FORT SMITH PUBLIC SCHOOLS

PARENT PARAEDUCATOR STAFF

2008-2009 SALARY SCHEDULE

-RANGE-

STEP	01 LEVEL 01 0 Points	02 LEVEL 02 6 Points	03 LEVEL 03 12 Points	04 LEVEL 04 18 Points	05 LEVEL 05 24 Points	06 LEVEL 06 36 Points
1	20,655.77	21,068.89	21,481.99	21,895.14	22,308.22	23,134.48
2	21,068.89	21,481.99	21,895.14	22,308.22	22,721.36	23,547.59
3	21,481.99	21,895.14	22,308.22	22,721.36	23,134.48	23,960.72
4	21,895.14	22,308.22	22,721.36	23,134.48	23,547.59	24,373.81
5	22,308.22	22,721.36	23,134.48	23,547.59	23,960.72	24,786.94
6	22,721.36	23,134.48	23,547.59	23,960.72	24,373.81	25,200.04
7	23,134.48	23,547.59	23,960.72	24,373.81	24,786.94	25,613.17
8	23,547.59	23,960.72	24,373.81	24,786.94	25,200.04	26,026.28
9	23,960.72	24,373.81	24,786.94	25,200.04	25,613.17	26,439.41
10	24,373.81	24,786.94	25,200.04	25,613.17	26,026.28	26,852.51
11	25,200.04	25,613.17	26,026.28	26,439.41	26,852.51	27,678.76
12	25,613.17	26,026.28	26,439.41	26,852.51	27,265.62	28,091.84
13	25,613.17	26,026.28	26,439.41	26,852.51	27,265.62	28,091.84
14	25,613.17	26,026.28	26,439.41	26,852.51	27,265.62	28,091.84
15	25,613.17	26,026.28	26,439.41	26,852.51	27,265.62	28,091.84
16	25,613.17	26,026.28	26,439.41	26,852.51	27,265.62	28,091.84
17	25,613.17	26,026.28	26,439.41	26,852.51	27,265.62	28,091.84
18	25,613.17	26,026.28	26,439.41	26,852.51	27,265.62	28,091.84
19	25,613.17	26,026.28	26,439.41	26,852.51	27,265.62	28,091.84
20	25,613.17	26,026.28	26,439.41	26,852.51	27,265.62	28,091.84

SCHEDULE NOTES:

* Schedule is based upon a 187-day contract year. The base workday is 7.50 hours.
* Contract level is determined by points awarded for college hours and professional development credit.
* Salary is paid in 24 equal installments.

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.