

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

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.