								BASE:	$43,000		
								Horiz. Inc.	$635	**	
								Vert. Inc.	$635	**	
				BIG SANDY SCHOOL DISTRICT 100J							
				CERTIFIED SALARY SCHEDULE							
					2024-2025						
	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	43000	43635	44270	44905	45540	46175	46810	47445	48080	**	1
2	43635	44270	44905	45540	46175	46810	47445	48080	48715	**	2
3	44270	44905	45540	46175	46810	47445	48080	48715	49350	**	3
4	44905	45540	46175	46810	47445	48080	48715	49350	49985	**	4
5	45540	46175	46810	47445	48080	48715	49350	49985	50620	**	5
6	46175	46810	47445	48080	48715	49350	49985	50620	51255	**	6
7		47445	48080	48715	49350	49985	50620	51255	51890	**	7
8		48080	48715	49350	49985	50620	51255	51890	52525	**	8
9		48715	49350	49985	50620	51255	51890	52525	53160	**	9
10			49985	50620	51255	51890	52525	53160	53795	**	10
11			50620	51255	51890	52525	53160	53795	54430	**	11
12			51255	51890	52525	53160	53795	54430	55065	**	12
13				52525	53160	53795	54430	55065	55700	**	13
14				53160	53795	54430	55065	55700	56335	**	14
15				53795	54430	55065	55700	56335	56970	**	15
16					55065	55700	56335	56970	57605	**	16
17					55700	56335	56970	57605	58240	**	17
18				54430	56335	56970	57605	58240	58875	**	18
19						57605	58240	58875	59510	**	19
20						58240	58875	59510	60145	**	20
21				55065	56970	58875	59510	60145	60780		21
22							60145	60780	61415		22
23							60780	61415	62050		23
24				55700	57605	59510	61415	62050	62685		24
25								62685	63320		25
26								63320	63955		26
27				56335	58240	60145	62050	63955	64590	**	27
28									65225		28
29									65860		29
30				56970	58875	60780	62685	64590	66495		30
31											31
32											32
33				57605	59510	61415	63320	65225	67130		33
34											34
35											35
36				58240	60145	62050	63955	65860	67765		36

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

The Board annually determines whether or not steps are granted and whether or not the base will be adjusted.

LEAVE POLICY: Members of the instructional staff shall be granted 10 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 day per month, August 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 $497 towards the individual premium on the school- sponsored health insurance.

CONFERENCES: Professional development expenses will be at the discression of the Administration. Conference expenses must have prior approval from the building principal and superintendent of schools Updated 04/18/2024.

TRANSFER YRS. OF EXPERIENCE: New certified teachers may transfer up to 10 years of previous experience.