

## **DATE, TIME, PLACE OF MEETING**

Prior to the 5:00 meeting, a public hearing was held at 4:30 by CFO Wilfred Bourne.

### **Item 9.B. 1-2**

#### **B. Adoption of 2022-23 Budgets**

1. General Fund
2. Special Revenue Funds

On a motion to approve by Mr. Duhon and a second by Mr. Castille, the motion carried on a unanimous vote.

The Calcasieu Parish School Board Meeting was held at 3310 Broad Street, Lake Charles, Louisiana, on Tuesday, July 12, 2022, at 5:00 p.m.

The meeting was called to order by Annette Ballard, President. The prayer and pledge were led by Bliss Bujard.

## **ROLL CALL**

The roll was called by Superintendent LaFargue and the following members were present: Mack Dellafosse, Annette Ballard, Russell Castille, Alvin Smith, Glenda Gay, Damon Hardesty, John Duhon, Desmond Wallace, Aaron Natali, Bliss Bujard, Mark Young, Dean Roberts, Fred Hardy, Eric Tarver, and Billy Breaux.

## **APPROVAL OF MINUTES**

On a motion by Mr. Dellafosse and a second by Mr. Hardy, the Minutes of June 14, 2022, were approved on a unanimous vote:

## **PRESENTATIONS**

**A. Perfect Attendance/Molly Peveto, Sulphur High School/Keith LeLeux, Director of Child Welfare and Attendance**

### **Sponsors:**

Navarre Auto Group

Phillips 66 - Mr. Thomas Nevils

Stockwell, Sievert Law Firm - Mr. Chuck O'Connor

Calcasieu Teachers & Employee Credit Union - Mr. Jesse Busby & Mr. Ron Cobb

**B. JCI Quarterly Report/Ron McDaniel**

**C. Special Education Advisory Council/Racquel DeVille, Chair**

## **SUPERINTENDENT'S REPORT**

Dr. LaFargue gave the following report:

I. You have each received the monthly Head Start report:

### **Program Governance**

- Policy Council meeting was held on June 13, 2022. The following items were approved:
  - ✓ April 26<sup>th</sup> Policy Council minutes
  - ✓ May and June Director's Report
  - ✓ May and June Attendance Report
  - ✓ May and June Financial Report
  - ✓ Emergency Meeting – COLA and Quality Improvement Grant Review/Approval

2. Your next school population report will be at the September meeting, reflecting the numbers from ending the school year in May and the 2022-2023 numbers as of August 31.

3. I would like to report our June, 2022 sales tax numbers for our general fund which show collections at \$3,985,787 or 35.1 % above budget for the 12th month of the 2021-2022 school year.

- Collections are \$1,095,334 or 6.7 % below collections for the same month last year.
- After 12 months, collections are \$29,649,681 or 18.9 % above budget and \$15,277,059 or 8.9 % above the same period last year.

4. Hurricane Information: The summary was in your packet.

5. For your information, departments are currently conducting program and process evaluations so that we can improve efficiency and proficiency in our day-to-day operations. In addition, our Emergency Response Team will be meeting over the next week to discuss and update our emergency response plans for weather related events. We are also meeting with Law Enforcement agencies to discuss school safety in the wake of the recent tragic event in Texas.

Lastly, I want to thank Mr. Bruchhaus and staff for as smooth a transition as I could have asked for over the previous few weeks.

## **EXECUTIVE SESSION**

On a motion by Mr. Hardy and a second by Mr. Natali, the Board adjourned into Executive Session at 5:36 p.m. on a unanimous vote.

- A. Discussion of Auto Liability Claim #CLAS11767B1/Attorney Kyle Beasley
- B. Discussion of Auto Liability Claim #CLAS11573A2/Attorney Kyle Beasley

## **TAKE APPROPRIATE ACTION ON EXECUTIVE SESSION**

On a motion by Mr. Hardy and a second by Mr. Castille, the Board returned to Regular Session at 6:01 p.m. on a unanimous vote.

**A. Settlement of Auto Liability Claim #CLAS11767B1/Attorney Kyle Beasley**

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion to approve carried on a unanimous vote.

**B. Settlement of Auto Liability Claim #CLAS11573A2/Attorney Kyle Beasley**

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardesty, the motion to approve carried on a unanimous vote.

**TAKE APPROPRIATE ACTION**

Items A-H are available for viewing at the end of this document and under Minutes at [www.cpsb.org](http://www.cpsb.org)

Mrs. Ballard read the following:

**A. Adoption of 2022 Millages**

On a motion to approve by Mr. Dellafosse and a second by Mr. Duhon, the motion carried on a unanimous vote.

**B. Adoption of 2022-23 Budgets**

1. General Fund
2. Special Revenue Funds

On a motion to approve by Mr. Duhon and a second by Mr. Castille, the motion carried on a unanimous vote.

**C. Adoption of 2022-2023 Salary Schedules**

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardy, the motion carried on a unanimous vote.

**D. Adoption of ELA High School Curriculum Materials**

On a motion to approve by Mr. Dellafosse and a second by Mr. Hardy, the motion carried on a unanimous vote.

**E. Adoption of High School Math Instructional Resource**

On a motion to approve by Mr. Hardy and a second by Mr. Breaux, the motion carried on a

unanimous vote.

#### **F. Adoption of Head Start Policy**

Mr. Dellafosse asked that the word Federal be inserted at the bottom of page 3.

After much discussion regarding the payment to Head Start employees of a stipend of \$3,000 for being vaccinated in order to use federal grant funds, the Board was notified that this item was only to approve the policy and not to approve the stipend, which was already approved at an earlier meeting. The motion carried on a motion by Mr. Dellafosse and a second by Mr. Tarver, with two nay votes.

#### **G. Consideration of modifying the uniform policy regarding the wearing of jeans**

Blue cards to address the Board: Shannon Buxton, Nakia Hawkins, Janice Patton, Andrea McFarlain, Davelyn Patrick, Jyllian McFarlain

Mr. Dellafosse, with a second by Mr. Castille, offered a motion to approve. Mr. Dellafosse offered a substitute motion, with a second by Mr. Castille to state:

Khaki or navy-blue pants (shades may vary) or blue jeans (shades of blue may vary), skirts, shorts, skorts, or jumpers must be uniform style and color. Blue jeans pants only (shades of blue may vary) shall not have any holes, rips, or tears. No blue jeans shorts, no corduroy or wind-suit materials, no sweatpants, no stretch pants or leggings, no jeggings, no joggers, no spandex, no baggy pants, no bell-bottoms, no carpenter or cargo styles, no hip-huggers, no side-knee pockets, no capris. Emblems, logos, or decorations are not allowed. Shorts and skorts must measure (front and back) no shorter than three inches above the knee and no longer than mid-knee. Skirts and jumpers must measure no shorter than three inches above the knee.

The substitute motion carried on a unanimous vote.

#### **H. Consideration of LaGrange High School to be advertised as Level 1 and Level 2 Turnaround Principal School**

Mr. Dellafosse made a motion to approve, with a second by Mr. Hardesty. Mr. Tarver offered an amendment to the motion, to double the stipend amount from \$15,000 to \$30,000 if the principal meets the required performance targets. Mr. Dellafosse seconded the motion. There was much discussion. Mr. Hardy asked that this item be tabled until later, with a second by Mrs. Gay. This did not pass on a vote.

Mr. Hardy, with a second by Mrs. Gay, called for the question to cease discussion and end the debate on doubling the stipend. This passed on a vote with one nay.

On a roll call vote for the original motion, as amended, the motion carried 10-4:

Yes: Mrs. Ballard, Mr. Breaux, Mr. Castille, Mr. Dellafosse, Mr. Hardesty, Mr. Roberts, Mr.

Smith, Mr. Tarver, Mr. Wallace, Mr. Young  
No: Mr. Duhon, Mrs. Gay, Mr. Hardy, Mr. Natali

### **PERMISSION TO ADVERTISE**

Mrs. Ballard read the following:

**A. Bid for E-Rate Year 26 (23-24)/Technology Department**

On a motion to approve by Mr. Dellafosse and a second by Mr. Castille, the motion carried on a unanimous vote.

### **BID REPORTS**

Mrs. Ballard read the following:

**A. Bulk Oil – Bid #2023-21/General Funds. There were no bids submitted.**

On a motion to accept by Mr. Dellafosse and a second by Mr. Tarver, the motion carried unanimously to accept that there were no bids submitted.

**B. New Wrecker – Re-Bid#2023-311/ESSER Funds. There was one bid by International for \$220,774.19, but it did not meet the required specifications for power/engine size and was declared ineligible.**

On a motion to accept by Mr. Dellafosse and a second by Mr. Tarver, the motion carried unanimously to accept that the one bid did not meet the specifications.

**C. Bell City High School Gymnasium, Second Story Addition/Bell City Maintenance Fund**

On a motion to accept by Mr. Dellafosse and a second by Mr. Tarver, the motion carried unanimously to approve.

### **CORRESPONDENCE**

Mrs. Ballard read the following:

**A. Change Order for the project, “Phase 3 Improvements, R.D. Molo Middle School”, District 31 Bond Fund; Ellender Architects, LLC, Architect; K&J Development of SWLA, LLC, Contractor; *Increase* of \$14,291.00 and *increase* of one hundred and nineteen (119) days.**

On a motion to approve by Mr. Hardy and a second by Mr. Dellafosse, the motion carried on a unanimous vote.

JULY 12, 2022

## **CONDOLENCES AND RECOGNITIONS**

Mr. Dellafosse, Mr. Wallace, and Mr. Hardy thanked Dr. Betty Washington for her years of service to the school system and congratulated her on her retirement.

Mr. Dellafosse and Mr. Wallace asked for a letter of condolence to the family of Mr. Cary Chavis.

Mr. Dellafosse, Mr. Natali, and Mrs. Ballard congratulated staff and Dr. LaFargue regarding the first Board meeting.

Mrs. Ballard stated that CPSB has had 33 straight years of excellent audits and she congratulated Holly Holland on her CPSB videos.

## **ADJOURN MEETING**

On a motion to adjourn by Mr. Breaux and a second by Mr. Castille, the meeting was adjourned at 7:58 p.m. on a unanimous vote.

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Annette Ballard, President

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Shannon LaFargue, Secretary



9.A.

Karl Bruchhaus, Superintendent

RESOLUTION

BE IT RESOLVED, that the following millage(s) are hereby levied on the 2022 tax roll on all property subject to taxation by the Calcasieu Parish School Board:

	<u>Millage Key #</u>	<u>2022 Millages</u>
<b><u>General Fund (Parishwide)</u></b>		
Constitutional Tax (Total 5.06 Mills)	1028 085	5.06 Mills
Special School Maintenance & Operations Taxes (Total 11.94 Mills)		
Maintenance #1	1028 086	8.64 Mills
Maintenance #2	1028 087	3.30 Mills
<b><u>Bond Sinking Funds</u></b>		
<u>School District No. 21 (DeQuincy - Total 15.90 Mills)</u>		
Bond	1028 088	15.90 Mills
<u>School District No. 23 (Westlake/Maplewood - Total 7.55 Mills)</u>		
Bond	1028 092	1.06 Mills
Bond	1028 145	2.42 Mills
Bond	1028 168	4.07 Mills
<u>School District No. 24 (Starks - Total 7.25 Mills)</u>		
Bond	1028 148	7.25 Mills
<u>School District No. 25 (Iowa/LeBleu - Total 16.20 Mills)</u>		
Bond	1028 149	16.20 Mills
<u>School District No. 26 (Vinton - Total 13.20 Mills)</u>		
Bond	1028 098	3.98 Mills
Bond	1028 151	9.22 Mills
<u>School District No. 28 (Bell City - Total 7.05 Mills)</u>		
Bond	1028 142	7.05 Mills
<u>School District No. 30 (Sulphur - Total 6.20 Mills)</u>		
Bond	1028 144	4.71 Mills
Bond	1028 153	0.54 Mills
Bond	1028 152	0.95 Mills
<u>School District No. 31 (North Lake Charles - Total 21.30 Mills)</u>		
Bond	1028 062	21.30 Mills
<u>School District No. 33 (Southeast Lake Charles - Total 6.80 Mills)</u>		
Bond	1028 129	6.80 Mills
<u>School District No. 34 (Southwest Lake Charles - Total 2.90 Mills)</u>		
Bond	1028 130	2.75 Mills
Bond	1028 131	0.15 Mills
<b><u>Renewable Taxes</u></b>		
<u>School District No. 28 (Bell City - Total 9.58 Mills)</u>		
Maintenance	1028 128	9.58 Mills

*Building Foundations for the Future*



BE IT FURTHER RESOLVED that the proper administrative officials of the Parish of Calcasieu, State of Louisiana, be and they are hereby empowered, authorized, and directed to spread said taxes, as hereinabove set forth, upon the assessment roll of said Parish for the year 2022, and to make the collection of the taxes imposed for and on behalf of the taxing authority, according to law, and that the taxes herein levied shall become a permanent lien and privilege on all property subject to taxation as herein set forth, and collection thereof shall be enforceable in the manner provided by law.

The foregoing resolution was read in full, the roll was called on the adoption thereof, and the resolution was adopted by the following votes:

YEAS:  
NAYS:  
ABSTAINED:  
ABSENT:

#### CERTIFICATE

I hereby certify that the foregoing is a true and exact copy of the resolution adopted at the board meeting held on July 12th, 2022, at which meeting a quorum was present and voting.

Lake Charles, Louisiana, this \_\_\_ day of July, 2022.

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Shannon Lafargue, Secretary  
Calcasieu Parish School Board

*Building Foundations for the Future*

**Item 9.C.**

Calcasieu Parish  
School Board

2022-2023

Salary Schedules

Dr. Shannon Lafargue  
Superintendent



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**182 DAY TEACHER  
2022-2023**

T1

Stipends Paid in October Paycheck Based on Previous Year Data  
P=Performance D=Demand

STEP	BASE SALARY	Highly Effective		Effective Proficient		Effective Emerging		STEP	BASE SALARY	Highly Effective		Effective Proficient		Effective Emerging		STEP	BASE SALARY	Highly Effective		Effective Proficient		Effective Emerging	
		P	D	P	D	P	D			P	D	P	D	P	D			P	D	P	D	P	D
1	46,761	250	250	225	225	200	200	34	53,361	250	250	225	225	200	200	67	59,961	250	250	225	225	200	200
2	46,961	250	250	225	225	200	200	35	53,561	250	250	225	225	200	200	68	60,161	250	250	225	225	200	200
3	47,161	250	250	225	225	200	200	36	53,761	250	250	225	225	200	200	69	60,361	250	250	225	225	200	200
4	47,361	250	250	225	225	200	200	37	53,961	250	250	225	225	200	200	70	60,561	250	250	225	225	200	200
5	47,561	250	250	225	225	200	200	38	54,161	250	250	225	225	200	200	71	60,761	250	250	225	225	200	200
6	47,761	250	250	225	225	200	200	39	54,361	250	250	225	225	200	200	72	60,961	250	250	225	225	200	200
7	47,961	250	250	225	225	200	200	40	54,561	250	250	225	225	200	200	73	61,161	250	250	225	225	200	200
8	48,161	250	250	225	225	200	200	41	54,761	250	250	225	225	200	200	74	61,361	250	250	225	225	200	200
9	48,361	250	250	225	225	200	200	42	54,961	250	250	225	225	200	200	75	61,561	250	250	225	225	200	200
10	48,561	250	250	225	225	200	200	43	55,161	250	250	225	225	200	200	76	61,761	250	250	225	225	200	200
11	48,761	250	250	225	225	200	200	44	55,361	250	250	225	225	200	200	77	61,961	250	250	225	225	200	200
12	48,961	250	250	225	225	200	200	45	55,561	250	250	225	225	200	200	78	62,161	250	250	225	225	200	200
13	49,161	250	250	225	225	200	200	46	55,761	250	250	225	225	200	200	79	62,361	250	250	225	225	200	200
14	49,361	250	250	225	225	200	200	47	55,961	250	250	225	225	200	200	80	62,561	250	250	225	225	200	200
15	49,561	250	250	225	225	200	200	48	56,161	250	250	225	225	200	200	81	62,761	250	250	225	225	200	200
16	49,761	250	250	225	225	200	200	49	56,361	250	250	225	225	200	200	82	62,961	250	250	225	225	200	200
17	49,961	250	250	225	225	200	200	50	56,561	250	250	225	225	200	200	83	63,161	250	250	225	225	200	200
18	50,161	250	250	225	225	200	200	51	56,761	250	250	225	225	200	200	84	63,361	250	250	225	225	200	200
19	50,361	250	250	225	225	200	200	52	56,961	250	250	225	225	200	200	85	63,561	250	250	225	225	200	200
20	50,561	250	250	225	225	200	200	53	57,161	250	250	225	225	200	200	86	63,761	250	250	225	225	200	200
21	50,761	250	250	225	225	200	200	54	57,361	250	250	225	225	200	200	87	63,961	250	250	225	225	200	200
22	50,961	250	250	225	225	200	200	55	57,561	250	250	225	225	200	200	88	64,161	250	250	225	225	200	200
23	51,161	250	250	225	225	200	200	56	57,761	250	250	225	225	200	200	89	64,361	250	250	225	225	200	200
24	51,361	250	250	225	225	200	200	57	57,961	250	250	225	225	200	200	90	64,561	250	250	225	225	200	200
25	51,561	250	250	225	225	200	200	58	58,161	250	250	225	225	200	200	91	64,761	250	250	225	225	200	200
26	51,761	250	250	225	225	200	200	59	58,361	250	250	225	225	200	200	92	64,961	250	250	225	225	200	200
27	51,961	250	250	225	225	200	200	60	58,561	250	250	225	225	200	200	93	65,161	250	250	225	225	200	200
28	52,161	250	250	225	225	200	200	61	58,761	250	250	225	225	200	200	94	65,361	250	250	225	225	200	200
29	52,361	250	250	225	225	200	200	62	58,961	250	250	225	225	200	200	95	65,561	250	250	225	225	200	200
30	52,561	250	250	225	225	200	200	63	59,161	250	250	225	225	200	200	96	65,761	250	250	225	225	200	200
31	52,761	250	250	225	225	200	200	64	59,361	250	250	225	225	200	200	97	65,961	250	250	225	225	200	200
32	52,961	250	250	225	225	200	200	65	59,561	250	250	225	225	200	200	98	66,161	250	250	225	225	200	200
33	53,161	250	250	225	225	200	200	66	59,761	250	250	225	225	200	200								

SPRINGBOARD TEACHER SALARY for qualifying teachers - \$37,000

Includes \$200 Experience Adjustment if Rating Not Ineffective  
BASE FOR ADMINISTRATIVE INDEXES

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

PART-TIME TEACHERS - In limited situations where part-time teachers are utilized, salary will be divided by 7 periods times # of periods taught.

**PIPS INCREMENTS**

TO BE PAID ABOVE THE MINIMUM STATE TEACHER'S SALARY SCHEDULE

AS REVISED AUGUST 1981

<u>EXPERIENCE</u>	<u>BA</u>	<u>MA</u>	<u>M+30</u>	<u>SPEC</u>	<u>PHD</u>
3	1,129	1,155	1,155	1,193	1,257
4	1,155	1,180	1,180	1,219	1,297
5	1,180	1,219	1,225	1,266	1,337
6	1,206	1,257	1,270	1,310	1,377
7	1,231	1,297	1,317	1,357	1,417
8	1,257	1,337	1,364	1,404	1,457
9	1,297	1,377	1,411	1,451	1,497
10	1,337	1,417	1,457	1,497	1,538
11	1,437	1,457	1,504	1,544	1,578
12	1,505	1,529	1,551	1,591	1,618
13	1,738	1,749	1,861	1,909	1,941
14	1,738	1,894	2,016	2,068	2,103
15	1,872	2,040	2,171	2,227	2,265
16	1,872	2,040	2,171	2,227	2,265
17	1,872	2,040	2,171	2,227	2,265
18	2,273	2,477	2,637	2,705	2,750
19	2,273	2,477	2,637	2,705	2,750
20	2,273	2,477	2,637	2,705	2,750
21	2,674	2,915	3,102	3,182	3,235
22	2,674	2,915	3,102	3,182	3,235
23	2,674	2,915	3,102	3,182	3,235
24	2,674	2,915	3,102	3,182	3,235
25+	3,075	3,352	3,567	3,659	3,721

**NOTE:**

PIPS increments are paid based on degree and experience as of  
September 1 of the fifth year of the program.

*(PIPS salary does not increase with each step increase)*

**SALARY SUPPLEMENT FOR  
EXTRA-CURRICULAR SPONSORS & COACHES**

**ELEMENTARY SCHOOLS**

**Vocal Music** **\$1,000 supplement**  
Must compete in LMEA District Festival and perform at two school activities per year.

**MIDDLE SCHOOLS**

**Head Coach** **\$2,000 supplement**  
1 Male/1 Female  
Must coach 3 sports.

**Assistant Coach** **\$1,600 supplement**  
(2 positions)

A full time coach (middle school) will be paid for 192 days employment based on degree and experience plus the supplement listed above. A full time coach must have at least 3 coaching assignments and report 10 extra days before or after the normal school year.  
Also, one \$480 supplement for one additional assistant football coach at each middle school.

**Band Director** **\$2,000 supplement**  
Must compete in LMEA District Festivals and have two concerts per year.

**Vocal Music Instructor** **\$2,000 supplement**  
Must compete in LMEA District Festival and perform at two school activities per year.

**Cheerleader Sponsor** **\$560 supplement**

**HIGH SCHOOLS**

<b>Head Coaches</b>	<b>Supplement</b>
Class AAAAA	\$5,500
Class AAAA	\$5,300
Class AAA	\$5,100
Class AA	\$4,900
Class B	\$4,500
Class C	\$4,300

<b>Assistant Coaches</b>	<b>Supplement</b>
Class AAAAA	\$3,100
Class AAAA	\$2,900
Class AAA	\$2,700
Class AA	\$2,500
Class B	\$2,100
Class C	\$2,100

A full-time coach will be paid for 202 days employment based on degree and experience plus the supplement listed above. A full-time coach must have at least three coaching assignments and report to work August 1 to receive his/her full coaching supplement as head coach or an assistant coach.

Full supplement assistant coaches that are head coaches of another major sport (Boys' Track, Girls' Track, Baseball, Softball, Boys' Basketball, Girls' Basketball & Volleyball) will receive an additional supplement of \$600.00. Limited to seven (7) per school.

**Additional Supplements:**

Two \$550 coaching supplements, two for boys and two for girls, will be provided each school when additional coaches are needed for golf, gymnastics, tennis, wrestling, soccer, swimming or additional girls' sports above three being offered.

No full time coach can be paid this supplement.

One \$550 supplement per sport not to exceed two sports per school.

<u>Coaching Supplements</u>	<u>Head Coach</u>	<u>Assistants</u>
Class AAAAA	1	11
Class AAAA	1	10
Class AAA	1	9
Class AA	1	8
Class B-C	1	5

Schools that move to a higher classification will receive the additional supplement at that time.

Schools that move to a lower classification will retain their supplements in the higher classification for 2 years. The supplements will be reduced at the next reclassification.

<u>Head Band Director</u>	<u>Supplement</u>
(in schools with football teams)	
Class AAAAA	\$5,500
Class AAAA	\$5,300
Class AAA	\$5,100
Class AA	\$4,900

<u>Assistant Band Director</u>	<u>Supplement</u>
(in schools with football teams)	
Class AAAAA	\$3,100
Class AAAA	\$2,900
Class AAA	\$2,700
Class AA	\$2,500

Band Directors will be paid for 202 days employment based on degree and experience plus the supplement listed above.

Band Directors who teach at the High School and Middle School shall receive the appropriate High School stipend plus an additional \$600.00.

Schools that move to a higher classification will receive the additional supplement at that time.

Schools that move to a lower classification will retain their supplements in the higher classification for 2 years. The supplements will be reduced at the next re-classification.

<u>Vocal Music Instructor</u>	<u>Supplement</u>
Class AAAAA	\$3,100
Class AAAA	\$2,900
Class AAA	\$2,700
Class AA	\$2,500
Class B	\$2,100
Class C	\$2,100

Vocal Music Instructors who teach at the High School and Middle School shall receive the appropriate High School stipend plus an additional \$600.00.

Schools that move to a higher classification will receive the additional supplement at that time.

Schools that move to a lower classification will retain their supplements in the higher classification for 2 years. The supplements will be reduced at the next re-classification.

<u>Debate Coaches</u>	<u>Supplement</u>
3-5 Tournaments/Plays	\$560
6-10 Tournaments/Plays	\$1,000
10+ Tournaments/Plays	\$1,500

<u>Drill Squad &amp; Cheerleader Sponsors</u>	<u>Supplement</u>
Football & Basketball	\$2,400
Football	\$1,200
Basketball	\$1,200
Attends all activities assigned by Principal	

<u>Quiz Bowl</u>	<u>Supplement</u>
	\$560

<u>eSports Coaches (1 per school)</u>	<u>Supplement</u>
3 Games minimum	\$2,000

Requirements:

1. The school MUST participate in at least 3 games per year.
2. The school MUST participate in a Fall state league and a Spring state league.
  - a. This includes games that have an opportunity for a State Championship.
3. The school may participate in a Youth league as their third game for the year.
4. The school may participate in additional State League and/or Youth League games beyond the minimum for the yearly supplement, but the coach will not be paid any additional supplement.
5. Game forfeits by a school may affect the supplement of a coach. This does not include forfeits of the opposing team.

**2022-2023  
LICENSED PRACTICAL  
NURSE (L.P.N.)**

**REGISTERED  
NURSES (R.N.)  
NURSING COORDINATOR**

<u>STEP</u>	<u>SALARY</u>	<u>STEP</u>	<u>SALARY</u>
1	21,142	1	46,606
2	21,435	2	46,959
3	21,732	3	47,312
4	22,032	4	47,667
5	22,338	5	48,119
6	22,648	6	48,498
7	22,964	7	48,853
8	23,283	8	49,207
9	23,607	9	49,637
10	23,937	10	50,205
11	24,272	11	50,770
12	24,610	12	51,540
13	24,951	13	52,123
14	25,304	14	52,724
15	25,660	15	53,074
16	26,019	16	53,424
17	26,385	17	53,774
18	26,756	18	54,124
19	27,133	19	54,474
20	27,515	20	54,824
21	27,903	21	55,174
22+	28,296	22	55,524
		23	55,874
		24	56,224
		25	56,574
		26	56,924
		27	57,274
		28+	57,624

Nursing Coordinator will be employed for 202 days beginning on August 1st and paid an additional supplement of \$6,000 for supervisory and administrative duties.

All nurses (including coordinator) will receive \$600.00 as per Act 12 of 1991 and \$750.00 per year for on call duties.

**INSTRUCTIONAL EMPLOYEES  
(EMPLOYED FOR MORE THAN 182 DAYS PER SCHOOL YEAR)  
2022-2023**

1/182 Local Teachers' Salary Schedule based on Degree and Experience X Days Employed =  
Salary.

**Extended Day Employees**

Educational Diagnostician, Social Worker, School Psychologist, Audiologist, Speech Evaluator,  
Counselor, Curriculum & Instructional Consultant, Program Facilitator, Resource Specialist, Substance  
Abuse Program Coordinator, Child Search Coordinator, CTTIE Instructor, Vocational Agriculture  
Teacher, Technology Consultant, Student Wellness Educator

NOTE: Effective July 1, 1996, days of employment will be extended (and  
pay adjusted accordingly) for counselors as follows:

Elementary - add 5 days

Middle School - add 15 days

High School - add 25 days

**INSTRUCTIONAL EMPLOYEES  
ADDITIONAL SUPPLEMENTS  
2022-2023**

Instructional Video Upload to CPSB MARKETPlace (Single Lesson) (Once approved by appropriate Administrative Director)	\$25.00 per lesson
Live Streamed Courses (Once approved by appropriate Administrative Director)	\$750.00 per semester

NOTE: Additional supplements restricted to classroom teachers

**CTTIE INSTRUCTOR  
2022-2023**

**CTTIE Instructors with a degree**

Salary will be based on the Calcasieu Parish School Board salary schedule for teachers.

**CTTIE Instructors without a degree**

The salary schedule for a CTTIE Instructor (non-degreed) will be based on the Calcasieu Parish School Board salary schedule for a B.A. using steps 1-22.

CTTIE Department Head shall be paid a supplement of \$1,150.00.

**CTTIE INSTRUCTORS  
NON-DEGREED  
182 DAY**

<u>STEP</u>	<u>SALARY</u>
1	46,761
2	46,961
3	47,161
4	47,361
5	47,561
6	47,761
7	47,961
8	48,161
9	48,361
10	48,561
11	48,761
12	48,961
13	49,161
14	49,361
15	49,561
16	49,761
17	49,961
18	50,161
19	50,361
20	50,561
21	50,761
22+	50,961

**CTTIE INSTRUCTORS  
NON-DEGREED  
222 DAY**

<u>STEP</u>	<u>SALARY</u>
1	57,039
2	57,283
3	57,527
4	57,771
5	58,014
6	58,258
7	58,502
8	58,746
9	58,990
10	59,234
11	59,478
12	59,722
13	59,966
14	60,210
15	60,454
16	60,698
17	60,942
18	61,186
19	61,430
20	61,674
21	61,918
22+	62,162

**CTTIE INSTRUCTORS  
NON-DEGREED  
242 DAY**

<u>STEP</u>	<u>SALARY</u>
1	62,177
2	62,443
3	62,709
4	62,975
5	63,241
6	63,507
7	63,773
8	64,039
9	64,305
10	64,571
11	64,837
12	65,103
13	65,369
14	65,635
15	65,901
16	66,166
17	66,432
18	66,698
19	66,964
20	67,230
21	67,496
22+	67,762

## ASSISTANT PRINCIPAL 2022-2023

AAP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$61,761.00)

STEP	1	2	3
	AAP1 ELEMENTARY	AAP2 MIDDLE SCHOOL	AAP3 HIGH SCHOOL
	<u>FACTOR</u>	<u>FACTOR</u>	<u>FACTOR</u>
1	1.0702	1.1021	1.2010
2	1.0793	1.1113	1.2101
3	1.0886	1.1206	1.2194
4	1.0977	1.1297	1.2285
5	1.1070	1.1389	1.2378
6	1.1162	1.1482	1.2470
7	1.1254	1.1573	1.2562
8	1.1346	1.1666	1.2654
9	1.1438	1.1757	1.2746
10	1.1530	1.1850	1.2834
11	1.1622	1.1941	1.2930
12	1.1714	1.2034	1.3022
13	1.1806	1.2126	1.3114
14	1.1898	1.2218	1.3206
15	1.1990	1.2310	1.3298
16	1.2082	1.2402	1.3390
17	1.2174	1.2494	1.3482
18	1.2260	1.2581	1.3576
19	1.2345	1.2669	1.3671
20	1.2432	1.2758	1.3767
21	1.2519	1.2847	1.3863
22+	1.2607	1.2937	1.3960

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

**STEP** = Administrative Experience + Teaching Experience Component + Degree Component

**Administrative Experience** = 1 year per year of experience as an administrator.

**Teaching Experience Component** =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

**Degree Component** = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

**ELEMENTARY SCHOOL PRINCIPAL  
2022-2023**

AEP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$61,761.00)

<u>STEP</u>	<sup>1</sup> AEP1 0-17.9 TEACHERS	<sup>2</sup> AEP2 18-29.9 TEACHERS	<sup>3</sup> AEP3 30 TEACHERS
	<u>FACTOR</u>	<u>FACTOR</u>	<u>FACTOR</u>
1	1.1610	1.1817	1.1945
2	1.1702	1.1909	1.2037
3	1.1795	1.2000	1.2130
4	1.1886	1.2093	1.2221
5	1.1978	1.2184	1.2313
6	1.2070	1.2277	1.2405
7	1.2162	1.2369	1.2498
8	1.2255	1.2461	1.2589
9	1.2346	1.2553	1.2681
10	1.2439	1.2644	1.2773
11	1.2530	1.2737	1.2866
12	1.2623	1.2829	1.2958
13	1.2684	1.2891	1.3049
14	1.2745	1.2952	1.3142
15	1.2807	1.3013	1.3233
16	1.2868	1.3075	1.3326
17	1.2929	1.3136	1.3418
18	1.2991	1.3197	1.3510
19	1.3052	1.3258	1.3602
20	1.3113	1.3320	1.3693
21	1.3204	1.3411	1.3784
22	1.3295	1.3502	1.3875
23	1.3386	1.3593	1.3966
24	1.3477	1.3684	1.4057
25+	1.3568	1.3775	1.4148

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

**STEP** = Administrative Experience + Teaching Experience Component + Degree Component

**Administrative Experience** = 1 year per year of experience as an administrator.

**Teaching Experience Component** =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

**Degree Component** = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

Turnaround Principal Supplement - see page 14

**MIDDLE SCHOOL PRINCIPAL****2022-2023**

AMP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$61,761.00)

<b>STEP</b>	<sup>1</sup> AMP1 <b>0-29.9 TEACHERS</b>	<sup>2</sup> AMP2 <b>30-69.9 TEACHERS</b>	<sup>3</sup> AMP3 <b>70+ TEACHERS</b>
	<b>FACTOR</b>	<b>FACTOR</b>	<b>FACTOR</b>
1	1.2022	1.2381	1.2740
2	1.2114	1.2473	1.2832
3	1.2206	1.2565	1.2924
4	1.2298	1.2657	1.3016
5	1.2390	1.2748	1.3106
6	1.2482	1.2841	1.3200
7	1.2574	1.2933	1.3292
8	1.2666	1.3025	1.3384
9	1.2758	1.3117	1.3476
10	1.2850	1.3209	1.3568
11	1.2943	1.3301	1.3659
12	1.3034	1.3393	1.3752
13	1.3127	1.3485	1.3843
14	1.3218	1.3577	1.3936
15	1.3310	1.3669	1.4028
16	1.3402	1.3761	1.4120
17	1.3495	1.3853	1.4211
18	1.3587	1.3945	1.4303
19	1.3678	1.4037	1.4396
20	1.3771	1.4129	1.4487
21	1.3862	1.4220	1.4578
22	1.3953	1.4311	1.4669
23	1.4044	1.4402	1.4760
24	1.4135	1.4493	1.4851
25+	1.4226	1.4584	1.4942

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

**STEP** = Administrative Experience + Teaching Experience Component + Degree Component

**Administrative Experience** = 1 year per year of experience as an administrator.

**Teaching Experience Component** =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

**Degree Component** = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

Turnaround Principal Supplement - see page 14

**HIGH SCHOOL PRINCIPAL****2022-2023**

AHP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$61,761.00)

<b>STEP</b>	<sup>1</sup> <b>AHP1</b> <b>0-29.9 TEACHERS</b>	<sup>2</sup> <b>AHP2</b> <b>30-69.9 TEACHERS</b>	<sup>3</sup> <b>AHP3</b> <b>70+ TEACHERS</b>
	<b>FACTOR</b>	<b>FACTOR</b>	<b>FACTOR</b>
1	1.2844	1.3257	1.3667
2	1.2937	1.3348	1.3759
3	1.3028	1.3441	1.3851
4	1.3121	1.3532	1.3943
5	1.3213	1.3624	1.4035
6	1.3305	1.3716	1.4127
7	1.3397	1.3809	1.4219
8	1.3488	1.3901	1.4311
9	1.3581	1.3992	1.4403
10	1.3672	1.4085	1.4495
11	1.3765	1.4176	1.4587
12	1.3857	1.4269	1.4679
13	1.3949	1.4360	1.4772
14	1.4041	1.4453	1.4863
15	1.4133	1.4545	1.4954
16	1.4225	1.4636	1.5044
17	1.4317	1.4729	1.5135
18	1.4409	1.4819	1.5225
19	1.4501	1.4910	1.5316
20	1.4593	1.5000	1.5407
21	1.4684	1.5091	1.5498
22	1.4775	1.5182	1.5589
23	1.4866	1.5273	1.5680
24	1.4957	1.5364	1.5771
25	1.5048	1.5455	1.5862

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

**STEP** = Administrative Experience + Teaching Experience Component + Degree Component

**Administrative Experience** = 1 year per year of experience as an administrator.

**Teaching Experience Component** =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

**Degree Component** = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

Turnaround Principal Supplement - see page 14

## **TURNAROUND PRINCIPAL 2022-2023**

### **Turnaround Principal Supplements**

#### **1. Level I Turnaround Principal**

**Part 1-Assignment Supplement** (Added to annual salary)-\$10,000; continues each year if principal maintains “Effective” end of the year evaluations and is assigned to a school designated as Persistently Struggling.

**Part 2-Performance Target Supplements** (Paid as lump-sum at year end)-\$1,000 for each of 5 individual performance targets attained by end of school.

#### **2. Level II Turnaround Principal**

**Part 1-Assignment Supplement** (Added to annual salary)-\$5,000; continues each year if principal maintains “Effective” end of the year evaluations and is assigned to a school designated as Persistently Struggling.

**Part 2-Performance Target Supplements** (Paid as lump-sum at year end)-\$2,000 for each of 5 individual performance targets attained by end of school.

**SUPERVISOR****2022-2023**

AD

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$61,761.00)

	4 ADM	1 AD2
	<b>12 MONTH</b>	<b>11 MONTH</b>
<b>STEP</b>	<b>FACTOR</b>	<b>FACTOR</b>
1	1.1867	1.1203
2	1.2020	1.1343
3	1.2174	1.1484
4	1.2327	1.1624
5	1.2480	1.1764
6	1.2633	1.1905
7	1.2787	1.2082
8	1.2941	1.2187
9	1.3093	1.2327
10	1.3247	1.2467
11	1.3401	1.2608
12	1.3559	1.2753
13	1.3717	1.2898
14	1.3875	1.3043
15	1.4033	1.3188
16	1.4191	1.3333
17	1.4349	1.3477
18	1.4507	1.3622
19	1.4665	1.3767
20	1.4821	1.3911

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

**STEP** = Administrative Experience + Teaching Experience Component + Degree Component

**Administrative Experience** = 1 year per year of experience as an administrator.

**Teaching Experience Component** =

- 1 if teaching exp. = 5-9.9 years
- 2 if teaching exp. = 10-14.9 yrs.
- 3 if teaching exp. = 15-19.9 yrs.
- 4 if teaching exp. = 20-24.9 yrs.
- 5 if teaching exp. = 25+ yrs.

**Degree Component** = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

Hearing Officer in Child Welfare and Attendance will receive an additional supplement of \$1,200.

**ADMINISTRATIVE STAFF  
2022-2023**

Superintendent Contract with Board

Chief Financial Officer Contract with Board

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$61,761.00)

Chief Operating Officer/Chief Academic Officer 1.7196

Administrative Directors of Schools 1.6131

Chief Technology Officer 1.5587

Risk Manager 1.5587

Directors 1.5351

## GRADE AND JOB TITLE TABLE FOR SCHOOL CLERK

Grade A	Part Time
Grade B	Assistant Principal's Library Counselor
Grade C	Principal's - for positions where there is more than one clerk at the school
Grade D	Principal's - for positions where there is only one clerk at the school

Supplements based on prior year October 1st counts:

	ENROLLMENT	
	<u>Below 500</u>	<u>Above 500</u>
<b>Elementary School Bookkeepers</b>	\$600	\$700
<b>Middle School Bookkeepers</b>	\$1,000	\$1,200
<b>Calcasieu Career Center</b>		\$1,200
<b>Sulphur High 9th Grade Campus</b>		\$1,200
<b>High School Bookkeepers</b>	\$2,000	\$2,400

NOTE: Effective July 1, 1996, the days of employment for school clerks was extended and pay adjusted accordingly based on a daily rate of pay, as follows:

<b>Elementary Schools</b>	An additional 5 days for each clerk
<b>Middle Schools</b>	An additional 10 days for 1 clerk at each school An additional 5 days for all other clerks
<b>High Schools</b>	An additional 20 days for 1 clerk at each school An additional 5 days for all other clerks Additional days do not apply to 12 month clerks

**SCHOOL CLERK  
2022-2023**

c

9.5/10/12 MONTH SCHEDULE

<b>GRADE STEP</b>	<b>5C2 9.5 Months 190 Day</b>		<b>5C3 10 Months 200 Day</b>		<b>5C4 12 Months 260 Day</b>	
	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>2</b>
	<b><u>C</u></b>	<b><u>D</u></b>	<b><u>C</u></b>	<b><u>D</u></b>	<b><u>C</u></b>	<b><u>D</u></b>
1	18,497	18,748	19,060	19,326	21,929	22,294
2	18,700	18,968	19,271	19,557	22,221	22,613
3	18,920	19,192	19,506	19,791	22,546	22,937
4	19,151	19,423	19,749	20,034	22,878	23,268
5	19,370	19,657	19,977	20,281	23,194	23,608
6	19,604	19,890	20,227	20,527	23,536	23,950
7	19,867	20,134	20,501	20,786	23,914	24,305
8	20,096	20,384	20,744	21,046	24,245	24,661
9	20,335	20,637	20,994	21,314	24,588	25,028
10	20,556	20,886	21,226	21,606	24,911	25,399
11	20,838	21,160	21,539	21,912	25,317	25,781
12	21,122	21,435	21,870	22,221	25,728	26,169
13	21,361	21,733	22,146	22,539	26,076	26,564
14	21,690	22,042	22,491	22,860	26,506	26,969
15	22,023	22,354	22,821	23,191	26,915	27,381
16	22,281	22,671	23,114	23,526	27,283	27,798
17	22,635	23,007	23,488	23,880	27,751	28,240
18	22,958	23,331	23,828	24,221	28,177	28,667
19	23,260	23,671	24,147	24,577	28,574	29,112
20	23,586	24,014	24,488	24,936	29,003	29,565
21	23,976	24,366	24,901	25,328	29,516	30,029
22+	24,342	24,740	25,286	25,721	29,994	30,516

See note on page 17 regarding additional days.

**SCHOOL CLERK  
2022-2023**

c1

**9.25 MONTH SCHEDULE**

185 DAY

	1 B1-1 PART TIME 4 HOURS	2 B1-2 7 HOURS/ 45 MIN	3 B1-3 7 HOURS/45 MIN	4 B1-4 7 HOURS/45 MIN
<u>STEP</u>	<u>GRADE</u> <b>A</b>	<u>GRADE</u> <b>B</b>	<u>GRADE</u> <b>C</b>	<u>GRADE</u> <b>D</b>
1	9,884	17,969	18,213	18,461
2	10,016	18,148	18,413	18,675
3	10,121	18,348	18,627	18,889
4	10,240	18,572	18,852	19,117
5	10,363	18,786	19,064	19,342
6	10,464	18,964	19,293	19,571
7	10,606	19,236	19,547	19,811
8	10,728	19,460	19,771	20,052
9	10,830	19,691	20,004	20,298
10	10,993	19,924	20,236	20,546
11	11,153	20,181	20,493	20,805
12	11,295	20,426	20,772	21,067
13	11,442	20,656	21,001	21,331
14	11,625	20,946	21,293	21,630
15	11,787	21,258	21,591	21,935
16	11,933	21,482	21,863	22,243
17	12,109	21,793	22,210	22,626
18	12,289	22,127	22,525	22,886
19	12,448	22,420	22,820	23,217
20	12,619	22,719	23,136	23,551
21	12,857	23,044	23,516	23,894
22+	13,051	23,392	23,873	24,259

See note on page 17 regarding additional days.

**CENTRAL OFFICE CLERK  
2022-2023**

CC

	1	2	3	4	5
	GRADE	GRADE	GRADE	GRADE	GRADE
<u>STEP</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
1	20,733	21,756	22,294	23,184	24,064
2	21,021	22,063	22,613	23,521	24,415
3	21,314	22,377	22,937	23,862	24,776
4	21,613	22,697	23,268	24,210	25,142
5	21,916	23,024	23,608	24,566	25,516
6	22,229	23,356	23,950	24,929	25,897
7	22,546	23,696	24,305	25,311	26,287
8	22,870	24,043	24,661	25,677	26,684
9	23,200	24,396	25,028	26,065	27,090
10	23,535	24,757	25,399	26,457	27,502
11	23,878	25,124	25,781	26,859	27,924
12	24,229	25,498	26,169	27,268	28,354
13	24,585	25,882	26,564	27,686	28,793
14	24,950	26,272	26,969	28,113	29,241
15	25,322	26,671	27,381	28,543	29,693
16	25,700	27,075	27,798	28,987	30,160
17	26,088	27,489	28,240	29,442	30,636
18	26,483	27,914	28,667	29,900	31,118
19	26,885	28,343	29,112	30,353	31,593
20	27,294	28,783	29,565	30,801	32,063
21	27,712	29,230	30,029	31,290	32,577
22+	28,153	29,702	30,516	31,802	33,116

Grade A Mail Clerk and Print Shop Operator

Grade B All other clerical

Grade C Lead Clerk (designated); Secretary (designated) to: Directors and Supervisors

Grade D Secretary to: Chief Operating Officer, Administrative Directors, Risk Manager, and Chief Technology Officer

Grade E Secretary to: Chief Financial Officer, Chief Academic Officer and Chief Operating Officer (with committee duties)

Grade F Secretary to: Superintendent will be paid 1.27 X Step on Schedule E.

A supplement of \$300.00 will be paid to the designated lead clerk in each department if the lead clerk is required to function as department head in the absence of the supervisor/director. Step increases will be based on annual evaluations.

**SCHOOL FOOD SERVICE  
2022-2023**

L1

LUNCHROOM TECHNICIANS  
180 DAYS

<u>STEP</u>	<u>HOURLY RATE</u>	<u>ANNUAL SALARY</u>	
		<u>1</u> <u>4 HOUR</u>	<u>7</u> <u>7 HOUR</u>
1	<b>13.30</b>	9,573	16,752
2	<b>13.40</b>	9,645	16,878
3	<b>13.49</b>	9,709	16,991
4	<b>13.59</b>	9,781	17,117
5	<b>13.68</b>	9,846	17,231
6	<b>13.78</b>	9,918	17,357
7	<b>13.88</b>	9,990	17,483
8	<b>13.98</b>	10,062	17,609
9	<b>14.09</b>	10,141	17,747
10	<b>14.19</b>	10,213	17,873
11	<b>14.29</b>	10,285	17,999
12	<b>14.40</b>	10,365	18,138
13	<b>14.50</b>	10,437	18,264
14	<b>14.61</b>	10,516	18,403
15	<b>14.71</b>	10,588	18,529
16	<b>14.82</b>	10,667	18,667
17	<b>14.93</b>	10,746	18,806
18	<b>15.04</b>	10,825	18,944
19	<b>15.15</b>	10,905	19,083
20	<b>15.26</b>	10,984	19,222
21	<b>15.37</b>	11,063	19,360
22+	<b>15.48</b>	11,142	19,499

State Certified Assistant Manager - \$1,500  
Non-Certified Assistant Manager - \$500

**SCHOOL FOOD SERVICE  
2022-2023**

MR

## LUNCHROOM MANAGER

MANAGER I	Serving 1-300 students	E1
MANAGER II	Serving 301-600 students	E2
MANAGER III	Serving 601-900 students	E3
MANAGER IV	Serving 901-1200 students	E4
MANAGER V	Serving over 1200 students	E5

## 12 MONTH LUNCHROOM FIELD SUPERVISOR

L4

## ANNUAL SALARY

<u>STEP</u>	<u>E1</u>	<u>E2</u>	<u>E3</u>	<u>E4</u>	<u>E5</u>	<u>L4</u>
1	19,767	20,255	20,679	21,232	22,516	34,231
2	19,767	20,255	20,679	21,232	22,516	34,231
3	19,913	20,386	20,792	21,347	22,641	34,441
4	20,061	20,533	20,970	21,427	22,729	34,652
5	20,222	20,629	21,086	21,558	22,873	34,884
6	20,370	20,857	21,199	21,656	22,981	35,096
7	20,548	20,970	21,330	21,770	23,108	35,351
8	20,679	21,086	21,410	21,867	23,213	35,539
9	20,826	21,199	21,591	21,965	23,321	35,750
10	20,970	21,330	21,639	22,096	23,465	35,957
11	21,135	21,410	21,736	22,209	23,590	36,193
12	21,249	21,492	21,835	22,261	23,643	36,356
13	21,561	21,809	22,158	22,593	24,003	36,804
14	21,880	22,131	22,486	22,928	24,361	37,260
15	22,204	22,459	22,820	23,268	24,724	37,723
16	22,532	22,792	23,158	23,615	25,093	38,193
17	22,867	23,130	23,503	23,966	25,468	38,668
18	23,206	23,474	23,852	24,323	25,850	39,149
19	23,551	23,823	24,208	24,685	26,237	39,636
20	23,901	24,178	24,569	25,054	26,630	40,130
21	24,257	24,538	24,935	25,429	27,030	40,631
22+	24,619	24,904	25,308	25,809	27,436	41,138

Multi-Unit Manager - \$2,000/School

State Certified Manager - \$3,000

The above schedules are based on 8 hour workdays.

**MAINTENANCE, WAREHOUSING & TRANSPORTATION****2022-2023**

MW

STEP	1 CLASS A		2 CLASS B		3 CLASS C		4 PART TIME CLASS A	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	14.79	<b>30,758</b>	13.84	<b>28,789</b>	11.37	<b>23,647</b>	14.79	<b>15,379</b>
2	14.95	<b>31,100</b>	14.01	<b>29,132</b>	11.48	<b>23,870</b>	14.95	<b>15,550</b>
3	15.12	<b>31,444</b>	14.17	<b>29,476</b>	11.59	<b>24,099</b>	15.12	<b>15,722</b>
4	15.28	<b>31,787</b>	14.34	<b>29,819</b>	11.70	<b>24,328</b>	15.28	<b>15,893</b>
5	15.45	<b>32,130</b>	14.50	<b>30,162</b>	11.81	<b>24,556</b>	15.45	<b>16,065</b>
6	15.61	<b>32,473</b>	14.67	<b>30,505</b>	11.92	<b>24,785</b>	15.61	<b>16,237</b>
7	15.78	<b>32,816</b>	14.83	<b>30,848</b>	12.03	<b>25,014</b>	15.78	<b>16,408</b>
8	15.94	<b>33,160</b>	15.00	<b>31,192</b>	12.14	<b>25,243</b>	15.94	<b>16,580</b>
9	16.11	<b>33,503</b>	15.16	<b>31,535</b>	12.25	<b>25,472</b>	16.11	<b>16,751</b>
10	16.27	<b>33,846</b>	15.33	<b>31,878</b>	12.36	<b>25,700</b>	16.27	<b>16,923</b>
11	16.44	<b>34,189</b>	15.49	<b>32,221</b>	12.47	<b>25,929</b>	16.44	<b>17,095</b>
12	16.60	<b>34,532</b>	15.66	<b>32,564</b>	12.58	<b>26,158</b>	16.60	<b>17,266</b>
13	16.77	<b>34,876</b>	15.82	<b>32,908</b>	12.69	<b>26,387</b>	16.77	<b>17,438</b>
14	16.93	<b>35,219</b>	15.99	<b>33,251</b>	12.80	<b>26,616</b>	16.93	<b>17,609</b>
15	17.10	<b>35,562</b>	16.15	<b>33,594</b>	12.91	<b>26,844</b>	17.10	<b>17,781</b>
16	17.26	<b>35,905</b>	16.32	<b>33,937</b>	13.02	<b>27,073</b>	17.26	<b>17,953</b>
17	17.43	<b>36,248</b>	16.48	<b>34,280</b>	13.13	<b>27,302</b>	17.43	<b>18,124</b>
18	17.59	<b>36,592</b>	16.65	<b>34,624</b>	13.24	<b>27,531</b>	17.59	<b>18,296</b>
19	17.76	<b>36,935</b>	16.81	<b>34,967</b>	13.35	<b>27,760</b>	17.76	<b>18,467</b>
20	17.92	<b>37,278</b>	16.98	<b>35,310</b>	13.46	<b>27,988</b>	17.92	<b>18,639</b>
21	18.09	<b>37,621</b>	17.14	<b>35,653</b>	13.57	<b>28,217</b>	18.09	<b>18,811</b>
22+	18.25	<b>37,964</b>	17.31	<b>35,996</b>	13.68	<b>28,446</b>	18.25	<b>18,982</b>

- Maintenance Supervisors will receive an additional annual supplement of \$2,525.
- Maintenance Planner will receive an additional \$3,500 above a supervisor's annual supplement.
- One employee in each of the electrical, plumbing, and HVAC departments will be paid a \$2,000 annual supplement for their license.
- All other employees having licenses will be paid a \$1,000 annual supplement.
- Transportation Shop Foreman will be paid an additional \$3,000 annual supplement. The Assistant Transportation Shop Foreman will be paid an additional \$1,500 annual supplement.
- Food Service Warehouse Foreman will be paid an additional \$3,000 annual supplement. Food Service Assistant Foreman will be paid an additional \$1,500 annual supplement.
- Warehouse Foreman will be paid an additional \$3,000 annual supplement.
- Part Time Class A Waste Water Technician having license will be paid an additional \$500 annual supplement.

Refer to Plan for Personnel Evaluation, Plan B, for Class Definitions

**CUSTODIAL  
2022-2023**

J2

<u>STEP</u>	<sup>1</sup> <b>HEAD CUSTODIAN CLASS A</b>		<sup>2</sup> <b>CUSTODIAN CLASS B</b>	
	HOURLY RATE		HOURLY RATE	
	<u>REGULAR</u>	<u>OVERTIME</u>	<u>REGULAR</u>	<u>OVERTIME</u>
1	<b>12.12</b>	18.18	<b>11.43</b>	17.15
2	<b>12.21</b>	18.32	<b>11.51</b>	17.27
3	<b>12.30</b>	18.45	<b>11.60</b>	17.40
4	<b>12.39</b>	18.59	<b>11.68</b>	17.52
5	<b>12.49</b>	18.74	<b>11.77</b>	17.66
6	<b>12.58</b>	18.87	<b>11.86</b>	17.79
7	<b>12.67</b>	19.01	<b>11.95</b>	17.93
8	<b>12.77</b>	19.16	<b>12.04</b>	18.06
9	<b>12.87</b>	19.31	<b>12.13</b>	18.20
10	<b>12.96</b>	19.44	<b>12.22</b>	18.33
11	<b>13.06</b>	19.59	<b>12.31</b>	18.47
12	<b>13.16</b>	19.74	<b>12.40</b>	18.60
13	<b>13.26</b>	19.89	<b>12.49</b>	18.74
14	<b>13.36</b>	20.04	<b>12.59</b>	18.89
15	<b>13.46</b>	20.19	<b>12.68</b>	19.02
16	<b>13.56</b>	20.34	<b>12.78</b>	19.17
17	<b>13.66</b>	20.49	<b>12.87</b>	19.31
18	<b>13.76</b>	20.64	<b>12.97</b>	19.46
19	<b>13.87</b>	20.81	<b>13.07</b>	19.61
20	<b>13.97</b>	20.96	<b>13.17</b>	19.76
21	<b>14.08</b>	21.12	<b>13.26</b>	19.89
22+	<b>14.18</b>	21.27	<b>13.36</b>	20.04

Head Custodian based on 12 month position

Custodians Class B, C and D based on 9 and 12 month positions

**CUSTODIAL  
2022-2023**

J2

<u>STEP</u>	<sup>3</sup> <b>CUSTODIAN CLASS C</b>		<sup>4</sup> <b>CUSTODIAN CLASS D</b>	
	<u>HOURLY RATE</u>		<u>HOURLY RATE</u>	
	<u>REGULAR</u>	<u>OVERTIME</u>	<u>REGULAR</u>	<u>OVERTIME</u>
1	<b>10.76</b>	16.14	<b>10.60</b>	15.90
2	<b>10.84</b>	16.26	<b>10.68</b>	16.02
3	<b>10.92</b>	16.38	<b>10.76</b>	16.14
4	<b>11.00</b>	16.50	<b>10.84</b>	16.26
5	<b>11.08</b>	16.62	<b>10.92</b>	16.38
6	<b>11.16</b>	16.74	<b>11.00</b>	16.50
7	<b>11.24</b>	16.86	<b>11.08</b>	16.62
8	<b>11.33</b>	17.00	<b>11.16</b>	16.74
9	<b>11.41</b>	17.12	<b>11.25</b>	16.88
10	<b>11.50</b>	17.25	<b>11.33</b>	17.00
11	<b>11.58</b>	17.37	<b>11.42</b>	17.13
12	<b>11.67</b>	17.51	<b>11.50</b>	17.25
13	<b>11.76</b>	17.64	<b>11.59</b>	17.39
14	<b>11.84</b>	17.76	<b>11.67</b>	17.51
15	<b>11.93</b>	17.90	<b>11.76</b>	17.64
16	<b>12.02</b>	18.03	<b>11.85</b>	17.78
17	<b>12.11</b>	18.17	<b>11.94</b>	17.91
18	<b>12.20</b>	18.30	<b>12.03</b>	18.05
19	<b>12.29</b>	18.44	<b>12.12</b>	18.18
20	<b>12.38</b>	18.57	<b>12.21</b>	18.32
21	<b>12.48</b>	18.72	<b>12.30</b>	18.45
22+	<b>12.57</b>	18.86	<b>12.39</b>	18.59

Custodians Class B, C and D based on 9 and 12 month positions

**BUS DRIVER AND BUS AIDE  
2022-2023**

HS

	1	3
	DRIV	AIDE
<u>STEP</u>	<u>SALARY</u>	<u>SALARY</u>
1	15,822	13,581
2	16,011	13,676
3	16,202	13,773
4	16,391	13,870
5	16,581	13,967
6	16,771	14,066
7	16,962	14,166
8	17,150	14,266
9	17,342	14,366
10	17,532	14,468
11	17,811	14,571
12	18,039	14,674
13	18,286	14,778
14	18,536	14,883
15	18,789	14,989
16	19,047	15,096
17	19,307	15,203
18	19,572	15,312
19	19,841	15,421
20	20,114	15,531
21	20,391	15,642
22+	20,672	15,754

## PLATOON ROUTES 2022-2023

<u>DISTANCE</u>	DAILY RATES IN OR OUT OF WARD		DAILY RATES ALTERNATIVE ROUTES	
	<u>DRIVER</u>	<u>AIDE*</u>	<u>DRIVER</u>	<u>AIDE</u>
0-10 miles	\$20	\$17	\$25	\$22
11-20 miles	\$25	\$22	\$32	\$29
21-30 miles	\$31	\$28	\$40	\$37
31+ miles	\$37	\$34	\$49	\$46

\*SPED routes, Alternative Routes for 16 or more students

Mileage determined by distance measurement at outset of route offer

	<u>DRIVER</u>	<u>AIDE</u>
Route Split - Regular Routes	\$10/half day	N/A
	\$20/full day	N/A
Route Split - SPED	\$10/half day	\$8.50/half day
	\$20/full day	\$17/full day
Specialty Route Supplement	\$12.50/half day	N/A
	\$25.00/full day	N/A
Field Trips (cost of driver)	\$12 show up fee plus \$10.00/hour (minimum of \$32.00)	

In addition, a \$25.00 fee will be charged to club/school if field trip causes the assigned driver to miss either their AM or PM route (\$50.00 if they miss both routes - this fee will go towards the cost of substitute driver, if available, or will go towards the cost of splitting the route)

Whenever driver turns in field trip form to be paid to bookkeeper, the driver will subtract 2 hours from their overall trip time if they had to miss either their morning or afternoon route. The driver will subtract 4 hours if they missed both portions of route.

**PARAPROFESSIONAL  
2022-2023**

IS

<u>STEP</u>	<u>GRADE</u> <u>1</u>	<u>GRADE</u> <u>2</u>	<u>GRADE</u> <u>3</u>	<u>GRADE</u> <u>4</u>
1	17,221	17,456	17,690	17,926
2	17,364	17,598	17,832	18,068
3	17,499	17,733	17,967	18,203
4	17,636	17,871	18,105	18,340
5	17,774	18,008	18,244	18,479
6	17,871	18,105	18,340	18,575
7	18,050	18,285	18,515	18,755
8	18,194	18,423	18,658	18,893
9	18,328	18,563	18,798	19,032
10	18,466	18,700	18,935	19,171
11	18,604	18,839	19,074	19,308
12	18,742	18,977	19,213	19,447
13	18,880	19,115	19,348	19,584
14	19,018	19,252	19,488	19,722
15	19,157	19,391	19,626	19,862
16	19,295	19,529	19,765	19,999
17	19,568	19,808	20,048	20,286
18	19,836	20,081	20,324	20,566
19	20,109	20,357	20,604	20,849
20	20,386	20,637	20,888	21,138
21	20,667	20,922	21,176	21,430
22+	20,953	21,211	21,470	21,726

GRADE 1 Paraprofessionals with clerical duties only

GRADE 2 Special Education Paraprofessionals or Paraprofessionals having clerical and tutorial assignments with teacher supervisor.

GRADE 3 Tutorial Paraprofessionals

GRADE 4 Paraprofessionals or Tutorial Paraprofessionals having Para-Professional Associate or Arts Degree or equivalent certification and employed in a program requiring such certification.

**INTERPRETER  
2022-2023**

IT

<u>STEP</u>	1	2	3	4
	<u>Provisional Educational Interpreter</u>	<u>Qualified Educational Interpreter (EIPA Score: 3.0-3.4)</u>	<u>Qualified Educational Interpreter (EIPA Score: 3.5+)</u>	<u>Qualified Educational Interpreter (EIPA Score: 4.0+) AND Bachelor's Degree</u>
1	26,760	29,550	36,525	46,761
2	26,960	29,750	36,725	46,961
3	27,160	29,950	36,925	47,161
4	27,360	30,150	37,125	47,361
5	27,560	30,350	37,325	47,561
6	27,760	30,550	37,525	47,761
7	27,960	30,750	37,725	47,961
8	28,160	30,950	37,925	48,161
9	28,360	31,150	38,125	48,361
10	28,560	31,350	38,325	48,561
11	28,760	31,550	38,525	48,761
12	28,960	31,750	38,725	48,961
13	29,160	31,950	38,925	49,161
14	29,360	32,150	39,125	49,361
15	29,560	32,350	39,325	49,561
16	29,760	32,550	39,525	49,761
17	29,960	32,750	39,725	49,961
18	30,160	32,950	39,925	50,161
19	30,360	33,150	40,125	50,361
20	30,560	33,350	40,325	50,561
21	30,760	33,550	40,525	50,761
22	30,960	33,750	40,725	50,961
23	31,160	33,950	40,925	51,161
24	31,360	34,150	41,125	51,361
25	31,560	34,350	41,325	51,561
26	31,760	34,550	41,525	51,761
27+	31,960	34,750	41,725	51,961

Adopted by Calcasieu Parish School Board 3/13/2018

**FINANCE, MANAGEMENT, INTERNAL AUDITING  
& DATA PROCESSING  
2022-2023**

FM

<u>STEP</u>	<u>A</u>	<u>B</u>	<u>C</u>
1	56,850	56,850	56,850
2	57,280	57,280	57,280
3	57,711	57,711	57,711
4	58,144	58,144	58,144
5	58,695	58,695	58,695
6	59,157	59,157	59,157
7	59,590	59,590	59,590
8	60,022	60,022	60,022
9	60,547	60,547	60,547
10	61,240	61,240	61,240
11	61,929	61,929	61,929
12	62,868	62,868	62,868
13	63,579	63,579	63,579
14	64,312	64,312	64,312
15	64,739	64,739	64,739
16	65,166	65,166	65,166
17	65,593	65,593	65,593
18	66,020	66,020	66,020
19	66,447	66,447	66,447
20+	66,874	66,874	66,874

**POSITIONS REQUIRING A BACHELOR'S DEGREE AS PART OF ADVERTISED EMPLOYMENT CRITERIA**

A Accountants, Field Auditors, School Auditors, Programmer Analyst

B Degreed Office Managers, Senior Accountants/Auditors

Class B employees will be paid as a Class A employee with an additional supplement of \$3,500.

C Supervisors of Accounts Payable & Purchasing, Assistant Director of Sales Tax, P.E.P., S.I.S. & Data applications programers.

Class C employees will be paid as a Class A employee with an additional supplement of \$6,000.

This salary schedule will be based on a 222 day teacher's salary on the bachelor's degree scale not to exceed 20 years experience of the permanent reference schedule.

**AUXILIARY SERVICES  
2022-2023**

AX

<u>STEP</u>	<u>1</u> <u>A</u>	<u>2</u> <u>B</u>	<u>3</u> <u>C</u>	<u>4</u> <u>D</u>	<u>5</u> <u>E</u>	<u>6</u> <u>G</u>	<u>7</u> <u>H</u>
1	29,455	31,715	33,266	38,391	41,339	46,917	57,505
2	29,919	32,222	33,803	39,032	41,919	47,728	58,289
3	30,391	32,739	34,351	39,686	42,504	48,556	59,083
4	30,874	33,266	34,912	40,352	43,097	49,400	59,892
5	31,364	33,803	35,481	41,031	43,701	50,260	60,711
6	31,865	34,351	36,062	41,723	44,584	51,137	61,543
7	32,379	34,912	36,656	42,431	45,205	52,032	62,388
8	32,899	35,481	37,261	43,151	46,096	52,947	63,245
9	33,430	36,062	37,882	43,887	46,736	53,878	64,114
10	33,974	36,656	38,511	44,637	47,376	54,827	64,997
11	34,527	37,261	39,153	45,401	48,026	55,796	65,893
12	35,105	37,894	39,823	46,197	48,873	56,800	66,803
13	35,691	38,529	40,491	46,977	49,699	57,764	67,944
14	36,287	39,173	41,171	47,770	50,541	58,747	69,103
15	36,893	39,830	41,863	48,577	51,395	59,745	70,283
16	37,510	40,499	42,567	49,398	52,267	60,763	71,485
17	38,137	41,179	43,283	50,234	53,152	61,797	72,707
18	38,775	41,870	44,011	51,084	54,054	62,850	73,951
19	39,425	42,573	44,752	51,949	54,970	63,921	75,216
20+	40,066	43,291	45,507	52,829	55,903	65,010	76,503

A Programmer/Non-Degreed

B Personnel Coordinator, Buyers, Non-Degreed Office Manager.

C Print Shop Technician, Computer Machine Repairman

\*D Computer Repair Technician, Assistant Payroll Supervisor.

E Coordinator of Planning and Construction/AHERA, Computer Network Specialist

G Parish Compliance Officer, Claims Adjuster, Bus Fleet & Bus Route Supervisor/Warehouse, Head Chef, Purchasing Agent

H Facilities Manager of Maintenance and Custodial Services

\* \$3,000.00 Annual Supplement for Assistant Payroll Supervisor

**MISCELLANEOUS SUB RATES  
2022-2023**

**SUBSTITUTES**

Teacher - Degreed  
**with** Teaching Certificate  
 in a Sabbatical or LWOP  
 Leave Position

Full Rate of Pay with Experience  
 From Day 1

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**\*MUST BE CONSECUTIVE DAYS IN THE SAME POSITION:**

	<b>* First 10 Days</b>	<b>Beginning 11th Day</b>
Teacher - Degreed <b>with</b> Teaching Certificate Day to Day	\$93.00 / day	\$257.00 / Back to 1st Day
Teacher - Degreed <b>without</b> Teaching Certificate	\$80.00 / day	\$218.00 / Back to 1st Day
Teacher - Non-Degreed	\$70.00 / day	\$70.00 / day
Paraprofessional (Teacher Aide)	\$62.50 / day	\$62.50 / day
Bus Driver	\$63.00 / day	\$78.50 / day Back to 1st Day
Bus Aide	\$33.00 / day	\$33.00 / day
School Clerk	\$62.50 / day	\$62.50 / day
Cafeteria Manager	\$64.00 / day	\$64.00 / day
Food Service Worker	\$8.00 / hour	\$8.00 / hour
Custodian	\$8.00 / hour	\$8.00 / hour
Intern	\$8.00 / hour	\$8.00 / hour

**TEACHER SALARY SCHEDULE  
PERMANENT REFERENCE (ADJUSTED)  
2012-2013  
USED FOR CALCULATIONS & CONVERSION ONLY - NOT FOR PAY**

	1	2	3	4	5
<b>EXPERIENCE</b>	<b>BA</b>	<b>MA</b>	<b>MA + 30</b>	<b>SPECIALIST</b>	<b>PHD</b>
0	46,606	48,106	49,606	51,106	52,606
1	46,959	48,459	49,959	51,459	52,959
2	47,312	48,812	50,312	51,812	53,312
3	47,667	49,167	50,667	52,167	53,667
4	48,119	49,619	51,119	52,619	54,119
5	48,498	49,998	51,498	52,998	54,498
6	48,853	50,353	51,853	53,353	54,853
7	49,207	50,707	52,207	53,707	55,207
8	49,637	51,177	52,677	54,177	55,677
9	50,205	51,742	53,242	54,742	56,242
10	50,770	52,308	53,808	55,308	56,808
11	51,540	53,178	54,678	56,178	57,678
12	52,123	53,795	55,295	56,795	58,295
13	52,724	54,433	55,933	57,433	58,933
14	53,074	54,885	56,385	57,885	59,385
15	53,424	55,539	57,039	58,539	60,039
16	53,774	56,026	57,526	59,026	60,526
17	54,124	56,428	57,928	59,428	60,928
18	54,474	56,828	58,328	59,828	61,328
19	54,824	57,216	58,716	60,216	61,716
20	55,174	57,565	59,065	60,565	62,065
21	55,524	57,916	59,416	60,916	62,416
22	55,874	58,405	59,905	61,405	62,905
23	56,224	58,755	60,255	61,755	63,255
24	56,574	59,105	60,605	62,105	63,605
25	56,924	59,494	60,994	62,494	63,994
26	57,274	59,844	61,344	62,844	64,344
27+	57,624	60,194	61,694	63,194	64,694

2013-2014 \$561 State Salary Supplement

2018-2019 \$4,000 1/2 Cent Sales Tax

2020-2021 \$1,000 State Salary Supplement

2021-2022 \$800 State Salary Supplement

2022-2023 \$1500 State Salary Supplement

**HEAD START SITE ADMINISTRATOR  
ELEMENTARY PRINCIPAL  
2022-2023**

HSTP

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	59,000	12,705	<b>71,705</b>
2	59,000	13,273	<b>72,273</b>
3	59,000	13,847	<b>72,847</b>
4	59,000	14,409	<b>73,409</b>
5	59,000	14,977	<b>73,977</b>
6	59,000	15,546	<b>74,546</b>
7	59,000	16,114	<b>75,114</b>
8	59,000	16,688	<b>75,688</b>
9	59,000	17,250	<b>76,250</b>
10	59,000	17,825	<b>76,825</b>
11	59,000	18,387	<b>77,387</b>
12	59,000	18,961	<b>77,961</b>
13	59,000	19,338	<b>78,338</b>
14	59,000	19,714	<b>78,714</b>
15	59,000	20,097	<b>79,097</b>
16	59,000	20,474	<b>79,474</b>
17	59,000	20,851	<b>79,851</b>
18	59,000	21,234	<b>80,234</b>
19	59,000	21,610	<b>80,610</b>
20	59,000	21,987	<b>80,987</b>
21	59,000	22,549	<b>81,549</b>
22	59,000	23,111	<b>82,111</b>
23	59,000	23,673	<b>82,673</b>
24	59,000	24,235	<b>83,235</b>
25+	59,000	24,797	<b>83,797</b>

**HEAD START  
ASSISTANT PRINCIPAL  
2022-2023**

HSTAP

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	54,112	11,985	<b>66,097</b>
2	54,112	12,547	<b>66,659</b>
3	54,112	13,121	<b>67,233</b>
4	54,112	13,683	<b>67,795</b>
5	54,112	14,257	<b>68,369</b>
6	54,112	14,826	<b>68,938</b>
7	54,112	15,394	<b>69,506</b>
8	54,112	15,962	<b>70,074</b>
9	54,112	16,530	<b>70,642</b>
10	54,112	17,098	<b>71,210</b>
11	54,112	17,667	<b>71,779</b>
12	54,112	18,235	<b>72,347</b>
13	54,112	18,803	<b>72,915</b>
14	54,112	19,371	<b>73,483</b>
15	54,112	19,939	<b>74,051</b>
16	54,112	20,508	<b>74,620</b>
17	54,112	21,076	<b>75,188</b>
18	54,112	21,607	<b>75,719</b>
19	54,112	22,132	<b>76,244</b>
20	54,112	22,669	<b>76,781</b>
21	54,112	23,207	<b>77,319</b>
22+	54,112	23,750	<b>77,862</b>

**HEAD START  
182 DAY TEACHER  
2022-2023**

HSTT1

STEP	BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
1	37,000	9,761	46,761	250	250	225	225	200	200
2	37,000	9,961	46,961	250	250	225	225	200	200
3	37,000	10,161	47,161	250	250	225	225	200	200
4	37,000	10,361	47,361	250	250	225	225	200	200
5	37,000	10,561	47,561	250	250	225	225	200	200
6	37,000	10,761	47,761	250	250	225	225	200	200
7	37,000	10,961	47,961	250	250	225	225	200	200
8	37,000	11,161	48,161	250	250	225	225	200	200
9	37,000	11,361	48,361	250	250	225	225	200	200
10	37,000	11,561	48,561	250	250	225	225	200	200
11	37,000	11,761	48,761	250	250	225	225	200	200
12	37,000	11,961	48,961	250	250	225	225	200	200
13	37,000	12,161	49,161	250	250	225	225	200	200
14	37,000	12,361	49,361	250	250	225	225	200	200
15	37,000	12,561	49,561	250	250	225	225	200	200
16	37,000	12,761	49,761	250	250	225	225	200	200
17	37,000	12,961	49,961	250	250	225	225	200	200
18	37,000	13,161	50,161	250	250	225	225	200	200
19	37,000	13,361	50,361	250	250	225	225	200	200
20	37,000	13,561	50,561	250	250	225	225	200	200
21	37,000	13,761	50,761	250	250	225	225	200	200
22	37,000	13,961	50,961	250	250	225	225	200	200
23	37,000	14,161	51,161	250	250	225	225	200	200
24	37,000	14,361	51,361	250	250	225	225	200	200
25	37,000	14,561	51,561	250	250	225	225	200	200
26	37,000	14,761	51,761	250	250	225	225	200	200
27	37,000	14,961	51,961	250	250	225	225	200	200
28	37,000	15,161	52,161	250	250	225	225	200	200
29	37,000	15,361	52,361	250	250	225	225	200	200
30	37,000	15,561	52,561	250	250	225	225	200	200
31	37,000	15,761	52,761	250	250	225	225	200	200
32	37,000	15,961	52,961	250	250	225	225	200	200
33	37,000	16,161	53,161	250	250	225	225	200	200

**COLA** – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

**HEAD START  
182 DAY TEACHER  
2022-2023**

HS IT1

STEP	BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
34	37,000	16,361	<b>53,361</b>	250	250	225	225	200	200
35	37,000	16,561	<b>53,561</b>	250	250	225	225	200	200
36	37,000	16,761	<b>53,761</b>	250	250	225	225	200	200
37	37,000	16,961	<b>53,961</b>	250	250	225	225	200	200
38	37,000	17,161	<b>54,161</b>	250	250	225	225	200	200
39	37,000	17,361	<b>54,361</b>	250	250	225	225	200	200
40	37,000	17,561	<b>54,561</b>	250	250	225	225	200	200
41	37,000	17,761	<b>54,761</b>	250	250	225	225	200	200
42	37,000	17,961	<b>54,961</b>	250	250	225	225	200	200
43	37,000	18,161	<b>55,161</b>	250	250	225	225	200	200
44	37,000	18,361	<b>55,361</b>	250	250	225	225	200	200
45	37,000	18,561	<b>55,561</b>	250	250	225	225	200	200
46	37,000	18,761	<b>55,761</b>	250	250	225	225	200	200
47	37,000	18,961	<b>55,961</b>	250	250	225	225	200	200
48	37,000	19,161	<b>56,161</b>	250	250	225	225	200	200
49	37,000	19,361	<b>56,361</b>	250	250	225	225	200	200
50	37,000	19,561	<b>56,561</b>	250	250	225	225	200	200
51	37,000	19,761	<b>56,761</b>	250	250	225	225	200	200
52	37,000	19,961	<b>56,961</b>	250	250	225	225	200	200
53	37,000	20,161	<b>57,161</b>	250	250	225	225	200	200
54	37,000	20,361	<b>57,361</b>	250	250	225	225	200	200
55	37,000	20,561	<b>57,561</b>	250	250	225	225	200	200
56	37,000	20,761	<b>57,761</b>	250	250	225	225	200	200
57	37,000	20,961	<b>57,961</b>	250	250	225	225	200	200
58	37,000	21,161	<b>58,161</b>	250	250	225	225	200	200
59	37,000	21,361	<b>58,361</b>	250	250	225	225	200	200
60	37,000	21,561	<b>58,561</b>	250	250	225	225	200	200
61	37,000	21,761	<b>58,761</b>	250	250	225	225	200	200
62	37,000	21,961	<b>58,961</b>	250	250	225	225	200	200
63	37,000	22,161	<b>59,161</b>	250	250	225	225	200	200
64	37,000	22,361	<b>59,361</b>	250	250	225	225	200	200
65	37,000	22,561	<b>59,561</b>	250	250	225	225	200	200
66	37,000	22,761	<b>59,761</b>	250	250	225	225	200	200

**COLA** – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

**HEAD START  
182 DAY TEACHER  
2022-2023**

HSTT1

STEP	BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
67	37,000	22,961	<b>59,961</b>	250	250	225	225	200	200
68	37,000	23,161	<b>60,161</b>	250	250	225	225	200	200
69	37,000	23,361	<b>60,361</b>	250	250	225	225	200	200
70	37,000	23,561	<b>60,561</b>	250	250	225	225	200	200
71	37,000	23,761	<b>60,761</b>	250	250	225	225	200	200
72	37,000	23,961	<b>60,961</b>	250	250	225	225	200	200
73	37,000	24,161	<b>61,161</b>	250	250	225	225	200	200
74	37,000	24,361	<b>61,361</b>	250	250	225	225	200	200
75	37,000	24,561	<b>61,561</b>	250	250	225	225	200	200
76	37,000	24,761	<b>61,761</b>	250	250	225	225	200	200
77	37,000	24,961	<b>61,961</b>	250	250	225	225	200	200
78	37,000	25,161	<b>62,161</b>	250	250	225	225	200	200
79	37,000	25,361	<b>62,361</b>	250	250	225	225	200	200
80	37,000	25,561	<b>62,561</b>	250	250	225	225	200	200
81	37,000	25,761	<b>62,761</b>	250	250	225	225	200	200
82	37,000	25,961	<b>62,961</b>	250	250	225	225	200	200
83	37,000	26,161	<b>63,161</b>	250	250	225	225	200	200
84	37,000	26,361	<b>63,361</b>	250	250	225	225	200	200
85	37,000	26,561	<b>63,561</b>	250	250	225	225	200	200
86	37,000	26,761	<b>63,761</b>	250	250	225	225	200	200
87	37,000	26,961	<b>63,961</b>	250	250	225	225	200	200
87	37,000	27,161	<b>64,161</b>	250	250	225	225	200	200
89	37,000	27,361	<b>64,361</b>	250	250	225	225	200	200
90	37,000	27,561	<b>64,561</b>	250	250	225	225	200	200
91	37,000	27,761	<b>64,761</b>	250	250	225	225	200	200
92	37,000	27,961	<b>64,961</b>	250	250	225	225	200	200
93	37,000	28,161	<b>65,161</b>	250	250	225	225	200	200
94	37,000	28,361	<b>65,361</b>	250	250	225	225	200	200
95	37,000	28,561	<b>65,561</b>	250	250	225	225	200	200
96	37,000	28,761	<b>65,761</b>	250	250	225	225	200	200
97	37,000	28,961	<b>65,961</b>	250	250	225	225	200	200
98	37,000	29,161	<b>66,161</b>	250	250	225	225	200	200

**COLA** – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

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4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

**HEAD START  
202 DAY TEACHER  
2022-2023**

HSTT	STEP	BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
					P	D	P	D	P	D
	1	37,000	19,900	<b>51,900</b>	250	250	225	225	200	200
	2	37,000	20,122	<b>52,122</b>	250	250	225	225	200	200
	3	37,000	20,344	<b>52,344</b>	250	250	225	225	200	200
	4	37,000	20,566	<b>52,566</b>	250	250	225	225	200	200
	5	37,000	20,788	<b>52,788</b>	250	250	225	225	200	200
	6	37,000	21,010	<b>53,010</b>	250	250	225	225	200	200
	7	37,000	21,232	<b>53,232</b>	250	250	225	225	200	200
	8	37,000	21,454	<b>53,454</b>	250	250	225	225	200	200
	9	37,000	21,676	<b>53,676</b>	250	250	225	225	200	200
	10	37,000	21,898	<b>53,898</b>	250	250	225	225	200	200
	11	37,000	22,120	<b>54,120</b>	250	250	225	225	200	200
	12	37,000	22,342	<b>54,342</b>	250	250	225	225	200	200
	13	37,000	22,564	<b>54,564</b>	250	250	225	225	200	200
	14	37,000	22,786	<b>54,786</b>	250	250	225	225	200	200
	15	37,000	23,008	<b>55,008</b>	250	250	225	225	200	200
	16	37,000	23,229	<b>55,229</b>	250	250	225	225	200	200
	17	37,000	23,451	<b>55,451</b>	250	250	225	225	200	200
	18	37,000	23,673	<b>55,673</b>	250	250	225	225	200	200
	19	37,000	23,895	<b>55,895</b>	250	250	225	225	200	200
	20	37,000	24,117	<b>56,117</b>	250	250	225	225	200	200
	21	37,000	24,339	<b>56,339</b>	250	250	225	225	200	200
	22	37,000	24,561	<b>56,561</b>	250	250	225	225	200	200
	23	37,000	24,783	<b>56,783</b>	250	250	225	225	200	200
	24	37,000	25,005	<b>57,005</b>	250	250	225	225	200	200
	25	37,000	25,227	<b>57,227</b>	250	250	225	225	200	200
	26	37,000	25,449	<b>57,449</b>	250	250	225	225	200	200
	27	37,000	25,671	<b>57,671</b>	250	250	225	225	200	200
	28	37,000	25,893	<b>57,893</b>	250	250	225	225	200	200
	29	37,000	26,115	<b>58,115</b>	250	250	225	225	200	200
	30	37,000	26,337	<b>58,337</b>	250	250	225	225	200	200
	31	37,000	26,559	<b>58,559</b>	250	250	225	225	200	200
	32	37,000	26,781	<b>58,781</b>	250	250	225	225	200	200
	33	37,000	27,003	<b>59,003</b>	250	250	225	225	200	200

**COLA – Cost of Living Adjustment**

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

**HEAD START  
202 DAY TEACHER  
2022-2023**

HSTT

STEP	BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
34	37,000	22,225	<b>59,225</b>	250	250	225	225	200	200
35	37,000	22,447	<b>59,447</b>	250	250	225	225	200	200
36	37,000	22,669	<b>59,669</b>	250	250	225	225	200	200
37	37,000	22,891	<b>59,891</b>	250	250	225	225	200	200
38	37,000	23,113	<b>60,113</b>	250	250	225	225	200	200
39	37,000	23,335	<b>60,335</b>	250	250	225	225	200	200
40	37,000	23,557	<b>60,557</b>	250	250	225	225	200	200
41	37,000	23,779	<b>60,779</b>	250	250	225	225	200	200
42	37,000	24,001	<b>61,001</b>	250	250	225	225	200	200
43	37,000	24,223	<b>61,223</b>	250	250	225	225	200	200
44	37,000	24,445	<b>61,445</b>	250	250	225	225	200	200
45	37,000	24,667	<b>61,667</b>	250	250	225	225	200	200
46	37,000	24,889	<b>61,889</b>	250	250	225	225	200	200
47	37,000	25,111	<b>62,111</b>	250	250	225	225	200	200
48	37,000	25,333	<b>62,333</b>	250	250	225	225	200	200
49	37,000	25,555	<b>62,555</b>	250	250	225	225	200	200
50	37,000	25,777	<b>62,777</b>	250	250	225	225	200	200
51	37,000	25,999	<b>62,999</b>	250	250	225	225	200	200
52	37,000	26,221	<b>63,221</b>	250	250	225	225	200	200
53	37,000	26,443	<b>63,443</b>	250	250	225	225	200	200
54	37,000	26,665	<b>63,665</b>	250	250	225	225	200	200
55	37,000	26,887	<b>63,887</b>	250	250	225	225	200	200
56	37,000	27,109	<b>64,109</b>	250	250	225	225	200	200
57	37,000	27,331	<b>64,331</b>	250	250	225	225	200	200
58	37,000	27,553	<b>64,553</b>	250	250	225	225	200	200
59	37,000	27,774	<b>64,774</b>	250	250	225	225	200	200
60	37,000	27,996	<b>64,996</b>	250	250	225	225	200	200
61	37,000	28,218	<b>65,218</b>	250	250	225	225	200	200
62	37,000	28,440	<b>65,440</b>	250	250	225	225	200	200
63	37,000	28,662	<b>65,662</b>	250	250	225	225	200	200
64	37,000	28,884	<b>65,884</b>	250	250	225	225	200	200
65	37,000	29,106	<b>66,106</b>	250	250	225	225	200	200
66	37,000	29,328	<b>66,328</b>	250	250	225	225	200	200

**COLA** – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

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Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

**HEAD START  
202 DAY TEACHER  
2022-2023**

HSTT

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
67	37,000	29,550	<b>66,550</b>	250	250	225	225	200	200
68	37,000	29,772	<b>66,772</b>	250	250	225	225	200	200
69	37,000	29,994	<b>66,994</b>	250	250	225	225	200	200
70	37,000	30,216	<b>67,216</b>	250	250	225	225	200	200
71	37,000	30,438	<b>67,438</b>	250	250	225	225	200	200
72	37,000	30,660	<b>67,660</b>	250	250	225	225	200	200
73	37,000	30,882	<b>67,882</b>	250	250	225	225	200	200
74	37,000	31,104	<b>68,104</b>	250	250	225	225	200	200
75	37,000	31,326	<b>68,326</b>	250	250	225	225	200	200
76	37,000	31,548	<b>68,548</b>	250	250	225	225	200	200
77	37,000	31,770	<b>68,770</b>	250	250	225	225	200	200
78	37,000	31,992	<b>68,992</b>	250	250	225	225	200	200
79	37,000	32,214	<b>69,214</b>	250	250	225	225	200	200
80	37,000	32,436	<b>69,436</b>	250	250	225	225	200	200
81	37,000	32,658	<b>69,658</b>	250	250	225	225	200	200
82	37,000	32,880	<b>69,880</b>	250	250	225	225	200	200
83	37,000	33,102	<b>70,102</b>	250	250	225	225	200	200
84	37,000	33,324	<b>70,324</b>	250	250	225	225	200	200
85	37,000	33,546	<b>70,546</b>	250	250	225	225	200	200
86	37,000	33,768	<b>70,768</b>	250	250	225	225	200	200
87	37,000	33,990	<b>70,990</b>	250	250	225	225	200	200
87	37,000	34,212	<b>71,212</b>	250	250	225	225	200	200
89	37,000	34,434	<b>71,434</b>	250	250	225	225	200	200
90	37,000	34,656	<b>71,656</b>	250	250	225	225	200	200
91	37,000	34,878	<b>71,878</b>	250	250	225	225	200	200
92	37,000	35,100	<b>72,100</b>	250	250	225	225	200	200
93	37,000	35,322	<b>72,322</b>	250	250	225	225	200	200
94	37,000	35,544	<b>72,544</b>	250	250	225	225	200	200
95	37,000	35,766	<b>72,766</b>	250	250	225	225	200	200
96	37,000	35,988	<b>72,988</b>	250	250	225	225	200	200
97	37,000	36,210	<b>73,210</b>	250	250	225	225	200	200
98	37,000	36,432	<b>73,432</b>	250	250	225	225	200	200

**COLA** – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

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**HEAD START  
NURSE - 182 Days  
2022-2023**

HSTT1

<b>REGISTERED NURSE (R.N.)</b>				<b>LICENSED PRACTICAL NURSE (L.P.N.)</b>		
<b>STEP</b>	<b>BASE</b>	<b>SUPPLEMENT</b>	<b>ANNUAL SALARY</b>	<b>BASE</b>	<b>SUPPLEMENT</b>	<b>ANNUAL SALARY</b>
1	37,000	9,606	<b>46,606</b>	16,000	5,142	<b>21,142</b>
2	37,000	9,959	<b>46,959</b>	16,000	5,435	<b>21,435</b>
3	37,000	10,312	<b>47,312</b>	16,000	5,732	<b>21,732</b>
4	37,000	10,667	<b>47,667</b>	16,000	6,032	<b>22,032</b>
5	37,000	11,119	<b>48,119</b>	16,000	6,338	<b>22,338</b>
6	37,000	11,498	<b>48,498</b>	16,000	6,648	<b>22,648</b>
7	37,000	11,853	<b>48,853</b>	16,000	6,964	<b>22,964</b>
8	37,000	12,207	<b>49,207</b>	16,000	7,283	<b>23,283</b>
9	37,000	12,637	<b>49,637</b>	16,000	7,607	<b>23,607</b>
10	37,000	13,205	<b>50,205</b>	16,000	7,937	<b>23,937</b>
11	37,000	13,770	<b>50,770</b>	16,000	8,272	<b>24,272</b>
12	37,000	14,540	<b>51,540</b>	16,000	8,610	<b>24,610</b>
13	37,000	15,123	<b>52,123</b>	16,000	8,951	<b>24,951</b>
14	37,000	15,724	<b>52,724</b>	16,000	9,304	<b>25,304</b>
15	37,000	16,074	<b>53,074</b>	16,000	9,660	<b>25,660</b>
16	37,000	16,424	<b>53,424</b>	16,000	10,019	<b>26,019</b>
17	37,000	16,774	<b>53,774</b>	16,000	10,385	<b>26,385</b>
18	37,000	17,124	<b>54,124</b>	16,000	10,756	<b>26,756</b>
19	37,000	17,474	<b>54,474</b>	16,000	11,133	<b>27,133</b>
20	37,000	17,824	<b>54,824</b>	16,000	11,515	<b>27,515</b>
21	37,000	18,174	<b>55,174</b>	16,000	11,903	<b>27,903</b>
22	37,000	18,524	<b>55,524</b>	16,000	12,296	<b>28,296</b>
23	37,000	18,874	<b>55,874</b>			
24	37,000	19,224	<b>56,224</b>			
25	37,000	19,574	<b>56,574</b>			
26	37,000	19,924	<b>56,924</b>			
27	37,000	20,274	<b>57,274</b>			
28	37,000	20,624	<b>57,624</b>			

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

**HEAD START  
 PARA-PROFESSIONAL - 180 Days  
 2022-2023**

HST1

<u>STEP</u>	<u>GRADE 2 BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	12,540	4,916	<b>17,456</b>
2	12,540	5,058	<b>17,598</b>
3	12,540	5,193	<b>17,733</b>
4	12,540	5,331	<b>17,871</b>
5	12,540	5,468	<b>18,008</b>
6	12,540	5,565	<b>18,105</b>
7	12,540	5,745	<b>18,285</b>
8	12,540	5,883	<b>18,423</b>
9	12,540	6,023	<b>18,563</b>
10	12,540	6,160	<b>18,700</b>
11	12,540	6,299	<b>18,839</b>
12	12,540	6,437	<b>18,977</b>
13	12,540	6,575	<b>19,115</b>
14	12,540	6,712	<b>19,252</b>
15	12,540	6,851	<b>19,391</b>
16	12,540	6,989	<b>19,529</b>
17	12,540	7,268	<b>19,808</b>
18	12,540	7,541	<b>20,081</b>
19	12,540	7,817	<b>20,357</b>
20	12,540	8,097	<b>20,637</b>
21	12,540	8,382	<b>20,922</b>
22+	12,540	8,671	<b>21,211</b>

**HEAD START**  
**PARA-PROFESSIONAL - 180 Days**  
**2022-2023**

HST1

<u>STEP</u>	<u>GRADE 4</u> <u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL</u> <u>SALARY</u>
1	12,980	4,946	<b>17,926</b>
2	12,980	5,088	<b>18,068</b>
3	12,980	5,223	<b>18,203</b>
4	12,980	5,360	<b>18,340</b>
5	12,980	5,499	<b>18,479</b>
6	12,980	5,595	<b>18,575</b>
7	12,980	5,775	<b>18,755</b>
8	12,980	5,913	<b>18,893</b>
9	12,980	6,052	<b>19,032</b>
10	12,980	6,191	<b>19,171</b>
11	12,980	6,328	<b>19,308</b>
12	12,980	6,467	<b>19,447</b>
13	12,980	6,604	<b>19,584</b>
14	12,980	6,742	<b>19,722</b>
15	12,980	6,882	<b>19,862</b>
16	12,980	7,019	<b>19,999</b>
17	12,980	7,306	<b>20,286</b>
18	12,980	7,586	<b>20,566</b>
19	12,980	7,869	<b>20,849</b>
20	12,980	8,157	<b>21,137</b>
21	12,980	8,450	<b>21,430</b>
22+	12,980	8,746	<b>21,726</b>

**HEAD START  
SCHOOL CLERK  
2022-2023**

HSTC

10 Months  
200 Day

9.5 Months  
190 Day

<u>STEP</u>	<u>GRADE D</u>		<u>ANNUAL SALARY</u>	<u>GRADE D</u>		<u>ANNUAL SALARY</u>
	<u>BASE</u>	<u>SUPPLEMENT</u>		<u>BASE</u>	<u>SUPPLEMENT</u>	
1	14,520	4,806	<b>19,326</b>	14,080	4,668	<b>18,748</b>
2	14,520	5,037	<b>19,557</b>	14,080	4,888	<b>18,968</b>
3	14,520	5,271	<b>19,791</b>	14,080	5,112	<b>19,192</b>
4	14,520	5,514	<b>20,034</b>	14,080	5,343	<b>19,423</b>
5	14,520	5,761	<b>20,281</b>	14,080	5,577	<b>19,657</b>
6	14,520	6,007	<b>20,527</b>	14,080	5,810	<b>19,890</b>
7	14,520	6,266	<b>20,786</b>	14,080	6,054	<b>20,134</b>
8	14,520	6,526	<b>21,046</b>	14,080	6,304	<b>20,384</b>
9	14,520	6,794	<b>21,314</b>	14,080	6,557	<b>20,637</b>
10	14,520	7,086	<b>21,606</b>	14,080	6,806	<b>20,886</b>
11	14,520	7,392	<b>21,912</b>	14,080	7,080	<b>21,160</b>
12	14,520	7,701	<b>22,221</b>	14,080	7,355	<b>21,435</b>
13	14,520	8,019	<b>22,539</b>	14,080	7,653	<b>21,733</b>
14	14,520	8,340	<b>22,860</b>	14,080	7,962	<b>22,042</b>
15	14,520	8,671	<b>23,191</b>	14,080	8,274	<b>22,354</b>
16	14,520	9,006	<b>23,526</b>	14,080	8,591	<b>22,671</b>
17	14,520	9,360	<b>23,880</b>	14,080	8,927	<b>23,007</b>
18	14,520	9,701	<b>24,221</b>	14,080	9,251	<b>23,331</b>
19	14,520	10,057	<b>24,577</b>	14,080	9,591	<b>23,671</b>
20	14,520	10,416	<b>24,936</b>	14,080	9,934	<b>24,014</b>
21	14,520	10,808	<b>25,328</b>	14,080	10,286	<b>24,366</b>
22+	14,520	11,201	<b>25,721</b>	14,080	10,660	<b>24,740</b>

**HEAD START  
CENTRAL OFFICE CLERK  
2022-2023**

HSTC

<b>CLERK B</b>				<b>CLERK C</b>			
<b>STEP</b>	<b>BASE</b>	<b>SUPPLEMENT</b>	<b>ANNUAL SALARY</b>	<b>STEP</b>	<b>BASE</b>	<b>SUPPLEMENT</b>	<b>ANNUAL SALARY</b>
1	16,500	5,256	<b>21,756</b>	1	16,500	5,794	<b>22,294</b>
2	16,500	5,563	<b>22,063</b>	2	16,500	6,113	<b>22,613</b>
3	16,500	5,877	<b>22,377</b>	3	16,500	6,437	<b>22,937</b>
4	16,500	6,197	<b>22,697</b>	4	16,500	6,768	<b>23,268</b>
5	16,500	6,524	<b>23,024</b>	5	16,500	7,108	<b>23,608</b>
6	16,500	6,856	<b>23,356</b>	6	16,500	7,450	<b>23,950</b>
7	16,500	7,196	<b>23,696</b>	7	16,500	7,805	<b>24,305</b>
8	16,500	7,543	<b>24,043</b>	8	16,500	8,161	<b>24,661</b>
9	16,500	7,896	<b>24,396</b>	9	16,500	8,528	<b>25,028</b>
10	16,500	8,257	<b>24,757</b>	10	16,500	8,899	<b>25,399</b>
11	16,500	8,624	<b>25,124</b>	11	16,500	9,281	<b>25,781</b>
12	16,500	8,998	<b>25,498</b>	12	16,500	9,669	<b>26,169</b>
13	16,500	9,382	<b>25,882</b>	13	16,500	10,064	<b>26,564</b>
14	16,500	9,772	<b>26,272</b>	14	16,500	10,469	<b>26,969</b>
15	16,500	10,171	<b>26,671</b>	15	16,500	10,881	<b>27,381</b>
16	16,500	10,575	<b>27,075</b>	16	16,500	11,298	<b>27,798</b>
17	16,500	10,989	<b>27,489</b>	17	16,500	11,740	<b>28,240</b>
18	16,500	11,414	<b>27,914</b>	18	16,500	12,167	<b>28,667</b>
19	16,500	11,843	<b>28,343</b>	19	16,500	12,612	<b>29,112</b>
20	16,500	12,283	<b>28,783</b>	20	16,500	13,065	<b>29,565</b>
21	16,500	12,730	<b>29,230</b>	21	16,500	13,529	<b>30,029</b>
22+	16,500	13,202	<b>29,702</b>	22+	16,500	14,016	<b>30,516</b>

**HEAD START  
BUS DRIVER  
2022-2023**

HSTB

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	11,000	4,822	<b>15,822</b>
2	11,000	5,011	<b>16,011</b>
3	11,000	5,202	<b>16,202</b>
4	11,000	5,391	<b>16,391</b>
5	11,000	5,581	<b>16,581</b>
6	11,000	5,771	<b>16,771</b>
7	11,000	5,962	<b>16,962</b>
8	11,000	6,150	<b>17,150</b>
9	11,000	6,342	<b>17,342</b>
10	11,000	6,532	<b>17,532</b>
11	11,000	6,811	<b>17,811</b>
12	11,000	7,039	<b>18,039</b>
13	11,000	7,286	<b>18,286</b>
14	11,000	7,536	<b>18,536</b>
15	11,000	7,789	<b>18,789</b>
16	11,000	8,047	<b>19,047</b>
17	11,000	8,307	<b>19,307</b>
18	11,000	8,572	<b>19,572</b>
19	11,000	8,841	<b>19,841</b>
20	11,000	9,114	<b>20,114</b>
21	11,000	9,391	<b>20,391</b>
22+	11,000	9,672	<b>20,672</b>

**HEAD START  
BUS AIDE  
2022-2023**

HSTB

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	9,350	4,231	<b>13,581</b>
2	9,350	4,326	<b>13,676</b>
3	9,350	4,423	<b>13,773</b>
4	9,350	4,520	<b>13,870</b>
5	9,350	4,617	<b>13,967</b>
6	9,350	4,716	<b>14,066</b>
7	9,350	4,815	<b>14,165</b>
8	9,350	4,915	<b>14,265</b>
9	9,350	5,016	<b>14,366</b>
10	9,350	5,118	<b>14,468</b>
11	9,350	5,221	<b>14,571</b>
12	9,350	5,324	<b>14,674</b>
13	9,350	5,428	<b>14,778</b>
14	9,350	5,533	<b>14,883</b>
15	9,350	5,639	<b>14,989</b>
16	9,350	5,746	<b>15,096</b>
17	9,350	5,853	<b>15,203</b>
18	9,350	5,962	<b>15,312</b>
19	9,350	6,071	<b>15,421</b>
20	9,350	6,181	<b>15,531</b>
21	9,350	6,292	<b>15,642</b>
22+	9,350	6,404	<b>15,754</b>

**HEAD START  
FINANCE, MANAGEMENT, INTERNAL AUDITING  
2022-2023**

HSTA

<u>STEP</u>	<u>BACHELOR'S BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	43,033	13,817	<b>56,850</b>
2	43,033	14,247	<b>57,280</b>
3	43,033	14,678	<b>57,711</b>
4	43,033	15,111	<b>58,144</b>
5	43,033	15,662	<b>58,695</b>
6	43,033	16,124	<b>59,157</b>
7	43,033	16,557	<b>59,590</b>
8	43,033	16,989	<b>60,022</b>
9	43,033	17,514	<b>60,547</b>
10	43,033	18,207	<b>61,240</b>
11	43,033	18,896	<b>61,929</b>
12	43,033	19,835	<b>62,868</b>
13	43,033	20,546	<b>63,579</b>
14	43,033	21,279	<b>64,312</b>
15	43,033	21,706	<b>64,739</b>
16	43,033	22,133	<b>65,166</b>
17	43,033	22,560	<b>65,593</b>
18	43,033	22,987	<b>66,020</b>
19	43,033	23,414	<b>66,447</b>
20+	43,033	23,841	<b>66,874</b>



# ELA HIGH SCHOOL CURRICULUM MATERIALS



## ELA PROPOSAL

For **English IV**, staff recommends a continued use of the **current curriculum** and focus on **ACT preparation**. In addition, teachers would work on **college writing** with the text *Transition to College Writing*.

Staff recommends to accept the committee's recommendation for the adoption of College Board's Springboard curriculum and three ancillary grammar texts for **English I, English II, and English III** courses. The courses would also have a continued focus on building skills toward achievement on the **ACT and formal writing** with the use of three ancillary grammar texts: *Maximum Impact, Grammar for Writing*, and *The Big Blue Book of Grammar*.

## COMMITTEE PROCESS

The High School ELA Instructional Materials committee met to consider the adoption of curriculum materials for English courses. Springboard materials and four ancillary grammar books were reviewed. The committee is comprised of teachers, parents, special education staff, and administrators from each of the 12 high schools in the parish. A copy of the materials and ancillaries was placed on display at the School Board office for public comment. These were the only materials reviewed due to a limited number of suitable options. Each member of the committee received a copy of each book, teacher manual, and ancillaries for every grade level. They were given copies of the CPSB and the Louisiana Department of Education guidelines for instructional material adoption. In January members attended a presentation by Springboard publishers. Questions and comments were compiled. Committee members voted in March by filling out a rubric. Ten members filled out rubrics to recommend the adoption of the materials. No members voted to deny.

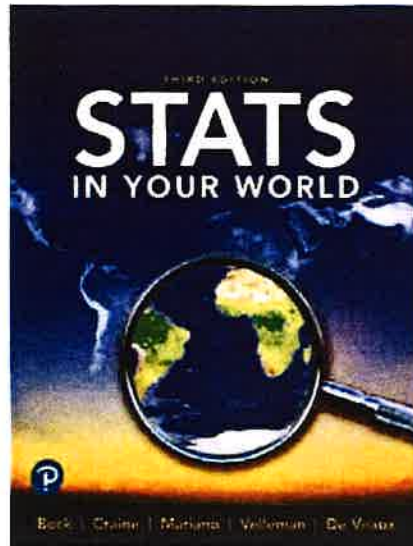


## COMMITTEE MEMBERS

Liz Domingue: Committee Chair  
 Ange Averey: Teacher Vinton  
 Sparkle Broussard: Parent Washington-Marion  
 Mary Chapman: Parent Iowa  
 Meghan Lebert: Teacher Sam Houston  
 Tammy Leblanc: Teacher Barbe  
 Kelly McMahon: Special Education  
 Jami Natali: Parent Bell City  
 Jessica Reeves: Parent Westlake  
 Hollie Sanders: Curriculum Coordinator DeQuincy  
 Brandi Trahan: Parent Sulphur  
 Brent Washington: Assistant Principal LaGrange  
 Nina White: Teacher LaGrange  
 Kerry Wilkerson: Teacher Starks

# STATISTICAL REASONING INSTRUCTIONAL RESOURCE SELECTION PROCESS & RECOMMENDATION

9.E.



The High School Math Instructional Resource Review Committee, comprised of twelve members, began a selection process on January 26, 2022. We concluded with the selection of the above pictured resource by a unanimous vote on March 3, 2022. The process was documented in a shared OneNote. We met both virtually and face-to-face during the review process all while focusing on shared discussion, consideration of the evaluation rubric, presentations from our publishing entities and public feedback (there was no public feedback on any of the contending resources).

Each committee members received their own set of review materials including demo access to the digital component of each resource. Considering a total of three resources, *Stats in your World* was set apart by the integration of real-world adaptations throughout its context. This recommended resource will serve our newly added high school math course offering, *Statistical Reasoning*. This course will allow students two new unique STEM pathway credential options and will be a part of the Virtual Instruction Program (*VIP*). The offering of *Statistical Reasoning* will also allow all students open access to an introductory statistics course without the weight of any dual enrollment criteria.

## Committee Members

Catherine Bell (Teacher), Crystal Bowie (Parent), Mariscott Conrad (Parent), Kristi Doucet (Parent), Bryan Fralick (Administrator), Katie Gillis (Parent), Keith Guidry (Teacher), Samantha Jacobson (Teacher), Angela Kenney (Teacher), Julie McCardle (Curriculum Coordinator), Sadie Newell (Teacher), Dina Pierson (Teacher)

Facilitator: Shavela Harvey, HS Math Consultant



Policy Number: COV-1.0	Effective Date: 7/1/2022	Page 1 of 1
HS Program Director Approval Date:	Policy Council Approval Date:	
Relates to HSPS #: 1302.47 Safety Practices (b)(5)		

SUBJECT: Vaccine Requirement for Head Start Staff

PERFORMANCE OBJECTIVE:

Vaccination is one essential component necessary to return to full comprehensive Head Start services. The Centers for Disease Control and Prevention (CDC) has reported that unvaccinated individuals are 10 times more likely to require hospitalization from COVID-19 than fully vaccinated people. Unvaccinated individuals are also five times more likely to become infected with COVID-19. By being vaccinated against COVID-19, our employees will protect themselves and those who are unable to be vaccinated and will permit Calcasieu Parish Head Start to carry out its mission in the safest way possible. As an agency that advocates for public health, we have a duty to do all we can to prevent the spread of COVID-19.

POLICY:

As of August 1, 2022, Calcasieu Parish Head Start will require all employees to be fully vaccinated in order to continue their employment. By that date, all Calcasieu Parish Head Start employees whose work requires, or potentially could require, any in-person interaction with colleagues, partners, vendors, families, children, or others must be fully vaccinated, and proof of vaccination.

The processes for providing proof of vaccination or seeking an accommodation are explained below. For purposes of this policy, per the CDC, an employee is considered fully vaccinated two weeks after receiving the second dose of a two-dose vaccine (i.e., Pfizer/BioNTech or Moderna) or one dose of a single-dose vaccination (i.e. Johnson & Johnson/Janssen vaccine). Should the CDC change any of its definitions, Calcasieu Parish Head Start may opt to modify this policy to reflect those updates.

The intent of this policy is to comply fully with applicable federal, state, and local laws and guidance, and Calcasieu Parish Head Start reserves the right to modify this policy as

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necessary or appropriate for the continued well-being of our employees, workplaces, and communities where we work.

If an employee does not provide proof of vaccination or obtain approval for an accommodation their employment with Calcasieu Parish Head Start will be terminated.

#### PROCESS:

Proof of vaccination and related data (e.g. photo of vaccination card) will be collected electronically through a secure online platform. This information will be treated confidentially, and vaccination status will only be shared on a need-to-know basis. Medical information should not be sent with proof of vaccination.

All prospective, newly hired, and/or onboarding employees must receive the COVID-19 vaccination, in full, within four (4) weeks of their date of hire as a condition of new employment, unless otherwise exempted from this Policy by an approved accommodation pursuant to the interactive process. As applicable, new employees are required to, at the latest, begin compliance with this Policy during the pre-employment onboarding process.

#### REQUEST FOR EXEMPTION:

Exemptions from the vaccine policy will be considered and accommodated when required by law. Calcasieu Parish Head Start is committed to protecting the rights of those experiencing disabilities and temporary or medical conditions for whom vaccination may be unsafe. Any employee who has a disability or medical conditions for whom vaccination that prevents them from being safely vaccinated should contact the Administrative Director of Early Childhood via email to request a reasonable accommodation.

Receipt of an accommodation request does not automatically excuse an employee from the requirements of this Policy. Rather, consistent with federal and state laws, Calcasieu Parish Head Start will consider accommodation requests on a case-by-case basis and will engage in further dialogue with an employee, and any physicians and/or medical providers as permitted under law. Should Calcasieu Parish Head Start determine that the criteria for a medical or disability accommodation poses an undue hardship or direct threat to the health or safety of others in the workplace and/or to the employee, Calcasieu Parish Head Start reserves the right to deny the exemption request.

When granting an accommodation, Calcasieu Parish Head Start requires non-vaccinated employees to follow additional or alternative safety protocols, such as undergoing weekly

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testing, masking, and physical distancing when in a Calcasieu Parish office or interacting with others on behalf of Calcasieu Parish Head Start. While Calcasieu Parish Head Start will consider an employee's preferred accommodation when granting an exemption request, Calcasieu Parish Head Start is legally permitted to choose the accommodation it deems most reasonable and effective under the circumstance.

#### ON-GOING MITIGATION MEASURES

Vaccination is only one-step in ensuring the safety and well-being of employees and the children and families with whom we work. Calcasieu Parish Head Start employees must continue to follow office-specific COVID-19 risk mitigation measures based on applicable CDC recommendations, which may include, but are not limited to, the following:

- Wearing a mask
- Following physical distancing guidelines
- Avoiding crowding in common spaces, conference rooms, and workstation spaces
- Washing hands frequently
- Sanitizing your workspace

Calcasieu Parish Head Start will continue to monitor health guidance and applicable federal, state, and local regulations and modify these measures as needed.

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# ITEM 9.H.

## Turnaround Principal Proposal for LaGrange High School

**Note: CPSB has an existing Turnaround Principal Policy that was developed for Brentwood Elementary. That policy has been modified for the current principal vacancy at LaGrange High School.**

1. A "**Level 1 Turnaround Principal**" would be defined as any current sitting principal who has a proven record of Transformational Leadership with documented successes in student growth, teacher development, and positive school culture that is hired at a "Persistently Struggling School" within the CPSB system.

Qualified Level 1 Turnaround Principals must have:

- Highly Effective evaluations in each of the past two school years.
- A record of sustained student and school growth over their time as principal.

**Part One** would be a *\$10,000 yearly* supplement for choosing to work in a Persistently Struggling School. This supplement would continue each year as long as the principal earned Effective end of the year evaluations and as long as he/she are assigned to a school designated as Persistently Struggling.

**Part Two** would be a \$5,000 yearly supplement tied to the achievement of individual Performance Targets assigned to the principal. The principal would earn *\$1,000* of the Part Two Supplement for each performance target listed below met or exceeded by the end of each school year.

Performance Targets:

- Growth in the School Performance Score
- Increased percent of students scoring Basic and Above on State Standardized Tests
- Growth in the School's Graduation Rate
- A score of 80 or above on the District SWPBIS Monitoring Instrument
- A rating of 3.0-4.0 by the faculty on the *McREL Leadership Responsibility Survey*

2. A "Level II Turnaround Principal" would be defined as any current Assistant Principal, who exhibits the competencies of a Transformational Leader and has documented success working with students and teachers in a school that has seen sustained growth and documented success over the past two years. A leader who is appointed as principal of a Persistently Struggling School.

**Qualified Level II Turnaround Principals must have:**

- Highly Effective Evaluations as an Assistant Principal in each of the past two school years.
- Served in a school that has achieved sustained school and student growth with documented successes over their time there as an assistant principal.

The yearly supplement for a Level II Turnaround Principal would be divided into two parts.

**Part One** would be a \$5,000 yearly supplement for choosing to work in a Persistently Struggling School. This supplement would continue each year as long as the principal earned Effective end of the year evaluations and as long as they are assigned to a school designated as Persistently Struggling.

**Part Two** would be a \$10,000 yearly supplement tied to the achievement of individual Performance Targets assigned to the principal. The principal would earn \$2,000 of the Part Two Supplement for each Performance Target met by the end of each school year.

- Growth in the School Performance Score
- Increased percent of students scoring Basic and above on State Standardized Test
- Growth in the School's Graduation Rate
- A score of 80% or above on the District SWPBIS TFI Monitoring Instrument
- A rating of 3.0- 4.0 by the faculty on the *McREL Leadership Responsibilities Survey*

**Persistently Struggling Schools** in the district will be identified by the Superintendent and will be defined as a school exhibiting the following characteristics:

- The school has been assigned a C, D, or F through the state accountability system in at least two of the previous three school years.
- The school has a high turnover rate of teachers and has been consistently hard to staff.

- The school's enrollment is decreasing due to a prevalent perception that the school does not provide effective instruction or a safe and orderly learning environment.
- The faculty exhibits low teacher morale and expresses a lack of support from the current school principal as measured through teacher surveys.

**Turnaround Principal** positions will be created as vacancies occur through normal personnel processes like retirements or transfers.

We are specifically seeking *transformational leaders* with a commitment to serve a diverse school community in an urban context. Strong candidates must:

- be focused on results and have proven success in increasing student achievement and adult performance.
- have the ability to influence and motivate others to reach their potential.
- be solution-oriented and creative problem solvers with experience in data analysis and creating and managing systems.
- set high expectations and communicate them to a variety of stakeholders.
- understand, communicate, and effectively interact with people across racial, cultural and linguistic differences.
- continually reflect and seek feedback to improve their practice.
- have demonstrated perseverance and a "So what. Now what." attitude in their career.
- possess strong pedagogical skills and be highly effective at coaching other adults.

### **The Seven Principles of Calcasieu Parish School Turnaround Plan**

#### **1. Appoint highly effective Turnaround Principals with the ability to:**

- create a culture of high expectations and no excuses.
- recruit, mentor, and retain quality teachers and support staff members.
- creatively use the operational flexibility in the areas of scheduling, staffing, curriculum, and budget that will be given them by the district.

#### **2. Ensure that teachers are effective and able to improve instruction by:**

- evaluating the quality of all current staff members.
- providing frequent high quality observation feedback to teachers using the Teacher Advancement Program (TAP), NIET best practices, or COMPASS evaluations

- providing high quality coaching in the form of Master and Mentor Teachers (When applicable)
- providing job-embedded, ongoing professional development informed by the teacher evaluations and support systems tied to teacher and student needs.

### **3. Redesigning the school day by:**

- including additional time for student learning and teacher collaboration.
- adjusting instructional times for subjects and grade levels
- Providing time after school and during the summer for targeted support programs

### **4. Strengthening the school's instructional program by:**

- ensuring that the instructional program is research-based, rigorous, and aligned with State academic content standards.
- evaluating and then streamlining the school's use of instructional programs.

### **5. Using data to inform instruction for continuous improvement by:**

- frequent monitoring of student progress, through the use of diagnostic, interim, and summative assessments.
- providing embedded time for teachers and instructional leaders to collaborate and analyze data.

### **6. Establishing a school environment that improves school safety, discipline, and teacher moral by:**

- appointing and training Turnaround Principals in the Transformational Leadership competencies of idealized influence, inspirational motivation, individual consideration, and intellectual stimulation.
- practicing shared leadership through active School Leadership Teams.
- providing additional resources that target positive behavior and RTI interventions.
- addressing other non-academic factors that impact student achievement, such as students' social, emotional, and health needs.

### **7. Providing ongoing mechanisms for family and community engagement by:**

- championing the promoting the school through every media available.
- creating a Parent Involvement Plan which includes the creation of a parent organization along with numerous family involvement activities throughout the school year.