

**2020-2021**  
**POCAHONTAS PUBLIC SCHOOLS**  
**SALARY SCHEDULE**  
 (Based on 190 Days)  
 Revised 04/29/2019

YRS. EXP.	BSE	BSE + 12	BSE + 24	MSE	MSE + 15	MSE + 30
0	36,000	36,996	37,992	39,984	40,980	41,976
1	36,529	37,525	38,521	40,513	41,509	42,505
2	37,058	38,054	39,050	41,042	42,038	43,034
3	37,587	38,583	39,579	41,571	42,567	43,563
4	38,116	39,112	40,108	42,100	43,096	44,092
5	38,645	39,641	40,637	42,629	43,625	44,621
6	39,174	40,170	41,166	43,158	44,154	45,150
7	39,703	40,699	41,695	43,687	44,683	45,679
8	40,232	41,228	42,224	44,216	45,212	46,208
9	40,761	41,757	42,753	44,745	45,741	46,737
10	41,290	42,286	43,282	45,274	46,270	47,266
11	41,819	42,815	43,811	45,803	46,799	47,795
12	42,348	43,344	44,340	46,332	47,328	48,324
13	42,877	43,873	44,869	46,861	47,857	48,853
14	43,406	44,402	45,398	47,390	48,386	49,382
15	43,935	44,931	45,927	47,919	48,915	49,911
16	43,935	44,931	45,927	47,919	48,915	49,911
17	43,935	44,931	45,927	47,919	48,915	49,911
18	43,935	44,931	45,927	47,919	48,915	49,911
19	43,935	44,931	45,927	47,919	48,915	49,911
20	44,464	45,460	46,456	48,448	49,444	50,440
21	44,464	45,460	46,456	48,448	49,444	50,440
22	44,464	45,460	46,456	48,448	49,444	50,440
23	44,464	45,460	46,456	48,448	49,444	50,440
24	44,464	45,460	46,456	48,448	49,444	50,440
25	44,993	45,989	46,985	48,977	49,973	50,969

\$400 will be added at the experience level for a Doctorate.

Teachers meeting the qualifications for National Board Certification and meeting the requirements of Act 1035, Speech Language Pathologists holding their Certificate of Clinical Competence from ASHA, and School Psychologists holding their Nationally Certified School Psychologist from NCSP will receive a \$2000 annual stipend.

When one has completed a Master's degree, any graduate hours earned which are not included in the Master's degree program will be applied to the MS+15 or MS+30 educational level of the salary schedule.

In order to advance on the salary schedule, the certified employee must receive college credit from an accredited college or university. To be eligible for additional pay the certified professional must receive college credit that will produce teaching and administrative knowledge and skills designed to improve students' academic performance/personal development. Courses shall relate to the following areas: Content K-12, instructional strategies, assessment, advocacy/leadership, systematic change process, standards, frameworks and curriculum alignment, supervision, mentoring/coaching, educational technology, principles of learning/development stages, cognitive research or building a collaborative learning community.