

**BENTON SCHOOL DISTRICT**  
**2018-2019 CLASSIFIED SALARY SCHEDULE Approved 5/31/2018**

| <b>Aides, Clerks, Paraprofessionals, School Secretaries, Receptionist and ISS Supervisor</b> |  |          |          |          |          |          |          |          |          |          |
|--|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| A  | Instructional Aide, Library Aide-BHS,BJH, BMS, Clerical Aide-Elem.& ALC, Medicaid Clerk                  |          |          |          |          |          |          |          |          |          |
| B  | Health Paraprofessional, Technology Aide   |          |          |          |          |          |          |          |          |          |
| C  | Assistant Secretary-BJH, BMS, Central Office Receptionist  |          |          |          |          |          |          |          |          |          |
| D  | In-School Suspension Supervisor  |          |          |          |          |          |          |          |          |          |
| E  | Counselor Secretary-BHS, Reading Aide  |          |          |          |          |          |          |          |          |          |
| F  | Alternative School Aides, Special Ed Paraprofessional  |          |          |          |          |          |          |          |          |          |
| G  | Assistant Secretary-BHS  |          |          |          |          |          |          |          |          |          |
| H  | General Office Secretary-BJH, BMS, Elementary, GT/Special Projects Secretary, Special Projects Secretary |          |          |          |          |          |          |          |          |          |
| I  | Home Based Educator (Annual compensation must meet grant guidelines.)                                    |          |          |          |          |          |          |          |          |          |
| Experience Increment   |  | \$0.05   | \$0.05   | \$0.05   | \$0.05   | \$0.05   | \$0.05   | \$0.05   | \$0.05   | \$0.05   |
| Years of Service   | Contract Step  | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> | <u>F</u> | <u>G</u> | <u>H</u> | <u>I</u> |
| 0  | 1  | \$12.58  | \$12.68  | \$12.89  | \$12.95  | \$13.52  | \$13.62  | \$13.72  | \$13.84  | \$14.64  |
| 1  | 2  | \$12.63  | \$12.73  | \$12.94  | \$13.00  | \$13.57  | \$13.67  | \$13.77  | \$13.89  | \$14.69  |
| 2  | 3  | \$12.68  | \$12.78  | \$12.99  | \$13.05  | \$13.62  | \$13.72  | \$13.82  | \$13.94  | \$14.74  |
| 3  | 4  | \$12.73  | \$12.83  | \$13.04  | \$13.10  | \$13.67  | \$13.77  | \$13.87  | \$13.99  | \$14.79  |
| 4  | 5  | \$12.78  | \$12.88  | \$13.09  | \$13.15  | \$13.72  | \$13.82  | \$13.92  | \$14.04  | \$14.84  |
| 5  | 6  | \$12.83  | \$12.93  | \$13.14  | \$13.20  | \$13.77  | \$13.87  | \$13.97  | \$14.09  | \$14.89  |
| 6  | 7  | \$12.88  | \$12.98  | \$13.19  | \$13.25  | \$13.82  | \$13.92  | \$14.02  | \$14.14  | \$14.94  |
| 7  | 8  | \$12.93  | \$13.03  | \$13.24  | \$13.30  | \$13.87  | \$13.97  | \$14.07  | \$14.19  | \$14.99  |
| 8  | 9  | \$12.98  | \$13.08  | \$13.29  | \$13.35  | \$13.92  | \$14.02  | \$14.12  | \$14.24  | \$15.04  |
| 9  | 10   | \$13.03  | \$13.13  | \$13.34  | \$13.40  | \$13.97  | \$14.07  | \$14.17  | \$14.29  | \$15.09  |
| 10   | 11   | \$13.08  | \$13.18  | \$13.39  | \$13.45  | \$14.02  | \$14.12  | \$14.22  | \$14.34  | \$15.14  |
| 11   | 12   | \$13.13  | \$13.23  | \$13.44  | \$13.50  | \$14.07  | \$14.17  | \$14.27  | \$14.39  | \$15.19  |
| 12   | 13   | \$13.18  | \$13.28  | \$13.49  | \$13.55  | \$14.12  | \$14.22  | \$14.32  | \$14.44  | \$15.24  |
| 13   | 14   | \$13.23  | \$13.33  | \$13.54  | \$13.60  | \$14.17  | \$14.27  | \$14.37  | \$14.49  | \$15.29  |
| 14   | 15   | \$13.28  | \$13.38  | \$13.59  | \$13.65  | \$14.22  | \$14.32  | \$14.42  | \$14.54  | \$15.34  |
| 15   | 16   | \$13.33  | \$13.43  | \$13.64  | \$13.70  | \$14.27  | \$14.37  | \$14.47  | \$14.59  | \$15.39  |
| 16   | 17   | \$13.38  | \$13.48  | \$13.69  | \$13.75  | \$14.32  | \$14.42  | \$14.52  | \$14.64  | \$15.44  |
| 17   | 18   | \$13.43  | \$13.53  | \$13.74  | \$13.80  | \$14.37  | \$14.47  | \$14.57  | \$14.69  | \$15.49  |
| 18   | 19   | \$13.48  | \$13.58  | \$13.79  | \$13.85  | \$14.42  | \$14.52  | \$14.62  | \$14.74  | \$15.54  |
| 19   | 20   | \$13.53  | \$13.63  | \$13.84  | \$13.90  | \$14.47  | \$14.57  | \$14.67  | \$14.79  | \$15.59  |
| 20   | 21   | \$13.58  | \$13.68  | \$13.89  | \$13.95  | \$14.52  | \$14.62  | \$14.72  | \$14.84  | \$15.64  |
| 21   | 22   | \$13.63  | \$13.73  | \$13.94  | \$14.00  | \$14.57  | \$14.67  | \$14.77  | \$14.89  | \$15.69  |
| 22   | 23   | \$13.68  | \$13.78  | \$13.99  | \$14.05  | \$14.62  | \$14.72  | \$14.82  | \$14.94  | \$15.74  |
| 23   | 24   | \$13.73  | \$13.83  | \$14.04  | \$14.10  | \$14.67  | \$14.77  | \$14.87  | \$14.99  | \$15.79  |
| 24   | 25   | \$13.78  | \$13.88  | \$14.09  | \$14.15  | \$14.72  | \$14.82  | \$14.92  | \$15.04  | \$15.84  |

\*\*\*The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$157.50 per month.)

\*\*\*All eligible employees received \$10,000 basic life benefit at no cost to the employee.

\*\*\*The district will pay individual dental insurance for all eligible employees.

\*\*\*The district will pay licensure renewal fee for employees who are required to be licensed to perform duties of district job assignment.

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| Years of Service   |    | Contract Step | A       | B       | C        | D       | E       |  |  |  |  |  |  |  |
|--|----|---------------|---------|---------|----------|---------|---------|--|--|--|--|--|--|--|
|  |    |               | QAST I  | QAST II | QAST III | QAST IV | QAST V  |  |  |  |  |  |  |  |
| <b>Hearing Interpreters</b>  |    |               |         |         |          |         |         |  |  |  |  |  |  |  |
| Experience Increment   |    |               | \$0.05  | \$0.05  | \$0.05   | \$0.05  | \$0.05  |  |  |  |  |  |  |  |
| 0  | 1  | 1             | \$13.47 | \$15.17 | \$16.21  | \$17.29 | \$18.33 |  |  |  |  |  |  |  |
| 1  | 2  | 2             | \$13.52 | \$15.22 | \$16.26  | \$17.34 | \$18.38 |  |  |  |  |  |  |  |
| 2  | 3  | 3             | \$13.57 | \$15.27 | \$16.31  | \$17.39 | \$18.43 |  |  |  |  |  |  |  |
| 3  | 4  | 4             | \$13.62 | \$15.32 | \$16.36  | \$17.44 | \$18.48 |  |  |  |  |  |  |  |
| 4  | 5  | 5             | \$13.67 | \$15.37 | \$16.41  | \$17.49 | \$18.53 |  |  |  |  |  |  |  |
| 5  | 6  | 6             | \$13.72 | \$15.42 | \$16.46  | \$17.54 | \$18.58 |  |  |  |  |  |  |  |
| 6  | 7  | 7             | \$13.77 | \$15.47 | \$16.51  | \$17.59 | \$18.63 |  |  |  |  |  |  |  |
| 7  | 8  | 8             | \$13.82 | \$15.52 | \$16.56  | \$17.64 | \$18.68 |  |  |  |  |  |  |  |
| 8  | 9  | 9             | \$13.87 | \$15.57 | \$16.61  | \$17.69 | \$18.73 |  |  |  |  |  |  |  |
| 9  | 10 | 10            | \$13.92 | \$15.62 | \$16.66  | \$17.74 | \$18.78 |  |  |  |  |  |  |  |
| 10   | 11 | 11            | \$13.97 | \$15.67 | \$16.71  | \$17.79 | \$18.83 |  |  |  |  |  |  |  |
| 11   | 12 | 12            | \$14.02 | \$15.72 | \$16.76  | \$17.84 | \$18.88 |  |  |  |  |  |  |  |
| 12   | 13 | 13            | \$14.07 | \$15.77 | \$16.81  | \$17.89 | \$18.93 |  |  |  |  |  |  |  |
| 13   | 14 | 14            | \$14.12 | \$15.82 | \$16.86  | \$17.94 | \$18.98 |  |  |  |  |  |  |  |
| 14   | 15 | 15            | \$14.17 | \$15.87 | \$16.91  | \$17.99 | \$19.03 |  |  |  |  |  |  |  |
| 15   | 16 | 16            | \$14.22 | \$15.92 | \$16.96  | \$18.04 | \$19.08 |  |  |  |  |  |  |  |
| 16   | 17 | 17            | \$14.27 | \$15.97 | \$17.01  | \$18.09 | \$19.13 |  |  |  |  |  |  |  |
| 17   | 18 | 18            | \$14.32 | \$16.02 | \$17.06  | \$18.14 | \$19.18 |  |  |  |  |  |  |  |
| 18   | 19 | 19            | \$14.37 | \$16.07 | \$17.11  | \$18.19 | \$19.23 |  |  |  |  |  |  |  |
| 19   | 20 | 20            | \$14.42 | \$16.12 | \$17.16  | \$18.24 | \$19.28 |  |  |  |  |  |  |  |
| 20   | 21 | 21            | \$14.47 | \$16.17 | \$17.21  | \$18.29 | \$19.33 |  |  |  |  |  |  |  |
| 21   | 22 | 22            | \$14.52 | \$16.22 | \$17.26  | \$18.34 | \$19.38 |  |  |  |  |  |  |  |
| 22   | 23 | 23            | \$14.57 | \$16.27 | \$17.31  | \$18.39 | \$19.43 |  |  |  |  |  |  |  |
| 23   | 24 | 24            | \$14.62 | \$16.32 | \$17.36  | \$18.44 | \$19.48 |  |  |  |  |  |  |  |
| 24   | 25 | 25            | \$14.67 | \$16.37 | \$17.41  | \$18.49 | \$19.53 |  |  |  |  |  |  |  |
| <b>***The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$157.50per month.)</b> |    |               |         |         |          |         |         |  |  |  |  |  |  |  |
| <b>***All eligible employees received \$10,000 basic life benefit at no cost to the employee.</b>  |    |               |         |         |          |         |         |  |  |  |  |  |  |  |
| <b>***The district will pay individual dental insurance for all eligible employees.</b>  |    |               |         |         |          |         |         |  |  |  |  |  |  |  |
| <b>***The district will pay licensure renewal fee for employees who are required to be licensed to perform duties of district job assignment.</b>                              |    |               |         |         |          |         |         |  |  |  |  |  |  |  |

**BENTON SCHOOL DISTRICT**  
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| <b>Food Service and Transportation</b>   |   |          |          |          |          |          |          |          |   |
|--|---|----------|----------|----------|----------|----------|----------|----------|---|
| <b>A</b>   | Food Service Alternates   |          |          |          |          |          |          |          |   |
| <b>B</b>   | Food Service Kitchen Helper   |          |          |          |          |          |          |          |   |
| <b>C</b>   | Food Service Cook   |          |          |          |          |          |          |          | Transportation                                |
| <b>D</b>   | Food Service Elementary Manager                                       |          |          |          |          |          |          |          | <u>Layover</u> <u>Trip Pay</u>                |
| <b>E</b>   | Food Service Secondary Manager  |          |          |          |          |          |          | \$14.50  | \$17.85                                       |
| <b>F</b>   | Transportation Bus Driver - Regular Route/Transportation Bus Mechanic |          |          |          |          |          |          |          | Layover rate in compliance with ACA 6-17-2203 |
| <b>G</b>   | Transportation Bus Aide   |          |          |          |          |          |          |          | (ADE Dir Memo FIN-18-044)                     |
| Experience Increment   |   | \$0.00   | \$0.05   | \$0.05   | \$0.05   | \$0.05   | \$0.05   | \$0.05   |   |
| Years of Contract  |   |          |          |          |          |          |          |          |   |
| <u>Service</u>   | <u>Step</u>   | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> | <u>F</u> | <u>G</u> |   |
| 0  | 1   | \$9.00   | \$12.22  | \$12.48  | \$13.45  | \$13.60  | \$17.85  | \$14.23  |   |
| 1  | 2   |          | \$12.27  | \$12.53  | \$13.50  | \$13.65  | \$17.90  | \$14.28  |   |
| 2  | 3   |          | \$12.32  | \$12.58  | \$13.55  | \$13.70  | \$17.95  | \$14.33  |   |
| 3  | 4   |          | \$12.37  | \$12.63  | \$13.60  | \$13.75  | \$18.00  | \$14.38  |   |
| 4  | 5   |          | \$12.42  | \$12.68  | \$13.65  | \$13.80  | \$18.05  | \$14.43  |   |
| 5  | 6   |          | \$12.47  | \$12.73  | \$13.70  | \$13.85  | \$18.10  | \$14.48  |   |
| 6  | 7   |          | \$12.52  | \$12.78  | \$13.75  | \$13.90  | \$18.15  | \$14.53  |   |
| 7  | 8   |          | \$12.57  | \$12.83  | \$13.80  | \$13.95  | \$18.20  | \$14.58  |   |
| 8  | 9   |          | \$12.62  | \$12.88  | \$13.85  | \$14.00  | \$18.25  | \$14.63  |   |
| 9  | 10  |          | \$12.67  | \$12.93  | \$13.90  | \$14.05  | \$18.30  | \$14.68  |   |
| 10   | 11  |          | \$12.72  | \$12.98  | \$13.95  | \$14.10  | \$18.35  | \$14.73  |   |
| 11   | 12  |          | \$12.77  | \$13.03  | \$14.00  | \$14.15  | \$18.40  | \$14.78  |   |
| 12   | 13  |          | \$12.82  | \$13.08  | \$14.05  | \$14.20  | \$18.45  | \$14.83  |   |
| 13   | 14  |          | \$12.87  | \$13.13  | \$14.10  | \$14.25  | \$18.50  | \$14.88  |   |
| 14   | 15  |          | \$12.92  | \$13.18  | \$14.15  | \$14.30  | \$18.55  | \$14.93  |   |
| 15   | 16  |          | \$12.97  | \$13.23  | \$14.20  | \$14.35  | \$18.60  | \$14.98  |   |
| 16   | 17  |          | \$13.02  | \$13.28  | \$14.25  | \$14.40  | \$18.65  | \$15.03  |   |
| 17   | 18  |          | \$13.07  | \$13.33  | \$14.30  | \$14.45  | \$18.70  | \$15.08  |   |
| 18   | 19  |          | \$13.12  | \$13.38  | \$14.35  | \$14.50  | \$18.75  | \$15.13  |   |
| 19   | 20  |          | \$13.17  | \$13.43  | \$14.40  | \$14.55  | \$18.80  | \$15.18  |   |
| 20   | 21  |          | \$13.22  | \$13.48  | \$14.45  | \$14.60  | \$18.85  | \$15.23  |   |
| 21   | 22  |          | \$13.27  | \$13.53  | \$14.50  | \$14.65  | \$18.90  | \$15.28  |   |
| 22   | 23  |          | \$13.32  | \$13.58  | \$14.55  | \$14.70  | \$18.95  | \$15.33  |   |
| 23   | 24  |          | \$13.37  | \$13.63  | \$14.60  | \$14.75  | \$19.00  | \$15.38  |   |
| 24   | 25  |          | \$13.42  | \$13.68  | \$14.65  | \$14.80  | \$19.05  | \$15.43  |   |
| <b>*Add \$0.25 per hour to manager with Food Service state certification.*</b>   |   |          |          |          |          |          |          |          |   |
| ***The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$157.50 per month.) |   |          |          |          |          |          |          |          |   |
| ***All eligible employees received \$10,000 basic life benefit at no cost to the employee.   |   |          |          |          |          |          |          |          |   |
| ***The district will pay individual dental insurance for all eligible employees.   |   |          |          |          |          |          |          |          |   |
| ***The district will pay licensure renewal fee for employees who are required to be licensed to perform duties of district job assignment.                               |   |          |          |          |          |          |          |          |   |

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| <b>Maintenance and Custodial</b> |   |           |                |          |          |          |          |          |          |          |
|----------------------------------|---|-----------|----------------|----------|----------|----------|----------|----------|----------|----------|
| <b>A</b>                         | Summer Maintenance- Unskilled Temporary Employees |           |                |          |          |          |          |          |          |          |
| <b>B</b>                         | Summer Maintenance- Skilled Temporary Employees   |           |                |          |          |          |          |          |          |          |
| <b>C</b>                         | Custodian   |           |                |          |          |          |          |          |          |          |
| <b>D</b>                         | Maintenance Helper                                |           |                |          |          |          |          |          |          |          |
| <b>E</b>                         | District Custodian                                |           |                |          |          |          |          |          |          |          |
| <b>F</b>                         | Maintenance                                       |           |                |          |          |          |          |          |          |          |
| <b>G</b>                         | Maintenance/Carpenter                             |           |                |          |          |          |          |          |          |          |
| <b>H</b>                         | Electrician                                       |           |                |          |          |          |          |          |          |          |
| <b>I</b>                         | Plumber   |           |                |          |          |          |          |          |          |          |
| Experience Increment             |   | \$0.25    | \$0.00         | \$0.05   | \$0.05   | \$0.05   | \$0.05   | \$0.05   | \$0.05   | \$0.05   |
| Years of Service                 | Contract Step                                     | <u>A*</u> | <u>B*</u>      | <u>C</u> | <u>D</u> | <u>E</u> | <u>F</u> | <u>G</u> | <u>H</u> | <u>I</u> |
| 0                                | 1   | \$8.64    | \$8.64-\$10.00 | \$12.95  | \$14.19  | \$14.69  | \$15.37  | \$15.74  | \$16.26  | \$16.57  |
| 1                                | 2   | \$8.89    |                | \$13.00  | \$14.24  | \$14.74  | \$15.42  | \$15.79  | \$16.31  | \$16.62  |
| 2                                | 3   | \$9.14    |                | \$13.05  | \$14.29  | \$14.79  | \$15.47  | \$15.84  | \$16.36  | \$16.67  |
| 3                                | 4   | \$9.39    |                | \$13.10  | \$14.34  | \$14.84  | \$15.52  | \$15.89  | \$16.41  | \$16.72  |
| 4                                | 5   | \$9.64    |                | \$13.15  | \$14.39  | \$14.89  | \$15.57  | \$15.94  | \$16.46  | \$16.77  |
| 5                                | 6   | \$9.89    |                | \$13.20  | \$14.44  | \$14.94  | \$15.62  | \$15.99  | \$16.51  | \$16.82  |
| 6                                | 7   | \$10.14   |                | \$13.25  | \$14.49  | \$14.99  | \$15.67  | \$16.04  | \$16.56  | \$16.87  |
| 7                                | 8   | \$10.39   |                | \$13.30  | \$14.54  | \$15.04  | \$15.72  | \$16.09  | \$16.61  | \$16.92  |
| 8                                | 9   | \$10.64   |                | \$13.35  | \$14.59  | \$15.09  | \$15.77  | \$16.14  | \$16.66  | \$16.97  |
| 9                                | 10  |           |                | \$13.40  | \$14.64  | \$15.14  | \$15.82  | \$16.19  | \$16.71  | \$17.02  |
| 10                               | 11  |           |                | \$13.45  | \$14.69  | \$15.19  | \$15.87  | \$16.24  | \$16.76  | \$17.07  |
| 11                               | 12  |           |                | \$13.50  | \$14.74  | \$15.24  | \$15.92  | \$16.29  | \$16.81  | \$17.12  |
| 12                               | 13  |           |                | \$13.55  | \$14.79  | \$15.29  | \$15.97  | \$16.34  | \$16.86  | \$17.17  |
| 13                               | 14  |           |                | \$13.60  | \$14.84  | \$15.34  | \$16.02  | \$16.39  | \$16.91  | \$17.22  |
| 14                               | 15  |           |                | \$13.65  | \$14.89  | \$15.39  | \$16.07  | \$16.44  | \$16.96  | \$17.27  |
| 15                               | 16  |           |                | \$13.70  | \$14.94  | \$15.44  | \$16.12  | \$16.49  | \$17.01  | \$17.32  |
| 16                               | 17  |           |                | \$13.75  | \$14.99  | \$15.49  | \$16.17  | \$16.54  | \$17.06  | \$17.37  |
| 17                               | 18  |           |                | \$13.80  | \$15.04  | \$15.54  | \$16.22  | \$16.59  | \$17.11  | \$17.42  |
| 18                               | 19  |           |                | \$13.85  | \$15.09  | \$15.59  | \$16.27  | \$16.64  | \$17.16  | \$17.47  |
| 19                               | 20  |           |                | \$13.90  | \$15.14  | \$15.64  | \$16.32  | \$16.69  | \$17.21  | \$17.52  |
| 20                               | 21  |           |                | \$13.95  | \$15.19  | \$15.69  | \$16.37  | \$16.74  | \$17.26  | \$17.57  |
| 21                               | 22  |           |                | \$14.00  | \$15.24  | \$15.74  | \$16.42  | \$16.79  | \$17.31  | \$17.62  |
| 22                               | 23  |           |                | \$14.05  | \$15.29  | \$15.79  | \$16.47  | \$16.84  | \$17.36  | \$17.67  |
| 23                               | 24  |           |                | \$14.10  | \$15.34  | \$15.84  | \$16.52  | \$16.89  | \$17.41  | \$17.72  |
| 24                               | 25  |           |                | \$14.15  | \$15.39  | \$15.89  | \$16.57  | \$16.94  | \$17.46  | \$17.77  |

\*\*\*The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$157.50 per month.)

\*\*\*All eligible employees received \$10,000 basic life benefit at no cost to the employee.

\*\*\*The district will pay individual dental insurance for all eligible employees.

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**BENTON SCHOOL DISTRICT**  
**2018-2019 CLASSIFIED SALARY SCHEDULE Approved 5/31/2018**

| <b>District Secretaries, Bookkeepers, Administrative Assistants, Parent Coordinator, Technology, and Licensed Practical Nurse</b> |  |         |         |         |         |         |         |         |         |                |        |         |
|---|--|---------|---------|---------|---------|---------|---------|---------|---------|----------------|--------|---------|
| <b>A</b>  | 12-Month Secretary/Registrar   |         |         |         |         |         |         |         |         |                |        |         |
| <b>B</b>  | Secretary/Technical  |         |         |         |         |         |         |         |         |                |        |         |
| <b>C</b>  | Bookkeeper I/Accounting Specialist I   |         |         |         |         |         |         |         |         |                |        |         |
| <b>D</b>  | Parent Coordinator   |         |         |         |         |         |         |         |         |                |        |         |
| <b>E</b>  | Bookkeeper II/Accounting Specialist II/Administrative Assistant/System Specialist/State Reporting Specialist |         |         |         |         |         |         |         |         |                |        |         |
| <b>F</b>  | Bookkeeper III/Accounting Specialist III   |         |         |         |         |         |         |         |         |                |        |         |
| <b>G</b>  | Certified IT Technician  |         |         |         |         |         |         |         |         |                |        |         |
| <b>H</b>  | IT Technician  |         |         |         |         |         |         |         |         |                |        |         |
| <b>I</b>  | IT Support Assistant   |         |         |         |         |         |         |         |         |                |        |         |
| <b>J</b>  | IT Summer Temporary  |         |         |         |         |         |         |         |         |                |        |         |
| <b>K</b>  | School Nurse-LPN, 201 Days (Non-exempt from FLSA overtime requirement)                                       |         |         |         |         |         |         |         |         |                |        |         |
| Experience  | Increment  | \$0.05  | \$0.05  | \$0.05  | \$0.05  | \$0.05  | \$0.05  | \$0.05  | \$0.05  | \$0.05         | \$0.25 |         |
| Years of  | Contract   |         |         |         |         |         |         |         |         |                |        |         |
| Service   | Step   | A       | B       | C       | D       | E       | F       | G       | H       | I*             | J*     | K       |
| 0   | 1  | \$16.77 | \$18.53 | \$20.18 | \$21.62 | \$22.04 | \$23.90 | \$16.05 | \$13.99 | \$8.64-\$10.00 | \$8.64 | \$17.33 |
| 1   | 2  | \$16.82 | \$18.58 | \$20.23 | \$21.67 | \$22.09 | \$23.95 | \$16.10 | \$14.04 | \$8.64-\$10.00 | \$8.89 | \$17.38 |
| 2   | 3  | \$16.87 | \$18.63 | \$20.28 | \$21.72 | \$22.14 | \$24.00 | \$16.15 | \$14.09 | \$8.64-\$10.00 | \$9.14 | \$17.43 |
| 3   | 4  | \$16.92 | \$18.68 | \$20.33 | \$21.77 | \$22.19 | \$24.05 | \$16.20 | \$14.14 | \$8.64-\$10.00 | \$9.39 | \$17.48 |
| 4   | 5  | \$16.97 | \$18.73 | \$20.38 | \$21.82 | \$22.24 | \$24.10 | \$16.25 | \$14.19 | \$8.64-\$10.00 |        | \$17.53 |
| 5   | 6  | \$17.02 | \$18.78 | \$20.43 | \$21.87 | \$22.29 | \$24.15 | \$16.30 | \$14.24 | \$8.64-\$10.00 |        | \$17.58 |
| 6   | 7  | \$17.07 | \$18.83 | \$20.48 | \$21.92 | \$22.34 | \$24.20 | \$16.35 | \$14.29 | \$8.64-\$10.00 |        | \$17.63 |
| 7   | 8  | \$17.12 | \$18.88 | \$20.53 | \$21.97 | \$22.39 | \$24.25 | \$16.40 | \$14.34 | \$8.64-\$10.00 |        | \$17.68 |
| 8   | 9  | \$17.17 | \$18.93 | \$20.58 | \$22.02 | \$22.44 | \$24.30 | \$16.45 | \$14.39 | \$8.64-\$10.00 |        | \$17.73 |
| 9   | 10   | \$17.22 | \$18.98 | \$20.63 | \$22.07 | \$22.49 | \$24.35 | \$16.50 | \$14.44 | \$8.64-\$10.00 |        | \$17.78 |
| 10  | 11   | \$17.27 | \$19.03 | \$20.68 | \$22.12 | \$22.54 | \$24.40 | \$16.55 | \$14.49 | \$8.64-\$10.00 |        | \$17.83 |
| 11  | 12   | \$17.32 | \$19.08 | \$20.73 | \$22.17 | \$22.59 | \$24.45 | \$16.60 | \$14.54 | \$8.64-\$10.00 |        | \$17.88 |
| 12  | 13   | \$17.37 | \$19.13 | \$20.78 | \$22.22 | \$22.64 | \$24.50 | \$16.65 | \$14.59 | \$8.64-\$10.00 |        | \$17.93 |
| 13  | 14   | \$17.42 | \$19.18 | \$20.83 | \$22.27 | \$22.69 | \$24.55 | \$16.70 | \$14.64 | \$8.64-\$10.00 |        | \$17.98 |
| 14  | 15   | \$17.47 | \$19.23 | \$20.88 | \$22.32 | \$22.74 | \$24.60 | \$16.75 | \$14.69 | \$8.64-\$10.00 |        | \$18.03 |
| 15  | 16   | \$17.52 | \$19.28 | \$20.93 | \$22.37 | \$22.79 | \$24.65 | \$16.80 | \$14.74 | \$8.64-\$10.00 |        | \$18.08 |
| 16  | 17   | \$17.57 | \$19.33 | \$20.98 | \$22.42 | \$22.84 | \$24.70 | \$16.85 | \$14.79 | \$8.64-\$10.00 |        | \$18.13 |
| 17  | 18   | \$17.62 | \$19.38 | \$21.03 | \$22.47 | \$22.89 | \$24.75 | \$16.90 | \$14.84 | \$8.64-\$10.00 |        | \$18.18 |
| 18  | 19   | \$17.67 | \$19.43 | \$21.08 | \$22.52 | \$22.94 | \$24.80 | \$16.95 | \$14.89 | \$8.64-\$10.00 |        | \$18.23 |
| 19  | 20   | \$17.72 | \$19.48 | \$21.13 | \$22.57 | \$22.99 | \$24.85 | \$17.00 | \$14.94 | \$8.64-\$10.00 |        | \$18.28 |
| 20  | 21   | \$17.77 | \$19.53 | \$21.18 | \$22.62 | \$23.04 | \$24.90 | \$17.05 | \$14.99 | \$8.64-\$10.00 |        | \$18.33 |
| 21  | 22   | \$17.82 | \$19.58 | \$21.23 | \$22.67 | \$23.09 | \$24.95 | \$17.10 | \$15.04 | \$8.64-\$10.00 |        | \$18.38 |
| 22  | 23   | \$17.87 | \$19.63 | \$21.28 | \$22.72 | \$23.14 | \$25.00 | \$17.15 | \$15.09 | \$8.64-\$10.00 |        | \$18.43 |
| 23  | 24   | \$17.92 | \$19.68 | \$21.33 | \$22.77 | \$23.19 | \$25.05 | \$17.20 | \$15.14 | \$8.64-\$10.00 |        | \$18.48 |
| 24  | 25   | \$17.97 | \$19.73 | \$21.38 | \$22.82 | \$23.24 | \$25.10 | \$17.25 | \$15.19 | \$8.64-\$10.00 |        | \$18.53 |

\*\*\*The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$157.50 per month.)

\*\*\*All eligible employees received \$10,000 basic life benefit at no cost to the employee.

\*\*\*The district will pay individual dental insurance for all eligible employees.

\*\*\*The district will pay licensure renewal fee for employees who are required to be licensed to perform duties of district job assignment.

# BENTON SCHOOL DISTRICT

## 2018-2019 CLASSIFIED SALARY SCHEDULE Approved 5/31/2018

|  |  |          |          |             |             |          |           |           |           |          |          |  |
|--|--|----------|----------|-------------|-------------|----------|-----------|-----------|-----------|----------|----------|--|
| A  | Behavior Intervention Specialist (BACB Certified), 178 Days (Exempt from FLSA overtime requirement)        |          |          |             |             |          |           |           |           |          |          |  |
| B  | Facilities/Maintenance Supervisor, Transportation Supervisor, Custodial Supervisor - 12 Months             |          |          |             |             |          |           |           |           |          |          |  |
| C  | School Nurse-RN, 185 Days (Exempt from FLSA overtime requirement)  |          |          |             |             |          |           |           |           |          |          |  |
| D  | Nurse Supervisor-RN, 200 Days (Exempt from FLSA overtime requirement)                                      |          |          |             |             |          |           |           |           |          |          |  |
| E  | Occupational Therapist, 178 Days (Exempt from FLSA overtime requirement)                                   |          |          |             |             |          |           |           |           |          |          |  |
| F  | Assistant Business Manager, District Network Administrator, 12 Months (Indexed to Teacher Salary Schedule) |          |          |             |             |          |           |           |           |          |          |  |
| G  | Child Nutrition Services Director, 12 Months (Indexed to Teacher Salary Schedule)                          |          |          |             |             |          |           |           |           |          |          |  |
| H  | Chief Financial Officer, Director of Support Services, 12 Months (Indexed to Teacher Salary Schedule)      |          |          |             |             |          |           |           |           |          |          |  |
| I  | Psychological Examiner- Licensed Salary Schedule, Range 7  |          |          |             |             |          |           |           |           |          |          |  |
| J  | Assistant Speech Language Therapist- Licensed Salary Schedule, Range 1                                     |          |          |             |             |          |           |           |           |          |          |  |
| Experience Increment   |  | \$0.05   | \$100.00 |             |             |          |           |           |           |          |          |  |
| Years of   | Contract   |          |          |             |             |          |           |           |           |          |          |  |
| <u>Service</u>   | <u>Step</u>  | <u>A</u> | <u>B</u> | <u>C</u>    | <u>D</u>    | <u>E</u> | <u>F</u>  | <u>G</u>  | <u>H</u>  | <u>I</u> | <u>J</u> |  |
| 0  | 1  | \$46.00  | \$48,143 | -.09 Index/ | -.05 Index/ | \$50,000 | .20 Index | .35 Index | .70 Index |          |          |  |
| 1  | 2  | \$46.05  | \$48,243 | Range 1     | Range 1     | \$50,894 |           |           |           | Range 7  | Range 1  |  |
| 2  | 3  | \$46.10  | \$48,343 |             |             | \$51,788 |           |           |           |          |          |  |
| 3  | 4  | \$46.15  | \$48,443 |             |             | \$52,682 |           |           |           |          |          |  |
| 4  | 5  | \$46.20  | \$48,543 |             |             | \$53,576 |           |           |           |          |          |  |
| 5  | 6  | \$46.25  | \$48,643 |             |             | \$54,470 |           |           |           |          |          |  |
| 6  | 7  | \$46.30  | \$48,743 |             |             | \$55,364 |           |           |           |          |          |  |
| 7  | 8  | \$46.35  | \$48,843 |             |             | \$56,258 |           |           |           |          |          |  |
| 8  | 9  | \$46.40  | \$48,943 |             |             | \$57,152 |           |           |           |          |          |  |
| 9  | 10   | \$46.45  | \$49,043 |             |             | \$58,046 |           |           |           |          |          |  |
| 10   | 11   | \$46.50  | \$49,143 |             |             | \$58,940 |           |           |           |          |          |  |
| 11   | 12   | \$46.55  | \$49,243 |             |             | \$59,834 |           |           |           |          |          |  |
| 12   | 13   | \$46.60  | \$49,343 |             |             | \$60,728 |           |           |           |          |          |  |
| 13   | 14   | \$46.65  | \$49,443 |             |             | \$61,622 |           |           |           |          |          |  |
| 14   | 15   | \$46.70  | \$49,543 |             |             | \$62,516 |           |           |           |          |          |  |
| 15   | 16   | \$46.75  | \$49,643 |             |             | \$63,410 |           |           |           |          |          |  |
| 16   | 17   | \$46.80  | \$49,743 |             |             | \$64,304 |           |           |           |          |          |  |
| 17   | 18   | \$46.85  | \$49,843 |             |             | \$65,198 |           |           |           |          |          |  |
| 18   | 19   | \$46.90  | \$49,943 |             |             | \$66,092 |           |           |           |          |          |  |
| 19   | 20   | \$46.95  | \$50,043 |             |             | \$66,986 |           |           |           |          |          |  |
| 20   | 21   | \$47.00  | \$50,143 |             |             | \$67,880 |           |           |           |          |          |  |
| 21   | 22   | \$47.05  | \$50,243 |             |             | \$68,774 |           |           |           |          |          |  |
| 22   | 23   | \$47.10  | \$50,343 |             |             | \$69,668 |           |           |           |          |          |  |
| 23   | 24   | \$47.15  | \$50,443 |             |             | \$70,562 |           |           |           |          |          |  |
| 24   | 25   | \$47.20  | \$50,543 |             |             | \$71,456 |           |           |           |          |          |  |
| ***The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$157.50 per month.) |  |          |          |             |             |          |           |           |           |          |          |  |
| ***All eligible employees received \$10,000 basic life benefit at no cost to the employee.   |  |          |          |             |             |          |           |           |           |          |          |  |
| ***The district will pay individual dental insurance for all eligible employees.   |  |          |          |             |             |          |           |           |           |          |          |  |
| ***The district will pay licensure renewal fee for employees who are required to be licensed to perform duties of district job assignment.                               |  |          |          |             |             |          |           |           |           |          |          |  |