

# Draft

FORT SMITH PUBLIC SCHOOLS  
CERTIFIED STAFF  
2020-2021 SALARY SCHEDULE

	<b>-RANGE-</b>							
	01	02	03	04	05	06	07	08
<b>STEP</b>	<b>BACHELOR</b>	<b>BACHELOR + 12 HRS</b>	<b>BACHELOR + 24 HRS</b>	<b>BACHELOR + 36 HRS</b>	<b>MASTER</b>	<b>MASTER + 15 HRS</b>	<b>MASTER + 30 HRS</b>	<b>DOCTOR</b>
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 2020-2021 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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
BILINGUAL/ESL NON-CERTIFIED INSTRUCTION STAFF  
2020-2021 SALARY SCHEDULE

	<b>-RANGE-</b>					
	01	02	03	04	05	06
<b>STEP</b>	<b>LEVEL 01</b>	<b>LEVEL 02</b>	<b>LEVEL 03</b>	<b>LEVEL 04</b>	<b>LEVEL 05</b>	<b>LEVEL 06</b>
	0 Points	6 Points	12 Points	18 Points	24 Points	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 2020-2021 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.

# Draft

## FORT SMITH PUBLIC SCHOOLS PARENT PARAEDUCATOR STAFF 2020-2021 SALARY SCHEDULE

-RANGE-						
	01	02	03	04	05	06
	LEVEL 01	LEVEL 02	LEVEL 03	LEVEL 04	LEVEL 05	LEVEL 06
STEP	0 Points	6 Points	12 Points	18 Points	24 Points	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 2020-2021 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.

# Draft

## FORT SMITH PUBLIC SCHOOLS PARAPROFESSIONAL STAFF 2020-2021 SALARY SCHEDULE

*-RANGE-*

STEP	<sup>01</sup>	<sup>02</sup>	<sup>03</sup>
	LEVEL 01 Passed Test	LEVEL 02 60 hours	LEVEL 03 Bachelors
1	17,040.00	18,240.00	19,440.00
2	17,328.00	18,528.00	19,728.00
3	17,616.00	18,816.00	20,016.00
4	17,904.00	19,104.00	20,304.00
5	18,192.00	19,392.00	20,592.00
6	18,480.00	19,680.00	20,880.00
7	18,768.00	19,968.00	21,168.00
8	19,056.00	20,256.00	21,456.00
9	19,344.00	20,544.00	21,744.00
10	19,632.00	20,832.00	22,032.00
11	19,920.00	21,120.00	22,320.00
12	20,112.00	21,312.00	22,512.00
13	20,304.00	21,504.00	22,704.00
14	20,496.00	21,696.00	22,896.00
15	20,688.00	21,888.00	23,088.00
16	20,880.00	22,080.00	23,280.00
17	21,072.00	22,272.00	23,472.00
18	21,264.00	22,464.00	23,664.00
19	21,456.00	22,656.00	23,856.00
20	21,648.00	22,848.00	24,048.00
21	21,840.00	23,040.00	24,240.00

**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 2020-2021 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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
TRANSPORTATION STAFF - BUS DRIVER & BUS AIDE  
2020-2021 SALARY SCHEDULE

**-RANGE-**

<b>STEP</b>	<b>01 BUS DRIVER SHORT ROUTE</b>	<b>02 BUS DRIVER REGULAR ROUTE</b>	<b>03 BUS DRIVER EXTENDED ROUTE</b>	<b>04 BUS AIDE SHORT ROUTE</b>	<b>05 BUS AIDE REGULAR ROUTE</b>	<b>06 BUS AIDE EXTENDED ROUTE</b>
1	10,560.00	11,760.00	12,960.00	7,560.00	8,760.00	9,960.00
2	10,680.00	11,880.00	13,080.00	7,680.00	8,880.00	10,080.00
3	10,800.00	12,000.00	13,200.00	7,800.00	9,000.00	10,200.00
4	10,920.00	12,120.00	13,320.00	7,920.00	9,120.00	10,320.00
5	11,040.00	12,240.00	13,440.00	8,040.00	9,240.00	10,440.00
6	11,160.00	12,360.00	13,560.00	8,160.00	9,360.00	10,560.00
7	11,280.00	12,480.00	13,680.00	8,280.00	9,480.00	10,680.00
8	11,400.00	12,600.00	13,800.00	8,400.00	9,600.00	10,800.00
9	11,520.00	12,720.00	13,920.00	8,520.00	9,720.00	10,920.00
10	11,640.00	12,840.00	14,040.00	8,640.00	9,840.00	11,040.00
11	11,760.00	12,960.00	14,160.00	8,760.00	9,960.00	11,160.00
12	11,808.00	13,008.00	14,208.00	8,808.00	10,008.00	11,208.00
13	11,856.00	13,056.00	14,256.00	8,856.00	10,056.00	11,256.00
14	11,904.00	13,104.00	14,304.00	8,904.00	10,104.00	11,304.00
15	11,952.00	13,152.00	14,352.00	8,952.00	10,152.00	11,352.00
16	12,000.00	13,200.00	14,400.00	9,000.00	10,200.00	11,400.00
17	12,048.00	13,248.00	14,448.00	9,048.00	10,248.00	11,448.00
18	12,096.00	13,296.00	14,496.00	9,096.00	10,296.00	11,496.00
19	12,144.00	13,344.00	14,544.00	9,144.00	10,344.00	11,544.00
20	12,192.00	13,392.00	14,592.00	9,192.00	10,392.00	11,592.00
21	12,240.00	13,440.00	14,640.00	9,240.00	10,440.00	11,640.00

**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 2020-2021 will be up to \$3,000.
- \* **Life Insurance**--\$10,000 Policy--Premium paid by district.

# Draft

FORT SMITH PUBLIC SCHOOLS  
SECRETARIAL/OFFICE STAFF  
2020-2021 SALARY SCHEDULE

	<b>-RANGE-</b>				
	01	02	03	04	05
	ELEMENTARY	ELEMENTARY	SECONDARY	SECONDARY	ADMINISTRATION
<b>STEP</b>	<b>MEDIA CLERK</b>		<b>A</b>	<b>B</b>	
1	18,336.00	20,400.00	20,400.00	22,200.00	22,200.00
2	18,888.00	21,120.00	21,120.00	22,920.00	22,920.00
3	19,440.00	21,840.00	21,840.00	23,640.00	23,640.00
4	19,992.00	22,560.00	22,560.00	24,360.00	24,360.00
5	20,544.00	23,280.00	23,280.00	25,080.00	25,080.00
6	21,096.00	24,000.00	24,000.00	25,800.00	25,800.00
7	21,648.00	24,720.00	24,720.00	26,520.00	26,520.00
8	22,200.00	25,440.00	25,440.00	27,240.00	27,240.00
9	22,752.00	26,160.00	26,160.00	27,960.00	27,960.00
10	23,304.00	26,880.00	26,880.00	28,680.00	28,680.00
11	23,424.00	27,000.00	27,000.00	28,800.00	28,800.00
12	23,544.00	27,120.00	27,120.00	28,920.00	28,920.00
13	23,664.00	27,240.00	27,240.00	29,040.00	29,040.00
14	23,784.00	27,360.00	27,360.00	29,160.00	29,160.00
15	23,904.00	27,480.00	27,480.00	29,280.00	29,280.00
16	24,024.00	27,600.00	27,600.00	29,400.00	29,400.00
17	24,144.00	27,720.00	27,720.00	29,520.00	29,520.00
18	24,264.00	27,840.00	27,840.00	29,640.00	29,640.00
19	24,384.00	27,960.00	27,960.00	29,760.00	29,760.00
20	24,504.00	28,200.00	28,200.00	30,000.00	30,000.00
21	24,624.00	28,440.00	28,440.00	30,240.00	30,240.00

**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.
- \* 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 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 2020-2021 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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
DEAF INTERPRETER STAFF  
2020-2021 SALARY SCHEDULE

STEP	-RANGE-			
	01 -----COLLEGE HOURS IN INTERPRETER EDUCATION----- 12	02 30	03 60	04 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 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 2020-2021 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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
CHILD NUTRITION STAFF  
2020-2021 SALARY SCHEDULE

	-RANGE-				
	01	02	03	04	05
STEP	FOOD PREP REGULAR	FOOD PREP CERTIFIED	ELEMENTARY MANAGER	SECONDARY ASSISTANT MANAGER	SECONDARY MANAGER
1	12,120.00	13,320.00	16,320.00	16,320.00	19,320.00
2	12,360.00	13,560.00	16,560.00	16,560.00	19,560.00
3	12,600.00	13,800.00	16,800.00	16,800.00	19,800.00
4	12,840.00	14,040.00	17,040.00	17,040.00	20,040.00
5	13,080.00	14,280.00	17,280.00	17,280.00	20,280.00
6	13,320.00	14,520.00	17,520.00	17,520.00	20,520.00
7	13,440.00	14,640.00	17,640.00	17,640.00	20,640.00
8	13,560.00	14,760.00	17,760.00	17,760.00	20,760.00
9	13,680.00	14,880.00	17,880.00	17,880.00	20,880.00
10	13,800.00	15,000.00	18,000.00	18,000.00	21,000.00
11	13,920.00	15,120.00	18,120.00	18,120.00	21,120.00
12	14,040.00	15,240.00	18,240.00	18,240.00	21,240.00
13	14,160.00	15,360.00	18,360.00	18,360.00	21,360.00
14	14,280.00	15,480.00	18,480.00	18,480.00	21,480.00
15	14,400.00	15,600.00	18,600.00	18,600.00	21,600.00
16	14,520.00	15,720.00	18,720.00	18,720.00	21,720.00
17	14,640.00	15,840.00	18,840.00	18,840.00	21,840.00
18	14,760.00	15,960.00	18,960.00	18,960.00	21,960.00
19	14,880.00	16,080.00	19,080.00	19,080.00	22,080.00
20	15,000.00	16,200.00	19,200.00	19,200.00	22,200.00
21	15,120.00	16,320.00	19,320.00	19,320.00	22,320.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 180 day contract year. The base workday is 6 hours.
- \* Child Nutrition certification required for Assistant Managers and 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 2020-2021 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.



# Draft

FORT SMITH PUBLIC SCHOOLS  
TECHNOLOGY STAFF  
2020-2021 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 250 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 2020-2021 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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
TRANSPORTATION STAFF  
*Vehicle Technician, Mechanic, Head Mechanic*  
2020-2021 SALARY SCHEDULE

	<b>-RANGE-</b>		
	01	02	03
<b>STEP</b>	Vehicle Technician	Mechanic	Head Mechanic
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 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 2020-2021 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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
TRANSPORTATION STAFF  
*Transportation Specialist*  
2020-2021 SALARY SCHEDULE

-RANGE-

01

STEP	Transportation Specialist
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 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 2020-2021 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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
MAINTENANCE STAFF  
2020-2021 SALARY SCHEDULE

-RANGE-

STEP	01 MAINT. A	02 MAINT. B	03 MAINT. C	04 FOREMAN A	05 FOREMAN B	06 FOREMAN C
1	27,840.00	31,800.00	32,520.00	34,800.00	36,360.00	37,080.00
2	28,560.00	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 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 2020-2021 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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
NURSING STAFF  
2020-2021 SALARY SCHEDULE  
-RANGE-

STEP	01 LICENSED PRACTICAL NURSE (LPN)	02 REGISTERED NURSE--ADN	03 REGISTERED NURSE--BSN (BACHELOR)	04 REGISTERED NURSE--BSN + 12 HRS	05 REGISTERED NURSE--MSN (MASTERS)
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 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 2020-2021 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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
OPERATIONS STAFF  
2020-2021 SALARY SCHEDULE

-RANGE-

STEP	01 SECONDARY SCHOOL	02 ELEMENTARY SCHOOL	03 BUILDING ENGINEER A	04 BUILDING ENGINEER B
1	26,520.00	27,600.00	34,320.00	34,800.00
2	27,000.00	28,080.00	34,800.00	35,280.00
3	27,480.00	28,560.00	35,280.00	35,760.00
4	27,960.00	29,040.00	35,760.00	36,240.00
5	28,440.00	29,520.00	36,240.00	36,720.00
6	28,920.00	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 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 2020-2021 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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
PHYSICAL OCCUPATIONAL THERAPIST ASSISTANT STAFF  
2020-2021 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 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 2020-2021 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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
PROFESSIONAL SUPPORT STAFF  
2020-2021 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 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 2020-2021 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.



# Draft

FORT SMITH PUBLIC SCHOOLS  
SECURITY STAFF  
2020-2021 SALARY SCHEDULE

**-RANGE-**

STEP	01	02	03
	CSSO	Supervisor of Safety & Security	Director of Security & Facilities
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 193-day contract year. The base workday is 8 hours. For contracts exceeding 193 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 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 2020-2021 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.

# Draft

FORT SMITH PUBLIC SCHOOLS  
SPECIAL LANGUAGE PATHOLOGY ASSISTANT (SLPA) STAFF  
2020-2021 SALARY SCHEDULE

	<i>-RANGE-</i>							
	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	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 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 2020-2021 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.