

East Baton Rouge Parish School System

2021-2022 Salary Schedules

Adopted June 17, 2021

**East Baton Rouge Parish School System
2021-2022 Salary Schedules
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East Baton Rouge Parish School System
Information Pertaining to All Salary Schedules
2021-2022

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	261

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 10% 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 4/28/2018 for effective dates 7/1/2019-6/30/2029.
4. All step increases, advance degree movement, supplemental payments and stipend payments are subject to the availability of funds.
5. Position placements on Salary Schedules are based upon information currently available and may be subject to modification upon final placement approval.
6. 12 Month exempt Salary Schedules' Annual Salary will not change based on the number of work days in the fiscal year. See page 53 for salary schedule exemption status.
7. 12 Month non-exempt Salary Schedules' Annual Salary will change based on the number of work days in the fiscal year. Formulas built into the salary schedules will ensure that the daily/hourly rate paid will remain the same. See page 53 for salary schedule exemption status.

Teacher Salary Schedule Placement Procedures 2021-2022

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.
4. Effective July 1, 2021, any teacher with an Early Childhood Ancillary (Bachelor's Degree minimum) or a Temporary Authority to Teach License will be placed on Step 0 of the Salary Schedule titled "9 Month Teacher". The teacher will remain on Step 0 until they are fully eligible for a Practitioners License from the Louisiana Department of Education.

2021-2022 Salary Schedule - 9 Month Teacher

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

Step	B.A. Degree TE308 Annual Salary	Masters Degree TE309 Annual Salary	M+30 Degree TE310 Annual Salary	Specialist Degree TE311 Annual Salary	PhD/EdD Degree TE312 Annual Salary
0	46,300	47,500	48,100	48,700	50,200
1	46,525	47,950	48,550	49,150	50,650
2	46,750	48,400	49,000	49,600	51,100
3	46,975	48,850	49,450	50,050	51,550
4	47,200	49,300	49,900	50,500	52,000
5	47,425	49,750	50,350	50,950	52,450
6	47,650	50,200	50,800	51,400	52,900
7	47,875	50,650	51,250	51,850	53,350
8	48,100	51,100	51,700	52,300	53,800
9	48,325	51,550	52,150	52,750	54,250
10	48,550	52,000	52,600	53,200	54,700
11	48,775	52,450	53,050	53,650	55,150
12	49,000	52,900	53,500	54,100	55,600
13	49,225	53,350	53,950	54,550	56,050
14	49,450	53,800	54,400	55,000	56,500
15	49,675	54,250	54,850	55,450	56,950
16	49,900	54,700	55,300	55,900	57,400
17	50,125	55,150	55,750	56,350	57,850
18	50,350	55,600	56,200	56,800	58,300
19	50,575	56,050	56,650	57,250	58,750
20	50,800	56,500	57,100	57,700	59,200
21	51,025	56,950	57,550	58,150	59,650
22	51,250	57,400	58,000	58,600	60,100
23	51,475	57,850	58,450	59,050	60,550
24	51,700	58,300	58,900	59,500	61,000
25	51,925	58,750	59,350	59,950	61,450
26	52,150	59,200	59,800	60,400	61,900
27	52,375	59,650	60,250	60,850	62,350
28	52,600	60,100	60,700	61,300	62,800
29	52,825	60,550	61,150	61,750	63,250
30	53,050	61,000	61,600	62,200	63,700
31	53,275	61,450	62,050	62,650	64,150
32	53,500	61,900	62,500	63,100	64,600
33	53,725	62,350	62,950	63,550	65,050
34	53,950	62,800	63,400	64,000	65,500
35	54,175	63,250	63,850	64,450	65,950
36	54,400	63,700	64,300	64,900	66,400
37	54,625	64,150	64,750	65,350	66,850
38	54,850	64,600	65,200	65,800	67,300
39	55,075	65,050	65,650	66,250	67,750
40	55,300	65,500	66,100	66,700	68,200

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 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	Annual Salary
10	49,550	53,000	53,600	54,200	55,700
11	50,550	54,000	54,600	55,200	56,700
12	51,550	55,000	55,600	56,200	57,700
13	52,550	56,000	56,600	57,200	58,700
14	53,550	57,000	57,600	58,200	59,700
15	54,550	58,000	58,600	59,200	60,700
16	55,550	59,000	59,600	60,200	61,700
17	56,550	60,000	60,600	61,200	62,700
18	57,550	61,000	61,600	62,200	63,700
19	58,550	62,000	62,600	63,200	64,700
20	59,550	63,000	63,600	64,200	65,700
21	60,550	64,000	64,600	65,200	66,700
22	61,550	65,000	65,600	66,200	67,700
23	62,550	66,000	66,600	67,200	68,700
24	63,550	67,000	67,600	68,200	69,700
25	64,550	68,000	68,600	69,200	70,700
26	65,550	69,000	69,600	70,200	71,700
27	66,550	70,000	70,600	71,200	72,700
28	67,550	71,000	71,600	72,200	73,700
29	68,550	72,000	72,600	73,200	74,700
30	69,550	73,000	73,600	74,200	75,700
31	70,550	74,000	74,600	75,200	76,700
32	71,550	75,000	75,600	76,200	77,700
33	72,550	76,000	76,600	77,200	78,700
34	73,550	77,000	77,600	78,200	79,700
35	74,550	78,000	78,600	79,200	80,700
36	75,550	79,000	79,600	80,200	81,700
37	76,550	80,000	80,600	81,200	82,700
38	77,550	81,000	81,600	82,200	83,700
39	78,550	82,000	82,600	83,200	84,700
40	79,550	83,000	83,600	84,200	85,700

Proposition 3 Supplement is 10-37% of Annual Salary

2021-2022 Salary Schedule - 10 Month Teacher

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

Step	B.A. Degree TE208 Annual Salary	Masters Degree TE209 Annual Salary	M+30 Degree TE210 Annual Salary	Specialist Degree TE211 Annual Salary	PhD/EdD Degree TE212 Annual Salary
0	51,388	52,720	53,386	54,052	55,717
1	51,638	53,219	53,885	54,551	56,216
2	51,887	53,718	54,384	55,051	56,716
3	52,137	54,218	54,884	55,550	57,215
4	52,387	54,717	55,383	56,050	57,715
5	52,637	55,217	55,883	56,549	58,214
6	52,886	55,717	56,382	57,048	58,713
7	53,136	56,216	56,881	57,548	59,213
8	53,386	56,716	57,381	58,047	59,712
9	53,636	57,215	57,881	58,546	60,212
10	53,885	57,715	58,381	59,046	60,711
11	54,135	58,214	58,880	59,545	61,210
12	54,385	58,713	59,379	60,045	61,710
13	54,635	59,213	59,879	60,544	62,209
14	54,884	59,712	60,378	61,043	62,708
15	55,134	60,212	60,878	61,544	63,208
16	55,384	60,711	61,377	62,043	63,707
17	55,633	61,210	61,876	62,543	64,207
18	55,883	61,710	62,376	63,042	64,707
19	56,133	62,209	62,875	63,541	65,206
20	56,383	62,708	63,375	64,041	65,706
21	56,632	63,208	63,874	64,540	66,205
22	56,882	63,707	64,373	65,040	66,705
23	57,132	64,207	64,873	65,539	67,204
24	57,382	64,707	65,372	66,038	67,703
25	57,631	65,206	65,872	66,538	68,203
26	57,881	65,706	66,371	67,037	68,702
27	58,131	66,205	66,870	67,537	69,202
28	58,381	66,705	67,371	68,036	69,701
29	58,629	67,204	67,870	68,535	70,200
30	58,879	67,703	68,370	69,035	70,700
31	59,129	68,203	68,869	69,534	71,199
32	59,379	68,702	69,368	70,034	71,699
33	59,628	69,202	69,868	70,534	72,198
34	59,878	69,701	70,367	71,033	72,697
35	60,128	70,200	70,867	71,533	73,197
36	60,378	70,700	71,366	72,032	73,697
37	60,627	71,199	71,865	72,532	74,197
38	60,877	71,699	72,365	73,031	74,696
39	61,127	72,198	72,864	73,530	75,195
40	61,377	72,697	73,364	74,030	75,695

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 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	54,995	58,824	59,490	60,156	61,820
11	56,105	59,934	60,600	61,266	62,930
12	57,215	61,044	61,710	62,376	64,040
13	58,325	62,154	62,820	63,485	65,150
14	59,435	63,264	63,930	64,595	66,260
15	60,545	64,374	65,040	65,705	67,370
16	61,655	65,484	66,150	66,815	68,480
17	62,765	66,594	67,259	67,925	69,590
18	63,875	67,704	68,369	69,035	70,700
19	64,984	68,814	69,479	70,145	71,810
20	66,094	69,923	70,589	71,255	72,920
21	67,204	71,033	71,699	72,365	74,030
22	68,314	72,143	72,809	73,475	75,140
23	69,424	73,252	73,919	74,585	76,250
24	70,533	74,362	75,029	75,695	77,360
25	71,643	75,472	76,138	76,805	78,469
26	72,753	76,582	77,248	77,915	79,579
27	73,863	77,692	78,358	79,025	80,689
28	74,973	78,802	79,468	80,134	81,799
29	76,083	79,912	80,578	81,244	82,909
30	77,193	81,022	81,688	82,354	84,019
31	78,302	82,132	82,798	83,463	85,128
32	79,412	83,242	83,908	84,573	86,238
33	80,522	84,352	85,017	85,683	87,348
34	81,632	85,462	86,127	86,793	88,458
35	82,742	86,571	87,237	87,903	89,568
36	83,852	87,681	88,347	89,013	90,678
37	84,962	88,791	89,457	90,123	91,788
38	86,072	89,901	90,567	91,233	92,898
39	87,182	91,011	91,677	92,343	94,008
40	88,292	92,121	92,787	93,453	95,117

Proposition 3 Supplement is 10-37% of Annual Salary

2021-2022 Salary Schedule - 11 Month Teacher

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

Step	B.A. Degree TE408 Annual Salary	Masters Degree TE409 Annual Salary	M+30 Degree TE410 Annual Salary	Specialist Degree TE411 Annual Salary	PhD/EdD Degree TE412 Annual Salary
0	56,476	57,939	58,671	59,403	61,233
1	56,750	58,489	59,220	59,953	61,782
2	57,025	59,038	59,769	60,501	62,330
3	57,299	59,587	60,318	61,050	62,879
4	57,574	60,135	60,867	61,599	63,428
5	57,848	60,684	61,416	62,148	63,978
6	58,123	61,233	61,965	62,697	64,527
7	58,397	61,782	62,514	63,245	65,075
8	58,672	62,330	63,063	63,794	65,624
9	58,946	62,879	63,612	64,343	66,173
10	59,221	63,428	64,160	64,893	66,722
11	59,495	63,978	64,709	65,442	67,271
12	59,770	64,527	65,258	65,990	67,819
13	60,044	65,075	65,807	66,539	68,368
14	60,319	65,624	66,356	67,088	68,918
15	60,593	66,173	66,905	67,637	69,467
16	60,867	66,722	67,454	68,186	70,016
17	61,141	67,271	68,003	68,734	70,564
18	61,415	67,819	68,552	69,283	71,113
19	61,690	68,368	69,100	69,833	71,662
20	61,964	68,918	69,649	70,382	72,211
21	62,239	69,467	70,198	70,930	72,760
22	62,513	70,016	70,747	71,479	73,308
23	62,788	70,564	71,297	72,028	73,858
24	63,062	71,113	71,845	72,577	74,407
25	63,337	71,662	72,394	73,126	74,956
26	63,611	72,211	72,943	73,674	75,504
27	63,886	72,760	73,492	74,223	76,053
28	64,160	73,308	74,041	74,773	76,602
29	64,435	73,858	74,589	75,322	77,151
30	64,709	74,407	75,138	75,871	77,700
31	64,984	74,956	75,687	76,419	78,248
32	65,258	75,504	76,237	76,968	78,798
33	65,533	76,053	76,786	77,517	79,347
34	65,807	76,602	77,334	78,066	79,896
35	66,082	77,151	77,883	78,615	80,445
36	66,356	77,700	78,432	79,163	80,993
37	66,631	78,248	78,981	79,712	81,542
38	66,905	78,798	79,529	80,262	82,091
39	67,180	79,347	80,078	80,811	82,640
40	67,453	79,896	80,627	81,360	83,189

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 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 TI409	M+30 Degree TI410	Specialist Degree TI411	PhD/EdD Degree TI412
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	60,441	64,648	65,380	66,112	67,942
11	61,660	65,868	66,600	67,332	69,162
12	62,879	67,088	67,820	68,552	70,382
13	64,099	68,308	69,040	69,772	71,602
14	65,319	69,528	70,259	70,991	72,820
15	66,539	70,748	71,479	72,211	74,040
16	67,758	71,967	72,699	73,431	75,260
17	68,978	73,186	73,919	74,650	76,480
18	70,198	74,406	75,139	75,870	77,700
19	71,418	75,626	76,359	77,090	78,920
20	72,638	76,846	77,578	78,310	80,140
21	73,858	78,066	78,797	79,530	81,359
22	75,077	79,286	80,017	80,750	82,579
23	76,297	80,506	81,237	81,970	83,799
24	77,517	81,725	82,457	83,189	85,019
25	78,737	82,945	83,677	84,408	86,238
26	79,957	84,165	84,897	85,628	87,458
27	81,177	85,385	86,117	86,848	88,678
28	82,396	86,604	87,337	88,068	89,898
29	83,616	87,824	88,556	89,288	91,117
30	84,836	89,044	89,776	90,508	92,337
31	86,056	90,264	90,995	91,728	93,557
32	87,276	91,483	92,215	92,947	94,777
33	88,495	92,703	93,435	94,167	95,997
34	89,715	93,923	94,655	95,387	97,217
35	90,934	95,143	95,875	96,607	98,437
36	92,154	96,363	97,094	97,826	99,657
37	93,374	97,583	98,314	99,046	100,875
38	94,594	98,803	99,534	100,266	102,095
39	95,813	100,022	100,754	101,485	103,315
40	97,033	101,241	101,974	102,705	104,535

Proposition 3 Supplement is 10-37% of Annual Salary

2021-2022 Salary Schedule - 12 Month Teacher

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

Step	B.A. Degree TE108 Annual Salary	Masters Degree TE109 Annual Salary	M+30 Degree TE110 Annual Salary	Specialist Degree TE111 Annual Salary	PhD/EdD Degree TE112 Annual Salary
0	66,397	68,118	68,978	69,839	71,990
1	66,720	68,763	69,624	70,485	72,635
2	67,043	69,409	70,269	71,130	73,281
3	67,365	70,054	70,915	71,775	73,926
4	67,688	70,699	71,560	72,420	74,572
5	68,010	71,345	72,205	73,065	75,217
6	68,333	71,990	72,851	73,711	75,862
7	68,656	72,635	73,496	74,356	76,508
8	68,979	73,281	74,141	75,001	77,153
9	69,301	73,926	74,787	75,647	77,798
10	69,624	74,572	75,432	76,292	78,444
11	69,947	75,217	76,077	76,937	79,089
12	70,269	75,862	76,723	77,583	79,734
13	70,592	76,508	77,368	78,228	80,380
14	70,914	77,153	78,014	78,874	81,025
15	71,237	77,798	78,659	79,519	81,670
16	71,560	78,444	79,304	80,164	82,315
17	71,883	79,089	79,950	80,810	82,960
18	72,206	79,734	80,595	81,455	83,606
19	72,527	80,380	81,239	82,100	84,251
20	72,850	81,025	81,885	82,746	84,896
21	73,173	81,670	82,530	83,391	85,542
22	73,496	82,315	83,175	84,036	86,187
23	73,819	82,960	83,821	84,682	86,832
24	74,142	83,606	84,466	85,327	87,478
25	74,464	84,251	85,112	85,973	88,123
26	74,786	84,896	85,757	86,618	88,769
27	75,109	85,542	86,402	87,263	89,414
28	75,432	86,187	87,048	87,909	90,059
29	75,755	86,832	87,693	88,554	90,705
30	76,077	87,478	88,338	89,199	91,350
31	76,400	88,123	88,984	89,845	91,995
32	76,722	88,769	89,629	90,490	92,641
33	77,045	89,414	90,274	91,134	93,286
34	77,368	90,059	90,920	91,780	93,931
35	77,690	90,705	91,565	92,425	94,577
36	78,013	91,350	92,211	93,070	95,222
37	78,336	91,995	92,856	93,716	95,868
38	78,659	92,641	93,501	94,361	96,513
39	78,981	93,286	94,147	95,007	97,158
40	79,304	93,931	94,792	95,652	97,804

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 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	Annual Salary
10	71,058	76,005	76,866	77,727	79,877
11	72,492	77,440	78,300	79,160	81,311
12	73,926	78,874	79,734	80,594	82,746
13	75,361	80,308	81,168	82,029	84,179
14	76,794	81,742	82,602	83,462	85,614
15	78,228	83,175	84,036	84,897	87,048
16	79,662	84,610	85,471	86,331	88,482
17	81,097	86,044	86,904	87,765	89,916
18	82,531	87,478	88,339	89,199	91,350
19	83,965	88,912	89,772	90,633	92,784
20	85,398	90,347	91,207	92,067	94,218
21	86,833	91,780	92,641	93,501	95,652
22	88,267	93,214	94,074	94,935	97,086
23	89,701	94,648	95,509	96,369	98,521
24	91,135	96,082	96,943	97,804	99,954
25	92,569	97,517	98,377	99,237	101,389
26	94,003	98,950	99,811	100,672	102,822
27	95,437	100,385	101,245	102,105	104,256
28	96,871	101,819	102,679	103,540	105,691
29	98,306	103,253	104,113	104,974	107,124
30	99,739	104,687	105,547	106,407	108,559
31	101,173	106,120	106,981	107,842	109,993
32	102,607	107,555	108,416	109,276	111,427
33	104,042	108,989	109,849	110,710	112,861
34	105,476	110,423	111,284	112,144	114,295
35	106,910	111,857	112,717	113,578	115,729
36	108,343	113,292	114,152	115,012	117,163
37	109,778	114,725	115,586	116,446	118,597
38	111,212	116,160	117,019	117,880	120,031
39	112,646	117,593	118,454	119,314	121,466
40	114,080	119,027	119,888	120,749	122,899

Proposition 3 Supplement is 10-37% of Annual Salary

2021-2022 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

2021-2022 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	20.86	21.43	21.71	21.99	22.71
1	20.96	21.63	21.91	22.19	22.91
2	21.06	21.83	22.11	22.39	23.11
3	21.16	22.03	22.31	22.59	23.31
4	21.26	22.23	22.51	22.79	23.51
5	21.36	22.43	22.71	22.99	23.71
6	21.46	22.63	22.91	23.19	23.91
7	21.56	22.83	23.11	23.39	24.11
8	21.66	23.03	23.31	23.59	24.31
9	21.76	23.23	23.51	23.79	24.51
10	21.86	23.43	23.71	23.99	24.71
11	21.96	23.63	23.91	24.19	24.91
12	22.06	23.83	24.11	24.39	25.11
13	22.16	24.03	24.31	24.59	25.31
14	22.26	24.23	24.51	24.79	25.51
15	22.36	24.43	24.71	24.99	25.71
16	22.46	24.63	24.91	25.19	25.91
17	22.56	24.83	25.11	25.39	26.11
18	22.66	25.03	25.31	25.59	26.31
19	22.76	25.23	25.51	25.79	26.51
20	22.86	25.43	25.71	25.99	26.71
21	22.96	25.63	25.91	26.19	26.91
22	23.06	25.83	26.11	26.39	27.11
23	23.16	26.03	26.31	26.59	27.31
24	23.26	26.23	26.51	26.79	27.51
25	23.36	26.43	26.71	26.99	27.71
26	23.46	26.63	26.91	27.19	27.91
27	23.56	26.83	27.11	27.39	28.11
28	23.66	27.03	27.31	27.59	28.31
29	23.76	27.23	27.51	27.79	28.51
30	23.86	27.43	27.71	27.99	28.71
31	23.96	27.63	27.91	28.19	28.91
32	24.06	27.83	28.11	28.39	29.11
33	24.16	28.03	28.31	28.59	29.31
34	24.26	28.23	28.51	28.79	29.51
35	24.36	28.43	28.71	28.99	29.71
36	24.46	28.63	28.91	29.19	29.91
37	24.56	28.83	29.11	29.39	30.11
38	24.66	29.03	29.31	29.59	30.31
39	24.76	29.23	29.51	29.79	30.51
40	24.86	29.43	29.71	29.99	30.71

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 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	22.13	23.66	23.94	24.21	24.87
11	22.57	24.10	24.38	24.65	25.31
12	23.01	24.54	24.82	25.09	25.75
13	23.45	24.98	25.26	25.53	26.19
14	23.89	25.42	25.70	25.97	26.63
15	24.33	25.86	26.14	26.41	27.07
16	24.77	26.30	26.58	26.85	27.51
17	25.21	26.74	27.02	27.29	27.95
18	25.65	27.18	27.46	27.73	28.39
19	26.09	27.62	27.90	28.17	28.83
20	26.53	28.06	28.34	28.61	29.27
21	26.97	28.50	28.78	29.05	29.71
22	27.41	28.94	29.22	29.49	30.15
23	27.85	29.38	29.66	29.93	30.59
24	28.29	29.82	30.10	30.37	31.03
25	28.73	30.26	30.54	30.81	31.47
26	29.17	30.70	30.98	31.25	31.91
27	29.61	31.14	31.42	31.69	32.35
28	30.05	31.58	31.86	32.13	32.79
29	30.49	32.02	32.30	32.57	33.23
30	30.93	32.46	32.74	33.01	33.67
31	31.37	32.90	33.18	33.45	34.11
32	31.81	33.34	33.62	33.89	34.55
33	32.25	33.78	34.06	34.33	34.99
34	32.69	34.22	34.50	34.77	35.43
35	33.13	34.66	34.94	35.21	35.87
36	33.57	35.10	35.38	35.65	36.31
37	34.01	35.54	35.82	36.09	36.75
38	34.45	35.98	36.26	36.53	37.19
39	34.89	36.42	36.70	36.97	37.63
40	35.33	36.86	37.14	37.41	38.07

Proposition 3 Supplement is 10-37% of Annual Salary

Supplemental Compensation, Extended Employment and Other Compensation Guidelines

2021-2022

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)*

Compensate \$1,000 stipend for eligible Special Education Teachers, including Gifted Teachers. Talented Teachers are excluded for the purpose of this stipend. If the teacher does not have the appropriate certification, they must obtain an Out Field Authority to Teach and make the appropriate progress annually to receive the Stipend.

(Board approved 06/17/21)

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.	

2021-2022 Supplemental Compensation, Extended Employment and Other Continued:**Athletic Supplemental Pay Percentages****MIDDLE SCHOOL COACHES**

<u>Sport</u>	<u>Percentage</u>	<u>Number of Coaches Per Sport</u>
Football (Boys)	3.5%	2
Basketball (Boys)	3.5%	2
Track (Boys)	3.5%	1
Volleyball (Girls)	3.5%	2
Basketball (Girls)	3.5%	2
Softball (Girls)	3.5%	2
Track (Girls)	3.5%	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%) 11 days
Certified Athletic Trainer	15.0%	11 days

Athletic Supplemental Pay Additional Instructions

1. The Athletic Supplement Pay is for teachers who spend time beyond the regular school day in coaching interscholastic athletics. It will be the responsibility of each principal to designate coaching duties with written notification to the Office of Human Resources no later than the end of the first week of school.
2. The above salary percentage shall be calculated on the basis of the current East Baton Rouge Parish Teacher Salary Schedule for classroom teachers. The maximum percentage allowed shall be 20% per coach. No coach shall receive a reduction in salary upon converting to the new salary structure providing his or her responsibilities remain the same.
3. All football coaches, volleyball coaches, and First Aid Coordinators or Certified Athletic Trainers are to report before the start of the school year for fall practice as directed by the head coach, and shall be compensated with up to eleven (11) days pay (daily rate) of their current salary as indicated by the East Baton Rouge Parish Teacher Salary Schedule for classroom teachers and the athletic supplement. All extra days of work must be documented with verified timesheets.
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. All extra days of work must be documented with verified timesheets.
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. All extra days of work must be documented with verified
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 supplement for work performed during a non-work school day. All extra days of work must be documented with verified timesheets.
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

1. **High School Band Directors:** 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. All extra days of work must be documented with verified timesheets.
2. **Middle School Band Directors:** 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. All extra days of work must be documented with verified timesheets.
3. **Elementary School Band Directors:** Employment to be extended up to two (2) days before and up to two (2) days after regular school year at his/her daily rate as indicated by the EBRP Teacher Salary Schedule for classroom teachers. All extra days of work must be documented with verified timesheets.

2021-2022 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		\$1,800
Senior Army Instructor (SAI)	12		\$1,670
Military Property Specialist (MPS)	12		\$1,670
Operations Sergeant (OPS SGT)	12		\$1,670
Army Instructor (AI)	12		\$1,670
Army Instructor (AI)	10		\$1,670

4. 10% 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

2021-2022

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

113-2122	Administrative Dean	113-2220	Instructional Specialist-Pre-K Expansion
113-2122	Administrative Dean/Transition	113-2220	Instructional Specialist-Pre-K LA4
113-2220	Adolescent Literacy Coordinator	113-2220	Instructional Specialist-Tax Plan
113-2220	Arts Integration Specialist-Title I	113-2220	Instructional Specialist-Title I
113-2140	Assessment Teacher H/T	113-2220	Instructional Specialist-Title II
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	119-2190	Parent Facilitator-Tax Plan
119-2290	ESS Program Facilitator-IDEA	119-2180	Parent Liaison-EFF Grant
119-2180	Expansion Grant Parent Liasion	119-2180	Parent Liaison-Title III
113-2220	Foreign Language Specialist-11 Month	112-1130	Parental Involvement Facilitator
113-2220	Gifted Curriculum Specialist	119-2180	Parental Involvement Liaison-Title I
112-1120	Gifted Lead Teacher	111-2211	Pre-School Resource Coordinator
112-1220	Gifted Site Coordinator	119-1510	Prevention Facilitator-Title I
113-2190	ICARE Quality Assurance Manager	119-2234	Professional Development Specialist-Title I
113-2190	ICARE Prevention Specialist	119-2290	Professional Development Specialist-Title II
113-2259	IDEA Instructional Technology Facilitator	113-2142	Psychologist
113-2220	IDEA Interventionist Teacher	111-2211	Recruiter - Magnet Programs
113-2212	IDEA Reading Interventionist	119-2180	School Liaison-MSAP
113-2212	IEP Facilitator-IDEA	119-2180	School/Parent Liaison
113-2220	Instructional Coach	113-2220	Teacher Coach
113-2220	Instructional Coach-Tax Plan	113-2220	Teacher for Instructional Supp-Title I
113-2220	Instructional Specialist	113-1110	Teacher on Assignment
113-2220	Instructional Specialist-EFF Grant	113-2220	Technology Facilitator
113-2220	Instructional Specialist-Pre-K	112-1390	Work Based Learning Coordinator

2021-2022 Salary Schedule - 9 Month Curriculum Support

	B.A. Degree UR308	Masters Degree UR309	M+30 Degree UR310	Specialist Degree UR311	PhD/EdD Degree UR312
Step	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	47,702	48,902	49,502	50,102	51,602
1	47,927	49,352	49,952	50,552	52,052
2	48,152	49,802	50,402	51,002	52,502
3	48,377	50,252	50,852	51,452	52,952
4	48,602	50,702	51,302	51,902	53,402
5	48,827	51,152	51,752	52,352	53,852
6	49,052	51,602	52,202	52,802	54,302
7	49,277	52,052	52,652	53,252	54,752
8	49,502	52,502	53,102	53,702	55,202
9	49,727	52,952	53,552	54,152	55,652
10	49,952	53,402	54,002	54,602	56,102
11	50,177	53,852	54,452	55,052	56,552
12	50,402	54,302	54,902	55,502	57,002
13	50,627	54,752	55,352	55,952	57,452
14	50,852	55,202	55,802	56,402	57,902
15	51,077	55,652	56,252	56,852	58,352
16	51,302	56,102	56,702	57,302	58,802
17	51,527	56,552	57,152	57,752	59,252
18	51,752	57,002	57,602	58,202	59,702
19	51,977	57,452	58,052	58,652	60,152
20	52,202	57,902	58,502	59,102	60,602
21	52,427	58,352	58,952	59,552	61,052
22	52,652	58,802	59,402	60,002	61,502
23	52,877	59,252	59,852	60,452	61,952
24	53,102	59,702	60,302	60,902	62,402
25	53,327	60,152	60,752	61,352	62,852
26	53,552	60,602	61,202	61,802	63,302
27	53,777	61,052	61,652	62,252	63,752
28	54,002	61,502	62,102	62,702	64,202
29	54,227	61,952	62,552	63,152	64,652
30	54,452	62,402	63,002	63,602	65,102
31	54,677	62,852	63,452	64,052	65,552
32	54,902	63,302	63,902	64,502	66,002
33	55,127	63,752	64,352	64,952	66,452
34	55,352	64,202	64,802	65,402	66,902
35	55,577	64,652	65,252	65,852	67,352
36	55,802	65,102	65,702	66,302	67,802
37	56,027	65,552	66,152	66,752	68,252
38	56,252	66,002	66,602	67,202	68,702
39	56,477	66,452	67,052	67,652	69,152
40	56,702	66,902	67,502	68,102	69,602
41	56,927	67,352	67,952	68,552	70,052
42	57,152	67,802	68,402	69,002	70,502
43	57,377	68,252	68,852	69,452	70,952
44	57,602	68,702	69,302	69,902	71,402
45	57,827	69,152	69,752	70,352	71,852
46	58,052	69,602	70,202	70,802	72,302
47	58,277	70,052	70,652	71,252	72,752
48	58,502	70,502	71,102	71,702	73,202
49	58,727	70,952	71,552	72,152	73,652
50	58,952	71,402	72,002	72,602	74,102

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 Salary Schedule - 10 Month Curriculum Support

	B.A. Degree UR208	Masters Degree UR209	M+30 Degree UR210	Specialist Degree UR211	PhD/EdD Degree UR212
Step	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	52,944	54,276	54,942	55,607	57,272
1	53,194	54,775	55,441	56,107	57,772
2	53,444	55,275	55,941	56,607	58,271
3	53,693	55,774	56,440	57,106	58,770
4	53,943	56,274	56,940	57,606	59,270
5	54,192	56,773	57,439	58,105	59,770
6	54,443	57,272	57,938	58,605	60,270
7	54,692	57,772	58,438	59,104	60,769
8	54,942	58,271	58,937	59,603	61,268
9	55,191	58,770	59,437	60,103	61,768
10	55,441	59,270	59,936	60,602	62,267
11	55,691	59,770	60,435	61,102	62,767
12	55,941	60,270	60,935	61,601	63,266
13	56,190	60,769	61,434	62,100	63,765
14	56,440	61,268	61,934	62,600	64,265
15	56,689	61,768	62,434	63,099	64,764
16	56,940	62,267	62,933	63,599	65,264
17	57,189	62,767	63,433	64,098	65,763
18	57,439	63,266	63,932	64,597	66,262
19	57,689	63,765	64,432	65,097	66,762
20	57,938	64,265	64,931	65,597	67,261
21	58,189	64,764	65,430	66,097	67,761
22	58,438	65,264	65,930	66,596	68,260
23	58,688	65,763	66,429	67,095	68,760
24	58,937	66,262	66,929	67,595	69,260
25	59,187	66,762	67,428	68,094	69,759
26	59,437	67,261	67,927	68,594	70,259
27	59,687	67,761	68,427	69,093	70,758
28	59,936	68,260	68,926	69,592	71,257
29	60,186	68,760	69,426	70,092	71,757
30	60,435	69,260	69,925	70,591	72,256
31	60,686	69,759	70,424	71,091	72,756
32	60,935	70,259	70,924	71,590	73,255
33	61,185	70,758	71,424	72,089	73,754
34	61,434	71,257	71,924	72,589	74,254
35	61,684	71,757	72,423	73,088	74,753
36	61,934	72,256	72,922	73,588	75,253
37	62,184	72,756	73,422	74,087	75,752
38	62,434	73,255	73,921	74,587	76,251
39	62,683	73,754	74,420	75,087	76,751
40	62,933	74,254	74,920	75,586	77,250
41	63,183	74,753	75,419	76,086	77,750
42	63,433	75,253	75,919	76,585	78,250
43	63,682	75,752	76,418	77,084	78,749
44	63,932	76,251	76,917	77,584	79,249
45	64,181	76,751	77,417	78,083	79,748
46	64,432	77,250	77,916	78,582	80,248
47	64,681	77,750	78,416	79,082	80,747
48	64,931	78,250	78,915	79,581	81,246
49	65,180	78,749	79,414	80,081	81,746
50	65,430	79,249	79,914	80,580	82,245

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 Salary Schedule - 11 Month Curriculum Support

	B.A. Degree UR408	Masters Degree UR409	M+30 Degree UR410	Specialist Degree UR411	PhD/EdD Degree UR412
Step	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	58,186	59,650	60,381	61,114	62,943
1	58,460	60,199	60,931	61,662	63,492
2	58,735	60,747	61,480	62,211	64,041
3	59,009	61,296	62,028	62,760	64,590
4	59,284	61,845	62,577	63,309	65,139
5	59,558	62,394	63,126	63,858	65,688
6	59,832	62,943	63,675	64,407	66,236
7	60,107	63,492	64,224	64,956	66,785
8	60,381	64,041	64,772	65,505	67,334
9	60,657	64,590	65,321	66,054	67,883
10	60,931	65,139	65,871	66,602	68,433
11	61,205	65,688	66,420	67,151	68,981
12	61,480	66,236	66,969	67,700	69,530
13	61,754	66,785	67,517	68,249	70,079
14	62,028	67,334	68,066	68,798	70,628
15	62,303	67,883	68,615	69,347	71,176
16	62,577	68,433	69,164	69,896	71,725
17	62,852	68,981	69,713	70,445	72,274
18	63,126	69,530	70,261	70,994	72,823
19	63,400	70,079	70,811	71,543	73,373
20	63,675	70,628	71,360	72,091	73,921
21	63,949	71,176	71,909	72,640	74,470
22	64,224	71,725	72,458	73,189	75,019
23	64,498	72,274	73,006	73,738	75,568
24	64,772	72,823	73,555	74,287	76,117
25	65,047	73,373	74,104	74,836	76,665
26	65,321	73,921	74,653	75,385	77,214
27	65,596	74,470	75,201	75,934	77,763
28	65,871	75,019	75,751	76,483	78,313
29	66,145	75,568	76,300	77,032	78,862
30	66,420	76,117	76,849	77,580	79,410
31	66,694	76,665	77,398	78,129	79,959
32	66,969	77,214	77,946	78,678	80,508
33	67,243	77,763	78,495	79,227	81,057
34	67,517	78,313	79,044	79,776	81,606
35	67,792	78,862	79,593	80,325	82,154
36	68,066	79,410	80,142	80,874	82,703
37	68,341	79,959	80,691	81,423	83,253
38	68,615	80,508	81,240	81,972	83,802
39	68,889	81,057	81,789	82,520	84,350
40	69,164	81,606	82,338	83,069	84,899
41	69,438	82,154	82,887	83,618	85,448
42	69,713	82,703	83,435	84,167	85,997
43	69,987	83,253	83,984	84,717	86,546
44	70,261	83,802	84,533	85,265	87,094
45	70,536	84,350	85,082	85,814	87,643
46	70,811	84,899	85,632	86,363	88,193
47	71,086	85,448	86,180	86,912	88,742
48	71,360	85,997	86,729	87,461	89,291
49	71,634	86,546	87,278	88,009	89,839
50	71,909	87,094	87,827	88,558	90,388

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 Salary Schedule - 12 Month Curriculum Support

	B.A. Degree UR108	Masters Degree UR109	M+30 Degree UR110	Specialist Degree UR111	PhD/EdD Degree UR112
Step	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	68,408	70,128	70,989	71,850	74,001
1	68,730	70,774	71,634	72,495	74,646
2	69,053	71,419	72,280	73,141	75,291
3	69,376	72,065	72,925	73,786	75,937
4	69,698	72,710	73,570	74,431	76,582
5	70,021	73,355	74,216	75,076	77,227
6	70,344	74,001	74,861	75,721	77,873
7	70,666	74,646	75,507	76,366	78,518
8	70,989	75,291	76,152	77,012	79,164
9	71,312	75,937	76,797	77,657	79,809
10	71,634	76,582	77,443	78,303	80,454
11	71,957	77,227	78,088	78,948	81,100
12	72,280	77,873	78,733	79,593	81,745
13	72,602	78,518	79,379	80,239	82,390
14	72,925	79,164	80,024	80,884	83,036
15	73,248	79,809	80,669	81,529	83,681
16	73,570	80,454	81,315	82,175	84,326
17	73,893	81,100	81,960	82,820	84,971
18	74,216	81,745	82,605	83,465	85,616
19	74,538	82,390	83,251	84,111	86,262
20	74,861	83,036	83,896	84,756	86,907
21	75,184	83,681	84,541	85,402	87,552
22	75,507	84,326	85,186	86,047	88,198
23	75,829	84,971	85,831	86,692	88,843
24	76,152	85,616	86,477	87,338	89,488
25	76,475	86,262	87,122	87,983	90,134
26	76,797	86,907	87,767	88,628	90,779
27	77,120	87,552	88,413	89,274	91,424
28	77,443	88,198	89,058	89,919	92,070
29	77,765	88,843	89,703	90,564	92,715
30	78,088	89,488	90,349	91,210	93,360
31	78,411	90,134	90,994	91,855	94,006
32	78,733	90,779	91,640	92,501	94,651
33	79,056	91,424	92,285	93,146	95,297
34	79,379	92,070	92,930	93,791	95,942
35	79,701	92,715	93,576	94,436	96,587
36	80,024	93,360	94,221	95,081	97,233
37	80,347	94,006	94,866	95,726	97,878
38	80,669	94,651	95,512	96,372	98,523
39	80,992	95,297	96,157	97,017	99,169
40	81,315	95,942	96,802	97,662	99,814
41	81,637	96,587	97,448	98,308	100,459
42	81,960	97,233	98,093	98,953	101,105
43	82,283	97,878	98,739	99,599	101,750
44	82,605	98,523	99,384	100,244	102,396
45	82,928	99,169	100,029	100,889	103,041
46	83,251	99,814	100,675	101,535	103,686
47	83,574	100,459	101,320	102,180	104,332
48	83,896	101,105	101,965	102,825	104,976
49	84,218	101,750	102,611	103,471	105,621
50	84,541	102,396	103,256	104,116	106,267

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 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

2021-2022

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

2021-2022 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 from the Teacher Salary Schedule or Curriculum Support Salary Schedule 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 (10%) will be multiplied by the index below and placed on the step of the new salary schedule where the annual salary - proposition 3 supplement (10%) is equal to or greater than the new annual salary - proposition 3 supplement (10%) amount.
3. An Assistant Principal moving to a 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 (10%) will be multiplied by 105% and placed on the step of the new salary schedule where the annual salary - proposition 3 supplement (10%) is equal to or greater than the new annual salary - proposition 3 supplement (10%) amount.
4. 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	66,301	98,015	793
		12 Months	PR101	77,949	115,234	932
Middle	1.22	11 Months	PR402	69,960	101,675	794
		12 Months	PR102	82,251	119,537	932
High	1.33	11 Months	PR403	76,060	115,092	976
		12 Months	PR103	89,421	135,311	1,148

Proposition 3 Supplement is 10% of Annual Salary

Assistant Principal

School Type	Index	Months	Grade	Salary Range		Yearly Increase
				Low	High	
Elementary	1.10	9 Months	AP301	52,070	72,070	500
		10 Months	AP201	57,792	79,990	555
		11 Months	AP401	63,514	87,909	609
		12 Months	AP101	74,672	103,353	717
Middle	1.13	9 Months	AP302	53,570	73,570	500
		10 Months	AP202	59,456	81,655	556
		11 Months	AP402	65,344	89,739	610
		12 Months	AP102	76,823	105,504	717
High	1.19	9 Months	AP303	56,070	80,070	600
		10 Months	AP203	62,231	88,868	666
		11 Months	AP403	68,393	97,668	732
		12 Months	AP103	80,408	114,826	860

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 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

2021-2022

Senior Cabinet/Leadership Team

(Salary \$130,000 with no increases or steps)

111-2324 Chief of Staff
111-2324 Chief of Schools
111-2324 Chief Academic Officer
111-2324 Chief Officer for Accountability, Assessment
111-2324 Chief Operations Officer
111-2841 Chief Technology Officer
111-2821 Chief of Communications and Public Relations
111-2324 Chief of Literacy
111-2324 Chief Officer-Support & Special Projects

Contract

111-2810 Executive Director Foundation
118-2311 Staff Attorney/General Counsel

AD101

111-2324 Assistant Superintendent of Curriculum
111-2324 Associate Superintendent of Workforce
111-2324 Associate Superintendent Special Education
111-2831 Chief Officer for Human Resources
111-2324 Chief Officer for Student Support Services
111-2511 Chief Business Operations Officer
111-2324 Deputy Chief of Policy & Implementation

AD102

111-2511 Chief Financial Officer

AD103

111-2610 Administrative Director for Facilities
111-2710 Administrative Director for Federal Programs
111-2710 Administrative Director of Transportation
111-2660 Executive Assistant to the Superintendent for School Safety & Security
111-2215 Executive Director-EBR Career/Tech Ed Center
111-2211 Executive Director for Early Childhood
111-2211 Executive Director-Innovative Network
111-2211 Executive Director of ELL
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
111-2121 Director of Counseling and Guidance
111-2810 Director of Data
111-2211 Director of Equity & Diversity
111-2212 Director of Exceptional Student Services
111-2190 Director of ICare
111-2520 Director of Procurement & Warehousing Serv.
111-2211 Director of Student Activities
111-2211 Director MTSS
118-2516 Internal Auditor

AD105

111-2215 Director - Career/Technical Education
111-2211 Director - Instructional Technology
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
118-2511 Supervisor of Payroll & Employee Benefits
111-2214 Project Manager-Early Childhood
118-2511 Supervisor of Accounting
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

2021-2022 Salary Schedule - Administration - 12 Month

STEP	AD101	AD102	AD103	AD104	AD105	AD106	AD107	AD108
Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	92,581	82,581	79,581	76,581	73,581	70,581	67,581	62,581
1	93,581	83,581	80,581	77,381	74,381	71,381	68,381	63,381
2	94,581	84,581	81,581	78,181	75,181	72,181	69,181	64,181
3	95,581	85,581	82,581	78,981	75,981	72,981	69,981	64,981
4	96,581	86,581	83,581	79,781	76,781	73,781	70,781	65,781
5	97,581	87,581	84,581	80,581	77,581	74,581	71,581	66,581
6	98,581	88,581	85,581	81,381	78,381	75,381	72,381	67,381
7	99,581	89,581	86,581	82,181	79,181	76,181	73,181	68,181
8	100,581	90,581	87,581	82,981	79,981	76,981	73,981	68,981
9	101,581	91,581	88,581	83,781	80,781	77,781	74,781	69,781
10	102,581	92,581	89,581	84,581	81,581	78,581	75,581	70,581
11	103,581	93,581	90,581	85,381	82,381	79,381	76,381	71,381
12	104,581	94,581	91,581	86,181	83,181	80,181	77,181	72,181
13	105,581	95,581	92,581	86,981	83,981	80,981	77,981	72,981
14	106,581	96,581	93,581	87,781	84,781	81,781	78,781	73,781
15	107,581	97,581	94,581	88,581	85,581	82,581	79,581	74,581
16	108,581	98,581	95,581	89,381	86,381	83,381	80,381	75,381
17	109,581	99,581	96,581	90,181	87,181	84,181	81,181	76,181
18	110,581	100,581	97,581	90,981	87,981	84,981	81,981	76,981
19	111,581	101,581	98,581	91,781	88,781	85,781	82,781	77,781
20	112,581	102,581	99,581	92,581	89,581	86,581	83,581	78,581
21	113,581	103,581	100,581	93,381	90,381	87,381	84,381	79,381
22	114,581	104,581	101,581	94,181	91,181	88,181	85,181	80,181
23	115,581	105,581	102,581	94,981	91,981	88,981	85,981	80,981
24	116,581	106,581	103,581	95,781	92,781	89,781	86,781	81,781
25	117,581	107,581	104,581	96,581	93,581	90,581	87,581	82,581
26	118,581	108,581	105,581	97,381	94,381	91,381	88,381	83,381
27	119,581	109,581	106,581	98,181	95,181	92,181	89,181	84,181
28	120,581	110,581	107,581	98,981	95,981	92,981	89,981	84,981
29	121,581	111,581	108,581	99,781	96,781	93,781	90,781	85,781
30	122,581	112,581	109,581	100,581	97,581	94,581	91,581	86,581
31	123,581	113,581	110,581	101,381	98,381	95,381	92,381	87,381
32	124,581	114,581	111,581	102,181	99,181	96,181	93,181	88,181
33	125,581	115,581	112,581	102,981	99,981	96,981	93,981	88,981
34	126,581	116,581	113,581	103,781	100,781	97,781	94,781	89,781
35	127,581	117,581	114,581	104,581	101,581	98,581	95,581	90,581
36	128,581	118,581	115,581	105,381	102,381	99,381	96,381	91,381
37	129,581	119,581	116,581	106,181	103,181	100,181	97,181	92,181
38	130,581	120,581	117,581	106,981	103,981	100,981	97,981	92,981
39	131,581	121,581	118,581	107,781	104,781	101,781	98,781	93,781
40	132,581	122,581	119,581	108,581	105,581	102,581	99,581	94,581

Proposition 3 Supplement is 10% of Annual Salary

Administration Support Pay Grades

2021-2022

SU101

114-2321 Confidential Assistant to the Superintendent
 111-2212 Coordinator of Data Management
 111-2520 Coordinator of Purchasing
 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

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
 114-2321 Fair Share Specialist
 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

2021-2022 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	53,305	49,305	45,305	41,305	37,305	33,305	29,305
1	53,905	49,905	45,905	41,905	37,805	33,805	29,805
2	54,505	50,505	46,505	42,505	38,305	34,305	30,305
3	55,105	51,105	47,105	43,105	38,805	34,805	30,805
4	55,705	51,705	47,705	43,705	39,305	35,305	31,305
5	56,305	52,305	48,305	44,305	39,805	35,805	31,805
6	56,905	52,905	48,905	44,905	40,305	36,305	32,305
7	57,505	53,505	49,505	45,505	40,805	36,805	32,805
8	58,105	54,105	50,105	46,105	41,305	37,305	33,305
9	58,705	54,705	50,705	46,705	41,805	37,805	33,805
10	59,305	55,305	51,305	47,305	42,305	38,305	34,305
11	59,905	55,905	51,905	47,905	42,805	38,805	34,805
12	60,505	56,505	52,505	48,505	43,305	39,305	35,305
13	61,105	57,105	53,105	49,105	43,805	39,805	35,805
14	61,705	57,705	53,705	49,705	44,305	40,305	36,305
15	62,305	58,305	54,305	50,305	44,805	40,805	36,805
16	62,905	58,905	54,905	50,905	45,305	41,305	37,305
17	63,505	59,505	55,505	51,505	45,805	41,805	37,805
18	64,105	60,105	56,105	52,105	46,305	42,305	38,305
19	64,705	60,705	56,705	52,705	46,805	42,805	38,805
20	65,305	61,305	57,305	53,305	47,305	43,305	39,305
21	65,905	61,905	57,905	53,905	47,805	43,805	39,805
22	66,505	62,505	58,505	54,505	48,305	44,305	40,305
23	67,105	63,105	59,105	55,105	48,805	44,805	40,805
24	67,705	63,705	59,705	55,705	49,305	45,305	41,305
25	68,305	64,305	60,305	56,305	49,805	45,805	41,805
26	68,905	64,905	60,905	56,905	50,305	46,305	42,305
27	69,505	65,505	61,505	57,505	50,805	46,805	42,805
28	70,105	66,105	62,105	58,105	51,305	47,305	43,305
29	70,705	66,705	62,705	58,705	51,805	47,805	43,805
30	71,305	67,305	63,305	59,305	52,305	48,305	44,305
31	71,905	67,905	63,905	59,905	52,805	48,805	44,805
32	72,505	68,505	64,505	60,505	53,305	49,305	45,305
33	73,105	69,105	65,105	61,105	53,805	49,805	45,805
34	73,705	69,705	65,705	61,705	54,305	50,305	46,305
35	74,305	70,305	66,305	62,305	54,805	50,805	46,805
36	74,905	70,905	66,905	62,905	55,305	51,305	47,305
37	75,505	71,505	67,505	63,505	55,805	51,805	47,805
38	76,105	72,105	68,105	64,105	56,305	52,305	48,305
39	76,705	72,705	68,705	64,705	56,805	52,805	48,805
40	77,305	73,305	69,305	65,305	57,305	53,305	49,305

Proposition 3 Supplement is 10% of Annual Salary

Technology Pay Grades

2021-2022

DA101

111-2841 Chief Technology Officer

DA102

111-2842 Director of Network & Operations

111-2840 Director of Technology Resources

DA103

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

118-2842 Webmaster

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

*** Network Specialist I's salary will be \$6000 less than Step 0 of the Network Specialist Pay Grade. No additional steps will be earned as a Network Specialist I.

2021-2022 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	92,581	77,581	72,581	67,581	60,581	55,305	43,305	39,305
1	93,581	78,581	73,581	68,381	61,381	56,105	43,905	39,905
2	94,581	79,581	74,581	69,181	62,181	56,905	44,505	40,505
3	95,581	80,581	75,581	69,981	62,981	57,705	45,105	41,105
4	96,581	81,581	76,581	70,781	63,781	58,505	45,705	41,705
5	97,581	82,581	77,581	71,581	64,581	59,305	46,305	42,305
6	98,581	83,581	78,581	72,381	65,381	60,105	46,905	42,905
7	99,581	84,581	79,581	73,181	66,181	60,905	47,505	43,505
8	100,581	85,581	80,581	73,981	66,981	61,705	48,105	44,105
9	101,581	86,581	81,581	74,781	67,781	62,505	48,705	44,705
10	102,581	87,581	82,581	75,581	68,581	63,305	49,305	45,305
11	103,581	88,581	83,581	76,381	69,381	64,105	49,905	45,905
12	104,581	89,581	84,581	77,181	70,181	64,905	50,505	46,505
13	105,581	90,581	85,581	77,981	70,981	65,705	51,105	47,105
14	106,581	91,581	86,581	78,781	71,781	66,505	51,705	47,705
15	107,581	92,581	87,581	79,581	72,581	67,305	52,305	48,305
16	108,581	93,581	88,581	80,381	73,381	68,105	52,905	48,905
17	109,581	94,581	89,581	81,181	74,181	68,905	53,505	49,505
18	110,581	95,581	90,581	81,981	74,981	69,705	54,105	50,105
19	111,581	96,581	91,581	82,781	75,781	70,505	54,705	50,705
20	112,581	97,581	92,581	83,581	76,581	71,305	55,305	51,305
21	113,581	98,581	93,581	84,381	77,381	72,105	55,905	51,905
22	114,581	99,581	94,581	85,181	78,181	72,905	56,505	52,505
23	115,581	100,581	95,581	85,981	78,981	73,705	57,105	53,105
24	116,581	101,581	96,581	86,781	79,781	74,505	57,705	53,705
25	117,581	102,581	97,581	87,581	80,581	75,305	58,305	54,305
26	118,581	103,581	98,581	88,381	81,381	76,105	58,905	54,905
27	119,581	104,581	99,581	89,181	82,181	76,905	59,505	55,505
28	120,581	105,581	100,581	89,981	82,981	77,705	60,105	56,105
29	121,581	106,581	101,581	90,781	83,781	78,505	60,705	56,705
30	122,581	107,581	102,581	91,581	84,581	79,305	61,305	57,305
31	123,581	108,581	103,581	92,381	85,381	80,105	61,905	57,905
32	124,581	109,581	104,581	93,181	86,181	80,905	62,505	58,505
33	125,581	110,581	105,581	93,981	86,981	81,705	63,105	59,105
34	126,581	111,581	106,581	94,781	87,781	82,505	63,705	59,705
35	127,581	112,581	107,581	95,581	88,581	83,305	64,305	60,305
36	128,581	113,581	108,581	96,381	89,381	84,105	64,905	60,905
37	129,581	114,581	109,581	97,181	90,181	84,905	65,505	61,505
38	130,581	115,581	110,581	97,981	90,981	85,705	66,105	62,105
39	131,581	116,581	111,581	98,781	91,781	86,505	66,705	62,705
40	132,581	117,581	112,581	99,581	92,581	87,305	67,305	63,305

Proposition 3 Supplement is 10% of Annual Salary

Clerical Pay Grades **2021-2022**

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

2021-2022 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	14.72	30,736	14.52	30,318	14.32	29,900	14.12	29,482	13.92	29,065
1	14.97	31,257	14.77	30,839	14.57	30,422	14.37	30,005	14.17	29,587
2	15.22	31,779	15.02	31,362	14.82	30,944	14.62	30,527	14.42	30,109
3	15.47	32,302	15.27	31,884	15.07	31,466	14.87	31,048	14.67	30,630
4	15.72	32,823	15.52	32,405	15.32	31,989	15.12	31,571	14.92	31,153
5	15.97	33,346	15.77	32,928	15.57	32,510	15.37	32,093	15.17	31,675
6	16.22	33,867	16.02	33,450	15.82	33,032	15.62	32,614	15.42	32,197
7	16.47	34,389	16.27	33,971	16.07	33,555	15.87	33,137	15.67	32,719
8	16.72	34,912	16.52	34,494	16.32	34,076	16.12	33,658	15.92	33,241
9	16.97	35,433	16.77	35,016	16.57	34,598	16.37	34,180	16.17	33,763
10	17.22	35,955	17.02	35,538	16.82	35,120	16.62	34,703	16.42	34,285
11	17.47	36,478	17.27	36,060	17.07	35,642	16.87	35,224	16.67	34,807
12	17.72	36,999	17.52	36,582	17.32	36,164	17.12	35,747	16.92	35,329
13	17.97	37,521	17.77	37,104	17.57	36,686	17.37	36,269	17.17	35,851
14	18.22	38,044	18.02	37,626	17.82	37,208	17.62	36,790	17.42	36,373
15	18.47	38,565	18.27	38,147	18.07	37,730	17.87	37,313	17.67	36,895
16	18.72	39,088	18.52	38,670	18.32	38,252	18.12	37,835	17.92	37,417
17	18.97	39,609	18.77	39,192	18.57	38,774	18.37	38,356	18.17	37,939
18	19.22	40,131	19.02	39,713	18.82	39,297	18.62	38,879	18.42	38,461
19	19.47	40,654	19.27	40,236	19.07	39,818	18.87	39,400	18.67	38,983
20	19.72	41,175	19.52	40,758	19.32	40,340	19.12	39,922	18.92	39,505
21	19.97	41,697	19.77	41,279	19.57	40,863	19.37	40,445	19.17	40,027
22	20.22	42,220	20.02	41,802	19.82	41,384	19.62	40,966	19.42	40,549
23	20.47	42,741	20.27	42,324	20.07	41,906	19.87	41,489	19.67	41,071
24	20.72	43,263	20.52	42,846	20.32	42,428	20.12	42,011	19.92	41,593
25	20.97	43,786	20.77	43,368	20.57	42,950	20.37	42,532	20.17	42,115
26	21.22	44,307	21.02	43,889	20.82	43,472	20.62	43,055	20.42	42,637
27	21.47	44,829	21.27	44,412	21.07	43,994	20.87	43,577	20.67	43,159
28	21.72	45,352	21.52	44,934	21.32	44,516	21.12	44,098	20.92	43,680
29	21.97	45,873	21.77	45,455	21.57	45,039	21.37	44,621	21.17	44,203
30	22.22	46,396	22.02	45,978	21.82	45,560	21.62	45,143	21.42	44,725
31	22.47	46,917	22.27	46,500	22.07	46,082	21.87	45,664	21.67	45,247
32	22.72	47,439	22.52	47,021	22.32	46,605	22.12	46,187	21.92	45,769
33	22.97	47,962	22.77	47,544	22.57	47,126	22.37	46,708	22.17	46,291
34	23.22	48,483	23.02	48,066	22.82	47,648	22.62	47,230	22.42	46,813
35	23.47	49,005	23.27	48,588	23.07	48,170	22.87	47,753	22.67	47,335
36	23.72	49,528	23.52	49,110	23.32	48,692	23.12	48,274	22.92	47,857
37	23.97	50,049	23.77	49,632	23.57	49,214	23.37	48,797	23.17	48,379
38	24.22	50,571	24.02	50,154	23.82	49,736	23.62	49,319	23.42	48,901
39	24.47	51,094	24.27	50,676	24.07	50,258	23.87	49,840	23.67	49,423
40	24.72	51,615	24.52	51,197	24.32	50,780	24.12	50,363	23.92	49,945

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 Salary Schedule - Clerical - 9/10/11 Month

STEP	9 Months			CLH05	9 Months		CLH02	10 Months		CLH05	10 Months		11 Months	
	CLH03	C8303-8 Hours	C7303-7 Hours		CLH05	C8305-8 Hours		CLH02	C8202-8 Hours		CLH05	C8205-8 Hours	C8405-8 Hours	
	Hrly Rate	Annual Salary	Annual Salary		Hrly Rate	Annual Salary		Hrly Rate	Annual Salary		Hrly Rate	Annual Salary	Annual Salary	
0	14.32	20,620	18,044		13.92	20,045		14.52	23,232		13.92	22,272	24,499	
1	14.57	20,981	18,358		14.17	20,405		14.77	23,632		14.17	22,672	24,939	
2	14.82	21,341	18,673		14.42	20,765		15.02	24,032		14.42	23,072	25,379	
3	15.07	21,701	18,988		14.67	21,124		15.27	24,432		14.67	23,472	25,820	
4	15.32	22,061	19,303		14.92	21,485		15.52	24,832		14.92	23,872	26,259	
5	15.57	22,420	19,619		15.17	21,845		15.77	25,232		15.17	24,272	26,699	
6	15.82	22,781	19,933		15.42	22,205		16.02	25,632		15.42	24,672	27,139	
7	16.07	23,141	20,248		15.67	22,565		16.27	26,032		15.67	25,072	27,579	
8	16.32	23,501	20,563		15.92	22,924		16.52	26,432		15.92	25,472	28,020	
9	16.57	23,861	20,878		16.17	23,285		16.77	26,832		16.17	25,872	28,459	
10	16.82	24,220	21,194		16.42	23,645		17.02	27,232		16.42	26,272	28,899	
11	17.07	24,581	21,508		16.67	24,005		17.27	27,632		16.67	26,672	29,339	
12	17.32	24,941	21,823		16.92	24,365		17.52	28,032		16.92	27,072	29,779	
13	17.57	25,301	22,138		17.17	24,724		17.77	28,432		17.17	27,472	30,220	
14	17.82	25,661	22,453		17.42	25,085		18.02	28,832		17.42	27,872	30,659	
15	18.07	26,020	22,769		17.67	25,445		18.27	29,232		17.67	28,272	31,099	
16	18.32	26,381	23,083		17.92	25,805		18.52	29,632		17.92	28,672	31,539	
17	18.57	26,741	23,398		18.17	26,165		18.77	30,032		18.17	29,072	31,979	
18	18.82	27,101	23,713		18.42	26,524		19.02	30,432		18.42	29,472	32,420	
19	19.07	27,461	24,028		18.67	26,885		19.27	30,832		18.67	29,872	32,859	
20	19.32	27,820	24,344		18.92	27,245		19.52	31,232		18.92	30,272	33,299	
21	19.57	28,181	24,658		19.17	27,605		19.77	31,632		19.17	30,672	33,739	
22	19.82	28,541	24,973		19.42	27,965		20.02	32,032		19.42	31,072	34,179	
23	20.07	28,901	25,288		19.67	28,324		20.27	32,432		19.67	31,472	34,620	
24	20.32	29,261	25,603		19.92	28,685		20.52	32,832		19.92	31,872	35,059	
25	20.57	29,620	25,919		20.17	29,045		20.77	33,232		20.17	32,272	35,499	
26	20.82	29,981	26,233		20.42	29,405		21.02	33,632		20.42	32,672	35,939	
27	21.07	30,341	26,548		20.67	29,765		21.27	34,032		20.67	33,072	36,379	
28	21.32	30,701	26,863		20.92	30,124		21.52	34,432		20.92	33,472	36,820	
29	21.57	31,061	27,178		21.17	30,485		21.77	34,832		21.17	33,872	37,259	
30	21.82	31,420	27,494		21.42	30,845		22.02	35,232		21.42	34,272	37,699	
31	22.07	31,781	27,808		21.67	31,205		22.27	35,632		21.67	34,672	38,139	
32	22.32	32,141	28,123		21.92	31,565		22.52	36,032		21.92	35,072	38,579	
33	22.57	32,501	28,438		22.17	31,924		22.77	36,432		22.17	35,472	39,020	
34	22.82	32,861	28,753		22.42	32,285		23.02	36,832		22.42	35,872	39,459	
35	23.07	33,220	29,069		22.67	32,645		23.27	37,232		22.67	36,272	39,899	
36	23.32	33,581	29,383		22.92	33,005		23.52	37,632		22.92	36,672	40,339	
37	23.57	33,941	29,698		23.17	33,365		23.77	38,032		23.17	37,072	40,779	
38	23.82	34,301	30,013		23.42	33,724		24.02	38,432		23.42	37,472	41,220	
39	24.07	34,661	30,328		23.67	34,085		24.27	38,832		23.67	37,872	41,659	
40	24.32	35,020	30,644		23.92	34,445		24.52	39,232		23.92	38,272	42,099	

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 Salary Schedule - Paraprofessionals/SETA/Elem TOR - 9 Month

STEP	CLH03	C8303-8 Hour	C7303-7 Hour
	Hrly Rate	Annual Salary	Annual Salary
0	14.32	20,620	18,044
1	14.57	20,981	18,358
2	14.82	21,341	18,673
3	15.07	21,701	18,988
4	15.32	22,061	19,303
5	15.57	22,420	19,619
6	15.82	22,781	19,933
7	16.07	23,141	20,248
8	16.32	23,501	20,563
9	16.57	23,861	20,878
10	16.82	24,220	21,194
11	17.07	24,581	21,508
12	17.32	24,941	21,823
13	17.57	25,301	22,138
14	17.82	25,661	22,453
15	18.07	26,020	22,769
16	18.32	26,381	23,083
17	18.57	26,741	23,398
18	18.82	27,101	23,713
19	19.07	27,461	24,028
20	19.32	27,820	24,344
21	19.57	28,181	24,658
22	19.82	28,541	24,973
23	20.07	28,901	25,288
24	20.32	29,261	25,603
25	20.57	29,620	25,919
26	20.82	29,981	26,233
27	21.07	30,341	26,548
28	21.32	30,701	26,863
29	21.57	31,061	27,178
30	21.82	31,420	27,494
31	22.07	31,781	27,808
32	22.32	32,141	28,123
33	22.57	32,501	28,438
34	22.82	32,861	28,753
35	23.07	33,220	29,069
36	23.32	33,581	29,383
37	23.57	33,941	29,698
38	23.82	34,301	30,013
39	24.07	34,661	30,328
40	24.32	35,020	30,644

Proposition 3 Supplement is 10% of Annual Salary

Transportation Pay Grades

2021-2022

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

2021-2022 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	17.97	37,522	15.97	33,345	14.42	30,109	13.07	27,290
1	18.22	38,043	16.22	33,868	14.62	30,527	13.22	27,604
2	18.47	38,565	16.47	34,389	14.82	30,944	13.37	27,916
3	18.72	39,088	16.72	34,911	15.02	31,362	13.52	28,230
4	18.97	39,609	16.97	35,434	15.22	31,779	13.67	28,543
5	19.22	40,132	17.22	35,955	15.42	32,197	13.82	28,857
6	19.47	40,653	17.47	36,477	15.62	32,615	13.97	29,169
7	19.72	41,175	17.72	37,000	15.82	33,032	14.12	29,482
8	19.97	41,698	17.97	37,521	16.02	33,450	14.27	29,796
9	20.22	42,219	18.22	38,044	16.22	33,868	14.42	30,109
10	20.47	42,741	18.47	38,565	16.42	34,285	14.57	30,422
11	20.72	43,264	18.72	39,087	16.62	34,702	14.72	30,735
12	20.97	43,785	18.97	39,610	16.82	35,120	14.87	31,049
13	21.22	44,307	19.22	40,131	17.02	35,538	15.02	31,362
14	21.47	44,830	19.47	40,653	17.22	35,956	15.17	31,675
15	21.72	45,351	19.72	41,176	17.42	36,373	15.32	31,988
16	21.97	45,873	19.97	41,697	17.62	36,790	15.47	32,301
17	22.22	46,396	20.22	42,219	17.82	37,208	15.62	32,615
18	22.47	46,917	20.47	42,742	18.02	37,626	15.77	32,927
19	22.72	47,440	20.72	43,263	18.22	38,043	15.92	33,241
20	22.97	47,961	20.97	43,786	18.42	38,461	16.07	33,554
21	23.22	48,483	21.22	44,307	18.62	38,879	16.22	33,868
22	23.47	49,006	21.47	44,829	18.82	39,296	16.37	34,180
23	23.72	49,527	21.72	45,352	19.02	39,713	16.52	34,494
24	23.97	50,049	21.97	45,873	19.22	40,131	16.67	34,807
25	24.22	50,572	22.22	46,395	19.42	40,549	16.82	35,120
26	24.47	51,093	22.47	46,918	19.62	40,967	16.97	35,434
27	24.72	51,615	22.72	47,439	19.82	41,384	17.12	35,746
28	24.97	52,138	22.97	47,961	20.02	41,802	17.27	36,060
29	25.22	52,659	23.22	48,484	20.22	42,219	17.42	36,373
30	25.47	53,182	23.47	49,005	20.42	42,637	17.57	36,687
31	25.72	53,703	23.72	49,527	20.62	43,055	17.72	36,999
32	25.97	54,225	23.97	50,050	20.82	43,472	17.87	37,312
33	26.22	54,748	24.22	50,571	21.02	43,890	18.02	37,626
34	26.47	55,269	24.47	51,094	21.22	44,308	18.17	37,939
35	26.72	55,791	24.72	51,615	21.42	44,725	18.32	38,252
36	26.97	56,314	24.97	52,137	21.62	45,142	18.47	38,565
37	27.22	56,835	25.22	52,660	21.82	45,560	18.62	38,879
38	27.47	57,357	25.47	53,181	22.02	45,978	18.77	39,192
39	27.72	57,880	25.72	53,703	22.22	46,396	18.92	39,505
40	27.97	58,401	25.97	54,226	22.42	46,813	19.07	39,818

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 Salary Schedule - Bus Operator & Bus Attendant - 9 Month

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

Proposition 3 Supplement is 10% of Annual Salary

Child Nutrition Program Pay Grades **2021-2022**

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

2021-2022 Salary Schedule - Child Nutrition Program - Administration - 12 Month/8 Hours

STEP	NU121 Annual Salary	NU122 Annual Salary	NU123 Annual Salary	NU124 Annual Salary
0	83,625	71,625	63,625	56,349
1	84,625	72,425	64,425	57,149
2	85,625	73,225	65,225	57,949
3	86,625	74,025	66,025	58,749
4	87,625	74,825	66,825	59,549
5	88,625	75,625	67,625	60,349
6	89,625	76,425	68,425	61,149
7	90,625	77,225	69,225	61,949
8	91,625	78,025	70,025	62,749
9	92,625	78,825	70,825	63,549
10	93,625	79,625	71,625	64,349
11	94,625	80,425	72,425	65,149
12	95,625	81,225	73,225	65,949
13	96,625	82,025	74,025	66,749
14	97,625	82,825	74,825	67,549
15	98,625	83,625	75,625	68,349
16	99,625	84,425	76,425	69,149
17	100,625	85,225	77,225	69,949
18	101,625	86,025	78,025	70,749
19	102,625	86,825	78,825	71,549
20	103,625	87,625	79,625	72,349
21	104,625	88,425	80,425	73,149
22	105,625	89,225	81,225	73,949
23	106,625	90,025	82,025	74,749
24	107,625	90,825	82,825	75,549
25	108,625	91,625	83,625	76,349
26	109,625	92,425	84,425	77,149
27	110,625	93,225	85,225	77,949
28	111,625	94,025	86,025	78,749
29	112,625	94,825	86,825	79,549
30	113,625	95,625	87,625	80,349
31	114,625	96,425	88,425	81,149
32	115,625	97,225	89,225	81,949
33	116,625	98,025	90,025	82,749
34	117,625	98,825	90,825	83,549
35	118,625	99,625	91,625	84,349
36	119,625	100,425	92,425	85,149
37	120,625	101,225	93,225	85,949
38	121,625	102,025	94,025	86,749
39	122,625	102,825	94,825	87,549
40	123,625	103,625	95,625	88,349

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 Salary Schedule - Child Nutrition Program - Administration Support - 8 Hours

STEP	NU125 - 12 Month Annual Salary	NU126 - 12 Month Annual Salary	NU127 - 12 Month Annual Salary	NU327 - 9 Month Annual Salary
0	50,349	46,349	42,349	29,207
1	50,949	46,949	42,949	29,620
2	51,549	47,549	43,549	30,034
3	52,149	48,149	44,149	30,448
4	52,749	48,749	44,749	30,861
5	53,349	49,349	45,349	31,275
6	53,949	49,949	45,949	31,689
7	54,549	50,549	46,549	32,103
8	55,149	51,149	47,149	32,516
9	55,749	51,749	47,749	32,930
10	56,349	52,349	48,349	33,344
11	56,949	52,949	48,949	33,758
12	57,549	53,549	49,549	34,171
13	58,149	54,149	50,149	34,586
14	58,749	54,749	50,749	35,000
15	59,349	55,349	51,349	35,413
16	59,949	55,949	51,949	35,827
17	60,549	56,549	52,549	36,241
18	61,149	57,149	53,149	36,655
19	61,749	57,749	53,749	37,068
20	62,349	58,349	54,349	37,482
21	62,949	58,949	54,949	37,896
22	63,549	59,549	55,549	38,310
23	64,149	60,149	56,149	38,723
24	64,749	60,749	56,749	39,137
25	65,349	61,349	57,349	39,551
26	65,949	61,949	57,949	39,964
27	66,549	62,549	58,549	40,378
28	67,149	63,149	59,149	40,793
29	67,749	63,749	59,749	41,207
30	68,349	64,349	60,349	41,620
31	68,949	64,949	60,949	42,034
32	69,549	65,549	61,549	42,448
33	70,149	66,149	62,149	42,861
34	70,749	66,749	62,749	43,275
35	71,349	67,349	63,349	43,689
36	71,949	67,949	63,949	44,103
37	72,549	68,549	64,549	44,516
38	73,149	69,149	65,149	44,930
39	73,749	69,749	65,749	45,344
40	74,349	70,349	66,349	45,758

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 Salary Schedule - Child Nutrition Program - Supervisors and Managers - 8 Hours

STEP	NU301 - 9 Month Annual Salary	NU201 - 10 Month Annual Salary	NU101 -12 Month Annual Salary	NU303 - 9 Month Annual Salary
0	35,460	39,400	51,417	31,860
1	35,892	39,880	52,043	32,220
2	36,324	40,360	52,670	32,580
3	36,756	40,840	53,296	32,940
4	37,188	41,320	53,923	33,300
5	37,620	41,800	54,549	33,660
6	38,052	42,280	55,175	34,020
7	38,484	42,760	55,802	34,380
8	38,916	43,240	56,428	34,740
9	39,348	43,720	57,055	35,100
10	39,780	44,200	57,681	35,460
11	40,212	44,680	58,307	35,820
12	40,644	45,160	58,934	36,180
13	41,076	45,640	59,560	36,540
14	41,508	46,120	60,187	36,900
15	41,940	46,600	60,813	37,260
16	42,372	47,080	61,439	37,620
17	42,804	47,560	62,066	37,980
18	43,236	48,040	62,692	38,340
19	43,668	48,520	63,319	38,700
20	44,100	49,000	63,945	39,060
21	44,532	49,480	64,571	39,420
22	44,964	49,960	65,198	39,780
23	45,396	50,440	65,824	40,140
24	45,828	50,920	66,451	40,500
25	46,260	51,400	67,077	40,860
26	46,692	51,880	67,703	41,220
27	47,124	52,360	68,330	41,580
28	47,556	52,840	68,956	41,940
29	47,988	53,320	69,583	42,300
30	48,420	53,800	70,209	42,660
31	48,852	54,280	70,835	43,020
32	49,284	54,760	71,462	43,380
33	49,716	55,240	72,088	43,740
34	50,148	55,720	72,715	44,100
35	50,580	56,200	73,341	44,460
36	51,012	56,680	73,967	44,820
37	51,444	57,160	74,594	45,180
38	51,876	57,640	75,220	45,540
39	52,308	58,120	75,847	45,900
40	52,740	58,600	76,473	46,260

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 Salary Schedule - Child Nutrition Program - Trades and Assistant Managers - 8 Hours

STEP	NUH08	NU108 - 12 Month	NUH09	NU109 - 12 Month	NU309 - 9 Month
	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Annual Salary
0	20.83	43,493	17.83	37,229	25,675
1	21.13	44,119	18.08	37,751	26,035
2	21.43	44,746	18.33	38,273	26,395
3	21.73	45,373	18.58	38,795	26,755
4	22.03	45,998	18.83	39,318	27,116
5	22.33	46,625	19.08	39,839	27,475
6	22.63	47,252	19.33	40,361	27,835
7	22.93	47,878	19.58	40,883	28,195
8	23.23	48,504	19.83	41,405	28,555
9	23.53	49,130	20.08	41,927	28,916
10	23.83	49,757	20.33	42,449	29,275
11	24.13	50,384	20.58	42,971	29,635
12	24.43	51,009	20.83	43,493	29,995
13	24.73	51,636	21.08	44,015	30,355
14	25.03	52,263	21.33	44,537	30,716
15	25.33	52,889	21.58	45,059	31,075
16	25.63	53,515	21.83	45,581	31,435
17	25.93	54,142	22.08	46,103	31,795
18	26.23	54,768	22.33	46,625	32,155
19	26.53	55,395	22.58	47,147	32,516
20	26.83	56,022	22.83	47,669	32,875
21	27.13	56,647	23.08	48,191	33,235
22	27.43	57,274	23.33	48,713	33,595
23	27.73	57,900	23.58	49,235	33,955
24	28.03	58,527	23.83	49,757	34,316
25	28.33	59,153	24.08	50,279	34,675
26	28.63	59,779	24.33	50,801	35,035
27	28.93	60,406	24.58	51,323	35,395
28	29.23	61,033	24.83	51,845	35,755
29	29.53	61,658	25.08	52,368	36,116
30	29.83	62,285	25.33	52,889	36,475
31	30.13	62,912	25.58	53,411	36,835
32	30.43	63,538	25.83	53,933	37,195
33	30.73	64,164	26.08	54,455	37,555
34	31.03	64,790	26.33	54,977	37,916
35	31.33	65,417	26.58	55,499	38,275
36	31.63	66,044	26.83	56,021	38,635
37	31.93	66,669	27.08	56,543	38,995
38	32.23	67,296	27.33	57,065	39,355
39	32.53	67,923	27.58	57,587	39,716
40	32.83	68,549	27.83	58,109	40,075

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 Salary Schedule - Child Nutrition Program - Technician IV

STEP	NUH10	N7310 - 9 Month/7 Hours	N8110 -12 Month/8 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	15.83	19,946	33,053
1	16.03	20,198	33,471
2	16.23	20,449	33,888
3	16.43	20,702	34,306
4	16.63	20,954	34,724
5	16.83	21,206	35,141
6	17.03	21,458	35,558
7	17.23	21,709	35,976
8	17.43	21,962	36,394
9	17.63	22,214	36,812
10	17.83	22,466	37,229
11	18.03	22,718	37,646
12	18.23	22,969	38,064
13	18.43	23,222	38,482
14	18.63	23,474	38,899
15	18.83	23,726	39,317
16	19.03	23,978	39,735
17	19.23	24,229	40,153
18	19.43	24,482	40,569
19	19.63	24,734	40,987
20	19.83	24,986	41,405
21	20.03	25,238	41,823
22	20.23	25,489	42,241
23	20.43	25,742	42,658
24	20.63	25,994	43,075
25	20.83	26,246	43,493
26	21.03	26,498	43,911
27	21.23	26,749	44,328
28	21.43	27,002	44,746
29	21.63	27,254	45,164
30	21.83	27,506	n
31	22.03	27,758	45,998
32	22.23	28,009	46,416
33	22.43	28,262	46,834
34	22.63	28,514	47,252
35	22.83	28,766	47,669
36	23.03	29,018	48,086
37	23.23	29,269	48,504
38	23.43	29,522	48,922
39	23.63	29,774	49,339
40	23.83	30,026	49,757

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 Salary Schedule - Child Nutrition Program - Technician III

STEP	NUH05	N7305 - 9 Month/7 Hours	N8105 - 12 Month/8 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	15.58	19,631	32,531
1	15.78	19,883	32,948
2	15.98	20,134	33,366
3	16.18	20,387	33,784
4	16.38	20,639	34,201
5	16.58	20,891	34,619
6	16.78	21,143	35,037
7	16.98	21,394	35,455
8	17.18	21,647	35,871
9	17.38	21,899	36,289
10	17.58	22,151	36,707
11	17.78	22,403	37,125
12	17.98	22,654	37,543
13	18.18	22,907	37,960
14	18.38	23,159	38,377
15	18.58	23,411	38,795
16	18.78	23,663	39,213
17	18.98	23,914	39,630
18	19.18	24,167	40,048
19	19.38	24,419	40,466
20	19.58	24,671	40,883
21	19.78	24,923	41,300
22	19.98	25,174	41,718
23	20.18	25,427	42,136
24	20.38	25,679	42,554
25	20.58	25,931	42,971
26	20.78	26,183	43,388
27	20.98	26,434	43,806
28	21.18	26,687	44,224
29	21.38	26,939	44,641
30	21.58	27,191	45,059
31	21.78	27,443	45,477
32	21.98	27,694	45,895
33	22.18	27,947	46,311
34	22.38	28,199	46,729
35	22.58	28,451	47,147
36	22.78	28,703	47,565
37	22.98	28,954	47,983
38	23.18	29,207	48,400
39	23.38	29,459	48,817
40	23.58	29,711	49,235

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 Salary Schedule - Child Nutrition Program - Technician II - 9 Month

STEP	NUH06	N7306 - 7 Hours	N6306 - 6 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	14.93	18,811	16,124
1	15.13	19,064	16,341
2	15.33	19,316	16,556
3	15.53	19,568	16,772
4	15.73	19,820	16,989
5	15.93	20,071	17,204
6	16.13	20,324	17,421
7	16.33	20,576	17,636
8	16.53	20,828	17,852
9	16.73	21,080	18,069
10	16.93	21,331	18,284
11	17.13	21,584	18,501
12	17.33	21,836	18,716
13	17.53	22,088	18,932
14	17.73	22,340	19,149
15	17.93	22,591	19,364
16	18.13	22,844	19,581
17	18.33	23,096	19,796
18	18.53	23,348	20,012
19	18.73	23,600	20,229
20	18.93	23,851	20,444
21	19.13	24,104	20,661
22	19.33	24,356	20,876
23	19.53	24,608	21,092
24	19.73	24,860	21,309
25	19.93	25,111	21,524
26	20.13	25,364	21,741
27	20.33	25,616	21,956
28	20.53	25,868	22,172
29	20.73	26,120	22,389
30	20.93	26,371	22,604
31	21.13	26,624	22,821
32	21.33	26,876	23,036
33	21.53	27,128	23,252
34	21.73	27,380	23,469
35	21.93	27,631	23,684
36	22.13	27,884	23,901
37	22.33	28,136	24,116
38	22.53	28,388	24,332
39	22.73	28,640	24,549
40	22.93	28,891	24,764

Proposition 3 Supplement is 10% of Annual Salary

2021-2022 Salary Schedule - Child Nutrition Program - Truck Driver

STEP	NUH07	N7307 - 9 Month/7 Hours	N8107 - 12 Month/8 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	15.08	19,001	31,487
1	15.28	19,253	31,905
2	15.48	19,504	32,323
3	15.68	19,757	32,740
4	15.88	20,009	33,157
5	16.08	20,261	33,575
6	16.28	20,513	33,993
7	16.48	20,764	34,410
8	16.68	21,017	34,828
9	16.88	21,269	35,246
10	17.08	21,521	35,663
11	17.28	21,773	36,080
12	17.48	22,024	36,498
13	17.68	22,277	36,916
14	17.88	22,529	37,334
15	18.08	22,781	37,751
16	18.28	23,033	38,168
17	18.48	23,284	38,586
18	18.68	23,537	39,004
19	18.88	23,789	39,421
20	19.08	24,041	39,839
21	19.28	24,293	40,257
22	19.48	24,544	40,675
23	19.68	24,797	41,091
24	19.88	25,049	41,509
25	20.08	25,301	41,927
26	20.28	25,553	42,345
27	20.48	25,804	42,763
28	20.68	26,057	43,180
29	20.88	26,309	43,597
30	21.08	26,561	44,015
31	21.28	26,813	44,433
32	21.48	27,064	44,850
33	21.68	27,317	45,268
34	21.88	27,569	45,686
35	22.08	27,821	46,103
36	22.28	28,073	46,520
37	22.48	28,324	46,938
38	22.68	28,577	47,356
39	22.88	28,829	47,774
40	23.08	29,081	48,191

Proposition 3 Supplement is 10% of Annual Salary

Salary Supplements for Child Nutrition Program
2021-2022

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.

2021-2022 Daily/Hourly/Regular Part-Time Compensation Rates

DAILY SUBSTITUTES

RATES

Certified Teacher Substitute	\$100.00
Bachelor-Degree Teacher Substitute	90.00
Non-Certified Teacher Substitute	75.00
Long Term Substitute Teacher Degreed (Certified): (Prior Approval Required by Human Resources)	
1 - 30 Days	100.00
31+ Days	150.00
Long Term Substitute Teacher Degreed (Non-Certified): (Prior Approval Required by Human Resources)	
1 - 30 Days	90.00
31+ Days	125.00
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.

HOURLY/DAY-BY-DAY/TEMPORARY/SUBSTITUTES

RATES *

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

2021-2022 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	10.50
Truck Driver	11.00
Truck Helper/Student	8.25

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

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

2021-2022 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 14 for details.

2021-2022 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
Administration, 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

2021-2022

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. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.
4. 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.
5. Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Total Experience 21.
6. 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.
7. 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

2021-2022

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. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.
5. 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

2021-2022

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 from the Teacher Salary Schedule or Curriculum Support Salary Schedule 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 (10%) 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 (10%) is equal to or greater than the new annual salary - proposition 3 supplement
3. An Assistant Principal moving to a 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 (10%) will be multiplied by 105% and placed on the step of the new salary schedule where the annual salary - proposition 3 supplement (10%) is equal to or greater than the new annual salary - proposition 3 supplement (10%)
4. 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.
5. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.
6. 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
2021-2022

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. Effective the 2021-2022 school year, existing designated employees who earn any of the degrees listed below, will be eligible for additional steps upon verification of earned degree from a regionally accredited college and university. Bachelors 2 steps, Masters 2 Steps and Doctorates 2 steps. This does not impact or reference employees on the teacher salary schedule or who earned these degrees while on the teacher salary schedule because additional degrees are already addressed.
6. 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.*
7. 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.

2021-2022 Administration, Admin. Support & Technology Salary Procedures Continued:

8. 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.
9. 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.
10. 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.
11. 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.
12. 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.
13. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.
14. 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

2021-2022

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. Effective the 2021-2022 school year, existing designated employees who earn any of the degrees listed below, will be eligible for additional steps upon verification of earned degree from a regionally accredited college and university. Bachelors 2 steps, Masters 2 Steps and Doctorates 2 steps. This does not impact or reference employees on the teacher salary schedule or who earned these degrees while on the teacher salary schedule because additional degrees are already addressed.
6. 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.
7. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.

2021-2022 Clerical, Transportation and CNP Salary Procedures Continued:

8. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower position reaches the frozen salary amount.
9. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
10. Employees who are placed in a temporary position (acting, 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.
11. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.