

Iberville Parish School Board



Master Salary Schedule

Fiscal Year 2026-2027

Updated September 14th 2026

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Teacher, Librarian, Media Specialist, Speech Therapist, and Other 9 month Certified Personnel

Level	Base Salary (Experience)						Demand	VAM Effectiveness Stipend			SLT Effectiveness Stipend		
	Ancillary	Bachelor's	Master's	Master's +30	Specialist	Ph.D. or Ed. D.	Master's in Content	Proficient	Highly Effective	Exemplary	Proficient	Highly Effective	Exemplary
	Base Salary						Stipend	Stipend			Stipend		
0	\$46,831	\$60,506	\$62,006	\$63,056	\$64,106	\$65,156	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
1	\$46,981	\$60,821	\$62,321	\$63,371	\$64,421	\$65,471	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
2	\$47,131	\$61,136	\$62,636	\$63,686	\$64,736	\$65,786	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
3	\$47,281	\$61,451	\$62,951	\$64,001	\$65,051	\$66,101	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
4	\$47,431	\$61,766	\$63,266	\$64,316	\$65,366	\$66,416	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
5	\$47,581	\$62,081	\$63,581	\$64,631	\$65,681	\$66,731	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
6	\$47,731	\$62,396	\$63,896	\$64,946	\$65,996	\$67,046	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
7	\$47,881	\$62,711	\$64,211	\$65,261	\$66,311	\$67,361	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
8	\$48,031	\$63,026	\$64,526	\$65,576	\$66,626	\$67,676	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
9	\$48,181	\$63,341	\$64,841	\$65,891	\$66,941	\$67,991	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
10	\$48,331	\$63,656	\$65,156	\$66,206	\$67,256	\$68,306	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
11	\$48,666	\$64,156	\$65,656	\$66,706	\$67,756	\$68,806	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
12	\$49,001	\$64,656	\$66,156	\$67,206	\$68,256	\$69,306	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
13	\$49,336	\$65,156	\$66,656	\$67,706	\$68,756	\$69,806	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
14	\$49,671	\$65,656	\$67,156	\$68,206	\$69,256	\$70,306	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
15	\$50,006	\$66,156	\$67,656	\$68,706	\$69,756	\$70,806	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
16	\$50,341	\$66,656	\$68,156	\$69,206	\$70,256	\$71,306	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
17	\$50,676	\$67,156	\$68,656	\$69,706	\$70,756	\$71,806	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
18	\$51,011	\$67,656	\$69,156	\$70,206	\$71,256	\$72,306	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
19	\$51,346	\$68,156	\$69,656	\$70,706	\$71,756	\$72,806	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
20	\$51,681	\$68,656	\$70,156	\$71,206	\$72,256	\$73,306	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
21	\$52,016	\$69,156	\$70,656	\$71,706	\$72,756	\$73,806	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
22	\$52,351	\$69,656	\$71,156	\$72,206	\$73,256	\$74,306	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
23	\$52,686	\$70,156	\$71,656	\$72,706	\$73,756	\$74,806	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
24	\$53,021	\$70,656	\$72,156	\$73,206	\$74,256	\$75,306	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
25	\$53,356	\$71,156	\$72,656	\$73,706	\$74,756	\$75,806	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
26	\$53,791	\$71,756	\$73,256	\$74,306	\$75,356	\$76,406	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
27	\$54,226	\$72,356	\$73,856	\$74,906	\$75,956	\$77,006	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
28	\$54,661	\$72,956	\$74,456	\$75,506	\$76,556	\$77,606	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
29	\$55,096	\$73,556	\$75,056	\$76,106	\$77,156	\$78,206	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
30	\$55,531	\$74,156	\$75,656	\$76,706	\$77,756	\$78,806	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
31	\$55,966	\$74,756	\$76,256	\$77,306	\$78,356	\$79,406	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
32	\$56,401	\$75,356	\$76,856	\$77,906	\$78,956	\$80,006	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
33	\$56,836	\$75,956	\$77,456	\$78,506	\$79,556	\$80,606	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
34	\$57,271	\$76,556	\$78,056	\$79,106	\$80,156	\$81,206	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
35	\$57,706	\$77,156	\$78,656	\$79,706	\$80,756	\$81,806	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
36	\$58,141	\$77,756	\$79,256	\$80,306	\$81,356	\$82,406	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
37	\$58,576	\$78,356	\$79,856	\$80,906	\$81,956	\$83,006	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
38	\$59,011	\$78,956	\$80,456	\$81,506	\$82,556	\$83,606	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
39	\$59,446	\$79,556	\$81,056	\$82,106	\$83,156	\$84,206	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
40	\$59,881	\$80,156	\$81,656	\$82,706	\$83,756	\$84,806	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
41	\$60,316	\$80,756	\$82,256	\$83,306	\$84,356	\$85,406	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
42	\$60,751	\$81,356	\$82,856	\$83,906	\$84,956	\$86,006	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
43	\$61,186	\$81,956	\$83,456	\$84,506	\$85,556	\$86,606	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
44	\$61,621	\$82,556	\$84,056	\$85,106	\$86,156	\$87,206	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
45	\$62,056	\$83,156	\$84,656	\$85,706	\$86,756	\$87,806	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
46	\$62,491	\$83,756	\$85,256	\$86,306	\$87,356	\$88,406	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
47	\$62,926	\$84,356	\$85,856	\$86,906	\$87,956	\$89,006	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
48	\$63,361	\$84,956	\$86,456	\$87,506	\$88,556	\$89,606	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
49	\$63,796	\$85,556	\$87,056	\$88,106	\$89,156	\$90,206	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500
50	\$64,231	\$86,156	\$87,656	\$88,706	\$89,756	\$90,806	\$2,000	\$500	\$850	\$1,200	\$300	\$400	\$500

Note: Teachers rated emerging proficient, proficient, or highly effective are eligible for salary increases.

Teachers rated proficient or highly effective are eligible to earn Performance Stipends.

7th-12th Grade Math Teachers will receive an additional stipend for teaching math. (Page 4)

School Level Administration

The salaries for the following positions are based on a factor of the Teacher Salary Schedule, base amount only:

	Factor based on Number of Teachers		
	<25	25-39	40+
<u>PRINCIPAL and DIRECTOR (12 MONTHS):</u>			
High Schools (Grades PK-12, 7-12, 9-12, and Alt. Programs)	1.500	1.525	1.550
Middle Schools(Grades PK-8, 5-8)	1.425	1.450	1.500
Elementary Schools (Grades PK-4, PK-6)	1.400	1.425	1.475
<u>ASSISTANT PRINCIPAL and DEAN (12 MONTHS):</u>			
High Schools (Grades PK-12*, 7-12, 9-12, and Alt. Programs)	1.375	1.375	1.375
Elementary Schools (Grades PK-4, PK-6, PK-12*)	1.340	1.340	1.340

Note: Principal and Director positions begin at a minimum of Level 20.

High School 12 month Assistant Principal positions begin at a minimum of Level 15.

<u>OTHER POSITIONS:</u>	Months Worked	Factor
School Counselor - High School (Grades K-12, 7-12, 9-12, & Alt. Programs)	10.5	1.175
School Counselor - Elementary School (Grades K-4, K-6, K-8, & 5-8)	10	1.125
Administrative Assistant of Discipline	10	1.111
Master Teacher	10	1.111
Support Services Advisor	10	1.111
Dean of Alternative Programs	9	1.000
Dean of Academy Programs (hired prior to May 2017)	9	1.000

The following Effectiveness Stipends are not subject to the factor:

Effectiveness Stipends for Principals and Directors			Effectiveness Stipends for Assistant Principals and Deans			Effectiveness Stipends for Other Positions		
Proficient	Highly Effective	Exemplary	Proficient	Highly Effective	Exemplary	Proficient	Highly Effective	Exemplary
Stipend			Stipend			Stipend		
\$600	\$1,000	\$1,400	\$400	\$700	\$1,000	\$300	\$400	\$500

Note: Agriculture Teacher effectiveness stipend is the same as teacher effectiveness stipend.

Instructional & Support Personnel

The salaries for the following positions are based on a factor of the Teacher Salary Schedule, base amount only:

Superintendent

Per Contract

INSTRUCTIONAL PERSONNEL	Months	Factor
Executive Director of Academics	12	1.750
Executive Director of Operations	12	1.750
Supervisor of Accountability and Assessment	12	1.550
Supervisor of Child Welfare and Attendance	12	1.550
Supervisor of Early Childhood	12	1.550
Supervisor of Elementary Education	12	1.550
Supervisor of Federal Programs and Designated Grants	12	1.550
Supervisor of Human Resources	12	1.550
Supervisor of Instructional Technology and Career Tech Education	12	1.550
Supervisor of Secondary Education and Academy Programs	12	1.550
Supervisor of Special Education	12	1.550
Director of English Learner Programs and Instructional Support	12	1.550
Curriculum Coach	12	1.333
Instructional Technology Coach	12	1.333
Executive Master Teacher	12	1.333
Early Childhood Specialist	12	1.333
Education Manager/Ready Start Liaison	12	1.333
Federal Programs and Grants Coordinator	12	1.333
Human Resources Coordinator	12	1.333
Pupil Appraisal Coordinator	12	1.333
Special Education Instructional Facilitator	12	1.333

Note: Executive Director of Academics and Executive Director of Operations begin at a minimum of Level 30.

Instructional Supervisor positions begin at a minimum of Level 25.

The following Effectiveness Stipends are not subject to the factor:

Effectiveness Stipends for Executive Director of Academics, Executive Director of Operations, and Instructional Supervisors			Effectiveness Stipends for Curriculum Coaches, Instructional Coordinators, and Facilitators		
Proficient	Highly Effective	Exemplary	Proficient	Highly Effective	Exemplary
Stipend			Stipend		
\$800	\$1,250	\$1,700	\$600	\$950	\$1,300

SUPPORT PERSONNEL	Months	Factor
Supervisor of School Food Service	12	1.550
District Athletic Director	12	1.400
Assistive Technology Facilitator (Certified)	12	1.333
Educational Diagnostician	10	1.200
School Psychologist	10	1.200
Social Worker/Social, Emotional, Behavior Specialist	10	1.200
School Nurse Coordinator	10	1.200
School Nurse	9	1.000

Note: Effectiveness Stipends are not allowed for Support Personnel.

Certified Staff Compensation Guidelines (for pages 1-3 of this book)

Base salary and stipends will be adjusted as described below:

Per Act 1 of the 2012 Regular Session (Section 2 RS 17:418), salary schedules established for teachers, administrators and other certified school personnel shall be based upon the following criteria:

Experience Criteria

Teachers, School Administrators, Instructional Personnel, and Support Personnel:

1. All classroom teachers must be rated emerging proficient, proficient, highly effective, or exemplary to advance level(s) as follows:
 - a. SLT Teacher who is rated emerging proficient, proficient, or highly effective will advance one level.
 - b. SLT teacher who is rated exemplary will advance two levels.
 - c. VAM Teacher who is rated emerging proficient or proficient will advance one level.
 - d. VAM Teacher who is rated highly effective with a rating of will advance two levels.
 - e. VAM Teacher who is rated exemplary will advance three levels.
2. All other certified employees must be rated emerging proficient, proficient, or highly effective to advance one level.
3. New hires will be given experience credit according to IPSB Policy/Practices.

Demand Criteria - Masters in Content Area

Teachers, School Administrators, Instructional Personnel, and Support Personnel:

1. Employees will be given a stipend for having a masters degree or higher degree in content and working in that content area.

Demand Criteria - Montessori Certification

1. Montessori Certified Teachers who teach in a Montessori Classroom will receive a \$500 stipend per year.

Demand Criteria - 7th-12th Grade Classroom Math Teacher

7th-12th Grade Classroom Math Teacher:

1. Employees will be given a stipend for teaching Jr. High / High School Math Courses.
 - a. \$500 per class period for teaching math
 - b. \$1,000 per block period for teaching math
 - c. \$3,000 per year maximum

Effectiveness Criteria

Teachers, School Administrators, and Instructional Personnel:

1. Employees will receive a stipend each year for effectiveness ratings of proficient and highly proficient.
2. Effectiveness is determined by the performance evaluation program as provided in R.S. 17:3881 through 3905.

Other Criteria

1. Regardless of reason, employees who are absent from work for the entire school year are not eligible for Experience Credit, Demand Stipend, or Effectiveness Stipend.
2. Employees who are contracted for fewer than the full number of contract days will receive pro-rated pay for Experience and Demand Stipend.
3. To be eligible for the effectiveness stipend, employee must be employed no later than Oct 1st and must remain employed through the last day of school.
4. Effectiveness stipends will be given in a lump sum, as soon as possible.
5. Employees who begin the year with a VAM evaluation and end the year with an SLT score will be compensated for effectiveness based on the SLT score.
6. No substitute employees are eligible.

Note: All schedules and stipends can be frozen at anytime with Board approval.

High School Coaching Supplement and Maximum Allowed Positions

Sport	Stipend %	Stipend %	1A		2A		3A		4A		5A	
	Head	Assistant	Head	Assistant	Head	Assistant	Head	Assistant	Head	Assistant	Head	Assistant
Athletic Director	12%	0%	1	0	1	0	2	0	2	0	2	0
Athletic Trainer	20%	0%	1	0	1	0	2	0	2	0	2	0
Football	12%	9%	1	5	1	6	1	8	1	10	1	12
Football (Freshman)	7%	6%	0	0	0	0	0	0	1	2	1	2
Boy's Basketball	10%	8%	1	2	1	2	1	2	1	2	1	2
Girl's Basketball	10%	8%	1	2	1	2	1	2	1	2	1	2
Volleyball	10%	8%	1	1	1	2	1	2	1	2	1	2
Baseball	10%	8%	1	1	1	1	1	1	1	2	1	2
Softball	10%	8%	1	1	1	1	1	1	1	2	1	2
Boy's Track	10%	8%	1	1	1	1	1	2	1	2	1	2
Girl's Track	10%	8%	1	1	1	1	1	2	1	2	1	2
Boy's Soccer	10%	8%	1	1	1	1	1	1	1	1	1	1
Girl's Soccer	10%	8%	1	1	1	1	1	1	1	1	1	1
Boy's Wrestling	6%	5%	1	0	1	0	1	1	1	1	1	1
Girl's Wrestling	6%	5%	1	0	1	0	1	1	1	1	1	1
Gymnastics	6%	5%	1	0	1	0	1	1	1	1	1	1
Boy's Cross Country	5%	0%	1	0	1	0	1	0	1	0	1	0
Girl's Cross Country	5%	0%	1	0	1	0	1	0	1	0	1	0
Golf	5%	0%	1	0	1	0	1	0	1	0	1	0
Boy's Swim	5%	0%	1	0	1	0	1	0	1	0	1	0
Girl's Swim	5%	0%	1	0	1	0	1	0	1	0	1	0
Tennis	5%	0%	1	0	1	0	1	0	1	0	1	0
Boy's Strength	9%	0%	1	0	1	0	1	0	2	0	2	0
Girl's Strength	9%	0%	1	0	1	0	1	0	1	0	1	0
Boy's PowerLifting	6%	5%	1	0	1	0	1	0	1	1	1	1
Girl's PowerLifting	6%	5%	1	0	1	0	1	0	1	1	1	1
Band Director w/ Halftime Show	10%	8%	1	1	1	1	1	1	1	2	1	2
Other Band Director (Orchestra)	8%	4%	1	1	1	1	1	1	1	2	1	2
Dance/Cheer Sponsor	8%	4%	1	1	1	1	1	1	1	1	1	1

Maximums	Stipend %
Athletic Director	24%
High School	22%
Middle School	18%
Asst Middle School	15%

Sport	Full Time	Part Time
	Amount	Amount
CECP*	see % above	\$1,500
* Based on lowest (bachelor degree)teacher salary schedule.		

Notes:

1. No coach will be paid to coach the same sport during the same season for High School, Middle & Elementary School.
2. 5% will be paid to any coach holding a valid CDL License. This percent will not be counted toward the maximums allowed. Failure to drive athletes 10 times by May 15th annually will result in a forfeiture of the CDL stipend.
3. Stipends are based on the Teacher Salary Schedule.
4. If an employee moves off the Teacher Salary Schedule and continues to coach, he/she will be frozen on that level for coaching stipend.
5. CECP position is at the discretion of school athletic director.
6. If additional coaching positions are needed, the Superintendent shall make the decision to add those positions.
7. If an employee serves as a director or assistant director for half the school year, the employee will only be given half the percentage.
8. LHSAA postseason event compensation stipends have been added to page 18. Stipends will be paid per week of the postseason including bye weeks.

Middle School Coaching Supplement and Maximum Allowed Positions

Sport	Stipend %	Stipend %	1A		2A		3A		4A		5A	
	Head	Assistant	Head	Assistant	Head	Assistant	Head	Assistant	Head	Assistant	Head	Assistant
Football	6%	5%	1	1	1	1	1	3	1	3	1	3
Boy's Basketball	6%	5%	1	1	1	1	1	1	1	1	1	1
Girl's Basketball	6%	5%	1	1	1	1	1	1	1	1	1	1
Volleyball	6%	5%	1	1	1	1	1	1	1	1	1	1
Baseball	6%	5%	1	0	1	0	1	1	1	1	1	1
Softball	6%	5%	1	0	1	0	1	1	1	1	1	1
Boy's Track	6%	5%	1	0	1	0	1	0	1	1	1	1
Girl's Track	6%	5%	1	0	1	0	1	0	1	1	1	1
Boy's Soccer	6%	5%	1	0	1	0	1	0	1	0	1	0
Girl's Soccer	6%	5%	1	0	1	0	1	0	1	0	1	0
Dance/Cheer Sponsor	3%	N/A	1	0	1	0	1	0	1	0	1	0

Notes:

1. No coach will be paid to coach the same sport during the same season for both High School & Middle School.
2. 5% will be paid to any coach holding a valid CDL License. This percent will not be counted toward the maxiums allowed. Failure to drive athletes 10 times by May 15th annually will result in a forfeiture of the CDL stipend.
3. Stipends are based on the Teacher Salary Schedule.
4. If an employee moves off the Teacher Salary Schedule and continues to coach, he/she will be frozen on that level for coaching stipend.
5. If additional coaching positions are needed, the Superintendent shall make the desicion to add those positions.

Elementary Coaching Supplement and Maximum Allowed Positions

Sport	Amount	Head
Football	\$1,500	1
Baseball	\$1,500	1
Softball	\$1,500	1

Sport	Amount	Head
Boy's Basketball	\$1,500	1
Girl's Basketball	\$1,500	1
Volleyball	\$1,500	1

Sport	Amount	Head
Boy's Track	\$1,500	1
Girl's Track	\$1,500	1
Cheer/Dance	\$1,500	1

Notes:

1. If additional coaching positions are needed, the Superintendent shall make the desicion to add those positions.

Iberville Parish Schools
Athletic Event Stipend Schedule
Effective July 1, 2024

The Iberville Parish School Board recognizes that working athletic events has traditionally been a part of the normal work duties for teachers and school employees and provides for the assignment of such duties in job descriptions for applicable staff. It is also understood that for non-exempt employees, the Fair Labor Standards Act (FLSA) regulations must be followed. The Board also recognizes that due to differences in faculty sizes and number of sports offered at the various schools, there is a variance in the expectations of staff when assigned to work events. As a result, the Iberville Parish School Board has adopted the following flat rate stipend schedule for all employees who work athletic events on a voluntary basis. The Superintendent shall determine the number of workers for each event based on the recommendation of the parish athletic director. The Superintendent may add athletic events to the stipend schedule as sports are added in the parish.

High School Sports	Approximate Duration of Event	Full Stipend Amount	Half Stipend Amount
Football	4 hours	\$160	\$80
JV/Freshman FB	2 hours	\$80	\$40
Volleyball	3 hours	\$120	\$60
Boys Basketball	4 hours	\$160	\$80
Girls Basketball	4 hours	\$160	\$80
Soccer	3 hours	\$120	\$60
Wrestling	3 hours	\$120	\$60
Baseball	4 hours	\$160	\$80
Freshman Baseball	2 hours	\$80	\$40
Softball	4 hours	\$160	\$80
Track and Field	6 hours	\$240	\$120
Middle School	Approximate Duration of Event	Full Stipend Amount	Half Stipend Amount
Football	3 hours	\$120	\$60
Volleyball	3 hours	\$120	\$60
Boys and Girls Basketball	3 hours	\$120	\$60
MS Track and Field	4 hours	\$160	\$80
Elementary	Approximate Duration of Event	Full Stipend Amount	Half Stipend Amount
Basketball	3 hours	\$120	\$60
Track	4 hours	\$160	\$80

Substitute Pay Rates

Kelly Services

Teachers	Pay Rate
Non-Degreed	\$100/day
Degreed	\$110/day
Certified	\$135/day
Long Term Rate for Non-Degreed	\$135/day
Long Term Rate for Degreed	\$160/day
Long Term Rate for Certified (starting pay and increases based on years of experience)	\$251.01/day

Support Staff	Pay Rate
Custodial Staff	\$15/hour
Paraprofessional	\$15/hour
School Food Service Technician	\$15/hour
Secretaries	\$15/hour
Bus Operator (CDL required)	65% of the daily rate of the regular bus operator

Professional Improvement Pay (PIP) Increment					
Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30	Specialist in Education	Ph. D. or Ed. D. Degree
3	\$1,129	\$1,155	\$1,155	\$1,193	\$1,257
4	\$1,155	\$1,180	\$1,180	\$1,219	\$1,297
5	\$1,180	\$1,219	\$1,225	\$1,266	\$1,337
6	\$1,206	\$1,257	\$1,270	\$1,310	\$1,377
7	\$1,231	\$1,297	\$1,317	\$1,357	\$1,417
8	\$1,257	\$1,337	\$1,364	\$1,404	\$1,457
9	\$1,297	\$1,377	\$1,411	\$1,451	\$1,497
10	\$1,337	\$1,417	\$1,457	\$1,497	\$1,538
11	\$1,437	\$1,457	\$1,504	\$1,544	\$1,578
12	\$1,505	\$1,529	\$1,551	\$1,591	\$1,618
13	\$1,738	\$1,749	\$1,861	\$1,909	\$1,941
14	\$1,738	\$1,894	\$2,016	\$2,068	\$2,103
15	\$1,872	\$2,040	\$2,171	\$2,227	\$2,265
16	\$1,872	\$2,040	\$2,171	\$2,227	\$2,265
17	\$1,872	\$2,040	\$2,171	\$2,227	\$2,265
18	\$2,273	\$2,477	\$2,637	\$2,705	\$2,750
19	\$2,273	\$2,477	\$2,637	\$2,705	\$2,750
20	\$2,273	\$2,477	\$2,637	\$2,705	\$2,750
21	\$2,674	\$2,915	\$3,102	\$3,182	\$3,235
22	\$2,674	\$2,915	\$3,102	\$3,182	\$3,235
23	\$2,674	\$2,915	\$3,102	\$3,182	\$3,235
24	\$2,674	\$2,915	\$3,102	\$3,182	\$3,235
25+	\$3,075	\$3,352	\$3,567	\$3,659	\$3,721

Note: In 1980-1990, the Professional Improvement Program came to an end. Employees who were participating are allowed to continue until their retirement with IPSB.

Steps	Grade	Level																														
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
1000	315	10	\$29,010	\$29,325	\$29,640	\$29,955	\$30,270	\$30,585	\$30,900	\$31,215	\$31,530	\$31,845	\$32,160	\$32,475	\$32,790	\$33,105	\$33,420	\$33,735	\$34,050	\$34,365	\$34,680	\$34,995	\$35,310	\$35,625	\$35,940	\$36,255	\$36,570	\$36,885	\$37,200	\$37,515	\$37,830	\$38,145
	11	\$29,802	\$30,117	\$30,432	\$30,747	\$31,062	\$31,377	\$31,692	\$32,007	\$32,322	\$32,637	\$32,952	\$33,267	\$33,582	\$33,897	\$34,212	\$34,527	\$34,842	\$35,157	\$35,472	\$35,787	\$36,102	\$36,417	\$36,732	\$37,047	\$37,362	\$37,677	\$37,992	\$38,307	\$38,622	\$38,937	
	12	\$30,623	\$30,938	\$31,253	\$31,568	\$31,883	\$32,198	\$32,513	\$32,828	\$33,143	\$33,458	\$33,773	\$34,088	\$34,403	\$34,718	\$35,033	\$35,348	\$35,663	\$35,978	\$36,293	\$36,608	\$36,923	\$37,238	\$37,553	\$37,868	\$38,183	\$38,498	\$38,813	\$39,128	\$39,443	\$39,758	
	13	\$31,479	\$31,794	\$32,109	\$32,424	\$32,739	\$33,054	\$33,369	\$33,684	\$33,999	\$34,314	\$34,629	\$34,944	\$35,259	\$35,574	\$35,889	\$36,204	\$36,519	\$36,834	\$37,149	\$37,464	\$37,779	\$38,094	\$38,409	\$38,724	\$39,039	\$39,354	\$39,669	\$39,984	\$40,299	\$40,614	
	14	\$32,394	\$32,709	\$33,024	\$33,339	\$33,654	\$33,969	\$34,284	\$34,599	\$34,914	\$35,229	\$35,544	\$35,859	\$36,174	\$36,489	\$36,804	\$37,119	\$37,434	\$37,749	\$38,064	\$38,379	\$38,694	\$39,009	\$39,324	\$39,639	\$39,954	\$40,269	\$40,584	\$40,899	\$41,214	\$41,529	
420	15	\$33,337	\$33,757	\$34,177	\$34,597	\$35,017	\$35,437	\$35,857	\$36,277	\$36,697	\$37,117	\$37,537	\$37,957	\$38,377	\$38,797	\$39,217	\$39,637	\$40,057	\$40,477	\$40,897	\$41,317	\$41,737	\$42,157	\$42,577	\$42,997	\$43,417	\$43,837	\$44,257	\$44,677	\$45,097	\$45,517	
	16	\$34,344	\$34,764	\$35,184	\$35,604	\$36,024	\$36,444	\$36,864	\$37,284	\$37,704	\$38,124	\$38,544	\$38,964	\$39,384	\$39,804	\$40,224	\$40,644	\$41,064	\$41,484	\$41,904	\$42,324	\$42,744	\$43,164	\$43,584	\$44,004	\$44,424	\$44,844	\$45,264	\$45,684	\$46,104	\$46,524	
	17	\$35,380	\$35,800	\$36,220	\$36,640	\$37,060	\$37,480	\$37,900	\$38,320	\$38,740	\$39,160	\$39,580	\$40,000	\$40,420	\$40,840	\$41,260	\$41,680	\$42,100	\$42,520	\$42,940	\$43,360	\$43,780	\$44,200	\$44,620	\$45,040	\$45,460	\$45,880	\$46,300	\$46,720	\$47,140	\$47,560	
	18	\$36,477	\$36,897	\$37,317	\$37,737	\$38,157	\$38,577	\$38,997	\$39,417	\$39,837	\$40,257	\$40,677	\$41,097	\$41,517	\$41,937	\$42,357	\$42,777	\$43,197	\$43,617	\$44,037	\$44,457	\$44,877	\$45,297	\$45,717	\$46,137	\$46,557	\$46,977	\$47,397	\$47,817	\$48,237	\$48,657	
	19	\$37,636	\$38,056	\$38,476	\$38,896	\$39,316	\$39,736	\$40,156	\$40,576	\$40,996	\$41,416	\$41,836	\$42,256	\$42,676	\$43,096	\$43,516	\$43,936	\$44,356	\$44,776	\$45,196	\$45,616	\$46,036	\$46,456	\$46,876	\$47,296	\$47,716	\$48,136	\$48,556	\$48,976	\$49,396	\$49,816	
525	20	\$38,853	\$39,378	\$39,903	\$40,428	\$40,953	\$41,478	\$42,003	\$42,528	\$43,053	\$43,578	\$44,103	\$44,628	\$45,153	\$45,678	\$46,203	\$46,728	\$47,253	\$47,778	\$48,303	\$48,828	\$49,353	\$49,878	\$50,403	\$50,928	\$51,453	\$51,978	\$52,503	\$53,028	\$53,553	\$54,078	
	21	\$40,135	\$40,660	\$41,185	\$41,710	\$42,235	\$42,760	\$43,285	\$43,810	\$44,335	\$44,860	\$45,385	\$45,910	\$46,435	\$46,960	\$47,485	\$48,010	\$48,535	\$49,060	\$49,585	\$50,110	\$50,635	\$51,160	\$51,685	\$52,210	\$52,735	\$53,260	\$53,785	\$54,310	\$54,835	\$55,360	
	22	\$41,476	\$42,001	\$42,526	\$43,051	\$43,576	\$44,101	\$44,626	\$45,151	\$45,676	\$46,201	\$46,726	\$47,251	\$47,776	\$48,301	\$48,826	\$49,351	\$49,876	\$50,401	\$50,926	\$51,451	\$51,976	\$52,501	\$53,026	\$53,551	\$54,076	\$54,601	\$55,126	\$55,651	\$56,176	\$56,701	
	23	\$42,917	\$43,442	\$43,967	\$44,492	\$45,017	\$45,542	\$46,067	\$46,592	\$47,117	\$47,642	\$48,167	\$48,692	\$49,217	\$49,742	\$50,267	\$50,792	\$51,317	\$51,842	\$52,367	\$52,892	\$53,417	\$53,942	\$54,467	\$54,992	\$55,517	\$56,042	\$56,567	\$57,092	\$57,617	\$58,142	
	24	\$44,371	\$44,896	\$45,421	\$45,946	\$46,471	\$46,996	\$47,521	\$48,046	\$48,571	\$49,096	\$49,621	\$50,146	\$50,671	\$51,196	\$51,721	\$52,246	\$52,771	\$53,296	\$53,821	\$54,346	\$54,871	\$55,396	\$55,921	\$56,446	\$56,971	\$57,496	\$58,021	\$58,546	\$59,071	\$59,596	
630	25	\$45,926	\$46,456	\$46,986	\$47,516	\$48,046	\$48,576	\$49,106	\$49,636	\$50,166	\$50,696	\$51,226	\$51,756	\$52,286	\$52,816	\$53,346	\$53,876	\$54,406	\$54,936	\$55,466	\$55,996	\$56,526	\$57,056	\$57,586	\$58,116	\$58,646	\$59,176	\$59,706	\$60,236	\$60,766	\$61,296	
	26	\$47,573	\$48,203	\$48,833	\$49,463	\$50,093	\$50,723	\$51,353	\$51,983	\$52,613	\$53,243	\$53,873	\$54,503	\$55,133	\$55,763	\$56,393	\$57,023	\$57,653	\$58,283	\$58,913	\$59,543	\$60,173	\$60,803	\$61,433	\$62,063	\$62,693	\$63,323	\$63,953	\$64,583	\$65,213	\$65,843	
	27	\$49,310	\$49,940	\$50,570	\$51,200	\$51,830	\$52,460	\$53,090	\$53,720	\$54,350	\$54,980	\$55,610	\$56,240	\$56,870	\$57,500	\$58,130	\$58,760	\$59,390	\$60,020	\$60,650	\$61,280	\$61,910	\$62,540	\$63,170	\$63,800	\$64,430	\$65,060	\$65,690	\$66,320	\$66,950	\$67,580	
	28	\$51,107	\$51,737	\$52,367	\$52,997	\$53,627	\$54,257	\$54,887	\$55,517	\$56,147	\$56,777	\$57,407	\$58,037	\$58,667	\$59,297	\$59,927	\$60,557	\$61,187	\$61,817	\$62,447	\$63,077	\$63,707	\$64,337	\$64,967	\$65,597	\$66,227	\$66,857	\$67,487	\$68,117	\$68,747	\$69,377	
	29	\$53,028	\$53,658	\$54,288	\$54,918	\$55,548	\$56,178	\$56,808	\$57,438	\$58,068	\$58,698	\$59,328	\$59,958	\$60,588	\$61,218	\$61,848	\$62,478	\$63,108	\$63,738	\$64,368	\$64,998	\$65,628	\$66,258	\$66,888	\$67,518	\$68,148	\$68,778	\$69,408	\$70,038	\$70,668	\$71,298	
735	30	\$55,008	\$55,743	\$56,478	\$57,213	\$57,948	\$58,683	\$59,418	\$60,153	\$60,888	\$61,623	\$62,358	\$63,093	\$63,828	\$64,563	\$65,298	\$66,033	\$66,768	\$67,503	\$68,238	\$68,973	\$69,708	\$70,443	\$71,178	\$71,913	\$72,648	\$73,383	\$74,118	\$74,853	\$75,588	\$76,323	
	31	\$57,111	\$57,846	\$58,581	\$59,316	\$60,051	\$60,786	\$61,521	\$62,256	\$62,991	\$63,726	\$64,461	\$65,196	\$65,931	\$66,666	\$67,401	\$68,136	\$68,871	\$69,606	\$70,341	\$71,076	\$71,811	\$72,546	\$73,281	\$74,016	\$74,751	\$75,486	\$76,221	\$76,956	\$77,691	\$78,426	
	32	\$59,337	\$60,072	\$60,807	\$61,542	\$62,277	\$63,012	\$63,747	\$64,482	\$65,217	\$65,952	\$66,687	\$67,422	\$68,157	\$68,892	\$69,627	\$70,362	\$71,097	\$71,832	\$72,567	\$73,302	\$74,037	\$74,772	\$75,507	\$76,242	\$76,977	\$77,712	\$78,447	\$79,182	\$79,917	\$80,652	
	33	\$61,654	\$62,389	\$63,124	\$63,859	\$64,594	\$65,329	\$66,064	\$66,799	\$67,534	\$68,269	\$69,004	\$69,739	\$70,474	\$71,209	\$71,944	\$72,679	\$73,414	\$74,149	\$74,884	\$75,619	\$76,354	\$77,089	\$77,824	\$78,559	\$79,294	\$80,029	\$80,764	\$81,499	\$82,234	\$82,969	
	34	\$64,061	\$64,796	\$65,531	\$66,266	\$67,001	\$67,736	\$68,471	\$69,206	\$69,941	\$70,676	\$71,411	\$72,146	\$72,881	\$73,616	\$74,351	\$75,086	\$75,821	\$76,556	\$77,291	\$78,026	\$78,761	\$79,496	\$80,231	\$80,966	\$81,701	\$82,436	\$83,171	\$83,906	\$84,641	\$85,376	
840	35	\$66,592	\$67,327	\$68,062	\$68,797	\$69,532	\$70,267	\$71,002	\$71,737	\$72,472	\$73,207	\$73,942	\$74,677	\$75,412	\$76,147	\$76,882	\$77,617	\$78,352	\$79,087	\$79,822	\$80,557	\$81,292	\$82,027	\$82,762	\$83,497	\$84,232	\$84,967	\$85,702	\$86,437	\$87,172	\$87,907	
	36	\$69,274	\$70,009	\$70,744	\$71,479	\$72,214	\$72,949	\$73,684	\$74,419	\$75,154	\$75,889	\$76,624	\$77,359	\$78,094	\$78,829	\$79,564	\$80,299	\$81,034	\$81,769	\$82,504	\$83,239	\$83,974	\$84,709	\$85,444	\$86,179	\$86,914	\$87,649	\$88,384	\$89,119	\$89,854	\$90,589	
	37	\$72,109	\$72,844	\$73,579	\$74,314	\$75,049	\$75,784	\$76,519	\$77,254	\$77,989	\$78,724	\$79,459	\$80,194	\$80,929	\$81,664	\$82,399	\$83,134	\$83,869	\$84,604	\$85,339	\$86,074	\$86,809	\$87,544	\$88,279	\$89,014	\$89,749	\$90,484	\$91,219	\$91,954	\$92,689	\$93,424	
	38	\$75,067	\$75,802	\$76,537	\$77,272	\$78,007	\$78,742	\$79,477	\$80,212	\$80,947	\$81,682	\$82,417	\$83,152	\$83,887	\$84,622	\$85,357	\$86,092	\$86,827	\$87,562	\$88,297	\$89,032	\$89,767	\$90,502	\$91,237	\$91,972	\$92,707	\$93,442	\$94,177	\$94,912	\$95,647	\$96,382	
	39	\$78,174	\$79,014	\$79,854	\$80,694	\$81,534	\$82,374	\$83,214	\$84,054	\$84,894	\$85,734	\$86,574	\$87,414	\$88,254	\$89,094	\$89,934	\$90,774	\$91,614	\$92,454	\$93,294	\$94,134	\$94,974	\$95,814	\$96,654	\$97,494	\$98,334	\$99,174	\$100,014	\$100,854	\$101,694	\$102,534	

Based on 12 months per year; less than 12 months is pro-rata

Central Office

Level	Assistant/ Public Relations Grade 32	Assistive Technology Facilitator (Non-Cert)	LEADS Reporting Specialist (w/ degree) Grade 30	LEADS Reporting Specialist Grade 28	Print Shop Clerk Grade 20	Receptionist Grade 20
1	\$59,337	\$67,625	\$55,008	\$51,107	\$38,853	\$38,853
2	\$60,072	\$68,150	\$55,743	\$51,737	\$39,378	\$39,378
3	\$60,807	\$68,675	\$56,478	\$52,367	\$39,903	\$39,903
4	\$61,542	\$69,200	\$57,213	\$52,997	\$40,428	\$40,428
5	\$62,277	\$69,725	\$57,948	\$53,627	\$40,953	\$40,953
6	\$63,012	\$70,250	\$58,683	\$54,257	\$41,478	\$41,478
7	\$63,747	\$70,775	\$59,418	\$54,887	\$42,003	\$42,003
8	\$64,482	\$71,300	\$60,153	\$55,517	\$42,528	\$42,528
9	\$65,217	\$71,825	\$60,888	\$56,147	\$43,053	\$43,053
10	\$65,952	\$72,350	\$61,623	\$56,777	\$43,578	\$43,578
11	\$66,687	\$72,875	\$62,358	\$57,407	\$44,103	\$44,103
12	\$67,422	\$73,400	\$63,093	\$58,037	\$44,628	\$44,628
13	\$68,157	\$73,925	\$63,828	\$58,667	\$45,153	\$45,153
14	\$68,892	\$74,450	\$64,563	\$59,297	\$45,678	\$45,678
15	\$69,627	\$74,975	\$65,298	\$59,927	\$46,203	\$46,203
16	\$70,362	\$75,500	\$66,033	\$60,557	\$46,728	\$46,728
17	\$71,097	\$76,025	\$66,768	\$61,187	\$47,253	\$47,253
18	\$71,832	\$76,550	\$67,503	\$61,817	\$47,778	\$47,778
19	\$72,567	\$77,075	\$68,238	\$62,447	\$48,303	\$48,303
20	\$73,302	\$77,600	\$68,973	\$63,077	\$48,828	\$48,828
21	\$74,037	\$78,125	\$69,708	\$63,707	\$49,353	\$49,353
22	\$74,772	\$78,650	\$70,443	\$64,337	\$49,878	\$49,878
23	\$75,507	\$79,175	\$71,178	\$64,967	\$50,403	\$50,403
24	\$76,242	\$79,700	\$71,913	\$65,597	\$50,928	\$50,928
25	\$76,977	\$80,225	\$72,648	\$66,227	\$51,453	\$51,453
26	\$77,712	\$80,750	\$73,383	\$66,857	\$51,978	\$51,978
27	\$78,447	\$81,275	\$74,118	\$67,487	\$52,503	\$52,503
28	\$79,182	\$81,800	\$74,853	\$68,117	\$53,028	\$53,028
29	\$79,917	\$82,325	\$75,588	\$68,747	\$53,553	\$53,553
30	\$80,652	\$82,850	\$76,323	\$69,377	\$54,078	\$54,078

Level	Executive Assistant (w/ degree) Grade 32	Executive Assistant Grade 30	Secretary III (w/ degree) Grade 25	Secretary II Grade 23	Secretary I Grade 20	Risk Manager/ School Security Coordinators
1	\$59,337	\$55,008	\$45,926	\$42,917	\$38,853	\$71,136
2	\$60,072	\$55,743	\$46,556	\$43,442	\$39,378	\$71,976
3	\$60,807	\$56,478	\$47,186	\$43,967	\$39,903	\$72,816
4	\$61,542	\$57,213	\$47,816	\$44,492	\$40,428	\$73,656
5	\$62,277	\$57,948	\$48,446	\$45,017	\$40,953	\$74,496
6	\$63,012	\$58,683	\$49,076	\$45,542	\$41,478	\$75,336
7	\$63,747	\$59,418	\$49,706	\$46,067	\$42,003	\$76,176
8	\$64,482	\$60,153	\$50,336	\$46,592	\$42,528	\$77,016
9	\$65,217	\$60,888	\$50,966	\$47,117	\$43,053	\$77,856
10	\$65,952	\$61,623	\$51,596	\$47,642	\$43,578	\$78,696
11	\$66,687	\$62,358	\$52,226	\$48,167	\$44,103	\$79,536
12	\$67,422	\$63,093	\$52,856	\$48,692	\$44,628	\$80,376
13	\$68,157	\$63,828	\$53,486	\$49,217	\$45,153	\$81,216
14	\$68,892	\$64,563	\$54,116	\$49,742	\$45,678	\$82,056
15	\$69,627	\$65,298	\$54,746	\$50,267	\$46,203	\$82,896
16	\$70,362	\$66,033	\$55,376	\$50,792	\$46,728	\$83,736
17	\$71,097	\$66,768	\$56,006	\$51,317	\$47,253	\$84,576
18	\$71,832	\$67,503	\$56,636	\$51,842	\$47,778	\$85,416
19	\$72,567	\$68,238	\$57,266	\$52,367	\$48,303	\$86,256
20	\$73,302	\$68,973	\$57,896	\$52,892	\$48,828	\$87,096
21	\$74,037	\$69,708	\$58,526	\$53,417	\$49,353	\$87,936
22	\$74,772	\$70,443	\$59,156	\$53,942	\$49,878	\$88,776
23	\$75,507	\$71,178	\$59,786	\$54,467	\$50,403	\$89,616
24	\$76,242	\$71,913	\$60,416	\$54,992	\$50,928	\$90,456
25	\$76,977	\$72,648	\$61,046	\$55,517	\$51,453	\$91,296
26	\$77,712	\$73,383	\$61,676	\$56,042	\$51,978	\$92,136
27	\$78,447	\$74,118	\$62,306	\$56,567	\$52,503	\$92,976
28	\$79,182	\$74,853	\$62,936	\$57,092	\$53,028	\$93,816
29	\$79,917	\$75,588	\$63,566	\$57,617	\$53,553	\$94,656
30	\$80,652	\$76,323	\$64,196	\$58,142	\$54,078	\$95,496

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

Early Childhood Department

Level	Family Services Coordinator Grade 39	Mental Health Specialist Grade 32	Family Education Facilitators Grade 26
1	\$78,174	\$59,337	\$47,573
2	\$79,014	\$60,072	\$48,203
3	\$79,854	\$60,807	\$48,833
4	\$80,694	\$61,542	\$49,463
5	\$81,534	\$62,277	\$50,093
6	\$82,374	\$63,012	\$50,723
7	\$83,214	\$63,747	\$51,353
8	\$84,054	\$64,482	\$51,983
9	\$84,894	\$65,217	\$52,613
10	\$85,734	\$65,952	\$53,243
11	\$86,574	\$66,687	\$53,873
12	\$87,414	\$67,422	\$54,503
13	\$88,254	\$68,157	\$55,133
14	\$89,094	\$68,892	\$55,763
15	\$89,934	\$69,627	\$56,393
16	\$90,774	\$70,362	\$57,023
17	\$91,614	\$71,097	\$57,653
18	\$92,454	\$71,832	\$58,283
19	\$93,294	\$72,567	\$58,913
20	\$94,134	\$73,302	\$59,543
21	\$94,974	\$74,037	\$60,173
22	\$95,814	\$74,772	\$60,803
23	\$96,654	\$75,507	\$61,433
24	\$97,494	\$76,242	\$62,063
25	\$98,334	\$76,977	\$62,693
26	\$99,174	\$77,712	\$63,323
27	\$100,014	\$78,447	\$63,953
28	\$100,854	\$79,182	\$64,583
29	\$101,694	\$79,917	\$65,213
30	\$102,534	\$80,652	\$65,843

Finance Department					
Level	Chief Financial Officer	Accounting/Payroll Supervisor Grade 37	Grants Manager Grade 35	Finance Assistant/Purchasing Agent Grade 35	
1	\$113,100	\$72,109	\$66,592	\$66,592	
2	\$114,000	\$72,949	\$67,432	\$67,432	
3	\$114,900	\$73,789	\$68,272	\$68,272	
4	\$115,800	\$74,629	\$69,112	\$69,112	
5	\$116,700	\$75,469	\$69,952	\$69,952	
6	\$117,600	\$76,309	\$70,792	\$70,792	
7	\$118,500	\$77,149	\$71,632	\$71,632	
8	\$119,400	\$77,989	\$72,472	\$72,472	
9	\$120,300	\$78,829	\$73,312	\$73,312	
10	\$121,200	\$79,669	\$74,152	\$74,152	
11	\$122,100	\$80,509	\$74,992	\$74,992	
12	\$123,000	\$81,349	\$75,832	\$75,832	
13	\$123,900	\$82,189	\$76,672	\$76,672	
14	\$124,800	\$83,029	\$77,512	\$77,512	
15	\$125,700	\$83,869	\$78,352	\$78,352	
16	\$126,600	\$84,709	\$79,192	\$79,192	
17	\$127,500	\$85,549	\$80,032	\$80,032	
18	\$128,500	\$86,389	\$80,872	\$80,872	
19	\$129,500	\$87,229	\$81,712	\$81,712	
20	\$130,500	\$88,069	\$82,552	\$82,552	
21	\$131,500	\$88,909	\$83,392	\$83,392	
22	\$132,500	\$89,749	\$84,232	\$84,232	
23	\$133,500	\$90,589	\$85,072	\$85,072	
24	\$134,500	\$91,429	\$85,912	\$85,912	
25	\$135,500	\$92,269	\$86,752	\$86,752	
26	\$136,500	\$93,109	\$87,592	\$87,592	
27	\$137,500	\$93,949	\$88,432	\$88,432	
28	\$138,500	\$94,789	\$89,272	\$89,272	
29	\$139,500	\$95,629	\$90,112	\$90,112	
30	\$140,500	\$96,469	\$90,952	\$90,952	
Level	Account Clerk III (w/ degree) Grade 27	Account Clerk II Grade 25	Account Clerk I Grade 22	Warehouse Manager Grade 25	Warehouse Driver Grade 18
1	\$49,310	\$45,926	\$41,476	\$45,926	\$36,477
2	\$49,940	\$46,556	\$42,001	\$46,556	\$36,897
3	\$50,570	\$47,186	\$42,526	\$47,186	\$37,317
4	\$51,200	\$47,816	\$43,051	\$47,816	\$37,737
5	\$51,830	\$48,446	\$43,576	\$48,446	\$38,157
6	\$52,460	\$49,076	\$44,101	\$49,076	\$38,577
7	\$53,090	\$49,706	\$44,626	\$49,706	\$38,997
8	\$53,720	\$50,336	\$45,151	\$50,336	\$39,417
9	\$54,350	\$50,966	\$45,676	\$50,966	\$39,837
10	\$54,980	\$51,596	\$46,201	\$51,596	\$40,257
11	\$55,610	\$52,226	\$46,726	\$52,226	\$40,677
12	\$56,240	\$52,856	\$47,251	\$52,856	\$41,097
13	\$56,870	\$53,486	\$47,776	\$53,486	\$41,517
14	\$57,500	\$54,116	\$48,301	\$54,116	\$41,937
15	\$58,130	\$54,746	\$48,826	\$54,746	\$42,357
16	\$58,760	\$55,376	\$49,351	\$55,376	\$42,777
17	\$59,390	\$56,006	\$49,876	\$56,006	\$43,197
18	\$60,020	\$56,636	\$50,401	\$56,636	\$43,617
19	\$60,650	\$57,266	\$50,926	\$57,266	\$44,037
20	\$61,280	\$57,896	\$51,451	\$57,896	\$44,457
21	\$61,910	\$58,526	\$51,976	\$58,526	\$44,877
22	\$62,540	\$59,156	\$52,501	\$59,156	\$45,297
23	\$63,170	\$59,786	\$53,026	\$59,786	\$45,717
24	\$63,800	\$60,416	\$53,551	\$60,416	\$46,137
25	\$64,430	\$61,046	\$54,076	\$61,046	\$46,557
26	\$65,060	\$61,676	\$54,601	\$61,676	\$46,977
27	\$65,690	\$62,306	\$55,126	\$62,306	\$47,397
28	\$66,320	\$62,936	\$55,651	\$62,936	\$47,817
29	\$66,950	\$63,566	\$56,176	\$63,566	\$48,237
30	\$67,580	\$64,196	\$56,701	\$64,196	\$48,657

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

Maintenance Department

Level	Facility Director	Energy/Maintenance Coordinator		HVAC Electrician Grade 32	Maintenance Foreman Grade 29	Carpenter, Painter, or Plumber Grade 32	Carpenter, Electrical, HVAC, Painter, or Plumber	
		Degreed or Cert Grade 37	Non-Degreed/Cert Grade 36				Jr. Mechanic Grade 20	Helper Grade 18
1	\$93,650	\$72,109	\$69,274	\$59,337	\$53,028	\$59,337	\$38,853	\$36,477
2	\$94,700	\$72,949	\$70,114	\$60,072	\$53,658	\$60,072	\$39,378	\$36,897
3	\$95,750	\$73,789	\$70,954	\$60,807	\$54,288	\$60,807	\$39,903	\$37,317
4	\$96,800	\$74,629	\$71,794	\$61,542	\$54,918	\$61,542	\$40,428	\$37,737
5	\$97,850	\$75,469	\$72,634	\$62,277	\$55,548	\$62,277	\$40,953	\$38,157
6	\$98,900	\$76,309	\$73,474	\$63,012	\$56,178	\$63,012	\$41,478	\$38,577
7	\$99,950	\$77,149	\$74,314	\$63,747	\$56,808	\$63,747	\$42,003	\$38,997
8	\$101,000	\$77,989	\$75,154	\$64,482	\$57,438	\$64,482	\$42,528	\$39,417
9	\$102,050	\$78,829	\$75,994	\$65,217	\$58,068	\$65,217	\$43,053	\$39,837
10	\$103,100	\$79,669	\$76,834	\$65,952	\$58,698	\$65,952	\$43,578	\$40,257
11	\$104,150	\$80,509	\$77,674	\$66,687	\$59,328	\$66,687	\$44,103	\$40,677
12	\$105,200	\$81,349	\$78,514	\$67,422	\$59,958	\$67,422	\$44,628	\$41,097
13	\$106,250	\$82,189	\$79,354	\$68,157	\$60,588	\$68,157	\$45,153	\$41,517
14	\$107,300	\$83,029	\$80,194	\$68,892	\$61,218	\$68,892	\$45,678	\$41,937
15	\$108,350	\$83,869	\$81,034	\$69,627	\$61,848	\$69,627	\$46,203	\$42,357
16	\$109,400	\$84,709	\$81,874	\$70,362	\$62,478	\$70,362	\$46,728	\$42,777
17	\$110,450	\$85,549	\$82,714	\$71,097	\$63,108	\$71,097	\$47,253	\$43,197
18	\$111,450	\$86,389	\$83,554	\$71,832	\$63,738	\$71,832	\$47,778	\$43,617
19	\$112,450	\$87,229	\$84,394	\$72,567	\$64,368	\$72,567	\$48,303	\$44,037
20	\$113,450	\$88,069	\$85,234	\$73,302	\$64,998	\$73,302	\$48,828	\$44,457
21	\$114,450	\$88,909	\$86,074	\$74,037	\$65,628	\$74,037	\$49,353	\$44,877
22	\$115,450	\$89,749	\$86,914	\$74,772	\$66,258	\$74,772	\$49,878	\$45,297
23	\$116,450	\$90,589	\$87,754	\$75,507	\$66,888	\$75,507	\$50,403	\$45,717
24	\$117,450	\$91,429	\$88,594	\$76,242	\$67,518	\$76,242	\$50,928	\$46,137
25	\$118,450	\$92,269	\$89,434	\$76,977	\$68,148	\$76,977	\$51,453	\$46,557
26	\$119,450	\$93,109	\$90,274	\$77,712	\$68,778	\$77,712	\$51,978	\$46,977
27	\$120,450	\$93,949	\$91,114	\$78,447	\$69,408	\$78,447	\$52,503	\$47,397
28	\$121,450	\$94,789	\$91,954	\$79,182	\$70,038	\$79,182	\$53,028	\$47,817
29	\$122,450	\$95,629	\$92,794	\$79,917	\$70,668	\$79,917	\$53,553	\$48,237
30	\$123,450	\$96,469	\$93,634	\$80,652	\$71,298	\$80,652	\$54,078	\$48,657

Maintenance Department

Level	P&C Manager Degreed Grade 37	P&C Manager Non-Degreed Grade 36	Lead Grounds Keeper Grade 22	Mower Operator Grade 18	Custodial Coordinator Grade 30	Head Custodian Grade 22	Custodian 40 Hours/Week Grade 18	Housekeeper 21 Hours/Week
1	\$72,109	\$69,274	\$41,476	\$36,477	\$55,008	\$41,476	\$36,477	\$22,533
2	\$72,949	\$70,114	\$42,001	\$36,897	\$55,743	\$42,001	\$36,897	\$22,758
3	\$73,789	\$70,954	\$42,526	\$37,317	\$56,478	\$42,526	\$37,317	\$22,981
4	\$74,629	\$71,794	\$43,051	\$37,737	\$57,213	\$43,051	\$37,737	\$23,220
5	\$75,469	\$72,634	\$43,576	\$38,157	\$57,948	\$43,576	\$38,157	\$23,460
6	\$76,309	\$73,474	\$44,101	\$38,577	\$58,683	\$44,101	\$38,577	\$23,700
7	\$77,149	\$74,314	\$44,626	\$38,997	\$59,418	\$44,626	\$38,997	\$23,956
8	\$77,989	\$75,154	\$45,151	\$39,417	\$60,153	\$45,151	\$39,417	\$24,213
9	\$78,829	\$75,994	\$45,676	\$39,837	\$60,888	\$45,676	\$39,837	\$24,484
10	\$79,669	\$76,834	\$46,201	\$40,257	\$61,623	\$46,201	\$40,257	\$24,755
11	\$80,509	\$77,674	\$46,726	\$40,677	\$62,358	\$46,726	\$40,677	\$25,028
12	\$81,349	\$78,514	\$47,251	\$41,097	\$63,093	\$47,251	\$41,097	\$25,348
13	\$82,189	\$79,354	\$47,776	\$41,517	\$63,828	\$47,776	\$41,517	\$25,676
14	\$83,029	\$80,194	\$48,301	\$41,937	\$64,563	\$48,301	\$41,937	\$26,012
15	\$83,869	\$81,034	\$48,826	\$42,357	\$65,298	\$48,826	\$42,357	\$26,262
16	\$84,709	\$81,874	\$49,351	\$42,777	\$66,033	\$49,351	\$42,777	\$26,512
17	\$85,549	\$82,714	\$49,876	\$43,197	\$66,768	\$49,876	\$43,197	\$26,762
18	\$86,389	\$83,554	\$50,401	\$43,617	\$67,503	\$50,401	\$43,617	\$27,012
19	\$87,229	\$84,394	\$50,926	\$44,037	\$68,238	\$50,926	\$44,037	\$27,262
20	\$88,069	\$85,234	\$51,451	\$44,457	\$68,973	\$51,451	\$44,457	\$27,512
21	\$88,909	\$86,074	\$51,976	\$44,877	\$69,708	\$51,976	\$44,877	\$27,762
22	\$89,749	\$86,914	\$52,501	\$45,297	\$70,443	\$52,501	\$45,297	\$28,012
23	\$90,589	\$87,754	\$53,026	\$45,717	\$71,178	\$53,026	\$45,717	\$28,262
24	\$91,429	\$88,594	\$53,551	\$46,137	\$71,913	\$53,551	\$46,137	\$28,512
25	\$92,269	\$89,434	\$54,076	\$46,557	\$72,648	\$54,076	\$46,557	\$28,762
26	\$93,109	\$90,274	\$54,601	\$46,977	\$73,383	\$54,601	\$46,977	\$29,012
27	\$93,949	\$91,114	\$55,126	\$47,397	\$74,118	\$55,126	\$47,397	\$29,262
28	\$94,789	\$91,954	\$55,651	\$47,817	\$74,853	\$55,651	\$47,817	\$29,512
29	\$95,629	\$92,794	\$56,176	\$48,237	\$75,588	\$56,176	\$48,237	\$29,762
30	\$96,469	\$93,634	\$56,701	\$48,657	\$76,323	\$56,701	\$48,657	\$30,012

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

School Food Service Department								
Level	SFS Area Manager Deg./Cert.	SFS Area Manager Non Deg./Cert.	Account Clerk III (w/ degree)	Account Clerk II	SFS Secretary III (w/degree)	SFS Secretary II	SFS Administrative Clerk	SFS Warehouse Driver
	Grade 30	Grade 28	Grade 27	Grade 25	Grade 25	Grade 23	Grade 20	Grade 18
1	\$55,008	\$51,107	\$49,310	\$45,926	\$45,926	\$42,917	\$38,853	\$36,477
2	\$55,743	\$51,737	\$49,940	\$46,556	\$46,556	\$43,442	\$39,378	\$36,897
3	\$56,478	\$52,367	\$50,570	\$47,186	\$47,186	\$43,967	\$39,903	\$37,317
4	\$57,213	\$52,997	\$51,200	\$47,816	\$47,816	\$44,492	\$40,428	\$37,737
5	\$57,948	\$53,627	\$51,830	\$48,446	\$48,446	\$45,017	\$40,953	\$38,157
6	\$58,683	\$54,257	\$52,460	\$49,076	\$49,076	\$45,542	\$41,478	\$38,577
7	\$59,418	\$54,887	\$53,090	\$49,706	\$49,706	\$46,067	\$42,003	\$38,997
8	\$60,153	\$55,517	\$53,720	\$50,336	\$50,336	\$46,592	\$42,528	\$39,417
9	\$60,888	\$56,147	\$54,350	\$50,966	\$50,966	\$47,117	\$43,053	\$39,837
10	\$61,623	\$56,777	\$54,980	\$51,596	\$51,596	\$47,642	\$43,578	\$40,257
11	\$62,358	\$57,407	\$55,610	\$52,226	\$52,226	\$48,167	\$44,103	\$40,677
12	\$63,093	\$58,037	\$56,240	\$52,856	\$52,856	\$48,692	\$44,628	\$41,097
13	\$63,828	\$58,667	\$56,870	\$53,486	\$53,486	\$49,217	\$45,153	\$41,517
14	\$64,563	\$59,297	\$57,500	\$54,116	\$54,116	\$49,742	\$45,678	\$41,937
15	\$65,298	\$59,927	\$58,130	\$54,746	\$54,746	\$50,267	\$46,203	\$42,357
16	\$66,033	\$60,557	\$58,760	\$55,376	\$55,376	\$50,792	\$46,728	\$42,777
17	\$66,768	\$61,187	\$59,390	\$56,006	\$56,006	\$51,317	\$47,253	\$43,197
18	\$67,503	\$61,817	\$60,020	\$56,636	\$56,636	\$51,842	\$47,778	\$43,617
19	\$68,238	\$62,447	\$60,650	\$57,266	\$57,266	\$52,367	\$48,303	\$44,037
20	\$68,973	\$63,077	\$61,280	\$57,896	\$57,896	\$52,892	\$48,828	\$44,457
21	\$69,708	\$63,707	\$61,910	\$58,526	\$58,526	\$53,417	\$49,353	\$44,877
22	\$70,443	\$64,337	\$62,540	\$59,156	\$59,156	\$53,942	\$49,878	\$45,297
23	\$71,178	\$64,967	\$63,170	\$59,786	\$59,786	\$54,467	\$50,403	\$45,717
24	\$71,913	\$65,597	\$63,800	\$60,416	\$60,416	\$54,992	\$50,928	\$46,137
25	\$72,648	\$66,227	\$64,430	\$61,046	\$61,046	\$55,517	\$51,453	\$46,557
26	\$73,383	\$66,857	\$65,060	\$61,676	\$61,676	\$56,042	\$51,978	\$46,977
27	\$74,118	\$67,487	\$65,690	\$62,306	\$62,306	\$56,567	\$52,503	\$47,397
28	\$74,853	\$68,117	\$66,320	\$62,936	\$62,936	\$57,092	\$53,028	\$47,817
29	\$75,588	\$68,747	\$66,950	\$63,566	\$63,566	\$57,617	\$53,553	\$48,237
30	\$76,323	\$69,377	\$67,580	\$64,196	\$64,196	\$58,142	\$54,078	\$48,657

School Food Service Department						
9 Month						
Level	Multi-Site SFS Manager	SFS Manager w/ Degree	SFS Manager w/ out Degree	SFS Technician w/ Degree	SFS Technician w/ out Degree	SFS Technician 21 hrs/ wk
1	\$37,175	\$35,503	\$34,497	\$29,400	\$28,691	\$20,992
2	\$37,746	\$36,029	\$35,001	\$29,765	\$29,035	\$21,173
3	\$38,341	\$36,556	\$35,503	\$30,155	\$29,400	\$21,364
4	\$38,958	\$37,103	\$36,029	\$30,543	\$29,765	\$21,556
5	\$39,576	\$37,675	\$36,556	\$30,932	\$30,155	\$21,760
6	\$40,215	\$38,247	\$37,103	\$31,343	\$30,543	\$21,964
7	\$40,879	\$38,842	\$37,675	\$31,755	\$30,932	\$22,167
8	\$41,542	\$39,459	\$38,247	\$32,190	\$31,343	\$22,382
9	\$42,227	\$40,075	\$38,842	\$32,621	\$31,755	\$22,600
10	\$42,936	\$40,716	\$39,459	\$33,080	\$32,190	\$22,826
11	\$43,667	\$41,379	\$40,075	\$33,537	\$32,621	\$23,055
12	\$44,433	\$42,082	\$40,747	\$34,045	\$33,108	\$23,326
13	\$45,217	\$42,804	\$41,435	\$34,566	\$33,604	\$23,604
14	\$46,021	\$43,543	\$42,140	\$35,099	\$34,114	\$23,888
15	\$46,845	\$44,299	\$42,859	\$35,644	\$34,638	\$24,178
16	\$47,689	\$45,072	\$43,593	\$36,201	\$35,176	\$24,468
17	\$48,553	\$45,862	\$44,342	\$36,770	\$35,728	\$24,758
18	\$49,417	\$46,652	\$45,091	\$37,339	\$36,280	\$25,048
19	\$50,281	\$47,442	\$45,840	\$37,908	\$36,832	\$25,338
20	\$51,145	\$48,232	\$46,589	\$38,477	\$37,384	\$25,628
21	\$52,009	\$49,022	\$47,338	\$39,046	\$37,936	\$25,918
22	\$52,873	\$49,812	\$48,087	\$39,615	\$38,488	\$26,208
23	\$53,737	\$50,602	\$48,836	\$40,184	\$39,040	\$26,498
24	\$54,601	\$51,392	\$49,585	\$40,753	\$39,592	\$26,788
25	\$55,465	\$52,182	\$50,334	\$41,322	\$40,144	\$27,078
26	\$56,329	\$52,972	\$51,083	\$41,891	\$40,696	\$27,368
27	\$57,193	\$53,762	\$51,832	\$42,460	\$41,248	\$27,658
28	\$58,057	\$54,552	\$52,581	\$43,029	\$41,800	\$27,948
29	\$58,921	\$55,342	\$53,330	\$43,598	\$42,352	\$28,238
30	\$59,785	\$56,132	\$54,079	\$44,167	\$42,904	\$28,528

Note: Each year employees are eligible to receive a level/ pay increase if the employee receives an individual performance rating of "effective".

School Level Support				
Level	12 Month			10.5 Month
	Registrar (w/ degree) Grade 23	Registrar (w/o degree) Grade 21	School Bookkeeper Grade 20	School Secretary
1	\$42,917	\$40,135	\$38,853	\$33,614
2	\$43,442	\$40,660	\$39,378	\$34,088
3	\$43,967	\$41,185	\$39,903	\$34,565
4	\$44,492	\$41,710	\$40,428	\$35,067
5	\$45,017	\$42,235	\$40,953	\$35,570
6	\$45,542	\$42,760	\$41,478	\$36,100
7	\$46,067	\$43,285	\$42,003	\$36,630
8	\$46,592	\$43,810	\$42,528	\$37,190
9	\$47,117	\$44,335	\$43,053	\$37,748
10	\$47,642	\$44,860	\$43,578	\$38,336
11	\$48,167	\$45,385	\$44,103	\$38,922
12	\$48,692	\$45,910	\$44,628	\$39,564
13	\$49,217	\$46,435	\$45,153	\$40,223
14	\$49,742	\$46,960	\$45,678	\$40,898
15	\$50,267	\$47,485	\$46,203	\$41,573
16	\$50,792	\$48,010	\$46,728	\$42,248
17	\$51,317	\$48,535	\$47,253	\$42,923
18	\$51,842	\$49,060	\$47,778	\$43,598
19	\$52,367	\$49,585	\$48,303	\$44,273
20	\$52,892	\$50,110	\$48,828	\$44,948
21	\$53,417	\$50,635	\$49,353	\$45,623
22	\$53,942	\$51,160	\$49,878	\$46,298
23	\$54,467	\$51,685	\$50,403	\$46,973
24	\$54,992	\$52,210	\$50,928	\$47,648
25	\$55,517	\$52,735	\$51,453	\$48,323
26	\$56,042	\$53,260	\$51,978	\$48,998
27	\$56,567	\$53,785	\$52,503	\$49,673
28	\$57,092	\$54,310	\$53,028	\$50,348
29	\$57,617	\$54,835	\$53,553	\$51,023
30	\$58,142	\$55,360	\$54,078	\$51,698

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

School Level Support				
Level	9 Month			
	Para I (Regular Ed)	Para II (SPED)	Para III (w/ degree) (Regular Ed, ECH or SPED)	School Clerical Aide
1	\$28,691	\$30,155	\$31,645	\$28,691
2	\$29,035	\$30,543	\$32,065	\$29,035
3	\$29,400	\$30,932	\$32,485	\$29,400
4	\$29,765	\$31,343	\$32,905	\$29,765
5	\$30,155	\$31,755	\$33,325	\$30,155
6	\$30,543	\$32,190	\$33,745	\$30,543
7	\$30,932	\$32,621	\$34,165	\$30,932
8	\$31,343	\$33,080	\$34,585	\$31,343
9	\$31,755	\$33,537	\$35,005	\$31,755
10	\$32,190	\$34,017	\$35,425	\$32,190
11	\$32,621	\$34,497	\$35,845	\$32,621
12	\$33,107	\$35,029	\$36,265	\$33,107
13	\$33,604	\$35,574	\$36,685	\$33,604
14	\$34,113	\$36,132	\$37,105	\$34,113
15	\$34,623	\$36,692	\$37,525	\$34,623
16	\$35,148	\$37,262	\$37,945	\$35,148
17	\$35,673	\$37,832	\$38,365	\$35,673
18	\$36,198	\$38,402	\$38,935	\$36,198
19	\$36,723	\$38,972	\$39,505	\$36,723
20	\$37,248	\$39,542	\$40,075	\$37,248
21	\$37,773	\$40,112	\$40,645	\$37,773
22	\$38,298	\$40,682	\$41,215	\$38,298
23	\$38,823	\$41,252	\$41,785	\$38,823
24	\$39,348	\$41,822	\$42,355	\$39,348
25	\$39,873	\$42,392	\$42,925	\$39,873
26	\$40,398	\$42,962	\$43,495	\$40,398
27	\$40,923	\$43,532	\$44,065	\$40,923
28	\$41,448	\$44,102	\$44,635	\$41,448
29	\$41,973	\$44,672	\$45,205	\$41,973
30	\$42,498	\$45,242	\$45,775	\$42,498

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

Technology Department

Level	Technology Coordinator Deg./Cert.	Technology Coordinator Non-Deg./Cert.	Data Systems Analyst Degreed	Lead Computer Tech Deg./Cert. Grade 30	Lead Computer Tech Non-Deg./Cert. Grade 28	Computer Technician Deg./Cert. Grade 28	Computer Technician Non-Deg./Cert. Grade 26
1	\$71,136	\$66,136	\$71,136	\$55,008	\$51,107	\$51,107	\$47,573
2	\$72,116	\$67,116	\$72,116	\$55,743	\$51,737	\$51,737	\$48,203
3	\$73,096	\$68,096	\$73,096	\$56,478	\$52,367	\$52,367	\$48,833
4	\$74,076	\$69,076	\$74,076	\$57,213	\$52,997	\$52,997	\$49,463
5	\$75,056	\$70,056	\$75,056	\$57,948	\$53,627	\$53,627	\$50,093
6	\$76,036	\$71,036	\$76,036	\$58,683	\$54,257	\$54,257	\$50,723
7	\$77,016	\$72,016	\$77,016	\$59,418	\$54,887	\$54,887	\$51,353
8	\$77,996	\$72,996	\$77,996	\$60,153	\$55,517	\$55,517	\$51,983
9	\$78,976	\$73,976	\$78,976	\$60,888	\$56,147	\$56,147	\$52,613
10	\$79,956	\$74,956	\$79,956	\$61,623	\$56,777	\$56,777	\$53,243
11	\$80,936	\$75,936	\$80,936	\$62,358	\$57,407	\$57,407	\$53,873
12	\$81,916	\$76,916	\$81,916	\$63,093	\$58,037	\$58,037	\$54,503
13	\$82,896	\$77,896	\$82,896	\$63,828	\$58,667	\$58,667	\$55,133
14	\$83,876	\$78,876	\$83,876	\$64,563	\$59,297	\$59,297	\$55,763
15	\$84,856	\$79,856	\$84,856	\$65,298	\$59,927	\$59,927	\$56,393
16	\$85,836	\$80,836	\$85,836	\$66,033	\$60,557	\$60,557	\$57,023
17	\$86,816	\$81,816	\$86,816	\$66,768	\$61,187	\$61,187	\$57,653
18	\$87,796	\$82,796	\$87,796	\$67,503	\$61,817	\$61,817	\$58,283
19	\$88,776	\$83,776	\$88,776	\$68,238	\$62,447	\$62,447	\$58,913
20	\$89,756	\$84,756	\$89,756	\$68,973	\$63,077	\$63,077	\$59,543
21	\$90,736	\$85,736	\$90,736	\$69,708	\$63,707	\$63,707	\$60,173
22	\$91,716	\$86,716	\$91,716	\$70,443	\$64,337	\$64,337	\$60,803
23	\$92,696	\$87,696	\$92,696	\$71,178	\$64,967	\$64,967	\$61,433
24	\$93,676	\$88,676	\$93,676	\$71,913	\$65,597	\$65,597	\$62,063
25	\$94,656	\$89,656	\$94,656	\$72,648	\$66,227	\$66,227	\$62,693
26	\$95,636	\$90,636	\$95,636	\$73,383	\$66,857	\$66,857	\$63,323
27	\$96,616	\$91,616	\$96,616	\$74,118	\$67,487	\$67,487	\$63,953
28	\$97,596	\$92,596	\$97,596	\$74,853	\$68,117	\$68,117	\$64,583
29	\$98,576	\$93,576	\$98,576	\$75,588	\$68,747	\$68,747	\$65,213
30	\$99,556	\$94,556	\$99,556	\$76,323	\$69,377	\$69,377	\$65,843

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

Transportation Department

Level	Supervisor of Transportation	Bus Operator Route 1 - Base Pay	Bus Operator Route 2 - Stipend	Bus Operator Route 3 - Stipend	Bus Attendant
1	\$93,650	\$29,999	\$1,938	\$3,876	\$21,298
2	\$94,700	\$30,292	\$1,966	\$3,932	\$21,496
3	\$95,750	\$30,585	\$1,994	\$3,988	\$21,696
4	\$96,800	\$30,879	\$2,022	\$4,044	\$21,892
5	\$97,850	\$31,171	\$2,050	\$4,099	\$22,106
6	\$98,900	\$31,465	\$2,078	\$4,155	\$22,318
7	\$99,950	\$31,757	\$2,105	\$4,211	\$22,532
8	\$101,000	\$32,051	\$2,133	\$4,267	\$22,761
9	\$102,050	\$32,344	\$2,161	\$4,323	\$22,990
10	\$103,100	\$32,637	\$2,189	\$4,378	\$23,218
11	\$104,150	\$33,147	\$2,238	\$4,476	\$23,462
12	\$105,200	\$33,671	\$2,288	\$4,575	\$23,742
13	\$106,250	\$34,208	\$2,339	\$4,678	\$24,031
14	\$107,300	\$34,799	\$2,395	\$4,790	\$24,326
15	\$108,350	\$35,169	\$2,425	\$4,849	\$24,559
16	\$109,400	\$35,539	\$2,460	\$4,919	\$24,792
17	\$110,450	\$35,909	\$2,495	\$4,990	\$25,025
18	\$111,450	\$36,279	\$2,530	\$5,061	\$25,258
19	\$112,450	\$36,649	\$2,565	\$5,132	\$25,491
20	\$113,450	\$37,019	\$2,600	\$5,203	\$25,724
21	\$114,450	\$37,389	\$2,635	\$5,274	\$25,957
22	\$115,450	\$37,759	\$2,670	\$5,345	\$26,190
23	\$116,450	\$38,129	\$2,705	\$5,416	\$26,423
24	\$117,450	\$38,499	\$2,740	\$5,487	\$26,656
25	\$118,450	\$38,869	\$2,775	\$5,558	\$26,889
26	\$119,450	\$39,239	\$2,810	\$5,629	\$27,122
27	\$120,450	\$39,609	\$2,845	\$5,700	\$27,355
28	\$121,450	\$39,979	\$2,880	\$5,771	\$27,588
29	\$122,450	\$40,349	\$2,915	\$5,842	\$27,821
30	\$123,450	\$40,719	\$2,950	\$5,913	\$28,054

Bus Driver Stipend is based on the average of the morning and afternoon route as follows:

Route 1	0 miles to 25 miles
Route 2	26 miles to 40 miles
Route 3	41 miles or more

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

Stipends, Supplements and Time Card Pay Rates			
Theater Sponsor			\$2,400
<i>Minimal of 3 performances after hours each year</i>			
CO-CURRICULAR STIPENDS			
			<u>Yearly Rate</u>
Club Sponsor			\$1,200.00
<i>Note:</i> 1. One (1) stipend per sponsor per co-curricular activity, maximum of 2 sponsors per activity. 2. To be eligible for Club Sponsor Stipend, the club must meet on a regular basis. Meetings must be held after school. Club must participate in at least 2 performance based activities (after hours) each year.			
STIPENDS (must be related to position)			
			<u>Yearly Rate</u>
Lead Teacher			\$6,000
Lead Bus Operator			\$2,400
Maintenance Pesticide/Herbicide Certification			\$1,000
Maintenance Freon Gas Certification			\$1,000
Maintenance Master Meter Certification			\$1,000
Maintenance NICET (Electronic Safety/ Security) Certification			\$1,000
Masters Degree in related field to position (only for employees not tied to certified pay scale)			\$2,000
Mentor Teacher			\$3,000
			\$1,000
National Board Certified Teacher: National Board Certified School Counselor - NBCSC, National Board Certified School Nurse - NBCSN, National Board Certified School Psychologist - NCSP, and National Certified Speech Therapist - CCC - SLP			
Safe School Vector Solutions Training stipend upon completion of mandatory training within the digital platform by Oct. 1st or 60 days after hire. Completion must be outside of regular work hours.			\$300
School Food Service Assistant Manager			\$2,400
School Food Service ICN Food Safety 8 hour Certification			\$500
School Food Service Lead Technician			\$1,000
School Food Service ICN Tri-Certification (Portion Control, Recipe Adjustments and Weights & Measures)			\$500
SPED Support Teacher (based on size)			\$1,000 to \$4,000
Technology Facilitator			\$2,500
LASBO Certification			\$1,000
ONE TIME SUPPLEMENTS			
			<u>Paid only once</u>
LDOE Mentor Teacher Certification: This applies only to those teachers who complete the BESE approved Mentor Teacher training program and who have passed the Louisiana Mentor Teacher assessment series.			\$3,000
LDOE Content Leader Certification			\$3,000
TIMECARDS			
Position Type	Education Level	Rate	Daily (Full Day) or Hourly
Bus Attendant	N/A	\$35.00	Daily
Bus Operator Field Trips	CDL	TBD	Based on trip and bus used
Custodial Staff (Extra Pay)	N/A	TBD	Hourly
Minimum Wage	N/A	\$7.25	Hourly
Student Workers	N/A	\$15.00	Hourly
Teacher (Certified) PD	College Degree	\$25.00	Hourly
Teacher (Non-Certified) PD	College Degree	\$20.00	Hourly
Extended Contract Services	N/A	Hourly Rate	Hourly
Paraprofessional PD	N/A	\$15.00	Hourly
Summer Feeding Manager	N/A	Hourly Rate	Hourly
Summer Feeding Technician	N/A	Hourly Rate	Hourly
Summer/After-School Coordinator	College Degree	\$45.00	Hourly
Summer/After-School Teacher(Cert)	College Degree	\$45.00	Hourly
Summer/After-School Teacher(Non-Cert)	College Degree	\$40.00	Hourly
Summer/After-School Paraprofessional	N/A	\$22.50	Hourly
Support Staff	High School	\$15.00	Hourly
LHSAA Event Coach/Assistant Coach	N/A	\$100.00	Per postseason week of play
LHSAA Event Coach/Assistant Coach	N/A	\$50.00	Per postseason bye week
LHSAA Event Athletic Trainer/Band/Dance/Cheer	N/A	\$50.00	Per postseason week of play
LHSAA Event Athletic Trainer/Band/Dance/Cheer	N/A	\$25.00	Per postseason bye week

Other Salary Schedule Items

Junior Reserve Officer Training Corps (JROTC) Lead Instructor:

1) Payment is as stipulated by the United States Marine Corps (MIP: Minimum Instructional Pay), plus an annual supplement of \$12,000 (approved by Iberville Parish School Board).

2) This position is for 12 months (240 days).

	Days	Months	Factor
Agriculture Teacher	240	12	1.333

Bus Operator:

Operational Allowance

1) Paid to a bus operator who operates his/her own bus.

2) Used to offset the cost of insurance, repairs, maintenance, etc.

Fuel Adjustment

1) Paid to offset the cost of fuel for buses.

2) Calculation done 3 times each year: October, February, and May.

Month-Days Equivalents:

	<u>Months</u>	<u>Certified Personnel</u>	<u>Non-certified Personnel</u>
	9.0	182	180
	9.5	192	190
	10.0	202	200
	10.5	212	210
	11.0	222	220
JROTC & AG Teacher	12.0	240	240
All others	12.0	260	260

Note: Only 260-day employees earn annual leave.

Payroll cycles are as follows, depending on the number of months worked:

<u>Months Employed</u>	<u>Begins</u>	<u>Ends</u>
9.0, 9.5, 10.0, 10.5, 11.0	August 29th	July 29th
12.0	July 29th	June 29th

Index of Positions

Position	Months	Days	Hours/Wk	Vacation	Status	Page
Account Clerk I, II, III	12.0	260.0	35.0	Y	Non-exempt	12
Accounting/Payroll Supervisor	12.0	260.0	35.0	Y	Exempt	12
Administrative Assistant of Discipline	10.0	202.0	35.0	N	Exempt	2
Agriculture Teacher	12.0	240.0	35.0	N	Exempt	19
Assistant / Public Relations	12.0	260.0	35.0	Y	Non-exempt	10
Assistant Principal	12.0	260.0	35.0	Y	Exempt	2
Assistive Technology Facilitator(Non-Cert)	12.0	260.0	35.0	Y	Exempt	10
Assistive Technology Facilitator(Cert)	12.0	260.0	35.0	Y	Exempt	3
Bookkeeper, School	12.0	260.0	35.0	Y	Non-exempt	15
Bus Attendant	9.0	180.0	21.0	N	Non-exempt	17
Bus Operator	9.0	180.0	21.0	N	Non-exempt	17
Bus Operator Allowances	n/a	n/a	n/a	n/a	n/a	19
Chief Financial Officer	12.0	260.0	35.0	Y	Exempt	12
Clerical Aide, School	9.0	180.0	35.0	N	Non-exempt	15
Coaching Supplement, 5th & 6th Grade	n/a	n/a	n/a	n/a	n/a	6
Coaching Supplement, High School	n/a	n/a	n/a	n/a	n/a	5
Coaching Supplement, Middle School	n/a	n/a	n/a	n/a	n/a	6
Co-curricular Stipend	n/a	n/a	n/a	n/a	n/a	7
Compensation Guidelines, Certified Staff	n/a	n/a	n/a	n/a	n/a	4
Computer Technician	12.0	260.0	35.0	Y	Non-exempt	16
Curriculum Coach	12.0	260.0	35.0	Y	Exempt	3
Custodial Coordinator	12.0	260.0	40.0	Y	Exempt	13
Custodian	12.0	260.0	40.0	Y	Non-exempt	13
Data Systems Analyst	12.0	260.0	35.0	Y	Exempt	16
Dean of of Academy Programs	9.0/10.0	182.0/202.0	35.0	N	Exempt	2
Dean of Alternative Programs	9.0	182.0	35.0	N	Exempt	2
Director of Academy Programs	12.0	260.0	35.0	Y	Exempt	2
District Athletic Director	12.0	260.0	35.0	Y	Exempt	3
Early Childhood Specialist	12.0	260.0	35.0	Y	Exempt	3
Educational Diagnostician	10.0	202.0	35.0	N	Exempt	3
Education Manager/Ready Start Liaison	12.0	260.0	35.0	Y	Exempt	3
Executive Assistant to Superintendent/Board	12.0	260.0	35.0	Y	Non-exempt	10
Executive Director of Academics	12.0	260.0	35.0	Y	Exempt	3
Executive Director of Operations	12.0	260.0	35.0	Y	Exempt	3
Executive Master Teacher	12.0	260.0	35.0	Y	Exempt	3
Family Education Facilitators	12.0	260.0	35.0	Y	Exempt	11
Family Services Coordinator	12.0	260.0	35.0	Y	Exempt	11
Federal Programs and Grants Coordinator	12.0	260.0	35.0	Y	Exempt	3
Finance Assistant / Purchasing Agent	12.0	260.0	35.0	Y	Exempt	12
Grants Manager	12.0	260.0	35.0	Y	Exempt	12
Head Custodian	12.0	260.0	40.0	Y	Non-exempt	13
Housekeeper	12.0	260.0	21.0	Y	Non-exempt	13
Human Resources Coordinator	12.0	260.0	35.0	Y	Exempt	3
Instructional Technology Coach	12.0	260.0	35.0	Y	Exempt	3
JROTC Instructor	12.0	240.0	35.0	N	Exempt	19
Lead Computer Technician	12.0	260.0	35.0	Y	Non-exempt	16
Lead Groundskeeper	12.0	260.0	40.0	Y	Non-exempt	13
LEADS Reporting Sepcialist	12.0	260.0	35.0	Y	Non-exempt	10
Level and Grade Scale	n/a	n/a	n/a	n/a	n/a	9
Librarian	9.0	182.0	35.0	N	Exempt	1
Maintenance Carpenter	12.0	260.0	40.0	Y	Non-exempt	13
Maintenance Coordinator	12.0	260.0	40.0	Y	Exempt	13
Maintenance Energy Manager	12.0	260.0	40.0	Y	Non-exempt	13
Maintenance & Facilities Director	12.0	260.0	40.0	Y	Exempt	13
Maintenance Foreman	12.0	260.0	40.0	Y	Non-exempt	13
Maintenance Helper	12.0	260.0	40.0	Y	Non-exempt	13
Maintenance HVAC / Electrician	12.0	260.0	40.0	Y	Non-exempt	13
Maintenance Jr. Mechanic	12.0	260.0	40.0	Y	Non-exempt	13

Index of Positions (continued)

Position	Months	Days	Hours/Wk	Vacation	Status	Page
Maintenance Painter	12.0	260.0	40.0	Y	Non-exempt	13
Maintenance Plumber	12.0	260.0	40.0	Y	Non-exempt	13
Maintenance Worker Certifications	n/a	n/a	n/a	n/a	n/a	18
Master Teacher	10.0	202.0	35.0	N	Exempt	2
Media Specialist	9.0	182.0	35.0	N	Exempt	1
Mental Health Specialist (Early Childhood)	12.0	260.0	35.0	Y	Exempt	11
Mower Operator	12.0	260.0	40.0	Y	Non-exempt	13
National Board Certified Teacher Supplement	n/a	n/a	n/a	n/a	n/a	18
Para I, II, and III	9.0	180.0	35.0	N	Non-exempt	15
PIP Increments	n/a	n/a	n/a	n/a	n/a	8
Planning and Construction Manager	12.0	260.0	40.0	Y	Exempt	13
Project Manager	12.0	260.0	40.0	Y	Exempt	13
Principal	12.0	260.0	35.0	Y	Exempt	2
Print Shop Clerk	12.0	260.0	35.0	Y	Non-exempt	10
Pupil Appraisal Coordinator	12.0	260.0	35.0	Y	Exempt	3
Receptionist	12.0	260.0	35.0	Y	Non-exempt	10
Registrar	12.0	260.0	35.0	Y	Non-exempt	15
Risk Manager	12.0	260.0	35.0	Y	Exempt	12
School Counselor	10/10.5	202.0/212.0	35.0	N	Exempt	2
School Food Service Administrative Clerk	12.0	260.0	35.0	Y	Non-exempt	15
School Food Service Area Manager	12.0	260.0	35.0	Y	Non-exempt	14
School Food Service Manager with Degree	9.0	180.0	35.0	N	Non-exempt	14
School Food Service Manager without Degree	9.0	180.0	35.0	N	Non-exempt	14
School Food Service Multi-Site Manager	9.0	180.0	35.0	N	Non-exempt	14
School Food Service Technician (21 hours)	9.0	180.0	21.0	N	Non-exempt	14
School Food Service Technician with Degree	9.0	180.0	35.0	N	Non-exempt	14
School Food Service Technician without Degree	9.0	180.0	35.0	N	Non-exempt	14
School Food Service Warehouse Driver	12.0	260.0	40.0	Y	Non-exempt	14
School Nurse	9.0	180.0	35.0	N	Exempt	3
School Nurse Coordinator	10.0	202.0	35.0	N	Exempt	3
School Security Coordinator	12.0	260.0	35.0	Y	Exempt	12
School Psychologist	10.0	202.0	35.0	N	Exempt	3
Secretary I, II, and III	12.0	260.0	35.0	Y	Non-exempt	10
Secretary, School	10.5	210.0	35.0	N	Non-exempt	15
Social Worker/Social, Emotional, Behavior Specialist	10.0	202.0	35.0	N	Exempt	3
Special Education Instructional Facilitator	12.0	260.0	35.0	Y	Exempt	3
Speech Therapist	9.0	182.0	35.0	N	Exempt	1
Stipend Pay	n/a	n/a	n/a	n/a	n/a	18
Substitute Worker	n/a	n/a	n/a	n/a	n/a	18
Superintendent	12.0	260.0	35.0	Y	Exempt	3
Supervisor of Accountability and Assessment	12.0	260.0	35.0	Y	Exempt	3
Supervisor of Child Welfare and Attendance	12.0	260.0	35.0	Y	Exempt	3
Supervisor of Early Childhood	12.0	260.0	35.0	Y	Exempt	3
Supervisor of Elementary Education	12.0	260.0	35.0	Y	Exempt	3
Supervisor of Federal Programs & Designated Grants	12.0	260.0	35.0	Y	Exempt	3
Supervisor of Human Resource	12.0	260.0	35.0	Y	Exempt	3
Supervisor of Instructional Tech & Career Tech Ed	12.0	260.0	35.0	Y	Exempt	3
Supervisor of Secondary Ed & Academy Programs	12.0	260.0	35.0	Y	Exempt	3
Supervisor of School Food Service	12.0	260.0	35.0	Y	Exempt	3
Supervisor of Special Education	12.0	260.0	35.0	Y	Exempt	3
Supervisor of Transportation	12.0	260.0	35.0	Y	Exempt	17
Support Services Advisor	10.0	202.0	35.0	N	Exempt	2
Teacher	9.0	182.0	35.0	N	Exempt	1
Technology Coordinator	12.0	260.0	35.0	Y	Exempt	16
Temporary Appointments	n/a	n/a	n/a	n/a	n/a	18
Warehouse Driver	12.0	260.0	40.0	Y	Non-exempt	12
Warehouse Manager	12.0	260.0	40.0	Y	Non-exempt	12

Pay History

<u>Year</u>	<u>Description</u>
2011-12	Freeze on all Step Increases for all employees. When step increase is re-instated, employee will only advance one (1) step. November 14, 2011 Board approved to raise the pay for Long-Term, Degreed, Certified substitutes in order to attract qualified applicants for critical areas.
2012-13	Step increase will be phased out beginning this year. Employees will be given an "add-on" equal to their step increase. The "add-on" will be based on their evaluation at the end of the school year and will not become a part of their base salary. The "add-on" will be issued with the employees last payroll check for the year. The "add-on" is one-time, non-recurring, and may be removed the following year based on performance. Revised April 8, 2013 at School Board meeting: Step increase was reinstated for 2012-2013. The "add-on" has been removed. It will only affect those individuals who were "frozen" at the beginning of the school year for 2012-2013. This will result in 1 step for employees.
2013-14	Act 1 Salary Compensation begins. This includes performance based pay for all employees. March 2014, Board approved to suspend Performance Based Pay to Certificate Staff for a 2 year period. Pay was based on VAM and SLT.
2014-15	All National Board Certified Supplements not covered by the state will not be covered by the district, unless mandated by law. The district will continue the \$1,000 supplement. May 2015, Board approved a \$200 one-time performance stipend for Certificated staff, since the regular performance stipends are still suspended.
2015-16	All National Board Certified Supplements not covered by the state will not be covered by the district, unless mandated by law. The district will continue the \$1,000 supplement. Performance stipends for certificated staff are effective.
2016-17	Revised Teacher Pay for Degree and added Stipend for Masters in Content.
2017-18	At the May 2017 Regular Board meeting, a 5% salary increase was approved.
2018-19	School Bookkeepers moved to 12 month positions. Print Shop Clerk and Receptionist moved to Grade 18.
2019-20	Increased VAM and SLT Effectiveness Stipends for teachers. Increased the number of levels for support staff from 14 to 17. MFP across-the-board Certificated pay raise = \$1,000 MFP across-the-board Support Worker pay raise = \$500
2020-21	Due to COVID-19, school systems were closed beginning March 16, 2020. State Assessments were not taken and teacher evaluations were not completed. Therefore, employees will only receive one-step increase and will not receive performance pay. Board approved a one time \$500 salary supplement Board approved a one time \$1500 salary supplement
2021-22	Salary increases were approved in the amount of \$1,000 for certified employees and \$1,500 non-certified employees. State raises approved for \$400 for support and \$800 for certified. Addition of summer/after-school rates for teachers and paraprofessionals. Coaching adjusted and Co Curricular Stipend Increased. Re-classified the Transportation Coordinator to Transportation Supervisor. Early Childhood Mental Health Specialist and Education Manager/Ready Start Liaison Position was added. Registrar and Family Services Coordinator increased 2 grades. Registrar w/ degree was added at Grade 21. Added LHSAA postseason compensation coaching stipends Board approved a one time \$1500 salary supplement

Pay History

<u>Year</u>	<u>Description</u>
2022- 23	Board approved district raise in the amount of \$1,000. Lean Frog Compensation study recommendations reflected in the salary schedule. Split all applicable position pay based on degree. All grade differentials between degree and non-degree set to two grade separation or two grade equivalent. State Raise \$1,500/\$750 Certified/Support. Began to apply experience credit for previous service to Support Personnel. One time adjustment made for those current employees negatively impacted by the 10% cap. July 11, 2022, Board Approved Elementary School Assistant Principals changed to 12 month Board approved a one time salary supplement of \$2000 Family Services Coordinator increased 3 grades
2023-24	LDOE Differentiated Compensation Plan approved by Board on December 11, 2023 Expanded support staff steps to 30. Maximum allowed step amount from 18 to 30 is \$1,000. Accounting Supervisor moved from teacher pay scale to support pay scale effective July 1, 2023 Seated Accounting Supervisor grandfathered on teacher pay scale with factor until July 5, 2023 Reclassified Instructional Technology Coordinator to Instructional Technology Coach Added Data Systems Analyst position 5% will be paid to any coach holding a valid CDL License. This percent will not be counted toward the maximums allowed. Failure to drive athletes 10 times by May 15th annually will result in a forfeiture of the CDL stipend. Added girls and boys Powerlifting Coaches Added Elementary Dance/Cheer Sponsor Revised Co-Curricular stipend to a flat rate = \$1,200 Substitute pay was increased with Kelly Services Added an Account Clerk II/III to payroll department Added extended contract services at an hourly rate of pay Added Executive Director of Operations; added Exec. Directors minimum level of 30 Changed title of Chief Academic Officer to Executive Director of Academics, added ED of Academics and ED of Operations to teacher's salary schedule plus a factor of 1.750 Combined boxes for Effectiveness stipends for Inst. Coord., Curriculum Coord., Facilitators to be the same Changed titles of Supervisor of School Food Service and Supervisor of Transportation and Maintenance and Facilities Director on all pages of the MSS Added School Security Coordinator position Board approved one-time legislative stipend for certified personnel of \$2,000 and \$1,000 for all others Board extended Master Salary Schedule pay levels for teachers level to level 50 and level 30 for all other support personnel to be effective July 1, 2023 with adjustments to salary made based on the number of years an employee has been maxed out on their current salary schedule. March 27th Special Board Meeting to award a 1:1 experience credit and approve revision of the Master Salary Schedule to the Chief Financial Officer position. Energy & Maintenance Coordinator, P&C Manager and Lead Grounds Keeper correction Mower Operator Grade Level 18 and Custodian Grade Level 18 correction

Pay History

<u>Year</u>	<u>Description</u>
2024-25	Safe School Vector Solutions Training stipend of \$250 upon completion of mandatory training within the digital platform by Oct. 1st or 60 days after hire. This must be completed outside of regular work hours. School Food Service ICN Food Safety 8 hour Certification with a stipend of \$500 School Food Service ICN Tri-Certification (Portion Control, Recipe Adjustments and Weights & Measures) with a payment of \$500 ROTC annual stipend supplement of \$5000 increased to \$12,000 Addition of Director of English Learner Programs factor of 1.550 Board approved district raise in the amount of \$1,500 beginning 2024-2025 school year. Plaquemine High School gymnastics sport addition; head coach stipend of 6% and assistant coach 5% Parish is splitting boys and girls wrestling having both a head coach stipend of 6% and assistant coach 5% Stipend addition for Lead Bus Operator in the amount of \$2400 Addition of middle school head cheer/dance sponsor stipend of 3% Revise elementary coaching stipend from \$750 to \$1500 including cheer/dance Adopt flat rate stipend schedule for all employees who work athletic events on a voluntary basis Addition of legislative stipend payment of 2,000 for certified staff and 1,000 for support staff Hourly rate adjustment for Summer/After-School Tutoring: Coordinator \$45, Teacher (Cert) \$45, Teach (Non-Cert) \$40, and Paraprofessional \$22.50 Board approved one time retention salary supplement in the amount of \$2,000.00, for full time, active-duty employees November 2024 LDOE Differentiated Compensation Plan approved by Board on January 13, 2025 Board approved one time retention salary supplement in the amount of \$2,000.00, for full time, active-duty employees May 2025 Increase from \$10 to \$15 per hour for substitute pay rate for Support Staff, as well as an increase to the hourly timecard rate for Paraprofessionals and Support Staff from \$10 to \$15 Student Worker rate increase from \$9 to \$15 per hour
2025-26	Board approved district raise in the amount of \$4,000 beginning 2025-2026 school year. employed staff who complete the required training between July 1 and July 31, outside of regular work Increase the differential on the teacher salary schedule from a Bachelor's Degree to a Master's Degree from \$840 to \$1500 (The current \$1050 differential to higher degrees would remain intact). Increase the Master's in Demand Stipend to \$2,000 at all levels (it was at a range of \$700-\$1300 depending on pay level) and increase Master's in Demand Stipend to \$2,000 for Support employees and Middle School coach from 17% to 18% Increase the stipend for Theater sponsors to the amount of \$2400 with a required minimum of three after hours performances to qualify Board approved revisions to the School Food Service Accountant Clerk II/III and the Secretary II/III job descriptions Board approved the creation of the School Food Service Administrative Clerk Addition of legislative stipend payment of 2,000 for certified staff and 1,000 for support staff Addition of LDOE Differentiated Compensation Plan approved by Board on October 13th, 2025

Pay History

Year Description

2026-27

Board approved a \$1,000 stipend for several National Board Certified positions: National Board Certified Teacher - NBCT, National Board Certified School Counselor - NBCSC, National Board Certified School Nurse - NBCSN, National Board Certified School Psychologist - NCSP, and National Certified Speech Therapist - CCC - SLP. Board approved a \$1,000 stipend for LASBO Certification

Performance stipend change: VAM effectiveness, SLT Effectiveness, Effectiveness Stipend for Principals and Directors, Effectiveness Stipend for Assistant Principals and Deans, Effectiveness Stipends for Other Positions, Effectiveness Stipends for Executive Director of Academics, Executive Director of Operations, and Instructional Supervisors, Effectiveness Stipend for Curriculum Coaches, Instructional Coordinators, and Facilitators addition of Exemplary rating.

Board approved revisions to the 2026-2027 Master Salary Schedule to incorporate the provisions of the Governor's 2026 Executive Order, including the distribution of the \$2,000 stipend for certified employees and \$1,000 stipend for support employees on October 2, 2026, which includes all Iberville Parish School Board employees.

Addition to Salary Schedule, LDOE Differentiated Compensation Plan approved by Board on September 14th, 2026

LDOE Mentor Teacher Certification: Revision to only include those teachers who complete the BESE approved Mentor Teacher training program and who have passed the Louisiana Mentor Teacher assessment series.

Iberville Parish Payroll Calendar 2026 - 2027

JULY 2026						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

16- Substitute/Summer Payroll (work performed June 2026 or prior)

29- Regular Payroll

20- Substitute Payroll (work performed December 16-31)

22- Regular Payroll

JANUARY 2027						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

AUGUST 2026						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

5- Substitute Payroll (work performed July 1-15)

20- Substitute Payroll (work performed July 16-31)

28- Regular Payroll

5- Substitute Payroll (work performed January 1-15)

19- Substitute Payroll (work performed January 16-31)

26- Regular Payroll

FEBRUARY 2027						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

SEPTEMBER 2026						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

4- Substitute Payroll (work performed August 1-15)

18- Substitute Payroll (work performed August 16-31)

29- Regular Payroll

5- Substitute Payroll (work performed February 1-15)

19- Substitute Payroll (work performed February 16-28)

25- Regular Payroll

MARCH 2027						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

OCTOBER 2026						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

5- Substitute Payroll (work performed September 1-15)

20- Substitute Payroll (work performed September 16-30)

29- Regular Payroll

5- Substitute Payroll (work performed March 1-15)

20- Substitute Payroll (work performed March 16-31)

29- Regular Payroll

APRIL 2027						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

NOVEMBER 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

5- Substitute Payroll (work performed October 1-15)

19- Substitute Payroll (work performed October 16-31)

20- Regular Payroll

5- Substitute Payroll (work performed April 1-15)

20- Substitute Payroll (work performed April 16-30)

28- Regular Payroll

MAY 2027						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

DECEMBER 2026						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

4- Substitute Payroll (work performed November 1-15)

17- Substitute Payroll (work performed November 16-30)

18- Regular Payroll

31- Substitute Payroll (work performed December 1-15)

3- Substitute Payroll (work performed May 1-15)

17- Substitute Payroll (work performed May 16-31)

29- Regular Payroll

JUNE 2027						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			



Iberville Parish School Board

Louis Voiron, Jr., Ed.D.
Superintendent
Secretary/Treasurer

Mario Migliacio
President

Daven Tullier
Vice-President

August 10, 2026

To: Iberville Parish School Board Members
From: Louis Voiron, Jr., Ed.D., Superintendent

RE: 2026 Governor's Executive Order Stipend for School Employees

As you are aware, the Governor issued an Executive Order in June to mandate a "one time stipend" to certain certified (\$2000) and support (\$1000) employees because it was not funded by the legislature. The funding mechanism included reducing the district's MFP allocation by \$1.44 Million for it then to be returned for the purpose of the distribution. However, not all employees were included in the calculation, such as school and central office administrators, school nurses, school counselors and therapists. Early Childhood has never been included. Since this is a stipend, it is not recurring and not considered a raise. As Superintendent, I am recommending that the Board authorize payment of a one-time stipend based on [LDOE Guidance](#) as follows and to include all employees not included in the state's calculation:

Who will receive the stipend:

- All **active, full-time**, regular employees.
- Substitutes, temporary or "time-card", or part time employees **will not** receive the stipend.
- Inactive employees (those who are paid out and no longer on the payroll) **will not** receive the stipend.
- School Board Members are not eligible and **will not** receive the stipend.
- Gross amounts are before taxes and retirement are deducted.

Distribution:

- Active employees hired on or before October 2, 2026, providing new employees **have not** received the same stipend from another school system.
- Teachers and other personnel whose positions require LDOE standard certification will receive the gross amount of \$2,000.
- Support personnel will receive the gross amount of \$1,000.
- Even though Early Childhood and other professional staff was not included in the funding calculation, the Board will provide the same supplement to those employees at an additional Board cost estimated to be \$306,104.00 (includes gross amount, plus retirement and related benefits).
- Payment will be made in a separate direct deposit issued on October 2, 2026.

P.O. BOX 151 • PLAQUEMINE, LA 70765-0151 • PH. (225) 687-4341 • FAX (225) 687-5408 • www.ipsb.net



**IPSB Differentiated Compensation Plan
One-Time Payment as allocated by the Louisiana Legislature
2026-2027**

What is Differentiated Compensation?

- Differentiated compensation refers to a policy that provides different pay for different jobs.

What is the purpose of the Differentiated Compensation Allocation?

- This allocation is intended to provide funding to assist with addressing unique market needs in the recruitment and retention of teachers.

[Differentiated Compensation Allocation and Guidance](#)

How are these Differentiated Compensation funds to be used?

- These funds may be used in any proportion appropriate to address recruitment and retention needs, in any of the following four categories:
 - Stipends for teachers in critical shortage areas as determined by the Board of Elementary and Secondary Education (BESE);
 - Stipends for highly effective teachers;
 - Stipends for teachers working in high need schools defined as those with an Economically Disadvantaged rate of 85% or higher; and
 - Stipends for teacher leadership positions.
- We have chosen to allocate the funds for the category designated by LDOE to address critical shortage areas for the following reasons:
 - Our vacancies and positions filled with uncertified teachers are aligned with the critical shortage areas determined by BESE.
 - Our salary schedule already reflects additional compensation for highly effective teachers and also includes additional stipend for teachers in leadership positions.

What are the critical shortage areas?

- The designated critical shortage areas to be used for the differentiated compensation stipends in IPSB are:
 - Secondary Mathematics
 - Secondary Science
 - Special Education
- Our plan includes differentiated compensation for all K-12 special education teachers, 7-12 grade math teachers, and 7-12 grade science teachers. Those teachers who are teaching in these areas will receive a stipend as indicated below.

Eligibility:

- Hired by February 1, 2027
- Actively employed through the end of the day on May 27, 2027



Distribution:

- June 2027

Iberville Parish Schools Budget Allocation: \$151,314.00

GRAND TOTAL	\$126,717.00	
	Total Stipend x 19.11%	\$24,215.62
	Percentage + Total Stipend	\$150,932.62
Remaining Balance		
	Total Budget	\$151,314.00
	Remaining Balance Total	\$381.38
LEGEND:		
	K-12 Special Education and 7-12th Math/Science	
100% DAY (5 or More periods)	\$1,395.00	
PERIODS		
1	\$339.00	
2	\$603.00	
3	\$867.00	
4	\$1,131.00	
Percentage of Caseload	SPED Early Interventionists:	
100% K caseload	\$1,395.00	
75%+ to 99% K caseload	\$1,131.00	
50+% to 75%+ K caseload	\$867.00	
25+% to 50% K caseload	\$603.00	
25% or less K caseload	\$339.00	