

**FORT SMITH PUBLIC SCHOOLS  
CERTIFIED STAFF  
2019-2020 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	38,500.00	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 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 2019-2020 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.