

**FORT SMITH PUBLIC SCHOOLS
CERTIFIED STAFF
2025-2026 SALARY SCHEDULE**

	-RANGE-							
	01	02	03	04	05	06	07	08
STEP	BACHELOR	BACHELOR +12 HRS	BACHELOR +24 HRS	BACHELOR +36 HRS	MASTER	MASTER +15 HRS	MASTER +30 HRS	DOCTOR
1	50,200.00	50,775.00	51,925.00	54,225.00	54,225.00	56,525.00	58,825.00	61,125.00
2	51,525.00	51,725.00	52,600.00	54,900.00	54,900.00	57,200.00	59,500.00	61,800.00
3	51,675.00	51,875.00	53,275.00	55,575.00	55,575.00	57,875.00	60,175.00	62,475.00
4	51,825.00	52,025.00	53,950.00	56,250.00	56,250.00	58,550.00	60,850.00	63,150.00
5	51,975.00	52,325.00	54,625.00	56,925.00	56,925.00	59,225.00	61,525.00	63,825.00
6	52,125.00	53,000.00	55,300.00	57,600.00	57,600.00	59,900.00	62,200.00	64,500.00
7	52,275.00	53,675.00	55,975.00	58,275.00	58,275.00	60,575.00	62,875.00	65,175.00
8	52,425.00	54,350.00	56,650.00	58,950.00	58,950.00	61,250.00	63,550.00	65,850.00
9	52,725.00	55,025.00	57,325.00	59,625.00	59,625.00	61,925.00	64,225.00	66,525.00
10	53,400.00	55,700.00	58,000.00	60,300.00	60,300.00	62,600.00	64,900.00	67,200.00
11	54,075.00	56,375.00	58,675.00	60,975.00	60,975.00	63,275.00	65,575.00	67,875.00
12	54,750.00	57,050.00	59,350.00	61,650.00	61,650.00	63,950.00	66,250.00	68,550.00
13	55,425.00	57,725.00	60,025.00	62,325.00	62,325.00	64,625.00	66,925.00	69,225.00
14	56,100.00	58,400.00	60,700.00	63,000.00	63,000.00	65,300.00	67,600.00	69,900.00
15	56,775.00	59,075.00	61,375.00	63,675.00	63,675.00	65,975.00	68,275.00	70,575.00
16	57,450.00	59,750.00	62,050.00	64,350.00	64,350.00	66,650.00	68,950.00	71,250.00
17	58,125.00	60,425.00	62,725.00	65,025.00	65,025.00	67,325.00	69,625.00	71,925.00
18	58,800.00	61,100.00	63,400.00	65,700.00	65,700.00	68,000.00	70,300.00	72,600.00
19	59,475.00	61,775.00	64,075.00	66,375.00	66,375.00	68,675.00	70,975.00	73,275.00
20	60,150.00	62,450.00	64,750.00	67,050.00	67,050.00	69,350.00	71,650.00	73,950.00
21	60,825.00	63,125.00	65,425.00	67,725.00	67,725.00	70,025.00	72,325.00	74,625.00
22	61,500.00	63,800.00	66,100.00	68,400.00	68,400.00	70,700.00	73,000.00	75,300.00
23	62,175.00	64,475.00	66,775.00	69,075.00	69,075.00	71,375.00	73,675.00	75,975.00
24	62,850.00	65,150.00	67,450.00	69,750.00	69,750.00	72,050.00	74,350.00	76,650.00
25	63,525.00	65,825.00	68,125.00	70,425.00	70,425.00	72,725.00	75,025.00	77,325.00

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.
- * Individuals working directly with students 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.
- * **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.