								BASE:	$35,000		
								Horiz. Inc.	$635	**	
								Vert. Inc.	$635	**	
			BIG SANDY SCHOOL DISTRICT 100J								
			CERTIFIED SALARY SCHEDULE								
						2020-2021					
	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	35635	36270	36905	37540	38175	38810	39445	40080	**	1
2	35635	36270	36905	37540	38175	38810	39445	40080	40715	**	2
3	36270	36905	37540	38175	38810	39445	40080	40715	41350	**	3
4	36905	37540	38175	38810	39445	40080	40715	41350	41985	**	4
5	37540	38175	38810	39445	40080	40715	41350	41985	42620	**	5
6	38175	38810	39445	40080	40715	41350	41985	42620	43255	**	6
7		39445	40080	40715	41350	41985	42620	43255	43890	**	7
8		40080	40715	41350	41985	42620	43255	43890	44525	**	8
9		40715	41350	41985	42620	43255	43890	44525	45160	**	9
10			41985	42620	43255	43890	44525	45160	45795	**	10
11			42620	43255	43890	44525	45160	45795	46430	**	11
12			43255	43890	44525	45160	45795	46430	47065	**	12
13				44525	45160	45795	46430	47065	47700	**	13
14				45160	45795	46430	47065	47700	48335	**	14
15				45795	46430	47065	47700	48335	48970	**	15
16					47065	47700	48335	48970	49605	**	16
17					47700	48335	48970	49605	50240	**	17
18				46430	48335	48970	49605	50240	50875	**	18
19						49605	50240	50875	51510	**	19
20						50240	50875	51510	52145	**	20
21				47065	48970	50875	51510	52145	52780		21
22							52145	52780	53415		22
23							52780	53415	54050		23
24				47700	49605	51510	53415	54050	54685		24
25								54685	55320		25
26								55320	55955		26
27				48335	50240	52145	54050	55955	56590	**	27
28									57225		28
29									57860		29
30				48970	50875	52780	54685	56590	58495		30
31											31
32											32
33				49605	51510	53415	55320	57225	59130		33
34											34
35											35
36				50240	52145	54050	55955	57860	59765		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 $442 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 04/15/2020.
TRANSFER YRS. OF EXPERIENCE: New certified teachers may transfer up to 6 years of previous experience.