

**FORT SMITH PUBLIC SCHOOLS  
CERTIFIED STAFF  
2019-2020 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	38,500.00	40,810.00	43,120.00	45,430.00	45,430.00	47,740.00	50,050.00	52,360.00
2	39,150.00	41,460.00	43,770.00	46,080.00	46,080.00	48,390.00	50,700.00	53,010.00
3	39,800.00	42,110.00	44,420.00	46,730.00	46,730.00	49,040.00	51,350.00	53,660.00
4	40,450.00	42,760.00	45,070.00	47,380.00	47,380.00	49,690.00	52,000.00	54,310.00
5	41,100.00	43,410.00	45,720.00	48,030.00	48,030.00	50,340.00	52,650.00	54,960.00
6	41,750.00	44,060.00	46,370.00	48,680.00	48,680.00	50,990.00	53,300.00	55,610.00
7	42,600.00	44,910.00	47,220.00	49,530.00	49,530.00	51,840.00	54,150.00	56,460.00
8	43,450.00	45,760.00	48,070.00	50,380.00	50,380.00	52,690.00	55,000.00	57,310.00
9	44,300.00	46,610.00	48,920.00	51,230.00	51,230.00	53,540.00	55,850.00	58,160.00
10	45,150.00	47,460.00	49,770.00	52,080.00	52,080.00	54,390.00	56,700.00	59,010.00
11	46,000.00	48,310.00	50,620.00	52,930.00	52,930.00	55,240.00	57,550.00	59,860.00
12	46,850.00	49,160.00	51,470.00	53,780.00	53,780.00	56,090.00	58,400.00	60,710.00
13	48,390.00	50,700.00	53,010.00	55,320.00	55,320.00	57,630.00	59,940.00	62,250.00
14	49,930.00	52,240.00	54,550.00	56,860.00	56,860.00	59,170.00	61,480.00	63,790.00
15	51,470.00	53,780.00	56,090.00	58,400.00	58,400.00	60,710.00	63,020.00	65,330.00
16	53,010.00	55,320.00	57,630.00	59,940.00	59,940.00	62,250.00	64,560.00	66,870.00
17	54,550.00	56,860.00	59,170.00	61,480.00	61,480.00	63,790.00	66,100.00	68,410.00
18	55,320.00	57,630.00	59,940.00	62,250.00	62,250.00	64,560.00	66,870.00	69,180.00
19	55,320.00	57,630.00	59,940.00	62,250.00	62,250.00	64,560.00	66,870.00	69,180.00
20	55,320.00	57,630.00	59,940.00	62,250.00	62,250.00	64,560.00	66,870.00	69,180.00
21	56,860.00	59,170.00	61,480.00	63,790.00	63,790.00	66,100.00	68,410.00	70,720.00

**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 2019-2020 will be up to \$3,000.
- \* **Dental and Vision 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  
CHILD NUTRITION STAFF  
2019-2020 SALARY SCHEDULE**

**-RANGE-**

	01	02	03	04	05
<b>STEP</b>	FOOD PREP REGULAR	FOOD PREP CERTIFIED	ELEMENTARY MANAGER	SECONDARY ASSISTANT MANAGER	SECONDARY MANAGER
1	12,120.00	13,320.00	16,320.00	16,320.00	19,320.00
2	12,360.00	13,560.00	16,560.00	16,560.00	19,560.00
3	12,600.00	13,800.00	16,800.00	16,800.00	19,800.00
4	12,840.00	14,040.00	17,040.00	17,040.00	20,040.00
5	13,080.00	14,280.00	17,280.00	17,280.00	20,280.00
6	13,320.00	14,520.00	17,520.00	17,520.00	20,520.00
7	13,440.00	14,640.00	17,640.00	17,640.00	20,640.00
8	13,560.00	14,760.00	17,760.00	17,760.00	20,760.00
9	13,680.00	14,880.00	17,880.00	17,880.00	20,880.00
10	13,800.00	15,000.00	18,000.00	18,000.00	21,000.00
11	13,920.00	15,120.00	18,120.00	18,120.00	21,120.00
12	14,040.00	15,240.00	18,240.00	18,240.00	21,240.00
13	14,160.00	15,360.00	18,360.00	18,360.00	21,360.00
14	14,280.00	15,480.00	18,480.00	18,480.00	21,480.00
15	14,400.00	15,600.00	18,600.00	18,600.00	21,600.00
16	14,520.00	15,720.00	18,720.00	18,720.00	21,720.00
17	14,640.00	15,840.00	18,840.00	18,840.00	21,840.00
18	14,760.00	15,960.00	18,960.00	18,960.00	21,960.00
19	14,880.00	16,080.00	19,080.00	19,080.00	22,080.00
20	15,000.00	16,200.00	19,200.00	19,200.00	22,200.00
21	15,120.00	16,320.00	19,320.00	19,320.00	22,320.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 180 day contract year. The base workday is 6 hours.
- \* Child Nutrition certification required for Assistant Managers and Managers.

**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 2019-2020 will be up to \$3,000.
- \* **Dental and Vision 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  
2019-2020 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<sup>01</sup> LEVEL 01 Passed Test	<sup>02</sup> LEVEL 02 60 hours	<sup>03</sup> LEVEL 03 Bachelors
1	17,040.00	18,240.00	19,440.00
2	17,328.00	18,528.00	19,728.00
3	17,616.00	18,816.00	20,016.00
4	17,904.00	19,104.00	20,304.00
5	18,192.00	19,392.00	20,592.00
6	18,480.00	19,680.00	20,880.00
7	18,768.00	19,968.00	21,168.00
8	19,056.00	20,256.00	21,456.00
9	19,344.00	20,544.00	21,744.00
10	19,632.00	20,832.00	22,032.00
11	19,920.00	21,120.00	22,320.00
12	20,112.00	21,312.00	22,512.00
13	20,304.00	21,504.00	22,704.00
14	20,496.00	21,696.00	22,896.00
15	20,688.00	21,888.00	23,088.00
16	20,880.00	22,080.00	23,280.00
17	21,072.00	22,272.00	23,472.00
18	21,264.00	22,464.00	23,664.00
19	21,456.00	22,656.00	23,856.00
20	21,648.00	22,848.00	24,048.00
21	21,840.00	23,040.00	24,240.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 190-day contract year. The base workday is 7 hours.
- \* Contract level is determined by college hours credit.
- \* For employees under contract prior to July 1, 2019, 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 2019-2020 will be up to \$3,000.
- \* **Dental and Vision 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**  
**2019-2020 SALARY SCHEDULE**

<b>-RANGE-</b>						
	01	02	03	04	05	06
<b>STEP</b>	LEVEL 01 0 Points	LEVEL 02 6 Points	LEVEL 03 12 Points	LEVEL 04 18 Points	LEVEL 05 24 Points	LEVEL 06 36 Points
1	18,772.00	19,147.00	19,523.00	19,898.00	20,274.00	21,025.00
2	19,053.00	19,429.00	19,804.00	20,179.00	20,555.00	21,306.00
3	19,334.00	19,710.00	20,085.00	20,461.00	20,836.00	21,587.00
4	19,617.00	19,992.00	20,368.00	20,742.00	21,119.00	21,869.00
5	19,898.00	20,274.00	20,649.00	21,025.00	21,400.00	22,150.00
6	20,179.00	20,555.00	20,930.00	21,306.00	21,681.00	22,432.00
7	20,461.00	20,836.00	21,212.00	21,587.00	21,963.00	22,714.00
8	20,742.00	21,119.00	21,493.00	21,869.00	22,244.00	22,995.00
9	21,025.00	21,400.00	21,776.00	22,150.00	22,527.00	23,278.00
10	21,306.00	21,681.00	22,057.00	22,432.00	22,808.00	23,559.00
11	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
12	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
13	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
14	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
15	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
16	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
17	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
18	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
19	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
20	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
21	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00

**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.
- \* No new employees will be placed on this salary schedule effective July 1, 2019.

**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 2019-2020 will be up to \$3,000.
- \* **Dental and Vision 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  
2019-2020 SALARY SCHEDULE**

<b>-RANGE-</b>						
	01	02	03	04	05	06
<b>STEP</b>	LEVEL 01 0 Points	LEVEL 02 6 Points	LEVEL 03 12 Points	LEVEL 04 18 Points	LEVEL 05 24 Points	LEVEL 06 36 Points
1	22,668.00	23,122.00	23,575.00	24,028.00	24,482.00	25,388.00
2	23,122.00	23,575.00	24,028.00	24,482.00	24,935.00	25,842.00
3	23,575.00	24,028.00	24,482.00	24,935.00	25,388.00	26,295.00
4	24,028.00	24,482.00	24,935.00	25,388.00	25,842.00	26,748.00
5	24,482.00	24,935.00	25,388.00	25,842.00	26,295.00	27,202.00
6	24,935.00	25,388.00	25,842.00	26,295.00	26,748.00	27,655.00
7	25,388.00	25,842.00	26,295.00	26,748.00	27,202.00	28,109.00
8	25,842.00	26,295.00	26,748.00	27,202.00	27,655.00	28,562.00
9	26,295.00	26,748.00	27,202.00	27,655.00	28,109.00	29,015.00
10	26,748.00	27,202.00	27,655.00	28,109.00	28,562.00	29,469.00
11	27,655.00	28,109.00	28,562.00	29,015.00	29,469.00	30,375.00
12	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
13	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
14	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
15	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
16	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
17	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
18	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
19	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
20	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
21	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00

**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.
- \* No new employees will be placed on this salary schedule effective July 1, 2019.

**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 2019-2020 will be up to \$3,000.
- \* **Dental and Vision 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  
2019-2020 SALARY SCHEDULE**

STEP	-RANGE-				
	01 ELEMENTARY MEDIA CLERK	02 ELEMENTARY	03 SECONDARY A	04 SECONDARY B	05 ADMINISTRATION
1	18,336.00	20,400.00	20,400.00	22,200.00	22,200.00
2	18,888.00	21,120.00	21,120.00	22,920.00	22,920.00
3	19,440.00	21,840.00	21,840.00	23,640.00	23,640.00
4	19,992.00	22,560.00	22,560.00	24,360.00	24,360.00
5	20,544.00	23,280.00	23,280.00	25,080.00	25,080.00
6	21,096.00	24,000.00	24,000.00	25,800.00	25,800.00
7	21,648.00	24,720.00	24,720.00	26,520.00	26,520.00
8	22,200.00	25,440.00	25,440.00	27,240.00	27,240.00
9	22,752.00	26,160.00	26,160.00	27,960.00	27,960.00
10	23,304.00	26,880.00	26,880.00	28,680.00	28,680.00
11	23,424.00	27,000.00	27,000.00	28,800.00	28,800.00
12	23,544.00	27,120.00	27,120.00	28,920.00	28,920.00
13	23,664.00	27,240.00	27,240.00	29,040.00	29,040.00
14	23,784.00	27,360.00	27,360.00	29,160.00	29,160.00
15	23,904.00	27,480.00	27,480.00	29,280.00	29,280.00
16	24,024.00	27,600.00	27,600.00	29,400.00	29,400.00
17	24,144.00	27,720.00	27,720.00	29,520.00	29,520.00
18	24,264.00	27,840.00	27,840.00	29,640.00	29,640.00
19	24,384.00	27,960.00	27,960.00	29,760.00	29,760.00
20	24,504.00	28,200.00	28,200.00	30,000.00	30,000.00
21	24,624.00	28,440.00	28,440.00	30,240.00	30,240.00

**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 and daily length is determined by assignment/position.
- \* Participation in the Professional Standards Program (PSP) of the Fort Smith Association of Educational Office Professionals (optional).  
PSP--allows clerical personnel to qualify for salary indices of .05, .10, .15 or .17 above base

**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 2019-2020 will be up to \$3,000.
- \* **Dental and Vision 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  
TECHNOLOGY STAFF  
2019-2020 SALARY SCHEDULE**

**-RANGE-**

STEP	01	02	03
	TECHNOLOGY OPERATIONS STAFF	TECHNOLOGY SPECIALISTS A + Cert	Master Level Cert
1	32,520.00	39,600.00	40,800.00
2	33,408.00	40,440.00	41,640.00
3	34,296.00	41,280.00	42,480.00
4	35,184.00	42,120.00	43,320.00
5	36,072.00	42,960.00	44,160.00
6	36,960.00	43,800.00	45,000.00
7	37,848.00	44,640.00	45,840.00
8	38,736.00	45,480.00	46,680.00
9	39,624.00	46,320.00	47,520.00
10	40,512.00	47,160.00	48,360.00
11	41,400.00	48,000.00	49,200.00
12	42,288.00	48,840.00	50,040.00
13	43,176.00	49,680.00	50,880.00
14	43,320.00	50,520.00	51,720.00
15	43,464.00	51,600.00	52,800.00
16	43,608.00	52,680.00	53,880.00
17	43,752.00	53,760.00	54,960.00
18	43,896.00	54,840.00	56,040.00
19	44,040.00	55,920.00	57,120.00
20	44,184.00	57,000.00	58,200.00
21	44,328.00	58,080.00	59,280.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 250 contract year. 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 2019-2020 will be up to \$3,000.

\* **Dental and Vision 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**  
**TRANSPORTATION STAFF - BUS DRIVER & BUS AIDE**  
**2019-2020 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	01 BUS DRIVER SHORT ROUTE	02 BUS DRIVER REGULAR ROUTE	03 BUS DRIVER EXTENDED ROUTE	04 BUS AIDE SHORT ROUTE	05 BUS AIDE REGULAR ROUTE	06 BUS AIDE EXTENDED ROUTE
1	10,560.00	11,760.00	12,960.00	7,560.00	8,760.00	9,960.00
2	10,680.00	11,880.00	13,080.00	7,680.00	8,880.00	10,080.00
3	10,800.00	12,000.00	13,200.00	7,800.00	9,000.00	10,200.00
4	10,920.00	12,120.00	13,320.00	7,920.00	9,120.00	10,320.00
5	11,040.00	12,240.00	13,440.00	8,040.00	9,240.00	10,440.00
6	11,160.00	12,360.00	13,560.00	8,160.00	9,360.00	10,560.00
7	11,280.00	12,480.00	13,680.00	8,280.00	9,480.00	10,680.00
8	11,400.00	12,600.00	13,800.00	8,400.00	9,600.00	10,800.00
9	11,520.00	12,720.00	13,920.00	8,520.00	9,720.00	10,920.00
10	11,640.00	12,840.00	14,040.00	8,640.00	9,840.00	11,040.00
11	11,760.00	12,960.00	14,160.00	8,760.00	9,960.00	11,160.00
12	11,808.00	13,008.00	14,208.00	8,808.00	10,008.00	11,208.00
13	11,856.00	13,056.00	14,256.00	8,856.00	10,056.00	11,256.00
14	11,904.00	13,104.00	14,304.00	8,904.00	10,104.00	11,304.00
15	11,952.00	13,152.00	14,352.00	8,952.00	10,152.00	11,352.00
16	12,000.00	13,200.00	14,400.00	9,000.00	10,200.00	11,400.00
17	12,048.00	13,248.00	14,448.00	9,048.00	10,248.00	11,448.00
18	12,096.00	13,296.00	14,496.00	9,096.00	10,296.00	11,496.00
19	12,144.00	13,344.00	14,544.00	9,144.00	10,344.00	11,544.00
20	12,192.00	13,392.00	14,592.00	9,192.00	10,392.00	11,592.00
21	12,240.00	13,440.00	14,640.00	9,240.00	10,440.00	11,640.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 178-day contract year.
- \* Bus Aides with a CDL received a fixed amount index of \$600 per contract year.
- \* Activity Trips pay is paid at the flat rate of \$15 per hour.
- \* Scheduled shuttles are paid at a flat rate of \$45 per shuttle.
- \* All bus routes listed above qualify the bus driver under contract as a full-time school bus driver, as designated by the Superintendent.
- \* Routes are based on the minimum hourly schedule as follows:
  - 3.5 hours = Short Route
  - 4.0 hours = Regular Route
  - 4.5 hours = Extended Route

**BENEFITS FOR FULL-TIME SCHOOL BUS DRIVER PERSONNEL:**

- \* **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2019-2020 will be up to \$3,000.
- \* **Life Insurance**--\$10,000 Policy--Premium paid by district.



**FORT SMITH PUBLIC SCHOOLS**  
**TRANSPORTATION STAFF**  
**Vehicle Technician, Mechanic, Head Mechanic**  
**2019-2020 SALARY SCHEDULE**

<b>STEP</b>	<b>-RANGE-</b>		
	01 Vehicle Technician	02 Mechanic	03 Head Mechanic
1	30,480.00	36,000.00	38,040.00
2	31,200.00	36,960.00	39,000.00
3	31,920.00	37,920.00	39,960.00
4	32,640.00	38,880.00	40,920.00
5	33,360.00	39,840.00	41,880.00
6	34,080.00	40,800.00	42,840.00
7	34,800.00	41,760.00	43,800.00
8	35,520.00	42,720.00	44,760.00
9	36,240.00	43,680.00	45,720.00
10	36,960.00	44,640.00	46,680.00
11	37,680.00	45,600.00	47,640.00
12	38,400.00	46,560.00	48,600.00
13	38,640.00	47,160.00	49,200.00
14	38,880.00	47,760.00	49,800.00
15	39,120.00	48,360.00	50,400.00
16	39,360.00	48,960.00	51,000.00
17	39,600.00	49,560.00	51,600.00
18	39,840.00	50,160.00	52,200.00
19	40,080.00	50,760.00	52,800.00
20	40,320.00	51,360.00	53,400.00
21	40,560.00	51,960.00	54,000.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 250-day contract year. 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 2019-2020 will be up to \$3,000.

\* **Dental and Vision 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**  
*Transportation Specialist*  
**2019-2020 SALARY SCHEDULE**

-RANGE-

01

<b>STEP</b>	Transportation Specialist
1	25,920.00
2	26,640.00
3	27,360.00
4	28,080.00
5	28,800.00
6	29,520.00
7	30,240.00
8	30,960.00
9	31,680.00
10	32,400.00
11	33,120.00
12	33,840.00
13	34,560.00
14	34,800.00
15	35,040.00
16	35,280.00
17	35,520.00
18	35,760.00
19	36,000.00
20	36,240.00
21	36,480.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 193-day contract year. 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 2019-2020 will be up to \$3,000.
- \* **Dental and Vision 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  
2019-2020 SALARY SCHEDULE**

<b>-RANGE-</b>						
<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	27,840.00	31,800.00	32,520.00	34,800.00	36,360.00	37,080.00
2	28,560.00	32,688.00	33,408.00	35,688.00	37,248.00	37,968.00
3	29,280.00	33,576.00	34,296.00	36,576.00	38,136.00	38,856.00
4	30,000.00	34,464.00	35,184.00	37,464.00	39,024.00	39,744.00
5	30,720.00	35,352.00	36,072.00	38,352.00	39,912.00	40,632.00
6	31,440.00	36,240.00	36,960.00	39,240.00	40,800.00	41,520.00
7	32,160.00	37,128.00	37,848.00	40,128.00	41,688.00	42,408.00
8	32,880.00	38,016.00	38,736.00	41,016.00	42,576.00	43,296.00
9	33,600.00	38,904.00	39,624.00	41,904.00	43,464.00	44,184.00
10	34,320.00	39,792.00	40,512.00	42,792.00	44,352.00	45,072.00
11	35,040.00	40,680.00	41,400.00	43,680.00	45,240.00	45,960.00
12	35,760.00	41,568.00	42,288.00	44,568.00	46,128.00	46,848.00
13	36,480.00	42,456.00	43,176.00	45,456.00	47,016.00	47,736.00
14	36,720.00	42,600.00	43,320.00	45,600.00	47,160.00	47,880.00
15	36,960.00	42,744.00	43,464.00	45,744.00	47,304.00	48,024.00
16	37,200.00	42,888.00	43,608.00	45,888.00	47,448.00	48,168.00
17	37,440.00	43,032.00	43,752.00	46,032.00	47,592.00	48,312.00
18	37,680.00	43,176.00	43,896.00	46,176.00	47,736.00	48,456.00
19	37,920.00	43,320.00	44,040.00	46,320.00	47,880.00	48,600.00
20	38,160.00	43,464.00	44,184.00	46,464.00	48,024.00	48,744.00
21	38,400.00	43,608.00	44,328.00	46,608.00	48,168.00	48,888.00

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:**

\* Schedule is based upon a 250-day contract year. 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 2019-2020 will be up to \$3,000.

\* **Dental and Vision 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  
2019-2020 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 SECONDARY SCHOOL</b>	<b>02 ELEMENTARY SCHOOL</b>	<b>03 BUILDING ENGINEER A</b>	<b>04 BUILDING ENGINEER B</b>
1	26,520.00	27,600.00	34,320.00	34,800.00
2	27,000.00	28,080.00	34,800.00	35,280.00
3	27,480.00	28,560.00	35,280.00	35,760.00
4	27,960.00	29,040.00	35,760.00	36,240.00
5	28,440.00	29,520.00	36,240.00	36,720.00
6	28,920.00	30,000.00	36,720.00	37,200.00
7	29,400.00	30,480.00	37,200.00	37,680.00
8	29,880.00	30,960.00	37,680.00	38,160.00
9	30,360.00	31,440.00	38,160.00	38,640.00
10	30,840.00	31,920.00	38,640.00	39,120.00
11	31,320.00	32,400.00	39,120.00	39,600.00
12	31,800.00	32,880.00	39,600.00	40,080.00
13	32,280.00	33,360.00	40,080.00	40,560.00
14	32,400.00	33,480.00	40,200.00	40,680.00
15	32,520.00	33,600.00	40,320.00	40,800.00
16	32,640.00	33,720.00	40,440.00	40,920.00
17	32,760.00	33,840.00	40,560.00	41,040.00
18	32,880.00	33,960.00	40,680.00	41,160.00
19	33,000.00	34,080.00	40,800.00	41,280.00
20	33,120.00	34,200.00	40,920.00	41,400.00
21	33,240.00	34,320.00	41,040.00	41,520.00

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

**BUILDING ENGINEER B:** NORTHSIDE, SOUTHSIDE

**SCHEDULE NOTES:**

\* Schedule is based upon a 250-day contract year. 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 2019-2020 will be up to \$3,000.

\* **Dental and Vision 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  
DEAF INTERPRETER STAFF  
2019-2020 SALARY SCHEDULE**

**-RANGE-**

STEP	01	02	03	04
	-----COLLEGE HOURS IN INTERPRETER EDUCATION-----			
	12	30	60	90
1	21,600.00	22,200.00	22,800.00	23,400.00
2	22,440.00	23,040.00	23,640.00	24,240.00
3	23,280.00	23,880.00	24,480.00	25,080.00
4	24,120.00	24,720.00	25,320.00	25,920.00
5	24,960.00	25,560.00	26,160.00	26,760.00
6	25,800.00	26,400.00	27,000.00	27,600.00
7	26,640.00	27,240.00	27,840.00	28,440.00
8	27,480.00	28,080.00	28,680.00	29,280.00
9	28,320.00	28,920.00	29,520.00	30,120.00
10	29,160.00	29,760.00	30,360.00	30,960.00
11	30,000.00	30,600.00	31,200.00	31,800.00
12	30,840.00	31,440.00	32,040.00	32,640.00
13	31,680.00	32,280.00	32,880.00	33,480.00
14	32,520.00	33,120.00	33,720.00	34,320.00
15	33,360.00	33,960.00	34,560.00	35,160.00
16	34,200.00	34,800.00	35,400.00	36,000.00
17	34,440.00	35,040.00	35,640.00	36,240.00
18	34,680.00	35,280.00	35,880.00	36,480.00
19	34,920.00	35,520.00	36,120.00	36,720.00
20	35,160.00	35,760.00	36,360.00	36,960.00
21	35,400.00	36,000.00	36,600.00	37,200.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 193-day contract year. Deaf interpreters must hold a valid interpreter's license issued by the Arkansas Department of Health (ADH).
- \* Supplements awarded for Quality Assurance Screening Test (QAST) of Educational Interpreter Performance Assessment (EIPA):
- \* Level 1 - 1/1 on QAST or 2.0 on EIPA - \$500; Level 2 - 2/2 on QAST or 2.5 on EIPA - \$750; Level 3 - 3/3 on QAST or 3.0 on EIPA - \$1,000; Level 4 - 4/4 on QAST only - \$1,250; or 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 2019-2020 will be up to \$3,000.
- \* **Dental and Vision 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  
2019-2020 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 LICENSED PRACTICAL NURSE (LPN)</b>	<b>02 REGISTERED NURSE--ADN</b>	<b>03 REGISTERED NURSE--BSN (BACHELOR)</b>	<b>04 REGISTERED NURSE--BSN + 12 HRS</b>	<b>05 REGISTERED NURSE--MSN (MASTERS)</b>
1	31,570.00	35,035.00	38,500.00	40,810.00	45,430.00
2	32,103.00	35,627.00	39,150.00	41,460.00	46,080.00
3	32,636.00	36,218.00	39,800.00	42,110.00	46,730.00
4	33,169.00	36,810.00	40,450.00	42,760.00	47,380.00
5	33,702.00	37,401.00	41,100.00	43,410.00	48,030.00
6	34,235.00	37,993.00	41,750.00	44,060.00	48,680.00
7	34,932.00	38,766.00	42,600.00	44,910.00	49,530.00
8	35,629.00	39,540.00	43,450.00	45,760.00	50,380.00
9	36,326.00	40,313.00	44,300.00	46,610.00	51,230.00
10	37,023.00	41,087.00	45,150.00	47,460.00	52,080.00
11	37,720.00	41,860.00	46,000.00	48,310.00	52,930.00
12	38,417.00	42,634.00	46,850.00	49,160.00	53,780.00
13	39,680.00	44,035.00	48,390.00	50,700.00	55,320.00
14	40,943.00	45,436.00	49,930.00	52,240.00	56,860.00
15	42,205.00	46,838.00	51,470.00	53,780.00	58,400.00
16	43,468.00	48,239.00	53,010.00	55,320.00	59,940.00
17	44,731.00	49,641.00	54,550.00	56,860.00	61,480.00
18	45,362.00	50,341.00	55,320.00	57,630.00	62,250.00
19	45,362.00	50,341.00	55,320.00	57,630.00	62,250.00
20	45,362.00	50,341.00	55,320.00	57,630.00	62,250.00
21	46,625.00	51,743.00	56,860.00	59,170.00	63,790.00

**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 2019-2020 will be up to \$3,000.
- \* **Dental and Vision 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*  
**PHYSICAL/OCCUPATIONAL THERAPIST ASSISTANT STAFF**  
**2019-2020 SALARY SCHEDULE**  
**-RANGE-**

01

**STEP**

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1	37,345.00
2	37,976.00
3	38,606.00
4	39,237.00
5	39,867.00
6	40,498.00
7	41,322.00
8	42,147.00
9	42,971.00
10	43,796.00
11	44,620.00
12	45,445.00
13	46,938.00
14	48,432.00
15	49,926.00
16	51,420.00
17	52,914.00
18	53,660.00
19	53,660.00
20	53,660.00
21	55,154.00

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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 2019-2020 will be up to \$3,000.

\* **Dental and Vision 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**  
**SPEECH-LANGUAGE PATHOLOGY ASSISTANT (SLPA) STAFF**  
**2019-2020 SALARY SCHEDULE**

STEP	<i>-RANGE-</i>							
	01 BACHELOR	02 BACHELOR + 12 HRS	03 BACHELOR + 24 HRS	04 BACHELOR + 36 HRS	05 MASTER	06 MASTER + 15 HRS	07 MASTER + 30 HRS	08 DOCTOR
1	34,650.00	36,729.00	38,808.00	40,887.00	40,887.00	42,966.00	45,045.00	47,124.00
2	35,235.00	37,314.00	39,393.00	41,472.00	41,472.00	43,551.00	45,630.00	47,709.00
3	35,820.00	37,899.00	39,978.00	42,057.00	42,057.00	44,136.00	46,215.00	48,294.00
4	36,405.00	38,484.00	40,563.00	42,642.00	42,642.00	44,721.00	46,800.00	48,879.00
5	36,990.00	39,069.00	41,148.00	43,227.00	43,227.00	45,306.00	47,385.00	49,464.00
6	37,575.00	39,654.00	41,733.00	43,812.00	43,812.00	45,891.00	47,970.00	50,049.00
7	38,340.00	40,419.00	42,498.00	44,577.00	44,577.00	46,656.00	48,735.00	50,814.00
8	39,105.00	41,184.00	43,263.00	45,342.00	45,342.00	47,421.00	49,500.00	51,579.00
9	39,870.00	41,949.00	44,028.00	46,107.00	46,107.00	48,186.00	50,265.00	52,344.00
10	40,635.00	42,714.00	44,793.00	46,872.00	46,872.00	48,951.00	51,030.00	53,109.00
11	41,400.00	43,479.00	45,558.00	47,637.00	47,637.00	49,716.00	51,795.00	53,874.00
12	42,165.00	44,244.00	46,323.00	48,402.00	48,402.00	50,481.00	52,560.00	54,639.00
13	43,551.00	45,630.00	47,709.00	49,788.00	49,788.00	51,867.00	53,946.00	56,025.00
14	44,937.00	47,016.00	49,095.00	51,174.00	51,174.00	53,253.00	55,332.00	57,411.00
15	46,323.00	48,402.00	50,481.00	52,560.00	52,560.00	54,639.00	56,718.00	58,797.00
16	47,709.00	49,788.00	51,867.00	53,946.00	53,946.00	56,025.00	58,104.00	60,183.00
17	49,095.00	51,174.00	53,253.00	55,332.00	55,332.00	57,411.00	59,490.00	61,569.00
18	49,788.00	51,867.00	53,946.00	56,025.00	56,025.00	58,104.00	60,183.00	62,262.00
19	49,788.00	51,867.00	53,946.00	56,025.00	56,025.00	58,104.00	60,183.00	62,262.00
20	49,788.00	51,867.00	53,946.00	56,025.00	56,025.00	58,104.00	60,183.00	62,262.00
21	51,174.00	53,253.00	55,332.00	57,411.00	57,411.00	59,490.00	61,569.00	63,648.00

**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 2019-2020 will be up to \$3,000.
- \* **Dental and Vision 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  
PROFESSIONAL SUPPORT STAFF  
2019-2020 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 LEVEL 1</b>	<b>02 LEVEL 2</b>	<b>03 LEVEL 3</b>
1	36,405.00	40,894.00	48,255.00
2	37,020.00	41,584.00	48,945.00
3	37,635.00	42,275.00	49,635.00
4	38,249.00	42,965.00	50,326.00
5	38,864.00	43,655.00	51,016.00
6	39,479.00	44,346.00	51,707.00
7	40,282.00	45,249.00	52,610.00
8	41,086.00	46,152.00	53,512.00
9	41,890.00	47,054.00	54,415.00
10	42,694.00	47,957.00	55,318.00
11	43,497.00	48,860.00	56,221.00
12	44,301.00	49,763.00	57,124.00
13	45,757.00	51,399.00	58,760.00
14	47,214.00	53,034.00	60,395.00
15	48,670.00	54,670.00	62,031.00
16	50,126.00	56,306.00	63,667.00
17	51,582.00	57,942.00	65,303.00
18	52,310.00	58,760.00	66,120.00
19	52,310.00	58,760.00	66,120.00
20	52,310.00	58,760.00	66,120.00
21	53,767.00	60,395.00	67,756.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 250-day contract year. 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 2019-2020 will be up to \$3,000.

\* **Dental and Vision 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  
SECURITY STAFF  
2019-2020 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	01 CSSO	02 Supervisor of Safety & Security	03 Director of Security & Facilities
1	38,500.00	40,810.00	45,430.00
2	39,150.00	41,460.00	46,080.00
3	39,800.00	42,110.00	46,730.00
4	40,450.00	42,760.00	47,380.00
5	41,100.00	43,410.00	48,030.00
6	41,750.00	44,060.00	48,680.00
7	42,600.00	44,910.00	49,530.00
8	43,450.00	45,760.00	50,380.00
9	44,300.00	46,610.00	51,230.00
10	45,150.00	47,460.00	52,080.00
11	46,000.00	48,310.00	52,930.00
12	46,850.00	49,160.00	53,780.00
13	48,390.00	50,700.00	55,320.00
14	49,930.00	52,240.00	56,860.00
15	51,470.00	53,780.00	58,400.00
16	53,010.00	55,320.00	59,940.00
17	54,550.00	56,860.00	61,480.00
18	55,320.00	57,630.00	62,250.00
19	55,320.00	57,630.00	62,250.00
20	55,320.00	57,630.00	62,250.00
21	56,860.00	59,170.00	63,790.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 193-day contract year. The base workday is 8 hours. For contracts exceeding 193 days, a "days index" is applied to the base salary listed above.
- \* SUPERVISOR OF SAFETY & SECURITY: Step 21, multiplied by the sum of 1.0 plus a responsibility index of 0.0611 plus an administrative index which advances by 0.01 each year up to a maximum of 0.21.
- \* DIRECTOR OF SECURITY & FACILITIES: Step 21, multiplied by the sum of 1.0 plus a responsibility index of 0.2362 plus an administrative index which advances by 0.01 each year up to a maximum of 0.21.

**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 2019-2020 will be up to \$3,000.
- \* **Dental and Vision 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.

## 2019-20 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</u> <u>Base</u>		<u>Responsibility</u> <u>Factor</u>	+	<u>Extra</u> <u>Days</u>		<u>#Admn Exp</u> <u>Credit-.01..21</u>	=	<u>#Max Total</u> <u>Index</u>
Deputy Superintendent	Base	x	(1.6140	+	.295337 (250 days)	+	.21	=	2.119337
Assistant Superintendent	Base	x	(1.4640	+	.295337 (250 days)	+	.21	=	1.969337
Chief Financial Officer	Base	x	(1.4640	+	.295337 (250 days)	+	.21	=	1.969337
Executive Director of Communication & Community Partnerships	Base	x	(1.2362	+	.295337 (250 days)	+	.21	=	1.741537
Executive Director of Student Services	Base	x	(1.2362	+	.295337 (250 days)	+	.21	=	1.741537
Executive Director of Technology	Base	x	(1.2362	+	.295337 (250 days)	+	.21	=	1.741537
Director of Child Nutrition	Base	x	(1.2362	+	.295337 (250 days)	+	.21	=	1.741537
Director of Elementary Education	Base	x	(1.2362	+	.295337 (250 days)	+	.21	=	1.741537
Director of Secondary Education	Base	x	(1.2362	+	.295337 (250 days)	+	.21	=	1.741537
Director of Transportation	Base	x	(1.2362	+	.295337 (250 days)	+	.21	=	1.741537
Director of Athletics & Student Activities	Base	x	(1.1562	+	.295337 (250 days)	+	.21	=	1.661537
Director of Career Education & District Innovation	Base	x	(1.1562	+	.295337 (250 days)	+	.21	=	1.661537
Director of Student Achievement & Accountability	Base	x	(1.1562	+	.295337 (250 days)	+	.21	=	1.661537
Director of Technology Operations	Base	x	(1.1562	+	.295337 (250 days)	+	.21	=	1.661537
Director of Adult Education	Base	x	(1.0862	+	.295337 (250 days)	+	.21	=	1.591537
Director of Special Education	Base	x	(1.0862	+	.295337 (250 days)	+	.21	=	1.591537

# 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 7-1-19

## 2019-20 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</u> <u>Base</u>		<u>Responsibility</u> <u>Factor</u>		<u>Extra</u> <u>Days</u>		<u>#Admn Exp</u> <u>Credit-.01-.21</u>		<u>#Max Total</u> <u>Index</u>
Supervisor of Curriculum & Federal Programs	Base	x	(1.0611	+	.295337	(250 days)	+	.21	=	1.566437	
Supervisor of Early Childhood Education, Parent & Community Services	Base	x	(1.0611	+	.295337	(250 days)	+	.21	=	1.566437	
Supervisor of Human Resources	Base	x	(1.0611	+	.295337	(250 days)	+	.21	=	1.566437	
Supervisor of Instructional Services	Base	x	(1.0611	+	.295337	(250 days)	+	.21	=	1.566437	
Supervisor of Maintenance and Construction	Base	x	(1.0611	+	.295337	(250 days)	+	.21	=	1.566437	
Supervisor of Professional Development	Base	x	(1.0611	+	.295337	(250 days)	+	.21	=	1.566437	
Supervisor of Special Programs	Base	x	(1.0611	+	.295337	(250 days)	+	.21	=	1.566437	
Supervisor of Student Services	Base	x	(1.0611	+	.295337	(250 days)	+	.21	=	1.566437	
Support Specialist for Special Education	Base	x	(1.0974	+	.113990	(215 days)	+	.21	=	1.421390	
Student Services Coordinator	Base	x	(1.0200	+	.155440	(223 days)	+	.21	=	1.385440	

# - 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 7-1-19

## 2019-20 Administrator Assignment Index

Base	–	Teacher salary step 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>
Supervisor of Accounting	Base	x	(1.0611	+	.295337 (250 days)	+ .21)	=	1.566437
Supervisor of Child Nutrition	Base	x	(1.0611	+	.295337 (250 days)	+ .21)	=	1.566437
Supervisor of Information Services	Base	x	(1.0611	+	.295337 (250 days)	+ .21)	=	1.566437
Supervisor of Payroll & Employee Benefits	Base	x	(1.0611	+	.295337 (250 days)	+ .21)	=	1.566437
Supervisor of Purchasing	Base	x	(1.0611	+	.295337 (250 days)	+ .21)	=	1.566437
Child Nutrition Coordinator	Base	x	(1.0200	+	.295337 (250 days)	+ .21)	=	1.525337
Technology Coordinator	Base	x	(1.0200	+	.295337 (250 days)	+ .21)	=	1.525337

# - 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 7-1-19

## 2019-20 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 days)	+	.21)	=	1.288976
Elementary Principal	Base	x	(1.0796	+	.113990 (215 days)	+	.21)	=	1.403590
Dean of Students Belle Point Center	Base	x	(1.0168	+	.051813 (203 days)	+	.21)	=	1.278613
Director of Belle Point Center	Base	x	(1.0596	+	.139896 (220 days)	+	.21)	=	1.409496
Junior High Assistant Principal	Base	x	(1.0596	+	.088083 (210 days)	+	.21)	=	1.357683
Junior High Principal	Base	x	(1.1464	+	.139896 (220 days)	+	.21)	=	1.496296
Senior High Assistant Principal	Base	x	(1.1096	+	.088083 (210 days)	+	.21)	=	1.407683
Senior High Principal	Base	x	(1.1462	+	.295337 (250 days)	+	.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

Effective 7-1-19

**Student Supervision Stipend Schedule**  
**Elementary Principals 2019-20**

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

\* 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.

Effective 7-1-19

## Student Supervision Stipend Schedule Secondary Principals 2019-20

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

See previous page for legend of \* and \*\*

Effective 7-1-19



**2019-2020 Athletic Assignment Index**  
**High School (Men/Women)**

<u>Assignment</u>	<u>Work Days</u>	<u>Days Factor</u>	<u>Responsibility Index</u>	<u>Total</u>
Head Football Coach/Athletic Coordinator	250	1.295337	0.2896	1.584937
Head Basketball Coach	213	1.103627	0.2036	1.307227
Head Volleyball Coach	213	1.103627	0.2036	1.307227
Head Swimming Coach	193	1.000000	0.0600	1.060000
Head Tennis Coach	193	1.000000	0.0600	1.060000
Head Golf Coach	193	1.000000	0.0600	1.060000
Head Cross Country Coach	193	1.000000	0.0600	1.060000
Head Wrestling Coach	193	1.000000	0.0600	1.060000
Head Bowling Coach	193	1.000000	0.0600	1.060000
Head Track Coach	193	1.000000	0.0600	1.060000
Head Soccer Coach	193	1.000000	0.0600	1.060000
Head Baseball Coach	193	1.000000	0.0600	1.060000
Head Softball Coach	193	1.000000	0.0600	1.060000
Head Strength Training Coach	193	1.000000	0.0400	1.040000
Head Cheerleading Coach	198	1.025907	0.0700	1.095907
Head Drill Team Coach	198	1.025907	0.0700	1.095907
Assistant Football Coach	213	1.103627	0.1636	1.267227
Assistant Basketball Coach	193	1.000000	0.1636	1.163600
Second Assistant Basketball Coach	193	1.000000	0.0400	1.040000
Assistant Volleyball Coach	213	1.103627	0.1636	1.267227
Assistant Track Coach	193	1.000000	0.0400	1.040000
Assistant Soccer Coach	193	1.000000	0.0400	1.040000
Assistant Baseball Coach	193	1.000000	0.0400	1.040000
Assistant Softball Coach	193	1.000000	0.0400	1.040000
Assistant Wrestling Coach	193	1.000000	0.0400	1.040000

Effective 7-1-19

**2019-2020 Athletic Assignment Index**  
**Junior High School (Men/Women)**

<u>Assignment</u>	<u>Work Days</u>	<u>Days Factor</u>	<u>Responsibility Index</u>	<u>Total</u>
Varsity Football Coach	213	1.103627	0.0700	1.173627
Varsity Volleyball Coach	213	1.103627	0.0700	1.173627
Varsity Basketball Coach	193	1.000000	0.0700	1.070000
Varsity Track Coach	193	1.000000	0.0500	1.050000
Varsity Cross Country Coach	193	1.000000	0.0400	1.040000
Varsity Assistant Football Coach	213	1.103627	0.0536	1.157227
Varsity Assistant Volleyball Coach	213	1.103627	0.0536	1.157227
Varsity Assistant Basketball Coach	193	1.000000	0.0536	1.053600
Varsity Assistant Track Coach	193	1.000000	0.0400	1.040000
7th Grade Football Coach	213	1.103627	0.0212	1.124827
7th Grade Volleyball Coach	213	1.103627	0.0212	1.124827
7th Grade Basketball Coach	193	1.000000	0.0212	1.021200
7th Grade Track Coach	193	1.000000	0.0212	1.021200
JH Cheer Coach	196	1.015544	0.0600	1.075544
JH Drill Team Coach	196	1.015544	0.0600	1.075544

Effective 7-1-19

## 2019-20 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.	Technology Integration Specialist	223	.0400
11.	Title I / ACSIP Coordinator	250	.0400
12.	EL / Migrant Coordinator	220	.0400
13.	Math Coordinator	220	.0400
14.	Literacy Coordinator	220	.0400
15.	Science Coordinator	220	.0400
16.	Parent Coordinator	213	.0400
17.	Early Childhood Education Coordinator	213	.0400
18.	Lead Special Ed Coordinator	225	.1230
19.	Special Ed Coordinator	218	.0950
20.	Social Worker	213	.0636
21.	Social Worker	193	.0636
22.	Transportation Assistant Director	215	.0862
23.	Senior High Drama Instructor	193	.0400
24.	Department Chairperson	193	.0400
25.	Senior High Journalist	193	.0500
26.	Senior High Student Council Sponsor	193	.0500
27.	Senior High Quiz Bowl Sponsor	193	.0400
28.	Senior High Debate & Forensics Sponsor	193	.0400
29.	Secondary GATE Sponsor	193	.0400
30.	Parent Involvement Facilitator	193	.0200
31.	Lead Foreman	250	.0400
32.	Information Systems Programmer	250	.1000
33.	Federal Funds Accountant	250	.2500

Effective 7-1-19

## 2019-20 Basic School Salaries

<b>Director</b> (2 nights per week-all sessions)	\$ 9,397
<b>Assistant Director</b> (2 nights per week-all sessions)	\$ 7,382
<b>Teacher</b> (4 nights per week-all sessions or (per session)	\$12,485  \$ 2,081
<b>Secretary/Registrar</b> (4 nights per week-all sessions)	\$ 4,517
<b>Counselor</b> (stipend) (used only on opening night of each session) *two counselors used	\$ 63
<b>Assistant Director</b> (stipend) (used only on opening night of each session)	\$ 125
<b>Director</b> (stipend) (used only on opening night of each session - if applicable)	\$ 156

Effective 7-1-19

## 2019-20 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.

Effective 7-1-19

## 2019-20 Office Personnel Index

Secretary to Superintendent-Office Manager	1.35
Secretary to Deputy Superintendent	1.23
Office Manager-Human Resources	1.23
Payroll Coordinator	1.23
Secretary to Assistant Superintendent of Curriculum & Instruction	1.18
Secretary to Chief Financial Officer	1.18
Payroll Specialist	1.16
Accounts Payable Coordinator	1.10
Information Services Coordinator	1.10
Bookkeeper to Director of Child Nutrition	1.10
Secretary III-Human Resources	1.10
Secretary II-Human Resources	1.05
Technology Services Specialist	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 Executive 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 Adult Education	1.05
Secretary to Supervisor of Professional Development	1.05
Secretary to Supervisor of Purchasing	1.05
Secretary/Power School Trainer-Student Services	1.03
Substitute Systems Clerk	1.03
Document Management Specialist	1.03

Effective 7-1-19



## 2019-20 Substitute Pay Rates

		<u>Per Day</u>
Teachers	(7.0 hours)	\$ 85.00
Teachers with <u>current</u> Arkansas Teaching Certificate	(7.0 hours)	\$ 90.00
Secretaries	(8.0 hours)	\$ 80.00
Instructional Aides/Media Clerks	(7.0 hours)	\$ 70.00
Child Nutrition	(6.0 hours)	\$ 43.55
Maintenance/Custodian		\$ 53.60
Transportation		
Driver-Regular Route		\$ 70.00
Aide-Regular Route		\$ 55.00

Effective 7-1-19



## 2019-20 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                      \$200.00 per day

No degree, special circumstance assignment                      \$100.00 per day

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

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**Secretarial & Office Personnel**                      \$ 90.00 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 7-1-19





## **2019 Summer School / Extended Year Salaries Per Hour**

Certified Teacher/Nurse	\$ 25.00
Elementary Principal, Program Manager/Site Director	38.69
Classroom Aide	17.00

Effective 7-1-19



## 2019-20 Hourly Rate of Pay

	<b>Per Hour</b>
Certified Teacher	\$ 25.00
Classified Employee	17.00

Effective 7-1-19

