

Ouachita Parish School Board

2013-2014 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, 2013)

The School Board approved the teacher salary schedule, subject to State's appeal of the unconstitutionality of the passage Act 1 of the 2012 Legislative Session, and reserves the right to amend the 2013-14 Teacher Salary Schedule subject to the outcome of the State Supreme Court's final ruling and subsequent acts of the 2013 Legislature.

Step	Effective 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	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

See Certified Teacher Compensation Plan Summary for additional provisions.

Ouachita Parish School Board
2013-14 CERTIFIED TEACHER COMPENSATION PLAN SUMMARY
(Approved March 21, 2013)

1. Teacher Starting Base Salary for 2013-14

- a. **Teachers who began work with OPSB prior to July 1, 2013** – each teacher’s 2012-13 salary will become his or her starting base salary for 2013-14, before awarding steps or stipends for performance. Each teacher’s years of experience in 2012-13 will be converted to a new step assignment not to exceed 30 steps.
- b. **Teachers who will begin work with OPSB on or after July 1, 2013** – each teacher will be assigned a step and beginning base salary on the new 2013-14 Teacher Salary Schedule.

2. Advanced Degree One-Time Base Salary Adjustment

- a. **Degree programs started prior to July 1, 2013 and completed before May 31, 2015 (Grandfathering Provision)** – a one-time base salary adjustment will be made according to the 2012-13 Teacher salary Schedule for the degree attained if an “effective” evaluation rating was received for the previous school year.
- b. **Degree programs started after July 1, 2013 or completed after May 31, 2015** – One-time increase in base salary will be made in the school year following the year in which the degree and an “effective” evaluation rating was received.
 - 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.

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)

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

Certified Teacher Compensation Plan

Frequently Asked Questions

1. Why do school systems have to change their salary schedules?

The 2012 Legislative Session enacted Act I which stated that future teacher salaries should be tied to performance evaluations.

The law says salary schedules established for teachers, administrators, and other certified school personnel shall be based on **Effectiveness**, **Demand**, and **Experience**, with no one of these criterions accounting for more than 50% of the formula used to compute such salary, and with performance being the primary determining factor to receive pay. (Refer to Appendix A)

2. How are these three areas defined?

Effectiveness: Is determined by the performance evaluation program (CIS).

Demand: An area the School Board determines as a need, which can include an area of certification, school need, geographic area, and subject, among other things.

Experience: Each school year for which a teacher receives an “effective” performance evaluation rating is equivalent to one experience step.

3. How does a rating of “ineffective” impact a teacher’s salary?

Under Act I, teachers who earn an “ineffective” rating are NOT eligible for a salary increase for the year following that evaluation. Teachers who earn a rating of **Effective: Emerging**, **Effective: Proficient** and **Highly Effective** are all eligible for salary increases.

4. Can a teacher’s salary be reduced in the new compensation plan under Act I?

Under Act I, teachers’ salaries cannot be reduced from the previous year for poor performance, even if an **Ineffective** rating is received.

State law prescribes that a teacher’s salary can only be reduced in order to correct an accounting error, adjust salary due to changes in local tax collections that would otherwise require voter approval, or for an employee demotion in accordance with state law or school board policy.

5. How will I know where my placement is on the new salary schedule?

Each existing teacher’s **years of experience** on the 2012-2013 teacher salary schedule will be converted to a number of effective **steps** on the 2013-2014 schedule. Each teacher’s current 2012-2013 salary will become his/her new base starting in 2013-2014. (Appendix D)

(Each teacher will receive a personalized notification letter to inform each teacher of his/her current status in order to know where his/her placement will be under the new teacher compensation plan.)

6. How will I know what my salary is from year to year?

Teachers are eligible to receive the following increases in base salary each year in which 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 in addition to the Experience Step (Only for teacher’s who held a Master’s Degree or above at the start of the previous school year in which an “effective” rating was received.)

[The above step amounts are equivalent to a teacher with a Bachelor’s degree receiving \$400 each year and a teacher with a Master’s Degree or higher receiving \$500 each year in which an effective rating is maintained for the previous year. (See Appendix E)] These step amounts will be prorated for 10, 11, and 12 month employees accordingly.

There is no base pay increase in the form of an experience step increase or advanced degree increase for an “ineffective” performance rating, nor is a teacher’s salary reduced or a step taken away. The teacher salary will remain unchanged for the next school year.

Note: Teacher A will not be able to compare his/her salary to Teacher B once the new compensation plan is adopted and implemented in 2013-14 because each teacher’s salary will be based on “effectiveness” and therefore will be differentiated. Therefore, there is no longer a “teacher salary schedule” per se to compare to, but a new “compensation plan” where the salary to be achieved is based on each individual teacher’s performance (effectiveness, experience, and area of demand) in each previous school year.

7. Are stipends maintained each year?

Stipends are annual one-time payments and are not included or added to the base salary. Stipends are not guaranteed from one year to the next. All teachers have the opportunity to earn the annual stipend payment each year if certain criteria are met for each year. The stipend amount does not increase automatically by the same amount each year. Increases to stipends will required approval by the school board.

8. I received a rating of Effective-Emerging for the previous school year. Since I am considered an effective teacher for that year, do I receive the \$100 Performance Stipend payment?

No. In order to receive the \$100 Performance Stipend, a teacher must have received a minimum rating of Effective-Proficient or Highly Effective for the previous school year and remain employed with the OPSB as of October 1st of the following school year.

9. Are districts required to make teacher retirement contributions on teacher stipends given as part of Act I?

Yes. When payment is made through the Payroll Office, employee retirement and Medicare contributions will be withheld from stipend earnings. (pg. 8)

10. When will the new compensation plan be used to start paying teachers?

Act I requires new compensation plans to be made effective at the beginning of the 2013-2014 school year.

11. What about certified staff with no evaluation program formally established in the Compass Information System (CIS). How will these salaries be affected?

If an evaluation program is not in place for any certified staff position, that position will be awarded base pay step increases only, regardless of effectiveness. However, this position is not eligible to receive any annual stipends until an evaluation program is formally established in CIS.

12. Why has years of experience been replaced by steps?

Salary step advancements are only awarded if a teacher receives an “effective” performance rating on the previous school year’s performance evaluation. **Years of experience** accumulate every year as long as there is active employment. **Steps** only accumulate with an “effective” rating.

13. Why is my new salary step assignment under the new compensation plan different from my years of experience under the old plan?

Your number of “years of experience” on the previous 25-year salary schedule was converted to the new 30-step compensation plan. Your new salary step assignment ensures that you will have enough remaining steps under the new compensation plan to achieve the maximum salary available to you on the old teacher salary schedule, if an **effective** rating is maintained each year. (Appendix D)

14. After step 30, will teachers continue to receive pay raises?

When the thirtieth step is reached, the base salary will not increase. However, if the teacher continues to be effective, the teacher will be eligible for the annual performance stipend. (Appendix E)

15. Will my new step assignment affect when I will become eligible to retire?

No. Your eligibility for retirement is based on your active years of service for which you have made contributions to the retirement system, as it has always been in the past. Your number of steps will not be used by the retirement system to determine your retirement eligibility.

16. How are the 13th and 14th checks considered under this new salary schedule?

The payment of the 13th and 14th sales tax supplement checks are set forth and prescribed in the tax propositions approved by voters for the payment of salaries and related benefits to the employees of the Ouachita Parish School System. Due to the amounts of these payments varying annually due to fluctuations in sales tax collections and staffing from one year to the next, these supplemental

payments are declared part of the base salary, but excluded from the scheduled base salary used in the implementation of the *Certified Teacher Compensation Plan*.

17. Will I continue to receive my NBC Stipend pay and/or my PIPS pay?

If you are a teacher or a counselor, you will continue to receive your NBC Stipend pay as required under state law if you received your initial certification before July 1, 2013 and continue to timely renew your certification. You will continue to receive earned PIPS pay as required by state law. NBC Stipend and PIPS Pay are not considered part of base salary under the Certified Teacher Compensation Plan, but are paid in addition to base salary.

18. I am currently in an education degree program to earn my Master's +30 at ULM. I was expecting to receive the salary increase under the old teacher salary schedule when I began the program. Under the new compensation plan, does this mean I will now only receive a \$300 increase in my base pay when I complete my degree program?

Because you started an advanced degree program before July 1, 2013, and as long as you receive your degree by May 31, 2015, the **Grandfathering Provision** will be applied. This means you will receive the one-time salary increase under the old teacher salary schedule. However, if you complete your degree program after May 31, 2015, you will only receive the \$300 one-time base salary increase under the new compensation plan.

*Note: The **Grandfathering Provision** will not apply to (1) new teachers with effective dates of hire on or after July 1, 2013 or for (2) currently employed teachers who start a degree program on or after July 1, 2013 or complete a degree program after May 31, 2015. These teachers will be compensated under the new compensation plan which adds a one-time increase to base salary of \$300 for each degree level received.*

19. If a teacher receives an advanced degree after May 31, 2015 above the level they are currently, will the teacher be compensated for earning another advanced degree?

Yes - if a teacher has been rated **effective** for the previous year. A one-time base pay adjustment of \$300 will be added the year following receipt of the advanced degree. If it was a Master's Degree received and the teacher remains effective each year after receiving the initial one-time base adjustment, an additional \$100 base salary increase (the Advanced Degree Step) will be given each year until the thirtieth step is reached.

No – if a teacher was rated **ineffective** for the previous year. The one-time base pay adjustment of \$300 will not be added until the year following the next school year in which the teacher receives an effective rating.