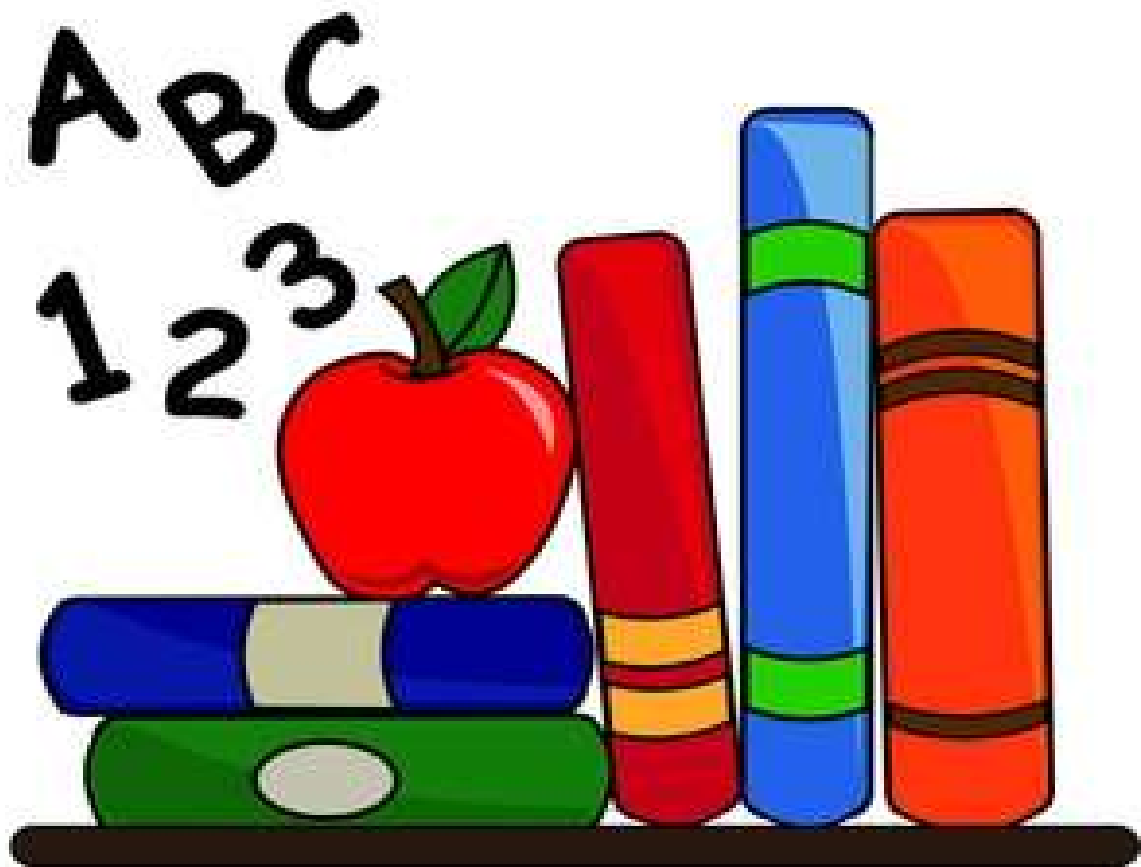

Nathan Gairhan, Board
President July 1, 2023

Rogers Public Schools Salary Schedules 2023-2024



Fringe Benefits

All full-time employees are eligible for medical insurance. The district contribution is \$300 per employee per month. Full-time is defined for health insurance as 30 hours per week.

All full-time employees receive long-term disability insurance paid for by the district.

The school district contributes 15% of employee salaries to the Arkansas Teacher Retirement System.

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Rogers Public Schools
Certified Teacher Salary Schedule
2023-2024

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30 Ed.S	PhD/Ed.D
1	50,000	50,816	51,633	52,446	53,263	54,078	54,892
2	50,816	51,633	52,446	53,263	54,078	54,892	55,708
3	51,633	52,446	53,263	54,078	54,892	55,708	56,523
4	52,446	53,263	54,078	54,892	55,708	56,523	57,339
5	53,263	54,078	54,892	55,708	56,523	57,339	58,154
6	54,078	54,892	55,708	56,523	57,339	58,154	58,969
7	54,892	55,708	56,523	57,339	58,154	58,969	59,783
8	55,708	56,523	57,339	58,154	58,969	59,783	60,598
9	56,523	57,339	58,154	58,969	59,783	60,598	61,415
10	57,339	58,154	58,969	59,783	60,598	61,415	62,230
11	58,154	58,969	59,783	60,598	61,415	62,230	63,045
12	58,969	59,783	60,598	61,415	62,230	63,045	63,861
13	59,783	60,598	61,415	62,230	63,045	63,861	64,676
14	60,598	61,415	62,230	63,045	63,861	64,676	65,491
15	61,415	62,230	63,045	63,861	64,676	65,491	66,305
16	62,230	63,045	63,861	64,676	65,491	66,305	67,121
17	63,045	63,861	64,676	65,491	66,305	67,121	67,937
18	63,861	64,676	65,491	66,305	67,121	67,937	68,752
19	64,676	65,491	66,305	67,121	67,937	68,752	69,568
20	65,491	66,305	67,121	67,937	68,752	69,568	70,383
21	66,305	67,121	67,937	68,752	69,568	70,383	71,198
22	67,121	67,937	68,752	69,568	70,383	71,198	72,042
23	67,937	68,752	69,568	70,383	71,198	72,012	72,828
24		69,568	70,383	71,198	72,012	72,828	73,642
25		70,383	71,198	72,012	72,828	73,642	74,457
26			72,012	72,828	73,642	74,457	75,275
27			72,828	73,642	74,457	75,275	76,091
28			73,642	74,457	75,275	76,091	76,907
29				75,275	76,091	76,907	77,723
30				76,091	76,907	77,723	78,539
31				76,907	77,723	78,539	79,355

Experience: The Rogers Public School District will allow up to thirteen (13) years of public school experience outside the state of Arkansas (in extenuating circumstances the superintendent may waive the experience cap); full credit for a public school accredited by the Arkansas Department of Education, or a private school within the state of Arkansas accredited by a nationally recognized accrediting association, or an institution of higher education accredited by a nationally recognized institution accrediting association. Ark. Code 6-17-2403(c).

Increments: An increment will be paid for the 15 hour step between degrees provided, (1) Credit leads to an advanced degree, or (2) Work is done in area of teacher assignment, and only after minimal certification requirements have been met. It shall be the responsibility of the teacher to have records in the central office and eligibility established by October 1. Contract will be changed at that time.

Paid Planning Ratio per teaching period
 (Effective 7/1/92)

Teaching Period
 1 to 2
 3 to 4
 5 to 6

Planning Period
 None
 One-half
 One

Based on 192 days, 7 hour day.

Revised 3/2023

Rogers Public Schools
Certified Administrative Salary Schedule
2023-2024

I. Method of Calculation

- A. New administrators are placed on the appropriate range of the teacher salary schedule, beginning on step 18.
- B. Calculate per diem rate (divide by 192).
- C. Multiply by length of contract.
- D. Apply the added administrative index.

II. Administrative Index

POSITION	Index	Length of Contract
Assistant Elementary Principal	12 - 22%	205
Assistant Middle School Principal	16 - 26%	210
Assistant High School Principal	19 - 29%	225
Elementary Principal	20 - 31%	220
Middle School Principal	22 - 33%	225
High School Principal	30 - 60%	230
Principal of Alternative School	20 - 60%	210-230
Director of Performing Arts	7 - 17%	208
Director of Advanced Programs	7 - 17%	212
Director of Testing/504	7 - 17%	212
Director of Career & Technical Ed	7 - 17%	215
Director of ALE/Flexible Learning	15 - 25%	212-220
Director of ESOL & Migrant	20 - 30%	220
Director of Special Education	20 - 30%	220
Assistant Director of Special Education	15 - 25%	220
Director of Early Childhood/HIPPY	20 - 30%	210
Director of Athletics*	20 - 35%	230
Executive Director of Counseling and Student Services	15 - 25%	220
Executive Director of Curriculum and Instruction	15 - 30%	225
Executive Director of State and Federal Programs	15 - 30%	220
Assistant Superintendent*	35 - 70%	232
Deputy Superintendent*	40 - 80%	232
Superintendent**	90 - 135%	260

*(+ Up to \$1200 travel as determined by Superintendent)

**(\$3400 travel, car allowance or rental)

Revised 3/2023

Rogers Public Schools
Classified Administrative Salary Schedule
2023-2024

I. Method of Calculation

- A. Individuals new to this schedule may be placed at step 1.
- B. Calculate per diem rate (divide by 192).
- C. Multiply by length of contract.
- D. Apply the added administrative index.

II. Administrative Index

Position	Index	Days
Director of Data & Accountability	1 - 10%	215
Assistant Director of Facilities	1 - 10%	230
Assistant Director of Finance	1 - 10%	230
Assistant Director of Child Nutrition	1 - 10%	230
Director of Transportation	5 - 20%	230
Director of Child Nutrition	5 - 20%	230
Director of Facilities	5 - 20%	230
Asst Dir of Tech / Systems Manager	5 - 20%	230
Chief Operations Officer	25 - 70%	230
Chief Financial Officer	25 - 70%	230
Chief Information Officer	25 - 70%	230

Step	Years of Experience	Base (192 Days)
1	12	62,230
2	13	63,045
3	14	63,861
4	15	64,676
5	16	65,491
6	17	66,305
7	18	67,121
8	19	67,937
9	20	68,752
10	21	69,568
11	22	70,383
12	23	71,198
13	24	72,012
14	25	72,828
15	26	73,642
16	27	74,457
17	28	75,275
18	29	76,091
19	30	76,907

Salary based on lane 4 of teacher salary schedule.

Degree preferred.

Rogers Public Schools
Nurse/Interpreter Salary Schedule
2023-2024

Step	LPN	RN - ASN	RN - BSN	RN - MSN	Head Nurse BSN	Head Nurse MSN	Deaf Interpreter
	189 days	189 days	189 days	189 days	192 days	192 days	187 days
1	33,574	39,334	41,939	44,542	47,146	49,751	27,489
2	33,885	39,952	42,557	45,160	47,764	50,369	27,829
3	34,196	40,570	43,175	45,778	48,382	50,987	28,169
4	34,507	41,188	43,793	46,396	49,000	51,605	28,509
5	34,818	41,806	44,411	47,014	49,618	52,223	28,849
6	35,129	42,424	45,029	47,632	50,236	52,841	29,189
7	35,440	43,042	45,647	48,250	50,854	53,459	29,529
8	35,751	43,660	46,265	48,868	51,472	54,077	29,869
9	36,062	44,278	46,883	49,486	52,090	54,695	30,209
10	36,373	44,896	47,501	50,104	52,708	55,313	30,549
11	36,684	45,514	48,119	50,722	53,326	55,931	30,889
12	36,995	46,132	48,737	51,340	53,944	56,549	31,229
13	37,306	46,750	49,355	51,958	54,562	57,167	31,569
14	37,617	47,368	49,973	52,576	55,180	57,785	31,909
15	37,928	47,986	50,591	53,194	55,798	58,403	32,249
16	38,239	48,604	51,209	53,812	56,416	59,021	32,589
17	38,550	49,222	51,827	54,430	57,034	59,639	32,929
18	38,861	49,840	52,445	55,048	57,652	60,257	33,269
19	39,172	50,458	53,063	55,666	58,270	60,875	33,609
20	39,483	51,076	53,681	56,284	58,888	61,493	33,949
21	39,794	51,694	54,299	56,902	59,506	62,111	34,289
22	40,105	52,312	54,917	57,520	60,124	62,729	34,629
23	40,416	52,930	55,535	58,138	60,742	63,347	34,969
24	40,727	53,548	56,153	58,756	61,360	63,965	35,309
25		54,166	56,771	59,374	61,978	64,583	35,649
26		54,784	57,389	59,992	62,596	65,201	35,989
27		55,402	58,007	60,610	63,214	65,819	implemented in 2024-25
28		56,020	58,625	61,228	63,832	66,437	implemented in 2025-26
29		56,638	59,243	61,846	64,450	67,055	implemented in 2026-27
30		57,256	59,861	62,464	65,068	67,673	implemented in 2027-28

Experience: All relevant experience, will be credited toward the salary schedule.

Since all relevant experience may now be counted, current employees may increase a maximum of two steps per year until reaching the appropriate step.

All positions are based on a 7 hour work day.

Revised 3/2023

Rogers Public Schools
Social Worker/Spanish Communications Specialist Salary Schedule
2023-2024

Step	BA	MA
1	46,129	48,893
2	46,908	49,708
3	47,687	50,523
4	48,466	51,338
5	49,245	52,153
6	50,024	52,968
7	50,803	53,783
8	51,582	54,598
9	52,361	55,413
10	53,140	56,228
11	53,919	57,043
12	54,698	57,858
13	55,477	58,673
14	56,256	59,488
15	57,035	60,303
16	57,814	61,118
17	58,593	61,933
18	59,372	62,748
19	60,151	63,563
20	60,930	64,378
21	61,709	65,193
22	62,488	66,008
23	63,267	66,823
24	64,046	67,638
25		68,453
26		69,268
27		70,083
28		70,898
29		71,713
30		72,528
31		73,343

Based on 7 hours a day, 192 days per year.

Revised 3/2023

**Rogers Public Schools
Occupational Therapist Salary Schedule
2023-2024**

Step	Occupational Therapist	Occupational Therapist Assistant
1	78,783	39,652
2	79,663	40,532
3	80,543	41,412
4	81,423	42,292
5	82,303	43,172
6	83,183	44,052
7	84,063	44,932
8	84,943	45,812
9	85,823	46,692
10	86,703	47,572
11	87,583	48,452
12	88,463	49,332
13	89,343	50,212
14	90,223	51,092
15	91,103	51,972
16	91,983	52,852
17	92,863	53,732
18	93,743	54,612
19	94,623	55,492

Based on 192 days, 7 hours per day.

Revised 3/2023

**Rogers Public Schools
Clerical/Aide Salary Schedule
2023-2024**

Step	Area A		Area B			Area C		
	178 days	180 days	178 days	180 days	182 days	180 days	187 days	207 days
1	18,594	18,805	19,506	19,724	20,145	19,459	20,217	22,378
2	19,081	19,297	20,016	20,240	20,661	19,926	20,702	22,915
3	19,568	19,789	20,526	20,756	21,177	20,393	21,187	23,452
4	20,055	20,281	21,036	21,272	21,693	20,860	21,672	23,989
5	20,542	20,773	21,546	21,788	22,209	21,327	22,157	24,526
6	21,029	21,265	22,056	22,304	22,725	21,794	22,642	25,063
7	21,516	21,757	22,566	22,820	23,241	22,261	23,127	25,600
8	22,003	22,249	23,076	23,336	23,757	22,728	23,612	26,137
9	22,490	22,741	23,586	23,852	24,273	23,195	24,097	26,674
10	22,977	23,233	24,096	24,368	24,789	23,662	24,582	27,211
11	23,464	23,725	24,606	24,884	25,305	24,129	25,067	27,748
12	23,951	24,217	25,116	25,400	25,821	24,596	25,552	28,285
13	24,438	24,709	25,626	25,916	26,337	25,063	26,037	28,822
14	24,925	25,201	26,136	26,432	26,853	25,530	26,522	29,359
15	25,412	25,693	26,646	26,948	27,369	25,997	27,007	29,896
16	25,899	26,185	27,156	27,464	27,885	26,464	27,492	30,433
17	26,386	26,677	27,666	27,980	28,401	26,931	27,977	30,970
18	26,873	27,169	28,176	28,496	28,917	27,398	28,462	31,507
19	27,360	27,661	28,686	29,012	29,433	27,865	28,947	32,044
20	27,847	28,153	29,196	29,528	29,949	28,332	29,432	32,581
21	28,334	28,645	29,706	30,044	30,465	28,799	29,917	33,118
22	28,821	29,137	30,216	30,560	30,981	29,266	30,402	33,655
23	29,308	29,629	30,726	31,076	31,497	29,733	30,887	34,192
24	29,795	30,121	31,236	31,592	32,013	30,200	31,372	34,729

Experience: Up to thirteen (13) years of previous school experience and one-half outside related experience, not to exceed thirteen (13) total years, will be credited toward the salary schedule.

Revised 3/2023

**Rogers Public Schools
Clerical/Aide Salary Schedule
2023-2024**

Step	Area D				Area E				
	207 days	212 days	220 days	230 days	200 days	215 days	220 days	230 days	230 days (8 hrs)
1	23,161	23,720	24,616	25,735	23,192	24,930	25,510	26,670	30,372
2	23,664	24,235	25,151	26,294	23,703	25,441	26,033	27,217	30,990
3	24,167	24,750	25,686	26,853	24,214	25,952	26,556	27,764	31,608
4	24,670	25,265	26,221	27,412	24,725	26,463	27,079	28,311	32,226
5	25,173	25,780	26,756	27,971	25,236	26,974	27,602	28,858	32,844
6	25,676	26,295	27,291	28,530	25,747	27,485	28,125	29,405	33,462
7	26,179	26,810	27,826	29,089	26,258	27,996	28,648	29,952	34,080
8	26,682	27,325	28,361	29,648	26,769	28,507	29,171	30,499	34,698
9	27,185	27,840	28,896	30,207	27,280	29,018	29,694	31,046	35,316
10	27,688	28,355	29,431	30,766	27,791	29,529	30,217	31,593	35,934
11	28,191	28,870	29,966	31,325	28,302	30,040	30,740	32,140	36,552
12	28,694	29,385	30,501	31,884	28,813	30,551	31,263	32,687	37,170
13	29,197	29,900	31,036	32,443	29,324	31,062	31,786	33,234	37,788
14	29,700	30,415	31,571	33,002	29,835	31,573	32,309	33,781	38,406
15	30,203	30,930	32,106	33,561	30,346	32,084	32,832	34,328	39,024
16	30,706	31,445	32,641	34,120	30,857	32,595	33,355	34,875	39,642
17	31,209	31,960	33,176	34,679	31,368	33,106	33,878	35,422	40,260
18	31,712	32,475	33,711	35,238	31,879	33,617	34,401	35,969	40,878
19	32,215	32,990	34,246	35,797	32,390	34,128	34,924	36,516	41,496
20	32,718	33,505	34,781	36,356	32,901	34,639	35,447	37,063	42,114
21	33,221	34,020	35,316	36,915	33,412	35,150	35,970	37,610	42,732
22	33,724	34,535	35,851	37,474	33,923	35,661	36,493	38,157	43,350
23	34,227	35,050	36,386	38,033	34,434	36,172	37,016	38,704	43,968
24	34,730	35,565	36,921	38,592	34,945	36,683	37,539	39,251	44,586

Experience: Up to thirteen (13) years of previous school experience and one-half outside related experience, not to exceed thirteen (13) total years, will be credited toward the salary schedule.

Revised 3/2023

**Rogers Public Schools
Clerical/Aide Salary Schedule
2023-2024**

Step	AREA F			Area G			Area H
	180 days	220 days	230 days	207 days	215 days	230 days	230 days
1	24,191	29,567	30,910	29,591	30,736	32,880	40,396
2	24,600	30,067	31,433	30,058	31,221	33,399	40,896
3	25,009	30,567	31,956	30,525	31,706	33,918	41,396
4	25,418	31,067	32,479	30,992	32,191	34,437	41,896
5	25,827	31,567	33,002	31,459	32,676	34,956	42,396
6	26,236	32,067	33,525	31,926	33,161	35,475	42,896
7	26,645	32,567	34,048	32,393	33,646	35,994	43,396
8	27,054	33,067	34,571	32,860	34,131	36,513	43,896
9	27,463	33,567	35,094	33,327	34,616	37,032	44,396
10	27,872	34,067	35,617	33,794	35,101	37,551	44,896
11	28,281	34,567	36,140	34,261	35,586	38,070	45,396
12	28,690	35,067	36,663	34,728	36,071	38,589	45,896
13	29,099	35,567	37,186	35,195	36,556	39,108	46,396
14	29,508	36,067	37,709	35,662	37,041	39,627	46,896
15	29,917	36,567	38,232	36,129	37,526	40,146	47,396
16	30,326	37,067	38,755	36,596	38,011	40,665	47,896
17	30,735	37,567	39,278	37,063	38,496	41,184	48,396
18	31,144	38,067	39,801	37,530	38,981	41,703	48,896
19	31,553	38,567	40,324	37,997	39,466	42,222	49,396
20	31,962	39,067	40,847	38,464	39,951	42,741	49,896
21	32,371	39,567	41,370	38,931	40,436	43,260	50,396
22	32,780	40,067	41,893	39,398	40,921	43,779	50,896
23	33,189	40,567	42,416	39,865	41,406	44,298	51,396
24	33,598	41,067	42,939	40,332	41,891	44,817	51,896

Experience: Up to thirteen (13) years of previous school experience and one-half outside related experience, not to exceed thirteen (13) total years, will be credited toward the salary schedule.

Revised 3/2022

Rogers Public Schools

Clerical/Aide Salary Schedule

2023-2024

AREA A - Days: 178/180

ABC - Hippy Home Visitor (178)
Duty Relief Aide (178)
HS Writing Lab Supervisor (178)
In-School Suspension Supervisor (178)
Study Hall Supervisor (178)
Bus Aide (180)
Data Entry Clerk (180)
Library Aide (180)
PT/OT Aide (180)
Special Education Aide (180)
Special Education/ ESOL Receptionist (180)
Student Aide (178)

AREA B - Days: 178/180/182

Instructional Assistant (178/180)
ESOL Instructional Assistant (178)
Health Paraprofessional (180)
Migrant Instructional Assistant (165)
Pre-K Instructional Assistant (180)
Special Education Instructional Assistant (180)
ALE, Personal Assistant (182)
Behavioral Instructional Assistant (182)

AREA C - Days: 180/187/207

Extended Day Secretary (180)
Federal Programs Clerk (180)
Pre-K Receptionist (180)
Migrant Clerk (180)
Assistant Registrar (207)
Attendance Clerk (207)
Clerical Aide (207)
ESOL Secretary (207)
Mail Courier (207)
Pre-K Secretary (207)
Records Secretary (207)
Student Services Secretary (207)

Area B must have 2 years college or pass equivalency test.

* All relevant experience will be counted.

** 20% stipend

*** 18% stipend

\$1,000 stipend for CASBO certification per guidelines.

All positions are based on an average 7 hour work day (exclusive of lunch) unless otherwise noted, but occasionally require up to 40 hours per week. Time over 40 hours will be paid at time and a half and must be approved.

Revised 3/2023

AREA D - Days: 207/212/220/230

ESOL Translators (207)
Pre-K Administrative Assistant (207)
Elementary Secretary / PLC Secretary (212)
ESOL Administrative Assistant (212)
Middle School Secretary (220)
High School Secretary (230)

AREA E - Days: 215/220/230

Special Education Secretary (215/220)
Central Office Secretary (230)
Copy Center Manager (215)
CTE Secretary (200)
School Service Secretary (8 hours per day) (230)
Technology Account Manager (230)

AREA F - Days: 180/220/230

Community-based Scholarship Coordinator (180)
HS Registrar (220)
Executive Secretary Central Office (230)
RHA Coordinator (207)

AREA G - Days: 207/215/230

After School Care Supervisor (207)
Federal Programs Accountant Admin (215)
Accountant (230) *
Administrative Assistant (230) ***
Assistant Treasurer (230) **
Lead Registrar (230)
SIS Coordinator (230)

Area H - Days 230

Benefits Coordinator (230)

**Rogers Public Schools
Technology Salary Schedule
2023-2024**

Step	Computer Tech 230 days	Systems Administrator 230 Days	Asst. Tech Systems Manager 230 days	Application Developer/Data Specialist 230 Days
1	40,271	48,049	55,216	59,643
2	41,187	48,809	55,819	60,311
3	42,103	49,569	56,422	60,979
4	43,019	50,329	57,025	61,647
5	43,935	51,089	57,628	62,315
6	44,851	51,849	58,231	62,983
7	45,767	52,609	58,834	63,651
8	46,683	53,369	59,437	64,319
9	47,599	54,129	60,040	64,987
10	48,515	54,889	60,643	65,655
11	49,431	55,649	61,246	66,323
12	50,347	56,409	61,849	66,991
13	51,263	57,169	62,452	67,659
14	52,179	57,929	63,055	68,327
15	53,095	58,689	63,658	68,995
16	54,011	59,449	64,261	69,663
17	54,927	60,209	64,864	70,331
18	55,843	60,969	65,467	70,999
19	56,759	61,729	66,070	71,667
20	57,675	62,489	66,673	72,335
21	58,591	63,249	67,276	73,003
22	59,507	64,009	67,879	73,671
23	60,423	64,769	68,482	74,339
24	61,339	65,529	69,232	75,089

All relevant experience will be counted.

Based on 8 hours per day, 230 days per year.

Revised 4/2023

Rogers Public Schools
Maintenance Salary Schedule
2023-2024

Step	Maintenance Tech I	Maintenance Tech II, Security Officer		Maintenance Tech III	Maintenance Tech IV Skilled Tradesman, Licensed Journeyman	Master Tradesman	Warehouse, Grounds or Maintenance Supervisor
	240 days	180 days	240 days	240 days	240 days	240 days	240 days
1	29,413	25,034	33,379	38,581	49,453	54,569	56,569
2	30,024	25,586	33,931	38,983	49,854	55,014	57,014
3	30,635	26,138	34,483	39,385	50,255	55,459	57,459
4	31,246	26,690	35,035	39,787	50,656	55,904	57,903
5	31,857	27,242	35,587	40,189	51,057	56,349	58,349
6	32,468	27,794	36,139	40,591	51,458	56,794	58,794
7	33,079	28,346	36,691	40,993	51,859	57,239	59,239
8	33,690	28,898	37,243	41,395	52,260	57,684	59,684
9	34,301	29,450	37,795	41,797	52,661	58,129	60,129
10	34,912	30,002	38,347	42,199	53,062	58,574	60,574
11	35,523	30,554	38,899	42,601	53,463	59,019	61,019
12	36,134	31,106	39,451	43,003	53,864	59,464	61,464
13	36,745	31,658	40,003	43,405	54,265	59,909	61,909
14	37,356	32,210	40,555	43,807	54,666	60,354	62,354
15	37,967	32,762	41,107	44,209	55,067	60,799	62,799
16	38,578	33,314	41,659	44,611	55,468	61,244	63,244
17	39,189	33,866	42,211	45,013	55,869	61,689	63,689
18	39,800	34,418	42,763	45,415	56,270	62,134	64,134
19	40,411	34,970	43,315	45,817	56,671	62,579	64,579
20	41,022	35,522	43,867	46,219	57,072	63,024	65,024
21	41,633	36,074	44,419	46,621	57,473	63,469	65,469
22	42,244	36,626	44,971	47,023	57,874	63,914	65,914
23	42,855	37,178	45,523	47,425	58,275	64,359	66,359
24	43,466	37,730	46,075	47,827	58,676	64,804	66,804

Maintenance I - Semi-skilled in general maintenance and/or repairs under direction.

Maintenance Tech II - Skilled laborer with some schooling and/or experience working on small crew. Ability to operate and maintain small to medium equipment. Typically led by a Maintenance Technician III or higher. Includes four year apprentice. **Security Officer** (180 days).

Maintenance III - Must have had schooling and be able to handle most major and minor repairs independently and capable of leading small work crews. Ability to operate and maintain/repair small to heavy equipment. Typically works under direction of Maintenance Technician IV or higher. Includes unlicensed journeyman.

Maintenance Technician IV - Technician with extensive knowledge and experience either through schooling and/or training and capable of handling repairs without assistance or directing/supervising the work of others to completion. Includes Licensed Journeyman with at least six years experience.

Master Technician - Licensed Master Tradesman with at least six years experience and ability to manage all areas of work including budgeting, estimating and ordering supplies.

All Maintenance positions are based on 8 hours per day.

Supervisor - Technical knowledge of area and ability to supervise and evaluate employees.

Revised (3/2023)

**Rogers Public Schools
Custodian Salary Schedule
2023-2024**

Step	Custodian	Head Custodian 1 (Supervising 1-4)	Head Custodian 2 (Supervising 5-9)
1	25,149	31,006	31,899
2	25,515	31,299	32,196
3	25,881	31,592	32,493
4	26,247	31,885	32,790
5	26,613	32,178	33,087
6	26,979	32,471	33,384
7	27,345	32,764	33,681
8	27,711	33,057	33,978
9	28,077	33,350	34,275
10	28,443	33,643	34,572
11	28,809	33,936	34,869
12	29,175	34,229	35,166
13	29,541	34,522	35,463
14	29,907	34,815	35,760
15	30,273	35,108	36,057
16	30,639	35,401	36,354
17	31,005	35,694	36,651
18	31,371	35,987	36,948
19	31,737	36,280	37,245
20	32,103	36,573	37,542
21	32,469	36,866	37,839
22	32,835	37,159	38,136
23	33,201	37,452	38,433
24	33,567	37,745	38,740

Head Custodian - Must have at least 3 years experience in schools or in the private sector.
Will be able and willing to perform light maintenance, work all necessary equipment and know all procedures for the summer clean-up.

Outside experience will be credited on a 1/2 basis for the first 13 years.

Based on 8 hours a day, 240 days a year.

Revised 3/2023

Rogers Public Schools
Transportation Salary Schedule
2023-2024

Step	Dispatch I	Dispatch II	Mechanic Tech I	Mechanic Tech II	Shop Foreman, Lead Mechanic, Asst. Operations Manager, Student & Tech Manager			Operations Manager
	207 Days	220 Days	240 Days	240 Days	220 Days	230 Days	240 Days	230 Days
1	28,463	35,366	33,379	38,581	45,332	47,393	49,453	54,296
2	29,015	35,768	33,931	38,983	45,733	47,794	49,854	54,741
3	29,567	36,170	34,483	39,385	46,134	48,195	50,255	55,186
4	30,119	36,572	35,035	39,787	46,535	48,596	50,656	55,631
5	30,671	36,974	35,587	40,189	46,936	48,997	51,057	56,076
6	31,223	37,376	36,139	40,591	47,337	49,398	51,458	56,521
7	31,775	37,778	36,691	40,993	47,738	49,799	51,859	56,966
8	32,327	38,180	37,243	41,395	48,139	50,200	52,260	57,411
9	32,879	38,582	37,795	41,797	48,540	50,601	52,661	57,856
10	33,431	38,984	38,347	42,199	48,941	51,002	53,062	58,301
11	33,983	39,386	38,899	42,601	49,342	51,403	53,463	58,746
12	34,535	39,788	39,451	43,003	49,743	51,804	53,864	59,191
13	35,087	40,190	40,003	43,405	50,144	52,205	54,265	59,636
14	35,639	40,592	40,555	43,807	50,545	52,606	54,666	60,081
15	36,191	40,994	41,107	44,209	50,946	53,007	55,067	60,526
16	36,743	41,396	41,659	44,611	51,347	53,408	55,468	60,971
17	37,295	41,798	42,211	45,013	51,748	53,809	55,869	61,416
18	37,847	42,200	42,763	45,415	52,149	54,210	56,270	61,861
19	38,399	42,602	43,315	45,817	52,550	54,611	56,671	62,306
20	38,951	43,004	43,867	46,219	52,951	55,012	57,072	62,751
21	39,503	43,406	44,419	46,621	53,352	55,413	57,473	63,196
22	40,055	43,808	44,971	47,023	53,753	55,814	57,874	63,641
23	40,607	44,210	45,523	47,425	54,154	56,215	58,275	64,086
24	41,159	44,612	46,075	47,827	54,555	56,616	58,676	64,531

*All positions on this schedule are based on an 8 hour day.

Revised 3/2023

**Rogers Public Schools
Transportation Salary Schedule
2023-2024**

Step	Bus Driver Salary 6 Hours
1	18,080
2	18,392
3	18,704
4	19,016
5	19,328
6	19,640
7	19,952
8	20,264
9	20,576
10	20,888
11	21,200
12	21,512
13	21,824
14	22,136
15	22,448
16	22,760
17	23,072
18	23,384
19	23,696
20	24,008
21	24,320
22	24,632
23	24,944
24	25,256

Tier 1: .750 FTE

Tier 2: .833 FTE

Tier 3: .916 FTE

Tier 4: 1.0 FTE

Incentive Pay

Each full time driver and aide will be eligible to earn a \$50 bonus for each month in which they work every contract day (Aug - May).

Each Driver and aide to complete the school year contract will earn an additional \$50 per each month incentive previously earned.

Based on 180 days per year.

Revised 3/2023

Rogers Public Schools
Nutrition Services Salary Schedule
2023-2024

Step	Nutrition Technician		Master Level Nutrition Tech	Non- Certified Manager	Certified Manager	Certified Mentor Manager HS
	180 Days		180 Days	182 Days	182 Days	192 Days
	6 HR.	6.5 HR	6.5 HR	7.5 HR	7.5 HR	8 HR
1	14,625	15,844	18,281	25,594	31,140	35,200
2	14,840	16,074	18,526	25,854	31,400	35,460
3	15,055	16,304	18,771	26,114	31,660	35,720
4	15,270	16,534	19,016	26,374	31,920	35,980
5	15,485	16,764	19,261	26,634	32,180	36,240
6	15,700	16,994	19,506	26,894	32,440	36,500
7	15,915	17,224	19,751	27,154	32,700	36,760
8	16,130	17,454	19,996	27,414	32,960	37,020
9	16,345	17,684	20,241	27,674	33,220	37,280
10	16,560	17,914	20,486	27,934	33,480	37,540
11	16,775	18,144	20,731	28,194	33,740	37,800
12	16,990	18,374	20,976	28,454	34,000	38,060
13	17,205	18,604	21,221	28,714	34,260	38,320
14	17,420	18,834	21,466	28,974	34,520	38,580
15	17,635	19,064	21,711	29,234	34,780	38,840
16	17,850	19,294	21,956	29,494	35,040	39,100
17	18,065	19,524	22,201	29,754	35,300	39,360
18	18,280	19,754	22,446	30,014	35,560	39,620
19	18,495	19,984	22,691	30,274	35,820	39,880
20	18,710	20,214	22,936	30,534	36,080	40,140
21	18,925	20,444	23,181	30,794	36,340	40,400
22	19,140	20,674	23,426	31,054	36,600	40,660
23	19,355	20,904	23,671	31,314	36,860	40,920
24	19,570	21,134	23,916	31,574	37,120	41,180

Experience: Up to thirteen (13) years of previous school experience and one-half outside related experience, not to exceed thirteen (13) total years, will be credited toward the salary schedule.

Certification refers to the State Department Child Nutrition Manager's training, which is help for two weeks during the summer.

Nutrition Substitute: \$12.00 per hour

Rogers Public Schools
Athletic Stipends Salary Schedule 2023-2024

High School Position	Index	Middle School Position	Index
Head Football* (10 Days)**	27%	Head Middle School Football	14%
Assistant Football Coordinator*	22%	Asst. Middle School Football	12%
Asst. Football	18%	Asst. Middle School Football (after school only)	10%
9th Football	18%	Head Middle School Basketball	14%
Head Basketball*	27%	Asst. Middle School Basketball (after school only)	7%
Asst. Basketball	18%	Head Middle School Cross Country	7%
9th Basketball	18%	Asst. Middle School Cross Country (after school only)	4%
Head Cross Country	12%	Head Middle School Volleyball	7%
Asst. Cross Country	9%	Asst. Middle School Volleyball (after school only)	4%
9th Cross Country	9%	Head Middle School Track	7%
Head Volleyball	15%	Asst. Middle School Track (after school only)	4%
Asst. Volleyball	9%	Middle School Cheer	8%
9th Volleyball	9%	Middle School Dance	8%
Head Wrestling	15%		
Asst. Wrestling	8%		
Head Baseball	15%		
Asst. Baseball	10%		
Head Soccer	15%		
Asst. Soccer	10%		
Head Softball	15%		
Asst. Softball	10%		
Head Track	15%		
Asst. Track	9%		
9th Track	9%		
Golf	9%		
Tennis	10%		
Swim	9%		
Head Cheer	10%		
JV Cheer	8%		
9th Cheer	8%		
Head Dance	10%		
JV Dance	8%		
9th Dance	8%		
Bowling / E-Sport	5%		
Athletic Trainers	not on index		

* Year round position (may not coach a second sport).

**Note: Days added to contract

All coaches will be on a 192 day contract. The index is compensation for the extra time as well as the extra responsibilities of these positions.

Rogers Public Schools
Miscellaneous Stipends / Rate Schedule
2023-2024

Description	Hourly Rate
Certified (Extended Day Teacher, Curriculum, etc.)	35.00
Interpreter, EL Assessor	15.00
Classified (Aide, Crossing Guard, After School Care, Detention/Study Hall Supervisor)	12.00
Accompaniment (Music)	15.00
Summer Employee	12.00
Technology Intern	12.00

HHS/RHS Auditorium	Hourly Rate
Supervisor	35.00
Sound Board Tech / Light Board Tech	25.00
Spotlight Tech / Backstage Tech	12.00

Description	Daily Rate
Game Management - Announcer, Gatekeeper, Scorekeeper, Clockkeeper (Excludes Booster Club Volunteer)	40.00

Description	Annual Stipend
Assistant Head Nurse	2,000
Lead Teacher Elementary (Art, Music, PE, Library Media Specialist, Speech Pathologist) (1 day)*	1,000
Lead Teacher Secondary (Music, Library Media Specialist, 6-8 PE, 2 - Oral Comm) (1day)*	1,000
Curriculum Specialist (18 days)*	2,500
Media Specialist (6 days)*	none
Special Ed Consultant (20 days) *	2,500
BCBA	6,000
Deaf Ed. Coordinator	500
National Board Certification	1,000
ONSC	100
School Psychologist/Behavior Specialist (10 days) *	none

Department Chairs (Per Building)	Annual Stipend
Middle School (3 days, no release period) *	1,500
High School (3 days, no release period) (ELA, Math, Sci, SS) *	1,500
High School (non-core, 1 day, no release period) (Art, CTE, PE/H, Sp Ed, World Lang)*	1,500

Academy / Advisory Chairs	Annual Stipend
Lead Academy Chair (1 per HS, no release period, 3 days) *	1,500
High School (5 chairs per HS, no release periods, 2 days) *	1,500

*NOTE - Days added to contract.

Note: Facilitators at middle schools are the Department Heads.

Revised 3/2023

Rogers Public Schools
Miscellaneous Stipends / Rate Schedule
2023-2024

Description	Annual Stipend
<i>Sponsors (divided among ALL sponsors)</i>	
Senior Class**	1,000
Junior Class**	1,000
Sophomore Class**	400
High School Student Council**	1,000
National Honor Society**	500
Quiz Bowl#**	1,000
MS WEB# (2 Sponsors per school)**	250
HS Link Crew# (3 Sponsors per school)**	250
CTE Career Guidance Mentor***	500 / 250
Educators Rising**	500
FCCLA**	500
HOSA**	500
HS Broadcast Journalism	1,000
HS Debate / Speech	1,000
HS DECA**	500
HS Drama	1,200
HS FBLA**	750
HS Literacy Guide	500
HS Newspaper	1,000
HS Yearbook	1,000
MS Yearbook	500
SKILLS**	500
Parent Involvement	100
Music	Annual Stipend
HS Band Director (16 days)*	4,000
HS Asst. Band Director (16 days)*	1,500
HS Choral	1,500
HS Orchestra	1,500
Middle School Band Director	750
Middle School Choral	750
Middle School Orchestra	750

Part Time Virtual Teachers: 1) who teach both face-to-face and virtually, will be compensated a base rate of \$500 per class and \$70 per student per semester, or 2) teachers that are provided a release period to teach virtually will be paid the larger amount of 1/7 of semester contract or \$500 per class plus \$70 per student per semester.

Employees who work with MS WEB, HS Link Crew and Quiz Bowl will be paid a stipend unless time has been allowed.

*NOTE: Days added to contract

**NOTE: Stipends to be paid at the end of the year

***NOTE: \$500 for first teacher, \$250 for each additional teacher

Rogers Public Schools
Substitute Teacher Salary Schedule
2023-2024

The Substitute rates will be as follows:		
Class I	Fully Certified	\$130.00 per day
Class II	College Degree (not certified)	\$115.00 per day
Class III	High School Diploma with 2.5 GPA	\$100.00 per day

The compensation for a long-term substitute is \$185.00 per day. The substitute must meet the minimum state requirement (bachelor's degree) to be used as a long-term substitute. The definition of "long-term" is that the substitute must teach continually in the same assignment for a minimum of 20 days.

A contract may be provided for an individual who meets the long-term substitute requirements and is the teacher of record. The compensation for this contracted position is \$195.00 per day.

These rates will increase with any percentage raise given to non-certified employees.

POSITIONS BASED ON TEACHER'S SALARY (2023 - 2024)

Positions	Days
Academic Facilitator	192
ESOL Specialist: Outreach and Engagement / RHA Advisor*	192
School Psychology Specialist Intern (1/2 BA Beginning Teacher Salary)	192
Administrative Assistant	202
Athletic Trainer	207
MS Counselor	194
HS Counselor	212
Lead Counselor	215
Communications Specialist / Communications Multimedia Specialist	230
Tech Curriculum Specialists (\$2,500 Annual Stipend)	225

*At 90% of teacher salary

Revised 3/2023

Old Pg #	Change	New Pg #
Cover	Change Year from 2022-2023 to 2023-2024	Cover
1	medical insurance district contribution from \$200 to \$300	1
2	Salaries increased \$2,000 per cell	2
3	remove "Director of Honors Academy"	3
3	Change: "Gifted & Talented" to "Advanced Programs	3
3	Add: Director of Testing/504	3
3	Add: Director of ALE/Flexible Learning	3
4	Base (192 Days) Column increased \$2,000	4
5	All columns increased by 4.1667%	5
5	Increased Interpreter starting salary from \$23,246 to \$27,489 & Spread from \$329 to \$340	5
6	All columns increased by 4.1667%	6
7	Column 1 increased \$2000 per cell	7
7	Column 2 increased by 4.1667%	7
8	Area B added 182 day column	8
8	All columns increased by 4.1667%	8
9	All columns increased by 4.1667%	9
10	All columns increased by 4.1667%	10
11	Area B: ALE, Personal Assistant (182)	11
11	Area B: Behaviorial Instructional Assistant (182)	11
11	Area G: Lead Registrar	11
12	Columns 1/2 increased by 4.1667%	12
12	Columns 3/4 increased by \$2,000	12
13	Columns 1-4 increased by 4.1667%	13
13	Columns 5/6 increased \$2000 per cell	13
14	All columns increased by 4.1667%	14
15	Columns 1-5 increased by 4.1667%	15
15	Column 6 increased \$2000 per cell	15
16	All columns increased by 4.1667%	16
17	All columns increased by 4.1667%	17
19	Increased hourly rate for HHS/RHS Auditorium Supervisor \$25 to \$35	19
19	Increased hourly rate for HHS/RHS Auditorium Sound Board/Light Board Tech \$18 to \$25	19
19	Increased daily rate for Game Management workers from \$35 to \$40	19
19	Add: Speech Pathologist to Lead Teacher Elementary annual stipend of \$1,000	19
19	Add: Stipend for Special Ed Consultant \$2,500	19
19	Delete: Testing Coordinator (20 days) *	19

Old Pg #	Change	New Pg #
20	Add ** to Pay CTE stipends at the end of the year	20
20	Add: Parent Involvement \$100	20
20	Increase Annual Stipend for: HS Band Director (16 days)* from \$3,000 to \$4,000	20
20	Increase Annual Stipend for: HS Asst. Band Director (16 days)* from \$1,300 to \$1,500	20
20	Increase Annual Stipend for: HS Choral from \$1,200 to \$1,500	20
20	Increase Annual Stipend for: HS Orchestra from \$1,200 to \$1,500	20
20	Increase Annual Stipend for: Middle School Band Director from \$500 to \$750	20
20	Increase Annual Stipend for: Middle School Choral from \$500 to \$750	20
20	Increase Annual Stipend for: Middle School Orchestra from \$500 to \$750	20
21	Changed Fully Certified Substitute pay rate from \$100 to \$130	21
21	Changed College Degree (not certified) Substitute pay rate from \$92 to \$115	21
21	Changed HS Diploma w/ 2.5 GPA Substitute pay rate from \$85 to \$100	21
21	Changed Long-Term Substitute pay rate from \$170 to \$185	21
21	Changed Contracted Long-Term Substitute pay rate from \$190 to \$195	21