



Fiscal Year 2023-2024 Salary Schedules

Board Approved: February 12, 2019, Amended: June 5, 2019, September 6, 2023

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 Days 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.

OTHER

ADJUNCT RETIRED TEACHER PAY

A daily rate of pay is available to retired teachers who desire to return to the classroom in a part-time position. The District and the retired teacher will have a consultation to ensure compliance with TRSL guidelines. The requirements of this position are outlined in the job description.

| Length of Class | Daily Rate |
|-----------------|------------|
| 45 minutes | \$41.25 |
| 60 minutes | \$55.00 |
| 90 minutes | \$82.50 |
| 120 minutes | \$110.00 |

If the length of the class is not defined above, then the following formula should be used:

$$\text{Daily Rate} = \$55.00 \times (\text{Number of Daily Class Minutes divided by 60 minutes})$$

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).

ONE TIME STIPENDS FOR FY 2023-24: 2023 LEGISLATIVE SESSION CERTIFICATED AND SUPPORT STAFF STIPENDS

1. A one-time, nonrecurring stipend will be provided to all eligible employees during the 2023-24 school year based on the following:
 - a. If you were employed on October 1, 2023 and on the last day of school before the winter break then you will receive your stipend on or before January 31, 2024.
 - b. If you were employed on February 1, 2024 and on April 15, 2024 then you will receive your stipend on or before April 30, 2024.
2. Eligible employees will receive a stipend of \$2,000 or \$1,000, broken out into two equal payments, depending on the following criteria:
 - a. \$2,000 for certificated staff which is defined as: All employees on the teacher pay scale (certified or non-certified), ROTC, OT/PTs, Nurse Practitioners, Central Office Specialists, Project Managers and all employees whose position is a multiplier of the teacher pay scale.
 - b. \$1,000 for support staff is any position that is not defined as a certificated staff. Examples: paraprofessionals, bus driver, bus attendant, school clerical, monitors, child nutrition, custodial, central office clerical, crossing guards, truck/van drivers, maintenance foreman, and technical support technicians.
3. With board approval, the Superintendent does have discretion to increase the second stipend depending on the financial health of the District.

STIPENDS

ONE TIME STIPENDS FOR FY 2023-24: 2023 LEGISLATIVE SESSION PAY DIFFERENTIALS

1. To assist with addressing unique market needs in the recruitment and retention of classroom teachers, JPS will be offering a \$1,000 stipend to those eligible classroom teachers who teach full time in a high needs school which is defined as having an economically disadvantaged percentage of 85% or more.
2. Eligible classroom teachers will receive a \$1,000 stipend, broken into two equal payments, for those classroom teachers who teach full time at a school that is high needs
 - a. If you were employed on October 1, 2023 and on the last day of school before the winter break then you will receive your stipend on or before January 31, 2024.
 - b. If you were employed on February 1, 2024 and on April 15, 2024 then you will receive your stipend on or before April 30, 2024.
3. For the purpose of this stipend, the following schools are considered high needs:

| Site Name | Site Name |
|--|---|
| Alice Birney Elementary School | Terrytown Elementary School |
| Bissonet Plaza School | West Jefferson High School |
| Bridgedale Elementary School | Isaac G Joseph Elementary School |
| George Cox Elementary School | Woodland West School |
| Emmett C. Gilbert School of Excellence at Ford | G.T. Woods School |
| Green Park Elementary School | Stella Worley Middle School |
| Shirley Johnson/Gretna Park Elementary School | Woodmere School |
| William Hart Elementary School | Harry S Truman School |
| Phoebe Hearst School | Frederick Douglass Community School |
| Harold Keller Elementary School | Strehle Community School |
| Livaudais Middle School | Judge Lionel R. Collins Elementary School |
| McDonogh 26/Homedale Elementary School | Lincoln School for the Arts |
| Marie B. Riviere Elementary School | John Clancy/Joseph Maggiore Elementary School |
| Tom Benson School | Ralph J Bunche Elementary |

ESSER RECRUITMENT AND RETENTION STIPENDS FOR FY 2023-24

Staff recruitment and retention is one of the areas where the U.S. Department of Education urged school systems to use resources from the Elementary and Secondary School Emergency Relief Fund (ESSER). Jefferson Parish Schools' stipend plan is aimed at supporting the retention and recruitment of our valued workforce.

STIPENDS

Stipend amounts are categorized into four categories:

1. **Teachers & Paraprofessionals:** Teachers including certified and non-certified, master teachers, librarians, psychologists, educational diagnosticians/audiologists, speech pathologists, counselors, social workers, ROTC teachers, behavioral interventionists, early intervention specialists, ESL Coaches, nurse/nurse practitioners, OT/PTs, Paraprofessionals, including interpreters.
2. **School Administrators:** Principals, Assistant Principals, Deans and Director of Cuillier/Connection.
3. **Other School Based Employees:** School custodial staff, school child nutrition staff, bus drivers, bus attendants, monitors, school clerical.
4. **Other Eligible Employees:** Employees who do not meet the definitions above.

Stipend eligibility is based on employment dates and employee status. This is a multi-tiered stipend. Payout dates will vary based on employee type and employment dates. In addition, contractors, temporary employees, substitute employees, coaches or special program employees such as driver's education or child care are not eligible for the stipend. Since these stipends are being funded through ESSER funds, charter school employees are also not eligible for the stipend.

This plan was originally approved by the board on March 16, 2022.

The following stipends will be paid out in January 2024, to eligible employees:

| | Employed 10/1/23 & last day before winter break |
|------------------------------|---|
| Teachers & Paraprofessionals | \$ 500.00 |
| School Administrators | \$ 400.00 |
| Other School Based Employees | \$ 300.00 |
| Other Eligible Staff | \$ 200.00 |

The following stipends will be paid out in June 2024 to eligible employees:

| | Employed 10/1/23 & last day of school | Employed 2/1/24 & last day of school |
|------------------------------|---------------------------------------|--------------------------------------|
| Teachers & Paraprofessionals | \$ 1,000.00 | \$ 500.00 |
| School Administrators | \$ 800.00 | \$ 400.00 |
| Other School Based Employees | \$ 600.00 | \$ 300.00 |
| Other Eligible Staff | \$ 400.00 | \$ 200.00 |

With board approval, the Superintendent does have discretion to increase the June 2024 stipend depending on the financial health of the District.