

FORT SMITH PUBLIC SCHOOLS  
**PARAPROFESSIONAL STAFF**  
 2022-2023 SALARY SCHEDULE

-RANGE-

STEP	01 LEVEL 01 Passed Test	02 LEVEL 02 60 hours	03 LEVEL 03 Bachelors
1	19,944.00	20,040.00	21,120.00
2	19,944.00	20,160.00	21,360.00
3	19,944.00	20,400.00	21,600.00
4	19,944.00	20,640.00	21,840.00
5	19,944.00	20,880.00	22,080.00
6	19,968.00	21,120.00	22,320.00
7	19,992.00	21,192.00	22,392.00
8	20,064.00	21,264.00	22,464.00
9	20,136.00	21,336.00	22,536.00
10	20,208.00	21,408.00	22,608.00
11	20,280.00	21,480.00	22,680.00
12	20,472.00	21,672.00	22,872.00
13	20,664.00	21,864.00	23,064.00
14	20,856.00	22,056.00	23,256.00
15	21,048.00	22,248.00	23,448.00
16	21,240.00	22,440.00	23,640.00
17	21,432.00	22,632.00	23,832.00
18	21,624.00	22,824.00	24,024.00
19	21,816.00	23,016.00	24,216.00
20	22,008.00	23,208.00	24,408.00
21	22,200.00	23,400.00	24,600.00
22	22,392.00	23,592.00	24,792.00

**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 2022-2023 will be up to \$3,600.
- \* **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.

**FORT SMITH PUBLIC SCHOOLS**  
**BILINGUAL/ESL NON-CERTIFIED INSTRUCTION STAFF**  
**2022-2023 SALARY SCHEDULE**

STEP	-RANGE-					
	01	02	03	04	05	06
	LEVEL 01 0 Points	LEVEL 02 6 Points	LEVEL 03 12 Points	LEVEL 04 18 Points	LEVEL 05 24 Points	LEVEL 06 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
22	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 2022-2023 will be up to \$3,600.
- \* **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.

**FORT SMITH PUBLIC SCHOOLS  
PARENT PARAEDUCATOR STAFF  
2022-2023 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	22,668.00	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
22	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 2022-2023 will be up to \$3,600.
- \* **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.

**FORT SMITH PUBLIC SCHOOLS**  
**TRANSPORTATION STAFF - BUS DRIVER & BUS AIDE**  
**2022-2023 SALARY SCHEDULE**

STEP	-RANGE-					
	01 BUS DRIVER NON-CDL ROUTE	02 BUS DRIVER REGULAR CDL ROUTE	03 BUS DRIVER EXTENDED CDL ROUTE	04 BUS AIDE NON-CDL ROUTE	05 BUS AIDE REGULAR CDL ROUTE	06 BUS AIDE EXTENDED CDL ROUTE
1	11,520.00	12,720.00	13,920.00	10,728.00	10,728.00	12,024.00
2	11,640.00	12,840.00	14,040.00	10,776.00	10,776.00	12,048.00
3	11,760.00	12,960.00	14,160.00	10,824.00	10,824.00	12,072.00
4	11,880.00	13,080.00	14,280.00	10,872.00	10,872.00	12,096.00
5	12,000.00	13,200.00	14,400.00	10,920.00	10,920.00	12,120.00
6	12,120.00	13,320.00	14,520.00	10,968.00	10,968.00	12,168.00
7	12,240.00	13,440.00	14,640.00	11,016.00	11,016.00	12,216.00
8	12,360.00	13,560.00	14,760.00	11,064.00	11,064.00	12,264.00
9	12,480.00	13,680.00	14,880.00	11,112.00	11,112.00	12,312.00
10	12,600.00	13,800.00	15,000.00	11,160.00	11,160.00	12,360.00
11	12,720.00	13,920.00	15,120.00	11,208.00	11,208.00	12,408.00
12	12,768.00	13,968.00	15,168.00	11,256.00	11,256.00	12,456.00
13	12,816.00	14,016.00	15,216.00	11,304.00	11,304.00	12,504.00
14	12,864.00	14,064.00	15,264.00	11,352.00	11,352.00	12,552.00
15	12,912.00	14,112.00	15,312.00	11,400.00	11,400.00	12,600.00
16	12,960.00	14,160.00	15,360.00	11,448.00	11,448.00	12,648.00
17	13,008.00	14,208.00	15,408.00	11,496.00	11,496.00	12,696.00
18	13,056.00	14,256.00	15,456.00	11,544.00	11,544.00	12,744.00
19	13,104.00	14,304.00	15,504.00	11,592.00	11,592.00	12,792.00
20	13,152.00	14,352.00	15,552.00	11,640.00	11,640.00	12,840.00
21	13,200.00	14,400.00	15,600.00	11,688.00	11,688.00	12,888.00
22	13,248.00	14,448.00	15,648.00	11,736.00	11,736.00	12,936.00

**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.
- \* Bus Aides driving a bus as a "Reassigned Bus Driver" are paid an extra \$16 per full day.
- \* 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:
  - 4.0 hours = Non-CDL Bus Route
  - 4.0 hours = Regular CDL Route
  - 4.5 hours = Extended CDL 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 2022-2023 will be up to \$3,600.
- \* **Life Insurance--\$10,000 Policy**--Premium paid by district.

**FORT SMITH PUBLIC SCHOOLS**  
**OFFICE ADMINISTRATIVE ASSISTANT (OAA) STAFF**  
**2022-2023 SALARY SCHEDULE**

STEP	-RANGE-				
	01 ELEMENTARY MEDIA	02 ELEMENTARY	03 SECONDARY	04 ADMINISTRATION	05 ADMINISTRATION 12-Month
1	19,944.00	22,800.00	22,800.00	22,800.00	22,800.00
2	20,424.00	23,400.00	23,400.00	23,400.00	23,400.00
3	20,904.00	24,000.00	24,000.00	24,000.00	24,000.00
4	21,384.00	24,720.00	24,720.00	24,720.00	24,720.00
5	21,864.00	25,440.00	25,440.00	25,440.00	25,440.00
6	22,344.00	26,160.00	26,160.00	26,160.00	26,160.00
7	22,824.00	26,880.00	26,880.00	26,880.00	26,880.00
8	23,304.00	27,600.00	27,600.00	27,600.00	27,600.00
9	23,784.00	28,320.00	28,320.00	28,320.00	28,320.00
10	24,264.00	29,040.00	29,040.00	29,040.00	29,040.00
11	24,384.00	29,160.00	29,160.00	29,160.00	29,160.00
12	24,504.00	29,280.00	29,280.00	29,280.00	29,280.00
13	24,624.00	29,400.00	29,400.00	29,400.00	29,400.00
14	24,744.00	29,520.00	29,520.00	29,520.00	29,520.00
15	24,864.00	29,640.00	29,640.00	29,640.00	29,640.00
16	24,984.00	29,760.00	29,760.00	29,760.00	29,760.00
17	25,104.00	29,880.00	29,880.00	29,880.00	29,880.00
18	25,224.00	30,000.00	30,000.00	30,000.00	30,000.00
19	25,344.00	30,120.00	30,120.00	30,120.00	30,120.00
20	25,464.00	30,360.00	30,360.00	30,360.00	30,360.00
21	25,584.00	30,600.00	30,600.00	30,600.00	30,600.00
22	25,704.00	30,840.00	30,840.00	30,840.00	30,840.00

**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. A legacy index may be added to 12-month employees.
- \* 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 personnel above to qualify for salary indices of .05, .10, .15 or .17 above base contract.

**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 2022-2023 will be up to \$3,600.
- \* **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.

**FORT SMITH PUBLIC SCHOOLS  
DEAF INTERPRETER STAFF  
2022-2023 SALARY SCHEDULE**

<b>STEP</b>	<b>-RANGE-</b>			
	01	02	03	04
	-----COLLEGE HOURS IN INTERPRETER EDUCATION-----			
	12	30	60	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
22	35,640.00	36,240.00	36,840.00	37,440.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 190-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 2022-2023 will be up to \$3,600.
- \* **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.

**FORT SMITH PUBLIC SCHOOLS  
CHILD NUTRITION STAFF  
2022-2023 SALARY SCHEDULE**

	<b>-RANGE-</b>				
	01	02	03	04	05
<b>STEP</b>	<b>FOOD PREP REGULAR</b>	<b>FOOD PREP CERTIFIED</b>	<b>ELEMENTARY MANAGER</b>	<b>SECONDARY MANAGER</b>	<b>WAREHOUSE 8 Hour Day</b>
1	14,040.00	16,200.00	18,240.00	21,240.00	23,850.00
2	14,280.00	16,224.00	18,480.00	21,480.00	24,516.00
3	14,520.00	16,248.00	18,720.00	21,720.00	25,182.00
4	14,760.00	16,272.00	18,960.00	21,960.00	25,848.00
5	15,000.00	16,296.00	19,200.00	22,200.00	26,514.00
6	15,120.00	16,320.00	19,320.00	22,320.00	27,180.00
7	15,240.00	16,440.00	19,440.00	22,440.00	27,846.00
8	15,360.00	16,560.00	19,560.00	22,560.00	28,512.00
9	15,480.00	16,680.00	19,680.00	22,680.00	29,178.00
10	15,600.00	16,800.00	19,800.00	22,800.00	29,844.00
11	15,720.00	16,920.00	19,920.00	22,920.00	30,510.00
12	15,840.00	17,040.00	20,040.00	23,040.00	31,176.00
13	15,960.00	17,160.00	20,160.00	23,160.00	31,842.00
14	16,080.00	17,280.00	20,280.00	23,280.00	31,950.00
15	16,200.00	17,400.00	20,400.00	23,400.00	32,058.00
16	16,320.00	17,520.00	20,520.00	23,520.00	32,166.00
17	16,440.00	17,640.00	20,640.00	23,640.00	32,274.00
18	16,560.00	17,760.00	20,760.00	23,760.00	32,382.00
19	16,680.00	17,880.00	20,880.00	23,880.00	32,490.00
20	16,800.00	18,000.00	21,000.00	24,000.00	32,598.00
21	16,920.00	18,120.00	21,120.00	24,120.00	32,706.00
22	17,040.00	18,240.00	21,240.00	24,240.00	32,814.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 180-day contract year. The base workday is 6 hours.
- \* Warehouse base workday is 8 hours. For contracts exceeding 180 days, a "days index" is applied to the base salary listed above.
- \* Child Nutrition certification required for 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 2022-2023 will be up to \$3,600.
- \* **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.

**FORT SMITH PUBLIC SCHOOLS  
TECHNOLOGY STAFF  
2022-2023 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
22	44,472.00	59,160.00	60,360.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 240-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 2022-2023 will be up to \$3,600.
- \* **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.



**FORT SMITH PUBLIC SCHOOLS**  
**TRANSPORTATION STAFF**  
**Vehicle Technician, Mechanic, Head Mechanic**  
**2022-2023 SALARY SCHEDULE**

<b>STEP</b>	<b>-RANGE-</b>		
	01 VEHICLE TECHNICIAN	02 MECHANIC	03 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
22	40,800.00	52,560.00	54,600.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 240-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 2022-2023 will be up to \$3,600.

\* **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.

**FORT SMITH PUBLIC SCHOOLS**  
**TRANSPORTATION STAFF**  
*Transportation Specialist*  
**2022-2023 SALARY SCHEDULE**

-RANGE-

01

TRANSPORTATION  
SPECIALIST

STEP	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
22	36,720.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 190-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 2022-2023 will be up to \$3,600.
- \* **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.

**FORT SMITH PUBLIC SCHOOLS  
MAINTENANCE STAFF  
2022-2023 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	28,800.00	31,800.00	32,520.00	34,800.00	36,360.00	37,080.00
2	29,040.00	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
22	38,640.00	43,752.00	44,472.00	46,752.00	48,312.00	49,032.00

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 240-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 2022-2023 will be up to \$3,600.

\* **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.

**FORT SMITH PUBLIC SCHOOLS  
NURSING STAFF  
2022-2023 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 LICENSED PRACTICAL NURSE (LPN)</b>	<b>02 REGISTERED NURSE - ADN</b>	<b>03 REGISTERED NURSE (BACHELOR)</b>	<b>04 REGISTERED NURSE BACH + 12 HRS</b>	<b>05 REGISTERED NURSE (MASTERS)</b>
1	36,080.00	40,040.00	44,000.00	46,300.00	50,900.00
2	36,634.00	40,654.00	44,675.00	46,975.00	51,575.00
3	37,187.00	41,269.00	45,350.00	47,650.00	52,250.00
4	37,741.00	41,883.00	46,025.00	48,325.00	52,925.00
5	38,294.00	42,497.00	46,700.00	49,000.00	53,600.00
6	38,848.00	43,111.00	47,375.00	49,675.00	54,275.00
7	39,401.00	43,726.00	48,050.00	50,350.00	54,950.00
8	39,955.00	44,340.00	48,725.00	51,025.00	55,625.00
9	40,508.00	44,954.00	49,400.00	51,700.00	56,300.00
10	41,062.00	45,568.00	50,075.00	52,375.00	56,975.00
11	41,615.00	46,183.00	50,750.00	53,050.00	57,650.00
12	42,169.00	46,797.00	51,425.00	53,725.00	58,325.00
13	42,722.00	47,411.00	52,100.00	54,400.00	59,000.00
14	43,276.00	48,025.00	52,775.00	55,075.00	59,675.00
15	43,829.00	48,640.00	53,450.00	55,750.00	60,350.00
16	44,383.00	49,254.00	54,125.00	56,425.00	61,025.00
17	44,936.00	49,868.00	54,800.00	57,100.00	61,700.00
18	45,490.00	50,482.00	55,475.00	57,775.00	62,375.00
19	46,043.00	51,097.00	56,150.00	58,450.00	63,050.00
20	46,597.00	51,711.00	56,825.00	59,125.00	63,725.00
21	47,150.00	52,325.00	57,500.00	59,800.00	64,400.00
22	47,704.00	52,939.00	58,175.00	60,475.00	65,075.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 190-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 2022-2023 will be up to \$3,600.
- \* **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.

**FORT SMITH PUBLIC SCHOOLS  
OPERATIONS STAFF  
2022-2023 SALARY SCHEDULE**

STEP	-RANGE-			
	01 SECONDARY SCHOOL	02 ELEMENTARY SCHOOL	03 BUILDING ENGINEER A	04 BUILDING ENGINEER B
1	28,800.00	28,800.00	34,320.00	34,800.00
2	28,860.00	28,860.00	34,800.00	35,280.00
3	28,920.00	28,920.00	35,280.00	35,760.00
4	28,980.00	29,040.00	35,760.00	36,240.00
5	29,040.00	29,520.00	36,240.00	36,720.00
6	29,280.00	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
22	33,360.00	34,440.00	41,160.00	41,640.00

**BUILDING ENGINEER A:** CHAFFIN, DARBY, KIMMONS, RAMSEY, PEAK

**BUILDING ENGINEER B:** NORTHSIDE, SOUTHSIDE

**SCHEDULE NOTES:**

\* Schedule is based upon a 240-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 2022-2023 will be up to \$3,600.

\* **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.

*FORT SMITH PUBLIC SCHOOLS*  
**PHYSICAL/OCCUPATIONAL THERAPIST ASSISTANT STAFF**  
**2022-2023 SALARY SCHEDULE**  
**-RANGE-**

01

**STEP**

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1	42,680.00
2	43,335.00
3	43,990.00
4	44,644.00
5	45,299.00
6	45,954.00
7	46,609.00
8	47,263.00
9	47,918.00
10	48,573.00
11	49,228.00
12	49,882.00
13	50,537.00
14	51,192.00
15	51,847.00
16	52,501.00
17	53,156.00
18	53,811.00
19	54,466.00
20	55,120.00
21	55,775.00
22	56,430.00

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**SCHEDULE NOTES:**

\* Schedule is based upon a 190-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 2022-2023 will be up to \$3,600.

\* **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.

**FORT SMITH PUBLIC SCHOOLS  
PROFESSIONAL SUPPORT STAFF  
2022-2023 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<b>01 LEVEL 1</b>	<b>02 LEVEL 2</b>	<b>03 LEVEL 3</b>
1	41,684.00	44,463.00	54,008.00
2	42,324.00	47,403.00	54,724.00
3	42,963.00	48,119.00	55,440.00
4	43,603.00	48,835.00	56,156.00
5	44,242.00	49,551.00	56,872.00
6	44,882.00	50,267.00	57,589.00
7	45,521.00	50,984.00	58,305.00
8	46,161.00	51,700.00	59,021.00
9	46,800.00	52,416.00	59,737.00
10	47,439.00	53,132.00	60,453.00
11	48,079.00	53,848.00	61,170.00
12	48,718.00	54,565.00	61,886.00
13	49,358.00	55,281.00	62,602.00
14	49,997.00	55,997.00	63,318.00
15	50,637.00	56,713.00	64,035.00
16	51,276.00	57,429.00	64,751.00
17	51,916.00	58,146.00	65,467.00
18	52,555.00	58,862.00	66,183.00
19	53,195.00	59,578.00	66,899.00
20	53,834.00	60,294.00	67,616.00
21	54,474.00	61,011.00	68,332.00
22	55,113.00	61,727.00	69,048.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 240-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 2022-2023 will be up to \$3,600.
- \* **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.

**FORT SMITH PUBLIC SCHOOLS  
SECURITY STAFF  
2022-2023 SALARY SCHEDULE**

**-RANGE-**

<b>STEP</b>	<sup>01</sup> <b>POLICE OFFICER</b>	<sup>02</sup> <b>SUPERVISOR OF SAFETY &amp; SECURITY</b>	<sup>03</sup> <b>DIRECTOR OF SAFETY &amp; SECURITY</b>
1	44,000.00	46,300.00	50,900.00
2	44,675.00	46,975.00	51,575.00
3	45,350.00	47,650.00	52,250.00
4	46,025.00	48,325.00	52,925.00
5	46,700.00	49,000.00	53,600.00
6	47,375.00	49,675.00	54,275.00
7	48,050.00	50,350.00	54,950.00
8	48,725.00	51,025.00	55,625.00
9	49,400.00	51,700.00	56,300.00
10	50,075.00	52,375.00	56,975.00
11	50,750.00	53,050.00	57,650.00
12	51,425.00	53,725.00	58,325.00
13	52,100.00	54,400.00	59,000.00
14	52,775.00	55,075.00	59,675.00
15	53,450.00	55,750.00	60,350.00
16	54,125.00	56,425.00	61,025.00
17	54,800.00	57,100.00	61,700.00
18	55,475.00	57,775.00	62,375.00
19	56,150.00	58,450.00	63,050.00
20	56,825.00	59,125.00	63,725.00
21	57,500.00	59,800.00	64,400.00
22	58,175.00	60,475.00	65,075.00

**SCHEDULE NOTES:**

- \* Schedule is based upon a 190-day contract year. The base workday is 8 hours. For contracts exceeding 190 days, a "days index" is applied to the base salary listed above.
- \* SUPERVISOR OF SAFETY & SECURITY: Step 22, 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 0.22.
- \* DIRECTOR OF SAFETY & SECURITY: Step 22, 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 0.22.

**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 2022-2023 will be up to \$3,600.
- \* **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.



**FORT SMITH PUBLIC SCHOOLS**  
**SPEECH-LANGUAGE PATHOLOGY ASSISTANT (SLPA) STAFF**  
**2022-2023 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	39,600.00	41,670.00	43,740.00	45,810.00	45,810.00	47,889.00	49,968.00	52,047.00
2	40,208.00	42,278.00	44,348.00	46,418.00	46,418.00	48,497.00	50,576.00	52,655.00
3	40,815.00	42,885.00	44,955.00	47,025.00	47,025.00	49,104.00	51,183.00	53,262.00
4	41,423.00	43,493.00	45,563.00	47,633.00	47,633.00	49,712.00	51,791.00	53,870.00
5	42,030.00	44,100.00	46,170.00	48,240.00	48,240.00	50,319.00	52,398.00	54,477.00
6	42,638.00	44,708.00	46,778.00	48,848.00	48,848.00	50,927.00	53,006.00	55,085.00
7	43,245.00	45,315.00	47,385.00	49,455.00	49,455.00	51,534.00	53,613.00	55,692.00
8	43,853.00	45,923.00	47,993.00	50,063.00	50,063.00	52,142.00	54,221.00	56,300.00
9	44,460.00	46,530.00	48,600.00	50,670.00	50,670.00	52,749.00	54,828.00	56,907.00
10	45,068.00	47,138.00	49,208.00	51,278.00	51,278.00	53,357.00	55,436.00	57,515.00
11	45,675.00	47,745.00	49,815.00	51,885.00	51,885.00	53,964.00	56,043.00	58,122.00
12	46,283.00	48,353.00	50,423.00	52,493.00	52,493.00	54,572.00	56,651.00	58,730.00
13	46,890.00	48,960.00	51,030.00	53,100.00	53,100.00	55,179.00	57,258.00	59,337.00
14	47,498.00	49,568.00	51,638.00	53,708.00	53,708.00	55,787.00	57,866.00	59,945.00
15	48,105.00	50,175.00	52,245.00	54,315.00	54,315.00	56,394.00	58,473.00	60,552.00
16	48,713.00	50,783.00	52,853.00	54,923.00	54,923.00	57,002.00	59,081.00	61,160.00
17	49,320.00	51,390.00	53,460.00	55,530.00	55,530.00	57,609.00	59,688.00	61,767.00
18	49,928.00	51,998.00	54,068.00	56,138.00	56,138.00	58,217.00	60,296.00	62,375.00
19	50,535.00	52,605.00	54,675.00	56,745.00	56,745.00	58,824.00	60,903.00	62,982.00
20	51,143.00	53,213.00	55,283.00	57,353.00	57,353.00	59,432.00	61,511.00	63,590.00
21	51,750.00	53,820.00	55,890.00	57,960.00	57,960.00	60,039.00	62,118.00	64,197.00
22	52,358.00	54,428.00	56,498.00	58,568.00	58,568.00	60,647.00	62,726.00	64,805.00

**SCHEDULE NOTES:**

\* Schedule is based upon a 190-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 2022-2023 will be up to \$3,600.
- \* **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.