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; Office Assistant - CTE; 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 - CTE; 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)

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); Instructional Assistant - ISSC (180 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	002
RANGE	4	7	5	4	5
Schedule		722	722	722	
HOURS	8	8	8	8	8
DAYS	183	188	183	183	183

702 Job Title	TRPS4	CCB3	CCB2	CCB1	TRPS1
Step 1	$17.72	$17.42	$20.30	$18.05	$15.13
Step 2	$17.98	$17.66	$20.57	$18.24	$15.35
Step 3	$18.24	$17.92	$20.83	$18.44	$15.57
Step 4	$18.51	$18.18	$21.11	$18.64	$15.80
Step 5	$18.79	$18.45	$21.36	$18.81	$16.04
Step 6	$19.04	$18.71	$21.63	$19.02	$16.26
Step 7	$19.31	$18.97	$21.90	$19.21	$16.48
Step 8	$19.57	$19.21	$22.16	$19.41	$16.69
Step 9	$19.85	$19.48	$22.44	$19.60	$16.92
Step 10	$20.10	$19.73	$22.70	$19.78	$17.15
Step 11	$20.36	$20.01	$22.97	$19.99	$17.40
Step 12	$20.62	$20.26	$23.23	$20.18	$17.60
Step 13	$20.89	$20.53	$23.49	$20.36	$17.83
Step 14	$21.16	$20.78	$23.77	$20.57	$18.04
Step 15	$21.42	$21.04	$24.03	$20.75	$18.30
Step 16	$21.69	$21.30	$24.30	$20.96	$18.52
Step 17	$21.94	$21.56	$24.56	$21.14	$18.74
Step 18	$22.25	$21.81	$24.84	$21.33	$18.97
Step 19	$22.48	$22.07	$25.12	$21.54	$19.19
Step 20	$22.74	$22.35	$25.37	$21.73	$19.41
Step 21	$23.00	$22.59	$25.64	$21.91	$19.66
Step 22	$23.26	$22.85	$25.90	$22.11	$19.88
Step 23	$23.55	$23.10	$26.17	$22.31	$20.08
Step 24	$23.80	$23.38	$26.43	$22.48	$20.31
Step 25	$24.08	$23.65	$26.71	$22.69	$20.54

TRPS1: Food Program Assistant

CCB1: Floater/Break; Floater Break/After School

CCB2: Floater Break/After School Supervisor

CCB3: Instr. Asst (188 Days)

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: 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)

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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	002/006	002/006	006
RANGE	6	7	5	4	10
SCHEDULE	722	722	722	722	722
HOURS	8	8	8	8	VARIED
DAYS	192/196	188/196	196/230	183-230	VARIED

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

CCB-I: Childcare Intern
CCB1: Cub Club - Floater/Break (230 days); Excellent Beginnings Infant & Toddler Floater/Break @ WW (196 Days); Excellent Beginnings Floater/Break @ REBES (196 days); Adv Club Group Teacher (hourly); Excellent Beginnings Floater/Break @ TRPS (183 days)
CCB2: Cub Club Supervisor (230 days); Excellent Beginnings - Infant/Toddler Teacher (196 days)**;** Site Supervisor - Adv Club (hourly
CCB3: Instructional Assistant PreK-WW (188 days) ***CDA Required** Instructional Assistant-REBES (196 days) ***CDA Required**
CCB5: PreK Teacher @ WW & TRPS (192 Days) PreK Teacher @ REBES (196 days) ***BA Required**

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Board Approved 4/20/2026

BENTONVILLE SCHOOL DISTRICT

2026-2027 CLASSIFIED SALARY SCHEDULE

Bus Drivers Schedule

Effective 7/1/2026

PAY CODE	002	002	002	002	002	002
SCHEDULE	715	715	715	715	715	710
RANGE	1	2	3	4	5	6
HOURS	3.5-4.5	4.51-5.0	5.01-5.5	5.51-6.0	6.01-6.5	varies
DAYS	183	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	Non-CDL Route TRN-C
Step 1	$26.42	$21,757	$24,174	$26,592	$29,009	$31,427	$22.06
Step 2	$26.79	$22,062	$24,513	$26,964	$29,415	$31,867	$22.39
Step 3	$27.16	$22,366	$24,851	$27,337	$29,822	$32,307	$22.72
Step 4	$27.58	$22,712	$25,236	$27,759	$30,283	$32,806	$23.06
Step 5	$27.97	$23,033	$25,593	$28,152	$30,711	$33,270	$23.37
Step 6	$28.34	$23,338	$25,931	$28,524	$31,117	$33,710	$23.72
Step 7	$28.74	$23,667	$26,297	$28,927	$31,557	$34,186	$24.03
Step 8	$29.12	$23,980	$26,645	$29,309	$31,974	$34,638	$24.36
Step 9	$29.49	$24,285	$26,983	$29,682	$32,380	$35,078	$24.70
Step 10	$29.90	$24,623	$27,359	$30,094	$32,830	$35,566	$25.02
Step 11	$30.28	$24,936	$27,706	$30,477	$33,247	$36,018	$25.36
Step 12	$30.66	$25,249	$28,054	$30,859	$33,665	$36,470	$25.67
Step 13	$31.05	$25,570	$28,411	$31,252	$34,093	$36,934	$26.02
Step 14	$31.46	$25,907	$28,786	$31,664	$34,543	$37,422	$26.35
Step 15	$31.82	$26,204	$29,115	$32,027	$34,938	$37,850	$26.67
Step 16	$32.23	$26,541	$29,490	$32,439	$35,389	$38,338	$26.99
Step 17	$32.62	$26,863	$29,847	$32,832	$35,817	$38,801	$27.33
Step 18	$32.98	$27,159	$30,177	$33,194	$36,212	$39,230	$27.66
Step 19	$33.38	$27,488	$30,543	$33,597	$36,651	$39,706	$27.99
Step 20	$33.79	$27,826	$27,820	$34,010	$37,101	$40,193	$28.32
Step 21	$34.15	$28,123	$31,247	$34,372	$37,497	$40,621	$28.65
Step 22	$34.55	$28,452	$31,613	$34,775	$37,936	$41,097	$28.97
Step 23	$34.94	$28,773	$31,970	$35,167	$38,364	$41,561	$29.29
Step 24	$35.32	$29,086	$32,318	$35,550	$38,781	$42,013	$29.63
Step 25	$35.71	$29,407	$32,675	$35,942	$39,210	$42,477	$29.96

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Board Approved 8/18/2026