

2018/2019 All Employees Salary Agreement (Effective July 1, 2018 - June 30, 2019)

| Employee | Position | Building | Salary |
|-----------------------------|-------------------|-----------------|---------------|
| CATHY M ADAMS | SPECIAL EDUCATION | ELEMENTARY | \$43,076 |
| KRISTIN ALLEN | ADMINISTRATION | ELEMENTARY | \$53,813 |
| MARY BETH BAILEY | TEACHER | HIGH SCHOOL | \$37,500 |
| CHRystal BALL | SPECIAL EDUCATION | HIGH SCHOOL | \$43,000 |
| KAREN BENJAMIN | SPECIAL EDUCATION | MIDDLE SCHOOL | \$38,500 |
| GRACE BENNETT | TEACHER | HIGH SCHOOL | \$38,000 |
| SARA BETH BLAIR | COUNSELOR | HIGH SCHOOL | \$24,000 |
| LAURA A BLISS | TEACHER | ELEMENTARY | \$17,598 |
| ASHLEY BURNS | ADVISOR | HIGH SCHOOL | \$35,900 |
| SAVANAH M BYARS | TEACHER | HIGH SCHOOL | \$37,691 |
| STEPHANIE BYRNES | TEACHER | HIGH SCHOOL | \$43,601 |
| MELISSA CARTER | TEACHER | HIGH SCHOOL | \$37,000 |
| LATISHA CHADWICK | SPECIAL EDUCATION | HIGH SCHOOL | \$37,500 |
| MELISSA CHAMBERS | SPECIAL EDUCATION | ELEMENTARY | \$41,460 |
| NADIA CLABORN | TEACHER | MIDDLE SCHOOL | \$34,850 |
| CRYSTAL CLAYBORN | FAS LEAD | MIDDLE SCHOOL | \$30,750 |
| CARA CLONINGER | TEACHER | HIGH SCHOOL | \$19,475 |
| SARA COLE | SPECIAL EDUCATION | MIDDLE SCHOOL | \$38,000 |
| CHRISTINA L COOK | ADMINISTRATION | DISTRICT WIDE | \$45,177 |
| DUSTIN COOK | TEACHER | HIGH SCHOOL | \$44,126 |
| MICHELLE COOK | TEACHER | ELEMENTARY | \$36,382 |
| SARAH COOPER | TEACHER | HIGH SCHOOL | \$39,000 |
| STACY L COX | ADVISOR | HIGH SCHOOL | \$38,304 |
| LAURA DAVIDSON | ADMINISTRATION | HIGH SCHOOL | \$49,000 |
| ANGELIC D DAVIS | TEACHER | HIGH SCHOOL | \$40,383 |
| JENNIFER DECELLE | SPECIAL EDUCATION | MIDDLE SCHOOL | \$39,206 |
| ROY DENTON | TEACHER | HIGH SCHOOL | \$40,289 |
| ALANA DOLLARD | SPECIAL EDUCATION | ELEMENTARY | \$39,847 |
| JOHN EOFF | TEACHER | HIGH SCHOOL | \$37,823 |
| TAMI ETHRIDGE | TEACHER | HIGH SCHOOL | \$38,000 |
| BRIAN FAULKNER | TEACHER | HIGH SCHOOL | \$39,924 |
| AMANDA G FELTON | ADMINISTRATION | HIGH SCHOOL | \$58,000 |
| MALYNDA K FRONTERHOUSE-RUSS | SPECIAL EDUCATION | MIDDLE SCHOOL | \$39,398 |
| ABDURAMAN GIBSON | TEACHER | HIGH SCHOOL | \$37,297 |
| ALYSSA GORDON | FAS LEAD | HIGH SCHOOL | \$44,734 |
| JENNIFER GRANT | ADVISOR | HIGH SCHOOL | \$36,076 |
| KATHARINE M GREENE | TEACHER | MIDDLE SCHOOL | \$33,384 |
| SARAH E GUILTE | TEACHER | HIGH SCHOOL | \$39,307 |
| MICHELLE HAM | ADMINISTRATION | DISTRICT WIDE | \$38,500 |
| STEPHANIE HARDY | TEACHER | HIGH SCHOOL | \$35,875 |
| CHELSIE HARGROVE | TEACHER | ELEMENTARY | \$33,620 |
| BROCK HARNESS | TEACHER | HIGH SCHOOL | \$39,000 |
| BRANDY HARRISON | TEACHER | HIGH SCHOOL | \$37,500 |
| CAROL HEAVIN | COUNSELOR | HIGH SCHOOL | \$52,531 |

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|---------------------|-------------------|---------------|----------|
| SANDRA A HEILMAN | TEACHER | HIGH SCHOOL | \$45,256 |
| SUMMER HENSLEY | SPECIAL EDUCATION | HIGH SCHOOL | \$38,000 |
| THERESA M HOBBS | TEACHER | MIDDLE SCHOOL | \$35,537 |
| ASHLEY HOLDER | ADMINISTRATION | MIDDLE SCHOOL | \$55,043 |
| REBECCA HUDMAN | TEACHER | HIGH SCHOOL | \$37,000 |
| TABITHA HUDSPETH | TEACHER | HIGH SCHOOL | \$19,000 |
| LORELEI R JACKSON | TEACHER | MIDDLE SCHOOL | \$35,537 |
| TAY JEFFERSON | TEACHER | HIGH SCHOOL | \$36,500 |
| TANYA JOHNSON | TEACHER | MIDDLE SCHOOL | \$34,408 |
| JANA JOHNSON | TEACHER | HIGH SCHOOL | \$39,924 |
| ERICA MARIE KEEN | TEACHER | ELEMENTARY | \$35,363 |
| LISA LAWRENCE | ELL COORDINATOR | DISTRICT WIDE | \$30,238 |
| MICA LAYMON-BULLOCK | TEACHER | MIDDLE SCHOOL | \$35,196 |
| GERALD J LEPPOLD | TEACHER | MIDDLE SCHOOL | \$36,382 |
| TRAVIS LIMBAUGH | TEACHER | HIGH SCHOOL | \$36,900 |
| CANDIE M LUSTER | TEACHER | HIGH SCHOOL | \$37,153 |
| CHELSEA MACY | TEACHER | MIDDLE SCHOOL | \$35,250 |
| DARLA MAINER | SPECIAL EDUCATION | HIGH SCHOOL | \$38,000 |
| KRISTIN MANOS | TEACHER | MIDDLE SCHOOL | \$34,000 |
| LINDSEY MARRS | TEACHER | ELEMENTARY | \$34,000 |
| LAURA MARSH | TEACHER | HIGH SCHOOL | \$37,925 |
| APRIL MARTIN | SPECIAL EDUCATION | MIDDLE SCHOOL | \$39,924 |
| SARAH MASHBURN | SPECIAL EDUCATION | HIGH SCHOOL | \$38,668 |
| MARGARET MATHES | FAS LEAD | MIDDLE SCHOOL | \$30,750 |
| MICA MCAFEE | FAS LEAD | HIGH SCHOOL | \$30,750 |
| MARK MCCABE | TEACHER | HIGH SCHOOL | \$39,000 |
| FARRAH MCENTIRE | TEACHER | HIGH SCHOOL | \$37,500 |
| AMANDA METZ | ADVISOR | HIGH SCHOOL | \$35,322 |
| REGINA MOORE | ADMINISTRATION | DISTRICT WIDE | \$55,191 |
| SHARYN MOORE | TEACHER | ELEMENTARY | \$40,929 |
| SARAH MOSS | SPECIAL EDUCATION | ELEMENTARY | \$39,000 |
| BLAKE G MUNCY | TEACHER | HIGH SCHOOL | \$35,322 |
| KRISTY MUNROE | ADVISOR | HIGH SCHOOL | \$36,900 |
| LINDA NEWNUM | ADMINISTRATION | DISTRICT WIDE | \$47,383 |
| MEAGAN PARRISH | SPECIAL EDUCATION | HIGH SCHOOL | \$38,781 |
| JILLIAN PARTEN | TEACHER | ELEMENTARY | \$33,620 |
| DEBRA PETROSS | TEACHER | MIDDLE SCHOOL | \$35,875 |
| LAUREL PILGRIM | TEACHER | MIDDLE SCHOOL | \$34,338 |
| HEATHER RATCHFORD | TEACHER | HIGH SCHOOL | \$37,000 |
| ANGELA RISH | TEACHER | MIDDLE SCHOOL | \$37,000 |
| KATHRYN ROSET | FAS LEAD | HIGH SCHOOL | \$30,750 |
| TONYA ROSS | TEACHER | ELEMENTARY | \$38,656 |
| KAREN SANDERS | TEACHER | HIGH SCHOOL | \$37,823 |
| AMANDA SCHULLIAN | SPECIAL EDUCATION | HIGH SCHOOL | \$38,000 |
| DANA SELLERS | TEACHER | ELEMENTARY | \$18,213 |
| TANYA SHORT-FASON | SPECIAL EDUCATION | HIGH SCHOOL | \$38,000 |
| AMY M SMITH | COUNSELOR | HIGH SCHOOL | \$54,087 |

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|---------------------|-------------------|---------------|----------|
| LINDA SMITH | SPECIAL EDUCATION | ELEMENTARY | \$39,398 |
| WILLIAM SPENCER | TEACHER | HIGH SCHOOL | \$36,900 |
| JESSICA L STACK | TEACHER | ELEMENTARY | \$35,196 |
| BRITTANY STEPHENS | TEACHER | ELEMENTARY | \$34,461 |
| SIENNA STRONG | TEACHER | MIDDLE SCHOOL | \$36,000 |
| AMANDA TARVER | TEACHER | MIDDLE SCHOOL | \$34,338 |
| LAUREN THRONEBERRY | ADMINISTRATION | DISTRICT WIDE | \$48,000 |
| LINDSEY WAKEFIELD | TEACHER | HIGH SCHOOL | \$37,691 |
| APRIL WALKER | ADMINISTRATION | DISTRICT WIDE | \$28,782 |
| ALLEN WARREN | TEACHER | HIGH SCHOOL | \$37,297 |
| DANA WARREN | TEACHER | ELEMENTARY | \$34,000 |
| KIMBERLEY WARY | TEACHER | HIGH SCHOOL | \$38,873 |
| KRISTEN WHEELER | ADMINISTRATION | DISTRICT WIDE | \$42,025 |
| KATHERINE E WHEELER | TEACHER | ELEMENTARY | \$34,461 |
| KELLEY WILLIAMS | TEACHER | ELEMENTARY | \$48,202 |
| HALEY WOODRUFF | FAS LEAD | ELEMENTARY | \$30,750 |

Note: Arkansas Virtual Academy has a waiver from salary schedule but is providing the above information per Act 1180 of 2009; Ark. Code Ann. § 6-11-129.

Benefit data: Arkansas Virtual Academy provides a monthly benefit up to \$161.46 toward any participating full-time employee's health insurance premium through the Employee Benefits Division (EBD). In addition to this, each full-time employee is provided dental insurance at the rate of \$25.60/month.