

TANGIPAHOA PARISH SCHOOL BOARD
Certified Teacher Compensation Plan

Policy Governing Revised Salary Schedules as Required by Act 1 – 2012 Regular Legislative Session
Effective 2013-14 Fiscal Year

The 2012 Regular Legislative Session will be regarded as one that passed some of the most broad-based changes ever in the history of education in the State of Louisiana. Act 1 education reforms focus on teacher performance and accountability measures. With its passage, achieving and retaining teacher tenure and future teacher salary increases will now be tied to the state performance evaluation program (also known as COMPASS) as prescribed by Louisiana Revised Statute 17:3881-3905. In accordance with Act 1, Section 2 of new law, the formula used to determine a teacher's salary is required to be based on the criterion of Effectiveness, Demand, and Experience with not more than one of these criteria accounting for more than 50% of the formula.

In developing the Certified Teacher Compensation Plan, considerations were given to the requirements of state law and the ability of the District's budget to sustain the plan financially over time and be responsive to annual budget changes, availability, and needs of the District. Teacher performance is the main driver of base salary increases and annual stipends payments leading to differentiated salaries. The foregoing Certified Teacher Compensation Plan outlines the implementation plan and procedures of the Tangipahoa Parish School Board's performance-based-pay model for certified teachers to be made effective July 1, 2013.

1. **Placement** – The salary of all new employees and changes to an employee's salary are to be approved by the Superintendent and submitted to the Payroll Department.
2. **Advancement (Base Building)** – Salary step advances for both Experience and Demand will be automatic on July 1 if an individual's final performance evaluation from the previous school year is as follows:
 - Effective-emerging,
 - Effective-proficient, or
 - Highly effective, and
 - If they served at least one-half of a normal employment year.

Base salary increases are based 50% on Employee Experience and 50% on Employee Demand.

No employee who is rated "ineffective" shall receive a higher salary than the salary received in the year of the evaluation.

Teachers who have not obtained Louisiana Department of Education Level I Certification or above will remain on Step 0 until such time that they become fully certified by the LDE. Starting the following school year after obtaining LDE certification, teachers will be eligible for step increases.

3. **Performance Stipends** - Supplements to the base salary for a final performance rating of “Effective: Emerging”, “Effective: Proficient”, or “Highly Effective” shall be paid to teachers that used a Value Added Model or End of Course Test through the performance *evaluation* program provided in LSA-R.S.17:3881 through 3905. Such supplements shall not be paid in any year in which the employee’s performance is rated “ineffective” and shall not be considered part of the employee’s base salary.

Supplements to the base salary for a final performance rating of “Effective: Emerging”, “Effective: Proficient”, or “Highly Effective” shall be paid to teachers, principals, assistant principals, and other certified school personnel that used Student Learning Targets through the performance evaluation program provided in LSA-R.S.17:3881 through 3905. Such supplements shall not be paid in any year in which the employee’s performance is rated “ineffective” and shall not be considered part of the employee’s base salary.

Payment of a Performance Stipend is not guaranteed from one year to the next. In order to receive a Performance Stipend a teacher must accomplish or meet the qualifying criteria established for the stipend each year and be employed with the Tangipahoa Parish School System as of October 1st of the school year after the most recent evaluation rating period.

4. **Implementation** - Implementation of this salary schedule will occur in fiscal year 2013-14 with the understanding that the amount of the annual base salary paid to an employee in any school year shall not be reduced below the amount of such base salary paid during the previous school year, nor shall the amount of the annual base salary paid to such school personnel be reduced at any time during an academic year. The limitation on the reduction shall not be applicable to

- The correction of any accounting errors or to a reduction necessitated by the elimination of a state program or state funding.
- The reduction of any local salary supplement funded, in whole or in part, from a revenue source requiring voter approval when such voter approval has not been obtained.
- When a person promoted to a position of higher salary is demoted in accordance with applicable law and local board policy to a lower position. In such a case, the employee shall return to the salary previously received in the lower position from which she/he was promoted.

5. **Steps** - Steps will not equal years of experience because of the conditions related to Advancement as shown in Item 2 and Implementation as shown in Item 4.

6. **Teacher Salary Supplements** – Supplements to the base salary shall be paid to teachers who are also athletic coaches, band directors, cheerleader or dance-line sponsors, and other school based employees. Such supplements shall not be paid in any year in which the employee does not perform such additional duties, and such supplements shall not be considered part of the employee’s annual base salary.

7. **Administrative and Other Certified School Employees** - An additional salary supplement shall be paid to all Principals and Assistant Principals for additional responsibility and/or increased work days.
8. **Overtime** - Principals and Supervisors must get advance written approval from the Superintendent or his designee to pay employees overtime pay (i.e. time and one-half of their regular annual salary).
9. **Pay Cycle** - Monthly payroll checks will be issued to each employee and placed within one of the two Pay Cycles shown below based upon the number of work days they would have worked if they started on the first day.

<u>Days Worked</u>	<u>First Check</u>	<u>Last Check</u>
240, 260	July	June
All Others	August	July

10. **Monthly Salary** - An employee's gross monthly salary before deductions is calculated by taking the annual salary and dividing the result by 12. Checks are distributed no later than the 26th day of each month unless the end of the month falls on a Saturday, Sunday or holiday. If that happens, the checks will be distributed the working day before the Saturday, Sunday, or holiday.
11. **New Hires** – The Superintendent is authorized to negotiate all salaries with teachers upon entering the district for the first time. Consideration shall be given to experience, demand, and performance evaluations.
12. **Deviations** – The Superintendent is authorized and must approve any deviation from salary schedule(s) in writing when the best interest of the Board will be served.