

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													
I	Home Based Educator (Annual compensation must meet grant guidelines.)													
J	ESL Liason													
K	Commissioned School Safety Officer													
L	District Security Coordinator													
Experience Increment		\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	
Years of	Contract													
Service	Step	A	B	C	D	E	F	G	H	I	J	K	L	
0	1	\$14.95	\$15.05	\$15.25	\$15.40	\$16.00	\$16.15	\$16.20	\$16.25	\$16.45	\$17.40	\$ 18.95	\$ 34.35	
1	2	\$15.20	\$15.30	\$15.50	\$15.65	\$16.25	\$16.40	\$16.45	\$16.50	\$16.70	\$17.65	\$ 19.20	\$ 34.60	
2	3	\$15.45	\$15.55	\$15.75	\$15.90	\$16.50	\$16.65	\$16.70	\$16.75	\$16.95	\$17.90	\$ 19.45	\$ 34.85	
3	4	\$15.70	\$15.80	\$16.00	\$16.15	\$16.75	\$16.90	\$16.95	\$17.00	\$17.20	\$18.15	\$ 19.70	\$ 35.10	
4	5	\$15.95	\$16.05	\$16.25	\$16.40	\$17.00	\$17.15	\$17.20	\$17.25	\$17.45	\$18.40	\$ 19.95	\$ 35.35	
5	6	\$16.20	\$16.30	\$16.50	\$16.65	\$17.25	\$17.40	\$17.45	\$17.50	\$17.70	\$18.65	\$ 20.20	\$ 35.60	
6	7	\$16.45	\$16.55	\$16.75	\$16.90	\$17.50	\$17.65	\$17.70	\$17.75	\$17.95	\$18.90	\$ 20.45	\$ 35.85	
7	8	\$16.70	\$16.80	\$17.00	\$17.15	\$17.75	\$17.90	\$17.95	\$18.00	\$18.20	\$19.15	\$ 20.70	\$ 36.10	
8	9	\$16.95	\$17.05	\$17.25	\$17.40	\$18.00	\$18.15	\$18.20	\$18.25	\$18.45	\$19.40	\$ 20.95	\$ 36.35	
9	10	\$17.20	\$17.30	\$17.50	\$17.65	\$18.25	\$18.40	\$18.45	\$18.50	\$18.70	\$19.65	\$ 21.20	\$ 36.60	
10	11	\$17.45	\$17.55	\$17.75	\$17.90	\$18.50	\$18.65	\$18.70	\$18.75	\$18.95	\$19.90	\$ 21.45	\$ 36.85	
11	12	\$17.70	\$17.80	\$18.00	\$18.15	\$18.75	\$18.90	\$18.95	\$19.00	\$19.20	\$20.15	\$ 21.70	\$ 37.10	
12	13	\$17.95	\$18.05	\$18.25	\$18.40	\$19.00	\$19.15	\$19.20	\$19.25	\$19.45	\$20.40	\$ 21.95	\$ 37.35	
13	14	\$18.20	\$18.30	\$18.50	\$18.65	\$19.25	\$19.40	\$19.45	\$19.50	\$19.70	\$20.65	\$ 22.20	\$ 37.60	
14	15	\$18.45	\$18.55	\$18.75	\$18.90	\$19.50	\$19.65	\$19.70	\$19.75	\$19.95	\$20.90	\$ 22.45	\$ 37.85	
15	16	\$18.70	\$18.80	\$19.00	\$19.15	\$19.75	\$19.90	\$19.95	\$20.00	\$20.20	\$21.15	\$ 22.70	\$ 38.10	
16	17	\$18.95	\$19.05	\$19.25	\$19.40	\$20.00	\$20.15	\$20.20	\$20.25	\$20.45	\$21.40	\$ 22.95	\$ 38.35	
17	18	\$19.20	\$19.30	\$19.50	\$19.65	\$20.25	\$20.40	\$20.45	\$20.50	\$20.70	\$21.65	\$ 23.20	\$ 38.60	
18	19	\$19.45	\$19.55	\$19.75	\$19.90	\$20.50	\$20.65	\$20.70	\$20.75	\$20.95	\$21.90	\$ 23.45	\$ 38.85	
19	20	\$19.70	\$19.80	\$20.00	\$20.15	\$20.75	\$20							

BENTON SCHOOL DISTRICT
2024-2025 CLASSIFIED SALARY SCHEDULE

Hearing Interpreters													
Experience Increment		\$0.25	\$0.25	\$0.25	\$0.25	\$0.25							
Years of	Contract	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>							
<u>Service</u>	<u>Step</u>	<u>QAST I</u>	<u>QAST II</u>	<u>QAST III</u>	<u>QAST IV</u>	<u>QAST V</u>							
0	1	\$16.00	\$18.00	\$19.95	\$21.90	\$23.85							
1	2	\$16.25	\$18.25	\$20.20	\$22.15	\$24.10							
2	3	\$16.50	\$18.50	\$20.45	\$22.40	\$24.35							
3	4	\$16.75	\$18.75	\$20.70	\$22.65	\$24.60							
4	5	\$17.00	\$19.00	\$20.95	\$22.90	\$24.85							
5	6	\$17.25	\$19.25	\$21.20	\$23.15	\$25.10							
6	7	\$17.50	\$19.50	\$21.45	\$23.40	\$25.35							
7	8	\$17.75	\$19.75	\$21.70	\$23.65	\$25.60							
8	9	\$18.00	\$20.00	\$21.95	\$23.90	\$25.85							
9	10	\$18.25	\$20.25	\$22.20	\$24.15	\$26.10							
10	11	\$18.50	\$20.50	\$22.45	\$24.40	\$26.35							
11	12	\$18.75	\$20.75	\$22.70	\$24.65	\$26.60							
12	13	\$19.00	\$21.00	\$22.95	\$24.90	\$26.85							
13	14	\$19.25	\$21.25	\$23.20	\$25.15	\$27.10							
14	15	\$19.50	\$21.50	\$23.45	\$25.40	\$27.35							
15	16	\$19.75	\$21.75	\$23.70	\$25.65	\$27.60							
16	17	\$20.00	\$22.00	\$23.95	\$25.90	\$27.85							
17	18	\$20.25	\$22.25	\$24.20	\$26.15	\$28.10							
18	19	\$20.50	\$22.50	\$24.45	\$26.40	\$28.35							
19	20	\$20.75	\$22.75	\$24.70	\$26.65	\$28.60							
20	21	\$21.00	\$23.00	\$24.95	\$26.90	\$28.85							
21	22	\$21.25	\$23.25	\$25.20	\$27.15	\$29.10							
22	23	\$21.50	\$23.50	\$25.45	\$27.40	\$29.35							
23	24	\$21.75	\$23.75	\$25.70	\$27.65	\$29.60							
24	25	\$22.00	\$24.00	\$25.95	\$27.90	\$29.85							
***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.													

Food Service and Transportation																
A	Food Service Alternates															
B	Food Service Kitchen Helper															
C	Food Service Cook															
D	Food Service Elementary Manager										Layover	Trip Pay				
E	Food Service Secondary Manager									\$15.23	\$18.72					
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			\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25								
Years of Contract																
Service Step		A	B	C	D	E	F	G								
0	1	Minimum Wage	\$14.70	\$15.00	\$16.05	\$16.20	\$21.20	\$16.95								
1	2		\$14.95	\$15.25	\$16.30	\$16.45	\$21.45	\$17.20								
2	3		\$15.20	\$15.50	\$16.55	\$16.70	\$21.70	\$17.45								
3	4		\$15.45	\$15.75	\$16.80	\$16.95	\$21.95	\$17.70								
4	5		\$15.70	\$16.00	\$17.05	\$17.20	\$22.20	\$17.95								
5	6		\$15.95	\$16.25	\$17.30	\$17.45	\$22.45	\$18.20								
6	7		\$16.20	\$16.50	\$17.55	\$17.70	\$22.70	\$18.45								
7	8		\$16.45	\$16.75	\$17.80	\$17.95	\$22.95	\$18.70								
8	9		\$16.70	\$17.00	\$18.05	\$18.20	\$23.20	\$18.95								
9	10		\$16.95	\$17.25	\$18.30	\$18.45	\$23.45	\$19.20								
10	11		\$17.20	\$17.50	\$18.55	\$18.70	\$23.70	\$19.45								
11	12		\$17.45	\$17.75	\$18.80	\$18.95	\$23.95	\$19.70								
12	13		\$17.70	\$18.00	\$19.05	\$19.20	\$24.20	\$19.95								
13	14		\$17.95	\$18.25	\$19.30	\$19.45	\$24.45	\$20.20								
14	15		\$18.20	\$18.50	\$19.55	\$19.70	\$24.70	\$20.45								
15	16		\$18.45	\$18.75	\$19.80	\$19.95	\$24.95	\$20.70								
16	17		\$18.70	\$19.00	\$20.05	\$20.20	\$25.20	\$20.95								
17	18		\$18.95	\$19.25	\$20.30	\$20.45	\$25.45	\$21.20								
18	19		\$19.20	\$19.50	\$20.55	\$20.70	\$25.70	\$21.45								
19	20		\$19.45	\$19.75	\$20.80	\$20.95	\$25.95	\$21.70								
20	21		\$19.70	\$20.00	\$21.05	\$21.20	\$26.20	\$21.95								
21	22		\$19.95	\$20.25	\$21.30	\$21.45	\$26.45	\$22.20								
22	23		\$20.20	\$20.50	\$21.55	\$21.70	\$26.70	\$22.45								
23	24		\$20.45	\$20.75	\$21.80	\$21.95	\$26.95	\$22.70								
24	25		\$20.70	\$21.00	\$22.05	\$22.20	\$27.20	\$22.95								
***Add \$0.25 per hour to manager with Food Service state certification.*																
***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.																

Maintenance and Custodial														
A	Summer Maintenance- Temporary Employees				H	Plumber								
B	Custodian				I	Maintenance Master Licensed								
C	Maintenance Helper													
D	District Custodian													
E	Maintenance													
F	Maintenance/Carpenter													
G	Electrician													
Experience	Increment			\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25			
Years of	Contract													
Service	Step		A	B	C	D	E	F	G	H	I			
0	1		Minimum Wage	\$15.45	\$16.80	\$17.40	\$18.25	\$18.65	\$19.30	\$19.65	\$26.40			
1	2	\$15.70		\$17.05	\$17.65	\$18.50	\$18.90	\$19.55	\$19.90	\$26.65				
2	3	\$15.95		\$17.30	\$17.90	\$18.75	\$19.15	\$19.80	\$20.15	\$26.90				
3	4	\$16.20		\$17.55	\$18.15	\$19.00	\$19.40	\$20.05	\$20.40	\$27.15				
4	5	\$16.45		\$17.80	\$18.40	\$19.25	\$19.65	\$20.30	\$20.65	\$27.40				
5	6	\$16.70		\$18.05	\$18.65	\$19.50	\$19.90	\$20.55	\$20.90	\$27.65				
6	7	\$16.95		\$18.30	\$18.90	\$19.75	\$20.15	\$20.80	\$21.15	\$27.90				
7	8	\$17.20		\$18.55	\$19.15	\$20.00	\$20.40	\$21.05	\$21.40	\$28.15				
8	9	\$17.45		\$18.80	\$19.40	\$20.25	\$20.65	\$21.30	\$21.65	\$28.40				
9	10	\$17.70		\$19.05	\$19.65	\$20.50	\$20.90	\$21.55	\$21.90	\$28.65				
10	11	\$17.95		\$19.30	\$19.90	\$20.75	\$21.15	\$21.80	\$22.15	\$28.90				
11	12	\$18.20		\$19.55	\$20.15	\$21.00	\$21.40	\$22.05	\$22.40	\$29.15				
12	13	\$18.45		\$19.80	\$20.40	\$21.25	\$21.65	\$22.30	\$22.65	\$29.40				
13	14	\$18.70		\$20.05	\$20.65	\$21.50	\$21.90	\$22.55	\$22.90	\$29.65				
14	15	\$18.95		\$20.30	\$20.90	\$21.75	\$22.15	\$22.80	\$23.15	\$29.90				
15	16	\$19.20		\$20.55	\$21.15	\$22.00	\$22.40	\$23.05	\$23.40	\$30.15				
16	17	\$19.45		\$20.80	\$21.40	\$22.25	\$22.65	\$23.30	\$23.65	\$30.40				
17	18	\$19.70		\$21.05	\$21.65	\$22.50	\$22.90	\$23.55	\$23.90	\$30.65				
18	19	\$19.95		\$21.30	\$21.90	\$22.75	\$23.15	\$23.80	\$24.15	\$30.90				
19	20	\$20.20		\$21.55	\$22.15	\$23.00	\$23.40	\$24.05	\$24.40	\$31.15				
20	21	\$20.45		\$21.80	\$22.40	\$23.25	\$23.65	\$24.30	\$24.65	\$31.40				
21	22	\$20.70		\$22.05	\$22.65	\$23.50	\$23.90	\$24.55	\$24.90	\$31.65				
22	23	\$20.95		\$22.30	\$22.90	\$23.75	\$24.15	\$24.80	\$25.15	\$31.90				
23	24	\$21.20		\$22.55	\$23.15	\$24.00	\$24.40	\$25.05	\$25.40	\$32.15				
24	25	\$21.45		\$22.80	\$23.40	\$24.25	\$24.65	\$25.30	\$25.65	\$32.40				
***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.														

District Secretaries, Bookkeepers, Administrative Assistants, Parent Coordinator, Technology, and Licensed Practical Nurse												
A	240 Day Secretary/Registrar											
B	Secretary/Technical											
C	Bookkeeper I/Accounting Specialist I											
D	Parent Coordinator											
E	Bookkeeper II/Accounting Specialist II/State Reporting Specialist/Administrative Assistant											
F	Bookkeeper III/Accounting Specialist III											
G	Certified IT Technician											
H	IT Technician											
I	IT Temporary											
J	IT System Specialist											
K	School Nurse-LPN, 185 Days (Non-exempt from FLSA overtime requirement)											
Experience Increment		\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$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	\$18.80	\$19.85	\$22.60	\$24.35	\$24.65	\$26.70	\$23.85	\$19.90	Minimum	\$27.15	\$18.60
1	2	\$19.05	\$20.10	\$22.85	\$24.60	\$24.90	\$26.95	\$24.10	\$20.15	Wage	\$27.40	\$18.85
2	3	\$19.30	\$20.35	\$23.10	\$24.85	\$25.15	\$27.20	\$24.35	\$20.40		\$27.65	\$19.10
3	4	\$19.55	\$20.60	\$23.35	\$25.10	\$25.40	\$27.45	\$24.60	\$20.65		\$27.90	\$19.35
4	5	\$19.80	\$20.85	\$23.60	\$25.35	\$25.65	\$27.70	\$24.85	\$20.90		\$28.15	\$19.60
5	6	\$20.05	\$21.10	\$23.85	\$25.60	\$25.90	\$27.95	\$25.10	\$21.15		\$28.40	\$19.85
6	7	\$20.30	\$21.35	\$24.10	\$25.85	\$26.15	\$28.20	\$25.35	\$21.40		\$28.65	\$20.10
7	8	\$20.55	\$21.60	\$24.35	\$26.10	\$26.40	\$28.45	\$25.60	\$21.65		\$28.90	\$20.35
8	9	\$20.80	\$21.85	\$24.60	\$26.35	\$26.65	\$28.70	\$25.85	\$21.90		\$29.15	\$20.60
9	10	\$21.05	\$22.10	\$24.85	\$26.60	\$26.90	\$28.95	\$26.10	\$22.15		\$29.40	\$20.85
10	11	\$21.30	\$22.35	\$25.10	\$26.85	\$27.15	\$29.20	\$26.35	\$22.40		\$29.65	\$21.10
11	12	\$21.55	\$22.60	\$25.35	\$27.10	\$27.40	\$29.45	\$26.60	\$22.65		\$29.90	\$21.35
12	13	\$21.80	\$22.85	\$25.60	\$27.35	\$27.65	\$29.70	\$26.85	\$22.90		\$30.15	\$21.60
13	14	\$22.05	\$23.10	\$25.85	\$27.60	\$27.90	\$29.95	\$27.10	\$23.15		\$30.40	\$21.85
14	15	\$22.30	\$23.35	\$26.10	\$27.85	\$28.15	\$30.20	\$27.35	\$23.40		\$30.65	\$22.10
15	16	\$22.55	\$23.60	\$26.35	\$28.10	\$28.40	\$30.45	\$27.60	\$23.65		\$30.90	\$22.35
16	17	\$22.80	\$23.85	\$26.60	\$28.35	\$28.65	\$30.70	\$27.85	\$23.90		\$31.15	\$22.60
17	18	\$23.05	\$24.10	\$26.85	\$28.60	\$28.90	\$30.95	\$28.10	\$24.15		\$31.40	\$22.85
18	19	\$23.30	\$24.35	\$27.10	\$28.85	\$29.15	\$31.20	\$28.35	\$24.40		\$31.65	\$23.10
19	20	\$23.55	\$24.60	\$27.35	\$29.10	\$29.40	\$31.45	\$28.60	\$24.65		\$31.90	\$23.35
20	21	\$23.80	\$24.85	\$27.60	\$29.35	\$29.65	\$31.70	\$28.85	\$24.90		\$32.15	\$23.60
21	22	\$24.05	\$25.10	\$27.85	\$29.60	\$29.90	\$31.95	\$29.10	\$25.15		\$32.40	\$23.85
22	23	\$24.30	\$25.35	\$28.10	\$29.85	\$30.15	\$32.20	\$29.35	\$25.40		\$32.65	\$24.10
23	24	\$24.55	\$25.60	\$28.35	\$30.10	\$30.4						

A	Behavior Intervention Specialist (BACB Certified), 178 Days (Exempt from FLSA overtime requirement)							L	Occupational Therapist Asst - 190 Days (Exempt from FLSA overtime requirement)									
B	Assistant Maintenance Director - 240 Days							M	Bright Futures Coordinator/District Social Worker - 240 Days									
C	School Nurse-RN, 185 Days (Exempt from FLSA overtime requirement)							N	Maintenance Director - 240 Days									
D	Nurse Supervisor-RN, 200 Days (Exempt from FLSA overtime requirement)							O	Transportation Director, 240 Days									
E	Occupational Therapist, 178 Days (Exempt from FLSA overtime requirement)							P	Public Relations Coordinator 240 Days									
F	Assistant Business Manager, District Network Administrator, 240 Days (Indexed to Teacher Salary Schedule)																	
G	Child Nutrition Services Director, 240 Days (Indexed to Teacher Salary Schedule)																	
H	Chief Financial Officer, Director of Support Services, 240 Days (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, 240 Days (Indexed to Teacher Salary Schedule)																	
Experience Increment		\$0.25	\$0.25			\$1,282.00								\$0.25	\$0.25		\$0.25	
<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>	<u>L</u>	<u>M</u>	<u>N</u>	<u>O</u>	<u>P</u>	
	0	\$49.30	\$27.20	-.09 Index/	-.05 Index/	\$53,116	.20 Index	.35 Index	.70 Index	Range 3	Range 1	.45 Index	Range 1	\$31.25	\$39.95	.45 Index	\$25.55	
	1	\$49.55	\$27.45	Range 1	Range 1	\$54,398	on	on	on	on	on	on	on	\$31.50	\$40.20	on	\$25.80	
	2	\$49.80	\$27.70	on	on	\$55,680	Teacher	Teacher	Teacher	Teacher	Teacher	Teacher	Teacher	\$31.75	\$40.45	Teacher	\$26.05	
	3	\$50.05	\$27.95	Teacher	Teacher	\$56,962	Salary	Salary	Salary	Salary	Salary	Salary	Salary	\$32.00	\$40.70	Salary	\$26.30	
	4	\$50.30	\$28.20	Salary	Salary	\$58,244	Schedule	Schedule	Schedule	Schedule	Schedule	Schedule	Schedule	\$32.25	\$40.95	Schedule	\$26.55	
	5	\$50.55	\$28.45	Schedule	Schedule	\$59,526								\$32.50	\$41.20		\$26.80	
	6	\$50.80	\$28.70			\$60,808								\$32.75	\$41.45		\$27.05	
	7	\$51.05	\$28.95			\$62,090								\$33.00	\$41.70		\$27.30	
	8	\$51.30	\$29.20			\$63,372								\$33.25	\$41.95		\$27.55	
	9	\$51.55	\$29.45			\$64,654								\$33.50	\$42.20		\$27.80	
	10	\$51.80	\$29.70			\$65,936								\$33.75	\$42.45		\$28.05	
	11	\$52.05	\$29.95			\$67,218								\$34.00	\$42.70		\$28.30	
	12	\$52.30	\$30.20			\$68,500								\$34.25	\$42.95		\$28.55	
	13	\$52.55	\$30.45			\$69,782								\$34.50	\$43.20		\$28.80	
	14	\$52.80	\$30.70			\$71,064								\$34.75	\$43.45		\$29.05	
	15	\$53.05	\$30.95			\$72,346								\$35.00	\$43.70		\$29.30	
	16	\$53.30	\$31.20			\$73,628								\$35.25	\$43.95		\$29.55	
	17	\$53.55	\$31.45			\$74,910								\$35.50	\$44.20		\$29.80	
	18	\$53.80	\$31.70			\$76,192								\$35.75	\$44.45		\$30.05	
	19	\$54.05	\$31.95			\$77,474								\$36.00	\$44.70		\$30.30	
	20	\$54.30	\$32.20			\$78,756								\$36.25	\$44.95		\$30.55	
	21	\$54.55	\$32.45			\$80,038												

[illegible]