

**FORT SMITH PUBLIC SCHOOLS
PARAPROFESSIONAL STAFF
2011-2012 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	14,217.57	14,501.92	14,786.27	15,070.62	15,354.99	15,923.67
2	14,501.92	14,786.27	15,070.62	15,354.99	15,639.33	16,208.00
3	14,786.27	15,070.62	15,354.99	15,639.33	15,923.67	16,492.37
4	15,070.62	15,354.99	15,639.33	15,923.67	16,208.05	16,776.73
5	15,354.99	15,639.33	15,923.67	16,208.05	16,492.37	17,061.09
6	15,639.33	15,923.67	16,208.05	16,492.37	16,776.73	17,345.46
7	15,923.67	16,208.05	16,492.37	16,776.73	17,061.10	17,629.78
8	16,208.05	16,492.37	16,776.73	17,061.10	17,345.46	17,914.15
9	16,492.37	16,776.73	17,061.10	17,345.46	17,629.79	18,198.49
10	16,776.73	17,061.10	17,345.46	17,629.79	17,914.16	18,482.83
11	17,345.46	17,629.79	17,914.16	18,198.49	18,482.85	19,051.55
12	17,629.79	17,914.16	18,198.49	18,482.85	18,767.20	19,335.90
13	17,629.79	17,914.16	18,198.49	18,482.85	18,767.20	19,335.90
14	17,629.79	17,914.16	18,198.49	18,482.85	18,767.20	19,335.90
15	17,914.15	18,198.50	18,482.83	18,767.20	19,051.55	19,620.23
16	17,914.15	18,198.50	18,482.83	18,767.20	19,051.55	19,620.23
17	17,914.15	18,198.50	18,482.83	18,767.20	19,051.55	19,620.23
18	17,914.15	18,198.50	18,482.83	18,767.20	19,051.55	19,620.23
19	17,914.15	18,198.50	18,482.83	18,767.20	19,051.55	19,620.23
20	18,198.49	18,482.85	18,767.16	19,051.55	19,335.89	19,904.60

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.

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 2011-2012 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
 2011-2012 SALARY SCHEDULE

	-RANGE-						
	01	02	03	04	05	06	07
	BUS DRIVER SHORT ROUTE	BUS DRIVER REGULAR ROUTE	BUS DRIVER EXTEND ROUTE	BUS AIDE REGULAR ROUTE WITHOUT CDL	BUS AIDE REGULAR ROUTE WITH CDL	BUS AIDE EXTEND ROUTE WITHOUT CDL	BUS AIDE EXTEND ROUTE WITH CDL
STEP							
1	9,520.17	10,558.79	11,597.39	7,875.54	8,381.21	8,394.84	8,900.52
2	9,820.18	10,858.79	11,897.40	8,103.00	8,632.83	8,622.30	9,152.13
3	9,820.18	10,858.79	11,897.40	8,103.00	8,632.83	8,622.30	9,152.13
4	9,820.18	10,858.79	11,897.40	8,103.00	8,632.83	8,622.30	9,152.13
5	9,820.18	10,858.79	11,897.40	8,103.00	8,632.83	8,622.30	9,152.13
6	10,120.22	11,158.84	12,197.44	8,328.00	8,891.75	8,847.31	9411.05
7	10,120.22	11,158.84	12,197.44	8,328.00	8,891.75	8,847.31	9411.05
8	10,120.22	11,158.84	12,197.44	8,328.00	8,891.75	8,847.31	9411.05
9	10,120.22	11,158.84	12,197.44	8,328.00	8,891.75	8,847.31	9411.05
10	10,120.22	11,158.84	12,197.44	8,328.00	8,891.75	8,847.31	9411.05
11	10,417.82	11,456.44	12,495.04	8,548.17	9,157.89	9,067.48	9,677.19

SCHEDULE NOTES:

* Schedule is based upon a 179-day contract year.

* Activity Trips pay for 2011-2012 will be at the rate of \$13.00 per hour.

**FORT SMITH PUBLIC SCHOOLS
SECRETARIAL/OFFICE STAFF
2011-2012 SALARY SCHEDULE**

STEP	-RANGE-				
	01 ELEMENTARY A	02 ELEMENTARY B	03 SECONDARY A	04 SECONDARY B	05 ADMINISTRATION
1	16,898.41	17,918.61	17,918.61	21,005.89	20,334.87
2	17,406.16	18,513.76	18,513.76	21,679.88	20,986.22
3	17,910.91	19,111.95	19,111.95	22,356.90	21,640.57
4	18,418.68	19,710.15	19,710.15	23,033.92	22,296.45
5	18,926.45	20,305.31	20,305.31	23,707.91	22,949.28
6	19,434.23	20,903.52	20,903.52	24,384.96	23,605.18
7	19,938.94	21,501.72	21,501.72	25,058.97	24,258.00
8	20,446.73	22,096.84	22,096.84	25,735.99	24,913.86
9	20,954.50	22,695.06	22,695.06	26,413.02	25,566.72
10	20,954.50	22,695.06	22,695.06	26,413.02	25,566.72
11	20,954.50	22,695.06	22,695.06	26,413.02	25,566.72
12	20,954.50	22,695.06	22,695.06	26,413.02	25,566.72
13	20,954.50	22,695.06	22,695.06	26,413.02	25,566.72
14	20,954.50	22,695.06	22,695.06	26,413.02	25,566.72
15	21,462.28	23,293.26	23,293.26	27,087.01	26,219.58
16	21,462.28	23,293.26	23,293.26	27,087.01	26,219.58
17	21,462.28	23,293.26	23,293.26	27,087.01	26,219.58
18	21,462.28	23,293.26	23,293.26	27,087.01	26,219.58
19	21,462.28	23,293.26	23,293.26	27,087.01	26,219.58
20	21,967.02	23,888.40	23,888.40	27,764.02	26,875.43

SCHEDULE NOTES:

- * Schedule is based upon a 190-day contract year. For contracts exceeding 190 days, a "days index" is applied to the base salary listed above.
- * 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 2011-2012 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
2011-2012 SALARY SCHEDULE**

-RANGE-

STEP	01	02	03	04
	-----COLLEGE HOURS IN INTERPRETER EDUCATION-----			
	12	30	60	90
1	19,714.29	20,108.55	20,502.83	20,897.11
2	20,502.83	20,897.11	21,291.42	21,685.68
3	21,291.42	21,685.68	22,079.99	22,474.28
4	22,079.99	22,474.28	22,868.53	23,262.83
5	22,868.53	23,262.83	23,657.13	24,051.40
6	23,657.13	24,051.40	24,445.69	24,839.99
7	24,445.69	24,839.99	25,234.25	25,628.53
8	25,234.25	25,628.53	26,022.82	26,417.10
9	26,022.82	26,417.10	26,810.81	27,205.70
10	26,811.39	27,205.70	27,599.99	27,994.26
11	27,599.99	27,994.26	28,388.55	28,782.83
12	28,388.55	28,782.83	29,177.12	29,571.42
13	29,177.12	29,571.42	29,965.70	30,359.99
14	29,965.70	30,359.99	30,754.26	31,148.53
15	30,754.26	31,148.53	31,542.83	31,937.12
16	31,542.83	31,937.12	32,331.41	32,725.69
17	31,542.83	31,937.12	32,331.41	32,725.69
18	31,542.83	31,937.12	32,331.41	32,725.69
19	31,542.83	31,937.12	32,331.41	32,725.69
20	31,542.83	31,937.12	32,331.41	32,725.69

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 2011-2012 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
2011-2012 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	17,163.37	17,506.01	17,849.90	18,192.56	18,536.43	19,223.00
2	17,420.35	17,764.24	18,106.89	18,449.54	18,793.43	19,479.98
3	17,677.33	18,021.23	18,363.86	18,707.76	19,050.40	19,736.94
4	17,935.58	18,278.23	18,622.10	18,964.75	19,308.65	19,995.16
5	18,192.56	18,536.43	18,879.08	19,223.00	19,565.63	20,252.15
6	18,449.54	18,793.43	19,136.07	19,479.98	19,822.61	20,509.13
7	18,707.76	19,050.40	19,394.31	19,736.94	20,080.83	20,767.35
8	18,964.75	19,308.65	19,651.30	19,995.16	20,337.83	21,024.35
9	19,223.00	19,565.63	19,909.53	20,252.15	20,596.06	21,282.61
10	19,479.98	19,822.61	20,166.51	20,509.13	20,853.01	21,539.57
11	19,736.94	20,080.83	20,423.46	20,767.35	21,110.00	21,796.54
12	19,736.94	20,080.83	20,423.46	20,767.35	21,110.00	21,796.54
13	19,736.94	20,080.83	20,423.46	20,767.35	21,110.00	21,796.54
14	19,736.94	20,080.83	20,423.46	20,767.35	21,110.00	21,796.54
15	19,736.94	20,080.83	20,423.46	20,767.35	21,110.00	21,796.54
16	19,736.94	20,080.83	20,423.46	20,767.35	21,110.00	21,796.54
17	19,736.94	20,080.83	20,423.46	20,767.35	21,110.00	21,796.54
18	19,736.94	20,080.83	20,423.46	20,767.35	21,110.00	21,796.54
19	19,736.94	20,080.83	20,423.46	20,767.35	21,110.00	21,796.54
20	19,736.94	20,080.83	20,423.46	20,767.35	21,110.00	21,796.54

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.
- * New staff on this schedule begin at Level 01.

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 2011-2012 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
CHILD NUTRITION STAFF
2011-2012 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	10,993.91	11,787.03	13,247.55	13,797.34	16,374.71	16,941.72
2	11,212.76	12,010.41	13,797.34	14,364.41	16,374.71	16,941.72
3	11,431.64	12,233.77	14,364.41	14,914.20	16,374.71	16,941.72
4	11,650.53	12,457.15	14,914.20	15,481.24	16,374.71	16,941.72
5	11,869.35	12,680.52	14,914.20	15,481.24	16,374.71	16,941.72
6	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72
7	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72
8	12,088.22	12,903.90	14,914.20	15,481.28	16,374.71	16,941.72
9	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72
10	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72
11	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72
12	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72
13	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72
14	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72
15	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72
16	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72
17	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72
18	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72
19	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72
20	12,088.22	12,903.90	14,914.20	15,481.24	16,374.71	16,941.72

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 2011-2012 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
2011-2012 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	21,318.56	21,744.93	22,171.29	22,597.69	23,024.02	23,876.80
2	21,744.93	22,171.29	22,597.69	23,024.02	23,450.43	24,303.17
3	22,171.29	22,597.69	23,024.02	23,450.43	23,876.80	24,729.55
4	22,597.69	23,024.02	23,450.43	23,876.80	24,303.17	25,155.89
5	23,024.02	23,450.43	23,876.80	24,303.17	24,729.55	25,582.29
6	23,450.43	23,876.80	24,303.17	24,729.55	25,155.89	26,008.64
7	23,876.80	24,303.17	24,729.55	25,155.89	25,582.29	26,435.03
8	24,303.17	24,729.55	25,155.89	25,582.29	26,008.64	26,861.39
9	24,729.55	25,155.89	25,582.29	26,008.64	26,435.03	27,287.77
10	25,155.89	25,582.29	26,008.64	26,435.03	26,861.39	27,714.12
11	26,008.64	26,435.03	26,861.39	27,287.77	27,714.12	28,566.90
12	26,435.03	26,861.39	27,287.77	27,714.12	28,140.50	28,993.23
13	26,435.03	26,861.39	27,287.77	27,714.12	28,140.50	28,993.23
14	26,435.03	26,861.39	27,287.77	27,714.12	28,140.50	28,993.23
15	26,435.03	26,861.39	27,287.77	27,714.12	28,140.50	28,993.23
16	26,435.03	26,861.39	27,287.77	27,714.12	28,140.50	28,993.23
17	26,435.03	26,861.39	27,287.77	27,714.12	28,140.50	28,993.23
18	26,435.03	26,861.39	27,287.77	27,714.12	28,140.50	28,993.23
19	26,435.03	26,861.39	27,287.77	27,714.12	28,140.50	28,993.23
20	26,435.03	26,861.39	27,287.77	27,714.12	28,140.50	28,993.23

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.
- * New staff on this schedule begin at Level 01.

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 2011-2012 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
2011-2012 SALARY SCHEDULE

STEP	SALARY
1	23,837.69
2	24,672.01
3	25,506.34
4	26,340.66
5	27,174.98
6	28,009.29
7	28,843.62
8	29,677.92
9	30,512.26
10	31,346.59
11	32,180.89
12	33,015.21
13	33,015.21
14	33,015.21
15	33,015.21
16	33,015.21
17	33,849.52
18	33,849.52
19	33,849.52
20	33,849.52

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 2011-2012 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
2011-2012 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	37,206.22	39,438.59	41,670.96	43,903.34	43,903.34	46,135.71	48,368.08	50,600.46
2	37,893.26	40,125.64	42,358.01	44,590.38	44,590.38	46,822.76	49,055.13	51,287.50
3	38,580.31	40,812.68	43,045.06	45,277.43	45,277.43	47,509.80	49,742.18	51,974.55
4	39,267.36	41,499.73	43,732.10	45,964.48	45,964.48	48,196.85	50,429.22	52,661.60
5	39,954.40	42,186.78	44,419.15	46,651.52	46,651.52	48,883.90	51,116.27	53,348.64
6	40,641.45	42,873.82	45,106.20	47,338.57	47,338.57	49,570.94	51,803.32	54,035.69
7	41,539.90	43,772.27	46,004.64	48,237.02	48,237.02	50,469.39	52,701.76	54,934.13
8	42,438.34	44,670.72	46,903.09	49,135.46	49,135.46	51,367.83	53,600.21	55,832.58
9	43,336.79	45,569.16	47,801.53	50,033.91	50,033.91	52,266.28	54,498.65	56,731.03
10	44,235.23	46,467.61	48,699.98	50,932.35	50,932.35	53,164.73	55,397.10	57,629.47
11	45,133.68	47,366.05	49,598.42	51,830.80	51,830.80	54,063.17	56,295.54	58,527.92
12	46,032.12	48,264.50	50,496.87	52,729.24	52,729.24	54,961.62	57,193.99	59,426.36
13	47,520.37	49,752.75	51,985.12	54,217.49	54,217.49	56,449.87	58,682.24	60,914.61
14	49,008.62	51,240.99	53,473.37	55,705.74	55,705.74	57,938.11	60,170.49	62,402.86
15	50,496.87	52,729.24	54,961.62	57,193.99	57,193.99	59,426.36	61,658.74	63,891.11
16	51,985.12	54,217.49	56,449.87	58,682.24	58,682.24	60,914.61	63,146.98	65,379.36
17	53,473.37	55,705.74	57,938.11	60,170.49	60,170.49	62,402.86	64,635.23	66,867.61
18	53,473.37	55,705.74	57,938.11	60,914.61	60,914.61	63,146.98	65,379.36	67,611.73
19	53,473.37	55,705.74	57,938.11	60,914.61	60,914.61	63,146.98	65,379.36	67,611.73
20	53,473.37	55,705.74	57,938.11	60,914.61	60,914.61	63,146.98	65,379.36	67,611.73
21	53,473.37	55,705.74	57,938.11	62,402.86	62,402.86	64,635.23	66,867.61	69,099.98

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 2011-2012 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 STAFF
Vehicle Technician, Mechanic, Head Mechanic
2011-2012 SALARY SCHEDULE

-RANGE-			
STEP	Vehicle Technician	Mechanic	Head Mechanic
1	27,518.28	32,746.75	34,700.55
2	28,206.23	33,892.60	35,846.40
3	28,894.19	35,038.47	36,992.26
4	29,582.15	36,184.33	38,138.13
5	30,270.11	37,330.19	39,283.99
6	30,958.07	38,476.05	40,429.86
7	31,646.01	39,621.91	41,575.70
8	32,333.97	40,767.77	42,721.57
9	33,021.93	41,913.64	43,867.44
10	33,709.88	43,059.51	45,013.31
11	34,397.85	44,205.35	46,159.16
12	35,085.80	45,351.21	47,305.02
13	35,085.80	45,351.21	47,305.02
14	35,085.80	45,351.21	47,305.02
15	35,085.80	45,351.21	47,305.02
16	35,085.80	45,351.21	47,305.02
17	35,773.77	46,497.08	48,450.87
18	35,773.77	46,497.08	48,450.87
19	35,773.77	46,497.08	48,450.87
20	35,773.77	46,497.08	48,450.87

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 2011-2012 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
Special Projects Driver, Transportation Specialist, Assistant Supervisor
2011-2012 SALARY SCHEDULE

-RANGE-

STEP	Special Projects Driver	Transportation Specialist	Assistant Supervisor
1	18,626.84	24,922.70	29,333.54
2	19,092.52	25,544.85	30,359.87
3	19,558.17	26,166.97	31,386.22
4	20,023.85	26,789.12	32,412.55
5	20,489.52	27,411.25	33,438.89
6	20,955.19	28,033.39	34,465.22
7	21,420.86	28,655.51	35,491.57
8	21,886.53	29,277.66	36,517.91
9	22,352.21	29,899.80	37,544.25
10	22,817.86	30,521.93	38,570.59
11	23,283.54	31,766.20	39,596.91
12	23,749.22	31,766.20	40,623.26
13	23,749.22	31,766.20	40,623.26
14	23,749.22	31,766.20	40,623.26
15	23,749.22	31,766.20	40,623.26
16	23,749.22	31,766.20	40,623.26
17	24,214.89	32,388.33	41,649.61
18	24,214.89	32,388.33	41,649.61
19	24,214.89	32,388.33	41,649.61
20	24,214.89	32,388.33	41,649.61

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 2011-2012 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
2011-2012 SALARY SCHEDULE**

-RANGE-

STEP	01 MAINT. A	02 MAINT. B	03 MAINT. C	04 FOREMAN A	05 FOREMAN B	06 FOREMAN C
1	25,013.97	28,767.72	29,531.76	31,524.87	33,019.76	33,783.78
2	25,644.52	29,631.40	30,395.45	32,388.58	33,883.45	34,647.47
3	26,276.28	30,528.31	31,259.14	33,252.27	34,780.35	35,511.16
4	26,874.21	31,392.01	32,156.05	34,149.21	35,644.11	36,408.11
5	27,505.38	32,255.71	33,019.76	35,012.89	36,507.75	37,271.79
6	28,136.55	33,152.62	33,883.45	35,909.83	37,404.67	38,135.47
7	28,767.72	34,016.31	34,780.35	36,773.50	38,268.37	39,032.41
8	29,398.85	34,880.03	35,644.07	37,637.19	39,132.06	39,896.10
9	30,030.03	35,776.91	36,507.75	38,534.11	40,028.96	40,759.79
10	30,627.99	36,640.62	37,404.67	39,397.79	40,892.66	41,656.68
11	31,259.14	37,537.54	38,268.37	40,261.52	41,789.56	42,520.40
12	31,890.27	38,401.24	39,132.06	41,158.40	42,653.27	43,384.10
13	31,890.27	38,401.24	39,132.06	41,158.40	42,653.27	43,384.10
14	31,890.27	38,401.24	39,132.06	41,158.40	42,653.27	43,384.10
15	31,890.27	38,401.24	39,132.06	41,158.40	42,653.27	43,384.10
16	31,890.27	38,401.24	39,132.06	41,158.40	42,653.27	43,384.10
17	32,521.45	39,264.95	40,028.96	42,022.09	43,516.95	44,281.02
18	32,521.45	39,264.95	40,028.96	42,022.09	43,516.95	44,281.02
19	32,521.45	39,264.95	40,028.96	42,022.09	43,516.95	44,281.02
20	32,521.45	39,264.95	40,028.96	42,022.09	43,516.95	44,281.02

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 2011-2012 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
2011-2012 SALARY SCHEDULE

-RANGE-

STEP	01 MAINT. A	02 MAINT. B	03 MAINT. C	04 FOREMAN A	05 FOREMAN B	06 FOREMAN C
1	25,013.97	28,767.72	29,531.76	31,524.87	33,019.76	33,783.78
2	25,644.52	29,631.40	30,395.45	32,388.58	33,883.45	34,647.47
3	26,276.28	30,528.31	31,259.14	33,252.27	34,780.35	35,511.16
4	26,874.21	31,392.01	32,156.05	34,149.21	35,644.11	36,408.11
5	27,505.38	32,255.71	33,019.76	35,012.89	36,507.75	37,271.79
6	28,136.55	33,152.62	33,883.45	35,909.83	37,404.67	38,135.47
7	28,767.72	34,016.31	34,780.35	36,773.50	38,268.37	39,032.41
8	29,398.85	34,880.03	35,644.07	37,637.19	39,132.06	39,896.10
9	30,030.03	35,776.91	36,507.75	38,534.11	40,028.96	40,759.79
10	30,627.99	36,640.62	37,404.67	39,397.79	40,892.66	41,656.68
11	31,259.14	37,537.54	38,268.37	40,261.52	41,789.56	42,520.40
12	31,890.27	38,401.24	39,132.06	41,158.40	42,653.27	43,384.10
13	31,890.27	38,401.24	39,132.06	41,158.40	42,653.27	43,384.10
14	31,890.27	38,401.24	39,132.06	41,158.40	42,653.27	43,384.10
15	31,890.27	38,401.24	39,132.06	41,158.40	42,653.27	43,384.10
16	31,890.27	38,401.24	39,132.06	41,158.40	42,653.27	43,384.10
17	32,521.45	39,264.95	40,028.96	42,022.09	43,516.95	44,281.02
18	32,521.45	39,264.95	40,028.96	42,022.09	43,516.95	44,281.02
19	32,521.45	39,264.95	40,028.96	42,022.09	43,516.95	44,281.02
20	32,521.45	39,264.95	40,028.96	42,022.09	43,516.95	44,281.02

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: Foreman C, Step 20, multiplied by a special assignment index of 1.33 and by a supervisory experience index which advances by .01 each year up to a maximum of .21 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 2011-2012 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
2011-2012 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	28,864.00	32,032.00	35,200.00	37,312.00	41,536.00
2	29,397.00	32,623.50	35,850.00	37,962.00	42,186.00
3	29,930.00	33,215.00	36,500.00	38,612.00	42,836.00
4	30,463.00	33,806.50	37,150.00	39,262.00	43,486.00
5	30,996.00	34,398.00	37,800.00	39,912.00	44,136.00
6	31,529.00	34,989.50	38,450.00	40,562.00	44,786.00
7	32,226.00	35,763.00	39,300.00	41,412.00	45,636.00
8	32,923.00	36,536.50	40,150.00	42,262.00	46,486.00
9	33,620.00	37,310.00	41,000.00	43,112.00	47,336.00
10	34,317.00	38,083.50	41,850.00	43,962.00	48,186.00
11	35,014.00	38,857.00	42,700.00	44,812.00	49,036.00
12	35,711.00	39,630.50	43,550.00	45,662.00	49,886.00
13	36,865.56	40,911.78	44,958.00	47,070.00	51,294.00
14	38,020.12	42,193.06	46,366.00	48,478.00	52,702.00
15	39,174.68	43,474.34	47,774.00	49,886.00	54,110.00
16	40,329.24	44,755.62	49,182.00	51,294.00	55,518.00
17	41,483.80	46,036.90	50,590.00	52,702.00	56,926.00
18	41,483.80	46,036.90	50,590.00	52,702.00	57,630.00
19	41,483.80	46,036.90	50,590.00	52,702.00	57,630.00
20	41,483.80	46,036.90	50,590.00	52,702.00	57,630.00
21	41,483.80	46,036.90	50,590.00	52,702.00	59,038.00

SCHEDULE NOTES:

- * Schedule is based upon a 193-day contract year.
- * Registered Nurses who possess a three-year nursing degree receive an index of .033 above the base contract for Registered Nurse--ADN listed above.

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 2011-2012 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
OPERATIONS STAFF
2011-2012 SALARY SCHEDULE**

-RANGE-

STEP	⁰¹ SECONDARY SCHOOL	⁰² ELEMENTARY SCHOOL	⁰³ BUILDING ENGINEER A	⁰⁴ BUILDING ENGINEER B
1	23,917.73	24,881.03	31,093.04	31,558.11
2	24,382.80	25,346.15	31,558.11	32,056.41
3	24,881.06	25,844.45	32,056.41	32,521.45
4	25,346.15	26,309.48	32,521.45	33,019.76
5	25,844.45	26,774.57	33,019.76	33,484.82
6	26,309.48	27,272.87	33,484.82	33,949.88
7	26,774.57	27,737.93	33,949.88	34,448.18
8	27,272.87	28,236.19	34,448.18	34,913.22
9	27,737.93	28,701.27	34,913.22	35,411.51
10	28,236.19	29,166.34	35,411.51	35,876.58
11	28,701.27	29,664.62	35,876.58	36,341.66
12	29,166.34	30,129.69	36,341.66	36,839.93
13	29,166.34	30,129.69	36,341.66	36,839.93
14	29,166.34	30,129.69	36,341.66	36,839.93
15	29,166.34	30,129.69	36,341.66	36,839.93
16	29,166.34	30,129.69	36,341.66	36,839.93
17	29,664.62	30,627.99	36,839.93	37,305.00
18	29,664.62	30,627.99	36,839.93	37,305.00
19	29,664.62	30,627.99	36,839.93	37,305.00
20	29,664.62	30,627.99	36,839.93	37,305.00

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 2011-2012 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
2011-2012 SALARY SCHEDULE

STEP

1	34,144.00
2	34,774.50
3	35,405.00
4	36,035.50
5	36,666.00
6	37,296.50
7	38,121.00
8	38,945.50
9	39,770.00
10	40,594.50
11	41,419.00
12	42,243.50
13	43,609.26
14	44,975.02
15	46,340.78
16	47,706.54
17	49,072.30
18	49,072.30
19	49,072.30
20	49,072.30
21	49,072.30

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 2011-2012 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
SPEECH-LANGUAGE PATHOLOGY ASSISTANT (SLPA) STAFF
2011-2012 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	31,680.00	33,580.80	35,481.60	37,382.40	37,382.40	39,283.20	41,184.00	43,084.80
2	32,265.00	34,165.80	36,066.60	37,967.40	37,967.40	39,868.20	41,769.00	43,669.80
3	32,850.00	34,750.80	36,651.60	38,552.40	38,552.40	40,453.20	42,354.00	44,254.80
4	33,435.00	35,335.80	37,236.60	39,137.40	39,137.40	41,038.20	42,939.00	44,839.80
5	34,020.00	35,920.80	37,821.60	39,722.40	39,722.40	41,623.20	43,524.00	45,424.80
6	34,605.00	36,505.80	38,406.60	40,307.40	40,307.40	42,208.20	44,109.00	46,009.80
7	35,370.00	37,270.80	39,171.60	41,072.40	41,072.40	42,973.20	44,874.00	46,774.80
8	36,135.00	38,035.80	39,936.60	41,837.40	41,837.40	43,738.20	45,639.00	47,539.80
9	36,900.00	38,800.80	40,701.60	42,602.40	42,602.40	44,503.20	46,404.00	48,304.80
10	37,665.00	39,565.80	41,466.60	43,367.40	43,367.40	45,268.20	47,169.00	49,069.80
11	38,430.00	40,330.80	42,231.60	44,132.40	44,132.40	46,033.20	47,934.00	49,834.80
12	39,195.00	41,095.80	42,996.60	44,897.40	44,897.40	46,798.20	48,699.00	50,599.80
13	40,462.20	42,363.00	44,263.80	46,164.60	46,164.60	48,065.40	49,966.20	51,867.00
14	41,729.40	43,630.20	45,531.00	47,431.80	47,431.80	49,332.60	51,233.40	53,134.20
15	42,996.60	44,897.40	46,798.20	48,699.00	48,699.00	50,599.80	52,500.60	54,401.40
16	44,263.80	46,164.60	48,065.40	49,966.20	49,966.20	51,867.00	53,767.80	55,668.60
17	45,531.00	47,431.80	49,332.60	51,233.40	51,233.40	53,134.20	55,035.00	56,935.80
18	45,531.00	47,431.80	49,332.60	51,867.00	51,867.00	53,767.80	55,668.60	57,569.40
19	45,531.00	47,431.80	49,332.60	51,867.00	51,867.00	53,767.80	55,668.60	57,569.40
20	45,531.00	47,431.80	49,332.60	51,867.00	51,867.00	53,767.80	55,668.60	57,569.40
21	45,531.00	47,431.80	49,332.60	53,134.20	53,134.20	55,035.00	56,935.80	58,836.60

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 2011-2012 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
CERTIFIED STAFF
2011-2012 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	BACHELOR +12 HRS	BACHELOR +24 HRS	BACHELOR +36 HRS	MASTER	MASTER +15 HRS	MASTER +30 HRS	DOCTOR
1	35,200.00	37,312.00	39,424.00	41,536.00	41,536.00	43,648.00	45,760.00	47,872.00
2	35,850.00	37,962.00	40,074.00	42,186.00	42,186.00	44,298.00	46,410.00	48,522.00
3	36,500.00	38,612.00	40,724.00	42,836.00	42,836.00	44,948.00	47,060.00	49,172.00
4	37,150.00	39,262.00	41,374.00	43,486.00	43,486.00	45,598.00	47,710.00	49,822.00
5	37,800.00	39,912.00	42,024.00	44,136.00	44,136.00	46,248.00	48,360.00	50,472.00
6	38,450.00	40,562.00	42,674.00	44,786.00	44,786.00	46,898.00	49,010.00	51,122.00
7	39,300.00	41,412.00	43,524.00	45,636.00	45,636.00	47,748.00	49,860.00	51,972.00
8	40,150.00	42,262.00	44,374.00	46,486.00	46,486.00	48,598.00	50,710.00	52,822.00
9	41,000.00	43,112.00	45,224.00	47,336.00	47,336.00	49,448.00	51,560.00	53,672.00
10	41,850.00	43,962.00	46,074.00	48,186.00	48,186.00	50,298.00	52,410.00	54,522.00
11	42,700.00	44,812.00	46,924.00	49,036.00	49,036.00	51,148.00	53,260.00	55,372.00
12	43,550.00	45,662.00	47,774.00	49,886.00	49,886.00	51,998.00	54,110.00	56,222.00
13	44,958.00	47,070.00	49,182.00	51,294.00	51,294.00	53,406.00	55,518.00	57,630.00
14	46,366.00	48,478.00	50,590.00	52,702.00	52,702.00	54,814.00	56,926.00	59,038.00
15	47,774.00	49,886.00	51,998.00	54,110.00	54,110.00	56,222.00	58,334.00	60,446.00
16	49,182.00	51,294.00	53,406.00	55,518.00	55,518.00	57,630.00	59,742.00	61,854.00
17	50,590.00	52,702.00	54,814.00	56,926.00	56,926.00	59,038.00	61,150.00	63,262.00
18	50,590.00	52,702.00	54,814.00	57,630.00	57,630.00	59,742.00	61,854.00	63,966.00
19	50,590.00	52,702.00	54,814.00	57,630.00	57,630.00	59,742.00	61,854.00	63,966.00
20	50,590.00	52,702.00	54,814.00	57,630.00	57,630.00	59,742.00	61,854.00	63,966.00
21	50,590.00	52,702.00	54,814.00	59,038.00	59,038.00	61,150.00	63,262.00	65,374.00

SCHEDULE NOTES:

- * Schedule is based upon a 193-day contract year. For contracts exceeding 193 days, a "days index" is applied to the base salary listed above.
- * 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 2011-2012 will be up to \$2,938.
- * **Dental Insurance** --Individual premium paid by district.
- * **Life Insurance** --\$10,000 --Premium paid by district.
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- * **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 ...



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3205 Jenny Lind • P.O. Box 1948
 Fort Smith, Arkansas 72902-1948
 479-785-2501
 Fax: 479-785-1722

in the **Future**

2011-12 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 – $S = \text{Base} \times (\text{RF} + \text{ED} + \text{AEC})$

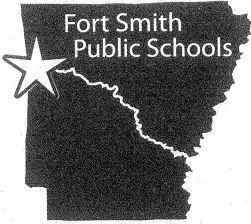
<u>Position</u>	<u>Salary Base</u>		<u>Responsibility Factor</u>		<u>Extra Days</u>	<u>#Admn Exp Credit-.01..21</u>	<u>#Max Total Index 2010-11</u>
Deputy Superintendent	Base	x	(1.5025 + .321244		(255 da)	+ .21)	= 2.033744
Associate Superintendent	Base	x	(1.3702 + .321244		(255 da)	+ .21)	= 1.901444
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
Director of Transportation	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 Instructional Services	Base	x	(1.0315 + .321244		(255 da)	+ .21)	= 1.562744
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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 Fort Smith, Arkansas 72902-1948
 479-785-2501
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2011-12 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 2011-12</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	Base	x	(1.0596	+	.088083	(210 da)	+	.21)	= 1.357683
Director of Belle Point Center	Base	x	(1.0596	+	.139896	(220 da)	+	.21)	= 1.409496
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

Effective 7-1-11

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479-785-2501
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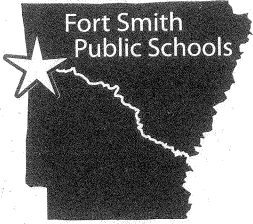
Student Supervision Stipend Schedule Secondary Principals 2011-12

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 2011-12

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.

Effective 7-1-11