

**BENTON SCHOOL DISTRICT  
2015-2016 CLASSIFIED SALARY SCHEDULE**

<b>Aides, Clerks, Paraprofessionals, School Secretaries, Receptionist and ISS Supervisor</b>											<b>(Adopted 6/1/2015)</b>	
<b>A</b>	Instructional Aide, Library Aide-BHS,BJH, BMS, Clerical Aide-Elem.& ALC, 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</b>	<b>Increment</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>	<b>\$0.05</b>		
<b>Years of Service</b>	<b>Contract 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	\$12.18	\$12.28	\$12.49	\$12.55	\$13.12	\$13.22	\$13.32	\$13.44	\$14.24		
1	2	\$12.23	\$12.33	\$12.54	\$12.60	\$13.17	\$13.27	\$13.37	\$13.49	\$14.29		
2	3	\$12.28	\$12.38	\$12.59	\$12.65	\$13.22	\$13.32	\$13.42	\$13.54	\$14.34		
3	4	\$12.33	\$12.43	\$12.64	\$12.70	\$13.27	\$13.37	\$13.47	\$13.59	\$14.39		
4	5	\$12.38	\$12.48	\$12.69	\$12.75	\$13.32	\$13.42	\$13.52	\$13.64	\$14.44		
5	6	\$12.43	\$12.53	\$12.74	\$12.80	\$13.37	\$13.47	\$13.57	\$13.69	\$14.49		
6	7	\$12.48	\$12.58	\$12.79	\$12.85	\$13.42	\$13.52	\$13.62	\$13.74	\$14.54		
7	8	\$12.53	\$12.63	\$12.84	\$12.90	\$13.47	\$13.57	\$13.67	\$13.79	\$14.59		
8	9	\$12.58	\$12.68	\$12.89	\$12.95	\$13.52	\$13.62	\$13.72	\$13.84	\$14.64		
9	10	\$12.63	\$12.73	\$12.94	\$13.00	\$13.57	\$13.67	\$13.77	\$13.89	\$14.69		
10	11	\$12.68	\$12.78	\$12.99	\$13.05	\$13.62	\$13.72	\$13.82	\$13.94	\$14.74		
11	12	\$12.73	\$12.83	\$13.04	\$13.10	\$13.67	\$13.77	\$13.87	\$13.99	\$14.79		
12	13	\$12.78	\$12.88	\$13.09	\$13.15	\$13.72	\$13.82	\$13.92	\$14.04	\$14.84		
13	14	\$12.83	\$12.93	\$13.14	\$13.20	\$13.77	\$13.87	\$13.97	\$14.09	\$14.89		
14	15	\$12.88	\$12.98	\$13.19	\$13.25	\$13.82	\$13.92	\$14.02	\$14.14	\$14.94		
15	16	\$12.93	\$13.03	\$13.24	\$13.30	\$13.87	\$13.97	\$14.07	\$14.19	\$14.99		
16	17	\$12.98	\$13.08	\$13.29	\$13.35	\$13.92	\$14.02	\$14.12	\$14.24	\$15.04		
17	18	\$13.03	\$13.13	\$13.34	\$13.40	\$13.97	\$14.07	\$14.17	\$14.29	\$15.09		
18	19	\$13.08	\$13.18	\$13.39	\$13.45	\$14.02	\$14.12	\$14.22	\$14.34	\$15.14		
19	20	\$13.13	\$13.23	\$13.44	\$13.50	\$14.07	\$14.17	\$14.27	\$14.39	\$15.19		
20	21	\$13.18	\$13.28	\$13.49	\$13.55	\$14.12	\$14.22	\$14.32	\$14.44	\$15.24		
21	22	\$13.23	\$13.33	\$13.54	\$13.60	\$14.17	\$14.27	\$14.37	\$14.49	\$15.29		
22	23	\$13.28	\$13.38	\$13.59	\$13.65	\$14.22	\$14.32	\$14.42	\$14.54	\$15.34		
23	24	\$13.33	\$13.43	\$13.64	\$13.70	\$14.27	\$14.37	\$14.47	\$14.59	\$15.39		
***The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$150.00 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.												

**BENTON SCHOOL DISTRICT**  
**2015-2016 CLASSIFIED SALARY SCHEDULE**

<b>Hearing Interpreters</b>							<b>(Adopted 6/1/2015)</b>	
<b>Experience</b>	<b>Increment</b>	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05		
<b>Years of Service</b>	<b>Contract Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>		
		<b>QAST I</b>	<b>QAST II</b>	<b>QAST III</b>	<b>QAST IV</b>	<b>QAST V</b>		
0	1	\$13.07	\$14.77	\$15.81	\$16.89	\$17.93		
1	2	\$13.12	\$14.82	\$15.86	\$16.94	\$17.98		
2	3	\$13.17	\$14.87	\$15.91	\$16.99	\$18.03		
3	4	\$13.22	\$14.92	\$15.96	\$17.04	\$18.08		
4	5	\$13.27	\$14.97	\$16.01	\$17.09	\$18.13		
5	6	\$13.32	\$15.02	\$16.06	\$17.14	\$18.18		
6	7	\$13.37	\$15.07	\$16.11	\$17.19	\$18.23		
7	8	\$13.42	\$15.12	\$16.16	\$17.24	\$18.28		
8	9	\$13.47	\$15.17	\$16.21	\$17.29	\$18.33		
9	10	\$13.52	\$15.22	\$16.26	\$17.34	\$18.38		
10	11	\$13.57	\$15.27	\$16.31	\$17.39	\$18.43		
11	12	\$13.62	\$15.32	\$16.36	\$17.44	\$18.48		
12	13	\$13.67	\$15.37	\$16.41	\$17.49	\$18.53		
13	14	\$13.72	\$15.42	\$16.46	\$17.54	\$18.58		
14	15	\$13.77	\$15.47	\$16.51	\$17.59	\$18.63		
15	16	\$13.82	\$15.52	\$16.56	\$17.64	\$18.68		
16	17	\$13.87	\$15.57	\$16.61	\$17.69	\$18.73		
17	18	\$13.92	\$15.62	\$16.66	\$17.74	\$18.78		
18	19	\$13.97	\$15.67	\$16.71	\$17.79	\$18.83		
19	20	\$14.02	\$15.72	\$16.76	\$17.84	\$18.88		
20	21	\$14.07	\$15.77	\$16.81	\$17.89	\$18.93		
21	22	\$14.12	\$15.82	\$16.86	\$17.94	\$18.98		
22	23	\$14.17	\$15.87	\$16.91	\$17.99	\$19.03		
23	24	\$14.22	\$15.92	\$16.96	\$18.04	\$19.08		

\*\*\*The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$150.00 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.

**BENTON SCHOOL DISTRICT  
2015-2016 CLASSIFIED SALARY SCHEDULE**

<b>Food Service and Transportation</b>										<b>(Adopted 6/1/2015)</b>	
A	Food Service Alternates										
B	Food Service Kitchen Helper									Transportation	
C	Food Service Cook									<u>Layover</u>	<u>Trip Pay</u>
D	Food Service Elementary Manager									\$8.32	\$12.00
E	Food Service Secondary Manager										
F	Transportation Bus Driver - Regular Route/Transportation Bus Mechanic									Layover rate in compliance with ACA 6-17-2203	
G	Transportation Bus Aide									(ADE Dir Memo FIN-13-079)	
Experience	Increment	\$0.00	\$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>			
0	1	\$9.00	\$11.82	\$12.08	\$13.05	\$13.20	\$17.45	\$13.83			
1	2		\$11.87	\$12.13	\$13.10	\$13.25	\$17.50	\$13.88			
2	3		\$11.92	\$12.18	\$13.15	\$13.30	\$17.55	\$13.93			
3	4		\$11.97	\$12.23	\$13.20	\$13.35	\$17.60	\$13.98			
4	5		\$12.02	\$12.28	\$13.25	\$13.40	\$17.65	\$14.03			
5	6		\$12.07	\$12.33	\$13.30	\$13.45	\$17.70	\$14.08			
6	7		\$12.12	\$12.38	\$13.35	\$13.50	\$17.75	\$14.13			
7	8		\$12.17	\$12.43	\$13.40	\$13.55	\$17.80	\$14.18			
8	9		\$12.22	\$12.48	\$13.45	\$13.60	\$17.85	\$14.23			
9	10		\$12.27	\$12.53	\$13.50	\$13.65	\$17.90	\$14.28			
10	11		\$12.32	\$12.58	\$13.55	\$13.70	\$17.95	\$14.33			
11	12		\$12.37	\$12.63	\$13.60	\$13.75	\$18.00	\$14.38			
12	13		\$12.42	\$12.68	\$13.65	\$13.80	\$18.05	\$14.43			
13	14		\$12.47	\$12.73	\$13.70	\$13.85	\$18.10	\$14.48			
14	15		\$12.52	\$12.78	\$13.75	\$13.90	\$18.15	\$14.53			
15	16		\$12.57	\$12.83	\$13.80	\$13.95	\$18.20	\$14.58			
16	17		\$12.62	\$12.88	\$13.85	\$14.00	\$18.25	\$14.63			
17	18		\$12.67	\$12.93	\$13.90	\$14.05	\$18.30	\$14.68			
18	19		\$12.72	\$12.98	\$13.95	\$14.10	\$18.35	\$14.73			
19	20		\$12.77	\$13.03	\$14.00	\$14.15	\$18.40	\$14.78			
20	21		\$12.82	\$13.08	\$14.05	\$14.20	\$18.45	\$14.83			
21	22		\$12.87	\$13.13	\$14.10	\$14.25	\$18.50	\$14.88			
22	23		\$12.92	\$13.18	\$14.15	\$14.30	\$18.55	\$14.93			
23	24		\$12.97	\$13.23	\$14.20	\$14.35	\$18.60	\$14.98			
<b>*Add \$0.25 per hour to manager with Food Service state certification.*</b>											
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**2015-2016 CLASSIFIED SALARY SCHEDULE**

**\*-Minimum wage for Arkansas is \$7.50/hr starting 1/1/2015 and \$8.00/hr. starting 1/1/2016**

**(Adopted 6/1/2015)**

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	
Years of Service	Contract Step	A*	B*	C	D	E	F	G	H	I	
0	1	\$7.50	\$7.50-\$10.00	\$12.55	\$13.79	\$14.29	\$14.97	\$15.34	\$15.86	\$16.17	
1	2	\$7.75		\$12.60	\$13.84	\$14.34	\$15.02	\$15.39	\$15.91	\$16.22	
2	3			\$12.65	\$13.89	\$14.39	\$15.07	\$15.44	\$15.96	\$16.27	
3	4			\$12.70	\$13.94	\$14.44	\$15.12	\$15.49	\$16.01	\$16.32	
4	5			\$12.75	\$13.99	\$14.49	\$15.17	\$15.54	\$16.06	\$16.37	
5	6			\$12.80	\$14.04	\$14.54	\$15.22	\$15.59	\$16.11	\$16.42	
6	7			\$12.85	\$14.09	\$14.59	\$15.27	\$15.64	\$16.16	\$16.47	
7	8			\$12.90	\$14.14	\$14.64	\$15.32	\$15.69	\$16.21	\$16.52	
8	9			\$12.95	\$14.19	\$14.69	\$15.37	\$15.74	\$16.26	\$16.57	
9	10			\$13.00	\$14.24	\$14.74	\$15.42	\$15.79	\$16.31	\$16.62	
10	11			\$13.05	\$14.29	\$14.79	\$15.47	\$15.84	\$16.36	\$16.67	
11	12			\$13.10	\$14.34	\$14.84	\$15.52	\$15.89	\$16.41	\$16.72	
12	13			\$13.15	\$14.39	\$14.89	\$15.57	\$15.94	\$16.46	\$16.77	
13	14			\$13.20	\$14.44	\$14.94	\$15.62	\$15.99	\$16.51	\$16.82	
14	15			\$13.25	\$14.49	\$14.99	\$15.67	\$16.04	\$16.56	\$16.87	
15	16			\$13.30	\$14.54	\$15.04	\$15.72	\$16.09	\$16.61	\$16.92	
16	17			\$13.35	\$14.59	\$15.09	\$15.77	\$16.14	\$16.66	\$16.97	
17	18			\$13.40	\$14.64	\$15.14	\$15.82	\$16.19	\$16.71	\$17.02	
18	19			\$13.45	\$14.69	\$15.19	\$15.87	\$16.24	\$16.76	\$17.07	
19	20			\$13.50	\$14.74	\$15.24	\$15.92	\$16.29	\$16.81	\$17.12	
20	21			\$13.55	\$14.79	\$15.29	\$15.97	\$16.34	\$16.86	\$17.17	
21	22			\$13.60	\$14.84	\$15.34	\$16.02	\$16.39	\$16.91	\$17.22	
22	23			\$13.65	\$14.89	\$15.39	\$16.07	\$16.44	\$16.96	\$17.27	
23	24			\$13.70	\$14.94	\$15.44	\$16.12	\$16.49	\$17.01	\$17.32	

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2015-2016 CLASSIFIED SALARY SCHEDULE**

**\*-Minimum wage for Arkansas is \$7.50/hr starting 1/1/2015 and \$8.00/hr. starting 1/1/2016**

**(Adopted 6/1/2015)**

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

A	12-Month Secretary/Registrar											
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	IT Summer Temporary											
K	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											
<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>	<u>K</u>
0	1	\$16.37	\$18.13	\$19.78	\$21.22	\$21.64	\$23.50	\$15.65	\$13.59	\$7.50-\$10.00	\$7.50	\$16.93
1	2	\$16.42	\$18.18	\$19.83	\$21.27	\$21.69	\$23.55	\$15.70	\$13.64	\$7.50-\$10.00	\$7.75	\$16.98
2	3	\$16.47	\$18.23	\$19.88	\$21.32	\$21.74	\$23.60	\$15.75	\$13.69	\$7.50-\$10.00	\$8.00	\$17.03
3	4	\$16.52	\$18.28	\$19.93	\$21.37	\$21.79	\$23.65	\$15.80	\$13.74	\$7.50-\$10.00	\$8.25	\$17.08
4	5	\$16.57	\$18.33	\$19.98	\$21.42	\$21.84	\$23.70	\$15.85	\$13.79	\$7.50-\$10.00		\$17.13
5	6	\$16.62	\$18.38	\$20.03	\$21.47	\$21.89	\$23.75	\$15.90	\$13.84	\$7.50-\$10.00		\$17.18
6	7	\$16.67	\$18.43	\$20.08	\$21.52	\$21.94	\$23.80	\$15.95	\$13.89	\$7.50-\$10.00		\$17.23
7	8	\$16.72	\$18.48	\$20.13	\$21.57	\$21.99	\$23.85	\$16.00	\$13.94	\$7.50-\$10.00		\$17.28
8	9	\$16.77	\$18.53	\$20.18	\$21.62	\$22.04	\$23.90	\$16.05	\$13.99	\$7.50-\$10.00		\$17.33
9	10	\$16.82	\$18.58	\$20.23	\$21.67	\$22.09	\$23.95	\$16.10	\$14.04	\$7.50-\$10.00		\$17.38
10	11	\$16.87	\$18.63	\$20.28	\$21.72	\$22.14	\$24.00	\$16.15	\$14.09	\$7.50-\$10.00		\$17.43
11	12	\$16.92	\$18.68	\$20.33	\$21.77	\$22.19	\$24.05	\$16.20	\$14.14	\$7.50-\$10.00		\$17.48
12	13	\$16.97	\$18.73	\$20.38	\$21.82	\$22.24	\$24.10	\$16.25	\$14.19	\$7.50-\$10.00		\$17.53
13	14	\$17.02	\$18.78	\$20.43	\$21.87	\$22.29	\$24.15	\$16.30	\$14.24	\$7.50-\$10.00		\$17.58
14	15	\$17.07	\$18.83	\$20.48	\$21.92	\$22.34	\$24.20	\$16.35	\$14.29	\$7.50-\$10.00		\$17.63
15	16	\$17.12	\$18.88	\$20.53	\$21.97	\$22.39	\$24.25	\$16.40	\$14.34	\$7.50-\$10.00		\$17.68
16	17	\$17.17	\$18.93	\$20.58	\$22.02	\$22.44	\$24.30	\$16.45	\$14.39	\$7.50-\$10.00		\$17.73
17	18	\$17.22	\$18.98	\$20.63	\$22.07	\$22.49	\$24.35	\$16.50	\$14.44	\$7.50-\$10.00		\$17.78
18	19	\$17.27	\$19.03	\$20.68	\$22.12	\$22.54	\$24.40	\$16.55	\$14.49	\$7.50-\$10.00		\$17.83
19	20	\$17.32	\$19.08	\$20.73	\$22.17	\$22.59	\$24.45	\$16.60	\$14.54	\$7.50-\$10.00		\$17.88
20	21	\$17.37	\$19.13	\$20.78	\$22.22	\$22.64	\$24.50	\$16.65	\$14.59	\$7.50-\$10.00		\$17.93
21	22	\$17.42	\$19.18	\$20.83	\$22.27	\$22.69	\$24.55	\$16.70	\$14.64	\$7.50-\$10.00		\$17.98
22	23	\$17.47	\$19.23	\$20.88	\$22.32	\$22.74	\$24.60	\$16.75	\$14.69	\$7.50-\$10.00		\$18.03
23	24	\$17.52	\$19.28	\$20.93	\$22.37	\$22.79	\$24.65	\$16.80	\$14.74	\$7.50-\$10.00		\$18.08

\*\*\*The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$150.00 per month.)

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

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2015-2016 CLASSIFIED SALARY SCHEDULE**

**(Adopted 6/1/2015)**

**Administrators, Supervisors, and Professional Classified Positions**

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)

Experience Increment	\$0.05	\$100.00
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Years of Service	Contract Step	Indexed to Teacher Salary Schedule							
		A	B	C	D	E	F	G	H
0	1	\$45.60	\$47,311	-.09 Index/ Range 1	-.05 Index/ Range 1	.22 Index Range 1	.20 Index	.35 Index	0.70 Index
1	2	\$45.65	\$47,411						
2	3	\$45.70	\$47,511						
3	4	\$45.75	\$47,611						
4	5	\$45.80	\$47,711						
5	6	\$45.85	\$47,811						
6	7	\$45.90	\$47,911						
7	8	\$45.95	\$48,011						
8	9	\$46.00	\$48,111						
9	10	\$46.05	\$48,211						
10	11	\$46.10	\$48,311						
11	12	\$46.15	\$48,411						
12	13	\$46.20	\$48,511						
13	14	\$46.25	\$48,611						
14	15	\$46.30	\$48,711						
15	16	\$46.35	\$48,811						
16	17	\$46.40	\$48,911						
17	18	\$46.45	\$49,011						
18	19	\$46.50	\$49,111						
19	20	\$46.55	\$49,211						
20	21	\$46.60	\$49,311						
21	22	\$46.65	\$49,411						
22	23	\$46.70	\$49,511						
23	24	\$46.75	\$49,611						

\*\*\*The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$150.00 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.