

**BLACKWATER COMMUNITY SCHOOL  
CERTIFIED - ADMINISTRATIVE  
SALARY 2019-2020 SALARY SCHEDULE**

| <b>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>Principal</b>                       | \$97,968 | \$102,866 | \$108,010 | \$113,410 | \$119,081 | \$125,035 | \$131,186 | \$137,851 |
| <b>Assistant Principal</b>             | \$64,952 | \$68,200  | \$71,610  | \$75,190  | \$78,950  | \$82,897  | \$87,042  | \$91,394  |
| <b>Instructional Coach *</b>           | \$48,488 | \$50,912  | \$53,458  | \$56,131  | \$58,937  | \$61,884  | \$64,979  | \$68,227  |
| <b>Special Education Coordinator *</b> | \$55,000 | \$58,025  | \$61,216  | \$64,583  | \$68,135  | \$71,883  | \$75,836  | \$80,007  |

*Principal, Assistant Principal, Instructional Coach Salary Schedule is based upon 260 day contract  
Special Education Coordinator Salary Schedule is based upon 210 day contract.*

Discretionary Performance Bonus may be awarded based on Student Testing Outcomes.

- 1.) The School Board of Trustees reserves the right to approve COLA increases.
- 2.) Step increases will be given according to budget allowances. To be eligible for a step increase the prior school year must have been satisfactorily completed. Any employee receiving an unsatisfactory rating on their annual evaluation will not be eligible for a step increase.
- 3.) Credit for experience outside of Blackwater Community School - the Board reserves the right to place new staff on the salary schedule. Normally, three or more years of experience start on step (C); two years of experience on step (B); and one year of experience on step (A).
4. Newly hired personnel serve on a probationary status for ninety (90) days. Benefits are received on the first of the month following 60-days of service. Health and life insurance coverage are offered. ASRS retirement plan is in effect with the first day worked.

**\* Advancement for Instructional Coach and Special Education Coordinator to Step D or higher requires completion of Master's Degree relevant to Elementary Education.**

School Board of Trustees Approved



March 21, 2019

**"Quality Education Begins Here"**