

**BENTONVILLE SCHOOL DISTRICT  
2020-21 CLASSIFIED SALARY SCHEDULE**

**Office Assistant**

Effective 7/1/2020

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

<b>101 Job Title</b>	<b>Office Assistant 5</b>	<b>Office Assistant 4</b>	<b>Office Assistant 3</b>	<b>Office Assistant 2</b>	<b>Office Assistant 1</b>	<b>Office Assistant 183-230 Days</b>
Step 1	\$19.78	\$18.13	\$17.21	\$16.41	\$15.56	\$14.72
Step 2	\$20.08	\$18.41	\$17.48	\$16.68	\$15.80	\$14.95
Step 3	\$20.39	\$18.69	\$17.75	\$16.94	\$16.06	\$15.18
Step 4	\$20.71	\$18.98	\$18.03	\$17.19	\$16.29	\$15.40
Step 5	\$21.01	\$19.26	\$18.28	\$17.45	\$16.53	\$15.63
Step 6	\$21.32	\$19.53	\$18.55	\$17.70	\$16.78	\$15.87
Step 7	\$21.62	\$19.82	\$18.83	\$17.97	\$17.03	\$16.10
Step 8	\$21.94	\$20.11	\$19.10	\$18.21	\$17.26	\$16.32
Step 9	\$22.25	\$20.39	\$19.37	\$18.47	\$17.51	\$16.55
Step 10	\$22.55	\$20.67	\$19.63	\$18.73	\$17.75	\$16.78
Step 11	\$22.86	\$20.96	\$19.91	\$18.99	\$18.00	\$17.02
Step 12	\$23.18	\$21.24	\$20.18	\$19.25	\$18.24	\$17.24
Step 13	\$23.48	\$21.51	\$20.44	\$19.50	\$18.48	\$17.47
Step 14	\$23.79	\$21.80	\$20.72	\$19.76	\$18.72	\$17.70
Step 15	\$24.10	\$22.10	\$20.99	\$20.02	\$18.98	\$17.94
Step 16	\$24.41	\$22.37	\$21.25	\$20.27	\$19.21	\$18.17
Step 17	\$24.71	\$22.65	\$21.51	\$20.52	\$19.45	\$18.40
Step 18	\$25.03	\$22.93	\$21.79	\$20.79	\$19.71	\$18.62
Step 19	\$25.34	\$23.22	\$22.07	\$21.04	\$19.95	\$18.86
Step 20	\$25.64	\$23.50	\$22.33	\$21.30	\$20.19	\$19.09
Step 21	\$25.95	\$23.78	\$22.60	\$21.56	\$20.43	\$19.32
Step 22	\$26.27	\$24.08	\$22.86	\$21.81	\$20.67	\$19.54
Step 23	\$26.56	\$24.36	\$23.14	\$22.08	\$20.92	\$19.78
Step 24	\$26.88	\$24.63	\$23.40	\$22.32	\$21.17	\$20.01
Step 25	\$27.20	\$24.92	\$23.67	\$22.58	\$21.40	\$20.24

- 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 3/17/2020

**BENTONVILLE SCHOOL DISTRICT**  
**2020-21 CLASSIFIED SALARY SCHEDULE**  
**Student Services/Instructional Assistants / TRPS Staff**

Effective 7/1/2020

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

<b>102 Job Title</b>	<b>Student Services I</b>	<b>Student Services 2</b>	<b>Student Services 3</b>	<b>Instructional Assistants I</b>	<b>Instructional Assistants II</b>	<b>Instructional Assistants - CNA</b>	<b>Post Secondary Advisor BHS/BWHS</b>
Step 1	\$19.00	\$22.09	\$13.86	\$13.86	\$14.96	\$15.56	\$19.00
Step 2	\$19.29	\$22.42	\$14.06	\$14.06	\$15.20	\$15.80	\$19.29
Step 3	\$19.58	\$22.77	\$14.28	\$14.28	\$15.42	\$16.06	\$19.58
Step 4	\$19.88	\$23.12	\$14.49	\$14.49	\$15.67	\$16.29	\$19.88
Step 5	\$20.19	\$23.46	\$14.72	\$14.72	\$15.90	\$16.53	\$20.19
Step 6	\$20.47	\$23.80	\$14.93	\$14.93	\$16.13	\$16.78	\$20.47
Step 7	\$20.77	\$24.15	\$15.15	\$15.15	\$16.36	\$17.03	\$20.77
Step 8	\$21.07	\$24.49	\$15.36	\$15.36	\$16.59	\$17.26	\$21.07
Step 9	\$21.36	\$24.84	\$15.57	\$15.57	\$16.84	\$17.51	\$21.36
Step 10	\$21.66	\$25.18	\$15.79	\$15.79	\$17.07	\$17.75	\$21.66
Step 11	\$21.96	\$25.52	\$16.02	\$16.02	\$17.29	\$18.00	\$21.96
Step 12	\$22.26	\$25.87	\$16.23	\$16.23	\$17.53	\$18.24	\$22.26
Step 13	\$22.55	\$26.23	\$16.43	\$16.43	\$17.76	\$18.48	\$22.55
Step 14	\$22.85	\$26.56	\$16.65	\$16.65	\$18.01	\$18.72	\$22.85
Step 15	\$23.15	\$26.91	\$16.88	\$16.88	\$18.23	\$18.98	\$23.15
Step 16	\$23.45	\$27.26	\$17.10	\$17.10	\$18.47	\$19.21	\$23.45
Step 17	\$23.74	\$27.60	\$17.30	\$17.30	\$18.70	\$19.45	\$23.74
Step 18	\$24.04	\$27.94	\$17.52	\$17.52	\$18.94	\$19.71	\$24.04
Step 19	\$24.33	\$28.29	\$17.74	\$17.74	\$19.17	\$19.95	\$24.33
Step 20	\$24.62	\$28.63	\$17.97	\$17.97	\$19.40	\$20.19	\$24.62
Step 21	\$24.93	\$28.98	\$18.17	\$18.17	\$19.63	\$20.43	\$24.93
Step 22	\$25.22	\$29.32	\$18.39	\$18.39	\$19.87	\$20.67	\$25.22
Step 23	\$25.52	\$29.66	\$18.60	\$18.60	\$20.10	\$20.92	\$25.52
Step 24	\$25.82	\$30.01	\$18.83	\$18.83	\$20.34	\$21.17	\$25.82
Step 25	\$26.12	\$30.36	\$19.04	\$19.04	\$20.56	\$21.40	\$26.12

**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**  
**2020-21 CLASSIFIED SALARY SCHEDULE**  
**Student Services/Instructional Assistants / TRPS Staff**  
Effective 7/1/2020

<b>PAY CODE</b>	<b>002</b>	<b>002</b>		
<b>RANGE</b>	<b>4</b>	<b>5</b>	<b>HOURLY</b>	<b>HOURLY</b>
<b>HOURS</b>	<b>8</b>	<b>8</b>	<b>7.25</b>	<b>7.25</b>
<b>DAYS</b>	<b>183</b>	<b>181</b>	<b>180</b>	<b>180</b>

<b>102 Job Title</b>	<b>Food Program Head</b>	<b>Food Program Assistant</b>	<b>TRPS Relief / After School Supv.</b>	<b>TRPS Relief / After School</b>
Step 1	\$14.11	\$12.05	\$11.36	\$10.27
Step 2	\$14.34	\$12.23	\$11.53	\$10.44
Step 3	\$14.55	\$12.42	\$11.71	\$10.59
Step 4	\$14.78	\$12.60	\$11.90	\$10.77
Step 5	\$15.00	\$12.81	\$12.07	\$10.93
Step 6	\$15.22	\$12.99	\$12.24	\$11.08
Step 7	\$15.43	\$13.17	\$12.42	\$11.24
Step 8	\$15.66	\$13.36	\$12.59	\$11.40
Step 9	\$15.88	\$13.54	\$12.79	\$11.56
Step 10	\$16.11	\$13.74	\$12.96	\$11.72
Step 11	\$16.32	\$13.93	\$13.13	\$11.89
Step 12	\$16.54	\$14.11	\$13.31	\$12.05
Step 13	\$16.76	\$14.30	\$13.48	\$12.20
Step 14	\$16.99	\$14.48	\$13.66	\$12.36
Step 15	\$17.20	\$14.69	\$13.85	\$12.52
Step 16	\$17.42	\$14.88	\$14.02	\$12.68
Step 17	\$17.64	\$15.06	\$14.20	\$12.86
Step 18	\$17.88	\$15.25	\$14.37	\$13.01
Step 19	\$18.09	\$15.43	\$14.54	\$13.16
Step 20	\$18.30	\$15.62	\$14.73	\$13.33
Step 21	\$18.52	\$15.82	\$14.91	\$13.48
Step 22	\$18.74	\$16.01	\$15.09	\$13.65
Step 23	\$18.97	\$16.19	\$15.26	\$13.82
Step 24	\$19.19	\$16.37	\$15.44	\$13.97
Step 25	\$19.41	\$16.56	\$15.62	\$14.13

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 3/17/2020

**BENTONVILLE SCHOOL DISTRICT  
2020-21 CLASSIFIED SALARY SCHEDULE  
Technology**

Effective 7/1/2020

<b>PAY CODE</b>	<b>001</b>	<b>001</b>	<b>001</b>	<b>001</b>	<b>002</b>			
<b>SCHEDULE</b>	<b>108</b>	<b>108</b>	<b>108</b>	<b>108</b>	<b>109</b>			
<b>RANGE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>1</b>			
<b>HOURS</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>VARIES</b>	<b>VARIES</b>	<b>VARIES</b>
<b>DAYS</b>	<b>230</b>	<b>230</b>	<b>230</b>	<b>230</b>	<b>188/220</b>	<b>HOURLY</b>	<b>HOURLY</b>	<b>HOURLY</b>
<b>Job Title</b>	<b>Database Specialist</b>	<b>Technology Specialist</b>	<b>Software Hardware Support Specialist*</b>	<b>System Specialist</b>	<b>BLDG Support &amp; HIGH SCHOOL ESCHOOL</b>	<b>Tech. Interns</b>	<b>Tech. Apprentice</b>	<b>Tech. Summer Helper</b>
Step 1	\$57,498	\$66,166	\$39,092	\$51,250	\$14.96	\$13.94	\$9.34	\$9.34
Step 2	\$58,397	\$67,200	\$39,703	\$52,051	\$15.20			
Step 3	\$59,295	\$68,234	\$40,314	\$52,852	\$15.42			
Step 4	\$60,193	\$69,267	\$40,925	\$53,652	\$15.67			
Step 5	\$61,093	\$70,300	\$41,536	\$54,454	\$15.90			
Step 6	\$61,991	\$71,335	\$42,146	\$55,255	\$16.13			
Step 7	\$62,890	\$72,369	\$42,757	\$56,055	\$16.36			
Step 8	\$63,788	\$73,403	\$43,368	\$56,855	\$16.59			
Step 9	\$64,685	\$74,437	\$43,979	\$57,657	\$16.84			
Step 10	\$65,584	\$75,470	\$44,590	\$58,458	\$17.07			
Step 11	\$66,483	\$76,503	\$45,201	\$59,258	\$17.29			
Step 12	\$67,382	\$77,539	\$45,812	\$60,060	\$17.53			
Step 13	\$68,279	\$78,572	\$46,422	\$60,861	\$17.76			
Step 14	\$69,178	\$79,605	\$47,034	\$61,661	\$18.01			
Step 15	\$70,077	\$80,639	\$47,645	\$62,460	\$18.23			
Step 16	\$70,975	\$81,674	\$48,255	\$63,262	\$18.47			
Step 17	\$71,874	\$82,707	\$48,866	\$64,063	\$18.70			
Step 18	\$72,772	\$83,741	\$49,476	\$64,864	\$18.94			
Step 19	\$73,669	\$84,775	\$50,087	\$65,664	\$19.17			
Step 20	\$74,569	\$85,809	\$50,699	\$66,466	\$19.40			
Step 21	\$75,467	\$86,842	\$51,309	\$67,266	\$19.63			
Step 22	\$76,365	\$87,876	\$51,920	\$68,066	\$19.87			
Step 23	\$77,264	\$88,910	\$52,531	\$68,868	\$20.10			
Step 24	\$78,162	\$89,945	\$53,141	\$69,669	\$20.34			
Step 25	\$79,060	\$90,979	\$53,753	\$70,470	\$20.56			

Board Approved 3/17/2020

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\*Bldg Tech Support Experience - 2 years experince will be equivalent to 1 step for Software/Hardwar Support.

**BENTONVILLE SCHOOL DISTRICT  
2020-21 CLASSIFIED SALARY SCHEDULE  
Student Services - Health Services**

Effective 7/1/2020

<b>PAY CODE</b>	<b>001</b>	<b>001</b>	<b>001</b>	<b>002</b>	<b>002</b>	
<b>SCHEDULE</b>	<b>103</b>	<b>103</b>	<b>103</b>	<b>116</b>	<b>104</b>	
<b>RANGE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	
<b>HOURS</b>	<b>7.5</b>	<b>7.5</b>	<b>7.5</b>	<b>7.5</b>	<b>7.5</b>	<b>VARIES</b>
<b>DAYS</b>	<b>182</b>	<b>182</b>	<b>189</b>	<b>183</b>	<b>189</b>	<b>HOURLY</b>

<b>Job Title</b>	<b>Physical Therapist/ Occupational Therapist</b>	<b>Physical Therapy Assistant</b>	<b>Social Worker Licensed</b>	<b>Community Support Liaison</b>	<b>Nurse: RN Required</b>	<b>Registered Nurse RN Substitute</b>
Step 1	\$79,431	\$38,455	\$44,236	\$15.15	\$27.05	\$23.00
Step 2	\$80,673	\$39,055	\$44,927	\$15.35	\$27.47	
Step 3	\$81,914	\$39,656	\$45,618	\$15.58	\$27.89	
Step 4	\$83,155	\$40,257	\$46,310	\$15.80	\$28.32	
Step 5	\$84,397	\$40,858	\$47,001	\$16.02	\$28.74	
Step 6	\$85,638	\$41,457	\$47,692	\$16.23	\$29.17	
Step 7	\$86,879	\$42,058	\$48,383	\$16.43	\$29.59	
Step 8	\$88,119	\$42,659	\$49,075	\$16.65	\$30.01	
Step 9	\$89,361	\$43,260	\$49,765	\$16.88	\$30.44	
Step 10	\$90,601	\$43,861	\$50,457	\$17.10	\$30.86	
Step 11	\$91,842	\$44,462	\$51,147	\$17.30	\$31.28	
Step 12	\$93,085	\$45,063	\$51,838	\$17.52	\$31.69	
Step 13	\$94,326	\$45,664	\$52,530	\$17.74	\$32.12	
Step 14	\$95,566	\$46,265	\$53,222	\$17.97	\$32.54	
Step 15	\$96,807	\$46,865	\$53,913	\$18.18	\$32.97	
Step 16	\$98,049	\$47,466	\$54,604	\$18.39	\$33.39	
Step 17	\$99,289	\$48,067	\$55,295	\$18.60	\$33.81	
Step 18	\$100,531	\$48,668	\$55,986	\$18.82	\$34.24	
Step 19	\$101,772	\$49,269	\$56,678	\$19.05	\$34.66	
Step 20	\$103,013	\$49,871	\$57,369	\$19.25	\$35.08	
Step 21	\$104,254	\$50,472	\$58,059	\$19.50	\$35.51	
Step 22	\$105,496	\$51,073	\$58,751	\$19.76	\$35.92	
Step 23	\$106,736	\$51,674	\$59,443	\$20.01	\$36.35	
Step 24	\$107,978	\$52,274	\$60,132	\$20.27	\$36.76	
Step 25	\$109,219	\$52,875	\$60,824	\$20.52	\$37.19	

**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 3/17/2020

**BENTONVILLE SCHOOL DISTRICT  
2020-21 CLASSIFIED SALARY SCHEDULE  
Athletics/High School/TAC**

<b>PAY CODE</b>	<b>001</b>	<b>001</b>	<b>002</b>	<b>002</b>
<b>SCHEDULE</b>	<b>105</b>	<b>105</b>	<b>106</b>	<b>106</b>
<b>RANGE</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>
<b>HOURS</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>
<b>DAYS</b>	<b>220</b>	<b>215</b>	<b>179</b>	<b>240</b>

<b>Job Title</b>	<b>Athletic Trainer I</b>	<b>Athletic Trainer II</b>	<b>Campus/Parking Lot Security High School</b>	<b>ALL Custodial</b>
Step 1	\$55,862	\$54,581	\$15.86	\$11.59
Step 2	\$56,735	\$55,434	\$16.08	\$11.78
Step 3	\$57,608	\$56,287	\$16.30	\$11.96
Step 4	\$58,481	\$57,140	\$16.52	\$12.14
Step 5	\$59,354	\$57,993	\$16.75	\$12.32
Step 6	\$60,225	\$58,846	\$16.97	\$12.50
Step 7	\$61,099	\$59,698	\$17.19	\$12.68
Step 8	\$61,973	\$60,552	\$17.41	\$12.87
Step 9	\$62,845	\$61,405	\$17.63	\$13.05
Step 10	\$63,718	\$62,256	\$17.86	\$13.23
Step 11	\$64,591	\$63,110	\$18.08	\$13.40
Step 12	\$65,463	\$63,962	\$18.30	\$13.58
Step 13	\$66,336	\$64,815	\$18.52	\$13.78
Step 14	\$67,209	\$65,669	\$18.75	\$13.96
Step 15	\$68,082	\$66,521	\$18.97	\$14.13
Step 16	\$68,955	\$67,373	\$19.19	\$14.31
Step 17	\$69,827	\$68,228	\$19.41	\$14.49
Step 18	\$70,700	\$69,079	\$19.63	\$14.68
Step 19	\$71,574	\$69,933	\$19.86	\$14.86
Step 20	\$72,446	\$70,786	\$20.08	\$15.04
Step 21	\$73,320	\$71,637	\$20.30	\$15.22
Step 22	\$74,192	\$72,492	\$20.52	\$15.40
Step 23	\$75,064	\$73,343	\$20.75	\$15.58
Step 24	\$75,937	\$74,197	\$20.97	\$15.76
Step 25	\$76,811	\$75,050	\$21.19	\$15.95

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  
2020-21 CLASSIFIED SALARY SCHEDULE  
Facilities -Maintenance**

Effective 7/1/2020

<b>PAY CODE</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>
<b>RANGE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>HOURS</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>
<b>DAYS</b>	<b>230</b>	<b>240</b>	<b>240</b>	<b>240</b>	<b>230</b>	<b>230</b>

<b>107 Job Title</b>	<b>District Mail Carrier</b>	<b>Facilities I</b>	<b>Facilities 2</b>	<b>Facilities 3</b>	<b>Warehouse Supply</b>	<b>Warehouse Supply Assistant</b>
Step 1	\$12.38	\$16.57	\$18.22	\$20.78	\$14.04	\$12.12
Step 2	\$12.55	\$16.81	\$18.49	\$21.08	\$14.25	\$12.28
Step 3	\$12.73	\$17.07	\$18.76	\$21.39	\$14.44	\$12.46
Step 4	\$12.92	\$17.30	\$19.04	\$21.70	\$14.65	\$12.63
Step 5	\$13.09	\$17.54	\$19.29	\$22.01	\$14.87	\$12.81
Step 6	\$13.26	\$17.78	\$19.56	\$22.32	\$15.06	\$12.99
Step 7	\$13.44	\$18.04	\$19.84	\$22.62	\$15.27	\$13.15
Step 8	\$13.61	\$18.27	\$20.11	\$22.93	\$15.46	\$13.33
Step 9	\$13.81	\$18.51	\$20.37	\$23.25	\$15.68	\$13.50
Step 10	\$13.98	\$18.76	\$20.63	\$23.55	\$15.88	\$13.67
Step 11	\$14.16	\$19.01	\$20.92	\$23.86	\$16.09	\$13.86
Step 12	\$14.34	\$19.24	\$21.19	\$24.17	\$16.28	\$14.02
Step 13	\$14.51	\$19.49	\$21.45	\$24.48	\$16.48	\$14.19
Step 14	\$14.70	\$19.73	\$21.72	\$24.79	\$16.69	\$14.37
Step 15	\$14.88	\$19.98	\$21.99	\$25.10	\$16.90	\$14.53
Step 16	\$15.05	\$20.22	\$22.26	\$25.41	\$17.10	\$14.72
Step 17	\$15.23	\$20.46	\$22.52	\$25.70	\$17.30	\$14.90
Step 18	\$15.40	\$20.69	\$22.79	\$26.03	\$17.50	\$15.06
Step 19	\$15.57	\$20.96	\$23.07	\$26.34	\$17.71	\$15.24
Step 20	\$15.76	\$21.20	\$23.33	\$26.63	\$17.91	\$15.41
Step 21	\$15.94	\$21.43	\$23.60	\$26.95	\$18.12	\$15.57
Step 22	\$16.12	\$21.67	\$23.87	\$27.26	\$18.31	\$15.76
Step 23	\$16.29	\$21.93	\$24.14	\$27.56	\$18.52	\$15.93
Step 24	\$16.46	\$22.17	\$24.40	\$27.88	\$18.72	\$16.11
Step 25	\$16.64	\$22.40	\$24.67	\$28.19	\$18.94	\$16.28

**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

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 3/17/2020

**BENTONVILLE SCHOOL DISTRICT  
2020-21 CLASSIFIED SALARY SCHEDULE  
Transportation**

Effective 7/1/2020

<b>PAY CODE</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>				
<b>RANGE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>5</b>				
<b>HOURS</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>varies</b>	<b>8</b>	<b>8</b>	<b>varies</b>	<b>varies</b>	<b>varies</b>	<b>varies</b>
<b>DAYS</b>	<b>240</b>	<b>240</b>	<b>240</b>	<b>240</b>	<b>179</b>	<b>230</b>	<b>230</b>	<b>hourly</b>	<b>hourly</b>	<b>hourly</b>	<b>hourly</b>
<b>JOB CLASS</b>							<b>2423</b>				
<b>SALARY SCH</b>	<b>110</b>	<b>110</b>	<b>110</b>	<b>110</b>	<b>110</b>	<b>110</b>	<b>101</b>				
<b># POSITIONS</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>							

<b>Job Title</b>	<b>Service Shop Manager</b>	<b>Lead Mechanic</b>	<b>Diesel Diagnostic Mechanic Licensed</b>	<b>Mechanics: Lube&amp;Oil Service Tech</b>	<b>Bus Aide</b>	<b>System Route Specialist</b>	<b>Dispatcher</b>	<b>Bus Fueler</b>	<b>Bus Washer</b>	<b>Bus Aide Sub</b>	<b>Bus Driver Sub</b>
Step 1	\$22.90	\$17.21	\$20.90	\$14.72	\$10.31	\$17.56	\$15.56	\$9.64	\$9.64	\$10.09	\$14.72
Step 2	\$23.26	\$17.48	\$21.23	\$14.95	\$10.48	\$17.83	\$15.80				
Step 3	\$23.61	\$17.75	\$21.54	\$15.18	\$10.64	\$18.12	\$16.06				
Step 4	\$23.99	\$18.03	\$21.88	\$15.40	\$10.81	\$18.39	\$16.29				
Step 5	\$24.33	\$18.28	\$22.21	\$15.63	\$10.97	\$18.65	\$16.53				
Step 6	\$24.68	\$18.55	\$22.53	\$15.87	\$11.13	\$18.95	\$16.78				
Step 7	\$25.06	\$18.83	\$22.85	\$16.10	\$11.28	\$19.21	\$17.03				
Step 8	\$25.41	\$19.10	\$23.19	\$16.32	\$11.45	\$19.48	\$17.26				
Step 9	\$25.77	\$19.36	\$23.51	\$16.55	\$11.60	\$19.77	\$17.51				
Step 10	\$26.13	\$19.62	\$23.83	\$16.78	\$11.78	\$20.04	\$17.75				
Step 11	\$26.48	\$19.91	\$24.17	\$17.02	\$11.94	\$20.31	\$18.00				
Step 12	\$26.84	\$20.18	\$24.49	\$17.24	\$12.10	\$20.58	\$18.24				
Step 13	\$27.20	\$20.44	\$24.82	\$17.47	\$12.25	\$20.86	\$18.48				
Step 14	\$27.55	\$20.71	\$25.15	\$17.70	\$12.41	\$21.14	\$18.72				
Step 15	\$27.91	\$20.98	\$25.47	\$17.94	\$12.57	\$21.40	\$18.98				
Step 16	\$28.27	\$21.25	\$25.80	\$18.16	\$12.73	\$21.68	\$19.21				
Step 17	\$28.63	\$21.51	\$26.13	\$18.39	\$12.91	\$21.96	\$19.45				
Step 18	\$28.99	\$21.78	\$26.45	\$18.61	\$13.06	\$22.23	\$19.71				
Step 19	\$29.34	\$22.06	\$26.78	\$18.86	\$13.23	\$22.51	\$19.95				
Step 20	\$29.70	\$22.32	\$27.10	\$19.09	\$13.38	\$22.78	\$20.19				
Step 21	\$30.06	\$22.59	\$27.43	\$19.32	\$13.54	\$23.06	\$20.43				
Step 22	\$30.42	\$22.86	\$27.75	\$19.54	\$13.71	\$23.33	\$20.67				
Step 23	\$30.77	\$23.13	\$28.09	\$19.78	\$13.88	\$23.60	\$20.92				
Step 24	\$31.14	\$23.39	\$28.41	\$20.01	\$14.03	\$23.88	\$21.17				
Step 25	\$31.49	\$23.66	\$28.73	\$20.24	\$14.20	\$24.16	\$21.40				

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 3/17/2020



**BENTONVILLE SCHOOL DISTRICT  
2020-21 CLASSIFIED SALARY SCHEDULE  
Childcare Enrichment Group A**

Effective 7/1/2020

<b>PAY CODE</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>
<b>RANGE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>HOURS</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>8</b>
<b>DAYS</b>	<b>230 BB</b>	<b>230 BB</b>				<b>CPK 230</b>
<b>DAYS</b>	<b>240 AC</b>	<b>240 AC/CCES</b>	<b>230</b>	<b>240</b>	<b>240</b>	<b>WW 180</b>

<b>121 Job Title</b>	<b>Program Coordinators</b>	<b>Coordinator II</b>	<b>PAT Parent Educator *BA Required</b>	<b>Office Manager</b>	<b>Office Assistant</b>	<b>Cook</b>
Step 1	\$21.12	\$15.56	\$15.37	\$16.41	\$14.72	\$11.45
Step 2	\$21.44	\$15.80	\$15.63	\$16.68	\$14.95	\$11.64
Step 3	\$21.77	\$16.06	\$15.89	\$16.94	\$15.18	\$11.82
Step 4	\$22.11	\$16.29	\$16.15	\$17.19	\$15.40	\$12.00
Step 5	\$22.43	\$16.53	\$16.40	\$17.45	\$15.63	\$12.17
Step 6	\$22.76	\$16.78	\$16.65	\$17.70	\$15.87	\$12.35
Step 7	\$23.10	\$17.03	\$16.92	\$17.97	\$16.10	\$12.52
Step 8	\$23.43	\$17.26	\$17.17	\$18.21	\$16.32	\$12.71
Step 9	\$23.75	\$17.51	\$17.43	\$18.47	\$16.55	\$12.90
Step 10	\$24.09	\$17.75	\$17.69	\$18.73	\$16.78	\$13.07
Step 11	\$24.41	\$18.00	\$17.95	\$18.99	\$17.02	\$13.25
Step 12	\$24.73	\$18.24	\$18.20	\$19.25	\$17.24	\$13.42
Step 13	\$25.08	\$18.48	\$18.46	\$19.50	\$17.47	\$13.59
Step 14	\$25.40	\$18.72	\$18.71	\$19.76	\$17.70	\$13.80
Step 15	\$25.73	\$18.98	\$18.98	\$20.02	\$17.94	\$13.97
Step 16	\$26.07	\$19.21	\$19.22	\$20.27	\$18.17	\$14.15
Step 17	\$26.39	\$19.45	\$19.48	\$20.52	\$18.40	\$14.32
Step 18	\$26.72	\$19.71	\$19.75	\$20.79	\$18.62	\$14.49
Step 19	\$27.05	\$19.95	\$20.00	\$21.04	\$18.86	\$14.68
Step 20	\$27.38	\$20.19	\$20.26	\$21.30	\$19.09	\$14.86
Step 21	\$27.71	\$20.43	\$20.51	\$21.56	\$19.32	\$15.04
Step 22	\$28.03	\$20.67	\$20.51	\$21.81	\$19.54	\$15.22
Step 23	\$28.37	\$20.92	\$21.03	\$22.08	\$19.78	\$15.39
Step 24	\$28.70	\$21.17	\$21.28	\$22.32	\$20.01	\$15.57
Step 25	\$29.03	\$21.40	\$21.53	\$22.58	\$20.24	\$15.75

**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 3/17/2020

**BENTONVILLE SCHOOL DISTRICT  
2020-21 CLASSIFIED SALARY SCHEDULE  
Childcare Enrichment Group B**

Effective 7/1/2020

<b>PAY CODE</b>	002	002	002	002	002	002	002	002	hourly	hourly
<b>RANGE</b>	1	2	3	4	5	6	7		2	3
<b>HOURS</b>	8	8	8	8	8	8	8		4.5-6.25	4.5-6.25
<b>DAYS</b>	240	PK 230	230	PK 230	PRE-K Sub 230	PK 192	PK 192		240	240
<b>DAYS</b>		BHS 230		BHS 230	BHS 230		BHS 230			
<b>DAYS</b>								CCDF OR Endeavor Grant Funded		

<b>122 Job Title</b>	<b>ADV Club Team Leader - CDA Required</b>	<b>Bldg Bridges Site Supervisor - CDA Required</b>	<b>Cub Club Supervisor</b>	<b>BHS Sub &amp; Break Staff, Pre-K Break/After School (Cub Club Staff)</b>	<b>BHS Bldg Bridges Lead Teacher (CDA Required) &amp; Pre-K Sub</b>	<b>Wildcat Way &amp; Central Pre-K Lead Teacher BA Degree Required</b>	<b>BHS Asst Site Supervisor, Pre- K Teacher Assistant CDA Required</b>	<b>ADV Club Site Supervisor</b>	<b>ADV Club Group Teacher</b>
Step 1	\$14.72	\$14.40	\$12.10	\$11.45	\$11.79	\$20.98	\$13.87	\$12.10	\$11.45
Step 2	\$14.95	\$14.63	\$12.29	\$11.64	\$11.98	\$21.30	\$14.07	\$12.29	\$11.64
Step 3	\$15.18	\$14.86	\$12.47	\$11.82	\$12.16	\$21.63	\$14.29	\$12.47	\$11.82
Step 4	\$15.40	\$15.09	\$12.66	\$12.00	\$12.34	\$21.96	\$14.50	\$12.66	\$12.00
Step 5	\$15.63	\$15.30	\$12.87	\$12.17	\$12.52	\$22.28	\$14.73	\$12.87	\$12.17
Step 6	\$15.87	\$15.53	\$13.05	\$12.35	\$12.71	\$22.61	\$14.94	\$13.05	\$12.35
Step 7	\$16.10	\$15.75	\$13.24	\$12.52	\$12.90	\$22.93	\$15.16	\$13.24	\$12.52
Step 8	\$16.32	\$15.98	\$13.42	\$12.71	\$13.08	\$23.27	\$15.37	\$13.42	\$12.71
Step 9	\$16.55	\$16.21	\$13.60	\$12.90	\$13.27	\$23.59	\$15.59	\$13.60	\$12.90
Step 10	\$16.78	\$16.42	\$13.81	\$13.07	\$13.44	\$23.93	\$15.80	\$13.81	\$13.07
Step 11	\$17.02	\$16.65	\$13.99	\$13.25	\$13.62	\$24.25	\$16.03	\$13.99	\$13.25
Step 12	\$17.24	\$16.88	\$14.18	\$13.42	\$13.83	\$24.57	\$16.24	\$14.18	\$13.42
Step 13	\$17.47	\$17.11	\$14.37	\$13.59	\$14.00	\$24.91	\$16.46	\$14.37	\$13.59
Step 14	\$17.70	\$17.32	\$14.55	\$13.80	\$14.19	\$25.23	\$16.67	\$14.55	\$13.80
Step 15	\$17.94	\$17.55	\$14.75	\$13.97	\$14.36	\$25.56	\$16.89	\$14.75	\$13.97
Step 16	\$18.17	\$17.78	\$14.94	\$14.15	\$14.54	\$25.89	\$17.11	\$14.94	\$14.15
Step 17	\$18.40	\$18.01	\$15.13	\$14.32	\$14.74	\$26.23	\$17.32	\$15.13	\$14.32
Step 18	\$18.62	\$18.23	\$15.31	\$14.49	\$14.92	\$26.54	\$17.53	\$15.31	\$14.49
Step 19	\$18.86	\$18.45	\$15.49	\$14.68	\$15.11	\$26.87	\$17.75	\$15.49	\$14.68
Step 20	\$19.09	\$18.67	\$15.69	\$14.86	\$15.29	\$27.21	\$17.98	\$15.69	\$14.86
Step 21	\$19.32	\$18.92	\$15.89	\$15.04	\$15.46	\$27.52	\$18.19	\$15.89	\$15.04
Step 22	\$19.54	\$19.13	\$16.08	\$15.22	\$15.66	\$27.86	\$18.40	\$16.08	\$15.22
Step 23	\$19.78	\$19.36	\$16.26	\$15.39	\$15.85	\$28.19	\$18.61	\$16.26	\$15.39
Step 24	\$20.01	\$19.57	\$16.44	\$15.57	\$16.03	\$28.50	\$18.84	\$16.44	\$15.57
Step 25	\$20.24	\$19.81	\$16.63	\$15.75	\$16.21	\$28.84	\$19.06	\$16.63	\$15.75

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 3/17/2020

**BENTONVILLE SCHOOL DISTRICT  
CLASSIFIED SALARY SCHEDULE  
2020-21**

**Bus Drivers Schedule B - Hired After June 1, 2012**

Effective 7/1/2020

<b>PAY CODE</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>
<b>SCHEDULE</b>	<b>114</b>	<b>114</b>	<b>114</b>	<b>114</b>	<b>114</b>
<b>RANGE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>HOURS</b>	<b>3.5-4.5</b>	<b>4.51-5.0</b>	<b>5.01-5.5</b>	<b>5.51-6.0</b>	<b>6.01-6.5</b>
<b>DAYS</b>	<b>183</b>	<b>183</b>	<b>183</b>	<b>183</b>	<b>183</b>

	<b>Hourly Rate</b>	<b>Tier 1 3.5-4.5</b>	<b>Tier 2 4.51-5.0</b>	<b>Tier 3 5.01-5.5</b>	<b>Tier 4 5.51-6.0</b>	<b>Tier 5 6.01-6.5</b>
Step 1	\$16.10	\$13,258	\$14,732	\$16,205	\$17,678	\$19,151
Step 2	\$16.32	\$13,440	\$14,933	\$16,426	\$17,919	\$19,413
Step 3	\$16.55	\$13,629	\$15,143	\$16,658	\$18,172	\$19,686
Step 4	\$16.78	\$13,818	\$15,354	\$16,889	\$18,424	\$19,960
Step 5	\$17.02	\$14,016	\$15,573	\$17,131	\$18,688	\$20,245
Step 6	\$17.25	\$14,205	\$15,784	\$17,362	\$18,941	\$20,519
Step 7	\$17.48	\$14,395	\$15,994	\$17,594	\$19,193	\$20,792
Step 8	\$17.71	\$14,584	\$16,205	\$17,825	\$19,446	\$21,066
Step 9	\$17.95	\$14,782	\$16,424	\$18,067	\$19,709	\$21,352
Step 10	\$18.17	\$14,963	\$16,626	\$18,288	\$19,951	\$21,613
Step 11	\$18.41	\$15,161	\$16,845	\$18,530	\$20,214	\$21,899
Step 12	\$18.63	\$15,342	\$17,046	\$18,751	\$20,456	\$22,160
Step 13	\$18.88	\$15,548	\$17,275	\$19,003	\$20,730	\$22,458
Step 14	\$19.10	\$15,729	\$17,477	\$19,224	\$20,972	\$22,719
Step 15	\$19.33	\$15,918	\$17,687	\$19,456	\$21,224	\$22,993
Step 16	\$19.56	\$16,108	\$17,897	\$19,687	\$21,477	\$23,267
Step 17	\$19.80	\$16,305	\$18,117	\$19,929	\$21,740	\$23,552
Step 18	\$20.03	\$16,495	\$18,327	\$20,160	\$21,993	\$23,826
Step 19	\$20.26	\$16,684	\$18,538	\$20,392	\$22,245	\$24,099
Step 20	\$20.48	\$16,865	\$18,739	\$20,613	\$22,487	\$24,361
Step 21	\$20.73	\$17,071	\$18,968	\$20,865	\$22,762	\$24,658
Step 22	\$20.96	\$17,261	\$19,178	\$21,096	\$23,014	\$24,932
Step 23	\$21.19	\$17,450	\$19,389	\$21,328	\$23,267	\$25,206
Step 24	\$21.41	\$17,631	\$19,590	\$21,549	\$23,508	\$25,467
Step 25	\$21.64	\$17,821	\$19,801	\$21,781	\$23,761	\$25,741

Board Approved 3/17/2020

**BENTONVILLE SCHOOL DISTRICT  
CLASSIFIED SALARY SCHEDULE  
2020-21**

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

Effective 7/1/2020

<b>PAY CODE</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>
<b>SCHEDULE</b>	<b>115</b>	<b>115</b>	<b>115</b>	<b>115</b>	<b>115</b>
<b>RANGE</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>HOURS</b>	<b>3.5-4.5</b>	<b>4.51-5.0</b>	<b>5.01-5.5</b>	<b>5.51-6.0</b>	<b>6.01-6.5</b>
<b>DAYS</b>	<b>183</b>	<b>183</b>	<b>183</b>	<b>183</b>	<b>183</b>

	<b>Hourly Rate</b>	<b>Tier 1 3.5-4.5</b>	<b>Tier 2 4.51-5.0</b>	<b>Tier 3 5.01-5.5</b>	<b>Tier 4 5.51-6.0</b>	<b>Tier 5 6.01-6.5</b>
Step 1	\$21.03	\$17,318	\$19,242	\$21,167	\$23,091	\$25,015
Step 2	\$21.35	\$17,582	\$19,535	\$21,489	\$23,442	\$25,396
Step 3	\$21.67	\$17,845	\$19,828	\$21,811	\$23,794	\$25,776
Step 4	\$22.00	\$18,117	\$20,130	\$22,143	\$24,156	\$26,169
Step 5	\$22.32	\$18,381	\$20,423	\$22,465	\$24,507	\$26,550
Step 6	\$22.64	\$18,644	\$20,716	\$22,787	\$24,859	\$26,930
Step 7	\$22.97	\$18,916	\$21,018	\$23,119	\$25,221	\$27,323
Step 8	\$23.29	\$19,179	\$21,310	\$23,441	\$25,572	\$27,703
Step 9	\$23.61	\$19,443	\$21,603	\$23,763	\$25,924	\$28,084
Step 10	\$23.94	\$19,715	\$21,905	\$24,096	\$26,286	\$28,477
Step 11	\$24.26	\$19,978	\$22,198	\$24,418	\$26,637	\$28,857
Step 12	\$24.58	\$20,242	\$22,491	\$24,740	\$26,989	\$29,238
Step 13	\$24.91	\$20,513	\$22,793	\$25,072	\$27,351	\$29,630
Step 14	\$25.23	\$20,777	\$23,085	\$25,394	\$27,703	\$30,011
Step 15	\$25.55	\$21,040	\$23,378	\$25,716	\$28,054	\$30,392
Step 16	\$25.88	\$21,312	\$23,680	\$26,048	\$28,416	\$30,784
Step 17	\$26.20	\$21,576	\$23,973	\$26,370	\$28,768	\$31,165
Step 18	\$26.52	\$21,839	\$24,266	\$26,692	\$29,119	\$31,546
Step 19	\$26.85	\$22,111	\$24,568	\$27,025	\$29,481	\$31,938
Step 20	\$27.17	\$22,374	\$24,861	\$27,347	\$29,833	\$32,319
Step 21	\$27.49	\$22,638	\$25,153	\$27,669	\$30,184	\$32,699
Step 22	\$27.82	\$22,910	\$25,455	\$28,001	\$30,546	\$33,092
Step 23	\$28.14	\$23,173	\$25,748	\$28,323	\$30,898	\$33,473
Step 24	\$28.46	\$23,437	\$26,041	\$28,645	\$31,249	\$33,853
Step 25	\$28.80	\$23,717	\$26,352	\$28,987	\$31,622	\$34,258

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 3/17/2020