



Salary Schedule



EBRPSS Salary Schedule Manual

The East Baton Rouge Parish School System Salary Schedule Manual is intended to facilitate compensation communications within the district and to serve as a guide for administering salaries and wages for all school district employees.

The provisions and information set forth in this document are informational. Thus, its contents are not intended and shall not be construed as a contract between the EBRPSS and any employee; perspective employee; agency of the local, state, or federal government; or any other person or legal entity of any nature whatsoever.

The East Baton Rouge Parish School System and all of its entities (including Career and Technical Education Programs) do not discriminate on the basis of age, race, religion, national origin, disability, or gender in its educational programs and activities (including employment and application for employment), and it is prohibited from discriminating on the basis of gender by Title IX (20 USC 168) and on the basis of disability by Section 504 (42 USC 794). The Title IX Coordinator is Andrew Davis, Director of Risk Management - ADavis6@ebrschools.org, (225) 929-8705. The Section 504 Coordinator is Danielle Staten-Ojo - DStaten@ebrschools.org, (225) 326-5668.

East Baton Rouge Parish School System
2024-2025 Salary Schedule
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East Baton Rouge Parish School System

Information Pertaining to All Salary Schedules

2024-2025

1. An employee works a specific number of months and days annually. Listed below is a chart to convert months to days worked

Months Worked	Classification	Days Worked
9	Non-Certified	180
9	Certified	182
10	Non-Certified	200
10	Certified	202
11	Non-Certified	220
11	Certified	222
12	All Employees	261

2. If the Annual Salary computed for an employee is higher than the highest Annual Salary for the salary schedule where the employee is being placed, then place the employee on the highest Annual Salary Step for that salary schedule.
[Click Here for Example](#)
3. The Proposition 3 Supplement portion is 13% of the Annual Salary and is contingent upon this fund maintaining adequate reserves from sales tax collections and continued approval by the Voters. Current continuation of Proposition 3 Supplement portion of the Annual Salary was approved by voters on 4/28/2018 for effective dates 7/1/2019-6/30/2029.
4. All step increases, advance degree movement, supplemental payments and stipend payments are subject to the availability of funds.
5. Position placements on Salary Schedules are based upon information currently available and may be subject to modification upon final placement approval.
6. 12 Month exempt Salary Schedules' Annual Salary will not change based on the number of work days in the fiscal year.
7. 12 Month non-exempt Salary Schedules' Annual Salary will change based on the number of work days in the fiscal year. Formulas built into the salary schedules will ensure that the daily/hourly rate paid will remain the same.
8. During the Salary Schedule review process, several job position titles were combined and amended for efficiency and consistency.
9. If an employee's job title/position was moved to another Salary Schedule, it will not affect your current salary.

10 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.

11 salary will remain the same until the expiration of the contract. Upon expiration of the contract, the employee's salary will be placed on the new salary schedule aligned with the position and employee's experience.

12 When a classified employee is being administratively reassigned or demoted to a new position, the employee will be placed on the salary schedule aligned to the new position immediately.

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.

Teacher Salary Schedule Placement Procedures 2024-2025

Please find the link to the following Job Descriptions:

[Teacher](#)
[Adaptive PE Teacher](#)
[Army Instructor](#)
[Hearing Impaired Teacher](#)
[Homebound Teacher](#)
[Librarian/Library Media Specialist](#)
[School Counselor](#)
[Visually Impaired Teacher](#)

Teacher Placement- New Teachers to the District

1. For placement of new Teachers coming to EBRPSS, place the teacher on the Salary Schedule titled "9 Month Teachers" on the Step that equals the Teacher's qualifying years of experience for the highest degree held by the Teacher.
[Policy on Credit for Teaching Experience](#)

Note: If applicable, new teachers coming to EBRPSS, must use the Verifent website to verify qualifying years of teaching experience. All new teachers to the district will receive 0 years of teaching experience until the verification of previous experience is received

<https://app.verifent.com/Account/VerifierLogin>

Teacher Placement - Teachers with 21 years or more of experience

2. If the Teacher's qualifying years of experience is 21 or greater, add \$1,000 to the annual salary from step 1. above and then place on the Salary Schedule titled "9 Month Teacher - Proposition 3 Total Experience 21 Years or Greater", where the annual salary is equal to or greater than the annual salary calculated above.
[Example for Placement on the 21 years or more Salary Schedule](#)

Teacher Placement - Teachers working more than 9 months

3. If the Teacher will be working 10/11/12 months, determine the Teacher's Step or Prop 3 Placement using procedures listed for a 9 month Teacher. Once the Step or Prop 3 Placement is determined, place the teacher on the 10/11/12 month schedule using the Step or Prop 3 Placement, degree and schedule determined.

Teacher Placement - Early Childhood and TAT Certificate Holders

4. Effective July 1, 2021, any teacher with an Early Childhood Ancillary (Bachelor's Degree minimum) or a Temporary Authority to Teach License will be placed on Step 0 of the Salary Schedule titled "9 Month Teacher". The teacher will remain on Step 0 until they are fully eligible for a Practitioners License from the Louisiana Department of Education.

2024-2025 Salary Schedule - 9 Month Teacher

(Includes School Counselors, Librarian, Therapist & Specialist)

Level	B.A. Degree TE308	Masters Degree TE309	M+30 Degree TE310	Specialist Degree TE311	PhD/EdD Degree TE312
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	50,000	51,200	51,800	52,400	53,900
1	50,225	51,650	52,250	52,850	54,350
2	50,450	52,100	52,700	53,300	54,800
3	50,675	52,550	53,150	53,750	55,250
4	50,900	53,000	53,600	54,200	55,700
5	51,125	53,450	54,050	54,650	56,150
6	51,350	53,900	54,500	55,100	56,600
7	51,575	54,350	54,950	55,550	57,050
8	51,800	54,800	55,400	56,000	57,500
9	52,025	55,250	55,850	56,450	57,950
10	52,250	55,700	56,300	56,900	58,400
11	52,475	56,150	56,750	57,350	58,850
12	52,700	56,600	57,200	57,800	59,300
13	52,925	57,050	57,650	58,250	59,750
14	53,150	57,500	58,100	58,700	60,200
15	53,375	57,950	58,550	59,150	60,650
16	53,600	58,400	59,000	59,600	61,100
17	53,825	58,850	59,450	60,050	61,550
18	54,050	59,300	59,900	60,500	62,000
19	54,275	59,750	60,350	60,950	62,450
20	54,500	60,200	60,800	61,400	62,900
21	54,725	60,650	61,250	61,850	63,350
22	54,950	61,100	61,700	62,300	63,800
23	55,175	61,550	62,150	62,750	64,250
24	55,400	62,000	62,600	63,200	64,700
25	55,625	62,450	63,050	63,650	65,150
26	55,850	62,900	63,500	64,100	65,600
27	56,075	63,350	63,950	64,550	66,050
28	56,300	63,800	64,400	65,000	66,500
29	56,525	64,250	64,850	65,450	66,950
30	56,750	64,700	65,300	65,900	67,400
31	56,975	65,150	65,750	66,350	67,850
32	57,200	65,600	66,200	66,800	68,300
33	57,425	66,050	66,650	67,250	68,750
34	57,650	66,500	67,100	67,700	69,200
35	57,875	66,950	67,550	68,150	69,650
36	58,100	67,400	68,000	68,600	70,100
37	58,325	67,850	68,450	69,050	70,550
38	58,550	68,300	68,900	69,500	71,000
39	58,775	68,750	69,350	69,950	71,450
40	59,000	69,200	69,800	70,400	71,900

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 9 Month Teacher - Proposition 3 Total Experience 21 Years or Greater

(Includes School Counselors, Librarian, Therapist & Specialist)

Prop 3 Placement	B.A. Degree TI308	Masters Degree TI309	M+30 Degree TI310	Specialist Degree TI311	PhD/EdD Degree TI312
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	53,250	56,700	57,300	57,900	59,400
11	54,250	57,700	58,300	58,900	60,400
12	55,250	58,700	59,300	59,900	61,400
13	56,250	59,700	60,300	60,900	62,400
14	57,250	60,700	61,300	61,900	63,400
15	58,250	61,700	62,300	62,900	64,400
16	59,250	62,700	63,300	63,900	65,400
17	60,250	63,700	64,300	64,900	66,400
18	61,250	64,700	65,300	65,900	67,400
19	62,250	65,700	66,300	66,900	68,400
20	63,250	66,700	67,300	67,900	69,400
21	64,250	67,700	68,300	68,900	70,400
22	65,250	68,700	69,300	69,900	71,400
23	66,250	69,700	70,300	70,900	72,400
24	67,250	70,700	71,300	71,900	73,400
25	68,250	71,700	72,300	72,900	74,400
26	69,250	72,700	73,300	73,900	75,400
27	70,250	73,700	74,300	74,900	76,400
28	71,250	74,700	75,300	75,900	77,400
29	72,250	75,700	76,300	76,900	78,400
30	73,250	76,700	77,300	77,900	79,400
31	74,250	77,700	78,300	78,900	80,400
32	75,250	78,700	79,300	79,900	81,400
33	76,250	79,700	80,300	80,900	82,400
34	77,250	80,700	81,300	81,900	83,400
35	78,250	81,700	82,300	82,900	84,400
36	79,250	82,700	83,300	83,900	85,400
37	80,250	83,700	84,300	84,900	86,400
38	81,250	84,700	85,300	85,900	87,400
39	82,250	85,700	86,300	86,900	88,400
40	83,250	86,700	87,300	87,900	89,400

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 9 Month Social Worker and Mental Health Provider

Level	B.A. Degree TE308	Masters Degree TE309	PLPC or LMSW TE310	LPC or LCSW TE311	LPC-S or LCSW- BACS TE312
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	50,000	51,200	51,800	52,400	53,900
1	50,225	51,650	52,250	52,850	54,350
2	50,450	52,100	52,700	53,300	54,800
3	50,675	52,550	53,150	53,750	55,250
4	50,900	53,000	53,600	54,200	55,700
5	51,125	53,450	54,050	54,650	56,150
6	51,350	53,900	54,500	55,100	56,600
7	51,575	54,350	54,950	55,550	57,050
8	51,800	54,800	55,400	56,000	57,500
9	52,025	55,250	55,850	56,450	57,950
10	52,250	55,700	56,300	56,900	58,400
11	52,475	56,150	56,750	57,350	58,850
12	52,700	56,600	57,200	57,800	59,300
13	52,925	57,050	57,650	58,250	59,750
14	53,150	57,500	58,100	58,700	60,200
15	53,375	57,950	58,550	59,150	60,650
16	53,600	58,400	59,000	59,600	61,100
17	53,825	58,850	59,450	60,050	61,550
18	54,050	59,300	59,900	60,500	62,000
19	54,275	59,750	60,350	60,950	62,450
20	54,500	60,200	60,800	61,400	62,900
21	54,725	60,650	61,250	61,850	63,350
22	54,950	61,100	61,700	62,300	63,800
23	55,175	61,550	62,150	62,750	64,250
24	55,400	62,000	62,600	63,200	64,700
25	55,625	62,450	63,050	63,650	65,150
26	55,850	62,900	63,500	64,100	65,600
27	56,075	63,350	63,950	64,550	66,050
28	56,300	63,800	64,400	65,000	66,500
29	56,525	64,250	64,850	65,450	66,950
30	56,750	64,700	65,300	65,900	67,400
31	56,975	65,150	65,750	66,350	67,850
32	57,200	65,600	66,200	66,800	68,300
33	57,425	66,050	66,650	67,250	68,750
34	57,650	66,500	67,100	67,700	69,200
35	57,875	66,950	67,550	68,150	69,650
36	58,100	67,400	68,000	68,600	70,100
37	58,325	67,850	68,450	69,050	70,550
38	58,550	68,300	68,900	69,500	71,000
39	58,775	68,750	69,350	69,950	71,450
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Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 9 Month Social Worker and Mental Health Provider

Proposition 3 Total Experience 21 Years of Greater

Prop 3 Placement	B.A. Degree TI308	Masters Degree TI309	PLPC or LMSW TE310	LPC or LCSW TE311	LPC-S or LCSW-BACS TE312
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	53,250	56,700	57,300	57,900	59,400
11	54,250	57,700	58,300	58,900	60,400
12	55,250	58,700	59,300	59,900	61,400
13	56,250	59,700	60,300	60,900	62,400
14	57,250	60,700	61,300	61,900	63,400
15	58,250	61,700	62,300	62,900	64,400
16	59,250	62,700	63,300	63,900	65,400
17	60,250	63,700	64,300	64,900	66,400
18	61,250	64,700	65,300	65,900	67,400
19	62,250	65,700	66,300	66,900	68,400
20	63,250	66,700	67,300	67,900	69,400
21	64,250	67,700	68,300	68,900	70,400
22	65,250	68,700	69,300	69,900	71,400
23	66,250	69,700	70,300	70,900	72,400
24	67,250	70,700	71,300	71,900	73,400
25	68,250	71,700	72,300	72,900	74,400
26	69,250	72,700	73,300	73,900	75,400
27	70,250	73,700	74,300	74,900	76,400
28	71,250	74,700	75,300	75,900	77,400
29	72,250	75,700	76,300	76,900	78,400
30	73,250	76,700	77,300	77,900	79,400
31	74,250	77,700	78,300	78,900	80,400
32	75,250	78,700	79,300	79,900	81,400
33	76,250	79,700	80,300	80,900	82,400
34	77,250	80,700	81,300	81,900	83,400
35	78,250	81,700	82,300	82,900	84,400
36	79,250	82,700	83,300	83,900	85,400
37	80,250	83,700	84,300	84,900	86,400
38	81,250	84,700	85,300	85,900	87,400
39	82,250	85,700	86,300	86,900	88,400
40	83,250	86,700	87,300	87,900	89,400

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 10 Month Teacher

(Includes School Counselors, Librarian, Therapist & Specialist)

Level	B.A. Degree TE208 Annual Salary	Masters Degree TE209 Annual Salary	M+30 Degree TE210 Annual Salary	Specialist Degree TE211 Annual Salary	PhD/EdD Degree TE212 Annual Salary
0	55,495	56,827	57,492	58,158	59,823
1	55,744	57,326	57,992	58,658	60,322
2	55,994	57,826	58,492	59,157	60,823
3	56,244	58,325	58,991	59,657	61,322
4	56,494	58,824	59,491	60,156	61,821
5	56,743	59,324	59,990	60,655	62,321
6	56,993	59,823	60,489	61,155	62,820
7	57,243	60,323	60,989	61,654	63,320
8	57,493	60,822	61,488	62,154	63,819
9	57,742	61,321	61,988	62,653	64,318
10	57,992	61,821	62,487	63,153	64,818
11	58,242	62,320	62,986	63,653	65,317
12	58,492	62,821	63,486	64,152	65,817
13	58,741	63,320	63,985	64,652	66,316
14	58,991	63,819	64,485	65,151	66,815
15	59,241	64,319	64,984	65,650	67,315
16	59,491	64,818	65,483	66,150	67,814
17	59,740	65,317	65,983	66,649	68,314
18	59,990	65,817	66,482	67,149	68,813
19	60,240	66,316	66,982	67,648	69,312
20	60,490	66,816	67,482	68,147	69,813
21	60,739	67,315	67,981	68,647	70,312
22	60,989	67,814	68,481	69,146	70,812
23	61,239	68,314	68,980	69,646	71,311
24	61,489	68,813	69,480	70,145	71,810
25	61,737	69,313	69,979	70,644	72,310
26	61,987	69,812	70,478	71,144	72,809
27	62,237	70,311	70,978	71,643	73,309
28	62,487	70,811	71,477	72,144	73,808
29	62,736	71,310	71,977	72,643	74,307
30	62,986	71,811	72,476	73,142	74,807
31	63,236	72,310	72,975	73,642	75,306
32	63,486	72,809	73,475	74,141	75,806
33	63,735	73,309	73,974	74,641	76,305
34	63,985	73,808	74,474	75,140	76,804
35	64,235	74,308	74,973	75,639	77,304
36	64,485	74,807	75,472	76,139	77,803
37	64,734	75,306	75,972	76,638	78,303
38	64,984	75,806	76,472	77,138	78,803
39	65,234	76,305	76,972	77,637	79,302
40	65,484	76,805	77,471	78,136	79,802

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 10 Month Teacher - Proposition 3 Total Experience 21 Years or Greater

(Includes School Counselors, Librarian, Therapist & Specialist)

Prop 3 Placement	B.A. Degree TI208	Masters Degree TI209	M+30 Degree TI210	Specialist Degree TI211	PhD/EdD Degree TI212
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	59,102	62,931	63,597	64,263	65,928
11	60,212	64,041	64,707	65,372	67,038
12	61,322	65,151	65,817	66,482	68,148
13	62,432	66,260	66,927	67,592	69,258
14	63,542	67,370	68,037	68,702	70,368
15	64,652	68,480	69,147	69,812	71,478
16	65,762	69,590	70,257	70,922	72,587
17	66,872	70,700	71,367	72,032	73,697
18	67,981	71,810	72,476	73,142	74,806
19	69,091	72,920	73,586	74,252	75,916
20	70,200	74,030	74,696	75,362	77,026
21	71,310	75,140	75,805	76,472	78,136
22	72,420	76,250	76,915	77,582	79,246
23	73,530	77,360	78,025	78,692	80,356
24	74,640	78,469	79,135	79,802	81,466
25	75,750	79,579	80,245	80,912	82,576
26	76,860	80,689	81,355	82,021	83,686
27	77,970	81,799	82,465	83,131	84,796
28	79,080	82,909	83,575	84,241	85,906
29	80,190	84,019	84,685	85,350	87,016
30	81,299	85,129	85,795	86,460	88,126
31	82,409	86,239	86,905	87,570	89,236
32	83,519	87,349	88,015	88,680	90,346
33	84,629	88,459	89,124	89,790	91,455
34	85,739	89,569	90,234	90,900	92,565
35	86,849	90,679	91,344	92,010	93,675
36	87,959	91,788	92,454	93,120	94,785
37	89,069	92,898	93,564	94,230	95,895
38	90,179	94,008	94,674	95,340	97,005
39	91,289	95,117	95,784	96,450	98,114
40	92,399	96,227	96,894	97,560	99,224

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 10 Month Social Worker and Mental Health Provider

Level	B.A. Degree TE208	Masters Degree TE209	PLPC or LMSW TE210	LPC or LCSW TE211	LPC-S or LCSW- BACS TE212
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	55,495	56,827	57,492	58,158	59,823
1	55,744	57,326	57,992	58,658	60,322
2	55,994	57,826	58,492	59,157	60,823
3	56,244	58,325	58,991	59,657	61,322
4	56,494	58,824	59,491	60,156	61,821
5	56,743	59,324	59,990	60,655	62,321
6	56,993	59,823	60,489	61,155	62,820
7	57,243	60,323	60,989	61,654	63,320
8	57,493	60,822	61,488	62,154	63,819
9	57,742	61,321	61,988	62,653	64,318
10	57,992	61,821	62,487	63,153	64,818
11	58,242	62,320	62,986	63,653	65,317
12	58,492	62,821	63,486	64,152	65,817
13	58,741	63,320	63,985	64,652	66,316
14	58,991	63,819	64,485	65,151	66,815
15	59,241	64,319	64,984	65,650	67,315
16	59,491	64,818	65,483	66,150	67,814
17	59,740	65,317	65,983	66,649	68,314
18	59,990	65,817	66,482	67,149	68,813
19	60,240	66,316	66,982	67,648	69,312
20	60,490	66,816	67,482	68,147	69,813
21	60,739	67,315	67,981	68,647	70,312
22	60,989	67,814	68,481	69,146	70,812
23	61,239	68,314	68,980	69,646	71,311
24	61,489	68,813	69,480	70,145	71,810
25	61,737	69,313	69,979	70,644	72,310
26	61,987	69,812	70,478	71,144	72,809
27	62,237	70,311	70,978	71,643	73,309
28	62,487	70,811	71,477	72,144	73,808
29	62,736	71,310	71,977	72,643	74,307
30	62,986	71,811	72,476	73,142	74,807
31	63,236	72,310	72,975	73,642	75,306
32	63,486	72,809	73,475	74,141	75,806
33	63,735	73,309	73,974	74,641	76,305
34	63,985	73,808	74,474	75,140	76,804
35	64,235	74,308	74,973	75,639	77,304
36	64,485	74,807	75,472	76,139	77,803
37	64,734	75,306	75,972	76,638	78,303
38	64,984	75,806	76,472	77,138	78,803
39	65,234	76,305	76,972	77,637	79,302
40	65,484	76,805	77,471	78,136	79,802

**P 2024-2025 Salary Schedule - 10 Month Social Worker and Mental Health Professional -
Proposition 3 Total Experience 21 Years or Greater**

Prop 3 Placement	B.A. Degree TE208	Masters Degree TE209	PLPC or LMSW TE210	LPC or LCSW TE211	LPC-S or LCSW-BACS TE212
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	59,102	62,931	63,597	64,263	65,928
11	60,212	64,041	64,707	65,372	67,038
12	61,322	65,151	65,817	66,482	68,148
13	62,432	66,260	66,927	67,592	69,258
14	63,542	67,370	68,037	68,702	70,368
15	64,652	68,480	69,147	69,812	71,478
16	65,762	69,590	70,257	70,922	72,587
17	66,872	70,700	71,367	72,032	73,697
18	67,981	71,810	72,476	73,142	74,806
19	69,091	72,920	73,586	74,252	75,916
20	70,200	74,030	74,696	75,362	77,026
21	71,310	75,140	75,805	76,472	78,136
22	72,420	76,250	76,915	77,582	79,246
23	73,530	77,360	78,025	78,692	80,356
24	74,640	78,469	79,135	79,802	81,466
25	75,750	79,579	80,245	80,912	82,576
26	76,860	80,689	81,355	82,021	83,686
27	77,970	81,799	82,465	83,131	84,796
28	79,080	82,909	83,575	84,241	85,906
29	80,190	84,019	84,685	85,350	87,016
30	81,299	85,129	85,795	86,460	88,126
31	82,409	86,239	86,905	87,570	89,236
32	83,519	87,349	88,015	88,680	90,346
33	84,629	88,459	89,124	89,790	91,455
34	85,739	89,569	90,234	90,900	92,565
35	86,849	90,679	91,344	92,010	93,675
36	87,959	91,788	92,454	93,120	94,785
37	89,069	92,898	93,564	94,230	95,895
38	90,179	94,008	94,674	95,340	97,005
39	91,289	95,117	95,784	96,450	98,114
40	92,399	96,227	96,894	97,560	99,224

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 11 Month Teacher

(Includes School Counselors, Librarian, Therapist & Specialist)

Level	B.A. Degree TE408	Masters Degree TE409	M+30 Degree TE410	Specialist Degree TE411	PhD/EdD Degree TE412
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	60,989	62,454	63,185	63,917	65,747
1	61,264	63,002	63,734	64,466	66,296
2	61,538	63,551	64,283	65,015	66,844
3	61,813	64,100	64,832	65,563	67,393
4	62,087	64,649	65,380	66,112	67,942
5	62,362	65,197	65,929	66,662	68,491
6	62,636	65,746	66,479	67,211	69,041
7	62,911	66,295	67,028	67,760	69,589
8	63,185	66,845	67,577	68,308	70,138
9	63,460	67,394	68,125	68,857	70,687
10	63,734	67,942	68,674	69,406	71,236
11	64,009	68,491	69,223	69,955	71,784
12	64,283	69,040	69,772	70,503	72,333
13	64,557	69,589	70,321	71,052	72,882
14	64,831	70,138	70,869	71,602	73,431
15	65,106	70,686	71,419	72,151	73,981
16	65,380	71,235	71,968	72,700	74,529
17	65,655	71,785	72,517	73,248	75,078
18	65,929	72,334	73,065	73,797	75,627
19	66,204	72,883	73,614	74,346	76,176
20	66,478	73,431	74,163	74,895	76,725
21	66,753	73,980	74,712	75,444	77,273
22	67,027	74,529	75,261	75,992	77,822
23	67,302	75,078	75,809	76,542	78,371
24	67,576	75,627	76,358	77,091	78,920
25	67,851	76,175	76,908	77,640	79,470
26	68,125	76,725	77,457	78,189	80,018
27	68,400	77,274	78,006	78,737	80,567
28	68,674	77,823	78,554	79,286	81,116
29	68,949	78,371	79,103	79,835	81,665
30	69,223	78,920	79,652	80,384	82,214
31	69,498	79,469	80,201	80,932	82,762
32	69,772	80,018	80,750	81,482	83,311
33	70,047	80,567	81,298	82,031	83,860
34	70,321	81,115	81,848	82,580	84,410
35	70,596	81,665	82,397	83,129	84,958
36	70,869	82,214	82,946	83,677	85,507
37	71,144	82,763	83,495	84,226	86,056
38	71,418	83,312	84,043	84,775	86,605
39	71,693	83,860	84,592	85,324	87,154
40	71,967	84,409	85,141	85,873	87,702

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 11 Month Teacher - Proposition 3 Total Experience 21 Years or Greater

(Includes School Counselors, Librarian, Therapist & Specialist)

Prop 3 Placement	B.A. Degree TI408	Masters Degree TI409	M+30 Degree TI410	Specialist Degree TI411	PhD/EdD Degree TI412
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	64,953	69,162	69,894	70,626	72,455
11	66,173	70,382	71,114	71,846	73,675
12	67,393	71,602	72,334	73,065	74,895
13	68,613	72,821	73,554	74,285	76,115
14	69,833	74,041	74,773	75,505	77,334
15	71,052	75,261	75,992	76,724	78,554
16	72,272	76,481	77,212	77,944	79,774
17	73,492	77,701	78,432	79,164	80,994
18	74,712	78,921	79,652	80,384	82,214
19	75,932	80,140	80,872	81,604	83,434
20	77,152	81,359	82,092	82,824	84,654
21	78,371	82,579	83,312	84,044	85,874
22	79,591	83,799	84,531	85,264	87,092
23	80,811	85,019	85,751	86,483	88,312
24	82,031	86,239	86,971	87,702	89,532
25	83,251	87,459	88,191	88,922	90,752
26	84,471	88,679	89,411	90,142	91,972
27	85,690	89,899	90,630	91,362	93,192
28	86,910	91,118	91,850	92,582	94,412
29	88,130	92,338	93,069	93,802	95,631
30	89,350	93,557	94,289	95,021	96,851
31	90,569	94,777	95,509	96,241	98,071
32	91,789	95,997	96,729	97,461	99,291
33	93,008	97,217	97,949	98,681	100,510
34	94,228	98,437	99,169	99,901	101,730
35	95,448	99,657	100,389	101,120	102,950
36	96,668	100,876	101,609	102,340	104,170
37	97,888	102,096	102,828	103,560	105,389
38	99,107	103,316	104,047	104,779	106,609
39	100,327	104,536	105,267	105,999	107,829
40	101,547	105,756	106,487	107,219	109,049

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 11 Social Worker and Mental Health Professionals

Level	B.A. Degree TE408	Masters Degree TE409	PLPC or LMSW TE410	LPC or LCSW TE411	LPC-S or LCSW- BACS TE412
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	60,989	62,454	63,185	63,917	65,747
1	61,264	63,002	63,734	64,466	66,296
2	61,538	63,551	64,283	65,015	66,844
3	61,813	64,100	64,832	65,563	67,393
4	62,087	64,649	65,380	66,112	67,942
5	62,362	65,197	65,929	66,662	68,491
6	62,636	65,746	66,479	67,211	69,041
7	62,911	66,295	67,028	67,760	69,589
8	63,185	66,845	67,577	68,308	70,138
9	63,460	67,394	68,125	68,857	70,687
10	63,734	67,942	68,674	69,406	71,236
11	64,009	68,491	69,223	69,955	71,784
12	64,283	69,040	69,772	70,503	72,333
13	64,557	69,589	70,321	71,052	72,882
14	64,831	70,138	70,869	71,602	73,431
15	65,106	70,686	71,419	72,151	73,981
16	65,380	71,235	71,968	72,700	74,529
17	65,655	71,785	72,517	73,248	75,078
18	65,929	72,334	73,065	73,797	75,627
19	66,204	72,883	73,614	74,346	76,176
20	66,478	73,431	74,163	74,895	76,725
21	66,753	73,980	74,712	75,444	77,273
22	67,027	74,529	75,261	75,992	77,822
23	67,302	75,078	75,809	76,542	78,371
24	67,576	75,627	76,358	77,091	78,920
25	67,851	76,175	76,908	77,640	79,470
26	68,125	76,725	77,457	78,189	80,018
27	68,400	77,274	78,006	78,737	80,567
28	68,674	77,823	78,554	79,286	81,116
29	68,949	78,371	79,103	79,835	81,665
30	69,223	78,920	79,652	80,384	82,214
31	69,498	79,469	80,201	80,932	82,762
32	69,772	80,018	80,750	81,482	83,311
33	70,047	80,567	81,298	82,031	83,860
34	70,321	81,115	81,848	82,580	84,410
35	70,596	81,665	82,397	83,129	84,958
36	70,869	82,214	82,946	83,677	85,507
37	71,144	82,763	83,495	84,226	86,056
38	71,418	83,312	84,043	84,775	86,605
39	71,693	83,860	84,592	85,324	87,154
40	71,967	84,409	85,141	85,873	87,702

2024-2025 Salary Schedule - 11 Month Social Workers and Mental Health Professionals

Proposition 3 Total Experience 21 Years or Greater

Prop 3 Placement	B.A. Degree TE408	Masters Degree TE409	PLPC or LMSW TE410	LPC or LCSW TE411	LPC-S or LCSW-BACS TE412
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	64,953	69,162	69,894	70,626	72,455
11	66,173	70,382	71,114	71,846	73,675
12	67,393	71,602	72,334	73,065	74,895
13	68,613	72,821	73,554	74,285	76,115
14	69,833	74,041	74,773	75,505	77,334
15	71,052	75,261	75,992	76,724	78,554
16	72,272	76,481	77,212	77,944	79,774
17	73,492	77,701	78,432	79,164	80,994
18	74,712	78,921	79,652	80,384	82,214
19	75,932	80,140	80,872	81,604	83,434
20	77,152	81,359	82,092	82,824	84,654
21	78,371	82,579	83,312	84,044	85,874
22	79,591	83,799	84,531	85,264	87,092
23	80,811	85,019	85,751	86,483	88,312
24	82,031	86,239	86,971	87,702	89,532
25	83,251	87,459	88,191	88,922	90,752
26	84,471	88,679	89,411	90,142	91,972
27	85,690	89,899	90,630	91,362	93,192
28	86,910	91,118	91,850	92,582	94,412
29	88,130	92,338	93,069	93,802	95,631
30	89,350	93,557	94,289	95,021	96,851
31	90,569	94,777	95,509	96,241	98,071
32	91,789	95,997	96,729	97,461	99,291
33	93,008	97,217	97,949	98,681	100,510
34	94,228	98,437	99,169	99,901	101,730
35	95,448	99,657	100,389	101,120	102,950
36	96,668	100,876	101,609	102,340	104,170
37	97,888	102,096	102,828	103,560	105,389
38	99,107	103,316	104,047	104,779	106,609
39	100,327	104,536	105,267	105,999	107,829
40	101,547	105,756	106,487	107,219	109,049

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 12 Month Teacher

(Includes School Counselors, Librarian, Therapist & Specialist)

Level	B.A. Degree TE108	Masters Degree TE109	M+30 Degree TE110	Specialist Degree TE111	PhD/EdD Degree TE112
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	71,703	73,424	74,285	75,146	77,296
1	72,026	74,070	74,930	75,790	77,941
2	72,349	74,715	75,576	76,435	78,587
3	72,672	75,361	76,221	77,081	79,232
4	72,994	76,006	76,866	77,726	79,878
5	73,316	76,651	77,511	78,371	80,523
6	73,639	77,297	78,156	79,017	81,168
7	73,962	77,942	78,802	79,662	81,814
8	74,285	78,587	79,447	80,308	82,459
9	74,608	79,232	80,092	80,953	83,104
10	74,930	79,877	80,738	81,598	83,750
11	75,252	80,522	81,383	82,244	84,395
12	75,575	81,168	82,028	82,889	85,040
13	75,898	81,813	82,674	83,534	85,686
14	76,221	82,459	83,319	84,180	86,331
15	76,543	83,104	83,964	84,825	86,977
16	76,866	83,749	84,610	85,470	87,622
17	77,189	84,395	85,255	86,116	88,267
18	77,511	85,040	85,901	86,761	88,913
19	77,834	85,685	86,546	87,407	89,558
20	78,157	86,331	87,191	88,052	90,202
21	78,479	86,976	87,837	88,697	90,848
22	78,802	87,621	88,482	89,343	91,493
23	79,125	88,267	89,127	89,988	92,138
24	79,448	88,912	89,773	90,633	92,784
25	79,770	89,558	90,418	91,279	93,429
26	80,092	90,203	91,063	91,924	94,074
27	80,415	90,848	91,709	92,569	94,720
28	80,738	91,494	92,354	93,215	95,365
29	81,061	92,139	93,000	93,860	96,011
30	81,384	92,784	93,645	94,505	96,656
31	81,705	93,430	94,290	95,150	97,301
32	82,028	94,075	94,936	95,795	97,947
33	82,351	94,720	95,581	96,441	98,592
34	82,674	95,366	96,226	97,086	99,237
35	82,997	96,011	96,871	97,731	99,883
36	83,320	96,657	97,516	98,377	100,528
37	83,642	97,302	98,161	99,022	101,173
38	83,964	97,947	98,807	99,667	101,819
39	84,287	98,593	99,452	100,313	102,464
40	84,610	99,237	100,098	100,958	103,110

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 12 Month Teacher - Proposition 3 Total Experience 21 Years or Greater

(Includes School Counselors, Librarian, Therapist & Specialist)

Prop 3 Placement	B.A. Degree TI108	Masters Degree TI109	M+30 Degree TI110	Specialist Degree TI111	PhD/EdD Degree TI112
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	76,364	81,311	82,172	83,032	85,184
11	77,798	82,746	83,606	84,467	86,617
12	79,232	84,179	85,040	85,901	88,052
13	80,666	85,614	86,475	87,334	89,486
14	82,101	87,048	87,908	88,769	90,920
15	83,535	88,482	89,343	90,202	92,354
16	84,968	89,916	90,776	91,637	93,788
17	86,402	91,351	92,210	93,071	95,222
18	87,837	92,784	93,645	94,505	96,656
19	89,271	94,218	95,078	95,939	98,090
20	90,705	95,652	96,513	97,374	99,524
21	92,138	97,086	97,947	98,807	100,959
22	93,573	98,521	99,381	100,241	102,392
23	95,007	99,954	100,815	101,675	103,827
24	96,441	101,389	102,248	103,109	105,261
25	97,875	102,823	103,683	104,544	106,694
26	99,309	104,256	105,117	105,977	108,129
27	100,743	105,691	106,551	107,412	109,562
28	102,177	107,124	107,985	108,846	110,997
29	103,611	108,559	109,420	110,280	112,431
30	105,046	109,993	110,853	111,714	113,865
31	106,480	111,427	112,288	113,147	115,299
32	107,913	112,861	113,722	114,582	116,733
33	109,347	114,296	115,155	116,016	118,167
34	110,782	115,729	116,590	117,450	119,601
35	112,216	117,163	118,023	118,884	121,035
36	113,650	118,597	119,458	120,319	122,469
37	115,083	120,031	120,892	121,752	123,904
38	116,518	121,466	122,326	123,186	125,337
39	117,952	122,900	123,760	124,620	126,772
40	119,386	124,334	125,195	126,054	128,206

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 12 Month Social Workers and Mental Health Professionals

Level	B.A. Degree TE108	Masters Degree TE109	PLPC or LMSW TE110	LPC or LCSW TE111	LPC-S or LCSW- BACS TE112
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	71,703	73,424	74,285	75,146	77,296
1	72,026	74,070	74,930	75,790	77,941
2	72,349	74,715	75,576	76,435	78,587
3	72,672	75,361	76,221	77,081	79,232
4	72,994	76,006	76,866	77,726	79,878
5	73,316	76,651	77,511	78,371	80,523
6	73,639	77,297	78,156	79,017	81,168
7	73,962	77,942	78,802	79,662	81,814
8	74,285	78,587	79,447	80,308	82,459
9	74,608	79,232	80,092	80,953	83,104
10	74,930	79,877	80,738	81,598	83,750
11	75,252	80,522	81,383	82,244	84,395
12	75,575	81,168	82,028	82,889	85,040
13	75,898	81,813	82,674	83,534	85,686
14	76,221	82,459	83,319	84,180	86,331
15	76,543	83,104	83,964	84,825	86,977
16	76,866	83,749	84,610	85,470	87,622
17	77,189	84,395	85,255	86,116	88,267
18	77,511	85,040	85,901	86,761	88,913
19	77,834	85,685	86,546	87,407	89,558
20	78,157	86,331	87,191	88,052	90,202
21	78,479	86,976	87,837	88,697	90,848
22	78,802	87,621	88,482	89,343	91,493
23	79,125	88,267	89,127	89,988	92,138
24	79,448	88,912	89,773	90,633	92,784
25	79,770	89,558	90,418	91,279	93,429
26	80,092	90,203	91,063	91,924	94,074
27	80,415	90,848	91,709	92,569	94,720
28	80,738	91,494	92,354	93,215	95,365
29	81,061	92,139	93,000	93,860	96,011
30	81,384	92,784	93,645	94,505	96,656
31	81,705	93,430	94,290	95,150	97,301
32	82,028	94,075	94,936	95,795	97,947
33	82,351	94,720	95,581	96,441	98,592
34	82,674	95,366	96,226	97,086	99,237
35	82,997	96,011	96,871	97,731	99,883
36	83,320	96,657	97,516	98,377	100,528
37	83,642	97,302	98,161	99,022	101,173
38	83,964	97,947	98,807	99,667	101,819
39	84,287	98,593	99,452	100,313	102,464
40	84,610	99,237	100,098	100,958	103,110

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 12 Month Social Workers and Mental Professionals

Proposition 3 Total Experience 21 Years or Greater

Prop 3 Placement	B.A. Degree TE108	Masters Degree TE109	PLPC or LMSW TE110	LPC or LCSW TE111	LPC-S or LCSW-BACS TE112
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	76,364	81,311	82,172	83,032	85,184
11	77,798	82,746	83,606	84,467	86,617
12	79,232	84,179	85,040	85,901	88,052
13	80,666	85,614	86,475	87,334	89,486
14	82,101	87,048	87,908	88,769	90,920
15	83,535	88,482	89,343	90,202	92,354
16	84,968	89,916	90,776	91,637	93,788
17	86,402	91,351	92,210	93,071	95,222
18	87,837	92,784	93,645	94,505	96,656
19	89,271	94,218	95,078	95,939	98,090
20	90,705	95,652	96,513	97,374	99,524
21	92,138	97,086	97,947	98,807	100,959
22	93,573	98,521	99,381	100,241	102,392
23	95,007	99,954	100,815	101,675	103,827
24	96,441	101,389	102,248	103,109	105,261
25	97,875	102,823	103,683	104,544	106,694
26	99,309	104,256	105,117	105,977	108,129
27	100,743	105,691	106,551	107,412	109,562
28	102,177	107,124	107,985	108,846	110,997
29	103,611	108,559	109,420	110,280	112,431
30	105,046	109,993	110,853	111,714	113,865
31	106,480	111,427	112,288	113,147	115,299
32	107,913	112,861	113,722	114,582	116,733
33	109,347	114,296	115,155	116,016	118,167
34	110,782	115,729	116,590	117,450	119,601
35	112,216	117,163	118,023	118,884	121,035
36	113,650	118,597	119,458	120,319	122,469
37	115,083	120,031	120,892	121,752	123,904
38	116,518	121,466	122,326	123,186	125,337
39	117,952	122,899	123,760	124,620	126,772
40	119,386	124,334	125,195	126,054	128,206

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Teacher Effectiveness Stipend Salary Schedule

(Includes School Counselors, Librarian, Therapist & Specialist)

Effectiveness Rating	Stipend Amt
Emerging (1.5-2.49)	0
Proficient (2.5-3.49)	350
Highly Effective (3.5-4.0)	550

2024-2025 Salary Schedule - 9 Month Part Time Teacher

(Includes School Counselor, Librarian, Therapist & Specialist)

Step	B.A. Degree	Masters Degree	M+30 Degree	Specialist Degree	PhD/EdD Degree
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
0	22.14	22.71	22.99	23.27	23.99
1	22.24	22.91	23.19	23.47	24.19
2	22.34	23.11	23.39	23.67	24.39
3	22.44	23.31	23.59	23.87	24.59
4	22.54	23.51	23.79	24.07	24.79
5	22.64	23.71	23.99	24.27	24.99
6	22.74	23.91	24.19	24.47	25.19
7	22.84	24.11	24.39	24.67	25.39
8	22.94	24.31	24.59	24.87	25.59
9	23.04	24.51	24.79	25.07	25.79
10	23.14	24.71	24.99	25.27	25.99
11	23.24	24.91	25.19	25.47	26.19
12	23.34	25.11	25.39	25.67	26.39
13	23.44	25.31	25.59	25.87	26.59
14	23.54	25.51	25.79	26.07	26.79
15	23.64	25.71	25.99	26.27	26.99
16	23.74	25.91	26.19	26.47	27.19
17	23.84	26.11	26.39	26.67	27.39
18	23.94	26.31	26.59	26.87	27.59
19	24.04	26.51	26.79	27.07	27.79
20	24.14	26.71	26.99	27.27	27.99
21	24.24	26.91	27.19	27.47	28.19
22	24.34	27.11	27.39	27.67	28.39
23	24.44	27.31	27.59	27.87	28.59
24	24.54	27.51	27.79	28.07	28.79
25	24.64	27.71	27.99	28.27	28.99
26	24.74	27.91	28.19	28.47	29.19
27	24.84	28.11	28.39	28.67	29.39
28	24.94	28.31	28.59	28.87	29.59
29	25.04	28.51	28.79	29.07	29.79
30	25.14	28.71	28.99	29.27	29.99
31	25.24	28.91	29.19	29.47	30.19
32	25.34	29.11	29.39	29.67	30.39
33	25.44	29.31	29.59	29.87	30.59
34	25.54	29.51	29.79	30.07	30.79
35	25.64	29.71	29.99	30.27	30.99
36	25.74	29.91	30.19	30.47	31.19
37	25.84	30.11	30.39	30.67	31.39
38	25.94	30.31	30.59	30.87	31.59
39	26.04	30.51	30.79	31.07	31.79
40	26.14	30.71	30.99	31.27	31.99

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 9 Month Part Time Teacher - Proposition 3 Total Experience 21 Years or Greater

(Includes School Counselors, Librarian, Therapist & Specialist)

Prop 3 Placement	B.A. Degree	Masters Degree	M+30 Degree	Specialist Degree	PhD/EdD Degree
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
10	23.41	24.94	25.22	25.49	26.15
11	23.85	25.38	25.66	25.93	26.59
12	24.29	25.82	26.10	26.37	27.03
13	24.73	26.26	26.54	26.81	27.47
14	25.17	26.70	26.98	27.25	27.91
15	25.61	27.14	27.42	27.69	28.35
16	26.05	27.58	27.86	28.13	28.79
17	26.49	28.02	28.30	28.57	29.23
18	26.93	28.46	28.74	29.01	29.67
19	27.37	28.90	29.18	29.45	30.11
20	27.81	29.34	29.62	29.89	30.55
21	28.25	29.78	30.06	30.33	30.99
22	28.69	30.22	30.50	30.77	31.43
23	29.13	30.66	30.94	31.21	31.87
24	29.57	31.10	31.38	31.65	32.31
25	30.01	31.54	31.82	32.09	32.75
26	30.45	31.98	32.26	32.53	33.19
27	30.89	32.42	32.70	32.97	33.63
28	31.33	32.86	33.14	33.41	34.07
29	31.77	33.30	33.58	33.85	34.51
30	32.21	33.74	34.02	34.29	34.95
31	32.65	34.18	34.46	34.73	35.39
32	33.09	34.62	34.90	35.17	35.83
33	33.53	35.06	35.34	35.61	36.27
34	33.97	35.50	35.78	36.05	36.71
35	34.41	35.94	36.22	36.49	37.15
36	34.85	36.38	36.66	36.93	37.59
37	35.29	36.82	37.10	37.37	38.03
38	35.73	37.26	37.54	37.81	38.47
39	36.17	37.70	37.98	38.25	38.91
40	36.61	38.14	38.42	38.69	39.35

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

Supplemental Compensation, Extended Employment and Other Compensation Guidelines

2024-2025

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

STIPENDS FOR CERTIFICATED EMPLOYEES

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)

Compensate \$3,500 for Master's Degree in Content - Middle and High School Math and Science Teachers. Teacher must teach Middle or High School Math and/or Science, for which they hold a Master's Degree in Content, more than 60% in a day to be eligible for this stipend. (Board approved 06/15/17)

Compensate \$1,000 stipend for eligible Special Education Teachers, including Gifted Teachers. Talented Teachers are excluded for the purpose of this stipend. If the teacher does not have the appropriate certification, they must obtain an Out Field Authority to Teach and make the appropriate progress annually to receive the Stipend.
(Board approved 06/17/21)

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 \$350
- Exceptional Student Services Site Faciliator (Lead Tacher) \$750
- School Based 504-Coordinator \$750
- School Testing Coordinator \$750
- Speech Assessment Consultants \$350
- Positive Behavior Intervention Support (PBIS) Coaches \$350

EXTRA-CURRICULAR SPONSORS

***At Middle and High School Level

<u>Sponsors</u>	<u>Annual Supplement Amount</u>
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/Robotics	300
Cheerleader Sponsor: 1 per site at 3% of Annual Compensation.	

2024-2025 Supplemental Compensation, Extended Employment and Other Continued:

Athletic Supplemental Pay Percentages

MIDDLE SCHOOL COACHES

<i>Sport</i>	<i>Percentage</i>	<i>Number of Coaches Per Sport</i>
Football (Boys)	3.5%	2
Basketball (Boys)	3.5%	2
Track (Boys)	3.5%	1
Volleyball (Girls)	3.5%	2
Basketball (Girls)	3.5%	2
Softball (Girls)	3.5%	2
Track (Girls)	3.5%	1

HIGH SCHOOL COACHES

<i>Sport</i>	<i>Percentage</i>	<i>Extra Days Allowed</i>
Athletic Director	8.0%	11 days
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

Assistant Coaches, First Aide Coordinators and Athletic Trainers

<i>Sport</i>	<i>Percentage</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%	
Power Lifting (boys or girls)	3.0%	
Golf	3.5%	
Tennis	3.5%	
Swimming	3.5%	
Cross Country	3.5%	
Gymnastics	3.5%	
First Aid Coordinator or	1.25%	Per Month (maximum 10%) 11 days
Certified Athletic Trainer	15.0%	11 days

2024-2025 Supplemental Compensation, Extended Employment and Other Continued:

Athletic Supplemental Pay Additional Instructions

1. The Athletic Supplement Pay 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 Office of Human Resources no later than the end of the first week of school.
2. The above salary percentage shall be calculated on the basis of the current East Baton Rouge Parish Teacher 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.
3. 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 up to eleven (11) days pay (daily rate) of their current salary as indicated by the East Baton Rouge Parish Teacher Salary Schedule for classroom teachers and the athletic supplement. All extra days of work must be documented with verified timesheets.
4. All Athletic Directors are to report before the start of the school year to file all mandatory paperwork and shall be compensated with up to eleven(11) days pay (daily rate) of their current salary as indicated by the East Baton Rouge Parish Teacher Salary Schedule for classroom teachers and the athletic supplement. All extra days of work must be documented with verified timesheets.
5. All basketball and wrestling coaches shall be compensated with up to five (5) days pay (daily rate) of their current salary as indicated by the EBRP Teacher Salary Schedule for classroom teachers and the athletic supplement for work performed during a non-work school day. All extra days of work must be documented with verified timesheets.
6. All baseball, track, softball and soccer coaches shall be compensated with up to two (2) days pay (daily rate) of their current salary as indicated by the EBRP Teacher Salary Schedules for classroom teachers and the athletic supplement for work performed during a non-work school day. All extra days of work must be documented with verified timesheets.
7. 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.
8. The Principal shall assign coaches to various coaching positions as indicated by the salary schedule.
9. It is the responsibility of the Principal to inform the Office of Human Resources and his/her respective Executive Director in writing when a teacher no longer has duties as a coach as soon as the teacher's coaching responsibility changes. No change will be honored without proper notification.
10. 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 assigned Administrator.
11. Assistant Coaches - The flexibility now exists to add assistant coaches at a location based on increase in team population recommended by the Director of Student Activities and subject to approval of the Department of Human Resources.

BAND DIRECTORS

1. **High School Band Directors:** Will receive an annual supplement of 8% of their current salary as indicated by the EBRP Teacher Salary Schedule for classroom teachers. Employment to be extended up to ten (10) days before and up to five (5) days after regular school year at his/her daily rate and his/her supplement. All extra days of work must be documented with verified timesheets.
2. **Middle School Band Directors:** Will receive an annual supplement of 2.5% of their current salary as indicated by the EBRP Teacher Salary Schedule for classroom teachers. Employment to be extended up to two (2) days before and up to two (2) days after regular school year at his/her daily rate and his/her supplement. All extra days of work must be documented with verified timesheets.
3. **Elementary School Band Directors:** Employment to be extended up to two (2) days before and up to two (2) days after regular school year at his/her daily rate as indicated by the EBRP Teacher Salary Schedule for classroom teachers. All extra days of work must be documented with verified timesheets.

2024-2025 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 below:

Junior ROTC Instructor Title	Months Worked	Monthly District Supplement
Director of Army Instruction (DAI)	12	\$2,111
Senior Army Instructor (SAI)	12	\$1,981
Military Property Specialist (MPS)	12	\$1,981
Operations Sergeant (OPS SGT)	12	\$1,981
Army Instructor (AI)	12	\$1,981
Army Instructor (AI)	10	\$1,981

4. 10% of JROTC employee's total annual salary is paid by the Proposition 3 Tax Plan.

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.

Associate Teachers

1. An Associate Teacher is a certified/highly qualified teacher working with a Teacher with a Master's degree or higher to assist in providing instruction, individualized instruction, small group assistance and faster paced lessons to the students as well as other educational responsibilities.
2. An Associate Teacher's salary is \$10,000 less than the 9 Month Teacher Salary Schedule. Using the Degree and Step of the Associate Teacher, place on schedule and then subtract \$10,000.

2024-2025 Curriculum Support Effectiveness Stipend Salary Schedule

(Includes Dean of Students)

Effectiveness Rating	Stipend Amt
Emerging (1.5-2.49)	0
Proficient (2.5-3.49)	350
Highly Effective (3.5-4.0)	550

[Bulletin 130-Regulations for the Evaluation and Assessment of School Personnel](#)

These stipends will be provided through the LDOE Differentiated Stipend Initiative

Curriculum Support Job List

2024-2025

Responsible for direct or indirect facilitation of instruction, professional practice, curriculum planning, and child development inclusive of social and emotional well-being.

The following Jobs will be paid by Degree and Certification on the Curriculum Support Salary Schedule

111-2190	504 Facilitator	113-2190!	ICARE Quality Assurance Manager!
112-1600	Adult Education Lead Teacher	113-2190!	ICARE Prevention Specialist
113-2212	Behavior Strategist	113-2220!	Instructional Coach/Specialists!
119-2190	Community Ambassador	113-2259!	Instructional Technology Facilitator!
119-2190	Community Liaison	119-2810!	LEAP Remediation Specialist
111-2214	Coordinator - Academic Program	113-2220!	Literacy Coach
112-1390	Coordinator of Career/Technical Education	112-1110!	Magnet Integration Specialist
112-1130	Coordinator-Curriculum	113-2220!	Math Coach
113-2259	Coordinator-Curriculum Resource	119-2190!	Parent Liaison
112-1520	Coordinator of Early Childhood	119-1510!	Prevention Facilitator
112-1220	Coordinator of Gifted/Talented (Site)	119-2234!	Professional Development Specialist!
112-2220	Coordinatoar of Literacy	119-2290!	Program Facilitator of ESS
112-1130	Coordinator of Magnet (Site)	111-2211!	Recruiter of Magnet Programs!
112-1390	Coordinator of Work-based Learning	113-2130!	Registered Nurse
113-2220	Curriculum Content Trainer	113-2142!	School Psychologist
113-2122	Dean of Students	113-2122!	Social Emotional Learning Specialist
113-2220	District Literacy Coach		
113-2145	Educational Diagnostician		
119-2190	ESL Bilingual Ambassador		
119-2190	Homeless Ambassador		

2024-2025 Salary Schedule - 9 Month Curriculum Support

Level	B.A. Degree UR308	Masters Degree UR309	M+30 Degree UR310	Specialist Degree UR311	PhD/EdD Degree UR312
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	50,502	51,702	52,302	52,902	54,402
1	50,727	52,152	52,752	53,352	54,852
2	50,952	52,602	53,202	53,802	55,302
3	51,177	53,052	53,652	54,252	55,752
4	51,402	53,502	54,102	54,702	56,202
5	51,627	53,952	54,552	55,152	56,652
6	51,852	54,402	55,002	55,602	57,102
7	52,077	54,852	55,452	56,052	57,552
8	52,302	55,302	55,902	56,502	58,002
9	52,527	55,752	56,352	56,952	58,452
10	52,752	56,202	56,802	57,402	58,902
11	52,977	56,652	57,252	57,852	59,352
12	53,202	57,102	57,702	58,302	59,802
13	53,427	57,552	58,152	58,752	60,252
14	53,652	58,002	58,602	59,202	60,702
15	53,877	58,452	59,052	59,652	61,152
16	54,102	58,902	59,502	60,102	61,602
17	54,327	59,352	59,952	60,552	62,052
18	54,552	59,802	60,402	61,002	62,502
19	54,777	60,252	60,852	61,452	62,952
20	55,002	60,702	61,302	61,902	63,402
21	55,227	61,152	61,752	62,352	63,852
22	55,452	61,602	62,202	62,802	64,302
23	55,677	62,052	62,652	63,252	64,752
24	55,902	62,502	63,102	63,702	65,202
25	56,127	62,952	63,552	64,152	65,652
26	56,352	63,402	64,002	64,602	66,102
27	56,577	63,852	64,452	65,052	66,552
28	56,802	64,302	64,902	65,502	67,002
29	57,027	64,752	65,352	65,952	67,452
30	57,252	65,202	65,802	66,402	67,902
31	57,477	65,652	66,252	66,852	68,352
32	57,702	66,102	66,702	67,302	68,802
33	57,927	66,552	67,152	67,752	69,252
34	58,152	67,002	67,602	68,202	69,702
35	58,377	67,452	68,052	68,652	70,152
36	58,602	67,902	68,502	69,102	70,602
37	58,827	68,352	68,952	69,552	71,052
38	59,052	68,802	69,402	70,002	71,502
39	59,277	69,252	69,852	70,452	71,952
40	59,502	69,702	70,302	70,902	72,402
41	59,727	70,152	70,752	71,352	72,852
42	59,952	70,602	71,202	71,802	73,302
43	60,177	71,052	71,652	72,252	73,752
44	60,402	71,502	72,102	72,702	74,202
45	60,627	71,952	72,552	73,152	74,652
46	60,852	72,402	73,002	73,602	75,102
47	61,077	72,852	73,452	74,052	75,552
48	61,302	73,302	73,902	74,502	76,002
49	61,527	73,752	74,352	74,952	76,452
50	61,752	74,202	74,802	75,402	76,902

2024-2025 Salary Schedule - 10 Month Curriculum Support

Level	B.A. Degree UR208	Masters Degree UR209	M+30 Degree UR210	Specialist Degree UR211	PhD/EdD Degree UR212
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	56,051	57,383	58,049	58,716	60,380
1	56,302	57,883	58,549	59,215	60,880
2	56,551	58,383	59,048	59,715	61,379
3	56,801	58,882	59,548	60,214	61,878
4	57,050	59,382	60,047	60,713	62,378
5	57,300	59,881	60,546	61,213	62,877
6	57,550	60,380	61,046	61,712	63,377
7	57,800	60,880	61,545	62,212	63,876
8	58,050	61,379	62,045	62,711	64,375
9	58,299	61,879	62,544	63,210	64,875
10	58,549	62,378	63,044	63,710	65,375
11	58,799	62,877	63,544	64,209	65,875
12	59,049	63,377	64,043	64,709	66,374
13	59,298	63,876	64,543	65,208	66,873
14	59,548	64,376	65,042	65,707	67,373
15	59,797	64,875	65,541	66,207	67,872
16	60,048	65,374	66,041	66,706	68,372
17	60,297	65,874	66,540	67,207	68,871
18	60,547	66,373	67,040	67,706	69,370
19	60,796	66,873	67,539	68,205	69,870
20	61,046	67,373	68,038	68,705	70,369
21	61,296	67,872	68,538	69,204	70,869
22	61,546	68,372	69,037	69,704	71,368
23	61,795	68,871	69,537	70,203	71,867
24	62,045	69,371	70,036	70,702	72,367
25	62,294	69,870	70,535	71,202	72,866
26	62,545	70,369	71,035	71,701	73,366
27	62,795	70,869	71,534	72,201	73,865
28	63,044	71,368	72,035	72,700	74,365
29	63,294	71,868	72,534	73,199	74,865
30	63,543	72,367	73,033	73,699	75,364
31	63,794	72,866	73,533	74,198	75,864
32	64,043	73,366	74,032	74,697	76,363
33	64,293	73,865	74,532	75,197	76,862
34	64,542	74,365	75,031	75,696	77,362
35	64,792	74,864	75,530	76,196	77,861
36	65,042	75,363	76,030	76,696	78,360
37	65,292	75,863	76,529	77,195	78,860
38	65,541	76,363	77,029	77,695	79,359
39	65,791	76,863	77,528	78,194	79,859
40	66,040	77,362	78,027	78,694	80,358
41	66,290	77,861	78,527	79,193	80,857
42	66,540	78,361	79,026	79,692	81,357
43	66,790	78,860	79,525	80,192	81,856
44	67,039	79,360	80,025	80,691	82,356
45	67,289	79,859	80,524	81,191	82,855
46	67,539	80,358	81,025	81,690	83,355
47	67,789	80,858	81,524	82,189	83,855
48	68,039	81,357	82,023	82,689	84,354
49	68,288	81,856	82,523	83,188	84,854
50	68,538	82,356	83,022	83,688	85,353

2024-2025 Salary Schedule - 11 Month Curriculum Support

Level	B.A. Degree UR408	Masters Degree UR409	M+30 Degree UR410	Specialist Degree UR411	PhD/EdD Degree UR412
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	61,602	63,065	63,797	64,529	66,358
1	61,876	63,614	64,346	65,077	66,907
2	62,151	64,163	64,895	65,626	67,456
3	62,425	64,712	65,443	66,175	68,005
4	62,699	65,260	65,992	66,725	68,554
5	62,974	65,809	66,542	67,274	69,103
6	63,248	66,359	67,091	67,822	69,652
7	63,523	66,908	67,639	68,371	70,201
8	63,797	67,457	68,188	68,920	70,750
9	64,071	68,005	68,737	69,469	71,299
10	64,346	68,554	69,286	70,018	71,847
11	64,620	69,103	69,835	70,566	72,396
12	64,895	69,652	70,383	71,115	72,945
13	65,169	70,201	70,932	71,665	73,494
14	65,443	70,749	71,482	72,214	74,044
15	65,718	71,299	72,031	72,763	74,592
16	65,992	71,848	72,580	73,311	75,141
17	66,267	72,397	73,128	73,860	75,690
18	66,542	72,945	73,677	74,409	76,239
19	66,816	73,494	74,226	74,958	76,788
20	67,091	74,043	74,775	75,506	77,336
21	67,365	74,592	75,324	76,055	77,885
22	67,639	75,141	75,872	76,605	78,434
23	67,914	75,689	76,422	77,154	78,984
24	68,188	76,238	76,971	77,703	79,532
25	68,463	76,788	77,520	78,251	80,081
26	68,737	77,337	78,069	78,800	80,630
27	69,011	77,886	78,617	79,349	81,179
28	69,286	78,434	79,166	79,898	81,728
29	69,560	78,983	79,715	80,447	82,276
30	69,835	79,532	80,264	80,995	82,825
31	70,109	80,081	80,812	81,545	83,374
32	70,383	80,630	81,362	82,094	83,924
33	70,658	81,178	81,911	82,643	84,473
34	70,932	81,728	82,460	83,192	85,021
35	71,207	82,277	83,009	83,740	85,570
36	71,482	82,826	83,557	84,289	86,119
37	71,756	83,374	84,106	84,838	86,668
38	72,031	83,923	84,655	85,387	87,217
39	72,305	84,472	85,204	85,936	87,765
40	72,580	85,021	85,753	86,485	88,314
41	72,854	85,570	86,302	87,034	88,864
42	73,128	86,118	86,851	87,583	89,413
43	73,403	86,668	87,400	88,132	89,962
44	73,677	87,217	87,949	88,680	90,510
45	73,952	87,766	88,498	89,229	91,059
46	74,226	88,315	89,046	89,778	91,608
47	74,500	88,863	89,595	90,327	92,157
48	74,775	89,412	90,144	90,876	92,705
49	75,049	89,961	90,693	91,425	93,254
50	75,324	90,510	91,242	91,974	93,803

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - 12 Month Curriculum Support

Level	B.A. Degree UR108	Masters Degree UR109	M+30 Degree UR110	Specialist Degree UR111	PhD/EdD Degree UR112
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	72,423	74,144	75,005	75,865	78,017
1	72,745	74,789	75,650	76,510	78,661
2	73,068	75,435	76,295	77,156	79,306
3	73,391	76,080	76,941	77,801	79,952
4	73,713	76,725	77,586	78,447	80,597
5	74,036	77,371	78,231	79,092	81,242
6	74,359	78,016	78,877	79,737	81,888
7	74,682	78,661	79,522	80,383	82,533
8	75,004	79,307	80,167	81,028	83,178
9	75,327	79,952	80,813	81,673	83,824
10	75,650	80,598	81,458	82,319	84,469
11	75,972	81,243	82,104	82,963	85,115
12	76,295	81,888	82,749	83,608	85,760
13	76,618	82,534	83,394	84,254	86,405
14	76,940	83,179	84,040	84,899	87,051
15	77,263	83,824	84,685	85,545	87,696
16	77,586	84,470	85,329	86,190	88,341
17	77,908	85,115	85,975	86,835	88,987
18	78,231	85,760	86,620	87,481	89,632
19	78,554	86,406	87,265	88,126	90,277
20	78,876	87,050	87,911	88,771	90,923
21	79,199	87,696	88,556	89,417	91,568
22	79,522	88,341	89,201	90,062	92,214
23	79,844	88,986	89,847	90,707	92,859
24	80,167	89,632	90,492	91,353	93,504
25	80,490	90,277	91,138	91,998	94,150
26	80,812	90,922	91,783	92,644	94,795
27	81,135	91,568	92,428	93,289	95,440
28	81,458	92,213	93,074	93,934	96,086
29	81,781	92,858	93,719	94,580	96,731
30	82,103	93,504	94,364	95,225	97,376
31	82,426	94,149	95,010	95,870	98,021
32	82,749	94,795	95,655	96,516	98,666
33	83,071	95,440	96,300	97,161	99,312
34	83,394	96,085	96,946	97,806	99,957
35	83,717	96,731	97,591	98,452	100,602
36	84,039	97,376	98,237	99,097	101,248
37	84,362	98,021	98,882	99,743	101,893
38	84,685	98,667	99,527	100,388	102,538
39	85,007	99,312	100,173	101,033	103,184
40	85,330	99,957	100,818	101,679	103,829
41	85,653	100,603	101,463	102,324	104,474
42	85,975	101,248	102,109	102,968	105,120
43	86,298	101,894	102,754	103,614	105,765
44	86,621	102,539	103,399	104,259	106,411
45	86,943	103,184	104,045	104,904	107,056
46	87,266	103,830	104,689	105,550	107,701
47	87,589	104,475	105,335	106,195	108,347
48	87,911	105,120	105,980	106,841	108,992
49	88,234	105,766	106,625	107,486	109,637
50	88,557	106,410	107,271	108,131	110,283

2024-2025 Salary Schedule - Principal and Assistant Principal

1. The Principal and Assistant Principal Salary Schedules are based off the Teacher Masters Salary Schedule.

Principal Placement-Current EBRPSS Assistant Principals

2. An Assistant Principal moving to a Principal position will have his/her current salary prorated to the correct number of months of the new position. Then the annual salary - proposition 3 supplement (10%) will be multiplied by 105% and placed on the step of the new salary schedule where the annual salary - proposition 3 supplement (13%) is equal to or greater than the new annual salary - proposition 3 supplement (13%) amount.

Principal and Assistant Principal Placement -Current EBRPSS Employees

3. For placement of a current EBR employee moving to a Principal or Assistant Principal position, place the employee on the applicable Salary Schedule and the Step that equals the employee's qualifying years of leadership experience for the highest degree held by the employee.

Note: If applicable, a current EBR employee moving to a Principal or Assistant Principal position, must use the Verifent website (<https://www.verifent.com/log-in>) to verify qualifying years of leadership experience earned outside of the school district. All current EBR employees moving to a Principal or Assistant Principal position will receive 0 years of leadership experience until the verification of

Principal and Assistant Principal Placement -New EBRPSS Employees

4. For placement of new Principals and Assistant Principals coming to EBRPSS, place the school leader on the applicable Salary Schedule and the Step that equals the Principal or Assistant Principal's qualifying years of leadership experience for the highest degree held by the school leader.

5. The Superintendent may grant a Salary Supplement or additional steps to a Principal for Administration at a specific school location based on previous work experience and other factors pertinent to the position.

Principal

School Type	Index	Months	Grade	Salary Range		Yearly
				Low	High	Increase
Elementary	1.15	12 Months	PR101	82,251	119,536	932
Middle	1.22	12 Months	PR102	86,553	123,838	933
High	1.33	12 Months	PR103	93,724	139,613	1,146

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

Assistant Principal

School Type	Index	Months	Grade	Salary Range		Yearly
				Low	High	Increase
Elementary	1.10	11 Months	AP401	67,173	91,568	611
		12 Months	AP101	78,974	107,656	718
Middle	1.13	11 Months	AP402	69,003	93,398	610
		12 Months	AP102	81,125	109,806	717
High	1.19	11 Months	AP403	72,052	101,327	732
		12 Months	AP103	84,710	119,128	860

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Principal and Asst Principal Effectiveness Stipend Salary Schedule

Effectiveness Rating	Elem/Middle/High Principal	Elem/Middle/High Asst Principal
Emerging (1.5-2.49)	0	0
Proficient (2.5-3.49)	800	600
Highly Effective (3.5-4.0)	1200	1000

[Bulletin 130-Regulations for the Evaluation and Assessment of School Personnel](#)

These stipends will be provided through the LDOE Differentiated Stipend Initiative

Administration Pay Grades 2024-2025

AD101

111-2324 Chief of Schools
 111-2324 Chief Academic Officer
 111-2324 Chief Accountability and Assessments
 111-2324 Chief Operations Officer
 111-2841 Chief Technology Officer
 111-2821 Chief Communications and Public Relations
 111-2324 Chief Literacy
 111-2324 Chief of Support & Special Projects Officer
 111-2324 Chief Human Resources Officer
 111-2324 Associate Superintendent
 111-2511 Chief Financial Officer
 111-2511 Chief Business Officer
 111-2324 Deputy Chief of Policy & Implementation
 111-2324 Chief Plant Operations

Contract

111-2321 Superintendent
 111-2810 Executive Director Foundation
 118-2311 Staff Attorney/General Counsel

AD102

111-2211 Executive Director

AD103

111-2211 Administrative Director
 111-2610 Administrative Director of Facilities
 111-2710 Administrative Director of Federal Programs
 111-2710 Administrative Director of Transportation

AD104

111-2512 Chief Accountant
 111-2141 Director of 504 and Dyslexia Services
 111-2810 Director of Accountability and Assessment
 111-2211 Director of Army Instruction
 111-2216 Director of Adult Education
 111-2215 Director of Career and Technical Education
 111-3111 Director of Child Nutrition Program (CNP)
 111-2111 Director of Child Welfare & Attendance
 111-2121 Director of Counseling and Guidance
 111-2810 Director of Data
 111-2211 Director of EBR Career/Technical Education Center
 111-2211 Director of Career/Technical Education
 111-2211 Director of Equity & Diversity
 111-2212 Director of Exceptional Student Services
 111-2214 Director of Federal Programs
 111-2211 Director of Fine Arts
 111-2213 Director of Gifted & Talented Services
 111-2134 Director of Health Services
 111-2211 Director of High Schools
 111-2831 Director of Human Resources
 111-2190 Director of iCare
 111-2214 Director of Instruction
 111-2211 Director of Innovation
 111-2211 Director of Instructional Technology
 111-2831 Director of Labor Relations
 111-2251 Director of Library Services
 111-2211 Director of Literacy
 111-2211 Director of Magnet Programs
 111-2840 Director of Management Information Systems
 111-2190 Director of Mental Health Services
 111-2211 Director of Middle Schools
 111-2211 Director of MTSS
 111-2842 Director of Network & Operations
 111-2541 Director of Printing Services
 111-2520 Director of Procurement & Warehousing Serv.
 111-2231 Director of Professional Development
 111-2211 Director of Professional Develop Teacher Effectiveness
 111-2511 Director of Risk Management
 111-2660 Director of School Security
 111-2821 Director - Communications/Community Engagement
 111-2211 Director of Student Activities
 111-2840 Director of Technology Resources

AD105

111-3111 Assistant Director of Child Nutrition Program (CNP)
 111-2620 Assistant Director of Facilities

AD105 continued

111-2211 Assistant Director of Magnet Programs
 111-2710 Assistant Director of Transportation

AD106

111-2141 Coordinator of 504
 118-2512 Coordinator of Budget
 111-3111 Coordinator of Training Child Nutrition Program (CNP)
 119-2840 Coordinator of Curriculum Resource
 119-2830 Coordinator of Data and Records
 111-2212 Coordinator of Data Management
 118-2520 Coordinator of Fair Share
 111-2214 Coordinator of Federal Programs
 111-2211 Coordinator of Health, Physical Education, and Athletics
 112-1510 Coordinator of Homeless Program
 111-2214 Coordinator of Instruction for English Language Learning
 111-2511 Coordinator of Grants
 119-2810 Coordinator of Instructional Data
 111-2211 Coordinator of Instructional Technology
 111-2221 Coordinator of Literacy
 111-2540 Coordinator of Production
 111-2520 Coordinator of Purchasing
 111-2831 Coordinator of Retention and Employee Accountability
 111-2830 Coordinator of Substitutes and Applications
 111-2831 Coordinator of Support Programs
 111-2211 Coordinator of Technology Integration
 111-2214 Coordinator- Title I
 119-2821 Coordinator of Website/Special Events
 119-2220 Coordinator of World Language
 117-2723 Foreman of Mechanical Shop
 111-3111 Regional Chef
 111-2221 Supervisor of Academics
 118-2511 Supervisor of Accounting
 118-2515 Supervisor of Benefits
 111-3111 Supervisor of Child Nutrition Program (CNP)
 111-3111 Supervisor of Child Nutrition Program (CNP), Warehouse
 111-2111 Supervisor of Child Welfare & Attendance
 111-2121 Supervisor of Counseling
 111-2214 Supervisor of Curriculum
 111-2212 Supervisor of Exceptional Student Services
 111-2211 Supervisor of Fine Arts
 111-2213 Supervisor of Gifted & Talented Services
 111-2540 Supervisor of Graphic Arts
 111-2211 Supervisor of Health, Physical Education & Athletics
 111-2134 Supervisor of Health Services
 111-2830 Supervisor of Human Resources
 111-2211 Supervisor of Jumpstart
 Supervisor of Mental Health Professionals and Social
 111-2190 Workers
 118-2515 Supervisor of Payroll
 118-2515 Supervisor of Retirement
 111-2662 Supervisor of School Security
 111-2710 Supervisor of Transportation

AD107

111-2661 ADA Compliance Officer
 111-2190 Hearing Officer
 118-2516 Internal Auditor
 118-2842 Manager of Employee Data Systems
 118-2842 Manager of Financial Data Systems
 117-2723 Manager of Mechanic Shop
 111-2214 Manager of Project/Program
 118-3111 Manager of Quality Assurance
 118-2832 Manager of Recruitment
 118-2842 Manager of Student Data Systems
 111-2841 Manager of Wide Area Network

AD108

111-1600 District Grants Writer
 119-2710 Driver Training & Safety Officer
 118-2511 Grants Fiscal Officer
 113-2211 Professional Development Specialist
 113-2211 Project Evaluation Specialist
 111-2214 Schoolwide Program Monitor- Title I
 118-2511 Staff Accountant - Property Control
 111-2231 Training Development Specialist

2024-2025 Salary Schedule - Administration - 12 Month

STEP	AD101 Annual Salary	AD102 Annual Salary	AD103 Annual Salary	AD104 Annual Salary	AD105 Annual Salary	AD106 Annual Salary	AD107 Annual Salary	AD108 Annual Salary
0	109,732	86,596	83,596	80,596	77,596	74,596	71,596	66,596
1	110,732	87,596	84,596	81,396	78,396	75,396	72,396	67,396
2	111,732	88,596	85,596	82,196	79,196	76,196	73,196	68,196
3	112,732	89,596	86,596	82,996	79,996	76,996	73,996	68,996
4	113,732	90,596	87,596	83,796	80,796	77,796	74,796	69,796
5	114,732	91,596	88,596	84,596	81,596	78,596	75,596	70,596
6	115,732	92,596	89,596	85,396	82,396	79,396	76,396	71,396
7	116,732	93,596	90,596	86,196	83,196	80,196	77,196	72,196
8	117,732	94,596	91,596	86,996	83,996	80,996	77,996	72,996
9	118,732	95,596	92,596	87,796	84,796	81,796	78,796	73,796
10	119,732	96,596	93,596	88,596	85,596	82,596	79,596	74,596
11	120,732	97,596	94,596	89,396	86,396	83,396	80,396	75,396
12	121,732	98,596	95,596	90,196	87,196	84,196	81,196	76,196
13	122,732	99,596	96,596	90,996	87,996	84,996	81,996	76,996
14	123,732	100,596	97,596	91,796	88,796	85,796	82,796	77,796
15	124,732	101,596	98,596	92,596	89,596	86,596	83,596	78,596
16	125,732	102,596	99,596	93,396	90,396	87,396	84,396	79,396
17	126,732	103,596	100,596	94,196	91,196	88,196	85,196	80,196
18	127,732	104,596	101,596	94,996	91,996	88,996	85,996	80,996
19	128,732	105,596	102,596	95,796	92,796	89,796	86,796	81,796
20	129,732	106,596	103,596	96,596	93,596	90,596	87,596	82,596
21	130,732	107,596	104,596	97,396	94,396	91,396	88,396	83,396
22	131,732	108,596	105,596	98,196	95,196	92,196	89,196	84,196
23	132,732	109,596	106,596	98,996	95,996	92,996	89,996	84,996
24	133,732	110,596	107,596	99,796	96,796	93,796	90,796	85,796
25	134,732	111,596	108,596	100,596	97,596	94,596	91,596	86,596
26	135,732	112,596	109,596	101,396	98,396	95,396	92,396	87,396
27	136,732	113,596	110,596	102,196	99,196	96,196	93,196	88,196
28	137,732	114,596	111,596	102,996	99,996	96,996	93,996	88,996
29	138,732	115,596	112,596	103,796	100,796	97,796	94,796	89,796
30	139,732	116,596	113,596	104,596	101,596	98,596	95,596	90,596
31	140,732	117,596	114,596	105,396	102,396	99,396	96,396	91,396
32	141,732	118,596	115,596	106,196	103,196	100,196	97,196	92,196
33	142,732	119,596	116,596	106,996	103,996	100,996	97,996	92,996
34	143,732	120,596	117,596	107,796	104,796	101,796	98,796	93,796
35	144,732	121,596	118,596	108,596	105,596	102,596	99,596	94,596
36	145,732	122,596	119,596	109,396	106,396	103,396	100,396	95,396
37	146,732	123,596	120,596	110,196	107,196	104,196	101,196	96,196
38	147,732	124,596	121,596	110,996	107,996	104,996	101,996	96,996
39	148,732	125,596	122,596	111,796	108,796	105,796	102,796	97,796
40	149,732	126,596	123,596	112,596	109,596	106,596	103,596	98,596

Administration Support Pay Grades

2023-2024

SU101

114-2321 Confidential Assistant to the Superintendent
111-2821 Public Information Officer

SU102

114-2312 Administrative Assistant to the School Board Members
114-2311 Administrative Assistant to General Counsel
114-2510 Fiscal Analyst
119-2710 Routing Specialist
118-2516 School Accounts Auditor

SU103

119-2214 Administrative Assistant - Chief
114-2324 Administrative Assistant - Associate Superintendent

SU104

119-2520 Buyer I
114-2540 Graphic Arts Production Assistant
114-2214 Inventory & Property Control Specialist
119-2211 Magnet Promotion Specialist
111-2190 Office Manager/Developer - Radio Station
114-2810 Resource Development Specialist

SU105

114-2212 Assistive Technology Assistant SPED
114-2510 Budget Specialist
114-2321 Fair Share Specialist
114-2214 Parental/Community Liaison- Federal Programs
114-2510 Finance Specialist
114-2510 Grants Specialist
111-2610 Office Operations Manager
114-2540 Graphic Designer
114-2510 Risk Management Specialist

SU106

119-2214 Executive Secretary- Executive Director
114-2400 Executive Secretary
118-2190 Production Director/Announcer - Radio Station
114-2540 Digital Press Operator
114-2540 Large Format Production Operator
114-2540 Screen Printing Press Operator
114-2540 Production/Finishing Assistant

SU107

2NNN Secretary to Administrative Director
2NNN Secretary to Director
114-2400 Executive School Secretary
114-2214 School Resource Liaison
119-1390 Youth Development Specialist

2024-2025 Salary Schedule - Administration Support - 12 Month

STEP	SU101 Annual Salary	SU102 Annual Salary	SU103 Annual Salary	SU104 Annual Salary	SU105 Annual Salary	SU106 Annual Salary	SU107 Annual Salary
0	56,277	52,277	48,277	44,277	40,277	36,277	32,277
1	56,877	52,877	48,877	44,877	40,777	36,777	32,777
2	57,477	53,477	49,477	45,477	41,277	37,277	33,277
3	58,077	54,077	50,077	46,077	41,777	37,777	33,777
4	58,677	54,677	50,677	46,677	42,277	38,277	34,277
5	59,277	55,277	51,277	47,277	42,777	38,777	34,777
6	59,877	55,877	51,877	47,877	43,277	39,277	35,277
7	60,477	56,477	52,477	48,477	43,777	39,777	35,777
8	61,077	57,077	53,077	49,077	44,277	40,277	36,277
9	61,677	57,677	53,677	49,677	44,777	40,777	36,777
10	62,277	58,277	54,277	50,277	45,277	41,277	37,277
11	62,877	58,877	54,877	50,877	45,777	41,777	37,777
12	63,477	59,477	55,477	51,477	46,277	42,277	38,277
13	64,077	60,077	56,077	52,077	46,777	42,777	38,777
14	64,677	60,677	56,677	52,677	47,277	43,277	39,277
15	65,277	61,277	57,277	53,277	47,777	43,777	39,777
16	65,877	61,877	57,877	53,877	48,277	44,277	40,277
17	66,477	62,477	58,477	54,477	48,777	44,777	40,777
18	67,077	63,077	59,077	55,077	49,277	45,277	41,277
19	67,677	63,677	59,677	55,677	49,777	45,777	41,777
20	68,277	64,277	60,277	56,277	50,277	46,277	42,277
21	68,877	64,877	60,877	56,877	50,777	46,777	42,777
22	69,477	65,477	61,477	57,477	51,277	47,277	43,277
23	70,077	66,077	62,077	58,077	51,777	47,777	43,777
24	70,677	66,677	62,677	58,677	52,277	48,277	44,277
25	71,277	67,277	63,277	59,277	52,777	48,777	44,777
26	71,877	67,877	63,877	59,877	53,277	49,277	45,277
27	72,477	68,477	64,477	60,477	53,777	49,777	45,777
28	73,077	69,077	65,077	61,077	54,277	50,277	46,277
29	73,677	69,677	65,677	61,677	54,777	50,777	46,777
30	74,277	70,277	66,277	62,277	55,277	51,277	47,277
31	74,877	70,877	66,877	62,877	55,777	51,777	47,777
32	75,477	71,477	67,477	63,477	56,277	52,277	48,277
33	76,077	72,077	68,077	64,077	56,777	52,777	48,777
34	76,677	72,677	68,677	64,677	57,277	53,277	49,277
35	77,277	73,277	69,277	65,277	57,777	53,777	49,777
36	77,877	73,877	69,877	65,877	58,277	54,277	50,277
37	78,477	74,477	70,477	66,477	58,777	54,777	50,777
38	79,077	75,077	71,077	67,077	59,277	55,277	51,277
39	79,677	75,677	71,677	67,677	59,777	55,777	51,777
40	80,277	76,277	72,277	68,277	60,277	56,277	52,277

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

Technology Pay Grades
2024-2025

DA105

118-2842 Network Administrator
118-2842 Systems Analyst
118-2842 Webmaster

DA106

118-2842 Programmer Analyst
119-2849 Software Support Specialist
119-2840 Technology Resources Specialist

DA107

111-2841 Operations Specialist
119-2840 Security/Electronics Foreman
119-2849 Wide Area Network Specialist

DA108

114-2840 Data Registration Specialist
117-2640 Electronic Technician
118-2849 Network Specialist

*** Network Specialist I's salary will be \$6000 less than Step 0 of the Network Specialist Pay Grade. No additional steps will be earned as a Network Specialist I.

2024-2025 Salary Schedule - Technology - 12 Month

Step	DA105	DA106	DA107	DA108
	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	64,596	58,277	46,277	42,277
1	65,396	59,077	46,877	42,877
2	66,196	59,877	47,477	43,477
3	66,996	60,677	48,077	44,077
4	67,796	61,477	48,677	44,677
5	68,596	62,277	49,277	45,277
6	69,396	63,077	49,877	45,877
7	70,196	63,877	50,477	46,477
8	70,996	64,677	51,077	47,077
9	71,796	65,477	51,677	47,677
10	72,596	66,277	52,277	48,277
11	73,396	67,077	52,877	48,877
12	74,196	67,877	53,477	49,477
13	74,996	68,677	54,077	50,077
14	75,796	69,477	54,677	50,677
15	76,596	70,277	55,277	51,277
16	77,396	71,077	55,877	51,877
17	78,196	71,877	56,477	52,477
18	78,996	72,677	57,077	53,077
19	79,796	73,477	57,677	53,677
20	80,596	74,277	58,277	54,277
21	81,396	75,077	58,877	54,877
22	82,196	75,877	59,477	55,477
23	82,996	76,677	60,077	56,077
24	83,796	77,477	60,677	56,677
25	84,596	78,277	61,277	57,277
26	85,396	79,077	61,877	57,877
27	86,196	79,877	62,477	58,477
28	86,996	80,677	63,077	59,077
29	87,796	81,477	63,677	59,677
30	88,596	82,277	64,277	60,277
31	89,396	83,077	64,877	60,877
32	90,196	83,877	65,477	61,477
33	90,996	84,677	66,077	62,077
34	91,796	85,477	66,677	62,677
35	92,596	86,277	67,277	63,277
36	93,396	87,077	67,877	63,877
37	94,196	87,877	68,477	64,477
38	94,996	88,677	69,077	65,077
39	95,796	89,477	69,677	65,677
40	96,596	90,277	70,277	66,277

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund-
Additional raise paid from General Fund Reserve Fund

Clerical Pay Grades 2024-2025

The 5 character pay grade listed below that contains the H in the 3rd position is the hourly pay rate schedule. The other pay grade listed is the annual salary schedule.

CLH01

114-2511 Accounting Specialist III
114-2212 Data Specialist III
114-2511 Finance Specialist III
114-2830 Personnel Specialist III

CLH02

114-2212 Data Specialist II
114-2511 Finance Specialist II
114-2511 Payroll Specialist II
114-2830 Personnel Specialist II
114-2520 Purchasing Specialist III

CLH02

114-2212 Data Specialist II

CLH03

114-2212 Data Specialist I
114-2830 Personnel Specialist I
114-2520 Purchasing Specialist II
2NNN Clerical Assistant/Clerk
114-2710 Transportation Dispatcher

CLH03

114-2212 Data Specialist I
115-1110 Elementary Time Out Room Moderator
115-1210 Paraprofessionals/SpecEd Aide- 8 Hours
119-2190 Parental Involvement Facilitator

CLH03

115-1210 Child Specific Aide
115-1210 Paraprofessionals/SpecEd Aide
115-2130 Licensed Practical Nurse

CLH03

115-1210 Special Education Transportation Aide

CLH04

114-2511 Accounting Specialist I
114-2511 Benefits Specialist I
114-2511 Finance Specialist I
114-2511 Risk Management Specialist I
114-2516 School Accounts Specialist

CLH05

2NNN Building Receptionist
2NNN Clerical Assistant/Clerk
2NNN Clerical Assistant/Clerk- 12 month

CLH05

2NNN Attendance/Guidance Clerk - 11 Month

CLH05

2NNN Attendance/Guidance Clerk - 10 Month

CLH05

2NNN Attendance/Guidance Clerk - 9 Month

2024-2025 Salary Schedules - Clerical - 12 Month/8 Hours

STEP	CLH01		CL101		CLH02		CL102		CLH03		CL103		CLH04		CL104		CLH05		CL105	
	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary
0	16.22	33,861	16.02	33,444	15.82	33,026	15.62	32,608	15.42	32,190										
1	16.47	34,383	16.27	33,965	16.07	33,547	15.87	33,130	15.67	32,713										
2	16.72	34,905	16.52	34,488	16.32	34,070	16.12	33,652	15.92	33,235										
3	16.97	35,427	16.77	35,009	16.57	34,592	16.37	34,174	16.17	33,756										
4	17.22	35,949	17.02	35,531	16.82	35,114	16.62	34,697	16.42	34,279										
5	17.47	36,471	17.27	36,054	17.07	35,636	16.87	35,218	16.67	34,801										
6	17.72	36,993	17.52	36,575	17.32	36,158	17.12	35,740	16.92	35,322										
7	17.97	37,515	17.77	37,097	17.57	36,680	17.37	36,263	17.17	35,845										
8	18.22	38,037	18.02	37,620	17.82	37,202	17.62	36,784	17.42	36,367										
9	18.47	38,559	18.27	38,141	18.07	37,724	17.87	37,306	17.67	36,889										
10	18.72	39,081	18.52	38,664	18.32	38,246	18.12	37,829	17.92	37,411										
11	18.97	39,603	18.77	39,186	18.57	38,768	18.37	38,350	18.17	37,932										
12	19.22	40,125	19.02	39,707	18.82	39,289	18.62	38,872	18.42	38,455										
13	19.47	40,648	19.27	40,230	19.07	39,812	18.87	39,394	18.67	38,977										
14	19.72	41,169	19.52	40,752	19.32	40,334	19.12	39,916	18.92	39,498										
15	19.97	41,691	19.77	41,273	19.57	40,855	19.37	40,439	19.17	40,021										
16	20.22	42,213	20.02	41,796	19.82	41,378	19.62	40,960	19.42	40,543										
17	20.47	42,735	20.27	42,317	20.07	41,900	19.87	41,482	19.67	41,064										
18	20.72	43,257	20.52	42,839	20.32	42,422	20.12	42,005	19.92	41,587										
19	20.97	43,779	20.77	43,362	20.57	42,944	20.37	42,526	20.17	42,109										
20	21.22	44,301	21.02	43,883	20.82	43,466	20.62	43,048	20.42	42,630										
21	21.47	44,823	21.27	44,405	21.07	43,988	20.87	43,571	20.67	43,153										
22	21.72	45,345	21.52	44,928	21.32	44,510	21.12	44,092	20.92	43,674										
23	21.97	45,867	21.77	45,449	21.57	45,032	21.37	44,614	21.17	44,197										
24	22.22	46,390	22.02	45,972	21.82	45,554	21.62	45,137	21.42	44,719										
25	22.47	46,911	22.27	46,494	22.07	46,076	21.87	45,658	21.67	45,240										
26	22.72	47,433	22.52	47,015	22.32	46,597	22.12	46,180	21.92	45,763										
27	22.97	47,955	22.77	47,538	22.57	47,120	22.37	46,702	22.17	46,285										
28	23.22	48,477	23.02	48,059	22.82	47,642	22.62	47,224	22.42	46,806										
29	23.47	48,999	23.27	48,581	23.07	48,164	22.87	47,747	22.67	47,329										
30	23.72	49,521	23.52	49,104	23.32	48,686	23.12	48,268	22.92	47,851										
31	23.97	50,043	23.77	49,625	23.57	49,208	23.37	48,790	23.17	48,372										
32	24.22	50,565	24.02	50,147	23.82	49,730	23.62	49,313	23.42	48,895										
33	24.47	51,087	24.27	50,670	24.07	50,252	23.87	49,834	23.67	49,417										
34	24.72	51,609	24.52	51,191	24.32	50,774	24.12	50,356	23.92	49,939										
35	24.97	52,131	24.77	51,714	24.57	51,296	24.37	50,879	24.17	50,461										
36	25.22	52,653	25.02	52,236	24.82	51,818	24.62	51,400	24.42	50,982										
37	25.47	53,175	25.27	52,757	25.07	52,339	24.87	51,922	24.67	51,505										
38	25.72	53,698	25.52	53,280	25.32	52,862	25.12	52,444	24.92	52,027										
39	25.97	54,219	25.77	53,802	25.57	53,384	25.37	52,966	25.17	52,548										
40	26.22	54,741	26.02	54,323	25.82	53,905	25.62	53,489	25.42	53,071										

2024-2025 Salary Schedule - Clerical - 9/10/11 Months

STEP	9 Months			9 Months		10 Months		10 Months	11 Months	
	CLH03	C8303-8 Hours	C7303-7 Hours	CLH05	C8305-8 Hours	CLH02	C8202-8 Hours	CLH05	C8205-8 Hours	C8405-8 Hours
	Hrly Rate	Annual Salary	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Annual Salary
0	15.82	22,776	19,930	15.42	22,200	16.02	25,627	15.42	24,667	27,134
1	16.07	23,136	20,245	15.67	22,560	16.27	26,027	15.67	25,067	27,574
2	16.32	23,496	20,559	15.92	22,920	16.52	26,427	15.92	25,467	28,014
3	16.57	23,857	20,874	16.17	23,281	16.77	26,827	16.17	25,867	28,454
4	16.82	24,217	21,189	16.42	23,641	17.02	27,227	16.42	26,267	28,894
5	17.07	24,576	21,505	16.67	24,000	17.27	27,627	16.67	26,667	29,334
6	17.32	24,936	21,820	16.92	24,360	17.52	28,027	16.92	27,067	29,774
7	17.57	25,296	22,134	17.17	24,720	17.77	28,427	17.17	27,467	30,214
8	17.82	25,657	22,449	17.42	25,081	18.02	28,827	17.42	27,867	30,654
9	18.07	26,017	22,764	17.67	25,441	18.27	29,227	17.67	28,267	31,094
10	18.32	26,376	23,080	17.92	25,800	18.52	29,627	17.92	28,667	31,534
11	18.57	26,736	23,395	18.17	26,160	18.77	30,027	18.17	29,067	31,974
12	18.82	27,096	23,709	18.42	26,520	19.02	30,427	18.42	29,467	32,414
13	19.07	27,457	24,024	18.67	26,881	19.27	30,827	18.67	29,867	32,854
14	19.32	27,817	24,339	18.92	27,241	19.52	31,227	18.92	30,267	33,294
15	19.57	28,176	24,655	19.17	27,600	19.77	31,627	19.17	30,667	33,734
16	19.82	28,536	24,970	19.42	27,960	20.02	32,027	19.42	31,067	34,174
17	20.07	28,896	25,284	19.67	28,320	20.27	32,427	19.67	31,467	34,614
18	20.32	29,257	25,599	19.92	28,681	20.52	32,827	19.92	31,867	35,054
19	20.57	29,617	25,914	20.17	29,041	20.77	33,227	20.17	32,267	35,494
20	20.82	29,976	26,230	20.42	29,400	21.02	33,627	20.42	32,667	35,934
21	21.07	30,336	26,545	20.67	29,760	21.27	34,027	20.67	33,067	36,374
22	21.32	30,696	26,859	20.92	30,120	21.52	34,427	20.92	33,467	36,814
23	21.57	31,057	27,174	21.17	30,481	21.77	34,827	21.17	33,867	37,254
24	21.82	31,417	27,489	21.42	30,841	22.02	35,227	21.42	34,267	37,694
25	22.07	31,776	27,805	21.67	31,200	22.27	35,627	21.67	34,667	38,134
26	22.32	32,136	28,120	21.92	31,560	22.52	36,027	21.92	35,067	38,574
27	22.57	32,496	28,434	22.17	31,920	22.77	36,427	22.17	35,467	39,014
28	22.82	32,857	28,749	22.42	32,281	23.02	36,827	22.42	35,867	39,454
29	23.07	33,217	29,064	22.67	32,641	23.27	37,227	22.67	36,267	39,894
30	23.32	33,576	29,380	22.92	33,000	23.52	37,627	22.92	36,667	40,334
31	23.57	33,936	29,695	23.17	33,360	23.77	38,027	23.17	37,067	40,774
32	23.82	34,296	30,009	23.42	33,720	24.02	38,427	23.42	37,467	41,214
33	24.07	34,657	30,324	23.67	34,081	24.27	38,827	23.67	37,867	41,654
34	24.32	35,017	30,639	23.92	34,441	24.52	39,227	23.92	38,267	42,094
35	24.57	35,376	30,955	24.17	34,800	24.77	39,627	24.17	38,667	42,534
36	24.82	35,736	31,270	24.42	35,160	25.02	40,027	24.42	39,067	42,974
37	25.07	36,096	31,584	24.67	35,520	25.27	40,427	24.67	39,467	43,414
38	25.32	36,457	31,899	24.92	35,881	25.52	40,827	24.92	39,867	43,854
39	25.57	36,817	32,214	25.17	36,241	25.77	41,227	25.17	40,267	44,294
40	25.82	37,176	32,530	25.42	36,600	26.02	41,627	25.42	40,667	44,734

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - Paraprofessionals/SETA/Elem TOR - 9 Months

STEP	CLH03	C8303-8 Hour	C7303-7 Hour
	Hrly Rate	Annual Salary	Annual Salary
0	15.82	22,776	19,930
1	16.07	23,136	20,245
2	16.32	23,496	20,559
3	16.57	23,857	20,874
4	16.82	24,217	21,189
5	17.07	24,576	21,505
6	17.32	24,936	21,820
7	17.57	25,296	22,134
8	17.82	25,657	22,449
9	18.07	26,017	22,764
10	18.32	26,376	23,080
11	18.57	26,736	23,395
12	18.82	27,096	23,709
13	19.07	27,457	24,024
14	19.32	27,817	24,339
15	19.57	28,176	24,655
16	19.82	28,536	24,970
17	20.07	28,896	25,284
18	20.32	29,257	25,599
19	20.57	29,617	25,914
20	20.82	29,976	26,230
21	21.07	30,336	26,545
22	21.32	30,696	26,859
23	21.57	31,057	27,174
24	21.82	31,417	27,489
25	22.07	31,776	27,805
26	22.32	32,136	28,120
27	22.57	32,496	28,434
28	22.82	32,857	28,749
29	23.07	33,217	29,064
30	23.32	33,576	29,380
31	23.57	33,936	29,695
32	23.82	34,296	30,009
33	24.07	34,657	30,324
34	24.32	35,017	30,639
35	24.57	35,376	30,955
36	24.82	35,736	31,270
37	25.07	36,096	31,584
38	25.32	36,457	31,899
39	25.57	36,817	32,214
40	25.82	37,176	32,530

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

Transportation Pay Grades

2024-2025

TRH01

117-2723 Transportation Leaderman

TRH02

117-2723 Transportation Mechanic II

TRH03

117-2723 Transportation Mechanic I

TRH04

119-2530 Transportation Service Technician

BU301

116-2721 Bus Operator

116-2731 Bus Operator - Special Education

BU302

116-2732 Transportation Bus Attendant

2024-2025 Salary Schedule - Transportation Trades - 12 Month/8 Hours

STEP	TRH01	TR101	TRH02	TR102	TRH03	TR103	TRH04	TR104
	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary
0	19.47	40,647	17.47	36,471	15.92	33,235	14.62	30,521
1	19.72	41,169	17.72	36,993	16.12	33,652	14.77	30,833
2	19.97	41,691	17.97	37,516	16.32	34,070	14.92	31,146
3	20.22	42,213	18.22	38,037	16.52	34,488	15.07	31,460
4	20.47	42,735	18.47	38,559	16.72	34,905	15.22	31,773
5	20.72	43,257	18.72	39,081	16.92	35,322	15.37	32,087
6	20.97	43,779	18.97	39,603	17.12	35,740	15.52	32,399
7	21.22	44,301	19.22	40,125	17.32	36,158	15.67	32,713
8	21.47	44,823	19.47	40,647	17.52	36,576	15.82	33,026
9	21.72	45,345	19.72	41,169	17.72	36,994	15.97	33,340
10	21.97	45,868	19.97	41,691	17.92	37,410	16.12	33,652
11	22.22	46,389	20.22	42,213	18.12	37,828	16.27	33,965
12	22.47	46,911	20.47	42,735	18.32	38,246	16.42	34,279
13	22.72	47,433	20.72	43,257	18.52	38,664	16.57	34,592
14	22.97	47,955	20.97	43,779	18.72	39,081	16.72	34,905
15	23.22	48,477	21.22	44,301	18.92	39,499	16.87	35,218
16	23.47	48,999	21.47	44,824	19.12	39,916	17.02	35,532
17	23.72	49,521	21.72	45,345	19.32	40,334	17.17	35,845
18	23.97	50,043	21.97	45,867	19.52	40,751	17.32	36,157
19	24.22	50,565	22.22	46,389	19.72	41,169	17.47	36,471
20	24.47	51,087	22.47	46,911	19.92	41,587	17.62	36,784
21	24.72	51,609	22.72	47,433	20.12	42,005	17.77	37,098
22	24.97	52,131	22.97	47,955	20.32	42,421	17.92	37,410
23	25.22	52,653	23.22	48,477	20.52	42,839	18.07	37,724
24	25.47	53,176	23.47	48,999	20.72	43,257	18.22	38,037
25	25.72	53,697	23.72	49,521	20.92	43,675	18.37	38,351
26	25.97	54,219	23.97	50,043	21.12	44,092	18.52	38,663
27	26.22	54,741	24.22	50,566	21.32	44,510	18.67	38,976
28	26.47	55,263	24.47	51,087	21.52	44,928	18.82	39,290
29	26.72	55,785	24.72	51,609	21.72	45,345	18.97	39,603
30	26.97	56,307	24.97	52,131	21.92	45,762	19.12	39,917
31	27.22	56,829	25.22	52,653	22.12	46,180	19.27	40,229
32	27.47	57,351	25.47	53,175	22.32	46,598	19.42	40,543
33	27.72	57,873	25.72	53,697	22.52	47,016	19.57	40,856
34	27.97	58,395	25.97	54,219	22.72	47,434	19.72	41,170
35	28.22	58,918	26.22	54,741	22.92	47,850	19.87	41,482
36	28.47	59,439	26.47	55,263	23.12	48,268	20.02	41,795
37	28.72	59,961	26.72	55,785	23.32	48,686	20.17	42,109
38	28.97	60,483	26.97	56,307	23.52	49,104	20.32	42,422
39	29.22	61,005	27.22	56,829	23.72	49,521	20.47	42,735
40	29.47	61,527	27.47	57,351	23.92	49,939	20.62	43,048

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - Bus Operator & Bus Attendant - 9 Month

BU301 - 8 Hours		BU302 - 6 Hours	
STEP	Annual Salary	STEP	Annual Salary
0	20,450	0	16,550
1	20,750	1	16,750
2	21,050	2	16,950
3	21,350	3	17,150
4	21,650	4	17,350
5	21,950	5	17,550
6	22,250	6	17,750
7	22,550	7	17,950
8	22,850	8	18,150
9	23,150	9	18,350
10	23,450	10	18,550
11	23,750	11	18,750
12	24,050	12	18,950
13	24,350	13	19,150
14	24,650	14	19,350
15	24,950	15	19,550
16	25,250	16	19,750
17	25,550	17	19,950
18	25,850	18	20,150
19	26,150	19	20,350
20	26,450	20	20,550
21	26,750	21	20,750
22	27,050	22	20,950
23	27,350	23	21,150
24	27,650	24	21,350
25	27,950	25	21,550
26	28,250	26	21,750
27	28,550	27	21,950
28	28,850	28	22,150
29	29,150	29	22,350
30	29,450	30	22,550
31	29,750	31	22,750
32	30,050	32	22,950
33	30,350	33	23,150
34	30,650	34	23,350
35	30,950	35	23,550
36	31,250	36	23,750
37	31,550	37	23,950
38	31,850	38	24,150
39	32,150	39	24,350
40	32,450	40	24,550

nt is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from Gen

Child Nutrition Program Pay Grades

2024-2025

The 5 character pay grade listed below that contains the H in the 3rd position is the hourly pay rate schedule. The other

NU124

117-3121 Appliance Foreman- Child Nutrition Program (CNP)
118-3111 Support Programmer- Child Nutrition Program (CNP)
118-3111 Training Development Specialists - CNP
118-3111 Dietitian - CNP

NU127

114-3110 Meal Benefits Data Specialist- CNP- 12 Month
114-3110 Purchasing Specialist- CNP- 12 Month
114-3110 Technical Support Specialist- CNP-12 Month

NU327

114-3110 Meal Benefits Data Specialist- CNP- 9 Month
114-3110 Purchasing Specialist- CNP- 9 Month
114-3110 Technical Support Specialist- CNP- 9 Month

NU303

111-3121

N8110 (Salary) NUH10 (Hourly Rate)

114-3110

NUH10 (Salary) N7310 (Hourly Rate)

111-3121

NUH05 (Salary) N8105 (Hourly Rate)

114-3110

NUH05 (Salary) N7305 (Hourly)

116-3120

NUH06 (Salary) N7306 (Hourly Rate)

116-3120

NUH06 (Salary) N6306 (Hourly Rate)

116-3120

NUH07 (Salary) N8107 (Hourly Rate)

116-3120

NUH07 (Salary) N7307 (Hourly Rate)

116-3120

NUH08 (Salary) NU108 (Hourly Rate)

117-3120

NUH09 (Salary) NU109 (Hourly Rate)

117-3121

114-3110

2024-2025 Salary Schedule - Child Nutrition Program - Administration - 12 Month/8 Hours

STEP	NU121 Annual Salary	NU122 Annual Salary	NU123 Annual Salary	NU124 Annual Salary
0	87,640	75,640	67,640	59,288
1	88,640	76,440	68,440	60,088
2	89,640	77,240	69,240	60,888
3	90,640	78,040	70,040	61,688
4	91,640	78,840	70,840	62,488
5	92,640	79,640	71,640	63,288
6	93,640	80,440	72,440	64,088
7	94,640	81,240	73,240	64,888
8	95,640	82,040	74,040	65,688
9	96,640	82,840	74,840	66,488
10	97,640	83,640	75,640	67,288
11	98,640	84,440	76,440	68,088
12	99,640	85,240	77,240	68,888
13	100,640	86,040	78,040	69,688
14	101,640	86,840	78,840	70,488
15	102,640	87,640	79,640	71,288
16	103,640	88,440	80,440	72,088
17	104,640	89,240	81,240	72,888
18	105,640	90,040	82,040	73,688
19	106,640	90,840	82,840	74,488
20	107,640	91,640	83,640	75,288
21	108,640	92,440	84,440	76,088
22	109,640	93,240	85,240	76,888
23	110,640	94,040	86,040	77,688
24	111,640	94,840	86,840	78,488
25	112,640	95,640	87,640	79,288
26	113,640	96,440	88,440	80,088
27	114,640	97,240	89,240	80,888
28	115,640	98,040	90,040	81,688
29	116,640	98,840	90,840	82,488
30	117,640	99,640	91,640	83,288
31	118,640	100,440	92,440	84,088
32	119,640	101,240	93,240	84,888
33	120,640	102,040	94,040	85,688
34	121,640	102,840	94,840	86,488
35	122,640	103,640	95,640	87,288
36	123,640	104,440	96,440	88,088
37	124,640	105,240	97,240	88,888
38	125,640	106,040	98,040	89,688
39	126,640	106,840	98,840	90,488
40	127,640	107,640	99,640	91,288

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - Child Nutrition Program - Administration Support - 8 Hours

STEP	NU125 - 12 Month Annual Salary	NU126 - 12 Month Annual Salary	NU127 - 12 Month Annual Salary	NU327 - 9 Month Annual Salary
0	53,288	49,288	45,288	31,233
1	53,888	49,888	45,888	31,647
2	54,488	50,488	46,488	32,061
3	55,088	51,088	47,088	32,475
4	55,688	51,688	47,688	32,888
5	56,288	52,288	48,288	33,302
6	56,888	52,888	48,888	33,716
7	57,488	53,488	49,488	34,129
8	58,088	54,088	50,088	34,543
9	58,688	54,688	50,688	34,957
10	59,288	55,288	51,288	35,371
11	59,888	55,888	51,888	35,784
12	60,488	56,488	52,488	36,199
13	61,088	57,088	53,088	36,613
14	61,688	57,688	53,688	37,027
15	62,288	58,288	54,288	37,440
16	62,888	58,888	54,888	37,854
17	63,488	59,488	55,488	38,268
18	64,088	60,088	56,088	38,681
19	64,688	60,688	56,688	39,095
20	65,288	61,288	57,288	39,509
21	65,888	61,888	57,888	39,923
22	66,488	62,488	58,488	40,336
23	67,088	63,088	59,088	40,750
24	67,688	63,688	59,688	41,164
25	68,288	64,288	60,288	41,577
26	68,888	64,888	60,888	41,992
27	69,488	65,488	61,488	42,406
28	70,088	66,088	62,088	42,820
29	70,688	66,688	62,688	43,233
30	71,288	67,288	63,288	43,647
31	71,888	67,888	63,888	44,061
32	72,488	68,488	64,488	44,475
33	73,088	69,088	65,088	44,888
34	73,688	69,688	65,688	45,302
35	74,288	70,288	66,288	45,716
36	74,888	70,888	66,888	46,129
37	75,488	71,488	67,488	46,543
38	76,088	72,088	68,088	46,957
39	76,688	72,688	68,688	47,371
40	77,288	73,288	69,288	47,784

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - Child Nutrition Program - Supervisors and Managers - 8 Hours

STEP	NU301 - 9 Month	NU201 - 10 Month	NU101 -12 Month	NU303 - 9 Month
	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	37,510	41,678	54,389	34,018
1	37,942	42,158	55,016	34,378
2	38,374	42,638	55,642	34,738
3	38,806	43,118	56,269	35,098
4	39,238	43,598	56,895	35,458
5	39,670	44,078	57,521	35,818
6	40,102	44,558	58,148	36,178
7	40,534	45,037	58,774	36,538
8	40,966	45,517	59,401	36,898
9	41,398	45,998	60,027	37,258
10	41,830	46,478	60,653	37,618
11	42,262	46,958	61,280	37,978
12	42,694	47,438	61,906	38,338
13	43,126	47,918	62,533	38,698
14	43,558	48,398	63,159	39,058
15	43,990	48,878	63,785	39,418
16	44,422	49,357	64,412	39,778
17	44,854	49,837	65,038	40,138
18	45,286	50,318	65,665	40,498
19	45,718	50,798	66,291	40,858
20	46,150	51,278	66,917	41,218
21	46,582	51,758	67,544	41,578
22	47,014	52,238	68,170	41,938
23	47,446	52,718	68,797	42,298
24	47,878	53,198	69,423	42,658
25	48,310	53,677	70,049	43,018
26	48,742	54,157	70,676	43,378
27	49,174	54,638	71,302	43,738
28	49,606	55,118	71,929	44,098
29	50,038	55,598	72,555	44,458
30	50,470	56,078	73,181	44,818
31	50,902	56,558	73,808	45,178
32	51,334	57,038	74,434	45,538
33	51,766	57,518	75,061	45,898
34	52,198	57,997	75,687	46,258
35	52,630	58,477	76,313	46,618
36	53,062	58,958	76,940	46,978
37	53,494	59,438	77,566	47,338
38	53,926	59,918	78,193	47,698
39	54,358	60,398	78,819	48,058
40	54,790	60,878	79,445	48,418

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - Child Nutrition Program - Trades and Assistant Managers - 8 Hours

STEP	NUH08	NU108 - 12 Month	NUH09	NU109 - 12 Month	NU309 - 9 Month
	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Annual Salary
0	22.42	46,807	19.42	40,542	27,960
1	22.72	47,433	19.67	41,065	28,320
2	23.02	48,059	19.92	41,586	28,680
3	23.32	48,686	20.17	42,109	29,041
4	23.62	49,313	20.42	42,631	29,401
5	23.92	49,938	20.67	43,152	29,760
6	24.22	50,565	20.92	43,675	30,120
7	24.52	51,191	21.17	44,197	30,480
8	24.82	51,818	21.42	44,718	30,841
9	25.12	52,445	21.67	45,241	31,201
10	25.42	53,070	21.92	45,763	31,560
11	25.72	53,697	22.17	46,284	31,920
12	26.02	54,324	22.42	46,807	32,280
13	26.32	54,950	22.67	47,329	32,641
14	26.62	55,576	22.92	47,851	33,001
15	26.92	56,203	23.17	48,373	33,360
16	27.22	56,829	23.42	48,894	33,720
17	27.52	57,456	23.67	49,417	34,080
18	27.82	58,082	23.92	49,939	34,441
19	28.12	58,708	24.17	50,460	34,801
20	28.42	59,335	24.42	50,983	35,160
21	28.72	59,961	24.67	51,505	35,520
22	29.02	60,587	24.92	52,026	35,880
23	29.32	61,214	25.17	52,549	36,241
24	29.62	61,840	25.42	53,071	36,601
25	29.92	62,467	25.67	53,592	36,960
26	30.22	63,093	25.92	54,115	37,320
27	30.52	63,719	26.17	54,636	37,680
28	30.82	64,346	26.42	55,159	38,041
29	31.12	64,973	26.67	55,681	38,401
30	31.42	65,598	26.92	56,202	38,760
31	31.72	66,225	27.17	56,725	39,120
32	32.02	66,851	27.42	57,247	39,480
33	32.32	67,478	27.67	57,768	39,841
34	32.62	68,105	27.92	58,291	40,201
35	32.92	68,730	28.17	58,813	40,560
36	33.22	69,357	28.42	59,334	40,920
37	33.52	69,984	28.67	59,857	41,280
38	33.82	70,610	28.92	60,379	41,641
39	34.12	71,236	29.17	60,901	42,001
40	34.42	71,863	29.42	61,423	42,360

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund- Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - Child Nutrition Program - Technician IV

STEP	NUH10	N7310 - 9 Month/7 Hours	N8110 - 12 Month/8 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	17.42	21,945	36,367
1	17.62	22,197	36,785
2	17.82	22,450	37,202
3	18.02	22,702	37,619
4	18.22	22,953	38,037
5	18.42	23,205	38,455
6	18.62	23,457	38,872
7	18.82	23,710	39,290
8	19.02	23,962	39,708
9	19.22	24,213	40,125
10	19.42	24,465	40,542
11	19.62	24,717	40,960
12	19.82	24,970	41,378
13	20.02	25,222	41,796
14	20.22	25,473	42,213
15	20.42	25,725	42,631
16	20.62	25,977	43,048
17	20.82	26,230	43,466
18	21.02	26,482	43,883
19	21.22	26,733	44,301
20	21.42	26,985	44,719
21	21.62	27,237	45,137
22	21.82	27,490	45,553
23	22.02	27,742	45,971
24	22.22	27,993	46,389
25	22.42	28,245	46,807
26	22.62	28,497	47,225
27	22.82	28,750	47,642
28	23.02	29,002	48,059
29	23.22	29,253	48,477
30	23.42	29,505	48,895
31	23.62	29,757	49,312
32	23.82	30,010	49,730
33	24.02	30,262	50,148
34	24.22	30,513	50,565
35	24.42	30,765	50,982
36	24.62	31,017	51,400
37	24.82	31,270	51,818
38	25.02	31,522	52,236
39	25.22	31,773	52,653
40	25.42	32,025	53,071

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund-
Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - Child Nutrition Program - Technician III

STEP	NUH05	N7305 - 9 Month/7 Hours	N8105 - 12 Month/8 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	17.17	21,630	35,844
1	17.37	21,882	36,262
2	17.57	22,135	36,680
3	17.77	22,387	37,098
4	17.97	22,638	37,515
5	18.17	22,890	37,933
6	18.37	23,142	38,350
7	18.57	23,395	38,768
8	18.77	23,647	39,185
9	18.97	23,898	39,603
10	19.17	24,150	40,021
11	19.37	24,402	40,439
12	19.57	24,655	40,855
13	19.77	24,907	41,273
14	19.97	25,158	41,691
15	20.17	25,410	42,109
16	20.37	25,662	42,527
17	20.57	25,915	42,944
18	20.77	26,167	43,361
19	20.97	26,418	43,779
20	21.17	26,670	44,197
21	21.37	26,922	44,614
22	21.57	27,175	45,032
23	21.77	27,427	45,450
24	21.97	27,678	45,867
25	22.17	27,930	46,284
26	22.37	28,182	46,702
27	22.57	28,435	47,120
28	22.77	28,687	47,538
29	22.97	28,938	47,955
30	23.17	29,190	48,373
31	23.37	29,442	48,790
32	23.57	29,695	49,208
33	23.77	29,947	49,625
34	23.97	30,198	50,043
35	24.17	30,450	50,461
36	24.37	30,702	50,879
37	24.57	30,955	51,295
38	24.77	31,207	51,713
39	24.97	31,458	52,131
40	25.17	31,710	52,549

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund-
Additional raise paid from General Fund Reserve Fund

2024-2025 Salary Schedule - Child Nutrition Program - Technician II - 9 Month

STEP	NUH06	N7306 - 7 Hours	N6306 - 6 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	16.52	20,812	17,838
1	16.72	21,063	18,054
2	16.92	21,315	18,271
3	17.12	21,567	18,486
4	17.32	21,820	18,703
5	17.52	22,072	18,918
6	17.72	22,323	19,134
7	17.92	22,575	19,351
8	18.12	22,827	19,566
9	18.32	23,080	19,783
10	18.52	23,332	19,998
11	18.72	23,583	20,214
12	18.92	23,835	20,431
13	19.12	24,087	20,646
14	19.32	24,340	20,863
15	19.52	24,592	21,078
16	19.72	24,843	21,294
17	19.92	25,095	21,511
18	20.12	25,347	21,726
19	20.32	25,600	21,943
20	20.52	25,852	22,158
21	20.72	26,103	22,374
22	20.92	26,355	22,591
23	21.12	26,607	22,806
24	21.32	26,860	23,023
25	21.52	27,112	23,238
26	21.72	27,363	23,454
27	21.92	27,615	23,671
28	22.12	27,867	23,886
29	22.32	28,120	24,103
30	22.52	28,372	24,318
31	22.72	28,623	24,534
32	22.92	28,875	24,751
33	23.12	29,127	24,966
34	23.32	29,380	25,183
35	23.52	29,632	25,398
36	23.72	29,883	25,614
37	23.92	30,135	25,831
38	24.12	30,387	26,046
39	24.32	30,640	26,263
40	24.52	30,892	26,478

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are
100% General Fund- Additional raise paid from General Fund Reserve
Fund

2024-2025 Salary Schedule - Child Nutrition Program - Truck Driver

STEP	NUH07	N7307 - 9 Month/7 Hours	N8107 - 12 Month/8 Hours
	Hrly Rate	Annual Salary	Annual Salary
0	16.67	21,000	34,800
1	16.87	21,252	35,218
2	17.07	21,504	35,636
3	17.27	21,757	36,053
4	17.47	22,009	36,471
5	17.67	22,260	36,889
6	17.87	22,512	37,307
7	18.07	22,764	37,724
8	18.27	23,017	38,141
9	18.47	23,269	38,559
10	18.67	23,520	38,977
11	18.87	23,772	39,395
12	19.07	24,024	39,812
13	19.27	24,277	40,229
14	19.47	24,529	40,647
15	19.67	24,780	41,065
16	19.87	25,032	41,482
17	20.07	25,284	41,900
18	20.27	25,537	42,318
19	20.47	25,789	42,735
20	20.67	26,040	43,152
21	20.87	26,292	43,570
22	21.07	26,544	43,988
23	21.27	26,797	44,406
24	21.47	27,049	44,823
25	21.67	27,300	45,240
26	21.87	27,552	45,658
27	22.07	27,804	46,076
28	22.27	28,057	46,493
29	22.47	28,309	46,911
30	22.67	28,560	47,329
31	22.87	28,812	47,747
32	23.07	29,064	48,164
33	23.27	29,317	48,581
34	23.47	29,569	48,999
35	23.67	29,820	49,417
36	23.87	30,072	49,835
37	24.07	30,324	50,252
38	24.27	30,577	50,669
39	24.47	30,829	51,087
40	24.67	31,080	51,505

Proposition 3 Supplement is 13% of Annual Salary- LDOE raises are 100% General Fund-
Additional raise paid from General Fund Reserve Fund

Salary Supplements for Child Nutrition Program
2024-2025

Director of Child Nutrition Program (CNP) must submit required documentation to the Office of Human Resources before supplemental compensation will be processed and awarded. Supplemental compensation is only awarded for one fiscal year. Continuation of the salary supplement requires documentation to be submitted to the Office of Human Resources for each fiscal year awarded.

<u>Description</u>	<u>Amount Per Check</u>	<u>9 Month Annual Amount</u>	<u>10 Month Annual Amount</u>	<u>12 Month Annual Amount</u>
LA Electrical Contractor's License	\$100	\$2,000	\$2,200	\$2,600
EPA Certified, ESCO Institute Refrigeration License	\$100	\$2,000	\$2,200	\$2,600
Registered Dietitian, Academy of Nutrition and Dietetics	\$100	\$2,000	\$2,200	\$2,600
Active CDL License- LA Office of Motor Vehicles	\$75	\$1,500	\$1,650	\$1,950
Multi-Unit Schools serving 1 - 150 average lunch meals for the quarter (<i>Board-approved November 2022</i>)	\$150	\$3,000		
Multi-Unit Schools serving 151 - 300 average lunch meals for the quarter (<i>Board-approved November 2022</i>)	\$300	\$6,000		
Multi Unit Schools serving above 301 average lunch meals for the quarter (<i>Board-approved November 2022</i>)	\$450	\$9,000		
Production Team Manager	\$75	\$1,500	\$1,650	\$1,950

CNP positions may be approved for Salary Supplements based on additional duties assigned.

Multi-unit schools, if participation increases or decreases at the end of the quarter, the supplemental pay will increase or decrease based on the criteria listed below:

The supplemental pay for CNP Multit-Unit Managers will be based on the following:

- A quarterly review of school participation figures:
 - November 1st- (August, September, October review)
 - February 1st (November, December, January review)
 - May 1st - (February, March, April review)

*Highly effective management of food production records for each school unit

*Highly effective food presentation and customer service

2024-2025 Daily/Hourly/Regular Part-Time Compensation Rates

<u>DAILY SUBSTITUTES</u>	<u>RATES</u>
Certified Teacher Substitute	\$150.00
Bachelor-Degree Teacher Substitute	125.00
Associate Degree Teacher Substitute	90.00
Long Term Substitute Teacher Degreed (Certified): (Prior Approval Required by Human Resources)	
1 - 30 Days	150.00
31 + Days	175.00
Long Term Substitute Teacher Degreed (Non-Certified): (Prior Approval Required by Human Resources)	
1 - 30 Days	125.00
31 + Days	150.00
Substitute Bus Attendant (5 Hours Average)	42.00
Substitute Bus Operator (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)	9.70

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

<u>HOURLY/DAY-BY-DAY/TEMPORARY/SUBSTITUTES</u>	<u>RATES *</u>
Adult Education Paraprofessional	\$ 9.70
Appliance Mechanic	18.00
Bus Operator Extra Route	13.29
Bus Operator Trainer	10.50
Bus Upholster	10.50
City Police	30.00
Clerical (Other)	9.70
Clerks (Office)	9.70
COE Worker	7.25
Computer Lab Technician	9.70
ESS Paraprofessional	9.70
Field Trip Bus Operator	13.29
Lead/Senior Therapist	57.00
Office Assistant - (4 hours - elementary schools)	9.70
Paraprofessional	9.70
Part-time Bus Attendant	8.40
Part-time Bus Operator	13.29
Part-time Nurse:	
LPN	15.00
RN	18.00
Part-time Professional Staff	11.70
Part-time Sheriff Deputy	42.00
Part-time Teacher Degreed	25.00
Physical/Occupational Therapist	52.00
Public Relations Specialist	15.00
Qualified Technical Staff	13.00
School Clerk	9.70
School Secretary	9.70
Secretary (Office)	9.70

2024-2025 Daily/Hourly/Regular Part-Time Compensation Rates Continued:

<u>HOURLY/DAY-BY-DAY/TEMPORARY/SUBSTITUTES Continued</u>	<u>RATES *</u>
Substitute CNP Truck Driver	\$ 15.77
Substitute CNP Worker	15.62
Talent Evaluator - In-Parish (per day)	125.00
Talent Evaluator - Out-Parish (per day)	150.00
Technician Assistant	7.25
Technology Stipend	15.00
University Student (Enrolled) Seeking Professional Credentials in Area of Employment	12.00

REGULAR PART-TIME

<u>HOURLY/MAXIMUM EXTENDED DAY PROGRAM:</u>	<u>RATES</u>
Clerk/Assistant***	\$ 9.70
Coordinator - Degreed	30.00
Paraprofessional***	9.70
Qualified Instructor	20.00
Substitute CNP Employee (Special Events/Programs)	13.29
Teacher - Degreed (Site Specific rate based on the availability of funds)	25.00-35.00

SUMMER SCHOOL PART-TIME

<u>HOURLY/MAXIMUM SUMMER PROGRAMS:</u>	<u>RATES</u>
Administrators - Degreed	\$ 30.00
Teachers - Degreed	35.00
ESS Behavior Strategists	35.00
ESS Social Workers	35.00
School Psychologists	35.00
Educational Diagnosticians	35.00
ESS Instructional Specialists	35.00
Clerical	13.58
Paraprofessionals	13.58
Bus Operator	18.61

<u>HOURLY/MAXIMUM SUMMER MEALS PROGRAM:</u>	<u>RATES</u>
Assistant Manager	\$ 15.46
Cook (Prep Site)	15.21
Assistant Coordinator	28.00
Manager	26.85
Cook (Satellite Site)	14.56
Truck Driver	14.71
Truck Helper/Student	9.70

***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.

2024-2025 Salary Schedule Exemption Status

Salary Schedule	Status	Pages
Teacher Salary Schedules	Exempt	4-11
Curriculum Support Salary Schedules	Exempt	20-23
Principal Salary Schedules	Exempt	26-29
Assistant Principal Salary Schedules	Exempt	26, 30-32
Administration Salary Schedules	Exempt	35-36
Administration Support Salary Schedules	Exempt**	38-39
Technology Salary Schedules	Exempt	41-42
Clerical Salary Schedules	Non-Exempt	44-47
Transportation Trades Salary Schedules	Non-Exempt	49-50
Bus Operator/Bus Attendant Salary Schedules	Non-Exempt	51
Child Nutrition Administration Salary Schedules	Exempt	53
Child Nutrition Administration Support Salary Schedules	Exempt	54
Child Nutrition Supervisors and Managers Salary Schedules	Exempt	55
Child Nutrition Trades and Assistant Manager Salary Schedules	Non-Exempt	56
Child Nutrition Technicians IV, III, II Salary Schedules	Non-Exempt	57-59
Child Nutrition Truck Driver Salary Schedules	Non-Exempt	60

** Certain job classifications qualify for 1/2 time overtime. See page A-6 number 14 for details.

2024-2025 Appendix

	Pages
<u>Teacher Salary Schedule/Stipend Procedures</u>	<u>A-2</u>
<u>Curriculum Support Salary Schedule/Stipend Procedures</u>	<u>A-3</u>
<u>Principal/Asst. Principal Salary Schedule/Stipend Procedures</u>	<u>A-4</u>
<u>Admininstration, Admin Support and Technology Salary Procedures</u>	<u>A-5 & A-6</u>
<u>Clerical, Transportation and CNP Salary Procedures</u>	<u>A-7 & A-8</u>

Annual Salary Computation Example (A-2)

If the Annual Salary computed for an employee is higher than the highest Annual Salary for the salary schedule where the employee is being placed, then place the employee on the highest Annual Salary Step for that salary schedule.

Example:

An employee is being promoted to a position within the AD108 Salary Schedule. After computation, the employee's Annual Salary will be \$97,102. Seeing as this total exceeds the AD108 Salary Schedule, the employee will be placed at the highest Annual salary schedule within AD108. (\$96,732)

2023-2024 Salary Schedule - Administration - 12 Month								
	AD101	AD102	AD103	AD104	AD105	AD106	AD107	AD108
Level	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	94,732	84,732	81,732	78,732	75,732	72,732	69,732	64,732
1	95,732	85,732	82,732	79,532	76,532	73,532	70,532	65,532
2	96,732	86,732	83,732	80,332	77,332	74,332	71,332	66,332
3	97,732	87,732	84,732	81,132	78,132	75,132	72,132	67,132
4	98,732	88,732	85,732	81,932	78,932	75,932	72,932	67,932
5	99,732	89,732	86,732	82,732	79,732	76,732	73,732	68,732
6	100,732	90,732	87,732	83,532	80,532	77,532	74,532	69,532
7	101,732	91,732	88,732	84,332	81,332	78,332	75,332	70,332
8	102,732	92,732	89,732	85,132	82,132	79,132	76,132	71,132
9	103,732	93,732	90,732	85,932	82,932	79,932	76,932	71,932
10	104,732	94,732	91,732	86,732	83,732	80,732	77,732	72,732
11	105,732	95,732	92,732	87,532	84,532	81,532	78,532	73,532
12	106,732	96,732	93,732	88,332	85,332	82,332	79,332	74,332
13	107,732	97,732	94,732	89,132	86,132	83,132	80,132	75,132
14	108,732	98,732	95,732	89,932	86,932	83,932	80,932	75,932
15	109,732	99,732	96,732	90,732	87,732	84,732	81,732	76,732
16	110,732	100,732	97,732	91,532	88,532	85,532	82,532	77,532
17	111,732	101,732	98,732	92,332	89,332	86,332	83,332	78,332
18	112,732	102,732	99,732	93,132	90,132	87,132	84,132	79,132
19	113,732	103,732	100,732	93,932	90,932	87,932	84,932	79,932
20	114,732	104,732	101,732	94,732	91,732	88,732	85,732	80,732
21	115,732	105,732	102,732	95,532	92,532	89,532	86,532	81,532
22	116,732	106,732	103,732	96,332	93,332	90,332	87,332	82,332
23	117,732	107,732	104,732	97,132	94,132	91,132	88,132	83,132
24	118,732	108,732	105,732	97,932	94,932	91,932	88,932	83,932
25	119,732	109,732	106,732	98,732	95,732	92,732	89,732	84,732
26	120,732	110,732	107,732	99,532	96,532	93,532	90,532	85,532
27	121,732	111,732	108,732	100,332	97,332	94,332	91,332	86,332
28	122,732	112,732	109,732	101,132	98,132	95,132	92,132	87,132
29	123,732	113,732	110,732	101,932	98,932	95,932	92,932	87,932
30	124,732	114,732	111,732	102,732	99,732	96,732	93,732	88,732
31	125,732	115,732	112,732	103,532	100,532	97,532	94,532	89,532
32	126,732	116,732	113,732	104,332	101,332	98,332	95,332	90,332
33	127,732	117,732	114,732	105,132	102,132	99,132	96,132	91,132
34	128,732	118,732	115,732	105,932	102,932	99,932	96,932	91,932
35	129,732	119,732	116,732	106,732	103,732	100,732	97,732	92,732
36	130,732	120,732	117,732	107,532	104,532	101,532	98,532	93,532
37	131,732	121,732	118,732	108,332	105,332	102,332	99,332	94,332
38	132,732	122,732	119,732	109,132	106,132	103,132	100,132	95,132
39	133,732	123,732	120,732	109,932	106,932	103,932	100,932	95,932
40	134,732	124,732	121,732	110,732	107,732	104,732	101,732	96,732

Proposition 3 Supplement is 11% of Annual Salary

EBRPSS Guidelines on Credit for Teaching Experience (A-3)

FILE: GBACf: GBD, GBNCf: GBO, GBQ

A year of teaching experience is defined as each scholastic year of employment as a certified teacher teaching in public schools within any of the fifty states of the United States of America (USA), or within any of its territorial possessions; or, as a teacher in a private or parochial school as an employee in a state department of education, institution or school accredited by one of the recognized regional accrediting agencies in the USA (e.g., SACS). Experience outside the USA, its territories or possessions must be in an institution or school accredited by an accrediting agency recognized by the USA.

A year of teaching experience is granted if the person was employed for at least ninety-one (91) instructional days during one scholastic year, excluding holidays, as authorized by the local governing board of the school or institution. However; not more than one (1) year of experience will be granted for a period inclusive of twelve (12) consecutive calendar months. ALL experience must have been on a full-time basis (as defined by the local governing board or the state governing board).

Teachers actively engaged in teaching within twelve (12) months immediately preceding induction into military service of the USA shall be given one (1) year of teaching experience for each year of military service provided they served as enlisted persons or commissioned officers on active duty with any of the branches of service with the USA. To receive credit for military service, a teacher must file, with his/her teaching service record. For determining total eligibility of military experience, one (1) year of teaching experience will be allowed for a full year of three hundred and sixty-five days of military service.

Transfer of regular sick leave is provided in Louisiana Revised Statute (17:1201(A)(3) as follows: "All sick leave accumulated by each member of the teaching staff pursuant to the provisions of this Subsection shall be vested in the member of the teaching staff by whom such leave has been accumulated. In the event of the transfer of such member of the teaching staff from one city or parish public school system to another in this state, or upon the return of such member of the teaching staff, such vested leave shall be transferred or returned to or continued by the school system to which he transfers or returns and shall be retained to the credit of such member of the teaching staff. When any member of the teaching staff uses accrued sick leave which has been transferred from one public school system to another, the sick leave used shall be assessed against the most recent sick leave earned and accrued and successively from sick leave accrued last to sick leave accrued first."

Beginning August 15, 1999, and thereafter, teachers are entitled, over a six (6) year period, up to ninety (90) days of "extended sick leave" which may be used for personal or family (as defined in the Act 1341 of 1999) illness should all accumulated and current regular sick leave be exhausted. The unused balance of such "extended sick leave" may be transferred from one Louisiana Public school system to another as described above for regular sick leave. HOWEVER, the six-year period also carries over from one public school system to the next.

Placement on the 21 years or more Salary Schedule (A-4)

If the Teacher's qualifying years of experience is 21 or greater, add \$1,000 to the annual salary from step 1. above and then place on the Salary Schedule titled "9 Month Teacher - Proposition 3 Total Experience 21 Years or Greater", where the annual salary is equal to or greater than the annual salary calculated above.

Example:

A teacher new to EBR has 26 years of verified teaching experience and a Master's Degree. The teacher will initially be placed at Step 26 on the 9-month Teacher Salary Schedule aligned with the Masters Degree column.- (\$64,356)

2023-2024 Salary Schedule - 9 Month Teacher <small>(Includes School Counselors, Librarian, Therapist & Specialist)</small>					
	B.A. Degree TE308	Masters Degree TE309	M+30 Degree TE310	Specialist Degree TE311	PhD/EdD Degree TE312
Step	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
1	\$1,365	\$1,668	\$1,724	\$1,881	\$6,873
2	\$1,564	\$1,918	\$1,974	\$2,132	\$6,903
3	\$1,763	\$2,168	\$2,224	\$2,382	\$6,933
4	\$1,962	\$2,418	\$2,474	\$2,632	\$6,963
5	\$2,161	\$2,668	\$2,724	\$2,882	\$6,993
6	\$2,360	\$2,918	\$2,974	\$3,132	\$7,023
7	\$2,559	\$3,168	\$3,224	\$3,382	\$7,053
8	\$2,758	\$3,418	\$3,474	\$3,632	\$7,083
9	\$2,957	\$3,668	\$3,724	\$3,882	\$7,113
10	\$3,156	\$3,918	\$3,974	\$4,132	\$7,143
11	\$3,355	\$4,168	\$4,224	\$4,382	\$7,173
12	\$3,554	\$4,418	\$4,474	\$4,632	\$7,203
13	\$3,753	\$4,668	\$4,724	\$4,882	\$7,233
14	\$3,952	\$4,918	\$4,974	\$5,132	\$7,263
15	\$4,151	\$5,168	\$5,224	\$5,382	\$7,293
16	\$4,350	\$5,418	\$5,474	\$5,632	\$7,323
17	\$4,549	\$5,668	\$5,724	\$5,882	\$7,353
18	\$4,748	\$5,918	\$5,974	\$6,132	\$7,383
19	\$4,947	\$6,168	\$6,224	\$6,382	\$7,413
20	\$5,146	\$6,418	\$6,474	\$6,632	\$7,443
21	\$5,345	\$6,668	\$6,724	\$6,882	\$7,473
22	\$5,544	\$6,918	\$6,974	\$7,132	\$7,503
23	\$5,743	\$7,168	\$7,224	\$7,382	\$7,533
24	\$5,942	\$7,418	\$7,474	\$7,632	\$7,563
25	\$6,141	\$7,668	\$7,724	\$7,882	\$7,593
26	\$6,340	\$7,918	\$7,974	\$8,132	\$7,623
27	\$6,539	\$8,168	\$8,224	\$8,382	\$7,653
28	\$6,738	\$8,418	\$8,474	\$8,632	\$7,683
29	\$6,937	\$8,668	\$8,724	\$8,882	\$7,713
30	\$7,136	\$8,918	\$8,974	\$9,132	\$7,743
31	\$7,335	\$9,168	\$9,224	\$9,382	\$7,773
32	\$7,534	\$9,418	\$9,474	\$9,632	\$7,803
33	\$7,733	\$9,668	\$9,724	\$9,882	\$7,833
34	\$7,932	\$9,918	\$9,974	\$10,132	\$7,863
35	\$8,131	\$10,168	\$10,224	\$10,382	\$7,893
36	\$8,330	\$10,418	\$10,474	\$10,632	\$7,923
37	\$8,529	\$10,668	\$10,724	\$10,882	\$7,953
38	\$8,728	\$10,918	\$10,974	\$11,132	\$7,983
39	\$8,927	\$11,168	\$11,224	\$11,382	\$8,013
40	\$9,126	\$11,418	\$11,474	\$11,632	\$8,043

Proposition 3 Supplement is 10% of Annual Salary

\$1000 will be added to the 9-month Teacher Salary.- (\$64,356 + \$1000= \$65,356)

The updated teachers salary, \$65,356, will then be placed on the 9-month Teacher- Total Experience 21 Years or Greater Salary Schedule.- (\$65,500)

2023-2024 Salary Schedule - 9 Month Teacher - Proposition 3 Total Experience 21 Years or Greater <small>(Includes School Counselors, Librarian, Therapist & Specialist)</small>					
	B.A. Degree TI308	Masters Degree TI309	M+30 Degree TI310	Specialist Degree TI311	PhD/EdD Degree TI312
Prop 3 Placement	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	\$4,870	\$8,596	\$9,244	\$9,892	\$1,512
11	\$5,070	\$8,796	\$9,444	\$10,092	\$1,512
12	\$5,270	\$8,996	\$9,644	\$10,292	\$1,512
13	\$5,470	\$9,196	\$9,844	\$10,492	\$1,512
14	\$5,670	\$9,396	\$10,044	\$10,692	\$1,512
15	\$5,870	\$9,596	\$10,244	\$10,892	\$1,512
16	\$6,070	\$9,796	\$10,444	\$11,092	\$1,512
17	\$6,270	\$9,996	\$10,644	\$11,292	\$1,512
18	\$6,470	\$10,196	\$10,844	\$11,492	\$1,512
19	\$6,670	\$10,396	\$11,044	\$11,692	\$1,512
20	\$6,870	\$10,596	\$11,244	\$11,892	\$1,512
21	\$7,070	\$10,796	\$11,444	\$12,092	\$1,512
22	\$7,270	\$10,996	\$11,644	\$12,292	\$1,512
23	\$7,470	\$11,196	\$11,844	\$12,492	\$1,512
24	\$7,670	\$11,396	\$12,044	\$12,692	\$1,512
25	\$7,870	\$11,596	\$12,244	\$12,892	\$1,512
26	\$8,070	\$11,796	\$12,444	\$13,092	\$1,512
27	\$8,270	\$11,996	\$12,644	\$13,292	\$1,512
28	\$8,470	\$12,196	\$12,844	\$13,492	\$1,512
29	\$8,670	\$12,396	\$13,044	\$13,692	\$1,512
30	\$8,870	\$12,596	\$13,244	\$13,892	\$1,512
31	\$9,070	\$12,796	\$13,444	\$14,092	\$1,512
32	\$9,270	\$12,996	\$13,644	\$14,292	\$1,512
33	\$9,470	\$13,196	\$13,844	\$14,492	\$1,512
34	\$9,670	\$13,396	\$14,044	\$14,692	\$1,512
35	\$9,870	\$13,596	\$14,244	\$14,892	\$1,512
36	\$10,070	\$13,796	\$14,444	\$15,092	\$1,512
37	\$10,270	\$13,996	\$14,644	\$15,292	\$1,512
38	\$10,470	\$14,196	\$14,844	\$15,492	\$1,512
39	\$10,670	\$14,396	\$15,044	\$15,692	\$1,512
40	\$10,870	\$14,596	\$15,244	\$15,892	\$1,512

Proposition 3 Supplement is 11-37% of Annual Salary

Details for Social Workers and Mental Health Professionals (A-5)

PLPC

Provisional Licensed Professional Counselor

LMSW

Licensed Master Social Worker

The employee must have a Master's Degree and one of the following designations: LMSW or PLPC

LPC

Licensed Professional Counselor

LCSW

Licensed Clinical Social Worker

The employee must have a Master's Degree and one of the following designations: LCSW or LPC

LPC-S

Licensed Professional Counselor- Supervisor

LCSW-BACS

Licensed Clinical Social Worker- Board Approved Clinical Supervisor

The employee must have a Master's Degree and one of the following designations: LCSW-BACS or LPC-S or
Have a PHD or Ed.D. with a minimum of a LCSW or LPC

EBRPSS Guidelines on Credit for Educational Leadership Experience (A-6)

Educators who fill school or district leadership positions (e.g., assistant principal, principal, parish or city supervisor of instruction, supervisor of child welfare and attendance, special education supervisor, superintendent, or comparable positions) are Educational Leaders.

Experience as an intern, graduate assistant, student teacher, or in a position such as substitute teacher, aide, paraprofessional or clerical employee will not be considered.

*School Leadership/Administrative Experience includes the following school and district educational leadership positions:

- Assistant Principal
- Principal
- Parish/City Supervisor of Instruction
- Supervisor of Child Welfare and Attendance
- Special Education Supervisor
- Superintendent
- Other comparable school/district leader positions

**Title 28- Education- Bulletin 746- Chapter 15- Subchapter A. The Educational Leadership Certificate*

Teacher Salary Schedule/Stipend Procedures (A-7)

2024-2025

1. New Teachers coming to EBRPSS will be initially placed on the 9 month Teacher's Salary Schedule using total experience as Step. Degree and experience are no longer the sole factors used for placement on the Teacher Salary Schedule.

Note: If applicable, new teachers coming to EBRPSS, must use the Verifent website to verify qualifying years of teaching experience. All new teachers to the district will receive 0 years of teaching experience until the verification of previous experience is received.

Experience verifications must be received in the Office of Human Resources within the first 6 months of employment in order to be eligible for a retro payment

2. An employee's Effectiveness rating will determine if he/she will advance a step each year and/or receive additional stipends. An employee receiving an Ineffective rating will remain frozen on his/her current step for the next school year and will not receive any additional stipends.
3. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.
4. An employee paid on the Teacher salary schedule may move to an advanced degree column once the advanced degree is earned and proper documentation (please see below) has been received in the Office of Human Resources. The District reserves the right to review the advanced degree placements on a case by case basis.

a. The certificated employee must complete an LDOE application to add the advanced degree to their teaching certificate.

b. After the advanced degree reflects on the employee's teaching certificate, the employee must submit the updated teaching certificate to the Office of Human Resources within 30 days of receipt.

Note: When a teacher earns additional college credit, is awarded an advanced degree, or receives additional training that would result in an increase in salary, said teacher shall be paid for the advanced degree or training beginning with the next school semester after all necessary documentation has been received from the Louisiana Department of Education. No retroactive pay shall be given. Notification of advanced degree shall only be accepted from the college or university transcript, or proof of advanced certification from the State Department of Education. It shall be the responsibility of the employee to assure proper notification is given to the Superintendent or his/her designee. Advanced certification also includes obtaining National Board Certification as a teacher, school counselor or other state recognized group or specialty

5. Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Total Experience 21.
6. The Part Time Teacher Salary Schedule, on pages 13-14, will be used when paying teachers employed on a part-time 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 using the Step and degree these teachers would have been assigned had they been hired full time.
7. The Superintendent may grant a Salary Supplement to a Teacher at a specific school based on factors pertinent to the position and/or school.

Curriculum Support Salary Schedule/Stipend Procedures 2024-2025

1. A new employee being hired for a position that is paid from the Curriculum Support Salary Schedule will first be placed on the Teachers Salary Schedule using years of experience as Step, for the degree and number of months that employee is to work. Once the Annual Salary is determined on the Teacher Salary Schedule, multiply the Annual Salary by 1.02 and place on the Step of the Curriculum Support Salary Schedule based on the number of months worked and degree where the Total Compensation amount is equal to or greater than the computed amount.

Note: If applicable, new employees coming to EBRPSS/current employees new to a position, must use the Verifent website to verify qualifying years of experience (outside of EBRPSS) aligned to the job description. All new employees to the district/current employees new to a position will receive 0 years of experience aligned to the job description until the verification of previous experience aligned to the job description is received.

Experience verifications must be received in the Office of Human Resources within the first 6 months of employment in order to be eligible for a retro payment

2. An existing employee's placement on the Curriculum Support Salary Schedule will be based on his/her highest degree earned for the column to be placed. To determine the Step, multiply current Annual Salary by 1.02 and place on the Step equal to or greater than the results.
3. An employee's Effectiveness rating will determine if he/she will advance a step each year and/or receive additional stipends. An employee receiving an Ineffective rating will remain frozen on his/her current step for the next school year and will not receive any additional stipends.
4. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.
5. An employee paid on the Curriculum Support Salary Schedule may move to an advance degree column once the advance degree is earned and proper documentation has been received in the Office of Human Resources. The District reserves the right to review the advance degree placements on a case by case basis.

Principal and Asst. Principal Salary Schedule/Stipend Procedures

(A-9)

2024-2025

1. The Principal and Assistant Principal Salary Schedules are based off the Teacher 9 Month Masters Salary Schedule.

Principal Placement-Current EBRPSS Assistant Principals

2. An Assistant Principal moving to a Principal position will have his/her current salary prorated to the correct number of months of the new position. Then the annual salary - proposition 3 supplement (10%) will be multiplied by 105% and placed on the step of the new salary schedule where the annual salary - proposition 3 supplement (10%) is equal to or greater than the new annual salary - proposition 3 supplement (10%) amount.

Principal and Assistant Principal Placement -Current EBRPSS Employees

3. For placement of a current EBR employee moving to a Principal or Assistant Principal position, place the employee on the applicable Salary Schedule and the Step that equals the employee's qualifying years of school leadership experience for the highest degree held by the employee.

Note: If applicable, a current EBR employee moving to a Principal or Assistant Principal position, must use the Verifent website (<https://www.verifent.com/log-in>) to verify qualifying years of leadership experience earned outside of the school district. All current EBR employees moving to a Principal or Assistant Principal position will receive 0 years of school leadership experience until the verification of previous experience is received.

EBRPSS Guidelines on Credit for Leadership Experience (Appendix-6)

4. **Principal and Assistant Principal Placement -New EBRPSS Employees**

For placement of new Principals and Assistant Principals coming to EBRPSS, place the school leader on the applicable Salary Schedule and the Step that equals the Principal or Assistant Principal's qualifying years of school leadership experience for the highest degree held by the school leader.

Note: If applicable, a current EBR employee moving to a Principal or Assistant Principal position, must use the Verifent website (<https://www.verifent.com/log-in>) to verify qualifying years of leadership experience earned outside of the school district. All current/new EBR employees moving to a Principal or Assistant Principal position will receive 0 years of school leadership experience until the verification of previous leadership experience is received.

5. An employee's Effectiveness rating will determine if he/she will advance a step each year and/or receive additional stipends. An employee receiving an Ineffective rating will remain frozen on his/her current step for the next school year and will not receive any additional stipends.
6. Demand Stipend rules are determined by the need of the District and are subject to Board
7. The Superintendent may grant a Salary Supplement, exception, or no more than 5 additional steps to a Principal or Administrator at a specific school location based on previous work experience and other factors pertinent to the position.

Administration, Administration Support and Technology
Salary Procedures
2024-2025

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Employees will be given credit for a year's advancement if he/she has served for at least one-half of the regular employment year.
2.
 - a. Any employee 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 employee 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 Pay Grades (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. Any employee being promoted from the Clerical Pay Schedule, Transportation Pay Schedule or Child Nutrition Program Pay Schedule to the Administration Pay Schedule, Administration Support Pay Schedule or Technology 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.
 - d. The Superintendent may grant up to a maximum of 5 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees shall be placed in the initial salary step of the appropriate Pay Grade. The Superintendent may grant up to a maximum of 5 additional salary steps for special skills and/or unique experience that is directly job-related.
4. Former employees being rehired will be given credit for previous work experience when placing on the salary step of the appropriate Pay Grade. The Superintendent may grant up to a maximum of 5 additional salary steps for special skills and/or unique experience that is directly job-related.
5. Effective the 2021-2022 school year, existing designated employees who earn any of the degrees listed below, will be eligible for additional steps upon verification of earned degree from a regionally accredited college and university. Bachelors 2 steps, Masters 2 steps and Doctorates 2 steps. This does not impact or reference employees on the teacher salary schedule or who earned these degrees while on the teacher salary schedule because additional degrees are already addressed.
6. Certificated administration 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 salaries. 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.*
7. Certificated administration 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.

2024-2025 Administration, Admin. Support & Technology Salary Procedures Continued:

8. Only the Board shall have the right to change the Pay Grade assignments of a position. Changing responsibilities and other factors pertinent to the position shall be considered. The annual position review process shall be followed except in special circumstances requiring individual action.
 - a. Any new position shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as the position is 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 Department Heads and Superintendent of Schools prior to June 30.
 - c. 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 unless otherwise directed by the Superintendent.
9. 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.
10. 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.
11. 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.
12. Employees who are placed in a temporary position (acting, interim or appointed substitute) exceeding six (6) weeks will receive a stipend to compensate the employee for extra duties performed while in that position. Upon completion of service in that position, the stipend will be removed.
13. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.
14. Administrative Assistants, Administrative Secretaries and all Secretaries paid from Pay Grades SU106 and SU107 of the Administrative Support Salary Schedule 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, these employees receive pay at a rate not less than one-half the employee's regular rate of pay.

Clerical, Transportation and CNP Salary Procedures

2024-2025

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Employees will be given credit for a year's advancement if he/she has served for at least one-half of the regular employment year.
2.
 - a. Any employee 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 employee 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 Pay Grades (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 a maximum of 5 additional steps based on experience, changing responsibilities and other factors pertinent to the position.
3. New employees shall be placed in the initial salary step of the appropriate Pay Grade. The Superintendent may grant up to a maximum of 5 additional salary steps for special skills and/or unique experience that is directly job-related.
4. Former employees being rehired will be given credit for previous work experience when placing on the salary step of the appropriate Pay Grade. The Superintendent may grant up to a maximum of 5 additional salary steps for special skills and/or unique experience that is directly job-related.
5. Effective the 2021-2022 school year, existing designated employees who earn any of the degrees listed below, will be eligible for additional steps upon verification of earned degree from a regionally accredited college and university. Bachelors 2 steps, Masters 2 steps and Doctorates 2 steps. This does not impact or reference employees on the teacher salary schedule or who earned these degrees while on the teacher salary schedule because additional degrees are already addressed.
6. Only the Board shall have the right to change the Pay Grade assignments of a position. Changing responsibilities and other factors pertinent to the position shall be considered. The annual position review process shall be followed except in special circumstances requiring individual action.
 - a. Any new position shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as the position is 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 Department Heads and Superintendent of Schools prior to June 30.
 - c. 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 unless otherwise directed by the Superintendent.
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 his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.

2024-2025 Clerical, Transportation and CNP Salary Procedures Continued:

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, interim or appointed substitute) exceeding six (6) weeks will receive a stipend to compensate the employee for extra duties performed while in that position. Upon completion of service in that position, the stipend will be removed.
11. Demand Stipend rules are determined by the need of the District and are subject to Board Approval.



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