

East Baton Rouge Parish School System

2019-2020 Salary Schedules

Adopted June 20, 2019

East Baton Rouge Parish School System
2019-2020 Salary Schedules
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East Baton Rouge Parish School System
Information Pertaining to All Salary Schedules
2019-2020

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	262

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 11% 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 64 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 64 for salary schedule exemption status.

Teacher Salary Schedule Placement Procedures 2019-2020

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.

2019-2020 Salary Schedule - 9 Month Teacher

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

Step	B.A. Degree TE308	Masters Degree TE309	M+30 Degree TE310	Specialist Degree TE311	PhD/EdD Degree TE312
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	45,500	46,700	47,300	47,900	49,400
1	45,725	47,150	47,750	48,350	49,850
2	45,950	47,600	48,200	48,800	50,300
3	46,175	48,050	48,650	49,250	50,750
4	46,400	48,500	49,100	49,700	51,200
5	46,625	48,950	49,550	50,150	51,650
6	46,850	49,400	50,000	50,600	52,100
7	47,075	49,850	50,450	51,050	52,550
8	47,300	50,300	50,900	51,500	53,000
9	47,525	50,750	51,350	51,950	53,450
10	47,750	51,200	51,800	52,400	53,900
11	47,975	51,650	52,250	52,850	54,350
12	48,200	52,100	52,700	53,300	54,800
13	48,425	52,550	53,150	53,750	55,250
14	48,650	53,000	53,600	54,200	55,700
15	48,875	53,450	54,050	54,650	56,150
16	49,100	53,900	54,500	55,100	56,600
17	49,325	54,350	54,950	55,550	57,050
18	49,550	54,800	55,400	56,000	57,500
19	49,775	55,250	55,850	56,450	57,950
20	50,000	55,700	56,300	56,900	58,400
21	50,225	56,150	56,750	57,350	58,850
22	50,450	56,600	57,200	57,800	59,300
23	50,675	57,050	57,650	58,250	59,750
24	50,900	57,500	58,100	58,700	60,200
25	51,125	57,950	58,550	59,150	60,650
26	51,350	58,400	59,000	59,600	61,100
27	51,575	58,850	59,450	60,050	61,550
28	51,800	59,300	59,900	60,500	62,000
29	52,025	59,750	60,350	60,950	62,450
30	52,250	60,200	60,800	61,400	62,900
31	52,475	60,650	61,250	61,850	63,350
32	52,700	61,100	61,700	62,300	63,800
33	52,925	61,550	62,150	62,750	64,250
34	53,150	62,000	62,600	63,200	64,700
35	53,375	62,450	63,050	63,650	65,150
36	53,600	62,900	63,500	64,100	65,600
37	53,825	63,350	63,950	64,550	66,050
38	54,050	63,800	64,400	65,000	66,500
39	54,275	64,250	64,850	65,450	66,950
40	54,500	64,700	65,300	65,900	67,400

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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	48,750	52,200	52,800	53,400	54,900
11	49,750	53,200	53,800	54,400	55,900
12	50,750	54,200	54,800	55,400	56,900
13	51,750	55,200	55,800	56,400	57,900
14	52,750	56,200	56,800	57,400	58,900
15	53,750	57,200	57,800	58,400	59,900
16	54,750	58,200	58,800	59,400	60,900
17	55,750	59,200	59,800	60,400	61,900
18	56,750	60,200	60,800	61,400	62,900
19	57,750	61,200	61,800	62,400	63,900
20	58,750	62,200	62,800	63,400	64,900
21	59,750	63,200	63,800	64,400	65,900
22	60,750	64,200	64,800	65,400	66,900
23	61,750	65,200	65,800	66,400	67,900
24	62,750	66,200	66,800	67,400	68,900
25	63,750	67,200	67,800	68,400	69,900
26	64,750	68,200	68,800	69,400	70,900
27	65,750	69,200	69,800	70,400	71,900
28	66,750	70,200	70,800	71,400	72,900
29	67,750	71,200	71,800	72,400	73,900
30	68,750	72,200	72,800	73,400	74,900
31	69,750	73,200	73,800	74,400	75,900
32	70,750	74,200	74,800	75,400	76,900
33	71,750	75,200	75,800	76,400	77,900
34	72,750	76,200	76,800	77,400	78,900
35	73,750	77,200	77,800	78,400	79,900
36	74,750	78,200	78,800	79,400	80,900
37	75,750	79,200	79,800	80,400	81,900
38	76,750	80,200	80,800	81,400	82,900
39	77,750	81,200	81,800	82,400	83,900
40	78,750	82,200	82,800	83,400	84,900

2019-2020 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	50,500	51,831	52,498	53,163	54,829
1	50,749	52,331	52,997	53,663	55,328
2	50,999	52,830	53,497	54,162	55,828
3	51,249	53,330	53,996	54,662	56,327
4	51,499	53,829	54,496	55,161	56,827
5	51,748	54,329	54,995	55,661	57,326
6	51,998	54,828	55,495	56,160	57,826
7	52,248	55,328	55,994	56,660	58,325
8	52,498	55,827	56,494	57,159	58,825
9	52,747	56,327	56,993	57,659	59,323
10	52,997	56,826	57,492	58,158	59,823
11	53,247	57,326	57,991	58,658	60,322
12	53,497	57,825	58,491	59,157	60,822
13	53,746	58,325	58,990	59,657	61,321
14	53,996	58,824	59,490	60,156	61,821
15	54,246	59,324	59,989	60,656	62,320
16	54,496	59,823	60,489	61,155	62,820
17	54,745	60,323	60,988	61,655	63,319
18	54,995	60,822	61,488	62,154	63,819
19	55,245	61,322	61,987	62,654	64,318
20	55,495	61,821	62,487	63,153	64,818
21	55,744	62,321	62,986	63,653	65,317
22	55,994	62,819	63,486	64,152	65,817
23	56,244	63,319	63,985	64,651	66,316
24	56,494	63,818	64,485	65,150	66,816
25	56,743	64,318	64,984	65,650	67,315
26	56,993	64,817	65,484	66,149	67,815
27	57,243	65,317	65,983	66,649	68,314
28	57,493	65,816	66,483	67,148	68,814
29	57,742	66,316	66,982	67,648	69,313
30	57,992	66,815	67,482	68,147	69,813
31	58,242	67,315	67,981	68,647	70,311
32	58,492	67,814	68,481	69,146	70,811
33	58,741	68,314	68,979	69,646	71,310
34	58,991	68,813	69,479	70,145	71,810
35	59,241	69,313	69,978	70,645	72,309
36	59,491	69,812	70,478	71,144	72,809
37	59,739	70,312	70,977	71,644	73,308
38	59,989	70,811	71,477	72,143	73,808
39	60,239	71,311	71,976	72,643	74,307
40	60,489	71,810	72,476	73,142	74,806

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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	54,107	57,936	58,602	59,268	60,933
11	55,217	59,046	59,712	60,378	62,043
12	56,327	60,156	60,822	61,488	63,153
13	57,437	61,266	61,932	62,598	64,262
14	58,547	62,376	63,042	63,708	65,372
15	59,657	63,486	64,152	64,818	66,482
16	60,767	64,596	65,261	65,928	67,592
17	61,877	65,706	66,371	67,038	68,702
18	62,986	66,816	67,481	68,148	69,812
19	64,096	67,926	68,591	69,258	70,922
20	65,206	69,035	69,701	70,367	72,032
21	66,316	70,145	70,811	71,476	73,142
22	67,426	71,255	71,921	72,586	74,252
23	68,536	72,365	73,031	73,696	75,362
24	69,646	73,474	74,141	74,806	76,472
25	70,756	74,584	75,251	75,916	77,582
26	71,866	75,694	76,361	77,026	78,692
27	72,976	76,804	77,471	78,136	79,802
28	74,086	77,914	78,581	79,246	80,911
29	75,195	79,024	79,691	80,356	82,020
30	76,305	80,134	80,800	81,466	83,130
31	77,415	81,244	81,909	82,576	84,240
32	78,524	82,354	83,019	83,686	85,350
33	79,634	83,464	84,129	84,796	86,460
34	80,744	84,574	85,239	85,906	87,570
35	81,854	85,684	86,349	87,016	88,680
36	82,964	86,794	87,459	88,125	89,790
37	84,074	87,904	88,569	89,235	90,900
38	85,184	89,014	89,679	90,345	92,010
39	86,294	90,123	90,789	91,455	93,120
40	87,404	91,233	91,899	92,565	94,230

2019-2020 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	55,500	56,964	57,696	58,428	60,257
1	55,775	57,513	58,245	58,976	60,806
2	56,049	58,062	58,794	59,525	61,355
3	56,323	58,611	59,343	60,074	61,903
4	56,597	59,160	59,891	60,623	62,452
5	56,872	59,708	60,440	61,172	63,001
6	57,146	60,257	60,989	61,720	63,550
7	57,421	60,806	61,538	62,269	64,099
8	57,695	61,355	62,087	62,818	64,648
9	57,970	61,904	62,636	63,367	65,197
10	58,244	62,453	63,185	63,916	65,746
11	58,519	63,002	63,734	64,465	66,295
12	58,793	63,551	64,283	65,014	66,844
13	59,068	64,100	64,832	65,563	67,393
14	59,342	64,649	65,381	66,112	67,941
15	59,617	65,198	65,930	66,661	68,490
16	59,891	65,746	66,478	67,210	69,039
17	60,166	66,295	67,027	67,758	69,588
18	60,440	66,844	67,576	68,307	70,137
19	60,715	67,393	68,125	68,856	70,686
20	60,989	67,942	68,674	69,405	71,235
21	61,264	68,491	69,223	69,954	71,784
22	61,538	69,040	69,772	70,503	72,333
23	61,813	69,589	70,321	71,052	72,882
24	62,087	70,138	70,870	71,601	73,431
25	62,362	70,687	71,419	72,150	73,980
26	62,635	71,236	71,967	72,699	74,528
27	62,910	71,785	72,515	73,248	75,077
28	63,184	72,333	73,064	73,797	75,626
29	63,459	72,882	73,613	74,345	76,175
30	63,733	73,431	74,162	74,894	76,724
31	64,008	73,979	74,711	75,443	77,273
32	64,282	74,528	75,260	75,992	77,822
33	64,557	75,077	75,809	76,541	78,371
34	64,831	75,626	76,358	77,090	78,920
35	65,106	76,175	76,907	77,639	79,469
36	65,380	76,724	77,456	78,188	80,018
37	65,655	77,273	78,005	78,737	80,566
38	65,929	77,822	78,553	79,286	81,115
39	66,204	78,370	79,102	79,835	81,664
40	66,478	78,919	79,651	80,383	82,213

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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	59,464	63,673	64,405	65,136	66,966
11	60,684	64,893	65,625	66,356	68,186
12	61,904	66,112	66,844	67,576	69,405
13	63,124	67,332	68,063	68,796	70,625
14	64,344	68,551	69,283	70,016	71,845
15	65,563	69,771	70,503	71,235	73,065
16	66,783	70,991	71,723	72,455	74,285
17	68,003	72,211	72,943	73,674	75,504
18	69,223	73,431	74,163	74,894	76,724
19	70,443	74,651	75,382	76,114	77,944
20	71,663	75,870	76,602	77,334	79,164
21	72,881	77,090	77,822	78,554	80,384
22	74,101	78,310	79,042	79,774	81,604
23	75,321	79,530	80,262	80,994	82,823
24	76,541	80,750	81,481	82,214	84,042
25	77,761	81,969	82,701	83,433	85,262
26	78,981	83,189	83,921	84,652	86,482
27	80,200	84,408	85,140	85,872	87,702
28	81,420	85,628	86,360	87,092	88,922
29	82,640	86,848	87,580	88,312	90,142
30	83,860	88,068	88,800	89,532	91,362
31	85,080	89,288	90,020	90,752	92,582
32	86,299	90,508	91,240	91,971	93,801
33	87,519	91,728	92,460	93,191	95,021
34	88,739	92,948	93,680	94,411	96,241
35	89,959	94,167	94,899	95,631	97,460
36	91,179	95,387	96,118	96,851	98,680
37	92,399	96,606	97,338	98,070	99,900
38	93,618	97,826	98,558	99,290	101,120
39	94,838	99,046	99,778	100,510	102,339
40	96,058	100,266	100,998	101,729	103,559

2019-2020 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	65,250	66,971	67,831	68,692	70,843
1	65,572	67,616	68,477	69,337	71,488
2	65,895	68,262	69,122	69,983	72,133
3	66,218	68,907	69,767	70,627	72,779
4	66,541	69,552	70,413	71,273	73,424
5	66,864	70,197	71,058	71,919	74,070
6	67,185	70,843	71,703	72,563	74,715
7	67,508	71,488	72,349	73,209	75,360
8	67,831	72,133	72,994	73,855	76,006
9	68,154	72,779	73,639	74,499	76,650
10	68,477	73,425	74,285	75,145	77,296
11	68,800	74,069	74,930	75,791	77,942
12	69,122	74,715	75,576	76,436	78,587
13	69,444	75,360	76,220	77,081	79,232
14	69,767	76,005	76,866	77,726	79,878
15	70,090	76,651	77,512	78,372	80,523
16	70,413	77,296	78,156	79,017	81,168
17	70,735	77,942	78,802	79,662	81,813
18	71,058	78,587	79,448	80,308	82,459
19	71,381	79,232	80,092	80,954	83,104
20	71,703	79,878	80,738	81,598	83,749
21	72,026	80,522	81,383	82,244	84,395
22	72,349	81,168	82,029	82,889	85,041
23	72,671	81,814	82,674	83,534	85,685
24	72,994	82,458	83,319	84,180	86,331
25	73,317	83,104	83,965	84,825	86,976
26	73,640	83,750	84,610	85,470	87,621
27	73,962	84,395	85,255	86,116	88,267
28	74,284	85,040	85,901	86,761	88,912
29	74,607	85,685	86,545	87,407	89,557
30	74,930	86,331	87,191	88,051	90,203
31	75,253	86,976	87,837	88,697	90,848
32	75,576	87,621	88,482	89,343	91,494
33	75,897	88,267	89,127	89,987	92,138
34	76,220	88,912	89,773	90,633	92,784
35	76,543	89,557	90,418	91,279	93,430
36	76,866	90,203	91,063	91,923	94,074
37	77,189	90,849	91,708	92,569	94,720
38	77,512	91,493	92,354	93,214	95,366
39	77,834	92,139	92,999	93,860	96,011
40	78,156	92,784	93,644	94,505	96,656

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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	69,911	74,859	75,719	76,579	78,730
11	71,345	76,292	77,153	78,014	80,165
12	72,778	77,726	78,587	79,447	81,598
13	74,213	79,161	80,020	80,882	83,032
14	75,647	80,594	81,455	82,315	84,467
15	77,081	82,029	82,889	83,749	85,900
16	78,515	83,462	84,323	85,184	87,335
17	79,950	84,897	85,757	86,617	88,769
18	81,383	86,331	87,192	88,052	90,203
19	82,817	87,765	88,625	89,486	91,637
20	84,251	89,199	90,059	90,920	93,071
21	85,686	90,633	91,493	92,354	94,505
22	87,120	92,067	92,927	93,787	95,939
23	88,553	93,501	94,362	95,222	97,373
24	89,987	94,935	95,795	96,656	98,807
25	91,422	96,369	97,230	98,090	100,242
26	92,856	97,804	98,664	99,524	101,675
27	94,290	99,237	100,098	100,959	103,110
28	95,723	100,671	101,532	102,392	104,543
29	97,158	102,106	102,965	103,827	105,977
30	98,592	103,539	104,400	105,260	107,412
31	100,026	104,974	105,834	106,694	108,845
32	101,460	106,407	107,268	108,129	110,280
33	102,895	107,842	108,702	109,562	111,714
34	104,328	109,276	110,137	110,997	113,148
35	105,762	110,710	111,570	112,431	114,582
36	107,196	112,144	113,005	113,865	116,016
37	108,631	113,578	114,438	115,299	117,450
38	110,065	115,012	115,872	116,732	118,884
39	111,498	116,446	117,307	118,167	120,318
40	112,932	117,880	118,740	119,601	121,752

2019-2020 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

2019-2020 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	20.50	21.07	21.35	21.63	22.35
1	20.60	21.27	21.55	21.83	22.55
2	20.70	21.47	21.75	22.03	22.75
3	20.80	21.67	21.95	22.23	22.95
4	20.90	21.87	22.15	22.43	23.15
5	21.00	22.07	22.35	22.63	23.35
6	21.10	22.27	22.55	22.83	23.55
7	21.20	22.47	22.75	23.03	23.75
8	21.30	22.67	22.95	23.23	23.95
9	21.40	22.87	23.15	23.43	24.15
10	21.50	23.07	23.35	23.63	24.35
11	21.60	23.27	23.55	23.83	24.55
12	21.70	23.47	23.75	24.03	24.75
13	21.80	23.67	23.95	24.23	24.95
14	21.90	23.87	24.15	24.43	25.15
15	22.00	24.07	24.35	24.63	25.35
16	22.10	24.27	24.55	24.83	25.55
17	22.20	24.47	24.75	25.03	25.75
18	22.30	24.67	24.95	25.23	25.95
19	22.40	24.87	25.15	25.43	26.15
20	22.50	25.07	25.35	25.63	26.35
21	22.60	25.27	25.55	25.83	26.55
22	22.70	25.47	25.75	26.03	26.75
23	22.80	25.67	25.95	26.23	26.95
24	22.90	25.87	26.15	26.43	27.15
25	23.00	26.07	26.35	26.63	27.35
26	23.10	26.27	26.55	26.83	27.55
27	23.20	26.47	26.75	27.03	27.75
28	23.30	26.67	26.95	27.23	27.95
29	23.40	26.87	27.15	27.43	28.15
30	23.50	27.07	27.35	27.63	28.35
31	23.60	27.27	27.55	27.83	28.55
32	23.70	27.47	27.75	28.03	28.75
33	23.80	27.67	27.95	28.23	28.95
34	23.90	27.87	28.15	28.43	29.15
35	24.00	28.07	28.35	28.63	29.35
36	24.10	28.27	28.55	28.83	29.55
37	24.20	28.47	28.75	29.03	29.75
38	24.30	28.67	28.95	29.23	29.95
39	24.40	28.87	29.15	29.43	30.15
40	24.50	29.07	29.35	29.63	30.35

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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	21.77	23.30	23.58	23.85	24.51
11	22.21	23.74	24.02	24.29	24.95
12	22.65	24.18	24.46	24.73	25.39
13	23.09	24.62	24.90	25.17	25.83
14	23.53	25.06	25.34	25.61	26.27
15	23.97	25.50	25.78	26.05	26.71
16	24.41	25.94	26.22	26.49	27.15
17	24.85	26.38	26.66	26.93	27.59
18	25.29	26.82	27.10	27.37	28.03
19	25.73	27.26	27.54	27.81	28.47
20	26.17	27.70	27.98	28.25	28.91
21	26.61	28.14	28.42	28.69	29.35
22	27.05	28.58	28.86	29.13	29.79
23	27.49	29.02	29.30	29.57	30.23
24	27.93	29.46	29.74	30.01	30.67
25	28.37	29.90	30.18	30.45	31.11
26	28.81	30.34	30.62	30.89	31.55
27	29.25	30.78	31.06	31.33	31.99
28	29.69	31.22	31.50	31.77	32.43
29	30.13	31.66	31.94	32.21	32.87
30	30.57	32.10	32.38	32.65	33.31
31	31.01	32.54	32.82	33.09	33.75
32	31.45	32.98	33.26	33.53	34.19
33	31.89	33.42	33.70	33.97	34.63
34	32.33	33.86	34.14	34.41	35.07
35	32.77	34.30	34.58	34.85	35.51
36	33.21	34.74	35.02	35.29	35.95
37	33.65	35.18	35.46	35.73	36.39
38	34.09	35.62	35.90	36.17	36.83
39	34.53	36.06	36.34	36.61	37.27
40	34.97	36.50	36.78	37.05	37.71

Supplemental Compensation, Extended Employment and Other Compensation Guidelines

2019-2020

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 |

2019-2020 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	\$1,711
Senior Army Instructor (SAI)	12	\$1,581
Military Property Specialist (MPS)	12	\$1,581
Operations Sergeant (OPS SGT)	12	\$1,581
Army Instructor (AI)	12	\$1,581
Army Instructor (AI)	10	\$1,581

4. 11% of JROTC employee's total annual salary is paid by the Proposition 3 Tax Plan.

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

2019-2020

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

113-2122	Administrative Dean	113-1390	Instructional Resource Teacher - Title 1
113-2122	Administrative Dean/Transition	113-2220	Instructional Specialist
113-2220	Adolescent Literacy Coordinator	113-2220	Instructional Specialist - Pre-K
113-2140	Assessment Teacher H/T	113-2220	Instructional Specialist - Pre-K Expansion
112-1390	Career/Tech Edu Program Coordinator	113-2214	Instructional Support Specialist - Title III
113-2122	CTEC Dean of Students	113-2259	Instructional Technology Facilitator
112-1130	Curriculum Coordinator	112-2259	Instructional Technology Specialist-MSAP
113-2259	Curriculum Resource Coordinator	119-2810	LEAP Remediation Specialist
113-2122	Dean of Students	112-1110	Literacy Interventionist
113-2122	Dean of Transition	112-1110	Magnet Curriculum Intergat Specialist
112-1480	Drill Sergeant	112-1130	Magnet/General Fund Coordinator
113-2145	Educational Diagnostician	112-1110	Magnet Lead Teacher
112-1520	ELL Instructional Specialist	112-1110	Magnet Literacy Specialist
112-1520	ESL Instructional Specialist	112-1110	Magnet School Coordinator
112-1520	ESL Instructional Support - Title III	112-1130	Magnet Site Coordinator-10 Month
113-2212	ESS Behavior Strategist - IDEA	113-1530	Network Pilot Teacher
113-2220	ESS Instructional Support Specialist - IDEA	112-1130	Parental Involvement Facilitator
119-2290	ESS Program Facilitator - IDEA	119-2180	Parental Involvement Liaison-Title 1
119-2180	Expansion Grant Parent Liasion	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 Liaison-MSAP
113-2259	IDEA Instructional Technology Facilitator	119-2180	School/Parent Liaison
113-2220	IDEA Interventionist Teacher	113-2220	Teacher Coach
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	113-2220	Technology Facilitator
		112-1390	Work Based Learning Coordinator

2019-2020 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	46,902	48,102	48,702	49,302	50,802
1	47,127	48,552	49,152	49,752	51,252
2	47,352	49,002	49,602	50,202	51,702
3	47,577	49,452	50,052	50,652	52,152
4	47,802	49,902	50,502	51,102	52,602
5	48,027	50,352	50,952	51,552	53,052
6	48,252	50,802	51,402	52,002	53,502
7	48,477	51,252	51,852	52,452	53,952
8	48,702	51,702	52,302	52,902	54,402
9	48,927	52,152	52,752	53,352	54,852
10	49,152	52,602	53,202	53,802	55,302
11	49,377	53,052	53,652	54,252	55,752
12	49,602	53,502	54,102	54,702	56,202
13	49,827	53,952	54,552	55,152	56,652
14	50,052	54,402	55,002	55,602	57,102
15	50,277	54,852	55,452	56,052	57,552
16	50,502	55,302	55,902	56,502	58,002
17	50,727	55,752	56,352	56,952	58,452
18	50,952	56,202	56,802	57,402	58,902
19	51,177	56,652	57,252	57,852	59,352
20	51,402	57,102	57,702	58,302	59,802
21	51,627	57,552	58,152	58,752	60,252
22	51,852	58,002	58,602	59,202	60,702
23	52,077	58,452	59,052	59,652	61,152
24	52,302	58,902	59,502	60,102	61,602
25	52,527	59,352	59,952	60,552	62,052
26	52,752	59,802	60,402	61,002	62,502
27	52,977	60,252	60,852	61,452	62,952
28	53,202	60,702	61,302	61,902	63,402
29	53,427	61,152	61,752	62,352	63,852
30	53,652	61,602	62,202	62,802	64,302
31	53,877	62,052	62,652	63,252	64,752
32	54,102	62,502	63,102	63,702	65,202
33	54,327	62,952	63,552	64,152	65,652
34	54,552	63,402	64,002	64,602	66,102
35	54,777	63,852	64,452	65,052	66,552
36	55,002	64,302	64,902	65,502	67,002
37	55,227	64,752	65,352	65,952	67,452
38	55,452	65,202	65,802	66,402	67,902
39	55,677	65,652	66,252	66,852	68,352
40	55,902	66,102	66,702	67,302	68,802
41	56,127	66,552	67,152	67,752	69,252
42	56,352	67,002	67,602	68,202	69,702
43	56,577	67,452	68,052	68,652	70,152
44	56,802	67,902	68,502	69,102	70,602
45	57,027	68,352	68,952	69,552	71,052
46	57,252	68,802	69,402	70,002	71,502
47	57,477	69,252	69,852	70,452	71,952
48	57,702	69,702	70,302	70,902	72,402
49	57,927	70,152	70,752	71,352	72,852
50	58,152	70,602	71,202	71,802	73,302

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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	52,056	53,388	54,054	54,720	56,385
1	52,306	53,887	54,554	55,219	56,884
2	52,555	54,387	55,053	55,718	57,384
3	52,805	54,886	55,553	56,218	57,883
4	53,055	55,386	56,052	56,717	58,382
5	53,305	55,885	56,552	57,217	58,881
6	53,554	56,385	57,050	57,716	59,381
7	53,804	56,884	57,550	58,216	59,880
8	54,054	57,384	58,049	58,715	60,380
9	54,304	57,883	58,549	59,215	60,879
10	54,553	58,383	59,048	59,714	61,379
11	54,803	58,882	59,548	60,214	61,878
12	55,053	59,382	60,047	60,713	62,378
13	55,303	59,881	60,547	61,213	62,877
14	55,552	60,381	61,046	61,712	63,377
15	55,802	60,880	61,546	62,212	63,876
16	56,052	61,380	62,045	62,711	64,376
17	56,302	61,879	62,545	63,211	64,875
18	56,551	62,378	63,044	63,710	65,375
19	56,801	62,877	63,544	64,209	65,874
20	57,051	63,377	64,043	64,708	66,374
21	57,301	63,876	64,543	65,208	66,873
22	57,550	64,376	65,042	65,707	67,373
23	57,800	64,875	65,542	66,207	67,872
24	58,050	65,375	66,041	66,706	68,372
25	58,300	65,874	66,541	67,206	68,871
26	58,549	66,374	67,040	67,705	69,371
27	58,799	66,873	67,539	68,205	69,869
28	59,049	67,373	68,038	68,704	70,369
29	59,298	67,872	68,537	69,204	70,868
30	59,547	68,372	69,037	69,703	71,368
31	59,797	68,871	69,536	70,203	71,867
32	60,047	69,370	70,036	70,702	72,367
33	60,297	69,870	70,535	71,202	72,866
34	60,546	70,369	71,035	71,701	73,366
35	60,796	70,869	71,534	72,201	73,865
36	61,046	71,368	72,034	72,700	74,365
37	61,296	71,868	72,533	73,200	74,864
38	61,545	72,367	73,033	73,699	75,364
39	61,795	72,867	73,532	74,199	75,863
40	62,045	73,366	74,032	74,698	76,363
41	62,295	73,865	74,531	75,197	76,862
42	62,544	74,364	75,031	75,696	77,362
43	62,794	74,864	75,530	76,196	77,861
44	63,044	75,363	76,030	76,695	78,361
45	63,294	75,863	76,529	77,195	78,860
46	63,543	76,362	77,029	77,694	79,360
47	63,793	76,862	77,528	78,194	79,859
48	64,043	77,361	78,028	78,693	80,359
49	64,293	77,861	78,527	79,193	80,858
50	64,542	78,360	79,027	79,692	81,357

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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	57,210	58,674	59,405	60,138	61,967
1	57,484	59,222	59,954	60,687	62,516
2	57,759	59,771	60,503	61,235	63,065
3	58,033	60,320	61,052	61,784	63,614
4	58,308	60,869	61,601	62,333	64,163
5	58,582	61,418	62,150	62,882	64,712
6	58,857	61,967	62,699	63,431	65,261
7	59,131	62,516	63,248	63,980	65,810
8	59,406	63,065	63,797	64,529	66,359
9	59,680	63,614	64,346	65,078	66,908
10	59,955	64,163	64,895	65,627	67,456
11	60,229	64,712	65,443	66,176	68,005
12	60,504	65,260	65,992	66,725	68,554
13	60,778	65,809	66,541	67,273	69,103
14	61,053	66,358	67,090	67,822	69,652
15	61,327	66,907	67,639	68,371	70,201
16	61,602	67,456	68,188	68,920	70,750
17	61,875	68,005	68,737	69,469	71,299
18	62,150	68,554	69,286	70,018	71,848
19	62,424	69,103	69,835	70,567	72,397
20	62,699	69,652	70,384	71,116	72,946
21	62,973	70,201	70,933	71,665	73,494
22	63,248	70,750	71,482	72,214	74,043
23	63,522	71,299	72,030	72,763	74,592
24	63,797	71,847	72,579	73,311	75,141
25	64,071	72,396	73,128	73,860	75,690
26	64,346	72,945	73,677	74,409	76,239
27	64,620	73,494	74,226	74,958	76,788
28	64,895	74,043	74,775	75,507	77,337
29	65,169	74,592	75,324	76,056	77,886
30	65,444	75,141	75,873	76,605	78,435
31	65,718	75,690	76,422	77,154	78,984
32	65,993	76,239	76,971	77,703	79,533
33	66,267	76,788	77,520	78,252	80,081
34	66,542	77,337	78,068	78,801	80,630
35	66,816	77,885	78,617	79,350	81,179
36	67,091	78,434	79,166	79,898	81,728
37	67,365	78,983	79,715	80,447	82,277
38	67,640	79,532	80,264	80,996	82,826
39	67,914	80,081	80,813	81,545	83,375
40	68,188	80,630	81,362	82,094	83,923
41	68,462	81,179	81,911	82,643	84,472
42	68,737	81,728	82,460	83,192	85,021
43	69,011	82,277	83,009	83,741	85,570
44	69,286	82,826	83,558	84,290	86,118
45	69,560	83,375	84,106	84,839	86,667
46	69,835	83,923	84,655	85,388	87,216
47	70,109	84,472	85,204	85,935	87,765
48	70,384	85,021	85,753	86,484	88,314
49	70,658	85,570	86,302	87,033	88,863
50	70,933	86,119	86,851	87,582	89,412

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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	67,261	68,982	69,842	70,702	72,853
1	67,583	69,626	70,487	71,348	73,499
2	67,906	70,272	71,133	71,993	74,144
3	68,228	70,918	71,778	72,638	74,789
4	68,551	71,563	72,423	73,284	75,435
5	68,874	72,208	73,069	73,929	76,080
6	69,197	72,854	73,713	74,575	76,725
7	69,519	73,499	74,359	75,219	77,371
8	69,842	74,144	75,005	75,865	78,016
9	70,164	74,789	75,650	76,511	78,662
10	70,487	75,435	76,295	77,155	79,306
11	70,810	76,080	76,941	77,801	79,952
12	71,133	76,725	77,586	78,447	80,598
13	71,456	77,371	78,231	79,091	81,242
14	71,777	78,017	78,876	79,737	81,888
15	72,100	78,661	79,522	80,382	82,534
16	72,423	79,307	80,167	81,028	83,178
17	72,746	79,952	80,812	81,673	83,824
18	73,069	80,597	81,458	82,318	84,469
19	73,391	81,243	82,104	82,964	85,115
20	73,714	81,888	82,748	83,609	85,760
21	74,036	82,533	83,394	84,254	86,405
22	74,359	83,179	84,039	84,900	87,051
23	74,682	83,824	84,684	85,544	87,696
24	75,005	84,470	85,330	86,190	88,341
25	75,327	85,114	85,975	86,836	88,987
26	75,650	85,760	86,621	87,481	89,632
27	75,973	86,406	87,266	88,126	90,277
28	76,295	87,050	87,911	88,772	90,923
29	76,618	87,696	88,557	89,417	91,568
30	76,940	88,342	89,201	90,062	92,213
31	77,263	88,987	89,847	90,707	92,859
32	77,586	89,632	90,493	91,353	93,504
33	77,909	90,277	91,137	91,999	94,149
34	78,231	90,923	91,783	92,643	94,794
35	78,553	91,568	92,429	93,289	95,440
36	78,876	92,213	93,074	93,935	96,086
37	79,199	92,859	93,719	94,579	96,730
38	79,522	93,504	94,364	95,225	97,376
39	79,845	94,149	95,010	95,870	98,022
40	80,168	94,795	95,655	96,515	98,666
41	80,489	95,440	96,300	97,161	99,312
42	80,812	96,085	96,946	97,806	99,958
43	81,135	96,731	97,591	98,452	100,602
44	81,458	97,376	98,236	99,097	101,248
45	81,781	98,021	98,882	99,742	101,893
46	82,103	98,667	99,527	100,388	102,539
47	82,426	99,312	100,172	101,032	103,184
48	82,748	99,957	100,818	101,678	103,829
49	83,071	100,602	101,463	102,324	104,475
50	83,394	101,248	102,108	102,968	105,120

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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
2019-2020

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

2019-2020 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 (11%) will be multiplied by the index below and placed on the step of the new salary schedule where the annual salary - proposition 3 supplement (11%) is equal to or greater than the new annual salary - proposition 3 supplement (11%) 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	1.15	11 Months	PR401	65,326	97,039	793
		12 Months	PR101	76,801	114,087	933
Middle	1.22	11 Months	PR402	68,984	100,699	793
		12 Months	PR102	81,104	118,389	933
High	1.33	11 Months	PR403	75,084	114,117	975
		12 Months	PR103	88,274	134,164	1,147

Proposition 3 Supplement is 11% of Annual Salary

Assistant Principal

School Type	Index	Months	Grade	Salary Range		Yearly Increase
				Low	High	
Elementary	1.10	9 Months	AP301	51,270	71,270	500
		10 Months	AP201	56,904	79,102	555
		11 Months	AP401	62,538	86,934	610
		12 Months	AP101	73,525	102,206	717
Middle	1.13	9 Months	AP302	52,770	72,770	500
		10 Months	AP202	58,569	80,766	555
		11 Months	AP402	64,368	88,764	610
		12 Months	AP102	75,676	104,357	717
High	1.19	9 Months	AP303	55,270	79,270	600
		10 Months	AP203	61,344	87,981	665
		11 Months	AP403	67,417	96,692	733
		12 Months	AP103	79,261	113,679	860

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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

2019-2020

Senior Leadership

111-2324 Assistant Superintendent (AD101)
 111-2324 Associate Superintendent for Academics (AD101)
 111-2324 Chief Officer for Accountability, Assessment & Eval (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)
 111-2324 Chief Officer-Support & Special Projects (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-Innovative Network
 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
 111-2821 Director of Communications/Community Engagement
 111-2212 Director of Exceptional Student Services
 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/Tchr Accountability
 111-2211 Coordinator of Technology Integration
 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
 111-2662 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
 119-2821 Website/Special Events Coordinator

2019-2020 Salary Schedule - Administration - 12 Month

STEP	AD101 Annual Salary	AD102 Annual Salary	AD103 Annual Salary	AD104 Annual Salary	AD105 Annual Salary	AD106 Annual Salary	AD107 Annual Salary	AD108 Annual Salary
0	91,434	81,434	78,434	75,434	72,434	69,434	66,434	61,434
1	92,434	82,434	79,434	76,234	73,234	70,234	67,234	62,234
2	93,434	83,434	80,434	77,034	74,034	71,034	68,034	63,034
3	94,434	84,434	81,434	77,834	74,834	71,834	68,834	63,834
4	95,434	85,434	82,434	78,634	75,634	72,634	69,634	64,634
5	96,434	86,434	83,434	79,434	76,434	73,434	70,434	65,434
6	97,434	87,434	84,434	80,234	77,234	74,234	71,234	66,234
7	98,434	88,434	85,434	81,034	78,034	75,034	72,034	67,034
8	99,434	89,434	86,434	81,834	78,834	75,834	72,834	67,834
9	100,434	90,434	87,434	82,634	79,634	76,634	73,634	68,634
10	101,434	91,434	88,434	83,434	80,434	77,434	74,434	69,434
11	102,434	92,434	89,434	84,234	81,234	78,234	75,234	70,234
12	103,434	93,434	90,434	85,034	82,034	79,034	76,034	71,034
13	104,434	94,434	91,434	85,834	82,834	79,834	76,834	71,834
14	105,434	95,434	92,434	86,634	83,634	80,634	77,634	72,634
15	106,434	96,434	93,434	87,434	84,434	81,434	78,434	73,434
16	107,434	97,434	94,434	88,234	85,234	82,234	79,234	74,234
17	108,434	98,434	95,434	89,034	86,034	83,034	80,034	75,034
18	109,434	99,434	96,434	89,834	86,834	83,834	80,834	75,834
19	110,434	100,434	97,434	90,634	87,634	84,634	81,634	76,634
20	111,434	101,434	98,434	91,434	88,434	85,434	82,434	77,434
21	112,434	102,434	99,434	92,234	89,234	86,234	83,234	78,234
22	113,434	103,434	100,434	93,034	90,034	87,034	84,034	79,034
23	114,434	104,434	101,434	93,834	90,834	87,834	84,834	79,834
24	115,434	105,434	102,434	94,634	91,634	88,634	85,634	80,634
25	116,434	106,434	103,434	95,434	92,434	89,434	86,434	81,434
26	117,434	107,434	104,434	96,234	93,234	90,234	87,234	82,234
27	118,434	108,434	105,434	97,034	94,034	91,034	88,034	83,034
28	119,434	109,434	106,434	97,834	94,834	91,834	88,834	83,834
29	120,434	110,434	107,434	98,634	95,634	92,634	89,634	84,634
30	121,434	111,434	108,434	99,434	96,434	93,434	90,434	85,434
31	122,434	112,434	109,434	100,234	97,234	94,234	91,234	86,234
32	123,434	113,434	110,434	101,034	98,034	95,034	92,034	87,034
33	124,434	114,434	111,434	101,834	98,834	95,834	92,834	87,834
34	125,434	115,434	112,434	102,634	99,634	96,634	93,634	88,634
35	126,434	116,434	113,434	103,434	100,434	97,434	94,434	89,434
36	127,434	117,434	114,434	104,234	101,234	98,234	95,234	90,234
37	128,434	118,434	115,434	105,034	102,034	99,034	96,034	91,034
38	129,434	119,434	116,434	105,834	102,834	99,834	96,834	91,834
39	130,434	120,434	117,434	106,634	103,634	100,634	97,634	92,634
40	131,434	121,434	118,434	107,434	104,434	101,434	98,434	93,434

Proposition 3 Supplement is 11% of Annual Salary

Administration Support Pay Grades

2019-2020

SU101

114-2321 Confidential Assistant to the Superintendent
 111-2212 Coordinator of Data Management
 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
 114-2324 Admin Assistant to Chief Officer Support & Special Programs
 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

119-2214 Administrative Assistant of Federal Programs
 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
 114-2213 Secretary to Director of Athletics/Gifted
 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 Fine Arts
 114-2211 Secretary to Director of Magnet Programs
 114-2NNN Secretary to Exec. Director
 114-2321 Secretary to Fair Share Coordinator

2019-2020 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	52,725	48,725	44,725	40,725	36,725	32,725	28,725
1	53,325	49,325	45,325	41,325	37,225	33,225	29,225
2	53,925	49,925	45,925	41,925	37,725	33,725	29,725
3	54,525	50,525	46,525	42,525	38,225	34,225	30,225
4	55,125	51,125	47,125	43,125	38,725	34,725	30,725
5	55,725	51,725	47,725	43,725	39,225	35,225	31,225
6	56,325	52,325	48,325	44,325	39,725	35,725	31,725
7	56,925	52,925	48,925	44,925	40,225	36,225	32,225
8	57,525	53,525	49,525	45,525	40,725	36,725	32,725
9	58,125	54,125	50,125	46,125	41,225	37,225	33,225
10	58,725	54,725	50,725	46,725	41,725	37,725	33,725
11	59,325	55,325	51,325	47,325	42,225	38,225	34,225
12	59,925	55,925	51,925	47,925	42,725	38,725	34,725
13	60,525	56,525	52,525	48,525	43,225	39,225	35,225
14	61,125	57,125	53,125	49,125	43,725	39,725	35,725
15	61,725	57,725	53,725	49,725	44,225	40,225	36,225
16	62,325	58,325	54,325	50,325	44,725	40,725	36,725
17	62,925	58,925	54,925	50,925	45,225	41,225	37,225
18	63,525	59,525	55,525	51,525	45,725	41,725	37,725
19	64,125	60,125	56,125	52,125	46,225	42,225	38,225
20	64,725	60,725	56,725	52,725	46,725	42,725	38,725
21	65,325	61,325	57,325	53,325	47,225	43,225	39,225
22	65,925	61,925	57,925	53,925	47,725	43,725	39,725
23	66,525	62,525	58,525	54,525	48,225	44,225	40,225
24	67,125	63,125	59,125	55,125	48,725	44,725	40,725
25	67,725	63,725	59,725	55,725	49,225	45,225	41,225
26	68,325	64,325	60,325	56,325	49,725	45,725	41,725
27	68,925	64,925	60,925	56,925	50,225	46,225	42,225
28	69,525	65,525	61,525	57,525	50,725	46,725	42,725
29	70,125	66,125	62,125	58,125	51,225	47,225	43,225
30	70,725	66,725	62,725	58,725	51,725	47,725	43,725
31	71,325	67,325	63,325	59,325	52,225	48,225	44,225
32	71,925	67,925	63,925	59,925	52,725	48,725	44,725
33	72,525	68,525	64,525	60,525	53,225	49,225	45,225
34	73,125	69,125	65,125	61,125	53,725	49,725	45,725
35	73,725	69,725	65,725	61,725	54,225	50,225	46,225
36	74,325	70,325	66,325	62,325	54,725	50,725	46,725
37	74,925	70,925	66,925	62,925	55,225	51,225	47,225
38	75,525	71,525	67,525	63,525	55,725	51,725	47,725
39	76,125	72,125	68,125	64,125	56,225	52,225	48,225
40	76,725	72,725	68,725	64,725	56,725	52,725	48,725

Proposition 3 Supplement is 11% of Annual Salary

Technology Pay Grades

2019-2020

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

2019-2020 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	91,434	76,434	71,434	66,434	59,434	54,725	42,725	38,725
1	92,434	77,434	72,434	67,234	60,234	55,525	43,325	39,325
2	93,434	78,434	73,434	68,034	61,034	56,325	43,925	39,925
3	94,434	79,434	74,434	68,834	61,834	57,125	44,525	40,525
4	95,434	80,434	75,434	69,634	62,634	57,925	45,125	41,125
5	96,434	81,434	76,434	70,434	63,434	58,725	45,725	41,725
6	97,434	82,434	77,434	71,234	64,234	59,525	46,325	42,325
7	98,434	83,434	78,434	72,034	65,034	60,325	46,925	42,925
8	99,434	84,434	79,434	72,834	65,834	61,125	47,525	43,525
9	100,434	85,434	80,434	73,634	66,634	61,925	48,125	44,125
10	101,434	86,434	81,434	74,434	67,434	62,725	48,725	44,725
11	102,434	87,434	82,434	75,234	68,234	63,525	49,325	45,325
12	103,434	88,434	83,434	76,034	69,034	64,325	49,925	45,925
13	104,434	89,434	84,434	76,834	69,834	65,125	50,525	46,525
14	105,434	90,434	85,434	77,634	70,634	65,925	51,125	47,125
15	106,434	91,434	86,434	78,434	71,434	66,725	51,725	47,725
16	107,434	92,434	87,434	79,234	72,234	67,525	52,325	48,325
17	108,434	93,434	88,434	80,034	73,034	68,325	52,925	48,925
18	109,434	94,434	89,434	80,834	73,834	69,125	53,525	49,525
19	110,434	95,434	90,434	81,634	74,634	69,925	54,125	50,125
20	111,434	96,434	91,434	82,434	75,434	70,725	54,725	50,725
21	112,434	97,434	92,434	83,234	76,234	71,525	55,325	51,325
22	113,434	98,434	93,434	84,034	77,034	72,325	55,925	51,925
23	114,434	99,434	94,434	84,834	77,834	73,125	56,525	52,525
24	115,434	100,434	95,434	85,634	78,634	73,925	57,125	53,125
25	116,434	101,434	96,434	86,434	79,434	74,725	57,725	53,725
26	117,434	102,434	97,434	87,234	80,234	75,525	58,325	54,325
27	118,434	103,434	98,434	88,034	81,034	76,325	58,925	54,925
28	119,434	104,434	99,434	88,834	81,834	77,125	59,525	55,525
29	120,434	105,434	100,434	89,634	82,634	77,925	60,125	56,125
30	121,434	106,434	101,434	90,434	83,434	78,725	60,725	56,725
31	122,434	107,434	102,434	91,234	84,234	79,525	61,325	57,325
32	123,434	108,434	103,434	92,034	85,034	80,325	61,925	57,925
33	124,434	109,434	104,434	92,834	85,834	81,125	62,525	58,525
34	125,434	110,434	105,434	93,634	86,634	81,925	63,125	59,125
35	126,434	111,434	106,434	94,434	87,434	82,725	63,725	59,725
36	127,434	112,434	107,434	95,234	88,234	83,525	64,325	60,325
37	128,434	113,434	108,434	96,034	89,034	84,325	64,925	60,925
38	129,434	114,434	109,434	96,834	89,834	85,125	65,525	61,525
39	130,434	115,434	110,434	97,634	90,634	85,925	66,125	62,125
40	131,434	116,434	111,434	98,434	91,434	86,725	66,725	62,725

Proposition 3 Supplement is 11% of Annual Salary

Clerical Pay Grades **2019-2020**

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
114-2NNN Clerk - 12 Month

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

2019-2020 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	14.40	30,183	14.20	29,763	14.00	29,344	13.80	28,925	13.60	28,506
1	14.65	30,707	14.45	30,288	14.25	29,868	14.05	29,449	13.85	29,030
2	14.90	31,230	14.70	30,811	14.50	30,392	14.30	29,973	14.10	29,554
3	15.15	31,754	14.95	31,335	14.75	30,916	14.55	30,497	14.35	30,078
4	15.40	32,278	15.20	31,859	15.00	31,440	14.80	31,020	14.60	30,602
5	15.65	32,802	15.45	32,383	15.25	31,964	15.05	31,544	14.85	31,125
6	15.90	33,326	15.70	32,907	15.50	32,488	15.30	32,069	15.10	31,649
7	16.15	33,851	15.95	33,431	15.75	33,012	15.55	32,593	15.35	32,173
8	16.40	34,375	16.20	33,955	16.00	33,536	15.80	33,117	15.60	32,698
9	16.65	34,899	16.45	34,480	16.25	34,060	16.05	33,641	15.85	33,222
10	16.90	35,422	16.70	35,004	16.50	34,584	16.30	34,165	16.10	33,746
11	17.15	35,946	16.95	35,527	16.75	35,108	16.55	34,689	16.35	34,270
12	17.40	36,470	17.20	36,051	17.00	35,632	16.80	35,212	16.60	34,794
13	17.65	36,994	17.45	36,575	17.25	36,156	17.05	35,736	16.85	35,317
14	17.90	37,518	17.70	37,099	17.50	36,680	17.30	36,261	17.10	35,841
15	18.15	38,043	17.95	37,623	17.75	37,204	17.55	36,785	17.35	36,365
16	18.40	38,567	18.20	38,147	18.00	37,728	17.80	37,309	17.60	36,890
17	18.65	39,091	18.45	38,672	18.25	38,252	18.05	37,833	17.85	37,414
18	18.90	39,614	18.70	39,196	18.50	38,776	18.30	38,357	18.10	37,938
19	19.15	40,138	18.95	39,719	18.75	39,300	18.55	38,881	18.35	38,462
20	19.40	40,662	19.20	40,243	19.00	39,824	18.80	39,405	18.60	38,986
21	19.65	41,186	19.45	40,767	19.25	40,348	19.05	39,928	18.85	39,509
22	19.90	41,710	19.70	41,291	19.50	40,872	19.30	40,453	19.10	40,033
23	20.15	42,235	19.95	41,815	19.75	41,396	19.55	40,977	19.35	40,557
24	20.40	42,759	20.20	42,339	20.00	41,920	19.80	41,501	19.60	41,081
25	20.65	43,283	20.45	42,863	20.25	42,444	20.05	42,025	19.85	41,606
26	20.90	43,807	20.70	43,388	20.50	42,968	20.30	42,549	20.10	42,130
27	21.15	44,330	20.95	43,911	20.75	43,492	20.55	43,073	20.35	42,654
28	21.40	44,854	21.20	44,435	21.00	44,016	20.80	43,597	20.60	43,178
29	21.65	45,378	21.45	44,959	21.25	44,540	21.05	44,120	20.85	43,702
30	21.90	45,902	21.70	45,483	21.50	45,064	21.30	44,644	21.10	44,225
31	22.15	46,426	21.95	46,007	21.75	45,588	21.55	45,169	21.35	44,749
32	22.40	46,951	22.20	46,531	22.00	46,112	21.80	45,693	21.60	45,273
33	22.65	47,475	22.45	47,055	22.25	46,636	22.05	46,217	21.85	45,798
34	22.90	47,999	22.70	47,580	22.50	47,160	22.30	46,741	22.10	46,322
35	23.15	48,522	22.95	48,104	22.75	47,684	22.55	47,265	22.35	46,846
36	23.40	49,046	23.20	48,627	23.00	48,208	22.80	47,789	22.60	47,370
37	23.65	49,570	23.45	49,151	23.25	48,732	23.05	48,312	22.85	47,894
38	23.90	50,094	23.70	49,675	23.50	49,256	23.30	48,836	23.10	48,417
39	24.15	50,618	23.95	50,199	23.75	49,780	23.55	49,361	23.35	48,941
40	24.40	51,143	24.20	50,723	24.00	50,304	23.80	49,885	23.60	49,465

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 Salary Schedule - Clerical - 9/10/11 Months

STEP	9 Months		
	CLH03	C8303-8 Hours	C7303-7 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	14.00	20,160	17,640
1	14.25	20,520	17,955
2	14.50	20,880	18,270
3	14.75	21,240	18,585
4	15.00	21,600	18,900
5	15.25	21,960	19,215
6	15.50	22,320	19,530
7	15.75	22,680	19,845
8	16.00	23,040	20,160
9	16.25	23,400	20,475
10	16.50	23,760	20,790
11	16.75	24,120	21,105
12	17.00	24,480	21,420
13	17.25	24,840	21,735
14	17.50	25,200	22,050
15	17.75	25,560	22,365
16	18.00	25,920	22,680
17	18.25	26,280	22,995
18	18.50	26,640	23,310
19	18.75	27,000	23,625
20	19.00	27,360	23,940
21	19.25	27,720	24,255
22	19.50	28,080	24,570
23	19.75	28,440	24,885
24	20.00	28,800	25,200
25	20.25	29,160	25,515
26	20.50	29,520	25,830
27	20.75	29,880	26,145
28	21.00	30,240	26,460
29	21.25	30,600	26,775
30	21.50	30,960	27,090
31	21.75	31,320	27,405
32	22.00	31,680	27,720
33	22.25	32,040	28,035
34	22.50	32,400	28,350
35	22.75	32,760	28,665
36	23.00	33,120	28,980
37	23.25	33,480	29,295
38	23.50	33,840	29,610
39	23.75	34,200	29,925
40	24.00	34,560	30,240

9 Months	
CLH05	C8305-8 Hours
Hrly Rate	Annual Salary
13.60	19,584
13.85	19,944
14.10	20,304
14.35	20,664
14.60	21,024
14.85	21,384
15.10	21,744
15.35	22,104
15.60	22,464
15.85	22,824
16.10	23,184
16.35	23,544
16.60	23,904
16.85	24,264
17.10	24,624
17.35	24,984
17.60	25,344
17.85	25,704
18.10	26,064
18.35	26,424
18.60	26,784
18.85	27,144
19.10	27,504
19.35	27,864
19.60	28,224
19.85	28,584
20.10	28,944
20.35	29,304
20.60	29,664
20.85	30,024
21.10	30,384
21.35	30,744
21.60	31,104
21.85	31,464
22.10	31,824
22.35	32,184
22.60	32,544
22.85	32,904
23.10	33,264
23.35	33,624
23.60	33,984

10 Months	
CLH02	C8202-8 Hours
Hrly Rate	Annual Salary
14.20	22,720
14.45	23,120
14.70	23,520
14.95	23,920
15.20	24,320
15.45	24,720
15.70	25,120
15.95	25,520
16.20	25,920
16.45	26,320
16.70	26,720
16.95	27,120
17.20	27,520
17.45	27,920
17.70	28,320
17.95	28,720
18.20	29,120
18.45	29,520
18.70	29,920
18.95	30,320
19.20	30,720
19.45	31,120
19.70	31,520
19.95	31,920
20.20	32,320
20.45	32,720
20.70	33,120
20.95	33,520
21.20	33,920
21.45	34,320
21.70	34,720
21.95	35,120
22.20	35,520
22.45	35,920
22.70	36,320
22.95	36,720
23.20	37,120
23.45	37,520
23.70	37,920
23.95	38,320
24.20	38,720

10 Months		11 Months
CLH05	C8205-8 Hours	C8405-8 Hours
Hrly Rate	Annual Salary	Annual Salary
13.60	21,760	23,936
13.85	22,160	24,376
14.10	22,560	24,816
14.35	22,960	25,256
14.60	23,360	25,696
14.85	23,760	26,136
15.10	24,160	26,576
15.35	24,560	27,016
15.60	24,960	27,456
15.85	25,360	27,896
16.10	25,760	28,336
16.35	26,160	28,776
16.60	26,560	29,216
16.85	26,960	29,656
17.10	27,360	30,096
17.35	27,760	30,536
17.60	28,160	30,976
17.85	28,560	31,416
18.10	28,960	31,856
18.35	29,360	32,296
18.60	29,760	32,736
18.85	30,160	33,176
19.10	30,560	33,616
19.35	30,960	34,056
19.60	31,360	34,496
19.85	31,760	34,936
20.10	32,160	35,376
20.35	32,560	35,816
20.60	32,960	36,256
20.85	33,360	36,696
21.10	33,760	37,136
21.35	34,160	37,576
21.60	34,560	38,016
21.85	34,960	38,456
22.10	35,360	38,896
22.35	35,760	39,336
22.60	36,160	39,776
22.85	36,560	40,216
23.10	36,960	40,656
23.35	37,360	41,096
23.60	37,760	41,536

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 Salary Schedule - Paraprofessionals/SETA/Elem TOR - 9 Months

STEP	CLH03	C8303-8 Hour	C7303-7 Hour
	Hrly Rate	Annual Salary	Annual Salary
0	14.00	20,160	17,640
1	14.25	20,520	17,955
2	14.50	20,880	18,270
3	14.75	21,240	18,585
4	15.00	21,600	18,900
5	15.25	21,960	19,215
6	15.50	22,320	19,530
7	15.75	22,680	19,845
8	16.00	23,040	20,160
9	16.25	23,400	20,475
10	16.50	23,760	20,790
11	16.75	24,120	21,105
12	17.00	24,480	21,420
13	17.25	24,840	21,735
14	17.50	25,200	22,050
15	17.75	25,560	22,365
16	18.00	25,920	22,680
17	18.25	26,280	22,995
18	18.50	26,640	23,310
19	18.75	27,000	23,625
20	19.00	27,360	23,940
21	19.25	27,720	24,255
22	19.50	28,080	24,570
23	19.75	28,440	24,885
24	20.00	28,800	25,200
25	20.25	29,160	25,515
26	20.50	29,520	25,830
27	20.75	29,880	26,145
28	21.00	30,240	26,460
29	21.25	30,600	26,775
30	21.50	30,960	27,090
31	21.75	31,320	27,405
32	22.00	31,680	27,720
33	22.25	32,040	28,035
34	22.50	32,400	28,350
35	22.75	32,760	28,665
36	23.00	33,120	28,980
37	23.25	33,480	29,295
38	23.50	33,840	29,610
39	23.75	34,200	29,925
40	24.00	34,560	30,240

Proposition 3 Supplement is 11% of Annual Salary

Transportation Pay Grades

2019-2020

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

2019-2020 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	17.65	36,994		15.65	32,802		14.10	29,554		12.75	26,724
1	17.90	37,518		15.90	33,326		14.30	29,973		12.90	27,038
2	18.15	38,042		16.15	33,851		14.50	30,392		13.05	27,353
3	18.40	38,567		16.40	34,375		14.70	30,812		13.20	27,667
4	18.65	39,091		16.65	34,899		14.90	31,230		13.35	27,981
5	18.90	39,615		16.90	35,422		15.10	31,649		13.50	28,296
6	19.15	40,138		17.15	35,946		15.30	32,068		13.65	28,610
7	19.40	40,662		17.40	36,470		15.50	32,488		13.80	28,925
8	19.65	41,186		17.65	36,994		15.70	32,907		13.95	29,239
9	19.90	41,710		17.90	37,518		15.90	33,326		14.10	29,554
10	20.15	42,234		18.15	38,043		16.10	33,746		14.25	29,868
11	20.40	42,759		18.40	38,567		16.30	34,165		14.40	30,183
12	20.65	43,283		18.65	39,091		16.50	34,584		14.55	30,496
13	20.90	43,807		18.90	39,615		16.70	35,003		14.70	30,811
14	21.15	44,331		19.15	40,138		16.90	35,423		14.85	31,125
15	21.40	44,854		19.40	40,662		17.10	35,842		15.00	31,440
16	21.65	45,378		19.65	41,186		17.30	36,261		15.15	31,754
17	21.90	45,902		19.90	41,710		17.50	36,680		15.30	32,069
18	22.15	46,426		20.15	42,234		17.70	37,099		15.45	32,383
19	22.40	46,950		20.40	42,759		17.90	37,518		15.60	32,698
20	22.65	47,475		20.65	43,283		18.10	37,937		15.75	33,012
21	22.90	47,999		20.90	43,807		18.30	38,357		15.90	33,327
22	23.15	48,523		21.15	44,330		18.50	38,776		16.05	33,641
23	23.40	49,046		21.40	44,854		18.70	39,195		16.20	33,956
24	23.65	49,570		21.65	45,378		18.90	39,615		16.35	34,270
25	23.90	50,094		21.90	45,902		19.10	40,034		16.50	34,584
26	24.15	50,618		22.15	46,426		19.30	40,453		16.65	34,898
27	24.40	51,142		22.40	46,951		19.50	40,872		16.80	35,213
28	24.65	51,667		22.65	47,475		19.70	41,292		16.95	35,527
29	24.90	52,191		22.90	47,999		19.90	41,710		17.10	35,841
30	25.15	52,715		23.15	48,522		20.10	42,129		17.25	36,156
31	25.40	53,238		23.40	49,046		20.30	42,548		17.40	36,470
32	25.65	53,762		23.65	49,570		20.50	42,968		17.55	36,785
33	25.90	54,286		23.90	50,094		20.70	43,387		17.70	37,099
34	26.15	54,810		24.15	50,618		20.90	43,806		17.85	37,414
35	26.40	55,334		24.40	51,143		21.10	44,226		18.00	37,728
36	26.65	55,859		24.65	51,667		21.30	44,645		18.15	38,043
37	26.90	56,383		24.90	52,191		21.50	45,064		18.30	38,356
38	27.15	56,907		25.15	52,715		21.70	45,483		18.45	38,671
39	27.40	57,431		25.40	53,238		21.90	45,903		18.60	38,985
40	27.65	57,954		25.65	53,762		22.10	46,322		18.75	39,300

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 Salary Schedule - Bus Operator & Bus Attendant - 9 Months

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

Proposition 3 Supplement is 11% of Annual Salary

Child Nutrition Program Pay Grades **2019-2020**

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

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

NUH07, N7307

116-3120 School Truck Driver, CNP - 9 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

NUH08, NU108

117-3120 Appliance Mechanic, CNP

NUH09, NU109

117-3121 Asst. Warehouse Supervisor, CNP

114-3110 CNP Specialist to Chief Financial Director of CNP

NU101

111-3111 CNP Area Supervisor - 12 Months

111-3111 CNP Area Supervisor/Summer Meals Supervisor

NUH09, NU309

111-3121 Asst. Manager, CNP - 9 Months

NU201

111-3111 CNP Area Supervisor - 10 Months

NU301

111-3111 CNP Area Supervisor - 9 Months

2019-2020 Salary Schedule - Child Nutrition Program - Administration - 12 Months/8 Hours

STEP	NU121 Annual Salary	NU122 Annual Salary	NU123 Annual Salary	NU124 Annual Salary
0	82,478	70,478	62,478	55,769
1	83,478	71,278	63,278	56,569
2	84,478	72,078	64,078	57,369
3	85,478	72,878	64,878	58,169
4	86,478	73,678	65,678	58,969
5	87,478	74,478	66,478	59,769
6	88,478	75,278	67,278	60,569
7	89,478	76,078	68,078	61,369
8	90,478	76,878	68,878	62,169
9	91,478	77,678	69,678	62,969
10	92,478	78,478	70,478	63,769
11	93,478	79,278	71,278	64,569
12	94,478	80,078	72,078	65,369
13	95,478	80,878	72,878	66,169
14	96,478	81,678	73,678	66,969
15	97,478	82,478	74,478	67,769
16	98,478	83,278	75,278	68,569
17	99,478	84,078	76,078	69,369
18	100,478	84,878	76,878	70,169
19	101,478	85,678	77,678	70,969
20	102,478	86,478	78,478	71,769
21	103,478	87,278	79,278	72,569
22	104,478	88,078	80,078	73,369
23	105,478	88,878	80,878	74,169
24	106,478	89,678	81,678	74,969
25	107,478	90,478	82,478	75,769
26	108,478	91,278	83,278	76,569
27	109,478	92,078	84,078	77,369
28	110,478	92,878	84,878	78,169
29	111,478	93,678	85,678	78,969
30	112,478	94,478	86,478	79,769
31	113,478	95,278	87,278	80,569
32	114,478	96,078	88,078	81,369
33	115,478	96,878	88,878	82,169
34	116,478	97,678	89,678	82,969
35	117,478	98,478	90,478	83,769
36	118,478	99,278	91,278	84,569
37	119,478	100,078	92,078	85,369
38	120,478	100,878	92,878	86,169
39	121,478	101,678	93,678	86,969
40	122,478	102,478	94,478	87,769

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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	49,769	45,769	41,769	28,806
1	50,369	46,369	42,369	29,220
2	50,969	46,969	42,969	29,633
3	51,569	47,569	43,569	30,048
4	52,169	48,169	44,169	30,461
5	52,769	48,769	44,769	30,875
6	53,369	49,369	45,369	31,289
7	53,969	49,969	45,969	31,703
8	54,569	50,569	46,569	32,117
9	55,169	51,169	47,169	32,530
10	55,769	51,769	47,769	32,944
11	56,369	52,369	48,369	33,358
12	56,969	52,969	48,969	33,772
13	57,569	53,569	49,569	34,186
14	58,169	54,169	50,169	34,599
15	58,769	54,769	50,769	35,013
16	59,369	55,369	51,369	35,427
17	59,969	55,969	51,969	35,841
18	60,569	56,569	52,569	36,255
19	61,169	57,169	53,169	36,668
20	61,769	57,769	53,769	37,082
21	62,369	58,369	54,369	37,495
22	62,969	58,969	54,969	37,910
23	63,569	59,569	55,569	38,324
24	64,169	60,169	56,169	38,737
25	64,769	60,769	56,769	39,151
26	65,369	61,369	57,369	39,564
27	65,969	61,969	57,969	39,979
28	66,569	62,569	58,569	40,393
29	67,169	63,169	59,169	40,806
30	67,769	63,769	59,769	41,220
31	68,369	64,369	60,369	41,633
32	68,969	64,969	60,969	42,048
33	69,569	65,569	61,569	42,461
34	70,169	66,169	62,169	42,875
35	70,769	66,769	62,769	43,289
36	71,369	67,369	63,369	43,703
37	71,969	67,969	63,969	44,117
38	72,569	68,569	64,569	44,530
39	73,169	69,169	65,169	44,944
40	73,769	69,769	65,769	45,358

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 Salary Schedule - Child Nutrition Program - Supervisors and Managers - 8 Hours

STEP	NU301 - 9 Months	NU201 - 10 Months	NU101 -12 Months	NU303 - 9 Months
	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	35,060	38,955	50,837	31,460
1	35,492	39,435	51,463	31,820
2	35,924	39,916	52,090	32,180
3	36,356	40,395	52,716	32,540
4	36,788	40,875	53,343	32,900
5	37,220	41,356	53,969	33,260
6	37,652	41,835	54,595	33,620
7	38,084	42,315	55,222	33,980
8	38,516	42,796	55,848	34,340
9	38,948	43,275	56,475	34,700
10	39,380	43,755	57,101	35,060
11	39,812	44,236	57,727	35,420
12	40,244	44,715	58,354	35,780
13	40,676	45,195	58,980	36,140
14	41,108	45,676	59,607	36,500
15	41,540	46,155	60,233	36,860
16	41,972	46,635	60,859	37,220
17	42,404	47,116	61,486	37,580
18	42,836	47,595	62,112	37,940
19	43,268	48,075	62,739	38,300
20	43,700	48,556	63,365	38,660
21	44,132	49,035	63,991	39,020
22	44,564	49,515	64,618	39,380
23	44,996	49,996	65,244	39,740
24	45,428	50,475	65,871	40,100
25	45,860	50,955	66,497	40,460
26	46,292	51,436	67,123	40,820
27	46,724	51,915	67,750	41,180
28	47,156	52,395	68,376	41,540
29	47,588	52,876	69,003	41,900
30	48,020	53,355	69,629	42,260
31	48,452	53,835	70,255	42,620
32	48,884	54,316	70,882	42,980
33	49,316	54,795	71,508	43,340
34	49,748	55,275	72,135	43,700
35	50,180	55,756	72,761	44,060
36	50,612	56,235	73,387	44,420
37	51,044	56,715	74,014	44,780
38	51,476	57,196	74,640	45,140
39	51,908	57,675	75,267	45,500
40	52,340	58,155	75,893	45,860

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 Salary Schedule - Child Nutrition Program - Trades and Assistant Managers - 8 Hours

STEP	NUH08	NU108 - 12 Months
	Hrly Rate	Annual Salary
0	20.46	42,884
1	20.76	43,513
2	21.06	44,142
3	21.36	44,770
4	21.66	45,399
5	21.96	46,028
6	22.26	46,657
7	22.56	47,286
8	22.86	47,914
9	23.16	48,543
10	23.46	49,172
11	23.76	49,801
12	24.06	50,430
13	24.36	51,059
14	24.66	51,688
15	24.96	52,317
16	25.26	52,945
17	25.56	53,573
18	25.86	54,202
19	26.16	54,831
20	26.46	55,460
21	26.76	56,089
22	27.06	56,718
23	27.36	57,347
24	27.66	57,976
25	27.96	58,604
26	28.26	59,233
27	28.56	59,862
28	28.86	60,490
29	29.16	61,119
30	29.46	61,748
31	29.76	62,377
32	30.06	63,006
33	30.36	63,634
34	30.66	64,263
35	30.96	64,892
36	31.26	65,521
37	31.56	66,150
38	31.86	66,779
39	32.16	67,408
40	32.46	68,037

NUH09	NU109 - 12 Months	NU309 - 9 Months
	Hrly Rate	Annual Salary
17.46	36,597	25,143
17.71	37,121	25,503
17.96	37,644	25,862
18.21	38,168	26,222
18.46	38,692	26,582
18.71	39,216	26,943
18.96	39,740	27,303
19.21	40,264	27,662
19.46	40,788	28,022
19.71	41,313	28,382
19.96	41,836	28,743
20.21	42,360	29,103
20.46	42,884	29,462
20.71	43,408	29,822
20.96	43,932	30,182
21.21	44,456	30,543
21.46	44,980	30,903
21.71	45,505	31,262
21.96	46,028	31,622
22.21	46,552	31,982
22.46	47,076	32,343
22.71	47,600	32,703
22.96	48,124	33,062
23.21	48,648	33,422
23.46	49,172	33,782
23.71	49,697	34,143
23.96	50,221	34,503
24.21	50,744	34,862
24.46	51,268	35,222
24.71	51,792	35,582
24.96	52,316	35,943
25.21	52,840	36,303
25.46	53,364	36,662
25.71	53,888	37,022
25.96	54,413	37,382
26.21	54,936	37,743
26.46	55,460	38,103
26.71	55,984	38,462
26.96	56,508	38,822
27.21	57,032	39,182
27.46	57,556	39,543

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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	15.46	19,480	32,404
1	15.66	19,731	32,823
2	15.86	19,983	33,243
3	16.06	20,236	33,662
4	16.26	20,488	34,081
5	16.46	20,740	34,501
6	16.66	20,991	34,920
7	16.86	21,243	35,338
8	17.06	21,496	35,757
9	17.26	21,748	36,177
10	17.46	22,000	36,596
11	17.66	22,251	37,015
12	17.86	22,503	37,435
13	18.06	22,756	37,854
14	18.26	23,008	38,273
15	18.46	23,260	38,692
16	18.66	23,511	39,112
17	18.86	23,763	39,531
18	19.06	24,016	39,950
19	19.26	24,268	40,368
20	19.46	24,520	40,788
21	19.66	24,771	41,207
22	19.86	25,023	41,626
23	20.06	25,276	42,046
24	20.26	25,528	42,465
25	20.46	25,780	42,884
26	20.66	26,031	43,303
27	20.86	26,283	43,723
28	21.06	26,536	44,142
29	21.26	26,788	44,561
30	21.46	27,040	44,981
31	21.66	27,291	45,400
32	21.86	27,543	45,818
33	22.06	27,796	46,237
34	22.26	28,048	46,657
35	22.46	28,300	47,076
36	22.66	28,551	47,495
37	22.86	28,803	47,915
38	23.06	29,056	48,334
39	23.26	29,308	48,753
40	23.46	29,560	49,172

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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	15.21	19,165	31,880
1	15.41	19,416	32,299
2	15.61	19,668	32,719
3	15.81	19,921	33,138
4	16.01	20,173	33,557
5	16.21	20,425	33,976
6	16.41	20,676	34,396
7	16.61	20,928	34,815
8	16.81	21,181	35,234
9	17.01	21,433	35,652
10	17.21	21,685	36,072
11	17.41	21,936	36,491
12	17.61	22,188	36,910
13	17.81	22,441	37,330
14	18.01	22,693	37,749
15	18.21	22,945	38,168
16	18.41	23,196	38,587
17	18.61	23,448	39,007
18	18.81	23,701	39,426
19	19.01	23,953	39,845
20	19.21	24,205	40,265
21	19.41	24,456	40,684
22	19.61	24,708	41,102
23	19.81	24,961	41,521
24	20.01	25,213	41,941
25	20.21	25,465	42,360
26	20.41	25,716	42,779
27	20.61	25,968	43,199
28	20.81	26,221	43,618
29	21.01	26,473	44,037
30	21.21	26,725	44,456
31	21.41	26,976	44,876
32	21.61	27,228	45,295
33	21.81	27,481	45,714
34	22.01	27,733	46,132
35	22.21	27,985	46,552
36	22.41	28,236	46,971
37	22.61	28,488	47,390
38	22.81	28,741	47,810
39	23.01	28,993	48,229
40	23.21	29,245	48,648

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 Salary Schedule - Child Nutrition Program - Technician II - 9 Months

STEP	NUH06	N7306 - 7 Hours	N6306 - 6 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	14.56	18,346	15,724
1	14.76	18,598	15,941
2	14.96	18,849	16,157
3	15.16	19,101	16,373
4	15.36	19,354	16,589
5	15.56	19,606	16,804
6	15.76	19,858	17,021
7	15.96	20,109	17,237
8	16.16	20,361	17,453
9	16.36	20,614	17,669
10	16.56	20,866	17,884
11	16.76	21,118	18,101
12	16.96	21,369	18,317
13	17.16	21,621	18,533
14	17.36	21,874	18,749
15	17.56	22,126	18,964
16	17.76	22,378	19,181
17	17.96	22,629	19,397
18	18.16	22,881	19,613
19	18.36	23,134	19,829
20	18.56	23,386	20,044
21	18.76	23,638	20,261
22	18.96	23,889	20,477
23	19.16	24,141	20,693
24	19.36	24,394	20,909
25	19.56	24,646	21,124
26	19.76	24,898	21,341
27	19.96	25,149	21,557
28	20.16	25,401	21,773
29	20.36	25,654	21,989
30	20.56	25,906	22,204
31	20.76	26,158	22,421
32	20.96	26,409	22,637
33	21.16	26,661	22,853
34	21.36	26,914	23,069
35	21.56	27,166	23,284
36	21.76	27,418	23,501
37	21.96	27,669	23,717
38	22.16	27,921	23,933
39	22.36	28,174	24,149
40	22.56	28,426	24,364

Proposition 3 Supplement is 11% of Annual Salary

2019-2020 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	14.71	18,535	30,832
1	14.91	18,786	31,251
2	15.11	19,038	31,670
3	15.31	19,291	32,090
4	15.51	19,543	32,509
5	15.71	19,795	32,928
6	15.91	20,046	33,347
7	16.11	20,298	33,767
8	16.31	20,551	34,186
9	16.51	20,803	34,605
10	16.71	21,055	35,025
11	16.91	21,306	35,444
12	17.11	21,558	35,862
13	17.31	21,811	36,281
14	17.51	22,063	36,701
15	17.71	22,315	37,120
16	17.91	22,566	37,539
17	18.11	22,818	37,959
18	18.31	23,071	38,378
19	18.51	23,323	38,797
20	18.71	23,575	39,216
21	18.91	23,826	39,636
22	19.11	24,078	40,055
23	19.31	24,331	40,474
24	19.51	24,583	40,892
25	19.71	24,835	41,312
26	19.91	25,086	41,731
27	20.11	25,338	42,150
28	20.31	25,591	42,570
29	20.51	25,843	42,989
30	20.71	26,095	43,408
31	20.91	26,346	43,827
32	21.11	26,598	44,247
33	21.31	26,851	44,666
34	21.51	27,103	45,085
35	21.71	27,355	45,505
36	21.91	27,606	45,924
37	22.11	27,858	46,342
38	22.31	28,111	46,761
39	22.51	28,363	47,181
40	22.71	28,615	47,600

Proposition 3 Supplement is 11% of Annual Salary

Salary Supplements for Child Nutrition Program
2019-2020

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.

2019-2020 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 Operator (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 Operator Extra Route	10.50
Bus Operator 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 Operator	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 Operator	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

2019-2020 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 Operator	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.

2019-2020 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.

2019-2020 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

2019-2020

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 up to 45 days from the time the effective rating stipend payment was issued 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 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

2019-2020

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

2019-2020

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 (11%) will be multiplied by the index found on page 26 and placed on the step of the new salary schedule where the annual salary - proposition 3 supplement (11%) is equal to or greater than the new annual salary - proposition 3 supplement (11%) 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
2019-2020

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.

2019-2020 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

2019-2020

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.

2019-2020 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.