

**FORT SMITH PUBLIC SCHOOLS
PARAPROFESSIONAL STAFF
2009-2010 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	13,648.09	13,921.05	14,194.01	14,466.96	14,739.95	15,285.85
2	13,921.05	14,194.01	14,466.96	14,739.95	15,012.90	15,558.79
3	14,194.01	14,466.96	14,739.95	15,012.90	15,285.85	15,831.77
4	14,466.96	14,739.95	15,012.90	15,285.85	15,558.83	16,104.74
5	14,739.95	15,012.90	15,285.85	15,558.83	15,831.77	16,377.71
6	15,012.90	15,285.85	15,558.83	15,831.77	16,104.74	16,650.69
7	15,285.85	15,558.83	15,831.77	16,104.74	16,377.72	16,923.62
8	15,558.83	15,831.77	16,104.74	16,377.72	16,650.69	17,196.60
9	15,831.77	16,104.74	16,377.72	16,650.69	16,923.63	17,469.55
10	16,104.74	16,377.72	16,650.69	16,923.63	17,196.61	17,742.50
11	16,650.69	16,923.63	17,196.61	17,469.55	17,742.52	18,288.44
12	16,923.63	17,196.61	17,469.55	17,742.52	18,015.48	18,561.40
13	16,923.63	17,196.61	17,469.55	17,742.52	18,015.48	18,561.40
14	16,923.63	17,196.61	17,469.55	17,742.52	18,015.48	18,561.40
15	17,196.60	17,469.56	17,742.50	18,015.48	18,288.44	18,834.34
16	17,196.60	17,469.56	17,742.50	18,015.48	18,288.44	18,834.34
17	17,196.60	17,469.56	17,742.50	18,015.48	18,288.44	18,834.34
18	17,196.60	17,469.56	17,742.50	18,015.48	18,288.44	18,834.34
19	17,196.60	17,469.56	17,742.50	18,015.48	18,288.44	18,834.34
20	17,469.55	17,742.52	18,015.45	18,288.44	18,561.39	19,107.33

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 2009-2010 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.

FORT SMITH PUBLIC SCHOOLS
TRANSPORTATION STAFF--BUS DRIVER & BUS AIDE
 2009-2010 SALARY SCHEDULE

STEP	<i>-RANGE-</i>						
	01 BUS DRIVER SHORT ROUTE	02 BUS DRIVER REGULAR ROUTE	03 BUS DRIVER EXTEND ROUTE	04 BUS AIDE REGULAR ROUTE WITHOUT CDL	05 BUS AIDE REGULAR ROUTE WITH CDL	06 BUS AIDE EXTEND ROUTE WITHOUT CDL	07 BUS AIDE EXTEND ROUTE WITH CDL
1	9,192.87	10,195.77	11,198.67	7,604.78	8,093.06	8106.23	8594.51
2	9,482.56	10,485.46	11,488.36	7,824.41	8,336.03	8325.86	8837.48
3	9,482.56	10,485.46	11,488.36	7,824.41	8,336.03	8325.86	8837.48
4	9,482.56	10,485.46	11,488.36	7,824.41	8,336.03	8325.86	8837.48
5	9,482.56	10,485.46	11,488.36	7,824.41	8,336.03	8325.86	8837.48
6	9,772.29	10,775.19	11,778.09	8,041.68	8,586.05	8543.13	9087.5
7	9,772.29	10,775.19	11,778.09	8,041.68	8,586.05	8543.13	9087.5
8	9,772.29	10,775.19	11,778.09	8,041.68	8,586.05	8543.13	9087.5
9	9,772.29	10,775.19	11,778.09	8,041.68	8,586.05	8543.13	9087.5
10	9,772.29	10,775.19	11,778.09	8,041.68	8,586.05	8543.13	9087.5
11	10,059.66	11,062.56	12,065.46	8,254.28	8,843.03	8755.73	9344.48

SCHEDULE NOTES:

- * Schedule is based upon a 179-day contract year.
- * Activity Trips pay for 2009-10 will be at the rate of \$13.00 per hour.

**FORT SMITH PUBLIC SCHOOLS
SECRETARIAL/OFFICE STAFF
2009-2010 SALARY SCHEDULE**

STEP	-RANGE-				
	01 ELEMENTARY A	02 ELEMENTARY B	03 SECONDARY A	04 SECONDARY B	05 ADMINISTRATION
1	16,317.44	17,134.62	17,134.62	20,283.69	19,635.75
2	16,807.73	17,703.73	17,703.73	20,934.51	20,264.71
3	17,295.12	18,275.75	18,275.75	21,588.26	20,896.56
4	17,785.44	18,847.78	18,847.78	22,242.00	21,529.89
5	18,275.75	19,416.90	19,416.90	22,892.82	22,160.28
6	18,766.07	19,988.94	19,988.94	23,546.59	22,793.63
7	19,253.43	20,560.97	20,560.97	24,197.43	23,424.00
8	19,743.76	21,130.05	21,130.05	24,851.17	24,057.31
9	20,234.08	21,702.09	21,702.09	25,504.93	24,687.72
10	20,234.08	21,702.09	21,702.09	25,504.93	24,687.72
11	20,234.08	21,702.09	21,702.09	25,504.93	24,687.72
12	20,234.08	21,702.09	21,702.09	25,504.93	24,687.72
13	20,234.08	21,702.09	21,702.09	25,504.93	24,687.72
14	20,234.08	21,702.09	21,702.09	25,504.93	24,687.72
15	20,724.39	22,274.12	22,274.12	26,155.74	25,318.14
16	20,724.39	22,274.12	22,274.12	26,155.74	25,318.14
17	20,724.39	22,274.12	22,274.12	26,155.74	25,318.14
18	20,724.39	22,274.12	22,274.12	26,155.74	25,318.14
19	20,724.39	22,274.12	22,274.12	26,155.74	25,318.14
20	21,211.78	22,843.22	22,843.22	26,809.48	25,951.44

SCHEDULE NOTES:

- * Schedule is based upon a 190-day contract year.
- * Salary step is determined by length of service; salary range is determined by assignment/position.
- * Contract length is determined by assignment/position.
- * Participation in the Professional Standards Program of the Fort Smith Association of Educational Office Professionals (optional)
 - allows clerical personnel to qualify for salary indices of .05, .10, .15 or .17 above base contract.

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 2009-2010 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.

**FORT SMITH PUBLIC SCHOOLS
DEAF INTERPRETER STAFF
2009-2010 SALARY SCHEDULE**

-RANGE-

STEP	01	02	03	04
	-----COLLEGE HOURS IN INTERPRETER EDUCATION-----			
	12	30	60	90
1	19,036.50	19,417.21	19,797.93	20,178.66
2	19,797.93	20,178.66	20,559.41	20,940.12
3	20,559.41	20,940.12	21,320.87	21,701.61
4	21,320.87	21,701.61	22,082.31	22,463.04
5	22,082.31	22,463.04	22,843.79	23,224.50
6	22,843.79	23,224.50	23,605.24	23,985.98
7	23,605.24	23,985.98	24,366.69	24,747.41
8	24,366.69	24,747.41	25,128.15	25,508.87
9	25,128.15	25,508.87	25,889.04	26,270.35
10	25,889.61	26,270.35	26,651.09	27,031.80
11	26,651.09	27,031.80	27,412.54	27,793.26
12	27,412.54	27,793.26	28,174.00	28,554.74
13	28,174.00	28,554.74	28,935.47	29,316.20
14	28,935.47	29,316.20	29,696.92	30,077.64
15	29,696.92	30,077.64	30,458.37	30,839.11
16	30,458.37	30,839.11	31,219.84	31,600.57
17	30,458.37	30,839.11	31,219.84	31,600.57
18	30,458.37	30,839.11	31,219.84	31,600.57
19	30,458.37	30,839.11	31,219.84	31,600.57
20	30,458.37	30,839.11	31,219.84	31,600.57

SCHEDULE NOTES:

- * Schedule is based upon a 193-day contract year.
- * Supplements awarded for Quality Assurance Screening Test (QAST) for Sign Language Interpreters certification:
- * Level 1 - \$500; Level 2 - \$750; Level 3 - \$1,000; Level 4 - \$1,250; National Certification - \$1,500

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 2009-2010 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.

FORT SMITH PUBLIC SCHOOLS
BILINGUAL/ESL NON-CERTIFIED INSTRUCTION STAFF
2009-2010 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	16,600.95	16,932.35	17,264.98	17,596.41	17,929.01	18,593.08
2	16,849.51	17,182.13	17,513.55	17,844.97	18,177.60	18,841.65
3	17,098.07	17,430.70	17,762.10	18,094.73	18,426.14	19,090.19
4	17,347.85	17,679.27	18,011.87	18,343.30	18,675.93	19,339.94
5	17,596.41	17,929.01	18,260.43	18,593.08	18,924.48	19,588.51
6	17,844.97	18,177.60	18,509.00	18,841.65	19,173.04	19,837.07
7	18,094.73	18,426.14	18,758.78	19,090.19	19,422.81	20,086.83
8	18,343.30	18,675.93	19,007.35	19,339.94	19,671.38	20,335.41
9	18,593.08	18,924.48	19,257.11	19,588.51	19,921.15	20,585.20
10	18,841.65	19,173.04	19,505.67	19,837.07	20,169.68	20,833.74
11	19,090.19	19,422.81	19,754.21	20,086.83	20,418.25	21,082.30
12	19,090.19	19,422.81	19,754.21	20,086.83	20,418.25	21,082.30
13	19,090.19	19,422.81	19,754.21	20,086.83	20,418.25	21,082.30
14	19,090.19	19,422.81	19,754.21	20,086.83	20,418.25	21,082.30
15	19,090.19	19,422.81	19,754.21	20,086.83	20,418.25	21,082.30
16	19,090.19	19,422.81	19,754.21	20,086.83	20,418.25	21,082.30
17	19,090.19	19,422.81	19,754.21	20,086.83	20,418.25	21,082.30
18	19,090.19	19,422.81	19,754.21	20,086.83	20,418.25	21,082.30
19	19,090.19	19,422.81	19,754.21	20,086.83	20,418.25	21,082.30
20	19,090.19	19,422.81	19,754.21	20,086.83	20,418.25	21,082.30

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 2009-2010 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.

FORT SMITH PUBLIC SCHOOLS
FOOD SERVICE STAFF
2009-2010 SALARY SCHEDULE

-RANGE-

STEP	01 FOOD PREP REGULAR	02 FOOD PREP CERTIFIED	03 ELEM SUPV REGULAR	04 ELEM SUPV CERTIFIED	05 SEC MGR REGULAR	06 SEC MGR CERTIFIED
1	10,615.93	11,381.78	12,792.10	13,322.99	15,811.74	16,359.26
2	10,827.26	11,597.49	13,322.99	13,870.55	15,811.74	16,359.26
3	11,038.61	11,813.17	13,870.55	14,401.45	15,811.74	16,359.26
4	11,249.98	12,028.87	14,401.45	14,948.99	15,811.74	16,359.26
5	11,461.28	12,244.56	14,401.45	14,948.99	15,811.74	16,359.26
6	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26
7	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26
8	11,672.62	12,460.26	14,401.45	14,949.02	15,811.74	16,359.26
9	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26
10	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26
11	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26
12	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26
13	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26
14	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26
15	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26
16	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26
17	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26
18	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26
19	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26
20	11,672.62	12,460.26	14,401.45	14,948.99	15,811.74	16,359.26

SCHEDULE NOTES:

* Schedule is based upon a 180-day contract year. The base workday is six hours. Full-time employees are paid for 1080 hours per 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 2009-2010 will be up to \$2,938.

* **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.

**FORT SMITH PUBLIC SCHOOLS
PARENT PARAEDUCATOR STAFF
2009-2010 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	20,715.67	21,129.99	21,544.29	21,958.64	22,372.91	23,201.57
2	21,129.99	21,544.29	21,958.64	22,372.91	22,787.25	23,615.88
3	21,544.29	21,958.64	22,372.91	22,787.25	23,201.57	24,030.21
4	21,958.64	22,372.91	22,787.25	23,201.57	23,615.88	24,444.49
5	22,372.91	22,787.25	23,201.57	23,615.88	24,030.21	24,858.82
6	22,787.25	23,201.57	23,615.88	24,030.21	24,444.49	25,273.12
7	23,201.57	23,615.88	24,030.21	24,444.49	24,858.82	25,687.45
8	23,615.88	24,030.21	24,444.49	24,858.82	25,273.12	26,101.76
9	24,030.21	24,444.49	24,858.82	25,273.12	25,687.45	26,516.08
10	24,444.49	24,858.82	25,273.12	25,687.45	26,101.76	26,930.38
11	25,273.12	25,687.45	26,101.76	26,516.08	26,930.38	27,759.03
12	25,687.45	26,101.76	26,516.08	26,930.38	27,344.69	28,173.31
13	25,687.45	26,101.76	26,516.08	26,930.38	27,344.69	28,173.31
14	25,687.45	26,101.76	26,516.08	26,930.38	27,344.69	28,173.31
15	25,687.45	26,101.76	26,516.08	26,930.38	27,344.69	28,173.31
16	25,687.45	26,101.76	26,516.08	26,930.38	27,344.69	28,173.31
17	25,687.45	26,101.76	26,516.08	26,930.38	27,344.69	28,173.31
18	25,687.45	26,101.76	26,516.08	26,930.38	27,344.69	28,173.31
19	25,687.45	26,101.76	26,516.08	26,930.38	27,344.69	28,173.31
20	25,687.45	26,101.76	26,516.08	26,930.38	27,344.69	28,173.31

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 2009-2010 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.

FORT SMITH PUBLIC SCHOOLS
PRINT STAFF--Pressman
2009-2010 SALARY SCHEDULE

STEP	SALARY
1	23,018.14
2	23,823.77
3	24,629.42
4	25,435.05
5	26,240.69
6	27,046.32
7	27,851.96
8	28,657.58
9	29,463.23
10	30,268.88
11	31,074.50
12	31,880.14
13	31,880.14
14	31,880.14
15	31,880.14
16	31,880.14
17	32,685.76
18	32,685.76
19	32,685.76
20	32,685.76

SCHEDULE NOTES:

- * The base workyear is 250 days. The base workday is 8 hours. Full-time employees are paid for 2000 hours per year.
- * Overtime is reimbursed at 1.5 times the regular rate.

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 2009-2010 will be up to \$2,938.
- * **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.

FORT SMITH PUBLIC SCHOOLS
COMPUTER INFORMATION SYSTEMS (CIS) PROFESSIONAL STAFF
2009-2010 SALARY SCHEDULE

	-RANGE-							
	01	02	03	04	05	06	07	08
STEP	BACHELOR	BACHELOR +12 HRS	BACHELOR +24 HRS	BACHELOR +36 HRS	MASTER	MASTER +15 HRS	MASTER +30 HRS	DOCTOR
1	35,937.82	38,094.09	40,250.36	42,406.63	42,406.63	44,562.90	46,719.17	48,875.44
2	36,624.87	38,781.14	40,937.41	43,093.68	43,093.68	45,249.95	47,406.22	49,562.49
3	37,311.92	39,468.19	41,624.46	43,780.73	43,780.73	45,936.99	48,093.26	50,249.53
4	37,998.96	40,155.23	42,311.50	44,467.77	44,467.77	46,624.04	48,780.31	50,936.58
5	38,686.01	40,842.28	42,998.55	45,154.82	45,154.82	47,311.09	49,467.36	51,623.63
6	39,373.06	41,529.33	43,685.60	45,841.87	45,841.87	47,998.13	50,154.40	52,310.67
7	40,271.50	42,427.77	44,584.04	46,740.31	46,740.31	48,896.58	51,052.85	53,209.12
8	41,169.95	43,326.22	45,482.49	47,638.76	47,638.76	49,795.03	51,951.30	54,107.56
9	42,068.39	44,224.66	46,380.93	48,537.20	48,537.20	50,693.47	52,849.74	55,006.01
10	42,966.84	45,123.11	47,279.38	49,435.65	49,435.65	51,591.92	53,748.19	55,904.46
11	43,865.28	46,021.55	48,177.82	50,334.09	50,334.09	52,490.36	54,646.63	56,802.90
12	44,763.73	46,920.00	49,076.27	51,232.54	51,232.54	53,388.81	55,545.08	57,701.35
13	46,201.24	48,357.51	50,513.78	52,670.05	52,670.05	54,826.32	56,982.59	59,138.86
14	47,638.76	49,795.03	51,951.30	54,107.56	54,107.56	56,263.83	58,420.10	60,576.37
15	49,076.27	51,232.54	53,388.81	55,545.08	55,545.08	57,701.35	59,857.62	62,013.89
16	50,513.78	52,670.05	54,826.32	56,982.59	56,982.59	59,138.86	61,295.13	63,451.40
17	51,951.30	54,107.56	56,263.83	58,420.10	58,420.10	60,576.37	62,732.64	64,888.91
18	51,951.30	54,107.56	56,263.83	59,138.86	59,138.86	61,295.13	63,451.40	65,607.67
19	51,951.30	54,107.56	56,263.83	59,138.86	59,138.86	61,295.13	63,451.40	65,607.67
20	51,951.30	54,107.56	56,263.83	59,138.86	59,138.86	61,295.13	63,451.40	65,607.67
21	51,951.30	54,107.56	56,263.83	60,576.37	60,576.37	62,732.64	64,888.91	67,045.18

SCHEDULE NOTES:

- * Schedule is based upon a 255-day contract year.
- * Supplements for Computer Information Systems (CIS) educational attainment:
 \$3,250 supplement for 12 college hours earned in Computer Information Systems after completion of a bachelor's degree;
 \$6,500 supplement for degree in Computer Information Systems

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 2009-2010 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.

**FORT SMITH PUBLIC SCHOOLS
TRANSPORTATION
Vehicle Technician, Mechanic, Head Mechanic
2009-2010 SALARY SCHEDULE**

-RANGE-

STEP	Vehicle Technician	Mechanic	Head Mechanic
1	26,572.19	31,620.91	33,507.53
2	27,236.49	32,727.36	34,613.99
3	27,900.80	33,833.83	35,720.45
4	28,565.10	34,940.30	36,826.93
5	29,229.41	36,046.76	37,933.39
6	29,893.71	37,153.23	39,039.86
7	30,558.01	38,259.69	40,146.32
8	31,222.32	39,366.16	41,252.79
9	31,886.62	40,472.63	42,359.26
10	32,550.92	41,579.10	43,465.73
11	33,215.24	42,685.56	44,572.19
12	33,879.54	43,792.02	45,678.65
13	33,879.54	43,792.02	45,678.65
14	33,879.54	43,792.02	45,678.65
15	33,879.54	43,792.02	45,678.65
16	33,879.54	43,792.02	45,678.65
17	34,543.85	44,898.49	46,785.11
18	34,543.85	44,898.49	46,785.11
19	34,543.85	44,898.49	46,785.11
20	34,543.85	44,898.49	46,785.11

SCHEDULE NOTES:

* The base workyear is 250 days. The base workday is 8 hours.

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 2009-2010 will be up to \$2,938.

* **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.

FORT SMITH PUBLIC SCHOOLS
TRANSPORTATION
Special Projects Driver, Transportation Specialist, Assistant Supervisor
2009-2010 SALARY SCHEDULE

-RANGE-

STEP	Special Projects Driver	Transportation Specialist	Assistant Supervisor
1	17,986.44	24,065.85	28,325.04
2	18,436.11	24,666.61	29,316.09
3	18,885.75	25,267.34	30,307.15
4	19,335.42	25,868.10	31,298.20
5	19,785.08	26,468.84	32,289.25
6	20,234.74	27,069.59	33,280.30
7	20,684.40	27,670.33	34,271.36
8	21,134.06	28,271.08	35,262.41
9	21,583.73	28,871.83	36,253.47
10	22,033.37	29,472.57	37,244.52
11	22,483.04	30,674.07	38,235.56
12	22,932.71	30,674.07	39,226.62
13	22,932.71	30,674.07	39,226.62
14	22,932.71	30,674.07	39,226.62
15	22,932.71	30,674.07	39,226.62
16	22,932.71	30,674.07	39,226.62
17	23,382.37	31,274.81	40,217.67
18	23,382.37	31,274.81	40,217.67
19	23,382.37	31,274.81	40,217.67
20	23,382.37	31,274.81	40,217.67

SCHEDULE NOTES:

* The base workyear is 193 days. The base workday is 8 hours.

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 2009-2010 will be up to \$2,938.

* **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.

**FORT SMITH PUBLIC SCHOOLS
MAINTENANCE STAFF
2009-2010 SALARY SCHEDULE**

-RANGE-

STEP	01 MAINT. A	02 MAINT. B	03 MAINT. C	04 FOREMAN A	05 FOREMAN B	06 FOREMAN C
1	24,153.98	27,778.67	28,516.44	30,441.03	31,884.53	32,622.28
2	24,762.85	28,612.66	29,350.44	31,275.04	32,718.52	33,456.28
3	25,372.89	29,478.74	30,184.43	32,109.04	33,584.59	34,290.28
4	25,950.27	30,312.74	31,050.51	32,975.14	34,418.65	35,156.38
5	26,559.73	31,146.75	31,884.53	33,809.13	35,252.60	35,990.37
6	27,169.20	32,012.82	32,718.52	34,675.23	36,118.68	36,824.35
7	27,778.67	32,846.82	33,584.59	35,509.21	36,952.69	37,690.46
8	28,388.11	33,680.84	34,418.61	36,343.21	37,786.68	38,524.45
9	28,997.59	34,546.89	35,252.60	37,209.29	38,652.75	39,358.45
10	29,574.99	35,380.90	36,118.68	38,043.28	39,486.76	40,224.50
11	30,184.43	36,246.99	36,952.69	38,877.31	40,352.82	41,058.53
12	30,793.87	37,080.99	37,786.68	39,743.36	41,186.84	41,892.54
13	30,793.87	37,080.99	37,786.68	39,743.36	41,186.84	41,892.54
14	30,793.87	37,080.99	37,786.68	39,743.36	41,186.84	41,892.54
15	30,793.87	37,080.99	37,786.68	39,743.36	41,186.84	41,892.54
16	30,793.87	37,080.99	37,786.68	39,743.36	41,186.84	41,892.54
17	31,403.35	37,915.00	38,652.75	40,577.35	42,020.82	42,758.62
18	31,403.35	37,915.00	38,652.75	40,577.35	42,020.82	42,758.62
19	31,403.35	37,915.00	38,652.75	40,577.35	42,020.82	42,758.62
20	31,403.35	37,915.00	38,652.75	40,577.35	42,020.82	42,758.62

MAINT. A: UTILITY, DRIVER
 MAINT. B: CARPENTER, PAINTER
 MAINT. C: ELECTRICIAN, PLUMBER, A/C, MECHANIC

FOREMAN A: CUSTODIAN, UTILITY
 FOREMAN B: CARPENTER, PAINTER
 FOREMAN C: ELECTRICIAN, PLUMBER, A/C, MECHANIC

SCHEDULE NOTES:

- * The base workyear is 250 days. The base workday is 8 hours. Full-time employees are paid for 2000 hours per year.
- * Overtime is reimbursed at 1.5 times the regular rate.

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 2009-2010 will be up to \$2,938.
- * **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.

FORT SMITH PUBLIC SCHOOLS
MAINTENANCE STAFF--Supervisor of Buildings & Grounds
2009-2010 SALARY SCHEDULE

-RANGE-

STEP	01 MAINT. A	02 MAINT. B	03 MAINT. C	04 FOREMAN A	05 FOREMAN B	06 FOREMAN C
1	24,153.98	27,778.67	28,516.44	30,441.03	31,884.53	32,622.28
2	24,762.85	28,612.66	29,350.44	31,275.04	32,718.52	33,456.28
3	25,372.89	29,478.74	30,184.43	32,109.04	33,584.59	34,290.28
4	25,950.27	30,312.74	31,050.51	32,975.14	34,418.65	35,156.38
5	26,559.73	31,146.75	31,884.53	33,809.13	35,252.60	35,990.37
6	27,169.20	32,012.82	32,718.52	34,675.23	36,118.68	36,824.35
7	27,778.67	32,846.82	33,584.59	35,509.21	36,952.69	37,690.46
8	28,388.11	33,680.84	34,418.61	36,343.21	37,786.68	38,524.45
9	28,997.59	34,546.89	35,252.60	37,209.29	38,652.75	39,358.45
10	29,574.99	35,380.90	36,118.68	38,043.28	39,486.76	40,224.50
11	30,184.43	36,246.99	36,952.69	38,877.31	40,352.82	41,058.53
12	30,793.87	37,080.99	37,786.68	39,743.36	41,186.84	41,892.54
13	30,793.87	37,080.99	37,786.68	39,743.36	41,186.84	41,892.54
14	30,793.87	37,080.99	37,786.68	39,743.36	41,186.84	41,892.54
15	30,793.87	37,080.99	37,786.68	39,743.36	41,186.84	41,892.54
16	30,793.87	37,080.99	37,786.68	39,743.36	41,186.84	41,892.54
17	31,403.35	37,915.00	38,652.75	40,577.35	42,020.82	42,758.62
18	31,403.35	37,915.00	38,652.75	40,577.35	42,020.82	42,758.62
19	31,403.35	37,915.00	38,652.75	40,577.35	42,020.82	42,758.62
20	31,403.35	37,915.00	38,652.75	40,577.35	42,020.82	42,758.62

MAINT. A: UTILITY, DRIVER

FOREMAN A: CUSTODIAN, UTILITY

MAINT. B: CARPENTER, PAINTER

FOREMAN B: CARPENTER, PAINTER

MAINT. C: ELECTRICIAN, PLUMBER, A/C, MECHANIC

FOREMAN C: ELECTRICIAN, PLUMBER, A/C, MECHANIC

SUPERVISOR OF BUILDINGS & GROUNDS: Top of Foreman C Schedule (Step 20) multiplied by *special assignment index* of 1.33. *Special assignment index* will increase by .01 each year of service to a maximum of 1.54 beginning with .01 for 2002-03.

SCHEDULE NOTES:

- * The base workyear is 250 days. The base workday is 8 hours. Full-time employees are paid for 2000 hours per year.
- * Overtime is reimbursed at 1.5 times the regular rate.

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 2009-2010 will be up to \$2,938.
- * **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.

**FORT SMITH PUBLIC SCHOOLS
NURSING STAFF
2009-2010 SALARY SCHEDULE**

STEP	-RANGE-				
	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	27,880.00	30,940.00	34,000.00	36,040.00	40,120.00
2	28,413.00	31,531.50	34,650.00	36,690.00	40,770.00
3	28,946.00	32,123.00	35,300.00	37,340.00	41,420.00
4	29,479.00	32,714.50	35,950.00	37,990.00	42,070.00
5	30,012.00	33,306.00	36,600.00	38,640.00	42,720.00
6	30,545.00	33,897.50	37,250.00	39,290.00	43,370.00
7	31,242.00	34,671.00	38,100.00	40,140.00	44,220.00
8	31,939.00	35,444.50	38,950.00	40,990.00	45,070.00
9	32,636.00	36,218.00	39,800.00	41,840.00	45,920.00
10	33,333.00	36,991.50	40,650.00	42,690.00	46,770.00
11	34,030.00	37,765.00	41,500.00	43,540.00	47,620.00
12	34,727.00	38,538.50	42,350.00	44,390.00	48,470.00
13	35,842.20	39,776.10	43,710.00	45,750.00	49,830.00
14	36,957.40	41,013.70	45,070.00	47,110.00	51,190.00
15	38,072.60	42,251.30	46,430.00	48,470.00	52,550.00
16	39,187.80	43,488.90	47,790.00	49,830.00	53,910.00
17	40,303.00	44,726.50	49,150.00	51,190.00	55,270.00
18	40,303.00	44,726.50	49,150.00	51,190.00	55,950.00
19	40,303.00	44,726.50	49,150.00	51,190.00	55,950.00
20	40,303.00	44,726.50	49,150.00	51,190.00	55,950.00
21	40,303.00	44,726.50	49,150.00	51,190.00	57,310.00

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 2009-2010 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.

**FORT SMITH PUBLIC SCHOOLS
OPERATION STAFF
2009-2010 SALARY SCHEDULE**

-RANGE-

STEP	01 SECONDARY SCHOOL	02 ELEMENTARY SCHOOL	03 BUILDING ENGINEER A	04 BUILDING ENGINEER B
1	23,095.43	24,025.61	30,024.05	30,473.13
2	23,544.51	24,474.74	30,473.13	30,954.30
3	24,025.64	24,955.91	30,954.30	31,403.35
4	24,474.74	25,404.95	31,403.35	31,884.53
5	24,955.91	25,854.05	31,884.53	32,333.60
6	25,404.95	26,335.22	32,333.60	32,782.67
7	25,854.05	26,784.29	32,782.67	33,263.84
8	26,335.22	27,265.42	33,263.84	33,712.89
9	26,784.29	27,714.51	33,712.89	34,194.05
10	27,265.42	28,163.59	34,194.05	34,643.13
11	27,714.51	28,644.74	34,643.13	35,092.22
12	28,163.59	29,093.82	35,092.22	35,573.36
13	28,163.59	29,093.82	35,092.22	35,573.36
14	28,163.59	29,093.82	35,092.22	35,573.36
15	28,163.59	29,093.82	35,092.22	35,573.36
16	28,163.59	29,093.82	35,092.22	35,573.36
17	28,644.74	29,574.99	35,573.36	36,022.44
18	28,644.74	29,574.99	35,573.36	36,022.44
19	28,644.74	29,574.99	35,573.36	36,022.44
20	28,644.74	29,574.99	35,573.36	36,022.44

BUILDING ENGINEER A: CHAFFIN, DARBY, KIMMONS, RAMSEY

BUILDING ENGINEER B: NORTHSIDE, SOUTHSIDE

SCHEDULE NOTES:

- * The base workyear is 250 days. The base workday is 8 hours. Full-time employees are paid for 2000 hours per year.
- * Overtime is reimbursed at 1.5 times the regular rate.

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 2009-2010 will be up to \$2,938.
- * **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.

FORT SMITH PUBLIC SCHOOLS
PHYSICAL/OCCUPATIONAL THERAPIST ASSISTANT STAFF
2009-2010 SALARY SCHEDULE

STEP

1	32,980.00
2	33,610.50
3	34,241.00
4	34,871.50
5	35,502.00
6	36,132.50
7	36,957.00
8	37,781.50
9	38,606.00
10	39,430.50
11	40,255.00
12	41,079.50
13	42,398.70
14	43,717.90
15	45,037.10
16	46,356.30
17	47,675.50
18	47,675.50
19	47,675.50
20	47,675.50
21	47,675.50

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 2009-2010 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.

**FORT SMITH PUBLIC SCHOOLS
CERTIFIED STAFF
2009-2010 SALARY SCHEDULE**

-RANGE-

	01	02	03	04	05	06	07	08
	BACHELOR	BACHELOR +12 HRS	BACHELOR +24 HRS	BACHELOR +36 HRS	MASTER	MASTER +15 HRS	MASTER +30 HRS	DOCTOR
STEP	BACHELOR	+12 HRS	+24 HRS	+36 HRS	MASTER	+15 HRS	+30 HRS	DOCTOR
1	34,000.00	36,040.00	38,080.00	40,120.00	40,120.00	42,160.00	44,200.00	46,240.00
2	34,650.00	36,690.00	38,730.00	40,770.00	40,770.00	42,810.00	44,850.00	46,890.00
3	35,300.00	37,340.00	39,380.00	41,420.00	41,420.00	43,460.00	45,500.00	47,540.00
4	35,950.00	37,990.00	40,030.00	42,070.00	42,070.00	44,110.00	46,150.00	48,190.00
5	36,600.00	38,640.00	40,680.00	42,720.00	42,720.00	44,760.00	46,800.00	48,840.00
6	37,250.00	39,290.00	41,330.00	43,370.00	43,370.00	45,410.00	47,450.00	49,490.00
7	38,100.00	40,140.00	42,180.00	44,220.00	44,220.00	46,260.00	48,300.00	50,340.00
8	38,950.00	40,990.00	43,030.00	45,070.00	45,070.00	47,110.00	49,150.00	51,190.00
9	39,800.00	41,840.00	43,880.00	45,920.00	45,920.00	47,960.00	50,000.00	52,040.00
10	40,650.00	42,690.00	44,730.00	46,770.00	46,770.00	48,810.00	50,850.00	52,890.00
11	41,500.00	43,540.00	45,580.00	47,620.00	47,620.00	49,660.00	51,700.00	53,740.00
12	42,350.00	44,390.00	46,430.00	48,470.00	48,470.00	50,510.00	52,550.00	54,590.00
13	43,710.00	45,750.00	47,790.00	49,830.00	49,830.00	51,870.00	53,910.00	55,950.00
14	45,070.00	47,110.00	49,150.00	51,190.00	51,190.00	53,230.00	55,270.00	57,310.00
15	46,430.00	48,470.00	50,510.00	52,550.00	52,550.00	54,590.00	56,630.00	58,670.00
16	47,790.00	49,830.00	51,870.00	53,910.00	53,910.00	55,950.00	57,990.00	60,030.00
17	49,150.00	51,190.00	53,230.00	55,270.00	55,270.00	57,310.00	59,350.00	61,390.00
18	49,150.00	51,190.00	53,230.00	55,950.00	55,950.00	57,990.00	60,030.00	62,070.00
19	49,150.00	51,190.00	53,230.00	55,950.00	55,950.00	57,990.00	60,030.00	62,070.00
20	49,150.00	51,190.00	53,230.00	55,950.00	55,950.00	57,990.00	60,030.00	62,070.00
21	49,150.00	51,190.00	53,230.00	57,310.00	57,310.00	59,350.00	61,390.00	63,430.00

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 2009-2010 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.

Today... and ...



in the **Future**

Fort Smith Public Schools

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2009-10 Administrator Assignment Index

- Base – Highest teacher salary in academic column for which individual qualifies
- Responsibility Factor – Index for position responsibility
- Experience Credit – For non-Fort Smith service full credit for administrative experience in a NCA school up to the level of experience credit in effect on the schedule; one-half credit for non-NCA administrative experience
- Extra Days Credit – Time above teacher time base of 193 days
- Total Maximum Index – Sum of factors which equals Total Administrative Assignment Index
- Salary Formula – $S = \text{Base} \times (\text{RF} + \text{ED} + \text{AEC})$

<u>Position</u>	<u>Salary</u> <u>Base</u>		<u>Responsibility</u> <u>Factor</u>		<u>Extra</u> <u>Days</u>	<u>#Admn Exp</u> <u>Credit-.01-.21</u>	<u>#Max Total</u> <u>Index 2009-10</u>
Deputy Superintendent	Base	x	(1.5025 +	.321244	(255 da)	+ .21)	= 2.033744
Associate Superintendent	Base	x	(1.3702 +	.321244	(255 da)	+ .21)	= 1.901444
Assistant Superintendents	Base	x	(1.3102 +	.321244	(255 da)	+ .21)	= 1.841444
Director of Financial Services	Base	x	(1.3002 +	.321244	(255 da)	+ .21)	= 1.831444
Director of Secondary Education	Base	x	(1.2102 +	.321244	(255 da)	+ .21)	= 1.741444
Director of Elementary Education	Base	x	(1.2102 +	.321244	(255 da)	+ .21)	= 1.741444
Director of Buildings & Grounds	Base	x	(1.2002 +	.321244	(255 da)	+ .21)	= 1.731444
Director of Student Services	Base	x	(1.2002 +	.321244	(255 da)	+ .21)	= 1.731444
Director of Athletics & Student Activities	Base	x	(1.1302 +	.321244	(255 da)	+ .21)	= 1.661444
Director of Professional Development	Base	x	(1.1202 +	.321244	(255 da)	+ .21)	= 1.651444
Director of Student Achievement & Accountability	Base	x	(1.1202 +	.321244	(255 da)	+ .21)	= 1.651444
Director of Information Services	Base	x	(1.0802 +	.321244	(255 da)	+ .21)	= 1.611444
Director of Adult Education	Base	x	(1.0602 +	.321244	(255 da)	+ .21)	= 1.591444
Director of Special Education	Base	x	(1.0602 +	.321244	(255 da)	+ .21)	= 1.591444
Director of Technology	Base	x	(1.0602 +	.321244	(255 da)	+ .21)	= 1.591444
Supervisor of Federal Programs & ELA	Base	x	(1.0351 +	.321244	(255 da)	+ .21)	= 1.566344
Supervisor of Early Childhood Education, Parent & Community Services	Base	x	(1.0351 +	.321244	(255 da)	+ .21)	= 1.566344
Supervisor of Transportation	Base	x	(1.0319 +	.321244	(255 da)	+ .21)	= 1.563144
Supervisor of Instructional Services	Base	x	(1.0315 +	.165803	(225 da)	+ .21)	= 1.407303
Supervisor of Student Services	Base	x	(1.0338 +	.155440	(223 da)	+ .21)	= 1.399240
Supervisor of Professional Development	Base	x	(1.0315 +	.155440	(223 da)	+ .21)	= 1.396940
Coordinator of Student Services	Base	x	(1.0200 +	.155440	(223 da)	+ .21)	= 1.385440
Assistant Director of Adult Education	Base	x	(1.0436 +	.103627	(213 da)	+ .21)	= 1.357227

#Individual's Index may be less

Experience Credit–Base year 1980-81=.01

Administrative Experience Credit increases by .01 each year to a maximum of .21

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2009-10 Principal Assignment Index

- Base – Highest teacher salary in academic column for which individual qualifies
- Responsibility Factor – Index for position responsibility
- Experience Credit – For non-Fort Smith service full credit for administrative experience in a NCA school up to the level of experience credit in effect on the schedule; one-half credit for non-NCA administrative experience
- Extra Days Credit – Time above teacher time base of 193 days
- Total Maximum Index – Sum of factors which equals Total Administrative Assignment Index
- Salary Formula – $S = \text{Base} \times (\text{RF} + \text{ED} + \text{AEC})$

<u>Position</u>	<u>Salary Base</u>	<u>Responsibility Factor</u>	<u>Extra Days</u>	<u>#Admn Exp Credit .01..21</u>	<u>#Max Total Index 2009-10</u>
Elementary Assistant Principal	Base	x (1.0168	+ .062176 (205 da)	+ .21)	= 1.288976
Elementary Principal	Base	x (1.0796	+ .113990 (215 da)	+ .21)	= 1.403590
Junior High Assistant Principal & Director of Belle Point Center	Base	x (1.0596	+ .088083 (210 da)	+ .21)	= 1.357683
Junior High Principal	Base	x (1.1464	+ .139896 (220 da)	+ .21)	= 1.496296
Senior High Assistant Principal	Base	x (1.1096	+ .088083 (210 da)	+ .21)	= 1.407683
Senior High Principal	Base	x (1.1202	+ .321244 (255 da)	+ .21)	= 1.651444

#Individual's Index may be less
 Student Supervision per student—see attached chart
 Experience Credit—Base year 1980-81=.01
 Administrative Experience Credit increases by .01 each year to a maximum of .21

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Student Supervision Stipend Schedule Secondary Principals 2009-10

Student Population Category	Principal Annual \$ Stipend*	Assistant Principal Annual \$ Stipend*
501-550	700	525
551-600	750	563
601-650	800	600
651-700	850	638
701-750	900	675
751-800	950	713
801-850	1,000	750
851-900	1,050	788
901-950	1,100	825
951-1,000	1,150	863
1,001-1,050	1,200	900
1,051-1,100	1,250	938
1,101-1,150	1,300	975
1,151-1,200	1,350	1,013
1,201-1,250	1,400	1,050
1,251-1,300	1,450	1,088
1,301-1,350	1,500	1,125
1,351-1,400	1,550	1,163
1,401-1,450	1,600	1,200
1,451-1,500	1,650	1,238
1,501-1,550	1,700	1,275
1,551-1,600	1,750	1,313
1,601-1,650	1,800	1,350
1,651-1,700	1,850	1,388

*Based on First Quarter Student Average Daily Membership (ADM)

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**Student Supervision Stipend Schedule
Elementary Principals 2009-10**

Student Population Category	Principal Annual \$Stipend*	Assistant Principal Annual \$ Stipend
1-200	450	1.35 x Population Category
201-250	525	(if assigned to 2 schools, add
251-300	600	½ each category maximum for
301-350	750	student ADM)
351-400	900	
401-450	1,050	
451-500	1,200	
501-550	1,350	
551-600	1,500	
601-650	1,650	
651-700	1,800	
701-750	1,950	

*Based on First Quarter Student Average Daily Membership (ADM)

Effective 7-1-09