

**BLACKWATER COMMUNITY SCHOOL  
CERTIFIED - ADMINISTRATIVE  
SALARY 2021-2022 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>	\$107,495	\$107,495	\$112,870	\$118,513	\$124,440	\$130,662	\$137,089	\$144,054
<b>Assistant Principal</b>	\$71,269	\$71,269	\$74,832	\$78,574	\$82,503	\$86,627	\$90,959	\$95,507
<b>Instructional Coach *</b>	\$53,203	\$53,203	\$55,864	\$58,657	\$61,589	\$64,669	\$67,903	\$71,297
<b>Special Education Coordinator *</b>	\$60,636	\$60,636	\$63,971	\$67,490	\$71,201	\$75,118	\$79,249	\$83,608

*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 2, 2021

**"Quality Education Begins Here"**