

BENTON SCHOOL DISTRICT
2017-2018 CLASSIFIED SALARY SCHEDULE Approved 11/13/2017

Aides, Clerks, Paraprofessionals, School Secretaries, Receptionist and ISS Supervisor											
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	\$0.05
Years of Service	Contract Step	A	B	C	D	E	F	G	H	I	
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 \$155.93 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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Food Service and Transportation									
A	Food Service Alternates								
B	Food Service Kitchen Helper								
C	Food Service Cook								Transportation
D	Food Service Elementary Manager								<u>Layover</u> <u>Trip Pay</u>
E	Food Service Secondary Manager							\$8.50	\$12.00
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-16-052)
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	
Add \$0.25 per hour to manager with Food Service state certification.									
***The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$155.93 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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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	<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	\$8.50	\$8.50-\$10.00	\$12.95	\$14.19	\$14.69	\$15.37	\$15.74	\$16.26	\$16.57	
1	2	\$8.75		\$13.00	\$14.24	\$14.74	\$15.42	\$15.79	\$16.31	\$16.62	
2	3	\$9.00		\$13.05	\$14.29	\$14.79	\$15.47	\$15.84	\$16.36	\$16.67	
3	4	\$9.25		\$13.10	\$14.34	\$14.84	\$15.52	\$15.89	\$16.41	\$16.72	
4	5	\$9.50		\$13.15	\$14.39	\$14.89	\$15.57	\$15.94	\$16.46	\$16.77	
5	6	\$9.75		\$13.20	\$14.44	\$14.94	\$15.62	\$15.99	\$16.51	\$16.82	
6	7	\$10.00		\$13.25	\$14.49	\$14.99	\$15.67	\$16.04	\$16.56	\$16.87	
7	8	\$10.25		\$13.30	\$14.54	\$15.04	\$15.72	\$16.09	\$16.61	\$16.92	
8	9	\$10.50		\$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	

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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	\$0.05	\$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	\$16.77	\$18.53	\$20.18	\$21.62	\$22.04	\$23.90	\$16.05	\$13.99	\$8.50-\$10.00	\$8.50	\$17.33
1	2	\$16.82	\$18.58	\$20.23	\$21.67	\$22.09	\$23.95	\$16.10	\$14.04	\$8.50-\$10.00	\$8.75	\$17.38
2	3	\$16.87	\$18.63	\$20.28	\$21.72	\$22.14	\$24.00	\$16.15	\$14.09	\$8.50-\$10.00	\$9.00	\$17.43
3	4	\$16.92	\$18.68	\$20.33	\$21.77	\$22.19	\$24.05	\$16.20	\$14.14	\$8.50-\$10.00	\$9.25	\$17.48
4	5	\$16.97	\$18.73	\$20.38	\$21.82	\$22.24	\$24.10	\$16.25	\$14.19	\$8.50-\$10.00		\$17.53
5	6	\$17.02	\$18.78	\$20.43	\$21.87	\$22.29	\$24.15	\$16.30	\$14.24	\$8.50-\$10.00		\$17.58
6	7	\$17.07	\$18.83	\$20.48	\$21.92	\$22.34	\$24.20	\$16.35	\$14.29	\$8.50-\$10.00		\$17.63
7	8	\$17.12	\$18.88	\$20.53	\$21.97	\$22.39	\$24.25	\$16.40	\$14.34	\$8.50-\$10.00		\$17.68
8	9	\$17.17	\$18.93	\$20.58	\$22.02	\$22.44	\$24.30	\$16.45	\$14.39	\$8.50-\$10.00		\$17.73
9	10	\$17.22	\$18.98	\$20.63	\$22.07	\$22.49	\$24.35	\$16.50	\$14.44	\$8.50-\$10.00		\$17.78
10	11	\$17.27	\$19.03	\$20.68	\$22.12	\$22.54	\$24.40	\$16.55	\$14.49	\$8.50-\$10.00		\$17.83
11	12	\$17.32	\$19.08	\$20.73	\$22.17	\$22.59	\$24.45	\$16.60	\$14.54	\$8.50-\$10.00		\$17.88
12	13	\$17.37	\$19.13	\$20.78	\$22.22	\$22.64	\$24.50	\$16.65	\$14.59	\$8.50-\$10.00		\$17.93
13	14	\$17.42	\$19.18	\$20.83	\$22.27	\$22.69	\$24.55	\$16.70	\$14.64	\$8.50-\$10.00		\$17.98
14	15	\$17.47	\$19.23	\$20.88	\$22.32	\$22.74	\$24.60	\$16.75	\$14.69	\$8.50-\$10.00		\$18.03
15	16	\$17.52	\$19.28	\$20.93	\$22.37	\$22.79	\$24.65	\$16.80	\$14.74	\$8.50-\$10.00		\$18.08
16	17	\$17.57	\$19.33	\$20.98	\$22.42	\$22.84	\$24.70	\$16.85	\$14.79	\$8.50-\$10.00		\$18.13
17	18	\$17.62	\$19.38	\$21.03	\$22.47	\$22.89	\$24.75	\$16.90	\$14.84	\$8.50-\$10.00		\$18.18
18	19	\$17.67	\$19.43	\$21.08	\$22.52	\$22.94	\$24.80	\$16.95	\$14.89	\$8.50-\$10.00		\$18.23
19	20	\$17.72	\$19.48	\$21.13	\$22.57	\$22.99	\$24.85	\$17.00	\$14.94	\$8.50-\$10.00		\$18.28
20	21	\$17.77	\$19.53	\$21.18	\$22.62	\$23.04	\$24.90	\$17.05	\$14.99	\$8.50-\$10.00		\$18.33
21	22	\$17.82	\$19.58	\$21.23	\$22.67	\$23.09	\$24.95	\$17.10	\$15.04	\$8.50-\$10.00		\$18.38
22	23	\$17.87	\$19.63	\$21.28	\$22.72	\$23.14	\$25.00	\$17.15	\$15.09	\$8.50-\$10.00		\$18.43
23	24	\$17.92	\$19.68	\$21.33	\$22.77	\$23.19	\$25.05	\$17.20	\$15.14	\$8.50-\$10.00		\$18.48
24	25	\$17.97	\$19.73	\$21.38	\$22.82	\$23.24	\$25.10	\$17.25	\$15.19	\$8.50-\$10.00		\$18.53

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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/	.22 Index	.20 Index	.35 Index	.70 Index		
1	2	\$46.05	\$48,243	Range 1	Range 1	Range 1				Range 7	Range 1
2	3	\$46.10	\$48,343								
3	4	\$46.15	\$48,443								
4	5	\$46.20	\$48,543								
5	6	\$46.25	\$48,643								
6	7	\$46.30	\$48,743								
7	8	\$46.35	\$48,843								
8	9	\$46.40	\$48,943								
9	10	\$46.45	\$49,043								
10	11	\$46.50	\$49,143								
11	12	\$46.55	\$49,243								
12	13	\$46.60	\$49,343								
13	14	\$46.65	\$49,443								
14	15	\$46.70	\$49,543								
15	16	\$46.75	\$49,643								
16	17	\$46.80	\$49,743								
17	18	\$46.85	\$49,843								
18	19	\$46.90	\$49,943								
19	20	\$46.95	\$50,043								
20	21	\$47.00	\$50,143								
21	22	\$47.05	\$50,243								
22	23	\$47.10	\$50,343								
23	24	\$47.15	\$50,443								
24	25	\$47.20	\$50,543								
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