

**Rogers Public Schools
Salary Schedules
2015-2016**



Fringe Benefits

All full-time employees are eligible for medical insurance. The district contribution is \$153 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 matches employee salaries in the Arkansas Teacher Retirement System at 14%.

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Rogers Public Schools
Certified Teacher Salary Schedule
2015-16

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30 Ed.S	PhD/Ed.D
1	44,250	45,066	45,883	46,696	47,513	48,328	49,142
2	45,066	45,883	46,696	47,513	48,328	49,142	49,958
3	45,883	46,696	47,513	48,328	49,142	49,958	50,773
4	46,696	47,513	48,328	49,142	49,958	50,773	51,589
5	47,513	48,328	49,142	49,958	50,773	51,589	52,404
6	48,328	49,142	49,958	50,773	51,589	52,404	53,219
7	49,142	49,958	50,773	51,589	52,404	53,219	54,033
8	49,958	50,773	51,589	52,404	53,219	54,033	54,848
9	50,773	51,589	52,404	53,219	54,033	54,848	55,665
10	51,589	52,404	53,219	54,033	54,848	55,665	56,480
11	52,404	53,219	54,033	54,848	55,665	56,480	57,295
12	53,219	54,033	54,848	55,665	56,480	57,295	58,111
13	54,033	54,848	55,665	56,480	57,295	58,111	58,926
14	54,848	55,665	56,480	57,295	58,111	58,926	59,741
15	55,665	56,480	57,295	58,111	58,926	59,741	60,555
16	56,480	57,295	58,111	58,926	59,741	60,555	61,370
17	57,295	58,111	58,926	59,741	60,555	61,370	62,186
18	58,111	58,926	59,741	60,555	61,370	62,186	63,002
19	58,926	59,741	60,555	61,370	62,186	63,002	63,817
20	59,741	60,555	61,370	62,186	63,002	63,817	64,633
21	60,555	61,370	62,186	63,002	63,817	64,633	65,448
22	61,371	62,187	63,002	63,817	64,633	65,448	66,262
23	62,187	63,002	63,817	64,633	65,448	66,262	67,078
24		63,818	64,633	65,448	66,262	67,078	67,892
25		64,633	65,448	66,262	67,078	67,892	68,707
26			66,262	67,078	67,892	68,707	69,525
27			67,078	67,892	68,707	69,525	70,341
28			67,892	68,707	69,525	70,341	71,157
29				69,525	70,341	71,157	71,973
30				70,341	71,157	71,973	72,789
31				71,157	71,973	72,789	73,605

Experience: The Rogers Public School District will allow up to thirteen (13) years of public school experience outside the state of Arkansas; 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 within the state of Arkansas 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 4/2015.

**Rogers Public Schools
Certified Administrative Schedule
2015-16**

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 Gifted & Talented	7.5 - 11.5%	212
Assistant Elementary Principal	13 - 16%	205
Director of Professional Development & Grants	13 – 20%	230
Director of ESOL & Migrant	13 – 20%	215
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
Director of Career & Technical Ed	7.5 -11.5%	207
Director of Secondary Curriculum & Instruction Support	13 -20%	225
Elementary Principal	20.5 – 26%	220
Director of Athletics*	21 – 25%	230
Principal of Alternative School	22 – 24%	210/220
Middle School/ New Tech Principal	21 – 28%	225
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 4/2015

Rogers Public Schools
Classified Administrative Salary Schedule
2015-16

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 Transportation	0 - 10%	230
Director of Child Nutrition	0 - 10%	230
Director of Facilities	0 - 15%	230
Director of Data & Accountability	1 - 5%	215
Systems Manager	5 - 15%	230
Chief Operations Officer	25-45%	230
Chief Financial Officer	25-45%	230
Chief Information Officer	25-45%	230

Revised 4/2015

Step	Years of Experience	Base (192 Days)
1	12	56,480
2	13	57,295
3	14	58,111
4	15	58,926
5	16	59,741
6	17	60,555
7	18	61,370
8	19	62,186
9	20	63,002
10	21	63,817
11	22	64,633
12	23	65,448
13	24	66,262
14	25	67,078
15	26	67,892
16	27	68,707
17	28	69,525
18	29	70,343
19	30	71,975

Salary based on lane 4 of teacher salary schedule.
Degree preferred. Revised 4/2015.

**Rogers Public Schools
Nurse/Interpreter
Salary Schedule
2015-16**

Step	LPN 189 days	RN 189 days	Deaf Interpreter 187 days
1	24,675	28,538	21,428
2	24,986	29,156	21,757
3	25,297	29,774	22,086
4	25,608	30,392	22,415
5	25,919	31,010	22,744
6	26,230	31,628	23,073
7	26,541	32,246	23,402
8	26,852	32,864	23,731
9	27,163	33,482	24,060
10	27,474	34,100	24,389
11	27,785	34,718	24,718
12	28,096	35,336	25,047
13	28,407	35,954	25,376
14	28,718	36,572	25,705
15	29,029	37,190	26,034
16	29,340	37,808	26,363
17	29,651	38,426	26,692
18	29,962	39,044	27,021
19	30,273	39,662	27,350
20	30,584	40,280	27,679
21	30,895	40,898	28,008
22	31,206	41,516	28,337
23	31,517	42,134	28,666

Experience: One-half of outside related experience and all previous school experience will be credited toward the salary schedule, with a combined limit of 13 years that may be transferred to the district.

All positions are based on a 7 hour work day.

Revised 4/2015.

Rogers Public Schools
Social Worker/Spanish Communications Specialist
Salary Schedule
2015-16

Step	BA	MA
1	40,823	43,269
2	41,602	44,086
3	42,381	44,901
4	43,160	45,715
5	43,939	46,531
6	44,718	47,346
7	45,497	48,162
8	46,276	48,977
9	47,055	49,792
10	47,834	50,606
11	48,613	51,421
12	49,392	52,238
13	50,171	53,053
14	50,950	53,868
15	51,729	54,684
16	52,508	55,499
17	53,287	56,314
18	54,066	57,128
19	54,845	57,943
20	55,624	58,759
21	56,403	59,575
22	57,182	60,390
23	57,961	61,206
24		62,021
25		62,835
26		63,651
27		64,465
28		65,279
29		66,093
30		66,907
31		67,721

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

Revised 4/2015.

**Rogers Public Schools
Occupational Therapist
Salary Schedule
2015-16**

Step	Occupational Therapist	Occupational Therapist Assistant
1	73,033	34,994
2	73,912	35,899
3	74,791	36,806
4	75,668	37,714
5	76,544	38,620
6	77,423	39,519
7	78,301	40,398
8	79,179	41,275
9	80,055	42,153
10	80,935	43,032
11	81,813	43,909
12	82,690	44,789
13	83,568	45,665
14	84,449	46,542
15	85,330	47,418
16	86,209	48,294
17	87,090	49,173
18	87,971	50,052
19	88,852	50,931

Based on 192 days, 7 hours per day.

Revised 4/2015.

**Rogers Public Schools
Clerical/Aide
Salary Schedule
2015-16**

Step	Area A 178 or 180 days	Area B 178 or 180 days	Area C 180 or 207 days	Area D 207/212 220/230 days	Area E 230 days	Area F 215/220/230 days	Area G 207/215/230 days
1	16,455	17,261	17,220	20,496	23,601	26,165	29,097
2	16,942	17,771	17,687	20,999	24,148	26,665	29,616
3	17,429	18,281	18,154	21,502	24,695	27,165	30,135
4	17,916	18,791	18,621	22,005	25,242	27,665	30,654
5	18,403	19,301	19,088	22,508	25,789	28,165	31,173
6	18,890	19,811	19,555	23,011	26,336	28,665	31,692
7	19,377	20,321	20,022	23,514	26,883	29,165	32,211
8	19,864	20,831	20,489	24,017	27,430	29,665	32,730
9	20,351	21,341	20,956	24,520	27,977	30,165	33,249
10	20,838	21,851	21,423	25,023	28,524	30,665	33,768
11	21,325	22,361	21,890	25,526	29,071	31,165	34,287
12	21,812	22,871	22,357	26,029	29,618	31,665	34,806
13	22,299	23,381	22,824	26,532	30,165	32,165	35,325
14	22,786	23,891	23,291	27,035	30,712	32,665	35,844
15	23,273	24,401	23,758	27,538	31,259	33,165	36,363
16	23,760	24,911	24,225	28,041	31,806	33,665	36,882
17	24,247	25,421	24,692	28,544	32,353	34,165	37,401
18	24,734	25,931	25,159	29,047	32,900	34,665	37,920
19	25,221	26,441	25,626	29,550	33,447	35,165	38,439
20	25,708	26,951	26,093	30,053	33,994	35,665	38,958
21	26,195	27,461	26,560	30,556	34,541	36,165	39,477
22	26,682	27,971	27,027	31,059	35,088	36,665	39,996
23	27,169	28,481	27,494	31,562	35,635	37,165	40,515

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.

* All salary schedules will be prorated for days depending on assignment. Each salary column is based on the lowest number of days.

Revised 4/2015

**Rogers Public Schools
Clerical/Aide
Salary Schedule
2015-16**

AREA A - Days: 178 or 180

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

AREA B - Days: 178 or 180

Instructional Assistant (178)
Special Education Instructional Assistant (180)
Migrant Instructional Assistant (180)
ESOL Instructional Assistant (180)
Pre-K Instructional Assistant (180)

AREA C - Days: 180 or 207

Attendance Clerk (207)
Records Secretary (207)
Student Service Secretary (207)
ESOL Secretary* (207)
Mail Courier* (207)
Asst. Registrar (207)
Clerical Aide (207)
Federal Programs Clerk (180)
Extended Day Secretary (180)

AREA D - Days: 202/207/212/230

ESOL Translators (207)
ESOL Administrative Assistant (212)
Elementary Secretary (212)
Middle School Secretary (220)
High School Secretary (230)

AREA E - Days: 230

Central Office Secretary
School Service Secretary
Special Education Secretary* (215)
Copy Center Manager (8 hours per day)
Technology Account Manager

AREA F - Days: 215/220/230

Community-based Scholarship Coordinator
HS Registrar
Executive Secretary Central Office*
Transportation Technology Clerk* (230 days 8 hrs/day)

AREA G - Days: 207/215/230

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

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

+ 15% stipend

* Positions are prorated for days.

++ 18% stipend

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

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

Revised 4/2015

**Rogers Public Schools
Technology
Salary Schedule
2015-16**

Step	Computer Tech 230 days	Asst. Tech Systems Manager 230 days
1	35,638	49,466
2	36,554	50,069
3	37,470	50,672
4	38,386	51,275
5	39,302	51,878
6	40,218	52,481
7	41,134	53,084
8	42,050	53,687
9	42,966	54,290
10	43,882	54,893
11	44,798	55,496
12	45,714	56,099
13	46,630	56,702
14	47,546	57,305
15	48,462	57,908
16	49,378	58,511
17	50,294	59,114
18	51,210	59,717
19	52,126	60,320
20	53,042	60,923
21	53,958	61,526
22	54,874	62,129
23	55,790	62,732

All relevant experience will be counted.

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

Revised 4/2015

**Rogers Public Schools
Other Support Personnel
2015-16**

Step	8 Hour Clerical 230 Days	Asst. Trans. Operations Manager*, Warehouse & Grounds Manager 240 days	Procurement Coordinator 230 days	Transportation Operations Manager 230 days
1	26,878	28,621	35,750	31,959
2	27,496	28,979	36,250	32,352
3	28,114	29,337	36,750	32,745
4	28,732	29,695	37,250	33,138
5	29,350	30,053	37,750	33,531
6	29,968	30,411	38,250	33,924
7	30,586	30,769	38,750	34,317
8	31,204	31,127	39,250	34,710
9	31,822	31,485	39,750	35,103
10	32,440	31,843	40,250	35,496
11	33,058	32,201	40,750	35,889
12	33,676	32,559	41,250	36,282
13	34,294	32,917	41,750	36,675
14	34,912	33,275	42,250	37,068
15	35,530	33,633	42,750	37,461
16	36,148	33,991	43,250	37,854
17	36,766	34,349	43,750	38,247
18	37,384	34,707	44,250	38,640
19	38,002	35,065	44,750	39,033
20	38,620	35,423	45,250	39,426
21	39,238	35,781	45,750	39,819
22	39,856	36,139	46,250	40,212
23	40,474	36,497	46,750	40,605

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

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

Revised 4/2015

**Rogers Public Schools
Maintenance
Salary Schedule
2015-16**

Step	General Maintenance	Maintenance Specialist A	Maintenance Specialist B	Technician A	Technician B Mechanic
1		29,540	25,834	43,764	34,143
2	23,119	29,958	26,259	44,165	34,545
3	23,526	30,376	26,684	44,566	34,947
4	23,933	30,794	27,109	44,967	35,349
5	24,340	31,212	27,534	45,368	35,751
6	24,747	31,630	27,959	45,769	36,153
7	25,154	32,048	28,384	46,170	36,555
8	25,561	32,466	28,809	46,571	36,957
9	25,968	32,884	29,234	46,972	37,359
10	26,375	33,302	29,659	47,373	37,761
11	26,782	33,720	30,084	47,774	38,163
12	27,189	34,138	30,509	48,175	38,565
13	27,596	34,556	30,934	48,576	38,967
14	28,003	34,974	31,359	48,977	39,369
15	28,410	35,392	31,784	49,378	39,771
16	28,817	35,810	32,209	49,779	40,173
17	29,224	36,228	32,634	50,180	40,575
18	29,631	36,646	33,059	50,581	40,977
19	30,038	37,064	33,484	50,982	41,379
20	30,445	37,482	33,909	51,383	41,781
21	30,852	37,900	34,334	51,784	42,183
22	31,259	38,318	34,759	52,185	42,585
23	31,666	38,736	35,184	52,586	42,987

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

Specialist B - Skills 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 4/2015

**Rogers Public Schools
Custodian
Salary Schedule
2015-16**

Step	Custodian	Head Custodian 1 (Supervising 1-4)	Head Custodian 2 (Supervising 5-9)
1	22,256	27,438	28,230
2	22,622	27,731	28,527
3	22,988	28,024	28,824
4	23,354	28,317	29,121
5	23,720	28,610	29,418
6	24,086	28,903	29,715
7	24,452	29,196	30,012
8	24,818	29,489	30,309
9	25,184	29,782	30,606
10	25,550	30,075	30,903
11	25,916	30,368	31,200
12	26,282	30,661	31,497
13	26,648	30,954	31,794
14	27,014	31,247	32,091
15	27,380	31,540	32,388
16	27,746	31,833	32,685
17	28,112	32,126	32,982
18	28,478	32,419	33,279
19	28,844	32,712	33,576
20	29,210	33,005	33,873
21	29,576	33,298	34,170
22	29,942	33,591	34,467
23	30,308	33,884	34,764

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 4/2015

**Rogers Public Schools
 Bus Driver
 Salary Schedule
 2015-16**

Step	Salary - 6 Hours
1	14,069
2	14,381
3	14,693
4	15,005
5	15,317
6	15,629
7	15,941
8	16,253
9	16,565
10	16,877
11	17,189
12	17,501
13	17,813
14	18,125
15	18,437
16	18,749
17	19,061
18	19,373
19	19,685
20	19,997
21	20,309
22	20,621
23	20,933

- 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 4/2015

**Rogers Public Schools
Nutrition Services
Salary Schedule
2015-16**

Step	Nutrition Technician	Nutrition Services Manager Trainee	Coordinator/Data Clerk 212 days	Assistant Director 230 days
1	10,960	N/A	23,740	34,981
2	11,162	14,014	24,245	35,675
3	11,363	14,234	24,751	36,369
4	11,564	14,454	25,256	37,064
5	11,765	14,674	25,761	37,758
6	11,966	14,894	26,267	38,452
7	12,167	15,114	26,772	39,146
8	12,368	15,334	27,278	39,841
9	12,569	15,554	27,783	40,535
10	12,771	15,774	28,288	41,229
11	12,972	15,994	28,794	41,923
12	13,173	16,214	29,299	42,618
13	13,374	16,434	29,804	43,312
14	13,575	16,654	30,310	44,006
15	13,776	16,874	30,815	44,700
16	13,977	17,094	31,320	45,394
17	14,179	17,314	31,826	46,089
18	14,380	17,534	32,331	46,783
19	14,581	17,754	32,836	47,477
20	14,782	17,974	33,342	48,171
21	14,983	18,194	33,847	48,866
22	15,184	18,414	34,353	49,560
23	15,385	18,634	34,858	50,254

Experience outside the system will be accepted on a one-half basis with a maximum of 13 years.

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

* Any Technician assisting the After School Program will receive an hourly rate based on their current step.

Nutrition Substitute: \$8.85 per hour

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

Revised 4/2015.

Rogers Public Schools
Nutrition Services Manager/Manager Trainee
Salary Schedule
2015-16

Step	Non Certified Enrollment <700	Certified Enrollment <700	Non Certified Enrollment >700	Certified Enrollment >700	Certified Mentor/Mgr Enrollment >1500
1	18,282	N/A	18,932	N/A	N/A
2	18,568	N/A	19,215	N/A	N/A
3	18,854	19,754	19,498	20,379	21,715
4	19,140	20,001	19,781	20,633	21,983
5	19,426	20,248	20,064	20,887	22,251
6	19,712	20,495	20,347	21,141	22,519
7	19,998	20,742	20,630	21,395	22,787
8	20,284	20,989	20,913	21,649	23,055
9	20,570	21,236	21,196	21,903	23,323
10	20,856	21,483	21,479	22,157	23,591
11	21,142	21,730	21,762	22,411	23,859
12	21,428	21,977	22,045	22,665	24,127
13	21,714	22,224	22,328	22,919	24,395
14	22,000	22,471	22,611	23,173	24,663
15	22,286	22,718	22,894	23,427	24,931
16	22,572	22,965	23,177	23,681	25,199
17	22,858	23,212	23,460	23,935	25,467
18	23,144	23,459	23,743	24,189	25,735
19	23,430	23,706	24,026	24,443	26,003
20	23,716	23,953	24,309	24,697	26,271
21	24,002	24,200	24,592	24,951	26,539
22	24,288	24,447	24,875	25,205	26,807
23	24,574	24,694	25,158	25,459	27,075

Experience outside the system will be accepted on a one-half basis with a maximum of 13 years.

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 4/2015

**Rogers Public Schools
Athletic Stipends
Salary Schedule
2015-16**

Position	# of Positions Per Feeder	Index
Football*	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 (1M/1W 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 per 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	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.

All coaches will be on a 192 day contract. The index is compensation for the extra time as well as the extra responsibilities of these positions. Revised 4/2015.

Rogers Public Schools
Miscellaneous Stipends / Rate Schedule
2015-16

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

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)	1,275
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

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 4/2015

Rogers Public Schools
Miscellaneous Stipends / Rate Schedule
2015-16

Description	Annual Stipend
<i>Sponsors (divided among ALL sponsors)</i>	
Senior Class	1,000
Junior Class	1,000
Sophomore Class	400
High School Student Council	1,000
National Honor Society	500
Quiz Bowl#	1,000
High School FBLA	750
FCCLA	500
SKILLS	500
High School DECA	500
HOSA	500
HS Yearbook	1,000
HS Newspaper	1,000
HS Literacy Guide	500
HS Broadcast Journalism	1,000
MS Yearbook	500
MS WEB# (2 Sponsors per school)	250
HS Drama	1,200
HS Debate / Speech	1,000
HS Link Crew# (3 Sponsors per school)	250
Music	Annual Stipend
HS Band Director (16 days)*	3,000
HS Asst. Band Director (16 days)*	1,300
HS Orchestra	1,200
HS Choral	1,200
Middle School Band Director	500
Middle School Orchestra	500
Middle School Choral	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

Revised 4/2015

**Rogers Public Schools
Substitute Teacher
Salary Schedule
2015-16**

The Substitute rates will be as follows:		
Class I	Fully Certified	87.00 per day
Class II	College Degree (not certified)	81.00 per day
Class III	High School Diploma with 2.5 GPA	74.00 per day

A mini-contract for long-term substituting pays \$155.00 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.
Revised 4/2015.

**POSITIONS BASED ON TEACHER'S SALARY
2015-16**

Positions	Days
Administrative Assistant** (RHS & HHS)	202
Communications Specialist	230
Student Relations Coordinator*	192
Athletic Trainer	207
Academic Facilitator	192
HS Counselor	212
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 4/2015.

SUMMARY OF SALARY SCHEDULE CHANGES FROM 2014-15 to 2015-16

Old Page #	Change	New Page #
	All non-certified salary schedules will be limited to 23 equal steps	
	No employee will lose income on new salary schedule	
	Years experience columns removed for 2015-16. Beginning 2016-17 - (1 year = 1 step)	
4	Changed Director of Career & Technical Ed to fulltime/ index from 13-16% to 7.5-11.5%	3
4	Eliminated Director of Grants (FTE 0.60)	3
4	Added Grants to Director of Professional Development	3
4	Added Director of Secondary Curriculum and Instruction Support / index 13-20%, 225 days	3
5	Changed Chief Operations Officer Administrative Index from 15-25% to 25-45%	4
5	Changed Chief Financial Officer Administrative Index from 35-50% to 25-45%	4
5	Changed Chief Information Officer Administrative Index from 35-45% to 25-45% ; 232 days to 230	4
9-11	Changed schedule title: Clerical/Para-Professional to Clerical/Aide	8,9
11	Changed Accountant (admin)220 days to Federal Programs Acct (admin)215 days (New Area G)	9
11	New AREA A (old area A,B,C) Days 178 or 180	9
11	New AREA B (old area A1, B1) Days 178 or 180	9
11	New AREA C (old E, E1) Days 180 or 207	9
11	New AREA D (old F, F1,F2,F3) Days 207/212/220/230	9
11	New AREA E (old I) Days 230	9
11	New AREA F(old J*) Days 220 or 230	9
11	New AREA G (old K,K1) Days 207 or 230	9
11	Eliminated Food Service Secretary from Area H	9
11	Moved Technology Account Manager (230 days)* from old Area H to New Area E	9
11	Changed schedule title: Health Para-Pro to Health Aide (New Area A)	9
11	Eliminated Title I Accountant (no longer a position)	9
11	Moved AREA H1 (8 Hour Positions) to Other Support Personnel	9
12	Changed title Computer Tech to Technology	10
13	Moved Asst. Tech Systems Manager ** 230 days to Technology Salary Schedule	11
14	Eliminated foot note: Trainee - Semi-skilled position with a chance to learn and advance in maintenance.	12
15	Eliminated Head Custodian 3 (Supervising >10) Schedule	13
15	Combine Custodian and Night Custodian Salary Schedules	13
16	Eliminated Sub Custodian Salary Schedule	Deleted
17	Changed Bus Driver Salary Schedule from 5.5 hours to 6 hours	14
17	Changed Tier 1 from .739 FTE to .750 ; Tier 2 from .826 FTE to .833 ; Tier 3 from .913 FTE to .916	14
18	New Area Nutrition Technician (includes old areas: 6 Hrs Level 1; 6 Hrs Level 2; 6.5 Hrs Level 1; 6.5 Hrs Level 2)	15
18	Changed title to Nutrition Services Salary Schedule	15
18	Eliminated foot notes: Level 1 & Level 2	15
18	Added foot note: Any Technician assisting the After School Program will receive an hourly rate based on their current step.	15
18	Added Nutrition Services Manager Trainee (Old areas: Non Certified Mgr Trainee & Certified Mgr Trainee)	15
19	Eliminated Non-Certified Mgr Trainee & Certified Mgr Trainee	16
20	Moved Coordinator/Data Clerk and Assistant Director schedules to Nutrition Services Salary Schedule	15
21	Eliminated Nutrition Services/After-School 8 Hour Positions Salary Schedule	15
22	Eliminated After-School Salary Schedule	Deleted
24	Correction Federal Programs Coordinator 15 to 23 days	18
24	Added School Psychologist/Behavior Specialist (10 days) \$0 stipend	18
24	Changed Detention/Study Hall Teacher to Detention/Study Hall Supervisor	18
24	Added After-School Care / Summer employees (\$10 hr)	18
25	Added MS WEB (2 Sponsors per school) \$250 unless time allowed	19
25	Added HS Link Crew (3 Sponsors per school) \$250 unless time allowed	19
26 & 27	Combined Substitute Teacher Salary Schedule & Positions Based on Teacher's Salary	20