

**BLACKWATER COMMUNITY SCHOOL
CERTIFIED - ADMINISTRATIVE
SALARY 2016-2017 SALARY SCHEDULE**

STEP	A	B	C	D	E	F	G	H
Principal	\$90,877	\$95,420	\$100,190	\$105,200	\$110,460	\$115,983	\$121,782	\$127,870
Assistant Principal	\$59,070	\$62,023	\$65,124	\$68,380	\$71,799	\$75,389	\$79,158	\$83,116
Instructional Coach *	\$57,154	\$58,583	\$60,048	\$61,549	\$63,087	\$64,665	\$66,281	\$67,938

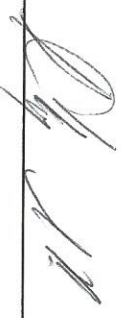
The Certified-Administrative Salary Schedule is based upon 260 days.

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 to Step D or higher requires completion of Master's Degree relevant to Elementary Education.**

School Board of Trustees Approved



Date: April 5, 2016

"Quality Education Begins Here"