



2025-2026

SALARY SCHEDULE MANUAL

Adopted June XX, 2025



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@ebschools.org, (225) 929-8705. The Section 504 Coordinator is Danielle Staten-Ojo - DStaten@ebschools.org, (225) 326-5668.

Adopted June XX, 2025

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2025-2026 Salary Schedule Manual
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East Baton Rouge Parish School System
Information Pertaining to All Salary Schedules
2025-2026

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.
3. The Proposition 3 Supplement portion is 14% 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 When a contracted employee is being administratively reassigned or demoted to a new position, the 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.

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East Baton Rouge Parish School System
Information Pertaining to Certified Personnel Salary Schedules
2025-2026

Act 311 of the 2024 Legislative Session, provides for additional compensation for all job duties not specified in the job description provided to employees. This does not add any additional duties to an employee's day. It provides, as required by statute, to be specific of any job duties performed by certified personnel

PROPOSED AMENDED TEACHER JOB DESCRIPTION

Teachers shall be expected to perform the following duties, along with the completion of corresponding documents, forms, and reports:

1. Instructional Components

- Fulfill duties traditionally expected of those in teaching profession
- Lesson Plans
- Instruction
- Collaborate with colleagues and departments
- Grade Papers
- Take and record attendance
- Enter/Average Grades
- Maintain positive and timely interaction with parents relative to the performance or conduct of students assigned to the teacher
- Classroom setup prior to the start of school if necessary

2. Supervision

- Supervision of Students when students are on or off campus at a school related/sponsored event
- Supervision of Students prior to school and/or drop-off, when assigned
- Supervision of Students in the classroom
- Supervision of students between classes, during recess/intermission, during lunch, assemblies
- Supervision of Students after school and/or pick-up, when assigned
- Class coverage for absent teachers at request of Principal

3. Non-instructional Components

- Attend meetings generally associated with the instruction of students
- Attend faculty, staff, and department meetings
- Attend training sessions
- Attend IEP meetings
- Attend parent-teacher conferences
- Attend back-to-school and open-house events
- Attend graduation
- Attend PGP, PIP, Evaluation, Observation, IAP, and student discipline meetings/hearings
- Attend school board/committee meetings, upon request
- Attend PLC Meetings and Data Meetings

4. Extracurricular Activities

- Attend/work concessions/gates of no more than 15 athletic events per school year as requested by the principal or designee.
Attend all meetings and functions of those activities, clubs, or groups of which the employee is a member.

PROPOSED PRINCIPAL AND ASST. PRINC. AMENDED JOB DESCRIPTION

Principals and Assistant Principals shall be expected to perform the following duties, along with the completion of corresponding documents, forms, and reports:

1. Instructional Components

- Fulfill duties traditionally expected of school-based administrators
- Collaborate with those providing direct student instruction as well as professionals providing
- Review, draft, study, recommend, and implement policies, curricula, and plans to improve the quality of instruction,
- Conduct school/class walk-throughs
- Prepare and/or oversee preparation of class scheduling
- Participate in the staffing of school via the recruitment, interview, and selection and/or assignment of personnel, subject to superintendent approval

2. Supervision

- Supervision of Assistant Principals, teachers, and, and all others reporting to employee or for whose supervision employee is responsible, as applicable
- Complete and/or assist in the preparation/implementation of employee observations, evaluations, IAPs, and other associated tasks and monitoring

3. Non-instructional Components

- Maintain the campus in a clean condition through the oversight of janitorial/maintenance staff
- Maintain student discipline
- Attend meetings generally associated with the instruction of students
- Attend faculty, staff, department and central office/principal meetings
- Establish school policies governing students and employees
- Attend training sessions
- Attend job fairs and related events
- Attend IEP meetings
- Attend Central Office and Department meetings
- Attend back-to-school and open-house events
- Attend graduation
- Interview, employ, and complete necessary hires
- Attend PIP, Evaluation, Observation, IAP, and student discipline meetings/hearings
- Attend school board/committee meetings, upon request
- Participate in the preparation of necessary disciplinary documents and corresponding disciplinary process for both students and employees
- Fulfill all duties required of the school as a member of the LHSAA or other athletic or professional associations
- Maintain positive parent and community contact and problem solving
- Represent the school at all functions and/or meetings at which a school representative is required.
- Any extra-curricular activities as determined by the principal.

PROPOSED AMENDED SUPERVISORS AND DIRECTORS JOB DESCRIPTION

Supervisors and directors shall be expected to perform the following duties, along with the completion of corresponding documents, forms, and reports:

1 Instructional Components

- Fulfill duties traditionally expected of those in supervisory positions
- Collaborate with those providing and overseeing school-based instruction as well as professionals providing ancillary services
- Review, draft, study, recommend, and implement policies, curriculum, and plans to improve the quality of instruction
- Conduct school/class walk throughs

2. Supervision

- Supervision of Principals, Assistant Principals, and others reporting to employee for whose supervision employee is responsible
- Complete and/or assist in the preparation/implementation of employee observations, evaluations, IAPs, and other associated tasks and monitoring

3. Non-instructional Components

- Attend meetings generally associated with the instruction of students
- Attend faculty, staff, and department meetings
- Attend training sessions
- Attend job fairs and related events
- Attend IEP meetings
- Attend Central Office and Department meetings
- Attend back-to-school and open-house events
- Attend graduation
- Interview, employ, and complete necessary hires
- Attend PIP, Evaluation, Observation, IAP, and student discipline meetings/hearings
- Attend school board/committee meetings, upon request
- Participate in the preparation of necessary disciplinary documents and corresponding disciplinary

[Teacher Job Description Amendment](#)

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Teacher Salary Schedule Placement Procedures 2025-2026

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.

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

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.

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.

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	50,000	51,200	51,800	52,400	53,000	53,600	54,200	54,800	55,400	56,000
1	50,225	51,650	52,250	52,700	53,150	53,600	54,050	54,500	55,000	55,500
2	50,450	52,100	52,500	53,000	53,450	53,900	54,350	54,800	55,250	55,700
3	50,675	52,550	53,000	53,450	53,900	54,350	54,800	55,250	55,700	56,150
4	50,900	53,000	53,450	53,900	54,350	54,800	55,250	55,700	56,150	56,600
5	51,125	53,450	53,900	54,350	54,800	55,250	55,700	56,150	56,600	57,050
6	51,350	53,900	54,350	54,800	55,250	55,700	56,150	56,600	57,050	57,500
7	51,575	54,350	54,800	55,250	55,700	56,150	56,600	57,050	57,500	57,950
8	51,800	54,800	55,250	55,700	56,150	56,600	57,050	57,500	57,950	58,400
9	52,025	55,250	55,700	56,150	56,600	57,050	57,500	57,950	58,400	58,850
10	52,250	55,700	56,150	56,600	57,050	57,500	57,950	58,400	58,850	59,300
11	52,475	56,150	56,600	57,050	57,500	57,950	58,400	58,850	59,300	59,750
12	52,700	56,600	57,050	57,500	57,950	58,400	58,850	59,300	59,750	60,200
13	52,925	57,050	57,500	57,950	58,400	58,850	59,300	59,750	60,200	60,650
14	53,150	57,500	57,950	58,400	58,850	59,300	59,750	60,200	60,650	61,100
15	53,375	57,950	58,400	58,850	59,300	59,750	60,200	60,650	61,100	61,550
16	53,600	58,400	58,850	59,300	59,750	60,200	60,650	61,100	61,550	62,000
17	53,825	58,850	59,300	59,750	60,200	60,650	61,100	61,550	62,000	62,450
18	54,050	59,300	59,750	60,200	60,650	61,100	61,550	62,000	62,450	62,900
19	54,275	59,750	60,200	60,650	61,100	61,550	62,000	62,450	62,900	63,350
20	54,500	60,200	60,650	61,100	61,550	62,000	62,450	62,900	63,350	63,800
21	54,725	60,650	61,100	61,550	62,000	62,450	62,900	63,350	63,800	64,250
22	54,950	61,100	61,550	62,000	62,450	62,900	63,350	63,800	64,250	64,700
23	55,175	61,550	62,000	62,450	62,900	63,350	63,800	64,250	64,700	65,150
24	55,400	62,000	62,450	62,900	63,350	63,800	64,250	64,700	65,150	65,600
25	55,625	62,450	62,900	63,350	63,800	64,250	64,700	65,150	65,600	66,050
26	55,850	62,900	63,350	63,800	64,250	64,700	65,150	65,600	66,050	66,500
27	56,075	63,350	63,800	64,250	64,700	65,150	65,600	66,050	66,500	66,950
28	56,300	63,800	64,250	64,700	65,150	65,600	66,050	66,500	66,950	67,400
29	56,525	64,250	64,700	65,150	65,600	66,050	66,500	66,950	67,400	67,850
30	56,750	64,700	65,150	65,600	66,050	66,500	66,950	67,400	67,850	68,300
31	56,975	65,150	65,600	66,050	66,500	66,950	67,400	67,850	68,300	68,750
32	57,200	65,600	66,050	66,500	66,950	67,400	67,850	68,300	68,750	69,200
33	57,425	66,050	66,500	66,950	67,400	67,850	68,300	68,750	69,200	69,650
34	57,650	66,500	66,950	67,400	67,850	68,300	68,750	69,200	69,650	70,100
35	57,875	66,950	67,400	67,850	68,300	68,750	69,200	69,650	70,100	70,550
36	58,100	67,400	67,850	68,300	68,750	69,200	69,650	70,100	70,550	71,000
37	58,325	67,850	68,300	68,750	69,200	69,650	70,100	70,550	71,000	71,450
38	58,550	68,300	68,750	69,200	69,650	70,100	70,550	71,000	71,450	71,900
39	58,775	68,750	69,200	69,650	70,100	70,550	71,000	71,450	71,900	72,350
40	59,000	69,200	69,650	70,100	70,550	71,000	71,450	71,900	72,350	72,800

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	58,300	59,300	59,900	59,400		
11	54,250	57,700	58,300	58,900	59,300	60,300	60,900	60,400		
12	55,250	58,700	59,300	59,900	60,300	61,300	61,900	61,400		
13	56,250	59,700	60,300	60,900	61,300	62,300	62,900	62,400		
14	57,250	60,700	61,300	61,900	62,300	63,300	63,900	63,400		
15	58,250	61,700	62,300	62,900	63,300	64,300	64,900	64,400		
16	59,250	62,700	63,300	63,900	64,300	65,300	65,900	65,400		
17	60,250	63,700	64,300	64,900	65,300	66,300	66,900	66,400		
18	61,250	64,700	65,300	65,900	66,300	67,300	67,900	67,400		
19	62,250	65,700	66,300	66,900	67,300	68,300	68,900	68,400		
20	63,250	66,700	67,300	67,900	68,300	69,300	69,900	69,400		
21	64,250	67,700	68,300	68,900	69,300	70,300	70,900	70,400		
22	65,250	68,700	69,300	69,900	70,300	71,300	71,900	71,400		
23	66,250	69,700	70,300	70,900	71,300	72,300	72,900	72,400		
24	67,250	70,700	71,300	71,900	72,300	73,300	73,900	73,400		
25	68,250	71,700	72,300	72,900	73,300	74,300	74,900	74,400		
26	69,250	72,700	73,300	73,900	74,300	75,300	75,900	75,400		
27	70,250	73,700	74,300	74,900	75,300	76,300	76,900	76,400		
28	71,250	74,700	75,300	75,900	76,300	77,300	77,900	77,400		
29	72,250	75,700	76,300	76,900	77,300	78,300	78,900	78,400		
30	73,250	76,700	77,300	77,900	78,300	79,300	79,900	79,400		
31	74,250	77,700	78,300	78,900	79,300	80,300	80,900	80,400		
32	75,250	78,700	79,300	79,900	80,300	81,300	81,900	81,400		
33	76,250	79,700	80,300	80,900	81,300	82,300	82,900	82,400		
34	77,250	80,700	81,300	81,900	82,300	83,300	83,900	83,400		
35	78,250	81,700	82,300	82,900	83,300	84,300	84,900	84,400		
36	79,250	82,700	83,300	83,900	84,300	85,300	85,900	85,400		
37	80,250	83,700	84,300	84,900	85,300	86,300	86,900	86,400		
38	81,250	84,700	85,300	85,900	86,300	87,300	87,900	87,400		
39	82,250	85,700	86,300	86,900	87,300			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

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	50,000	51,200	51,800	52,400	53,900	54,500	56,000	56,600	58,400	59,000
1	50,225	51,650	52,250	52,700	53,000	54,050	54,950	55,550	57,350	57,950
2	50,450	52,100	52,700	53,150	53,600	54,500	55,400	56,000	57,800	58,400
3	50,675	52,550	53,150	53,600	54,050	54,950	55,850	56,450	58,250	58,850
4	50,900	53,000	53,600	54,050	54,500	55,400	56,300	56,900	58,700	59,300
5	51,125	53,450	54,050	54,500	54,950	55,850	56,750	57,350	59,150	59,750
6	51,350	53,900	54,500	54,950	55,400	56,300	57,200	57,800	59,600	60,200
7	51,575	54,350	54,950	55,400	56,300	57,200	58,100	58,700	60,500	61,100
8	51,800	54,800	55,400	55,850	56,750	57,650	58,550	59,150	60,950	61,550
9	52,025	55,250	55,850	56,300	57,200	58,100	59,000	60,050	61,850	62,450
10	52,250	55,700	56,300	56,750	57,650	58,550	59,450	60,500	62,300	62,900
11	52,475	56,150	56,750	57,200	58,100	59,000	59,900	60,950	62,750	63,350
12	52,700	56,600	57,200	57,650	58,550	59,450	60,350	61,400	63,200	63,800
13	52,925	57,050	57,650	58,100	59,000	59,900	60,800	61,850	63,650	64,250
14	53,150	57,500	58,100	58,550	59,450	60,350	61,250	62,300	64,100	64,700
15	53,375	57,950	58,550	59,000	59,900	60,800	61,700	62,750	64,950	65,550
16	53,600	58,400	59,000	59,450	60,350	61,250	62,150	63,200	65,100	65,700
17	53,825	58,850	59,450	59,900	60,800	61,700	62,600	63,650	65,250	65,850
18	54,050	59,300	59,900	60,350	61,250	62,150	63,050	64,100	65,400	66,000
19	54,275	59,750	60,350	60,800	61,700	62,600	63,500	64,550	65,700	66,300
20	54,500	60,200	60,800	61,250	62,150	63,050	64,000	65,050	66,200	66,800
21	54,725	60,650	61,250	61,700	62,600	63,500	64,450	65,500	66,350	67,400
22	54,950	61,100	61,700	62,150	63,050	63,950	64,900	65,950	66,500	67,550
23	55,175	61,550	62,150	62,600	63,500	64,400	65,350	66,400	66,650	67,700
24	55,400	62,000	62,600	63,050	64,000	64,900	65,850	66,900	67,150	68,200
25	55,625	62,450	63,050	63,500	64,400	65,300	66,250	67,300	67,550	68,600
26	55,850	62,900	63,500	63,950	64,850	65,750	66,700	67,750	67,950	69,000
27	56,075	63,350	63,950	64,400	65,300	66,200	67,150	68,200	68,400	69,450
28	56,300	63,800	64,400	64,850	65,750	66,650	67,600	68,650	68,850	69,900
29	56,525	64,250	64,850	65,300	66,200	67,100	68,050	69,100	69,300	70,350
30	56,750	64,700	65,300	65,750	66,650	67,550	68,500	69,550	69,750	70,800
31	56,975	65,150	65,750	66,200	67,100	68,000	69,050	69,250	70,300	71,350
32	57,200	65,600	66,200	66,650	67,550	68,450	69,500	69,700	70,750	71,800
33	57,425	66,050	66,650	67,100	68,000	68,900	69,950	70,150	71,200	72,250
34	57,650	66,500	67,100	67,550	68,450	69,350	70,400	70,600	71,650	72,700
35	57,875	66,950	67,550	68,000	68,900	69,800	70,850	71,050	72,100	73,150
36	58,100	67,400	68,000	68,450	69,350	70,250	71,300	71,500	72,550	73,600
37	58,325	67,850	68,450	68,900	69,800	70,700	71,750	71,950	73,000	74,050
38	58,550	68,300	68,900	69,350	70,250	71,150	72,200	72,400	73,450	74,500
39	58,775	68,750	69,350	69,800	70,700	71,600	72,650	72,850	73,900	74,950
40	59,000	69,200	69,800	70,250	71,150	72,050	73,100	73,300	74,350	75,400

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 Salary Schedule - 9 Month Social Worker and Mental Health Provider

Proposition 3 Total Experience 21 Years or 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	53,250	56,700	57,300	57,900	57,300	57,900	59,400			
11	54,250	57,700	58,300	58,900	58,300	58,900	60,400			
12	55,250	58,700	59,300	59,900	59,300	59,900	61,400			
13	56,250	59,700	60,300	60,900	60,300	60,900	62,400			
14	57,250	60,700	61,300	61,900	61,300	61,900	63,400			
15	58,250	61,700	62,300	62,900	62,300	62,900	64,400			
16	59,250	62,700	63,300	63,900	63,300	63,900	65,400			
17	60,250	63,700	64,300	64,900	64,300	64,900	66,400			
18	61,250	64,700	65,300	65,900	65,300	65,900	67,400			
19	62,250	65,700	66,300	66,900	66,300	66,900	68,400			
20	63,250	66,700	67,300	67,900	67,300	67,900	69,400			
21	64,250	67,700	68,300	68,900	68,300	68,900	70,400			
22	65,250	68,700	69,300	69,900	69,300	69,900	71,400			
23	66,250	69,700	70,300	70,900	70,300	70,900	72,400			
24	67,250	70,700	71,300	71,900	71,300	71,900	73,400			
25	68,250	71,700	72,300	72,900	72,300	72,900	74,400			
26	69,250	72,700	73,300	73,900	73,300	73,900	75,400			
27	70,250	73,700	74,300	74,900	74,300	74,900	76,400			
28	71,250	74,700	75,300	75,900	75,300	75,900	77,400			
29	72,250	75,700	76,300	76,900	76,300	76,900	78,400			
30	73,250	76,700	77,300	77,900	77,300	77,900	79,400			
31	74,250	77,700	78,300	78,900	78,300	78,900	80,400			
32	75,250	78,700	79,300	79,900	79,300	79,900	81,400			
33	76,250	79,700	80,300	80,900	80,300	80,900	82,400			
34	77,250	80,700	81,300	81,900	81,300	81,900	83,400			
35	78,250	81,700	82,300	82,900	82,300	82,900	84,400			
36	79,250	82,700	83,300	83,900	83,300	83,900	85,400			
37	80,250	83,700	84,300	84,900	84,300	84,900	86,400			
38	81,250	84,700	85,300	85,900	85,300	85,900	87,400			
39	82,250	85,700	86,300	86,900	86,300	86,900	88,400			
40	83,250	86,700	87,300	87,900	87,300	87,900	89,400			

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 Salary Schedule - 10 Month Teacher

(Includes School Counselors, Librarian, Therapist & Specialist)

Level	B.A. Degree TE208		Masters Degree TE209		M+30 Degree TE210		Specialist Degree TE211		PhD/EdD Degree TE212	
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	55,494	56,826	57,492	58,822	60,322	61,488	62,154	63,319	63,819	59,823
1	55,744	57,326	57,992	61,321	60,822	61,988	62,653	61,155	62,820	60,323
2	55,994	57,825	58,244	61,820	61,321	62,487	63,153	61,655	63,319	60,822
3	56,244	58,325	58,824	62,321	61,820	62,987	63,652	62,154	63,819	61,322
4	56,493	58,824	59,323	62,820	62,321	63,486	64,152	62,653	64,318	61,821
5	56,743	59,323	59,823	63,320	62,820	63,985	64,651	63,153	64,818	62,321
6	56,993	59,823	60,322	63,819	63,320	64,485	65,150	63,652	65,317	62,820
7	57,243	60,322	60,822	64,318	63,819	64,984	65,650	64,152	65,816	63,319
8	57,492	60,822	61,321	64,818	64,318	65,483	66,149	64,651	66,316	63,819
9	57,742	61,321	61,820	65,317	64,818	65,983	66,649	65,150	66,815	64,318
10	57,992	61,820	62,321	65,817	65,317	66,482	67,148	65,650	67,315	64,818
11	58,242	62,321	62,820	66,316	65,817	66,982	67,647	66,149	67,814	65,317
12	58,491	62,820	63,320	66,815	66,316	67,481	68,147	66,649	68,313	65,816
13	58,741	63,320	63,819	67,315	66,815	67,980	68,647	67,148	68,813	66,316
14	58,991	63,819	64,318	67,814	67,315	68,480	69,147	67,647	69,313	66,815
15	59,241	64,318	64,818	68,314	67,814	68,979	69,646	68,147	69,813	67,315
16	59,490	64,818	65,317	68,813	68,314	69,479	70,145	68,646	70,312	67,814
17	59,740	65,317	65,817	69,312	68,813	69,979	70,645	69,145	70,811	68,313
18	59,990	65,817	66,316	69,812	69,312	70,478	71,144	70,145	71,311	68,813
19	60,240	66,316	66,815	70,311	69,812	70,978	71,644	70,645	71,810	69,313
20	60,489	66,815	67,315	70,811	70,311	71,477	72,143	71,144	72,310	69,813
21	60,739	67,315	67,814	71,311	70,811	71,977	72,642	71,644	72,809	70,312
22	60,989	67,814	68,314	71,810	71,311	72,476	73,142	71,977	73,308	70,811
23	61,239	68,314	68,813	72,310	71,810	72,975	73,641	72,476	73,808	71,311
24	61,488	68,813	69,312	72,809	72,310	73,475	74,141	73,142	74,307	71,810
25	61,737	69,312	69,812	73,309	72,809	73,974	74,640	73,641	74,806	72,310
26	61,987	69,812	70,311	73,808	73,309	74,474	75,139	74,141	75,306	72,809
27	62,237	70,311	70,811	74,307	73,808	74,973	75,639	74,640	75,805	73,308
28	62,486	70,811	71,311	74,807	74,307	75,472	76,138	75,139	76,305	73,808
29	62,736	71,311	71,810	75,306	74,807	75,972	76,637	75,639	76,804	74,307
30	62,986	71,810	72,310	75,805	75,306	76,471	77,137	76,138	77,303	74,806
31	63,236	72,310	72,809	76,305	75,805	76,971	77,637	76,637	77,803	75,306
32	63,485	72,809	73,309	76,804	76,305	77,470	78,137	77,137	78,302	75,805
33	63,735	73,309	73,808	77,303	76,804	77,904	78,637	77,637	79,001	76,305
34	63,985	73,808	74,307	77,803	77,303	78,137	79,001	78,137	79,376	76,804
35	64,235	74,307	74,807	78,302	77,803	78,637	79,500	78,637	79,875	77,303
36	64,484	74,807	75,306	78,801	78,302	79,137	80,000	79,137	80,375	77,803
37	64,734	75,306	75,805	79,300	78,801	79,671	80,500	79,671	80,875	78,302
38	64,984	75,805	76,305	79,800	79,300	80,170	81,000	80,170	81,375	78,803
39	65,234	76,305	76,804	80,300	79,800	80,670	81,500	80,670	81,875	79,302
40	65,483	76,804	77,303	80,800	80,300	81,170	82,000	81,170	82,375	79,801

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	62,930	63,597	64,263	64,706	65,373	65,928	66,595	67,262	67,929
11	60,212	64,040	65,150	66,260	66,926	68,036	68,703	69,370	70,037	70,704
12	61,322	65,150	66,260	67,370	68,480	69,590	70,256	71,366	72,032	72,698
13	62,432	66,260	67,370	68,480	69,590	70,700	71,366	72,032	72,698	73,364
14	63,541	67,370	68,480	69,590	70,700	71,810	72,476	73,142	73,808	74,474
15	64,651	68,480	69,590	70,700	71,810	72,920	73,586	74,252	74,918	75,584
16	65,761	69,590	70,700	71,810	72,920	74,030	74,696	75,362	76,028	76,694
17	66,871	70,700	71,810	72,920	74,030	75,140	75,806	76,472	77,138	77,804
18	67,981	71,810	72,920	74,030	75,140	76,250	76,916	77,582	78,248	78,914
19	69,091	72,920	74,030	75,140	76,250	77,359	78,026	78,692	79,358	80,024
20	70,201	74,030	75,140	76,250	77,359	78,469	79,136	79,802	80,468	81,134
21	71,311	75,140	76,250	77,359	78,469	79,579	80,245	80,911	81,577	82,243
22	72,421	76,250	77,359	78,469	79,579	80,689	81,354	82,020	82,686	83,352
23	73,531	77,359	78,469	79,579	80,689	81,799	82,464	83,129	83,795	84,461
24	74,641	78,469	79,579	80,689	81,799	82,909	83,574	84,239	84,905	85,571
25	75,750	79,579	80,689	81,799	82,909	84,019	84,684	85,349	86,015	86,681
26	76,860	80,689	81,799	82,909	84,019	85,129	85,794	86,459	87,125	87,791
27	77,969	81,799	82,909	84,019	85,129	86,239	86,904	87,569	88,235	88,901
28	79,079	82,909	84,019	85,129	86,239	87,348	88,014	88,680	89,345	90,011
29	80,189	84,019	85,129	86,239	87,348	88,458	89,124	89,790	90,455	91,121
30	81,299	85,129	86,239	87,348	88,458	89,568	90,234	90,900	91,565	92,231
31	82,409	86,239	87,348	88,458	89,568	90,678	91,344	92,010	92,675	93,341
32	83,519	87,348	88,458	89,568	90,678	91,788	92,454	93,120	93,785	94,451
33	84,629	88,458	89,568	90,678	91,788	92,898	93,564	94,230	94,895	95,561
34	85,739	89,568	90,678	91,788	92,898	94,007	94,674	95,340	96,005	96,671
35	86,849	90,678	91,788	92,898	94,007	95,117	95,784	96,450	97,115	97,781
36	87,958	91,788	92,898	94,007	95,117	96,227	96,894	97,560	98,225	98,891
37	89,068	92,898	94,007	95,117	96,227					
38	90,178	94,007	95,117	96,227						
39	91,288	95,117	96,227							
40	92,398	96,227								

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	55,494	56,826	57,492	61,488	63,486	69,479	70,145	71,810	72,310	73,808
1	55,744	57,326	57,992	61,988	63,985	69,979	70,645	71,310	72,809	73,308
2	55,994	57,825	58,242	62,487	64,485	70,478	71,144	72,143	73,808	74,307
3	56,244	58,325	58,491	62,987	64,984	70,978	71,644	72,642	74,307	74,806
4	56,493	58,824	59,490	63,486	65,483	71,477	72,143	73,142	74,806	75,306
5	56,743	59,323	59,989	63,985	65,982	71,977	72,642	73,641	75,306	75,805
6	56,993	59,823	60,489	64,485	66,481	72,476	73,142	74,141	75,805	76,305
7	57,243	60,322	60,989	64,984	66,980	72,975	73,641	74,640	76,305	76,804
8	57,492	60,822	61,488	65,483	67,478	73,475	74,141	75,139	76,804	77,303
9	57,742	61,321	61,988	65,982	67,977	73,974	74,640	75,639	77,303	77,803
10	57,992	61,820	62,487	66,481	68,476	74,474	75,139	76,138	77,803	78,302
11	58,242	62,321	62,987	66,980	68,975	74,973	75,639	76,637	78,302	78,803
12	58,491	62,820	63,486	67,478	69,474	75,472	76,138	77,137	78,803	79,302
13	58,741	63,320	63,985	67,977	69,973	75,971	76,637	77,637	79,302	79,801
14	58,991	63,819	64,485	68,476	70,472	76,470	77,137	78,137	79,801	
15	59,241	64,318	64,984	68,975	70,971	76,969	77,637	78,637		
16	59,490	64,818	65,483	69,474	71,470	77,468	78,137			
17	59,740	65,317	65,982	69,973	71,969	77,967				
18	59,990	65,817	66,481	70,472	72,468					
19	60,240	66,316	66,980	70,971	72,967					
20	60,489	66,815	67,479	71,470	73,466					
21	60,739	67,315	67,978	71,969	73,965					
22	60,989	67,814	68,477	72,468	74,464					
23	61,239	68,314	68,976	72,967	74,963					
24	61,488	68,813	69,475	73,466	75,462					
25	61,737	69,312	69,974	73,965	75,961					
26	61,987	69,812	70,473	74,464	76,460					
27	62,237	70,311	70,972	74,963	76,959					
28	62,486	70,811	71,471	75,462	77,458					
29	62,736	71,311	71,970	75,961	77,957					
30	62,986	71,810	72,469	76,460	78,456					
31	63,236	72,310	72,968	76,959	78,955					
32	63,485	72,809	73,467	77,458	79,454					
33	63,735	73,309	73,966	77,957	79,953					
34	63,985	73,808	74,465	78,456	80,452					
35	64,235	74,307	74,964	78,955	80,951					
36	64,484	74,807	75,463	79,454	81,450					
37	64,734	75,306	75,962	79,953	81,949					
38	64,984	75,805	76,461	80,452	82,448					
39	65,234	76,305	76,960	80,951	82,947					
40	65,483	76,804	77,459	81,450	83,446					

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	59,102	62,930	63,597	64,263	65,928	66,594	67,260	67,926	68,592	69,258
11	60,212	64,040	64,706	65,373	66,926	67,593	68,260	68,927	69,594	70,261
12	61,322	65,150	65,816	66,483	68,036	68,703	69,370	70,037	70,704	71,371
13	62,432	66,260	66,926	67,593	69,146	69,812	70,479	71,146	71,812	72,479
14	63,541	67,370	68,036	68,703	70,256	70,922	71,589	72,256	72,922	73,589
15	64,651	68,480	69,146	69,812	71,366	72,032	72,699	73,366	74,032	74,699
16	65,761	69,590	70,256	70,922	72,476	73,142	73,809	74,476	75,142	75,809
17	66,871	70,700	71,366	72,032	73,586	74,251	74,918	75,584	76,251	76,918
18	67,981	71,810	72,476	73,142	74,696	75,361	76,028	76,694	77,361	78,028
19	69,091	72,920	73,586	74,251	75,806	76,471	77,138	77,804	78,471	79,138
20	70,201	74,030	74,696	75,361	76,916	77,581	78,248	78,914	79,581	80,248
21	71,311	75,140	75,806	76,471	78,026	78,691	79,358	80,024	80,691	81,358
22	72,421	76,250	76,916	77,581	79,136	79,801	80,468	81,134	81,801	82,468
23	73,531	77,359	78,026	78,691	80,245	80,911	81,578	82,244	82,911	83,578
24	74,641	78,469	79,136	79,801	81,354	82,021	82,688	83,354	84,021	84,688
25	75,750	79,579	80,245	80,911	82,464	83,131	83,797	84,464	85,131	85,797
26	76,860	80,689	81,354	82,021	83,574	84,241	84,907	85,574	86,241	86,907
27	77,969	81,799	82,464	83,131	84,684	85,351	86,018	86,684	87,351	88,018
28	79,079	82,909	83,574	84,241	85,794	86,460	87,126	87,792	88,458	89,124
29	80,189	84,019	84,684	85,351	86,904	87,570	88,202	88,868	89,534	90,200
30	81,299	85,129	85,794	86,460	88,014	88,680	89,346	90,012	90,678	91,344
31	82,409	86,239	86,904	87,570	89,124	89,790	90,456	91,122	91,788	92,454
32	83,519	87,348	88,014	88,680	89,790	90,456	91,122	91,788	92,454	93,120
33	84,629	88,458	89,124	89,790	90,456	91,122	91,788	92,454	93,120	93,786
34	85,739	89,568	90,234	90,900	91,344	92,010	92,676	93,342	94,008	94,674
35	86,849	90,678	91,344	92,010	92,454	93,120	93,786	94,452	95,118	95,784
36	87,958	91,788	92,454	93,120	93,564	94,230	94,896	95,562	96,228	96,894
37	89,068	92,898	93,564	94,230	94,674	95,340	96,006	96,672	97,338	98,004
38	90,178	94,007	94,674	95,340	95,784	96,450	97,116	97,782	98,448	99,114
39	91,288	95,117	95,784	96,450	96,894	97,560	98,226	98,892	99,558	100,224
40	92,398	96,227	96,894	97,560						

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	60,989	62,453	63,184	63,917	64,466	65,014	65,563	66,112	66,661	67,209
1	61,263	63,002	63,733	64,283	64,832	65,380	65,929	66,478	67,027	67,576
2	61,538	63,550	64,283	64,832	65,380	65,929	66,478	67,027	67,576	68,124
3	61,812	64,099	64,832	65,380	65,929	66,478	67,027	67,576	68,124	68,673
4	62,087	64,648	65,380	65,929	66,478	67,027	67,576	68,124	68,673	69,223
5	62,361	65,197	65,929	66,478	67,027	67,576	68,124	68,673	69,223	69,772
6	62,636	65,747	66,478	67,027	67,576	68,124	68,673	69,223	69,772	70,321
7	62,910	66,295	67,027	67,576	68,124	68,673	69,223	69,772	70,321	70,869
8	63,185	66,844	67,576	68,124	68,673	69,223	69,772	70,321	70,869	71,418
9	63,459	67,393	68,124	68,673	69,223	69,772	70,321	70,869	71,418	71,967
10	63,734	67,942	68,673	69,223	69,772	70,321	70,869	71,418	71,967	72,516
11	64,008	68,491	69,223	69,772	70,321	70,869	71,418	71,967	72,516	73,065
12	64,283	69,039	69,772	70,321	70,869	71,418	71,967	72,516	73,065	73,613
13	64,557	69,588	70,321	70,869	71,418	71,967	72,516	73,065	73,613	74,163
14	64,831	70,137	70,869	71,418	71,967	72,516	73,065	73,613	74,163	74,712
15	65,105	70,686	71,418	71,967	72,516	73,065	73,613	74,163	74,712	75,261
16	65,380	71,236	71,967	72,516	73,065	73,613	74,163	74,712	75,261	75,810
17	65,654	71,784	72,516	73,065	73,613	74,163	74,712	75,261	75,810	76,358
18	65,929	72,333	73,065	73,613	74,163	74,712	75,261	75,810	76,358	76,907
19	66,203	72,882	73,613	74,163	74,712	75,261	75,810	76,358	76,907	77,456
20	66,478	73,431	74,163	74,712	75,261	75,810	76,358	76,907	77,456	78,005
21	66,752	73,980	74,712	75,261	75,810	76,358	76,907	77,456	78,005	78,553
22	67,027	74,528	75,261	75,810	76,358	76,907	77,456	78,005	78,553	79,102
23	67,301	75,077	75,810	76,358	76,907	77,456	78,005	78,553	79,102	79,652
24	67,576	75,626	76,358	76,907	77,456	78,005	78,553	79,102	79,652	80,201
25	67,850	76,176	76,907	77,456	78,005	78,553	79,102	79,652	80,201	80,750
26	68,125	76,724	77,456	78,005	78,553	79,102	79,652	80,201	80,750	81,298
27	68,399	77,273	78,005	78,553	79,102	79,652	80,201	80,750	81,298	81,847
28	68,674	77,822	78,553	79,102	79,652	80,201	80,750	81,298	81,847	82,396
29	68,948	78,371	79,102	79,652	80,201	80,750	81,298	81,847	82,396	82,945
30	69,223	78,920	79,652	80,201	80,750	81,298	81,847	82,396	82,945	83,494
31	69,497	79,468	80,201	80,750	81,298	81,847	82,396	82,945	83,494	84,042
32	69,772	80,017	80,750	81,298	81,847	82,396	82,945	83,494	84,042	84,592
33	70,046	80,566	81,298	81,847	82,396	82,945	83,494	84,042	84,592	85,141
34	70,321	81,116	81,847	82,396	82,945	83,494	84,042	84,592	85,141	85,690
35	70,595	81,665	82,396	82,945	83,494	84,042	84,592	85,141	85,690	86,239
36	70,870	82,213	82,945	83,494	84,042	84,592	85,141	85,690	86,239	86,788
37	71,143	82,762	83,494	84,042	84,592	85,141	85,690	86,239	86,788	87,337
38	71,418	83,311	84,042	84,592	85,141	85,690	86,239	86,788	87,337	87,886
39	71,692	83,860	84,592	85,141	85,690	86,239	86,788	87,337	87,886	88,435
40	71,967	84,409	85,141	85,690	86,239	86,788	87,337	87,886	88,435	88,984

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	64,954	69,162	69,893	70,626	71,113	71,845	72,455	73,065	73,675	74,285
11	66,173	71,601	72,333	73,065	73,553	74,284	75,015	75,746	76,477	77,208
12	67,393	74,041	74,773	75,504	76,232	76,963	77,694	78,425	79,156	79,887
13	68,613	75,260	75,992	76,723	77,454	78,185	78,916	79,647	80,378	81,109
14	69,833	76,480	77,212	77,943	78,674	79,405	80,136	80,867	81,598	82,329
15	71,053	77,700	78,432	79,163	79,894	80,625	81,356	82,087	82,818	83,549
16	72,272	78,920	79,652	80,383	81,114	81,845	82,576	83,307	84,038	84,769
17	73,491	80,139	80,872	81,603	82,334	83,065	83,796	84,527	85,258	85,989
18	74,711	81,359	82,091	82,822	83,553	84,284	85,015	85,746	86,477	87,208
19	75,931	82,579	83,311	84,042	84,773	85,504	86,235	86,966	87,697	88,428
20	77,151	83,799	84,531	85,262	85,993	86,724	87,455	88,186	88,917	89,648
21	78,371	85,019	85,750	86,481	87,212	87,943	88,674	89,405	90,136	90,867
22	79,590	86,239	86,970	87,701	88,432	89,163	89,894	90,625	91,356	92,087
23	80,810	87,459	88,190	88,921	89,652	90,383	91,114	91,845	92,576	93,307
24	82,030	88,678	89,410	90,141	90,872	91,603	92,334	93,065	93,796	94,527
25	83,250	89,897	90,630	91,361	92,091	92,822	93,553	94,284	95,015	95,746
26	84,470	91,117	91,850	92,581	93,311	94,042	94,773	95,504	96,235	96,966
27	85,690	92,337	93,070	93,801	94,531	95,262	95,993	96,724	97,455	98,186
28	86,909	93,557	94,289	95,021	95,750	96,481	97,212	97,943	98,674	99,405
29	88,129	94,777	95,508	96,241	96,970	97,701	98,432	99,163	99,894	100,625
30	89,349	95,997	96,728	97,461	98,190	98,921	99,652	100,383	101,114	101,845
31	90,569	97,217	97,948	98,681	99,410	100,141	100,872	101,603	102,334	103,065
32	91,789	98,436	99,168	99,901	100,630	101,361	102,091	102,822	103,553	104,284
33	93,009	99,656	100,388	101,120	101,850	102,581	103,311	104,042	104,773	105,504
34	94,228	100,876	101,608	102,339	103,069	103,800	104,531	105,262	105,993	106,724
35	95,448	102,096	102,828	103,559	104,289	105,020	105,751	106,482	107,213	107,944
36	96,668	103,315	104,047	104,778	105,509	106,240	106,971	107,702	108,433	109,164
37	97,888	104,535	105,267	105,998	106,729	107,460	108,191	108,922	109,653	110,384
38	99,108	105,755	106,487	107,218	107,949	108,680	109,411	110,142	110,873	111,604
39	100,326									
40	101,546									

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	60,989	62,453	63,184	63,917	65,746	66,295	66,844	67,393	67,941	68,490
1	61,263	63,002	63,733	64,466	65,014	65,563	66,112	66,661	67,209	67,758
2	61,538	63,550	64,283	65,017	65,746	66,295	66,844	67,393	67,941	68,490
3	61,812	64,099	64,832	65,563	66,295	66,844	67,393	67,941	68,490	69,040
4	62,087	64,648	65,380	66,017	66,746	67,295	67,844	68,393	68,941	69,490
5	62,361	65,197	65,929	66,661	67,393	67,941	68,490	69,040	69,589	70,138
6	62,636	65,747	66,478	67,027	67,758	68,307	68,856	69,405	69,954	70,503
7	62,910	66,295	67,027	67,576	68,124	68,673	69,222	69,771	70,320	70,869
8	63,185	66,844	67,576	68,124	68,673	69,222	69,771	70,320	70,869	71,418
9	63,459	67,393	68,124	68,673	69,222	69,771	70,320	70,869	71,418	71,967
10	63,734	67,942	68,673	69,222	69,771	70,320	70,869	71,418	71,967	72,516
11	64,008	68,491	69,039	69,588	70,137	70,686	71,235	71,784	72,333	72,882
12	64,283	69,039	69,588	70,137	70,686	71,235	71,784	72,333	72,882	73,430
13	64,557	69,588	70,137	70,686	71,235	71,784	72,333	72,882	73,430	73,980
14	64,831	70,137	70,686	71,235	71,784	72,333	72,882	73,430	73,980	74,529
15	65,105	70,686	71,235	71,784	72,333	72,882	73,430	73,980	74,529	75,078
16	65,380	71,236	71,784	72,333	72,882	73,430	73,980	74,529	75,078	75,626
17	65,654	71,784	72,333	72,882	73,430	73,980	74,529	75,078	75,626	76,175
18	65,929	72,333	72,882	73,430	73,980	74,529	75,078	75,626	76,175	76,724
19	66,203	72,882	73,430	73,980	74,529	75,078	75,626	76,175	76,724	77,273
20	66,478	73,431	74,013	74,529	75,078	75,626	76,175	76,724	77,273	77,822
21	66,752	73,980	74,529	75,078	75,626	76,175	76,724	77,273	77,822	78,370
22	67,027	74,528	75,077	75,626	76,175	76,724	77,273	77,822	78,370	78,920
23	67,301	75,077	75,626	76,175	76,724	77,273	77,822	78,370	78,920	79,469
24	67,576	75,626	76,175	76,724	77,273	77,822	78,370	78,920	79,469	80,018
25	67,850	76,176	76,724	77,273	77,822	78,370	78,920	79,469	80,018	80,567
26	68,125	76,724	77,273	77,822	78,370	78,920	79,469	80,018	80,567	81,115
27	68,399	77,273	77,822	78,370	78,920	79,469	80,018	80,567	81,115	81,664
28	68,674	77,822	78,370	78,920	79,469	80,018	80,567	81,115	81,664	82,213
29	68,948	78,371	78,920	79,469	80,018	80,567	81,115	81,664	82,213	82,762
30	69,223	78,920	79,469	80,018	80,567	81,115	81,664	82,213	82,762	83,311
31	69,497	79,468	80,017	80,566	81,115	81,664	82,213	82,762	83,311	83,860
32	69,772	80,017	80,566	81,116	81,665	82,213	82,762	83,311	83,860	84,409
33	70,046	80,566	81,116	81,665	82,213	82,762	83,311	83,860	84,409	84,958
34	70,321	81,116	81,665	82,213	82,762	83,311	83,860	84,409	84,958	85,507
35	70,595	81,665	82,213	82,762	83,311	83,860	84,409	84,958	85,507	86,056
36	70,870	82,213	82,762	83,311	83,860	84,409	84,958	85,507	86,056	86,604
37	71,143	82,762	83,311	83,860	84,409	84,958	85,507	86,056	86,604	87,153
38	71,418	83,311	83,860	84,409	84,958	85,507	86,056	86,604	87,153	87,702
39	71,692	83,860	84,409	84,958	85,507	86,056	86,604	87,153	87,702	88,251
40	71,967	84,409	84,958	85,507	86,056	86,604	87,153	87,702	88,251	88,800

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	64,954	69,162	69,893	70,626	70,626	70,626	70,626	70,626	70,626	72,455
11	66,173	70,382	71,113	71,845	71,845	71,845	71,845	71,845	71,845	73,675
12	67,393	71,601	72,333	73,065	73,065	73,065	73,065	73,065	73,065	74,894
13	68,613	72,821	73,553	74,284	74,284	74,284	74,284	74,284	74,284	76,114
14	69,833	74,041	74,773	75,504	75,504	75,504	75,504	75,504	75,504	77,334
15	71,053	75,260	75,992	76,724	76,724	76,724	76,724	76,724	76,724	78,554
16	72,272	76,480	77,212	77,944	77,944	77,944	77,944	77,944	77,944	79,774
17	73,491	77,700	78,432	79,164	79,164	79,164	79,164	79,164	79,164	80,994
18	74,711	78,920	79,652	80,384	80,384	80,384	80,384	80,384	80,384	82,214
19	75,931	80,139	80,872	81,603	81,603	81,603	81,603	81,603	81,603	83,433
20	77,151	81,359	82,091	82,823	82,823	82,823	82,823	82,823	82,823	84,652
21	78,371	82,579	83,311	84,043	84,043	84,043	84,043	84,043	84,043	85,872
22	79,590	83,799	84,531	85,263	85,263	85,263	85,263	85,263	85,263	87,092
23	80,810	85,019	85,750	86,483	86,483	86,483	86,483	86,483	86,483	88,312
24	82,030	86,239	86,970	87,702	87,702	87,702	87,702	87,702	87,702	89,532
25	83,250	87,459	88,190	88,922	88,922	88,922	88,922	88,922	88,922	90,752
26	84,470	88,678	89,410	90,141	90,141	90,141	90,141	90,141	90,141	91,972
27	85,690	89,897	90,630	91,361	91,361	91,361	91,361	91,361	91,361	93,191
28	86,909	91,117	91,850	92,581	92,581	92,581	92,581	92,581	92,581	94,411
29	88,129	92,337	93,070	93,801	93,801	93,801	93,801	93,801	93,801	95,631
30	89,349	93,557	94,289	95,021	95,021	95,021	95,021	95,021	95,021	96,850
31	90,569	94,777	95,508	96,241	96,241	96,241	96,241	96,241	96,241	98,070
32	91,789	95,997	96,728	97,461	97,461	97,461	97,461	97,461	97,461	99,290
33	93,009	97,217	97,948	98,681	98,681	98,681	98,681	98,681	98,681	100,510
34	94,228	98,436	99,168	99,900	99,900	99,900	99,900	99,900	99,900	101,730
35	95,448	99,656	100,388	101,120	101,120	101,120	101,120	101,120	101,120	102,949
36	96,668	100,876	101,608	102,339	102,339	102,339	102,339	102,339	102,339	104,169
37	97,888	102,096	102,828	103,559	103,559	103,559	103,559	103,559	103,559	105,389
38	99,108	103,315	104,047	104,779	104,779	104,779	104,779	104,779	104,779	106,609
39	100,326	104,535	105,267	105,999	105,999	105,999	105,999	105,999	105,999	107,829
40	101,546	105,755	106,487	107,219	107,219	107,219	107,219	107,219	107,219	109,049

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	71,703	73,424	74,284	75,145	75,993	76,854	77,715	78,576	79,437	80,298
1	72,026	74,070	74,930	75,791	76,651	77,511	78,372	79,233	80,093	80,954
2	72,349	74,715	75,360	76,006	76,651	77,511	78,372	79,233	80,093	80,954
3	72,671	75,360	76,006	76,651	77,297	78,156	79,017	79,878	80,738	81,599
4	72,994	76,006	76,651	77,297	77,942	78,802	79,663	80,523	81,384	82,244
5	73,316	76,651	77,297	77,942	78,687	79,547	80,408	81,268	82,129	82,989
6	73,639	77,297	77,942	78,687	79,447	80,307	81,168	82,028	82,888	83,749
7	73,962	77,942	78,687	79,447	80,307	81,168	82,028	82,888	83,749	84,609
8	74,285	78,587	79,233	79,878	80,633	81,493	82,353	83,214	84,074	84,934
9	74,608	79,233	79,878	80,522	81,168	81,813	82,503	83,363	84,224	85,084
10	74,930	79,878	80,522	81,168	81,813	82,503	83,363	84,224	85,084	85,944
11	75,252	80,522	81,168	81,813	82,503	83,363	84,224	85,084	85,944	86,804
12	75,575	81,168	81,813	82,458	83,104	83,965	84,825	85,685	86,545	87,405
13	75,898	81,813	82,458	83,104	83,749	84,610	85,470	86,330	87,190	88,050
14	76,221	82,458	83,104	83,749	84,394	85,255	86,115	86,975	87,835	88,695
15	76,544	83,104	83,749	84,394	85,040	85,901	86,761	87,621	88,481	89,341
16	76,866	83,749	84,394	85,040	85,685	86,546	87,406	88,266	89,126	89,986
17	77,188	84,394	85,040	85,685	86,331	87,192	88,052	88,912	89,772	90,632
18	77,511	85,040	85,685	86,331	86,976	87,837	88,697	89,557	90,417	91,277
19	77,834	85,685	86,331	86,976	87,621	88,482	89,342	90,202	91,062	91,922
20	78,157	86,331	86,976	87,621	88,267	89,128	89,988	90,848	91,708	92,568
21	78,479	86,976	87,621	88,267	88,912	89,773	90,633	91,493	92,353	93,213
22	78,802	87,621	88,267	88,912	89,557	90,417	91,278	92,138	93,000	93,860
23	79,125	88,267	88,912	89,557	90,203	91,063	91,924	92,784	93,644	94,504
24	79,447	88,912	89,557	90,203	90,848	91,708	92,569	93,429	94,289	95,149
25	79,770	89,557	90,203	90,848	91,493	92,353	93,214	94,074	94,934	95,794
26	80,093	90,203	90,848	91,493	92,139	92,999	93,860	94,720	95,580	96,440
27	80,415	90,848	91,493	92,139	92,784	93,644	94,505	95,365	96,225	97,085
28	80,738	91,493	92,139	92,784	93,430	94,290	95,151	96,011	96,871	97,731
29	81,061	92,139	92,784	93,430	94,075	94,935	95,796	96,656	97,516	98,376
30	81,383	92,784	93,430	94,075	94,720	95,580	96,441	97,301	98,161	99,021
31	81,706	93,430	94,075	94,720	95,580	96,441	97,301	98,161	99,021	99,881
32	82,028	94,075	94,720	95,580	96,441	97,301	98,161	99,021	99,881	100,741
33	82,351	94,720	95,580	96,441	97,301	98,161	99,021	99,881	100,741	101,601
34	82,674	95,366	96,226	97,086	97,946	98,806	99,666	100,526	101,386	102,246
35	82,997	96,011	96,871	97,731	98,591	99,451	100,311	101,171	102,031	102,891
36	83,320	96,656	97,516	98,376	99,236	100,096	100,956	101,816	102,676	103,536
37	83,641	97,302	98,162	99,022	99,882	100,742	101,602	102,462	103,322	104,182
38	83,964	97,947	98,807	99,667	100,527	101,387	102,247	103,107	103,967	104,827
39	84,287	98,592	99,452	100,312	101,172	102,032	102,892	103,752	104,612	105,472
40	84,610	99,238	100,098	100,958	101,818	102,678	103,538	104,398	105,258	106,118

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	85,183					
11	77,798	82,746	83,606	84,467	86,618					
12	79,233	84,180	85,041	85,901	88,051					
13	80,666	85,614	86,474	87,334	89,486					
14	82,100	87,048	87,908	88,769	90,920					
15	83,534	88,481	89,342	90,202	92,353					
16	84,969	89,916	90,776	91,637	93,788					
17	86,403	91,350	92,211	93,071	95,222					
18	87,836	92,784	93,644	94,505	96,656					
19	89,270	94,218	95,079	95,939	98,090					
20	90,705	95,653	96,513	97,374	99,524					
21	92,139	97,086	97,947	98,807	100,958					
22	93,573	98,520	99,381	100,241	102,393					
23	95,006	99,954	100,814	101,675	103,826					
24	96,441	101,388	102,249	103,109	105,260					
25	97,875	102,823	103,683	104,544	106,695					
26	99,309	104,256	105,117	105,977	108,128					
27	100,743	105,691	106,551	107,412	109,563					
28	102,178	107,125	107,986	108,846	110,997					
29	103,611	108,559	109,419	110,279	112,431					
30	105,045	109,993	110,853	111,714	113,865					
31	106,479	111,426	112,287	113,147	115,299					
32	107,914	112,861	113,721	114,582	116,733					
33	109,348	114,295	115,156	116,016	118,167					
34	110,781	115,729	116,589	117,450	119,601					
35	112,215	117,163	118,024	118,884	121,035					
36	113,650	118,598	119,458	120,319	122,470					
37	115,084	120,031	120,892	121,752	123,903					
38	116,518	121,466	122,326	123,186	125,338					
39	117,951	122,899	123,759	124,620	126,771					
40	119,386	124,333	125,194	126,054	128,205					

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	71,703	73,424	74,284	75,145	75,296	76,157	77,018	77,879	78,740	79,601
1	72,026	74,070	74,930	75,791	76,652	77,513	78,374	79,235	80,096	80,957
2	72,349	74,715	75,575	76,436	77,297	78,158	79,019	79,880	80,741	81,602
3	72,671	75,360	76,220	77,081	77,942	78,803	79,664	80,525	81,386	82,247
4	72,994	76,006	76,866	77,727	78,588	79,449	80,310	81,171	82,032	82,893
5	73,316	76,651	77,511	78,372	79,233	80,094	80,955	81,816	82,677	83,538
6	73,639	77,297	78,156	79,017	79,878	80,739	81,600	82,461	83,322	84,183
7	73,962	77,942	78,802	79,663	80,524	81,385	82,246	83,107	83,968	84,829
8	74,285	78,587	79,447	80,308	81,169	82,030	82,891	83,752	84,613	85,474
9	74,608	79,233	80,093	80,953	81,814	82,675	83,536	84,397	85,258	86,119
10	74,930	79,878	80,738	81,598	82,459	83,320	84,181	85,042	85,903	86,764
11	75,252	80,522	81,383	82,243	83,104	83,965	84,826	85,687	86,548	87,409
12	75,575	81,168	82,029	82,889	83,750	84,611	85,472	86,333	87,194	88,055
13	75,898	81,813	82,674	83,534	84,415	85,276	86,137	87,000	87,861	88,722
14	76,221	82,458	83,319	84,179	85,040	85,901	86,762	87,623	88,484	89,345
15	76,544	83,104	83,965	84,825	85,686	86,547	87,408	88,269	89,130	90,000
16	76,866	83,749	84,610	85,470	86,331	87,192	88,053	88,914	89,775	90,636
17	77,188	84,394	85,255	86,115	87,000	87,861	88,722	89,583	90,444	91,305
18	77,511	85,040	85,901	86,761	87,622	88,483	89,344	90,205	91,066	91,927
19	77,834	85,685	86,546	87,406	88,267	89,128	90,000	90,861	91,722	92,583
20	78,157	86,331	87,192	88,052	88,913	89,774	90,635	91,496	92,357	93,218
21	78,479	86,976	87,837	88,697	89,558	90,419	91,280	92,141	93,002	93,863
22	78,802	87,621	88,482	89,342	89,203	90,064	90,925	91,786	92,647	93,508
23	79,125	88,267	89,128	89,988	90,849	91,710	92,571	93,432	94,293	95,154
24	79,447	88,912	89,773	90,633	91,494	92,355	93,216	94,077	94,938	95,799
25	79,770	89,557	90,417	91,278	92,139	93,000	93,861	94,722	95,583	96,444
26	80,093	90,203	91,063	91,924	92,785	93,646	94,507	95,368	96,229	97,090
27	80,415	90,848	91,708	92,569	93,430	94,291	95,152	96,013	96,874	97,735
28	80,738	91,493	92,353	93,214	94,075	94,936	95,797	96,658	97,519	98,380
29	81,061	92,139	92,999	93,860	94,721	95,582	96,443	97,304	98,165	99,026
30	81,383	92,784	93,644	94,505	95,366	96,227	97,088	97,949	98,810	99,671
31	81,706	93,430	94,290	95,151	96,012	96,873	97,734	98,595	99,456	100,317
32	82,028	94,075	94,935	95,796	96,657	97,518	98,379	99,240	100,101	100,962
33	82,351	94,720	95,580	96,441	97,302	98,163	99,024	99,885	100,746	101,607
34	82,674	95,366	96,226	97,087	97,948	98,809	99,670	100,531	101,392	102,253
35	82,997	96,011	96,871	97,732	98,593	99,454	100,315	101,176	102,037	102,898
36	83,320	96,656	97,516	98,377	99,238	100,099	100,960	101,821	102,682	103,543
37	83,641	97,302	98,162	99,023	99,884	100,745	101,606	102,467	103,328	104,189
38	83,964	97,947	98,807	99,668	100,529	101,390	102,251	103,112	103,973	104,834
39	84,287	98,592	99,452	100,312	101,173	102,034	102,895	103,756	104,617	105,478
40	84,610	99,238	100,098	100,958	101,819	102,680	103,541	104,402	105,263	106,124

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
10	76,364	81,311	82,172	83,032	85,183					
11	77,798	82,746	83,606	84,467	86,618					
12	79,233	84,180	85,041	85,901	88,051					
13	80,666	85,614	86,474	87,334	89,486					
14	82,100	87,048	87,908	88,769	90,920					
15	83,534	88,481	89,342	90,202	92,353					
16	84,969	89,916	90,776	91,637	93,788					
17	86,403	91,350	92,211	93,071	95,222					
18	87,836	92,784	93,644	94,505	96,656					
19	89,270	94,218	95,079	95,939	98,090					
20	90,705	95,653	96,513	97,374	99,524					
21	92,139	97,086	97,947	98,807	100,958					
22	93,573	98,520	99,381	100,241	102,393					
23	95,006	99,954	100,814	101,675	103,826					
24	96,441	101,388	102,249	103,109	105,260					
25	97,875	102,823	103,683	104,544	106,695					
26	99,309	104,256	105,117	105,977	108,128					
27	100,743	105,691	106,551	107,412	109,563					
28	102,178	107,125	107,986	108,846	110,997					
29	103,611	108,559	109,419	110,279	112,431					
30	105,045	109,993	110,853	111,714	113,865					
31	106,479	111,426	112,287	113,147	115,299					
32	107,914	112,861	113,721	114,582	116,733					
33	109,348	114,295	115,156	116,016	118,167					
34	110,781	115,729	116,589	117,450	119,601					
35	112,215	117,163	118,024	118,884	121,035					
36	113,650	118,598	119,458	120,319	122,470					
37	115,084	120,031	120,892	121,752	123,903					
38	116,518	121,466	122,326	123,186	125,338					
39	117,951	122,899	123,759	124,620	126,771					
40	119,386	124,333	125,194	126,054	128,205					

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 Teacher Advancement Program (TAP) Model

(Includes Capitol Elementary, Claiborne Elementary, and Park Forest Middle)

Employee Position	Supplement
Assistant Principals	7,500
Counselors	5,000
Deans	5,000
Master Teacher	10,000
Mentor Teacher	10,000
Paraprofessionals	1,500
Principals	10,000
Teachers -Core	9,500
Teachers -Elective	5,000

Core Teachers include ELA, Science, Social Studies, Math

SPED teachers that test qualify under core teacher

Elective Teachers include Speech, Band, Art, PE, Health, CTE

Master Teacher teaches 1 class daily

Mentor Teacher works with staff 2 hrs daily

Must be a certified teacher to receive supplement

Supplements are paid in December and June - must be at school entire semester to receive

2025-2026 NIET Growth Pay

(Includes Capitol Elementary, Claiborne Elementary, and Park Forest Middle)

NIET Admin Growth Pay			
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Principal	7,000	Asst Principal	3,000
School Growth VAM- 50%		School Growth VAM- 50%	
VAL-Ed - 30%		Val-Ed - 30%	
TAP Program Review 20%		TAP Program Review- 20%	
VAMS		VAMS	
VAM -4	3,500	VAM -4	1,500
VAM- 3	2,250	VAM- 3	1,000
VAM-2	1,000	VAM-2	500
VAM-1	-	VAM-1	-
VAL ED		VAL ED	
4 and up	2,100	4 and up	900
3.75-3.999	1,500	3.75-3.999	700
3.5-3.7444	1,100	3.5-3.7444	500
3-3.4999	500	3-3.4999	300
Less than 3	-	Less than 3	-
TAP Review		TAP Review	
4.5 and up	1,400	4.5 and up	600
4.0- 4.499	900	4.0- 4.499	400
3.0-3.999	500	3.0-3.999	200
Less than 3	-	Less than 3	-

NIET Teacher Growth Pay**			
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Tested Career Teacher	5,000	Non-Test Career Teacher	2,000
TAP SKF Review (Skills, Knowledge, Responsibilities)		TAP SKF Review (Skills, Knowledge, Responsibilities)	
50% SKR		50% SKR	
30% Individual VAM		50% SW VAM	
20% SW VAM			
TAP SKF		TAP SKR	
VAM -4	2,500	VAM -4	1,000
VAM- 3	1800	VAM- 3	500
VAM-2	1000	VAM-2	250
VAM-1	-	VAM-1	-
VAMS- Individual Students		SW VAM	
VAM -4	1,500	4.5 and up	1,000
VAM- 3	1000	4.0- 4.499	500
VAM-2	500	3.0-3.999	250
VAM-1	-	Less than 3	-
SW VAM			
4.5 and up	1,000		
4.0- 4.499	500		
3.0-3.999	250		
Less than 3	-		

*Growth payout is calculated by NIET. Each pot of funds is competitive and depends upon performance of others. All funds will be expended in the fiscal year.

**Mentor and Master teachers participate in the NIET teacher growth pay

2025-2026 Teacher Effectiveness Stipend Salary Schedule

(Includes School Counselors, Librarians)

Effectiveness Rating	Stipend Amt
Ineffective (1.0- 1.49)	0
Emerging (1.50 - 2.49)	0
Proficient (2.50 - 3.49)	350
Highly Effective (3.5-4.49)	550
Exemplary (4.5- 5.0)	700

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2025-2026 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	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
0	22.14	22.71	22.99	23.27	22.99	23.27	23.27	23.99		
1	22.24	22.91	23.19	23.47	23.19	23.47	23.47	24.19		
2	22.34	23.11	23.39	23.67	23.39	23.67	23.67	24.39		
3	22.44	23.31	23.59	23.87	23.59	23.87	23.87	24.59		
4	22.54	23.51	23.79	24.07	23.79	24.07	24.07	24.79		
5	22.64	23.71	23.99	24.27	23.99	24.27	24.27	24.99		
6	22.74	23.91	24.19	24.47	24.19	24.47	24.47	25.19		
7	22.84	24.11	24.39	24.67	24.39	24.67	24.67	25.39		
8	22.94	24.31	24.59	24.87	24.59	24.87	24.87	25.59		
9	23.04	24.51	24.79	25.07	24.79	25.07	25.07	25.79		
10	23.14	24.71	24.99	25.27	24.99	25.27	25.27	25.99		
11	23.24	24.91	25.19	25.47	25.19	25.47	25.47	26.19		
12	23.34	25.11	25.39	25.67	25.39	25.67	25.67	26.39		
13	23.44	25.31	25.59	25.87	25.59	25.87	25.87	26.59		
14	23.54	25.51	25.79	26.07	25.79	26.07	26.07	26.79		
15	23.64	25.71	25.99	26.27	25.99	26.27	26.27	26.99		
16	23.74	25.91	26.19	26.47	26.19	26.47	26.47	27.19		
17	23.84	26.11	26.39	26.67	26.39	26.67	26.67	27.39		
18	23.94	26.31	26.59	26.87	26.59	26.87	26.87	27.59		
19	24.04	26.51	26.79	27.07	26.79	27.07	27.07	27.79		
20	24.14	26.71	26.99	27.27	26.99	27.27	27.27	27.99		
21	24.24	26.91	27.19	27.47	27.19	27.47	27.47	28.19		
22	24.34	27.11	27.39	27.67	27.39	27.67	27.67	28.39		
23	24.44	27.31	27.59	27.87	27.59	27.87	27.87	28.59		
24	24.54	27.51	27.79	28.07	27.79	28.07	28.07	28.79		
25	24.64	27.71	27.99	28.27	27.99	28.27	28.27	28.99		
26	24.74	27.91	28.19	28.47	28.19	28.47	28.47	29.19		
27	24.84	28.11	28.39	28.67	28.39	28.67	28.67	29.39		
28	24.94	28.31	28.59	28.87	28.59	28.87	28.87	29.59		
29	25.04	28.51	28.79	29.07	28.79	29.07	29.07	29.79		
30	25.14	28.71	28.99	29.27	28.99	29.27	29.27	29.99		
31	25.24	28.91	29.19	29.47	29.19	29.47	29.47	30.19		
32	25.34	29.11	29.39	29.67	29.39	29.67	29.67	30.39		
33	25.44	29.31	29.59	29.87	29.59	29.87	29.87	30.59		
34	25.54	29.51	29.79	30.07	29.79	30.07	30.07	30.79		
35	25.64	29.71	29.99	30.27	29.99	30.27	30.27	30.99		
36	25.74	29.91	30.19	30.47	30.19	30.47	30.47	31.19		
37	25.84	30.11	30.39	30.67	30.39	30.67	30.67	31.39		
38	25.94	30.31	30.59	30.87	30.59	30.87	30.87	31.59		
39	26.04	30.51	30.79	31.07	30.79	31.07	31.07	31.79		
40	26.14	30.71	30.99	31.27	30.99	31.27	31.27	31.99		

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
10	23.41	24.94	25.22	25.49	26.15	26.59	26.37	26.81	27.47	27.91
11	23.85	25.38	25.66	25.93	26.59	27.03	26.81	27.25	27.91	28.35
12	24.29	25.82	26.10	26.37	27.03	27.47	27.25	27.69	28.35	28.79
13	24.73	26.26	26.54	26.81	27.47	27.91	27.69	28.13	28.79	29.23
14	25.17	26.70	26.98	27.25	27.91	28.35	28.13	28.57	29.23	29.67
15	25.61	27.14	27.42	27.69	28.35	28.79	28.57	29.01	29.67	30.11
16	26.05	27.58	27.86	28.13	28.79	29.23	29.01	29.45	30.11	30.55
17	26.49	28.02	28.30	28.57	29.23	29.67	29.45	29.89	30.55	30.99
18	26.93	28.46	28.74	29.01	29.67	30.11	29.89	30.33	30.99	31.43
19	27.37	28.90	29.18	29.45	30.11	30.55	30.33	30.77	31.43	31.87
20	27.81	29.34	29.62	29.89	30.55	30.99	30.77	31.21	31.87	32.31
21	28.25	29.78	30.06	30.33	30.99	31.43	31.21	31.65	32.31	32.75
22	28.69	30.22	30.50	30.77	31.43	31.87	31.65	32.09	32.75	33.19
23	29.13	30.66	30.94	31.21	31.87	32.31	32.09	32.53	33.19	33.63
24	29.57	31.10	31.38	31.65	32.31	32.75	32.53	32.97	33.63	34.07
25	30.01	31.54	31.82	32.09	32.75	33.19	32.97	33.41	34.07	34.51
26	30.45	31.98	32.26	32.53	33.19	33.63	33.41	33.85	34.51	34.95
27	30.89	32.42	32.70	32.97	33.63	34.07	33.85	34.29	34.95	35.39
28	31.33	32.86	33.14	33.41	34.07	34.51	34.29	34.73	35.39	35.83
29	31.77	33.30	33.58	33.85	34.51	34.95	34.73	35.17	35.83	36.27
30	32.21	33.74	34.02	34.29	34.95	35.39	35.17	35.61	36.27	36.71
31	32.65	34.18	34.46	34.73	35.39	35.83	35.61	36.05	36.71	37.15
32	33.09	34.62	34.90	35.17	35.83	36.27	36.05	36.49	37.15	37.59
33	33.53	35.06	35.34	35.61	36.27	36.71	36.49	36.93	37.59	38.03
34	33.97	35.50	35.78	36.05	36.71	37.15	36.93	37.37	38.03	38.47
35	34.41	35.94	36.22	36.49	37.15	37.59	37.37	37.81	38.47	38.91
36	34.85	36.38	36.66	36.93	37.59	38.03	37.81	38.25	38.91	39.35
37	35.29	36.82	37.10	37.37	38.03	38.47	38.25	38.69	39.35	
38	35.73	37.26	37.54	37.81	38.47					
39	36.17	37.70	37.98	38.25						
40	36.61	38.14	38.42	38.69						

Proposition 3 Supplement is 11-37% of Annual Salary- LDOE raises are 100% General Fund

Supplemental Compensation, Extended Employment and Other Compensation Guidelines

2025-2026

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
- 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.	

2025-2026 Supplemental Compensation, Extended Employment and Other Continued:

Athletic Supplemental Pay Percentages

MIDDLE SCHOOL COACHES

<u>Sport</u>	<u>Percentage</u>	<u>Number of Coaches Per Sport</u>
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

<u>Sport</u>	<u>Percentage</u>	<u>Extra Days Allowed</u>
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

<u>Sport</u>	<u>Percentage</u>	<u>Extra Days Allowed</u>
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

2025-2026 Supplemental Compensation, Extended Employment and Other Continued:

Athletic Supplemental Pay Additional Instructions

1. The Athletic Supplemental Pay is designated for teachers who dedicate time beyond their regular school day to coach interscholastic athletics. It is the responsibility of each Principal to designate coaching duties, with written notification sent to the Department of PE/Athletics and the Office of Human Resources by the second week of July. This notification should include the names of the assigned coaches, sport coached, and assigned role.
2. The Athletic Supplemental Pay will be calculated based on the current East Baton Rouge Parish Teacher Salary Schedule for classroom teachers. The maximum percentage allowed for coaching duties shall be 20% of the base salary per coach. Coaches supplemental pay will align with the salary structure and assigned athletic position. If there are any changes in duties, updated salary calculations must be provided.
3. All football coaches, volleyball coaches, and First Aid Coordinators or Certified Athletic Trainers must report before the start of the school year for fall practice, as directed by the head coach. They shall be compensated with up to 11 days of pay at the daily rate of their current salary, as indicated by the East Baton Rouge Parish Teacher Salary Schedule for classroom teachers, plus the athletic supplement. The 11 days shall be prior contracted report date. Persons assigned in this role will only be compensated a maximum of 11 days and time must be documented with verified timesheets.
Summer Workshops: All coaching certifications, including First Aid and CPR, must be updated annually and kept on file with the assigned Administrator or Athletic Director.
4. All Athletic Directors (ADs) are required to sign a job responsibility form and meet with the Principal and the Department of PE/Athletics to review the responsibilities for the upcoming year. ADs will report before the start of the school year to file all required paperwork and will be compensated with up to 11 days of pay at the daily rate of their current salary, based on the East Baton Rouge Parish Teacher Salary Schedule for classroom teachers, plus the athletic supplement. The 11 days shall be prior contracted report date. Persons assigned in this role will only be compensated a maximum of 11 days .
•Paperwork Requirements: Extra days worked must be documented with verified timesheets, including activities such as compliance documentation, meeting with coaches, and other administrative duties.
5. Basketball and wrestling coaches shall be compensated with up to 5 days of pay at the daily rate of their current salary, as indicated by the East Baton Rouge Parish Teacher Salary Schedule for classroom teachers, plus the athletic supplement. This compensation is for work performed during non-school workdays, such as tournaments, scrimmages, or off-season practices.
•Timesheet Documentation: All additional work performed must be documented with verified timesheets.
6. Baseball, track, softball, and soccer coaches shall be compensated with up to 2 days of pay at the daily rate of their current salary, as indicated by the East Baton Rouge Parish Teacher Salary Schedule for classroom teachers, plus the athletic supplement, for work performed during non-work school days.
•Verification of Extra Work: All extra days of work must be documented with verified timesheets.
7. Coaches assigned to multiple teams during the same season will only be compensated a maximum of 5 days of pay for work performed during a non-work school day. This rule ensures that while coaches may be assigned to multiple teams, the compensation remains within reason and reflects the time commitment.
8. The principal will assign coaches to various coaching positions, as outlined in the salary schedule. All sports team coaches and rosters must be submitted to the Department of PE/Athletics and the Office of Human Resources by the second week in July. This is to ensure that all athletic assignments and rosters are reviewed and properly documented by the department. If assignments are unable to be filled at that time, they must be submitted by 30 days prior to the start of the season.
9. It is the responsibility of the principal to promptly notify the Department of PE/Athletics and the Office of Human Resources in writing whenever a teacher no longer has coaching duties, or when a coach's responsibilities change. This includes situations such as a coach resigning, being reassigned, or taking a leave of absence. No changes to coaching responsibilities will be honored without proper written notification. Failure to comply with this requirement may result in delays in processing payments or changes to staffing records.

10. All faculty coaches, regardless of school level, shall be certified in First Aid and CPR annually. These certifications shall be updated each year and documented to ensure the safety of the student-athletes. Certification records should be submitted at the beginning of each school year to ensure compliance with pay eligibility. The certification documentation shall be kept on file with the assigned Administrator or Athletic Director.

11. Assistant coaches may be added at any location based on an increase in team population or other needs recommended by the school principal to the Director of PE/Athletics and the Office of Human Resources. Assistant coaches will be compensated at a pro-rata rate based on the responsibilities and hours committed. The principal should ensure that the addition of assistant coaches is justified and documented appropriately, especially in cases where team size or program expansion is involved.

12. Volunteer Coaches: The process for recruiting and appointing volunteer coaches will follow the guidelines specified by the Director of PE/Athletics and the Office of Human Resources. Volunteer coaches will be required to reapply annually to continue in their coaching role. These coaches must complete all required training and background checks before working with student-athletes. No volunteer coach will be permitted to work without prior approval from the Principal and the Director of PE/Athletics.

13. Compliance and Documentation: All coaching documentation including timesheets and training certificates shall be submitted to the school site Athletic administration and be accessible to the Department of PE/Athletics and the Office of Human Resources for record-keeping and compliance purposes.

14. Volunteer coaches shall complete background check and be fingerprinted annually and submit documentation to the Office of Human Resources and the Department of PE/Athletics.

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.

2025-2026 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.

Curriculum Support Job List

2025-2026

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 Mentor
112-1390	Coordinator of Career/Technical Education	112-1110	Magnet Integration Specialist
112-1130	Coordinator-Curriculum	113-2220	Master Teacher
113-2259	Coordinator-Curriculum Resource	113-2220	Mentor Teacher
112-1520	Coordinator of Early Childhood	119-2190	Parent Liaison
112-1220	Coordinator of Gifted/Talented (Site)	119-1510	Prevention Facilitator
112-2220	Coordinator of Literacy	119-2234	Professional Development Specialist
112-1130	Coordinator of Magnet (Site)	119-2290	Program Facilitator of ESS
112-1390	Coordinator of Work-based Learning	111-2211	Recruiter of Magnet Programs
113-2220	Curriculum Content Trainer	113-2130	Registered Nurse
113-2122	Dean of Students	113-2220	Registrar
113-2145	Educational Diagnostician	113-2142	School Psychologist
119-2190	ESL Bilingual Ambassador	113-2122	Social Emotional Learning Specialist
119-2190	Homeless Ambassador		

DRAFT

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	50,502	51,702	52,302	52,302	52,302	52,302	52,902	54,402		
1	50,727	52,152	56,202	52,752	52,752	53,352	53,352	54,852		
2	50,952	52,602	56,652	53,202	53,202	53,802	53,802	55,302		
3	51,177	53,052	57,102	53,652	53,652	54,252	54,252	55,752		
4	51,402	53,502	57,552	54,102	54,102	54,702	54,702	56,202		
5	51,627	53,952	58,002	54,552	54,552	55,152	55,152	56,652		
6	51,852	54,402	58,452	55,002	55,002	55,602	55,602	57,102		
7	52,077	54,852	58,902	55,452	55,452	56,052	56,052	57,552		
8	52,302	55,302	59,352	55,902	55,902	56,502	56,502	58,002		
9	52,527	55,752	59,802	56,352	56,352	56,952	56,952	58,452		
10	52,752	56,202	60,252	56,802	56,802	57,402	57,402	58,902		
11	52,977	56,652	60,702	57,252	57,252	57,852	57,852	59,352		
12	53,202	57,102	61,152	57,702	57,702	58,302	58,302	59,802		
13	53,427	57,552	61,602	58,152	58,152	58,752	58,752	60,252		
14	53,652	58,002	62,052	58,602	58,602	59,202	59,202	60,702		
15	53,877	58,452	62,502	59,052	59,052	59,652	59,652	61,152		
16	54,102	58,902	62,952	59,502	59,502	60,102	60,102	61,602		
17	54,327	59,352	63,402	59,952	59,952	60,552	60,552	62,052		
18	54,552	59,802	63,852	60,402	60,402	61,002	61,002	62,502		
19	54,777	60,252	64,302	60,852	60,852	61,452	61,452	62,952		
20	55,002	60,702	64,752	61,302	61,302	61,902	61,902	63,402		
21	55,227	61,152	65,202	61,752	61,752	62,352	62,352	63,852		
22	55,452	61,602	65,652	62,202	62,202	62,802	62,802	64,302		
23	55,677	62,052	66,102	62,652	62,652	63,252	63,252	64,752		
24	55,902	62,502	66,552	63,102	63,102	63,702	63,702	65,202		
25	56,127	62,952	67,002	63,552	63,552	64,152	64,152	65,652		
26	56,352	63,402	67,452	64,002	64,002	64,602	64,602	66,102		
27	56,577	63,852	67,902	64,452	64,452	65,052	65,052	66,552		
28	56,802	64,302	68,352	64,902	64,902	65,502	65,502	67,002		
29	57,027	64,752	68,802	65,352	65,352	65,952	65,952	67,452		
30	57,252	65,202	69,252	65,802	65,802	66,402	66,402	67,902		
31	57,477	65,652	69,702	66,252	66,252	66,852	66,852	68,352		
32	57,702	66,102	70,152	66,702	66,702	67,302	67,302	68,802		
33	57,927	66,552	70,602	67,152	67,152	67,752	67,752	69,252		
34	58,152	67,002	71,052	67,602	67,602	68,202	68,202	69,702		
35	58,377	67,452	71,502	68,052	68,052	68,652	68,652	70,152		
36	58,602	67,902	71,952	68,502	68,502	69,102	69,102	70,602		
37	58,827	68,352	72,402	68,952	68,952	69,552	69,552	71,052		
38	59,052	68,802	72,852	69,402	69,402	70,002	70,002	71,502		
39	59,277	69,252	73,302	69,852	69,852	70,452	70,452	71,952		
40	59,502	69,702	73,752	70,302	70,302	70,902	70,902	72,402		
41	59,727	70,152	74,202	70,752	70,752	71,352	71,352	72,852		
42	59,952	70,602	74,652	71,202	71,202	71,802	71,802	73,302		
43	60,177	71,052	75,102	71,652	71,652	72,252	72,252	73,752		
44	60,402	71,502	75,552	72,102	72,102	72,702	72,702	74,202		
45	60,627	71,952	76,002	72,552	72,552	73,152	73,152	74,652		
46	60,852	72,402	76,452	73,002	73,002	73,602	73,602	75,102		
47	61,077	72,852	76,902	73,452	73,452	74,052	74,052	75,552		
48	61,302	73,302	77,352	73,902	73,902	74,502	74,502	76,002		
49	61,527	73,752	77,802	74,352	74,352	74,952	74,952	76,452		
50	61,752	74,202	78,252	74,802	74,802	75,402	75,402	76,902		

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	56,052	57,383	58,049	58,716	59,381	60,048	60,713	61,377	62,042	62,707
1	56,301	57,883	58,548	59,215	59,880	60,547	61,213	61,877	62,542	63,207
2	56,551	58,382	59,049	59,715	60,381	61,046	61,712	62,377	63,042	63,707
3	56,801	58,882	59,548	60,214	60,880	61,546	62,212	62,877	63,542	64,207
4	57,051	59,381	60,048	60,713	61,380	62,045	62,711	63,377	64,042	64,707
5	57,300	59,880	60,547	61,213	61,879	62,545	63,210	63,875	64,540	65,205
6	57,550	60,381	61,046	61,712	62,378	63,044	63,710	64,374	65,039	65,704
7	57,799	60,880	61,546	62,212	62,878	63,543	64,209	64,873	65,538	66,203
8	58,050	61,380	62,045	62,711	63,377	64,043	64,709	65,373	66,037	66,702
9	58,299	61,879	62,545	63,210	63,876	64,542	65,208	65,872	66,536	67,201
10	58,549	62,378	63,044	63,710	64,376	65,042	65,707	66,371	67,035	67,700
11	58,799	62,878	63,543	64,209	64,875	65,541	66,207	66,871	67,535	68,200
12	59,048	63,377	64,043	64,709	65,375	66,040	66,706	67,370	68,034	68,700
13	59,299	63,876	64,542	65,208	65,874	66,540	67,206	67,870	68,534	69,200
14	59,548	64,376	65,042	65,707	66,375	67,040	67,706	68,370	69,034	69,700
15	59,798	64,875	65,541	66,207	66,873	67,539	68,205	68,870	69,534	70,200
16	60,047	65,375	66,040	66,706	67,372	68,039	68,705	69,370	70,034	70,700
17	60,297	65,874	66,540	67,206	67,870	68,538	69,204	69,869	70,533	71,200
18	60,547	66,373	67,039	67,706	68,371	69,038	69,703	70,368	71,032	71,700
19	60,797	66,873	67,539	68,205	68,870	69,537	70,203	70,868	71,532	72,200
20	61,046	67,372	68,039	68,705	69,371	70,037	70,702	71,367	72,031	72,700
21	61,296	67,872	68,538	69,204	69,870	70,536	71,201	71,866	72,525	73,200
22	61,545	68,371	69,038	69,703	70,370	71,035	71,701	72,366	73,030	73,700
23	61,795	68,870	69,537	70,203	70,869	71,535	72,200	72,865	73,529	74,200
24	62,045	69,371	70,037	70,702	71,368	72,034	72,700	73,365	74,029	74,700
25	62,295	69,870	70,536	71,201	71,868	72,534	73,199	73,864	74,528	75,200
26	62,544	70,370	71,035	71,701	72,367	73,033	73,699	74,364	75,028	75,700
27	62,794	70,869	71,535	72,200	72,867	73,532	74,198	74,863	75,527	76,200
28	63,043	71,368	72,034	72,700	73,366	74,032	74,697	75,362	76,026	76,700
29	63,294	71,868	72,534	73,199	73,865	74,531	75,197	75,862	76,526	77,200
30	63,544	72,367	73,033	73,699	74,365	75,031	75,697	76,362	77,026	77,700
31	63,793	72,867	73,532	74,198	74,864	75,530	76,196	76,861	77,525	78,200
32	64,043	73,366	74,032	74,697	75,364	76,029	76,695	77,360	78,024	78,700
33	64,292	73,865	74,531	75,197	75,863	76,529	77,195	77,860	78,524	79,200
34	64,543	74,365	75,031	75,697	76,362	77,029	77,695	78,360	79,024	79,700
35	64,792	74,864	75,530	76,197	76,864	77,530	78,193	78,858	79,522	80,200
36	65,042	75,364	76,029	76,696	77,364	78,029	78,692	79,357	80,021	80,700
37	65,291	75,863	76,529	77,195	77,863	78,529	79,192	79,857	80,521	81,200
38	65,541	76,362	77,029	77,695	78,362	79,029	79,692	80,356	81,020	81,700
39	65,791	76,862	77,528	78,194	78,862	79,528	80,192	80,856	81,520	82,200
40	66,041	77,361	78,028	78,694	79,361	80,028	80,691	81,355	82,019	82,700
41	66,290	77,861	78,527	79,193	79,861	80,527	81,191	81,855	82,519	83,200
42	66,540	78,360	79,027	79,692	80,360	81,027	81,690	82,354	83,018	83,700
43	66,789	78,860	79,526	80,192	80,860	81,526	82,189	82,853	83,517	84,200
44	67,040	79,360	80,025	80,691	81,360	82,025	82,689	83,353	84,017	84,700
45	67,289	79,859	80,525	81,191	81,859	82,525	83,189	83,853	84,517	85,200
46	67,539	80,359	81,024	81,690	82,358	83,024	83,689	84,353	85,017	85,700
47	67,789	80,858	81,524	82,189	82,858	83,524	84,189	84,853	85,517	86,200
48	68,038	81,357	82,023	82,689	83,357	84,023	84,689	85,353	86,017	86,700
49	68,289	81,857	82,522	83,188	83,857	84,522	85,188	85,852	86,517	87,200
50	68,538	82,356	83,022	83,688	84,356	85,022	85,688	86,352	87,017	87,700

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	61,601	63,065	63,797	64,556	68,188	68,737	69,286	70,017	71,848	72,397
1	61,876	63,613	64,346	65,541	69,286	69,835	70,384	71,116	73,494	74,043
2	62,151	64,163	64,712	65,261	69,559	70,108	70,657	71,389	73,810	74,359
3	62,425	64,712	65,261	66,358	70,108	70,657	71,206	72,038	74,461	75,010
4	62,699	65,261	66,358	67,456	70,657	71,206	71,804	72,636	75,010	75,559
5	62,974	65,810	66,907	68,005	71,206	71,804	72,402	73,234	75,559	76,108
6	63,248	66,358	67,456	68,554	71,804	72,402	73,000	73,832	76,108	76,657
7	63,523	66,907	68,005	69,103	72,402	73,000	73,598	74,430	76,657	77,186
8	63,797	67,456	68,554	69,652	73,000	73,598	74,196	75,028	77,186	77,715
9	64,071	68,005	69,103	70,201	73,598	74,196	74,794	75,626	77,715	78,244
10	64,346	68,554	69,652	70,750	74,196	74,794	75,392	76,224	78,244	78,773
11	64,620	69,103	70,201	71,299	74,794	75,392	75,990	76,822	78,773	79,302
12	64,895	69,652	70,750	71,847	75,392	75,990	76,588	77,420	79,302	79,831
13	65,169	70,201	71,299	72,396	75,990	76,588	77,186	78,018	80,302	80,831
14	65,443	70,750	71,847	72,945	76,588	77,186	77,784	78,616	80,831	81,360
15	65,718	71,299	72,396	73,494	77,186	77,784	78,382	79,214	81,360	81,889
16	65,992	71,847	72,945	74,044	77,784	78,382	78,980	79,812	81,889	82,418
17	66,267	72,396	73,494	74,592	78,382	78,980	79,578	80,410	82,418	82,939
18	66,541	72,945	74,044	75,141	78,980	79,578	80,176	80,996	82,939	83,460
19	66,815	73,494	74,592	75,690	79,578	80,176	80,742	81,562	83,460	83,981
20	67,091	74,044	75,141	76,239	80,176	80,742	81,300	82,120	83,981	84,502
21	67,365	74,592	75,690	76,787	80,742	81,300	81,938	82,758	84,502	85,023
22	67,640	75,141	76,239	77,336	81,300	81,938	82,578	83,398	85,023	85,544
23	67,914	75,690	76,787	77,885	81,938	82,578	83,198	84,018	85,544	86,065
24	68,188	76,239	77,336	78,434	82,578	83,198	83,798	84,618	86,065	86,586
25	68,463	76,787	77,885	78,984	83,198	83,798	84,398	85,218	86,586	87,137
26	68,737	77,336	78,434	79,532	83,798	84,398	85,018	85,838	87,137	87,659
27	69,012	77,885	78,984	80,081	84,398	85,018	85,638	86,458	87,659	88,180
28	69,286	78,434	79,532	80,630	85,018	85,638	86,258	87,078	88,180	88,691
29	69,560	78,984	80,081	81,179	85,638	86,258	86,878	87,698	88,691	89,202
30	69,835	79,532	80,630	81,728	86,258	86,878	87,518	88,338	89,202	89,713
31	70,109	80,081	81,179	82,276	86,878	87,518	88,158	88,978	89,713	90,224
32	70,384	80,630	81,728	82,825	87,518	88,158	88,798	89,618	90,224	90,735
33	70,658	81,179	82,276	83,374	88,158	88,798	89,438	90,258	90,735	91,246
34	70,932	81,728	82,825	83,924	88,798	89,438	90,078	90,898	91,246	91,757
35	71,207	82,276	83,374	84,473	89,438	90,078	90,718	91,538	91,757	92,268
36	71,481	82,825	83,924	85,021	90,078	90,718	91,358	92,178	92,268	92,779
37	71,756	83,374	84,473	85,570	90,718	91,358	91,998	92,818	92,779	93,290
38	72,031	83,924	85,021	86,119	91,358	91,998	92,638	93,458	93,290	93,801
39	72,305	84,473	85,570	86,668	91,998	92,638	93,278	94,098	93,801	94,312
40	72,580	85,021	86,119	87,217	92,638	93,278	93,918	94,738	94,312	94,823
41	72,854	85,570	86,668	87,765	93,278	93,918	94,558	95,378	94,823	95,334
42	73,129	86,119	87,217	88,314	93,918	94,558	95,198	96,018	95,334	95,845
43	73,403	86,668	87,765	88,864	94,558	95,198	95,838	96,658	95,845	96,356
44	73,677	87,217	88,314	89,413	95,198	95,838	96,458	97,278	96,356	96,867
45	73,952	87,765	88,864	89,962	95,838	96,458	97,078	97,898	96,867	97,378
46	74,226	88,314	89,413	90,511	96,458	97,078	97,678	98,498	97,378	97,889
47	74,500	88,864	89,962	91,060	97,078	97,678	98,278	99,098	97,889	98,400
48	74,775	89,413	90,511	91,609	97,678	98,278	98,878	99,698	98,400	98,911
49	75,049	89,962	91,060	92,158	98,278	98,878	99,478	100,298	98,911	99,422
50	75,324	90,511	91,609	92,707	98,878	99,478	100,078	100,898	99,422	100,000

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	72,424	74,144	79,306	80,167	85,004	85,865	90,062	90,923	95,440	96,304
1	72,746	74,790	79,952	80,813	85,320	86,181	90,318	91,179	95,776	96,640
2	73,069	75,435	80,597	81,458	85,643	86,504	90,645	91,506	96,093	96,957
3	73,392	76,080	81,242	82,103	85,958	86,819	90,970	91,831	96,410	97,274
4	73,714	76,725	81,888	82,749	86,272	87,133	91,292	92,153	96,762	97,626
5	74,037	77,370	82,533	83,394	86,586	87,447	91,653	92,514	97,114	97,978
6	74,360	78,016	83,179	84,040	86,899	87,760	91,970	92,831	97,466	98,330
7	74,682	78,661	83,824	84,685	87,212	88,073	92,291	93,152	97,814	98,678
8	75,005	79,306	84,469	85,330	87,525	88,386	92,604	93,465	98,162	99,026
9	75,328	79,952	85,115	85,975	87,837	88,698	92,917	93,778	98,510	99,374
10	75,650	80,597	85,760	86,620	88,149	89,010	93,229	94,090	98,858	99,722
11	75,972	81,242	86,405	87,265	88,461	89,322	93,541	94,402	99,206	100,060
12	76,295	81,888	87,051	87,911	88,773	89,634	93,853	94,714	99,554	100,408
13	76,617	82,533	87,696	88,556	89,085	89,946	94,165	95,026	99,902	100,756
14	76,940	83,179	88,341	89,201	89,397	90,258	94,477	95,338	100,250	101,104
15	77,263	83,824	88,987	89,847	89,709	90,570	94,789	95,650	100,598	101,452
16	77,585	84,469	89,632	90,492	90,021	90,881	95,101	95,962	100,946	101,800
17	77,908	85,115	90,278	91,138	90,333	91,194	95,413	96,274	101,294	102,148
18	78,231	85,760	90,923	91,783	90,645	91,506	95,725	96,586	101,592	102,496
19	78,553	86,405	91,568	92,428	90,957	92,149	96,037	96,898	101,890	102,844
20	78,876	87,051	92,214	93,074	91,269	92,800	96,349	97,210	102,188	103,192
21	79,199	87,696	92,859	93,719	91,581	93,451	96,661	97,562	102,486	103,540
22	79,522	88,341	93,504	94,364	91,893	94,102	96,973	97,914	102,784	103,888
23	79,844	88,987	94,150	95,010	92,205	94,753	97,225	98,266	103,082	104,236
24	80,167	89,632	94,795	95,655	92,517	95,404	97,537	98,618	103,380	104,584
25	80,490	90,278	95,440	96,300	92,829	96,056	97,849	98,970	103,678	104,932
26	80,812	90,923	96,085	96,946	93,141	96,707	98,161	99,322	103,976	105,280
27	81,135	91,568	96,730	97,591	93,453	97,359	98,473	99,674	104,274	105,628
28	81,458	92,214	97,376	98,237	93,765	98,010	98,785	100,026	104,572	105,976
29	81,780	92,859	98,021	98,882	94,077	98,661	99,137	100,378	104,870	106,324
30	82,103	93,504	98,666	99,527	94,389	99,308	100,489	100,730	105,168	106,672
31	82,426	94,150	99,312	100,173	94,701	100,000	100,841	101,082	105,466	107,020
32	82,748	94,795	99,957	100,818	95,013	100,652	101,193	101,434	105,764	107,368
33	83,071	95,440	100,602	101,463	95,325	101,303	101,505	101,786	106,062	107,716
34	83,394	96,085	101,248	102,109	95,637	101,914	101,817	102,137	106,360	108,064
35	83,716	96,730	101,893	102,754	95,949	102,525	102,129	102,439	106,658	108,412
36	84,039	97,376	102,538	103,399	96,261	103,137	102,441	102,741	106,956	108,760
37	84,362	98,021	103,184	104,045	96,573	103,749	102,743	103,045	107,254	109,108
38	84,684	98,666	103,829	104,690	96,885	104,363	103,047	103,347	107,552	109,456
39	85,007	99,312	104,475	105,336	97,197	104,971	103,349	103,649	107,850	109,804
40	85,330	99,957	105,120	105,980	97,509	105,583	103,651	103,951	108,148	110,152
41	85,652	100,602	105,765	106,625	97,821	106,191	103,953	104,253	108,446	110,500
42	85,975	101,248	106,410	107,270	98,133	106,799	104,255	104,555	108,744	110,848
43	86,298	101,893	107,055	107,915	98,445	107,407	104,557	104,857	109,042	111,196
44	86,621	102,538	107,700	108,560	98,757	108,015	104,859	105,159	109,340	111,544
45	86,943	103,184	108,345	109,205	99,069	108,623	105,161	105,461	109,638	111,892
46	87,266	103,829	109,000	109,850	99,381	109,231	105,463	105,763	110,000	112,240
47	87,589	104,475	109,645	110,495	99,693	109,841	105,765	106,065	110,348	112,588
48	87,911	105,120	110,290	111,140	99,995	110,449	106,067	106,367	110,696	112,936
49	88,234	105,765	110,935	111,785	100,307	111,057	106,369	106,669	111,044	113,284
50	88,557	106,411	111,580	112,430	100,619	111,665	106,671	106,971	111,392	113,632

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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 (14%) will be multiplied by 105% and placed on the step of the new salary schedule where the annual salary - proposition 3 supplement (14%) is equal to or greater than the new annual salary - proposition 3 supplement (14%) 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 previous

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 Increase
				Low	High	
Elementary	1.15	12 Months	PR101	82,251	119,536	932
Middle	1.22	12 Months	PR102	86,553	123,839	932
High	1.33	12 Months	PR103	93,724	139,613	1,146

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

Assistant Principal

School Type	Index	Months	Grade	Salary Range		Yearly Increase
				Low	High	
Elementary	1.10	11 Months	AP401	67,174	91,569	610
		12 Months	AP101	78,974	107,655	717
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	72,053	101,327	731
		12 Months	AP103	84,711	119,128	860

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 Principal and Asst Principal Effectiveness Stipend Salary Schedule

Effectiveness Rating	Elem/Middle/High Principal	Elem/Middle/High Asst Principal
Ineffective (1.0 - 1.49)	0	0
Emerging (1.5-2.49)	0	0
Proficient (2.5-3.49)	800	600
Highly Effective (3.5-4.0)	1200	1000
Exemplary (4.5 - 5.0)	1400	1200

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

DRAFT

Administration Pay Grades

2025-2026

AD101

111-2324 Chief of Schools
111-2324 Chief Academic Officer
111-2324 Chief Accountability and Assessments
111-2324 Chief Logistical 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
111-2511 Chief Financial Officer
111-2511 Chief Business Officer
111-2324 Deputy Chief of Policy & Implementation
111-2324 Chief Plant Operations

Contract

111-2321 Superintendent
111-2321 Associate 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
111-2251 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
111-2842 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
111-2220 Executive Master Teacher

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
111-2830 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

2025-2026 Salary Schedule - Administration - 12 Month

STEP	AD101		AD102		AD103		AD104		AD105		AD106		AD107		AD108	
	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	109,732	86,596	83,596	80,596	77,596	74,596	71,596	68,596	65,596	62,596	59,596	56,596	53,596	50,596	47,596	44,596
1	110,732	87,596	84,596	81,396	78,396	75,396	72,396	69,396	66,396	63,396	60,396	57,396	54,396	51,396	48,396	45,396
2	111,732	88,596	85,596	82,196	79,196	76,196	73,196	70,196	67,196	64,196	61,196	58,196	55,196	52,196	49,196	46,196
3	112,732	89,596	86,596	82,996	79,996	76,996	73,996	70,996	67,996	64,996	61,996	58,996	55,996	52,996	49,996	46,996
4	113,732	90,596	87,596	83,796	80,796	77,796	74,796	71,796	68,796	65,796	62,796	59,796	56,796	53,796	50,796	47,796
5	114,732	91,596	88,596	84,596	81,596	78,596	75,596	72,596	69,596	66,596	63,596	60,596	57,596	54,596	51,596	48,596
6	115,732	92,596	89,596	85,396	82,396	79,396	76,396	73,396	70,396	67,396	64,396	61,396	58,396	55,396	52,396	49,396
7	116,732	93,596	90,596	86,196	83,196	80,196	77,196	74,196	71,196	68,196	65,196	62,196	59,196	56,196	53,196	50,196
8	117,732	94,596	91,596	86,996	83,996	80,996	77,996	74,996	71,996	68,996	65,996	62,996	59,996	56,996	53,996	50,996
9	118,732	95,596	92,596	87,796	84,796	81,796	78,796	75,796	72,796	69,796	66,796	63,796	60,796	57,796	54,796	51,796
10	119,732	96,596	93,596	88,596	85,596	82,596	79,596	76,596	73,596	70,596	67,596	64,596	61,596	58,596	55,596	52,596
11	120,732	97,596	94,596	89,396	86,396	83,396	80,396	77,396	74,396	71,396	68,396	65,396	62,396	59,396	56,396	53,396
12	121,732	98,596	95,596	90,196	87,196	84,196	81,196	78,196	75,196	72,196	69,196	66,196	63,196	60,196	57,196	54,196
13	122,732	99,596	96,596	90,996	87,996	84,996	81,996	78,996	75,996	72,996	69,996	66,996	63,996	60,996	57,996	54,996
14	123,732	100,596	97,596	91,796	88,796	85,796	82,796	79,796	76,796	73,796	70,796	67,796	64,796	61,796	58,796	55,796
15	124,732	101,596	98,596	92,596	89,596	86,596	83,596	80,596	77,596	74,596	71,596	68,596	65,596	62,596	59,596	56,596
16	125,732	102,596	99,596	93,396	90,396	87,396	84,396	81,396	78,396	75,396	72,396	69,396	66,396	63,396	60,396	57,396
17	126,732	103,596	100,596	94,196	91,196	88,196	85,196	82,196	79,196	76,196	73,196	70,196	67,196	64,196	61,196	58,196
18	127,732	104,596	101,596	94,996	91,996	88,996	85,996	82,996	79,996	76,996	73,996	70,996	67,996	64,996	61,996	58,996
19	128,732	105,596	102,596	95,796	92,796	89,796	86,796	83,796	80,796	77,796	74,796	71,796	68,796	65,796	62,796	59,796
20	129,732	106,596	103,596	96,596	93,596	90,596	87,596	84,596	81,596	78,596	75,596	72,596	69,596	66,596	63,596	60,596
21	130,732	107,596	104,596	97,396	94,396	91,396	88,396	85,396	82,396	79,396	76,396	73,396	70,396	67,396	64,396	61,396
22	131,732	108,596	105,596	98,196	95,196	92,196	89,196	86,196	83,196	80,196	77,196	74,196	71,196	68,196	65,196	62,196
23	132,732	109,596	106,596	98,996	95,996	92,996	89,996	86,996	83,996	80,996	77,996	74,996	71,996	68,996	65,996	62,996
24	133,732	110,596	107,596	99,796	96,796	93,796	90,796	87,796	84,796	81,796	78,796	75,796	72,796	69,796	66,796	63,796
25	134,732	111,596	108,596	100,596	97,596	94,596	91,596	88,596	85,596	82,596	79,596	76,596	73,596	70,596	67,596	64,596
26	135,732	112,596	109,596	101,396	98,396	95,396	92,396	89,396	86,396	83,396	80,396	77,396	74,396	71,396	68,396	65,396
27	136,732	113,596	110,596	102,196	99,196	96,196	93,196	90,196	87,196	84,196	81,196	78,196	75,196	72,196	69,196	66,196
28	137,732	114,596	111,596	102,996	99,996	96,996	93,996	90,996	87,996	84,996	81,996	78,996	75,996	72,996	69,996	66,996
29	138,732	115,596	112,596	103,796	100,796	97,796	94,796	91,796	88,796	85,796	82,796	79,796	76,796	73,796	70,796	67,796
30	139,732	116,596	113,596	104,596	101,596	98,596	95,596	92,596	89,596	86,596	83,596	80,596	77,596	74,596	71,596	68,596
31	140,732	117,596	114,596	105,396	102,396	99,396	96,396	93,396	90,396	87,396	84,396	81,396	78,396	75,396	72,396	69,396
32	141,732	118,596	115,596	106,196	103,196	100,196	97,196	94,196	91,196	88,196	85,196	82,196	79,196	76,196	73,196	70,196
33	142,732	119,596	116,596	106,996	103,996	100,996	97,996	94,996	91,996	88,996	85,996	82,996	79,996	76,996	73,996	70,996
34	143,732	120,596	117,596	107,796	104,796	101,796	98,796	95,796	92,796	89,796	86,796	83,796	80,796	77,796	74,796	71,796
35	144,732	121,596	118,596	108,596	105,596	102,596	99,596	96,596	93,596	90,596	87,596	84,596	81,596	78,596	75,596	72,596
36	145,732	122,596	119,596	109,396	106,396	103,396	100,396	97,396	94,396	91,396	88,396	85,396	82,396	79,396	76,396	73,396
37	146,732	123,596	120,596	110,196	107,196	104,196	101,196	98,196	95,196	92,196	89,196	86,196	83,196	80,196	77,196	74,196
38	147,732	124,596	121,596	110,996	107,996	104,996	101,996	98,996	95,996	92,996	89,996	86,996	83,996	80,996	77,996	74,996
39	148,732	125,596	122,596	111,796	108,796	105,796	102,796	99,796	96,796	93,796	90,796	87,796	84,796	81,796	78,796	75,796
40	149,732	126,596	123,596	112,596	109,596	106,596	103,596	100,596	97,596	94,596	91,596	88,596	85,596	82,596	79,596	76,596

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

Administration Support Pay Grades
2025-2026

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

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

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2025-2026 Salary Schedule - Administration Support - 12 Month

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

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Technology Pay Grades
2025-2026

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.

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2025-2026 Salary Schedule - Technology - 12 Month

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

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Clerical Pay Grades
2025-2026

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

2025-2026 Salary Schedules - Clerical - 12 Month/8 Hours

STEP	CLH01		CLH02		CLH03		CLH04		CLH05	
	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary	Hrly Rate	Annual Salary
0	16.22	33,862	16.02	33,444	15.82	33,026	15.62	32,608	15.42	32,191
1	16.47	34,383	16.27	33,966	16.07	33,548	15.87	33,130	15.67	32,712
2	16.72	34,905	16.52	34,487	16.32	34,070	16.12	33,653	15.92	33,235
3	16.97	35,427	16.77	35,010	16.57	34,592	16.37	34,174	16.17	33,757
4	17.22	35,949	17.02	35,531	16.82	35,114	16.62	34,696	16.42	34,278
5	17.47	36,471	17.27	36,053	17.07	35,635	16.87	35,219	16.67	34,801
6	17.72	36,993	17.52	36,576	17.32	36,158	17.12	35,740	16.92	35,323
7	17.97	37,515	17.77	37,097	17.57	36,680	17.37	36,262	17.17	35,844
8	18.22	38,037	18.02	37,619	17.82	37,202	17.62	36,785	17.42	36,367
9	18.47	38,559	18.27	38,142	18.07	37,724	17.87	37,306	17.67	36,889
10	18.72	39,081	18.52	38,663	18.32	38,246	18.12	37,828	17.92	37,410
11	18.97	39,604	18.77	39,186	18.57	38,768	18.37	38,351	18.17	37,933
12	19.22	40,125	19.02	39,708	18.82	39,290	18.62	38,872	18.42	38,455
13	19.47	40,647	19.27	40,229	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	39,499
15	19.97	41,691	19.77	41,273	19.57	40,856	19.37	40,438	19.17	40,020
16	20.22	42,213	20.02	41,795	19.82	41,377	19.62	40,961	19.42	40,543
17	20.47	42,735	20.27	42,318	20.07	41,900	19.87	41,482	19.67	41,065
18	20.72	43,257	20.52	42,839	20.32	42,422	20.12	42,004	19.92	41,586
19	20.97	43,779	20.77	43,361	20.57	42,943	20.37	42,527	20.17	42,109
20	21.22	44,301	21.02	43,884	20.82	43,466	20.62	43,048	20.42	42,631
21	21.47	44,823	21.27	44,405	21.07	43,988	20.87	43,570	20.67	43,152
22	21.72	45,345	21.52	44,928	21.32	44,510	21.12	44,093	20.92	43,675
23	21.97	45,867	21.77	45,450	21.57	45,032	21.37	44,614	21.17	44,197
24	22.22	46,389	22.02	45,971	21.82	45,554	21.62	45,136	21.42	44,718
25	22.47	46,912	22.27	46,494	22.07	46,076	21.87	45,658	21.67	45,241
26	22.72	47,433	22.52	47,016	22.32	46,598	22.12	46,180	21.92	45,762
27	22.97	47,955	22.77	47,537	22.57	47,120	22.37	46,703	22.17	46,285
28	23.22	48,477	23.02	48,060	22.82	47,642	22.62	47,224	22.42	46,807
29	23.47	48,999	23.27	48,581	23.07	48,164	22.87	47,746	22.67	47,328
30	23.72	49,521	23.52	49,103	23.32	48,685	23.12	48,269	22.92	47,851
31	23.97	50,043	23.77	49,626	23.57	49,208	23.37	48,790	23.17	48,373
32	24.22	50,565	24.02	50,147	23.82	49,730	23.62	49,312	23.42	48,894
33	24.47	51,087	24.27	50,669	24.07	50,252	23.87	49,835	23.67	49,417
34	24.72	51,609	24.52	51,192	24.32	50,774	24.12	50,356	23.92	49,939
35	24.97	52,131	24.77	51,713	24.57	51,296	24.37	50,878	24.17	50,460
36	25.22	52,654	25.02	52,236	24.82	51,818	24.62	51,401	24.42	50,983
37	25.47	53,175	25.27	52,758	25.07	52,340	24.87	51,922	24.67	51,505
38	25.72	53,697	25.52	53,279	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	52,549
40	26.22	54,741	26.02	54,323	25.82	53,906	25.62	53,488	25.42	53,070

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 Salary Schedule - Clerical - 9/10/11 Months

STEP	9 Months			9 Months			10 Months			10 Months			11 Months		
	CLH03	C8303-8 Hours Annual Salary	C7303-7 Hours Annual Salary	CLH05	C8305-8 Hours Annual Salary	CLH02	C8202-8 Hours Annual Salary	CLH05	C8205-8 Hours Annual Salary	CLH05	C8205-8 Hours Annual Salary	CLH05	C8405-8 Hours Annual Salary		
0	15.82	22,776	19,930	15.42	22,200	16.02	25,627	15.42	22,200	16.02	25,627	15.42	27,134		
1	16.07	23,136	20,244	15.67	22,560	16.27	26,027	16.07	23,136	16.27	26,027	15.67	27,574		
2	16.32	23,497	20,559	15.92	22,921	16.52	26,427	16.32	23,497	16.52	26,427	15.92	28,014		
3	16.57	23,857	20,874	16.17	23,281	16.77	26,827	16.57	23,857	16.77	26,827	16.17	28,454		
4	16.82	24,216	21,190	16.42	23,640	17.02	27,227	16.82	24,216	17.02	27,227	16.42	28,894		
5	17.07	24,576	21,505	16.67	24,000	17.27	27,627	16.67	24,576	17.27	27,627	16.67	29,334		
6	17.32	24,936	21,819	16.92	24,360	17.52	28,027	16.92	24,936	17.52	28,027	16.92	29,774		
7	17.57	25,297	22,134	17.17	24,721	17.77	28,427	17.17	25,297	17.77	28,427	17.17	30,214		
8	17.82	25,657	22,449	17.42	25,081	18.02	28,827	17.42	25,657	18.02	28,827	17.42	30,654		
9	18.07	26,016	22,765	17.67	25,440	18.27	29,227	17.67	26,016	18.27	29,227	17.67	31,094		
10	18.32	26,376	23,080	17.92	25,800	18.52	29,627	17.92	26,376	18.52	29,627	17.92	31,534		
11	18.57	26,736	23,394	18.17	26,160	18.77	30,027	18.17	26,736	18.77	30,027	18.17	31,974		
12	18.82	27,097	23,709	18.42	26,521	19.02	30,427	18.42	27,097	19.02	30,427	18.42	32,414		
13	19.07	27,457	24,024	18.67	26,881	19.27	30,827	18.67	27,457	19.27	30,827	18.67	32,854		
14	19.32	27,816	24,340	18.92	27,240	19.52	31,227	18.92	27,816	19.52	31,227	18.92	33,294		
15	19.57	28,176	24,655	19.17	27,600	19.77	31,627	19.17	28,176	19.77	31,627	19.17	33,734		
16	19.82	28,536	24,969	19.42	27,960	20.02	32,027	19.42	28,536	20.02	32,027	19.42	34,174		
17	20.07	28,897	25,284	19.67	28,321	20.27	32,427	19.67	28,897	20.27	32,427	19.67	34,614		
18	20.32	29,257	25,599	19.92	28,681	20.52	32,827	19.92	29,257	20.52	32,827	19.92	35,054		
19	20.57	29,616	25,915	20.17	29,040	20.77	33,227	20.17	29,616	20.77	33,227	20.17	35,494		
20	20.82	29,976	26,230	20.42	29,400	21.02	33,627	20.42	29,976	21.02	33,627	20.42	35,934		
21	21.07	30,336	26,544	20.67	29,760	21.27	34,027	20.67	30,336	21.27	34,027	20.67	36,374		
22	21.32	30,697	26,859	20.92	30,121	21.52	34,427	20.92	30,697	21.52	34,427	20.92	36,814		
23	21.57	31,057	27,174	21.17	30,481	21.77	34,827	21.17	31,057	21.77	34,827	21.17	37,254		
24	21.82	31,416	27,490	21.42	30,840	22.02	35,227	21.42	31,416	22.02	35,227	21.42	37,694		
25	22.07	31,776	27,805	21.67	31,200	22.27	35,627	21.67	31,776	22.27	35,627	21.67	38,134		
26	22.32	32,136	28,119	21.92	31,560	22.52	36,027	21.92	32,136	22.52	36,027	21.92	38,574		
27	22.57	32,497	28,434	22.17	31,921	22.77	36,427	22.17	32,497	22.77	36,427	22.17	39,014		
28	22.82	32,857	28,749	22.42	32,281	23.02	36,827	22.42	32,857	23.02	36,827	22.42	39,454		
29	23.07	33,216	29,065	22.67	32,640	23.27	37,227	22.67	33,216	23.27	37,227	22.67	39,894		
30	23.32	33,576	29,380	22.92	33,000	23.52	37,627	22.92	33,576	23.52	37,627	22.92	40,334		
31	23.57	33,936	29,694	23.17	33,360	23.77	38,027	23.17	33,936	23.77	38,027	23.17	40,774		
32	23.82	34,297	30,009	23.42	33,721	24.02	38,427	23.42	34,297	24.02	38,427	23.42	41,214		
33	24.07	34,657	30,324	23.67	34,081	24.27	38,827	23.67	34,657	24.27	38,827	23.67	41,654		
34	24.32	35,016	30,640	23.92	34,440	24.52	39,227	23.92	35,016	24.52	39,227	23.92	42,094		
35	24.57	35,376	30,955	24.17	34,800	24.77	39,627	24.17	35,376	24.77	39,627	24.17	42,534		
36	24.82	35,736	31,269	24.42	35,160	25.02	40,027	24.42	35,736	25.02	40,027	24.42	42,974		
37	25.07	36,097	31,584	24.67	35,521	25.27	40,427	24.67	36,097	25.27	40,427	24.67	43,414		
38	25.32	36,457	31,899	24.92	35,881	25.52	40,827	24.92	36,457	25.52	40,827	24.92	43,854		
39	25.57	36,816	32,215	25.17	36,240	25.77	41,227	25.17	36,816	25.77	41,227	25.17	44,294		
40	25.82	37,176	32,530	25.42	36,600	26.02	41,627	25.42	37,176	26.02	41,627	25.42	44,734		

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 Salary Schedule - Paraprofessionals/SETA/Elem TOR - 9 Months

STEP	CLH03 Hrly Rate	C8303-8 Hour Annual Salary	C7303-7 Hour Annual Salary
0	15.82	22,776	19,930
1	16.07	23,136	20,244
2	16.32	23,497	20,559
3	16.57	23,857	20,874
4	16.82	24,216	21,190
5	17.07	24,576	21,505
6	17.32	24,936	21,819
7	17.57	25,297	22,134
8	17.82	25,657	22,449
9	18.07	26,016	22,765
10	18.32	26,376	23,080
11	18.57	26,736	23,394
12	18.82	27,097	23,709
13	19.07	27,457	24,024
14	19.32	27,816	24,340
15	19.57	28,176	24,655
16	19.82	28,536	24,969
17	20.07	28,897	25,284
18	20.32	29,257	25,599
19	20.57	29,616	25,915
20	20.82	29,976	26,230
21	21.07	30,336	26,544
22	21.32	30,697	26,859
23	21.57	31,057	27,174
24	21.82	31,416	27,490
25	22.07	31,776	27,805
26	22.32	32,136	28,119
27	22.57	32,497	28,434
28	22.82	32,857	28,749
29	23.07	33,216	29,065
30	23.32	33,576	29,380
31	23.57	33,936	29,694
32	23.82	34,297	30,009
33	24.07	34,657	30,324
34	24.32	35,016	30,640
35	24.57	35,376	30,955
36	24.82	35,736	31,269
37	25.07	36,097	31,584
38	25.32	36,457	31,899
39	25.57	36,816	32,215
40	25.82	37,176	32,530

Proposition 3 Supplement is 14% of Annual Salary- LDOE
raises are 100% General Fund

Transportation Pay Grades

2025-2026

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

DRAFT

2025-2026 Salary Schedule - Transportation Trades - 12 Month/8 Hours

STEP	TRH01		TRH02		TRH03		TRH04		TR101		TR102		TR103		TR104	
	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	19.47	40,647	17.47	36,471	15.92	33,235	14.62	30,520	19.47	40,647	17.47	36,471	15.92	33,235	14.62	30,520
1	19.72	41,169	17.72	36,993	16.12	33,653	14.77	30,833	19.72	41,169	17.72	36,993	16.12	33,653	14.77	30,833
2	19.97	41,691	17.97	37,515	16.32	34,070	14.92	31,147	19.97	41,691	17.97	37,515	16.32	34,070	14.92	31,147
3	20.22	42,213	18.22	38,037	16.52	34,487	15.07	31,460	20.22	42,213	18.22	38,037	16.52	34,487	15.07	31,460
4	20.47	42,736	18.47	38,559	16.72	34,905	15.22	31,773	20.47	42,736	18.47	38,559	16.72	34,905	15.22	31,773
5	20.72	43,257	18.72	39,082	16.92	35,323	15.37	32,086	20.72	43,257	18.72	39,082	16.92	35,323	15.37	32,086
6	20.97	43,779	18.97	39,603	17.12	35,741	15.52	32,400	20.97	43,779	18.97	39,603	17.12	35,741	15.52	32,400
7	21.22	44,301	19.22	40,125	17.32	36,158	15.67	32,713	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	36,575	15.82	33,026	21.47	44,823	19.47	40,647	17.52	36,575	15.82	33,026
9	21.72	45,345	19.72	41,169	17.72	36,993	15.97	33,339	21.72	45,345	19.72	41,169	17.72	36,993	15.97	33,339
10	21.97	45,867	19.97	41,691	17.92	37,411	16.12	33,652	21.97	45,867	19.97	41,691	17.92	37,411	16.12	33,652
11	22.22	46,389	20.22	42,213	18.12	37,828	16.27	33,966	22.22	46,389	20.22	42,213	18.12	37,828	16.27	33,966
12	22.47	46,911	20.47	42,735	18.32	38,246	16.42	34,278	22.47	46,911	20.47	42,735	18.32	38,246	16.42	34,278
13	22.72	47,433	20.72	43,257	18.52	38,664	16.57	34,592	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	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	39,498	16.87	35,219	23.22	48,477	21.22	44,301	18.92	39,498	16.87	35,219
16	23.47	48,999	21.47	44,823	19.12	39,916	17.02	35,531	23.47	48,999	21.47	44,823	19.12	39,916	17.02	35,531
17	23.72	49,521	21.72	45,345	19.32	40,334	17.17	35,844	23.72	49,521	21.72	45,345	19.32	40,334	17.17	35,844
18	23.97	50,044	21.97	45,867	19.52	40,752	17.32	36,158	23.97	50,044	21.97	45,867	19.52	40,752	17.32	36,158
19	24.22	50,565	22.22	46,390	19.72	41,169	17.47	36,471	24.22	50,565	22.22	46,390	19.72	41,169	17.47	36,471
20	24.47	51,087	22.47	46,911	19.92	41,586	17.62	36,784	24.47	51,087	22.47	46,911	19.92	41,586	17.62	36,784
21	24.72	51,609	22.72	47,433	20.12	42,004	17.77	37,097	24.72	51,609	22.72	47,433	20.12	42,004	17.77	37,097
22	24.97	52,131	22.97	47,955	20.32	42,422	17.92	37,411	24.97	52,131	22.97	47,955	20.32	42,422	17.92	37,411
23	25.22	52,653	23.22	48,477	20.52	42,839	18.07	37,724	25.22	52,653	23.22	48,477	20.52	42,839	18.07	37,724
24	25.47	53,175	23.47	48,999	20.72	43,257	18.22	38,038	25.47	53,175	23.47	48,999	20.72	43,257	18.22	38,038
25	25.72	53,697	23.72	49,521	20.92	43,675	18.37	38,350	25.72	53,697	23.72	49,521	20.92	43,675	18.37	38,350
26	25.97	54,219	23.97	50,043	21.12	44,093	18.52	38,663	25.97	54,219	23.97	50,043	21.12	44,093	18.52	38,663
27	26.22	54,741	24.22	50,565	21.32	44,510	18.67	38,977	26.22	54,741	24.22	50,565	21.32	44,510	18.67	38,977
28	26.47	55,263	24.47	51,087	21.52	44,927	18.82	39,290	26.47	55,263	24.47	51,087	21.52	44,927	18.82	39,290
29	26.72	55,786	24.72	51,609	21.72	45,345	18.97	39,603	26.72	55,786	24.72	51,609	21.72	45,345	18.97	39,603
30	26.97	56,307	24.97	52,132	21.92	45,763	19.12	39,916	26.97	56,307	24.97	52,132	21.92	45,763	19.12	39,916
31	27.22	56,829	25.22	52,653	22.12	46,181	19.27	40,230	27.22	56,829	25.22	52,653	22.12	46,181	19.27	40,230
32	27.47	57,351	25.47	53,175	22.32	46,598	19.42	40,543	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	47,015	19.57	40,856	27.72	57,873	25.72	53,697	22.52	47,015	19.57	40,856
34	27.97	58,395	25.97	54,219	22.72	47,433	19.72	41,169	27.97	58,395	25.97	54,219	22.72	47,433	19.72	41,169
35	28.22	58,917	26.22	54,741	22.92	47,851	19.87	41,482	28.22	58,917	26.22	54,741	22.92	47,851	19.87	41,482
36	28.47	59,439	26.47	55,263	23.12	48,268	20.02	41,796	28.47	59,439	26.47	55,263	23.12	48,268	20.02	41,796
37	28.72	59,961	26.72	55,785	23.32	48,686	20.17	42,108	28.72	59,961	26.72	55,785	23.32	48,686	20.17	42,108
38	28.97	60,483	26.97	56,307	23.52	49,104	20.32	42,422	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	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	49,938	20.62	43,049	29.47	61,527	27.47	57,351	23.92	49,938	20.62	43,049

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

2025-2026 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

Proposition 3 Supplement is 14% of Annual Salary- LDOE raises are 100% General Fund

Child Nutrition Program Pay Grades
2025-2026

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

NU121

111-3111 Director of Child Nutrition Program

NU303

111-3121

NU122

111-3111 CNP Asst Director

N8110 (Salary) NUH10 (Hourly Rate)

114-3110

NU123

111-3111 Purchasing Coordinator/Area Supervisor, CNP

NUH10 (Salary) N7310 (Hourly Rate)

111-3121

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

NUH05 (Salary) N8105 (Hourly Rate)

114-3110

NUH05 (Salary) N7305 (Hourly)

116-3120

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

NUH06 (Salary) N7306 (Hourly Rate)

116-3120

NUH06 (Salary) N6306 (Hourly Rate)

116-3120

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

NUH07 (Salary) N8107 (Hourly Rate)

116-3120

NUH07 (Salary) N7307 (Hourly Rate)

116-3120

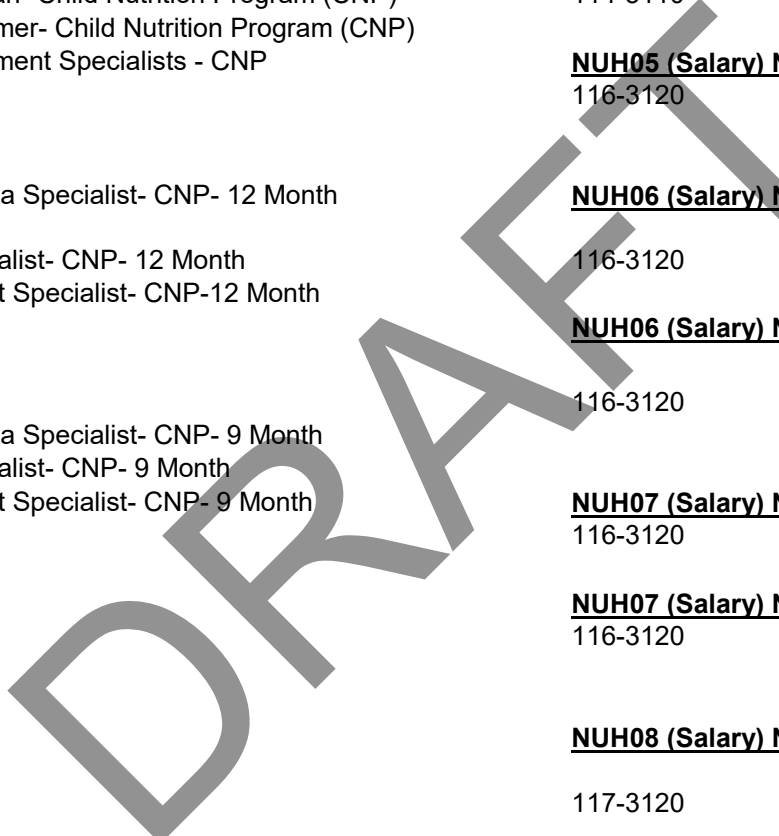
NUH08 (Salary) NU108 (Hourly Rate)

117-3120

NUH09 (Salary) NU109 (Hourly Rate)

117-3121

114-3110



2025-2026 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

2025-2026 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	32,889
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	34,130
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	35,785
12	60,488	56,488	52,488	36,198
13	61,088	57,088	53,088	36,612
14	61,688	57,688	53,688	37,026
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	38,682
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	40,337
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	41,578
26	68,888	64,888	60,888	41,991
27	69,488	65,488	61,488	42,405
28	70,088	66,088	62,088	42,819
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	44,889
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	46,130
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	47,785

2025-2026 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	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	37,510	41,678	54,390	41,678	41,678	54,390	54,390	54,390	34,018	34,018	34,018	34,018
1	37,942	42,157	55,016	42,157	42,157	55,016	55,016	55,016	34,378	34,378	34,378	34,378
2	38,374	42,637	55,642	42,637	42,637	55,642	55,642	55,642	34,738	34,738	34,738	34,738
3	38,806	43,118	56,269	43,118	43,118	56,269	56,269	56,269	35,098	35,098	35,098	35,098
4	39,238	43,598	56,895	43,598	43,598	56,895	56,895	56,895	35,458	35,458	35,458	35,458
5	39,670	44,078	57,522	44,078	44,078	57,522	57,522	57,522	35,818	35,818	35,818	35,818
6	40,102	44,558	58,148	44,558	44,558	58,148	58,148	58,148	36,178	36,178	36,178	36,178
7	40,534	45,038	58,774	45,038	45,038	58,774	58,774	58,774	36,538	36,538	36,538	36,538
8	40,966	45,518	59,401	45,518	45,518	59,401	59,401	59,401	36,898	36,898	36,898	36,898
9	41,398	45,998	60,027	45,998	45,998	60,027	60,027	60,027	37,258	37,258	37,258	37,258
10	41,830	46,477	60,654	46,477	46,477	60,654	60,654	60,654	37,618	37,618	37,618	37,618
11	42,262	46,957	61,280	46,957	46,957	61,280	61,280	61,280	37,978	37,978	37,978	37,978
12	42,694	47,438	61,906	47,438	47,438	61,906	61,906	61,906	38,338	38,338	38,338	38,338
13	43,126	47,918	62,533	47,918	47,918	62,533	62,533	62,533	38,698	38,698	38,698	38,698
14	43,558	48,398	63,159	48,398	48,398	63,159	63,159	63,159	39,058	39,058	39,058	39,058
15	43,990	48,878	63,786	48,878	48,878	63,786	63,786	63,786	39,418	39,418	39,418	39,418
16	44,422	49,358	64,412	49,358	49,358	64,412	64,412	64,412	39,778	39,778	39,778	39,778
17	44,854	49,838	65,038	49,838	49,838	65,038	65,038	65,038	40,138	40,138	40,138	40,138
18	45,286	50,318	65,665	50,318	50,318	65,665	65,665	65,665	40,498	40,498	40,498	40,498
19	45,718	50,797	66,291	50,797	50,797	66,291	66,291	66,291	40,858	40,858	40,858	40,858
20	46,150	51,277	66,918	51,277	51,277	66,918	66,918	66,918	41,218	41,218	41,218	41,218
21	46,582	51,758	67,544	51,758	51,758	67,544	67,544	67,544	41,578	41,578	41,578	41,578
22	47,014	52,238	68,170	52,238	52,238	68,170	68,170	68,170	41,938	41,938	41,938	41,938
23	47,446	52,718	68,797	52,718	52,718	68,797	68,797	68,797	42,298	42,298	42,298	42,298
24	47,878	53,198	69,423	53,198	53,198	69,423	69,423	69,423	42,658	42,658	42,658	42,658
25	48,310	53,678	70,050	53,678	53,678	70,050	70,050	70,050	43,018	43,018	43,018	43,018
26	48,742	54,158	70,676	54,158	54,158	70,676	70,676	70,676	43,378	43,378	43,378	43,378
27	49,174	54,638	71,302	54,638	54,638	71,302	71,302	71,302	43,738	43,738	43,738	43,738
28	49,606	55,117	71,929	55,117	55,117	71,929	71,929	71,929	44,098	44,098	44,098	44,098
29	50,038	55,597	72,555	55,597	55,597	72,555	72,555	72,555	44,458	44,458	44,458	44,458
30	50,470	56,078	73,182	56,078	56,078	73,182	73,182	73,182	44,818	44,818	44,818	44,818
31	50,902	56,558	73,808	56,558	56,558	73,808	73,808	73,808	45,178	45,178	45,178	45,178
32	51,334	57,038	74,434	57,038	57,038	74,434	74,434	74,434	45,538	45,538	45,538	45,538
33	51,766	57,518	75,061	57,518	57,518	75,061	75,061	75,061	45,898	45,898	45,898	45,898
34	52,198	57,998	75,687	57,998	57,998	75,687	75,687	75,687	46,258	46,258	46,258	46,258
35	52,630	58,478	76,314	58,478	58,478	76,314	76,314	76,314	46,618	46,618	46,618	46,618
36	53,062	58,958	76,940	58,958	58,958	76,940	76,940	76,940	46,978	46,978	46,978	46,978
37	53,494	59,437	77,566	59,437	59,437	77,566	77,566	77,566	47,338	47,338	47,338	47,338
38	53,926	59,917	78,193	59,917	59,917	78,193	78,193	78,193	47,698	47,698	47,698	47,698
39	54,358	60,398	78,819	60,398	60,398	78,819	78,819	78,819	48,058	48,058	48,058	48,058
40	54,790	60,878	79,446	60,878	60,878	79,446	79,446	79,446	48,418	48,418	48,418	48,418

2025-2026 Salary Schedule - Child Nutrition Program - Trades and Assistant Managers - 8 Hours

STEP	NUH08	NU108 - 12 Month
	Hrly Rate	Annual Salary
0	22.42	46,807
1	22.72	47,433
2	23.02	48,060
3	23.32	48,686
4	23.62	49,312
5	23.92	49,939
6	24.22	50,565
7	24.52	51,191
8	24.82	51,818
9	25.12	52,444
10	25.42	53,071
11	25.72	53,697
12	26.02	54,323
13	26.32	54,950
14	26.62	55,577
15	26.92	56,202
16	27.22	56,829
17	27.52	57,455
18	27.82	58,082
19	28.12	58,709
20	28.42	59,334
21	28.72	59,961
22	29.02	60,588
23	29.32	61,214
24	29.62	61,840
25	29.92	62,467
26	30.22	63,093
27	30.52	63,720
28	30.82	64,346
29	31.12	64,972
30	31.42	65,599
31	31.72	66,225
32	32.02	66,851
33	32.32	67,478
34	32.62	68,104
35	32.92	68,731
36	33.22	69,357
37	33.52	69,983
38	33.82	70,610
39	34.12	71,237
40	34.42	71,862

NUH09	NU109 - 12 Month	NU309 - 9 Month
Hrly Rate	Annual Salary	Annual Salary
19.42	40,543	27,961
19.67	41,065	28,320
19.92	41,586	28,680
20.17	42,109	29,040
20.42	42,631	29,401
20.67	43,152	29,761
20.92	43,675	30,120
21.17	44,197	30,480
21.42	44,718	30,840
21.67	45,241	31,201
21.92	45,763	31,561
22.17	46,284	31,920
22.42	46,807	32,280
22.67	47,328	32,640
22.92	47,851	33,001
23.17	48,373	33,361
23.42	48,894	33,720
23.67	49,417	34,080
23.92	49,939	34,440
24.17	50,460	34,801
24.42	50,983	35,161
24.67	51,505	35,520
24.92	52,026	35,880
25.17	52,549	36,240
25.42	53,071	36,601
25.67	53,593	36,961
25.92	54,115	37,320
26.17	54,636	37,680
26.42	55,159	38,040
26.67	55,681	38,401
26.92	56,202	38,761
27.17	56,725	39,120
27.42	57,247	39,480
27.67	57,768	39,840
27.92	58,291	40,201
28.17	58,813	40,561
28.42	59,334	40,920
28.67	59,857	41,280
28.92	60,378	41,640
29.17	60,901	42,001
29.42	61,423	42,361

2025-2026 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	Annual Salary	Annual Salary	Annual Salary
0	17.42	21,945				
1	17.62	22,197				
2	17.82	22,450				
3	18.02	22,702				
4	18.22	22,953				
5	18.42	23,205				
6	18.62	23,457				
7	18.82	23,710				
8	19.02	23,962				
9	19.22	24,213				
10	19.42	24,465				
11	19.62	24,717				
12	19.82	24,970				
13	20.02	25,222				
14	20.22	25,473				
15	20.42	25,725				
16	20.62	25,977				
17	20.82	26,230				
18	21.02	26,482				
19	21.22	26,733				
20	21.42	26,985				
21	21.62	27,237				
22	21.82	27,490				
23	22.02	27,742				
24	22.22	27,993				
25	22.42	28,245				
26	22.62	28,497				
27	22.82	28,750				
28	23.02	29,002				
29	23.22	29,253				
30	23.42	29,505				
31	23.62	29,757				
32	23.82	30,010				
33	24.02	30,262				
34	24.22	30,513				
35	24.42	30,765				
36	24.62	31,017				
37	24.82	31,270				
38	25.02	31,522				
39	25.22	31,773				
40	25.42	32,025				

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2025-2026 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	Annual Salary	Annual Salary	Annual Salary
0	17.17	21,630				
1	17.37	21,882				
2	17.57	22,135				
3	17.77	22,387				
4	17.97	22,638				
5	18.17	22,890				
6	18.37	23,142				
7	18.57	23,395				
8	18.77	23,647				
9	18.97	23,898				
10	19.17	24,150				
11	19.37	24,402				
12	19.57	24,655				
13	19.77	24,907				
14	19.97	25,158				
15	20.17	25,410				
16	20.37	25,662				
17	20.57	25,915				
18	20.77	26,167				
19	20.97	26,418				
20	21.17	26,670				
21	21.37	26,922				
22	21.57	27,175				
23	21.77	27,427				
24	21.97	27,678				
25	22.17	27,930				
26	22.37	28,182				
27	22.57	28,435				
28	22.77	28,687				
29	22.97	28,938				
30	23.17	29,190				
31	23.37	29,442				
32	23.57	29,695				
33	23.77	29,947				
34	23.97	30,198				
35	24.17	30,450				
36	24.37	30,702				
37	24.57	30,955				
38	24.77	31,207				
39	24.97	31,458				
40	25.17	31,710				

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2025-2026 Salary Schedule - Child Nutrition Program - Technician II - 9 Month

STEP	NUH06		N7306 - 7 Hours		N6306 - 6 Hours	
	Hrly Rate	Annual Salary	Annual Salary	Annual Salary	Annual Salary	Annual Salary
0	16.52	20,811		17,839		
1	16.72	21,063		18,054		
2	16.92	21,316		18,271		
3	17.12	21,568		18,486		
4	17.32	21,819		18,702		
5	17.52	22,071		18,919		
6	17.72	22,323		19,134		
7	17.92	22,576		19,351		
8	18.12	22,828		19,566		
9	18.32	23,079		19,782		
10	18.52	23,331		19,999		
11	18.72	23,583		20,214		
12	18.92	23,836		20,431		
13	19.12	24,088		20,646		
14	19.32	24,339		20,862		
15	19.52	24,591		21,079		
16	19.72	24,843		21,294		
17	19.92	25,096		21,511		
18	20.12	25,348		21,726		
19	20.32	25,599		21,942		
20	20.52	25,851		22,159		
21	20.72	26,103		22,374		
22	20.92	26,356		22,591		
23	21.12	26,608		22,806		
24	21.32	26,859		23,022		
25	21.52	27,111		23,239		
26	21.72	27,363		23,454		
27	21.92	27,616		23,671		
28	22.12	27,868		23,886		
29	22.32	28,119		24,102		
30	22.52	28,371		24,319		
31	22.72	28,623		24,534		
32	22.92	28,876		24,751		
33	23.12	29,128		24,966		
34	23.32	29,379		25,182		
35	23.52	29,631		25,399		
36	23.72	29,883		25,614		
37	23.92	30,136		25,831		
38	24.12	30,388		26,046		
39	24.32	30,639		26,262		
40	24.52	30,891		26,479		

2025-2026 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	Annual Salary	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		36,054		
4	17.47	22,009		36,471		
5	17.67	22,260		36,888		
6	17.87	22,512		37,306		
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		41,483		
17	20.07	25,284		41,900		
18	20.27	25,537		42,317		
19	20.47	25,789		42,735		
20	20.67	26,040		43,153		
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		46,494		
29	22.47	28,309		46,911		
30	22.67	28,560		47,328		
31	22.87	28,812		47,746		
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		

Salary Supplements for Child Nutrition Program
2025-2026

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 Mult-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

**2025-2026 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.

HOURLY/DAY-BY-DAY/TEMPORARY/SUBSTITUTES

	<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 Law Enforcement Deputy	50.00
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

2025-2026 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.

2025-2026 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.

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2025-2026 Appendix

	<u>Pages</u>
<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>Administration, 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>

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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)

	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
0	\$1,360	\$2,650	\$3,304	\$3,252	\$5,572
1	\$1,585	\$3,108	\$3,754	\$4,402	\$6,022
2	\$1,810	\$3,558	\$4,204	\$4,852	\$6,472
3	\$2,035	\$4,008	\$4,654	\$5,302	\$6,922
4	\$2,260	\$4,458	\$5,104	\$5,752	\$7,372
5	\$2,485	\$4,908	\$5,554	\$6,202	\$7,822
6	\$2,710	\$5,358	\$6,004	\$6,652	\$8,272
7	\$2,935	\$5,808	\$6,454	\$7,102	\$8,722
8	\$3,160	\$6,258	\$6,904	\$7,552	\$9,172
9	\$3,385	\$6,708	\$7,354	\$8,002	\$9,622
10	\$3,610	\$7,158	\$7,804	\$8,452	\$10,072
11	\$3,835	\$7,608	\$8,254	\$8,902	\$10,522
12	\$4,060	\$8,058	\$8,704	\$9,352	\$10,972
13	\$4,285	\$8,508	\$9,154	\$9,802	\$11,422
14	\$4,510	\$8,958	\$9,604	\$10,252	\$11,872
15	\$4,735	\$9,408	\$10,054	\$10,702	\$12,322
16	\$4,960	\$9,858	\$10,504	\$11,152	\$12,772
17	\$5,185	\$10,308	\$10,954	\$11,602	\$13,222
18	\$5,410	\$10,758	\$11,404	\$12,052	\$13,672
19	\$5,635	\$11,208	\$11,854	\$12,502	\$14,122
20	\$5,860	\$11,658	\$12,304	\$12,952	\$14,572
21	\$6,085	\$12,108	\$12,754	\$13,402	\$15,022
22	\$6,310	\$12,558	\$13,204	\$13,852	\$15,472
23	\$6,535	\$13,008	\$13,654	\$14,302	\$15,922
24	\$6,760	\$13,458	\$14,104	\$14,752	\$16,372
25	\$6,985	\$13,908	\$14,554	\$15,202	\$16,822
26	\$7,210	\$14,358	\$15,004	\$15,652	\$17,272
27	\$7,435	\$14,808	\$15,454	\$16,102	\$17,722
28	\$7,660	\$15,258	\$15,904	\$16,552	\$18,172
29	\$7,885	\$15,708	\$16,354	\$17,002	\$18,622
30	\$8,110	\$16,158	\$16,804	\$17,452	\$19,072
31	\$8,335	\$16,608	\$17,254	\$17,902	\$19,522
32	\$8,560	\$17,058	\$17,704	\$18,352	\$19,972
33	\$8,785	\$17,508	\$18,154	\$18,802	\$20,422
34	\$9,010	\$17,958	\$18,604	\$19,252	\$20,872
35	\$9,235	\$18,408	\$19,054	\$19,702	\$21,322
36	\$9,460	\$18,858	\$19,504	\$20,152	\$21,772
37	\$9,685	\$19,308	\$19,954	\$20,602	\$22,222
38	\$9,910	\$19,758	\$20,404	\$21,052	\$22,672
39	\$10,135	\$20,208	\$20,854	\$21,502	\$23,122
40	\$10,360	\$20,658	\$21,304	\$21,952	\$23,572

Proposition 3 Supplement is 19% 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)

	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	54,870	58,596	59,244	59,892	61,512
11	55,870	59,596	60,244	60,892	62,512
12	56,870	60,596	61,244	61,892	63,512
13	57,870	61,596	62,244	62,892	64,512
14	58,870	62,596	63,244	63,892	65,512
15	59,870	63,596	64,244	64,892	66,512
16	60,870	64,596	65,244	65,892	67,512
17	61,870	65,596	66,244	66,892	68,512
18	62,870	66,596	67,244	67,892	69,512
19	63,870	67,596	68,244	68,892	70,512
20	64,870	68,596	69,244	69,892	71,512
21	65,870	69,596	70,244	70,892	72,512
22	66,870	70,596	71,244	71,892	73,512
23	67,870	71,596	72,244	72,892	74,512
24	68,870	72,596	73,244	73,892	75,512
25	69,870	73,596	74,244	74,892	76,512
26	70,870	74,596	75,244	75,892	77,512
27	71,870	75,596	76,244	76,892	78,512
28	72,870	76,596	77,244	77,892	79,512
29	73,870	77,596	78,244	78,892	80,512
30	74,870	78,596	79,244	79,892	81,512
31	75,870	79,596	80,244	80,892	82,512
32	76,870	80,596	81,244	81,892	83,512
33	77,870	81,596	82,244	82,892	84,512
34	78,870	82,596	83,244	83,892	85,512
35	79,870	83,596	84,244	84,892	86,512
36	80,870	84,596	85,244	85,892	87,512
37	81,870	85,596	86,244	86,892	88,512
38	82,870	86,596	87,244	87,892	89,512
39	83,870	87,596	88,244	88,892	90,512
40	84,870	88,596	89,244	89,892	91,512

Proposition 3 Supplement is 11-37% of Annual Salary

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

PLPC

Provisional Licensed Professional Counselor

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

LMSW

Licensed Master Social Worker

LPC

Licensed Professional Counselor

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

LCSW

Licensed Clinical Social Worker

LPC-S

Licensed Professional Counselor- 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

LCSW-BACS

Licensed Clinical Social Worker- Board Approved Clinical Supervisor

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

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*

DRAFT

Teacher Salary Schedule/Stipend Procedures (A-7) 2025-2026

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 2025-2026

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) **2025-2026**

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
2025-2026

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.

2025-2026 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 2025-2026

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.

2025-2026 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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