

# Rogers Public Schools Salary Schedules 2016-2017



# Fringe Benefits

All full-time employees are eligible for medical insurance. The district contribution is \$154.48 per employee per month. As of January 1, 2015, 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 14% of employee salaries to the Arkansas Teacher Retirement System.

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Revised 4/2016

**Rogers Public Schools  
Certified Teacher Salary Schedule  
2016-17**

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30 Ed.S	PhD/Ed.D
1	44,750	45,566	46,383	47,196	48,013	48,828	49,642
2	45,566	46,383	47,196	48,013	48,828	49,642	50,458
3	46,383	47,196	48,013	48,828	49,642	50,458	51,273
4	47,196	48,013	48,828	49,642	50,458	51,273	52,089
5	48,013	48,828	49,642	50,458	51,273	52,089	52,904
6	48,828	49,642	50,458	51,273	52,089	52,904	53,719
7	49,642	50,458	51,273	52,089	52,904	53,719	54,533
8	50,458	51,273	52,089	52,904	53,719	54,533	55,348
9	51,273	52,089	52,904	53,719	54,533	55,348	56,165
10	52,089	52,904	53,719	54,533	55,348	56,165	56,980
11	52,904	53,719	54,533	55,348	56,165	56,980	57,795
12	53,719	54,533	55,348	56,165	56,980	57,795	58,611
13	54,533	55,348	56,165	56,980	57,795	58,611	59,426
14	55,348	56,165	56,980	57,795	58,611	59,426	60,241
15	56,165	56,980	57,795	58,611	59,426	60,241	61,055
16	56,980	57,795	58,611	59,426	60,241	61,055	61,871
17	57,795	58,611	59,426	60,241	61,055	61,871	62,687
18	58,611	59,426	60,241	61,055	61,871	62,687	63,502
19	59,426	60,241	61,055	61,871	62,687	63,502	64,318
20	60,241	61,055	61,871	62,687	63,502	64,318	65,133
21	61,055	61,871	62,687	63,502	64,318	65,133	65,948
22	61,871	62,687	63,502	64,318	65,133	65,948	66,762
23	62,687	63,502	64,318	65,133	65,948	66,762	67,578
24		64,318	65,133	65,948	66,762	67,578	68,392
25		65,133	65,948	66,762	67,578	68,392	69,207
26			66,762	67,578	68,392	69,207	70,025
27			67,578	68,392	69,207	70,025	70,841
28			68,392	69,207	70,025	70,841	71,657
29				70,025	70,841	71,657	72,473
30				70,841	71,657	72,473	73,289
31				71,657	72,473	73,289	74,105

**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	Planning Period
	1 to 2	None
	3 to 4	One-half
	5 to 6	One

Based on 192 days, 7 hour day.

Revised 4/2016

**Rogers Public Schools  
Certified Administrative Schedule  
2016-17**

**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
Director of Career & Technical Ed	7.5 - 11.5%	207
Director of Performing Arts	7.5 - 11.5%	208
Director of Gifted & Talented	7.5 - 11.5%	212
Assistant Elementary Principal	13 - 16%	205
Director of ESOL & Migrant	13 - 20%	215
Director of Secondary Curriculum & Instruction Support	13 - 20%	225
Director of Professional Development & Grants	13 - 20%	230
Assistant Director of Spec Education	16 - 18%	220
Assistant Middle Sch./ Asst. New Tech Principal	16 - 20%	210
Assistant High School Principal	19 - 23%	225
Director of Special Education	20 - 25%	220
Director of Early Childhood/HIPPY	20.5 - 26%	210
Elementary Principal	20.5 - 26%	220
Director of Athletics*	21 - 25%	230
Middle School/ New Tech Principal	21 - 28%	225
Principal of Alternative School	22 - 24%	210/220
High School Principal	29 - 39%	230
Assistant Superintendent*	31 - 42%	232
Deputy Superintendent*	36 - 45%	232
Superintendent**	90 - 125%	260

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

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

Revised 4/2016

**Rogers Public Schools**  
**Classified Administrative Salary Schedule**  
**2016-17**

**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 - 5%	215
Assistant Director of Facilities	0 - 5%	230
Director of Transportation	0 - 10%	230
Director of Child Nutrition	0 - 10%	230
Director of Facilities	0 - 15%	230
Systems Manager	5 - 15%	230
Chief Operations Officer	25-45%	230
Chief Financial Officer	25-45%	230
Chief Information Officer	25-45%	230

Step	Years of Experience	Base (192 Days)
1	12	56,980
2	13	57,795
3	14	58,611
4	15	59,426
5	16	60,241
6	17	61,055
7	18	61,871
8	19	62,687
9	20	63,502
10	21	64,318
11	22	65,133
12	23	65,948
13	24	66,762
14	25	67,578
15	26	68,392
16	27	69,207
17	28	70,025
18	29	70,841
19	30	71,657

Salary based on lane 4 of teacher salary schedule.

Degree preferred.

**Rogers Public Schools  
Nurse/Interpreter  
Salary Schedule  
2016-17**

<b>Step</b>	<b>LPN 189 days</b>	<b>RN 189 days</b>	<b>Deaf Interpreter 187 days</b>
1	25,675	29,538	21,670
2	25,986	30,156	21,999
3	26,297	30,774	22,328
4	26,608	31,392	22,657
5	26,919	32,010	22,986
6	27,230	32,628	23,315
7	27,541	33,246	23,644
8	27,852	33,864	23,973
9	28,163	34,482	24,302
10	28,474	35,100	24,631
11	28,785	35,718	24,960
12	29,096	36,336	25,289
13	29,407	36,954	25,618
14	29,718	37,572	25,947
15	30,029	38,190	26,276
16	30,340	38,808	26,605
17	30,651	39,426	26,934
18	30,962	40,044	27,263
19	31,273	40,662	27,592
20	31,584	41,280	27,921
21	31,895	41,898	28,250
22	32,206	42,516	28,579
23	32,517	43,134	28,908

**Experience:** All relevant experience, not to exceed 13 total years, will be credited toward the salary schedule.

All positions are based on a 7 hour work day.

Revised 4/2016.

**Rogers Public Schools**  
**Social Worker/Spanish Communications Specialist**  
**Salary Schedule**  
**2016-17**

Step	BA	MA
1	41,284	43,758
2	42,063	44,575
3	42,842	45,390
4	43,621	46,204
5	44,400	47,020
6	45,179	47,835
7	45,958	48,651
8	46,737	49,466
9	47,516	50,281
10	48,295	51,095
11	49,074	51,910
12	49,853	52,727
13	50,632	53,542
14	51,411	54,357
15	52,190	55,173
16	52,969	55,988
17	53,748	56,803
18	54,527	57,617
19	55,306	58,432
20	56,085	59,248
21	56,864	60,064
22	57,643	60,879
23	58,422	61,695
24		62,510
25		63,324
26		64,140
27		64,954
28		65,768
29		66,582
30		67,396
31		68,210

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

Revised 4/2016

**Rogers Public Schools  
Occupational Therapist  
Salary Schedule  
2016-17**

<b>Step</b>	<b>Occupational Therapist</b>	<b>Occupational Therapist Assistant</b>
1	73,533	35,389
2	74,412	36,294
3	75,291	37,201
4	76,168	38,109
5	77,044	39,015
6	77,923	39,914
7	78,801	40,793
8	79,679	41,670
9	80,555	42,548
10	81,435	43,427
11	82,313	44,304
12	83,190	45,184
13	84,068	46,060
14	84,949	46,937
15	85,830	47,813
16	86,709	48,689
17	87,590	49,568
18	88,471	50,447
19	89,352	51,326

Based on 192 days, 7 hours per day.

Revised 4/2016



**Rogers Public Schools  
Clerical/Aide  
Salary Schedule  
2016-17**

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	16,641	16,828	17,456	17,652	17,415	18,092	20,027	20,728	21,228	22,029	23,031
2	17,128	17,320	17,966	18,168	17,882	18,577	20,564	21,231	21,743	22,564	23,590
3	17,615	17,813	18,476	18,684	18,349	19,062	21,101	21,734	22,259	23,098	24,148
4	18,102	18,305	18,986	19,199	18,816	19,547	21,638	22,237	22,774	23,633	24,707
5	18,589	18,798	19,496	19,715	19,283	20,032	22,175	22,740	23,289	24,168	25,266
6	19,076	19,290	20,006	20,231	19,750	20,518	22,712	23,243	23,804	24,702	25,825
7	19,563	19,783	20,516	20,747	20,217	21,003	23,249	23,746	24,319	25,237	26,384
8	20,050	20,275	21,026	21,262	20,684	21,488	23,786	24,249	24,834	25,771	26,943
9	20,537	20,768	21,536	21,778	21,151	21,973	24,323	24,752	25,349	26,306	27,502
10	21,024	21,260	22,046	22,294	21,618	22,458	24,860	25,255	25,865	26,841	28,061
11	21,511	21,753	22,556	22,809	22,085	22,943	25,397	25,758	26,380	27,375	28,620
12	21,998	22,245	23,066	23,325	22,552	23,429	25,934	26,261	26,895	27,910	29,178
13	22,485	22,738	23,576	23,841	23,019	23,914	26,471	26,764	27,410	28,444	29,737
14	22,972	23,230	24,086	24,357	23,486	24,399	27,008	27,267	27,925	28,979	30,296
15	23,459	23,723	24,596	24,872	23,953	24,884	27,545	27,770	28,440	29,514	30,855
16	23,946	24,215	25,106	25,388	24,420	25,369	28,083	28,273	28,955	30,048	31,414
17	24,433	24,707	25,616	25,904	24,887	25,854	28,620	28,776	29,471	30,583	31,973
18	24,920	25,200	26,126	26,420	25,354	26,340	29,157	29,279	29,986	31,117	32,532
19	25,407	25,692	26,636	26,935	25,821	26,825	29,694	29,782	30,501	31,652	33,091
20	25,894	26,185	27,146	27,451	26,288	27,310	30,231	30,285	31,016	32,187	33,650
21	26,381	26,677	27,656	27,967	26,755	27,795	30,768	30,788	31,531	32,721	34,208
22	26,868	27,170	28,166	28,483	27,222	28,280	31,305	31,291	32,046	33,256	34,767
23	27,355	27,662	28,676	28,998	27,689	28,765	31,842	31,794	32,562	33,790	35,326

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 4/2016

**Rogers Public Schools  
Clerical/Aide  
Salary Schedule  
2016-17**

Step	Area E			Area F			Area G		
	215 days	220 days	230 days	180 days	220 days	230 days	207 days	215 days	230 days
1	22,311	22,830	23,868	21,650	26,461	27,663	26,483	27,507	29,426
2	22,822	23,353	24,415	22,059	26,961	28,186	26,950	27,992	29,945
3	23,334	23,876	24,962	22,468	27,461	28,709	27,417	28,477	30,464
4	23,845	24,400	25,509	22,877	27,961	29,232	27,884	28,962	30,983
5	24,356	24,923	26,056	23,286	28,461	29,754	28,352	29,447	31,502
6	24,868	25,446	26,603	23,695	28,961	30,277	28,819	29,932	32,021
7	25,379	25,969	27,150	24,104	29,461	30,800	29,286	30,418	32,540
8	25,890	26,492	27,697	24,513	29,961	31,322	29,753	30,903	33,059
9	26,402	27,016	28,244	24,922	30,461	31,845	30,220	31,388	33,578
10	26,913	27,539	28,791	25,331	30,961	32,368	30,687	31,873	34,097
11	27,424	28,062	29,338	25,741	31,461	32,891	31,154	32,358	34,616
12	27,936	28,585	29,885	26,150	31,961	33,413	31,621	32,843	35,135
13	28,447	29,109	30,432	26,559	32,461	33,936	32,088	33,329	35,654
14	28,958	29,632	30,979	26,968	32,961	34,459	32,555	33,814	36,173
15	29,470	30,155	31,526	27,377	33,461	34,982	33,023	34,299	36,692
16	29,981	30,678	32,073	27,786	33,961	35,504	33,490	34,784	37,211
17	30,492	31,201	32,620	28,195	34,461	36,027	33,957	35,269	37,730
18	31,004	31,725	33,167	28,604	34,961	36,550	34,424	35,754	38,249
19	31,515	32,248	33,714	29,013	35,461	37,072	34,891	36,239	38,768
20	32,026	32,771	34,261	29,422	35,961	37,595	35,358	36,725	39,287
21	32,538	33,294	34,808	29,831	36,461	38,118	35,825	37,210	39,806
22	33,049	33,818	35,355	30,241	36,961	38,641	36,292	37,695	40,325
23	33,560	34,341	35,902	30,650	37,461	39,163	36,759	38,180	40,844

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 4/2016

**Rogers Public Schools**  
**Clerical/Aide**  
**Salary Schedule**  
**2016-17**

**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)  
ESOL Aide (180)  
Library Aide (180)  
Migrant Tutor (180)  
PT/OT Aide (180)  
Special Education Aide (180)  
Special Education/ ESOL Receptionist (180)  
Teacher Aide (180)

**AREA B - Days: 178/180**

Instructional Assistant (178/180)  
ESOL Instructional Assistant (180)  
Health Paraprofessional (180)  
Migrant Instructional Assistant (180)  
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 (187)  
Assistant Registrar (207)  
Attendance Clerk (207)  
Clerical Aide (207)  
ESOL Secretary (207)  
Mail Courier (207)  
Pre-K Secretary (207)  
Records Secretary (207)  
Student Service Secretary (207)

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

ESOL Translators (207)  
Pre-K Administrative Assistant (207)  
Elementary 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 (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)

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

\* All relevant experience will be counted. \$816 stipend for AASBO certification per guidelines.

\*\* 15% stipend

\*\*\* 18% stipend

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 4/2016

**Rogers Public Schools  
Technology  
Salary Schedule  
2016-17**

<b>Step</b>	<b>Computer Tech 230 days</b>	<b>Asst. Tech Systems Manager 230 days</b>
1	36,041	49,966
2	36,957	50,569
3	37,873	51,172
4	38,789	51,775
5	39,705	52,378
6	40,621	52,981
7	41,537	53,584
8	42,453	54,187
9	43,369	54,790
10	44,285	55,393
11	45,201	55,996
12	46,117	56,599
13	47,033	57,202
14	47,949	57,805
15	48,865	58,408
16	49,781	59,011
17	50,697	59,614
18	51,613	60,217
19	52,529	60,820
20	53,445	61,423
21	54,361	62,026
22	55,277	62,629
23	56,193	63,232

All relevant experience will be counted.

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

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**Rogers Public Schools  
Other Support Personnel  
Salary Schedule  
2016-17**

<b>Step</b>	<b>8 Hour Clerical 230 Days</b>	<b>Asst. Transportation Operations Mgr*, Warehouse &amp; Grounds Manager 240 days</b>	<b>Procurement Coordinator 230 days</b>	<b>Transportation Operations Mgr/ Student &amp; Tech Mgr 230 days</b>
1	27,182	28,944	36,154	32,320
2	27,800	29,302	36,654	32,713
3	28,418	29,660	37,154	33,106
4	29,036	30,018	37,654	33,499
5	29,654	30,376	38,154	33,892
6	30,272	30,734	38,654	34,285
7	30,890	31,092	39,154	34,678
8	31,508	31,450	39,654	35,071
9	32,126	31,808	40,154	35,464
10	32,744	32,166	40,654	35,857
11	33,362	32,524	41,154	36,250
12	33,980	32,882	41,654	36,643
13	34,598	33,240	42,154	37,036
14	35,216	33,598	42,654	37,429
15	35,834	33,956	43,154	37,822
16	36,452	34,314	43,654	38,215
17	37,070	34,672	44,154	38,608
18	37,688	35,030	44,654	39,001
19	38,306	35,388	45,154	39,394
20	38,924	35,746	45,654	39,787
21	39,542	36,104	46,154	40,180
22	40,160	36,462	46,654	40,573
23	40,778	36,820	47,154	40,966

Security officer is on Warehouse & Grounds prorated for 180 days.

Related supervisor experience outside the system will be credited on a one-half basis.

\*Prorated for 220 days

Revised 4/2016

**Rogers Public Schools  
Maintenance  
Salary Schedule  
2016-17**

Step	General Maintenance	Maintenance Specialist B	Maintenance Specialist A	Technician B/ Mechanic	Technician A
1	N/A	26,126	29,873	34,529	44,259
2	23,380	26,551	30,291	34,931	44,660
3	23,787	26,976	30,709	35,333	45,061
4	24,194	27,401	31,127	35,735	45,462
5	24,601	27,826	31,545	36,137	45,863
6	25,008	28,251	31,963	36,539	46,264
7	25,415	28,676	32,381	36,941	46,665
8	25,822	29,101	32,799	37,343	47,066
9	26,229	29,526	33,217	37,745	47,467
10	26,636	29,951	33,635	38,147	47,868
11	27,043	30,376	34,053	38,549	48,269
12	27,450	30,801	34,471	38,951	48,670
13	27,857	31,226	34,889	39,353	49,071
14	28,264	31,651	35,307	39,755	49,472
15	28,671	32,076	35,725	40,157	49,873
16	29,078	32,501	36,143	40,559	50,274
17	29,485	32,926	36,561	40,961	50,675
18	29,892	33,351	36,979	41,363	51,076
19	30,299	33,776	37,397	41,765	51,477
20	30,706	34,201	37,815	42,167	51,878
21	31,113	34,626	38,233	42,569	52,279
22	31,520	35,051	38,651	42,971	52,680
23	31,927	35,476	39,069	43,373	53,081

**General** - Skilled in general maintenance, capable of assisting a specialist and able to make minor repairs.

**Specialist B** - Skilled in inventorying, repairing equipment, and warehousing.

**Specialist A** - Specialist in plumbing, electricity, AC, carpentry, security (lock-smith), or transportation management through schooling or previous on-the-job training.

**Tech B/Mechanic** - Must have had schooling and be able to handle most major and minor problems without supervision. Have knowledge and skills to handle most mechanical needs.

**Tech A** - Master Technician with schooling and training. Knowledge in all mechanical areas. Schooling, training and experience will be considered for new employees.

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

Revised 4/2016

**Rogers Public Schools  
Custodian  
Salary Schedule  
2016-17**

<b>Step</b>	<b>Custodian</b>	<b>Head Custodian 1 (Supervising 1-4)</b>	<b>Head Custodian 2 (Supervising 5-9)</b>
1	22,507	27,748	28,549
2	22,873	28,041	28,846
3	23,239	28,334	29,143
4	23,605	28,627	29,440
5	23,971	28,920	29,737
6	24,337	29,213	30,034
7	24,703	29,506	30,331
8	25,069	29,799	30,628
9	25,435	30,092	30,925
10	25,801	30,385	31,222
11	26,167	30,678	31,519
12	26,533	30,971	31,816
13	26,899	31,264	32,113
14	27,265	31,557	32,410
15	27,631	31,850	32,707
16	27,997	32,143	33,004
17	28,363	32,436	33,301
18	28,729	32,729	33,598
19	29,095	33,022	33,895
20	29,461	33,315	34,192
21	29,827	33,608	34,489
22	30,193	33,901	34,786
23	30,559	34,194	35,083

**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 4/2016

**Rogers Public Schools  
Bus Driver  
Salary Schedule  
2016-17**

Step	Salary - 6 Hours
1	14,228
2	14,540
3	14,852
4	15,164
5	15,476
6	15,788
7	16,100
8	16,412
9	16,724
10	17,036
11	17,348
12	17,660
13	17,972
14	18,284
15	18,596
16	18,908
17	19,220
18	19,532
19	19,844
20	20,156
21	20,468
22	20,780
23	21,092

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 4/2016



**Rogers Public Schools  
Nutrition Services  
Salary Schedule  
2016-17**

Step	Nutrition Technician		Nutrition Services Manager Trainee	Coordinator/Data Clerk 212 days	Assistant Director 230 days
	6 HR.	6.5 HR			
1	11,084	12,007	N/A	24,008	35,376
2	11,285	12,226	14,172	24,514	36,070
3	11,486	12,445	14,392	25,019	36,765
4	11,688	12,664	14,612	25,524	37,459
5	11,889	12,883	14,832	26,030	38,153
6	12,090	13,102	15,052	26,535	38,847
7	12,291	13,321	15,272	27,040	39,542
8	12,492	13,540	15,492	27,546	40,236
9	12,693	13,759	15,712	28,051	40,930
10	12,894	13,978	15,932	28,556	41,624
11	13,096	14,197	16,152	29,062	42,319
12	13,297	14,416	16,372	29,567	43,013
13	13,498	14,635	16,592	30,073	43,707
14	13,699	14,854	16,812	30,578	44,401
15	13,900	15,073	17,032	31,083	45,095
16	14,101	15,292	17,252	31,589	45,790
17	14,302	15,511	17,472	32,094	46,484
18	14,504	15,730	17,692	32,599	47,178
19	14,705	15,949	17,912	33,105	47,872
20	14,906	16,168	18,132	33,610	48,567
21	15,107	16,387	18,352	34,115	49,261
22	15,308	16,606	18,572	34,621	49,955
23	15,509	16,825	18,792	35,126	50,649

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.

Technicians are based on 6 / 6.5 hr work days and 180 days worked per year.

Nutrition Substitute: \$8.85 per hour

Manager Trainee: based on 7 hours per day @ 182 days per year.

Revised 4/2016

**Rogers Public Schools  
Nutrition Services Manager  
Salary Schedule  
2016-17**

<b>Step</b>	<b>Non Certified Enrollment &lt;700</b>	<b>Certified Enrollment &lt;700</b>	<b>Non Certified Enrollment &gt;700</b>	<b>Certified Enrollment &gt;700</b>	<b>Certified Mentor/Mgr Enrollment &gt;1500</b>
1	18,489	N/A	19,146	N/A	N/A
2	18,775	N/A	19,429	N/A	N/A
3	19,061	19,977	19,712	20,609	21,961
4	19,347	20,224	19,995	20,863	22,229
5	19,633	20,471	20,278	21,117	22,497
6	19,919	20,718	20,561	21,371	22,765
7	20,205	20,965	20,844	21,625	23,033
8	20,491	21,212	21,127	21,879	23,301
9	20,777	21,459	21,410	22,133	23,569
10	21,063	21,706	21,693	22,387	23,837
11	21,349	21,953	21,976	22,641	24,105
12	21,635	22,200	22,259	22,895	24,373
13	21,921	22,447	22,542	23,149	24,641
14	22,207	22,694	22,825	23,403	24,909
15	22,493	22,941	23,108	23,657	25,177
16	22,779	23,188	23,391	23,911	25,445
17	23,065	23,435	23,674	24,165	25,713
18	23,351	23,682	23,957	24,419	25,981
19	23,637	23,929	24,240	24,673	26,249
20	23,923	24,176	24,523	24,927	26,517
21	24,209	24,423	24,806	25,181	26,785
22	24,495	24,670	25,089	25,435	27,053
23	24,781	24,917	25,372	25,689	27,321

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 of Education Child Nutrition Manager's training, which is held for two weeks during the summer.

Manager: based on 7.5 hours per day @ 182 days per year.

Mentor/Manager > 1500: based on 8 hours per day @ 182 days per year.

Revised 4/2016

**Rogers Public Schools  
Athletic Stipends  
Salary Schedule  
2016-17**

Position	# of Positions Per Feeder	Index
Football* (10 Days)***	1	27%
Assistant Football Coordinator*	2	22%
Asst. Football	5	18%
9th Football	2	14%
Head 8th Grade Football(1 x each MS)	2	12%
Asst. 8th Football (1 x each MS)	2	10%
Basketball* (1M/1W)	2	27%
Asst. Basketball (1M/1W)	2	18%
Head 9th Basketball (1M/1W)	2	14%
Head 8th Basketball(1M/1W each MS)	4	12%
Head Cross Country (M&W)	1	10%
Asst. Cross Country**	2	7%
9th Cross Country (M&W)	1	6%
Head 8th Cross Country (1 each MS)	2	5%
Head Volleyball	1	10%
Asst. Volleyball	1	7%
9th Volleyball	1	6%
Head 8th Volleyball (1 x each MS)	2	5%
Wrestling	1	10%
Asst. Wrestling	1	7%
Baseball	1	10%
Asst. Baseball	1	7%
Soccer (1M/1W)	2	10%
Asst. Soccer (1M/1W)	2	7%
Softball	1	10%
Asst. Softball	1	7%
Track (1M/1W)	2	10%
Asst. Track (1M/1W)	2	7%
9th Track (1M/1W)	2	6%
Head 8th Track (1M/1W each MS)	4	5%
Golf (1M/1W)	2	7%
Tennis (1M/1W)	2	7%
Swim (M&W)	1	7%
Head Cheer	1	10%
JV Cheer	1	8%
9th Cheer	1	7%
8th Cheer (1 x each MS)	2	6%
Head Pom	1	10%
JV Pom	1	8%
9th Pom	1	7%
8th Pom (1 x each MS)	2	6%
Bowling (this stipend to be paid at the end of school year)	1	(\$500 stipend)
Athletic Trainers	1	not on index

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

\*\*If there is only 1 coach, then there will be 2 assistants.

\*\*\*Note: Days added to contract

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

**Rogers Public Schools**  
**Miscellaneous Stipends / Rate Schedule**  
**2016-17**

Description	Hourly Rate
Accompaniment (Music)	10.00
Certified (Extended Day Teacher, Curriculum, etc.)	25.00
Classified (Aide, Crossing Guards, Translators)	10.00
Detention/Study Hall Supervisor	12.00
After-School Care / Summer Employees	10.00

HHS/RHS Auditorium	Hourly Rate
Supervisor	25.00
Sound Board Tech	18.00
Light Board Tech	18.00
Spotlight Tech	8.00
Backstage Tech	8.00

Description	Daily Rate
Senior High Gatekeepers, Scorekeepers, Clock keepers	35.00
MS Gatekeepers, Scorekeepers, Clock keepers	28.00
<i>(Excludes Booster Club Volunteer)</i>	

Description	Annual Stipend
Head Nurse (2 days) *	3,300
Counseling Coordinator (FTE .50)	1,500
Economics Coordinator ( 1 Elem - 1 Secondary)	600
Federal Programs Coordinator (23 days) *	3,000
Lead Teacher Elementary Art, Music, PE, Library	800
Lead Teacher Secondary (2 each area - except 1 at library)	800
Art, Foreign Language, Library, Speech, Drama, Music, PE	800
Curriculum Specialist (15 days) *	2,000
Special Ed Consultant (20 days) *	none
Deaf Ed. Coordinator	500.00
National Board Certification	1,000
ONSC	100.00
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) *	1,500

Academy 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.

Revised 4/2016

**Rogers Public Schools**  
**Miscellaneous Stipends / Rate Schedule**  
**2016-17**

Description	Annual Stipend
<b><i>Sponsors (divided among ALL sponsors)</i></b>	
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
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
<b>Music</b>	<b>Annual Stipend</b>
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

# 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

Revised 4/2016

**Rogers Public Schools  
Substitute Teacher  
Salary Schedule  
2016-17**

<b>The Substitute rates will be as follows:</b>		
Class I	Fully Certified	88.00 per day
Class II	College Degree (not certified)	82.00 per day
Class III	High School Diploma with 2.5 GPA	75.00 per day

A mini-contract for long-term substituting pays \$157.00 per day. The substitute must have a Class I classification 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 and through a testing period and grading period which constitutes a major portion of a teacher's work load.

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

**POSITIONS BASED ON TEACHER'S SALARY  
2016-17**

<b>Positions</b>	<b>Days</b>
Academic Facilitator	192
Student Relations Coordinator*	192
Administrative Assistant** (RHS & HHS)	202
Athletic Trainer	207
HS Counselor	212
Communications Specialist	230
Tech Curriculum Specialists (2)	230

\*At 90% of teacher salary

\*\*192 days plus 10 extra days at FTE .50

Note: Facilitators at middle schools are the Department Heads.

Revised 4/2016

**SUMMARY OF SALARY SCHEDULE CHANGES FROM 2015-16 to 2016-17**

<b>Old Page #</b>	<b>Change</b>	<b>New Page #</b>
	<b>Added</b> \$500 to the base of all Certified Teacher Salary Lanes and added 1.1299% increase to the base of all classified salary lanes not to exceed \$500.	
1	<b>Increased</b> district insurance contribution to \$154.48	
2	<b>Added</b> in footnote: in extenuating circumstances the superintendent may waive the experience cap	
2	<b>Deleted</b> in footnote: within the state of Arkansas	
3	<b>Added</b> Director of Performing Arts / index 7.5 - 11.5% / 208 days	
4	<b>Added</b> Assistant Director of Facilities	
5	<b>Added</b> \$1000 increase to base pay for RN and LPN	
5	<b>Changed</b> footnote to read: All relevant experience, not to exceed 13 total years, will be credited toward the salary schedule.	
8	<b>Added</b> column for 187 days to Area C	
8	<b>Expanded</b> columns to account for number of days for each Area	8 & 9
8	<b>Deleted</b> footnote: *All salary schedules will be prorated for days depending on assignment. Each salary column is based on the lowest number of days.	8 & 9
8	<b>Added</b> columns for 215 and 220 day positions to Area E	9
8	<b>Corrected</b> columns from 215/220/230 days to 180/220/230 days on Area F	9
9	<b>Changed</b> Health Aide from Area A to Area B	10
9	<b>Added</b> Pre-K Receptionist (180) to Area C	10
9	<b>Added</b> Migrant Clerk (187) to Area C	10
9	<b>Added</b> Pre-K Secretary (207) to Area C	10
9	<b>Changed</b> Area D title - delete 202 days, add 220 days to correct typo	10
9	<b>Added</b> Pre-K Administrative Assistant to Area D	10
9	<b>Added</b> 215/220 days to title on Area E	10
9	<b>Deleted</b> School Service Secretary from Area E	10
9	<b>Added</b> Special Education Secretary (220) to Area E	10
9	<b>Added</b> number of days to positions on Area E and Area F	10
9	<b>Deleted</b> Transportation Technology Clerk (230 days 8 hrs/day) from Area F	10
9	<b>Deleted</b> footnote - *Positions are prorated for days - on ESOL Secretary, Mail Courier, Special Education Secretary, Executive Central Office Secretary, Federal Programs Accountant Admin in Areas C, E, F, & G	10
11	<b>Deleted</b> footnote: **Based on 8 hours per day, 230 days per year.	12
12	<b>Rearranged</b> columns from lowest to highest pay	13
15	<b>Added</b> column for 6.5 hr work days on Nutrition Technician	16
15	<b>Changed</b> footnote to match with classified schedule: 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.	16
15	<b>Added</b> footnote to include 6.5 hr. schedule	16
15	<b>Deleted</b> footnote: * Any Technician assisting the After School Program will receive an hourly rate based on their current step.	16
16	<b>Changed</b> footnote to match with classified schedule: 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.	17
17	<b>Added</b> statement to bowling: this stipend to be paid at the end of school year)	18
18	<b>Added</b> HHS to heading for Auditorium	19
18	<b>Changed</b> stipend on head nurse to correct typo	19
18	<b>Added</b> Testing Coordinator	19
19	<b>Added</b> footnote: **Stipends to be paid at the end of the year	20
20	<b>Increased</b> substitute rates by \$1 for each class and \$2 for long-term substitutes	21