

BLACKWATER COMMUNITY SCHOOL-AKIMEL O'OTHAM PEE POSH CHARTER
CERTIFIED STAFF SALARY SCHEDULE SY 2025-26

(1.5% Step w/ .5% Cola)

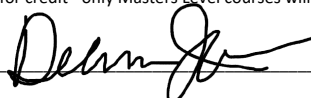
STEP	RANGE 20	RANGE 21	RANGE 22	RANGE 23	RANGE 24	RANGE 25	RANGE 26
	BA	[BA+15]	[BA+30]	[MA]	[MA+15]	[MA+30]	[MA+45 DOCTORATE]
STEP A	\$49,860.48	\$51,605.88	\$53,411.34	\$56,081.84	\$58,045.68	\$60,077.24	\$63,080.89
STEP B	\$50,608.66	\$52,379.17	\$54,213.04	\$56,923.96	\$58,916.20	\$60,978.33	\$64,026.76
STEP C	\$51,367.76	\$53,165.59	\$55,025.66	\$57,777.00	\$59,799.81	\$61,892.53	\$64,986.84
STEP D	\$52,137.79	\$53,962.91	\$55,851.39	\$58,644.23	\$60,696.54	\$62,820.93	\$65,962.20
STEP E	\$52,919.83	\$54,772.26	\$56,689.13	\$59,523.48	\$61,607.46	\$63,763.53	\$66,951.76
STEP F	\$53,713.88	\$55,593.63	\$57,539.99	\$60,416.93	\$62,531.49	\$64,720.33	\$67,955.53
STEP G	\$54,519.95	\$56,428.09	\$58,402.85	\$61,322.39	\$63,469.72	\$65,690.24	\$68,975.67
STEP H	\$55,336.95	\$57,274.57	\$59,278.82	\$62,243.15	\$64,421.06	\$66,676.51	\$70,010.02
STEP I	\$56,137.04	\$58,133.06	\$60,167.90	\$63,375.91	\$65,387.68	\$67,675.92	\$71,059.66
STEP J	\$57,010.24	\$59,005.76	\$61,070.08	\$64,123.97	\$66,368.51	\$68,691.69	\$72,125.67
STEP K	\$57,865.47	\$59,890.47	\$61,986.46	\$65,086.22	\$67,363.54	\$69,721.66	\$73,208.08
STEP L	\$58,732.70	\$60,788.29	\$62,915.96	\$66,062.68	\$68,373.85	\$70,766.93	\$74,305.78
STEP M	\$59,614.13	\$61,700.30	\$63,859.65	\$67,053.34	\$69,399.46	\$71,828.59	\$75,542.94
STEP N	\$60,508.68	\$62,626.51	\$64,817.54	\$68,059.28	\$70,441.46	\$72,906.62	\$76,551.41
STEP O	\$61,416.31	\$63,565.91	\$65,789.80	\$69,079.43	\$71,497.64	\$73,999.95	\$77,700.44
STEP P	\$0.00	\$0.00	\$0.00	\$70,115.97	\$72,570.22	\$75,109.66	\$78,865.85
STEP Q	\$0.00	\$0.00	\$0.00	\$71,167.78	\$73,658.08	\$76,236.85	\$80,048.74
STEP R	\$0.00	\$0.00	\$0.00	\$72,234.90	\$74,763.42	\$77,380.41	\$81,249.10
STEP S	\$0.00	\$0.00	\$0.00	\$73,318.40	\$75,885.15	\$78,541.46	\$82,468.04
STEP T	\$0.00	\$0.00	\$0.00	\$74,418.27	\$77,023.25	\$79,718.89	\$83,704.44
STEP U	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$80,914.88	\$84,960.51
STEP V	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$82,128.36	\$86,235.16
STEP W	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$87,528.36

Fully Certified Substitute Teachers are paid \$200 contingent upon the certification type (see revised Policy on Sub. Teachers)

The Certified Salary Schedule is based upon 200 Days.

- The School Board of Trustees reserves the right to approve COLA increases.
- Vertical step increases will be given according to budget allowances. To be eligible for aq step increase the prior school year must have been satisfactorily completed. Any employee receiving an unsatisfactory rating on their snnual evaluation will not be eligible for a step increase.
- Credit for horizontal movement on te salary schedule is based upon successful completion ofsemester hours as indicated. Hours must be approved prior to the issuance of the agreement/contract.
- Teachers who are held at BA, BA+15or BA+30 for more than one year because of insufficient semester hours to advance horizontally will be awarded for only one experience ste[at the time of their horizontal advancement.
- 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 ©; two yearso f experience on step (B); and on year of experience on step (A).
- Newly hired personnel serve on a probationary status for ninety (90) days. Health and life insurance are received on the first of the month followin 60-days of service. ASRS retirement plan isin effect the first day worked.
- Beyond Range 22 no CEU's will be accepted for credit - only Masters Level courses will be credited.

School Board of Trustees Approved: _____



Date: May 21, 2025

"QUALITY EDUCATION BEGINS HERE"