

2021-2022 SALARY SCHEDULE

Approved July 13, 2021 | David Alexander, Superintendent





ASCENSION PUBLIC SCHOOLS 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
2021-2022 Salary Schedule
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Ascension Parish School Board
2021-2022 T-1 Salary Schedule
Teacher - 182 Days

Teachers, Band Directors ⁶, Coaches, ISSP Presiders, Parent Facilitators, SBLC/Reading Facilitators, Assistive Technology Facilitators, Nurses, Therapists, Audiologists ⁴, Special Needs Counselors, Curriculum Behavior Interventionists, Head Start Teachers, Occupational Therapist, Physical Therapist

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 ⁴	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	\$47,283	\$48,313	-	\$48,571	\$48,828	\$60,153	\$300	\$500	\$800
1	47,798	48,828	-	49,086	49,343	60,795	300	500	800
2	48,313	49,343	-	49,601	49,858	61,437	300	500	800
3	48,828	49,858	-	50,116	50,373	62,079	300	500	800
4	49,343	50,373	-	50,631	50,888	62,721	300	500	800
5	49,858	50,888	-	51,146	51,403	63,363	300	500	800
6	50,476	51,506	-	51,764	52,021	64,133	300	500	800
7	51,094	52,124	-	52,772	53,763	65,390	300	500	800
8	51,712	52,742	52,742	53,410	54,392	66,185	300	500	800
9	52,330	53,360	53,360	54,052	55,024	66,985	300	500	800
10	52,948	53,978	53,978	54,690	55,855	67,781	300	500	800
11	53,669	54,699	54,699	55,437	56,819	68,712	300	500	800
12	54,390	55,420	55,656	56,485	57,780	70,018	300	500	800
13	55,111	56,287	56,811	57,682	58,864	71,510	300	500	800
14	55,832	57,149	57,764	58,658	59,723	72,727	300	500	800
15	56,553	57,950	58,714	59,629	60,581	73,938	300	500	800
16	57,274	58,868	59,667	60,607	61,443	75,157	300	500	800
17	57,274	59,030	59,921	60,883	61,607	75,501	300	500	800
18	57,609	59,430	60,415	61,397	62,008	76,141	300	500	800
19	58,483	60,365	61,387	62,389	62,853	77,378	300	500	800
20	58,558	60,503	61,536	62,576	63,043	77,611	300	500	800
21	58,558	60,503	61,536	62,576	63,043	77,611	300	500	800
22	59,258	61,203	62,236	63,276	63,743	77,611	300	500	800
23	59,258	61,203	62,236	63,276	63,743	77,611	300	500	800
24	59,258	61,203	62,236	63,276	63,743	77,611	300	500	800
25	59,437	61,203	62,236	63,276	63,743	77,611	300	500	800
26	59,952	61,697	62,753	63,880	64,349	79,237	300	500	800
27	59,952	61,718	62,774	63,901	64,370	79,263	300	500	800
28	60,100	62,195	63,238	64,388	64,847	79,870	300	500	800
29	60,218	62,373	63,433	64,622	65,087	80,162	300	500	800
30	60,239	62,394	63,454	64,643	65,108	80,188	300	500	800
31	60,754	62,909	63,969	65,158	65,623	80,830	300	500	800
32	60,895	63,114	64,177	65,422	65,887	81,159	300	500	800
33	60,895	63,114	64,177	65,422	65,887	81,159	300	500	800
34	60,895	63,114	64,177	65,422	65,887	81,159	300	500	800
35	60,895	63,114	64,177	65,422	65,887	81,159	300	500	800
36	61,395	63,614	64,677	65,922	66,387	81,782	300	500	800
37	61,395	63,614	64,677	65,922	66,387	81,782	300	500	800
38	61,395	63,614	64,677	65,922	66,387	81,782	300	500	800
39	61,395	63,614	64,677	65,922	66,387	81,782	300	500	800
40	61,395	63,614	64,677	65,922	66,387	81,782	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, who work 260 days and are paid monthly on the 25th (except Donaldsonville Junior ROTC works 202 days).

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. 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.

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

6. High School Band Director's receive supplemental pays in addition to salary.

Ascension Parish School Board
2021-2022 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 ⁴	Level 4 Salary Specialist	Level 5 Salary Doctorate	SPS ² 5 Points and Above Growth	Effective Proficient ³	Highly Effective ³
0	\$ 49,684	\$ 50,770	\$ -	\$ 51,042	\$ 51,313	\$300	\$500	\$800
1	50,227	51,313	-	51,585	51,857	300	500	800
2	50,770	51,857	-	52,128	52,400	300	500	800
3	51,313	52,400	-	52,672	52,943	300	500	800
4	51,857	52,943	-	53,215	53,487	300	500	800
5	52,400	53,487	-	53,758	54,030	300	500	800
6	53,052	54,139	-	54,410	54,682	300	500	800
7	53,704	54,791	-	55,474	56,519	300	500	800
8	54,356	55,442	55,442	56,147	57,183	300	500	800
9	55,008	56,094	56,094	56,824	57,849	300	500	800
10	55,660	56,746	56,746	57,497	58,726	300	500	800
11	56,420	57,507	57,507	58,285	59,743	300	500	800
12	57,181	58,268	58,516	59,391	60,757	300	500	800
13	57,942	59,182	59,735	60,654	61,900	300	500	800
14	58,702	60,091	60,740	61,683	62,807	300	500	800
15	59,463	60,936	61,742	62,708	63,712	300	500	800
16	60,223	61,905	62,748	63,739	64,621	300	500	800
17	60,223	62,076	63,016	64,030	64,794	300	500	800
18	60,577	62,498	63,537	64,573	65,217	300	500	800
19	61,499	63,484	64,562	65,619	66,109	300	500	800
20	61,578	63,630	64,719	65,816	66,309	300	500	800
21	61,578	63,630	64,719	65,816	66,309	300	500	800
22	62,316	64,368	65,458	66,555	67,048	300	500	800
23	62,316	64,368	65,458	66,555	67,048	300	500	800
24	62,316	64,368	65,458	66,555	67,048	300	500	800
25	62,505	64,368	65,458	66,555	67,048	300	500	800
26	63,049	64,889	66,003	67,192	67,687	300	500	800
27	63,049	64,911	66,025	67,214	67,709	300	500	800
28	63,204	65,415	66,515	67,728	68,212	300	500	800
29	63,329	65,602	66,721	67,975	68,465	300	500	800
30	63,351	65,624	66,743	67,997	68,488	300	500	800
31	63,894	66,168	67,286	68,540	69,031	300	500	800
32	64,043	66,384	67,505	68,819	69,309	300	500	800
33	64,043	66,384	67,505	68,819	69,309	300	500	800
34	64,043	66,384	67,505	68,819	69,309	300	500	800
35	64,043	66,384	67,505	68,819	69,309	300	500	800
36	64,571	66,911	68,033	69,346	69,837	300	500	800
37	64,571	66,911	68,033	69,346	69,837	300	500	800
38	64,571	66,911	68,033	69,346	69,837	300	500	800
39	64,571	66,911	68,033	69,346	69,837	300	500	800
40	64,571	66,911	68,033	69,346	69,837	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 7/1/13**

Ascension Parish School Board
2021-2022 T-3 Salary Schedule
Teaching/Ancillary Certificate - 202 Days
Special Education Coordinators, School Nurse Coordinator ¹

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 ²	Level 4 Salary Specialist	Level 5 Salary Doctorate	SPS ² 5 Points and Above Growth	Effective Proficient ³	Highly Effective ³
0	\$ 52,084	\$ 53,227	\$ -	\$ 53,513	\$ 53,798	\$300	\$500	\$800
1	52,655	53,798	-	54,084	54,370	300	500	800
2	53,227	54,370	-	54,656	54,942	300	500	800
3	53,798	54,942	-	55,227	55,513	300	500	800
4	54,370	55,513	-	55,799	56,085	300	500	800
5	54,942	56,085	-	56,371	56,656	300	500	800
6	55,628	56,771	-	57,057	57,342	300	500	800
7	56,313	57,457	-	58,176	59,275	300	500	800
8	56,999	58,143	58,142	58,884	59,974	300	500	800
9	57,685	58,828	58,828	59,596	60,675	300	500	800
10	58,371	59,514	59,514	60,304	61,597	300	500	800
11	59,171	60,315	60,314	61,133	62,667	300	500	800
12	59,972	61,115	61,376	62,297	63,734	300	500	800
13	60,772	62,077	62,658	63,625	64,937	300	500	800
14	61,572	63,034	63,716	64,708	65,890	300	500	800
15	62,372	63,923	64,770	65,786	66,843	300	500	800
16	63,173	64,941	65,828	66,872	67,799	300	500	800
17	63,173	65,121	66,110	67,178	67,981	300	500	800
18	63,544	65,565	66,658	67,748	68,426	300	500	800
19	64,514	66,603	67,737	68,849	69,364	300	500	800
20	64,597	66,756	67,903	69,057	69,575	300	500	800
21	64,597	66,756	67,903	69,057	69,575	300	500	800
22	65,374	67,533	68,680	69,834	70,352	300	500	800
23	65,374	67,533	68,680	69,834	70,352	300	500	800
24	65,374	67,533	68,680	69,834	70,352	300	500	800
25	65,573	67,533	68,680	69,834	70,352	300	500	800
26	66,145	68,081	69,253	70,504	71,025	300	500	800
27	66,145	68,105	69,277	70,527	71,048	300	500	800
28	66,309	68,634	69,792	71,068	71,577	300	500	800
29	66,440	68,832	70,008	71,328	71,844	300	500	800
30	66,463	68,855	70,031	71,351	71,867	300	500	800
31	67,035	69,426	70,603	71,923	72,439	300	500	800
32	67,191	69,654	70,834	72,216	72,732	300	500	800
33	67,191	69,654	70,834	72,216	72,732	300	500	800
34	67,191	69,654	70,834	72,216	72,732	300	500	800
35	67,191	69,654	70,834	72,216	72,732	300	500	800
36	67,746	70,209	71,389	72,771	73,287	300	500	800
37	67,746	70,209	71,389	72,771	73,287	300	500	800
38	67,746	70,209	71,389	72,771	73,287	300	500	800
39	67,746	70,209	71,389	72,771	73,287	300	500	800
40	67,746	70,209	71,389	72,771	73,287	300	500	800

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 7/1/2013

Ascension Parish School Board
2021-2022 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 ⁴	Level 4 Salary Specialist	Level 5 Salary Doctorate	SPS ² 5 Points and Above Growth	Effective Proficient ³	Highly Effective ³
0	\$ 54,617	\$ 55,647	\$ -	\$ 55,904	\$ 56,162	\$300	\$500	\$800
1	55,132	56,162	-	56,419	56,677	300	500	800
2	55,647	56,677	-	56,934	57,192	300	500	800
3	56,162	57,192	-	57,449	57,707	300	500	800
4	56,677	57,707	-	57,964	58,222	300	500	800
5	57,192	58,222	-	58,479	58,737	300	500	800
6	57,810	58,840	-	59,097	59,792	300	500	800
7	58,428	59,458	-	60,690	62,015	300	500	800
8	59,046	60,076	60,536	61,510	62,817	300	500	800
9	59,819	60,843	61,329	62,332	63,628	300	500	800
10	60,568	61,648	62,118	63,149	64,701	300	500	800
11	61,477	62,559	63,012	64,077	65,920	300	500	800
12	62,357	63,737	64,303	65,407	67,133	300	500	800
13	63,436	65,110	65,808	66,969	68,543	300	500	800
14	64,215	66,225	67,045	68,237	69,656	300	500	800
15	64,992	67,261	68,280	69,498	70,767	300	500	800
16	66,080	68,450	69,515	70,769	71,883	300	500	800
17	66,464	68,865	70,053	71,335	72,301	300	500	800
18	67,202	69,632	70,945	72,254	73,068	300	500	800
19	68,368	70,877	72,241	73,576	74,194	300	500	800
20	68,702	71,295	72,671	74,259	74,682	300	500	800
21	68,702	71,295	72,671	74,259	74,682	300	500	800
22	69,402	71,995	73,371	74,759	75,382	300	500	800
23	69,402	71,995	73,371	74,759	75,382	300	500	800
24	69,402	71,995	73,371	74,759	75,382	300	500	800
25	69,575	72,250	73,642	75,086	76,711	300	500	800
26	69,575	72,250	73,642	76,112	76,737	300	500	800
27	70,461	73,221	74,631	76,133	76,758	300	500	800
28	71,065	74,258	75,250	76,783	77,394	300	500	800
29	71,461	74,336	75,749	77,336	77,954	300	500	800
30	71,482	74,357	75,770	77,357	77,975	300	500	800
31	71,997	74,872	76,285	77,872	78,490	300	500	800
32	72,428	75,386	76,804	78,464	79,082	300	500	800
33	72,428	75,386	76,804	78,464	79,082	300	500	800
34	72,428	75,386	76,804	78,464	79,082	300	500	800
35	72,428	75,386	76,804	78,464	79,082	300	500	800
36	72,733	75,886	77,304	78,964	79,582	300	500	800
37	72,733	75,886	77,304	78,964	79,582	300	500	800
38	72,733	75,886	77,304	78,964	79,582	300	500	800
39	72,733	75,886	77,304	78,964	79,582	300	500	800
40	72,733	75,886	77,304	78,964	79,582	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 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 7/1/13.

Ascension Parish School Board
2021-2022 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 ⁴	Level 4 Salary Specialist	Level 5 Salary Doctorate
0	\$ 52,769	\$ 53,799		\$ 54,057	\$ 54,314
1	53,284	54,314		54,572	54,829
2	53,799	54,829		55,087	55,344
3	54,314	55,344		55,602	55,859
4	54,829	55,859		56,117	56,374
5	55,344	56,374		56,632	56,889
6	55,962	56,992		57,250	57,686
7	56,580	57,610		58,589	59,846
8	57,198	58,228	58,430	59,360	60,606
9	57,918	58,846	59,185	60,136	61,372
10	58,639	59,579	59,932	60,904	62,401
11	59,501	60,446	60,786	61,783	63,576
12	60,346	61,580	62,036	63,068	64,745
13	61,313	62,833	63,037	64,508	66,035
14	62,055	63,905	64,623	65,725	67,104
15	62,795	64,915	65,818	66,941	68,171
16	63,847	66,041	67,014	68,165	69,242
17	64,194	66,412	67,511	68,681	69,615
18	64,782	67,020	68,250	69,439	70,225
19	65,872	68,184	69,465	70,673	71,268
20	66,169	68,556	69,856	71,110	71,710
21	66,169	68,556	69,856	71,110	71,710
22	66,169	68,556	69,856	71,110	71,710
23	66,169	68,611	69,932	71,235	71,841
24	66,170	68,632	69,953	71,256	71,862
25	66,870	69,332	70,653	71,956	72,562
26	67,700	70,241	71,581	72,934	73,544
27	67,721	70,262	71,602	72,955	73,565
28	68,173	70,739	72,065	73,442	74,042
29	68,532	71,172	72,526	73,948	74,559
30	68,553	71,193	72,547	73,969	74,580
31	69,068	71,708	73,242	74,484	75,095
32	69,461	72,178	73,542	75,028	75,642
33	69,461	72,178	73,542	75,028	75,642
34	69,461	72,178	73,542	75,028	75,642
35	69,461	72,178	73,542	75,028	75,642
36	69,961	72,678	74,042	75,528	76,142
37	69,961	72,678	74,042	75,528	76,142
38	69,961	72,678	74,042	75,528	76,142
39	69,961	72,678	74,042	75,528	76,142
40	69,961	72,678	74,042	75,528	76,142

All work 202 days 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
2021-2022 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 (\$61,203).

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	\$69,159	\$70,995	\$72,220	\$75,280	\$82,012	\$84,460	\$86,296	\$89,356	\$90,580	\$97,313	\$102,821	\$106,493
1	69,771	71,608	72,832	75,892	82,624	85,072	86,908	89,968	91,192	97,925	103,433	107,105
2	70,383	72,832	73,444	77,116	83,848	86,296	87,520	90,580	91,805	98,537	104,046	108,329
3	71,608	73,444	74,668	77,728	84,460	86,908	88,744	91,805	93,029	99,149	104,657	108,941
4	72,220	74,668	75,280	78,952	85,072	87,520	89,356	92,417	93,641	100,373	105,269	109,553
5	72,832	75,280	75,892	79,564	85,684	88,132	89,968	93,029	94,865	100,985	105,881	110,777
6	73,444	75,892	77,116	80,176	86,908	89,356	90,580	93,641	95,477	101,597	106,493	111,389
7	74,668	77,116	77,728	81,400	87,520	89,968	91,805	94,865	96,089	102,209	107,106	112,001
8	75,280	77,728	78,340	82,012	88,132	90,580	92,417	95,477	97,313	102,821	107,718	112,614
9	75,892	78,340	79,564	82,624	89,356	91,805	93,029	96,089	97,925	104,045	108,329	113,838
10	77,116	78,952	80,176	83,236	89,968	92,417	94,253	97,313	98,537	104,657	108,941	114,450
11	77,728	79,564	80,788	83,848	90,580	93,029	94,865	97,925	99,149	105,269	109,553	115,062
12	78,340	80,176	81,400	84,460	91,192	93,641	95,477	98,537	99,761	105,881	110,778	115,674
13	78,952	80,788	82,012	85,072	91,805	94,253	96,089	99,149	100,373	106,493	111,390	116,286
14	79,564	81,400	82,624	85,684	92,417	94,865	96,701	99,761	100,985	107,105	112,002	116,898
15	80,176	82,012	83,236	86,296	93,029	95,477	97,313	100,373	101,597	107,717	112,613	117,510
16	80,788	82,624	83,848	86,908	93,641	96,089	97,925	100,985	102,209	108,329	113,837	118,122
17	81,400	83,236	84,460	87,520	94,253	96,701	98,537	101,597	102,821	108,941	114,450	118,734
18	82,012	83,848	85,072	88,132	94,865	97,313	99,149	102,209	103,433	109,553	115,062	119,346
19	82,624	84,460	85,684	88,744	95,477	97,925	99,761	102,821	104,045	110,165	115,674	119,958
20	83,236	85,072	86,296	89,356	96,089	98,537	100,373	103,433	104,657	110,777	116,285	120,570

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

All Assistant Principals (L-1 - L-4) work 202 days starting in July (1st paycheck is in August) and are paid monthly on the 25th
All other positions (L-5 - L-10) work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th.

Ascension Parish School Board
2021-2022 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 7/1/13. 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 L-10) 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
2021-2022 Salary Schedule
Clerical

EXP	1	2	3	4	5	6	7	8
0	\$19,930	\$21,205	\$22,055	\$23,240	\$28,432	\$29,972	\$37,156	\$47,104
1	20,146	21,435	22,295	23,480	28,744	30,284	37,696	47,670
2	20,375	21,680	22,550	23,735	29,075	30,616	38,246	48,248
3	20,618	21,939	22,820	23,990	29,426	30,947	38,807	48,837
4	20,875	22,213	23,105	24,230	29,797	31,259	39,380	49,439
5	21,064	22,414	23,315	24,500	30,070	31,610	39,964	50,051
6	21,590	22,976	23,900	25,070	30,830	32,351	40,665	50,788
7	21,793	23,192	24,125	25,310	31,123	32,663	41,273	51,426
8	22,036	23,451	24,395	25,565	31,474	32,995	41,893	52,077
9	22,306	23,739	24,695	25,835	31,864	33,346	42,524	52,741
10	22,549	23,998	24,965	26,075	32,215	33,658	43,168	53,416
11	23,156	24,646	25,640	26,675	33,092	34,438	43,934	54,221
12	23,156	24,646	25,640	26,675	33,092	34,438	43,934	54,221
13	23,588	25,107	26,120	27,155	33,716	35,062	44,604	54,924
14	23,588	25,107	26,120	27,155	33,716	35,062	44,604	54,924
15	23,588	25,107	26,120	27,155	33,716	35,062	44,604	54,924
16	24,128	25,683	26,720	27,755	34,496	35,842	45,273	55,627
17	24,128	25,683	26,720	27,755	34,496	35,842	45,273	55,627
18	24,128	25,683	26,720	27,755	34,496	35,842	45,273	55,627
19	24,560	26,144	27,200	28,235	35,120	36,466	45,273	55,627
20	24,560	26,144	27,200	28,235	35,120	36,466	45,273	55,627
21	24,992	26,605	27,680	28,715	35,744	37,090	45,943	56,330
22	24,992	26,605	27,680	28,715	35,744	37,090	45,943	56,330
23	24,992	26,605	27,680	28,715	35,744	37,090	45,943	56,330
24	25,424	27,066	28,160	29,195	36,368	37,714	46,612	57,033
25	25,424	27,066	28,160	29,195	36,368	37,714	46,612	57,033
26	25,424	27,066	28,160	29,195	36,368	37,714	46,612	57,033
27	25,856	27,526	28,640	29,690	36,992	38,357	47,282	57,736
28	25,856	27,526	28,640	29,690	36,992	38,357	47,282	57,736
29	25,856	27,526	28,640	29,690	36,992	38,357	47,282	57,736
30	25,856	27,526	28,640	29,690	36,992	38,357	47,282	57,736

OA-180-1	School B Secretary ¹
OA-192-2	Counselor's Aide, Registration Clerk ²
OA-200-3	10 -month Secretary, Special Ed Secretary, Substance Abuse Secretary ³
AA1-200-4	Head Start Secretary, School A Secretary ³
OA-260-5	12-month Receptionist, Accounting Clerk, Accounts Payable Clerk, Central Office Secretary, Human Resources Clerk, Maintenance Secretary, Parts Clerk, Payroll Clerk, School Food Service Secretary, Transportation Secretary ⁴
AA1-260-6	Director's Secretary, High School A Secretary ⁴
AA3-260-7	Lead Retirement Clerk, Title 1 and Special Ed Secretary ⁴
AA4-260-8	Board Secretary ⁴

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
2021-2022 Salary Schedule
Other Administrative Positions

EXP	1	3	6	7	8	9	11	12
0	\$28,555	\$30,125	\$36,767	\$37,156	\$48,904	\$52,287	\$60,750	\$69,332
1	28,897	30,594	37,368	37,696	49,470	52,828	61,312	69,872
2	29,242	31,062	37,968	38,246	50,048	53,369	61,874	70,413
3	29,618	31,531	38,568	38,807	50,637	53,909	62,437	70,954
4	29,995	32,000	39,168	39,380	51,239	54,450	62,999	71,495
5	30,367	32,468	39,769	39,964	51,851	54,991	63,561	72,035
6	31,151	32,937	40,369	40,665	52,588	55,532	64,124	72,576
7	31,523	33,406	40,969	41,273	53,226	56,072	64,686	73,117
8	31,898	33,874	41,569	41,893	53,877	56,613	65,249	73,658
9	32,276	34,343	42,170	42,524	54,541	57,154	65,811	74,198
10	32,647	34,812	42,770	43,168	55,216	57,695	66,373	74,739
11	33,448	35,280	43,370	43,934	56,021	58,235	66,936	75,280
12	34,104	35,749	43,970	44,604	56,724	58,776	67,498	75,821
13	34,104	35,749	43,970	44,604	56,724	58,776	67,498	75,821
14	34,104	35,749	43,970	44,604	56,724	58,776	67,498	75,821
15	34,104	35,749	43,970	44,604	56,724	58,776	67,498	75,821
16	34,760	36,217	44,571	45,273	57,427	59,317	68,060	76,361
17	34,760	36,217	44,571	45,273	57,427	59,317	68,060	76,361
18	34,760	36,217	44,571	45,273	57,427	59,317	68,060	76,361
19	34,760	36,217	44,571	45,273	57,427	59,317	68,060	76,361
20	34,760	36,217	44,571	45,273	57,427	59,317	68,060	76,361
21	35,131	36,686	45,171	45,943	58,130	59,858	68,623	76,902
22	35,131	36,686	45,171	45,943	58,130	59,858	68,623	76,902
23	35,131	36,686	45,171	45,943	58,130	59,858	68,623	76,902
24	35,502	37,155	45,771	46,612	58,833	60,398	69,185	77,443
25	35,502	37,155	45,771	46,612	58,833	60,398	69,185	77,443
26	35,502	37,155	45,771	46,612	58,833	60,398	69,185	77,443
27	35,872	37,623	46,371	47,282	59,536	60,939	69,748	77,984
28	35,872	37,623	46,371	47,282	59,536	60,939	69,748	77,984
29	35,872	37,623	46,371	47,282	59,536	60,939	69,748	77,984
30	35,872	37,623	46,371	47,282	59,536	60,939	69,748	77,984

- ADM-1** Buyer/Expeditor
ADM-3 Truancy Interventionist
ADM-6 Student Information System Coordinator, Safe and Drug Free Schools Facilitator
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 Safe and Drug Free Schools Facilitator works 202 days starting in July (1st paycheck is in August) and is paid monthly on the 25th.

Ascension Parish School Board
2021-2022 Salary Schedule
Para-professionals (Aides)

EXP	1	3	4	5
0	\$16,232	\$19,561	\$20,591	\$20,865
1	16,405	19,734	20,764	21,038
2	16,576	19,905	20,935	21,209
3	16,749	20,078	21,108	21,382
4	16,920	20,249	21,279	21,553
5	17,093	20,421	21,451	21,725
6	17,495	20,823	21,853	22,127
7	17,790	21,118	22,148	22,422
8	18,084	21,413	22,443	22,717
9	18,379	21,707	22,737	23,011
10	18,673	22,001	23,031	23,305
11	18,968	22,296	23,326	23,600
12	18,968	22,296	23,326	23,600
13	18,968	22,296	23,326	23,600
14	18,968	22,296	23,326	23,600
15	18,968	22,296	23,326	23,600
16	19,263	22,591	23,621	23,895
17	19,263	22,591	23,621	23,895
18	19,263	22,591	23,621	23,895
19	19,263	22,591	23,621	23,895
20	19,263	22,591	23,621	23,895
21	19,557	22,885	23,915	24,189
22	19,557	22,885	23,915	24,189
23	19,557	22,885	23,915	24,189
24	19,852	23,180	24,210	24,484
25	19,852	23,180	24,210	24,484
26	19,852	23,180	24,210	24,484
27	20,146	23,474	24,504	24,778
28	20,146	23,474	24,504	24,778
29	20,146	23,474	24,504	24,778
30	20,146	23,474	24,504	24,778

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 Transliterater 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
2021-2022 Salary Schedule
Child Nutrition Programs

EXP	1	2	3	4	5.1	5.2	5.3	6
0	\$10,548	\$19,297	\$19,878	\$21,254	\$26,300	\$26,996	\$27,691	\$47,104
1	10,548	19,297	20,166	21,254	\$26,955	\$27,668	\$28,381	47,670
2	10,548	19,297	20,242	21,254	\$26,955	\$27,668	\$28,381	48,248
3	10,591	19,381	20,317	21,451	\$27,174	\$27,893	\$28,612	48,837
4	10,591	19,381	20,396	21,451	\$27,174	\$27,893	\$28,612	49,439
5	10,633	19,466	20,778	21,650	\$27,391	\$28,117	\$28,842	50,051
6	10,767	19,733	21,067	21,918	\$27,686	\$28,419	\$29,153	50,788
7	10,866	19,931	21,274	22,145	\$27,937	\$28,677	\$29,417	51,426
8	10,866	19,931	21,479	22,145	\$27,937	\$28,677	\$29,417	52,077
9	10,866	19,931	21,686	22,145	\$27,937	\$28,677	\$29,417	52,741
10	10,950	20,100	21,893	22,442	\$28,264	\$29,013	\$29,762	53,416
11	11,004	20,207	21,976	22,549	\$28,381	\$29,134	\$29,886	54,221
12	11,004	20,207	21,976	22,549	\$28,381	\$29,134	\$29,886	54,924
13	11,111	20,421	22,183	22,764	\$28,652	\$29,412	\$30,171	54,924
14	11,111	20,421	22,183	22,764	\$28,652	\$29,412	\$30,171	54,924
15	11,218	20,636	22,390	22,978	\$28,924	\$29,691	\$30,458	54,924
16	11,325	20,850	22,597	23,192	\$29,194	\$29,969	\$30,743	55,627
17	11,325	20,850	22,597	23,192	\$29,194	\$29,969	\$30,743	55,627
18	11,325	20,850	22,597	23,192	\$29,194	\$29,969	\$30,743	55,627
19	11,325	20,850	22,597	23,192	\$29,194	\$29,969	\$30,743	55,627
20	11,325	20,850	22,597	23,192	\$29,194	\$29,969	\$30,743	55,627
21	11,432	21,064	22,804	23,406	\$29,465	\$30,247	\$31,028	56,330
22	11,432	21,064	22,804	23,406	\$29,465	\$30,247	\$31,028	56,330
23	11,432	21,064	22,804	23,406	\$29,465	\$30,247	\$31,028	56,330
24	11,539	21,278	23,011	23,621	\$29,736	\$30,525	\$31,314	57,033
25	11,539	21,278	23,011	23,621	\$29,736	\$30,525	\$31,314	57,033
26	11,539	21,278	23,011	23,621	\$29,736	\$30,525	\$31,314	57,033
27	11,646	21,493	23,218	23,835	\$30,006	\$30,803	\$31,599	57,736
28	11,646	21,493	23,218	23,835	\$30,006	\$30,803	\$31,599	57,736
29	11,646	21,493	23,218	23,835	\$30,006	\$30,803	\$31,599	57,736
30	11,646	21,493	23,218	23,835	\$30,006	\$30,803	\$31,599	57,736

CN-1 Part-time Technicians (3.5 hrs)

CN-2 Full-time Technicians

CN-3 Food Porters

CN-4 Satellite Managers ¹, Assistant Cafeteria Managers

CN-5.1 Primary School Managers ^{1,3}

CN-5.2 Middle ^{1,3}, K-8 ^{1,3}, and Combined School Managers ^{1,3}

CN-5.3 High School Managers ^{1,3}

CN-6 Area Manager ²

Work 180 days starting in August (1st paycheck is in September) and are paid monthly on the 15th except:

1. Managers work 185 days starting in August (1st paycheck is in September) and are paid monthly on the 15th.
2. Area Managers work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th.
3. Supplements for Cafeteria Managers (based on average daily participation for the Spring semester):

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

Ascension Parish School Board
2021-2022 Salary Schedule
Maintenance, Custodians, Bus Drivers

EXP	TRS	MNT								
	1	1	2	3	5	6	7	8	9	10
0	\$19,659	\$23,950	\$25,044	\$26,138	\$28,709	\$33,440	\$35,769	\$38,983	\$47,104	\$50,487
1	19,889	24,206	25,225	26,245	29,047	34,004	36,305	39,519	47,670	51,028
2	20,119	24,409	25,376	26,343	29,476	34,533	36,841	40,054	48,248	51,569
3	20,347	24,607	25,539	26,441	29,905	35,062	37,376	40,590	48,837	52,109
4	20,577	24,867	25,704	26,542	30,333	35,589	37,912	41,125	49,439	52,650
5	20,806	25,096	26,066	27,067	30,762	36,117	38,447	41,661	50,051	53,191
6	21,180	25,470	26,468	27,466	31,190	36,619	38,983	42,197	50,788	53,732
7	21,448	25,738	26,763	27,787	31,522	37,016	39,519	42,632	51,426	54,272
8	21,716	26,006	27,057	28,108	31,833	37,411	40,054	43,268	52,077	54,813
9	21,984	26,275	27,352	28,430	32,154	37,807	40,590	43,803	52,741	55,354
10	22,252	26,544	27,648	28,751	32,475	38,202	41,125	44,339	53,416	55,895
11	22,519	26,813	27,943	29,072	32,797	38,598	41,661	44,875	54,221	56,435
12	22,519	26,813	27,943	29,072	32,797	38,598	41,661	44,875	54,924	56,976
13	22,519	26,813	27,943	29,072	32,797	38,598	41,661	44,875	54,924	56,976
14	22,519	26,813	27,943	29,072	32,797	38,598	41,661	44,875	54,924	56,976
15	22,519	26,813	27,943	29,072	32,797	38,598	41,661	44,875	54,924	56,976
16	22,697	27,081	28,239	29,394	33,118	38,993	42,197	45,410	55,627	57,517
17	22,697	27,081	28,239	29,394	33,118	38,993	42,197	45,410	55,627	57,517
18	22,697	27,081	28,239	29,394	33,118	38,993	42,197	45,410	55,627	57,517
19	22,697	27,081	28,239	29,394	33,118	38,993	42,197	45,410	55,627	57,517
20	22,697	27,081	28,239	29,394	33,118	38,993	42,197	45,410	55,627	57,517
21	23,055	27,350	28,535	29,715	33,440	39,389	42,732	45,946	56,330	58,058
22	23,055	27,350	28,535	29,715	33,440	39,389	42,732	45,946	56,330	58,058
23	23,055	27,350	28,535	29,715	33,440	39,389	42,732	45,946	56,330	58,058
24	23,323	27,619	28,830	30,036	33,761	39,784	43,268	46,481	57,033	58,598
25	23,323	27,619	28,830	30,036	33,761	39,784	43,268	46,481	57,033	58,598
26	23,323	27,619	28,830	30,036	33,761	39,784	43,268	46,481	57,033	58,598
27	23,591	27,888	29,126	30,358	34,082	40,180	43,803	47,017	57,736	59,139
28	23,591	27,888	29,126	30,358	34,082	40,180	43,803	47,017	57,736	59,139
29	23,591	27,888	29,126	30,358	34,082	40,180	43,803	47,017	57,736	59,139
30	23,591	27,888	29,126	30,358	34,082	40,180	43,803	47,017	57,736	59,139

TRS-1 Bus Driver
MNT-1 Custodian, Helper
MNT-2 Warehouseman I

MNT-6 Facility Manager (Middle School)
MNT-7 Facility Manager (High School)
MNT-8 Carpenter, Electrician, Facility Assistant Foreman, HVAC Technician, Painter, Plumber, Vehicle Mechanic

MNT-3 Head Custodian, Maintenance Helper II, Warehouseman II

MNT-9 Certified Grounds Maintenance Foreman, Facility Foreman, Maintenance Assistant Foreman, Material Control Coordinator, Vehicle Mechanic Shop Foreman

MNT-5 Facility Manager (Primary School)

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.

Lead Custodian Stipend: \$1,500
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
2021-2022 Salary Schedule
Head Start Program

EXP	2	3	4	5	6	7	8	9
0	19,687	20,165	20,828	21,391	21,515	25,537	27,994	29,687
1	19,879	20,165	21,020	21,391	21,515	25,537	27,994	29,687
2	20,068	20,165	21,209	21,391	21,515	25,537	27,994	29,687
3	20,260	21,564	21,402	23,035	23,181	27,994	30,748	32,751
4	20,449	21,564	21,591	23,035	23,181	27,994	30,748	32,751
5	20,640	21,564	21,782	23,035	23,181	27,994	30,748	32,751
6	21,085	21,564	22,227	23,035	23,181	27,994	30,748	32,751
7	21,413	21,564	22,554	23,035	23,181	27,994	30,748	32,751
8	21,740	21,845	22,881	23,035	23,181	27,994	30,748	32,751
9	22,065	22,128	23,207	23,334	23,483	27,994	30,748	32,751
10	22,392	22,416	23,532	23,638	23,788	27,994	30,748	32,751
11	22,719	23,035	23,859	24,407	24,554	31,059	33,710	35,816
12	22,719	23,035	23,859	24,407	24,554	31,059	33,710	35,816
13	22,719	23,035	23,859	24,407	24,554	31,059	33,710	35,816
14	22,719	23,035	23,859	24,407	24,554	31,059	33,710	35,816
15	22,719	23,035	23,859	24,407	24,554	31,059	33,710	35,816
16	23,045	23,334	24,187	24,407	24,554	31,059	33,710	35,816
17	23,045	23,334	24,187	24,407	24,554	31,059	33,710	35,816
18	23,045	23,334	24,187	24,407	24,554	31,059	33,710	35,816
19	23,045	23,334	24,187	24,407	24,554	31,059	33,710	35,816
20	23,045	23,334	24,187	24,407	24,554	31,059	33,710	35,816
21	23,372	24,179	24,512	25,780	25,829	34,123	37,192	38,880
22	23,372	24,179	24,512	25,780	25,829	34,123	37,192	38,880
23	23,674	24,494	24,512	26,115	26,165	34,566	37,675	39,192
24	23,698	24,812	24,839	26,455	26,505	35,018	38,166	39,703
25	23,698	24,812	24,839	26,455	26,505	35,018	38,166	39,703
26	23,698	24,812	24,839	26,455	26,505	35,018	38,166	39,703
27	24,024	25,134	25,166	26,798	26,851	35,472	38,661	40,217
28	24,024	25,134	25,166	26,798	26,851	35,472	38,661	40,217
29	24,024	25,134	25,166	26,798	26,851	35,472	38,661	40,217
30	24,024	25,134	25,166	26,798	26,851	35,472	38,661	40,217

- 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

Ascension Parish School Board
2021-2022 Salary Schedule
Head Start Program

Notes:

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.

The Head Start Mental Health 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.

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

Ascension Parish School Board
2021-2022 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 itinerant 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	7.00%
Assistant Football Coach	15th	5.00%
Coach - Basketball	15th	6.00%
Coach - Soccer, Track, Volleyball	15th	4.00%
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
2021-2022 Salary Schedule
Annual Supplemental Pay for Coaches and Band Directors

Pay Date	Sport Coaching	Emp. Category
25	High school football, volleyball, and head basketball	Aug-July (8/7)
25	Athletic Director, Assistant Athletic Director	Aug-July (8/7)
15	All other coaches (except CECP coaches)	Sept-Aug (9/8)

Note: these rates are maximums allowed by the School Board; principals determine the rates. The rate X the number of coaches allowed per the School Board is the salary maximum for coaches. (i.e. 2 coaches at 8% each = a total of 16%). The principal can authorize the number of coaches are rates, but not to exceed that combined maximum.

Ascension Parish School Board
2021-2022 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
2021-2022 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 (\$47,283). 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	\$4,728	February - May	15th
Baseball - Assistant	3,783	February - May	15th
Basketball - Head	4,728	November - March	25th
Basketball - Assistant	3,783	November - March	15th
Cross Country	2,364	September - December	15th
Football - Head	9,457	August - December	25th
Football - Assistant	3,783	August - December	25th
Golf	2,364	February - May	15th
Gymnastics	See Note	February - May	15th
Soccer - Head	4,728	November - March	15th
Soccer - Assistant	3,783	November - March	15th
Softball - Head	4,728	February - May	15th
Softball - Assistant	3,783	February - May	15th
Swimming	2,364	September - December	15th
Tennis	2,364	February - May	15th
Track- Head	4,728	February - May	15th
Track- Assistant	3,783	February - May	15th
Volleyball - Head	4,728	August - December	25th
Volleyball - Assistant	3,783	August - December	25th
Wrestling - Head	4,728	November - March	15th
Wrestling - Assistant	3,783	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	\$2,837	November - March	15th
Football - Assistant	2,364	September - December	15th
Football - Head	3,310	September - December	15th
Soccer	1,891	November - March	15th
Track	1,891	February - May	15th
Volleyball	1,891	September - December	15th

Ascension Parish School Board
2021-2022 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	Official Opening of School (Aug. 5, 2021)-Official Closing of School (May 25, 2022) (2 days less than teachers-usually the Staff Development Days, but can be substituted at the discretion of the Principal/Supervisor)
182	Official Opening of School (Aug. 5, 2021)-Official Closing of School (May 25, 2022) Teachers report 3 days before and 1 day after students
185	5 days before the Official Start of School (July 29, 2021)-Official Closing of School (May 25, 2022)
192	5 days before the Official Start of School (July 29, 2021)-5 days after the Official Closing of School (June 2, 2022)
200	10 days before the Official Start of School (July 22, 2021)-10 days after the Official Closing of School (June 9, 2022)
202	10 days before the Official Start of School (July 22, 2021)-10 days after the Official Closing of School (June 9, 2022) + (2) Staff Development Days
260	12-month employees (July 1, 2021-June 30, 2022) see 12-month employee holiday schedule for paid 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 before 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
2021-2022 Salary Schedule

BENEFITS DEDUCTIONS SCHEDULE ¹

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%	lsers.net
	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%	trsl.org
	Employer Rate	25.20%	
	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%	lasersonline.org
	Employer Rate	39.50%	
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 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
2021-2022 Salary Schedule

BENEFITS DEDUCTIONS SCHEDULE ¹

Taxation

W-2 Box #, Code	Payroll Deduction	Subject to Tax?		Cafet Plan	IRS Publication 15
		Income ²	Medicare		
14, RET	Retirement ³	No	No	No	
14, INS	Health, dental, vision insurance	No	No	Yes	
	Combined Accident insurance ⁴	No	No	Yes	
14, FSA	Health flex spending account (FSA)	No	No	Yes	
12	Dependent care	No	No	Yes	
14, INS	Loyal American cancer insurance ⁴	No	No	Yes	
14, E	403(b) Annuity	No	Yes	No	IRS Publication 571
14, BB	403(b) Roth annuity	Yes	Yes	No	IRS Publication 571
14, G	457(b) Deferred Compensation	No	Yes		
14, EE	457(b) Roth	Yes	Yes		
	Unum Whole Life ⁴	Yes	Yes	No	
	Loyal American critical illness ins. ⁴	Yes	Yes	No	
	Professional Organization Dues	Yes	Yes	No	
	United Way	Yes	Yes	No	
	Garnishments, child support ⁵	Yes	Yes	No	
	LifeLock	Yes	Yes	No	
	Life and Disability	Yes	Yes		
	The Hartford Transamerica	Yes	Yes		
	Standard Insurance	Yes	Yes		
Included in Sec. 125	Health, dental, and vision insurance				
Cafeteria Plan	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. These are grandfathered insurance policies
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, 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 for the new position 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 July 1, 2021

Ascension Parish School Board
2021-2022
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, 2021	August 31, 2021	19	142.5	September 15, 2021	September 8, 2021
September 1, 2021	September 30, 2021	21	157.5	October 15, 2021	October 8, 2021
October 1, 2021	October 31, 2021	19	142.5	November 15, 2021	November 8, 2021
November 1, 2021	November 30, 2021	17	127.5	December 15, 2021	December 8, 2021
December 1, 2021	December 31, 2021	15	112.5	January 14, 2022	January 7, 2022
January 1, 2022	January 31, 2022	18	135	February 15, 2022	February 8, 2022
February 1, 2022	February 28, 2022	19	142.5	March 15, 2022	March 8, 2022
March 1, 2022	March 31, 2022	21	157.5	April 14, 2022	April 7, 2022
April 1, 2022	April 30, 2022	15	112.5	May 13, 2022	May 6, 2022
May 1, 2022	May 31, 2022	18	135	June 15, 2022	June 8, 2022
		182	1365		

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

<u>From Date</u>	<u>Cutoff Date</u>	<u># of Days (Leaves)</u>	<u># of hrs-7.5</u>	<u># of hrs-8</u>	<u>Pay Date</u>
June 10, 2021	July 8, 2021	21	157.5	168	July 23, 2021
July 9, 2021	August 8, 2021	21	157.5	168	August 25, 2021
August 9, 2021	September 7, 2021	22	165.0	176	September 24, 2021
September 8, 2021	October 6, 2021	21	157.5	168	October 25, 2021
October 7, 2021	November 7, 2021	22	165.0	176	November 23, 2021
November 8, 2021	December 6, 2021	21	157.5	168	December 21, 2021
December 7, 2021	January 5, 2022	22	165.0	176	January 25, 2022
January 6, 2022	February 6, 2022	22	165.0	176	February 25, 2022
February 7, 2022	March 8, 2022	22	165.0	176	March 25, 2022
March 9, 2022	April 7, 2022	22	165.0	176	April 25, 2022
April 8, 2022	May 8, 2022	22	165.0	176	May 25, 2022
May 9, 2022	June 7, 2022	22	165.0	176	June 24, 2022
		260	1950	2080	
		499			

Ascension Parish School Board
School Calendar
2021-2022

Thursday, August 5, 2021	Official Opening of School
Thursday - Monday, August 5 - 9, 2021	Professional Preparation Days
Tuesday, August 10, 2021	1st Day Students Attend
Friday, September 17, 2021	Staff Development (Student Holiday)
Friday, January 14, 2022	Staff Development (Student Holiday)
Wednesday, May 4, 2022	Last Day Seniors Attend
Tuesday, May 24, 2022	Last Day Students Attend
Wednesday, May 25, 2022	Official Closing of School

HOLIDAYS

Monday, September 6, 2021	Labor Day
Friday & Monday, October 8 & 11, 2021	Fall Break
Monday - Friday, November 22 - 26, 2021	Thanksgiving Break
Wednesday - Tuesday, December 22, 2021 - January 4, 2022	Christmas Holidays
Monday, January 17, 2022	Dr. Martin Luther King, Jr.'s Birthday
Monday - Wednesday, February 28 - March 2, 2022	Mardi Gras Holidays
Friday - Friday, April 15 - 22, 2022	Easter Holidays

GRADING PERIOD ENDINGS

Thursday, October 7, 2021	1 st Grading Period
Tuesday, December 21, 2021	2 nd Grading Period
Monday, March 14, 2022	3 rd Grading Period
Tuesday, May 24, 2022	4 th Grading Period

HIGH SCHOOL GRADUATIONS

Wednesday, May 11, 2022	East Ascension High School
Thursday, May 12, 2022	Dutchtown High School
Friday, May 13, 2022	Donaldsonville High School
Friday, May 13, 2022	St. Amant High School

PARENT-TEACHER CONFERENCE DAYS (PRIMARY SCHOOLS)

Monday, October 18, 2021
Monday, March 21, 2022

Ascension Parish School Board
Holiday Schedule for Twelve Month (260 Days) Employees
2021-2022

July 2, 5, 6, 2021	Independence Day
September 6, 2021	Labor Day
November 24, 25, 26, 2021	Thanksgiving
December 22, 23, 24, 27, 28, 29, 30,31, 2021,	Christmas
January 17, 2022	Rev. Martin Luther King Birthday
February 28, 2022, March 1, 2, 2022,	Mardi Gras
April 15, 18, 19, 2022	Easter
May 30, 2022	Memorial Day

23 Day Total