

Nemo Vista School District													LEA #: 1503	
2025-2026													County: Conway	
Approved by Board 03-20-2025														
Amended and Approved by Board 09-25-2025														
	Business Manager		Bookkeeper		APSCN Sec		Building Secretary		Inst Aide		PS CDA		PS Lead (Non-Cert.)	
Years	240 Days		240 Days		200 Days		200 Days		185 Days		185 Days		190 Days	
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
0	\$25.89	43,491	\$13.90	23,356	\$14.57	20,398	\$13.90	19,460	\$13.96	18,073	\$16.43	21,271	\$17.29	23,000
1	\$26.18	43,991	\$14.14	23,756	\$14.86	20,798	\$14.19	19,860	\$14.27	18,473	\$16.73	21,671	\$17.59	23,400
2	\$26.48	44,491	\$14.38	24,156	\$15.14	21,198	\$14.47	20,260	\$14.57	18,873	\$17.04	22,071	\$17.89	23,800
3	\$26.78	44,991	\$14.62	24,556	\$15.43	21,598	\$14.76	20,660	\$14.88	19,273	\$17.35	22,471	\$18.20	24,200
4	\$27.08	45,491	\$14.85	24,956	\$15.71	21,998	\$15.04	21,060	\$15.19	19,673	\$17.66	22,871	\$18.50	24,600
5	\$27.38	45,991	\$15.09	25,356	\$16.00	22,398	\$15.33	21,460	\$15.50	20,073	\$17.97	23,271	\$18.80	25,000
6	\$27.67	46,491	\$15.33	25,756	\$16.28	22,798	\$15.61	21,860	\$15.81	20,473	\$18.28	23,671	\$19.10	25,400
7	\$27.97	46,991	\$15.57	26,156	\$16.57	23,198	\$15.90	22,260	\$16.12	20,873	\$18.59	24,071	\$19.40	25,800
8	\$28.27	47,491	\$15.81	26,556	\$16.86	23,598	\$16.19	22,660	\$16.43	21,273	\$18.90	24,471	\$19.70	26,200
9	\$28.57	47,991	\$16.05	26,956	\$17.14	23,998	\$16.47	23,060	\$16.74	21,673	\$19.21	24,871	\$20.00	26,600
10	\$28.86	48,491	\$16.28	27,356	\$17.43	24,398	\$16.76	23,460	\$17.05	22,073	\$19.51	25,271	\$20.30	27,000
11	\$29.16	48,991	\$16.52	27,756	\$17.71	24,798	\$17.04	23,860	\$17.35	22,473	\$19.82	25,671	\$20.60	27,400
12	\$29.46	49,491	\$16.76	28,156	\$18.00	25,198	\$17.33	24,260	\$17.66	22,873	\$20.13	26,071	\$20.90	27,800
13	\$29.76	49,991	\$17.00	28,556	\$18.28	25,598	\$17.61	24,660	\$17.97	23,273	\$20.44	26,471	\$21.20	28,200
14	\$30.05	50,491	\$17.24	28,956	\$18.57	25,998	\$17.90	25,060	\$18.28	23,673	\$20.75	26,871	\$21.50	28,600
15	\$30.35	50,991	\$17.47	29,356	\$18.86	26,398	\$18.19	25,460	\$18.59	24,073	\$21.06	27,271	\$21.80	29,000
	Maintenance		Carpenter		Transport		Food Serv		Food Direct		RN, Nurse		Nurse LPN	
Years	240 Days		240 Days		180 Days		180 Days		190 Days		185 Days		185 Days	
	7 hours		6 hours		base + 20pm									
	Hourly Rate	Annual	Hourly Rate	Annual	Daily Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual
0	\$13.62	22,881	\$18.89	27,197	\$47.66	8,578	\$12.81	14,985	\$18.53	24,648	\$28.20	37,500	\$22.01	28,500
1	\$13.86	23,281	\$19.16	27,597	\$48.21	8,678	\$13.15	15,385	\$18.83	25,048	\$28.50	37,900	\$22.32	28,900
2	\$14.10	23,681	\$19.44	27,997	\$48.77	8,778	\$13.49	15,785	\$19.13	25,448	\$28.80	38,300	\$22.63	29,300

3	\$14.33	24,081	\$19.72	28,397	\$49.32	8,878	\$13.83	16,185	\$19.43	25,848	\$29.10	38,700	\$22.93	29,700
4	\$14.57	24,481	\$20.00	28,797	\$49.88	8,978	\$14.18	16,585	\$19.74	26,248	\$29.40	39,100	\$23.24	30,100
5	\$14.81	24,881	\$20.28	29,197	\$50.43	9,078	\$14.52	16,985	\$20.04	26,648	\$29.70	39,500	\$23.55	30,500
6	\$15.05	25,281	\$20.55	29,597	\$50.99	9,178	\$14.86	17,385	\$20.34	27,048	\$30.00	39,900	\$23.86	30,900
7	\$15.29	25,681	\$20.83	29,997	\$51.55	9,278	\$15.20	17,785	\$20.64	27,448	\$30.30	40,300	\$24.17	31,300
8	\$15.52	26,081	\$21.11	30,397	\$52.10	9,378	\$15.54	18,185	\$20.94	27,848	\$30.60	40,700	\$24.48	31,700
9	\$15.76	26,481	\$21.39	30,797	\$52.66	9,478	\$15.88	18,585	\$21.24	28,248	\$30.90	41,100	\$24.79	32,100
10	\$16.00	26,881	\$21.66	31,197	\$53.21	9,578	\$16.23	18,985	\$21.54	28,648	\$31.20	41,500	\$25.10	32,500
11	\$16.24	27,281	\$21.94	31,597	\$53.77	9,678	\$16.57	19,385	\$21.84	29,048	\$31.50	41,900	\$25.41	32,900
12	\$16.48	27,681	\$22.22	31,997	\$54.32	9,778	\$16.91	19,785	\$22.14	29,448	\$31.80	42,300	\$25.71	33,300
13	\$16.71	28,081	\$22.50	32,397	\$54.88	9,878	\$17.25	20,185	\$22.44	29,848	\$32.11	42,700	\$26.02	33,700
14	\$16.95	28,481	\$22.78	32,797	\$55.43	9,978	\$17.59	20,585	\$22.74	30,248	\$32.41	43,100	\$26.33	34,100
15	\$17.19	28,881	\$23.05	33,197	\$55.99	10,078	\$17.94	20,985	\$23.04	30,648	\$32.71	43,500	\$26.64	34,500
	Carpenter		Plant		Fleet		Fleet Mgr		Custodian					
Years	8 hours/day		Manager		Manager		8 hours/day		180 Days					
	240 Days		240 Days		240 Days		240 Days							
	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual	Hourly Rate	Annual				
0	\$18.90	36,290	\$18.90	36,290	\$18.89	27,197	\$20.14	38,668	\$12.26	15,444				
1	\$19.11	36,690	\$19.11	36,690	\$19.16	27,597	\$20.35	39,068	\$12.57	15,844				
2	\$19.32	37,090	\$19.32	37,090	\$19.44	27,997	\$20.56	39,468	\$12.89	16,244				
3	\$19.53	37,490	\$19.53	37,490	\$19.72	28,397	\$20.76	39,868	\$13.21	16,644				
4	\$19.73	37,890	\$19.73	37,890	\$20.00	28,797	\$20.97	40,268	\$13.53	17,044				
5	\$19.94	38,290	\$19.94	38,290	\$20.28	29,197	\$21.18	40,668	\$13.84	17,444				
6	\$20.15	38,690	\$20.15	38,690	\$20.55	29,597	\$21.39	41,068	\$14.16	17,844				
7	\$20.36	39,090	\$20.36	39,090	\$20.83	29,997	\$21.60	41,468	\$14.48	18,244				
8	\$20.57	39,490	\$20.57	39,490	\$21.11	30,397	\$21.81	41,868	\$14.80	18,644				
9	\$20.78	39,890	\$20.78	39,890	\$21.39	30,797	\$22.01	42,268	\$15.11	19,044				
10	\$20.98	40,290	\$20.98	40,290	\$21.66	31,197	\$22.22	42,668	\$15.43	19,444				
11	\$21.19	40,690	\$21.19	40,690	\$21.94	31,597	\$22.43	43,068	\$15.75	19,844				
12	\$21.40	41,090	\$21.40	41,090	\$22.22	31,997	\$22.64	43,468	\$16.07	20,244				
13	\$21.61	41,490	\$21.61	41,490	\$22.50	32,397	\$22.85	43,868	\$16.38	20,644				

[illegible]