

**Blackwater Community School
Certified Staff Salary Schedules
School Year 2016-2017**

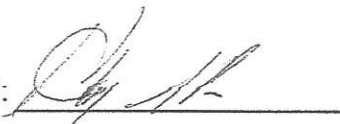
Step	Salary Range Number						
	20 BA	21 BA + 15	22 BA + 30	23 MA	24 MA + 15	25 MA + 30	26 Doctorate MA + 45
A	\$37,978	\$39,877	\$41,872	\$43,965	\$46,164	\$48,472	\$50,894
B	\$38,927	\$40,874	\$42,919	\$45,064	\$47,318	\$49,684	\$52,166
C	\$39,901	\$41,896	\$43,992	\$46,191	\$48,501	\$50,926	\$53,471
D	\$40,898	\$42,943	\$45,092	\$47,345	\$49,714	\$52,199	\$54,807
E	\$41,921	\$44,017	\$46,219	\$48,529	\$50,956	\$53,504	\$56,177
F	\$42,969	\$45,117	\$47,374	\$49,742	\$52,230	\$54,842	\$57,582
G	\$44,043	\$46,245	\$48,559	\$50,986	\$53,536	\$56,213	\$59,021
H				\$52,261	\$54,874	\$57,618	\$60,497
I				\$53,567	\$56,246	\$59,058	\$62,009
J				\$54,906	\$57,653	\$60,535	\$63,560
K						\$62,048	\$65,149

Substitute Teachers are paid \$125/day and \$150/day for Long Term Substitutes

The Certified Salary Schedule is based upon 200 Days .

1. The School Board of Trustees reserves the right to approve COLA increases.
2. Vertical 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 horizontal movement on the salary schedule is based upon successful completion of semester hours as indicated. Hours must be approved prior to the issuance of the agreement.
4. Teachers who are held at BA, BA+15 or BA + 30 for more than one year because of insufficient semester hours to advance horizontally will be awarded for only one experience step at the time of their horizontal advancement.
4. Credit for experience outside the Blackwater Community School - the Board reserves the right to place new staff on the salary schedule. Credit for up to 10 years experience may be given. 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).
5. 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.
6. Beyond Range 22 no CEU's will be accepted for credit - only Masters Level courses will be credited.

School Board of Trustees Approved:



Date: April 5, 2016

"Quality Education Begins Here"