

FORT SMITH PUBLIC SCHOOLS
BILINGUAL/ESL NON-CERTIFIED INSTRUCTION STAFF
2006 - 2007 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	16,059.57	16,380.16	16,701.95	17,022.56	17,344.32	17,986.73
2	16,300.02	16,621.80	16,942.40	17,263.01	17,584.80	18,227.19
3	16,540.47	16,862.25	17,182.85	17,504.63	17,825.24	18,467.63
4	16,782.11	17,102.72	17,424.48	17,745.10	18,066.88	18,709.24
5	17,022.56	17,344.32	17,664.93	17,986.73	18,307.32	18,949.69
6	17,263.01	17,584.80	17,905.40	18,227.19	18,547.78	19,190.15
7	17,504.63	17,825.24	18,147.03	18,467.63	18,789.40	19,431.77
8	17,745.10	18,066.88	18,387.49	18,709.24	19,029.86	19,672.24
9	17,986.73	18,307.32	18,629.11	18,949.69	19,271.49	19,913.88
10	18,227.19	18,547.78	18,869.56	19,190.15	19,511.92	20,154.32
11	18,467.63	18,789.40	19,109.99	19,431.77	19,752.38	20,394.77
12	18,467.63	18,789.40	19,109.99	19,431.77	19,752.38	20,394.77
13	18,467.63	18,789.40	19,109.99	19,431.77	19,752.38	20,394.77
14	18,467.63	18,789.40	19,109.99	19,431.77	19,752.38	20,394.77
15	18,467.63	18,789.40	19,109.99	19,431.77	19,752.38	20,394.77
16	18,467.63	18,789.40	19,109.99	19,431.77	19,752.38	20,394.77
17	18,467.63	18,789.40	19,109.99	19,431.77	19,752.38	20,394.77
18	18,467.63	18,789.40	19,109.99	19,431.77	19,752.38	20,394.77
19	18,467.63	18,789.40	19,109.99	19,431.77	19,752.38	20,394.77
20	18,467.63	18,789.40	19,109.99	19,431.77	19,752.38	20,394.77

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 2006-2007 will be up to \$2,944.
- * **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
CERTIFIED STAFF
2006 - 2007 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	32,000.00	33,920.00	35,840.00	37,760.00	37,760.00	39,680.00	41,600.00	43,520.00
2	32,650.00	34,570.00	36,490.00	38,410.00	38,410.00	40,330.00	42,250.00	44,170.00
3	33,300.00	35,220.00	37,140.00	39,060.00	39,060.00	40,980.00	42,900.00	44,820.00
4	33,950.00	35,870.00	37,790.00	39,710.00	39,710.00	41,630.00	43,550.00	45,470.00
5	34,600.00	36,520.00	38,440.00	40,360.00	40,360.00	42,280.00	44,200.00	46,120.00
6	35,250.00	37,170.00	39,090.00	41,010.00	41,010.00	42,930.00	44,850.00	46,770.00
7	36,100.00	38,020.00	39,940.00	41,860.00	41,860.00	43,780.00	45,700.00	47,620.00
8	36,950.00	38,870.00	40,790.00	42,710.00	42,710.00	44,630.00	46,550.00	48,470.00
9	37,800.00	39,720.00	41,640.00	43,560.00	43,560.00	45,480.00	47,400.00	49,320.00
10	38,650.00	40,570.00	42,490.00	44,410.00	44,410.00	46,330.00	48,250.00	50,170.00
11	39,500.00	41,420.00	43,340.00	45,260.00	45,260.00	47,180.00	49,100.00	51,020.00
12	40,350.00	42,270.00	44,190.00	46,110.00	46,110.00	48,030.00	49,950.00	51,870.00
13	41,630.00	43,550.00	45,470.00	47,390.00	47,390.00	49,310.00	51,230.00	53,150.00
14	42,910.00	44,830.00	46,750.00	48,670.00	48,670.00	50,590.00	52,510.00	54,430.00
15	44,190.00	46,110.00	48,030.00	49,950.00	49,950.00	51,870.00	53,790.00	55,710.00
16	45,470.00	47,390.00	49,310.00	51,230.00	51,230.00	53,150.00	55,070.00	56,990.00
17	46,750.00	48,670.00	50,590.00	52,510.00	52,510.00	54,430.00	56,350.00	58,270.00
18	46,750.00	48,670.00	50,590.00	53,150.00	53,150.00	55,070.00	56,990.00	58,910.00
19	46,750.00	48,670.00	50,590.00	53,150.00	53,150.00	55,070.00	56,990.00	58,910.00
20	46,750.00	48,670.00	50,590.00	53,150.00	53,150.00	55,070.00	56,990.00	58,910.00
21	46,750.00	48,670.00	50,590.00	54,430.00	54,430.00	56,350.00	58,270.00	60,190.00

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 2006-2007 will be up to \$2,944.

* **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
COMPUTER INFORMATION SYSTEMS (CIS) PROFESSIONAL STAFF
2006 - 2007 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	33,823.83	35,853.26	37,882.69	39,912.12	39,912.12	41,941.55	43,970.98	46,000.41
2	34,510.88	36,540.31	38,569.74	40,599.17	40,599.17	42,628.60	44,658.03	46,687.46
3	35,197.93	37,227.36	39,256.79	41,286.22	41,286.22	43,315.65	45,345.08	47,374.51
4	35,884.97	37,914.40	39,943.83	41,973.26	41,973.26	44,002.69	46,032.12	48,061.55
5	36,572.02	38,601.45	40,630.88	42,660.31	42,660.31	44,689.74	46,719.17	48,748.60
6	37,259.07	39,288.50	41,317.93	43,347.36	43,347.36	45,376.79	47,406.22	49,435.65
7	38,157.51	40,186.94	42,216.37	44,245.80	44,245.80	46,275.23	48,304.66	50,334.09
8	39,055.96	41,085.39	43,114.82	45,144.25	45,144.25	47,173.68	49,203.11	51,232.54
9	39,954.40	41,983.83	44,013.26	46,042.69	46,042.69	48,072.12	50,101.55	52,130.98
10	40,852.85	42,882.28	44,911.71	46,941.14	46,941.14	48,970.57	51,000.00	53,029.43
11	41,751.30	43,780.73	45,810.16	47,839.59	47,839.59	49,869.02	51,898.45	53,927.88
12	42,649.74	44,679.17	46,708.60	48,738.03	48,738.03	50,767.46	52,796.89	54,826.32
13	44,002.69	46,032.12	48,061.55	50,090.98	50,090.98	52,120.41	54,149.84	56,179.27
14	45,355.65	47,385.08	49,414.51	51,443.94	51,443.94	53,473.37	55,502.80	57,532.23
15	46,708.60	48,738.03	50,767.46	52,796.89	52,796.89	54,826.32	56,855.75	58,885.18
16	48,061.55	50,090.98	52,120.41	54,149.84	54,149.84	56,179.27	58,208.70	60,238.13
17	49,414.51	51,443.94	53,473.37	55,502.80	55,502.80	57,532.23	59,561.66	61,591.09
18	49,414.51	51,443.94	53,473.37	56,179.27	56,179.27	58,208.70	60,238.13	62,267.56
19	49,414.51	51,443.94	53,473.37	56,179.27	56,179.27	58,208.70	60,238.13	62,267.56
20	49,414.51	51,443.94	53,473.37	56,179.27	56,179.27	58,208.70	60,238.13	62,267.56
21	49,414.51	51,443.94	53,473.37	57,532.23	57,532.23	59,561.66	61,591.09	63,620.52

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 2006-2007 will be up to \$2,944.
- * **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
DEAF INTERPRETER STAFF
2006 - 2007 SALARY SCHEDULE**

-RANGE-

STEP	01	02	03	04
	-----COLLEGE HOURS IN INTERPRETER EDUCATION-----			
	12	30	60	90
1	17,910.17	18,268.36	18,626.56	18,984.76
2	18,626.56	18,984.76	19,342.97	19,701.16
3	19,342.97	19,701.16	20,059.38	20,417.60
4	20,059.38	20,417.60	20,775.77	21,133.98
5	20,775.77	21,133.98	21,492.19	21,850.38
6	21,492.19	21,850.38	22,208.59	22,566.81
7	22,208.59	22,566.81	22,924.99	23,283.19
8	22,924.99	23,283.19	23,641.40	23,999.60
9	23,641.40	23,999.60	24,357.27	24,716.03
10	24,357.81	24,716.03	25,074.24	25,432.42
11	25,074.24	25,432.42	25,790.63	26,148.83
12	25,790.63	26,148.83	26,507.04	26,865.25
13	26,507.04	26,865.25	27,223.45	27,581.66
14	27,223.45	27,581.66	27,939.85	28,298.05
15	27,939.85	28,298.05	28,656.25	29,014.47
16	28,656.25	29,014.47	29,372.66	29,730.87
17	28,656.25	29,014.47	29,372.66	29,730.87
18	28,656.25	29,014.47	29,372.66	29,730.87
19	28,656.25	29,014.47	29,372.66	29,730.87
20	28,656.25	29,014.47	29,372.66	29,730.87

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 2006-2007 will be up to \$2,944.
- * **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
2006 - 2007 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	9,987.82	10,708.36	12,035.23	12,534.72	14,876.21	15,391.34
2	10,186.64	10,911.30	12,534.72	13,049.87	14,876.21	15,391.34
3	10,385.49	11,114.23	13,049.87	13,549.36	14,876.21	15,391.34
4	10,584.35	11,317.16	13,549.36	14,064.50	14,876.21	15,391.34
5	10,783.16	11,520.09	13,549.36	14,064.50	14,876.21	15,391.34
6	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34
7	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34
8	10,982.00	11,723.03	13,549.36	14,064.53	14,876.21	15,391.34
9	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34
10	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34
11	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34
12	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34
13	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34
14	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34
15	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34
16	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34
17	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34
18	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34
19	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34
20	10,982.00	11,723.03	13,549.36	14,064.50	14,876.21	15,391.34

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 2006-2007 will be up to \$2,944.

* **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
2006 - 2007 SALARY SCHEDULE**

-RANGE-

STEP	01 MAINT. A	02 MAINT. B	03 MAINT. C	04 FOREMAN A	05 FOREMAN B	06 FOREMAN C
1	22,724.87	26,135.10	26,829.22	28,639.94	29,998.02	30,692.13
2	23,297.72	26,919.75	27,613.87	29,424.60	30,782.67	31,476.79
3	23,871.66	27,734.58	28,398.52	30,209.26	31,597.50	32,261.45
4	24,414.88	28,519.24	29,213.36	31,024.11	32,382.21	33,076.29
5	24,988.28	29,303.90	29,998.02	31,808.76	33,166.82	33,860.94
6	25,561.69	30,118.73	30,782.67	32,623.61	33,981.66	34,645.58
7	26,135.10	30,903.39	31,597.50	33,408.25	34,766.33	35,460.44
8	26,708.48	31,688.06	32,382.17	34,192.91	35,550.98	36,245.09
9	27,281.90	32,502.87	33,166.82	35,007.75	36,365.79	37,029.75
10	27,825.14	33,287.53	33,981.66	35,792.39	37,150.46	37,844.56
11	28,398.52	34,102.38	34,766.33	36,577.06	37,965.28	38,629.23
12	28,971.91	34,887.04	35,550.98	37,391.88	38,749.95	39,413.89
13	28,971.91	34,887.04	35,550.98	37,391.88	38,749.95	39,413.89
14	28,971.91	34,887.04	35,550.98	37,391.88	38,749.95	39,413.89
15	28,971.91	34,887.04	35,550.98	37,391.88	38,749.95	39,413.89
16	28,971.91	34,887.04	35,550.98	37,391.88	38,749.95	39,413.89
17	29,545.31	35,671.69	36,365.79	38,176.53	39,534.59	40,228.74
18	29,545.31	35,671.69	36,365.79	38,176.53	39,534.59	40,228.74
19	29,545.31	35,671.69	36,365.79	38,176.53	39,534.59	40,228.74
20	29,545.31	35,671.69	36,365.79	38,176.53	39,534.59	40,228.74

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 2006-2007 will be up to \$2,944.
- * **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
2006 - 2007 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	26,240.00	29,120.00	32,000.00	33,920.00	37,760.00
2	26,773.00	29,711.50	32,650.00	34,570.00	38,410.00
3	27,306.00	30,303.00	33,300.00	35,220.00	39,060.00
4	27,839.00	30,894.50	33,950.00	35,870.00	39,710.00
5	28,372.00	31,486.00	34,600.00	36,520.00	40,360.00
6	28,905.00	32,077.50	35,250.00	37,170.00	41,010.00
7	29,602.00	32,851.00	36,100.00	38,020.00	41,860.00
8	30,299.00	33,624.50	36,950.00	38,870.00	42,710.00
9	30,996.00	34,398.00	37,800.00	39,720.00	43,560.00
10	31,693.00	35,171.50	38,650.00	40,570.00	44,410.00
11	32,390.00	35,945.00	39,500.00	41,420.00	45,260.00
12	33,087.00	36,718.50	40,350.00	42,270.00	46,110.00
13	34,136.60	37,883.30	41,630.00	43,550.00	47,390.00
14	35,186.20	39,048.10	42,910.00	44,830.00	48,670.00
15	36,235.80	40,212.90	44,190.00	46,110.00	49,950.00
16	37,285.40	41,377.70	45,470.00	47,390.00	51,230.00
17	38,335.00	42,542.50	46,750.00	48,670.00	52,510.00
18	38,335.00	42,542.50	46,750.00	48,670.00	53,150.00
19	38,335.00	42,542.50	46,750.00	48,670.00	53,150.00
20	38,335.00	42,542.50	46,750.00	48,670.00	53,150.00
21	38,335.00	42,542.50	46,750.00	48,670.00	54,430.00

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 2006-2007 will be up to \$2,944.

* **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
2006 - 2007 SALARY SCHEDULE**

-RANGE-

STEP	⁰¹ SECONDARY SCHOOL	⁰² ELEMENTARY SCHOOL	⁰³ BUILDING ENGINEER A	⁰⁴ BUILDING ENGINEER B
1	21,728.95	22,604.10	28,247.62	28,670.14
2	22,151.46	23,026.65	28,670.14	29,122.84
3	22,604.13	23,479.35	29,122.84	29,545.31
4	23,026.65	23,901.83	29,545.31	29,998.02
5	23,479.35	24,324.35	29,998.02	30,420.53
6	23,901.83	24,777.05	30,420.53	30,843.03
7	24,324.35	25,199.55	30,843.03	31,295.72
8	24,777.05	25,652.22	31,295.72	31,718.22
9	25,199.55	26,074.74	31,718.22	32,170.90
10	25,652.22	26,497.24	32,170.90	32,593.41
11	26,074.74	26,949.93	32,593.41	33,015.94
12	26,497.24	27,372.44	33,015.94	33,468.61
13	26,497.24	27,372.44	33,015.94	33,468.61
14	26,497.24	27,372.44	33,015.94	33,468.61
15	26,497.24	27,372.44	33,015.94	33,468.61
16	26,497.24	27,372.44	33,015.94	33,468.61
17	26,949.93	27,825.14	33,468.61	33,891.12
18	26,949.93	27,825.14	33,468.61	33,891.12
19	26,949.93	27,825.14	33,468.61	33,891.12
20	26,949.93	27,825.14	33,468.61	33,891.12

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 2006-2007 will be up to \$2,944.
- * **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
2006 - 2007 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	19,490.00	19,879.80	20,269.59	20,659.41	21,049.19	21,828.82
2	19,879.80	20,269.59	20,659.41	21,049.19	21,439.01	22,218.61
3	20,269.59	20,659.41	21,049.19	21,439.01	21,828.82	22,608.42
4	20,659.41	21,049.19	21,439.01	21,828.82	22,218.61	22,998.20
5	21,049.19	21,439.01	21,828.82	22,218.61	22,608.42	23,388.01
6	21,439.01	21,828.82	22,218.61	22,608.42	22,998.20	23,777.80
7	21,828.82	22,218.61	22,608.42	22,998.20	23,388.01	24,167.61
8	22,218.61	22,608.42	22,998.20	23,388.01	23,777.80	24,557.41
9	22,608.42	22,998.20	23,388.01	23,777.80	24,167.61	24,947.22
10	22,998.20	23,388.01	23,777.80	24,167.61	24,557.41	25,337.01
11	23,777.80	24,167.61	24,557.41	24,947.22	25,337.01	26,116.62
12	24,167.61	24,557.41	24,947.22	25,337.01	25,726.80	26,506.39
13	24,167.61	24,557.41	24,947.22	25,337.01	25,726.80	26,506.39
14	24,167.61	24,557.41	24,947.22	25,337.01	25,726.80	26,506.39
15	24,167.61	24,557.41	24,947.22	25,337.01	25,726.80	26,506.39
16	24,167.61	24,557.41	24,947.22	25,337.01	25,726.80	26,506.39
17	24,167.61	24,557.41	24,947.22	25,337.01	25,726.80	26,506.39
18	24,167.61	24,557.41	24,947.22	25,337.01	25,726.80	26,506.39
19	24,167.61	24,557.41	24,947.22	25,337.01	25,726.80	26,506.39
20	24,167.61	24,557.41	24,947.22	25,337.01	25,726.80	26,506.39

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 2006-2007 will be up to \$2,944.
- * **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
PARAPROFESSIONAL STAFF
2006 - 2007 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	12,840.58	13,097.40	13,354.20	13,611.00	13,867.84	14,381.44
2	13,097.40	13,354.20	13,611.00	13,867.84	14,124.64	14,638.23
3	13,354.20	13,611.00	13,867.84	14,124.64	14,381.44	14,895.06
4	13,611.00	13,867.84	14,124.64	14,381.44	14,638.27	15,151.88
5	13,867.84	14,124.64	14,381.44	14,638.27	14,895.06	15,408.70
6	14,124.64	14,381.44	14,638.27	14,895.06	15,151.88	15,665.52
7	14,381.44	14,638.27	14,895.06	15,151.88	15,408.71	15,922.30
8	14,638.27	14,895.06	15,151.88	15,408.71	15,665.52	16,179.13
9	14,895.06	15,151.88	15,408.71	15,665.52	15,922.31	16,435.93
10	15,151.88	15,408.71	15,665.52	15,922.31	16,179.14	16,692.74
11	15,665.52	15,922.31	16,179.14	16,435.93	16,692.76	17,206.38
12	15,922.31	16,179.14	16,435.93	16,692.76	16,949.57	17,463.19
13	15,922.31	16,179.14	16,435.93	16,692.76	16,949.57	17,463.19
14	15,922.31	16,179.14	16,435.93	16,692.76	16,949.57	17,463.19
15	16,179.13	16,435.94	16,692.74	16,949.57	17,206.38	17,719.98
16	16,179.13	16,435.94	16,692.74	16,949.57	17,206.38	17,719.98
17	16,179.13	16,435.94	16,692.74	16,949.57	17,206.38	17,719.98
18	16,179.13	16,435.94	16,692.74	16,949.57	17,206.38	17,719.98
19	16,179.13	16,435.94	16,692.74	16,949.57	17,206.38	17,719.98
20	16,435.93	16,692.76	16,949.54	17,206.38	17,463.18	17,976.81

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 2006-2007 will be up to \$2,944.
- * **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
SECRETARIAL/OFFICE STAFF
2006 - 2007 SALARY SCHEDULE**

-RANGE-

STEP	01 ELEMENTARY A	02 ELEMENTARY B	03 SECONDARY A	04 SECONDARY B	05 ADMINISTRATION
1	15,352.00	15,736.39	16,120.82	19,083.57	18,473.97
2	15,813.28	16,241.65	16,656.26	19,695.89	19,065.71
3	16,271.83	16,733.13	17,194.43	20,310.96	19,660.19
4	16,733.13	17,241.11	17,732.62	20,926.01	20,256.04
5	17,194.43	17,732.62	18,268.06	21,538.33	20,849.13
6	17,655.75	18,237.85	18,806.26	22,153.41	21,445.01
7	18,114.28	18,729.37	19,344.45	22,765.75	22,038.08
8	18,575.59	19,237.35	19,879.85	23,380.81	22,633.92
9	19,036.90	19,726.09	20,418.05	23,995.89	23,227.03
10	19,036.90	19,726.09	20,418.05	23,995.89	23,227.03
11	19,036.90	19,726.09	20,418.05	23,995.89	23,227.03
12	19,036.90	19,726.09	20,418.05	23,995.89	23,227.03
13	19,036.90	19,726.09	20,418.05	23,995.89	23,227.03
14	19,036.90	19,726.09	20,418.05	23,995.89	23,227.03
15	19,498.20	20,234.06	20,956.23	24,608.20	23,820.15
16	19,498.20	20,234.06	20,956.23	24,608.20	23,820.15
17	19,498.20	20,234.06	20,956.23	24,608.20	23,820.15
18	19,498.20	20,234.06	20,956.23	24,608.20	23,820.15
19	19,498.20	20,234.06	20,956.23	24,608.20	23,820.15
20	19,956.75	20,725.58	21,491.66	25,223.26	24,415.98

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 2006-2007 will be up to \$2,944.
- * **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
SPEECH-LANGUAGE PATHOLOGY ASSISTANT (SLPA) STAFF
2006 - 2007 SALARY SCHEDULE

STEP	-RANGE-							
	01 BACHELOR	02 BACHELOR +12 HRS	03 BACHELOR +24 HRS	04 BACHELOR +36 HRS	05 MASTER	06 MASTER +15 HRS	07 MASTER +30 HRS	08 DOCTOR
1	28,800.00	30,528.00	32,256.00	33,984.00	33,984.00	35,712.00	37,440.00	39,168.00
2	29,385.00	31,113.00	32,841.00	34,569.00	34,569.00	36,297.00	38,025.00	39,753.00
3	29,970.00	31,698.00	33,426.00	35,154.00	35,154.00	36,882.00	38,610.00	40,338.00
4	30,555.00	32,283.00	34,011.00	35,739.00	35,739.00	37,467.00	39,195.00	40,923.00
5	31,140.00	32,868.00	34,596.00	36,324.00	36,324.00	38,052.00	39,780.00	41,508.00
6	31,725.00	33,453.00	35,181.00	36,909.00	36,909.00	38,637.00	40,365.00	42,093.00
7	32,490.00	34,218.00	35,946.00	37,674.00	37,674.00	39,402.00	41,130.00	42,858.00
8	33,255.00	34,983.00	36,711.00	38,439.00	38,439.00	40,167.00	41,895.00	43,623.00
9	34,020.00	35,748.00	37,476.00	39,204.00	39,204.00	40,932.00	42,660.00	44,388.00
10	34,785.00	36,513.00	38,241.00	39,969.00	39,969.00	41,697.00	43,425.00	45,153.00
11	35,550.00	37,278.00	39,006.00	40,734.00	40,734.00	42,462.00	44,190.00	45,918.00
12	36,315.00	38,043.00	39,771.00	41,499.00	41,499.00	43,227.00	44,955.00	46,683.00
13	37,467.00	39,195.00	40,923.00	42,651.00	42,651.00	44,379.00	46,107.00	47,835.00
14	38,619.00	40,347.00	42,075.00	43,803.00	43,803.00	45,531.00	47,259.00	48,987.00
15	39,771.00	41,499.00	43,227.00	44,955.00	44,955.00	46,683.00	48,411.00	50,139.00
16	40,923.00	42,651.00	44,379.00	46,107.00	46,107.00	47,835.00	49,563.00	51,291.00
17	42,075.00	43,803.00	45,531.00	47,259.00	47,259.00	48,987.00	50,715.00	52,443.00
18	42,075.00	43,803.00	45,531.00	47,835.00	47,835.00	49,563.00	51,291.00	53,019.00
19	42,075.00	43,803.00	45,531.00	47,835.00	47,835.00	49,563.00	51,291.00	53,019.00
20	42,075.00	43,803.00	45,531.00	47,835.00	47,835.00	49,563.00	51,291.00	53,019.00
21	42,075.00	43,803.00	45,531.00	48,987.00	48,987.00	50,715.00	52,443.00	54,171.00

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 2006-2007 will be up to \$2,944.

* **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
PHYSICAL/OCCUPATIONAL THERAPIST ASSISTANT STAFF
2006 - 2007 SALARY SCHEDULE

STEP

1	31,040.00
2	31,670.50
3	32,301.00
4	32,931.50
5	33,562.00
6	34,192.50
7	35,017.00
8	35,841.50
9	36,666.00
10	37,490.50
11	38,315.00
12	39,139.50
13	40,381.10
14	41,622.70
15	42,864.30
16	44,105.90
17	45,347.50
18	45,347.50
19	45,347.50
20	45,347.50
21	45,347.50

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 2006-2007 will be up to \$2,944.
- * **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
TRANSPORTATION STAFF--BUS DRIVER & BUS AIDE
 2006 - 2007 SALARY SCHEDULE

-RANGE-

STEP	⁰¹ BUS DRIVER REG. ROUTE	⁰² BUS DRIVER LONG ROUTE	⁰³ BUS AIDE WITHOUT CDL	⁰⁴ BUS AIDE WITH CDL
	1	8,562.48	9,426.50	7,031.00
2	8,828.17	9,694.33	7,234.05	7,707.08
3	8,828.17	9,694.33	7,234.05	7,707.08
4	8,828.17	9,694.33	7,234.05	7,707.08
5	8,828.17	9,694.33	7,234.05	7,707.08
6	9,100.33	9,962.19	7,434.93	7,938.23
7	9,100.33	9,962.19	7,434.93	7,938.23
8	9,100.33	9,962.19	7,434.93	7,938.23
9	9,100.33	9,962.19	7,434.93	7,938.23
10	9,100.33	9,962.19	7,434.93	7,938.23
11	9,366.01	10,227.88	7,631.49	8,175.82

SCHEDULE NOTES:

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