

Board of Education

ACTION

TITLE: Consider Approval of
2019-2020 Proposed Classified Salary Schedules

DATE: April 19, 2019

RESPONSIBLE ADMINISTRATOR: Charles Warren
Chief Financial Officer

BACKGROUND/CONSIDERATIONS:

On April 8, 2019, the Board approved 2019-2020 budget parameters that included the District's desire to restructure some of the classified salary schedules to provide step increases for steps previously frozen in the respective schedules.

The attached updated classified salary schedules provide an average salary increase of 1,241.35 or 5.20% from 2018-2019. This restructure is intended to cover two years of increases and may not be changed again until 2021-2022.

Act 563 of the 2019 Arkansas Assembly allows bus drivers "designated by the superintendent as a full-time school bus driver" to be eligible for the District's health insurance program. The notes to the bus driver salary schedule has been adjusted to reflect the new benefit.

The following page summarizes the approach to each classified salary schedule.

RECOMMENDATION:

The Administration recommends the Board approve the District's 2019-2020 classified salary schedules attached.

If the Board agrees, the motion would read: ***move to approve the Fort Smith Public Schools 2019-2020 salary schedules as attached.***

Definitions:

Based on Certified Schedules – This salary schedule is mathematically calculated as a factor of each step of the certified salary schedule. No restructuring was done beyond the changes to the certified salary schedule for 2019-2020.

New for 2019-20 – No employee category was previously identified for this employee group and this new salary schedule was created for these employees.

Restructured – This salary schedule now has 21 steps and each step has a fixed amount increase from the previous step. This fixed amount varies from schedule to schedule and from step to step.

Updated – Each amount in this salary schedule increased by 1.18%. The schedule was not restructured because no new employees will be hired and placed on this schedule.

Classified Salary Schedule	Comments
Child Nutrition	Restructured
Paraprofessional	Restructured
Bilingual/ESL Non-Certified	Updated
Parent Paraeducator	Updated
Secretarial/Office	Restructured
Technology	New for 2019-20
Transportation - Bus Driver	Restructured
Transportation - Mechanic	Restructured
Transportation - Specialist	Restructured
Maintenance	Restructured
Operations	Restructured
Deaf Interpreter	Restructured
Nursing	Based on Certified Schedule
PT/OT Assistant	Based on Certified Schedule
SLP Assistant	Based on Certified Schedule
Professional Support	Based on Certified Schedule
Security	New for 2019-20 Based on Certified Schedule