TANGIPAHOA PARISH
SCHOOL SYSTEM
EST. 1896

2026 – 2027

SALARY SCHEDULE

Melissa M. Stilley, Superintendent

Tangipahoa Parish School System
59656 Puleston Road
Amite, Louisiana 70422

Adopted 06/02/26

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Effectiveness Stipends

The Tangipahoa Parish School System's effectiveness stipends are designed to recognize and reward employees whose performance exemplifies the district's commitment to excellence. These stipends directly align with the 2025-2029 Strategic Plan by supporting our "Three Big Rocks": Improving Student Attendance, Positive School Culture, and Core Instruction & Interventions.

By incentivizing professional excellence, these stipends drive Excellence in Teaching and Learning (Priority 1) through a focus on core instruction. They foster a Positive and Supportive Culture (Priority 2) that encourages student engagement and attendance. Furthermore, they strengthen our system of Talent Management (Priority 3) by enabling employees to do their best work in support of these goals. Reflecting intentional Resource Allocation (Priority 4), a commitment to Shared Values (Priority 5), and Transparent Decision-Making (Priority 6), these stipends ensure we move forward with a shared purpose to deliver excellence for every child in every school, every day.

PRINCIPAL'S Annual Performance Stipend: Principals will receive a performance stipend based upon their school's SPS increase year over year. One percent per point increase (see details on page 13 - Principal)

TEACHER'S Annual Effectiveness Stipend:

	Exemplary	Highly Effective*	Proficient	Emerging
Core	**$3,000**	**$2,000**	**$1,000**	**$500**
Industry Based Credentials	**$1,500**	**$1,000**	**$500**	**$250**
Non-Core with a SLT related to a core area	**$1,000**	**$750**	**$375**	**$187**
Non-Core	**$750**	**$500**	**$250**	**$125**

***Beginning in SY 26/27:**

1. **Exemplary Certified Teachers** will receive an additional step increase (total of two) (see details on pages 27-29 Certified Teacher Compensation Plan.)
2. **Exemplary Non-certified, Practitioner's License, or Out of State Licensed teachers** will be placed on the Certified Teacher/Exemplary pay scale and will receive a step each year that they are "exemplary" in a core area. (see details on pages 27-29 - Certified Teacher Compensation Plan)

COACH'S Playoff Compensation: Coaches with a team that reaches and competes in the playoffs shall receive additional pay-per round & for winning a State Championship (See details on page 16 - Athletic Stipends.)

TRANSPORTATION TEAM Perfect Attendance & Safety Stipends: Bus Drivers ($300) & Bus Attendants ($125) will receive stipends for monthly for perfect attendance and Bus Drivers may receive $500 per semester for meeting safety requirements. (details on page 21 – Transportation)

CUSTODIAN'S Cleanliness Stipends: Custodians ($250) and Head Custodians ($500) are eligible to receive cleanliness stipends each nine weeks. (see details on page 5 – Custodians)

Attendance Incentive – Instructional Employees, Bus Drivers or Cafeteria workers may be paid $75 per day for unused sick days accrued during the year.

Differentiated Teacher Pay

Based on available state or local funding, the Superintendent may approve differentiated pay for hard to staff schools in the district. Hard to Staff Schools are defined as schools with high concentrations of economically disadvantaged students that are also identified as an under performing/low performing school.

TANGIPAHOA PARISH SCHOOL BOARD

Teacher Salary Schedule

	Non-Certified Days per Year 181			Certified or Exemplary Bachelor Days per Year 181			Certified or Exemplary Masters Days per Year 181			Certified or Exemplary Masters + 30 Days per Year 181			Certified or Exemplary Educational Specialist Days per Year 181			Certified or Exemplary PhD/EdD Days per Year 181		
STEPS	**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	$ 44,014	$500	$44,514	$ 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	$ 44,484	$500	$44,984	$ 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
31				$ 62,829	$500	$ 63,329	$ 64,605	$500	$ 65,105	$ 66,280	$500	$ 66,780	$ 67,497	$500	$ 67,997	$ 69,019	$500	$ 69,519
32				$ 63,442	$500	$ 63,942	$ 65,217	$500	$ 65,717	$ 66,892	$500	$ 67,392	$ 68,109	$500	$ 68,609	$ 69,631	$500	$ 70,131

* - 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

School Paraprofessionals, School Secretarys, & LPNs

	Basic Paraprofessionals*** Days per Year 179			Highly Qualified ParaPro+ Certified*** Days per Year 179			School Secretary (9 - Month) Days per Year 179			School Secretary (10 - Month) ANNUAL			School Secretary ** (11 - Month) Days per Year 219			Licensed Practical Nurse (LPN) Days per Year 179		
	Grade 3 NC			Grade 5 NC			Grade 5 NC			Grade 5 NC			Grade 5 NC			Grade 7 NC		
STEPS	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	$ 21,757	$ 500	$ 22,257	$ 21,757	$ 500	$ 22,257	$ 24,174	$ 500	$ 24,674	$ 26,591	$ 500	$ 27,091	$ 26,185	$ 500	$ 26,685
2	$ 19,711	$ 500	$ 20,211	$ 21,870	$ 500	$ 22,370	$ 21,870	$ 500	$ 22,370	$ 24,300	$ 500	$ 24,800	$ 26,730	$ 500	$ 27,230	$ 26,301	$ 500	$ 26,801
3	$ 19,809	$ 500	$ 20,309	$ 21,985	$ 500	$ 22,485	$ 21,985	$ 500	$ 22,485	$ 24,428	$ 500	$ 24,928	$ 26,870	$ 500	$ 27,370	$ 26,418	$ 500	$ 26,918
4	$ 19,908	$ 500	$ 20,408	$ 22,099	$ 500	$ 22,599	$ 22,099	$ 500	$ 22,599	$ 24,554	$ 500	$ 25,054	$ 27,009	$ 500	$ 27,509	$ 26,534	$ 500	$ 27,034
5	$ 20,208	$ 500	$ 20,708	$ 22,448	$ 500	$ 22,948	$ 22,448	$ 500	$ 22,948	$ 24,942	$ 500	$ 25,442	$ 27,436	$ 500	$ 27,936	$ 26,890	$ 500	$ 27,390
6	$ 20,514	$ 500	$ 21,014	$ 22,802	$ 500	$ 23,302	$ 22,802	$ 500	$ 23,302	$ 25,335	$ 500	$ 25,835	$ 27,869	$ 500	$ 28,369	$ 27,251	$ 500	$ 27,751
7	$ 20,826	$ 500	$ 21,326	$ 23,165	$ 500	$ 23,665	$ 23,165	$ 500	$ 23,665	$ 25,739	$ 500	$ 26,239	$ 28,313	$ 500	$ 28,813	$ 27,622	$ 500	$ 28,122
8	$ 21,144	$ 500	$ 21,644	$ 23,536	$ 500	$ 24,036	$ 23,536	$ 500	$ 24,036	$ 26,150	$ 500	$ 26,650	$ 28,766	$ 500	$ 29,266	$ 28,000	$ 500	$ 28,500
9	$ 21,469	$ 500	$ 21,969	$ 23,912	$ 500	$ 24,412	$ 23,912	$ 500	$ 24,412	$ 26,570	$ 500	$ 27,070	$ 29,226	$ 500	$ 29,726	$ 28,384	$ 500	$ 28,884
10	$ 21,800	$ 500	$ 22,300	$ 24,297	$ 500	$ 24,797	$ 24,297	$ 500	$ 24,797	$ 26,997	$ 500	$ 27,497	$ 29,697	$ 500	$ 30,197	$ 28,776	$ 500	$ 29,276
11	$ 22,138	$ 500	$ 22,638	$ 24,689	$ 500	$ 25,189	$ 24,689	$ 500	$ 25,189	$ 27,431	$ 500	$ 27,931	$ 30,175	$ 500	$ 30,675	$ 29,175	$ 500	$ 29,675
12	$ 22,483	$ 500	$ 22,983	$ 25,090	$ 500	$ 25,590	$ 25,090	$ 500	$ 25,590	$ 27,878	$ 500	$ 28,378	$ 30,665	$ 500	$ 31,165	$ 29,584	$ 500	$ 30,084
13	$ 22,834	$ 500	$ 23,334	$ 25,498	$ 500	$ 25,998	$ 25,498	$ 500	$ 25,998	$ 28,331	$ 500	$ 28,831	$ 31,164	$ 500	$ 31,664	$ 30,000	$ 500	$ 30,500
14	$ 23,194	$ 500	$ 23,694	$ 25,915	$ 500	$ 26,415	$ 25,915	$ 500	$ 26,415	$ 28,795	$ 500	$ 29,295	$ 31,674	$ 500	$ 32,174	$ 30,426	$ 500	$ 30,926
15	$ 23,559	$ 500	$ 24,059	$ 26,339	$ 500	$ 26,839	$ 26,339	$ 500	$ 26,839	$ 29,265	$ 500	$ 29,765	$ 32,193	$ 500	$ 32,693	$ 30,858	$ 500	$ 31,358
16	$ 23,933	$ 500	$ 24,433	$ 26,773	$ 500	$ 27,273	$ 26,773	$ 500	$ 27,273	$ 29,748	$ 500	$ 30,248	$ 32,723	$ 500	$ 33,223	$ 31,300	$ 500	$ 31,800
17	$ 24,312	$ 500	$ 24,812	$ 27,215	$ 500	$ 27,715	$ 27,215	$ 500	$ 27,715	$ 30,239	$ 500	$ 30,739	$ 33,263	$ 500	$ 33,763	$ 31,751	$ 500	$ 32,251
18	$ 24,701	$ 500	$ 25,201	$ 27,666	$ 500	$ 28,166	$ 27,666	$ 500	$ 28,166	$ 30,740	$ 500	$ 31,240	$ 33,814	$ 500	$ 34,314	$ 32,211	$ 500	$ 32,711
19	$ 25,098	$ 500	$ 25,598	$ 28,126	$ 500	$ 28,626	$ 28,126	$ 500	$ 28,626	$ 31,251	$ 500	$ 31,751	$ 34,376	$ 500	$ 34,876	$ 32,680	$ 500	$ 33,180
20	$ 25,502	$ 500	$ 26,002	$ 28,595	$ 500	$ 29,095	$ 28,595	$ 500	$ 29,095	$ 31,772	$ 500	$ 32,272	$ 34,948	$ 500	$ 35,448	$ 33,158	$ 500	$ 33,658
21	$ 25,915	$ 500	$ 26,415	$ 29,074	$ 500	$ 29,574	$ 29,074	$ 500	$ 29,574	$ 32,304	$ 500	$ 32,804	$ 35,534	$ 500	$ 36,034	$ 33,647	$ 500	$ 34,147
22	$ 26,336	$ 500	$ 26,836	$ 29,561	$ 500	$ 30,061	$ 29,561	$ 500	$ 30,061	$ 32,845	$ 500	$ 33,345	$ 36,130	$ 500	$ 36,630	$ 34,143	$ 500	$ 34,643
23	$ 26,720	$ 500	$ 27,220	$ 29,993	$ 500	$ 30,493	$ 29,993	$ 500	$ 30,493	$ 33,325	$ 500	$ 33,825	$ 36,658	$ 500	$ 37,158	$ 34,584	$ 500	$ 35,084
24	$ 27,110	$ 500	$ 27,610	$ 30,431	$ 500	$ 30,931	$ 30,431	$ 500	$ 30,931	$ 33,812	$ 500	$ 34,312	$ 37,194	$ 500	$ 37,694	$ 35,030	$ 500	$ 35,530
25	$ 27,505	$ 500	$ 28,005	$ 30,876	$ 500	$ 31,376	$ 30,876	$ 500	$ 31,376	$ 34,306	$ 500	$ 34,806	$ 37,737	$ 500	$ 38,237	$ 35,482	$ 500	$ 35,982

* - 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

*** - All Paraprofessionals who attend required trainings will be paid an additional $750 per semester.

*** - All ONCE instructors with receiving an evaluation score of 1.90 and above plus 350 hours will receive an effectiveness stipend of $1000 per year.

TANGIPAHOA PARISH SCHOOL BOARD

Custodian Positions

	Custodian+ (11 - Month)			Custodian+ (12 - Month)			Head Custodian+ (<800 Students)			Head Custodian+ (>800 Students)		
	Days per Year 219			Days per Year 239			Days per Year 239			ANNUAL		
	Grade		1 NC	Grade		1 NC	Grade		4 NC	Grade		5 NC
STEPS	ANNUAL			ANNUAL			ANNUAL			ANNUAL		
	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
24	$ 30,249	$ 500	$ 30,749	$ 32,998	$ 500	$ 33,498	$ 42,882	$ 500	$ 43,382	$ 46,541	$ 500	$ 47,041
25	$ 30,677	$ 500	$ 31,177	$ 33,464	$ 500	$ 33,964	$ 43,497	$ 500	$ 43,997	$ 47,211	$ 500	$ 47,711

\+ - 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.

TANGIPAHOA PARISH SCHOOL BOARD

Child Nutrition Program

	Food Service Worker Days per Year 179			Billing Clerk / Cashier Days per Year 179			Production Manager Days per Year 179			Manager (<550 Students) ANNUAL			Manager (>550 Students) Days per Year 189		
	Grade 2 NC			Grade 3 NC			Grade 5 NC			Grade 8 NC			Grade 9 NC		
STEPS	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
24	$ 27,287	$ 500	$ 27,787	$ 29,346	$ 500	$ 29,846	$ 32,737	$ 500	$ 33,237	$ 43,039	$ 500	$ 43,539	$ 45,739	$ 500	$ 46,239
25	$ 27,681	$ 500	$ 28,181	$ 29,765	$ 500	$ 30,265	$ 33,212	$ 500	$ 33,712	$ 43,669	$ 500	$ 44,169	$ 46,409	$ 500	$ 46,909

* - 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

Transportation Operation Positions

	School Bus Attendant			School Bus Driver			Lead Bus Driver (10 - Months)			Safety, Training, & Recruiting Coordinator / Routing & Auditing Coordinator			Area Manager		
	Days per Year 179			Days per Year 179			Days per Year 199			ANNUAL			Days per Year 239		
	Grade			Grade			Grade			Grade 11 C			Grade 14 C		
STEPS	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
24	$ 18,601	$ 500	$ 19,101	$ 27,924	$ 500	$ 28,424	$ 36,198	$ 500	$ 36,698	$ 73,777	$ 500	$ 74,277	$ 83,557	$ 500	$ 84,057
25	$ 18,868	$ 500	$ 19,368	$ 28,331	$ 500	$ 28,831	$ 36,648	$ 500	$ 37,148	$ 74,859	$ 500	$ 75,359	$ 84,787	$ 500	$ 85,287

* - 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

	Mechanic Helper Days per Year 239			Service Mechanic Days per Year 239			Lead Service Mechanic ANNUAL		
	Grade 8 NC			Grade 10 NC			Grade 14 NC		
STEPS	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
24	$ 54,315	$ 500	$ 54,815	$ 61,487	$ 500	$ 61,987	$ 83,557	$ 500	$ 84,057
25	$ 55,118	$ 500	$ 55,618	$ 62,397	$ 500	$ 62,897	$ 84,787	$ 500	$ 85,287

* - 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

	Computer Technician Days per Year 239			Computer Network Analyst Days per Year 239			Computer Professional Days per Year 239			Instructional Technical Facilator ANNUAL		
	Grade 8 C			Grade 9 C			Grade 11 T			Grade 14		
STEPS	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
24	$ 61,023	$ 500	$ 61,523	$ 64,133	$ 500	$ 64,633	$ 73,777	$ 500	$ 74,277	$ 83,557	$ 500	$ 84,057
25	$ 61,915	$ 500	$ 62,415	$ 65,072	$ 500	$ 65,572	$ 74,859	$ 500	$ 75,359	$ 84,787	$ 500	$ 85,287

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TANGIPAHOA PARISH SCHOOL BOARD

Maintenance Department

	Trades Helper Days per Year 239 Grade 6 NC			Skilled Trades Worker Days per Year 239 Grade 8 NC			Licensed Skilled Trades Worker Days per Year 239 Grade 9 NC			Maintenance Foreman Days per Year 239 Grade 10 NC			Maintenance Supervisor Days per Year 239 Grade 17 NC		
STEPS	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	$ 32,953	$ 500	$ 33,453	$ 37,730	$ 500	$ 38,230	$ 40,121	$ 500	$ 40,621	$ 42,510	$ 500	$ 43,010	$ 58,465	$ 500	$ 58,965
2	$ 33,140	$ 500	$ 33,640	$ 37,950	$ 500	$ 38,450	$ 40,355	$ 500	$ 40,855	$ 42,760	$ 500	$ 43,260	$ 58,823	$ 500	$ 59,323
3	$ 33,328	$ 500	$ 33,828	$ 38,168	$ 500	$ 38,668	$ 40,591	$ 500	$ 41,091	$ 43,011	$ 500	$ 43,511	$ 59,182	$ 500	$ 59,682
4	$ 33,515	$ 500	$ 34,015	$ 38,386	$ 500	$ 38,886	$ 40,825	$ 500	$ 41,325	$ 43,262	$ 500	$ 43,762	$ 59,541	$ 500	$ 60,041
5	$ 34,089	$ 500	$ 34,589	$ 39,058	$ 500	$ 39,558	$ 41,544	$ 500	$ 42,044	$ 44,030	$ 500	$ 44,530	$ 60,638	$ 500	$ 61,138
6	$ 34,672	$ 500	$ 35,172	$ 39,742	$ 500	$ 40,242	$ 42,278	$ 500	$ 42,778	$ 44,813	$ 500	$ 45,313	$ 61,758	$ 500	$ 62,258
7	$ 35,269	$ 500	$ 35,769	$ 40,440	$ 500	$ 40,940	$ 43,026	$ 500	$ 43,526	$ 45,612	$ 500	$ 46,112	$ 62,900	$ 500	$ 63,400
8	$ 35,876	$ 500	$ 36,376	$ 41,151	$ 500	$ 41,651	$ 43,789	$ 500	$ 44,289	$ 46,427	$ 500	$ 46,927	$ 64,064	$ 500	$ 64,564
9	$ 36,497	$ 500	$ 36,997	$ 41,877	$ 500	$ 42,377	$ 44,568	$ 500	$ 45,068	$ 47,258	$ 500	$ 47,758	$ 65,251	$ 500	$ 65,751
10	$ 37,130	$ 500	$ 37,630	$ 42,617	$ 500	$ 43,117	$ 45,361	$ 500	$ 45,861	$ 48,107	$ 500	$ 48,607	$ 66,464	$ 500	$ 66,964
11	$ 37,776	$ 500	$ 38,276	$ 43,371	$ 500	$ 43,871	$ 46,170	$ 500	$ 46,670	$ 48,972	$ 500	$ 49,472	$ 67,699	$ 500	$ 68,199
12	$ 38,433	$ 500	$ 38,933	$ 44,141	$ 500	$ 44,641	$ 46,997	$ 500	$ 47,497	$ 49,854	$ 500	$ 50,354	$ 68,961	$ 500	$ 69,461
13	$ 39,106	$ 500	$ 39,606	$ 44,927	$ 500	$ 45,427	$ 47,840	$ 500	$ 48,340	$ 50,754	$ 500	$ 51,254	$ 70,246	$ 500	$ 70,746
14	$ 39,791	$ 500	$ 40,291	$ 45,729	$ 500	$ 46,229	$ 48,699	$ 500	$ 49,199	$ 51,673	$ 500	$ 52,173	$ 71,559	$ 500	$ 72,059
15	$ 40,490	$ 500	$ 40,990	$ 46,546	$ 500	$ 47,046	$ 49,576	$ 500	$ 50,076	$ 52,607	$ 500	$ 53,107	$ 72,896	$ 500	$ 73,396
16	$ 41,202	$ 500	$ 41,702	$ 47,379	$ 500	$ 47,879	$ 50,470	$ 500	$ 50,970	$ 53,563	$ 500	$ 54,063	$ 74,260	$ 500	$ 74,760
17	$ 41,929	$ 500	$ 42,429	$ 48,231	$ 500	$ 48,731	$ 51,382	$ 500	$ 51,882	$ 54,537	$ 500	$ 55,037	$ 75,653	$ 500	$ 76,153
18	$ 42,670	$ 500	$ 43,170	$ 49,099	$ 500	$ 49,599	$ 52,313	$ 500	$ 52,813	$ 55,531	$ 500	$ 56,031	$ 77,072	$ 500	$ 77,572
19	$ 43,427	$ 500	$ 43,927	$ 49,983	$ 500	$ 50,483	$ 53,262	$ 500	$ 53,762	$ 56,544	$ 500	$ 57,044	$ 78,520	$ 500	$ 79,020
20	$ 44,197	$ 500	$ 44,697	$ 50,886	$ 500	$ 51,386	$ 54,230	$ 500	$ 54,730	$ 57,577	$ 500	$ 58,077	$ 79,997	$ 500	$ 80,497
21	$ 44,984	$ 500	$ 45,484	$ 51,806	$ 500	$ 52,306	$ 55,218	$ 500	$ 55,718	$ 58,630	$ 500	$ 59,130	$ 81,503	$ 500	$ 82,003
22	$ 45,787	$ 500	$ 46,287	$ 52,744	$ 500	$ 53,244	$ 56,224	$ 500	$ 56,724	$ 59,705	$ 500	$ 60,205	$ 83,040	$ 500	$ 83,540
23	$ 46,462	$ 500	$ 46,962	$ 53,524	$ 500	$ 54,024	$ 57,056	$ 500	$ 57,556	$ 60,590	$ 500	$ 61,090	$ 84,336	$ 500	$ 84,836
24	$ 47,147	$ 500	$ 47,647	$ 54,315	$ 500	$ 54,815	$ 57,900	$ 500	$ 58,400	$ 61,487	$ 500	$ 61,987	$ 85,652	$ 500	$ 86,152
25	$ 47,842	$ 500	$ 48,342	$ 55,118	$ 500	$ 55,618	$ 58,757	$ 500	$ 59,257	$ 62,397	$ 500	$ 62,897	$ 86,989	$ 500	$ 87,489

* - 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

District Support Staff

	Office Assistant Financial Clerk			Certified Office Assistant ** Certified Financial Clerk **			Specialist, Site Registrar Degreed Office Assistant ** Degreed Financial Clerk **			Admin. Secretary I District Registrar			Admin. Secretary II		
	Days per Year 239			ANNUAL			Days per Year 239			Days per Year 239			Days per Year 239		
	Grade 4 NC			Grade 5 NC			Grade 6 NC			Grade 8 NC			Grade 9 NC		
STEPS	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	$ 28,177	$ 500	$ 28,677	$ 30,565	$ 500	$ 31,065	$ 32,953	$ 500	$ 33,453	$ 37,730	$ 500	$ 38,230	$ 38,610	$ 500	$ 39,110
2	$ 28,333	$ 500	$ 28,833	$ 30,736	$ 500	$ 31,236	$ 33,140	$ 500	$ 33,640	$ 37,950	$ 500	$ 38,450	$ 38,840	$ 500	$ 39,340
3	$ 28,488	$ 500	$ 28,988	$ 30,907	$ 500	$ 31,407	$ 33,328	$ 500	$ 33,828	$ 38,168	$ 500	$ 38,668	$ 39,071	$ 500	$ 39,571
4	$ 28,643	$ 500	$ 29,143	$ 31,079	$ 500	$ 31,579	$ 33,515	$ 500	$ 34,015	$ 38,386	$ 500	$ 38,886	$ 39,301	$ 500	$ 39,801
5	$ 29,119	$ 500	$ 29,619	$ 31,604	$ 500	$ 32,104	$ 34,089	$ 500	$ 34,589	$ 39,058	$ 500	$ 39,558	$ 40,006	$ 500	$ 40,506
6	$ 29,603	$ 500	$ 30,103	$ 32,139	$ 500	$ 32,639	$ 34,672	$ 500	$ 35,172	$ 39,742	$ 500	$ 40,242	$ 40,726	$ 500	$ 41,226
7	$ 30,099	$ 500	$ 30,599	$ 32,684	$ 500	$ 33,184	$ 35,269	$ 500	$ 35,769	$ 40,440	$ 500	$ 40,940	$ 41,459	$ 500	$ 41,959
8	$ 30,604	$ 500	$ 31,104	$ 33,241	$ 500	$ 33,741	$ 35,876	$ 500	$ 36,376	$ 41,151	$ 500	$ 41,651	$ 42,208	$ 500	$ 42,708
9	$ 31,118	$ 500	$ 31,618	$ 33,808	$ 500	$ 34,308	$ 36,497	$ 500	$ 36,997	$ 41,877	$ 500	$ 42,377	$ 42,972	$ 500	$ 43,472
10	$ 31,643	$ 500	$ 32,143	$ 34,388	$ 500	$ 34,888	$ 37,130	$ 500	$ 37,630	$ 42,617	$ 500	$ 43,117	$ 43,751	$ 500	$ 44,251
11	$ 32,179	$ 500	$ 32,679	$ 34,978	$ 500	$ 35,478	$ 37,776	$ 500	$ 38,276	$ 43,371	$ 500	$ 43,871	$ 44,545	$ 500	$ 45,045
12	$ 32,726	$ 500	$ 33,226	$ 35,581	$ 500	$ 36,081	$ 38,433	$ 500	$ 38,933	$ 44,141	$ 500	$ 44,641	$ 45,355	$ 500	$ 45,855
13	$ 33,283	$ 500	$ 33,783	$ 36,195	$ 500	$ 36,695	$ 39,106	$ 500	$ 39,606	$ 44,927	$ 500	$ 45,427	$ 46,182	$ 500	$ 46,682
14	$ 33,850	$ 500	$ 34,350	$ 36,821	$ 500	$ 37,321	$ 39,791	$ 500	$ 40,291	$ 45,729	$ 500	$ 46,229	$ 47,024	$ 500	$ 47,524
15	$ 34,431	$ 500	$ 34,931	$ 37,461	$ 500	$ 37,961	$ 40,490	$ 500	$ 40,990	$ 46,545	$ 500	$ 47,045	$ 47,885	$ 500	$ 48,385
16	$ 35,022	$ 500	$ 35,522	$ 38,112	$ 500	$ 38,612	$ 41,202	$ 500	$ 41,702	$ 47,379	$ 500	$ 47,879	$ 48,762	$ 500	$ 49,262
17	$ 35,625	$ 500	$ 36,125	$ 38,777	$ 500	$ 39,277	$ 41,929	$ 500	$ 42,429	$ 48,231	$ 500	$ 48,731	$ 49,657	$ 500	$ 50,157
18	$ 36,241	$ 500	$ 36,741	$ 39,455	$ 500	$ 39,955	$ 42,670	$ 500	$ 43,170	$ 49,099	$ 500	$ 49,599	$ 50,569	$ 500	$ 51,069
19	$ 36,867	$ 500	$ 37,367	$ 40,148	$ 500	$ 40,648	$ 43,427	$ 500	$ 43,927	$ 49,983	$ 500	$ 50,483	$ 51,501	$ 500	$ 52,001
20	$ 37,506	$ 500	$ 38,006	$ 40,854	$ 500	$ 41,354	$ 44,197	$ 500	$ 44,697	$ 50,886	$ 500	$ 51,386	$ 52,450	$ 500	$ 52,950
21	$ 38,159	$ 500	$ 38,659	$ 41,573	$ 500	$ 42,073	$ 44,984	$ 500	$ 45,484	$ 51,806	$ 500	$ 52,306	$ 53,419	$ 500	$ 53,919
22	$ 38,825	$ 500	$ 39,325	$ 42,307	$ 500	$ 42,807	$ 45,787	$ 500	$ 46,287	$ 52,744	$ 500	$ 53,244	$ 54,406	$ 500	$ 54,906
23	$ 39,396	$ 500	$ 39,896	$ 42,930	$ 500	$ 43,430	$ 46,462	$ 500	$ 46,962	$ 53,487	$ 500	$ 53,987	$ 55,222	$ 500	$ 55,722
24	$ 39,975	$ 500	$ 40,475	$ 43,563	$ 500	$ 44,063	$ 47,147	$ 500	$ 47,647	$ 54,240	$ 500	$ 54,740	$ 56,051	$ 500	$ 56,551
25	$ 40,563	$ 500	$ 41,063	$ 44,204	$ 500	$ 44,704	$ 47,843	$ 500	$ 48,343	$ 55,004	$ 500	$ 55,504	$ 56,891	$ 500	$ 57,391

* - 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.

** - Certification or Degree must be on District approved list and related to the employee's job duties and position.

TANGIPAHOA PARISH SCHOOL BOARD

Certified District Support

	Degreed Professionals+			Sales Tax Audit Manager+			Coordinator+			Supervisor+			Director+			Assistant Superintendent & CFO		
	Days per Year 239			Days per Year 239			Days per Year 239			Days per Year 239			Days per Year 239			Days per Year 239		
	Grade 11 C			Grade 14 C			Grade 16 C			ANNUAL			Grade 19 C			Grade 23 C		
STEPS	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
24	$ 73,777	$ 500	$ 74,277	$ 83,557	$ 500	$ 84,057	$ 85,856	$ 500	$ 86,356	$ 91,716	$ 500	$ 92,216	$ 98,165	$ 500	$ 98,665	$ 120,839	$ 500	$ 121,339
25	$ 74,859	$ 500	$ 75,359	$ 84,787	$ 500	$ 85,287	$ 87,120	$ 500	$ 87,620	$ 93,069	$ 500	$ 93,569	$ 99,614	$ 500	$ 100,114	$ 122,629	$ 500	$ 123,129

\+ - 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.

MFP Enrollment *	Pre-K - 6	7 - 9
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

MFP Enrollment *	10 - 12
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.

Annual Performance Stipend: Principals will receive a performance stipend based upon the SPS if they remained employed by the TPSS when the scores are published. The stipend percentage will be calculated by dividing the increase in SPS (Current SPS - Previous SPS) by 100. The resulting percentage stipend will be paid the following month based upon the prior year principal salary.

All principals will be employed for 40 work days beyond the 181 day school year (221 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:

Grade Categories	Rate
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 181 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. (Except that Assistant Principals may receive a coaching stipend for one sport in addition to their Assistant Principal salary.)

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

MAJOR SPORTS

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 sactioned by the Louisiana High School Althelic Association.

Middle School Stipends

Head Football (1)	7.00%	Asst Football (3)	4.00%
Head Basketball (1) B & G	6.00%	Asst Basketball (1) B & G	4.00%
Head Baseball (1)	6.00%	Asst Baseball (1)	4.00%
Head Softball (1)	6.00%	Asst Softball (1)	4.00%
Head Volleyball (1)	6.00%	Asst Volleyball (1)	4.00%
Head Track Coach (1) B & G	6.00%	Asst Track (1) B & G	4.00%
Head Soccer (1)	6.00%		
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.

Athletic Field Striping

The athletic field striping stipend is $1000 per semester for the person approved to operate the striping robot at each school.

Playoff Compensation

Coaches with a team that reaches and competes 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 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."

	Primary School	Additional Schools
High School		
Head Band Director	10.0%	5.00%
Assistant Band Director	5.0%	2.50%
Junior High/Middle School		
Head Band Director	6.0%	3.00%
Assistant Band Director	3.0%	1.50%

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.

OTHER 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. 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. **Coaching stipends shall be considered full compensation for any time spent related to the club/sport/team.**

Head Cheerleading Coach
Head Dance Team Coach
Head Drill Team Coach/Civil Air Patrol
Head Flag Corp Coach
Head Majorettes Coach
Head Robotics Coach

CDL

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

OTHER SCHOOL STIPENDS

It is the principal's responsibility to determine the academic related activities of greatest merit. Principals should submit their *Report of Academic Salary Supplements* to the Supervisor for their review and collaboration with final approval by the Director of Academics. **Stipends shall be per semester and are considered full compensation for any time spent related to the activity.**

	Amount
Website/Facebook Administrator	$ 750
PBIS Administrator	$ 750
Yearbook Sponsor	$ 750
504/SAT Coordinator	$ 750
Student Council Sponsor	$ 750
Family Engagement Designee	$ 750
Head Pep Squad Coach	$ 750

Sponsor Stipends

It is the principal's responsibility to determine the activities of greatest merit. Principals should submit their *Report of Sponsor Stipends* to the Supervisor for their review and collaboration with the Director of Academics. In order to qualify, clubs must meet the minimum requirements set forth below. **Stipends shall be paid in June and are considered full compensation for any time spent related to the club/organization.**

Minimum Requirements for School Clubs/Organizations:

Must be approved by the Principal in advance

Must hold regular monthly meetings

Sponsor should submit a roster and meeting attendance sheet to the Principal

Sponsor should submit paperwork confirming good standing with national organization, if applicable

The stipend for each approved activity is determined based on the club's size and the number of activities it conducts. Each club is allowed one head sponsor if it has up to 30 regularly attending members. For clubs exceeding 30 members, an additional associate sponsor is allowed for every additional 30 members (or portion thereof). If there are multiple "head sponsors", the principal may distribute the allocated funds equally between them.

Description of Stipend	Head Sponsor Stipend	Associate Sponsor Stipend
Sponsor of Local Club	$250 / Semester	$125 / Semester
Sponsor of National Affiliated Club	$350 / Semester	$175 / Semester
Attendance of Competition/Convention	$100 / Event (limit 2)	$100 / Event (limit 2)
Overnight Competition/Convention	$200 / Event (limit 2)	$200 / Event (limit 2)

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 adjustement)	$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: $25.00 /hour with a minimum of $50.00 per trip
$400.00 flat rate for 24-hour overnight travel (includes meals and lodging) plus mileage (the amount for any driver that is a full time TPSS employee that also receiving their regular pay during the trip will be reduced to $250).

Mileage:

Diesel Fuel Price	Field Trip Mileage Rate
$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 Bus Equipment at a rate not less than 20.0 One-Way Miles (40.0 Total Mileage) for all components except for the Local Fuel Price Adjustment which will be based on actual paid mileage.

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 $300.00 in compensation not to exceed $3,000.00 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 recieve multiple perfect attendance stipends within one school year (August thru May). There are **no exceptions** for achieving the Perfect Attendance Stipend except that bus drivers will receive the perfect attendance stipend if their route is covered by another driver while the bus driver drives for an approved school function. Drivers who fail to attain perfect attendance by 1 day will receive a stipend of $175 for that month.

Perfect Attendance Stipend for School Bus Attendants

Bus attendants who achieved perfect attendance for any regular school calendar month shall receive an additional $125.00 in compensation not to exceed $1250.00 annually. Perfect attendance is achieved when the regular full-time bus attendant rides with his/her assigned route each and every school day within a given month. Bus attendants may receive multiple perfect attendance stipends within one school year (August to May).

Safety Stipend for Bus Drivers

To promote and reward safe driving practices, eligible bus drivers will receive a **$500 safety stipend** at the end of each semester. To qualify for this stipend, a driver must have no at-fault accidents/incidents during the semester

This program is designed to recognize and incentivize consistent attention to safety, professionalism, and adherence to district transportation policies.

Training

Bus drivers who oversee new bus drivers during the 14-hour behind-the-wheel training will receive a stipend of 150.00 upon completion of the training.

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:

Average Daily Participation (Meals Served)	
< 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.

School food service workers who achieved perfect attendance for any regular school calendar month shall receive an additional $200.00 in compensation, not to exceed $2,000 annually. Perfect attendance is achieved when the regular full-time school food service employee works their assigned job at a school site every school day within a given month. School food service workers may receive multiple perfect attendance stipends within one school year (August-May).

DAY-BY-DAY / HOURLY PERSONNEL/OTHER ADDITIONAL PAY

Locally Funded Additional Pay

Teacher:		Hourly	Daily
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

Paraprofessional	$9.25	per hour
Bus Driver	$113.34	per day
Retired Bus Driver	daily rate at the time of their retirement	
Bus Attendant	$ 77.11	per day
Child Specific LPN (highly qualified)	$ 15.00	per hour
School Food Service Monitor	$ 9.00	per hour
School Food Service Worker	$ 13.00	per hour
Custodian	$ 12.00	per hour
Workers Comp/Liability Site Clerk	$ 150.00	per month

Grant Funded Additional Pay (applies to all awarded grants)

Professional Development **(participant/attendee after-hours or during summer)**		
Teacher	$ 20.00	per hour
Paraprofessional	$ 10.00	per hour
Other Degreed staff	$ 20.00	per hour
Presenter (during presentation)	$ 30.00	per hour
After-School, Summer School Tutors		
Teacher	$ 30.00	per hour
Paraprofessional	$ 15.00	per hour
Bus driver	$ 35.00	per trip
Driver owned bus	mileage per policy	
Extra Work (work required by grant during non-contractual time)		
Teacher	$ 30.00	per hour

Paraprofessionals may function as long term substitute teachers if approved by an Assistant Superintedent. They will receive an additional stipend of: $50.00 per day

STAFFING ALLOCATION FORMULAS

Assistant Principal Staffing Allocation Formula

Grades	Students	Allocation
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 positon for every 25 students
	Enrichment positions as indicated below

High School Enrollment	Enrichment Positions
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.

C.U. = 60% (Square Footage C.U.) + 40% (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	-		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 athletic 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.

Jr High/Middle School Sports		
	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

Cheerleaders

All Football Games
All Home Basketball Games
All Major Sport Playoff Games
Three or more local parades, two must be the Tangipahoa Parish Fair Parade & the Parade of Champions
Attend Cheer Camp

Color Guard

All Football Games
All Band Activities
Three or more local parades, two must be the Tangipahoa Parish Fair Parade & the Parade of Champions

Band - High School

All Football Games
Three or more local parades, two must be the Tangipahoa Parish Fair Parade & the Parade of Champions
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
Three or more local parades, two must be the Tangipahoa Parish Fair Parade & the Parade of Champions

Dance

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

Failure to meet all minimum requirements may result in a reduction or elimination of the coaches stipend as determined by the Superintendent. Any teams that can not participate in either the Parade of Champions or the Tangipahoa Fair Parade must request an exception for the participation requirement from the Superintendent BEFORE the parade.

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 certified teacher with a Bachelor's Degree. If a non-certified teacher is rated "Exemplary" in a core area, they will be moved to the Bachelor Certified Teachers pay scale. Their salary will be frozen at that level except that they will receive a step increase for each year that they are rated "Exemplary" in a core area. If a LDOE teacher certification is received, the employee will be placed on the appropriate degree and step for certified teachers with normal step increases resuming the following year.

   Teachers on a Practitioner's License will receive a salary that is equal to a 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 that level except that they will receive a step increase for each year that they are rated "Exemplary" in a core area. If a LDOE teacher certification is received, the employee will be placed on the appropriate degree and step for certified teachers with normal step increases resuming the following year.

Effective for the school year 2026/27, teachers with an expired license will have their pay frozen at the current step. Teachers with an expired license who are rated "Exemplary" in a core area will receive a step increase for that year. Once a LDOE certification is reinstated, the employee will be placed on the appropriate degree and step for certified teachers with normal step increases resuming the following year.

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 or Effective-Proficient and if he or she served at least one-half of a normal employment year. Beginning in SY 25/26, individuals whose final performance evaluation from the previous school year is Highly Effective in a core area will receive two step increases 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** - Performance stipends are supplemental payments provided to eligible employees based on their final evaluation rating. These stipends are **not part of the base salary** and are **not guaranteed from year to year**. To qualify, employees must meet the criteria outlined below and be **employed by the Tangipahoa Parish School System as of October 1** of the school year following the evaluation period. Employees who retire from TRSL shall receive their performance stipend if allowed by TRSL rules.

   Eligibility Criteria

   1. **Value-Added Model or End-of-Course Tests -** Teachers who receive a final performance rating of: *Effective: Emerging, Effective: Proficient, Highly Effective, or Exemplary* based on the use of a Value-Added Model or End-of-Course Test as part of the performance evaluation program (LSA-R.S. 17:3881–3905) are eligible for a stipend.

   2. Student Learning Targets (SLTs) - Teachers, principals, assistant principals, and other certified school personnel who receive a final performance rating of: *Effective: Emerging, Effective: Proficient, Highly Effective, or Exemplary* based on the use of Student Learning Targets (SLTs) in the same evaluation program are also eligible.

   Important Notes:

No stipend will be awarded in any year the employee receives an "Ineffective" rating.
The stipend must be earned annually and is not automatically carried over from year to year.

	Annual Effectiveness Stipend for Teachers			
	Final Evaluation Rating			
	Exemplary	Highly Effective	Proficient	Emerging
Core	$3000	$2000	$1000	$500
Industry Based Credentials	$1500	$1000	$500	$250

Non Core with a SLT related to a core area	**$1000**	**$750**	**$375**	**$187**
Non Core	**$750**	**$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.

Days Worked	First Check	Last Check
240	July 14th	June 26th
All Others	August 14th	July 26th

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 181 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.

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. During the month of May, direct supervisors may submit request for additional salary step changes for their staff. The Superintendent will consider approving direct supervisor recommendations during the month of June each year. If approved, these changes will take effect in the next school year.

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 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:

Employee Classification Worked	Days	Hours	Annual Hours
Bus Driver/Bus Attendant	179	5	895
9 - month Support (1)	179	8	1432
9 - month Certificated	181	8	1448
9.5 - month Support (2)	189	8	1512
9.5 - month Certificated (3)	191	8	1528
9.75 - month Certificated (4)	196	8	1568
10 - month Support (1)	199	8	1592
10 - month Certificated	201	8	1608
11 - month Support (1)	219	8	1752
11 - month Certificated	221	8	1768
12 - month Support/Certificated	239	8	1912

(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) with 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

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 include Child Specific Aide, Pre-Kindergarten Teacher Aide, Special Education Teacher Aide, Library Aide, Computer Lab Paraprofessional, Interventionist, etc.

Computer Professional includes LAN Administrator, Program Analyst, SIS Data Analyst, SIS Data Specialist, etc.

Degreed Professional includes Staff Accountants, Sales Tax Auditor, etc.

Coordinator 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 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 includes Director of Academics, Director of Business Services, Director of Operations, Director of Human Resources, Director of School Food Service, Director of Student Services, Director of Technology, etc.

Assistant Superintendent includes Assistant Superintendent, Assistant Superintendent of Innovation, and Chief Financial Officer

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.
- 2026–2027 District-Funded Employee Stipend - On November 20, 2026, the Tangipahoa Parish School System will issue a locally funded, one-time stipend of $2,000 to all certificated employees who are actively employed as of November 1, 2026. Position eligibility will follow the criteria used during the 2025–2026 school year. Staff on EML will receive half of the stipends. This local distribution is funded 100% through district funds and fully replaces and supersedes the state’s previously proposed selective stipend originally scheduled for May 2027. No additional stipend will be issued in May 2027.

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.
- 2026–2027 District-Funded Employee Stipend - On November 20, 2026, the Tangipahoa Parish School System will issue a locally funded, one-time stipend of $1,000 to all support employees who are actively employed as of November 1, 2026 Position eligibility will follow the criteria used during the 2025–2026 school year. Staff on EML will receive half of the stipends. This local distribution is funded 100% through district funds and fully replaces and supersedes the state’s previously proposed selective stipend originally scheduled for May 2027. No additional stipend will be issued in May 2027.