FORT SMITH PUBLIC SCHOOLS

PARAPROFESSIONAL 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	13,608.62	13,880.80	14,152.97	14,425.13	14,697.33	15,241.65
2	13,880.80	14,152.97	14,425.13	14,697.33	14,969.49	15,513.80
3	14,152.97	14,425.13	14,697.33	14,969.49	15,241.65	15,785.99
4	14,425.13	14,697.33	14,969.49	15,241.65	15,513.84	16,058.17
5	14,697.33	14,969.49	15,241.65	15,513.84	15,785.99	16,330.35
6	14,969.49	15,241.65	15,513.84	15,785.99	16,058.17	16,602.54
7	15,241.65	15,513.84	15,785.99	16,058.17	16,330.36	16,874.68
8	15,513.84	15,785.99	16,058.17	16,330.36	16,602.54	17,146.87
9	15,785.99	16,058.17	16,330.36	16,602.54	16,874.69	17,419.03
10	16,058.17	16,330.36	16,602.54	16,874.69	17,146.88	17,691.20
11	16,602.54	16,874.69	17,146.88	17,419.03	17,691.22	18,235.56
12	16,874.69	17,146.88	17,419.03	17,691.22	17,963.39	18,507.73
13	16,874.69	17,146.88	17,419.03	17,691.22	17,963.39	18,507.73
14	16,874.69	17,146.88	17,419.03	17,691.22	17,963.39	18,507.73
15	17,146.87	17,419.04	17,691.20	17,963.39	18,235.56	18,779.88
16	17,146.87	17,419.04	17,691.20	17,963.39	18,235.56	18,779.88
17	17,146.87	17,419.04	17,691.20	17,963.39	18,235.56	18,779.88
18	17,146.87	17,419.04	17,691.20	17,963.39	18,235.56	18,779.88
19	17,146.87	17,419.04	17,691.20	17,963.39	18,235.56	18,779.88
20	17,419.03	17,691.22	17,963.36	18,235.56	18,507.72	19,052.08

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.