

JIM HILL
SUPERINTENDENT

ARKANSAS SCHOOL FOR THE BLIND AND VISUALLY IMPAIRED

(ESTABLISHED 1859)

2600 WEST MARKHAM - P.O. BOX 668
LITTLE ROCK, ARKANSAS 72203
1-800-362-4451 - (501) 296-1810
FACSIMILE: (501) 296-1831

April 24, 2014

Kay Terry, Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
P.O. Box 3278
Little Rock, AR 72203-3278

The Arkansas School for the Blind is requesting continuation of special entry rates for teachers, counselors, librarians and other educational professionals in accordance with the special language as approved in the agency's appropriation act. The following special language of Act 193 of the 89th General Assembly of Fiscal Session 2014 states the following:

SECTION 16. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. SPECIAL RATES OF PAY. Due to the need to meet the minimum compensation schedule as established by Act 74 of the 2nd Extraordinary Session of the 84th General Assembly, or its successor, for public school teachers, counselors, and librarians and other education professionals as listed in subsection (a) below, the Arkansas School for the Blind authorized to adjust current or new employees to at least the minimum level of compensation for public school employees.

For current or new employees in the positions listed in the section below, the Arkansas School for the Blind may implement salary adjustments to maintain equity between their teacher salaries and those of Central Arkansas Public School Systems, after a plan for determining and implementing those adjustments has been reviewed by the Office of Personnel Management and by the Personnel Committee of the Arkansas Legislative Council and approved by the Chief Fiscal Officer of the State.

For purposes of implementing the plan, the Arkansas School for the Blind is authorized special rates of pay up to maximum on the new Career Service Pay Plan.

Kay Terry, Personnel Administrator
Arkansas Department of Finance and Administration
April, 24, 2014
Page 2

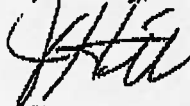
<u>TITLE</u>	<u>GRADE</u>
Certified Bachelors Teacher	C117
Certified Masters Teacher	C119
Certified Masters Degree Librarian	C119
Education Counselor	C119
School Speech Pathologist	C119
School Principal	C126
Assistant Principal	C123
Teacher Supervisor	C120
Educational Specialist	C120

Funding for the minimum compensation provided for in this section that is supported in whole or in part from general revenues, shall, if required, be provided by a transfer from the Merit Adjustment Fund to the proper fund or fund account and in such amounts as determined by the Chief Fiscal Officer of the State. The Arkansas School for the Blind shall, in addition to the funds provided in this Act for Annual Career Service Recognition Payments from the Merit Adjustment Fund, make available any funding generated from agency salary savings for such purposes from the funds or fund accounts as provided by law. The provisions of this section shall be in effect only from July 1, 2014 through June 30, 2015.

The agency's request is based on the need to maintain equity between teacher salaries and those of Central Arkansas Public School Systems. The attachments reflect the pay scale that the schools are requesting to implement and also reflect salary levels for various educational levels and years of experience.

Your consideration of this request is appreciated.

Sincerely,



Jim Hill, Superintendent
Arkansas School for the Blind

AR School for Blind

ASBVI Proposed Salary Schedule Comparison

6/14/2013 2

Last name	First name	Years of service As of end of 12-13	Level	Grade	ASB 2013-2014 Annual salary	Tony's Central Ar Adjusted scale	Difference
Anders	Ashley	7	MA	C119	\$ 41,238.60	\$ 43,326.00	\$ 2,087.40
BENEDETTI	JENNIFER	11	Masters	C118	\$ 43,103.91	\$ 45,926.00	\$ 2,822.09
CATON	JAMES	3	BA	C117	\$ 42,949.04	\$ 37,237.00	\$ (5,712.04)
COLE	MARANDA	9	MA + Cert	C119+	\$ 52,512.35	\$ 46,326.00	\$ (6,186.35)
COLE	LORI	9	BA + Cert	C117+	\$ 46,890.33	\$ 42,297.00	\$ (4,593.33)
Combs	Dusby	1	BA	C117	\$ 34,053.80	\$ 36,237.00	\$ 2,183.20
Rasnack	Alyssa	2	BA	C117	\$ 37,014.71	\$ 36,737.00	\$ (277.71)
Fitzgibbon	Mindy	19	MA + Cert	C119+	\$ 38,206.75	\$ 32,115.60	\$ (6,091.15)
GEOGHEGAN	LIS	13	MA + Cert	C119+	\$ 53,911.35	\$ 49,526.00	\$ (4,385.35)
GOULD	JOHN	30	MA + Cert	C119+	\$ 60,374.37	\$ 54,326.00	\$ (6,048.37)
GUNDERMAN	PHYLLIS	11	BA + Cert	C117+	\$ 50,972.29	\$ 43,837.00	\$ (7,135.29)
HALL	SAMANTHA	5	BA + Cert	C117+	\$ 35,255.69	\$ 40,237.00	\$ 4,981.31
Hopper	Jennifer	11	BA	C117	\$ 41,602.67	\$ 37,737.00	\$ (3,865.67)
HORTON	KELLY	6	BA	C117	\$ 36,348.74	\$ 38,737.00	\$ 2,388.26
HUDSON	PAMELA	14	MA + Cert	C119+	\$ 55,041.10	\$ 50,326.00	\$ (4,715.10)
HUNTSMAN	BILLY	9	BA + Cert	C117	\$ 39,243.66	\$ 42,237.00	\$ 2,993.34
LOESCH	SUSAN	38	MA	C119	\$ 58,201.64	\$ 52,326.00	\$ (5,875.64)
MICALLISTER	JOHN	12	MA + Cert	C119+	\$ 50,052.36	\$ 48,726.00	\$ (1,326.36)
MACCORMACK	KEVIN	7	MA + Cert	C119+	\$ 43,444.54	\$ 45,326.00	\$ 1,881.36
MOORE	SHELLI	12	MA + Cert	C119+	\$ 49,628.68	\$ 48,726.00	\$ (902.68)
Montgomery	Elizabeth	8	BA	C117	\$ 37,266.75	\$ 39,737.00	\$ 2,470.25
OLSON	SUSAN	12	MA + Cert	C119+	\$ 49,628.68	\$ 48,726.00	\$ (902.68)
Points	Jamie	9	MA	C119	\$ 41,748.63	\$ 44,326.00	\$ 2,577.37
RASPBERRY	PAMELA	34	MA + Cert	C119+	\$ 61,270.11	\$ 54,326.00	\$ (6,944.11)
REDDICK	ALICIA	6	BA + Cert	C117+	\$ 40,917.61	\$ 40,737.00	\$ (180.61)
Smith	Cheryl	14	MA	C119	\$ 43,788.55	\$ 48,326.00	\$ 4,537.45
SMITH	MICHELLE	17	MA + Cert	C119+	\$ 53,523.94	\$ 52,726.00	\$ (797.94)
SMITH	STEPHANIE	9	MA + Cert	C119+	\$ 44,605.15	\$ 46,326.00	\$ 1,720.85
Strojek	Shendoah	2	BA	C117	\$ 34,053.80	\$ 36,737.00	\$ 2,683.20
Volk	DAVID	15	MA	C119	\$ 44,808.62	\$ 49,126.00	\$ 4,317.38
WILKS	CHRISTOPHER	12	MA + Cert + 30	C119++	\$ 53,370.34	\$ 48,726.00	\$ (4,644.34)
WILLIAMS	LINDA	28	BA + Cert	C117+	\$ 55,870.43	\$ 50,237.00	\$ (5,633.43)

\$ 37,643.46



ASD

Arkansas School for the Deaf

2400 West Markham • Little Rock, Arkansas 72208 • (501) 324-9508 Voice/TTY • (501) 324-9553 Fax
Mike Phillips, Superintendent

April 24, 2014

Kay Terry, Personnel Administrator
Department of Finance and Administration
Office of Personnel Management
P.O. Box 3278
Little Rock, AR 72203-3278

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For purposes of implementing the plan, the Arkansas School for the Deaf is authorized special rates of pay up to maximum on the new Career Service Pay Plan.

MISSION STATEMENT

Working Together to Create Learning Opportunities for Academic Excellence and Personal Independence

Kay Terry, Personnel Administrator
Arkansas Department of Finance and Administration
April, 24, 2014
Page 2

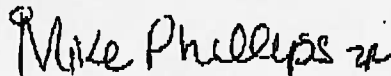
<u>TITLE</u>	<u>GRADE</u>
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Certified Masters Teacher	C119
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Education Counselor	C119
School Speech Pathologist	C119
School Principal	C126
Assistant Principal	C123
Teacher Supervisor	C120
Educational Specialist	C120
Special Education Supervisor	C123

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Sincerely,



Mike Phillips, Superintendent
Arkansas School for the Deaf

AR School for Deaf

	Central AR 12-13 BA Only				Central AR 12-13 NMA Only			
Cabot	\$ 39,875.00				\$ 42,500.00			
PCSSD	\$ 32,175.00				\$ 37,247.00			
Bryant	\$ 36,930.00				\$ 40,430.00			
Little Rock	\$ 33,618.00				\$ 38,683.00			
North Little Rock	\$ 33,500.00				\$ 36,630.00			
Conway	\$ 38,324.00				\$ 43,426.00			
Aug	\$ 35,737.00				\$ 39,826.00			
Blind and Deaf grid rate adjustment based on Central Arkansas salary averages								
	BA	BA + Certification = Base + \$2000			NMA	NMA + Certification = Base + \$2000		
Year 1	\$ 35,737.00	\$ 37,737.00			\$ 39,826.00	\$ 41,826.00		
Year 2	\$ 36,237.00	\$ 38,237.00		+500	\$ 40,326.00	\$ 42,326.00		+500
Year 3	\$ 36,737.00	\$ 38,737.00		+500	\$ 40,826.00	\$ 42,826.00		+500
Year 4	\$ 37,237.00	\$ 39,237.00		+500	\$ 41,326.00	\$ 43,326.00		+500
Year 5	\$ 37,737.00	\$ 39,737.00		+500	\$ 41,826.00	\$ 43,826.00		+500
Year 6	\$ 38,237.00	\$ 40,237.00		+500	\$ 42,326.00	\$ 44,326.00		+500
Year 7	\$ 38,737.00	\$ 40,737.00		+500	\$ 42,826.00	\$ 44,826.00		+500
Year 8	\$ 39,237.00	\$ 41,237.00		+500	\$ 43,326.00	\$ 45,326.00		+500
Year 9	\$ 39,737.00	\$ 41,737.00		+500	\$ 43,826.00	\$ 45,826.00		+500
Year 10	\$ 40,237.00	\$ 42,237.00		+500	\$ 44,326.00	\$ 46,326.00		+500
Year 11	\$ 41,037.00	\$ 43,037.00		+800	\$ 45,126.00	\$ 47,126.00		+800
Year 12	\$ 41,837.00	\$ 43,837.00		+800	\$ 45,926.00	\$ 47,926.00		+800
Year 13	\$ 42,637.00	\$ 44,637.00		+800	\$ 46,726.00	\$ 48,726.00		+800
Year 14	\$ 43,437.00	\$ 45,437.00		+800	\$ 47,526.00	\$ 49,526.00		+800
Year 15	\$ 44,237.00	\$ 46,237.00		+800	\$ 48,326.00	\$ 50,326.00		+800
Year 16	\$ 45,037.00	\$ 47,037.00		+800	\$ 49,126.00	\$ 51,126.00		+800
Year 17	\$ 45,837.00	\$ 47,837.00		+800	\$ 49,926.00	\$ 51,926.00		+800
Year 18	\$ 46,637.00	\$ 48,637.00		+800	\$ 50,726.00	\$ 52,726.00		+800
Year 19	\$ 47,437.00	\$ 49,437.00		+800	\$ 51,526.00	\$ 53,526.00		+800
Year 20	\$ 48,237.00	\$ 50,237.00		+800	\$ 52,326.00	\$ 54,326.00		+800

The Professional Development Program

Introduction

Instructors without an Arkansas Teachers Certificate have not had the benefit of formal teacher education training and will be required to participate in the professional development program.

The primary role of the Career & Technical Faculty is to provide a quality education to students who wish to enter a recognized occupation or improve their occupational skills and knowledge. In part, the instructor's mission is to (1) provide instruction to meet each individual's needs; (2) provide instruction to meet the needs of business and industry; (3) instill in each individual respect for the basic human rights of others; and (4) help the individual acquire the capacity to appreciate, accept, and adapt to change.

The Role Of Career & Technical Faculty

As a technology instructor, your primary role is to provide the leadership and initiative necessary to achieve the objectives of your service area. This includes all facets of program planning and management, as well as the instructional activities necessary to ensure the academic achievement of your students. In addition, you will be expected to strive for excellence through continuous participation in professional development activities.

Specifically, your job will demonstrate competence in at least the following areas of activity:

- Teaching and instructional management
- Performing administrative responsibilities of your service area
- Establishing and maintaining community relations
- Establishing and working with advisory committees
- Serving as advisor to career and technical student organizations in your service area
- Managing the resources of your service area

Achieving Professional Development

A structured professional development program is important for the instructor to achieve professional growth goals. This handbook will serve as a guide to requirements and timelines to be followed for accomplishing the Performance Based Teacher Education module program and Continuing Education Unit objectives. The PBTE program addresses three areas of professional activity relevant to the role of a career & technical faculty member: (1) teaching skills, (2) technical updating activities and (3) related

professional activities. Your teaching skills will be developed and refined as you progress through the module program. Your participation in the PBTE program will require you to demonstrate competence in teaching activities essential to quality instruction.

In addition to the PBTE module program, all instructors are required to complete Continuing Education Units. The CEU can be obtained in one or a combination of three methods:

1. 160 clock hours in industry
2. 40 clock hours of planned and organized instructional activity
3. A course of three semester credit hours from an accredited college or university. The course must pertain to your field of instruction.

Along with the required modules, four CEUs are needed to advance to each program level. Once the instructor has obtained the Master level, four CEUs are required every eight years. Completed CEUs are kept in the individual personnel files.

A list of module titles is provided for your review. A total of 132 modules are included in the program. Completion of 31 predetermined modules is a requirement for continued employment. You are not required to continue with the program after completing the mandatory 31 modules. However, if you should elect to continue, there is monetary gain for your participation.

At the time of hire, instructors are at level one, Associate Instructor. *You may remain at this rank for no more than 3 years.* When the 31 predetermined modules and 4 continuing education units are completed, the instructor's title will become Instructor. The third level is Senior Instructor and can be obtained with the completion of a total of 64 modules and an additional 4 continuing education units. The fourth and final level is Master Instructor. This level is accomplished with the completion of a total of 100 modules and 4 additional continuing education units. Instructors who complete the Senior level will receive a 3% salary increase. An additional 3% salary increase will be available to instructors who complete the Master level. Instructors must remain at each level for a minimum of one year.

The PBTE module booklets are on file in the NTI library. You can check out modules at your convenience, but remember other instructors may be participating in the program and booklets should be returned as quickly as possible. You will need to photocopy the page that includes the Module Title and Number. This page will be used to attach and submit your documentation to the module advisor.

NTI is fortunate to have an on-site advisor to answer questions and give direction. The advisor is responsible for grading and recording the instructor's module progress and reporting this progress to the Director of Instruction and Personnel Manager.

06/0/0630

**Proposed Special Pay Plan for the Department of Finance and
Administration – Office of Accounting (DFA-OA)
2013-2015**

The Legislature has established criteria for the implementation of special rates of pay under Act 688 of 2009. The Office of Accounting has previously received approval to use special entry rates for its positions that support the Comprehensive Annual Financial Report (CAFR). The proposed plan incorporates the requirements of Act 688 into a professional development matrix that has supported this office since fiscal year 2002.

The current plan request is to hire at Midpoint of the Career Service Pay Plan instead of the Minimum. This reflects the current salaries the Office of Accounting has been required to pay to attract qualified applicants to perform these jobs. As in the prior year we have included three positions that work in the Internal Audit group within the Office of Accounting. The technical nature of the work performed by these positions requires us to attract and retain Certified Public Accountants or Certified Internal Auditors for these positions to properly assist other State agencies. Passing the Certified Government Finance Manager exam demonstrates the individual understands the differences between governmental accounting and corporate accounting.

Special Rates of Pay

The Office of Accounting requests review and approval of this proposed plan to implement special rates of pay for two distinct groups of accounting professionals within our office. The two distinct groups of accounting professionals within the Office of Accounting are:

CAFR Group: The CAFR group has the responsibility of providing a pre-audit analytical review of all State agency financial statements, compilation of those statements into the State of Arkansas's Comprehensive Annual Financial Report, and the production of the Schedule of Federal Awards each year. The skill sets necessary to produce these reports are the same as those for people doing SEC reporting such as Dillards and Walmart.

Internal Audit Group: The Internal Audit group performs both financial and compliance audits and consulting services to State agencies. Their work is governed by the Institute of Internal Auditors and the American Institute of Certified Public Accountants.

Certifications: Because the nature of work performed by the positions within the pay plan require knowledge demonstrated by being certified as either a Certified Public Accountant or a Certified Internal Auditor, a current employee who is already in one of the CAFR Group positions included in this pay plan shall receive 6% salary increase upon passing either the Certified Public Accountant, Certified Internal Auditor, or the Certified Government Finance Manager exams and a current employee who is already in one of the Internal Audit Group positions included in this

pay plan shall receive a 6% salary increase upon passing either the Certified Public Accountant, Certified Internal Auditor or Certified Government Finance Manager exams.

The following job class codes are authorized to pay up to the midpoint salary of the Career Service Pay Plan as a starting rate of pay if the Minimum Qualifications (as determined by the Office of Personnel Management), and the additional qualifications specified below are met by the perspective candidate for the job.

CAFR GROUP:

A089C, ACCOUNTANT I, GRADE C116: Midpoint \$42,386

Minimum Qualifications as determined by OPM. Additionally, candidate must have three years' general accounting experience with a full general ledger system.

For the first two years of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the DFA Assistant Administrator – CAFR Group.

A058C, DFA CAFR ACCOUNTANT, GRADE C120: Midpoint \$51,124

Minimum Qualifications as determined by OPM. Additionally, candidate must have two years of general accounting experience with a full general ledger system or one year of audit experience.

For the first two years of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the DFA Assistant Administrator – CAFR Group.

A025C, DFA ACCOUNTING CAFR COORDINATOR, GRADE C125: Midpoint \$62,719

Minimum Qualifications as determined by OPM. Additionally, candidate must be a **Certified Public Accountant**.

For the first two years of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the DFA Assistant Administrator – CAFR Group.

A017C, DFA CAFR ACCOUNTING MANAGER, GR C127: Midpoint \$68,032

Minimum Qualifications as determined by OPM. Candidate must have additional three years' experience in preparation of financial statements or two years' audit experience. Additionally, candidate must be a **Certified Public Accountant**.

For the first two years of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the DFA Assistant Administrator -- CAFR Group.

INTERNAL AUDIT GROUP:

A066C, INTERNAL AUDITOR, GRADE C119: Midpoint \$49,067

Minimum Qualifications as determined by OPM. Additionally, candidate must be eligible to sit for the Certified Public Accountant or Certified Internal Auditor examination.

For the first two years of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the DFA Administrator -- Internal Audit.

A060C, SENIOR AUDITOR, GRADE C119: Midpoint \$49,067

Minimum Qualifications as determined by OPM. Additionally, candidate must be eligible to sit for the Certified Public Accountant or Certified Internal Auditor examination.

For the first two years of service in this category the employee will be eligible for a 6% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the DFA Administrator -- Internal Audit.

A007C, AUDIT MANAGER, GRADE C129: Midpoint \$73,776

Minimum Qualifications as determined by OPM. Additionally, candidate must be a **Certified Public Accountant** or **Certified Internal Auditor** with two additional years of audit experience.

For the first two years of service in this category the employee will be eligible for a 9% salary increase if they receive an "Above Average" or better performance evaluation and recommendation from the DFA Administrator -- Internal Audit.

EPIDEMIOLOGIST, L028C, Grade C122

<u>Pay Range</u>	<u>Salary</u>	<u>Education</u>	<u>Experience</u>
Entry	\$41,159	Bachelor's Degree Master's Degree	4 years 2 years
Base	\$43,693	Bachelor's Degree plus 9 total graduate hours with 3 hours each of: epidemiological methods, general epidemiology and statistical methods	2 additional years
Base Plus	\$46,227	Master's Degree in Epidemiology, Public Health or related field	1 additional year
Base Plus	\$48,761	Master's Degree in Epidemiology, Public Health or related field	3 additional years

0645

Health Health Physicists

Tier I

Service: Two (2) years of continuous service within either the Radiation Control Section or Emergency Management Section.

Performance Evaluation: A minimum score of *satisfactory* job performance.

Training: Completion within two years of a combination of the following courses approved by the Section Chief:

Radiological Emergency Response Operations conducted by FEMA

And

One (1) of the following Applied Health Physics courses conducted by a recognized institution and approved by the Section Chief:

- a) Introductory Health Physics
- b) Radiation Physics
- c) Mammography Quality Standards Act – Radiation Physics
- d) FDA Online X-ray Field Testing training
 - Module 1 – Introduction to Radiological Physics
- e) FDA Online X-ray Field Testing training
 - Module 2 – Above Table Radiographic X-ray Systems

Or

One (1) five week course of Applied Health Physics

Tier II

Service: Three (3) years of continuous service within either the Radiation Control Section or Emergency Management Section.

Performance Evaluation: A minimum score of *satisfactory* job performance.

Training: Completion within the third year of service of two (2) of the following courses with approval of the Section Chief:

- a) Licensing Practices and Procedures
- b) Inspection Procedures
- c) Radiological Accident Assessment
- d) Advanced Radiological Incident Operations
- e) Mammography Quality Standards Act Inspection Techniques Procedures
- f) Mammography Quality Standards Act Rules/Regulations
- g) Health Physics in Radiation Accidents

- h) Medical X-ray Survey Techniques Course
- i) FDA Online X-ray Field Testing Training – Module 2

Tier III

Service: Four (4) years of continuous service within either the Radiation Control Section or Emergency Management Section.

Performance Evaluation: A minimum score of *above average* or *excellent* job performance.

Training: A required combination of four (4) courses consisting of a minimum of three (3) days unless an approved exception is approved by the Section Chief. In unique situations, approved shorter courses may be given fractional course credit, e.g., a one (1) day course may be considered as a 1/3 credit and a two (2) day course may be considered as a 2/3 credit.

All course selections must be relevant to the section's technical and/or radiological emergency management responsibilities, completed after the third year of service, and approved by the Section Chief. Each course must be sponsored or conducted by a recognized federal or state agency, professional or technical organization, or accredited school. Tier II listed courses, not previously completed, are eligible.

NRC Courses:

- a) Licensing Practices and Procedures
- b) Inspection Procedures
- c) Inspection for Performance Materials
- d) Environmental Monitoring for Radioactivity
- e) Air Sampling for Radioactive Materials
- f) Radiological Surveys in Support of Decommissioning
- g) Diagnostic and Therapeutic Nuclear Medicine
- h) Safety Aspects of Industrial Radiography
- i) Transportation of Radioactive Materials
- j) Internal Dosimetry and Whole Body Counting
- k) Teletherapy and Brachytherapy
- l) Safety Aspects of Well Logging

FEMA Courses:

- a) Radiological Accident Assessment
- b) Advanced Radiological Incident Operations
- c) Radiological Exercise Evaluation
- d) Radiological Planning Workshop
- e) Exercise Development Course
- f) Weapons of Mass Destruction Technical Emergency Response Training

FDA Courses:

- a) Mammography Quality Standards Act Inspection Techniques Procedures
- b) Mammography Quality Standards Act Rules/Regulations

Department of Energy Course:

Domestic Nuclear Detection Office's REACHBACK

In addition, the agency is requesting to add the following three NRC courses:

- a) Multi-agency radiation survey and site investigation manual (MARSSIM) (H-121)
- b) Multi-agency radiation survey and assessment of materials and equipment manual (MARSAME) (H-120)
- c) Nuclear materials control and security systems and principles (S-201)

Health

0645

Class Code: L018N

Job Title: NURSE PRACTITIONER

Fair Labor Standards Act (FLSA) Exemption Status: E

Exempt

Grade: N904

Pay Scale: Level Annual Hourly

Entry

Base 73,116 35.152

Midpoint 82,256 39.5481

Maximum 91,395 43.9399

Career

NOTE: Salaries can only increase past the Maximum level for employees with 15 or more years of service

Proposed GRID

	Point Computations	Annual	Hourly
Base		73,116	35.152
Education			
• Bachelors of Science in Nursing (BSN)	6 percentage points	77,502.96	37.261
• Masters of Science in Nursing (MSN)	8 percentage points	78,965.28	37.964
• Public Health Nursing (PHN) or • Doctor of Nursing Practice (DNP)	10 percentage points	80,427.60	38.667
Nurse Practitioner Experience	.5 percentage points for each year of experience		
Total Points	13 percentage points possible (not to exceed this amount to base salary)	82,621.08	39.722
Differential (Add On)	6% for Nurse Practitioner Coordinator Role		

ARKANSAS STATE POLICE**SALARY ADMINISTRATION GRID:**

- The salary administration grid currently in use by ASP provides a minimum entry salary of \$36,000 for all ASP Troopers, T100C, grade C118, upon completion of troop school.
- New recruits will enter Troop School at the rate of \$34,500, between entry and base of grade C118. Upon completion of troop school, incumbent salaries will be increased to \$36,000.
- After four and one-half years of service as a commissioned officer, the employee will be eligible for a promotion to Trooper 1st Class, T035C, grade C119.
- The next transition is to Corporal, T022C, grade C121, at which time the employee must meet the criteria of seven and one-half years of service as a commissioned officer.
- Advancement to ranks higher than Corporal will be on a competitive basis.

Statewide Nursing Grid

ALL

When utilizing the Statewide Nursing Grid, the starting salary for registered and licensed nurse positions is determined by adding the appropriate percentages for educational and work experience to the entry salary for the assigned pay grade of the classification.

REGISTERED NURSE CLASSIFICATION

The educational levels receiving additional percentage points beyond the minimum requirement for a registered nurse are as follows:

- 6% for Bachelor of Science in Nursing
- 10% for Master of Science in Nursing or Public Health

The percentage amount for relevant work experience for registered nurses is as follows:

- 2.5% for each year of work as a registered nurse
- 1% for each year of work as a licensed practical nurse

The Department of Health is requesting the continuation of an additional 10% for nurses who assume the job duties a Local Health Unit Administrator and the continuation of an additional 6% for nurses who assume clinic supervisory duties. These differential percentages for assuming additional duties are included in the employee's base rate of pay and will be removed if the employee relinquishes these job duties.

LICENSED PRACTICAL NURSE CLASSIFICATION

Entry level salary for the licensed practical nurse classification is determined by adding the appropriate percentage for work experience to the entry level salary for the assigned pay grade for the classification. The percentage amount for relevant work experience for licensed practical nurses is as follows:

- 2.5% for each year of work as a licensed practical nurse

The maximum grid percentage increase allowed for any prospective employee is 47%. The guidelines for using the statewide nursing grid and the worksheet currently used by all authorized entities are attached.

CLASSIFICATIONS

The classifications currently covered by the existing nursing grid and recommended for continuation are listed below:

<u>Title</u>	<u>Grade</u>	<u>Code</u>
Licensed Practical Nurse	C113	L069C
Registered Nurse	C120	L038C