

# Benton School District

## Answers to Human Resource Department's Most Frequently Asked Questions:

- 1. How do I apply for a position in the Benton School District?** *Go to the Benton School District website (<http://www.bentonschools.org>), click District Information/Jobs. The online application is listed along with job openings, application procedures, salaries, etc.*
- 2. Are all applications online?** *Yes!*
- 3. When I apply for a position in the Benton School District, does this mean I automatically get an interview?** *No, the principal or the supervisor over the vacant position will look at all the applications, screen them, and choose the ones he/she will interview.*
- 4. Can I apply for a Certified Position in the Benton School District if I am not fully certified?** *Yes, but our willingness to interview/hire you would depend on the time it will take you to become certified in the area for which you are applying.*
- 5. Does the district have any incentives for staff going back to school to work on an advanced degree?** *Yes, licensed employees can move forward on the range of the salary schedule. The ranges are as follows: Range 1 – Bachelors; Range 2 – Bachelors +6; Range 3 – Bachelors +12; Range 4 – Bachelors +18; Range 5 – Bachelors +24; Range 6 – Bachelors +30; Range 7 – Masters; Range 8 – Masters +6; Range 9 – Masters +12; Range 10 – Masters +18; Range 11 – Masters +24; Range 12 – Masters +30; Range 13 – Doctorate. Each step forward in range increases a teacher's salary by \$453. This is referred to as an "education increment".*
- 6. When is Pay Day for employees of the Benton School District?** *Pay Day is the 20<sup>th</sup> day in each calendar month. If the 20<sup>th</sup> day falls on Saturday or Sunday, payday shall be the Friday before the 20<sup>th</sup>. (For new employees to the district, the first pay day will be the last working day in August.)*
- 7. Does the district pay any incentive to a teacher who becomes National Board Certified?** *Yes, the first contract year a teacher becomes National Board Certified, he/she will receive \$2,000. For each year after the first year, he/she will receive \$1,000 until the certification expires.*
- 8. What benefits does the district offer to its licensed employees?** *Each employee will receive one (1) day of sick leave for each month he/she works (10 days for teachers), three (3) personal days each year that can accumulate to a total of five (5), \$229.76 per month toward health insurance premiums for each participating employee, individual dental insurance for each eligible employee, and a \$10,000 basic life benefit at no cost to the employee.*
- 9. If I have an out of state teaching license, how do I get reciprocity with the state of Arkansas?** *Because each individual is different with what he/she may need for reciprocity, it is necessary*

that you call the Arkansas Department of Licensure and let them tell you our individual requirements for receiving an Arkansas license. (501) 682-4342

10. **Will the Benton School District hire “non-traditional” teachers?** *This district’s preference is to hire teachers with a standard license; but if a suitable applicant with a teacher’s license is not available, non-traditional teachers will be interviewed.*
11. **If I come to work for the Benton School District, do I receive credit for my years of service at a private school?** *We give credit for those years ONLY if the private school was accredited by an ANSAA (Arkansas Nonpublic School Accrediting Association) during the years you served in that private school.*
12. **If I have completed a criminal background check for my current district, am I required to complete another one if I am hired with the Benton School District?** *Yes. Licensed educators must complete a background check and child maltreatment check when changing employment, unless they have been done within the previous twelve (12) months. Licensed educators must also complete background checks upon every renewal including child maltreatment. This means every five years. Classified employees also must complete a background check and child maltreatment check when they are hired or change employment.*
13. **Can a licensed employee transfer in years of service from another state?** *Yes, as long as those years were spent at a state-accredited school district.*

