



# Board of Education Highlights

An unofficial report of Board proceeding on Monday, June 12, 2023

## Superintendent’s Report

Mr. Worbes reminded members of the Board of the upcoming OSSBA Conference in August. Board members must obtain continuing education each year which covers school law, public education best practices, and board member requirements. Mrs. Davis introduced the new Altus Air Force Base School Liaison, Gwen Brakebill. Mrs. Brakebill is no stranger to Altus Public Schools, she was a career teacher for the district before making the move to Altus Air Force Base.

## Consent Agenda

The Consent Agenda was approved with one vote. It included budget reports, job descriptions, use of facilities agreements, an occupational therapy agreement, an agreement with Southwest Community Action Group Headstart, a contract with Stephanie Robertson for IEP compliance, a contract with the Oklahoma Department of Rehabilitation Transition School to Work Story, Hurst Speech Therapy Inc. contract, contracts with Precision Testing Laboratories and Stryker Integrated Solutions, and agreements with OKTLE and Inquest Detection Canines.

## Board Policy

The Board approved a new policy, Mental Health Crisis Protocol policy 700.434. Three existing policies were updated, policy 700.020 Graduation Requirements, and policy 700.040 Concurrent Enrollment of High School Students, and policy 700.155 Chemical Abuse.

## Executive Session

Members of the Board and Superintendent Worbes entered into an executive session to discuss the Superintendent’s evaluation and contract. The board

approved a 3-year contract for Superintendent Worbes extended through the 25-26 school year.

## Salary Schedules

The Board of Education approved the new salary schedules that reflect raises the Oklahoma legislature approved in May 2023. The Altus School Board approved raises for certified teachers, support staff, and extra-duty contracts. The new salary schedules are attached.

## Appointed Officers Required by State Law

The Board approved the following list.

School District Treasurer	Christy Duffy
Assistant Treasurer	Elizabeth Casey
Clerk of the Board	Penny Bush
Deputy Clerk of the Board	Jima Beach
Payroll Clerk	Jima Beach
Encumbrance Clerk	Laura Martinez
Minutes Clerk	Penny Bush
Activity Fund Custodian	Kim Bradley
Asst. Activity Fund Custodian	Penny Bush
Lunch Fund Custodian	Robbie Holder
Asst. Lunch Fund Custodian	Lauren Holsey
Purchasing Agent	Robbie Holder
Receiving Agent	Robbie Holder
Agent to Receive Food Commodities	Robbie Holder
Agent of School Lunch Program	Robbie Holder
Risk Manager for O.S.H.A.	Robbie Holder
Hearing Officer for Vocational Program Complaints	Robbie Holder
Hearing Officer for Title IX, 504 and	
ADA (Coordinator)	Robbie Holder
Board Policy Review Coordinator	Robbie Holder
Agent to Assure Compliance of A.H.E.R.A. Program	Robbie Holder

Approval Officer for Free and Reduced Lunch Applications

Altus High School Kathy Keller-Darby

Altus Junior High Melissa Fourroux

Altus Intermediate School Lori Redden

Rivers Elementary Angela Cook

Altus Early Childhood Center Renee Long

Altus Primary School Cheryl Anderson

Altus Elementary School Terri Hamilton

### **Adjunct Teacher Requests**

The Board approved that Altus Public Schools notify the State Department of Education of the following adjunct teachers.

Mathew Keilan Torres - AHS Social Studies/PE

Brady Davis - AHS Secondary Math

Emily Jones - AHS/AJH Physical Education

Mercedes Phegley - Athletic Training

Patti Horne - AJH Intermediate Math

Kennedy Lewallen - PRIM Music

Maureese Wren - PRIM Physical Education/Health

Jayden Nolan - AIS Reading

Jacklyn Olney - AJH Science

Ruby Villegas - AJH Spanish

Eric Wren - AJH Physical Education/Health

### **Child Nutrition Program Vendor Contracts**

Board members approved the following vendors for the 23-24 School Year.

a. Dairy - Hiland Dairy

b. Major Grocery & Bread -Sysco (State Prime Vendor Contract)

c. Exterminator- Bugmaster Inc.

d. Kitchen Custodial Supplies -Janus Supply

e. Linen -UniFirst

f. Fresh Fruit & Vegetables -KT Produce

g. Fire Suppression System -Western States Fire Suppression Company

h. Farm to School (Fresh Vegetables)-Acadian Family Farms

i. Chemicals for Equipment/Kitchen -Hagar Restaurant Service

j. Vent Hood Steam Cleaning -Southwest

k. Underground Septic Removal-Travis Septic

l. Farm Fresh Beef-Route 66 Meat Processing

### **OSIG Insurance**

The Board approved OSIG district liability and property insurance premiums provided by Whicita Insurance.

### **23-24 Meal Prices**

The following meal prices for the 23-24 school year were approved.

Student Breakfast Meals

All Grades - \$2.60

Student Lunch Meals

PK-4th Grade - \$3.10

5th-12th Grade -\$3.35

Staff Meals

Breakfast - \$2.60

Lunch - \$5.15

Adult/Visitor Meals

Breakfast - \$3.00

Lunch - \$5.15

Additionally, the meal rate set for lunches provided to SWTC is \$5.15.

Altus Early Childhood Center, Altus Primary School, Altus Elementary, Altus Intermediate School, and Altus Junior High will remain under the Community Eligibility Provision during the 23-24 school offering free breakfast and lunches to all students. Rivers Elementary and Altus High School students have the opportunity to apply for free and reduced meals.

### **Kellogg & Sovereign Masters Service Agreement**

The Board approved the contract with Kellogg & Sovereign for E-Rate and OUSF management services for the 23-24 school year.

### **Surplus**

The surplus list from the AHS Science Department was approved.

### **Personnel**

#### ***Certified Retirements 22-23 School Year***

LeAnn Drury - AECC

Pre-K Teacher

Effective 5-19-23

Sonya Keyser-Gay -Primary  
First-Grade Teacher  
Effective 5-19-23

***Certified Resignations 22-23 School Year***

Ebonie Bain - AECC  
Kindergarten Teacher  
Effective 5-19-23

Brooke Byrd - PRIM  
First Grade Teacher  
Effective 5-19-23

Kayla Fournier - AECC  
SPED Teacher  
Effective 5-19-23

Aracely Gonzales - AES  
3rd Grade Teacher  
Effective 5-19-23

Cade McKee - AHS  
Social Studies Teacher  
Effective 5-19-23

Kodie Riley - PRIM  
P.E. Teacher  
Effective 5-19-23

Emily Ross - PRIM  
SPED Teacher  
Effective 5-19-23

Lauren Selvidge - AJH  
Math Teacher  
Effective 5-19-23

Ashely Story - AIS  
Math Teacher  
Effective 5-19-23

Stacie Terbush - AJH  
P.E. Teacher  
Effective 5-19-23

Jacob Willing - AHS  
Band Teacher  
Effective 5-19-23

***Support Resignations 23-24 School Year***

Dennis Cardell - AHS  
Custodian  
Effective 8-1-23

***Certified Reassignments with a Change in Salary  
23-24 School Year***

Kayla Baldwin  
From: Kindergarten Teacher @ AECC  
To: Kindergarten SPED Teacher @AECC  
Effective: 8-3-23

Jamie Hamm  
From: Teacher @ PRIM  
To: Assistant Principal @ PRIM/RIV  
Effective: 7-19-23

Chanet Huckaby  
From: Teachers @ PRIM  
To: Assistant Principal @ AES/AIS

***Support Reassignments with a Change in Salary  
23-24 School Year***

Jennifer Berry  
From: 4-hour CNP Clerk @ DIST  
To: 7-hour CNP Clerk @ DIST  
Effective: 8/3/23

Brianna Flood  
From: Computer Lab Asst. @ AECC  
To: Secretary @ AECC  
Effective: 7/24/23

Brenda Williams  
From: Paraprofessional @ PRIM  
To: Secretary to SPED Director  
Effective: 7/24/23

***Certified New Hires 23-24 School Year***

Dayna Boman - AHS  
SPED Teacher  
Effective: 8/3/23

Journey Collins Canlas - PRIM  
1st Grade Teacher  
Effective: 8/3/23

Ted Conley - RIV/AES/AIS  
Art Teacher  
Effective: 8/3/23

Brock Engles - AIS  
Band Teacher  
Effective: 8/3/23

Cynthia Gable - DIST  
Speech & Language Path  
Effective: 8/3/23

Christine Grayson - AES  
3rd Grade Teacher  
Effective: 8/3/23

Kellie Gribble - AJH  
Reading Teacher  
Effective: 8/3/23

Brandee Grivois - AECC  
Kindergarten Teacher  
Effective: 8/3/23

Nicole Keenum - AIS  
Math Teacher  
Effective: 8/3/23

Nicholas Kendall - AHS  
Social Studies Teacher  
Effective: 8/3/23

Kennedy Lewallen - PRIM  
Music Teacher  
Effective: 8/3/23

Guy Martin - AIS  
Science Teacher  
Effective: 8/3/23

Griselda Morales - AECC  
Kindergarten Teacher  
Effective: 8/3/23

Jacklyn Olney - AJH  
Science Teacher  
Effective: 8/3/23

Theresa Rollin - AECC  
Pre-K Teacher  
Effective: 8/3/23

Shelby Smith-Upchurch - AJH  
½ Day Keyboarding Teacher  
Effective: 8/3/23

Kristi Tobin - PRIM  
1st Grade Teacher  
Effective: 8/3/23

Ruby Villegas - AJH  
Spanish Teacher  
Effective: 8/3/23

Emelie Von Raesfeld - PRIM  
2nd Grade Teacher  
Effective: 8/3/23

Erick Wren - AJH  
Health and P.E. Teacher  
Effective: 8/3/23

***Support New Hires 23-24 School Year***  
Christopher Alaniz - AHS  
Custodian  
Effective: 6/19/23

Penny Archibald - PRIM  
SPED Paraprofessional  
Effective: 8/3/23

Robin Booker - AHS  
7-Hour Cook  
Effective: 8/3/23

Eric Cenicerros - AJH  
Custodian  
Effective: 7/1/23

Tanya Croft - AIS  
SPED Paraprofessional  
Effective: 8/3/23

Christina Garcia - AJH  
SPED Paraprofessional  
Effective: 8/3/23

Gabriela Garcia - AJH  
7-Hour Cook  
Effective: 8/3/23

Delaney Gobielle - AECC  
SPED Paraprofessional  
Effective: 8/3/23

Eric Gonzales - DIST  
Grounds/Maintenance  
Effective: 5/26/23

Belen Granado - PRIM  
Title I Teacher  
Effective: 8/3/23

Jacob Hobbs - DIST  
Computer Technician  
Effective: 7/1/23

Kenna Keyes - RIV  
7-Hour Cook  
Effective: 8/3/23

Brant Lewallen - DIST  
Computer Technician  
Effective: 8/1/23

Whitney Miller - AES  
SPED Paraprofessional  
Effective: 8/3/23

Andres Ortiz - DIST  
Grounds/Maintenance  
Effective: 5/26/23

Megan Paxton - PRIM  
Teacher's Aide  
Effective: 8/3/23

Jenaka Schaefer - PRIM  
Teacher's Aide  
Effective: 8/3/23

Jim Schwetzer - DIST  
Bus Driver/Mechanic  
Effective: 8/3/23

Phillip Stehr - DIST  
Grounds/Maintenance/Bus Driver  
Effective: 6/19/23

Jayla Telford - AES  
Teacher's Aide  
Effective: 8-3-23

**Altus Public Schools  
2023-2024 Salary Schedule**

YRS. EXP.			*BS National Board Certification	*BS+16 National Board Certification			*MS National Board Certification	*MS+16 National Board Certification			*DR+ National Board Certification
	BS	BS+16			MS	MS+16			DR		
0	40,821	41,246	41,979	42,404	42,761	43,186	43,919	44,344	44,151		45,151
1	41,255	41,680	42,413	42,838	43,195	43,620	44,353	44,778	44,585		45,585
2	41,689	42,114	42,848	43,273	43,329	44,054	44,488	45,213	44,719		45,719
3	42,124	42,449	43,282	43,607	43,664	44,364	44,822	45,522	45,054		46,054
4	42,558	42,883	43,716	44,041	44,098	44,798	45,256	45,956	45,488		46,488
5	44,030	44,355	45,188	45,513	45,595	46,345	46,753	47,503	46,985		47,985
6	44,493	44,718	45,652	45,877	46,258	46,708	47,417	47,867	47,649		48,649
7	44,957	45,357	46,115	46,515	46,922	47,372	48,080	48,530	48,312		49,312
8	45,570	46,020	46,728	47,178	47,560	48,010	48,719	49,169	48,950		49,950
9	46,158	46,583	47,317	47,742	48,149	48,599	49,307	49,757	49,539		50,539
10	48,354	48,804	49,514	49,964	50,838	51,288	51,998	52,448	53,215		54,215
11	49,047	49,472	50,206	50,631	51,531	51,956	52,691	53,116	53,908		54,908
12	49,790	50,240	50,949	51,399	52,274	52,724	53,433	53,883	54,651		55,651
13	50,332	50,757	51,492	51,917	52,967	53,392	54,126	54,551	55,344		56,344
14	51,075	51,525	52,235	52,685	53,559	54,009	54,719	55,169	55,936		56,936
15	54,212	54,662	55,372	55,822	56,722	57,147	57,882	58,307	59,100		60,100
16	54,830	55,280	55,990	56,440	57,315	57,765	58,475	58,925	59,693		60,693
17	55,648	56,098	56,808	57,258	58,158	58,583	59,318	59,743	60,536		61,536
18	56,266	56,716	57,426	57,876	58,751	59,201	59,911	60,361	61,129		62,129
19	56,934	57,384	58,094	58,544	59,444	59,869	60,604	61,029	61,822		62,822
20	57,797	58,247	58,958	59,408	60,308	60,733	61,468	61,893	62,687		63,687
21	58,490	58,915	59,651	60,076	60,976	61,426	62,137	62,587	63,355		64,355
22	59,334	59,759	60,494	60,919	61,819	62,244	62,980	63,405	64,198		65,198
23	59,852	60,302	61,012	61,462	62,338	62,788	63,498	63,948	64,717		65,717
24	60,395	60,845	61,555	62,005	62,906	63,331	64,066	64,491	65,285		66,285
25	61,869	62,294	63,052	63,477	64,391	64,841	65,573	66,023	66,815		67,815
26	62,244	62,694	63,427	63,877	64,741	65,216	65,923	66,398	67,165		68,165
27	62,994	63,444	64,177	64,627	65,516	65,966	66,698	67,148	67,940		68,940
28	63,394	63,844	64,577	65,027	65,916	66,366	67,098	67,548	68,340		69,340
29	63,794	64,244	64,977	65,427	66,316	66,766	67,498	67,948	68,740		69,740
30	64,194	64,644	65,377	65,827	66,716	67,166	67,898	68,348	69,140		70,140
31	64,594	65,044	65,777	66,227	67,116	67,566	68,298	68,748	69,540		70,540
32	64,994	65,444	66,177	66,627	67,516	67,966	68,698	69,148	69,940		70,940
33	65,394	65,844	66,577	67,027	67,916	68,366	69,098	69,548	70,340		71,340
34	65,794	66,244	66,977	67,427	68,316	68,766	69,498	69,948	70,740		71,740
35	66,194	66,644	67,377	67,827	68,716	69,166	69,898	70,348	71,140		72,140
36	66,594	67,044	67,777	68,227	69,116	69,566	70,298	70,748	71,540		72,540
37	66,994	67,444	68,177	68,627	69,516	69,966	70,698	71,148	71,940		72,940
38	67,394	67,844	68,577	69,027	69,916	70,366	71,098	71,548	72,340		73,340

**Note: Teachers eligible to receive the National Board Certification bonus shall not be eligible to receive the additional salary increment set forth in this salary schedule.**

**\*National Board Certification columns are for teachers who applied for and/or received National Board Certification after June 30, 2013.**

\*Certified personnel with 28 or more years will receive a \$400 increase over the prior year.

\*Salary Schedule reflects cash compensation plus 7% District Paid Teacher Retirement

Defined benefits yearly paid by the Board in excess of salary schedule include:

1. Plan 200 Salary Protection & \$15,000 Group Life @ \$131.40 yearly per eligible employee

Defined benefits paid by the State in excess of salary schedule:

2. Medical Insurance @ \$640.28 maximum per month



Altus Public Schools  
2023-2024  
Salary Schedule Support - Cafeteria w/Hourly Pay

Yrs Exp	Head Cook		Cook		Cafeteria Clerk	
	Salary	Rate	Salary	Rate	Salary	Rate
0	18,946.80	13.46	14,934.00	12.12	15,390.00	12.49
1	19,246.80	13.67	15,184.00	12.33	15,640.00	12.70
2	19,546.80	13.88	15,434.00	12.53	15,890.00	12.90
3	19,846.80	14.10	15,684.00	12.73	16,140.00	13.10
4	20,146.80	14.31	15,934.00	12.93	16,390.00	13.30
5	20,779.20	14.76	16,446.00	13.35	16,910.00	13.73
6	21,079.20	14.97	16,696.00	13.55	17,160.00	13.93
7	21,379.20	15.18	16,946.00	13.76	17,410.00	14.13
8	21,679.20	15.40	17,196.00	13.96	17,660.00	14.33
9	21,979.20	15.61	17,446.00	14.16	17,910.00	14.54
10	22,611.60	16.06	17,958.00	14.58	18,430.00	14.96
11	22,911.60	16.27	18,208.00	14.78	18,680.00	15.16
12	23,211.60	16.49	18,458.00	14.98	18,930.00	15.37
13	23,511.60	16.70	18,708.00	15.19	19,180.00	15.57
14	23,811.60	16.91	18,958.00	15.39	19,430.00	15.77
15	24,444.00	17.36	19,470.00	15.80	19,950.00	16.19
16	24,744.00	17.57	19,720.00	16.01	20,200.00	16.40
17	25,044.00	17.79	19,970.00	16.21	20,450.00	16.60
18	25,344.00	18.00	20,220.00	16.41	20,700.00	16.80
19	25,644.00	18.21	20,470.00	16.62	20,950.00	17.01
20	25,944.00	18.43	20,720.00	16.82	21,200.00	17.21
21	26,244.00	18.64	20,970.00	17.02	21,450.00	17.41
22	26,544.00	18.85	21,220.00	17.22	21,700.00	17.61
23	26,844.00	19.07	21,470.00	17.43	21,950.00	17.82
24	27,144.00	19.28	21,720.00	17.63	22,200.00	18.02
25	27,444.00	19.49	21,970.00	17.83	22,450.00	18.22
26	27,744.00	19.71	22,220.00	18.04	22,700.00	18.43
27	28,044.00	19.92	22,470.00	18.24	22,950.00	18.63
28	28,344.00	20.13	22,720.00	18.44	23,200.00	18.83
29	28,644.00	20.34	22,970.00	18.65	23,450.00	19.03
30	28,944.00	20.56	23,220.00	18.85	23,700.00	19.24
31	29,244.00	20.77	23,470.00	19.05	23,950.00	19.44
32	29,544.00	20.98	23,720.00	19.25	24,200.00	19.64
33	29,844.00	21.20	23,970.00	19.46	24,450.00	19.85
34	30,144.00	21.41	24,220.00	19.66	24,700.00	20.05
35	30,444.00	21.62	24,470.00	19.86	24,950.00	20.25
36	30,744.00	21.84	24,720.00	20.07	25,200.00	20.46
37	31,044.00	22.05	24,970.00	20.27	25,450.00	20.66
38	31,344.00	22.26	25,220.00	20.47	25,700.00	20.86
39	31,644.00	22.47	25,470.00	20.67	25,950.00	21.06
40	31,944.00	22.69	25,720.00	20.88	26,200.00	21.27
	+300/yr		+250/yr		+250/yr	
Hrs	8		7		7	
Days	176		176		176	

1. Plan 200 Salary Protection & \$15,000 Group Life @ \$131.40 yearly per eligible employee
2. Medical Insurance @ \$640.28 maximum per month
3. Salary Schedule reflects cash compensation plus 7% District Paid Teacher Retirement



**Altus Public Schools  
2023-2024  
Salary Schedule Support - Cafeteria w/Hourly Pay**

	<u>Head Cook</u>	<u>Cook</u>		<u>Cafeteria Clerk</u>	
	16,620	13,100	1834	13,500	1890
2326.8	16,920	13,350	1834	13,750	1890
2326.8	17,220	13,600	1834	14,000	1890
2326.8	17,520	13,850	1834	14,250	1890
2326.8	17,820	14,100	1834	14,500	1890
2659.2	18,120	14,350	2096	14,750	2160
2659.2	18,420	14,600	2096	15,000	2160
2659.2	18,720	14,850	2096	15,250	2160
2659.2	19,020	15,100	2096	15,500	2160
2659.2	19,320	15,350	2096	15,750	2160
2991.6	19,620	15,600	2358	16,000	2430
2991.6	19,920	15,850	2358	16,250	2430
2991.6	20,220	16,100	2358	16,500	2430
2991.6	20,520	16,350	2358	16,750	2430
2991.6	20,820	16,600	2358	17,000	2430
3324	21,120	16,850	2620	17,250	2700
3324	21,420	17,100	2620	17,500	2700
3324	21,720	17,350	2620	17,750	2700
3324	22,020	17,600	2620	18,000	2700
3324	22,320	17,850	2620	18,250	2700
3324	22,620	18,100	2620	18,500	2700
3324	22,920	18,350	2620	18,750	2700
3324	23,220	18,600	2620	19,000	2700
3324	23,520	18,850	2620	19,250	2700
3324	23,820	19,100	2620	19,500	2700
3324	24,120	19,350	2620	19,750	2700
3324	24,420	19,600	2620	20,000	2700
3324	24,720	19,850	2620	20,250	2700
3324	25,020	20,100	2620	20,500	2700
3324	25,320	20,350	2620	20,750	2700
3324	25,620	20,600	2620	21,000	2700
3324	25,920	20,850	2620	21,250	2700
3324	26,220	21,100	2620	21,500	2700
3324	26,520	21,350	2620	21,750	2700
3324	26,820	21,600	2620	22,000	2700
3324	27,120	21,850	2620	22,250	2700
3324	27,420	22,100	2620	22,500	2700
3324	27,720	22,350	2620	22,750	2700
3324	28,020	22,600	2620	23,000	2700
3324	28,320	22,850	2620	23,250	2700
3324	28,620	23,100	2620	23,500	2700
	+300/yr	+250/yr		+250/yr	
	8	7		7	
	176	176		176	

**Extra-Duty Salaries 2023-2024**

<b>Position</b>	<b>Position</b>	<b>CR YR Ratio</b>	<b>Base</b>	<b>New Salary</b>	<b>93% of Salary</b>
ASST SUPT	Asst. Superintendent	1.1800	\$40,821.00	\$48,168.78	\$ 44,796.97
CURRIC DIR	Director Of Curriculum	0.9723	\$40,821.00	\$39,690.26	\$ 36,911.94
RLSERV DIR	Director Of Related Services	0.9723	\$40,821.00	\$39,690.26	\$ 36,911.94
SPED DIR	Director Of Special Ed/208 days	0.5000	\$40,821.00	\$20,410.50	\$ 18,981.77
CHLD NUTR DIR	Director Of Child Nutirtion/208 day	0.5000	\$40,821.00	\$20,410.50	\$ 18,981.77
FIN DIR	Director Of Finance/227 days	0.5000	\$40,821.00	\$20,410.50	\$ 18,981.77
TECH DIR	Director Of Technology/227 days	0.5000	\$40,821.00	\$20,410.50	\$ 18,981.77
PUBREL DIR	Director Of Public Relations	0.3200	\$40,821.00	\$13,062.72	\$ 12,148.33
INST/COOR	Instructional Technology Coor.	0.0949	\$40,821.00	\$3,873.91	\$ 3,602.74
ALT PROG SUP	Alternative Program Supervisor	0.6500	\$40,821.00	\$26,533.65	\$ 24,676.29
PRIN HS	HS Principal/208 days	1.0000	\$40,821.00	\$40,821.00	\$ 37,963.53
ASSTPRINHS	HS Asst. Principal/196 min days	0.6000	\$40,821.00	\$24,492.60	\$ 22,778.12
PRIN JH	JH Principal/208 days	0.8846	\$40,821.00	\$36,110.26	\$ 33,582.54
ASSTPRINJH	JH Asst. Principal/196 min days	0.4423	\$40,821.00	\$18,055.13	\$ 16,791.27
PRIN AIS	IS Principal/208 days	0.8080	\$40,821.00	\$32,983.37	\$ 30,674.53
ASSTPRINIS	IS Asst. Principal/196 min days	0.4040	\$40,821.00	\$16,491.68	\$ 15,337.27
PRIN ELEM	Elementary Principal/208 days	0.7021	\$40,821.00	\$28,660.42	\$ 26,654.19
ASSTPRINELEM	Elem. Asst. Principal/196 min days	0.4040	\$40,821.00	\$16,491.68	\$ 15,337.27
COUNSEL HS	HS Counselor/196 days	0.2143	\$40,821.00	\$8,747.94	\$ 8,135.58
COUNSEL JH	JH Counselor/191 days	0.1607	\$40,821.00	\$6,559.93	\$ 6,100.74
COUNSEL IS	IS Counselor/191 days	0.1607	\$40,821.00	\$6,559.93	\$ 6,100.74
COUNSEL EL	Elem. Counselor/186 days	0.1072	\$40,821.00	\$4,376.01	\$ 4,069.69
SCHEDULE COORD	AHS Schedule Coordinator	0.0536	\$40,821.00	\$2,188.01	\$ 2,034.85
STUDENT DATA	Student Data Specialist	0.1330	\$40,821.00	\$5,429.19	\$ 5,049.15
LIBR MEDIA	Librarians/186 days (5.5556%)				
SPED TEACH	Special Ed. Teacher (5%)				
PSYCH	Psychologist (25%)				
PSPCH PATH	Speech Pathologist (ASHA cert 25%)				
	Speech Pathologist (not ASHA 15%)				
FINE ARTS COORD	Fine Arts Coordinator	0.1240	\$40,821.00	\$5,061.80	\$ 4,707.48
MUSICVO HS	HS Vocal Music	0.2679	\$40,821.00	\$10,935.95	\$ 10,170.43
MUSIC ASST	HS Asst. Vocal Music	0.1785	\$40,821.00	\$7,286.55	\$ 6,776.49
MUSICVO JH	JH Vocal Music	0.1071	\$40,821.00	\$4,371.93	\$ 4,065.89
MUSICVO IS	IS Vocal Music	0.0178	\$40,821.00	\$726.61	\$ 675.75
MUSICVO EL	Elementary Music	0.0178	\$40,821.00	\$726.61	\$ 675.75
MUSIC SELECT	HS Select Vocal Group	0.0685	\$40,821.00	\$2,796.24	\$ 2,600.50
SPEECH/DRAMA	HS/JH Speech and Drama	0.0685	\$40,821.00	\$2,796.24	\$ 2,600.50
BANDDIR HS	HS Band Director	0.3214	\$40,821.00	\$13,119.87	\$ 12,201.48
BANDDIR JH	JH Band Director	0.1607	\$40,821.00	\$6,559.93	\$ 6,100.74
BANDASSIST	Band Director Assistant (2)	0.0804	\$40,821.00	\$3,282.01	\$ 3,052.27
WINTERGUARD	AHS Winter Guard	0.0536	\$40,821.00	\$2,188.01	\$ 2,034.85
YRBOOK HS	HS Yearbook	0.0714	\$40,821.00	\$2,914.62	\$ 2,710.60
YRBOOK JH	JH Yearbook	0.0536	\$40,821.00	\$2,188.01	\$ 2,034.85
YRBOOK AIS	AIS Yearbook	0.0436	\$40,821.00	\$1,779.80	\$ 1,655.21
MEDIA	HS Bulldog Media	0.0714	\$40,821.00	\$2,914.62	\$ 2,710.60
NH SOC HS	HS National Honor Society	0.0714	\$40,821.00	\$2,914.62	\$ 2,710.60
NH SOC JH	JH National Honor Society	0.0536	\$40,821.00	\$2,188.01	\$ 2,034.85
STU CNL HS	HS Student Council	0.0714	\$40,821.00	\$2,914.62	\$ 2,710.60
STU CNL JH	JH Student Council	0.0536	\$40,821.00	\$2,188.01	\$ 2,034.85
QUIZBWL HS	HS Quiz Bowl	0.0893	\$40,821.00	\$3,645.32	\$ 3,390.14
HS LINK CREW	HS Link Crew Sponsor	0.0714	\$40,821.00	\$2,914.62	\$ 2,710.60

**Extra-Duty Salaries 2023-2024**

ACADEM JH	JH Academic Coach	0.0714	\$40,821.00	\$2,914.62	\$ 2,710.60
ACADEM IS	IS Academic Coach	0.0714	\$40,821.00	\$2,914.62	\$ 2,710.60
VIRTUAL EXTRA DUTY	Virtual Extra Duty Teacher	0.0791	\$40,821.00	\$3,228.94	\$ 3,002.92
MATHCOUNTS	MathCounts	0.0714	\$40,821.00	\$2,914.62	\$ 2,710.60
JH ROBOTIC	JH Robotics Team	0.0714	\$40,821.00	\$2,914.62	\$ 2,710.60
HS ROBOTIC	HS Robotics Team	0.0893	\$40,821.00	\$3,645.32	\$ 3,390.14
ESPORTS	Esports Sponsor	0.0980	\$40,821.00	\$4,000.46	\$ 3,720.43
ESPORTS ASST	Esports Sponsor Assistant	0.0801	\$40,821.00	\$3,269.76	\$ 3,040.88
INSTRUCO	Instructional Technology Coach	0.0791	\$40,821.00	\$3,228.94	\$ 3,002.92
INSTRUCTIONAL	Instructional Coach	0.4231	\$40,821.00	\$17,271.37	\$ 16,062.37
MENTOR	Mentor Teacher	0.0529	\$40,821.00	\$2,159.43	\$ 2,008.27
GRANT WRITER	Grant Writer	0.1323	\$40,821.00	\$5,400.62	\$ 5,022.58
TITLE DIR	Title I/Migrant Director	0.5266	\$40,821.00	\$21,496.34	\$ 19,991.59
VO-AG AHS	HS Vocational Ag	.20 of base salary +2,600			
VO-AG AJH	JH Vocational Ag	.20 of base salary+ 2,600			
VOCATIONAL	Vocational Teacher			\$2,200.00	\$ 2,046.00
AST HOMELS	Homeless Coordinator			\$18,000.00	\$ 16,740.00

**Extra-Duty Athletic Salaries 2023-2024**

<b>Position</b>	<b>Position</b>	<b>CR YR Ratio</b>	<b>Base</b>	<b>New Salary</b>	<b>93% of Salary</b>
ATHLET DIR	Director of Athletics/208 days	0.7500	\$40,821.00	\$30,615.75	\$ 28,472.65
ASST ATH DIR	Assistant Athletic Director/208 days	0.4200	\$40,821.00	\$17,144.82	\$ 15,944.68
ATHLET SUP	Athletic Support Staff	0.0793	\$40,821.00	\$3,237.11	\$ 3,010.51
FOOTBALL	HS Football	0.4200	\$40,821.00	\$17,144.82	\$ 15,944.68
FOOTBALL	HS FB Coordinator	0.1607	\$40,821.00	\$6,559.93	\$ 6,100.74
FOOTBALL	HS Asst. FB	0.1429	\$40,821.00	\$5,833.32	\$ 5,424.99
FOOTBALL	JH Head FB	0.1429	\$40,821.00	\$5,833.32	\$ 5,424.99
FOOTBALL	JH Asst. FB	0.1018	\$40,821.00	\$4,155.58	\$ 3,864.69
POWER LIFT	H.S Powerlifting	0.0791	\$40,821.00	\$3,228.94	\$ 3,002.92
BASKETBALL	HS Head Basketball	0.3036	\$40,821.00	\$12,393.26	\$ 11,525.73
BASKETBALL	HS Asst. BB	0.1250	\$40,821.00	\$5,102.63	\$ 4,745.44
BASKETBALL	9th Head BB	0.0893	\$40,821.00	\$3,645.32	\$ 3,390.14
BASKETBALL	9th Asst. BB	0.0714	\$40,821.00	\$2,914.62	\$ 2,710.60
BASKETBALL	8th Head BB	0.1143	\$40,821.00	\$4,665.84	\$ 4,339.23
BASKETBALL	8th Asst. BB	0.0964	\$40,821.00	\$3,935.14	\$ 3,659.68
BASKETBALL	7th Head BB	0.1143	\$40,821.00	\$4,665.84	\$ 4,339.23
BASKETBALL	7th Asst. BB	0.0964	\$40,821.00	\$3,935.14	\$ 3,659.68
BASKETBALL	AIS Head BB	0.0864	\$40,821.00	\$3,526.93	\$ 3,280.05
BASKETBALL	AIS Asst. BB	0.0664	\$40,821.00	\$2,710.51	\$ 2,520.78
BASKETBALL	PIP (Players in Progress) AES	0.0536	\$40,821.00	\$2,188.01	\$ 2,034.85
BASKETBALL	Asst. PIP (Players in Progress)	0.0268	\$40,821.00	\$1,094.00	\$ 1,017.42
SOFTBALL	HS Head Softball	0.1607	\$40,821.00	\$6,559.93	\$ 6,100.74
SOFTBALL	HS Asst. Softball	0.0893	\$40,821.00	\$3,645.32	\$ 3,390.14
SOFTBALL	9th Softball	0.0714	\$40,821.00	\$2,914.62	\$ 2,710.60
SOFTBALL	9th Asst. Softball	0.0536	\$40,821.00	\$2,188.01	\$ 2,034.85
SOFTBALL	JH/IS Head Softball	0.0964	\$40,821.00	\$3,935.14	\$ 3,659.68
SOFTBALL	JH/IS Asst. Softball	0.0786	\$40,821.00	\$3,208.53	\$ 2,983.93
					\$ -
VOLLEYBALL	HS Head Volleyball	0.1607	\$40,821.00	\$6,559.93	\$ 6,100.74
VOLLEYBALL	HS Asst. Volleyball	0.0893	\$40,821.00	\$3,645.32	\$ 3,390.14
VOLLEYBALL	JH Head Volleyball	0.0964	\$40,821.00	\$3,935.14	\$ 3,659.68
VOLLEYBALL	JH Asst. Volleyball	0.0786	\$40,821.00	\$3,208.53	\$ 2,983.93
CHEER	HS Cheer	0.1250	\$40,821.00	\$5,102.63	\$ 4,745.44
CHEER	9th Cheer	0.1071	\$40,821.00	\$4,371.93	\$ 4,065.89
CHEER	JH Cheer	0.1071	\$40,821.00	\$4,371.93	\$ 4,065.89
CHEER	AIS Cheer/AJH Cheer Asst.	0.0790	\$40,821.00	\$3,224.86	\$ 2,999.12
DANCE HS	HS Dance	0.1071	\$40,821.00	\$4,371.93	\$ 4,065.89
DANCE HS ASST	HS Dance Assistant	0.0790	\$40,821.00	\$3,224.86	\$ 2,999.12
MAT MAIDS	Mat Maids	0.0669	\$40,821.00	\$2,730.92	\$ 2,539.76
SWIMMING	Swimming	0.2843	\$40,821.00	\$11,605.41	\$ 10,793.03
SWIMMING	Asst. Swimming	0.1571	\$40,821.00	\$6,412.98	\$ 5,964.07
WRESTLING	HS Head Wrestling	0.3036	\$40,821.00	\$12,393.26	\$ 11,525.73
WRESTLING	HS Asst. Wrestling	0.1250	\$40,821.00	\$5,102.63	\$ 4,745.44
WRESTLING	JH/AIS Head Wrestling	0.1275	\$40,821.00	\$5,204.68	\$ 4,840.35
WRESTLING	JH/AIS Asst. Wrestling	0.1030	\$40,821.00	\$4,204.56	\$ 3,910.24
CROSSCTRY	Cross Country	0.1179	\$40,821.00	\$4,812.80	\$ 4,475.90
CROSSCTRY	Cross Country Assistant	0.0964	\$40,821.00	\$3,935.14	\$ 3,659.68
TRACK	HS Head Track	0.2143	\$40,821.00	\$8,747.94	\$ 8,135.58
TRACK	HS Asst. Track	0.1071	\$40,821.00	\$4,371.93	\$ 4,065.89
TRACK	JH Head Track	0.1071	\$40,821.00	\$4,371.93	\$ 4,065.89
TRACK	JH Asst. Track	0.0964	\$40,821.00	\$3,935.14	\$ 3,659.68
BASEBALL	HS Head Baseball	0.2143	\$40,821.00	\$8,747.94	\$ 8,135.58

**Extra-Duty Athletic Salaries 2023-2024**

BASEBALL	HS Asst. Baseball	0.1071	\$40,821.00	\$4,371.93	\$	4,065.89
BASEBALL	9th Head Baseball	0.1071	\$40,821.00	\$4,371.93	\$	4,065.89
BASEBALL	9th Asst. Baseball	0.0964	\$40,821.00	\$3,935.14	\$	3,659.68
BASEBALL	JH/IS Head Baseball	0.1071	\$40,821.00	\$4,371.93	\$	4,065.89
BASEBALL	JH/IS Asst. Baseball	0.0964	\$40,821.00	\$3,935.14	\$	3,659.68
SOCCER	*HS Head Soccer	0.1478	\$40,821.00	\$6,033.34	\$	5,611.01
SOCCER	*HS Asst. Soccer	0.0739	\$40,821.00	\$3,016.67	\$	2,805.50
SOCCER	JH/IS Head Soccer	0.1071	\$40,821.00	\$4,371.93	\$	4,065.89
SOCCER	JH/IS Asst. Soccer	0.0964	\$40,821.00	\$3,935.14	\$	3,659.68
GOLF	*HS Head Golf	0.1478	\$40,821.00	\$6,033.34	\$	5,611.01
GOLF	*HS Asst. Golf	0.0739	\$40,821.00	\$3,016.67	\$	2,805.50
GOLF	JH Head Golf	0.1071	\$40,821.00	\$4,371.93	\$	4,065.89
GOLF	JH Asst. Golf	0.0964	\$40,821.00	\$3,935.14	\$	3,659.68
GOLF	AIS Golf	0.0664	\$40,821.00	\$2,710.51	\$	2,520.78
TENNIS	HS Head Tennis	0.1607	\$40,821.00	\$6,559.93	\$	6,100.74
TENNIS	HS Asst. Tennis	0.0739	\$40,821.00	\$3,016.67	\$	2,805.50
TENNIS	JH Head Tennis	0.1071	\$40,821.00	\$4,371.93	\$	4,065.89
ARCHERY	AIS/AJH Archery	0.1143	\$40,821.00	\$4,665.84	\$	4,339.23
ATH TRAIN	Athletic Trainer			\$9,800.00	\$	9,114.00
3 SPORT	Athletic Trainer 3 Sport Incentive			\$3,300.00	\$	3,069.00
				\$385,701.84		

\*3 Sport Incentive - HS Sports \$1,100 per sport, JH/AIS \$550 per sport

\*Soccer and Golf coaches at the HS level reporting to duties at the beginning of the seasons will receive an additional \$500.00

**Altus Public Schools  
Police Salary Schedule  
2023-2024**

<b>Beginning Salary</b>	<b>\$30,000.00</b>
<b>Yearly Increment for Successful Service (A.P.S.)</b>	<b>\$250.00</b>
<b>D.A.R.E. Training as Approved</b>	<b>\$1,000.00</b>
<b>Chief of Department Assignment</b>	<b>\$3,000.00</b>
<b>Bachelors Degree</b>	<b>\$4,000.00</b>
<b>Associates Degree</b>	<b>\$2,000.00</b>
<b>K-9 Handler</b>	<b>\$2,400.00 (\$200 per month)</b>

**Work experience may be eligible to transfer into Altus Public Schools if:**

- A. Experience was for a full time assignment.**
- B. Experience was from an accredited law enforcement agency.**
- C. Experience carries successful evaluations for each year of service.**
- D. Experience was in a position equal to or greater than the requirements for A.P.S.**
- E. Not more than five (5) years of experience may be transferred into A.P.S.**
- F. No transfer of experience shall be considered until one (1) complete year (180 days) has been successfully served in A.P.S.**
- G. All transferred experience must be approved by the Superintendent of Schools.**