

**FORT SMITH PUBLIC SCHOOLS  
CERTIFIED STAFF  
2018-2019 SALARY SCHEDULE**

**-RANGE-**

	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	38,050.00	40,333.00	42,616.00	44,899.00	44,899.00	47,182.00	49,465.00	51,748.00
2	38,700.00	40,983.00	43,266.00	45,549.00	45,549.00	47,832.00	50,115.00	52,398.00
3	39,350.00	41,633.00	43,916.00	46,199.00	46,199.00	48,482.00	50,765.00	53,048.00
4	40,000.00	42,283.00	44,566.00	46,849.00	46,849.00	49,132.00	51,415.00	53,698.00
5	40,650.00	42,933.00	45,216.00	47,499.00	47,499.00	49,782.00	52,065.00	54,348.00
6	41,300.00	43,583.00	45,866.00	48,149.00	48,149.00	50,432.00	52,715.00	54,998.00
7	42,150.00	44,433.00	46,716.00	48,999.00	48,999.00	51,282.00	53,565.00	55,848.00
8	43,000.00	45,283.00	47,566.00	49,849.00	49,849.00	52,132.00	54,415.00	56,698.00
9	43,850.00	46,133.00	48,416.00	50,699.00	50,699.00	52,982.00	55,265.00	57,548.00
10	44,700.00	46,983.00	49,266.00	51,549.00	51,549.00	53,832.00	56,115.00	58,398.00
11	45,550.00	47,833.00	50,116.00	52,399.00	52,399.00	54,682.00	56,965.00	59,248.00
12	46,400.00	48,683.00	50,966.00	53,249.00	53,249.00	55,532.00	57,815.00	60,098.00
13	47,222.00	50,205.00	52,488.00	54,771.00	54,771.00	57,054.00	59,337.00	61,620.00
14	49,444.00	51,727.00	54,010.00	56,293.00	56,293.00	58,576.00	60,859.00	63,142.00
15	50,966.00	53,249.00	55,532.00	57,815.00	57,815.00	60,098.00	62,381.00	64,664.00
16	52,488.00	54,771.00	57,054.00	59,337.00	59,337.00	61,620.00	63,903.00	66,186.00
17	54,010.00	56,293.00	58,576.00	60,859.00	60,859.00	63,142.00	65,425.00	67,708.00
18	54,010.00	56,293.00	58,576.00	61,620.00	61,620.00	63,903.00	66,186.00	68,469.00
19	54,010.00	56,293.00	58,576.00	61,620.00	61,620.00	63,903.00	66,186.00	68,469.00
20	54,010.00	56,293.00	58,576.00	61,620.00	61,620.00	63,903.00	66,186.00	68,469.00
21	54,010.00	56,293.00	58,576.00	63,142.00	63,142.00	65,425.00	67,708.00	69,991.00

**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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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  
PARAPROFESSIONAL STAFF  
2018-2019 SALARY SCHEDULE**

<i><b>-RANGE-</b></i>						
<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	15,673.55	15,987.02	16,300.48	16,613.96	16,927.46	17,554.36
2	15,987.02	16,300.48	16,613.96	16,927.46	17,240.91	17,867.81
3	16,300.48	16,613.96	16,927.46	17,240.91	17,554.36	18,181.31
4	16,613.96	16,927.46	17,240.91	17,554.36	17,867.86	18,494.79
5	16,927.46	17,240.91	17,554.36	17,867.86	18,181.31	18,808.26
6	17,240.91	17,554.36	17,867.86	18,181.31	18,494.79	19,121.76
7	17,554.36	17,867.86	18,181.31	18,494.79	18,808.27	19,435.19
8	17,867.86	18,181.31	18,494.79	18,808.27	19,121.76	19,748.69
9	18,181.31	18,494.79	18,808.27	19,121.76	19,435.21	20,062.15
10	18,494.79	18,808.27	19,121.76	19,435.21	19,748.70	20,375.59
11	19,121.76	19,435.21	19,748.70	20,062.15	20,375.61	21,002.58
12	19,435.21	19,748.70	20,062.15	20,375.61	20,689.09	21,316.03
13	19,435.21	19,748.70	20,062.15	20,375.61	20,689.09	21,316.03
14	19,435.21	19,748.70	20,062.15	20,375.61	20,689.09	21,316.03
15	19,748.69	20,062.16	20,375.59	20,689.09	21,002.58	21,629.48
16	19,748.69	20,062.16	20,375.59	20,689.09	21,002.58	21,629.48
17	19,748.69	20,062.16	20,375.59	20,689.09	21,002.58	21,629.48
18	19,748.69	20,062.16	20,375.59	20,689.09	21,002.58	21,629.48
19	19,748.69	20,062.16	20,375.59	20,689.09	21,002.58	21,629.48
20	20,062.15	20,375.61	20,689.05	21,002.58	21,316.02	21,942.98

**SCHEDULE NOTES:**

- \* Schedule is based upon a 187-day contract year. The base workday is 7 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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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**  
**2018-2019 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	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
1	10,291.08	11,413.82	12,536.51	8,513.28	9,059.89	9,074.63	9,621.25
2	10,615.38	11,738.10	12,860.82	8,759.15	9,331.89	9,320.51	9,893.25
3	10,615.38	11,738.10	12,860.82	8,759.15	9,331.89	9,320.51	9,893.25
4	10,615.38	11,738.10	12,860.82	8,759.15	9,331.89	9,320.51	9,893.25
5	10,615.38	11,738.10	12,860.82	8,759.15	9,331.89	9,320.51	9,893.25
6	10,939.74	12,062.45	13,185.15	9,002.38	9,611.78	9,563.74	10,173.12
7	10,939.74	12,062.45	13,185.15	9,002.38	9,611.78	9,563.74	10,173.12
8	10,939.74	12,062.45	13,185.15	9,002.38	9,611.78	9,563.74	10,173.12
9	10,939.74	12,062.45	13,185.15	9,002.38	9,611.78	9,563.74	10,173.12
10	10,939.74	12,062.45	13,185.15	9,002.38	9,611.78	9,563.74	10,173.12
11	11,261.42	12,384.15	13,506.85	9,240.38	9,899.48	9,801.74	10,460.82

**SCHEDULE NOTES:**

- \* Schedule is based upon a 179-day contract year.
- \* Activity Trips pay for 2018-2019 will be at the rate of \$15.00 per hour.

**FORT SMITH PUBLIC SCHOOLS  
SECRETARIAL/OFFICE STAFF  
2018-2019 SALARY SCHEDULE**

<b>STEP</b>	<b>-RANGE-</b>				
	01 ELEMENTARY A	02 ELEMENTARY B	03 SECONDARY A	04 SECONDARY B	05 ADMINISTRATION
1	18,266.79	19,560.30	19,560.30	22,706.88	21,981.53
2	18,815.66	20,209.97	20,209.97	23,435.45	22,685.62
3	19,361.29	20,862.97	20,862.97	24,167.30	23,392.97
4	19,910.17	21,515.98	21,515.98	24,899.14	24,101.95
5	20,459.06	22,165.67	22,165.67	25,627.70	24,807.65
6	21,007.96	22,818.68	22,818.68	26,359.59	25,516.66
7	21,553.54	23,471.69	23,471.69	27,088.18	26,222.34
8	22,102.46	24,121.34	24,121.34	27,820.01	26,931.32
9	22,651.33	24,774.36	24,774.36	28,551.87	27,637.05
10	22,651.33	24,774.36	24,774.36	28,551.87	27,637.05
11	22,651.33	24,774.36	24,774.36	28,551.87	27,637.05
12	22,651.33	24,774.36	24,774.36	28,551.87	27,637.05
13	22,651.33	24,774.36	24,774.36	28,551.87	27,637.05
14	22,651.33	24,774.36	24,774.36	28,551.87	27,637.05
15	23,200.23	25,427.38	25,427.38	29,280.44	28,342.76
16	23,200.23	25,427.38	25,427.38	29,280.44	28,342.76
17	23,200.23	25,427.38	25,427.38	29,280.44	28,342.76
18	23,200.23	25,427.38	25,427.38	29,280.44	28,342.76
19	23,200.23	25,427.38	25,427.38	29,280.44	28,342.76
20	23,745.85	26,077.03	26,077.03	30,012.28	29,051.73

**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 (PSP) of the Fort Smith Association of Educational Office Professionals (optional).  
PSP--allows clerical personnel to qualify for salary indices of .05, .10, .15 or .17 above base

**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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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  
DEAF INTERPRETER STAFF  
2018-2019 SALARY SCHEDULE**

<b>STEP</b>	<b>-RANGE-</b>			
	01	02	03	04
	-----COLLEGE HOURS IN INTERPRETER EDUCATION-----			
	12	30	60	90
1	21,310.70	21,736.88	22,163.09	22,589.29
2	22,163.09	22,589.29	23,015.55	23,441.73
3	23,015.55	23,441.73	23,867.97	24,294.18
4	23,867.97	24,294.18	24,720.36	25,146.59
5	24,720.36	25,146.59	25,572.82	25,999.01
6	25,572.82	25,999.01	26,425.23	26,851.46
7	26,425.23	26,851.46	27,277.66	27,703.85
8	27,277.66	27,703.85	28,130.08	28,556.28
9	28,130.08	28,556.28	28,981.87	29,408.73
10	28,982.50	29,408.73	29,834.96	30,261.15
11	29,834.96	30,261.15	30,687.37	31,113.59
12	30,687.37	31,113.59	31,539.79	31,966.04
13	31,539.79	31,966.04	32,392.23	32,818.46
14	32,392.23	32,818.46	33,244.64	33,670.85
15	33,244.64	33,670.85	34,097.08	34,523.30
16	34,097.08	34,523.30	34,949.51	35,375.73
17	34,097.08	34,523.30	34,949.51	35,375.73
18	34,097.08	34,523.30	34,949.51	35,375.73
19	34,097.08	34,523.30	34,949.51	35,375.73
20	34,097.08	34,523.30	34,949.51	35,375.73

**SCHEDULE NOTES:**

- \* Schedule is based upon a 193-day contract year. Deaf interpreters must hold a valid interpreter's license issued by the Arkansas Department of Health (ADH).
- \* Supplements awarded for Quality Assurance Screening Test (QAST) of Educational Interpreter Performance Assessment (EIPA):
- \* Level 1 - 1/1 on QAST or 2.0 on EIPA - \$500; Level 2 - 2/2 on QAST or 2.5 on EIPA - \$750; Level 3 - 3/3 on QAST or 3.0 on EIPA - \$1,000; Level 4 - 4/4 on QAST only - \$1,250; or 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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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**  
**BILINGUAL/ESL NON-CERTIFIED INSTRUCTION STAFF**  
**2018-2019 SALARY SCHEDULE**

<b>-RANGE-</b>						
<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	18,553.24	18,923.63	19,295.36	19,665.77	20,037.48	20,779.66
2	18,831.02	19,202.77	19,573.17	19,943.56	20,315.29	21,057.44
3	19,108.83	19,480.57	19,850.94	20,222.69	20,593.08	21,335.21
4	19,387.98	19,758.37	20,130.10	20,500.50	20,872.24	21,614.34
5	19,665.77	20,037.48	20,407.89	20,779.66	21,150.03	21,892.14
6	19,943.56	20,315.29	20,685.70	21,057.44	21,427.81	22,169.94
7	20,222.69	20,593.08	20,964.84	21,335.21	21,706.95	22,449.06
8	20,500.50	20,872.24	21,242.64	21,614.34	21,984.76	22,726.89
9	20,779.66	21,150.03	21,521.78	21,892.14	22,263.90	23,006.05
10	21,057.44	21,427.81	21,799.57	22,169.94	22,541.66	23,283.83
11	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
12	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
13	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
14	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
15	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
16	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
17	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
18	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
19	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
20	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60

**SCHEDULE NOTES:**

- \* Schedule is based upon a 187-day contract year. The base workday is 7 hours.
- \* Contract level is determined by points awarded for college hours and professional development credit.
- \* All 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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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  
CHILD NUTRITION STAFF  
2018-2019 SALARY SCHEDULE**

<b>-RANGE-</b>						
<b>STEP</b>	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	11,884.16	12,741.50	14,320.30	14,914.61	17,700.69	18,313.61
2	12,120.75	12,982.98	14,914.61	15,527.60	17,700.69	18,313.61
3	12,357.35	13,224.42	15,527.60	16,121.92	17,700.69	18,313.61
4	12,593.96	13,465.89	16,121.92	16,734.87	17,700.69	18,313.61
5	12,830.49	13,707.35	16,121.92	16,734.87	17,700.69	18,313.61
6	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
7	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
8	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
9	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
10	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
11	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
12	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
13	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
14	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
15	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
16	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
17	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
18	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
19	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
20	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61

**SCHEDULE NOTES:**

\* Schedule is based upon a 180-day contract year. The base workday is 6 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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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  
PARENT PARAEDUCATOR STAFF  
2018-2019 SALARY SCHEDULE**

<b>-RANGE-</b>						
<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	22,403.84	22,851.90	23,299.99	23,748.08	24,196.11	25,092.32
2	22,851.90	23,299.99	23,748.08	24,196.11	24,644.24	25,540.39
3	23,299.99	23,748.08	24,196.11	24,644.24	25,092.32	25,988.48
4	23,748.08	24,196.11	24,644.24	25,092.32	25,540.39	26,436.51
5	24,196.11	24,644.24	25,092.32	25,540.39	25,988.48	26,884.62
6	24,644.24	25,092.32	25,540.39	25,988.48	26,436.51	27,332.68
7	25,092.32	25,540.39	25,988.48	26,436.51	26,884.62	27,780.79
8	25,540.39	25,988.48	26,436.51	26,884.62	27,332.68	28,228.84
9	25,988.48	26,436.51	26,884.62	27,332.68	27,780.79	28,676.92
10	26,436.51	26,884.62	27,332.68	27,780.79	28,228.84	29,124.98
11	27,332.68	27,780.79	28,228.84	28,676.92	29,124.98	30,021.18
12	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
13	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
14	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
15	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
16	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
17	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
18	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
19	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
20	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21

**SCHEDULE NOTES:**

- \* Schedule is based upon a 187-day contract year. The base workday is 7 hours.
- \* Contract level is determined by points awarded for college hours and professional development credit.
- \* All 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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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*  
**Schedule formerly used for Print Staff - Pressman**  
2018-2019 SALARY SCHEDULE

<b>STEP</b>	<b>SALARY</b>
1	25,768.00
2	26,669.88
3	27,571.77
4	28,473.66
5	29,375.54
6	30,277.40
7	31,179.29
8	32,081.15
9	32,983.05
10	33,884.94
11	34,786.80
12	35,688.68
13	35,688.68
14	35,688.68
15	35,688.68
16	35,688.68
17	36,590.56
18	36,590.56
19	36,590.56
20	36,590.56

**SCHEDULE NOTES:**

\* The base workyear is 250 days. The base workday is 8 hours. Full-time employees are paid for 2,000 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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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*  
**COMPUTER INFORMATION SYSTEMS (CIS) PROFESSIONAL STAFF**  
**2018-2019 SALARY SCHEDULE**

	<i>-RANGE-</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	40,218.65	42,631.77	45,044.89	47,458.01	47,458.01	49,871.13	52,284.25	54,697.37
2	40,905.70	43,318.82	45,731.94	48,145.06	48,145.06	50,558.18	52,971.30	55,384.41
3	41,592.75	44,005.87	46,418.98	48,832.10	48,832.10	51,245.22	53,658.34	56,071.46
4	42,279.79	44,692.91	47,106.03	49,519.15	49,519.15	51,932.27	54,345.39	56,758.51
5	42,966.84	45,379.96	47,793.08	50,206.20	50,206.20	52,619.32	55,032.44	57,445.55
6	43,653.89	46,067.01	48,480.12	50,893.24	50,893.24	53,306.36	55,719.48	58,132.60
7	44,340.94	46,754.06	49,167.17	51,580.29	51,580.29	54,019.41	56,406.61	58,819.65
8	45,028.00	47,441.12	49,854.24	52,267.33	52,267.33	54,706.46	57,093.74	59,506.70
9	45,715.05	48,128.17	50,541.29	52,954.38	52,954.38	55,393.51	57,780.79	60,193.75
10	46,402.10	48,815.22	51,228.32	53,641.43	53,641.43	56,080.56	58,467.84	60,880.80
11	47,089.15	49,502.27	51,915.37	54,328.48	54,328.48	56,767.61	59,154.89	61,567.85
12	47,776.20	50,189.32	52,602.42	55,015.53	55,015.53	57,454.66	59,841.94	62,254.90
13	48,463.25	50,876.37	53,289.47	55,702.58	55,702.58	58,141.71	60,529.00	62,942.00
14	49,150.30	51,563.42	53,976.52	56,389.63	56,389.63	58,838.76	61,216.05	63,629.05
15	49,837.35	52,250.47	54,663.57	57,076.68	57,076.68	59,535.81	61,903.10	64,316.10
16	50,524.40	52,937.52	55,350.62	57,763.73	57,763.73	60,232.86	62,590.15	65,003.15
17	51,211.45	53,624.57	56,037.67	58,450.78	58,450.78	60,929.91	63,277.20	65,690.20
18	51,898.50	54,311.62	56,724.72	59,137.83	59,137.83	61,626.96	63,964.25	66,377.25
19	52,585.55	55,000.00	57,413.00	59,825.00	59,825.00	62,323.23	64,651.53	67,064.53
20	53,272.60	55,687.05	58,100.05	60,512.05	60,512.05	63,019.50	65,338.80	67,751.80
21	53,959.65	56,374.10	58,787.10	61,200.00	61,200.00	63,716.77	66,026.07	68,439.07

**SCHEDULE NOTES:**

- \* Schedule is based upon a 250-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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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  
PROFESSIONAL SUPPORT STAFF  
2018-2019 SALARY SCHEDULE**

<b>STEP</b>	<b>-RANGE-</b>		
	01 LEVEL 1	02 BACHELOR	03 MASTER
1	35,979.92	40,415.80	47,690.65
2	36,594.56	41,106.22	48,381.06
3	37,209.20	41,796.63	49,071.48
4	37,823.83	42,487.05	49,761.89
5	38,438.47	43,177.46	50,452.31
6	39,053.11	43,867.88	51,142.72
7	39,856.87	44,770.73	52,045.57
8	40,660.62	45,673.58	52,948.42
9	41,464.38	46,576.42	53,851.27
10	42,268.13	47,479.27	54,754.12
11	43,071.89	48,382.12	55,656.97
12	43,875.65	49,284.97	56,559.82
13	45,314.84	50,901.61	58,176.45
14	46,754.04	52,518.24	59,793.08
15	48,193.24	54,134.87	61,409.72
16	49,632.44	55,751.50	63,026.35
17	51,071.63	57,368.13	64,642.98
18	51,071.63	57,368.13	65,451.30
19	51,071.63	57,368.13	65,451.30
20	51,071.63	57,368.13	65,451.30
21	51,071.63	57,368.13	67,067.93

**SCHEDULE NOTES:**

- \* Schedule is based upon a 250-day contract year.
- \* Additional responsibility index range of 5% to 50% assigned to qualified positions.

**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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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*  
**2018-2019 SALARY SCHEDULE**

<b>-RANGE-</b>			
<b>STEP</b>	Vehicle Technician	Mechanic	Head Mechanic
1	29,746.63	35,398.50	37,510.50
2	30,490.29	36,637.12	38,749.15
3	31,233.96	37,875.79	39,987.79
4	31,977.63	39,114.43	41,226.44
5	32,721.29	40,353.09	42,465.09
6	33,464.96	41,591.74	43,703.76
7	34,208.60	42,830.38	44,942.37
8	34,952.29	44,069.02	46,181.04
9	35,695.95	45,307.69	47,419.70
10	36,439.61	46,546.35	48,658.35
11	37,183.30	47,784.97	49,897.01
12	37,926.94	49,023.63	51,135.65
13	37,926.94	49,023.63	51,135.65
14	37,926.94	49,023.63	51,135.65
15	37,926.94	49,023.63	51,135.65
16	37,926.94	49,023.63	51,135.65
17	38,670.63	50,262.28	52,374.28
18	38,670.63	50,262.28	52,374.28
19	38,670.63	50,262.28	52,374.28
20	38,670.63	50,262.28	52,374.28

**SCHEDULE NOTES:**

\* Schedule is based upon a 250-day contract year. 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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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**  
*Special Projects Driver, Transportation Specialist, Assistant Supervisor*  
**2018-2019 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	Special Projects Driver	Transportation Specialist	Assistant Supervisor
1	20,135.20	26,940.87	31,708.89
2	20,638.58	27,613.40	32,818.32
3	21,141.93	28,285.90	33,927.79
4	21,645.33	28,958.43	35,037.23
5	22,148.71	29,630.93	36,146.67
6	22,652.08	30,303.46	37,256.11
7	23,155.46	30,975.95	38,365.57
8	23,658.83	31,648.48	39,475.02
9	24,162.22	32,321.01	40,584.48
10	24,665.57	32,993.50	41,693.92
11	25,168.98	34,338.54	42,803.36
12	25,672.38	34,338.54	43,912.81
13	25,672.38	34,338.54	43,912.81
14	25,672.38	34,338.54	43,912.81
15	25,672.38	34,338.54	43,912.81
16	25,672.38	34,338.54	43,912.81
17	26,175.74	35,011.04	45,022.26
18	26,175.74	35,011.04	45,022.26
19	26,175.74	35,011.04	45,022.26
20	26,175.74	35,011.04	45,022.26

**SCHEDULE NOTES:**

\* Schedule is based upon a 193-day contract year. 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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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  
MAINTENANCE STAFF  
2018-2019 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	27,039.53	31,097.24	31,923.14	34,077.66	35,693.60	36,519.48
2	27,721.15	32,030.86	32,856.79	35,011.31	36,627.23	37,453.13
3	28,404.07	33,000.41	33,790.41	35,944.94	37,596.77	38,386.75
4	29,050.41	33,934.04	34,759.95	36,914.51	38,530.47	39,356.33
5	29,732.69	34,867.69	35,693.60	37,848.14	39,464.05	40,289.95
6	30,414.96	35,837.24	36,627.23	38,817.71	40,433.60	41,223.57
7	31,097.24	36,770.86	37,596.77	39,751.31	41,367.23	42,193.15
8	31,779.47	37,704.52	38,530.42	40,684.95	42,300.87	43,126.77
9	32,461.78	38,674.02	39,464.05	41,654.50	43,270.39	44,060.40
10	33,108.17	39,607.67	40,433.60	42,588.11	44,204.03	45,029.92
11	33,790.41	40,577.23	41,367.23	43,521.78	45,173.56	45,963.58
12	34,472.66	41,510.86	42,300.87	44,491.29	46,107.21	46,897.23
13	34,472.66	41,510.86	42,300.87	44,491.29	46,107.21	46,897.23
14	34,472.66	41,510.86	42,300.87	44,491.29	46,107.21	46,897.23
15	34,472.66	41,510.86	42,300.87	44,491.29	46,107.21	46,897.23
16	34,472.66	41,510.86	42,300.87	44,491.29	46,107.21	46,897.23
17	35,154.94	42,444.52	43,270.39	45,424.92	47,040.83	47,866.77
18	35,154.94	42,444.52	43,270.39	45,424.92	47,040.83	47,866.77
19	35,154.94	42,444.52	43,270.39	45,424.92	47,040.83	47,866.77
20	35,154.94	42,444.52	43,270.39	45,424.92	47,040.83	47,866.77

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:**

\* Schedule is based upon a 250-day contract year. 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 2018-2019 will be up to \$3,000.

\* **Dental and Vision 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  
NURSING STAFF  
2018-2019 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 LICENSED PRACTICAL NURSE (LPN)</b>	<b>02 REGISTERED NURSE--ADN</b>	<b>03 REGISTERED NURSE--BSN (BACHELOR)</b>	<b>04 REGISTERED NURSE--BSN + 12 HRS</b>	<b>05 REGISTERED NURSE--MSN (MASTERS)</b>
1	31,201.00	34,626.00	38,050.00	40,333.00	44,899.00
2	31,734.00	35,217.00	38,700.00	40,983.00	45,549.00
3	32,267.00	35,809.00	39,350.00	41,633.00	46,199.00
4	32,800.00	36,400.00	40,000.00	42,283.00	46,849.00
5	33,333.00	36,992.00	40,650.00	42,933.00	47,499.00
6	33,866.00	37,583.00	41,300.00	43,583.00	48,149.00
7	34,563.00	38,357.00	42,150.00	44,433.00	48,999.00
8	35,260.00	39,130.00	43,000.00	45,283.00	49,849.00
9	35,957.00	39,904.00	43,850.00	46,133.00	50,699.00
10	36,654.00	40,677.00	44,700.00	46,983.00	51,549.00
11	37,351.00	41,451.00	45,550.00	47,833.00	52,399.00
12	38,048.00	42,224.00	46,400.00	48,683.00	53,249.00
13	39,296.00	43,609.00	47,922.00	50,205.00	54,771.00
14	40,544.00	44,994.00	49,444.00	51,727.00	56,293.00
15	41,792.00	46,379.00	50,966.00	53,249.00	57,815.00
16	43,040.00	47,764.00	52,488.00	54,771.00	59,337.00
17	44,288.00	49,149.00	54,010.00	56,293.00	60,859.00
18	44,288.00	49,149.00	54,010.00	56,293.00	61,620.00
19	44,288.00	49,149.00	54,010.00	56,293.00	61,620.00
20	44,288.00	49,149.00	54,010.00	56,293.00	61,620.00
21	44,288.00	49,149.00	54,010.00	56,293.00	63,142.00

**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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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  
2018-2019 SALARY SCHEDULE**

STEP	<b>-RANGE-</b>			
	01 SECONDARY SCHOOL	02 ELEMENTARY SCHOOL	03 BUILDING ENGINEER A	04 BUILDING ENGINEER B
1	25,854.51	26,895.83	33,610.87	34,113.60
2	26,357.25	27,398.61	34,113.60	34,652.23
3	26,895.86	27,937.26	34,652.23	35,154.94
4	27,398.61	28,439.94	35,154.94	35,693.60
5	27,937.26	28,942.69	35,693.60	36,196.33
6	28,439.94	29,481.34	36,196.33	36,699.05
7	28,942.69	29,984.07	36,699.05	37,237.71
8	29,481.34	30,522.68	37,237.71	37,740.39
9	29,984.07	31,025.42	37,740.39	38,279.04
10	30,522.68	31,528.16	38,279.04	38,781.76
11	31,025.42	32,066.78	38,781.76	39,284.49
12	31,528.16	32,569.50	39,284.49	39,823.13
13	31,528.16	32,569.50	39,284.49	39,823.13
14	31,528.16	32,569.50	39,284.49	39,823.13
15	31,528.16	32,569.50	39,284.49	39,823.13
16	31,528.16	32,569.50	39,284.49	39,823.13
17	32,066.78	33,108.17	39,823.13	40,325.87
18	32,066.78	33,108.17	39,823.13	40,325.87
19	32,066.78	33,108.17	39,823.13	40,325.87
20	32,066.78	33,108.17	39,823.13	40,325.87

**BUILDING ENGINEER A:** CHAFFIN, DARBY, KIMMONS, RAMSEY

**BUILDING ENGINEER B:** NORTHSIDE, SOUTHSIDE

**SCHEDULE NOTES:**

\* Schedule is based upon a 250-day contract year. 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 2018-2019 will be up to \$3,000.

\* **Dental and Vision 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*  
**PHYSICAL/OCCUPATIONAL THERAPIST ASSISTANT STAFF**  
2018-2019 SALARY SCHEDULE

**STEP**

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1	36,909.00
2	37,539.00
3	38,170.00
4	38,800.00
5	39,431.00
6	40,061.00
7	40,886.00
8	41,710.00
9	42,535.00
10	43,359.00
11	44,184.00
12	45,008.00
13	46,484.00
14	47,961.00
15	49,437.00
16	50,913.00
17	52,390.00
18	52,390.00
19	52,390.00
20	52,390.00
21	52,390.00

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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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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**  
**2018-2019 SALARY SCHEDULE**

STEP	<i>-RANGE-</i>							
	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	34,245.00	36,299.70	38,354.40	40,409.10	40,409.10	42,463.80	44,518.50	46,573.20
2	34,830.00	36,884.70	38,939.40	40,994.10	40,994.10	43,048.80	45,103.50	47,158.20
3	35,415.00	37,469.70	39,524.40	41,579.10	41,579.10	43,633.80	45,688.50	47,743.20
4	36,000.00	38,054.70	40,109.40	42,164.10	42,164.10	44,218.80	46,273.50	48,328.20
5	36,585.00	38,639.70	40,694.40	42,749.10	42,749.10	44,803.80	46,858.50	48,913.20
6	37,170.00	39,224.70	41,279.40	43,334.10	43,334.10	45,388.80	47,443.50	49,498.20
7	37,935.00	39,989.70	42,044.40	44,099.10	44,099.10	46,153.80	48,208.50	50,263.20
8	38,700.00	40,754.70	42,809.40	44,864.10	44,864.10	46,918.80	48,973.50	51,028.20
9	39,465.00	41,519.70	43,574.40	45,629.10	45,629.10	47,683.80	49,738.50	51,793.20
10	40,230.00	42,284.70	44,339.40	46,394.10	46,394.10	48,448.80	50,503.50	52,558.20
11	40,995.00	43,049.70	45,104.40	47,159.10	47,159.10	49,213.80	51,268.50	53,323.20
12	41,760.00	43,814.70	45,869.40	47,924.10	47,924.10	49,978.80	52,033.50	54,088.20
13	43,129.80	45,184.50	47,239.20	49,293.90	49,293.90	51,348.60	53,403.30	55,458.00
14	44,499.60	46,554.30	48,609.00	50,663.70	50,663.70	52,718.40	54,773.10	56,827.80
15	45,869.40	47,924.10	49,978.80	52,033.50	52,033.50	54,088.20	56,142.90	58,197.60
16	47,239.20	49,293.90	51,348.60	53,403.30	53,403.30	55,458.00	57,512.70	59,567.40
17	48,609.00	50,663.70	52,718.40	54,773.10	54,773.10	56,827.80	58,882.50	60,937.20
18	48,609.00	50,663.70	52,718.40	55,458.00	55,458.00	57,512.70	59,567.40	61,622.10
19	48,609.00	50,663.70	52,718.40	55,458.00	55,458.00	57,512.70	59,567.40	61,622.10
20	48,609.00	50,663.70	52,718.40	55,458.00	55,458.00	57,512.70	59,567.40	61,622.10
21	48,609.00	50,663.70	52,718.40	56,827.80	56,827.80	58,882.50	60,937.20	62,991.90

**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 2018-2019 will be up to \$3,000.
- \* **Dental and Vision 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.

## 2018-19 Administrator Assignment Index

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

<u>Position</u>	<u>Salary</u> <u>Base</u>		<u>Responsibility</u> <u>Factor</u>	+	<u>Extra</u> <u>Days</u>	(250 days)	+	<u>#Admn Exp</u> <u>Credit-.01-.21</u>	=	<u>#Max Total</u> <u>Index</u>
Deputy Superintendent	Base	x	(1.6140	+	.295337	(250 days)	+	.21	=	2.119337
Assistant Superintendent	Base	x	(1.4640	+	.295337	(250 days)	+	.21	=	1.969337
Chief Academic Officer	Base	x	(1.4640	+	.295337	(250 days)	+	.21	=	1.969337
Chief Financial Officer	Base	x	(1.4640	+	.295337	(250 days)	+	.21	=	1.969337
Executive Director of Communication & Community Partnerships	Base	x	(1.2362	+	.295337	(250 days)	+	.21	=	1.741537
Executive Director of Student Services	Base	x	(1.2362	+	.295337	(250 days)	+	.21	=	1.741537
Director of Buildings & Grounds	Base	x	(1.2362	+	.295337	(250 days)	+	.21	=	1.741537
Director of Child Nutrition	Base	x	(1.2362	+	.295337	(250 days)	+	.21	=	1.741537
Director of Elementary Education	Base	x	(1.2362	+	.295337	(250 days)	+	.21	=	1.741537
Director of Secondary Education	Base	x	(1.2362	+	.295337	(250 days)	+	.21	=	1.741537
Director of Transportation	Base	x	(1.2362	+	.295337	(250 days)	+	.21	=	1.741537
Director of Athletics & Student Activities	Base	x	(1.1562	+	.295337	(250 days)	+	.21	=	1.661537
Director of Student Achievement & Accountability	Base	x	(1.1562	+	.295337	(250 days)	+	.21	=	1.661537
Director of Adult Education	Base	x	(1.0862	+	.295337	(250 days)	+	.21	=	1.591537
Director of Security & Facilities	Base	x	(1.0862	+	.295337	(250 days)	+	.21	=	1.591537
Director of Special Education	Base	x	(1.0862	+	.295337	(250 days)	+	.21	=	1.591537
Director of Technology	Base	x	(1.0862	+	.295337	(250 days)	+	.21	=	1.591537
Director of Transportation	Base	x	(1.0862	+	.295337	(250 days)	+	.21	=	1.591537

# 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

Effective 7-1-18

## 2018-19 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</u>
Supervisor of Curriculum & Federal Program	Base	x	(1.0611	+	.295337	(250 days)	+	.21)	= 1.566437
Supervisor of Early Childhood Education, Parent & Community Services	Base	x	(1.0611	+	.295337	(250 days)	+	.21)	= 1.566437
Supervisor of Human Resources	Base	x	(1.0611	+	.295337	(250 days)	+	.21)	= 1.566437
Supervisor of Instructional Services	Base	x	(1.0611	+	.295337	(250 days)	+	.21)	= 1.566437
Supervisor of Maintenance and Construction	Base	x	(1.0611	+	.295337	(250 days)	+	.21)	= 1.566437
Supervisor of Professional Development	Base	x	(1.0611	+	.295337	(250 days)	+	.21)	= 1.566437
Supervisor of Special Programs	Base	x	(1.0611	+	.295337	(250 days)	+	.21)	= 1.566437
Supervisor of Student Services	Base	x	(1.0611	+	.295337	(250 days)	+	.21)	= 1.566437
Support Specialist for Special Education	Base	x	(1.0796	+	.113990	(215 days)	+	.21)	= 1.403590
Student Services Coordinator	Base	x	(1.0200	+	.155440	(223 days)	+	.21)	= 1.385440

# - 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

Effective 7-1-18

## 2018-19 Administrator Assignment Index

Base	–	Teacher salary step 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</u>
Supervisor of Accounting	Base	x	(1.0611	+	.295337 (250 days)	+	.21)	=	1.566437
Supervisor of Child Nutrition	Base	x	(1.0611	+	.295337 (250 days)	+	.21)	=	1.566437
Supervisor of Information Services	Base	x	(1.0611	+	.295337 (250 days)	+	.21)	=	1.566437
Supervisor of Payroll & Employee Benefits	Base	x	(1.0611	+	.295337 (250 days)	+	.21)	=	1.566437
Supervisor of Purchasing	Base	x	(1.0611	+	.295337 (250 days)	+	.21)	=	1.566437
Supervisor of Safety & Security	Base	x	(1.0611	+	.051813 (203 days)	+	.21)	=	1.322913
Child Nutrition Coordinator	Base	x	(1.0200	+	.295337 (250 days)	+	.21)	=	1.525337
Technology Coordinator	Base	x	(1.0200	+	.295337 (250 days)	+	.21)	=	1.525337

# - 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

Effective 7-1-18

## 2018-19 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</u>
Elementary Assistant Principal	Base	x	(1.0168	+	.062176 (205 days)	+	.21)	=	1.288976
Elementary Principal	Base	x	(1.0796	+	.113990 (215 days)	+	.21)	=	1.403590
Dean of Students Belle Point Center	Base	x	(1.0168	+	.029506 (198 days)	+	.21)	=	1.256306
Director of Belle Point Center	Base	x	(1.0596	+	.139896 (220 days)	+	.21)	=	1.409496
Junior High Assistant Principal	Base	x	(1.0596	+	.088083 (210 days)	+	.21)	=	1.357683
Junior High Principal	Base	x	(1.1464	+	.139896 (220 days)	+	.21)	=	1.496296
Senior High Assistant Principal	Base	x	(1.1096	+	.088083 (210 days)	+	.21)	=	1.407683
Senior High Principal	Base	x	(1.1462	+	.295337 (250 days)	+	.21)	=	1.651537

# 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 7-1-18

**Student Supervision Stipend Schedule**  
**Elementary Principals 2018-19**

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

\* 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 7-1-18

## Student Supervision Stipend Schedule Secondary Principals 2018-19

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

See previous page for legend of \* and \*\*

Effective 7-1-18



**2018-2019 Athletic Assignment Index**  
**High School (Men/Women)**

<u>Assignment</u>	<u>Work Days</u>	<u>Days Factor</u>	<u>Responsibility Index</u>	<u>Total</u>
Head Football Coach/Athletic Coordinator	250	1.295337	0.289507	1.584844
Head Basketball Coach	213	1.103627	0.203600	1.307227
Head Volleyball Coach	213	1.103627	0.203600	1.307227
Head Swimming Coach	193	1.000000	0.060000	1.060000
Head Tennis Coach	193	1.000000	0.060000	1.060000
Head Golf Coach	193	1.000000	0.060000	1.060000
Head Cross Country Coach	193	1.000000	0.060000	1.060000
Head Wrestling Coach	193	1.000000	0.060000	1.060000
Head Bowling Coach	193	1.000000	0.060000	1.060000
Head Track Coach	193	1.000000	0.060000	1.060000
Head Soccer Coach	193	1.000000	0.060000	1.060000
Head Baseball Coach	193	1.000000	0.060000	1.060000
Head Softball Coach	193	1.000000	0.060000	1.060000
Head Strength Training Coach	193	1.000000	0.040000	1.040000
Head Cheerleading Coach	198	1.025907	0.070000	1.095907
Head Drill Team Coach	198	1.025907	0.070000	1.095907
Assistant Football Coach	213	1.103627	0.163600	1.267227
Assistant Basketball Coach	193	1.000000	0.163600	1.163600
Second Assistant Basketball Coach	193	1.000000	0.040000	1.040000
Assistant Volleyball Coach	213	1.103627	0.163600	1.267227
Assistant Track Coach	193	1.000000	0.040000	1.040000
Assistant Soccer Coach	193	1.000000	0.040000	1.040000
Assistant Baseball Coach	193	1.000000	0.040000	1.040000
Assistant Softball Coach	193	1.000000	0.040000	1.040000

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**2018-2019 Athletic Assignment Index**  
**Junior High School (Men/Women)**

<u>Assignment</u>	<u>Work Days</u>	<u>Days Factor</u>	<u>Responsibility Index</u>	<u>Total</u>
Varsity Football Coach	213	1.103627	0.070000	1.173627
Varsity Volleyball Coach	213	1.103627	0.070000	1.173627
Varsity Basketball Coach	193	1.000000	0.070000	1.070000
Varsity Track Coach	193	1.000000	0.050000	1.050000
Varsity Cross Country Coach	193	1.000000	0.040000	1.040000
Assistant Football Coach	213	1.103627	0.053600	1.157227
Assistant Volleyball Coach	213	1.103627	0.053600	1.157227
Assistant Basketball Coach	193	1.000000	0.053600	1.053600
Assistant Track Coach	193	1.000000	0.040000	1.040000
7th Grade Football Coach	213	1.103627	0.021200	1.124827
7th Grade Volleyball Coach	213	1.103627	0.021200	1.124827
7th Grade Basketball Coach	193	1.000000	0.021200	1.021200
7th Grade Track Coach	193	1.000000	0.021200	1.021200
JH Cheer Coach	196	1.015544	0.060000	1.075544
JH Drill Team Coach	196	1.015544	0.060000	1.075544

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## 2018-19 Special Assignment Index

	<u>Assignment</u>	<u>Work Year (Days)</u>	<u>Resp Index</u>
1.	Senior High Band Director	213	.1536
2.	Orchestra Director	213	.1236
3.	Senior High Assistant Band Director	213	.1236
4.	Junior High Band Director	213	.1236
5.	Junior High Assistant Band Director	213	.0936
6.	Senior High Choral Director	203	.0768
7.	Junior High Choral Director	203	.0468
8.	Junior High Assistant Choral Director	203	.0248
9.	School Psychology Specialist	250	.0268
10.	Technology Integration Specialist	223	.0400
11.	Title I / ACSIP Coordinator	250	.0400
12.	ELL / Assessment / Migrant Coordinator	220	.0400
13.	Math Coordinator	220	.0400
14.	Literacy Coordinator	220	.0400
15.	Science Coordinator	220	.0400
16.	Parent Coordinator	213	.0400
17.	Early Childhood Education Coordinator	213	.0400
18.	Lead Special Ed Coordinator	225	.1230
19.	Special Ed Coordinator	218	.0950
20.	Social Worker	213	.0636
21.	Social Worker	193	.0636
22.	Transportation Assistant Director	215	.0862
23.	Senior High Drama Instructor	193	.0400
24.	Department Chairperson	193	.0400
25.	Senior High Journalist	193	.0500
26.	Senior High Student Council Sponsor	193	.0500
27.	Senior High Quiz Bowl Sponsor	193	.0400
28.	Senior High Debate & Forensics Sponsor	193	.0400
29.	Secondary GATE Sponsor	193	.0400
30.	Parent Involvement Facilitator	193	.0200
31.	Transportation Supervisor	208	.0300

Effective 7-1-18

## 2018-19 Basic School Salaries

<b>Director</b> (2 nights per week-all 6 sessions)	\$ 9,397
<b>Assistant Director</b> (2 nights per week-all 6 sessions)	\$ 7,382
<b>Teacher</b> (4 nights per week-all 6 sessions or (per session)	\$12,485  \$ 2,081
<b>Secretary/Registrar</b> (4 nights per week-all 6 sessions)	\$ 4,517
<b>Counselor</b> (stipend) (used only on opening night of each session) *two counselors used	\$ 63
<b>Assistant Director</b> (stipend) (used only on opening night of each session)	\$ 125
<b>Director</b> (stipend) (used only on opening night of each session - if applicable)	\$ 156

Effective 7-1-18

## 2018-19 Salary Schedule for School Nurses

Salaries for nurses in the Fort Smith Public Schools will be derived using the adopted certified staff pay schedule. The following relationships exist:

1. A nurse who has an L.P.N. based upon a one-year nursing program will have his or her salary computed on the basis of 82% of the corresponding Bachelor's degree index amount.
2. A nurse who has an R.N. degree based upon an Associate degree nursing program (A.D.N.) will have his or her salary computed on the basis of 91% of the corresponding Bachelor's degree index amount.
3. A nurse who has an R.N. and a Bachelor's degree (B.S.N.) will be placed on the current Bachelor's degree index.
4. A nurse who has an R.N. and a Bachelor's degree (B.S.N.) plus an additional 12 college hours will be placed on the current B+12 degree index.\*
5. A nurse who has an R.N. and a Master's degree will be placed on the current Master's degree index.
6. Nurses will be given credit for prior nursing service performed outside the Fort Smith school system in the same manner that teachers receive outside credit as defined by the current Personnel Policy Handbook.

\*The additional 12 college hours must be acquired for courses related to science or medicine, related to the operation of a school district, in the general field of education, or part of the certification requirements for a new field to be used in education.

Effective 7-1-18

**2018-19 Office Personnel Index**

Secretary to Superintendent-Office Manager	1.35
Secretary to Deputy Superintendent	1.23
Office Manager-Human Resources	1.23
Payroll Coordinator	1.23
Secretary to Chief Academic Officer	1.18
Secretary to Chief Financial Officer	1.16
Payroll Specialist	1.16
Accounts Payable Coordinator	1.10
Information Services Coordinator	1.10
Secretary III-Human Resources	1.10
Secretary II-Human Resources	1.05
Technology Services Specialist	1.08
Secretary to Director of Secondary Education	1.05
Secretary to Director of Elementary Education	1.05
Secretary to Director of Student Achievement & Accountability	1.05
Secretary to Director of Athletics & Student Activities	1.05
Secretary to Executive Director of Student Services	1.05
Secretary to Director of Special Education	1.05
Secretary to Director of Buildings & Grounds	1.05
Secretary to Director of Transportation	1.05
Bookkeeper to Director of Child Nutrition	1.05
Bookkeeper to Director of Adult Education	1.05
Secretary to Supervisor of Professional Development	1.05
Secretary & APSCN Trainer-Student Services	1.03
Secretary to Supervisor of Purchasing	1.03
Substitute Systems Clerk	1.03
Document Management Specialist	1.03

Effective 7-1-18

## 2019 Substitute Pay Rates

		<u>Per Day</u>
Teachers	(7.0 hours)	\$ 80.00
Teachers with <u>current</u> Arkansas Teaching Certificate	(7.0 hours)	\$ 85.00
Secretaries	(8.0 hours)	\$ 75.00
Instructional Aides/Media Clerks	(7.0 hours)	\$ 65.00
Child Nutrition	(6.0 hours)	\$ 43.55
Maintenance/Custodian		\$ 53.60
Transportation		
Driver-Regular Route		\$ 63.76
Aide with CDL		\$ 50.61

Effective 1-1-19

## 2018-19 Long-Term\* Substitute Pay Rates

Education degree, current Arkansas certification in the area of the long-term assignment:

Current base teacher salary                      193-day contract                      \$196.63 per day

Education degree, current Arkansas certification in some area  
but not in the area of the long-term assignment:                      \$100.00 per day

Education degree, with no current Arkansas certification  
or current or expired out-of-state certification                      \$ 90.00 per day

Degree outside education with a specialty area or skill  
(i.e., foreign language)                      \$ 90.00 per day

No degree, special circumstance assignment                      \$ 75.00 per day

*\*Long-term is defined* as 30 consecutive student school days or more in the same teaching assignment.

**Secretarial & Office Personnel**                      \$ 75.00 per day

\*Long-term is defined as 30 consecutive student school days or more as a school secretary or office personnel in the same assignment.

Effective 7-1-18





## **2018 Summer School / Extended Year Salaries Per Hour**

Certified Teacher/Nurse	\$ 25.00
Elementary Principal, Program Manager/Site Director	38.69
Classroom Aide	17.00

Effective 7-1-18



## 2018-19 Hourly Rate of Pay

	<b>Per Hour</b>
Certified Teacher	\$ 25.00
Classified Employee	17.00

Effective 7-1-18

