

**BENTONVILLE SCHOOL DISTRICT
2019-2020 CLASSIFIED SALARY SCHEDULE**

Office Assistant

Effective 7/1/2019

PAY CODE	002	002	002	002	002	002
RANGE	1	2	3	4	5	6
HOURS	8	8	8	8	8	8
DAYS	230	230	230	195-230	200-230	183-230

901 Job Title	Office Assistant 5	Office Assistant 4	Office Assistant 3	Office Assistant 2	Office Assistant 1	Office Assistant 183-230 Days
Step 1	\$19.58	\$17.95	\$17.04	\$16.25	\$15.41	\$14.57
Step 2	\$19.88	\$18.23	\$17.31	\$16.51	\$15.64	\$14.80
Step 3	\$20.19	\$18.50	\$17.57	\$16.77	\$15.90	\$15.03
Step 4	\$20.50	\$18.79	\$17.85	\$17.02	\$16.13	\$15.25
Step 5	\$20.80	\$19.07	\$18.10	\$17.28	\$16.37	\$15.48
Step 6	\$21.11	\$19.34	\$18.37	\$17.52	\$16.61	\$15.71
Step 7	\$21.41	\$19.62	\$18.64	\$17.79	\$16.86	\$15.94
Step 8	\$21.72	\$19.91	\$18.91	\$18.03	\$17.09	\$16.16
Step 9	\$22.03	\$20.19	\$19.18	\$18.29	\$17.34	\$16.39
Step 10	\$22.33	\$20.47	\$19.44	\$18.54	\$17.57	\$16.61
Step 11	\$22.63	\$20.75	\$19.71	\$18.80	\$17.82	\$16.85
Step 12	\$22.95	\$21.03	\$19.98	\$19.06	\$18.06	\$17.07
Step 13	\$23.25	\$21.30	\$20.24	\$19.31	\$18.30	\$17.30
Step 14	\$23.55	\$21.58	\$20.51	\$19.56	\$18.53	\$17.52
Step 15	\$23.86	\$21.88	\$20.78	\$19.82	\$18.79	\$17.76
Step 16	\$24.17	\$22.15	\$21.04	\$20.07	\$19.02	\$17.99
Step 17	\$24.47	\$22.43	\$21.30	\$20.32	\$19.26	\$18.22
Step 18	\$24.78	\$22.70	\$21.57	\$20.58	\$19.51	\$18.44
Step 19	\$25.09	\$22.99	\$21.85	\$20.83	\$19.75	\$18.67
Step 20	\$25.39	\$23.27	\$22.11	\$21.09	\$19.99	\$18.90
Step 21	\$25.69	\$23.54	\$22.38	\$21.35	\$20.23	\$19.13
Step 22	\$26.01	\$23.84	\$22.63	\$21.59	\$20.47	\$19.35
Step 23	\$26.30	\$24.12	\$22.91	\$21.86	\$20.71	\$19.58
Step 24	\$26.61	\$24.39	\$23.17	\$22.10	\$20.96	\$19.81
Step 25	\$26.93	\$24.67	\$23.44	\$22.36	\$21.19	\$20.04

- Office Assistant 5:** Superintendent Executive Assistant
- Office Assistant 4:** District Payroll Clerk; Food Service Liaison Clerk; Deputy Superintendent; Operations
- Office Assistant 3:** **Finance** - Accts Payable; Accts Receivable; District Benefits
Human Resource: Office Assistant; AESOP/Sub Teacher Liaison; Transportation HR
- Office Assistant 2:** **District Positions:** Instructional Services; Federal Program; SPED Medicaid; District & Student Services Receptionist; SPED LEA Asst; SPED - District Bookkeeper
Fed Prog - ESL Records Clerk; Facilities Bookkeeper; Athletics Head Bookkeeper
- Office Assistant 1:** **District Positions:** SPED Records/Reception; SPED Due Process; SPED/504 Records; Nutritional Services; TECH Bookkeeper; High School Bookkeeper; High School Registrar
- Office Assistant:** **Building:** Registrars; Bookkeepers; Receptionists; Health Aides; SPED; High Schools: Counselor and Principal Assistants. TAC: Bookkeeper and Receptionist Assistant. Transportation Bookkeeper & Assistant; Spanish Interpreter; TREC Assistant

Up to 7 years of school or outside related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Executive Director of HR.

Board Approved 5/20/2019

BENTONVILLE SCHOOL DISTRICT
2019-2020 CLASSIFIED SALARY SCHEDULE
Student Services/Instructional Assistants / TRPS Staff

Effective 7/1/2019

PAY CODE	002	002	002	002	002	002	002
RANGE	1	2	3	3	2 (823)	1 (923)	3 (923)
HOURS	7.25	7.25	7.25	7.25 - 8	7.25	7.25	8
DAYS	180	180	180	183-188*	180-183	183	205

902 Job Title	Student Services I	Student Services 2	Student Services 3	Instructional Assistants I	Instructional Assistants II	Instructional Assistants - CNA	Post Secondary Advisor BHS/BWHS
Step 1	\$18.81	\$21.87	\$13.72	\$13.72	\$14.81	\$15.41	\$18.81
Step 2	\$19.10	\$22.20	\$13.92	\$13.92	\$15.05	\$15.64	\$19.10
Step 3	\$19.39	\$22.54	\$14.14	\$14.14	\$15.27	\$15.90	\$19.39
Step 4	\$19.68	\$22.89	\$14.35	\$14.35	\$15.51	\$16.13	\$19.68
Step 5	\$19.99	\$23.23	\$14.57	\$14.57	\$15.74	\$16.37	\$19.99
Step 6	\$20.27	\$23.56	\$14.78	\$14.78	\$15.97	\$16.61	\$20.27
Step 7	\$20.56	\$23.91	\$15.00	\$15.00	\$16.20	\$16.86	\$20.56
Step 8	\$20.86	\$24.25	\$15.21	\$15.21	\$16.43	\$17.09	\$20.86
Step 9	\$21.15	\$24.59	\$15.42	\$15.42	\$16.67	\$17.34	\$21.15
Step 10	\$21.45	\$24.93	\$15.63	\$15.63	\$16.90	\$17.57	\$21.45
Step 11	\$21.74	\$25.27	\$15.86	\$15.86	\$17.12	\$17.82	\$21.74
Step 12	\$22.04	\$25.61	\$16.07	\$16.07	\$17.36	\$18.06	\$22.04
Step 13	\$22.33	\$25.97	\$16.27	\$16.27	\$17.58	\$18.30	\$22.33
Step 14	\$22.62	\$26.30	\$16.49	\$16.49	\$17.83	\$18.53	\$22.62
Step 15	\$22.92	\$26.64	\$16.71	\$16.71	\$18.05	\$18.79	\$22.92
Step 16	\$23.22	\$26.99	\$16.93	\$16.93	\$18.29	\$19.02	\$23.22
Step 17	\$23.50	\$27.33	\$17.13	\$17.13	\$18.51	\$19.26	\$23.50
Step 18	\$23.80	\$27.66	\$17.35	\$17.35	\$18.75	\$19.51	\$23.80
Step 19	\$24.09	\$28.01	\$17.56	\$17.56	\$18.98	\$19.75	\$24.09
Step 20	\$24.38	\$28.35	\$17.79	\$17.79	\$19.21	\$19.99	\$24.38
Step 21	\$24.68	\$28.69	\$17.99	\$17.99	\$19.44	\$20.23	\$24.68
Step 22	\$24.97	\$29.03	\$18.21	\$18.21	\$19.67	\$20.47	\$24.97
Step 23	\$25.27	\$29.37	\$18.42	\$18.42	\$19.90	\$20.71	\$25.27
Step 24	\$25.56	\$29.71	\$18.64	\$18.64	\$20.14	\$20.96	\$25.56
Step 25	\$25.86	\$30.06	\$18.85	\$18.85	\$20.36	\$21.19	\$25.86

Student Services I: Requires a Degree in Area

Deaf Intrepeter - QUAST III; ABA Degreed Trainer

Student Services 2: Transcriber - Requires Certificate

Student Services 3: Deaf Intrepeter - Requires Certificate; Student Advocate

Instructional Assistants 1 :

Interpreters, Student Advocate = 180 Days

Assistants, Lab, NSLA, SPED, Title = 183 Days

Library Assistants & TRPS Assistants = 188 days

Instructional Assistants II: Global Connections, Keyboarding 6th Grade - 183 days; ISSC 180

Instructional Assistant - CNA: CNA certificate required and designated to specific classrooms

Up to 7 years of school or outside related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Executive Director of HR.

BENTONVILLE SCHOOL DISTRICT
2019-2020 CLASSIFIED SALARY SCHEDULE
Student Services/Instructional Assistants / TRPS Staff
Effective 7/1/2019

PAY CODE	002	002		
RANGE	4	5	HOURLY	HOURLY
HOURS	8	8	7.25	7.25
DAYS	183	181	180	180

902 Job Title	Food Program Head	Food Program Assistant	TRPS Relief / After School Supv.	TRPS Relief / After School
Step 1	\$13.97	\$11.93	\$11.25	\$10.17
Step 2	\$14.20	\$12.11	\$11.42	\$10.34
Step 3	\$14.41	\$12.30	\$11.59	\$10.49
Step 4	\$14.63	\$12.48	\$11.78	\$10.66
Step 5	\$14.85	\$12.68	\$11.95	\$10.82
Step 6	\$15.07	\$12.86	\$12.12	\$10.97
Step 7	\$15.28	\$13.04	\$12.30	\$11.13
Step 8	\$15.50	\$13.23	\$12.47	\$11.29
Step 9	\$15.72	\$13.41	\$12.66	\$11.45
Step 10	\$15.95	\$13.60	\$12.83	\$11.60
Step 11	\$16.16	\$13.79	\$13.00	\$11.77
Step 12	\$16.38	\$13.97	\$13.18	\$11.93
Step 13	\$16.59	\$14.16	\$13.35	\$12.08
Step 14	\$16.82	\$14.34	\$13.52	\$12.24
Step 15	\$17.03	\$14.54	\$13.71	\$12.40
Step 16	\$17.25	\$14.73	\$13.88	\$12.55
Step 17	\$17.47	\$14.91	\$14.06	\$12.73
Step 18	\$17.70	\$15.10	\$14.23	\$12.88
Step 19	\$17.91	\$15.28	\$14.40	\$13.03
Step 20	\$18.12	\$15.47	\$14.58	\$13.20
Step 21	\$18.34	\$15.66	\$14.76	\$13.35
Step 22	\$18.55	\$15.85	\$14.94	\$13.51
Step 23	\$18.78	\$16.03	\$15.11	\$13.68
Step 24	\$19.00	\$16.21	\$15.29	\$13.83
Step 25	\$19.22	\$16.40	\$15.47	\$13.99

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Board Approved 5/20/2019

**BENTONVILLE SCHOOL DISTRICT
2019 - 2020 CLASSIFIED SALARY SCHEDULE**

Technology

Effective 7/1/2019

PAY CODE	001	001	001	001	002			
SCHEDULE	908	908	908	908	909			
RANGE	1	2	3	4	1			
HOURS	8	8	8	8	8	VARIES	VARIES	VARIES
DAYS	230	230	230	230	188/220	HOURLY	HOURLY	HOURLY

Job Title	Database Specialist	Technology Specialist	Software Hardware Support Specialist*	System Specialist	BLDG Support & HIGH SCHOOL ESCHOOL	Tech. Interns	Tech. Apprentice	Tech. Summer Helper
Step 1	\$56,929.00	\$65,511.00	\$38,705.00	\$50,743.00	\$14.81	\$13.80	\$9.25	\$9.25
Step 2	\$57,819.00	\$66,535.00	\$39,310.00	\$51,536.00	\$15.05			
Step 3	\$58,708.00	\$67,558.00	\$39,915.00	\$52,329.00	\$15.27			
Step 4	\$59,597.00	\$68,581.00	\$40,520.00	\$53,121.00	\$15.51			
Step 5	\$60,488.00	\$69,604.00	\$41,125.00	\$53,915.00	\$15.74			
Step 6	\$61,377.00	\$70,629.00	\$41,729.00	\$54,708.00	\$15.97			
Step 7	\$62,267.00	\$71,652.00	\$42,334.00	\$55,500.00	\$16.20			
Step 8	\$63,156.00	\$72,676.00	\$42,939.00	\$56,292.00	\$16.43			
Step 9	\$64,045.00	\$73,700.00	\$43,544.00	\$57,086.00	\$16.67			
Step 10	\$64,935.00	\$74,723.00	\$44,149.00	\$57,879.00	\$16.90			
Step 11	\$65,825.00	\$75,746.00	\$44,753.00	\$58,671.00	\$17.12			
Step 12	\$66,715.00	\$76,771.00	\$45,358.00	\$59,465.00	\$17.36			
Step 13	\$67,603.00	\$77,794.00	\$45,962.00	\$60,258.00	\$17.58			
Step 14	\$68,493.00	\$78,817.00	\$46,568.00	\$61,050.00	\$17.83			
Step 15	\$69,383.00	\$79,841.00	\$47,173.00	\$61,842.00	\$18.05			
Step 16	\$70,272.00	\$80,865.00	\$47,777.00	\$62,636.00	\$18.29			
Step 17	\$71,162.00	\$81,888.00	\$48,382.00	\$63,429.00	\$18.51			
Step 18	\$72,051.00	\$82,912.00	\$48,986.00	\$64,222.00	\$18.75			
Step 19	\$72,940.00	\$83,936.00	\$49,591.00	\$65,014.00	\$18.98			
Step 20	\$73,831.00	\$84,959.00	\$50,197.00	\$65,808.00	\$19.21			
Step 21	\$74,720.00	\$85,982.00	\$50,801.00	\$66,600.00	\$19.44			
Step 22	\$75,609.00	\$87,006.00	\$51,406.00	\$67,392.00	\$19.67			
Step 23	\$76,499.00	\$88,030.00	\$52,011.00	\$68,186.00	\$19.90			
Step 24	\$77,388.00	\$89,054.00	\$52,615.00	\$68,979.00	\$20.14			
Step 25	\$78,277.00	\$90,078.00	\$53,221.00	\$69,772.00	\$20.36			

Board Approved 5/20/2019

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*Bldg Tech Support Experience - 2 years experience will be equivalent to 1 step for Software/Hardware Support.

BENTONVILLE SCHOOL DISTRICT
2019 - 2020 CLASSIFIED SALARY SCHEDULE
Student Services - Health Services

Effective 7/1/2019

PAY CODE	001	001	001	002	002	
SCHEDULE	903	903	903	916	904	
RANGE	1	2	3	1	1	
HOURS	7.5	7.5	7.5	7.5	7.5	VARIES
DAYS	182	182	189	183	189	HOURLY

Job Title	Physical Therapist/ Occupational Therapist	Physical Therapy Assistant	Social Worker Licensed	Community Support Liaison	Nurse: RN Required	Registered Nurse RN Substitute
Step 1	\$78,645.00	\$38,074.00	\$43,798.00	\$15.00	\$26.78	\$22.52
Step 2	\$79,874.00	\$38,668.00	\$44,482.00	\$15.20	\$27.20	
Step 3	\$81,103.00	\$39,263.00	\$45,166.00	\$15.43	\$27.61	
Step 4	\$82,332.00	\$39,858.00	\$45,851.00	\$15.64	\$28.04	
Step 5	\$83,561.00	\$40,453.00	\$46,536.00	\$15.86	\$28.46	
Step 6	\$84,790.00	\$41,047.00	\$47,220.00	\$16.07	\$28.88	
Step 7	\$86,019.00	\$41,642.00	\$47,904.00	\$16.27	\$29.30	
Step 8	\$87,247.00	\$42,237.00	\$48,589.00	\$16.49	\$29.71	
Step 9	\$88,476.00	\$42,832.00	\$49,272.00	\$16.71	\$30.14	
Step 10	\$89,704.00	\$43,427.00	\$49,957.00	\$16.93	\$30.55	
Step 11	\$90,933.00	\$44,022.00	\$50,641.00	\$17.13	\$30.97	
Step 12	\$92,163.00	\$44,617.00	\$51,325.00	\$17.35	\$31.38	
Step 13	\$93,392.00	\$45,212.00	\$52,010.00	\$17.56	\$31.80	
Step 14	\$94,620.00	\$45,807.00	\$52,695.00	\$17.79	\$32.22	
Step 15	\$95,849.00	\$46,401.00	\$53,379.00	\$18.00	\$32.64	
Step 16	\$97,078.00	\$46,996.00	\$54,063.00	\$18.21	\$33.06	
Step 17	\$98,306.00	\$47,591.00	\$54,748.00	\$18.42	\$33.48	
Step 18	\$99,536.00	\$48,186.00	\$55,432.00	\$18.63	\$33.90	
Step 19	\$100,764.00	\$48,781.00	\$56,117.00	\$18.86	\$34.32	
Step 20	\$101,993.00	\$49,377.00	\$56,801.00	\$19.06	\$34.73	
Step 21	\$103,222.00	\$49,972.00	\$57,484.00	\$19.31	\$35.16	
Step 22	\$104,451.00	\$50,567.00	\$58,169.00	\$19.56	\$35.56	
Step 23	\$105,679.00	\$51,162.00	\$58,854.00	\$19.81	\$35.99	
Step 24	\$106,909.00	\$51,756.00	\$59,537.00	\$20.07	\$36.40	
Step 25	\$108,138.00	\$52,351.00	\$60,222.00	\$20.32	\$36.82	

Register Nurse: Building Nurse; Medicaid Nurse - 189 Days
 1 on 1 Nurse - 180 days

RN Required

Up to 7 years of school or outside related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Executive Director of HR.

Board Approved 5/20/2019

BENTONVILLE SCHOOL DISTRICT
2019 - 2020 CLASSIFIED SALARY SCHEDULE
Athletics/High School/TAC

PAY CODE	001	001	002	002
SCHEDULE	905	905	906	906
RANGE	1	2	1	2
HOURS	8	8	8	8
DAYS	220	215	179	240

Job Title	Athletic Trainer I	Athletic Trainer II	Campus/Parking Lot Security High School	ALL Custodial
Step 1	\$55,309.00	\$54,041.00	\$11.35	\$11.48
Step 2	\$56,173.00	\$54,885.00	\$11.53	\$11.66
Step 3	\$57,038.00	\$55,730.00	\$11.72	\$11.84
Step 4	\$57,902.00	\$56,574.00	\$11.89	\$12.02
Step 5	\$58,766.00	\$57,419.00	\$12.06	\$12.20
Step 6	\$59,629.00	\$58,263.00	\$12.24	\$12.38
Step 7	\$60,494.00	\$59,107.00	\$12.41	\$12.55
Step 8	\$61,359.00	\$59,952.00	\$12.59	\$12.74
Step 9	\$62,223.00	\$60,797.00	\$12.78	\$12.92
Step 10	\$63,087.00	\$61,640.00	\$12.95	\$13.10
Step 11	\$63,951.00	\$62,485.00	\$13.13	\$13.27
Step 12	\$64,815.00	\$63,329.00	\$13.30	\$13.45
Step 13	\$65,679.00	\$64,173.00	\$13.48	\$13.64
Step 14	\$66,544.00	\$65,019.00	\$13.67	\$13.82
Step 15	\$67,408.00	\$65,862.00	\$13.84	\$13.99
Step 16	\$68,272.00	\$66,706.00	\$14.02	\$14.17
Step 17	\$69,136.00	\$67,552.00	\$14.19	\$14.35
Step 18	\$70,000.00	\$68,395.00	\$14.36	\$14.53
Step 19	\$70,865.00	\$69,241.00	\$14.55	\$14.71
Step 20	\$71,729.00	\$70,085.00	\$14.73	\$14.89
Step 21	\$72,594.00	\$70,928.00	\$14.90	\$15.07
Step 22	\$73,457.00	\$71,774.00	\$15.08	\$15.25
Step 23	\$74,321.00	\$72,617.00	\$15.25	\$15.43
Step 24	\$75,185.00	\$73,462.00	\$15.44	\$15.60
Step 25	\$76,050.00	\$74,307.00	\$15.61	\$15.79

Up to 7 years of school or outside related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Executive Director of HR.

**BENTONVILLE SCHOOL DISTRICT
2019 - 2020 CLASSIFIED SALARY SCHEDULE
Facilities -Maintenance**

Effective 7/1/2019

PAY CODE	002	002	002	002	002	002
RANGE	1	2	3	4	5	6
HOURS	8	8	8	8	8	8
DAYS	230	240	240	240	230	230

907 Job Title	District Mail Carrier	Facilities I	Facilities 2	Facilities 3	Warehouse Supply	Warehouse Supply Assistant
Step 1	\$11.26	\$15.41	\$17.04	\$19.57	\$12.90	\$11.00
Step 2	\$11.43	\$15.64	\$17.31	\$19.87	\$13.11	\$11.16
Step 3	\$11.60	\$15.90	\$17.57	\$20.18	\$13.30	\$11.34
Step 4	\$11.79	\$16.13	\$17.85	\$20.49	\$13.50	\$11.50
Step 5	\$11.96	\$16.37	\$18.10	\$20.79	\$13.72	\$11.68
Step 6	\$12.13	\$16.60	\$18.37	\$21.10	\$13.91	\$11.86
Step 7	\$12.31	\$16.86	\$18.64	\$21.40	\$14.12	\$12.02
Step 8	\$12.48	\$17.09	\$18.91	\$21.70	\$14.31	\$12.20
Step 9	\$12.67	\$17.33	\$19.17	\$22.02	\$14.52	\$12.37
Step 10	\$12.84	\$17.57	\$19.43	\$22.32	\$14.72	\$12.53
Step 11	\$13.02	\$17.82	\$19.71	\$22.62	\$14.93	\$12.72
Step 12	\$13.20	\$18.05	\$19.98	\$22.93	\$15.12	\$12.88
Step 13	\$13.37	\$18.30	\$20.24	\$23.24	\$15.32	\$13.05
Step 14	\$13.55	\$18.53	\$20.50	\$23.54	\$15.52	\$13.23
Step 15	\$13.73	\$18.78	\$20.77	\$23.85	\$15.73	\$13.39
Step 16	\$13.90	\$19.02	\$21.04	\$24.16	\$15.93	\$13.57
Step 17	\$14.08	\$19.26	\$21.30	\$24.45	\$16.13	\$13.75
Step 18	\$14.25	\$19.49	\$21.56	\$24.77	\$16.33	\$13.91
Step 19	\$14.42	\$19.75	\$21.84	\$25.08	\$16.53	\$14.09
Step 20	\$14.60	\$19.99	\$22.10	\$25.37	\$16.73	\$14.26
Step 21	\$14.78	\$20.22	\$22.37	\$25.68	\$16.94	\$14.42
Step 22	\$14.96	\$20.46	\$22.63	\$25.99	\$17.13	\$14.60
Step 23	\$15.13	\$20.71	\$22.90	\$26.29	\$17.34	\$14.77
Step 24	\$15.30	\$20.95	\$23.16	\$26.60	\$17.53	\$14.95
Step 25	\$15.48	\$21.18	\$23.43	\$26.91	\$17.75	\$15.12

Facilities 1: General Facilities; General Locks & Painting; Carpenter; Electrician or Plumber Apprentice

Facilities 2: Facilities Operations; Electrician Journeyman; Plumber Journeyman; HVAC II

Facilities 3: Master Electrician; Master Plumber; HVAC III; Commercial Kitchen Technician

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Board Approved 5/20/2019

BENTONVILLE SCHOOL DISTRICT
2019 - 2020 CLASSIFIED SALARY SCHEDULE
Transportation

Effective 7/1/2018

PAY CODE	002	002	002	002	002	002	002				
RANGE	1	2	3	4	5	6	5				
HOURS	8	8	8	8	varies	8	8	varies	varies	varies	varies
DAYS	240	240	240	240	179	230	230	hourly	hourly	hourly	hourly
JOB CLASS							2423				
SALARY SCH	910	910	910	910	910	910	901				
# POSITIONS	1	2	2	1							

Job Title	Service Shop Manager	Lead Mechanic	Diesel Diagnostic Mechanic Licensed	Mechanics: Lube&Oil Service Tech	Bus Aide	System Route Specialist	Dispatcher	Bus Fueler	Bus Washer	Bus Aide Sub	Bus Driver Sub
Step 1	\$22.67	\$17.04	\$20.69	\$14.57	\$10.21	\$17.39	\$15.41	\$9.54	\$9.54	\$9.99	\$14.57
Step 2	\$23.03	\$17.31	\$21.02	\$14.80	\$10.38	\$17.65	\$15.64				
Step 3	\$23.38	\$17.57	\$21.33	\$15.03	\$10.53	\$17.94	\$15.90				
Step 4	\$23.75	\$17.85	\$21.66	\$15.25	\$10.70	\$18.21	\$16.13				
Step 5	\$24.09	\$18.10	\$21.99	\$15.48	\$10.86	\$18.47	\$16.37				
Step 6	\$24.44	\$18.37	\$22.31	\$15.71	\$11.02	\$18.76	\$16.61				
Step 7	\$24.81	\$18.64	\$22.62	\$15.94	\$11.17	\$19.02	\$16.86				
Step 8	\$25.16	\$18.91	\$22.96	\$16.16	\$11.34	\$19.29	\$17.09				
Step 9	\$25.51	\$19.17	\$23.28	\$16.39	\$11.49	\$19.57	\$17.34				
Step 10	\$25.87	\$19.43	\$23.59	\$16.61	\$11.66	\$19.84	\$17.57				
Step 11	\$26.22	\$19.71	\$23.93	\$16.85	\$11.82	\$20.11	\$17.82				
Step 12	\$26.57	\$19.98	\$24.25	\$17.07	\$11.98	\$20.38	\$18.06				
Step 13	\$26.93	\$20.24	\$24.57	\$17.30	\$12.13	\$20.65	\$18.30				
Step 14	\$27.28	\$20.50	\$24.90	\$17.52	\$12.29	\$20.93	\$18.53				
Step 15	\$27.63	\$20.77	\$25.22	\$17.76	\$12.45	\$21.19	\$18.79				
Step 16	\$27.99	\$21.04	\$25.54	\$17.98	\$12.60	\$21.47	\$19.02				
Step 17	\$28.35	\$21.30	\$25.87	\$18.21	\$12.78	\$21.74	\$19.26				
Step 18	\$28.70	\$21.56	\$26.19	\$18.43	\$12.93	\$22.01	\$19.51				
Step 19	\$29.05	\$21.84	\$26.51	\$18.67	\$13.10	\$22.29	\$19.75				
Step 20	\$29.41	\$22.10	\$26.83	\$18.90	\$13.25	\$22.55	\$19.99				
Step 21	\$29.76	\$22.37	\$27.16	\$19.13	\$13.41	\$22.83	\$20.23				
Step 22	\$30.12	\$22.63	\$27.48	\$19.35	\$13.57	\$23.10	\$20.47				
Step 23	\$30.47	\$22.90	\$27.81	\$19.58	\$13.74	\$23.37	\$20.71				
Step 24	\$30.83	\$23.16	\$28.13	\$19.81	\$13.89	\$23.64	\$20.96				
Step 25	\$31.18	\$23.43	\$28.45	\$20.04	\$14.06	\$23.92	\$21.19				

Up to 7 years of school or outside related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Executive Director of HR.

Board Approved 5/20/2019

**BENTONVILLE SCHOOL DISTRICT
2019 - 2020 CLASSIFIED SALARY SCHEDULE
Childcare Enrichment Group A**

Effective 7/1/2019

PAY CODE	002	002	002	002	002	002
RANGE	1	2	3	4	5	6
HOURS	8	8	8	8	8	8
DAYS						
DAYS	240	240	230	240	240	CPK 230 WW 180

921 Job Title	Program Coordinators	Coordinator II	PAT Parent Educator *BA Required	Office Manager	Office Assistant	Cook
Step 1	\$20.91	\$15.41	\$15.22	\$16.25	\$14.57	\$11.34
Step 2	\$21.23	\$15.64	\$15.48	\$16.51	\$14.80	\$11.52
Step 3	\$21.55	\$15.90	\$15.73	\$16.77	\$15.03	\$11.70
Step 4	\$21.89	\$16.13	\$15.99	\$17.02	\$15.25	\$11.88
Step 5	\$22.21	\$16.37	\$16.24	\$17.28	\$15.48	\$12.05
Step 6	\$22.53	\$16.61	\$16.49	\$17.52	\$15.71	\$12.23
Step 7	\$22.87	\$16.86	\$16.75	\$17.79	\$15.94	\$12.40
Step 8	\$23.20	\$17.09	\$17.00	\$18.03	\$16.16	\$12.58
Step 9	\$23.51	\$17.34	\$17.26	\$18.29	\$16.39	\$12.77
Step 10	\$23.85	\$17.57	\$17.51	\$18.54	\$16.61	\$12.94
Step 11	\$24.17	\$17.82	\$17.77	\$18.80	\$16.85	\$13.12
Step 12	\$24.49	\$18.06	\$18.02	\$19.06	\$17.07	\$13.29
Step 13	\$24.83	\$18.30	\$18.28	\$19.31	\$17.30	\$13.46
Step 14	\$25.15	\$18.53	\$18.52	\$19.56	\$17.52	\$13.66
Step 15	\$25.48	\$18.79	\$18.79	\$19.82	\$17.76	\$13.83
Step 16	\$25.81	\$19.02	\$19.03	\$20.07	\$17.99	\$14.01
Step 17	\$26.13	\$19.26	\$19.29	\$20.32	\$18.22	\$14.18
Step 18	\$26.46	\$19.51	\$19.55	\$20.58	\$18.44	\$14.35
Step 19	\$26.78	\$19.75	\$19.80	\$20.83	\$18.67	\$14.53
Step 20	\$27.11	\$19.99	\$20.06	\$21.09	\$18.90	\$14.71
Step 21	\$27.44	\$20.23	\$20.31	\$21.35	\$19.13	\$14.89
Step 22	\$27.75	\$20.47	\$20.31	\$21.59	\$19.35	\$15.07
Step 23	\$28.09	\$20.71	\$20.82	\$21.86	\$19.58	\$15.24
Step 24	\$28.42	\$20.96	\$21.07	\$22.10	\$19.81	\$15.42
Step 25	\$28.74	\$21.19	\$21.32	\$22.36	\$20.04	\$15.59

Program Coordinators: Adventure Club; Building Bridges & PAT

Coordinator II: Professional Development Family Involvement Coordinator; Food Program; BB/PAT Team Leader

Office Assistant: Registrar; Food Program Assistant; Accounts Manager; Administrative Assistant

Up to 7 years of school or outside related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Executive Director of HR.

Board Approved 5/20/2019

BENTONVILLE SCHOOL DISTRICT
2019 - 2020 CLASSIFIED SALARY SCHEDULE
Childcare Enrichment Group B

Effective 7/1/2019

PAY CODE	002	002	002	002	002	002	002	002	hourly	hourly
RANGE	1	2	3	4	5	6	7	2	2	3
HOURS	8	8	8	8	8	8	8	4.5-6.25	4.5-6.25	240
DAYS	240	CPK 230	230	CPK 230	PRE-K Sub 230	CPK & WW 192	CPK & WW 192	240	240	240
DAYS		BHS 230		BHS 230	BHS 230		BHS 230			
DAYS		WW 205				CCDF OR Endeavor Grant Funded				

922 Job Title	ADV Club Team Leader - CDA Required	Bldg Bridges Site Supervisor - CDA Required	Cub Club Supervisor	BHS Sub & Break Staff, Pre-K Break/After School (Cub Club Staff)	BHS Bldg Bridges Lead Teacher (CDA Required) & Pre-K Sub	Wildcat Way & Central Pre-K Lead Teacher BA Degree Required	BHS Asst Site Supervisor, Wildc at Way & Central Pre-K Teacher Assistant CDA Required	ADV Club Site Supervisor	ADV Club Group Teacher
Step 1	\$14.57	\$14.26	\$11.98	\$11.34	\$11.67	\$20.77	\$13.73	\$11.98	\$11.34
Step 2	\$14.80	\$14.49	\$12.17	\$11.52	\$11.86	\$21.09	\$13.93	\$12.17	\$11.52
Step 3	\$15.03	\$14.71	\$12.35	\$11.70	\$12.04	\$21.42	\$14.15	\$12.35	\$11.70
Step 4	\$15.25	\$14.94	\$12.53	\$11.88	\$12.22	\$21.74	\$14.36	\$12.53	\$11.88
Step 5	\$15.48	\$15.15	\$12.74	\$12.05	\$12.40	\$22.06	\$14.58	\$12.74	\$12.05
Step 6	\$15.71	\$15.38	\$12.92	\$12.23	\$12.58	\$22.39	\$14.79	\$12.92	\$12.23
Step 7	\$15.94	\$15.59	\$13.11	\$12.40	\$12.77	\$22.70	\$15.01	\$13.11	\$12.40
Step 8	\$16.16	\$15.82	\$13.29	\$12.58	\$12.95	\$23.04	\$15.22	\$13.29	\$12.58
Step 9	\$16.39	\$16.05	\$13.47	\$12.77	\$13.14	\$23.36	\$15.44	\$13.47	\$12.77
Step 10	\$16.61	\$16.26	\$13.67	\$12.94	\$13.31	\$23.69	\$15.64	\$13.67	\$12.94
Step 11	\$16.85	\$16.49	\$13.85	\$13.12	\$13.49	\$24.01	\$15.87	\$13.85	\$13.12
Step 12	\$17.07	\$16.71	\$14.04	\$13.29	\$13.69	\$24.33	\$16.08	\$14.04	\$13.29
Step 13	\$17.30	\$16.94	\$14.23	\$13.46	\$13.86	\$24.66	\$16.30	\$14.23	\$13.46
Step 14	\$17.52	\$17.15	\$14.41	\$13.66	\$14.05	\$24.98	\$16.50	\$14.41	\$13.66
Step 15	\$17.76	\$17.38	\$14.60	\$13.83	\$14.22	\$25.31	\$16.72	\$14.60	\$13.83
Step 16	\$17.99	\$17.60	\$14.79	\$14.01	\$14.40	\$25.63	\$16.94	\$14.79	\$14.01
Step 17	\$18.22	\$17.83	\$14.98	\$14.18	\$14.59	\$25.97	\$17.15	\$14.98	\$14.18
Step 18	\$18.44	\$18.05	\$15.16	\$14.35	\$14.77	\$26.28	\$17.36	\$15.16	\$14.35
Step 19	\$18.67	\$18.27	\$15.34	\$14.53	\$14.96	\$26.60	\$17.57	\$15.34	\$14.53
Step 20	\$18.90	\$18.49	\$15.53	\$14.71	\$15.14	\$26.94	\$17.80	\$15.53	\$14.71
Step 21	\$19.13	\$18.73	\$15.73	\$14.89	\$15.31	\$27.25	\$18.01	\$15.73	\$14.89
Step 22	\$19.35	\$18.94	\$15.92	\$15.07	\$15.50	\$27.58	\$18.22	\$15.92	\$15.07
Step 23	\$19.58	\$19.17	\$16.10	\$15.24	\$15.69	\$27.91	\$18.43	\$16.10	\$15.24
Step 24	\$19.81	\$19.38	\$16.28	\$15.42	\$15.87	\$28.22	\$18.65	\$16.28	\$15.42
Step 25	\$20.04	\$19.61	\$16.47	\$15.59	\$16.05	\$28.55	\$18.87	\$16.47	\$15.59

Up to 7 years of school or outside related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Executive Director of HR.

Board Approved 5/20/2019

**BENTONVILLE SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2019-20**

Bus Drivers Schedule B - Hired After June 1, 2012

Effective 7/1/2019

	PAY CODE	002	002	002	002	002
	SCHEDULE	914				
	RANGE	1	2	3	4	5
	HOURS	3.5-4.5	4.51-5.0	5.01-5.5	5.51-6.0	6.01-6.5
	DAYS	183	183	183	183	183
	Hourly Rate	Tier 1 3.5-4.5	Tier 2 4.51-5.0	Tier 3 5.01-5.5	Tier 4 5.51-6.0	Tier 5 6.01-6.5
Step 1	\$15.94	\$13,127	\$14,585	\$16,044	\$17,502	\$18,961
Step 2	\$16.16	\$13,308	\$14,786	\$16,265	\$17,744	\$19,222
Step 3	\$16.39	\$13,497	\$14,997	\$16,497	\$17,996	\$19,496
Step 4	\$16.61	\$13,678	\$15,198	\$16,718	\$18,238	\$19,758
Step 5	\$16.85	\$13,876	\$15,418	\$16,960	\$18,501	\$20,043
Step 6	\$17.08	\$14,065	\$15,628	\$17,191	\$18,754	\$20,317
Step 7	\$17.31	\$14,255	\$15,839	\$17,423	\$19,006	\$20,590
Step 8	\$17.53	\$14,436	\$16,040	\$17,644	\$19,248	\$20,852
Step 9	\$17.77	\$14,634	\$16,260	\$17,886	\$19,511	\$21,137
Step 10	\$17.99	\$14,815	\$16,461	\$18,107	\$19,753	\$21,399
Step 11	\$18.23	\$15,012	\$16,680	\$18,348	\$20,017	\$21,685
Step 12	\$18.45	\$15,194	\$16,882	\$18,570	\$20,258	\$21,946
Step 13	\$18.69	\$15,391	\$17,101	\$18,811	\$20,522	\$22,232
Step 14	\$18.91	\$15,572	\$17,303	\$19,033	\$20,763	\$22,493
Step 15	\$19.14	\$15,762	\$17,513	\$19,264	\$21,016	\$22,767
Step 16	\$19.37	\$15,951	\$17,724	\$19,496	\$21,268	\$23,041
Step 17	\$19.60	\$16,141	\$17,934	\$19,727	\$21,521	\$23,314
Step 18	\$19.83	\$16,330	\$18,144	\$19,959	\$21,773	\$23,588
Step 19	\$20.06	\$16,519	\$18,355	\$20,190	\$22,026	\$23,861
Step 20	\$20.28	\$16,701	\$18,556	\$20,412	\$22,267	\$24,123
Step 21	\$20.52	\$16,898	\$18,776	\$20,653	\$22,531	\$24,409
Step 22	\$20.75	\$17,088	\$18,986	\$20,885	\$22,784	\$24,682
Step 23	\$20.98	\$17,277	\$19,197	\$21,116	\$23,036	\$24,956
Step 24	\$21.20	\$17,458	\$19,398	\$21,338	\$23,278	\$25,217
Step 25	\$21.43	\$17,648	\$19,608	\$21,569	\$23,530	\$25,491

**BENTONVILLE SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2019-20**

Bus Drivers Schedule A - Hired Prior to May 31, 2012

Effective 7/1/2019

	PAY CODE	002	002	002	002	002
	SCHEDULE	913				
	RANGE	1	2	3	4	5
	HOURS	3.5-4.5	4.51-5.0	5.01-5.5	5.51-6.0	6.01-6.5
	DAYS	183	183	183	183	183
	Hourly Rate	Tier 1 3.5-4.5	Tier 2 4.51-5.0	Tier 3 5.01-5.5	Tier 4 5.51-6.0	Tier 5 6.01-6.5
Step 1	\$20.82	\$17,145	\$19,050	\$20,955	\$22,860	\$24,765
Step 2	\$21.14	\$17,409	\$19,343	\$21,277	\$23,212	\$25,146
Step 3	\$21.46	\$17,672	\$19,636	\$21,599	\$23,563	\$25,527
Step 4	\$21.78	\$17,936	\$19,929	\$21,922	\$23,914	\$25,907
Step 5	\$22.10	\$18,199	\$20,222	\$22,244	\$24,266	\$26,288
Step 6	\$22.42	\$18,463	\$20,514	\$22,566	\$24,617	\$26,669
Step 7	\$22.74	\$18,726	\$20,807	\$22,888	\$24,969	\$27,049
Step 8	\$23.06	\$18,990	\$21,100	\$23,210	\$25,320	\$27,430
Step 9	\$23.38	\$19,253	\$21,393	\$23,532	\$25,671	\$27,811
Step 10	\$23.70	\$19,517	\$21,686	\$23,854	\$26,023	\$28,191
Step 11	\$24.02	\$19,780	\$21,978	\$24,176	\$26,374	\$28,572
Step 12	\$24.34	\$20,044	\$22,271	\$24,498	\$26,725	\$28,952
Step 13	\$24.66	\$20,308	\$22,564	\$24,820	\$27,077	\$29,333
Step 14	\$24.98	\$20,571	\$22,857	\$25,142	\$27,428	\$29,714
Step 15	\$25.30	\$20,835	\$23,150	\$25,464	\$27,779	\$30,094
Step 16	\$25.62	\$21,098	\$23,442	\$25,787	\$28,131	\$30,475
Step 17	\$25.94	\$21,362	\$23,735	\$26,109	\$28,482	\$30,856
Step 18	\$26.26	\$21,625	\$24,028	\$26,431	\$28,833	\$31,236
Step 19	\$26.58	\$21,889	\$24,321	\$26,753	\$29,185	\$31,617
Step 20	\$26.90	\$22,152	\$24,614	\$27,075	\$29,536	\$31,998
Step 21	\$27.22	\$22,416	\$24,906	\$27,397	\$29,888	\$32,378
Step 22	\$27.54	\$22,679	\$25,199	\$27,719	\$30,239	\$32,759
Step 23	\$27.86	\$22,943	\$25,492	\$28,041	\$30,590	\$33,139
Step 24	\$28.18	\$23,206	\$25,785	\$28,363	\$30,942	\$33,520
Step 25	\$28.51	\$23,478	\$26,087	\$28,695	\$31,304	\$33,913

Up to 7 years of school or outside related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Executive Director of HR.

Board Approved 5/20/2019