

**FORT SMITH PUBLIC SCHOOLS  
CERTIFIED STAFF  
2021-2022 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	38,500.00	40,810.00	43,120.00	45,430.00	45,430.00	47,740.00	50,050.00	52,360.00
2	39,150.00	41,460.00	43,770.00	46,080.00	46,080.00	48,390.00	50,700.00	53,010.00
3	39,800.00	42,110.00	44,420.00	46,730.00	46,730.00	49,040.00	51,350.00	53,660.00
4	40,450.00	42,760.00	45,070.00	47,380.00	47,380.00	49,690.00	52,000.00	54,310.00
5	41,100.00	43,410.00	45,720.00	48,030.00	48,030.00	50,340.00	52,650.00	54,960.00
6	41,750.00	44,060.00	46,370.00	48,680.00	48,680.00	50,990.00	53,300.00	55,610.00
7	42,600.00	44,910.00	47,220.00	49,530.00	49,530.00	51,840.00	54,150.00	56,460.00
8	43,450.00	45,760.00	48,070.00	50,380.00	50,380.00	52,690.00	55,000.00	57,310.00
9	44,300.00	46,610.00	48,920.00	51,230.00	51,230.00	53,540.00	55,850.00	58,160.00
10	45,150.00	47,460.00	49,770.00	52,080.00	52,080.00	54,390.00	56,700.00	59,010.00
11	46,000.00	48,310.00	50,620.00	52,930.00	52,930.00	55,240.00	57,550.00	59,860.00
12	46,850.00	49,160.00	51,470.00	53,780.00	53,780.00	56,090.00	58,400.00	60,710.00
13	48,390.00	50,700.00	53,010.00	55,320.00	55,320.00	57,630.00	59,940.00	62,250.00
14	49,930.00	52,240.00	54,550.00	56,860.00	56,860.00	59,170.00	61,480.00	63,790.00
15	51,470.00	53,780.00	56,090.00	58,400.00	58,400.00	60,710.00	63,020.00	65,330.00
16	53,010.00	55,320.00	57,630.00	59,940.00	59,940.00	62,250.00	64,560.00	66,870.00
17	54,550.00	56,860.00	59,170.00	61,480.00	61,480.00	63,790.00	66,100.00	68,410.00
18	55,320.00	57,630.00	59,940.00	62,250.00	62,250.00	64,560.00	66,870.00	69,180.00
19	55,320.00	57,630.00	59,940.00	62,250.00	62,250.00	64,560.00	66,870.00	69,180.00
20	55,320.00	57,630.00	59,940.00	62,250.00	62,250.00	64,560.00	66,870.00	69,180.00
21	56,860.00	59,170.00	61,480.00	63,790.00	63,790.00	66,100.00	68,410.00	70,720.00

**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. A legacy index of .03218 is applied to employees hired as a 12-month employee before July 1, 2021.
- \* 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 2021-2022 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance** --\$10,000 --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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**  
**2021-2022 SALARY SCHEDULE**

<b>-RANGE-</b>						
	01	02	03	04	05	06
<b>STEP</b>	LEVEL 01 0 Points	LEVEL 02 6 Points	LEVEL 03 12 Points	LEVEL 04 18 Points	LEVEL 05 24 Points	LEVEL 06 36 Points
1	18,772.00	19,147.00	19,523.00	19,898.00	20,274.00	21,025.00
2	19,053.00	19,429.00	19,804.00	20,179.00	20,555.00	21,306.00
3	19,334.00	19,710.00	20,085.00	20,461.00	20,836.00	21,587.00
4	19,617.00	19,992.00	20,368.00	20,742.00	21,119.00	21,869.00
5	19,898.00	20,274.00	20,649.00	21,025.00	21,400.00	22,150.00
6	20,179.00	20,555.00	20,930.00	21,306.00	21,681.00	22,432.00
7	20,461.00	20,836.00	21,212.00	21,587.00	21,963.00	22,714.00
8	20,742.00	21,119.00	21,493.00	21,869.00	22,244.00	22,995.00
9	21,025.00	21,400.00	21,776.00	22,150.00	22,527.00	23,278.00
10	21,306.00	21,681.00	22,057.00	22,432.00	22,808.00	23,559.00
11	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
12	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
13	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
14	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
15	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
16	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
17	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
18	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
19	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
20	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00
21	21,587.00	21,963.00	22,338.00	22,714.00	23,089.00	23,840.00

**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.
- \* No new employees will be placed on this salary schedule effective July 1, 2019.

**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 2021-2022 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance --\$10,000 Policy** --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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  
2021-2022 SALARY SCHEDULE**

<b>-RANGE-</b>						
	01	02	03	04	05	06
<b>STEP</b>	LEVEL 01 0 Points	LEVEL 02 6 Points	LEVEL 03 12 Points	LEVEL 04 18 Points	LEVEL 05 24 Points	LEVEL 06 36 Points
1	22,668.00	23,122.00	23,575.00	24,028.00	24,482.00	25,388.00
2	23,122.00	23,575.00	24,028.00	24,482.00	24,935.00	25,842.00
3	23,575.00	24,028.00	24,482.00	24,935.00	25,388.00	26,295.00
4	24,028.00	24,482.00	24,935.00	25,388.00	25,842.00	26,748.00
5	24,482.00	24,935.00	25,388.00	25,842.00	26,295.00	27,202.00
6	24,935.00	25,388.00	25,842.00	26,295.00	26,748.00	27,655.00
7	25,388.00	25,842.00	26,295.00	26,748.00	27,202.00	28,109.00
8	25,842.00	26,295.00	26,748.00	27,202.00	27,655.00	28,562.00
9	26,295.00	26,748.00	27,202.00	27,655.00	28,109.00	29,015.00
10	26,748.00	27,202.00	27,655.00	28,109.00	28,562.00	29,469.00
11	27,655.00	28,109.00	28,562.00	29,015.00	29,469.00	30,375.00
12	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
13	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
14	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
15	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
16	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
17	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
18	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
19	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
20	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00
21	28,109.00	28,562.00	29,015.00	29,469.00	29,922.00	30,829.00

**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.
- \* No new employees will be placed on this salary schedule effective July 1, 2019.

**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 2021-2022 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance --\$10,000 Policy** --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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  
2021-2022 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<sup>01</sup> LEVEL 01 Passed Test	<sup>02</sup> LEVEL 02 60 hours	<sup>03</sup> LEVEL 03 Bachelors
1	19,944.00	20,040.00	21,120.00
2	19,944.00	20,160.00	21,360.00
3	19,944.00	20,400.00	21,600.00
4	19,944.00	20,640.00	21,840.00
5	19,944.00	20,880.00	22,080.00
6	19,968.00	21,120.00	22,320.00
7	19,992.00	21,192.00	22,392.00
8	20,064.00	21,264.00	22,464.00
9	20,136.00	21,336.00	22,536.00
10	20,208.00	21,408.00	22,608.00
11	20,280.00	21,480.00	22,680.00
12	20,472.00	21,672.00	22,872.00
13	20,664.00	21,864.00	23,064.00
14	20,856.00	22,056.00	23,256.00
15	21,048.00	22,248.00	23,448.00
16	21,240.00	22,440.00	23,640.00
17	21,432.00	22,632.00	23,832.00
18	21,624.00	22,824.00	24,024.00
19	21,816.00	23,016.00	24,216.00
20	22,008.00	23,208.00	24,408.00
21	22,200.00	23,400.00	24,600.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 190-day contract year. The base workday is 7 hours.
- \* Contract level is determined by college hours credit.
- \* For employees under contract prior to July 1, 2019, 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 2021-2022 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance --\$10,000 Policy** --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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  
2021-2022 SALARY SCHEDULE**

STEP	-RANGE-				
	01	02	03	04	05
	FOOD PREP REGULAR	FOOD PREP CERTIFIED	ELEMENTARY MANAGER	SECONDARY MANAGER	WAREHOUSE 8 Hour Day
1	14,040.00	16,200.00	18,240.00	21,240.00	23,850.00
2	14,280.00	16,224.00	18,480.00	21,480.00	24,516.00
3	14,520.00	16,248.00	18,720.00	21,720.00	25,182.00
4	14,760.00	16,272.00	18,960.00	21,960.00	25,848.00
5	15,000.00	16,296.00	19,200.00	22,200.00	26,514.00
6	15,120.00	16,320.00	19,320.00	22,320.00	27,180.00
7	15,240.00	16,440.00	19,440.00	22,440.00	27,846.00
8	15,360.00	16,560.00	19,560.00	22,560.00	28,512.00
9	15,480.00	16,680.00	19,680.00	22,680.00	29,178.00
10	15,600.00	16,800.00	19,800.00	22,800.00	29,844.00
11	15,720.00	16,920.00	19,920.00	22,920.00	30,510.00
12	15,840.00	17,040.00	20,040.00	23,040.00	31,176.00
13	15,960.00	17,160.00	20,160.00	23,160.00	31,842.00
14	16,080.00	17,280.00	20,280.00	23,280.00	31,950.00
15	16,200.00	17,400.00	20,400.00	23,400.00	32,058.00
16	16,320.00	17,520.00	20,520.00	23,520.00	32,166.00
17	16,440.00	17,640.00	20,640.00	23,640.00	32,274.00
18	16,560.00	17,760.00	20,760.00	23,760.00	32,382.00
19	16,680.00	17,880.00	20,880.00	23,880.00	32,490.00
20	16,800.00	18,000.00	21,000.00	24,000.00	32,598.00
21	16,920.00	18,120.00	21,120.00	24,120.00	32,706.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 180 day contract year. The base workday is 6 hours.
- \* Warehouse base workday is 8 hours. For contracts exceeding 180 days, a "days index" is applied to the base salary listed above.
- \* Child Nutrition certification required for Managers.

**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 2021-2022 will be up to \$3,000.
- \* **Dental and Vision Insurance**--Individual premium paid by district.
- \* **Life Insurance--\$10,000 Policy**--Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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**  
**OFFICE ADMINISTRATIVE ASSISTANT (OAA) STAFF**  
**2021-2022 SALARY SCHEDULE**

STEP	-RANGE-				
	01 ELEMENTARY MEDIA	02 ELEMENTARY	03 SECONDARY	04 ADMINISTRATION	05 ADMINISTRATION 12-Month
1	19,944.00	22,800.00	22,800.00	22,800.00	22,800.00
2	20,424.00	23,400.00	23,400.00	23,400.00	23,400.00
3	20,904.00	24,000.00	24,000.00	24,000.00	24,000.00
4	21,384.00	24,720.00	24,720.00	24,720.00	24,720.00
5	21,864.00	25,440.00	25,440.00	25,440.00	25,440.00
6	22,344.00	26,160.00	26,160.00	26,160.00	26,160.00
7	22,824.00	26,880.00	26,880.00	26,880.00	26,880.00
8	23,304.00	27,600.00	27,600.00	27,600.00	27,600.00
9	23,784.00	28,320.00	28,320.00	28,320.00	28,320.00
10	24,264.00	29,040.00	29,040.00	29,040.00	29,040.00
11	24,384.00	29,160.00	29,160.00	29,160.00	29,160.00
12	24,504.00	29,280.00	29,280.00	29,280.00	29,280.00
13	24,624.00	29,400.00	29,400.00	29,400.00	29,400.00
14	24,744.00	29,520.00	29,520.00	29,520.00	29,520.00
15	24,864.00	29,640.00	29,640.00	29,640.00	29,640.00
16	24,984.00	29,760.00	29,760.00	29,760.00	29,760.00
17	25,104.00	29,880.00	29,880.00	29,880.00	29,880.00
18	25,224.00	30,000.00	30,000.00	30,000.00	30,000.00
19	25,344.00	30,120.00	30,120.00	30,120.00	30,120.00
20	25,464.00	30,360.00	30,360.00	30,360.00	30,360.00
21	25,584.00	30,600.00	30,600.00	30,600.00	30,600.00

**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. A legacy index of .0225 applies to 12-month employees.
- \* Salary step is determined by length of service; salary range is determined by assignment/position.
- \* Contract and daily 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 personnel above 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 2021-2022 will be up to \$3,000.
- \* **Dental and Vision Insurance**--Individual premium paid by district.
- \* **Life Insurance--\$10,000 Policy**--Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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  
2021-2022 SALARY SCHEDULE**

STEP	-RANGE-					
	01 BUS DRIVER SHORT ROUTE	02 BUS DRIVER REGULAR ROUTE	03 BUS DRIVER EXTENDED ROUTE	04 BUS AIDE SHORT ROUTE	05 BUS AIDE REGULAR ROUTE	06 BUS AIDE EXTENDED ROUTE
1	11,520.00	12,720.00	13,920.00	9,528.00	10,728.00	12,024.00
2	11,640.00	12,840.00	14,040.00	9,576.00	10,776.00	12,048.00
3	11,760.00	12,960.00	14,160.00	9,624.00	10,824.00	12,072.00
4	11,880.00	13,080.00	14,280.00	9,672.00	10,872.00	12,096.00
5	12,000.00	13,200.00	14,400.00	9,720.00	10,920.00	12,120.00
6	12,120.00	13,320.00	14,520.00	9,768.00	10,968.00	12,168.00
7	12,240.00	13,440.00	14,640.00	9,816.00	11,016.00	12,216.00
8	12,360.00	13,560.00	14,760.00	9,864.00	11,064.00	12,264.00
9	12,480.00	13,680.00	14,880.00	9,912.00	11,112.00	12,312.00
10	12,600.00	13,800.00	15,000.00	9,960.00	11,160.00	12,360.00
11	12,720.00	13,920.00	15,120.00	10,008.00	11,208.00	12,408.00
12	12,768.00	13,968.00	15,168.00	10,056.00	11,256.00	12,456.00
13	12,816.00	14,016.00	15,216.00	10,104.00	11,304.00	12,504.00
14	12,864.00	14,064.00	15,264.00	10,152.00	11,352.00	12,552.00
15	12,912.00	14,112.00	15,312.00	10,200.00	11,400.00	12,600.00
16	12,960.00	14,160.00	15,360.00	10,248.00	11,448.00	12,648.00
17	13,008.00	14,208.00	15,408.00	10,296.00	11,496.00	12,696.00
18	13,056.00	14,256.00	15,456.00	10,344.00	11,544.00	12,744.00
19	13,104.00	14,304.00	15,504.00	10,392.00	11,592.00	12,792.00
20	13,152.00	14,352.00	15,552.00	10,440.00	11,640.00	12,840.00
21	13,200.00	14,400.00	15,600.00	10,488.00	11,688.00	12,888.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 178-day contract year.
- \* Bus Aides with a CDL received a fixed amount index of \$600 per contract year.
- \* Activity Trips pay is paid at the flat rate of \$15 per hour.
- \* Scheduled shuttles are paid at a flat rate of \$45 per shuttle.
- \* All bus routes listed above qualify the bus driver under contract as a full-time school bus driver, as designated by the Superintendent.
- \* Routes are based on the minimum hourly schedule as follows:
  - 3.5 hours = Short Route
  - 4.0 hours = Regular Route
  - 4.5 hours = Extended Route

**BENEFITS FOR FULL-TIME SCHOOL BUS DRIVER PERSONNEL:**

- \* **Group Health Insurance** --Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2021-2022 will be up to \$3,000.
- \* **Life Insurance** --\$10,000 Policy --Premium paid by district.

**FORT SMITH PUBLIC SCHOOLS  
TRANSPORTATION STAFF  
Vehicle Technician, Mechanic, Head Mechanic  
2021-2022 SALARY SCHEDULE**

<b>STEP</b>	<b>01 VEHICLE TECHNICIAN</b>	<b>-RANGE- 02 MECHANIC</b>	<b>03 HEAD MECHANIC</b>
1	30,480.00	36,000.00	38,040.00
2	31,200.00	36,960.00	39,000.00
3	31,920.00	37,920.00	39,960.00
4	32,640.00	38,880.00	40,920.00
5	33,360.00	39,840.00	41,880.00
6	34,080.00	40,800.00	42,840.00
7	34,800.00	41,760.00	43,800.00
8	35,520.00	42,720.00	44,760.00
9	36,240.00	43,680.00	45,720.00
10	36,960.00	44,640.00	46,680.00
11	37,680.00	45,600.00	47,640.00
12	38,400.00	46,560.00	48,600.00
13	38,640.00	47,160.00	49,200.00
14	38,880.00	47,760.00	49,800.00
15	39,120.00	48,360.00	50,400.00
16	39,360.00	48,960.00	51,000.00
17	39,600.00	49,560.00	51,600.00
18	39,840.00	50,160.00	52,200.00
19	40,080.00	50,760.00	52,800.00
20	40,320.00	51,360.00	53,400.00
21	40,560.00	51,960.00	54,000.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 240-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 2021-2022 will be up to \$3,000.

\* **Dental and Vision Insurance** --Individual premium paid by district.

\* **Life Insurance --\$10,000 Policy** --Premium paid by district.

\* **Supplemental Retirement Savings Plan (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**  
*Transportation Specialist*  
**2021-2022 SALARY SCHEDULE**

-RANGE-

01

TRANSPORTATION  
SPECIALIST

STEP	
1	25,920.00
2	26,640.00
3	27,360.00
4	28,080.00
5	28,800.00
6	29,520.00
7	30,240.00
8	30,960.00
9	31,680.00
10	32,400.00
11	33,120.00
12	33,840.00
13	34,560.00
14	34,800.00
15	35,040.00
16	35,280.00
17	35,520.00
18	35,760.00
19	36,000.00
20	36,240.00
21	36,480.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 190-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 2021-2022 will be up to \$3,000.

\* **Dental and Vision Insurance**--Individual premium paid by district.

\* **Life Insurance --\$10,000 Policy**--Premium paid by district.

\* **Supplemental Retirement Savings Plan (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  
2021-2022 SALARY SCHEDULE**

<b>STEP</b>	<b>-RANGE-</b>			
	01	02	03	04
	-----COLLEGE HOURS IN INTERPRETER EDUCATION-----			
	12	30	60	90
1	21,600.00	22,200.00	22,800.00	23,400.00
2	22,440.00	23,040.00	23,640.00	24,240.00
3	23,280.00	23,880.00	24,480.00	25,080.00
4	24,120.00	24,720.00	25,320.00	25,920.00
5	24,960.00	25,560.00	26,160.00	26,760.00
6	25,800.00	26,400.00	27,000.00	27,600.00
7	26,640.00	27,240.00	27,840.00	28,440.00
8	27,480.00	28,080.00	28,680.00	29,280.00
9	28,320.00	28,920.00	29,520.00	30,120.00
10	29,160.00	29,760.00	30,360.00	30,960.00
11	30,000.00	30,600.00	31,200.00	31,800.00
12	30,840.00	31,440.00	32,040.00	32,640.00
13	31,680.00	32,280.00	32,880.00	33,480.00
14	32,520.00	33,120.00	33,720.00	34,320.00
15	33,360.00	33,960.00	34,560.00	35,160.00
16	34,200.00	34,800.00	35,400.00	36,000.00
17	34,440.00	35,040.00	35,640.00	36,240.00
18	34,680.00	35,280.00	35,880.00	36,480.00
19	34,920.00	35,520.00	36,120.00	36,720.00
20	35,160.00	35,760.00	36,360.00	36,960.00
21	35,400.00	36,000.00	36,600.00	37,200.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 190-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 2021-2022 will be up to \$3,000.
- \* **Dental and Vision Insurance**--Individual premium paid by district.
- \* **Life Insurance--\$10,000 Policy**--Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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  
2021-2022 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 LICENSED PRACTICAL NURSE (LPN)</b>	<b>02 REGISTERED NURSE - ADN</b>	<b>03 REGISTERED NURSE (BACHELOR)</b>	<b>04 REGISTERED NURSE BACH + 12 HRS</b>	<b>05 REGISTERED NURSE (MASTERS)</b>
1	31,570.00	35,035.00	38,500.00	40,810.00	45,430.00
2	32,103.00	35,627.00	39,150.00	41,460.00	46,080.00
3	32,636.00	36,218.00	39,800.00	42,110.00	46,730.00
4	33,169.00	36,810.00	40,450.00	42,760.00	47,380.00
5	33,702.00	37,401.00	41,100.00	43,410.00	48,030.00
6	34,235.00	37,993.00	41,750.00	44,060.00	48,680.00
7	34,932.00	38,766.00	42,600.00	44,910.00	49,530.00
8	35,629.00	39,540.00	43,450.00	45,760.00	50,380.00
9	36,326.00	40,313.00	44,300.00	46,610.00	51,230.00
10	37,023.00	41,087.00	45,150.00	47,460.00	52,080.00
11	37,720.00	41,860.00	46,000.00	48,310.00	52,930.00
12	38,417.00	42,634.00	46,850.00	49,160.00	53,780.00
13	39,680.00	44,035.00	48,390.00	50,700.00	55,320.00
14	40,943.00	45,436.00	49,930.00	52,240.00	56,860.00
15	42,205.00	46,838.00	51,470.00	53,780.00	58,400.00
16	43,468.00	48,239.00	53,010.00	55,320.00	59,940.00
17	44,731.00	49,641.00	54,550.00	56,860.00	61,480.00
18	45,362.00	50,341.00	55,320.00	57,630.00	62,250.00
19	45,362.00	50,341.00	55,320.00	57,630.00	62,250.00
20	45,362.00	50,341.00	55,320.00	57,630.00	62,250.00
21	46,625.00	51,743.00	56,860.00	59,170.00	63,790.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 190-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 2021-2022 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance** --\$10,000 Policy --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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**  
**2021-2022 SALARY SCHEDULE**  
**-RANGE-**

01

**STEP**

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1	37,345.00
2	37,976.00
3	38,606.00
4	39,237.00
5	39,867.00
6	40,498.00
7	41,322.00
8	42,147.00
9	42,971.00
10	43,796.00
11	44,620.00
12	45,445.00
13	46,938.00
14	48,432.00
15	49,926.00
16	51,420.00
17	52,914.00
18	53,660.00
19	53,660.00
20	53,660.00
21	55,154.00

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**SCHEDULE NOTES:**

\* Schedule is based upon a 190-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 2021-2022 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance --\$10,000 Policy** --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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**  
**2021-2022 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	34,650.00	36,729.00	38,808.00	40,887.00	40,887.00	42,966.00	45,045.00	47,124.00
2	35,235.00	37,314.00	39,393.00	41,472.00	41,472.00	43,551.00	45,630.00	47,709.00
3	35,820.00	37,899.00	39,978.00	42,057.00	42,057.00	44,136.00	46,215.00	48,294.00
4	36,405.00	38,484.00	40,563.00	42,642.00	42,642.00	44,721.00	46,800.00	48,879.00
5	36,990.00	39,069.00	41,148.00	43,227.00	43,227.00	45,306.00	47,385.00	49,464.00
6	37,575.00	39,654.00	41,733.00	43,812.00	43,812.00	45,891.00	47,970.00	50,049.00
7	38,340.00	40,419.00	42,498.00	44,577.00	44,577.00	46,656.00	48,735.00	50,814.00
8	39,105.00	41,184.00	43,263.00	45,342.00	45,342.00	47,421.00	49,500.00	51,579.00
9	39,870.00	41,949.00	44,028.00	46,107.00	46,107.00	48,186.00	50,265.00	52,344.00
10	40,635.00	42,714.00	44,793.00	46,872.00	46,872.00	48,951.00	51,030.00	53,109.00
11	41,400.00	43,479.00	45,558.00	47,637.00	47,637.00	49,716.00	51,795.00	53,874.00
12	42,165.00	44,244.00	46,323.00	48,402.00	48,402.00	50,481.00	52,560.00	54,639.00
13	43,551.00	45,630.00	47,709.00	49,788.00	49,788.00	51,867.00	53,946.00	56,025.00
14	44,937.00	47,016.00	49,095.00	51,174.00	51,174.00	53,253.00	55,332.00	57,411.00
15	46,323.00	48,402.00	50,481.00	52,560.00	52,560.00	54,639.00	56,718.00	58,797.00
16	47,709.00	49,788.00	51,867.00	53,946.00	53,946.00	56,025.00	58,104.00	60,183.00
17	49,095.00	51,174.00	53,253.00	55,332.00	55,332.00	57,411.00	59,490.00	61,569.00
18	49,788.00	51,867.00	53,946.00	56,025.00	56,025.00	58,104.00	60,183.00	62,262.00
19	49,788.00	51,867.00	53,946.00	56,025.00	56,025.00	58,104.00	60,183.00	62,262.00
20	49,788.00	51,867.00	53,946.00	56,025.00	56,025.00	58,104.00	60,183.00	62,262.00
21	51,174.00	53,253.00	55,332.00	57,411.00	57,411.00	59,490.00	61,569.00	63,648.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 190-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 2021-2022 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance** --\$10,000 --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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  
2021-2022 SALARY SCHEDULE**

<b>-RANGE-</b>						
<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	28,800.00	31,800.00	32,520.00	34,800.00	36,360.00	37,080.00
2	29,040.00	32,688.00	33,408.00	35,688.00	37,248.00	37,968.00
3	29,280.00	33,576.00	34,296.00	36,576.00	38,136.00	38,856.00
4	30,000.00	34,464.00	35,184.00	37,464.00	39,024.00	39,744.00
5	30,720.00	35,352.00	36,072.00	38,352.00	39,912.00	40,632.00
6	31,440.00	36,240.00	36,960.00	39,240.00	40,800.00	41,520.00
7	32,160.00	37,128.00	37,848.00	40,128.00	41,688.00	42,408.00
8	32,880.00	38,016.00	38,736.00	41,016.00	42,576.00	43,296.00
9	33,600.00	38,904.00	39,624.00	41,904.00	43,464.00	44,184.00
10	34,320.00	39,792.00	40,512.00	42,792.00	44,352.00	45,072.00
11	35,040.00	40,680.00	41,400.00	43,680.00	45,240.00	45,960.00
12	35,760.00	41,568.00	42,288.00	44,568.00	46,128.00	46,848.00
13	36,480.00	42,456.00	43,176.00	45,456.00	47,016.00	47,736.00
14	36,720.00	42,600.00	43,320.00	45,600.00	47,160.00	47,880.00
15	36,960.00	42,744.00	43,464.00	45,744.00	47,304.00	48,024.00
16	37,200.00	42,888.00	43,608.00	45,888.00	47,448.00	48,168.00
17	37,440.00	43,032.00	43,752.00	46,032.00	47,592.00	48,312.00
18	37,680.00	43,176.00	43,896.00	46,176.00	47,736.00	48,456.00
19	37,920.00	43,320.00	44,040.00	46,320.00	47,880.00	48,600.00
20	38,160.00	43,464.00	44,184.00	46,464.00	48,024.00	48,744.00
21	38,400.00	43,608.00	44,328.00	46,608.00	48,168.00	48,888.00

MAINT. A: UTILITY, DRIVER

MAINT. B: CARPENTER, PAINTER

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

FOREMAN A: CUSTODIAN, UTILITY

FOREMAN B: CARPENTER, PAINTER

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

**SCHEDULE NOTES:**

\* Schedule is based upon a 240-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 2021-2022 will be up to \$3,000.

\* **Dental and Vision Insurance** --Individual premium paid by district.

\* **Life Insurance** --\$10,000 Policy --Premium paid by district.

\* **Supplemental Retirement Savings Plan (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  
2021-2022 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 SECONDARY SCHOOL</b>	<b>02 ELEMENTARY SCHOOL</b>	<b>03 BUILDING ENGINEER A</b>	<b>04 BUILDING ENGINEER B</b>
1	28,800.00	28,800.00	34,320.00	34,800.00
2	28,860.00	28,860.00	34,800.00	35,280.00
3	28,920.00	28,920.00	35,280.00	35,760.00
4	28,980.00	29,040.00	35,760.00	36,240.00
5	29,040.00	29,520.00	36,240.00	36,720.00
6	29,280.00	30,000.00	36,720.00	37,200.00
7	29,400.00	30,480.00	37,200.00	37,680.00
8	29,880.00	30,960.00	37,680.00	38,160.00
9	30,360.00	31,440.00	38,160.00	38,640.00
10	30,840.00	31,920.00	38,640.00	39,120.00
11	31,320.00	32,400.00	39,120.00	39,600.00
12	31,800.00	32,880.00	39,600.00	40,080.00
13	32,280.00	33,360.00	40,080.00	40,560.00
14	32,400.00	33,480.00	40,200.00	40,680.00
15	32,520.00	33,600.00	40,320.00	40,800.00
16	32,640.00	33,720.00	40,440.00	40,920.00
17	32,760.00	33,840.00	40,560.00	41,040.00
18	32,880.00	33,960.00	40,680.00	41,160.00
19	33,000.00	34,080.00	40,800.00	41,280.00
20	33,120.00	34,200.00	40,920.00	41,400.00
21	33,240.00	34,320.00	41,040.00	41,520.00

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

**BUILDING ENGINEER B:** NORTHSIDE, SOUTHSIDE

**SCHEDULE NOTES:**

\* Schedule is based upon a 240-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 2021-2022 will be up to \$3,000.

\* **Dental and Vision Insurance**--Individual premium paid by district.

\* **Life Insurance**--\$10,000 Policy--Premium paid by district.

\* **Supplemental Retirement Savings Plan (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  
2021-2022 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 LEVEL 1</b>	<b>02 LEVEL 2</b>	<b>03 LEVEL 3</b>
1	36,405.00	40,894.00	48,255.00
2	37,020.00	41,584.00	48,945.00
3	37,635.00	42,275.00	49,635.00
4	38,249.00	42,965.00	50,326.00
5	38,864.00	43,655.00	51,016.00
6	39,479.00	44,346.00	51,707.00
7	40,282.00	45,249.00	52,610.00
8	41,086.00	46,152.00	53,512.00
9	41,890.00	47,054.00	54,415.00
10	42,694.00	47,957.00	55,318.00
11	43,497.00	48,860.00	56,221.00
12	44,301.00	49,763.00	57,124.00
13	45,757.00	51,399.00	58,760.00
14	47,214.00	53,034.00	60,395.00
15	48,670.00	54,670.00	62,031.00
16	50,126.00	56,306.00	63,667.00
17	51,582.00	57,942.00	65,303.00
18	52,310.00	58,760.00	66,120.00
19	52,310.00	58,760.00	66,120.00
20	52,310.00	58,760.00	66,120.00
21	53,767.00	60,395.00	67,756.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 240-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 2021-2022 will be up to \$3,000.

\* **Dental and Vision Insurance**--Individual premium paid by district.

\* **Life Insurance --\$10,000**--Premium paid by district.

\* **Supplemental Retirement Savings Plan (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  
TECHNOLOGY STAFF  
2021-2022 SALARY SCHEDULE**

**-RANGE-**

STEP	01	02	03
	TECHNOLOGY OPERATIONS STAFF	TECHNOLOGY SPECIALISTS A + Cert	Master Level Cert
1	32,520.00	39,600.00	40,800.00
2	33,408.00	40,440.00	41,640.00
3	34,296.00	41,280.00	42,480.00
4	35,184.00	42,120.00	43,320.00
5	36,072.00	42,960.00	44,160.00
6	36,960.00	43,800.00	45,000.00
7	37,848.00	44,640.00	45,840.00
8	38,736.00	45,480.00	46,680.00
9	39,624.00	46,320.00	47,520.00
10	40,512.00	47,160.00	48,360.00
11	41,400.00	48,000.00	49,200.00
12	42,288.00	48,840.00	50,040.00
13	43,176.00	49,680.00	50,880.00
14	43,320.00	50,520.00	51,720.00
15	43,464.00	51,600.00	52,800.00
16	43,608.00	52,680.00	53,880.00
17	43,752.00	53,760.00	54,960.00
18	43,896.00	54,840.00	56,040.00
19	44,040.00	55,920.00	57,120.00
20	44,184.00	57,000.00	58,200.00
21	44,328.00	58,080.00	59,280.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 240 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 2021-2022 will be up to \$3,000.

\* **Dental and Vision Insurance** --Individual premium paid by district.

\* **Life Insurance** --\$10,000 --Premium paid by district.

\* **Supplemental Retirement Savings Plan (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  
SECURITY STAFF  
2021-2022 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 POLICE OFFICER</b>	<b>02 SUPERVISOR OF SAFETY &amp; SECURITY</b>	<b>03 DIRECTOR OF SECURITY &amp; FACILITIES</b>
1	38,500.00	40,810.00	45,430.00
2	39,150.00	41,460.00	46,080.00
3	39,800.00	42,110.00	46,730.00
4	40,450.00	42,760.00	47,380.00
5	41,100.00	43,410.00	48,030.00
6	41,750.00	44,060.00	48,680.00
7	42,600.00	44,910.00	49,530.00
8	43,450.00	45,760.00	50,380.00
9	44,300.00	46,610.00	51,230.00
10	45,150.00	47,460.00	52,080.00
11	46,000.00	48,310.00	52,930.00
12	46,850.00	49,160.00	53,780.00
13	48,390.00	50,700.00	55,320.00
14	49,930.00	52,240.00	56,860.00
15	51,470.00	53,780.00	58,400.00
16	53,010.00	55,320.00	59,940.00
17	54,550.00	56,860.00	61,480.00
18	55,320.00	57,630.00	62,250.00
19	55,320.00	57,630.00	62,250.00
20	55,320.00	57,630.00	62,250.00
21	56,860.00	59,170.00	63,790.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 190-day contract year. The base workday is 8 hours. For contracts exceeding 190 days, a "days index" is applied to the base salary listed above.
- \* SUPERVISOR OF SAFETY & SECURITY: Step 21, multiplied by the sum of 1.0 plus a responsibility index of 0.0611 plus an administrative index which advances by 0.01 each year up to a maximum of 0.21.
- \* DIRECTOR OF SECURITY & FACILITIES: Step 21, multiplied by the sum of 1.0 plus a legacy index of 0.3218 plus a responsibility index of 0.2362 plus an administrative index which advances by 0.01 each year up to a maximum of 0.21.

**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 2021-2022 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance --\$10,000** --Premium paid by district.
- \* **Supplemental Retirement Savings Plan (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.



## 2021-2022 Administrator Assignment Index

<b>Base</b>	Highest teacher salary in academic column for which individual qualifies
<b>Responsibility Factor</b>	Index for position responsibility
<b>Admin Experience Credit</b>	Credit for administrative experience Individual's credit index may be less than 0.21 Individual's credit index increases by 0.01 each year to a maximum of 0.21
<b>Extra Days Factor</b>	Time above teacher time base of 190 days
<b>Total Maximum Index</b>	Sum of factors which equals the Total Administrative Assignment Index
<b>Salary Formula</b>	Salary = Salary Base x (RF + EDF + AEC)

Position	Base	Responsibility Factor	Extra Days Factor (# of Days)	Admin Experience Credit (.01 to .21)	Maximum Total Index
Deputy Superintendent	1.00	0.8640	0.263158 (240 Days)	0.21	2.337158
Assistant Superintendent	1.00	0.4640	0.263158 (240 Days)	0.21	1.937158
Chief Financial Officer	1.00	0.4640	0.263158 (240 Days)	0.21	1.937158
Executive Director	1.00	0.2362	0.263158 (240 Days)	0.21	1.709358
Director of Child Nutrition	1.00	0.2362	0.263158 (240 Days)	0.21	1.709358
Director of Elementary Education	1.00	0.2362	0.263158 (240 Days)	0.21	1.709358
Director of Secondary Education	1.00	0.2362	0.263158 (240 Days)	0.21	1.709358
Director of Transportation	1.00	0.2362	0.263158 (240 Days)	0.21	1.709358
Director of Athletics & Activities	1.00	0.1562	0.263158 (240 Days)	0.21	1.629358
Director of Career Education & District Innovation	1.00	0.1562	0.263158 (240 Days)	0.21	1.629358
Director of Student Achievement & Accountability	1.00	0.1562	0.263158 (240 Days)	0.21	1.629358
Director of Technology Operations	1.00	0.1562	0.263158 (240 Days)	0.21	1.629358
Director of Adult Education	1.00	0.0862	0.263158 (240 Days)	0.21	1.559358
Director of Financial Services	1.00	0.0862	0.263158 (240 Days)	0.21	1.559358
Director of Human Resources	1.00	0.0862	0.263158 (240 Days)	0.21	1.559358
Director of Special Education	1.00	0.0862	0.263158 (240 Days)	0.21	1.559358
Assistant Director of Career Education & District Innovation	1.00	0.0751	0.263158 (240 Days)	0.21	1.548258
Assistant Director of Athletics & Activities	1.00	0.0751	0.263158 (240 Days)	0.21	1.548258

<Note> A legacy index may be added to twelve-month employees on contract before July 1, 2021.



## 2021-2022 Administrator Assignment Index

<b>Base</b>	Highest teacher salary in academic column for which individual qualifies
<b>Responsibility Factor</b>	Index for position responsibility
<b>Admin Experience Credit</b>	Credit for administrative experience Individual's credit index may be less than 0.21 Individual's credit index increases by 0.01 each year to a maximum of 0.21
<b>Extra Days Factor</b>	Time above teacher time base of 190 days
<b>Total Maximum Index</b>	Sum of factors which equals the Total Administrative Assignment Index
<b>Salary Formula</b>	Salary = Salary Base x (RF + EDF + LF + AEC)

Position	Base	Responsibility Factor	Extra Days Factor (# of Days)	Admin Experience Credit (.01 to .21)	Maximum Total Index
Supervisor of Curriculum & Federal Programs	1.00	0.0611	0.263158 (240 Days)	0.21	1.534258
Supervisor of Early Childhood Education, Parent & Community Services	1.00	0.0611	0.263158 (240 Days)	0.21	1.534258
Supervisor of Instructional Services	1.00	0.0611	0.263158 (240 Days)	0.21	1.534258
Supervisor of Facilities & Construction	1.00	0.0611	0.263158 (240 Days)	0.21	1.534258
Supervisor of Special Programs	1.00	0.0611	0.263158 (240 Days)	0.21	1.534258
Supervisor of Student Services	1.00	0.0611	0.263158 (240 Days)	0.21	1.534258
Support Specialist for Special Education	1.00	0.0974	0.115789 (212 Days)	0.21	1.423189
Student Services Coordinator	1.00	0.0200	0.157895 (223 Days)	0.21	1.387895

<Note> A legacy index may be added to twelve-month employees on contract before July 1, 2021.



## 2021-2022 Administrator Assignment Index

<b>Base</b>	Salary step in academic column for which individual qualifies
<b>Responsibility Factor</b>	Index for position responsibility
<b>Admin Experience Credit</b>	Credit for administrative experience Individual's credit index may be less than 0.21 Individual's credit index increases by 0.01 each year to a maximum of 0.21
<b>Extra Days Factor</b>	Time above teacher time base of 190 days
<b>Total Maximum Index</b>	Sum of factors which equals the Total Administrative Assignment Index
<b>Salary Formula</b>	Salary = Salary Base x (RF + EDF + LF + AEC)

<b>Position</b>	<b>Base</b>	<b>Responsibility Factor</b>	<b>Extra Days Factor (# of Days)</b>	<b>Admin Experience Credit (.01 to .21)</b>	<b>Maximum Total Index</b>
Supervisor of Accounting	1.00	0.0611	0.263158 (240 Days)	0.21	1.534258
Supervisor of Information Systems	1.00	0.0611	0.263158 (240 Days)	0.21	1.534258
Supervisor of Purchasing	1.00	0.0611	0.263158 (240 Days)	0.21	1.534258
Child Nutrition Coordinator	1.00	0.0200	0.263158 (240 Days)	0.21	1.493158
Technology Coordinator	1.00	0.0200	0.263158 (240 Days)	0.21	1.493158

<Note> A legacy index may be added to twelve-month employees on contract before July 1, 2021.



## 2021-2022 Principal Assignment Index

<b>Base</b>	Highest teacher salary in academic column for which individual qualifies
<b>Responsibility Factor</b>	Index for position responsibility
<b>Admin Experience Credit</b>	Credit for administrative experience Individual's credit index may be less than 0.21 Individual's credit index increases by 0.01 each year to a maximum of 0.21
<b>Extra Days Factor</b>	Time above teacher time base of 190 days
<b>Legacy Factor</b>	Index for twelve-month employees on contract before June 30, 2021
<b>Total Maximum Index</b>	Sum of factors which equals the Total Administrative Assignment Index
<b>Salary Formula</b>	Salary = Salary Base x Maximum Total Index

<b>Position</b>	<b>Base</b>	<b>Responsibility Factor</b>	<b>Extra Days Factor (# of Days)</b>	<b>Admin Experience Credit (.01 to .21)</b>	<b>Maximum Total Index</b>
Elementary Assistant Principal	1.00	0.0168	0.063158 (202 Days)	0.21	1.289958
Elementary Principal	1.00	0.0796	0.115789 (212 Days)	0.21	1.405389
Director of Belle Point Center	1.00	0.0596	0.142105 (217 Days)	0.21	1.411705
Middle School Assistant Principal	1.00	0.0596	0.089474 (207 Days)	0.21	1.359074
Middle School Principal	1.00	0.1464	0.142105 (217 Days)	0.21	1.498505
Senior High Assistant Principal	1.00	0.1096	0.089474 (207 Days)	0.21	1.409074
Senior High Principal	1.00	0.1462	0.263158 (240 Days)	0.21	1.619358

<Note> See Student Supervision Stipend Schedule for additional compensation.

<Note> A legacy index may be added to twelve-month employees on contract before July 1, 2021.



## Student Supervision Stipend Schedule Elementary Principals 2021-2022

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	\$1,013

**Principal Annual Stipend** is based upon First Quarter 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 (1/2) of the applicable stipend for each assigned school.



## Student Supervision Stipend Schedule Secondary Principals 2021-2022

Student Population Category	Principal Annual Stipend	Assistant Principal Annual Stipend
1 - 550	\$700	\$525
551 - 600	\$750	\$565
601 - 651	\$800	\$600
651 - 700	\$850	\$640
701 - 750	\$900	\$675
751 - 800	\$950	\$715
801 - 850	\$1,000	\$750
851 - 900	\$1,050	\$790
901 - 950	\$1,100	\$825
951 - 1,000	\$1,150	\$865
1,001 - 1,950	\$2,150	\$1,615
2,000 - 2,050	\$2,200	\$1,650
2,051 - 2,100	\$2,250	\$1,690
2,101 - 2,150	\$2,300	\$1,725
2,151 - 2,200	\$2,350	\$1,765
2,201 - 2,250	\$2,400	\$1,800
2,251 - 2,300	\$2,450	\$1,840
2,301 - 2,350	\$2,500	\$1,875
2,351 - 2,400	\$2,550	\$1,915
2,401 - 2,450	\$2,600	\$1,950
2,451 - 2,500	\$2,650	\$1,990

**Principal Annual Stipend** is based upon First Quarter 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 (1/2) of the applicable stipend for each assigned school.





## 2021-2022 Athletic Assignment Index High School (Men/Women)

Assignment	Work Days	Days Factor or Fixed Stipend	Responsibility Index
Head Football Coach/Athletic Coordinator	240	0.263158	0.2896
Head Basketball Coach	210	0.105263	0.2036
Head Volleyball Coach	210	0.105263	0.2036
Head Swimming Coach	190	0.000000	0.0600
Head Tennis Coach	190	0.000000	0.0600
Head Golf Coach	190	0.000000	0.0600
Head Cross Country Coach	190	0.000000	0.0600
Head Wrestling Coach	190	0.000000	0.0600
Head Bowling Coach	190	0.000000	0.0600
Head Track Coach	190	0.000000	0.0600
Head Soccer Coach	190	0.000000	0.0600
Head Baseball Coach	190	0.000000	0.0600
Head Softball Coach	190	0.000000	0.0600
Head Strength Training Coach	190	0.000000	0.0400
Head Cheerleading Coach	190	Fixed \$1,320	0.0700
Head Dance/Drill Team Coach	190	Fixed \$1,320	0.0700
Assistant Football Coach	210	0.105263	0.1636
Assistant Basketball Coach	190	0.000000	0.1636
Second Assistant Basketball Coach	190	0.000000	0.0400
Assistant Volleyball Coach	210	0.105263	0.1636
Assistant Track Coach	190	0.000000	0.0400
Assistant Soccer Coach	190	0.000000	0.0400
Assistant Baseball Coach	190	0.000000	0.0400
Assistant Softball Coach	190	0.000000	0.0400
Assistant Wrestling Coach	190	0.000000	0.0400

<Note> A legacy index may be added to twelve-month employees on contract before July 1, 2021.



## 2021-2022 Athletic Assignment Index High School (Men/Women)

Assignment	Work Days	Days Factor or Fixed Stipend	Responsibility Index
9th Grade Football Coach	210	0.105263	0.0700
9th Grade Basketball Coach	190	0.000000	0.0700
9th Grade Volleyball Coach	210	0.105263	0.0700
9th Grade Track Coach	190	0.000000	0.0500
9th Grade Cross Country Coach	190	0.000000	0.0400
9th Grade Assistant Football Coach	210	0.105263	0.0536
9th Grade Assistant Volleyball Coach	210	0.105263	0.0536
9th Grade Assistant Basketball Coach	190	0.000000	0.0536
9th Grade Assistant Track Coach	190	0.000000	0.0400
9th Grade Head Cheerleading Coach	190	Fixed \$1,008	0.0600
9th Grade Head Dance/Drill Team Coach	190	Fixed \$1,008	0.0600



## 2021-2022 Athletic Assignment Index Middle School School (Men/Women)

Assignment	Work Days	Days Factor or Fixed Stipend	Responsibility Index
8th Grade Football Coach	210	0.105263	0.0536
8th Grade Volleyball Coach	210	0.105263	0.0536
8th Grade Basketball Coach	190	0.000000	0.0536
8th Grade Track Coach	190	0.000000	0.0400
Middle School Cross Country Coach	190	0.000000	0.0400
Middle School Cheerleading Coach	190	Fixed \$1,008	0.0600
Middle School Dance/Drill Team Coach	190	Fixed \$1,008	0.0600
7th Grade Football Coach	210	0.105263	0.0212
7th Grade Volleyball Coach	210	0.105263	0.0212
7th Grade Basketball Coach	190	0.000000	0.0212
7th Grade Track Coach	190	0.000000	0.0212
7th/8th Grade Assistant Football Coach	210	0.105263	0.0200



## 2021-2022 Special Assignment Index

Assignment	Work Days	Days Factor	Responsibility Index
Parent Involvement Facilitator	190	0.000000	0.0200
Department Chair	190	0.000000	0.0400
High School Debate & Forensics Sponsor	190	0.000000	0.0400
High School Drama Instructor	190	0.000000	0.0400
High School Quiz Bowl Sponsor	190	0.000000	0.0400
Secondary GATE Sponsor	190	0.000000	0.0400
High School Journalist	190	0.000000	0.0500
High School Student Council Sponsor	190	0.000000	0.0500
Social Worker (190 Day)	190	0.000000	0.0636
Middle School Assistant Choral Director	200	0.052632	0.0248
Middle School Choral Director	200	0.052632	0.0468
Legacy Child Nutrition Warehouse I	200	0.052632	0.0650
High School Choral Director	200	0.052632	0.0768
Legacy Child Nutrition Warehouse II	200	0.052632	0.0800
Early Childhood Education Coordinator	210	0.105263	0.0400
Parent Coordinator	210	0.105263	0.0400
Social Worker (210 Day)	210	0.105263	0.0636
Middle School Assistant Band Director	210	0.105263	0.0936
High School Assistant Band Director	210	0.105263	0.1236
Middle School Band Director	210	0.105263	0.1236
Orchestra Director	210	0.105263	0.1236
High School Band Director	210	0.105263	0.1536
Transportation Assistant Director	212	0.115789	0.0862
Special Education Coordinator	215	0.131579	0.0950
EL / Migrant Coordinator	217	0.142105	0.0400
Math / Literacy / Science Coordinator	217	0.142105	0.0400
Technology Integration Specialist	220	0.157895	0.0400
Lead Special Education Coordinator	222	0.168421	0.1230
Lead Foreman	240	0.000000	0.0400
School Based Health Center Coordinator	240	0.263158	0.0400
Information Systems Analyst	240	0.000000	0.1000
Legacy Child Nutrition Foreman	240	0.333333	0.1250
Coordinator of Public Information	240	0.000000	0.1400
Special Education Financial Coordinator	240	0.000000	0.1400
Federal Funds Accountant	240	0.000000	0.2500

<Note> A legacy index may be added to twelve-month employees on contract before July 1, 2021.



## 2021-2022 Office Personnel Index Office Administrative Assistant (OAA)

Assignment	Work Days	Days Factor	Responsibility Index
Executive OAA to Superintendent	240	0.263158	0.35
Executive OAA to Deputy Superintendent	240	0.263158	0.23
Human Resources Coordinator	240	0.263158	0.23
Payroll Coordinator	240	0.263158	0.23
Accounts Payable Coordinator	240	0.263158	0.23
Executive OAA to Assistant Superintendent	240	0.263158	0.18
Executive OAA to Chief Financial Officer	240	0.263158	0.18
Payroll Specialist	240	0.263158	0.16
OAA Level III - Human Resources	240	0.263158	0.10
Child Nutrition Bookkeeper	240	0.263158	0.10
Information Systems Specialist	240	0.263158	0.10
Technology Services Specialist	240	0.263158	0.08
Executive OAA to Executive Director	240	0.263158	0.05
OAA to Director	240	0.263158	0.05
OAA to Supervisor	240	0.263158	0.05
Adult Education Bookkeeper	240	0.263158	0.05
OAA Level II - Human Resources	240	0.263158	0.05
OAA Level I - Human Resources	240	0.263158	0.03



## 2021-2022 Substitute Pay Rates

Substitute Category	Daily Work Hours	Daily Rate of Pay
Teacher	7.0 hours	\$95.00
Teacher with current Arkansas Teaching License	7.0 hours	\$100.00
Office Administrative Assistant	8.0 hours	\$90.00
Paraprofessional	7.0 hours	\$80.00
Media Administrative Assistant	7.0 hours	\$80.00
Child Nutrition Staff	6.0 hours	\$43.55
Child Nutrition Staff (District Trained)	6.0 hours	\$66.00
Facilities Crew / Custodian	8.0 hours	\$53.60
Facilities Crew / Custodian (District Trained)	8.0 hours	\$88.00
Transportation Driver - Regular Route	3.0 hours	\$70.00
Transportation Aide - Regular Route	3.0 hours	\$55.00

\* - Rate applies to Fort Smith School District personnel policies.

## 2021-2022 Long-Term\*\* Substitute Pay Rates

### TEACHER

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

Current base teacher salary	190-day contract	\$200.00 per day
No degree, special circumstance assignment		\$100.00 per day

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

### Paraprofessionals and Office Administrative Assistant Personnel

Special circumstance assignment \$100.00 per day

\*\*Long-term is defined as thirty (30) consecutive student school days or more as a paraprofessional or office administrative assistant in the same assignment.



## 2021 Summer School / Extended Year Hourly Rate of Pay

Category of Personnel	Hourly Rate of Pay
Certified Teacher / Nurse	\$25.00
Elementary Principal / Program Manager / Site Director	\$38.69

## 2021-2022 Hourly Rate of Pay

Category of Personnel	Hourly Rate of Pay
Certified Teacher	\$25.00
Classified Employee	\$17.00