

**FORT SMITH PUBLIC SCHOOLS
CERTIFIED STAFF
2019-2020 SALARY SCHEDULE**

	-RANGE-							
	01	02	03	04	05	06	07	08
STEP	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
STEP	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-

STEP	⁰¹ LEVEL 01 Passed Test	⁰² LEVEL 02 60 hours	⁰³ 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

-RANGE-						
	01	02	03	04	05	06
STEP	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**

-RANGE-						
	01	02	03	04	05	06
STEP	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-						
STEP	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**

STEP	-RANGE-		
	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

STEP	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**

-RANGE-						
STEP	01 MAINT. A	02 MAINT. B	03 MAINT. C	04 FOREMAN A	05 FOREMAN B	06 FOREMAN C
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-

STEP	01 SECONDARY SCHOOL	02 ELEMENTARY SCHOOL	03 BUILDING ENGINEER A	04 BUILDING ENGINEER 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-

STEP	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	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

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

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-

STEP	01 LEVEL 1	02 LEVEL 2	03 LEVEL 3
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-

STEP	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.