

2020-2021 SALARY SCHEDULE

Approved June 16, 2020 | David Alexander, Superintendent





CORE VALUES

LEADERSHIP

Positively Influencing Each Other

- By acknowledging leadership as not a position, but a disposition
- By sharing knowledge and expertise that shapes our vision and future
- By understanding various perspectives and leveraging the strengths of others
- By committing to truth, integrity, justice and emotional intelligence

LEARNING

Embracing New Opportunities for Each Other

- By identifying areas of new learning
- By engaging with others to share knowledge
- By creating opportunities for personal growth and the growth of others
- By accepting change and innovation with flexibility, creativity and determination

SERVICE

Relentless Commitment to Each Other

- By using individual talents to collectively benefit others
- By recognizing the unique needs of each individual
- By committing to hard work, equity and removing barriers
- By accepting and finding solutions to challenges through integrity, compassion and honesty

TEAMWORK

Believing in Each Other

- By sharing accountability for organizational tasks, goals and activities
- By assisting others and seeking help from others
- By embracing challenges to achieve common goals with positive attitudes
- By committing to behaviors of respect, tolerance and trust

Ascension Parish School Board
2020-2021 Salary Schedule

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Ascension Parish School Board

2020-2021 T-1 Salary Schedule

Teacher - 182 Days

Teachers, Band Directors⁶, Coaches, ISSP Presiders, Parent Facilitators,
SBLC/Reading Facilitators, Assistive Technology Facilitators, Nurses, Therapists, Audiologists⁴
Special Needs Counselors, Curriculum Behavior Interventionists, Junior ROTC Instructors

PERMANENT SECTION							ANNUAL SECTION		
EXPERIENCE		DEMAND				EXP.	DEMAND	EFFECTIVENESS ¹	
Effective Steps	Level 1 Salary Bachelor's	Level 2 Salary Master's	Level 3 Salary Master's +30 ⁵	Level 4 Salary Specialist	Level 5 Salary Doctorate	Level 6 OT/PT	SPS ² 5 Points and Above Growth	Effective Proficient ³	Highly Effective ³
0	\$45,683	\$46,713	\$0	\$46,971	\$47,228	\$58,553	\$300	\$500	\$800
1	46,198	47,228	0	47,486	47,743	59,195	300	500	800
2	46,713	47,743	0	48,001	48,258	59,837	300	500	800
3	47,228	48,258	0	48,516	48,773	60,479	300	500	800
4	47,743	48,773	0	49,031	49,288	61,121	300	500	800
5	48,258	49,288	0	49,546	49,803	61,763	300	500	800
6	48,876	49,906	-	50,164	50,421	62,533	300	500	800
7	49,494	50,524	50,524	51,172	51,429	63,790	300	500	800
8	50,112	51,142	51,142	51,810	52,792	64,585	300	500	800
9	50,730	51,760	51,760	52,452	53,424	65,385	300	500	800
10	51,348	52,378	52,378	53,090	54,255	66,181	300	500	800
11	52,069	53,099	53,099	53,837	55,219	67,112	300	500	800
12	52,790	53,820	54,056	54,885	56,180	68,418	300	500	800
13	53,511	54,687	55,211	56,082	57,264	69,910	300	500	800
14	54,232	55,549	56,164	57,058	58,123	71,127	300	500	800
15	54,953	56,350	57,114	58,029	58,981	72,338	300	500	800
16	55,674	57,268	58,067	59,007	59,843	73,557	300	500	800
17	55,674	57,430	58,321	59,283	60,007	73,901	300	500	800
18	56,009	57,830	58,815	59,797	60,408	74,541	300	500	800
19	56,883	58,765	59,787	60,789	61,253	75,778	300	500	800
20	56,958	58,903	59,936	60,976	61,443	76,011	300	500	800
21	56,958	58,903	59,936	60,976	61,443	76,011	300	500	800
22	57,658	59,603	60,636	61,676	62,143	76,011	300	500	800
23	57,658	59,603	60,636	61,676	62,143	76,011	300	500	800
24	57,658	59,603	60,636	61,676	62,143	76,011	300	500	800
25	57,837	59,603	60,636	61,676	62,143	76,011	300	500	800
26	58,352	60,097	61,153	62,280	62,749	77,637	300	500	800
27	58,352	60,118	61,174	62,301	62,770	77,663	300	500	800
28	58,500	60,595	61,638	62,788	63,247	78,270	300	500	800
29	58,618	60,773	61,833	63,022	63,487	78,562	300	500	800
30	58,639	60,794	61,854	63,043	63,508	78,588	300	500	800
31	59,154	61,309	62,369	63,558	64,023	79,230	300	500	800
32	59,295	61,514	62,577	63,822	64,287	79,559	300	500	800
33	59,295	61,514	62,577	63,822	64,287	79,559	300	500	800
34	59,295	61,514	62,577	63,822	64,287	79,559	300	500	800
35	59,295	61,514	62,577	63,822	64,287	79,559	300	500	800
36	59,795	62,014	63,077	64,322	64,787	80,182	300	500	800
37	59,795	62,014	63,077	64,322	64,787	80,182	300	500	800
38	59,795	62,014	63,077	64,322	64,787	80,182	300	500	800
39	59,795	62,014	63,077	64,322	64,787	80,182	300	500	800
40	59,795	62,014	63,077	64,322	64,787	80,182	300	500	800

All work 182 days starting in August (1st paycheck is in September) and are paid monthly on the 15th EXCEPT Junior ROTC Instructors, who work 260 days and are paid monthly on the 25th (except at Donaldsonville High, where the Junior ROTC Instructor works 202 days).

- Effectiveness is a one-time yearly payout. Effectiveness pay does not become part of the base salary. Employees who are eligible to receive Performance pay in the TAP system are not eligible for Effectiveness pay on the district salary schedule.
- School Performance Score
- Evaluation Score (Observations/Value-Added Model/Student Learning Targets)
- School Nurses are paid on the T-1 Bachelor's Schedule and are not eligible for the Annual Section pay. Therapists and Audiologists are paid on the T-1 Specialist Schedule and are not eligible for the Annual Section pay.
- Master's + 30 can only be earned before 7/1/2013**
- High School Band Director's receive supplemental pays in addition to salary.

Ascension Parish School Board
T-2 Salary Schedule
Teaching/Ancillary Certificate - 192 Days
Counselors, Librarians, Registrars, Head Start Education/Disability
Coordinator, Head Start Mental Health Coordinator

PERMANENT SECTION						ANNUAL SECTION		
EXPERIENCE		DEMAND					EFFECTIVENESS ¹	
Effective Steps	Level 1 Salary Bachelor's	Level 2 Salary Master's	Level 3 Salary Master's +30	Level 4 Salary Specialist	Level 5 Salary Doctorate	SPS ² 5 Points and Above Growth	Effective Proficient ³	Highly Effective ³
0	\$48,084	\$49,170	\$0	\$49,442	\$49,713	\$300	\$500	\$800
1	48,627	49,713	0	49,985	50,257	300	500	800
2	49,170	50,257	0	50,528	50,800	300	500	800
3	49,713	50,800	0	51,072	51,343	300	500	800
4	50,257	51,343	0	51,615	51,887	300	500	800
5	50,800	51,887	0	52,158	52,430	300	500	800
6	51,452	52,539	0	52,810	53,082	300	500	800
7	52,104	53,191	53,190	53,874	54,919	300	500	800
8	52,756	53,842	53,842	54,547	55,583	300	500	800
9	53,408	54,494	54,494	55,224	56,249	300	500	800
10	54,060	55,146	55,146	55,897	57,126	300	500	800
11	54,820	55,907	55,907	56,685	58,143	300	500	800
12	55,581	56,668	56,916	57,791	59,157	300	500	800
13	56,342	57,582	58,135	59,054	60,300	300	500	800
14	57,102	58,491	59,140	60,083	61,207	300	500	800
15	57,863	59,336	60,142	61,108	62,112	300	500	800
16	58,623	60,305	61,148	62,139	63,021	300	500	800
17	58,623	60,476	61,416	62,430	63,194	300	500	800
18	58,977	60,898	61,937	62,973	63,617	300	500	800
19	59,899	61,884	62,962	64,019	64,509	300	500	800
20	59,978	62,030	63,119	64,216	64,709	300	500	800
21	59,978	62,030	63,119	64,216	64,709	300	500	800
22	60,716	62,768	63,858	64,955	65,448	300	500	800
23	60,716	62,768	63,858	64,955	65,448	300	500	800
24	60,716	62,768	63,858	64,955	65,448	300	500	800
25	60,905	62,768	63,858	64,955	65,448	300	500	800
26	61,449	63,289	64,403	65,592	66,087	300	500	800
27	61,449	63,311	64,425	65,614	66,109	300	500	800
28	61,604	63,815	64,915	66,128	66,612	300	500	800
29	61,729	64,002	65,121	66,375	66,865	300	500	800
30	61,751	64,024	65,143	66,397	66,888	300	500	800
31	62,294	64,568	65,686	66,940	67,431	300	500	800
32	62,443	64,784	65,905	67,219	67,709	300	500	800
33	62,443	64,784	65,905	67,219	67,709	300	500	800
34	62,443	64,784	65,905	67,219	67,709	300	500	800
35	62,443	64,784	65,905	67,219	67,709	300	500	800
36	62,971	65,311	66,433	67,746	68,237	300	500	800
37	62,971	65,311	66,433	67,746	68,237	300	500	800
38	62,971	65,311	66,433	67,746	68,237	300	500	800
39	62,971	65,311	66,433	67,746	68,237	300	500	800
40	62,971	65,311	66,433	67,746	68,237	300	500	800

All work 192 days starting in August (1st paycheck is in September) and are paid monthly on the 15th.

1. Effectiveness is a one-time yearly payout. Effectiveness pay does not become part of the base salary. Employees who are eligible to receive Performance pay in the TAP system are not eligible for Effectiveness pay on the district salary schedule.
2. School Performance Score
3. Evaluation Score (Observations/Value-Added Model/Student Learning Targets)
4. **Master's + 30 can only be earned before 7/1/2013**

Ascension Parish School Board
T-3 Salary Schedule
Teaching/Ancillary Certificate - 202 Days
Special Education Coordinators, School Nurse Coordinator ¹

PERMANENT SECTION					
EXPERIENCE		DEMAND			
Effective Steps	Level 1 Salary Bachelor's	Level 2 Salary Master's	Level 3 Salary Master's +30	Level 4 Salary Specialist	Level 5 Salary Doctorate
0	\$50,484	\$51,627	\$0	\$51,913	\$52,198
1	51,055	52,198	0	52,484	52,770
2	51,627	52,770	0	53,056	53,342
3	52,198	53,342	0	53,627	53,913
4	52,770	53,913	0	54,199	54,485
5	53,342	54,485	0	54,771	55,056
6	54,028	55,171	0	55,457	55,742
7	54,713	55,857	55,856	56,576	57,675
8	55,399	56,543	56,542	57,284	58,374
9	56,085	57,228	57,228	57,996	59,075
10	56,771	57,914	57,914	58,704	59,997
11	57,571	58,715	58,714	59,533	61,067
12	58,372	59,515	59,776	60,697	62,134
13	59,172	60,477	61,058	62,025	63,337
14	59,972	61,434	62,116	63,108	64,290
15	60,772	62,323	63,170	64,186	65,243
16	61,573	63,341	64,228	65,272	66,199
17	61,573	63,521	64,510	65,578	66,381
18	61,944	63,965	65,058	66,148	66,826
19	62,914	65,003	66,137	67,249	67,764
20	62,997	65,156	66,303	67,457	67,975
21	62,997	65,156	66,303	67,457	67,975
22	63,774	65,933	67,080	68,234	68,752
23	63,774	65,933	67,080	68,234	68,752
24	63,774	65,933	67,080	68,234	68,752
25	63,973	65,933	67,080	68,234	68,752
26	64,545	66,481	67,653	68,904	69,425
27	64,545	66,505	67,677	68,927	69,448
28	64,709	67,034	68,192	69,468	69,977
29	64,840	67,232	68,408	69,728	70,244
30	64,863	67,255	68,431	69,751	70,267
31	65,435	67,826	69,003	70,323	70,839
32	65,591	68,054	69,234	70,616	71,132
33	65,591	68,054	69,234	70,616	71,132
34	65,591	68,054	69,234	70,616	71,132
35	65,591	68,054	69,234	70,616	71,132
36	66,146	68,609	69,789	71,171	71,687
37	66,146	68,609	69,789	71,171	71,687
38	66,146	68,609	69,789	71,171	71,687
39	66,146	68,609	69,789	71,171	71,687
40	66,146	68,609	69,789	71,171	71,687

All work 202 days starting in July (1st paycheck is in August) and are paid monthly on the 25th.

1. School Nurse Coordinator is paid on the T-3 Bachelor's schedule.
2. **Master's +30 can only be earned before 7/1/13**

Ascension Parish School Board
 2020-2021 T-5 Salary Schedule
 Teacher - 260 Days
 Agriculture Teachers, Executive Master Teacher,
 Title I School Improvement Coordinator

PERMANENT SECTION						ANNUAL SECTION		
EXPERIENCE		DEMAND				EFFECTIVENESS ¹		
Effective Steps	Level 1 Salary Bachelor's	Level 2 Salary Master's	Level 3 Salary Master's +30	Level 4 Salary Specialist	Level 5 Salary Doctorate	SPS ² 5 Points and Above Growth	Effective Proficient ³	Highly Effective ³
0	\$53,017	\$54,047	\$0	\$54,304	\$54,562	\$300	\$500	\$800
1	53,532	54,562	0	54,819	55,077	300	500	800
2	54,047	55,077	0	55,334	55,592	300	500	800
3	54,562	55,592	0	55,849	56,107	300	500	800
4	55,077	56,107	0	56,364	56,622	300	500	800
5	55,592	56,622	0	56,879	57,137	300	500	800
6	56,210	57,240	0	57,497	58,192	300	500	800
7	56,828	57,858	58,147	59,090	60,415	300	500	800
8	57,446	58,476	58,936	59,910	61,217	300	500	800
9	58,219	59,243	59,729	60,732	62,028	300	500	800
10	58,968	60,048	60,518	61,549	63,101	300	500	800
11	59,877	60,959	61,412	62,477	64,320	300	500	800
12	60,757	62,137	62,703	63,807	65,533	300	500	800
13	61,836	63,510	64,208	65,369	66,943	300	500	800
14	62,615	64,625	65,445	66,637	68,056	300	500	800
15	63,392	65,661	66,680	67,898	69,167	300	500	800
16	64,480	66,850	67,915	69,169	70,283	300	500	800
17	64,864	67,265	68,453	69,735	70,701	300	500	800
18	65,602	68,032	69,345	70,654	71,468	300	500	800
19	66,768	69,277	70,641	71,976	72,594	300	500	800
20	67,102	69,695	71,071	72,659	73,082	300	500	800
21	67,102	69,695	71,071	72,659	73,082	300	500	800
22	67,802	70,395	71,771	73,159	73,782	300	500	800
23	67,802	70,395	71,771	73,159	73,782	300	500	800
24	67,802	70,395	71,771	73,159	73,782	300	500	800
25	67,975	70,650	72,042	73,486	75,111	300	500	800
26	67,975	70,650	72,042	74,512	75,137	300	500	800
27	68,861	71,621	73,031	74,533	75,158	300	500	800
28	69,465	72,658	73,650	75,183	75,794	300	500	800
29	69,861	72,736	74,149	75,736	76,354	300	500	800
30	69,882	72,757	74,170	75,757	76,375	300	500	800
31	70,397	73,272	74,685	76,272	76,890	300	500	800
32	70,828	73,786	75,204	76,864	77,482	300	500	800
33	70,828	73,786	75,204	76,864	77,482	300	500	800
34	70,828	73,786	75,204	76,864	77,482	300	500	800
35	70,828	73,786	75,204	76,864	77,482	300	500	800
36	71,133	74,286	75,704	77,364	77,982	300	500	800
37	71,133	74,286	75,704	77,364	77,982	300	500	800
38	71,133	74,286	75,704	77,364	77,982	300	500	800
39	71,133	74,286	75,704	77,364	77,982	300	500	800
40	71,133	74,286	75,704	77,364	77,982	300	500	800

All work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th.

1. Effectiveness is a one-time yearly payout. Effectiveness pay does not become part of the base Employees who are eligible to receive Performance pay in the TAP system are not eligible for Effectiveness pay on the district salary schedule.
2. School Performance Score
3. Evaluation Score (Observations/Value-Added Model/Student Learning Targets)
4. **Master's +30 can only be earned before 7/1/13**

Ascension Parish School Board 2020-2021
T-7 Salary Schedule
Pupil Appraisal – 202 Days
Educational Diagnosticians, Psychologists, Social Workers

PERMANENT SECTION					
EXPERIENCE		DEMAND			
Effective Steps	Level 1 Salary Bachelor's	Level 2 Salary Master's	Level 3 Salary Master's +30	Level 4 Salary Specialist	Level 5 Salary Doctorate
0	\$51,169	\$52,199	\$0	\$52,457	\$52,714
1	51,684	52,714	0	52,972	53,229
2	52,199	53,229	0	53,487	53,744
3	52,714	53,744	0	54,002	54,259
4	53,229	54,259	0	54,517	54,774
5	53,744	54,774	0	55,032	55,289
6	54,362	55,392	0	55,650	56,086
7	54,980	56,010	56,081	56,989	58,246
8	55,598	56,628	56,830	57,760	59,006
9	56,318	57,246	57,585	58,536	59,772
10	57,039	57,979	58,332	59,304	60,801
11	57,901	58,846	59,186	60,183	61,976
12	58,746	59,980	60,436	61,468	63,145
13	59,713	61,233	61,437	62,908	64,435
14	60,455	62,305	63,023	64,125	65,504
15	61,195	63,315	64,218	65,341	66,571
16	62,247	64,441	65,414	66,565	67,642
17	62,594	64,812	65,911	67,081	68,015
18	63,182	65,420	66,650	67,839	68,625
19	64,272	66,584	67,865	69,073	69,668
20	64,569	66,956	68,256	69,510	70,110
21	64,569	66,956	68,256	69,510	70,110
22	64,569	66,956	68,256	69,510	70,110
23	64,569	67,011	68,332	69,635	70,241
24	64,570	67,032	68,353	69,656	70,262
25	65,270	67,732	69,053	70,356	70,962
26	66,100	68,641	69,981	71,334	71,944
27	66,121	68,662	70,002	71,355	71,965
28	66,573	69,139	70,465	71,842	72,442
29	66,932	69,572	70,926	72,348	72,959
30	66,953	69,593	70,947	72,369	72,980
31	67,468	70,108	71,642	72,884	73,495
32	67,861	70,578	71,942	73,428	74,042
33	67,861	70,578	71,942	73,428	74,042
34	67,861	70,578	71,942	73,428	74,042
35	67,861	70,578	71,942	73,428	74,042
36	68,361	71,078	72,442	73,928	74,542
37	68,361	71,078	72,442	73,928	74,542
38	68,361	71,078	72,442	73,928	74,542
39	68,361	71,078	72,442	73,928	74,542
40	68,361	71,078	72,442	73,928	74,542

All work 202 days All work starting in July (1st paycheck is in August) and are paid monthly on the 25th.

1. Master's +30 can only be earned before 7/1/13

Ascension Parish School Board

2020-2021 Salary Schedule

Leadership Salary Schedule Leadership indexes are based on a 182-day teacher's pay with a Master's degree and 24 years experience (\$59,603).

STEP	1	2	3	4	5	6	7	7.5	8	9	9.5	10
0	1.13	1.16	1.18	1.23	1.34	1.38	1.41	1.46	1.48	1.59	1.68	1.74
1	1.14	1.17	1.19	1.24	1.35	1.39	1.42	1.47	1.49	1.60	1.69	1.75
2	1.15	1.19	1.20	1.26	1.37	1.41	1.43	1.48	1.50	1.61	1.70	1.77
3	1.17	1.20	1.22	1.27	1.38	1.42	1.45	1.50	1.52	1.62	1.71	1.78
4	1.18	1.22	1.23	1.29	1.39	1.43	1.46	1.51	1.53	1.64	1.72	1.79
5	1.19	1.23	1.24	1.30	1.40	1.44	1.47	1.52	1.55	1.65	1.73	1.81
6	1.20	1.24	1.26	1.31	1.42	1.46	1.48	1.53	1.56	1.66	1.74	1.82
7	1.22	1.26	1.27	1.33	1.43	1.47	1.50	1.55	1.57	1.67	1.75	1.83
8	1.23	1.27	1.28	1.34	1.44	1.48	1.51	1.56	1.59	1.68	1.76	1.84
9	1.24	1.28	1.30	1.35	1.46	1.50	1.52	1.57	1.60	1.70	1.77	1.86
10	1.26	1.29	1.31	1.36	1.47	1.51	1.54	1.59	1.61	1.71	1.78	1.87
11	1.27	1.30	1.32	1.37	1.48	1.52	1.55	1.60	1.62	1.72	1.79	1.88
12	1.28	1.31	1.33	1.38	1.49	1.53	1.56	1.61	1.63	1.73	1.81	1.89
13	1.29	1.32	1.34	1.39	1.50	1.54	1.57	1.62	1.64	1.74	1.82	1.90
14	1.30	1.33	1.35	1.40	1.51	1.55	1.58	1.63	1.65	1.75	1.83	1.91
15	1.31	1.34	1.36	1.41	1.52	1.56	1.59	1.64	1.66	1.76	1.84	1.92
16	1.32	1.35	1.37	1.42	1.53	1.57	1.60	1.65	1.67	1.77	1.86	1.93
17	1.33	1.36	1.38	1.43	1.54	1.58	1.61	1.66	1.68	1.78	1.87	1.94
18	1.34	1.37	1.39	1.44	1.55	1.59	1.62	1.67	1.69	1.79	1.88	1.95
19	1.35	1.38	1.40	1.45	1.56	1.60	1.63	1.68	1.70	1.80	1.89	1.96
20	1.36	1.39	1.41	1.46	1.57	1.61	1.64	1.69	1.71	1.81	1.90	1.97

Annual Salary Amounts - Leadership

STEP	1	2	3	4	5	6	7	7.5	8	9	9.5	10
0	\$67,351	\$69,139	\$70,332	\$73,312	\$79,868	\$82,252	\$84,040	\$87,020	\$88,212	\$94,769	\$100,133	\$103,709
1	67,947	69,736	70,928	73,908	80,464	82,848	84,636	87,616	88,808	95,365	100,729	104,305
2	68,543	70,928	71,524	75,100	81,656	84,040	85,232	88,212	89,405	95,961	101,326	105,497
3	69,736	71,524	72,716	75,696	82,252	84,636	86,424	89,405	90,597	96,557	101,921	106,093
4	70,332	72,716	73,312	76,888	82,848	85,232	87,020	90,001	91,193	97,749	102,517	106,689
5	70,928	73,312	73,908	77,484	83,444	85,828	87,616	90,597	92,385	98,345	103,113	107,881
6	71,524	73,908	75,100	78,080	84,636	87,020	88,212	91,193	92,981	98,941	103,709	108,477
7	72,716	75,100	75,696	79,272	85,232	87,616	89,405	92,385	93,577	99,537	104,306	109,073
8	73,312	75,696	76,292	79,868	85,828	88,212	90,001	92,981	94,769	100,133	104,902	109,670
9	73,908	76,292	77,484	80,464	87,020	89,405	90,597	93,577	95,365	101,325	105,497	110,862
10	75,100	76,888	78,080	81,060	87,616	90,001	91,789	94,769	95,961	101,921	106,093	111,458
11	75,696	77,484	78,676	81,656	88,212	90,597	92,385	95,365	96,557	102,517	106,689	112,054
12	76,292	78,080	79,272	82,252	88,808	91,193	92,981	95,961	97,153	103,113	107,882	112,650
13	76,888	78,676	79,868	82,848	89,405	91,789	93,577	96,557	97,749	103,709	108,478	113,246
14	77,484	79,272	80,464	83,444	90,001	92,385	94,173	97,153	98,345	104,305	109,074	113,842
15	78,080	79,868	81,060	84,040	90,597	92,981	94,769	97,749	98,941	104,901	109,669	114,438
16	78,676	80,464	81,656	84,636	91,193	93,577	95,365	98,345	99,537	105,497	110,861	115,034
17	79,272	81,060	82,252	85,232	91,789	94,173	95,961	98,941	100,133	106,093	111,458	115,630
18	79,868	81,656	82,848	85,828	92,385	94,769	96,557	99,537	100,729	106,689	112,054	116,226
19	80,464	82,252	83,444	86,424	92,981	95,365	97,153	100,133	101,325	107,285	112,650	116,822
20	81,060	82,848	84,040	87,020	93,577	95,961	97,749	100,729	101,921	107,881	113,245	117,418

- | | | | |
|-----|---|-------|--|
| L-1 | Primary School Assistant Principals | L-6 | Middle School Principals, Associate High School Principals |
| L-2 | Middle School Assistant Principals | L-7 | K-8 Principal, Alternative School Principal |
| L-3 | K-8 Assistant Principals, Alternative School Assistant Principal | L-7.5 | Supervisors |
| | | L-8 | High School Principals |
| L-4 | High School Assistant Principals | L-9 | Directors |
| | | L-9.5 | Chief Directors |
| L-5 | Primary School Principals, Principal of Early College Option, Principal of Head Start | L-10 | Assistant Superintendent |

All Assistant Principals work 202 days starting in July (1st paycheck is in August) and are paid monthly on the 25th; all others work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th.

Ascension Parish School Board
2020-2021 Salary Schedule
Procedures for Leadership Salary Schedule

1. Leadership indexes are based on a 182-day teacher's pay with a Master's degree and 24 years experience hired before 7/01/13. Employees with a Specialist Degree will receive an additional 2%. Employees with a Doctorate Degree will receive an additional 5%.
2. A person who initially enters the Leadership Salary Schedule will be placed on the schedule at the appropriate "L" level (L-1 to L10) with 0 years and will progress one step each year as long as he/she remains in that level or until reaching the maximum step for that level.
3. A person who moves from one level (L-1, L-2, L-3, L-4) of Assistant Principal to another level of Assistant Principal will remain in the same step on the appropriate "L" level for his/her new position and will progress one step each year as long as he/she remains in that level or until reaching the maximum step for that level.
4. A person who moves from one level (L-5, L-6, L-7, L-8) of Principal to another level of Principal will remain in the same step on the appropriate "L" level for his/her new position and will progress one step each year as long as he/she remains in that level or until reaching the maximum step for that level.
5. A person who moves from one level of the Leadership Salary Schedule and later returns to that level will be given credit for all prior experience in that level.
6. A person who retires from an administrative position and subsequently returns to that position will remain in the same step that he/she left upon retiring.
7. With the exception of rules 2, 3, and 4 (above), a person who is promoted from a level of the Leadership Salary Schedule to another level of the Leadership Salary Schedule will receive a 2% increase and then be placed on the salary step at or above the new calculated salary on the appropriate "L" level for the new position and will progress one step each year as long as he/she remains in that level or until reaching the maximum step for that level. A promotion is defined for Leadership positions as moving from Assistant Principal to Principal and moving from building leadership to district leadership.

Ascension Parish School Board
2020-2021 Salary Schedule Clerical

EXP	1	2	3	4	5	6	7	8
0	\$19,130	\$20,405	\$21,255	\$22,440	\$27,632	\$29,172	\$36,356	\$46,304
1	19,346	20,635	21,495	22,680	27,944	29,484	36,896	46,870
2	19,575	20,880	21,750	22,935	28,275	29,816	37,446	47,448
3	19,818	21,139	22,020	23,190	28,626	30,147	38,007	48,037
4	20,075	21,413	22,305	23,430	28,997	30,459	38,580	48,639
5	20,264	21,614	22,515	23,700	29,270	30,810	39,164	49,251
6	20,790	22,176	23,100	24,270	30,030	31,551	39,865	49,988
7	20,993	22,392	23,325	24,510	30,323	31,863	40,473	50,626
8	21,236	22,651	23,595	24,765	30,674	32,195	41,093	51,277
9	21,506	22,939	23,895	25,035	31,064	32,546	41,724	51,941
10	21,749	23,198	24,165	25,275	31,415	32,858	42,368	52,616
11	22,356	23,846	24,840	25,875	32,292	33,638	43,134	53,421
12	22,356	23,846	24,840	25,875	32,292	33,638	43,134	53,421
13-15	22,788	24,307	25,320	26,355	32,916	34,262	43,804	54,124
16-18	23,328	24,883	25,920	26,955	33,696	35,042	44,473	54,827
19-20	23,760	25,344	26,400	27,435	34,320	35,666	44,473	54,827
21-23	24,192	25,805	26,880	27,915	34,944	36,290	45,143	55,530
24-26	24,624	26,266	27,360	28,395	35,568	36,914	45,812	56,233
27-30	25,056	26,726	27,840	28,890	36,192	37,557	46,482	56,936

OA-180-1 School B Secretary¹

OA-192-2 Counselor's Aide, Registration Clerk²

OA-200-3 10 -month Secretary, Special Ed Secretary, Substance Abuse Secretary³

AA1-200-4 Head Start Secretary, School A Secretary³

OA-260-5 12-month Receptionist, Accounts Payable Clerk, Central Office Secretary, Human Resources Clerk, Maintenance Secretary, Parts Clerk, Payroll Clerk, School Food Service Secretary, Transportation Secretary⁴

AA1-260-6 Director's Secretary, High School A Secretary⁴

AA3-260-7 Title 1 and Special Ed Secretary⁴

AA4-260-8 Board Secretary⁴

1. Work 180 days starting in August (1st paycheck is in September) and are paid monthly on the 15th.
2. Work 192 days starting in August (1st paycheck is in September) and are paid monthly on the 15th.
3. Work 200 days starting in July(1st paycheck is in August) and are paid monthly on the 25th.
4. Work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th.

Ascension Parish School Board
2020-2021 Salary Schedule
Other Administrative Positions

EXP	1	3	6	7	8	9	11	12
0	\$27,755	\$29,325	\$35,967	\$36,356	\$47,304	\$50,687	\$59,150	\$67,732
1	28,097	29,794	36,568	36,896	47,870	51,228	59,712	68,272
2	28,442	30,262	37,168	37,446	48,448	51,769	60,274	68,813
3	28,818	30,731	37,768	38,007	49,037	52,309	60,837	69,354
4	29,195	31,200	38,368	38,580	49,639	52,850	61,399	69,895
5	29,567	31,668	38,969	39,164	50,251	53,391	61,961	70,435
6	30,351	32,137	39,569	39,865	50,988	53,932	62,524	70,976
7	30,723	32,606	40,169	40,473	51,626	54,472	63,086	71,517
8	31,098	33,074	40,769	41,093	52,277	55,013	63,649	72,058
9	31,476	33,543	41,370	41,724	52,941	55,554	64,211	72,598
10	31,847	34,012	41,970	42,368	53,616	56,095	64,773	73,139
11	32,648	34,480	42,570	43,134	54,421	56,635	65,336	73,680
12-15	33,304	34,949	43,170	43,804	55,124	57,176	65,898	74,221
16-20	33,960	35,417	43,771	44,473	55,827	57,717	66,460	74,761
21-23	34,331	35,886	44,371	45,143	56,530	58,258	67,023	75,302
24-26	34,702	36,355	44,971	45,812	57,233	58,798	67,585	75,843
27-30	35,072	36,823	45,571	46,482	57,936	59,339	68,148	76,384

- ADM-1** Buyer/Expeditor
- ADM-3** Truancy Interventionist
- ADM-6** Student Information System Coordinator, Safe and Drug Free Schools Facilitator¹
- ADM-7** Senior Buyer, Student Information System Administrator, System Analyst, Technology Helpdesk Administrator
- ADM-8** Accountant, Digital Media Coordinator, Human Resources Generalist
- ADM-9** Applications Specialist, Computer Technician II, Coordinator of Planning/Construction, Coordinator of Risk Management, Coordinator of Safety and Security, Coordinator of Transportation, Coordinator of Truancy, Planning Generalist, System Engineer
- ADM-11** Network Technician, Systems Foreman, Technician Foreman
- ADM-12** Business Intelligence Administrator, Coordinator of Student Services, Energy Coordinator, Human Resources Specialist, Intranet Administrator, Network Administrator, Public Information Officer, Senior Accountant

All work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th EXCEPT:

1. Safe and Drug Free Schools Facilitator, who works 202 days starting in July (1st paycheck is in August) and is paid monthly on the 25th.

Ascension Parish School Board
2020-2021 Salary Schedule
Para-professionals (Aides)

EXP	1	3	4	5
0	\$15,432	\$18,761	\$19,791	\$20,065
1	15,605	18,934	19,964	20,238
2	15,776	19,105	20,135	20,409
3	15,949	19,278	20,308	20,582
4	16,120	19,449	20,479	20,753
5	16,293	19,621	20,651	20,925
6	16,695	20,023	21,053	21,327
7	16,990	20,318	21,348	21,622
8	17,284	20,613	21,643	21,917
9	17,579	20,907	21,937	22,211
10	17,873	21,201	22,231	22,505
11-15	18,168	21,496	22,526	22,800
16-20	18,463	21,791	22,821	23,095
21-23	18,757	22,085	23,115	23,389
24-26	19,052	22,380	23,410	23,684
27-30	19,346	22,674	23,704	23,978

PARA-1 Bus Attendant

PARA-3 Para-professional, In-school Suspension
Presider Aide, Librarian's Aide - Passed Test/48
Hours (no Associate Degree)

PARA-4 Para-professional, In-school Suspension
Presider Aide, Librarian's Aide - Associate Degree

PARA-5 Interpreter or Transliterator with Certificate (Provisional or Qualified)

All work 180 days starting in August (1st paycheck is in September) and are paid monthly on the 15th.

Ascension Parish School Board
 2020-2021 Salary Schedule
 Child Nutrition (School Food Service)

EXP	1	2	3	4	5	6
0	\$9,748	\$18,497	\$19,078	\$20,454	\$23,182	\$46,304
1	9,748	18,497	19,366	20,454	23,777	46,870
2	9,748	18,497	19,442	20,454	23,777	47,448
3	9,791	18,581	19,517	20,651	23,976	48,037
4	9,791	18,581	19,596	20,651	23,976	48,639
5	9,833	18,666	19,978	20,850	24,174	49,251
6	9,967	18,933	20,267	21,118	24,442	49,988
7	10,066	19,131	20,474	21,345	24,670	50,626
8	10,066	19,131	20,679	21,345	24,670	51,277
9	10,066	19,131	20,886	21,345	24,670	51,941
10	10,150	19,300	21,093	21,642	24,967	52,616
11	10,204	19,407	21,176	21,749	25,074	53,421
12	10,204	19,407	21,176	21,749	25,074	54,124
13-14	10,311	19,621	21,383	21,964	25,320	54,124
15	10,418	19,836	21,590	22,178	25,567	54,124
16-20	10,525	20,050	21,797	22,392	25,813	54,827
21-23	10,632	20,264	22,004	22,606	26,059	55,530
24-26	10,739	20,478	22,211	22,821	26,305	56,233
27-30	10,846	20,693	22,418	23,035	26,551	56,936

- CN-1** Part-time Child Nutrition Program Technician (3.5 hrs)
- CN-2** Child Nutrition Program Technician
- CN-3** Food Porter
- CN-4** Satellite Cafeteria Manager ², Assistant Cafeteria Manager ²
- CN-5** Cafeteria Manager ^{1, 2}
- CN-6** Area Manager ³

All work 180 days starting in August (1st paycheck is in September) and are paid monthly on the 15th EXCEPT

1. Supplements for Cafeteria Managers (based on average daily participation for the prior semester):

Daily Meal Equivalent	Annual Supplement
900 - 1,200	\$1,500
1,200 or more	\$3,000

2. Managers work 185 days starting in August (1st paycheck is in September) and are paid monthly on the 15th.

3. Area Managers work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th.

Ascension Parish School Board
2020-2021 Salary Schedule
Maintenance, Custodians, Bus Drivers

EXP	TRS	MNT								
	1	1	2	3	5	6	7	8	9	10
0	\$18,859	\$23,150	\$24,244	\$25,338	\$27,909	\$32,640	\$34,969	\$38,183	\$46,304	\$49,687
1	19,089	23,406	24,425	25,445	28,247	33,204	35,505	38,719	46,870	50,228
2	19,319	23,609	24,576	25,543	28,676	33,733	36,041	39,254	47,448	50,769
3	19,547	23,807	24,739	25,641	29,105	34,262	36,576	39,790	48,037	51,309
4	19,777	24,067	24,904	25,742	29,533	34,789	37,112	40,325	48,639	51,850
5	20,006	24,296	25,266	26,267	29,962	25,317	37,647	40,861	49,251	52,391
6	20,380	24,670	25,668	26,666	30,390	35,819	38,183	41,397	49,988	52,932
7	20,648	24,938	25,963	26,987	30,722	36,216	38,719	41,832	50,626	53,472
8	20,916	25,206	26,257	27,308	31,033	36,611	39,254	42,468	51,277	54,013
9	21,184	25,475	26,552	27,630	31,354	37,007	39,790	43,003	51,941	54,554
10	21,452	25,744	26,848	27,951	31,675	37,402	40,325	43,539	52,616	55,095
11	21,719	26,013	27,143	28,272	31,997	37,798	40,861	44,075	53,421	55,635
12	21,719	26,013	27,143	28,272	31,997	37,798	40,861	44,075	54,124	56,176
13	21,719	26,013	27,143	28,272	31,997	37,798	40,861	44,075	54,124	56,176
14	21,719	26,013	27,143	28,272	31,997	37,798	40,861	44,075	54,124	56,176
15	21,719	26,013	27,143	28,272	31,997	37,798	40,861	44,075	54,124	56,176
16	21,897	26,281	27,439	28,594	32,318	38,193	41,397	44,610	54,827	56,717
17	21,897	26,281	27,439	28,594	32,318	38,193	41,397	44,610	54,827	56,717
18	21,897	26,281	27,439	28,594	32,318	38,193	41,397	44,610	54,827	56,717
19	21,897	26,281	27,439	28,594	32,318	38,193	41,397	44,610	54,827	56,717
20	21,897	26,281	27,439	28,594	32,318	38,193	41,397	44,610	54,827	56,717
21	22,255	26,550	27,735	28,915	32,640	38,589	41,932	45,146	55,530	57,258
22	22,255	26,550	27,735	28,915	32,640	38,589	41,932	45,146	55,530	57,258
23	22,255	26,550	27,735	28,915	32,640	38,589	41,932	45,146	55,530	57,258
24	22,523	26,819	28,030	29,236	32,961	38,984	42,468	45,681	56,233	57,798
25	22,523	26,819	28,030	29,236	32,961	38,984	42,468	45,681	56,233	57,798
26	22,523	26,819	28,030	29,236	32,961	38,984	42,468	45,681	56,233	57,798
27	22,791	27,088	28,326	29,558	33,282	39,380	43,003	46,217	56,936	58,339
28	22,791	27,088	28,326	29,558	33,282	39,380	43,003	46,217	56,936	58,339
29	22,791	27,088	28,326	29,558	33,282	39,380	43,003	46,217	56,936	58,339
30	22,791	27,088	28,326	29,558	33,282	39,380	43,003	46,217	56,936	58,339

TRS-1	Bus Driver	MNT-6	Facility Manager (Middle School)
		MNT-7	Facility Manager (High School)
MNT-1	Custodian, Helper	MNT-8	Carpenter, Electrician, Facility Assistant
			Foreman, HVAC Technician, Painter,
MNT-2	Warehouseman I		Plumber, Vehicle Mechanic
		MNT-9	Certified Grounds Maintenance Foreman,
MNT-3	Head Custodian, Maintenance Helper II,		Facility Foreman, Maintenance Assistant
	Warehouseman II		Foreman, Material Control Coordinator,
MNT-5	Facility Manager (Primary School)		Vehicle Mechanic Shop Foreman
		MNT-10	Maintenance Foreman

Bus drivers work 180 days starting in August (1st paycheck is in September) and are paid monthly on the 15th; all others work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th.

Annual Supplements:

Driver Team Leader	\$1,000
Driver Coordinator	\$5,000

Stipend for Fair Labor Standards Act exempt employees (i.e. teachers) driving emergency routes or for after-school activities:

1 hour	\$35
2 hours (maximum)	\$70

Ascension Parish School Board
2020-2021 Salary Schedule
Head Start Program

EXP	2	3	4	5	6	7	8	9
0	19,450	19,922	20,577	21,134	21,256	25,229	27,657	29,329
1	19,639	19,922	20,766	21,134	21,256	25,229	27,657	29,329
2	19,826	19,922	20,954	21,134	21,256	25,229	27,657	29,329
3	20,015	21,304	21,144	22,758	22,902	27,657	30,377	32,356
4	20,203	21,304	21,331	22,758	22,902	27,657	30,377	32,356
5	20,391	21,304	21,519	22,758	22,902	27,657	30,377	32,356
6	20,831	21,304	21,959	22,758	22,902	27,657	30,377	32,356
7	21,155	21,304	22,282	22,758	22,902	27,657	30,377	32,356
8	21,478	21,582	22,606	22,758	22,902	27,657	30,377	32,356
9	21,799	21,861	22,927	23,053	23,200	27,657	30,377	32,356
10	22,122	22,145	23,249	23,353	23,501	27,657	30,377	32,356
11	22,445	22,758	23,572	24,113	24,258	30,685	33,304	35,384
12	22,445	22,758	23,572	24,113	24,258	30,685	33,304	35,384
13	22,445	22,758	23,572	24,113	24,258	30,685	33,304	35,384
14	22,445	22,758	23,572	24,113	24,258	30,685	33,304	35,384
15	22,445	22,758	23,572	24,113	24,258	30,685	33,304	35,384
16	22,767	23,053	23,895	24,113	24,258	30,685	33,304	35,384
17	22,767	23,053	23,895	24,113	24,258	30,685	33,304	35,384
18	22,767	23,053	23,895	24,113	24,258	30,685	33,304	35,384
19	22,767	23,053	23,895	24,113	24,258	30,685	33,304	35,384
20	22,767	23,053	23,895	24,113	24,258	30,685	33,304	35,384
21	23,090	23,888	24,217	25,469	25,517	33,712	36,744	38,412
22	23,090	23,888	24,217	25,469	25,517	33,712	36,744	38,412
23	23,388	24,199	24,217	25,801	25,850	34,150	37,221	38,720
24	23,413	24,513	24,540	26,136	26,185	34,596	37,706	39,224
25	23,413	24,513	24,540	26,136	26,185	34,596	37,706	39,224
26	23,413	24,513	24,540	26,136	26,185	34,596	37,706	39,224
27	23,734	24,831	24,862	26,475	26,527	35,044	38,195	39,733
28	23,734	24,831	24,862	26,475	26,527	35,044	38,195	39,733
29	23,734	24,831	24,862	26,475	26,527	35,044	38,195	39,733
30	23,734	24,831	24,862	26,475	26,527	35,044	38,195	39,733

- HS-2** Head Start Para-professional - Passed Test/48 Hours (no Associate Degree) - hired 7/01/14 or after
- HS-3** Head Start Para-professional - Passed Test/48 Hours (no Associate Degree) - hired before 7/01/14
- HS-4** Head Start Para-professional - Associate Degree - hired 7/01/14 or after
- HS-5** Head Start Para-professional - Associate Degree - hired before 7/01/14
- HS-6** Head Start Family Educator/Worker - Child Development Associate Credential
- HS-7** Head Start Family Educator/Worker - Associate Degree
- HS-8** Head Start Family Educator/Worker - Bachelor's Degree
- HS-9** Head Start Specialist/Manager/Coordinator

All work 180 days starting in August (1st paycheck is in September) and are paid monthly on the 15th.

Head Start teachers are paid the same as Ascension Parish School Board 182-day teachers, which is on Salary Schedule T-1.
The Head Start Education/Disability Coordinator is paid the same as Ascension Parish School Board 192-day teachers, which is Salary Schedule T-2.

Bus drivers are paid \$58 per day.
Substitute bus drivers are paid \$50 per day.
Substitute bus attendants are paid \$32 per day.

Ascension Parish School Board
2020-2021 Salary Schedule

Annual Supplemental Pay for Coaches and Band Directors

Coaches and band directors will receive a salary supplement for each assignment according to the rates listed below. The supplement will be the appropriate rate multiplied by the salary from the nine-month teacher's salary schedule (T-1) according to the employee's degree and experience. The maximum percentage for an Athletic Director is 27%; for all other coaches the maximum is 24%; and for itinerate trainers the maximum is 15%. Each Principal determines the stipend percent, not to exceed the following maximum percentages:

HIGH SCHOOL COACHES

<u>POSITION</u>	<u>PAY DATE</u>	<u>MAXIMUM RATE</u>
Athletic Director	25th	7.00%
Assistant Athletic Director	25th	5.00%
Head Football Coach	25th	20.00%
Head Basketball, Volleyball Coach	25th	10.00%
Head Coach - Baseball, Soccer, Softball, Track, Wrestling	15th	10.00%
Trainer (National Certified)	25th	24.00%
Trainer (State Certified)	25th	17.00%
Trainer (Assistant)	25th	15.00%
Strength Coach	15th	9.00%
Assistant Coach - Football, Volleyball	25th	8.00%
Assistant Coach - Baseball, Basketball, Soccer	15th	8.00%
Assistant Coach - Softball, Track, Wrestling	15th	8.00%
Coach - Cross Country, Golf, Swimming, Tennis, Bowling, Gymnastics, and Powerlifting	15th	5.00%

MIDDLE SCHOOL COACHES

<u>POSITION</u>	<u>PAY DATE</u>	<u>RATE</u>
Head Football Coach	15th	4.00%
Assistant Football Coach	15th	3.00%
Coach - Basketball	15th	4.00%
Coach - Soccer, Track, Volleyball	15th	2.00%
Trainer	15th	8.00%

BAND DIRECTORS

<u>POSITION</u>	<u>PAY DATE</u>	<u>RATE</u>
High School Band Director	15th	14.00%
High School Assistant Band Director	15th	7.00%
Middle School Band Director	15th	3.00%

Ascension Parish School Board
 2020-2021 Salary Schedule
 Other Supplemental Pay and Stipends

ANNUAL SUPPLEMENTAL PAY FOR ACTIVITY SPONSORS

High School Dance Team Sponsor, Cheerleader Sponsor	\$1,000
High School JV Cheerleader Sponsor, Flag Corps Sponsor	\$500
Middle School Cheerleader Sponsor	\$500
Club Sponsors (13 high schools, 5 middle schools, maximum)	\$500

ANNUAL SUPPLEMENTAL PAY FOR IN-SCHOOL SUSPENSION PRESIDER

Teacher	\$520
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ANNUAL SUPPLEMENTAL PAY FOR NATIONAL BOARD CERTIFICATION

Any employee who attained National Board certification prior to July 1, 2013 and continues to renew that certification as required by National Board for Professional Teaching Standards will receive a \$5,000 per year salary supplement.

ANNUAL SUPPLEMENTAL PAY FOR WEST SIDE NATIONAL BOARD CERTIFIED CLASSROOM TEACHERS

All west-side *classroom teachers* who attained National Board certification prior to July 1, 2013 and continue to renew that certification as required by National Board for Professional Teaching Standards will receive a total of \$10,000 per year salary supplement.

This amount will be pro-rated for those employees who were hired after the school year started.

ADDITIONAL ANNUAL STIPENDS

Master Teacher	\$10,000
Mentor Teacher	\$5,000

HOURLY STIPEND PAY

Teachers:	Level 1 (Presenting at workshops or teaching a class)	\$40
	Level 2 (Attending workshops or behavior clinics)	\$30
	Tutoring	\$40
	After school behavior clinic	\$30
	Saturday detention	\$30
Para-professionals		\$15

Ascension Parish School Board
2020-2021 Salary Schedule

Coach's Educational Certification Program (CECP) for Non-faculty Individuals

CECP Coaches are not on the Teacher salary schedule. Their maximum salary is the same rate as high school or middle school coaches (p.18) multiplied by the salary of a teacher with a Bachelor's degree and zero years' experience (\$43,683). Each Principal determines the stipend percent, not to exceed the following maximum salary:

<i>HIGH SCHOOL SPORT</i>	<i>MAXIMUM SALARY</i>	<i>MONTHS PAID</i>	<i>PAY DATE</i>
Baseball - Head	\$4,568	February - May	15th
Baseball - Assistant	3,655	February - May	15th
Basketball - Head	4,568	November - March	25th
Basketball - Assistant	3,655	November - March	15th
Cross Country	2,284	September - December	15th
Football - Head	9,137	August - December	25th
Football - Assistant	3,655	August - December	25th
Golf	2,284	February - May	15th
Gymnastics	See Note	February - May	15th
Soccer - Head	4,568	November - March	15th
Soccer - Assistant	3,655	November - March	15th
Softball - Head	4,568	February - May	15th
Softball - Assistant	3,655	February - May	15th
Swimming	2,284	September - December	15th
Tennis	2,284	February - May	15th
Track- Head	4,568	February - May	15th
Track- Assistant	3,655	February - May	15th
Volleyball - Head	4,568	August - December	25th
Volleyball - Assistant	3,655	August - December	25th
Wrestling - Head	4,568	November - March	15th
Wrestling - Assistant	3,655	November - March	15th

Gymnastics coaches are paid from school activity funds; their salaries are determined by each Principal.

<i>MIDDLE SCHOOL SPORT</i>	<i>MAXIMUM SALARY</i>	<i>MONTHS PAID</i>	<i>PAY DATE</i>
Basketball	\$1,827	November - March	15th
Football - Assistant	1,370	September - December	15th
Football - Head	1,827	September - December	15th
Soccer	914	November - March	15th
Track	914	February - May	15th
Volleyball	914	September - December	15th

Ascension Parish School Board
2020-2021 Salary Schedule

DAY-TO-DAY SUBSTITUTE PAY

Substitute Administrator	\$320 / day
Substitute Teacher - Certified	\$100 / day
Substitute Teacher - Degreed, Non-Certified	\$70 / day
Substitute Teacher - Non-Certified	\$60 / day
Substitute Bus Driver	\$84 / day
Substitute Bus Attendant	\$46 / day
Substitute Para-professional	\$8.00 / hour
Substitute Custodian	\$8.50 / hour
Substitute Child Nutrition Program Technician	\$8.00 / hour

Substitute teachers who work for at least 10 consecutive days for the same teacher will be paid as follows:

- Substitute Teacher Certified - Daily rate of a teacher with the same degree and years' experience
- Substitute Teacher with at least a Bachelor's Degree - \$150 per day
- Substitute Teacher without at least a Bachelor's Degree - \$100 per day

After a substitute bus driver works 90 consecutive work days (regardless of route) and continues to work, he/she will be paid the same rate as a bus driver with 1 year experience (schedule TRS-1), which pay shall be retroactive to the first of the 90 consecutive work days.

After a substitute bus attendant works 90 consecutive work days (regardless of route) and continues to work, he/she will be paid the same rate as a bus attendant with 1 year experience (schedule PARA-1), which pay shall be retroactive to the first of the 90 consecutive work days.

All substitutes except substitute bus drivers and bus attendants are employees of Kelly Educational Staffing and their salaries are determined by the Ascension Parish School Board.

PART-TIME POSITIONS

30-Hour Positions	\$13 / hour
High School Student Positions	Minimum wage ¹
All Other Part-Time Positions	\$10 / hour

1. Minimum wage is currently \$7.25 / hour

SCHEDULE OF WORK DAYS

Work Days	<u>per Year</u>	<u>Description</u>
180		Days students are present
182		Days students are present + 2 days before 1st day students attend (official opening of school)
185		Days students are present + 5 days before 1st day students attend
192		Days students are present + 7 days before 1st day students attend + 5 days after last day students attend
200		Days students are present + 10 days before 1st day students attend + 10 days after last day students attend
202		Days students are present + 12 days before 1st day students attend + 10 days after last day students attend
260		12-month employees (all 12 months except certain holidays)

EMPLOYEE CATEGORIES

<u>Employee Category</u>	<u>Description</u>	<u>Pay Date</u>	<u>Pay Period</u>
July-June (7/6)	1st day of work and 1st paycheck are in July	25th	1st - last day of current month
Aug-July (8/7)	1st day of work is in July and 1st paycheck is in August	25th	1st - last day of current month
Sept-Aug (9/8)	1st day of work is in August and 1st paycheck is in September	15th	1st - last day of prior month

DECEMBER 31 STEP RULES

If an employee is hired on or before December 31st, on July 1st the employee will roll to the next step.
If an employee is hired on or after January 1st, on July 1st the employee will not roll to the next step.
The employee will remain at the step until the following year.
Any exception to this rule must be approved and documented.

Ascension Parish School Board
2020-2021 Salary Schedule

BENEFITS DEDUCTIONS SCHEDULE

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Retirement (1) Employees paid on the Maintenance, Custodians, Bus Drivers Salary Schedule; (2) Bus Attendants; and (3) the Supervisor of Maintenance are members of the Louisiana School Employees' Retirement System (LSERS)

Employee Rate (hired before 7/01/2010)	7.50%
Employee Rate (hired on or after 7/01/2010)	8.00%
Employer Rate	28.70%

All other employees are members of the Teachers' Retirement System of Louisiana (TRSL)

Employee Rate	8.00%
Employer Rate	25.80%

Employees vested in Louisiana State Employees' Retirement System (LASERS) before employment begins with the Ascension Parish School Board may elect to remain in LASERS

Employee Rate	7.50%	Employer Rate	40.10%
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Employees who pay into either of these 3 retirement systems do not participate in Social Security.

Health Insurance

Deducted one-month in advance of month of coverage, for example:

<u>Pay Date</u>	<u>Pay Period</u>	<u>Month of Coverage</u>
Oct. 15	Sept. 1 - 30	November
Oct. 25	Oct. 1 - 31	November

All Other Insurances

Such as dental, vision, and supplemental/voluntary (i.e. Unum products)
Deducted in the month of coverage, for example:

<u>Pay Date</u>	<u>Pay Period</u>	<u>Month of Coverage</u>
Oct. 15	Sept. 1 - 30	October
Oct. 25	Oct. 1 - 31	October

All Other Deductions

Flex spending, 403(b), 457(b), dues, contributions to United Way, LifeLock, garnishments
Remitted to third parties at the end of the month deducted from employees, for example:

<u>Pay Date</u>	<u>Pay Period</u>	<u>Remitted to 3rd Party by</u>
Oct. 15	Sept. 1 - 30	October 31
Oct. 25	Oct. 1 - 31	October 31

Paid Leave

See the Payroll Cut-Off Dates in the Appendix

1. Generally, full-time employees only are eligible for benefits.

Ascension Parish School Board
2020-2021 Salary Schedule

BENEFITS DEDUCTIONS SCHEDULE

Taxation

<u>W-2 Box #, Code</u>	<u>Payroll Deduction</u>	<u>Subject to Tax?</u>	
		<u>Income</u> ²	<u>Medicare</u>
14, RET	Retirement ³	No	No
14, INS	Health, dental, vision insurance	No	No
	Combined Accident insurance ⁴	No	No
14, FSA	Health flex spending account (FSA)	No	No
12	Dependent care	No	No
14, INS	All AFLAC products ⁴	No	No
14, INS	Loyal American cancer insurance ⁴	No	No
14, E	403(b) Annuity	No	Yes
14, BB	403(b) Roth annuity	Yes	Yes
14, G	457(b) deferred compensation	No	Yes
14, EE	457(b) Roth	Yes	Yes
	All Unum products	Yes	Yes
	All Reliance Standard products	Yes	Yes
	All Fidelity products ⁴	Yes	Yes
	Loyal American critical illness ins. ⁴	Yes	Yes
	Dues	Yes	Yes
	United Way	Yes	Yes
	Garnishments, child support ⁵	Yes	Yes
	LifeLock	Yes	Yes
Included in Sec. 125 Cafeteria Plan	Health, dental, and vision insurance Health flex spending account Dependent care		

Notes:

1. Generally, full-time employees only are eligible for benefits.
2. Generally "pre-tax" means not subject to state and federal income taxes, and "post-tax" means subject to state and federal income taxes
3. Required by state law to be deducted from all full-time employees' pay checks.
4. No longer offered to new employees as of November 2016
5. Required by state and federal laws to be deducted from the pay checks of any affected employee (whether full-time or part-time), subject to net pay limitations

Promotion

When an existing employee moves to or accepts a new position on a different column of the same salary schedule page as their current position, and the new position is considered an increase in the scope of responsibilities and/or increased employee supervisory responsibilities, then the employee will be placed at the lowest step in the new pay column/category that is equal to or greater than a 2% increase as calculated using the base pay of their current position (excluding additional stipends, augmentations, or pay for extra work)
Effective beginning March 1, 2021

Ascension Parish School Board
2019-2020
Cut Off, Verification and Pay Dates - 15th Payroll

Leave Period					
<u>From Date</u>	<u>Cutoff Date</u>	<u># of Days</u>	<u>Pay Period</u>	<u>Pay Date</u>	<u>Verifications Due to Payroll</u>
August 1, 2020	August 31, 2020	21	8/01/20 - 8/31/20	September 15, 2020	September 8, 2020
September 1, 2020	September 30, 2020	21	9/01/20 - 9/30/20	October 15, 2020	October 8, 2020
October 1, 2020	October 31, 2020	20	10/01/20 - 10/31/20	November 13, 2020	November 6, 2020
November 1, 2020	November 30, 2020	15	11/01/20 - 11/30/20	December 15, 2020	December 8, 2020
December 1, 2020	December 31, 2020	14	12/01/20 - 12/31/20	January 15, 2021	January 8, 2021
January 1, 2021	January 31, 2021	19	1/01/21 - 1/31/21	February 12, 2021	February 5, 2021
February 1, 2021	February 28, 2021	17	2/01/21 - 2/28/21	March 15, 2021	March 8, 2021
March 1, 2021	March 31, 2021	23	3/01/21 - 3/31/21	April 15, 2021	April 8, 2021
April 1, 2021	April 30, 2021	16	4/01/21 - 4/30/21	May 14, 2021	May 7, 2021
May 1, 2021	May 31, 2021	16	5/01/21 - 5/31/21	June 15, 2021	June 8, 2021

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Work paid on a time card (extra comp, tutoring, field trips, etc.) is due to payroll@apsb.org by 4:15 PM on the business day on or before the 5th of each month to be paid on the 15th (i.e. if October 5 falls on a Saturday, the due date is Friday, October 4); otherwise, payment will be on the 15th of the next month.

Cut Off, Verification and Pay Dates - 25th Payroll

Leave Period					
<u>From Date</u>	<u>Cutoff Date</u>	<u># of Days</u>	<u>Pay Period</u>	<u>Pay Date</u>	<u>Verifications Due to Payroll</u>
June 11, 2020	July 8, 2020	21	07/01/20-07/31/20	July 24, 2020	July 17, 2020
July 9, 2019	August 7, 2020	22	08/01/20-08/31/20	August 25, 2020	August 18, 2020
August 10, 2020	September 7, 2020	21	09/01/20-09/30/20	September 25, 2020	September 18, 2020
September 8, 2020	October 6, 2020	21	10/01/20-10/31/20	October 23, 2020	October 16, 2020
October 7, 2020	November 5, 2020	22	11/1/20-11/30/20	November 25, 2020	November 18, 2020
November 6, 2020	December 4, 2020	21	12/1/20-12/31/20	December 22, 2020	December 15, 2020
December 7, 2020	January 5, 2021	22	01/01/21-01/31/21	January 25, 2021	January 18, 2021
January 9, 2021	February 5, 2021	22	02/01/21-02/28/21	February 25, 2021	February 18, 2021
February 8, 2021	March 9, 2021	22	03/01/21-03/31/21	March 25, 2021	March 18, 2021
March 10, 2021	April 8, 2021	22	04/01/21-04/30/21	April 23, 2021	April 16, 2021
April 9, 2021	May 10, 2021	22	05/01/21-05/31/21	May 25, 2021	May 18, 2021
May 11, 2021	June 9, 2021	22	06/01/21-06/30/21	June 25, 2021	June 18, 2021

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Ascension Parish School Board
School Calendar 2020-2021

Monday, August 3, 2020	Official Opening of School
Monday, August 3, 2020 & Tuesday, August 4, 2020	Professional Preparation Days
Wednesday, August 5, 2020	1st Day Students Attend
Friday, September 18, 2020	Staff Development (Student Holiday)
Friday, January 15, 2021	Staff Development (Student Holiday)
Wednesday, May 5, 2021	Last Day Seniors Attend
Friday, May 21, 2021	Last Day Students Attend
Monday, May 24, 2021	Official Closing of School

HOLIDAYS

Monday, September 7, 2020	Labor Day
Monday, October 12, 2020 & Tuesday, October 13, 2020	Fall Break
Tuesday, November 3, 2020	Election Day
Monday, November 23, 2020 - Friday, November 27, 2020	Thanksgiving Break
Monday, December 21, 2020 - Friday, January 1, 2021	Christmas Holidays
Monday, January 18, 2021	Dr. Martin Luther King, Jr.'s Birthday
Monday, February 15, 2021 – Wednesday, February 17, 2021	Mardi Gras Holidays
Friday, April 2, 2021 - Friday, April 9, 2021	Easter Holidays

GRADING PERIOD ENDINGS

Friday, October 7, 2020	1st Grading Period
Friday, December 18, 2020	2nd Grading Period
Friday, March 12, 2021	3rd Grading Period
Friday, May 21, 2021	4th Grading Period

HIGH SCHOOL GRADUATIONS

Wednesday, May 12, 2021	Dutchtown High School
Thursday, May 13, 2021	St. Amant High School
Friday, May 14, 2021	Donaldsonville High School
Friday, May 14, 2021	East Ascension High School

PARENT-TEACHER CONFERENCE DAYS (PRIMARY SCHOOLS)

Monday, October 19, 2020
Monday, March 22, 2021

Ascension Parish School Board
 Holiday Schedule for Twelve Month
 (260 Days) Employees 2020-2021

July 3, 6, 7, 2020	Independence Day
September 7, 2020	Labor Day
November 3, 2020	Election Day
November 25, 26, 27, 2020	Thanksgiving
December 23, 24, 25, 28, 29, 30, 31, 2020, January 1, 2021	Christmas
January 18, 2021	Rev. Martin Luther King Birthday
February 15, 16, 17, 2021	Mardi Gras
April 2, 5, 6, 2021	Easter
May 31, 2021	Memorial Day

24 Days Total

Holiday Schedule