

**BENTONVILLE SCHOOL DISTRICT  
2023-2024 CLASSIFIED SALARY SCHEDULE  
Office Assistant**

Effective 7/1/2023

<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>	1	2	3	4	5	6
<b>HOURS</b>	8	8	8	8	8	8
<b>DAYS</b>	230	230	230	195-230	200-230	183-230
<b>401 Job Title</b>	<b>OA5</b>	<b>OA4</b>	<b>OA3</b>	<b>OA2</b>	<b>OA1</b>	<b>OA</b>
Step 1	\$22.02	\$20.18	\$19.16	\$18.28	\$17.33	\$16.39
Step 2	\$22.35	\$20.50	\$19.47	\$18.57	\$17.59	\$16.65
Step 3	\$22.71	\$20.81	\$19.76	\$18.86	\$17.88	\$16.90
Step 4	\$23.06	\$21.13	\$20.08	\$19.14	\$18.14	\$17.16
Step 5	\$23.40	\$21.44	\$20.35	\$19.44	\$18.40	\$17.40
Step 6	\$23.74	\$21.75	\$20.65	\$19.70	\$18.68	\$17.68
Step 7	\$24.07	\$22.08	\$20.97	\$20.01	\$18.97	\$17.92
Step 8	\$24.43	\$22.39	\$21.27	\$20.28	\$19.21	\$18.17
Step 9	\$24.78	\$22.71	\$21.57	\$20.57	\$19.50	\$18.42
Step 10	\$25.10	\$23.01	\$21.85	\$20.85	\$19.76	\$18.68
Step 11	\$25.45	\$23.33	\$22.17	\$21.14	\$20.04	\$18.96
Step 12	\$25.82	\$23.65	\$22.46	\$21.43	\$20.31	\$19.19
Step 13	\$26.15	\$23.95	\$22.76	\$21.72	\$20.58	\$19.46
Step 14	\$26.49	\$24.28	\$23.07	\$22.00	\$20.84	\$19.70
Step 15	\$26.83	\$24.60	\$23.37	\$22.29	\$21.13	\$19.98
Step 16	\$27.18	\$24.91	\$23.66	\$22.58	\$21.39	\$20.22
Step 17	\$27.52	\$25.22	\$23.95	\$22.84	\$21.66	\$20.49
Step 18	\$27.87	\$25.53	\$24.26	\$23.15	\$21.94	\$20.74
Step 19	\$28.21	\$25.86	\$24.57	\$23.43	\$22.22	\$21.00
Step 20	\$28.55	\$26.17	\$24.87	\$23.72	\$22.47	\$21.26
Step 21	\$28.89	\$26.48	\$25.17	\$24.01	\$22.75	\$21.51
Step 22	\$29.26	\$26.81	\$25.45	\$24.29	\$23.01	\$21.76
Step 23	\$29.56	\$27.13	\$25.76	\$24.58	\$23.29	\$22.02
Step 24	\$29.93	\$27.43	\$26.06	\$24.86	\$23.57	\$22.28
Step 25	\$30.29	\$27.74	\$26.36	\$25.13	\$23.83	\$22.55

**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  
2023-2024 CLASSIFIED SALARY SCHEDULE  
Student Services/Instructional Assistants**

Effective 7/1/2023

<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>2</b>	<b>1</b>	<b>3</b>	<b>1 (423)</b>	<b>2 (423)</b>	<b>3</b>
<b>HOURS</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25</b>	<b>7.25 - 8</b>
<b>DAYS</b>	<b>180</b>	<b>180</b>	<b>180</b>	<b>183</b>	<b>180-183</b>	<b>183-188</b>

<b>402 Job Title</b>	<b>STS3</b>	<b>STS2</b>	<b>STS1</b>	<b>IA3</b>	<b>IA2</b>	<b>IA1</b>
Step 1	\$24.59	\$21.16	\$15.43	\$17.33	\$16.66	\$15.43
Step 2	\$24.96	\$21.48	\$15.66	\$17.59	\$16.92	\$15.66
Step 3	\$25.36	\$21.80	\$15.90	\$17.88	\$17.18	\$15.90
Step 4	\$25.74	\$22.14	\$16.13	\$18.14	\$17.44	\$16.13
Step 5	\$26.12	\$22.47	\$16.39	\$18.40	\$17.71	\$16.39
Step 6	\$26.51	\$22.79	\$16.62	\$18.68	\$17.96	\$16.62
Step 7	\$26.89	\$23.13	\$16.87	\$18.97	\$18.22	\$16.87
Step 8	\$27.26	\$23.46	\$17.09	\$19.21	\$18.47	\$17.09
Step 9	\$27.66	\$23.78	\$17.34	\$19.50	\$18.75	\$17.34
Step 10	\$28.04	\$24.11	\$17.57	\$19.76	\$19.01	\$17.57
Step 11	\$28.41	\$24.45	\$17.84	\$20.04	\$19.24	\$17.84
Step 12	\$28.81	\$24.79	\$18.07	\$20.31	\$19.52	\$18.07
Step 13	\$29.21	\$25.10	\$18.30	\$20.58	\$19.77	\$18.30
Step 14	\$29.56	\$25.44	\$18.54	\$20.84	\$20.05	\$18.54
Step 15	\$29.96	\$25.77	\$18.80	\$21.13	\$20.30	\$18.80
Step 16	\$30.35	\$26.11	\$19.04	\$21.39	\$20.57	\$19.04
Step 17	\$30.74	\$26.43	\$19.26	\$21.66	\$20.82	\$19.26
Step 18	\$31.11	\$26.76	\$19.51	\$21.94	\$21.09	\$19.51
Step 19	\$31.50	\$27.09	\$19.75	\$22.22	\$21.34	\$19.75
Step 20	\$31.89	\$27.41	\$20.01	\$22.47	\$21.61	\$20.01
Step 21	\$32.26	\$27.75	\$20.22	\$22.75	\$21.85	\$20.22
Step 22	\$32.64	\$28.08	\$20.48	\$23.01	\$22.13	\$20.48
Step 23	\$33.03	\$28.41	\$20.71	\$23.29	\$22.38	\$20.71
Step 24	\$33.42	\$28.76	\$20.97	\$23.57	\$22.65	\$20.97
Step 25	\$33.80	\$29.09	\$21.20	\$23.83	\$22.89	\$21.20

**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 - 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 4/18/2023

**BENTONVILLE SCHOOL DISTRICT  
2023-2024 CLASSIFIED SALARY SCHEDULE  
TRPS Staff**

Effective 7/1/2023

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

<b>402 Job Title</b>	<b>TRPS4</b>	<b>TRPS3</b>	<b>TRPS2</b>	<b>TRPS1</b>
Step 1	\$15.71	\$14.38	\$13.85	\$13.42
Step 2	\$15.96	\$14.58	\$14.00	\$13.62
Step 3	\$16.20	\$14.77	\$14.15	\$13.82
Step 4	\$16.45	\$14.97	\$14.31	\$14.04
Step 5	\$16.71	\$15.17	\$14.46	\$14.26
Step 6	\$16.94	\$15.37	\$14.62	\$14.46
Step 7	\$17.19	\$15.57	\$14.78	\$14.67
Step 8	\$17.43	\$15.76	\$14.93	\$14.87
Step 9	\$17.69	\$15.96	\$15.09	\$15.08
Step 10	\$17.93	\$16.16	\$15.24	\$15.29
Step 11	\$18.17	\$16.36	\$15.40	\$15.52
Step 12	\$18.41	\$16.55	\$15.55	\$15.71
Step 13	\$18.66	\$16.75	\$15.71	\$15.92
Step 14	\$18.91	\$16.95	\$15.87	\$16.12
Step 15	\$19.15	\$17.15	\$16.02	\$16.36
Step 16	\$19.40	\$17.35	\$16.18	\$16.57
Step 17	\$19.64	\$17.54	\$16.33	\$16.77
Step 18	\$19.92	\$17.74	\$16.49	\$16.98
Step 19	\$20.14	\$17.95	\$16.65	\$17.19
Step 20	\$20.38	\$18.14	\$16.80	\$17.39
Step 21	\$20.62	\$18.34	\$16.95	\$17.62
Step 22	\$20.86	\$18.53	\$17.10	\$17.83
Step 23	\$21.12	\$18.73	\$17.26	\$18.02
Step 24	\$21.36	\$18.93	\$17.41	\$18.23
Step 25	\$21.62	\$19.13	\$17.57	\$18.44

**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.**

Board Approved 4/18/2023

**BENTONVILLE SCHOOL DISTRICT  
2023-2024 CLASSIFIED SALARY SCHEDULE  
Technology**

Effective 7/1/2023

<b>PAY CODE</b>	<b>001</b>	<b>001</b>	<b>001</b>	<b>001</b>	<b>002</b>		
<b>SCHEDULE</b>	<b>408</b>	<b>408</b>	<b>408</b>	<b>408</b>	<b>409</b>		
<b>RANGE</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>3</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>DAYS</b>	<b>230</b>	<b>230</b>	<b>230</b>	<b>230</b>	<b>188</b>	<b>HOURLY</b>	<b>HOURLY</b>

<b>408 Job Title</b>	<b>TECH4</b>	<b>TECH3</b>	<b>TECH2</b>	<b>TECH1*</b>	<b>TECH</b>	<b>TECH-I</b>	<b>TECH-A</b>
Step 1	\$73,672	\$64,021	\$57,065	\$43,527	\$16.66	\$14.58	\$11.22
Step 2	\$74,825	\$65,023	\$57,956	\$44,208	\$16.92		
Step 3	\$75,976	\$66,023	\$58,848	\$44,888	\$17.18		
Step 4	\$77,126	\$67,023	\$59,739	\$45,568	\$17.44		
Step 5	\$78,276	\$68,024	\$60,632	\$46,248	\$17.71		
Step 6	\$79,428	\$69,025	\$61,524	\$46,928	\$17.96		
Step 7	\$80,580	\$70,025	\$62,414	\$47,609	\$18.22		
Step 8	\$81,731	\$71,026	\$63,306	\$48,288	\$18.47		
Step 9	\$82,883	\$72,024	\$64,198	\$48,969	\$18.75		
Step 10	\$84,033	\$73,025	\$65,090	\$49,649	\$19.01		
Step 11	\$85,183	\$74,026	\$65,981	\$50,330	\$19.24		
Step 12	\$86,336	\$75,027	\$66,875	\$51,009	\$19.52		
Step 13	\$87,487	\$76,026	\$67,767	\$51,690	\$19.77		
Step 14	\$88,637	\$77,026	\$68,657	\$52,370	\$20.05		
Step 15	\$89,788	\$78,028	\$69,547	\$53,051	\$20.30		
Step 16	\$90,940	\$79,027	\$70,440	\$53,729	\$20.57		
Step 17	\$92,092	\$80,028	\$71,332	\$54,411	\$20.82		
Step 18	\$93,243	\$81,028	\$72,224	\$55,089	\$21.09		
Step 19	\$94,393	\$82,027	\$73,114	\$55,770	\$21.34		
Step 20	\$95,544	\$83,030	\$74,008	\$56,450	\$21.61		
Step 21	\$96,695	\$84,030	\$74,898	\$57,131	\$21.85		
Step 22	\$97,846	\$85,029	\$75,789	\$57,810	\$22.13		
Step 23	\$98,998	\$86,031	\$76,682	\$58,491	\$22.38		
Step 24	\$100,150	\$87,030	\$77,574	\$59,170	\$22.65		
Step 25	\$101,301	\$88,031	\$78,466	\$59,852	\$22.89		

**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

**Board Approved 4/18/2023**

**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  
2023-2024 CLASSIFIED SALARY SCHEDULE  
Student Services - Health Services**

Effective 7/1/2023

<b>PAY CODE</b>	<b>001</b>	<b>001</b>	<b>001</b>	<b>002</b>	<b>002</b>
<b>SCHEDULE</b>	<b>403</b>	<b>403</b>	<b>403</b>	<b>404</b>	<b>416</b>
<b>RANGE</b>	<b>1</b>	<b>3</b>	<b>2</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>DAYS</b>	<b>182</b>	<b>189</b>	<b>182</b>	<b>189/180</b>	<b>183</b>
<b>403, 404 416 Job Title</b>	<b>HS5</b>	<b>HS4</b>	<b>HS3</b>	<b>HS2**</b>	<b>HS1</b>
Step 1	\$88,443	\$49,255	\$42,817	\$30.12	\$16.87
Step 2	\$89,826	\$50,024	\$43,486	\$30.59	\$17.08
Step 3	\$91,208	\$50,793	\$44,155	\$31.06	\$17.35
Step 4	\$92,590	\$51,564	\$44,824	\$31.53	\$17.59
Step 5	\$93,972	\$52,334	\$45,494	\$32.00	\$17.84
Step 6	\$95,355	\$53,103	\$46,160	\$32.48	\$18.07
Step 7	\$96,736	\$53,873	\$46,829	\$32.95	\$18.30
Step 8	\$98,116	\$54,643	\$47,499	\$33.42	\$18.54
Step 9	\$99,500	\$55,411	\$48,169	\$33.89	\$18.80
Step 10	\$100,880	\$56,181	\$48,838	\$34.36	\$19.04
Step 11	\$102,262	\$56,951	\$49,507	\$34.83	\$19.26
Step 12	\$103,646	\$57,720	\$50,176	\$35.28	\$19.51
Step 13	\$105,028	\$58,490	\$50,845	\$35.76	\$19.75
Step 14	\$106,408	\$59,261	\$51,514	\$36.23	\$20.01
Step 15	\$107,791	\$60,030	\$52,183	\$36.71	\$20.24
Step 16	\$109,173	\$60,799	\$52,852	\$37.17	\$20.48
Step 17	\$110,553	\$61,569	\$53,521	\$37.65	\$20.71
Step 18	\$111,937	\$62,339	\$54,190	\$38.13	\$20.96
Step 19	\$113,318	\$63,109	\$54,859	\$38.60	\$21.21
Step 20	\$114,701	\$63,878	\$55,529	\$39.06	\$21.43
Step 21	\$116,082	\$64,646	\$56,199	\$39.54	\$21.72
Step 22	\$117,465	\$65,417	\$56,868	\$40.00	\$22.00
Step 23	\$118,845	\$66,188	\$57,537	\$40.48	\$22.28
Step 24	\$120,229	\$66,954	\$58,205	\$40.93	\$22.58
Step 25	\$121,610	\$67,725	\$58,874	\$41.41	\$22.84

**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 4/18/2023**

**BENTONVILLE SCHOOL DISTRICT  
2023-2024 CLASSIFIED SALARY SCHEDULE  
Athletics/High School/TAC**

Effective 7/1/2023

<b>PAY CODE</b>	<b>001</b>	<b>001</b>	<b>002</b>	
<b>SCHEDULE</b>	<b>405</b>	<b>405</b>	<b>406</b>	
<b>RANGE</b>	<b>1</b>	<b>2</b>	<b>1</b>	
<b>HOURS</b>	<b>8</b>	<b>8</b>	<b>8</b>	<b>VARIES</b>
<b>DAYS</b>	<b>220</b>	<b>220</b>	<b>182</b>	<b>HOURLY</b>

<b>405, 406 Job Title</b>	<b>405 ATHL2</b>	<b>405 ATHL1</b>	<b>406 CS1</b>	<b>AC-I</b>
Step 1	\$62,200	\$60,774	\$17.67	\$11.22
Step 2	\$63,172	\$61,723	\$17.90	
Step 3	\$64,144	\$62,673	\$18.15	
Step 4	\$65,116	\$63,623	\$18.39	
Step 5	\$66,089	\$64,573	\$18.65	
Step 6	\$67,059	\$65,522	\$18.89	
Step 7	\$68,031	\$66,471	\$19.14	
Step 8	\$69,003	\$67,422	\$19.39	
Step 9	\$69,975	\$68,372	\$19.63	
Step 10	\$70,947	\$69,319	\$19.89	
Step 11	\$71,919	\$70,271	\$20.13	
Step 12	\$72,891	\$71,219	\$20.38	
Step 13	\$73,862	\$72,169	\$20.62	
Step 14	\$74,834	\$73,120	\$20.87	
Step 15	\$75,807	\$74,069	\$21.12	
Step 16	\$76,779	\$75,016	\$21.36	
Step 17	\$77,749	\$75,970	\$21.62	
Step 18	\$78,722	\$76,916	\$21.85	
Step 19	\$79,694	\$77,867	\$22.12	
Step 20	\$80,665	\$78,817	\$22.35	
Step 21	\$81,639	\$79,765	\$22.61	
Step 22	\$82,610	\$80,716	\$22.84	
Step 23	\$83,581	\$81,665	\$23.11	
Step 24	\$84,552	\$82,615	\$23.34	
Step 25	\$85,526	\$83,565	\$23.59	

**AC-I:** Arts Center Intern

**CS1:** Campus Security

**ATHL1:** Assistant Athletic Trainer

**ATHL2:** Head Athletic Trainer

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Board Approved 4/18/2023

**BENTONVILLE SCHOOL DISTRICT  
2023-2024 CLASSIFIED SALARY SCHEDULE  
Facilities -Maintenance**

Effective 7/1/2023

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

<b>407 Job Title</b>	<b>FAC1</b>	<b>FAC2</b>	<b>FAC3</b>
Step 1	\$18.45	\$20.29	\$23.14
Step 2	\$18.71	\$20.59	\$23.47
Step 3	\$19.01	\$20.88	\$23.81
Step 4	\$19.26	\$21.20	\$24.15
Step 5	\$19.53	\$21.48	\$24.51
Step 6	\$19.79	\$21.78	\$24.86
Step 7	\$20.09	\$22.10	\$25.19
Step 8	\$20.34	\$22.39	\$25.53
Step 9	\$20.61	\$22.68	\$25.89
Step 10	\$20.88	\$22.97	\$26.22
Step 11	\$21.17	\$23.29	\$26.57
Step 12	\$21.42	\$23.59	\$26.91
Step 13	\$21.70	\$23.89	\$27.25
Step 14	\$21.96	\$24.19	\$27.60
Step 15	\$22.25	\$24.48	\$27.95
Step 16	\$22.51	\$24.79	\$28.30
Step 17	\$22.78	\$25.07	\$28.62
Step 18	\$23.04	\$25.38	\$28.98
Step 19	\$23.33	\$25.69	\$29.33
Step 20	\$23.60	\$25.98	\$29.66
Step 21	\$23.87	\$26.27	\$30.00
Step 22	\$24.12	\$26.58	\$30.35
Step 23	\$24.42	\$26.87	\$30.69
Step 24	\$24.68	\$27.17	\$31.04
Step 25	\$24.94	\$27.48	\$31.39

**Board Approved 4-18-2023**

**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  
2023-2024 CLASSIFIED SALARY SCHEDULE  
Transportation**

Effective 7/1/2023

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	410	410	410	410	410	401	410		

401, 410 Job Title	TRN4	TRN3	TRN2	TRN1	TRN-C	TRN-B	TRN-A	TRN	Field Trip
Step 1	\$25.50	\$23.27	\$20.29	\$18.45	\$19.55	\$17.33	\$15.43	\$11.22	\$15.00
Step 2	\$25.90	\$23.64	\$20.59	\$18.71	\$19.86	\$17.59	\$15.66		
Step 3	\$26.28	\$23.98	\$20.88	\$19.01	\$20.17	\$17.88	\$15.90		
Step 4	\$26.71	\$24.37	\$21.20	\$19.26	\$20.48	\$18.14	\$16.13		
Step 5	\$27.09	\$24.74	\$21.48	\$19.53	\$20.77	\$18.40	\$16.39		
Step 6	\$27.49	\$25.08	\$21.78	\$19.79	\$21.10	\$18.68	\$16.62		
Step 7	\$27.90	\$25.44	\$22.10	\$20.09	\$21.39	\$18.97	\$16.87		
Step 8	\$28.30	\$25.83	\$22.39	\$20.34	\$21.69	\$19.21	\$17.09		
Step 9	\$28.69	\$26.18	\$22.68	\$20.61	\$22.01	\$19.50	\$17.34		
Step 10	\$29.10	\$26.54	\$22.97	\$20.88	\$22.31	\$19.76	\$17.57		
Step 11	\$29.48	\$26.91	\$23.29	\$21.17	\$22.62	\$20.04	\$17.84		
Step 12	\$29.88	\$27.26	\$23.59	\$21.42	\$22.91	\$20.31	\$18.07		
Step 13	\$30.29	\$27.64	\$23.89	\$21.70	\$23.23	\$20.58	\$18.30		
Step 14	\$30.67	\$28.01	\$24.19	\$21.96	\$23.54	\$20.84	\$18.54		
Step 15	\$31.08	\$28.36	\$24.48	\$22.25	\$23.83	\$21.13	\$18.80		
Step 16	\$31.48	\$28.73	\$24.79	\$22.51	\$24.13	\$21.39	\$19.04		
Step 17	\$31.89	\$29.10	\$25.07	\$22.78	\$24.45	\$21.66	\$19.26		
Step 18	\$32.27	\$29.45	\$25.38	\$23.04	\$24.76	\$21.94	\$19.51		
Step 19	\$32.66	\$29.82	\$25.69	\$23.33	\$25.06	\$22.22	\$19.75		
Step 20	\$33.07	\$30.18	\$25.98	\$23.60	\$25.37	\$22.47	\$20.01		
Step 21	\$33.47	\$30.54	\$26.27	\$23.87	\$25.68	\$22.75	\$20.22		
Step 22	\$33.87	\$30.90	\$26.58	\$24.12	\$25.98	\$23.01	\$20.48		
Step 23	\$34.26	\$31.28	\$26.87	\$24.42	\$26.27	\$23.29	\$20.71		
Step 24	\$34.68	\$31.63	\$27.17	\$24.68	\$26.59	\$23.57	\$20.97		
Step 25	\$35.07	\$31.99	\$27.48	\$24.94	\$26.90	\$23.83	\$21.20		

Board Approved 4/18/23

**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  
2023-2024 CLASSIFIED SALARY SCHEDULE  
Childcare Enrichment Group A**

Effective 7/1/2023

<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>4</b>	<b>2</b>	<b>3</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>Schedule</b>	<b>421</b>	<b>421</b>	<b>421</b>	<b>421</b>	<b>421</b>	<b>421</b>
<b>DAYS</b>	<b>230/240</b>	<b>230/240</b>	<b>240</b>	<b>230</b>	<b>240</b>	<b>192/230</b>

<b>421 Job Title</b>	<b>CCA6</b>	<b>CCA5</b>	<b>CCA4</b>	<b>CCA3</b>	<b>CCA2</b>	<b>CCA1</b>
Step 1	\$23.52	\$19.00	\$18.50	\$17.11	\$16.39	\$13.42
Step 2	\$23.88	\$19.31	\$18.79	\$17.40	\$16.65	\$13.62
Step 3	\$24.24	\$19.61	\$19.09	\$17.70	\$16.90	\$13.82
Step 4	\$24.61	\$19.90	\$19.38	\$17.98	\$17.16	\$14.04
Step 5	\$24.97	\$20.21	\$19.65	\$18.26	\$17.40	\$14.26
Step 6	\$25.35	\$20.48	\$19.95	\$18.54	\$17.68	\$14.46
Step 7	\$25.72	\$20.80	\$20.25	\$18.84	\$17.92	\$14.67
Step 8	\$26.09	\$21.08	\$20.53	\$19.12	\$18.17	\$14.87
Step 9	\$26.44	\$21.38	\$20.82	\$19.41	\$18.42	\$15.08
Step 10	\$26.82	\$21.68	\$21.09	\$19.69	\$18.68	\$15.29
Step 11	\$27.18	\$21.98	\$21.40	\$19.99	\$18.96	\$15.52
Step 12	\$27.54	\$22.28	\$21.68	\$20.27	\$19.19	\$15.71
Step 13	\$27.92	\$22.58	\$21.98	\$20.55	\$19.46	\$15.92
Step 14	\$28.29	\$22.88	\$22.25	\$20.83	\$19.70	\$16.12
Step 15	\$28.65	\$23.17	\$22.56	\$21.13	\$19.98	\$16.36
Step 16	\$29.02	\$23.47	\$22.83	\$21.40	\$20.22	\$16.57
Step 17	\$29.38	\$23.75	\$23.13	\$21.69	\$20.49	\$16.77
Step 18	\$29.76	\$24.07	\$23.42	\$21.98	\$20.74	\$16.98
Step 19	\$30.12	\$24.36	\$23.72	\$22.27	\$21.00	\$17.19
Step 20	\$30.48	\$24.66	\$23.99	\$22.57	\$21.26	\$17.39
Step 21	\$30.85	\$24.96	\$24.30	\$22.83	\$21.51	\$17.62
Step 22	\$31.20	\$25.26	\$24.57	\$23.13	\$21.76	\$17.83
Step 23	\$31.59	\$25.55	\$24.87	\$23.42	\$22.02	\$18.02
Step 24	\$31.96	\$25.84	\$25.16	\$23.70	\$22.28	\$18.23
Step 25	\$32.33	\$26.13	\$25.45	\$23.97	\$22.55	\$18.44

**Board Approved 4/18/2023**

**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  
2023-2024 CLASSIFIED SALARY SCHEDULE  
Childcare Enrichment Group B**

Effective 7/1/2023

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

CCDF OR Excellerate Grant Funded						
<b>422 Job Title</b>	<b>CCB5</b>	<b>CCB4</b>	<b>CCB3</b>	<b>CCB2</b>	<b>CCB1</b>	<b>CCB-I</b>
Step 1	\$23.36	\$18.50	\$15.44	\$18.00	\$16.00	\$11.22
Step 2	\$23.72	\$18.79	\$15.67	\$18.25	\$16.18	
Step 3	\$24.08	\$19.09	\$15.91	\$18.49	\$16.36	
Step 4	\$24.45	\$19.38	\$16.15	\$18.75	\$16.54	
Step 5	\$24.81	\$19.65	\$16.40	\$18.99	\$16.71	
Step 6	\$25.18	\$19.95	\$16.64	\$19.24	\$16.90	
Step 7	\$25.53	\$20.25	\$16.88	\$19.49	\$17.08	
Step 8	\$25.91	\$20.53	\$17.11	\$19.73	\$17.26	
Step 9	\$26.26	\$20.82	\$17.36	\$19.99	\$17.44	
Step 10	\$26.65	\$21.09	\$17.59	\$20.23	\$17.61	
Step 11	\$27.01	\$21.40	\$17.85	\$20.48	\$17.80	
Step 12	\$27.35	\$21.68	\$18.08	\$20.72	\$17.97	
Step 13	\$27.73	\$21.98	\$18.33	\$20.97	\$18.15	
Step 14	\$28.09	\$22.25	\$18.56	\$21.23	\$18.34	
Step 15	\$28.46	\$22.56	\$18.81	\$21.47	\$18.51	
Step 16	\$28.83	\$22.83	\$19.05	\$21.72	\$18.70	
Step 17	\$29.21	\$23.13	\$19.29	\$21.96	\$18.87	
Step 18	\$29.54	\$23.42	\$19.52	\$22.21	\$19.05	
Step 19	\$29.92	\$23.72	\$19.76	\$22.47	\$19.24	
Step 20	\$30.30	\$23.99	\$20.02	\$22.71	\$19.41	
Step 21	\$30.64	\$24.30	\$20.25	\$22.96	\$19.59	
Step 22	\$31.02	\$24.57	\$20.49	\$23.20	\$19.77	
Step 23	\$31.39	\$24.87	\$20.72	\$23.45	\$19.95	
Step 24	\$31.73	\$25.16	\$20.98	\$23.69	\$20.12	
Step 25	\$32.11	\$25.45	\$21.23	\$23.95	\$20.31	

**Board Approved 4/18/2023**

**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 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  
2023-2024**

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

Effective 7/1/2023

<b>PAY CODE</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>
<b>SCHEDULE</b>	<b>412</b>	<b>412</b>	<b>412</b>	<b>412</b>	<b>412</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>412 Job Title</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	\$20.68	\$17,030	\$18,923	\$20,815	\$22,707	\$24,599
Step 2	\$20.98	\$17,278	\$19,197	\$21,117	\$23,037	\$24,956
Step 3	\$21.28	\$17,525	\$19,472	\$21,419	\$23,366	\$25,313
Step 4	\$21.60	\$17,788	\$19,764	\$21,741	\$23,717	\$25,694
Step 5	\$21.91	\$18,043	\$20,048	\$22,053	\$24,058	\$26,062
Step 6	\$22.22	\$18,299	\$20,332	\$22,365	\$24,398	\$26,431
Step 7	\$22.51	\$18,537	\$20,597	\$22,657	\$24,716	\$26,776
Step 8	\$22.83	\$18,801	\$20,890	\$22,979	\$25,068	\$27,157
Step 9	\$23.15	\$19,065	\$21,183	\$23,301	\$25,419	\$27,537
Step 10	\$23.45	\$19,312	\$21,457	\$23,603	\$25,749	\$27,894
Step 11	\$23.77	\$19,575	\$21,750	\$23,925	\$26,100	\$28,275
Step 12	\$24.06	\$19,814	\$22,015	\$24,217	\$26,418	\$28,620
Step 13	\$24.39	\$20,086	\$22,317	\$24,549	\$26,781	\$29,012
Step 14	\$24.69	\$20,333	\$22,592	\$24,851	\$27,110	\$29,369
Step 15	\$25.00	\$20,588	\$22,875	\$25,163	\$27,450	\$29,738
Step 16	\$25.30	\$20,835	\$23,150	\$25,465	\$27,780	\$30,095
Step 17	\$25.61	\$21,090	\$23,434	\$25,777	\$28,120	\$30,464
Step 18	\$25.92	\$21,346	\$23,717	\$26,089	\$28,461	\$30,832
Step 19	\$26.23	\$21,601	\$24,001	\$26,401	\$28,801	\$31,201
Step 20	\$26.54	\$21,856	\$24,285	\$26,713	\$29,141	\$31,570
Step 21	\$26.85	\$22,111	\$24,568	\$27,025	\$29,482	\$31,939
Step 22	\$27.17	\$22,375	\$24,861	\$27,347	\$29,833	\$32,319
Step 23	\$27.48	\$22,630	\$25,145	\$27,659	\$30,174	\$32,688
Step 24	\$27.78	\$22,877	\$25,419	\$27,961	\$30,503	\$33,045
Step 25	\$28.09	\$23,133	\$25,703	\$28,273	\$30,843	\$33,414

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 4/18/23

**BENTONVILLE SCHOOL DISTRICT  
CLASSIFIED SALARY SCHEDULE  
2023-2024**

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

Effective 7/1/2023

<b>PAY CODE</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>	<b>002</b>
<b>SCHEDULE</b>	<b>415</b>	<b>415</b>	<b>415</b>	<b>415</b>	<b>415</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>415 Job Title</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	\$23.42	\$19,287	\$21,430	\$23,573	\$25,716	\$27,859
Step 2	\$23.77	\$19,575	\$21,750	\$23,925	\$26,100	\$28,275
Step 3	\$24.12	\$19,863	\$22,070	\$24,277	\$26,484	\$28,691
Step 4	\$24.50	\$20,176	\$22,418	\$24,660	\$26,901	\$29,143
Step 5	\$24.86	\$20,473	\$22,747	\$25,022	\$27,297	\$29,571
Step 6	\$25.21	\$20,761	\$23,068	\$25,374	\$27,681	\$29,988
Step 7	\$25.58	\$21,057	\$23,397	\$25,737	\$28,076	\$30,416
Step 8	\$25.93	\$21,354	\$23,726	\$26,099	\$28,472	\$30,844
Step 9	\$26.28	\$21,642	\$24,047	\$26,451	\$28,856	\$31,261
Step 10	\$26.66	\$21,955	\$24,394	\$26,834	\$29,273	\$31,713
Step 11	\$27.02	\$22,251	\$24,724	\$27,196	\$29,668	\$32,141
Step 12	\$27.36	\$22,531	\$25,035	\$27,538	\$30,042	\$32,545
Step 13	\$27.73	\$22,836	\$25,373	\$27,911	\$30,448	\$32,985
Step 14	\$28.11	\$23,133	\$25,703	\$28,273	\$30,843	\$33,414
Step 15	\$28.45	\$23,429	\$26,032	\$28,635	\$31,239	\$33,842
Step 16	\$28.82	\$23,734	\$26,371	\$29,008	\$31,645	\$34,282
Step 17	\$29.19	\$24,030	\$26,700	\$29,370	\$32,040	\$34,710
Step 18	\$29.52	\$24,310	\$27,011	\$29,712	\$32,413	\$35,115
Step 19	\$29.89	\$24,615	\$27,350	\$30,085	\$32,820	\$35,555
Step 20	\$30.27	\$24,920	\$27,688	\$30,457	\$33,226	\$35,995
Step 21	\$30.61	\$25,208	\$28,009	\$30,809	\$33,610	\$36,411
Step 22	\$30.98	\$25,513	\$28,347	\$31,182	\$34,017	\$36,851
Step 23	\$31.34	\$25,801	\$28,667	\$31,534	\$34,401	\$37,268
Step 24	\$31.69	\$26,089	\$28,988	\$31,886	\$34,785	\$37,684
Step 25	\$32.06	\$26,410	\$29,345	\$32,279	\$35,213	\$38,148

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**Board Approved 4/18/2023**