								BASE:	$44,000		
								Horiz. Inc.	$635	**	
								Vert. Inc.	$635	**	
			BIG SANDY SCHOOL DISTRICT 100J								
			CERTIFIED SALARY SCHEDULE								
					2026-2027						
	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	44000	44635	45270	45905	46540	47175	47810	48445	49080	**	1
2	44635	45270	45905	46540	47175	47810	48445	49080	49715	**	2
3	45270	45905	46540	47175	47810	48445	49080	49715	50350	**	3
4	45905	46540	47175	47810	48445	49080	49715	50350	50985	**	4
5	46540	47175	47810	48445	49080	49715	50350	50985	51620	**	5
6	47175	47810	48445	49080	49715	50350	50985	51620	52255	**	6
7		48445	49080	49715	50350	50985	51620	52255	52890	**	7
8		49080	49715	50350	50985	51620	52255	52890	53525	**	8
9		49715	50350	50985	51620	52255	52890	53525	54160	**	9
10			50985	51620	52255	52890	53525	54160	54795	**	10
11			51620	52255	52890	53525	54160	54795	55430	**	11
12			52255	52890	53525	54160	54795	55430	56065	**	12
13				53525	54160	54795	55430	56065	56700	**	13
14				54160	54795	55430	56065	56700	57335	**	14
15				54795	55430	56065	56700	57335	57970	**	15
16					56065	56700	57335	57970	58605	**	16
17					56700	57335	57970	58605	59240	**	17
18				55430	57335	57970	58605	59240	59875	**	18
19						58605	59240	59875	60510	**	19
20						59240	59875	60510	61145	**	20
21				56065	57970	59875	60510	61145	61780		21
22							61145	61780	62415		22
23							61780	62415	63050		23
24				56700	58605	60510	62415	63050	63685		24
25								63685	64320		25
26								64320	64955		26
27				57335	59240	61145	63050	64955	65590	**	27
28									66225		28
29									66860		29

30				57970	59875	61780	63685	65590	67495		30
31											31
32											32
33				58605	60510	62415	64320	66225	68130		33
34											34
35											35
36				59240	61145	63050	64955	66860	68765		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 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 $723 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 04/10/2026.

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