



Fiscal Year 2019-2020 Salary Schedules

Board Approved: February 12, 2019
Funding Approved by JP voters: May 4, 2019

OCCUPATIONAL/PHYSICAL THERAPISTS AND NURSE PRACTITIONERS

Step	OT/PT	Nurse Practitioner
00	\$ 53,000	\$ 67,000
1	53,500	67,500
2	54,000	68,000
3	54,500	68,500
4	55,000	69,000
5	55,500	69,500
6	56,000	70,000
7	56,500	70,500
8	57,000	71,000
9	57,500	71,500
10	58,000	72,000

CLERICAL/CENTRAL OFFICE

Step	School Based Clerical			Paraprofessionals		Account Clerk		Educational Interpreter		Central Office					
	10 month General Clerk	Assistant H.S. Secretary	School Secretary	Non HQ	HQ	Elem/Middle	H.S.	Level 1	Level 2	Admin. Asst.	Technician-11 month	Technician-12 month	Office Manager or Budget Analyst	Executive Assistant	Specialist
0	\$ 20,265	\$ 22,155	\$ 26,000	\$ 19,215	\$ 21,000	\$ 25,000	\$ 25,700	\$ 23,000	\$ 33,000	\$ 25,000	\$ 26,000	\$ 28,706	\$ 35,000	\$ 44,000	\$ 45,000
1	20,448	22,355	26,275	19,670	21,475	25,250	25,950	23,500	33,500	25,500	26,500	29,206	35,500	44,500	45,500
2	20,631	22,555	26,550	20,125	21,950	25,500	26,200	24,000	34,000	26,000	27,000	29,706	36,000	45,000	46,000
3	20,814	22,755	26,825	20,580	22,425	25,750	26,450	24,500	34,500	26,500	27,500	30,206	36,500	45,500	46,500
4	20,997	22,955	27,100	21,035	22,900	26,000	26,700	25,000	35,000	27,000	28,000	30,706	37,000	46,000	47,000
5	21,180	23,155	27,375	21,490	23,375	26,250	26,950	25,500	35,500	27,500	28,500	31,206	37,500	46,500	47,500
6	21,363	23,355	27,650	21,945	23,850	26,500	27,200	26,000	36,000	28,000	29,000	31,706	38,000	47,000	48,000
7	21,546	23,555	27,925	22,400	24,325	26,750	27,450	26,500	36,500	28,500	29,500	32,206	38,500	47,500	48,500
8	21,729	23,755	28,200	22,855	24,800	27,000	27,700	27,000	37,000	29,000	30,000	32,706	39,000	48,000	49,000
9	21,912	23,955	28,475	23,310	25,275	27,250	27,950	27,500	37,500	29,500	30,500	33,206	39,500	48,500	49,500
10	22,095	24,155	28,750	23,765	25,750	27,500	28,200	28,000	38,000	30,000	31,000	33,706	40,000	49,000	50,000

CHILD NUTRITION

Step	4 Hour	6 Hour	7 Hour	Assistant Manager	Manager Level 1	Manager Level 2	Manager Level 3	Area Manager
00	\$10,860	\$16,290	\$19,005	\$ 19,325	\$ 20,590	\$ 22,490	\$ 25,595	\$31,000
1	10,974	16,461	19,205	19,525	20,790	22,690	25,795	31,200
2	11,088	16,632	19,405	19,725	20,990	22,890	25,995	31,400
3	11,202	16,803	19,605	19,925	21,190	23,090	26,195	31,600
4	11,316	16,974	19,805	20,125	21,390	23,290	26,395	31,800
5	11,430	17,145	20,005	20,325	21,590	23,490	26,595	32,000
6	11,544	17,316	20,205	20,525	21,790	23,690	26,795	32,200
7	11,658	17,487	20,405	20,725	21,990	23,890	26,995	32,400
8	11,772	17,658	20,605	20,925	22,190	24,090	27,195	32,600
9	11,886	17,829	20,805	21,125	22,390	24,290	27,395	32,800
10	12,000	18,000	21,005	21,325	22,590	24,490	27,595	33,000

CUSTODIAL

Step	4 Hour Helper	6 Hour Helper	8 Hour Helper	Assistant Custodian	Plant Manager Level 1	Plant Manager Level 2	Plant Manager Level 3
00	\$ 11,580	\$ 18,990	\$ 25,320	\$ 25,745	\$ 30,165	\$ 30,585	\$ 31,850
1	11,626	19,065	25,420	25,870	30,390	30,810	32,075
2	11,672	19,140	25,520	25,995	30,615	31,035	32,300
3	11,718	19,215	25,620	26,120	30,840	31,260	32,525
4	11,764	19,290	25,720	26,245	31,065	31,485	32,750
5	11,810	19,365	25,820	26,370	31,290	31,710	32,975
6	11,856	19,440	25,920	26,495	31,515	31,935	33,200
7	11,902	19,515	26,020	26,620	31,740	32,160	33,425
8	11,948	19,590	26,120	26,745	31,965	32,385	33,650
9	11,994	19,665	26,220	26,870	32,190	32,610	33,875
10	12,040	19,740	26,320	26,995	32,415	32,835	34,100

CROSSING GUARDS AND SCHOOL MONITORS

Step	Elem Middle Crossing Guard 1.0 Hrs	Elem Middle Crossing Guard 2.0 Hrs	2.0 Hr Monitor	3.0 Hr Monitor	4.0 Hr Monitor
00	\$ 2,655	\$ 5,310	\$ 5,490	\$ 8,235	\$ 10,980

TRANSPORTATION

Step	Bus Driver Base	178 Bus Driver Operational	Bus Para Special Needs (PTSP) or 3 hour bus attendant (start after 7.1.2019)	Bus Para Special Needs (PTSP) or 3 hour bus attendant (start on or before 6.30.2019)	5 Hour Bus Attendant
00	\$ 23,500	\$ 9,795	\$ 8,100	\$ 8,734	\$ 13,500
1	23,900	9,795			
2	24,300	9,795			
3	24,700	9,795			
4	25,100	9,795			
5	25,500	9,795			
6	25,900	9,795			
7	26,300	9,795			
8	26,700	9,795			
9	27,100	9,795			
10	27,500	9,795			
11	27,900	9,795			
12	28,300	9,795			
13	28,700	9,795			
14	29,100	9,795			
15	29,500	9,795			
16	29,900	9,795			
17	30,300	9,795			
18	30,700	7,171			
19	31,100	7,171			
20	31,500	7,171			
21	31,900	7,171			
22	32,300	7,171			
23	32,700	7,171			
24	33,100	7,171			
25	33,500	7,171			
26	33,900	7,171			
27	34,300	7,171			
28	34,700	7,171			
29	35,100	7,171			
30	35,500	7,171			

OPERATIONS

Step	Van/Truck Driver	Foreman/Maint Mechanic	Project Manager	Computer Repair Technician
00	\$ 28,730	\$ 40,000	\$ 66,300	\$ 34,000
1	29,230	40,500	66,800	34,500
2	29,730	41,000	67,300	35,000
3	30,230	41,500	67,800	35,500
4	30,730	42,000	68,300	36,000
5	31,230	42,500	68,800	36,500
6	31,730	43,000	69,300	37,000
7	32,230	43,500	69,800	37,500
8	32,730	44,000	70,300	38,000
9	33,230	44,500	70,800	38,500
10	33,730	45,000	71,300	39,000

OTHER

Position Title	Ratio to Teacher Pay Scale
Elementary Dean of Students	1.05
Middle Dean of Students	1.10
K-8 Dean of Students	1.10
Alternative Dean of Students	1.10
High Dean of Students	1.15
Elementary Assistant Principal	1.20
Middle Assistant Principal	1.25
K-8 Assistant Principal	1.25
Alternative Assistant Principal	1.25
High Assistant Principal	1.35
Elementary Principal	1.55
Middle Principal	1.65
K-8 Principal	1.65
Alternative Principal	1.65
High Principal	1.75
K-12 Principal	1.75
Coordinator	1.20
Director	1.45
Executive Director	1.65
Executive Director School Support	2.00
Chief	2.25

Chiefs can be assigned an additional multiplier ranging from .01 to .20 for responsibilities as determined by the Superintendent.

JROTC instructors will be paid the applicable teacher daily rate of pay times 193 days or MIP, whichever is greater.

High School/Middle School Guidance Counselors will be paid the applicable teacher daily rate of pay times 193 days.

Principals who are rated effective proficient or higher under the COMPASS leader evaluation will also be eligible to receive a performance pay based stipend valued at \$2,000. In addition, Principal mentors are also eligible for a \$2,000 stipend if all requirements are fulfilled.

STIPENDS

TARGET CONTENT

1. An additional stipend would be awarded for the critical shortage areas of Special Education (All grade levels), Math (grades 6-12), Physics, Chemistry and English Second Language (ESL) (All grade levels). Subject to change based on critical shortage areas.
2. Leave without pay days will reduce the number of days worked
3. The total stipend amount of \$1,000 will be paid in two equal installments based on the following requirements:

If the following requirements are met a \$500 stipend will be paid on or around December 15:

- a. The teacher must hold a Louisiana Level 1+ Teaching Certificate or Out of State Certification in content area
- b. If on a block schedule, the teacher must teach 6 courses in content area or if on a 7 period schedule, the teacher must teach 5 courses in content area.
- c. The teacher is an employee as of October 1

If the following requirements are met a \$500 stipend will be paid on or around June 30:

- a. The teacher must hold a Louisiana Level 1+ Teaching Certificate or Out of State Certification in content area
- b. If on a block schedule, the teacher must teach 6 courses in content area or if on a 7 period schedule, the teacher must teach 5 courses in content area.
- c. The teacher is employee of the last day of school.

TARGET SCHOOLS

1. A school that has an economically disadvantaged percentage of 90% or more OR the ELL population is 30% or more. If the School meets both eligibility requirements, the stipend will not be doubled.
2. Target school principals have autonomy with approximately \$30,000 +/- (depending on school size) for employee stipends. Each target school will be eligible to submit an application for a target school grant program. The program will consist of remediation and extension opportunities for students. The opportunities will be driven by school need and will vary. Examples of program components would be options such as after-school tutoring, summer programs, and weekend options to be facilitated by school staff or reliable service partners. Proposals will be evaluated by district personnel and approved by the superintendent.

TARGET SCHOOLS- HIRING INCENTIVE

1. A school that has an economically disadvantaged percentage of 90% or more OR the ELL population is 30% or more. If the School meets both eligibility requirements, the stipend will not be doubled.
2. Eligible teachers will receive a \$2,000 stipend for those teachers who agree to teach at a school that is deemed to a targeted school.

If the following requirements are met a \$1,000 stipend will be paid on or around December 15:

- a. The teacher is an employee as of October 1

If the following requirements are met a \$1,000 stipend will be paid on or around on or around June 30:

- a. The teacher is employee as of the last day of school

STIPENDS

TEACHER LEADERS

1. If the teacher completes the duties in accordance with the predetermined agreement, the stipend will be paid in two equal parts in December (\$500) and June (\$500).

TEACHER PERFORMANCE BASED PAY

1. Performance stipends will be paid in the school year that follows the COMPASS evaluation results from the previous school year. Such supplements shall be considered earned in the fiscal year when they are paid. Like all stipends, employee and employer contributions and withholdings will be withheld on the performance stipends and/or transmitted to the various state retirement systems.
2. Contracted teachers, substitute teachers, school based administrators, central office employees, and appraisal team workers are not eligible for teacher performance supplements.
3. The stipend is valued at \$2,000 for VAM or \$1,000 for SLTs and will only be paid to those who scored a Highly Effective rating.

PRINCIPAL PERFORMANCE BASED PAY

4. Performance stipends will be paid in the school year that follows the COMPASS leader evaluation results from the previous school year. Such supplements shall be considered earned in the fiscal year when they are paid. Like all stipends, employee and employer contributions and withholdings will be withheld on the performance stipends and/or transmitted to the various state retirement systems.
5. The stipend is valued at \$2,000 and will only be paid to those who scored a rating of Effective Proficient or higher.

PRINCIPAL MENTORS

1. If the Principal completes the duties in accordance with the predetermined agreement, the stipend will be paid in two equal parts in December (\$1,000) and June (\$1,000).