

G 2013 - 2014 **General Fund Budget** **Salary Schedule**



2013-2014 Salary Schedules

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**East Baton Rouge Parish School System
2013-2014**

Information for Salary Schedules

1. All Salary schedule titles now referred to the number of days an employee works rather than the number of months the employee works. Listed below is a chart to convert months worked to days worked.

Months Worked	Classification	Days Worked
9	Non-Certified	180
9	Certified	182
10	Non-Certified	200
10	Certified	202
11	Non-Certified	220
11	Certified	222
12	All Employees	261

2. The Experience to Step Cross Reference Guide included is to be used for new Teachers coming to EBRPSS. Current Teachers were placed on the 2013-2014 Salary Schedules based on Degree and Total Compensation at the time of placement.
3. A new employee being hired for a position that is paid from the Curriculum Support Salary Schedule will first be placed on the Teachers Salary Schedule using the Experience to Step Cross Reference Guide for the degree and number of days that employee is to work. Once the Total Compensation is determined on the Teacher Salary Schedule, multiply the Total Compensation by 1.02 and place on the step of the Curriculum Support Salary Schedule based on the number of days worked and degree where the Total Compensation amount is equal to or greater than the computed amount.

East Baton Rouge Parish School System
2013-2014

Teacher Salary Schedule/Stipend Procedures

1. Initial placement on the Teacher Salary Schedule is based on your current degree and current total compensation. You will be placed on the step in your highest degree column where the total compensation is equal to or greater than your current total compensation. Degree and experience are no longer the sole factor used for placement on the Teacher Salary Schedule.
2. Your Effectiveness rating will determine if you will advance a step each year and/or receive additional stipends. An employee receiving an Ineffective rating will remain frozen on his/her current step for the next school year and will not receive any additional stipends.
3. Additional 2 steps will be given for 3 consecutive years with a Highly Effective rating until reaching total experience level 21. Additional 1 step will be given for 3 consecutive years with a Proficient rating until reaching total experience level 21.
4. In order for an employee to receive Effectiveness and Demand stipends, he/she can not miss more than 10 days of his/her annual contracted days. The following leaves will not count toward the 10 days, approved Professional Leave, Jury Duty, Military Leave and Annual Leave for 12 Month employees.
5. After being employed by EBRPSS for 2 years, an employee paid on the Teacher salary schedule may move to an advance degree column once the advance degree is earned and proper documentation has been received by the Office of Human Resources. To determine the step for the advance degree, add \$500 to the employee's current base salary and place in the advance degree column where the base salary is equal to or higher than the new base amount. District reserves the right to review the advance degree placements on a case by case basis.

Note: All step increases, advance degree movement and stipend payments are subject to availability of funds.

2013-2014 Experience to Step Cross Reference - 182 Day Teacher

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Total Experience 0-20 Years

Bachelors	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	01
06	02
07	04
08	05
09	07
10	09
11	10
12	15
13	22
14	28
15	33
16	34
17	35
18	36
19	37
20	38

Masters	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	01
06	02
07	03
08	04
09	05
10	06
11	07
12	09
13	10
14	11
15	12
16	14
17	15
18	16
19	17
20	18

Masters + 30**	
Exp	Step
00	00
01	00
02	00
03	00
04	01
05	02
06	03
07	04
08	05
09	06
10	08
11	09
12	10
13	11
14	13
15	14
16	15
17	16
18	17
19	19
20	21

Specialist	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	01
06	02
07	03
08	05
09	06
10	08
11	08
12	10
13	11
14	12
15	13
16	15
17	15
18	16
19	18
20	20

PHD	
Exp	Step
00	00
01	00
02	00
03	00
04	00
05	01
06	02
07	03
08	04
09	06
10	08
11	09
12	11
13	12
14	13
15	14
16	16
17	17
18	18
19	20
20	22

Total Experience 21-40 Years

21	15
22	15
23	15
24	16
25	17
26	18
27	19
28	20
29	21
30	22
31	23
32	24
33	25
34-40	26

21	14
22	14
23	15
24	16
25	17
26	18
27	19
28	20
29	21
30	22
31	23
32	24
33	25
34-40	26

21	15
22	15
23	16
24	17
25	18
26	19
27	20
28	21
29	22
30	23
31	24
32	25
33	26
34-40	27

21	15
22	15
23	16
24	17
25	18
26	19
27	20
28	21
29	22
30	23
31	24
32	25
33	26
34-40	27

21	16
22	16
23	16
24	17
25	18
26	19
27	20
28	21
29	22
30	23
31	24
32	25
33	26
34-40	27

** Masters+30 placement is on the M.A./+30 Degree Salary Schedule

2013-2014 Base Salary Schedule - 182 Day Teacher - Total Experience 0-20 Years

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Step	B.A. Degree (TE308)			M.A./+30 Degree (TE309) (TE310)			Specialist Degree (TE311)			PhD/EdD Degree (TE312)		
	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen
0	40,825	3,675	44,500	41,325	4,375	45,700	41,825	5,075	46,900	42,325	6,075	48,400
1	41,025	3,700	44,725	41,725	4,425	46,150	42,225	5,125	47,350	42,725	6,125	48,850
2	41,225	3,725	44,950	42,125	4,475	46,600	42,625	5,175	47,800	43,125	6,175	49,300
3	41,425	3,750	45,175	42,525	4,525	47,050	43,025	5,225	48,250	43,525	6,225	49,750
4	41,625	3,775	45,400	42,925	4,575	47,500	43,425	5,275	48,700	43,925	6,275	50,200
5	41,825	3,800	45,625	43,325	4,625	47,950	43,825	5,325	49,150	44,325	6,325	50,650
6	42,025	3,825	45,850	43,725	4,675	48,400	44,225	5,375	49,600	44,725	6,375	51,100
7	42,225	3,850	46,075	44,125	4,725	48,850	44,625	5,425	50,050	45,125	6,425	51,550
8	42,425	3,875	46,300	44,525	4,775	49,300	45,025	5,475	50,500	45,525	6,475	52,000
9	42,625	3,900	46,525	44,925	4,825	49,750	45,425	5,525	50,950	45,925	6,525	52,450
10	42,825	3,925	46,750	45,325	4,875	50,200	45,825	5,575	51,400	46,325	6,575	52,900
11	42,875	3,950	46,825	45,725	4,925	50,650	46,225	5,625	51,850	46,725	6,625	53,350
12	42,925	3,975	46,900	46,125	4,975	51,100	46,625	5,675	52,300	47,125	6,675	53,800
13	42,975	4,000	46,975	46,525	5,025	51,550	47,025	5,725	52,750	47,525	6,725	54,250
14	43,025	4,025	47,050	46,925	5,075	52,000	47,425	5,775	53,200	47,925	6,775	54,700
15	43,075	4,050	47,125	47,325	5,125	52,450	47,825	5,825	53,650	48,325	6,825	55,150
16	43,125	4,075	47,200	47,725	5,175	52,900	48,225	5,875	54,100	48,725	6,875	55,600
17	43,175	4,100	47,275	48,125	5,225	53,350	48,625	5,925	54,550	49,125	6,925	56,050
18	43,225	4,125	47,350	48,525	5,275	53,800	49,025	5,975	55,000	49,525	6,975	56,500
19	43,275	4,150	47,425	48,925	5,325	54,250	49,425	6,025	55,450	49,925	7,025	56,950
20	43,325	4,175	47,500	49,325	5,375	54,700	49,825	6,075	55,900	50,325	7,075	57,400
21	43,375	4,200	47,575	49,725	5,425	55,150	50,225	6,125	56,350	50,725	7,125	57,850
22	43,425	4,225	47,650	50,125	5,475	55,600	50,625	6,175	56,800	51,125	7,175	58,300
23	43,475	4,250	47,725	50,525	5,525	56,050	51,025	6,225	57,250	51,525	7,225	58,750
24	43,525	4,275	47,800	50,925	5,575	56,500	51,425	6,275	57,700	51,925	7,275	59,200
25	43,575	4,300	47,875	51,325	5,625	56,950	51,825	6,325	58,150	52,325	7,325	59,650
26	43,625	4,325	47,950	51,725	5,675	57,400	52,225	6,375	58,600	52,725	7,375	60,100
27	43,675	4,350	48,025	52,125	5,725	57,850	52,625	6,425	59,050	53,125	7,425	60,550
28	43,725	4,375	48,100	52,525	5,775	58,300	53,025	6,475	59,500	53,525	7,475	61,000
29	43,775	4,400	48,175	52,925	5,825	58,750	53,425	6,525	59,950	53,925	7,525	61,450
30	43,825	4,425	48,250	53,325	5,875	59,200	53,825	6,575	60,400	54,325	7,575	61,900

NOTE: Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Total Experience 21.

EBRPSS Adopted August 1, 2013

2013-2014 Base Salary Schedule - 182 Day Teacher - Total Experience 21-40 Years

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

<i>Step</i>	B.A. Degree (TI308)			M.A./+30 Degree (TI309) (TI310)			Specialist Degree (TI311)			PhD/EdD Degree (TI312)		
	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>
10	42,825	4,925	47,750	45,325	5,875	51,200	45,825	6,575	52,400	46,325	7,575	53,900
11	42,875	5,875	48,750	45,725	6,475	52,200	46,225	7,175	53,400	46,725	8,175	54,900
12	42,925	6,825	49,750	46,125	7,075	53,200	46,625	7,775	54,400	47,125	8,775	55,900
13	42,975	7,775	50,750	46,525	7,675	54,200	47,025	8,375	55,400	47,525	9,375	56,900
14	43,025	8,725	51,750	46,925	8,275	55,200	47,425	8,975	56,400	47,925	9,975	57,900
15	43,075	9,675	52,750	47,325	8,875	56,200	47,825	9,575	57,400	48,325	10,575	58,900
16	43,125	10,625	53,750	47,725	9,475	57,200	48,225	10,175	58,400	48,725	11,175	59,900
17	43,175	11,575	54,750	48,125	10,075	58,200	48,625	10,775	59,400	49,125	11,775	60,900
18	43,225	12,525	55,750	48,525	10,675	59,200	49,025	11,375	60,400	49,525	12,375	61,900
19	43,275	13,475	56,750	48,925	11,275	60,200	49,425	11,975	61,400	49,925	12,975	62,900
20	43,325	14,425	57,750	49,325	11,875	61,200	49,825	12,575	62,400	50,325	13,575	63,900
21	43,375	15,375	58,750	49,725	12,475	62,200	50,225	13,175	63,400	50,725	14,175	64,900
22	43,425	16,325	59,750	50,125	13,075	63,200	50,625	13,775	64,400	51,125	14,775	65,900
23	43,475	17,275	60,750	50,525	13,675	64,200	51,025	14,375	65,400	51,525	15,375	66,900
24	43,525	18,225	61,750	50,925	14,275	65,200	51,425	14,975	66,400	51,925	15,975	67,900
25	43,575	19,175	62,750	51,325	14,875	66,200	51,825	15,575	67,400	52,325	16,575	68,900
26	43,625	20,125	63,750	51,725	15,475	67,200	52,225	16,175	68,400	52,725	17,175	69,900
27	43,675	21,075	64,750	52,125	16,075	68,200	52,625	16,775	69,400	53,125	17,775	70,900
28	43,725	22,025	65,750	52,525	16,675	69,200	53,025	17,375	70,400	53,525	18,375	71,900
29	43,775	22,975	66,750	52,925	17,275	70,200	53,425	17,975	71,400	53,925	18,975	72,900
30	43,825	23,925	67,750	53,325	17,875	71,200	53,825	18,575	72,400	54,325	19,575	73,900
31	43,875	24,875	68,750	53,725	18,475	72,200	54,225	19,175	73,400	54,725	20,175	74,900
32	43,925	25,825	69,750	54,125	19,075	73,200	54,625	19,775	74,400	55,125	20,775	75,900
33	43,975	26,775	70,750	54,525	19,675	74,200	55,025	20,375	75,400	55,525	21,375	76,900
34	44,025	27,725	71,750	54,925	20,275	75,200	55,425	20,975	76,400	55,925	21,975	77,900
35	44,075	28,675	72,750	55,325	20,875	76,200	55,825	21,575	77,400	56,325	22,575	78,900
36	44,125	29,625	73,750	55,725	21,475	77,200	56,225	22,175	78,400	56,725	23,175	79,900
37	44,175	30,575	74,750	56,125	22,075	78,200	56,625	22,775	79,400	57,125	23,775	80,900
38	44,225	31,525	75,750	56,525	22,675	79,200	57,025	23,375	80,400	57,525	24,375	81,900
39	44,275	32,475	76,750	56,925	23,275	80,200	57,425	23,975	81,400	57,925	24,975	82,900
40	44,325	33,425	77,750	57,325	23,875	81,200	57,825	24,575	82,400	58,325	25,575	83,900

NOTE: Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Total Experience 21.

EBRPSS Adopted August 1, 2013

2013-2014 Stipend Salary Schedule - 182 Day Teacher

Stipend payments are contingent on availability of funding
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

	B.A. Degree Steps 1-10			B.A. Degree Steps 11-40			M.A./+30, Specialist, PhD/EdD		
Effectiveness Rating	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	50	50	13	25	25	50	100	100
Emerging (2.0-2.49)	100	100	100	25	25	25	100	100	100
Proficient (2.5-3.49)	150	100	100	38	25	25	300	200	200
Highly Effective (3.5-4.0)	350	100	100	63	25	25	500	200	200

2013-2014 Experience to Step Cross Reference - 202 Day Teacher

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Total Experience 0-20 Years

Bachelors		Masters		Masters + 30**		Specialist		PHD	
Exp	Step	Exp	Step	Exp	Step	Exp	Step	Exp	Step
00	00	00	00	00	00	00	00	00	00
01	00	01	00	01	00	01	00	01	00
02	00	02	00	02	00	02	00	02	00
03	00	03	00	03	00	03	00	03	00
04	00	04	00	04	00	04	00	04	00
05	00	05	00	05	00	05	00	05	00
06	00	06	00	06	00	06	00	06	00
07	00	07	00	07	01	07	01	07	01
08	00	08	01	08	03	08	02	08	02
09	01	09	03	09	04	09	04	09	03
10	03	10	04	10	05	10	05	10	05
11	04	11	05	11	06	11	06	11	07
12	07	12	06	12	08	12	07	12	08
13	09	13	07	13	09	13	08	13	09
14	14	14	09	14	10	14	10	14	11
15	19	15	09	15	11	15	10	15	12
16	27	16	11	16	12	16	12	16	14
17	33	17	12	17	14	17	13	17	15
18	37	18	13	18	15	18	14	18	16
19	38	19	14	19	17	19	16	19	17
20	39	20	16	20	18	20	17	20	19

Total Experience 21-40 Years

21	14	21	13	21	14	21	14	21	14
22	14	22	13	22	14	22	14	22	15
23	14	23	14	23	15	23	15	23	15
24	15	24	14	24	16	24	16	24	16
25	16	25	15	25	16	25	16	25	17
26	17	26	16	26	17	26	17	26	18
27	18	27	17	27	18	27	18	27	19
28	18	28	18	28	19	28	19	28	20
29	19	29	19	29	20	29	20	29	21
30	20	30	20	30	21	30	21	30	22
31	21	31	21	31	22	31	22	31	23
32	22	32	22	32	23	32	23	32	23
33	23	33	23	33	24	33	24	33	24
34-40	24	34-40	24	34-40	25	34-40	25	34-40	25

** Masters + 30 placement is on the M.A./+30 Degree Salary Schedule

2013-2014 Base Salary Schedule - 202 Day Teacher - Total Experience 0-20 Years

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

	B.A. Degree (TE208)			M.A./+30 Degree (TE209) (TE210)			Specialist Degree (TE211)			PhD/EdD Degree (TE212)		
<i>Step</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>
0	45,311	4,079	49,390	45,866	4,856	50,722	46,421	5,633	52,054	46,976	6,743	53,719
1	45,533	4,107	49,640	46,310	4,911	51,221	46,865	5,688	52,553	47,420	6,798	54,218
2	45,755	4,134	49,889	46,754	4,967	51,721	47,309	5,744	53,053	47,864	6,854	54,718
3	45,977	4,162	50,139	47,198	5,022	52,220	47,753	5,799	53,552	48,308	6,909	55,217
4	46,199	4,190	50,389	47,642	5,078	52,720	48,197	5,855	54,052	48,752	6,965	55,717
5	46,421	4,218	50,639	48,086	5,133	53,219	48,641	5,910	54,551	49,196	7,020	56,216
6	46,643	4,245	50,888	48,530	5,189	53,719	49,085	5,966	55,051	49,640	7,076	56,716
7	46,865	4,273	51,138	48,974	5,244	54,218	49,529	6,021	55,550	50,084	7,131	57,215
8	47,087	4,301	51,388	49,418	5,300	54,718	49,973	6,077	56,050	50,528	7,187	57,715
9	47,309	4,329	51,638	49,862	5,355	55,217	50,417	6,132	56,549	50,972	7,242	58,214
10	47,531	4,356	51,887	50,306	5,411	55,717	50,861	6,188	57,049	51,416	7,298	58,714
11	47,587	4,384	51,971	50,750	5,466	56,216	51,305	6,243	57,548	51,860	7,353	59,213
12	47,642	4,412	52,054	51,194	5,522	56,716	51,749	6,299	58,048	52,304	7,409	59,713
13	47,698	4,440	52,138	51,638	5,577	57,215	52,193	6,354	58,547	52,748	7,464	60,212
14	47,753	4,467	52,220	52,082	5,633	57,715	52,637	6,410	59,047	53,191	7,520	60,711
15	47,809	4,495	52,304	52,526	5,688	58,214	53,080	6,465	59,545	53,635	7,575	61,210
16	47,864	4,523	52,387	52,970	5,744	58,714	53,524	6,521	60,045	54,079	7,630	61,709
17	47,920	4,551	52,471	53,413	5,799	59,212	53,968	6,576	60,544	54,523	7,686	62,209
18	47,975	4,578	52,553	53,857	5,855	59,712	54,412	6,632	61,044	54,967	7,741	62,708
19	48,030	4,606	52,636	54,301	5,910	60,211	54,856	6,687	61,543	55,411	7,797	63,208
20	48,086	4,634	52,720	54,745	5,966	60,711	55,300	6,743	62,043	55,855	7,852	63,707
21	48,141	4,662	52,803	55,189	6,021	61,210	55,744	6,798	62,542	56,299	7,908	64,207
22	48,197	4,689	52,886	55,633	6,077	61,710	56,188	6,854	63,042	56,743	7,963	64,706
23	48,252	4,717	52,969	56,077	6,132	62,209	56,632	6,909	63,541	57,187	8,019	65,206
24	48,308	4,745	53,053	56,521	6,188	62,709	57,076	6,965	64,041	57,631	8,074	65,705
25	48,363	4,773	53,136	56,965	6,243	63,208	57,520	7,020	64,540	58,075	8,130	66,205
26	48,419	4,800	53,219	57,409	6,299	63,708	57,964	7,076	65,040	58,519	8,185	66,704
27	48,474	4,828	53,302	57,853	6,354	64,207	58,408	7,131	65,539	58,963	8,241	67,204
28	48,530	4,856	53,386	58,297	6,410	64,707	58,852	7,187	66,039	59,407	8,296	67,703
29	48,585	4,884	53,469	58,741	6,465	65,206	59,296	7,242	66,538	59,851	8,352	68,203
30	48,641	4,911	53,552	59,185	6,521	65,706	59,740	7,298	67,038	60,295	8,407	68,702

NOTE: Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Total Experience 21.

2013-2014 Base Salary Schedule - 202 Day Teacher - Total Experience 21-40 Years

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

	B.A. Degree (TI208)			M.A./+30 Degree (TI209) (TI210)			Specialist Degree (TI211)			PhD/EdD Degree (TI212)		
<i>Step</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>
10	47,531	5,466	52,997	50,306	6,521	56,827	50,861	7,298	58,159	51,416	8,407	59,823
11	47,587	6,521	54,108	50,750	7,187	57,937	51,305	7,963	59,268	51,860	9,073	60,933
12	47,642	7,575	55,217	51,194	7,852	59,046	51,749	8,629	60,378	52,304	9,739	62,043
13	47,698	8,629	56,327	51,638	8,518	60,156	52,193	9,295	61,488	52,748	10,405	63,153
14	47,753	9,684	57,437	52,082	9,184	61,266	52,637	9,961	62,598	53,191	11,071	64,262
15	47,809	10,738	58,547	52,526	9,850	62,376	53,080	10,627	63,707	53,635	11,737	65,372
16	47,864	11,793	59,657	52,970	10,516	63,486	53,524	11,293	64,817	54,079	12,403	66,482
17	47,920	12,847	60,767	53,413	11,182	64,595	53,968	11,959	65,927	54,523	13,069	67,592
18	47,975	13,901	61,876	53,857	11,848	65,705	54,412	12,625	67,037	54,967	13,735	68,702
19	48,030	14,956	62,986	54,301	12,514	66,815	54,856	13,291	68,147	55,411	14,401	69,812
20	48,086	16,010	64,096	54,745	13,180	67,925	55,300	13,957	69,257	55,855	15,067	70,922
21	48,141	17,065	65,206	55,189	13,846	69,035	55,744	14,623	70,367	56,299	15,733	72,032
22	48,197	18,119	66,316	55,633	14,512	70,145	56,188	15,289	71,477	56,743	16,399	73,142
23	48,252	19,173	67,425	56,077	15,178	71,255	56,632	15,955	72,587	57,187	17,065	74,252
24	48,308	20,228	68,536	56,521	15,844	72,365	57,076	16,621	73,697	57,631	17,730	75,361
25	48,363	21,282	69,645	56,965	16,510	73,475	57,520	17,287	74,807	58,075	18,396	76,471
26	48,419	22,337	70,756	57,409	17,176	74,585	57,964	17,952	75,916	58,519	19,062	77,581
27	48,474	23,391	71,865	57,853	17,841	75,694	58,408	18,618	77,026	58,963	19,728	78,691
28	48,530	24,445	72,975	58,297	18,507	76,804	58,852	19,284	78,136	59,407	20,394	79,801
29	48,585	25,500	74,085	58,741	19,173	77,914	59,296	19,950	79,246	59,851	21,060	80,911
30	48,641	26,554	75,195	59,185	19,839	79,024	59,740	20,616	80,356	60,295	21,726	82,021
31	48,696	27,609	76,305	59,629	20,505	80,134	60,184	21,282	81,466	60,739	22,392	83,131
32	48,752	28,663	77,415	60,073	21,171	81,244	60,628	21,948	82,576	61,183	23,058	84,241
33	48,807	29,717	78,524	60,517	21,837	82,354	61,072	22,614	83,686	61,627	23,724	85,351
34	48,863	30,772	79,635	60,961	22,503	83,464	61,516	23,280	84,796	62,071	24,390	86,461
35	48,918	31,826	80,744	61,405	23,169	84,574	61,960	23,946	85,906	62,515	25,056	87,571
36	48,974	32,880	81,854	61,849	23,835	85,684	62,404	24,612	87,016	62,959	25,722	88,681
37	49,029	33,935	82,964	62,293	24,501	86,794	62,848	25,278	88,126	63,402	26,388	89,790
38	49,085	34,989	84,074	62,737	25,167	87,904	63,291	25,944	89,235	63,846	27,054	90,900
39	49,140	36,044	85,184	63,180	25,833	89,013	63,735	26,610	90,345	64,290	27,720	92,010
40	49,196	37,098	86,294	63,624	26,499	90,123	64,179	27,276	91,455	64,734	28,385	93,119

NOTE: Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Total Experience 21.

2013-2014 Stipend Salary Schedule - 202 Day Teacher

Stipend payments are contingent on availability of funding
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

	B.A. Degree Steps 1-10			B.A. Degree Steps 11-40			M.A./+30, Specialist, PhD/EdD		
Effectiveness Rating	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	50	50	13	25	25	50	100	100
Emerging (2.0-2.49)	100	100	100	25	25	25	100	100	100
Proficient (2.5-3.49)	167	111	111	42	28	28	333	222	222
Highly Effective (3.5-4.0)	389	111	111	70	28	28	555	222	222

2013-2014 Experience to Step Cross Reference - 222 Day Teacher

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Total Experience 0-20 Years

Bachelors		Masters		Masters + 30**		Specialist		PHD	
Exp	Step	Exp	Step	Exp	Step	Exp	Step	Exp	Step
00	00	00	00	00	00	00	00	00	00
01	00	01	00	01	00	01	00	01	00
02	00	02	00	02	00	02	00	02	00
03	00	03	00	03	00	03	00	03	00
04	00	04	00	04	00	04	00	04	00
05	00	05	00	05	00	05	00	05	00
06	00	06	00	06	00	06	00	06	00
07	00	07	00	07	00	07	00	07	00
08	00	08	00	08	01	08	00	08	00
09	00	09	00	09	02	09	01	09	01
10	00	10	02	10	03	10	02	10	03
11	00	11	03	11	04	11	03	11	04
12	03	12	04	12	06	12	05	12	06
13	05	13	05	13	07	13	06	13	07
14	07	14	07	14	08	14	07	14	09
15	09	15	07	15	09	15	08	15	09
16	14	16	09	16	10	16	10	16	11
17	20	17	10	17	12	17	10	17	12
18	23	18	11	18	12	18	11	18	13
19	30	19	12	19	14	19	13	19	15
20	38	20	14	20	16	20	15	20	17

Total Experience 21-40 Years

21	13	21	12	21	13	21	13	21	14
22	13	22	12	22	13	22	13	22	14
23	13	23	13	23	14	23	14	23	14
24	14	24	13	24	15	24	15	24	15
25	15	25	14	25	15	25	15	25	16
26	15	26	15	26	16	26	16	26	17
27	16	27	16	27	17	27	17	27	18
28	17	28	17	28	18	28	18	28	19
29	18	29	18	29	19	29	19	29	19
30	19	30	18	30	19	30	19	30	20
31	20	31	19	31	20	31	20	31	21
32	20	32	20	32	21	32	21	32	22
33	21	33	21	33	22	33	22	33	23
34-40	22	34-40	22	34-40	23	34-40	23	34-40	23

** Masters + 30 placement is on the M.A./+30 Degree Salary Schedule

2013-2014 Base Salary Schedule - 222 Day Teacher - Total Experience 0-20 Years

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

<i>Step</i>	B.A. Degree (TE408)			M.A./+30 Degree (TE409) (TE410)			Specialist Degree (TE411)			PhD/EdD Degree (TE412)		
	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>
0	49,798	4,483	54,281	50,407	5,337	55,744	51,017	6,190	57,207	51,627	7,410	59,037
1	50,041	4,513	54,554	50,895	5,398	56,293	51,505	6,251	57,756	52,115	7,471	59,586
2	50,285	4,544	54,829	51,383	5,459	56,842	51,993	6,312	58,305	52,603	7,532	60,135
3	50,529	4,574	55,103	51,871	5,520	57,391	52,481	6,373	58,854	53,091	7,593	60,684
4	50,773	4,605	55,378	52,359	5,580	57,939	52,969	6,434	59,403	53,579	7,654	61,233
5	51,017	4,635	55,652	52,847	5,641	58,488	53,457	6,495	59,952	54,067	7,715	61,782
6	51,261	4,666	55,927	53,335	5,702	59,037	53,945	6,556	60,501	54,555	7,776	62,331
7	51,505	4,696	56,201	53,823	5,763	59,586	54,433	6,617	61,050	55,043	7,837	62,880
8	51,749	4,727	56,476	54,311	5,824	60,135	54,921	6,678	61,599	55,530	7,898	63,428
9	51,993	4,757	56,750	54,799	5,885	60,684	55,409	6,739	62,148	56,018	7,959	63,977
10	52,237	4,788	57,025	55,287	5,946	61,233	55,896	6,800	62,696	56,506	8,020	64,526
11	52,298	4,818	57,116	55,774	6,007	61,781	56,384	6,861	63,245	56,994	8,081	65,075
12	52,359	4,849	57,208	56,262	6,068	62,330	56,872	6,922	63,794	57,482	8,142	65,624
13	52,420	4,879	57,299	56,750	6,129	62,879	57,360	6,983	64,343	57,970	8,203	66,173
14	52,481	4,910	57,391	57,238	6,190	63,428	57,848	7,044	64,892	58,458	8,264	66,722
15	52,542	4,940	57,482	57,726	6,251	63,977	58,336	7,105	65,441	58,946	8,325	67,271
16	52,603	4,971	57,574	58,214	6,312	64,526	58,824	7,166	65,990	59,434	8,386	67,820
17	52,664	5,001	57,665	58,702	6,373	65,075	59,312	7,227	66,539	59,922	8,447	68,369
18	52,725	5,032	57,757	59,190	6,434	65,624	59,800	7,288	67,088	60,410	8,508	68,918
19	52,786	5,062	57,848	59,678	6,495	66,173	60,288	7,349	67,637	60,898	8,569	69,467
20	52,847	5,093	57,940	60,166	6,556	66,722	60,776	7,410	68,186	61,385	8,630	70,015
21	52,908	5,123	58,031	60,654	6,617	67,271	61,263	7,471	68,734	61,873	8,691	70,564
22	52,969	5,154	58,123	61,141	6,678	67,819	61,751	7,532	69,283	62,361	8,752	71,113
23	53,030	5,184	58,214	61,629	6,739	68,368	62,239	7,593	69,832	62,849	8,813	71,662
24	53,091	5,215	58,306	62,117	6,800	68,917	62,727	7,654	70,381	63,337	8,874	72,211
25	53,152	5,245	58,397	62,605	6,861	69,466	63,215	7,715	70,930	63,825	8,935	72,760
26	53,213	5,276	58,489	63,093	6,922	70,015	63,703	7,776	71,479	64,313	8,996	73,309
27	53,274	5,306	58,580	63,581	6,983	70,564	64,191	7,837	72,028	64,801	9,057	73,858
28	53,335	5,337	58,672	64,069	7,044	71,113	64,679	7,898	72,577	65,289	9,118	74,407
29	53,396	5,367	58,763	64,557	7,105	71,662	65,167	7,959	73,126	65,777	9,179	74,956
30	53,457	5,398	58,855	65,045	7,166	72,211	65,655	8,020	73,675	66,265	9,240	75,505

NOTE: Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Total Experience 21.

2013-2014 Base Salary Schedule - 222 Day Teacher - Total Experience 21-40 Years

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Step	B.A. Degree (TI408)			M.A./+30 Degree (TI409) (TI410)			Specialist Degree (TI411)			PhD/EdD Degree (TI412)		
	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen
10	52,237	6,007	58,244	55,287	7,166	62,453	55,896	8,020	63,916	56,506	9,240	65,746
11	52,298	7,166	59,464	55,774	7,898	63,672	56,384	8,752	65,136	56,994	9,972	66,966
12	52,359	8,325	60,684	56,262	8,630	64,892	56,872	9,484	66,356	57,482	10,704	68,186
13	52,420	9,484	61,904	56,750	9,362	66,112	57,360	10,216	67,576	57,970	11,435	69,405
14	52,481	10,643	63,124	57,238	10,094	67,332	57,848	10,948	68,796	58,458	12,167	70,625
15	52,542	11,801	64,343	57,726	10,826	68,552	58,336	11,679	70,015	58,946	12,899	71,845
16	52,603	12,960	65,563	58,214	11,557	69,771	58,824	12,411	71,235	59,434	13,631	73,065
17	52,664	14,119	66,783	58,702	12,289	70,991	59,312	13,143	72,455	59,922	14,363	74,285
18	52,725	15,278	68,003	59,190	13,021	72,211	59,800	13,875	73,675	60,410	15,095	75,505
19	52,786	16,437	69,223	59,678	13,753	73,431	60,288	14,607	74,895	60,898	15,827	76,725
20	52,847	17,595	70,442	60,166	14,485	74,651	60,776	15,339	76,115	61,385	16,559	77,944
21	52,908	18,754	71,662	60,654	15,217	75,871	61,263	16,071	77,334	61,873	17,290	79,163
22	52,969	19,913	72,882	61,141	15,949	77,090	61,751	16,802	78,553	62,361	18,022	80,383
23	53,030	21,072	74,102	61,629	16,680	78,309	62,239	17,534	79,773	62,849	18,754	81,603
24	53,091	22,230	75,321	62,117	17,412	79,529	62,727	18,266	80,993	63,337	19,486	82,823
25	53,152	23,389	76,541	62,605	18,144	80,749	63,215	18,998	82,213	63,825	20,218	84,043
26	53,213	24,548	77,761	63,093	18,876	81,969	63,703	19,730	83,433	64,313	20,950	85,263
27	53,274	25,707	78,981	63,581	19,608	83,189	64,191	20,462	84,653	64,801	21,682	86,483
28	53,335	26,866	80,201	64,069	20,340	84,409	64,679	21,194	85,873	65,289	22,413	87,702
29	53,396	28,024	81,420	64,557	21,072	85,629	65,167	21,926	87,093	65,777	23,145	88,922
30	53,457	29,183	82,640	65,045	21,804	86,849	65,655	22,657	88,312	66,265	23,877	90,142
31	53,518	30,342	83,860	65,533	22,535	88,068	66,143	23,389	89,532	66,752	24,609	91,361
32	53,579	31,501	85,080	66,021	23,267	89,288	66,630	24,121	90,751	67,240	25,341	92,581
33	53,640	32,660	86,300	66,509	23,999	90,508	67,118	24,853	91,971	67,728	26,073	93,801
34	53,701	33,818	87,519	66,996	24,731	91,727	67,606	25,585	93,191	68,216	26,805	95,021
35	53,762	34,977	88,739	67,484	25,463	92,947	68,094	26,317	94,411	68,704	27,537	96,241
36	53,823	36,136	89,959	67,972	26,195	94,167	68,582	27,049	95,631	69,192	28,268	97,460
37	53,884	37,295	91,179	68,460	26,927	95,387	69,070	27,780	96,850	69,680	29,000	98,680
38	53,945	38,454	92,399	68,948	27,659	96,607	69,558	28,512	98,070	70,168	29,732	99,900
39	54,006	39,612	93,618	69,436	28,390	97,826	70,046	29,244	99,290	70,656	30,464	101,120
40	54,067	40,771	94,838	69,924	29,122	99,046	70,534	29,976	100,510	71,144	31,196	102,340

NOTE: Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Total Experience 21.

2013-2014 Stipend Salary Schedule - 222 Day Teacher

Stipend payments are contingent on availability of funding
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

	B.A. Degree Steps 1-10			B.A. Degree Steps 11-40			M.A./+30, Specialist, PhD/EdD		
Effectiveness Rating	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	50	50	13	25	25	50	100	100
Emerging (2.0-2.49)	100	100	100	25	25	25	100	100	100
Proficient (2.5-3.49)	182	122	122	46	31	31	366	244	244
Highly Effective (3.5-4.0)	426	122	122	76	31	31	610	244	244

2013-2014 Experience to Step Cross Reference - 261 Day Teacher

(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Total Experience 0-20 Years

Bachelors		Masters		Masters + 30**		Specialist		PHD	
Exp	Step	Exp	Step	Exp	Step	Exp	Step	Exp	Step
00	00	00	00	00	00	00	00	00	00
01	00	01	00	01	00	01	00	01	00
02	00	02	00	02	00	02	00	02	00
03	00	03	00	03	00	03	00	03	00
04	00	04	00	04	00	04	00	04	00
05	00	05	00	05	00	05	00	05	00
06	00	06	00	06	00	06	00	06	00
07	00	07	00	07	00	07	00	07	00
08	00	08	00	08	00	08	00	08	00
09	00	09	00	09	00	09	00	09	00
10	00	10	00	10	00	10	00	10	00
11	00	11	00	11	00	11	00	11	00
12	00	12	00	12	00	12	00	12	00
13	00	13	00	13	00	13	00	13	00
14	00	14	00	14	00	14	00	14	00
15	00	15	00	15	00	15	00	15	00
16	00	16	00	16	01	16	00	16	01
17	00	17	00	17	02	17	01	17	02
18	00	18	01	18	03	18	01	18	03
19	00	19	02	19	04	19	03	19	05
20	01	20	04	20	06	20	05	20	07

Total Experience 21-40 Years

21	11	21	11	21	11	21	11	21	11
22	11	22	11	22	11	22	11	22	11
23	11	23	11	23	11	23	11	23	11
24	11	24	11	24	11	24	11	24	11
25	11	25	11	25	11	25	11	25	11
26	11	26	11	26	11	26	11	26	12
27	12	27	11	27	12	27	12	27	12
28	12	28	12	28	13	28	13	28	13
29	13	29	12	29	13	29	13	29	14
30	14	30	13	30	14	30	14	30	14
31	14	31	14	31	15	31	15	31	15
32	15	32	14	32	15	32	15	32	16
33	16	33	15	33	16	33	16	33	17
34-40	16	34-40	16	34-40	17	34-40	17	34-40	17

** Masters + 30 placement is on the M.A./+30 Degree Salary Schedule

2013-2014 Base Salary Schedule - 261 Day Teacher - Total Experience 0-20 Years

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

<i>Step</i>	B.A. Degree (TE108)			M.A./+30 Degree (TE109) (TE110)			Specialist Degree (TE111)			PhD/EdD Degree (TE112)		
	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>
0	58,546	5,270	63,816	59,263	6,274	65,537	59,980	7,278	67,258	60,697	8,712	69,409
1	58,833	5,306	64,139	59,836	6,346	66,182	60,553	7,350	67,903	61,270	8,784	70,054
2	59,119	5,342	64,461	60,410	6,417	66,827	61,127	7,421	68,548	61,844	8,855	70,699
3	59,406	5,378	64,784	60,984	6,489	67,473	61,701	7,493	69,194	62,418	8,927	71,345
4	59,693	5,414	65,107	61,557	6,561	68,118	62,274	7,565	69,839	62,991	8,999	71,990
5	59,980	5,449	65,429	62,131	6,633	68,764	62,848	7,636	70,484	63,565	9,070	72,635
6	60,267	5,485	65,752	62,705	6,704	69,409	63,422	7,708	71,130	64,139	9,142	73,281
7	60,553	5,521	66,074	63,278	6,776	70,054	63,995	7,780	71,775	64,712	9,214	73,926
8	60,840	5,557	66,397	63,852	6,848	70,700	64,569	7,852	72,421	65,286	9,286	74,572
9	61,127	5,593	66,720	64,425	6,919	71,344	65,142	7,923	73,065	65,859	9,357	75,216
10	61,414	5,629	67,043	64,999	6,991	71,990	65,716	7,995	73,711	66,433	9,429	75,862
11	61,486	5,665	67,151	65,573	7,063	72,636	66,290	8,067	74,357	67,007	9,501	76,508
12	61,557	5,700	67,257	66,146	7,134	73,280	66,863	8,138	75,001	67,580	9,572	77,152
13	61,629	5,736	67,365	66,720	7,206	73,926	67,437	8,210	75,647	68,154	9,644	77,798
14	61,701	5,772	67,473	67,294	7,278	74,572	68,011	8,282	76,293	68,728	9,716	78,444
15	61,772	5,808	67,580	67,867	7,350	75,217	68,584	8,353	76,937	69,301	9,788	79,089
16	61,844	5,844	67,688	68,441	7,421	75,862	69,158	8,425	77,583	69,875	9,859	79,734
17	61,916	5,880	67,796	69,014	7,493	76,507	69,731	8,497	78,228	70,448	9,931	80,379
18	61,988	5,916	67,904	69,588	7,565	77,153	70,305	8,569	78,874	71,022	10,003	81,025
19	62,059	5,951	68,010	70,162	7,636	77,798	70,879	8,640	79,519	71,596	10,074	81,670
20	62,131	5,987	68,118	70,735	7,708	78,443	71,452	8,712	80,164	72,169	10,146	82,315
21	62,203	6,023	68,226	71,309	7,780	79,089	72,026	8,784	80,810	72,743	10,218	82,961
22	62,274	6,059	68,333	71,883	7,852	79,735	72,600	8,855	81,455	73,317	10,289	83,606
23	62,346	6,095	68,441	72,456	7,923	80,379	73,173	8,927	82,100	73,890	10,361	84,251
24	62,418	6,131	68,549	73,030	7,995	81,025	73,747	8,999	82,746	74,464	10,433	84,897
25	62,489	6,166	68,655	73,603	8,067	81,670	74,320	9,070	83,390	75,038	10,505	85,543
26	62,561	6,202	68,763	74,177	8,138	82,315	74,894	9,142	84,036	75,611	10,576	86,187
27	62,633	6,238	68,871	74,751	8,210	82,961	75,468	9,214	84,682	76,185	10,648	86,833
28	62,705	6,274	68,979	75,324	8,282	83,606	76,041	9,286	85,327	76,758	10,720	87,478
29	62,776	6,310	69,086	75,898	8,353	84,251	76,615	9,357	85,972	77,332	10,791	88,123
30	62,848	6,346	69,194	76,472	8,425	84,897	77,189	9,429	86,618	77,906	10,863	88,769

NOTE: Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Total Experience 21.

2013-2014 Base Salary Schedule - 261 Day Teacher - Total Experience 21-40 Years

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Step	B.A. Degree (TI108)			M.A./+30 Degree (TI109) (TI110)			Specialist Degree (TI111)			PhD/EdD Degree (TI112)		
	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen
10	61,414	7,063	68,477	64,999	8,425	73,424	65,716	9,429	75,145	66,433	10,863	77,296
11	61,486	8,425	69,911	65,573	9,286	74,859	66,290	10,289	76,579	67,007	11,723	78,730
12	61,557	9,788	71,345	66,146	10,146	76,292	66,863	11,150	78,013	67,580	12,584	80,164
13	61,629	11,150	72,779	66,720	11,006	77,726	67,437	12,010	79,447	68,154	13,444	81,598
14	61,701	12,512	74,213	67,294	11,867	79,161	68,011	12,871	80,882	68,728	14,305	83,033
15	61,772	13,875	75,647	67,867	12,727	80,594	68,584	13,731	82,315	69,301	15,165	84,466
16	61,844	15,237	77,081	68,441	13,588	82,029	69,158	14,592	83,750	69,875	16,026	85,901
17	61,916	16,599	78,515	69,014	14,448	83,462	69,731	15,452	85,183	70,448	16,886	87,334
18	61,988	17,962	79,950	69,588	15,309	84,897	70,305	16,313	86,618	71,022	17,747	88,769
19	62,059	19,324	81,383	70,162	16,169	86,331	70,879	17,173	88,052	71,596	18,607	90,203
20	62,131	20,686	82,817	70,735	17,030	87,765	71,452	18,033	89,485	72,169	19,467	91,636
21	62,203	22,049	84,252	71,309	17,890	89,199	72,026	18,894	90,920	72,743	20,328	93,071
22	62,274	23,411	85,685	71,883	18,750	90,633	72,600	19,754	92,354	73,317	21,188	94,505
23	62,346	24,773	87,119	72,456	19,611	92,067	73,173	20,615	93,788	73,890	22,049	95,939
24	62,418	26,136	88,554	73,030	20,471	93,501	73,747	21,475	95,222	74,464	22,909	97,373
25	62,489	27,498	89,987	73,603	21,332	94,935	74,320	22,336	96,656	75,038	23,770	98,808
26	62,561	28,861	91,422	74,177	22,192	96,369	74,894	23,196	98,090	75,611	24,630	100,241
27	62,633	30,223	92,856	74,751	23,053	97,804	75,468	24,056	99,524	76,185	25,491	101,676
28	62,705	31,585	94,290	75,324	23,913	99,237	76,041	24,917	100,958	76,758	26,351	103,109
29	62,776	32,948	95,724	75,898	24,773	100,671	76,615	25,777	102,392	77,332	27,211	104,543
30	62,848	34,310	97,158	76,472	25,634	102,106	77,189	26,638	103,827	77,906	28,072	105,978
31	62,920	35,672	98,592	77,045	26,494	103,539	77,762	27,498	105,260	78,479	28,932	107,411
32	62,991	37,035	100,026	77,619	27,355	104,974	78,336	28,359	106,695	79,053	29,793	108,846
33	63,063	38,397	101,460	78,192	28,215	106,407	78,909	29,219	108,128	79,627	30,653	110,280
34	63,135	39,759	102,894	78,766	29,076	107,842	79,483	30,080	109,563	80,200	31,514	111,714
35	63,206	41,122	104,328	79,340	29,936	109,276	80,057	30,940	110,997	80,774	32,374	113,148
36	63,278	42,484	105,762	79,913	30,797	110,710	80,630	31,800	112,430	81,347	33,234	114,581
37	63,350	43,847	107,197	80,487	31,657	112,144	81,204	32,661	113,865	81,921	34,095	116,016
38	63,422	45,209	108,631	81,061	32,517	113,578	81,778	33,521	115,299	82,495	34,955	117,450
39	63,493	46,571	110,064	81,634	33,378	115,012	82,351	34,382	116,733	83,068	35,816	118,884
40	63,565	47,934	111,499	82,208	34,238	116,446	82,925	35,242	118,167	83,642	36,676	120,318

NOTE: Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Total Experience 21.

2013-2014 Stipend Salary Schedule - 261 Day Teacher

Stipend payments are contingent on availability of funding
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

	B.A. Degree Steps 1-10			B.A. Degree Steps 11-40			M.A./+30, Specialist, PhD/EdD		
Effectiveness Rating	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	50	50	13	25	25	50	100	100
Emerging (2.0-2.49)	100	100	100	25	25	25	100	100	100
Proficient (2.5-3.49)	215	144	144	54	36	36	430	287	287
Highly Effective (3.5-4.0)	502	144	144	90	36	36	716	287	287

2013-2014 Base Salary Schedule - 182 Day Part Time Teacher - Total Experience 0-20 Years

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Includes Social Worker, School Counselor, Librarian, Therapist & Specialist)

	B.A. DEGREE			M.A./+30 Degree			SPECIALIST DEGREE			PhD or EdD DEGREE		
<i>Step</i>	<i>BASE</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMPEN</i>	<i>BASE</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMPEN</i>	<i>BASE</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMPEN</i>	<i>BASE</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMPEN</i>
0	18.23	1.82	20.05	18.45	2.17	20.62	18.67	2.51	21.18	18.89	3.01	21.90
1	18.31	1.83	20.14	18.63	2.19	20.82	18.85	2.54	21.39	19.07	3.04	22.11
2	18.40	1.85	20.25	18.81	2.22	21.03	19.03	2.56	21.59	19.25	3.06	22.31
3	18.49	1.86	20.35	18.98	2.24	21.22	19.21	2.59	21.80	19.43	3.08	22.51
4	18.58	1.87	20.45	19.16	2.27	21.43	19.39	2.61	22.00	19.61	3.11	22.72
5	18.67	1.88	20.55	19.34	2.29	21.63	19.56	2.64	22.20	19.79	3.13	22.92
6	18.76	1.89	20.65	19.52	2.32	21.84	19.74	2.66	22.40	19.97	3.16	23.13
7	18.85	1.91	20.76	19.70	2.34	22.04	19.92	2.69	22.61	20.14	3.18	23.32
8	18.94	1.92	20.86	19.88	2.37	22.25	20.10	2.71	22.81	20.32	3.21	23.53
9	19.03	1.93	20.96	20.06	2.39	22.45	20.28	2.74	23.02	20.50	3.23	23.73
10	19.12	1.94	21.06	20.23	2.42	22.65	20.46	2.76	23.22	20.68	3.26	23.94
11	19.14	1.96	21.10	20.41	2.44	22.85	20.64	2.79	23.43	20.86	3.28	24.14
12	19.16	1.97	21.13	20.59	2.46	23.05	20.81	2.81	23.62	21.04	3.31	24.35
13	19.19	1.98	21.17	20.77	2.49	23.26	20.99	2.84	23.83	21.22	3.33	24.55
14	19.21	1.99	21.20	20.95	2.51	23.46	21.17	2.86	24.03	21.39	3.36	24.75
15	19.23	2.01	21.24	21.13	2.54	23.67	21.35	2.89	24.24	21.57	3.38	24.95
16	19.25	2.02	21.27	21.31	2.56	23.87	21.53	2.91	24.44	21.75	3.41	25.16
17	19.27	2.03	21.30	21.48	2.59	24.07	21.71	2.94	24.65	21.93	3.43	25.36
18	19.30	2.04	21.34	21.66	2.61	24.27	21.89	2.96	24.85	22.11	3.46	25.57
19	19.32	2.06	21.38	21.84	2.64	24.48	22.06	2.99	25.05	22.29	3.48	25.77
20	19.34	2.07	21.41	22.02	2.66	24.68	22.24	3.01	25.25	22.47	3.51	25.98
21	19.36	2.08	21.44	22.20	2.69	24.89	22.42	3.04	25.46	22.64	3.53	26.17
22	19.39	2.09	21.48	22.38	2.71	25.09	22.60	3.06	25.66	22.82	3.55	26.37
23	19.41	2.11	21.52	22.56	2.74	25.30	22.78	3.08	25.86	23.00	3.58	26.58
24	19.43	2.12	21.55	22.73	2.76	25.49	22.96	3.11	26.07	23.18	3.60	26.78
25	19.45	2.13	21.58	22.91	2.79	25.70	23.14	3.13	26.27	23.36	3.63	26.99
26	19.48	2.14	21.62	23.09	2.81	25.90	23.31	3.16	26.47	23.54	3.65	27.19
27	19.50	2.16	21.66	23.27	2.84	26.11	23.49	3.18	26.67	23.72	3.68	27.40
28	19.52	2.17	21.69	23.45	2.86	26.31	23.67	3.21	26.88	23.89	3.70	27.59
29	19.54	2.18	21.72	23.63	2.89	26.52	23.85	3.23	27.08	24.07	3.73	27.80
30	19.56	2.19	21.75	23.81	2.91	26.72	24.03	3.26	27.29	24.25	3.75	28.00

NOTE: The Part Time Teacher Salary Schedule will be used when paying teachers employed on a hourly basis who have the responsibility of writing lesson plans and are employed to teach specific content areas. The rate paid for these positions will be on a prorated basis reflecting degree and experience.

2013-2014 Base Salary Schedule - 182 Day Part Time Teacher - Total Experience 21-40 Years

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

	B.A. Degree			M.A./+30 Degree			Specialist Degree			PhD/EdD Degree		
<i>Step</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>
10	19.12	2.20	21.32	20.23	2.62	22.85	20.46	2.94	23.40	20.68	3.38	24.06
11	19.14	2.62	21.76	20.41	2.89	23.30	20.64	3.20	23.84	20.86	3.65	24.51
12	19.16	3.05	22.21	20.59	3.16	23.75	20.81	3.47	24.28	21.04	3.92	24.96
13	19.19	3.47	22.66	20.77	3.43	24.20	20.99	3.74	24.73	21.22	4.19	25.41
14	19.21	3.89	23.10	20.95	3.69	24.64	21.17	4.01	25.18	21.39	4.45	25.84
15	19.23	4.32	23.55	21.13	3.96	25.09	21.35	4.27	25.62	21.57	4.72	26.29
16	19.25	4.74	23.99	21.31	4.23	25.54	21.53	4.54	26.07	21.75	4.99	26.74
17	19.27	5.17	24.44	21.48	4.50	25.98	21.71	4.81	26.52	21.93	5.26	27.19
18	19.30	5.59	24.89	21.66	4.77	26.43	21.89	5.08	26.97	22.11	5.52	27.63
19	19.32	6.02	25.34	21.84	5.03	26.87	22.06	5.35	27.41	22.29	5.79	28.08
20	19.34	6.44	25.78	22.02	5.30	27.32	22.24	5.61	27.85	22.47	6.06	28.53
21	19.36	6.86	26.22	22.20	5.57	27.77	22.42	5.88	28.30	22.64	6.33	28.97
22	19.39	7.29	26.68	22.38	5.84	28.22	22.60	6.15	28.75	22.82	6.60	29.42
23	19.41	7.71	27.12	22.56	6.11	28.67	22.78	6.42	29.20	23.00	6.86	29.86
24	19.43	8.14	27.57	22.73	6.37	29.10	22.96	6.69	29.65	23.18	7.13	30.31
25	19.45	8.56	28.01	22.91	6.64	29.55	23.14	6.95	30.09	23.36	7.40	30.76
26	19.48	8.98	28.46	23.09	6.91	30.00	23.31	7.22	30.53	23.54	7.67	31.21
27	19.50	9.41	28.91	23.27	7.18	30.45	23.49	7.49	30.98	23.72	7.94	31.66
28	19.52	9.83	29.35	23.45	7.44	30.89	23.67	7.76	31.43	23.89	8.20	32.09
29	19.54	10.26	29.80	23.63	7.71	31.34	23.85	8.02	31.87	24.07	8.47	32.54
30	19.56	10.68	30.24	23.81	7.98	31.79	24.03	8.29	32.32	24.25	8.74	32.99
31	19.59	11.11	30.70	23.98	8.25	32.23	24.21	8.56	32.77	24.43	9.01	33.44
32	19.61	11.53	31.14	24.16	8.52	32.68	24.39	8.83	33.22	24.61	9.27	33.88
33	19.63	11.95	31.58	24.34	8.78	33.12	24.56	9.10	33.66	24.79	9.54	34.33
34	19.65	12.38	32.03	24.52	9.05	33.57	24.74	9.36	34.10	24.97	9.81	34.78
35	19.68	12.80	32.48	24.70	9.32	34.02	24.92	9.63	34.55	25.14	10.08	35.22
36	19.70	13.23	32.93	24.88	9.59	34.47	25.10	9.90	35.00	25.32	10.35	35.67
37	19.72	13.65	33.37	25.06	9.86	34.92	25.28	10.17	35.45	25.50	10.61	36.11
38	19.74	14.07	33.81	25.23	10.12	35.35	25.46	10.44	35.90	25.68	10.88	36.56
39	19.77	14.50	34.27	25.41	10.39	35.80	25.64	10.70	36.34	25.86	11.15	37.01
40	19.79	14.92	34.71	25.59	10.66	36.25	25.81	10.97	36.78	26.04	11.42	37.46

NOTE: The Part Time Teacher Salary Schedule will be used when paying teachers employed on a hourly basis who have the responsibility of writing lesson plans and are employed to teach specific content areas. The rate paid for these positions will be on a prorated basis reflecting degree and experience.

East Baton Rouge Parish School System

2013-2014

SUPPLEMENTAL COMPENSATION, EXTENDED EMPLOYMENT AND OTHER

**FOR TEACHER STIPENDS, EXTRA-CURRICULAR SPONSORS,
BAND DIRECTORS, COACHES, ROTC AND CODOFIL**

TEACHER STIPENDS

Compensate \$5,000 stipend for eligible Teachers, Librarians, School Counselors, Psychologist and Social Workers completing the requirements for the National Board for Professional Teaching Standards.

(Board approved 06/22/09)

Compensate \$3,500 stipend for eligible Speech Pathologists and Audiologists completing the requirements to obtain National Board Certification.

(Board approved 10/15/09)

National Board Certified Employees receive a supplement from the LA Department of Education in accordance with LRS 17:421. This supplement on occasion might not be fully funded by the legislature. The obligation of EBRPSS is as follows:

Teachers - EBRPSS is required to fully fund the payment of the \$5,000 supplement

School Counselors - EBRPSS is required to fully fund the payment of the \$5,000 supplement

School Psychologist - EBRPSS is not required to fully fund the payment of the \$5,000 supplement

Social Workers - EBRPSS is not required to fully fund the payment of the \$5,000 supplement

Speech-Language Pathologists and Audiologists - EBRPSS is not required to fully fund the payment of the \$3,236 supplement

Note: The amounts stated for National Board Certification are a supplement to the employee's salary and not a part of the employee's base salary.

Compensate teachers at part-time teacher hourly rate for **required** attendance at School Board Workshops, School Board Hearings, or special committees designated by the Superintendent.

Based on funding, at the end of each semester maximum compensation:

High School Department Heads \$250

Exceptional Student Services Site Faciliator \$350

Speech Assessment Consultants \$350

Positive Behavior Intervention Support (PBIS) Coaches \$350

EXTRA-CURRICULAR SPONSORS

Sponsors	Annual \$ Supplement
Quiz Bowl	\$ 300
Beta	300
Chorus	600
Drama	750
Drill Team (e.g. Dance)	750
FFA	300
Hi "Y"	300
Key Club	300
Yearbook	300
4-H	300
FTA	300
Young Astronauts	100
Cheerleader Sponsor: 1 per site at 3% of Annual Compensation.	

Note: Principals must submit documentation to the Office of Human Resources before supplemental compensation will be processed and awarded.

2013-2014 Supplemental Compensation, Extended Employment and Other Continued:**Athletic Supplemental Pay Percentages****MIDDLE SCHOOL COACHES**

<u>Sport</u>	<u>Percentage</u>	<u>Number of Coaches Per Sport</u>
Football (Boys)	2.5%	2
Basketball (Boys)	2.5%	2
Track (Boys)	2.5%	1
Volleyball (Girls)	2.5%	2
Basketball (Girls)	2.5%	2
Softball (Girls)	2.5%	2
Track (Girls)	2.5%	1

HIGH SCHOOL COACHES

<u>Sport</u>	<u>Percentage</u>	<u>Extra Days Allowed</u>
Athletic Director	8.0%	None
Head Football	10.0%	11 days
Head Basketball (boys or girls)	8.0%	5 days
Head Baseball	7.0%	2 days
Head Track (boys or girls)	7.0%	2 days
Head Wrestling	7.0%	5 days
Head Softball	7.0%	2 days
Head Volleyball	7.0%	11 days
Head Soccer	7.0%	2 days

Assistant Coaches, First Aide Coordinators and Athletic Trainers

<u>Sport</u>	<u>Percentage</u>	<u>Extra Days Allowed</u>
Football	4.0%	11 days
Basketball (boys or girls)	4.0%	5 days
Baseball	4.0%	2 days
Track (boys or girls)	4.0%	2 days
Wrestling	4.0%	5 days
Softball	4.0%	2 days
Volleyball	4.0%	11 days
Ninth Grade Football	4.0%	
Ninth Grade Basketball	4.0%	
Weight Lifting/Off Season	2.0%	
Bowling	2.0%	
Golf	3.5%	
Tennis	3.5%	
Swimming	3.5%	
Cross Country	3.5%	
Gymnastics	3.5%	
First Aid Coordinator or	1.25%	Per Month (maximum 10%)
Certified Athletic Trainer	15.0%	

Note: Principals must submit documentation to the Office of Human Resources before supplemental compensation will be processed and awarded.

2013-2014 Supplemental Compensation, Extended Employment and Other Continued:

Athletic Supplemental Pay Additional Instructions

1.	The Athletic Supplement Pay is for teachers who spend time beyond the regular school day in coaching interscholastic athletics. It will be the responsibility of each principal to designate coaching duties with written notification to the Office of Human Resources no later than the end of the first week of school.
2.	The above salary percentage shall be calculated on the basis of the current East Baton Rouge Parish Teacher Salary Schedule for classroom teachers. The maximum percentage allowed shall be 20% per coach. No coach shall receive a reduction in salary upon converting to the new salary structure providing his or her responsibilities remain the same.
3.	All football coaches, volleyball coaches, and First Aid Coordinators or Certified Athletic Trainers are to report before the start of the school year for fall practice as directed by the head coach, and shall be compensated with up to eleven (11) days pay (daily rate) of their current salary as indicated by the East Baton Rouge Parish Teacher Salary Schedule for classroom teachers and the athletic supplement.
4.	All basketball and wrestling coaches shall be compensated with up to five (5) days pay (daily rate) of their current salary as indicated by the EBRP Teacher Salary Schedule for classroom teachers and the athletic supplement for work performed during a non-work school day.
5.	All baseball, track, softball and soccer coaches shall be compensated with up to two (2) days pay (daily rate) of their current salary as indicated by the EBRP Teacher Salary Schedules for classroom teachers and the athletic supplement for work performed during a non-work school day.
6.	Coaches who coach multiple teams during a season will only be compensated a maximum of five (5) days pay for work performed during a non-work school day.
7.	The Principal and/or Athletic Director shall assign coaches to various coaching positions as indicated by the salary schedule.
8.	It is the responsibility of the Principal to inform the Office of Human Resources and his/her respective Executive Director in writing when a teacher no longer has duties as a coach as soon as the teacher's coaching responsibility changes. No change will be honored without proper notification.
9.	One (1) coach in each middle school sport shall be certified and updated (yearly) in First Aid and CPR Training. This documentation shall be maintained by the Director of Student Activities.

BAND DIRECTORS

1.	<u>High School Band Directors:</u> Will receive an annual supplement of 6% of their current salary as indicated by the EBRP Teacher Salary Schedule for classroom teachers. Employment to be extended up to ten (10) days before and up to five (5) days after regular school year at his/her daily rate and his/her supplement.
2.	<u>Middle School Band Directors:</u> Will receive an annual supplement of 2.5% of their current salary as indicated by the EBRP Teacher Salary Schedule for classroom teachers. Employment to be extended up to two (2) days before and up to two (2) days after regular school year at his/her daily rate and his/her supplement.
3.	<u>Elementary School Band Directors:</u> Employment to be extended up to two (2) days before and up to two (2) days after regular school year at his/her daily rate as indicated by the EBRP Teacher Salary Schedule for classroom teachers.

Note: Principals must submit documentation to the Office of Human Resources before supplemental compensation will be processed and awarded.

2013-2014 Supplemental Compensation, Extended Employment and Other Continued:

Youth Advocate Specialist

1. The Youth Advocate Specialist's primary focus is to provide support for at risk students, their parents, family members and guardians. The Youth Advocate will also work with school based building staff to advocate for the rights of children at risk.
2. The District considers Youth Advocates as 180 day contract employees with annual salaries as indicated in the chart below.

3.	Education Level		Base	Supple	Total
	High School Diploma		22,500	2,500	25,000
	Bachelors Degree		28,800	3,200	32,000
	Masters Degree		31,500	3,500	35,000

ROTC Instructors

1. Minimum Junior ROTC Instructor pay is determined by Army Regulation. The Army requires the District to compensate Junior ROTC Instructors an amount, that when added to his/her retired pay, is equal to the individual's previous active duty pay and allowances exclusive of hazardous duty pay.
2. The District may elect to supplement the minimum Junior ROTC Instructor pay with a local supplement as deemed appropriate with other employee raises.
3. The District currently supplements the Junior ROTC Instructor pay by the monthly amounts below:

Junior ROTC Instructor Title	Months Worked	Monthly District Supplement		
		Base	Supple	Total
Director of Army Instruction (DAI)	12	1236.55	146.73	1383.28
Senior Army Instructor (SAI)	12	1234.52	146.73	1381.25
Military Property Custodian (MPC)	12	1164.63	146.73	1311.36
Operations Sergeant (OPS SGT)	12	1164.63	146.73	1311.36
Army Instructor (AI)	12	1126.73	146.73	1273.46
Army Instructor (AI)	10	1294.29	148.40	1442.69

Note: As per IRS Tax Law quoted on 9/15/2005, no portion of the Junior ROTC Instructor pay is non-taxable. Only active duty armed forces members are allowed exclusions from taxable wages.

CODOFIL Teachers

1. The Salary schedules for the Council for the Development of French in Louisiana (CODOFIL) teachers is set annually by the Board of Elementary and Secondary Education (BESE).
2. The District considers the CODOFIL teachers as contract employees.
3. After completing 3 years with EBRPSS, CODOFIL Teachers returning to teach in year 4 will be compensated from the regular 9 month Teachers Salary Schedule.

East Baton Rouge Parish School System

2013-2014

Curriculum Support Salary Schedule/Stipend Procedures

1. Initial placement on the Curriculum Support Salary Schedule is based on your degree and current total compensation. You will be placed on the step in your highest degree column where the total compensation is equal to or greater than your current total compensation. Degree and experience are no longer be the only factors considered for placement on the Curriculum Support Salary Schedule.
2. Your Effectiveness rating will determine if you will advance a step each year and/or receive additional stipends. An employee receiving an Ineffective rating will remain frozen on his/her current step for the next school year and will not receive any additional stipends.
3. Additional 2 steps will be given for 3 consecutive years with a Highly Effective rating. Additional 1 step will be given for 3 consecutive years with a Proficient rating.
4. In order for an employee to receive Effectiveness and Demand stipends, he/she can not miss more than 10 days of his/her annual contracted days. The following leaves will not count toward the 10 days, approved Professional Leave, Jury Duty, Military Leave and Annual Leave for 12 Month employees.
5. Future placement on the Curriculum Support Salary Schedule will be based on your highest degree earned for the column to be placed. To determine the step, multiply current total compensation by 1.02 and place on the step equal to or greater than the results.
6. After being employed by EBRPSS for 2 years, an employee paid on the Curriculum Support Salary Schedule may move to an advance degree column once the advance degree is earned and proper documentation has been received by the Office of Human Resources. To determine the step for the advance degree, add \$500 to the employee's current base salary and place in the advance degree column where the base salary is equal to or higher than the new base amount. District reserves the right to review the advance degree placements on a case by case basis.

Note: All step increases, advance degree movement and stipend payments are subject to availability of funds.

East Baton Rouge Parish School System
2013-2014 SALARY SCHEDULE

Curriculum Support Job List

The following Jobs will be paid by Degree and Step on the Curriculum Support Salary Schedule

113-2122	Administrative Dean	112-1110	Liaison Support
113-2220	Adolescent Literacy Coordinator	112-1110	Literacy Coach
112-1110	Adolescent Literacy Interventionist	112-1110	Magnet Curriculum Intergat Specialist
113-2140	Assessment Teacher H/T	113-2220	Magnet Instructional Coach
113-2153	Audiologist	113-2220	Mathematics Coach
113-2212	Behavior Interventionist	112-1130	Parental Involvement
112-1390	Career/Tech Edu Program Coordinator	112-1130	Parental Involvement Facilitator
111-2219	Coordinator of Hippy	111-2211	Pre-School Resource Coordinator
113-2122	Dean of Students	119-2290	Professional Develop Specialist
112-1480	Drill Sergeant	112-1110	Program Facilitator Connection
113-2122	Dropout Prevention Coach	113-2142	Psychologist
113-2190	Drug Advisor	111-2211	Recruiter-Magnet Programs
113-2145	Educational Diagnostician	119-2180	School Parent Liaison
113-2212	ESS Behavior Strategist - IDEA	113-2220	Teacher for Instructional Supp - Title 1
113-2220	ESS Instructional Support Specialist - IDEA	113-1110	Teacher on Assignment
119-2290	ESS Program Facilitator -IDEA	119-2230	Trainer - Multi Media Technology
113-2220	Gifted Curriculum Specialist	112-1215	Vocational Faciliator
112-1220	Gifted Site Coordinator	112-1390	Work Based Learning Coordinator
113-2220	Grant Instructional Specialist -1003G		
119-1510	Helping Teacher - Title 1		
119-2180	Homeless Case Manager		
113-2190	ICARE Quality Assurance Manager		
113-2190	ICARE Prevention Specialist		
113-2212	IDEA Interventionist Teacher		
113-2259	Instructional Technology Facilitator		
113-2220	Instructional Coach		
119-2219	Instructional Coach - Data		
113-2220	Instructional Specialist		
113-2220	Instructional Specialist - Pre-K		
113-2214	Instructional Support Teacher		

Note: **Position placements are based upon information currently available and may be subject to modification upon final placement approval.**

2013-2014 Base Salary Schedule - 182 Day Curriculum Support

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019

B.A. Degree (UR308)

M.A./+30 Degree (UR309) (UR310)

Specialist Degree (UR311)

PhD/EdD Degree (UR312)

<i>Step</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>
0	42,152	3,750	45,902	42,652	4,450	47,102	43,152	5,150	48,302	43,652	6,150	49,802
1	42,352	3,775	46,127	43,052	4,500	47,552	43,552	5,200	48,752	44,052	6,200	50,252
2	42,552	3,800	46,352	43,452	4,550	48,002	43,952	5,250	49,202	44,452	6,250	50,702
3	42,752	3,825	46,577	43,852	4,600	48,452	44,352	5,300	49,652	44,852	6,300	51,152
4	42,952	3,850	46,802	44,252	4,650	48,902	44,752	5,350	50,102	45,252	6,350	51,602
5	43,152	3,875	47,027	44,652	4,700	49,352	45,152	5,400	50,552	45,652	6,400	52,052
6	43,352	3,900	47,252	45,052	4,750	49,802	45,552	5,450	51,002	46,052	6,450	52,502
7	43,552	3,925	47,477	45,452	4,800	50,252	45,952	5,500	51,452	46,452	6,500	52,952
8	43,752	3,950	47,702	45,852	4,850	50,702	46,352	5,550	51,902	46,852	6,550	53,402
9	43,952	3,975	47,927	46,252	4,900	51,152	46,752	5,600	52,352	47,252	6,600	53,852
10	44,152	4,000	48,152	46,652	4,950	51,602	47,152	5,650	52,802	47,652	6,650	54,302
11	44,352	4,025	48,377	47,052	5,000	52,052	47,552	5,700	53,252	48,052	6,700	54,752
12	44,552	4,050	48,602	47,452	5,050	52,502	47,952	5,750	53,702	48,452	6,750	55,202
13	44,752	4,075	48,827	47,852	5,100	52,952	48,352	5,800	54,152	48,852	6,800	55,652
14	44,952	4,100	49,052	48,252	5,150	53,402	48,752	5,850	54,602	49,252	6,850	56,102
15	45,152	4,125	49,277	48,652	5,200	53,852	49,152	5,900	55,052	49,652	6,900	56,552
16	45,352	4,150	49,502	49,052	5,250	54,302	49,552	5,950	55,502	50,052	6,950	57,002
17	45,552	4,175	49,727	49,452	5,300	54,752	49,952	6,000	55,952	50,452	7,000	57,452
18	45,752	4,200	49,952	49,852	5,350	55,202	50,352	6,050	56,402	50,852	7,050	57,902
19	45,952	4,225	50,177	50,252	5,400	55,652	50,752	6,100	56,852	51,252	7,100	58,352
20	46,152	4,250	50,402	50,652	5,450	56,102	51,152	6,150	57,302	51,652	7,150	58,802
21	46,352	4,275	50,627	51,052	5,500	56,552	51,552	6,200	57,752	52,052	7,200	59,252
22	46,552	4,300	50,852	51,452	5,550	57,002	51,952	6,250	58,202	52,452	7,250	59,702
23	46,752	4,325	51,077	51,852	5,600	57,452	52,352	6,300	58,652	52,852	7,300	60,152
24	46,952	4,350	51,302	52,252	5,650	57,902	52,752	6,350	59,102	53,252	7,350	60,602
25	47,152	4,375	51,527	52,652	5,700	58,352	53,152	6,400	59,552	53,652	7,400	61,052
26	47,352	4,400	51,752	53,052	5,750	58,802	53,552	6,450	60,002	54,052	7,450	61,502
27	47,552	4,425	51,977	53,452	5,800	59,252	53,952	6,500	60,452	54,452	7,500	61,952
28	47,752	4,450	52,202	53,852	5,850	59,702	54,352	6,550	60,902	54,852	7,550	62,402
29	47,952	4,475	52,427	54,252	5,900	60,152	54,752	6,600	61,352	55,252	7,600	62,852
30	48,152	4,500	52,652	54,652	5,950	60,602	55,152	6,650	61,802	55,652	7,650	63,302

Notes: The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 Stipend Salary Schedule - 182 Day Curriculum Support

Stipend payments are contingent on availability of funding

	B.A. Degree			M.A./+30, Specialist, PhD/EdD		
Effectiveness Rating	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	100	100	50	100	100
Emerging (2.0-2.49)	100	100	100	100	100	100
Proficient (2.5-3.49)	150	100	100	300	200	200
Highly Effective (3.5-4.0)	250	100	100	500	200	200

2013-2014 Base Salary Schedule - 202 Day Curriculum Support

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019

B.A. Degree (UR208)

M.A./+30 Degree (UR209) (UR210)

Specialist Degree (UR211)

PhD/EdD Degree (UR212)

Step	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen
0	46,784	4,162	50,946	47,339	4,939	52,278	47,894	5,716	53,610	48,449	6,826	55,275
1	47,006	4,190	51,196	47,783	4,995	52,778	48,338	5,771	54,109	48,893	6,881	55,774
2	47,228	4,218	51,446	48,227	5,050	53,277	48,782	5,827	54,609	49,337	6,937	56,274
3	47,450	4,245	51,695	48,671	5,105	53,776	49,226	5,882	55,108	49,781	6,992	56,773
4	47,672	4,273	51,945	49,115	5,161	54,276	49,670	5,938	55,608	50,225	7,048	57,273
5	47,894	4,301	52,195	49,559	5,216	54,775	50,114	5,993	56,107	50,669	7,103	57,772
6	48,116	4,329	52,445	50,003	5,272	55,275	50,558	6,049	56,607	51,113	7,159	58,272
7	48,338	4,356	52,694	50,447	5,327	55,774	51,002	6,104	57,106	51,557	7,214	58,771
8	48,560	4,384	52,944	50,891	5,383	56,274	51,446	6,160	57,606	52,001	7,270	59,271
9	48,782	4,412	53,194	51,335	5,438	56,773	51,890	6,215	58,105	52,445	7,325	59,770
10	49,004	4,440	53,444	51,779	5,494	57,273	52,334	6,271	58,605	52,888	7,381	60,269
11	49,226	4,467	53,693	52,223	5,549	57,772	52,777	6,326	59,103	53,332	7,436	60,768
12	49,448	4,495	53,943	52,667	5,605	58,272	53,221	6,382	59,603	53,776	7,492	61,268
13	49,670	4,523	54,193	53,110	5,660	58,770	53,665	6,437	60,102	54,220	7,547	61,767
14	49,892	4,551	54,443	53,554	5,716	59,270	54,109	6,493	60,602	54,664	7,603	62,267
15	50,114	4,578	54,692	53,998	5,771	59,769	54,553	6,548	61,101	55,108	7,658	62,766
16	50,336	4,606	54,942	54,442	5,827	60,269	54,997	6,604	61,601	55,552	7,714	63,266
17	50,558	4,634	55,192	54,886	5,882	60,768	55,441	6,659	62,100	55,996	7,769	63,765
18	50,780	4,662	55,442	55,330	5,938	61,268	55,885	6,715	62,600	56,440	7,825	64,265
19	51,002	4,689	55,691	55,774	5,993	61,767	56,329	6,770	63,099	56,884	7,880	64,764
20	51,224	4,717	55,941	56,218	6,049	62,267	56,773	6,826	63,599	57,328	7,936	65,264
21	51,446	4,745	56,191	56,662	6,104	62,766	57,217	6,881	64,098	57,772	7,991	65,763
22	51,668	4,773	56,441	57,106	6,160	63,266	57,661	6,937	64,598	58,216	8,047	66,263
23	51,890	4,800	56,690	57,550	6,215	63,765	58,105	6,992	65,097	58,660	8,102	66,762
24	52,112	4,828	56,940	57,994	6,271	64,265	58,549	7,048	65,597	59,104	8,158	67,262
25	52,334	4,856	57,190	58,438	6,326	64,764	58,993	7,103	66,096	59,548	8,213	67,761
26	52,556	4,884	57,440	58,882	6,382	65,264	59,437	7,159	66,596	59,992	8,269	68,261
27	52,777	4,911	57,688	59,326	6,437	65,763	59,881	7,214	67,095	60,436	8,324	68,760
28	52,999	4,939	57,938	59,770	6,493	66,263	60,325	7,270	67,595	60,880	8,380	69,260
29	53,221	4,967	58,188	60,214	6,548	66,762	60,769	7,325	68,094	61,324	8,435	69,759
30	53,443	4,995	58,438	60,658	6,604	67,262	61,213	7,381	68,594	61,768	8,491	70,259

Notes: The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 Stipend Salary Schedule - 202 Day Curriculum Support

Stipend payments are contingent on availability of funding

Effectiveness Rating
Emerging (1.5-1.99)
Emerging (2.0-2.49)
Proficient (2.5-3.49)
Highly Effective (3.5-4.0)

B.A. Degree		
Effective- ness	Demand 1	Demand 2
50	100	100
100	100	100
167	111	111
278	111	111

M.A./+30, Specialist, PhD/EdD		
Effective- ness	Demand 1	Demand 2
50	100	100
100	100	100
333	222	222
555	222	222

2013-2014 Base Salary Schedule - 222 Day Curriculum Support

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019

B.A. Degree (UR408)

M.A./+30 Degree (UR409) (UR410)

Specialist Degree (UR411)

PhD/EdD Degree (UR412)

<i>Step</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Compen</i>
0	51,416	4,574	55,990	52,026	5,428	57,454	52,636	6,282	58,918	53,246	7,502	60,748
1	51,660	4,605	56,265	52,514	5,489	58,003	53,124	6,343	59,467	53,734	7,563	61,297
2	51,904	4,635	56,539	53,002	5,550	58,552	53,612	6,404	60,016	54,222	7,624	61,846
3	52,148	4,666	56,814	53,490	5,611	59,101	54,100	6,465	60,565	54,710	7,685	62,395
4	52,392	4,696	57,088	53,978	5,672	59,650	54,588	6,526	61,114	55,197	7,746	62,943
5	52,636	4,727	57,363	54,466	5,733	60,199	55,076	6,587	61,663	55,685	7,807	63,492
6	52,880	4,757	57,637	54,954	5,794	60,748	55,563	6,648	62,211	56,173	7,868	64,041
7	53,124	4,788	57,912	55,441	5,855	61,296	56,051	6,709	62,760	56,661	7,929	64,590
8	53,368	4,818	58,186	55,929	5,916	61,845	56,539	6,770	63,309	57,149	7,990	65,139
9	53,612	4,849	58,461	56,417	5,977	62,394	57,027	6,831	63,858	57,637	8,051	65,688
10	53,856	4,879	58,735	56,905	6,038	62,943	57,515	6,892	64,407	58,125	8,112	66,237
11	54,100	4,910	59,010	57,393	6,099	63,492	58,003	6,953	64,956	58,613	8,173	66,786
12	54,344	4,940	59,284	57,881	6,160	64,041	58,491	7,014	65,505	59,101	8,234	67,335
13	54,588	4,971	59,559	58,369	6,221	64,590	58,979	7,075	66,054	59,589	8,295	67,884
14	54,832	5,001	59,833	58,857	6,282	65,139	59,467	7,136	66,603	60,077	8,355	68,432
15	55,076	5,032	60,108	59,345	6,343	65,688	59,955	7,197	67,152	60,565	8,416	68,981
16	55,319	5,062	60,381	59,833	6,404	66,237	60,443	7,258	67,701	61,052	8,477	69,529
17	55,563	5,093	60,656	60,321	6,465	66,786	60,930	7,319	68,249	61,540	8,538	70,078
18	55,807	5,123	60,930	60,808	6,526	67,334	61,418	7,380	68,798	62,028	8,599	70,627
19	56,051	5,154	61,205	61,296	6,587	67,883	61,906	7,441	69,347	62,516	8,660	71,176
20	56,295	5,184	61,479	61,784	6,648	68,432	62,394	7,502	69,896	63,004	8,721	71,725
21	56,539	5,215	61,754	62,272	6,709	68,981	62,882	7,563	70,445	63,492	8,782	72,274
22	56,783	5,245	62,028	62,760	6,770	69,530	63,370	7,624	70,994	63,980	8,843	72,823
23	57,027	5,276	62,303	63,248	6,831	70,079	63,858	7,685	71,543	64,468	8,904	73,372
24	57,271	5,306	62,577	63,736	6,892	70,628	64,346	7,746	72,092	64,956	8,965	73,921
25	57,515	5,337	62,852	64,224	6,953	71,177	64,834	7,807	72,641	65,444	9,026	74,470
26	57,759	5,367	63,126	64,712	7,014	71,726	65,322	7,868	73,190	65,932	9,087	75,019
27	58,003	5,398	63,401	65,200	7,075	72,275	65,810	7,929	73,739	66,419	9,148	75,567
28	58,247	5,428	63,675	65,688	7,136	72,824	66,297	7,990	74,287	66,907	9,209	76,116
29	58,491	5,459	63,950	66,176	7,197	73,373	66,785	8,051	74,836	67,395	9,270	76,665
30	58,735	5,489	64,224	66,663	7,258	73,921	67,273	8,112	75,385	67,883	9,331	77,214

Notes: The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 Stipend Salary Schedule - 222 Day Curriculum Support

Stipend payments are contingent on availability of funding

	B.A. Degree			M.A./+30, Specialist, PhD/EdD		
Effectiveness Rating	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2
Emerging (1.5-1.99)	50	100	100	50	100	100
Emerging (2.0-2.49)	100	100	100	100	100	100
Proficient (2.5-3.49)	183	122	122	366	244	244
Highly Effective (3.5-4.0)	305	122	122	610	244	244

2013-2014 Base Salary Schedule - 261 Day Curriculum Support

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019

B.A. Degree (UR108)

M.A./+30 Degree (UR109) (UR110)

Specialist Degree (UR111)

PhD/EdD Degree (UR112)

Step	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen	Base	Supple- ment	Total Compen
0	60,449	5,378	65,827	61,166	6,382	67,548	61,883	7,385	69,268	62,600	8,820	71,420
1	60,736	5,414	66,150	61,739	6,453	68,192	62,456	7,457	69,913	63,173	8,891	72,064
2	61,022	5,449	66,471	62,313	6,525	68,838	63,030	7,529	70,559	63,747	8,963	72,710
3	61,309	5,485	66,794	62,887	6,597	69,484	63,604	7,601	71,205	64,321	9,035	73,356
4	61,596	5,521	67,117	63,460	6,668	70,128	64,177	7,672	71,849	64,894	9,106	74,000
5	61,883	5,557	67,440	64,034	6,740	70,774	64,751	7,744	72,495	65,468	9,178	74,646
6	62,170	5,593	67,763	64,608	6,812	71,420	65,325	7,816	73,141	66,042	9,250	75,292
7	62,456	5,629	68,085	65,181	6,884	72,065	65,898	7,887	73,785	66,615	9,321	75,936
8	62,743	5,665	68,408	65,755	6,955	72,710	66,472	7,959	74,431	67,189	9,393	76,582
9	63,030	5,700	68,730	66,328	7,027	73,355	67,045	8,031	75,076	67,762	9,465	77,227
10	63,317	5,736	69,053	66,902	7,099	74,001	67,619	8,102	75,721	68,336	9,537	77,873
11	63,604	5,772	69,376	67,476	7,170	74,646	68,193	8,174	76,367	68,910	9,608	78,518
12	63,891	5,808	69,699	68,049	7,242	75,291	68,766	8,246	77,012	69,483	9,680	79,163
13	64,177	5,844	70,021	68,623	7,314	75,937	69,340	8,318	77,658	70,057	9,752	79,809
14	64,464	5,880	70,344	69,197	7,385	76,582	69,914	8,389	78,303	70,631	9,823	80,454
15	64,751	5,916	70,667	69,770	7,457	77,227	70,487	8,461	78,948	71,204	9,895	81,099
16	65,038	5,951	70,989	70,344	7,529	77,873	71,061	8,533	79,594	71,778	9,967	81,745
17	65,325	5,987	71,312	70,917	7,601	78,518	71,634	8,604	80,238	72,351	10,038	82,389
18	65,611	6,023	71,634	71,491	7,672	79,163	72,208	8,676	80,884	72,925	10,110	83,035
19	65,898	6,059	71,957	72,065	7,744	79,809	72,782	8,748	81,530	73,499	10,182	83,681
20	66,185	6,095	72,280	72,638	7,816	80,454	73,355	8,820	82,175	74,072	10,254	84,326
21	66,472	6,131	72,603	73,212	7,887	81,099	73,929	8,891	82,820	74,646	10,325	84,971
22	66,759	6,166	72,925	73,786	7,959	81,745	74,503	8,963	83,466	75,220	10,397	85,617
23	67,045	6,202	73,247	74,359	8,031	82,390	75,076	9,035	84,111	75,793	10,469	86,262
24	67,332	6,238	73,570	74,933	8,102	83,035	75,650	9,106	84,756	76,367	10,540	86,907
25	67,619	6,274	73,893	75,506	8,174	83,680	76,223	9,178	85,401	76,941	10,612	87,553
26	67,906	6,310	74,216	76,080	8,246	84,326	76,797	9,250	86,047	77,514	10,684	88,198
27	68,193	6,346	74,539	76,654	8,318	84,972	77,371	9,321	86,692	78,088	10,755	88,843
28	68,480	6,382	74,862	77,227	8,389	85,616	77,944	9,393	87,337	78,661	10,827	89,488
29	68,766	6,417	75,183	77,801	8,461	86,262	78,518	9,465	87,983	79,235	10,899	90,134
30	69,053	6,453	75,506	78,375	8,533	86,908	79,092	9,537	88,629	79,809	10,971	90,780

Notes: The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 Stipend Salary Schedule - 261 Day Curriculum Support

Stipend payments are contingent on availability of funding

Effectiveness Rating
Emerging (1.5-1.99)
Emerging (2.0-2.49)
Proficient (2.5-3.49)
Highly Effective (3.5-4.0)

B.A. Degree		
Effective- ness	Demand 1	Demand 2
50	100	100
100	100	100
215	144	144
359	144	144

M.A./+30, Specialist, PhD/EdD		
Effective- ness	Demand 1	Demand 2
50	100	100
100	100	100
430	287	287
716	287	287

East Baton Rouge Parish School System

2013-2014 SALARY PROCEDURES

PRINCIPAL AND ASSISTANT PRINCIPAL **ELEMENTARY AND MIDDLE/HIGH SCHOOLS**

1. The Principal and Assistant Principal Salary Schedules are based off the Teacher 182 Day Masters Schedules, Step 0 amount.
2. A fixed 7 percent was applied to the 182 Day Teachers schedule to calculate the 182 Day Elementary Assistant Principals Salary Schedules. Then \$1200 was added to the total salary step 0 to create the 182 Day Middle/High Assistant Principals Salary Schedules. To complete the schedule, a fixed amount was added per step to step 40.
3. The schedules were then divided by 182 and multiplied by 202/222/261 to create the remainder of the Assistant Principals Salary Schedules.
4. A fixed 12 percent was applied to the 182 Day Teachers schedule to calculate the 182 Day Elementary Principals Salary Schedules. Then \$1500 was added to the total salary step 0 to create the 182 Day Middle/High Principals Salary Schedules. To complete the schedule, a fixed amount was added per step to step 40.
5. The schedules were then divided by 182 and multiplied by 202/222/261 to create the remainder of the Principal Salary Schedules.
6. Initial placement on the Principal/Assistant Principal Salary Schedules is based on the employee's current total compensation. The employee will be placed on the step where the total compensation is equal to or greater than his/her current total compensation.
7. Your Effectiveness rating will determine if you will advance a step each year and/or receive additional stipends. An employee receiving an Ineffective rating will remain frozen on his/her current step for the next school year and will not receive any additional stipends.
8. Additional 2 steps will be given for 3 consecutive years with a Highly Effective rating. Additional 1 step will be given for 3 consecutive years with a Proficient rating.
9. In order for an employee to receive Effectiveness and Demand stipends, he/she can not miss more than 10 days of his/her annual contracted days. The following leaves will not count toward the 10 days, approved Professional Leave, Jury Duty, Military Leave and Annual Leave for 12 Month employees.
10. Any employee moving to the Assistant Principal or Principal position will have his/her current salary prorated to the correct number of days of the new position. Then the base will be given a 5% raise and placed on the step of the new salary schedule where the base is equal to or greater than the new base amount.

Note: All step increases, advance degree movement and stipend payments are subject to availability of funds.

East Baton Rouge Parish School System

2013-2014 SALARY SCHEDULE

PRINCIPAL AND ASSISTANT PRINCIPAL PAY GRADES

111-2410 Principal - Elementary School

111-2410 Principal - Middle/High Schools

111-2420 Assistant Principal - Elementary School

111-2420 Assistant Principal - Middle/High School

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval.

2013-2014 Base Salary Schedule - Elementary Principal

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019

	182 Day (PR301)			202 Day (PR201)			222 Day (PR401)			261 Day (PR101)		
<i>Step</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Comp</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Comp</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Comp</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Comp</i>
0	46,284	4,900	51,184	51,370	5,438	56,808	56,456	5,977	62,433	66,374	7,027	73,401
1	46,834	5,000	51,834	51,981	5,549	57,530	57,127	6,099	63,226	67,163	7,170	74,333
2	47,384	5,100	52,484	52,591	5,660	58,251	57,798	6,221	64,019	67,952	7,314	75,266
3	47,934	5,200	53,134	53,201	5,771	58,972	58,469	6,343	64,812	68,741	7,457	76,198
4	48,484	5,300	53,784	53,812	5,882	59,694	59,140	6,465	65,605	69,529	7,601	77,130
5	49,034	5,400	54,434	54,422	5,993	60,415	59,811	6,587	66,398	70,318	7,744	78,062
6	49,584	5,500	55,084	55,033	6,104	61,137	60,482	6,709	67,191	71,107	7,887	78,994
7	50,134	5,600	55,734	55,643	6,215	61,858	61,152	6,831	67,983	71,895	8,031	79,926
8	50,684	5,700	56,384	56,254	6,326	62,580	61,823	6,953	68,776	72,684	8,174	80,858
9	51,234	5,800	57,034	56,864	6,437	63,301	62,494	7,075	69,569	73,473	8,318	81,791
10	51,784	5,900	57,684	57,475	6,548	64,023	63,165	7,197	70,362	74,262	8,461	82,723
11	52,334	6,000	58,334	58,085	6,659	64,744	63,836	7,319	71,155	75,050	8,604	83,654
12	52,884	6,100	58,984	58,695	6,770	65,465	64,507	7,441	71,948	75,839	8,748	84,587
13	53,434	6,200	59,634	59,306	6,881	66,187	65,178	7,563	72,741	76,628	8,891	85,519
14	53,984	6,300	60,284	59,916	6,992	66,908	65,849	7,685	73,534	77,417	9,035	86,452
15	54,534	6,400	60,934	60,527	7,103	67,630	66,519	7,807	74,326	78,205	9,178	87,383
16	55,084	6,500	61,584	61,137	7,214	68,351	67,190	7,929	75,119	78,994	9,321	88,315
17	55,634	6,600	62,234	61,748	7,325	69,073	67,861	8,051	75,912	79,783	9,465	89,248
18	56,184	6,700	62,884	62,358	7,436	69,794	68,532	8,173	76,705	80,572	9,608	90,180
19	56,734	6,800	63,534	62,969	7,547	70,516	69,203	8,295	77,498	81,360	9,752	91,112
20	57,284	6,900	64,184	63,579	7,658	71,237	69,874	8,416	78,290	82,149	9,895	92,044
21	57,834	7,000	64,834	64,189	7,769	71,958	70,545	8,538	79,083	82,938	10,038	92,976
22	58,384	7,100	65,484	64,800	7,880	72,680	71,216	8,660	79,876	83,727	10,182	93,909
23	58,934	7,200	66,134	65,410	7,991	73,401	71,887	8,782	80,669	84,515	10,325	94,840
24	59,484	7,300	66,784	66,021	8,102	74,123	72,557	8,904	81,461	85,304	10,469	95,773
25	60,034	7,400	67,434	66,631	8,213	74,844	73,228	9,026	82,254	86,093	10,612	96,705
26	60,584	7,500	68,084	67,242	8,324	75,566	73,899	9,148	83,047	86,881	10,755	97,636
27	61,134	7,600	68,734	67,852	8,435	76,287	74,570	9,270	83,840	87,670	10,899	98,569
28	61,684	7,700	69,384	68,462	8,546	77,008	75,241	9,392	84,633	88,459	11,042	99,501
29	62,234	7,800	70,034	69,073	8,657	77,730	75,912	9,514	85,426	89,248	11,186	100,434
30	62,784	7,900	70,684	69,683	8,768	78,451	76,583	9,636	86,219	90,036	11,329	101,365

Notes: The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 Stipend Salary Schedule - Elementary Principal

Stipend payments are contingent on availability of funding

	Emerging (1.5-1.99)			Emerging (2.0-2.49)			Proficient (2.5-3.49)			Highly Effective (3.5-4.0)		
Days Worked	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2
182 Days	125	200	200	250	250	250	413	275	275	688	275	275
202 Days	125	200	200	250	250	250	458	305	305	764	305	305
222 Days	125	200	200	250	250	250	503	335	335	839	335	335
261 Days	125	200	200	250	250	250	592	395	395	986	395	395

2013-2014 Base Salary Schedule - Middle/High Principal

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019

Step	182 Day (PR302)			202 Day (PR202)			222 Day (PR402)			261 Day (PR102)		
	Base	Supple- ment	Total Comp	Base	Supple- ment	Total Comp	Base	Supple- ment	Total Comp	Base	Supple- ment	Total Comp
0	47,284	5,400	52,684	52,480	5,993	58,473	57,676	6,587	64,263	67,808	7,744	75,552
1	47,834	5,500	53,334	53,090	6,104	59,194	58,347	6,709	65,056	68,597	7,887	76,484
2	48,384	5,600	53,984	53,701	6,215	59,916	59,018	6,831	65,849	69,386	8,031	77,417
3	48,934	5,700	54,634	54,311	6,326	60,637	59,689	6,953	66,642	70,175	8,174	78,349
4	49,484	5,800	55,284	54,922	6,437	61,359	60,360	7,075	67,435	70,963	8,318	79,281
5	50,034	5,900	55,934	55,532	6,548	62,080	61,030	7,197	68,227	71,752	8,461	80,213
6	50,584	6,000	56,584	56,143	6,659	62,802	61,701	7,319	69,020	72,541	8,604	81,145
7	51,134	6,100	57,234	56,753	6,770	63,523	62,372	7,441	69,813	73,330	8,748	82,078
8	51,684	6,200	57,884	57,364	6,881	64,245	63,043	7,563	70,606	74,118	8,891	83,009
9	52,234	6,300	58,534	57,974	6,992	64,966	63,714	7,685	71,399	74,907	9,035	83,942
10	52,784	6,400	59,184	58,584	7,103	65,687	64,385	7,807	72,192	75,696	9,178	84,874
11	53,334	6,500	59,834	59,195	7,214	66,409	65,056	7,929	72,985	76,484	9,321	85,805
12	53,884	6,600	60,484	59,805	7,325	67,130	65,727	8,051	73,778	77,273	9,465	86,738
13	54,434	6,700	61,134	60,416	7,436	67,852	66,398	8,173	74,571	78,062	9,608	87,670
14	54,984	6,800	61,784	61,026	7,547	68,573	67,068	8,295	75,363	78,851	9,752	88,603
15	55,534	6,900	62,434	61,637	7,658	69,295	67,739	8,416	76,155	79,639	9,895	89,534
16	56,084	7,000	63,084	62,247	7,769	70,016	68,410	8,538	76,948	80,428	10,038	90,466
17	56,634	7,100	63,734	62,858	7,880	70,738	69,081	8,660	77,741	81,217	10,182	91,399
18	57,184	7,200	64,384	63,468	7,991	71,459	69,752	8,782	78,534	82,006	10,325	92,331
19	57,734	7,300	65,034	64,078	8,102	72,180	70,423	8,904	79,327	82,794	10,469	93,263
20	58,284	7,400	65,684	64,689	8,213	72,902	71,094	9,026	80,120	83,583	10,612	94,195
21	58,834	7,500	66,334	65,299	8,324	73,623	71,765	9,148	80,913	84,372	10,755	95,127
22	59,384	7,600	66,984	65,910	8,435	74,345	72,435	9,270	81,705	85,161	10,899	96,060
23	59,934	7,700	67,634	66,520	8,546	75,066	73,106	9,392	82,498	85,949	11,042	96,991
24	60,484	7,800	68,284	67,131	8,657	75,788	73,777	9,514	83,291	86,738	11,186	97,924
25	61,034	7,900	68,934	67,741	8,768	76,509	74,448	9,636	84,084	87,527	11,329	98,856
26	61,584	8,000	69,584	68,351	8,879	77,230	75,119	9,758	84,877	88,316	11,473	99,789
27	62,134	8,100	70,234	68,962	8,990	77,952	75,790	9,880	85,670	89,104	11,616	100,720
28	62,684	8,200	70,884	69,572	9,101	78,673	76,461	10,002	86,463	89,893	11,759	101,652
29	63,234	8,300	71,534	70,183	9,212	79,395	77,132	10,124	87,256	90,682	11,903	102,585
30	63,784	8,400	72,184	70,793	9,323	80,116	77,802	10,246	88,048	91,470	12,046	103,516

Notes: The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 Stipend Salary Schedule - Middle/High Principal

Stipend payments are contingent on availability of funding

	Emerging (1.5-1.99)			Emerging (2.0-2.49)			Proficient (2.5-3.49)			Highly Effective (3.5-4.0)		
Days Worked	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2
182 Days	125	200	200	250	250	250	413	275	275	688	275	275
202 Days	125	200	200	250	250	250	458	305	305	764	305	305
222 Days	125	200	200	250	250	250	503	335	335	839	335	335
261 Days	125	200	200	250	250	250	592	395	395	986	395	395

2013-2014 Base Salary Schedule - Elementary Assistant Principal

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019

	182 Day (AP301)			202 Day (AP201)			222 Day (AP401)			261 Day (AP101)		
<i>Step</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Comp</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Comp</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Comp</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Comp</i>
0	44,218	4,675	48,893	49,077	5,189	54,266	53,936	5,702	59,638	63,412	6,704	70,116
1	44,668	4,725	49,393	49,577	5,244	54,821	54,485	5,763	60,248	64,057	6,776	70,833
2	45,118	4,775	49,893	50,076	5,300	55,376	55,034	5,824	60,858	64,702	6,848	71,550
3	45,568	4,825	50,393	50,575	5,355	55,930	55,583	5,885	61,468	65,348	6,919	72,267
4	46,018	4,875	50,893	51,075	5,411	56,486	56,132	5,946	62,078	65,993	6,991	72,984
5	46,468	4,925	51,393	51,574	5,466	57,040	56,681	6,007	62,688	66,638	7,063	73,701
6	46,918	4,975	51,893	52,074	5,522	57,596	57,230	6,068	63,298	67,284	7,134	74,418
7	47,368	5,025	52,393	52,573	5,577	58,150	57,779	6,129	63,908	67,929	7,206	75,135
8	47,818	5,075	52,893	53,073	5,633	58,706	58,327	6,190	64,517	68,574	7,278	75,852
9	48,268	5,125	53,393	53,572	5,688	59,260	58,876	6,251	65,127	69,219	7,350	76,569
10	48,718	5,175	53,893	54,072	5,744	59,816	59,425	6,312	65,737	69,865	7,421	77,286
11	49,168	5,225	54,393	54,571	5,799	60,370	59,974	6,373	66,347	70,510	7,493	78,003
12	49,618	5,275	54,893	55,071	5,855	60,926	60,523	6,434	66,957	71,155	7,565	78,720
13	50,068	5,325	55,393	55,570	5,910	61,480	61,072	6,495	67,567	71,801	7,636	79,437
14	50,518	5,375	55,893	56,069	5,966	62,035	61,621	6,556	68,177	72,446	7,708	80,154
15	50,968	5,425	56,393	56,569	6,021	62,590	62,170	6,617	68,787	73,091	7,780	80,871
16	51,418	5,475	56,893	57,068	6,077	63,145	62,719	6,678	69,397	73,737	7,852	81,589
17	51,868	5,525	57,393	57,568	6,132	63,700	63,268	6,739	70,007	74,382	7,923	82,305
18	52,318	5,575	57,893	58,067	6,188	64,255	63,816	6,800	70,616	75,027	7,995	83,022
19	52,768	5,625	58,393	58,567	6,243	64,810	64,365	6,861	71,226	75,673	8,067	83,740
20	53,218	5,675	58,893	59,066	6,299	65,365	64,914	6,922	71,836	76,318	8,138	84,456
21	53,668	5,725	59,393	59,566	6,354	65,920	65,463	6,983	72,446	76,963	8,210	85,173
22	54,118	5,775	59,893	60,065	6,410	66,475	66,012	7,044	73,056	77,609	8,282	85,891
23	54,568	5,825	60,393	60,564	6,465	67,029	66,561	7,105	73,666	78,254	8,353	86,607
24	55,018	5,875	60,893	61,064	6,521	67,585	67,110	7,166	74,276	78,899	8,425	87,324
25	55,468	5,925	61,393	61,563	6,576	68,139	67,659	7,227	74,886	79,545	8,497	88,042
26	55,918	5,975	61,893	62,063	6,632	68,695	68,208	7,288	75,496	80,190	8,569	88,759
27	56,368	6,025	62,393	62,562	6,687	69,249	68,757	7,349	76,106	80,835	8,640	89,475
28	56,818	6,075	62,893	63,062	6,743	69,805	69,305	7,410	76,715	81,481	8,712	90,193
29	57,268	6,125	63,393	63,561	6,798	70,359	69,854	7,471	77,325	82,126	8,784	90,910
30	57,718	6,175	63,893	64,061	6,854	70,915	70,403	7,532	77,935	82,771	8,855	91,626

Notes: The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 Stipend Salary Schedule - Elementary Assistant Principal

Stipend payments are contingent on availability of funding

	Emerging (1.5-1.99)			Emerging (2.0-2.49)			Proficient (2.5-3.49)			Highly Effective (3.5-4.0)		
Days Worked	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2
182 Days	75	150	150	125	200	200	338	225	225	563	225	225
202 Days	75	150	150	125	200	200	375	250	250	624	250	250
222 Days	75	150	150	125	200	200	412	275	275	686	275	275
261 Days	75	150	150	125	200	200	484	323	323	807	323	323

2013-2014 Base Salary Schedule - Middle/High Assistant Principal

Includes Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009-6/30/2019

	182 Day (AP302)			202 Day (AP202)			222 Day (AP402)			261 Day (AP102)		
<i>Step</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Comp</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Comp</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Comp</i>	<i>Base</i>	<i>Supple- ment</i>	<i>Total Comp</i>
0	45,118	4,975	50,093	50,076	5,522	55,598	55,034	6,068	61,102	64,702	7,134	71,836
1	45,568	5,025	50,593	50,575	5,577	56,152	55,583	6,129	61,712	65,348	7,206	72,554
2	46,018	5,075	51,093	51,075	5,633	56,708	56,132	6,190	62,322	65,993	7,278	73,271
3	46,468	5,125	51,593	51,574	5,688	57,262	56,681	6,251	62,932	66,638	7,350	73,988
4	46,918	5,175	52,093	52,074	5,744	57,818	57,230	6,312	63,542	67,284	7,421	74,705
5	47,368	5,225	52,593	52,573	5,799	58,372	57,779	6,373	64,152	67,929	7,493	75,422
6	47,818	5,275	53,093	53,073	5,855	58,928	58,327	6,434	64,761	68,574	7,565	76,139
7	48,268	5,325	53,593	53,572	5,910	59,482	58,876	6,495	65,371	69,219	7,636	76,855
8	48,718	5,375	54,093	54,072	5,966	60,038	59,425	6,556	65,981	69,865	7,708	77,573
9	49,168	5,425	54,593	54,571	6,021	60,592	59,974	6,617	66,591	70,510	7,780	78,290
10	49,618	5,475	55,093	55,071	6,077	61,148	60,523	6,678	67,201	71,155	7,852	79,007
11	50,068	5,525	55,593	55,570	6,132	61,702	61,072	6,739	67,811	71,801	7,923	79,724
12	50,518	5,575	56,093	56,069	6,188	62,257	61,621	6,800	68,421	72,446	7,995	80,441
13	50,968	5,625	56,593	56,569	6,243	62,812	62,170	6,861	69,031	73,091	8,067	81,158
14	51,418	5,675	57,093	57,068	6,299	63,367	62,719	6,922	69,641	73,737	8,138	81,875
15	51,868	5,725	57,593	57,568	6,354	63,922	63,268	6,983	70,251	74,382	8,210	82,592
16	52,318	5,775	58,093	58,067	6,410	64,477	63,816	7,044	70,860	75,027	8,282	83,309
17	52,768	5,825	58,593	58,567	6,465	65,032	64,365	7,105	71,470	75,673	8,353	84,026
18	53,218	5,875	59,093	59,066	6,521	65,587	64,914	7,166	72,080	76,318	8,425	84,743
19	53,668	5,925	59,593	59,566	6,576	66,142	65,463	7,227	72,690	76,963	8,497	85,460
20	54,118	5,975	60,093	60,065	6,632	66,697	66,012	7,288	73,300	77,609	8,569	86,178
21	54,568	6,025	60,593	60,564	6,687	67,251	66,561	7,349	73,910	78,254	8,640	86,894
22	55,018	6,075	61,093	61,064	6,743	67,807	67,110	7,410	74,520	78,899	8,712	87,611
23	55,468	6,125	61,593	61,563	6,798	68,361	67,659	7,471	75,130	79,545	8,784	88,329
24	55,918	6,175	62,093	62,063	6,854	68,917	68,208	7,532	75,740	80,190	8,855	89,045
25	56,368	6,225	62,593	62,562	6,909	69,471	68,757	7,593	76,350	80,835	8,927	89,762
26	56,818	6,275	63,093	63,062	6,965	70,027	69,305	7,654	76,959	81,481	8,999	90,480
27	57,268	6,325	63,593	63,561	7,020	70,581	69,854	7,715	77,569	82,126	9,070	91,196
28	57,718	6,375	64,093	64,061	7,076	71,137	70,403	7,776	78,179	82,771	9,142	91,913
29	58,168	6,425	64,593	64,560	7,131	71,691	70,952	7,837	78,789	83,417	9,214	92,631
30	58,618	6,475	65,093	65,060	7,187	72,247	71,501	7,898	79,399	84,062	9,286	93,348

Notes: The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 Stipend Salary Schedule - Middle/High Assistant Principal

Stipend payments are contingent on availability of funding

	Emerging (1.5-1.99)			Emerging (2.0-2.49)			Proficient (2.5-3.49)			Highly Effective (3.5-4.0)		
Days Worked	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2	Effective- ness	Demand 1	Demand 2
182 Days	75	150	150	125	200	200	338	225	225	563	225	225
202 Days	75	150	150	125	200	200	375	250	250	624	250	250
222 Days	75	150	150	125	200	200	412	275	275	686	275	275
261 Days	75	150	150	125	200	200	484	323	323	807	323	323

2013-2014 SALARY PROCEDURES

MANAGEMENT

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half plus one day of the regular employment year.
2.
 - a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective pay grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable (See Note).
 - b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 2.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective pay grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable (See Note).
 - c. Any person being promoted from the Maintenance or the Management Clerical Salary Schedule to the Management Pay Schedule will automatically be assigned to the Pay Grade called for by the new position. Placement will be to a step that generates a salary that is equal to or greater than 110% of the previous salary (not to exceed the maximum salary of the respective pay grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable (See Note).
 - d. The Superintendent may grant up to 3 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Superintendent may grant up to 3 additional salary steps for special skills and/or unique experience that is directly job-related.
4. Certificated management employees in positions requiring a teacher's certificate shall be eligible for sabbatical leave. While on sabbatical leave, they shall be paid 65% of their regular salary. They shall retain all privileges, which they would have had, had they been in active service. *They must meet the requirements of R.S. 17:1187.*
5. Certificated management employees in positions requiring a teacher's certificate shall be subject to the tenure policies of the Board and tenure laws of the State and/or the Administrative Contract policies of the Board and Administrative Contract laws of the State.

2013-2014 MANAGEMENT SALARY PROCEDURES Continued:

6. Only the Board shall have the right to change the Pay Grade assignments of positions. The annual position review process shall be followed except in special circumstances requiring individual action.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
(Per job description.)
 - b. Pay Grade reassignments for special circumstances shall be in writing to the appropriate Supervisor with detailed justification, prior to May 15. The Human Resources/Personnel Services Committee shall review these requests if recommended by the appropriate Associate/Assistant Superintendent and Superintendent of Schools prior to June 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 6.b. shall be followed.
 - d. Employees in a position whose pay grade has been changed, will be placed on the new pay grade following the promotion rules listed in 2. on the previous page.
7. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to the old position, then placement will be on a step the employee would have enjoyed had the promotion not been made.
8. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower position reaches the frozen salary amount.
9. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
10. Employees who are placed in a temporary position (acting or appointed substitute) exceeding six (6) weeks will receive a regular promotion as outlined in Rule No. 2. Such promotion is effective for the term of the appointment only and shall be retroactive to the first day of service in the temporary position and upon completion of this term, the employee shall return to his/her regular grade and step. A step increase will be granted in the regular grade, if applicable.

Note: Procedures related to salary placement when a current employee is recommended for promotions will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.

East Baton Rouge Parish School System

2013-2014 SALARY SCHEDULE

MANAGEMENT PAY GRADES

M-2

M-2A

- 111-2511 Chief Business Operations Officer
- 111-2841 Chief Technology Officer
- 111-2211 Associate Superintendent for Instructional Support Services
- 111-2324 Associate Superintendent-School Leadership/ Instruction PreK-12

M-2B

- 111-2810 Chief Officer for Accountability, Assessment and Evaluation

M-3

- 111-2610 Administrative Director for Facilities
- 111-2710 Administrative Director of Transportation
- 111-2214 Admin. Dir. of Federal Programs
- 111-3100 Administrative Director, Child Nutrition Program
- 111-2511 Chief Financial Officer
- 111-2211 Executive Assistant to the Superintendent for Parent and Community Engagement
- 111-2211 Executive Director for Turnaround Schools
- 111-2821 Executive Director of Communications/Ext Affairs
- 111-2831 Executive Director of Human Resources
- 111-2211 Executive Director - School Leadership

M-4

- 111-2511 Director for Finance
- 111-2831 Director for Personnel Services
- 111-2841 Director of Management Information Systems
- 111-2214 Director of NCLB Instruction
- 111-2520 Director of Procurement & Warehousing Serv.
- 111-2200 Director of Reading (Pre-K-12)
- 111-2660 Director of Security
- 111-2212 Director of Special Education
- 111-2211 Director of Student Activities
- 118-2516 Internal Auditor

M-5

- 111-2810 Coordinator of District Assessments
- 111-2211 Director for Fine Arts
- 111-2251 Director for Library Services/Instructional Tech
- 111-2231 Director for Professional Development
- 111-2190 Director of ADAPP
- 111-2216 Director of Adult Educ & Alternative Educ
- 111-2211 Director of Alternative Programs
- 111-2215 Director of Career/Technical Education
- 111-2111 Director of Child Welfare & Attendance
- 111-2121 Director of Counseling and Guidance
- 111-2211 Director of Curriculum - Elementary Sch Progr
- 111-2211 Director of Curriculum - Secondary Sch Progr
- 111-2211 Director of High Perform Sch Initiative & Ed Reform
- 111-2211 Director of Magnet School Programs
- 111-2211 Director of Pre-School Programs
- 111-2511 Director of Risk Management
- 111-2214 NCLBA, Director of Compliance, Budget & Fiscal Management
- 111-2214 Title 1 Director of Planning & Evaluation

M-6

- 118-2512 Budget Coordinator
- 111-2231 Coordinator for Staff Development
- 111-2810 Coordinator Instructional Data
- 111-2219 Coordinator of Grants
- 111-2214 Coordinator of NCLBA Instruction & Non-public Participation
- 111-2831 Coordinator of Special Support Programs
- 111-2831 Coordinator of Support Programs
- 111-2214 Coordinator of Title 1
- 118-2520 Fair Share Coordinator
- 111-2841 Program Manager of Network & Operations
- 111-2214 Title I Schoolwide Program Monitor

M-7

- 118-2511 Chief Accountant
- 111-2831 Coordinator of Alternative Certification & Induction
- 111-1600 District Grants Writer
- 111-2190 Hearing Officer
- 112-1510 Coordinator Homeless Program Title I
- 111-2810 Project Evaluation Specialist
- 119-2844 Project Mgr of Technology Projects & Operations
- 111-2832 Recruitment Operations Manager
- 111-2830 Supervisor for Human Resources-Support Personnel
- 111-2830 Supervisor for Personnel Mgmt, Staffing& Cert.
- 111-2111 Supervisor of Child Welfare & Attendance
- 111-2213 Supervisor of Gifted & Talented Services
- 111-2212 Supervisor of Homebound Teachers
- 111-2220 Supervisor of Mathematics K-12
- 111-2662 Supervisor of School Security
- 111-2212 Supervisor of Special Ed Programs
- 111-2219 Support Programs Specialist
- 111-2841 Systems Manager, Student Data Systems

M-8

- 114-2321 Confidential Assistant to the Superintendent
- 111-2212 Coordinator of Data Management
- 111-2212 Coordinator - Sp. Ed. Quality Assurance
- 111-2212 Coordinator - Sp. Ed. Student Advocacy
- 119-2849 Coordinator - Web Master Special Events
- 119-2710 Driver Training & Safety Officer
- 118-2511 Grants Fiscal Officer
- 118-2842 Network Administrator
- 111-2821 Public Information Officer
- 118-2842 Student Data Systems Analyst
- 118-2511 Supervisor of Accounting
- 118-2511 Supervisor of Payroll & Employee Benefits
- 118-2842 Systems Analyst
- 119-2520 Technology Purchasing Specialist
- 111-2710 Transportation Supervisor - Regular Route
- 111-2710 Transportation Supervisor - Special Education
- 111-2841 Wide Area Network Manager

listed on the Instructional Management Salary Schedule. All other persons are listed on the Support Management Salary Schedule.

2013-2014 MANAGEMENT PAY GRADES Continued:

M-9

118-2843 Desegregation Specialist
114-2312 Executive Secretary/Assistant to the School Board Members
111-2540 Graphic Arts Supervisor
117-2723 Manager, Mechanic Shop (Transportation)
118-2842 Programmer Analyst
111-3111 Purchasing Coordinator/Area Supervisor, CNP
119-2710 Routing Specialist
118-2516 School Accounts Auditor
118-2842 Software Support Specialist
118-2511 Staff Accountant - Property Control
111-3111 Support Programmer, Child Nutrition Program
119-2840 Technology Resources Specialist
119-2840 Textbook Resource Manager

M-12

114-2510 Accounting Specialist
114-2324 Admin Asst to the Deputy Superintendent
114-2212 Assistive Technology Assistant, Sp. Educ.
114-2510 Budget Specialist
119-2520 Buyer I
114-2214 Federal Programs Community Liaison
114-2510 Finance Specialist - Payroll and Benefits
114-2510 Grants Specialist
114-2540 Graphic Arts Production Assistant
119-2845 Network Specialist
111-2610 Office Operations Manager
114-2510 Risk Management Specialist
114-2214 School Resource Liaison

M-10

119-2290 Administrative Assistant/Externally Funded
111-3111 Computer Training Coordinator, CNP
111-2520 Coordinator of Purchasing
111-2830 Coordinator, Substitutes and Applications
117-3120 School Food Service Foreman

M-14

114-2324 Admin Asst to the Associate Superintendent
118-2190 Production Director/Announcer - Radio Station
115-1110 Truancy Officer (9 Month)

M-11

117-26NN Appliance Foreman, CNP
111-3111 Education Training Coordinator, CNP
111-2710 Foreman, Mechanical Shop (Transportation)
119-2846 Foreman, Security/Electronic
114-2214 Inventory & Property Control Specialist
111-2190 Office Manager/Developer - Radio Station
118-2844 Operations Specialist
119-2690 Safety/Asbestos/Environmental Specialist
111-2723 Service Station Supervisor
111-3111 Warehouse Supervisor, CNP
119-2849 Wide Area Network Specialist

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval.

* Salaries for those persons holding a LA teaching certificate, as outlined in SCR 139, are listed on the Instructional Management Salary Schedule. All other persons are listed on the Support Management Salary Schedule.

2013-2014 SALARY SCHEDULE - INSTRUCTIONAL MANAGEMENT - 20yr - (261 DAYS)

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

MI - 2 * (I102)				MI-2A (I117)			MI-2B * (I116)			MI - 3 (I103)			MI - 4 (I104)		
BASE STEP	SUPPL STEP	BASE (MI)	SUPPLE- SAL MENT TOTAL COMP	BASE (MI)	SUPPLE- SAL MENT TOTAL COMP	BASE (MI)	SUPPLE- SAL MENT TOTAL COMP	BASE (MI)	SUPPLE- SAL MENT TOTAL COMP	BASE (MI)	SUPPLE- SAL MENT TOTAL COMP	BASE (MI)	SUPPLE- SAL MENT TOTAL COMP		
0	0	74,041	10,735 84,776	68,582	9,036 77,618	63,590	9,036 72,626	59,990	9,036 69,026	57,992	7,034 65,026				
1	1	75,230	10,416 85,646	69,773	8,734 78,507	64,672	8,734 73,406	61,072	8,734 69,806	59,024	6,722 65,746				
2	2	76,449	10,080 86,529	70,993	8,417 79,410	65,781	8,417 74,198	62,181	8,417 70,598	60,081	6,396 66,477				
3	3	77,698	9,727 87,425	72,242	8,084 80,326	66,917	8,084 75,001	63,317	8,084 71,401	61,165	6,054 67,219				
4	4	78,979	9,356 88,335	73,524	7,735 81,259	68,082	7,735 75,817	64,482	7,735 72,217	62,276	5,695 67,971				
5	5	80,292	8,966 89,258	74,837	7,369 82,206	69,276	7,369 76,645	65,676	7,369 73,045	63,415	5,321 68,736				
6	6	81,637	8,559 90,196	76,183	6,985 83,168	70,500	6,985 77,485	66,900	6,985 73,885	64,582	4,929 69,511				
7	7	83,016	7,814 90,830	77,563	6,584 84,147	71,754	6,584 78,338	68,154	6,584 74,738	65,778	4,521 70,299				
8	8	84,430	7,361 91,791	78,977	6,164 85,141	73,040	6,164 79,204	69,440	6,164 75,604	67,004	4,147 71,151				
9	9	85,879	6,887 92,766	80,427	5,724 86,151	74,358	5,724 80,082	70,758	5,724 76,482	68,261	3,756 72,017				
10	10	87,364	6,392 93,756	81,913	5,265 87,178	75,709	5,265 80,974	72,109	5,265 77,374	69,549	3,348 72,897				
11/1	11	88,886	5,874 94,760	83,437	4,785 88,222	77,094	4,785 81,879	73,494	4,785 78,279	70,870	2,921 73,791				
11/2	12	88,886	6,894 95,780	83,437	5,704 89,141	77,094	5,704 82,798	73,494	5,704 79,198	70,870	3,829 74,699				
12/1	13	90,446	6,369 96,815	84,998	5,218 90,216	78,513	5,218 83,731	74,913	5,218 80,131	72,224	3,398 75,622				
12/2	14	90,446	7,420 97,866	84,998	6,164 91,162	78,513	6,164 84,677	74,913	6,164 81,077	72,224	4,335 76,559				
13/1	15	92,045	6,887 98,932	86,598	5,798 92,396	79,968	5,798 85,766	76,368	5,798 82,166	73,611	3,901 77,512				
13/2	16	92,045	7,970 100,015	86,598	6,906 93,504	79,968	6,906 86,874	76,368	6,906 83,274	73,611	4,869 78,480				
13/3	17	92,045	9,068 101,113	86,598	8,032 94,630	79,968	8,032 88,000	76,368	8,032 84,400	73,611	5,913 79,524				
13/4	18	92,045	10,183 102,228	86,598	9,177 95,775	79,968	9,177 89,145	76,368	9,177 85,545	73,611	6,976 80,587				
13/5	19	92,045	11,315 103,360	86,598	10,342 96,940	79,968	10,342 90,310	76,368	10,342 86,710	73,611	8,056 81,667				
14/1	20	93,684	11,092 104,776	88,238	10,167 98,405	81,459	10,167 91,626	77,859	10,167 88,026	75,033	7,993 83,026				

* Pay Grades MI-2 & MI-2B - Revised 11/99 per Board Approval 11/18/99

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - INSTRUCTIONAL MANAGEMENT - 20yr - (261 DAYS)

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		MI - 5 (I105)			MI - 6 (I106)			MI - 7 (I107)			MI - 8 (I108)			MI - 9 (I109)		
BASE	SUPPL	BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL
STEP	STEP	(MI) SAL	MENT	COMP	(MI) SAL	MENT	COMP	(MI) SAL	MENT	COMP	(MI) SAL	MENT	COMP	(MI) SAL	MENT	COMP
0	0	56,089	7,237	63,326	52,923	7,503	60,426	50,668	7,158	57,826	49,438	7,288	56,726	48,230	6,996	55,226
1	1	57,073	6,948	64,021	53,828	7,032	60,860	51,517	6,921	58,438	50,256	7,066	57,322	49,018	6,781	55,799
2	2	58,082	6,643	64,725	54,756	6,542	61,298	52,387	6,672	59,059	51,094	6,832	57,926	49,825	6,556	56,381
3	3	59,116	6,325	65,441	55,707	6,034	61,741	53,279	6,411	59,690	51,953	6,586	58,539	50,652	6,319	56,971
4	4	60,176	5,991	66,167	56,682	5,506	62,188	54,193	6,137	60,330	52,834	6,328	59,162	51,500	6,070	57,570
5	5	61,262	5,642	66,904	57,681	4,959	62,640	55,130	5,849	60,979	53,737	6,057	59,794	52,369	5,809	58,178
6	6	62,375	5,277	67,652	58,705	4,391	63,096	56,090	5,548	61,638	54,662	5,774	60,436	53,260	5,536	58,796
7	7	63,516	4,896	68,412	59,754	3,803	63,557	57,074	5,234	62,308	55,610	5,477	61,087	54,173	5,249	59,422
8	8	64,686	4,497	69,183	60,830	3,425	64,255	58,083	4,904	62,987	56,582	5,166	61,748	55,109	4,949	60,058
9	9	65,885	4,080	69,965	61,933	3,030	64,963	59,117	4,559	63,676	57,578	4,841	62,419	56,069	4,634	60,703
10	10	67,114	3,645	70,759	63,063	2,619	65,682	60,177	4,199	64,376	58,599	4,500	63,099	57,053	4,306	61,359
11/1	11	68,374	3,191	71,565	64,221	2,191	66,412	61,263	3,823	65,086	59,646	4,145	63,791	58,061	3,963	62,024
11/2	12	68,374	4,009	72,383	64,221	2,932	67,153	61,263	4,544	65,807	59,646	4,846	64,492	58,061	4,638	62,699
12/1	13	69,665	3,548	73,213	65,408	2,497	67,905	62,376	4,163	66,539	60,719	4,485	65,204	59,094	4,290	63,384
12/2	14	69,665	4,391	74,056	65,408	3,260	68,668	62,376	4,906	67,282	60,719	5,208	65,927	59,094	4,985	64,079
13/1	15	70,988	3,924	74,912	66,625	2,817	69,442	63,517	4,518	68,035	61,819	4,841	66,660	60,153	4,632	64,785
13/2	16	70,988	4,792	75,780	66,625	3,866	70,491	63,517	5,284	68,801	61,819	5,586	67,405	60,153	5,348	65,501
13/3	17	70,988	5,673	76,661	66,625	4,935	71,560	63,517	6,060	69,577	61,819	6,341	68,160	60,153	6,075	66,228
13/4	18	70,988	6,568	77,556	66,625	6,026	72,651	63,517	6,848	70,365	61,819	7,108	68,927	60,153	6,813	66,966
13/5	19	70,988	7,476	78,464	66,625	7,138	73,763	63,517	7,649	71,166	61,819	7,887	69,706	60,153	7,563	67,716
14/1	20	72,345	7,181	79,526	67,872	7,654	75,526	64,687	7,439	72,126	62,946	7,680	70,626	61,239	7,387	68,626

- NOTES:**
- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 - 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - INSTRUCTIONAL MANAGEMENT - 20yr - (261 DAYS)

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		MI - 10 (I110)			MI - 11 (I111)			MI - 12 (I112)			MI - 13 (I113)			MI - 14 (I114)		
BASE STEP	SUPPL STEP	BASE (MI)	SUPPLE- SAL	TOTAL MENT COMP	BASE (MI)	SUPPLE- SAL	TOTAL MENT COMP	BASE (MI)	SUPPLE- SAL	TOTAL MENT COMPEN	BASE (MI)	SUPPLE- SAL	TOTAL MENT COMPEN	BASE (MI)	SUPPLE- SAL	TOTAL MENT COMPEN
0	0	42,666	5,860	48,526	40,425	5,301	45,726	38,389	4,937	43,326	36,538	4,488	41,026	34,854	4,172	39,026
1	1	43,315	5,684	48,999	41,017	5,140	46,157	38,931	4,790	43,721	37,033	4,353	41,386	35,307	4,049	39,356
2	2	43,980	5,498	49,478	41,624	4,969	46,593	39,486	4,635	44,121	37,541	4,210	41,751	35,772	3,919	39,691
3	3	44,661	5,304	49,965	42,246	4,791	47,037	40,055	4,472	44,527	38,061	4,061	42,122	36,248	3,783	40,031
4	4	45,359	5,100	50,459	42,884	4,603	47,487	40,638	4,302	44,940	38,594	3,905	42,499	36,736	3,640	40,376
5	5	46,075	4,885	50,960	43,538	4,406	47,944	41,236	4,123	45,359	39,141	3,740	42,881	37,236	3,490	40,726
6	6	46,809	4,660	51,469	44,208	4,200	48,408	41,849	3,935	45,784	39,701	3,568	43,269	37,749	3,333	41,082
7	7	47,561	4,425	51,986	44,895	3,984	48,879	42,477	3,738	46,215	40,275	3,387	43,662	38,275	3,168	41,443
8	8	48,332	4,179	52,511	45,599	3,757	49,356	43,121	3,532	46,653	40,864	3,198	44,062	38,814	2,995	41,809
9	9	49,122	3,921	53,043	46,321	3,520	49,841	43,781	3,316	47,097	41,467	3,000	44,467	39,366	2,815	42,181
10	10	49,932	3,651	53,583	47,061	3,273	50,334	44,457	3,091	47,548	42,086	2,793	44,879	39,932	2,626	42,558
11/1	11	50,762	3,369	54,131	47,819	3,014	50,833	45,150	2,856	48,006	42,720	2,577	45,297	40,512	2,429	42,941
11/2	12	50,762	3,926	54,688	47,819	3,521	51,340	45,150	3,321	48,471	42,720	3,001	45,721	40,512	2,818	43,330
12/1	13	51,613	3,640	55,253	48,596	3,259	51,855	45,861	3,081	48,942	43,370	2,781	46,151	41,107	2,617	43,724
12/2	14	51,613	4,213	55,826	48,596	3,781	52,377	45,861	3,560	49,421	43,370	3,218	46,588	41,107	3,018	44,125
13/1	15	52,485	3,923	56,408	49,393	3,515	52,908	46,589	3,318	49,907	44,036	2,996	47,032	41,717	2,814	44,531
13/2	16	52,485	4,514	56,999	49,393	4,053	53,446	46,589	3,811	50,400	44,036	3,446	47,482	41,717	3,227	44,944
13/3	17	52,485	5,114	57,599	49,393	4,599	53,992	46,589	4,312	50,901	44,036	3,902	47,938	41,717	3,645	45,362
13/4	18	52,485	5,722	58,207	49,393	5,154	54,547	46,589	4,820	51,409	44,036	4,366	48,402	41,717	4,070	45,787
13/5	19	52,485	6,340	58,825	49,393	5,716	55,109	46,589	5,336	51,925	44,036	4,837	48,873	41,717	4,502	46,219
14/1	20	53,379	6,227	59,606	50,210	5,616	55,826	47,336	5,190	52,526	44,719	4,707	49,426	42,342	4,384	46,726

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - INSTRUCTIONAL MANAGEMENT - 20yr - (222 DAYS)

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		MI - 5 (I405)			MI - 9 (I409)		
BASE STEP	SUPPL STEP	BASE (MI) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MI) SAL	SUPPLE- MENT	TOTAL COMP
0	0	52,542	6,642	59,184	45,340	6,290	51,630
1	1	53,445	6,377	59,822	46,032	6,123	52,155
2	2	54,371	6,097	60,468	46,742	5,946	52,688
3	3	55,320	5,806	61,126	47,469	5,760	53,229
4	4	56,293	5,500	61,793	48,214	5,564	53,778
5	5	57,290	5,180	62,470	48,977	5,359	54,336
6	6	58,312	4,845	63,157	49,760	5,142	54,902
7	7	59,359	4,496	63,855	50,563	4,913	55,476
8	8	60,433	4,130	64,563	51,386	4,673	56,059
9	9	61,534	3,648	65,182	52,230	4,421	56,651
10	10	62,662	3,349	66,011	53,094	4,157	57,251
11/1	11	63,818	2,933	66,751	53,981	3,880	57,861
11/2	12	63,818	3,683	67,501	53,981	4,499	58,480
12/1	13	65,003	3,260	68,263	54,889	4,219	59,108
12/2	14	65,003	4,033	69,036	54,889	4,856	59,745
13/1	15	66,218	3,605	69,823	55,820	4,572	60,392
13/2	16	66,218	4,401	70,619	55,820	5,229	61,049
13/3	17	66,218	5,208	71,426	55,820	5,895	61,715
13/4	18	66,218	6,029	72,247	55,820	6,572	62,392
13/5	19	66,218	6,861	73,079	55,820	7,258	63,078
14/1	20	67,463	6,590	74,053	56,775	7,138	63,913

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - SUPPORT MANAGEMENT - 20yr - (261 DAYS)

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

MS - 2 (M102)				MS - 3 (M103)				MS - 4 (M104)				MS - 5 (M105)				MS - 6 (M106)			
BASE STEP	SUPPL STEP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP
0	0	53,840	10,849	64,689	49,539	9,150	58,689	47,541	7,148	54,689	45,638	7,351	52,989	42,472	7,617	50,089			
1	1	55,029	10,530	65,559	50,621	8,848	59,469	48,573	6,836	55,409	46,622	7,062	53,684	43,377	7,146	50,523			
2	2	56,248	10,194	66,442	51,730	8,531	60,261	49,630	6,510	56,140	47,631	6,757	54,388	44,305	6,656	50,961			
3	3	57,497	9,841	67,338	52,866	8,198	61,064	50,714	6,168	56,882	48,665	6,439	55,104	45,256	6,148	51,404			
4	4	58,778	9,470	68,248	54,031	7,849	61,880	51,825	5,809	57,634	49,725	6,105	55,830	46,231	5,620	51,851			
5	5	60,091	9,080	69,171	55,225	7,483	62,708	52,964	5,435	58,399	50,811	5,756	56,567	47,230	5,073	52,303			
6	6	61,436	8,673	70,109	56,449	7,099	63,548	54,131	5,043	59,174	51,924	5,391	57,315	48,254	4,505	52,759			
7	7	62,815	7,928	70,743	57,703	6,698	64,401	55,327	4,635	59,962	53,065	5,010	58,075	49,303	3,917	53,220			
8	8	64,229	7,475	71,704	58,989	6,278	65,267	56,553	4,261	60,814	54,235	4,611	58,846	50,379	3,539	53,918			
9	9	65,678	7,001	72,679	60,307	5,838	66,145	57,810	3,870	61,680	55,434	4,194	59,628	51,482	3,144	54,626			
10	10	67,163	6,506	73,669	61,658	5,379	67,037	59,098	3,462	62,560	56,663	3,759	60,422	52,612	2,733	55,345			
11/1	11	68,685	5,988	74,673	63,043	4,899	67,942	60,419	3,035	63,454	57,923	3,305	61,228	53,770	2,305	56,075			
11/2	12	68,685	7,008	75,693	63,043	5,818	68,861	60,419	3,943	64,362	57,923	4,123	62,046	53,770	3,046	56,816			
12/1	13	70,245	6,483	76,728	64,462	5,332	69,794	61,773	3,512	65,285	59,214	3,662	62,876	54,957	2,611	57,568			
12/2	14	70,245	7,534	77,779	64,462	6,278	70,740	61,773	4,449	66,222	59,214	4,505	63,719	54,957	3,374	58,331			
13/1	15	71,844	7,001	78,845	65,917	5,912	71,829	63,160	4,015	67,175	60,537	4,038	64,575	56,174	2,931	59,105			
13/2	16	71,844	8,084	79,928	65,917	7,020	72,937	63,160	4,983	68,143	60,537	4,906	65,443	56,174	3,980	60,154			
13/3	17	71,844	9,182	81,026	65,917	8,146	74,063	63,160	6,027	69,187	60,537	5,787	66,324	56,174	5,049	61,223			
13/4	18	71,844	10,297	82,141	65,917	9,291	75,208	63,160	7,090	70,250	60,537	6,682	67,219	56,174	6,140	62,314			
13/5	19	71,844	11,429	83,273	65,917	10,456	76,373	63,160	8,170	71,330	60,537	7,590	68,127	56,174	7,252	63,426			
14/1	20	73,483	11,206	84,689	67,408	10,281	77,689	64,582	8,107	72,689	61,894	7,295	69,189	57,421	7,768	65,189			

- NOTES:**
- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 - 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - SUPPORT MANAGEMENT - 20yr - (261 DAYS)

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		MS - 7 (M107)			MS - 8 (M108)			MS - 9 (M109)			MS - 10 (M110)		
BASE STEP	SUPPL STEP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP
0	0	40,217	7,272	47,489	38,987	7,402	46,389	37,779	7,110	44,889	32,215	5,974	38,189
1	1	41,066	7,035	48,101	39,805	7,180	46,985	38,567	6,895	45,462	32,864	5,798	38,662
2	2	41,936	6,786	48,722	40,643	6,946	47,589	39,374	6,670	46,044	33,529	5,612	39,141
3	3	42,828	6,525	49,353	41,502	6,700	48,202	40,201	6,433	46,634	34,210	5,418	39,628
4	4	43,742	6,251	49,993	42,383	6,442	48,825	41,049	6,184	47,233	34,908	5,214	40,122
5	5	44,679	5,963	50,642	43,286	6,171	49,457	41,918	5,923	47,841	35,624	4,999	40,623
6	6	45,639	5,662	51,301	44,211	5,888	50,099	42,809	5,650	48,459	36,358	4,774	41,132
7	7	46,623	5,348	51,971	45,159	5,591	50,750	43,722	5,363	49,085	37,110	4,539	41,649
8	8	47,632	5,018	52,650	46,131	5,280	51,411	44,658	5,063	49,721	37,881	4,293	42,174
9	9	48,666	4,673	53,339	47,127	4,955	52,082	45,618	4,748	50,366	38,671	4,035	42,706
10	10	49,726	4,313	54,039	48,148	4,614	52,762	46,602	4,420	51,022	39,481	3,765	43,246
11/1	11	50,812	3,937	54,749	49,195	4,259	53,454	47,610	4,077	51,687	40,311	3,483	43,794
11/2	12	50,812	4,658	55,470	49,195	4,960	54,155	47,610	4,752	52,362	40,311	4,040	44,351
12/1	13	51,925	4,277	56,202	50,268	4,599	54,867	48,643	4,404	53,047	41,162	3,754	44,916
12/2	14	51,925	5,020	56,945	50,268	5,322	55,590	48,643	5,099	53,742	41,162	4,327	45,489
13/1	15	53,066	4,632	57,698	51,368	4,955	56,323	49,702	4,746	54,448	42,034	4,037	46,071
13/2	16	53,066	5,398	58,464	51,368	5,700	57,068	49,702	5,462	55,164	42,034	4,628	46,662
13/3	17	53,066	6,174	59,240	51,368	6,455	57,823	49,702	6,189	55,891	42,034	5,228	47,262
13/4	18	53,066	6,962	60,028	51,368	7,222	58,590	49,702	6,927	56,629	42,034	5,836	47,870
13/5	19	53,066	7,763	60,829	51,368	8,001	59,369	49,702	7,677	57,379	42,034	6,454	48,488
14/1	20	54,236	7,553	61,789	52,495	7,794	60,289	50,788	7,501	58,289	42,928	6,341	49,269

NOTES:

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - SUPPORT MANAGEMENT - 20yr - (261 DAYS)

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

			MS - 11 (M111)			MS - 12 (M112)			MS - 13 (M113)			MS - 14 (M114)		
<i>BASE</i>	<i>SUPPL</i>		<i>BASE</i>	<i>SUPPLE-</i>	<i>TOTAL</i>	<i>BASE</i>	<i>SUPPLE-</i>	<i>TOTAL</i>	<i>BASE</i>	<i>SUPPLE-</i>	<i>TOTAL</i>	<i>BASE</i>	<i>SUPPLE-</i>	<i>TOTAL</i>
<i>STEP</i>	<i>STEP</i>		<i>(MS) SAL</i>	<i>MENT</i>	<i>COMP</i>	<i>(MS) SAL</i>	<i>MENT</i>	<i>COMP</i>	<i>(MS) SAL</i>	<i>MENT</i>	<i>COMP</i>	<i>(MS) SAL</i>	<i>MENT</i>	<i>COMP</i>
0	0		29,974	5,415	35,389	27,938	5,051	32,989	26,087	4,602	30,689	24,403	4,286	28,689
1	1		30,566	5,254	35,820	28,480	4,904	33,384	26,582	4,467	31,049	24,856	4,163	29,019
2	2		31,173	5,083	36,256	29,035	4,749	33,784	27,090	4,324	31,414	25,321	4,033	29,354
3	3		31,795	4,905	36,700	29,604	4,586	34,190	27,610	4,175	31,785	25,797	3,897	29,694
4	4		32,433	4,717	37,150	30,187	4,416	34,603	28,143	4,019	32,162	26,285	3,754	30,039
5	5		33,087	4,520	37,607	30,785	4,237	35,022	28,690	3,854	32,544	26,785	3,604	30,389
6	6		33,757	4,314	38,071	31,398	4,049	35,447	29,250	3,682	32,932	27,298	3,447	30,745
7	7		34,444	4,098	38,542	32,026	3,852	35,878	29,824	3,501	33,325	27,824	3,282	31,106
8	8		35,148	3,871	39,019	32,670	3,646	36,316	30,413	3,312	33,725	28,363	3,109	31,472
9	9		35,870	3,634	39,504	33,330	3,430	36,760	31,016	3,114	34,130	28,915	2,929	31,844
10	10		36,610	3,387	39,997	34,006	3,205	37,211	31,635	2,907	34,542	29,481	2,740	32,221
11/1	11		37,368	3,128	40,496	34,699	2,970	37,669	32,269	2,691	34,960	30,061	2,543	32,604
11/2	12		37,368	3,635	41,003	34,699	3,435	38,134	32,269	3,115	35,384	30,061	2,932	32,993
12/1	13		38,145	3,373	41,518	35,410	3,195	38,605	32,919	2,895	35,814	30,656	2,731	33,387
12/2	14		38,145	3,895	42,040	35,410	3,674	39,084	32,919	3,332	36,251	30,656	3,132	33,788
13/1	15		38,942	3,629	42,571	36,138	3,432	39,570	33,585	3,110	36,695	31,266	2,928	34,194
13/2	16		38,942	4,167	43,109	36,138	3,925	40,063	33,585	3,560	37,145	31,266	3,341	34,607
13/3	17		38,942	4,713	43,655	36,138	4,426	40,564	33,585	4,016	37,601	31,266	3,759	35,025
13/4	18		38,942	5,268	44,210	36,138	4,934	41,072	33,585	4,480	38,065	31,266	4,184	35,450
13/5	19		38,942	5,830	44,772	36,138	5,450	41,588	33,585	4,951	38,536	31,266	4,616	35,882
14/1	20		39,759	5,730	45,489	36,885	5,304	42,189	34,268	4,821	39,089	31,891	4,498	36,389

NOTES:

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - SUPPORT MANAGEMENT - 20yr - (180 DAYS/8 Hours)

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		MS-14 (M314)		
<i>BASE STEP</i>	<i>SUPPL STEP</i>	<i>BASE (MS) SAL</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMP</i>
0	0	18908	3310	22218
1	1	19247	3217	22464
2	2	19596	3120	22716
3	3	19953	3018	22971
4	4	20319	2911	23230
5	5	20694	2798	23492
6	6	21079	2680	23759
7	7	21473	2557	24030
8	8	21878	2427	24305
9	9	22292	2292	24584
10	10	22716	2150	24866
11/1	11	23151	2002	25153
11/2	12	23151	2294	25445
12/1	13	23597	2143	25740
12/2	14	23597	2443	26040
13/1	15	24055	2291	26346
13/2	16	24055	2601	26656
13/3	17	24055	2914	26969
13/4	18	24055	3233	27288
13/5	19	24055	3557	27612
14/1	20	24524	3469	27993

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY PROCEDURES

MANAGEMENT CLERICAL

1. Management Clerical employees are employed on a salary basis and may have hours of work which fluctuate from week to week as permitted by the Fair Labor Standards Act. The salary shall be a fixed amount as straight time pay for the hours actually worked. In addition to such salary, for all overtime hours worked, management clerical employees receive pay at a rate not less than one-half the employee's regular rate of pay.
2. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half of the normal employment year.
3.
 - a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 3.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - c. The Superintendent may grant up to 3 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
4. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Superintendent may grant up to 3 additional salary steps for special skills and/or unique experience.
5. Only the Board shall have the right to change the Pay Grade assignments of positions. All potential reassignments will be referred to the Human Resources/Personnel Services Committee for review and recommendation.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
 - b. Employees requesting a position Pay Grade reassignment shall do so in writing to the Human Resources Department with detailed justification prior to March 15. The Human Resources/ Personnel Services Committee shall review these recommended requests prior to April 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 5.b. shall be followed.
 - d. Employees in a position whose pay grade has been changed, will be placed on the new pay grade following the promotion rules listed in 3. above.

2013-2014 MANAGEMENT CLERICAL SALARY PROCEDURES Continued:

6. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
7. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower positions reaches the frozen salary amount.
8. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
9. Employees being placed in a temporary position (acting or appointed substitute) will receive a normal promotion as outlined in Rule No. 3. Such promotion is effective for the term of the appointment only and upon completion of this term the employee shall return to his/her regular grade and step. A step increase will be granted in the regular grade, if applicable.

Note: **Procedures related to salary placement when a current employee is recommended for promotion will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.**

East Baton Rouge Parish School System

2013-2014 SALARY SCHEDULE

MANAGEMENT CLERICAL PAY GRADES

MC-1

114-2NN1 Administrative Secretary

114-2311 Admin Secretary to General Counsel

MC-2

114-2216 Administrative Asst, Continuing Ed

114-2NNN Administrative Asst to the Director

119-2290 Administrative Asst to the Director Prof Develop

114-3120 Computer Operator II, CNP

114-2400 Executive School Secretary

114-3120 Secretary to Administrative Director, CNP

114-2511 Secretary to Chief Financial Officer

114-2122 Secretary to Director of Council/Guidance

114-2NNN Secretary to Exec. Director

114-2321 Secretary to Fair Share Coordinator

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval.

2013-2014 SALARY SCHEDULE - MANAGEMENT CLERICAL - (261 DAYS/8 HOURS) - 20 YR

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		MC - 1 (C101)			MC - 2 (C102)		
<i>BASE</i>	<i>SUPPL</i>	<i>BASE</i>	<i>SUPPLE-</i>	<i>TOTAL</i>	<i>BASE</i>	<i>SUPPLE-</i>	<i>TOTAL</i>
<i>STEP</i>	<i>STEP</i>	<i>SAL</i>	<i>MENT</i>	<i>COMP</i>	<i>SAL</i>	<i>MENT</i>	<i>COMP</i>
0	0	24,589	2,098	26,687	24,093	2,057	26,150
1	1	25,230	1,857	27,087	24,717	1,822	26,539
2	2	25,893	1,602	27,495	25,362	1,574	26,936
3	3	26,580	1,331	27,911	26,030	1,311	27,341
4	4	27,291	1,044	28,335	26,721	1,033	27,754
5	5	28,027	1,183	29,210	27,437	1,168	28,605
6	6	28,788	1,332	30,120	28,178	1,313	29,491
7	7	29,576	1,490	31,066	28,945	1,467	30,412
8	8	30,392	1,162	31,554	29,738	1,148	30,886
9	9	31,236	1,323	32,559	30,559	1,305	31,864
10	10	32,110	1,494	33,604	31,409	1,472	32,881
11/1	11	33,014	1,128	34,142	32,289	1,116	33,405
11/2	12	33,014	1,677	34,691	32,289	1,650	33,939
12/1	13	33,950	1,301	35,251	33,199	1,285	34,484
12/2	14	33,950	1,729	35,679	33,199	1,841	35,040
13/1	15	34,919	1,767	36,686	34,141	1,739	35,880
13/2	16	34,919	2,017	36,936	34,141	1,989	36,130
13/3	17	34,919	2,267	37,186	34,141	2,239	36,380
13/4	18	34,919	2,517	37,436	34,141	2,489	36,630
13/5	19	34,919	2,767	37,686	34,141	2,739	36,880
14/1	20	35,922	2,014	37,936	35,116	2,014	37,130

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY PROCEDURES

CLERICAL

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half of the normal employment year.
2.
 - a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 2.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - c. The Superintendent may grant up to 3 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Superintendent may grant up to 3 additional salary steps for special skills and/or unique experience.
4. Only the Board shall have the right to change the Pay Grade assignments of positions. All potential reassignments will be referred to the Human Resources/Personnel Services Committee for review and recommendation.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
 - b. Employees requesting a position Pay Grade reassignment shall do so in writing to the Human Resources Department with detailed justification prior to March 15. The Human Resources/ Personnel Services Committee shall review these recommended requests prior to April 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 4.b. shall be followed.
 - d. Employees in a position whose pay grade has been changed, will be placed on the new pay grade following the promotion rules listed in 2. above.

2013-2014 CLERICAL SALARY PROCEDURES Continued:

5. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
6. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower positions reaches the frozen salary amount.
7. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
8. Employees being placed in a temporary position (acting or appointed substitute) will receive a normal promotion as outlined in Rule No. 2. Such promotion is effective for the term of the appointment only and upon completion of this term the employee shall return to his/her regular grade and step. A step increase will be granted in the regular grade, if applicable.

Note: Procedures related to salary placement when a current employee is recommended for promotion will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.

East Baton Rouge Parish School System

2013-2014 SALARY SCHEDULE

CLERICAL PAY GRADES

CL-3

114-2511 Accounting Specialist III
119-2NNN Computer Operator I
114-2212 Data Specialist III
114-2511 Finance Specialist III
114-2219 Grants Development Specialist III
114-2830 Personnel Specialist III
114-2211 Secretary to Curriculum

CL-4

114-2212 Data Specialist II
114-2511 Finance Specialist II
114-2511 Payroll Specialist II
114-2830 Personnel Specialist II
114-2520 Purchasing Specialist III

CL-5

114-2212 Data Specialist I (9Mth)
114-2540 Graphic Designer
114-2830 Personnel Specialist I
114-2520 Purchasing Specialist II
114-2NNN Steno Clerk III
114-3120 Steno Clerk III, CNP
114-2710 Transportation Dispatcher

CL-6

114-2511 Accounting Specialist I
114-2511 Benefits Specialist I
114-2511 Finance Specialist I
114-2511 Risk Management Specialist I
114-2516 School Accounts Specialist
114-2840 Student Data Registration Specialist

CL-7

114-2540 Press/Reprographics Specialist
114-2NNN Receptionist Clerk
114-2NNN School/Guidance/Attendance Clerk
114-2NNN Steno Clerk II

CL-8

CL-9

115-1110 Elem Time Out Room Moderator
115-1210 Teacher Aide/Special Ed Aide

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval.

2013-2014 SALARY SCHEDULE - CLERICAL - (261 DAYS/8 HOURS) - 20 YR

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		CL - 3 (C103)			CL - 4 (C104)			CL - 5 (C105)		
<i>BASE</i>	<i>SUPPL</i>	<i>BASE</i>	<i>SUPPLE-</i>	<i>TOTAL</i>	<i>BASE</i>	<i>SUPPLE-</i>	<i>TOTAL</i>	<i>BASE</i>	<i>SUPPLE-</i>	<i>TOTAL</i>
<i>STEP</i>	<i>STEP</i>	<i>SAL</i>	<i>MENT</i>	<i>COMP</i>	<i>SAL</i>	<i>MENT</i>	<i>COMP</i>	<i>SAL</i>	<i>MENT</i>	<i>COMP</i>
0	0	23,613	2,019	25,632	23,146	1,983	25,129	22,692	1,947	24,639
1	1	24,220	1,791	26,011	23,736	1,762	25,498	23,267	1,731	24,998
2	2	24,848	1,549	26,397	24,347	1,527	25,874	23,862	1,502	25,364
3	3	25,498	1,293	26,791	24,980	1,278	26,258	24,478	1,260	25,738
4	4	26,171	1,023	27,194	25,635	1,413	27,048	25,115	1,392	26,507
5	5	26,867	1,155	28,022	26,313	1,142	27,455	25,774	1,130	26,904
6	6	27,588	1,296	28,884	27,014	1,280	28,294	26,456	1,264	27,720
7	7	28,334	1,446	29,780	27,740	1,427	29,167	27,162	1,408	28,570
8	8	29,106	1,136	30,242	28,491	1,126	29,617	27,893	1,115	29,008
9	9	29,905	1,289	31,194	29,269	1,274	30,543	28,650	1,259	29,909
10	10	30,732	1,452	32,184	30,074	1,433	31,507	29,433	1,414	30,847
11/1	11	31,588	1,106	32,694	30,907	1,096	32,003	30,244	1,087	31,331
11/2	12	31,588	1,626	33,214	30,907	1,602	32,509	30,244	1,579	31,823
12/1	13	32,474	1,270	33,744	31,769	1,257	33,026	31,083	1,243	32,326
12/2	14	32,474	1,811	34,285	31,769	1,784	33,553	31,083	1,756	32,839
13/1	15	33,391	1,713	35,104	32,661	1,688	34,349	31,951	1,663	33,614
13/2	16	33,391	1,963	35,354	32,661	1,938	34,599	31,951	1,913	33,864
13/3	17	33,391	2,213	35,604	32,661	2,188	34,849	31,951	2,163	34,114
13/4	18	33,391	2,463	35,854	32,661	2,438	35,099	31,951	2,413	34,364
13/5	19	33,391	2,713	36,104	32,661	2,688	35,349	31,951	2,663	34,614
14/1	20	34,340	2,014	36,354	33,585	2,014	35,599	32,850	2,014	34,864

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - CLERICAL - (261 DAYS/8 HOURS) - 20 YR

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

CL - 6 (C106)				CL - 7 (C107)				CL - 8 (C108)				CL - 9 (C109)			
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP		
0	0	22,251	1,911	24,162	21,825	1,877	23,702	21,145	1,823	22,968	20,500	1,772	22,272		
1	1	22,810	1,701	24,511	22,369	1,673	24,042	21,665	1,629	23,294	20,998	1,586	22,584		
2	2	23,389	1,479	24,868	22,932	1,457	24,389	22,204	1,422	23,626	21,513	1,389	22,902		
3	3	23,988	1,243	25,231	23,515	1,228	24,743	22,762	1,202	23,964	22,046	1,180	23,226		
4	4	24,608	1,373	25,981	24,118	1,355	25,473	23,339	1,323	24,662	22,598	1,296	23,894		
5	5	25,250	1,116	26,366	24,743	1,105	25,848	23,936	1,086	25,022	23,169	1,069	24,238		
6	6	25,914	1,247	27,161	25,389	1,233	26,622	24,554	1,208	25,762	23,760	1,187	24,947		
7	7	26,601	1,387	27,988	26,058	1,370	27,428	25,194	1,339	26,533	24,372	1,313	25,685		
8	8	27,312	1,102	28,414	26,750	1,093	27,843	25,856	1,074	26,930	25,005	1,060	26,065		
9	9	28,048	1,244	29,292	27,467	1,230	28,697	26,541	1,207	27,748	25,661	1,186	26,847		
10	10	28,810	1,395	30,205	28,209	1,377	29,586	27,250	1,348	28,598	26,340	1,322	27,662		
11/1	11	29,599	1,077	30,676	28,977	1,067	30,044	27,984	1,053	29,037	27,042	1,039	28,081		
11/2	12	29,599	1,556	31,155	28,977	1,534	30,511	27,984	1,500	29,484	27,042	1,467	28,509		
12/1	13	30,415	1,230	31,645	29,772	1,216	30,988	28,744	1,195	29,939	27,769	1,176	28,945		
12/2	14	30,415	1,729	32,144	29,772	1,702	31,474	28,744	1,660	30,404	27,769	1,621	29,390		
13/1	15	31,260	1,638	32,898	30,594	1,615	32,209	29,530	1,578	31,108	28,521	1,543	30,064		
13/2	16	31,260	1,888	33,148	30,594	1,865	32,459	29,530	1,828	31,358	28,521	1,793	30,314		
13/3	17	31,260	2,138	33,398	30,594	2,115	32,709	29,530	2,078	31,608	28,521	2,043	30,564		
13/4	18	31,260	2,388	33,648	30,594	2,365	32,959	29,530	2,328	31,858	28,521	2,293	30,814		
13/5	19	31,260	2,638	33,898	30,594	2,615	33,209	29,530	2,578	32,108	28,521	2,543	31,064		
14/1	20	32,134	2,014	34,148	31,445	2,014	33,459	30,344	2,014	32,358	29,300	2,014	31,314		

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - 180 & 200 DAY CLERICAL/SCHOOL CLERK 8 HRS - 20 YR

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		CL - 5 (180 Day) (C305)			CL - 4 (200 Day) (C204)			Sch Clerk (180 Day) (C310)			Sch Clerk (200 Day) (C208)		
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	16,955	1,484	18,439	18,861	1,634	20,495	16,357	1,429	17,786	17,844	1,545	19,389
1	1	17,359	1,335	18,694	19,322	1,465	20,787	16,741	1,286	18,027	18,269	1,387	19,656
2	2	17,778	1,177	18,955	19,799	1,285	21,084	17,138	1,135	18,273	18,709	1,219	19,928
3	3	18,211	1,010	19,221	20,293	1,094	21,387	17,549	975	18,524	19,165	1,041	20,206
4	4	18,659	1,101	19,760	20,804	1,197	22,001	17,974	1,065	19,039	19,637	1,141	20,778
5	5	19,123	920	20,043	21,333	990	22,323	18,414	1,162	19,576	20,125	1,249	21,374
6	6	19,603	1,013	20,616	21,880	1,095	22,975	18,870	983	19,853	20,630	1,050	21,680
7	7	20,100	1,112	21,212	22,447	1,208	23,655	19,341	1,081	20,422	21,153	1,159	22,312
8	8	20,615	918	21,533	23,033	977	24,010	19,829	1,186	21,015	21,694	1,275	22,969
9	9	21,148	1,009	22,157	23,640	1,091	24,731	20,334	987	21,321	22,254	1,054	23,308
10	10	21,699	1,116	22,815	24,268	1,213	25,481	20,857	1,093	21,950	22,834	1,172	24,006
11/1	11	22,270	918	23,188	24,898	954	25,852	21,398	1,205	22,603	23,434	1,297	24,731
11/2	12	22,270	1,230	23,500	24,898	1,342	26,240	21,398	1,542	22,940	23,434	1,671	25,105
12/1	13	22,860	998	23,858	25,591	1,078	26,669	21,958	1,240	23,198	24,055	1,336	25,391
12/2	14	22,860	1,352	24,212	25,591	1,482	27,073	21,958	1,845	23,803	24,055	2,008	26,063
13/1	15	23,471	1,288	24,759	26,288	1,408	27,696	22,538	1,515	24,053	24,698	1,615	26,313
13/2	16	23,471	1,538	25,009	26,288	1,658	27,946	22,538	1,765	24,303	24,698	1,865	26,563
13/3	17	23,471	1,788	25,259	26,288	1,908	28,196	22,538	2,015	24,553	24,698	2,115	26,813
13/4	18	23,471	2,038	25,509	26,288	2,158	28,446	22,538	2,265	24,803	24,698	2,365	27,063
13/5	19	23,471	2,288	25,759	26,288	2,408	28,696	22,538	2,515	25,053	24,698	2,615	27,313
14/1	20	24,104	1,905	26,009	27,009	1,937	28,946	23,138	2,165	25,303	25,363	2,200	27,563

1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - AIDES NOT HIGHLY QUALIFIED - 20YR

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		NON-HQ Child Sp Aide/ NON-HQ TOR Elem. Sch (180 Day/8 Hr) (C308)			NON-HQ Teacher Aide (180 Day/7 Hr) (C307)			NON-HQ Aide (180 Day/6 Hr) (C306)			NON-HQ Aide (200 Day/8 Hr) (C209)		
BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	15,442	2,590	18,032	14,408	1,264	15,672	13,281	1,177	14,458	16,823	1,465	18,288
1	1	15,794	2,484	18,278	14,723	1,148	15,871	13,557	1,076	14,633	17,213	1,320	18,533
2	2	16,158	2,371	18,529	15,049	1,025	16,074	13,843	968	14,811	17,616	1,167	18,783
3	3	16,535	2,250	18,785	15,387	1,106	16,493	14,139	1,040	15,179	18,033	1,005	19,038
4	4	16,925	2,122	19,047	15,737	971	16,708	14,445	923	15,368	18,465	1,098	19,563
5	5	17,328	1,985	19,313	16,099	1,053	17,152	14,762	996	15,758	18,912	1,197	20,109
6	6	17,746	1,839	19,585	16,474	1,140	17,614	15,090	1,073	16,163	19,375	1,015	20,390
7	7	18,178	1,685	19,863	16,862	990	17,852	15,429	943	16,372	19,854	1,116	20,970
8	8	18,625	1,521	20,146	17,263	1,079	18,342	15,780	1,023	16,803	20,350	1,223	21,573
9	9	19,088	1,346	20,434	17,678	1,174	18,852	16,143	1,108	17,251	20,863	1,021	21,884
10	10	19,567	1,162	20,729	18,108	1,007	19,115	16,519	962	17,481	21,394	1,130	22,524
11/1	11	20,063	966	21,029	18,553	1,103	19,656	16,908	1,049	17,957	21,944	1,246	23,190
11/2	12	20,063	1,272	21,335	18,553	1,382	19,935	16,908	1,293	18,201	21,944	1,589	23,533
12/1	13	20,576	1,071	21,647	19,013	1,207	20,220	17,311	1,140	18,451	22,513	1,370	23,883
12/2	14	20,576	1,390	21,966	19,013	1,637	20,650	17,311	1,517	18,828	22,513	1,898	24,411
13/1	15	21,107	1,184	22,291	19,489	1,411	20,900	17,728	1,350	19,078	23,102	1,559	24,661
13/2	16	21,107	1,515	22,622	19,489	1,661	21,150	17,728	1,600	19,328	23,102	1,809	24,911
13/3	17	21,107	1,854	22,961	19,489	1,911	21,400	17,728	1,850	19,578	23,102	2,059	25,161
13/4	18	21,107	2,198	23,305	19,489	2,161	21,650	17,728	2,100	19,828	23,102	2,309	25,411
13/5	19	21,107	2,550	23,657	19,489	2,411	21,900	17,728	2,350	20,078	23,102	2,559	25,661
14/1	20	21,657	2,532	24,189	19,982	2,168	22,150	18,160	2,168	20,328	23,711	2,200	25,911

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - HIGHLY QUALIFIED AIDES - 20YR

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		HQ Child Sp Aide/HQ TOR Elem Sch (180 Day/8 Hr) (Q308)			HQ Teacher Aide (180 Day/7 Hr) (Q307)			HQ Aide (180 Day/6 Hr) (Q306)			HQ Aide (180 Day/8 Hr) (Q209)			HQ Teacher Aide (200 Day/7 Hr) (Q207)		
BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	16,442	2,590	19,032	15,408	1,264	16,672	14,281	1,177	15,458	17,823	1,465	19,288	16,579	1,362	17,941
1	1	16,794	2,484	19,278	15,723	1,148	16,871	14,557	1,076	15,633	18,213	1,320	19,533	16,925	1,233	18,158
2	2	17,158	2,371	19,529	16,049	1,025	17,074	14,843	968	15,811	18,616	1,167	19,783	17,283	1,097	18,380
3	3	17,535	2,250	19,785	16,387	1,106	17,493	15,139	1,040	16,179	19,033	1,005	20,038	17,654	1,187	18,841
4	4	17,925	2,122	20,047	16,737	971	17,708	15,445	923	16,368	19,465	1,098	20,563	18,038	1,037	19,075
5	5	18,328	1,985	20,313	17,099	1,053	18,152	15,762	996	16,758	19,912	1,197	21,109	18,435	1,128	19,563
6	6	18,746	1,839	20,585	17,474	1,140	18,614	16,090	1,073	17,163	20,375	1,015	21,390	18,846	1,224	20,070
7	7	19,178	1,685	20,863	17,862	990	18,852	16,429	943	17,372	20,854	1,116	21,970	19,271	1,058	20,329
8	8	19,625	1,521	21,146	18,263	1,079	19,342	16,780	1,023	17,803	21,350	1,223	22,573	19,712	1,157	20,869
9	9	20,088	1,346	21,434	18,678	1,174	19,852	17,143	1,108	18,251	21,863	1,021	22,884	20,167	1,262	21,429
10	10	20,567	1,162	21,729	19,108	1,007	20,115	17,519	962	18,481	22,394	1,130	23,524	20,639	1,077	21,716
11/1	11	21,063	966	22,029	19,553	1,103	20,656	17,908	1,049	18,957	22,944	1,246	24,190	21,127	1,183	22,310
11/2	12	21,063	1,272	22,335	19,553	1,382	20,935	17,908	1,293	19,201	22,944	1,589	24,533	21,127	1,493	22,620
12/1	13	21,576	1,071	22,647	20,013	1,207	21,220	18,311	1,140	19,451	23,513	1,370	24,883	21,632	1,299	22,931
12/2	14	21,576	1,390	22,966	20,013	1,637	21,650	18,311	1,517	19,828	23,513	1,898	25,411	21,632	1,771	23,403
13/1	15	22,107	1,184	23,291	20,489	1,411	21,900	18,728	1,350	20,078	24,102	1,559	25,661	22,155	1,498	23,653
13/2	16	22,107	1,515	23,622	20,489	1,661	22,150	18,728	1,600	20,328	24,102	1,809	25,911	22,155	1,748	23,903
13/3	17	22,107	1,854	23,961	20,489	1,911	22,400	18,728	1,850	20,578	24,102	2,059	26,161	22,155	1,998	24,153
13/4	18	22,107	2,198	24,305	20,489	2,161	22,650	18,728	2,100	20,828	24,102	2,309	26,411	22,155	2,248	24,403
13/5	19	22,107	2,550	24,657	20,489	2,411	22,900	18,728	2,350	21,078	24,102	2,559	26,661	22,155	2,498	24,653
14/1	20	22,657	2,532	25,189	20,982	2,168	23,150	19,160	2,168	21,328	24,711	2,200	26,911	22,697	2,206	24,903

1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

3) Paraprofessionals meeting the definition of highly qualified, as defined by the LA State Dept of Ed, will receive an additional \$1,000 in salary effective for FY 2006-07.

2013-2014 SALARY SCHEDULE - 180 DAY SPECIAL ED TRANSPORTATION AIDE - 20YR

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

NON-HQ SETA (Hourly Rate) (CH09)				HQ SETA (Hourly Rate) (QH09)			
BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	11.52	0.96	12.48	12.21	0.96	13.17
1	1	11.79	0.86	12.65	12.48	0.86	13.34
2	2	12.07	0.75	12.82	12.76	0.75	13.51
3	3	12.36	0.64	13.00	13.05	0.64	13.69
4	4	12.66	0.71	13.37	13.35	0.71	14.06
5	5	12.97	0.78	13.75	13.66	0.78	14.44
6	6	13.29	0.66	13.95	13.98	0.66	14.64
7	7	13.62	0.73	14.35	14.31	0.73	15.04
8	8	13.96	0.81	14.77	14.65	0.81	15.46
9	9	14.32	0.67	14.99	15.01	0.67	15.68
10	10	14.68	0.75	15.43	15.37	0.75	16.12
11/1	11	15.06	0.83	15.89	15.75	0.83	16.58
11/2	12	15.06	1.07	16.13	15.75	1.07	16.82
12/1	13	15.46	0.92	16.38	16.15	0.92	17.07
12/2	14	15.46	1.29	16.75	16.15	1.29	17.44
13/1	15	15.87	1.04	16.91	16.56	1.04	17.60
13/2	16	15.87	1.19	17.06	16.56	1.19	17.75
13/3	17	15.87	1.35	17.22	16.56	1.35	17.91
13/4	18	15.87	1.50	17.37	16.56	1.50	18.06
13/5	19	15.87	1.65	17.52	16.56	1.65	18.21
14/1	20	16.29	1.40	17.69	16.98	1.40	18.38

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.
- 3) Paraprofessionals meeting the definition of highly qualified, as defined by the LA State Dept of Ed, will receive an additional \$1,000 in salary effective for FY 2006-07.

2013-2014 SALARY PROCEDURES

MAINTENANCE

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half of the normal employment year.
2.
 - a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 2.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - c. The Superintendent may grant up to 3 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Superintendent may grant up to 3 additional salary steps for special skills and/or unique experience.
4. Only the Board shall have the right to change the Pay Grade assignments of positions. All potential reassignments will be referred to the Human Resources/Personnel Services Committee for review and recommendation.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
 - b. Employees requesting a position Pay Grade reassignment shall do so in writing to the Human Resources Department with detailed justification prior to March 15. The Human Resources/ Personnel Services Committee shall review these recommended requests prior to April 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 4.b. shall be followed.
 - d. Employees in a position whose pay grade has been changed, will be placed on the new pay grade following the promotion rules listed in 2. above.

2013-2014 MAINTENANCE SALARY PROCEDURES Continued:

5. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
6. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower positions reaches the frozen salary amount.
7. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
8. Employees being placed in a temporary position (acting or appointed substitute) will receive a normal promotion as outlined in Rule No. 2. Such promotion is effective for the term of the appointment only and upon completion of this term the employee shall return to his/her regular grade and step. A step increase will be granted in the regular grade, if applicable.

Note: Procedures related to salary placement when a current employee is recommended for promotion will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.

East Baton Rouge Parish School System

2013-2014 SALARY SCHEDULE

Maintenance Pay Grades

G-1

117-2723 Leaderman, Automotive
117-2723 Leaderman, School Food Service
117-2723 Leaderman, Service Station
117-2723 Leaderman, Transportation

G-6

G-7

116-2731 Chauffeur

G-2

117-3120 Appliance Mechanic, CNP
117-2640 Electronic Technician II
117-2723 Transportation Automotive Mechanic II

G-8

116-3120 Laborer, CNP
119-2530 Transportation Laborer
116-3120 Warehouse Truck Driver, CNP

G-3

G-4

G-5

117-2723 Transportation Mechanic I

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval.

2013-2014 SALARY SCHEDULE - MAINTENANCE - (260 DAYS / 8 HOURS) - 20 YR

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

G - 1 (G101)				G - 2 (G102)			G - 3 (G103)			G - 4 (G104)			
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP
0	0	24,779	4,401	29,180	24,277	4,300	28,577	23,790	4,200	27,990	23,319	4,105	27,424
1	1	25,427	4,203	29,630	24,907	4,108	29,015	24,403	4,013	28,416	23,916	3,923	27,839
2	2	26,097	3,992	30,089	25,559	3,902	29,461	25,037	3,814	28,851	24,533	3,729	28,262
3	3	26,791	3,766	30,557	26,234	3,683	29,917	25,694	3,600	29,294	25,172	3,521	28,693
4	4	27,509	3,525	31,034	26,933	3,448	30,381	26,374	3,372	29,746	25,833	3,300	29,133
5	5	28,252	3,269	31,521	27,656	3,199	30,855	27,077	3,130	30,207	26,518	3,064	29,582
6	6	29,021	2,997	32,018	28,404	2,934	31,338	27,805	2,872	30,677	27,227	2,813	30,040
7	7	29,817	2,707	32,524	29,179	2,652	31,831	28,559	2,598	31,157	27,960	2,547	30,507
8	8	30,641	2,400	33,041	29,981	2,353	32,334	29,339	2,308	31,647	28,719	2,264	30,983
9	9	31,494	2,074	33,568	30,811	2,036	32,847	30,146	2,000	32,146	29,505	1,964	31,469
10	10	32,377	1,728	34,105	31,670	1,700	33,370	30,981	1,674	32,655	30,318	1,647	31,965
11/1	11	33,291	1,363	34,654	32,559	1,345	33,904	31,846	1,328	33,174	31,160	1,310	32,470
11/2	12	33,291	1,922	35,213	32,559	1,889	34,448	31,846	1,858	33,704	31,160	1,826	32,986
12/1	13	34,237	1,547	35,784	33,479	1,524	35,003	32,741	1,503	34,244	32,031	1,481	33,512
12/2	14	34,237	2,128	36,365	33,479	2,091	35,570	32,741	2,054	34,795	32,031	2,017	34,048
13/1	15	35,216	1,743	36,959	34,431	1,716	36,147	33,667	1,690	35,357	32,932	1,664	34,596
13/2	16	35,216	2,348	37,564	34,431	2,306	36,737	33,667	2,264	35,931	32,932	2,222	35,154
13/3	17	35,216	2,966	38,182	34,431	2,906	37,337	33,667	2,849	36,516	32,932	2,791	35,723
13/4	18	35,216	3,596	38,812	34,431	3,519	37,950	33,667	3,445	37,112	32,932	3,372	36,304
13/5	19	35,216	4,238	39,454	34,431	4,145	38,576	33,667	4,054	37,721	32,932	3,964	36,896
14/1	20	36,229	4,197	40,426	35,416	4,105	39,521	34,626	4,014	38,640	33,865	3,927	37,792

NOTES:

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - MAINTENANCE - (261 DAYS / 8 HOURS) - 20 YR

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		G - 5 (G105)			G - 6 (G106)			G - 7 (G107)			G - 8 (G108)		
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP
0	0	22,713	3,981	26,694	22,131	3,863	25,994	21,572	3,750	25,322	21,031	3,641	24,672
1	1	23,288	3,806	27,094	22,686	3,694	26,380	22,107	3,588	25,695	21,547	3,485	25,032
2	2	23,883	3,619	27,502	23,260	3,514	26,774	22,661	3,414	26,075	22,082	3,317	25,399
3	3	24,499	3,419	27,918	23,854	3,322	27,176	23,235	3,227	26,462	22,635	3,138	25,773
4	4	25,137	3,206	28,343	24,469	3,116	27,585	23,829	3,029	26,858	23,208	2,946	26,154
5	5	25,797	2,979	28,776	25,106	2,897	28,003	24,443	2,818	27,261	23,801	2,743	26,544
6	6	26,480	2,738	29,218	25,765	2,665	28,430	25,079	2,594	27,673	24,414	2,527	26,941
7	7	27,187	2,481	29,668	26,447	2,417	28,864	25,737	2,355	28,092	25,049	2,297	27,346
8	8	27,919	2,209	30,128	27,153	2,155	29,308	26,418	2,103	28,521	25,706	2,053	27,759
9	9	28,677	1,920	30,597	27,884	1,876	29,760	27,123	1,834	28,957	26,386	1,794	28,180
10	10	29,461	1,614	31,075	28,640	1,582	30,222	27,853	1,550	29,403	27,090	1,520	28,610
11/1	11	30,273	1,290	31,563	29,423	1,269	30,692	28,608	1,249	29,857	27,819	1,230	29,049
11/2	12	30,273	1,787	32,060	29,423	1,749	31,172	28,608	1,712	30,320	27,819	1,677	29,496
12/1	13	31,113	1,455	32,568	30,233	1,429	31,662	29,390	1,403	30,793	28,573	1,379	29,952
12/2	14	31,113	1,972	33,085	30,233	1,929	32,162	29,390	1,885	31,275	28,573	1,844	30,417
13/1	15	31,982	1,631	33,613	31,072	1,599	32,671	30,199	1,568	31,767	29,353	1,539	30,892
13/2	16	31,982	2,170	34,152	31,072	2,119	33,191	30,199	2,069	32,268	29,353	2,023	31,376
13/3	17	31,982	2,719	34,701	31,072	2,649	33,721	30,199	2,581	32,780	29,353	2,517	31,870
13/4	18	31,982	3,279	35,261	31,072	3,189	34,261	30,199	3,103	33,302	29,353	3,020	32,373
13/5	19	31,982	3,851	35,833	31,072	3,741	34,813	30,199	3,635	33,834	29,353	3,534	32,887
14/1	20	32,882	3,815	36,697	31,940	3,706	35,646	31,036	3,602	34,638	30,161	3,502	33,663

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY PROCEDURES

Child Nutrition Program

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half of the normal employment year.
2.
 - a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 2.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - c. The Superintendent may grant up to 3 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Superintendent may grant up to 3 additional salary steps for special skills and/or unique experience.
4. Only the Board shall have the right to change the Pay Grade assignments of positions. All potential reassignments will be referred to the Human Resources/Personnel Services Committee for review and recommendation.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
 - b. Employees requesting a position Pay Grade reassignment shall do so in writing to the Human Resources Department with detailed justification prior to March 15. The Human Resources/Personnel Services Committee shall review these recommended requests prior to April 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 4.b. shall be followed.
 - d. Employees in a position whose pay grade has been changed, will be placed on the new pay grade following the promotion rules listed in 2. above.

2013-2014 CHILD NUTRITION PROGRAM SALARY PROCEDURES Continued:

5. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
6. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower positions reaches the frozen amount.
7. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
8. Employees being placed in a temporary position (acting or appointed substitute) will receive a normal promotion as outlined in Rule No. 2. Such promotion is effective for the term of the appointment only and upon completion of this term the employee shall return to his/her regular grade and step. A step increase will be granted in the regular grade, if applicable.
9. An additional \$1,320 Salary Supplement will be granted to Cafeteria Managers in an effort to compensate for each additional school supervised and served above two school sites.

Note: Procedures related to salary placement when a current employee is recommended for promotions will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.

East Baton Rouge Parish School System

2013-2014 SALARY SCHEDULE

Child Nutrition Program Pay Grades

CN-12

111-3121 Manager/Degreed, CNP

CN-20

114-3120 Tech IV, CNP

116-3120 Tech III/Head Cook-Lead Tech, CNP

CN-13

111-3121 Multi-Unit Manager Degreed, CNP

CN-21

116-3120 Tech II, 7-Hr, CNP

CN-14

111-3121 Area Supervisor, CNP

CN-22

116-3120 Tech II, 6-Hr, CNP

CN-15

111-3121 Manager/Non-Degreed, CNP

CN-23

116-3120 Tech II, 5-Hr, CNP

CN-16

111-3121 Multi-Unit Manager Non-Degreed, CNP

CN-24

116-3120 School Truck Driver, CNP

CN-17

111-3121 Asst Manager, CNP

CN-25

116-3120 Porter, CNP

CN-18

111-3121 10 Month Area Supervisor, CNP

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval.

2013-2014 SALARY SCHEDULE - CHILD NUTRITION PROGRAM MANAGER (180 DAYS) - 20 YR

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		CN-12 MANAGER DEGREED(8020) (\$320)				CN-13 MULTI-MANAGER DEGREED (8030) (\$330)				CN-14 AREA SUPERVISOR DEGREED (8031) (\$331)				CN-15 MANAGER NON-DEGREED(8032) (\$332)				CN-16 MULTI-MANAGER NON-DEGREED (8033)(\$333)			
BASE STEP	SUPPL STEP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP
0	0	23,323	2,838	2,189	28,350	24,163	3,300	2,249	29,712	25,045	4,438	2,267	31,750	20,408	1,445	1,864	23,717	21,102	2,745	1,870	25,717
1	1	23,771	2,880	2,038	28,689	24,632	3,346	2,070	30,048	25,536	4,504	2,100	32,140	20,783	1,467	1,737	23,987	21,495	2,792	1,770	26,057
2	2	24,230	2,924	1,880	29,034	25,113	3,393	1,883	30,389	26,039	4,572	1,926	32,537	21,168	1,489	1,604	24,261	21,897	2,839	1,667	26,403
3	3	24,701	2,968	1,715	29,384	25,606	3,441	1,687	30,734	26,555	4,641	1,743	32,939	21,562	1,511	1,466	24,539	22,309	2,887	1,558	26,754
4	4	25,184	3,012	1,543	29,739	26,111	3,489	1,484	31,084	27,084	4,710	1,553	33,347	21,966	1,534	1,322	24,822	22,732	2,936	1,444	27,112
5	5	25,679	3,057	1,363	30,099	26,629	3,537	1,273	31,439	27,626	4,781	1,355	33,762	22,380	1,557	1,171	25,108	23,165	2,987	1,324	27,476
6	6	26,186	3,103	1,176	30,465	27,160	3,587	1,052	31,799	28,182	4,853	1,148	34,183	22,805	1,580	1,014	25,399	23,609	3,037	1,200	27,846
7	7	26,706	3,150	980	30,836	27,704	3,299	1,188	32,191	28,752	4,926	932	34,610	23,240	1,328	1,126	25,694	24,064	3,083	1,031	28,178
8	8	27,239	2,863	1,111	31,213	28,262	3,348	978	32,588	29,336	4,634	1,073	35,043	23,686	1,348	960	25,994	24,531	2,834	1,150	28,515
9	9	27,785	2,561	1,249	31,595	28,834	3,040	1,117	32,991	29,934	4,328	1,221	35,483	24,143	1,080	1,075	26,298	25,009	2,876	971	28,856
10	10	28,345	2,600	1,039	31,984	29,420	2,717	1,263	33,400	30,547	4,393	989	35,929	24,612	800	1,195	26,607	25,499	2,611	1,094	29,204
11/1	11	28,919	2,278	1,181	32,378	30,021	2,757	1,037	33,815	31,176	4,066	1,141	36,383	25,092	811	1,017	26,920	26,002	2,333	1,221	29,556
11/2	12	28,919	2,312	1,546	32,777	30,021	2,799	1,417	34,237	31,176	4,127	1,540	36,843	25,092	823	1,323	27,238	26,002	2,367	1,544	29,913
12/1	13	29,507	2,346	1,330	33,183	30,637	2,840	1,187	34,664	31,820	4,188	1,301	37,309	25,584	836	1,141	27,561	26,517	2,403	1,356	30,276
12/2	14	29,507	2,382	1,706	33,595	30,637	2,884	1,578	35,099	31,820	4,251	1,712	37,783	25,584	849	1,456	27,889	26,517	2,439	1,689	30,645
13/1	15	30,110	2,418	1,486	34,014	31,268	2,926	1,345	35,539	32,481	4,315	1,468	38,264	26,089	861	1,271	28,221	27,045	2,813	1,161	31,019
13/2	16	30,110	2,454	1,874	34,438	31,268	2,971	1,748	35,987	32,481	4,380	1,892	38,753	26,089	874	1,596	28,559	27,045	2,855	1,498	31,398
13/3	17	30,110	2,394	2,365	34,869	31,268	2,866	2,307	36,441	32,481	4,773	1,994	39,248	26,089	839	1,973	28,901	27,045	2,897	1,841	31,783
13/4	18	30,110	2,831	2,615	35,556	31,268	3,327	2,557	37,152	32,481	5,276	2,244	40,001	26,089	1,187	2,223	29,499	27,045	3,112	2,017	32,174
13/5	19	30,110	3,275	2,615	36,000	31,268	3,794	2,557	37,619	32,481	5,787	2,244	40,512	26,089	1,540	2,223	29,852	27,045	3,509	2,267	32,821
14/1	20	30,728	3,725	1,997	36,450	31,915	4,269	1,910	38,094	33,158	6,305	1,567	41,030	26,606	1,898	1,706	30,210	27,586	3,912	1,726	33,224

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
2) An additional \$1320 salary supplement will be granted to Cafeteria Managers in an effort to compensate for each additional school supervised and served above two (2) school sites.
3) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - CHILD NUTRITION PROGRAM ASST MANAGER/AREA SUPERVISOR

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

**CN-17 180 DAY ASST MANAGER
(8034) (\$334)**

BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	17,496	1,946	19,442
1	1	17,798	1,850	19,648
2	2	18,108	1,749	19,857
3	3	18,426	1,643	20,069
4	4	18,752	1,532	20,284
5	5	19,086	1,417	20,503
6	6	19,428	1,297	20,725
7	7	19,779	1,171	20,950
8	8	20,139	1,039	21,178
9	9	20,508	1,137	21,645
10	10	20,886	1,078	21,964
11/1	11	21,273	935	22,208
11/2	12	21,273	1,182	22,455
12/1	13	21,670	1,036	22,706
12/2	14	21,670	1,291	22,961
13/1	15	22,077	1,143	23,220
13/2	16	22,077	1,405	23,482
13/3	17	22,077	1,672	23,749
13/4	18	22,077	1,942	24,019
13/5	19	22,077	2,165	24,242
14/1	20	22,494	1,998	24,492

**CN-18 200 DAY AREA SUPV
(8035) (\$235)**

BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP
26,470	4,931	1,566	32,967
26,989	5,004	1,377	33,370
27,521	5,080	1,180	33,781
28,067	5,157	974	34,198
28,626	5,233	1,110	34,969
29,199	5,312	1,253	35,764
29,787	5,392	1,031	36,210
30,389	5,473	1,178	37,040
31,006	5,149	1,333	37,488
31,639	4,809	1,094	37,542
32,288	4,881	1,252	38,421
32,953	4,518	999	38,470
32,953	4,586	1,418	38,957
33,635	4,653	1,161	39,449
33,635	4,723	1,592	39,950
34,334	4,794	1,437	40,565
34,334	4,867	1,687	40,888
34,334	5,303	1,937	41,574
34,334	5,862	1,937	42,133
34,334	6,430	1,937	42,701
35,050	7,006	950	43,006

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) An additional \$1320 salary supplement will be granted to Cafeteria Managers in an effort to compensate for each additional school supervised and served above two (2) schools.

3) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - CHILD NUTRITION PROGRAM TECHNICIAN (180 DAYS/5, 6, & 7 HOURS)

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

CN-20 TECH IV (8900) & TECH III (8111) (F309)					CN-21 TECH II - 7 HR (8112) (F311)			CN-22 TECH II - 6 HR (8115) (F312)			CN-23 TECH II - 5 HR (8114) (F314)		
BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	14,361	1,261	15,622	13,704	1,208	14,912	12,680	1,128	13,808	11408	1,051	12,459
1	1	14,675	1,145	15,820	13,995	1,101	15,096	12,935	1,035	13,970	11621	974	12,595
2	2	14,999	1,023	16,022	14,296	987	15,283	13,199	936	14,135	11841	918	12,759
3	3	15,335	1,103	16,438	14,607	1,063	15,670	13,472	1,003	14,475	12068	947	13,015
4	4	15,683	970	16,653	14,929	940	15,869	13,754	1,075	14,829	12303	1,007	13,310
5	5	16,043	1,052	17,095	15,263	1,016	16,279	14,047	964	15,011	12547	918	13,465
6	6	16,416	1,138	17,554	15,608	1,098	16,706	14,349	1,037	15,386	12799	976	13,775
7	7	16,801	990	17,791	15,965	961	16,926	14,662	1,115	15,777	13060	1,030	14,090
8	8	17,200	1,079	18,279	16,335	1,043	17,378	14,987	991	15,978	13331	937	14,268
9	9	17,613	1,173	18,786	16,718	1,132	17,850	15,322	1,071	16,393	13610	1,004	14,614
10	10	18,041	1,007	19,048	17,114	978	18,092	15,670	936	16,606	13900	918	14,818
11/1	11	18,483	1,103	19,586	17,524	1,068	18,592	16,029	1,017	17,046	14199	959	15,158
11/2	12	18,483	1,381	19,864	17,524	1,326	18,850	16,029	1,244	17,273	14199	1,148	15,347
12/1	13	18,941	1,206	20,147	17,948	1,164	19,112	16,401	1,103	17,504	14509	1,031	15,540
12/2	14	18,941	1,633	20,574	17,948	1,562	19,510	16,401	1,452	17,853	14509	1,321	15,830
13/1	15	19,415	1,409	20,824	18,388	1,372	19,760	16,786	1,317	18,103	14830	1,250	16,080
13/2	16	19,415	1,659	21,074	18,388	1,622	20,010	16,786	1,567	18,353	14830	1,500	16,330
13/3	17	19,415	1,909	21,324	18,388	1,872	20,260	16,786	1,817	18,603	14830	1,750	16,580
13/4	18	19,415	2,159	21,574	18,388	2,122	20,510	16,786	2,067	18,853	14830	2,000	16,830
13/5	19	19,415	2,409	21,824	18,388	2,372	20,760	16,786	2,317	19,103	14830	2,250	17,080
14/1	20	19,906	2,168	22,074	18,842	2,168	21,010	17,185	2,168	19,353	15162	2,168	17,330

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - CHILD NUTRITION PROGRAM TRUCK DRIVER (180 DAYS 7 HOURS)

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

CN-24 School Truck Driver (8200) (F315)

<i>BASE STEP</i>	<i>SUPPLE STEP</i>	<i>BASE SAL</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMPEN</i>
0	0	15,734	1,343	17,077
1	1	16,096	1,299	17,395
2	2	16,470	1,252	17,722
3	3	16,858	1,200	18,058
4	4	17,259	1,145	18,404
5	5	17,674	1,085	18,759
6	6	18,103	1,021	19,124
7	7	18,548	1,017	19,565
8	8	19,008	1,000	20,008
9	9	19,485	980	20,465
10	10	19,978	945	20,923
11/1	11	20,488	921	21,409
11/2	12	20,488	1,392	21,880
12/1	13	21,016	1,333	22,349
12/2	14	21,016	1,742	22,758
13/1	15	21,562	1,446	23,008
13/2	16	21,562	1,696	23,258
13/3	17	21,562	1,946	23,508
13/4	18	21,562	2,196	23,758
13/5	19	21,562	2,446	24,008
14/1	20	22,128	2,130	24,258

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE - CHILD NUTRITION PROGRAM PORTER (180 DAYS/8 HOURS)

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

CN-25 PORTER- 8 HR (8110) (F313)		
<i>BASE STEP</i>	<i>SUPPL STEP</i>	
0	0	
1	1	
2	2	
3	3	
4	4	
5	5	
6	6	
7	7	
8	8	
9	9	
10	10	
11/1	11	
11/2	12	
12/1	13	
12/2	14	
13/1	15	
13/2	16	
13/3	17	
13/4	18	
13/5	19	
14/1	20	

<i>BASE SAL</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMPEN</i>
14,345	1,259	15,604
14,658	1,144	15,802
14,982	1,022	16,004
15,318	1,101	16,419
15,665	968	16,633
16,024	1,050	17,074
16,396	1,137	17,533
16,781	989	17,770
17,179	1,078	18,257
17,591	1,172	18,763
18,018	1,006	19,024
18,460	1,102	19,562
18,460	1,379	19,839
18,917	1,204	20,121
18,917	1,631	20,548
19,390	1,408	20,798
19,390	1,658	21,048
19,390	1,908	21,298
19,390	2,158	21,548
19,390	2,408	21,798
19,880	2,168	22,048

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2013-2014 SALARY SCHEDULE -- BUS DRIVER -- BUS ATTENDANT - (180 DAYS)

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

BUS DRIVER (B320)

BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	15,734	1,343	17,077
1	1	15,812	1,345	17,157
2	2	15,889	1,349	17,238
3	3	15,967	1,351	17,318
4	4	16,044	1,354	17,398
5	5	16,122	1,357	17,479
6	6	16,199	1,360	17,559
7	7	16,276	1,363	17,639
8	8	16,354	1,366	17,720
9	9	16,432	1,368	17,800
10	10	16,509	1,371	17,880
11	11	16,587	1,374	17,961
12	12	16,587	1,454	18,041
13	13	16,664	1,457	18,121
14	14	16,664	1,538	18,202
15	15	16,742	1,540	18,282
16	16	16,742	1,621	18,363
17	17	16,742	1,701	18,443
18	18	16,742	1,781	18,523
19	19	16,742	1,862	18,604
20	20	16,819	1,865	18,684

BUS ATTENDANT (B321)

BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	12,391	1,111	13,502
1	1	12,443	1,137	13,580
2	2	12,496	1,162	13,658
3	3	12,548	1,190	13,738
4	4	12,601	1,217	13,818
5	5	12,653	1,246	13,899
6	6	12,706	1,275	13,981
7	7	12,758	1,269	14,027
8	8	12,811	1,291	14,102
9	9	12,863	1,314	14,177
10	10	12,916	1,336	14,252
11	11	12,968	1,359	14,327
12	12	12,968	1,434	14,402
13	13	13,020	1,457	14,477
14	14	13,020	1,531	14,551
15	15	13,072	1,554	14,626
16	16	13,072	1,629	14,701
17	17	13,072	1,704	14,776
18	18	13,072	1,779	14,851
19	19	13,072	1,854	14,926
20	20	13,125	1,876	15,001

NOTES:

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

**2013-2014 DAILY/HOURLY/REGULAR PART-TIME
COMPENSATION RATES**

<u>DAILY SUBSTITUTES</u>	<u>RATES</u>
Degreed Teacher Substitute	\$ 80.00
Non-Degreed Teacher Substitute	60.00
Long Term Substitute Teacher Degreed (Certified): (Prior Approval Required by Human Resources)	
1 - 20 Days	80.00
21 - 45 Days	105.00
46 + Days	145.00
Long Term Substitute Teacher Degreed (Non-Certified): (Prior Approval Required by Human Resources)	
1 - 20 Days	80.00
21+ Days	105.00
Substitute Bus Attendant (5 Hours Average)	40.00
Substitute Bus Driver (5 Hours Average)	57.00

HOURLY STIPEND COMPENSATION**

Stipend for Inservice Training (Presenters)	30.00
Stipend for Inservice Training (Teachers)	25.00
Stipend for Inservice Training (Paraprofessionals)	8.10

** Note: Teacher stipend paid for by specialized grants may require rate adjustment, with district approval.

<u>HOURLY/DAY-BY-DAY/TEMPORARY/SUBSTITUTES</u>	<u>RATES *</u>
Adult Education Paraprofessional	\$ 9.70
Appliance Mechanic	18.00
Chauffeur	8.10
City Police	25.00
Clerical (Other)	8.10
Clerks (Office)	8.10
COE Worker	7.25
Computer Lab Technician	9.70
Custodial	8.10
ESS Paraprofessional	8.10
Field Trip Bus Driver - Within Parish	9.00
Field Trip Bus Driver - Out of Parish	10.50
Lead/Senior Therapist	57.00
Office Assistant - (4 hours - elementary schools)	9.70
Paraprofessional	8.10
Part-time Bus Attendant	8.00
Part-time Bus Driver	10.50
Part-time Food Service Clerk	7.70
Part-time Nurse:	
LPN	15.00
RN	18.00
Part-time Professional Staff	11.70
Part-time School Lunch Worker - 3-Hour	7.70
Part-time Sheriff Deputy Supervisor (Shifts 1 & 2)	29.00
Part-time Sheriff Deputy	25.00
Part-time Teacher Degreed	25.00
Physical/Occupational Therapist	52.00
Public Relations Specialist	15.00
Qualified Technical Staff	13.00
School Clerk	8.10
School Secretary	8.10
Secretary (Office)	8.10

2013-2014 Daily/Hourly/Regular Part-Time Compensation Rates Continued:

HOURLY/DAY-BY-DAY/TEMPORARY/SUBSTITUTES Continued

RATES *

Substitute School Lunch Clerk	\$ 8.10
Substitute School Lunch Manager	10.00
Substitute School Lunch Worker	8.10
Talent Evaluator - In-Parish (per day)	125.00
Talent Evaluator - Out-Parish (per day)	150.00
Technician Assistant	7.25
Technology Stipend	15.00
University Student (Enrolled) Seeking Professional Credentials in Area of Employment	12.00
Utility Worker	8.40

REGULAR PART-TIME

HOURLY/MAXIMUM EXTENDED DAY PROGRAM:

RATES

Clerk/Assistant***	\$ 8.10
Coordinator - Degreed	30.00
Mini Course Assistant/Paraprofessional/Aide***	8.10
Qualified Instructor	20.00
Teacher - Degreed	25.00

SUMMER SCHOOL PART-TIME

HOURLY/MAXIMUM SUMMER PROGRAMS:

RATES

Administrators - Degreed	\$ 30.00
Teachers - Degreed	25.00
Therapist	40.00
Paraprofessionals/Administrative Assistant/Clerk	8.10
Bus Drivers	10.50

HOURLY/MAXIMUM SUMMER FEEDING PROGRAM:

RATES

Clerk A (Degreed Manager)	\$ 9.80
Clerk B	7.96
Cook	8.20
Coordinator	24.00
Head Monitor	8.20
Lead Summer Technician	8.20
Manager	
Degreed	18.00
Non-Degreed (Managing Site)	15.20
Server	7.70
Summer Technician II	7.70
Truck Driver	9.70
Truck Helper/Student	7.25

***Note:** Specialized Part-Time Professional Rates may be calculated from the appropriate approved Salary Schedules (Including Contract Services).

*****Note:** Non-exempt EBRPSS employees may be subject to a blended overtime rate based on 40 hour/week regular-time.