



Nathan Gairhan, Board President
July 1, 2022

Rogers Public Schools

Salary Schedules

2022-2023



Fringe Benefits

All full-time employees are eligible for medical insurance. The district contribution is \$200 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
2022-2023

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30 Ed.S	PhD/Ed.D
1	48,000	48,816	49,633	50,446	51,263	52,078	52,892
2	48,816	49,633	50,446	51,263	52,078	52,892	53,708
3	49,633	50,446	51,263	52,078	52,892	53,708	54,523
4	50,446	51,263	52,078	52,892	53,708	54,523	55,339
5	51,263	52,078	52,892	53,708	54,523	55,339	56,154
6	52,078	52,892	53,708	54,523	55,339	56,154	56,969
7	52,892	53,708	54,523	55,339	56,154	56,969	57,783
8	53,708	54,523	55,339	56,154	56,969	57,783	58,598
9	54,523	55,339	56,154	56,969	57,783	58,598	59,415
10	55,339	56,154	56,969	57,783	58,598	59,415	60,230
11	56,154	56,969	57,783	58,598	59,415	60,230	61,045
12	56,969	57,783	58,598	59,415	60,230	61,045	61,861
13	57,783	58,598	59,415	60,230	61,045	61,861	62,676
14	58,598	59,415	60,230	61,045	61,861	62,676	63,491
15	59,415	60,230	61,045	61,861	62,676	63,491	64,305
16	60,230	61,045	61,861	62,676	63,491	64,305	65,121
17	61,045	61,861	62,676	63,491	64,305	65,121	65,937
18	61,861	62,676	63,491	64,305	65,121	65,937	66,752
19	62,676	63,491	64,305	65,121	65,937	66,752	67,568
20	63,491	64,305	65,121	65,937	66,752	67,568	68,383
21	64,305	65,121	65,937	66,752	67,568	68,383	69,198
22	65,121	65,937	66,752	67,568	68,383	69,198	70,042
23	65,937	66,752	67,568	68,383	69,198	70,012	70,828
24		67,568	68,383	69,198	70,012	70,828	71,642
25		68,383	69,198	70,012	70,828	71,642	72,457
26			70,012	70,828	71,642	72,457	73,275
27			70,828	71,642	72,457	73,275	74,091
28			71,642	72,457	73,275	74,091	74,907
29				73,275	74,091	74,907	75,723
30				74,091	74,907	75,723	76,539
31				74,907	75,723	76,539	77,355

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 3/2022

Rogers Public Schools
Certified Administrative Salary Schedule
2022-2023

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 Honors Academy	1 - 10%	220
Director of Performing Arts	7 - 17%	208
Director of Gifted & Talented	7 - 17%	212
Director of Career & Technical Ed	7 - 17%	215
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 3/2022

Rogers Public Schools
Classified Administrative Salary Schedule
2022-2023

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	60,230
2	13	61,045
3	14	61,861
4	15	62,676
5	16	63,491
6	17	64,305
7	18	65,121
8	19	65,937
9	20	66,752
10	21	67,568
11	22	68,383
12	23	69,198
13	24	70,012
14	25	70,828
15	26	71,642
16	27	72,457
17	28	73,275
18	29	74,091
19	30	74,907

Salary based on lane 4 of teacher salary schedule.

Degree preferred.

Rogers Public Schools
Nurse/Interpreter Salary Schedule
2022-2023

	LPN	RN - ASN	RN - BSN	RN - MSN	Head Nurse BSN	Head Nurse MSN	Deaf Interpreter
Step	189 days	189 days	189 days	189 days	192 days	192 days	187 days
1	32,231	37,761	40,261	42,761	45,261	47,761	23,246
2	32,542	38,379	40,879	43,379	45,879	48,379	23,575
3	32,853	38,997	41,497	43,997	46,497	48,997	23,904
4	33,164	39,615	42,115	44,615	47,115	49,615	24,233
5	33,475	40,233	42,733	45,233	47,733	50,233	24,562
6	33,786	40,851	43,351	45,851	48,351	50,851	24,891
7	34,097	41,469	43,969	46,469	48,969	51,469	25,220
8	34,408	42,087	44,587	47,087	49,587	52,087	25,549
9	34,719	42,705	45,205	47,705	50,205	52,705	25,878
10	35,030	43,323	45,823	48,323	50,823	53,323	26,207
11	35,341	43,941	46,441	48,941	51,441	53,941	26,536
12	35,652	44,559	47,059	49,559	52,059	54,559	26,865
13	35,963	45,177	47,677	50,177	52,677	55,177	27,194
14	36,274	45,795	48,295	50,795	53,295	55,795	27,523
15	36,585	46,413	48,913	51,413	53,913	56,413	27,852
16	36,896	47,031	49,531	52,031	54,531	57,031	28,181
17	37,207	47,649	50,149	52,649	55,149	57,649	28,510
18	37,518	48,267	50,767	53,267	55,767	58,267	28,839
19	37,829	48,885	51,385	53,885	56,385	58,885	29,168
20	38,140	49,503	52,003	54,503	57,003	59,503	29,497
21	38,451	50,121	52,621	55,121	57,621	60,121	29,826
22	38,762	50,739	53,239	55,739	58,239	60,739	30,155
23	39,073	51,357	53,857	56,357	58,857	61,357	30,484
24	39,384	51,975	54,475	56,975	59,475	61,975	30,813
25		52,593	55,093	57,593	60,093	62,593	
26		53,211	55,711	58,211	60,711	63,211	implemented in 2023-24
27		53,829	56,329	58,829	61,329	63,829	implemented in 2024-25
28		54,447	56,947	59,447	61,947	64,447	implemented in 2025-26
29		55,065	57,565	60,065	62,565	65,065	implemented in 2026-27
30		55,683	58,183	60,683	63,183	65,683	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 3/2022

Rogers Public Schools
Social Worker/Spanish Communications Specialist Salary Schedule
2022-2023

Step	BA	MA
1	44,284	46937
2	45,063	47752
3	45,842	48567
4	46,621	49382
5	47,400	50197
6	48,179	51012
7	48,958	51827
8	49,737	52642
9	50,516	53457
10	51,295	54272
11	52,074	55087
12	52,853	55902
13	53,632	56717
14	54,411	57532
15	55,190	58347
16	55,969	59162
17	56,748	59977
18	57,527	60792
19	58,306	61607
20	59,085	62422
21	59,864	63237
22	60,643	64052
23	61,422	64867
24	62,201	65682
25		66497
26		67312
27		68127
28		68942
29		69757
30		70572
31		71387

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

Revised 3/2022

Rogers Public Schools
Occupational Therapist Salary Schedule
2022-2023

Step	Occupational Therapist	Occupational Therapist Assistant
1	76,783	38,066
2	77,663	38,946
3	78,543	39,826
4	79,423	40,706
5	80,303	41,586
6	81,183	42,466
7	82,063	43,346
8	82,943	44,226
9	83,823	45,106
10	84,703	45,986
11	85,583	46,866
12	86,463	47,746
13	87,343	48,626
14	88,223	49,506
15	89,103	50,386
16	89,983	51,266
17	90,863	52,146
18	91,743	53,026
19	92,623	53,906

Based on 192 days, 7 hours per day.

Revised 2/2022

Rogers Public Schools
Clerical/Aide Salary Schedule
2022-2023

Step	Area A		Area B		Area C			Area D			
	178 days	180 days	178 days	180 days	180 days	187 days	207 days	207 days	212 days	220 days	230 days
1	17,850	18,053	18,726	18,935	18,681	19,408	21,483	22,235	22,771	23,631	24,706
2	18,337	18,545	19,236	19,451	19,148	19,893	22,020	22,738	23,286	24,166	25,265
3	18,824	19,037	19,746	19,967	19,615	20,378	22,557	23,241	23,801	24,701	25,824
4	19,311	19,529	20,256	20,483	20,082	20,863	23,094	23,744	24,316	25,236	26,383
5	19,798	20,021	20,766	20,999	20,549	21,348	23,631	24,247	24,831	25,771	26,942
6	20,285	20,513	21,276	21,515	21,016	21,833	24,168	24,750	25,346	26,306	27,501
7	20,772	21,005	21,786	22,031	21,483	22,318	24,705	25,253	25,861	26,841	28,060
8	21,259	21,497	22,296	22,547	21,950	22,803	25,242	25,756	26,376	27,376	28,619
9	21,746	21,989	22,806	23,063	22,417	23,288	25,779	26,259	26,891	27,911	29,178
10	22,233	22,481	23,316	23,579	22,884	23,773	26,316	26,762	27,406	28,446	29,737
11	22,720	22,973	23,826	24,095	23,351	24,258	26,853	27,265	27,921	28,981	30,296
12	23,207	23,465	24,336	24,611	23,818	24,743	27,390	27,768	28,436	29,516	30,855
13	23,694	23,957	24,846	25,127	24,285	25,228	27,927	28,271	28,951	30,051	31,414
14	24,181	24,449	25,356	25,643	24,752	25,713	28,464	28,774	29,466	30,586	31,973
15	24,668	24,941	25,866	26,159	25,219	26,198	29,001	29,277	29,981	31,121	32,532
16	25,155	25,433	26,376	26,675	25,686	26,683	29,538	29,780	30,496	31,656	33,091
17	25,642	25,925	26,886	27,191	26,153	27,168	30,075	30,283	31,011	32,191	33,650
18	26,129	26,417	27,396	27,707	26,620	27,653	30,612	30,786	31,526	32,726	34,209
19	26,616	26,909	27,906	28,223	27,087	28,138	31,149	31,289	32,041	33,261	34,768
20	27,103	27,401	28,416	28,739	27,554	28,623	31,686	31,792	32,556	33,796	35,327
21	27,590	27,893	28,926	29,255	28,021	29,108	32,223	32,295	33,071	34,331	35,886
22	28,077	28,385	29,436	29,771	28,488	29,593	32,760	32,798	33,586	34,866	36,445
23	28,564	28,877	29,946	30,287	28,955	30,078	33,297	33,301	34,101	35,401	37,004
24	29,051	29,369	30,456	30,803	29,422	30,563	33,834	33,804	34,616	35,936	37,563

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
2022-2023**

Step	Area E					AREA F		
	200 days	215 days	220 days	230 days	230 days (8 hrs)	180 days	220 days	230 days
1	22,264	23,933	24,490	25,603	29,157	23,223	28,384	29,674
2	22,775	24,444	25,013	26,150	29,775	23,632	28,884	30,197
3	23,286	24,955	25,536	26,697	30,393	24,041	29,384	30,720
4	23,797	25,466	26,059	27,244	31,011	24,450	29,884	31,243
5	24,308	25,977	26,582	27,791	31,629	24,859	30,384	31,766
6	24,819	26,488	27,105	28,338	32,247	25,268	30,884	32,289
7	25,330	26,999	27,628	28,885	32,865	25,677	31,384	32,812
8	25,841	27,510	28,151	29,432	33,483	26,086	31,884	33,335
9	26,352	28,021	28,674	29,979	34,101	26,495	32,384	33,858
10	26,863	28,532	29,197	30,526	34,719	26,904	32,884	34,381
11	27,374	29,043	29,720	31,073	35,337	27,313	33,384	34,904
12	27,885	29,554	30,243	31,620	35,955	27,722	33,884	35,427
13	28,396	30,065	30,766	32,167	36,573	28,131	34,384	35,950
14	28,907	30,576	31,289	32,714	37,191	28,540	34,884	36,473
15	29,418	31,087	31,812	33,261	37,809	28,949	35,384	36,996
16	29,929	31,598	32,335	33,808	38,427	29,358	35,884	37,519
17	30,440	32,109	32,858	34,355	39,045	29,767	36,384	38,042
18	30,951	32,620	33,381	34,902	39,663	30,176	36,884	38,565
19	31,462	33,131	33,904	35,449	40,281	30,585	37,384	39,088
20	31,973	33,642	34,427	35,996	40,899	30,994	37,884	39,611
21	32,484	34,153	34,950	36,543	41,517	31,403	38,384	40,134
22	32,995	34,664	35,473	37,090	42,135	31,812	38,884	40,657
23	33,506	35,175	35,996	37,637	42,753	32,221	39,384	41,180
24	34,017	35,686	36,519	38,184	43,371	32,630	39,884	41,703

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
2022-2023**

Step	Area G			Area H
	207 days	215 days	230 days	230 days
1	28,407	29,507	31,565	38,780
2	28,874	29,992	32,084	39,280
3	29,341	30,477	32,603	39,780
4	29,808	30,962	33,122	40,280
5	30,275	31,447	33,641	40,780
6	30,742	31,932	34,160	41,280
7	31,209	32,417	34,679	41,780
8	31,676	32,902	35,198	42,280
9	32,143	33,387	35,717	42,780
10	32,610	33,872	36,236	43,280
11	33,077	34,357	36,755	43,780
12	33,544	34,842	37,274	44,280
13	34,011	35,327	37,793	44,780
14	34,478	35,812	38,312	45,280
15	34,945	36,297	38,831	45,780
16	35,412	36,782	39,350	46,280
17	35,879	37,267	39,869	46,780
18	36,346	37,752	40,388	47,280
19	36,813	38,237	40,907	47,780
20	37,280	38,722	41,426	48,280
21	37,747	39,207	41,945	48,780
22	38,214	39,692	42,464	49,280
23	38,681	40,177	42,983	49,780
24	39,148	40,662	43,502	50,280

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
2022-2023**

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

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)

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) **
SIS Coordinator (230)

Area H - Days 230

Benefits Coordinator (230)

**Rogers Public Schools
Technology Salary Schedule
2022-2023**

Step	Computer Tech 230 days	Systems Administrator 230 Days	Asst. Tech Systems Manager 230 days	Application Developer/Data Specialist 230 Days
1	38,660	46,127	53,216	57,643
2	39,576	46,887	53,819	58,311
3	40,492	47,647	54,422	58,979
4	41,408	48,407	55,025	59,647
5	42,324	49,167	55,628	60,315
6	43,240	49,927	56,231	60,983
7	44,156	50,687	56,834	61,651
8	45,072	51,447	57,437	62,319
9	45,988	52,207	58,040	62,987
10	46,904	52,967	58,643	63,655
11	47,820	53,727	59,246	64,323
12	48,736	54,487	59,849	64,991
13	49,652	55,247	60,452	65,659
14	50,568	56,007	61,055	66,327
15	51,484	56,767	61,658	66,995
16	52,400	57,527	62,261	67,663
17	53,316	58,287	62,864	68,331
18	54,232	59,047	63,467	68,999
19	55,148	59,807	64,070	69,667
20	56,064	60,567	64,673	70,335
21	56,980	61,327	65,276	71,003
22	57,896	62,087	65,879	71,671
23	58,812	62,847	66,482	72,339
24	59,728	63,607	67,232	73,089

All relevant experience will be counted.

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

Revised 4/2021

Rogers Public Schools
Maintenance Salary Schedule
2022-2023

	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
Step	240 days	180 days	240 days	240 days	240 days	240 days	240 days
1	28,236	24,033	32,044	37,038	47,475	52,569	54,569
2	28,847	24,585	32,596	37,440	47,876	53,014	55,014
3	29,458	25,137	33,148	37,842	48,277	53,459	55,459
4	30,069	25,689	33,700	38,244	48,678	53,904	55,903
5	30,680	26,241	34,252	38,646	49,079	54,349	56,349
6	31,291	26,793	34,804	39,048	49,480	54,794	56,794
7	31,902	27,345	35,356	39,450	49,881	55,239	57,239
8	32,513	27,897	35,908	39,852	50,282	55,684	57,684
9	33,124	28,449	36,460	40,254	50,683	56,129	58,129
10	33,735	29,001	37,012	40,656	51,084	56,574	58,574
11	34,346	29,553	37,564	41,058	51,485	57,019	59,019
12	34,957	30,105	38,116	41,460	51,886	57,464	59,464
13	35,568	30,657	38,668	41,862	52,287	57,909	59,909
14	36,179	31,209	39,220	42,264	52,688	58,354	60,354
15	36,790	31,761	39,772	42,666	53,089	58,799	60,799
16	37,401	32,313	40,324	43,068	53,490	59,244	61,244
17	38,012	32,865	40,876	43,470	53,891	59,689	61,689
18	38,623	33,417	41,428	43,872	54,292	60,134	62,134
19	39,234	33,969	41,980	44,274	54,693	60,579	62,579
20	39,845	34,521	42,532	44,676	55,094	61,024	63,024
21	40,456	35,073	43,084	45,078	55,495	61,469	63,469
22	41,067	35,625	43,636	45,480	55,896	61,914	63,914
23	41,678	36,177	44,188	45,882	56,297	62,359	64,359
24	42,289	36,729	44,740	46,284	56,698	62,804	64,804

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 (3/2022)

**Rogers Public Schools
Custodian Salary Schedule
2022-2023**

Step	Custodian	Head Custodian 1 (Supervising 1-4)	Head Custodian 2 (Supervising 5-9)
1	24,143	29,766	30,623
2	24,509	30,059	30,920
3	24,875	30,352	31,217
4	25,241	30,645	31,514
5	25,607	30,938	31,811
6	25,973	31,231	32,108
7	26,339	31,524	32,405
8	26,705	31,817	32,702
9	27,071	32,110	32,999
10	27,437	32,403	33,296
11	27,803	32,696	33,593
12	28,169	32,989	33,890
13	28,535	33,282	34,187
14	28,901	33,575	34,484
15	29,267	33,868	34,781
16	29,633	34,161	35,078
17	29,999	34,454	35,375
18	30,365	34,747	35,672
19	30,731	35,040	35,969
20	31,097	35,333	36,266
21	31,463	35,626	36,563
22	31,829	35,919	36,860
23	32,195	36,212	37,157
24	32,561	36,505	37,454

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 3/2022

Rogers Public Schools
Transportation Salary Schedule
2022-2023

	Dispatch I	Dispatch II	Mechanic Tech I	Mechanic Tech II	Shop Foreman, Lead Mechanic, Asst. Operations Manager, Student & Tech Manager			Operations Manager
Step	207 Days	220 Days	240 Days	240 Days	220 Days	230 Days	240 Days	230 Days
1	27,324	33,951	32,044	37,038	43,519	45,497	47,475	52,296
2	27,876	34,353	32,596	37,440	43,920	45,898	47,876	52,741
3	28,428	34,755	33,148	37,842	44,321	46,299	48,277	53,186
4	28,980	35,157	33,700	38,244	44,722	46,700	48,678	53,631
5	29,532	35,559	34,252	38,646	45,123	47,101	49,079	54,076
6	30,084	35,961	34,804	39,048	45,524	47,502	49,480	54,521
7	30,636	36,363	35,356	39,450	45,925	47,903	49,881	54,966
8	31,188	36,765	35,908	39,852	46,326	48,304	50,282	55,411
9	31,740	37,167	36,460	40,254	46,727	48,705	50,683	55,856
10	32,292	37,569	37,012	40,656	47,128	49,106	51,084	56,301
11	32,844	37,971	37,564	41,058	47,529	49,507	51,485	56,746
12	33,396	38,373	38,116	41,460	47,930	49,908	51,886	57,191
13	33,948	38,775	38,668	41,862	48,331	50,309	52,287	57,636
14	34,500	39,177	39,220	42,264	48,732	50,710	52,688	58,081
15	35,052	39,579	39,772	42,666	49,133	51,111	53,089	58,526
16	35,604	39,981	40,324	43,068	49,534	51,512	53,490	58,971
17	36,156	40,383	40,876	43,470	49,935	51,913	53,891	59,416
18	36,708	40,785	41,428	43,872	50,336	52,314	54,292	59,861
19	37,260	41,187	41,980	44,274	50,737	52,715	54,693	60,306
20	37,812	41,589	42,532	44,676	51,138	53,116	55,094	60,751
21	38,364	41,991	43,084	45,078	51,539	53,517	55,495	61,196
22	38,916	42,393	43,636	45,480	51,940	53,918	55,896	61,641
23	39,468	42,795	44,188	45,882	52,341	54,319	56,297	62,086
24	40,020	43,197	44,740	46,284	52,742	54,720	56,698	62,531

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

Revised 3/2022

**Rogers Public Schools
Transportation Salary Schedule
2022-2023**

Step	Bus Driver Salary 6 Hours
1	17,357
2	17,669
3	17,981
4	18,293
5	18,605
6	18,917
7	19,229
8	19,541
9	19,853
10	20,165
11	20,477
12	20,789
13	21,101
14	21,413
15	21,725
16	22,037
17	22,349
18	22,661
19	22,973
20	23,285
21	23,597
22	23,909
23	24,221
24	24,533

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 3/2022

Rogers Public Schools
Nutrition Services Salary Schedule
2022-2023

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	14,040	15,210	17,550	24,570	27,300	33,792
2	14,255	15,440	17,795	24,830	27,560	34,052
3	14,470	15,670	18,040	25,090	27,820	34,312
4	14,685	15,900	18,285	25,350	28,080	34,572
5	14,900	16,130	18,530	25,610	28,340	34,832
6	15,115	16,360	18,775	25,870	28,600	35,092
7	15,330	16,590	19,020	26,130	28,860	35,352
8	15,545	16,820	19,265	26,390	29,120	35,612
9	15,760	17,050	19,510	26,650	29,380	35,872
10	15,975	17,280	19,755	26,910	29,640	36,132
11	16,190	17,510	20,000	27,170	29,900	36,392
12	16,405	17,740	20,245	27,430	30,160	36,652
13	16,620	17,970	20,490	27,690	30,420	36,912
14	16,835	18,200	20,735	27,950	30,680	37,172
15	17,050	18,430	20,980	28,210	30,940	37,432
16	17,265	18,660	21,225	28,470	31,200	37,692
17	17,480	18,890	21,470	28,730	31,460	37,952
18	17,695	19,120	21,715	28,990	31,720	38,212
19	17,910	19,350	21,960	29,250	31,980	38,472
20	18,125	19,580	22,205	29,510	32,240	38,732
21	18,340	19,810	22,450	29,770	32,500	38,992
22	18,555	20,040	22,695	30,030	32,760	39,252
23	18,770	20,270	22,940	30,290	33,020	39,512
24	18,985	20,500	23,185	30,550	33,280	39,772

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

Revised 3/2022

Rogers Public Schools
Athletic Stipends Salary Schedule 2022-2023

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.

Revised 6/2022

Rogers Public Schools
Miscellaneous Stipends / Rate Schedule
2022-2023

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	25.00
Sound Board Tech / Light Board Tech	18.00
Spotlight Tech / Backstage Tech	12.00

Description	Daily Rate
Game Management - Announcer, Gatekeeper, Scorekeeper, Clockkeeper (Excludes Booster Club Volunteer)	35.00

Description	Annual Stipend
Assistant Head Nurse	2,000
Lead Teacher Elementary (Art, Music, PE, Library Media Specialist) (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) *	none
BCBA	6,000
Deaf Ed. Coordinator	500
National Board Certification	1,000
ONSC	100
School Psychologist/Behavior Specialist (10 days) *	none
Testing Coordinator (20 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 3/2022

Rogers Public Schools
Miscellaneous Stipends / Rate Schedule
2022-2023

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
Music	Annual Stipend
HS Band Director (16 days)*	3,000
HS Asst. Band Director (16 days)*	1,300
HS Choral	1,200
HS Orchestra	1,200
Middle School Band Director	500
Middle School Choral	500
Middle School Orchestra	500

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
2022-2023

The Substitute rates will be as follows:		
Class I	Fully Certified	\$100.00 per day
Class II	College Degree (not certified)	\$ 92.00 per day
Class III	High School Diploma with 2.5 GPA	\$ 85.00 per day

The compensation for a long-term substitute is \$170.00 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 \$190.00 per day.

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

POSITIONS BASED ON TEACHER'S SALARY (2022 - 2023)

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 3/2022

Old Page #	Change	New Page #
Cover	Change Year from 2021-2022 to 2022-2023	Cover
Page 1	Remove January 1, 2021 for health insurance, Change 14.75% to 15%	Page 1
Page 1	Updated Table of Contents	Page 1
Page 2	Increase all Certified Salaries \$750	Page 2
Page 3	Remove Director of Counseling and Student Services 13 - 25% 215	Page 3
Page 3	Add Executive Director of Counseling and Student Services	Page 3
Page 4	Add Assistant Director of Finance 1 - 10% 230 Days	Page 4
Page 5	New Nurse Salary Schedule	Page 5
Page 5	Remove the wording "not to exceed 13 total years"	Page 5
Page 5	Add - Since all relevant experience may now be counted, current employees	Page 5
Con't	may increase a maximum of two steps per year until reaching the appropriate step.	Con't
multiple	Increase Classified Salaries 1.5873% with a max of \$750	multiple
multiple	Add Step 24 to Classified Columns	multiple
N/A	Add an additional page to Clerical Columns	Page 10
Page 10	Add PLC Secretary	Page 11
Page 10	Copy Center Manager - Delete 8 hours per day, change days from 230 to 215.	Page 11
Page 10	Add CTE Secretary (200)	Page 11
Page 12	Move School Service Secretary 8 hrs per day (230) column to Area E	Page 9/11
Page 10/11	Move Benefits Coordinator to column H/Add H to Salary Descriptions	Page 10/11
Page 12	Replace Maintenance Schedule - change/add columns/headings/salaries	Page 13
Page 11	Delete Communications Multimedia Specialist	N/A
Page 13	Move Security Officer (180) to Maintenance Tech II	Page 13
Page 13	Add Master Tradesman column, Modify Maintenance I - IV Descriptions	Page 13
New	Move/add columns for various Transportation positions	Page 15
Page 16/17	Replace Nutrition Services Schedule - change/add columns/headings/salaries	Page 17
Page 18	Athletic Stipends increase several high school coach index percents	Page 18
Page 18	Change all Pom Coach titles to Dance Coach	Page 18
Page 19	Delete Head Nurse (2days) \$3,300 / Add Assistant Head Nurse \$2,000 Stipend	Page 19
Page 19	Add Media Specialist (6 days)*	Page 19
Page 20	CTE Career Guidance Mentor *** Add \$250 for each additional teacher Stipend	Page 20
Page 20	Add Educators Rising \$500	Page 20
Page 21	Increase Sub rates (daily, long term, contracted)	Page 21
Page 21	Change title of RHA Coord. to RHA Advisor	Page 21
Page 21	Add Lead Counselor (215 days)	Page 21
Page 21	Add Communications Multimedia Specialist (230 days)	Page 21