

East Baton Rouge Parish School System

2018-2019 Salary Schedules

Adopted June 21, 2018

East Baton Rouge Parish School System
2018-2019 Salary Schedules
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East Baton Rouge Parish School System
Information Pertaining to All Salary Schedules
2018-2019

1. All Salary schedule titles refer to the number of months an employee works rather than the number of days 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	260

2. If the Annual Salary computed for an employee is higher than the highest Annual Salary for the salary schedule where the employee is being placed, then place the employee on the highest Annual Salary Step for that salary schedule.
3. The Proposition 3 Supplement portion is 9.7% of the Annual Salary and is contingent upon this fund maintaining adequate reserves from sales tax collections and continued approval by the Voters. Current continuation of Proposition 3 Supplement portion of the Annual Salary was approved by voters on 3/8/2008 for effective dates of 7/1/2009-6/30/2019. On 4/28/2018 voters approved continuation of Proposition 3 Supplement portion of the Annual Salary for effective dates 7/1/2019-6/30/2029.
4. All step increases, advance degree movement, supplemental payments and stipend payments are subject to the availability of funds.
5. Position placements on Salary Schedules are based upon information currently available and may be subject to modification upon final placement approval.
6. 12 Month exempt Salary Schedules' Annual Salary will not change based on the number of work days in the fiscal year. See page 53 for salary schedule exemption status.
7. 12 Month non-exempt Salary Schedules' Annual Salary will change based on the number of work days in the fiscal year. Formulas built into the salary schedules will ensure that the daily/hourly rate paid will remain the same. See page 53 for salary schedule exemption status.

Teacher Salary Schedule Placement Procedures 2018-2019

1. For placement of new Teachers coming to EBRPSS, place the teacher on the Salary Schedule titled "9 Month Teachers" on the Step that equals the Teacher's qualifying years of experience for the highest degree held by the Teacher.
2. If the Teacher's qualifying years of experience is 21 or greater, add \$1,000 to the annual salary from step 1. above and then place on the Salary Schedule titled "9 Month Teacher - Proposition 3 Total Experience 21 Years or Greater", where the annual salary is equal to or greater than the annual salary calculated above.
3. If the Teacher will be working 10/11/12 months, determine the Teacher's Step or Prop 3 Placement using procedures listed for a 9 month Teacher. Once the Step or Prop 3 Placement is determined, place the teacher on the 10/11/12 month schedule using the Step or Prop 3 Placement, degree and schedule determined.

2018-2019 Salary Schedule - 9 Month Teacher

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

	B.A. Degree TE308	Masters Degree TE309	M+30 Degree TE310	Specialist Degree TE311	PhD/EdD Degree TE312
Step	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	44,500	45,700	46,300	46,900	48,400
1	44,725	46,150	46,750	47,350	48,850
2	44,950	46,600	47,200	47,800	49,300
3	45,175	47,050	47,650	48,250	49,750
4	45,400	47,500	48,100	48,700	50,200
5	45,625	47,950	48,550	49,150	50,650
6	45,850	48,400	49,000	49,600	51,100
7	46,075	48,850	49,450	50,050	51,550
8	46,300	49,300	49,900	50,500	52,000
9	46,525	49,750	50,350	50,950	52,450
10	46,750	50,200	50,800	51,400	52,900
11	46,975	50,650	51,250	51,850	53,350
12	47,200	51,100	51,700	52,300	53,800
13	47,425	51,550	52,150	52,750	54,250
14	47,650	52,000	52,600	53,200	54,700
15	47,875	52,450	53,050	53,650	55,150
16	48,100	52,900	53,500	54,100	55,600
17	48,325	53,350	53,950	54,550	56,050
18	48,550	53,800	54,400	55,000	56,500
19	48,775	54,250	54,850	55,450	56,950
20	49,000	54,700	55,300	55,900	57,400
21	49,225	55,150	55,750	56,350	57,850
22	49,450	55,600	56,200	56,800	58,300
23	49,675	56,050	56,650	57,250	58,750
24	49,900	56,500	57,100	57,700	59,200
25	50,125	56,950	57,550	58,150	59,650
26	50,350	57,400	58,000	58,600	60,100
27	50,575	57,850	58,450	59,050	60,550
28	50,800	58,300	58,900	59,500	61,000
29	51,025	58,750	59,350	59,950	61,450
30	51,250	59,200	59,800	60,400	61,900
31	51,475	59,650	60,250	60,850	62,350
32	51,700	60,100	60,700	61,300	62,800
33	51,925	60,550	61,150	61,750	63,250
34	52,150	61,000	61,600	62,200	63,700
35	52,375	61,450	62,050	62,650	64,150
36	52,600	61,900	62,500	63,100	64,600
37	52,825	62,350	62,950	63,550	65,050
38	53,050	62,800	63,400	64,000	65,500
39	53,275	63,250	63,850	64,450	65,950
40	53,500	63,700	64,300	64,900	66,400

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - 9 Month Teacher - Proposition 3 Total Experience 21 Years or Greater

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

Prop 3 Placement	B.A. Degree TI308	Masters Degree TI309	M+30 Degree TI310	Specialist Degree TI311	PhD/EdD Degree TI312
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	47,750	51,200	51,800	52,400	53,900
11	48,750	52,200	52,800	53,400	54,900
12	49,750	53,200	53,800	54,400	55,900
13	50,750	54,200	54,800	55,400	56,900
14	51,750	55,200	55,800	56,400	57,900
15	52,750	56,200	56,800	57,400	58,900
16	53,750	57,200	57,800	58,400	59,900
17	54,750	58,200	58,800	59,400	60,900
18	55,750	59,200	59,800	60,400	61,900
19	56,750	60,200	60,800	61,400	62,900
20	57,750	61,200	61,800	62,400	63,900
21	58,750	62,200	62,800	63,400	64,900
22	59,750	63,200	63,800	64,400	65,900
23	60,750	64,200	64,800	65,400	66,900
24	61,750	65,200	65,800	66,400	67,900
25	62,750	66,200	66,800	67,400	68,900
26	63,750	67,200	67,800	68,400	69,900
27	64,750	68,200	68,800	69,400	70,900
28	65,750	69,200	69,800	70,400	71,900
29	66,750	70,200	70,800	71,400	72,900
30	67,750	71,200	71,800	72,400	73,900
31	68,750	72,200	72,800	73,400	74,900
32	69,750	73,200	73,800	74,400	75,900
33	70,750	74,200	74,800	75,400	76,900
34	71,750	75,200	75,800	76,400	77,900
35	72,750	76,200	76,800	77,400	78,900
36	73,750	77,200	77,800	78,400	79,900
37	74,750	78,200	78,800	79,400	80,900
38	75,750	79,200	79,800	80,400	81,900
39	76,750	80,200	80,800	81,400	82,900
40	77,750	81,200	81,800	82,400	83,900

2018-2019 Salary Schedule - 10 Month Teacher

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

Step	B.A. Degree TE208	Masters Degree TE209	M+30 Degree TE210	Specialist Degree TE211	PhD/EdD Degree TE212
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	49,390	50,722	51,388	52,054	53,719
1	49,640	51,221	51,887	52,554	54,218
2	49,889	51,721	52,387	53,053	54,718
3	50,140	52,221	52,886	53,552	55,217
4	50,389	52,719	53,386	54,051	55,716
5	50,638	53,219	53,885	54,551	56,216
6	50,889	53,719	54,385	55,051	56,715
7	51,138	54,218	54,884	55,550	57,215
8	51,388	54,718	55,383	56,050	57,715
9	51,638	55,217	55,883	56,548	58,213
10	51,887	55,716	56,383	57,048	58,713
11	52,137	56,216	56,882	57,548	59,213
12	52,387	56,715	57,382	58,047	59,712
13	52,637	57,215	57,880	58,547	60,212
14	52,886	57,714	58,380	59,047	60,711
15	53,136	58,214	58,880	59,545	61,210
16	53,386	58,714	59,379	60,045	61,710
17	53,635	59,212	59,879	60,544	62,209
18	53,885	59,712	60,378	61,044	62,709
19	54,135	60,212	60,877	61,544	63,208
20	54,385	60,711	61,377	62,043	63,708
21	54,634	61,211	61,876	62,542	64,207
22	54,884	61,710	62,376	63,041	64,706
23	55,134	62,209	62,876	63,541	65,206
24	55,383	62,709	63,375	64,041	65,706
25	55,634	63,208	63,874	64,540	66,205
26	55,883	63,708	64,373	65,040	66,705
27	56,133	64,207	64,873	65,539	67,203
28	56,382	64,707	65,373	66,038	67,703
29	56,632	65,206	65,872	66,538	68,203
30	56,882	65,705	66,372	67,037	68,702
31	57,131	66,205	66,870	67,537	69,202
32	57,382	66,705	67,370	68,037	69,701
33	57,631	67,204	67,870	68,535	70,200
34	57,880	67,704	68,369	69,035	70,700
35	58,131	68,202	68,869	69,534	71,199
36	58,380	68,702	69,369	70,034	71,699
37	58,630	69,202	69,867	70,534	72,199
38	58,880	69,701	70,367	71,033	72,698
39	59,130	70,201	70,866	71,532	73,198
40	59,379	70,700	71,366	72,032	73,696

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - 10 Month Teacher - Proposition 3 Total Experience 21 Years or Greater

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

Prop 3 Placement	B.A. Degree TI208	Masters Degree TI209	M+30 Degree TI210	Specialist Degree TI211	PhD/EdD Degree TI212
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	52,997	56,826	57,492	58,158	59,823
11	54,107	57,936	58,602	59,269	60,933
12	55,217	59,046	59,712	60,378	62,043
13	56,327	60,156	60,822	61,488	63,153
14	57,437	61,266	61,932	62,597	64,262
15	58,546	62,376	63,042	63,708	65,373
16	59,657	63,486	64,152	64,818	66,482
17	60,767	64,595	65,262	65,927	67,592
18	61,876	65,706	66,371	67,037	68,702
19	62,987	66,815	67,481	68,148	69,812
20	64,096	67,925	68,592	69,257	70,922
21	65,206	69,036	69,701	70,367	72,032
22	66,315	70,145	70,811	71,477	73,142
23	67,426	71,255	71,920	72,587	74,252
24	68,536	72,364	73,031	73,697	75,361
25	69,645	73,475	74,141	74,806	76,471
26	70,756	74,585	75,250	75,917	77,582
27	71,865	75,694	76,361	77,026	78,691
28	72,975	76,804	77,471	78,136	79,801
29	74,086	77,915	78,580	79,246	80,911
30	75,195	79,024	79,690	80,356	82,021
31	76,305	80,134	80,800	81,466	83,131
32	77,415	81,244	81,910	82,576	84,240
33	78,525	82,354	83,020	83,686	85,351
34	79,634	83,464	84,129	84,796	86,461
35	80,744	84,573	85,240	85,905	87,570
36	81,855	85,684	86,349	87,015	88,680
37	82,964	86,793	87,459	88,126	89,790
38	84,074	87,903	88,570	89,235	90,900
39	85,184	89,013	89,679	90,345	92,010
40	86,294	90,123	90,789	91,454	93,120

2018-2019 Salary Schedule - 11 Month Teacher

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

Step	B.A. Degree TE408	Masters Degree TE409	M+30 Degree TE410	Specialist Degree TE411	PhD/EdD Degree TE412
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	54,281	55,744	56,476	57,208	59,037
1	54,554	56,293	57,025	57,756	59,587
2	54,829	56,842	57,573	58,305	60,135
3	55,103	57,390	58,122	58,855	60,684
4	55,378	57,940	58,672	59,403	61,233
5	55,653	58,489	59,220	59,952	61,782
6	55,927	59,037	59,769	60,501	62,331
7	56,201	59,586	60,318	61,050	62,880
8	56,476	60,136	60,867	61,599	63,428
9	56,750	60,684	61,416	62,148	63,978
10	57,025	61,233	61,965	62,696	64,527
11	57,299	61,782	62,513	63,245	65,075
12	57,574	62,330	63,063	63,795	65,624
13	57,848	62,880	63,612	64,343	66,173
14	58,122	63,429	64,160	64,892	66,722
15	58,397	63,977	64,709	65,441	67,271
16	58,671	64,526	65,258	65,991	67,820
17	58,946	65,076	65,807	66,539	68,368
18	59,221	65,624	66,356	67,088	68,918
19	59,494	66,173	66,905	67,637	69,467
20	59,769	66,722	67,453	68,186	70,015
21	60,044	67,271	68,003	68,735	70,564
22	60,318	67,820	68,552	69,284	71,114
23	60,593	68,369	69,100	69,832	71,662
24	60,867	68,917	69,649	70,381	72,211
25	61,141	69,466	70,199	70,931	72,760
26	61,416	70,016	70,747	71,479	73,308
27	61,690	70,564	71,296	72,028	73,858
28	61,965	71,113	71,845	72,577	74,407
29	62,239	71,662	72,393	73,126	74,955
30	62,514	72,211	72,943	73,675	75,504
31	62,788	72,760	73,492	74,224	76,054
32	63,062	73,309	74,040	74,772	76,602
33	63,337	73,857	74,589	75,322	77,151
34	63,612	74,407	75,139	75,871	77,700
35	63,886	74,956	75,687	76,419	78,249
36	64,161	75,504	76,236	76,968	78,798
37	64,434	76,053	76,785	77,517	79,347
38	64,709	76,602	77,335	78,066	79,895
39	64,984	77,151	77,883	78,615	80,444
40	65,258	77,700	78,432	79,164	80,994

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - 11 Month Teacher - Proposition 3 Total Experience 21 Years or Greater

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

Prop 3 Placement	B.A. Degree TI408	Masters Degree TI410	M+30 Degree TI410	Specialist Degree TI411	PhD/EdD Degree TI412
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	58,245	62,453	63,185	63,916	65,747
11	59,464	63,673	64,404	65,136	66,966
12	60,684	64,892	65,624	66,356	68,186
13	61,903	66,112	66,844	67,576	69,405
14	63,124	67,332	68,064	68,796	70,626
15	64,344	68,552	69,283	70,015	71,845
16	65,563	69,771	70,503	71,235	73,065
17	66,783	70,991	71,723	72,455	74,284
18	68,003	72,211	72,943	73,675	75,504
19	69,222	73,431	74,163	74,894	76,725
20	70,443	74,650	75,382	76,114	77,944
21	71,662	75,870	76,602	77,335	79,164
22	72,882	77,091	77,822	78,554	80,383
23	74,102	78,310	79,042	79,774	81,604
24	75,321	79,530	80,261	80,993	82,823
25	76,541	80,749	81,481	82,213	84,043
26	77,761	81,969	82,702	83,433	85,262
27	78,981	83,189	83,921	84,653	86,483
28	80,201	84,409	85,141	85,872	87,702
29	81,420	85,628	86,360	87,092	88,922
30	82,640	86,848	87,580	88,312	90,142
31	83,860	88,069	88,800	89,532	91,361
32	85,080	89,288	90,020	90,752	92,582
33	86,300	90,508	91,239	91,971	93,801
34	87,519	91,727	92,459	93,192	95,021
35	88,739	92,948	93,679	94,411	96,240
36	89,959	94,167	94,899	95,631	97,461
37	91,178	95,387	96,119	96,850	98,680
38	92,399	96,606	97,338	98,070	99,900
39	93,618	97,826	98,559	99,290	101,120
40	94,838	99,046	99,778	100,510	102,340

2018-2019 Salary Schedule - 12 Month Day Teacher

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

Step	B.A. Degree TE108	Masters Degree TE109	M+30 Degree TE110	Specialist Degree TE111	PhD/EdD Degree TE112
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	63,816	65,537	66,397	67,258	69,409
1	64,139	66,182	67,042	67,903	70,054
2	64,462	66,827	67,688	68,549	70,699
3	64,784	67,473	68,334	69,194	71,345
4	65,107	68,119	68,979	69,839	71,990
5	65,429	68,764	69,624	70,484	72,635
6	65,752	69,409	70,269	71,130	73,281
7	66,074	70,054	70,914	71,775	73,926
8	66,397	70,699	71,560	72,420	74,572
9	66,720	71,345	72,205	73,065	75,217
10	67,043	71,990	72,850	73,711	75,862
11	67,365	72,635	73,495	74,357	76,507
12	67,688	73,280	74,142	75,002	77,153
13	68,011	73,927	74,787	75,647	77,798
14	68,333	74,572	75,432	76,292	78,443
15	68,656	75,217	76,077	76,938	79,088
16	68,978	75,862	76,723	77,583	79,735
17	69,301	76,508	77,368	78,228	80,380
18	69,624	77,153	78,013	78,873	81,025
19	69,947	77,798	78,658	79,519	81,670
20	70,269	78,443	79,303	80,165	82,315
21	70,592	79,088	79,949	80,810	82,961
22	70,915	79,734	80,595	81,455	83,606
23	71,237	80,379	81,240	82,100	84,251
24	71,560	81,025	81,885	82,746	84,896
25	71,882	81,670	82,531	83,391	85,542
26	72,206	82,316	83,176	84,036	86,188
27	72,528	82,961	83,821	84,681	86,833
28	72,851	83,606	84,466	85,327	87,478
29	73,173	84,251	85,112	85,972	88,124
30	73,496	84,897	85,757	86,618	88,769
31	73,818	85,542	86,402	87,263	89,414
32	74,141	86,187	87,048	87,909	90,059
33	74,464	86,832	87,693	88,554	90,704
34	74,786	87,478	88,339	89,199	91,350
35	75,110	88,124	88,984	89,844	91,995
36	75,432	88,769	89,629	90,489	92,641
37	75,755	89,414	90,274	91,135	93,286
38	76,077	90,059	90,920	91,780	93,932
39	76,400	90,705	91,565	92,425	94,577
40	76,722	91,350	92,210	93,071	95,222

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - 12 Month Teacher - Proposition 3 Total Experience 21 Years or Greater

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

Prop 3 Placement	B.A. Degree TI108	Masters Degree TI109	M+30 Degree TI110	Specialist Degree TI111	PhD/EdD Degree TI112
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	68,477	73,424	74,284	75,146	77,296
11	69,911	74,858	75,718	76,579	78,730
12	71,345	76,292	77,153	78,013	80,165
13	72,779	77,727	78,587	79,447	81,598
14	74,213	79,161	80,021	80,881	83,032
15	75,647	80,594	81,455	82,316	84,466
16	77,081	82,028	82,889	83,750	85,901
17	78,516	83,463	84,323	85,183	87,335
18	79,950	84,897	85,757	86,617	88,769
19	81,383	86,331	87,191	88,052	90,202
20	82,817	87,765	88,626	89,486	91,637
21	84,251	89,199	90,060	90,920	93,071
22	85,685	90,633	91,493	92,354	94,505
23	87,119	92,067	92,927	93,788	95,939
24	88,553	93,501	94,361	95,222	97,373
25	89,987	94,935	95,796	96,656	98,807
26	91,422	96,370	97,230	98,090	100,241
27	92,856	97,803	98,664	99,524	101,675
28	94,290	99,237	100,097	100,959	103,109
29	95,724	100,671	101,532	102,392	104,544
30	97,158	102,106	102,966	103,826	105,978
31	98,592	103,540	104,400	105,260	107,411
32	100,026	104,974	105,834	106,695	108,845
33	101,460	106,407	107,269	108,129	110,280
34	102,894	107,842	108,702	109,563	111,714
35	104,329	109,276	110,136	110,996	113,148
36	105,763	110,710	111,570	112,431	114,582
37	107,197	112,144	113,004	113,865	116,015
38	108,631	113,578	114,439	115,299	117,450
39	110,064	115,012	115,873	116,733	118,884
40	111,498	116,446	117,306	118,167	120,318

2018-2019 Teacher Effectiveness Stipend Salary Schedule
(Includes Social Workers, School Counselors, Librarian, Therapist & Specialist)

Effectiveness Rating	Stipend Amt
Emerging (1.5-2.49)	0
Proficient (2.5-3.49)	350
Highly Effective (3.5-4.0)	550

2018-2019 Salary Schedule - 9 Month Part Time Teacher

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

Step	B.A. Degree Hourly Rate	Masters Degree Hourly Rate	M+30 Degree Hourly Rate	Specialist Degree Hourly Rate	PhD/EdD Degree Hourly Rate
0	20.05	20.62	20.90	21.18	21.90
1	20.15	20.82	21.10	21.38	22.10
2	20.25	21.02	21.30	21.58	22.30
3	20.35	21.22	21.50	21.78	22.50
4	20.45	21.42	21.70	21.98	22.70
5	20.55	21.62	21.90	22.18	22.90
6	20.65	21.82	22.10	22.38	23.10
7	20.75	22.02	22.30	22.58	23.30
8	20.85	22.22	22.50	22.78	23.50
9	20.95	22.42	22.70	22.98	23.70
10	21.05	22.62	22.90	23.18	23.90
11	21.15	22.82	23.10	23.38	24.10
12	21.25	23.02	23.30	23.58	24.30
13	21.35	23.22	23.50	23.78	24.50
14	21.45	23.42	23.70	23.98	24.70
15	21.55	23.62	23.90	24.18	24.90
16	21.65	23.82	24.10	24.38	25.10
17	21.75	24.02	24.30	24.58	25.30
18	21.85	24.22	24.50	24.78	25.50
19	21.95	24.42	24.70	24.98	25.70
20	22.05	24.62	24.90	25.18	25.90
21	22.15	24.82	25.10	25.38	26.10
22	22.25	25.02	25.30	25.58	26.30
23	22.35	25.22	25.50	25.78	26.50
24	22.45	25.42	25.70	25.98	26.70
25	22.55	25.62	25.90	26.18	26.90
26	22.65	25.82	26.10	26.38	27.10
27	22.75	26.02	26.30	26.58	27.30
28	22.85	26.22	26.50	26.78	27.50
29	22.95	26.42	26.70	26.98	27.70
30	23.05	26.62	26.90	27.18	27.90
31	23.15	26.82	27.10	27.38	28.10
32	23.25	27.02	27.30	27.58	28.30
33	23.35	27.22	27.50	27.78	28.50
34	23.45	27.42	27.70	27.98	28.70
35	23.55	27.62	27.90	28.18	28.90
36	23.65	27.82	28.10	28.38	29.10
37	23.75	28.02	28.30	28.58	29.30
38	23.85	28.22	28.50	28.78	29.50
39	23.95	28.42	28.70	28.98	29.70
40	24.05	28.62	28.90	29.18	29.90

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - 9 Month Part Time Teacher - Proposition 3 Total Experience 21 Years or Greater

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

Prop 3 Placement	B.A. Degree	Masters Degree	M+30 Degree	Specialist Degree	PhD/EdD Degree
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
10	21.32	22.85	23.13	23.40	24.06
11	21.76	23.29	23.57	23.84	24.50
12	22.20	23.73	24.01	24.28	24.94
13	22.64	24.17	24.45	24.72	25.38
14	23.08	24.61	24.89	25.16	25.82
15	23.52	25.05	25.33	25.60	26.26
16	23.96	25.49	25.77	26.04	26.70
17	24.40	25.93	26.21	26.48	27.14
18	24.84	26.37	26.65	26.92	27.58
19	25.28	26.81	27.09	27.36	28.02
20	25.72	27.25	27.53	27.80	28.46
21	26.16	27.69	27.97	28.24	28.90
22	26.60	28.13	28.41	28.68	29.34
23	27.04	28.57	28.85	29.12	29.78
24	27.48	29.01	29.29	29.56	30.22
25	27.92	29.45	29.73	30.00	30.66
26	28.36	29.89	30.17	30.44	31.10
27	28.80	30.33	30.61	30.88	31.54
28	29.24	30.77	31.05	31.32	31.98
29	29.68	31.21	31.49	31.76	32.42
30	30.12	31.65	31.93	32.20	32.86
31	30.56	32.09	32.37	32.64	33.30
32	31.00	32.53	32.81	33.08	33.74
33	31.44	32.97	33.25	33.52	34.18
34	31.88	33.41	33.69	33.96	34.62
35	32.32	33.85	34.13	34.40	35.06
36	32.76	34.29	34.57	34.84	35.50
37	33.20	34.73	35.01	35.28	35.94
38	33.64	35.17	35.45	35.72	36.38
39	34.08	35.61	35.89	36.16	36.82
40	34.52	36.05	36.33	36.60	37.26

Supplemental Compensation, Extended Employment and Other Compensation Guidelines

2018-2019

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

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)

Compensate \$3,500 for Master's Degree in Content - Middle and High School Math and Science Teachers Teacher must teach Middle or High School Math and/or Science, for which they hold a Master's Degree in Content, more than 60% in a day to be eligible for this stipend. (Board approved 06/15/17)

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 \$350
- Exceptional Student Services Site Faciliator \$350
- Speech Assessment Consultants \$350
- Positive Behavior Intervention Support (PBIS) Coaches \$350

EXTRA-CURRICULAR SPONSORS

<u>Sponsors</u>	<u>Annual Supplement Amount</u>
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/Robotics	300
Cheerleader Sponsor: 1 per site at 3% of Annual Compensation.	

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%	11 days
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%	
Power Lifting (boys or girls)	3.0%	
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%	

Athletic Supplemental Pay Additional Instructions

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| 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 Athletic Directors are to report before the start of the school year to file all mandatory paperwork 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. |
| 5. 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. |
| 6. 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 |
| 7. 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. |
| 8. The Principal shall assign coaches to various coaching positions as indicated by the salary schedule. |
| 9. 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. |
| 10. 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 assigned Administrator. |
| 11. Assistant Coaches - The flexibility now exists to add assistant coaches at a location based on increase in team population recommended by the Director of Student Activities and subject to approval of the Department of Human Resources. |

BAND DIRECTORS

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| 1. <u>High School Band Directors:</u> Will receive an annual supplement of 8% 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 |

2018-2019 Supplemental Compensation, Extended Employment and Other Continued:

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
Director of Army Instruction (DAI)	12	1600.00
Senior Army Instructor (SAI)	12	1470.00
Military Property Specialist (MPS)	12	1470.00
Operations Sergeant (OPS SGT)	12	1470.00
Army Instructor (AI)	12	1470.00
Army Instructor (AI)	10	1470.00

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.

Associate Teachers

1. An Associate Teacher is a certified/highly qualified teacher working with a Teacher with a Master's degree or higher to assist in providing instruction, individualized instruction, small group assistance and faster paced lessons to the students as well as other educational responsibilities.
2. An Associate Teacher's salary is \$10,000 less than the 9 Month Teacher Salary Schedule. Using the Degree and Step of the Associate Teacher, place on schedule and then subtract \$10,000.

Curriculum Support Job List

2018-2019

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

113-2122	Administrative Dean	113-2220	Instructional Specialist
113-2122	Administrative Dean/Transition	113-2220	Instructional Specialist - Pre-K
113-2220	Adolescent Literacy Coordinator	113-2214	Instructional Support Specialist - Title III
113-2140	Assessment Teacher H/T	113-2259	Instructional Technology Facilitator
112-1390	Career/Tech Edu Program Coordinator	119-2810	LEAP Remediation Specialist
112-1130	Curriculum Coordinator	112-1110	Literacy Interventionist
113-2259	Curriculum Resource Coordinator	112-1110	Magnet Curriculum Intergat Specialist
113-2122	Dean of Students	112-1130	Magnet/General Fund Coordinator
113-2122	Dean of Transition	112-1110	Magnet Lead Teacher
112-1480	Drill Sergeant	112-1110	Magnet Literacy Specialist
113-2145	Educational Diagnostician	112-1110	Magnet School Coordinator
112-1520	ELL Instructional Specialist	112-1130	Magnet Site Coordinator-10 Month
112-1520	ESL Instructional Support - Title III	113-1530	Network Pilot Teacher
113-2212	ESS Behavior Strategist - IDEA	112-1130	Parental Involvement Facilitator
113-2220	ESS Instructional Support Specialist - IDEA	119-2180	Parental Involvement Liaison-Title 1
119-2290	ESS Program Facilitator - IDEA	111-2211	Pre-School Resource Coordinator
113-2220	Foreign Language Specialist-11 Month	119-1510	Prevention Facilitator - Title 1
113-2220	Gifted Curriculum Specialist	119-2234	Professional Development Specialist-Title I
112-1120	Gifted Lead Teacher	119-2290	Professional Development Specialist-Title II
112-1220	Gifted Site Coordinator	113-2142	Psychologist
113-2190	ICARE Quality Assurance Manager	111-2211	Recruiter - Magnet Programs
113-2190	ICARE Prevention Specialist	119-2180	School/Parent Liaison
113-2212	IDEA Reading Interventionist	113-2220	Teacher for Instructional Supp - Title 1
113-2212	IEP Facilitator - IDEA	113-1110	Teacher on Assignment
113-2220	Instructional Coach	112-1390	Work Based Learning Coordinator

2018-2019 Salary Schedule - 9 Month Curriculum Support

Step	B.A. Degree UR308 Annual Salary	Masters Degree UR309 Annual Salary	M+30 Degree UR310 Annual Salary	Specialist Degree UR311 Annual Salary	PhD/EdD Degree UR312 Annual Salary
0	45,902	47,102	47,702	48,302	49,802
1	46,127	47,552	48,152	48,752	50,252
2	46,352	48,002	48,602	49,202	50,702
3	46,577	48,452	49,052	49,652	51,152
4	46,802	48,902	49,502	50,102	51,602
5	47,027	49,352	49,952	50,552	52,052
6	47,252	49,802	50,402	51,002	52,502
7	47,477	50,252	50,852	51,452	52,952
8	47,702	50,702	51,302	51,902	53,402
9	47,927	51,152	51,752	52,352	53,852
10	48,152	51,602	52,202	52,802	54,302
11	48,377	52,052	52,652	53,252	54,752
12	48,602	52,502	53,102	53,702	55,202
13	48,827	52,952	53,552	54,152	55,652
14	49,052	53,402	54,002	54,602	56,102
15	49,277	53,852	54,452	55,052	56,552
16	49,502	54,302	54,902	55,502	57,002
17	49,727	54,752	55,352	55,952	57,452
18	49,952	55,202	55,802	56,402	57,902
19	50,177	55,652	56,252	56,852	58,352
20	50,402	56,102	56,702	57,302	58,802
21	50,627	56,552	57,152	57,752	59,252
22	50,852	57,002	57,602	58,202	59,702
23	51,077	57,452	58,052	58,652	60,152
24	51,302	57,902	58,502	59,102	60,602
25	51,527	58,352	58,952	59,552	61,052
26	51,752	58,802	59,402	60,002	61,502
27	51,977	59,252	59,852	60,452	61,952
28	52,202	59,702	60,302	60,902	62,402
29	52,427	60,152	60,752	61,352	62,852
30	52,652	60,602	61,202	61,802	63,302
31	52,877	61,052	61,652	62,252	63,752
32	53,102	61,502	62,102	62,702	64,202
33	53,327	61,952	62,552	63,152	64,652
34	53,552	62,402	63,002	63,602	65,102
35	53,777	62,852	63,452	64,052	65,552
36	54,002	63,302	63,902	64,502	66,002
37	54,227	63,752	64,352	64,952	66,452
38	54,452	64,202	64,802	65,402	66,902
39	54,677	64,652	65,252	65,852	67,352
40	54,902	65,102	65,702	66,302	67,802
41	55,127	65,552	66,152	66,752	68,252
42	55,352	66,002	66,602	67,202	68,702
43	55,577	66,452	67,052	67,652	69,152
44	55,802	66,902	67,502	68,102	69,602
45	56,027	67,352	67,952	68,552	70,052
46	56,252	67,802	68,402	69,002	70,502
47	56,477	68,252	68,852	69,452	70,952
48	56,702	68,702	69,302	69,902	71,402
49	56,927	69,152	69,752	70,352	71,852
50	57,152	69,602	70,202	70,802	72,302

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - 10 Month Curriculum Support

Step	B.A. Degree UR208 Annual Salary	Masters Degree UR209 Annual Salary	M+30 Degree UR210 Annual Salary	Specialist Degree UR211 Annual Salary	PhD/EdD Degree UR212 Annual Salary
0	50,946	52,278	52,944	53,610	55,275
1	51,196	52,778	53,443	54,110	55,774
2	51,446	53,277	53,943	54,609	56,274
3	51,695	53,777	54,442	55,108	56,773
4	51,945	54,275	54,942	55,608	57,272
5	52,194	54,775	55,442	56,107	57,772
6	52,445	55,275	55,940	56,607	58,272
7	52,694	55,774	56,440	57,106	58,771
8	52,944	56,274	56,939	57,606	59,271
9	53,194	56,773	57,439	58,105	59,769
10	53,443	57,272	57,939	58,604	60,269
11	53,693	57,772	58,438	59,104	60,769
12	53,943	58,271	58,937	59,603	61,268
13	54,193	58,771	59,437	60,103	61,768
14	54,442	59,271	59,936	60,603	62,267
15	54,692	59,770	60,436	61,101	62,766
16	54,942	60,269	60,935	61,601	63,266
17	55,191	60,768	61,435	62,101	63,765
18	55,441	61,268	61,934	62,600	64,265
19	55,691	61,768	62,433	63,100	64,765
20	55,941	62,267	62,933	63,599	65,264
21	56,190	62,767	63,432	64,098	65,763
22	56,440	63,265	63,932	64,598	66,262
23	56,690	63,765	64,432	65,097	66,762
24	56,939	64,265	64,931	65,597	67,262
25	57,190	64,764	65,430	66,096	67,761
26	57,439	65,264	65,930	66,596	68,261
27	57,689	65,764	66,429	67,095	68,759
28	57,939	66,262	66,929	67,594	69,259
29	58,188	66,762	67,428	68,094	69,759
30	58,438	67,261	67,928	68,594	70,258
31	58,687	67,761	68,427	69,093	70,758
32	58,938	68,261	68,926	69,593	71,258
33	59,187	68,760	69,426	70,091	71,756
34	59,436	69,259	69,925	70,591	72,256
35	59,687	69,758	70,425	71,091	72,755
36	59,936	70,258	70,925	71,590	73,255
37	60,186	70,758	71,423	72,090	73,755
38	60,436	71,257	71,923	72,589	74,254
39	60,686	71,757	72,423	73,088	74,753
40	60,935	72,256	72,922	73,588	75,252
41	61,185	72,755	73,422	74,087	75,752
42	61,435	73,255	73,921	74,587	76,252
43	61,684	73,754	74,420	75,087	76,751
44	61,934	74,254	74,920	75,586	77,251
45	62,184	74,754	75,419	76,085	77,750
46	62,433	75,253	75,919	76,584	78,249
47	62,683	75,752	76,418	77,084	78,749
48	62,933	76,251	76,918	77,584	79,248
49	63,183	76,751	77,417	78,083	79,748
50	63,432	77,251	77,916	78,583	80,248

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - 11 Month Curriculum Support

Step	B.A. Degree UR408 Annual Salary	Masters Degree UR409 Annual Salary	M+30 Degree UR410 Annual Salary	Specialist Degree UR411 Annual Salary	PhD/EdD Degree UR412 Annual Salary
0	55,990	57,454	58,186	58,918	60,748
1	56,265	58,003	58,735	59,466	61,296
2	56,539	58,552	59,283	60,016	61,845
3	56,814	59,101	59,833	60,565	62,394
4	57,088	59,650	60,382	61,113	62,943
5	57,363	60,199	60,930	61,662	63,492
6	57,637	60,747	61,479	62,212	64,041
7	57,911	61,297	62,029	62,760	64,589
8	58,186	61,846	62,577	63,309	65,139
9	58,460	62,394	63,126	63,858	65,688
10	58,735	62,943	63,675	64,406	66,236
11	59,010	63,492	64,224	64,956	66,785
12	59,283	64,041	64,773	65,505	67,335
13	59,558	64,590	65,322	66,053	67,883
14	59,833	65,139	65,870	66,602	68,432
15	60,107	65,687	66,419	67,152	68,981
16	60,382	66,237	66,969	67,700	69,529
17	60,656	66,786	67,517	68,249	70,079
18	60,930	67,334	68,066	68,798	70,628
19	61,205	67,883	68,615	69,347	71,176
20	61,479	68,433	69,164	69,896	71,725
21	61,754	68,981	69,713	70,445	72,275
22	62,028	69,530	70,262	70,993	72,824
23	62,303	70,079	70,810	71,542	73,372
24	62,578	70,627	71,360	72,092	73,921
25	62,851	71,177	71,909	72,640	74,471
26	63,126	71,726	72,457	73,189	75,019
27	63,401	72,274	73,006	73,738	75,568
28	63,675	72,823	73,555	74,287	76,117
29	63,950	73,373	74,104	74,836	76,665
30	64,224	73,921	74,653	75,385	77,215
31	64,498	74,470	75,202	75,933	77,764
32	64,773	75,019	75,750	76,483	78,312
33	65,047	75,568	76,300	77,032	78,861
34	65,322	76,117	76,849	77,580	79,411
35	65,596	76,666	77,397	78,129	79,959
36	65,871	77,214	77,946	78,678	80,508
37	66,145	77,763	78,496	79,227	81,057
38	66,419	78,313	79,044	79,776	81,606
39	66,694	78,861	79,593	80,325	82,155
40	66,969	79,410	80,142	80,873	82,704
41	67,243	79,959	80,690	81,423	83,252
42	67,518	80,508	81,240	81,972	83,801
43	67,791	81,057	81,789	82,520	84,351
44	68,066	81,606	82,337	83,069	84,899
45	68,341	82,154	82,886	83,619	85,448
46	68,615	82,704	83,436	84,168	85,997
47	68,890	83,253	83,984	84,716	86,546
48	69,164	83,801	84,533	85,265	87,095
49	69,438	84,350	85,082	85,814	87,644
50	69,713	84,899	85,631	86,363	88,192

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - 12 Month Curriculum Support

Step	B.A. Degree UR108 Annual Salary	Masters Degree UR109 Annual Salary	M+30 Degree UR110 Annual Salary	Specialist Degree UR111 Annual Salary	PhD/EdD Degree UR112 Annual Salary
0	65,826	67,547	68,407	69,269	71,419
1	66,149	68,192	69,054	69,914	72,065
2	66,472	68,838	69,699	70,559	72,710
3	66,794	69,484	70,344	71,204	73,355
4	67,117	70,129	70,989	71,850	74,000
5	67,440	70,774	71,635	72,495	74,646
6	67,763	71,420	72,280	73,140	75,292
7	68,085	72,065	72,925	73,785	75,937
8	68,408	72,710	73,570	74,431	76,582
9	68,730	73,355	74,215	75,076	77,227
10	69,053	74,000	74,861	75,722	77,873
11	69,376	74,646	75,507	76,367	78,518
12	69,698	75,291	76,152	77,012	79,163
13	70,022	75,937	76,797	77,658	79,808
14	70,344	76,582	77,443	78,303	80,454
15	70,667	77,228	78,088	78,948	81,099
16	70,989	77,873	78,733	79,593	81,745
17	71,312	78,518	79,378	80,239	82,390
18	71,634	79,163	80,024	80,884	83,036
19	71,957	79,809	80,669	81,529	83,681
20	72,279	80,454	81,314	82,175	84,326
21	72,602	81,099	81,960	82,821	84,971
22	72,926	81,744	82,605	83,466	85,616
23	73,248	82,390	83,251	84,111	86,262
24	73,571	83,036	83,896	84,756	86,907
25	73,893	83,681	84,541	85,401	87,552
26	74,216	84,326	85,186	86,047	88,198
27	74,538	84,971	85,832	86,692	88,844
28	74,861	85,617	86,477	87,337	89,489
29	75,183	86,262	87,122	87,982	90,134
30	75,506	86,907	87,767	88,629	90,779
31	75,829	87,552	88,413	89,274	91,425
32	76,152	88,198	89,059	89,919	92,070
33	76,475	88,844	89,704	90,564	92,715
34	76,797	89,489	90,349	91,210	93,360
35	77,120	90,134	90,994	91,855	94,005
36	77,442	90,779	91,640	92,500	94,652
37	77,765	91,425	92,285	93,145	95,297
38	78,087	92,070	92,930	93,790	95,942
39	78,411	92,715	93,575	94,436	96,587
40	78,733	93,360	94,221	95,082	97,233
41	79,056	94,006	94,866	95,727	97,878
42	79,379	94,651	95,512	96,372	98,523
43	79,701	95,297	96,157	97,018	99,168
44	80,024	95,942	96,803	97,663	99,814
45	80,346	96,588	97,448	98,308	100,459
46	80,669	97,233	98,093	98,953	101,105
47	80,991	97,878	98,738	99,599	101,750
48	81,315	98,523	99,383	100,244	102,395
49	81,637	99,168	100,029	100,889	103,041
50	81,960	99,814	100,674	101,535	103,686

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Curriculum Support Effectiveness Stipend Salary Schedule

Effectiveness Rating	Stipend Amt
Emerging (1.5-2.49)	0
Proficient (2.5-3.49)	350
Highly Effective (3.5-4.0)	550

PRINCIPAL AND ASSISTANT PRINCIPAL PAY GRADES
2018-2019

PR101

111-2410 Principal - Elementary School - 12 Month
111-2410 Principal - Elementary School - Dual
111-2410 Principal Pre-School Centers

PR401

111-2410 Principal - Elementary School - 11 Month

PR102

111-2410 Principal - Middle Schools - 12 Month

PR402

111-2410 Principal - Middle Schools - 11 Month

PR103

111-2410 Principal - High Schools - 12 Month
111-2410 Principal - High Schools - Dual

PR403

111-2410 Principal - High Schools - 11 Month

AP301

111-2420 Asst Principal - Elementary School - 9 Month

AP201

111-2420 Asst Principal - Elementary School - 10 Month

AP401

111-2420 Asst Principal - Elementary School - 11 Month

AP101

111-2420 Asst Principal - Elementary School - 12 Month

AP302

111-2420 Assistant Principal - Middle School - 9 Month

AP202

111-2420 Assistant Principal - Middle School - 10 Month

AP402

111-2420 Assistant Principal - Middle School - 11 Month

AP102

111-2420 Assistant Principal - Middle School - 12 Month

AP303

111-2420 Assistant Principal - High School - 9 Month

AP203

111-2420 Assistant Principal - High School - 10 Month

AP403

111-2420 Assistant Principal - High School - 11 Month

AP103

111-2420 Assistant Principal - High School - 12 Month
111-2420 Assistant Lead Principal

2018-2019 Salary Schedule - Principal and Assistant Principal

1. The Principal and Assistant Principal Salary Schedules are based off the Teacher Masters Salary Schedule.
2. Any employee moving to a Principal or Assistant Principal position will have his/her current salary prorated to the correct number of months of the new position. Then the annual salary - proposition 3 supplement (9.7%) will be multiplied by the index below and placed on the step of the new salary schedule where the annual salary - proposition 3 supplement (9.7%) is equal to or greater than the new annual salary - proposition 3 supplement (9.7%) amount.
3. The Superintendent may grant a Salary Supplement or additional steps to a Principal for Administration at a specific school location based on previous work experience and other factors pertinent to the position.

Principal

School Type	Index	Months	Grade	Salary Range		Yearly Increase
				Low	High	
Elementary	1.10	11 Months	PR401	64,105	95,820	793
		12 Months	PR101	75,367	112,653	932
Middle	1.20	11 Months	PR402	67,764	99,479	793
		12 Months	PR102	79,669	116,955	932
High	1.30	11 Months	PR403	73,864	112,897	975
		12 Months	PR103	86,840	132,730	1,148

Proposition 3 Supplement is 9.7% of Annual Salary

Assistant Principal

School Type	Index	Months	Grade	Salary Range		Yearly Increase
				Low	High	
Elementary	1.05	9 Months	AP301	50,270	70,270	500
		10 Months	AP201	55,794	77,992	555
		11 Months	AP401	61,319	85,714	610
		12 Months	AP101	72,091	100,772	717
Middle	1.10	9 Months	AP302	51,770	71,770	500
		10 Months	AP202	57,459	79,657	555
		11 Months	AP402	63,148	87,544	610
		12 Months	AP102	74,242	102,923	717
High	1.15	9 Months	AP303	54,270	78,270	600
		10 Months	AP203	60,233	86,871	667
		11 Months	AP403	66,198	95,472	732
		12 Months	AP103	77,827	112,244	860

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Principal and Asst Principal Effectiveness Stipend Salary Schedule

Effectiveness Rating		Elem/Middle/High Principal	Elem/Middle/High Asst Principal
Emerging (1.5-2.49)		0	0
Proficient (2.5-3.49)		800	600
Highly Effective (3.5-4.0)		1200	1000

Administration Pay Grades

2018-2019

Senior Leadership

111-2324 Assistant Superintendent (AD101)
 111-2324 Associate Superintendent for Academics (AD101)
 111-2324 Chief of Academic Programs(AD101)
 111-2831 Chief Officer for Human Resources (AD101)
 111-2324 Chief Officer for Student Support Services(AD101)
 111-2511 Chief Business Operations Officer (AD101)
 111-2821 Chief of Communications & Public Relations(AD101)
 111-2324 Deputy Superintendent
 111-2810 Executive Director Foundation
 118-2311 Staff Attorney/General Counsel

AD101

AD102

111-2511 Chief Financial Officer

AD103

111-2610 Administrative Director for Facilities
 111-2710 Administrative Director of Transportation
 111-2214 Admin. Dir. of Federal Programs
 111-2660 Executive Assistant to the Superintendent for
 School Safety & Security
 111-2215 Executive Director-EBR Career/Tech Ed Center
 111-2211 Executive Director of Early Childhood
 111-2211 Executive Director - School Leadership

AD104

119-2190 Community Liaison - 12 Month
 111-2831 Director for Human Resources
 111-2231 Director for Professional Development
 111-2810 Director of Accountability
 111-2111 Director of Child Welfare & Attendance
 111-2212 Director of Exceptional Student Services
 111-2211 Director of High Schools
 111-2520 Director of Procurement & Warehousing Serv.
 111-2211 Director of Student Activities
 118-2516 Internal Auditor

AD105

111-2215 Director - Career/Technical Education
 111-2211 Director - Instructional Technology
 111-2121 Director Counseling & Guidance
 111-2211 Director for Fine Arts
 111-2251 Director for Library Services/Instructional Tech
 111-2190 Director of ADAPP
 111-2216 Director of Adult Educ & Alternative Educ
 111-2211 Director of Magnet School Programs
 111-2511 Director of Risk Management
 111-2215 Director-EBR Career/Tech Ed Center

AD106

111-2211 Assistant Magnet Director - MSAP Grant
 118-2512 Budget Coordinator
 111-2214 Coordinator - Inst for English Lang Learning
 111-2831 Coordinator of Special Support Programs
 111-2831 Coordinator of Support Programs
 111-2214 Coordinator of Title 1
 119-2810 Instructional Data Coordinator
 111-2830 Supervisor for Human Resources-Support Personnel
 111-2830 Supervisor for Personnel Mgmt, Staffing & Cert.

AD107

111-2141 504 Coordinator
 118-2511 Chief Accountant
 111-2141 Coordinator for Dyslexia
 112-1510 Coordinator Homeless Program Title I
 111-2290 Grant Project Manager- National Institute Justice
 111-2190 Hearing Officer
 111-2211 Jump Start Supervisor
 119-2234 Professional Development Specialist - Title I
 119-2290 Professional Development Specialist - Title II
 111-2810 Project Evaluation Specialist
 111-2832 Recruitment Manager - New Tchr Project
 111-2111 Supervisor of Child Welfare & Attendance
 111-2121 Supervisor of Counseling
 111-2213 Supervisor of Gifted & Talented Services
 111-2220 Supervisor of Mathematics K-12
 111-2662 Supervisor of School Security
 111-2212 Supervisor of Special Ed Programs
 111-2211 Supervisor of Health, P.E. & Athletics

AD108

111-2214 Community Network Project Manager
 111-2212 Coordinator - S/E Quality Assurance
 111-1600 Grants Writer
 119-2710 Driver Training & Safety Officer
 118-2520 Fair Share Coordinator
 118-2511 Grants Fiscal Officer
 111-2540 Graphic Arts Supervisor
 111-2214 Project Manager-Early Childhood
 118-2511 Supervisor of Accounting
 118-2511 Supervisor of Payroll & Employee Benefits
 111-2214 Title I Schoolwide Program Monitor
 111-2710 Transportation Supervisor - Regular Route
 111-2710 Transportation Supervisor - Special Education

2018-2019 Salary Schedule - Administration - 12 Month

STEP	AD101	AD102	AD103	AD104	AD105	AD106	AD107	AD108
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	90,000	80,000	77,000	74,000	71,000	68,000	65,000	60,000
1	91,000	81,000	78,000	74,800	71,800	68,800	65,800	60,800
2	92,000	82,000	79,000	75,600	72,600	69,600	66,600	61,600
3	93,000	83,000	80,000	76,400	73,400	70,400	67,400	62,400
4	94,000	84,000	81,000	77,200	74,200	71,200	68,200	63,200
5	95,000	85,000	82,000	78,000	75,000	72,000	69,000	64,000
6	96,000	86,000	83,000	78,800	75,800	72,800	69,800	64,800
7	97,000	87,000	84,000	79,600	76,600	73,600	70,600	65,600
8	98,000	88,000	85,000	80,400	77,400	74,400	71,400	66,400
9	99,000	89,000	86,000	81,200	78,200	75,200	72,200	67,200
10	100,000	90,000	87,000	82,000	79,000	76,000	73,000	68,000
11	101,000	91,000	88,000	82,800	79,800	76,800	73,800	68,800
12	102,000	92,000	89,000	83,600	80,600	77,600	74,600	69,600
13	103,000	93,000	90,000	84,400	81,400	78,400	75,400	70,400
14	104,000	94,000	91,000	85,200	82,200	79,200	76,200	71,200
15	105,000	95,000	92,000	86,000	83,000	80,000	77,000	72,000
16	106,000	96,000	93,000	86,800	83,800	80,800	77,800	72,800
17	107,000	97,000	94,000	87,600	84,600	81,600	78,600	73,600
18	108,000	98,000	95,000	88,400	85,400	82,400	79,400	74,400
19	109,000	99,000	96,000	89,200	86,200	83,200	80,200	75,200
20	110,000	100,000	97,000	90,000	87,000	84,000	81,000	76,000
21	111,000	101,000	98,000	90,800	87,800	84,800	81,800	76,800
22	112,000	102,000	99,000	91,600	88,600	85,600	82,600	77,600
23	113,000	103,000	100,000	92,400	89,400	86,400	83,400	78,400
24	114,000	104,000	101,000	93,200	90,200	87,200	84,200	79,200
25	115,000	105,000	102,000	94,000	91,000	88,000	85,000	80,000
26	116,000	106,000	103,000	94,800	91,800	88,800	85,800	80,800
27	117,000	107,000	104,000	95,600	92,600	89,600	86,600	81,600
28	118,000	108,000	105,000	96,400	93,400	90,400	87,400	82,400
29	119,000	109,000	106,000	97,200	94,200	91,200	88,200	83,200
30	120,000	110,000	107,000	98,000	95,000	92,000	89,000	84,000
31	121,000	111,000	108,000	98,800	95,800	92,800	89,800	84,800
32	122,000	112,000	109,000	99,600	96,600	93,600	90,600	85,600
33	123,000	113,000	110,000	100,400	97,400	94,400	91,400	86,400
34	124,000	114,000	111,000	101,200	98,200	95,200	92,200	87,200
35	125,000	115,000	112,000	102,000	99,000	96,000	93,000	88,000
36	126,000	116,000	113,000	102,800	99,800	96,800	93,800	88,800
37	127,000	117,000	114,000	103,600	100,600	97,600	94,600	89,600
38	128,000	118,000	115,000	104,400	101,400	98,400	95,400	90,400
39	129,000	119,000	116,000	105,200	102,200	99,200	96,200	91,200
40	130,000	120,000	117,000	106,000	103,000	100,000	97,000	92,000

Proposition 3 Supplement is 9.7% of Annual Salary

Administration Support Pay Grades

2018-2019

SU101

114-2321 Confidential Assistant to the Superintendent
 111-2212 Coordinator of Data Management
 119-2849 Coordinator - Web Master Special Events
 111-2821 Public Information Officer

SU102

114-2324 Admin Asst to the Assistant Superintendent
 114-2324 Admin Asst to the Associate Superintendent
 114-2311 Admin Secretary to General Counsel
 111-2830 Coordinator, Substitutes and Applications
 119-2840 Curriculum Resource Coordinator
 114-2312 Executive Secretary/Assistant to the School Board Members
 114-2510 Fiscal Analyst
 117-2723 Manager, Mechanic Shop (Transportation)
 119-2710 Routing Specialist
 118-2516 School Accounts Auditor
 118-2511 Staff Accountant - Property Control

SU103

119-2214 Admin Assistant to Chief Academic Officer
 114-2512 Admin Assistant to Chief Business Oper Officer
 114-2830 Admin Assistant to Chief Officer for HR
 114-2840 Admin Assistant to Chief Technology Officer
 111-2520 Coordinator of Purchasing

SU104

119-2520 Buyer I
 111-2710 Foreman, Mechanical Shop (Transportation)
 114-2540 Graphic Arts Production Assistant
 114-2214 Inventory & Property Control Specialist
 119-2211 Magnet Program Specialist-MSAP
 111-2190 Office Manager/Developer - Radio Station
 114-2810 Resource Development Specialist
 119-2690 Safety/Asbestos/Environmental Specialist
 111-2723 Service Station Supervisor

SU105

114-2212 Assistive Technology Assistant, Sp. Educ.
 114-2510 Budget Specialist
 114-2211 Budget Specialist - MSAP
 114-2214 Federal Programs Community Liaison
 114-2510 Finance Specialist - Accounting
 114-2510 Finance Specialist - Payroll and Benefits
 114-2510 Grants Specialist
 111-2610 Office Operations Manager
 114-2540 Production/Graphic Designer
 114-2510 Risk Management Specialist

SU106

114-2NNN Administrative Secretary
 118-2190 Production Director/Announcer - Radio Station

SU107

114-2NNN Administrative Asst to the Director
 119-2290 Administrative Asst to the Director Prof Develop
 114-2400 Executive School Secretary
 114-2211 Project Secretary - MSAP
 114-2214 School Resource Liaison
 114-2710 Secretary to Admin Director of Transportation
 114-2511 Secretary to Chief Financial Officer
 114-2211 Secretary to Curriculum
 114-2110 Secretary to Director of Child Welfare and Attend
 114-2122 Secretary to Director of Counseling/Guidance
 114-2212 Secretary to Director of Exceptional Student Svcs
 114-2211 Secretary to Director of Magnet Programs
 114-2NNN Secretary to Exec. Director
 114-2321 Secretary to Fair Share Coordinator

2018-2019 Salary Schedule - Administration Support - 12 Month

STEP	SU101 Annual Salary	SU102 Annual Salary	SU103 Annual Salary	SU104 Annual Salary	SU105 Annual Salary	SU106 Annual Salary	SU107 Annual Salary
0	52,000	48,000	44,000	40,000	36,000	32,000	28,000
1	52,600	48,600	44,600	40,600	36,500	32,500	28,500
2	53,200	49,200	45,200	41,200	37,000	33,000	29,000
3	53,800	49,800	45,800	41,800	37,500	33,500	29,500
4	54,400	50,400	46,400	42,400	38,000	34,000	30,000
5	55,000	51,000	47,000	43,000	38,500	34,500	30,500
6	55,600	51,600	47,600	43,600	39,000	35,000	31,000
7	56,200	52,200	48,200	44,200	39,500	35,500	31,500
8	56,800	52,800	48,800	44,800	40,000	36,000	32,000
9	57,400	53,400	49,400	45,400	40,500	36,500	32,500
10	58,000	54,000	50,000	46,000	41,000	37,000	33,000
11	58,600	54,600	50,600	46,600	41,500	37,500	33,500
12	59,200	55,200	51,200	47,200	42,000	38,000	34,000
13	59,800	55,800	51,800	47,800	42,500	38,500	34,500
14	60,400	56,400	52,400	48,400	43,000	39,000	35,000
15	61,000	57,000	53,000	49,000	43,500	39,500	35,500
16	61,600	57,600	53,600	49,600	44,000	40,000	36,000
17	62,200	58,200	54,200	50,200	44,500	40,500	36,500
18	62,800	58,800	54,800	50,800	45,000	41,000	37,000
19	63,400	59,400	55,400	51,400	45,500	41,500	37,500
20	64,000	60,000	56,000	52,000	46,000	42,000	38,000
21	64,600	60,600	56,600	52,600	46,500	42,500	38,500
22	65,200	61,200	57,200	53,200	47,000	43,000	39,000
23	65,800	61,800	57,800	53,800	47,500	43,500	39,500
24	66,400	62,400	58,400	54,400	48,000	44,000	40,000
25	67,000	63,000	59,000	55,000	48,500	44,500	40,500
26	67,600	63,600	59,600	55,600	49,000	45,000	41,000
27	68,200	64,200	60,200	56,200	49,500	45,500	41,500
28	68,800	64,800	60,800	56,800	50,000	46,000	42,000
29	69,400	65,400	61,400	57,400	50,500	46,500	42,500
30	70,000	66,000	62,000	58,000	51,000	47,000	43,000
31	70,600	66,600	62,600	58,600	51,500	47,500	43,500
32	71,200	67,200	63,200	59,200	52,000	48,000	44,000
33	71,800	67,800	63,800	59,800	52,500	48,500	44,500
34	72,400	68,400	64,400	60,400	53,000	49,000	45,000
35	73,000	69,000	65,000	61,000	53,500	49,500	45,500
36	73,600	69,600	65,600	61,600	54,000	50,000	46,000
37	74,200	70,200	66,200	62,200	54,500	50,500	46,500
38	74,800	70,800	66,800	62,800	55,000	51,000	47,000
39	75,400	71,400	67,400	63,400	55,500	51,500	47,500
40	76,000	72,000	68,000	64,000	56,000	52,000	48,000

Proposition 3 Supplement is 9.7% of Annual Salary

Technology Pay Grades

2018-2019

DA101

111-2841 Chief Technology Officer

DA102

111-2841 Director of Management Information Systems

DA103

118-2842 Program Manager of Network & Operations

119-2840 Technology Resource Program Manager

DA104

119-2844 Project Mgr of Technology Projects & Operations

118-2842 Systems Manager, Employee Data Systems

118-2842 Systems Manager, Financial Data Systems

118-2842 Systems Manager, Student Data Systems

DA105

118-2842 Network Administrator

118-2843 Student Assignment Systems Analyst

118-2842 Student Data Systems Analyst

118-2842 Systems Analyst

118-2842 Systems Analyst, Research, Analysis & Development

111-2841 Wide Area Network Manager

DA106

118-2842 Programmer Analyst

119-2849 Software Support Specialist

119-2840 Technology Resources Specialist

DA107

119-2840 Foreman, Security/Electronic

111-2841 Operations Specialist

119-2849 Wide Area Network Specialist

DA108

114-2840 Data Registration Specialist

118-2849 Network Specialist

117-2640 Electronic Technician II

114-2840 Student Data Registration Specialist

2018-2019 Salary Schedule - Technology - 12 Month

Step	DA101 Annual Salary	DA102 Annual Salary	DA103 Annual Salary	DA104 Annual Salary	DA105 Annual Salary	DA106 Annual Salary	DA107 Annual Salary	DA108 Annual Salary
0	90,000	75,000	70,000	65,000	58,000	54,000	42,000	38,000
1	91,000	76,000	71,000	65,800	58,800	54,800	42,600	38,600
2	92,000	77,000	72,000	66,600	59,600	55,600	43,200	39,200
3	93,000	78,000	73,000	67,400	60,400	56,400	43,800	39,800
4	94,000	79,000	74,000	68,200	61,200	57,200	44,400	40,400
5	95,000	80,000	75,000	69,000	62,000	58,000	45,000	41,000
6	96,000	81,000	76,000	69,800	62,800	58,800	45,600	41,600
7	97,000	82,000	77,000	70,600	63,600	59,600	46,200	42,200
8	98,000	83,000	78,000	71,400	64,400	60,400	46,800	42,800
9	99,000	84,000	79,000	72,200	65,200	61,200	47,400	43,400
10	100,000	85,000	80,000	73,000	66,000	62,000	48,000	44,000
11	101,000	86,000	81,000	73,800	66,800	62,800	48,600	44,600
12	102,000	87,000	82,000	74,600	67,600	63,600	49,200	45,200
13	103,000	88,000	83,000	75,400	68,400	64,400	49,800	45,800
14	104,000	89,000	84,000	76,200	69,200	65,200	50,400	46,400
15	105,000	90,000	85,000	77,000	70,000	66,000	51,000	47,000
16	106,000	91,000	86,000	77,800	70,800	66,800	51,600	47,600
17	107,000	92,000	87,000	78,600	71,600	67,600	52,200	48,200
18	108,000	93,000	88,000	79,400	72,400	68,400	52,800	48,800
19	109,000	94,000	89,000	80,200	73,200	69,200	53,400	49,400
20	110,000	95,000	90,000	81,000	74,000	70,000	54,000	50,000
21	111,000	96,000	91,000	81,800	74,800	70,800	54,600	50,600
22	112,000	97,000	92,000	82,600	75,600	71,600	55,200	51,200
23	113,000	98,000	93,000	83,400	76,400	72,400	55,800	51,800
24	114,000	99,000	94,000	84,200	77,200	73,200	56,400	52,400
25	115,000	100,000	95,000	85,000	78,000	74,000	57,000	53,000
26	116,000	101,000	96,000	85,800	78,800	74,800	57,600	53,600
27	117,000	102,000	97,000	86,600	79,600	75,600	58,200	54,200
28	118,000	103,000	98,000	87,400	80,400	76,400	58,800	54,800
29	119,000	104,000	99,000	88,200	81,200	77,200	59,400	55,400
30	120,000	105,000	100,000	89,000	82,000	78,000	60,000	56,000
31	121,000	106,000	101,000	89,800	82,800	78,800	60,600	56,600
32	122,000	107,000	102,000	90,600	83,600	79,600	61,200	57,200
33	123,000	108,000	103,000	91,400	84,400	80,400	61,800	57,800
34	124,000	109,000	104,000	92,200	85,200	81,200	62,400	58,400
35	125,000	110,000	105,000	93,000	86,000	82,000	63,000	59,000
36	126,000	111,000	106,000	93,800	86,800	82,800	63,600	59,600
37	127,000	112,000	107,000	94,600	87,600	83,600	64,200	60,200
38	128,000	113,000	108,000	95,400	88,400	84,400	64,800	60,800
39	129,000	114,000	109,000	96,200	89,200	85,200	65,400	61,400
40	130,000	115,000	110,000	97,000	90,000	86,000	66,000	62,000

Proposition 3 Supplement is 9.7% of Annual Salary

Clerical Pay Grades

2018-2019

The 5 character pay grade listed below that contains the H in the 3rd position is the hourly pay rate schedule. The other pay grade listed is the annual salary schedule.

CLH01, CL101

114-2511 Accounting Specialist III
114-2710 Computer Operator I
114-2212 Data Specialist III
114-2511 Finance Specialist III
114-2830 Personnel Specialist III

CLH04, CL104

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

CLH02, CL102

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

CLH05, CL105

114-2NNN Building Receptionist
114-2540 Press/Reprographics Operator
114-2NNN Steno Clerk II

CLH02, C8202

114-2212 Data Specialist II - 10 Month

CLH05, C8205

114-2NNN School/Guidance/Attendance Clerk - 10 Month

CLH03, CL103

114-2212 Data Specialist I
114-2830 Personnel Specialist I
114-2520 Purchasing Specialist II
114-2NNN Steno Clerk III
114-2710 Transportation Dispatcher

CLH05, C8305

114-2NNN School/Guidance/Attendance Clerk - 9 Month
114-2NNN School Resource Technician

CLH05, C8405

114-2NNN School/Guidance/Attendance Clerk - 11 Month

CLH03, C8303

114-2212 Data Specialist I - 9 Month
115-1110 Elem Time Out Room Moderator-HQ
115-1210 Paraprofessionals/SpecEd Aide-HQ - 8 Hours

CLH03, C7303

115-1210 Child Specific Aide-HQ - 7 Hours
115-1480 Media Specialist
115-1210 Paraprofessionals/SpecEd Aide-HQ - 7 Hours

CLH03

115-1210 Special Ed Transportation Aide - HQ
115-1210 SETA-Child Specific - HQ

2018-2019 Salary Schedules - Clerical - 12 Month/8 Hours

STEP	CLH01	CL101	CLH02	CL102	CLH03	CL103	CLH04	CL104	CLH05	CL105
	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary
0	14.00	29,120	13.80	28,704	13.60	28,288	13.40	27,872	13.20	27,456
1	14.25	29,640	14.05	29,224	13.85	28,808	13.65	28,392	13.45	27,976
2	14.50	30,160	14.30	29,744	14.10	29,328	13.90	28,912	13.70	28,496
3	14.75	30,680	14.55	30,264	14.35	29,848	14.15	29,432	13.95	29,016
4	15.00	31,200	14.80	30,784	14.60	30,368	14.40	29,952	14.20	29,536
5	15.25	31,720	15.05	31,304	14.85	30,888	14.65	30,472	14.45	30,056
6	15.50	32,240	15.30	31,824	15.10	31,408	14.90	30,992	14.70	30,576
7	15.75	32,760	15.55	32,344	15.35	31,928	15.15	31,512	14.95	31,096
8	16.00	33,280	15.80	32,864	15.60	32,448	15.40	32,032	15.20	31,616
9	16.25	33,800	16.05	33,384	15.85	32,968	15.65	32,552	15.45	32,136
10	16.50	34,320	16.30	33,904	16.10	33,488	15.90	33,072	15.70	32,656
11	16.75	34,840	16.55	34,424	16.35	34,008	16.15	33,592	15.95	33,176
12	17.00	35,360	16.80	34,944	16.60	34,528	16.40	34,112	16.20	33,696
13	17.25	35,880	17.05	35,464	16.85	35,048	16.65	34,632	16.45	34,216
14	17.50	36,400	17.30	35,984	17.10	35,568	16.90	35,152	16.70	34,736
15	17.75	36,920	17.55	36,504	17.35	36,088	17.15	35,672	16.95	35,256
16	18.00	37,440	17.80	37,024	17.60	36,608	17.40	36,192	17.20	35,776
17	18.25	37,960	18.05	37,544	17.85	37,128	17.65	36,712	17.45	36,296
18	18.50	38,480	18.30	38,064	18.10	37,648	17.90	37,232	17.70	36,816
19	18.75	39,000	18.55	38,584	18.35	38,168	18.15	37,752	17.95	37,336
20	19.00	39,520	18.80	39,104	18.60	38,688	18.40	38,272	18.20	37,856
21	19.25	40,040	19.05	39,624	18.85	39,208	18.65	38,792	18.45	38,376
22	19.50	40,560	19.30	40,144	19.10	39,728	18.90	39,312	18.70	38,896
23	19.75	41,080	19.55	40,664	19.35	40,248	19.15	39,832	18.95	39,416
24	20.00	41,600	19.80	41,184	19.60	40,768	19.40	40,352	19.20	39,936
25	20.25	42,120	20.05	41,704	19.85	41,288	19.65	40,872	19.45	40,456
26	20.50	42,640	20.30	42,224	20.10	41,808	19.90	41,392	19.70	40,976
27	20.75	43,160	20.55	42,744	20.35	42,328	20.15	41,912	19.95	41,496
28	21.00	43,680	20.80	43,264	20.60	42,848	20.40	42,432	20.20	42,016
29	21.25	44,200	21.05	43,784	20.85	43,368	20.65	42,952	20.45	42,536
30	21.50	44,720	21.30	44,304	21.10	43,888	20.90	43,472	20.70	43,056
31	21.75	45,240	21.55	44,824	21.35	44,408	21.15	43,992	20.95	43,576
32	22.00	45,760	21.80	45,344	21.60	44,928	21.40	44,512	21.20	44,096
33	22.25	46,280	22.05	45,864	21.85	45,448	21.65	45,032	21.45	44,616
34	22.50	46,800	22.30	46,384	22.10	45,968	21.90	45,552	21.70	45,136
35	22.75	47,320	22.55	46,904	22.35	46,488	22.15	46,072	21.95	45,656
36	23.00	47,840	22.80	47,424	22.60	47,008	22.40	46,592	22.20	46,176
37	23.25	48,360	23.05	47,944	22.85	47,528	22.65	47,112	22.45	46,696
38	23.50	48,880	23.30	48,464	23.10	48,048	22.90	47,632	22.70	47,216
39	23.75	49,400	23.55	48,984	23.35	48,568	23.15	48,152	22.95	47,736
40	24.00	49,920	23.80	49,504	23.60	49,088	23.40	48,672	23.20	48,256

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - Clerical - 9/10/11 Months

STEP	9 Months		
	CLH03	C8303-8 Hours	C7303-7 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	13.60	19,584	17,136
1	13.85	19,944	17,451
2	14.10	20,304	17,766
3	14.35	20,664	18,081
4	14.60	21,024	18,396
5	14.85	21,384	18,711
6	15.10	21,744	19,026
7	15.35	22,104	19,341
8	15.60	22,464	19,656
9	15.85	22,824	19,971
10	16.10	23,184	20,286
11	16.35	23,544	20,601
12	16.60	23,904	20,916
13	16.85	24,264	21,231
14	17.10	24,624	21,546
15	17.35	24,984	21,861
16	17.60	25,344	22,176
17	17.85	25,704	22,491
18	18.10	26,064	22,806
19	18.35	26,424	23,121
20	18.60	26,784	23,436
21	18.85	27,144	23,751
22	19.10	27,504	24,066
23	19.35	27,864	24,381
24	19.60	28,224	24,696
25	19.85	28,584	25,011
26	20.10	28,944	25,326
27	20.35	29,304	25,641
28	20.60	29,664	25,956
29	20.85	30,024	26,271
30	21.10	30,384	26,586
31	21.35	30,744	26,901
32	21.60	31,104	27,216
33	21.85	31,464	27,531
34	22.10	31,824	27,846
35	22.35	32,184	28,161
36	22.60	32,544	28,476
37	22.85	32,904	28,791
38	23.10	33,264	29,106
39	23.35	33,624	29,421
40	23.60	33,984	29,736

9 Months	
CLH05	C8305-8 Hours
Hrly Rate	Annual Salary
13.20	19,008
13.45	19,368
13.70	19,728
13.95	20,088
14.20	20,448
14.45	20,808
14.70	21,168
14.95	21,528
15.20	21,888
15.45	22,248
15.70	22,608
15.95	22,968
16.20	23,328
16.45	23,688
16.70	24,048
16.95	24,408
17.20	24,768
17.45	25,128
17.70	25,488
17.95	25,848
18.20	26,208
18.45	26,568
18.70	26,928
18.95	27,288
19.20	27,648
19.45	28,008
19.70	28,368
19.95	28,728
20.20	29,088
20.45	29,448
20.70	29,808
20.95	30,168
21.20	30,528
21.45	30,888
21.70	31,248
21.95	31,608
22.20	31,968
22.45	32,328
22.70	32,688
22.95	33,048
23.20	33,408

10 Months	
CLH02	C8202-8 Hours
Hrly Rate	Annual Salary
13.80	22,080
14.05	22,480
14.30	22,880
14.55	23,280
14.80	23,680
15.05	24,080
15.30	24,480
15.55	24,880
15.80	25,280
16.05	25,680
16.30	26,080
16.55	26,480
16.80	26,880
17.05	27,280
17.30	27,680
17.55	28,080
17.80	28,480
18.05	28,880
18.30	29,280
18.55	29,680
18.80	30,080
19.05	30,480
19.30	30,880
19.55	31,280
19.80	31,680
20.05	32,080
20.30	32,480
20.55	32,880
20.80	33,280
21.05	33,680
21.30	34,080
21.55	34,480
21.80	34,880
22.05	35,280
22.30	35,680
22.55	36,080
22.80	36,480
23.05	36,880
23.30	37,280
23.55	37,680
23.80	38,080

10 Months		11 Months
CLH05	C8205-8 Hours	C8405-8 Hours
Hrly Rate	Annual Salary	Annual Salary
13.20	21,120	23,232
13.45	21,520	23,672
13.70	21,920	24,112
13.95	22,320	24,552
14.20	22,720	24,992
14.45	23,120	25,432
14.70	23,520	25,872
14.95	23,920	26,312
15.20	24,320	26,752
15.45	24,720	27,192
15.70	25,120	27,632
15.95	25,520	28,072
16.20	25,920	28,512
16.45	26,320	28,952
16.70	26,720	29,392
16.95	27,120	29,832
17.20	27,520	30,272
17.45	27,920	30,712
17.70	28,320	31,152
17.95	28,720	31,592
18.20	29,120	32,032
18.45	29,520	32,472
18.70	29,920	32,912
18.95	30,320	33,352
19.20	30,720	33,792
19.45	31,120	34,232
19.70	31,520	34,672
19.95	31,920	35,112
20.20	32,320	35,552
20.45	32,720	35,992
20.70	33,120	36,432
20.95	33,520	36,872
21.20	33,920	37,312
21.45	34,320	37,752
21.70	34,720	38,192
21.95	35,120	38,632
22.20	35,520	39,072
22.45	35,920	39,512
22.70	36,320	39,952
22.95	36,720	40,392
23.20	37,120	40,832

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - Paraprofessionals/SETA/Elem TOR - 9 Months

STEP	CLH03	C8303-8 Hour	C7303-7 Hour
	Hrly Rate	Annual Salary	Annual Salary
0	13.60	19,584	17,136
1	13.85	19,944	17,451
2	14.10	20,304	17,766
3	14.35	20,664	18,081
4	14.60	21,024	18,396
5	14.85	21,384	18,711
6	15.10	21,744	19,026
7	15.35	22,104	19,341
8	15.60	22,464	19,656
9	15.85	22,824	19,971
10	16.10	23,184	20,286
11	16.35	23,544	20,601
12	16.60	23,904	20,916
13	16.85	24,264	21,231
14	17.10	24,624	21,546
15	17.35	24,984	21,861
16	17.60	25,344	22,176
17	17.85	25,704	22,491
18	18.10	26,064	22,806
19	18.35	26,424	23,121
20	18.60	26,784	23,436
21	18.85	27,144	23,751
22	19.10	27,504	24,066
23	19.35	27,864	24,381
24	19.60	28,224	24,696
25	19.85	28,584	25,011
26	20.10	28,944	25,326
27	20.35	29,304	25,641
28	20.60	29,664	25,956
29	20.85	30,024	26,271
30	21.10	30,384	26,586
31	21.35	30,744	26,901
32	21.60	31,104	27,216
33	21.85	31,464	27,531
34	22.10	31,824	27,846
35	22.35	32,184	28,161
36	22.60	32,544	28,476
37	22.85	32,904	28,791
38	23.10	33,264	29,106
39	23.35	33,624	29,421
40	23.60	33,984	29,736

Proposition 3 Supplement is 9.7% of Annual Salary

Transportation Pay Grades

2018-2019

TRH01, TR101

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

BU301

116-2721 Bus Operator
116-2731 Bus Operator - Special Ed

TRH02, TR102

117-2723 Automotive Mechanic II
117-2723 Transportation Mechanic II

BU302

116-2732 Bus Attendant

TRH03, TR103

117-2723 Automotive Mechanic I
117-2723 Transportation Mechanic I

TRH04, TR104

116-2731 Special Ed Chauffeur
119-2530 Transportation Laborer

2018-2019 Salary Schedule - Transportation Trades - 12 Month/8 Hours

STEP	TRH01	TR101		TRH02	TR102		TRH03	TR103		TRH04	TR104
	Hrly Rate	Annual Salary		Hrly Rate	Annual Salary		Hrly Rate	Annual Salary		Hrly Rate	Annual Salary
0	17.25	35,880		15.25	31,720		13.70	28,496		12.35	25,688
1	17.50	36,400		15.50	32,240		13.90	28,912		12.50	26,000
2	17.75	36,920		15.75	32,760		14.10	29,328		12.65	26,312
3	18.00	37,440		16.00	33,280		14.30	29,744		12.80	26,624
4	18.25	37,960		16.25	33,800		14.50	30,160		12.95	26,936
5	18.50	38,480		16.50	34,320		14.70	30,576		13.10	27,248
6	18.75	39,000		16.75	34,840		14.90	30,992		13.25	27,560
7	19.00	39,520		17.00	35,360		15.10	31,408		13.40	27,872
8	19.25	40,040		17.25	35,880		15.30	31,824		13.55	28,184
9	19.50	40,560		17.50	36,400		15.50	32,240		13.70	28,496
10	19.75	41,080		17.75	36,920		15.70	32,656		13.85	28,808
11	20.00	41,600		18.00	37,440		15.90	33,072		14.00	29,120
12	20.25	42,120		18.25	37,960		16.10	33,488		14.15	29,432
13	20.50	42,640		18.50	38,480		16.30	33,904		14.30	29,744
14	20.75	43,160		18.75	39,000		16.50	34,320		14.45	30,056
15	21.00	43,680		19.00	39,520		16.70	34,736		14.60	30,368
16	21.25	44,200		19.25	40,040		16.90	35,152		14.75	30,680
17	21.50	44,720		19.50	40,560		17.10	35,568		14.90	30,992
18	21.75	45,240		19.75	41,080		17.30	35,984		15.05	31,304
19	22.00	45,760		20.00	41,600		17.50	36,400		15.20	31,616
20	22.25	46,280		20.25	42,120		17.70	36,816		15.35	31,928
21	22.50	46,800		20.50	42,640		17.90	37,232		15.50	32,240
22	22.75	47,320		20.75	43,160		18.10	37,648		15.65	32,552
23	23.00	47,840		21.00	43,680		18.30	38,064		15.80	32,864
24	23.25	48,360		21.25	44,200		18.50	38,480		15.95	33,176
25	23.50	48,880		21.50	44,720		18.70	38,896		16.10	33,488
26	23.75	49,400		21.75	45,240		18.90	39,312		16.25	33,800
27	24.00	49,920		22.00	45,760		19.10	39,728		16.40	34,112
28	24.25	50,440		22.25	46,280		19.30	40,144		16.55	34,424
29	24.50	50,960		22.50	46,800		19.50	40,560		16.70	34,736
30	24.75	51,480		22.75	47,320		19.70	40,976		16.85	35,048
31	25.00	52,000		23.00	47,840		19.90	41,392		17.00	35,360
32	25.25	52,520		23.25	48,360		20.10	41,808		17.15	35,672
33	25.50	53,040		23.50	48,880		20.30	42,224		17.30	35,984
34	25.75	53,560		23.75	49,400		20.50	42,640		17.45	36,296
35	26.00	54,080		24.00	49,920		20.70	43,056		17.60	36,608
36	26.25	54,600		24.25	50,440		20.90	43,472		17.75	36,920
37	26.50	55,120		24.50	50,960		21.10	43,888		17.90	37,232
38	26.75	55,640		24.75	51,480		21.30	44,304		18.05	37,544
39	27.00	56,160		25.00	52,000		21.50	44,720		18.20	37,856
40	27.25	56,680		25.25	52,520		21.70	45,136		18.35	38,168

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - Bus Operator & Bus Attendant - 9 Months

BU301 - 8 Hours		BU302 - 6 Hours	
STEP	Annual Salary	STEP	Annual Salary
0	17,500	0	13,600
1	17,800	1	13,800
2	18,100	2	14,000
3	18,400	3	14,200
4	18,700	4	14,400
5	19,000	5	14,600
6	19,300	6	14,800
7	19,600	7	15,000
8	19,900	8	15,200
9	20,200	9	15,400
10	20,500	10	15,600
11	20,800	11	15,800
12	21,100	12	16,000
13	21,400	13	16,200
14	21,700	14	16,400
15	22,000	15	16,600
16	22,300	16	16,800
17	22,600	17	17,000
18	22,900	18	17,200
19	23,200	19	17,400
20	23,500	20	17,600
21	23,800	21	17,800
22	24,100	22	18,000
23	24,400	23	18,200
24	24,700	24	18,400
25	25,000	25	18,600
26	25,300	26	18,800
27	25,600	27	19,000
28	25,900	28	19,200
29	26,200	29	19,400
30	26,500	30	19,600
31	26,800	31	19,800
32	27,100	32	20,000
33	27,400	33	20,200
34	27,700	34	20,400
35	28,000	35	20,600
36	28,300	36	20,800
37	28,600	37	21,000
38	28,900	38	21,200
39	29,200	39	21,400
40	29,500	40	21,600

Proposition 3 Supplement is 9.7% of Annual Salary

Child Nutrition Program Pay Grades **2018-2019**

NU121

111-3111 Chief Financial Director of Child Nutrition Program

NU303

111-3121 CNP Manager

NU122

111-3111 CNP Asst Financial Director

NUH10, N8110

114-3110 CNP Computer Specialist - 12 Months

NU123

111-3111 Purchasing Coordinator/Area Supervisor, CNP

NUH10, N7310

114-3120 Tech IV, CNP

NU124

117-3121 Appliance Foreman, CNP

118-3111 CNP Support Programmer

NUH05, N8105

114-3110 CNP Clerical Specialist - 12 Months

NUH05, N7305

116-3120 Tech III, CNP

NU125

111-3111 Warehouse Supervisor, CNP

NUH06, N7306

116-3120 Tech II, CNP - 7 Hours

NU126

111-3111 Computer Training Coordinator, CNP

111-3111 Education Training Coordinator, CNP

NUH06, N6306

116-3120 Tech II, CNP - 6 Hours

NUH06, N5306

116-3120 Tech II, CNP - 5 Hours

NU127

114-3110 Meal Benefits Data Specialist, CNP 12 Months

114-3110 Purchasing Specialist, CNP 12 Months

114-3110 Tech Support Specialist, CNP 12 Months

NUH07, N8107

116-3120 School Truck Driver, CNP - 12 Months

NU327

114-3110 Meal Benefits Data Specialist, CNP 9 Months

114-3110 Purchasing Specialist, CNP 9 Months

114-3110 Tech Support Specialist, CNP 9 Months

NUH07, N7307

116-3120 School Truck Driver, CNP - 9 Months

NU101

111-3111 CNP Area Supervisor - 12 Months

111-3111 CNP Area Supervisor/Summer Meals Supervisor

NUH09, NU109

117-3121 Asst. Warehouse Supervisor, CNP

114-3110 CNP Specialist to Chief Financial Director of CNP

NU201

111-3111 CNP Area Supervisor - 10 Months

NUH09, NU309

111-3121 Asst. Manager, CNP - 9 Months

NU301

111-3111 CNP Area Supervisor - 9 Months

2018-2019 Salary Schedule - Child Nutrition Program - Administration - 12 Months/8 Hours

STEP	NU121 Annual Salary	NU122 Annual Salary	NU123 Annual Salary	NU124 Annual Salary
0	81,044	69,044	61,044	55,044
1	82,044	69,844	61,844	55,844
2	83,044	70,644	62,644	56,644
3	84,044	71,444	63,444	57,444
4	85,044	72,244	64,244	58,244
5	86,044	73,044	65,044	59,044
6	87,044	73,844	65,844	59,844
7	88,044	74,644	66,644	60,644
8	89,044	75,444	67,444	61,444
9	90,044	76,244	68,244	62,244
10	91,044	77,044	69,044	63,044
11	92,044	77,844	69,844	63,844
12	93,044	78,644	70,644	64,644
13	94,044	79,444	71,444	65,444
14	95,044	80,244	72,244	66,244
15	96,044	81,044	73,044	67,044
16	97,044	81,844	73,844	67,844
17	98,044	82,644	74,644	68,644
18	99,044	83,444	75,444	69,444
19	100,044	84,244	76,244	70,244
20	101,044	85,044	77,044	71,044
21	102,044	85,844	77,844	71,844
22	103,044	86,644	78,644	72,644
23	104,044	87,444	79,444	73,444
24	105,044	88,244	80,244	74,244
25	106,044	89,044	81,044	75,044
26	107,044	89,844	81,844	75,844
27	108,044	90,644	82,644	76,644
28	109,044	91,444	83,444	77,444
29	110,044	92,244	84,244	78,244
30	111,044	93,044	85,044	79,044
31	112,044	93,844	85,844	79,844
32	113,044	94,644	86,644	80,644
33	114,044	95,444	87,444	81,444
34	115,044	96,244	88,244	82,244
35	116,044	97,044	89,044	83,044
36	117,044	97,844	89,844	83,844
37	118,044	98,644	90,644	84,644
38	119,044	99,444	91,444	85,444
39	120,044	100,244	92,244	86,244
40	121,044	101,044	93,044	87,044

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - Child Nutrition Program - Administration Support - 8 Hours

STEP	NU125 - 12 Months Annual Salary	NU126 - 12 Months Annual Salary	NU127 - 12 Months Annual Salary	NU327 - 9 Months Annual Salary
0	49,044	45,044	41,044	28,307
1	49,644	45,644	41,644	28,720
2	50,244	46,244	42,244	29,134
3	50,844	46,844	42,844	29,548
4	51,444	47,444	43,444	29,962
5	52,044	48,044	44,044	30,376
6	52,644	48,644	44,644	30,789
7	53,244	49,244	45,244	31,203
8	53,844	49,844	45,844	31,617
9	54,444	50,444	46,444	32,031
10	55,044	51,044	47,044	32,445
11	55,644	51,644	47,644	32,858
12	56,244	52,244	48,244	33,272
13	56,844	52,844	48,844	33,686
14	57,444	53,444	49,444	34,100
15	58,044	54,044	50,044	34,514
16	58,644	54,644	50,644	34,927
17	59,244	55,244	51,244	35,341
18	59,844	55,844	51,844	35,755
19	60,444	56,444	52,444	36,169
20	61,044	57,044	53,044	36,582
21	61,644	57,644	53,644	36,996
22	62,244	58,244	54,244	37,410
23	62,844	58,844	54,844	37,824
24	63,444	59,444	55,444	38,238
25	64,044	60,044	56,044	38,651
26	64,644	60,644	56,644	39,065
27	65,244	61,244	57,244	39,479
28	65,844	61,844	57,844	39,893
29	66,444	62,444	58,444	40,307
30	67,044	63,044	59,044	40,720
31	67,644	63,644	59,644	41,134
32	68,244	64,244	60,244	41,548
33	68,844	64,844	60,844	41,962
34	69,444	65,444	61,444	42,376
35	70,044	66,044	62,044	42,789
36	70,644	66,644	62,644	43,203
37	71,244	67,244	63,244	43,617
38	71,844	67,844	63,844	44,031
39	72,444	68,444	64,444	44,445
40	73,044	69,044	65,044	44,858

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - Child Nutrition Program - Supervisors and Managers - 8 Hours

STEP	NU301 - 9 Months Annual Salary	NU201 - 10 Months Annual Salary	NU101 -12 Months Annual Salary	NU303 - 9 Months Annual Salary
0	34,560	38,400	50,112	30,960
1	34,992	38,880	50,738	31,320
2	35,424	39,360	51,365	31,680
3	35,856	39,840	51,991	32,040
4	36,288	40,320	52,618	32,400
5	36,720	40,800	53,244	32,760
6	37,152	41,280	53,871	33,120
7	37,584	41,760	54,497	33,480
8	38,016	42,240	55,124	33,840
9	38,448	42,720	55,749	34,200
10	38,880	43,200	56,376	34,560
11	39,312	43,680	57,002	34,920
12	39,744	44,160	57,629	35,280
13	40,176	44,640	58,255	35,640
14	40,608	45,120	58,882	36,000
15	41,040	45,600	59,508	36,360
16	41,472	46,080	60,135	36,720
17	41,904	46,560	60,761	37,080
18	42,336	47,040	61,388	37,440
19	42,768	47,520	62,013	37,800
20	43,200	48,000	62,640	38,160
21	43,632	48,480	63,266	38,520
22	44,064	48,960	63,893	38,880
23	44,496	49,440	64,519	39,240
24	44,928	49,920	65,146	39,600
25	45,360	50,400	65,772	39,960
26	45,792	50,880	66,399	40,320
27	46,224	51,360	67,025	40,680
28	46,656	51,840	67,652	41,040
29	47,088	52,320	68,277	41,400
30	47,520	52,800	68,904	41,760
31	47,952	53,280	69,530	42,120
32	48,384	53,760	70,157	42,480
33	48,816	54,240	70,783	42,840
34	49,248	54,720	71,410	43,200
35	49,680	55,200	72,036	43,560
36	50,112	55,680	72,663	43,920
37	50,544	56,160	73,289	44,280
38	50,976	56,640	73,916	44,640
39	51,408	57,120	74,541	45,000
40	51,840	57,600	75,168	45,360

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - Child Nutrition Program - Trades and Assistant Managers - 8 Hours

STEP	NUH08	NU108 - 12 Months
	Hrly Rate	Annual Salary
0	20.00	41,600
1	20.30	42,224
2	20.60	42,848
3	20.90	43,472
4	21.20	44,096
5	21.50	44,720
6	21.80	45,344
7	22.10	45,968
8	22.40	46,592
9	22.70	47,216
10	23.00	47,840
11	23.30	48,464
12	23.60	49,088
13	23.90	49,712
14	24.20	50,336
15	24.50	50,960
16	24.80	51,584
17	25.10	52,208
18	25.40	52,832
19	25.70	53,456
20	26.00	54,080
21	26.30	54,704
22	26.60	55,328
23	26.90	55,952
24	27.20	56,576
25	27.50	57,200
26	27.80	57,824
27	28.10	58,448
28	28.40	59,072
29	28.70	59,696
30	29.00	60,320
31	29.30	60,944
32	29.60	61,568
33	29.90	62,192
34	30.20	62,816
35	30.50	63,440
36	30.80	64,064
37	31.10	64,688
38	31.40	65,312
39	31.70	65,936
40	32.00	66,560

NUH09	NU109 - 12 Months	NU309 - 9 Months
	Hrly Rate	Annual Salary
17.00	35,360	24,480
17.25	35,880	24,840
17.50	36,400	25,200
17.75	36,920	25,560
18.00	37,440	25,920
18.25	37,960	26,280
18.50	38,480	26,640
18.75	39,000	27,000
19.00	39,520	27,360
19.25	40,040	27,720
19.50	40,560	28,080
19.75	41,080	28,440
20.00	41,600	28,800
20.25	42,120	29,160
20.50	42,640	29,520
20.75	43,160	29,880
21.00	43,680	30,240
21.25	44,200	30,600
21.50	44,720	30,960
21.75	45,240	31,320
22.00	45,760	31,680
22.25	46,280	32,040
22.50	46,800	32,400
22.75	47,320	32,760
23.00	47,840	33,120
23.25	48,360	33,480
23.50	48,880	33,840
23.75	49,400	34,200
24.00	49,920	34,560
24.25	50,440	34,920
24.50	50,960	35,280
24.75	51,480	35,640
25.00	52,000	36,000
25.25	52,520	36,360
25.50	53,040	36,720
25.75	53,560	37,080
26.00	54,080	37,440
26.25	54,600	37,800
26.50	55,120	38,160
26.75	55,640	38,520
27.00	56,160	38,880

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - Child Nutrition Program - Technician IV

STEP	NUH10	N7310 - 9 Months/7 Hours	N8110 -12 Months/8 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	15.00	18,900	31,200
1	15.20	19,152	31,616
2	15.40	19,404	32,032
3	15.60	19,656	32,448
4	15.80	19,908	32,864
5	16.00	20,160	33,280
6	16.20	20,412	33,696
7	16.40	20,664	34,112
8	16.60	20,916	34,528
9	16.80	21,168	34,944
10	17.00	21,420	35,360
11	17.20	21,672	35,776
12	17.40	21,924	36,192
13	17.60	22,176	36,608
14	17.80	22,428	37,024
15	18.00	22,680	37,440
16	18.20	22,932	37,856
17	18.40	23,184	38,272
18	18.60	23,436	38,688
19	18.80	23,688	39,104
20	19.00	23,940	39,520
21	19.20	24,192	39,936
22	19.40	24,444	40,352
23	19.60	24,696	40,768
24	19.80	24,948	41,184
25	20.00	25,200	41,600
26	20.20	25,452	42,016
27	20.40	25,704	42,432
28	20.60	25,956	42,848
29	20.80	26,208	43,264
30	21.00	26,460	43,680
31	21.20	26,712	44,096
32	21.40	26,964	44,512
33	21.60	27,216	44,928
34	21.80	27,468	45,344
35	22.00	27,720	45,760
36	22.20	27,972	46,176
37	22.40	28,224	46,592
38	22.60	28,476	47,008
39	22.80	28,728	47,424
40	23.00	28,980	47,840

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - Child Nutrition Program - Technician III

STEP	NUH05	N7305 - 9 Months/7 Hours	N8105 - 12 Months/8 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	14.75	18,585	30,680
1	14.95	18,837	31,096
2	15.15	19,089	31,512
3	15.35	19,341	31,928
4	15.55	19,593	32,344
5	15.75	19,845	32,760
6	15.95	20,097	33,176
7	16.15	20,349	33,592
8	16.35	20,601	34,008
9	16.55	20,853	34,424
10	16.75	21,105	34,840
11	16.95	21,357	35,256
12	17.15	21,609	35,672
13	17.35	21,861	36,088
14	17.55	22,113	36,504
15	17.75	22,365	36,920
16	17.95	22,617	37,336
17	18.15	22,869	37,752
18	18.35	23,121	38,168
19	18.55	23,373	38,584
20	18.75	23,625	39,000
21	18.95	23,877	39,416
22	19.15	24,129	39,832
23	19.35	24,381	40,248
24	19.55	24,633	40,664
25	19.75	24,885	41,080
26	19.95	25,137	41,496
27	20.15	25,389	41,912
28	20.35	25,641	42,328
29	20.55	25,893	42,744
30	20.75	26,145	43,160
31	20.95	26,397	43,576
32	21.15	26,649	43,992
33	21.35	26,901	44,408
34	21.55	27,153	44,824
35	21.75	27,405	45,240
36	21.95	27,657	45,656
37	22.15	27,909	46,072
38	22.35	28,161	46,488
39	22.55	28,413	46,904
40	22.75	28,665	47,320

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - Child Nutrition Program - Technician II - 9 Months

STEP	NUH06	N7306 - 7 Hours	N6306 - 6 Hours	N5306 - 5 Hours
	Hrly Rate	Annual Salary	Annual Salary	Annual Salary
0	14.10	17,766	15,228	12,690
1	14.30	18,018	15,444	12,870
2	14.50	18,270	15,660	13,050
3	14.70	18,522	15,876	13,230
4	14.90	18,774	16,092	13,410
5	15.10	19,026	16,308	13,590
6	15.30	19,278	16,524	13,770
7	15.50	19,530	16,740	13,950
8	15.70	19,782	16,956	14,130
9	15.90	20,034	17,172	14,310
10	16.10	20,286	17,388	14,490
11	16.30	20,538	17,604	14,670
12	16.50	20,790	17,820	14,850
13	16.70	21,042	18,036	15,030
14	16.90	21,294	18,252	15,210
15	17.10	21,546	18,468	15,390
16	17.30	21,798	18,684	15,570
17	17.50	22,050	18,900	15,750
18	17.70	22,302	19,116	15,930
19	17.90	22,554	19,332	16,110
20	18.10	22,806	19,548	16,290
21	18.30	23,058	19,764	16,470
22	18.50	23,310	19,980	16,650
23	18.70	23,562	20,196	16,830
24	18.90	23,814	20,412	17,010
25	19.10	24,066	20,628	17,190
26	19.30	24,318	20,844	17,370
27	19.50	24,570	21,060	17,550
28	19.70	24,822	21,276	17,730
29	19.90	25,074	21,492	17,910
30	20.10	25,326	21,708	18,090
31	20.30	25,578	21,924	18,270
32	20.50	25,830	22,140	18,450
33	20.70	26,082	22,356	18,630
34	20.90	26,334	22,572	18,810
35	21.10	26,586	22,788	18,990
36	21.30	26,838	23,004	19,170
37	21.50	27,090	23,220	19,350
38	21.70	27,342	23,436	19,530
39	21.90	27,594	23,652	19,710
40	22.10	27,846	23,868	19,890

Proposition 3 Supplement is 9.7% of Annual Salary

2018-2019 Salary Schedule - Child Nutrition Program - Truck Driver

STEP	NUH07	N7307 - 9 Months/7 Hours	N8107 - 12 Months/8 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	14.25	17,955	29,640
1	14.45	18,207	30,056
2	14.65	18,459	30,472
3	14.85	18,711	30,888
4	15.05	18,963	31,304
5	15.25	19,215	31,720
6	15.45	19,467	32,136
7	15.65	19,719	32,552
8	15.85	19,971	32,968
9	16.05	20,223	33,384
10	16.25	20,475	33,800
11	16.45	20,727	34,216
12	16.65	20,979	34,632
13	16.85	21,231	35,048
14	17.05	21,483	35,464
15	17.25	21,735	35,880
16	17.45	21,987	36,296
17	17.65	22,239	36,712
18	17.85	22,491	37,128
19	18.05	22,743	37,544
20	18.25	22,995	37,960
21	18.45	23,247	38,376
22	18.65	23,499	38,792
23	18.85	23,751	39,208
24	19.05	24,003	39,624
25	19.25	24,255	40,040
26	19.45	24,507	40,456
27	19.65	24,759	40,872
28	19.85	25,011	41,288
29	20.05	25,263	41,704
30	20.25	25,515	42,120
31	20.45	25,767	42,536
32	20.65	26,019	42,952
33	20.85	26,271	43,368
34	21.05	26,523	43,784
35	21.25	26,775	44,200
36	21.45	27,027	44,616
37	21.65	27,279	45,032
38	21.85	27,531	45,448
39	22.05	27,783	45,864
40	22.25	28,035	46,280

Proposition 3 Supplement is 9.7% of Annual Salary

Salary Supplements for Child Nutrition Program
2018-2019

Chief Financial Director of Child Nutrition Program must submit required documentation to the Office of Human Resources before supplemental compensation will be processed and awarded. Supplemental compensation is only awarded for one fiscal year. Continuation of the salary supplement requires documentation to be submitted to the Office of Human Resources for each fiscal year awarded.

<u>Description</u>	<u>Amount Per Check</u>	<u>9 Month Annual Amount</u>	<u>10 Month Annual Amount</u>	<u>12 Month Annual Amount</u>
LA Electrical Contractor's License	\$100	\$2,000	\$2,200	\$2,600
EPA Certified, ESCO Institute Refrigeration License	\$100	\$2,000	\$2,200	\$2,600
Registered Dietitian, Academy of Nutrition and Dietetics	\$100	\$2,000	\$2,200	\$2,600
Active CDL License	\$75	\$1,500	\$1,650	\$1,950
Multi-Unit Schools serving over 100 Lunches	\$75	\$1,500	\$1,650	\$1,950
Production Team Manager	\$75	\$1,500	\$1,650	\$1,950

CNP positions may be approved for Salary Supplements based on additional duties assigned.

Multiple CNP supplements may be assigned to an individual, with a maximum of **7** supplements per individual, based on additional duties assigned.

2018-2019 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	90.00
21 - 45 Days	115.00
46 + Days	150.00
Long Term Substitute Teacher Degreed (Non-Certified): (Prior Approval Required by Human Resources)	
1 - 20 Days	80.00
21 - 45 Days	105.00
46 + Days	120.00
Substitute Bus Attendant (5 Hours Average)	42.00
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)	9.70

**** 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
Bus Driver Extra Route	10.50
Bus Driver Trainer	10.50
Bus Upholster	10.50
City Police	30.00
Clerical (Other)	9.70
Clerks (Office)	9.70
COE Worker	7.25
Computer Lab Technician	9.70
ESS Paraprofessional	9.70
Field Trip Bus Driver	10.50
Lead/Senior Therapist	57.00
Office Assistant - (4 hours - elementary schools)	9.70
Paraprofessional	9.70
Part-time Bus Attendant	8.40
Part-time Bus Driver	10.50
Part-time Nurse:	
LPN	15.00
RN	18.00
Part-time Professional Staff	11.70
Part-time Sheriff Deputy Supervisor (Shifts 1 & 2)	34.00
Part-time Sheriff Deputy	30.00
Part-time Teacher Degreed	25.00
Physical/Occupational Therapist	52.00
Public Relations Specialist	15.00
Qualified Technical Staff	13.00
School Clerk	9.70
School Secretary	9.70
Secretary (Office)	9.70

2018-2019 Daily/Hourly/Regular Part-Time Compensation Rates Continued:**HOURLY/DAY-BY-DAY/TEMPORARY/SUBSTITUTES Continued****RATES ***

Substitute CNP Manager Trainee	\$ 13.00
Substitute CNP Truck Driver	11.00
Substitute CNP Worker	10.50
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

REGULAR PART-TIME**HOURLY/MAXIMUM EXTENDED DAY PROGRAM:****RATES**

Clerk/Assistant***	\$ 9.70
Coordinator - Degreed	30.00
Paraprofessional***	9.70
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
Administrative Assistant/Clerk	9.70
Paraprofessionals	9.70
Bus Drivers	10.50

HOURLY/MAXIMUM SUMMER MEALS PROGRAM:**RATES**

Clerk	\$ 11.50
Cook	10.70
Assistant Coordinator	28.00
Head Monitor	10.70
Lead Summer Technician	10.70
Manager	20.00
Summer Technician II	10.20
Truck Driver	11.00
Truck Helper/Student	7.75

***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.

2018-2019 Salary Schedule Exemption Status

Salary Schedule	Status	Pages
Teacher Salary Schedules	Exempt	4-11
Curriculum Support Salary Schedules	Exempt	20-23
Principal Salary Schedules	Exempt	26
Assistant Principal Salary Schedules	Exempt	26
Administration Salary Schedules	Exempt	29
Administration Support Salary Schedules	Exempt**	31
Technology Salary Schedules	Exempt	33
Clerical Salary Schedules	Non-Exempt	34-37
Transportation Trades Salary Schedules	Non-Exempt	39
Bus Operator/Bus Attendant Salary Schedules	Non-Exempt	40
Child Nutrition Administration Salary Schedules	Exempt	42
Child Nutrition Administration Support Salary Schedules	Exempt	43
Child Nutrition Supervisors and Managers Salary Schedules	Exempt	44
Child Nutrition Trades and Assistant Manager Salary Schedules	Non-Exempt	45
Child Nutrition Technicians IV, III, II Salary Schedules	Non-Exempt	46-48
Child Nutrition Truck Driver Salary Schedules	Non-Exempt	49

** Certain job classifications qualify for 1/2 time overtime. See page A-6 number 13 for details.

2018-2019 Appendix

	Pages
Teacher Salary Schedule/Stipend Procedures	A-2
Curriculum Support Salary Schedule/Stipend Procedures	A-3
Principal/Asst. Principal Salary Schedule/Stipend Procedures	A-4
Admininstration, Admin Support and Technology Salary Procedures	A-5 & A-6
Clerical, Transportation and CNP Salary Procedures	A-7 & A-8

Teacher Salary Schedule/Stipend Procedures

2018-2019

1. New Teachers coming to EBRPSS will be initially placed on the 9 month Teacher's Salary Schedule using total experience as Step. Degree and experience are no longer the sole factors used for placement on the Teacher Salary Schedule.
2. An employee's Effectiveness rating will determine if he/she 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 or 3 consecutive years with any combination of Highly Effective and Proficient until reaching total experience level 21. Once an employee is awarded additional step(s), the consecutive year count will start over.
4. In order for an employee to receive an Effectiveness stipend, he/she cannot 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. Effectiveness Stipend Extenuating Circumstances appeals will be considered for the following:
 - a. Consecutive days absent with approval
 - b. Medical Leave Certification Form approved by Human Resources
 - c. Bereavement Leave, FMLA
 - d. A Monday/Friday pattern of absences will automatically exclude employee from consideration.
6. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.
7. 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 in the Office of Human Resources. The District reserves the right to review the advance degree placements on a case by case basis.
8. Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Total Experience 21.
9. The Part Time Teacher Salary Schedule, on pages 13-14, will be used when paying teachers employed on a part-time 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 using the Step or Prop 3 Placement and degree these teachers would have been assigned had they been hired full time.
10. The Superintendent may grant a Salary Supplement to a Teacher at a specific school based on factors pertinent to the position and/or school.

Curriculum Support Salary Schedule/Stipend Procedures

2018-2019

1. 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 years of experience as Step, for the degree and number of months that employee is to work. Once the Annual Salary is determined on the Teacher Salary Schedule, multiply the Annual Salary by 1.02 and place on the step of the Curriculum Support Salary Schedule based on the number of months worked and degree where the Total Compensation amount is equal to or greater than the computed amount.
2. An existing employee's placement on the Curriculum Support Salary Schedule will be based on his/her highest degree earned for the column to be placed. To determine the Step, multiply current Annual Salary by 1.02 and place on the step equal to or greater than the results.
3. An employee's Effectiveness rating will determine if he/she 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.
4. 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 or 3 consecutive years with any combination of Highly Effective and Proficient. Once an employee is awarded additional step(s), the consecutive year count will start over.
5. In order for an employee to receive an Effectiveness stipend, he/she cannot 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.
6. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.
7. 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 in the Office of Human Resources. The District reserves the right to review the advance degree placements on a case by case basis.

Principal and Asst. Principal Salary Schedule/Stipend Procedures

2018-2019

1. The Principal and Assistant Principal Salary Schedules are based off the Teacher 9 Month Masters Salary Schedule.
2. Any employee moving to a Principal or Assistant Principal position will have his/her current salary pro-rated to the correct number of months of the new position. Then the annual salary - proposition 3 supplement (9.7%) will be multiplied by the index below and placed on the step of the new salary schedule where the annual salary - proposition 3 supplement (9.7%) is equal to or greater than the new annual salary - proposition 3 supplement (9.7%) amount.
3. An employee's Effectiveness rating will determine if he/she 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.
4. 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 or 3 consecutive years with any combination of Highly Effective and Proficient. Once an employee is awarded additional step(s), the consecutive year count will start over.
5. In order for an employee to receive an Effectiveness stipend, he/she cannot 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.
6. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.
7. The Superintendent may grant a Salary Supplement or additional steps to a Principal for Administration at a specific school location based on previous work experience and other factors pertinent to the position.

Administration, Administration Support and Technology
Salary Procedures
2018-2019

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Employees will be given credit for a year's advancement if he/she has served for at least one-half of the regular employment year.
2.
 - a. Any employee 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 employee 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 Pay Grades (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. Any employee being promoted from the Clerical Pay Schedule, Transportation Pay Schedule or Child Nutrition Program Pay Schedule to the Administration Pay Schedule, Administration Support Pay Schedule or Technology 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.
 - d. The Superintendent may grant up to a maximum of 5 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees shall be placed in the initial salary step of the appropriate Pay Grade. The Superintendent may grant up to a maximum of 5 additional salary steps for special skills and/or unique experience that is directly job-related.
4. Former employees being rehired will be given credit for previous work experience when placing on the salary step of the appropriate Pay Grade. The Superintendent may grant up to a maximum of 5 additional salary steps for special skills and/or unique experience that is directly job-related.
5. Certificated administration 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 salaries. 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.*
6. Certificated administration 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.

2018-2019 Administration, Admin. Support & Technology Salary Procedures Continued:

7. Only the Board shall have the right to change the Pay Grade assignments of a position. Changing responsibilities and other factors pertinent to the position shall be considered. The annual position review process shall be followed except in special circumstances requiring individual action.
 - a. Any new position shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as the position is 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 Department Heads and Superintendent of Schools prior to June 30.
 - c. 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 unless otherwise directed by the Superintendent.
8. 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.
9. 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.
10. 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.
11. Employees who are placed in a temporary position (acting, interim or appointed substitute) exceeding six (6) weeks will receive a stipend to compensate the employee for extra duties performed while in that position. Upon completion of service in that position, the stipend will be removed.
12. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.
13. Administrative Assistants, Administrative Secretaries and all Secretaries paid from Pay Grades SU106 and SU107 of the Administrative Support Salary Schedule 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, these employees receive pay at a rate not less than one-half the employee's regular rate of pay.

Clerical, Transportation and CNP Salary Procedures

2018-2019

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Employees will be given credit for a year's advancement if he/she has served for at least one-half of the regular employment year.
2.
 - a. Any employee 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 employee 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 Pay Grades (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 a maximum of 5 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees shall be placed in the initial salary step of the appropriate Pay Grade. The Superintendent may grant up to a maximum of 5 additional salary steps for special skills and/or unique experience that is directly job-related.
4. Former employees being rehired will be given credit for previous work experience when placing on the salary step of the appropriate Pay Grade. The Superintendent may grant up to a maximum of 5 additional salary steps for special skills and/or unique experience that is directly job-related.
5. Only the Board shall have the right to change the Pay Grade assignments of a position. Changing responsibilities and other factors pertinent to the position shall be considered. The annual position review process shall be followed except in special circumstances requiring individual action.
 - a. Any new position shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as the position is 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 Department Heads and Superintendent of Schools prior to June 30.
 - c. 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 unless otherwise directed by the Superintendent.
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 position reaches the frozen salary amount.

2018-2019 Clerical, Transportation and CNP Salary Procedures Continued:

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 who are placed in a temporary position (acting, interim or appointed substitute) exceeding six (6) weeks will receive a stipend to compensate the employee for extra duties performed while in that position. Upon completion of service in that position, the stipend will be removed.
10. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.