

**BENTONVILLE SCHOOL DISTRICT
2021-22 CLASSIFIED SALARY SCHEDULE**

Office Assistant

Effective 7/1/2021

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

201 Job Title	Office Assistant 5	Office Assistant 4	Office Assistant 3	Office Assistant 2	Office Assistant 1	Office Assistant 183-230 Days
Step 1	\$20.27	\$18.58	\$17.64	\$16.82	\$15.95	\$15.09
Step 2	\$20.58	\$18.87	\$17.92	\$17.10	\$16.20	\$15.32
Step 3	\$20.90	\$19.16	\$18.19	\$17.36	\$16.46	\$15.56
Step 4	\$21.23	\$19.45	\$18.48	\$17.62	\$16.70	\$15.79
Step 5	\$21.54	\$19.74	\$18.74	\$17.89	\$16.94	\$16.02
Step 6	\$21.85	\$20.02	\$19.01	\$18.14	\$17.20	\$16.27
Step 7	\$22.16	\$20.32	\$19.30	\$18.42	\$17.46	\$16.50
Step 8	\$22.49	\$20.61	\$19.58	\$18.67	\$17.69	\$16.73
Step 9	\$22.81	\$20.90	\$19.85	\$18.93	\$17.95	\$16.96
Step 10	\$23.11	\$21.19	\$20.12	\$19.20	\$18.19	\$17.20
Step 11	\$23.43	\$21.48	\$20.41	\$19.46	\$18.45	\$17.45
Step 12	\$23.76	\$21.77	\$20.68	\$19.73	\$18.70	\$17.67
Step 13	\$24.07	\$22.05	\$20.95	\$19.99	\$18.94	\$17.91
Step 14	\$24.38	\$22.35	\$21.24	\$20.25	\$19.19	\$18.14
Step 15	\$24.70	\$22.65	\$21.51	\$20.52	\$19.45	\$18.39
Step 16	\$25.02	\$22.93	\$21.78	\$20.78	\$19.69	\$18.62
Step 17	\$25.33	\$23.22	\$22.05	\$21.03	\$19.94	\$18.86
Step 18	\$25.66	\$23.50	\$22.33	\$21.31	\$20.20	\$19.09
Step 19	\$25.97	\$23.80	\$22.62	\$21.57	\$20.45	\$19.33
Step 20	\$26.28	\$24.09	\$22.89	\$21.83	\$20.69	\$19.57
Step 21	\$26.60	\$24.37	\$23.17	\$22.10	\$20.94	\$19.80
Step 22	\$26.93	\$24.68	\$23.43	\$22.36	\$21.19	\$20.03
Step 23	\$27.22	\$24.97	\$23.72	\$22.63	\$21.44	\$20.27
Step 24	\$27.55	\$25.25	\$23.99	\$22.88	\$21.70	\$20.51
Step 25	\$27.88	\$25.54	\$24.26	\$23.14	\$21.94	\$20.75

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

Office Assistant 2: **District Positions:** Instructional Services; Federal Program; SPED Medicaid;
District & Student Services Receptionist; SPED LEA Asst; SPED - District Bookkeeper; Technolgy Bookkeeper/Receptionist
Fed Prog - ESL Records Clerk; Facilities Bookkeeper; Athletics Head Bookkeeper; Transportation Bookeekper/Receptionist
Transportation HR

Office Assistant 1: **District Positions:** SPED Records/Reception; SPED Due Process;SPED/504 Records;
Nutritional Services; BHS/BWHS Bookkeeper; BHS/BWHS Registrar

Office Assistant: **Building:** Registrars; Bookkeepers; Receptionists; Health Aides; SPED;
High Schools: Counselor and Principal Assistants. TAC: Bookkeeper and Receptionist 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 6/29/2021

BENTONVILLE SCHOOL DISTRICT
2021-22 CLASSIFIED SALARY SCHEDULE
Student Services/Instructional Assistants / TRPS Staff

Effective 7/1/2021

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

202 Job Title	Student Services I (License Required)	Student Services 2	Student Services 3	Instr Assistants I	Instr Assistants II	Instr Assistants - III	Post Secondary Advisor BHS/BWHS
Step 1	\$19.48	\$22.64	\$14.21	\$14.21	\$15.33	\$15.95	\$19.48
Step 2	\$19.77	\$22.98	\$14.41	\$14.41	\$15.58	\$16.20	\$19.77
Step 3	\$20.07	\$23.34	\$14.64	\$14.64	\$15.81	\$16.46	\$20.07
Step 4	\$20.38	\$23.70	\$14.85	\$14.85	\$16.06	\$16.70	\$20.38
Step 5	\$20.69	\$24.05	\$15.09	\$15.09	\$16.30	\$16.94	\$20.69
Step 6	\$20.98	\$24.40	\$15.30	\$15.30	\$16.53	\$17.20	\$20.98
Step 7	\$21.29	\$24.75	\$15.53	\$15.53	\$16.77	\$17.46	\$21.29
Step 8	\$21.60	\$25.10	\$15.74	\$15.74	\$17.00	\$17.69	\$21.60
Step 9	\$21.89	\$25.46	\$15.96	\$15.96	\$17.26	\$17.95	\$21.89
Step 10	\$22.20	\$25.81	\$16.18	\$16.18	\$17.50	\$18.19	\$22.20
Step 11	\$22.51	\$26.16	\$16.42	\$16.42	\$17.72	\$18.45	\$22.51
Step 12	\$22.82	\$26.52	\$16.64	\$16.64	\$17.97	\$18.70	\$22.82
Step 13	\$23.11	\$26.89	\$16.84	\$16.84	\$18.20	\$18.94	\$23.11
Step 14	\$23.42	\$27.22	\$17.07	\$17.07	\$18.46	\$19.19	\$23.42
Step 15	\$23.73	\$27.58	\$17.30	\$17.30	\$18.69	\$19.45	\$23.73
Step 16	\$24.04	\$27.94	\$17.53	\$17.53	\$18.93	\$19.69	\$24.04
Step 17	\$24.33	\$28.29	\$17.73	\$17.73	\$19.17	\$19.94	\$24.33
Step 18	\$24.64	\$28.64	\$17.96	\$17.96	\$19.41	\$20.20	\$24.64
Step 19	\$24.94	\$29.00	\$18.18	\$18.18	\$19.65	\$20.45	\$24.94
Step 20	\$25.24	\$29.35	\$18.42	\$18.42	\$19.89	\$20.69	\$25.24
Step 21	\$25.55	\$29.70	\$18.62	\$18.62	\$20.12	\$20.94	\$25.55
Step 22	\$25.85	\$30.05	\$18.85	\$18.85	\$20.37	\$21.19	\$25.85
Step 23	\$26.16	\$30.40	\$19.07	\$19.07	\$20.60	\$21.44	\$26.16
Step 24	\$26.47	\$30.76	\$19.30	\$19.30	\$20.85	\$21.70	\$26.47
Step 25	\$26.77	\$31.12	\$19.52	\$19.52	\$21.07	\$21.94	\$26.77

Student Services I: Requires a Degree in Area

Deaf Intrepeter - QUASt III; ABA Degreed Trainer (Requires EIPA State License)

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 III: CNA Instructional assistant (certificate required and designated to specific classrooms) and Behavioral Technician (certificate required and designated to specific classrooms)

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BENTONVILLE SCHOOL DISTRICT
2021-22 CLASSIFIED SALARY SCHEDULE
Student Services/Instructional Assistants / TRPS Staff
Effective 7/1/2021

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

202 Job Title	Food Program Head	Food Program Assistant	TRPS Relief / After School Supv.	TRPS Relief / After School
Step 1	\$14.46	\$12.35	\$11.64	\$11.28
Step 2	\$14.70	\$12.54	\$11.82	\$11.42
Step 3	\$14.91	\$12.73	\$12.00	\$11.56
Step 4	\$15.15	\$12.92	\$12.20	\$11.71
Step 5	\$15.38	\$13.13	\$12.37	\$11.85
Step 6	\$15.60	\$13.31	\$12.55	\$11.99
Step 7	\$15.82	\$13.50	\$12.73	\$12.14
Step 8	\$16.05	\$13.69	\$12.90	\$12.28
Step 9	\$16.28	\$13.88	\$13.11	\$12.42
Step 10	\$16.51	\$14.08	\$13.28	\$12.57
Step 11	\$16.73	\$14.28	\$13.46	\$12.71
Step 12	\$16.95	\$14.46	\$13.64	\$12.85
Step 13	\$17.18	\$14.66	\$13.82	\$13.00
Step 14	\$17.41	\$14.84	\$14.00	\$13.14
Step 15	\$17.63	\$15.06	\$14.20	\$13.28
Step 16	\$17.86	\$15.25	\$14.37	\$13.43
Step 17	\$18.08	\$15.44	\$14.56	\$13.57
Step 18	\$18.33	\$15.63	\$14.73	\$13.71
Step 19	\$18.54	\$15.82	\$14.90	\$13.86
Step 20	\$18.76	\$16.01	\$15.10	\$14.00
Step 21	\$18.98	\$16.22	\$15.28	\$14.15
Step 22	\$19.21	\$16.41	\$15.47	\$14.29
Step 23	\$19.44	\$16.59	\$15.64	\$14.43
Step 24	\$19.67	\$16.78	\$15.83	\$14.58
Step 25	\$19.90	\$16.97	\$16.01	\$14.72

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Board Approved 6/29/2021

**BENTONVILLE SCHOOL DISTRICT
2021-22 CLASSIFIED SALARY SCHEDULE
Technology**

Effective 7/1/2021

PAY CODE	001	001	001	001	002			
SCHEDULE	208	208	208	208	209			
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	Tech. BLDG Support & HIGH SCHOOL ESCHOOL	Tech. Interns	Tech. Apprentice	Tech. Summer Helper
Step 1	\$58,935	\$67,820	\$40,069	\$52,531	\$15.33	\$14.29	\$11.00	\$11.00
Step 2	\$59,857	\$68,880	\$40,696	\$53,352	\$15.58			
Step 3	\$60,777	\$69,940	\$41,322	\$54,173	\$15.81			
Step 4	\$61,698	\$70,999	\$41,948	\$54,993	\$16.06			
Step 5	\$62,620	\$72,058	\$42,574	\$55,815	\$16.30			
Step 6	\$63,541	\$73,118	\$43,200	\$56,636	\$16.53			
Step 7	\$64,462	\$74,178	\$43,826	\$57,456	\$16.77			
Step 8	\$65,383	\$75,238	\$44,452	\$58,276	\$17.00			
Step 9	\$66,302	\$76,298	\$45,078	\$59,098	\$17.26			
Step 10	\$67,224	\$77,357	\$45,705	\$59,919	\$17.50			
Step 11	\$68,145	\$78,416	\$46,331	\$60,739	\$17.72			
Step 12	\$69,067	\$79,477	\$46,957	\$61,562	\$17.97			
Step 13	\$69,986	\$80,536	\$47,583	\$62,383	\$18.20			
Step 14	\$70,907	\$81,595	\$48,210	\$63,203	\$18.46			
Step 15	\$71,829	\$82,655	\$48,836	\$64,022	\$18.69			
Step 16	\$72,749	\$83,716	\$49,461	\$64,844	\$18.93			
Step 17	\$73,671	\$84,775	\$50,088	\$65,665	\$19.17			
Step 18	\$74,591	\$85,835	\$50,713	\$66,486	\$19.41			
Step 19	\$75,511	\$86,894	\$51,339	\$67,306	\$19.65			
Step 20	\$76,433	\$87,954	\$51,966	\$68,128	\$19.89			
Step 21	\$77,354	\$89,013	\$52,592	\$68,948	\$20.12			
Step 22	\$78,274	\$90,073	\$53,218	\$69,768	\$20.37			
Step 23	\$79,196	\$91,133	\$53,844	\$70,590	\$20.60			
Step 24	\$80,116	\$92,194	\$54,470	\$71,411	\$20.85			
Step 25	\$81,037	\$93,253	\$55,097	\$72,232	\$21.07			

Board Approved 6/29/2021

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

**BENTONVILLE SCHOOL DISTRICT
2021-22 CLASSIFIED SALARY SCHEDULE
Student Services - Health Services**

Effective 7/1/2021

PAY CODE	001	001	001	002	002	
SCHEDULE	203	203	203	216	204	
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	\$81,417	\$39,416	\$45,342	\$15.53	\$27.73	\$23.58
Step 2	\$82,690	\$40,031	\$46,050	\$15.73	\$28.16	
Step 3	\$83,962	\$40,647	\$46,758	\$15.97	\$28.59	
Step 4	\$85,234	\$41,263	\$47,468	\$16.20	\$29.03	
Step 5	\$86,507	\$41,879	\$48,176	\$16.42	\$29.46	
Step 6	\$87,779	\$42,493	\$48,884	\$16.64	\$29.90	
Step 7	\$89,051	\$43,109	\$49,593	\$16.84	\$30.33	
Step 8	\$90,322	\$43,725	\$50,302	\$17.07	\$30.76	
Step 9	\$91,595	\$44,342	\$51,009	\$17.30	\$31.20	
Step 10	\$92,866	\$44,958	\$51,718	\$17.53	\$31.63	
Step 11	\$94,138	\$45,574	\$52,426	\$17.73	\$32.06	
Step 12	\$95,412	\$46,190	\$53,134	\$17.96	\$32.48	
Step 13	\$96,684	\$46,806	\$53,843	\$18.18	\$32.92	
Step 14	\$97,955	\$47,422	\$54,553	\$18.42	\$33.35	
Step 15	\$99,227	\$48,037	\$55,261	\$18.63	\$33.79	
Step 16	\$100,500	\$48,653	\$55,969	\$18.85	\$34.22	
Step 17	\$101,771	\$49,269	\$56,677	\$19.07	\$34.66	
Step 18	\$103,044	\$49,885	\$57,386	\$19.29	\$35.10	
Step 19	\$104,316	\$50,501	\$58,095	\$19.53	\$35.53	
Step 20	\$105,588	\$51,118	\$58,803	\$19.73	\$35.96	
Step 21	\$106,860	\$51,734	\$59,510	\$19.99	\$36.40	
Step 22	\$108,133	\$52,350	\$60,220	\$20.25	\$36.82	
Step 23	\$109,404	\$52,966	\$60,929	\$20.51	\$37.26	
Step 24	\$110,677	\$53,581	\$61,635	\$20.78	\$37.68	
Step 25	\$111,949	\$54,197	\$62,345	\$21.03	\$38.12	

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 6/29/2021

BENTONVILLE SCHOOL DISTRICT
2021-22 CLASSIFIED SALARY SCHEDULE
Athletics/High School/TAC

PAY CODE	001	001	002	002
SCHEDULE	205	205	206	206
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	\$57,259	\$55,946	\$16.26	\$11.88
Step 2	\$58,153	\$56,820	\$16.48	\$12.07
Step 3	\$59,048	\$57,694	\$16.71	\$12.26
Step 4	\$59,943	\$58,569	\$16.93	\$12.44
Step 5	\$60,838	\$59,443	\$17.17	\$12.63
Step 6	\$61,731	\$60,317	\$17.39	\$12.81
Step 7	\$62,626	\$61,190	\$17.62	\$13.00
Step 8	\$63,522	\$62,066	\$17.85	\$13.19
Step 9	\$64,416	\$62,940	\$18.07	\$13.38
Step 10	\$65,311	\$63,812	\$18.31	\$13.56
Step 11	\$66,206	\$64,688	\$18.53	\$13.74
Step 12	\$67,100	\$65,561	\$18.76	\$13.92
Step 13	\$67,994	\$66,435	\$18.98	\$14.12
Step 14	\$68,889	\$67,311	\$19.22	\$14.31
Step 15	\$69,784	\$68,184	\$19.44	\$14.48
Step 16	\$70,679	\$69,057	\$19.67	\$14.67
Step 17	\$71,573	\$69,934	\$19.90	\$14.85
Step 18	\$72,468	\$70,806	\$20.12	\$15.05
Step 19	\$73,363	\$71,681	\$20.36	\$15.23
Step 20	\$74,257	\$72,556	\$20.58	\$15.42
Step 21	\$75,153	\$73,428	\$20.81	\$15.60
Step 22	\$76,047	\$74,304	\$21.03	\$15.79
Step 23	\$76,941	\$75,177	\$21.27	\$15.97
Step 24	\$77,835	\$76,052	\$21.49	\$16.15
Step 25	\$78,731	\$76,926	\$21.72	\$16.35

Board Approved 6/29/2021

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**BENTONVILLE SCHOOL DISTRICT
2021-22 CLASSIFIED SALARY SCHEDULE
Facilities -Maintenance**

Effective 7/1/2021

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

207 Job Title	District Mail Carrier	Facilities I	Facilities 2	Facilities 3	Warehouse Supply	Warehouse Supply Assistant
Step 1	\$12.69	\$16.98	\$18.68	\$21.30	\$14.39	\$12.42
Step 2	\$12.86	\$17.23	\$18.95	\$21.61	\$14.61	\$12.59
Step 3	\$13.05	\$17.50	\$19.23	\$21.92	\$14.80	\$12.77
Step 4	\$13.24	\$17.73	\$19.52	\$22.24	\$15.02	\$12.95
Step 5	\$13.42	\$17.98	\$19.77	\$22.56	\$15.24	\$13.13
Step 6	\$13.59	\$18.22	\$20.05	\$22.88	\$15.44	\$13.31
Step 7	\$13.78	\$18.49	\$20.34	\$23.19	\$15.65	\$13.48
Step 8	\$13.95	\$18.73	\$20.61	\$23.50	\$15.85	\$13.66
Step 9	\$14.16	\$18.97	\$20.88	\$23.83	\$16.07	\$13.84
Step 10	\$14.33	\$19.23	\$21.15	\$24.14	\$16.28	\$14.01
Step 11	\$14.51	\$19.49	\$21.44	\$24.46	\$16.49	\$14.21
Step 12	\$14.70	\$19.72	\$21.72	\$24.77	\$16.69	\$14.37
Step 13	\$14.87	\$19.98	\$21.99	\$25.09	\$16.89	\$14.54
Step 14	\$15.07	\$20.22	\$22.26	\$25.41	\$17.11	\$14.73
Step 15	\$15.25	\$20.48	\$22.54	\$25.73	\$17.32	\$14.89
Step 16	\$15.43	\$20.73	\$22.82	\$26.05	\$17.53	\$15.09
Step 17	\$15.61	\$20.97	\$23.08	\$26.34	\$17.73	\$15.27
Step 18	\$15.79	\$21.21	\$23.36	\$26.68	\$17.94	\$15.44
Step 19	\$15.96	\$21.48	\$23.65	\$27.00	\$18.15	\$15.62
Step 20	\$16.15	\$21.73	\$23.91	\$27.30	\$18.36	\$15.80
Step 21	\$16.34	\$21.97	\$24.19	\$27.62	\$18.57	\$15.96
Step 22	\$16.52	\$22.21	\$24.47	\$27.94	\$18.77	\$16.15
Step 23	\$16.70	\$22.48	\$24.74	\$28.25	\$18.98	\$16.33
Step 24	\$16.87	\$22.72	\$25.01	\$28.58	\$19.19	\$16.51
Step 25	\$17.06	\$22.96	\$25.29	\$28.89	\$19.41	\$16.69

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

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 6/29/2021

**BENTONVILLE SCHOOL DISTRICT
2021-22 CLASSIFIED SALARY SCHEDULE
Transportation**

Effective 7/1/2021

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
DAYS	240	240	240	240	179	230	230	hourly	hourly	hourly
JOB CLASS							2423			
SALARY SCH	210	210	210	210	210	210	201			
# 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 and Washer	Bus Aide Sub	Bus Driver Sub
Step 1	\$23.47	\$17.64	\$21.42	\$15.09	\$11.28	\$18.00	\$15.95	\$11.00	\$11.00	\$11.00
Step 2	\$23.84	\$17.92	\$21.76	\$15.32	\$11.42	\$18.28	\$16.20			
Step 3	\$24.20	\$18.19	\$22.08	\$15.56	\$11.56	\$18.57	\$16.46			
Step 4	\$24.59	\$18.48	\$22.43	\$15.79	\$11.71	\$18.85	\$16.70			
Step 5	\$24.94	\$18.74	\$22.77	\$16.02	\$11.85	\$19.12	\$16.94			
Step 6	\$25.30	\$19.01	\$23.09	\$16.27	\$11.99	\$19.42	\$17.20			
Step 7	\$25.69	\$19.30	\$23.42	\$16.50	\$12.14	\$19.69	\$17.46			
Step 8	\$26.05	\$19.58	\$23.77	\$16.73	\$12.28	\$19.97	\$17.69			
Step 9	\$26.41	\$19.84	\$24.10	\$16.96	\$12.42	\$20.26	\$17.95			
Step 10	\$26.78	\$20.11	\$24.43	\$17.20	\$12.57	\$20.54	\$18.19			
Step 11	\$27.14	\$20.41	\$24.77	\$17.45	\$12.71	\$20.82	\$18.45			
Step 12	\$27.51	\$20.68	\$25.10	\$17.67	\$12.85	\$21.09	\$18.70			
Step 13	\$27.88	\$20.95	\$25.44	\$17.91	\$13.00	\$21.38	\$18.94			
Step 14	\$28.24	\$21.23	\$25.78	\$18.14	\$13.14	\$21.67	\$19.19			
Step 15	\$28.61	\$21.50	\$26.11	\$18.39	\$13.28	\$21.94	\$19.45			
Step 16	\$28.98	\$21.78	\$26.45	\$18.61	\$13.43	\$22.22	\$19.69			
Step 17	\$29.35	\$22.05	\$26.78	\$18.85	\$13.57	\$22.51	\$19.94			
Step 18	\$29.71	\$22.32	\$27.11	\$19.08	\$13.71	\$22.79	\$20.20			
Step 19	\$30.07	\$22.61	\$27.45	\$19.33	\$13.86	\$23.07	\$20.45			
Step 20	\$30.44	\$22.88	\$27.78	\$19.57	\$14.00	\$23.35	\$20.69			
Step 21	\$30.81	\$23.15	\$28.12	\$19.80	\$14.15	\$23.64	\$20.94			
Step 22	\$31.18	\$23.43	\$28.44	\$20.03	\$14.29	\$23.91	\$21.19			
Step 23	\$31.54	\$23.71	\$28.79	\$20.27	\$14.43	\$24.19	\$21.44			
Step 24	\$31.92	\$23.97	\$29.12	\$20.51	\$14.58	\$24.48	\$21.70			
Step 25	\$32.28	\$24.25	\$29.45	\$20.75	\$14.72	\$24.76	\$21.94			

Board Approved 6/29/2021

Bus Aide Schedule Approved 11/16/21

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
2021-22 CLASSIFIED SALARY SCHEDULE**

Transportation

Effective 7/1/21

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
DAYS	240	240	240	240	179	230	230
JOB CLASS							2423
SALARY SCH	210	210	210	210	210	210	201
# 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
Step 1	\$23.47	\$17.64	\$21.42	\$15.09	\$14.21	\$18.00	\$15.95
Step 2	\$23.84	\$17.92	\$21.76	\$15.32	\$14.41	\$18.28	\$16.20
Step 3	\$24.20	\$18.19	\$22.08	\$15.56	\$14.64	\$18.57	\$16.46
Step 4	\$24.59	\$18.48	\$22.43	\$15.79	\$14.85	\$18.85	\$16.70
Step 5	\$24.94	\$18.74	\$22.77	\$16.02	\$15.09	\$19.12	\$16.94
Step 6	\$25.30	\$19.01	\$23.09	\$16.27	\$15.30	\$19.42	\$17.20
Step 7	\$25.69	\$19.30	\$23.42	\$16.50	\$15.53	\$19.69	\$17.46
Step 8	\$26.05	\$19.58	\$23.77	\$16.73	\$15.74	\$19.97	\$17.69
Step 9	\$26.41	\$19.84	\$24.10	\$16.96	\$15.96	\$20.26	\$17.95
Step 10	\$26.78	\$20.11	\$24.43	\$17.20	\$16.18	\$20.54	\$18.19
Step 11	\$27.14	\$20.41	\$24.77	\$17.45	\$16.42	\$20.82	\$18.45
Step 12	\$27.51	\$20.68	\$25.10	\$17.67	\$16.64	\$21.09	\$18.70
Step 13	\$27.88	\$20.95	\$25.44	\$17.91	\$16.84	\$21.38	\$18.94
Step 14	\$28.24	\$21.23	\$25.78	\$18.14	\$17.07	\$21.67	\$19.19
Step 15	\$28.61	\$21.50	\$26.11	\$18.39	\$17.30	\$21.94	\$19.45
Step 16	\$28.98	\$21.78	\$26.45	\$18.61	\$17.53	\$22.22	\$19.69
Step 17	\$29.35	\$22.05	\$26.78	\$18.85	\$17.73	\$22.51	\$19.94
Step 18	\$29.71	\$22.32	\$27.11	\$19.08	\$17.96	\$22.79	\$20.20
Step 19	\$30.07	\$22.61	\$27.45	\$19.33	\$18.18	\$23.07	\$20.45
Step 20	\$30.44	\$22.88	\$27.78	\$19.57	\$18.42	\$23.35	\$20.69
Step 21	\$30.81	\$23.15	\$28.12	\$19.80	\$18.62	\$23.64	\$20.94
Step 22	\$31.18	\$23.43	\$28.44	\$20.03	\$18.85	\$23.91	\$21.19
Step 23	\$31.54	\$23.71	\$28.79	\$20.27	\$19.07	\$24.19	\$21.44
Step 24	\$31.92	\$23.97	\$29.12	\$20.51	\$19.30	\$24.48	\$21.70
Step 25	\$32.28	\$24.25	\$29.45	\$20.75	\$19.52	\$24.76	\$21.94

Board Approved 11-16-21

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
2021-22 CLASSIFIED SALARY SCHEDULE
Childcare Enrichment Group A**

Effective 7/1/2021

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

221 Job Title	Program Coordinators	Coordinator II	PAT Parent Educator *BA Required	Office Manager	Office Assistant	Cook
Step 1	\$21.65	\$15.95	\$15.75	\$16.82	\$15.09	\$11.74
Step 2	\$21.98	\$16.20	\$16.02	\$17.10	\$15.32	\$11.93
Step 3	\$22.31	\$16.46	\$16.29	\$17.36	\$15.56	\$12.12
Step 4	\$22.66	\$16.70	\$16.55	\$17.62	\$15.79	\$12.30
Step 5	\$22.99	\$16.94	\$16.81	\$17.89	\$16.02	\$12.47
Step 6	\$23.33	\$17.20	\$17.07	\$18.14	\$16.27	\$12.66
Step 7	\$23.68	\$17.46	\$17.34	\$18.42	\$16.50	\$12.83
Step 8	\$24.02	\$17.69	\$17.60	\$18.67	\$16.73	\$13.03
Step 9	\$24.34	\$17.95	\$17.87	\$18.93	\$16.96	\$13.22
Step 10	\$24.69	\$18.19	\$18.13	\$19.20	\$17.20	\$13.40
Step 11	\$25.02	\$18.45	\$18.40	\$19.46	\$17.45	\$13.58
Step 12	\$25.35	\$18.70	\$18.66	\$19.73	\$17.67	\$13.76
Step 13	\$25.71	\$18.94	\$18.92	\$19.99	\$17.91	\$13.93
Step 14	\$26.04	\$19.19	\$19.18	\$20.25	\$18.14	\$14.15
Step 15	\$26.37	\$19.45	\$19.45	\$20.52	\$18.39	\$14.32
Step 16	\$26.72	\$19.69	\$19.70	\$20.78	\$18.62	\$14.50
Step 17	\$27.05	\$19.94	\$19.97	\$21.03	\$18.86	\$14.68
Step 18	\$27.39	\$20.20	\$20.24	\$21.31	\$19.09	\$14.85
Step 19	\$27.73	\$20.45	\$20.50	\$21.57	\$19.33	\$15.05
Step 20	\$28.06	\$20.69	\$20.77	\$21.83	\$19.57	\$15.23
Step 21	\$28.40	\$20.94	\$21.02	\$22.10	\$19.80	\$15.42
Step 22	\$28.73	\$21.19	\$21.02	\$22.36	\$20.03	\$15.60
Step 23	\$29.08	\$21.44	\$21.56	\$22.63	\$20.27	\$15.77
Step 24	\$29.42	\$21.70	\$21.81	\$22.88	\$20.51	\$15.96
Step 25	\$29.76	\$21.94	\$22.07	\$23.14	\$20.75	\$16.14

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 6/29/2021

**BENTONVILLE SCHOOL DISTRICT
2021-22 CLASSIFIED SALARY SCHEDULE
Childcare Enrichment Group B**

Effective 7/1/2021

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

222 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	\$15.09	\$14.76	\$12.40	\$11.74	\$12.08	\$21.50	\$14.22	\$12.40	\$11.74
Step 2	\$15.32	\$15.00	\$12.60	\$11.93	\$12.28	\$21.83	\$14.42	\$12.60	\$11.93
Step 3	\$15.56	\$15.23	\$12.78	\$12.12	\$12.46	\$22.17	\$14.65	\$12.78	\$12.12
Step 4	\$15.79	\$15.47	\$12.98	\$12.30	\$12.65	\$22.51	\$14.86	\$12.98	\$12.30
Step 5	\$16.02	\$15.68	\$13.19	\$12.47	\$12.83	\$22.84	\$15.10	\$13.19	\$12.47
Step 6	\$16.27	\$15.92	\$13.38	\$12.66	\$13.03	\$23.18	\$15.31	\$13.38	\$12.66
Step 7	\$16.50	\$16.14	\$13.57	\$12.83	\$13.22	\$23.50	\$15.54	\$13.57	\$12.83
Step 8	\$16.73	\$16.38	\$13.76	\$13.03	\$13.41	\$23.85	\$15.75	\$13.76	\$13.03
Step 9	\$16.96	\$16.62	\$13.94	\$13.22	\$13.60	\$24.18	\$15.98	\$13.94	\$13.22
Step 10	\$17.20	\$16.83	\$14.16	\$13.40	\$13.78	\$24.53	\$16.20	\$14.16	\$13.40
Step 11	\$17.45	\$17.07	\$14.34	\$13.58	\$13.96	\$24.86	\$16.43	\$14.34	\$13.58
Step 12	\$17.67	\$17.30	\$14.53	\$13.76	\$14.18	\$25.18	\$16.65	\$14.53	\$13.76
Step 13	\$17.91	\$17.54	\$14.73	\$13.93	\$14.35	\$25.53	\$16.87	\$14.73	\$13.93
Step 14	\$18.14	\$17.75	\$14.91	\$14.15	\$14.54	\$25.86	\$17.09	\$14.91	\$14.15
Step 15	\$18.39	\$17.99	\$15.12	\$14.32	\$14.72	\$26.20	\$17.31	\$15.12	\$14.32
Step 16	\$18.62	\$18.22	\$15.31	\$14.50	\$14.90	\$26.54	\$17.54	\$15.31	\$14.50
Step 17	\$18.86	\$18.46	\$15.51	\$14.68	\$15.11	\$26.89	\$17.75	\$15.51	\$14.68
Step 18	\$19.09	\$18.69	\$15.69	\$14.85	\$15.29	\$27.20	\$17.97	\$15.69	\$14.85
Step 19	\$19.33	\$18.91	\$15.88	\$15.05	\$15.49	\$27.54	\$18.19	\$15.88	\$15.05
Step 20	\$19.57	\$19.14	\$16.08	\$15.23	\$15.67	\$27.89	\$18.43	\$16.08	\$15.23
Step 21	\$19.80	\$19.39	\$16.29	\$15.42	\$15.85	\$28.21	\$18.64	\$16.29	\$15.42
Step 22	\$20.03	\$19.61	\$16.48	\$15.60	\$16.05	\$28.56	\$18.86	\$16.48	\$15.60
Step 23	\$20.27	\$19.84	\$16.67	\$15.77	\$16.25	\$28.89	\$19.08	\$16.67	\$15.77
Step 24	\$20.51	\$20.06	\$16.85	\$15.96	\$16.43	\$29.21	\$19.31	\$16.85	\$15.96
Step 25	\$20.75	\$20.31	\$17.05	\$16.14	\$16.62	\$29.56	\$19.54	\$17.05	\$16.14

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 6/29/2021

**BENTONVILLE SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2021-22**

Bus Drivers Schedule B - Hired After June 1, 2012

Effective 7/1/2021

	PAY CODE	002	002	002	002	002
	SCHEDULE	214	214	214	214	214
	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	\$16.50	\$13,588	\$15,098	\$16,607	\$18,117	\$19,627
Step 2	\$16.73	\$13,777	\$15,308	\$16,839	\$18,370	\$19,900
Step 3	\$16.96	\$13,967	\$15,518	\$17,070	\$18,622	\$20,174
Step 4	\$17.20	\$14,164	\$15,738	\$17,312	\$18,886	\$20,459
Step 5	\$17.45	\$14,370	\$15,967	\$17,563	\$19,160	\$20,757
Step 6	\$17.68	\$14,559	\$16,177	\$17,795	\$19,413	\$21,030
Step 7	\$17.92	\$14,757	\$16,397	\$18,036	\$19,676	\$21,316
Step 8	\$18.15	\$14,947	\$16,607	\$18,268	\$19,929	\$21,589
Step 9	\$18.40	\$15,152	\$16,836	\$18,520	\$20,203	\$21,887
Step 10	\$18.62	\$15,334	\$17,037	\$18,741	\$20,445	\$22,148
Step 11	\$18.87	\$15,539	\$17,266	\$18,993	\$20,719	\$22,446
Step 12	\$19.10	\$15,729	\$17,477	\$19,224	\$20,972	\$22,719
Step 13	\$19.35	\$15,935	\$17,705	\$19,476	\$21,246	\$23,017
Step 14	\$19.58	\$16,124	\$17,916	\$19,707	\$21,499	\$23,290
Step 15	\$19.81	\$16,314	\$18,126	\$19,939	\$21,751	\$23,564
Step 16	\$20.05	\$16,511	\$18,346	\$20,180	\$22,015	\$23,849
Step 17	\$20.30	\$16,717	\$18,575	\$20,432	\$22,289	\$24,147
Step 18	\$20.53	\$16,906	\$18,785	\$20,663	\$22,542	\$24,420
Step 19	\$20.77	\$17,104	\$19,005	\$20,905	\$22,805	\$24,706
Step 20	\$20.99	\$17,285	\$19,206	\$21,126	\$23,047	\$24,968
Step 21	\$21.25	\$17,499	\$19,444	\$21,388	\$23,333	\$25,277
Step 22	\$21.48	\$17,689	\$19,654	\$21,620	\$23,585	\$25,550
Step 23	\$21.72	\$17,886	\$19,874	\$21,861	\$23,849	\$25,836
Step 24	\$21.95	\$18,076	\$20,084	\$22,093	\$24,101	\$26,110
Step 25	\$22.18	\$18,265	\$20,295	\$22,324	\$24,354	\$26,383

Board Approved 11/16.21

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
CLASSIFIED SALARY SCHEDULE
2021-22**

Bus Drivers Schedule B - Hired After June 1, 2012

Effective 7/1/2021

PAY CODE	002	002	002	002	002
SCHEDULE	214	214	214	214	214
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	\$19.04	\$15,679	\$17,422	\$19,164	\$20,906	\$22,648
Step 2	\$19.31	\$15,902	\$17,669	\$19,436	\$21,202	\$22,969
Step 3	\$19.59	\$16,132	\$17,925	\$19,717	\$21,510	\$23,302
Step 4	\$19.88	\$16,371	\$18,190	\$20,009	\$21,828	\$23,647
Step 5	\$20.17	\$16,610	\$18,456	\$20,301	\$22,147	\$23,992
Step 6	\$20.45	\$16,841	\$18,712	\$20,583	\$22,454	\$24,325
Step 7	\$20.73	\$17,071	\$18,968	\$20,865	\$22,762	\$24,658
Step 8	\$21.02	\$17,310	\$19,233	\$21,157	\$23,080	\$25,003
Step 9	\$21.31	\$17,549	\$19,499	\$21,449	\$23,398	\$25,348
Step 10	\$21.59	\$17,779	\$19,755	\$21,730	\$23,706	\$25,681
Step 11	\$21.88	\$18,018	\$20,020	\$22,022	\$24,024	\$26,026
Step 12	\$22.15	\$18,241	\$20,267	\$22,294	\$24,321	\$26,347
Step 13	\$22.45	\$18,488	\$20,542	\$22,596	\$24,650	\$26,704
Step 14	\$22.73	\$18,718	\$20,798	\$22,878	\$24,958	\$27,037
Step 15	\$23.01	\$18,949	\$21,054	\$23,160	\$25,265	\$27,370
Step 16	\$23.29	\$19,179	\$21,310	\$23,441	\$25,572	\$27,703
Step 17	\$23.58	\$19,418	\$21,576	\$23,733	\$25,891	\$28,048
Step 18	\$23.86	\$19,649	\$21,832	\$24,015	\$26,198	\$28,381
Step 19	\$24.15	\$19,888	\$22,097	\$24,307	\$26,517	\$28,726
Step 20	\$24.43	\$20,118	\$22,353	\$24,589	\$26,824	\$29,059
Step 21	\$24.72	\$20,357	\$22,619	\$24,881	\$27,143	\$29,404
Step 22	\$25.01	\$20,596	\$22,884	\$25,173	\$27,461	\$29,749
Step 23	\$25.29	\$20,826	\$23,140	\$25,454	\$27,768	\$30,082
Step 24	\$25.57	\$21,057	\$23,397	\$25,736	\$28,076	\$30,416
Step 25	\$25.86	\$21,296	\$23,662	\$26,028	\$28,394	\$30,760

Board Approved 11/16/2021

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
CLASSIFIED SALARY SCHEDULE
2021-22**

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

Effective 7/1/2021

PAY CODE	002	002	002	002	002
SCHEDULE	215	215	215	215	215
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	\$21.56	\$17,755	\$19,727	\$21,700	\$23,673	\$25,646
Step 2	\$21.88	\$18,018	\$20,020	\$22,022	\$24,024	\$26,026
Step 3	\$22.21	\$18,290	\$20,322	\$22,354	\$24,387	\$26,419
Step 4	\$22.55	\$18,570	\$20,633	\$22,697	\$24,760	\$26,823
Step 5	\$22.88	\$18,842	\$20,935	\$23,029	\$25,122	\$27,216
Step 6	\$23.21	\$19,113	\$21,237	\$23,361	\$25,485	\$27,608
Step 7	\$23.54	\$19,385	\$21,539	\$23,693	\$25,847	\$28,001
Step 8	\$23.87	\$19,657	\$21,841	\$24,025	\$26,209	\$28,393
Step 9	\$24.20	\$19,929	\$22,143	\$24,357	\$26,572	\$28,786
Step 10	\$24.54	\$20,209	\$22,454	\$24,700	\$26,945	\$29,190
Step 11	\$24.87	\$20,480	\$22,756	\$25,032	\$27,307	\$29,583
Step 12	\$25.19	\$20,744	\$23,049	\$25,354	\$27,659	\$29,964
Step 13	\$25.53	\$21,024	\$23,360	\$25,696	\$28,032	\$30,368
Step 14	\$25.86	\$21,296	\$23,662	\$26,028	\$28,394	\$30,760
Step 15	\$26.19	\$21,567	\$23,964	\$26,360	\$28,757	\$31,153
Step 16	\$26.53	\$21,847	\$24,275	\$26,702	\$29,130	\$31,557
Step 17	\$26.86	\$22,119	\$24,577	\$27,035	\$29,492	\$31,950
Step 18	\$27.18	\$22,383	\$24,870	\$27,357	\$29,844	\$32,331
Step 19	\$27.52	\$22,663	\$25,181	\$27,699	\$30,217	\$32,735
Step 20	\$27.85	\$22,934	\$25,483	\$28,031	\$30,579	\$33,128
Step 21	\$28.18	\$23,206	\$25,785	\$28,363	\$30,942	\$33,520
Step 22	\$28.52	\$23,486	\$26,096	\$28,705	\$31,315	\$33,925
Step 23	\$28.84	\$23,750	\$26,389	\$29,027	\$31,666	\$34,305
Step 24	\$29.17	\$24,021	\$26,691	\$29,360	\$32,029	\$34,698
Step 25	\$29.52	\$24,310	\$27,011	\$29,712	\$32,413	\$35,114

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 6/29/2021