FORT SMITH PUBLIC SCHOOLS

SECRETARIAL/OFFICE STAFF

2008-2009 SALARY SCHEDULE

-RANGE-

STEP	01 ELEMENTARY A	02 ELEMENTARY B	03 SECONDARY A	04 SECONDARY B	05 ADMINISTRATION
1	16,270.26	17,085.07	17,085.07	20,225.04	19,578.97
2	16,759.13	17,652.54	17,652.54	20,873.98	20,206.11
3	17,245.11	18,222.90	18,222.90	21,525.84	20,836.14
4	17,734.01	18,793.28	18,793.28	22,177.68	21,467.63
5	18,222.90	19,360.75	19,360.75	22,826.62	22,096.20
6	18,711.81	19,931.14	19,931.14	23,478.50	22,727.72
7	19,197.76	20,501.52	20,501.52	24,127.46	23,356.27
8	19,686.67	21,068.95	21,068.95	24,779.31	23,987.75
9	20,175.57	21,639.34	21,639.34	25,431.18	24,616.33
10	20,175.57	21,639.34	21,639.34	25,431.18	24,616.33
11	20,175.57	21,639.34	21,639.34	25,431.18	24,616.33
12	20,175.57	21,639.34	21,639.34	25,431.18	24,616.33
13	20,175.57	21,639.34	21,639.34	25,431.18	24,616.33
14	20,175.57	21,639.34	21,639.34	25,431.18	24,616.33
15	20,664.46	22,209.71	22,209.71	26,080.11	25,244.93
16	20,664.46	22,209.71	22,209.71	26,080.11	25,244.93
17	20,664.46	22,209.71	22,209.71	26,080.11	25,244.93
18	20,664.46	22,209.71	22,209.71	26,080.11	25,244.93
19	20,664.46	22,209.71	22,209.71	26,080.11	25,244.93
20	21,150.44	22,777.17	22,777.17	26,731.96	25,876.40

SCHEDULE NOTES:

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

BENEFITS FOR FULL-TIME PERSONNEL:

* ***Group Health Insurance***--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2008-2009 will be up to $2,938.
* ***Dental Insurance***--Individual premium paid by district.
* ***Life Insurance***--***$5,000 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.