

**FORT SMITH PUBLIC SCHOOLS  
PARAPROFESSIONAL STAFF  
2010-2011 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<sup>01</sup> LEVEL 01 0 Points	<sup>02</sup> LEVEL 02 6 Points	<sup>03</sup> LEVEL 03 12 Points	<sup>04</sup> LEVEL 04 18 Points	<sup>05</sup> LEVEL 05 24 Points	<sup>06</sup> LEVEL 06 36 Points
1	13,934.70	14,213.39	14,492.08	14,770.77	15,049.49	15,606.85
2	14,213.39	14,492.08	14,770.77	15,049.49	15,328.17	15,885.52
3	14,492.08	14,770.77	15,049.49	15,328.17	15,606.85	16,164.24
4	14,770.77	15,049.49	15,328.17	15,606.85	15,885.57	16,442.94
5	15,049.49	15,328.17	15,606.85	15,885.57	16,164.24	16,721.64
6	15,328.17	15,606.85	15,885.57	16,164.24	16,442.94	17,000.35
7	15,606.85	15,885.57	16,164.24	16,442.94	16,721.65	17,279.02
8	15,885.57	16,164.24	16,442.94	16,721.65	17,000.35	17,557.73
9	16,164.24	16,442.94	16,721.65	17,000.35	17,279.03	17,836.41
10	16,442.94	16,721.65	17,000.35	17,279.03	17,557.74	18,115.09
11	17,000.35	17,279.03	17,557.74	17,836.41	18,115.11	18,672.50
12	17,279.03	17,557.74	17,836.41	18,115.11	18,393.81	18,951.19
13	17,279.03	17,557.74	17,836.41	18,115.11	18,393.81	18,951.19
14	17,279.03	17,557.74	17,836.41	18,115.11	18,393.81	18,951.19
15	17,557.73	17,836.42	18,115.09	18,393.81	18,672.50	19,229.86
16	17,557.73	17,836.42	18,115.09	18,393.81	18,672.50	19,229.86
17	17,557.73	17,836.42	18,115.09	18,393.81	18,672.50	19,229.86
18	17,557.73	17,836.42	18,115.09	18,393.81	18,672.50	19,229.86
19	17,557.73	17,836.42	18,115.09	18,393.81	18,672.50	19,229.86
20	17,836.41	18,115.11	18,393.77	18,672.50	18,951.18	19,508.58

**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 2010-2011 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**  
 2010-2011 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	9,330.76	10,348.71	11,366.65	7,718.85	8,214.46	8227.82	8723.43
2	9,624.80	10,642.74	11,660.69	7,941.78	8,461.07	8450.75	8970.04
3	9,624.80	10,642.74	11,660.69	7,941.78	8,461.07	8450.75	8970.04
4	9,624.80	10,642.74	11,660.69	7,941.78	8,461.07	8450.75	8970.04
5	9,624.80	10,642.74	11,660.69	7,941.78	8,461.07	8450.75	8970.04
6	9,918.87	10,936.82	11,954.76	8,162.31	8,714.84	8671.28	9223.81
7	9,918.87	10,936.82	11,954.76	8,162.31	8,714.84	8671.28	9223.81
8	9,918.87	10,936.82	11,954.76	8,162.31	8,714.84	8671.28	9223.81
9	9,918.87	10,936.82	11,954.76	8,162.31	8,714.84	8671.28	9223.81
10	9,918.87	10,936.82	11,954.76	8,162.31	8,714.84	8671.28	9223.81
11	10,210.55	11,228.50	12,246.44	8,378.09	8,975.68	8887.07	9484.65

**SCHEDULE NOTES:**

- \* Schedule is based upon a 179-day contract year.
- \* Activity Trips pay for 2010-11 will be at the rate of \$13.00 per hour.

**FORT SMITH PUBLIC SCHOOLS  
SECRETARIAL/OFFICE STAFF  
2010-2011 SALARY SCHEDULE**

STEP	<b>-RANGE-</b>				
	01 ELEMENTARY A	02 ELEMENTARY B	03 SECONDARY A	04 SECONDARY B	05 ADMINISTRATION
1	16,562.20	17,391.64	17,391.64	20,587.95	19,930.29
2	17,059.85	17,969.29	17,969.29	21,248.53	20,568.68
3	17,554.55	18,549.89	18,549.89	21,912.08	21,210.01
4	18,052.22	19,130.50	19,130.50	22,575.63	21,852.84
5	18,549.89	19,708.15	19,708.15	23,236.21	22,492.68
6	19,047.56	20,288.77	20,288.77	23,899.79	23,135.53
7	19,542.23	20,869.38	20,869.38	24,560.39	23,775.36
8	20,039.92	21,447.00	21,447.00	25,223.94	24,418.17
9	20,537.59	22,027.62	22,027.62	25,887.50	25,058.04
10	20,537.59	22,027.62	22,027.62	25,887.50	25,058.04
11	20,537.59	22,027.62	22,027.62	25,887.50	25,058.04
12	20,537.59	22,027.62	22,027.62	25,887.50	25,058.04
13	20,537.59	22,027.62	22,027.62	25,887.50	25,058.04
14	20,537.59	22,027.62	22,027.62	25,887.50	25,058.04
15	21,035.26	22,608.23	22,608.23	26,548.08	25,697.91
16	21,035.26	22,608.23	22,608.23	26,548.08	25,697.91
17	21,035.26	22,608.23	22,608.23	26,548.08	25,697.91
18	21,035.26	22,608.23	22,608.23	26,548.08	25,697.91
19	21,035.26	22,608.23	22,608.23	26,548.08	25,697.91
20	21,529.96	23,185.87	23,185.87	27,211.62	26,340.71

**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 2010-2011 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  
2010-2011 SALARY SCHEDULE**

**-RANGE-**

STEP	01	02	03	04
	-----COLLEGE HOURS IN INTERPRETER EDUCATION-----			
	12	30	60	90
1	19,322.05	19,708.47	20,094.90	20,481.34
2	20,094.90	20,481.34	20,867.80	21,254.22
3	20,867.80	21,254.22	21,640.68	22,027.13
4	21,640.68	22,027.13	22,413.54	22,799.99
5	22,413.54	22,799.99	23,186.45	23,572.87
6	23,186.45	23,572.87	23,959.32	24,345.77
7	23,959.32	24,345.77	24,732.19	25,118.62
8	24,732.19	25,118.62	25,505.07	25,891.50
9	25,505.07	25,891.50	26,277.38	26,664.41
10	26,277.95	26,664.41	27,050.86	27,437.28
11	27,050.86	27,437.28	27,823.73	28,210.16
12	27,823.73	28,210.16	28,596.61	28,983.06
13	28,596.61	28,983.06	29,369.50	29,755.94
14	29,369.50	29,755.94	30,142.37	30,528.80
15	30,142.37	30,528.80	30,915.25	31,301.70
16	30,915.25	31,301.70	31,688.14	32,074.58
17	30,915.25	31,301.70	31,688.14	32,074.58
18	30,915.25	31,301.70	31,688.14	32,074.58
19	30,915.25	31,301.70	31,688.14	32,074.58
20	30,915.25	31,301.70	31,688.14	32,074.58

**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 2010-2011 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**  
**2010-2011 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	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	16,849.96	17,186.34	17,523.95	17,860.36	18,197.95	18,871.98
2	17,102.25	17,439.86	17,776.25	18,112.64	18,450.26	19,124.27
3	17,354.54	17,692.16	18,028.53	18,366.15	18,702.53	19,376.54
4	17,608.07	17,944.46	18,282.05	18,618.45	18,956.07	19,630.04
5	17,860.36	18,197.95	18,534.34	18,871.98	19,208.35	19,882.34
6	18,112.64	18,450.26	18,786.64	19,124.27	19,460.64	20,134.63
7	18,366.15	18,702.53	19,040.16	19,376.54	19,714.15	20,388.13
8	18,618.45	18,956.07	19,292.46	19,630.04	19,966.45	20,640.44
9	18,871.98	19,208.35	19,545.97	19,882.34	20,219.97	20,893.98
10	19,124.27	19,460.64	19,798.26	20,134.63	20,472.23	21,146.25
11	19,376.54	19,714.15	20,050.52	20,388.13	20,724.52	21,398.53
12	19,376.54	19,714.15	20,050.52	20,388.13	20,724.52	21,398.53
13	19,376.54	19,714.15	20,050.52	20,388.13	20,724.52	21,398.53
14	19,376.54	19,714.15	20,050.52	20,388.13	20,724.52	21,398.53
15	19,376.54	19,714.15	20,050.52	20,388.13	20,724.52	21,398.53
16	19,376.54	19,714.15	20,050.52	20,388.13	20,724.52	21,398.53
17	19,376.54	19,714.15	20,050.52	20,388.13	20,724.52	21,398.53
18	19,376.54	19,714.15	20,050.52	20,388.13	20,724.52	21,398.53
19	19,376.54	19,714.15	20,050.52	20,388.13	20,724.52	21,398.53
20	19,376.54	19,714.15	20,050.52	20,388.13	20,724.52	21,398.53

**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 2010-2011 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**  
**2010-2011 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 FOOD PREP REGULAR</b>	<b>02 FOOD PREP CERTIFIED</b>	<b>03 ELEM SUPV REGULAR</b>	<b>04 ELEM SUPV CERTIFIED</b>	<b>05 SEC MGR REGULAR</b>	<b>06 SEC MGR CERTIFIED</b>
1	10,775.17	11,552.51	12,983.98	13,522.83	16,048.92	16,604.65
2	10,989.67	11,771.45	13,522.83	14,078.61	16,048.92	16,604.65
3	11,204.19	11,990.37	14,078.61	14,617.47	16,048.92	16,604.65
4	11,418.73	12,209.30	14,617.47	15,173.22	16,048.92	16,604.65
5	11,633.20	12,428.23	14,617.47	15,173.22	16,048.92	16,604.65
6	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65
7	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65
8	11,847.71	12,647.16	14,617.47	15,173.26	16,048.92	16,604.65
9	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65
10	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65
11	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65
12	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65
13	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65
14	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65
15	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65
16	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65
17	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65
18	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65
19	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65
20	11,847.71	12,647.16	14,617.47	15,173.22	16,048.92	16,604.65

**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 2010-2011 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  
PARENT PARAEDUCATOR STAFF  
2010-2011 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 LEVEL 01 0 Points</b>	<b>02 LEVEL 02 6 Points</b>	<b>03 LEVEL 03 12 Points</b>	<b>04 LEVEL 04 18 Points</b>	<b>05 LEVEL 05 24 Points</b>	<b>06 LEVEL 06 36 Points</b>
1	20,964.26	21,383.55	21,802.82	22,222.14	22,641.38	23,479.99
2	21,383.55	21,802.82	22,222.14	22,641.38	23,060.70	23,899.27
3	21,802.82	22,222.14	22,641.38	23,060.70	23,479.99	24,318.57
4	22,222.14	22,641.38	23,060.70	23,479.99	23,899.27	24,737.82
5	22,641.38	23,060.70	23,479.99	23,899.27	24,318.57	25,157.13
6	23,060.70	23,479.99	23,899.27	24,318.57	24,737.82	25,576.40
7	23,479.99	23,899.27	24,318.57	24,737.82	25,157.13	25,995.70
8	23,899.27	24,318.57	24,737.82	25,157.13	25,576.40	26,414.98
9	24,318.57	24,737.82	25,157.13	25,576.40	25,995.70	26,834.27
10	24,737.82	25,157.13	25,576.40	25,995.70	26,414.98	27,253.54
11	25,157.13	25,576.40	26,000.00	26,414.98	26,834.27	27,253.54
12	25,576.40	25,995.70	26,414.98	26,834.27	27,253.54	27,672.83
13	25,995.70	26,414.98	26,834.27	27,253.54	27,672.83	28,111.39
14	25,995.70	26,414.98	26,834.27	27,253.54	27,672.83	28,111.39
15	25,995.70	26,414.98	26,834.27	27,253.54	27,672.83	28,111.39
16	25,995.70	26,414.98	26,834.27	27,253.54	27,672.83	28,111.39
17	25,995.70	26,414.98	26,834.27	27,253.54	27,672.83	28,111.39
18	25,995.70	26,414.98	26,834.27	27,253.54	27,672.83	28,111.39
19	25,995.70	26,414.98	26,834.27	27,253.54	27,672.83	28,111.39
20	25,995.70	26,414.98	26,834.27	27,253.54	27,672.83	28,111.39

**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 2010-2011 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**  
2010-2011 SALARY SCHEDULE

<b>STEP</b>	<b>SALARY</b>
1	23,363.41
2	24,181.13
3	24,998.86
4	25,816.58
5	26,634.30
6	27,452.01
7	28,269.74
8	29,087.44
9	29,905.18
10	30,722.91
11	31,540.62
12	32,358.34
13	32,358.34
14	32,358.34
15	32,358.34
16	32,358.34
17	33,176.05
18	33,176.05
19	33,176.05
20	33,176.05

**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 2010-2011 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*  
**COMPUTER INFORMATION SYSTEMS (CIS) PROFESSIONAL STAFF**  
**2010-2011 SALARY SCHEDULE**

	<i><b>-RANGE-</b></i>							
	01	02	03	04	05	06	07	08
<b>STEP</b>	BACHELOR	BACHELOR +12 HRS	BACHELOR +24 HRS	BACHELOR +36 HRS	MASTER	MASTER +15 HRS	MASTER +30 HRS	DOCTOR
1	36,466.32	38,654.30	40,842.28	43,030.26	43,030.26	45,218.24	47,406.22	49,594.20
2	37,153.37	39,341.35	41,529.33	43,717.31	43,717.31	45,905.28	48,093.26	50,281.24
3	37,840.41	40,028.39	42,216.37	44,404.35	44,404.35	46,592.33	48,780.31	50,968.29
4	38,527.46	40,715.44	42,903.42	45,091.40	45,091.40	47,279.38	49,467.36	51,655.34
5	39,214.51	41,402.49	43,590.47	45,778.45	45,778.45	47,966.42	50,154.40	52,342.38
6	39,901.55	42,089.53	44,277.51	46,465.49	46,465.49	48,653.47	50,841.45	53,029.43
7	40,800.00	42,987.98	45,175.96	47,363.94	47,363.94	49,551.92	51,739.90	53,927.88
8	41,698.45	43,886.42	46,074.40	48,262.38	48,262.38	50,450.36	52,638.34	54,826.32
9	42,596.89	44,784.87	46,972.85	49,160.83	49,160.83	51,348.81	53,536.79	55,724.77
10	43,495.34	45,683.32	47,871.30	50,059.27	50,059.27	52,247.25	54,435.23	56,623.21
11	44,393.78	46,581.76	48,769.74	50,957.72	50,957.72	53,145.70	55,333.68	57,521.66
12	45,292.23	47,480.21	49,668.19	51,856.17	51,856.17	54,044.15	56,232.12	58,420.10
13	46,750.88	48,938.86	51,126.84	53,314.82	53,314.82	55,502.80	57,690.78	59,878.76
14	48,209.53	50,397.51	52,585.49	54,773.47	54,773.47	56,961.45	59,149.43	61,337.41
15	49,668.19	51,856.17	54,044.15	56,232.12	56,232.12	58,420.10	60,608.08	62,796.06
16	51,126.84	53,314.82	55,502.80	57,690.78	57,690.78	59,878.76	62,066.74	64,254.72
17	52,585.49	54,773.47	56,961.45	59,149.43	59,149.43	61,337.41	63,525.39	65,713.37
18	52,585.49	54,773.47	56,961.45	59,878.76	59,878.76	62,066.74	64,254.72	66,442.69
19	52,585.49	54,773.47	56,961.45	59,878.76	59,878.76	62,066.74	64,254.72	66,442.69
20	52,585.49	54,773.47	56,961.45	59,878.76	59,878.76	62,066.74	64,254.72	66,442.69
21	52,585.49	54,773.47	56,961.45	61,337.41	61,337.41	63,525.39	65,713.37	67,901.35

**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 2010-2011 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*  
**2010-2011 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	Vehicle Technician	Mechanic	Head Mechanic
1	26,970.77	32,095.22	34,010.14
2	27,645.04	33,218.27	35,133.20
3	28,319.31	34,341.34	36,256.26
4	28,993.58	35,464.40	37,379.33
5	29,667.85	36,587.46	38,502.39
6	30,342.12	37,710.53	39,625.46
7	31,016.38	38,833.59	40,748.51
8	31,690.65	39,956.65	41,871.58
9	32,364.92	41,079.72	42,994.65
10	33,039.18	42,202.79	44,117.72
11	33,713.47	43,325.84	45,240.77
12	34,387.73	44,448.90	46,363.83
13	34,387.73	44,448.90	46,363.83
14	34,387.73	44,448.90	46,363.83
15	34,387.73	44,448.90	46,363.83
16	34,387.73	44,448.90	46,363.83
17	35,062.01	45,571.97	47,486.89
18	35,062.01	45,571.97	47,486.89
19	35,062.01	45,571.97	47,486.89
20	35,062.01	45,571.97	47,486.89

**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 2010-2011 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**  
*Special Projects Driver, Transportation Specialist, Assistant Supervisor*  
**2010-2011 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	Special Projects Driver	Transportation Specialist	Assistant Supervisor
1	18,256.24	24,426.84	28,749.92
2	18,712.65	25,036.61	29,755.83
3	19,169.04	25,646.35	30,761.76
4	19,625.45	26,256.12	31,767.67
5	20,081.86	26,865.87	32,773.59
6	20,538.26	27,475.63	33,779.50
7	20,994.67	28,085.38	34,785.43
8	21,451.07	28,695.15	35,791.35
9	21,907.49	29,304.91	36,797.27
10	22,363.87	29,914.66	37,803.19
11	22,820.29	31,134.18	38,809.09
12	23,276.70	31,134.18	39,815.02
13	23,276.70	31,134.18	39,815.02
14	23,276.70	31,134.18	39,815.02
15	23,276.70	31,134.18	39,815.02
16	23,276.70	31,134.18	39,815.02
17	23,733.11	31,743.93	40,820.94
18	23,733.11	31,743.93	40,820.94
19	23,733.11	31,743.93	40,820.94
20	23,733.11	31,743.93	40,820.94

**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 2010-2011 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  
MAINTENANCE STAFF  
2010-2011 SALARY SCHEDULE**

***-RANGE-***

<b>STEP</b>	<b>01 MAINT. A</b>	<b>02 MAINT. B</b>	<b>03 MAINT. C</b>	<b>04 FOREMAN A</b>	<b>05 FOREMAN B</b>	<b>06 FOREMAN C</b>
1	24,516.29	28,195.35	28,944.19	30,897.65	32,362.80	33,111.61
2	25,134.29	29,041.85	29,790.70	31,744.17	33,209.30	33,958.12
3	25,753.48	29,920.92	30,637.20	32,590.68	34,088.36	34,804.63
4	26,339.52	30,767.43	31,516.27	33,469.77	34,934.93	35,683.73
5	26,958.13	31,613.95	32,362.80	34,316.27	35,781.39	36,530.23
6	27,576.74	32,493.01	33,209.30	35,195.36	36,660.46	37,376.72
7	28,195.35	33,339.52	34,088.36	36,041.85	37,506.98	38,255.82
8	28,813.93	34,186.05	34,934.89	36,888.36	38,353.48	39,102.32
9	29,432.55	35,065.09	35,781.39	37,767.43	39,232.54	39,948.83
10	30,018.61	35,911.61	36,660.46	38,613.93	40,079.06	40,827.87
11	30,637.20	36,790.69	37,506.98	39,460.47	40,958.11	41,674.41
12	31,255.78	37,637.20	38,353.48	40,339.51	41,804.64	42,520.93
13	31,255.78	37,637.20	38,353.48	40,339.51	41,804.64	42,520.93
14	31,255.78	37,637.20	38,353.48	40,339.51	41,804.64	42,520.93
15	31,255.78	37,637.20	38,353.48	40,339.51	41,804.64	42,520.93
16	31,255.78	37,637.20	38,353.48	40,339.51	41,804.64	42,520.93
17	31,874.40	38,483.73	39,232.54	41,186.01	42,651.13	43,400.00
18	31,874.40	38,483.73	39,232.54	41,186.01	42,651.13	43,400.00
19	31,874.40	38,483.73	39,232.54	41,186.01	42,651.13	43,400.00
20	31,874.40	38,483.73	39,232.54	41,186.01	42,651.13	43,400.00

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 2010-2011 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**  
**MAINTENANCE STAFF--Supervisor of Buildings & Grounds**  
**2010-2011 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 MAINT. A</b>	<b>02 MAINT. B</b>	<b>03 MAINT. C</b>	<b>04 FOREMAN A</b>	<b>05 FOREMAN B</b>	<b>06 FOREMAN C</b>
1	24,516.29	28,195.35	28,944.19	30,897.65	32,362.80	33,111.61
2	25,134.29	29,041.85	29,790.70	31,744.17	33,209.30	33,958.12
3	25,753.48	29,920.92	30,637.20	32,590.68	34,088.36	34,804.63
4	26,339.52	30,767.43	31,516.27	33,469.77	34,934.93	35,683.73
5	26,958.13	31,613.95	32,362.80	34,316.27	35,781.39	36,530.23
6	27,576.74	32,493.01	33,209.30	35,195.36	36,660.46	37,376.72
7	28,195.35	33,339.52	34,088.36	36,041.85	37,506.98	38,255.82
8	28,813.93	34,186.05	34,934.89	36,888.36	38,353.48	39,102.32
9	29,432.55	35,065.09	35,781.39	37,767.43	39,232.54	39,948.83
10	30,018.61	35,911.61	36,660.46	38,613.93	40,079.06	40,827.87
11	30,637.20	36,790.69	37,506.98	39,460.47	40,958.11	41,674.41
12	31,255.78	37,637.20	38,353.48	40,339.51	41,804.64	42,520.93
13	31,255.78	37,637.20	38,353.48	40,339.51	41,804.64	42,520.93
14	31,255.78	37,637.20	38,353.48	40,339.51	41,804.64	42,520.93
15	31,255.78	37,637.20	38,353.48	40,339.51	41,804.64	42,520.93
16	31,255.78	37,637.20	38,353.48	40,339.51	41,804.64	42,520.93
17	31,874.40	38,483.73	39,232.54	41,186.01	42,651.13	43,400.00
18	31,874.40	38,483.73	39,232.54	41,186.01	42,651.13	43,400.00
19	31,874.40	38,483.73	39,232.54	41,186.01	42,651.13	43,400.00
20	31,874.40	38,483.73	39,232.54	41,186.01	42,651.13	43,400.00

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

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 2010-2011 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  
NURSING STAFF  
2010-2011 SALARY SCHEDULE**

STEP	<b>-RANGE-</b>				
	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	28,290.00	31,395.00	34,500.00	36,570.00	40,710.00
2	28,823.00	31,986.50	35,150.00	37,220.00	41,360.00
3	29,356.00	32,578.00	35,800.00	37,870.00	42,010.00
4	29,889.00	33,169.50	36,450.00	38,520.00	42,660.00
5	30,422.00	33,761.00	37,100.00	39,170.00	43,310.00
6	30,955.00	34,352.50	37,750.00	39,820.00	43,960.00
7	31,652.00	35,126.00	38,600.00	40,670.00	44,810.00
8	32,349.00	35,899.50	39,450.00	41,520.00	45,660.00
9	33,046.00	36,673.00	40,300.00	42,370.00	46,510.00
10	33,743.00	37,446.50	41,150.00	43,220.00	47,360.00
11	34,440.00	38,220.00	42,000.00	44,070.00	48,210.00
12	35,137.00	38,993.50	42,850.00	44,920.00	49,060.00
13	36,268.60	40,249.30	44,230.00	46,300.00	50,440.00
14	37,400.20	41,505.10	45,610.00	47,680.00	51,820.00
15	38,531.80	42,760.90	46,990.00	49,060.00	53,200.00
16	39,663.40	44,016.70	48,370.00	50,440.00	54,580.00
17	40,795.00	45,272.50	49,750.00	51,820.00	55,960.00
18	40,795.00	45,272.50	49,750.00	51,820.00	56,650.00
19	40,795.00	45,272.50	49,750.00	51,820.00	56,650.00
20	40,795.00	45,272.50	49,750.00	51,820.00	56,650.00
21	40,795.00	45,272.50	49,750.00	51,820.00	58,030.00

**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 2010-2011 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  
2010-2011 SALARY SCHEDULE**

**-RANGE-**

STEP	01 SECONDARY SCHOOL	02 ELEMENTARY SCHOOL	03 BUILDING ENGINEER A	04 BUILDING ENGINEER B
1	23,441.86	24,385.99	30,474.41	30,930.23
2	23,897.68	24,841.86	30,930.23	31,418.61
3	24,386.02	25,330.25	31,418.61	31,874.40
4	24,841.86	25,786.02	31,874.40	32,362.80
5	25,330.25	26,241.86	32,362.80	32,818.60
6	25,786.02	26,730.25	32,818.60	33,274.41
7	26,241.86	27,186.05	33,274.41	33,762.80
8	26,730.25	27,674.40	33,762.80	34,218.58
9	27,186.05	28,130.23	34,218.58	34,706.96
10	27,674.40	28,586.04	34,706.96	35,162.78
11	28,130.23	29,074.41	35,162.78	35,618.60
12	28,586.04	29,530.23	35,618.60	36,106.96
13	28,586.04	29,530.23	35,618.60	36,106.96
14	28,586.04	29,530.23	35,618.60	36,106.96
15	28,586.04	29,530.23	35,618.60	36,106.96
16	28,586.04	29,530.23	35,618.60	36,106.96
17	29,074.41	30,018.61	36,106.96	36,562.78
18	29,074.41	30,018.61	36,106.96	36,562.78
19	29,074.41	30,018.61	36,106.96	36,562.78
20	29,074.41	30,018.61	36,106.96	36,562.78

**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 2010-2011 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*  
**PHYSICAL/OCCUPATIONAL THERAPIST ASSISTANT STAFF**  
**2010-2011 SALARY SCHEDULE**

**STEP**

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1	33,465.00
2	34,095.50
3	34,726.00
4	35,356.50
5	35,987.00
6	36,617.50
7	37,442.00
8	38,266.50
9	39,091.00
10	39,915.50
11	40,740.00
12	41,564.50
13	42,903.10
14	44,241.70
15	45,580.30
16	46,918.90
17	48,257.50
18	48,257.50
19	48,257.50
20	48,257.50
21	48,257.50

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**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 2010-2011 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  
2010-2011 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
<b>STEP</b>	<b>BACHELOR</b>	<b>+12 HRS</b>	<b>+24 HRS</b>	<b>+36 HRS</b>	<b>MASTER</b>	<b>+15 HRS</b>	<b>+30 HRS</b>	<b>DOCTOR</b>
1	34,500.00	36,570.00	38,640.00	40,710.00	40,710.00	42,780.00	44,850.00	46,920.00
2	35,150.00	37,220.00	39,290.00	41,360.00	41,360.00	43,430.00	45,500.00	47,570.00
3	35,800.00	37,870.00	39,940.00	42,010.00	42,010.00	44,080.00	46,150.00	48,220.00
4	36,450.00	38,520.00	40,590.00	42,660.00	42,660.00	44,730.00	46,800.00	48,870.00
5	37,100.00	39,170.00	41,240.00	43,310.00	43,310.00	45,380.00	47,450.00	49,520.00
6	37,750.00	39,820.00	41,890.00	43,960.00	43,960.00	46,030.00	48,100.00	50,170.00
7	38,600.00	40,670.00	42,740.00	44,810.00	44,810.00	46,880.00	48,950.00	51,020.00
8	39,450.00	41,520.00	43,590.00	45,660.00	45,660.00	47,730.00	49,800.00	51,870.00
9	40,300.00	42,370.00	44,440.00	46,510.00	46,510.00	48,580.00	50,650.00	52,720.00
10	41,150.00	43,220.00	45,290.00	47,360.00	47,360.00	49,430.00	51,500.00	53,570.00
11	42,000.00	44,070.00	46,140.00	48,210.00	48,210.00	50,280.00	52,350.00	54,420.00
12	42,850.00	44,920.00	46,990.00	49,060.00	49,060.00	51,130.00	53,200.00	55,270.00
13	44,230.00	46,300.00	48,370.00	50,440.00	50,440.00	52,510.00	54,580.00	56,650.00
14	45,610.00	47,680.00	49,750.00	51,820.00	51,820.00	53,890.00	55,960.00	58,030.00
15	46,990.00	49,060.00	51,130.00	53,200.00	53,200.00	55,270.00	57,340.00	59,410.00
16	48,370.00	50,440.00	52,510.00	54,580.00	54,580.00	56,650.00	58,720.00	60,790.00
17	49,750.00	51,820.00	53,890.00	55,960.00	55,960.00	58,030.00	60,100.00	62,170.00
18	49,750.00	51,820.00	53,890.00	56,650.00	56,650.00	58,720.00	60,790.00	62,860.00
19	49,750.00	51,820.00	53,890.00	56,650.00	56,650.00	58,720.00	60,790.00	62,860.00
20	49,750.00	51,820.00	53,890.00	56,650.00	56,650.00	58,720.00	60,790.00	62,860.00
21	49,750.00	51,820.00	53,890.00	58,030.00	58,030.00	60,100.00	62,170.00	64,240.00

**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 2010-2011 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.

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## 2010-11 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 Base</u>		<u>Responsibility Factor</u>		<u>Extra Days</u>	<u>#Admn Exp Credit-.01-.21</u>	<u>#Max Total Index 2010-11</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 ELA/Migrant/Indian Ed	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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**2010-11 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 2010-11</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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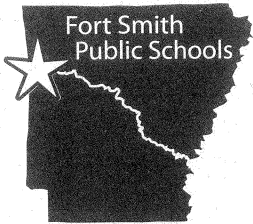
**Student Supervision Stipend Schedule  
Secondary Principals 2010-11**

<b>Student Population Category</b>	<b>Principal Annual \$ Stipend*</b>	<b>Assistant Principal Annual \$ Stipend*</b>
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 2010-11

Student Population Category	Principal Annual \$ Stipend*	Assistant Principal Annual \$ Stipend**
1-200	450	270
201-250	525	338
251-300	600	405
301-350	750	473
351-400	900	540
401-450	1,050	608
451-500	1,200	675
501-550	1,350	743
551-600	1,500	810
601-650	1,650	878
651-700	1,800	945
701-750	1,950	1013

\* Principal Annual \$ Stipend is based upon First Quarter Student Average Daily Membership (ADM).

\*\*Assistant Principal Annual \$ Stipend is calculated as 1.35 x the maximum number of students shown in the Student Population Category. Assistant Principals assigned to two schools receive one-half of the applicable stipend for each assigned school.

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