



TANGIPAHOA PARISH
SCHOOL SYSTEM
EST. 1896

2024 – 2025
SALARY SCHEDULE

Melissa M. Stilley, Superintendent

Tangipahoa Parish School System
59656 Puleston Road
Amite, Louisiana 70422

Amended 08/13/2024

TABLE OF CONTENTS

Job Classification List	2
Certified Teacher Compensation Plan	3-6
Employee Salary policy	7-8
Footnotes on State/Local Salary Adjustments	9
Teacher Salary Schedule	10
School Paraprofessional & Secretary Schedule	11
School Custodian Schedule	12
Child Nutrition Program Schedule	13
Transportation Operation Schedule	14
Fleet Services Schedule	15
Technology Schedule	16
Maintenance Schedule	17
Non-Certified District Support Schedule	18-19
Certified District Support Schedule	20
<u>OTHER SALARY AND STIPEND SCHEDULES</u>	
Principals Schedule	21
Assistant Principals Schedule	22
Athletic Stipends	23
School Allocations for Sports	25
Band / Chorus / Drama Director	26
Extracurricular Stipends	27
Transportation Schedule	28-29
Cafeteria Manager Schedule	30
Day-by-Day / Hourly Personnel Schedule	31
Staffing Allocation Formulas	32
Custodial Units Based on SF & Student Enrollment	33
Minimum Extracurricular Requirements	34

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. Subsequent Salary Schedules 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 \$4,406 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** - Semi-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 14 th	June 26 th
All Others	August 14 th	July 26 th
 10. **Semi-monthly Salary** - An employee's gross Semi-monthly salary before deductions is calculated by taking the annual salary and dividing the result by 24. Checks are distributed no later than the 14th and 26th day of each month unless the day 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.

15. **ADDITIONAL COMPENSATION** – *Effective July 1, 2025* - Compensation for the work of exempt employees beyond the scope of their prescribed duties and responsibilities specifically identified and described in their job description shall be paid at \$30.00 per hour for the number of hours worked rounded to the nearest tenth of an hour. Exempt employees must have documented prior approval by their immediate supervisor for any additional hours worked. Time must be submitted by the 10th of the following month on the “Extracurricular Time Sheet.” Additional Compensation will not be paid for any time for or related to an additional stipend that the employee already receives.

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 lessor 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

ADDITIONAL COMPENSATION – *Effective July 1, 2025* - Compensation for the work of exempt employees beyond the scope of their prescribed duties and responsibilities specifically identified and described in their job description shall be paid at \$30.00 per hour for the number of hours worked rounded to the nearest tenth of an hour. All non-exempt employees shall be compensated for overtime work in accordance with the Fair Labor Standards Act, 29 U.S.C.201 et seq. All employees must have documented prior approval by their immediate supervisor for any additional hours worked. Time must be submitted by the 10th of the following month on the “Extracurricular Time Sheet.” Additional Compensation will not be paid for any time for or related to an additional stipend that the employee already receives.

ANNUAL LEAVE shall be earned according to the following schedule and shall include all 12-month employees except for Principals and agriculture teachers. Leave days are accrued on July 1st following the year of service. New employees hired by December 31st (the current fiscal year) will be credited with a full year of service and begin service year 2 on July 1st (the next fiscal year). New employees hired after December 31st will stay on service year 1 until their second July 1st.

Years of Service	Annual Leave Days Per Year
1	5
2	10
3	11
4	12
5 - 9	13
10-14	14
15-19	15
20+	16

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.
- Beginning with November 2023, Local ½ cent Sales Tax 1.5% salary increase.
- Beginning with November 2023 and in subsequent Novembers, a \$500 stipend if the ½ Penny Fund Balance is at least \$4M as of June 30th of that year.

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.
- Beginning with November 2023, Local ½ cent Sales Tax 1.5% salary increase.
- Beginning with November 2023 and in subsequent Novembers, a \$500 stipend if the ½ Penny Fund Balance is at least \$4M as of June 30th of that year.

TANGIPAHOA 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		
	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total
0	\$ 43,604	\$ 500	\$ 44,104	\$ 48,010	\$ 500	\$ 48,510	\$ 49,532	\$ 500	\$ 50,032	\$ 50,040	\$ 500	\$ 50,540	\$ 50,801	\$ 500	\$ 51,301	\$ 51,816	\$ 500	\$ 52,316
1				\$ 48,474	\$ 500	\$ 48,974	\$ 49,997	\$ 500	\$ 50,497	\$ 50,504	\$ 500	\$ 51,004	\$ 51,266	\$ 500	\$ 51,766	\$ 52,281	\$ 500	\$ 52,781
2				\$ 48,944	\$ 500	\$ 49,444	\$ 50,467	\$ 500	\$ 50,967	\$ 50,974	\$ 500	\$ 51,474	\$ 51,736	\$ 500	\$ 52,236	\$ 52,751	\$ 500	\$ 53,251
3				\$ 49,418	\$ 500	\$ 49,918	\$ 50,941	\$ 500	\$ 51,441	\$ 51,448	\$ 500	\$ 51,948	\$ 52,210	\$ 500	\$ 52,710	\$ 53,225	\$ 500	\$ 53,725
4				\$ 49,897	\$ 500	\$ 50,397	\$ 51,420	\$ 500	\$ 51,920	\$ 51,927	\$ 500	\$ 52,427	\$ 52,689	\$ 500	\$ 53,189	\$ 53,704	\$ 500	\$ 54,204
5				\$ 50,381	\$ 500	\$ 50,881	\$ 51,903	\$ 500	\$ 52,403	\$ 52,411	\$ 500	\$ 52,911	\$ 53,172	\$ 500	\$ 53,672	\$ 54,187	\$ 500	\$ 54,687
6				\$ 50,747	\$ 500	\$ 51,247	\$ 52,269	\$ 500	\$ 52,769	\$ 52,777	\$ 500	\$ 53,277	\$ 53,538	\$ 500	\$ 54,038	\$ 54,553	\$ 500	\$ 55,053
7				\$ 51,239	\$ 500	\$ 51,739	\$ 52,762	\$ 500	\$ 53,262	\$ 53,269	\$ 500	\$ 53,769	\$ 54,030	\$ 500	\$ 54,530	\$ 55,045	\$ 500	\$ 55,545
8				\$ 51,737	\$ 500	\$ 52,237	\$ 53,259	\$ 500	\$ 53,759	\$ 53,767	\$ 500	\$ 54,267	\$ 54,528	\$ 500	\$ 55,028	\$ 55,822	\$ 500	\$ 56,322
9				\$ 52,239	\$ 500	\$ 52,739	\$ 53,762	\$ 500	\$ 54,262	\$ 54,269	\$ 500	\$ 54,769	\$ 55,284	\$ 500	\$ 55,784	\$ 56,604	\$ 500	\$ 57,104
10				\$ 52,796	\$ 500	\$ 53,296	\$ 54,471	\$ 500	\$ 54,971	\$ 55,181	\$ 500	\$ 55,681	\$ 56,399	\$ 500	\$ 56,899	\$ 57,617	\$ 500	\$ 58,117
11				\$ 53,698	\$ 500	\$ 54,198	\$ 55,220	\$ 500	\$ 55,720	\$ 56,083	\$ 500	\$ 56,583	\$ 57,301	\$ 500	\$ 57,801	\$ 58,671	\$ 500	\$ 59,171
12				\$ 54,496	\$ 500	\$ 54,996	\$ 56,019	\$ 500	\$ 56,519	\$ 57,034	\$ 500	\$ 57,534	\$ 58,049	\$ 500	\$ 58,549	\$ 59,470	\$ 500	\$ 59,970
13				\$ 55,295	\$ 500	\$ 55,795	\$ 56,818	\$ 500	\$ 57,318	\$ 57,934	\$ 500	\$ 58,434	\$ 59,051	\$ 500	\$ 59,551	\$ 60,066	\$ 500	\$ 60,566
14				\$ 56,119	\$ 500	\$ 56,619	\$ 57,743	\$ 500	\$ 58,243	\$ 58,961	\$ 500	\$ 59,461	\$ 59,976	\$ 500	\$ 60,476	\$ 60,991	\$ 500	\$ 61,491
15				\$ 56,966	\$ 500	\$ 57,466	\$ 58,590	\$ 500	\$ 59,090	\$ 59,808	\$ 500	\$ 60,308	\$ 61,026	\$ 500	\$ 61,526	\$ 62,041	\$ 500	\$ 62,541
16				\$ 57,261	\$ 500	\$ 57,761	\$ 58,885	\$ 500	\$ 59,385	\$ 60,103	\$ 500	\$ 60,603	\$ 61,321	\$ 500	\$ 61,821	\$ 62,844	\$ 500	\$ 63,344
17				\$ 57,558	\$ 500	\$ 58,058	\$ 59,182	\$ 500	\$ 59,682	\$ 60,704	\$ 500	\$ 61,204	\$ 61,922	\$ 500	\$ 62,422	\$ 63,445	\$ 500	\$ 63,945
18				\$ 57,852	\$ 500	\$ 58,352	\$ 59,476	\$ 500	\$ 59,976	\$ 60,998	\$ 500	\$ 61,498	\$ 62,216	\$ 500	\$ 62,716	\$ 63,739	\$ 500	\$ 64,239
19				\$ 58,146	\$ 500	\$ 58,646	\$ 59,923	\$ 500	\$ 60,423	\$ 61,597	\$ 500	\$ 62,097	\$ 62,815	\$ 500	\$ 63,315	\$ 64,338	\$ 500	\$ 64,838
20				\$ 58,442	\$ 500	\$ 58,942	\$ 60,218	\$ 500	\$ 60,718	\$ 61,893	\$ 500	\$ 62,393	\$ 63,111	\$ 500	\$ 63,611	\$ 64,633	\$ 500	\$ 65,133
21				\$ 58,737	\$ 500	\$ 59,237	\$ 60,513	\$ 500	\$ 61,013	\$ 62,188	\$ 500	\$ 62,688	\$ 63,406	\$ 500	\$ 63,906	\$ 64,929	\$ 500	\$ 65,429
22				\$ 59,040	\$ 500	\$ 59,540	\$ 60,826	\$ 500	\$ 61,326	\$ 62,491	\$ 500	\$ 62,991	\$ 63,709	\$ 500	\$ 64,209	\$ 65,231	\$ 500	\$ 65,731
23				\$ 59,342	\$ 500	\$ 59,842	\$ 61,118	\$ 500	\$ 61,618	\$ 62,793	\$ 500	\$ 63,293	\$ 64,011	\$ 500	\$ 64,511	\$ 65,533	\$ 500	\$ 66,033
24				\$ 59,646	\$ 500	\$ 60,146	\$ 61,423	\$ 500	\$ 61,923	\$ 63,097	\$ 500	\$ 63,597	\$ 64,315	\$ 500	\$ 64,815	\$ 65,838	\$ 500	\$ 66,338
25				\$ 59,959	\$ 500	\$ 60,459	\$ 61,735	\$ 500	\$ 62,235	\$ 63,410	\$ 500	\$ 63,910	\$ 64,628	\$ 500	\$ 65,128	\$ 66,151	\$ 500	\$ 66,651
26				\$ 60,273	\$ 500	\$ 60,773	\$ 62,049	\$ 500	\$ 62,549	\$ 63,724	\$ 500	\$ 64,224	\$ 64,942	\$ 500	\$ 65,442	\$ 66,464	\$ 500	\$ 66,964
27				\$ 60,586	\$ 500	\$ 61,086	\$ 62,363	\$ 500	\$ 62,863	\$ 64,037	\$ 500	\$ 64,537	\$ 65,255	\$ 500	\$ 65,755	\$ 66,778	\$ 500	\$ 67,278
28				\$ 61,025	\$ 500	\$ 61,525	\$ 62,801	\$ 500	\$ 63,301	\$ 64,476	\$ 500	\$ 64,976	\$ 65,694	\$ 500	\$ 66,194	\$ 67,216	\$ 500	\$ 67,716
29				\$ 61,621	\$ 500	\$ 62,121	\$ 63,397	\$ 500	\$ 63,897	\$ 65,072	\$ 500	\$ 65,572	\$ 66,290	\$ 500	\$ 66,790	\$ 67,812	\$ 500	\$ 68,312
30				\$ 62,222	\$ 500	\$ 62,722	\$ 63,998	\$ 500	\$ 64,498	\$ 65,673	\$ 500	\$ 66,173	\$ 66,891	\$ 500	\$ 67,391	\$ 68,413	\$ 500	\$ 68,913

* - All fulltime TPSS employees will be paid a \$500 stipend in November if the ½ Penny Fund Balance is at least \$4M as of June 30th of that year.

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

STEPS	Paraprofessionals Non-Highly Qualified Days per Year 180			Paraprofessionals Highly Qualified Days per Year 180			Licensed Practical Nurse (LPN) Days per Year 180			School Secretary (9 - Month) Days per Year 180			School Secretary (10 - Month) Days per Year 200			School Secretary ** (11 - Month) Days per Year 220		
	3 NC			3P NC			5 NC			5 NC			5 NC			5 NC		
	ANNUAL			ANNUAL			ANNUAL			ANNUAL			ANNUAL			ANNUAL		
	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total
1	\$ 19,614	\$ 500	\$ 20,114	\$ 20,477	\$ 500	\$ 20,977	\$ 26,185	\$ 500	\$ 26,685	\$ 21,757	\$ 500	\$ 22,257	\$ 24,174	\$ 500	\$ 24,674	\$ 26,591	\$ 500	\$ 27,091
2	\$ 19,711	\$ 500	\$ 20,211	\$ 20,574	\$ 500	\$ 21,074	\$ 26,301	\$ 500	\$ 26,801	\$ 21,870	\$ 500	\$ 22,370	\$ 24,300	\$ 500	\$ 24,800	\$ 26,730	\$ 500	\$ 27,230
3	\$ 19,809	\$ 500	\$ 20,309	\$ 20,671	\$ 500	\$ 21,171	\$ 26,418	\$ 500	\$ 26,918	\$ 21,985	\$ 500	\$ 22,485	\$ 24,428	\$ 500	\$ 24,928	\$ 26,870	\$ 500	\$ 27,370
4	\$ 19,908	\$ 500	\$ 20,408	\$ 20,770	\$ 500	\$ 21,270	\$ 26,534	\$ 500	\$ 27,034	\$ 22,099	\$ 500	\$ 22,599	\$ 24,554	\$ 500	\$ 25,054	\$ 27,009	\$ 500	\$ 27,509
5	\$ 20,208	\$ 500	\$ 20,708	\$ 21,070	\$ 500	\$ 21,570	\$ 26,890	\$ 500	\$ 27,390	\$ 22,448	\$ 500	\$ 22,948	\$ 24,942	\$ 500	\$ 25,442	\$ 27,436	\$ 500	\$ 27,936
6	\$ 20,514	\$ 500	\$ 21,014	\$ 21,376	\$ 500	\$ 21,876	\$ 27,251	\$ 500	\$ 27,751	\$ 22,802	\$ 500	\$ 23,302	\$ 25,335	\$ 500	\$ 25,835	\$ 27,869	\$ 500	\$ 28,369
7	\$ 20,826	\$ 500	\$ 21,326	\$ 21,689	\$ 500	\$ 22,189	\$ 27,622	\$ 500	\$ 28,122	\$ 23,165	\$ 500	\$ 23,665	\$ 25,739	\$ 500	\$ 26,239	\$ 28,313	\$ 500	\$ 28,813
8	\$ 21,144	\$ 500	\$ 21,644	\$ 22,006	\$ 500	\$ 22,506	\$ 28,000	\$ 500	\$ 28,500	\$ 23,536	\$ 500	\$ 24,036	\$ 26,150	\$ 500	\$ 26,650	\$ 28,766	\$ 500	\$ 29,266
9	\$ 21,469	\$ 500	\$ 21,969	\$ 22,332	\$ 500	\$ 22,832	\$ 28,384	\$ 500	\$ 28,884	\$ 23,912	\$ 500	\$ 24,412	\$ 26,570	\$ 500	\$ 27,070	\$ 29,226	\$ 500	\$ 29,726
10	\$ 21,800	\$ 500	\$ 22,300	\$ 22,663	\$ 500	\$ 23,163	\$ 28,776	\$ 500	\$ 29,276	\$ 24,297	\$ 500	\$ 24,797	\$ 26,997	\$ 500	\$ 27,497	\$ 29,697	\$ 500	\$ 30,197
11	\$ 22,138	\$ 500	\$ 22,638	\$ 23,001	\$ 500	\$ 23,501	\$ 29,175	\$ 500	\$ 29,675	\$ 24,689	\$ 500	\$ 25,189	\$ 27,431	\$ 500	\$ 27,931	\$ 30,175	\$ 500	\$ 30,675
12	\$ 22,483	\$ 500	\$ 22,983	\$ 23,346	\$ 500	\$ 23,846	\$ 29,584	\$ 500	\$ 30,084	\$ 25,090	\$ 500	\$ 25,590	\$ 27,878	\$ 500	\$ 28,378	\$ 30,665	\$ 500	\$ 31,165
13	\$ 22,834	\$ 500	\$ 23,334	\$ 23,697	\$ 500	\$ 24,197	\$ 30,000	\$ 500	\$ 30,500	\$ 25,498	\$ 500	\$ 25,998	\$ 28,331	\$ 500	\$ 28,831	\$ 31,164	\$ 500	\$ 31,664
14	\$ 23,194	\$ 500	\$ 23,694	\$ 24,056	\$ 500	\$ 24,556	\$ 30,426	\$ 500	\$ 30,926	\$ 25,915	\$ 500	\$ 26,415	\$ 28,795	\$ 500	\$ 29,295	\$ 31,674	\$ 500	\$ 32,174
15	\$ 23,559	\$ 500	\$ 24,059	\$ 24,421	\$ 500	\$ 24,921	\$ 30,858	\$ 500	\$ 31,358	\$ 26,339	\$ 500	\$ 26,839	\$ 29,265	\$ 500	\$ 29,765	\$ 32,193	\$ 500	\$ 32,693
16	\$ 23,933	\$ 500	\$ 24,433	\$ 24,794	\$ 500	\$ 25,294	\$ 31,300	\$ 500	\$ 31,800	\$ 26,773	\$ 500	\$ 27,273	\$ 29,748	\$ 500	\$ 30,248	\$ 32,723	\$ 500	\$ 33,223
17	\$ 24,312	\$ 500	\$ 24,812	\$ 25,175	\$ 500	\$ 25,675	\$ 31,751	\$ 500	\$ 32,251	\$ 27,215	\$ 500	\$ 27,715	\$ 30,239	\$ 500	\$ 30,739	\$ 33,263	\$ 500	\$ 33,763
18	\$ 24,701	\$ 500	\$ 25,201	\$ 25,564	\$ 500	\$ 26,064	\$ 32,211	\$ 500	\$ 32,711	\$ 27,666	\$ 500	\$ 28,166	\$ 30,740	\$ 500	\$ 31,240	\$ 33,814	\$ 500	\$ 34,314
19	\$ 25,098	\$ 500	\$ 25,598	\$ 25,960	\$ 500	\$ 26,460	\$ 32,680	\$ 500	\$ 33,180	\$ 28,126	\$ 500	\$ 28,626	\$ 31,251	\$ 500	\$ 31,751	\$ 34,376	\$ 500	\$ 34,876
20	\$ 25,502	\$ 500	\$ 26,002	\$ 26,364	\$ 500	\$ 26,864	\$ 33,158	\$ 500	\$ 33,658	\$ 28,595	\$ 500	\$ 29,095	\$ 31,772	\$ 500	\$ 32,272	\$ 34,948	\$ 500	\$ 35,448
21	\$ 25,915	\$ 500	\$ 26,415	\$ 26,777	\$ 500	\$ 27,277	\$ 33,647	\$ 500	\$ 34,147	\$ 29,074	\$ 500	\$ 29,574	\$ 32,304	\$ 500	\$ 32,804	\$ 35,534	\$ 500	\$ 36,034
22	\$ 26,336	\$ 500	\$ 26,836	\$ 27,197	\$ 500	\$ 27,697	\$ 34,143	\$ 500	\$ 34,643	\$ 29,561	\$ 500	\$ 30,061	\$ 32,845	\$ 500	\$ 33,345	\$ 36,130	\$ 500	\$ 36,630
23	\$ 26,720	\$ 500	\$ 27,220	\$ 27,593	\$ 500	\$ 28,093	\$ 34,584	\$ 500	\$ 35,084	\$ 29,993	\$ 500	\$ 30,493	\$ 33,325	\$ 500	\$ 33,825	\$ 36,658	\$ 500	\$ 37,158

* - All fulltime TPSS employees will be paid a \$500 stipend in November if the ½ Penny Fund Balance is at least \$4M as of June 30th of that year.

** - All School Secretaries who serve as a Financial Account Clerk shall be 11 month employees and will be paid a stipend of 4-6% based upon job duties

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			
	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	
1	\$ 22,798	\$ 500	\$ 23,298	\$ 24,870	\$ 500	\$ 25,370	\$ 30,819	\$ 500	\$ 31,319	\$ 33,254	\$ 500	\$ 33,754				
2	\$ 22,896	\$ 500	\$ 23,396	\$ 24,978	\$ 500	\$ 25,478	\$ 30,978	\$ 500	\$ 31,478	\$ 33,429	\$ 500	\$ 33,929				
3	\$ 22,995	\$ 500	\$ 23,495	\$ 25,085	\$ 500	\$ 25,585	\$ 31,136	\$ 500	\$ 31,636	\$ 33,603	\$ 500	\$ 34,103				
4	\$ 23,093	\$ 500	\$ 23,593	\$ 25,192	\$ 500	\$ 25,692	\$ 31,294	\$ 500	\$ 31,794	\$ 33,778	\$ 500	\$ 34,278				
5	\$ 23,389	\$ 500	\$ 23,889	\$ 25,515	\$ 500	\$ 26,015	\$ 31,780	\$ 500	\$ 32,280	\$ 34,314	\$ 500	\$ 34,814				
6	\$ 23,684	\$ 500	\$ 24,184	\$ 25,837	\$ 500	\$ 26,337	\$ 32,274	\$ 500	\$ 32,774	\$ 34,859	\$ 500	\$ 35,359				
7	\$ 23,998	\$ 500	\$ 24,498	\$ 26,179	\$ 500	\$ 26,679	\$ 32,779	\$ 500	\$ 33,279	\$ 35,415	\$ 500	\$ 35,915				
8	\$ 24,313	\$ 500	\$ 24,813	\$ 26,523	\$ 500	\$ 27,023	\$ 33,294	\$ 500	\$ 33,794	\$ 35,983	\$ 500	\$ 36,483				
9	\$ 24,629	\$ 500	\$ 25,129	\$ 26,868	\$ 500	\$ 27,368	\$ 33,818	\$ 500	\$ 34,318	\$ 36,561	\$ 500	\$ 37,061				
10	\$ 24,964	\$ 500	\$ 25,464	\$ 27,233	\$ 500	\$ 27,733	\$ 34,353	\$ 500	\$ 34,853	\$ 37,153	\$ 500	\$ 37,653				
11	\$ 25,279	\$ 500	\$ 25,779	\$ 27,577	\$ 500	\$ 28,077	\$ 34,899	\$ 500	\$ 35,399	\$ 37,754	\$ 500	\$ 38,254				
12	\$ 25,632	\$ 500	\$ 26,132	\$ 27,962	\$ 500	\$ 28,462	\$ 35,457	\$ 500	\$ 35,957	\$ 38,369	\$ 500	\$ 38,869				
13	\$ 25,967	\$ 500	\$ 26,467	\$ 28,327	\$ 500	\$ 28,827	\$ 36,025	\$ 500	\$ 36,525	\$ 38,995	\$ 500	\$ 39,495				
14	\$ 26,321	\$ 500	\$ 26,821	\$ 28,714	\$ 500	\$ 29,214	\$ 36,604	\$ 500	\$ 37,104	\$ 39,633	\$ 500	\$ 40,133				
15	\$ 26,676	\$ 500	\$ 27,176	\$ 29,101	\$ 500	\$ 29,601	\$ 37,196	\$ 500	\$ 37,696	\$ 40,286	\$ 500	\$ 40,786				
16	\$ 27,050	\$ 500	\$ 27,550	\$ 29,509	\$ 500	\$ 30,009	\$ 37,798	\$ 500	\$ 38,298	\$ 40,950	\$ 500	\$ 41,450				
17	\$ 27,424	\$ 500	\$ 27,924	\$ 29,917	\$ 500	\$ 30,417	\$ 38,414	\$ 500	\$ 38,914	\$ 41,628	\$ 500	\$ 42,128				
18	\$ 27,798	\$ 500	\$ 28,298	\$ 30,325	\$ 500	\$ 30,825	\$ 39,041	\$ 500	\$ 39,541	\$ 42,319	\$ 500	\$ 42,819				
19	\$ 28,191	\$ 500	\$ 28,691	\$ 30,754	\$ 500	\$ 31,254	\$ 39,680	\$ 500	\$ 40,180	\$ 43,026	\$ 500	\$ 43,526				
20	\$ 28,585	\$ 500	\$ 29,085	\$ 31,184	\$ 500	\$ 31,684	\$ 40,332	\$ 500	\$ 40,832	\$ 43,746	\$ 500	\$ 44,246				
21	\$ 28,998	\$ 500	\$ 29,498	\$ 31,634	\$ 500	\$ 32,134	\$ 40,998	\$ 500	\$ 41,498	\$ 44,479	\$ 500	\$ 44,979				
22	\$ 29,411	\$ 500	\$ 29,911	\$ 32,085	\$ 500	\$ 32,585	\$ 41,677	\$ 500	\$ 42,177	\$ 45,228	\$ 500	\$ 45,728				
23	\$ 29,827	\$ 500	\$ 30,327	\$ 32,538	\$ 500	\$ 33,038	\$ 42,275	\$ 500	\$ 42,775	\$ 45,879	\$ 500	\$ 46,379				

+ - 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.

* - All fulltime TPSS employees will be paid a \$500 stipend in November if the ½ Penny Fund Balance is at least \$4M as of June 30th of that year.

TANGIPAOHA PARISH SCHOOL BOARD

Child Nutrition Program

STEPS	Food Service Worker Days per Year 180			Billing Clerk / Cashier Days per Year 180			Production Manager Days per Year 180			Manager (<550 Students) Days per Year 190			Manager (>550 Students) Days per Year 190		
	Grade	2 NC		Grade	3 NC		Grade	5 NC		Grade	8 NC		Grade	9 NC	
	ANNUAL			ANNUAL			ANNUAL			ANNUAL			ANNUAL		
	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total
1	\$ 20,098	\$ 500	\$ 20,598	\$ 21,448	\$ 500	\$ 21,948	\$ 23,611	\$ 500	\$ 24,111	\$ 30,530	\$ 500	\$ 31,030	\$ 32,325	\$ 500	\$ 32,825
2	\$ 20,192	\$ 500	\$ 20,692	\$ 21,551	\$ 500	\$ 22,051	\$ 23,730	\$ 500	\$ 24,230	\$ 30,695	\$ 500	\$ 31,195	\$ 32,502	\$ 500	\$ 33,002
3	\$ 20,287	\$ 500	\$ 20,787	\$ 21,654	\$ 500	\$ 22,154	\$ 23,850	\$ 500	\$ 24,350	\$ 30,860	\$ 500	\$ 31,360	\$ 32,679	\$ 500	\$ 33,179
4	\$ 20,380	\$ 500	\$ 20,880	\$ 21,758	\$ 500	\$ 22,258	\$ 23,970	\$ 500	\$ 24,470	\$ 31,024	\$ 500	\$ 31,524	\$ 32,855	\$ 500	\$ 33,355
5	\$ 20,665	\$ 500	\$ 21,165	\$ 22,073	\$ 500	\$ 22,573	\$ 24,337	\$ 500	\$ 24,837	\$ 31,527	\$ 500	\$ 32,027	\$ 33,396	\$ 500	\$ 33,896
6	\$ 20,957	\$ 500	\$ 21,457	\$ 22,396	\$ 500	\$ 22,896	\$ 24,709	\$ 500	\$ 25,209	\$ 32,041	\$ 500	\$ 32,541	\$ 33,947	\$ 500	\$ 34,447
7	\$ 21,255	\$ 500	\$ 21,755	\$ 22,725	\$ 500	\$ 23,225	\$ 25,090	\$ 500	\$ 25,590	\$ 32,590	\$ 500	\$ 33,090	\$ 34,509	\$ 500	\$ 35,009
8	\$ 21,560	\$ 500	\$ 22,060	\$ 23,060	\$ 500	\$ 23,560	\$ 25,479	\$ 500	\$ 25,979	\$ 33,101	\$ 500	\$ 33,601	\$ 35,082	\$ 500	\$ 35,582
9	\$ 21,870	\$ 500	\$ 22,370	\$ 23,402	\$ 500	\$ 23,902	\$ 25,875	\$ 500	\$ 26,375	\$ 33,646	\$ 500	\$ 34,146	\$ 35,669	\$ 500	\$ 36,169
10	\$ 22,187	\$ 500	\$ 22,687	\$ 23,751	\$ 500	\$ 24,251	\$ 26,279	\$ 500	\$ 26,779	\$ 34,201	\$ 500	\$ 34,701	\$ 36,264	\$ 500	\$ 36,764
11	\$ 22,510	\$ 500	\$ 23,010	\$ 24,107	\$ 500	\$ 24,607	\$ 26,690	\$ 500	\$ 27,190	\$ 34,769	\$ 500	\$ 35,269	\$ 36,873	\$ 500	\$ 37,373
12	\$ 22,840	\$ 500	\$ 23,340	\$ 24,470	\$ 500	\$ 24,970	\$ 27,111	\$ 500	\$ 27,611	\$ 35,347	\$ 500	\$ 35,847	\$ 37,493	\$ 500	\$ 37,993
13	\$ 23,175	\$ 500	\$ 23,675	\$ 24,840	\$ 500	\$ 25,340	\$ 27,540	\$ 500	\$ 28,040	\$ 35,938	\$ 500	\$ 36,438	\$ 38,128	\$ 500	\$ 38,628
14	\$ 23,517	\$ 500	\$ 24,017	\$ 25,218	\$ 500	\$ 25,718	\$ 27,978	\$ 500	\$ 28,478	\$ 36,539	\$ 500	\$ 37,039	\$ 38,772	\$ 500	\$ 39,272
15	\$ 23,867	\$ 500	\$ 24,367	\$ 25,603	\$ 500	\$ 26,103	\$ 28,424	\$ 500	\$ 28,924	\$ 37,153	\$ 500	\$ 37,653	\$ 39,432	\$ 500	\$ 39,932
16	\$ 24,223	\$ 500	\$ 24,723	\$ 25,996	\$ 500	\$ 26,496	\$ 28,879	\$ 500	\$ 29,379	\$ 37,779	\$ 500	\$ 38,279	\$ 40,105	\$ 500	\$ 40,605
17	\$ 24,587	\$ 500	\$ 25,087	\$ 26,396	\$ 500	\$ 26,896	\$ 29,344	\$ 500	\$ 29,844	\$ 38,417	\$ 500	\$ 38,917	\$ 40,789	\$ 500	\$ 41,289
18	\$ 24,957	\$ 500	\$ 25,457	\$ 26,806	\$ 500	\$ 27,306	\$ 29,817	\$ 500	\$ 30,317	\$ 39,069	\$ 500	\$ 39,569	\$ 41,488	\$ 500	\$ 41,988
19	\$ 25,334	\$ 500	\$ 25,834	\$ 27,223	\$ 500	\$ 27,723	\$ 30,300	\$ 500	\$ 30,800	\$ 39,733	\$ 500	\$ 40,233	\$ 42,202	\$ 500	\$ 42,702
20	\$ 25,721	\$ 500	\$ 26,221	\$ 27,650	\$ 500	\$ 28,150	\$ 30,793	\$ 500	\$ 31,293	\$ 40,411	\$ 500	\$ 40,911	\$ 42,930	\$ 500	\$ 43,430
21	\$ 26,114	\$ 500	\$ 26,614	\$ 28,084	\$ 500	\$ 28,584	\$ 31,296	\$ 500	\$ 31,796	\$ 41,102	\$ 500	\$ 41,602	\$ 43,670	\$ 500	\$ 44,170
22	\$ 26,515	\$ 500	\$ 27,015	\$ 28,527	\$ 500	\$ 29,027	\$ 31,807	\$ 500	\$ 32,307	\$ 41,808	\$ 500	\$ 42,308	\$ 44,427	\$ 500	\$ 44,927
23	\$ 26,898	\$ 500	\$ 27,398	\$ 28,934	\$ 500	\$ 29,434	\$ 32,269	\$ 500	\$ 32,769	\$ 42,419	\$ 500	\$ 42,919	\$ 45,078	\$ 500	\$ 45,578

* - All fulltime TPSS employees will be paid a \$500 stipend in November if the ½ Penny Fund Balance is at least \$4M as of June 30th of that year.

TANGIPAOHA PARISH SCHOOL BOARD
Transportation Operation Positions

STEPS	School Bus Attendant			School Bus Driver			Lead Bus Driver (10 - Months)			Safety, Training, & Recruiting Coordinator			Area Manager		
	Days per Year 180			Days per Year 180			Days per Year 200			Routing & Auditing Coordinator			Days per Year 240		
	Grade			Grade			Grade			Grade 11 C			Grade 14 C		
	ANNUAL			ANNUAL			ANNUAL			ANNUAL			ANNUAL		
	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total
1	\$ 13,803	\$ 500	\$ 14,303	\$ 20,288	\$ 500	\$ 20,788	\$ 27,714	\$ 500	\$ 28,214	\$ 55,032	\$ 500	\$ 55,532	\$ 61,548	\$ 500	\$ 62,048
2	\$ 13,863	\$ 500	\$ 14,363	\$ 20,387	\$ 500	\$ 20,887	\$ 27,825	\$ 500	\$ 28,325	\$ 55,276	\$ 500	\$ 55,776	\$ 61,835	\$ 500	\$ 62,335
3	\$ 13,921	\$ 500	\$ 14,421	\$ 20,486	\$ 500	\$ 20,986	\$ 27,935	\$ 500	\$ 28,435	\$ 55,518	\$ 500	\$ 56,018	\$ 62,120	\$ 500	\$ 62,620
4	\$ 14,101	\$ 500	\$ 14,601	\$ 20,587	\$ 500	\$ 21,087	\$ 28,047	\$ 500	\$ 28,547	\$ 55,761	\$ 500	\$ 56,261	\$ 62,406	\$ 500	\$ 62,906
5	\$ 14,286	\$ 500	\$ 14,786	\$ 20,892	\$ 500	\$ 21,392	\$ 28,386	\$ 500	\$ 28,886	\$ 56,503	\$ 500	\$ 57,003	\$ 63,283	\$ 500	\$ 63,783
6	\$ 14,473	\$ 500	\$ 14,973	\$ 21,203	\$ 500	\$ 21,703	\$ 28,732	\$ 500	\$ 29,232	\$ 57,260	\$ 500	\$ 57,760	\$ 64,175	\$ 500	\$ 64,675
7	\$ 14,666	\$ 500	\$ 15,166	\$ 21,521	\$ 500	\$ 22,021	\$ 29,085	\$ 500	\$ 29,585	\$ 58,032	\$ 500	\$ 58,532	\$ 65,087	\$ 500	\$ 65,587
8	\$ 14,859	\$ 500	\$ 15,359	\$ 21,845	\$ 500	\$ 22,345	\$ 29,445	\$ 500	\$ 29,945	\$ 58,820	\$ 500	\$ 59,320	\$ 66,017	\$ 500	\$ 66,517
9	\$ 15,058	\$ 500	\$ 15,558	\$ 22,176	\$ 500	\$ 22,676	\$ 29,812	\$ 500	\$ 30,312	\$ 59,624	\$ 500	\$ 60,124	\$ 66,964	\$ 500	\$ 67,464
10	\$ 15,265	\$ 500	\$ 15,765	\$ 22,513	\$ 500	\$ 23,013	\$ 30,186	\$ 500	\$ 30,686	\$ 60,444	\$ 500	\$ 60,944	\$ 67,930	\$ 500	\$ 68,430
11	\$ 15,469	\$ 500	\$ 15,969	\$ 22,857	\$ 500	\$ 23,357	\$ 30,569	\$ 500	\$ 31,069	\$ 61,281	\$ 500	\$ 61,781	\$ 68,915	\$ 500	\$ 69,415
12	\$ 15,682	\$ 500	\$ 16,182	\$ 23,208	\$ 500	\$ 23,708	\$ 30,959	\$ 500	\$ 31,459	\$ 62,133	\$ 500	\$ 62,633	\$ 69,920	\$ 500	\$ 70,420
13	\$ 15,898	\$ 500	\$ 16,398	\$ 23,565	\$ 500	\$ 24,065	\$ 31,356	\$ 500	\$ 31,856	\$ 63,003	\$ 500	\$ 63,503	\$ 70,945	\$ 500	\$ 71,445
14	\$ 16,118	\$ 500	\$ 16,618	\$ 23,930	\$ 500	\$ 24,430	\$ 31,761	\$ 500	\$ 32,261	\$ 63,890	\$ 500	\$ 64,390	\$ 71,991	\$ 500	\$ 72,491
15	\$ 16,341	\$ 500	\$ 16,841	\$ 24,303	\$ 500	\$ 24,803	\$ 32,175	\$ 500	\$ 32,675	\$ 64,797	\$ 500	\$ 65,297	\$ 73,059	\$ 500	\$ 73,559
16	\$ 16,573	\$ 500	\$ 17,073	\$ 24,682	\$ 500	\$ 25,182	\$ 32,596	\$ 500	\$ 33,096	\$ 65,718	\$ 500	\$ 66,218	\$ 74,147	\$ 500	\$ 74,647
17	\$ 16,805	\$ 500	\$ 17,305	\$ 25,069	\$ 500	\$ 25,569	\$ 33,026	\$ 500	\$ 33,526	\$ 66,660	\$ 500	\$ 67,160	\$ 75,256	\$ 500	\$ 75,756
18	\$ 17,043	\$ 500	\$ 17,543	\$ 25,464	\$ 500	\$ 25,964	\$ 33,466	\$ 500	\$ 33,966	\$ 67,620	\$ 500	\$ 68,120	\$ 76,388	\$ 500	\$ 76,888
19	\$ 17,290	\$ 500	\$ 17,790	\$ 25,868	\$ 500	\$ 26,368	\$ 33,914	\$ 500	\$ 34,414	\$ 68,600	\$ 500	\$ 69,100	\$ 77,544	\$ 500	\$ 78,044
20	\$ 17,548	\$ 500	\$ 18,048	\$ 26,280	\$ 500	\$ 26,780	\$ 34,372	\$ 500	\$ 34,872	\$ 69,600	\$ 500	\$ 70,100	\$ 78,722	\$ 500	\$ 79,222
21	\$ 17,810	\$ 500	\$ 18,310	\$ 26,699	\$ 500	\$ 27,199	\$ 34,838	\$ 500	\$ 35,338	\$ 70,619	\$ 500	\$ 71,119	\$ 79,923	\$ 500	\$ 80,423
22	\$ 18,078	\$ 500	\$ 18,578	\$ 27,128	\$ 500	\$ 27,628	\$ 35,314	\$ 500	\$ 35,814	\$ 71,658	\$ 500	\$ 72,158	\$ 81,150	\$ 500	\$ 81,650
23	\$ 18,338	\$ 500	\$ 18,838	\$ 27,523	\$ 500	\$ 28,023	\$ 35,753	\$ 500	\$ 36,253	\$ 72,710	\$ 500	\$ 73,210	\$ 82,345	\$ 500	\$ 82,845

* - All fulltime TPSS employees will be paid a \$500 stipend in November if the ½ Penny Fund Balance is at least \$4M as of June 30th of that year.

TANGIPAHOA PARISH SCHOOL BOARD
Fleet Services Department

STEPS	Mechanic Helper Days per Year 240			Service Mechanic Days per Year 240			Lead Service Mechanic Days per Year 240		
	Grade	8 NC		Grade	10 NC		Grade	14 NC	
	ANNUAL			ANNUAL			ANNUAL		
	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total
1	\$ 37,730	\$ 500	\$ 38,230	\$ 42,510	\$ 500	\$ 43,010	\$ 61,548	\$ 500	\$ 62,048
2	\$ 37,950	\$ 500	\$ 38,450	\$ 42,760	\$ 500	\$ 43,260	\$ 61,835	\$ 500	\$ 62,335
3	\$ 38,168	\$ 500	\$ 38,668	\$ 43,011	\$ 500	\$ 43,511	\$ 62,120	\$ 500	\$ 62,620
4	\$ 38,386	\$ 500	\$ 38,886	\$ 43,262	\$ 500	\$ 43,762	\$ 62,406	\$ 500	\$ 62,906
5	\$ 39,058	\$ 500	\$ 39,558	\$ 44,030	\$ 500	\$ 44,530	\$ 63,283	\$ 500	\$ 63,783
6	\$ 39,742	\$ 500	\$ 40,242	\$ 44,813	\$ 500	\$ 45,313	\$ 64,175	\$ 500	\$ 64,675
7	\$ 40,440	\$ 500	\$ 40,940	\$ 45,612	\$ 500	\$ 46,112	\$ 65,087	\$ 500	\$ 65,587
8	\$ 41,151	\$ 500	\$ 41,651	\$ 46,427	\$ 500	\$ 46,927	\$ 66,017	\$ 500	\$ 66,517
9	\$ 41,877	\$ 500	\$ 42,377	\$ 47,258	\$ 500	\$ 47,758	\$ 66,964	\$ 500	\$ 67,464
10	\$ 42,617	\$ 500	\$ 43,117	\$ 48,107	\$ 500	\$ 48,607	\$ 67,930	\$ 500	\$ 68,430
11	\$ 43,371	\$ 500	\$ 43,871	\$ 48,972	\$ 500	\$ 49,472	\$ 68,915	\$ 500	\$ 69,415
12	\$ 44,141	\$ 500	\$ 44,641	\$ 49,854	\$ 500	\$ 50,354	\$ 69,920	\$ 500	\$ 70,420
13	\$ 44,927	\$ 500	\$ 45,427	\$ 50,754	\$ 500	\$ 51,254	\$ 70,945	\$ 500	\$ 71,445
14	\$ 45,729	\$ 500	\$ 46,229	\$ 51,673	\$ 500	\$ 52,173	\$ 71,991	\$ 500	\$ 72,491
15	\$ 46,546	\$ 500	\$ 47,046	\$ 52,607	\$ 500	\$ 53,107	\$ 73,059	\$ 500	\$ 73,559
16	\$ 47,379	\$ 500	\$ 47,879	\$ 53,563	\$ 500	\$ 54,063	\$ 74,147	\$ 500	\$ 74,647
17	\$ 48,231	\$ 500	\$ 48,731	\$ 54,537	\$ 500	\$ 55,037	\$ 75,256	\$ 500	\$ 75,756
18	\$ 49,099	\$ 500	\$ 49,599	\$ 55,531	\$ 500	\$ 56,031	\$ 76,388	\$ 500	\$ 76,888
19	\$ 49,983	\$ 500	\$ 50,483	\$ 56,544	\$ 500	\$ 57,044	\$ 77,544	\$ 500	\$ 78,044
20	\$ 50,886	\$ 500	\$ 51,386	\$ 57,577	\$ 500	\$ 58,077	\$ 78,722	\$ 500	\$ 79,222
21	\$ 51,806	\$ 500	\$ 52,306	\$ 58,630	\$ 500	\$ 59,130	\$ 79,923	\$ 500	\$ 80,423
22	\$ 52,744	\$ 500	\$ 53,244	\$ 59,705	\$ 500	\$ 60,205	\$ 81,150	\$ 500	\$ 81,650
23	\$ 53,524	\$ 500	\$ 54,024	\$ 60,590	\$ 500	\$ 61,090	\$ 82,345	\$ 500	\$ 82,845

* - All fulltime TPSS employees will be paid a \$500 stipend in November if the ½ Penny Fund Balance is at least \$4M as of June 30th of that year.

TANGIPAHOA PARISH SCHOOL BOARD

Technology Positions

STEPS	Computer Technician Days per Year 240			Computer Network Analyst Days per Year 240			Computer Professional Days per Year 240			Instructional Technical Facilitator Days per Year 240		
	Grade 8 C			Grade 9 C			Grade 11 T			Grade 14		
	ANNUAL			ANNUAL			ANNUAL			ANNUAL		
	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total
1	\$ 46,280	\$ 500	\$ 46,780	\$ 48,351	\$ 500	\$ 48,851	\$ 55,032	\$ 500	\$ 55,532	\$ 61,548	\$ 500	\$ 62,048
2	\$ 46,471	\$ 500	\$ 46,971	\$ 48,554	\$ 500	\$ 49,054	\$ 55,276	\$ 500	\$ 55,776	\$ 61,835	\$ 500	\$ 62,335
3	\$ 46,661	\$ 500	\$ 47,161	\$ 48,757	\$ 500	\$ 49,257	\$ 55,518	\$ 500	\$ 56,018	\$ 62,120	\$ 500	\$ 62,620
4	\$ 46,849	\$ 500	\$ 47,349	\$ 48,961	\$ 500	\$ 49,461	\$ 55,761	\$ 500	\$ 56,261	\$ 62,406	\$ 500	\$ 62,906
5	\$ 47,430	\$ 500	\$ 47,930	\$ 49,583	\$ 500	\$ 50,083	\$ 56,503	\$ 500	\$ 57,003	\$ 63,283	\$ 500	\$ 63,783
6	\$ 48,022	\$ 500	\$ 48,522	\$ 50,218	\$ 500	\$ 50,718	\$ 57,260	\$ 500	\$ 57,760	\$ 64,175	\$ 500	\$ 64,675
7	\$ 48,626	\$ 500	\$ 49,126	\$ 50,867	\$ 500	\$ 51,367	\$ 58,032	\$ 500	\$ 58,532	\$ 65,087	\$ 500	\$ 65,587
8	\$ 49,241	\$ 500	\$ 49,741	\$ 51,527	\$ 500	\$ 52,027	\$ 58,820	\$ 500	\$ 59,320	\$ 66,017	\$ 500	\$ 66,517
9	\$ 49,870	\$ 500	\$ 50,370	\$ 52,201	\$ 500	\$ 52,701	\$ 59,624	\$ 500	\$ 60,124	\$ 66,964	\$ 500	\$ 67,464
10	\$ 50,510	\$ 500	\$ 51,010	\$ 52,889	\$ 500	\$ 53,389	\$ 60,444	\$ 500	\$ 60,944	\$ 67,930	\$ 500	\$ 68,430
11	\$ 51,164	\$ 500	\$ 51,664	\$ 53,591	\$ 500	\$ 54,091	\$ 61,281	\$ 500	\$ 61,781	\$ 68,915	\$ 500	\$ 69,415
12	\$ 51,831	\$ 500	\$ 52,331	\$ 54,307	\$ 500	\$ 54,807	\$ 62,133	\$ 500	\$ 62,633	\$ 69,920	\$ 500	\$ 70,420
13	\$ 52,511	\$ 500	\$ 53,011	\$ 55,036	\$ 500	\$ 55,536	\$ 63,003	\$ 500	\$ 63,503	\$ 70,945	\$ 500	\$ 71,445
14	\$ 53,205	\$ 500	\$ 53,705	\$ 55,780	\$ 500	\$ 56,280	\$ 63,890	\$ 500	\$ 64,390	\$ 71,991	\$ 500	\$ 72,491
15	\$ 53,913	\$ 500	\$ 54,413	\$ 56,540	\$ 500	\$ 57,040	\$ 64,797	\$ 500	\$ 65,297	\$ 73,059	\$ 500	\$ 73,559
16	\$ 54,635	\$ 500	\$ 55,135	\$ 57,314	\$ 500	\$ 57,814	\$ 65,718	\$ 500	\$ 66,218	\$ 74,147	\$ 500	\$ 74,647
17	\$ 55,371	\$ 500	\$ 55,871	\$ 58,104	\$ 500	\$ 58,604	\$ 66,660	\$ 500	\$ 67,160	\$ 75,256	\$ 500	\$ 75,756
18	\$ 56,122	\$ 500	\$ 56,622	\$ 58,909	\$ 500	\$ 59,409	\$ 67,620	\$ 500	\$ 68,120	\$ 76,388	\$ 500	\$ 76,888
19	\$ 56,888	\$ 500	\$ 57,388	\$ 59,731	\$ 500	\$ 60,231	\$ 68,600	\$ 500	\$ 69,100	\$ 77,544	\$ 500	\$ 78,044
20	\$ 57,669	\$ 500	\$ 58,169	\$ 60,569	\$ 500	\$ 61,069	\$ 69,600	\$ 500	\$ 70,100	\$ 78,722	\$ 500	\$ 79,222
21	\$ 58,466	\$ 500	\$ 58,966	\$ 61,425	\$ 500	\$ 61,925	\$ 70,619	\$ 500	\$ 71,119	\$ 79,923	\$ 500	\$ 80,423
22	\$ 59,278	\$ 500	\$ 59,778	\$ 62,297	\$ 500	\$ 62,797	\$ 71,658	\$ 500	\$ 72,158	\$ 81,150	\$ 500	\$ 81,650
23	\$ 60,144	\$ 500	\$ 60,644	\$ 63,208	\$ 500	\$ 63,708	\$ 72,710	\$ 500	\$ 73,210	\$ 82,345	\$ 500	\$ 82,845

* - All fulltime TPSS employees will be paid a \$500 stipend in November if the ½ Penny Fund Balance is at least \$4M as of June 30th of that year.

TANGIPAOHA 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		
	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total
1	\$ 32,953	\$ 500	\$ 33,453	\$ 37,730	\$ 500	\$ 38,230	\$ 40,121	\$ 500	\$ 40,621	\$ 42,510	\$ 500	\$ 43,010
2	\$ 33,140	\$ 500	\$ 33,640	\$ 37,950	\$ 500	\$ 38,450	\$ 40,355	\$ 500	\$ 40,855	\$ 42,760	\$ 500	\$ 43,260
3	\$ 33,328	\$ 500	\$ 33,828	\$ 38,168	\$ 500	\$ 38,668	\$ 40,591	\$ 500	\$ 41,091	\$ 43,011	\$ 500	\$ 43,511
4	\$ 33,515	\$ 500	\$ 34,015	\$ 38,386	\$ 500	\$ 38,886	\$ 40,825	\$ 500	\$ 41,325	\$ 43,262	\$ 500	\$ 43,762
5	\$ 34,089	\$ 500	\$ 34,589	\$ 39,058	\$ 500	\$ 39,558	\$ 41,544	\$ 500	\$ 42,044	\$ 44,030	\$ 500	\$ 44,530
6	\$ 34,672	\$ 500	\$ 35,172	\$ 39,742	\$ 500	\$ 40,242	\$ 42,278	\$ 500	\$ 42,778	\$ 44,813	\$ 500	\$ 45,313
7	\$ 35,269	\$ 500	\$ 35,769	\$ 40,440	\$ 500	\$ 40,940	\$ 43,026	\$ 500	\$ 43,526	\$ 45,612	\$ 500	\$ 46,112
8	\$ 35,876	\$ 500	\$ 36,376	\$ 41,151	\$ 500	\$ 41,651	\$ 43,789	\$ 500	\$ 44,289	\$ 46,427	\$ 500	\$ 46,927
9	\$ 36,497	\$ 500	\$ 36,997	\$ 41,877	\$ 500	\$ 42,377	\$ 44,568	\$ 500	\$ 45,068	\$ 47,258	\$ 500	\$ 47,758
10	\$ 37,130	\$ 500	\$ 37,630	\$ 42,617	\$ 500	\$ 43,117	\$ 45,361	\$ 500	\$ 45,861	\$ 48,107	\$ 500	\$ 48,607
11	\$ 37,776	\$ 500	\$ 38,276	\$ 43,371	\$ 500	\$ 43,871	\$ 46,170	\$ 500	\$ 46,670	\$ 48,972	\$ 500	\$ 49,472
12	\$ 38,433	\$ 500	\$ 38,933	\$ 44,141	\$ 500	\$ 44,641	\$ 46,997	\$ 500	\$ 47,497	\$ 49,854	\$ 500	\$ 50,354
13	\$ 39,106	\$ 500	\$ 39,606	\$ 44,927	\$ 500	\$ 45,427	\$ 47,840	\$ 500	\$ 48,340	\$ 50,754	\$ 500	\$ 51,254
14	\$ 39,791	\$ 500	\$ 40,291	\$ 45,729	\$ 500	\$ 46,229	\$ 48,699	\$ 500	\$ 49,199	\$ 51,673	\$ 500	\$ 52,173
15	\$ 40,490	\$ 500	\$ 40,990	\$ 46,546	\$ 500	\$ 47,046	\$ 49,576	\$ 500	\$ 50,076	\$ 52,607	\$ 500	\$ 53,107
16	\$ 41,202	\$ 500	\$ 41,702	\$ 47,379	\$ 500	\$ 47,879	\$ 50,470	\$ 500	\$ 50,970	\$ 53,563	\$ 500	\$ 54,063
17	\$ 41,929	\$ 500	\$ 42,429	\$ 48,231	\$ 500	\$ 48,731	\$ 51,382	\$ 500	\$ 51,882	\$ 54,537	\$ 500	\$ 55,037
18	\$ 42,670	\$ 500	\$ 43,170	\$ 49,099	\$ 500	\$ 49,599	\$ 52,313	\$ 500	\$ 52,813	\$ 55,531	\$ 500	\$ 56,031
19	\$ 43,427	\$ 500	\$ 43,927	\$ 49,983	\$ 500	\$ 50,483	\$ 53,262	\$ 500	\$ 53,762	\$ 56,544	\$ 500	\$ 57,044
20	\$ 44,197	\$ 500	\$ 44,697	\$ 50,886	\$ 500	\$ 51,386	\$ 54,230	\$ 500	\$ 54,730	\$ 57,577	\$ 500	\$ 58,077
21	\$ 44,984	\$ 500	\$ 45,484	\$ 51,806	\$ 500	\$ 52,306	\$ 55,218	\$ 500	\$ 55,718	\$ 58,630	\$ 500	\$ 59,130
22	\$ 45,787	\$ 500	\$ 46,287	\$ 52,744	\$ 500	\$ 53,244	\$ 56,224	\$ 500	\$ 56,724	\$ 59,705	\$ 500	\$ 60,205
23	\$ 46,462	\$ 500	\$ 46,962	\$ 53,524	\$ 500	\$ 54,024	\$ 57,056	\$ 500	\$ 57,556	\$ 60,590	\$ 500	\$ 61,090

TANGIPAOHA 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		
	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total
1	\$ 23,401	\$ 500	\$ 23,901	\$ 25,788	\$ 500	\$ 26,288	\$ 28,177	\$ 500	\$ 28,677	\$ 30,565	\$ 500	\$ 31,065	\$ 32,953	\$ 500	\$ 33,453
2	\$ 23,524	\$ 500	\$ 24,024	\$ 25,928	\$ 500	\$ 26,428	\$ 28,333	\$ 500	\$ 28,833	\$ 30,736	\$ 500	\$ 31,236	\$ 33,140	\$ 500	\$ 33,640
3				\$ 26,066	\$ 500	\$ 26,566	\$ 28,488	\$ 500	\$ 28,988	\$ 30,907	\$ 500	\$ 31,407	\$ 33,328	\$ 500	\$ 33,828
4				\$ 26,207	\$ 500	\$ 26,707	\$ 28,643	\$ 500	\$ 29,143	\$ 31,079	\$ 500	\$ 31,579	\$ 33,515	\$ 500	\$ 34,015
5				\$ 26,634	\$ 500	\$ 27,134	\$ 29,119	\$ 500	\$ 29,619	\$ 31,604	\$ 500	\$ 32,104	\$ 34,089	\$ 500	\$ 34,589
6				\$ 27,069	\$ 500	\$ 27,569	\$ 29,603	\$ 500	\$ 30,103	\$ 32,139	\$ 500	\$ 32,639	\$ 34,672	\$ 500	\$ 35,172
7				\$ 27,513	\$ 500	\$ 28,013	\$ 30,099	\$ 500	\$ 30,599	\$ 32,684	\$ 500	\$ 33,184	\$ 35,269	\$ 500	\$ 35,769
8				\$ 27,965	\$ 500	\$ 28,465	\$ 30,604	\$ 500	\$ 31,104	\$ 33,241	\$ 500	\$ 33,741	\$ 35,876	\$ 500	\$ 36,376
9				\$ 28,427	\$ 500	\$ 28,927	\$ 31,118	\$ 500	\$ 31,618	\$ 33,808	\$ 500	\$ 34,308	\$ 36,497	\$ 500	\$ 36,997
10				\$ 28,898	\$ 500	\$ 29,398	\$ 31,643	\$ 500	\$ 32,143	\$ 34,388	\$ 500	\$ 34,888	\$ 37,130	\$ 500	\$ 37,630
11				\$ 29,378	\$ 500	\$ 29,878	\$ 32,179	\$ 500	\$ 32,679	\$ 34,978	\$ 500	\$ 35,478	\$ 37,776	\$ 500	\$ 38,276
12				\$ 29,869	\$ 500	\$ 30,369	\$ 32,726	\$ 500	\$ 33,226	\$ 35,581	\$ 500	\$ 36,081	\$ 38,433	\$ 500	\$ 38,933
13				\$ 30,369	\$ 500	\$ 30,869	\$ 33,283	\$ 500	\$ 33,783	\$ 36,195	\$ 500	\$ 36,695	\$ 39,106	\$ 500	\$ 39,606
14				\$ 30,879	\$ 500	\$ 31,379	\$ 33,850	\$ 500	\$ 34,350	\$ 36,821	\$ 500	\$ 37,321	\$ 39,791	\$ 500	\$ 40,291
15				\$ 31,399	\$ 500	\$ 31,899	\$ 34,431	\$ 500	\$ 34,931	\$ 37,461	\$ 500	\$ 37,961	\$ 40,490	\$ 500	\$ 40,990
16				\$ 31,929	\$ 500	\$ 32,429	\$ 35,022	\$ 500	\$ 35,522	\$ 38,112	\$ 500	\$ 38,612	\$ 41,202	\$ 500	\$ 41,702
17				\$ 32,471	\$ 500	\$ 32,971	\$ 35,625	\$ 500	\$ 36,125	\$ 38,777	\$ 500	\$ 39,277	\$ 41,929	\$ 500	\$ 42,429
18				\$ 33,023	\$ 500	\$ 33,523	\$ 36,241	\$ 500	\$ 36,741	\$ 39,455	\$ 500	\$ 39,955	\$ 42,670	\$ 500	\$ 43,170
19				\$ 33,586	\$ 500	\$ 34,086	\$ 36,867	\$ 500	\$ 37,367	\$ 40,148	\$ 500	\$ 40,648	\$ 43,427	\$ 500	\$ 43,927
20				\$ 34,161	\$ 500	\$ 34,661	\$ 37,506	\$ 500	\$ 38,006	\$ 40,854	\$ 500	\$ 41,354	\$ 44,197	\$ 500	\$ 44,697
21				\$ 34,747	\$ 500	\$ 35,247	\$ 38,159	\$ 500	\$ 38,659	\$ 41,573	\$ 500	\$ 42,073	\$ 44,984	\$ 500	\$ 45,484
22				\$ 35,345	\$ 500	\$ 35,845	\$ 38,825	\$ 500	\$ 39,325	\$ 42,307	\$ 500	\$ 42,807	\$ 45,787	\$ 500	\$ 46,287
23				\$ 35,864	\$ 500	\$ 36,364	\$ 39,396	\$ 500	\$ 39,896	\$ 42,930	\$ 500	\$ 43,430	\$ 46,462	\$ 500	\$ 46,962

* - All fulltime TPSS employees will be paid a \$500 stipend in November if the ½ Penny Fund Balance is at least \$4M as of June 30th of that year.

TANGIPAOHA PARISH SCHOOL BOARD
Non-Certified District Support Staff

STEPS	Admin. Secretary I District Registrar Days per Year 240			Admin. Secretary II Days per Year 240			Maintenance Supervisor Days per Year 240		
	Grade 8 NC			Grade 9 NC			Grade 17 NC		
	ANNUAL			ANNUAL			ANNUAL		
	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total	Base Pay	Stipend *	Total
1	\$ 37,730	\$ 500	\$ 38,230	\$ 38,610	\$ 500	\$ 39,110	\$ 58,465	\$ 500	\$ 58,965
2	\$ 37,950	\$ 500	\$ 38,450	\$ 38,840	\$ 500	\$ 39,340	\$ 58,823	\$ 500	\$ 59,323
3	\$ 38,168	\$ 500	\$ 38,668	\$ 39,071	\$ 500	\$ 39,571	\$ 59,182	\$ 500	\$ 59,682
4	\$ 38,386	\$ 500	\$ 38,886	\$ 39,301	\$ 500	\$ 39,801	\$ 59,541	\$ 500	\$ 60,041
5	\$ 39,058	\$ 500	\$ 39,558	\$ 40,006	\$ 500	\$ 40,506	\$ 60,638	\$ 500	\$ 61,138
6	\$ 39,742	\$ 500	\$ 40,242	\$ 40,726	\$ 500	\$ 41,226	\$ 61,758	\$ 500	\$ 62,258
7	\$ 40,440	\$ 500	\$ 40,940	\$ 41,459	\$ 500	\$ 41,959	\$ 62,900	\$ 500	\$ 63,400
8	\$ 41,151	\$ 500	\$ 41,651	\$ 42,208	\$ 500	\$ 42,708	\$ 64,064	\$ 500	\$ 64,564
9	\$ 41,877	\$ 500	\$ 42,377	\$ 42,972	\$ 500	\$ 43,472	\$ 65,251	\$ 500	\$ 65,751
10	\$ 42,617	\$ 500	\$ 43,117	\$ 43,751	\$ 500	\$ 44,251	\$ 66,464	\$ 500	\$ 66,964
11	\$ 43,371	\$ 500	\$ 43,871	\$ 44,545	\$ 500	\$ 45,045	\$ 67,699	\$ 500	\$ 68,199
12	\$ 44,141	\$ 500	\$ 44,641	\$ 45,355	\$ 500	\$ 45,855	\$ 68,961	\$ 500	\$ 69,461
13	\$ 44,927	\$ 500	\$ 45,427	\$ 46,182	\$ 500	\$ 46,682	\$ 70,246	\$ 500	\$ 70,746
14	\$ 45,729	\$ 500	\$ 46,229	\$ 47,024	\$ 500	\$ 47,524	\$ 71,559	\$ 500	\$ 72,059
15	\$ 46,545	\$ 500	\$ 47,045	\$ 47,885	\$ 500	\$ 48,385	\$ 72,896	\$ 500	\$ 73,396
16	\$ 47,379	\$ 500	\$ 47,879	\$ 48,762	\$ 500	\$ 49,262	\$ 74,260	\$ 500	\$ 74,760
17	\$ 48,231	\$ 500	\$ 48,731	\$ 49,657	\$ 500	\$ 50,157	\$ 75,653	\$ 500	\$ 76,153
18	\$ 49,099	\$ 500	\$ 49,599	\$ 50,569	\$ 500	\$ 51,069	\$ 77,072	\$ 500	\$ 77,572
19	\$ 49,983	\$ 500	\$ 50,483	\$ 51,501	\$ 500	\$ 52,001	\$ 78,520	\$ 500	\$ 79,020
20	\$ 50,886	\$ 500	\$ 51,386	\$ 52,450	\$ 500	\$ 52,950	\$ 79,997	\$ 500	\$ 80,497
21	\$ 51,806	\$ 500	\$ 52,306	\$ 53,419	\$ 500	\$ 53,919	\$ 81,503	\$ 500	\$ 82,003
22	\$ 52,744	\$ 500	\$ 53,244	\$ 54,406	\$ 500	\$ 54,906	\$ 83,040	\$ 500	\$ 83,540
23	\$ 53,487	\$ 500	\$ 53,987	\$ 55,222	\$ 500	\$ 55,722	\$ 84,336	\$ 500	\$ 84,836

* - All fulltime TPSS employees will be paid a \$500 stipend in November if the ½ Penny Fund Balance is at least \$4M as of June 30th of that year.

TANGIPAOHA PARISH SCHOOL BOARD
Certified District Support

STEPS	Degreed Professionals+			Sales Tax Audit Manager+			Coordinator+			Supervisor+			Director+			Assistant Superintendent		
	Days per Year 240			Days per Year 240			Days per Year 240			Days per Year 240			Days per Year 240			Days per Year 240		
	Grade 11 C			Grade 14 C			Grade 16 C			Grade 17 C			Grade 19 C			Grade 23 C		
	ANNUAL			ANNUAL			ANNUAL			ANNUAL			ANNUAL			ANNUAL		
	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total	Base Pay	Stipend*	Total
1	\$ 55,032	\$ 500	\$ 55,532	\$ 61,548	\$ 500	\$ 62,048	\$ 62,826	\$ 500	\$ 63,326	\$ 66,731	\$ 500	\$ 67,231	\$ 71,029	\$ 500	\$ 71,529	\$ 86,134	\$ 500	\$ 86,634
2	\$ 55,276	\$ 500	\$ 55,776	\$ 61,835	\$ 500	\$ 62,335	\$ 63,126	\$ 500	\$ 63,626	\$ 67,057	\$ 500	\$ 67,557	\$ 71,383	\$ 500	\$ 71,883	\$ 86,590	\$ 500	\$ 87,090
3	\$ 55,518	\$ 500	\$ 56,018	\$ 62,120	\$ 500	\$ 62,620	\$ 63,426	\$ 500	\$ 63,926	\$ 67,383	\$ 500	\$ 67,883	\$ 71,738	\$ 500	\$ 72,238	\$ 87,044	\$ 500	\$ 87,544
4	\$ 55,761	\$ 500	\$ 56,261	\$ 62,406	\$ 500	\$ 62,906	\$ 63,727	\$ 500	\$ 64,227	\$ 67,710	\$ 500	\$ 68,210	\$ 72,092	\$ 500	\$ 72,592	\$ 87,500	\$ 500	\$ 88,000
5	\$ 56,503	\$ 500	\$ 57,003	\$ 63,283	\$ 500	\$ 63,783	\$ 64,644	\$ 500	\$ 65,144	\$ 68,707	\$ 500	\$ 69,207	\$ 73,177	\$ 500	\$ 73,677	\$ 88,894	\$ 500	\$ 89,394
6	\$ 57,260	\$ 500	\$ 57,760	\$ 64,175	\$ 500	\$ 64,675	\$ 65,580	\$ 500	\$ 66,080	\$ 69,725	\$ 500	\$ 70,225	\$ 74,284	\$ 500	\$ 74,784	\$ 90,316	\$ 500	\$ 90,816
7	\$ 58,032	\$ 500	\$ 58,532	\$ 65,087	\$ 500	\$ 65,587	\$ 66,535	\$ 500	\$ 67,035	\$ 70,763	\$ 500	\$ 71,263	\$ 75,413	\$ 500	\$ 75,913	\$ 91,765	\$ 500	\$ 92,265
8	\$ 58,820	\$ 500	\$ 59,320	\$ 66,017	\$ 500	\$ 66,517	\$ 67,510	\$ 500	\$ 68,010	\$ 71,822	\$ 500	\$ 72,322	\$ 76,565	\$ 500	\$ 77,065	\$ 93,244	\$ 500	\$ 93,744
9	\$ 59,624	\$ 500	\$ 60,124	\$ 66,964	\$ 500	\$ 67,464	\$ 68,503	\$ 500	\$ 69,003	\$ 72,901	\$ 500	\$ 73,401	\$ 77,740	\$ 500	\$ 78,240	\$ 94,753	\$ 500	\$ 95,253
10	\$ 60,444	\$ 500	\$ 60,944	\$ 67,930	\$ 500	\$ 68,430	\$ 69,516	\$ 500	\$ 70,016	\$ 74,003	\$ 500	\$ 74,503	\$ 78,938	\$ 500	\$ 79,438	\$ 96,292	\$ 500	\$ 96,792
11	\$ 61,281	\$ 500	\$ 61,781	\$ 68,915	\$ 500	\$ 69,415	\$ 70,551	\$ 500	\$ 71,051	\$ 75,127	\$ 500	\$ 75,627	\$ 80,160	\$ 500	\$ 80,660	\$ 97,861	\$ 500	\$ 98,361
12	\$ 62,133	\$ 500	\$ 62,633	\$ 69,920	\$ 500	\$ 70,420	\$ 71,605	\$ 500	\$ 72,105	\$ 76,273	\$ 500	\$ 76,773	\$ 81,406	\$ 500	\$ 81,906	\$ 99,462	\$ 500	\$ 99,962
13	\$ 63,003	\$ 500	\$ 63,503	\$ 70,945	\$ 500	\$ 71,445	\$ 72,680	\$ 500	\$ 73,180	\$ 77,441	\$ 500	\$ 77,941	\$ 82,678	\$ 500	\$ 83,178	\$ 101,094	\$ 500	\$ 101,594
14	\$ 63,890	\$ 500	\$ 64,390	\$ 71,991	\$ 500	\$ 72,491	\$ 73,777	\$ 500	\$ 74,277	\$ 78,634	\$ 500	\$ 79,134	\$ 83,975	\$ 500	\$ 84,475	\$ 102,760	\$ 500	\$ 103,260
15	\$ 64,797	\$ 500	\$ 65,297	\$ 73,059	\$ 500	\$ 73,559	\$ 74,896	\$ 500	\$ 75,396	\$ 79,850	\$ 500	\$ 80,350	\$ 85,298	\$ 500	\$ 85,798	\$ 104,458	\$ 500	\$ 104,958
16	\$ 65,718	\$ 500	\$ 66,218	\$ 74,147	\$ 500	\$ 74,647	\$ 76,037	\$ 500	\$ 76,537	\$ 81,090	\$ 500	\$ 81,590	\$ 86,648	\$ 500	\$ 87,148	\$ 106,190	\$ 500	\$ 106,690
17	\$ 66,660	\$ 500	\$ 67,160	\$ 75,256	\$ 500	\$ 75,756	\$ 77,201	\$ 500	\$ 77,701	\$ 82,356	\$ 500	\$ 82,856	\$ 88,024	\$ 500	\$ 88,524	\$ 107,957	\$ 500	\$ 108,457
18	\$ 67,620	\$ 500	\$ 68,120	\$ 76,388	\$ 500	\$ 76,888	\$ 78,388	\$ 500	\$ 78,888	\$ 83,646	\$ 500	\$ 84,146	\$ 89,429	\$ 500	\$ 89,929	\$ 109,760	\$ 500	\$ 110,260
19	\$ 68,600	\$ 500	\$ 69,100	\$ 77,544	\$ 500	\$ 78,044	\$ 79,599	\$ 500	\$ 80,099	\$ 84,963	\$ 500	\$ 85,463	\$ 90,861	\$ 500	\$ 91,361	\$ 111,598	\$ 500	\$ 112,098
20	\$ 69,600	\$ 500	\$ 70,100	\$ 78,722	\$ 500	\$ 79,222	\$ 80,836	\$ 500	\$ 81,336	\$ 86,304	\$ 500	\$ 86,804	\$ 92,321	\$ 500	\$ 92,821	\$ 113,474	\$ 500	\$ 113,974
21	\$ 70,619	\$ 500	\$ 71,119	\$ 79,923	\$ 500	\$ 80,423	\$ 82,095	\$ 500	\$ 82,595	\$ 87,674	\$ 500	\$ 88,174	\$ 93,811	\$ 500	\$ 94,311	\$ 115,387	\$ 500	\$ 115,887
22	\$ 71,658	\$ 500	\$ 72,158	\$ 81,150	\$ 500	\$ 81,650	\$ 83,381	\$ 500	\$ 83,881	\$ 89,070	\$ 500	\$ 89,570	\$ 95,331	\$ 500	\$ 95,831	\$ 117,338	\$ 500	\$ 117,838
23	\$ 72,710	\$ 500	\$ 73,210	\$ 82,345	\$ 500	\$ 82,845	\$ 84,609	\$ 500	\$ 85,109	\$ 90,384	\$ 500	\$ 90,884	\$ 96,738	\$ 500	\$ 97,238	\$ 119,076	\$ 500	\$ 119,576

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

* - All fulltime TPSS employees will be paid a \$500 stipend in November if the ½ Penny Fund Balance is at least \$4M as of June 30th of that year.

**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).

The Principal stipend includes attendance of all school functions and professional development with no additional compensation.

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)	1.13
Junior High School (Grades 7-9)	1.15
High School (Grades 10-12)	1.21

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.

The Assistant Principal stipend includes attendance of all school functions and professional development with no additional compensation.

**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.

Athletic Stipends

Athletic stipends will be calculated on the Parish Teacher Salary Schedule and shall be considered full compensation for any time spent related to the sport. For a coach to receive a coaching stipend, the school must field a team and the team must compete in the minimum number of events set by the school system. All coaching stipends are dependent on all minimum requirements being met including student participation to field a team. If a team is fielded but fails to participate in the minimum number of events (except by acts of nature) the coach's stipend will be decreased by 3%. Assistant coaching duties are assigned by the head coach with the approval of the Principal. The minimum salary used for the calculation will be "non certified step 0."

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%
Head Soccer	9.0%	Assistant Soccer	7.0%

The maximum percentage for a High School coach is 23.0%, not counting the CDL stipend.

MINOR SPORTS

High Schools are allowed minor sport stipends not counted in the total number of school stipends. If the school fields minor sport team, then the coach's stipend is 4.0%. Only two stipends per sport per school (boys 1 & girls 1). Minor sports include, but are not limited to the following: Tennis, Golf, Bowling, Cross Country, Swimming, Indoor Track, & Powerlifting. To be considered a minor sport the sport must field a team, participate in a minimum number of events as set by the District, and be sanctioned by the Louisiana High School Athletic Association.

Middle School Stipends

	Head Football (1)	7.00%	Asst Football (3)	4.00%
Boys & Girls	Head Basketball (1)	6.00%	Asst Basketball (1)	4.00%
	Head Baseball (1)	6.00%	Asst Baseball (1)	3.00%
	Head Softball (1)	6.00%	Asst Softball (1)	3.00%
	Head Volleyball (1)	6.00%	Asst Volleyball (1)	3.00%
Boys & Girls	Head Track Coach (1)	5.00%	Asst Track (1)	3.00%
	Head Soccer (1)	5.00%		
	Head Cross Country (1)	4.00%		

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

Athletic Stipends (Continued)

CDL Stipend

Any High School or Middle School coach possessing a CDL who drives the school activity bus a minimum of 10 events during the year as verified by the submission of the trip sheets will receive a 3.0% CDL Stipend. This stipend will be paid once documentation of actually driving the bus is submitted to payroll. After the minimum of 10 trips is met, coaches who drive will be paid the bus driver rate. The full time for sports they do not coach and the actual drive time for sports they coach. The CDL stipend does NOT count toward the maximum coaching stipend.

Summer Coaching Stipend

All head coaches and assistant coaches of a major sport shall receive \$1,500 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 attending the North Oaks Summer Coaching Clinic.

Athletic Field Upkeep Stipend

The athletic field upkeep stipend is \$1000 per field (Football, Baseball, Softball, etc.) that the school maintains year round.

Playoff Compensation

Coaches with a team that reaches and compete in the playoffs shall receive the following compensation, in a one time payment, equal to the number of stipend coaches, at the completion of the playoffs.

Additional Pay- Per Round: Head Coaches \$250 / Assistant Coaches \$150

Winning State Championship : Head Coach \$250 /Assistant Coach \$150(in addition the the above stipend)

The 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.

School Allocation for Sports

High Schools

All Schools will have 1 head coach assigned to each major sport, and assigned the following number of assistants per major sport. Any stipends over the school allotment will be the responsibility of the school. If a sport is not offered or does not field a full team that allotment is lost. If the Principal sees the need for an additional assistant coach, they may petition the school system for an additional stipend.

	Football	Basketball B & G	Baseball & Softball	Track B & G	Volleyball	Soccer B & G	Total Per School
Division I	10	2 & 2	2 & 2	2 & 2	2	1 & 1	36
Division II	9	2 & 2	2 & 2	2 & 2	2	1 & 1	35
Division III	7	1 & 1	1 & 1	1 & 1	1	1 & 1	25
Division IV & Below)	6	1 & 1	1 & 1	1 & 1	1	1 & 1	24

CECP coaches may replace a faculty coach in the assistant coach allotment count.

A CECP head coach of a major sport shall receive \$4300 compensation. (only sports that are approved by the LHSAA that will allow CECP to serve as a head coach)

A CECP assistant coach of a major sport shall receive \$3400 compensation.

A CECP head coach of a minor sport shall receive \$1700 compensation.

Jr. High/Middle Schools

All Schools will have one head coach assigned to each sport and assigned the following number of assistants. Any stipends over the school allotment will be the responsibility of the school. If a sport is not offered or does not field a full team that allotment is lost. If the Principal sees the need for an additional assistant coach, they may petition the school system for an additional stipend.

Students (6-8th)	Football	Basketball B & G	Baseball & Softball	Track B & G	Volleyball	Total Per School
250 or below	3	1 & 1	1 & 1	1 & 1	1	10
251 to 500						+1
501 to 750						+2
751 to 1000						+3
1001 to 1250						+4
1251 to 1500						+5
Schools with over 250 students will receive additional stipends for each additional 250 students						

**BAND / CHORUS / DRAMA DIRECTOR
Stipend Schedule**

Band Director

Band stipends will be calculated on the Parish Teacher Salary Schedule as follows and shall be considered full compensation for any time spent related to the band. The minimum salary used for the calculation will be "non certified step 0."

High School	
Head Band Director	10.0%
Assistant Band Director	5.0%
Junior High/Middle School	
Head Band Director	6.0%
Assistant Band Director	3.0%

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 and Junior High/Middle Schools must have over 60 members.

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.

Summer Stipend

Band directors shall receive \$1,500 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 band director is ineligible for the additional Summer Stipend. The 50 hours must include attending the North Oaks Summer Coaching Clinic.

Chorus / Drama Director

Chorus stipends will be calculated on the Parish Teacher Salary Schedule as follows and shall be considered full compensation for any additional time spent related to the chorus. The minimum salary used for the calculation will be "non certified step 0."

Head Chorus Director	4.0%
Head Drama Director	4.0%

To be eligible for a Chorus Director stipend, the school must have a chorus that participates in competitions. To be eligible for a Drama Director stipend, the school must have at least 2 plays per year.

Directors who possess a CDL and drive for their events will receive bus driver pay for drive time only.

EXTRACURRICULAR STIPENDS

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 stipends.

Head Coaches

Head coaches for the extracurricular activities noted below will receive a \$2,500 coaching stipend for each semester the team participates in regular events. Coaching stipends shall be considered full compensation for any time spent related to the club/sport/team.

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

CDL

Coaches with a CDL who drive will receive the bus driver pay for that trip.

Summer Coaching Stipend

All head coaches shall receive \$1,500 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 attending the North Oaks Summer Coaching Clinic.

Other Extracurricular Activity Stipends

It is the principal's responsibility to determine the activities of greatest merit. Principals should submit their request for extracurricular positions to the Supervisor for their review and collaboration with the Director of Academics. The District will approve stipend numbers and amounts for each requested activity based upon the size of the club and the number of activities. In order to qualify, clubs must meet the minimum requirements set forth by the Academic Department. Stipends shall be considered full compensation for any time spent related to the club/sport/team.

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>Bus Attendant:</u>	<u>Hourly</u>
	\$15.00

<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

<u>Workers Comp/Liability Site Clerk</u>	<u>Monthly</u>
	\$ 150.00

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

Minimum Extracurricular Requirements

All championship and performance teams must participate in the Parade of Champions.

All athletic teams must participate in any parishwide tournaments or meets.

Major Sports - High School		
	Competitions	Athletes
Baseball	15	9
Basketball	15	5
Football	9	11
Outdoor Track	6	5
Soccer	15	11
Softball	15	9
Volleyball	15	6

Minor Sports - High School		
	Competitions	Athletes
Bowling	4	2
Cross Country	4	2
Golf	4	2
Indoor Track	2	2
Powerlifting	3	2
Swimming	4	2
Tennis	4	2

*Major Sports must participate in the minimum number of competitions required by the LHSAA to be eligible for the playoffs.

Major Sports - Jr High/Middle School		
	Competitions	Athletes
Baseball	10	9
Basketball	10	5
Cross Country	4	5
Football	6	11
Outdoor Track	5	5
Soccer	10	9
Softball	10	9
Volleyball	7	6

Band - High School
All Football Games
Two or more parades, one must be the Tangipahoa Parish Fair Parade
One or more marching competitions
LMEA Events - in both large and small ensemble
Hold at least 1 week band camp

Band - Jr High/ Middle School
All Football Games
LMEA Events - in both large and small ensemble
One or more local parades, one must be the Tangipahoa Parish Fair Parade

Cheerleaders
All Football Games
All Home Basketball Games
All Major Sport Playoff Games
Two or more local parades, one must be the Tangipahoa Parish Fair Parade
Attend Cheer Camp

Dance
All Football Games
50% or more of Home Basketball Games
Two or more local parades, one must be the Tangipahoa Parish Fair Parade
All Major Sport Playoff Games, if performance is allowed
Attend Camp

Color Guard
All Football Games
All Band Activities
Two or more local parades, one must be the Tangipahoa Parish Fair Parade