FORT SMITH PUBLIC SCHOOLS

CERTIFIED STAFF

2008-2009 SALARY SCHEDULE

-RANGE-

STEP	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	33,900.00	35,934.00	37,968.00	40,002.00	40,002.00	42,036.00	44,070.00	46,104.00
2	34,550.00	36,584.00	38,618.00	40,652.00	40,652.00	42,686.00	44,720.00	46,754.00
3	35,200.00	37,234.00	39,268.00	41,302.00	41,302.00	43,336.00	45,370.00	47,404.00
4	35,850.00	37,884.00	39,918.00	41,952.00	41,952.00	43,986.00	46,020.00	48,054.00
5	36,500.00	38,534.00	40,568.00	42,602.00	42,602.00	44,636.00	46,670.00	48,704.00
6	37,150.00	39,184.00	41,218.00	43,252.00	43,252.00	45,286.00	47,320.00	49,354.00
7	38,000.00	40,034.00	42,068.00	44,102.00	44,102.00	46,136.00	48,170.00	50,204.00
8	38,850.00	40,884.00	42,918.00	44,952.00	44,952.00	46,986.00	49,020.00	51,054.00
9	39,700.00	41,734.00	43,768.00	45,802.00	45,802.00	47,836.00	49,870.00	51,904.00
10	40,550.00	42,584.00	44,618.00	46,652.00	46,652.00	48,686.00	50,720.00	52,754.00
11	41,400.00	43,434.00	45,468.00	47,502.00	47,502.00	49,536.00	51,570.00	53,604.00
12	42,250.00	44,284.00	46,318.00	48,352.00	48,352.00	50,386.00	52,420.00	54,454.00
13	43,606.00	45,640.00	47,674.00	49,708.00	49,708.00	51,742.00	53,776.00	55,810.00
14	44,962.00	46,996.00	49,030.00	51,064.00	51,064.00	53,098.00	55,132.00	57,166.00
15	46,318.00	48,352.00	50,386.00	52,420.00	52,420.00	54,454.00	56,488.00	58,522.00
16	47,674.00	49,708.00	51,742.00	53,776.00	53,776.00	55,810.00	57,844.00	59,878.00
17	49,030.00	51,064.00	53,098.00	55,132.00	55,132.00	57,166.00	59,200.00	61,234.00
18	49,030.00	51,064.00	53,098.00	55,810.00	55,810.00	57,844.00	59,878.00	61,912.00
19	49,030.00	51,064.00	53,098.00	55,810.00	55,810.00	57,844.00	59,878.00	61,912.00
20	49,030.00	51,064.00	53,098.00	55,810.00	55,810.00	57,844.00	59,878.00	61,912.00
21	49,030.00	51,064.00	53,098.00	57,166.00	57,166.00	59,200.00	61,234.00	63,268.00

SCHEDULE NOTES:

* Schedule is based upon a 193-day contract year.
* 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 2008-2009 will be up to $2,938.
* ***Dental Insurance*** --Individual premium paid by district.
* ***Life Insurance --$10,000*** --Premium paid by district.
* ***Tax Sheltered Annuities (optional)*** --Several programs are available.
* ***IRS Cafeteria 125 Plan (optional)*** --A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.