

**FORT SMITH PUBLIC SCHOOLS  
CERTIFIED STAFF  
2025-2026 SALARY SCHEDULE**

	<b>-RANGE-</b>							
	01	02	03	04	05	06	07	08
<b>STEP</b>	BACHELOR	BACHELOR +12 HRS	BACHELOR +24 HRS	BACHELOR +36 HRS	MASTER	MASTER +15 HRS	MASTER +30 HRS	DOCTOR
1	50,200.00	50,775.00	51,925.00	54,225.00	54,225.00	56,525.00	58,825.00	61,125.00
2	51,525.00	51,725.00	52,600.00	54,900.00	54,900.00	57,200.00	59,500.00	61,800.00
3	51,675.00	51,875.00	53,275.00	55,575.00	55,575.00	57,875.00	60,175.00	62,475.00
4	51,825.00	52,025.00	53,950.00	56,250.00	56,250.00	58,550.00	60,850.00	63,150.00
5	51,975.00	52,325.00	54,625.00	56,925.00	56,925.00	59,225.00	61,525.00	63,825.00
6	52,125.00	53,000.00	55,300.00	57,600.00	57,600.00	59,900.00	62,200.00	64,500.00
7	52,275.00	53,675.00	55,975.00	58,275.00	58,275.00	60,575.00	62,875.00	65,175.00
8	52,425.00	54,350.00	56,650.00	58,950.00	58,950.00	61,250.00	63,550.00	65,850.00
9	52,725.00	55,025.00	57,325.00	59,625.00	59,625.00	61,925.00	64,225.00	66,525.00
10	53,400.00	55,700.00	58,000.00	60,300.00	60,300.00	62,600.00	64,900.00	67,200.00
11	54,075.00	56,375.00	58,675.00	60,975.00	60,975.00	63,275.00	65,575.00	67,875.00
12	54,750.00	57,050.00	59,350.00	61,650.00	61,650.00	63,950.00	66,250.00	68,550.00
13	55,425.00	57,725.00	60,025.00	62,325.00	62,325.00	64,625.00	66,925.00	69,225.00
14	56,100.00	58,400.00	60,700.00	63,000.00	63,000.00	65,300.00	67,600.00	69,900.00
15	56,775.00	59,075.00	61,375.00	63,675.00	63,675.00	65,975.00	68,275.00	70,575.00
16	57,450.00	59,750.00	62,050.00	64,350.00	64,350.00	66,650.00	68,950.00	71,250.00
17	58,125.00	60,425.00	62,725.00	65,025.00	65,025.00	67,325.00	69,625.00	71,925.00
18	58,800.00	61,100.00	63,400.00	65,700.00	65,700.00	68,000.00	70,300.00	72,600.00
19	59,475.00	61,775.00	64,075.00	66,375.00	66,375.00	68,675.00	70,975.00	73,275.00
20	60,150.00	62,450.00	64,750.00	67,050.00	67,050.00	69,350.00	71,650.00	73,950.00
21	60,825.00	63,125.00	65,425.00	67,725.00	67,725.00	70,025.00	72,325.00	74,625.00
22	61,500.00	63,800.00	66,100.00	68,400.00	68,400.00	70,700.00	73,000.00	75,300.00
23	62,175.00	64,475.00	66,775.00	69,075.00	69,075.00	71,375.00	73,675.00	75,975.00
24	62,850.00	65,150.00	67,450.00	69,750.00	69,750.00	72,050.00	74,350.00	76,650.00
25	63,525.00	65,825.00	68,125.00	70,425.00	70,425.00	72,725.00	75,025.00	77,325.00

**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.
- \* **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  
2025-2026 SALARY SCHEDULE**

**-RANGE-**

	01	02	03
<b>STEP</b>	<b>LEVEL 01 Passed Test</b>	<b>LEVEL 02 60 hours</b>	<b>LEVEL 03 Bachelors</b>
1	21,240.00	22,440.00	23,640.00
2	21,480.00	22,680.00	23,880.00
3	21,720.00	22,920.00	24,120.00
4	21,960.00	23,160.00	24,360.00
5	22,200.00	23,400.00	24,600.00
6	22,440.00	23,640.00	24,840.00
7	22,680.00	23,880.00	25,080.00
8	22,920.00	24,120.00	25,320.00
9	23,160.00	24,360.00	25,560.00
10	23,400.00	24,600.00	25,800.00
11	23,640.00	24,840.00	26,040.00
12	23,880.00	25,080.00	26,280.00
13	24,120.00	25,320.00	26,520.00
14	24,360.00	25,560.00	26,760.00
15	24,600.00	25,800.00	27,000.00
16	24,840.00	26,040.00	27,240.00
17	25,080.00	26,280.00	27,480.00
18	25,320.00	26,520.00	27,720.00
19	25,560.00	26,760.00	27,960.00
20	25,800.00	27,000.00	28,200.00
21	26,040.00	27,240.00	28,440.00
22	26,280.00	27,480.00	28,680.00
23	26,520.00	27,720.00	28,920.00
24	26,760.00	27,960.00	29,160.00
25	27,000.00	28,200.00	29,400.00

**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.
- \* **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**  
**2025-2026 SALARY SCHEDULE**

<b>STEP</b>	<b>-RANGE-</b>					
	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	13,200.00	14,400.00	15,600.00	12,408.00	12,408.00	13,608.00
2	13,320.00	14,520.00	15,720.00	12,456.00	12,456.00	13,656.00
3	13,440.00	14,640.00	15,840.00	12,504.00	12,504.00	13,704.00
4	13,560.00	14,760.00	15,960.00	12,552.00	12,552.00	13,752.00
5	13,680.00	14,880.00	16,080.00	12,600.00	12,600.00	13,800.00
6	13,800.00	15,000.00	16,200.00	12,648.00	12,648.00	13,848.00
7	13,920.00	15,120.00	16,320.00	12,696.00	12,696.00	13,896.00
8	14,040.00	15,240.00	16,440.00	12,744.00	12,744.00	13,944.00
9	14,160.00	15,360.00	16,560.00	12,792.00	12,792.00	13,992.00
10	14,280.00	15,480.00	16,680.00	12,840.00	12,840.00	14,040.00
11	14,400.00	15,600.00	16,800.00	12,888.00	12,888.00	14,088.00
12	14,448.00	15,648.00	16,848.00	12,936.00	12,936.00	14,136.00
13	14,496.00	15,696.00	16,896.00	12,984.00	12,984.00	14,184.00
14	14,544.00	15,744.00	16,944.00	13,032.00	13,032.00	14,232.00
15	14,592.00	15,792.00	16,992.00	13,080.00	13,080.00	14,280.00
16	14,640.00	15,840.00	17,040.00	13,128.00	13,128.00	14,328.00
17	14,688.00	15,888.00	17,088.00	13,176.00	13,176.00	14,376.00
18	14,736.00	15,936.00	17,136.00	13,224.00	13,224.00	14,424.00
19	14,784.00	15,984.00	17,184.00	13,272.00	13,272.00	14,472.00
20	14,832.00	16,032.00	17,232.00	13,320.00	13,320.00	14,520.00
21	14,880.00	16,080.00	17,280.00	13,368.00	13,368.00	14,568.00
22	14,928.00	16,128.00	17,328.00	13,416.00	13,416.00	14,616.00
23	14,976.00	16,176.00	17,376.00	13,464.00	13,464.00	14,664.00
24	15,024.00	16,224.00	17,424.00	13,512.00	13,512.00	14,712.00
25	15,072.00	16,272.00	17,472.00	13,560.00	13,560.00	14,760.00

**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.
- \* **Life Insurance --\$10,000 Policy** --Premium paid by district.

**FORT SMITH PUBLIC SCHOOLS**  
**OFFICE ADMINISTRATIVE ASSISTANT (OAA) STAFF**  
**2025-2026 SALARY SCHEDULE**

STEP	<b>-RANGE-</b>				
	01 ELEMENTARY MEDIA	02 ELEMENTARY	03 SECONDARY	04 ADMINISTRATION	05 ADMINISTRATION 12-Month
1	21,600.00	24,672.00	24,672.00	24,672.00	24,672.00
2	22,080.00	25,272.00	25,272.00	25,272.00	25,272.00
3	22,560.00	25,872.00	25,872.00	25,872.00	25,872.00
4	23,040.00	26,592.00	26,592.00	26,592.00	26,592.00
5	23,520.00	27,312.00	27,312.00	27,312.00	27,312.00
6	24,000.00	28,032.00	28,032.00	28,032.00	28,032.00
7	24,480.00	28,752.00	28,752.00	28,752.00	28,752.00
8	24,960.00	29,472.00	29,472.00	29,472.00	29,472.00
9	25,440.00	30,192.00	30,192.00	30,192.00	30,192.00
10	25,920.00	30,912.00	30,912.00	30,912.00	30,912.00
11	26,040.00	31,032.00	31,032.00	31,032.00	31,032.00
12	26,160.00	31,152.00	31,152.00	31,152.00	31,152.00
13	26,280.00	31,272.00	31,272.00	31,272.00	31,272.00
14	26,400.00	31,392.00	31,392.00	31,392.00	31,392.00
15	26,520.00	31,512.00	31,512.00	31,512.00	31,512.00
16	26,640.00	31,632.00	31,632.00	31,632.00	31,632.00
17	26,760.00	31,752.00	31,752.00	31,752.00	31,752.00
18	26,880.00	31,872.00	31,872.00	31,872.00	31,872.00
19	27,000.00	31,992.00	31,992.00	31,992.00	31,992.00
20	27,240.00	32,232.00	32,232.00	32,232.00	32,232.00
21	27,480.00	32,472.00	32,472.00	32,472.00	32,472.00
22	27,720.00	32,712.00	32,712.00	32,712.00	32,712.00
23	27,960.00	32,952.00	32,952.00	32,952.00	32,952.00
24	28,200.00	33,192.00	33,192.00	33,192.00	33,192.00
25	28,440.00	33,432.00	33,432.00	33,432.00	33,432.00

**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.
- \* **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  
2025-2026 SALARY SCHEDULE**

STEP	<b>-RANGE-</b>			
	01	02	03	04
	-----COLLEGE HOURS IN INTERPRETER EDUCATION----- 12	30	60	90
1	24,000.00	24,600.00	25,200.00	25,800.00
2	24,840.00	25,440.00	26,040.00	26,640.00
3	25,680.00	26,280.00	26,880.00	27,480.00
4	26,520.00	27,120.00	27,720.00	28,320.00
5	27,360.00	27,960.00	28,560.00	29,160.00
6	28,200.00	28,800.00	29,400.00	30,000.00
7	29,040.00	29,640.00	30,240.00	30,840.00
8	29,880.00	30,480.00	31,080.00	31,680.00
9	30,720.00	31,320.00	31,920.00	32,520.00
10	31,560.00	32,160.00	32,760.00	33,360.00
11	32,400.00	33,000.00	33,600.00	34,200.00
12	33,240.00	33,840.00	34,440.00	35,040.00
13	34,080.00	34,680.00	35,280.00	35,880.00
14	34,920.00	35,520.00	36,120.00	36,720.00
15	35,760.00	36,360.00	36,960.00	37,560.00
16	36,600.00	37,200.00	37,800.00	38,400.00
17	36,840.00	37,440.00	38,040.00	38,640.00
18	37,080.00	37,680.00	38,280.00	38,880.00
19	37,320.00	37,920.00	38,520.00	39,120.00
20	37,560.00	38,160.00	38,760.00	39,360.00
21	37,800.00	38,400.00	39,000.00	39,600.00
22	38,040.00	38,640.00	39,240.00	39,840.00
23	38,280.00	38,880.00	39,480.00	40,080.00
24	38,520.00	39,120.00	39,720.00	40,320.00
25	38,760.00	39,360.00	39,960.00	40,560.00

**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.
- \* **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  
2025-2026 SALARY SCHEDULE**

	<b>-RANGE-</b>					
	01	02	03	04	05	06
	FOOD PREP REGULAR	FOOD PREP CERTIFIED	ELEMENTARY MANAGER & ASSISTANT HIGH SCHOOL MANAGER	SECONDARY MANAGER	WAREHOUSE 8 Hour Day	WAREHOUSE MANAGER 8 Hour Day
<b>STEP</b>						
1	16,560.00	17,760.00	21,360.00	24,960.00	25,380.00	29,340.00
2	16,800.00	18,000.00	21,600.00	25,200.00	26,046.00	30,006.00
3	17,040.00	18,240.00	21,840.00	25,440.00	26,712.00	30,672.00
4	17,280.00	18,480.00	22,080.00	25,680.00	27,378.00	31,338.00
5	17,520.00	18,720.00	22,320.00	25,920.00	28,044.00	32,004.00
6	17,760.00	18,960.00	22,560.00	26,160.00	28,710.00	32,670.00
7	18,000.00	19,200.00	22,800.00	26,400.00	29,376.00	33,336.00
8	18,240.00	19,440.00	23,040.00	26,640.00	30,042.00	34,002.00
9	18,480.00	19,680.00	23,280.00	26,880.00	30,708.00	34,668.00
10	18,720.00	19,920.00	23,520.00	27,120.00	31,374.00	35,334.00
11	18,960.00	20,160.00	23,760.00	27,360.00	32,040.00	36,000.00
12	19,200.00	20,400.00	24,000.00	27,600.00	32,706.00	36,666.00
13	19,440.00	20,640.00	24,240.00	27,840.00	33,372.00	37,332.00
14	19,680.00	20,880.00	24,480.00	28,080.00	33,480.00	37,440.00
15	19,920.00	21,120.00	24,720.00	28,320.00	33,588.00	37,548.00
16	20,160.00	21,360.00	24,960.00	28,560.00	33,696.00	37,656.00
17	20,400.00	21,600.00	25,200.00	28,800.00	33,804.00	37,764.00
18	20,640.00	21,840.00	25,440.00	29,040.00	33,912.00	37,872.00
19	20,880.00	22,080.00	25,680.00	29,280.00	34,020.00	37,980.00
20	21,120.00	22,320.00	25,920.00	29,520.00	34,128.00	38,088.00
21	21,360.00	22,560.00	26,160.00	29,760.00	34,236.00	38,196.00
22	21,600.00	22,800.00	26,400.00	30,000.00	34,344.00	38,304.00
23	21,840.00	23,040.00	26,640.00	30,240.00	34,452.00	38,412.00
24	22,080.00	23,280.00	26,880.00	30,480.00	34,560.00	38,520.00
25	22,320.00	23,520.00	27,120.00	30,720.00	34,668.00	38,628.00

**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.
- \* **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  
2025-2026 SALARY SCHEDULE**

**-RANGE-**

STEP	01 TECHNOLOGY OPERATIONS STAFF	02 TECHNOLOGY SPECIALISTS A+ Cert	03 Master Level Cert
1	34,560.00	41,640.00	42,840.00
2	35,448.00	42,480.00	43,680.00
3	36,336.00	43,320.00	44,520.00
4	37,224.00	44,160.00	45,360.00
5	38,112.00	45,000.00	46,200.00
6	39,000.00	45,840.00	47,040.00
7	39,888.00	46,680.00	47,880.00
8	40,776.00	47,520.00	48,720.00
9	41,664.00	48,360.00	49,560.00
10	42,552.00	49,200.00	50,400.00
11	43,440.00	50,040.00	51,240.00
12	44,328.00	50,880.00	52,080.00
13	45,216.00	51,720.00	52,920.00
14	45,360.00	52,560.00	53,760.00
15	45,504.00	53,640.00	54,840.00
16	45,648.00	54,720.00	55,920.00
17	45,792.00	55,800.00	57,000.00
18	45,936.00	56,880.00	58,080.00
19	46,080.00	57,960.00	59,160.00
20	46,224.00	59,040.00	60,240.00
21	46,368.00	60,120.00	61,320.00
22	46,512.00	61,200.00	62,400.00
23	46,656.00	62,280.00	63,480.00
24	46,800.00	63,360.00	64,560.00
25	46,944.00	64,440.00	65,640.00

**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.

\* **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**  
**2025-2026 SALARY SCHEDULE**

STEP	<b>-RANGE-</b>		
	01 VEHICLE TECHNICIAN	02 MECHANIC	03 HEAD MECHANIC
1	32,400.00	37,920.00	39,960.00
2	33,120.00	38,880.00	40,920.00
3	33,840.00	39,840.00	41,880.00
4	34,560.00	40,800.00	42,840.00
5	35,280.00	41,760.00	43,800.00
6	36,000.00	42,720.00	44,760.00
7	36,720.00	43,680.00	45,720.00
8	37,440.00	44,640.00	46,680.00
9	38,160.00	45,600.00	47,640.00
10	38,880.00	46,560.00	48,600.00
11	39,600.00	47,520.00	49,560.00
12	40,320.00	48,480.00	50,520.00
13	40,560.00	49,080.00	51,120.00
14	40,800.00	49,680.00	51,720.00
15	41,040.00	50,280.00	52,320.00
16	41,280.00	50,880.00	52,920.00
17	41,520.00	51,480.00	53,520.00
18	41,760.00	52,080.00	54,120.00
19	42,000.00	52,680.00	54,720.00
20	42,240.00	53,280.00	55,320.00
21	42,480.00	53,880.00	55,920.00
22	42,720.00	54,480.00	56,520.00
23	42,960.00	55,080.00	57,120.00
24	43,200.00	55,680.00	57,720.00
25	43,440.00	56,280.00	58,320.00

**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.

\* **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**  
**2025-2026 SALARY SCHEDULE**

	<b>-RANGE-</b>					
	01	02	03	04	05	06
<b>STEP</b>	<b>MAINT. A</b>	<b>MAINT. B</b>	<b>MAINT. C</b>	<b>FOREMAN A</b>	<b>FOREMAN B</b>	<b>FACILITY MANAGER</b>
1	29,880.00	33,840.00	34,560.00	36,840.00	38,400.00	39,120.00
2	30,768.00	34,728.00	35,448.00	37,728.00	39,288.00	40,008.00
3	31,656.00	35,616.00	36,336.00	38,616.00	40,176.00	40,896.00
4	32,544.00	36,504.00	37,224.00	39,504.00	41,064.00	41,784.00
5	33,432.00	37,392.00	38,112.00	40,392.00	41,952.00	42,672.00
6	34,320.00	38,280.00	39,000.00	41,280.00	42,840.00	43,560.00
7	35,208.00	39,168.00	39,888.00	42,168.00	43,728.00	44,448.00
8	36,096.00	40,056.00	40,776.00	43,056.00	44,616.00	45,336.00
9	36,984.00	40,944.00	41,664.00	43,944.00	45,504.00	46,224.00
10	37,872.00	41,832.00	42,552.00	44,832.00	46,392.00	47,112.00
11	38,760.00	42,720.00	43,440.00	45,720.00	47,280.00	48,000.00
12	39,648.00	43,608.00	44,328.00	46,608.00	48,168.00	48,888.00
13	40,536.00	44,496.00	45,216.00	47,496.00	49,056.00	49,776.00
14	40,680.00	44,640.00	45,360.00	47,640.00	49,200.00	49,920.00
15	40,824.00	44,784.00	45,504.00	47,784.00	49,344.00	50,064.00
16	40,968.00	44,928.00	45,648.00	47,928.00	49,488.00	50,208.00
17	41,112.00	45,072.00	45,792.00	48,072.00	49,632.00	50,352.00
18	41,256.00	45,216.00	45,936.00	48,216.00	49,776.00	50,496.00
19	41,400.00	45,360.00	46,080.00	48,360.00	49,920.00	50,640.00
20	41,544.00	45,504.00	46,224.00	48,504.00	50,064.00	50,784.00
21	41,688.00	45,648.00	46,368.00	48,648.00	50,208.00	50,928.00
22	41,832.00	45,792.00	46,512.00	48,792.00	50,352.00	51,072.00
23	41,976.00	45,936.00	46,656.00	48,936.00	50,496.00	51,216.00
24	42,120.00	46,080.00	46,800.00	49,080.00	50,640.00	51,360.00
25	42,264.00	46,224.00	46,944.00	49,224.00	50,784.00	51,504.00

MAINT. A: UTILITY, DRIVER  
MAINT. B: GENERAL MAINTENANCE  
MAINT. 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.
- \* **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**  
**2025-2026 SALARY SCHEDULE**

**-RANGE-**

STEP	01 Social Workers	02 Nurse LPN or RN - A D N	03 Nurse RN (Bachelors)	04 Speech Pathologist	05 Occupational & Physical Therapist	06 PT/OT and SLP Assistants	07 Behavioral and Health Specialists Level A	08 Level B
1	46,200.00	41,280.00	46,200.00	53,520.00	53,520.00	45,240.00	46,200.00	53,520.00
2	46,875.00	41,955.00	46,875.00	54,195.00	54,195.00	45,840.00	46,875.00	54,195.00
3	47,550.00	42,630.00	47,550.00	54,870.00	54,870.00	46,440.00	47,550.00	54,870.00
4	48,225.00	43,305.00	48,225.00	55,545.00	55,545.00	47,040.00	48,225.00	55,545.00
5	48,900.00	43,980.00	48,900.00	56,220.00	56,220.00	47,640.00	48,900.00	56,220.00
6	49,575.00	44,655.00	49,575.00	56,895.00	56,895.00	48,240.00	49,575.00	56,895.00
7	50,250.00	45,330.00	50,250.00	57,570.00	57,570.00	48,840.00	50,250.00	57,570.00
8	50,925.00	46,005.00	50,925.00	58,245.00	58,245.00	49,440.00	50,925.00	58,245.00
9	51,600.00	46,680.00	51,600.00	58,920.00	58,920.00	50,040.00	51,600.00	58,920.00
10	52,275.00	47,355.00	52,275.00	59,595.00	59,595.00	50,640.00	52,275.00	59,595.00
11	52,950.00	48,030.00	52,950.00	60,270.00	60,270.00	51,240.00	52,950.00	60,270.00
12	53,625.00	48,705.00	53,625.00	60,945.00	60,945.00	51,840.00	53,625.00	60,945.00
13	54,300.00	49,380.00	54,300.00	61,620.00	61,620.00	52,440.00	54,300.00	61,620.00
14	54,975.00	50,055.00	54,975.00	62,295.00	62,295.00	53,040.00	54,975.00	62,295.00
15	55,650.00	50,730.00	55,650.00	62,970.00	62,970.00	53,640.00	55,650.00	62,970.00
16	56,325.00	51,405.00	56,325.00	63,645.00	63,645.00	54,240.00	56,325.00	63,645.00
17	57,000.00	52,080.00	57,000.00	64,320.00	64,320.00	54,840.00	57,000.00	64,320.00
18	57,675.00	52,755.00	57,675.00	64,995.00	64,995.00	55,440.00	57,675.00	64,995.00
19	58,350.00	53,430.00	58,350.00	65,670.00	65,670.00	56,040.00	58,350.00	65,670.00
20	59,025.00	54,105.00	59,025.00	66,345.00	66,345.00	56,640.00	59,025.00	66,345.00
21	59,700.00	54,780.00	59,700.00	67,020.00	67,020.00	57,240.00	59,700.00	67,020.00
22	60,375.00	55,455.00	60,375.00	67,695.00	67,695.00	57,840.00	60,375.00	67,695.00
23	61,050.00	56,130.00	61,050.00	68,370.00	68,370.00	58,440.00	61,050.00	68,370.00
24	61,725.00	56,805.00	61,725.00	69,045.00	69,045.00	59,040.00	61,725.00	69,045.00
25	62,400.00	57,480.00	62,400.00	69,720.00	69,720.00	59,640.00	62,400.00	69,720.00

**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.
- \* **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**  
**SCHOOL CUSTODIAL STAFF**  
2025-2026 SALARY SCHEDULE

	<b>-RANGE-</b>			
	01	02	03	04
<b>STEP</b>	<b>SECONDARY SCHOOL</b>	<b>ELEMENTARY SCHOOL</b>	<b>LEAD CUSTODIAN A</b>	<b>LEAD CUSTODIAN B</b>
<b>1</b>	29,760.00	29,760.00	36,480.00	36,960.00
<b>2</b>	30,240.00	30,240.00	36,960.00	37,440.00
<b>3</b>	30,720.00	30,720.00	37,440.00	37,920.00
<b>4</b>	31,200.00	31,200.00	37,920.00	38,400.00
<b>5</b>	31,680.00	31,680.00	38,400.00	38,880.00
<b>6</b>	32,160.00	32,160.00	38,880.00	39,360.00
<b>7</b>	32,640.00	32,640.00	39,360.00	39,840.00
<b>8</b>	33,120.00	33,120.00	39,840.00	40,320.00
<b>9</b>	33,600.00	33,600.00	40,320.00	40,800.00
<b>10</b>	34,080.00	34,080.00	40,800.00	41,280.00
<b>11</b>	34,560.00	34,560.00	41,280.00	41,760.00
<b>12</b>	35,040.00	35,040.00	41,760.00	42,240.00
<b>13</b>	35,520.00	35,520.00	42,240.00	42,720.00
<b>14</b>	35,664.00	35,664.00	42,384.00	42,864.00
<b>15</b>	35,808.00	35,808.00	42,528.00	43,008.00
<b>16</b>	35,952.00	35,952.00	42,672.00	43,152.00
<b>17</b>	36,096.00	36,096.00	42,816.00	43,296.00
<b>18</b>	36,240.00	36,240.00	42,960.00	43,440.00
<b>19</b>	36,384.00	36,384.00	43,104.00	43,584.00
<b>20</b>	36,528.00	36,528.00	43,248.00	43,728.00
<b>21</b>	36,672.00	36,672.00	43,392.00	43,872.00
<b>22</b>	36,816.00	36,816.00	43,536.00	44,016.00
<b>23</b>	36,960.00	36,960.00	43,680.00	44,160.00
<b>24</b>	37,104.00	37,104.00	43,824.00	44,304.00
<b>25</b>	37,248.00	37,248.00	43,968.00	44,448.00

**LEAD CUSTODIAN A:** CHAFFIN, DARBY, KIMMONS, RAMSEY, PEAK

**LEAD CUSTODIAN 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

\* **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  
SPECIALIZED SUPPORT STAFF  
2025-2026 SALARY SCHEDULE**

**-RANGE-**

	01	02	03	04	05
<b>STEP</b>	<b>LEVEL 1</b>	<b>LEVEL 2</b>	<b>LEVEL 3</b>	<b>LEVEL 4</b>	<b>LEVEL 5</b>
<b>1</b>	37,200.00	42,000.00	44,400.00	49,200.00	58,800.00
<b>2</b>	37,872.00	42,672.00	45,072.00	49,872.00	59,472.00
<b>3</b>	38,544.00	43,344.00	45,744.00	50,544.00	60,144.00
<b>4</b>	39,216.00	44,016.00	46,416.00	51,216.00	60,816.00
<b>5</b>	39,888.00	44,688.00	47,088.00	51,888.00	61,488.00
<b>6</b>	40,560.00	45,360.00	47,760.00	52,560.00	62,160.00
<b>7</b>	41,232.00	46,032.00	48,432.00	53,232.00	62,832.00
<b>8</b>	41,904.00	46,704.00	49,104.00	53,904.00	63,504.00
<b>9</b>	42,576.00	47,376.00	49,776.00	54,576.00	64,176.00
<b>10</b>	43,248.00	48,048.00	50,448.00	55,248.00	64,848.00
<b>11</b>	43,920.00	48,720.00	51,120.00	55,920.00	65,520.00
<b>12</b>	44,592.00	49,392.00	51,792.00	56,592.00	66,192.00
<b>13</b>	45,264.00	50,064.00	52,464.00	57,264.00	66,864.00
<b>14</b>	45,936.00	50,736.00	53,136.00	57,936.00	67,536.00
<b>15</b>	46,608.00	51,408.00	53,808.00	58,608.00	68,208.00
<b>16</b>	47,280.00	52,080.00	54,480.00	59,280.00	68,880.00
<b>17</b>	47,952.00	52,752.00	55,152.00	59,952.00	69,552.00
<b>18</b>	48,624.00	53,424.00	55,824.00	60,624.00	70,224.00
<b>19</b>	49,296.00	54,096.00	56,496.00	61,296.00	70,896.00
<b>20</b>	49,968.00	54,768.00	57,168.00	61,968.00	71,568.00
<b>21</b>	50,640.00	55,440.00	57,840.00	62,640.00	72,240.00
<b>22</b>	51,312.00	56,112.00	58,512.00	63,312.00	72,912.00
<b>23</b>	51,984.00	56,784.00	59,184.00	63,984.00	73,584.00
<b>24</b>	52,656.00	57,456.00	59,856.00	64,656.00	74,256.00
<b>25</b>	53,328.00	58,128.00	60,528.00	65,328.00	74,928.00

**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.

\* **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**  
2025-2026 SALARY SCHEDULE

-RANGE-

STEP	<sup>01</sup> POLICE OFFICER
1	45,960.00
2	46,632.00
3	47,304.00
4	47,976.00
5	48,648.00
6	49,320.00
7	49,992.00
8	50,664.00
9	51,336.00
10	52,008.00
11	52,680.00
12	53,352.00
13	54,024.00
14	54,696.00
15	55,368.00
16	56,040.00
17	56,712.00
18	57,384.00
19	58,056.00
20	58,728.00
21	59,400.00
22	60,072.00
23	60,744.00
24	61,416.00
25	62,088.00

**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.

**BENEFITS FOR FULL-TIME PERSONNEL:**

- \* **Group Health Insurance**--Premiums paid according to scheduled amount by school district for the individual employee only.
- \* **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**  
**2025-2026 SALARY SCHEDULE**  
**-RANGE-**

	01	02	03	04	05	06	07
	Level A	Level B	Level C	Level D	Level E	Level F	Level G
<b>Admin Level</b>	55,025.00	59,200.00	64,500.00	66,800.00	69,100.00	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.
- \* 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: Director of Engagement; Technology Coordinator

Level C Positions: Construction Project Manager; Supervisor of Accounting; Supervisor of Child Nutrition; Supervisor of Maintenance; Supervisor of Purchasing; Supervisor of Safety & Security; 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 Information Systems; Director of Technology; Executive Director of Facility Operations; \*Supervisor of Purchasing; \*Supervisor of Transportation

Level F Positions: Chief Communication and Engagement Officer, 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.
- \* **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  
2025-2026 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
<b>Admin Level</b>	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.
- \* 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.
- \* **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.