FORT SMITH PUBLIC SCHOOLS

NURSING STAFF

2008-2009 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	27,806.12	30,858.01	33,909.90	35,944.49	40,013.68
2	28,358.84	31,471.39	34,583.95	36,618.54	40,687.73
3	28,911.56	32,084.78	35,258.00	37,292.59	41,361.78
4	29,464.28	32,698.17	35,932.05	37,966.64	42,035.83
5	30,017.00	33,311.55	36,606.10	38,640.69	42,709.88
6	30,569.72	33,924.94	37,280.15	39,314.74	43,383.93
7	31,292.51	34,727.06	38,161.60	40,196.19	44,265.38
8	32,015.30	35,529.18	39,043.05	41,077.64	45,146.83
9	32,738.09	36,331.30	39,924.50	41,959.09	46,028.28
10	33,460.88	37,133.41	40,805.95	42,840.54	46,909.73
11	34,183.67	37,935.53	41,687.40	43,721.99	47,791.18
12	34,906.46	38,737.65	42,568.85	44,603.44	48,672.63
13	36,018.70	39,971.97	43,925.25	45,959.84	50,029.03
14	37,130.95	41,206.29	45,281.64	47,316.24	51,385.42
15	38,243.19	42,440.61	46,638.04	48,672.63	52,741.82
16	39,355.44	43,674.93	47,994.43	50,029.03	54,098.22
17	40,467.68	44,909.26	49,350.83	51,385.42	55,454.61
18	40,467.68	44,909.26	49,350.83	51,385.42	56,132.81
19	40,467.68	44,909.26	49,350.83	51,385.42	56,132.81
20	40,467.68	44,909.26	49,350.83	51,385.42	56,132.81
21	40,467.68	44,909.26	49,350.83	51,385.42	57,489.21

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 2008-2009 will be up to $2,938.
* ***Dental 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.