirement employer contribution rate for any eligible employee in accordance with rules and regulations established by the Board of Trustees of the Arkansas Retirement System.
3. **Certified Salary Schedule Placement.** A certified employee's allowable experience shall determine the row, and allowable training shall determine the column, of the certified salary schedule from which the proper salary is calculated.
 - a) If years of experience exceed the number of steps on the schedule, the highest scheduled salary for the employee's level of training shall be proper.
 - b) Experience in teaching or administration shall be calculated at the rate of one half year's credit for working the major portion of a school semester, regardless of whether the employment was for a full day of work.
 - c) All years of teaching or administrative experience in a certified position with Fayetteville School District shall be allowed.
 - d) Certified employees shall receive credit for all teaching or administrative experience.
 - e) In addition to any other experience, up to three years credit shall be allowed for active military service.
 - f) Training credit shall not be allowed for degrees from educational institutions that are not accredited.
 - g) Training credit shall be allowed for an employee's highest college degree.
 - h) Additional training credit shall be allowed for graduate level college credit hours related to an area of certification.

- i) Graduate level college credit hours may have been earned prior to the latest degree, but they may not have been used to satisfy any prior degree in order to count for additional hours.
- j) If a master's degree program requires more than 36 hours credit, hours in excess of 36 shall be counted as additional training credit hours beyond the master's.
- k) Professional development hours for salary credit shall be allowed pursuant to Policy No. 4131.
- l) If a certified employee works more or less than 190 days, the employee's salary shall be adjusted by multiplying the 190-day salary by a fraction composed with the number of days worked as its numerator and 190 as its denominator; the result shall be rounded to the nearest dollar.
- m) If a certified employee works shorter workdays or teaches more classes, the employee's salary shall be adjusted to the nearest dollar, using the appropriate fractional full time equivalent rounded to hundredths.

4. **Support Staff Salary Schedule Placement.** The grade assigned to a support staff position shall determine the column of the support staff salary schedule from which the proper salary is calculated, and a support staff employee's relevant experience (plus one) shall determine the row.

- a) Grade is recommended by the Superintendent and established by contract after Board approval.
- b) Allowable years of experience shall be work or training considered relevant to school district employment by the employee's supervisor.
- c) In addition to any other experience, up to three years credit shall be allowed for active military service, even if that experience would not be considered relevant otherwise.
- d) Credit for relevant experience working for school districts shall be calculated at the rate of one year's credit for working the major portion of a school year (178 days).
- e) Annual salary or hourly wages shall be calculated on the basis of actual hours worked, rounded to cents.

Approved: 6-24-99
 Ratified: 8-24-00
 Amended 6-28-01
 Amended 6-24-04

Effective Date: 7-1-04