

BASE: \$35,000  
 Horiz. Inc. \$635 \*\*  
 Vert. Inc. \$635 \*\*

BIG SANDY SCHOOL DISTRICT 100J  
 CERTIFIED SALARY SCHEDULE  
 2019-2020

	A	B	C	D	E	F	G	H	I		
	BA	BA+10	BA+20	BA+30	MA	MA +10	MA+20	MA+30	MA+40	**	
1	35000	\$35,635	\$36,270	\$36,905	\$37,540	\$38,175	\$38,810	\$39,445	\$40,080	**	1
2	\$35,635	\$36,270	\$36,905	\$37,540	\$38,175	\$38,810	\$39,445	\$40,080	\$40,715	**	2
3	\$36,270	\$36,905	\$37,540	\$38,175	\$38,810	\$39,445	\$40,080	\$40,715	\$41,350	**	3
4	\$36,905	\$37,540	\$38,175	\$38,810	\$39,445	\$40,080	\$40,715	\$41,350	\$41,985	**	4
5	\$37,540	\$38,175	\$38,810	\$39,445	\$40,080	\$40,715	\$41,350	\$41,985	\$42,620	**	5
6	\$38,175	\$38,810	\$39,445	\$40,080	\$40,715	\$41,350	\$41,985	\$42,620	\$43,255	**	6
7		\$39,445	\$40,080	\$40,715	\$41,350	\$41,985	\$42,620	\$43,255	\$43,890	**	7
8		\$40,080	\$40,715	\$41,350	\$41,985	\$42,620	\$43,255	\$43,890	\$44,525	**	8
9		\$40,715	\$41,350	\$41,985	\$42,620	\$43,255	\$43,890	\$44,525	\$45,160	**	9
10			\$41,985	\$42,620	\$43,255	\$43,890	\$44,525	\$45,160	\$45,795	**	10
11			\$42,620	\$43,255	\$43,890	\$44,525	\$45,160	\$45,795	\$46,430	**	11
12			\$43,255	\$43,890	\$44,525	\$45,160	\$45,795	\$46,430	\$47,065	**	12
13				\$44,525	\$45,160	\$45,795	\$46,430	\$47,065	\$47,700	**	13
14				\$45,160	\$45,795	\$46,430	\$47,065	\$47,700	\$48,335	**	14
15				\$45,795	\$46,430	\$47,065	\$47,700	\$48,335	\$48,970	**	15
16					\$47,065	\$47,700	\$48,335	\$48,970	\$49,605	**	16
17					\$47,700	\$48,335	\$48,970	\$49,605	\$50,240	**	17
18				\$46,430	\$48,335	\$48,970	\$49,605	\$50,240	\$50,875	**	18
19						\$49,605	\$50,240	\$50,875	\$51,510	**	19
20						\$50,240	\$50,875	\$51,510	\$52,145	**	20
21				\$47,065	\$48,970	\$50,875	\$51,510	\$52,145	\$52,780	**	21
22							\$52,145	\$52,780	\$53,415	**	22
23							\$52,780	\$53,415	\$54,050	**	23
24				\$47,700	\$49,605	\$51,510	\$53,415	\$54,050	\$54,685	**	24
25								\$54,685	\$55,320	**	25
26								\$55,320	\$55,955	**	26
27				\$48,335	\$50,240	\$52,145	\$54,050	\$55,955	\$56,590	**	27
28									\$57,225	**	28
29									\$57,860	**	29
30				\$48,970	\$50,875	\$52,780	\$54,685	\$56,590	\$58,495	**	30
31										**	31
32										**	32
33				\$49,605	\$51,510	\$53,415	\$55,320	\$57,225	\$59,130	**	33
34										**	34
35										**	35
36				\$50,240	\$52,145	\$54,050	\$55,955	\$57,860	\$59,765	**	36

CERTIFIED STAFF WILL BE RECOGNIZED WITH STEP INCREASES EVERY 3 YEARS CONTINUING PAST 30 YEARS.

**LEAVE POLICY:** Members of the instructional staff shall be granted 12 days absence leave during the given school year without deduction of pay when the absence is due to illness of the staff member, spouse, children, or for approved doctor appointments. Sick leave is to accumulate at the rate of 1 2/3 days per month, September through May of each contract year, up to a maximum of 72 days. Deduction, if needed will be 1/160 per day.

**PERSONAL LEAVE:** Two (2) days non-accumulative personal business leave may be granted each year.

**PROFESSIONAL LEAVE:** Two (2) days of non-accumulative professional leave may be granted each year.

**BEREAVEMENT LEAVE:** Four (4) days leave will be granted without penalty for a death in the immediate family (i.e. spouse, parent, parent in laws, grandparents, children, and siblings). Additional days may be granted when extenuating circumstances warrant such action.

**INSURANCE:** The district will pay \$462 towards the individual premium on the school-sponsored health insurance.

**CONFERENCES:** The district will pay up to \$200 in allowable expenses for attendance at district approved educational meetings. Conference expenses must have prior approval from the building principal and superintendent of schools .Updated 04/18/2019.

**TRANSFER YRS. OF EXPERIENCE:** New certified teachers may transfer up to 6 years of previous experience.