

**Mountain Home Public Schools  
Superintendent Salary Schedule  
2013-2014**

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

Step	Superintendent	
	12 months	
	Range	
	3	
1*	123,450	
2*	124,154	
3*	124,858	
4*	125,562	
5*	126,266	
6*	126,970	
7*	127,674	
8*	128,378	
9*	129,082	
10*	129,786	
11*	130,490	
12*	131,194	
13*	131,898	

**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

14B (12 mo.)  
 14C (11 mo.)

**Mountain Home Public Schools  
 Administrative Salary Schedule  
 2013-2014**

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

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 1 grade	12 months >1 grade	11 months	12 months	11 months	12 months	12 months	12 months					
	14B - 1	14B - 4	14B - 2	14C - 2	14B - 6	14C - 3	14B - 7	14B - 8	14B - 9	14B - 5	14B - 10	14B - 12	14B - 13	14B-14
1*	64,201	66,276	68,869	60,992	73,018	62,180	75,611	66,795	80,798	71,981	68,869	88,577	65,239	69,609
2*	64,905	66,980	69,573	61,637	73,722	62,825	76,315	67,499	81,502	72,685	69,573	89,281	65,943	70,313
3*	65,609	67,684	70,277	62,282	74,426	63,470	77,019	68,203	82,206	73,389	70,277	89,985	66,647	71,017
4*	66,313	68,388	70,981	62,927	75,130	64,115	77,723	68,907	82,910	74,093	70,981	90,689	67,351	71,721
5*	67,017	69,092	71,685	63,572	75,834	64,760	78,427	69,611	83,614	74,797	71,685	91,393	68,055	72,425
6*	67,721	69,796	72,389	64,217	76,538	65,405	79,131	70,315	84,318	75,501	72,389	92,097	68,759	73,129
7*	68,425	70,500	73,093	64,862	77,242	66,050	79,835	71,019	85,022	76,205	73,093	92,801	69,463	73,833
8*	69,129	71,204	73,797	65,507	77,946	66,695	80,539	71,723	85,726	76,909	73,797	93,505	70,167	74,537
9*	69,833	71,908	74,501	66,152	78,650	67,340	81,243	72,427	86,430	77,613	74,501	94,209	70,871	75,241
10*	70,537	72,612	75,205	66,797	79,354	67,985	81,947	73,131	87,134	78,317	75,205	94,913	71,575	75,945
11*	71,241	73,316	75,909	67,442	80,058	68,630	82,651	73,835	87,838	79,021	75,909	95,617	72,279	76,649
12*	71,945	74,020	76,613	68,087	80,762	69,275	83,355	74,539	88,542	79,725	76,613	96,321	72,983	77,353
13*	72,649	74,724	77,317	68,732	81,466	69,920	84,059	75,243	89,246	80,429	77,317	97,025	73,687	78,057

**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

14D

**District Administrator Salary Schedule  
District Administrator Salary Schedule  
2013-2014**

**\*\* 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 2013-2014	12 months 2013-2014	12 months 2013-2014
	14D - 2	14D - 4	14D - 5
1*	78,204	73,002	78,204
2*	78,908	73,706	78,908
3*	79,612	74,410	79,612
4*	80,316	75,114	80,316
5*	81,020	75,818	81,020
6*	81,724	76,522	81,724
7*	82,428	77,226	82,428
8*	83,132	77,930	83,132
9*	83,836	78,634	83,836
10*	84,540	79,338	84,540
11*	85,244	80,042	85,244
12*	85,948	80,746	85,948
13*	86,652	81,450	86,652

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  
2013-2014**

\*\* 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	34,390	35,540	36,690	38,065	39,325	40,585
2*	1	1	34,950	36,100	37,250	38,625	39,885	41,145
3*	2	2	35,510	36,660	37,810	39,185	40,445	41,705
4*	3	3	36,070	37,220	38,370	39,745	41,005	42,265
5*	4	4	36,630	37,780	38,930	40,305	41,565	42,825
6*	5	5	37,190	38,340	39,490	40,865	42,125	43,385
7*	6	6	37,750	38,900	40,050	41,425	42,685	43,945
8*	7	7	38,310	39,460	40,610	41,985	43,245	44,505
9*	8	8	38,870	40,020	41,170	42,545	43,805	45,065
10*	9	9	39,430	40,580	41,730	43,105	44,365	45,625
11*	10	10	39,990	41,140	42,290	43,665	44,925	46,185
12*	11	11	40,550	41,700	42,850	44,225	45,485	46,745
13*	12	12	41,110	42,260	43,410	44,785	46,045	47,305
14*	13	13	41,670	42,820	43,970	45,345	46,605	47,865
15*	14	14	42,230	43,380	44,530	45,905	47,165	48,425
16*	15	15	42,790	43,940	45,090	46,465	47,725	48,985
17*		16	43,350	44,500	45,650	47,025	48,285	49,545
18*		17	43,910	45,060	46,210	47,585	48,845	50,105
19*		18	44,470	45,620	46,770	48,145	49,405	50,665
20*		19	45,030	46,180	47,330	48,705	49,965	51,225
21*		20	45,590	46,740	47,890	49,265	50,525	51,785
22*		21	46,150	47,300	48,450	49,825	51,085	52,345
23*		22	46,710	47,860	49,010	50,385	51,645	52,905
24*		23	47,270	48,420	49,570	50,945	52,205	53,465
25*		24	47,830	48,980	50,130	51,505	52,765	54,025
26*		25	48,390	49,540	50,690	52,065	53,325	54,585
27*		26	48,950	50,100	51,250	52,625	53,885	55,145
28*		27	49,960	51,110	52,260	53,635	54,895	56,155

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

14F  
14G

**Mountain Home Public Schools  
Classified Special Positions  
Salary Schedule  
2013-2014**

**\*\* 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	Cadet Corps Master Chief 240 days
		<b>14F - 1</b>	<b>14G - 1</b>	<b>14G - 2</b>
1	Base	60,608	60,364	76,106
2	1	61,253	61,828	76,782
3	2	61,898	61,828	76,782
4	3	62,543	65,027	77,901
5	4	63,188	65,027	78,324
6	5	63,833	66,419	78,884
7	6	64,478	66,419	79,444
8	7	65,123	66,419	80,004
9	8	65,768	TBD	80,564
10	9	66,413	TBD	81,124
11	10	67,058	TBD	81,684
12	11	67,703	TBD	82,244
13	12	68,348	TBD	82,804
14	13	68,993	TBD	83,364
15	14	69,638	TBD	83,924
16	15	70,283	TBD	84,484
17	16	70,928	TBD	85,044
18	17	71,573	TBD	85,604
19	18	72,218	TBD	86,164
20	19	72,863	TBD	86,724
21	20	73,508	TBD	87,284
22	21	74,153	TBD	87,844
23	22	74,798	TBD	88,404
24	23	75,443	TBD	88,964
25	24	76,088	TBD	89,524
26	25	76,733	TBD	90,084
27	26	77,378	TBD	90,644
28	27	78,023	TBD	91,204
29	28	78,668	TBD	91,764
30	29	79,313	TBD	92,324
31	30	79,958	TBD	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)

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

**Mountain Home Public Schools  
Interpreter Salary Schedule  
2013-2014**

**\*\* 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	13,969	14,468	15,304	16,111
2	1	14,127	14,621	15,466	16,282
3	2	14,285	14,775	15,630	16,455
4	3	14,443	14,929	15,793	16,627
5	4	14,607	15,089	15,963	16,806
6	5	14,771	15,249	16,132	16,985
7	6	14,938	15,410	16,304	17,166
8	7	15,104	15,571	16,475	17,346
9	8	15,270	15,736	16,650	17,531
10	9	15,437	15,903	16,827	17,718
11	10	15,603	16,072	17,006	17,907
12	11	15,769	16,243	17,187	18,098
13	12	16,335	16,420	17,374	18,296
14	13	16,418	16,598	17,564	18,495
15	14	16,501	16,779	17,755	18,697
16	15	16,584	16,914	17,899	18,848
17	16	16,667	17,051	18,043	19,000
18	17	16,750	17,188	18,189	19,154
19	18	16,834	17,327	18,336	19,309
20	19	16,915	17,467	18,484	19,465
21	20	16,996	17,508	18,528	19,511
22	21	17,073	17,549	18,571	19,557
23	22	17,149	17,591	18,615	19,603
24	23	17,209	17,632	18,659	19,650
25	24	17,269	17,674	18,703	19,696
26	25	17,328	17,769	18,804	19,802
27	26	17,388	17,864	18,905	19,909
28	27	17,448	17,960	19,007	20,016
29	28	17,508	18,057	19,109	20,124
30	29	17,567	18,154	19,212	20,232
31	30	17,627	18,730	19,822	20,875

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

14I (178 days)  
14J (247 days)

**Mountain Home Public Schools  
Clerical and Para-Professional Salary Schedule  
2013-2014**

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	14I - 1	14I - 2	14I - 3	14I - 4	14J - 1	14J - 2	14J - 3	14J - 4	14J - 5	14J - 6	14J - 7	14J - 8	14J - 9
1	Base	16,748	17,487	26,357	17,117	23,208	24,235	24,424	25,196	26,796	30,326	35,876	28,418	34,023	40,826
2	1	16,937	17,686	26,651	17,311	23,471	24,512	24,702	25,484	27,101	30,673	36,285	28,733	34,390	41,160
3	2	17,126	17,886	26,945	17,505	23,733	24,788	24,980	25,773	27,405	31,019	36,695	29,048	34,758	41,494
4	3	17,315	18,085	27,239	17,700	23,995	25,065	25,258	26,062	27,710	31,366	37,104	29,363	35,125	41,828
5	4	17,515	18,290	27,548	17,902	24,272	25,349	25,547	26,361	28,025	31,723	37,524	29,688	35,493	42,162
6	5	17,714	18,495	27,858	18,104	24,549	25,633	25,836	26,660	28,340	32,080	37,944	30,014	35,860	42,496
7	6	17,914	18,705	28,173	18,309	24,826	25,925	26,130	26,965	28,665	32,447	38,375	30,350	36,259	42,830
8	7	18,113	18,915	28,488	18,513	25,103	26,216	26,424	27,269	28,991	32,813	38,805	30,686	36,658	43,164
9	8	18,313	19,125	28,803	18,718	25,379	26,508	26,718	27,574	29,316	33,182	39,236	31,022	37,057	43,498
10	9	18,512	19,335	29,118	18,923	25,656	26,799	27,012	27,878	29,642	33,550	39,687	31,358	37,456	43,832
11	10	18,712	19,545	29,433	19,128	25,933	27,090	27,306	28,183	29,967	33,917	40,139	31,694	37,855	44,166
12	11	18,911	19,755	29,748	19,332	26,210	27,382	27,600	28,487	30,293	34,285	40,590	32,030	38,254	44,500
13	12	19,594	20,463	30,063	20,028	27,157	28,365	28,597	29,511	31,390	35,534	42,008	33,153	39,577	44,834
14	13	19,688	20,574	30,378	20,130	27,288	28,518	28,750	29,669	31,558	35,723	42,207	33,342	39,777	45,168
15	14	19,783	20,684	30,693	20,233	27,419	28,671	28,902	29,826	31,726	35,912	42,407	33,531	39,976	45,502
16	15	19,877	20,794	31,008	20,335	27,550	28,824	29,054	29,984	31,894	36,101	42,606	33,720	40,176	45,836
17	16	19,972	20,904	31,323	20,437	27,682	28,977	29,206	30,141	32,062	36,290	42,806	33,909	40,375	46,170
18	17	20,066	21,015	31,638	20,540	27,813	29,130	29,359	30,299	32,230	36,479	43,005	34,098	40,575	46,504
19	18	20,161	21,125	31,953	20,642	27,944	29,283	29,511	30,456	32,398	36,668	43,205	34,245	40,732	46,838
20	19	20,255	21,230	32,268	20,742	28,075	29,429	29,663	30,614	32,566	36,857	43,404	34,392	40,890	47,172
21	20	20,350	21,335	32,583	20,842	28,206	29,575	29,815	30,771	32,734	37,046	43,604	34,539	41,047	47,506
22	21	20,444	21,429	32,898	20,936	28,337	29,706	29,947	30,908	32,876	37,209	43,777	34,686	41,205	47,840
23	22	20,539	21,524	33,213	21,031	28,468	29,837	30,078	31,044	33,017	37,372	43,950	34,833	41,362	48,174
24	23	20,633	21,576	33,528	21,104	28,599	29,910	30,151	31,123	33,101	37,461	44,045	34,938	41,467	48,508
25	24	20,728	21,629	33,843	21,178	28,731	29,983	30,225	31,202	33,185	37,550	44,139	35,043	41,572	48,842
26	25	20,822	21,681	34,158	21,251	28,862	30,056	30,298	31,280	33,269	37,639	44,234	35,148	41,677	49,176
27	26	20,917	21,734	34,473	21,325	28,993	30,128	30,372	31,359	33,353	37,729	44,328	35,253	41,782	49,510
28	27	21,011	21,786	34,788	21,398	29,124	30,201	30,445	31,438	33,437	37,818	44,423	35,358	41,887	49,844
29	28	21,106	21,839	35,103	21,472	29,255	30,274	30,519	31,517	33,521	37,907	44,517	35,463	41,992	50,178
30	29	21,200	21,891	35,418	21,545	29,386	30,347	30,592	31,595	33,605	37,996	44,612	35,568	42,097	50,512
31	30	21,295	21,944	35,733	21,619	29,517	30,420	30,666	31,674	33,689	38,086	45,983	35,673	42,202	50,846

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

14K  
14L

**Mountain Home Public Schools  
Maintenance and Custodial Personnel Salary Schedule  
2013-2014**

\*\* 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
		14K - 1	14K - 2	14K - 3	14K - 4	14K - 5	14L - 6	14L - 7
1	Base	22,903.00	20,750.00	20,923.00	16,808.00	35,458.00	15,637.00	21,579.00
2	1	23,270.00	21,191.00	21,364.00	16,976.00	35,458.00	15,952.00	22,020.00
3	2	23,638.00	21,632.00	21,805.00	17,228.00	35,983.00	16,267.00	22,461.00
4	3	24,005.00	22,073.00	22,246.00	17,732.00	36,508.00	16,582.00	22,902.00
5	4	24,373.00	22,514.00	22,687.00	18,236.00	37,033.00	16,897.00	23,343.00
6	5	24,740.00	22,955.00	23,332.00	18,782.00	37,558.00	17,212.00	23,784.00
7	6	25,108.00	23,396.00	23,962.00	19,286.00	38,083.00	17,527.00	24,225.00
8	7	25,475.00	23,837.00	24,592.00	19,790.00	38,608.00	17,842.00	24,666.00
9	8	25,843.00	24,278.00	25,064.00	20,168.00	39,133.00	18,157.00	25,107.00
10	9	26,210.00	24,719.00	25,537.00	20,546.00	39,658.00	18,472.00	25,548.00
11	10	26,578.00	25,160.00	26,009.00	20,924.00	40,183.00	18,787.00	25,989.00
12	11	26,945.00	25,601.00	26,482.00	21,302.00	40,708.00	19,102.00	26,430.00
13	12	27,313.00	25,811.00	26,692.00	21,470.00	41,233.00	19,255.00	26,640.00
14	13	27,680.00	26,021.00	26,902.00	21,638.00	41,758.00	19,407.00	26,850.00
15	14	28,048.00	26,231.00	27,112.00	21,806.00	42,262.00	19,559.00	27,060.00
16	15	28,415.00	26,441.00	27,322.00	21,974.00	42,766.00	19,711.00	27,270.00
17	16	28,783.00	26,651.00	27,532.00	22,142.00	43,270.00	19,864.00	27,480.00
18	17	29,150.00	26,861.00	27,742.00	22,310.00	43,774.00	20,016.00	27,690.00
19	18	29,518.00	27,071.00	27,952.00	22,478.00	44,278.00	20,168.00	27,900.00
20	19	29,885.00	27,281.00	28,162.00	22,646.00	44,782.00	20,320.00	28,110.00
21	20	30,253.00	27,491.00	28,372.00	22,814.00	45,286.00	20,473.00	28,320.00
22	21	30,620.00	27,701.00	28,582.00	22,982.00	45,790.00	20,625.00	28,530.00
23	22	30,988.00	27,911.00	28,792.00	23,150.00	46,294.00	20,777.00	28,740.00
24	23	31,355.00	28,121.00	29,002.00	23,318.00	46,798.00	20,929.00	28,950.00
25	24	31,723.00	28,331.00	29,212.00	23,486.00	47,302.00	21,082.00	29,160.00
26	25	32,090.00	28,541.00	29,332.00	23,654.00	47,806.00	21,234.00	29,370.00
27	26	32,458.00	28,751.00	29,632.00	23,822.00	48,310.00	21,386.00	29,580.00
28	27	32,825.00	28,961.00	29,842.00	23,990.00	48,814.00	21,538.00	29,790.00
29	28	33,193.00	29,171.00	30,052.00	24,158.00	49,318.00	21,691.00	30,000.00
30	29	33,560.00	29,381.00	30,262.00	24,326.00	49,822.00	21,843.00	30,210.00
31	30	33,928.00	29,591.00	30,472.00	24,494.00	50,326.00	21,995.00	30,420.00

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	8.15
Temporary Custodian	8.15
College Aged Summer Worker	8.15

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

14N  
14M  
14O  
14L

**Mountain Home Public Schools  
Food Service Salary Schedule  
2013-2014**

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

Step	Years Exp.	14N-1	14N-2	14N-3	14N-4	14N-5	14N-6	14N-7	14N-8	FOOD SVC MGRS				
		3 hr/day Annual Sal.	3.5 hr/day Annual Sal.	4 hr/day Annual Sal.	4.5 hr/day Annual Sal.	5 hr/day Annual Sal.	5.5 hr/day Annual Sal.	6 hr/day Annual Sal.	6.5 hr/day Annual Sal.	14M-1 ADM <350	14M-2 ADM >350<650	14M-3 ADM >650	14O Clerk/Annual	14L - 2 FS Dir
		181 Days	181 Days	181 Days	181 Days	181 Days	181 Days	181 Days	181 Days	181 Days	181 Days	181 Days	220 Days	240 Days
1	Base	5,694.00	6,351.00	7,237.00	8,190.00	9,009.00	9,873.00	10,693.00	11,555.00	17,176.00	17,517.00	17,958.00	18,870	35,424
2	1	5,794.00	6,431.00	7,527.00	8,295.00	9,369.00	10,593.00	11,118.00	12,010.00	17,336.00	17,717.00	18,148.00	19,090	35,739
3	2	5,894.00	6,511.00	7,817.00	8,400.00	9,729.00	10,738.00	11,543.00	12,465.00	17,496.00	17,917.00	18,338.00	19,310	36,054
4	3	5,994.00	6,591.00	8,107.00	8,505.00	10,089.00	10,883.00	11,968.00	12,920.00	17,656.00	18,117.00	18,528.00	19,530	36,369
5	4	6,094.00	6,671.00	8,177.00	8,610.00	10,184.00	11,028.00	12,093.00	13,065.00	17,816.00	18,317.00	18,718.00	19,750	36,684
6	5	6,194.00	6,751.00	8,247.00	8,715.00	10,279.00	11,173.00	12,218.00	13,210.00	17,976.00	18,517.00	18,908.00	19,970	36,999
7	6	6,294.00	6,831.00	8,317.00	8,820.00	10,374.00	11,318.00	12,343.00	13,355.00	18,136.00	18,717.00	19,098.00	20,190	37,314
8	7	6,394.00	6,911.00	8,387.00	8,925.00	10,469.00	11,463.00	12,468.00	13,500.00	18,296.00	18,917.00	19,288.00	20,410	37,629
9	8	6,494.00	6,991.00	8,457.00	9,030.00	10,564.00	11,558.00	12,593.00	13,645.00	18,456.00	19,117.00	19,478.00	20,630	37,944
10	9	6,554.00	7,071.00	8,527.00	9,135.00	10,659.00	11,653.00	12,718.00	13,790.00	18,616.00	19,317.00	19,668.00	20,850	38,259
11	10	6,614.00	7,151.00	8,597.00	9,240.00	10,754.00	11,748.00	12,843.00	13,935.00	18,776.00	19,517.00	19,858.00	21,020	38,574
12	11	6,674.00	7,231.00	8,667.00	9,345.00	10,864.00	11,843.00	12,943.00	14,080.00	18,936.00	19,662.00	20,048.00	21,190	38,889
13	12	6,734.00	7,311.00	8,737.00	9,450.00	10,974.00	11,938.00	13,043.00	14,225.00	19,096.00	19,807.00	20,238.00	21,360	39,204
14	13	6,794.00	7,391.00	8,807.00	9,555.00	11,084.00	12,033.00	13,143.00	14,370.00	19,256.00	19,952.00	20,428.00	21,530	39,519
15	14	6,854.00	7,471.00	8,877.00	9,660.00	11,194.00	12,128.00	13,243.00	14,515.00	19,416.00	20,097.00	20,618.00	21,700	39,834
16	15	6,914.00	7,551.00	8,947.00	9,765.00	11,304.00	12,223.00	13,343.00	14,660.00	19,576.00	20,242.00	20,808.00	21,870	40,149
17	16	6,974.00	7,631.00	9,017.00	9,870.00	11,414.00	12,318.00	13,443.00	14,750.00	19,736.00	20,387.00	20,998.00	22,040	40,464
18	17	7,034.00	7,711.00	9,087.00	9,975.00	11,524.00	12,413.00	13,543.00	14,840.00	19,896.00	20,532.00	21,188.00	22,210	40,779
19	18	7,094.00	7,791.00	9,157.00	10,080.00	11,604.00	12,508.00	13,643.00	14,930.00	20,056.00	20,677.00	21,378.00	22,380	41,094
20	19	7,154.00	7,871.00	9,227.00	10,185.00	11,684.00	12,603.00	13,743.00	15,020.00	20,216.00	20,822.00	21,498.00	22,550	41,409
21	20	7,214.00	7,951.00	9,297.00	10,290.00	11,764.00	12,698.00	13,843.00	15,110.00	20,376.00	20,967.00	21,618.00	22,720	41,619
22	21	7,274.00	8,031.00	9,367.00	10,395.00	11,844.00	12,793.00	13,943.00	15,200.00	20,536.00	21,112.00	21,738.00	22,890	41,829
23	22	7,334.00	8,111.00	9,437.00	10,500.00	11,924.00	12,888.00	14,043.00	15,290.00	20,696.00	21,257.00	21,858.00	23,060	42,039
24	23	7,394.00	8,191.00	9,507.00	10,605.00	12,004.00	12,983.00	14,143.00	15,380.00	20,856.00	21,402.00	21,978.00	23,230	42,249
25	24	7,454.00	8,271.00	9,577.00	10,710.00	12,084.00	13,078.00	14,243.00	15,470.00	21,016.00	21,547.00	22,098.00	23,400	42,459
26	25	7,514.00	8,351.00	9,647.00	10,815.00	12,164.00	13,173.00	14,343.00	15,560.00	21,176.00	21,692.00	22,218.00	23,570	42,669
27	26	7,574.00	8,431.00	9,717.00	10,920.00	12,244.00	13,268.00	14,443.00	15,650.00	21,336.00	21,837.00	22,338.00	23,740	42,879
28	27	7,634.00	8,511.00	9,787.00	11,025.00	12,324.00	13,363.00	14,543.00	15,740.00	21,496.00	21,982.00	22,458.00	23,910	43,089
29	28	7,694.00	8,591.00	9,857.00	11,130.00	12,404.00	13,458.00	14,643.00	15,830.00	21,656.00	22,127.00	22,578.00	24,080	43,299
30	29	7,754.00	8,671.00	9,927.00	11,235.00	12,484.00	13,553.00	14,743.00	15,920.00	21,816.00	22,272.00	22,698.00	24,250	43,509
31	30	7,814.00	8,751.00	9,997.00	11,340.00	12,564.00	13,648.00	14,843.00	16,010.00	21,976.00	22,417.00	22,818.00	24,420	43,719

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 \$8.15/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	14P - 1	14P - 2	14P - 3	14P - 4	14P-5	14Q - 1	14Q - 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	6,520	7,825	9,095	10,393	11,552	29,759	24,276
2	6,667	7,977	9,247	10,551	11,702	30,037	24,512
3	6,814	8,129	9,400	10,708	11,852	30,316	24,748
4	6,961	8,281	9,552	10,866	12,002	30,594	24,985
5	7,108	8,434	9,704	11,023	12,152	30,872	25,221
6	7,255	8,586	9,851	11,181	12,302	31,150	25,457
7	7,402	8,733	9,998	11,338	12,452	31,429	25,693
8	7,549	8,880	10,145	11,496	12,602	31,707	25,930
9	7,696	9,027	10,292	11,653	12,752	31,985	26,166
10	7,843	9,174	10,439	11,811	12,902	32,263	26,402
11	7,990	9,321	10,570	11,968	13,052	32,542	26,638
12	8,137	9,468	10,702	12,126	13,202	32,820	26,875
13	8,284	9,615	10,833	12,283	13,352	33,098	27,111
14	8,431	9,762	10,964	12,441	13,502	33,376	27,347
15	8,578	9,909	11,095	12,598	13,652	33,655	27,583
16	8,725	10,056	11,227	12,703	13,802	33,933	27,820
17	8,872	10,203	11,358	12,808	13,952	34,211	28,056
18	9,019	10,350	11,489	12,913	14,102	34,489	28,292
19	9,166	10,497	11,620	13,018	14,252	34,768	28,528
20	9,313	10,644	11,752	13,123	14,402	35,046	28,765
21	9,460	10,791	11,883	13,228	14,552	35,324	29,001
22	9,607	10,938	12,014	13,333	14,702	35,602	29,237
23	9,754	11,085	12,145	13,438	14,852	35,881	29,473
24	9,901	11,232	12,277	13,543	15,002	36,159	29,710
25	10,048	11,379	12,408	13,648	15,152	36,437	29,946
26	10,195	11,526	12,539	13,753	15,302	36,715	30,182
27	10,342	11,673	12,670	13,858	15,452	36,994	30,418
28	10,489	11,820	12,802	13,963	15,602	37,272	30,655
29	10,636	11,967	12,933	14,068	15,752	37,550	30,891

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  
2013-2014**

\*\*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  
2013-14 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  
2013-14 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

<b>Mountain Home School District</b>				
<b>CLASSIFIED STIPEND SCHEDULE</b>				
<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  
2013-14 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