

Fiscal Year 2025-2026 Salary Schedules

Board Approved: 02/12/2019, Amended: 06/05/2019, 09/06/2023, 06/05/2024, 6/28/2024, 6/4/2025, 7/2/2025
Funding Approved by JP voters: May 4, 2019
MFP Funding Approved by LA Legislators: 2019 Regular Session; 2021 Regular Session; 2022 Regular Session (HB1)

TEACHERS

Step	Industry Based Non-Certified Administrator (183 days)	Associate's Degree Teachers (183 days)	Non-Certified (183 days)	Certified Bachelor's Degree (183 days)	Certified Master's Degree (183 days)	Certified Master's +30 and higher (183 days)	Possible Additional Supplements							
							Target Content	Target Schools-Hiring Incentive	Teacher Leaders	Master Teachers	Performance			
	Base	Base	Base	Base	Base	Base					Highly Effective	Proficient	Emerging	Ineffective
00	$44,000	$39,750	$42,700	$53,000	$53,500	$54,000	$1,000	$2,000	$1,000	$7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
1	44,500	39,750	42,700	53,500	54,000	54,500	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
2	45,000	39,750	42,700	54,000	54,500	55,000	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
3	45,500	39,750	42,700	54,500	55,000	55,500	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
4	46,000	39,750	42,700	55,000	55,500	56,000	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
5	46,500	39,750	42,700	55,500	56,000	56,500	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
6	47,000	39,750	42,700	56,000	56,500	57,000	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
7	47,500	39,750	42,700	56,500	57,000	57,500	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
8	48,000	39,750	42,700	57,000	57,500	58,000	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
9	48,500	39,750	42,700	57,500	58,000	58,500	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
10	49,000	39,750	42,700	58,000	58,500	59,000	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
11	49,500	39,750	42,700	58,500	59,000	59,500	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
12	50,000	39,750	42,700	59,000	59,500	60,000	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
13	50,500	39,750	42,700	59,500	60,000	60,500	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
14	51,000	39,750	42,700	60,000	60,500	61,000	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
15	51,500	39,750	42,700	60,500	61,000	61,500	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
16	52,000	39,750	42,700	61,000	61,500	62,000	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
17	52,500	39,750	42,700	61,500	62,000	62,500	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
18	53,000	39,750	42,700	62,000	62,500	63,000	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
19	53,500	39,750	42,700	62,500	63,000	63,500	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
20	54,000	39,750	42,700	63,000	63,500	64,000	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
21	54,500	39,750	42,700	63,500	64,000	64,500	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
22	55,000	39,750	42,700	64,000	64,500	65,000	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
23	55,500	39,750	42,700	64,500	65,000	65,500	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
24	56,000	39,750	42,700	65,000	65,500	66,000	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step
25L	56,500	39,750	42,700	66,000	66,500	67,000	1,000	2,000	1,000	7,500	$1,000 (SLT)/ $2,000 (VAM) plus STEP	STEP	STEP	Frozen Step

OCCUPATIONAL/PHYSICAL THERAPISTS AND NURSE PRACTITIONERS

Step	OT/PT (183 days)	Nurse Practitioner (183 days)
00	$ 59,500	$ 73,500
1	60,000	74,000
2	60,500	74,500
3	61,000	75,000
4	61,500	75,500
5	62,000	76,000
6	62,500	76,500
7	63,000	77,000
8	63,500	77,500
9	64,000	78,000
10	64,500	78,500

SCHOOL CLERICAL

Step	School Based Clerical			Paraprofessionals		Account Clerk		Educational Interpreter	
	General Clerk/ SBHC Medical Assistant/ SBHC Receptionist (193 days)	Assistant High School Secretary (211 days)	School Secretary (211 days)	Non Highly Qualified (183 days)	Highly Qualified (183 days)	Elem/ Middle (211 days)	High School (211 days)	Level 1 (183 days)	Level 2 (183 days)
0	$ 22,872	$ 24,805	$ 28,650	$ 21,865	$ 23,650	$ 27,650	$ 28,350	$ 25,650	$ 35,650
1	23,055	25,005	28,925	22,320	24,125	27,900	28,600	26,150	36,150
2	23,238	25,205	29,200	22,775	24,600	28,150	28,850	26,650	36,650
3	23,421	25,405	29,475	23,230	25,075	28,400	29,100	27,150	37,150
4	23,604	25,605	29,750	23,685	25,550	28,650	29,350	27,650	37,650
5	23,787	25,805	30,025	24,140	26,025	28,900	29,600	28,150	38,150
6	23,970	26,005	30,300	24,595	26,500	29,150	29,850	28,650	38,650
7	24,153	26,205	30,575	25,050	26,975	29,400	30,100	29,150	39,150
8	24,336	26,405	30,850	25,505	27,450	29,650	30,350	29,650	39,650
9	24,519	26,605	31,125	25,960	27,925	29,900	30,600	30,150	40,150
10	24,702	26,805	31,400	26,415	28,400	30,150	30,850	30,650	40,650

CENTRAL OFFICE CLERICAL

	Administrative Assistant (211 days)	Technician-11 month (211 days)	Technician-12 month (233 days)	Office Manager or Budget Analyst (211 days)	Executive Assistant (211 days)	Specialist (211 days)
0	$ 27,650	$ 28,650	$ 31,637	$ 37,650	$ 46,650	$ 47,650
1	28,150	29,150	32,189	38,150	47,150	48,150
2	28,650	29,650	32,741	38,650	47,650	48,650
3	29,150	30,150	33,293	39,150	48,150	49,150
4	29,650	30,650	33,846	39,650	48,650	49,650
5	30,150	31,150	34,398	40,150	49,150	50,150
6	30,650	31,650	34,950	40,650	49,650	50,650
7	31,150	32,150	35,502	41,150	50,150	51,150
8	31,650	32,650	36,054	41,650	50,650	51,650
9	32,150	33,150	36,606	42,150	51,150	52,150
10	32,650	33,650	37,158	42,650	51,650	52,650

CHILD NUTRITION

Step	4 Hour (181 days)	6 Hour (181 days)	7 Hour (181 days)	Assistant Manager (181 days)	Manager Level 1 (181 days)	Manager Level 2 (181 days)	Manager Level 3 (181 days)	Area Manager (211 days)
00	$12,381	$18,563	$21,655	$ 21,975	$ 23,240	$ 25,140	$ 28,245	$33,650
1	12,495	18,734	21,855	22,175	23,440	25,340	28,445	33,850
2	12,609	18,905	22,055	22,375	23,640	25,540	28,645	34,050
3	12,723	19,076	22,255	22,575	23,840	25,740	28,845	34,250
4	12,837	19,247	22,455	22,775	24,040	25,940	29,045	34,450
5	12,951	19,418	22,655	22,975	24,240	26,140	29,245	34,650
6	13,065	19,589	22,855	23,175	24,440	26,340	29,445	34,850
7	13,179	19,760	23,055	23,375	24,640	26,540	29,645	35,050
8	13,293	19,931	23,255	23,575	24,840	26,740	29,845	35,250
9	13,407	20,102	23,455	23,775	25,040	26,940	30,045	35,450
10	13,521	20,273	23,655	23,975	25,240	27,140	30,245	35,650

CUSTODIAL

Step	4 Hour Helper (193 days)	6 Hour Helper (211 days)	8 Hour Helper (211 days)	Assistant Custodian (211 days)	Plant Manager Level 1 (211 days)	Plant Manager Level 2 (211 days)	Plant Manager Level 3 (211 days)
00	$ 12,795	$ 20,981	$ 27,970	$ 28,395	$ 32,815	$ 33,235	$ 34,500
1	12,841	21,056	28,070	28,520	33,040	33,460	34,725
2	12,887	21,131	28,170	28,645	33,265	33,685	34,950
3	12,933	21,206	28,270	28,770	33,490	33,910	35,175
4	12,979	21,281	28,370	28,895	33,715	34,135	35,400
5	13,025	21,356	28,470	29,020	33,940	34,360	35,625
6	13,071	21,431	28,570	29,145	34,165	34,585	35,850
7	13,117	21,506	28,670	29,270	34,390	34,810	36,075
8	13,163	21,581	28,770	29,395	34,615	35,035	36,300
9	13,209	21,656	28,870	29,520	34,840	35,260	36,525
10	13,255	21,731	28,970	29,645	35,065	35,485	36,750

CROSSING GUARDS AND SCHOOL MONITORS

Step	Elem Middle Crossing Guard 1.0 Hrs (175 days*)	Elem Middle Crossing Guard 2.0 Hrs (175 days*)	2.0 Hr Monitor (183 days)	3.0 Hr Monitor (183 days)	4.0 Hr Monitor (183 days)
00	$ 3,123	$ 6,247	$ 6,493	$ 9,739	$ 12,986

* Days vary based on Student Calendar. Salary is reflective of the hourly rates for 175 working days.

TRANSPORTATION

Step	Bus Driver Base (180 days)	Bus Driver Operational (176 days)	Bus Para Special Needs (PTSP) or 3 hour bus attendant (180 days)	5 Hour Bus Attendant (180 days)
00	$ 26,150	$ 9,630	$ 9,690	$ 16,150
1	26,550	9,630		
2	26,950	9,630		
3	27,350	9,630		
4	27,750	9,630		
5	28,150	9,630		
6	28,550	9,630		
7	28,950	9,630		
8	29,350	9,630		
9	29,750	9,630		
10	30,150	9,630		
11	30,550	9,630		
12	30,950	9,630		
13	31,350	9,630		
14	31,750	9,630		
15	32,150	9,630		
16	32,550	9,630		
17	32,950	9,630		
18	33,350	7,050		
19	33,750	7,050		
20	34,150	7,050		
21	34,550	7,050		
22	34,950	7,050		
23	35,350	7,050		
24	35,750	7,050		
25	36,150	7,050		
26	36,550	7,050		
27	36,950	7,050		
28	37,350	7,050		
29	37,750	7,050		
30	38,150	7,050		

OPERATIONS

Step	Van/Truck Driver (211 days)	Foreman/Maint Mechanic (211 days)	Project Manager (211 days)	Computer Repair Technician (211 days)
00	$ 31,380	$ 42,650	$ 68,950	$ 36,650
1	31,880	43,150	69,450	37,150
2	32,380	43,650	69,950	37,650
3	32,880	44,150	70,450	38,150
4	33,380	44,650	70,950	38,650
5	33,880	45,150	71,450	39,150
6	34,380	45,650	71,950	39,650
7	34,880	46,150	72,450	40,150
8	35,380	46,650	72,950	40,650
9	35,880	47,150	73,450	41,150
10	36,380	47,650	73,950	41,650

OTHER

Position Title	Ratio to Teacher Pay Scale
Elementary Dean of Students	1.05
Middle Dean of Students	1.10
K-8 Dean of Students	1.10
Alternative Dean of Students	1.10
High Dean of Students	1.15
Elementary Assistant Principal	1.20
Middle Assistant Principal	1.25
K-8 Assistant Principal	1.25
Alternative Assistant Principal	1.25
High Assistant Principal	1.35
Elementary Principal	1.55
Middle Principal	1.65
K-8 Principal	1.65
Alternative Principal	1.65
High Principal	1.75
K-12 Principal	1.75
Coordinator	1.20
Executive Master Teacher	1.25
Director	1.45
Executive Director	1.65
Executive Director School Support	2.00
Chief	2.25

Chiefs can be assigned an additional multiplier ranging from .01 to .20 for responsibilities as determined by the Superintendent.
JROTC instructors will be paid the applicable teacher daily rate of pay times 193 days or MIP, whichever is greater.
High School/Middle School Guidance Counselors will be paid the applicable teacher daily rate of pay times 193 days.

Principals who are rated effective proficient or higher under the Louisiana Evaluation System leader evaluation will also be eligible to receive a performance pay based stipend valued at $2,000. In addition, Principal mentors are also eligible for a $2,000 stipend if all requirements are fulfilled.

OTHER

ADJUNCT RETIRED TEACHER PAY

A daily rate of pay is available to retired teachers who desire to return to the classroom in a part-time position. The District and the retired teacher will have a consultation to ensure compliance with TRSL guidelines. The requirements of this position are outlined in the job description.

Length of Class	Daily Rate
45 minutes	$41.25
60 minutes	$55.00
90 minutes	$82.50
120 minutes	$110.00

If the length of the class is not defined above, then the following formula should be used:

Daily Rate = $55.00 x (Number of Daily Class Minutes divided by 60 minutes)

ACT 311 OF THE 2024 REGULAR SESSION OF THE LA LEGISLATURE

For certified personnel, the salaries provided in the salary schedules shall be considered compensation for work performed by each employee which relate to his/her prescribed duties and responsibilities, as identified and described in the employee' s job description(s). Additional compensation shall be provided as follows:

1. In addition to all other compensation to which a teacher is entitled, any teacher who is not afforded the minimum uninterrupted planning time required by R.S. 17:434(A) shall be compensated at the effective hourly rate of that teacher for each hour of planning time.

2. Any employee in a certified position who performs approved work beyond the scope of their prescribed duties and responsibilities in their job description and for which prior approval has been obtained from their direct supervisor shall be paid at the rate required by La. R.S. 17:418.

Any work to be performed outside of an employee's job duties and responsibilities shall require the employee to:

a) Submit a written description of the services to be performed and the estimated time to complete the task, which shall be submitted to the employee's immediate supervisor prior to commencing such services;

b) Obtain the prior written approval of the employee's immediate supervisor; AND

c) Obtain supplemental, written authority from the employee's immediate supervisor before exceeding the initial estimated time for performing such services.

d) Such employee shall submit a completed Supplemental Compensation Application Form reflecting the supervisor pre-approval and services actually provided and the time spent for each item, rounded to the nearest quarter of an hour, within five (5) workdays of performing such services to their timekeeper. The timekeeper, with prior pre and post approvals, shall enter the time in the digital timekeeping system under the "Extra Pay and Counter Adjustment" tab using the appropriate codes and guidance from the Payroll Department.

3. All nonexempt employees shall be compensated for overtime work in accordance with the Fair Labor Standards Act, 29 U.S.C. 201. If individuals are employed in one capacity but voluntarily work part-time in a different capacity on an occasional or sporadic basis, the hours logged in the secondary voluntary capacity shall not be counted as hours worked for overtime purposes in accordance with JPS Compensation Guidelines/Overtime policy (GBAA).

STIPENDS

TARGET CONTENT

1. An additional stipend would be awarded for the critical shortage areas of Special Education (All grade levels), Math (grades 6-12), Physics, Chemistry and English Second Language (ESL) (All grade levels). Subject to change based on critical shortage areas.
2. Leave without pay days will reduce the number of days worked
3. The total stipend amount of $1,000 will be paid in two equal installments based on the following requirements:

   If the following requirements are met a $500 stipend will be paid on or around December 15:
   a. The teacher must hold a Louisiana Level 1+ Teaching Certificate or Out of State Certification in content area
   b. If on a block schedule, the teacher must teach 6 courses in content area or if on a 7 period schedule, the teacher must teach 5 courses in content area.
   c. The teacher is an employee as of October 1

   If the following requirements are met a $500 stipend will be paid on or around June 30:
   a. The teacher must hold a Louisiana Level 1+ Teaching Certificate or Out of State Certification in content area
   b. If on a block schedule, the teacher must teach 6 courses in content area or if on a 7 period schedule, the teacher must teach 5 courses in content area.
   c. The teacher is employee of the last day of school.
4. If a teacher was receiving the Certified Special Education Teachers Extra Compensation stipend on or before June 30, 2019, then the teacher is grandfathered into earning this stipend. If the employee is grandfathered onto that scale, then the employee will not also receive the target content stipend. This scale is as follows and is paid out as part of their regular paychecks.

Years of Experience	Bachelor	Masters	Masters+30	Specialist	PhD/EdD
0	$1,000.00	$1,000.00	$1,000.00	$1,000.00	$1,000.00
1	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
2	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
3	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
4	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
5	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
6	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
7	1,000.00	1,000.00	1,000.00	1,000.00	1,024.80
8	1,000.00	1,000.00	1,000.00	1,013.70	1,058.00
9	1,000.00	1,000.00	1,019.30	1,052.50	1,091.30
10	1,000.00	1,024.80	1,058.00	1,091.30	1,124.60
11	1,000.00	1,058.00	1,096.90	1,130.00	1,157.80
12	1,000.00	1,058.00	1,135.60	1,168.80	1,191.00
13	1,000.00	1,058.00	1,135.60	1,168.80	1,191.00

STIPENDS

TARGET SCHOOLS

1. A school that has an economically disadvantaged percentage of 90% or more, the ELL population is 30% or more, or the Grand Isle School. If the School meets all eligibility requirements, the stipend will only be paid once.
2. Target school principals have autonomy with approximately $30,000 +/- (depending on school size) for employee stipends. Each target school will be eligible to submit an application for a target school grant program. The program will consist of remediation and extension opportunities for students. The opportunities will be driven by school need and will vary. Examples of program components would be options such as after-school tutoring, summer programs, and weekend options to be facilitated by school staff or reliable service partners. Proposals will be evaluated by district personnel and approved by the superintendent.
3. If a teacher was teaching at Strehle Community prior to June 30, 2019, they are grandfathered into receiving a $1,500 annual stipend. This stipend is paid out as part of their regular paychecks.
4. If a teacher was teaching at Douglass Community School prior to June 30, 2019, they are grandfathered into receiving a $1,200 annual stipend. This stipend is paid out as part of their regular paychecks.

TARGET SCHOOLS- HIRING INCENTIVE

1. A school that has an economically disadvantaged percentage of 90% or more OR the ELL population is 30% or more. If the School meets both eligibility requirements, the stipend will not be doubled.
2. Eligible teachers will receive a $2,000 stipend for those teachers who agree to teach at a school that is deemed to a targeted school.

   If the following requirements are met a $1,000 stipend will be paid on or around December 15:
   a. The teacher is an employee as of October 1

   If the following requirements are met a $1,000 stipend will be paid on or around on or around June 30:
   a. The teacher is employee as of the last day of school

TEACHER LEADERS

1. If the teacher completes the duties in accordance with the predetermined agreement, the stipend will be paid in two equal parts in December ($500) and June ($500).

TEACHER PERFORMANCE BASED PAY

The following criteria will used starting for the 2024-25 school year performance with an expected pay date around December 2025.

1. Performance stipends will be paid in the school year that follows the Louisiana Evaluation System overall evaluation results from the previous school year. Such supplements shall be considered earned in the fiscal year when they are paid. Like all stipends, employee and employer contributions and withholdings will be withheld on the performance stipends and/or transmitted to the various state retirement systems.
2. Contracted teachers, substitute teachers, school based administrators, central office employees, and appraisal team workers are not eligible for teacher performance supplements.
3. The stipend is valued at $2,000 for VAM or $1,000 for SLTs and will only be paid to those who scored an Exemplary rating.

STIPENDS

PRINCIPAL PERFORMANCE BASED PAY

The following criteria will used starting for the 2024-25 school year performance with an expected pay date around December 2025.

1. Performance stipends will be paid in the school year that follows the Louisiana Evaluation System leader overall evaluation results from the previous school year. Such supplements shall be considered earned in the fiscal year when they are paid. Like all stipends, employee and employer contributions and withholdings will be withheld on the performance stipends and/or transmitted to the various state retirement systems.
2. The stipend is valued at $2,000 and will only be paid to those who scored a rating of Proficient or higher.

PRINCIPAL MENTORS

1. If the Principal completes the duties in accordance with the predetermined agreement, the stipend will be paid in two equal parts in December ($1,000) and June ($1,000).

PERFECT ATTENDANCE

1. Teachers who have perfect attendance over a full semester shall be afforded one of the following options. Perfect attendance is defined as no absences being charged against a teacher's sick and/or emergency leave account.
    a. $250 stipend or
    b. $250 in supplies. Equipment/supplies purchased with these funds become the property of JPS. The equipment/supplies must be procured through the school following proper procurement procedures. If the teacher transfers to another JPS direct run school, the equipment/supplies may also be transferred.

PROFESSIONAL IMPROVEMENT PROGRAM (PIP)

1. Full- Time teachers who were receiving the PIP salary supplement prior to the 1989-1990 school year, shall continue to receive this salary supplement but shall not be increased. Once the employee is no longer compensated on the teacher pay scale then the teacher shall no longer receive such benefit. If a teacher comes from another school district and was receiving PIP in the other school district, JPS will continue to compensate PIP, pending confirmation from LDOE. This stipend is paid out as part of their regular paychecks.

NATIONAL BOARD CERTIFIED- TEACHERS AND COUNSELORS

1. Teachers and school counselors who were national board certified, prior to July 1, 2013 are grandfathered into this opportunity and shall continue to receive a $7,500 stipend as long as they hold the following:
    a. Teachers: Valid/current National Board for Professional Teaching Standards Certificate. Any new hire or re-hire, that holds a current National Board for Professional Teaching Standards Certificate that was issued prior to July 1, 2013 and holds a valid/current regular Louisiana Teaching Certificate would be eligible to receive $5,000.
    b. School Counselors: Valid/current National Certified School Counselor credential issued by the National Board for Certified Counselors. Any newly hired or re-hire School Counselor, that holds a current National Certified School Counselor Certificate that was issued prior to July 1, 2013 and holds a valid/current Louisiana counseling credential would be eligible to receive $5,000.
2. This stipend is paid out as part of their regular paychecks.
3. If the national board certified becomes a school-based administrator or instructional coordinator, then the stipend will be valued at $5,000 per year.

STIPENDS

ONE TIME STIPENDS FOR FY 2025-26: 2025 LEGISLATIVE SESSION CERTIFICATED AND SUPPORT STAFF STIPENDS

1. A one-time, nonrecurring stipend will be provided to all eligible employees during the 2025-26 school year based on the following:
    a. If you were employed on October 1, 2025 and October 17, 2025 then you will receive your stipend on or before November 7, 2025
2. Eligible employees will receive a stipend of $2,000 or $1,000 depending on the following criteria:
    a. $2,000 for certificated staff which is defined as: All employees on the teacher pay scale (certified or non-certified), ROTC, OT/PTs, Nurse Practitioners, Central Office Specialists, Project Managers and all employees whose position is a multiplier of the teacher pay scale. A part time teacher-based position will receive a stipend in the amount of $1,000 (examples: part time nurse, social workers, speech pathologist)
    b. $1,000 for support staff is any position that is not defined as a certificated staff. Examples: paraprofessionals, bus driver, bus attendant, school clerical, monitors, child nutrition, custodial, central office clerical, crossing guards, truck/van drivers, maintenance foreman, and technical support technicians.
3. In addition, contractors, temporary employees, substitute employees, coaches, adjunct teachers or special program employees such as driver's education or child care are not eligible for the stipend. If an employee holds more than one position, the stipend will be received once for the position of the greater value. If an employee has changed positions, the stipend amount will be paid based on the position as of October 17, 2025.

ONE TIME STIPENDS FOR FY 2025-26: 2025 LEGISLATIVE SESSION PAY DIFFERENTIALS

1. To assist with addressing unique market needs in the recruitment and retention of classroom teachers, JPS will be offering a $700 stipend to those eligible classroom teachers who teach full time in the critical shortage areas defined by the Louisiana Department of Education (Math 6-12, Science 6-12, Special Education K-12).
2. For the purpose of this stipend, the full-time classroom teacher does not need to certified in the content area. The teacher must teach all periods of the school day (less their planning period) in the critical shortage areas.
3. Eligible classroom teachers will receive a $700 stipend if they were employed on February 2, 2026 and the last day of school. This stipend will be paid on or around June 30, 2026.
4. The Superintendent has discretion to increase this stipend amount in order to fully spend the funds provided by the State.

EXTRA-CURRICULAR SPONSORS

A. The following salary schedule shall be in effect for the 2025-26 school year:

21st Century- Site Coordinator	$40/hour
21st Century- Teacher	$35/hour
21st Century- Para	$20/hour
21st Century- Non-Exempt Classification	Employee hourly rate plus $5.00 per hour
504 Coordinators- Kindergarten or special school	$250/semester
504 Coordinators- School without an Assistant Principal	$400/semester
504 Coordinators- School with one (1) Assistant Principal	$500/semester
504 Coordinators- School with more than one (1+) Assistant Principal	$600/semester
Activity Coordinator/Student Council	$1,200/year
Academic Games (Math, English, and Social Studies)	$450/year
Community Programs- Before/After Care Program- Director- Certified	$26/hour
Community Programs- Before/After Care Program- Director- Non-Certified	$19/hour

STIPENDS

Community Programs- Before/After Care Program- Account Clerk- Certified	$21/hour
Community Programs- Before/After Care Program- Account Clerk- Non-Certified	$15/hour
Community Programs- Before/After Care Program- Assistant- Certified	$19/hour
Community Programs- Before/After Care Program- Assistant- Non Certified	$14/hour
Community Programs- Before/After Care Program- Assistant- Non JPS Employee	$13/hour
Community Programs- Before/After Care Program- Special Education Counselor	$15/hour
Community Programs- Driver's Education- Instructor	$25/hour
Community Programs- Summer Camp- Director- Classroom Teacher	$18/hour
Community Programs- Summer Camp- Director- Non-classroom Teacher	$13.50/hour
Community Programs- Summer Camp- Account Clerk	$11/hour
Community Programs- Summer Camp- Counselor	$10/hour
Community Programs- Summer Camp- Junior Counselor	$9/hour
Community Programs- Summer Camp- Special Education Counselor	$15/hour
Department Head- 5 or more teachers in department/grade level	$150/semester
Department Head- Every teacher after 5 (not to exceed $375/sem)	$15/teacher/semester
Family Engagement - Outside School Hours- Teachers	$35/hour
Family Engagement - Outside School Hours- Non-Exempt Classification	$20/hour
Foreign Teacher Stipend	(Note 1)
Gifted and Talented Theatre Stipend (with certain criteria met)	$1,200/year
Hearing Impaired Interpreters (with students after hours)	$20/hour
Parent and Family Engagement Contact (Title I Schools only)	$500/semester
PBIS Facilitators	$400/semester
Professional Development - Outside School Hours- Teachers/Deans (specific to their role)	$35/hour
Professional Development - Outside School Hours- Non-Exempt Classification (specific to their role)	$20/hour
Resident Mentor Stipend	(Note 1)
Summer Bridge Site Coordinator Planning Stipend	$1,500
Summer Bridge (or any other academic intercession programs)- Site Coordinators/Deans	$40/hour
Summer Bridge (or any other academic intercession programs)- Teacher Based	$35/hour
Summer Bridge (or any other academic intercession programs)- Para	$20/hour
Summer Bridge (or any other academic intercession programs)- Non-Exempt Classification	Employee hourly rate plus $5.00 per hour
TAP Mentor Teacher (Transformation network only)	$2,500/semester
TAP Payouts (Transformation network only)	(Note 2)
Teacher Based- Voluntary- Additional Duties outside of school day	$35/hour
Title I Contact (Title I schools only)	$500/semester
Technology Coordinators	$1,000/year
Transportation- Bus Drivers- Bus Lift (Note 3)	$1,699.43/year
Transportation- Bus Drivers- Special Education	$547.33/year
Transportation- Bus Drivers- Community Skills Supplement	(Note 4)
Transportation- Over-the-Mileage Supplement	(Note 5)
Transportation- Shuttle Supplement- Mid Day (Note 6)	$45 roundtrip
Transportation- Tutoring and other Academic Programs- Weekday- Bus Drivers	$135 round trip
Transportation- Tutoring and other Academic Programs- Weekday- Bus Drivers (one way)	$90 one way

STIPENDS

Transportation- Tutoring and other Academic Programs- Weekday- Bus Attendant (one way is half)	$50 round trip
Transportation- Tutoring and Other Academic Programs- Weekend- Bus Drivers (one way is half)	$180 round trip
Transportation- Tutoring and Other Academic Programs- Weekend- Bus Attendant (one way is half)	$50 round trip
Transportation- Activity Trip	(Note 7)
Tutoring - Outside School Hours - Teacher	$35/hour
Tutoring - Outside School Hours - Para	$20/hour
School Webmaster Stipend (with certain criteria met)	$750/year

Note 1- This amount and eligibility will be determined by Louisiana Department of Education (LDOE).
Note 2- This amount is calculated based on performance.
Note 3- If receiving this stipend then you will not also receive the Bus Driver Special Education stipend.
Note 4- One trip per day $85. 2 trips per day is $115. Driver reports to schools and was not notified that the trip was cancelled prior to reporting $25.
Note 5- This is calculated on a case by case basis by the Transportation Department using mileage data.
Note 6- Standard Rate is $45 roundtrip. However, in the Lafitte area, the rate is $60 roundtrip.
Note 7- This amount will be calculated using the "JPS Extra-Curricular Trip Policy"

B. Coaches, band directors, and athletic directors shall be in effect for the 2025-26 school year:

Years Exp	I	II	III	IV	V	VI	VII
0	$5,855	$ 4,155	$ 3,935	$2,445	$1,830	$1,220	$980
1	6,080	4,380	4,160	2,670	1,945	1,335	1,095
2	6,305	4,605	4,385	2,895	2,060	1,450	1,210
3	6,530	4,830	4,610	3,120	2,175	1,565	1,325
4	6,755	5,055	4,835	3,345	2,290	1,680	1,440
5	6,980	5,280	5,060	3,570	2,405	1,795	1,555
6	7,205	5,505	5,285	3,795	2,520	1,910	1,670
7	7,430	5,730	5,510	4,020	2,635	2,025	1,785
8	7,655	5,955	5,735	4,245	2,750	2,140	1,900
9	7,880	6,180	5,960	4,470	2,865	2,255	2,015
10	8,105	6,405	6,185	4,695	2,980	2,370	2,130

HIGH SCHOOL

Athletic Director	II	Gymnastics *	VI
Band Director	II	Indoor Track	VII
Baseball, Assistant	IV	Softball, Head	II
Baseball, Head	II	Softball, JV	IV
Basketball, Assistant/JV	IV	Soccer	II
Basketball, Head	II	Swimming*	VI
Bowling*	VII	Tennis*	VI

STIPENDS

Cheerleading	IV
Cross Country	VII
Dance	IV
First Responder	II
Flag	IV
Football, Assistant	III
Football, Freshman	IV
Football, Head	I
Football, JV Head	III
Golf*	VII
Track, Assistant	IV
Track, Head	II
Track, JV	IV
Trainer (certified)	(+$400/yr) II
Volleyball, Head	II
Volleyball, JV	IV
Wrestling, Assistant	IV
Wrestling, Head	II
Special Olympics	VI

MIDDLE SCHOOL

Athletic Director	V
After School PE	VI
Band Director (includes PK-8)	IV
Baseball	V
Basketball	V
Football, Assistant	V
Football, Head	IV
Softball	V
Tennis*	VII
Track	V
Volleyball	V
Wrestling	V
Special Olympics	VI

* Not currently covered by JPS. However, if JPS reinstates any or all of these sports, they will be reinstated at the rates reflected.