

**BENTONVILLE SCHOOL DISTRICT
2024-2025 CLASSIFIED SALARY SCHEDULE
Office Assistant**

Effective 7/1/2024

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
501 Job Title	OA5	OA4	OA3	OA2	OA1	OA
Step 1	\$23.08	\$21.15	\$20.08	\$19.16	\$18.16	\$17.18
Step 2	\$23.41	\$21.47	\$20.39	\$19.45	\$18.42	\$17.44
Step 3	\$23.77	\$21.78	\$20.68	\$19.74	\$18.71	\$17.69
Step 4	\$24.12	\$22.10	\$21.00	\$20.02	\$18.97	\$17.95
Step 5	\$24.46	\$22.41	\$21.27	\$20.32	\$19.23	\$18.19
Step 6	\$24.80	\$22.72	\$21.57	\$20.58	\$19.51	\$18.47
Step 7	\$25.13	\$23.05	\$21.89	\$20.89	\$19.80	\$18.71
Step 8	\$25.49	\$23.36	\$22.19	\$21.16	\$20.04	\$18.96
Step 9	\$25.84	\$23.68	\$22.49	\$21.45	\$20.33	\$19.21
Step 10	\$26.16	\$23.98	\$22.77	\$21.73	\$20.59	\$19.47
Step 11	\$26.51	\$24.30	\$23.09	\$22.02	\$20.87	\$19.75
Step 12	\$26.88	\$24.62	\$23.38	\$22.31	\$21.14	\$19.98
Step 13	\$27.21	\$24.92	\$23.68	\$22.60	\$21.41	\$20.25
Step 14	\$27.55	\$25.25	\$23.99	\$22.88	\$21.67	\$20.49
Step 15	\$27.89	\$25.57	\$24.29	\$23.17	\$21.96	\$20.77
Step 16	\$28.24	\$25.88	\$24.58	\$23.46	\$22.22	\$21.01
Step 17	\$28.58	\$26.19	\$24.87	\$23.72	\$22.49	\$21.28
Step 18	\$28.93	\$26.50	\$25.18	\$24.03	\$22.77	\$21.53
Step 19	\$29.27	\$26.83	\$25.49	\$24.31	\$23.05	\$21.79
Step 20	\$29.61	\$27.14	\$25.79	\$24.60	\$23.30	\$22.05
Step 21	\$29.95	\$27.45	\$26.09	\$24.89	\$23.58	\$22.30
Step 22	\$30.32	\$27.78	\$26.37	\$25.17	\$23.84	\$22.55
Step 23	\$30.62	\$28.10	\$26.68	\$25.46	\$24.12	\$22.81
Step 24	\$30.99	\$28.40	\$26.98	\$25.74	\$24.40	\$23.07
Step 25	\$31.35	\$28.71	\$27.28	\$26.01	\$24.66	\$23.34

OA 5: District Positions: Office Assistant - Dist Superintendent

OA 4: District Positions: Office Assistant - Dist Payroll Clerk; Office Assistant - Deputy Superintendent

OA 3: District Positions: Office Assistant - Dist Human Resources; Office Assistant - Dist Benefits; Office Assistant - Dist Accts Payable; Office Assistant - Dist Accts Receivable

OA 2: District Positions: Office Assistant - Dist Instructional Services; Office Assistant - Dist Federal Programs; Office Assistant - Dist Registrar; Office Assistant - Dist Sped Medicaid Billing; Office Assistant - Dist Receptionist; Office Assistant - Dist Student Services Receptionist; Office Assistant - Dist Bookkeeper (Sped, Facilities, Athletics, Food Services); Office Assistant - Dist ESL Records Clerk, Office Assistant - Dist Transportation, Office Assistant - Dist Transportation Human Resources

OA 1: District Positions: Office Assistant - Dist Sped Receptionist/Records; Office Assistant - Dist Food Service Clerk

High School Positions: Office Assistant - Bldg Principal; Office Assistant - HS Bookkeeper; Office Assistant - HS Registrar; Office Assistant - Athletic Center Bookkeeper; Office Assistant - Ignite; eSchool Assistant

OA: Building Positions: Office Assistant - Bldg; Office Assistant - Bldg ALE; Office Assistant - Bldg Bookkeeper; Office Assistant - Bldg Receptionist; Office Assistant - Bldg Registrar; Office Assistant - Spanish Interpreter

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 Chief Operating Officer.

**BENTONVILLE SCHOOL DISTRICT
2024-2025 CLASSIFIED SALARY SCHEDULE
Student Services/Instructional Assistants**

Effective 7/1/2024

502 Job Title	STS3	STS2	STS1	IA3	IA2	IA1
Step 1	\$25.77	\$22.18	\$16.17	\$18.16	\$17.46	\$16.17
Step 2	\$26.14	\$22.50	\$16.40	\$18.42	\$17.72	\$16.40
Step 3	\$26.54	\$22.82	\$16.64	\$18.71	\$17.98	\$16.64
Step 4	\$26.92	\$23.16	\$16.87	\$18.97	\$18.24	\$16.87
Step 5	\$27.30	\$23.49	\$17.13	\$19.23	\$18.51	\$17.13
Step 6	\$27.69	\$23.81	\$17.36	\$19.51	\$18.76	\$17.36
Step 7	\$28.07	\$24.15	\$17.61	\$19.80	\$19.02	\$17.61
Step 8	\$28.44	\$24.48	\$17.83	\$20.04	\$19.27	\$17.83
Step 9	\$28.84	\$24.80	\$18.08	\$20.33	\$19.55	\$18.08
Step 10	\$29.22	\$25.13	\$18.31	\$20.59	\$19.81	\$18.31
Step 11	\$29.59	\$25.47	\$18.58	\$20.87	\$20.04	\$18.58
Step 12	\$29.99	\$25.81	\$18.81	\$21.14	\$20.32	\$18.81
Step 13	\$30.39	\$26.12	\$19.04	\$21.41	\$20.57	\$19.04
Step 14	\$30.74	\$26.46	\$19.28	\$21.67	\$20.85	\$19.28
Step 15	\$31.14	\$26.79	\$19.54	\$21.96	\$21.10	\$19.54
Step 16	\$31.53	\$27.13	\$19.78	\$22.22	\$21.37	\$19.78
Step 17	\$31.92	\$27.45	\$20.00	\$22.49	\$21.62	\$20.00
Step 18	\$32.29	\$27.78	\$20.25	\$22.77	\$21.89	\$20.25
Step 19	\$32.68	\$28.11	\$20.49	\$23.05	\$22.14	\$20.49
Step 20	\$33.07	\$28.43	\$20.75	\$23.30	\$22.41	\$20.75
Step 21	\$33.44	\$28.77	\$20.96	\$23.58	\$22.65	\$20.96
Step 22	\$33.82	\$29.10	\$21.22	\$23.84	\$22.93	\$21.22
Step 23	\$34.21	\$29.43	\$21.45	\$24.12	\$23.18	\$21.45
Step 24	\$34.60	\$29.78	\$21.71	\$24.40	\$23.45	\$21.71
Step 25	\$34.98	\$30.11	\$21.94	\$24.66	\$23.69	\$21.94

STS1: Hearing Impaired - Requires Certificate; Visually Impaired - Requires Certificate

STS2: Hearing Impaired - QUAST III; ABA Degreed Trainer (Requires EIPA State License)

STS3: Transcriber - Requires Certificate

IA1: Student Advocate(180 days); Instructional Assistant (183 days); Instructional Assistant - ALE(183 days); Instructional Assistant - Behavior(183 days); Instructional Assistant - Kindergarten(183 days); Instructional Assistant - Shelter(183 days); Instructional Assistant - Library(188 days); Instructional Assistant - TRPS Pre K(188 days)

IA2: Instructional Assistant - Intramural Coordinator(180 days); Instructional Assistant - ISSC(180 days); Instructional Assistant - Digital Literacy(183 days); Instructional Assistant - Spanish Instructor(183 days) Instructional Assistant - Global Connections(183 days); Instructional Assistant - Sped(183 days); Certified Teaching Assistant *Requires Certification

IA3: Instructional Assistant - CNA(certificate required and designated to specific classrooms)(183 days); Instructional Assistant - Sped Behavior(Behavioral Tech Certification required and designated to specific classrooms)(183 days)

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 Chief Operating Officer.

Board Approved 4/16/2024

**BENTONVILLE SCHOOL DISTRICT
2024-2025 CLASSIFIED SALARY SCHEDULE
TRPS Staff**

Effective 7/1/2024

PAY CODE	002	002	002	002
RANGE	4	6	7	5
HOURS	8	8	8	8
DAYS	183	180	180	183

502 Job Title	TRPS4	TRPS3	TRPS2	TRPS1
Step 1	\$16.46	\$15.07	\$14.51	\$14.06
Step 2	\$16.71	\$15.27	\$14.66	\$14.26
Step 3	\$16.95	\$15.46	\$14.81	\$14.46
Step 4	\$17.20	\$15.66	\$14.97	\$14.68
Step 5	\$17.46	\$15.86	\$15.12	\$14.90
Step 6	\$17.69	\$16.06	\$15.28	\$15.10
Step 7	\$17.94	\$16.26	\$15.44	\$15.31
Step 8	\$18.18	\$16.45	\$15.59	\$15.51
Step 9	\$18.44	\$16.65	\$15.75	\$15.72
Step 10	\$18.68	\$16.85	\$15.90	\$15.93
Step 11	\$18.92	\$17.05	\$16.06	\$16.16
Step 12	\$19.16	\$17.24	\$16.21	\$16.35
Step 13	\$19.41	\$17.44	\$16.37	\$16.56
Step 14	\$19.66	\$17.64	\$16.53	\$16.76
Step 15	\$19.90	\$17.84	\$16.68	\$17.00
Step 16	\$20.15	\$18.04	\$16.84	\$17.21
Step 17	\$20.39	\$18.23	\$16.99	\$17.41
Step 18	\$20.67	\$18.43	\$17.15	\$17.62
Step 19	\$20.89	\$18.64	\$17.31	\$17.83
Step 20	\$21.13	\$18.83	\$17.46	\$18.03
Step 21	\$21.37	\$19.03	\$17.61	\$18.26
Step 22	\$21.61	\$19.22	\$17.76	\$18.47
Step 23	\$21.87	\$19.42	\$17.92	\$18.66
Step 24	\$22.11	\$19.62	\$18.07	\$18.87
Step 25	\$22.37	\$19.82	\$18.23	\$19.08

TRPS1: Food Program Assistant

TRPS2: Floater/Break; Floater Break/After School

TRPS3: Floater Break/After School Supervisor

TRPS4: Food Program Head

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 Chief Operating Officer.

**BENTONVILLE SCHOOL DISTRICT
2024-2025 CLASSIFIED SALARY SCHEDULE
Technology**

Effective 7/1/2024

PAY CODE	001	001	001	001	001	002		
SCHEDULE	508	508	508	508	509	509		
RANGE	5	2	1	4	5	1		
HOURS	Exempt	Exempt	Exempt	Exempt	8	8	VARIES	VARIES
DAYS	230	230	230	230	230	188	HOURLY	HOURLY
508 Job Title	TECH5	TECH4	TECH3	TECH2	TECH1*	TECH	TECH-I	TECH-A
Step 1	\$80,776.00	\$76,172	\$66,521	\$59,565	\$24.80	\$17.46	\$15.28	\$11.76
Step 2	\$81,929.00	\$77,325	\$67,523	\$60,456	\$25.17	\$17.72		
Step 3	\$83,080.00	\$78,476	\$68,523	\$61,348	\$25.54	\$17.98		
Step 4	\$84,230.00	\$79,626	\$69,523	\$62,239	\$25.91	\$18.24		
Step 5	\$85,380.00	\$80,776	\$70,524	\$63,132	\$26.28	\$18.51		
Step 6	\$86,532.00	\$81,928	\$71,525	\$64,024	\$26.64	\$18.76		
Step 7	\$87,684.00	\$83,080	\$72,525	\$64,914	\$27.01	\$19.02		
Step 8	\$88,835.00	\$84,231	\$73,526	\$65,806	\$27.38	\$19.27		
Step 9	\$89,987.00	\$85,383	\$74,524	\$66,698	\$27.75	\$19.55		
Step 10	\$91,137.00	\$86,533	\$75,525	\$67,590	\$28.12	\$19.81		
Step 11	\$92,287.00	\$87,683	\$76,526	\$68,481	\$28.49	\$20.04		
Step 12	\$93,440.00	\$88,836	\$77,527	\$69,375	\$28.86	\$20.32		
Step 13	\$94,591.00	\$89,987	\$78,526	\$70,267	\$29.23	\$20.57		
Step 14	\$95,741.00	\$91,137	\$79,526	\$71,157	\$29.60	\$20.85		
Step 15	\$96,892.00	\$92,288	\$80,528	\$72,047	\$29.97	\$21.10		
Step 16	\$98,044.00	\$93,440	\$81,527	\$72,940	\$30.34	\$21.37		
Step 17	\$99,196.00	\$94,592	\$82,528	\$73,832	\$30.71	\$21.62		
Step 18	\$100,347.00	\$95,743	\$83,528	\$74,724	\$31.08	\$21.89		
Step 19	\$101,497.00	\$96,893	\$84,527	\$75,614	\$31.45	\$22.14		
Step 20	\$102,648.00	\$98,044	\$85,530	\$76,508	\$31.82	\$22.41		
Step 21	\$103,799.00	\$99,195	\$86,530	\$77,398	\$32.19	\$22.65		
Step 22	\$104,950.00	\$100,346	\$87,529	\$78,289	\$32.56	\$22.93		
Step 23	\$106,102.00	\$101,498	\$88,531	\$79,182	\$32.93	\$23.18		
Step 24	\$107,254.00	\$102,650	\$89,530	\$80,074	\$33.30	\$23.45		
Step 25	\$108,405.00	\$103,801	\$90,531	\$80,966	\$33.67	\$23.69		

TECH-A: Tech Apprentice

TECH-I: Tech Intern (College credits required)

TECH: Bldg Tech Support GR 5-12

TECH1: Hardware/Software Support Specialist*; Website Coordinator/Bookkeeper

TECH2: System Specialist

TECH3: Database Specialist

TECH4: Technology Specialist

TECH5: Asst Director of Technology

Board Approved 4/16/2024

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 Chief Operating Officer.

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

**BENTONVILLE SCHOOL DISTRICT
2024-2025 CLASSIFIED SALARY SCHEDULE
Student Services - Health Services**

Effective 7/1/2024

PAY CODE	001	001	001	002	002
SCHEDULE	503	503	503	504	516
RANGE	1	3	2	1	1
HOURS	Exempt	Exempt	Exempt	7.5	7.5
DAYS	182	189	182	189/180	183
503, 504 516 Job Title	HS5	HS4	HS3	HS2**	HS1
Step 1	\$90,943	\$51,619	\$44,872	\$31.57	\$17.68
Step 2	\$92,326	\$52,388	\$45,541	\$32.04	\$17.89
Step 3	\$93,708	\$53,157	\$46,210	\$32.51	\$18.16
Step 4	\$95,090	\$53,928	\$46,879	\$32.98	\$18.40
Step 5	\$96,472	\$54,698	\$47,549	\$33.45	\$18.65
Step 6	\$97,855	\$55,467	\$48,215	\$33.93	\$18.88
Step 7	\$99,236	\$56,237	\$48,884	\$34.40	\$19.11
Step 8	\$100,616	\$57,007	\$49,554	\$34.87	\$19.35
Step 9	\$102,000	\$57,775	\$50,224	\$35.34	\$19.61
Step 10	\$103,380	\$58,545	\$50,893	\$35.81	\$19.85
Step 11	\$104,762	\$59,315	\$51,562	\$36.28	\$20.07
Step 12	\$106,146	\$60,084	\$52,231	\$36.73	\$20.32
Step 13	\$107,528	\$60,854	\$52,900	\$37.21	\$20.56
Step 14	\$108,908	\$61,625	\$53,569	\$37.68	\$20.82
Step 15	\$110,291	\$62,394	\$54,238	\$38.16	\$21.05
Step 16	\$111,673	\$63,163	\$54,907	\$38.62	\$21.29
Step 17	\$113,053	\$63,933	\$55,576	\$39.10	\$21.52
Step 18	\$114,437	\$64,703	\$56,245	\$39.58	\$21.77
Step 19	\$115,818	\$65,473	\$56,914	\$40.05	\$22.02
Step 20	\$117,201	\$66,242	\$57,584	\$40.51	\$22.24
Step 21	\$118,582	\$67,010	\$58,254	\$40.99	\$22.53
Step 22	\$119,965	\$67,781	\$58,923	\$41.45	\$22.81
Step 23	\$121,345	\$68,552	\$59,592	\$41.93	\$23.09
Step 24	\$122,729	\$69,318	\$60,260	\$42.38	\$23.39
Step 25	\$124,110	\$70,089	\$60,929	\$42.86	\$23.65

HS1: Community Support Liaison

HS2: Nurse(189 days); Nurse-Sped(189 days); Nurse - Medicaid(189 days); Nurse 1:1(180 days)

****RN Required**

HS3: Physical Therapy Assistant

HS4: Social Worker

HS5: Occupational Therapist; Physical Therapist

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 Chief Operating Officer.

Board Approved 4/16/2024

**BENTONVILLE SCHOOL DISTRICT
2024-2025 CLASSIFIED SALARY SCHEDULE
Athletics/High School/TAC**

Effective 7/1/2024

PAY CODE	001	001	002	
SCHEDULE	505	505	506	
RANGE	1	2	1	
HOURS	Exempt	Exempt	8	VARIES
DAYS	220	220	182	HOURLY

505, 506 Job Title	505 ATHL2	505 ATHL1	506 CS1	AC-I
Step 1	\$64,700	\$63,274	\$22.98	\$11.76
Step 2	\$65,672	\$64,223	\$23.23	
Step 3	\$66,644	\$65,173	\$23.48	
Step 4	\$67,616	\$66,123	\$23.73	
Step 5	\$68,589	\$67,073	\$23.98	
Step 6	\$69,559	\$68,022	\$24.23	
Step 7	\$70,531	\$68,971	\$24.48	
Step 8	\$71,503	\$69,922	\$24.73	
Step 9	\$72,475	\$70,872	\$24.98	
Step 10	\$73,447	\$71,819	\$25.23	
Step 11	\$74,419	\$72,771	\$25.48	
Step 12	\$75,391	\$73,719	\$25.73	
Step 13	\$76,362	\$74,669	\$25.98	
Step 14	\$77,334	\$75,620	\$26.23	
Step 15	\$78,307	\$76,569	\$26.48	
Step 16	\$79,279	\$77,516	\$26.73	
Step 17	\$80,249	\$78,470	\$26.98	
Step 18	\$81,222	\$79,416	\$27.23	
Step 19	\$82,194	\$80,367	\$27.48	
Step 20	\$83,165	\$81,317	\$27.73	
Step 21	\$84,139	\$82,265	\$27.98	
Step 22	\$85,110	\$83,216	\$28.23	
Step 23	\$86,081	\$84,165	\$28.48	
Step 24	\$87,052	\$85,115	\$28.73	
Step 25	\$88,026	\$86,065	\$28.98	

AC-I: Arts Center Intern

CS1: Campus Security

ATHL1: Assistant Athletic Trainer

ATHL2: Head Athletic Trainer

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 Chief Operating Officer.

Board Approved 4/16/2024

**BENTONVILLE SCHOOL DISTRICT
2024-2025 CLASSIFIED SALARY SCHEDULE
Facilities -Maintenance**

Effective 7/1/2024

PAY CODE	002	002	002
RANGE	2	3	4
HOURS	8	8	8
DAYS	240/230	240/235	240

507 Job Title	FAC1	FAC2	FAC3
Step 1	\$19.34	\$21.26	\$24.25
Step 2	\$19.60	\$21.56	\$24.58
Step 3	\$19.90	\$21.85	\$24.92
Step 4	\$20.15	\$22.17	\$25.26
Step 5	\$20.42	\$22.45	\$25.62
Step 6	\$20.68	\$22.75	\$25.97
Step 7	\$20.98	\$23.07	\$26.30
Step 8	\$21.23	\$23.36	\$26.64
Step 9	\$21.50	\$23.65	\$27.00
Step 10	\$21.77	\$23.94	\$27.33
Step 11	\$22.06	\$24.26	\$27.68
Step 12	\$22.31	\$24.56	\$28.02
Step 13	\$22.59	\$24.86	\$28.36
Step 14	\$22.85	\$25.16	\$28.71
Step 15	\$23.14	\$25.45	\$29.06
Step 16	\$23.40	\$25.76	\$29.41
Step 17	\$23.67	\$26.04	\$29.73
Step 18	\$23.93	\$26.35	\$30.09
Step 19	\$24.22	\$26.66	\$30.44
Step 20	\$24.49	\$26.95	\$30.77
Step 21	\$24.76	\$27.24	\$31.11
Step 22	\$25.01	\$27.55	\$31.46
Step 23	\$25.31	\$27.84	\$31.80
Step 24	\$25.57	\$28.14	\$32.15
Step 25	\$25.83	\$28.45	\$32.50

Board Approved 4-16-2024

FAC1: General Facilities; Lock& Painting; Carpenter; Electrician or Plumber
Apprentice; Groundskeeper; District Mail Carrier; Warehouse Asst.

FAC2: Facilities Operations; Facilities Operations Grounds; Electrician or Plumber
Journeyman; HVAC II, Warehouse

FAC3: Master Electrician or 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 Chief Operating Officer.

**BENTONVILLE SCHOOL DISTRICT
2024-2025 CLASSIFIED SALARY SCHEDULE
Transportation**

Effective 7/1/2024

PAY CODE	002	002	002	002	002	002	002		
RANGE	1	3	2	4	6	5	5		
HOURS	8	8	8	8	8	8	varies	varies	varies
DAYS	240	240	240	240	230	230	179	hourly	hourly
JOB CLASS						2423			
SALARY SCH	510	510	510	510	510	501	510		

501, 510 Job Title	TRN4	TRN3	TRN2	TRN1	TRN-C	TRN-B	TRN-A	TRN	Field Trip
Step 1	\$26.72	\$24.39	\$21.26	\$19.34	\$20.49	\$18.16	\$16.17	\$11.75	\$15.72
Step 2	\$27.12	\$24.76	\$21.56	\$19.60	\$20.80	\$18.42	\$16.40		
Step 3	\$27.50	\$25.10	\$21.85	\$19.90	\$21.11	\$18.71	\$16.64		
Step 4	\$27.93	\$25.49	\$22.17	\$20.15	\$21.42	\$18.97	\$16.87		
Step 5	\$28.31	\$25.86	\$22.45	\$20.42	\$21.71	\$19.23	\$17.13		
Step 6	\$28.71	\$26.20	\$22.75	\$20.68	\$22.04	\$19.51	\$17.36		
Step 7	\$29.12	\$26.56	\$23.07	\$20.98	\$22.33	\$19.80	\$17.61		
Step 8	\$29.52	\$26.95	\$23.36	\$21.23	\$22.63	\$20.04	\$17.83		
Step 9	\$29.91	\$27.30	\$23.65	\$21.50	\$22.95	\$20.33	\$18.08		
Step 10	\$30.32	\$27.66	\$23.94	\$21.77	\$23.25	\$20.59	\$18.31		
Step 11	\$30.70	\$28.03	\$24.26	\$22.06	\$23.56	\$20.87	\$18.58		
Step 12	\$31.10	\$28.38	\$24.56	\$22.31	\$23.85	\$21.14	\$18.81		
Step 13	\$31.51	\$28.76	\$24.86	\$22.59	\$24.17	\$21.41	\$19.04		
Step 14	\$31.89	\$29.13	\$25.16	\$22.85	\$24.48	\$21.67	\$19.28		
Step 15	\$32.30	\$29.48	\$25.45	\$23.14	\$24.77	\$21.96	\$19.54		
Step 16	\$32.70	\$29.85	\$25.76	\$23.40	\$25.07	\$22.22	\$19.78		
Step 17	\$33.11	\$30.22	\$26.04	\$23.67	\$25.39	\$22.49	\$20.00		
Step 18	\$33.49	\$30.57	\$26.35	\$23.93	\$25.70	\$22.77	\$20.25		
Step 19	\$33.88	\$30.94	\$26.66	\$24.22	\$26.00	\$23.05	\$20.49		
Step 20	\$34.29	\$31.30	\$26.95	\$24.49	\$26.31	\$23.30	\$20.75		
Step 21	\$34.69	\$31.66	\$27.24	\$24.76	\$26.62	\$23.58	\$20.96		
Step 22	\$35.09	\$32.02	\$27.55	\$25.01	\$26.92	\$23.84	\$21.22		
Step 23	\$35.48	\$32.40	\$27.84	\$25.31	\$27.21	\$24.12	\$21.45		
Step 24	\$35.90	\$32.75	\$28.14	\$25.57	\$27.53	\$24.40	\$21.71		
Step 25	\$36.29	\$33.11	\$28.45	\$25.83	\$27.84	\$24.66	\$21.94		

Board Approved 4/16/2024

TRN: Bus Fueler; Bus Washer; Bus Aide Sub; Bus Driver Sub; Bus Driver Trainee

TRN-A: Bus Aide

TRN-B: Dispatcher

TRN-C: System Route Specialist

TRN1: Entry Mechanic; Lube & Oil Service Tech (*uniform and tools provided*)

TRN2: Lead Mechanic (*uniform and tools provided*)

TRN3: Diesel Diagnostic Mechanic (*uniform and tools provided*)

TRN4: Service Shop Manager (*uniform and tools provided*)

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 Chief Operating Officer.

**BENTONVILLE SCHOOL DISTRICT
2024-2025 CLASSIFIED SALARY SCHEDULE
Childcare Enrichment Group A**

Effective 7/1/2024

PAY CODE	002	002	002	002	002	002
RANGE	1	4	2	3	5	6
HOURS	8	8	8	8	8	8
Schedule	521	521	521	521	521	521
DAYS	230/240	230/240	240	230	240	192/230

521 Job Title	CCA6	CCA5	CCA4	CCA3	CCA2	CCA1
Step 1	\$24.65	\$19.91	\$19.39	\$17.93	\$17.18	\$14.06
Step 2	\$25.01	\$20.22	\$19.68	\$18.22	\$17.44	\$14.26
Step 3	\$25.37	\$20.52	\$19.98	\$18.52	\$17.69	\$14.46
Step 4	\$25.74	\$20.81	\$20.27	\$18.80	\$17.95	\$14.68
Step 5	\$26.10	\$21.12	\$20.54	\$19.08	\$18.19	\$14.90
Step 6	\$26.48	\$21.39	\$20.84	\$19.36	\$18.47	\$15.10
Step 7	\$26.85	\$21.71	\$21.14	\$19.66	\$18.71	\$15.31
Step 8	\$27.22	\$21.99	\$21.42	\$19.94	\$18.96	\$15.51
Step 9	\$27.57	\$22.29	\$21.71	\$20.23	\$19.21	\$15.72
Step 10	\$27.95	\$22.59	\$21.98	\$20.51	\$19.47	\$15.93
Step 11	\$28.31	\$22.89	\$22.29	\$20.81	\$19.75	\$16.16
Step 12	\$28.67	\$23.19	\$22.57	\$21.09	\$19.98	\$16.35
Step 13	\$29.05	\$23.49	\$22.87	\$21.37	\$20.25	\$16.56
Step 14	\$29.42	\$23.79	\$23.14	\$21.65	\$20.49	\$16.76
Step 15	\$29.78	\$24.08	\$23.45	\$21.95	\$20.77	\$17.00
Step 16	\$30.15	\$24.38	\$23.72	\$22.22	\$21.01	\$17.21
Step 17	\$30.51	\$24.66	\$24.02	\$22.51	\$21.28	\$17.41
Step 18	\$30.89	\$24.98	\$24.31	\$22.80	\$21.53	\$17.62
Step 19	\$31.25	\$25.27	\$24.61	\$23.09	\$21.79	\$17.83
Step 20	\$31.61	\$25.57	\$24.88	\$23.39	\$22.05	\$18.03
Step 21	\$31.98	\$25.87	\$25.19	\$23.65	\$22.30	\$18.26
Step 22	\$32.33	\$26.17	\$25.46	\$23.95	\$22.55	\$18.47
Step 23	\$32.72	\$26.46	\$25.76	\$24.24	\$22.81	\$18.66
Step 24	\$33.09	\$26.75	\$26.05	\$24.52	\$23.07	\$18.87
Step 25	\$33.46	\$27.04	\$26.34	\$24.79	\$23.34	\$19.08

Board Approved 4/16/2024

CCA1: Cook PreK (230 days/192 days); Floater Kitchen Staff (230 days)

CCA2: Office Assistant; Registrar; Accounts; Food Program Asst

CCA3: Parent Educator ***BA Required**

CCA4: Food Program; Prof Dev Family Coordinator; Team Leader - Adv Club ***CDA Required**

CCA5: Office Manager (240 days); Team Leader - BB/PAT (230 days) ***BA Required**

CCA6: Program Coordinator: Adv Club (240 days) & BB/PAT (230 days)

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 Chief Operating Officer.

**BENTONVILLE SCHOOL DISTRICT
2024-2025 CLASSIFIED SALARY SCHEDULE
Childcare Enrichment Group B**

Effective 7/1/2024

PAY CODE	002	002	002	002/006	002/006	006
RANGE	6	2	7	5	4	10
HOURS	8	8	8	8	8	VARIED
DAYS	192/196	230	192	230	230	VARIED

CCDF OR Excellerate Grant Funded

522 Job Title	CCB5	CCB4	CCB3	CCB2	CCB1	CCB-I
Step 1	\$24.48	\$19.39	\$16.18	\$18.86	\$16.77	\$11.76
Step 2	\$24.84	\$19.68	\$16.41	\$19.11	\$16.95	
Step 3	\$25.20	\$19.98	\$16.65	\$19.35	\$17.13	
Step 4	\$25.57	\$20.27	\$16.89	\$19.61	\$17.31	
Step 5	\$25.93	\$20.54	\$17.14	\$19.85	\$17.48	
Step 6	\$26.30	\$20.84	\$17.38	\$20.10	\$17.67	
Step 7	\$26.65	\$21.14	\$17.62	\$20.35	\$17.85	
Step 8	\$27.03	\$21.42	\$17.85	\$20.59	\$18.03	
Step 9	\$27.38	\$21.71	\$18.10	\$20.85	\$18.21	
Step 10	\$27.77	\$21.98	\$18.33	\$21.09	\$18.38	
Step 11	\$28.13	\$22.29	\$18.59	\$21.34	\$18.57	
Step 12	\$28.47	\$22.57	\$18.82	\$21.58	\$18.74	
Step 13	\$28.85	\$22.87	\$19.07	\$21.83	\$18.92	
Step 14	\$29.21	\$23.14	\$19.30	\$22.09	\$19.11	
Step 15	\$29.58	\$23.45	\$19.55	\$22.33	\$19.28	
Step 16	\$29.95	\$23.72	\$19.79	\$22.58	\$19.47	
Step 17	\$30.33	\$24.02	\$20.03	\$22.82	\$19.64	
Step 18	\$30.66	\$24.31	\$20.26	\$23.07	\$19.82	
Step 19	\$31.04	\$24.61	\$20.50	\$23.33	\$20.01	
Step 20	\$31.42	\$24.88	\$20.76	\$23.57	\$20.18	
Step 21	\$31.76	\$25.19	\$20.99	\$23.82	\$20.36	
Step 22	\$32.14	\$25.46	\$21.23	\$24.06	\$20.54	
Step 23	\$32.51	\$25.76	\$21.46	\$24.31	\$20.72	
Step 24	\$32.85	\$26.05	\$21.72	\$24.55	\$20.89	
Step 25	\$33.23	\$26.34	\$21.97	\$24.81	\$21.08	

Board Approved 4/16/2024

CCB-I: Childcare Intern

CCB1: Cub Club/Floater (230 days); Floater Break (230 days); Adv Club Group Teacher (hourly); Childcare Substitute (230 days)

CCB2: Cub Club Supervisor/Floater (230 days); Lead Teacher - Infant/Toddler (230 days); Site Supervisor - Adv Club (hourly)

CCB3: Instructional Assistant PreK (192 days) ***CDA Required**

CCB4: Site Supervisor: PreK & Infant Toddler (230 days) ***CDA Required**

CCB5: Lead Teacher PreK (192/196 days) ***BA 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 Chief Operating Officer.

**BENTONVILLE SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2024-2025**

Bus Drivers Schedule B (BDB)- Hired After June 1, 2012

Effective 7/1/2024

PAY CODE	002	002	002	002	002
SCHEDULE	512	512	512	512	512
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

512 Job Title	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	\$21.67	\$17,847	\$19,831	\$21,814	\$23,797	\$25,780
Step 2	\$21.97	\$18,095	\$20,105	\$22,116	\$24,127	\$26,137
Step 3	\$22.27	\$18,342	\$20,380	\$22,418	\$24,456	\$26,494
Step 4	\$22.59	\$18,605	\$20,672	\$22,740	\$24,807	\$26,875
Step 5	\$22.90	\$18,860	\$20,956	\$23,052	\$25,148	\$27,243
Step 6	\$23.21	\$19,116	\$21,240	\$23,364	\$25,488	\$27,612
Step 7	\$23.50	\$19,354	\$21,505	\$23,656	\$25,806	\$27,957
Step 8	\$23.82	\$19,618	\$21,798	\$23,978	\$26,158	\$28,338
Step 9	\$24.14	\$19,882	\$22,091	\$24,300	\$26,509	\$28,718
Step 10	\$24.44	\$20,129	\$22,365	\$24,602	\$26,839	\$29,075
Step 11	\$24.76	\$20,392	\$22,658	\$24,924	\$27,190	\$29,456
Step 12	\$25.05	\$20,631	\$22,923	\$25,216	\$27,508	\$29,801
Step 13	\$25.38	\$20,903	\$23,225	\$25,548	\$27,871	\$30,193
Step 14	\$25.68	\$21,150	\$23,500	\$25,850	\$28,200	\$30,550
Step 15	\$25.99	\$21,405	\$23,783	\$26,162	\$28,540	\$30,919
Step 16	\$26.29	\$21,652	\$24,058	\$26,464	\$28,870	\$31,276
Step 17	\$26.60	\$21,907	\$24,342	\$26,776	\$29,210	\$31,645
Step 18	\$26.91	\$22,163	\$24,625	\$27,088	\$29,551	\$32,013
Step 19	\$27.22	\$22,418	\$24,909	\$27,400	\$29,891	\$32,382
Step 20	\$27.53	\$22,673	\$25,193	\$27,712	\$30,231	\$32,751
Step 21	\$27.84	\$22,928	\$25,476	\$28,024	\$30,572	\$33,120
Step 22	\$28.16	\$23,192	\$25,769	\$28,346	\$30,923	\$33,500
Step 23	\$28.47	\$23,447	\$26,053	\$28,658	\$31,264	\$33,869
Step 24	\$28.77	\$23,694	\$26,327	\$28,960	\$31,593	\$34,226
Step 25	\$29.08	\$23,950	\$26,611	\$29,272	\$31,933	\$34,595

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 Chief Operating Officer.

Board Approved 4/16/2024

**BENTONVILLE SCHOOL DISTRICT
CLASSIFIED SALARY SCHEDULE
2024-2025**

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

Effective 7/1/2024

PAY CODE	002	002	002	002	002
SCHEDULE	515	515	515	515	515
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

515 Job Title	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	\$24.54	\$20,213	\$22,459	\$24,705	\$26,950	\$29,196
Step 2	\$24.89	\$20,501	\$22,779	\$25,057	\$27,334	\$29,612
Step 3	\$25.24	\$20,789	\$23,099	\$25,409	\$27,718	\$30,028
Step 4	\$25.62	\$21,102	\$23,447	\$25,792	\$28,135	\$30,480
Step 5	\$25.98	\$21,399	\$23,776	\$26,154	\$28,531	\$30,908
Step 6	\$26.33	\$21,687	\$24,097	\$26,506	\$28,915	\$31,325
Step 7	\$26.70	\$21,983	\$24,426	\$26,869	\$29,310	\$31,753
Step 8	\$27.05	\$22,280	\$24,755	\$27,231	\$29,706	\$32,181
Step 9	\$27.40	\$22,568	\$25,076	\$27,583	\$30,090	\$32,598
Step 10	\$27.78	\$22,881	\$25,423	\$27,966	\$30,507	\$33,050
Step 11	\$28.14	\$23,177	\$25,753	\$28,328	\$30,902	\$33,478
Step 12	\$28.48	\$23,457	\$26,064	\$28,670	\$31,276	\$33,882
Step 13	\$28.85	\$23,762	\$26,402	\$29,043	\$31,682	\$34,322
Step 14	\$29.23	\$24,059	\$26,732	\$29,405	\$32,077	\$34,751
Step 15	\$29.57	\$24,355	\$27,061	\$29,767	\$32,473	\$35,179
Step 16	\$29.94	\$24,660	\$27,400	\$30,140	\$32,879	\$35,619
Step 17	\$30.31	\$24,956	\$27,729	\$30,502	\$33,274	\$36,047
Step 18	\$30.64	\$25,236	\$28,040	\$30,844	\$33,647	\$36,452
Step 19	\$31.01	\$25,541	\$28,379	\$31,217	\$34,054	\$36,892
Step 20	\$31.39	\$25,846	\$28,717	\$31,589	\$34,460	\$37,332
Step 21	\$31.73	\$26,134	\$29,038	\$31,941	\$34,844	\$37,748
Step 22	\$32.10	\$26,439	\$29,376	\$32,314	\$35,251	\$38,188
Step 23	\$32.46	\$26,727	\$29,696	\$32,666	\$35,635	\$38,605
Step 24	\$32.81	\$27,015	\$30,017	\$33,018	\$36,019	\$39,021
Step 25	\$33.18	\$27,336	\$30,374	\$33,411	\$36,447	\$39,485

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 Chief Operating Officer.

Board Approved 4/16/2024