

Licensed Personnel Salary Schedule

2026-2027

BASE SALARY COMPONENTS		
EXPERIENCE & DEGREE		
Based on 190 days		
Experience	Salary	
0	\$50,000	☐
1	\$50,000	☐
2	\$50,000	☐
3	\$50,120	☐
4	\$50,240	☐
5	\$50,360	☐
6	\$50,920	☐
7	\$51,480	☐
8	\$52,040	☐
9	\$52,600	☐
10	\$53,160	☐
11	\$53,720	☐
12	\$54,280	☐
13	\$54,840	☐
14	\$55,400	☐
15	\$55,960	☐
16	\$56,520	☐
17	\$57,080	☐
18	\$57,640	☐
19	\$58,200	☐
20	\$58,760	☐
21	\$59,320	☐
22	\$59,880	☐
23	\$60,440	☐
24	\$61,000	☐
25	\$61,560	☐
26	\$62,120	☐
27	\$62,680	☐
28+	\$63,240	☐

Degree	Amount	
Bachelors	\$0	☐
Masters*	\$2,000	☐
Masters + 30*	\$3,000	☐
Specialist*	\$6,000	☐
Doctorate*	\$10,000	☐
* Must have 3 years of experience to count advanced degree		

SALARY SUPPLEMENTS		
Low Income School	Amount	
Kindergarten Center	\$500	☐
Math & Science	\$500	☐
Health, Wellness & Env. Studies	\$500	☐
Leadership Magnet	\$500	☐
Annie Camp Jr. High	\$500	☐
Douglas MacArthur Jr. High	\$500	☐
Teaching License	Amount	
Standard Ark Teaching License in Area You Are Teaching	\$750	☐
National Board Certified	\$2,000	☐
Master or Lead Professional Educator Designation	\$1,000	☐
ELL Endorsement and Teaching ELL Course	\$500	☐
Special Areas	Amount	
Special Education Classroom/Resource/Behavior Room	\$1,000	☐
ALE/JDC	\$500	☐
Job Requiring Advanced Degree	Amount	
ALTERNATIVE-DIRECTOR	\$1,000	☐
ASSISTANT PRINCIPAL	\$1,000	☐
ASST DIRECTOR NEACTC	\$1,000	☐
ASST DIRECTOR PRE-K	\$1,000	☐
ASST SPECIAL ED DIRECTOR	\$1,000	☐
ASST SUPERINTENDENT	\$1,000	☐
CONCURRENT CREDIT TEACHER Requiring Masters	\$1,000	☐
DIR SCH HLTH SERV	\$1,000	☐
DIRECTOR-PRE K	\$1,000	☐
DIST ATHLETIC DIRECTOR	\$1,000	☐
DIST ASST ATHLETIC DIRECTOR	\$1,000	☐
DIST LIT SPECIALIST-SEC	\$1,000	☐
DISTRICT SCHOOL IMP SPEC	\$1,000	☐
ELEM-SPEECH PATHOLOGY	\$1,000	☐
FEDERAL PROGRAMS DIRECTOR	\$1,000	☐
GIFTED & TALENTED	\$1,000	☐
GUIDANCE COUNSELOR	\$1,000	☐
INSTRUCTIONAL FAC	\$1,000	☐
JHS 1.0 FTE BUILDING SCHOOL IMP SPECIALIST	\$1,000	☐
K-6 LITERACY SPECIALIST	\$1,000	☐
LIBRARY MEDIA SPECIALIST	\$1,000	☐
MATH SPECIALIST	\$1,000	☐
NEACTC-DIRECTOR	\$1,000	☐
PRINCIPAL	\$1,000	☐
PSYCHOLOGY SPECIALIST	\$1,000	☐
SEC ACADEMY PRINCIPAL	\$1,000	☐
SECONDARY STEM SPECIALIST	\$1,000	☐
SPECIAL EDUCATION DIR	\$1,000	☐
SPECIAL PROJECTS DIRECTOR	\$1,000	☐

Average teacher growth score of 80.00 or higher from prior year earned at JPS will be paid a one time supplement of \$500 in November, as long as you are still employed with JPS as of the November Board Meeting.	\$500	☐
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