

Ouachita Parish School Board

2014-2015 TEACHER SALARY SCHEDULE

(In accordance with Act 1 of the 2012 Legislative Session)

(For teachers with effective dates of hire on or after July 1, 2014)

Step	Effective Experience Step Increase	Salary-Bachelor's	Salary-Master's for Leadership or Subject Area	Salary-Master's +30 for Leadership or Subject Area	Salary-Specialist for Leadership or Subject Area	Salary-Doctorate for Leadership or Subject Area	Additional Advanced Degree Step Increase
1	\$ -	\$ 34,800	\$ 35,100	\$ 35,400	\$ 35,700	\$ 36,000	\$ -
2	\$ 400	\$ 35,200	\$ 35,500	\$ 35,800	\$ 36,100	\$ 36,400	\$ 100
3	\$ 400	\$ 35,600	\$ 35,900	\$ 36,200	\$ 36,500	\$ 36,800	\$ 100
4	\$ 400	\$ 36,000	\$ 36,300	\$ 36,600	\$ 36,900	\$ 37,200	\$ 100
5	\$ 400	\$ 36,400	\$ 36,700	\$ 37,000	\$ 37,300	\$ 37,600	\$ 100
6	\$ 400	\$ 36,800	\$ 37,100	\$ 37,400	\$ 37,700	\$ 38,000	\$ 100
7	\$ 400	\$ 37,200	\$ 37,500	\$ 37,800	\$ 38,100	\$ 38,400	\$ 100
8	\$ 400	\$ 37,600	\$ 37,900	\$ 38,200	\$ 38,500	\$ 38,800	\$ 100
9	\$ 400	\$ 38,000	\$ 38,300	\$ 38,600	\$ 38,900	\$ 39,200	\$ 100
10	\$ 400	\$ 38,400	\$ 38,700	\$ 39,000	\$ 39,300	\$ 39,600	\$ 100
11	\$ 400	\$ 38,800	\$ 39,100	\$ 39,400	\$ 39,700	\$ 40,000	\$ 100
12	\$ 400	\$ 39,200	\$ 39,500	\$ 39,800	\$ 40,100	\$ 40,400	\$ 100
13	\$ 400	\$ 39,600	\$ 39,900	\$ 40,200	\$ 40,500	\$ 40,800	\$ 100
14	\$ 400	\$ 40,000	\$ 40,300	\$ 40,600	\$ 40,900	\$ 41,200	\$ 100
15	\$ 400	\$ 40,400	\$ 40,700	\$ 41,000	\$ 41,300	\$ 41,600	\$ 100
16	\$ 400	\$ 40,800	\$ 41,100	\$ 41,400	\$ 41,700	\$ 42,000	\$ 100
17	\$ 400	\$ 41,200	\$ 41,500	\$ 41,800	\$ 42,100	\$ 42,400	\$ 100
18	\$ 400	\$ 41,600	\$ 41,900	\$ 42,200	\$ 42,500	\$ 42,800	\$ 100
19	\$ 400	\$ 42,000	\$ 42,300	\$ 42,600	\$ 42,900	\$ 43,200	\$ 100
20	\$ 400	\$ 42,400	\$ 42,700	\$ 43,000	\$ 43,300	\$ 43,600	\$ 100
21	\$ 400	\$ 42,800	\$ 43,100	\$ 43,400	\$ 43,700	\$ 44,000	\$ 100
22	\$ 400	\$ 43,200	\$ 43,500	\$ 43,800	\$ 44,100	\$ 44,400	\$ 100
23	\$ 400	\$ 43,600	\$ 43,900	\$ 44,200	\$ 44,500	\$ 44,800	\$ 100
24	\$ 400	\$ 44,000	\$ 44,300	\$ 44,600	\$ 44,900	\$ 45,200	\$ 100
25	\$ 400	\$ 44,400	\$ 44,700	\$ 45,000	\$ 45,300	\$ 45,600	\$ 100
26	\$ 400	\$ 44,800	\$ 45,100	\$ 45,400	\$ 45,700	\$ 46,000	\$ 100
27	\$ 400	\$ 45,200	\$ 45,500	\$ 45,800	\$ 46,100	\$ 46,400	\$ 100
28	\$ 400	\$ 45,600	\$ 45,900	\$ 46,200	\$ 46,500	\$ 46,800	\$ 100
29	\$ 400	\$ 46,000	\$ 46,300	\$ 46,600	\$ 46,900	\$ 47,200	\$ 100
30	\$ 400	\$ 46,400	\$ 46,700	\$ 47,000	\$ 47,300	\$ 47,600	\$ 100

*** NOTE:** In addition to the schedule salary above, a supplement will be added equal to the Advanced Degree Step amount for each effective year of experience a Master's degree or higher was held.

A \$5,500 fixed sales tax supplement is included in the above schedule and is not prorated for extended work contracts.

The "13th" and "14th" sales tax salary supplement checks are paid in addition to the above schedule and are estimated:

The November 2013 was \$2,080 - The June 2014 check was \$3,600

(See Certified Teacher Compensation Plan Summary for additional provisions at www.opsb.net.)

Ouachita Parish School Board
2014-15 CERTIFIED TEACHER COMPENSATION PLAN SUMMARY

(Approved March 21, 2013)

1. Teacher Starting Base Salary

Teachers who will begin work with OPSB on or after July 1, 2014 – each teacher will be assigned a step and beginning base salary on the 2014-15 Teacher Salary Schedule. The base amount includes a fixed amount of \$5,500 from local sales tax funds that is not prorated for contracts beyond 182 days.

2. Advanced Degree One-Time Base Salary Adjustment

A one-time increase in base salary will be made in the school year following the year in which the advanced degree and an “effective” evaluation rating was received as follows:

- Master’s Degree \$300
- Master’s Plus 30 \$300
- Education Specialist \$300
- Doctorate \$300

3. Performance Pay Base Salary Increases (available to all Teachers annually)

All teachers are eligible to receive the following annual base salary step increases in the current year if an “effective” evaluation rating is received for the previous school year up to the salary cap of 30 steps:

a. Experience Step - \$400

b. Advanced Degree Step - \$100 Teacher must have held a Master’s Degree or above at the start of the previous school year for which an effective rating was received. This is paid in addition to the One-Time Base Salary Adjustment in Item 2 after the initial year of payment for a Master’s Degree. (For new teachers, a one-time supplement is added to the base salary equal to \$100 for each effective year of experience a Master’s degree or higher was held.)

4. Annual Stipends

Annual stipend payments are not guaranteed each year and *do not increase base salary annually*. All teachers have the opportunity to earn the following stipend each year:

Performance Stipend - \$100 (if an **effective-proficient** or **highly effective** rating was received for the previous school year and employed on October 1st of the following school year)

5. Annual Sales Tax Supplement Payments

The OPSB distributes two annual salary supplements known as the 13th check and 14th check during the fiscal year paid from sales tax propositions dedicated by voters as follows:

June - (13th check) – Prorated for work between July 1st – June 30th each fiscal year.

November (14th check) - Prorated for work between January 1st – December 31st each calendar year. New teachers receive ½ of the full payment amount in their 1st year of employment.

[Refer to the *Certified Teacher Compensation Plan Implementation Guide* for complete provisions at www.opsb.net .]