

FORT SMITH PUBLIC SCHOOLS
CERTIFIED STAFF
2018-2019 SALARY SCHEDULE

-RANGE-

	01	02	03	04	05	06	07	08
	BACHELOR	BACHELOR + 12 HRS	BACHELOR + 24 HRS	BACHELOR + 36 HRS	MASTER	MASTER + 15 HRS	MASTER + 30 HRS	DOCTOR
STEP	BACHELOR							
1	38,050.00	40,333.00	42,616.00	44,899.00	44,899.00	47,182.00	49,465.00	51,748.00
2	38,700.00	40,983.00	43,266.00	45,549.00	45,549.00	47,832.00	50,115.00	52,398.00
3	39,350.00	41,633.00	43,916.00	46,199.00	46,199.00	48,482.00	50,765.00	53,048.00
4	40,000.00	42,283.00	44,566.00	46,849.00	46,849.00	49,132.00	51,415.00	53,698.00
5	40,650.00	42,933.00	45,216.00	47,499.00	47,499.00	49,782.00	52,065.00	54,348.00
6	41,300.00	43,583.00	45,866.00	48,149.00	48,149.00	50,432.00	52,715.00	54,998.00
7	42,150.00	44,433.00	46,716.00	48,999.00	48,999.00	51,282.00	53,565.00	55,848.00
8	43,000.00	45,283.00	47,566.00	49,849.00	49,849.00	52,132.00	54,415.00	56,698.00
9	43,850.00	46,133.00	48,416.00	50,699.00	50,699.00	52,982.00	55,265.00	57,548.00
10	44,700.00	46,983.00	49,266.00	51,549.00	51,549.00	53,832.00	56,115.00	58,398.00
11	45,550.00	47,833.00	50,116.00	52,399.00	52,399.00	54,682.00	56,965.00	59,248.00
12	46,400.00	48,683.00	50,966.00	53,249.00	53,249.00	55,532.00	57,815.00	60,098.00
13	47,922.00	50,205.00	52,488.00	54,771.00	54,771.00	57,054.00	59,337.00	61,620.00
14	49,444.00	51,727.00	54,010.00	56,293.00	56,293.00	58,576.00	60,859.00	63,142.00
15	50,966.00	53,249.00	55,532.00	57,815.00	57,815.00	60,098.00	62,381.00	64,664.00
16	52,488.00	54,771.00	57,054.00	59,337.00	59,337.00	61,620.00	63,903.00	66,186.00
17	54,010.00	56,293.00	58,576.00	60,859.00	60,859.00	63,142.00	65,425.00	67,708.00
18	54,010.00	56,293.00	58,576.00	61,620.00	61,620.00	63,903.00	66,186.00	68,469.00
19	54,010.00	56,293.00	58,576.00	61,620.00	61,620.00	63,903.00	66,186.00	68,469.00
20	54,010.00	56,293.00	58,576.00	61,620.00	61,620.00	63,903.00	66,186.00	68,469.00
21	54,010.00	56,293.00	58,576.00	63,142.00	63,142.00	65,425.00	67,708.00	69,991.00

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 2018-2019 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
2018-2019 SALARY SCHEDULE**

STEP	-RANGE-					
	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	15,673.55	15,987.02	16,300.48	16,613.96	16,927.46	17,554.36
2	15,987.02	16,300.48	16,613.96	16,927.46	17,240.91	17,867.81
3	16,300.48	16,613.96	16,927.46	17,240.91	17,554.36	18,181.31
4	16,613.96	16,927.46	17,240.91	17,554.36	17,867.86	18,494.79
5	16,927.46	17,240.91	17,554.36	17,867.86	18,181.31	18,808.26
6	17,240.91	17,554.36	17,867.86	18,181.31	18,494.79	19,121.76
7	17,554.36	17,867.86	18,181.31	18,494.79	18,808.27	19,435.19
8	17,867.86	18,181.31	18,494.79	18,808.27	19,121.76	19,748.69
9	18,181.31	18,494.79	18,808.27	19,121.76	19,435.21	20,062.15
10	18,494.79	18,808.27	19,121.76	19,435.21	19,748.70	20,375.59
11	19,121.76	19,435.21	19,748.70	20,062.15	20,375.61	21,002.58
12	19,435.21	19,748.70	20,062.15	20,375.61	20,689.09	21,316.03
13	19,435.21	19,748.70	20,062.15	20,375.61	20,689.09	21,316.03
14	19,435.21	19,748.70	20,062.15	20,375.61	20,689.09	21,316.03
15	19,748.69	20,062.16	20,375.59	20,689.09	21,002.58	21,629.48
16	19,748.69	20,062.16	20,375.59	20,689.09	21,002.58	21,629.48
17	19,748.69	20,062.16	20,375.59	20,689.09	21,002.58	21,629.48
18	19,748.69	20,062.16	20,375.59	20,689.09	21,002.58	21,629.48
19	19,748.69	20,062.16	20,375.59	20,689.09	21,002.58	21,629.48
20	20,062.15	20,375.61	20,689.05	21,002.58	21,316.02	21,942.98

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 2018-2019 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
2018-2019 SALARY SCHEDULE

-RANGE-

	01	02	03	04	05	06	07
	BUS DRIVER	BUS DRIVER	BUS DRIVER	BUS AIDE	BUS AIDE	BUS AIDE	BUS AIDE
	SHORT ROUTE	REGULAR ROUTE	EXTEND ROUTE	REGULAR ROUTE	REGULAR ROUTE	EXTEND ROUTE	EXTEND ROUTE
STEP				WITHOUT CDL	WITH CDL	WITHOUT CDL	WITH CDL
1	10,291.08	11,413.82	12,536.51	8,513.28	9,059.89	9,074.63	9,621.25
2	10,615.38	11,738.10	12,860.82	8,759.15	9,331.89	9,320.51	9,893.25
3	10,615.38	11,738.10	12,860.82	8,759.15	9,331.89	9,320.51	9,893.25
4	10,615.38	11,738.10	12,860.82	8,759.15	9,331.89	9,320.51	9,893.25
5	10,615.38	11,738.10	12,860.82	8,759.15	9,331.89	9,320.51	9,893.25
6	10,939.74	12,062.45	13,185.15	9,002.38	9,611.78	9,563.74	10,173.12
7	10,939.74	12,062.45	13,185.15	9,002.38	9,611.78	9,563.74	10,173.12
8	10,939.74	12,062.45	13,185.15	9,002.38	9,611.78	9,563.74	10,173.12
9	10,939.74	12,062.45	13,185.15	9,002.38	9,611.78	9,563.74	10,173.12
10	10,939.74	12,062.45	13,185.15	9,002.38	9,611.78	9,563.74	10,173.12
11	11,261.42	12,384.15	13,506.85	9,240.38	9,899.48	9,801.74	10,460.82

SCHEDULE NOTES:

* Schedule is based upon a 179-day contract year.

* Activity Trips pay for 2018-2019 will be at the rate of \$15.00 per hour.

FORT SMITH PUBLIC SCHOOLS
SECRETARIAL/OFFICE STAFF
2018-2019 SALARY SCHEDULE

STEP	-RANGE-				
	01 ELEMENTARY A	02 ELEMENTARY B	03 SECONDARY A	04 SECONDARY B	05 ADMINISTRATION
1	18,266.79	19,560.30	19,560.30	22,706.88	21,981.53
2	18,815.66	20,209.97	20,209.97	23,435.45	22,685.62
3	19,361.29	20,862.97	20,862.97	24,167.30	23,392.97
4	19,910.17	21,515.98	21,515.98	24,899.14	24,101.95
5	20,459.06	22,165.67	22,165.67	25,627.70	24,807.65
6	21,007.96	22,818.68	22,818.68	26,359.59	25,516.66
7	21,553.54	23,471.69	23,471.69	27,088.18	26,222.34
8	22,102.46	24,121.34	24,121.34	27,820.01	26,931.32
9	22,651.33	24,774.36	24,774.36	28,551.87	27,637.05
10	22,651.33	24,774.36	24,774.36	28,551.87	27,637.05
11	22,651.33	24,774.36	24,774.36	28,551.87	27,637.05
12	22,651.33	24,774.36	24,774.36	28,551.87	27,637.05
13	22,651.33	24,774.36	24,774.36	28,551.87	27,637.05
14	22,651.33	24,774.36	24,774.36	28,551.87	27,637.05
15	23,200.23	25,427.38	25,427.38	29,280.44	28,342.76
16	23,200.23	25,427.38	25,427.38	29,280.44	28,342.76
17	23,200.23	25,427.38	25,427.38	29,280.44	28,342.76
18	23,200.23	25,427.38	25,427.38	29,280.44	28,342.76
19	23,200.23	25,427.38	25,427.38	29,280.44	28,342.76
20	23,745.85	26,077.03	26,077.03	30,012.28	29,051.73

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 2018-2019 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
2018-2019 SALARY SCHEDULE**

STEP	-RANGE-			
	01	02	03	04
	-----COLLEGE HOURS IN INTERPRETER EDUCATION----- 12	30	60	90
1	21,310.70	21,736.88	22,163.09	22,589.29
2	22,163.09	22,589.29	23,015.55	23,441.73
3	23,015.55	23,441.73	23,867.97	24,294.18
4	23,867.97	24,294.18	24,720.36	25,146.59
5	24,720.36	25,146.59	25,572.82	25,999.01
6	25,572.82	25,999.01	26,425.23	26,851.46
7	26,425.23	26,851.46	27,277.66	27,703.85
8	27,277.66	27,703.85	28,130.08	28,556.28
9	28,130.08	28,556.28	28,981.87	29,408.73
10	28,982.50	29,408.73	29,834.96	30,261.15
11	29,834.96	30,261.15	30,687.37	31,113.59
12	30,687.37	31,113.59	31,539.79	31,966.04
13	31,539.79	31,966.04	32,392.23	32,818.46
14	32,392.23	32,818.46	33,244.64	33,670.85
15	33,244.64	33,670.85	34,097.08	34,523.30
16	34,097.08	34,523.30	34,949.51	35,375.73
17	34,097.08	34,523.30	34,949.51	35,375.73
18	34,097.08	34,523.30	34,949.51	35,375.73
19	34,097.08	34,523.30	34,949.51	35,375.73
20	34,097.08	34,523.30	34,949.51	35,375.73

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 2018-2019 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
2018-2019 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	18,553.24	18,923.63	19,295.36	19,665.77	20,037.48	20,779.66
2	18,831.02	19,202.77	19,573.17	19,943.56	20,315.29	21,057.44
3	19,108.83	19,480.57	19,850.94	20,222.69	20,593.08	21,335.21
4	19,387.98	19,758.37	20,130.10	20,500.50	20,872.24	21,614.34
5	19,665.77	20,037.48	20,407.89	20,779.66	21,150.03	21,892.14
6	19,943.56	20,315.29	20,685.70	21,057.44	21,427.81	22,169.94
7	20,222.69	20,593.08	20,964.84	21,335.21	21,706.95	22,449.06
8	20,500.50	20,872.24	21,242.64	21,614.34	21,984.76	22,726.89
9	20,779.66	21,150.03	21,521.78	21,892.14	22,263.90	23,006.05
10	21,057.44	21,427.81	21,799.57	22,169.94	22,541.66	23,283.83
11	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
12	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
13	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
14	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
15	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
16	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
17	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
18	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
19	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60
20	21,335.21	21,706.95	22,077.31	22,449.06	22,819.47	23,561.60

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 2018-2019 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
2018-2019 SALARY SCHEDULE

-RANGE-						
	01	02	03	04	05	06
STEP	FOOD PREP REGULAR	FOOD PREP CERTIFIED	ELEM SUPV REGULAR	ELEM SUPV CERTIFIED	SEC MGR REGULAR	SEC MGR CERTIFIED
1	11,884.16	12,741.50	14,320.30	14,914.61	17,700.69	18,313.61
2	12,120.75	12,982.98	14,914.61	15,527.60	17,700.69	18,313.61
3	12,357.35	13,224.42	15,527.60	16,121.92	17,700.69	18,313.61
4	12,593.96	13,465.89	16,121.92	16,734.87	17,700.69	18,313.61
5	12,830.49	13,707.35	16,121.92	16,734.87	17,700.69	18,313.61
6	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
7	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
8	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
9	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
10	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
11	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
12	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
13	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
14	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
15	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
16	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
17	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
18	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
19	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61
20	13,067.09	13,948.83	16,121.92	16,734.87	17,700.69	18,313.61

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 2018-2019 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
2018-2019 SALARY SCHEDULE**

STEP	-RANGE-					
	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	22,403.84	22,851.90	23,299.99	23,748.08	24,196.11	25,092.32
2	22,851.90	23,299.99	23,748.08	24,196.11	24,644.24	25,540.39
3	23,299.99	23,748.08	24,196.11	24,644.24	25,092.32	25,988.48
4	23,748.08	24,196.11	24,644.24	25,092.32	25,540.39	26,436.51
5	24,196.11	24,644.24	25,092.32	25,540.39	25,988.48	26,884.62
6	24,644.24	25,092.32	25,540.39	25,988.48	26,436.51	27,332.68
7	25,092.32	25,540.39	25,988.48	26,436.51	26,884.62	27,780.79
8	25,540.39	25,988.48	26,436.51	26,884.62	27,332.68	28,228.84
9	25,988.48	26,436.51	26,884.62	27,332.68	27,780.79	28,676.92
10	26,436.51	26,884.62	27,332.68	27,780.79	28,228.84	29,124.98
11	27,332.68	27,780.79	28,228.84	28,676.92	29,124.98	30,021.18
12	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
13	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
14	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
15	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
16	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
17	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
18	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
19	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21
20	27,780.79	28,228.84	28,676.92	29,124.98	29,573.08	30,469.21

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 2018-2019 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
Schedule formerly used for Print Staff - Pressman
2018-2019 SALARY SCHEDULE

STEP	SALARY
1	25,768.00
2	26,669.88
3	27,571.77
4	28,473.66
5	29,375.54
6	30,277.40
7	31,179.29
8	32,081.15
9	32,983.05
10	33,884.94
11	34,786.80
12	35,688.68
13	35,688.68
14	35,688.68
15	35,688.68
16	35,688.68
17	36,590.56
18	36,590.56
19	36,590.56
20	36,590.56

SCHEDULE NOTES:

- * The base workyear is 250 days. The base workday is 8 hours. Full-time employees are paid for 2,000 hours per 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 2018-2019 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
2018-2019 SALARY SCHEDULE

	-RANGE-							
	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	40,218.65	42,631.77	45,044.89	47,458.01	47,458.01	49,871.13	52,284.25	54,697.37
2	40,905.70	43,318.82	45,731.94	48,145.06	48,145.06	50,558.18	52,971.30	55,384.41
3	41,592.75	44,005.87	46,418.98	48,832.10	48,832.10	51,245.22	53,658.34	56,071.46
4	42,279.79	44,692.91	47,106.03	49,519.15	49,519.15	51,932.27	54,345.39	56,758.51
5	42,966.84	45,379.96	47,793.08	50,206.20	50,206.20	52,619.32	55,032.44	57,445.55
6	43,653.89	46,067.01	48,480.12	50,893.24	50,893.24	53,306.36	55,719.48	58,132.60
7	44,552.33	46,965.45	49,378.57	51,791.69	51,791.69	54,204.81	56,617.93	59,031.05
8	45,450.78	47,863.90	50,277.02	52,690.13	52,690.13	55,103.25	57,516.37	59,929.49
9	46,349.22	48,762.34	51,175.46	53,588.58	53,588.58	56,001.70	58,414.82	60,827.94
10	47,247.67	49,660.79	52,073.91	54,487.03	54,487.03	56,900.15	59,313.26	61,726.38
11	48,146.11	50,559.23	52,972.35	55,385.47	55,385.47	57,798.59	60,211.71	62,624.83
12	49,044.56	51,457.68	53,870.80	56,283.92	56,283.92	58,697.04	61,110.16	63,523.27
13	50,653.31	53,066.42	55,479.54	57,892.66	57,892.66	60,305.78	62,718.90	65,132.02
14	52,262.05	54,675.17	57,088.29	59,501.41	59,501.41	61,914.53	64,327.65	66,740.77
15	53,870.80	56,283.92	58,697.04	61,110.16	61,110.16	63,523.27	65,936.39	68,349.51
16	55,479.54	57,892.66	60,305.78	62,718.90	62,718.90	65,132.02	67,545.14	69,958.26
17	57,088.29	59,501.41	61,914.53	64,327.65	64,327.65	66,740.77	69,153.89	71,567.01
18	57,088.29	59,501.41	61,914.53	65,132.02	65,132.02	67,545.14	69,958.26	72,371.38
19	57,088.29	59,501.41	61,914.53	65,132.02	65,132.02	67,545.14	69,958.26	72,371.38
20	57,088.29	59,501.41	61,914.53	65,132.02	65,132.02	67,545.14	69,958.26	72,371.38
21	57,088.29	59,501.41	61,914.53	66,740.77	66,740.77	69,153.89	71,567.01	73,980.12

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 2018-2019 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
PROFESSIONAL SUPPORT STAFF
2018-2019 SALARY SCHEDULE**

	-RANGE-		
	01	02	03
STEP	LEVEL 1	BACHELOR	MASTER
1	35,979.92	40,415.80	47,690.65
2	36,594.56	41,106.22	48,381.06
3	37,209.20	41,796.63	49,071.48
4	37,823.83	42,487.05	49,761.89
5	38,438.47	43,177.46	50,452.31
6	39,053.11	43,867.88	51,142.72
7	39,856.87	44,770.73	52,045.57
8	40,660.62	45,673.58	52,948.42
9	41,464.38	46,576.42	53,851.27
10	42,268.13	47,479.27	54,754.12
11	43,071.89	48,382.12	55,656.97
12	43,875.65	49,284.97	56,559.82
13	45,314.84	50,901.61	58,176.45
14	46,754.04	52,518.24	59,793.08
15	48,193.24	54,134.87	61,409.72
16	49,632.44	55,751.50	63,026.35
17	51,071.63	57,368.13	64,642.98
18	51,071.63	57,368.13	65,451.30
19	51,071.63	57,368.13	65,451.30
20	51,071.63	57,368.13	65,451.30
21	51,071.63	57,368.13	67,067.93

SCHEDULE NOTES:

- * Schedule is based upon a 250-day contract year.
- * Additional responsibility index range of 5% to 50% assigned to qualified positions.

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 2018-2019 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
2018-2019 SALARY SCHEDULE

-RANGE-			
STEP	Vehicle Technician	Mechanic	Head Mechanic
1	29,746.63	35,398.50	37,510.50
2	30,490.29	36,637.12	38,749.15
3	31,233.96	37,875.79	39,987.79
4	31,977.63	39,114.43	41,226.44
5	32,721.29	40,353.09	42,465.09
6	33,464.96	41,591.74	43,703.76
7	34,208.60	42,830.38	44,942.37
8	34,952.29	44,069.02	46,181.04
9	35,695.95	45,307.69	47,419.70
10	36,439.61	46,546.35	48,658.35
11	37,183.30	47,784.97	49,897.01
12	37,926.94	49,023.63	51,135.65
13	37,926.94	49,023.63	51,135.65
14	37,926.94	49,023.63	51,135.65
15	37,926.94	49,023.63	51,135.65
16	37,926.94	49,023.63	51,135.65
17	38,670.63	50,262.28	52,374.28
18	38,670.63	50,262.28	52,374.28
19	38,670.63	50,262.28	52,374.28
20	38,670.63	50,262.28	52,374.28

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 2018-2019 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
Special Projects Driver, Transportation Specialist, Assistant Supervisor
2018-2019 SALARY SCHEDULE

-RANGE-

STEP	Special Projects Driver	Transportation Specialist	Assistant Supervisor
1	20,135.20	26,940.87	31,708.89
2	20,638.58	27,613.40	32,818.32
3	21,141.93	28,285.90	33,927.79
4	21,645.33	28,958.43	35,037.23
5	22,148.71	29,630.93	36,146.67
6	22,652.08	30,303.46	37,256.11
7	23,155.46	30,975.95	38,365.57
8	23,658.83	31,648.48	39,475.02
9	24,162.22	32,321.01	40,584.48
10	24,665.57	32,993.50	41,693.92
11	25,168.98	34,338.54	42,803.36
12	25,672.38	34,338.54	43,912.81
13	25,672.38	34,338.54	43,912.81
14	25,672.38	34,338.54	43,912.81
15	25,672.38	34,338.54	43,912.81
16	25,672.38	34,338.54	43,912.81
17	26,175.74	35,011.04	45,022.26
18	26,175.74	35,011.04	45,022.26
19	26,175.74	35,011.04	45,022.26
20	26,175.74	35,011.04	45,022.26

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 2018-2019 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
2018-2019 SALARY SCHEDULE**

-RANGE-

STEP	01 MAINT. A	02 MAINT. B	03 MAINT. C	04 FOREMAN A	05 FOREMAN B	06 FOREMAN C
1	27,039.53	31,097.24	31,923.14	34,077.66	35,693.60	36,519.48
2	27,721.15	32,030.86	32,856.79	35,011.31	36,627.23	37,453.13
3	28,404.07	33,000.41	33,790.41	35,944.94	37,596.77	38,386.75
4	29,050.41	33,934.04	34,759.95	36,914.51	38,530.47	39,356.33
5	29,732.69	34,867.69	35,693.60	37,848.14	39,464.05	40,289.95
6	30,414.96	35,837.24	36,627.23	38,817.71	40,433.60	41,223.57
7	31,097.24	36,770.86	37,596.77	39,751.31	41,367.23	42,193.15
8	31,779.47	37,704.52	38,530.42	40,684.95	42,300.87	43,126.77
9	32,461.78	38,674.02	39,464.05	41,654.50	43,270.39	44,060.40
10	33,108.17	39,607.67	40,433.60	42,588.11	44,204.03	45,029.92
11	33,790.41	40,577.23	41,367.23	43,521.78	45,173.56	45,963.58
12	34,472.66	41,510.86	42,300.87	44,491.29	46,107.21	46,897.23
13	34,472.66	41,510.86	42,300.87	44,491.29	46,107.21	46,897.23
14	34,472.66	41,510.86	42,300.87	44,491.29	46,107.21	46,897.23
15	34,472.66	41,510.86	42,300.87	44,491.29	46,107.21	46,897.23
16	34,472.66	41,510.86	42,300.87	44,491.29	46,107.21	46,897.23
17	35,154.94	42,444.52	43,270.39	45,424.92	47,040.83	47,866.77
18	35,154.94	42,444.52	43,270.39	45,424.92	47,040.83	47,866.77
19	35,154.94	42,444.52	43,270.39	45,424.92	47,040.83	47,866.77
20	35,154.94	42,444.52	43,270.39	45,424.92	47,040.83	47,866.77

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 2018-2019 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
2018-2019 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	31,201.00	34,626.00	38,050.00	40,333.00	44,899.00
2	31,734.00	35,217.00	38,700.00	40,983.00	45,549.00
3	32,267.00	35,809.00	39,350.00	41,633.00	46,199.00
4	32,800.00	36,400.00	40,000.00	42,283.00	46,849.00
5	33,333.00	36,992.00	40,650.00	42,933.00	47,499.00
6	33,866.00	37,583.00	41,300.00	43,583.00	48,149.00
7	34,563.00	38,357.00	42,150.00	44,433.00	48,999.00
8	35,260.00	39,130.00	43,000.00	45,283.00	49,849.00
9	35,957.00	39,904.00	43,850.00	46,133.00	50,699.00
10	36,654.00	40,677.00	44,700.00	46,983.00	51,549.00
11	37,351.00	41,451.00	45,550.00	47,833.00	52,399.00
12	38,048.00	42,224.00	46,400.00	48,683.00	53,249.00
13	39,296.00	43,609.00	47,922.00	50,205.00	54,771.00
14	40,544.00	44,994.00	49,444.00	51,727.00	56,293.00
15	41,792.00	46,379.00	50,966.00	53,249.00	57,815.00
16	43,040.00	47,764.00	52,488.00	54,771.00	59,337.00
17	44,288.00	49,149.00	54,010.00	56,293.00	60,859.00
18	44,288.00	49,149.00	54,010.00	56,293.00	61,620.00
19	44,288.00	49,149.00	54,010.00	56,293.00	61,620.00
20	44,288.00	49,149.00	54,010.00	56,293.00	61,620.00
21	44,288.00	49,149.00	54,010.00	56,293.00	63,142.00

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 2018-2019 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
2018-2019 SALARY SCHEDULE

STEP	-RANGE-			
	01 SECONDARY SCHOOL	02 ELEMENTARY SCHOOL	03 BUILDING ENGINEER A	04 BUILDING ENGINEER B
1	25,854.51	26,895.83	33,610.87	34,113.60
2	26,357.25	27,398.61	34,113.60	34,652.23
3	26,895.86	27,937.26	34,652.23	35,154.94
4	27,398.61	28,439.94	35,154.94	35,693.60
5	27,937.26	28,942.69	35,693.60	36,196.33
6	28,439.94	29,481.34	36,196.33	36,699.05
7	28,942.69	29,984.07	36,699.05	37,237.71
8	29,481.34	30,522.68	37,237.71	37,740.39
9	29,984.07	31,025.42	37,740.39	38,279.04
10	30,522.68	31,528.16	38,279.04	38,781.76
11	31,025.42	32,066.78	38,781.76	39,284.49
12	31,528.16	32,569.50	39,284.49	39,823.13
13	31,528.16	32,569.50	39,284.49	39,823.13
14	31,528.16	32,569.50	39,284.49	39,823.13
15	31,528.16	32,569.50	39,284.49	39,823.13
16	31,528.16	32,569.50	39,284.49	39,823.13
17	32,066.78	33,108.17	39,823.13	40,325.87
18	32,066.78	33,108.17	39,823.13	40,325.87
19	32,066.78	33,108.17	39,823.13	40,325.87
20	32,066.78	33,108.17	39,823.13	40,325.87

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 2018-2019 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
2018-2019 SALARY SCHEDULE

STEP

1	36,909.00
2	37,539.00
3	38,170.00
4	38,800.00
5	39,431.00
6	40,061.00
7	40,886.00
8	41,710.00
9	42,535.00
10	43,359.00
11	44,184.00
12	45,008.00
13	46,484.00
14	47,961.00
15	49,437.00
16	50,913.00
17	52,390.00
18	52,390.00
19	52,390.00
20	52,390.00
21	52,390.00

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 2018-2019 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
2018-2019 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	34,245.00	36,299.70	38,354.40	40,409.10	40,409.10	42,463.80	44,518.50	46,573.20
2	34,830.00	36,884.70	38,939.40	40,994.10	40,994.10	43,048.80	45,103.50	47,158.20
3	35,415.00	37,469.70	39,524.40	41,579.10	41,579.10	43,633.80	45,688.50	47,743.20
4	36,000.00	38,054.70	40,109.40	42,164.10	42,164.10	44,218.80	46,273.50	48,328.20
5	36,585.00	38,639.70	40,694.40	42,749.10	42,749.10	44,803.80	46,858.50	48,913.20
6	37,170.00	39,224.70	41,279.40	43,334.10	43,334.10	45,388.80	47,443.50	49,498.20
7	37,935.00	39,989.70	42,044.40	44,099.10	44,099.10	46,153.80	48,208.50	50,263.20
8	38,700.00	40,754.70	42,809.40	44,864.10	44,864.10	46,918.80	48,973.50	51,028.20
9	39,465.00	41,519.70	43,574.40	45,629.10	45,629.10	47,683.80	49,738.50	51,793.20
10	40,230.00	42,284.70	44,339.40	46,394.10	46,394.10	48,448.80	50,503.50	52,558.20
11	40,995.00	43,049.70	45,104.40	47,159.10	47,159.10	49,213.80	51,268.50	53,323.20
12	41,760.00	43,814.70	45,869.40	47,924.10	47,924.10	49,978.80	52,033.50	54,088.20
13	43,129.80	45,184.50	47,239.20	49,293.90	49,293.90	51,348.60	53,403.30	55,458.00
14	44,499.60	46,554.30	48,609.00	50,663.70	50,663.70	52,718.40	54,773.10	56,827.80
15	45,869.40	47,924.10	49,978.80	52,033.50	52,033.50	54,088.20	56,142.90	58,197.60
16	47,239.20	49,293.90	51,348.60	53,403.30	53,403.30	55,458.00	57,512.70	59,567.40
17	48,609.00	50,663.70	52,718.40	54,773.10	54,773.10	56,827.80	58,882.50	60,937.20
18	48,609.00	50,663.70	52,718.40	55,458.00	55,458.00	57,512.70	59,567.40	61,622.10
19	48,609.00	50,663.70	52,718.40	55,458.00	55,458.00	57,512.70	59,567.40	61,622.10
20	48,609.00	50,663.70	52,718.40	55,458.00	55,458.00	57,512.70	59,567.40	61,622.10
21	48,609.00	50,663.70	52,718.40	56,827.80	56,827.80	58,882.50	60,937.20	62,991.90

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 2018-2019 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.