

**BENTON SCHOOL DISTRICT**

**2013-2014 CLASSIFIED SALARY SCHEDULE (Approved 07/01/13)**

**Aides, Clerks, Paraprofessionals, School Secretaries, Receptionist and ISS Supervisor**

<b>A</b>	Instructional Aide, Library Aide-BHS,BJH, BMS, Clerical Aide-Elem., Medicaid Clerk										
<b>B</b>	Health Paraprofessional, Technology Aide										
<b>C</b>	Assistant Secretary-BJH, BMS, Central Office Receptionist										
<b>D</b>	In-School Suspension Supervisor										
<b>E</b>	Counselor Secretary-BHS, Reading Aide										
<b>F</b>	Alternative School Aides, Special Ed Paraprofessional										
<b>G</b>	Assistant Secretary-BHS										
<b>H</b>	General Office Secretary-BJH, BMS, Elementary, GT/Special Projects Secretary, Special Projects Secretary										
<b>J</b>	Home Based Educator (Annual compensation must meet grant guidelines.)										
<b>Experience Increment</b>		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
<b>Years of Contract</b>											
<b>Service Step</b>		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>	<b>G</b>	<b>H</b>	<b>J</b>	
0	1	\$11.73	\$11.83	\$12.04	\$12.10	\$12.67	\$12.77	\$12.87	\$12.99	\$13.79	
1	2	\$11.78	\$11.88	\$12.09	\$12.15	\$12.72	\$12.82	\$12.92	\$13.04	\$13.84	
2	3	\$11.83	\$11.93	\$12.14	\$12.20	\$12.77	\$12.87	\$12.97	\$13.09	\$13.89	
3	4	\$11.88	\$11.98	\$12.19	\$12.25	\$12.82	\$12.92	\$13.02	\$13.14	\$13.94	
4	5	\$11.93	\$12.03	\$12.24	\$12.30	\$12.87	\$12.97	\$13.07	\$13.19	\$13.99	
5	6	\$11.98	\$12.08	\$12.29	\$12.35	\$12.92	\$13.02	\$13.12	\$13.24	\$14.04	
6	7	\$12.03	\$12.13	\$12.34	\$12.40	\$12.97	\$13.07	\$13.17	\$13.29	\$14.09	
7	8	\$12.08	\$12.18	\$12.39	\$12.45	\$13.02	\$13.12	\$13.22	\$13.34	\$14.14	
8	9	\$12.13	\$12.23	\$12.44	\$12.50	\$13.07	\$13.17	\$13.27	\$13.39	\$14.19	
9	10	\$12.18	\$12.28	\$12.49	\$12.55	\$13.12	\$13.22	\$13.32	\$13.44	\$14.24	
10	11	\$12.23	\$12.33	\$12.54	\$12.60	\$13.17	\$13.27	\$13.37	\$13.49	\$14.29	
11	12	\$12.28	\$12.38	\$12.59	\$12.65	\$13.22	\$13.32	\$13.42	\$13.54	\$14.34	
12	13	\$12.33	\$12.43	\$12.64	\$12.70	\$13.27	\$13.37	\$13.47	\$13.59	\$14.39	
13	14	\$12.38	\$12.48	\$12.69	\$12.75	\$13.32	\$13.42	\$13.52	\$13.64	\$14.44	
14	15	\$12.43	\$12.53	\$12.74	\$12.80	\$13.37	\$13.47	\$13.57	\$13.69	\$14.49	
15	16	\$12.48	\$12.58	\$12.79	\$12.85	\$13.42	\$13.52	\$13.62	\$13.74	\$14.54	
16	17	\$12.53	\$12.63	\$12.84	\$12.90	\$13.47	\$13.57	\$13.67	\$13.79	\$14.59	
17	18	\$12.58	\$12.68	\$12.89	\$12.95	\$13.52	\$13.62	\$13.72	\$13.84	\$14.64	
18	19	\$12.63	\$12.73	\$12.94	\$13.00	\$13.57	\$13.67	\$13.77	\$13.89	\$14.69	
19	20	\$12.68	\$12.78	\$12.99	\$13.05	\$13.62	\$13.72	\$13.82	\$13.94	\$14.74	
20	21	\$12.73	\$12.83	\$13.04	\$13.10	\$13.67	\$13.77	\$13.87	\$13.99	\$14.79	
21	22	\$12.78	\$12.88	\$13.09	\$13.15	\$13.72	\$13.82	\$13.92	\$14.04	\$14.84	

\*\*\*The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$131.00 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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**2013-2014 CLASSIFIED SALARY SCHEDULE (Approved 07/01/13)**

<b>Food Service and Transportation</b>									
A	Food Service Alternates								
B	Food Service Kitchen Helper								Transportation
C	Food Service Cook								Layover    Trip Pay
D	Food Service Elementary Manager								\$8.15    \$12.00
E	Food Service Secondary Manager								Layover rate in compliance with ACA 6-17-2203
F	Transportation Bus Driver - Regular Route/Transportation Bus Mechanic								(ADE Dir Memo FIN-13-079)
G	Transportation Bus Aide								
Experience Increment			\$0.00	\$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>	
0	1	\$9.00	\$11.37	\$11.63	\$12.60	\$12.75	\$17.00	\$13.38	
1	2		\$11.42	\$11.68	\$12.65	\$12.80	\$17.05	\$13.43	
2	3		\$11.47	\$11.73	\$12.70	\$12.85	\$17.10	\$13.48	
3	4		\$11.52	\$11.78	\$12.75	\$12.90	\$17.15	\$13.53	
4	5		\$11.57	\$11.83	\$12.80	\$12.95	\$17.20	\$13.58	
5	6		\$11.62	\$11.88	\$12.85	\$13.00	\$17.25	\$13.63	
6	7		\$11.67	\$11.93	\$12.90	\$13.05	\$17.30	\$13.68	
7	8		\$11.72	\$11.98	\$12.95	\$13.10	\$17.35	\$13.73	
8	9		\$11.77	\$12.03	\$13.00	\$13.15	\$17.40	\$13.78	
9	10		\$11.82	\$12.08	\$13.05	\$13.20	\$17.45	\$13.83	
10	11		\$11.87	\$12.13	\$13.10	\$13.25	\$17.50	\$13.88	
11	12		\$11.92	\$12.18	\$13.15	\$13.30	\$17.55	\$13.93	
12	13		\$11.97	\$12.23	\$13.20	\$13.35	\$17.60	\$13.98	
13	14		\$12.02	\$12.28	\$13.25	\$13.40	\$17.65	\$14.03	
14	15		\$12.07	\$12.33	\$13.30	\$13.45	\$17.70	\$14.08	
15	16		\$12.12	\$12.38	\$13.35	\$13.50	\$17.75	\$14.13	
16	17		\$12.17	\$12.43	\$13.40	\$13.55	\$17.80	\$14.18	
17	18		\$12.22	\$12.48	\$13.45	\$13.60	\$17.85	\$14.23	
18	19		\$12.27	\$12.53	\$13.50	\$13.65	\$17.90	\$14.28	
19	20		\$12.32	\$12.58	\$13.55	\$13.70	\$17.95	\$14.33	
20	21		\$12.37	\$12.63	\$13.60	\$13.75	\$18.00	\$14.38	
21	22		\$12.42	\$12.68	\$13.65	\$13.80	\$18.05	\$14.43	
Add \$0.25 per hour to manager with Food Service state certification.									
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***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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**Maintenance and Custodial**

A	Summer Maintenance- Unskilled Temporary Employees										
B	Summer Maintenance- Skilled Temporary Employees										
C	Custodian										
D	Maintenance Helper										
E	District Custodian										
F	Maintenance										
G	Maintenance/Carpenter										
H	Electrician										
I	Plumber										
Experience Increment		\$0.25	\$0.00	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Years of Service	Contract Step	A	B	C	D	E	F	G	H	I	
0	1	\$7.25	\$7.25-\$10.00	\$12.10	\$13.34	\$13.84	\$14.52	\$14.89	\$15.41	\$15.72	
1	2	\$7.50		\$12.15	\$13.39	\$13.89	\$14.57	\$14.94	\$15.46	\$15.77	
2	3			\$12.20	\$13.44	\$13.94	\$14.62	\$14.99	\$15.51	\$15.82	
3	4			\$12.25	\$13.49	\$13.99	\$14.67	\$15.04	\$15.56	\$15.87	
4	5			\$12.30	\$13.54	\$14.04	\$14.72	\$15.09	\$15.61	\$15.92	
5	6			\$12.35	\$13.59	\$14.09	\$14.77	\$15.14	\$15.66	\$15.97	
6	7			\$12.40	\$13.64	\$14.14	\$14.82	\$15.19	\$15.71	\$16.02	
7	8			\$12.45	\$13.69	\$14.19	\$14.87	\$15.24	\$15.76	\$16.07	
8	9			\$12.50	\$13.74	\$14.24	\$14.92	\$15.29	\$15.81	\$16.12	
9	10			\$12.55	\$13.79	\$14.29	\$14.97	\$15.34	\$15.86	\$16.17	
10	11			\$12.60	\$13.84	\$14.34	\$15.02	\$15.39	\$15.91	\$16.22	
11	12			\$12.65	\$13.89	\$14.39	\$15.07	\$15.44	\$15.96	\$16.27	
12	13			\$12.70	\$13.94	\$14.44	\$15.12	\$15.49	\$16.01	\$16.32	
13	14			\$12.75	\$13.99	\$14.49	\$15.17	\$15.54	\$16.06	\$16.37	
14	15			\$12.80	\$14.04	\$14.54	\$15.22	\$15.59	\$16.11	\$16.42	
15	16			\$12.85	\$14.09	\$14.59	\$15.27	\$15.64	\$16.16	\$16.47	
16	17			\$12.90	\$14.14	\$14.64	\$15.32	\$15.69	\$16.21	\$16.52	
17	18			\$12.95	\$14.19	\$14.69	\$15.37	\$15.74	\$16.26	\$16.57	
18	19			\$13.00	\$14.24	\$14.74	\$15.42	\$15.79	\$16.31	\$16.62	
19	20			\$13.05	\$14.29	\$14.79	\$15.47	\$15.84	\$16.36	\$16.67	
20	21			\$13.10	\$14.34	\$14.84	\$15.52	\$15.89	\$16.41	\$16.72	
21	22			\$13.15	\$14.39	\$14.89	\$15.57	\$15.94	\$16.46	\$16.77	

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**District Secretaries, Bookkeepers, Administrative Assistants, Parent Coordinator, Technology, and Licensed Practical Nurse**

A	12-Month Secretary										
B	Secretary/Technical										
C	Bookkeeper I/Accounting Specialist I										
D	Parent Coordinator										
E	Bookkeeper II/Accounting Specialist II/Administrative Assistant/System Specialist/State Reporting Specialist										
F	Bookkeeper III/Accounting Specialist III										
G	Certified IT Technician										
H	IT Technician										
I	IT Support Assistant										
J	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	\$0.05
Years of Service	Contract Step	A	B	C	D	E	F	G	H	I	J
0	1	\$15.92	\$17.68	\$19.33	\$20.77	\$21.19	\$23.05	\$15.20	\$13.14	\$7.25-\$10.00	\$16.48
1	2	\$15.97	\$17.73	\$19.38	\$20.82	\$21.24	\$23.10	\$15.25	\$13.19	\$7.25-\$10.00	\$16.53
2	3	\$16.02	\$17.78	\$19.43	\$20.87	\$21.29	\$23.15	\$15.30	\$13.24	\$7.25-\$10.00	\$16.58
3	4	\$16.07	\$17.83	\$19.48	\$20.92	\$21.34	\$23.20	\$15.35	\$13.29	\$7.25-\$10.00	\$16.63
4	5	\$16.12	\$17.88	\$19.53	\$20.97	\$21.39	\$23.25	\$15.40	\$13.34	\$7.25-\$10.00	\$16.68
5	6	\$16.17	\$17.93	\$19.58	\$21.02	\$21.44	\$23.30	\$15.45	\$13.39	\$7.25-\$10.00	\$16.73
6	7	\$16.22	\$17.98	\$19.63	\$21.07	\$21.49	\$23.35	\$15.50	\$13.44	\$7.25-\$10.00	\$16.78
7	8	\$16.27	\$18.03	\$19.68	\$21.12	\$21.54	\$23.40	\$15.55	\$13.49	\$7.25-\$10.00	\$16.83
8	9	\$16.32	\$18.08	\$19.73	\$21.17	\$21.59	\$23.45	\$15.60	\$13.54	\$7.25-\$10.00	\$16.88
9	10	\$16.37	\$18.13	\$19.78	\$21.22	\$21.64	\$23.50	\$15.65	\$13.59	\$7.25-\$10.00	\$16.93
10	11	\$16.42	\$18.18	\$19.83	\$21.27	\$21.69	\$23.55	\$15.70	\$13.64	\$7.25-\$10.00	\$16.98
11	12	\$16.47	\$18.23	\$19.88	\$21.32	\$21.74	\$23.60	\$15.75	\$13.69	\$7.25-\$10.00	\$17.03
12	13	\$16.52	\$18.28	\$19.93	\$21.37	\$21.79	\$23.65	\$15.80	\$13.74	\$7.25-\$10.00	\$17.08
13	14	\$16.57	\$18.33	\$19.98	\$21.42	\$21.84	\$23.70	\$15.85	\$13.79	\$7.25-\$10.00	\$17.13
14	15	\$16.62	\$18.38	\$20.03	\$21.47	\$21.89	\$23.75	\$15.90	\$13.84	\$7.25-\$10.00	\$17.18
15	16	\$16.67	\$18.43	\$20.08	\$21.52	\$21.94	\$23.80	\$15.95	\$13.89	\$7.25-\$10.00	\$17.23
16	17	\$16.72	\$18.48	\$20.13	\$21.57	\$21.99	\$23.85	\$16.00	\$13.94	\$7.25-\$10.00	\$17.28
17	18	\$16.77	\$18.53	\$20.18	\$21.62	\$22.04	\$23.90	\$16.05	\$13.99	\$7.25-\$10.00	\$17.33
18	19	\$16.82	\$18.58	\$20.23	\$21.67	\$22.09	\$23.95	\$16.10	\$14.04	\$7.25-\$10.00	\$17.38
19	20	\$16.87	\$18.63	\$20.28	\$21.72	\$22.14	\$24.00	\$16.15	\$14.09	\$7.25-\$10.00	\$17.43
20	21	\$16.92	\$18.68	\$20.33	\$21.77	\$22.19	\$24.05	\$16.20	\$14.14	\$7.25-\$10.00	\$17.48
21	22	\$16.97	\$18.73	\$20.38	\$21.82	\$22.24	\$24.10	\$16.25	\$14.19	\$7.25-\$10.00	\$17.53

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**BENTON SCHOOL DISTRICT  
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**Administrators, Supervisors, and Professional Classified Positions**

A	Behavior Intervention Specialist (BACB Certified), 178 Days (Exempt from FLSA overtime requirement)
B	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	Food Service Director, 11 Months (Indexed to Teacher Salary Schedule)
H	Chief Financial Officer, Director of Support Services, 12 Months (Indexed to Teacher Salary Schedule)

Experience Increment      \$0.05      \$100.00

Years of Service	Contract Step	Indexed to Teacher Salary Schedule							
		A	B	C	D	E	F	G	H
0	1	\$45.15	\$46,371	-.09 Index/ Range 1	-.05 Index/ Range 1	.22 Index Range 1	.20 Index	.25 Index	0.70 Index
1	2	\$45.20	\$46,471						
2	3	\$45.25	\$46,571						
3	4	\$45.30	\$46,671						
4	5	\$45.35	\$46,771						
5	6	\$45.40	\$46,871						
6	7	\$45.45	\$46,971						
7	8	\$45.50	\$47,071						
8	9	\$45.55	\$47,171						
9	10	\$45.60	\$47,271						
10	11	\$45.65	\$47,371						
11	12	\$45.70	\$47,471						
12	13	\$45.75	\$47,571						
13	14	\$45.80	\$47,671						
14	15	\$45.85	\$47,771						
15	16	\$45.90	\$47,871						
16	17	\$45.95	\$47,971						
17	18	\$46.00	\$48,071						
18	19	\$46.05	\$48,171						
19	20	\$46.10	\$48,271						
20	21	\$46.15	\$48,371						
21	22	\$46.20	\$48,471						

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