



Fiscal Year 2021-2022 Salary Schedules

Board Approved: February 12, 2019, Amended: June 5, 2019

Funding Approved by JP voters: May 4, 2019

MFP Funding Approved by LA Legislators: 2019 Regular Session (SCR-3); 2021 Regular Session

OCCUPATIONAL/PHYSICAL THERAPISTS AND NURSE PRACTITIONERS

| Step | OT/PT | Nurse Practitioner |
|------|-----------|--------------------|
| 00 | \$ 54,300 | \$ 68,300 |
| 1 | 54,800 | 68,800 |
| 2 | 55,300 | 69,300 |
| 3 | 55,800 | 69,800 |
| 4 | 56,300 | 70,300 |
| 5 | 56,800 | 70,800 |
| 6 | 57,300 | 71,300 |
| 7 | 57,800 | 71,800 |
| 8 | 58,300 | 72,300 |
| 9 | 58,800 | 72,800 |
| 10 | 59,300 | 73,300 |

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 | \$ 21,122 | \$ 23,055 | \$ 26,900 | \$ 20,115 | \$ 21,900 | \$ 25,900 | \$ 26,600 | \$ 23,900 | \$ 33,900 | \$ 25,900 | \$ 26,900 | \$ 29,705 | \$ 35,900 | \$ 44,900 | \$ 45,900 |
| 1 | 21,305 | 23,255 | 27,175 | 20,570 | 22,375 | 26,150 | 26,850 | 24,400 | 34,400 | 26,400 | 27,400 | 30,257 | 36,400 | 45,400 | 46,400 |
| 2 | 21,488 | 23,455 | 27,450 | 21,025 | 22,850 | 26,400 | 27,100 | 24,900 | 34,900 | 26,900 | 27,900 | 30,809 | 36,900 | 45,900 | 46,900 |
| 3 | 21,671 | 23,655 | 27,725 | 21,480 | 23,325 | 26,650 | 27,350 | 25,400 | 35,400 | 27,400 | 28,400 | 31,361 | 37,400 | 46,400 | 47,400 |
| 4 | 21,854 | 23,855 | 28,000 | 21,935 | 23,800 | 26,900 | 27,600 | 25,900 | 35,900 | 27,900 | 28,900 | 31,914 | 37,900 | 46,900 | 47,900 |
| 5 | 22,037 | 24,055 | 28,275 | 22,390 | 24,275 | 27,150 | 27,850 | 26,400 | 36,400 | 28,400 | 29,400 | 32,466 | 38,400 | 47,400 | 48,400 |
| 6 | 22,220 | 24,255 | 28,550 | 22,845 | 24,750 | 27,400 | 28,100 | 26,900 | 36,900 | 28,900 | 29,900 | 33,018 | 38,900 | 47,900 | 48,900 |
| 7 | 22,403 | 24,455 | 28,825 | 23,300 | 25,225 | 27,650 | 28,350 | 27,400 | 37,400 | 29,400 | 30,400 | 33,570 | 39,400 | 48,400 | 49,400 |
| 8 | 22,586 | 24,655 | 29,100 | 23,755 | 25,700 | 27,900 | 28,600 | 27,900 | 37,900 | 29,900 | 30,900 | 34,122 | 39,900 | 48,900 | 49,900 |
| 9 | 22,769 | 24,855 | 29,375 | 24,210 | 26,175 | 28,150 | 28,850 | 28,400 | 38,400 | 30,400 | 31,400 | 34,674 | 40,400 | 49,400 | 50,400 |
| 10 | 22,952 | 25,055 | 29,650 | 24,665 | 26,650 | 28,400 | 29,100 | 28,900 | 38,900 | 30,900 | 31,900 | 35,226 | 40,900 | 49,900 | 50,900 |

CHILD NUTRITION

| Step | 4 Hour | 6 Hour | 7 Hour | Assistant Manager | Manager Level 1 | Manager Level 2 | Manager Level 3 | Area Manager |
|------|----------|----------|----------|-------------------|-----------------|-----------------|-----------------|--------------|
| 00 | \$11,380 | \$17,062 | \$19,905 | \$ 20,225 | \$ 21,490 | \$ 23,390 | \$ 26,495 | \$31,900 |
| 1 | 11,494 | 17,233 | 20,105 | 20,425 | 21,690 | 23,590 | 26,695 | 32,100 |
| 2 | 11,608 | 17,404 | 20,305 | 20,625 | 21,890 | 23,790 | 26,895 | 32,300 |
| 3 | 11,722 | 17,575 | 20,505 | 20,825 | 22,090 | 23,990 | 27,095 | 32,500 |
| 4 | 11,836 | 17,746 | 20,705 | 21,025 | 22,290 | 24,190 | 27,295 | 32,700 |
| 5 | 11,950 | 17,917 | 20,905 | 21,225 | 22,490 | 24,390 | 27,495 | 32,900 |
| 6 | 12,064 | 18,088 | 21,105 | 21,425 | 22,690 | 24,590 | 27,695 | 33,100 |
| 7 | 12,178 | 18,259 | 21,305 | 21,625 | 22,890 | 24,790 | 27,895 | 33,300 |
| 8 | 12,292 | 18,430 | 21,505 | 21,825 | 23,090 | 24,990 | 28,095 | 33,500 |
| 9 | 12,406 | 18,601 | 21,705 | 22,025 | 23,290 | 25,190 | 28,295 | 33,700 |
| 10 | 12,520 | 18,772 | 21,905 | 22,225 | 23,490 | 25,390 | 28,495 | 33,900 |

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 | \$ 12,038 | \$ 19,594 | \$ 26,220 | \$ 26,645 | \$ 31,065 | \$ 31,485 | \$ 32,750 |
| 1 | 12,084 | 19,783 | 26,320 | 26,770 | 31,290 | 31,710 | 32,975 |
| 2 | 12,130 | 19,858 | 26,420 | 26,895 | 31,515 | 31,935 | 33,200 |
| 3 | 12,176 | 19,933 | 26,520 | 27,020 | 31,740 | 32,160 | 33,425 |
| 4 | 12,222 | 20,008 | 26,620 | 26,145 | 31,965 | 32,385 | 33,650 |
| 5 | 12,268 | 20,083 | 26,720 | 27,270 | 32,190 | 32,610 | 33,875 |
| 6 | 12,314 | 20,158 | 26,820 | 27,395 | 32,415 | 32,835 | 34,100 |
| 7 | 12,360 | 20,233 | 26,920 | 27,520 | 32,640 | 33,060 | 34,325 |
| 8 | 12,406 | 20,308 | 27,020 | 27,645 | 32,865 | 33,285 | 34,550 |
| 9 | 12,452 | 20,383 | 27,120 | 27,770 | 33,090 | 33,510 | 34,775 |
| 10 | 12,498 | 20,458 | 27,220 | 27,895 | 33,315 | 33,735 | 35,000 |

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 | \$ 2,773 | \$ 5,547 | \$ 5,793 | \$ 8,689 | \$ 11,586 |

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 | \$ 24,400 | \$ 9,795 | \$ 8,640 | \$ 8,974 | \$ 14,400 |
| 1 | 24,800 | 9,795 | | | |
| 2 | 25,200 | 9,795 | | | |
| 3 | 25,600 | 9,795 | | | |
| 4 | 26,000 | 9,795 | | | |
| 5 | 26,400 | 9,795 | | | |
| 6 | 26,800 | 9,795 | | | |
| 7 | 27,200 | 9,795 | | | |
| 8 | 27,600 | 9,795 | | | |
| 9 | 28,000 | 9,795 | | | |
| 10 | 28,400 | 9,795 | | | |
| 11 | 28,800 | 9,795 | | | |
| 12 | 29,200 | 9,795 | | | |
| 13 | 29,600 | 9,795 | | | |
| 14 | 30,000 | 9,795 | | | |
| 15 | 30,400 | 9,795 | | | |
| 16 | 30,800 | 9,795 | | | |
| 17 | 31,200 | 9,795 | | | |
| 18 | 31,600 | 7,171 | | | |
| 19 | 32,000 | 7,171 | | | |
| 20 | 32,400 | 7,171 | | | |
| 21 | 32,800 | 7,171 | | | |
| 22 | 33,200 | 7,171 | | | |
| 23 | 33,600 | 7,171 | | | |
| 24 | 34,000 | 7,171 | | | |
| 25 | 34,400 | 7,171 | | | |
| 26 | 34,800 | 7,171 | | | |
| 27 | 35,200 | 7,171 | | | |
| 28 | 35,600 | 7,171 | | | |
| 29 | 36,000 | 7,171 | | | |
| 30 | 36,400 | 7,171 | | | |

OPERATIONS

| Step | Van/Truck Driver | Foreman/Maint Mechanic | Project Manager | Computer Repair Technician |
|------|------------------|------------------------|-----------------|----------------------------|
| 00 | \$ 29,630 | \$ 40,900 | \$ 67,200 | \$ 34,900 |
| 1 | 30,130 | 41,400 | 67,700 | 35,400 |
| 2 | 30,630 | 41,900 | 68,200 | 35,900 |
| 3 | 31,130 | 42,400 | 68,700 | 36,400 |
| 4 | 31,630 | 42,900 | 69,200 | 36,900 |
| 5 | 32,130 | 43,400 | 69,700 | 37,400 |
| 6 | 32,630 | 43,900 | 70,200 | 37,900 |
| 7 | 33,130 | 44,400 | 70,700 | 38,400 |
| 8 | 33,630 | 44,900 | 71,200 | 38,900 |
| 9 | 34,130 | 45,400 | 71,700 | 39,400 |
| 10 | 34,630 | 45,900 | 72,200 | 39,900 |

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 |
| Executive Master Teacher | 1.25 |
| 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, the ELL population is 30% or more, or the Grand Isle School. If the School meets all eligibility requirements, the stipend will only be paid once.
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).