FORT SMITH PUBLIC SCHOOLS

BILINGUAL/ESL NON-CERTIFIED INSTRUCTION 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	16,552.95	16,883.39	17,215.06	17,545.53	17,877.17	18,539.32
2	16,800.79	17,132.45	17,462.91	17,793.37	18,125.04	18,787.17
3	17,048.63	17,380.30	17,710.74	18,042.41	18,372.86	19,034.99
4	17,297.69	17,628.15	17,959.79	18,290.26	18,621.93	19,284.02
5	17,545.53	17,877.17	18,207.63	18,539.32	18,869.76	19,531.87
6	17,793.37	18,125.04	18,455.48	18,787.17	19,117.60	19,779.71
7	18,042.41	18,372.86	18,704.54	19,034.99	19,366.65	20,028.75
8	18,290.26	18,621.93	18,952.39	19,284.02	19,614.50	20,276.61
9	18,539.32	18,869.76	19,201.43	19,531.87	19,863.55	20,525.68
10	18,787.17	19,117.60	19,449.27	19,779.71	20,111.36	20,773.50
11	19,034.99	19,366.65	19,697.09	20,028.75	20,359.21	21,021.34
12	19,034.99	19,366.65	19,697.09	20,028.75	20,359.21	21,021.34
13	19,034.99	19,366.65	19,697.09	20,028.75	20,359.21	21,021.34
14	19,034.99	19,366.65	19,697.09	20,028.75	20,359.21	21,021.34
15	19,034.99	19,366.65	19,697.09	20,028.75	20,359.21	21,021.34
16	19,034.99	19,366.65	19,697.09	20,028.75	20,359.21	21,021.34
17	19,034.99	19,366.65	19,697.09	20,028.75	20,359.21	21,021.34
18	19,034.99	19,366.65	19,697.09	20,028.75	20,359.21	21,021.34
19	19,034.99	19,366.65	19,697.09	20,028.75	20,359.21	21,021.34
20	19,034.99	19,366.65	19,697.09	20,028.75	20,359.21	21,021.34

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.