

Rogers Public Schools Salary Schedules 2021-2022



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School 

Fringe Benefits

All full-time employees are eligible for medical insurance. The district contribution is \$200 per employee per month. As of January 1, 2021, 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 14.75% of employee salaries to the Arkansas Teacher Retirement System.

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Revised 4/2021

Rogers Public Schools
Certified Teacher Salary Schedule
2021-2022

Step	BA	BA + 15	BA + 30	MA	MA + 15	MA + 30 Ed.S	PhD/Ed.D
1	47,250	48,066	48,883	49,696	50,513	51,328	52,142
2	48,066	48,883	49,696	50,513	51,328	52,142	52,958
3	48,883	49,696	50,513	51,328	52,142	52,958	53,773
4	49,696	50,513	51,328	52,142	52,958	53,773	54,589
5	50,513	51,328	52,142	52,958	53,773	54,589	55,404
6	51,328	52,142	52,958	53,773	54,589	55,404	56,219
7	52,142	52,958	53,773	54,589	55,404	56,219	57,033
8	52,958	53,773	54,589	55,404	56,219	57,033	57,848
9	53,773	54,589	55,404	56,219	57,033	57,848	58,665
10	54,589	55,404	56,219	57,033	57,848	58,665	59,480
11	55,404	56,219	57,033	57,848	58,665	59,480	60,295
12	56,219	57,033	57,848	58,665	59,480	60,295	61,111
13	57,033	57,848	58,665	59,480	60,295	61,111	61,926
14	57,848	58,665	59,480	60,295	61,111	61,926	62,741
15	58,665	59,480	60,295	61,111	61,926	62,741	63,555
16	59,480	60,295	61,111	61,926	62,741	63,555	64,371
17	60,295	61,111	61,926	62,741	63,555	64,371	65,187
18	61,111	61,926	62,741	63,555	64,371	65,187	66,002
19	61,926	62,741	63,555	64,371	65,187	66,002	66,818
20	62,741	63,555	64,371	65,187	66,002	66,818	67,633
21	63,555	64,371	65,187	66,002	66,818	67,633	68,448
22	64,371	65,187	66,002	66,818	67,633	68,448	69,292
23	65,187	66,002	66,818	67,633	68,448	69,262	70,078
24		66,818	67,633	68,448	69,262	70,078	70,892
25		67,633	68,448	69,262	70,078	70,892	71,707
26			69,262	70,078	70,892	71,707	72,525
27			70,078	70,892	71,707	72,525	73,341
28			70,892	71,707	72,525	73,341	74,157
29				72,525	73,341	74,157	74,973
30				73,341	74,157	74,973	75,789
31				74,157	74,973	75,789	76,605

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 4/2021

Rogers Public Schools
Certified Administrative Salary Schedule
2021-2022

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
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)

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Rogers Public Schools
Classified Administrative Salary Schedule
2021-2022

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
Asst Dir of Tech / 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	59,480
2	13	60,295
3	14	61,111
4	15	61,926
5	16	62,741
6	17	63,555
7	18	64,371
8	19	65,187
9	20	66,002
10	21	66,818
11	22	67,633
12	23	68,448
13	24	69,262
14	25	70,078
15	26	70,892
16	27	71,707
17	28	72,525
18	29	73,341
19	30	74,157

Salary based on lane 4 of teacher salary schedule.

Degree preferred.

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Rogers Public Schools
Nurse/Interpreter Salary Schedule
2021-2022

Step	LPN 189 days	RN 189 days	Deaf Interpreter 187 days
1	29,756	35,201	22,882
2	30,067	35,819	23,211
3	30,378	36,437	23,540
4	30,689	37,055	23,869
5	31,000	37,673	24,198
6	31,311	38,291	24,527
7	31,622	38,909	24,856
8	31,933	39,527	25,185
9	32,244	40,145	25,514
10	32,555	40,763	25,843
11	32,866	41,381	26,172
12	33,177	41,999	26,501
13	33,488	42,617	26,830
14	33,799	43,235	27,159
15	34,110	43,853	27,488
16	34,421	44,471	27,817
17	34,732	45,089	28,146
18	35,043	45,707	28,475
19	35,354	46,325	28,804
20	35,665	46,943	29,133
21	35,976	47,561	29,462
22	36,287	48,179	29,791
23	36,598	48,797	30,120

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 4/2021

Rogers Public Schools
Social Worker/Spanish Communications Specialist Salary Schedule
2021-2022

Step	BA	MA
1	43,592	46,203
2	44,371	47,018
3	45,150	47,833
4	45,929	48,648
5	46,708	49,463
6	47,487	50,278
7	48,266	51,093
8	49,045	51,908
9	49,824	52,723
10	50,603	53,538
11	51,382	54,353
12	52,161	55,168
13	52,940	55,983
14	53,719	56,798
15	54,498	57,613
16	55,277	58,428
17	56,056	59,243
18	56,835	60,058
19	57,614	60,873
20	58,393	61,688
21	59,172	62,503
22	59,951	63,318
23	60,730	64,133
24		64,948
25		65,763
26		66,578
27		67,393
28		68,208
29		69,023
30		69,838
31		70,653

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

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**Rogers Public Schools
Occupational Therapist Salary Schedule
2021-2022**

Step	Occupational Therapist	Occupational Therapist Assistant
1	76,033	37,471
2	76,913	38,351
3	77,793	39,231
4	78,673	40,111
5	79,553	40,991
6	80,433	41,871
7	81,313	42,751
8	82,193	43,631
9	83,073	44,511
10	83,953	45,391
11	84,833	46,271
12	85,713	47,151
13	86,593	48,031
14	87,473	48,911
15	88,353	49,791
16	89,233	50,671
17	90,113	51,551
18	90,993	52,431
19	91,873	53,311

Based on 192 days, 7 hours per day.

Revised 4/2021

**Rogers Public Schools
Clerical/Aide Salary Schedule
2021-2022**

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	17,571	17,770	18,433	18,639	18,389	19,104	21,147	21,887	22,415	23,261	24,319
2	18,058	18,262	18,943	19,155	18,856	19,589	21,684	22,390	22,930	23,796	24,878
3	18,545	18,754	19,453	19,671	19,323	20,074	22,221	22,893	23,445	24,331	25,437
4	19,032	19,246	19,963	20,187	19,790	20,559	22,758	23,396	23,960	24,866	25,996
5	19,519	19,738	20,473	20,703	20,257	21,044	23,295	23,899	24,475	25,401	26,555
6	20,006	20,230	20,983	21,219	20,724	21,529	23,832	24,402	24,990	25,936	27,114
7	20,493	20,722	21,493	21,735	21,191	22,014	24,369	24,905	25,505	26,471	27,673
8	20,980	21,214	22,003	22,251	21,658	22,499	24,906	25,408	26,020	27,006	28,232
9	21,467	21,706	22,513	22,767	22,125	22,984	25,443	25,911	26,535	27,541	28,791
10	21,954	22,198	23,023	23,283	22,592	23,469	25,980	26,414	27,050	28,076	29,350
11	22,441	22,690	23,533	23,799	23,059	23,954	26,517	26,917	27,565	28,611	29,909
12	22,928	23,182	24,043	24,315	23,526	24,439	27,054	27,420	28,080	29,146	30,468
13	23,415	23,674	24,553	24,831	23,993	24,924	27,591	27,923	28,595	29,681	31,027
14	23,902	24,166	25,063	25,347	24,460	25,409	28,128	28,426	29,110	30,216	31,586
15	24,389	24,658	25,573	25,863	24,927	25,894	28,665	28,929	29,625	30,751	32,145
16	24,876	25,150	26,083	26,379	25,394	26,379	29,202	29,432	30,140	31,286	32,704
17	25,363	25,642	26,593	26,895	25,861	26,864	29,739	29,935	30,655	31,821	33,263
18	25,850	26,134	27,103	27,411	26,328	27,349	30,276	30,438	31,170	32,356	33,822
19	26,337	26,626	27,613	27,927	26,795	27,834	30,813	30,941	31,685	32,891	34,381
20	26,824	27,118	28,123	28,443	27,262	28,319	31,350	31,444	32,200	33,426	34,940
21	27,311	27,610	28,633	28,959	27,729	28,804	31,887	31,947	32,715	33,961	35,499
22	27,798	28,102	29,143	29,475	28,196	29,289	32,424	32,450	33,230	34,496	36,058
23	28,285	28,594	29,653	29,991	28,663	29,774	32,961	32,953	33,745	35,031	36,617

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 4/2021

**Rogers Public Schools
Clerical/Aide Salary Schedule
2021-2022**

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	23,559	24,107	25,202	22,860	27,940	29,210	27,963	29,045	31,071
2	24,070	24,630	25,749	23,269	28,440	29,733	28,430	29,530	31,590
3	24,581	25,153	26,296	23,678	28,940	30,256	28,897	30,015	32,109
4	25,092	25,676	26,843	24,087	29,440	30,779	29,364	30,500	32,628
5	25,603	26,199	27,390	24,496	29,940	31,302	29,831	30,985	33,147
6	26,114	26,722	27,937	24,905	30,440	31,825	30,298	31,470	33,666
7	26,625	27,245	28,484	25,314	30,940	32,348	30,765	31,955	34,185
8	27,136	27,768	29,031	25,723	31,440	32,871	31,232	32,440	34,704
9	27,647	28,291	29,578	26,132	31,940	33,394	31,699	32,925	35,223
10	28,158	28,814	30,125	26,541	32,440	33,917	32,166	33,410	35,742
11	28,669	29,337	30,672	26,950	32,940	34,440	32,633	33,895	36,261
12	29,180	29,860	31,219	27,359	33,440	34,963	33,100	34,380	36,780
13	29,691	30,383	31,766	27,768	33,940	35,486	33,567	34,865	37,299
14	30,202	30,906	32,313	28,177	34,440	36,009	34,034	35,350	37,818
15	30,713	31,429	32,860	28,586	34,940	36,532	34,501	35,835	38,337
16	31,224	31,952	33,407	28,995	35,440	37,055	34,968	36,320	38,856
17	31,735	32,475	33,954	29,404	35,940	37,578	35,435	36,805	39,375
18	32,246	32,998	34,501	29,813	36,440	38,101	35,902	37,290	39,894
19	32,757	33,521	35,048	30,222	36,940	38,624	36,369	37,775	40,413
20	33,268	34,044	35,595	30,631	37,440	39,147	36,836	38,260	40,932
21	33,779	34,567	36,142	31,040	37,940	39,670	37,303	38,745	41,451
22	34,290	35,090	36,689	31,449	38,440	40,193	37,770	39,230	41,970
23	34,801	35,613	37,236	31,858	38,940	40,716	38,237	39,715	42,489

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 4/2021

**Rogers Public Schools
Clerical/Aide Salary Schedule
2021-2022**

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 (178)
Health Paraprofessional (180)
Migrant Instructional Assistant (165)
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 (180)
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.

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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
2021-2022**

Step	Computer Tech, Comm. Multimedia Specialist 230 days	Systems Administrator 230 Days	Asst. Tech Systems Manager 230 days	Application Developer/Data Specialist 230 Days
1	38,055	45,406	52,466	56,893
2	38,971	46,166	53,069	57,561
3	39,887	46,926	53,672	58,229
4	40,803	47,686	54,275	58,897
5	41,719	48,446	54,878	59,565
6	42,635	49,206	55,481	60,233
7	43,551	49,966	56,084	60,901
8	44,467	50,726	56,687	61,569
9	45,383	51,486	57,290	62,237
10	46,299	52,246	57,893	62,905
11	47,215	53,006	58,496	63,573
12	48,131	53,766	59,099	64,241
13	49,047	54,526	59,702	64,909
14	49,963	55,286	60,305	65,577
15	50,879	56,046	60,908	66,245
16	51,795	56,806	61,511	66,913
17	52,711	57,566	62,114	67,581
18	53,627	58,326	62,717	68,249
19	54,543	59,086	63,320	68,917
20	55,459	59,846	63,923	69,585
21	56,375	60,606	64,526	70,253
22	57,291	61,366	65,129	70,921
23	58,207	62,126	65,732	71,589

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
2021-2022**

Step	8 Hour Clerical 230 Days	Asst. Transportation Operations Mgr*, Warehouse & Grounds Manager 230 days	Benefits Coordinator, Procurement Coordinator, Transportation Operations Mgr / Student & Tech Mgr 230 days
1	28,701	31,424	38,174
2	29,319	32,067	38,674
3	29,937	32,710	39,174
4	30,555	33,353	39,674
5	31,173	33,996	40,174
6	31,791	34,639	40,674
7	32,409	35,282	41,174
8	33,027	35,925	41,674
9	33,645	36,568	42,174
10	34,263	37,211	42,674
11	34,881	37,854	43,174
12	35,499	38,497	43,674
13	36,117	39,140	44,174
14	36,735	39,783	44,674
15	37,353	40,426	45,174
16	37,971	41,069	45,674
17	38,589	41,712	46,174
18	39,207	42,355	46,674
19	39,825	42,998	47,174
20	40,443	43,641	47,674
21	41,061	44,284	48,174
22	41,679	44,927	48,674
23	42,297	45,570	49,174

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

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Rogers Public Schools
Maintenance Salary Schedule
2021-2022

Step	General Maintenance	Maintenance I	Maintenance II	Maintenance Technician III	Maintenance Technician IV Warehouse Mgr Grounds Supervisor
1	N/A	27,586	31,543	36,459	46,733
2	24,687	28,011	31,961	36,861	47,134
3	25,094	28,436	32,379	37,263	47,535
4	25,501	28,861	32,797	37,665	47,936
5	25,908	29,286	33,215	38,067	48,337
6	26,315	29,711	33,633	38,469	48,738
7	26,722	30,136	34,051	38,871	49,139
8	27,129	30,561	34,469	39,273	49,540
9	27,536	30,986	34,887	39,675	49,941
10	27,943	31,411	35,305	40,077	50,342
11	28,350	31,836	35,723	40,479	50,743
12	28,757	32,261	36,141	40,881	51,144
13	29,164	32,686	36,559	41,283	51,545
14	29,571	33,111	36,977	41,685	51,946
15	29,978	33,536	37,395	42,087	52,347
16	30,385	33,961	37,813	42,489	52,748
17	30,792	34,386	38,231	42,891	53,149
18	31,199	34,811	38,649	43,293	53,550
19	31,606	35,236	39,067	43,695	53,951
20	32,013	35,661	39,485	44,097	54,352
21	32,420	36,086	39,903	44,499	54,753
22	32,827	36,511	40,321	44,901	55,154
23	33,234	36,936	40,739	45,303	55,555

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 4/2021

**Rogers Public Schools
Custodian Salary Schedule
2021-2022**

Step	Custodian	Head Custodian 1 (Supervising 1-4)	Head Custodian 2 (Supervising 5-9)
1	23,765	29,300	30,144
2	24,131	29,593	30,441
3	24,497	29,886	30,738
4	24,863	30,179	31,035
5	25,229	30,472	31,332
6	25,595	30,765	31,629
7	25,961	31,058	31,926
8	26,327	31,351	32,223
9	26,693	31,644	32,520
10	27,059	31,937	32,817
11	27,425	32,230	33,114
12	27,791	32,523	33,411
13	28,157	32,816	33,708
14	28,523	33,109	34,005
15	28,889	33,402	34,302
16	29,255	33,695	34,599
17	29,621	33,988	34,896
18	29,987	34,281	35,193
19	30,353	34,574	35,490
20	30,719	34,867	35,787
21	31,085	35,160	36,084
22	31,451	35,453	36,381
23	31,817	35,746	36,678

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 4/2021

**Rogers Public Schools
Bus Driver Salary Schedule
2021-2022**

Step	Salary - 6 Hours
1	17,085
2	17,397
3	17,709
4	18,021
5	18,333
6	18,645
7	18,957
8	19,269
9	19,581
10	19,893
11	20,205
12	20,517
13	20,829
14	21,141
15	21,453
16	21,765
17	22,077
18	22,389
19	22,701
20	23,013
21	23,325
22	23,637
23	23,949

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 4/2021

Rogers Public Schools
Nutrition Services Salary Schedule
2021-2022

Step	Nutrition Technician		Nutrition Services Manager Trainee	Coordinator 230 days
	6 HR.	6.5 HR		
1	13,127	14,222	N/A	40,059
2	13,328	14,441	16,677	40,753
3	13,529	14,660	16,897	41,447
4	13,730	14,879	17,117	42,141
5	13,931	15,098	17,337	42,835
6	14,132	15,317	17,557	43,529
7	14,333	15,536	17,777	44,223
8	14,534	15,755	17,997	44,917
9	14,735	15,974	18,217	45,611
10	14,936	16,193	18,437	46,305
11	15,137	16,412	18,657	46,999
12	15,338	16,631	18,877	47,693
13	15,539	16,850	19,097	48,387
14	15,740	17,069	19,317	49,081
15	15,941	17,288	19,537	49,775
16	16,142	17,507	19,757	50,469
17	16,343	17,726	19,977	51,163
18	16,544	17,945	20,197	51,857
19	16,745	18,164	20,417	52,551
20	16,946	18,383	20,637	53,245
21	17,147	18,602	20,857	53,939
22	17,348	18,821	21,077	54,633
23	17,549	19,040	21,297	55,327

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 4/2021

**Rogers Public Schools
Nutrition Services Manager Salary Schedule
2021-2022**

Step	Non Certified Enrollment <700	Certified Enrollment <700	Non Certified Enrollment >700	Certified Enrollment >700	Certified Mentor/Mgr Enrollment >1500
1	21,461	N/A	22,175	N/A	N/A
2	21,747	N/A	22,458	N/A	N/A
3	22,033	23,078	22,741	23,766	25,326
4	22,319	23,325	23,024	24,020	25,594
5	22,605	23,572	23,307	24,274	25,862
6	22,891	23,819	23,590	24,528	26,130
7	23,177	24,066	23,873	24,782	26,398
8	23,463	24,313	24,156	25,036	26,666
9	23,749	24,560	24,439	25,290	26,934
10	24,035	24,807	24,722	25,544	27,202
11	24,321	25,054	25,005	25,798	27,470
12	24,607	25,301	25,288	26,052	27,738
13	24,893	25,548	25,571	26,306	28,006
14	25,179	25,795	25,854	26,560	28,274
15	25,465	26,042	26,137	26,814	28,542
16	25,751	26,289	26,420	27,068	28,810
17	26,037	26,536	26,703	27,322	29,078
18	26,323	26,783	26,986	27,576	29,346
19	26,609	27,030	27,269	27,830	29,614
20	26,895	27,277	27,552	28,084	29,882
21	27,181	27,524	27,835	28,338	30,150
22	27,467	27,771	28,118	28,592	30,418
23	27,753	28,018	28,401	28,846	30,686

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 4/2021

**Rogers Public Schools
Athletic Stipends Salary Schedule 2021-2022**

High School Position	Index	Middle School Position	Index
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 (after school only)	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 (after school only)	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 4/2021

Rogers Public Schools
Miscellaneous Stipends / Rate Schedule
2021-2022

Description	Hourly Rate
Certified (Extended Day Teacher, Curriculum, etc.)	35.00
Interpreter, EL Assessor	15.00
Classified (Aide, Crossing Guard, After School Care, Detention/Study Hall Supervisor)	12.00
Accompaniment (Music)	15.00
Summer Employee	12.00
Technology Intern	12.00

HHS/RHS Auditorium	Hourly Rate
Supervisor	25.00
Sound Board Tech / Light Board Tech	18.00
Spotlight Tech / Backstage Tech	12.00

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 4/2021

Rogers Public Schools
Miscellaneous Stipends / Rate Schedule
2021-2022

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
MS WEB# (2 Sponsors per school)**	250
HS Link Crew# (3 Sponsors per school)**	250
CTE Career Guidance Mentor	500
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
Music	Annual Stipend
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

Part Time Virtual Teachers: 1) who teach both face-to-face and virtually, will be compensated a base rate of \$500 per class and \$70 per student per semester, or 2) teachers that are provided a release period to teach virtually will be paid the larger amount of 1/7 of semester contract or \$500 per class plus \$70 per student per semester.

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 4/2021

**Rogers Public Schools
Substitute Teacher Salary Schedule
2021-2022**

The Substitute rates will be as follows:		
Class I	Fully Certified	\$93.00 per day
Class II	College Degree (not certified)	\$87.00 per day
Class III	High School Diploma with 2.5 GPA	\$81.00 per day

The compensation for a long-term substitute is \$165.00 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 \$180.00 per day.

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

**POSITIONS BASED ON TEACHER'S SALARY
2021 - 2022**

Positions	Days
Academic Facilitator	192
ESOL Specialist: Outreach and Engagement; RHA Coord.*	192
School Psychology Specialist Intern (1/2 BA Beginning Teacher Salary)	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 4/2021