

**POTEAU PUBLIC SCHOOLS ISD-29
SUPPORT SALARY SCHEDULE
2020-2021**

	Custodians	Mechanic	Mechanic	Senior Maintenance	Maintenance	Cafeteria Manager	Cafeteria District Clerk	Cafeteria Worker
Experience	Hour	Hour	Hour	Hour	Hour	Hour	Hour	Hour
0	11.62	11.76	13.26	15.66	11.76	12.92	12.05	11.50
1	12.19	12.33	13.91	16.43	12.33	13.82	12.88	12.50
2	12.28	12.42	14.00	16.52	12.42	13.91	12.97	12.86
3	12.46	12.61	14.18	16.70	12.61	14.10	13.16	13.05
4	12.55	12.69	14.28	16.80	12.69	14.19	13.25	13.15
5	12.64	12.79	14.37	16.89	12.79	14.28	13.35	13.25
6	12.73	12.88	14.46	16.98	12.88	14.38	13.44	13.35
7	12.82	12.96	14.55	17.07	12.96	14.47	13.53	13.45
8	12.91	13.06	14.64	17.16	13.06	14.56	13.63	13.54
9	13.01	13.16	14.73	17.25	13.16	14.66	13.72	13.64
10	13.19	13.33	14.91	17.43	13.33	14.84	13.91	13.84
11	13.28	13.43	15.00	17.52	13.43	14.94	14.00	13.93
12	13.37	13.51	15.10	17.62	13.51	15.03	14.09	14.03
13	13.46	13.61	15.19	17.71	13.61	15.12	14.19	14.13
14	13.55	13.70	15.28	17.80	13.70	15.22	14.28	14.23
15	13.73	13.88	15.46	17.98	13.88	15.40	14.47	14.42
16	13.92	14.06	15.64	18.16	14.06	15.59	14.65	14.62

Beginning FY09, employees who have 17 or more years of experience will receive an increase of \$225.00 per year.

In addition to the above schedules, support staff who work a minimum of 172 days, 6 hours a day, will receive \$615.90/month flexible benefit allowance for health insurance. The yearly total flexible benefit allowance is \$7,390.80. Employees who elect to take the flexible benefit allowance in lieu of health insurance will receive as taxable compensation \$189.69/month. The yearly total for in lieu of health insurance is \$2,276.28. Adjustments to FBA benefits will be effective January of each year.

Support Salary Schedules only apply to employees working at least six hours per day.

**POTEAU PUBLIC SCHOOLS ISD-29
SUPPORT SALARY SCHEDULE
2020-2021**

Experience	Superintendent Secretary Hour	District Clerk I Hour	District Clerk II Hour	School Secretary Hour	School Clerk Hour	Teacher Assistant Hour	Technology Assistant I Hour	Technology Assistant II Hour
0	15.44	14.10	13.60	13.30	12.77	12.67	14.55	13.80
1	16.38	15.06	14.64	14.24	13.67	13.56	15.43	14.78
2	16.49	15.17	14.75	14.35	13.77	13.67	15.54	14.89
3	16.71	15.39	14.96	14.56	13.99	13.88	15.75	15.10
4	16.81	15.48	15.06	14.67	14.09	13.99	15.86	15.20
5	16.92	15.59	15.16	14.77	14.20	14.09	15.96	15.31
6	17.02	15.69	15.27	14.88	14.31	14.20	16.07	15.41
7	17.12	15.80	15.37	14.99	14.41	14.31	16.17	15.52
8	17.23	15.91	15.48	15.09	14.52	14.41	16.28	15.63
9	17.33	16.01	15.59	15.20	14.63	14.52	16.38	15.85
10	17.54	16.22	15.80	15.41	14.84	14.73	16.59	15.95
11	17.65	16.33	15.91	15.52	14.94	14.84	16.70	16.06
12	17.76	16.44	16.01	15.63	15.05	14.94	16.80	16.16
13	17.87	16.53	16.11	15.73	15.16	15.05	16.91	16.27
14	17.96	16.64	16.21	15.84	15.26	15.16	17.02	16.48
15	18.17	16.85	16.43	16.05	15.48	15.37	17.23	16.69
16	18.39	17.06	16.64	16.27	15.69	15.58	17.44	16.81

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Support Salary Schedules only apply to employees working at least six hours per day.

Poteau Public Schools
Bachelor Degree
Salary Schedule
2020-2021

STEP	Total District Pay to meet State Minimum Salary Schedule			Total District Paid Compensation	Comparison	
	Teacher Qualification to set Salary	Salary Addition SB 776	Employee's Share of Teacher Retirement		State Minimum Salary Schedule	Poteau's Pay Above Minimum
0	\$ 38,364.00	60.15	2,827.47	41,251.62	36,601.00	4,650.62
1	\$ 38,819.00	103.41	2,818.46	41,740.87	37,035.00	4,705.87
2	\$ 39,274.00	145.65	2,810.46	42,230.11	37,469.00	4,761.11
3	\$ 39,731.00	188.15	2,802.36	42,721.51	37,904.00	4,817.51
4	\$ 40,187.00	233.33	2,791.51	43,211.84	38,338.00	4,873.84
5	\$ 40,682.00	278.76	2,783.33	43,744.09	38,810.00	4,934.09
6	\$ 41,168.00	325.26	2,773.41	44,266.67	39,273.00	4,993.67
7	\$ 41,656.00	372.82	2,762.59	44,791.41	39,737.00	5,054.41
8	\$ 42,143.00	421.44	2,750.62	45,315.06	40,200.00	5,115.06
9	\$ 42,631.00	471.12	2,737.67	45,839.79	40,663.00	5,176.79
10	\$ 43,648.00	521.87	2,763.47	46,933.34	41,684.00	5,249.34
11	\$ 44,167.00	573.67	2,750.74	47,491.41	42,177.00	5,314.41
12	\$ 44,687.00	626.54	2,737.01	48,050.55	42,670.00	5,380.55
13	\$ 45,206.00	680.48	2,722.13	48,608.61	43,162.00	5,446.61
14	\$ 45,726.00	735.47	2,706.28	49,167.75	43,655.00	5,512.75
15	\$ 46,266.00	791.53	2,690.87	49,748.40	44,167.00	5,581.40
16	\$ 46,788.00	848.65	2,673.04	50,309.69	44,660.00	5,649.69
17	\$ 47,310.00	906.83	2,654.15	50,870.98	45,153.00	5,717.98
18	\$ 47,833.00	966.07	2,634.27	51,433.34	45,646.00	5,787.34
19	\$ 48,356.00	1,026.38	2,613.33	51,995.71	46,139.00	5,856.71
20	\$ 48,899.00	1,087.75	2,592.83	52,579.58	46,652.00	5,927.58
21	\$ 49,424.00	1,150.18	2,569.92	53,144.10	47,145.00	5,999.10
22	\$ 49,949.00	1,213.68	2,545.93	53,708.61	47,639.00	6,069.61
23	\$ 50,475.00	1,278.23	2,520.97	54,274.20	48,132.00	6,142.20
24	\$ 51,000.00	1,343.85	2,494.87	54,838.72	48,325.00	6,513.72
25	\$ 52,458.00	1,410.53	2,537.93	56,406.46	50,049.00	6,357.46
26	\$ 52,883.00	1,410.53	2,569.92	56,863.45	50,049.00	6,814.45

Beginning FY09, employees who have 27 or more years of experience will receive an increase of \$300.00 per year.

In addition to the above schedules, employees will receive a \$615.90/month flexible benefit allowance for health insurance. The yearly total flexible allowance is \$7,390.80. Employees who elect to take the flexible benefit allowance in lieu of health insurance will receive as taxable compensation \$69.71/month. The yearly total flexible benefit compensation is \$836.52. Adjustments to FBA benefits will be effective January of each year.

Poteau Public Schools
Bachelor Degree +
Salary Schedule
2020-2021

STEP	Total District Pay to meet State Minimum Salary Schedule			Total District Paid Compensation	Comparison	
	Teacher Qualification to set Salary	Salary Addition SB 776	Employee's Share of Teacher Retirement		State Minimum Salary Schedule	Poteau's Pay Above Minimum
0	\$ 38,987.00	60.15	2,874.36	41,921.51	37,759.00	4,162.51
1	\$ 39,442.00	103.41	2,865.35	42,410.76	38,193.00	4,217.76
2	\$ 39,898.00	145.65	2,857.43	42,901.08	38,628.00	4,273.08
3	\$ 40,354.00	188.15	2,849.26	43,391.41	39,062.00	4,329.41
4	\$ 40,810.00	233.33	2,838.40	43,881.73	39,496.00	4,385.73
5	\$ 41,305.00	278.76	2,830.23	44,413.99	39,968.00	4,445.99
6	\$ 41,792.00	325.26	2,820.38	44,937.64	40,432.00	4,505.64
7	\$ 42,279.00	372.82	2,809.48	45,461.30	40,895.00	4,566.30
8	\$ 42,766.00	421.44	2,797.51	45,984.95	41,358.00	4,626.95
9	\$ 43,255.00	471.12	2,784.64	46,510.76	41,822.00	4,688.76
10	\$ 44,273.00	521.87	2,810.51	47,605.38	42,844.00	4,761.38
11	\$ 44,791.00	573.67	2,797.70	48,162.37	43,336.00	4,826.37
12	\$ 45,311.00	626.54	2,783.97	48,721.51	43,829.00	4,892.51
13	\$ 45,831.00	680.48	2,769.17	49,280.65	44,322.00	4,958.65
14	\$ 46,351.00	735.47	2,753.32	49,839.79	44,815.00	5,024.79
15	\$ 46,891.00	791.53	2,737.91	50,420.44	45,327.00	5,093.44
16	\$ 47,413.00	848.65	2,720.08	50,981.73	45,820.00	5,161.73
17	\$ 47,935.00	906.83	2,701.19	51,543.02	46,313.00	5,230.02
18	\$ 48,458.00	966.07	2,681.32	52,105.39	46,806.00	5,299.39
19	\$ 48,981.00	1,026.38	2,660.37	52,667.75	47,299.00	5,368.75
20	\$ 49,525.00	1,087.75	2,639.95	53,252.70	47,813.00	5,439.70
21	\$ 50,050.00	1,150.18	2,617.03	53,817.21	48,306.00	5,511.21
22	\$ 50,574.00	1,213.68	2,592.97	54,380.65	48,799.00	5,581.65
23	\$ 51,100.00	1,278.23	2,568.02	54,946.25	49,292.00	5,654.25
24	\$ 51,625.00	1,343.85	2,541.91	55,510.76	49,785.00	5,725.76
25	\$ 53,106.00	1,410.53	2,586.71	57,103.24	51,232.00	5,871.24
26	\$ 53,531.00	1,410.53	2,618.69	57,560.22	51,232.00	6,328.22

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Poteau Public Schools
Master Degree
Salary Schedule
2020-2021

STEP	Total District Pay to meet State Minimum Salary Schedule			Total District Paid Compensation	Comparison	
	Teacher Qualification to set Salary	Salary Addition SB 776	Employee's Share of Teacher Retirement		State Minimum Salary Schedule	Poteau's Pay Above Minimum
0	\$ 39,784.00	60.15	2,934.35	42,778.50	37,991.00	4,787.50
1	\$ 40,261.00	103.41	2,927.00	43,291.41	38,425.00	4,866.41
2	\$ 40,737.00	145.65	2,920.58	43,803.23	38,859.00	4,944.23
3	\$ 41,215.00	188.15	2,914.06	44,317.21	39,294.00	5,023.21
4	\$ 41,694.00	233.33	2,904.94	44,832.27	39,728.00	5,104.27
5	\$ 42,211.00	278.76	2,898.42	45,388.18	40,200.00	5,188.18
6	\$ 42,721.00	325.26	2,890.31	45,936.57	40,663.00	5,273.57
7	\$ 43,232.00	372.82	2,881.21	46,486.03	41,127.00	5,359.03
8	\$ 43,744.00	421.44	2,871.13	47,036.57	41,590.00	5,446.57
9	\$ 44,258.00	471.12	2,860.14	47,589.26	42,054.00	5,535.26
10	\$ 45,763.00	521.87	2,922.67	49,207.54	43,568.00	5,639.54
11	\$ 46,308.00	573.67	2,911.89	49,793.56	44,061.00	5,732.56
12	\$ 46,854.00	626.54	2,900.11	50,380.65	44,554.00	5,826.65
13	\$ 47,401.00	680.48	2,887.35	50,968.83	45,047.00	5,921.83
14	\$ 47,948.00	735.47	2,873.53	51,557.00	45,539.00	6,018.00
15	\$ 48,517.00	791.53	2,860.30	52,168.83	46,052.00	6,116.83
16	\$ 49,067.00	848.65	2,844.57	52,760.22	46,545.00	6,215.22
17	\$ 49,618.00	906.83	2,827.87	53,352.70	47,038.00	6,314.70
18	\$ 50,171.00	966.07	2,810.25	53,947.32	47,531.00	6,416.32
19	\$ 50,724.00	1,026.38	2,791.56	54,541.94	48,024.00	6,517.94
20	\$ 51,299.00	1,087.75	2,773.47	55,160.22	48,538.00	6,622.22
21	\$ 51,855.00	1,150.18	2,752.89	55,758.07	49,031.00	6,727.07
22	\$ 52,411.00	1,213.68	2,731.24	56,355.92	49,524.00	6,831.92
23	\$ 52,970.00	1,278.23	2,708.77	56,957.00	50,018.00	6,939.00
24	\$ 53,528.00	1,343.85	2,685.15	57,557.00	50,511.00	7,046.00
25	\$ 55,055.00	1,410.53	2,733.40	59,198.93	51,971.00	7,227.93
26	\$ 55,480.00	1,410.53	2,765.39	59,655.92	51,971.00	7,684.92

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Poteau Public Schools

Master Degree +

Salary Schedule

2020-2021

STEP	Total District Pay to meet State Minimum Salary Schedule			Total District Paid Compensation	Comparison	
	Teacher Qualification to set Salary	Salary Addition SB 776	Employee's Share of Teacher Retirement		State Minimum Salary Schedule	Poteau's Pay Above Minimum
0	\$ 40,221.00	60.15	2,967.24	43,248.39	39,149.00	4,099.39
1	\$ 40,698.00	103.41	2,959.89	43,761.30	39,583.00	4,178.30
2	\$ 41,175.00	145.65	2,953.55	44,274.20	40,018.00	4,256.20
3	\$ 41,652.00	188.15	2,946.95	44,787.10	40,452.00	4,335.10
4	\$ 42,131.00	233.33	2,937.83	45,302.16	40,886.00	4,416.16
5	\$ 42,648.00	278.76	2,931.31	45,858.07	41,358.00	4,500.07
6	\$ 43,159.00	325.26	2,923.27	46,407.53	41,822.00	4,585.53
7	\$ 43,669.00	372.82	2,914.10	46,955.92	42,285.00	4,670.92
8	\$ 44,182.00	421.44	2,904.09	47,507.53	42,749.00	4,758.53
9	\$ 44,695.00	471.12	2,893.03	48,059.15	43,212.00	4,847.15
10	\$ 46,202.00	521.87	2,955.71	49,679.58	44,728.00	4,951.58
11	\$ 46,747.00	573.67	2,944.93	50,265.60	45,221.00	5,044.60
12	\$ 47,292.00	626.54	2,933.08	50,851.62	45,713.00	5,138.62
13	\$ 47,839.00	680.48	2,920.31	51,439.79	46,206.00	5,233.79
14	\$ 48,387.00	735.47	2,906.57	52,029.04	46,699.00	5,330.04
15	\$ 48,956.00	791.53	2,893.34	52,640.87	47,212.00	5,428.87
16	\$ 49,506.00	848.65	2,877.62	53,232.27	47,705.00	5,527.27
17	\$ 50,057.00	906.83	2,860.91	53,824.74	48,198.00	5,626.74
18	\$ 50,610.00	966.07	2,843.29	54,419.36	48,691.00	5,728.36
19	\$ 51,163.00	1,026.38	2,824.61	55,013.99	49,184.00	5,829.99
20	\$ 51,738.00	1,087.75	2,806.52	55,632.27	49,698.00	5,934.27
21	\$ 52,295.00	1,150.18	2,786.01	56,231.19	50,192.00	6,039.19
22	\$ 52,851.00	1,213.68	2,764.36	56,829.04	50,685.00	6,144.04
23	\$ 53,409.00	1,278.23	2,741.81	57,429.04	51,178.00	6,251.04
24	\$ 53,967.00	1,343.85	2,718.19	58,029.04	51,671.00	6,358.04
25	\$ 55,516.00	1,410.53	2,768.10	59,694.63	53,153.00	6,541.63
26	\$ 55,941.00	1,410.53	2,800.09	60,151.62	53,153.00	6,998.62

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**Poteau Public Schools
 Doctorate
 Salary Schedule
 2020-2021**

STEP	Total District Pay to meet State Minimum Salary Schedule			Total District Paid Compensation	Comparison	
	Teacher Qualification to set Salary	Salary Addition SB 776	Employee's Share of Teacher Retirement		State Minimum Salary Schedule	Poteau's Pay Above Minimum
0	41,304.00	60.15	3,048.76	44,412.91	39,381.00	5,031.91
1	41,803.00	103.41	3,043.06	44,949.47	39,815.00	5,134.47
2	42,300.00	145.65	3,038.23	45,483.88	40,249.00	5,234.88
3	42,799.00	188.15	3,033.29	46,020.44	40,684.00	5,336.44
4	43,301.00	233.33	3,025.89	46,560.22	41,118.00	5,442.22
5	43,840.00	278.76	3,021.03	47,139.79	41,590.00	5,549.79
6	44,375.00	325.26	3,014.80	47,715.06	42,054.00	5,661.06
7	44,908.00	372.82	3,007.36	48,288.18	42,517.00	5,771.18
8	45,445.00	421.44	2,999.16	48,865.60	42,980.00	5,885.60
9	45,984.00	471.12	2,990.05	49,445.17	43,444.00	6,001.17
10	48,441.00	521.87	3,124.24	52,087.11	45,945.00	6,142.11
11	49,012.00	573.67	3,115.41	52,701.08	46,438.00	6,263.08
12	49,584.00	626.54	3,105.60	53,316.14	46,931.00	6,385.14
13	50,158.00	680.48	3,094.86	53,933.34	47,424.00	6,509.34
14	50,733.00	735.47	3,083.15	54,551.62	47,916.00	6,635.62
15	51,331.00	791.53	3,072.10	55,194.63	48,430.00	6,764.63
16	51,909.00	848.65	3,058.49	55,816.14	48,923.00	6,893.14
17	52,489.00	906.83	3,043.96	56,439.79	49,416.00	7,023.79
18	53,072.00	966.07	3,028.61	57,066.68	49,909.00	7,157.68
19	53,655.00	1,026.38	3,012.18	57,693.56	50,402.00	7,291.56
20	54,262.00	1,087.75	2,996.50	58,346.25	50,917.00	7,429.25
21	54,849.00	1,150.18	2,978.25	58,977.43	51,410.00	7,567.43
22	55,437.00	1,213.68	2,959.01	59,609.69	51,903.00	7,706.69
23	56,028.00	1,278.23	2,938.94	60,245.17	52,397.00	7,848.17
24	56,619.00	1,343.85	2,917.81	60,880.66	52,890.00	7,990.66
25	58,224.00	1,410.53	2,971.93	62,606.46	54,395.00	8,211.46
26	58,649.00	1,410.53	3,003.92	63,063.45	54,395.00	8,668.45

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Poteau Public Schools
 Administrator's/Director's Salary Schedule
 2021-2022

Administrator Salary Index		
Position	Contract	Index
Assistant Superintendent	12-Month	1.87
Administrative Assistant of Operations	12-Month	1.59
High School Principal	12-Month	1.68
7 th /8 th Grade Academic Center Principal	12-Month	1.57
Middle School Principal	12-Month	1.57
Elementary Principal	12-Month	1.52
High School Assistant Principal	10-Month	1.35
7 th /8 th Grade Academic Center Assistant Principal	10-Month	1.32
Middle School Assistant Principal	10-Month	1.32
Elementary Assistant Principal	10-Month	1.27

Director Salary Index		
Executive Director of Finance/Treasurer	12-Month	1.53
Director of Special Education	12-Month	1.55
Director of Adult Basic Education/Alternative Education	12-Month	1.50
Director of Technology	12-Month	1.52