

For NCTQ's analysis of 2020-2021 salary schedules, this 2019-2020 salary document was used again, as it remained posted on the district website as of May 13, 2021. NCTQ's policy is to analyze salary schedules posted as of January 1, 2021.



Fiscal Year 2019-2020 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)

OCCUPATIONAL/PHYSICAL THERAPISTS AND NURSE PRACTITIONERS

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

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	\$ 20,722	\$ 22,655	\$ 26,500	\$ 19,715	\$ 21,500	\$ 25,500	\$ 26,200	\$ 23,500	\$ 33,500	\$ 25,500	\$ 26,500	\$ 29,263	\$ 35,500	\$ 44,500	\$ 45,500
1	20,905	22,855	26,775	20,170	21,975	25,750	26,450	24,000	34,000	26,000	27,000	29,815	36,000	45,000	46,000
2	21,088	23,055	27,050	20,625	22,450	26,000	26,700	24,500	34,500	26,500	27,500	30,367	36,500	45,500	46,500
3	21,271	23,255	27,325	21,080	22,925	26,250	26,950	25,000	35,000	27,000	28,000	30,919	37,000	46,000	47,000
4	21,454	23,455	27,600	21,535	23,400	26,500	27,200	25,500	35,500	27,500	28,500	31,472	37,500	46,500	47,500
5	21,637	23,655	27,875	21,990	23,875	26,750	27,450	26,000	36,000	28,000	29,000	32,024	38,000	47,000	48,000
6	21,820	23,855	28,150	22,445	24,350	27,000	27,700	26,500	36,500	28,500	29,500	32,576	38,500	47,500	48,500
7	22,003	24,055	28,425	22,900	24,825	27,250	27,950	27,000	37,000	29,000	30,000	33,128	39,000	48,000	49,000
8	22,186	24,255	28,700	23,355	25,300	27,500	28,200	27,500	37,500	29,500	30,500	33,680	39,500	48,500	49,500
9	22,369	24,455	28,975	23,810	25,775	27,750	28,450	28,000	38,000	30,000	31,000	34,232	40,000	49,000	50,000
10	22,552	24,655	29,250	24,265	26,250	28,000	28,700	28,500	38,500	30,500	31,500	34,784	40,500	49,500	50,500

CHILD NUTRITION

Step	4 Hour	6 Hour	7 Hour	Assistant Manager	Manager Level 1	Manager Level 2	Manager Level 3	Area Manager
00	\$11,151	\$16,719	\$19,505	\$19,825	\$21,090	\$22,990	\$26,095	\$31,500
1	11,265	16,890	19,705	20,025	21,290	23,190	26,295	31,700
2	11,379	17,061	19,905	20,225	21,490	23,390	26,495	31,900
3	11,493	17,232	20,105	20,425	21,690	23,590	26,695	32,100
4	11,607	17,403	20,305	20,625	21,890	23,790	26,895	32,300
5	11,721	17,574	20,505	20,825	22,090	23,990	27,095	32,500
6	11,835	17,745	20,705	21,025	22,290	24,190	27,295	32,700
7	11,949	17,916	20,905	21,225	22,490	24,390	27,495	32,900
8	12,063	18,087	21,105	21,425	22,690	24,590	27,695	33,100
9	12,177	18,258	21,305	21,625	22,890	24,790	27,895	33,300
10	12,291	18,429	21,505	21,825	23,090	24,990	28,095	33,500

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	\$ 11,809	\$ 19,365	\$ 25,820	\$ 26,245	\$ 30,665	\$ 31,085	\$ 32,350
1	11,855	19,440	25,920	26,370	30,890	31,310	32,575
2	11,901	19,515	26,020	26,495	31,115	31,535	32,800
3	11,947	19,590	26,120	26,620	31,340	31,760	33,025
4	11,993	19,665	26,220	26,745	31,565	31,985	33,250
5	12,039	19,740	26,320	26,870	31,790	32,210	33,475
6	12,085	19,815	26,420	26,995	32,015	32,435	33,700
7	12,131	19,890	26,520	27,120	32,240	32,660	33,925
8	12,177	19,965	26,620	27,245	32,465	32,885	34,150
9	12,223	20,040	26,720	27,370	32,690	33,110	34,375
10	12,269	20,115	26,820	27,495	32,915	33,335	34,600

CROSSING GUARDS AND SCHOOL MONITORS

Step	Elem Middle Crossing Guard 1.0 Hrs (Based on 175 days)	Elem Middle Crossing Guard 2.0 Hrs (Based on 175 days)	2.0 Hr Monitor (Based on 183 days)	3.0 Hr Monitor (Based on 183 days)	4.0 Hr Monitor (Based on 183 days)
00	\$ 2,693	\$ 5,387	\$ 5,633	\$ 8,449	\$ 11,266

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	\$ 24,000	\$ 9,795	\$ 8,400	\$ 8,734	\$ 14,000
1	24,400	9,795			
2	24,800	9,795			
3	25,200	9,795			
4	25,600	9,795			
5	26,000	9,795			
6	26,400	9,795			
7	26,800	9,795			
8	27,200	9,795			
9	27,600	9,795			
10	28,000	9,795			
11	28,400	9,795			
12	28,800	9,795			
13	29,200	9,795			
14	29,600	9,795			
15	30,000	9,795			
16	30,400	9,795			
17	30,800	9,795			
18	31,200	7,171			
19	31,600	7,171			
20	32,000	7,171			
21	32,400	7,171			
22	32,800	7,171			
23	33,200	7,171			
24	33,600	7,171			
25	34,000	7,171			
26	34,400	7,171			
27	34,800	7,171			
28	35,200	7,171			
29	35,600	7,171			
30	36,000	7,171			

OPERATIONS

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

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 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).