

**FORT SMITH PUBLIC SCHOOLS  
CERTIFIED STAFF  
2015-2016 SALARY SCHEDULE**

	<b>-RANGE-</b>							
	01	02	03	04	05	06	07	08
<b>STEP</b>	BACHELOR	BACHELOR +12 HRS	BACHELOR +24 HRS	BACHELOR +36 HRS	MASTER	MASTER +15 HRS	MASTER +30 HRS	DOCTOR
1	37,500.00	39,750.00	42,000.00	44,250.00	44,250.00	46,500.00	48,750.00	51,000.00
2	38,150.00	40,400.00	42,650.00	44,900.00	44,900.00	47,150.00	49,400.00	51,650.00
3	38,800.00	41,050.00	43,300.00	45,550.00	45,550.00	47,800.00	50,050.00	52,300.00
4	39,450.00	41,700.00	43,950.00	46,200.00	46,200.00	48,450.00	50,700.00	52,950.00
5	40,100.00	42,350.00	44,600.00	46,850.00	46,850.00	49,100.00	51,350.00	53,600.00
6	40,750.00	43,000.00	45,250.00	47,500.00	47,500.00	49,750.00	52,000.00	54,250.00
7	41,600.00	43,850.00	46,100.00	48,350.00	48,350.00	50,600.00	52,850.00	55,100.00
8	42,450.00	44,700.00	46,950.00	49,200.00	49,200.00	51,450.00	53,700.00	55,950.00
9	43,300.00	45,550.00	47,800.00	50,050.00	50,050.00	52,300.00	54,550.00	56,800.00
10	44,150.00	46,400.00	48,650.00	50,900.00	50,900.00	53,150.00	55,400.00	57,650.00
11	45,000.00	47,250.00	49,500.00	51,750.00	51,750.00	54,000.00	56,250.00	58,500.00
12	45,850.00	48,100.00	50,350.00	52,600.00	52,600.00	54,850.00	57,100.00	59,350.00
13	47,350.00	49,600.00	51,850.00	54,100.00	54,100.00	56,350.00	58,600.00	60,850.00
14	48,850.00	51,100.00	53,350.00	55,600.00	55,600.00	57,850.00	60,100.00	62,350.00
15	50,350.00	52,600.00	54,850.00	57,100.00	57,100.00	59,350.00	61,600.00	63,850.00
16	51,850.00	54,100.00	56,350.00	58,600.00	58,600.00	60,850.00	63,100.00	65,350.00
17	53,350.00	55,600.00	57,850.00	60,100.00	60,100.00	62,350.00	64,600.00	66,850.00
18	53,350.00	55,600.00	57,850.00	60,850.00	60,850.00	63,100.00	65,350.00	67,600.00
19	53,350.00	55,600.00	57,850.00	60,850.00	60,850.00	63,100.00	65,350.00	67,600.00
20	53,350.00	55,600.00	57,850.00	60,850.00	60,850.00	63,100.00	65,350.00	67,600.00
21	53,350.00	55,600.00	57,850.00	62,350.00	62,350.00	64,600.00	66,850.00	69,100.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 193-day contract year. For contracts exceeding 193 days, a "days index" is applied to the base salary listed above.
- \* Individuals who achieve the National Board for Professional Teaching Standards Certificate will be granted an annual \$2,000 award for the ten-year life of the certificate in addition to pay on above salary schedule.

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance**--Individual premium paid by district.
- \* **Life Insurance--\$10,000**--Premium paid by district.
- \* **Tax Sheltered Annuities (optional)**--Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS**  
**SPEECH-LANGUAGE PATHOLOGY ASSISTANT (SLPA) STAFF**  
**2015-2016 SALARY SCHEDULE**

	<b>-RANGE-</b>							
	01	02	03	04	05	06	07	08
<b>STEP</b>	BACHELOR	BACHELOR +12 HRS	BACHELOR +24 HRS	BACHELOR +36 HRS	MASTER	MASTER +15 HRS	MASTER +30 HRS	DOCTOR
1	33,750.00	35,775.00	37,800.00	39,825.00	39,825.00	41,850.00	43,875.00	45,900.00
2	34,335.00	36,360.00	38,385.00	40,410.00	40,410.00	42,435.00	44,460.00	46,485.00
3	34,920.00	36,945.00	38,970.00	40,995.00	40,995.00	43,020.00	45,045.00	47,070.00
4	35,505.00	37,530.00	39,555.00	41,580.00	41,580.00	43,605.00	45,630.00	47,655.00
5	36,090.00	38,115.00	40,140.00	42,165.00	42,165.00	44,190.00	46,215.00	48,240.00
6	36,675.00	38,700.00	40,725.00	42,750.00	42,750.00	44,775.00	46,800.00	48,825.00
7	37,440.00	39,465.00	41,490.00	43,515.00	43,515.00	45,540.00	47,565.00	49,590.00
8	38,205.00	40,230.00	42,255.00	44,280.00	44,280.00	46,305.00	48,330.00	50,355.00
9	38,970.00	40,995.00	43,020.00	45,045.00	45,045.00	47,070.00	49,095.00	51,120.00
10	39,735.00	41,760.00	43,785.00	45,810.00	45,810.00	47,835.00	49,860.00	51,885.00
11	40,500.00	42,525.00	44,550.00	46,575.00	46,575.00	48,600.00	50,625.00	52,650.00
12	41,265.00	43,290.00	45,315.00	47,340.00	47,340.00	49,365.00	51,390.00	53,415.00
13	42,615.00	44,640.00	46,665.00	48,690.00	48,690.00	50,715.00	52,740.00	54,765.00
14	43,965.00	45,990.00	48,015.00	50,040.00	50,040.00	52,065.00	54,090.00	56,115.00
15	45,315.00	47,340.00	49,365.00	51,390.00	51,390.00	53,415.00	55,440.00	57,465.00
16	46,665.00	48,690.00	50,715.00	52,740.00	52,740.00	54,765.00	56,790.00	58,815.00
17	48,015.00	50,040.00	52,065.00	54,090.00	54,090.00	56,115.00	58,140.00	60,165.00
18	48,015.00	50,040.00	52,065.00	54,765.00	54,765.00	56,790.00	58,815.00	60,840.00
19	48,015.00	50,040.00	52,065.00	54,765.00	54,765.00	56,790.00	58,815.00	60,840.00
20	48,015.00	50,040.00	52,065.00	54,765.00	54,765.00	56,790.00	58,815.00	60,840.00
21	48,015.00	50,040.00	52,065.00	56,115.00	56,115.00	58,140.00	60,165.00	62,190.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 193-day contract year.

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance** --Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance** --Individual premium paid by district.
- \* **Life Insurance** --\$10,000 --Premium paid by district.
- \* **Tax Sheltered Annuities (optional)** --Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)** --A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

*FORT SMITH PUBLIC SCHOOLS*  
**PHYSICAL/OCCUPATIONAL THERAPIST ASSISTANT STAFF**  
2015-2016 SALARY SCHEDULE

**STEP**

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1	36,375.00
2	37,005.50
3	37,636.00
4	38,266.50
5	38,897.00
6	39,527.50
7	40,352.00
8	41,176.50
9	42,001.00
10	42,825.50
11	43,650.00
12	44,474.50
13	45,929.50
14	47,384.50
15	48,839.50
16	50,294.50
17	51,749.50
18	51,749.50
19	51,749.50
20	51,749.50
21	51,749.50

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**SCHEDULE NOTES:**

\* Schedule is based upon a 193-day contract year.

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance** --Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance** --Individual premium paid by district.
- \* **Life Insurance--\$10,000 Policy** --Premium paid by district.
- \* **Tax Sheltered Annuities (optional)** --Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)** --A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS**  
**NURSING STAFF**  
**2015-2016 SALARY SCHEDULE**  
**-RANGE-**

<b>STEP</b>	01 LICENSED PRACTICAL NURSE (LPN)	02 REGISTERED NURSE--ADN	03 REGISTERED NURSE--BSN (BACHELOR)	04 REGISTERED NURSE--BSN +12 HRS	05 REGISTERED NURSE--MSN (MASTERS)
1	30,750.00	34,125.00	37,500.00	39,750.00	44,250.00
2	31,283.00	34,716.50	38,150.00	40,400.00	44,900.00
3	31,816.00	35,308.00	38,800.00	41,050.00	45,550.00
4	32,349.00	35,899.50	39,450.00	41,700.00	46,200.00
5	32,882.00	36,491.00	40,100.00	42,350.00	46,850.00
6	33,415.00	37,082.50	40,750.00	43,000.00	47,500.00
7	34,112.00	37,856.00	41,600.00	43,850.00	48,350.00
8	34,809.00	38,629.50	42,450.00	44,700.00	49,200.00
9	35,506.00	39,403.00	43,300.00	45,550.00	50,050.00
10	36,203.00	40,176.50	44,150.00	46,400.00	50,900.00
11	36,900.00	40,950.00	45,000.00	47,250.00	51,750.00
12	37,597.00	41,723.50	45,850.00	48,100.00	52,600.00
13	38,827.00	43,088.50	47,350.00	49,600.00	54,100.00
14	40,057.00	44,453.50	48,850.00	51,100.00	55,600.00
15	41,287.00	45,818.50	50,350.00	52,600.00	57,100.00
16	42,517.00	47,183.50	51,850.00	54,100.00	58,600.00
17	43,747.00	48,548.50	53,350.00	55,600.00	60,100.00
18	43,747.00	48,548.50	53,350.00	55,600.00	60,850.00
19	43,747.00	48,548.50	53,350.00	55,600.00	60,850.00
20	43,747.00	48,548.50	53,350.00	55,600.00	60,850.00
21	43,747.00	48,548.50	53,350.00	55,600.00	62,350.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 193-day contract year.
- \* Registered Nurses who possess a three-year nursing degree receive an index of .033 above the base contract for Registered Nurse--ADN listed above.

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance** --Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance** --Individual premium paid by district.
- \* **Life Insurance--\$10,000 Policy** --Premium paid by district.
- \* **Tax Sheltered Annuities (optional)** --Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)** --A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS**  
**COMPUTER INFORMATION SYSTEMS (CIS) PROFESSIONAL STAFF**  
**2015-2016 SALARY SCHEDULE**

	<b>-RANGE-</b>							
	01	02	03	04	05	06	07	08
<b>STEP</b>	BACHELOR	BACHELOR +12 HRS	BACHELOR +24 HRS	BACHELOR +36 HRS	MASTER	MASTER +15 HRS	MASTER +30 HRS	DOCTOR
1	39,637.31	42,015.54	44,393.78	46,772.02	46,772.02	49,150.26	51,528.50	53,906.74
2	40,324.35	42,702.59	45,080.83	47,459.07	47,459.07	49,837.31	52,215.54	54,593.78
3	41,011.40	43,389.64	45,767.88	48,146.11	48,146.11	50,524.35	52,902.59	55,280.83
4	41,698.45	44,076.68	46,454.92	48,833.16	48,833.16	51,211.40	53,589.64	55,967.88
5	42,385.49	44,763.73	47,141.97	49,520.21	49,520.21	51,898.45	54,276.68	56,654.92
6	43,072.54	45,450.78	47,829.02	50,207.25	50,207.25	52,585.49	54,963.73	57,341.97
7	43,970.98	46,349.22	48,727.46	51,105.70	51,105.70	53,483.94	55,862.18	58,240.41
8	44,869.43	47,247.67	49,625.91	52,004.15	52,004.15	54,382.38	56,760.62	59,138.86
9	45,767.88	48,146.11	50,524.35	52,902.59	52,902.59	55,280.83	57,659.07	60,037.31
10	46,666.32	49,044.56	51,422.80	53,801.04	53,801.04	56,179.27	58,557.51	60,935.75
11	47,564.77	49,943.01	52,321.24	54,699.48	54,699.48	57,077.72	59,455.96	61,834.20
12	48,463.21	50,841.45	53,219.69	55,597.93	55,597.93	57,976.17	60,354.40	62,732.64
13	50,048.70	52,426.94	54,805.18	57,183.42	57,183.42	59,561.66	61,939.90	64,318.13
14	51,634.20	54,012.44	56,390.67	58,768.91	58,768.91	61,147.15	63,525.39	65,903.63
15	53,219.69	55,597.93	57,976.17	60,354.40	60,354.40	62,732.64	65,110.88	67,489.12
16	54,805.18	57,183.42	59,561.66	61,939.90	61,939.90	64,318.13	66,696.37	69,074.61
17	56,390.67	58,768.91	61,147.15	63,525.39	63,525.39	65,903.63	68,281.87	70,660.10
18	56,390.67	58,768.91	61,147.15	64,318.13	64,318.13	66,696.37	69,074.61	71,452.85
19	56,390.67	58,768.91	61,147.15	64,318.13	64,318.13	66,696.37	69,074.61	71,452.85
20	56,390.67	58,768.91	61,147.15	64,318.13	64,318.13	66,696.37	69,074.61	71,452.85
21	56,390.67	58,768.91	61,147.15	65,903.63	65,903.63	68,281.87	70,660.10	73,038.34

**SCHEDULE NOTES:**

- \* Schedule is based upon a 250-day contract year.
- \* Supplements for Computer Information Systems (CIS) educational attainment:  
 \$3,250 supplement for 12 college hours earned in Computer Information Systems after completion of a bachelor's degree; \$6,500 supplement for degree in Computer Information Systems

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance**--Individual premium paid by district.
- \* **Life Insurance--\$10,000**--Premium paid by district.
- \* **Tax Sheltered Annuities (optional)**--Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS  
DEAF INTERPRETER STAFF  
2015-2016 SALARY SCHEDULE**

**-RANGE-**

STEP	01	02	03	04
	-----COLLEGE HOURS IN INTERPRETER EDUCATION-----			
	12	30	60	90
1	21,002.66	21,422.68	21,842.73	22,262.77
2	21,842.73	22,262.77	22,682.86	23,102.88
3	22,682.86	23,102.88	23,522.96	23,943.01
4	23,522.96	23,943.01	24,363.03	24,783.10
5	24,363.03	24,783.10	25,203.17	25,623.20
6	25,203.17	25,623.20	26,043.26	26,463.33
7	26,043.26	26,463.33	26,883.36	27,303.40
8	26,883.36	27,303.40	27,723.46	28,143.51
9	27,723.46	28,143.51	28,562.94	28,983.64
10	28,563.56	28,983.64	29,403.71	29,823.74
11	29,403.71	29,823.74	30,243.79	30,663.84
12	30,243.79	30,663.84	31,083.89	31,503.97
13	31,083.89	31,503.97	31,924.01	32,344.07
14	31,924.01	32,344.07	32,764.10	33,184.15
15	32,764.10	33,184.15	33,604.21	34,024.27
16	33,604.21	34,024.27	34,444.32	34,864.38
17	33,604.21	34,024.27	34,444.32	34,864.38
18	33,604.21	34,024.27	34,444.32	34,864.38
19	33,604.21	34,024.27	34,444.32	34,864.38
20	33,604.21	34,024.27	34,444.32	34,864.38

**SCHEDULE NOTES:**

- \* Schedule is based upon a 193-day contract year.
- \* Supplements awarded for Quality Assurance Screening Test (QAST) for Sign Language Interpreters certification:
- \* Level 1 - \$500; Level 2 - \$750; Level 3 - \$1,000; Level 4 - \$1,250; National Certification - \$1,500

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance** --Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance** --Individual premium paid by district.
- \* **Life Insurance** --**\$10,000 Policy** --Premium paid by district.
- \* **Tax Sheltered Annuities (optional)** --Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)** --A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS  
PARENT PARAEDUCATOR STAFF  
2015-2016 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	01 LEVEL 01 0 Points	02 LEVEL 02 6 Points	03 LEVEL 03 12 Points	04 LEVEL 04 18 Points	05 LEVEL 05 24 Points	06 LEVEL 06 36 Points
1	22,238.89	22,683.66	23,128.44	23,573.24	24,017.97	24,907.57
2	22,683.66	23,128.44	23,573.24	24,017.97	24,462.80	25,352.35
3	23,128.44	23,573.24	24,017.97	24,462.80	24,907.57	25,797.14
4	23,573.24	24,017.97	24,462.80	24,907.57	25,352.35	26,241.88
5	24,017.97	24,462.80	24,907.57	25,352.35	25,797.14	26,686.69
6	24,462.80	24,907.57	25,352.35	25,797.14	26,241.88	27,131.44
7	24,907.57	25,352.35	25,797.14	26,241.88	26,686.69	27,576.25
8	25,352.35	25,797.14	26,241.88	26,686.69	27,131.44	28,021.01
9	25,797.14	26,241.88	26,686.69	27,131.44	27,576.25	28,465.79
10	26,241.88	26,686.69	27,131.44	27,576.25	28,021.01	28,910.55
11	27,131.44	27,576.25	28,021.01	28,465.79	28,910.55	29,800.15
12	27,576.25	28,021.01	28,465.79	28,910.55	29,355.34	30,244.88
13	27,576.25	28,021.01	28,465.79	28,910.55	29,355.34	30,244.88
14	27,576.25	28,021.01	28,465.79	28,910.55	29,355.34	30,244.88
15	27,576.25	28,021.01	28,465.79	28,910.55	29,355.34	30,244.88
16	27,576.25	28,021.01	28,465.79	28,910.55	29,355.34	30,244.88
17	27,576.25	28,021.01	28,465.79	28,910.55	29,355.34	30,244.88
18	27,576.25	28,021.01	28,465.79	28,910.55	29,355.34	30,244.88
19	27,576.25	28,021.01	28,465.79	28,910.55	29,355.34	30,244.88
20	27,576.25	28,021.01	28,465.79	28,910.55	29,355.34	30,244.88

**SCHEDULE NOTES:**

- \* Schedule is based upon a 187-day contract year. The base workday is 7 hours.
- \* Contract level is determined by points awarded for college hours and professional development credit.
- \* New staff on this schedule begin at Level 01.

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance** --Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance** --Individual premium paid by district.
- \* **Life Insurance** --**\$10,000 Policy** --Premium paid by district.
- \* **Tax Sheltered Annuities (optional)** --Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)** --A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS**  
**BILINGUAL/ESL NON-CERTIFIED INSTRUCTION STAFF**  
**2015-2016 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	01 LEVEL 01 0 Points	02 LEVEL 02 6 Points	03 LEVEL 03 12 Points	04 LEVEL 04 18 Points	05 LEVEL 05 24 Points	06 LEVEL 06 36 Points
1	18,252.36	18,616.74	18,982.45	19,346.85	19,712.54	20,442.67
2	18,525.64	18,891.35	19,255.75	19,620.14	19,985.85	20,715.95
3	18,798.94	19,164.66	19,529.02	19,894.74	20,259.12	20,989.22
4	19,073.57	19,437.96	19,803.65	20,168.04	20,533.76	21,263.82
5	19,346.85	19,712.54	20,076.93	20,442.67	20,807.04	21,537.12
6	19,620.14	19,985.85	20,350.23	20,715.95	21,080.32	21,810.41
7	19,894.74	20,259.12	20,624.85	20,989.22	21,354.93	22,085.01
8	20,168.04	20,533.76	20,898.14	21,263.82	21,628.24	22,358.32
9	20,442.67	20,807.04	21,172.76	21,537.12	21,902.85	22,632.96
10	20,715.95	21,080.32	21,446.04	21,810.41	22,176.11	22,906.23
11	20,989.22	21,354.93	21,719.29	22,085.01	22,449.40	23,179.50
12	20,989.22	21,354.93	21,719.29	22,085.01	22,449.40	23,179.50
13	20,989.22	21,354.93	21,719.29	22,085.01	22,449.40	23,179.50
14	20,989.22	21,354.93	21,719.29	22,085.01	22,449.40	23,179.50
15	20,989.22	21,354.93	21,719.29	22,085.01	22,449.40	23,179.50
16	20,989.22	21,354.93	21,719.29	22,085.01	22,449.40	23,179.50
17	20,989.22	21,354.93	21,719.29	22,085.01	22,449.40	23,179.50
18	20,989.22	21,354.93	21,719.29	22,085.01	22,449.40	23,179.50
19	20,989.22	21,354.93	21,719.29	22,085.01	22,449.40	23,179.50
20	20,989.22	21,354.93	21,719.29	22,085.01	22,449.40	23,179.50

**SCHEDULE NOTES:**

- \* Schedule is based upon a 187-day contract year. The base workday is 7 hours.
- \* Contract level is determined by points awarded for college hours and professional development credit.
- \* New staff on this schedule begin at Level 01.

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance** --Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance** --Individual premium paid by district.
- \* **Life Insurance** --**\$10,000 Policy** --Premium paid by district.
- \* **Tax Sheltered Annuities (optional)** --Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)** --A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.



**FORT SMITH PUBLIC SCHOOLS  
PARAPROFESSIONAL STAFF  
2015-2016 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	01 LEVEL 01 0 Points	02 LEVEL 02 6 Points	03 LEVEL 03 12 Points	04 LEVEL 04 18 Points	05 LEVEL 05 24 Points	06 LEVEL 06 36 Points
1	15,346.05	15,652.97	15,959.88	16,266.81	16,573.75	17,187.56
2	15,652.97	15,959.88	16,266.81	16,573.75	16,880.66	17,494.46
3	15,959.88	16,266.81	16,573.75	16,880.66	17,187.56	17,801.41
4	16,266.81	16,573.75	16,880.66	17,187.56	17,494.51	18,108.34
5	16,573.75	16,880.66	17,187.56	17,494.51	17,801.41	18,415.26
6	16,880.66	17,187.56	17,494.51	17,801.41	18,108.34	18,722.20
7	17,187.56	17,494.51	17,801.41	18,108.34	18,415.27	19,029.09
8	17,494.51	17,801.41	18,108.34	18,415.27	18,722.20	19,336.04
9	17,801.41	18,108.34	18,415.27	18,722.20	19,029.11	19,642.94
10	18,108.34	18,415.27	18,722.20	19,029.11	19,336.05	19,949.85
11	18,722.20	19,029.11	19,336.05	19,642.94	19,949.87	20,563.72
12	19,029.11	19,336.05	19,642.94	19,949.87	20,256.79	20,870.63
13	19,029.11	19,336.05	19,642.94	19,949.87	20,256.79	20,870.63
14	19,029.11	19,336.05	19,642.94	19,949.87	20,256.79	20,870.63
15	19,336.04	19,642.95	19,949.85	20,256.79	20,563.72	21,177.53
16	19,336.04	19,642.95	19,949.85	20,256.79	20,563.72	21,177.53
17	19,336.04	19,642.95	19,949.85	20,256.79	20,563.72	21,177.53
18	19,336.04	19,642.95	19,949.85	20,256.79	20,563.72	21,177.53
19	19,336.04	19,642.95	19,949.85	20,256.79	20,563.72	21,177.53
20	19,642.94	19,949.87	20,256.75	20,563.72	20,870.62	21,484.47

**SCHEDULE NOTES:**

- \* Schedule is based upon a 187-day contract year. The base workday is 7 hours.
- \* Contract level is determined by points awarded for college hours and professional development credit.

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance** --Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance** --Individual premium paid by district.
- \* **Life Insurance** --**\$10,000 Policy** --Premium paid by district.
- \* **Tax Sheltered Annuities (optional)** --Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)** --A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS  
SECRETARIAL/OFFICE STAFF  
2015-2016 SALARY SCHEDULE**

<b>STEP</b>	<b>-RANGE-</b>				
	01 ELEMENTARY A	02 ELEMENTARY B	03 SECONDARY A	04 SECONDARY B	05 ADMINISTRATION
1	18,002.75	19,277.56	19,277.56	22,378.66	21,663.79
2	18,543.69	19,917.84	19,917.84	23,096.70	22,357.70
3	19,081.42	20,561.40	20,561.40	23,817.97	23,054.83
4	19,622.37	21,204.97	21,204.97	24,539.23	23,753.56
5	20,163.33	21,845.27	21,845.27	25,257.26	24,449.06
6	20,704.29	22,488.84	22,488.84	25,978.56	25,147.82
7	21,241.99	23,132.41	23,132.41	26,696.62	25,843.30
8	21,782.97	23,772.67	23,772.67	27,417.88	26,542.03
9	22,323.91	24,416.25	24,416.25	28,139.16	27,237.56
10	22,323.91	24,416.25	24,416.25	28,139.16	27,237.56
11	22,323.91	24,416.25	24,416.25	28,139.16	27,237.56
12	22,323.91	24,416.25	24,416.25	28,139.16	27,237.56
13	22,323.91	24,416.25	24,416.25	28,139.16	27,237.56
14	22,323.91	24,416.25	24,416.25	28,139.16	27,237.56
15	22,864.88	25,059.83	25,059.83	28,857.20	27,933.07
16	22,864.88	25,059.83	25,059.83	28,857.20	27,933.07
17	22,864.88	25,059.83	25,059.83	28,857.20	27,933.07
18	22,864.88	25,059.83	25,059.83	28,857.20	27,933.07
19	22,864.88	25,059.83	25,059.83	28,857.20	27,933.07
20	23,402.61	25,700.10	25,700.10	29,578.45	28,631.79

**SCHEDULE NOTES:**

- \* Schedule is based upon a 190-day contract year. For contracts exceeding 190 days, a "days index" is applied to the base salary listed above.
- \* Salary step is determined by length of service; salary range is determined by assignment/position.
- \* Contract length is determined by assignment/position.
- \* Participation in the Professional Standards Program of the Fort Smith Association of Educational Office Professionals (optional)  
--allows clerical personnel to qualify for salary indices of .05, .10, .15 or .17 above base contract.

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance**--Individual premium paid by district.
- \* **Life Insurance--\$10,000 Policy**--Premium paid by district.
- \* **Tax Sheltered Annuities (optional)**--Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS  
MAINTENANCE STAFF  
2015-2016 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 MAINT. A</b>	<b>02 MAINT. B</b>	<b>03 MAINT. C</b>	<b>04 FOREMAN A</b>	<b>05 FOREMAN B</b>	<b>06 FOREMAN C</b>
1	26,648.68	30,647.74	31,461.71	33,585.08	35,177.66	35,991.61
2	27,320.44	31,567.87	32,381.85	34,505.23	36,097.79	36,911.75
3	27,993.49	32,523.39	33,301.98	35,425.37	37,053.31	37,831.88
4	28,630.49	33,443.53	34,257.50	36,380.92	37,973.52	38,787.44
5	29,302.91	34,363.68	35,177.66	37,301.05	38,893.60	39,707.57
6	29,975.33	35,319.21	36,097.79	38,256.61	39,849.14	40,627.69
7	30,647.74	36,239.34	37,053.31	39,176.71	40,769.28	41,583.25
8	31,320.11	37,159.51	37,973.47	40,096.85	41,689.42	42,503.38
9	31,992.55	38,115.00	38,893.60	41,052.39	42,644.93	43,423.51
10	32,629.59	39,035.15	39,849.14	41,972.51	43,565.07	44,379.03
11	33,301.98	39,990.69	40,769.28	42,892.69	44,520.58	45,299.19
12	33,974.36	40,910.83	41,689.42	43,848.18	45,440.74	46,219.34
13	33,974.36	40,910.83	41,689.42	43,848.18	45,440.74	46,219.34
14	33,974.36	40,910.83	41,689.42	43,848.18	45,440.74	46,219.34
15	33,974.36	40,910.83	41,689.42	43,848.18	45,440.74	46,219.34
16	33,974.36	40,910.83	41,689.42	43,848.18	45,440.74	46,219.34
17	34,646.78	41,830.99	42,644.93	44,768.31	46,360.86	47,174.87
18	34,646.78	41,830.99	42,644.93	44,768.31	46,360.86	47,174.87
19	34,646.78	41,830.99	42,644.93	44,768.31	46,360.86	47,174.87
20	34,646.78	41,830.99	42,644.93	44,768.31	46,360.86	47,174.87

MAINT. A: UTILITY, DRIVER  
 MAINT. B: CARPENTER, PAINTER  
 MAINT. C: ELECTRICIAN, PLUMBER, A/C, MECHANIC

FOREMAN A: CUSTODIAN, UTILITY  
 FOREMAN B: CARPENTER, PAINTER  
 FOREMAN C: ELECTRICIAN, PLUMBER, A/C, MECHANIC

**SCHEDULE NOTES:**

\* The base workyear is 250 days. The base workweek is 40 hours. The base workday is 8 hours.  
 Full-time employees are paid for 2,000 hours per year.

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance** --Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance** --Individual premium paid by district.
- \* **Life Insurance** --\$10,000 Policy --Premium paid by district.
- \* **Tax Sheltered Annuities (optional)** --Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)** --A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS**  
**MAINTENANCE STAFF--Supervisor of Buildings & Grounds**  
**2015-2016 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 MAINT. A</b>	<b>02 MAINT. B</b>	<b>03 MAINT. C</b>	<b>04 FOREMAN A</b>	<b>05 FOREMAN B</b>	<b>06 FOREMAN C</b>
1	26,648.68	30,647.74	31,461.71	33,585.08	35,177.66	35,991.61
2	27,320.44	31,567.87	32,381.85	34,505.23	36,097.79	36,911.75
3	27,993.49	32,523.39	33,301.98	35,425.37	37,053.31	37,831.88
4	28,630.49	33,443.53	34,257.50	36,380.92	37,973.52	38,787.44
5	29,302.91	34,363.68	35,177.66	37,301.05	38,893.60	39,707.57
6	29,975.33	35,319.21	36,097.79	38,256.61	39,849.14	40,627.69
7	30,647.74	36,239.34	37,053.31	39,176.71	40,769.28	41,583.25
8	31,320.11	37,159.51	37,973.47	40,096.85	41,689.42	42,503.38
9	31,992.55	38,115.00	38,893.60	41,052.39	42,644.93	43,423.51
10	32,629.59	39,035.15	39,849.14	41,972.51	43,565.07	44,379.03
11	33,301.98	39,990.69	40,769.28	42,892.69	44,520.58	45,299.19
12	33,974.36	40,910.83	41,689.42	43,848.18	45,440.74	46,219.34
13	33,974.36	40,910.83	41,689.42	43,848.18	45,440.74	46,219.34
14	33,974.36	40,910.83	41,689.42	43,848.18	45,440.74	46,219.34
15	33,974.36	40,910.83	41,689.42	43,848.18	45,440.74	46,219.34
16	33,974.36	40,910.83	41,689.42	43,848.18	45,440.74	46,219.34
17	34,646.78	41,830.99	42,644.93	44,768.31	46,360.86	47,174.87
18	34,646.78	41,830.99	42,644.93	44,768.31	46,360.86	47,174.87
19	34,646.78	41,830.99	42,644.93	44,768.31	46,360.86	47,174.87
20	34,646.78	41,830.99	42,644.93	44,768.31	46,360.86	47,174.87

MAINT. A: UTILITY, DRIVER

MAINT. B: CARPENTER, PAINTER

MAINT. C: ELECTRICIAN, PLUMBER, A/C, MECHANIC

FOREMAN A: CUSTODIAN, UTILITY

FOREMAN B: CARPENTER, PAINTER

FOREMAN C: ELECTRICIAN, PLUMBER, A/C, MECHANIC

SUPERVISOR OF BUILDINGS & GROUNDS: Foreman C, Step 20, multiplied by a special assignment index of 1.33 and by a supervisory experience index which advances by .01 each year up to a maximum of .21 beginning with .01 for 2002-03.

**SCHEDULE NOTES:**

- \* The base workyear is 250 days. The base workweek is 40 hours. The base workday is 8 hours. Full-time employees are paid for 2,000 hours per year.

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance** --Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance** --Individual premium paid by district.
- \* **Life Insurance--\$10,000 Policy** --Premium paid by district.
- \* **Tax Sheltered Annuities (optional)** --Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)** --A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS  
OPERATIONS STAFF  
2015-2016 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<sup>01</sup> SECONDARY SCHOOL	<sup>02</sup> ELEMENTARY SCHOOL	<sup>03</sup> BUILDING ENGINEER A	<sup>04</sup> BUILDING ENGINEER B
1	25,480.79	26,507.05	33,125.03	33,620.49
2	25,976.26	27,002.57	33,620.49	34,151.35
3	26,507.08	27,533.44	34,151.35	34,646.78
4	27,002.57	28,028.85	34,646.78	35,177.66
5	27,533.44	28,524.33	35,177.66	35,673.12
6	28,028.85	29,055.20	35,673.12	36,168.57
7	28,524.33	29,550.65	36,168.57	36,699.44
8	29,055.20	30,081.48	36,699.44	37,194.86
9	29,550.65	30,576.95	37,194.86	37,725.72
10	30,081.48	31,072.42	37,725.72	38,221.18
11	30,576.95	31,603.26	38,221.18	38,716.65
12	31,072.42	32,098.72	38,716.65	39,247.49
13	31,072.42	32,098.72	38,716.65	39,247.49
14	31,072.42	32,098.72	38,716.65	39,247.49
15	31,072.42	32,098.72	38,716.65	39,247.49
16	31,072.42	32,098.72	38,716.65	39,247.49
17	31,603.26	32,629.59	39,247.49	39,742.96
18	31,603.26	32,629.59	39,247.49	39,742.96
19	31,603.26	32,629.59	39,247.49	39,742.96
20	31,603.26	32,629.59	39,247.49	39,742.96

**BUILDING ENGINEER A:** CHAFFIN, DARBY, KIMMONS, RAMSEY

**BUILDING ENGINEER B:** NORTHSIDE, SOUTHSIDE

**SCHEDULE NOTES:**

\* The base workyear is 250 days. The base workweek is 40 hours. The base workday is 8 hours.  
Full-time employees are paid for 2,000 hours per year.

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance** --Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance** --Individual premium paid by district.
- \* **Life Insurance** --**\$10,000 Policy** --Premium paid by district.
- \* **Tax Sheltered Annuities (optional)** --Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)** --A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

*FORT SMITH PUBLIC SCHOOLS*  
**TRANSPORTATION STAFF--BUS DRIVER & BUS AIDE**  
 2015-2016 SALARY SCHEDULE

	<b>-RANGE-</b>						
	01	02	03	04	05	06	07
	BUS DRIVER SHORT ROUTE	BUS DRIVER REGULAR ROUTE	BUS DRIVER EXTEND ROUTE	BUS AIDE REGULAR ROUTE WITHOUT CDL	BUS AIDE REGULAR ROUTE WITH CDL	BUS AIDE EXTEND ROUTE WITHOUT CDL	BUS AIDE EXTEND ROUTE WITH CDL
<b>STEP</b>							
1	10,142.33	11,248.83	12,355.30	8,390.22	8,928.94	8,943.46	9,482.18
2	10,461.94	11,568.43	12,674.92	8,632.54	9,197.00	9,185.79	9,750.24
3	10,461.94	11,568.43	12,674.92	8,632.54	9,197.00	9,185.79	9,750.24
4	10,461.94	11,568.43	12,674.92	8,632.54	9,197.00	9,185.79	9,750.24
5	10,461.94	11,568.43	12,674.92	8,632.54	9,197.00	9,185.79	9,750.24
6	10,781.60	11,888.09	12,994.57	8,872.25	9,472.84	9,425.50	10026.08
7	10,781.60	11,888.09	12,994.57	8,872.25	9,472.84	9,425.50	10026.08
8	10,781.60	11,888.09	12,994.57	8,872.25	9,472.84	9,425.50	10026.08
9	10,781.60	11,888.09	12,994.57	8,872.25	9,472.84	9,425.50	10026.08
10	10,781.60	11,888.09	12,994.57	8,872.25	9,472.84	9,425.50	10026.08
11	11,098.64	12,205.14	13,311.61	9,106.81	9,756.38	9,660.06	10,309.61

**SCHEDULE NOTES:**

- \* Schedule is based upon a 179-day contract year.
- \* Activity Trips pay for 2015-2016 will be at the rate of \$13.00 per hour.

**FORT SMITH PUBLIC SCHOOLS**  
**TRANSPORTATION STAFF**  
**Vehicle Technician, Mechanic, Head Mechanic**  
**2015-2016 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	Vehicle Technician	Mechanic	Head Mechanic
1	29,316.65	34,886.82	36,968.30
2	30,049.56	36,107.54	38,189.03
3	30,782.48	37,328.30	39,409.77
4	31,515.40	38,549.04	40,630.53
5	32,248.32	39,769.79	41,851.27
6	32,981.24	40,990.53	43,072.03
7	33,714.13	42,211.27	44,292.74
8	34,447.06	43,432.02	45,513.50
9	35,179.97	44,652.78	46,734.26
10	35,912.88	45,873.53	47,955.01
11	36,645.82	47,094.25	49,175.75
12	37,378.72	48,315.00	50,396.49
13	37,378.72	48,315.00	50,396.49
14	37,378.72	48,315.00	50,396.49
15	37,378.72	48,315.00	50,396.49
16	37,378.72	48,315.00	50,396.49
17	38,111.65	49,535.75	51,617.22
18	38,111.65	49,535.75	51,617.22
19	38,111.65	49,535.75	51,617.22
20	38,111.65	49,535.75	51,617.22

**SCHEDULE NOTES:**

\* The base workyear is 250 days. The base workweek is 40 hours. The base workday is 8 hours.

**BENEFITS FOR FULL-TIME PERSONNEL:**

\* **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.

\* **Dental Insurance**--Individual premium paid by district.

\* **Life Insurance--\$10,000 Policy**--Premium paid by district.

\* **Tax Sheltered Annuities (optional)**--Several programs are available.

\* **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS**  
**TRANSPORTATION STAFF**  
**Special Projects Driver, Transportation Specialist, Assistant Supervisor**  
**2015-2016 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>Special Projects Driver</b>	<b>Transportation Specialist</b>	<b>Assistant Supervisor (NC)</b>
1	19,844.14	26,551.45	31,250.54
2	20,340.25	27,214.25	32,343.94
3	20,836.33	27,877.03	33,437.37
4	21,332.45	28,539.84	34,530.77
5	21,828.55	29,202.62	35,624.18
6	22,324.65	29,865.43	36,717.58
7	22,820.75	30,528.20	37,811.01
8	23,316.85	31,191.01	38,904.42
9	23,812.96	31,853.81	39,997.83
10	24,309.04	32,516.59	41,091.25
11	24,805.17	33,842.18	42,184.64
12	25,301.28	33,842.18	43,278.06
13	25,301.28	33,842.18	43,278.06
14	25,301.28	33,842.18	43,278.06
15	25,301.28	33,842.18	43,278.06
16	25,301.28	33,842.18	43,278.06
17	25,797.38	34,504.97	44,371.48
18	25,797.38	34,504.97	44,371.48
19	25,797.38	34,504.97	44,371.48
20	25,797.38	34,504.97	44,371.48

**SCHEDULE NOTES:**

\* The base workyear is 193 days. The base workweek is 40 hours. The base workday is 8 hours.

**BENEFITS FOR FULL-TIME PERSONNEL:**

\* **Group Health Insurance** --Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.

\* **Dental Insurance** --Individual premium paid by district.

\* **Life Insurance--\$10,000 Policy** --Premium paid by district.

\* **Tax Sheltered Annuities (optional)** --Several programs are available.

\* **IRS Cafeteria 125 Plan (optional)** --A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.



**FORT SMITH PUBLIC SCHOOLS  
CHILD NUTRITION STAFF  
2015-2016 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<sup>01</sup> FOOD PREP REGULAR	<sup>02</sup> FOOD PREP CERTIFIED	<sup>03</sup> ELEM SUPV REGULAR	<sup>04</sup> ELEM SUPV CERTIFIED	<sup>05</sup> SEC MGR REGULAR	<sup>06</sup> SEC MGR CERTIFIED
1	11,712.38	12,557.33	14,113.30	14,699.02	17,444.83	18,048.89
2	11,945.54	12,795.31	14,699.02	15,303.15	17,444.83	18,048.89
3	12,178.72	13,033.27	15,303.15	15,888.87	17,444.83	18,048.89
4	12,411.92	13,271.24	15,888.87	16,492.97	17,444.83	18,048.89
5	12,645.03	13,509.21	15,888.87	16,492.97	17,444.83	18,048.89
6	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
7	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
8	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
9	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
10	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
11	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
12	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
13	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
14	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
15	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
16	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
17	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
18	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
19	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89
20	12,878.21	13,747.20	15,888.87	16,492.97	17,444.83	18,048.89

**SCHEDULE NOTES:**

\* Schedule is based upon a 180-day contract year. The base workday is 6 hours. Full-time employees are paid for 1,080 hours per year.

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance** --Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2015-2016 will be up to \$2,980.
- \* **Dental Insurance** --Individual premium paid by district.
- \* **Life Insurance** --**\$10,000 Policy** --Premium paid by district.
- \* **Tax Sheltered Annuities (optional)** --Several programs are available.
- \* **IRS Cafeteria 125 Plan (optional)** --A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.



## 2015-16 Administrator Assignment Index

- Base – Highest teacher salary in academic column for which individual qualifies
- Responsibility Factor – Index for position responsibility
- Experience Credit – For non-Fort Smith service full credit for administrative experience in a NCA school up to the level of experience credit in effect on the schedule; one-half credit for non-NCA administrative experience
- Extra Days Credit – Time above teacher time base of 193 days
- Total Maximum Index – Sum of factors which equals Total Administrative Assignment Index
- Salary Formula –  $S = \text{Base} \times (\text{RF} + \text{ED} + \text{AEC})$

<u>Position</u>	<u>Salary Base</u>		<u>Responsibility Factor</u>		<u>Extra Days</u>	<u>#Admn Exp Credit-.01-.21</u>	<u>#Max Total Index</u>
Deputy Superintendent	Base	x	(1.5285 + .295337		(250 da)	+ .21) =	2.033837
Assistant Superintendents	Base	x	(1.3362 + .295337		(250 da)	+ .21) =	1.841537
Director of Financial Services	Base	x	(1.3262 + .295337		(250 da)	+ .21) =	1.831537
Director of Secondary Education	Base	x	(1.2362 + .295337		(250 da)	+ .21) =	1.741537
Director of Elementary Education	Base	x	(1.2362 + .295337		(250 da)	+ .21) =	1.741537
Director of Student Services	Base	x	(1.2362 + .295337		(250 da)	+ .21) =	1.741537
Director of Buildings & Grounds	Base	x	(1.2362 + .295337		(250 da)	+ .21) =	1.741537
Director of Athletics & Student Activities	Base	x	(1.1562 + .295337		(250 da)	+ .21) =	1.661537
Director of Student Achievement & Accountability	Base	x	(1.1462 + .295337		(250 da)	+ .21) =	1.651537
Director of Information Services	Base	x	(1.1062 + .295337		(250 da)	+ .21) =	1.611537
Director of Adult Education	Base	x	(1.0862 + .295337		(250 da)	+ .21) =	1.591537
Director of Special Education	Base	x	(1.0862 + .295337		(250 da)	+ .21) =	1.591537
Director of Technology	Base	x	(1.0862 + .295337		(250 da)	+ .21) =	1.591537
Director of Transportation	Base	x	(1.0862 + .295337		(250 da)	+ .21) =	1.591537
Director of Communication & Community Partnerships	Base	x	(1.0862 + .295337		(250 da)	+ .21) =	1.591537
Supervisor of Professional Development	Base	x	(1.0611 + .295337		(250 da)	+ .21) =	1.566437
Supervisor of Special Programs	Base	x	(1.061 + .295337		(250 da)	+ .21) =	1.566437
Supervisor of Early Childhood Education, Parent & Community Services	Base	x	(1.0611 + .295337		(250 da)	+ .21) =	1.566437
Supervisor of Instructional Services	Base	x	(1.0611 + .295337		(250 da)	+ .21) =	1.566437
Supervisor of Curriculum/Federal Programs	Base	x	(1.0611 + .295337		(250 da)	+ .21) =	1.566437
Supervisor of Student Services	Base	x	(1.0611 + .165803		(225 da)	+ .21) =	1.436903

#Individual's Index may be less

Experience Credit–Base year 1980-81=.01

Administrative Experience Credit increases by .01 each year to a maximum of .21

Effective 7-1-15

Today... and ...



in the **Future**

**Fort Smith Public Schools**

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**2015-16 Principal Assignment Index**

- Base – Highest teacher salary in academic column for which individual qualifies
- Responsibility Factor – Index for position responsibility
- Experience Credit – For non-Fort Smith service full credit for administrative experience in a NCA school up to the level Of experience credit in effect on the schedule; one-half credit for non-NCA administrative experience
- Extra Days Credit – Time above teacher time base of 193 days
- Total Maximum Index – Sum of factors which equals Total Administrative Assignment Index
- Salary Formula –  $S = \text{Base} \times (\text{RF} + \text{ED} + \text{AEC})$

<u>Position</u>	<u>Salary Base</u>		<u>Responsibility Factor</u>		<u>Extra Days</u>		<u>#Admn Exp Credit .01-.21</u>		<u>#Max Total Index</u>
Elementary Assistant Principal	Base	x	(1.0168	+	.062176	(205 da)	+	.21)	= 1.288976
Elementary Principal	Base	x	(1.0796	+	.113990	(215 da)	+	.21)	= 1.403590
Junior High Assistant Principal	Base	x	(1.0596	+	.088083	(210 da)	+	.21)	= 1.357683
Director of Belle Point Center	Base	x	(1.0596	+	.139896	(220 da)	+	.21)	= 1.409496
Junior High Principal	Base	x	(1.1464	+	.139896	(220 da)	+	.21)	= 1.496296
Senior High Assistant Principal	Base	x	(1.1096	+	.088083	(210 da)	+	.21)	= 1.407683
Senior High Principal	Base	x	(1.1462	+	.295337	(250 da)	+	.21)	= 1.651537

#Individual's Index may be less  
 Student Supervision per student—*see attached chart*  
 Experience Credit—Base year 1980-81=.01  
 Administrative Experience Credit increases by .01 each year to a maximum of .21

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## Student Supervision Stipend Schedule Elementary Principals 2015-16

<b>Student Population Category</b>	<b>Principal Annual \$ Stipend*</b>	<b>Assistant Principal Annual \$ Stipend**</b>
<b>1-200</b>	<b>450</b>	<b>270</b>
<b>201-250</b>	<b>525</b>	<b>338</b>
<b>251-300</b>	<b>600</b>	<b>405</b>
<b>301-350</b>	<b>750</b>	<b>473</b>
<b>351-400</b>	<b>900</b>	<b>540</b>
<b>401-450</b>	<b>1,050</b>	<b>608</b>
<b>451-500</b>	<b>1,200</b>	<b>675</b>
<b>501-550</b>	<b>1,350</b>	<b>743</b>
<b>551-600</b>	<b>1,500</b>	<b>810</b>
<b>601-650</b>	<b>1,650</b>	<b>878</b>
<b>651-700</b>	<b>1,800</b>	<b>945</b>
<b>701-750</b>	<b>1,950</b>	<b>1013</b>

\* Principal Annual \$ Stipend is based upon First Quarter Student Average Daily Membership (ADM).

\*\*Assistant Principal Annual \$ Stipend is calculated as 1.35 x the maximum number of students shown in the Student Population Category. Assistant Principals assigned to two schools receive one-half of the applicable stipend for each assigned school.

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## Student Supervision Stipend Schedule Secondary Principals 2015-16

Student Population Category	Principal Annual \$ Stipend*	Assistant Principal Annual \$ Stipend**
501-550	700	525
551-600	750	563
601-650	800	600
651-700	850	638
701-750	900	675
751-800	950	713
801-850	1,000	750
851-900	1,050	788
901-950	1,100	825
951-1,000	1,150	863
1,001-1,050	1,200	900
1,051-1,100	1,250	938
1,101-1,150	1,300	975
1,151-1,200	1,350	1,013
1,201-1,250	1,400	1,050
1,251-1,300	1,450	1,088
1,301-1,350	1,500	1,125
1,351-1,400	1,550	1,163
1,401-1,450	1,600	1,200
1,451-1,500	1,650	1,238
1,501-1,550	1,700	1,275
1,551-1,600	1,750	1,313
1,601-1,650	1,800	1,350
1,651-1,700	1,850	1,388

\*Based on First Quarter Student Average Daily Membership (ADM)

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**2015-16 Athletic Assignment Index  
Senior High School (*Men & Women*)**

	<b><u>Assignment</u></b>	<b><u>Work Year (Days)</u></b>	<b><u>Days Factor</u></b>	<b><u>Resp Index</u></b>	<b><u>Total Index</u></b>
1.	Head Football Coach/Athletic Coordinator	250	1.295337	.289507	1.584844
2.	Assistant Football Coach	213	1.103627	.1636	1.267227
3.	Head Basketball Coach	213	1.103627	.2036	1.307227
4.	Assistant Basketball Coach	193	1.000000	.1636	1.163600
5.	Second Assistant Basketball Coach	193	1.000000	.0400	1.040000
6.	Head Volleyball Coach	203	1.051813	.1768	1.228613
7.	Assistant Volleyball Coach	203	1.051813	.0400	1.091813
8.	Swimming Coach	193	1.000000	.1000	1.100000
9.	Tennis Coach	193	1.000000	.0600	1.060000
10.	Golf Coach	193	1.000000	.0600	1.060000
11.	Cross Country Coach	193	1.000000	.0600	1.060000
12.	Wrestling Coach	193	1.000000	.0600	1.060000
13.	Bowling Coach	193	1.000000	.0600	1.060000
14.	Head Track Coach	193	1.000000	.0600	1.060000
15.	Assistant Track Coach	193	1.000000	.0400	1.040000
16.	Head Soccer Coach	193	1.000000	.0600	1.060000
17.	Assistant Soccer Coach	193	1.000000	.0400	1.040000
18.	Head Baseball Coach	193	1.000000	.0600	1.060000
19.	Assistant Baseball Coach	193	1.000000	.0400	1.040000
20.	Head Softball Coach	193	1.000000	.0600	1.060000
21.	Assistant Softball Coach	193	1.000000	.0400	1.040000
22.	Strength Training Coordinator	193	1.000000	.0400	1.040000
23.	Cheerleader Coach	198	1.025907	.0700	1.095907
24.	Cheerleader Consultant	193	1.000000	.0600	1.060000
25.	Drill Team Coach	198	1.025907	.0700	1.095907

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**2015-16 Athletic Assignment Index**  
*Junior High School (Men & Women)*

<u>Assignment</u>	<u>Work Year (Days)</u>	<u>Days Factor</u>	<u>Resp Index</u>	<u>Total Index</u>
1. Head Football Coach	213	1.103627	.1236	1.227227
2. Assistant Football Coach	213	1.103627	.0536	1.157227
3. Head Basketball Coach	193	1.000000	.0700	1.070000
4. Assistant Basketball Coach	193	1.000000	.0400	1.040000
5. Seventh Grade Coach	213	1.103627	.0636	1.167227
6. Seventh Grade Coach	193	1.000000	.0636	1.063600
7. Head Track Coach	193	1.000000	.0500	1.050000
8. Assistant Track Coach	193	1.000000	.0400	1.040000
9. Volleyball Coach	198	1.025907	.0434	1.069307
10. Gymnastics Coach	193	1.000000	.0400	1.040000
11. Cheerleader Coach	196	1.015544	.0600	1.075544
12. Drill Team Coach	196	1.015544	.0600	1.075544
13. Cross Country Coach	193	1.000000	.0400	1.040000
14. Drill Team Consultant	193	1.000000	.0400	1.040000
15. Cheerleader Consultant	193	1.000000	.0400	1.040000

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**2015-16 Special Assignment Index**

	<u>Assignment</u>	<u>Work Year (Days)</u>	<u>Resp Index</u>
1.	Senior High Band Director	213	.1536
2.	Orchestra Director	213	.1236
3.	Senior High Assistant Band Director	213	.1236
4.	Junior High Band Director	213	.1236
5.	Junior High Assistant Band Director	213	.0936
6.	Senior High Choral Director	203	.0768
7.	Junior High Choral Director	203	.0468
8.	Junior High Assistant Choral Director	203	.0248
9.	School Psychology Specialist	250	.0268
10.	Student Assistance / Technology Academy Specialist	250	.0400
11.	Technology Integration Specialist	223	.0400
12.	Title I / ACSIP Coordinator	250	.0400
13.	ELL / Assessment / Migrant Coordinator	220	.0400
14.	Math Coordinator	220	.0400
15.	Literacy Coordinator	220	.0400
16.	Science Coordinator	220	.0400
17.	Parent Coordinator	213	.0400
18.	Early Childhood Education Coordinator	213	.0400
19.	Lead Special Ed Coordinator	225	.1230
20.	Special Ed Coordinator	218	.0950
21.	Social Worker	213	.0636
22.	Social Worker	193	.0636
23.	Transportation Supervisor	208	.0300
24.	Senior High Drama Instructor	193	.0400
25.	Department Chairperson	193	.0400
26.	Senior High Journalist	193	.0500
27.	Senior High Student Council Sponsor	193	.0500
28.	Senior High Quiz Bowl Sponsor	193	.0400
29.	Senior High Debate & Forensics Sponsor	193	.0400
30.	Secondary GATE Sponsor	193	.0400
31.	Parent Involvement Facilitator	193	.0200

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## 2015-16 Basic School Salaries

<b>Director</b>	\$ 9,123
(2 nights per week—all 6 sessions)	
or	
(3 nights per week—all 6 sessions)	\$13,684
 <b>Assistant Director</b>	 \$ 7,176
(2 nights per week—all 6 sessions)	
or	
(1 night per week—all 6 sessions)	\$ 3,588
 <b>Teacher</b>	 \$12,120
(4 nights per week—all 6 sessions)	
or	
5-week session)	\$ 2,020
 <b>Secretary/Registrar</b>	 \$ 4,385
(4 nights per week—all 6 sessions)	
 <b>Counselor (stipend)</b>	 \$ 61
(used only on opening night of each session)	
 <b>Assistant Director (stipend)</b>	 \$ 121
(used only on opening night of each session)	
 <b>Director (stipend)</b>	 \$ 151
(used only on opening night of each session - if applicable)	

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## **2015-16 Salary Schedule for School Nurses**

Salaries for nurses in the Fort Smith Public Schools will be derived using the adopted certified staff pay schedule. The following relationships exist:

1. A nurse who has an L.P.N. based upon a one-year nursing program will have his or her salary computed on the basis of 82% of the corresponding Bachelor's degree index amount.
2. A nurse who has an R.N. degree based upon an Associate degree nursing program (A.D.N.) will have his or her salary computed on the basis of 91% of the corresponding Bachelor's degree index amount.
3. A nurse who has an R.N. and a Bachelor's degree (B.S.N.) will be placed on the current Bachelor's degree index.
4. A nurse who has an R.N. and a Bachelor's degree (B.S.N.) plus an additional 12 college hours will be placed on the current B+12 degree index.\*
5. A nurse who has an R.N. and a Master's degree will be placed on the current Master's degree index.
6. Nurses will be given credit for prior nursing service performed outside the Fort Smith school system in the same manner that teachers receive outside credit as defined by the current Personnel Policy Handbook.

\*The additional 12 college hours must be acquired for courses related to science or medicine, related to the operation of a school district, in the general field of education, or part of the certification requirements for a new field to be used in education.

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## 2015-16 Office Personnel Index

Secretary to Superintendent—Office Manager	1.35
Secretary to Superintendent	1.27
Secretary to Deputy Superintendent	1.23
Office Manager—Human Resources	1.23
Payroll Coordinator	1.23
Secretary to Assistant Superintendent for Instructional Services	1.18
Secretary to Director of Financial Services	1.16
Payroll Specialist	1.16
Accounts Payable Coordinator	1.10
Property Insurance & Workers' Compensation Coordinator	1.10
Information Services Specialist	1.10
Secretary III—Superintendent's Office	1.10
Secretary III—Human Resources	1.10
Secretary II—Human Resources	1.05
Technology Technician	1.08
Secretary to Director of Secondary Education	1.05
Secretary to Director of Elementary Education	1.05
Secretary to Director of Student Achievement & Accountability	1.05
Secretary to Director of Athletics & Student Activities	1.05
Secretary to Director of Student Services	1.05
Secretary to Director of Special Education	1.05
Secretary to Director of Buildings & Grounds	1.05
Secretary to Director of Transportation	1.05
Bookkeeper to Director of Child Nutrition	1.05
Bookkeeper to Director of Adult Education	1.05
Secretary to Supervisor of Professional Development	1.05
Secretary & Pentamotion Trainer—Student Services	1.03
Secretary to Supervisor of Purchasing	1.03
Substitute System Clerk	1.03

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**2015-16 Substitute Pay Rates**

		<u>Per Day</u>
Teachers	(7.0 hrs)	\$ 65.00
Teachers with <u>current</u> Arkansas Teaching Certificate	(7.0 hrs)	\$ 70.00
Secretaries	(8.0 hrs)	\$ 65.00
Instructional Aides/Media Clerks	(7.0 hrs)	\$ 56.00
Child Nutrition	(6.0 hrs)	\$ 43.55
Maintenance/Custodian		\$ 53.60
Transportation		
Driver—Regular Route		\$ 62.84
Aide with CDL		\$ 49.88

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## 2015-16 Long-Term\* Substitute Pay Rates

Education degree, current Arkansas certification in the area of the long-term assignment  
Current base teacher salary      193-day contract  
\$194.30 per day

Education degree, current Arkansas certification in some area but not in the area of the long-term assignment  
\$100 per day

Education degree, with no current Arkansas certification or current or expired out-of-state certification  
\$90 per day

Degree outside education with a specialty area or skill (i.e., foreign language)  
\$90 per day

No degree, special circumstance assignment  
\$70 per day

*\*Long-term is defined as 30 consecutive student school days or more in the same teaching assignment.*

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**2015-16 Long-Term\* School Substitute Pay Rates  
Secretarial & Office Personnel**

**\$70.00 per day**

\*Long-term is defined as 30 consecutive student school days or more as a school secretary or office personnel in the same assignment.

Effective 7-1-15



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**Fort Smith Public Schools**

3205 Jenny Lind · P.O. Box 1948  
Fort Smith, Arkansas 72902-1948  
479-785-2501  
Fax: 479-784-8108

**2015 Summer School / Extended Year Salaries**

**Per Hour**

Certified Teacher/Nurse	\$	25.00
Elementary Principal, Program Manager/Site Director		38.69
Elementary Secretary		13.13
Classroom Aide		11.69

Effective 7/1/15