COMPENSATION MANUAL

2026-2027

Effective as of July 01, 2026

LISA Academy

Public Charter Schools

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INTRODUCTION

LISA Academy is a public open enrollment college-prep STEM-focused K-12 District that educates students to be college, career, and community ready for our diverse world. Reliable, rigorous academic preparation requires diligent, dedicated educators whose well-being is valued by competitive salary and benefits.



Placement on this Salary Schedule is based on several indicators including prior teaching experience, academic attainment, and possession of state certification. In particular, the following guidelines will be used to determine the placement on this schedule:

The Base Annual Salary of an Arkansas State certified teacher with bachelor's degree is **$50,000** in Central Arkansas and **$51,000** in Northwest Arkansas.

REMARKS:

- **This schedule will be effective as of July 1, 2026.**

- Original documentation for teacher qualifications (i.e., degrees held and previous teaching experience) must be submitted to the HR department. All such documentation is subject to approval. Further documentation may be requested.
- The board may update this salary schedule as necessary.
- The total salary amount for a teacher will be the base salary plus any stipend(s) assigned*.
- Under no circumstances will the Department of Labor (DOL) minimum wage requirements be violated. If an H1-B employee is required to be paid higher than the salary schedule amount per DOL regulations, the employee's initial salary will be the DOL required amount.

SECTION 1

TEACHER COMPENSATION

ANNUAL SALARY FOR CERTIFIED TEACHERS FOR ATLAS HIGH GROWTH TEACHER SALARY

TABLE A

K-12 Experience	Bachelor's Degree	Master's Degree	Doctorate/EDS
3	$56,000	$57,200	$58,800
4	$56,400	$57,600	$59,200
5	$56,800	$58,000	$59,600
6	$57,200	$58,400	$60,000
7	$57,600	$58,800	$60,400
8	$58,000	$59,200	$60,800
9	$58,400	$59,600	$61,200
10	$58,800	$60,000	$61,600
11	$59,200	$60,400	$62,000
12	$59,600	$60,800	$62,400
13	$60,000	$61,200	$62,800
14	$60,400	$61,600	$63,200
15	$60,800	$62,000	$63,600
16	$61,200	$62,400	$64,000
17	$61,600	$62,800	$64,400
18	$62,000	$63,200	$64,800
19	$62,400	$63,600	$65,200
20	$62,800	$64,000	$65,600
21	$63,200	$64,400	$66,000
22	$63,600	$64,800	$66,400
23	$64,000	$65,200	$66,800
24	$64,400	$65,600	$67,200
25+	$64,800	$66,000	$67,600

A teacher qualifies for the ATLAS High Growth Teacher Salary when all of the following conditions are met:

- The teacher is an Arkansas State certified teacher.
- The teacher has a Student Weighted 3-Year Average Teacher Growth Score reported in LEA Insights, based on three consecutive eligible years of state-calculated growth data derived from ATLAS results.
- The teacher is flagged as Top Quartile for Growth in LEA Insights in at least one of the following: ELA, Math, Science, or Composite.
- For more details see Section 8.

ANNUAL SALARY FOR CERTIFIED TEACHERS IN NORTHWEST ARKANSAS

TABLE B

K-12 Experience	Bachelor's Degree	Master's Degree	Doctorate/EDS
0	$51,000	$51,000	$52,600
1	$51,000	$51,400	$53,000
2	$51,000	$51,800	$53,400
3	$51,000	$52,200	$53,800
4	$51,400	$52,600	$54,200
5	$51,800	$53,000	$54,600
6	$52,200	$53,400	$55,000
7	$52,600	$53,800	$55,400
8	$53,000	$54,200	$55,800
9	$53,400	$54,600	$56,200
10	$53,800	$55,000	$56,600
11	$54,200	$55,400	$57,000
12	$54,600	$55,800	$57,400
13	$55,000	$56,200	$57,800
14	$55,400	$56,600	$58,200
15	$55,800	$57,000	$58,600
16	$56,200	$57,400	$59,000
17	$56,600	$57,800	$59,400
18	$57,000	$58,200	$59,800
19	$57,400	$58,600	$60,200
20	$57,800	$59,000	$60,600
21	$58,200	$59,400	$61,000
22	$58,600	$59,800	$61,400
23	$59,000	$60,200	$61,800
24	$59,400	$60,600	$62,200
25+	$59,800	$61,000	$62,600

- LISA Academy teachers work 190 days.
- If a returning LISA teacher keeps all responsibilities and duties as in 2022-23, his/her salary will be at least $2000 more in 2026-2027.
- If a person's certification expires, the employee must reinstate it within one month of the expiration date. If the certification is not reinstated within that timeframe, the employee's salary will be adjusted to the non-certified salary schedule for the period following the expiration date.

ANNUAL SALARY FOR CERTIFIED TEACHERS IN CENTRAL ARKANSAS

TABLE C

K-12 Experience	Bachelor's Degree	Master's Degree	Doctorate/EDS
0	$50,000	$50,000	$51,600
1	$50,000	$50,400	$52,000
2	$50,000	$50,800	$52,400
3	$50,000	$51,200	$52,800
4	$50,400	$51,600	$53,200
5	$50,800	$52,000	$53,600
6	$51,200	$52,400	$54,000
7	$51,600	$52,800	$54,400
8	$52,000	$53,200	$54,800
9	$52,400	$53,600	$55,200
10	$52,800	$54,000	$55,600
11	$53,200	$54,400	$56,000
12	$53,600	$54,800	$56,400
13	$54,000	$55,200	$56,800
14	$54,400	$55,600	$57,200
15	$54,800	$56,000	$57,600
16	$55,200	$56,400	$58,000
17	$55,600	$56,800	$58,400
18	$56,000	$57,200	$58,800
19	$56,400	$57,600	$59,200
20	$56,800	$58,000	$59,600
21	$57,200	$58,400	$60,000
22	$57,600	$58,800	$60,400
23	$58,000	$59,200	$60,800
24	$58,400	$59,600	$61,200
25+	$58,800	$60,000	$61,600

- LISA Academy teachers work 190 days.
- If a returning LISA teacher keeps all responsibilities and duties as in 2022-23, his/her salary will be at least $2000 more in 2026-2027.
- If a person's certification expires, the employee must reinstate it within one month of the expiration date. If the certification is not reinstated within that timeframe, the employee's salary will be adjusted to the non-certified salary schedule for the period following the expiration date.

ANNUAL SALARY FOR NON-CERTIFIED TEACHERS IN CENTRAL ARKANSAS and NORTHWEST ARKANSAS

TABLE D

K-12 Experience	Bachelor's Degree	Master's Degree	Doctorate/EDS
0	$50,000	$50,000	$50,600
1	$50,000	$50,000	$51,000
2	$50,000	$50,000	$51,400
3	$50,000	$50,000	$51,800
4	$50,000	$50,200	$52,200
5	$50,000	$50,600	$52,600
6	$50,000	$51,000	$53,000
7	$50,000	$51,400	$53,400
8	$50,000	$51,800	$53,800
9	$50,000	$52,200	$54,200
10	$50,200	$52,600	$54,600
11	$50,600	$53,000	$55,000
12	$51,000	$53,400	$55,400
13	$51,400	$53,800	$55,800
14	$51,800	$54,200	$56,200
15	$52,200	$54,600	$56,600
16	$52,600	$55,000	$57,000
17	$53,000	$55,400	$57,400
18	$53,400	$55,800	$57,800
19	$53,800	$56,200	$58,200
20	$54,200	$56,600	$58,600
21	$54,600	$57,000	$59,000
22	$55,000	$57,400	$59,400
23	$55,400	$57,800	$59,800
24	$55,800	$58,200	$60,200
25+	$56,200	$58,600	$60,600

- LISA Academy teachers work 190 days.
- If a returning LISA teacher keeps all responsibilities and duties as in 2022-23, his/her salary will be at least $2000 more in 2026-2027.
- Number of days can be changed with the Superintendent approval.

SECTION -2

COACH / COORDINATOR AND ADMINISTRATOR COMPENSATION

CAMPUS COACH AND COORDINATOR POSITIONS

Position	Multiplier	Workdays
Campus GT/SPED/ELL Coordinator, Behavioral Counselor, Hybrid NWA Coordinator, Head Curriculum Specialist	1.05	197
College Counselor	1.05	200
Transformed Teacher Leader (Former Instructional Coach in 24-25 School Year)	1.05	201
Speech Language Pathologist, Occupational Therapist, Physical Therapist	1.40	197
Psychological Examiner	1.40	202
Campus IT Specialist	1.05	215

- LISA Academy will accept certifications, experience, and educational degrees for all positions until November 30th of that school year and base salary will be adjusted accordingly. (Eligible certifications are Arkansas State Educators and Arkansas School Business Official Certifications). Juris Doctor degree will be paid in the master's degree category. New employees hired after November 1st have one month to submit their certifications, experience, and educational degrees. This deadline is applicable to all sections in this manual.
- Teacher and Salaried positions above are eligible for Special Certifications, Competition Stipends, Advanced Courses Stipends, Travel Stipends, Coaching Stipends, and Coordinator Stipends.
- The superintendent may create new positions and place on the appropriate pay grade if needed.
- Number of days can be changed with the Superintendent approval.
- If an employee has multiple positions, the position with the higher multiplier is considered in the salary calculation.

ADMINISTRATIVE POSITIONS

Position	Multiplier	Workdays	Eligible Stipends
District Coach	1.07	204*	Special Certifications and Travel Stipends
District Coordinator	1.17	215*	Special Certifications, Travel Stipends, and Campus Testing Coordinator.
Assistant Principal	1.20	215*	Special Certifications, Campus Testing, Club & Activity Coordinator, and Campus Engagement Coordinator.
Assistant District Director	1.25	215*	Special Certifications, and Travel Stipends
District Director	1.40	215*	Special Certifications and Travel Stipends
Principal	1.47	215*	Special Certifications
Senior Director	1.57	215*	Special Certifications and Travel Stipends
Assistant Superintendent	1.62	215*	Special Certifications and Travel Stipends

- LISA Academy will accept certifications, experience, and educational degrees until November 30th of that school year and base salary will be adjusted accordingly. (Eligible certifications are Arkansas State Educators and Arkansas School Business Official Certifications.) New employees hired after November 1st have one month to submit their certifications, experience, and educational degrees.
- Assistant Principal positions are Dean of Academics, and Dean of Students and Culture.
- District Coordinators are Special Education Coordinator, Math Instructional Coordinator, ELA Instructional Coordinator, ELL Coordinator, GT Coordinator, Technology Coordinator, Dyslexia and RISE Coordinator, 504 Coordinator, Facilities Coordinator, Security Coordinator, Health Coordinator, District Coordinator of Culture and Student Support, College Transition Coordinator, and

STEM Coordinator. If a district coordinator is assigned a campus coordinator or coach assignment, he/she will get district coordinator salary.

- District Assistant Directors are Assistant Director of College and Career, Assistant Director of Communications, Assistant Director of PD, Assistant Director of PR, Assistant Director of Federal Programs and Global Talent, Assistant Director of Technology, Assistant Director of Facilities, Assistant Director of STEM-C and CTE, Assistant Director of GT, Assistant Director of SPED, Assistant Director of Student Information Systems.
- District Directors are Director of Engagement, Director of Technology, Director of Student Services, Director of Child Nutrition, Director of SPED Services, Director of Accounting, Director of HR and Payroll, Director of Operations, Director of Assessment, and Director of Elementary Programs.
- Senior Directors are Senior Director of HR, Senior Director of Finance, Senior Director of Academics, Senior Director of Operations, Senior Director of Technology and Facilities, Senior Director of Communications, Senior Director of Accounting, and Regional Senior Director of Schools.
- Depending on the need, some of the admin roles can be combined. In this case, the higher role salary will be calculated for salary purposes.
- Extra payments are not made for extra duties assigned to a coordinator related to his/her area, except for the home visit stipend.
- Some additional duties such as District Test Coordinator, District Construction Coordinator, Global Talent Specialist, District Equity Coordinator, District Curriculum Specialist, District Data Coordinator, and Language Festival Coordinator, can be assigned without additional stipend.
- The superintendent may create new positions and place on the appropriate pay grade if needed.
- Number of workdays can be changed with the Superintendent approval.

- In certain special cases, the Superintendent may approve an extended agreement.

CALCULATION WITH MULTIPLIER

Certified Coach or Admin Salary for Central Arkansas and Northwest Arkansas is calculated as below:

Base salary is found on TABLE B. The amount is divided by 190 to find the daily rate for that step. The daily rate is multiplied by the multiplier and number of days**.

Salary = Central Arkansas daily certified teacher rate x Multiplier x Workdays

- Non-Certified Salary for Central Arkansas and Northwest Arkansas is calculated as below:

Base salary is found on TABLE C. The amount is divided by 190 to find the daily rate for that step. The daily rate is multiplied by the multiplier and number of days**.

Salary = Central Arkansas daily non-certified teacher rate x Multiplier x Workdays

- If a returning LISA coach/coordinator or admin keeps all responsibilities and duties as in 2022-23, his/her salary will be at least $2000 more in 2026-2027.
- If an employee is negatively affected by the change in the 190-day salary calculation method (previously based on 196 days in 2025–2026), their salary will remain the same for the 2026–2027 contract year as it was in 2025–2026.

SECTION 3

SALARIED NON-INSTRUCTIONAL

NON-INSTRUCTIONAL POSITIONS

Position	Base Salary – HS	Base Salary – AA	Base Salary – BA or BS	Base Salary - Master	Base Salary - Doctorate	Working Days	Eligible Stipends
CCEIS Interventionist, Dyslexia Interventionist	N/A	$36,000	$37,000	$40,000	$42,000	190	Special Certifications, ARMAC C. and Travel Stipends * Hybrid school enrollment
Head Dyslexia Specialist	N/A	$41,000	$42,000	$45,000	$47,000	190	
Nurse RN	N/A	$52,000	$52,000	$53,000	$54,000	190	
Certified Speech Therapist Assistant / Certified Occupational Therapist Assistant	N/A	$43,000	$44,000	$47,000	$49,000	190	
District Student Admission Specialist, IT Specialist Assistant	$40,000	$40,000	$41,000	$44,000	$46,000	215	
HR Specialist, District Bookkeeper, Medicaid Clerk, Academic Department Clerk, Child Nutrition Specialist, Communications Specialist and Marketing	$43,000	$43,000	$44,000	$47,000	$49,000	215	
District Student Admission Specialist*, Maintenance Supervisor, NWA Student Recruitment and Admission Specialist & Community Liaison, Janitorial Specialist	$43,000	$43,000	$44,000	$47,000	$49,000	225	
HR Specialist, Online School Student Admission Specialist, District Bookkeeper	$46,000	$46,000	$47,000	$50,000	$52,000	225	
Senior Janitorial Specialist, Senior Maintenance Supervisor, Payroll Specialist, Senior District Student Recruitment and Admission Specialist, Senior Communication and Marketing Specialist	$49,000	$49,000	$50,000	$53,000	$55,000	225	
Senior District Bookkeeper, Substitute Service Specialist, Senior Child Nutrition Specialist	$49,000	$49,000	$50,000	$53,000	$55,000	215	
Senior HR Specialist, Senior Payroll Specialist	N/A	N/A	$55,000	$59,000	$61,000	225	

- Employees in administrative assistant positions who have provided proof of current certification by their contract start date will have a starting salary $3000 more than the scheduled amount. Employees should provide a copy of the certification before signing the contract. LISA Academy will accept certifications, experience, and educational degrees until November 30th of that school year and base salary will be adjusted accordingly. (Eligible certifications are Arkansas State Educators and Arkansas School Business Official Certifications.) Juris Doctor degree is considered as master's degree.

New employees hired after November 1st have one month to submit their certifications, experience, and educational degrees.

- The superintendent may create new positions and place on the appropriate pay grade if needed.
- Number of workdays can be changed with the Superintendent approval.
- Experience increase for non-instructional positions is $400 per year.

SECTION 4
STIPENDS

STIPENDS

Stipend Code	Amount Per Year	Stipend Name	NOTES
SPED	$3,000	SPED Teacher/Admin	Should be case managers. Long-Term Subs covering SPED teachers are not eligible. SPED Coordinator/Assistant Director of SPED/Director of SPED are eligible.
SPED	$3,000	Self-Contained	In addition to SPED Teacher stipend
Coordinator – District	$5000	District Curriculum Specialist, Head Behavioral Counselor, Head Nurse, Transportation Coordinator, Child Nutrition Coordinator, Verizon Grant Lead	● An employee cannot get more than one coordinator stipend. ● An employee cannot get both district and campus level coordinator stipend. ● Refer to HR Work Calendar to see the start date for this stipend holders.
Coordinator - Campus -Level 3	$4000	Campus Test Coordinator, Campus Club-Activity Coordinator, Campus Engagement Coordinator,	● An employee cannot get more than one coordinator stipend. ● An employee cannot get both district and campus level coordinator stipend.
Coordinator - Campus -Level 2	$3000	College Transition Coordinator, Verizon Grant Coach, STEM Coordinator	● An employee cannot get more than one coordinator stipend. ● An employee cannot get both district and campus level coordinator stipend. ● Former Instructional Coaches are not eligible for STEM Coordinator stipend due to salary adjustment.
Coordinator – Campus- Level 1	$2000	Campus PR Coordinator, Aftercare coordinator, Assistant Campus Test Coordinator, Assistant College Guidance	● An employee cannot get more than one coordinator stipend. ● An employee cannot get both district and campus level coordinator stipend.
Coordinator – Campus	$500+	504 Coordinator	10-19 Students- $500.00 20-29 Students- $1,000.00 30-39 Students- $1,500.00 40-49 Students- $2,000.00 50+ Students- $2,500.00

Competition	$2,000	1st Degree Competition (Math Counts, Science Olympiad, Robotics - FRC, FTC, FLL, VEX, Coding), Rocketry, HOSA, and Drone.	● If more than one teacher coach a school team, the stipend will be shared between them equally. ● A competition stipend includes extra work and time to prepare the students and to attend the competition. ● Minimum 50 hours of outside the work hours required. ● If a student or team places 1st, 2nd, or 3rd in a national competition, the coach will receive an additional $2,000. ● If a student or team places 1st, 2nd, or 3rd in a state competition, the coach will receive an additional $1,000.
Competition	$1,000	2nd Degree Competition (Spelling Bee, Math League, AMC Math, Noetic Math, Quiz Bowl, Science Quiz Bowl, Foreign Language Competition, AFLTA, DI-Destination Imagination, Forensics) / Cheerleader Coach / Yearbook Coach / Choir Coach, NHS, NJHS, Rocket City Math League, Student Council, Girls on the Run	● If more than one teacher is in charge at a school team, the stipend will be shared between them equally. ● A competition stipend includes extra work and time to prepare the students and to attend the competition. ● Minimum 25 hours of outside the work hours required. ● If a student or team places 1st, 2nd, or 3rd in a national competition, the coach will receive an additional $2,000. ● If a student or team places 1st, 2nd, or 3rd in a state competition, the coach will receive an additional $1,000.
Advanced Courses	$1,000	Concurrent Course Teaching	● Qualified by a higher education institute to teach concurrent course at LISA Academy, ● Meeting the requirements of teaching concurrent credit courses ● There should be minimum 5 students in each concurrent course.
Advanced Courses	$1,000	High School PLTW Teaching	● PLTW certified. ● Meeting the requirements of teaching PLTW courses ● There should be minimum 5 students in each PLTW course.
CARE	$1,000	CARE	This will apply to certified district staff as an exception. Minimum 2 years of teaching or admin experience is required at LISA High schools. Counselors are eligible.
Misc	$3,000	Online School Front Office Support	District Admission Specialists are eligible
Misc	$1,000	Science Content leader	A minimum of 40 hours work is required

Travel	$1,500	High Frequency Campus Visit Mileage	For average of 5+ weekly campus visits
Travel	$750	Low Frequency Campus Visit Mileage	For average of 2 to 4 weekly campus visits
Advanced Courses	$800	CCEIS	Offered as long as the program is available.
Advanced Courses	$750	Leader in Me	Leader in Me Coaches only
Misc	$500	Teacher Leader	Per teacher mentoring, up to 2 teachers. Former Instructional Coaches are not eligible due to salary adjustment.
Misc	$2,000	Mentor Principal	A minimum of two years of principal experience is required. Both Principals and Directors are eligible, subject to Superintendent approval.
Misc	$2,000	ARMAC Coordinator	If 95% of eligible employees are registered as participant.
Misc	$500	PLC Facilitator	Teacher Leaders only. Former Instructional Coaches are not eligible due to salary adjustment.
Misc	$500	Girls Who Code	5–20 students per club. Contact Curriculum Specialist for more info.
Coordinator	$19	Part Time Campus Coordinator	$19 per hour fixed rate (no experience, education, or certification addition). This is an additional position for only hourly employees who fulfill coordinator duties outlined above in this stipend table.
Competition	$17	Part Time Coach - Academics	$17 per hour fixed rate (no experience, education, or certification addition). This is an additional position for only hourly employees who coach the competition clubs outlined above in this stipend table.

Competition	$300 per project	Science Fair Project Submission	• $300 per science fair project • Maximum of 5 projects per coach • Maximum total stipend: $1,500 per coach **Requirements:** • Regional Science Fair entries are required • The project must be nominated by the principal to the regional science fair • A coach must be the direct mentor for the project • 12 hours of mentoring required per project • Parent-mentored submissions do not count for this stipend
Competition	$200 per project	eCyberMission Project Submission	• $200 per submission • Maximum of 3 projects per coach • Maximum total stipend: $600 per coach
Competition	$500+	Make 48	• Minimum of 3 students per group • An additional $35 per hour (tutoring rate) for practice sessions held outside regular working hours and on weekends. • A minimum of 5 hours commitment is required and 10 hours Maximum per week in September and October.
Competition	$300+	Samsung Solve for Tomorrow	• $300 per project (each coach may submit only one project). • +$300 if the project qualifies as a State Finalist. • +$500 if the project becomes a State Winner. • +$2,000 if the project qualifies for the National level. • Contact Curriculum Specialist for more info.
Competition	$150+	American Computer Science Specialist	• $150 per team. • +$50 per student if qualifying for National Finals. • Contact Curriculum Specialist for more info.
Competition	$300	NASA TechRise Student Challenge	• Per Team

- The Superintendent may add or change stipends and stipend levels.

SPECIAL CERTIFICATIONS

Employees who are eligible for supplemental pay for special certification(s) will receive $3,000, $2,000, or $1,000 more than the scheduled annual salary amount based on the level of the Special Certification. Only one supplemental pay may be applied for special certifications category regardless of the level. Employees are not required to teach in that area to receive Level 1 supplemental pay.

Level 1	$1,000	National Board Certification, Lead Professional License, Master Professional License, ELL Certification, GT Certification, SPED Certification, Principal certification, Counselor Certification, Reading Specialist, RISE Trainer, Registered Dietician Nutritionist, Online Teacher Endorsement, CFD through AAEA, PMP, Cisco CCNA, CompTIA CySA, Microsoft MS-100 and 101, Microsoft MD-100 and 101, CPA, NBCSN, ABA (Applied Behavior Analysis), De-Escalation Trainer Certificate, CDL/School Bus Endorsement†, HVAC Certificate, CALP, and CALT-C	
Level 2	$2,000	ELL Certification	Only ELA, Math, Science and ELL teachers are eligible Including K-2
Level 3	$3,000	SPED certification	Only ELA, Math, Science and SPED teachers and District SPED Admins are eligible Including K-2
Level 3	$3,000	District RISE Specialist	

† Employees trained by LISA Academy to obtain their CDL / school bus endorsement must remain employed with LISA Academy for two academic years following receipt of the stipend. If an employee voluntarily leaves before completing the two-year commitment, a $2,500 training fee will be deducted from their final paycheck.

COACHING STIPENDS

Stipend Type	Amount Per Year	Stipend Name	NOTES
Coaching	$7,000	Campus/District Athletic Coordinator	
Coaching	$5,000	Head Senior Basketball Coach	• Per Team
Coaching	$5,000	Band	
Coaching	$3,000	Head Soccer Coach / Head Volleyball Coach / Head Junior-High / MS Basketball Coach / Head Baseball Coach / Head Softball Coach	• Per Team
Coaching	$2,000	CRLP	• Per Team
Coaching	$1,500	Head Track Coach	• Per Team
Coaching	$1,250	Head Tennis Coach / Head Golf Coach	• Per Team
Coaching	$1,000	Assistant Basketball Coach / Assistant Volleyball Coach / Assistant Baseball Coach / Assistant Softball Coach / Chess Coach / Archery Coach / Esports Coach / Swimming Coach / Special Olympics / Assistant Baseball Coach / Assistant Softball Coach / Assistant Soccer Coach	• Per Team
Coaching	$17	Part Time Coach - Athletics	$17 per hour fixed rate (no experience, education, or certification addition). This is an additional position for only hourly employees who coach the teams outlined above in this stipend table.

- Coaching stipends will be paid separately in two installments.
- Outside athletic experts can be contracted with the superintendent approval.
- All stipends may be prorated based on the agreement's start date.
- To be able to receive the stipend, the employee should be active in the system. If a person is terminated or quit before the stipend installment payment, they are not eligible for a prorated payment.

SECTION 5
CLASSIFIED

HOURLY EMPLOYEE SALARY SCHEDULE

A	Part-Time Administrator, LPN Nurse (190 days)
B	Part-Time Teacher, Part-Time Counselor, Part-Time Coordinator, Part-Time Instructional Coach, Part Time Nurse ,Bus Driver (185 days), Part-time Marketing and Communication Specialist
C	IT Assistant (215 Days), Maintenance Technician/Groundskeeper (215 days or 225 days), Dyslexia Tutor (185 days), Library Aide (190 days), CSSO (190 days), Long Term Sub for SPED*, Hybrid School Front Office Manager, Part Time HR Specialist
D	Part-Time Aftercare Coordinator, Part-Time Speech Therapist, Full-Time Security Officer (185 days), Tutor (185 days), Maintenance Labor/Groundskeeper (215 days or 225 days), Parent Liaison (190 Days), Leader Janitor (197 days), Long-Term Sub Interim Teacher (185 days)
E	SPED Aide (180 days), Janitor (197), Long Term Sub (185 days), Campus Bookkeeper (215 days), Campus Bookkeeper and Secretary (215 days), Administrative Associate (215 Days)
F	Administrative Assistant (215 days), Attendance Secretary (215 days), Facilitator (185 days), Translator (190 days), Assistant to Dean of Culture (185 days), On Call Sub (Part-time), On Call Support Staff (Part-time)
G	Teacher Aide (185 days), Part-Time Aftercare Aide, ISS Facilitator (185 days), Bus Aide (185 days)
H	Aide (185 days)

Experience Increment (K-12 experience)								
1-3 y.	**$0.50**	**$0.50**	**$0.50**	**$0.50**	**$0.50**	**$0.50**	**$0.50**	**$0.50**
4-25+ y	**$0.25**	**$0.25**	**$0.25**	**$0.25**	**$0.25**	**$0.25**	**$0.25**	**$0.25**

Years of K-12 Exp.	**A**	**B**	**C**	**D**	**E**	**F**	**G**	**H**
0	$26.00	$25.00	$22.00	$20.00	$18.00	$17.00	$16.00	$13.00
1	$26.50	$25.50	$22.50	$20.50	$18.50	$17.50	$16.50	$13.50
2	$27.00	$26.00	$23.00	$21.00	$19.00	$18.00	$17.00	$14.00
3	$27.50	$26.50	$23.50	$21.50	$19.50	$18.50	$17.50	$14.50
4	$27.75	$26.75	$23.75	$21.75	$19.75	$18.75	$17.75	$14.75
5	$28.00	$27.00	$24.00	$22.00	$20.00	$19.00	$18.00	$15.00
6	$28.25	$27.25	$24.25	$22.25	$20.25	$19.25	$18.25	$15.25
7	$28.50	$27.50	$24.50	$22.50	$20.50	$19.50	$18.50	$15.50
8	$28.75	$27.75	$24.75	$22.75	$20.75	$19.75	$18.75	$15.75
9	$29.00	$28.00	$25.00	$23.00	$21.00	$20.00	$19.00	$16.00
10	$29.25	$28.25	$25.25	$23.25	$21.25	$20.25	$19.25	$16.25
11	$29.50	$28.50	$25.50	$23.50	$21.50	$20.50	$19.50	$16.50
12	$29.75	$28.75	$25.75	$23.75	$21.75	$20.75	$19.75	$16.75
13	$30.00	$29.00	$26.00	$24.00	$22.00	$21.00	$20.00	$17.00
14	$30.25	$29.25	$26.25	$24.25	$22.25	$21.25	$20.25	$17.25
15	$30.50	$29.50	$26.50	$24.50	$22.50	$21.50	$20.50	$17.50
16	$30.75	$29.75	$26.75	$24.75	$22.75	$21.75	$20.75	$17.75
17	$31.00	$30.00	$27.00	$25.00	$23.00	$22.00	$21.00	$18.00
18	$31.25	$30.25	$27.25	$25.25	$23.25	$22.25	$21.25	$18.25
19	$31.50	$30.50	$27.50	$25.50	$23.50	$22.50	$21.50	$18.50

20	$31.75	$30.75	$27.75	$25.75	$23.75	$22.75	$21.75	$18.75
21	$32.00	$31.00	$28.00	$26.00	$24.00	$23.00	$22.00	$19.00
22	$32.25	$31.25	$28.25	$26.25	$24.25	$23.25	$22.25	$19.25
23	$32.50	$31.50	$28.50	$26.50	$24.50	$23.50	$22.50	$19.50
24	$32.75	$31.75	$28.75	$26.75	$24.75	$23.75	$22.75	$19.75
25+	$33.00	$32.00	$29.00	$27.00	$25.00	$24.00	$23.00	$20.00

- Requirements for being a "Long Term for SPED" are at least a bachelor's degree, SPED Long Term Sub training, and DESE's approval.
- Experience outside LISA Academy: Min 120 days Full-Time K-12 employment is required per year to qualify for annual increases.
- Experience at LISA Academy: Part Time or Full-Time employees hired before Nov 1st get one year experience increase in the following year and continue to receive the increase every year of employment with LISA Academy.
- All classified positions may be assigned part-time positions upon approval.
- Nutrition Staff – managers certification – additional $.50 per hour for certification. Hourly staff who previously receives the additional amount for this certification will continue to receive it.
- Travel Stipend – additional $.50 per hour.
- Bachelor's Degree: additional $1, Master additional: $1.50, Doctorate: additional $2.00 per hour.
- Spanish Bilingual stipend for Administrative Assistant, Attendance Secretary, and Translator additional $2.00 per hour
- The superintendent may create new positions and place on the appropriate pay grade if needed.
- Number of days can be changed with the Superintendent approval.
- High Impact Tutor – only offered if grant is available.

SECTION 6
BENEFITS

- Teacher Retirement: All personnel employed on a regular basis for at least one-half of the normal work schedule are members of the Arkansas Teacher Retirement System (ATRS). LISA Academy provides around 15% of gross income as a contribution benefit to these employees' ATRS. Employee contributory status will be figured out on a prorated basis by Arkansas Teacher Retirement. If ATRS determines you are contributory (around 7% of their salary), it is mandatory and cannot be opted out of. If the employee is found to be noncontributory, he/she will have the option to become contributory.
- Health Insurance: Arkansas Public School Employee's health insurance (AR Benefit) coverage is available to all full-time employees. The district will contribute $235 (subject to adjustment according to ruling of the EBD division) per month toward health insurance premiums for each participating full-time employee.
- Maternity Leave: LISA Academy complies with the provisions of ACT 904 and ACT 905.
- Supplemental Insurance Benefits*
    - **LISA Academy Covers**
        - Employee only dental insurance.
        - Employee only vision insurance.
        - A $100,000 life insurance policy.
        - Long Term Disability Insurance
    - Employee Assistance programs through New Directions
- At their own expense, all full-time employees may enroll in supplemental insurance programs:
    - Accidental Death and Dismemberment
    - Short-term disability insurance
    - 403(b) retirement options

SECTION 7

ELA, MATH, or SCIENCE GROWTH BONUS PROGRAM

The performance-based bonus will be paid to qualifying returning teachers and administrators in the 2026-2027 school year based on the 2025-2026 data. This program may be revised in the upcoming years and will be emailed to the staff accordingly.

ATLAS		
Subject	**Bonus Goal**	**Amount**
3-10 Math, ELA Teachers; or 6-10 Science Teachers *Eligible for only one school's stipend. If more than one bonus goal is reached, the highest one is paid. If a teacher teaches more than one subject, they will receive the highest applicable bonus. ** Only teachers with at least 10 students assigned in the roster verification system.	Subject Growth score: **60-64.99%** of all of the assigned students	$1,000
	Subject Growth score: **65-69.99%** of all of the assigned students	$1,500
	Subject Growth score: **70% or more** of all of the assigned students	$2,000
K-2 Teachers * Based on the assigned students' growth, there should be at least 10 students assigned in the roster verification system. ** If a 3rd-5th Grade teacher teaches both ELA and Math, they will follow the K-2 Teacher plan.	Subject Growth score: **60-64.99%** of all of the assigned students	$500 per subject
	Subject Growth score: **65-69.99%** of all of the assigned students	$750 per subject
	Subject Growth score: **70%** or more of all of the assigned students	$1,000 per subject

ATLAS		
Subject	**Bonus Goal**	**Amount**
Principals, Assistant Principals** **Eligible for only one school's stipend, the highest	Average School Growth score of Math, ELA, and Science: **60-64.99%****,	$750
	Average Growth of the Lowest 25% score of Math, ELA, and Science: **60-64.99%***	$750
	Average School Growth score of Math, ELA, and Science: **65-69.99%****,	$1,000
	Average Growth of the Lowest 25% score of Math, ELA, and Science: **65-69.99%***	$1,000
	Average School Growth score of Math, ELA, and Science is **70% and above**	$1,500
	Average Growth of the Lowest 25% score of Math, ELA, and Science is **70% or above**	$1,500

- If the state average is not available for one subject (ELA, Math, or Science), then a new measurement determined by the committee will be used.
- If growth data is not available, another district approved data will be used.
- The percentages are calculated based on the 2025-2026 ATLAS formula. If DESE's ATLAS formula is changed, the numbers above will be updated by the board's approval.
- The 2025-2026 merit-based bonus program may be revised and improved in future years based on feedback and results.

Performance-Based Bonus Provisions:

- Bonuses for the 2025-2026 school year will be paid out in the fall semester of the 2026-2027 school year, based on student performance metrics.
- Employees who work at least 120 days in the school year are eligible for the full bonus amount. The Merit Bonus Committee will evaluate special cases.
- Bonus amounts are not guaranteed compensation and may be amended or eliminated at any time.
- Bonus calculations will be determined by the Merit Bonus Committee, with final approval by the Superintendent.
- Only a full-time teacher or administrator of record is eligible for a bonus stipend.

SECTION 7

MISCELLANEOUS

Home Visits:

Please refer to the "LISA Academy - Home Visit Stipend 2026-27 guidelines on the staff portal for more information.

Extra Duty Pay:

- Only salaried/non-hourly positions are eligible for extra duty payment.
- The pay rates for the extra duty are as follows:
    - Extra Duty–Special Tutoring: $50 an hour (Superintendent approval is required).
    - Extra Duty - Tutoring: $35 an hour (including AP)
    - Extra Duty - all other: $25 an hour.
- The payment applies to the after working hour duties only. On early dismissal Fridays, teachers are eligible for extra duty pay after 2:00 PM.
- A certified employee cannot be paid more than 8 hours per day for extra duty.
- Extra duties are subject to Overtime/Extra Duty Authorization process.
- Off campus professional development and trainings are not considered for extra duty payment. Teachers will receive 2 days of PTO for professional development (PD) assigned by the Principal and approved by the Senior Director.
- Time sheets for extra duties need to be submitted prior to the monthly cut-off date electronically or to the bookkeeper.

Substitute class assignments:

- Assigned substituting for others during planning time is $20 per period (1/8).
- Administrators and Nurses are not eligible for this incentive. Counselors, Coaches, ELL Coordinators, SPED Coordinators, GT coordinators and Maker Space Coordinators are eligible max 3 hours per week. Regardless of the position, a salaried staff cannot be paid more than 10 hours per week (2 hours planning x 5 days of the week).

- Teachers are not eligible for substitute pay if their total teaching load is less than 30 hours per week. If their combined teaching and substituting hours reach 30 hours per week, they may be paid for any hours beyond that threshold.
    - The Assistant Principal approving the substitute assignment is responsible for verifying that the teacher's total instructional hours meet or exceed 30 hours per week before approving payment."

- "Teacher - Substitute Incentive Form" need to be submitted prior to the monthly cut-off date electronically or to the bookkeeper.

Cash Incentive for Unused Leave:

As an incentive to employees who maintain exemplary attendance, LISA Academy has established a bonus for full-time employees who are hired before November 1st of any contract year and who do not use more than 4 total days of leave (personal and/or sick) during that contract year. The incentive will be paid as a bonus in the amount of $250. Payments will be issued in the first semester of the following school year and are subject to required state and federal deductions. Employees who leave LISA Academy prior to the end of the contracted days for the year are not eligible to receive the incentive bonus but non-returning staff are eligible. This incentive payment does not affect the accumulation of unused sick leave, which may then be transferred to the next employment period, up to a maximum of ninety (90) days.

PTO days Cash In:

Every full-time staff member, regardless of position, may request to cash in up to 10 unused PTO days at $150 per day. Requests must be submitted during the last month of the school year using the PTO Cash-In Form, which must be approved by the district. Payments will be issued in the first semester of the following school year. Only unused PTO days from the previous year (second-year PTO) are eligible. PTO cash-in is not available to non-returning employees, including those who resign or are not renewed.

AP Exam Incentive for Teachers:

Teachers who teach AP Courses may be eligible for an AP Exam bonus. If a teacher teaches an AP Subject, and 40% of the students he/she teaches for that subject score 3 or above, that teacher is eligible for a $50 bonus for each of his/her students scoring a 3 or above on the AP Exam.

Student Enrollment Incentive for Principals and Front office staff

Based on the October 1st enrollment counts, the following bonuses will be awarded in Fall 2026, provided the campus meets its enrollment target as determined by the Superintendent:

- Principals: $2,000 (to be shared if there was a change in principal during the period)
- Administrative Assistants and Attendance Secretaries: $1,000 each
- District Student Admission Specialists: $400 per school

To be eligible, the employee must be a current staff member and must have been employed since the beginning of the administrative contract period.

Online School Enrollment Incentive for District Recruitment Specialists

$20 per student who enrolls by March 31st and participates in classes.

Non-Contracted PD Days

District-approved, non-contracted PD days will be paid at $150 per day. Please refer to the approval procedures on the Staff Portal. PLTW PDs are not included.

Moving Stipend:

- Employees are eligible for a moving stipend due to:
    - a transfer between campuses within the district.
    - a new employee moving to take a job with LISA from other schools.
    - to qualify, the relocation must also meet a minimum distance test: the employee's new job location must be at least 100 miles from the former job location. Employees moving under 100 miles are not eligible for moving stipend.

- Eligible employees will be provided a fixed amount stipend that will be subject to all applicable payroll and other related taxes and deductions. The amount of the stipend is based on the distance between the prior and new campus locations.
- The moving stipend is calculated as follows: A base amount of $1000 plus $5 per mile, (up to a maximum one-time amount of $4,500).
- Moving stipend recipients must work for LISA for 3 academic years after moving stipend is received. If an employee voluntarily terminates employment with LISA prior to 3 years, then one-half of the stipend will be deducted from employee's last paycheck.
- To calculate the stipend amount, a map showing the distance between two locations should be provided: the new LISA campus and the employee's previous school (or college for new graduates). Proof of prior employment (or college enrollment) is also required.
- If an employee and their spouse are both employed by LISA, the family will be entitled to only one moving stipend.
- Other procedures regarding the moving stipend may be created by the Finance Office.
- Only one moving stipend will be paid during the tenure of the employee unless the relocation is at the request of LISA Academy.

Fingerprint fee reimbursement:

- Employees are eligible for the reimbursement of fingerprinting fee once in a 5-year period beginning 2021-2022 school year.

Travel reimbursement:

- Mileage is 67 cents. The food and accommodation rates will be determined according to the per diem rates of the city traveled. The minimum distance for travel reimbursement is one-way 25 miles from the campus the employee works.
- If no hotels are available within the per diem rate in the travel area, exceptions up to 50% may be approved with prior written authorization from the Supervising Senior Director.

- Food expenses will be reimbursed at the per diem rate without a receipt if submitted for reimbursement. (P-Card purchases must include a receipt and should not exceed the per diem rate.)

Other reimbursements:

- The medical card for bus drivers / transportation staff is required and needs to be obtained at employees' expense. The expenses can be reimbursed if submitted to the school by the end of August.
- LISA pays for drug screening for bus drivers / transportation staff.

Experience:

- Annual increases are applicable for up to 25 years of total K-12 experience.
- A minimum of 120 days full-time employment is required per year to qualify for annual increases for non-instructional positions.
- A minimum of 120 days full-time employment is required per year to move to the next step for teachers, instructional positions, and administrators.
- Experience increase/Steps for instructional positions are noted on the salary tables on pages 5-8.
- Classified experience will not count towards certified experience. Certified experience will count towards classified experience.
- All experience should be documented and approved through the HR department.

SECTION 8

ATLAS HIGH GROWTH TEACHER SALARY

A teacher who qualifies for the ATLAS High Growth Teacher Salary is placed on the ATLAS High Growth Teacher Salary Table (Table A) for the duration of the three-year guarantee period. Placement on Table A replaces the teacher's standard placement on Table B or Table C.

Eligibility

A teacher qualifies for the ATLAS High Growth Teacher Salary when all of the following conditions are met:

- The teacher is an Arkansas State certified teacher.
- The teacher has a Student Weighted 3-Year Average Teacher Growth Score reported in LEA Insights, based on three consecutive eligible years of state-calculated growth data derived from ATLAS results.
- The teacher is flagged as Top Quartile for Growth in LEA Insights in at least one of the following: ELA, Math, Science, or Composite.

Data Source and Annual Determination

For each contract year, HR uses the most recent LEA Insights School Year view available, which provides the prior three years of ATLAS growth scores and the resulting Student Weighted 3-Year Average and Top Quartile for Growth determinations. For example, the 2026 School Year view is used for the 2026-2027 contract year, the 2027 School Year view for 2027-2028, and so on.

Placement on Table A

Table A, located in Section 1, is the official salary schedule for qualifying ATLAS High Growth Teachers. Table A is location-independent and applies equally to qualifying teachers across all LISA Academy campuses in Central Arkansas and Northwest Arkansas.

Because a Student Weighted 3-Year Average requires three consecutive years of growth data, Table A begins at K-12 Experience = 3 and continues through 25+ years of experience.

Three-Year Guarantee

Once a teacher qualifies, placement on Table A is guaranteed for three consecutive contract years, regardless of annual growth score performance during the guarantee period. During the guarantee period, the teacher continues to advance one step per year on Table A as their K-12 experience increases.

Requalification

At the end of each three-year guarantee period, the teacher's most recent LEA Insights data is reviewed.

- If the teacher remains flagged Top Quartile for Growth, a new three-year guarantee begins and the teacher continues on Table A.
- If the teacher no longer qualifies, the teacher returns to the standard regional table (Table B or Table C) effective the following contract year.
- A teacher who loses qualification may requalify in any future year that meets the eligibility criteria.

Role Changes

- A qualifying teacher who moves to a different tested subject or grade remains on Table A for the remainder of the guarantee period.
- A qualifying teacher who moves to a non-tested grade or subject remains on Table A through the end of the current guarantee period; requalification is not possible without new growth data.
- Table A placement ends upon transition to an administrative or non-instructional role.
- A teacher whose certification expires and is not reinstated within the timeframe established in Section 1 is removed from Table A effective the date placement changes to the non-certified salary schedule.
- Prior qualification does not carry over for teachers who leave LISA Academy and later return.

Interaction with Other Programs

The ATLAS High Growth Teacher Salary may be received in combination with the ATLAS Growth Bonus (Section 7) and the Merit Bonus.

APPENDIX

SALARY CALCULATION SAMPLES

1. A new certified math teacher in Central Arkansas who has 7 years of teaching experience in K-12 school(s) earns $51,600:

ANNUAL SALARY FOR CERTIFIED TEACHERS IN CENTRAL ARKANSAS

TABLE B

K-12 Experience	Bachelor's Degree	Master's Degree	Doctorate Degree
0	$50,000	$50,000	$51,600
1	$50,000	$50,400	$52,000
2	$50,000	$50,800	$52,400
3	$50,000	$51,200	$52,800
4	$50,400	$51,600	$53,200
5	$50,800	$52,000	$53,600
6	$51,200	$52,400	$54,000
7	$51,600	$52,800	$54,400
8	$52,000	$53,200	$54,800
9	$52,400	$53,600	$55,200
10	$52,800	$54,000	$55,600
11	$53,200	$54,400	$56,000

2. A) A Central Arkansas SPED teacher who has 10 years of teaching experience in K-12 school(s), a master's degree, and a SPED and ELL certification, earns $59,000 total:

K-12 Experience	Bachelor's Degree	Master's Degree	Doctorate Degree
0	$50,000	$50,000	$51,600
1	$50,000	$50,400	$52,000
2	$50,000	$50,800	$52,400
3	$50,000	$51,200	$52,800
4	$50,400	$51,600	$53,200
5	$50,800	$52,000	$53,600
6	$51,200	$52,400	$54,000
7	$51,600	$52,800	$54,400
8	$52,000	$53,200	$54,800
9	$52,400	$53,600	$55,200
10	$52,800	$54,000	$55,600
11	$53,200	$54,400	$56,000
12	$53,600	$54,800	$56,400
13	$54,000	$55,200	$56,800

Total Earnings ($57,000) = Base Salary ($54,000) + Stipends ($3,000). In this sample stipends include SPED teacher stipend ($3000) and one of the Special Certifications ($3000 - only one of the SPED or ELL certification). Stipends are paid in 2 installments separately.

\s\ Cynthia S. Dawson, President of the Board

Approved on July 22, 2026