

**BENTONVILLE SCHOOL DISTRICT
2026-2027 CLASSIFIED SALARY SCHEDULE**

Office Assistant

Effective 7/1/2026

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

701 Job Title	OA5	OA4	OA3	OA2	OA1	OA
Step 1	\$24.85	\$22.77	\$21.61	\$20.62	\$19.55	\$18.49
Step 2	\$25.20	\$23.11	\$21.94	\$20.94	\$19.82	\$18.77
Step 3	\$25.58	\$23.44	\$22.26	\$21.25	\$20.13	\$19.04
Step 4	\$25.96	\$23.78	\$22.61	\$21.55	\$20.42	\$19.32
Step 5	\$26.33	\$24.12	\$22.89	\$21.87	\$20.70	\$19.58
Step 6	\$26.70	\$24.46	\$23.21	\$22.15	\$21.00	\$19.88
Step 7	\$27.05	\$24.81	\$23.57	\$22.48	\$21.31	\$20.13
Step 8	\$27.44	\$25.15	\$23.89	\$22.78	\$21.57	\$20.40
Step 9	\$27.81	\$25.49	\$24.21	\$23.09	\$21.88	\$20.68
Step 10	\$28.16	\$25.81	\$24.51	\$23.39	\$22.16	\$20.96
Step 11	\$28.54	\$26.16	\$24.86	\$23.70	\$22.46	\$21.26
Step 12	\$28.93	\$26.50	\$25.17	\$24.01	\$22.76	\$21.51
Step 13	\$29.29	\$26.82	\$25.49	\$24.33	\$23.05	\$21.80
Step 14	\$29.65	\$27.18	\$25.82	\$24.63	\$23.33	\$22.06
Step 15	\$30.02	\$27.52	\$26.15	\$24.94	\$23.64	\$22.36
Step 16	\$30.40	\$27.86	\$26.46	\$25.25	\$23.92	\$22.62
Step 17	\$30.76	\$28.19	\$26.77	\$25.53	\$24.21	\$22.90
Step 18	\$31.14	\$28.53	\$27.10	\$25.86	\$24.51	\$23.17
Step 19	\$31.50	\$28.88	\$27.44	\$26.17	\$24.81	\$23.45
Step 20	\$31.88	\$29.21	\$27.76	\$26.48	\$25.08	\$23.73
Step 21	\$32.24	\$29.55	\$28.08	\$26.79	\$25.39	\$24.00
Step 22	\$32.64	\$29.90	\$28.38	\$27.09	\$25.66	\$24.27
Step 23	\$32.96	\$30.24	\$28.71	\$27.40	\$25.96	\$24.55
Step 24	\$33.35	\$30.57	\$29.04	\$27.71	\$26.26	\$24.84
Step 25	\$33.75	\$30.90	\$29.36	\$28.00	\$26.54	\$25.13

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 4/20/2026

**BENTONVILLE SCHOOL DISTRICT
2026-2027 CLASSIFIED SALARY SCHEDULE
Student Services/Instructional Assistants**

Effective 7/1/2026

PAY CODE	002	002	002	002	002	002	002
RANGE	2(702)	1(702)	3(702)	4(723)	1 (723)	2 (723)	3(702)
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

702 & 723 Job Title	STS3	STS2	STS1	IA4	IA3	IA2	IA1
Step 1	\$27.74	\$23.88	\$17.41	\$20.95	\$19.55	\$18.79	\$17.41
Step 2	\$28.13	\$24.22	\$17.65	\$21.24	\$19.82	\$19.07	\$17.65
Step 3	\$28.57	\$24.56	\$17.91	\$21.53	\$20.13	\$19.35	\$17.91
Step 4	\$28.97	\$24.93	\$18.16	\$21.82	\$20.42	\$19.64	\$18.16
Step 5	\$29.39	\$25.28	\$18.44	\$22.11	\$20.70	\$19.93	\$18.44
Step 6	\$29.81	\$25.63	\$18.69	\$22.40	\$21.00	\$20.20	\$18.69
Step 7	\$30.21	\$26.00	\$18.96	\$22.69	\$21.31	\$20.48	\$18.96
Step 8	\$30.62	\$26.35	\$19.19	\$22.98	\$21.57	\$20.74	\$19.19
Step 9	\$31.04	\$26.70	\$19.46	\$23.28	\$21.88	\$21.04	\$19.46
Step 10	\$31.45	\$27.05	\$19.71	\$23.57	\$22.16	\$21.32	\$19.71
Step 11	\$31.86	\$27.41	\$20.00	\$23.86	\$22.46	\$21.57	\$20.00
Step 12	\$32.28	\$27.78	\$20.25	\$24.15	\$22.76	\$21.87	\$20.25
Step 13	\$32.71	\$28.11	\$20.50	\$24.43	\$23.05	\$22.14	\$20.50
Step 14	\$33.09	\$28.49	\$20.75	\$24.72	\$23.33	\$22.44	\$20.75
Step 15	\$33.52	\$28.84	\$21.03	\$25.01	\$23.64	\$22.71	\$21.03
Step 16	\$33.94	\$29.20	\$21.29	\$25.30	\$23.92	\$23.00	\$21.29
Step 17	\$34.36	\$29.55	\$21.53	\$25.59	\$24.21	\$23.28	\$21.53
Step 18	\$34.76	\$29.90	\$21.80	\$25.89	\$24.51	\$23.57	\$21.80
Step 19	\$35.17	\$30.25	\$22.06	\$26.18	\$24.81	\$23.83	\$22.06
Step 20	\$35.60	\$30.61	\$22.34	\$26.47	\$25.08	\$24.12	\$22.34
Step 21	\$35.99	\$30.97	\$22.56	\$26.76	\$25.39	\$24.38	\$22.56
Step 22	\$36.40	\$31.32	\$22.84	\$27.05	\$25.66	\$24.68	\$22.84
Step 23	\$36.83	\$31.68	\$23.09	\$27.34	\$25.96	\$24.95	\$23.09
Step 24	\$37.24	\$32.05	\$23.37	\$27.63	\$26.26	\$25.24	\$23.37
Step 25	\$37.65	\$32.41	\$23.62	\$27.92	\$26.54	\$25.50	\$23.62

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/Nurse Asst.(certificate required for designated specific classrooms, CNA preferred for nurses office)(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 4/20/2026

**BENTONVILLE SCHOOL DISTRICT
2026-2027 CLASSIFIED SALARY SCHEDULE
TRPS Staff**

Effective 7/1/2026

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

702 Job Title	TRPS4	TRPS3	TRPS2	TRPS1
Step 1	\$17.72	\$16.22	\$15.62	\$15.13
Step 2	\$17.98	\$16.43	\$15.78	\$15.35
Step 3	\$18.24	\$16.64	\$15.94	\$15.57
Step 4	\$18.51	\$16.86	\$16.11	\$15.80
Step 5	\$18.79	\$17.08	\$16.28	\$16.04
Step 6	\$19.04	\$17.28	\$16.44	\$16.26
Step 7	\$19.31	\$17.50	\$16.62	\$16.48
Step 8	\$19.57	\$17.71	\$16.79	\$16.69
Step 9	\$19.85	\$17.92	\$16.95	\$16.92
Step 10	\$20.10	\$18.14	\$17.12	\$17.15
Step 11	\$20.36	\$18.36	\$17.28	\$17.40
Step 12	\$20.62	\$18.55	\$17.45	\$17.60
Step 13	\$20.89	\$18.77	\$17.62	\$17.83
Step 14	\$21.16	\$18.99	\$17.79	\$18.04
Step 15	\$21.42	\$19.20	\$17.95	\$18.30
Step 16	\$21.69	\$19.42	\$18.13	\$18.52
Step 17	\$21.94	\$19.62	\$18.28	\$18.74
Step 18	\$22.25	\$19.84	\$18.46	\$18.97
Step 19	\$22.48	\$20.06	\$18.64	\$19.19
Step 20	\$22.74	\$20.27	\$18.79	\$19.41
Step 21	\$23.00	\$20.49	\$18.96	\$19.66
Step 22	\$23.26	\$20.69	\$19.12	\$19.88
Step 23	\$23.55	\$20.90	\$19.29	\$20.08
Step 24	\$23.80	\$21.12	\$19.45	\$20.31
Step 25	\$24.08	\$21.33	\$19.62	\$20.54

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 4/20/2026

**BENTONVILLE SCHOOL DISTRICT
2026-2027 CLASSIFIED SALARY SCHEDULE
Technology**

Effective 7/1/2026

PAY CODE	001	001	001	001	001	002		
SCHEDULE	708	708	708	708	709	709	709	709
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

708 & 709 Job Title	TECH5	TECH4	TECH3	TECH2	TECH1*	TECH	TECH-I	TECH-A
Step 1	\$86,947	\$81,992	\$71,603	\$64,116	\$26.70	\$18.79	\$16.44	\$12.66
Step 2	\$88,189	\$83,232	\$72,681	\$65,075	\$27.09	\$19.07		
Step 3	\$89,428	\$84,472	\$73,758	\$66,035	\$27.49	\$19.35		
Step 4	\$90,665	\$85,710	\$74,848	\$66,994	\$27.89	\$19.64		
Step 5	\$91,903	\$86,947	\$75,912	\$67,956	\$28.29	\$19.93		
Step 6	\$93,143	\$88,187	\$76,989	\$68,916	\$28.67	\$20.20		
Step 7	\$94,383	\$89,428	\$78,066	\$69,873	\$29.08	\$20.48		
Step 8	\$95,622	\$90,666	\$79,143	\$70,833	\$29.47	\$20.74		
Step 9	\$96,862	\$91,906	\$80,217	\$71,793	\$29.87	\$21.04		
Step 10	\$98,100	\$93,144	\$81,295	\$72,754	\$30.26	\$21.32		
Step 11	\$99,338	\$94,382	\$82,372	\$73,713	\$30.67	\$21.57		
Step 12	\$100,578	\$95,623	\$83,450	\$74,675	\$31.06	\$21.87		
Step 13	\$101,818	\$96,862	\$84,525	\$75,635	\$31.46	\$22.14		
Step 14	\$103,056	\$98,100	\$85,601	\$76,593	\$31.87	\$22.44		
Step 15	\$104,294	\$99,339	\$86,680	\$77,552	\$32.26	\$22.71		
Step 16	\$105,535	\$100,578	\$87,755	\$78,513	\$32.66	\$23.00		
Step 17	\$106,775	\$101,819	\$88,833	\$79,473	\$33.05	\$23.28		
Step 18	\$108,013	\$103,058	\$89,909	\$80,433	\$33.46	\$23.57		
Step 19	\$109,251	\$104,295	\$90,984	\$81,390	\$33.85	\$23.83		
Step 20	\$110,491	\$105,535	\$92,065	\$82,353	\$34.25	\$24.12		
Step 21	\$111,729	\$106,774	\$93,141	\$83,311	\$34.65	\$24.38		
Step 22	\$112,968	\$108,012	\$94,217	\$84,270	\$35.05	\$24.68		
Step 23	\$114,209	\$109,252	\$95,295	\$85,231	\$35.44	\$24.95		
Step 24	\$115,448	\$110,493	\$96,371	\$86,192	\$35.85	\$25.24		
Step 25	\$116,687	\$111,731	\$97,448	\$87,152	\$36.24	\$25.50		

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

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.

Board Approved 4/20/2026

**BENTONVILLE SCHOOL DISTRICT
2026-2027 CLASSIFIED SALARY SCHEDULE
Student Services - Health Services**

Effective 7/1/2026

PAY CODE	001	001	001	001	002	002
SCHEDULE	703	703	703	703	704	716
RANGE	4	1	3	2	1	1
HOURS	Exempt	Exempt	Exempt	Exempt	7.5	7.5
DAYS	182	182	189	182	189/180	183

703, 704 & 716 Job Title	PT/OT Schedule B HS6	PT/OT Schedule A HS5	HS4	HS3	HS2**	HS1
Step 1	\$87,606	\$94,126	\$55,563	\$48,301	\$33.98	\$19.03
Step 2	\$88,637	\$95,557	\$56,391	\$49,020	\$34.49	\$19.26
Step 3	\$89,676	\$96,988	\$57,218	\$49,740	\$35.00	\$19.55
Step 4	\$90,764	\$98,418	\$58,048	\$50,461	\$35.50	\$19.80
Step 5	\$91,838	\$99,849	\$58,876	\$51,182	\$36.00	\$20.07
Step 6	\$93,847	\$101,280	\$59,704	\$51,899	\$36.52	\$20.32
Step 7	\$94,987	\$102,709	\$60,533	\$52,619	\$37.02	\$20.57
Step 8	\$96,073	\$104,138	\$61,362	\$53,340	\$37.53	\$20.83
Step 9	\$97,174	\$105,570	\$62,189	\$54,061	\$38.04	\$21.11
Step 10	\$98,321	\$106,998	\$63,018	\$54,781	\$38.54	\$21.36
Step 11	\$100,866	\$108,429	\$63,847	\$55,502	\$39.05	\$21.60
Step 12	\$102,137	\$109,861	\$64,674	\$56,221	\$39.54	\$21.87
Step 13	\$103,328	\$111,291	\$65,503	\$56,942	\$40.05	\$22.13
Step 14	\$104,540	\$112,720	\$66,333	\$57,662	\$40.56	\$22.41
Step 15	\$105,764	\$114,151	\$67,161	\$58,381	\$41.08	\$22.66
Step 16	\$108,171	\$115,582	\$67,989	\$59,102	\$41.57	\$22.92
Step 17	\$109,506	\$117,010	\$68,818	\$59,822	\$42.09	\$23.16
Step 18	\$110,799	\$118,442	\$69,647	\$60,543	\$42.61	\$23.43
Step 19	\$112,095	\$119,872	\$70,476	\$61,262	\$43.11	\$23.70
Step 20	\$113,420	\$121,303	\$71,302	\$61,983	\$43.61	\$23.94
Step 21	\$115,913	\$122,732	\$72,129	\$62,705	\$44.12	\$24.25
Step 22	\$117,351	\$124,164	\$72,959	\$63,424	\$44.62	\$24.55
Step 23	\$118,731	\$125,592	\$73,789	\$64,145	\$45.14	\$24.86
Step 24	\$120,133	\$127,025	\$74,614	\$64,864	\$45.61	\$25.18
Step 25	\$121,558	\$128,454	\$75,444	\$65,584	\$46.13	\$25.46

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 **Hired On or Prior to 3/17/2026**

HS6: Occupational Therapist; Physical Therapist **Hired after 3/17/2026**

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 4/20/2026

**BENTONVILLE SCHOOL DISTRICT
2026-2027 CLASSIFIED SALARY SCHEDULE
Athletics/High School/TAC**

Effective 7/1/2026

PAY CODE	001	001	002	
SCHEDULE	705	705	706	
RANGE	1	2	1	
HOURS	Exempt	Exempt	8	VARIES
DAYS	220	220	182	HOURLY

705 & 706 Job Title	705 ATHL2	705 ATHL1	706 CS1	TIMESHEET AC-I
Step 1	\$69,644	\$68,109	\$24.73	\$12.66
Step 2	\$70,690	\$69,130	\$25.00	
Step 3	\$71,736	\$70,152	\$25.27	
Step 4	\$72,782	\$71,174	\$25.54	
Step 5	\$73,830	\$72,198	\$25.81	
Step 6	\$74,874	\$73,219	\$26.08	
Step 7	\$75,920	\$74,240	\$26.35	
Step 8	\$76,966	\$75,264	\$26.62	
Step 9	\$78,012	\$76,287	\$26.88	
Step 10	\$79,059	\$77,306	\$27.15	
Step 11	\$80,105	\$78,331	\$27.42	
Step 12	\$81,151	\$79,351	\$27.70	
Step 13	\$82,196	\$80,373	\$27.97	
Step 14	\$83,243	\$81,398	\$28.24	
Step 15	\$84,290	\$82,419	\$28.51	
Step 16	\$85,336	\$83,438	\$28.78	
Step 17	\$86,380	\$84,465	\$29.04	
Step 18	\$87,428	\$85,484	\$29.31	
Step 19	\$88,474	\$86,507	\$29.58	
Step 20	\$89,519	\$87,530	\$29.85	
Step 21	\$90,567	\$88,550	\$30.12	
Step 22	\$91,613	\$89,574	\$30.39	
Step 23	\$92,658	\$90,595	\$30.66	
Step 24	\$93,703	\$91,618	\$30.93	
Step 25	\$94,751	\$92,640	\$31.19	

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 4/20/2026

**BENTONVILLE SCHOOL DISTRICT
2026-2027 CLASSIFIED SALARY SCHEDULE
Facilities -Maintenance**

Effective 7/1/2026

PAY CODE	002	002	002
SCHEDULE	707	707	707
RANGE	2	3	4
HOURS	8	8	8
DAYS	240/230	240/235	240

707 Job Title	FAC1	FAC2	FAC3
Step 1	\$22.90	\$28.67	\$31.64
Step 2	\$23.21	\$28.98	\$31.98
Step 3	\$23.57	\$29.31	\$32.33
Step 4	\$23.87	\$29.63	\$32.70
Step 5	\$24.17	\$29.95	\$33.05
Step 6	\$24.48	\$30.28	\$33.42
Step 7	\$24.84	\$30.62	\$33.78
Step 8	\$25.14	\$30.95	\$34.15
Step 9	\$25.46	\$31.29	\$34.53
Step 10	\$25.77	\$31.64	\$34.91
Step 11	\$26.11	\$31.98	\$35.30
Step 12	\$26.42	\$32.33	\$35.68
Step 13	\$26.75	\$32.69	\$36.08
Step 14	\$27.06	\$33.05	\$36.47
Step 15	\$27.40	\$33.42	\$36.87
Step 16	\$27.71	\$33.78	\$37.27
Step 17	\$28.03	\$34.15	\$37.69
Step 18	\$28.34	\$34.53	\$38.11
Step 19	\$28.68	\$34.91	\$38.52
Step 20	\$29.01	\$35.30	\$38.95
Step 21	\$29.32	\$35.68	\$39.37
Step 22	\$29.62	\$36.08	\$39.81
Step 23	\$29.97	\$36.47	\$40.25
Step 24	\$30.27	\$36.87	\$40.68
Step 25	\$30.58	\$37.27	\$41.13

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.

Board Approved 4/20/2026

**BENTONVILLE SCHOOL DISTRICT
2026-2027 CLASSIFIED SALARY SCHEDULE
Transportation**

EFFECTIVE 7/1/2026

PAY CODE	002	002	002	002	002	002	002		
RANGE	1	3	2	4	6	5	5		
SCHEDULE	710	710	710	710	710	701	710	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			

701 & 710 Job Title	TRN4	TRN3	TRN2	TRN1	TRN-C	TRN-B	TRN-A	TRN	Field Trip
Step 1	\$28.77	\$26.25	\$22.88	\$20.82	\$22.06	\$19.55	\$17.41	\$12.65	\$16.92
Step 2	\$29.19	\$26.66	\$23.20	\$21.10	\$22.39	\$19.82	\$17.65		
Step 3	\$29.60	\$27.02	\$23.51	\$21.42	\$22.72	\$20.13	\$17.91		
Step 4	\$30.07	\$27.44	\$23.87	\$21.69	\$23.06	\$20.42	\$18.16		
Step 5	\$30.47	\$27.84	\$24.17	\$21.98	\$23.37	\$20.70	\$18.44		
Step 6	\$30.90	\$28.20	\$24.49	\$22.26	\$23.72	\$21.00	\$18.69		
Step 7	\$31.35	\$28.59	\$24.84	\$22.58	\$24.03	\$21.31	\$18.96		
Step 8	\$31.77	\$29.01	\$25.15	\$22.85	\$24.36	\$21.57	\$19.19		
Step 9	\$32.20	\$29.39	\$25.46	\$23.14	\$24.70	\$21.88	\$19.46		
Step 10	\$32.64	\$29.78	\$25.77	\$23.43	\$25.02	\$22.16	\$19.71		
Step 11	\$33.04	\$30.17	\$26.11	\$23.74	\$25.36	\$22.46	\$20.00		
Step 12	\$33.48	\$30.54	\$26.44	\$24.01	\$25.67	\$22.76	\$20.25		
Step 13	\$33.91	\$30.96	\$26.76	\$24.32	\$26.02	\$23.05	\$20.50		
Step 14	\$34.33	\$31.36	\$27.08	\$24.60	\$26.35	\$23.33	\$20.75		
Step 15	\$34.77	\$31.73	\$27.39	\$24.91	\$26.67	\$23.64	\$21.03		
Step 16	\$35.19	\$32.13	\$27.73	\$25.19	\$26.99	\$23.92	\$21.29		
Step 17	\$35.64	\$32.53	\$28.03	\$25.48	\$27.33	\$24.21	\$21.53		
Step 18	\$36.05	\$32.91	\$28.36	\$25.76	\$27.66	\$24.51	\$21.80		
Step 19	\$36.47	\$33.30	\$28.69	\$26.07	\$27.99	\$24.81	\$22.06		
Step 20	\$36.91	\$33.70	\$29.01	\$26.36	\$28.32	\$25.08	\$22.34		
Step 21	\$37.34	\$34.08	\$29.32	\$26.66	\$28.65	\$25.39	\$22.56		
Step 22	\$37.77	\$34.47	\$29.65	\$26.93	\$28.97	\$25.66	\$22.84		
Step 23	\$38.19	\$34.87	\$29.96	\$27.25	\$29.29	\$25.96	\$23.09		
Step 24	\$38.65	\$35.26	\$30.28	\$27.52	\$29.63	\$26.26	\$23.37		
Step 25	\$39.06	\$35.64	\$30.63	\$27.80	\$29.96	\$26.54	\$23.62		

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.

Board Approved 4/20/2026

**BENTONVILLE SCHOOL DISTRICT
2026-2027 CLASSIFIED SALARY SCHEDULE
Childcare Enrichment Group A**

Effective 7/1/2026

PAY CODE	002	002	002	002	002	002
RANGE	1	4	2	3	5	6
HOURS	8	8	8	8	8	8
Schedule	721	721	721	721	721	721
DAYS	230/240	230/240	240	230	240	192/230

721 Job Title	CCA6	CCA5	CCA4	CCA3	CCA2	CCA1
Step 1	\$26.53	\$21.43	\$20.87	\$19.30	\$18.49	\$15.13
Step 2	\$26.93	\$21.77	\$21.18	\$19.61	\$18.77	\$15.35
Step 3	\$27.31	\$22.09	\$21.51	\$19.94	\$19.04	\$15.57
Step 4	\$27.71	\$22.40	\$21.82	\$20.24	\$19.32	\$15.80
Step 5	\$28.09	\$22.73	\$22.11	\$20.54	\$19.58	\$16.04
Step 6	\$28.51	\$23.03	\$22.43	\$20.84	\$19.88	\$16.26
Step 7	\$28.90	\$23.37	\$22.76	\$21.16	\$20.13	\$16.48
Step 8	\$29.30	\$23.67	\$23.06	\$21.47	\$20.40	\$16.69
Step 9	\$29.67	\$23.99	\$23.37	\$21.78	\$20.68	\$16.92
Step 10	\$30.09	\$24.32	\$23.66	\$22.08	\$20.96	\$17.15
Step 11	\$30.47	\$24.64	\$23.99	\$22.40	\$21.26	\$17.40
Step 12	\$30.86	\$24.96	\$24.29	\$22.70	\$21.51	\$17.60
Step 13	\$31.27	\$25.28	\$24.62	\$23.00	\$21.80	\$17.83
Step 14	\$31.67	\$25.60	\$24.91	\$23.31	\$22.06	\$18.04
Step 15	\$32.05	\$25.92	\$25.24	\$23.63	\$22.36	\$18.30
Step 16	\$32.46	\$26.24	\$25.53	\$23.92	\$22.62	\$18.52
Step 17	\$32.84	\$26.54	\$25.85	\$24.23	\$22.90	\$18.74
Step 18	\$33.25	\$26.88	\$26.17	\$24.54	\$23.17	\$18.97
Step 19	\$33.63	\$27.20	\$26.49	\$24.86	\$23.45	\$19.19
Step 20	\$34.03	\$27.52	\$26.78	\$25.18	\$23.73	\$19.41
Step 21	\$34.42	\$27.85	\$27.11	\$25.46	\$24.00	\$19.66
Step 22	\$34.80	\$28.17	\$27.40	\$25.78	\$24.27	\$19.88
Step 23	\$35.22	\$28.49	\$27.73	\$26.09	\$24.55	\$20.08
Step 24	\$35.62	\$28.80	\$28.04	\$26.40	\$24.84	\$20.31
Step 25	\$36.02	\$29.11	\$28.35	\$26.69	\$25.13	\$20.54

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.

Board Approved 4/20/2026

**BENTONVILLE SCHOOL DISTRICT
2026-2027 CLASSIFIED SALARY SCHEDULE
Childcare Enrichment Group B**

Effective 7/1/2026

PAY CODE	002	002	002	002/006	002/006	006
RANGE	6	2	7	5	4	10
SCHEDULE	722	722	722	722	722	722
HOURS	8	8	8	8	8	VARIED
DAYS	192/196	230	192/196	230	230	VARIED

CCDF OR Excellerate Grant Funded

722 Job Title	CCB5	CCB4	CCB3	CCB2	CCB1	CCB-I
Step 1	\$26.35	\$20.87	\$17.42	\$20.30	\$18.05	\$12.66
Step 2	\$26.74	\$21.18	\$17.66	\$20.57	\$18.24	
Step 3	\$27.12	\$21.51	\$17.92	\$20.83	\$18.44	
Step 4	\$27.52	\$21.82	\$18.18	\$21.11	\$18.64	
Step 5	\$27.91	\$22.11	\$18.45	\$21.36	\$18.81	
Step 6	\$28.31	\$22.43	\$18.71	\$21.63	\$19.02	
Step 7	\$28.68	\$22.76	\$18.97	\$21.90	\$19.21	
Step 8	\$29.10	\$23.06	\$19.21	\$22.16	\$19.41	
Step 9	\$29.47	\$23.37	\$19.48	\$22.44	\$19.60	
Step 10	\$29.89	\$23.66	\$19.73	\$22.70	\$19.78	
Step 11	\$30.27	\$23.99	\$20.01	\$22.97	\$19.99	
Step 12	\$30.65	\$24.29	\$20.26	\$23.23	\$20.18	
Step 13	\$31.05	\$24.62	\$20.53	\$23.49	\$20.36	
Step 14	\$31.44	\$24.91	\$20.78	\$23.77	\$20.57	
Step 15	\$31.84	\$25.24	\$21.04	\$24.03	\$20.75	
Step 16	\$32.24	\$25.53	\$21.30	\$24.30	\$20.96	
Step 17	\$32.65	\$25.85	\$21.56	\$24.56	\$21.14	
Step 18	\$33.00	\$26.17	\$21.81	\$24.84	\$21.33	
Step 19	\$33.42	\$26.49	\$22.07	\$25.12	\$21.54	
Step 20	\$33.82	\$26.78	\$22.35	\$25.37	\$21.73	
Step 21	\$34.18	\$27.11	\$22.59	\$25.64	\$21.91	
Step 22	\$34.59	\$27.40	\$22.85	\$25.90	\$22.11	
Step 23	\$35.00	\$27.73	\$23.10	\$26.17	\$22.31	
Step 24	\$35.36	\$28.04	\$23.38	\$26.43	\$22.48	
Step 25	\$35.77	\$28.35	\$23.65	\$26.71	\$22.69	

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.

Board Approved 4/20/2026

**BENTONVILLE SCHOOL DISTRICT
2026-2027 CLASSIFIED SALARY SCHEDULE**

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

Effective 7/1/2026

PAY CODE	002	002	002	002	002
SCHEDULE	712	712	712	712	712
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

712 & 713 Job Title	713 R-2 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	\$23.33	\$19,212	\$21,347	\$23,482	\$25,616	\$27,751
Step 2	\$23.65	\$19,476	\$21,640	\$23,804	\$25,968	\$28,132
Step 3	\$23.97	\$19,739	\$21,933	\$24,126	\$26,319	\$28,512
Step 4	\$24.32	\$20,028	\$22,253	\$24,478	\$26,703	\$28,929
Step 5	\$24.65	\$20,299	\$22,555	\$24,810	\$27,066	\$29,321
Step 6	\$24.98	\$20,571	\$22,857	\$25,142	\$27,428	\$29,714
Step 7	\$25.29	\$20,826	\$23,140	\$25,454	\$27,768	\$30,082
Step 8	\$25.64	\$21,115	\$23,461	\$25,807	\$28,153	\$30,499
Step 9	\$25.98	\$21,395	\$23,772	\$26,149	\$28,526	\$30,903
Step 10	\$26.31	\$21,666	\$24,074	\$26,481	\$28,888	\$31,296
Step 11	\$26.66	\$21,955	\$24,394	\$26,833	\$29,273	\$31,712
Step 12	\$26.97	\$22,210	\$24,678	\$27,145	\$29,613	\$32,081
Step 13	\$27.32	\$22,498	\$24,998	\$27,498	\$29,997	\$32,497
Step 14	\$27.64	\$22,762	\$25,291	\$27,820	\$30,349	\$32,878
Step 15	\$27.98	\$23,042	\$25,602	\$28,162	\$30,722	\$33,282
Step 16	\$28.30	\$23,305	\$25,895	\$28,484	\$31,073	\$33,663
Step 17	\$28.63	\$23,577	\$26,196	\$28,816	\$31,436	\$34,055
Step 18	\$28.96	\$23,849	\$26,498	\$29,148	\$31,798	\$34,448
Step 19	\$29.30	\$24,129	\$26,810	\$29,490	\$32,171	\$34,852
Step 20	\$29.63	\$24,400	\$27,111	\$29,823	\$32,534	\$35,245
Step 21	\$29.96	\$24,672	\$27,413	\$30,155	\$32,896	\$35,637
Step 22	\$30.32	\$24,969	\$27,743	\$30,517	\$33,291	\$36,066
Step 23	\$30.65	\$25,240	\$28,045	\$30,849	\$33,654	\$36,458
Step 24	\$30.97	\$25,504	\$28,338	\$31,171	\$34,005	\$36,839
Step 25	\$31.30	\$25,776	\$28,640	\$31,503	\$34,367	\$37,231

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 4/20/2026

**BENTONVILLE SCHOOL DISTRICT
2026-2027 CLASSIFIED SALARY SCHEDULE**

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

Effective 7/1/2026

PAY CODE	002	002	002	002	002
SCHEDULE	715	715	715	715	715
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

715 Job Title	713 R-1 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	\$26.42	\$21,757	\$24,174	\$26,592	\$29,009	\$31,427
Step 2	\$26.79	\$22,062	\$24,513	\$26,964	\$29,415	\$31,867
Step 3	\$27.16	\$22,366	\$24,851	\$27,337	\$29,822	\$32,307
Step 4	\$27.58	\$22,712	\$25,236	\$27,759	\$30,283	\$32,806
Step 5	\$27.97	\$23,033	\$25,593	\$28,152	\$30,711	\$33,270
Step 6	\$28.34	\$23,338	\$25,931	\$28,524	\$31,117	\$33,710
Step 7	\$28.74	\$23,667	\$26,297	\$28,927	\$31,557	\$34,186
Step 8	\$29.12	\$23,980	\$26,645	\$29,309	\$31,974	\$34,638
Step 9	\$29.49	\$24,285	\$26,983	\$29,682	\$32,380	\$35,078
Step 10	\$29.90	\$24,623	\$27,359	\$30,094	\$32,830	\$35,566
Step 11	\$30.28	\$24,936	\$27,706	\$30,477	\$33,247	\$36,018
Step 12	\$30.66	\$25,249	\$28,054	\$30,859	\$33,665	\$36,470
Step 13	\$31.05	\$25,570	\$28,411	\$31,252	\$34,093	\$36,934
Step 14	\$31.46	\$25,907	\$28,786	\$31,664	\$34,543	\$37,422
Step 15	\$31.82	\$26,204	\$29,115	\$32,027	\$34,938	\$37,850
Step 16	\$32.23	\$26,541	\$29,490	\$32,439	\$35,389	\$38,338
Step 17	\$32.62	\$26,863	\$29,847	\$32,832	\$35,817	\$38,801
Step 18	\$32.98	\$27,159	\$30,177	\$33,194	\$36,212	\$39,230
Step 19	\$33.38	\$27,488	\$30,543	\$33,597	\$36,651	\$39,706
Step 20	\$33.79	\$27,826	\$27,820	\$34,010	\$37,101	\$40,193
Step 21	\$34.15	\$28,123	\$31,247	\$34,372	\$37,497	\$40,621
Step 22	\$34.55	\$28,452	\$31,613	\$34,775	\$37,936	\$41,097
Step 23	\$34.94	\$28,773	\$31,970	\$35,167	\$38,364	\$41,561
Step 24	\$35.32	\$29,086	\$32,318	\$35,550	\$38,781	\$42,013
Step 25	\$35.71	\$29,407	\$32,675	\$35,942	\$39,210	\$42,477

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 4/20/2026