

**FORT SMITH PUBLIC SCHOOLS  
CERTIFIED STAFF  
2017-2018 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	37,950.00	40,227.00	42,504.00	44,781.00	44,781.00	47,058.00	49,335.00	51,612.00
2	38,600.00	40,877.00	43,154.00	45,431.00	45,431.00	47,708.00	49,985.00	52,262.00
3	39,250.00	41,527.00	43,804.00	46,081.00	46,081.00	48,358.00	50,635.00	52,912.00
4	39,900.00	42,177.00	44,454.00	46,731.00	46,731.00	49,008.00	51,285.00	53,562.00
5	40,550.00	42,827.00	45,104.00	47,381.00	47,381.00	49,658.00	51,935.00	54,212.00
6	41,200.00	43,477.00	45,754.00	48,031.00	48,031.00	50,308.00	52,585.00	54,862.00
7	42,050.00	44,327.00	46,604.00	48,881.00	48,881.00	51,158.00	53,435.00	55,712.00
8	42,900.00	45,177.00	47,454.00	49,731.00	49,731.00	52,008.00	54,285.00	56,562.00
9	43,750.00	46,027.00	48,304.00	50,581.00	50,581.00	52,858.00	55,135.00	57,412.00
10	44,600.00	46,877.00	49,154.00	51,431.00	51,431.00	53,708.00	55,985.00	58,262.00
11	45,450.00	47,727.00	50,004.00	52,281.00	52,281.00	54,558.00	56,835.00	59,112.00
12	46,300.00	48,577.00	50,854.00	53,131.00	53,131.00	55,408.00	57,685.00	59,962.00
13	47,180.00	50,095.00	52,372.00	54,649.00	54,649.00	56,926.00	59,203.00	61,480.00
14	49,336.00	51,613.00	53,890.00	56,167.00	56,167.00	58,444.00	60,721.00	62,998.00
15	50,854.00	53,131.00	55,408.00	57,685.00	57,685.00	59,962.00	62,239.00	64,516.00
16	52,372.00	54,649.00	56,926.00	59,203.00	59,203.00	61,480.00	63,757.00	66,034.00
17	53,890.00	56,167.00	58,444.00	60,721.00	60,721.00	62,998.00	65,275.00	67,552.00
18	53,890.00	56,167.00	58,444.00	61,480.00	61,480.00	63,757.00	66,034.00	68,311.00
19	53,890.00	56,167.00	58,444.00	61,480.00	61,480.00	63,757.00	66,034.00	68,311.00
20	53,890.00	56,167.00	58,444.00	61,480.00	61,480.00	63,757.00	66,034.00	68,311.00
21	53,890.00	56,167.00	58,444.00	62,998.00	62,998.00	65,275.00	67,552.00	69,829.00

**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 2017-2018 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.

**FORT SMITH PUBLIC SCHOOLS  
PARAPROFESSIONAL STAFF  
2017-2018 SALARY SCHEDULE**

<i>-RANGE-</i>						
<b>STEP</b>	01 LEVEL 01 0 Points	02 LEVEL 02 6 Points	03 LEVEL 03 12 Points	04 LEVEL 04 18 Points	05 LEVEL 05 24 Points	06 LEVEL 06 36 Points
1	15,614.22	15,926.50	16,238.77	16,551.07	16,863.38	17,487.91
2	15,926.50	16,238.77	16,551.07	16,863.38	17,175.64	17,800.17
3	16,238.77	16,551.07	16,863.38	17,175.64	17,487.91	18,112.48
4	16,551.07	16,863.38	17,175.64	17,487.91	17,800.22	18,424.78
5	16,863.38	17,175.64	17,487.91	17,800.22	18,112.48	18,737.06
6	17,175.64	17,487.91	17,800.22	18,112.48	18,424.78	19,049.37
7	17,487.91	17,800.22	18,112.48	18,424.78	18,737.07	19,361.62
8	17,800.22	18,112.48	18,424.78	18,737.07	19,049.37	19,673.93
9	18,112.48	18,424.78	18,737.07	19,049.37	19,361.64	19,986.20
10	18,424.78	18,737.07	19,049.37	19,361.64	19,673.94	20,298.46
11	19,049.37	19,361.64	19,673.94	19,986.20	20,298.48	20,923.07
12	19,361.64	19,673.94	19,986.20	20,298.48	20,610.77	21,235.34
13	19,361.64	19,673.94	19,986.20	20,298.48	20,610.77	21,235.34
14	19,361.64	19,673.94	19,986.20	20,298.48	20,610.77	21,235.34
15	19,673.93	19,986.21	20,298.46	20,610.77	20,923.07	21,547.60
16	19,673.93	19,986.21	20,298.46	20,610.77	20,923.07	21,547.60
17	19,673.93	19,986.21	20,298.46	20,610.77	20,923.07	21,547.60
18	19,673.93	19,986.21	20,298.46	20,610.77	20,923.07	21,547.60
19	19,673.93	19,986.21	20,298.46	20,610.77	20,923.07	21,547.60
20	19,986.20	20,298.48	20,610.73	20,923.07	21,235.33	21,859.91

**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.

**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 2017-2018 will be up to \$3,000.
- \* **Dental and Vision Insurance**--Individual premium paid by district.
- \* **Life Insurance --\$10,000 Policy**--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.

**FORT SMITH PUBLIC SCHOOLS**  
**TRANSPORTATION STAFF--BUS DRIVER & BUS AIDE**  
**2017-2018 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	01	02	03	04	05	06	07
	BUS DRIVER SHORT ROUTE	BUS DRIVER REGULAR ROUTE	BUS DRIVER EXTEND ROUTE	BUS AIDE REGULAR ROUTE WITHOUT CDL	BUS AIDE REGULAR ROUTE WITH CDL	BUS AIDE EXTEND ROUTE WITHOUT CDL	BUS AIDE EXTEND ROUTE WITH CDL
1	10,264.39	11,384.22	12,504.00	8,491.20	9,036.40	9,051.10	9,596.30
2	10,587.85	11,707.66	12,827.47	8,736.44	9,307.69	9,296.34	9,867.59
3	10,587.85	11,707.66	12,827.47	8,736.44	9,307.69	9,296.34	9,867.59
4	10,587.85	11,707.66	12,827.47	8,736.44	9,307.69	9,296.34	9,867.59
5	10,587.85	11,707.66	12,827.47	8,736.44	9,307.69	9,296.34	9,867.59
6	10,911.37	12,031.17	13,150.96	8,979.03	9,586.85	9,538.94	10,146.74
7	10,911.37	12,031.17	13,150.96	8,979.03	9,586.85	9,538.94	10,146.74
8	10,911.37	12,031.17	13,150.96	8,979.03	9,586.85	9,538.94	10,146.74
9	10,911.37	12,031.17	13,150.96	8,979.03	9,586.85	9,538.94	10,146.74
10	10,911.37	12,031.17	13,150.96	8,979.03	9,586.85	9,538.94	10,146.74
11	11,232.22	12,352.03	13,471.82	9,216.42	9,873.81	9,776.32	10,433.69

**SCHEDULE NOTES:**

- \* Schedule is based upon a 179-day contract year.
- \* Activity Trips pay for 2017-2018 will be at the rate of \$15.00 per hour.

**FORT SMITH PUBLIC SCHOOLS  
SECRETARIAL/OFFICE STAFF  
2017-2018 SALARY SCHEDULE**

STEP	-RANGE-				
	01 ELEMENTARY A	02 ELEMENTARY B	03 SECONDARY A	04 SECONDARY B	05 ADMINISTRATION
1	18,219.42	19,509.58	19,509.58	22,648.00	21,924.53
2	18,766.87	20,157.56	20,157.56	23,374.68	22,626.79
3	19,311.08	20,808.87	20,808.87	24,104.63	23,332.31
4	19,858.54	21,460.18	21,460.18	24,834.57	24,039.45
5	20,406.00	22,108.19	22,108.19	25,561.24	24,743.32
6	20,953.48	22,759.51	22,759.51	26,291.23	25,450.49
7	21,497.65	23,410.82	23,410.82	27,017.93	26,154.34
8	22,045.14	24,058.79	24,058.79	27,747.87	26,861.48
9	22,592.59	24,710.11	24,710.11	28,477.83	27,565.38
10	22,592.59	24,710.11	24,710.11	28,477.83	27,565.38
11	22,592.59	24,710.11	24,710.11	28,477.83	27,565.38
12	22,592.59	24,710.11	24,710.11	28,477.83	27,565.38
13	22,592.59	24,710.11	24,710.11	28,477.83	27,565.38
14	22,592.59	24,710.11	24,710.11	28,477.83	27,565.38
15	23,140.07	25,361.44	25,361.44	29,204.51	28,269.26
16	23,140.07	25,361.44	25,361.44	29,204.51	28,269.26
17	23,140.07	25,361.44	25,361.44	29,204.51	28,269.26
18	23,140.07	25,361.44	25,361.44	29,204.51	28,269.26
19	23,140.07	25,361.44	25,361.44	29,204.51	28,269.26
20	23,684.27	26,009.41	26,009.41	29,934.45	28,976.39

**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 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 2017-2018 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance --\$10,000 Policy** --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.

**FORT SMITH PUBLIC SCHOOLS  
DEAF INTERPRETER STAFF  
2017-2018 SALARY SCHEDULE**

<b>STEP</b>	<b>-RANGE-</b>			
	01	02	03	04
	-----COLLEGE HOURS IN INTERPRETER EDUCATION-----			
	12	30	60	90
1	21,255.44	21,680.51	22,105.62	22,530.71
2	22,105.62	22,530.71	22,955.86	23,380.94
3	22,955.86	23,380.94	23,806.07	24,231.18
4	23,806.07	24,231.18	24,656.25	25,081.38
5	24,656.25	25,081.38	25,506.50	25,931.59
6	25,506.50	25,931.59	26,356.70	26,781.83
7	26,356.70	26,781.83	27,206.92	27,632.01
8	27,206.92	27,632.01	28,057.13	28,482.23
9	28,057.13	28,482.23	28,906.71	29,332.47
10	28,907.34	29,332.47	29,757.59	30,182.68
11	29,757.59	30,182.68	30,607.79	31,032.90
12	30,607.79	31,032.90	31,458.00	31,883.14
13	31,458.00	31,883.14	32,308.23	32,733.35
14	32,308.23	32,733.35	33,158.43	33,583.53
15	33,158.43	33,583.53	34,008.66	34,433.77
16	34,008.66	34,433.77	34,858.88	35,283.99
17	34,008.66	34,433.77	34,858.88	35,283.99
18	34,008.66	34,433.77	34,858.88	35,283.99
19	34,008.66	34,433.77	34,858.88	35,283.99
20	34,008.66	34,433.77	34,858.88	35,283.99

**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 2017-2018 will be up to \$3,000.
- \* **Dental and Vision Insurance**--Individual premium paid by district.
- \* **Life Insurance--\$10,000 Policy**--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.

**FORT SMITH PUBLIC SCHOOLS**  
**BILINGUAL/ESL NON-CERTIFIED INSTRUCTION STAFF**  
**2017-2018 SALARY SCHEDULE**

<b>-RANGE-</b>						
	01	02	03	04	05	06
<b>STEP</b>	LEVEL 01	LEVEL 02	LEVEL 03	LEVEL 04	LEVEL 05	LEVEL 06
	0 Points	6 Points	12 Points	18 Points	24 Points	36 Points
1	18,499.59	18,868.91	19,239.57	19,608.90	19,979.54	20,719.57
2	18,776.57	19,147.24	19,516.57	19,885.89	20,256.55	20,996.55
3	19,053.57	19,424.24	19,793.54	20,164.21	20,533.53	21,273.52
4	19,331.92	19,701.24	20,071.89	20,441.22	20,811.89	21,551.84
5	19,608.90	19,979.54	20,348.88	20,719.57	21,088.87	21,828.84
6	19,885.89	20,256.55	20,625.88	20,996.55	21,365.85	22,105.83
7	20,164.21	20,533.53	20,904.22	21,273.52	21,644.18	22,384.15
8	20,441.22	20,811.89	21,181.21	21,551.84	21,921.19	22,661.17
9	20,719.57	21,088.87	21,459.55	21,828.84	22,199.52	22,939.53
10	20,996.55	21,365.85	21,736.53	22,105.83	22,476.48	23,216.50
11	21,273.52	21,644.18	22,013.47	22,384.15	22,753.48	23,493.47
12	21,273.52	21,644.18	22,013.47	22,384.15	22,753.48	23,493.47
13	21,273.52	21,644.18	22,013.47	22,384.15	22,753.48	23,493.47
14	21,273.52	21,644.18	22,013.47	22,384.15	22,753.48	23,493.47
15	21,273.52	21,644.18	22,013.47	22,384.15	22,753.48	23,493.47
16	21,273.52	21,644.18	22,013.47	22,384.15	22,753.48	23,493.47
17	21,273.52	21,644.18	22,013.47	22,384.15	22,753.48	23,493.47
18	21,273.52	21,644.18	22,013.47	22,384.15	22,753.48	23,493.47
19	21,273.52	21,644.18	22,013.47	22,384.15	22,753.48	23,493.47
20	21,273.52	21,644.18	22,013.47	22,384.15	22,753.48	23,493.47

**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 credits.
- \* All new staff on this schedule begin at Level 01.

**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 2017-2018 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance --\$10,000 Policy** --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.

**FORT SMITH PUBLIC SCHOOLS  
CHILD NUTRITION STAFF  
2017-2018 SALARY SCHEDULE**

<b>-RANGE-</b>						
<b>STEP</b>	01 FOOD PREP REGULAR	02 FOOD PREP CERTIFIED	03 ELEM SUPV REGULAR	04 ELEM SUPV CERTIFIED	05 SEC MGR REGULAR	06 SEC MGR CERTIFIED
1	11,853.34	12,708.46	14,283.16	14,875.93	17,654.79	18,266.12
2	12,089.32	12,949.31	14,875.93	15,487.33	17,654.79	18,266.12
3	12,325.30	13,190.13	15,487.33	16,080.11	17,654.79	18,266.12
4	12,561.30	13,430.97	16,080.11	16,691.47	17,654.79	18,266.12
5	12,797.22	13,671.80	16,080.11	16,691.47	17,654.79	18,266.12
6	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
7	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
8	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
9	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
10	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
11	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
12	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
13	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
14	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
15	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
16	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
17	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
18	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
19	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12
20	13,033.20	13,912.66	16,080.11	16,691.47	17,654.79	18,266.12

**SCHEDULE NOTES:**

\* Schedule is based upon a 180-day contract year. The base workday is 6 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 2017-2018 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance --\$10,000 Policy** --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.

**FORT SMITH PUBLIC SCHOOLS  
PARENT PARAEDUCATOR STAFF  
2017-2018 SALARY SCHEDULE**

<b>-RANGE-</b>						
<b>STEP</b>	01 LEVEL 01 0 Points	02 LEVEL 02 6 Points	03 LEVEL 03 12 Points	04 LEVEL 04 18 Points	05 LEVEL 05 24 Points	06 LEVEL 06 36 Points
1	22,374.75	22,822.23	23,269.74	23,717.25	24,164.70	25,059.74
2	22,822.23	23,269.74	23,717.25	24,164.70	24,612.24	25,507.23
3	23,269.74	23,717.25	24,164.70	24,612.24	25,059.74	25,954.74
4	23,717.25	24,164.70	24,612.24	25,059.74	25,507.23	26,402.19
5	24,164.70	24,612.24	25,059.74	25,507.23	25,954.74	26,849.72
6	24,612.24	25,059.74	25,507.23	25,954.74	26,402.19	27,297.19
7	25,059.74	25,507.23	25,954.74	26,402.19	26,849.72	27,744.72
8	25,507.23	25,954.74	26,402.19	26,849.72	27,297.19	28,192.19
9	25,954.74	26,402.19	26,849.72	27,297.19	27,744.72	28,639.69
10	26,402.19	26,849.72	27,297.19	27,744.72	28,192.19	29,087.17
11	27,297.19	27,744.72	28,192.19	28,639.69	29,087.17	29,982.20
12	27,744.72	28,192.19	28,639.69	29,087.17	29,534.68	30,429.65
13	27,744.72	28,192.19	28,639.69	29,087.17	29,534.68	30,429.65
14	27,744.72	28,192.19	28,639.69	29,087.17	29,534.68	30,429.65
15	27,744.72	28,192.19	28,639.69	29,087.17	29,534.68	30,429.65
16	27,744.72	28,192.19	28,639.69	29,087.17	29,534.68	30,429.65
17	27,744.72	28,192.19	28,639.69	29,087.17	29,534.68	30,429.65
18	27,744.72	28,192.19	28,639.69	29,087.17	29,534.68	30,429.65
19	27,744.72	28,192.19	28,639.69	29,087.17	29,534.68	30,429.65
20	27,744.72	28,192.19	28,639.69	29,087.17	29,534.68	30,429.65

**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
- \* All new staff on this schedule begin at Level 01.

**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 2017-2018 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance --\$10,000 Policy** --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.

**FORT SMITH PUBLIC SCHOOLS**  
**COMPUTER INFORMATION SYSTEMS (CIS) PROFESSIONAL STAFF**  
**2017-2018 SALARY SCHEDULE**

STEP	-RANGE-							
	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	40,112.95	42,519.73	44,926.51	47,333.28	47,333.28	49,740.06	52,146.84	54,553.62
2	40,800.00	43,206.78	45,613.55	48,020.33	48,020.33	50,427.11	52,833.89	55,240.66
3	41,487.05	43,893.82	46,300.60	48,707.38	48,707.38	51,114.16	53,520.93	55,927.71
4	42,174.09	44,580.87	46,987.65	49,394.42	49,394.42	51,801.20	54,207.98	56,614.76
5	42,861.14	45,267.92	47,674.69	50,081.47	50,081.47	52,488.25	54,895.03	57,301.80
6	43,548.19	45,954.96	48,361.74	50,768.52	50,768.52	53,175.30	55,582.07	57,988.85
7	44,446.63	46,853.41	49,260.19	51,666.96	51,666.96	54,073.74	56,480.52	58,887.30
8	45,345.08	47,751.85	50,158.63	52,565.41	52,565.41	54,972.19	57,378.96	59,785.74
9	46,243.52	48,650.30	51,057.08	53,463.85	53,463.85	55,870.63	58,277.41	60,684.19
10	47,141.97	49,548.75	51,955.52	54,362.30	54,362.30	56,769.08	59,175.85	61,582.63
11	48,040.41	50,447.19	52,853.97	55,260.75	55,260.75	57,667.52	60,074.30	62,481.08
12	48,938.86	51,345.64	53,752.41	56,159.19	56,159.19	58,565.97	60,972.75	63,379.52
13	50,543.38	52,950.16	55,356.93	57,763.71	57,763.71	60,170.49	62,577.26	64,984.04
14	52,147.90	54,554.67	56,961.45	59,368.23	59,368.23	61,775.01	64,181.78	66,588.56
15	53,752.41	56,159.19	58,565.97	60,972.75	60,972.75	63,379.52	65,786.30	68,193.08
16	55,356.93	57,763.71	60,170.49	62,577.26	62,577.26	64,984.04	67,390.82	69,797.60
17	56,961.45	59,368.23	61,775.01	64,181.78	64,181.78	66,588.56	68,995.34	71,402.11
18	56,961.45	59,368.23	61,775.01	64,984.04	64,984.04	67,390.82	69,797.60	72,204.37
19	56,961.45	59,368.23	61,775.01	64,984.04	64,984.04	67,390.82	69,797.60	72,204.37
20	56,961.45	59,368.23	61,775.01	64,984.04	64,984.04	67,390.82	69,797.60	72,204.37
21	56,961.45	59,368.23	61,775.01	66,588.56	66,588.56	68,995.34	71,402.11	73,808.89

**SCHEDULE NOTES:**

- \* Schedule is based upon a 250-day contract year.
- \* Supplements for Computer Information Systems (CIS) educational attainment:  
 \$3,250 supplement for 12 college hours earned in Computer Information Systems after completion of a bachelor's degree;  
 \$6,500 supplement for degree in Computer Information Systems

**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 2017-2018 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.

**FORT SMITH PUBLIC SCHOOLS**  
**TRANSPORTATION STAFF**  
*Vehicle Technician, Mechanic, Head Mechanic*  
**2017-2018 SALARY SCHEDULE**

<b>-RANGE-</b>			
<b>STEP</b>	Vehicle Technician	Mechanic	Head Mechanic
1	29,669.49	35,306.70	37,413.23
2	30,411.22	36,542.11	38,648.66
3	31,152.96	37,777.57	39,884.09
4	31,894.70	39,013.00	41,119.53
5	32,636.44	40,248.44	42,354.97
6	33,378.18	41,483.88	43,590.42
7	34,119.89	42,719.31	44,825.82
8	34,861.65	43,954.74	46,061.28
9	35,603.38	45,190.20	47,296.73
10	36,345.11	46,425.64	48,532.17
11	37,086.87	47,661.05	49,767.61
12	37,828.59	48,896.50	51,003.04
13	37,828.59	48,896.50	51,003.04
14	37,828.59	48,896.50	51,003.04
15	37,828.59	48,896.50	51,003.04
16	37,828.59	48,896.50	51,003.04
17	38,570.35	50,131.94	52,238.46
18	38,570.35	50,131.94	52,238.46
19	38,570.35	50,131.94	52,238.46
20	38,570.35	50,131.94	52,238.46

**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 2017-2018 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance --\$10,000 Policy** --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.

**FORT SMITH PUBLIC SCHOOLS  
MAINTENANCE STAFF  
2017-2018 SALARY SCHEDULE**

**-RANGE-**

<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	26,969.41	31,016.60	31,840.36	33,989.29	35,601.04	36,424.78
2	27,649.26	31,947.80	32,771.58	34,920.52	36,532.25	37,356.00
3	28,330.41	32,914.83	33,702.78	35,851.73	37,499.27	38,287.20
4	28,975.07	33,846.04	34,669.81	36,818.78	38,430.55	39,254.27
5	29,655.59	34,777.27	35,601.04	37,749.99	39,361.71	40,185.47
6	30,336.09	35,744.30	36,532.25	38,717.05	40,328.75	41,116.67
7	31,016.60	36,675.50	37,499.27	39,648.22	41,259.95	42,083.73
8	31,697.06	37,606.74	38,430.50	40,579.44	42,191.17	43,014.93
9	32,377.60	38,573.73	39,361.71	41,546.48	43,158.18	43,946.14
10	33,022.31	39,504.96	40,328.75	42,477.67	44,089.40	44,913.15
11	33,702.78	40,472.00	41,259.95	43,408.92	45,056.41	45,844.38
12	34,383.26	41,403.21	42,191.17	44,375.91	45,987.64	46,775.61
13	34,383.26	41,403.21	42,191.17	44,375.91	45,987.64	46,775.61
14	34,383.26	41,403.21	42,191.17	44,375.91	45,987.64	46,775.61
15	34,383.26	41,403.21	42,191.17	44,375.91	45,987.64	46,775.61
16	34,383.26	41,403.21	42,191.17	44,375.91	45,987.64	46,775.61
17	35,063.77	42,334.45	43,158.18	45,307.12	46,918.84	47,742.64
18	35,063.77	42,334.45	43,158.18	45,307.12	46,918.84	47,742.64
19	35,063.77	42,334.45	43,158.18	45,307.12	46,918.84	47,742.64
20	35,063.77	42,334.45	43,158.18	45,307.12	46,918.84	47,742.64

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 2017-2018 will be up to \$3,000.

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

\* **Life Insurance--\$10,000 Policy**--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.

**FORT SMITH PUBLIC SCHOOLS  
NURSING STAFF  
2017-2018 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	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	31,119.00	34,535.00	37,950.00	40,227.00	44,781.00
2	31,652.00	35,126.00	38,600.00	40,877.00	45,431.00
3	32,185.00	35,718.00	39,250.00	41,527.00	46,081.00
4	32,718.00	36,309.00	39,900.00	42,177.00	46,731.00
5	33,251.00	36,901.00	40,550.00	42,827.00	47,381.00
6	33,784.00	37,492.00	41,200.00	43,477.00	48,031.00
7	34,481.00	38,266.00	42,050.00	44,327.00	48,881.00
8	35,178.00	39,039.00	42,900.00	45,177.00	49,731.00
9	35,875.00	39,813.00	43,750.00	46,027.00	50,581.00
10	36,572.00	40,586.00	44,600.00	46,877.00	51,431.00
11	37,269.00	41,360.00	45,450.00	47,727.00	52,281.00
12	37,966.00	42,133.00	46,300.00	48,577.00	53,131.00
13	39,211.00	43,514.00	47,818.00	50,095.00	54,649.00
14	40,456.00	44,896.00	49,336.00	51,613.00	56,167.00
15	41,700.00	46,277.00	50,854.00	53,131.00	57,685.00
16	42,945.00	47,659.00	52,372.00	54,649.00	59,203.00
17	44,190.00	49,040.00	53,890.00	56,167.00	60,721.00
18	44,190.00	49,040.00	53,890.00	56,167.00	61,480.00
19	44,190.00	49,040.00	53,890.00	56,167.00	61,480.00
20	44,190.00	49,040.00	53,890.00	56,167.00	61,480.00
21	44,190.00	49,040.00	53,890.00	56,167.00	62,998.00

**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 2017-2018 will be up to \$3,000.
- \* **Dental and Vision Insurance** --Individual premium paid by district.
- \* **Life Insurance --\$10,000 Policy** --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.

**FORT SMITH PUBLIC SCHOOLS  
OPERATIONS STAFF  
2017-2018 SALARY SCHEDULE**

STEP	<b>-RANGE-</b>			
	01 SECONDARY SCHOOL	02 ELEMENTARY SCHOOL	03 BUILDING ENGINEER A	04 BUILDING ENGINEER B
1	25,787.46	26,826.08	33,523.71	34,025.13
2	26,288.90	27,327.56	34,025.13	34,562.37
3	26,826.11	27,864.81	34,562.37	35,063.77
4	27,327.56	28,366.19	35,063.77	35,601.04
5	27,864.81	28,867.63	35,601.04	36,102.46
6	28,366.19	29,404.89	36,102.46	36,603.88
7	28,867.63	29,906.31	36,603.88	37,141.14
8	29,404.89	30,443.53	37,141.14	37,642.52
9	29,906.31	30,944.96	37,642.52	38,179.77
10	30,443.53	31,446.40	38,179.77	38,681.19
11	30,944.96	31,983.62	38,681.19	39,182.62
12	31,446.40	32,485.04	39,182.62	39,719.86
13	31,446.40	32,485.04	39,182.62	39,719.86
14	31,446.40	32,485.04	39,182.62	39,719.86
15	31,446.40	32,485.04	39,182.62	39,719.86
16	31,446.40	32,485.04	39,182.62	39,719.86
17	31,983.62	33,022.31	39,719.86	40,221.29
18	31,983.62	33,022.31	39,719.86	40,221.29
19	31,983.62	33,022.31	39,719.86	40,221.29
20	31,983.62	33,022.31	39,719.86	40,221.29

**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 2017-2018 will be up to \$3,000.

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

\* **Life Insurance --\$10,000 Policy**--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.

*FORT SMITH PUBLIC SCHOOLS*  
**PHYSICAL/OCCUPATIONAL THERAPIST ASSISTANT STAFF**  
2017-2018 SALARY SCHEDULE

**STEP**

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1	36,812.00
2	37,442.00
3	38,073.00
4	38,703.00
5	39,334.00
6	39,964.00
7	40,789.00
8	41,613.00
9	42,438.00
10	43,262.00
11	44,087.00
12	44,911.00
13	46,383.00
14	47,856.00
15	49,328.00
16	50,801.00
17	52,273.00
18	52,273.00
19	52,273.00
20	52,273.00
21	52,273.00

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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 2017-2018 will be up to \$3,000.

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

\* **Life Insurance--\$10,000 Policy**--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.

**FORT SMITH PUBLIC SCHOOLS**  
**SPEECH-LANGUAGE PATHOLOGY ASSISTANT (SLPA) STAFF**  
**2017-2018 SALARY SCHEDULE**

STEP	<b>-RANGE-</b>							
	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	34,155.00	36,204.30	38,253.60	40,302.90	40,302.90	42,352.20	44,401.50	46,450.80
2	34,740.00	36,789.30	38,838.60	40,887.90	40,887.90	42,937.20	44,986.50	47,035.80
3	35,325.00	37,374.30	39,423.60	41,472.90	41,472.90	43,522.20	45,571.50	47,620.80
4	35,910.00	37,959.30	40,008.60	42,057.90	42,057.90	44,107.20	46,156.50	48,205.80
5	36,495.00	38,544.30	40,593.60	42,642.90	42,642.90	44,692.20	46,741.50	48,790.80
6	37,080.00	39,129.30	41,178.60	43,227.90	43,227.90	45,277.20	47,326.50	49,375.80
7	37,845.00	39,894.30	41,943.60	43,992.90	43,992.90	46,042.20	48,091.50	50,140.80
8	38,610.00	40,659.30	42,708.60	44,757.90	44,757.90	46,807.20	48,856.50	50,905.80
9	39,375.00	41,424.30	43,473.60	45,522.90	45,522.90	47,572.20	49,621.50	51,670.80
10	40,140.00	42,189.30	44,238.60	46,287.90	46,287.90	48,337.20	50,386.50	52,435.80
11	40,905.00	42,954.30	45,003.60	47,052.90	47,052.90	49,102.20	51,151.50	53,200.80
12	41,670.00	43,719.30	45,768.60	47,817.90	47,817.90	49,867.20	51,916.50	53,965.80
13	43,036.20	45,085.50	47,134.80	49,184.10	49,184.10	51,233.40	53,282.70	55,332.00
14	44,402.40	46,451.70	48,501.00	50,550.30	50,550.30	52,599.60	54,648.90	56,698.20
15	45,768.60	47,817.90	49,867.20	51,916.50	51,916.50	53,965.80	56,015.10	58,064.40
16	47,134.80	49,184.10	51,233.40	53,282.70	53,282.70	55,332.00	57,381.30	59,430.60
17	48,501.00	50,550.30	52,599.60	54,648.90	54,648.90	56,698.20	58,747.50	60,796.80
18	48,501.00	50,550.30	52,599.60	55,332.00	55,332.00	57,381.30	59,430.60	61,479.90
19	48,501.00	50,550.30	52,599.60	55,332.00	55,332.00	57,381.30	59,430.60	61,479.90
20	48,501.00	50,550.30	52,599.60	55,332.00	55,332.00	57,381.30	59,430.60	61,479.90
21	48,501.00	50,550.30	52,599.60	56,698.20	56,698.20	58,747.50	60,796.80	62,846.10

**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 2017-2018 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.