

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

| Employee ID | Department | Building | Salary |
|--------------------|----------------------|-----------------|---------------|
| 604300114 | SPECIAL EDUCATION | ELEMENTARY | \$43,076 |
| 604300247 | TEACHER | HIGH SCHOOL | \$38,00 |
| 604300236 | TEACHER | HIGH SCHOOL | \$37,500 |
| 604300147 | SPECIAL EDUCATION | DISTRICT WIDE | \$43,000 |
| 604300199 | SPECIAL EDUCATION | MIDDLE SCHOOL | \$38,500 |
| 604300220 | TEACHER | HIGH SCHOOL | \$38,000 |
| 604300229 | COUNSELOR | HIGH SCHOOL | \$48,000 |
| 604300144 | TEACHER | ELEMENTARY | \$17,598 |
| 604300217 | ADVISOR | HIGH SCHOOL | \$35,900 |
| 604300096 | TEACHER | HIGH SCHOOL | \$37,691 |
| 604300215 | TEACHER | HIGH SCHOOL | \$37,000 |
| 604300231 | SPECIAL EDUCATION | HIGH SCHOOL | \$37,500 |
| 604300192 | TEACHER | MIDDLE SCHOOL | \$34,850 |
| 604300190 | FAST LEAD | MIDDLE SCHOOL | \$30,750 |
| 604300216 | SPECIAL EDUCATION | MIDDLE SCHOOL | \$38,000 |
| 604300066 | ADMINISTRATION | DISTRICT WIDE | \$45,177 |
| 604300056 | TEACHER | HIGH SCHOOL | \$44,126 |
| 604300030 | TEACHER | ELEMENTARY | \$36,382 |
| 604300200 | TEACHER | HIGH SCHOOL | \$39,000 |
| 604300080 | ADVISOR | HIGH SCHOOL | \$38,304 |
| 604300150 | ADMINISTRATION | HIGH SCHOOL | \$49,000 |
| 604300256 | DYSLEXIA COORDINATOR | DISTRICT WIDE | \$42,500 |
| 604300183 | SPECIAL EDUCATION | MIDDLE SCHOOL | \$39,206 |
| 604300057 | TEACHER | HIGH SCHOOL | \$40,289 |
| 604300170 | SPECIAL EDUCATION | ELEMENTARY | \$39,847 |
| 604300124 | TEACHER | HIGH SCHOOL | \$37,823 |
| 604300226 | TEACHER | HIGH SCHOOL | \$38,000 |
| 604300140 | TEACHER | HIGH SCHOOL | \$39,924 |
| 604300075 | ADMINISTRATION | HIGH SCHOOL | \$58,000 |
| 604300238 | TEACHER | HIGH SCHOOL | \$37,500 |
| 604300125 | SPECIAL EDUCATION | MIDDLE SCHOOL | \$39,398 |
| 604300126 | TEACHER | HIGH SCHOOL | \$37,297 |
| 604300087 | FAST LEAD | HIGH SCHOOL | \$44,734 |
| 604300110 | ADVISOR | HIGH SCHOOL | \$36,076 |
| 604300109 | TEACHER | MIDDLE SCHOOL | \$33,384 |
| 604300115 | TEACHER | HIGH SCHOOL | \$39,307 |
| 604300188 | ADMINISTRATION | DISTRICT WIDE | \$38,500 |
| 604300184 | TEACHER | HIGH SCHOOL | \$35,875 |
| 604300142 | TEACHER | ELEMENTARY | \$33,620 |
| 604300201 | TEACHER | HIGH SCHOOL | \$39,000 |
| 604300225 | TEACHER | HIGH SCHOOL | \$37,500 |
| 604300240 | TEACHER | MIDDLE SCHOOL | \$36,000 |
| 604300072 | TEACHER | HIGH SCHOOL | \$45,256 |
| 604300245 | TEACHER | HIGH SCHOOL | \$38,000 |

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| 604300211 | SPECIAL EDUCATION | HIGH SCHOOL | \$38,000 |
| 604300189 | TEACHER | MIDDLE SCHOOL | \$35,800 |
| 604300091 | TEACHER | MIDDLE SCHOOL | \$35,537 |
| 604300061 | ADMINISTRATION | MIDDLE SCHOOL | \$55,043 |
| 604300213 | TEACHER | HIGH SCHOOL | \$37,000 |
| 604300210 | TEACHER | HIGH SCHOOL | \$36,500 |
| 604300099 | TEACHER | MIDDLE SCHOOL | \$35,537 |
| 604300234 | TEACHER | HIGH SCHOOL | \$36,500 |
| 604300139 | TEACHER | MIDDLE SCHOOL | \$34,408 |
| 604300128 | TEACHER | HIGH SCHOOL | \$39,924 |
| 604300146 | TEACHER | ELEMENTARY | \$35,363 |
| 604300151 | ELL COORDINATOR | DISTRICT WIDE | \$30,238 |
| 604300191 | TEACHER | MIDDLE SCHOOL | \$35,196 |
| 604300138 | TEACHER | MIDDLE SCHOOL | \$36,382 |
| 604300041 | TEACHER | HIGH SCHOOL | \$36,900 |
| 604300169 | SPECIAL EDUCATION | MIDDLE SCHOOL | \$39,000 |
| 604300257 | TEACHER | HIGH SCHOOL | \$37,153 |
| 604300100 | TEACHER | MIDDLE SCHOOL | \$35,250 |
| 604300228 | SPECIAL EDUCATION | HIGH SCHOOL | \$38,000 |
| 604300204 | TEACHER | MIDDLE SCHOOL | \$34,000 |
| 604300205 | TEACHER | ELEMENTARY | \$34,000 |
| 604300196 | TEACHER | HIGH SCHOOL | \$37,925 |
| 604300122 | SPECIAL EDUCATION | MIDDLE SCHOOL | \$39,924 |
| 604300186 | SPECIAL EDUCATION | HIGH SCHOOL | \$38,668 |
| 604300156 | FAST LEAD | MIDDLE SCHOOL | \$30,750 |
| 604300154 | FAST LEAD | HIGH SCHOOL | \$30,750 |
| 604300202 | TEACHER | HIGH SCHOOL | \$39,000 |
| 604300221 | TEACHER | HIGH SCHOOL | \$37,500 |
| 604300078 | ADVISOR | HIGH SCHOOL | \$35,322 |
| 604300260 | TEACHER | HIGH SCHOOL | \$38,000 |
| 604300018 | ADMINISTRATION | DISTRICT WIDE | \$55,191 |
| 604300019 | TEACHER | ELEMENTARY | \$40,929 |
| 604300206 | SPECIAL EDUCATION | ELEMENTARY | \$39,000 |
| 604300083 | TEACHER | HIGH SCHOOL | \$35,322 |
| 604300168 | ADVISOR | HIGH SCHOOL | \$36,900 |
| 604300034 | ADMINISTRATION | DISTRICT WIDE | \$47,383 |
| 604300242 | SPECIAL EDUCATION | HIGH SCHOOL | \$38,000 |
| 604300172 | SPECIAL EDUCATION | HIGH SCHOOL | \$38,781 |
| 604300148 | TEACHER | ELEMENTARY | \$17,000 |
| 604300178 | TEACHER | MIDDLE SCHOOL | \$35,875 |
| 604300158 | TEACHER | MIDDLE SCHOOL | \$34,338 |
| 604300224 | TEACHER | HIGH SCHOOL | \$37,000 |
| 604300223 | TEACHER | MIDDLE SCHOOL | \$37,000 |
| 604300153 | FAST LEAD | HIGH SCHOOL | \$30,750 |
| 604300036 | TEACHER | ELEMENTARY | \$38,656 |
| 604300133 | TEACHER | HIGH SCHOOL | \$37,823 |
| 604300209 | SPECIAL EDUCATION | HIGH SCHOOL | \$38,000 |

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| 604300063 | TEACHER | ELEMENTARY | \$18,213 |
| 604300214 | SPECIAL EDUCATION | HIGH SCHOOL | \$38,000 |
| 604300064 | COUNSELOR | HIGH SCHOOL | \$54,087 |
| 604300134 | SPECIAL EDUCATION | ELEMENTARY | \$39,398 |
| 604300165 | TEACHER | HIGH SCHOOL | \$36,900 |
| 604300143 | TEACHER | ELEMENTARY | \$35,196 |
| 604300118 | TEACHER | ELEMENTARY | \$34,461 |
| 604300249 | FAST LEAD | MIDDLE SCHOOL | \$30,000 |
| 604300218 | TEACHER | MIDDLE SCHOOL | \$36,000 |
| 604300039 | ADMINISTRATION | DISTRICT WIDE | \$48,000 |
| 604300092 | TEACHER | HIGH SCHOOL | \$37,691 |
| 604300160 | ADMINISTRATION | DISTRICT WIDE | \$28,782 |
| 604300136 | TEACHER | HIGH SCHOOL | \$37,297 |
| 604300207 | TEACHER | ELEMENTARY | \$34,000 |
| 604300093 | TEACHER | ELEMENTARY | \$34,461 |
| 604300010 | TEACHER | ELEMENTARY | \$48,202 |
| 604300155 | FAST 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 \$26.62/month, life insurance at the rate of \$0.97/month, and long-term disability at the rate of \$0.18/month.