

EAST BATON ROUGE PARISH SCHOOL SYSTEM

2011-2012 SALARY SCHEDULE

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Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Includes Social Worker, School Counselor, Librarian, Therapist & Specialist)

YEARS EXPER	B.A. DEGREE			M.A. DEGREE			M.A. DEGREE +30			SPECIALIST DEGREE			PhD or EdD DEGREE		
	SUPPLE- BASE	TOTAL MENT COMPEN	TOTAL COMPEN	SUPPLE- BASE	TOTAL MENT COMPEN	TOTAL COMPEN	SUPPLE- BASE	TOTAL MENT COMPEN	TOTAL COMPEN	SUPPLE- BASE	TOTAL MENT COMPEN	TOTAL COMPEN	SUPPLE- BASE	TOTAL MENT COMPEN	TOTAL COMPEN
0	39,810	3,726	43,536	39,607	4,782	44,389	39,398	5,562	44,960	40,434	5,343	45,777	40,433	6,355	46,788
1	40,232	3,657	43,889	40,041	4,749	44,790	39,828	5,539	45,367	40,851	5,349	46,200	40,855	6,428	47,283
2	40,614	3,585	44,199	40,503	4,721	45,224	40,313	5,521	45,834	41,314	5,370	46,684	41,332	6,510	47,842
3	41,001	3,514	44,515	41,040	4,699	45,739	40,793	5,511	46,304	41,822	5,402	47,224	42,051	6,374	48,425
4	41,415	3,449	44,864	41,575	4,688	46,263	41,267	5,510	46,777	42,332	5,437	47,769	42,774	6,241	49,015
5	41,826	3,391	45,217	42,218	4,445	46,663	42,018	5,162	47,180	43,088	5,134	48,222	43,398	6,115	49,513
6	42,274	3,334	45,608	43,027	4,216	47,243	42,936	4,829	47,765	43,991	4,837	48,828	44,190	6,002	50,192
7	42,817	3,158	45,975	43,518	4,224	47,742	43,865	4,482	48,347	44,835	4,681	49,516	44,952	5,864	50,816
8	43,030	3,295	46,325	44,209	4,162	48,371	44,664	4,322	48,986	45,572	4,530	50,102	45,718	5,835	51,553
9	43,464	3,208	46,672	44,678	4,120	48,798	45,243	4,175	49,418	46,021	4,460	50,481	46,448	5,833	52,281
10	43,987	3,133	47,120	45,340	4,097	49,437	46,016	4,052	50,068	46,697	4,258	50,955	47,110	5,839	52,949
11	44,434	3,174	47,608	45,901	4,086	49,987	46,699	3,926	50,625	47,376	4,136	51,512	47,663	5,860	53,523
12	44,887	3,208	48,095	46,440	4,132	50,572	47,291	3,828	51,119	48,071	4,032	52,103	48,235	5,897	54,132
13	45,542	2,900	48,442	46,939	4,025	50,964	47,858	3,716	51,574	48,602	3,903	52,505	48,773	5,807	54,580
14	45,542	3,503	49,045	46,939	4,740	51,679	47,858	4,395	52,253	48,602	4,600	53,202	48,773	6,508	55,281
15	45,542	3,921	49,463	46,939	5,218	52,157	47,858	5,005	52,863	48,602	5,015	53,617	48,773	6,923	55,696
16	45,811	3,952	49,763	47,361	5,096	52,457	48,342	4,927	53,269	48,949	4,984	53,933	49,511	6,699	56,210
17	45,811	4,450	50,261	47,361	5,699	53,060	48,342	5,703	54,045	48,949	5,879	54,828	49,511	7,557	57,068
18	45,811	5,059	50,870	47,361	6,407	53,768	48,342	6,555	54,897	48,949	6,754	55,703	49,511	8,445	57,956
19	46,071	5,099	51,170	47,643	6,425	54,068	48,412	6,785	55,197	49,137	7,050	56,187	49,557	8,934	58,491
20	46,071	5,318	51,389	47,643	6,773	54,416	48,412	7,050	55,462	49,137	7,537	56,674	49,557	9,292	58,849
21	46,071	6,318	52,389	47,643	7,773	55,416	48,412	8,050	56,462	49,137	8,537	57,674	49,557	10,292	59,849
22	46,674	6,715	53,389	48,370	8,046	56,416	49,395	8,067	57,462	50,134	8,540	58,674	50,517	10,332	60,849
23	46,674	7,715	54,389	48,370	9,046	57,416	49,395	9,067	58,462	50,134	9,540	59,674	50,517	11,332	61,849
24	46,674	8,715	55,389	48,370	10,046	58,416	49,395	10,067	59,462	50,134	10,540	60,674	50,517	12,332	62,849
25	48,810	7,579	56,389	50,186	9,230	59,416	51,210	9,252	60,462	51,935	9,739	61,674	52,286	11,563	63,849
26	48,810	8,508	57,318	50,186	10,230	60,416	51,210	10,252	61,462	51,935	10,739	62,674	52,286	12,563	64,849
27	48,810	9,508	58,318	50,186	11,230	61,416	51,210	11,252	62,462	51,935	11,739	63,674	52,286	13,563	65,849
28	48,810	10,508	59,318	50,186	12,230	62,416	51,210	12,252	63,462	51,935	12,739	64,674	52,286	14,563	66,849
29	48,810	11,508	60,318	50,186	13,230	63,416	51,210	13,252	64,462	51,935	13,739	65,674	52,286	15,563	67,849
30	48,810	12,508	61,318	50,186	14,230	64,416	51,210	14,252	65,462	51,935	14,739	66,674	52,286	16,563	68,849
31 & Over	48,810	13,508	62,318	50,186	15,230	65,416	51,210	15,252	66,462	51,935	15,739	67,674	52,286	17,563	69,849

NOTES:

1) Teacher Salary Schedules are compressed to a 20-year schedule; Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Experience Step 21.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - 10 MONTH TEACHER - 20YR - (202 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019
 (Includes Social Worker, School Counselor, Librarian, Therapist & Specialist)

YEARS EXPER	B.A. DEGREE			M.A. DEGREE			M.A. DEGREE +30			SPECIALIST DEGREE			PhD or EdD DEGREE		
	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN
0	42,187	4,446	46,633	42,435	5,618	48,053	42,207	6,486	48,693	43,351	6,242	49,593	43,368	7,368	50,736
1	42,549	4,384	46,933	42,917	5,582	48,499	42,685	6,459	49,144	43,815	6,249	50,064	43,839	7,448	51,287
2	42,967	4,288	47,255	43,426	5,550	48,976	43,219	6,440	49,659	44,325	6,272	50,597	44,363	7,539	51,902
3	43,496	4,208	47,704	44,013	5,526	49,539	43,743	6,427	50,170	44,879	6,306	51,185	45,152	7,386	52,538
4	44,023	4,135	48,158	44,596	5,512	50,108	44,261	6,425	50,686	45,436	6,345	51,781	45,946	7,238	53,184
5	44,444	4,070	48,514	45,312	5,242	50,554	45,096	6,039	51,135	46,277	6,008	52,285	46,640	7,098	53,738
6	45,042	4,007	49,049	46,193	4,977	51,170	46,097	5,667	51,764	47,263	5,677	52,940	47,502	6,972	54,474
7	45,642	3,810	49,452	46,728	4,994	51,722	47,113	5,282	52,395	48,186	5,503	53,689	48,333	6,817	55,150
8	45,950	3,961	49,911	47,482	4,896	52,378	47,987	5,103	53,090	48,993	5,333	54,326	49,169	6,784	55,953
9	46,481	3,864	50,345	47,996	4,878	52,874	48,673	4,939	53,612	49,527	5,247	54,774	49,967	6,781	56,748
10	47,223	3,781	51,004	48,727	4,852	53,579	49,478	4,802	54,280	50,285	5,031	55,316	50,698	6,787	57,485
11	47,749	3,826	51,575	49,356	4,839	54,195	50,244	4,661	54,905	51,046	4,893	55,939	51,369	6,810	58,179
12	48,317	3,864	52,181	49,960	4,888	54,848	51,017	4,552	55,569	51,871	4,780	56,651	51,984	6,927	58,911
13	49,071	3,521	52,592	50,391	4,821	55,212	51,467	4,427	55,894	52,349	4,636	56,985	52,832	6,633	59,465
14	49,071	4,211	53,282	50,391	5,536	55,927	51,467	5,187	56,654	52,349	5,385	57,734	52,832	7,402	60,234
15	49,071	4,651	53,722	50,391	6,036	56,427	51,467	5,870	57,337	52,349	5,801	58,150	52,832	7,901	60,733
16	49,433	4,624	54,057	51,055	5,815	56,870	52,145	5,715	57,860	52,831	5,779	58,610	53,344	7,907	61,251
17	49,433	5,296	54,729	51,055	6,609	57,664	52,145	6,583	58,728	52,831	6,728	59,559	53,344	8,765	62,109
18	49,433	5,929	55,362	51,055	7,431	58,486	52,145	7,478	59,623	52,831	7,712	60,543	53,344	9,757	63,101
19	49,616	6,046	55,662	51,333	7,462	58,795	52,203	7,759	59,962	52,987	8,184	61,171	53,510	10,067	63,577
20	49,616	6,091	55,707	51,333	7,812	59,145	52,203	8,102	60,305	52,987	8,669	61,656	53,510	10,564	64,074
21	49,616	7,091	56,707	51,333	8,812	60,145	52,203	9,102	61,305	52,987	9,669	62,656	53,510	11,564	65,074
22	50,440	7,267	57,707	52,237	8,908	61,145	53,325	8,980	62,305	54,097	9,559	63,656	54,632	11,442	66,074
23	50,440	8,267	58,707	52,237	9,908	62,145	53,325	9,980	63,305	54,097	10,559	64,656	54,632	12,442	67,074
24	50,440	9,267	59,707	52,237	10,908	63,145	53,325	10,980	64,305	54,097	11,559	65,656	54,632	13,442	68,074
25	52,647	8,060	60,707	54,170	9,975	64,145	55,306	9,999	65,305	56,116	10,540	66,656	56,588	12,486	69,074
26	52,647	9,060	61,707	54,170	10,975	65,145	55,306	10,999	66,305	56,116	11,540	67,656	56,588	13,486	70,074
27	52,647	10,060	62,707	54,170	11,975	66,145	55,306	11,999	67,305	56,116	12,540	68,656	56,588	14,486	71,074
28	52,647	11,060	63,707	54,170	12,975	67,145	55,306	12,999	68,305	56,116	13,540	69,656	56,588	15,486	72,074
29	52,647	12,060	64,707	54,170	13,975	68,145	55,306	13,999	69,305	56,116	14,540	70,656	56,588	16,486	73,074
30	52,647	13,060	65,707	54,170	14,975	69,145	55,306	14,999	70,305	56,116	15,540	71,656	56,588	17,486	74,074
31 & Over	52,647	14,060	66,707	54,170	15,975	70,145	55,306	15,999	71,305	56,116	16,540	72,656	56,588	18,486	75,074

- NOTES:
- 1) Teacher Salary Schedules are compressed to a 20-year schedule; Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Experience Step 21.
 - 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - 11 MONTH TEACHER - 20YR - (222 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019
 (Includes Social Worker, School Counselor, Librarian, Therapist & Specialist)

YEARS EXPER	B.A. DEGREE			M.A. DEGREE			M.A. DEGREE +30			SPECIALIST DEGREE			PhD or EdD DEGREE		
	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN
0	44,468	5,167	49,635	45,261	6,456	51,717	45,015	7,410	52,425	45,855	7,143	52,998	46,305	8,379	54,684
1	44,984	5,081	50,065	45,793	6,414	52,207	45,542	7,380	52,922	46,392	7,150	53,542	46,822	8,468	55,290
2	45,561	4,992	50,553	46,349	6,379	52,728	46,125	7,358	53,483	46,977	7,172	54,149	47,394	8,567	55,961
3	46,194	4,903	51,097	46,985	6,352	53,337	46,693	7,344	54,037	47,604	7,211	54,815	48,253	8,400	56,653
4	46,825	4,822	51,647	47,617	6,337	53,954	47,255	7,341	54,596	48,236	7,253	55,489	49,118	8,235	57,353
5	47,354	4,750	52,104	48,405	6,039	54,444	48,174	6,915	55,089	49,190	6,881	56,071	49,883	8,080	57,963
6	47,994	4,680	52,674	49,358	5,759	55,117	49,258	6,506	55,764	50,250	6,516	56,766	50,815	7,941	58,756
7	48,635	4,493	53,128	49,938	5,766	55,704	50,362	6,082	56,444	51,281	6,325	57,606	51,714	7,769	59,483
8	49,070	4,628	53,698	50,756	5,688	56,444	51,312	5,883	57,195	52,151	6,138	58,289	52,620	7,732	60,352
9	49,647	4,521	54,168	51,344	5,636	56,980	52,004	5,728	57,732	52,883	5,960	58,843	53,487	7,729	61,216
10	50,460	4,428	54,888	52,115	5,608	57,723	52,940	5,552	58,492	53,773	5,804	59,577	54,287	7,736	62,023
11	51,045	4,477	55,522	52,812	5,592	58,404	53,788	5,397	59,185	54,616	5,652	60,268	54,976	7,761	62,737
12	51,673	4,518	56,191	53,479	5,647	59,126	54,642	5,277	59,919	55,473	5,526	60,999	55,683	7,806	63,489
13	52,426	4,190	56,616	53,987	5,591	59,578	55,137	5,189	60,326	55,974	5,368	61,342	56,243	7,732	63,975
14	52,426	4,954	57,380	53,987	6,390	60,377	55,137	6,028	61,165	55,974	6,204	62,178	56,243	8,600	64,843
15	52,426	5,462	57,888	53,987	6,897	60,884	55,137	6,785	61,922	55,974	6,686	62,660	56,243	9,168	65,411
16	52,754	5,434	58,188	54,648	6,734	61,382	55,747	6,575	62,322	56,512	6,624	63,136	57,176	8,995	66,171
17	52,754	6,093	58,847	54,648	7,620	62,268	55,747	7,548	63,295	56,512	7,778	64,290	57,176	10,048	67,224
18	52,754	6,824	59,578	54,648	8,527	63,175	55,747	8,529	64,276	56,512	8,870	65,382	57,176	11,120	68,296
19	53,130	6,562	59,692	54,964	8,507	63,471	55,952	8,769	64,721	56,638	9,269	65,907	57,214	11,450	68,664
20	53,130	6,961	60,091	54,964	8,912	63,876	55,952	9,199	65,151	56,638	9,998	66,636	57,214	12,082	69,296
21	53,130	7,961	61,091	54,964	9,912	64,876	55,952	10,199	66,151	56,638	10,998	67,636	57,214	13,082	70,296
22	54,102	7,989	62,091	55,903	9,973	65,876	57,256	9,895	67,151	57,960	10,676	68,636	58,550	12,746	71,296
23	54,102	8,989	63,091	55,903	10,973	66,876	57,256	10,895	68,151	57,960	11,676	69,636	58,550	13,746	72,296
24	54,102	9,989	64,091	55,903	11,973	67,876	57,256	11,895	69,151	57,960	12,676	70,636	58,550	14,746	73,296
25	56,479	8,612	65,091	58,158	10,718	68,876	59,406	10,745	70,151	60,297	11,339	71,636	60,815	13,481	74,296
26	56,479	9,612	66,091	58,158	11,718	69,876	59,406	11,745	71,151	60,297	12,339	72,636	60,815	14,481	75,296
27	56,479	10,612	67,091	58,158	12,718	70,876	59,406	12,745	72,151	60,297	13,339	73,636	60,815	15,481	76,296
28	56,479	11,612	68,091	58,158	13,718	71,876	59,406	13,745	73,151	60,297	14,339	74,636	60,815	16,481	77,296
29	56,479	12,612	69,091	58,158	14,718	72,876	59,406	14,745	74,151	60,297	15,339	75,636	60,815	17,481	78,296
30	56,479	13,612	70,091	58,158	15,718	73,876	59,406	15,745	75,151	60,297	16,339	76,636	60,815	18,481	79,296
31 & Over	56,479	14,612	71,091	58,158	16,718	74,876	59,406	16,745	76,151	60,297	17,339	77,636	60,815	19,481	80,296

- NOTES:
- 1) Teacher Salary Schedules are compressed to a 20-year schedule; Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Experience Step 21.
 - 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - 12 MONTH TEACHER - 20YR - (261DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Includes Social Worker, School Counselor, Librarian, Therapist & Specialist)

YEARS EXPER	B.A. DEGREE			M.A. DEGREE			M.A. DEGREE +30			SPECIALIST DEGREE			PhD or EdD DEGREE		
	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN
0	47,228	5,886	53,114	47,890	7,293	55,183	47,824	8,334	56,158	48,740	8,042	56,782	49,241	9,391	58,632
1	47,790	5,791	53,581	48,399	7,247	55,646	48,399	8,301	56,700	49,327	8,048	57,375	49,805	9,486	59,291
2	48,416	5,695	54,111	48,928	7,208	56,136	49,032	8,276	57,308	49,960	8,074	58,034	50,427	9,595	60,022
3	49,097	5,597	54,694	49,538	7,179	56,717	49,643	8,260	57,903	50,636	8,115	58,751	51,355	9,412	60,767
4	49,778	5,509	55,287	50,176	7,161	57,337	50,247	8,257	58,504	51,318	8,159	59,477	52,290	9,231	61,521
5	50,354	5,430	55,784	50,990	6,835	57,825	51,252	7,791	59,043	52,357	7,755	60,112	53,125	9,061	62,186
6	51,039	5,353	56,392	52,002	6,529	58,531	52,420	7,345	59,765	53,499	7,357	60,856	54,127	8,910	63,037
7	51,693	5,114	56,807	52,844	6,536	59,380	53,611	6,881	60,492	54,612	7,147	61,759	55,095	8,722	63,817
8	52,190	5,294	57,484	53,756	6,451	60,207	54,635	6,664	61,299	55,551	6,941	62,492	56,071	8,682	64,753
9	52,814	5,177	57,991	54,631	6,393	61,024	55,384	6,467	61,851	56,289	6,747	63,036	57,006	8,677	65,683
10	53,697	5,078	58,775	55,502	6,363	61,865	56,402	6,303	62,705	57,030	6,861	63,891	57,875	8,684	66,559
11	54,340	5,128	59,468	56,268	6,346	62,614	57,334	6,133	63,467	58,236	6,411	64,647	58,633	8,710	67,343
12	55,029	5,174	60,203	57,000	6,405	63,405	58,318	6,000	64,318	59,174	6,273	65,447	59,408	8,758	68,166
13	55,780	4,861	60,641	57,550	6,312	63,862	58,836	5,849	64,685	59,760	6,100	65,860	60,102	8,648	68,750
14	55,780	5,674	61,454	57,550	7,194	64,744	58,836	6,720	65,556	59,760	7,044	66,804	60,102	9,597	69,699
15	55,780	6,206	61,986	57,550	7,775	65,325	58,836	7,550	66,386	59,760	7,547	67,307	60,102	10,226	70,328
16	56,275	6,085	62,360	58,292	7,512	65,804	59,500	7,344	66,844	60,293	7,519	67,812	61,009	10,023	71,032
17	56,275	6,864	63,139	58,292	8,404	66,696	59,500	8,293	67,793	60,293	8,627	68,920	61,009	11,181	72,190
18	56,275	7,694	63,969	58,292	9,382	67,674	59,500	9,278	68,778	60,293	9,753	70,046	61,009	12,332	73,341
19	56,661	7,485	64,146	58,720	9,497	68,217	59,623	9,758	69,381	60,490	10,123	70,613	61,118	12,732	73,850
20	56,661	7,816	64,477	58,720	9,886	68,606	59,623	10,377	70,000	60,490	11,123	71,613	61,118	13,403	74,521
21	56,661	8,816	65,477	58,720	10,886	69,606	59,623	11,377	71,000	60,490	12,123	72,613	61,118	14,403	75,521
22	57,714	8,763	66,477	59,820	10,786	70,606	61,039	10,961	72,000	62,123	11,490	73,613	62,467	14,054	76,521
23	57,714	9,763	67,477	59,820	11,786	71,606	61,039	11,961	73,000	62,123	12,490	74,613	62,467	15,054	77,521
24	57,714	10,763	68,477	59,820	12,786	72,606	61,039	12,961	74,000	62,123	13,490	75,613	62,467	16,054	78,521
25	60,311	9,166	69,477	62,142	11,464	73,606	63,508	11,492	75,000	64,473	12,140	76,613	65,045	14,476	79,521
26	60,311	10,166	70,477	62,142	12,464	74,606	63,508	12,492	76,000	64,473	13,140	77,613	65,045	15,476	80,521
27	60,311	11,166	71,477	62,142	13,464	75,606	63,508	13,492	77,000	64,473	14,140	78,613	65,045	16,476	81,521
28	60,311	12,166	72,477	62,142	14,464	76,606	63,508	14,492	78,000	64,473	15,140	79,613	65,045	17,476	82,521
29	60,311	13,166	73,477	62,142	15,464	77,606	63,508	15,492	79,000	64,473	16,140	80,613	65,045	18,476	83,521
30	60,311	14,166	74,477	62,142	16,464	78,606	63,508	16,492	80,000	64,473	17,140	81,613	65,045	19,476	84,521
31 & Over	60,311	15,166	75,477	62,142	17,464	79,606	63,508	17,492	81,000	64,473	18,140	82,613	65,045	20,476	85,521

NOTES:

1) Teacher Salary Schedules are compressed to a 20-year schedule; Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Experience Step 21.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - PART TIME 9 MONTH TEACHER - 20YR - (182 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019
 (Includes Social Worker, School Counselor, Librarian, Therapist & Specialist)

YEARS EXPER	B.A. DEGREE			M.A. DEGREE			M.A. DEGREE +30			SPECIALIST DEGREE			PhD or EdD DEGREE		
	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN
0	25,301	1,863	27,164	25,718	2,391	28,109	25,718	2,781	28,499	26,360	2,672	29,032	27,228	3,178	30,406
1	25,718	1,829	27,547	26,145	2,375	28,520	26,145	2,770	28,915	26,795	2,675	29,470	27,657	3,214	30,871
2	26,145	1,793	27,938	26,577	2,361	28,938	26,577	2,761	29,338	27,228	2,685	29,913	28,091	3,255	31,346
3	26,577	1,757	28,334	27,009	2,350	29,359	27,009	2,756	29,765	27,657	2,701	30,358	28,737	3,187	31,924
4	27,009	1,725	28,734	27,439	2,344	29,783	27,439	2,755	30,194	28,091	2,719	30,810	29,390	3,121	32,511
5	27,439	1,696	29,135	28,091	2,223	30,314	28,199	2,581	30,780	28,848	2,567	31,415	30,046	3,058	33,104
6	27,874	1,667	29,541	28,737	2,108	30,845	28,954	2,415	31,369	29,609	2,419	32,028	30,698	3,001	33,699
7	28,307	1,579	29,886	29,390	2,112	31,502	29,718	2,241	31,959	30,372	2,341	32,713	31,347	2,932	34,279
8	28,737	1,648	30,385	30,046	2,081	32,127	30,478	2,161	32,639	31,130	2,265	33,395	32,003	2,918	34,921
9	29,390	1,604	30,994	30,698	2,060	32,758	31,240	2,088	33,328	31,891	2,230	34,121	32,651	2,917	35,568
10	30,046	1,567	31,613	31,347	2,049	33,396	31,996	2,026	34,022	32,651	2,129	34,780	33,308	2,920	36,228
11	30,603	1,587	32,190	31,996	2,043	34,039	32,765	1,963	34,728	33,417	2,068	35,485	33,959	2,930	36,889
12	31,177	1,604	32,781	32,603	2,066	34,669	33,521	1,914	35,435	34,177	2,016	36,193	34,607	2,949	37,556
13	32,089	1,450	33,539	33,367	2,013	35,380	34,304	1,858	36,162	34,975	1,952	36,927	35,418	2,904	38,322
14	32,089	1,752	33,841	33,367	2,370	35,737	34,304	2,198	36,502	34,975	2,300	37,275	35,418	3,254	38,672
15	32,089	1,961	34,050	33,367	2,609	35,976	34,304	2,503	36,807	34,975	2,508	37,483	35,418	3,462	38,880
16	32,833	1,976	34,809	34,340	2,548	36,888	35,294	2,464	37,758	35,982	2,492	38,474	36,431	3,350	39,781
17	32,833	2,225	35,058	34,340	2,850	37,190	35,294	2,852	38,146	35,982	2,940	38,922	36,431	3,779	40,210
18	32,833	2,530	35,363	34,340	3,204	37,544	35,294	3,278	38,572	35,982	3,377	39,359	36,431	4,223	40,654
19	33,647	2,550	36,197	35,190	3,213	38,403	35,979	3,393	39,372	36,686	3,525	40,211	37,145	4,467	41,612
20	33,647	2,659	36,306	35,190	3,387	38,577	35,979	3,525	39,504	36,686	3,769	40,455	37,145	4,646	41,791
21	33,647	3,159	36,806	35,190	3,887	39,077	35,979	4,025	40,004	36,686	4,269	40,955	37,145	5,146	42,291
22	34,429	3,358	37,787	36,009	4,023	40,032	37,011	4,034	41,045	37,733	4,270	42,003	38,205	5,166	43,371
23	34,429	3,858	38,287	36,009	4,523	40,532	37,011	4,534	41,545	37,733	4,770	42,503	38,205	5,666	43,871
24	34,429	4,358	38,787	36,009	5,023	41,032	37,011	5,034	42,045	37,733	5,270	43,003	38,205	6,166	44,371
25	36,574	3,790	40,364	38,006	4,615	42,621	39,028	4,626	43,654	39,771	4,870	44,641	40,256	5,782	46,038
26	36,574	4,254	40,828	38,006	5,115	43,121	39,028	5,126	44,154	39,771	5,370	45,141	40,256	6,282	46,538
27	36,574	4,754	41,328	38,006	5,615	43,621	39,028	5,626	44,654	39,771	5,870	45,641	40,256	6,782	47,038
28	36,574	5,254	41,828	38,006	6,115	44,121	39,028	6,126	45,154	39,771	6,370	46,141	40,256	7,282	47,538
29	36,574	5,754	42,328	38,006	6,615	44,621	39,028	6,626	45,654	39,771	6,870	46,641	40,256	7,782	48,038
30	36,574	6,254	42,828	38,006	7,115	45,121	39,028	7,126	46,154	39,771	7,370	47,141	40,256	8,282	48,538
31 & Over	36,574	6,754	43,328	38,006	7,615	45,621	39,028	7,626	46,654	39,771	7,870	47,641	40,256	8,782	49,038

NOTE: The Part Time Teacher Salary Schedule will be used when paying teachers employed on a hourly basis who have the responsibility of writing lesson plans and are employed to teach specific content areas. The rate paid for these positions will be on a prorated basis reflecting degree and experience.

East Baton Rouge Parish School System
2011-2012

SUPPLEMENTAL COMPENSATION, EXTENDED EMPLOYMENT AND OTHER

FOR TEACHER STIPENDS, EXTRA-CURRICULAR SPONSORS,
BAND DIRECTORS, COACHES, ROTC AND CODOFIL

TEACHER STIPENDS

Compensate \$5,000 stipend for eligible Teachers, Librarians, School Counselors, Psychologist and Social Workers completing the requirements for the National Board for Professional Teaching Standards.
(Board approved 06/22/09)

Compensate \$3,500 stipend for eligible Speech Pathologists and Audiologists completing the requirements to obtain National Board Certification.
(Board approved 10/15/09)

National Board Certified Employees receive a supplement from the LA Department of Education in accordance with LRS 17:421. This supplement on occasion might not be fully funded by the legislature. The obligation of EBRPSS is as follows:

- Teachers - EBRPSS is required to fully fund the payment of the \$5,000 supplement
- School Counselors - EBRPSS is required to fully fund the payment of the \$5,000 supplement
- School Psychologist - EBRPSS is not required to fully fund the payment of the \$5,000 supplement
- Social Workers - EBRPSS is not required to fully fund the payment of the \$5,000 supplement
- Speech-Language Pathologists and Audiologists - EBRPSS is not required to fully fund the payment of the \$3,236 supplement

Note: The amounts stated for National Board Certification are a supplement to the employee's salary and not a part of the employee's base salary.

Compensate teachers at part-time teacher hourly rate for **required** attendance at School Board Workshops, School Board Hearings, or special committees designated by the Superintendent.

Based on funding, at the end of each semester maximum compensation:

- High School Department Heads \$250
- Exceptional Student Services Site Faciliator \$350
- Speech Assessment Consultants \$350
- Positive Behavior Intervention Support (PBIS) Coaches \$350

EXTRA-CURRICULAR SPONSORS

Sponsors	Annual \$ Supplement
Quiz Bowl	\$ 300
Beta	300
Chorus	600
Drama	750
Drill Team (e.g. Dance)	750
FFA	300
Hi "Y"	300
Key Club	300
Yearbook	300
4-H	300
FTA	300
Young Astronauts	100
Cheerleader Sponsor: 1 per site at 3% of Annual Compensation.	

Note: Principals must submit documentation to the Office of Human Resources before supplemental compensation will be processed and awarded.

2011-2012 Supplemental Compensation, Extended Employment and Other Continued:

BAND DIRECTORS

1. High School Band Directors: Employment to be extended ten (10) days before and five (5) days after regular school year at daily compensation rate, plus an annual supplement of 6% of Annual Compensation.
2. Middle School Band Directors: Employment to be extended two (2) days before and two (2) days after regular school year at daily compensation rate, plus an annual supplement of 2.5% of Annual Compensation.
3. Elementary School Band Directors: Employment to be extended two (2) days before and two (2) days after regular school year at daily compensation rate.

MIDDLE SCHOOL COACHES

<u>Sport</u>	<u>Percentage</u>	<u>Number of Coaches Per Sport</u>
Football (Boys)	2.5%	2
Basketball (Boys)	2.5%	2
Track (Boys)	2.5%	1
Volleyball (Girls)	2.5%	2
Basketball (Girls)	2.5%	2
Softball (Girls)	2.5%	2
Track (Girls)	2.5%	1

1. The Principal shall assign coaches to various coaching positions as indicated by the salary schedule.
2. One (1) coach in each middle school sport shall be certified and updated (yearly) in First Aid and CPR Training. This documentation shall be maintained by the Director of Student Activities.

HIGH SCHOOL COACHES

The following salary schedule is for teachers who spend time beyond the regular school day in coaching interscholastic athletics. It will be the responsibility of each principal to designate coaching duties with written notification to the Division of Human Resources no later than the end of the first week of school.

<u>Sport</u>	<u>Percentage</u>	<u>PLUS</u>	<u>Extra Days Allowed</u>
Athletic Director	8.0%		
Head Football	10.0%		11 days
Head Basketball (boys or girls)	8.0%		5 days
Head Baseball	7.0%		2 days
Head Track (boys or girls)	7.0%		2 days
Head Wrestling	7.0%		5 days
Head Softball	7.0%		2 days
Head Volleyball	7.0%		11 days
Head Soccer	7.0%		2 days

Note: Principals must submit documentation to the Office of Human Resources before supplemental compensation will be processed and awarded.

2011-2012 Supplemental Compensation, Extended Employment and Other Continued:

Assistant Coaches, First Aide Coordinators and Athletic Trainers

<i>Sport</i>	<i>Percentage</i>	<i>PLUS</i>	<i>Extra Days Allowed</i>
Football	4.0%		11 days
Basketball (boys or girls)	4.0%		5 days
Baseball	4.0%		2 days
Track (boys or girls)	4.0%		2 days
Wrestling	4.0%		5 days
Softball	4.0%		2 days
Volleyball	4.0%		11 days
Ninth Grade Football	4.0%		
Ninth Grade Basketball	4.0%		
Weight Lifting/Off Season	2.0%		
Bowling	2.0%		
Golf	3.5%		
Tennis	3.5%		
Swimming	3.5%		
Cross Country	3.5%		
Gymnastics	3.5%		
First Aid Coordinator or Certified Athletic Trainer	1.25% 15.0%	Per Month (maximum 10%)	

Additional Information for Coaches

1. The above salary percentage shall be calculated on the basis of the current East Baton Rouge Parish Teachers' Salary Schedule for classroom teachers. The maximum percentage allowed shall be 20% per coach. No coach shall receive a reduction in salary upon converting to the new salary structure providing his or her responsibilities remain the same.
2. All football coaches, volleyball coaches, and First Aid Coordinators or Certified Athletic Trainers are to report before the start of the school year for fall practice as directed by the head coach, and shall be compensated with eleven (11) days pay (daily rate) of their total current salary as indicated by the salary schedules and the coaching supplement.
3. All basketball and wrestling coaches shall be compensated with five (5) days pay (daily rate) or their total current salary as indicated by the salary schedules and their coaching supplement for work performed during a non-work school day.
4. All baseball coaches, track coaches, softball coaches and soccer coaches shall be compensated with two (2) days pay (daily rate) of their total current salary as indicated by the salary schedules and their coaching supplement for work performed during a non-work school day.
5. Coaches who coach multiple teams during a season will only be compensated a maximum of five (5) days pay for work performed during a non-work school day.
6. The Principal and Athletic Director shall assign coaches to various coaching positions as indicated by the salary schedule.

Note: Principals must submit documentation to the Office of Human Resources before supplemental compensation will be processed and awarded.

2011-2012 Supplemental Compensation, Extended Employment and Other Continued:

ROTC Instructors

1. Minimum Junior ROTC Instructor pay is determined by Army Regulation. The Army requires the District to compensate Junior ROTC Instructors an amount, that when added to his/her retired pay, is equal to the individual's previous active duty pay and allowances exclusive of hazardous duty pay.
2. The District may elect to supplement the minimum Junior ROTC Instructor pay with a local supplement as deemed appropriate with other employee raises.
3. The District currently supplements the Junior ROTC Instructor pay by the monthly amounts listed below.

Junior ROTC Instructor Title	Months Worked	Monthly District Supplement		
		Base	Supple	Total
Director of Army Instruction (DAI)	12	1236.55	146.73	1383.28
Senior Army Instructor (SAI)	12	1234.52	146.73	1381.25
Military Property Custodian (MPC)	12	1164.63	146.73	1311.36
Operations Sergeant (OPS SGT)	12	1164.63	146.73	1311.36
Army Instructor (AI)	12	1126.73	146.73	1273.46
Army Instructor (AI)	10	1294.29	148.40	1442.69

Note: As per IRS Tax Law quoted on 9/15/2005, no portion of the Junior ROTC Instructor pay is non-taxable. Only active duty armed forces members are allowed exclusions from taxable wages.

CODOFIL Teachers

1. The Salary schedules for the Council for the Development of French in Louisiana (CODOFIL) teachers is set annually by the Board of Elementary and Secondary Education (BESE).
2. The District considers the CODOFIL teachers as contract employees.
3. After completing 3 years with EBRPSS, CODOFIL Teachers returning to teach in year 4 will be compensated from the regular 9 month Teachers Salary Schedule.

SUPPLEMENTAL INFORMATION PROVIDED BY THE
STATE DEPARTMENT OF EDUCATION

2011-2012 STATE MINIMUM SALARY SCHEDULE

DEFINITIONS AND EXPLANATIONS

BACHELOR'S DEGREE: Entry level teachers are required to hold a minimum of a Bachelor's degree from a regionally accredited institute and shall meet requirements for an initial area of certification as adopted by the State Board of Elementary and Secondary Education. Certain categories of vocational teachers attain a permanent VTIE (Vocational Technical Industrial Education) certificate through a combination of education and work experience. This experience ranges from a high school diploma or equivalent with four years of successful full-time work experience in the trade or technical field and fifteen semester hours of professional VTIE coursework, to a Bachelor's degree in education with two years of successful full-time work experience in the trade or technical field and six semester hours of professional VTIE coursework through an approved vocational teaching training institution.

BASE SALARY: The annual salary paid to teachers, excluding increments from PIPS, Extended Employment, etc.

COMPENSATION BASED ON HIGHER DEGREES: In order for a certified employee to receive compensation based on a higher degree, the degree must be in the field of education and must be reflected on his/her teaching certificate.

MASTER'S DEGREE: Teachers may be issued a Type A certificate, valid for life for continuous service, a Level 2, renewable at three years or a Level 3 renewable every 5 years, based on an earned master's degree from a regionally accredited institute and five years of teaching experience in the field(s) of certification.

MASTER'S PLUS THIRTY: Teachers who hold a valid Louisiana certificate may have this category added to their certificate by earning thirty graduate semester hours from one or more regionally accredited institutes in addition to a Master's Degree. Act 650 of 1985 requires that the thirty hours earned toward this category be taken in the field(s) in which the teacher is certified or is teaching or in administration/supervision or guidance/counseling.

MINIMUM SALARY SCHEDULE: Title 17 of the Louisiana Revised Statutes of 1950 establishes a minimum salary schedule for teachers in Louisiana. All sixty-nine districts pay teachers at least the minimum specified by State Statute. The 1999-00 minimum salary schedule remained the same as the 1998-99 schedule. The minimum salary schedule for a one hundred eight-two (182) day school session applies to teachers in public elementary and high schools of this state, including elementary school librarians holding valid Louisiana teaching certificates, adult education teachers, and teachers employed in state schools for the deaf, blind, spastic, and cerebral palsied and in Special School District No. 1.

SALARY SCHEDULE: The salary schedules are submitted to the State Department of Education by the sixty-nine local school systems. These schedules are inclusive of the State minimum salary schedule and may be supplemented by local revenues.

SPECIALIST IN EDUCATION OR DOCTORATE DEGREE: An earned Specialist in Education or Doctorate degree from a regionally accredited institution may be added to any valid Louisiana teaching certificate.

YEARS: The total years of educational experience include the number of years employed in a professional education capacity.

SUPPLEMENTAL INFORMATION PROVIDED BY THE STATE DEPARTMENT OF EDUCATION

2011-2012 STATE MINIMUM SALARY SCHEDULE

YEARS OF EXPERIENCE	BACHELOR'S DEGREE	MASTER'S DEGREE	MASTER'S PLUS 30 *	SPECIALIST IN EDUCATION	P.H.D. OR ED.D. DEGREE
0	14,631	14,984	14,984	15,516	16,223
1	14,984	15,337	15,337	15,868	16,574
2	15,337	15,692	15,692	16,223	16,930
3	15,692	16,044	16,044	16,574	17,461
4	16,044	16,398	16,398	16,930	18,020
5	16,398	16,930	17,016	17,555	18,576
6	16,753	17,461	17,646	18,203	19,132
7	17,107	18,020	18,298	18,854	19,689
8	17,461	18,576	18,947	19,502	20,245
9	18,020	19,132	19,595	20,154	20,802
10	18,576	19,689	20,245	20,802	21,361
11	19,133	20,245	20,896	21,451	21,918
12	19,707	20,852	21,547	22,099	22,445
13	20,298	21,479	22,194	22,761	23,118
14	20,298	21,479	22,194	22,761	23,118
15	20,298	21,479	22,194	22,761	23,118
16	20,907	22,123	22,860	23,445	23,812
17	20,907	22,123	22,860	23,445	23,812
18	20,907	22,123	22,860	23,445	23,812
19	21,534	22,787	23,545	24,149	24,526
20	21,534	22,787	23,545	24,149	24,526
21	21,534	22,787	23,545	24,149	24,526
22	22,180	23,469	24,252	24,872	25,262
23	22,180	23,469	24,252	24,872	25,262
24	22,180	23,469	24,252	24,872	25,262
25	22,846	24,174	24,979	25,619	26,020

* Master's Degree Plus 30 Graduate Hours

East Baton Rouge Parish School System

2011-2012 SALARY PROCEDURES

PRINCIPALS AND ASSISTANT PRINCIPALS
HIGH, MIDDLE AND ELEMENTARY SCHOOLS

1. The Principals and Assistant Principals Salary Schedules are based off the Teacher 9-Month Masters Schedules, Step 0 amount.
2. The Teacher 9-Month Masters Schedule was annualized to the appropriate months for the Assistant Principals and Principals.
3. Incremental percentages were applied to the annualized schedules to calculate the Assistant Principals Salary Schedules.
4. Similarly, incremental percentages were applied to the Assistant Principals Salary Schedules to generate the Principals Salary Schedules.

East Baton Rouge Parish School System
2011-2012 SALARY SCHEDULE

PRINCIPALS AND ASSISTANT PRINCIPALS PAY GRADES

- 111-2410 Principal - High School
- 111-2410 Principal - Middle Schools
- 111-2410 Principal - Elementary School
- 111-2420 Assistant Principal - High School
- 111-2420 Assistant Principal - Middle School
- 111-2420 Assistant Principal - Elementary School
- 111-2410 Associate Principal

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval/Board action.

*** Salaries for those persons holding a LA teaching certificate, approved by the Board or outlined in SCR 139 are listed on the Instructional Management Salary Schedule. All other persons are listed on the Support Management Salary Schedule.**

2011-2012 SALARY SCHEDULE - PRINCIPALS - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		HIGH SCHOOL			MIDDLE SCHOOL			ELEMENTARY SCHOOL		
BASE STEP	SUPPL STEP	BASE	SUPPLE- MENT	TOTAL COMP	BASE	SUPPLE- MENT	TOTAL COMP	BASE	SUPPLE- MENT	TOTAL COMP
0	0	63,610	6,443	70,053	60,305	6,672	66,977	59,228	5,967	65,195
1	1	64,617	6,492	71,109	61,243	6,756	67,999	60,104	6,047	66,151
2	2	65,645	6,538	72,183	62,200	6,839	69,039	60,997	6,128	67,125
3	3	66,695	6,583	73,278	63,178	6,923	70,101	61,909	6,209	68,118
4	4	67,767	6,627	74,394	64,176	7,006	71,182	62,839	6,290	69,129
5	5	68,862	6,669	75,531	65,195	7,089	72,284	63,787	6,371	70,158
6	6	69,979	6,709	76,688	66,235	7,172	73,407	64,755	6,452	71,207
7	7	71,283	6,744	78,027	67,298	7,238	74,536	65,742	6,716	72,458
8	8	72,396	6,162	78,558	68,279	6,723	75,002	66,673	6,278	72,951
9	9	73,531	5,558	79,089	69,279	6,187	75,466	67,623	5,821	73,444
10	10	74,688	4,931	79,619	70,298	5,631	75,929	68,589	5,346	73,935
11/1	11	75,869	4,278	80,147	71,336	5,052	76,388	69,574	4,851	74,425
11/2	12	75,869	4,893	80,762	71,336	5,638	76,974	69,574	5,450	75,024
12/1	13	77,073	4,223	81,296	72,450	5,044	77,494	70,577	4,943	75,520
12/2	14	77,073	4,851	81,924	72,450	5,643	78,093	70,577	5,556	76,133
13/1	15	78,179	4,160	82,339	73,472	5,030	78,502	71,522	4,775	76,297
13/2	16	78,179	4,808	82,987	73,472	5,584	79,056	71,522	5,296	76,818
13/3	17	78,179	5,463	83,642	73,472	6,144	79,616	71,522	5,822	77,344
13/4	18	78,179	6,126	84,305	73,472	6,710	80,182	71,522	6,353	77,875
13/5	19	78,179	6,796	84,975	73,472	7,281	80,753	71,522	7,211	78,733
14/1	20	79,117	6,307	85,424	74,108	6,945	81,053	72,192	6,655	78,847

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - 11 MONTH ASSISTANT PRINCIPAL - (222 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		High School			Middle School			Elementary School		
BASE STEP	SUPPL STEP	BASE	SUPPLE- MENT	TOTAL COMP	BASE	SUPPLE- MENT	TOTAL COMP	BASE	SUPPLE- MENT	TOTAL COMP
0	0	48,512	8,240	56,752	47,693	7,831	55,524	47,366	6,622	53,988
1	1	49,199	8,460	57,659	48,329	8,042	56,371	47,951	6,803	54,754
2	2	49,900	8,687	58,587	48,977	8,258	57,235	48,546	6,988	55,534
3	3	50,613	8,920	59,533	49,637	8,479	58,116	49,150	7,177	56,327
4	4	51,341	9,158	60,499	50,308	8,705	59,013	49,765	7,371	57,136
5	5	52,082	9,402	61,484	50,992	8,938	59,930	50,390	7,570	57,960
6	6	52,837	9,652	62,489	51,687	9,176	60,863	51,026	7,774	58,800
7	7	53,566	9,762	63,328	52,435	9,402	61,837	51,703	8,421	60,124
8	8	54,390	9,449	63,839	53,117	9,099	62,216	52,490	8,107	60,597
9	9	55,232	9,119	64,351	53,810	8,782	62,592	53,293	7,778	61,071
10	10	56,089	8,775	64,864	54,515	8,451	62,966	54,112	7,435	61,547
11/1	11	56,964	8,416	65,380	55,253	8,105	63,358	54,948	7,077	62,025
11/2	12	56,964	8,971	65,935	55,253	8,640	63,893	54,948	7,599	62,547
12/1	13	57,857	8,601	66,458	56,026	8,284	64,310	55,800	7,232	63,032
12/2	14	57,857	9,170	67,027	56,026	8,832	64,858	55,800	7,767	63,567
13/1	15	58,767	8,983	67,750	56,943	8,725	65,668	56,669	7,532	64,201
13/2	16	58,767	9,567	68,334	56,943	9,290	66,233	56,669	8,082	64,751
13/3	17	58,767	10,159	68,926	56,943	9,861	66,804	56,669	8,638	65,307
13/4	18	58,767	10,758	69,525	56,943	10,439	67,382	56,669	9,202	65,871
13/5	19	58,767	11,363	70,130	56,943	11,024	67,967	56,669	9,772	66,441
14/1	20	59,301	11,088	70,389	57,612	10,778	68,390	57,556	9,110	66,666

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) Effective July 1, 1999, this salary schedule will apply to all current 10-Month Assistant Principals and all persons appointed to an Assistant Principal position after this date.
 3) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - 12 MONTH ASSISTANT PRINCIPAL - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		High School			Middle School		
BASE STEP	SUPPL STEP	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN
0	0	56,853	6,164	63,017	55,795	5,828	61,623
1	1	57,697	6,330	64,027	56,606	5,986	62,592
2	2	58,558	6,500	65,058	57,433	6,149	63,582
3	3	59,435	6,675	66,110	58,274	6,315	64,589
4	4	60,328	6,854	67,182	59,132	6,485	65,617
5	5	61,239	7,038	68,277	60,006	6,660	66,666
6	6	62,167	7,226	69,393	60,896	6,839	67,735
7	7	63,132	7,260	70,392	61,803	7,002	68,805
8	8	63,991	6,829	70,820	62,614	6,587	69,201
9	9	64,863	6,379	71,242	63,439	6,154	69,593
10	10	65,751	5,910	71,661	64,277	5,703	69,980
11/1	11	66,654	5,422	72,076	65,129	5,233	70,362
11/2	12	66,654	6,028	72,682	65,129	5,817	70,946
12/1	13	67,572	5,528	73,100	65,995	5,335	71,330
12/2	14	67,572	6,148	73,720	65,995	5,933	71,928
13/1	15	68,670	5,844	74,514	66,896	5,719	72,615
13/2	16	68,670	6,482	75,152	66,896	6,335	73,231
13/3	17	68,670	7,127	75,797	66,896	6,958	73,854
13/4	18	68,670	7,780	76,450	66,896	7,589	74,485
13/5	19	68,670	8,441	77,111	66,896	8,227	75,123
14/1	20	69,118	8,037	77,155	67,439	7,860	75,299

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

East Baton Rouge Parish School System

2011-2012 SALARY PROCEDURES

MANAGEMENT

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half plus one day of the regular employment year.
2.
 - a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective pay grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable (See Note).
 - b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 2.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective pay grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable (See Note).
 - c. Any person being promoted from the Maintenance or the Management Clerical Salary Schedule to the Management Pay Schedule will automatically be assigned to the Pay Grade called for by the new position. Placement will be to a step that generates a salary that is equal to or greater than 110% of the previous salary (not to exceed the maximum salary of the respective pay grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable (See Note).
 - d. The Superintendent may grant up to 3 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Board may grant additional salary steps for special skills and/or unique experience that is directly job-related.
Requires the Superintendent's signature.
4. Certificated management employees in positions requiring a teacher's certificate shall be eligible for sabbatical leave. While on sabbatical leave, they shall be paid 65% of their regular salary. They shall retain all privileges, which they would have had, had they been in active service. *They must meet the requirements of R.S. 17:1187.*
5. Certificated management employees in positions requiring a teacher's certificate shall be subject to the tenure policies of the Board and tenure laws of the State and/or the Administrative Contract policies of the Board and Administrative Contract laws of the State.

2011-2012 MANAGEMENT SALARY PROCEDURES Continued:

6. Only the Board shall have the right to change the Pay Grade assignments of positions. The annual position review process shall be followed except in special circumstances requiring individual action.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
(Per job description.)
 - b. Pay Grade reassignments for special circumstances shall be in writing to the appropriate Supervisor with detailed justification, prior to May 15. The Human Resources/Personnel Services Committee shall review these requests if recommended by the appropriate Associate/Assistant Superintendent and Superintendent of Schools prior to June 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 6.b. shall be followed.
 - d. Employees in a position whose pay grade has been changed, will be placed on the new pay grade following the promotion rules listed in 2. on the previous page.
7. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to the old position, then placement will be on a step the employee would have enjoyed had the promotion not been made.
8. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower position reaches the frozen salary amount.
9. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
10. Employees who are placed in a temporary position (acting or appointed substitute) exceeding six (6) weeks will receive a regular promotion as outlined in Rule No. 2. Such promotion is effective for the term of the appointment only and shall be retroactive to the first day of service in the temporary position 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.

Note: Procedures related to salary placement when a current employee is recommended for promotions will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.

**East Baton Rouge Parish School System
2011-2012 SALARY SCHEDULE**

MANAGEMENT PAY GRADES

M-2

M-2A

111-2841 Chief Technology Officer
111-2511 Chief Business Operations Officer
111-2200 Associate Superintendent for Instructional Support Services

M-2B

111-2211 Assistant Superintendent for Instructional Services, Area I & Area IV (Elem)
111-2211 Assistant Superintendent for Instructional Services, Area II (Middle)
111-2214 Assistant Superintendent for Instructional Services, Area III (High)
111-2211 Chief Officer for Accountability, Assessment and Evaluation

M-3

111-2610 Administrative Director for Facilities
111-2710 Administrative Director of Transportation
111-2214 Admin. Dir. of Federal Programs
111-3100 Administrative Director, Child Nutrition Program
111-2511 Chief Financial Officer
111-2810 Director of Data Information
111-2211 Executive Director for School Turnaround & Charter Schools
111-2211 Executive Director of Elementary Schools
111-2831 Executive Director of Human Resources

M-4

111-2610 Assistant Director for Facilities
111-2823 Director for Communication & Community Eng.
111-2511 Director for Finance
111-2831 Director for Personnel Services
111-2841 Director of Management Information Systems
111-2214 Director of NCLB Title V
111-2530 Director of Procurement & Warehousing Serv.
111-2212 Director of Special Education
118-2516 Internal Auditor
111-2211 Director of Student Activities

M-5

111-2810 Coordinator of District Assessments
111-2211 Director for Elementary Schools
111-2211 Director for Fine Arts
111-2211 Director for High Schools
111-2251 Director for Library Services
111-2211 Director for Middle Schools
111-2219 Director for Professional Development
111-2190 Director of ADAPP
111-2216 Director of Adult Educ & Alternative Educ
111-2211 Director of Alternative Programs
111-2215 Director of Career/Technical Education
111-2111 Director of Child Welfare & Attendance
111-2121 Director of Counseling and Guidance
111-2211 Director of Curriculum - Elementary Sch Progr
111-2211 Director of Curriculum - Secondary Sch Progr
111-2211 Director of High Perform Sch Initiative & Ed Reform
111-2211 Director of Magnet School Programs
111-2214 Director of Monitoring for No Child Left Behind

M-5 (Continued)

111-3111 Director of Operations, Child Nutrition Program
111-2214 Director of Pre-School Programs
111-2200 Director of Reading (Pre-K-12)
111-2511 Director of Risk Management
111-2190 Director of Security
111-2214 NCLBA, Director of Compliance, Budget & Fiscal Management
111-2214 Title 1 Director of Planning & Evaluation

M-6

118-2512 Budget Coordinator
111-2123 Coordinator/Pupil Appraisal & Psych. Serv.
111-2230 Coordinator for Staff Development
111-2810 Coordinator Instructional Data
111-2219 Coordinator of Education Excellence Fund
111-2219 Coordinator of Grants
111-2214 Coordinator of NCLBA Instruction & English as a Second Language (ELS) Program
111-2214 Coordinator of NCLBA Instruction and Extended Time
111-2214 Coordinator of NCLBA Instruction & Non-public Participation
111-2831 Coordinator of Special Support Programs
111-2831 Coordinator of Support Programs
111-2214 Coordinator of Title 1 Instruction Core Content
111-2214 Coordinator of Title 1 Instruc & Parental Involvement
111-2214 Coordinator of Title I Instruc & School Choice
111-2214 Coordinator of Title I Instruc & Supplemental Educational Services (SES)
118-2842 Program Manager of Network & Operations
111-2190 Project Director-Safe Schools/Healthy
118-2842 Technology Resource Program Manager
111-2214 Title I Schoolwide Program Monitor

M-7

118-2511 Chief Accountant
111-2831 Coordinator of Alternative Certification & Induction
111-1600 Grants Project Manager
111-2190 Hearing Officer
112-1510 Homeless Liaison Title I
111-2214 Program Manager - IASA
111-2810 Project Evaluation Specialist
119-2844 Project Mgr of Technology Projects & Operations
113-2140 Psychologist - Licensed
111-2831 Recruitment Operations Manager
111-2831 Supervisor for Human Resources-Support Personnel
111-2212 Supervisor for Instructional Support Programs
111-2831 Supervisor for Personnel Mgmt, Staffing & Cert.
111-2111 Supervisor of Child Welfare & Attendance
111-2213 Supervisor of Gifted & Talented Services
111-2212 Supervisor of Homebound Teachers
111-2220 Supervisor of Mathematics K-12
111-2190 Supervisor of School Security
111-2219 Support Programs Specialist
118-2842 Systems Manager, Student Data Systems

*** Salaries for those persons holding a LA teaching certificate, approved by the Board or outlined in SCR 139 are listed on the Instructional Management Salary Schedule. All other persons are listed on the Support Management Salary Schedule.**

2011-2012 MANAGEMENT PAY GRADES Continued:

M-8

111-2212 Coordinator of Data Management
111-2212 Coordinator - Sp. Ed. Quality Assurance
111-2212 Coordinator - Sp. Ed. Student Advocacy
119-2849 Coordinator - Web Master Special Events
119-2710 Driver Training & Safety Officer
118-2511 Grants Fiscal Officer
111-2831 Human Resources Benefits & Data Coordinator
118-2842 Network Administrator
111-2823 Public Information Officer
118-2842 Student Data Systems Analyst
118-2511 Supervisor of Accounting
118-2511 Supervisor of Payroll & Employee Benefits
118-2842 Systems Analyst
119-2520 Technology Purchasing Specialist
111-2710 Transportation Supervisor - Regular Route
111-2710 Transportation Supervisor - Special Education
111-2841 Wide Area Network Manager

M-9

114-2321 Administrative Assistant to Superintendent
118-2843 Desegregation Specialist
114-2324 Executive Secretary/Assistant to the School Board Members
111-2540 Graphic Arts Supervisor
117-2723 Manager, Mechanic Shop (Transportation)
111-2610 Office Operations Manager
118-2842 Programmer Analyst
113-2143 Psychologist Non-Licensed (10Mth)
111-3111 Purchasing Coordinator/Area Supervisor, CNP
119-2710 Routing Specialist
118-2516 School Accounts Auditor
119-2849 Software Support Specialist
117-2650 Specialist, Vehicle & Transportation (PPS)
111-3111 Support Programmer, Child Nutrition Program
119-2840 Technology Resources Specialist
119-2840 Textbook Resource Manager

M-10

119-2290 Administrative Assistant/Externally Funded
111-3111 Computer Training Coordinator, CNP
111-2520 Coordinator of Purchasing
111-2831 Coordinator, Substitutes and Applications
118-2511 Staff Accountant - Property Control

M-11

117-26NN Appliance Foreman, CNP
111-2410 Community Liaison-Service Learning
111-3111 Education Training Coordinator, CNP
111-2710 Foreman, Mechanical Shop (Transportation)
119-2840 Foreman, Security/Electronic
119-2530 NCLBA Inventory & Property Control Specialist
111-2190 Office Manager/Developer - Radio Station
111-2841 Operations Specialist
119-2690 Safety/Asbestos/Environmental Specialist
111-2723 Service Station Supervisor
111-3111 Warehouse Supervisor, CNP
119-2849 Wide Area Network Specialist

M-12

114-2510 Accounting Specialist
114-2211 Administrative Assistant to the Chief Academic Officer
114-2212 Assistive Technology Assistant, Sp. Educ.
114-2510 Budget Specialist
119-2520 Buyer I
114-2214 Federal Programs Community Liaison
114-2510 Finance Specialist - Payroll and Benefits
114-2510 Grants Specialist
114-2540 Graphic Arts Production Assistant
118-2849 Network Specialist
114-2510 Risk Management Specialist
114-2214 School Resource Liaison

M-14

118-2190 Production Director/Announcer - Radio Station
115-1110 Truancy Officer (9 Month)

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval/Board action.

* Salaries for those persons holding a LA teaching certificate, approved by the Board or outlined in SCR 139 are listed on the Instructional Management Salary Schedule. All other persons are listed on the Support Management Salary Schedule.

2011-2012 SALARY SCHEDULE - INSTRUCTIONAL MANAGEMENT - 20yr - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MI - 2 through MI - 4)

BASE STEP	SUPPL STEP	MI - 2 *			MI-2A			MI-2B *			MI - 3			MI - 4		
		BASE (MI)	SUPPLE- MENT	TOTAL COMP	BASE (MI)	SUPPLE- MENT	TOTAL COMP	BASE (MI)	SUPPLE- MENT	TOTAL COMP	BASE (MI)	SUPPLE- MENT	TOTAL COMP	BASE (MI)	SUPPLE- MENT	TOTAL COMP
0	0	74,041	10,735	84,776	68,582	9,036	77,618	63,590	9,036	72,626	59,990	9,036	69,026	57,992	7,034	65,026
1	1	75,230	10,416	85,646	69,773	8,734	78,507	64,672	8,734	73,406	61,072	8,734	69,806	59,024	6,722	65,746
2	2	76,449	10,080	86,529	70,993	8,417	79,410	65,781	8,417	74,198	62,181	8,417	70,598	60,081	6,396	66,477
3	3	77,698	9,727	87,425	72,242	8,084	80,326	66,917	8,084	75,001	63,317	8,084	71,401	61,165	6,054	67,219
4	4	78,979	9,356	88,335	73,524	7,735	81,259	68,082	7,735	75,817	64,482	7,735	72,217	62,276	5,695	67,971
5	5	80,292	8,966	89,258	74,837	7,369	82,206	69,276	7,369	76,645	65,676	7,369	73,045	63,415	5,321	68,736
6	6	81,637	8,559	90,196	76,183	6,985	83,168	70,500	6,985	77,485	66,900	6,985	73,885	64,582	4,929	69,511
7	7	83,016	7,814	90,830	77,563	6,584	84,147	71,754	6,584	78,338	68,154	6,584	74,738	65,778	4,521	70,299
8	8	84,430	7,361	91,791	78,977	6,164	85,141	73,040	6,164	79,204	69,440	6,164	75,604	67,004	4,147	71,151
9	9	85,879	6,887	92,766	80,427	5,724	86,151	74,358	5,724	80,082	70,758	5,724	76,482	68,261	3,756	72,017
10	10	87,364	6,392	93,756	81,913	5,265	87,178	75,709	5,265	80,974	72,109	5,265	77,374	69,549	3,348	72,897
11/1	11	88,886	5,874	94,760	83,437	4,785	88,222	77,094	4,785	81,879	73,494	4,785	78,279	70,870	2,921	73,791
11/2	12	88,886	6,894	95,780	83,437	5,704	89,141	77,094	5,704	82,798	73,494	5,704	79,198	70,870	3,829	74,699
12/1	13	90,446	6,369	96,815	84,998	5,218	90,216	78,513	5,218	83,731	74,913	5,218	80,131	72,224	3,398	75,622
12/2	14	90,446	7,420	97,866	84,998	6,164	91,162	78,513	6,164	84,677	74,913	6,164	81,077	72,224	4,335	76,559
13/1	15	92,045	6,887	98,932	86,598	5,798	92,396	79,968	5,798	85,766	76,368	5,798	82,166	73,611	3,901	77,512
13/2	16	92,045	7,970	100,015	86,598	6,906	93,504	79,968	6,906	86,874	76,368	6,906	83,274	73,611	4,869	78,480
13/3	17	92,045	9,068	101,113	86,598	8,032	94,630	79,968	8,032	88,000	76,368	8,032	84,400	73,611	5,913	79,524
13/4	18	92,045	10,183	102,228	86,598	9,177	95,775	79,968	9,177	89,145	76,368	9,177	85,545	73,611	6,976	80,587
13/5	19	92,045	11,315	103,360	86,598	10,342	96,940	79,968	10,342	90,310	76,368	10,342	86,710	73,611	8,056	81,667
14/1	20	93,684	11,092	104,776	88,238	10,167	98,405	81,459	10,167	91,626	77,859	10,167	88,026	75,033	7,993	83,026

* Pay Grades MI-2 & MI-2B - Revised 11/99 per Board Approval 11/18/99

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - INSTRUCTIONAL MANAGEMENT - 20yr - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MI - 5 through MI - 9)

		MI - 5			MI - 6			MI - 7			MI - 8			MI - 9		
BASE SUPPL		BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL
STEP	STEP	(MI) SAL	MENT	COMP	(MI) SAL	MENT	COMP	(MI) SAL	MENT	COMP	(MI) SAL	MENT	COMP	(MI) SAL	MENT	COMP
0	0	56,089	7,237	63,326	52,923	7,503	60,426	50,668	7,158	57,826	49,438	7,288	56,726	48,230	6,996	55,226
1	1	57,073	6,948	64,021	53,828	7,032	60,860	51,517	6,921	58,438	50,256	7,066	57,322	49,018	6,781	55,799
2	2	58,082	6,643	64,725	54,756	6,542	61,298	52,387	6,672	59,059	51,094	6,832	57,926	49,825	6,556	56,381
3	3	59,116	6,325	65,441	55,707	6,034	61,741	53,279	6,411	59,690	51,953	6,586	58,539	50,652	6,319	56,971
4	4	60,176	5,991	66,167	56,682	5,506	62,188	54,193	6,137	60,330	52,834	6,328	59,162	51,500	6,070	57,570
5	5	61,262	5,642	66,904	57,681	4,959	62,640	55,130	5,849	60,979	53,737	6,057	59,794	52,369	5,809	58,178
6	6	62,375	5,277	67,652	58,705	4,391	63,096	56,090	5,548	61,638	54,662	5,774	60,436	53,260	5,536	58,796
7	7	63,516	4,896	68,412	59,754	3,803	63,557	57,074	5,234	62,308	55,610	5,477	61,087	54,173	5,249	59,422
8	8	64,686	4,497	69,183	60,830	3,425	64,255	58,083	4,904	62,987	56,582	5,166	61,748	55,109	4,949	60,058
9	9	65,885	4,080	69,965	61,933	3,030	64,963	59,117	4,559	63,676	57,578	4,841	62,419	56,069	4,634	60,703
10	10	67,114	3,645	70,759	63,063	2,619	65,682	60,177	4,199	64,376	58,599	4,500	63,099	57,053	4,306	61,359
11/1	11	68,374	3,191	71,565	64,221	2,191	66,412	61,263	3,823	65,086	59,646	4,145	63,791	58,061	3,963	62,024
11/2	12	68,374	4,009	72,383	64,221	2,932	67,153	61,263	4,544	65,807	59,646	4,846	64,492	58,061	4,638	62,699
12/1	13	69,665	3,548	73,213	65,408	2,497	67,905	62,376	4,163	66,539	60,719	4,485	65,204	59,094	4,290	63,384
12/2	14	69,665	4,391	74,056	65,408	3,260	68,668	62,376	4,906	67,282	60,719	5,208	65,927	59,094	4,985	64,079
13/1	15	70,988	3,924	74,912	66,625	2,817	69,442	63,517	4,518	68,035	61,819	4,841	66,660	60,153	4,632	64,785
13/2	16	70,988	4,792	75,780	66,625	3,866	70,491	63,517	5,284	68,801	61,819	5,586	67,405	60,153	5,348	65,501
13/3	17	70,988	5,673	76,661	66,625	4,935	71,560	63,517	6,060	69,577	61,819	6,341	68,160	60,153	6,075	66,228
13/4	18	70,988	6,568	77,556	66,625	6,026	72,651	63,517	6,848	70,365	61,819	7,108	68,927	60,153	6,813	66,966
13/5	19	70,988	7,476	78,464	66,625	7,138	73,763	63,517	7,649	71,166	61,819	7,887	69,706	60,153	7,563	67,716
14/1	20	72,345	7,181	79,526	67,872	7,654	75,526	64,687	7,439	72,126	62,946	7,680	70,626	61,239	7,387	68,626

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - INSTRUCTIONAL MANAGEMENT - 20yr - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MI - 10 through MI - 14)

		MI - 10			MI - 11			MI - 12			MI - 13			MI - 14		
BASE STEP	SUPPL STEP	BASE (MI) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MI) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MI) SAL	SUPPLE- MENT	TOTAL COMPEN	BASE (MI) SAL	SUPPLE- MENT	TOTAL COMPEN	BASE (MI) SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	42,666	5,860	48,526	40,425	5,301	45,726	38,389	4,937	43,326	36,538	4,488	41,026	34,854	4,172	39,026
1	1	43,315	5,684	48,999	41,017	5,140	46,157	38,931	4,790	43,721	37,033	4,353	41,386	35,307	4,049	39,356
2	2	43,980	5,498	49,478	41,624	4,969	46,593	39,486	4,635	44,121	37,541	4,210	41,751	35,772	3,919	39,691
3	3	44,661	5,304	49,965	42,246	4,791	47,037	40,055	4,472	44,527	38,061	4,061	42,122	36,248	3,783	40,031
4	4	45,359	5,100	50,459	42,884	4,603	47,487	40,638	4,302	44,940	38,594	3,905	42,499	36,736	3,640	40,376
5	5	46,075	4,885	50,960	43,538	4,406	47,944	41,236	4,123	45,359	39,141	3,740	42,881	37,236	3,490	40,726
6	6	46,809	4,660	51,469	44,208	4,200	48,408	41,849	3,935	45,784	39,701	3,568	43,269	37,749	3,333	41,082
7	7	47,561	4,425	51,986	44,895	3,984	48,879	42,477	3,738	46,215	40,275	3,387	43,662	38,275	3,168	41,443
8	8	48,332	4,179	52,511	45,599	3,757	49,356	43,121	3,532	46,653	40,864	3,198	44,062	38,814	2,995	41,809
9	9	49,122	3,921	53,043	46,321	3,520	49,841	43,781	3,316	47,097	41,467	3,000	44,467	39,366	2,815	42,181
10	10	49,932	3,651	53,583	47,061	3,273	50,334	44,457	3,091	47,548	42,086	2,793	44,879	39,932	2,626	42,558
11/1	11	50,762	3,369	54,131	47,819	3,014	50,833	45,150	2,856	48,006	42,720	2,577	45,297	40,512	2,429	42,941
11/2	12	50,762	3,926	54,688	47,819	3,521	51,340	45,150	3,321	48,471	42,720	3,001	45,721	40,512	2,818	43,330
12/1	13	51,613	3,640	55,253	48,596	3,259	51,855	45,861	3,081	48,942	43,370	2,781	46,151	41,107	2,617	43,724
12/2	14	51,613	4,213	55,826	48,596	3,781	52,377	45,861	3,560	49,421	43,370	3,218	46,588	41,107	3,018	44,125
13/1	15	52,485	3,923	56,408	49,393	3,515	52,908	46,589	3,318	49,907	44,036	2,996	47,032	41,717	2,814	44,531
13/2	16	52,485	4,514	56,999	49,393	4,053	53,446	46,589	3,811	50,400	44,036	3,446	47,482	41,717	3,227	44,944
13/3	17	52,485	5,114	57,599	49,393	4,599	53,992	46,589	4,312	50,901	44,036	3,902	47,938	41,717	3,645	45,362
13/4	18	52,485	5,722	58,207	49,393	5,154	54,547	46,589	4,820	51,409	44,036	4,366	48,402	41,717	4,070	45,787
13/5	19	52,485	6,340	58,825	49,393	5,716	55,109	46,589	5,336	51,925	44,036	4,837	48,873	41,717	4,502	46,219
14/1	20	53,379	6,227	59,606	50,210	5,616	55,826	47,336	5,190	52,526	44,719	4,707	49,426	42,342	4,384	46,726

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

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2011-2012 SALARY SCHEDULE - INSTRUCTIONAL MANAGEMENT - 20yr - (222 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MI - 9 -- 11 Months)

MI - 9 11 Months				
<i>BASE STEP</i>	<i>SUPPL STEP</i>	<i>BASE (MI) SAL</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMP</i>
0	0	45,340	6,290	51,630
1	1	46,032	6,123	52,155
2	2	46,742	5,946	52,688
3	3	47,469	5,760	53,229
4	4	48,214	5,564	53,778
5	5	48,977	5,359	54,336
6	6	49,760	5,142	54,902
7	7	50,563	4,913	55,476
8	8	51,386	4,673	56,059
9	9	52,230	4,421	56,651
10	10	53,094	4,157	57,251
11/1	11	53,981	3,880	57,861
11/2	12	53,981	4,499	58,480
12/1	13	54,889	4,219	59,108
12/2	14	54,889	4,856	59,745
13/1	15	55,820	4,572	60,392
13/2	16	55,820	5,229	61,049
13/3	17	55,820	5,895	61,715
13/4	18	55,820	6,572	62,392
13/5	19	55,820	7,258	63,078
14/1	20	56,775	7,138	63,913

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

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2011-2012 SALARY SCHEDULE - SUPPORT MANAGEMENT - 20yr - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MS - 2 through MS - 6)

		MS - 2			MS - 3			MS - 4			MS - 5			MS - 6		
BASE STEP	SUPPL STEP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP
0	0	53,840	10,849	64,689	49,539	9,150	58,689	47,541	7,148	54,689	45,638	7,351	52,989	42,472	7,617	50,089
1	1	55,029	10,530	65,559	50,621	8,848	59,469	48,573	6,836	55,409	46,622	7,062	53,684	43,377	7,146	50,523
2	2	56,248	10,194	66,442	51,730	8,531	60,261	49,630	6,510	56,140	47,631	6,757	54,388	44,305	6,656	50,961
3	3	57,497	9,841	67,338	52,866	8,198	61,064	50,714	6,168	56,882	48,665	6,439	55,104	45,256	6,148	51,404
4	4	58,778	9,470	68,248	54,031	7,849	61,880	51,825	5,809	57,634	49,725	6,105	55,830	46,231	5,620	51,851
5	5	60,091	9,080	69,171	55,225	7,483	62,708	52,964	5,435	58,399	50,811	5,756	56,567	47,230	5,073	52,303
6	6	61,436	8,673	70,109	56,449	7,099	63,548	54,131	5,043	59,174	51,924	5,391	57,315	48,254	4,505	52,759
7	7	62,815	7,928	70,743	57,703	6,698	64,401	55,327	4,635	59,962	53,065	5,010	58,075	49,303	3,917	53,220
8	8	64,229	7,475	71,704	58,989	6,278	65,267	56,553	4,261	60,814	54,235	4,611	58,846	50,379	3,539	53,918
9	9	65,678	7,001	72,679	60,307	5,838	66,145	57,810	3,870	61,680	55,434	4,194	59,628	51,482	3,144	54,626
10	10	67,163	6,506	73,669	61,658	5,379	67,037	59,098	3,462	62,560	56,663	3,759	60,422	52,612	2,733	55,345
11/1	11	68,685	5,988	74,673	63,043	4,899	67,942	60,419	3,035	63,454	57,923	3,305	61,228	53,770	2,305	56,075
11/2	12	68,685	7,008	75,693	63,043	5,818	68,861	60,419	3,943	64,362	57,923	4,123	62,046	53,770	3,046	56,816
12/1	13	70,245	6,483	76,728	64,462	5,332	69,794	61,773	3,512	65,285	59,214	3,662	62,876	54,957	2,611	57,568
12/2	14	70,245	7,534	77,779	64,462	6,278	70,740	61,773	4,449	66,222	59,214	4,505	63,719	54,957	3,374	58,331
13/1	15	71,844	7,001	78,845	65,917	5,912	71,829	63,160	4,015	67,175	60,537	4,038	64,575	56,174	2,931	59,105
13/2	16	71,844	8,084	79,928	65,917	7,020	72,937	63,160	4,983	68,143	60,537	4,906	65,443	56,174	3,980	60,154
13/3	17	71,844	9,182	81,026	65,917	8,146	74,063	63,160	6,027	69,187	60,537	5,787	66,324	56,174	5,049	61,223
13/4	18	71,844	10,297	82,141	65,917	9,291	75,208	63,160	7,090	70,250	60,537	6,682	67,219	56,174	6,140	62,314
13/5	19	71,844	11,429	83,273	65,917	10,456	76,373	63,160	8,170	71,330	60,537	7,590	68,127	56,174	7,252	63,426
14/1	20	73,483	11,206	84,689	67,408	10,281	77,689	64,582	8,107	72,689	61,894	7,295	69,189	57,421	7,768	65,189

NOTES:

1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - SUPPORT MANAGEMENT - 20yr - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MS - 7 through MS - 10)

		MS - 7			MS - 8			MS - 9			MS - 10		
BASE STEP	SUPPL STEP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP
0	0	40,217	7,272	47,489	38,987	7,402	46,389	37,779	7,110	44,889	32,215	5,974	38,189
1	1	41,066	7,035	48,101	39,805	7,180	46,985	38,567	6,895	45,462	32,864	5,798	38,662
2	2	41,936	6,786	48,722	40,643	6,946	47,589	39,374	6,670	46,044	33,529	5,612	39,141
3	3	42,828	6,525	49,353	41,502	6,700	48,202	40,201	6,433	46,634	34,210	5,418	39,628
4	4	43,742	6,251	49,993	42,383	6,442	48,825	41,049	6,184	47,233	34,908	5,214	40,122
5	5	44,679	5,963	50,642	43,286	6,171	49,457	41,918	5,923	47,841	35,624	4,999	40,623
6	6	45,639	5,662	51,301	44,211	5,888	50,099	42,809	5,650	48,459	36,358	4,774	41,132
7	7	46,623	5,348	51,971	45,159	5,591	50,750	43,722	5,363	49,085	37,110	4,539	41,649
8	8	47,632	5,018	52,650	46,131	5,280	51,411	44,658	5,063	49,721	37,881	4,293	42,174
9	9	48,666	4,673	53,339	47,127	4,955	52,082	45,618	4,748	50,366	38,671	4,035	42,706
10	10	49,726	4,313	54,039	48,148	4,614	52,762	46,602	4,420	51,022	39,481	3,765	43,246
11/1	11	50,812	3,937	54,749	49,195	4,259	53,454	47,610	4,077	51,687	40,311	3,483	43,794
11/2	12	50,812	4,658	55,470	49,195	4,960	54,155	47,610	4,752	52,362	40,311	4,040	44,351
12/1	13	51,925	4,277	56,202	50,268	4,599	54,867	48,643	4,404	53,047	41,162	3,754	44,916
12/2	14	51,925	5,020	56,945	50,268	5,322	55,590	48,643	5,099	53,742	41,162	4,327	45,489
13/1	15	53,066	4,632	57,698	51,368	4,955	56,323	49,702	4,746	54,448	42,034	4,037	46,071
13/2	16	53,066	5,398	58,464	51,368	5,700	57,068	49,702	5,462	55,164	42,034	4,628	46,662
13/3	17	53,066	6,174	59,240	51,368	6,455	57,823	49,702	6,189	55,891	42,034	5,228	47,262
13/4	18	53,066	6,962	60,028	51,368	7,222	58,590	49,702	6,927	56,629	42,034	5,836	47,870
13/5	19	53,066	7,763	60,829	51,368	8,001	59,369	49,702	7,677	57,379	42,034	6,454	48,488
14/1	20	54,236	7,553	61,789	52,495	7,794	60,289	50,788	7,501	58,289	42,928	6,341	49,269

NOTES:

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - SUPPORT MANAGEMENT - 20yr - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MS - 11 through MS - 14)

		MS - 11			MS - 12			MS - 13			MS - 14		
BASE STEP	SUPPL STEP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP
0	0	29,974	5,415	35,389	27,938	5,051	32,989	26,087	4,602	30,689	24,403	4,286	28,689
1	1	30,566	5,254	35,820	28,480	4,904	33,384	26,582	4,467	31,049	24,856	4,163	29,019
2	2	31,173	5,083	36,256	29,035	4,749	33,784	27,090	4,324	31,414	25,321	4,033	29,354
3	3	31,795	4,905	36,700	29,604	4,586	34,190	27,610	4,175	31,785	25,797	3,897	29,694
4	4	32,433	4,717	37,150	30,187	4,416	34,603	28,143	4,019	32,162	26,285	3,754	30,039
5	5	33,087	4,520	37,607	30,785	4,237	35,022	28,690	3,854	32,544	26,785	3,604	30,389
6	6	33,757	4,314	38,071	31,398	4,049	35,447	29,250	3,682	32,932	27,298	3,447	30,745
7	7	34,444	4,098	38,542	32,026	3,852	35,878	29,824	3,501	33,325	27,824	3,282	31,106
8	8	35,148	3,871	39,019	32,670	3,646	36,316	30,413	3,312	33,725	28,363	3,109	31,472
9	9	35,870	3,634	39,504	33,330	3,430	36,760	31,016	3,114	34,130	28,915	2,929	31,844
10	10	36,610	3,387	39,997	34,006	3,205	37,211	31,635	2,907	34,542	29,481	2,740	32,221
11/1	11	37,368	3,128	40,496	34,699	2,970	37,669	32,269	2,691	34,960	30,061	2,543	32,604
11/2	12	37,368	3,635	41,003	34,699	3,435	38,134	32,269	3,115	35,384	30,061	2,932	32,993
12/1	13	38,145	3,373	41,518	35,410	3,195	38,605	32,919	2,895	35,814	30,656	2,731	33,387
12/2	14	38,145	3,895	42,040	35,410	3,674	39,084	32,919	3,332	36,251	30,656	3,132	33,788
13/1	15	38,942	3,629	42,571	36,138	3,432	39,570	33,585	3,110	36,695	31,266	2,928	34,194
13/2	16	38,942	4,167	43,109	36,138	3,925	40,063	33,585	3,560	37,145	31,266	3,341	34,607
13/3	17	38,942	4,713	43,655	36,138	4,426	40,564	33,585	4,016	37,601	31,266	3,759	35,025
13/4	18	38,942	5,268	44,210	36,138	4,934	41,072	33,585	4,480	38,065	31,266	4,184	35,450
13/5	19	38,942	5,830	44,772	36,138	5,450	41,588	33,585	4,951	38,536	31,266	4,616	35,882
14/1	20	39,759	5,730	45,489	36,885	5,304	42,189	34,268	4,821	39,089	31,891	4,498	36,389

NOTES:

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - SUPPORT MANAGEMENT - 20yr - (180 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MS -14 -- 9 Months)

		MS-14 (9 Mo/8 Hr)		
<i>BASE STEP</i>	<i>SUPPL STEP</i>	<i>BASE (MS) SAL</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMP</i>
0	0	18908	3310	22218
1	1	19247	3217	22464
2	2	19596	3120	22716
3	3	19953	3018	22971
4	4	20319	2911	23230
5	5	20694	2798	23492
6	6	21079	2680	23759
7	7	21473	2557	24030
8	8	21878	2427	24305
9	9	22292	2292	24584
10	10	22716	2150	24866
11/1	11	23151	2002	25153
11/2	12	23151	2294	25445
12/1	13	23597	2143	25740
12/2	14	23597	2443	26040
13/1	15	24055	2291	26346
13/2	16	24055	2601	26656
13/3	17	24055	2914	26969
13/4	18	24055	3233	27288
13/5	19	24055	3557	27612
14/1	20	24524	3469	27993

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - PSYCHOLOGIST - 20 YR (202/261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		Lic 10 Month			Lic 12 Month			Non-Lic 10 Month			Non-Lic 12 Month		
BASE STEP	SUPPL STEP	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN
0	0	46,031	4,169	50,200	52,218	5,608	57,826	43,999	4,036	48,035	49,780	5,446	55,226
1	1	46,741	3,969	50,710	53,067	5,371	58,438	44,658	3,855	48,513	50,568	5,231	55,799
2	2	47,468	3,760	51,228	53,937	5,122	59,059	45,333	3,664	48,997	51,375	5,006	56,381
3	3	48,213	3,540	51,753	54,829	4,861	59,690	46,025	3,464	49,489	52,202	4,769	56,971
4	4	48,977	3,309	52,286	55,743	4,587	60,330	46,734	3,255	49,989	53,050	4,520	57,570
5	5	49,760	3,068	52,828	56,680	4,299	60,979	47,461	3,034	50,495	53,919	4,259	58,178
6	6	50,563	2,814	53,377	57,640	3,998	61,638	48,206	2,804	51,010	54,810	3,986	58,796
7	7	51,386	2,549	53,935	58,624	3,684	62,308	48,970	2,562	51,532	55,723	3,699	59,422
8	8	52,229	2,272	54,501	59,633	3,354	62,987	49,753	2,309	52,062	56,659	3,399	60,058
9	9	53,093	1,982	55,075	60,667	3,009	63,676	50,556	2,044	52,600	57,619	3,084	60,703
10	10	53,979	1,679	55,658	61,727	2,649	64,376	51,379	1,767	53,146	58,603	2,756	61,359
11/1	11	54,887	1,363	56,250	62,813	2,273	65,086	52,222	1,478	53,700	59,611	2,413	62,024
11/2	12	54,887	1,964	56,851	62,813	2,994	65,807	52,222	2,041	54,263	59,611	3,088	62,699
12/1	13	55,818	1,643	57,461	63,926	2,613	66,539	53,086	1,747	54,833	60,644	2,740	63,384
12/2	14	55,818	2,262	58,080	63,926	3,356	67,282	53,086	2,327	55,413	60,644	3,435	64,079
13/1	15	56,772	1,936	58,708	65,067	2,968	68,035	53,972	2,029	56,001	61,703	3,082	64,785
13/2	16	56,772	2,574	59,346	65,067	3,734	68,801	53,972	2,626	56,598	61,703	3,798	65,501
13/3	17	56,772	3,221	59,993	65,067	4,510	69,577	53,972	3,232	57,204	61,703	4,525	66,228
13/4	18	56,772	3,878	60,650	65,067	5,298	70,365	53,972	3,847	57,819	61,703	5,263	66,966
13/5	19	56,772	4,544	61,316	65,067	6,099	71,166	53,972	4,471	58,443	61,703	6,013	67,716
14/1	20	57,750	4,365	62,115	66,237	5,889	72,126	54,880	4,320	59,200	62,789	5,837	68,626

- NOTES:
- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 - 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

East Baton Rouge Parish School System

2011-2012 SALARY PROCEDURES

MANAGEMENT CLERICAL

1. Management Clerical employees are employed on a salary basis and may have hours of work which fluctuate from week to week as permitted by the Fair Labor Standards Act. The salary shall be a fixed amount as straight time pay for the hours actually worked. In addition to such salary, for all overtime hours worked, management clerical employees receive pay at a rate not less than one-half the employee's regular rate of pay.
2. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half of the normal employment year.
3.
 - a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 3.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - c. The Superintendent may grant up to 3 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
4. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Board may grant additional salary steps for special skills and/or unique experience.
5. Only the Board shall have the right to change the Pay Grade assignments of positions. All potential reassignments will be referred to the Human Resources/Personnel Services Committee for review and recommendation.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
 - b. Employees requesting a position Pay Grade reassignment shall do so in writing to the Human Resources Department with detailed justification prior to March 15. The Human Resources/ Personnel Services Committee shall review these recommended requests prior to April 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 5.b. shall be followed.
 - d. Employees in a position whose pay grade has been changed, will be placed on the new pay grade following the promotion rules listed in 3. above.

2011-2012 MANAGEMENT CLERICAL SALARY PROCEDURES Continued:

6. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
7. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower positions reaches the frozen salary amount.
8. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
9. Employees being placed in a temporary position (acting or appointed substitute) will receive a normal promotion as outlined in Rule No. 3. 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.

Note: Procedures related to salary placement when a current employee is recommended for promotion will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.

East Baton Rouge Parish School System

2011-2012 SALARY SCHEDULE

MANAGEMENT CLERICAL PAY GRADES

MC-1

- 114-2NN1 Administrative Secretary
- 119-2311 Admin Secretary to General Counsel

MC-2

- 114-2NNN Administrative Asst, ADAPP
- 114-2216 Administrative Asst, Continuing Ed
- 114-3120 Computer Operator II, CNP
- 114-2410 Executive School Secretary
- 114-2710 Secretary to Adm. Dir., Transp.
- 114-2211 Secretary to Asst. Supt., Area I (Elem)
- 114-2211 Secretary to Asst. Supt., Area II (Middle)
- 114-2211 Secretary to Asst. Supt., Area III (High)
- 114-2211 Secretary to Asst. Supt., Area IV (Elem)
- 114-3120 Secretary to Administrative Director, CNP
- 114-2511 Secretary to Chief Financial Officer
- 114-2NNN Secretary to Exec. Director

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval/Board action.

2011-2012 SALARY SCHEDULE - MANAGEMENT CLERICAL - (261 DAYS/8 HOURS) - 20 YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
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 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MC - 1 through MC - 2)

		MC - 1			MC - 2		
BASE SUPPL		BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL
STEP	STEP	SAL	MENT	COMP	SAL	MENT	COMP
0	0	24,589	2,098	26,687	24,093	2,057	26,150
1	1	25,230	1,857	27,087	24,717	1,822	26,539
2	2	25,893	1,602	27,495	25,362	1,574	26,936
3	3	26,580	1,331	27,911	26,030	1,311	27,341
4	4	27,291	1,044	28,335	26,721	1,033	27,754
5	5	28,027	1,183	29,210	27,437	1,168	28,605
6	6	28,788	1,332	30,120	28,178	1,313	29,491
7	7	29,576	1,490	31,066	28,945	1,467	30,412
8	8	30,392	1,162	31,554	29,738	1,148	30,886
9	9	31,236	1,323	32,559	30,559	1,305	31,864
10	10	32,110	1,494	33,604	31,409	1,472	32,881
11/1	11	33,014	1,128	34,142	32,289	1,116	33,405
11/2	12	33,014	1,677	34,691	32,289	1,650	33,939
12/1	13	33,950	1,301	35,251	33,199	1,285	34,484
12/2	14	33,950	1,729	35,679	33,199	1,841	35,040
13/1	15	34,919	1,767	36,686	34,141	1,739	35,880
13/2	16	34,919	2,017	36,936	34,141	1,989	36,130
13/3	17	34,919	2,267	37,186	34,141	2,239	36,380
13/4	18	34,919	2,517	37,436	34,141	2,489	36,630
13/5	19	34,919	2,767	37,686	34,141	2,739	36,880
14/1	20	35,922	2,014	37,936	35,116	2,014	37,130

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
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East Baton Rouge Parish School System

2011-2012 SALARY PROCEDURES

CLERICAL

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half of the normal employment year.
2.
 - a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 3.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - c. The Superintendent may grant up to 3 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Board may grant additional salary steps for special skills and/or unique experience.
4. Only the Board shall have the right to change the Pay Grade assignments of positions. All potential reassignments will be referred to the Human Resources/Personnel Services Committee for review and recommendation.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
 - b. Employees requesting a position Pay Grade reassignment shall do so in writing to the Human Resources Department with detailed justification prior to March 15. The Human Resources/ Personnel Services Committee shall review these recommended requests prior to April 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 4.b. shall be followed.
 - d. Employees in a position whose pay grade has been changed, will be placed on the new pay grade following the promotion rules listed in 2. above.

2011-2012 CLERICAL SALARY PROCEDURES Continued:

5. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
6. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower positions reaches the frozen salary amount.
7. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
8. Employees being placed in a temporary position (acting or appointed substitute) will receive a normal promotion as outlined in Rule No. 3. 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.

Note: Procedures related to salary placement when a current employee is recommended for promotion will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.

East Baton Rouge Parish School System

2011-2012 SALARY SCHEDULE

CLERICAL PAY GRADES

CL-3

119-2NNN Computer Operator I
114-2212 Data Specialist III
114-2511 Finance Specialist III
114-2219 Grants Development Specialist III
114-2830 Personnel Specialist III
114-2211 Secretary to Curriculum

CL-4

114-2212 Data Specialist II
114-25NN Finance Specialist II
114-2514 Payroll Specialist II
114-2830 Personnel Specialist II
114-2520 Purchasing Specialist III

CL-5

114-2212 Data Specialist I (9Mth)
114-2540 Graphic Designer
114-2830 Personnel Specialist I
114-2520 Purchasing Specialist II
114-2NNN Steno Clerk III
114-3120 Steno Clerk III, CNP
114-2710 Transportation Dispatcher

CL-6

114-2515 Accounting Specialist I
114-2515 Benefits Specialist I
114-2510 Finance Specialist I
114-2510 Risk Management Specialist I
114-2515 School Accounts Specialist
114-2840 Student Data Registration Specialist

CL-7

114-2540 Press/Reprographics Specialist
114-2NNN Receptionist Clerk
114-2NNN Steno Clerk II

CL-8

114-2214 Inventory Control Officer
114-2NNN School Clerk (10Mth, 12Mth)

CL-9

116-2731 Chauffeur
115-1130 Elem Time Out Room Moderator
115-1210 Teacher Aide/Special Ed Aide

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval/Board action.

2011-2012 SALARY SCHEDULE - CLERICAL - (261 DAYS/8 HOURS) - 20 YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades CL - 3 through CL - 5)

		CL - 3			CL - 4			CL - 5		
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP
0	0	23,613	2,019	25,632	23,146	1,983	25,129	22,692	1,947	24,639
1	1	24,220	1,791	26,011	23,736	1,762	25,498	23,267	1,731	24,998
2	2	24,848	1,549	26,397	24,347	1,527	25,874	23,862	1,502	25,364
3	3	25,498	1,293	26,791	24,980	1,278	26,258	24,478	1,260	25,738
4	4	26,171	1,023	27,194	25,635	1,413	27,048	25,115	1,392	26,507
5	5	26,867	1,155	28,022	26,313	1,142	27,455	25,774	1,130	26,904
6	6	27,588	1,296	28,884	27,014	1,280	28,294	26,456	1,264	27,720
7	7	28,334	1,446	29,780	27,740	1,427	29,167	27,162	1,408	28,570
8	8	29,106	1,136	30,242	28,491	1,126	29,617	27,893	1,115	29,008
9	9	29,905	1,289	31,194	29,269	1,274	30,543	28,650	1,259	29,909
10	10	30,732	1,452	32,184	30,074	1,433	31,507	29,433	1,414	30,847
11/1	11	31,588	1,106	32,694	30,907	1,096	32,003	30,244	1,087	31,331
11/2	12	31,588	1,626	33,214	30,907	1,602	32,509	30,244	1,579	31,823
12/1	13	32,474	1,270	33,744	31,769	1,257	33,026	31,083	1,243	32,326
12/2	14	32,474	1,811	34,285	31,769	1,784	33,553	31,083	1,756	32,839
13/1	15	33,391	1,713	35,104	32,661	1,688	34,349	31,951	1,663	33,614
13/2	16	33,391	1,963	35,354	32,661	1,938	34,599	31,951	1,913	33,864
13/3	17	33,391	2,213	35,604	32,661	2,188	34,849	31,951	2,163	34,114
13/4	18	33,391	2,463	35,854	32,661	2,438	35,099	31,951	2,413	34,364
13/5	19	33,391	2,713	36,104	32,661	2,688	35,349	31,951	2,663	34,614
14/1	20	34,340	2,014	36,354	33,585	2,014	35,599	32,850	2,014	34,864

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - CLERICAL - (261 DAYS/8 HOURS) - 20 YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades CL - 6 through CL - 9)

		CL - 6			CL - 7			CL - 8			CL - 9		
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP
0	0	22,251	1,911	24,162	21,825	1,877	23,702	21,145	1,823	22,968	20,500	1,772	22,272
1	1	22,810	1,701	24,511	22,369	1,673	24,042	21,665	1,629	23,294	20,998	1,586	22,584
2	2	23,389	1,479	24,868	22,932	1,457	24,389	22,204	1,422	23,626	21,513	1,389	22,902
3	3	23,988	1,243	25,231	23,515	1,228	24,743	22,762	1,202	23,964	22,046	1,180	23,226
4	4	24,608	1,373	25,981	24,118	1,355	25,473	23,339	1,323	24,662	22,598	1,296	23,894
5	5	25,250	1,116	26,366	24,743	1,105	25,848	23,936	1,086	25,022	23,169	1,069	24,238
6	6	25,914	1,247	27,161	25,389	1,233	26,622	24,554	1,208	25,762	23,760	1,187	24,947
7	7	26,601	1,387	27,988	26,058	1,370	27,428	25,194	1,339	26,533	24,372	1,313	25,685
8	8	27,312	1,102	28,414	26,750	1,093	27,843	25,856	1,074	26,930	25,005	1,060	26,065
9	9	28,048	1,244	29,292	27,467	1,230	28,697	26,541	1,207	27,748	25,661	1,186	26,847
10	10	28,810	1,395	30,205	28,209	1,377	29,586	27,250	1,348	28,598	26,340	1,322	27,662
11/1	11	29,599	1,077	30,676	28,977	1,067	30,044	27,984	1,053	29,037	27,042	1,039	28,081
11/2	12	29,599	1,556	31,155	28,977	1,534	30,511	27,984	1,500	29,484	27,042	1,467	28,509
12/1	13	30,415	1,230	31,645	29,772	1,216	30,988	28,744	1,195	29,939	27,769	1,176	28,945
12/2	14	30,415	1,729	32,144	29,772	1,702	31,474	28,744	1,660	30,404	27,769	1,621	29,390
13/1	15	31,260	1,638	32,898	30,594	1,615	32,209	29,530	1,578	31,108	28,521	1,543	30,064
13/2	16	31,260	1,888	33,148	30,594	1,865	32,459	29,530	1,828	31,358	28,521	1,793	30,314
13/3	17	31,260	2,138	33,398	30,594	2,115	32,709	29,530	2,078	31,608	28,521	2,043	30,564
13/4	18	31,260	2,388	33,648	30,594	2,365	32,959	29,530	2,328	31,858	28,521	2,293	30,814
13/5	19	31,260	2,638	33,898	30,594	2,615	33,209	29,530	2,578	32,108	28,521	2,543	31,064
14/1	20	32,134	2,014	34,148	31,445	2,014	33,459	30,344	2,014	32,358	29,300	2,014	31,314

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - 9, 10 & 11 MONTH CLERICAL & 10MTH SCHOOL CLERK - 20 YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(9 Month, 10 Month & 11 Month -- 8 Hours -- 180/200/220 Days)

		CL - 5 (9 Mth) C305			CL - 4 (10 Mth) C204			CL - 7 (11Mth) C407			School Clerk (10 Mth) C208			School Clerk (11 Mth) C408		
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	16,955	1,484	18,439	18,861	1,634	20,495	19,035	1,670	20,705	17,844	1,545	19,389	19,278	1,662	20,940
1	1	17,359	1,335	18,694	19,322	1,465	20,787	19,494	1,498	20,992	18,269	1,387	19,656	19,744	1,488	21,232
2	2	17,778	1,177	18,955	19,799	1,285	21,084	19,968	1,316	21,284	18,709	1,219	19,928	20,225	1,303	21,528
3	3	18,211	1,010	19,221	20,293	1,094	21,387	20,460	1,123	21,583	19,165	1,041	20,206	20,724	1,107	21,831
4	4	18,659	1,101	19,760	20,804	1,197	22,001	20,968	1,230	22,198	19,637	1,141	20,778	21,240	1,217	22,457
5	5	19,123	920	20,043	21,333	990	22,323	21,495	1,019	22,514	20,125	1,249	21,374	21,774	1,336	23,110
6	6	19,603	1,013	20,616	21,880	1,095	22,975	22,039	1,127	23,166	20,630	1,050	21,680	22,326	1,117	23,443
7	7	20,100	1,112	21,212	22,447	1,208	23,655	22,603	1,243	23,846	21,153	1,159	22,312	22,898	1,237	24,135
8	8	20,615	918	21,533	23,033	977	24,010	23,187	1,009	24,196	21,694	1,275	22,969	23,490	1,365	24,855
9	9	21,148	1,009	22,157	23,640	1,091	24,731	23,791	1,125	24,916	22,254	1,054	23,308	24,103	1,121	25,224
10	10	21,699	1,116	22,815	24,268	1,213	25,481	24,416	1,249	25,665	22,834	1,172	24,006	24,737	1,251	25,988
11/1	11	22,270	918	23,188	24,898	954	25,852	25,064	987	26,051	23,434	1,297	24,731	25,394	1,389	26,783
11/2	12	22,270	1,230	23,500	24,898	1,342	26,240	25,064	1,381	26,445	23,434	1,671	25,105	25,394	1,800	27,194
12/1	13	22,860	998	23,858	25,591	1,078	26,669	25,734	1,113	26,847	24,055	1,336	25,391	26,073	1,432	27,505
12/2	14	22,860	1,352	24,212	25,591	1,482	27,073	25,734	1,523	27,257	24,055	2,008	26,063	26,073	2,167	28,240
13/1	15	23,471	1,288	24,759	26,288	1,408	27,696	26,427	1,449	27,876	24,698	1,615	26,313	26,776	1,714	28,490
13/2	16	23,471	1,538	25,009	26,288	1,658	27,946	26,427	1,699	28,126	24,698	1,865	26,563	26,776	1,964	28,740
13/3	17	23,471	1,788	25,259	26,288	1,908	28,196	26,427	1,949	28,376	24,698	2,115	26,813	26,776	2,214	28,990
13/4	18	23,471	2,038	25,509	26,288	2,158	28,446	26,427	2,199	28,626	24,698	2,365	27,063	26,776	2,464	29,240
13/5	19	23,471	2,288	25,759	26,288	2,408	28,696	26,427	2,449	28,876	24,698	2,615	27,313	26,776	2,714	29,490
14/1	20	24,104	1,905	26,009	27,009	1,937	28,946	27,144	1,982	29,126	25,363	2,200	27,563	27,504	2,236	29,740

1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - AIDES NOT HIGHLY QUALIFIED - 20YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(9 Month & 10 Month -- 6, 7, & 8 Hours -- 180/200 Days)

		NON-HQ Child Sp Aide/NON-HQ TOR Elem. School (9 Mo/8 Hr) C308			NON-HQ Teacher Aide (9 Mo/7 Hr) C307			NON-HQ Aide (9 Mo/6 Hr) C306			NON-HQ Aide (10 Mo/8 Hr) C209		
BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	15,442	2,590	18,032	14,408	1,264	15,672	13,281	1,177	14,458	16,823	1,465	18,288
1	1	15,794	2,484	18,278	14,723	1,148	15,871	13,557	1,076	14,633	17,213	1,320	18,533
2	2	16,158	2,371	18,529	15,049	1,025	16,074	13,843	968	14,811	17,616	1,167	18,783
3	3	16,535	2,250	18,785	15,387	1,106	16,493	14,139	1,040	15,179	18,033	1,005	19,038
4	4	16,925	2,122	19,047	15,737	971	16,708	14,445	923	15,368	18,465	1,098	19,563
5	5	17,328	1,985	19,313	16,099	1,053	17,152	14,762	996	15,758	18,912	1,197	20,109
6	6	17,746	1,839	19,585	16,474	1,140	17,614	15,090	1,073	16,163	19,375	1,015	20,390
7	7	18,178	1,685	19,863	16,862	990	17,852	15,429	943	16,372	19,854	1,116	20,970
8	8	18,625	1,521	20,146	17,263	1,079	18,342	15,780	1,023	16,803	20,350	1,223	21,573
9	9	19,088	1,346	20,434	17,678	1,174	18,852	16,143	1,108	17,251	20,863	1,021	21,884
10	10	19,567	1,162	20,729	18,108	1,007	19,115	16,519	962	17,481	21,394	1,130	22,524
11/1	11	20,063	966	21,029	18,553	1,103	19,656	16,908	1,049	17,957	21,944	1,246	23,190
11/2	12	20,063	1,272	21,335	18,553	1,382	19,935	16,908	1,293	18,201	21,944	1,589	23,533
12/1	13	20,576	1,071	21,647	19,013	1,207	20,220	17,311	1,140	18,451	22,513	1,370	23,883
12/2	14	20,576	1,390	21,966	19,013	1,637	20,650	17,311	1,517	18,828	22,513	1,898	24,411
13/1	15	21,107	1,184	22,291	19,489	1,411	20,900	17,728	1,350	19,078	23,102	1,559	24,661
13/2	16	21,107	1,515	22,622	19,489	1,661	21,150	17,728	1,600	19,328	23,102	1,809	24,911
13/3	17	21,107	1,854	22,961	19,489	1,911	21,400	17,728	1,850	19,578	23,102	2,059	25,161
13/4	18	21,107	2,198	23,305	19,489	2,161	21,650	17,728	2,100	19,828	23,102	2,309	25,411
13/5	19	21,107	2,550	23,657	19,489	2,411	21,900	17,728	2,350	20,078	23,102	2,559	25,661
14/1	20	21,657	2,532	24,189	19,982	2,168	22,150	18,160	2,168	20,328	23,711	2,200	25,911

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - HIGHLY QUALIFIED AIDES - 20YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		HQ Child Sp Aide/HQ TOR Elem Sch (9 Mo/8 Hr) Q308			HQ Teacher Aide (9 Mo/7 Hr) Q307			HQ Aide (9 Mo/6 Hr) Q306			HQ Aide (10 Mo/8 Hr) Q209			HQ Teacher Aide (10 Mo/7 Hr) Q207		
BASE	SUPPLE	BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL
STEP	STEP	SAL	MENT	COMPEN	SAL	MENT	COMPEN	SAL	MENT	COMPEN	SAL	MENT	COMPEN	SAL	MENT	COMPEN
0	0	16,442	2,590	19,032	15,408	1,264	16,672	14,281	1,177	15,458	17,823	1,465	19,288	16,579	1,362	17,941
1	1	16,794	2,484	19,278	15,723	1,148	16,871	14,557	1,076	15,633	18,213	1,320	19,533	16,925	1,233	18,158
2	2	17,158	2,371	19,529	16,049	1,025	17,074	14,843	968	15,811	18,616	1,167	19,783	17,283	1,097	18,380
3	3	17,535	2,250	19,785	16,387	1,106	17,493	15,139	1,040	16,179	19,033	1,005	20,038	17,654	1,187	18,841
4	4	17,925	2,122	20,047	16,737	971	17,708	15,445	923	16,368	19,465	1,098	20,563	18,038	1,037	19,075
5	5	18,328	1,985	20,313	17,099	1,053	18,152	15,762	996	16,758	19,912	1,197	21,109	18,435	1,128	19,563
6	6	18,746	1,839	20,585	17,474	1,140	18,614	16,090	1,073	17,163	20,375	1,015	21,390	18,846	1,224	20,070
7	7	19,178	1,685	20,863	17,862	990	18,852	16,429	943	17,372	20,854	1,116	21,970	19,271	1,058	20,329
8	8	19,625	1,521	21,146	18,263	1,079	19,342	16,780	1,023	17,803	21,350	1,223	22,573	19,712	1,157	20,869
9	9	20,088	1,346	21,434	18,678	1,174	19,852	17,143	1,108	18,251	21,863	1,021	22,884	20,167	1,262	21,429
10	10	20,567	1,162	21,729	19,108	1,007	20,115	17,519	962	18,481	22,394	1,130	23,524	20,639	1,077	21,716
11/1	11	21,063	966	22,029	19,553	1,103	20,656	17,908	1,049	18,957	22,944	1,246	24,190	21,127	1,183	22,310
11/2	12	21,063	1,272	22,335	19,553	1,382	20,935	17,908	1,293	19,201	22,944	1,589	24,533	21,127	1,493	22,620
12/1	13	21,576	1,071	22,647	20,013	1,207	21,220	18,311	1,140	19,451	23,513	1,370	24,883	21,632	1,299	22,931
12/2	14	21,576	1,390	22,966	20,013	1,637	21,650	18,311	1,517	19,828	23,513	1,898	25,411	21,632	1,771	23,403
13/1	15	22,107	1,184	23,291	20,489	1,411	21,900	18,728	1,350	20,078	24,102	1,559	25,661	22,155	1,498	23,653
13/2	16	22,107	1,515	23,622	20,489	1,661	22,150	18,728	1,600	20,328	24,102	1,809	25,911	22,155	1,748	23,903
13/3	17	22,107	1,854	23,961	20,489	1,911	22,400	18,728	1,850	20,578	24,102	2,059	26,161	22,155	1,998	24,153
13/4	18	22,107	2,198	24,305	20,489	2,161	22,650	18,728	2,100	20,828	24,102	2,309	26,411	22,155	2,248	24,403
13/5	19	22,107	2,550	24,657	20,489	2,411	22,900	18,728	2,350	21,078	24,102	2,559	26,661	22,155	2,498	24,653
14/1	20	22,657	2,532	25,189	20,982	2,168	23,150	19,160	2,168	21,328	24,711	2,200	26,911	22,697	2,206	24,903

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.
- 3) Paraprofessionals meeting the definition of highly qualified, as defined by the LA State Dept of Ed, will receive an additional \$1,000 in salary effective for

2011-2012 SALARY SCHEDULE - SPECIAL ED TRANSPORTATION AIDE - 20YF

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(9 Month -- 180 Days)

		NON-HQ SETA (Hourly Rate) CH09			HQ SETA (Hourly Rate) QH09		
BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	11.52	0.96	12.48	12.21	0.96	13.17
1	1	11.79	0.86	12.65	12.48	0.86	13.34
2	2	12.07	0.75	12.82	12.76	0.75	13.51
3	3	12.36	0.64	13.00	13.05	0.64	13.69
4	4	12.66	0.71	13.37	13.35	0.71	14.06
5	5	12.97	0.78	13.75	13.66	0.78	14.44
6	6	13.29	0.66	13.95	13.98	0.66	14.64
7	7	13.62	0.73	14.35	14.31	0.73	15.04
8	8	13.96	0.81	14.77	14.65	0.81	15.46
9	9	14.32	0.67	14.99	15.01	0.67	15.68
10	10	14.68	0.75	15.43	15.37	0.75	16.12
11/1	11	15.06	0.83	15.89	15.75	0.83	16.58
11/2	12	15.06	1.07	16.13	15.75	1.07	16.82
12/1	13	15.46	0.92	16.38	16.15	0.92	17.07
12/2	14	15.46	1.29	16.75	16.15	1.29	17.44
13/1	15	15.87	1.04	16.91	16.56	1.04	17.60
13/2	16	15.87	1.19	17.06	16.56	1.19	17.75
13/3	17	15.87	1.35	17.22	16.56	1.35	17.91
13/4	18	15.87	1.50	17.37	16.56	1.50	18.06
13/5	19	15.87	1.65	17.52	16.56	1.65	18.21
14/1	20	16.29	1.40	17.69	16.98	1.40	18.38

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.
- 3) Paraprofessionals meeting the definition of highly qualified, as defined by the LA State Dept of Ed, will receive an additional \$1,000 in salary effective for FY 2006-07.

East Baton Rouge Parish School System

2011-2012 SALARY PROCEDURES

MAINTENANCE

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half of the normal employment year.
2.
 - a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 3.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - c. The Superintendent may grant up to 3 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Board may grant additional salary steps for special skills and/or unique experience.
4. Only the Board shall have the right to change the Pay Grade assignments of positions. All potential reassignments will be referred to the Human Resources/Personnel Services Committee for review and recommendation.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
 - b. Employees requesting a position Pay Grade reassignment shall do so in writing to the Human Resources Department with detailed justification prior to March 15. The Human Resources/ Personnel Services Committee shall review these recommended requests prior to April 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 4.b. shall be followed.
 - d. Employees in a position whose pay grade has been changed, will be placed on the new pay grade following the promotion rules listed in 2. above.

2011-2012 MAINTENANCE SALARY PROCEDURES Continued:

5. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
6. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower positions reaches the frozen salary amount.
7. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
8. Employees being placed in a temporary position (acting or appointed substitute) will receive a normal promotion as outlined in Rule No. 3. 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.

Note: Procedures related to salary placement when a current employee is recommended for promotion will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.

East Baton Rouge Parish School System

2011-2012 SALARY SCHEDULE

Maintenance Pay Grades

G-1

116-3120 Assistant Warehouse Supervisor, CNP
117-2723 Leaderman, Automotive
117-2723 Leaderman, Service Station
117-2723 Leaderman, Transportation

G-6

G-7

116-2731 Chauffeur/Steno I

G-2

117-3120 Appliance Mechanic, CNP
117-2640 Electronic Technician II
117-2723 Transportation Automotive Mechanic II

G-8

116-3120 Laborer, CNP
119-2530 Transportation Laborer
116-3120 Warehouse Truck Driver, CNP

G-3

G-4

G-5

117-2723 Transportation Mechanic I

Note:

Position placements are based upon information currently available and may be subject to modification upon final placement approval/Board action.

2011-2012 SALARY SCHEDULE - MAINTENANCE - (261 DAYS / 8 HOURS) - 20 YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades G - 1 through G - 4)

		G - 1			G - 2			G - 3			G - 4		
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP
0	0	24,779	4,401	29,180	24,277	4,300	28,577	23,790	4,200	27,990	23,319	4,105	27,424
1	1	25,427	4,203	29,630	24,907	4,108	29,015	24,403	4,013	28,416	23,916	3,923	27,839
2	2	26,097	3,992	30,089	25,559	3,902	29,461	25,037	3,814	28,851	24,533	3,729	28,262
3	3	26,791	3,766	30,557	26,234	3,683	29,917	25,694	3,600	29,294	25,172	3,521	28,693
4	4	27,509	3,525	31,034	26,933	3,448	30,381	26,374	3,372	29,746	25,833	3,300	29,133
5	5	28,252	3,269	31,521	27,656	3,199	30,855	27,077	3,130	30,207	26,518	3,064	29,582
6	6	29,021	2,997	32,018	28,404	2,934	31,338	27,805	2,872	30,677	27,227	2,813	30,040
7	7	29,817	2,707	32,524	29,179	2,652	31,831	28,559	2,598	31,157	27,960	2,547	30,507
8	8	30,641	2,400	33,041	29,981	2,353	32,334	29,339	2,308	31,647	28,719	2,264	30,983
9	9	31,494	2,074	33,568	30,811	2,036	32,847	30,146	2,000	32,146	29,505	1,964	31,469
10	10	32,377	1,728	34,105	31,670	1,700	33,370	30,981	1,674	32,655	30,318	1,647	31,965
11/1	11	33,291	1,363	34,654	32,559	1,345	33,904	31,846	1,328	33,174	31,160	1,310	32,470
11/2	12	33,291	1,922	35,213	32,559	1,889	34,448	31,846	1,858	33,704	31,160	1,826	32,986
12/1	13	34,237	1,547	35,784	33,479	1,524	35,003	32,741	1,503	34,244	32,031	1,481	33,512
12/2	14	34,237	2,128	36,365	33,479	2,091	35,570	32,741	2,054	34,795	32,031	2,017	34,048
13/1	15	35,216	1,743	36,959	34,431	1,716	36,147	33,667	1,690	35,357	32,932	1,664	34,596
13/2	16	35,216	2,348	37,564	34,431	2,306	36,737	33,667	2,264	35,931	32,932	2,222	35,154
13/3	17	35,216	2,966	38,182	34,431	2,906	37,337	33,667	2,849	36,516	32,932	2,791	35,723
13/4	18	35,216	3,596	38,812	34,431	3,519	37,950	33,667	3,445	37,112	32,932	3,372	36,304
13/5	19	35,216	4,238	39,454	34,431	4,145	38,576	33,667	4,054	37,721	32,932	3,964	36,896
14/1	20	36,229	4,197	40,426	35,416	4,105	39,521	34,626	4,014	38,640	33,865	3,927	37,792

NOTES:

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - MAINTENANCE - (261 DAYS / 8 HOURS) - 20 YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades G - 5 through G - 8)

		G - 5			G - 6			G - 7			G - 8		
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP
0	0	22,713	3,981	26,694	22,131	3,863	25,994	21,572	3,750	25,322	21,031	3,641	24,672
1	1	23,288	3,806	27,094	22,686	3,694	26,380	22,107	3,588	25,695	21,547	3,485	25,032
2	2	23,883	3,619	27,502	23,260	3,514	26,774	22,661	3,414	26,075	22,082	3,317	25,399
3	3	24,499	3,419	27,918	23,854	3,322	27,176	23,235	3,227	26,462	22,635	3,138	25,773
4	4	25,137	3,206	28,343	24,469	3,116	27,585	23,829	3,029	26,858	23,208	2,946	26,154
5	5	25,797	2,979	28,776	25,106	2,897	28,003	24,443	2,818	27,261	23,801	2,743	26,544
6	6	26,480	2,738	29,218	25,765	2,665	28,430	25,079	2,594	27,673	24,414	2,527	26,941
7	7	27,187	2,481	29,668	26,447	2,417	28,864	25,737	2,355	28,092	25,049	2,297	27,346
8	8	27,919	2,209	30,128	27,153	2,155	29,308	26,418	2,103	28,521	25,706	2,053	27,759
9	9	28,677	1,920	30,597	27,884	1,876	29,760	27,123	1,834	28,957	26,386	1,794	28,180
10	10	29,461	1,614	31,075	28,640	1,582	30,222	27,853	1,550	29,403	27,090	1,520	28,610
11/1	11	30,273	1,290	31,563	29,423	1,269	30,692	28,608	1,249	29,857	27,819	1,230	29,049
11/2	12	30,273	1,787	32,060	29,423	1,749	31,172	28,608	1,712	30,320	27,819	1,677	29,496
12/1	13	31,113	1,455	32,568	30,233	1,429	31,662	29,390	1,403	30,793	28,573	1,379	29,952
12/2	14	31,113	1,972	33,085	30,233	1,929	32,162	29,390	1,885	31,275	28,573	1,844	30,417
13/1	15	31,982	1,631	33,613	31,072	1,599	32,671	30,199	1,568	31,767	29,353	1,539	30,892
13/2	16	31,982	2,170	34,152	31,072	2,119	33,191	30,199	2,069	32,268	29,353	2,023	31,376
13/3	17	31,982	2,719	34,701	31,072	2,649	33,721	30,199	2,581	32,780	29,353	2,517	31,870
13/4	18	31,982	3,279	35,261	31,072	3,189	34,261	30,199	3,103	33,302	29,353	3,020	32,373
13/5	19	31,982	3,851	35,833	31,072	3,741	34,813	30,199	3,635	33,834	29,353	3,534	32,887
14/1	20	32,882	3,815	36,697	31,940	3,706	35,646	31,036	3,602	34,638	30,161	3,502	33,663

- NOTES:
- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 - 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

East Baton Rouge Parish School System

2011-2012 SALARY PROCEDURES

Child Nutrition Program

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half of the normal employment year.
2.
 - a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 3.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - c. The Superintendent may grant up to 3 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Board may grant additional salary steps for special skills and/or unique experience.
4. Only the Board shall have the right to change the Pay Grade assignments of positions. All potential reassignments will be referred to the Human Resources/Personnel Services Committee for review and recommendation.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
 - b. Employees requesting a position Pay Grade reassignment shall do so in writing to the Human Resources Department with detailed justification prior to March 15. The Human Resources/Personnel Services Committee shall review these recommended requests prior to April 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 4.b. shall be followed.
 - d. Employees in a position whose pay grade has been changed, will be placed on the new pay grade following the promotion rules listed in 2. above.

2011-2012 CHILD NUTRITION PROGRAM SALARY PROCEDURES Continued:

5. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
6. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower positions reaches the frozen amount.
7. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
8. Employees being placed in a temporary position (acting or appointed substitute) will receive a normal promotion as outlined in Rule No. 3. 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.
9. An additional \$1,320 Salary Supplement will be granted to Cafeteria Managers in an effort to compensate for each additional school supervised and served above two school sites.

Note: Procedures related to salary placement when a current employee is recommended for promotions will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.

East Baton Rouge Parish School System

2011-2012 SALARY SCHEDULE

Child Nutrition Program Pay Grades

CN-12

111-3121 Manager/Degreed, CNP

CN-20

114-3120 Tech IV, CNP

116-3120 Tech III/Head Cook-Lead Tech, CNP

CN-13

111-3121 Multi-Unit Manager Degreed, CNP

CN-21

116-3120 Tech II, 7-Hr, CNP

CN-14

111-3121 Area Supervisor, CNP

CN-22

116-3120 Tech II, 6-Hr, CNP

CN-15

111-3121 Manager/Non-Degreed, CNP

CN-23

116-3120 Tech II, 5-Hr, CNP

CN-16

111-3121 Multi-Unit Manager Non-Degreed, CNP

CN-24

116-3120 School Truck Driver, CNP

CN-17

111-3121 Asst Manager, CNP

CN-25

116-3120 Porter, CNP

CN-18

111-3121 10 Month Area Supervisor, CNP

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval/Board action.

2011-2012 SALARY SCHEDULE - CHILD NUTRITION PROGRAM MANAGER (9 MONTH) - 20 YR (180 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		CN-12 MANAGER DEGREED(8020)				CN-13 MULTI-MANAGER DEGREED (8030)				CN-14 AREA SUPERVISOR DEGREED (8031)				CN-15 MANAGER NON-DEGREED(8032)				CN-16 MULTI-MANAGER NON-DEGREED (8033)			
BASE STEP	SUPPL STEP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP
0	0	23,323	2,838	2,189	28,350	24,163	3,300	2,249	29,712	25,045	4,438	2,267	31,750	20,408	1,445	1,864	23,717	21,102	2,745	1,870	25,717
1	1	23,771	2,880	2,038	28,689	24,632	3,346	2,070	30,048	25,536	4,504	2,100	32,140	20,783	1,467	1,737	23,987	21,495	2,792	1,770	26,057
2	2	24,230	2,924	1,880	29,034	25,113	3,393	1,883	30,389	26,039	4,572	1,926	32,537	21,168	1,489	1,604	24,261	21,897	2,839	1,667	26,403
3	3	24,701	2,968	1,715	29,384	25,606	3,441	1,687	30,734	26,555	4,641	1,743	32,939	21,562	1,511	1,466	24,539	22,309	2,887	1,558	26,754
4	4	25,184	3,012	1,543	29,739	26,111	3,489	1,484	31,084	27,084	4,710	1,553	33,347	21,966	1,534	1,322	24,822	22,732	2,936	1,444	27,112
5	5	25,679	3,057	1,363	30,099	26,629	3,537	1,273	31,439	27,626	4,781	1,355	33,762	22,380	1,557	1,171	25,108	23,165	2,987	1,324	27,476
6	6	26,186	3,103	1,176	30,465	27,160	3,587	1,052	31,799	28,182	4,853	1,148	34,183	22,805	1,580	1,014	25,399	23,609	3,037	1,200	27,846
7	7	26,706	3,150	980	30,836	27,704	3,299	1,188	32,191	28,752	4,926	932	34,610	23,240	1,328	1,126	25,694	24,064	3,083	1,031	28,178
8	8	27,239	2,863	1,111	31,213	28,262	3,348	978	32,588	29,336	4,634	1,073	35,043	23,686	1,348	960	25,994	24,531	2,834	1,150	28,515
9	9	27,785	2,561	1,249	31,595	28,834	3,040	1,117	32,991	29,934	4,328	1,221	35,483	24,143	1,080	1,075	26,298	25,009	2,876	971	28,856
10	10	28,345	2,600	1,039	31,984	29,420	2,717	1,263	33,400	30,547	4,393	989	35,929	24,612	800	1,195	26,607	25,499	2,611	1,094	29,204
11/1	11	28,919	2,278	1,181	32,378	30,021	2,757	1,037	33,815	31,176	4,066	1,141	36,383	25,092	811	1,017	26,920	26,002	2,333	1,221	29,556
11/2	12	28,919	2,312	1,546	32,777	30,021	2,799	1,417	34,237	31,176	4,127	1,540	36,843	25,092	823	1,323	27,238	26,002	2,367	1,544	29,913
12/1	13	29,507	2,346	1,330	33,183	30,637	2,840	1,187	34,664	31,820	4,188	1,301	37,309	25,584	836	1,141	27,561	26,517	2,403	1,356	30,276
12/2	14	29,507	2,382	1,706	33,595	30,637	2,884	1,578	35,099	31,820	4,251	1,712	37,783	25,584	849	1,456	27,889	26,517	2,439	1,689	30,645
13/1	15	30,110	2,418	1,486	34,014	31,268	2,926	1,345	35,539	32,481	4,315	1,468	38,264	26,089	861	1,271	28,221	27,045	2,813	1,161	31,019
13/2	16	30,110	2,454	1,874	34,438	31,268	2,971	1,748	35,987	32,481	4,380	1,892	38,753	26,089	874	1,596	28,559	27,045	2,855	1,498	31,398
13/3	17	30,110	2,394	2,365	34,869	31,268	2,866	2,307	36,441	32,481	4,773	1,994	39,248	26,089	839	1,973	28,901	27,045	2,897	1,841	31,783
13/4	18	30,110	2,831	2,615	35,556	31,268	3,327	2,557	37,152	32,481	5,276	2,244	40,001	26,089	1,187	2,223	29,499	27,045	3,112	2,017	32,174
13/5	19	30,110	3,275	2,615	36,000	31,268	3,794	2,557	37,619	32,481	5,787	2,244	40,512	26,089	1,540	2,223	29,852	27,045	3,509	2,267	32,821
14/1	20	30,728	3,725	1,997	36,450	31,915	4,269	1,910	38,094	33,158	6,305	1,567	41,030	26,606	1,898	1,706	30,210	27,586	3,912	1,726	33,224

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) An additional \$1320 salary supplement will be granted to Cafeteria Managers in an effort to compensate for each additional school supervised and served above two (2) school sites.
 3) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - CHILD NUTRITION PROGRAM ASSISTANT MANAGER/AREA SUPERVISOR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(9 & 10 MONTH) - 20 YR - (180/200 DAYS)

BASE STEP	SUPL STEP
0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9
10	10
11/1	11
11/2	12
12/1	13
12/2	14
13/1	15
13/2	16
13/3	17
13/4	18
13/5	19
14/1	20

CN-17 ASST MANAGER (8034)

BASE SAL	SUPPLE- MENT	TOTAL COMPEN
17,496	1,946	19,442
17,798	1,850	19,648
18,108	1,749	19,857
18,426	1,643	20,069
18,752	1,532	20,284
19,086	1,417	20,503
19,428	1,297	20,725
19,779	1,171	20,950
20,139	1,039	21,178
20,508	1,137	21,645
20,886	1,078	21,964
21,273	935	22,208
21,273	1,182	22,455
21,670	1,036	22,706
21,670	1,291	22,961
22,077	1,143	23,220
22,077	1,405	23,482
22,077	1,672	23,749
22,077	1,942	24,019
22,077	2,165	24,242
22,494	1,998	24,492

CN-18 10 MONTH AREA SUPV (8035)

BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP
26,470	4,931	1,566	32,967
26,989	5,004	1,377	33,370
27,521	5,080	1,180	33,781
28,067	5,157	974	34,198
28,626	5,233	1,110	34,969
29,199	5,312	1,253	35,764
29,787	5,392	1,031	36,210
30,389	5,473	1,178	37,040
31,006	5,149	1,333	37,488
31,639	4,809	1,094	37,542
32,288	4,881	1,252	38,421
32,953	4,518	999	38,470
32,953	4,586	1,418	38,957
33,635	4,653	1,161	39,449
33,635	4,723	1,592	39,950
34,334	4,794	1,437	40,565
34,334	4,867	1,687	40,888
34,334	5,303	1,937	41,574
34,334	5,862	1,937	42,133
34,334	6,430	1,937	42,701
35,050	7,006	950	43,006

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) An additional \$1320 salary supplement will be granted to Cafeteria Managers in an effort to compensate for each additional school supervised and served above two (2) school sites.
 3) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - CHILD NUTRITION PROGRAM TECHNICIAN (180 DAYS/5, 6, & 7 HOURS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		CN-20 TECH IV (8900)			CN-20 TECH III - (8111)			CN-21 TECH II - 7 HR - (8112)			CN-22 TECH II - 6 HR - (8115)			CN-23 TECH II - 5 HR - (8114)		
BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	14,361	1,261	15,622	14,361	1,261	15,622	13,704	1,208	14,912	12,680	1,128	13,808	11,408	1,051	12,459
1	1	14,675	1,145	15,820	14,675	1,145	15,820	13,995	1,101	15,096	12,935	1,035	13,970	11,621	974	12,595
2	2	14,999	1,023	16,022	14,999	1,023	16,022	14,296	987	15,283	13,199	936	14,135	11,841	918	12,759
3	3	15,335	1,103	16,438	15,335	1,103	16,438	14,607	1,063	15,670	13,472	1,003	14,475	12,068	947	13,015
4	4	15,683	970	16,653	15,683	970	16,653	14,929	940	15,869	13,754	1,075	14,829	12,303	1,007	13,310
5	5	16,043	1,052	17,095	16,043	1,052	17,095	15,263	1,016	16,279	14,047	964	15,011	12,547	918	13,465
6	6	16,416	1,138	17,554	16,416	1,138	17,554	15,608	1,098	16,706	14,349	1,037	15,386	12,799	976	13,775
7	7	16,801	990	17,791	16,801	990	17,791	15,965	961	16,926	14,662	1,115	15,777	13,060	1,030	14,090
8	8	17,200	1,079	18,279	17,200	1,079	18,279	16,335	1,043	17,378	14,987	991	15,978	13,331	937	14,268
9	9	17,613	1,173	18,786	17,613	1,173	18,786	16,718	1,132	17,850	15,322	1,071	16,393	13,610	1,004	14,614
10	10	18,041	1,007	19,048	18,041	1,007	19,048	17,114	978	18,092	15,670	936	16,606	13,900	918	14,818
11/1	11	18,483	1,103	19,586	18,483	1,103	19,586	17,524	1,068	18,592	16,029	1,017	17,046	14,199	959	15,158
11/2	12	18,483	1,381	19,864	18,483	1,381	19,864	17,524	1,326	18,850	16,029	1,244	17,273	14,199	1,148	15,347
12/1	13	18,941	1,206	20,147	18,941	1,206	20,147	17,948	1,164	19,112	16,401	1,103	17,504	14,509	1,031	15,540
12/2	14	18,941	1,633	20,574	18,941	1,633	20,574	17,948	1,562	19,510	16,401	1,452	17,853	14,509	1,321	15,830
13/1	15	19,415	1,409	20,824	19,415	1,409	20,824	18,388	1,372	19,760	16,786	1,317	18,103	14,830	1,250	16,080
13/2	16	19,415	1,659	21,074	19,415	1,659	21,074	18,388	1,622	20,010	16,786	1,567	18,353	14,830	1,500	16,330
13/3	17	19,415	1,909	21,324	19,415	1,909	21,324	18,388	1,872	20,260	16,786	1,817	18,603	14,830	1,750	16,580
13/4	18	19,415	2,159	21,574	19,415	2,159	21,574	18,388	2,122	20,510	16,786	2,067	18,853	14,830	2,000	16,830
13/5	19	19,415	2,409	21,824	19,415	2,409	21,824	18,388	2,372	20,760	16,786	2,317	19,103	14,830	2,250	17,080
14/1	20	19,906	2,168	22,074	19,906	2,168	22,074	18,842	2,168	21,010	17,185	2,168	19,353	15,162	2,168	17,330

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - CHILD NUTRITION PROGRAM TRUCK DRIVER (180 DAYS 7 HOURS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

CN-24 School Truck Driver(8200)

<i>BASE STEP</i>	<i>SUPPLE STEP</i>	<i>BASE SAL</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMPEN</i>
0	0	15,734	1,343	17,077
1	1	16,096	1,299	17,395
2	2	16,470	1,252	17,722
3	3	16,858	1,200	18,058
4	4	17,259	1,145	18,404
5	5	17,674	1,085	18,759
6	6	18,103	1,021	19,124
7	7	18,548	1,017	19,565
8	8	19,008	1,000	20,008
9	9	19,485	980	20,465
10	10	19,978	945	20,923
11/1	11	20,488	921	21,409
11/2	12	20,488	1,392	21,880
12/1	13	21,016	1,333	22,349
12/2	14	21,016	1,742	22,758
13/1	15	21,562	1,446	23,008
13/2	16	21,562	1,696	23,258
13/3	17	21,562	1,946	23,508
13/4	18	21,562	2,196	23,758
13/5	19	21,562	2,446	24,008
14/1	20	22,128	2,130	24,258

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE - CHILD NUTRITION PROGRAM PORTER (180 DAYS/8 HOURS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

CN-25 PORTER- 8 HR - (8110)

<i>BASE STEP</i>	<i>SUPPL STEP</i>	<i>BASE SAL</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMPEN</i>
0	0	14,345	1,259	15,604
1	1	14,658	1,144	15,802
2	2	14,982	1,022	16,004
3	3	15,318	1,101	16,419
4	4	15,665	968	16,633
5	5	16,024	1,050	17,074
6	6	16,396	1,137	17,533
7	7	16,781	989	17,770
8	8	17,179	1,078	18,257
9	9	17,591	1,172	18,763
10	10	18,018	1,006	19,024
11/1	11	18,460	1,102	19,562
11/2	12	18,460	1,379	19,839
12/1	13	18,917	1,204	20,121
12/2	14	18,917	1,631	20,548
13/1	15	19,390	1,408	20,798
13/2	16	19,390	1,658	21,048
13/3	17	19,390	1,908	21,298
13/4	18	19,390	2,158	21,548
13/5	19	19,390	2,408	21,798
14/1	20	19,880	2,168	22,048

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2011-2012 SALARY SCHEDULE -- BUS DRIVER -- BUS ATTENDANT - (180 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

BUS DRIVER

BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	15,734	1,343	17,077
1	1	15,812	1,345	17,157
2	2	15,889	1,349	17,238
3	3	15,967	1,351	17,318
4	4	16,044	1,354	17,398
5	5	16,122	1,357	17,479
6	6	16,199	1,360	17,559
7	7	16,276	1,363	17,639
8	8	16,354	1,366	17,720
9	9	16,432	1,368	17,800
10	10	16,509	1,371	17,880
11	11	16,587	1,374	17,961
12	12	16,587	1,454	18,041
13	13	16,664	1,457	18,121
14	14	16,664	1,538	18,202
15	15	16,742	1,540	18,282
16	16	16,742	1,621	18,363
17	17	16,742	1,701	18,443
18	18	16,742	1,781	18,523
19	19	16,742	1,862	18,604
20	20	16,819	1,865	18,684

BUS ATTENDANT

BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	12,391	1,111	13,502
1	1	12,443	1,137	13,580
2	2	12,496	1,162	13,658
3	3	12,548	1,190	13,738
4	4	12,601	1,217	13,818
5	5	12,653	1,246	13,899
6	6	12,706	1,275	13,981
7	7	12,758	1,269	14,027
8	8	12,811	1,291	14,102
9	9	12,863	1,314	14,177
10	10	12,916	1,336	14,252
11	11	12,968	1,359	14,327
12	12	12,968	1,434	14,402
13	13	13,020	1,457	14,477
14	14	13,020	1,531	14,551
15	15	13,072	1,554	14,626
16	16	13,072	1,629	14,701
17	17	13,072	1,704	14,776
18	18	13,072	1,779	14,851
19	19	13,072	1,854	14,926
20	20	13,125	1,876	15,001

NOTES:

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

East Baton Rouge Parish School System

**2011-2012 DAILY/HOURLY/REGULAR PART-TIME
COMPENSATION RATES**

<u>DAILY SUBSTITUTES</u>	<u>RATES</u>
Degreed Teacher Substitute	\$ 80.00
Non-Degreed Teacher Substitute	60.00
Long Term Substitute Teacher Degreed (Certified): (Prior Approval Required by Human Resources)	
1 - 20 Days	80.00
21 - 45 Days	105.00
46 + Days	145.00
Long Term Substitute Teacher Degreed (Non-Certified): (Prior Approval Required by Human Resources)	
1 - 20 Days	80.00
21+ Days	105.00
Substitute Bus Attendant (5 Hours Average)	40.00
Substitute Bus Driver (5 Hours Average)	57.00

HOURLY STIPEND COMPENSATION**

Stipend for Inservice Training (Presenters)	30.00
Stipend for Inservice Training (Teachers)	25.00
Stipend for Inservice Training (Paraprofessionals)	8.10

** Note: Teacher stipend paid for by specialized grants may require rate adjustment, with district approval.

HOURLY/DAY-BY-DAY/TEMPORARY/SUBSTITUTES

	<u>RATES *</u>
Adult Education Paraprofessional	\$ 9.70
Chauffeur	8.10
City Police	25.00
Clerical (Other)	8.10
Clerks (Office)	8.10
COE Worker	7.25
Computer Lab Technician	9.70
Custodial	8.10
Field Trip Bus Driver - Instructional/Within Parish	9.00
Field Trip Bus Driver - Non-Instructional/Out of Parish	10.50
Office Assistant - (4 hours - elementary schools)	9.70
Part-time Bus Attendent	8.00
Part-time Bus Driver	10.50
Part-time Food Service Clerk	7.70
Part-time Nurse:	
LPN	15.00
RN	18.00
Part-time Professional Staff	11.70
Part-time School Lunch Worker - 3-Hour	7.70
Part-time Sheriff Deputy Supervisor (Shifts 1 & 2)	29.00
Part-time Sheriff Deputy	25.00
Part-time Teacher Degreed	25.00
Lead/Senior Therapist	57.00
Physical/Occupational Therapist	52.00
Public Relations Specialist	15.00
Qualified Technical Staff	13.00
School Clerk	8.10
School Secretary	8.10
Secretary (Office)	8.10
ESS Paraprofessional	8.10

2011-2012 Daily/Hourly/Regular Part-Time Compensation Rates Continued:

<u>HOURLY/DAY-BY-DAY/TEMPORARY/SUBSTITUTES Continued</u>	<u>RATES *</u>
Substitute School Lunch Clerk	\$ 8.10
Substitute School Lunch Manager	10.00
Substitute School Lunch Worker	8.10
Paraprofessional	8.10
Technician Assistant	7.25
Technology Stipend	15.00
University Student (Enrolled) Seeking Professional Credentials in Area of Employment	12.00
Utility Worker	8.40
Appliance Mechanic	18.00

REGULAR PART-TIME

<u>HOURLY/MAXIMUM EXTENDED DAY PROGRAM:</u>	<u>RATES</u>
Clerk/Assistant***	\$ 8.10
Coordinator - Degreed	30.00
Mini Course Assistant/Paraprofessional/Aide***	8.10
Qualified Instructor	20.00
Teacher - Degreed	25.00

SUMMER SCHOOL PART-TIME

<u>HOURLY/MAXIMUM SUMMER PROGRAMS:</u>	<u>RATES</u>
Administrators - Degreed	\$ 30.00
Teachers - Degreed	25.00
Therapist	40.00
Paraprofessionals/Administrative Assistant/Clerk	8.10
Bus Drivers	10.50

<u>HOURLY/MAXIMUM SUMMER FEEDING PROGRAM:</u>	<u>RATES</u>
Clerk A (Degreed Manager)	\$ 9.80
Clerk B	7.96
Cook	8.20
Coordinator	24.00
Head Monitor	8.20
Lead Summer Technician	8.20
Manager	
Degreed	18.00
Non-Degreed (Managing Site)	15.20
Server	7.70
Summer Technician II	7.70
Truck Driver	9.70
Truck Helper/Student	7.25

***Note:** Specialized Part-Time Professional Rates may be calculated from the appropriate approved Salary Schedules (Including Contract Services).

*****Note:** Non-exempt EBRPSS employees may be subject to a blended overtime rate based on 40 hour/week regular-time.