



TANGIPAHOA PARISH
SCHOOL SYSTEM
EST. 1896

2022 – 2023
SALARY SCHEDULE

Melissa M. Stilley, Superintendent

Tangipahoa Parish School System
59656 Puleston Road
Amite, Louisiana 70422

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JOB CLASSIFICATION LIST

Teacher Salary Schedule includes Certified Teachers, Librarians, Curriculum Facilitator, Curriculum Coaches, Behavior Analyst, Behavior Interventionist, Counselors, Guidance Counselors, IEP Facilitator, Educational Diagnosticians, Registered Nurse, Psychologist, Social Worker, Therapist, etc.

School Paraprofessionals (grade 3-NC) include Child Specific Aide, Pre-Kindergarten Teacher Aide, Special Education Teacher Aide, Library Aide, Computer Lab Paraprofessional, Interventionist, etc.

Computer Professional (grade 11-T) includes LAN Administrator, Program Analyst, SIS Data Analyst, SIS Data Specialist, etc.

Degreed Professional (grade 11-C) includes Staff Accountants, Internal Auditor, Risk Manager, Sales Tax Auditor, etc.

Coordinator (grade 16) includes Accountability Coordinator, Coordinator of Instruction, Early Childhood Coordinator, Payroll Coordinator, Professional Development Coordinator, Supervisor of Career Technology, Child Welfare and Attendance Coordinator, etc.

Supervisor (grade 17) includes Assistant Director of Technology, Pupil Appraisal Coordinator, Magnet Supervisor, Middle School Curricular Supervisor, Sales Tax Coordinator, Special Education Coordinator, Supervisor of Federal Programs, Supervisor of Instruction, Supervisor of Pupil Services, Supervisor of Fleet Services, and Supervisor of Transportation Operations

Director (grade 19) includes Director of Academics, Director of Business Services, Director of Construction, Director of Human Resources, Director of School Food Service, Director of Student Services, Director of Technology, etc.

Assistant Superintendent (grade 23) includes Assistant Superintendent, Chief Equity Officer, and Chief Financial Officer

TANGIPAHOA PARISH SCHOOL BOARD

Certified Teacher Compensation Plan

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

In April 2021, the voters of Tangipahoa Parish approved an additional ½ cent sales tax dedicated to increasing all employees' salaries and benefits. Built into the 2021-2022 salary schedule was an additional 7.0% salary for all employees. The 2022-2023 Salary Schedule includes additional pay increases to better position our district in recruiting and retaining high quality personnel. Should this additional ½ cent sales tax not be renewed in the spring of 2036, then these additional salaries may be eliminated.

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

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

1. **Placement** - The salary of all new employees and changes to an employee's salary are to be approved by the Superintendent and submitted to the Payroll Department.

Non-certified teachers will receive a salary that is \$4,340 less than a beginning certified teacher with a Bachelor's Degree. Their salary will be frozen at that level until they attain certification.

Teachers on a Practitioner's License will receive a beginning salary that is equal to a beginning certified teacher with a bachelor's degree. This teacher will have three (3) years to attain full certification. If the teacher has not received full certification within three years, their salary will be frozen at Step 3 on the Practitioner's Salary Schedule.

Salary step increases for both non-certified teachers and teachers on a Practitioner's License will resume the year following their attainment of full certification.

2. **Advancement (Base Building)** - Salary step advances for both Experience and Demand will be automatic on July 1 if an individual's final performance evaluation from the previous school year is either Effective-Emerging, Effective-Proficient, or Highly Effective, and if he or she served at least one-half of a normal employment year.

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

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

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

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

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

Annual Effectiveness Stipend		
Final Evaluation Rating		
Highly Effective	Effective Proficient	Effective Emerging
\$450	\$100	\$50

NOTE: Tangipahoa Parish School Board recognizes that the above Annual Effectiveness Stipend amounts are nominal. It is a priority of the Board to increase these amounts when funds become available.

4. **Implementation** - Implementation of salary schedule policy changes related to Act 1 occurred in fiscal year 2013-14 with the understanding that the amount of the annual base salary paid to an employee in any school year shall not be reduced below the amount of such base salary paid during the previous school year, nor shall the amount of the annual base salary paid to such school personnel be reduced at any time during an academic year. The limitation on the reduction shall not be applicable to:
 - The correction of any accounting errors or to a reduction necessitated by the elimination of a state/federal program or state/federal funding.
 - The reduction of any local salary supplement funded, in whole or in part, from a revenue source requiring voter approval when such voter approval has not been obtained.
 - When a person promoted to a position of higher salary is demoted in accordance with applicable law and local Board policy to a lower position. In such a case, the employee shall return to the salary previously received in the lower position from which she/he was promoted.
5. **Steps** - Steps will not equal years of experience because of the conditions related to Advancement as shown in Item 2, and Implementation as shown in item 4.
6. **Teacher Salary Supplements** - Supplements to the base salary shall be paid to teachers who are also athletic coaches, band/chorus directors, cheerleader or dance-line sponsors, and other school based employees. Such supplements shall not be paid in any year in which the employee does not perform such additional duties, and such supplements shall not be considered part of the employee's annual base salary.
7. **Administrative and Other Certified School Employees** - An additional salary supplement shall be paid to all Principals and Assistant Principals for additional responsibility and/or increased work days.
8. **Overtime** - Principals and Supervisors must get advance written approval from the Superintendent or his/her designee to pay employees overtime pay (i.e. time and one-half of their regular annual hourly salary).
9. **Pay Cycle** - Monthly payroll checks will be issued to each employee and placed within one of the two Pay Cycles shown below based upon the number of work days they would have worked if they started on the first day.

<u>Days Worked</u>	<u>First Check</u>	<u>Last Check</u>
240 & 247	July	June
All Others	August	July
10. **Monthly Salary** - An employee's gross monthly salary before deductions is calculated by taking the annual salary and dividing the result by 12. Checks are distributed no later than the 26th day of each month unless the end of the month falls on a Saturday, Sunday or holiday. If that happens, the checks will be distributed the working day before the Saturday, Sunday, or holiday.

11. **New Hires** - The Superintendent is authorized to negotiate all salaries with teachers and support employees upon entering the district for the first time. Consideration shall be given to experience, demand, and performance evaluations.

12. **Deviations** - The Superintendent is authorized and must approve any deviation from salary schedules(s) in writing when the best interest of the School District and Board will be served.

13. **Extended Employment** - Individuals paid from the Parish Teacher Salary Schedule who work beyond 182 days (9-months) will have their annual salary increased by the following index:

9 Months	1.0000
9.5 Months	1.0556
10 Months	1.1111
11 Months	1.2222
12 Months	1.3333

14. **Reduced Employment** - Individuals paid from a 12-month salary position, but who work less months or hours will have his or her annual salary proportionally adjusted.

TANGIPAHOA PARISH SCHOOL BOARD
Teacher Salary Schedule

	Non-Certified		Bachelor		Masters		Masters + 30		Educational Specialist		PhD/EdD	
	Hours per Day Days per Year Hours per Year	7 182 1,274	Hours per Day Days per Year Hours per Year	7 182 1,274	Hours per Day Days per Year Hours per Year	7 182 1,274	Hours per Day Days per Year Hours per Year	7 182 1,274	Hours per Day Days per Year Hours per Year	7 182 1,274	Hours per Day Days per Year Hours per Year	7 182 1,274
STEPS	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
0	\$32.54	\$42,960	\$37.13	\$47,300	\$38.30	\$48,800	\$38.70	\$49,300	\$39.29	\$50,050	\$40.07	\$51,050
1			\$37.49	\$47,758	\$38.66	\$49,258	\$39.06	\$49,758	\$39.65	\$50,508	\$40.43	\$51,508
2			\$37.85	\$48,221	\$39.03	\$49,721	\$39.42	\$50,221	\$40.01	\$50,971	\$40.79	\$51,971
3			\$38.22	\$48,688	\$39.39	\$50,188	\$39.79	\$50,688	\$40.38	\$51,438	\$41.16	\$52,438
4			\$38.59	\$49,160	\$39.76	\$50,660	\$40.16	\$51,160	\$40.75	\$51,910	\$41.53	\$52,910
5			\$38.96	\$49,636	\$40.14	\$51,136	\$40.53	\$51,636	\$41.12	\$52,386	\$41.90	\$53,386
6			\$39.24	\$49,997	\$40.42	\$51,497	\$40.81	\$51,997	\$41.40	\$52,747	\$42.19	\$53,747
7			\$39.62	\$50,482	\$40.80	\$51,982	\$41.19	\$52,482	\$41.78	\$53,232	\$42.57	\$54,232
8			\$40.01	\$50,972	\$41.19	\$52,472	\$41.58	\$52,972	\$42.17	\$53,722	\$43.17	\$54,997
9			\$40.40	\$51,467	\$41.58	\$52,967	\$41.97	\$53,467	\$42.75	\$54,467	\$43.77	\$55,767
10			\$40.83	\$52,016	\$42.12	\$53,666	\$42.67	\$54,366	\$43.62	\$55,566	\$44.56	\$56,766
11			\$41.53	\$52,904	\$42.70	\$54,404	\$43.37	\$55,254	\$44.31	\$56,454	\$45.37	\$57,804
12			\$42.14	\$53,691	\$43.32	\$55,191	\$44.11	\$56,191	\$44.89	\$57,191	\$45.99	\$58,591
13			\$42.76	\$54,478	\$43.94	\$55,978	\$44.80	\$57,078	\$45.67	\$58,178	\$46.45	\$59,178
14			\$43.40	\$55,290	\$44.65	\$56,890	\$45.60	\$58,090	\$46.38	\$59,090	\$47.17	\$60,090
15			\$44.05	\$56,124	\$45.31	\$57,724	\$46.25	\$58,924	\$47.19	\$60,124	\$47.98	\$61,124
16			\$44.28	\$56,415	\$45.54	\$58,015	\$46.48	\$59,215	\$47.42	\$60,415	\$48.60	\$61,915
17			\$44.51	\$56,707	\$45.77	\$58,307	\$46.94	\$59,807	\$47.89	\$61,007	\$49.06	\$62,507
18			\$44.74	\$56,997	\$45.99	\$58,597	\$47.17	\$60,097	\$48.11	\$61,297	\$49.29	\$62,797
19			\$44.97	\$57,287	\$46.34	\$59,037	\$47.64	\$60,687	\$48.58	\$61,887	\$49.75	\$63,387
20			\$45.19	\$57,578	\$46.57	\$59,328	\$47.86	\$60,978	\$48.81	\$62,178	\$49.98	\$63,678
21			\$45.42	\$57,869	\$46.80	\$59,619	\$48.09	\$61,269	\$49.03	\$62,469	\$50.21	\$63,969
22			\$45.66	\$58,167	\$47.04	\$59,927	\$48.33	\$61,567	\$49.27	\$62,767	\$50.45	\$64,267
23			\$45.89	\$58,465	\$47.26	\$60,215	\$48.56	\$61,865	\$49.50	\$63,065	\$50.68	\$64,565
24			\$46.13	\$58,765	\$47.50	\$60,515	\$48.80	\$62,165	\$49.74	\$63,365	\$50.91	\$64,865
25			\$46.37	\$59,073	\$47.74	\$60,823	\$49.04	\$62,473	\$49.98	\$63,673	\$51.16	\$65,173
26			\$46.61	\$59,382	\$47.98	\$61,132	\$49.28	\$62,782	\$50.22	\$63,982	\$51.40	\$65,482
27			\$46.85	\$59,691	\$48.23	\$61,441	\$49.52	\$63,091	\$50.46	\$64,291	\$51.64	\$65,791
28			\$47.19	\$60,123	\$48.57	\$61,873	\$49.86	\$63,523	\$50.80	\$64,723	\$51.98	\$66,223
29			\$47.65	\$60,710	\$49.03	\$62,460	\$50.32	\$64,110	\$51.26	\$65,310	\$52.44	\$66,810
30			\$48.12	\$61,302	\$49.49	\$63,052	\$50.79	\$64,702	\$51.73	\$65,902	\$52.91	\$67,402

TANGIPAHOA PARISH SCHOOL BOARD
School Paraprofessionals, LPNs, & School Secretary

STEPS	Paraprofessionals Non-Highly Qualified		Paraprofessionals Highly Qualified		Licensed Practical Nurse (LPN)		School Secretary (9 - Month)		School Secretary (10 - Month)		School Secretary (11 - Month)	
	Hours per Day 7 Days per Year 180 Hours per Year 1,260		Hours per Day 7 Days per Year 180 Hours per Year 1,260		Hours per Day 7 Days per Year 180 Hours per Year 1,260		Hours per Day 7 Days per Year 180 Hours per Year 1,260		Hours per Day 7 Days per Year 200 Hours per Year 1,400		Hours per Day 7 Days per Year 220 Hours per Year 1,540	
	Grade 3 NC		Grade 3P NC		Grade 5 NC		Grade 5 NC		Grade 5 NC		Grade 5 NC	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$15.34	\$19,324	\$16.01	\$20,174	\$17.01	\$21,435	\$17.01	\$21,435	\$17.01	\$23,817	\$17.01	\$26,198
2	\$15.41	\$19,420	\$16.09	\$20,270	\$17.10	\$21,547	\$17.10	\$21,547	\$17.10	\$23,941	\$17.10	\$26,335
3	\$15.49	\$19,516	\$16.16	\$20,366	\$17.19	\$21,660	\$17.19	\$21,660	\$17.19	\$24,067	\$17.19	\$26,473
4	\$15.57	\$19,614	\$16.24	\$20,463	\$17.28	\$21,772	\$17.28	\$21,772	\$17.28	\$24,191	\$17.28	\$26,610
5	\$15.80	\$19,909	\$16.48	\$20,759	\$17.55	\$22,116	\$17.55	\$22,116	\$17.55	\$24,573	\$17.55	\$27,031
6	\$16.04	\$20,211	\$16.71	\$21,060	\$17.83	\$22,465	\$17.83	\$22,465	\$17.83	\$24,961	\$17.83	\$27,457
7	\$16.28	\$20,518	\$16.96	\$21,368	\$18.11	\$22,823	\$18.11	\$22,823	\$18.11	\$25,359	\$18.11	\$27,895
8	\$16.53	\$20,832	\$17.21	\$21,681	\$18.40	\$23,188	\$18.40	\$23,188	\$18.40	\$25,764	\$18.40	\$28,341
9	\$16.79	\$21,152	\$17.46	\$22,002	\$18.70	\$23,559	\$18.70	\$23,559	\$18.70	\$26,177	\$18.70	\$28,794
10	\$17.05	\$21,478	\$17.72	\$22,328	\$19.00	\$23,938	\$19.00	\$23,938	\$19.00	\$26,598	\$19.00	\$29,258
11	\$17.31	\$21,811	\$17.98	\$22,661	\$19.30	\$24,324	\$19.30	\$24,324	\$19.30	\$27,026	\$19.30	\$29,729
12	\$17.58	\$22,151	\$18.25	\$23,001	\$19.62	\$24,719	\$19.62	\$24,719	\$19.62	\$27,466	\$19.62	\$30,212
13	\$17.85	\$22,497	\$18.53	\$23,347	\$19.94	\$25,121	\$19.94	\$25,121	\$19.94	\$27,912	\$19.94	\$30,703
14	\$18.14	\$22,851	\$18.81	\$23,700	\$20.26	\$25,532	\$20.26	\$25,532	\$20.26	\$28,369	\$20.26	\$31,206
15	\$18.42	\$23,211	\$19.10	\$24,060	\$20.60	\$25,950	\$20.60	\$25,950	\$20.60	\$28,833	\$20.60	\$31,717
16	\$18.71	\$23,579	\$19.39	\$24,428	\$20.93	\$26,377	\$20.93	\$26,377	\$20.93	\$29,308	\$20.93	\$32,239
17	\$19.01	\$23,953	\$19.68	\$24,803	\$21.28	\$26,813	\$21.28	\$26,813	\$21.28	\$29,792	\$21.28	\$32,771
18	\$19.31	\$24,336	\$19.99	\$25,186	\$21.63	\$27,257	\$21.63	\$27,257	\$21.63	\$30,286	\$21.63	\$33,314
19	\$19.62	\$24,727	\$20.30	\$25,576	\$21.99	\$27,710	\$21.99	\$27,710	\$21.99	\$30,789	\$21.99	\$33,868
20	\$19.94	\$25,125	\$20.61	\$25,974	\$22.36	\$28,172	\$22.36	\$28,172	\$22.36	\$31,302	\$22.36	\$34,432
21	\$20.26	\$25,532	\$20.94	\$26,381	\$22.73	\$28,644	\$22.73	\$28,644	\$22.73	\$31,827	\$22.73	\$35,009
22	\$20.59	\$25,947	\$21.27	\$26,795	\$23.11	\$29,124	\$23.11	\$29,124	\$23.11	\$32,360	\$23.11	\$35,596
23	\$20.89	\$26,325	\$21.58	\$27,186	\$23.45	\$29,550	\$23.45	\$29,550	\$23.45	\$32,833	\$23.45	\$36,116

TANGIPAHOA PARISH SCHOOL BOARD

Custodian Positions

	Custodian (11 - Month)		Custodian (12 - Month)		Head Custodian (<800 Students)		Head Custodian (>800 Students)	
	Hours per Day	8	Hours per Day	8	Hours per Day	8	Hours per Day	8
	Days per Year	220	Days per Year	247	Days per Year	247	Days per Year	247
	Hours per Year	1,760	Hours per Year	1,976	Hours per Year	1,976	Hours per Year	1,976
	Grade	1 NC	Grade	1 NC	Grade	4 NC	Grade	5 NC
STEPS	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$11.67	\$20,543	\$11.67	\$23,063	\$14.58	\$28,811	\$15.77	\$31,163
2	\$11.72	\$20,635	\$11.72	\$23,167	\$14.66	\$28,964	\$15.86	\$31,332
3	\$11.78	\$20,727	\$11.78	\$23,271	\$14.74	\$29,117	\$15.94	\$31,500
4	\$11.83	\$20,820	\$11.83	\$23,374	\$14.81	\$29,270	\$16.03	\$31,670
5	\$11.99	\$21,097	\$11.99	\$23,686	\$15.05	\$29,739	\$16.29	\$32,187
6	\$12.14	\$21,374	\$12.14	\$23,997	\$15.29	\$30,216	\$16.56	\$32,714
7	\$12.31	\$21,669	\$12.31	\$24,328	\$15.54	\$30,704	\$16.83	\$33,251
8	\$12.48	\$21,965	\$12.48	\$24,660	\$15.79	\$31,202	\$17.11	\$33,800
9	\$12.65	\$22,260	\$12.65	\$24,993	\$16.05	\$31,708	\$17.39	\$34,358
10	\$12.83	\$22,575	\$12.83	\$25,346	\$16.31	\$32,225	\$17.68	\$34,930
11	\$12.99	\$22,870	\$12.99	\$25,678	\$16.58	\$32,753	\$17.97	\$35,511
12	\$13.18	\$23,203	\$13.18	\$26,050	\$16.85	\$33,292	\$18.27	\$36,105
13	\$13.36	\$23,517	\$13.36	\$26,403	\$17.13	\$33,841	\$18.58	\$36,710
14	\$13.55	\$23,850	\$13.55	\$26,777	\$17.41	\$34,400	\$18.89	\$37,327
15	\$13.74	\$24,183	\$13.74	\$27,151	\$17.70	\$34,972	\$19.21	\$37,957
16	\$13.94	\$24,534	\$13.94	\$27,545	\$17.99	\$35,554	\$19.53	\$38,599
17	\$14.14	\$24,885	\$14.14	\$27,939	\$18.29	\$36,149	\$19.87	\$39,254
18	\$14.34	\$25,236	\$14.34	\$28,333	\$18.60	\$36,755	\$20.20	\$39,922
19	\$14.55	\$25,606	\$14.55	\$28,748	\$18.91	\$37,372	\$20.55	\$40,605
20	\$14.76	\$25,975	\$14.76	\$29,163	\$19.23	\$38,002	\$20.90	\$41,300
21	\$14.98	\$26,364	\$14.98	\$29,598	\$19.56	\$38,645	\$21.26	\$42,009
22	\$15.20	\$26,751	\$15.20	\$30,034	\$19.89	\$39,301	\$21.63	\$42,732
23	\$15.42	\$27,141	\$15.42	\$30,472	\$20.18	\$39,879	\$21.94	\$43,362

TANGIPAHOA PARISH SCHOOL BOARD

Child Nutrition Program

		Food Service Worker		Billing Clerk / Cashier		Production Manager		Manager (<550 Students)		Manager (>550 Students)	
		Hours per Day	7	Hours per Day	7	Hours per Day	7	Hours per Day	8	Hours per Day	8
		Days per Year	180	Days per Year	180	Days per Year	180	Days per Year	190	Days per Year	190
		Hours per Year	1,260	Hours per Year	1,260	Hours per Year	1,260	Hours per Year	1,520	Hours per Year	1,520
		Grade	2 NC	Grade	3 NC	Grade	5 NC	Grade	8 NC	Grade	9 NC
STEPS		HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1		\$15.22	\$19,177	\$16.25	\$20,481	\$17.91	\$22,571	\$19.25	\$29,256	\$20.39	\$30,990
2		\$15.29	\$19,268	\$16.33	\$20,580	\$18.00	\$22,686	\$19.35	\$29,415	\$20.50	\$31,161
3		\$15.36	\$19,359	\$16.41	\$20,680	\$18.10	\$22,802	\$19.46	\$29,575	\$20.61	\$31,332
4		\$15.44	\$19,449	\$16.49	\$20,780	\$18.19	\$22,918	\$19.56	\$29,733	\$20.73	\$31,502
5		\$15.65	\$19,725	\$16.73	\$21,085	\$18.47	\$23,272	\$19.88	\$30,219	\$21.07	\$32,025
6		\$15.88	\$20,006	\$16.98	\$21,397	\$18.76	\$23,631	\$20.21	\$30,716	\$21.42	\$32,558
7		\$16.11	\$20,295	\$17.23	\$21,715	\$19.05	\$24,000	\$20.56	\$31,246	\$21.78	\$33,101
8		\$16.34	\$20,590	\$17.49	\$22,038	\$19.35	\$24,376	\$20.88	\$31,740	\$22.14	\$33,654
9		\$16.58	\$20,889	\$17.75	\$22,369	\$19.65	\$24,758	\$21.23	\$32,267	\$22.51	\$34,221
10		\$16.82	\$21,195	\$18.02	\$22,706	\$19.96	\$25,149	\$21.58	\$32,803	\$22.89	\$34,796
11		\$17.07	\$21,507	\$18.29	\$23,050	\$20.27	\$25,546	\$21.94	\$33,351	\$23.28	\$35,384
12		\$17.32	\$21,826	\$18.57	\$23,401	\$20.60	\$25,953	\$22.31	\$33,910	\$23.67	\$35,984
13		\$17.58	\$22,150	\$18.86	\$23,758	\$20.93	\$26,367	\$22.69	\$34,481	\$24.08	\$36,597
14		\$17.84	\$22,481	\$19.15	\$24,123	\$21.26	\$26,790	\$23.07	\$35,062	\$24.49	\$37,220
15		\$18.11	\$22,818	\$19.44	\$24,496	\$21.60	\$27,221	\$23.46	\$35,655	\$24.91	\$37,857
16		\$18.38	\$23,162	\$19.74	\$24,875	\$21.95	\$27,661	\$23.86	\$36,260	\$25.33	\$38,507
17		\$18.66	\$23,514	\$20.05	\$25,262	\$22.31	\$28,110	\$24.26	\$36,876	\$25.77	\$39,168
18		\$18.95	\$23,872	\$20.36	\$25,658	\$22.67	\$28,567	\$24.68	\$37,506	\$26.21	\$39,844
19		\$19.23	\$24,236	\$20.68	\$26,061	\$23.04	\$29,034	\$25.10	\$38,148	\$26.67	\$40,533
20		\$19.53	\$24,609	\$21.01	\$26,473	\$23.42	\$29,510	\$25.53	\$38,803	\$27.13	\$41,237
21		\$19.83	\$24,989	\$21.34	\$26,893	\$23.81	\$29,996	\$25.97	\$39,471	\$27.60	\$41,952
22		\$20.14	\$25,377	\$21.68	\$27,321	\$24.20	\$30,490	\$26.42	\$40,152	\$28.08	\$42,683
23		\$20.43	\$25,747	\$22.00	\$27,714	\$24.55	\$30,936	\$26.80	\$40,743	\$28.49	\$43,312

TANGIPAHOA PARISH SCHOOL BOARD
Transportation Operation Positions

	School Bus Attendant			School Bus Driver			Lead Bus Driver (10 - Months)		Safety, Training, & Recruiting Coordinator Routing & Auditing Coordinator		Area Manager	
	Hours per Day	5		Hours per Day	5		Hours per Day	5	Hours per Day	7	Hours per Day	7
	Days per Year	180		Days per Year	180		Days per Year	200	Days per Year	240	Days per Year	240
	Hours per Year	900		Hours per Year	900		Hours per Year	1,000	Hours per Year	1,680	Hours per Year	1,680
	Grade	NC		Grade	3 NC		Grade		Grade	11 C	Grade	14 C
STEPS	HOURLY	DAILY	ANNUAL	HOURLY	DAILY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$14.82	\$74.09	\$13,336	\$21.78	\$108.90	\$19,602	\$26.78	\$26,777	\$32.27	\$54,219	\$36.09	\$60,638
2	\$14.88	\$74.41	\$13,394	\$21.89	\$109.43	\$19,698	\$26.88	\$26,884	\$32.42	\$54,459	\$36.26	\$60,921
3	\$14.94	\$74.72	\$13,450	\$21.99	\$109.96	\$19,794	\$26.99	\$26,991	\$32.56	\$54,698	\$36.43	\$61,202
4	\$15.14	\$75.69	\$13,624	\$22.10	\$110.50	\$19,891	\$27.10	\$27,099	\$32.70	\$54,937	\$36.60	\$61,484
5	\$15.34	\$76.68	\$13,803	\$22.43	\$112.14	\$20,185	\$27.43	\$27,426	\$33.14	\$55,668	\$37.11	\$62,348
6	\$15.54	\$77.68	\$13,983	\$22.76	\$113.81	\$20,486	\$27.76	\$27,760	\$33.58	\$56,414	\$37.64	\$63,227
7	\$15.74	\$78.72	\$14,170	\$23.10	\$115.52	\$20,794	\$28.10	\$28,102	\$34.03	\$57,174	\$38.17	\$64,125
8	\$15.95	\$79.76	\$14,357	\$23.45	\$117.26	\$21,106	\$28.45	\$28,449	\$34.49	\$57,951	\$38.71	\$65,041
9	\$16.17	\$80.83	\$14,549	\$23.81	\$119.03	\$21,426	\$28.80	\$28,804	\$34.97	\$58,743	\$39.27	\$65,974
10	\$16.39	\$81.94	\$14,749	\$24.17	\$120.84	\$21,751	\$29.17	\$29,166	\$35.45	\$59,551	\$39.84	\$66,926
11	\$16.61	\$83.03	\$14,946	\$24.54	\$122.69	\$22,084	\$29.54	\$29,535	\$35.94	\$60,375	\$40.41	\$67,897
12	\$16.84	\$84.18	\$15,152	\$24.91	\$124.57	\$22,423	\$29.91	\$29,912	\$36.44	\$61,215	\$41.00	\$68,887
13	\$17.07	\$85.33	\$15,360	\$25.30	\$126.49	\$22,768	\$30.30	\$30,295	\$36.95	\$62,072	\$41.61	\$69,897
14	\$17.30	\$86.52	\$15,573	\$25.69	\$128.45	\$23,121	\$30.69	\$30,687	\$37.47	\$62,946	\$42.22	\$70,927
15	\$17.54	\$87.72	\$15,789	\$26.09	\$130.45	\$23,481	\$31.09	\$31,087	\$38.00	\$63,839	\$42.84	\$71,979
16	\$17.79	\$88.96	\$16,013	\$26.50	\$132.48	\$23,847	\$31.49	\$31,494	\$38.54	\$64,747	\$43.48	\$73,051
17	\$18.04	\$90.20	\$16,236	\$26.91	\$134.56	\$24,221	\$31.91	\$31,909	\$39.09	\$65,675	\$44.13	\$74,144
18	\$18.30	\$91.48	\$16,467	\$27.34	\$136.68	\$24,603	\$32.33	\$32,334	\$39.66	\$66,621	\$44.80	\$75,259
19	\$18.56	\$92.81	\$16,705	\$27.77	\$138.85	\$24,993	\$32.77	\$32,767	\$40.23	\$67,586	\$45.48	\$76,398
20	\$18.84	\$94.19	\$16,954	\$28.21	\$141.06	\$25,391	\$33.21	\$33,209	\$40.82	\$68,571	\$46.17	\$77,559
21	\$19.12	\$95.60	\$17,208	\$28.66	\$143.31	\$25,796	\$33.66	\$33,660	\$41.41	\$69,575	\$46.87	\$78,742
22	\$19.41	\$97.04	\$17,467	\$29.12	\$145.61	\$26,210	\$34.12	\$34,120	\$42.02	\$70,599	\$47.59	\$79,951
23	\$19.69	\$98.43	\$17,717	\$29.55	\$147.74	\$26,592	\$34.54	\$34,544	\$42.64	\$71,635	\$48.29	\$81,128

TANGIPAHOA PARISH SCHOOL BOARD
Fleet Services Department

	Mechanic Helper I		Mechanic Helper II		Service Mechanic I		Service Mechanic II		Licensed Service Mechanic		Lead Service Mechanic	
	Hours per Day	8	Hours per Day	8	Hours per Day	8	Hours per Day	8	Hours per Day	8	Hours per Day	8
	Days per Year	247	Days per Year	247	Days per Year	247	Days per Year	247	Days per Year	247	Days per Year	247
	Hours per Year	1,976	Hours per Year	1,976	Hours per Year	1,976	Hours per Year	1,976	Hours per Year	1,976	Hours per Year	1,976
	Grade	5 NC	Grade	6 NC	Grade	7 NC	Grade	8 NC	Grade	9 NC	Grade	10 NC
STEPS	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$15.24	\$30,113	\$16.43	\$32,466	\$17.62	\$34,820	\$18.81	\$37,172	\$20.00	\$39,528	\$21.20	\$41,882
2	\$15.32	\$30,282	\$16.52	\$32,650	\$17.72	\$35,020	\$18.92	\$37,389	\$20.12	\$39,759	\$21.32	\$42,128
3	\$15.41	\$30,450	\$16.62	\$32,835	\$17.82	\$35,219	\$19.03	\$37,604	\$20.24	\$39,991	\$21.44	\$42,375
4	\$15.50	\$30,620	\$16.71	\$33,020	\$17.93	\$35,421	\$19.14	\$37,819	\$20.36	\$40,222	\$21.57	\$42,623
5	\$15.76	\$31,137	\$17.00	\$33,585	\$18.24	\$36,033	\$19.47	\$38,481	\$20.71	\$40,930	\$21.95	\$43,379
6	\$16.02	\$31,664	\$17.29	\$34,160	\$18.55	\$36,658	\$19.82	\$39,155	\$21.08	\$41,653	\$22.34	\$44,151
7	\$16.30	\$32,201	\$17.59	\$34,748	\$18.87	\$37,295	\$20.16	\$39,842	\$21.45	\$42,390	\$22.74	\$44,938
8	\$16.57	\$32,750	\$17.89	\$35,346	\$19.20	\$37,945	\$20.52	\$40,543	\$21.83	\$43,142	\$23.15	\$45,741
9	\$16.86	\$33,308	\$18.20	\$35,958	\$19.54	\$38,609	\$20.88	\$41,258	\$22.22	\$43,909	\$23.56	\$46,560
10	\$17.15	\$33,880	\$18.51	\$36,581	\$19.88	\$39,285	\$21.25	\$41,987	\$22.62	\$44,691	\$23.99	\$47,396
11	\$17.44	\$34,461	\$18.84	\$37,218	\$20.23	\$39,975	\$21.62	\$42,730	\$23.02	\$45,488	\$24.42	\$48,248
12	\$17.74	\$35,055	\$19.16	\$37,865	\$20.59	\$40,678	\$22.01	\$43,489	\$23.43	\$46,302	\$24.86	\$49,117
13	\$18.05	\$35,660	\$19.50	\$38,528	\$20.95	\$41,396	\$22.40	\$44,263	\$23.85	\$47,133	\$25.31	\$50,004
14	\$18.36	\$36,277	\$19.84	\$39,203	\$21.32	\$42,128	\$22.80	\$45,053	\$24.28	\$47,979	\$25.76	\$50,909
15	\$18.68	\$36,907	\$20.19	\$39,892	\$21.70	\$42,875	\$23.21	\$45,858	\$24.72	\$48,843	\$26.23	\$51,830
16	\$19.00	\$37,549	\$20.54	\$40,593	\$22.08	\$43,637	\$23.62	\$46,679	\$25.16	\$49,724	\$26.71	\$52,771
17	\$19.33	\$38,204	\$20.91	\$41,309	\$22.48	\$44,413	\$24.05	\$47,518	\$25.62	\$50,623	\$27.19	\$53,731
18	\$19.67	\$38,872	\$21.27	\$42,039	\$22.88	\$45,206	\$24.48	\$48,373	\$26.08	\$51,540	\$27.69	\$54,710
19	\$20.02	\$39,555	\$21.65	\$42,785	\$23.29	\$46,013	\$24.92	\$49,244	\$26.56	\$52,475	\$28.19	\$55,708
20	\$20.37	\$40,250	\$22.04	\$43,544	\$23.70	\$46,838	\$25.37	\$50,134	\$27.04	\$53,429	\$28.71	\$56,726
21	\$20.73	\$40,959	\$22.43	\$44,319	\$24.13	\$47,679	\$25.83	\$51,040	\$27.53	\$54,402	\$29.23	\$57,764
22	\$21.09	\$41,682	\$22.83	\$45,110	\$24.56	\$48,536	\$26.30	\$51,965	\$28.03	\$55,393	\$29.77	\$58,823
23	\$21.40	\$42,296	\$23.15	\$45,744	\$24.93	\$49,253	\$26.69	\$52,733	\$28.45	\$56,213	\$30.21	\$59,694

TANGIPAHOA PARISH SCHOOL BOARD

Technology Positions

	Computer Technician I		Computer Technician II		Computer Network Analyst		Computer Professional		Instructional Technical Facilitator	
	Hours per Day	7	Hours per Day	7	Hours per Day	7	Hours per Day	7	Hours per Day	7
	Days per Year	240	Days per Year	240	Days per Year	240	Days per Year	240	Days per Year	240
	Hours per Year	1,680	Hours per Year	1,680	Hours per Year	1,680	Hours per Year	1,680	Hours per Year	1,680
	Grade	7 C	Grade	8 C	Grade	9 C	Grade	11 T	Grade	14 T
STEPS	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$25.93	\$43,560	\$27.14	\$45,596	\$28.35	\$47,636	\$30.78	\$51,709	\$34.42	\$57,822
2	\$26.03	\$43,734	\$27.25	\$45,784	\$28.47	\$47,836	\$30.91	\$51,937	\$34.58	\$58,091
3	\$26.14	\$43,907	\$27.36	\$45,971	\$28.59	\$48,036	\$31.05	\$52,165	\$34.74	\$58,359
4	\$26.24	\$44,080	\$27.47	\$46,157	\$28.71	\$48,237	\$31.19	\$52,392	\$34.90	\$58,628
5	\$26.55	\$44,611	\$27.81	\$46,729	\$29.08	\$48,850	\$31.60	\$53,089	\$35.39	\$59,450
6	\$26.88	\$45,152	\$28.16	\$47,312	\$29.45	\$49,476	\$32.02	\$53,799	\$35.89	\$60,288
7	\$27.21	\$45,705	\$28.52	\$47,907	\$29.83	\$50,115	\$32.45	\$54,523	\$36.39	\$61,143
8	\$27.54	\$46,267	\$28.88	\$48,513	\$30.22	\$50,766	\$32.89	\$55,263	\$36.91	\$62,015
9	\$27.88	\$46,842	\$29.25	\$49,133	\$30.61	\$51,430	\$33.34	\$56,017	\$37.44	\$62,904
10	\$28.23	\$47,427	\$29.62	\$49,764	\$31.02	\$52,107	\$33.80	\$56,787	\$37.98	\$63,810
11	\$28.59	\$48,024	\$30.00	\$50,408	\$31.43	\$52,799	\$34.27	\$57,571	\$38.53	\$64,735
12	\$28.95	\$48,633	\$30.40	\$51,065	\$31.85	\$53,504	\$34.74	\$58,371	\$39.09	\$65,678
13	\$29.32	\$49,255	\$30.79	\$51,735	\$32.28	\$54,223	\$35.23	\$59,188	\$39.67	\$66,640
14	\$29.70	\$49,888	\$31.20	\$52,419	\$32.71	\$54,956	\$35.73	\$60,020	\$40.25	\$67,621
15	\$30.08	\$50,535	\$31.62	\$53,116	\$33.16	\$55,704	\$36.23	\$60,870	\$40.85	\$68,623
16	\$30.47	\$51,194	\$32.04	\$53,828	\$33.61	\$56,467	\$36.75	\$61,735	\$41.45	\$69,644
17	\$30.87	\$51,867	\$32.47	\$54,553	\$34.07	\$57,245	\$37.27	\$62,619	\$42.07	\$70,685
18	\$31.28	\$52,553	\$32.91	\$55,293	\$34.55	\$58,038	\$37.81	\$63,520	\$42.71	\$71,747
19	\$31.70	\$53,252	\$33.36	\$56,047	\$35.03	\$58,848	\$38.36	\$64,439	\$43.35	\$72,831
20	\$32.12	\$53,966	\$33.82	\$56,817	\$35.52	\$59,674	\$38.91	\$65,377	\$44.01	\$73,937
21	\$32.56	\$54,694	\$34.29	\$57,602	\$36.02	\$60,517	\$39.48	\$66,333	\$44.68	\$75,064
22	\$33.00	\$55,436	\$34.76	\$58,402	\$36.53	\$61,376	\$40.06	\$67,309	\$45.37	\$76,215
23	\$33.48	\$56,245	\$35.27	\$59,256	\$37.07	\$62,274	\$40.65	\$68,296	\$46.03	\$77,336

TANGIPAHOA PARISH SCHOOL BOARD
Maintenance Department

		Trades Helper I		Trades Helper II		Skilled Trades Worker I		Skilled Trades Worker II		Licensed Skilled Trades Worker		Maintenance Foreman	
		Hours per Day	8	Hours per Day	8	Hours per Day	8	Hours per Day	8	Hours per Day	8	Hours per Day	8
		Days per Year	247	Days per Year	247	Days per Year	247	Days per Year	247	Days per Year	247	Days per Year	247
		Hours per Year	1,976	Hours per Year	1,976	Hours per Year	1,976	Hours per Year	1,976	Hours per Year	1,976	Hours per Year	1,976
		Grade	5 NC	Grade	6 NC	Grade	7 NC	Grade	8 NC	Grade	9 NC	Grade	10 NC
STEPS		HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1		\$15.24	\$30,113	\$16.43	\$32,466	\$17.62	\$34,820	\$18.81	\$37,172	\$20.00	\$39,528	\$21.20	\$41,882
2		\$15.32	\$30,282	\$16.52	\$32,650	\$17.72	\$35,020	\$18.92	\$37,389	\$20.12	\$39,759	\$21.32	\$42,128
3		\$15.41	\$30,450	\$16.62	\$32,835	\$17.82	\$35,219	\$19.03	\$37,604	\$20.24	\$39,991	\$21.44	\$42,375
4		\$15.50	\$30,620	\$16.71	\$33,020	\$17.93	\$35,421	\$19.14	\$37,819	\$20.36	\$40,222	\$21.57	\$42,623
5		\$15.76	\$31,137	\$17.00	\$33,585	\$18.24	\$36,033	\$19.47	\$38,481	\$20.71	\$40,930	\$21.95	\$43,379
6		\$16.02	\$31,664	\$17.29	\$34,160	\$18.55	\$36,658	\$19.82	\$39,155	\$21.08	\$41,653	\$22.34	\$44,151
7		\$16.30	\$32,201	\$17.59	\$34,748	\$18.87	\$37,295	\$20.16	\$39,842	\$21.45	\$42,390	\$22.74	\$44,938
8		\$16.57	\$32,750	\$17.89	\$35,346	\$19.20	\$37,945	\$20.52	\$40,543	\$21.83	\$43,142	\$23.15	\$45,741
9		\$16.86	\$33,308	\$18.20	\$35,958	\$19.54	\$38,609	\$20.88	\$41,258	\$22.22	\$43,909	\$23.56	\$46,560
10		\$17.15	\$33,880	\$18.51	\$36,581	\$19.88	\$39,285	\$21.25	\$41,987	\$22.62	\$44,691	\$23.99	\$47,396
11		\$17.44	\$34,461	\$18.84	\$37,218	\$20.23	\$39,975	\$21.62	\$42,730	\$23.02	\$45,488	\$24.42	\$48,248
12		\$17.74	\$35,055	\$19.16	\$37,865	\$20.59	\$40,678	\$22.01	\$43,489	\$23.43	\$46,302	\$24.86	\$49,117
13		\$18.05	\$35,660	\$19.50	\$38,528	\$20.95	\$41,396	\$22.40	\$44,263	\$23.85	\$47,133	\$25.31	\$50,004
14		\$18.36	\$36,277	\$19.84	\$39,203	\$21.32	\$42,128	\$22.80	\$45,053	\$24.28	\$47,979	\$25.76	\$50,909
15		\$18.68	\$36,907	\$20.19	\$39,892	\$21.70	\$42,875	\$23.21	\$45,858	\$24.72	\$48,843	\$26.23	\$51,830
16		\$19.00	\$37,549	\$20.54	\$40,593	\$22.08	\$43,637	\$23.62	\$46,679	\$25.16	\$49,724	\$26.71	\$52,771
17		\$19.33	\$38,204	\$20.91	\$41,309	\$22.48	\$44,413	\$24.05	\$47,518	\$25.62	\$50,623	\$27.19	\$53,731
18		\$19.67	\$38,872	\$21.27	\$42,039	\$22.88	\$45,206	\$24.48	\$48,373	\$26.08	\$51,540	\$27.69	\$54,710
19		\$20.02	\$39,555	\$21.65	\$42,785	\$23.29	\$46,013	\$24.92	\$49,244	\$26.56	\$52,475	\$28.19	\$55,708
20		\$20.37	\$40,250	\$22.04	\$43,544	\$23.70	\$46,838	\$25.37	\$50,134	\$27.04	\$53,429	\$28.71	\$56,726
21		\$20.73	\$40,959	\$22.43	\$44,319	\$24.13	\$47,679	\$25.83	\$51,040	\$27.53	\$54,402	\$29.23	\$57,764
22		\$21.09	\$41,682	\$22.83	\$45,110	\$24.56	\$48,536	\$26.30	\$51,965	\$28.03	\$55,393	\$29.77	\$58,823
23		\$21.40	\$42,296	\$23.17	\$45,775	\$24.93	\$49,253	\$26.69	\$52,733	\$28.45	\$56,213	\$30.21	\$59,694

TANGIPAHOA PARISH SCHOOL BOARD
Non-Certified District Support Staff

	Office Assistant I		Office Assistant II Account Clerk I		Office Assistant III Account Clerk II		Account Clerk III		Specialist Site Registrar	
	Hours per Day	7	Hours per Day	7	Hours per Day	7	Hours per Day	7	Hours per Day	7
	Days per Year	240	Days per Year	240	Days per Year	240	Days per Year	240	Days per Year	240
	Hours per Year	1,680	Hours per Year	1,680	Hours per Year	1,680	Hours per Year	1,680	Hours per Year	1,680
	Grade	2 NC	Grade	3 NC	Grade	4 NC	Grade	5 NC	Grade	6 NC
STEPS	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$13.72	\$23,055	\$15.12	\$25,407	\$16.52	\$27,761	\$17.92	\$30,113	\$19.33	\$32,466
2	\$13.80	\$23,176	\$15.21	\$25,545	\$16.62	\$27,914	\$18.03	\$30,282	\$19.43	\$32,650
3	\$13.87	\$23,298	\$15.29	\$25,681	\$16.71	\$28,067	\$18.13	\$30,450	\$19.54	\$32,835
4	\$13.94	\$23,420	\$15.37	\$25,820	\$16.80	\$28,220	\$18.23	\$30,620	\$19.65	\$33,020
5	\$14.16	\$23,793	\$15.62	\$26,240	\$17.08	\$28,689	\$18.53	\$31,137	\$19.99	\$33,585
6	\$14.39	\$24,172	\$15.87	\$26,669	\$17.36	\$29,166	\$18.85	\$31,664	\$20.33	\$34,160
7	\$14.62	\$24,560	\$16.13	\$27,106	\$17.65	\$29,654	\$19.17	\$32,201	\$20.68	\$34,748
8	\$14.85	\$24,956	\$16.40	\$27,552	\$17.95	\$30,152	\$19.49	\$32,750	\$21.04	\$35,346
9	\$15.09	\$25,359	\$16.67	\$28,007	\$18.25	\$30,658	\$19.83	\$33,308	\$21.40	\$35,958
10	\$15.34	\$25,770	\$16.95	\$28,471	\$18.56	\$31,175	\$20.17	\$33,880	\$21.77	\$36,581
11	\$15.59	\$26,189	\$17.23	\$28,944	\$18.87	\$31,703	\$20.51	\$34,461	\$22.15	\$37,218
12	\$15.84	\$26,618	\$17.52	\$29,428	\$19.19	\$32,242	\$20.87	\$35,055	\$22.54	\$37,865
13	\$16.10	\$27,054	\$17.81	\$29,920	\$19.52	\$32,791	\$21.23	\$35,660	\$22.93	\$38,528
14	\$16.37	\$27,498	\$18.11	\$30,423	\$19.85	\$33,350	\$21.59	\$36,277	\$23.34	\$39,203
15	\$16.64	\$27,952	\$18.41	\$30,935	\$20.19	\$33,922	\$21.97	\$36,907	\$23.75	\$39,892
16	\$16.91	\$28,415	\$18.72	\$31,457	\$20.54	\$34,504	\$22.35	\$37,549	\$24.16	\$40,593
17	\$17.19	\$28,887	\$19.04	\$31,991	\$20.89	\$35,099	\$22.74	\$38,204	\$24.59	\$41,309
18	\$17.48	\$29,369	\$19.37	\$32,535	\$21.25	\$35,705	\$23.14	\$38,872	\$25.02	\$42,039
19	\$17.77	\$29,860	\$19.70	\$33,090	\$21.62	\$36,322	\$23.54	\$39,555	\$25.47	\$42,785
20	\$18.07	\$30,361	\$20.03	\$33,656	\$22.00	\$36,952	\$23.96	\$40,250	\$25.92	\$43,544
21	\$18.38	\$30,872	\$20.38	\$34,233	\$22.38	\$37,595	\$24.38	\$40,959	\$26.38	\$44,319
22	\$18.69	\$31,393	\$20.73	\$34,823	\$22.77	\$38,251	\$24.81	\$41,682	\$26.85	\$45,110
23	\$18.96	\$31,853	\$21.03	\$35,334	\$23.10	\$38,814	\$25.18	\$42,296	\$27.25	\$45,775

TANGIPAHOA PARISH SCHOOL BOARD
Non-Certified District Support Staff

		Admin. Secretary I Board Secretary District Registrar		Admin. Secretary II		Maintenance Supervisor	
		Hours per Day	7	Hours per Day	7	Hours per Day	7
		Days per Year	240	Days per Year	240	Days per Year	240
		Hours per Year	1,680	Hours per Year	1,680	Hours per Year	1,680
		Grade	8 NC	Grade	9 NC	Grade	17 NC
STEPS		HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1		\$22.13	\$37,172	\$22.64	\$38,039	\$34.29	\$57,601
2		\$22.26	\$37,389	\$22.78	\$38,266	\$34.50	\$57,954
3		\$22.38	\$37,604	\$22.91	\$38,493	\$34.71	\$58,307
4		\$22.51	\$37,819	\$23.05	\$38,720	\$34.92	\$58,661
5		\$22.91	\$38,481	\$23.46	\$39,415	\$35.56	\$59,742
6		\$23.31	\$39,155	\$23.88	\$40,124	\$36.22	\$60,845
7		\$23.72	\$39,842	\$24.31	\$40,847	\$36.89	\$61,970
8		\$24.13	\$40,543	\$24.75	\$41,584	\$37.57	\$63,117
9		\$24.56	\$41,258	\$25.20	\$42,337	\$38.27	\$64,287
10		\$24.99	\$41,987	\$25.66	\$43,104	\$38.98	\$65,482
11		\$25.43	\$42,730	\$26.12	\$43,886	\$39.70	\$66,699
12		\$25.89	\$43,489	\$26.60	\$44,684	\$40.44	\$67,942
13		\$26.35	\$44,263	\$27.08	\$45,499	\$41.20	\$69,208
14		\$26.82	\$45,053	\$27.58	\$46,329	\$41.96	\$70,501
15		\$27.30	\$45,857	\$28.08	\$47,177	\$42.75	\$71,819
16		\$27.79	\$46,679	\$28.60	\$48,041	\$43.55	\$73,163
17		\$28.28	\$47,518	\$29.12	\$48,923	\$44.37	\$74,535
18		\$28.79	\$48,373	\$29.66	\$49,822	\$45.20	\$75,933
19		\$29.31	\$49,244	\$30.20	\$50,740	\$46.05	\$77,360
20		\$29.84	\$50,134	\$30.76	\$51,675	\$46.91	\$78,815
21		\$30.38	\$51,040	\$31.33	\$52,630	\$47.80	\$80,299
22		\$30.93	\$51,965	\$31.91	\$53,602	\$48.70	\$81,813
23		\$31.39	\$52,733	\$32.38	\$54,406	\$49.46	\$83,090

TANGIPAHOA PARISH SCHOOL BOARD
Certified District Support

		Degreed Professionals		Purchasing Agent		Sales Tax Audit Manager	
		Hours per Day	7	Hours per Day	7	Hours per Day	7
		Days per Year	240	Days per Year	240	Days per Year	240
		Hours per Year	1,680	Hours per Year	1,680	Hours per Year	1,680
		Grade	11 C	Grade	12 C	Grade	14 C
STEPS		HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1		\$32.27	\$54,219	\$33.55	\$56,360	\$36.09	\$60,638
2		\$32.42	\$54,459	\$33.70	\$56,612	\$36.26	\$60,921
3		\$32.56	\$54,698	\$33.85	\$56,865	\$36.43	\$61,202
4		\$32.70	\$54,937	\$34.00	\$57,120	\$36.60	\$61,484
5		\$33.14	\$55,668	\$34.46	\$57,894	\$37.11	\$62,348
6		\$33.58	\$56,414	\$34.93	\$58,686	\$37.64	\$63,227
7		\$34.03	\$57,174	\$35.41	\$59,493	\$38.17	\$64,125
8		\$34.49	\$57,951	\$35.90	\$60,315	\$38.71	\$65,041
9		\$34.97	\$58,743	\$36.40	\$61,154	\$39.27	\$65,974
10		\$35.45	\$59,551	\$36.91	\$62,010	\$39.84	\$66,926
11		\$35.94	\$60,375	\$37.43	\$62,883	\$40.41	\$67,897
12		\$36.44	\$61,215	\$37.96	\$63,773	\$41.00	\$68,887
13		\$36.95	\$62,072	\$38.50	\$64,681	\$41.61	\$69,897
14		\$37.47	\$62,946	\$39.05	\$65,607	\$42.22	\$70,927
15		\$38.00	\$63,839	\$39.61	\$66,552	\$42.84	\$71,979
16		\$38.54	\$64,747	\$40.19	\$67,516	\$43.48	\$73,051
17		\$39.09	\$65,675	\$40.77	\$68,498	\$44.13	\$74,144
18		\$39.66	\$66,621	\$41.37	\$69,500	\$44.80	\$75,259
19		\$40.23	\$67,586	\$41.98	\$70,523	\$45.48	\$76,398
20		\$40.82	\$68,571	\$42.60	\$71,565	\$46.17	\$77,559
21		\$41.41	\$69,575	\$43.23	\$72,629	\$46.87	\$78,742
22		\$42.02	\$70,599	\$43.88	\$73,715	\$47.59	\$79,951
23		\$42.64	\$71,635	\$44.52	\$74,798	\$48.29	\$81,128

TANGIPAHOA PARISH SCHOOL BOARD
Certified District Support

	Coordinator		Supervisor		Director		Assistant Superintendent	
	Hours per Day	7	Hours per Day	7	Hours per Day	7	Hours per Day	7
	Days per Year	240	Days per Year	240	Days per Year	240	Days per Year	240
	Hours per Year	1,680	Hours per Year	1,680	Hours per Year	1,680	Hours per Year	1,680
	Grade 16 C		Grade 17 C		Grade 19 C		Grade 23 C	
STEPS	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	\$36.84	\$61,898	\$39.13	\$65,745	\$41.65	\$69,979	\$50.51	\$84,861
2	\$37.02	\$62,193	\$39.33	\$66,066	\$41.86	\$70,328	\$50.78	\$85,310
3	\$37.20	\$62,489	\$39.52	\$66,387	\$42.07	\$70,678	\$51.05	\$85,758
4	\$37.37	\$62,785	\$39.71	\$66,709	\$42.28	\$71,027	\$51.31	\$86,207
5	\$37.91	\$63,689	\$40.29	\$67,692	\$42.91	\$72,096	\$52.13	\$87,580
6	\$38.46	\$64,611	\$40.89	\$68,695	\$43.56	\$73,186	\$52.96	\$88,981
7	\$39.02	\$65,552	\$41.50	\$69,717	\$44.23	\$74,299	\$53.81	\$90,409
8	\$39.59	\$66,512	\$42.12	\$70,761	\$44.90	\$75,433	\$54.68	\$91,866
9	\$40.17	\$67,491	\$42.75	\$71,824	\$45.59	\$76,591	\$55.57	\$93,353
10	\$40.77	\$68,489	\$43.40	\$72,909	\$46.29	\$77,771	\$56.47	\$94,869
11	\$41.37	\$69,508	\$44.06	\$74,017	\$47.01	\$78,975	\$57.39	\$96,415
12	\$41.99	\$70,547	\$44.73	\$75,146	\$47.74	\$80,203	\$58.33	\$97,992
13	\$42.62	\$71,606	\$45.41	\$76,297	\$48.49	\$81,456	\$59.29	\$99,600
14	\$43.27	\$72,687	\$46.11	\$77,472	\$49.25	\$82,734	\$60.26	\$101,241
15	\$43.92	\$73,789	\$46.83	\$78,670	\$50.02	\$84,037	\$61.26	\$102,914
16	\$44.59	\$74,913	\$47.55	\$79,892	\$50.81	\$85,367	\$62.27	\$104,621
17	\$45.27	\$76,060	\$48.30	\$81,139	\$51.62	\$86,723	\$63.31	\$106,362
18	\$45.97	\$77,230	\$49.05	\$82,410	\$52.44	\$88,107	\$64.37	\$108,138
19	\$46.68	\$78,423	\$49.83	\$83,707	\$53.28	\$89,518	\$65.45	\$109,949
20	\$47.41	\$79,641	\$50.61	\$85,029	\$54.14	\$90,957	\$66.55	\$111,797
21	\$48.14	\$80,882	\$51.42	\$86,378	\$55.01	\$92,425	\$67.67	\$113,682
22	\$48.90	\$82,149	\$52.23	\$87,754	\$55.91	\$93,922	\$68.81	\$115,604
23	\$49.62	\$83,359	\$53.00	\$89,048	\$56.73	\$95,308	\$69.83	\$117,316

PRINCIPAL Salary Schedule

The salary for Principals is determined by multiplying the salary the individual would receive on his/her corresponding Parish Teacher Salary Schedule by the following index.

<u>MFP Enrollment *</u>	<u>Pre-K - 6</u>	<u>7 - 9</u>
0 - 250	1.25	1.275
251 - 400	1.30	1.325
401 - 550	1.35	1.375
551 - 800	1.40	1.425
801 - 1050	1.45	1.475
1051 - 1300	1.50	1.525
1301 - 1550	1.55	1.575
1551 +	1.60	1.625

<u>MFP Enrollment *</u>	<u>10 - 12</u>
0 - 349	1.35
350 - 450	1.40
451 - 800	1.45
801 - 1050	1.50
1051 - 1300	1.55
1301 - 1550	1.60
1551 - 1800	1.65
1801 - 2050	1.70
2050 +	1.75

* Based on MFP Student Enrollment from the previous school year (October 1), plus Pre-Kindergarten students at applicable sites.

Note: In cases where two or more grade categories are involved, the percentage will be added for each category; however, supplemental percentage shall not exceed percentage for total school enrollment based on highest category for that particular school.

All principals will be employed for 40 work days beyond the 182 day school year (222 Days).

No principal's salary will be reduced when this schedule becomes effective, or in cases of normal enrollment decline; instead, he/she will remain at his/her present salary until he/she catches up to the schedule, or the schedule catches up to his/her salary.

In cases of school reorganization that reduces enrollment, the above rule will also apply, except when a principal voluntarily transfers to a smaller school, or a school of lower grade level.

ASSISTANT PRINCIPAL
Salary Schedule

The salary for Assistant Principals is determined by multiplying the salary the individual would receive on his/her corresponding Parish Teacher Salary Schedule by the following index:

<u>Grade Categories</u>	<u>Rate</u>
Elementary School (Grades Pk-6)	1.11
Junior High School (Grades 7-9)	1.13
High School (Grades 10-12)	1.19

Note: In cases where two or more grade categories are involved, the higher percentage will be allowed as long as the Assistant Principal is assisting in higher grade activities.

All assistant principals will be employed for 15 work days beyond the 182 day school year. These extended days worked are included in the above index rates. Assistant Principals will be expected to perform all necessary administrative duties during their designated school year without interference from other activities.

HEAD NURSE
Salary Schedule

The salary for Head Nurse is determined by multiplying the salary the individual would receive on his/her corresponding Parish Teach Salary Schedule by an index of 1.15.

**COACH - HIGH SCHOOL
Stipend Schedule**

Coaching stipends will be calculated on the Parish Teacher Salary Schedule as follows:

High School Stipends

<u>MAJOR SPORTS</u>			
Head Football	11.0%	Assistant Football	7.0%
Head Basketball	9.0%	Assistant Basketball	7.0%
Head Baseball	9.0%	Assistant Baseball	7.0%
Head Softball	9.0%	Assistant Softball	7.0%
Head Volleyball	9.0%	Assistant Volleyball	7.0%
Head Track	9.0%	Assistant Track	7.0%

MINOR SPORTS

High Schools are allowed minor sport stipends not counted in the total number of school stipends. If the school fields a full allotment of students to fill a full minor sport team, then the coach's stipend is 3.0%. If the number of students participating is less than a full minor sport team, then the coach's stipend is 1.0%. Minor sports include, but are not limited to the following: Bowling, Cross Country (Boys & Girls), Golf, Tennis, Soccer - Boys, Soccer - Girls, Swimming, etc. To be considered a minor sport the sport must be sanctioned by the Louisiana High School Athletic Association.

Summer Coaching Stipend

All head coaches and assistant coaches of a major sport shall receive \$1,000 stipend for 50 or more hours of work in the summer. Schedule and work will be verified by the school principal. Any teacher involved in extended employment (i.e. Counselor, Agriculture Teacher, etc.) who also serves as a coach is ineligible for the additional Summer Stipend.

The maximum percentage any High School coach can receive is 18.0%, not counting the CDL License stipend.

The following is the number of coaches' supplements a school may have:

5A School - 22 Supplements	2A School - 16 Supplements
4A School - 20 Supplements	1A School - 14 Supplements
3A School - 18 Supplements	

Any school may choose to have more coaches, but the total number of supplements will remain the same. All coaching stipends are dependent on all minimum requirements being met including student participation to field a team.

High School coaching supplements are based on each school offering all the major sports (i.e. Football, Basketball, Track, Baseball). If all these sports are not offered, the school's supplements will be adjusted accordingly.

**COACH - JUNIOR HIGH SCHOOL
Stipend Schedule**

Coaching stipends will be calculated on the Parish Teacher Salary Schedule as follows:

Junior High School Stipends

Football and one other sport	10.00%
Any two sports, not football	6.00%

Limit number of Junior High School stipends to 5 stipends.

CDL Stipend

Any High School or Junior High School coach not possessing a CDL License, and who is not available to drive the school activity bus, will receive a 1.0% deduction. Any High School or Junior High School coach possessing a CDL License and who drives the school activity bus for their coaching program will receive a 1.0% increase.

Athletic Field Upkeep Stipend

Athletic field upkeep is \$750 per field (Football, Baseball, Softball, etc.) that the school maintains and is done year round.

**BAND / CHORUS DIRECTOR
Stipend Schedule**

Band Director

Band Director stipends will be calculated on the Parish Teacher Salary Schedule as follows:

High School	
Head Band Director	10.0%
Assistant Band Director	5.0%
Junior High/Middle School - Band Director	4.0%

To be eligible for a Band Director stipend, the school must have a marching band that participates in band competitions.

To be eligible for an Assistant Band Director stipend, high schools must have a minimum of 90 marching band participants.

If any one individual directs both High School and Junior High/Middle School band, he or she are eligible for only one (1) stipend, the higher of the applicable stipends.

High School Band Directors are eligible for an additional \$500 for the two weeks worked in the summer.

Chorus Director

Chorus Director stipends will be calculated on the Parish Teacher Salary Schedule as follows:

High School - Head Chorus Director	4.0%
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To be eligible for a Chorus Director stipend, the school must have a chorus that participates in competitions.

All band and chorus stipends are dependent on the minimum requirements being met.

EXTRACURRICULAR ACTIVITY Stipend Schedule

School-related activities which are of significant benefit and interest to students, faculty, parents, general school program and/or school community, will be considered for extra compensation on a local school priority basis. This does not include teaching and non-teaching duties incumbent on all faculty members.

Prior to the end of each semester, usually in December and May, the Director of Human Resources will send to each High School and Junior High Principal a form (Report of Extra Curricular Salary Supplement) showing the allotted amount. The Principal is to complete the form and return it to the Director of Human Resources in accordance with the instructions in the transmittal letter accompanying the forms. The payment will be issued to the teachers for the first semester's work no later than the January 26th payroll and on the June 26th payroll for the second semester's work.

The activities included are at the discretion of the Principal. By way of example, a Principal may include the following:

Cheerleading	Flag Corp	Robotics
Dance Team	Majorettes	Yearbook
Drill Team	Pep Squad	

This list is neither mandatory nor all-inclusive. It is the principal's responsibility to determine the activities of greatest merit. There is no requirement to compensate the same activity at every school or to pay the same amount for like activities at different schools. Financial limitations will not allow all activities to be compensated. In determining the amount of extra compensation a teacher will receive, Principals should consider time, effort, number of students involved, complexity, etc.

There is a minimum compensation of \$250.00 and a maximum compensation of \$2,500.00 per teacher at the senior level and \$1,500.00 per teacher at the junior high level for extracurricular duties, with increments of \$50.00.

The annual allotments are as follows:

- High Schools - \$7,500 per school, plus \$5.00 per student in grades 9-12
- Junior High Schools - \$5,000 per school, plus \$4.00 per student in grades 7-8
- All Non-High Schools & Junior High Schools - \$1,000 per school

The per student amount is based on the October 1st student enrollment.

TRANSPORTATION

Stipend Schedule

Due to passage of Act 661 (LA 2022 Regular Session), State Operational Schedule rates have been updated to include current cost to purchase, operate, and maintain a school bus in Louisiana. Included in the State minimum funding mileage amount is the cost of bi-annual bus inspections, Driver CDL Licensing, cost of diesel fuel purchases at \$2.69 per gallon, and other miscellaneous expenditures.

Bus Driver stipends will be calculated on the nine-month Parish Salary Schedule plus applicable operational allowance as provided for in their "School Bus Lease", which is as follows:

State Operational Schedule***	<48 psgr. - \$1.4683 >48 psgr. - \$1.756
Local Fuel Price Mileage**	Local Fuel Adjustment
Wheel Chair Lift Equipment	\$1,500.00
Air Conditioner Equipment****	\$900.00

* Items once reimbursed under the Local Fixed Operator Allowance have been included in the minimum State Operational Schedule Rate with the exception of reimbursement of Driver's annual CDL Physical. Owner/Operators will be reimbursed for their CDL Physicals in the same manner as Board-Owned Drivers.

** Local Fuel Price Mileage will be recalculated monthly to take into consideration fluctuations in fuel prices. Drivers will be compensated each month based on actual days driven the previous month. Local Fuel Price Mileage will include a \$2.00 per gallon Base Price of Diesel Fuel.

*** The State Operational Schedule amount has been updated during the 2022 Regular Legislative Session (Act 661).

**** For buses equipped with working air condition equipment.

Extra-Curricular Bus Trips

Salary: \$15.00 /hour with a minimum of \$30.00 per trip
\$400.00 flat rate for 24-hour overnight travel (includes meals and lodging) plus mileage

Mileage:	<u>Diesel Fuel Price</u>	<u>Field Trip Mileage Rate</u>
	\$2.00 - \$2.50	\$1.75 per mile (\$2.00-\$2.00 / 5.0 MPG + \$1.75)
	\$2.51 - \$3.00	\$1.85 per mile (\$2.50-\$2.00 / 5.0 MPG + \$1.75)
	\$3.01 - \$3.50	\$1.95 per mile (\$3.00-\$2.00 / 5.0 MPG + \$1.75)
	\$3.51 - \$4.00	\$2.05 per mile (\$3.50-\$2.00 / 5.0 MPG + \$1.75)
	\$4.01 - \$4.50	\$2.15 per mile (\$4.00-\$2.00 / 5.0 MPG + \$1.75)
	\$4.51 - \$5.00	\$2.25 per mile (\$4.50-\$2.00 / 5.0 MPG + \$1.75)
	\$5.01 - \$5.50	\$2.35 per mile (\$5.00-\$2.00 / 5.0 MPG + \$1.75)
	\$5.51 - \$6.00	\$2.45 per mile (\$5.50-\$2.00 / 5.0 MPG + \$1.75)

Effective 8/12/2003, School Bus Operators will receive Operational Allowance for the Lease of their School

TRANSPORTATION
Stipend Schedule Continued

Perfect Attendance Stipend for School Bus Drivers

Due to the shortage of certified school bus drivers and the increased safety measures when the regular school bus driver is behind the wheel of our school buses, Drivers who achieved perfect attendance for any regular school calendar month shall receive an additional \$200.00 in compensation not to exceed \$2,000.00 annually. Perfect Attendance is achieved when the regular full-time school bus driver actually drives his/her assigned school bus route every school day within a given month. Drivers may receive multiple perfect attendance stipends within one school year (August thru May). Unfortunately, there are no exceptions for achieving the Perfect Attendance Stipend.

CHILD NUTRITION PROGRAM

Stipend Schedule

Any Cafeteria Manager who possesses a college degree shall receive an additional \$3,000 stipend annually.

Satellite Stipend

Any Cafeteria Manager who satellites to another location shall receive an annual stipend per school site as follows:

Satellites to schools serving < 100 students	\$600
Satellites to schools serving > 100 students	\$2,000

Meals Served Stipend

Effective beginning 2017-2018 SY, Cafeteria Managers shall receive an annual stipend based on the average daily participation for the prior school year as follows:

<u>Average Daily Participation (Meals Served)</u>	
< 500	\$0
500 - 999	\$750
1000 - 1499	\$1,250
1500 - 1999	\$1,750
> 2000	\$2,000

Any cafeteria serving meals exceeding 1,500 meals per day (including satellites) shall be allowed to add a second Production Manager to assist in meal preparation and meal serving.

DAY-BY-DAY / HOURLY PERSONNEL
Salary Schedule

<u>Teacher:</u>		<u>Hourly</u>	<u>Daily</u>
Certified	21 days+ - starting pay	\$15.00	\$105.00
College Degree	21 days+ - \$130.00 day	\$13.00	\$91.00
Less Than College Degree		\$10.00	\$70.00

<u>Hourly Certified Teacher:</u>	<u>Hourly</u>
Summer School, Extended School Year, Adult Education, Alternate Education	\$25.00
All Others	\$21.00

<u>Paraprofessional (Summer School)</u>	<u>Hourly</u>
	\$9.25

<u>Bus Driver:</u>	<u>Daily</u>
	\$100.00

Retired School Bus Drivers will be paid their daily rate of pay at the time of their retirement.

<u>Child Specific LPN (highly qualified)</u>	<u>Hourly</u>
	\$15.00

<u>School Food Service Monitor</u>	<u>Hourly</u>
	\$9.00

<u>School Food Service Worker</u>	<u>Hourly</u>
	\$13.00

<u>Custodian</u>	<u>Hourly</u>
	Minimum Wage

STAFFING ALLOCATION FORMULAS

Assistant Principal Staffing Allocation Formula

<u>Grades</u>	<u>Students</u>	<u>Allocation</u>
Pre-K - 8 or any combination	1 - 499	1.0 Elementary / Jr. High
Pre-K - 8 or any combination	500 +	2.0 Elementary / Jr. High
7 - 12 or any combination	1 - 499	1.0 High School
7 - 12 or any combination	500 - 999	2.0 High School
7 - 12 or any combination	1000 - 1499	3.0 High School
7 - 12 or any combination	1500 - 1999	4.0 High School
7 - 12 or any combination	2000 +	5.0 High School

Teacher Staffing Allocation Formula

Grades PK - 3	1 position for every 20 students
Grades 4 - 6	1 position for every 25 students
Grades 7 - 8	1 position for every 25 students + 1 enrichment position for every 200 students
Grades 9 - 12	1 position for every 25 students Enrichment positions as indicated below

High School Enrollment

76 - 150
151 - 450
451 - 750
751 - 1050
1051 - 1350
1351 - 1650
1651 - 1950
1951 +

Enrichment Positions

3
5
6
8
10
12
14
16

Custodial Staffing Allocation Formula

The Custodial Allotment formula was adopted in August 1979 and is based 60% on square footage of campus buildings and 40% on student enrollment.

$\text{C.U.} = 60\% (\text{Square Footage C.U.}) + 40\% (\text{Student Enrollment C.U.})$

C.U. = Full-time Custodial Units (8 hours per day)

Schools are allowed, at a minimum, one (1) Head Custodian and one (1) 12-month Custodian. All remaining Custodians will be staffed as 11-month Custodians.

This formula does not consider campus size for upkeep of grounds.

See Custodial Units per Square Footage and Enrollment Chart (Page 28).

Custodial Units Based on Square Footage & Student Enrollment

Square Footage (60%)

<u>Square Footage</u>			<u>Custodial Unit</u>
0	-	2,999	0.25
3,000	-	5,999	0.50
6,000	-	10,999	1.00
11,000	-	15,999	1.25
16,000	-	20,999	1.50
21,000	-	25,999	1.75
26,000	-	30,999	2.00
31,000	-	36,999	2.25
37,000	-	41,999	2.50
42,000	-	45,999	2.75
46,000	-	52,999	3.00
53,000	-	59,999	3.25
60,000	-	66,999	3.50
67,000	-	73,999	3.75
74,000	-	80,999	4.00
81,000	-	87,999	4.25
88,000	-	94,999	4.50
95,000	-	101,999	4.75
102,000	-	111,999	5.00
112,000	-	121,999	5.25
122,000	-	131,999	5.50
132,000	-	141,999	5.75
142,000	-	151,999	6.00
152,000	-	161,999	6.25
162,000	-	171,999	6.50
172,000	-	181,999	6.75
182,000	-	191,999	7.00
192,000	-	201,999	7.25
202,000	-	211,999	7.50
212,000	-	221,999	7.75
222,000	-	231,999	8.00
232,000	-	241,999	8.25
242,000	-	251,999	8.50
252,000	-	261,999	8.75
262,000	-	271,999	9.00
272,000	-	281,999	9.25
282,000	-	291,999	9.50
292,000	-	301,999	9.75
302,000	+		10.00

Student Enrollment (40%)

<u>Enrollment</u>			<u>Custodial Unit</u>
0	-	199	0.25
200	-	249	0.50
250	-	299	0.75
300	-	349	1.00
350	-	399	1.25
400	-	449	1.50
450	-	499	1.75
500	-	549	2.00
550	-	599	2.25
600	-	649	2.50
650	-	699	2.75
700	-	749	3.00
750	-	799	3.25
800	-	849	3.50
850	-	899	3.75
900	-	949	4.00
950	-	999	4.25
1,000	-	1,049	4.50
1,050	-	1,099	4.75
1,100	-	1,149	5.00
1,150	-	1,199	5.25
1,200	-	1,249	5.50
1,250	-	1,299	5.75
1,300	-	1,349	6.00
1,350	-	1,399	6.25
1,400	-	1,449	6.50
1,450	-	1,499	6.75
1,500	-	1,549	7.00
1,550	-	1,599	7.25
1,600	-	1,649	7.50
1,650	-	1,699	7.75
1,700	-	1,749	8.00
1,750	-	1,799	8.25
1,800	-	1,849	8.50
1,850	-	1,899	8.75
1,900	-	1,949	9.00
1,950	-	1,999	9.25
2,000	-	2,049	9.50
2,050	+		9.75



TANGIPAHOA PARISH
SCHOOL SYSTEM

April 27, 2022

TO: Employees

FROM: Melissa M. Stilley, Superintendent

SUBJECT: 2022-2023 Work Schedule for School Employees Who Work Less Than 12 Months per Year

Please see the chart below for information regarding the 2022-2023 school year beginning and ending dates for employees who work less than 12 months per year. If you have any questions, please contact Assistant Superintendent Ron Genco via email (Ronald.Genco@tangischools.org) or phone (985-748-2501). Thanks!

2022-23 SCHOOL YEAR WORK SCHEDULE FOR SCHOOL PERSONNEL EMPLOYED LESS THAN 12 MONTHS PER YEAR			
EMPLOYEE CLASSIFICATION	NUMBER OF WORK DAYS PER SCHOOL YEAR	<u>FIRST DATE OF WORK FOR THE 2022-23 SCHOOL YEAR</u>	<u>LAST DATE OF WORK FOR THE 2022-23 SCHOOL YEAR</u>
11-Month Certificated	222	July 11, 2022	June 23, 2023
11-Month Support*	220	July 11, 2022	June 23, 2023
10-Month Certificated	202	July 25, 2022	June 9, 2023
10-Month Support*	200	July 25, 2022	June 9, 2023
9¾ Month	197	<u>15 DAYS EXTENDED.</u> <i>Employee must coordinate the 15 days with his/her immediate supervisor.</i>	
9½ Month Certificated	192	August 1, 2022	June 2, 2023
9½ Month Support*	190	August 1, 2022	June 2, 2023
9-Month Certificated	182	August 8, 2022	May 26, 2023
9-Month Support*	180	August 8, 2022	May 26, 2023
<i>*Includes cafeteria workers, cafeteria workers, paraprofessionals, custodians, and school secretaries. These support employees do <u>not</u> work on the following dates: October 17, 2022 and January 5, 2023.</i>			

EMPLOYEE SALARY POLICY

Implementation will be effective July 1, 2022.

Salary Step advancement will be automatic on July 1 as prescribed by "step" on the schedule. Individuals will be given credit for a year's advancement if they have served for a least one-half (1/2) of the normal employment year.

Any person being promoted will automatically be assigned to the pay grade called for by their new position. Placement will be to a step that is equal to or immediately above 105 percent of the previous salary, not to exceed the applicable step for years of service. For promotions occurring on July 1, previous salary shall include a step increase in the old pay grade, if applicable. In the event the new position also includes a change in length of employment (i.e., 10 months vs. 11 months); the person's original salary grade and step at the new length of employment will be used when applying the 105 percent.

Individuals holding the position of Office Assistant I (pay grade 2) will be adjusted to that of Office Assistant II (pay grade 3) after a successful two-year period as Office Assistant I.

New employees and former employees being rehired shall be placed in the initial salary step of the appropriate pay grade. The Superintendent may grant additional salary steps for special skills and/or unique experience.

Certified employees in positions requiring a teacher's certificate shall be subject to the tenure policies of the Board and tenure laws of the State.

Individuals holding a position requiring a degree who possess the necessary degree related to the position shall receive pay increases equivalent to those of certified individuals.

All new positions shall be reviewed by the Administrative Team for initial pay grade assignment as they are created.

The Superintendent shall have the right to request pay grade reassignment. He / She shall consider responsibilities and other factors pertinent to the position.

Persons involuntarily reassigned to a lesser position will have their salary unchanged until July 1, at which time they will be placed on a step in the new pay grade equal to or immediately above that salary. If the current salary is greater than the maximum step of the new pay grade, then the salary shall remain unchanged except for future across-the board percentage increases.

Persons requesting reassignment to a lesser position will immediately be placed in their new pay grade on the same step in which they are presently assigned.

Employees being placed in a temporary position (acting or appointed substitute), will receive a normal promotion as outlined above. Such promotion is effective for the term of the appointment only and upon completion of this term, the employee shall return to his/her regular grade and step. A step increase will be granted in the regular grade if applicable.

Wage and hour guidelines relative to overtime will be followed.

All days employed beyond the 180-day school year (182 days for individuals paid from the Parish Teacher Salary Schedule) will be on a full day basis. This does not include individuals employed under a summer program or summer professional development program.

All school secretaries' work day will be seven (7) hours, excluding lunch.

Beginning with 2021-2022-99 SY, all agriculture teachers will receive their full appropriate Parish Teacher Salary Schedule salary index on the actual months worked (see note 13 on page 4).

Beginning with the 2019-20 SY, employees within each classification will work the following number of days and hours:

<u>Employee Classification Worked</u>	<u>Days</u>		<u>Hours</u>	<u>Annual Hours</u>
Bus Driver/Bus Attendant	180	/	5	900
9 - month Support (1)	180	/	7	1260
9 - month Certificated	182	/	7	1274
9.5 - month Support (2)	190	/	8	1520
9.5 - month Certificated (3)	192	/	7	1344
9.75 - month Certificated (4)	197	/	7	1379
10 - month Support (1)	200	/	7	1400
10 - month Certificated	202	/	7	1414
11 - month Support (1)	220	/	7	1540
11 - month Certificated	222	/	7	1554
12 - month Support	240	/	7	1680
12 - month Certificated	240	/	7	1680
12 - month Maintenance / Custodial (5)	247	/	8	1976

(1) - Includes cafeteria workers, paraprofessionals, custodians, and school secretaries

(2) - Includes cafeteria managers

(3) - Includes school psychologist, social worker, and education diagnostician

(4) - Includes all Assistant Principals

(5) - Includes maintenance and custodians

Footnotes on State and Local Salary Adjustment over past School Years

All Support Workers shall have the following components:

Highly Qualified Paraprofessionals (Grade 3P) shall include \$750 effective 2007/2008 SY

Beginning with the 2003/2004 SY, annual salary for non-certificated support staff will include a salary component call "State Support Raise" in the amount of \$476.37.

Beginning with the 2006/2007 SY, the "State Support Raise" will increase by \$500 for a total of \$976.37.

Beginning with the 2007/2008 SY, the "State Support Raise" will increase by \$500 for a total of \$1,976.37.

No service credit will be given for the 2011/2012 and 2012/2013 school years.

Beginning with the 2019/2020 SY, the "State Support Raise" will increase by \$500 to a total of \$2,476.37

Beginning with the 2021/2022 SY, Local 1/2 cent Sales Tax 7.0% salary increase and the "State Support Raise" will increase by \$400 for a total of \$2,876.37.

Beginning with the 2022/2023 SY, the "State Support Raise" will increase by \$750.

All certificated individuals and degreed individuals as stipulated in the Salary Policy shall receive the following additional allocation:

Beginning with the 2001/2002 SY, State Teacher Allocation of \$2,060

Beginning with the 2002/2003 SY, State Teacher Allocation of \$730

Beginning with the 2003/2004 SY, State Teacher Allocation of \$420

Beginning with the 2004/2005 SY, State Teacher Allocation of \$537

Beginning with the 2005/2006 SY, State Teacher Allocation of \$727

Beginning with the 2006/2007 SY, State Teacher Allocation includes Governor's proposed \$1,500, MFP Growth \$847, and Local Sales Tax \$853 for a total \$3,200

Beginning with the 2007/2008 SY, State Teacher Allocation includes Governor's proposed \$2,375, and MFP Growth \$2,197 for a total \$4,572

Beginning with the 2008/2009 SY, MFP Growth of \$1,019

Beginning with the 2019/2020 SY, MFP certified raise of \$1,000

Beginning with the 2021/2022 SY, Local 1/2 cent Sales Tax 7.0% salary increase and MFP certified raise of \$800

Beginning with the 2022/2023 SY, the Salary Schedule includes the MFP certified raise of \$1,500.