



TANGIPAHOA PARISH
SCHOOL SYSTEM
EST. 1896

2023 – 2024
SALARY SCHEDULE

Melissa M. Stilley, Superintendent

Tangipahoa Parish School System
59656 Puleston Road
Amite, Louisiana 70422

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JOB CLASSIFICATION LIST

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

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

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

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

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

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

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

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

TANGIPAHOA PARISH SCHOOL BOARD

Certified Teacher Compensation Plan

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

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

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

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

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

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

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

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

2. **Advancement (Base Building)** - Salary step advances for both Experience and Demand will be automatic on July 1 if an individual's final performance evaluation from the previous school year is

either Effective-Emerging, Effective-Proficient, or Highly Effective, and if he or she served at least one-half of a normal employment year.

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

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

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

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

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

	Annual Effectiveness Stipend		
	Final Evaluation Rating		
	Highly Effective	Effective Proficient	Effective Emerging
Core	\$1000	\$500	\$250
Non Core	\$500	\$250	\$125

4. **Implementation** - Implementation of salary schedule policy changes related to Act 1 occurred in fiscal year 2013-14 with the understanding that the amount of the annual base salary paid to an employee in any school year shall not be reduced below the amount of such base salary paid during the previous school year, nor shall the amount of the annual base salary paid to such school personnel be reduced at any time during an academic year. The limitation on the reduction shall not be applicable to:

- The correction of any accounting errors or to a reduction necessitated by the elimination of a state/federal program or state/federal funding.
 - The reduction of any local salary supplement funded, in whole or in part, from a revenue source requiring voter approval when such voter approval has not been obtained.
 - When a person promoted to a position of higher salary is demoted in accordance with applicable law and local Board policy to a lower position. In such a case, the employee shall return to the salary previously received in the lower position from which she/he was promoted.
5. **Steps** - Steps will not equal years of experience because of the conditions related to Advancement as shown in Item 2, and Implementation as shown in item 4.
 6. **Teacher Salary Supplements** - Supplements to the base salary shall be paid to teachers who are also athletic coaches, band/chorus directors, cheerleader or dance-line sponsors, and other school based employees. Such supplements shall not be paid in any year in which the employee does not perform such additional duties, and such supplements shall not be considered part of the employee's annual base salary.
 7. **Administrative and Other Certified School Employees** - An additional salary supplement shall be paid to all Principals and Assistant Principals for additional responsibility and/or increased work days.
 8. **Overtime** - Principals and Supervisors must get advance written approval from the Superintendent or his/her designee to pay employees overtime pay (i.e. time and one-half of their regular annual hourly salary).
 9. **Pay Cycle** - Monthly payroll checks will be issued to each employee and placed within one of the two Pay Cycles shown below based upon the number of work days they would have worked if they started on the first day.

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

10. **Monthly Salary** - An employee's gross monthly salary before deductions is calculated by taking the annual salary and dividing the result by 12. Checks are distributed no later than the 26th day of each month unless the end of the month falls on a Saturday, Sunday or holiday. If that happens, the checks will be distributed the working day before the Saturday, Sunday, or holiday.
11. **New Hires** - The Superintendent is authorized to negotiate all salaries with teachers and support employees upon entering the district for the first time. Consideration shall be given to experience, demand, and performance evaluations. The Superintendent must approve all new hires whether full time or temporary/part time.

12. **Deviations** - The Superintendent is authorized and must approve any deviation from salary schedules(s) in writing when the best interest of the School District and Board will be served. No changes in step, grade, or position may be made without the documented approval of the Superintendent.

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

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

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

EMPLOYEE SALARY POLICY

Implementation will be effective July 1, 2022.

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

Any person being promoted will automatically be assigned to the pay grade called for by their new position. For promotions occurring on July 1, previous salary shall include a step increase in the old pay grade, if applicable. In the event the new position also includes a change in length of employment (i.e., 10 months vs. 11 months); the person's original salary grade and step at the new length of employment will be adjusted for the additional work days.

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

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

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

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

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

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

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

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

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

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

All system employee’s work day will be eight (8) hours, including a paid lunch. Paid lunch for employees shall not exceed 1 hour for 12 month employees or 30 minutes for all other full time employees.

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

Beginning with the 2023-24 SY, employees within each classification will work the following number of days and hours:

<u>Employee Classification Worked</u>	<u>Days</u>		<u>Hours</u>	<u>Annual Hours</u>
Bus Driver/Bus Attendant	180	/	5	900
9 - month Support (1)	180	/	8	1440
9 - month Certificated	182	/	8	1456
9.5 - month Support (2)	190	/	8	1520
9.5 - month Certificated (3)	192	/	8	1536
9.75 - month Certificated (4)	197	/	8	1576
10 - month Support (1)	200	/	8	1600
10 - month Certificated	202	/	8	1616
11 - month Support (1)	220	/	8	1760
11 - month Certificated	222	/	8	1776
12 - month Support	240	/	8	1920
12 - month Certificated	240	/	8	1920

- (1) - Includes cafeteria workers, paraprofessionals, custodians, and school secretaries
- (2) - Includes cafeteria managers
- (3) - Includes school psychologist, social worker, and education diagnostician
- (4) - Includes all Assistant Principals

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Footnotes on State and Local Salary Adjustment over past School Years

All Support Workers shall have the following components:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

TANGIPAOHA PARISH SCHOOL BOARD
Teacher Salary Schedule

STEPS	Non-Certified	Bachelor	Masters	Masters + 30	Educational Specialist	PhD/EdD
	Days per Year 182	Days per Year 182	Days per Year 182	Days per Year 182	Days per Year 182	Days per Year 182
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
0	\$42,960	\$47,300	\$48,800	\$49,300	\$50,050	\$51,050
1		\$47,758	\$49,258	\$49,758	\$50,508	\$51,508
2		\$48,221	\$49,721	\$50,221	\$50,971	\$51,971
3		\$48,688	\$50,188	\$50,688	\$51,438	\$52,438
4		\$49,160	\$50,660	\$51,160	\$51,910	\$52,910
5		\$49,636	\$51,136	\$51,636	\$52,386	\$53,386
6		\$49,997	\$51,497	\$51,997	\$52,747	\$53,747
7		\$50,482	\$51,982	\$52,482	\$53,232	\$54,232
8		\$50,972	\$52,472	\$52,972	\$53,722	\$54,997
9		\$51,467	\$52,967	\$53,467	\$54,467	\$55,767
10		\$52,016	\$53,666	\$54,366	\$55,566	\$56,766
11		\$52,904	\$54,404	\$55,254	\$56,454	\$57,804
12		\$53,691	\$55,191	\$56,191	\$57,191	\$58,591
13		\$54,478	\$55,978	\$57,078	\$58,178	\$59,178
14		\$55,290	\$56,890	\$58,090	\$59,090	\$60,090
15		\$56,124	\$57,724	\$58,924	\$60,124	\$61,124
16		\$56,415	\$58,015	\$59,215	\$60,415	\$61,915
17		\$56,707	\$58,307	\$59,807	\$61,007	\$62,507
18		\$56,997	\$58,597	\$60,097	\$61,297	\$62,797
19		\$57,287	\$59,037	\$60,687	\$61,887	\$63,387
20		\$57,578	\$59,328	\$60,978	\$62,178	\$63,678
21		\$57,869	\$59,619	\$61,269	\$62,469	\$63,969
22		\$58,167	\$59,927	\$61,567	\$62,767	\$64,267
23		\$58,465	\$60,215	\$61,865	\$63,065	\$64,565
24		\$58,765	\$60,515	\$62,165	\$63,365	\$64,865
25		\$59,073	\$60,823	\$62,473	\$63,673	\$65,173
26		\$59,382	\$61,132	\$62,782	\$63,982	\$65,482
27		\$59,691	\$61,441	\$63,091	\$64,291	\$65,791
28		\$60,123	\$61,873	\$63,523	\$64,723	\$66,223
29		\$60,710	\$62,460	\$64,110	\$65,310	\$66,810
30		\$61,302	\$63,052	\$64,702	\$65,902	\$67,402

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

STEPS	Paraprofessionals Non-Highly Qualified		Paraprofessionals Highly Qualified		Licensed Practical Nurse (LPN)		School Secretary (9 - Month)		School Secretary (10 - Month)		School Secretary (11 - Month)	
	Days per Year 180		Days per Year 180		Days per Year 180		Days per Year 180		Days per Year 200		Days per Year 220	
	Grade 3	NC	Grade 3P	NC	Grade 5	NC	Grade 5	NC	Grade 5	NC	Grade 5	NC
	ANNUAL		ANNUAL		ANNUAL		ANNUAL		ANNUAL		ANNUAL	
1	\$19,324		\$20,174		\$21,435		\$21,435		\$23,817		\$26,198	
2	\$19,420		\$20,270		\$21,547		\$21,547		\$23,941		\$26,335	
3	\$19,516		\$20,366		\$21,660		\$21,660		\$24,067		\$26,473	
4	\$19,614		\$20,463		\$21,772		\$21,772		\$24,191		\$26,610	
5	\$19,909		\$20,759		\$22,116		\$22,116		\$24,573		\$27,031	
6	\$20,211		\$21,060		\$22,465		\$22,465		\$24,961		\$27,457	
7	\$20,518		\$21,368		\$22,823		\$22,823		\$25,359		\$27,895	
8	\$20,832		\$21,681		\$23,188		\$23,188		\$25,764		\$28,341	
9	\$21,152		\$22,002		\$23,559		\$23,559		\$26,177		\$28,794	
10	\$21,478		\$22,328		\$23,938		\$23,938		\$26,598		\$29,258	
11	\$21,811		\$22,661		\$24,324		\$24,324		\$27,026		\$29,729	
12	\$22,151		\$23,001		\$24,719		\$24,719		\$27,466		\$30,212	
13	\$22,497		\$23,347		\$25,121		\$25,121		\$27,912		\$30,703	
14	\$22,851		\$23,700		\$25,532		\$25,532		\$28,369		\$31,206	
15	\$23,211		\$24,060		\$25,950		\$25,950		\$28,833		\$31,717	
16	\$23,579		\$24,428		\$26,377		\$26,377		\$29,308		\$32,239	
17	\$23,953		\$24,803		\$26,813		\$26,813		\$29,792		\$32,771	
18	\$24,336		\$25,186		\$27,257		\$27,257		\$30,286		\$33,314	
19	\$24,727		\$25,576		\$27,710		\$27,710		\$30,789		\$33,868	
20	\$25,125		\$25,974		\$28,172		\$28,172		\$31,302		\$34,432	
21	\$25,532		\$26,381		\$28,644		\$28,644		\$31,827		\$35,009	
22	\$25,947		\$26,795		\$29,124		\$29,124		\$32,360		\$35,596	
23	\$26,325		\$27,186		\$29,550		\$29,550		\$32,833		\$36,116	

TANGIPAHOA PARISH SCHOOL BOARD

Custodian Positions

STEPS	Custodian* (11 - Month)		Custodian* (12 - Month)		Head Custodian* (<800 Students)		Head Custodian* (>800 Students)	
	Days per Year 220		Days per Year 240		Days per Year 240		Days per Year 240	
	Grade	1 NC	Grade	1 NC	Grade	4 NC	Grade	5 NC
	ANNUAL		ANNUAL		ANNUAL		ANNUAL	
1		\$20,543		\$23,063		\$28,811		\$31,163
2		\$20,635		\$23,167		\$28,964		\$31,332
3		\$20,727		\$23,271		\$29,117		\$31,500
4		\$20,820		\$23,374		\$29,270		\$31,670
5		\$21,097		\$23,686		\$29,739		\$32,187
6		\$21,374		\$23,997		\$30,216		\$32,714
7		\$21,669		\$24,328		\$30,704		\$33,251
8		\$21,965		\$24,660		\$31,202		\$33,800
9		\$22,260		\$24,993		\$31,708		\$34,358
10		\$22,575		\$25,346		\$32,225		\$34,930
11		\$22,870		\$25,678		\$32,753		\$35,511
12		\$23,203		\$26,050		\$33,292		\$36,105
13		\$23,517		\$26,403		\$33,841		\$36,710
14		\$23,850		\$26,777		\$34,400		\$37,327
15		\$24,183		\$27,151		\$34,972		\$37,957
16		\$24,534		\$27,545		\$35,554		\$38,599
17		\$24,885		\$27,939		\$36,149		\$39,254
18		\$25,236		\$28,333		\$36,755		\$39,922
19		\$25,606		\$28,748		\$37,372		\$40,605
20		\$25,975		\$29,163		\$38,002		\$41,300
21		\$26,364		\$29,598		\$38,645		\$42,009
22		\$26,751		\$30,034		\$39,301		\$42,732
23		\$27,141		\$30,472		\$39,879		\$43,362

* Custodians will receive a \$250 stipend and Head Custodians a \$500 Stipend for each 9 week period that their school cleanliness is rated as "satisfactory" by their inspections and staff surveys.

TANGIPAHOA PARISH SCHOOL BOARD
Child Nutrition Program

STEPS	Food Service Worker	Billing Clerk / Cashier	Production Manager	Manager (<550 Students)	Manager (>550 Students)
	Days per Year 180	Days per Year 180	Days per Year 180	Days per Year 190	Days per Year 190
	Grade 2 NC	Grade 3 NC	Grade 5 NC	Grade 8 NC	Grade 9 NC
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
1	\$19,177	\$20,481	\$22,571	\$29,256	\$30,990
2	\$19,268	\$20,580	\$22,686	\$29,415	\$31,161
3	\$19,359	\$20,680	\$22,802	\$29,575	\$31,332
4	\$19,449	\$20,780	\$22,918	\$29,733	\$31,502
5	\$19,725	\$21,085	\$23,272	\$30,219	\$32,025
6	\$20,006	\$21,397	\$23,631	\$30,716	\$32,558
7	\$20,295	\$21,715	\$24,000	\$31,246	\$33,101
8	\$20,590	\$22,038	\$24,376	\$31,740	\$33,654
9	\$20,889	\$22,369	\$24,758	\$32,267	\$34,221
10	\$21,195	\$22,706	\$25,149	\$32,803	\$34,796
11	\$21,507	\$23,050	\$25,546	\$33,351	\$35,384
12	\$21,826	\$23,401	\$25,953	\$33,910	\$35,984
13	\$22,150	\$23,758	\$26,367	\$34,481	\$36,597
14	\$22,481	\$24,123	\$26,790	\$35,062	\$37,220
15	\$22,818	\$24,496	\$27,221	\$35,655	\$37,857
16	\$23,162	\$24,875	\$27,661	\$36,260	\$38,507
17	\$23,514	\$25,262	\$28,110	\$36,876	\$39,168
18	\$23,872	\$25,658	\$28,567	\$37,506	\$39,844
19	\$24,236	\$26,061	\$29,034	\$38,148	\$40,533
20	\$24,609	\$26,473	\$29,510	\$38,803	\$41,237
21	\$24,989	\$26,893	\$29,996	\$39,471	\$41,952
22	\$25,377	\$27,321	\$30,490	\$40,152	\$42,683
23	\$25,747	\$27,714	\$30,936	\$40,743	\$43,312

TANGIPAHOA PARISH SCHOOL BOARD
Transportation Operation Positions

STEPS	School Bus Attendant	School Bus Driver	Lead Bus Driver (10 - Months)	Safety, Training, & Recruiting Routing & Auditing Coordinator	Area Manager
	Days per Year	Days per Year	Days per Year 200	Days per Year 240	Days per Year 240
	Grade	Grade	Grade	Grade 11 C	Grade 14 C
	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
1	\$13,336	\$19,602	\$26,777	\$54,219	\$60,638
2	\$13,394	\$19,698	\$26,884	\$54,459	\$60,921
3	\$13,450	\$19,794	\$26,991	\$54,698	\$61,202
4	\$13,624	\$19,891	\$27,099	\$54,937	\$61,484
5	\$13,803	\$20,185	\$27,426	\$55,668	\$62,348
6	\$13,983	\$20,486	\$27,760	\$56,414	\$63,227
7	\$14,170	\$20,794	\$28,102	\$57,174	\$64,125
8	\$14,357	\$21,106	\$28,449	\$57,951	\$65,041
9	\$14,549	\$21,426	\$28,804	\$58,743	\$65,974
10	\$14,749	\$21,751	\$29,166	\$59,551	\$66,926
11	\$14,946	\$22,084	\$29,535	\$60,375	\$67,897
12	\$15,152	\$22,423	\$29,912	\$61,215	\$68,887
13	\$15,360	\$22,768	\$30,295	\$62,072	\$69,897
14	\$15,573	\$23,121	\$30,687	\$62,946	\$70,927
15	\$15,789	\$23,481	\$31,087	\$63,839	\$71,979
16	\$16,013	\$23,847	\$31,494	\$64,747	\$73,051
17	\$16,236	\$24,221	\$31,909	\$65,675	\$74,144
18	\$16,467	\$24,603	\$32,334	\$66,621	\$75,259
19	\$16,705	\$24,993	\$32,767	\$67,586	\$76,398
20	\$16,954	\$25,391	\$33,209	\$68,571	\$77,559
21	\$17,208	\$25,796	\$33,660	\$69,575	\$78,742
22	\$17,467	\$26,210	\$34,120	\$70,599	\$79,951
23	\$17,717	\$26,592	\$34,544	\$71,635	\$81,128

TANGIPAOHA PARISH SCHOOL BOARD

Fleet Services Department

		Mechanic Helper			Service Mechanic			Licensed Service Mechanic			Lead Service Mechanic		
		Days per Year	240			Days per Year	240	Days per Year	240			Days per Year	240
		Grade	6 NC			Grade	8 NC	Grade	9 NC			Grade	10 NC
STEPS		ANNUAL			ANNUAL			ANNUAL			ANNUAL		
1		\$32,466			\$37,172			\$39,528			\$41,882		
2		\$32,650			\$37,389			\$39,759			\$42,128		
3		\$32,835			\$37,604			\$39,991			\$42,375		
4		\$33,020			\$37,819			\$40,222			\$42,623		
5		\$33,585			\$38,481			\$40,930			\$43,379		
6		\$34,160			\$39,155			\$41,653			\$44,151		
7		\$34,748			\$39,842			\$42,390			\$44,938		
8		\$35,346			\$40,543			\$43,142			\$45,741		
9		\$35,958			\$41,258			\$43,909			\$46,560		
10		\$36,581			\$41,987			\$44,691			\$47,396		
11		\$37,218			\$42,730			\$45,488			\$48,248		
12		\$37,865			\$43,489			\$46,302			\$49,117		
13		\$38,528			\$44,263			\$47,133			\$50,004		
14		\$39,203			\$45,053			\$47,979			\$50,909		
15		\$39,892			\$45,858			\$48,843			\$51,830		
16		\$40,593			\$46,679			\$49,724			\$52,771		
17		\$41,309			\$47,518			\$50,623			\$53,731		
18		\$42,039			\$48,373			\$51,540			\$54,710		
19		\$42,785			\$49,244			\$52,475			\$55,708		
20		\$43,544			\$50,134			\$53,429			\$56,726		
21		\$44,319			\$51,040			\$54,402			\$57,764		
22		\$45,110			\$51,965			\$55,393			\$58,823		
23		\$45,744			\$52,733			\$56,213			\$59,694		

TANGIPAHOA PARISH SCHOOL BOARD

Technology Positions

STEPS	Computer Technician	Computer Network Analyst	Computer Professional	Instructional Technical Facilitator
	Days per Year 240	Days per Year 240	Days per Year 240	Days per Year 240
	Grade 8 C	Grade 9 C	Grade 11 T	Grade 14 T
	ANNUAL	ANNUAL	ANNUAL	ANNUAL
1	\$45,596	\$47,636	\$54,219	\$60,638
2	\$45,784	\$47,836	\$54,459	\$60,921
3	\$45,971	\$48,036	\$54,698	\$61,202
4	\$46,157	\$48,237	\$54,937	\$61,484
5	\$46,729	\$48,850	\$55,668	\$62,348
6	\$47,312	\$49,476	\$56,414	\$63,227
7	\$47,907	\$50,115	\$57,174	\$64,125
8	\$48,513	\$50,766	\$57,951	\$65,041
9	\$49,133	\$51,430	\$58,743	\$65,974
10	\$49,764	\$52,107	\$59,551	\$66,926
11	\$50,408	\$52,799	\$60,375	\$67,897
12	\$51,065	\$53,504	\$61,215	\$68,887
13	\$51,735	\$54,223	\$62,072	\$69,897
14	\$52,419	\$54,956	\$62,946	\$70,927
15	\$53,116	\$55,704	\$63,839	\$71,979
16	\$53,828	\$56,467	\$64,747	\$73,051
17	\$54,553	\$57,245	\$65,675	\$74,144
18	\$55,293	\$58,038	\$66,621	\$75,259
19	\$56,047	\$58,848	\$67,586	\$76,398
20	\$56,817	\$59,674	\$68,571	\$77,559
21	\$57,602	\$60,517	\$69,575	\$78,742
22	\$58,402	\$61,376	\$70,599	\$79,951
23	\$59,256	\$62,274	\$71,635	\$81,128

TANGIPAHOA PARISH SCHOOL BOARD

Maintenance Department

STEPS	Trades Helper		Skilled Trades Worker		Licensed Skilled Trades Worker		Maintenance Foreman	
	Days per Year	240	Days per Year	240	Days per Year	240	Days per Year	240
	Grade	6 NC	Grade	8 NC	Grade	9 NC	Grade	10 NC
	ANNUAL		ANNUAL		ANNUAL		ANNUAL	
1	\$32,466	\$37,172	\$39,528	\$41,882				
2	\$32,650	\$37,389	\$39,759	\$42,128				
3	\$32,835	\$37,604	\$39,991	\$42,375				
4	\$33,020	\$37,819	\$40,222	\$42,623				
5	\$33,585	\$38,481	\$40,930	\$43,379				
6	\$34,160	\$39,155	\$41,653	\$44,151				
7	\$34,748	\$39,842	\$42,390	\$44,938				
8	\$35,346	\$40,543	\$43,142	\$45,741				
9	\$35,958	\$41,258	\$43,909	\$46,560				
10	\$36,581	\$41,987	\$44,691	\$47,396				
11	\$37,218	\$42,730	\$45,488	\$48,248				
12	\$37,865	\$43,489	\$46,302	\$49,117				
13	\$38,528	\$44,263	\$47,133	\$50,004				
14	\$39,203	\$45,053	\$47,979	\$50,909				
15	\$39,892	\$45,858	\$48,843	\$51,830				
16	\$40,593	\$46,679	\$49,724	\$52,771				
17	\$41,309	\$47,518	\$50,623	\$53,731				
18	\$42,039	\$48,373	\$51,540	\$54,710				
19	\$42,785	\$49,244	\$52,475	\$55,708				
20	\$43,544	\$50,134	\$53,429	\$56,726				
21	\$44,319	\$51,040	\$54,402	\$57,764				
22	\$45,110	\$51,965	\$55,393	\$58,823				
23	\$45,775	\$52,733	\$56,213	\$59,694				

TANGIPAHOA PARISH SCHOOL BOARD
Non-Certified District Support Staff

STEPS	Office Assistant I		Office Assistant II Account Clerk I		Office Assistant III Account Clerk II		Account Clerk III		Specialist Site Registrar	
	Days per Year	240	Days per Year	240	Days per Year	240	Days per Year	240	Days per Year	240
	Grade	2 NC	Grade	3 NC	Grade	4 NC	Grade	5 NC	Grade	6 NC
	ANNUAL		ANNUAL		ANNUAL		ANNUAL		ANNUAL	
1		\$23,055		\$25,407		\$27,761		\$30,113		\$32,466
2		\$23,176		\$25,545		\$27,914		\$30,282		\$32,650
3				\$25,681		\$28,067		\$30,450		\$32,835
4				\$25,820		\$28,220		\$30,620		\$33,020
5				\$26,240		\$28,689		\$31,137		\$33,585
6				\$26,669		\$29,166		\$31,664		\$34,160
7				\$27,106		\$29,654		\$32,201		\$34,748
8				\$27,552		\$30,152		\$32,750		\$35,346
9				\$28,007		\$30,658		\$33,308		\$35,958
10				\$28,471		\$31,175		\$33,880		\$36,581
11				\$28,944		\$31,703		\$34,461		\$37,218
12				\$29,428		\$32,242		\$35,055		\$37,865
13				\$29,920		\$32,791		\$35,660		\$38,528
14				\$30,423		\$33,350		\$36,277		\$39,203
15				\$30,935		\$33,922		\$36,907		\$39,892
16				\$31,457		\$34,504		\$37,549		\$40,593
17				\$31,991		\$35,099		\$38,204		\$41,309
18				\$32,535		\$35,705		\$38,872		\$42,039
19				\$33,090		\$36,322		\$39,555		\$42,785
20				\$33,656		\$36,952		\$40,250		\$43,544
21				\$34,233		\$37,595		\$40,959		\$44,319
22				\$34,823		\$38,251		\$41,682		\$45,110
23				\$35,334		\$38,814		\$42,296		\$45,775

TANGIPAHOA PARISH SCHOOL BOARD
Non-Certified District Support Staff

		Admin. Secretary I		Admin. Secretary II		Maintenance Supervisor	
		Days per Year	240	Days per Year	240	Days per Year	240
		Grade	8 NC	Grade	9 NC	Grade	17 NC
STEPS		ANNUAL		ANNUAL		ANNUAL	
1			\$37,172		\$38,039		\$57,601
2			\$37,389		\$38,266		\$57,954
3			\$37,604		\$38,493		\$58,307
4			\$37,819		\$38,720		\$58,661
5			\$38,481		\$39,415		\$59,742
6			\$39,155		\$40,124		\$60,845
7			\$39,842		\$40,847		\$61,970
8			\$40,543		\$41,584		\$63,117
9			\$41,258		\$42,337		\$64,287
10			\$41,987		\$43,104		\$65,482
11			\$42,730		\$43,886		\$66,699
12			\$43,489		\$44,684		\$67,942
13			\$44,263		\$45,499		\$69,208
14			\$45,053		\$46,329		\$70,501
15			\$45,857		\$47,177		\$71,819
16			\$46,679		\$48,041		\$73,163
17			\$47,518		\$48,923		\$74,535
18			\$48,373		\$49,822		\$75,933
19			\$49,244		\$50,740		\$77,360
20			\$50,134		\$51,675		\$78,815
21			\$51,040		\$52,630		\$80,299
22			\$51,965		\$53,602		\$81,813
23			\$52,697		\$54,406		\$83,090

TANGIPAHOA PARISH SCHOOL BOARD
Certified District Support

STEPS	Degreed Professionals*		Sales Tax Audit Manager*	
	Days per Year	240	Days per Year	240
	Grade	11 C	Grade	14 C
		ANNUAL		ANNUAL
1		\$54,219		\$60,638
2		\$54,459		\$60,921
3		\$54,698		\$61,202
4		\$54,937		\$61,484
5		\$55,668		\$62,348
6		\$56,414		\$63,227
7		\$57,174		\$64,125
8		\$57,951		\$65,041
9		\$58,743		\$65,974
10		\$59,551		\$66,926
11		\$60,375		\$67,897
12		\$61,215		\$68,887
13		\$62,072		\$69,897
14		\$62,946		\$70,927
15		\$63,839		\$71,979
16		\$64,747		\$73,051
17		\$65,675		\$74,144
18		\$66,621		\$75,259
19		\$67,586		\$76,398
20		\$68,571		\$77,559
21		\$69,575		\$78,742
22		\$70,599		\$79,951
23		\$71,635		\$81,128

* - Individuals in this paygrade with a CPA license will receive a \$6,000 annual pay supplement.

TANGIPAHOA PARISH SCHOOL BOARD

Certified District Support

STEPS	Coordinator*		Supervisor*		Director*		Assistant Superintendent	
	Days per Year	240	Days per Year	240	Days per Year	240	Days per Year	240
	Grade	16 C	Grade	17 C	Grade	19 C	Grade	23 C
	ANNUAL		ANNUAL		ANNUAL		ANNUAL	
1	\$61,898	\$65,745	\$69,979	\$84,861				
2	\$62,193	\$66,066	\$70,328	\$85,310				
3	\$62,489	\$66,387	\$70,678	\$85,758				
4	\$62,785	\$66,709	\$71,027	\$86,207				
5	\$63,689	\$67,692	\$72,096	\$87,580				
6	\$64,611	\$68,695	\$73,186	\$88,981				
7	\$65,552	\$69,717	\$74,299	\$90,409				
8	\$66,512	\$70,761	\$75,433	\$91,866				
9	\$67,491	\$71,824	\$76,591	\$93,353				
10	\$68,489	\$72,909	\$77,771	\$94,869				
11	\$69,508	\$74,017	\$78,975	\$96,415				
12	\$70,547	\$75,146	\$80,203	\$97,992				
13	\$71,606	\$76,297	\$81,456	\$99,600				
14	\$72,687	\$77,472	\$82,734	\$101,241				
15	\$73,789	\$78,670	\$84,037	\$102,914				
16	\$74,913	\$79,892	\$85,367	\$104,621				
17	\$76,060	\$81,139	\$86,723	\$106,362				
18	\$77,230	\$82,410	\$88,107	\$108,138				
19	\$78,423	\$83,707	\$89,518	\$109,949				
20	\$79,641	\$85,029	\$90,957	\$111,797				
21	\$80,882	\$86,378	\$92,425	\$113,682				
22	\$82,149	\$87,754	\$93,922	\$115,604				
23	\$83,359	\$89,048	\$95,308	\$117,316				

* - Individuals in this paygrade with a CPA license will receive a \$6,000 annual pay supplement.

**PRINCIPAL
Salary Schedule**

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

<u>MFP Enrollment *</u>	<u>Pre-K - 6</u>	<u>7 - 9</u>
0 - 250	1.25	1.275
251 - 400	1.30	1.325
401 - 550	1.35	1.375
551 - 800	1.40	1.425
801 - 1050	1.45	1.475
1051 - 1300	1.50	1.525
1301 - 1550	1.55	1.575
1551 +	1.60	1.625
<u>MFP Enrollment *</u>	<u>10 - 12</u>	
0 - 349	1.35	
350 - 450	1.40	
451 - 800	1.45	
801 - 1050	1.50	
1051 - 1300	1.55	
1301 - 1550	1.60	
1551 - 1800	1.65	
1801 - 2050	1.70	
2050 +	1.75	

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

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

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

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

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

**ASSISTANT PRINCIPAL
Salary Schedule**

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

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

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

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

**HEAD NURSE
Salary Schedule**

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

**COACH - HIGH SCHOOL
Stipend Schedule**

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

High School Stipends

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

MINOR SPORTS

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

Summer Coaching Stipend

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

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

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

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

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

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

Principal, Supervisors, and the school system's Athletic Coordinator must review and approve the school distribution of stipends to ensure an equitable distribution of stipends.

**COACH - JUNIOR HIGH SCHOOL
Stipend Schedule**

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

Junior High School Stipends

Head Football Coach	7.00%
Head Basketball Coach (boys & girls)	6.00%
Head Baseball Coach	6.00%
Head Softball Coach	6.00%
Head Volleyball Coach	6.00%
Asst Football Coach	4.00%
Asst Basketball Coach (boys and girls)	4.00%
Head Track Coach (boys and girls)	4.00%

The number of Junior High School Stipends will be based upon the number of students

0-100	students	7	stipends
101-250	students	9	stipends
251-500	students	11	stipends
501+	students	13	stipends

The maximum percentage any Junior High School coach can receive is 15.0%, not counting the CDL License stipend.

CDL Stipend

Any High School or Junior High School coach not possessing a CDL License, and who is not available to drive the school activity bus, will receive a 1.0% deduction. Any High School or Junior High School coach possessing a CDL License and who drives the school activity bus for their coaching program will receive a 1.0% increase. This stipend will be given at the conclusion of the season once documentation of actually driving the bus is submitted to payroll.

Athletic Field Upkeep Stipend

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

Principal, Supervisors, and the school system's Athletic Coordinator must review and approve the school distribution of stipends to ensure an equitable distribution of stipends.

**BAND / CHORUS DIRECTOR
Stipend Schedule**

Band Director

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

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

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

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

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

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

Chorus Director

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

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

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

EXTRACURRICULAR ACTIVITY
Coaching Stipend Schedule

School-related activities which are of significant benefit and interest to students, faculty, parents, general school program and/or school community, will be considered for extra compensation.

Head coaches for the extracurricular activities noted below will receive a 5% coaching stipend:

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

CDL Stipend

Any High School or Junior High School extracurricular coach not possessing a CDL License, and who is not available to drive the school activity bus, will receive a 1.0% deduction. Any High School or Junior High School coach possessing a CDL License and who drives the school activity bus for their coaching program will receive a 1.0% increase. This stipend will be given at the conclusion of the season once documentation of actually driving the bus is submitted to payroll.

Each school will receive an annual allotments of \$2.00 per student to pay for all other extracurricular activities. The per student amount is based upon the October 1st student enrollment.

TRANSPORTATION Stipend Schedule

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

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

State Operational Schedule***	<48 psgr. - \$1.4683 >48 psgr. - \$1.756
Local Fuel Price Mileage**	Local Fuel Adjustment
Local One-way Mileage (fuel adjustment)	\$0.40
Wheel Chair Lift Equipment	\$1,500.00
Air Conditioner Equipment****	\$900.00

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

** Local Fuel Price Mileage will be recalculated monthly to take into consideration fluctuations in fuel prices. Drivers will be compensated each month based on actual days driven the previous month.

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

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

Extra-Curricular Bus Trips

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

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

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

TRANSPORTATION
Stipend Schedule Continued

Perfect Attendance Stipend for School Bus Drivers

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

CHILD NUTRITION PROGRAM
Stipend Schedule

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

Satellite Stipend

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

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

Meals Served Stipend

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

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

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

**DAY-BY-DAY / HOURLY PERSONNEL
Salary Schedule**

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

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

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

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

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

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

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

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

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

STAFFING ALLOCATION FORMULAS

Assistant Principal Staffing Allocation Formula

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

Teacher Staffing Allocation Formula

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

<u>High School Enrollment</u>	<u>Enrichment Positions</u>
76 - 150	3
151 - 450	5
451 - 750	6
751 - 1050	8
1051 - 1350	10
1351 - 1650	12
1651 - 1950	14
1951 +	16

Custodial Staffing Allocation Formula

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

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

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

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

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

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

Custodial Units Based on Square Footage & Student Enrollment

Square Footage (60%)

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

Student Enrollment (40%)

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