



## **2014-15 Teacher Contract FAQ (5/20/2014)**

*This document will be updated if there are additional questions not currently addressed so check back if your question is not currently answered.*

### **Questions about the Teacher Contract (Not about the raise)**

#### **My contract does not have years of experience. Who should I contact about my years of experience?**

If you have questions about your years of experience, please contact the Teachers' Retirement System of Louisiana (TRSL) or visit their website. This will give you the most accurate information.

#### **What do you mean by supplemental salaries/stipends?**

Supplemental stipend/salary includes National Boards, SPED, PIP, and Longevity pay. The Supplemental Stipend/Salary does not include additional pay for duties performed such as Department Head, Band Director, Seasonal Coaching, TAP, SIG, After-School Tutoring, Classroom covering during Planning, etc.

#### **What does it mean that my school site may change based on enrollment?**

School staffing is based on student enrollment numbers. As student enrollments change, there may be a need to adjust staffing in your school. If this occurs, you will be notified by your principal. Human Capital has a process in place to manage any adjustments to school staffing.

#### **I have questions about the changes made to the contract compared to the one I signed last year. What do these changes mean?**

The board altered the contract to make sure it better reflected the realities of the current insurance marketplace. Insurance policies are rapidly changing from year to year and the district believed it would be more accurate to outline the types of benefits the board is committed to providing. The new contract guarantees that individuals will continue to receive group health, dental, vision, and other supplemental insurance coverage.

The changes in references to "current" policies and policies adopted in July of 2012 were made to make the contract reflect the realities of working in the district. The Board has always had the authority to adopt and implement policies. Employees are subject to such policies to the extent such policies do not modify the terms of existing employment contracts.



## **Questions about Raise Amounts**

### **What do you mean by salary compression adjustment?**

Salary compression is a formal term for a process in which salaries of veteran employees grow slower (or not at all), while new employees are given a more competitive salary. While the higher salaries are often needed to attract the best teachers to the district, it means veteran employees with the same level of experience are paid less. The raise adopted by the board will address the salary compression that has occurred in the district over the past several years.

### **I have been at Step 25 throughout the freeze, why is my 26<sup>th</sup> step not shown on my contract?**

The salary compression adjustment will only bring your salary up to the 25<sup>th</sup> step. If you were already at the 25<sup>th</sup> step prior to the freeze, you are still eligible for an additional step but it will be based on your performance in 2013-14 and is therefore not shown on the contract you just received. If you are rated "Effective: Emerging" or better for the 2013-14 school year, your base salary will be increased via a contract addendum early in the 2014-15 school year.

### **I heard that I could get up to a \$2400 raise, why is my raise only \$1800?**

There are two separate components of the raise. The one that is reflected on your contract is the portion that is attempting to adjust for salary compression. The additional \$600 will be awarded at the beginning of the 2014-15 school year to all teachers except for those evaluated as ineffective in the 2013-14 school year. The raise will be added via a contract addendum.

### **My base salary remained the same. Why was my increase zero?**

There are two reasons your increase could have been zero. First, your current base salary was at the highest salary step in 2013-14 (step 25 for teachers) and so you did not experience any salary compression. The second reason is that you are a new hire to JPPSS. In both cases, you would be eligible for a step increase if you were rated effective in the 2013-14 school year and you worked long enough last year to receive credit for a year of experience.

### **Will my raise be paid in a lump sum?**

No, your raise (including any step increase based on effective service in 2013-14) will be included in your salary next year beginning with the September 15, 2014 paycheck. The raise will be spread evenly across all paychecks during the next school year. If you have partial years of experience, your step may come later in the year once you reach your next whole year of service but the salary compression adjustment will be included in your first paycheck.



**Why isn't my salary compression factor equal to 4 because I've taught for four years since I last got a step?**

The raise has two parts. The first part is a maximum of a three-step raise calculated based on your service before the beginning of the 2013-14 school year. As long as you are rated effective for your work in the 2013-14 school year, you will receive an additional step next year beginning with the payroll check on September 15, 2014. If you have partial years of experience, your step may come later in the year once you reach your next whole year of service.

**Where can I find the 2014-2015 Teacher Salary Schedule?**

The teacher salary schedule will be posted under the "Employees" section of the JPPSS website and is included at the end of this FAQ for your convenience.

**Miscellaneous Questions**

**If I am currently in the Voluntary Transfer Process, where should I sign my contract?**

You will sign your contract at your current school. Your contract will be transferred to your new school location. There will be no need to sign a new contract at your new school location.

**When is the last day to sign my contract?**

All contracts are due to the Human Capital office by noon on Friday, May 23<sup>rd</sup>. Principals will be scheduling individual meetings as soon as possible.

**I have more questions or feel like something is done in error, what should I do?**

First, make sure you read the issues related to mid-year updates carefully as this is a likely cause of confusion in most cases. If you review the FAQ and still feel an error has been made, email [teachercontract@jppss.k12.la.us](mailto:teachercontract@jppss.k12.la.us) Questions will be answered via email within 24 business hours.



## 2014-15 Certificated Personnel Salary Schedule

| Step | Bachelor | Masters  | Masters +30 | Specialist | PhD/EdD  |
|------|----------|----------|-------------|------------|----------|
| 0    | \$40,949 | \$41,549 | \$42,149    | \$42,749   | \$43,349 |
| 1    | \$41,549 | \$42,149 | \$42,749    | \$43,349   | \$43,949 |
| 2    | \$42,149 | \$42,749 | \$43,349    | \$43,949   | \$44,549 |
| 3    | \$42,749 | \$43,349 | \$43,949    | \$44,549   | \$45,149 |
| 4    | \$43,349 | \$43,949 | \$44,549    | \$45,149   | \$45,749 |
| 5    | \$43,949 | \$44,549 | \$45,149    | \$45,749   | \$46,349 |
| 6    | \$44,549 | \$45,149 | \$45,749    | \$46,349   | \$46,949 |
| 7    | \$45,149 | \$45,749 | \$46,349    | \$46,949   | \$47,549 |
| 8    | \$45,749 | \$46,349 | \$46,949    | \$47,549   | \$48,149 |
| 9    | \$46,349 | \$46,949 | \$47,549    | \$48,149   | \$48,749 |
| 10   | \$46,949 | \$47,549 | \$48,149    | \$48,749   | \$49,349 |
| 11   | \$47,549 | \$48,149 | \$48,749    | \$49,349   | \$49,949 |
| 12   | \$48,149 | \$48,749 | \$49,349    | \$49,949   | \$50,549 |
| 13   | \$48,749 | \$49,349 | \$49,949    | \$50,549   | \$51,149 |
| 14   | \$49,349 | \$49,949 | \$50,549    | \$51,149   | \$51,749 |
| 15   | \$49,949 | \$50,549 | \$51,149    | \$51,749   | \$52,349 |
| 16   | \$50,549 | \$51,149 | \$51,749    | \$52,349   | \$52,949 |
| 17   | \$51,149 | \$51,749 | \$52,349    | \$52,949   | \$53,549 |
| 18   | \$51,749 | \$52,349 | \$52,949    | \$53,549   | \$54,149 |
| 19   | \$52,349 | \$52,949 | \$53,549    | \$54,149   | \$54,749 |
| 20   | \$52,949 | \$53,549 | \$54,149    | \$54,749   | \$55,349 |
| 21   | \$53,549 | \$54,149 | \$54,749    | \$55,349   | \$55,949 |
| 22   | \$54,149 | \$54,749 | \$55,349    | \$55,949   | \$56,549 |
| 23   | \$54,749 | \$55,349 | \$55,949    | \$56,549   | \$57,149 |
| 24   | \$55,349 | \$55,949 | \$56,549    | \$57,149   | \$57,749 |
| 25   | \$55,949 | \$56,549 | \$57,149    | \$57,749   | \$58,349 |
| 26   | \$56,549 | \$57,149 | \$57,749    | \$58,349   | \$58,949 |