

The district confirmed via email on 3/17/15 that step increases are withheld for those teachers earning 'ineffective' ratings.

NEWS

JPPSS Proposes Employee Salary Increases for 2014-15 School Year

Maya, 2014

At the upcoming May 13 Jefferson Parish School Board meeting, Superintendent Dr. James Meza, Jr. will present to the board a set of three recommendations on employee salary increases to become effective in the 2014-15 school year. The recommendations will provide increased compensation to employees who continue to make the Jefferson Parish Public School System (JPPSS) one of the fastest-improving districts in Louisiana.

"Our employees work so hard everyday, and now that the district's budget is stabilized, I'm thrilled to recommend that our board provide our staff with the salary raises they deserve," said Meza. "Not only will these increases help us to retain our most effective teachers, but it will allow us to remain competitive in attracting other talented employees to the district."

The first recommendation presented to the board will provide raises of up to \$1,800 for all employees who are on salary schedules. The raise amount will be based on a salary compression factor, or the difference between an employee's years of experience in their current position at the beginning of the 2013-14 school year and their current salary schedule step.

The second recommendation calls for the board to suspend the existing performance pay plan and instead offer all eligible full-time employees a step increase in 2014-15 when 2013-14 performance evaluation ratings become available. In accordance with state law, employees who receive "ineffective" performance evaluations will not be eligible for this step increase.

The final recommendation asks the board to extend all existing salary schedules by one step in 2014-15 to allow for an increase in salaries for effective, full-time employees who had previously reached the highest step. For effective employees on the new central office salary scale, and not on a salary schedule, \$500 would be added to their salary.

For effective teachers who have been with JPPSS for the past four years or more, these recommendations would provide a salary increase of up to \$2,400 in the 2014-15 school year.

"These recommendations were developed in consultation with a variety of stakeholders across the district and the community, who served as part of a salary advisory committee for the district," said Meza. "With the input of teachers, principals, staff, and community members, I believe our final recommendations address the needs of our employees who have been instrumental to the success of this district in the past few years."

If implemented, these recommendations would cost the district approximately \$105 million annually. The \$105 million cost is to be funded through revenue increases from local taxes, the state minimum foundation program (MFP), and Medicaid reimbursements. The district plans to use bond funding to the fullest extent possible to free up about \$3 million for intensive maintenance projects. A more detailed funding proposal will

JPPSS
SALARY TABLES
FY 2014-15

CERTIFIED TEACHER (CRTA)

Schedule	Step	Bachelors Ed Code (04)	Step Increase	Master's Ed Code (05)	Step Increase	Masters +30 Ed Code (06)	Step Increase	Specialist Ed Code (07)	Step Increase	PhD/EdD Ed Code (08)	Step Increase
9 Contract Months PayCategory 00 Education Codes (4,5,6,7,8)	00	40,949.00	-	41,549.00	-	42,149.00	-	42,749.00	-	43,349.00	-
	01	41,549.00	600.00	42,149.00	600.00	42,749.00	600.00	43,349.00	600.00	43,949.00	600.00
	02	42,149.00	600.00	42,749.00	600.00	43,349.00	600.00	43,949.00	600.00	44,549.00	600.00
	03	42,749.00	600.00	43,349.00	600.00	43,949.00	600.00	44,549.00	600.00	45,149.00	600.00
	04	43,349.00	600.00	43,949.00	600.00	44,549.00	600.00	45,149.00	600.00	45,749.00	600.00
	05	43,949.00	600.00	44,549.00	600.00	45,149.00	600.00	45,749.00	600.00	46,349.00	600.00
	06	44,549.00	600.00	45,149.00	600.00	45,749.00	600.00	46,349.00	600.00	46,949.00	600.00
	07	45,149.00	600.00	45,749.00	600.00	46,349.00	600.00	46,949.00	600.00	47,549.00	600.00
	08	45,749.00	600.00	46,349.00	600.00	46,949.00	600.00	47,549.00	600.00	48,149.00	600.00
	09	46,349.00	600.00	46,949.00	600.00	47,549.00	600.00	48,149.00	600.00	48,749.00	600.00
	10	46,949.00	600.00	47,549.00	600.00	48,149.00	600.00	48,749.00	600.00	49,349.00	600.00
	11	47,549.00	600.00	48,149.00	600.00	48,749.00	600.00	49,349.00	600.00	49,949.00	600.00
	12	48,149.00	600.00	48,749.00	600.00	49,349.00	600.00	49,949.00	600.00	50,549.00	600.00
	13	48,749.00	600.00	49,349.00	600.00	49,949.00	600.00	50,549.00	600.00	51,149.00	600.00
	14	49,349.00	600.00	49,949.00	600.00	50,549.00	600.00	51,149.00	600.00	51,749.00	600.00
	15	49,949.00	600.00	50,549.00	600.00	51,149.00	600.00	51,749.00	600.00	52,349.00	600.00
	16	50,549.00	600.00	51,149.00	600.00	51,749.00	600.00	52,349.00	600.00	52,949.00	600.00
	17	51,149.00	600.00	51,749.00	600.00	52,349.00	600.00	52,949.00	600.00	53,549.00	600.00
	18	51,749.00	600.00	52,349.00	600.00	52,949.00	600.00	53,549.00	600.00	54,149.00	600.00
	19	52,349.00	600.00	52,949.00	600.00	53,549.00	600.00	54,149.00	600.00	54,749.00	600.00
	20	52,949.00	600.00	53,549.00	600.00	54,149.00	600.00	54,749.00	600.00	55,349.00	600.00
	21	53,549.00	600.00	54,149.00	600.00	54,749.00	600.00	55,349.00	600.00	55,949.00	600.00
	22	54,149.00	600.00	54,749.00	600.00	55,349.00	600.00	55,949.00	600.00	56,549.00	600.00
	23	54,749.00	600.00	55,349.00	600.00	55,949.00	600.00	56,549.00	600.00	57,149.00	600.00
	24	55,349.00	600.00	55,949.00	600.00	56,549.00	600.00	57,149.00	600.00	57,749.00	600.00
	25	55,949.00	600.00	56,549.00	600.00	57,149.00	600.00	57,749.00	600.00	58,349.00	600.00
	26	56,549.00	600.00	57,149.00	600.00	57,749.00	600.00	58,349.00	600.00	58,949.00	600.00

JPPSS
SALARY TABLES
FY 2014-15

NON-CERTIFIED TEACHER (NONA)											
Schedule	Step	Bachelors Ed Code (04)	Step Increase	Master's Ed Code (05)	Step Increase	Masters +30 Ed Code (06)	Step Increase	Specialist Ed Code (07)	Step Increase	PhD/EdD Ed Code (08)	Step Increase
9 Contract Months PayCategory 00 Education Codes (4,5,6,7,8)	00	36,541	-	37,219	-	37,441	-	37,783	-	38,325	-
	01	36,956	415.00	37,528	309.00	37,762	321.00	38,180	397.00	38,786	461.00
	02	37,259	303.00	37,848	320.00	38,070	308.00	38,810	630.00	39,269	483.00
	03	37,830	571.00	38,156	308.00	38,507	437.00	39,072	262.00	39,981	712.00
	04	38,091	261.00	38,604	448.00	38,826	319.00	39,626	554.00	40,704	723.00
	05	38,611	520.00	39,299	695.00	39,467	641.00	40,438	812.00	41,433	729.00
	06	39,054	443.00	40,010	711.00	40,298	831.00	41,244	806.00	42,160	727.00
	07	39,521	467.00	40,722	712.00	41,144	846.00	42,070	826.00	42,887	727.00
	08	40,016	495.00	41,451	729.00	41,983	839.00	42,886	816.00	43,611	724.00
	09	40,740	724.00	42,189	738.00	42,972	989.00	43,670	784.00	44,305	694.00
	10	41,469	729.00	42,918	729.00	43,652	680.00	44,444	774.00	44,997	692.00
	11	42,117	648.00	43,570	652.00	44,463	811.00	45,225	781.00	45,697	700.00
	12	42,785	668.00	44,274	704.00	45,280	817.00	46,245	1,020.00	46,391	694.00
	13	43,629	844.00	45,192	918.00	46,219	939.00	46,975	730.00	47,360	969.00
	14	43,779	150.00	45,342	150.00	46,369	150.00	47,125	150.00	47,510	150.00
	15	43,779	-	45,342	-	46,369	-	47,125	-	47,510	-
	16	44,450	671.00	46,052	710.00	47,104	735.00	47,879	754.00	48,276	766.00
	17	44,450	-	46,052	-	47,104	-	47,879	-	48,276	-
	18	44,450	-	46,052	-	47,104	-	48,474	595.00	48,276	-
	19	45,141	691.00	46,784	732.00	47,859	755.00	48,655	181.00	49,063	787.00
	20	45,341	200.00	46,984	200.00	48,059	200.00	48,855	200.00	49,263	200.00
	21	45,341	-	46,984	-	48,059	-	48,855	-	49,263	-
	22	46,053	712.00	47,735	751.00	48,838	779.00	49,652	797.00	50,074	811.00
	23	46,053	-	47,735	-	48,838	-	49,652	-	50,074	-
	24	46,053	-	47,735	-	48,838	-	49,652	-	50,074	-
	25	46,787	734.00	48,514	779.00	49,640	802.00	50,476	824.00	50,910	836.00
	26	47,197	410.00	48,966	452.00	50,128	488.00	50,984	508.00	51,413	503.00