

## 8.1—CLASSIFIED PERSONNEL SALARY SCHEDULE

The District has five categories of classified personnel: 1) Educational Secretaries and Other Office Personnel; 2) Security and Facilities; 3) Child Nutrition; 4) Paraprofessionals; and 5) Transportation.

All employees are paid based on training and approved experience. Employees will be paid in twenty-four installments. Employees will be compensated through direct deposit. Direct deposit procedures will be in accordance with guidelines promulgated by the District's School Business Office.

Any employee leaving the District prior to the close of the school year is paid in full for the total number of days of service rendered at the end of the next regular pay period.

For the purposes of this Policy, an employee must work one-half (1/2) of the number of their regularly assigned annual work days to qualify for a step increase.

The Superintendent has the authority, when recommending an applicant and his/her placement on the District's salary schedule to the Board for its approval, to consider the applicant's previous work experience with similar duties, responsibilities, and skill sets to those job duties and responsibilities the applicant would assume for the District.

Effective July 1, 2010, one full year credit will be allowed for each year of full-time active military service up to a maximum of four years credit on the District classified salary schedule.

Click link below to connect to current salary schedule:

<https://www.fortsmithschools.org/cms/lib/AR02203514/Centricity/Domain/134/2019-2020%20Salary%20Schedule%20Plus.pdf>

Legal References:       A.C.A. § 6-17-2203  
                              A.C.A. § 6-17-2301  
                              DESE Rules Governing ~~School District Requirements for Personnel Policies, Salary Schedules, Minimum Salaries, and~~ Documents Posted to School District and Education Service Cooperative Websites

Additional Reference: ASBA Model Policies

Date Adopted: June 22, 2020

Last Revised: