

**FORT SMITH PUBLIC SCHOOLS
CERTIFIED STAFF
2024-2025 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	50,200.00	50,400.00	50,600.00	52,900.00	52,900.00	55,200.00	57,500.00	59,800.00
2	50,350.00	50,550.00	51,275.00	53,575.00	53,575.00	55,875.00	58,175.00	60,475.00
3	50,500.00	50,700.00	51,950.00	54,250.00	54,250.00	56,550.00	58,850.00	61,150.00
4	50,650.00	50,850.00	52,625.00	54,925.00	54,925.00	57,225.00	59,525.00	61,825.00
5	50,800.00	51,000.00	53,300.00	55,600.00	55,600.00	57,900.00	60,200.00	62,500.00
6	50,950.00	51,675.00	53,975.00	56,275.00	56,275.00	58,575.00	60,875.00	63,175.00
7	51,100.00	52,350.00	54,650.00	56,950.00	56,950.00	59,250.00	61,550.00	63,850.00
8	51,250.00	53,025.00	55,325.00	57,625.00	57,625.00	59,925.00	62,225.00	64,525.00
9	51,400.00	53,700.00	56,000.00	58,300.00	58,300.00	60,600.00	62,900.00	65,200.00
10	52,075.00	54,375.00	56,675.00	58,975.00	58,975.00	61,275.00	63,575.00	65,875.00
11	52,750.00	55,050.00	57,350.00	59,650.00	59,650.00	61,950.00	64,250.00	66,550.00
12	53,425.00	55,725.00	58,025.00	60,325.00	60,325.00	62,625.00	64,925.00	67,225.00
13	54,100.00	56,400.00	58,700.00	61,000.00	61,000.00	63,300.00	65,600.00	67,900.00
14	54,775.00	57,075.00	59,375.00	61,675.00	61,675.00	63,975.00	66,275.00	68,575.00
15	55,450.00	57,750.00	60,050.00	62,350.00	62,350.00	64,650.00	66,950.00	69,250.00
16	56,125.00	58,425.00	60,725.00	63,025.00	63,025.00	65,325.00	67,625.00	69,925.00
17	56,800.00	59,100.00	61,400.00	63,700.00	63,700.00	66,000.00	68,300.00	70,600.00
18	57,475.00	59,775.00	62,075.00	64,375.00	64,375.00	66,675.00	68,975.00	71,275.00
19	58,150.00	60,450.00	62,750.00	65,050.00	65,050.00	67,350.00	69,650.00	71,950.00
20	58,825.00	61,125.00	63,425.00	65,725.00	65,725.00	68,025.00	70,325.00	72,625.00
21	59,500.00	61,800.00	64,100.00	66,400.00	66,400.00	68,700.00	71,000.00	73,300.00
22	60,175.00	62,475.00	64,775.00	67,075.00	67,075.00	69,375.00	71,675.00	73,975.00
23	60,850.00	63,150.00	65,450.00	67,750.00	67,750.00	70,050.00	72,350.00	74,650.00
24	61,525.00	63,825.00	66,125.00	68,425.00	68,425.00	70,725.00	73,025.00	75,325.00
25	62,200.00	64,500.00	66,800.00	69,100.00	69,100.00	71,400.00	73,700.00	76,000.00

SCHEDULE NOTES:

- * Schedule is based upon a 190-day contract year. For contracts exceeding 190 days, a "days index" is applied to the base salary listed above.
- * Individuals working directly with students 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 2024-2025 will be up to \$3,600.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance--\$10,000**--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS
PARAPROFESSIONAL STAFF
2024-2025 SALARY SCHEDULE**

-RANGE-

STEP	⁰¹ LEVEL 01 Passed Test	⁰² LEVEL 02 60 hours	⁰³ LEVEL 03 Bachelors
1	19,944.00	21,144.00	22,344.00
2	21,024.00	21,384.00	22,584.00
3	21,144.00	21,624.00	22,824.00
4	21,144.00	21,864.00	23,064.00
5	21,144.00	22,104.00	23,304.00
6	21,144.00	22,344.00	23,544.00
7	21,384.00	22,584.00	23,784.00
8	21,624.00	22,824.00	24,024.00
9	21,864.00	23,064.00	24,264.00
10	22,104.00	23,304.00	24,504.00
11	22,344.00	23,544.00	24,744.00
12	22,584.00	23,784.00	24,984.00
13	22,824.00	24,024.00	25,224.00
14	23,064.00	24,264.00	25,464.00
15	23,304.00	24,504.00	25,704.00
16	23,544.00	24,744.00	25,944.00
17	23,784.00	24,984.00	26,184.00
18	24,024.00	25,224.00	26,424.00
19	24,264.00	25,464.00	26,664.00
20	24,504.00	25,704.00	26,904.00
21	24,744.00	25,944.00	27,144.00
22	24,984.00	26,184.00	27,384.00
23	25,224.00	26,424.00	27,624.00
24	25,464.00	26,664.00	27,864.00
25	25,704.00	26,904.00	28,104.00

SCHEDULE NOTES:

- * Schedule is based upon a 190-day contract year. The base workday is 7 hours.
- * Contract level is determined by college hours credit.
- * For employees under contract prior to July 1, 2019, contract level is determined by points awarded for college hours and professional development credit.

BENEFITS FOR FULL-TIME PERSONNEL:

- * **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2024-2025 will be up to \$3,600.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance--\$10,000 Policy**--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

FORT SMITH PUBLIC SCHOOLS
TRANSPORTATION STAFF - BUS DRIVER & BUS AIDE
 2024-2025 SALARY SCHEDULE

STEP	<i>-RANGE-</i>					
	01 BUS DRIVER NON-CDL ROUTE	02 BUS DRIVER REGULAR CDL ROUTE	03 BUS DRIVER EXTENDED CDL ROUTE	04 BUS AIDE NON-CDL ROUTE	05 BUS AIDE REGULAR CDL ROUTE	06 BUS AIDE EXTENDED CDL ROUTE
1	12,528.00	13,728.00	14,928.00	11,736.00	11,736.00	12,936.00
2	12,648.00	13,848.00	15,048.00	11,784.00	11,784.00	12,984.00
3	12,768.00	13,968.00	15,168.00	11,832.00	11,832.00	13,032.00
4	12,888.00	14,088.00	15,288.00	11,880.00	11,880.00	13,080.00
5	13,008.00	14,208.00	15,408.00	11,928.00	11,928.00	13,128.00
6	13,128.00	14,328.00	15,528.00	11,976.00	11,976.00	13,176.00
7	13,248.00	14,448.00	15,648.00	12,024.00	12,024.00	13,224.00
8	13,368.00	14,568.00	15,768.00	12,072.00	12,072.00	13,272.00
9	13,488.00	14,688.00	15,888.00	12,120.00	12,120.00	13,320.00
10	13,608.00	14,808.00	16,008.00	12,168.00	12,168.00	13,368.00
11	13,728.00	14,928.00	16,128.00	12,216.00	12,216.00	13,416.00
12	13,776.00	14,976.00	16,176.00	12,264.00	12,264.00	13,464.00
13	13,824.00	15,024.00	16,224.00	12,312.00	12,312.00	13,512.00
14	13,872.00	15,072.00	16,272.00	12,360.00	12,360.00	13,560.00
15	13,920.00	15,120.00	16,320.00	12,408.00	12,408.00	13,608.00
16	13,968.00	15,168.00	16,368.00	12,456.00	12,456.00	13,656.00
17	14,016.00	15,216.00	16,416.00	12,504.00	12,504.00	13,704.00
18	14,064.00	15,264.00	16,464.00	12,552.00	12,552.00	13,752.00
19	14,112.00	15,312.00	16,512.00	12,600.00	12,600.00	13,800.00
20	14,160.00	15,360.00	16,560.00	12,648.00	12,648.00	13,848.00
21	14,208.00	15,408.00	16,608.00	12,696.00	12,696.00	13,896.00
22	14,256.00	15,456.00	16,656.00	12,744.00	12,744.00	13,944.00
23	14,304.00	15,504.00	16,704.00	12,792.00	12,792.00	13,992.00
24	14,352.00	15,552.00	16,752.00	12,840.00	12,840.00	14,040.00
25	14,400.00	15,600.00	16,800.00	12,888.00	12,888.00	14,088.00

SCHEDULE NOTES:

- * Schedule is based upon a 178-day contract year.
- * Bus Aides with a CDL received a fixed amount index of \$600 per contract year.
- * Activity Trips pay is paid at the flat rate of \$15 per hour.
- * Bus Aides driving a bus as a "Reassigned Bus Driver" are paid an extra \$16 per full day.
- * Scheduled shuttles are paid at a flat rate of \$45 per shuttle.
- * All bus routes listed above qualify the bus driver under contract as a full-time school bus driver, as designated by the Superintendent.
- * Routes are based on the minimum hourly schedule as follows:
 - 4.0 hours = Non-CDL Bus Route
 - 4.0 hours = Regular CDL Route
 - 4.5 hours = Extended CDL Route

BENEFITS FOR FULL-TIME SCHOOL BUS DRIVER PERSONNEL:

- * **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2024-2025 will be up to \$3,600.
- * **Life Insurance--\$10,000 Policy**--Premium paid by district.

FORT SMITH PUBLIC SCHOOLS
OFFICE ADMINISTRATIVE ASSISTANT (OAA) STAFF
2024-2025 SALARY SCHEDULE

STEP	<i>-RANGE-</i>				
	01 ELEMENTARY MEDIA	02 ELEMENTARY	03 SECONDARY	04 ADMINISTRATION	05 ADMINISTRATION 12-Month
1	20,952.00	23,808.00	23,808.00	23,808.00	23,808.00
2	21,432.00	24,408.00	24,408.00	24,408.00	24,408.00
3	21,912.00	25,008.00	25,008.00	25,008.00	25,008.00
4	22,392.00	25,728.00	25,728.00	25,728.00	25,728.00
5	22,872.00	26,448.00	26,448.00	26,448.00	26,448.00
6	23,352.00	27,168.00	27,168.00	27,168.00	27,168.00
7	23,832.00	27,888.00	27,888.00	27,888.00	27,888.00
8	24,312.00	28,608.00	28,608.00	28,608.00	28,608.00
9	24,792.00	29,328.00	29,328.00	29,328.00	29,328.00
10	25,272.00	30,048.00	30,048.00	30,048.00	30,048.00
11	25,392.00	30,168.00	30,168.00	30,168.00	30,168.00
12	25,512.00	30,288.00	30,288.00	30,288.00	30,288.00
13	25,632.00	30,408.00	30,408.00	30,408.00	30,408.00
14	25,752.00	30,528.00	30,528.00	30,528.00	30,528.00
15	25,872.00	30,648.00	30,648.00	30,648.00	30,648.00
16	25,992.00	30,768.00	30,768.00	30,768.00	30,768.00
17	26,112.00	30,888.00	30,888.00	30,888.00	30,888.00
18	26,232.00	31,008.00	31,008.00	31,008.00	31,008.00
19	26,352.00	31,128.00	31,128.00	31,128.00	31,128.00
20	26,472.00	31,368.00	31,368.00	31,368.00	31,368.00
21	26,592.00	31,608.00	31,608.00	31,608.00	31,608.00
22	26,712.00	31,848.00	31,848.00	31,848.00	31,848.00
23	26,832.00	32,088.00	32,088.00	32,088.00	32,088.00
24	26,952.00	32,328.00	32,328.00	32,328.00	32,328.00
25	27,072.00	32,568.00	32,568.00	32,568.00	32,568.00

SCHEDULE NOTES:

- * Schedule is based upon a 190-day contract year. For contracts exceeding 190 days, a "days index" is applied to the base salary listed above. A legacy index may be added to 12-month employees.
- * Salary step is determined by length of service; salary range is determined by assignment/position.
- * Contract and daily length is determined by assignment/position.
- * Participation in the Professional Standards Program (PSP) of the Fort Smith Association of Educational Office Professionals (optional). PSP allows personnel above to qualify for salary indices of .05, .10, .15 or .17 above base contract.

BENEFITS FOR FULL-TIME PERSONNEL:

- * **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2024-2025 will be up to \$3,600.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance--\$10,000 Policy**--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS
DEAF INTERPRETER STAFF
2024-2025 SALARY SCHEDULE**

STEP	----- <i>-RANGE-</i> -----			
	01 12	02 30	03 60	04 90
	-----COLLEGE HOURS IN INTERPRETER EDUCATION-----			
1	22,608.00	23,208.00	23,808.00	24,408.00
2	23,448.00	24,048.00	24,648.00	25,248.00
3	24,288.00	24,888.00	25,488.00	26,088.00
4	25,128.00	25,728.00	26,328.00	26,928.00
5	25,968.00	26,568.00	27,168.00	27,768.00
6	26,808.00	27,408.00	28,008.00	28,608.00
7	27,648.00	28,248.00	28,848.00	29,448.00
8	28,488.00	29,088.00	29,688.00	30,288.00
9	29,328.00	29,928.00	30,528.00	31,128.00
10	30,168.00	30,768.00	31,368.00	31,968.00
11	31,008.00	31,608.00	32,208.00	32,808.00
12	31,848.00	32,448.00	33,048.00	33,648.00
13	32,688.00	33,288.00	33,888.00	34,488.00
14	33,528.00	34,128.00	34,728.00	35,328.00
15	34,368.00	34,968.00	35,568.00	36,168.00
16	35,208.00	35,808.00	36,408.00	37,008.00
17	35,448.00	36,048.00	36,648.00	37,248.00
18	35,688.00	36,288.00	36,888.00	37,488.00
19	35,928.00	36,528.00	37,128.00	37,728.00
20	36,168.00	36,768.00	37,368.00	37,968.00
21	36,408.00	37,008.00	37,608.00	38,208.00
22	36,648.00	37,248.00	37,848.00	38,448.00
23	36,888.00	37,488.00	38,088.00	38,688.00
24	37,128.00	37,728.00	38,328.00	38,928.00
25	37,368.00	37,968.00	38,568.00	39,168.00

SCHEDULE NOTES:

- * Schedule is based upon a 190-day contract year. Deaf interpreters must hold a valid interpreter's license issued by the Arkansas Department of Health (ADH).
- * Supplements awarded for Quality Assurance Screening Test (QAST) of Educational Interpreter Performance Assessment (EIPA):
- * Level 1 - 1/1 on QAST or 2.0 on EIPA - \$500; Level 2 - 2/2 on QAST or 2.5 on EIPA - \$750; Level 3 - 3/3 on QAST or 3.0 on EIPA - \$1,000; Level 4 - 4/4 on QAST only - \$1,250; or National Certification- \$1,500.

BENEFITS FOR FULL-TIME PERSONNEL:

- * **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2024-2025 will be up to \$3,600.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance--\$10,000 Policy**--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS
CHILD NUTRITION STAFF
2024-2025 SALARY SCHEDULE**

STEP	-RANGE-				
	01	02	03	04	05
	FOOD PREP REGULAR	FOOD PREP CERTIFIED	ELEMENTARY MANAGER	SECONDARY MANAGER	WAREHOUSE 8 Hour Day
1	16,200.00	16,320.00	19,320.00	22,320.00	24,606.00
2	16,200.00	17,400.00	19,560.00	22,560.00	25,272.00
3	16,200.00	17,400.00	19,800.00	22,800.00	25,938.00
4	16,200.00	17,400.00	20,040.00	23,040.00	26,604.00
5	16,200.00	17,400.00	20,280.00	23,280.00	27,270.00
6	16,320.00	17,520.00	20,520.00	23,520.00	27,936.00
7	16,560.00	17,760.00	20,760.00	23,760.00	28,602.00
8	16,800.00	18,000.00	21,000.00	24,000.00	29,268.00
9	17,040.00	18,240.00	21,240.00	24,240.00	29,934.00
10	17,280.00	18,480.00	21,480.00	24,480.00	30,600.00
11	17,520.00	18,720.00	21,720.00	24,720.00	31,266.00
12	17,760.00	18,960.00	21,960.00	24,960.00	31,932.00
13	18,000.00	19,200.00	22,200.00	25,200.00	32,598.00
14	18,240.00	19,440.00	22,440.00	25,440.00	32,706.00
15	18,480.00	19,680.00	22,680.00	25,680.00	32,814.00
16	18,720.00	19,920.00	22,920.00	25,920.00	32,922.00
17	18,960.00	20,160.00	23,160.00	26,160.00	33,030.00
18	19,200.00	20,400.00	23,400.00	26,400.00	33,138.00
19	19,440.00	20,640.00	23,640.00	26,640.00	33,246.00
20	19,680.00	20,880.00	23,880.00	26,880.00	33,354.00
21	19,920.00	21,120.00	24,120.00	27,120.00	33,462.00
22	20,160.00	21,360.00	24,360.00	27,360.00	33,570.00
23	20,400.00	21,600.00	24,600.00	27,600.00	33,678.00
24	20,640.00	21,840.00	24,840.00	27,840.00	33,786.00
25	20,880.00	22,080.00	25,080.00	28,080.00	33,894.00

SCHEDULE NOTES:

- * Schedule is based upon a 180-day contract year. The base workday is 6 hours.
- * Warehouse base workday is 8 hours. For contracts exceeding 180 days, a "days index" is applied to the base salary listed above.
- * Child Nutrition certification required for Managers.

BENEFITS FOR FULL-TIME PERSONNEL:

- * **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2024-2025 will be up to \$3,600.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance--\$10,000 Policy**--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS
TECHNOLOGY STAFF
2024-2025 SALARY SCHEDULE**

-RANGE-

STEP	⁰¹ TECHNOLOGY OPERATIONS STAFF	⁰² TECHNOLOGY SPECIALISTS A+ Cert	⁰³ Master Level Cert
	1	33,528.00	40,608.00
2	34,416.00	41,448.00	42,648.00
3	35,304.00	42,288.00	43,488.00
4	36,192.00	43,128.00	44,328.00
5	37,080.00	43,968.00	45,168.00
6	37,968.00	44,808.00	46,008.00
7	38,856.00	45,648.00	46,848.00
8	39,744.00	46,488.00	47,688.00
9	40,632.00	47,328.00	48,528.00
10	41,520.00	48,168.00	49,368.00
11	42,408.00	49,008.00	50,208.00
12	43,296.00	49,848.00	51,048.00
13	44,184.00	50,688.00	51,888.00
14	44,328.00	51,528.00	52,728.00
15	44,472.00	52,608.00	53,808.00
16	44,616.00	53,688.00	54,888.00
17	44,760.00	54,768.00	55,968.00
18	44,904.00	55,848.00	57,048.00
19	45,048.00	56,928.00	58,128.00
20	45,192.00	58,008.00	59,208.00
21	45,336.00	59,088.00	60,288.00
22	45,480.00	60,168.00	61,368.00
23	45,624.00	61,248.00	62,448.00
24	45,768.00	62,328.00	63,528.00
25	45,912.00	63,408.00	64,608.00

SCHEDULE NOTES:

* Schedule is based upon a 240-day contract year. The base workday is 8 hours.

BENEFITS FOR FULL-TIME PERSONNEL:

- * **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2024-2025 will be up to \$3,600.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance--\$10,000**--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

FORT SMITH PUBLIC SCHOOLS
TRANSPORTATION STAFF
Vehicle Technician, Mechanic, Head Mechanic
2024-2025 SALARY SCHEDULE

STEP	⁰¹ VEHICLE TECHNICIAN	⁰² MECHANIC	⁰³ HEAD MECHANIC
1	31,368.00	36,888.00	38,928.00
2	32,088.00	37,848.00	39,888.00
3	32,808.00	38,808.00	40,848.00
4	33,528.00	39,768.00	41,808.00
5	34,248.00	40,728.00	42,768.00
6	34,968.00	41,688.00	43,728.00
7	35,688.00	42,648.00	44,688.00
8	36,408.00	43,608.00	45,648.00
9	37,128.00	44,568.00	46,608.00
10	37,848.00	45,528.00	47,568.00
11	38,568.00	46,488.00	48,528.00
12	39,288.00	47,448.00	49,488.00
13	39,528.00	48,048.00	50,088.00
14	39,768.00	48,648.00	50,688.00
15	40,008.00	49,248.00	51,288.00
16	40,248.00	49,848.00	51,888.00
17	40,488.00	50,448.00	52,488.00
18	40,728.00	51,048.00	53,088.00
19	40,968.00	51,648.00	53,688.00
20	41,208.00	52,248.00	54,288.00
21	41,448.00	52,848.00	54,888.00
22	41,688.00	53,448.00	55,488.00
23	41,928.00	54,048.00	56,088.00
24	42,168.00	54,648.00	56,688.00
25	42,408.00	55,248.00	57,288.00

SCHEDULE NOTES:

* Schedule is based upon a 240-day contract year. The base workday is 8 hours.

BENEFITS FOR FULL-TIME PERSONNEL:

- * **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2024-2025 will be up to \$3,600.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance--\$10,000 Policy**--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

FORT SMITH PUBLIC SCHOOLS
MAINTENANCE STAFF
2024-2025 SALARY SCHEDULE

-RANGE-

STEP	01 MAINT. A	02 MAINT. B	03 MAINT. C	04 FOREMAN A	05 FOREMAN B	06 FOREMAN C
1	28,848.00	32,808.00	33,528.00	35,808.00	37,368.00	38,088.00
2	29,736.00	33,696.00	34,416.00	36,696.00	38,256.00	38,976.00
3	30,624.00	34,584.00	35,304.00	37,584.00	39,144.00	39,864.00
4	31,512.00	35,472.00	36,192.00	38,472.00	40,032.00	40,752.00
5	32,400.00	36,360.00	37,080.00	39,360.00	40,920.00	41,640.00
6	33,288.00	37,248.00	37,968.00	40,248.00	41,808.00	42,528.00
7	34,176.00	38,136.00	38,856.00	41,136.00	42,696.00	43,416.00
8	35,064.00	39,024.00	39,744.00	42,024.00	43,584.00	44,304.00
9	35,952.00	39,912.00	40,632.00	42,912.00	44,472.00	45,192.00
10	36,840.00	40,800.00	41,520.00	43,800.00	45,360.00	46,080.00
11	37,728.00	41,688.00	42,408.00	44,688.00	46,248.00	46,968.00
12	38,616.00	42,576.00	43,296.00	45,576.00	47,136.00	47,856.00
13	39,504.00	43,464.00	44,184.00	46,464.00	48,024.00	48,744.00
14	39,648.00	43,608.00	44,328.00	46,608.00	48,168.00	48,888.00
15	39,792.00	43,752.00	44,472.00	46,752.00	48,312.00	49,032.00
16	39,936.00	43,896.00	44,616.00	46,896.00	48,456.00	49,176.00
17	40,080.00	44,040.00	44,760.00	47,040.00	48,600.00	49,320.00
18	40,224.00	44,184.00	44,904.00	47,184.00	48,744.00	49,464.00
19	40,368.00	44,328.00	45,048.00	47,328.00	48,888.00	49,608.00
20	40,512.00	44,472.00	45,192.00	47,472.00	49,032.00	49,752.00
21	40,656.00	44,616.00	45,336.00	47,616.00	49,176.00	49,896.00
22	40,800.00	44,760.00	45,480.00	47,760.00	49,320.00	50,040.00
23	40,944.00	44,904.00	45,624.00	47,904.00	49,464.00	50,184.00
24	41,088.00	45,048.00	45,768.00	48,048.00	49,608.00	50,328.00
25	41,232.00	45,192.00	45,912.00	48,192.00	49,752.00	50,472.00

MAINT. A: UTILITY, DRIVER
 MAINT. B: CARPENTER, PAINTER
 MAINT. C: ELECTRICIAN, PLUMBER, A/C, MECHANIC

FOREMAN A: CUSTODIAN, UTILITY
 FOREMAN B: CARPENTER, PAINTER
 FOREMAN C: ELECTRICIAN, PLUMBER, A/C, MECHANIC

SCHEDULE NOTES:

* Schedule is based upon a 240-day contract year. The base workday is 8 hours.

BENEFITS FOR FULL-TIME PERSONNEL:

- * **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2024-2025 will be up to \$3,600.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance--\$10,000 Policy**--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS
HEALTH AND SOCIAL SERVICES STAFF
2024-2025 SALARY SCHEDULE**

-RANGE-

STEP	01	02	03	04	05	06	07	08
	Social Workers	Nurse LPN or RN - A D N	Nurse RN (Bachelors)	Speech Pathologist	Occupational & Physical Therapist	PT/OT and SLP Assistants	Behavioral and Health Specialists Level A Level B	
1	45,000.00	40,080.00	45,000.00	52,320.00	52,320.00	44,040.00	45,000.00	52,320.00
2	45,675.00	40,755.00	45,675.00	52,995.00	52,995.00	44,640.00	45,675.00	52,995.00
3	46,350.00	41,430.00	46,350.00	53,670.00	53,670.00	45,240.00	46,350.00	53,670.00
4	47,025.00	42,105.00	47,025.00	54,345.00	54,345.00	45,840.00	47,025.00	54,345.00
5	47,700.00	42,780.00	47,700.00	55,020.00	55,020.00	46,440.00	47,700.00	55,020.00
6	48,375.00	43,455.00	48,375.00	55,695.00	55,695.00	47,040.00	48,375.00	55,695.00
7	49,050.00	44,130.00	49,050.00	56,370.00	56,370.00	47,640.00	49,050.00	56,370.00
8	49,725.00	44,805.00	49,725.00	57,045.00	57,045.00	48,240.00	49,725.00	57,045.00
9	50,400.00	45,480.00	50,400.00	57,720.00	57,720.00	48,840.00	50,400.00	57,720.00
10	51,075.00	46,155.00	51,075.00	58,395.00	58,395.00	49,440.00	51,075.00	58,395.00
11	51,750.00	46,830.00	51,750.00	59,070.00	59,070.00	50,040.00	51,750.00	59,070.00
12	52,425.00	47,505.00	52,425.00	59,745.00	59,745.00	50,640.00	52,425.00	59,745.00
13	53,100.00	48,180.00	53,100.00	60,420.00	60,420.00	51,240.00	53,100.00	60,420.00
14	53,775.00	48,855.00	53,775.00	61,095.00	61,095.00	51,840.00	53,775.00	61,095.00
15	54,450.00	49,530.00	54,450.00	61,770.00	61,770.00	52,440.00	54,450.00	61,770.00
16	55,125.00	50,205.00	55,125.00	62,445.00	62,445.00	53,040.00	55,125.00	62,445.00
17	55,800.00	50,880.00	55,800.00	63,120.00	63,120.00	53,640.00	55,800.00	63,120.00
18	56,475.00	51,555.00	56,475.00	63,795.00	63,795.00	54,240.00	56,475.00	63,795.00
19	57,150.00	52,230.00	57,150.00	64,470.00	64,470.00	54,840.00	57,150.00	64,470.00
20	57,825.00	52,905.00	57,825.00	65,145.00	65,145.00	55,440.00	57,825.00	65,145.00
21	58,500.00	53,580.00	58,500.00	65,820.00	65,820.00	56,040.00	58,500.00	65,820.00
22	59,175.00	54,255.00	59,175.00	66,495.00	66,495.00	56,640.00	59,175.00	66,495.00
23	59,850.00	54,930.00	59,850.00	67,170.00	67,170.00	57,240.00	59,850.00	67,170.00
24	60,525.00	55,605.00	60,525.00	67,845.00	67,845.00	57,840.00	60,525.00	67,845.00
25	61,200.00	56,280.00	61,200.00	68,520.00	68,520.00	58,440.00	61,200.00	68,520.00

SCHEDULE NOTES:

* Schedule is based upon a 190-day contract year. For contracts exceeding 190 days, a "days index" is applied to the base salary listed above.

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 2024-2025 will be up to \$3,600.
- * **Dental Insurance**--Individual premium paid by district.
- * **Life Insurance**--\$10,000--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS
OPERATIONS STAFF
2024-2025 SALARY SCHEDULE**

STEP	-RANGE-			
	01 SECONDARY SCHOOL	02 ELEMENTARY SCHOOL	03 BUILDING ENGINEER A	04 BUILDING ENGINEER B
1	28,800.00	28,800.00	35,280.00	35,760.00
2	30,000.00	30,000.00	35,760.00	36,240.00
3	30,060.00	30,060.00	36,240.00	36,720.00
4	30,240.00	30,240.00	36,720.00	37,200.00
5	30,480.00	30,480.00	37,200.00	37,680.00
6	30,960.00	30,960.00	37,680.00	38,160.00
7	31,440.00	31,440.00	38,160.00	38,640.00
8	31,920.00	31,920.00	38,640.00	39,120.00
9	32,400.00	32,400.00	39,120.00	39,600.00
10	32,880.00	32,880.00	39,600.00	40,080.00
11	33,360.00	33,360.00	40,080.00	40,560.00
12	33,840.00	33,840.00	40,560.00	41,040.00
13	34,320.00	34,320.00	41,040.00	41,520.00
14	34,440.00	34,440.00	41,160.00	41,640.00
15	34,560.00	34,560.00	41,280.00	41,760.00
16	34,680.00	34,680.00	41,400.00	41,880.00
17	34,800.00	34,800.00	41,520.00	42,000.00
18	34,920.00	34,920.00	41,640.00	42,120.00
19	35,040.00	35,040.00	41,760.00	42,240.00
20	35,160.00	35,160.00	41,880.00	42,360.00
21	35,280.00	35,280.00	42,000.00	42,480.00
22	35,400.00	35,400.00	42,120.00	42,600.00
23	35,520.00	35,520.00	42,240.00	42,720.00
24	35,640.00	35,640.00	42,360.00	42,840.00
25	35,760.00	35,760.00	42,480.00	42,960.00

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

BUILDING ENGINEER B: NORTHSIDE, SOUTHSIDE

SCHEDULE NOTES:

* Schedule is based upon a 240-day contract year. The base workday is 8 hours.

BENEFITS FOR FULL-TIME PERSONNEL:

- * **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2024-2025 will be up to \$3,600.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance--\$10,000 Policy**--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS
PROFESSIONAL SUPPORT STAFF
2024-2025 SALARY SCHEDULE**

STEP	-RANGE-		
	01 LEVEL 1	02 LEVEL 2	03 LEVEL 3
1	42,000.00	47,760.00	55,080.00
2	42,600.00	48,432.00	55,752.00
3	43,200.00	49,104.00	56,424.00
4	43,800.00	49,776.00	57,096.00
5	44,400.00	50,448.00	57,768.00
6	45,000.00	51,120.00	58,440.00
7	45,600.00	51,792.00	59,112.00
8	46,200.00	52,464.00	59,784.00
9	46,800.00	53,136.00	60,456.00
10	47,400.00	53,808.00	61,128.00
11	48,000.00	54,480.00	61,800.00
12	48,600.00	55,152.00	62,472.00
13	49,200.00	55,824.00	63,144.00
14	49,800.00	56,496.00	63,816.00
15	50,400.00	57,168.00	64,488.00
16	51,000.00	57,840.00	65,160.00
17	51,600.00	58,512.00	65,832.00
18	52,200.00	59,184.00	66,504.00
19	52,800.00	59,856.00	67,176.00
20	53,400.00	60,528.00	67,848.00
21	54,000.00	61,200.00	68,520.00
22	54,600.00	61,872.00	69,192.00
23	55,200.00	62,544.00	69,864.00
24	55,800.00	63,216.00	70,536.00
25	56,400.00	63,888.00	71,208.00

SCHEDULE NOTES:

* Schedule is based upon a 240-day contract year. The base workday is 8 hours.

BENEFITS FOR FULL-TIME PERSONNEL:

- * **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only. The maximum payment for 2024-2025 will be up to \$3,600.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance--\$10,000**--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

FORT SMITH PUBLIC SCHOOLS
SECURITY STAFF
 2024-2025 SALARY SCHEDULE

-RANGE-

STEP	01 POLICE OFFICER
1	44,760.00
2	45,432.00
3	46,104.00
4	46,776.00
5	47,448.00
6	48,120.00
7	48,792.00
8	49,464.00
9	50,136.00
10	50,808.00
11	51,480.00
12	52,152.00
13	52,824.00
14	53,496.00
15	54,168.00
16	54,840.00
17	55,512.00
18	56,184.00
19	56,856.00
20	57,528.00
21	58,200.00
22	58,872.00
23	59,544.00
24	60,216.00
25	60,888.00

SCHEDULE NOTES:

- * Schedule is based upon a 190-day contract year. The base workday is 8 hours. For contracts exceeding 190 days, a "days index" is applied to the base salary listed above.
- * Police Lieutenant: Step 25, multiplied by the sum of 1.0 plus a responsibility index of 0.0611.

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 2024-2025 will be up to \$3,600.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance--\$10,000**--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

**FORT SMITH PUBLIC SCHOOLS
CLASSIFIED ADMINISTRATOR
2024-2025 SALARY SCHEDULE**

-RANGE-

	01	02	03	04	05	06	07
	Level A	Level B	Level C	Level D	Level E	Level F	Level G
Admin Level	54,000.00	58,175.00	63,475.00	65,775.00	68,075.00	72,695.00	75,005.00

SCHEDULE NOTES:

- * Schedule is based upon a 190-day contract year. For contracts exceeding 190 days, a "days index" is applied to the base salary listed above.
- * An administrative experience index is awarded to each administrator. The index advances by .01 each year to a maximum index of .22.
- * A responsibility index is applicable to each administrative position. This responsibility index is listed separately.

LEVEL NOTES:

Level A Positions: Coordinator of Child Nutrition Operations

Level B Positions: Nutrition Education Coordinator; Technology Coordinator

Level C Positions: Construction Project Manager; Supervisor of Accounting; Supervisor of Maintenance; Supervisor of Purchasing; Supervisor of Transportation

Level D Positions: Chief of Police; Director of Financial Services; Director of Technology Operations; Director of Transportation

Level E Positions: Director of Child Nutrition; Director of Communications; Director of Information Systems; Director of Technology; Executive Director of Community & Business Partnerships; Executive Director of Facility Operations; *Supervisor of Purchasing; *Supervisor of Transportation

Level F Positions: Chief Financial Officer; **Director of Transportation

Level G Positions: ***Director of Information Systems; ***Director of Technology Operations

- | | |
|-----|--|
| * | Classified administrators with a Masters Degree on June 30, 2023 are transitioned into this lane due to salary schedule structural changes effective July 1, 2023. |
| ** | Classified administrators with a Masters Degree plus 30 hours of college credit on June 30, 2023 are transitioned into this lane due to salary schedule structural changes effective July 1, 2023. |
| *** | Classified administrators with a Doctorate Degree on June 30, 2023 are transitioned into this lane due to salary schedule structural changes effective July 1, 2023. |

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 2024-2025 will be up to \$3,600.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance--\$10,000**--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.

FORT SMITH PUBLIC SCHOOLS
CERTIFIED ADMINISTRATOR
2024-2025 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
Admin Level	61,175.00	63,475.00	65,775.00	68,075.00	68,075.00	70,385.00	72,695.00	75,005.00

SCHEDULE NOTES:

- * Schedule is based upon a 190-day contract year. For contracts exceeding 190 days, a "days index" is applied to the base salary listed above.
- * An administrative experience index is awarded to each administrator. The index advances by .01 each year to a maximum index of .22.
- * A responsibility index is applicable to each administrative position. This responsibility index is listed separately.

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 2024-2025 will be up to \$3,600.
- * **Dental and Vision Insurance**--Individual premium paid by district.
- * **Life Insurance--\$10,000**--Premium paid by district.
- * **Supplemental Retirement Savings Plan (optional)**--Several programs are available.
- * **IRS Cafeteria 125 Plan (optional)**--A program whereby employee may escrow funds tax-free to use to pay insurance premiums, unreimbursed medical and/or child care expenses.



2024-2025 Administrator Assignment Index

Base	On the Certified Administrator 2024-2025 Salary Schedule, the salary in the academic column for which individual qualifies
Responsibility Factor (RF)	Index for position responsibility
Admin Experience Credit (AEC)	Credit for administrative experience Individual's credit index may be less than 0.22 Individual's credit index increases by 0.01 each year to a maximum of 0.22
Extra Days Factor (EDF)	Time above teacher time base of 190 days
Total Maximum Index	Sum of factors which equals the Total Administrative Assignment Index
Salary Formula	Salary = Salary Base x (RF + EDF + AEC)

Position	Base	Responsibility Factor	Extra Days Factor (# of Days)	Admin Experience Credit (.01 to .22)	Maximum Total Index
Deputy Superintendent	1.00	0.8340	0.263158 (240 Days)	0.22	2.317158
Assistant Superintendent	1.00	0.4640	0.263158 (240 Days)	0.22	1.947158
Executive Director	1.00	0.2362	0.263158 (240 Days)	0.22	1.719358
Director of Elementary Education	1.00	0.2362	0.263158 (240 Days)	0.22	1.719358
Director of Secondary Education	1.00	0.2362	0.263158 (240 Days)	0.22	1.719358
Director of Special Education	1.00	0.2362	0.263158 (240 Days)	0.22	1.719358
Director of Athletics & Activities	1.00	0.1562	0.263158 (240 Days)	0.22	1.639358
Director of Career Education & District Innovation	1.00	0.1562	0.263158 (240 Days)	0.22	1.639358
Director of Coordinated School Health & Career Counseling	1.00	0.1562	0.263158 (240 Days)	0.22	1.639358
Director of Student Achievement & Accountability	1.00	0.1562	0.263158 (240 Days)	0.22	1.639358
Director of Adult Education	1.00	0.0862	0.263158 (240 Days)	0.22	1.569358
Director of Educator Recruitment & Retention	1.00	0.0862	0.263158 (240 Days)	0.22	1.569358
Director of Federal Programs & Strategic Initiatives	1.00	0.0862	0.263158 (240 Days)	0.22	1.569358
Director of Human Resources	1.00	0.0862	0.263158 (240 Days)	0.22	1.569358



2024-2025 Administrator Assignment Index

Base	On the Certified Administrator 2024-2025 Salary Schedule, the salary in the academic column for which individual qualifies
Responsibility Factor (RF)	Index for position responsibility
Admin Experience Credit (AEC)	Credit for administrative experience Individual's credit index may be less than 0.22 Individual's credit index increases by 0.01 each year to a maximum of 0.22
Extra Days Factor (EDF)	Time above teacher time base of 190 days
Total Maximum Index	Sum of factors which equals the Total Administrative Assignment Index
Salary Formula	Salary = Salary Base x (RF + EDF + AEC)

Position	Base	Responsibility Factor	Extra Days Factor (# of Days)	Admin Experience Credit (.01 to .22)	Maximum Total Index
Assistant Director of Athletics & Activities	1.00	0.0751	0.263158 (240 Days)	0.22	1.558258
Assistant Director of Career Education & District Innovation	1.00	0.0751	0.263158 (240 Days)	0.22	1.558258
Assistant Director of Special Education	1.00	0.0751	0.263158 (240 Days)	0.22	1.558258
Assistant Director of Student Services	1.00	0.0751	0.263158 (240 Days)	0.22	1.558258
Supervisor of Curriculum & Professional Development	1.00	0.0611	0.263158 (240 Days)	0.22	1.544258
Supervisor of Early Childhood Education, Parent & Community Services	1.00	0.0611	0.263158 (240 Days)	0.22	1.544258
Supervisor of Instructional Services	1.00	0.0611	0.263158 (240 Days)	0.22	1.544258
Supervisor of Special Programs	1.00	0.0611	0.263158 (240 Days)	0.22	1.544258



2024-2025 Administrator Assignment Index

Base	On the Classified Administrator 2024-2025 Salary Schedule, the salary in the column (level) for which individual qualifies
Responsibility Factor (RF)	Index for position responsibility
Admin Experience Credit (AEC)	Credit for administrative experience Individual's credit index may be less than 0.22 Individual's credit index increases by 0.01 each year to a maximum of 0.22
Extra Days Factor (EDF)	Time above teacher time base of 190 days
Total Maximum Index	Sum of factors which equals the Total Administrative Assignment Index
Salary Formula	Salary = Salary Base x (RF + EDF + AEC)

Position	Base	Responsibility Factor	Extra Days Factor (# of Days)	Admin Experience Credit (.01 to .22)	Maximum Total Index
Chief Financial Officer	1.00	0.4640	0.263158 (240 Days)	0.22	1.947158
Director of Child Nutrition	1.00	0.2362	0.263158 (240 Days)	0.22	1.719358
Director of Transportation	1.00	0.2362	0.263158 (240 Days)	0.22	1.719358
Director of Technology	1.00	0.2362	0.263158 (240 Days)	0.22	1.719358
Executive Director	1.00	0.2362	0.263158 (240 Days)	0.22	1.719358
Chief of Police	1.00	0.1562	0.263158 (240 Days)	0.22	1.639358
Construction Project Manager	1.00	0.1562	0.263158 (240 Days)	0.22	1.639358
Director of Technology Operations	1.00	0.1562	0.263158 (240 Days)	0.22	1.639358
Director of Communications	1.00	0.0862	0.263158 (240 Days)	0.22	1.569358
Director of Financial Services	1.00	0.0862	0.263158 (240 Days)	0.22	1.569358
Director of Information Services	1.00	0.0862	0.263158 (240 Days)	0.22	1.569358
Supervisor of Accounting	1.00	0.0611	0.263158 (240 Days)	0.22	1.544258
Supervisor of Purchasing	1.00	0.0611	0.263158 (240 Days)	0.22	1.544258
Supervisor of Transportation	1.00	0.0611	0.263158 (240 Days)	0.22	1.544258
Child Nutrition Coordinator	1.00	0.0200	0.263158 (240 Days)	0.22	1.503158
Technology Coordinator	1.00	0.0200	0.263158 (240 Days)	0.22	1.503158



2024-2025 Principal Assignment Index

Base	On the Certified Administrator 2024-2025 Salary Schedule, the salary in the academic column for which individual qualifies
Responsibility Factor (RF)	Index for position responsibility
Admin Experience Credit (AEC)	Credit for administrative experience Individual's credit index may be less than 0.22 Individual's credit index increases by 0.01 each year to a maximum of 0.22
Extra Days Factor (EDF)	Time above teacher time base of 190 days
Total Maximum Index	Sum of factors which equals the Total Administrative Assignment Index
Salary Formula	Salary = Salary Base x Maximum Total Index

Position	Base	Responsibility Factor	Extra Days Factor (# of Days)	Admin Experience Credit (.01 to .22)	Maximum Total Index
Elementary Assistant Principal	1.00	0.0168	0.063158 (202 Days)	0.22	1.299958
Elementary Principal	1.00	0.0796	0.115789 (212 Days)	0.22	1.415389
Director of Belle Point Center	1.00	0.0596	0.142105 (217 Days)	0.22	1.421705
Middle School Assistant Principal	1.00	0.0596	0.089474 (207 Days)	0.22	1.369074
Middle School Principal	1.00	0.1464	0.142105 (217 Days)	0.22	1.508505
Senior High Assistant Principal	1.00	0.1096	0.089474 (207 Days)	0.22	1.419074
Senior High Principal	1.00	0.1462	0.263158 (240 Days)	0.22	1.629358



2024-2025 Athletic Assignment Index High School (Men/Women)

Assignment	Work Days	Days Factor or Fixed Stipend	Responsibility Index
Head Football Coach/Athletic Coordinator	240	0.263158	0.2896
Head Basketball Coach/Athletic Coordinator	240	0.263158	0.2036
Head Volleyball Coach	210	0.105263	0.2036
Head Swimming Coach	190	0.000000	0.0600
Head Tennis Coach	190	0.000000	0.0600
Head Golf Coach	190	0.000000	0.0600
Head Cross Country Coach	190	0.000000	0.0600
Head Wrestling Coach	190	0.000000	0.0600
Head Bowling Coach	190	0.000000	0.0600
Head Track Coach	190	0.000000	0.0600
Head Soccer Coach	190	0.000000	0.0600
Head Baseball Coach	190	0.000000	0.0600
Head Softball Coach	190	0.000000	0.0600
Head Strength Training Coach	190	0.000000	0.0400
Head Cheerleading Coach	190	Fixed \$1,320	0.0700
Head Dance/Drill Team Coach	190	Fixed \$1,320	0.0700
Assistant Football Coach	210	0.105263	0.1636
Assistant Basketball Coach	190	0.000000	0.1636
Second Assistant Basketball Coach	190	0.000000	0.0400
Assistant Volleyball Coach	210	0.105263	0.1636
Assistant Track Coach	190	0.000000	0.0400
Assistant Soccer Coach	190	0.000000	0.0400
Assistant Baseball Coach	190	0.000000	0.0400
Assistant Softball Coach	190	0.000000	0.0400
Assistant Wrestling Coach	190	0.000000	0.0400



2024-2025 Athletic Assignment Index High School (Men/Women)

Assignment
9th Grade Football Coach
9th Grade Basketball Coach
9th Grade Volleyball Coach
9th Grade Track Coach
9th Grade Cross Country Coach
9th Grade Assistant Football Coach
9th Grade Assistant Volleyball Coach
9th Grade Assistant Basketball Coach
9th Grade Assistant Track Coach
9th Grade Head Cheerleading Coach
9th Grade Head Dance/Drill Team Coach

Work Days
210
210
210
190
190
210
210
190
190
190
190
190

Days Factor or Fixed Stipend
0.105263
0.105263
0.105263
0.000000
0.000000
0.105263
0.105263
0.000000
0.000000
0.000000
Fixed \$1,008
Fixed \$1,008

Responsibility Index
0.0700
0.0700
0.0700
0.0500
0.0400
0.0536
0.0536
0.0536
0.0400
0.0400
0.0600
0.0600



2024-2025 Athletic Assignment Index Middle School School (Men/Women)

Assignment	Work Days	Days Factor or Fixed Stipend	Responsibility Index
8th Grade Football Coach	210	0.105263	0.0536
8th Grade Volleyball Coach	210	0.105263	0.0536
8th Grade Basketball Coach	190	0.000000	0.0536
8th Grade Track Coach	190	0.000000	0.0400
Middle School Cross Country Coach	190	0.000000	0.0400
Middle School Cheerleading Coach	190	Fixed \$1,008	0.0600
Middle School Dance/Drill Team Coach	190	Fixed \$1,008	0.0600
7th Grade Football Coach	210	0.105263	0.0212
7th Grade Volleyball Coach	210	0.105263	0.0212
7th Grade Basketball Coach	190	0.000000	0.0212
7th Grade Track Coach	190	0.000000	0.0212
7th/8th Grade Assistant Football Coach	210	0.105263	0.0200



2024-2025 Special Assignment Index

Assignment	Work Days	Days Factor	Responsibility Index
Parent Involvement Facilitator	190	0.000000	0.0200
Department Chair	190	0.000000	0.0400
High School Debate & Forensics Sponsor	190	0.000000	0.0400
High School Drama Instructor	190	0.000000	0.0400
High School Quiz Bowl Sponsor	190	0.000000	0.0400
Secondary GATE Sponsor	190	0.000000	0.0400
High School Journalist	190	0.000000	0.0500
High School Student Council Sponsor	190	0.000000	0.0500
LCSW Social Worker (190 Day)	190	0.000000	0.0636
Middle School Assistant Choral Director	200	0.052632	0.0248
Middle School Choral Director	200	0.052632	0.0468
High School Choral Director	200	0.052632	0.0768
Legacy Child Nutrition Warehouse II	240	0.263158	0.0800
Early Childhood Education Coordinator	210	0.105263	0.0400
Parent Coordinator	210	0.105263	0.0400
Middle School Assistant Band Director	210	0.105263	0.0936
High School Assistant Band Director	210	0.105263	0.1236
Middle School Band Director	210	0.105263	0.1236
Orchestra Director	210	0.105263	0.1236
High School Band Director	210	0.105263	0.1536
Special Education Coordinator	215	0.131579	0.0950
EL / Migrant Coordinator	217	0.142105	0.0400
Math / Literacy / Science Coordinator	217	0.142105	0.0400
Technology Integration Specialist	220	0.157895	0.0400
Lead Special Education Coordinator	222	0.168421	0.1230
Lead Foreman	240	0.000000	0.0400
School Based Health Center Coordinator	240	0.263158	0.0400
Information Systems Analyst	240	0.000000	0.1000
Legacy Child Nutrition Foreman	240	0.333333	0.1250
Financial Coordinator	240	0.000000	0.1400
Police Lieutenant	240	0.263158	0.0611



2024-2025 Office Personnel Index Office Administrative Assistant (OAA)

Assignment	Work Days	Days Factor	Responsibility Index
Executive OAA to Superintendent	240	0.263158	0.35
Executive OAA to Deputy Superintendent	240	0.263158	0.23
Human Resources Coordinator	240	0.263158	0.23
Payroll Coordinator	240	0.263158	0.23
Accounts Payable Coordinator	240	0.263158	0.23
Executive OAA to Assistant Superintendent	240	0.263158	0.18
Executive OAA to Chief Financial Officer	240	0.263158	0.18
Payroll Specialist	240	0.263158	0.16
Human Resources Specialist	240	0.263158	0.16
Child Nutrition Bookkeeper	240	0.263158	0.10
Information Systems Specialist	240	0.263158	0.10
OAA to Executive Director	240	0.263158	0.05
OAA to Director	240	0.263158	0.05
OAA to Supervisor	240	0.263158	0.05
Adult Education Bookkeeper	240	0.263158	0.05
OAA Level II - Human Resources	240	0.263158	0.05
OAA Level I - Human Resources	240	0.263158	0.03

<Note> A legacy index may be added to twelve-month employees on contract before July 1, 2021.



2024-2025 Substitute Pay Rates

Substitute Category	Daily Work Hours	Daily Rate of Pay
Teacher	7.0 hours	\$95.00
Teacher with current Arkansas Teaching License	7.0 hours	\$100.00
Office Administrative Assistant	8.0 hours	\$90.00
Paraprofessional	7.0 hours	\$80.00
Media Administrative Assistant	7.0 hours	\$80.00
Child Nutrition Staff	6.0 hours	\$43.55
Child Nutrition Staff (District Trained)	6.0 hours	\$66.00
Facilities Crew / Custodian	8.0 hours	\$53.60
Facilities Crew / Custodian (District Trained)	8.0 hours	\$88.00
Transportation Driver - Regular Route	3.0 hours	\$70.00
Transportation Aide - Regular Route	3.0 hours	\$55.00

* - Rate applies to Fort Smith School District personnel policies.

2024-2025 Long-Term** Substitute Pay Rates

TEACHER

Education degree, current Arkansas certification in the area of the long-term assignment:

Current base teacher salary	190-day contract	\$200.00 per day
No degree, special circumstance assignment		\$100.00 per day

**Long-term is defined as thirty (30) consecutive student school days or more in the same teaching assignment.

Paraprofessionals and Office Administrative Assistant Personnel

Special circumstance assignment \$100.00 per day

**Long-term is defined as thirty (30) consecutive student school days or more as a paraprofessional or office administrative assistant in the same assignment.



2024 Summer School / Extended Year Hourly Rate of Pay

Category of Personnel	Hourly Rate of Pay
Certified Teacher / Nurse	\$35.00
Elementary Principal / Program Manager / Site Director	\$38.69

2024-2025 Hourly Rate of Pay

Category of Personnel	Hourly Rate of Pay
Certified Teacher	\$25.00
Classified Employee	\$17.00