

# Rogers Public Schools Salary Schedules 2020-2021



## **Fringe Benefits**

All full-time employees are eligible for medical insurance. The district contribution is \$167.26 per employee per month. As of January 1, 2020, 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 14.50 of employee salaries to the Arkansas Teacher Retirement System.

---

### **TABLE OF CONTENTS**

<b>Page</b>	<b>Content</b>
1	Fringe Benefits
2	Certified Teacher Salary Schedule
3	Certified Administrative Schedule
4	Classified Administrative Salary Schedule
5	Nurse/Interpreter Salary Schedule
6	Social Worker/Spanish Communications Specialist Schedule
7	Occupational Therapist Schedule
8	Clerical/Aide Salary Schedule
9	Clerical/Aide Salary Schedule (Continued)
10	Clerical/Aide - Definitions
11	Technology Salary Schedule
12	Other Support Personnel Salary Schedule
13	Maintenance Salary Schedule
14	Custodian Salary Schedule
15	Bus Driver Salary Schedule
16	Nutrition Services Salary Schedule
17	Nutrition Services Manager Schedule
18	Athletic Stipends Salary Schedule
19	Miscellaneous Stipends/Rate Schedule
20	Miscellaneous Stipends/Rate Schedule (Continued)
21	Substitute Teacher & Positions Based on Teacher's Salary
22	2020-21 Salary Schedule Changes

Revised 4/2020

**Rogers Public Schools  
Certified Teacher Salary Schedule  
2020-2021**

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30 Ed.S	PhD/Ed.D
1	46,750	47,566	48,383	49,196	50,013	50,828	51,642
2	47,566	48,383	49,196	50,013	50,828	51,642	52,458
3	48,383	49,196	50,013	50,828	51,642	52,458	53,273
4	49,196	50,013	50,928	51,642	52,458	53,273	54,089
5	50,013	50,828	51,642	52,458	53,273	54,089	54,904
6	50,828	51,642	52,458	53,273	54,089	54,904	55,719
7	51,642	52,458	53,273	54,089	54,904	55,719	56,533
8	52,458	53,273	54,089	54,904	55,719	56,533	57,348
9	53,273	54,089	54,904	55,719	56,533	57,348	58,165
10	54,089	54,904	55,719	56,533	57,348	58,165	58,980
11	54,904	55,719	56,533	57,348	58,165	58,980	59,795
12	55,719	56,533	57,348	58,165	58,980	59,795	60,611
13	56,533	57,348	58,165	58,980	59,795	60,611	61,426
14	57,348	58,165	58,980	59,795	60,611	61,426	62,241
15	58,165	58,980	59,795	60,611	61,426	62,241	63,055
16	58,980	59,795	60,611	61,426	62,241	63,055	63,871
17	59,795	60,611	61,426	62,241	63,055	63,871	64,687
18	60,611	61,426	62,241	63,055	63,871	64,687	65,502
19	61,426	62,241	63,055	63,871	64,687	65,502	66,318
20	62,241	63,055	63,871	64,687	65,502	66,318	67,133
21	63,055	63,871	64,687	65,502	66,318	67,133	67,948
22	63,871	64,687	65,502	66,318	67,133	67,948	68,792
23	64,687	65,502	66,318	67,133	67,948	68,762	69,578
24		66,318	67,133	67,948	68,762	69,578	70,392
25		67,133	67,948	68,762	69,578	70,392	71,207
26			68,762	69,578	70,392	71,207	72,025
27			69,578	70,392	71,207	72,025	72,841
28			70,392	71,207	72,025	72,841	73,657
29				72,025	72,841	73,657	74,473
30				72,841	73,657	74,473	75,289
31				73,657	74,473	75,289	76,105

**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 4/2020

**Rogers Public Schools  
Certified Administrative Salary Schedule  
2020-2021**

**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**

<b>POSITION</b>	<b>Index</b>	<b>Length of Contract</b>
Assistant Elementary Principal	12 - 22%	205
Assistant Middle School Principal	16 - 26%	210
Assistant High School Principal	19 - 29%	225
Elementary Principal	20 - 31%	220
Middle School Principal	22 - 33%	225
High School Principal	30 - 60%	230
Principal of Alternative School	20 - 60%	210-230
Director of Honors Academy	1 - 10%	220
Director of Performing Arts	7 - 17%	208
Director of Gifted & Talented	7 - 17%	212
Director of Career & Technical Ed	7 - 17%	215
Director of Counseling and Student Services	13 - 25%	215
Director of ESOL & Migrant	20 - 30%	220
Director of Special Education	20 - 30%	220
Assistant Director of Special Education	15 - 25%	220
Director of Early Childhood/HIPPY	20 - 30%	210
Director of Athletics*	20 - 35%	230
Executive Director of Curriculum and Instruction	15 - 30%	225
Executive Director of State and Federal Programs	15 - 30%	220
Assistant Superintendent*	35 - 70%	232
Deputy Superintendent*	40 - 80%	232
Superintendent**	90 - 135%	260

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

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

Revised 4/2020

**Rogers Public Schools  
Classified Administrative Salary Schedule  
2020-2021**

**I. Method of Calculation**

- A. Individuals new to this schedule may be placed at step 1.
- B. Calculate per diem rate (divide by 192).
- C. Multiply by length of contract.
- D. Apply the added administrative index.

**II. Administrative Index**

Position	Index	Days
Director of Data & Accountability	1 - 10%	215
Assistant Director of Facilities	1 - 10%	230
Assistant Director of Child Nutrition	1 - 10%	230
Director of Transportation	5 - 20%	230
Director of Child Nutrition	5 - 20%	230
Director of Facilities	5 - 20%	230
Systems Manager	5 - 20%	230
Chief Operations Officer	25 - 70%	230
Chief Financial Officer	25 - 70%	230
Chief Information Officer	25 - 70%	230

Step	Years of Experience	Base (192 Days)
1	12	58,980
2	13	59,795
3	14	60,611
4	15	61,426
5	16	62,241
6	17	63,055
7	18	63,871
8	19	64,687
9	20	65,502
10	21	66,318
11	22	67,133
12	23	67,948
13	24	68,762
14	25	69,578
15	26	70,392
16	27	71,207
17	28	72,025
18	29	72,841
19	30	73,657

Salary based on lane 4 of teacher salary schedule.

Degree preferred.

Revised 4/2020

**Rogers Public Schools  
Nurse/Interpreter Salary Schedule  
2020-2021**

<b>Step</b>	<b>LPN 189 days</b>	<b>RN 189 days</b>	<b>Deaf Interpreter 187 days</b>
1	26,823	32,210	22,639
2	27,134	32,828	22,968
3	27,445	33,446	23,297
4	27,756	34,064	23,626
5	28,067	34,682	23,955
6	28,378	35,300	24,284
7	28,689	35,918	24,613
8	29,000	36,536	24,942
9	29,311	37,154	25,271
10	29,622	37,772	25,600
11	29,933	38,390	25,929
12	30,244	39,008	26,258
13	30,555	39,626	26,587
14	30,866	40,244	26,916
15	31,177	40,862	27,245
16	31,488	41,480	27,574
17	31,799	42,098	27,903
18	32,110	42,716	28,232
19	32,421	43,334	28,561
20	32,732	43,952	28,890
21	33,043	44,570	29,219
22	33,354	45,188	29,548
23	33,665	45,806	29,877

**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 4/2020

**Rogers Public Schools**  
**Social Worker/Spanish Communications Specialist Salary Schedule**  
**2020-2021**

Step	BA	MA
1	43,130	45,714
2	43,909	46,529
3	44,688	47,344
4	45,467	48,159
5	46,246	48,974
6	47,025	49,789
7	47,804	50,604
8	48,583	51,419
9	49,362	52,234
10	50,141	53,049
11	50,920	53,864
12	51,699	54,679
13	52,478	55,494
14	53,257	56,309
15	54,036	57,124
16	54,815	57,939
17	55,594	58,754
18	56,373	59,569
19	57,152	60,384
20	57,931	61,199
21	58,710	62,014
22	59,489	62,829
23	60,268	63,644
24		64,459
25		65,274
26		66,089
27		66,904
28		67,719
29		68,534
30		69,349
31		70,164

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

Revised 4/2020

**Rogers Public Schools  
Occupational Therapist Salary Schedule  
2020-2021**

<b>Step</b>	<b>Occupational Therapist</b>	<b>Occupational Therapist Assistant</b>
1	75,533	36,971
2	76,413	37,851
3	77,293	38,731
4	78,173	39,611
5	79,053	40,491
6	79,933	41,371
7	80,813	42,251
8	81,693	43,131
9	82,573	44,011
10	83,453	44,891
11	84,333	45,771
12	85,213	46,651
13	86,093	47,531
14	86,973	48,411
15	87,853	49,291
16	88,733	50,171
17	89,613	51,051
18	90,493	51,931
19	91,373	52,811

Based on 192 days, 7 hours per day.

Revised 4/2020



**Rogers Public Schools  
Clerical/Aide Salary Schedule  
2020-2021**

Step	Area A		Area B		Area C			Area D			
	178 days	180 days	178 days	180 days	180 days	187 days	207 days	207 days	212 days	220 days	230 days
1	17,385	17,581	18,237	18,441	18,194	18,901	20,923	21,655	22,177	23,014	24,061
2	17,872	18,073	18,747	18,957	18,661	19,386	21,460	22,158	22,692	23,549	24,620
3	18,359	18,565	19,257	19,473	19,128	19,871	21,997	22,661	23,207	24,084	25,179
4	18,846	19,057	19,767	19,989	19,595	20,356	22,534	23,164	23,722	24,619	25,738
5	19,333	19,549	20,277	20,505	20,062	20,841	23,071	23,667	24,237	25,154	26,297
6	19,820	20,041	20,787	21,021	20,529	21,326	23,608	24,170	24,752	25,689	26,856
7	20,307	20,533	21,297	21,537	20,996	21,811	24,145	24,673	25,267	26,224	27,415
8	20,794	21,025	21,807	22,053	21,463	22,296	24,682	25,176	25,782	26,759	27,974
9	21,281	21,517	22,317	22,569	21,930	22,781	25,219	25,679	26,297	27,294	28,533
10	21,768	22,009	22,827	23,085	22,397	23,266	25,756	26,182	26,812	27,829	29,092
11	22,255	22,501	23,337	23,601	22,864	23,751	26,293	26,685	27,327	28,364	29,651
12	22,742	22,993	23,847	24,117	23,331	24,236	26,830	27,188	27,842	28,899	30,210
13	23,229	23,485	24,357	24,633	23,798	24,721	27,367	27,691	28,357	29,434	30,769
14	23,716	23,977	24,867	25,149	24,265	25,206	27,904	28,194	28,872	29,969	31,328
15	24,203	24,469	25,377	25,665	24,732	25,691	28,441	28,697	29,387	30,504	31,887
16	24,690	24,961	25,887	26,181	25,199	26,176	28,978	29,200	29,902	31,039	32,446
17	25,177	25,453	26,397	26,697	25,666	26,661	29,515	29,703	30,417	31,574	33,005
18	25,664	25,945	26,907	27,213	26,133	27,146	30,052	30,206	30,932	32,109	33,564
19	26,151	26,437	27,417	27,729	26,600	27,631	30,589	30,709	31,447	32,644	34,123
20	26,638	26,929	27,927	28,245	27,067	28,116	31,126	31,212	31,962	33,179	34,682
21	27,125	27,421	28,437	28,761	27,534	28,601	31,663	31,715	32,477	33,714	35,241
22	27,612	27,913	28,947	29,277	28,001	29,086	32,200	32,218	32,992	34,249	35,800
23	28,099	28,405	29,457	29,793	28,468	29,571	32,737	32,721	33,507	34,784	36,359

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 4/2020

**Rogers Public Schools  
Clerical/Aide Salary Schedule  
2020-2021**

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	23,309	23,851	24,935	22,618	27,644	28,900	27,667	28,737	30,742
2	23,820	24,374	25,482	23,027	28,144	29,423	28,134	29,222	31,261
3	24,331	24,897	26,029	23,436	28,644	29,946	28,601	29,707	31,780
4	24,842	25,420	26,576	23,845	29,144	30,469	29,068	30,192	32,299
5	25,353	25,943	27,123	24,254	29,644	30,992	29,535	30,677	32,818
6	25,864	26,466	27,670	24,663	30,144	31,515	30,002	31,162	33,337
7	26,375	26,989	28,217	25,072	30,644	32,038	30,469	31,647	33,856
8	26,886	27,512	28,764	25,481	31,144	32,561	30,936	32,132	34,375
9	27,397	28,035	29,311	25,890	31,644	33,084	31,403	32,617	34,894
10	27,908	28,558	29,858	26,299	32,144	33,607	31,870	33,102	35,413
11	28,419	29,081	30,405	26,708	32,644	34,130	32,337	33,587	35,932
12	28,930	29,604	30,952	27,117	33,144	34,653	32,804	34,072	36,451
13	29,441	30,127	31,499	27,526	33,644	35,176	33,271	34,557	36,970
14	29,952	30,650	32,046	27,935	34,144	35,699	33,738	35,042	37,489
15	30,463	31,173	32,593	28,344	34,644	36,222	34,205	35,527	38,008
16	30,974	31,696	33,140	28,753	35,144	36,745	34,672	36,012	38,527
17	31,485	32,219	33,687	29,162	35,644	37,268	35,139	36,497	39,046
18	31,996	32,742	34,234	29,571	36,144	37,791	35,606	36,982	39,565
19	32,507	33,265	34,781	29,980	36,644	38,314	36,073	37,467	40,084
20	33,018	33,788	35,328	30,389	37,144	38,837	36,540	37,952	40,603
21	33,529	34,311	35,875	30,798	37,644	39,360	37,007	38,437	41,122
22	34,040	34,834	36,422	31,207	38,144	39,883	37,474	38,922	41,641
23	34,551	35,357	36,969	31,616	38,644	40,406	37,941	39,407	42,160

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 4/2020

**Rogers Public Schools  
Clerical/Aide Salary Schedule  
2020-2021**

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

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

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

Instructional Assistant (178/180)  
ESOL Instructional Assistant (180)  
Health Paraprofessional (180)  
Migrant Instructional Assistant (178)  
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 Services Secretary (207)

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

\* All relevant experience will be counted.

\*\* 20% stipend

\*\*\* 18% stipend

\$1,000 stipend for CASBO certification per guidelines.

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

Revised 4/2020

**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)  
RHA Coordinator (207)

**AREA G - Days: 207/215/230**

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

**Rogers Public Schools  
Technology Salary Schedule  
2020-2021**

<b>Step</b>	<b>Computer Tech, Comm. Multimedia Specialist 230 days</b>	<b>Systems Administrator 230 Days</b>	<b>Asst. Tech Systems Manager 230 days</b>	<b>Application Developer/Data Specialist 230 Days</b>
1	37,652	44,925	51,966	56,393
2	38,568	45,685	52,569	57,061
3	39,484	46,445	53,172	57,729
4	40,400	47,205	53,775	58,397
5	41,316	47,965	54,378	59,065
6	42,232	48,725	54,981	59,733
7	43,148	49,485	55,584	60,401
8	44,064	50,245	56,187	61,069
9	44,980	51,005	56,790	61,737
10	45,896	51,765	57,393	62,405
11	46,812	52,525	57,996	63,073
12	47,728	53,285	58,599	63,741
13	48,644	54,045	59,202	64,409
14	49,560	54,805	59,805	65,077
15	50,476	55,565	60,408	65,745
16	51,392	56,325	61,011	66,413
17	52,308	57,085	61,614	67,081
18	53,224	57,845	62,217	67,749
19	54,140	58,605	62,820	68,417
20	55,056	59,365	63,423	69,085
21	55,972	60,125	64,026	69,753
22	56,888	60,885	64,629	70,421
23	57,804	61,645	65,232	71,089

All relevant experience will be counted.

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

Revised 4/2020

**Rogers Public Schools  
Other Support Personnel Salary Schedule  
2020-2021**

<b>Step</b>	<b>8 Hour Clerical 230 Days</b>	<b>Asst. Transportation Operations Mgr*, Warehouse &amp; Grounds Manager 230 days</b>	<b>Benefits Coordinator, Procurement Coordinator, Transportation Operations Mgr / Student &amp; Tech Mgr 230 days</b>
1	28,397	31,091	37,770
2	29,015	31,734	38,270
3	29,633	32,377	38,770
4	30,251	33,020	39,270
5	30,869	33,663	39,770
6	31,487	34,306	40,270
7	32,105	34,949	40,770
8	32,723	35,592	41,270
9	33,341	36,235	41,770
10	33,959	36,878	42,270
11	34,577	37,521	42,770
12	35,195	38,164	43,270
13	35,813	38,807	43,770
14	36,431	39,450	44,270
15	37,049	40,093	44,770
16	37,667	40,736	45,270
17	38,285	41,379	45,770
18	38,903	42,022	46,270
19	39,521	42,665	46,770
20	40,139	43,308	47,270
21	40,757	43,951	47,770
22	41,375	44,594	48,270
23	41,993	45,237	48,770

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 4/2020

**Rogers Public Schools  
Maintenance Salary Schedule  
2020-2021**

Step	General Maintenance	Maintenance I	Maintenance II	Maintenance Technician III	Maintenance Technician IV Warehouse Mgr Grounds Supervisor
1	N/A	27,294	31,209	36,073	46,238
2	24,425	27,719	31,627	36,475	46,639
3	24,832	28,144	32,045	36,877	47,040
4	25,239	28,569	32,463	37,279	47,441
5	25,646	28,994	32,881	37,681	47,842
6	26,053	29,419	33,299	38,083	48,243
7	26,460	29,844	33,717	38,485	48,644
8	26,867	30,269	34,135	38,887	49,045
9	27,274	30,694	34,553	39,289	49,446
10	27,681	31,119	34,971	39,691	49,847
11	28,088	31,544	35,389	40,093	50,248
12	28,495	31,969	35,807	40,495	50,649
13	28,902	32,394	36,225	40,897	51,050
14	29,309	32,819	36,643	41,299	51,451
15	29,716	33,244	37,061	41,701	51,852
16	30,123	33,669	37,479	42,103	52,253
17	30,530	34,094	37,897	42,505	52,654
18	30,937	34,519	38,315	42,907	53,055
19	31,344	34,944	38,733	43,309	53,456
20	31,751	35,369	39,151	43,711	53,857
21	32,158	35,794	39,569	44,113	54,258
22	32,565	36,219	39,987	44,515	54,659
23	32,972	36,644	40,405	44,917	55,060

**General Maintenance** - Ability to handle basic maintenance under direction.

**Maintenance I** - Semi-skilled in general maintenance and/or repairs under direction.

**Maintenance Technician II** - Skilled laborer with some schooling and/or experience working on small crew. Ability to operate and maintain small to medium equipment. Typically led by a Maintenance Technician III or higher.

**Maintenance Technician III** - Must have had schooling and be able to handle most major and minor repairs independently and capable of leading small work crews. Ability to operate and maintain/repair small to heavy equipment. Typically works under direction of Maintenance Technician IV or higher.

**Maintenance Technician IV** - Licenced Master Tradesman or a technician with extensive knowledge and experience either through schooling and/or training and capable of handling repairs without assistance or directing/supervising the work of others to completion.

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

Revised 4/2020

**Rogers Public Schools  
Custodian Salary Schedule  
2020-2021**

<b>Step</b>	<b>Custodian</b>	<b>Head Custodian 1 (Supervising 1-4)</b>	<b>Head Custodian 2 (Supervising 5-9)</b>
1	23,513	28,989	29,825
2	23,879	29,282	30,122
3	24,245	29,575	30,419
4	24,611	29,868	30,716
5	24,977	30,161	31,013
6	25,343	30,454	31,310
7	25,709	30,747	31,607
8	26,075	31,040	31,904
9	26,441	31,333	32,201
10	26,807	31,626	32,498
11	27,173	31,919	32,795
12	27,539	32,212	33,092
13	27,905	32,505	33,389
14	28,271	32,798	33,686
15	28,637	33,091	33,983
16	29,003	33,384	34,280
17	29,369	33,677	34,577
18	29,735	33,970	34,874
19	30,101	34,263	35,171
20	30,467	34,556	35,468
21	30,833	34,849	35,765
22	31,199	35,142	36,062
23	31,565	35,435	36,359

**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 4/2020

**Rogers Public Schools  
Bus Driver Salary Schedule  
2020-2021**

Step	Salary - 6 Hours
1	15,301
2	15,613
3	15,925
4	16,237
5	16,549
6	16,861
7	17,173
8	17,485
9	17,797
10	18,109
11	18,421
12	18,733
13	19,045
14	19,357
15	19,669
16	19,981
17	20,293
18	20,605
19	20,917
20	21,229
21	21,541
22	21,853
23	22,165

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 4/2020



**Rogers Public Schools  
Nutrition Services Salary Schedule  
2020-2021**

Step	Nutrition Technician		Nutrition Services Manager Trainee	Coordinator 230 days
	6 HR.	6.5 HR		
1	11,919	12,913	N/A	38,042
2	12,120	13,132	15,240	38,736
3	12,321	13,351	15,460	39,430
4	12,522	13,570	15,680	40,124
5	12,723	13,789	15,900	40,818
6	12,924	14,008	16,120	41,512
7	13,125	14,227	16,340	42,206
8	13,326	14,446	16,560	42,900
9	13,527	14,665	16,780	43,594
10	13,728	14,884	17,000	44,288
11	13,929	15,103	17,220	44,982
12	14,130	15,322	17,440	45,676
13	14,331	15,541	17,660	46,370
14	14,532	15,760	17,880	47,064
15	14,733	15,979	18,100	47,758
16	14,934	16,198	18,320	48,452
17	15,135	16,417	18,540	49,146
18	15,336	16,636	18,760	49,840
19	15,537	16,855	18,980	50,534
20	15,738	17,074	19,200	51,228
21	15,939	17,293	19,420	51,922
22	16,140	17,512	19,640	52,616
23	16,341	17,731	19,860	53,310

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: \$10.00 per hour

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

Revised 4/2020

**Rogers Public Schools  
Nutrition Services Manager Salary Schedule  
2020-2021**

<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	19,883	N/A	20,589	N/A	N/A
2	20,169	N/A	20,872	N/A	N/A
3	20,455	21,483	21,155	22,163	23,617
4	20,741	21,730	21,438	22,417	23,885
5	21,027	21,977	21,721	22,671	24,153
6	21,313	22,224	22,004	22,925	24,421
7	21,599	22,471	22,287	23,179	24,689
8	21,885	22,718	22,570	23,433	24,957
9	22,171	22,965	22,853	23,687	25,225
10	22,457	23,212	23,136	23,941	25,493
11	22,743	23,459	23,419	24,195	25,761
12	23,029	23,706	23,702	24,449	26,029
13	23,315	23,953	23,985	24,703	26,297
14	23,601	24,200	24,268	24,957	26,565
15	23,887	24,447	24,551	25,211	26,833
16	24,173	24,694	24,834	25,465	27,101
17	24,459	24,941	25,117	25,719	27,369
18	24,745	25,188	25,400	25,973	27,637
19	25,031	25,435	25,683	26,227	27,905
20	25,317	25,682	25,966	26,481	28,173
21	25,603	25,929	26,249	26,735	28,441
22	25,889	26,176	26,532	26,989	28,709
23	26,175	26,423	26,815	27,243	28,977

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 4/2020

**Rogers Public Schools  
Athletic Stipends Salary Schedule 2020-2021**

<b>High School Position</b>	<b>Index</b>	<b>Middle School Position</b>	<b>Index</b>
Head Football* (10 Days)**	27%	Head Middle School Football	14%
Assistant Football Coordinator*	22%	Asst. Middle School Football	12%
Asst. Football	18%	Asst. Middle School Football (after school only)	10%
9th Football	14%	Head Middle School Basketball	14%
Head Basketball*	27%	Asst. Middle School Basketball (after school only)	7%
Asst. Basketball	18%	Head Middle School Cross Country	7%
9th Basketball	14%	Asst. Middle School Cross Country	4%
Head Cross Country	10%	Head Middle School Volleyball	7%
Asst. Cross Country	7%	Asst. Middle School Volleyball (after school only)	4%
9th Cross Country	7%	Head Middle School Track	7%
Head Volleyball	10%	Asst. Middle School Track	4%
Asst. Volleyball	7%	Middle School Cheer	8%
9th Volleyball	7%	Middle School Pom	8%
Head Wrestling	10%		
Asst. Wrestling	7%		
Head Baseball	10%		
Asst. Baseball	7%		
Head Soccer	10%		
Asst. Soccer	7%		
Head Softball	10%		
Asst. Softball	7%		
Head Track	10%		
Asst. Track	7%		
9th Track	7%		
Golf	7%		
Tennis	7%		
Swim	7%		
Head Cheer	10%		
JV Cheer	8%		
9th Cheer	8%		
Head Pom	10%		
JV Pom	8%		
9th Pom	8%		
Bowling / E-Sport (this stipend to be paid at the end of school year)	2%		
Athletic Trainers	not on index		

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

\*\*Note: Days added to contract

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

Revised 4/2020

**Rogers Public Schools  
Miscellaneous Stipends / Rate Schedule  
2020-2021**

Description	Hourly Rate
Certified (Extended Day Teacher, Curriculum, etc.)	25.00
Interpreter, EL Assessor	15.00
Classified (Aide, Crossing Guard, After School Care, Detention/Study Hall Supervisor)	12.00
Accompaniment (Music)	15.00
Summer Employee	10.00
Technology Intern	10.00

HHS/RHS Auditorium	Hourly Rate
Supervisor	25.00
Sound Board Tech / Light Board Tech	18.00
Spotlight Tech / Backstage Tech	10.00

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

Description	Annual Stipend
Head Nurse (2 days) *	3,300
Lead Teacher Elementary (Art, Music, PE, Library Media Specialist) (1 day)*	1,000
Lead Teacher Secondary (Music, Library Media Specialist, 6-8 PE, 2 - Oral Comm) (1day)*	1,000
Curriculum Specialist (18 days)*	2,500
Special Ed Consultant (20 days) *	none
BCBA	6,000
Deaf Ed. Coordinator	500
National Board Certification	1,000
ONSC	100
School Psychologist/Behavior Specialist (10 days) *	none
Testing Coordinator (20 days) *	none

Department Chairs (Per Building)	Annual Stipend
Middle School (3 days, no release period) *	1,500
High School (3 days, no release period) (ELA, Math, Sci, SS) *	1,500
High School (non-core, 1 day, no release period) (Art, CTE, PE/H, Sp Ed, World Lang)*	1,500

Academy / Advisory Chairs	Annual Stipend
Lead Academy Chair (1 per HS, no release period, 3 days) *	1,500
High School (5 chairs per HS, no release periods, 2 days) *	1,500

\*NOTE - Days added to contract.

Note: Facilitators at middle schools are the Department Heads.

Revised 4/2020

**Rogers Public Schools  
Miscellaneous Stipends / Rate Schedule  
2020-2021**

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 4/2020

**Rogers Public Schools  
Substitute Teacher Salary Schedule  
2020-2021**

<b>The Substitute rates will be as follows:</b>		
Class I	Fully Certified	92.00 per day
Class II	College Degree (not certified)	\$86.00 per day
Class III	High School Diploma with 2.5 GPA	\$80.00 per day

The compensation for a long-term substitute is \$164.00 per day. The substitute must meet the minimum state requirement (bachelor's degree) to be used as a long-term substitute. The definition of "long-term" is that the substitute must teach continually in the same assignment for a minimum of 20 days.

A contract may be provided for an individual who meets the long-term substitute requirements and is the teacher of record. The compensation for this contracted position is \$179.00 per day.

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

**POSITIONS BASED ON TEACHER'S SALARY  
2020 - 2021**

<b>Positions</b>	<b>Days</b>
Academic Facilitator	192
ESOL Specialist: Outreach and Engagement; RHA Coord.*	192
Administrative Assistant	202
Athletic Trainer	207
MS Counselor	194
HS Counselor	212
Communications Specialist	230
Tech Curriculum Specialists (\$2,500 Annual Stipend)	225

\*At 90% of teacher salary

Revised 4/2020

