

BENTON SCHOOL DISTRICT

2018-2019 CLASSIFIED SALARY SCHEDULE Approved 12/10/2018 to be Effective 1/1/2019

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
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 \$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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Hearing Interpreters						
Experience Increment		\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Years of Service	Contract Step	A QAST I	B QAST II	C QAST III	D QAST IV	E QAST V
0	1	\$13.47	\$15.17	\$16.21	\$17.29	\$18.33
1	2	\$13.52	\$15.22	\$16.26	\$17.34	\$18.38
2	3	\$13.57	\$15.27	\$16.31	\$17.39	\$18.43
3	4	\$13.62	\$15.32	\$16.36	\$17.44	\$18.48
4	5	\$13.67	\$15.37	\$16.41	\$17.49	\$18.53
5	6	\$13.72	\$15.42	\$16.46	\$17.54	\$18.58
6	7	\$13.77	\$15.47	\$16.51	\$17.59	\$18.63
7	8	\$13.82	\$15.52	\$16.56	\$17.64	\$18.68
8	9	\$13.87	\$15.57	\$16.61	\$17.69	\$18.73
9	10	\$13.92	\$15.62	\$16.66	\$17.74	\$18.78
10	11	\$13.97	\$15.67	\$16.71	\$17.79	\$18.83
11	12	\$14.02	\$15.72	\$16.76	\$17.84	\$18.88
12	13	\$14.07	\$15.77	\$16.81	\$17.89	\$18.93
13	14	\$14.12	\$15.82	\$16.86	\$17.94	\$18.98
14	15	\$14.17	\$15.87	\$16.91	\$17.99	\$19.03
15	16	\$14.22	\$15.92	\$16.96	\$18.04	\$19.08
16	17	\$14.27	\$15.97	\$17.01	\$18.09	\$19.13
17	18	\$14.32	\$16.02	\$17.06	\$18.14	\$19.18
18	19	\$14.37	\$16.07	\$17.11	\$18.19	\$19.23
19	20	\$14.42	\$16.12	\$17.16	\$18.24	\$19.28
20	21	\$14.47	\$16.17	\$17.21	\$18.29	\$19.33
21	22	\$14.52	\$16.22	\$17.26	\$18.34	\$19.38
22	23	\$14.57	\$16.27	\$17.31	\$18.39	\$19.43
23	24	\$14.62	\$16.32	\$17.36	\$18.44	\$19.48
24	25	\$14.67	\$16.37	\$17.41	\$18.49	\$19.53
***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.						

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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								Layover Trip Pay
E	Food Service Secondary Manager							\$14.50 \$17.85	
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-18-044)
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	\$9.25	\$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.									
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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
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	\$9.25	\$9.25-\$10.00	\$12.95	\$14.19	\$14.69	\$15.37	\$15.74	\$16.26	\$16.57
1	2	\$9.50		\$13.00	\$14.24	\$14.74	\$15.42	\$15.79	\$16.31	\$16.62
2	3	\$9.75		\$13.05	\$14.29	\$14.79	\$15.47	\$15.84	\$16.36	\$16.67
3	4	\$10.00		\$13.10	\$14.34	\$14.84	\$15.52	\$15.89	\$16.41	\$16.72
4	5	\$10.25		\$13.15	\$14.39	\$14.89	\$15.57	\$15.94	\$16.46	\$16.77
5	6	\$10.50		\$13.20	\$14.44	\$14.94	\$15.62	\$15.99	\$16.51	\$16.82
6	7	\$10.75		\$13.25	\$14.49	\$14.99	\$15.67	\$16.04	\$16.56	\$16.87
7	8	\$11.00		\$13.30	\$14.54	\$15.04	\$15.72	\$16.09	\$16.61	\$16.92
8	9	\$11.25		\$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	B	C	D	E	F	G	H	I*	J*	K	
	12-Month Secretary/Registrar	Secretary/Technical	Bookkeeper I/Accounting Specialist I	Parent Coordinator	Bookkeeper II/Accounting Specialist II/Administrative Assistant/System Specialist/State Reporting Specialist	Bookkeeper III/Accounting Specialist III	Certified IT Technician	IT Technician	IT Support Assistant	IT Summer Temporary	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	\$9.25-\$10.00	\$9.25	\$17.33
1	2	\$16.82	\$18.58	\$20.23	\$21.67	\$22.09	\$23.95	\$16.10	\$14.04	\$9.25-\$10.00	\$9.50	\$17.38
2	3	\$16.87	\$18.63	\$20.28	\$21.72	\$22.14	\$24.00	\$16.15	\$14.09	\$9.25-\$10.00	\$9.75	\$17.43
3	4	\$16.92	\$18.68	\$20.33	\$21.77	\$22.19	\$24.05	\$16.20	\$14.14	\$9.25-\$10.00	\$10.00	\$17.48
4	5	\$16.97	\$18.73	\$20.38	\$21.82	\$22.24	\$24.10	\$16.25	\$14.19	\$9.25-\$10.00		\$17.53
5	6	\$17.02	\$18.78	\$20.43	\$21.87	\$22.29	\$24.15	\$16.30	\$14.24	\$9.25-\$10.00		\$17.58
6	7	\$17.07	\$18.83	\$20.48	\$21.92	\$22.34	\$24.20	\$16.35	\$14.29	\$9.25-\$10.00		\$17.63
7	8	\$17.12	\$18.88	\$20.53	\$21.97	\$22.39	\$24.25	\$16.40	\$14.34	\$9.25-\$10.00		\$17.68
8	9	\$17.17	\$18.93	\$20.58	\$22.02	\$22.44	\$24.30	\$16.45	\$14.39	\$9.25-\$10.00		\$17.73
9	10	\$17.22	\$18.98	\$20.63	\$22.07	\$22.49	\$24.35	\$16.50	\$14.44	\$9.25-\$10.00		\$17.78
10	11	\$17.27	\$19.03	\$20.68	\$22.12	\$22.54	\$24.40	\$16.55	\$14.49	\$9.25-\$10.00		\$17.83
11	12	\$17.32	\$19.08	\$20.73	\$22.17	\$22.59	\$24.45	\$16.60	\$14.54	\$9.25-\$10.00		\$17.88
12	13	\$17.37	\$19.13	\$20.78	\$22.22	\$22.64	\$24.50	\$16.65	\$14.59	\$9.25-\$10.00		\$17.93
13	14	\$17.42	\$19.18	\$20.83	\$22.27	\$22.69	\$24.55	\$16.70	\$14.64	\$9.25-\$10.00		\$17.98
14	15	\$17.47	\$19.23	\$20.88	\$22.32	\$22.74	\$24.60	\$16.75	\$14.69	\$9.25-\$10.00		\$18.03
15	16	\$17.52	\$19.28	\$20.93	\$22.37	\$22.79	\$24.65	\$16.80	\$14.74	\$9.25-\$10.00		\$18.08
16	17	\$17.57	\$19.33	\$20.98	\$22.42	\$22.84	\$24.70	\$16.85	\$14.79	\$9.25-\$10.00		\$18.13
17	18	\$17.62	\$19.38	\$21.03	\$22.47	\$22.89	\$24.75	\$16.90	\$14.84	\$9.25-\$10.00		\$18.18
18	19	\$17.67	\$19.43	\$21.08	\$22.52	\$22.94	\$24.80	\$16.95	\$14.89	\$9.25-\$10.00		\$18.23
19	20	\$17.72	\$19.48	\$21.13	\$22.57	\$22.99	\$24.85	\$17.00	\$14.94	\$9.25-\$10.00		\$18.28
20	21	\$17.77	\$19.53	\$21.18	\$22.62	\$23.04	\$24.90	\$17.05	\$14.99	\$9.25-\$10.00		\$18.33
21	22	\$17.82	\$19.58	\$21.23	\$22.67	\$23.09	\$24.95	\$17.10	\$15.04	\$9.25-\$10.00		\$18.38
22	23	\$17.87	\$19.63	\$21.28	\$22.72	\$23.14	\$25.00	\$17.15	\$15.09	\$9.25-\$10.00		\$18.43
23	24	\$17.92	\$19.68	\$21.33	\$22.77	\$23.19	\$25.05	\$17.20	\$15.14	\$9.25-\$10.00		\$18.48
24	25	\$17.97	\$19.73	\$21.38	\$22.82	\$23.24	\$25.10	\$17.25	\$15.19	\$9.25-\$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/	\$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.												