

# Draft

FORT SMITH PUBLIC SCHOOLS  
CERTIFIED STAFF  
2020-2021 SALARY SCHEDULE

|             | <b>-RANGE-</b>  |                              |                              |                              |               |                            |                            |               |
|-------------|-----------------|------------------------------|------------------------------|------------------------------|---------------|----------------------------|----------------------------|---------------|
|             | 01              | 02                           | 03                           | 04                           | 05            | 06                         | 07                         | 08            |
| <b>STEP</b> | <b>BACHELOR</b> | <b>BACHELOR<br/>+ 12 HRS</b> | <b>BACHELOR<br/>+ 24 HRS</b> | <b>BACHELOR<br/>+ 36 HRS</b> | <b>MASTER</b> | <b>MASTER<br/>+ 15 HRS</b> | <b>MASTER<br/>+ 30 HRS</b> | <b>DOCTOR</b> |
| 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 2020-2021 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance** --\$10,000 --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
BILINGUAL/ESL NON-CERTIFIED INSTRUCTION STAFF  
2020-2021 SALARY SCHEDULE

| -RANGE- |                      |                      |                       |                       |                       |                       |
|---------|----------------------|----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
|         | 01                   | 02                   | 03                    | 04                    | 05                    | 06                    |
| STEP    | LEVEL 01<br>0 Points | LEVEL 02<br>6 Points | LEVEL 03<br>12 Points | LEVEL 04<br>18 Points | LEVEL 05<br>24 Points | LEVEL 06<br>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 2020-2021 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance** --\$10,000 Policy --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
PARENT PARAEDUCATOR STAFF  
2020-2021 SALARY SCHEDULE

| <i>-RANGE-</i> |           |           |           |           |           |           |
|----------------|-----------|-----------|-----------|-----------|-----------|-----------|
|                | 01        | 02        | 03        | 04        | 05        | 06        |
|                | LEVEL 01  | LEVEL 02  | LEVEL 03  | LEVEL 04  | LEVEL 05  | LEVEL 06  |
| STEP           | 0 Points  | 6 Points  | 12 Points | 18 Points | 24 Points | 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 2020-2021 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance** --\$10,000 Policy --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
PARAPROFESSIONAL STAFF  
2020-2021 SALARY SCHEDULE

*-RANGE-*

| STEP | 01                      | 02                   | 03                    |
|------|-------------------------|----------------------|-----------------------|
|      | LEVEL 01<br>Passed Test | LEVEL 02<br>60 hours | LEVEL 03<br>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 2020-2021 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance** --\$10,000 Policy --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
TRANSPORTATION STAFF - BUS DRIVER & BUS AIDE  
2020-2021 SALARY SCHEDULE

**-RANGE-**

| <b>STEP</b> | <b>01<br/>BUS DRIVER<br/>SHORT<br/>ROUTE</b> | <b>02<br/>BUS DRIVER<br/>REGULAR<br/>ROUTE</b> | <b>03<br/>BUS DRIVER<br/>EXTENDED<br/>ROUTE</b> | <b>04<br/>BUS AIDE<br/>SHORT<br/>ROUTE</b> | <b>05<br/>BUS AIDE<br/>REGULAR<br/>ROUTE</b> | <b>06<br/>BUS AIDE<br/>EXTENDED<br/>ROUTE</b> |
|-------------|--|--|---|--|--|---|
| 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 2020-2021 will be up to \$3,000.
- \* **Life Insurance**--\$10,000 Policy--Premium paid by district.

# Draft

FORT SMITH PUBLIC SCHOOLS  
SECRETARIAL/OFFICE STAFF  
2020-2021 SALARY SCHEDULE

|      | <i>-RANGE-</i> |            |           |           |                |
|------|----------------|------------|-----------|-----------|----------------|
|      | 01             | 02         | 03        | 04        | 05             |
|      | ELEMENTARY     | ELEMENTARY | SECONDARY | SECONDARY | ADMINISTRATION |
| STEP | MEDIA CLERK    |            | A         | B         |                |
| 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 2020-2021 will be up to \$3,000.
- \* **Dental and Vision Insurance**--Individual premium paid by district.
- \* **Life Insurance--\$10,000 Policy**--Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
DEAF INTERPRETER STAFF  
2020-2021 SALARY SCHEDULE

| STEP | -RANGE-  |           |           |           |
|------|--|-----------|-----------|-----------|
|      | 01<br>-----COLLEGE HOURS IN INTERPRETER EDUCATION-----<br>12 | 02<br>30  | 03<br>60  | 04<br>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 2020-2021 will be up to \$3,000.
- \* **Dental and Vision Insurance**--Individual premium paid by district.
- \* **Life Insurance--\$10,000 Policy**--Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
CHILD NUTRITION STAFF  
2020-2021 SALARY SCHEDULE

|      | -RANGE-              |                        |                       |                                   |                      |
|------|----------------------|------------------------|-----------------------|-----------------------------------|----------------------|
|      | 01                   | 02                     | 03                    | 04                                | 05                   |
| STEP | FOOD PREP<br>REGULAR | FOOD PREP<br>CERTIFIED | ELEMENTARY<br>MANAGER | SECONDARY<br>ASSISTANT<br>MANAGER | SECONDARY<br>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 2020-2021 will be up to \$3,000.
- \* **Dental and Vision Insurance**--Individual premium paid by district.
- \* **Life Insurance--\$10,000 Policy**--Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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.



# Draft

FORT SMITH PUBLIC SCHOOLS  
TECHNOLOGY STAFF  
2020-2021 SALARY SCHEDULE

*-RANGE-*

| STEP | 01                                | 02                                 | 03                   |
|------|-----------------------------------|------------------------------------|----------------------|
|      | TECHNOLOGY<br>OPERATIONS<br>STAFF | TECHNOLOGY SPECIALISTS<br>A + Cert | Master<br>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 2020-2021 will be up to \$3,000.

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

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

\* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
TRANSPORTATION STAFF  
*Vehicle Technician, Mechanic, Head Mechanic*  
2020-2021 SALARY SCHEDULE

|             | <b>-RANGE-</b>     |           |               |
|-------------|--------------------|-----------|---------------|
|             | 01                 | 02        | 03            |
| <b>STEP</b> | Vehicle Technician | Mechanic  | 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 2020-2021 will be up to \$3,000.

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

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

\* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
TRANSPORTATION STAFF  
*Transportation Specialist*  
2020-2021 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 2020-2021 will be up to \$3,000.

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

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

\* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
MAINTENANCE STAFF  
2020-2021 SALARY SCHEDULE

-RANGE-

| STEP | 01<br>MAINT. A | 02<br>MAINT. B | 03<br>MAINT. C | 04<br>FOREMAN A | 05<br>FOREMAN B | 06<br>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 2020-2021 will be up to \$3,000.

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

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

\* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
NURSING STAFF  
2020-2021 SALARY SCHEDULE

-RANGE-

| STEP | 01<br>LICENSED<br>PRACTICAL<br>NURSE (LPN) | 02<br>REGISTERED<br>NURSE--ADN | 03<br>REGISTERED<br>NURSE<br>(BACHELOR) | 04<br>REGISTERED<br>NURSE--BSN<br>+ 12 HRS | 05<br>REGISTERED<br>NURSE--MSN<br>(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 2020-2021 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance** --\$10,000 Policy --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
OPERATIONS STAFF  
2020-2021 SALARY SCHEDULE

-RANGE-

| STEP | 01<br>SECONDARY<br>SCHOOL | 02<br>ELEMENTARY<br>SCHOOL | 03<br>BUILDING<br>ENGINEER A | 04<br>BUILDING<br>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 2020-2021 will be up to \$3,000.

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

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

\* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
PHYSICAL OCCUPATIONAL THERAPIST ASSISTANT STAFF  
2020-2021 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 2020-2021 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance --\$10,000 Policy** --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
PROFESSIONAL SUPPORT STAFF  
2020-2021 SALARY SCHEDULE

**-RANGE-**

| <b>STEP</b> | <b>01<br/>LEVEL 1</b> | <b>02<br/>LEVEL 2</b> | <b>03<br/>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 2020-2021 will be up to \$3,000.

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

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

\* **Supplemental Retirement Savings Plan (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.



# Draft

FORT SMITH PUBLIC SCHOOLS  
SECURITY STAFF  
2020-2021 SALARY SCHEDULE

**-RANGE-**

| STEP | 01        | 02                                 | 03                                   |
|------|-----------|------------------------------------|--------------------------------------|
|      | CSSO      | Supervisor of<br>Safety & Security | Director of<br>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 2020-2021 will be up to \$3,000.
- \* **Dental and Vision Insurance**--Individual premium paid by district.
- \* **Life Insurance**--\$10,000--Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
SPECIAL LANGUAGE PATHOLOGY ASSISTANT (SLPA) STAFF  
2020-2021 SALARY SCHEDULE

|      | <i>-RANGE-</i> |                      |                      |                      |           |                    |                    |           |
|------|----------------|----------------------|----------------------|----------------------|-----------|--------------------|--------------------|-----------|
|      | 01             | 02                   | 03                   | 04                   | 05        | 06                 | 07                 | 08        |
| STEP | BACHELOR       | BACHELOR<br>+ 12 HRS | BACHELOR<br>+ 24 HRS | BACHELOR<br>+ 36 HRS | MASTER    | MASTER<br>+ 15 HRS | MASTER<br>+ 30 HRS | 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 2020-2021 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance** --\$10,000 --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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.