



Fiscal Year 2022-2023 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; 2021 Regular Session; 2022 Regular Session (HB1)

OCCUPATIONAL/PHYSICAL THERAPISTS AND NURSE PRACTITIONERS

Step	OT/PT	Nurse Practitioner
00	\$ 55,800	\$ 69,800
1	56,300	70,300
2	56,800	70,800
3	57,300	71,300
4	57,800	71,800
5	58,300	72,300
6	58,800	72,800
7	59,300	73,300
8	59,800	73,800
9	60,300	74,300
10	60,800	74,800

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	\$ 21,872	\$ 23,805	\$ 27,650	\$ 20,865	\$ 22,650	\$ 26,650	\$ 27,350	\$ 24,650	\$ 34,650	\$ 26,650	\$ 27,650	\$ 30,533	\$ 36,650	\$ 45,650	\$ 46,650
1	22,055	24,005	27,925	21,320	23,125	26,900	27,600	25,150	35,150	27,150	28,150	31,085	37,150	46,150	47,150
2	22,238	24,205	28,200	21,775	23,600	27,150	27,850	25,650	35,650	27,650	28,650	31,637	37,650	46,650	47,650
3	22,421	24,405	28,475	22,230	24,075	27,400	28,100	26,150	36,150	28,150	29,150	32,189	38,150	47,150	48,150
4	22,604	24,605	28,750	22,685	24,550	27,650	28,350	26,650	36,650	28,650	29,650	32,742	38,650	47,650	48,650
5	22,787	24,805	29,025	23,140	25,025	27,900	28,600	27,150	37,150	29,150	30,150	33,294	39,150	48,150	49,150
6	22,970	25,005	29,300	23,595	25,500	28,150	28,850	27,650	37,650	29,650	30,650	33,846	39,650	48,650	49,650
7	23,153	25,205	29,575	24,050	25,975	28,400	29,100	28,150	38,150	30,150	31,150	34,398	40,150	49,150	50,150
8	23,336	25,405	29,850	24,505	26,450	28,650	29,350	28,650	38,650	30,650	31,650	34,950	40,650	49,650	50,650
9	23,519	25,605	30,125	24,960	26,925	28,900	29,600	29,150	39,150	31,150	32,150	35,502	41,150	50,150	51,150
10	23,702	25,805	30,400	25,415	27,400	29,150	29,850	29,650	39,650	31,650	32,650	36,054	41,650	50,650	51,650

CHILD NUTRITION

Step	4 Hour	6 Hour	7 Hour	Assistant Manager	Manager Level 1	Manager Level 2	Manager Level 3	Area Manager
00	\$11,809	\$17,705	\$20,655	\$ 20,975	\$ 22,240	\$ 24,140	\$ 27,245	\$32,650
1	11,923	17,876	20,855	21,175	22,440	24,340	27,445	32,850
2	12,037	18,047	21,055	21,375	22,640	24,540	27,645	33,050
3	12,151	18,218	21,255	21,575	22,840	24,740	27,845	33,250
4	12,265	18,389	21,455	21,775	23,040	24,940	28,045	33,450
5	12,379	18,560	21,655	21,975	23,240	25,140	28,245	33,650
6	12,493	18,731	21,855	22,175	23,440	25,340	28,445	33,850
7	12,607	18,902	22,055	22,375	23,640	25,540	28,645	34,050
8	12,721	19,073	22,255	22,575	23,840	25,740	28,845	34,250
9	12,835	19,244	22,455	22,775	24,040	25,940	29,045	34,450
10	12,949	19,415	22,655	22,975	24,240	26,140	29,245	34,650

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	\$ 12,337	\$ 20,231	\$ 26,970	\$ 27,395	\$ 31,815	\$ 32,235	\$ 33,500
1	12,383	20,306	27,070	27,520	32,040	32,460	33,725
2	12,429	20,381	27,170	27,645	32,265	32,685	33,950
3	12,475	20,456	27,270	27,770	32,490	32,910	34,175
4	12,521	20,531	27,370	27,895	32,715	33,135	34,400
5	12,567	20,606	27,470	28,020	32,940	33,360	34,625
6	12,613	20,681	27,570	28,145	33,165	33,585	34,850
7	12,659	20,756	27,670	28,270	33,390	33,810	35,075
8	12,705	20,831	27,770	28,395	33,615	34,035	35,300
9	12,751	20,906	27,870	28,520	33,840	34,260	35,525
10	12,797	20,981	27,970	28,645	34,065	34,485	35,750

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	\$ 2,923	\$ 5,847	\$ 6,093	\$ 9,139	\$ 12,186

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	\$ 25,150	\$ 9,795	\$ 9,090	\$ 9,424	\$ 15,150
1	25,550	9,795			
2	25,950	9,795			
3	26,350	9,795			
4	26,750	9,795			
5	27,150	9,795			
6	27,550	9,795			
7	27,950	9,795			
8	28,350	9,795			
9	28,750	9,795			
10	29,150	9,795			
11	29,550	9,795			
12	29,950	9,795			
13	30,350	9,795			
14	30,750	9,795			
15	31,150	9,795			
16	31,550	9,795			
17	31,950	9,795			
18	32,350	7,171			
19	32,750	7,171			
20	33,150	7,171			
21	33,550	7,171			
22	33,950	7,171			
23	34,350	7,171			
24	34,750	7,171			
25	35,150	7,171			
26	35,550	7,171			
27	35,950	7,171			
28	36,350	7,171			
29	36,750	7,171			
30	37,150	7,171			

OPERATIONS

Step	Van/Truck Driver	Foreman/Maint Mechanic	Project Manager	Computer Repair Technician
00	\$ 30,380	\$ 41,650	\$ 67,950	\$ 35,650
1	30,880	42,150	68,450	36,150
2	31,380	42,650	68,950	36,650
3	31,880	43,150	69,450	37,150
4	32,380	43,650	69,950	37,650
5	32,880	44,150	70,450	38,150
6	33,380	44,650	70,950	38,650
7	33,880	45,150	71,450	39,150
8	34,380	45,650	71,950	39,650
9	34,880	46,150	72,450	40,150
10	35,380	46,650	72,950	40,650

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).