
EAST BATON ROUGE PARISH SCHOOL SYSTEM

Salary Schedule Manual

Fiscal Year 2026 - 2027

*Compensation Programs, Pay Structures, and Placement Procedures
for Certificated and Classified Personnel*

Effective July 1, 2026 through June 30, 2027

**Approved by the East Baton Rouge Parish School Board
Office of Human Resources | Office of Finance**

EBRPSS Salary Schedule Manual

Purpose and Notices

Purpose

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.

Disclaimer

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; prospective employee; agency of the local, state, or federal government; or any other person or legal entity of any nature whatsoever.

Non-Discrimination Statement

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 1681) and on the basis of disability by Section 504 (42 USC 794).

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East Baton Rouge Parish School System

2026 - 2027 Salary Schedule Manual

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Information Pertaining to All Salary Schedules

The 2026-2027 schedules were designed to produce internally consistent, externally competitive, and operationally defensible compensation. Three schedule families exist.

- **Certified Instructional Staff:** Teachers and other certified roles are placed on a schedule with four degree lanes and 35 experience steps. Pay is determined by earned degree and verified years of teaching experience. The contracted teacher work year is 182 days.
- **School Administrators:** Assistant Principals and Principals are paid on an indexed structure derived from the Master's lane of the 182-day Teacher schedule. The index reflects the level of responsibility, complexity, and extended work calendar of each leadership role.
- **Support and Classified Personnel:** Support roles are placed on experience-based schedules tied to job family and minimum role requirements.

Across all three families, Step 0 reflects the minimum experience requirements stated in the job description. Step 0 is not a placeholder for zero experience. It is the entry rate for a candidate who meets the minimum qualifications for the position. Consistent treatment of this principle across schedules, offer letters, and employee communications is essential to defensible placement decisions.

Experience: Experience means verified prior employment in a comparable role that meets the eligibility criteria established for the applicable employee group. Only experience that is verified in writing, that satisfies role-alignment criteria, and that exceeds the minimum requirements stated in the job description is creditable for placement above Step 0.

- **Verification:** Experience must be documented in writing on official employer letterhead or through an EBRPSS-issued verification form returned directly from the prior employer. Documentation must include employer name, position title, employment dates by month and year, and full-time or part-time status. 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.
- **Comparability:** Experience must be in a role substantially similar to the EBRPSS position. The Chief Human Resources Officer or designee determines comparability for support and classified roles. The Superintendent determines comparability for non-education leadership experience proposed for administrator placement.
- **Year of Experience:** One year of creditable experience is defined as a school year or fiscal year in which the employee worked at least 91 days in a full-time capacity. A year of teaching experience is granted if the person was employed for at least ninety-one (91) instructional days during one school year, excluding holidays.

Experience by Employee Group

Certified Instructional Staff

- All prior experience in a K-12 public or accredited private school setting where the role required a valid teaching or professional educator certificate is creditable.
- Prospective employees coming from charter, private, parochial, university/higher education, or PL-holder status who do not hold a standard teaching certificate may be granted experience credit for prior verified work performed in the role of teacher
- A year of teaching experience is granted if the person was employed for at least ninety-one (91) instructional days during one school year, excluding holidays.

School Administrators

- Assistant Principal and Principal positions on the indexed structure require a Master's degree as a minimum qualification.

- All prior experience in teaching roles and in administration is creditable.
- Non-education leadership experience may be credited at the discretion of the Superintendent when directly relevant to the position.
- For indexed administrator positions, experience determines the step on the Master's lane of the 182-day teacher schedule from which the daily rate is derived.

Support and Classified Personnel

- Experience must be in a comparable role as determined by Chief Human Resources Officer or designee.
- Public sector and private sector experience may be credited based on role alignment.
- Experience in substantially different fields or job functions is not creditable.

New Hire Placement on the Schedule

Initial placement follows a uniform process across all schedule families. The starting principle is that Step 0 already reflects the minimum experience required by the job description. Experience considered for placement above Step 0 is therefore experience beyond that minimum. Position placements on Salary Schedules are based upon information currently available and may be subject to modification upon final placement approval.

Placement Procedure

- Determine the applicable schedule and lane based on the position and, for certified staff, the candidate's highest earned degree.
- Confirm that the candidate meets the minimum requirements stated in the job description. This is the basis for Step 0.
- Identify experience beyond the minimum requirements that qualifies as creditable.
- For teachers new to EBRPSS, credit verified prior teaching experience in a public school at the rate of one step per qualifying year.
- For all other positions, place the candidate at the step corresponding to verified experience beyond the minimum, subject to schedule maximums.
- Place the candidate at Step 0 if verification has not been received by the hire date. Adjust placement once verification is received.

Reemployment of Retired Teachers

Retired teachers returning to full-time teaching positions in EBRPSS are placed on the salary schedule with full credit for prior teaching service and any pertinent experience earned during the period away from the classroom. The principle is recognition of the full body of professional experience the returning teacher brings back to the district.

Step Increases

Under normal circumstances, satisfactorily performing employees, including new employees, become eligible for a step increase effective July 1. Eligibility requires that the employee has worked at least half of the work days in the assigned work-year schedule between July 1 and June 30. As an example, an employee on a 182-day work year must have worked at least 91 days in the prior fiscal year to be eligible for the step increase. Salary advancement concludes at 35 years of experience. Employees who reach this level will remain at the maximum salary, with no additional step increases.

General Promotional Rule

Promotions and transfers from one position to another are evaluated using the same placement framework as new hires. The successful candidate is typically placed at Step 0 of the new position because Step 0 reflects the minimum requirements of that role. If the employee's prior pay exceeds the calculated rate at the appropriate step on the new schedule, Human Resources may recommend a

placement that pays approximately five percent above the employee's pay immediately prior to the promotion, subject to the maximum of the applicable lane.

Administrators

- Promotion to a school administrator position uses the indexed structure described in the School Leaders Salary Procedures. Pay is calculated from the Master's lane daily rate at the step matching the employee's total qualifying experience, multiplied by the position index, multiplied by the contracted days per year for the administrator position. Any applicable EDS or PhD premium is added to that result.
- A Teacher promoted to an Assistant Principal or Principal role retains credit for verified teaching years for purposes of the underlying daily rate.
- Promotion from one administrator position to a higher-index administrator position is calculated using the higher index applied to the same underlying daily rate, unless additional verified experience changes the step on the Master's lane.
- If the calculated indexed salary on the new position is less than the employee's prior pay, the Chief Human Resources Officer or designee may recommend a placement that pays approximately five percent above the employee's prior pay, subject to maximums and Superintendent approval.

Reassignment/ Demotion

- 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.
- 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.
- 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.

Exemption Status

Salary Schedule	Status
Teacher	Exempt
Nurse – RN	Exempt
Nurse - LPN	Non-Exempt
School Leader (Principal, Assistant Principal)	Exempt
Administration	Exempt
Administration Support	Exempt
Technology	Exempt
Clerical	Non-Exempt
Transportation	Non-Exempt
Child Nutrition Program Administration	Exempt
Child Nutrition Program Administration Support	Exempt
Child Nutrition Program Supervisor and Manager	Exempt

Salary Schedule	Status
Child Nutrition Program Assistant Manager	Non-Exempt
Child Nutrition Program Technician	Non-Exempt
Child Nutrition Program Truck Driver	Non-Exempt

Months/Days Worked

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	260

Additional Notes

- All step increases, advance degree movement, supplemental payments and stipend payments are subject to the availability of funds.
- 12 Month exempt Salary Schedules' Annual Salary will not change based on the number of work days in the fiscal year.
- 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.
- Employees who current salary exceeds the amount associated with their years of experience will be placed at the next experience level necessary to maintain their current salary. Employees already above the maximum step will maintain their current salary.

Teacher Salary Schedule Titles

The following positions are responsible for direct or indirect facilitation of instruction, professional practice, curriculum planning, and child development inclusive of social and emotional well-being and are paid on the Teacher Schedule.

Academic Program Coordinator	Literacy Coordinator
Administrative Dean	Magnet Lead Teacher
Attendance Support Specialists	Magnet Recruiter
Behavior Strategist	Magnet Site Coordinator
Bilingual Community Ambassador	Mental Health Professional
Community Ambassador	Mentor Teacher
Community Ambassador	Parent Ambassador
Community Liaison	Parent Facilitator
Curriculum Content Trainer	Parent Liaison
Curriculum Coordinator	Professional Development Specialists
Dean of Students	Psychologist
District 504 Facilitator	School Counselor
Dropout Prevention Facilitator	School Registrar
Educational Diagnostician	SEL Specialist
Facilitator	Social Emotional Support
Gifted Curriculum Specialists	Social Worker
Gifted Site Coordinator	SPED Program Facilitator
I CARE Prevention Specialist	STEM Coordinator
Instructional Coach	STEM Teacher
Instructional Specialists	TAP Master Teacher
Instructional Technology Facilitator	TAP Mentor Teacher
Integration Specialist	Teacher
Lead Teacher	Teacher for Instructional Support
LEAP Remediation Specialist	Teacher Specialist
	Work Based Learning Coordinator

Mental Health Professionals Education Levels

- The employee must have a Master's Degree and one of the following designations:
 - Provisional Licensed Professional Counselor (PLPC)
 - Licensed Master Social Worker (LMSW)
 - The employee must have a Master's Degree and one of the following designations:
 - Licensed Professional Counselor (LPC)
 - Licensed Clinical Social Worker (LCSW)
 - The employee must have a Master's Degree and one of the following designations:
 - Licensed Professional Counselor- Supervisor (LPC-S)
 - Licensed Clinical Social Worker- Board Approved Clinical Supervisor (LCSW-BACS)
- OR Have a PHD or Ed.D. with a minimum of a LCSW or LPC

Teacher and Mental Health Professionals Salary Schedules

9-Month Teachers / Mental Health Professionals

	TE308	TE309	TE311	TE312
STEP	Bachelor	Master	Specialist / LPC/LCSW	PHD / LPC-S/ LCSW-BACS
0	56,000	57,500	58,500	59,500
1	56,560	58,060	59,060	60,060
2	57,126	58,626	59,626	60,626
3	57,697	59,197	60,197	61,197
4	58,274	59,774	60,774	61,774
5	58,857	60,357	61,357	62,357
6	59,445	60,945	61,945	62,945
7	60,040	61,540	62,540	63,540
8	60,640	62,140	63,140	64,140
9	61,246	62,746	63,746	64,746
10	61,859	63,359	64,359	65,359
11	62,477	63,977	64,977	65,977
12	63,102	64,602	65,602	66,602
13	63,733	65,233	66,233	67,233
14	64,371	65,871	66,871	67,871
15	65,014	66,514	67,514	68,514
16	65,664	67,164	68,164	69,164
17	66,321	67,821	68,821	69,821
18	66,984	68,484	69,484	70,484
19	67,654	69,154	70,154	71,154
20	68,331	69,831	70,831	71,831
21	69,014	70,514	71,514	72,514
22	69,704	71,204	72,204	73,204
23	70,401	71,901	72,901	73,901
24	71,105	72,605	73,605	74,605
25	71,816	73,316	74,316	75,316
26	72,534	74,034	75,034	76,034
27	73,260	74,760	75,760	76,760
28	73,992	75,492	76,492	77,492
29	74,732	76,232	77,232	78,232
30	75,480	76,980	77,980	78,980
31	76,234	77,734	78,734	79,734
32	76,997	78,497	79,497	80,497
33	77,767	79,267	80,267	81,267
34	78,544	80,044	81,044	82,044
35	79,330	80,830	81,830	82,830

10-Month Teachers / Mental Health Professionals

	TE208	TE209	TE211	TE212
STEP	Bachelor	Master	Specialist / LPC/LCSW	PHD / LPC-S/ LCSW-BACS
0	62,154	63,819	64,929	66,038
1	62,775	64,440	65,550	66,660
2	63,403	65,068	66,178	67,288
3	64,037	65,702	66,812	67,922
4	64,678	66,342	67,452	68,562
5	65,324	66,989	68,099	69,209
6	65,978	67,642	68,752	69,862
7	66,637	68,302	69,412	70,522
8	67,304	68,969	70,078	71,188
9	67,977	69,642	70,751	71,861
10	68,657	70,321	71,431	72,541
11	69,343	71,008	72,118	73,228
12	70,037	71,701	72,811	73,921
13	70,737	72,402	73,512	74,621
14	71,444	73,109	74,219	75,329
15	72,159	73,824	74,933	76,043
16	72,880	74,545	75,655	76,765
17	73,609	75,274	76,384	77,494
18	74,345	76,010	77,120	78,230
19	75,089	76,753	77,863	78,973
20	75,840	77,504	78,614	79,724
21	76,598	78,263	79,373	80,483
22	77,364	79,029	80,139	81,248
23	78,138	79,802	80,912	82,022
24	78,919	80,584	81,694	82,804
25	79,708	81,373	82,483	83,593
26	80,505	82,170	83,280	84,390
27	81,310	82,975	84,085	85,195
28	82,123	83,788	84,898	86,008
29	82,945	84,609	85,719	86,829
30	83,774	85,439	86,549	87,659
31	84,612	86,277	87,386	88,496
32	85,458	87,123	88,233	89,342
33	86,312	87,977	89,087	90,197
34	87,176	88,840	89,950	91,060
35	88,047	89,712	90,822	91,932

11-Month Teachers / Mental Health Professionals

	TE408	TE409	TE411	TE412
STEP	Bachelor	Master	Specialist / LPC/LCSW	PHD / LPC-S/ LCSW-BACS
0	68,308	70,137	71,357	72,577
1	68,991	70,820	72,040	73,260
2	69,681	71,510	72,730	73,950
3	70,377	72,207	73,427	74,647
4	71,081	72,911	74,131	75,350
5	71,792	73,622	74,842	76,061
6	72,510	74,340	75,559	76,779
7	73,235	75,065	76,285	77,504
8	73,967	75,797	77,017	78,237
9	74,707	76,537	77,757	78,976
10	75,454	77,284	78,504	79,723
11	76,209	78,038	79,258	80,478
12	76,971	78,800	80,020	81,240
13	77,741	79,570	80,790	82,010
14	78,518	80,348	81,567	82,787
15	79,303	81,133	82,353	83,572
16	80,096	81,926	83,146	84,365
17	80,897	82,727	83,947	85,166
18	81,706	83,536	84,756	85,975
19	82,523	84,353	85,573	86,792
20	83,348	85,178	86,398	87,618
21	84,182	86,012	87,231	88,451
22	85,024	86,853	88,073	89,293
23	85,874	87,704	88,923	90,143
24	86,733	88,562	89,782	91,002
25	87,600	89,430	90,649	91,869
26	88,476	90,306	91,525	92,745
27	89,361	91,190	92,410	93,630
28	90,254	92,084	93,304	94,524
29	91,157	92,987	94,206	95,426
30	92,068	93,898	95,118	96,338
31	92,989	94,819	96,039	97,258
32	93,919	95,749	96,968	98,188
33	94,858	96,688	97,908	99,127
34	95,807	97,636	98,856	100,076
35	96,765	98,595	99,814	101,034

12-Month Teachers / Mental Health Professionals

	TE108	TE109	TE111	TE112
STEP	Bachelor	Master	Specialist / LPC/LCSW	PHD / LPC-S/ LCSW-BACS
0	80,308	82,459	83,893	85,327
1	81,111	83,262	84,696	86,130
2	81,922	84,073	85,507	86,941
3	82,741	84,892	86,326	87,760
4	83,569	85,720	87,154	88,588
5	84,404	86,555	87,989	89,423
6	85,248	87,399	88,833	90,267
7	86,101	88,252	89,686	91,120
8	86,962	89,113	90,547	91,981
9	87,831	89,982	91,417	92,851
10	88,710	90,861	92,295	93,729
11	89,597	91,748	93,182	94,616
12	90,493	92,644	94,078	95,512
13	91,398	93,549	94,983	96,417
14	92,312	94,463	95,897	97,331
15	93,235	95,386	96,820	98,254
16	94,167	96,318	97,752	99,186
17	95,109	97,260	98,694	100,128
18	96,060	98,211	99,645	101,079
19	97,020	99,172	100,606	102,040
20	97,991	100,142	101,576	103,010
21	98,971	101,122	102,556	103,990
22	99,960	102,111	103,545	104,979
23	100,960	103,111	104,545	105,979
24	101,969	104,121	105,555	106,989
25	102,989	105,140	106,574	108,008
26	104,019	106,170	107,604	109,038
27	105,059	107,210	108,644	110,078
28	106,110	108,261	109,695	111,129
29	107,171	109,322	110,756	112,190
30	108,243	110,394	111,828	113,262
31	109,325	111,476	112,910	114,344
32	110,418	112,569	114,003	115,438
33	111,522	113,674	115,108	116,542
34	112,638	114,789	116,223	117,657
35	113,764	115,915	117,349	118,783

ROTC Instructor, CODOFIL Teacher, and Associate Teacher Salary Procedures

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	\$2,375
Senior Army Instructor (SAI)	12	\$2,245
Military Property Specialist (MPS)	12	\$2,245
Operations Sergeant (OPS SGT)	12	\$2,245
Army Instructor (AI)	12	\$2,245
Army Instructor (AI)	10	\$2,400

4. 20% of JROTC employees' total annual salary is paid by the Proposition 3 Tax Plan.
5. 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.

Nurse Salary Schedules

10-Month Registered Nurses

	UR100	UR208	UR209	UR211
STEP	Associates	Bachelor	Master	Specialist
0	60,490	62,154	63,819	64,929
1	61,111	62,775	64,440	65,550
2	61,739	63,403	65,068	66,178
3	62,373	64,037	65,702	66,812
4	63,014	64,678	66,342	67,452
5	63,660	65,324	66,989	68,099
6	64,314	65,978	67,642	68,752
7	64,973	66,637	68,302	69,412
8	65,640	67,304	68,969	70,078
9	66,313	67,977	69,642	70,751
10	66,993	68,657	70,321	71,431
11	67,679	69,343	71,008	72,118
12	68,373	70,037	71,701	72,811
13	69,073	70,737	72,402	73,512
14	69,780	71,444	73,109	74,219
15	70,495	72,159	73,824	74,933
16	71,216	72,880	74,545	75,655
17	71,945	73,609	75,274	76,384
18	72,681	74,345	76,010	77,120
19	73,425	75,089	76,753	77,863
20	74,176	75,840	77,504	78,614
21	74,934	76,598	78,263	79,373
22	75,700	77,364	79,029	80,139
23	76,474	78,138	79,802	80,912
24	77,255	78,919	80,584	81,694
25	78,044	79,708	81,373	82,483
26	78,841	80,505	82,170	83,280
27	79,646	81,310	82,975	84,085
28	80,459	82,123	83,788	84,898
29	81,281	82,945	84,609	85,719
30	82,110	83,774	85,439	86,549
31	82,948	84,612	86,277	87,386
32	83,794	85,458	87,123	88,233
33	84,648	86,312	87,977	89,087
34	85,512	87,176	88,840	89,950
35	86,383	88,047	89,712	90,822

11-Month Registered Nurses

	UR102	UR408	UR409	UR410
STEP	Associates	Bachelor	Master	Specialist
0	66,479	68,308	70,137	71,357
1	67,162	68,991	70,820	72,040
2	67,852	69,681	71,510	72,730
3	68,549	70,377	72,207	73,427
4	69,253	71,081	72,911	74,131
5	69,963	71,792	73,622	74,842
6	70,681	72,510	74,340	75,559
7	71,406	73,235	75,065	76,285
8	72,139	73,967	75,797	77,017
9	72,878	74,707	76,537	77,757
10	73,625	75,454	77,284	78,504
11	74,380	76,209	78,038	79,258
12	75,142	76,971	78,800	80,020
13	75,912	77,741	79,570	80,790
14	76,689	78,518	80,348	81,567
15	77,474	79,303	81,133	82,353
16	78,267	80,096	81,926	83,146
17	79,068	80,897	82,727	83,947
18	79,877	81,706	83,536	84,756
19	80,694	82,523	84,353	85,573
20	81,520	83,348	85,178	86,398
21	82,353	84,182	86,012	87,231
22	83,195	85,024	86,853	88,073
23	84,045	85,874	87,704	88,923
24	84,904	86,733	88,562	89,782
25	85,771	87,600	89,430	90,649
26	86,647	88,476	90,306	91,525
27	87,532	89,361	91,190	92,410
28	88,426	90,254	92,084	93,304
29	89,328	91,157	92,987	94,206
30	90,240	92,068	93,898	95,118
31	91,160	92,989	94,819	96,039
32	92,090	93,919	95,749	96,968
33	93,029	94,858	96,688	97,908
34	93,978	95,807	97,636	98,856
35	94,936	96,765	98,595	99,814

Licensed Practical Nurses

Step	Annual Salary
0	22.50
1	22.73
2	22.95
3	23.18
4	23.41
5	23.65
6	23.88
7	24.12
8	24.36
9	24.61
10	24.85
11	25.10
12	25.35
13	25.61
14	25.86
15	26.12
16	26.38
17	26.65
18	26.91
19	27.18
20	27.45
21	27.73
22	28.01
23	28.29
24	28.57
25	28.85
26	29.14
27	29.43
28	29.73
29	30.03
30	30.33
31	30.63
32	30.94
33	31.25
34	31.56
35	31.87

School Leaders Salary Procedures

Indexing of School Leaders

School-based administrator positions, specifically Assistant Principals and Principals, are paid on an indexed structure derived from the Master's lane of the 182-day teacher schedule. A Master's degree is a minimum qualification for these positions. The indexed structure does not apply to central office leadership.

Indexing produces three operational benefits. It anchors leader pay to the certified salary structure that the leader oversees. It produces transparent, formula-based progression that is defensible to boards and employees. It scales with experience without requiring separate administrator schedules.

School-based administrator positions are compensated on an indexed structure derived from the Master's lane of the 182-day Teacher schedule. The annual salary for an administrator equals the Teacher daily rate (the Master's lane annual salary at the step matching total qualifying experience, divided by 182) multiplied by the index assigned to the position, multiplied by the contracted days per year for the administrator position. An additional premium of \$1,000 is added for an EDS, and \$2,000 is added for a PhD. The indices listed in the table below are Board-adopted and apply to all qualifying placements. This indexed structure applies only to school-based administrators. Central office leadership positions are not compensated under this schedule.

Index Schedule

Position	Days per Year	Index
Assistant Principal, Elementary	222	1.10
Assistant Principal, Middle	222	1.12
Assistant Principal, High	222	1.17
Principal, Elementary	260	1.15
Principal, Middle	260	1.20
Principal, High	260	1.25

The index reflects the increased responsibility, supervisory scope, and complexity associated with each leadership role relative to the classroom teacher position. Higher indices apply to roles with broader supervisory scope, greater building-level accountability, and higher operational complexity.

The daily rate for indexed administrator calculations is the annual salary on the Master's lane of the 182-day teacher schedule at the step matching the employee's total qualifying experience, divided by 182. The daily rate is the foundation for the indexed administrator salary calculation. It is recalculated whenever the underlying experience step changes.

Calculation Method

- Step 1: Identify the Master's lane annual salary at the step matching the employee's total qualifying experience on the 182-day teacher schedule.
- Step 2: Divide that annual salary by 182. The result is the teacher daily rate.
- Step 3: Multiply the teacher daily rate by the position index from Section 5. The result is the indexed daily rate.
- Step 4: Multiply the indexed daily rate by the contracted days per year for the administrator position (typically 260). The result is the indexed annual subtotal.
- Step 5: Add \$1,000 if the employee holds an EDS, or \$2,000 if the employee holds a PhD. The sum is the administrator's annual salary.

Worked Example

The following illustration shows the daily rate calculation for a Principal, Middle position. Values are illustrative only and are not adopted rates.

Calculation Step	Illustrative Value
Master's lane annual salary at applicable step (Step 10)	\$63,359
Teacher contracted days per year	182
Teacher daily rate (\$63,359 divided by 182)	\$348.13
Position index (Principal, Middle)	1.20
Indexed daily rate (\$348.13 x 1.20)	\$417.75
Administrator contracted days per year	260
Indexed annual subtotal (\$417.75 x 260)	\$108,615
Degree premium (EDS)	\$1,000
Annual administrator salary	\$109,615

Under normal circumstances, satisfactorily performing employees, including new employees, become eligible for a step increase effective July 1. Eligibility requires that the employee has worked at least half of the work days in the assigned work-year schedule between July 1 and June 30. As an example, an employee on a 182-day work year must have worked at least 91 days in the prior fiscal year to be eligible for the step increase.

Administration Pay Grades

AD101		111-2212	Director of Exceptional Student Services
111-2324	Chief of Schools		
111-2324	Chief Academic Officer	111-2214	Director of Federal Programs
111-2324	Chief Accountability and Assessments		
111-2841	Chief Technology Officer	AD104 continued	
111-2821	Chief Communications and Public Relations	111-2211	Director of Fine Arts
111-2324	Chief of Support & Special Projects Officer	111-2213	Director of Gifted & Talented Services
111-2324	Chief Human Resources Officer	111-2134	Director of Health Services
111-2511	Chief Financial Officer	111-2211	Director of High Schools
111-2511	Chief Business Officer	111-2831	Director of Human Resources
111-2324	Deputy Chief of Policy & Implementation	111-2190	Director of ICare
111-2324	Chief of Student Services	111-2214	Director of Instruction
111-2324	Chief Plant Operations	111-2211	Director of Instructional Technology
111-2324	Chief Operations Officer	111-2251	Director of Library Services
		111-2211	Director of Literacy
		111-2211	Director of Magnet Programs
		111-2840	Director of Management Information Systems
Contract			
111-2321	Superintendent	111-2190	Director of Mental Health Services
111-2321	Associate Superintendent	111-2211	Director of Middle Schools
111-2810	Executive Director Foundation	111-2842	Director of Network & Operations
118-2311	Staff Attorney/General Counsel	111-2541	Director of Printing Services
		111-2520	Director of Procurement & Warehousing Serv.
AD102			
111-2211	Executive Director	111-2231	Director of Professional Development
AD103			
111-2211	Administrative Director	111-2211	Director of Professional Development
111-2610	Administrative Director of Facilities	111-2511	Director of Risk Management
111-2710	Administrative Director of Federal Programs	111-2660	Director of School Security
111-2710	Administrative Director of Transportation	111-2821	Director - Communications/Community Engagement
		111-2211	Director of Student Activities
AD104		111-2840	Director of Technology Resources
111-2512	Chief Accountant	111-2220	Executive Master Teacher
111-2141	Director of 504 and Dyslexia Services		
111-2810	Director of Accountability and Assessment	AD105	
111-2211	Director of Army Instruction	111-3111	Assistant Director of Child Nutrition Program (CNP)
111-2216	Director of Adult Education	111-2620	Assistant Director of Facilities
111-2215	Director of Career and Technical Education	111-2211	Assistant Director of Magnet Programs
111-3111	Director of Child Nutrition Program (CNP)	111-2710	Assistant Director of Transportation
111-2111	Director of Child Welfare & Attendance		
111-2121	Director of Counseling and Guidance		
111-2810	Director of Data		
111-2211	Director of Career/Technical Education		

DRAFT

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
111-2190	Supervisor of Mental Health Professionals and Social Workers
118-2515	Supervisor of Payroll
118-2515	Supervisor of Retirement

AD106 continued

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

Administration Salary Schedules

Administration 12-Month

	AD101	AD102	AD103	AD104	AD105	AD106	AD107	AD108
0	109,732	86,596	83,596	80,596	77,596	74,596	71,596	66,596
1	110,829	87,462	84,432	81,402	78,372	75,342	72,312	67,262
2	111,938	88,337	85,276	82,216	79,156	76,095	73,035	67,935
3	113,057	89,220	86,129	83,038	79,947	76,856	73,765	68,614
4	114,188	90,112	86,990	83,869	80,747	77,625	74,503	69,300
5	115,329	91,013	87,860	84,707	81,554	78,401	75,248	69,993
6	116,483	91,923	88,739	85,554	82,370	79,185	76,001	70,693
7	117,648	92,843	89,626	86,410	83,193	79,977	76,761	71,400
8	118,824	93,771	90,522	87,274	84,025	80,777	77,528	72,114
9	120,012	94,709	91,428	88,147	84,866	81,585	78,303	72,835
10	121,212	95,656	92,342	89,028	85,714	82,400	79,087	73,563
11	122,425	96,612	93,265	89,918	86,571	83,224	79,877	74,299
12	123,649	97,579	94,198	90,818	87,437	84,057	80,676	75,042
13	124,885	98,554	95,140	91,726	88,311	84,897	81,483	75,792
14	126,134	99,540	96,091	92,643	89,195	85,746	82,298	76,550
15	127,395	100,535	97,052	93,569	90,087	86,604	83,121	77,316
16	128,669	101,541	98,023	94,505	90,987	87,470	83,952	78,089
17	129,956	102,556	99,003	95,450	91,897	88,344	84,791	78,870
18	131,256	103,582	99,993	96,405	92,816	89,228	85,639	79,659
19	132,568	104,617	100,993	97,369	93,744	90,120	86,496	80,455
20	133,894	105,664	102,003	98,342	94,682	91,021	87,361	81,260
21	135,233	106,720	103,023	99,326	95,629	91,932	88,234	82,072
22	136,585	107,787	104,053	100,319	96,585	92,851	89,117	2,893
23	137,951	108,865	105,094	101,322	97,551	93,779	90,008	83,722
24	139,331	109,954	106,145	102,336	98,526	94,717	90,908	84,559
25	140,724	111,053	107,206	103,359	99,512	95,664	91,817	85,405
26	142,131	112,164	108,278	104,392	100,507	96,621	92,735	86,259
27	143,552	113,286	109,361	105,436	101,512	97,587	93,663	87,121
28	144,988	114,419	110,455	106,491	102,527	98,563	94,599	87,993
29	146,438	115,563	111,559	107,556	103,552	99,549	95,545	88,873
30	147,902	116,718	112,675	108,631	104,588	100,544	96,501	89,761
31	149,381	117,886	113,802	109,718	105,634	101,550	97,466	90,659
32	150,875	119,064	114,940	110,815	106,690	102,565	98,440	91,566
33	152,384	120,255	116,089	111,923	107,757	103,591	99,425	92,481
34	153,908	121,458	117,250	113,042	108,834	104,627	100,419	93,406
35	155,447	122,672	118,422	114,173	109,923	105,673	101,423	94,340

Administration Support Pay Grades

SU101

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

SU102

114-2312 Administrative Assistant - Board-
General Counsel-Asst. Supt
114-2510 Fiscal Analyst
119-2710 Routing Specialist
118-2516 School Accounts Auditor

SU103

119-2214 Administrative Assistant - Chief

SU104

119-2520 Buyer I
114-2700 Mechanic Shop Foreman
114-2214 Inventory & Property Control
Specialist
119-2211 Data Specialists III
111-2190 Office Manager/Developer - Radio
Station
114-2810 Resource Development Specialist

SU105

114-2212 Assistive Technology Assistant
114-2510 Budget Specialist
114-2214 Parental/Community Liaison
114-2510 Finance Specialist
114-2510 Grants Specialist
111-2610 Office Operations Manager
114-2540 Graphic Designer
114-2510 Risk Management Specialist
114-1600 Adult Education Project Manager

SU106

119-2214 Administrative Assistant - Executive
Director
114-2400 Executive Secretary
114-2540 Digital Press Operator
114-2540 Large Format Production Operator
114-2540 Production/Finishing Assistant

SU107

114-2NNN Data Specialists
114-2NNN Executive Secretary - Director
114-2400 Executive School Secretary

Administration Support Salary Schedules

Administration Support 12-Month

	SU101	SU102	SU103	SU104	SU105	SU106	SU107
0	56,671	52,963	48,277	45,856	41,687	37,897	34,452
1	57,237	53,493	48,877	46,314	42,104	38,276	34,797
2	57,810	54,028	49,477	46,777	42,525	38,659	35,144
3	58,388	54,568	50,077	47,245	42,950	39,046	35,496
4	58,972	55,114	50,677	47,718	43,380	39,436	35,851
5	59,561	55,665	51,277	48,195	43,813	39,830	36,209
6	60,157	56,222	51,877	48,677	44,252	40,229	36,571
7	60,759	56,784	52,477	49,163	44,694	40,631	36,937
8	61,366	57,352	53,077	49,655	45,141	41,037	37,307
9	61,980	57,925	53,677	50,152	45,592	41,448	37,680
10	62,600	58,504	54,277	50,653	46,048	41,862	38,056
11	63,226	59,089	54,877	51,160	46,509	42,281	38,437
12	63,858	59,680	55,477	51,671	46,974	42,704	38,821
13	64,496	60,277	56,077	52,188	47,444	43,131	39,210
14	65,141	60,880	56,677	52,710	47,918	43,562	39,602
15	65,793	61,489	57,277	53,237	48,397	43,997	39,998
16	66,451	62,104	57,877	53,769	48,881	44,437	40,398
17	67,115	62,725	58,477	54,307	49,370	44,882	40,802
18	67,786	63,352	59,077	54,850	49,864	45,331	41,210
19	68,464	63,985	59,677	55,399	50,362	45,784	41,622
20	69,149	64,625	60,277	55,953	50,866	46,242	42,038
21	69,840	65,271	60,877	56,512	51,375	46,704	42,458
22	70,539	65,924	61,477	57,077	51,888	47,171	42,883
23	71,244	66,583	62,077	57,648	52,407	47,643	43,312
24	71,957	67,249	62,677	58,224	52,931	48,119	43,745
25	72,676	67,922	63,277	58,807	53,461	48,601	44,182
26	73,403	68,601	63,877	59,395	53,995	49,087	44,624
27	74,137	69,287	64,477	59,989	54,535	49,577	45,070
28	74,878	69,980	65,077	60,589	55,081	50,073	45,521
29	75,627	70,680	65,677	61,194	55,631	50,574	45,976
30	76,383	71,386	66,277	61,806	56,188	51,080	46,436
31	77,147	72,100	66,877	62,425	56,750	51,590	46,900
32	77,919	72,821	67,477	63,049	57,317	52,106	47,369
33	78,698	73,550	68,077	63,679	57,890	52,627	47,843
34	79,485	74,285	68,677	64,316	58,469	53,154	48,322
35	80,280	75,028	69,277	64,959	59,054	53,685	48,805

Technology Pay Grades

DA105

118-2842 Webmaster
118-2842 Systems Analyst
118-2842 Wide Area Network Manager
118-2842 Student Data Systems Analyst
118-2842 Network Administrator

DA106

118-2842 Programmer Analyst
119-2849 Software Support Specialist

DA107

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

DA108

114-2840 Data Registration Specialist
118-2849 Network Specialist

Technology Salary Schedules

Technology 12-Month

	DA105	DA106	DA107	DA108
0	65,114	58,138	46,510	42,282
1	65,765	58,719	46,975	42,705
2	66,423	59,306	47,445	43,132
3	67,087	59,899	47,920	43,563
4	67,758	60,498	48,399	43,999
5	68,436	61,103	48,883	44,439
6	69,120	61,714	49,372	44,883
7	69,811	62,332	49,865	45,332
8	70,509	62,955	50,364	45,785
9	71,215	63,584	50,868	46,243
10	71,927	64,220	51,376	46,706
11	72,646	64,862	51,890	47,173
12	73,372	65,511	52,409	47,644
13	74,106	66,166	52,933	48,121
14	74,847	66,828	53,462	48,602
15	75,596	67,496	53,997	49,088
16	76,352	68,171	54,537	49,579
17	77,115	68,853	55,082	50,075
18	77,886	69,541	55,633	50,576
19	78,665	70,237	56,189	51,081
20	79,452	70,939	56,751	51,592
21	80,246	71,648	57,319	52,108
22	81,049	72,365	57,892	52,629
23	81,859	73,089	58,471	53,155
24	82,678	73,820	59,056	53,687
25	83,505	74,558	59,646	54,224
26	84,340	75,303	60,243	54,766
27	85,183	76,056	60,845	55,314
28	86,035	76,817	61,454	55,867
29	86,895	77,585	62,068	56,425
30	87,764	78,361	62,689	56,990
31	88,642	79,145	63,316	57,560
32	89,528	79,936	63,949	58,135
33	90,424	80,735	64,588	58,717
34	91,328	81,543	65,234	59,304
35	92,241	82,358	65,886	59,897

Clerical Pay Grades

CL101 - 12 Month 8 Hour

114-2511 Accounting Specialist III
 114-2212 Data Specialist
 114-2511 Finance Specialist III
 114-2830 Personnel Specialist III
 114-2400 School Clerk
 114-2511 Payroll Specialist III

CL102 - 12 Month 8 Hour

114-2212 Data Specialist II
 114-2511 Purchasing Clerk III
 114-2511 Payroll Specialist II
 114-2520 Purchasing Specialist III

C7303 - 9 Month 7 Hour

114-2140 Child Specific Paraprofessional
 114-1100 Instructional Paraprofessional
 114-1400 Elementary Time Out Room
 Moderator
 119-2190 Parental Involvement Facilitator
 114-2700 Special Education Transportation
 Aide

C8303 - 9 Month 8 Hour

114-2140 Child Specific Paraprofessional
 114-1100 Instructional Paraprofessional
 114-1400 Elementary Time Out Room
 Moderator
 119-2190 Parental Involvement Facilitator
 114-2100 Data Specialists
 114-2700 Special Education Transportation
 Aide

CL103 - 12 Month 8 Hour

114-2520 Purchasing Clerk II
 115-1210 Steno Clerk

CL104 - 12 Month 8 Hour

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

C8205 - 10 Month 8 Hour

114-2NNN School Clerk
 114-2NNN Guidance Clerk
 114-2NNN Attendance Clerk

CL105 - 12 Month 8 Hour

114-2NNN Building Receptionist
 114-2NNN Clerk

Clerical Salary Schedules

Clerical 12-Month

	Clerical CL101 12M 8H	Clerical CL102 12M 8H	Clerical CL103 12M 8H Clerical C7303 9M 7H Clerical C8303 9M 8H	Clerical CL104 12M 8H	Clerical CL105 12M 8H Clerical C8205 10M 8H
0	17.59	17.24	16.91	16.58	16.25
1	17.77	17.42	17.08	16.74	16.41
2	17.94	17.59	17.25	16.91	16.58
3	18.12	17.77	17.42	17.08	16.74
4	18.30	17.94	17.59	17.25	16.91
5	18.49	18.12	17.77	17.42	17.08
6	18.67	18.31	17.95	17.59	17.25
7	18.86	18.49	18.13	17.77	17.42
8	19.05	18.67	18.31	17.95	17.60
9	19.24	18.86	18.49	18.13	17.77
10	19.43	19.05	18.68	18.31	17.95
11	19.62	19.24	18.86	18.49	18.13
12	19.82	19.43	19.05	18.68	18.31
13	20.02	19.63	19.24	18.86	18.49
14	20.22	19.82	19.43	19.05	18.68
15	20.42	20.02	19.63	19.24	18.87
16	20.63	20.22	19.82	19.44	19.05
17	20.83	20.42	20.02	19.63	19.24
18	21.04	20.63	20.22	19.83	19.44
19	21.25	20.83	20.42	20.02	19.63
20	21.46	21.04	20.63	20.22	19.83
21	21.68	21.25	20.84	20.43	20.03
22	21.89	21.46	21.04	20.63	20.23
23	22.11	21.68	21.25	20.84	20.43
24	22.33	21.90	21.47	21.05	20.63
25	22.56	22.12	21.68	21.26	20.84
26	22.78	22.34	21.90	21.47	21.05
27	23.01	22.56	22.12	21.68	21.26
28	23.24	22.79	22.34	21.90	21.47
29	23.47	23.01	22.56	22.12	21.69
30	23.71	23.24	22.79	22.34	21.90
31	23.95	23.48	23.02	22.56	22.12
32	24.18	23.71	23.25	22.79	22.34
33	24.43	23.95	23.48	23.02	22.57
34	24.67	24.19	23.71	23.25	22.79
35	24.92	24.43	23.95	23.48	23.02

Transportation Pay Grades

TR101 117-2723	Transportation Leaderman	BU301 116-2721	Bus Operator
TR102 117-2723	Transportation Mechanic II	BU302 116-2732	Bus Attendant
TR103 117-2723	Transportation Mechanic I		
TR104 119-2723	Transportation Service Technician		
119-2723	Transportation Laborer		

Calculation Method for Transportation Pay Grades

- Step 1: Identify the hourly rate for the current step
- Step 2: Multiply by the number of hours
- Step 3: Multiply by the number of days to get the annual salary

Worked Example

The following illustration shows the daily rate calculation for bus operator. Values are illustrative only and are not adopted rates.

Calculation Step	Illustrative Value
Step 0 on the Bus Operator schedule	\$20.50
Number of hours for Bus Operators per day	6
Bus Operator daily rate	\$123.00
Number of worked days for bus operators per year	180
Bus Operator annual salary (\$129.30 * 180)	\$22,140

Transportation Salary Schedules

Transportation 12-Month

	Transportation TR101	Transportation TR102	Transportation TR103	Transportation TR104
0	22.77	19.80	18.00	15.00
1	23.00	20.00	18.18	15.15
2	23.23	20.20	18.36	15.30
3	23.46	20.40	18.55	15.45
4	23.69	20.60	18.73	15.61
5	23.93	20.81	18.92	15.77
6	24.17	21.02	19.11	15.92
7	24.41	21.23	19.30	16.08
8	24.66	21.44	19.49	16.24
9	24.90	21.65	19.69	16.41
10	25.15	21.87	19.88	16.57
11	25.40	22.09	20.08	16.74
12	25.66	22.31	20.28	16.90
13	25.91	22.53	20.49	17.07
14	26.17	22.76	20.69	17.24
15	26.44	22.99	20.90	17.41
16	26.70	23.22	21.11	17.59
17	26.97	23.45	21.32	17.76
18	27.24	23.68	21.53	17.94
19	27.51	23.92	21.75	18.12
20	27.78	24.16	21.96	18.30
21	28.06	24.40	22.18	18.49
22	28.34	24.65	22.40	18.67
23	28.63	24.89	22.63	18.86
24	28.91	25.14	22.86	19.05
25	29.20	25.39	23.08	19.24
26	29.49	25.65	23.31	19.43
27	29.79	25.90	23.55	19.62
28	30.09	26.16	23.78	19.82
29	30.39	26.42	24.02	20.02
30	30.69	26.69	24.26	20.22
31	31.00	26.95	24.50	20.42
32	31.31	27.22	24.75	20.62
33	31.62	27.50	25.00	20.83
34	31.94	27.77	25.25	21.04
35	32.26	28.05	25.50	21.25

Transportation 9-Month

	Transportation Bus Operator 9M 6H	Transportation Bus Attendant 9M 6H
0	20.50	15.45
1	20.71	15.60
2	20.91	15.76
3	21.12	15.92
4	21.33	16.08
5	21.55	16.24
6	21.76	16.40
7	21.98	16.56
8	22.20	16.73
9	22.42	16.90
10	22.64	17.07
11	22.87	17.24
12	23.10	17.41
13	23.33	17.58
14	23.56	17.76
15	23.80	17.94
16	24.04	18.12
17	24.28	18.30
18	24.52	18.48
19	24.77	18.67
20	25.01	18.85
21	25.26	19.04
22	25.52	19.23
23	25.77	19.42
24	26.03	19.62
25	26.29	19.81
26	26.55	20.01
27	26.82	20.21
28	27.09	20.41
29	27.36	20.62
30	27.63	20.82
31	27.91	21.03
32	28.19	21.24
33	28.47	21.46
34	28.75	21.67
35	29.04	21.89

Child Nutrition Program Pay Grades

NU101		N7310	
111-3111	Regional Supervisor	116-3120	Assistant Manager
		116-3120	Cook
NU109		N7305	
117-3121	Assistant Warehouse Supervisor	116-3120	Cook
118-3111	CNP Director Data Specialist	116-3120	Technician III
NU124		N7306	
117-3121	Appliance Foreman	116-3120	Assistant Cook
118-3111	Support Programmer	116-3120	Technician II
118-3111	Training Development Specialist		
118-3111	Dietitian		
NU127		N6306	
114-3110	Meal Benefits Data Specialist	116-3120	Assistant Cook
114-3110	Purchasing Specialist	116-3120	Technician II
114-3110	Technical Support Specialist		
NU303		N8107	
111-3121	Child Nutrition Manager	116-3120	Truck Driver
NU309		N7307	
116-3120	Assistant Manager	116-3120	Truck Driver
116-3120	Cook		

Child Nutrition Program Salary Schedules

CNP 12-Month Administration and Administration Support

	NU124 Admin	NU127 Support
0	59,288	45,288
1	60,088	45,888
2	60,888	46,488
3	61,688	47,088
4	62,488	47,688
5	63,288	48,288
6	64,088	48,888
7	64,888	49,488
8	65,688	50,088
9	66,488	50,688
10	67,288	51,288
11	68,088	51,888
12	68,888	52,488
13	69,688	53,088
14	70,488	53,688
15	71,288	54,288
16	72,088	54,888
17	72,888	55,488
18	73,688	56,088
19	74,488	56,688
20	75,288	57,288
21	76,088	57,888
22	76,888	58,488
23	77,688	59,088
24	78,488	59,688
25	79,288	60,288
26	80,088	60,888
27	80,888	61,488
28	81,688	62,088
29	82,488	62,688
30	83,288	63,288
31	84,088	63,888
32	84,888	64,488
33	85,688	65,088
34	86,488	65,688
35	87,288	66,288

CNP Supervisors and Managers

	NU101 12M	NU303 9M	NU109 12M
0	54,390	34,018	40,549
1	55,016	34,378	41,071
2	55,642	34,738	41,593
3	56,269	35,098	42,115
4	56,895	35,458	42,637
5	57,522	35,818	43,159
6	58,148	36,178	43,681
7	58,774	36,538	44,203
8	59,401	36,898	44,725
9	60,027	37,258	45,247
10	60,654	37,618	45,769
11	61,280	37,978	46,291
12	61,906	38,338	46,813
13	62,533	38,698	47,335
14	63,159	39,058	47,857
15	63,786	39,418	48,379
16	64,412	39,778	48,901
17	65,038	40,138	49,423
18	65,665	40,498	49,945
19	66,291	40,858	50,467
20	66,918	41,218	50,989
21	67,544	41,578	51,511
22	68,170	41,938	52,033
23	68,797	42,298	52,555
24	69,423	42,658	53,077
25	70,050	43,018	53,599
26	70,676	43,378	54,121
27	71,302	43,738	54,643
28	71,929	44,098	55,165
29	72,555	44,458	55,687
30	73,182	44,818	56,209
31	73,808	45,178	56,731
32	74,434	45,538	57,253
33	75,061	45,898	57,775
34	75,687	46,258	58,297
35	76,314	46,618	58,819

CNP Assistant Managers, Technicians, and Truck Drivers

	NU309 9M 8H	N7310 9M 7H	N7305 9M 7H	N6306 9M 6H N7306 9M 7H	N7307 9M 7H N8107 12M 8H
0	19.42	17.42	17.17	16.52	16.67
1	19.67	17.62	17.37	16.72	16.87
2	19.92	17.82	17.57	16.92	17.07
3	20.17	18.02	17.77	17.12	17.27
4	20.42	18.22	17.97	17.32	17.47
5	20.67	18.42	18.17	17.52	17.67
6	20.92	18.62	18.37	17.72	17.87
7	21.17	18.82	18.57	17.92	18.07
8	21.42	19.02	18.77	18.12	18.27
9	21.67	19.22	18.97	18.32	18.47
10	21.92	19.42	19.17	18.52	18.67
11	22.17	19.62	19.37	18.72	18.87
12	22.42	19.82	19.57	18.92	19.07
13	22.67	20.02	19.77	19.12	19.27
14	22.92	20.22	19.97	19.32	19.47
15	23.17	20.42	20.17	19.52	19.67
16	23.42	20.62	20.37	19.72	19.87
17	23.67	20.82	20.57	19.92	20.07
18	23.92	21.02	20.77	20.12	20.27
19	24.17	21.22	20.97	20.32	20.47
20	24.42	21.42	21.17	20.52	20.67
21	24.67	21.62	21.37	20.72	20.87
22	24.92	21.82	21.57	20.92	21.07
23	25.17	22.02	21.77	21.12	21.27
24	25.42	22.22	21.97	21.32	21.47
25	25.67	22.42	22.17	21.52	21.67
26	25.92	22.62	22.37	21.72	21.87
27	26.17	22.82	22.57	21.92	22.07
28	26.42	23.02	22.77	22.12	22.27
29	26.67	23.22	22.97	22.32	22.47
30	26.92	23.42	23.17	22.52	22.67
31	27.17	23.62	23.37	22.72	22.87
32	27.42	23.82	23.57	22.92	23.07
33	27.67	24.02	23.77	23.12	23.27
34	27.92	24.22	23.97	23.32	23.47
35	28.17	24.42	24.17	23.52	23.67

Substitute and Part-Time Employee Compensation Rates

Daily Substitute		Daily Rate
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 (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 ¹		Hourly Rate
Stipend for Inservice Training (Presenters)		30.00
Stipend for Inservice Training (Teachers)		25.00
Stipend for Inservice Training (Paraprofessionals)		9.70
Hourly/Day-by-Day/Temporary/Substitutes		Rate ²
Adult Education Paraprofessional		9.70
Appliance Mechanic		18.00
Bus Operator Extra Route		20.50
Bus Operator Trainer		10.50
Bus Upholster		10.50
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		20.50
Lead/Senior Therapist		57.00
Office Assistant - (4 hours - elementary schools)		9.70
Paraprofessional		9.70
Part-time Bus Attendant		8.40
Part-time Nurse – LPN		25.00
Part-time Nurse – RN		35.00
Part-time Professional Staff		11.70
Part-time Law Enforcement Deputy		50.00
Part-time Teacher Degreed		25.00
Physical/Occupational Therapist		52.00

¹ Teacher stipend paid for by specialized grants may require rate adjustment, with district approval.

² Specialized Part-Time Professional Rates may be calculated from the appropriate approved Salary Schedules (Including Contract Services).

Hourly/Day-by-Day/Temporary/Substitutes	Rate ²
Public Relations Specialist	15.00
Qualified Technical Staff	13.00
School Clerk	9.70
School Secretary/Secretary (office)	9.70
Part-time Bus Operator- Non Bus Operator	13.29
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 Cred. in Area of Employment	12.00

Regular Part-Time Hourly/Maximum Extended Day Program	Hourly Rate
Clerk/Assistant ³	9.70
Coordinator - Degreed	30.00
Paraprofessional ³	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 Hourly/Maximum Summer Programs	Hourly Rate
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

Summer School Part-Time Hourly/Maximum Summer Meals Program	Hourly Rate
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

³ Non-exempt EBRPSS employees may be subject to a blended overtime rate based on 40 hour/week regular-time.

CNP Salary Supplements

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.

Description	Amount Per Check	9 Month Annual Amount	10 Month Annual Amount	12 Month Annual Amount
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 (Board-approved November 2022)	150	3,000		
Multi-Unit Schools serving 151 - 300 average lunch meals for the quarter (Board-approved November 2022)	300	6,000		
Multi Unit Schools serving above 301 average lunch meals for the quarter (Board-approved November 2022)	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 Multi-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

TAP / NIET Model Schools Stipend and Growth Pay

TAP Model Schools

(includes Capitol Elementary, Claiborne Elementary, Park Forest Middle and Istrouma High)

Position	Supplement	Growth	Total
Principal	7,000	10,000	17,000
Master Teacher	7,000	8,000	15,000
Mentor Teacher	5,000	10,000	15,000
Teachers – Core	5,000	9,500	14,500
Assistant Principal	5,000	5,500	10,500
Counselors	5,000	-	5,000
Deans	5,000	-	5,000
Teachers – Elective	5,000	2,000	7,000
Paraprofessionals	1,500	-	1,500

Class Qualifications for Supplement and Growth Stipends

Core Teachers include ELA, Science, Social Studies, Math
 SPED teachers that test qualify under Core teachers
 Elective Teachers include Speech, Band, Art, PE, Health, CTE

Master Teacher teaches 1 class daily
 Mentor Teacher works with staff 2 hrs daily

Attendance-based Supplement Compensation:

Missing 0-5 days a semester = 100% of the semester supplement
 Missing 6-7 days a semester = 75% of the semester supplement
 Missing 8-9 days a semester = 50% of the semester supplement
 Missing 10 days or more a semester = 0% of the semester supplement

Must be assigned to the school from September-December for first semester stipend
 Must be assigned to the school from January - May for the second semester stipend

NIET Growth Pay

	Principal	Assistant Principal	Tested Core Teacher	Non-Tested Career Teacher
SKR (Skills, Knowledge, and Responsibilities)	20%	20%	20%	20%
School Wide VAM	30%	30%	30%	80%
Individual VAM	50%	50%	50%	0%

Growth supplement will align with the time assigned to school

Student First Network (SFN) Stipend and Growth Pay

SFN Model Schools

(includes Capitol High and Glen Oaks High)

Position	Supplement	Growth	Summer Institute (9 and 10 month)	Total
Principal	5,000	15,000		20,000
Teachers – Core	5,000	10,000		15,000
Assistant Principal	5,000	7,000	600	12,000
Learning Coach	2,000	1,900	600	4,500
Apprentices	3,000	3,900	600	7,500
Instructional Specialists	3,000	3,900	600	7,500
Counselors	2,000	1,900	600	4,500
Deans	2,000	1,900	600	4,500
Teachers – Elective	2,000	1,900	600	4,500
Paraprofessionals	1,500	0	325	1,825

Class Qualifications for Supplement and Growth Stipends

Core Teachers include LEAP tested subjects
 SPED teachers that test LEAP subjects qualify under Core teachers
 Elective Teachers include all Non-Leap subject matter

Attendance-based Supplement Compensation:

Missing 0-5 days a semester = 100% of the semester supplement
 Missing 6-7 days a semester = 75% of the semester supplement
 Missing 8-9 days a semester = 50% of the semester supplement
 Missing 10 days or more a semester = 0% of the semester supplement

Must be assigned to the school from September-December for first semester stipend
 Must be assigned to the school from January - May for the second semester stipend

Growth supplement will align with the time assigned to school

SFN Growth Pay

(includes Capitol High and Glen Oaks High)

Individual VAM - 50%

SW VAM - 30%

Evaluation - 20%

Metric	Performance Tier	Principal	Core Teacher	Assistant Principal	Apprentices / Instr. Specialist	Coaches, Counselors Deans, Elective Teacher
Individual VAM	VAM - 4	7,500	5,000	3,500	2,250	1,250
	VAM - 3	5,000	3,330	2,330	1,500	830
	VAM - 2	2,500	1,670	1,170	750	420
	VAM - 1	-	-	-	-	-
SW VAM	4 and above	4,500	3,000	2,100	1,350	750
	3.75 - 3.999	3,000	2,000	1,400	900	500
	3.5 - 3.7444	1,500	1,000	700	450	250
	3 - 3.4999	-	-	-	-	-
	Less than 3	-	-	-	-	-
Evaluation	5 and up	3,000	2,000	1,400	900	500
	4 - 4.9999	2,250	1,500	1,050	675	375
	3.75 - 3.999	1,500	1,000	700	450	250
	3.5 - 3.7444	750	500	350	225	125
	3 - 3.4999	-	-	-	-	-
	Less than 3	-	-	-	-	-

Teacher and School Leader Effectiveness Stipends

Teacher ⁴ (includes School Counselors, Librarians)	
Effectiveness Rating	Stipend Amount
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

School Leaders		
Effectiveness Rating	Stipend Amount – PRINCIPAL	Stipend Amount – ASSISTANT PRINCIPAL
Ineffective (1.0- 1.49)	0	0
Emerging (1.50 - 2.49)	0	0
Proficient (2.50 - 3.49)	800	600
Highly Effective (3.5-4.49)	1,200	1,000
Exemplary (4.5- 5.0)	1,400	1,200

⁴ Bulletin 130-Regulations for the Evaluation and Assessment of School Personnel

Supplemental Compensation Guidelines

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 Facilitator (Lead Teacher) \$750
 - School Based 504-Coordinator \$750
 - School Testing Coordinator \$750
 - Positive Behavior Intervention Support (PBIS) Coaches \$350

EXTRA-CURRICULAR SPONSORS (Middle and High School Level)

Sponsors	Annual Supplement Amount
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
Cheerleading	1 per site at 3% of annual compensation

ATHLETIC SUPPLEMENTAL PAY PERCENTAGES

MIDDLE SCHOOL COACHES		
Sport	Percentage	Number of Coaches Per Sport
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		
Sport	Percentage	Extra Days Allowed
Athletic Director	8.0%	11
Head Football	10.0%	11
Head Basketball (boys or girls)	8.0%	5
Head Baseball	7.0%	2
Head Track (boys or girls)	7.0%	2
Head Wrestling	7.0%	5
Head Softball	7.0%	2
Head Volleyball	7.0%	11
Head Soccer	7.0%	2

ASSISTANT COACHES, FIRST AIDE COORDINATORS, & ATHLETIC TRAINERS		
Sport	Percentage	Extra Days Allowed
Football	4.0%	11
Basketball (boys or girls)	4.0%	5
Baseball	4.0%	2
Track (boys or girls)	4.0%	2
Wrestling	4.0%	5
Softball	4.0%	2
Volleyball	4.0%	11
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
Certified Athletic Trainer	15.0%	11

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 DIRECTOR SUPPLEMENTAL PAY

1. High School Band Directors: Will receive an annual supplement of 8% of their current salary as indicated by the EBRPSS 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 EBRPSS 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 EBRPSS Teacher Salary Schedule for classroom teachers. All extra days of work must be documented with verified timesheets.

EBRPSS Guidelines on Educational Leadership Experience

- Educators who fill school or district leadership positions (e.g., Assistant Principal, Principal, Parish or City Supervisor of Instruction, Supervisor of Child Welfare and Attendance, Special Education Supervisor, Superintendent, or comparable positions) are educational leaders.
- Experience as an intern, graduate assistant, student teacher, or in a position such as substitute teacher, aide, paraprofessional or clerical employee will not be considered.
- School Leadership/Administrative Experience includes the following school and district educational leadership positions:⁵
 - Assistant Principal
 - Principal
 - Parish or City Supervisor of Instruction
 - Supervisor of Child Welfare and Attendance
 - Special Education Supervisor
 - Superintendent
 - Other comparable school/district leader positions

⁵ Title 28- Education- Bulletin 746- Chapter 15- Subchapter A. The Educational Leadership Certificate

Act 311 of the 2024 Legislative Session

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 sponsor.

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 ancillary services
- 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 process