

3.1—LICENSED PERSONNEL

SALARY SCHEDULE

CERTIFIED SALARY SCHEDULE 2025-2026

Minimum Base Salary	\$50,000
Total Years Experience *Experience increases will be paid after 3 years of total experience. *Example: At the beginning of year 4 of total experience, a teacher will begin to receive the increase. The \$500 increase will remain constant through year 7. At year 8, it will increase by \$500, so \$1000 will be constant through year 11, etc. *The experience increase schedule is on 4-year cycle.	This will be added after the teacher has completed the years in the chart. Year Amount 0-3 No additional amount 4-7 \$500 8-11 \$1000 12-15 \$1500 16-19 \$2000 20-23 \$2500 24-27 \$3000 28+ \$3500
WFSD Base Salary Formula (before adding extended contract days, stipends, and indices for qualifying positions)	Minimum Base + Yrs Exp \= West Fork Teacher Base Salary for 190-Day Contracts
Degree Stipend - this will be included as an additional stipend and is not added to the base salary. Masters \$1000 Specialist \$2000 Doctorate \$3000	
Retention Bonus for Years of Service to West Fork School District as a certified employee. *Retention bonus payments will be made in May for the appropriate year the employee has been with the West Fork School District as a certified employee. *Years in other school districts do not apply toward the retention bonus. *Retention bonuses will begin in the 24-25 school year. *Retention bonuses will not be retroactive.	Bonus paid in May of year 5, 10, 15, 20, 25, and 30. 5th Yr \$500 10th Yr \$1200 15th Yr \$2000 20th Yr \$2800 25th Yr \$3600 30th Yr* \$4500 *The \$4500 payment will be paid for every 5th year after 30 (35, 40, 45, etc)
WFSD Base Salary Formula (before adding extended contract days, stipends, and indices for qualifying positions)	Minimum Base + Yrs Exp \= West Fork Teacher Base Salary for 190-Day Contracts
Stipends for Qualifying Positions	See the stipend schedule
Responsibility Index for Qualifying Positions	See the certified index schedule and listing
Due to the LEARNS Act and the requirement to make new salary schedules, some certified teachers will have a salary overage until they “catch up” in the new salary schedule. Once the certified teachers “catch up” with the salary schedule they will begin earning step increases.	

Administrator and District Certified Staff Salary Index		
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Licensed Base Salary/190 days X Days Contracted X Index \= Salary Index is set by the Superintendent or Designee		
Position	Contracted Days	Index
Assistant Superintendent	240	1.27 - 1.37
High School Principal	240	1.25 - 1.35
Middle School Principal	240	1.20 - 1.30
Elementary Principal	240	1.20 - 1.30
Assistant Principal	230	1.05 - 1.15
Curriculum Director	240	1.15 - 1.25
Director of Technology	240	1.10 - 1.17

Licensed Salary Schedule is a set of matrices that are updated and published each school year that contains the minimum salary licensed employees earn based on number of years of experience, education degrees, computations for extended contracts, and salary supplements for additional duties or responsibilities. The salary schedule is required to reflect the actual pay practices of the district.

For the purposes of the salary schedule, a teacher will have worked a “year” if he/she works at least 160 days.

For the purposes of this policy, a master’s degree or higher is considered “relevant to the employee’s position” if it is related to education, guidance counseling, or the teacher’s content area and has been awarded for successful completion of a program at the master’s level or higher by an institution of higher education accredited under Arkansas statutory requirements applicable at the time the degree was awarded.

Teachers who have earned additional, relevant degrees or sufficient college hours to warrant a salary change are responsible for reporting and supplying a transcript to the district office. The appropriate salary increase will be reflected in the next paycheck provided it is at least two (2) weeks from the time the notice and documentation is delivered. All salary changes will be on a “go forward” basis, and no back pay will be awarded. If a teacher earns an additional degree in December they will earn half of the degree stipend for the current school year and must get transcripts to the district office two weeks prior to the January payroll date.

Arkansas Professional Educator Preparation (ArPEP) Program

Each employee newly hired by the district to teach under the Arkansas Professional Educator Preparation (ArPEP) Program shall initially be placed on the salary schedule in the category of a bachelor’s degree with no experience, unless the ArPEP program employee has previous teaching experience which requires a different placement on the schedule. Upon receiving his/her initial or standard teaching license, the employee shall be moved to the position on the salary schedule that

corresponds to the level of education degree earned by the employee which is relevant to the employee’s position. Employee’s degrees which are not relevant to the ArPEP program's position shall not apply when determining his/her placement on the salary schedule. A teacher with a non-traditional provisional license shall be eligible for step increases with each successive year of employment, just as would a teacher possessing a traditional teaching license.

Licensed employee, seeking additional area or areas of licensure

Licensed employees who are working on an alternative licensure plan (ALP) to gain licensure in an additional area are entitled to placement on the salary schedule commensurate with their current license, level of education degree and years of experience. Degrees which are not relevant to the employee’s position shall not apply when determining his/her placement on the salary schedule.

Cross Reference: 1.9—POLICY FORMULATION

Legal References: A.C.A. § 6-17-201, 202, 2403
A.C.A. § 6-20-2305(f)(4)
DESE Rules Governing Documents Posted to School District and Education Service Cooperative Websites

Date Adopted:4/23/2024
Last Revised: May 12, 2025

2025-2026
West Fork Public Schools
Miscellaneous Stipend Rate Schedule

All certified and classified staff will be paid according to the appropriate salary schedule. Those with additional responsibilities will be paid additional supplements per the following schedule.

Athletics	
Athletic Director	\$10,000
Head Senior Football	\$3,120
Head Senior Basketball (per team)	\$3,120
Head Senior Volleyball	\$3,120
Head Junior Football	\$1,785
Head Junior Basketball (per team)	\$1,785
Head Junior Volleyball	\$1,785
Head Baseball	\$1,545
Head Softball	\$1,545
Head Senior Track (per team)	\$775
Head Junior Track (per team)	\$500

Athletics	
Head 7th Grade Football	\$1,000
Head 7th Grade Basketball (per team)	\$1,000
Head 7th Grade Volleyball	\$1,000
Head Senior High Cross Country (per team)	\$775
Head Junior High Cross Country (per team)	\$500
Head Golf	\$350
Senior Cheerleaders	\$3,120
Junior Cheerleaders	\$1,785
7th Grade Cheerleaders	\$1,000
Assistant Senior Football	\$1,200
Assistant Senior Basketball	\$1,200
Assistant Senior Volleyball	\$1,200
Assistant Baseball	\$670
Assistant Softball	\$670
Assistant Senior Track (per team)	\$335
Assistant Senior Cross Country (per team)	\$335
Assistant Junior Football	\$750
Assistant Junior Basketball (per team)	\$750
Assistant Junior Volleyball	\$750
Assistant Junior Track (per team)	\$300
Assistant Junior Cross Country (per team)	\$300
7th Grade Football Assistant	\$600
7th Grade Basketball Assistant	\$600
7th Grade Volleyball Assistant	\$600
Pee Wee Basketball Coordinator	\$1,520 (Can be split up between coaches)
Pee Wee Football Coordinator	\$760
Minor Assistant Football	\$670
Minor Assistant Basketball	\$670
Esports	\$335
Performing Arts	
Senior High Band Director	\$3,120

Athletics	
Junior High Band Director	\$1,785
High School Choir Director	\$2,000
Junior High Choir Director	\$1,000
Assistant Senior Band Director	\$1,200
Assistant Junior Band Director	\$700
Beginners Band	\$560
Flag Team	\$500
School Services	
District FACE Coordinator	\$1,200 (can be split)
District Wellness Coordinator	\$750
District Testing Coordinator	\$1,500
District Homeless Liaison	\$1,500
District Equity Coordinator	\$750
District Student Services Coordinator	\$750
Federal Programs Coordinator	\$2,000
Bright Futures Coordinator	\$335
Building FACE Coordinator	\$1,200
School Level Improvement Plan Leader(s)	\$1,000 per building (can be split)
Registered Behavior Technician	\$1,500
District 504 Coordinator	\$1,000
Curriculum and Instruction	
District ESL Coordinator	\$1,250
Speech Therapist	\$1,500
District Dyslexia Coordinator	\$1,250
Project Lead the Way Coordinator	\$1,000
Student Services	
ALE Facilitator	\$1,500
Yearbook	\$700
Senior Class Sponsor (1 position)	\$400
Junior Class Sponsor (1 position)	\$400
High School National Honor Society Sponsor	\$400

Athletics	
High School Student Council	\$530
Middle School Student Council	\$530
FBLA	\$335
FCCLA	\$335
FFA	\$335
Junior Bank Board	\$335
SkillsUSA	\$335
Spanish Club	\$335
AR Model UN	\$335
Drama Club	\$335
Miscellaneous	
Gatekeeper for Events	\$12.00 per hour
After-school Program	\$20 per hour
Additional morning or afternoon monitoring	Per diem
Tutoring/Homebound	Per diem
Bus Training	\$12.00 per hour
Seamless Summer Lunch Program	Per diem
Bus Drivers keeping the bus at their house	\$1.50 per day
Shoe allowance for cafeteria staff	\$25.00
Summer School teacher	\$25.00 per hour
Summer School nurse	\$20.00 per hour
Summer School bus driver	\$50.00 per day
Concession Stand Director	\$3,000 for the year paid in two separate payments \$1500 in December \$1500 in April
Substitute Nurse	\$140.00 per day

Pre-K Director/Lead Teacher Salary

180 Day Contract

Years Experience	Step	HS Diploma/GED	Associates Salary	Bachelors Salary	Masters Salary
0	1	23,040	29,760	34,560	41,280
1	2	24,000	30,720	35,520	42,240

Years Experience	Step	HS Diploma/GED	Associates Salary	Bachelors Salary	Masters Salary
2	3	24,960	31,680	36,480	43,200
3	4	25,920	32,640	37,440	44,160
4	5	26,880	33,600	38,400	45,120
5	6	27,840	34,560	39,360	46,080
6	7	28,800	35,520	40,320	47,040
7	8	29,760	36,480	41,280	48,000
8	9	30,720	37,440	42,240	48,960
9	10	31,680	38,400	43,200	49,920
10	11	32,640	39,360	44,160	50,880
11	12	33,600	40,320	45,120	51,840
12	13	34,560	41,280	46,080	52,800
13	14	35,520	42,240	47,040	53,760
14	15	36,480	43,200	48,000	54,720
15	16	37,440	44,160	48,960	55,680
16	17	38,400	45,120	49,920	56,640

2025-26

WEST FORK SCHOOL DISTRICT

FRINGE BENEFITS

Board Approved

The West Fork School District greatly appreciates its employees and their commitment to excellence; therefore, the district is proud to provide the following fringe benefits to its employees.

- All full-time employees are eligible for medical insurance.
- All full-time employees receive dental insurance paid for by the district.
- All full-time employees receive short-term disability insurance paid for by the district.
- All full-time employees receive a hospital confinement plan paid for by the district.
- All full-time employees receive long-term disability insurance paid for by the district.
- All full-time employees receive vision insurance paid for by the district.
- All full-time employees receive life insurance paid for by the district.
- The district matches employee salaries who are in the Arkansas Teacher Retirement System at 15.00%.

Part-time employees are eligible for benefits as allowable by law.

Revision #1

Created 2026-03-04 00:43:13 UTC by Cory Robbins

Updated 2026-03-04 00:43:13 UTC by Cory Robbins