

Nemo Vista School District													LEA #: 1503	
2026-2027													County: Conway	
Approved by Board 03-19-2026														
	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	\$25.95	43,591	\$13.96	23,456	\$14.64	20,498	\$13.97	19,560	\$14.03	18,173	\$16.50	21,371	\$17.37	23,100
1	\$26.24	44,091	\$14.20	23,856	\$14.93	20,898	\$14.26	19,960	\$14.34	18,573	\$16.81	21,771	\$17.67	23,500
2	\$26.54	44,591	\$14.44	24,256	\$15.21	21,298	\$14.54	20,360	\$14.65	18,973	\$17.12	22,171	\$17.97	23,900
3	\$26.84	45,091	\$14.68	24,656	\$15.50	21,698	\$14.83	20,760	\$14.96	19,373	\$17.43	22,571	\$18.27	24,300
4	\$27.14	45,591	\$14.91	25,056	\$15.78	22,098	\$15.11	21,160	\$15.27	19,773	\$17.74	22,971	\$18.57	24,700
5	\$27.43	46,091	\$15.15	25,456	\$16.07	22,498	\$15.40	21,560	\$15.58	20,173	\$18.05	23,371	\$18.87	25,100
6	\$27.73	46,591	\$15.39	25,856	\$16.36	22,898	\$15.69	21,960	\$15.89	20,573	\$18.36	23,771	\$19.17	25,500
7	\$28.03	47,091	\$15.63	26,256	\$16.64	23,298	\$15.97	22,360	\$16.20	20,973	\$18.66	24,171	\$19.47	25,900
8	\$28.33	47,591	\$15.87	26,656	\$16.93	23,698	\$16.26	22,760	\$16.50	21,373	\$18.97	24,571	\$19.77	26,300
9	\$28.63	48,091	\$16.10	27,056	\$17.21	24,098	\$16.54	23,160	\$16.81	21,773	\$19.28	24,971	\$20.08	26,700
10	\$28.92	48,591	\$16.34	27,456	\$17.50	24,498	\$16.83	23,560	\$17.12	22,173	\$19.59	25,371	\$20.38	27,100
11	\$29.22	49,091	\$16.58	27,856	\$17.78	24,898	\$17.11	23,960	\$17.43	22,573	\$19.90	25,771	\$20.68	27,500
12	\$29.52	49,591	\$16.82	28,256	\$18.07	25,298	\$17.40	24,360	\$17.74	22,973	\$20.21	26,171	\$20.98	27,900
13	\$29.82	50,091	\$17.06	28,656	\$18.36	25,698	\$17.69	24,760	\$18.05	23,373	\$20.52	26,571	\$21.28	28,300
14	\$30.11	50,591	\$17.30	29,056	\$18.64	26,098	\$17.97	25,160	\$18.36	23,773	\$20.83	26,971	\$21.58	28,700
15	\$30.41	51,091	\$17.53	29,456	\$18.93	26,498	\$18.26	25,560	\$18.67	24,173	\$21.14	27,371	\$21.88	29,100
	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	\$13.68	22,981	\$18.96	27,297	\$48.21	8,678	\$12.89	15,085	\$18.61	24,748	\$28.27	37,600	\$22.01	28,500
1	\$13.92	23,381	\$19.23	27,697	\$48.77	8,778	\$13.23	15,485	\$18.91	25,148	\$28.57	38,000	\$22.32	28,900
2	\$14.16	23,781	\$19.51	28,097	\$49.32	8,878	\$13.58	15,885	\$19.21	25,548	\$28.87	38,400	\$22.63	29,300
3	\$14.39	24,181	\$19.79	28,497	\$49.88	8,978	\$13.92	16,285	\$19.51	25,948	\$29.17	38,800	\$22.93	29,700
4	\$14.63	24,581	\$20.07	28,897	\$50.43	9,078	\$14.26	16,685	\$19.81	26,348	\$29.47	39,200	\$23.24	30,100
5	\$14.87	24,981	\$20.35	29,297	\$50.99	9,178	\$14.60	17,085	\$20.11	26,748	\$29.77	39,600	\$23.55	30,500
6	\$15.11	25,381	\$20.62	29,697	\$51.55	9,278	\$14.94	17,485	\$20.41	27,148	\$30.08	40,000	\$23.86	30,900
7	\$15.35	25,781	\$20.90	30,097	\$52.10	9,378	\$15.29	17,885	\$20.71	27,548	\$30.38	40,400	\$24.17	31,300
8	\$15.58	26,181	\$21.18	30,497	\$52.66	9,478	\$15.63	18,285	\$21.01	27,948	\$30.68	40,800	\$24.48	31,700
9	\$15.82	26,581	\$21.46	30,897	\$53.21	9,578	\$15.97	18,685	\$21.31	28,348	\$30.98	41,200	\$24.79	32,100
10	\$16.06	26,981	\$21.73	31,297	\$53.77	9,678	\$16.31	19,085	\$21.62	28,748	\$31.28	41,600	\$25.10	32,500
11	\$16.30	27,381	\$22.01	31,697	\$54.32	9,778	\$16.65	19,485	\$21.92	29,148	\$31.58	42,000	\$25.41	32,900
12	\$16.54	27,781	\$22.29	32,097	\$54.88	9,878	\$17.00	19,885	\$22.22	29,548	\$31.88	42,400	\$25.71	33,300
13	\$16.77	28,181	\$22.57	32,497	\$55.43	9,978	\$17.34	20,285	\$22.52	29,948	\$32.18	42,800	\$26.02	33,700
14	\$17.01	28,581	\$22.85	32,897	\$55.99	10,078	\$17.68	20,685	\$22.82	30,348	\$32.48	43,200	\$26.33	34,100
15	\$17.25	28,981	\$23.12	33,297	\$56.55	10,178	\$18.02	21,085	\$23.12	30,748	\$32.78	43,600	\$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	\$18.95	36,390	\$18.95	36,390	\$18.96	27,297	\$20.19	38,768	\$12.34	15,544				
1	\$19.16	36,790	\$19.16	36,790	\$19.23	27,697	\$20.40	39,168	\$12.65	15,944				
2	\$19.37	37,190	\$19.37	37,190	\$19.51	28,097	\$20.61	39,568	\$12.97	16,344				
3	\$19.58	37,590	\$19.58	37,590	\$19.79	28,497	\$20.82	39,968	\$13.29	16,744				
4	\$19.79	37,990	\$19.79	37,990	\$20.07	28,897	\$21.03	40,368	\$13.61	17,144				
5	\$19.99	38,390	\$19.99	38,390	\$20.35	29,297	\$21.23	40,768	\$13.92	17,544				
6	\$20.20	38,790	\$20.20	38,790	\$20.62	29,697	\$21.44	41,168	\$14.24	17,944				
7	\$20.41	39,190	\$20.41	39,190	\$20.90	30,097	\$21.65	41,568	\$14.56	18,344				
8	\$20.62	39,590	\$20.62	39,590	\$21.18	30,497	\$21.86	41,968	\$14.88	18,744				

[illegible]