

BENTON SCHOOL DISTRICT

2020-2021 CLASSIFIED SALARY SCHEDULE APPROVED 02/19/2020

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

A	Instructional Aide, Library Aide-BHS,BJH, BMS, ES, 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										
↓	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	\$12.83	\$12.93	\$13.15	\$13.21	\$13.79	\$13.89	\$13.99	\$14.12	\$14.93	
1	2	\$12.88	\$12.98	\$13.20	\$13.26	\$13.84	\$13.94	\$14.04	\$14.17	\$14.98	
2	3	\$12.93	\$13.03	\$13.25	\$13.31	\$13.89	\$13.99	\$14.09	\$14.22	\$15.03	
3	4	\$12.98	\$13.08	\$13.30	\$13.36	\$13.94	\$14.04	\$14.14	\$14.27	\$15.08	
4	5	\$13.03	\$13.13	\$13.35	\$13.41	\$13.99	\$14.09	\$14.19	\$14.32	\$15.13	
5	6	\$13.08	\$13.18	\$13.40	\$13.46	\$14.04	\$14.14	\$14.24	\$14.37	\$15.18	
6	7	\$13.13	\$13.23	\$13.45	\$13.51	\$14.09	\$14.19	\$14.29	\$14.42	\$15.23	
7	8	\$13.18	\$13.28	\$13.50	\$13.56	\$14.14	\$14.24	\$14.34	\$14.47	\$15.28	
8	9	\$13.23	\$13.33	\$13.55	\$13.61	\$14.19	\$14.29	\$14.39	\$14.52	\$15.33	
9	10	\$13.28	\$13.38	\$13.60	\$13.66	\$14.24	\$14.34	\$14.44	\$14.57	\$15.38	
10	11	\$13.33	\$13.43	\$13.65	\$13.71	\$14.29	\$14.39	\$14.49	\$14.62	\$15.43	
11	12	\$13.38	\$13.48	\$13.70	\$13.76	\$14.34	\$14.44	\$14.54	\$14.67	\$15.48	
12	13	\$13.43	\$13.53	\$13.75	\$13.81	\$14.39	\$14.49	\$14.59	\$14.72	\$15.53	
13	14	\$13.48	\$13.58	\$13.80	\$13.86	\$14.44	\$14.54	\$14.64	\$14.77	\$15.58	
14	15	\$13.53	\$13.63	\$13.85	\$13.91	\$14.49	\$14.59	\$14.69	\$14.82	\$15.63	
15	16	\$13.58	\$13.68	\$13.90	\$13.96	\$14.54	\$14.64	\$14.74	\$14.87	\$15.68	
16	17	\$13.63	\$13.73	\$13.95	\$14.01	\$14.59	\$14.69	\$14.79	\$14.92	\$15.73	
17	18	\$13.68	\$13.78	\$14.00	\$14.06	\$14.64	\$14.74	\$14.84	\$14.97	\$15.78	
18	19	\$13.73	\$13.83	\$14.05	\$14.11	\$14.69	\$14.79	\$14.89	\$15.02	\$15.83	
19	20	\$13.78	\$13.88	\$14.10	\$14.16	\$14.74	\$14.84	\$14.94	\$15.07	\$15.88	
20	21	\$13.83	\$13.93	\$14.15	\$14.21	\$14.79	\$14.89	\$14.99	\$15.12	\$15.93	
21	22	\$13.88	\$13.98	\$14.20	\$14.26	\$14.84	\$14.94	\$15.04	\$15.17	\$15.98	
22	23	\$13.93	\$14.03	\$14.25	\$14.31	\$14.89	\$14.99	\$15.09	\$15.22	\$16.03	
23	24	\$13.98	\$14.08	\$14.30	\$14.36	\$14.94	\$15.04	\$15.14	\$15.27	\$16.08	
24	25	\$14.03	\$14.13	\$14.35	\$14.41	\$14.99	\$15.09	\$15.19	\$15.32	\$16.13	

***The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$161.87 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	\$13.74	\$15.47	\$16.53	\$17.64	\$18.70					
1	2	\$13.79	\$15.52	\$16.58	\$17.69	\$18.75					
2	3	\$13.84	\$15.57	\$16.63	\$17.74	\$18.80					
3	4	\$13.89	\$15.62	\$16.68	\$17.79	\$18.85					
4	5	\$13.94	\$15.67	\$16.73	\$17.84	\$18.90					
5	6	\$13.99	\$15.72	\$16.78	\$17.89	\$18.95					
6	7	\$14.04	\$15.77	\$16.83	\$17.94	\$19.00					
7	8	\$14.09	\$15.82	\$16.88	\$17.99	\$19.05					
8	9	\$14.14	\$15.87	\$16.93	\$18.04	\$19.10					
9	10	\$14.19	\$15.92	\$16.98	\$18.09	\$19.15					
10	11	\$14.24	\$15.97	\$17.03	\$18.14	\$19.20					
11	12	\$14.29	\$16.02	\$17.08	\$18.19	\$19.25					
12	13	\$14.34	\$16.07	\$17.13	\$18.24	\$19.30					
13	14	\$14.39	\$16.12	\$17.18	\$18.29	\$19.35					
14	15	\$14.44	\$16.17	\$17.23	\$18.34	\$19.40					
15	16	\$14.49	\$16.22	\$17.28	\$18.39	\$19.45					
16	17	\$14.54	\$16.27	\$17.33	\$18.44	\$19.50					
17	18	\$14.59	\$16.32	\$17.38	\$18.49	\$19.55					
18	19	\$14.64	\$16.37	\$17.43	\$18.54	\$19.60					
19	20	\$14.69	\$16.42	\$17.48	\$18.59	\$19.65					
20	21	\$14.74	\$16.47	\$17.53	\$18.64	\$19.70					
21	22	\$14.79	\$16.52	\$17.58	\$18.69	\$19.75					
22	23	\$14.84	\$16.57	\$17.63	\$18.74	\$19.80					
23	24	\$14.89	\$16.62	\$17.68	\$18.79	\$19.85					
24	25	\$14.94	\$16.67	\$17.73	\$18.84	\$19.90					

***The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$161.87 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

2020-2021 CLASSIFIED SALARY SCHEDULE APPROVED 02/19/2020

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								\$14.79 \$18.21
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 Contract	Step	A	B	C	D	E	F	G	
	0	1 Min. Wage	\$12.46	\$12.73	\$13.72	\$13.87	\$18.21	\$14.51	
	1	2	\$12.51	\$12.78	\$13.77	\$13.92	\$18.26	\$14.56	
	2	3	\$12.56	\$12.83	\$13.82	\$13.97	\$18.31	\$14.61	
	3	4	\$12.61	\$12.88	\$13.87	\$14.02	\$18.36	\$14.66	
	4	5	\$12.66	\$12.93	\$13.92	\$14.07	\$18.41	\$14.71	
	5	6	\$12.71	\$12.98	\$13.97	\$14.12	\$18.46	\$14.76	
	6	7	\$12.76	\$13.03	\$14.02	\$14.17	\$18.51	\$14.81	
	7	8	\$12.81	\$13.08	\$14.07	\$14.22	\$18.56	\$14.86	
	8	9	\$12.86	\$13.13	\$14.12	\$14.27	\$18.61	\$14.91	
	9	10	\$12.91	\$13.18	\$14.17	\$14.32	\$18.66	\$14.96	
	10	11	\$12.96	\$13.23	\$14.22	\$14.37	\$18.71	\$15.01	
	11	12	\$13.01	\$13.28	\$14.27	\$14.42	\$18.76	\$15.06	
	12	13	\$13.06	\$13.33	\$14.32	\$14.47	\$18.81	\$15.11	
	13	14	\$13.11	\$13.38	\$14.37	\$14.52	\$18.86	\$15.16	
	14	15	\$13.16	\$13.43	\$14.42	\$14.57	\$18.91	\$15.21	
	15	16	\$13.21	\$13.48	\$14.47	\$14.62	\$18.96	\$15.26	
	16	17	\$13.26	\$13.53	\$14.52	\$14.67	\$19.01	\$15.31	
	17	18	\$13.31	\$13.58	\$14.57	\$14.72	\$19.06	\$15.36	
	18	19	\$13.36	\$13.63	\$14.62	\$14.77	\$19.11	\$15.41	
	19	20	\$13.41	\$13.68	\$14.67	\$14.82	\$19.16	\$15.46	
	20	21	\$13.46	\$13.73	\$14.72	\$14.87	\$19.21	\$15.51	
	21	22	\$13.51	\$13.78	\$14.77	\$14.92	\$19.26	\$15.56	
	22	23	\$13.56	\$13.83	\$14.82	\$14.97	\$19.31	\$15.61	
	23	24	\$13.61	\$13.88	\$14.87	\$15.02	\$19.36	\$15.66	
	24	25	\$13.66	\$13.93	\$14.92	\$15.07	\$19.41	\$15.71	
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 \$161.87 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

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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	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	
Years of	Contract										
Service	Step	A*	B*	C	D	E	F	G	H	I	
0	1	Min. Wage	\$11.00	\$13.21	\$14.47	\$14.98	\$15.68	\$16.05	\$16.59	\$16.90	
1	2			\$13.26	\$14.52	\$15.03	\$15.73	\$16.10	\$16.64	\$16.95	
2	3			\$13.31	\$14.57	\$15.08	\$15.78	\$16.15	\$16.69	\$17.00	
3	4			\$13.36	\$14.62	\$15.13	\$15.83	\$16.20	\$16.74	\$17.05	
4	5			\$13.41	\$14.67	\$15.18	\$15.88	\$16.25	\$16.79	\$17.10	
5	6			\$13.46	\$14.72	\$15.23	\$15.93	\$16.30	\$16.84	\$17.15	
6	7			\$13.51	\$14.77	\$15.28	\$15.98	\$16.35	\$16.89	\$17.20	
7	8			\$13.56	\$14.82	\$15.33	\$16.03	\$16.40	\$16.94	\$17.25	
8	9			\$13.61	\$14.87	\$15.38	\$16.08	\$16.45	\$16.99	\$17.30	
9	10			\$13.66	\$14.92	\$15.43	\$16.13	\$16.50	\$17.04	\$17.35	
10	11			\$13.71	\$14.97	\$15.48	\$16.18	\$16.55	\$17.09	\$17.40	
11	12			\$13.76	\$15.02	\$15.53	\$16.23	\$16.60	\$17.14	\$17.45	
12	13			\$13.81	\$15.07	\$15.58	\$16.28	\$16.65	\$17.19	\$17.50	
13	14			\$13.86	\$15.12	\$15.63	\$16.33	\$16.70	\$17.24	\$17.55	
14	15			\$13.91	\$15.17	\$15.68	\$16.38	\$16.75	\$17.29	\$17.60	
15	16			\$13.96	\$15.22	\$15.73	\$16.43	\$16.80	\$17.34	\$17.65	
16	17			\$14.01	\$15.27	\$15.78	\$16.48	\$16.85	\$17.39	\$17.70	
17	18			\$14.06	\$15.32	\$15.83	\$16.53	\$16.90	\$17.44	\$17.75	
18	19			\$14.11	\$15.37	\$15.88	\$16.58	\$16.95	\$17.49	\$17.80	
19	20			\$14.16	\$15.42	\$15.93	\$16.63	\$17.00	\$17.54	\$17.85	
20	21			\$14.21	\$15.47	\$15.98	\$16.68	\$17.05	\$17.59	\$17.90	
21	22			\$14.26	\$15.52	\$16.03	\$16.73	\$17.10	\$17.64	\$17.95	
22	23			\$14.31	\$15.57	\$16.08	\$16.78	\$17.15	\$17.69	\$18.00	
23	24			\$14.36	\$15.62	\$16.13	\$16.83	\$17.20	\$17.74	\$18.05	
24	25			\$14.41	\$15.67	\$16.18	\$16.88	\$17.25	\$17.79	\$18.10	
***The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$161.87 per month.)											
***All eligible employees received \$10,000 basic life benefit at no cost to the employee.											
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2020-2021 CLASSIFIED SALARY SCHEDULE APPROVED 02/19/2020

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/State Reporting Specialist												
F	Bookkeeper III/Accounting Specialist III												
G	Certified IT Technician												
H	IT Technician												
I	IT Temporary												
J	IT System Specialist												
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 \$0.05 \$0.05												
Years of Contract													
Service Step	A	B	C	D	E	F	G	H	I	J	K		
0	1	\$17.11	\$18.90	\$20.58	\$22.05	\$22.48	\$24.38	\$20.58	\$17.13	\$11.00	\$23.50	\$17.68	
1	2	\$17.16	\$18.95	\$20.63	\$22.10	\$22.53	\$24.43	\$20.63	\$17.18		\$23.55	\$17.73	
2	3	\$17.21	\$19.00	\$20.68	\$22.15	\$22.58	\$24.48	\$20.68	\$17.23		\$23.60	\$17.78	
3	4	\$17.26	\$19.05	\$20.73	\$22.20	\$22.63	\$24.53	\$20.73	\$17.28		\$23.65	\$17.83	
4	5	\$17.31	\$19.10	\$20.78	\$22.25	\$22.68	\$24.58	\$20.78	\$17.33		\$23.70	\$17.88	
5	6	\$17.36	\$19.15	\$20.83	\$22.30	\$22.73	\$24.63	\$20.83	\$17.38		\$23.75	\$17.93	
6	7	\$17.41	\$19.20	\$20.88	\$22.35	\$22.78	\$24.68	\$20.88	\$17.43		\$23.80	\$17.98	
7	8	\$17.46	\$19.25	\$20.93	\$22.40	\$22.83	\$24.73	\$20.93	\$17.48		\$23.85	\$18.03	
8	9	\$17.51	\$19.30	\$20.98	\$22.45	\$22.88	\$24.78	\$20.98	\$17.53		\$23.90	\$18.08	
9	10	\$17.56	\$19.35	\$21.03	\$22.50	\$22.93	\$24.83	\$21.03	\$17.58		\$23.95	\$18.13	
10	11	\$17.61	\$19.40	\$21.08	\$22.55	\$22.98	\$24.88	\$21.08	\$17.63		\$24.00	\$18.18	
11	12	\$17.66	\$19.45	\$21.13	\$22.60	\$23.03	\$24.93	\$21.13	\$17.68		\$24.05	\$18.23	
12	13	\$17.71	\$19.50	\$21.18	\$22.65	\$23.08	\$24.98	\$21.18	\$17.73		\$24.10	\$18.28	
13	14	\$17.76	\$19.55	\$21.23	\$22.70	\$23.13	\$25.03	\$21.23	\$17.78		\$24.15	\$18.33	
14	15	\$17.81	\$19.60	\$21.28	\$22.75	\$23.18	\$25.08	\$21.28	\$17.83		\$24.20	\$18.38	
15	16	\$17.86	\$19.65	\$21.33	\$22.80	\$23.23	\$25.13	\$21.33	\$17.88		\$24.25	\$18.43	
16	17	\$17.91	\$19.70	\$21.38	\$22.85	\$23.28	\$25.18	\$21.38	\$17.93		\$24.30	\$18.48	
17	18	\$17.96	\$19.75	\$21.43	\$22.90	\$23.33	\$25.23	\$21.43	\$17.98		\$24.35	\$18.53	
18	19	\$18.01	\$19.80	\$21.48	\$22.95	\$23.38	\$25.28	\$21.48	\$18.03		\$24.40	\$18.58	
19	20	\$18.06	\$19.85	\$21.53	\$23.00	\$23.43	\$25.33	\$21.53	\$18.08		\$24.45	\$18.63	
20	21	\$18.11	\$19.90	\$21.58	\$23.05	\$23.48	\$25.38	\$21.58	\$18.13		\$24.50	\$18.68	
21	22	\$18.16	\$19.95	\$21.63	\$23.10	\$23.53	\$25.43	\$21.63	\$18.18		\$24.55	\$18.73	
22	23	\$18.21	\$20.00	\$21.68	\$23.15	\$23.58	\$25.48	\$21.68	\$18.23		\$24.60	\$18.78	
23	24	\$18.26	\$20.05	\$21.73	\$23.20	\$23.63	\$25.53	\$21.73	\$18.28		\$24.65	\$18.83	
24	25	\$18.31	\$20.10	\$21.78	\$23.25	\$23.68	\$25.58	\$21.78	\$18.33		\$24.70	\$18.88	
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***All eligible employees received \$10,000 basic life benefit at no cost to the employee.													
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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 3											
J	Assistant Speech Language Therapist- Licensed Salary Schedule, Range 1											
K	Technology Director, 12 Months (Indexed to Teacher Salary Schedule)											
Experience Increment		\$0.05	\$100.00			\$894.00						
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>	<u>K</u>
0	1	\$46.92	\$49,106	-.09 Index/	-.05 Index/	\$51,000	.20 Index	.35 Index	.70 Index			.45 Index
1	2	\$46.97	\$49,206	Range 1	Range 1	\$51,894				Range 3	Range 1	
2	3	\$47.02	\$49,306			\$52,788						
3	4	\$47.07	\$49,406			\$53,682						
4	5	\$47.12	\$49,506			\$54,576						
5	6	\$47.17	\$49,606			\$55,470						
6	7	\$47.22	\$49,706			\$56,364						
7	8	\$47.27	\$49,806			\$57,258						
8	9	\$47.32	\$49,906			\$58,152						
9	10	\$47.37	\$50,006			\$59,046						
10	11	\$47.42	\$50,106			\$59,940						
11	12	\$47.47	\$50,206			\$60,834						
12	13	\$47.52	\$50,306			\$61,728						
13	14	\$47.57	\$50,406			\$62,622						
14	15	\$47.62	\$50,506			\$63,516						
15	16	\$47.67	\$50,606			\$64,410						
16	17	\$47.72	\$50,706			\$65,304						
17	18	\$47.77	\$50,806			\$66,198						
18	19	\$47.82	\$50,906			\$67,092						
19	20	\$47.87	\$51,006			\$67,986						
20	21	\$47.92	\$51,106			\$68,880						
21	22	\$47.97	\$51,206			\$69,774						
22	23	\$48.02	\$51,306			\$70,668						
23	24	\$48.07	\$51,406			\$71,562						
24	25	\$48.12	\$51,506			\$72,456						
***The district will contribute \$229.76 per month toward health insurance premiums for each participating employee. (The required state minimum is \$161.87 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.												