

**BENTONVILLE SCHOOL DISTRICT
2025-2026 CLASSIFIED SALARY SCHEDULE**

Office Assistant

Effective 7/1/2025

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

601 Job Title	OA5	OA4	OA3	OA2	OA1	OA
Step 1	\$23.89	\$21.89	\$20.78	\$19.83	\$18.80	\$17.78
Step 2	\$24.23	\$22.22	\$21.10	\$20.13	\$19.06	\$18.05
Step 3	\$24.60	\$22.54	\$21.40	\$20.43	\$19.36	\$18.31
Step 4	\$24.96	\$22.87	\$21.74	\$20.72	\$19.63	\$18.58
Step 5	\$25.32	\$23.19	\$22.01	\$21.03	\$19.90	\$18.83
Step 6	\$25.67	\$23.52	\$22.32	\$21.30	\$20.19	\$19.12
Step 7	\$26.01	\$23.86	\$22.66	\$21.62	\$20.49	\$19.36
Step 8	\$26.38	\$24.18	\$22.97	\$21.90	\$20.74	\$19.62
Step 9	\$26.74	\$24.51	\$23.28	\$22.20	\$21.04	\$19.88
Step 10	\$27.08	\$24.82	\$23.57	\$22.49	\$21.31	\$20.15
Step 11	\$27.44	\$25.15	\$23.90	\$22.79	\$21.60	\$20.44
Step 12	\$27.82	\$25.48	\$24.20	\$23.09	\$21.88	\$20.68
Step 13	\$28.16	\$25.79	\$24.51	\$23.39	\$22.16	\$20.96
Step 14	\$28.51	\$26.13	\$24.83	\$23.68	\$22.43	\$21.21
Step 15	\$28.87	\$26.46	\$25.14	\$23.98	\$22.73	\$21.50
Step 16	\$29.23	\$26.79	\$25.44	\$24.28	\$23.00	\$21.75
Step 17	\$29.58	\$27.11	\$25.74	\$24.55	\$23.28	\$22.02
Step 18	\$29.94	\$27.43	\$26.06	\$24.87	\$23.57	\$22.28
Step 19	\$30.29	\$27.77	\$26.38	\$25.16	\$23.86	\$22.55
Step 20	\$30.65	\$28.09	\$26.69	\$25.46	\$24.12	\$22.82
Step 21	\$31.00	\$28.41	\$27.00	\$25.76	\$24.41	\$23.08
Step 22	\$31.38	\$28.75	\$27.29	\$26.05	\$24.67	\$23.34
Step 23	\$31.69	\$29.08	\$27.61	\$26.35	\$24.96	\$23.61
Step 24	\$32.07	\$29.39	\$27.92	\$26.64	\$25.25	\$23.88
Step 25	\$32.45	\$29.71	\$28.23	\$26.92	\$25.52	\$24.16

OA 5: District Positions: Office Assistant - Dist Superintendent

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

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, Office Assistant-Dist Sped Receptionist/Records, Office Assistant - Dist Food Service Clerk

OA 1: 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 related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Chief Operating Officer.

Board Approved 4/15/2025

**BENTONVILLE SCHOOL DISTRICT
2025-2026 CLASSIFIED SALARY SCHEDULE
Student Services/Instructional Assistants**

Effective 7/1/2025

PAY CODE	002	002	002	002	002	002	002
RANGE	2(602)	1(602)	3(602)	4(623)	1 (623)	2 (623)	3(602)
HOURS	7.25	7.25	7.25	7.25	7.25	7.25	7.25 - 8
DAYS	180	180	180	183	183	180-183	183-188

602 & 623 Job Title	STS3	STS2	STS1	IA4	IA3	IA2	IA1
Step 1	\$26.67	\$22.96	\$16.74	\$20.14	\$18.80	\$18.07	\$16.74
Step 2	\$27.05	\$23.29	\$16.97	\$20.42	\$19.06	\$18.34	\$16.97
Step 3	\$27.47	\$23.62	\$17.22	\$20.70	\$19.36	\$18.61	\$17.22
Step 4	\$27.86	\$23.97	\$17.46	\$20.98	\$19.63	\$18.88	\$17.46
Step 5	\$28.26	\$24.31	\$17.73	\$21.26	\$19.90	\$19.16	\$17.73
Step 6	\$28.66	\$24.64	\$17.97	\$21.54	\$20.19	\$19.42	\$17.97
Step 7	\$29.05	\$25.00	\$18.23	\$21.82	\$20.49	\$19.69	\$18.23
Step 8	\$29.44	\$25.34	\$18.45	\$22.10	\$20.74	\$19.94	\$18.45
Step 9	\$29.85	\$25.67	\$18.71	\$22.38	\$21.04	\$20.23	\$18.71
Step 10	\$30.24	\$26.01	\$18.95	\$22.66	\$21.31	\$20.50	\$18.95
Step 11	\$30.63	\$26.36	\$19.23	\$22.94	\$21.60	\$20.74	\$19.23
Step 12	\$31.04	\$26.71	\$19.47	\$23.22	\$21.88	\$21.03	\$19.47
Step 13	\$31.45	\$27.03	\$19.71	\$23.49	\$22.16	\$21.29	\$19.71
Step 14	\$31.82	\$27.39	\$19.95	\$23.77	\$22.43	\$21.58	\$19.95
Step 15	\$32.23	\$27.73	\$20.22	\$24.05	\$22.73	\$21.84	\$20.22
Step 16	\$32.63	\$28.08	\$20.47	\$24.33	\$23.00	\$22.12	\$20.47
Step 17	\$33.04	\$28.41	\$20.70	\$24.61	\$23.28	\$22.38	\$20.70
Step 18	\$33.42	\$28.75	\$20.96	\$24.89	\$23.57	\$22.66	\$20.96
Step 19	\$33.82	\$29.09	\$21.21	\$25.17	\$23.86	\$22.91	\$21.21
Step 20	\$34.23	\$29.43	\$21.48	\$25.45	\$24.12	\$23.19	\$21.48
Step 21	\$34.61	\$29.78	\$21.69	\$25.73	\$24.41	\$23.44	\$21.69
Step 22	\$35.00	\$30.12	\$21.96	\$26.01	\$24.67	\$23.73	\$21.96
Step 23	\$35.41	\$30.46	\$22.20	\$26.29	\$24.96	\$23.99	\$22.20
Step 24	\$35.81	\$30.82	\$22.47	\$26.57	\$25.25	\$24.27	\$22.47
Step 25	\$36.20	\$31.16	\$22.71	\$26.85	\$25.52	\$24.52	\$22.71

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 - Kindergarten(183 days); Instructional Assistant - Shelter(183 days); Instructional Assistant - Library(188 days); Instructional Assistant - TRPS Pre K(188 days)

IA2: Instructional Assistant - Early College Experience 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 - ALE (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)

IA4: Instructional Assistant - Behavior Designated Classrooms; Registered Behavior Technicians (183 days)

Up to 7 years of related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Chief Operating Officer.

Board Approved 4/15/2025

**BENTONVILLE SCHOOL DISTRICT
2025-2026 CLASSIFIED SALARY SCHEDULE
TRPS Staff**

Effective 7/1/2025

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

602 Job Title	TRPS4	TRPS3	TRPS2	TRPS1
Step 1	\$17.04	\$15.60	\$15.02	\$14.55
Step 2	\$17.29	\$15.80	\$15.17	\$14.76
Step 3	\$17.54	\$16.00	\$15.33	\$14.97
Step 4	\$17.80	\$16.21	\$15.49	\$15.19
Step 5	\$18.07	\$16.42	\$15.65	\$15.42
Step 6	\$18.31	\$16.62	\$15.81	\$15.63
Step 7	\$18.57	\$16.83	\$15.98	\$15.85
Step 8	\$18.82	\$17.03	\$16.14	\$16.05
Step 9	\$19.09	\$17.23	\$16.30	\$16.27
Step 10	\$19.33	\$17.44	\$16.46	\$16.49
Step 11	\$19.58	\$17.65	\$16.62	\$16.73
Step 12	\$19.83	\$17.84	\$16.78	\$16.92
Step 13	\$20.09	\$18.05	\$16.94	\$17.14
Step 14	\$20.35	\$18.26	\$17.11	\$17.35
Step 15	\$20.60	\$18.46	\$17.26	\$17.60
Step 16	\$20.86	\$18.67	\$17.43	\$17.81
Step 17	\$21.10	\$18.87	\$17.58	\$18.02
Step 18	\$21.39	\$19.08	\$17.75	\$18.24
Step 19	\$21.62	\$19.29	\$17.92	\$18.45
Step 20	\$21.87	\$19.49	\$18.07	\$18.66
Step 21	\$22.12	\$19.70	\$18.23	\$18.90
Step 22	\$22.37	\$19.89	\$18.38	\$19.12
Step 23	\$22.64	\$20.10	\$18.55	\$19.31
Step 24	\$22.88	\$20.31	\$18.70	\$19.53
Step 25	\$23.15	\$20.51	\$18.87	\$19.75

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 related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Chief Operating Officer.

Board Approved 4/15/2025

**BENTONVILLE SCHOOL DISTRICT
2025-2026 CLASSIFIED SALARY SCHEDULE
Technology**

Effective 7/1/2025

PAY CODE	001	001	001	001	001	002		
SCHEDULE	608	608	608	608	609	609	609	609
RANGE	5	2	1	4	5	1	3	4
HOURS	Exempt	Exempt	Exempt	Exempt	8	8	VARIES	VARIES
DAYS	230	230	230	230	230	188	HOURLY	HOURLY

608 & 609 Job Title	TECH5	TECH4	TECH3	TECH2	TECH1*	TECH	TECH-I	TECH-A
Step 1	\$83,603	\$78,838	\$68,849	\$61,650	\$25.67	\$18.07	\$15.81	\$12.17
Step 2	\$84,797	\$80,031	\$69,886	\$62,572	\$26.05	\$18.34		
Step 3	\$85,988	\$81,223	\$70,921	\$63,495	\$26.43	\$18.61		
Step 4	\$87,178	\$82,413	\$71,969	\$64,417	\$26.82	\$18.88		
Step 5	\$88,368	\$83,603	\$72,992	\$65,342	\$27.20	\$19.16		
Step 6	\$89,561	\$84,795	\$74,028	\$66,265	\$27.57	\$19.42		
Step 7	\$90,753	\$85,988	\$75,063	\$67,186	\$27.96	\$19.69		
Step 8	\$91,944	\$87,179	\$76,099	\$68,109	\$28.34	\$19.94		
Step 9	\$93,137	\$88,371	\$77,132	\$69,032	\$28.72	\$20.23		
Step 10	\$94,327	\$89,562	\$78,168	\$69,956	\$29.10	\$20.50		
Step 11	\$95,517	\$90,752	\$79,204	\$70,878	\$29.49	\$20.74		
Step 12	\$96,710	\$91,945	\$80,240	\$71,803	\$29.87	\$21.03		
Step 13	\$97,902	\$93,137	\$81,274	\$72,726	\$30.25	\$21.29		
Step 14	\$99,092	\$94,327	\$82,309	\$73,647	\$30.64	\$21.58		
Step 15	\$100,283	\$95,518	\$83,346	\$74,569	\$31.02	\$21.84		
Step 16	\$101,476	\$96,710	\$84,380	\$75,493	\$31.40	\$22.12		
Step 17	\$102,668	\$97,903	\$85,416	\$76,416	\$31.78	\$22.38		
Step 18	\$103,859	\$99,094	\$86,451	\$77,339	\$32.17	\$22.66		
Step 19	\$105,049	\$100,284	\$87,485	\$78,260	\$32.55	\$22.91		
Step 20	\$106,241	\$101,476	\$88,524	\$79,186	\$32.93	\$23.19		
Step 21	\$107,432	\$102,667	\$89,559	\$80,107	\$33.32	\$23.44		
Step 22	\$108,623	\$103,858	\$90,593	\$81,029	\$33.70	\$23.73		
Step 23	\$109,816	\$105,050	\$91,630	\$81,953	\$34.08	\$23.99		
Step 24	\$111,008	\$106,243	\$92,664	\$82,877	\$34.47	\$24.27		
Step 25	\$112,199	\$107,434	\$93,700	\$83,800	\$34.85	\$24.52		

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;
Registration & Records Specialist

TECH2: System Specialist; Software Support Specialist

TECH3: Database Specialist

TECH4: Technology Specialist

TECH5: Asst Director of Technology

Board Approved 4/15/2025

Up to 7 years of 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
2025-2026 CLASSIFIED SALARY SCHEDULE
Student Services - Health Services**

Effective 7/1/2025

PAY CODE	001	001	001	002	002
SCHEDULE	603	603	603	604	616
RANGE	1	3	2	1	1
HOURS	Exempt	Exempt	Exempt	7.5	7.5
DAYS	182	189	182	189/180	183
603, 604 & 616 Job Title	HS5	HS4	HS3	HS2**	HS1
Step 1	\$94,126	\$53,426	\$46,443	\$32.67	\$18.30
Step 2	\$95,557	\$54,222	\$47,135	\$33.16	\$18.52
Step 3	\$96,988	\$55,017	\$47,827	\$33.65	\$18.80
Step 4	\$98,418	\$55,815	\$48,520	\$34.13	\$19.04
Step 5	\$99,849	\$56,612	\$49,213	\$34.62	\$19.30
Step 6	\$101,280	\$57,408	\$49,903	\$35.12	\$19.54
Step 7	\$102,709	\$58,205	\$50,595	\$35.60	\$19.78
Step 8	\$104,138	\$59,002	\$51,288	\$36.09	\$20.03
Step 9	\$105,570	\$59,797	\$51,982	\$36.58	\$20.30
Step 10	\$106,998	\$60,594	\$52,674	\$37.06	\$20.54
Step 11	\$108,429	\$61,391	\$53,367	\$37.55	\$20.77
Step 12	\$109,861	\$62,187	\$54,059	\$38.02	\$21.03
Step 13	\$111,291	\$62,984	\$54,752	\$38.51	\$21.28
Step 14	\$112,720	\$63,782	\$55,444	\$39.00	\$21.55
Step 15	\$114,151	\$64,578	\$56,136	\$39.50	\$21.79
Step 16	\$115,582	\$65,374	\$56,829	\$39.97	\$22.04
Step 17	\$117,010	\$66,171	\$57,521	\$40.47	\$22.27
Step 18	\$118,442	\$66,968	\$58,214	\$40.97	\$22.53
Step 19	\$119,872	\$67,765	\$58,906	\$41.45	\$22.79
Step 20	\$121,303	\$68,560	\$59,599	\$41.93	\$23.02
Step 21	\$122,732	\$69,355	\$60,293	\$42.42	\$23.32
Step 22	\$124,164	\$70,153	\$60,985	\$42.90	\$23.61
Step 23	\$125,592	\$70,951	\$61,678	\$43.40	\$23.90
Step 24	\$127,025	\$71,744	\$62,369	\$43.86	\$24.21
Step 25	\$128,454	\$72,542	\$63,062	\$44.36	\$24.48

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 related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Chief Operating Officer.

Board Approved 4/15/2025

**BENTONVILLE SCHOOL DISTRICT
2025-2026 CLASSIFIED SALARY SCHEDULE
Athletics/High School/TAC**

Effective 7/1/2025

PAY CODE	001	001	002	
SCHEDULE	605	605	606	
RANGE	1	2	1	
HOURS	Exempt	Exempt	8	VARIES
DAYS	220	220	182	HOURLY

605 & 606 Job Title	605 ATHL2	605 ATHL1	606 CS1	TIMESHEET AC-I
Step 1	\$66,965	\$65,489	\$23.78	\$12.17
Step 2	\$67,971	\$66,471	\$24.04	
Step 3	\$68,977	\$67,454	\$24.30	
Step 4	\$69,983	\$68,437	\$24.56	
Step 5	\$70,990	\$69,421	\$24.82	
Step 6	\$71,994	\$70,403	\$25.08	
Step 7	\$73,000	\$71,385	\$25.34	
Step 8	\$74,006	\$72,369	\$25.60	
Step 9	\$75,012	\$73,353	\$25.85	
Step 10	\$76,018	\$74,333	\$26.11	
Step 11	\$77,024	\$75,318	\$26.37	
Step 12	\$78,030	\$76,299	\$26.63	
Step 13	\$79,035	\$77,282	\$26.89	
Step 14	\$80,041	\$78,267	\$27.15	
Step 15	\$81,048	\$79,249	\$27.41	
Step 16	\$82,054	\$80,229	\$27.67	
Step 17	\$83,058	\$81,216	\$27.92	
Step 18	\$84,065	\$82,196	\$28.18	
Step 19	\$85,071	\$83,180	\$28.44	
Step 20	\$86,076	\$84,163	\$28.70	
Step 21	\$87,084	\$85,144	\$28.96	
Step 22	\$88,089	\$86,129	\$29.22	
Step 23	\$89,094	\$87,111	\$29.48	
Step 24	\$90,099	\$88,094	\$29.74	
Step 25	\$91,107	\$89,077	\$29.99	

AC-I: Arts Center Intern

CS1: Campus Security

ATHL1: Assistant Athletic Trainer

ATHL2: Head Athletic Trainer

Up to 7 years of related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Chief Operating Officer.

Board Approved 4/15/2025

**BENTONVILLE SCHOOL DISTRICT
2025-2026 CLASSIFIED SALARY SCHEDULE
Facilities -Maintenance**

Effective 3/13/2026

PAY CODE	002	002	002
SCHEDULE	607	607	607
RANGE	2	3	4
HOURS	8	8	8
DAYS	240/230	240/235	240

607 Job Title	FAC1	FAC2	FAC3
Step 1	\$22.02	\$27.57	\$30.42
Step 2	\$22.32	\$27.87	\$30.75
Step 3	\$22.66	\$28.18	\$31.09
Step 4	\$22.95	\$28.49	\$31.44
Step 5	\$23.24	\$28.80	\$31.78
Step 6	\$23.54	\$29.12	\$32.13
Step 7	\$23.88	\$29.44	\$32.48
Step 8	\$24.17	\$29.76	\$32.84
Step 9	\$24.48	\$30.09	\$33.20
Step 10	\$24.78	\$30.42	\$33.57
Step 11	\$25.11	\$30.75	\$33.94
Step 12	\$25.40	\$31.09	\$34.31
Step 13	\$25.72	\$31.43	\$34.69
Step 14	\$26.02	\$31.78	\$35.07
Step 15	\$26.35	\$32.13	\$35.45
Step 16	\$26.64	\$32.48	\$35.84
Step 17	\$26.95	\$32.84	\$36.24
Step 18	\$27.25	\$33.20	\$36.64
Step 19	\$27.58	\$33.57	\$37.04
Step 20	\$27.89	\$33.94	\$37.45
Step 21	\$28.19	\$34.31	\$37.86
Step 22	\$28.48	\$34.69	\$38.28
Step 23	\$28.82	\$35.07	\$38.70
Step 24	\$29.11	\$35.45	\$39.12
Step 25	\$29.40	\$35.84	\$39.55

Board Approved 2/17/2026

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 related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Chief Operating Officer.

**BENTONVILLE SCHOOL DISTRICT
2025-2026 CLASSIFIED SALARY SCHEDULE
Transportation**

EFFECTIVE 7/1/2025

PAY CODE	002	002	002	002	002	002	002		
RANGE	1	3	2	4	6	5	5		
SCHEDULE	610	610	610	610	610	601	610	TIMESHEET	TIMESHEET
HOURS	8	8	8	8	8	8	varies	varies	varies
DAYS	240	240	240	240	230	230	179	hourly	hourly
JOB CLASS						2423			

601 & 610 Job Title	TRN4	TRN3	TRN2	TRN1	TRN-C	TRN-B	TRN-A	TRN	Field Trip
Step 1	\$27.66	\$25.24	\$22.00	\$20.02	\$21.21	\$18.80	\$16.74	\$12.16	\$16.27
Step 2	\$28.07	\$25.63	\$22.31	\$20.29	\$21.53	\$19.06	\$16.97		
Step 3	\$28.46	\$25.98	\$22.61	\$20.60	\$21.85	\$19.36	\$17.22		
Step 4	\$28.91	\$26.38	\$22.95	\$20.86	\$22.17	\$19.63	\$17.46		
Step 5	\$29.30	\$26.77	\$23.24	\$21.13	\$22.47	\$19.90	\$17.73		
Step 6	\$29.71	\$27.12	\$23.55	\$21.40	\$22.81	\$20.19	\$17.97		
Step 7	\$30.14	\$27.49	\$23.88	\$21.71	\$23.11	\$20.49	\$18.23		
Step 8	\$30.55	\$27.89	\$24.18	\$21.97	\$23.42	\$20.74	\$18.45		
Step 9	\$30.96	\$28.26	\$24.48	\$22.25	\$23.75	\$21.04	\$18.71		
Step 10	\$31.38	\$28.63	\$24.78	\$22.53	\$24.06	\$21.31	\$18.95		
Step 11	\$31.77	\$29.01	\$25.11	\$22.83	\$24.38	\$21.60	\$19.23		
Step 12	\$32.19	\$29.37	\$25.42	\$23.09	\$24.68	\$21.88	\$19.47		
Step 13	\$32.61	\$29.77	\$25.73	\$23.38	\$25.02	\$22.16	\$19.71		
Step 14	\$33.01	\$30.15	\$26.04	\$23.65	\$25.34	\$22.43	\$19.95		
Step 15	\$33.43	\$30.51	\$26.34	\$23.95	\$25.64	\$22.73	\$20.22		
Step 16	\$33.84	\$30.89	\$26.66	\$24.22	\$25.95	\$23.00	\$20.47		
Step 17	\$34.27	\$31.28	\$26.95	\$24.50	\$26.28	\$23.28	\$20.70		
Step 18	\$34.66	\$31.64	\$27.27	\$24.77	\$26.60	\$23.57	\$20.96		
Step 19	\$35.07	\$32.02	\$27.59	\$25.07	\$26.91	\$23.86	\$21.21		
Step 20	\$35.49	\$32.40	\$27.89	\$25.35	\$27.23	\$24.12	\$21.48		
Step 21	\$35.90	\$32.77	\$28.19	\$25.63	\$27.55	\$24.41	\$21.69		
Step 22	\$36.32	\$33.14	\$28.51	\$25.89	\$27.86	\$24.67	\$21.96		
Step 23	\$36.72	\$33.53	\$28.81	\$26.20	\$28.16	\$24.96	\$22.20		
Step 24	\$37.16	\$33.90	\$29.12	\$26.46	\$28.49	\$25.25	\$22.47		
Step 25	\$37.56	\$34.27	\$29.45	\$26.73	\$28.81	\$25.52	\$22.71		

Board Approved 4/15/2025

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 related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Chief Operating Officer.

**BENTONVILLE SCHOOL DISTRICT
2025-2026 CLASSIFIED SALARY SCHEDULE
Childcare Enrichment Group A**

Effective 7/1/2025

PAY CODE	002	002	002	002	002	002
RANGE	1	4	2	3	5	6
HOURS	8	8	8	8	8	8
Schedule	621	621	621	621	621	621
DAYS	230/240	230/240	240	230	240	192/230

621 Job Title	CCA6	CCA5	CCA4	CCA3	CCA2	CCA1
Step 1	\$25.51	\$20.61	\$20.07	\$18.56	\$17.78	\$14.55
Step 2	\$25.89	\$20.93	\$20.37	\$18.86	\$18.05	\$14.76
Step 3	\$26.26	\$21.24	\$20.68	\$19.17	\$18.31	\$14.97
Step 4	\$26.64	\$21.54	\$20.98	\$19.46	\$18.58	\$15.19
Step 5	\$27.01	\$21.86	\$21.26	\$19.75	\$18.83	\$15.42
Step 6	\$27.41	\$22.14	\$21.57	\$20.04	\$19.12	\$15.63
Step 7	\$27.79	\$22.47	\$21.88	\$20.35	\$19.36	\$15.85
Step 8	\$28.17	\$22.76	\$22.17	\$20.64	\$19.62	\$16.05
Step 9	\$28.53	\$23.07	\$22.47	\$20.94	\$19.88	\$16.27
Step 10	\$28.93	\$23.38	\$22.75	\$21.23	\$20.15	\$16.49
Step 11	\$29.30	\$23.69	\$23.07	\$21.54	\$20.44	\$16.73
Step 12	\$29.67	\$24.00	\$23.36	\$21.83	\$20.68	\$16.92
Step 13	\$30.07	\$24.31	\$23.67	\$22.12	\$20.96	\$17.14
Step 14	\$30.45	\$24.62	\$23.95	\$22.41	\$21.21	\$17.35
Step 15	\$30.82	\$24.92	\$24.27	\$22.72	\$21.50	\$17.60
Step 16	\$31.21	\$25.23	\$24.55	\$23.00	\$21.75	\$17.81
Step 17	\$31.58	\$25.52	\$24.86	\$23.30	\$22.02	\$18.02
Step 18	\$31.97	\$25.85	\$25.16	\$23.60	\$22.28	\$18.24
Step 19	\$32.34	\$26.15	\$25.47	\$23.90	\$22.55	\$18.45
Step 20	\$32.72	\$26.46	\$25.75	\$24.21	\$22.82	\$18.66
Step 21	\$33.10	\$26.78	\$26.07	\$24.48	\$23.08	\$18.90
Step 22	\$33.46	\$27.09	\$26.35	\$24.79	\$23.34	\$19.12
Step 23	\$33.87	\$27.39	\$26.66	\$25.09	\$23.61	\$19.31
Step 24	\$34.25	\$27.69	\$26.96	\$25.38	\$23.88	\$19.53
Step 25	\$34.63	\$27.99	\$27.26	\$25.66	\$24.16	\$19.75

Board Approved 4/15/2025

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 related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Chief Operating Officer.

**BENTONVILLE SCHOOL DISTRICT
2025-2026 CLASSIFIED SALARY SCHEDULE
Childcare Enrichment Group B**

Effective 7/1/2025

PAY CODE	002	002	002	002/006	002/006	006
RANGE	6	2	7	5	4	10
SCHEDULE	622	622	622	622	622	622
HOURS	8	8	8	8	8	VARIED
DAYS	192/196	230	192/196	230	230	VARIED

CCDF OR Excellerate Grant Funded

622 Job Title	CCB5	CCB4	CCB3	CCB2	CCB1	CCB-I
Step 1	\$25.34	\$20.07	\$16.75	\$19.52	\$17.36	\$12.17
Step 2	\$25.71	\$20.37	\$16.98	\$19.78	\$17.54	
Step 3	\$26.08	\$20.68	\$17.23	\$20.03	\$17.73	
Step 4	\$26.46	\$20.98	\$17.48	\$20.30	\$17.92	
Step 5	\$26.84	\$21.26	\$17.74	\$20.54	\$18.09	
Step 6	\$27.22	\$21.57	\$17.99	\$20.80	\$18.29	
Step 7	\$27.58	\$21.88	\$18.24	\$21.06	\$18.47	
Step 8	\$27.98	\$22.17	\$18.47	\$21.31	\$18.66	
Step 9	\$28.34	\$22.47	\$18.73	\$21.58	\$18.85	
Step 10	\$28.74	\$22.75	\$18.97	\$21.83	\$19.02	
Step 11	\$29.11	\$23.07	\$19.24	\$22.09	\$19.22	
Step 12	\$29.47	\$23.36	\$19.48	\$22.34	\$19.40	
Step 13	\$29.86	\$23.67	\$19.74	\$22.59	\$19.58	
Step 14	\$30.23	\$23.95	\$19.98	\$22.86	\$19.78	
Step 15	\$30.62	\$24.27	\$20.23	\$23.11	\$19.95	
Step 16	\$31.00	\$24.55	\$20.48	\$23.37	\$20.15	
Step 17	\$31.39	\$24.86	\$20.73	\$23.62	\$20.33	
Step 18	\$31.73	\$25.16	\$20.97	\$23.88	\$20.51	
Step 19	\$32.13	\$25.47	\$21.22	\$24.15	\$20.71	
Step 20	\$32.52	\$25.75	\$21.49	\$24.39	\$20.89	
Step 21	\$32.87	\$26.07	\$21.72	\$24.65	\$21.07	
Step 22	\$33.26	\$26.35	\$21.97	\$24.90	\$21.26	
Step 23	\$33.65	\$26.66	\$22.21	\$25.16	\$21.45	
Step 24	\$34.00	\$26.96	\$22.48	\$25.41	\$21.62	
Step 25	\$34.39	\$27.26	\$22.74	\$25.68	\$21.82	

Board Approved 4/15/2025

CCB-I: Childcare Intern

CCB1: Cub Club & Excellent Beginnings @ BHS & WW- Floater/Break (230 days); Adv Club Group Teacher (hourly); Excellent Beginnings Substitute (230 days); Excellent Beginnings @ REBES-Floater/Break (196 days)

CCB2: Cub Club Supervisor (230 days); Excellent Beginnings @ BHS & WW- Lead Teacher - Infant/Toddler (230 days); Site Supervisor - Adv Club (hourly); Excellent Beginnings @ REBES- Lead Teacher - Infant/Toddler (196 days)

CCB3: Instructional Assistant PreK-WW (192 days) *CDA Required Instructional Assistant-REBES (196 days)

CCB4: Excellent Beginnings @ BHS & WW-Site Supervisor: PreK & Infant Toddler (230 days) *CDA Required

CCB5: Lead Teacher PreK (192/196 days) *BA Required

Up to 7 years of related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Chief Operating Officer.

**BENTONVILLE SCHOOL DISTRICT
2025-2026 CLASSIFIED SALARY SCHEDULE**

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

Effective 7/1/2025

PAY CODE	002	002	002	002	002
SCHEDULE	612	612	612	612	612
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

612 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	\$22.43	\$18,471	\$20,523	\$22,576	\$24,628	\$26,680
Step 2	\$22.74	\$18,726	\$20,807	\$22,888	\$24,969	\$27,049
Step 3	\$23.05	\$18,982	\$21,091	\$23,200	\$25,309	\$27,418
Step 4	\$23.38	\$19,253	\$21,393	\$23,532	\$25,671	\$27,811
Step 5	\$23.70	\$19,517	\$21,686	\$23,854	\$26,023	\$28,191
Step 6	\$24.02	\$19,780	\$21,978	\$24,176	\$26,374	\$28,572
Step 7	\$24.32	\$20,028	\$22,253	\$24,478	\$26,703	\$28,929
Step 8	\$24.65	\$20,299	\$22,555	\$24,810	\$27,066	\$29,321
Step 9	\$24.98	\$20,571	\$22,857	\$25,142	\$27,428	\$29,714
Step 10	\$25.30	\$20,835	\$23,150	\$25,464	\$27,779	\$30,094
Step 11	\$25.63	\$21,106	\$23,451	\$25,797	\$28,142	\$30,487
Step 12	\$25.93	\$21,353	\$23,726	\$26,099	\$28,471	\$30,844
Step 13	\$26.27	\$21,633	\$24,037	\$26,441	\$28,844	\$31,248
Step 14	\$26.58	\$21,889	\$24,321	\$26,753	\$29,185	\$31,617
Step 15	\$26.90	\$22,152	\$24,614	\$27,075	\$29,536	\$31,998
Step 16	\$27.21	\$22,407	\$24,897	\$27,387	\$29,877	\$32,366
Step 17	\$27.53	\$22,671	\$25,190	\$27,709	\$30,228	\$32,747
Step 18	\$27.85	\$22,934	\$25,483	\$28,031	\$30,579	\$33,128
Step 19	\$28.17	\$23,198	\$25,776	\$28,353	\$30,931	\$33,508
Step 20	\$28.49	\$23,462	\$26,068	\$28,675	\$31,282	\$33,889
Step 21	\$28.81	\$23,725	\$26,361	\$28,997	\$31,633	\$34,269
Step 22	\$29.15	\$24,005	\$26,672	\$29,339	\$32,007	\$34,674
Step 23	\$29.47	\$24,269	\$26,965	\$29,662	\$32,358	\$35,055
Step 24	\$29.78	\$24,524	\$27,249	\$29,974	\$32,698	\$35,423
Step 25	\$30.10	\$24,787	\$27,542	\$30,296	\$33,050	\$35,804

Up to 7 years of related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Chief Operating Officer.

Board Approved 4/15/2025

**BENTONVILLE SCHOOL DISTRICT
2025-2026 CLASSIFIED SALARY SCHEDULE**

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

Effective 7/1/2025

PAY CODE	002	002	002	002	002
SCHEDULE	615	615	615	615	615
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

615 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	\$25.40	\$20,917	\$23,241	\$25,565	\$27,889	\$30,213
Step 2	\$25.76	\$21,213	\$23,570	\$25,927	\$28,284	\$30,642
Step 3	\$26.12	\$21,510	\$23,900	\$26,290	\$28,680	\$31,070
Step 4	\$26.52	\$21,839	\$24,266	\$26,692	\$29,119	\$31,546
Step 5	\$26.89	\$22,144	\$24,604	\$27,065	\$29,525	\$31,986
Step 6	\$27.25	\$22,440	\$24,934	\$27,427	\$29,921	\$32,414
Step 7	\$27.63	\$22,753	\$25,281	\$27,810	\$30,338	\$32,866
Step 8	\$28.00	\$23,058	\$25,620	\$28,182	\$30,744	\$33,306
Step 9	\$28.36	\$23,354	\$25,949	\$28,544	\$31,139	\$33,734
Step 10	\$28.75	\$23,676	\$26,306	\$28,937	\$31,568	\$34,198
Step 11	\$29.12	\$23,980	\$26,645	\$29,309	\$31,974	\$34,638
Step 12	\$29.48	\$24,277	\$26,974	\$29,672	\$32,369	\$35,066
Step 13	\$29.86	\$24,590	\$27,322	\$30,054	\$32,786	\$35,518
Step 14	\$30.25	\$24,911	\$27,679	\$30,447	\$33,215	\$35,982
Step 15	\$30.60	\$25,199	\$27,999	\$30,799	\$33,599	\$36,399
Step 16	\$30.99	\$25,520	\$28,356	\$31,191	\$34,027	\$36,863
Step 17	\$31.37	\$25,833	\$28,704	\$31,574	\$34,444	\$37,315
Step 18	\$31.71	\$26,113	\$29,015	\$31,916	\$34,818	\$37,719
Step 19	\$32.10	\$26,434	\$29,372	\$32,309	\$35,246	\$38,183
Step 20	\$32.49	\$26,756	\$29,728	\$32,701	\$35,674	\$38,647
Step 21	\$32.84	\$27,044	\$30,049	\$33,053	\$36,058	\$39,063
Step 22	\$33.22	\$27,357	\$30,396	\$33,436	\$36,476	\$39,515
Step 23	\$33.60	\$27,670	\$30,744	\$33,818	\$36,893	\$39,967
Step 24	\$33.96	\$27,966	\$31,073	\$34,181	\$37,288	\$40,395
Step 25	\$34.34	\$28,279	\$31,421	\$34,563	\$37,705	\$40,847

Up to 7 years of related experience, verified by previous employer/s, will be credited toward the salary schedule as determined by the Chief Operating Officer.

Board Approved 4/15/2025