

**Calcasieu Parish School
System**

2011-2012

Salary Schedules

**Wayne Savoy
Superintendent**

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CALCASIEU TEACHERS' 2011-2012 SALARY SCHEDULE

Experience	1 BA	2 MA	3 MA + 30	4 SPECIALIST	5 PHD
0	38,745	40,245	41,745	43,245	44,745
1	39,098	40,598	42,098	43,598	45,098
2	39,451	40,951	42,451	43,951	45,451
3	39,806	41,306	42,806	44,306	45,806
4	40,258	41,758	43,258	44,758	46,258
5	40,637	42,137	43,637	45,137	46,637
6	40,992	42,492	43,992	45,492	46,992
7	41,346	42,846	44,346	45,846	47,346
8	41,776	43,316	44,816	46,316	47,816
9	42,344	43,881	45,381	46,881	48,381
10	42,909	44,447	45,947	47,447	48,947
11	43,679	45,317	46,817	48,317	49,817
12	44,262	45,934	47,434	48,934	50,434
13	44,863	46,572	48,072	49,572	51,072
14	45,213	47,024	48,524	50,024	51,524
15	45,563	47,678	49,178	50,678	52,178
16	45,913	48,165	49,665	51,165	52,665
17	46,263	48,567	50,067	51,567	53,067
18	46,613	48,967	50,467	51,967	53,467
19	46,963	49,355	50,855	52,355	53,855
20	47,313	49,704	51,204	52,704	54,204
21	47,663	50,055	51,555	53,055	54,555
22	48,013	50,544	52,044	53,544	55,044
23	48,363	50,894	52,394	53,894	55,394
24	48,713	51,244	52,744	54,244	55,744
25	49,063	51,633	53,133	54,633	56,133
26	49,413	51,983	53,483	54,983	56,483
27+	49,763	52,333	53,833	55,333	56,833

**PIPS INCREMENTS TO BE PAID ABOVE THE MINIMUM STATE
TEACHER'S SALARY SCHEDULE
AS REVISED AUGUST 1981**

<u>Experience</u>	<u>BA</u>	<u>MA</u>	<u>M+30</u>	<u>SPEC</u>	<u>PHD</u>
3	\$1,129	\$1,155	\$1,155	\$1,193	\$1,257
4	1,155	1,180	1,180	1,219	1,297
5	1,180	1,219	1,225	1,266	1,337
6	1,206	1,257	1,270	1,310	1,377
7	1,231	1,297	1,317	1,357	1,417
8	1,257	1,337	1,364	1,404	1,457
9	1,297	1,377	1,411	1,451	1,497
10	1,337	1,417	1,457	1,497	1,538
11	1,437	1,457	1,504	1,544	1,578
12	1,505	1,529	1,551	1,591	1,618
13	1,738	1,749	1,861	1,909	1,941
14	1,738	1,894	2,016	2,068	2,103
15	1,872	2,040	2,171	2,227	2,265
16	1,872	2,040	2,171	2,227	2,265
17	1,872	2,040	2,171	2,227	2,265
18	2,273	2,477	2,637	2,705	2,750
19	2,273	2,477	2,637	2,705	2,750
20	2,273	2,477	2,637	2,705	2,750
21	2,674	2,915	3,102	3,182	3,235
22	2,674	2,915	3,102	3,182	3,235
23	2,674	2,915	3,102	3,182	3,235
24	2,674	2,915	3,102	3,182	3,235
25+	3,075	3,352	3,567	3,659	3,721

NOTE:

**PIPS increments are paid based on degree and experience as of
September 1 of the fifth year of the program.**

(PIPS salary does not increase with each step increase)

**SALARY SUPPLEMENT
FOR
EXTRACURRICULAR SPONSORS & COACHES**

ELEMENTARY SCHOOLS

Vocal Music

\$1,000 supplement.
Must compete in LMEA District Festival and perform at two school activities per year.

MIDDLE SCHOOLS

Head Coach

\$2,000 supplement.
Must coach 3 sports.

Assistant Coach

\$1,600 supplement.
Must coach 3 sports.

A full time coach (middle school) will be paid for 192 days employment based on degree and experience plus the supplement listed above. A full time coach must have at least 3 coaching assignments and report 10 extra days before or after the normal school year.

Also, one \$480 supplement for one additional assistant football coach at each middle school.

Band Director

\$2,000 supplement.
Must compete in LMEA District Festivals and have two concerts per year.

Vocal Music Instructor

\$2,000 supplement.
Must compete in LMEA District Festival and perform at two school activities per year.

Cheerleader Sponsor

\$560 supplement.

HIGH SCHOOLS

Head Coaches

Supplement:

Class AAAAA	\$ 5,500
Class AAAA	5,300
Class AAA	5,100
Class AA	4,900
Class B	4,500
Class C	4,300

Assistant Coaches

Supplement:

Class AAAAA	\$3,100
Class AAAA	2,900
Class AAA	2,700
Class AA	2,500
Class B	2,100
Class C	2,100

A full-time coach will be paid for 202 days employment based on degree and experience plus the supplement listed above. A full-time coach must have at least three coaching assignments and report to work August 1 to receive his/her full coaching supplement as head coach or an assistant coach.

Full supplement assistant coaches that are head coaches of another major sport (Boys' Track, Girls' Track, Baseball, Softball, Boys' Basketball, and Girls' Basketball) will receive an additional supplement of \$600.00. Limited to six per school.

Additional Supplements:

1. Two \$550 coaching supplements will be provided each school when additional coaches are needed for golf, gymnastics, tennis, wrestling, soccer, swimming or additional girls' sports above three being offered.
2. No full time coach can be paid this supplement.
3. One \$550 supplement per sport not to exceed two sports per school.

Vocal Music Instructors

Supplement:

Class AAAAA	\$3,100
Class AAAA	2,900
Class AAA	2,700
Class AA	2,500
Class B	2,100
Class C	2,100

Vocal Music Instructors who teach at the High School and Middle School shall receive the appropriate High School stipend plus an additional \$600.00.

Schools that move to a higher classification will receive the additional supplement at that time.

Schools that move to a lower classification will retain their supplements in the higher classification for 2 years. The supplements will be reduced at the next re-classification.

Debate Coaches

Supplement:

3-5 Tournaments/plays	\$ 560
6-10 Tournaments/plays	1,000
10+ Tournaments/plays	1,500

Drill Squad and Cheerleader Sponsors

Supplement:

Football and Basketball	\$2,400
Football	1,200
Basketball	1,200

Attend all activities assigned by Principal.

Quiz Bowl

Supplement:

\$ 560

Driver Education Instructors

1/9 of state teachers' salary for each month worked or fraction thereof.

Nurses/Nursing Coordinators

All nurses will be paid as B.A. teachers. Nursing Coordinators will be employed for 202 days beginning on August 1st. All nurses (including coordinators) will receive \$600.00 as Personnel/Special Education Act 12 of 1991 and \$750.00 per year for on call duties.

L.P.N. salary schedule on page 18.

2011-2012
INSTRUCTIONAL EMPLOYEES EMPLOYED FOR MORE THAN
182 DAYS PER SCHOOL YEAR WILL BE PAID AS FOLLOWS:

1/182 Local Teachers' Salary Schedule based on Degree and Experience X Days Employed = Salary.

Extended Day Employees

Assessment Teacher, Social Worker, School Psychologist, Occupational Therapist, Audiologist, Speech Evaluator, Counselor, Curriculum & Instructional Consultant, Program Facilitator, Resource Specialist, Media Specialist, Substance Abuse Program Coordinator, Region V Preschool Coordinator, Region V Vocational Assessment Services, Region V JTPA, VTIE Instructor, Vocational Agriculture Teacher, Technology Consultant, Adult Education, Special Project, Lunchroom Manager Coordinator.

NOTE: Effective July 1, 1996, days of employment will be extended (and pay adjusted accordingly) for counselors as follows:

- Elementary - add 5 days
- Middle School - add 15 days
- High School - add 25 days

VTIE Instructors

VTIE Instructors **with** a degree:

1. The salary for a VTIE instructor will be based on the Calcasieu Parish School Board salary schedule for teachers.

VTIE Instructors **without** a degree:

1. The salary schedule for a VTIE instructor (non-degreed) will be based on the Calcasieu Parish School Board salary schedule for a B.A. using steps (0-10).

VTIE Department Head shall be paid a supplement of \$1,150.

**ASSISTANT PRINCIPALS
2011-2012**

Index based on M+30 at maximum experience on the Calcasieu Teachers' Salary Schedule.
(\$53,833.00)

STEP	1 AAP 1 ELEMENTARY	2 AAP 2 MIDDLE SCHOOL	3 AAP 3 HIGH SCHOOL
	FACTOR	FACTOR	FACTOR
1	1.0702	1.1021	1.2010
2	1.0793	1.1113	1.2101
3	1.0886	1.1206	1.2194
4	1.0977	1.1297	1.2285
5	1.1070	1.1389	1.2378
6	1.1162	1.1482	1.2470
7	1.1254	1.1573	1.2562
8	1.1346	1.1666	1.2654
9	1.1438	1.1757	1.2746
10	1.1530	1.1850	1.2834
11	1.1622	1.1941	1.2930
12	1.1714	1.2034	1.3022
13	1.1806	1.2126	1.3114
14	1.1898	1.2218	1.3206
15	1.1990	1.2310	1.3298
16	1.2082	1.2402	1.3390
17	1.2174	1.2494	1.3482

STEP = Administrative Experience + Teaching Experience Component + Degree Component

Administrative Experience = 1 year per year of experience as an administrator.

Teaching Experience Component =

- 1 if teaching exp. = 5-9.9 years
- 2 if teaching exp. = 10-14.9 yrs.
- 3 if teaching exp. = 15-19.9 yrs.
- 4 if teaching exp. = 20-24.9 yrs.
- 5 if teaching exp. = 25-29.9 yrs.

Degree Component =

- 1 if Degree is Masters + 30 or Specialist Degree
- 2 if Degree is Doctorate
- 0 if otherwise

ELEMENTARY SCHOOL PRINCIPALS 2011-2012

Index based on M+30 at maximum experience on the Calcasieu Teachers' Salary Schedule.
(\$53,833.00)

STEP	1 AEP 1 0-17.9 TEACHERS*	2 AEP 2 18-29.9 TEACHERS*	3 AEP 3 30 TEACHERS*
	FACTOR	FACTOR	FACTOR
1	1.1610	1.1817	1.1945
2	1.1702	1.1909	1.2037
3	1.1795	1.2000	1.2130
4	1.1886	1.2093	1.2221
5	1.1978	1.2184	1.2313
6	1.2070	1.2277	1.2405
7	1.2162	1.2369	1.2498
8	1.2255	1.2461	1.2589
9	1.2346	1.2553	1.2681
10	1.2439	1.2644	1.2773
11	1.2530	1.2737	1.2866
12	1.2623	1.2829	1.2958
13	1.2684	1.2891	1.3049
14	1.2745	1.2952	1.3142
15	1.2807	1.3013	1.3233
16	1.2868	1.3075	1.3326
17	1.2929	1.3136	1.3418
18	1.2991	1.3197	1.3510
19	1.3052	1.3258	1.3602
20	1.3113	1.3320	1.3693
21	1.3204	1.3411	1.3784
22	1.3295	1.3502	1.3875
23	1.3386	1.3593	1.3966
24	1.3477	1.3684	1.4057
25	1.3568	1.3775	1.4148

*Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

STEP = Administrative Experience + Teaching Experience Component + Degree Component

Administrative Experience = 1 year per year of experience as an administrator.

Teaching Experience Component =

- 1 if teaching exp. = 5-9.9 years
- 2 if teaching exp. = 10-14.9 yrs.
- 3 if teaching exp. = 15-19.9 yrs.
- 4 if teaching exp. = 20-24.9 yrs.
- 5 if teaching exp. = 25-29.9 yrs.

Degree Component = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

MIDDLE SCHOOL PRINCIPALS 2011-2012

Index based on M+30 at maximum experience on the Calcasieu Teachers' Salary Schedule.
(\$53,833.00)

STEP	1 AMP 1 0-29.9 TEACHERS*	2 AMP 2 30 - 69.9 TEACHERS*	3 AMP 3 70+ TEACHERS*
	FACTOR	FACTOR	FACTOR
1	1.2022	1.2381	1.2740
2	1.2114	1.2473	1.2832
3	1.2206	1.2565	1.2924
4	1.2298	1.2657	1.3016
5	1.2390	1.2748	1.3106
6	1.2482	1.2841	1.3200
7	1.2574	1.2933	1.3292
8	1.2666	1.3025	1.3384
9	1.2758	1.3117	1.3476
10	1.2850	1.3209	1.3568
11	1.2943	1.3301	1.3659
12	1.3034	1.3393	1.3752
13	1.3127	1.3485	1.3843
14	1.3218	1.3577	1.3936
15	1.3310	1.3669	1.4028
16	1.3402	1.3761	1.4120
17	1.3495	1.3853	1.4211
18	1.3587	1.3945	1.4303
19	1.3678	1.4037	1.4396
20	1.3771	1.4129	1.4487
21	1.3862	1.4220	1.4578
22	1.3953	1.4311	1.4669
23	1.4044	1.4402	1.4760
24	1.4135	1.4493	1.4851
25	1.4226	1.4584	1.4942

*Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

STEP = Administrative Experience + Teaching Experience Component + Degree Component

Administrative Experience = 1 year per year of experience as an administrator.

Teaching Experience Component =

- 1 if teaching exp. = 5-9.9 years
- 2 if teaching exp. = 10-14.9 yrs.
- 3 if teaching exp. = 15-19.9 yrs.
- 4 if teaching exp. = 20-24.9 yrs.
- 5 if teaching exp. = 25-29.9 yrs.

Degree Component = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

HIGH SCHOOL PRINCIPALS 2011-2012

Index based on M+30 at maximum experience on the Calcasieu Teachers' Salary Schedule.
(\$53,833.00)

STEP	1 AHP 1 0-29.9 TEACHERS*	2 AHP 2 30-69.9 TEACHERS*	3 AHP 3 70-TEACHERS*
	FACTOR	FACTOR	FACTOR
1	1.2844	1.3257	1.3667
2	1.2937	1.3348	1.3759
3	1.3028	1.3441	1.3851
4	1.3121	1.3532	1.3943
5	1.3213	1.3624	1.4035
6	1.3305	1.3716	1.4127
7	1.3397	1.3809	1.4219
8	1.3488	1.3901	1.4311
9	1.3581	1.3992	1.4403
10	1.3672	1.4085	1.4495
11	1.3765	1.4176	1.4587
12	1.3857	1.4269	1.4679
13	1.3949	1.4360	1.4772
14	1.4041	1.4453	1.4863
15	1.4133	1.4545	1.4954
16	1.4225	1.4636	1.5044
17	1.4317	1.4729	1.5135
18	1.4409	1.4819	1.5225
19	1.4501	1.4910	1.5316
20	1.4593	1.5000	1.5407
21	1.4684	1.5091	1.5498
22	1.4775	1.5182	1.5589
23	1.4866	1.5273	1.5680
24	1.4957	1.5364	1.5771
25	1.5048	1.5455	1.5862

*Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

STEP = Administrative Experience + Teaching Experience Component + Degree Component

Administrative Experience = 1 year per year of experience as an administrator.

Teaching Experience Component =

- 1 if teaching exp. = 5-9.9 years
- 2 if teaching exp. = 10-14.9 yrs.
- 3 if teaching exp. = 15-19.9 yrs.
- 4 if teaching exp. = 20-24.9 yrs.
- 5 if teaching exp. = 25-29.9 yrs.

Degree Component = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

SUPERVISORS 2011-2012

Index based on M+30 at maximum experience on the Calcasieu Teachers' Salary Schedule.
(\$53,833.00)

STEP	4 ADM 12 MONTH FACTOR	1 AD2 11 MONTH FACTOR
	1	1.1867
2	1.2020	1.1343
3	1.2174	1.1484
4	1.2327	1.1624
5	1.2480	1.1764
6	1.2633	1.1905
7	1.2787	1.2082
8	1.2941	1.2187
9	1.3093	1.2327
10	1.3247	1.2467
11	1.3401	1.2608
12	1.3559	1.2753
13	1.3717	1.2898
14	1.3875	1.3043
15	1.4033	1.3188
16	1.4191	1.3333
17	1.4349	1.3477
18	1.4507	1.3622
19	1.4665	1.3767
20	1.4821	1.3911

STEP = Administrative Experience + Teaching Experience Component + Degree Component

Administrative Experience = 1 year per year of experience as an administrator.

Teaching Experience Component =

- 1 if teaching exp. = 5-9.9 years
- 2 if teaching exp. = 10-14.9 yrs.
- 3 if teaching exp. = 15-19.9 yrs.
- 4 if teaching exp. = 20-24.9 yrs.
- 5 if teaching exp. = 25-29.9 yrs.

Degree Component =

- 1 if Degree is Masters + 30 or Specialist Degree
- 2 if Degree is Doctorate
- 0 if otherwise

- Hearing Officer in Child Welfare and Attendance will receive an additional supplement of \$1,200.

ADMINISTRATIVE STAFF
2011-2012

Superintendent..... Contract with Board
Chief Financial Officer..... Contract with Board

Index based on M+30 at maximum experience on the Calcasieu Teachers' Salary Schedule. (\$53,833.00)

Assistant Superintendents 1.7196
Administrative Directors of Schools..... 1.6131
Administrative Coordinator of Technology/Risk
Manager..... 1.5587
Directors..... 1.5351
Public Information Officer..... 1.4887

**GRADE AND JOB TITLE TABLE
FOR
SCHOOL SECRETARIES**

Grade A Part-Time

Grade B Assistant Principal's
Library
Counselor

Grade C Principal's--for those positions where there is more than one secretary at the school.

Grade D Principal's--for those positions where there is only one secretary at the school.

Supplements based on prior year October 1st counts:

	<u>Enrollment</u>	
	<u>Below 500</u>	<u>Above 500</u>
Elementary School Bookkeepers	\$ 600	\$ 700
Middle School Bookkeepers	\$ 1,000	\$ 1,200
Calcasieu Career Center		\$ 1,200
Sulphur High 9 th Grade Campus		\$ 1,200
High School Bookkeepers	\$ 2,000	\$ 2,400

NOTE: Effective *July 1, 1996* the days of employment for school secretaries was extended (and pay adjusted accordingly based on a daily rate of pay) as follows:

Elementary Schools - An additional 5 days for each secretary.

Middle Schools - a) An additional 10 days for 1 secretary at each school

b) An additional 5 days for all other secretaries

High Schools - a) An additional 20 days for 1 secretary at each school

b) An additional 5 days for all other secretaries

**SCHOOL SECRETARIAL POSITIONS
2011-2012**

9.5/10/12 MONTH SCHEDULE

GRADE	5C2		5C3		5C4	
	9.5 Months		10 Months		12 Months	
	1 C	2 D	1 C	2 D	1 C	2 D
Step						
1	15,315	15,544	15,827	16,069	18,435	18,767
2	15,500	15,744	16,019	16,279	18,701	19,057
3	15,700	15,947	16,233	16,492	18,996	19,352
4	15,910	16,157	16,454	16,713	19,298	19,653
5	16,109	16,370	16,661	16,937	19,585	19,962
6	16,322	16,582	16,888	17,161	19,896	20,273
7	16,561	16,804	17,137	17,396	20,240	20,595
8	16,769	17,031	17,358	17,633	20,541	20,919
9	16,986	17,261	17,585	17,876	20,853	21,253
10	17,187	17,487	17,796	18,142	21,146	21,590
11	17,444	17,736	18,081	18,420	21,515	21,937
12	17,702	17,986	18,382	18,701	21,889	22,290
13	17,919	18,257	18,633	18,990	22,205	22,649
14	18,218	18,538	18,946	19,282	22,596	23,017
15	18,521	18,822	19,246	19,583	22,968	23,392
16	18,755	19,110	19,513	19,887	23,303	23,771
17	19,077	19,415	19,853	20,209	23,728	24,173
18	19,371	19,710	20,162	20,519	24,115	24,561
19	19,645	20,019	20,452	20,843	24,476	24,965
20	19,942	20,331	20,762	21,169	24,866	25,377
21	20,296	20,651	21,137	21,525	25,333	25,799
22+	20,629	20,991	21,487	21,883	25,767	26,242

- See note on page 14 regarding additional days.

**SCHOOL SECRETARIAL POSITIONS
2011-2012**

9.25 MONTH SCHEDULE

Grade	1 (4 Hours) A	2 (7 Hrs/45 Min) B	3 (7 Hrs/45 Min) C	4 (7 Hrs/45 Min) D
Step				
1	8,210	14,835	15,057	15,283
2	8,330	14,998	15,239	15,477
3	8,425	15,180	15,434	15,672
4	8,534	15,384	15,638	15,879
5	8,645	15,578	15,831	16,084
6	8,737	15,740	16,039	16,292
7	8,866	15,987	16,270	16,510
8	8,977	16,191	16,474	16,729
9	9,070	16,401	16,685	16,953
10	9,218	16,613	16,896	17,178
11	9,364	16,846	17,130	17,414
12	9,493	17,069	17,384	17,652
13	9,626	17,278	17,592	17,892
14	9,793	17,542	17,857	18,164
15	9,940	17,825	18,128	18,441
16	10,073	18,029	18,375	18,721
17	10,233	18,312	18,691	19,069
18	10,396	18,615	18,977	19,305
19	10,541	18,882	19,245	19,606
20	10,696	19,154	19,533	19,910
21	10,913	19,449	19,878	20,222
22+	11,089	19,765	20,203	20,554

- See note on page 13 regarding additional days.
REVISION/AUGUST 1996

**CENTRAL OFFICE CLERICAL
2011-2012**

1	2	3	4	5	
GRADE	A	B	C	D	E
Experience					
1	17,348	18,278	18,767	19,576	20,376
2	17,610	18,557	19,057	19,883	20,695
3	17,876	18,843	19,352	20,193	21,024
4	18,148	19,134	19,653	20,509	21,356
5	18,424	19,431	19,962	20,833	21,696
6	18,708	19,733	20,273	21,163	22,043
7	18,996	20,042	20,595	21,510	22,397
8	19,291	20,357	20,919	21,843	22,758
9	19,591	20,678	21,253	22,195	23,127
10	19,895	21,006	21,590	22,552	23,502
11	20,207	21,340	21,937	22,917	23,885
12	20,526	21,680	22,290	23,289	24,276
13	20,850	22,029	22,649	23,669	24,675
14	21,182	22,384	23,017	24,057	25,083
15	21,520	22,746	23,392	24,448	25,494
16	21,864	23,114	23,771	24,852	25,918
17	22,216	23,490	24,173	25,265	26,351
18	22,575	23,876	24,561	25,682	26,789
19	22,941	24,266	24,965	26,094	27,221
20	23,313	24,666	25,377	26,501	27,648
21	23,693	25,073	25,799	26,945	28,115
22+	24,094	25,502	26,242	27,411	28,605

F. 6 Superintendent's Secretary will be paid 1.27 X Step on Schedule E. A supplement of \$300.00 will be paid to the designated lead clerk in each department if the lead clerk is required to function as department head in the absence of the supervisor/director. Step increases will be based on annual evaluations.

**LICENSED PRACTICAL NURSES (L.P.N.)
2011-2012**

<u>Experience</u>	<u>Salary</u>
1	17,720.00
2	17,985.80
3	18,255.59
4	18,529.42
5	18,807.36
6	19,089.47
7	19,375.81
8	19,666.45
9	19,961.45
10	20,260.87
11	20,564.78
12	20,873.26
13	21,186.35
14	21,504.15
15	21,826.71
16	22,154.11
17	22,486.42
18	22,823.72
19	23,166.08
20	23,513.57
21	23,866.27
22+	24,224.26

**SCHOOL FOOD SERVICES DEPARTMENT
2011-2012**

A. FULL-TIME LUNCHROOM WORKERS

Schedules D1-0 /D-3 /D1-1

1

2

3

ANNUAL SALARY

Experience	Hourly Rate	6 Hour(D1-0)	6-1/2 Hour(D-3)	7 Hour(D1-1)
0	10.89	11,760	12,740	13,720
1	10.89	11,760	12,740	13,720
2	11.01	11,889	12,880	13,871
3	11.14	12,030	13,033	14,035
4	11.25	12,148	13,161	14,173
5	11.38	12,289	13,313	14,337
6	11.38	12,289	13,313	14,337
7	11.38	12,289	13,313	14,337
8	11.52	12,440	13,476	14,513
9	11.52	12,440	13,476	14,513
10	11.52	12,440	13,476	14,513
11	11.66	12,591	13,641	14,690
12+	11.84	12,786	13,852	14,917

13L2

B. PART-TIME LUNCHROOM WORKERS (Less than 6 hours per day)

Rate \$10.38 per hour

SCHEDULES	HOURS	ANNUAL SALARY
D 2	5.5	10,276
D2 1	5	9,342
D2 2	4.5	8,408
D2 3	4	7,474
D2 4	3.5	6,539
D2 5	3	5,605
D2 6	2.5	4,671
D2 7	2	3,737

C. Clerks--See Office & Clerical Scale, Grades B & C

Any clerks employed for 10 months will be paid 5/6 of the appropriate scale.

**SCHOOL FOOD SERVICES DEPARTMENT
2011-2012**

D4-2 A - Buyer, Office Manager (12 month employee)

***Lunchroom Manager Coordinators (10 month employee)**

Based on the Teacher Salary Schedule (202 days) at appropriate experience and degree levels.

13MR

LUNCHROOM MANAGERS SALARY SCHEDULES

MANAGERS I	(Serving 1-300 students)
MANAGERS II	(Serving 301-600 students)
MANAGERS III	(Serving 601-900 students)
MANAGERS IV	(Serving 901-1200 students)
MANAGER V	(Serving over 1200 students)

Experience	1	2	3	4	5
	E 1	E 2	E 3	E 4	E 5
	MANAGERS ANNUAL SALARY (182 Days)				
0	16,470	16,914	17,299	17,802	18,969
1	16,470	16,914	17,299	17,802	18,969
2	16,603	17,033	17,402	17,906	19,083
3	16,737	17,166	17,564	17,979	19,163
4	16,884	17,254	17,669	18,098	19,294
5	17,018	17,461	17,772	18,187	19,392
6	17,180	17,564	17,891	18,291	19,507
7	17,299	17,669	17,964	18,379	19,603
8	17,433	17,772	18,128	18,468	19,701
9	17,564	17,891	18,172	18,587	19,832
10	17,714	17,964	18,260	18,690	19,945
11	17,817	18,038	18,350	18,737	19,994
12+	18,101	18,326	18,644	19,039	20,321

- The above schedules are based on 8-hour workdays.

**MAINTENANCE, WAREHOUSING & TRANSPORTATION
2011-2012**

13MW

Experience	1 CLASS A		2 CLASS B		3 CLASS C	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
0	12.72	26,462	11.86	24,672	9.61	19,997
1	12.87	26,773	12.01	24,984	9.71	20,200
2	13.02	27,085	12.16	25,296	9.81	20,408
3	13.17	27,397	12.31	25,608	9.91	20,616
4	13.32	27,709	12.46	25,920	10.01	20,824
5	13.47	28,021	12.61	26,232	10.11	21,032
6	13.62	28,333	12.76	26,544	10.21	21,240
7	13.77	28,645	12.91	26,856	10.31	21,448
8	13.92	28,957	13.06	27,168	10.41	21,656
9	14.07	29,269	13.21	27,480	10.51	21,864
10	14.22	29,581	13.36	27,792	10.61	22,072
11	14.37	29,893	13.51	28,104	10.71	22,280
12	14.52	30,205	13.66	28,416	10.81	22,488
13	14.67	30,517	13.81	28,728	10.91	22,696
14	14.82	30,829	13.96	29,040	11.01	22,904
15	14.97	31,141	14.11	29,352	11.11	23,112
16	15.12	31,453	14.26	29,664	11.21	23,320
17	15.27	31,765	14.41	29,976	11.31	23,528
18	15.42	32,077	14.56	30,288	11.41	23,736
19	15.57	32,389	14.71	30,600	11.51	23,944
20	15.72	32,701	14.86	30,912	11.61	24,152
21+	15.87	33,013	15.01	31,224	11.71	24,360

- Maintenance Supervisors will receive a supplement of \$2,525.
- Maintenance Planner will receive an additional \$3,500 above a supervisor's supplement
- One person in each of the electrical, plumbing, and HVAC departments will be paid a \$2,000 supplement for their license.
- All other persons having licenses will be paid a \$1,000 supplement.
- The transportation shop foreman will be paid an additional \$3,000 annual supplement. The assistant transportation shop foreman will be paid an additional \$1,500 annual supplement.
- Food Service Warehouse Supervisor will be paid an additional \$3,000 annual supplement
- Food Service Assistant Warehouse Supervisor will be paid an additional \$1,500 annual supplement.

Definition:

CLASS A = Refer to Plan for Personnel Evaluation, Plan B
 CLASS B = Refer to Plan for Personnel Evaluation, Plan B
 CLASS C = Refer to Plan for Personnel Evaluation, Plan B

**CUSTODIAL PERSONNEL
2011-2012**

HOURLY PAY RATE

GRADE	² HEAD JANITORS		³ JANITORS	
	HOURLY RATE		HOURLY RATE	
YEARS	Regular	Overtime	Regular	Overtime
0	10.30	15.45	9.67	14.51
1	10.30	15.45	9.67	14.51
2	10.30	15.45	9.67	14.51
3	10.30	15.45	9.67	14.51
4	10.30	15.45	9.67	14.51
5	10.37	15.56	9.75	14.63
6	10.37	15.56	9.75	14.63
7	10.37	15.56	9.75	14.63
8	10.37	15.56	9.75	14.63
9	10.37	15.56	9.75	14.63
10	10.44	15.66	9.82	14.73
11	10.44	15.66	9.82	14.73
12	10.44	15.66	9.82	14.73
13	10.44	15.66	9.82	14.73
14	10.44	15.66	9.82	14.73
15	10.51	15.77	9.89	14.84
16	10.51	15.77	9.89	14.84
17	10.51	15.77	9.89	14.84
18	10.51	15.77	9.89	14.84
19	10.51	15.77	9.89	14.84
20	10.58	15.87	9.97	14.96
21+	10.75	16.13	10.13	15.20

GRADE

4

5

MAID
HOURLY RATE

SWEEPERS
HOURLY RATE

Experience

0	9.06	8.92
1	9.06	8.92
2	9.06	8.92
3	9.06	8.92
4	9.06	8.92
5	9.12	8.98
6	9.12	8.98
7	9.12	8.98
8	9.12	8.98
9	9.12	8.98
10	9.17	9.04
11	9.17	9.04
12	9.17	9.04
13	9.17	9.04
14	9.17	9.04
15	9.22	9.10
16	9.22	9.10
17	9.22	9.10
18	9.22	9.10
19	9.22	9.10
20	9.28	9.15
21+	9.42	9.29

**BUS DRIVERS AND BUS ATTENDANTS
2011-2012**

Bus Drivers (Grade 3)

<u>Experience *</u>	1 DRIV 0 - 10 <u>Salary</u>	2 DR2 11+	3 AIDE Aides
0	12,884	0	10,846
1	13,055	0	10,846
2	13,229	0	10,846
3	13,401	0	10,846
4	13,574	0	10,846
5	13,746	0	10,846
6	13,920	0	10,846
7	14,091	0	10,846
8	14,265	0	10,846
9	14,438	0	10,846
10	14,692	0	10,846
11	14,899	0	10,846
12+	15,124	15,124	10,846

- Bus Drivers employed before **April 16, 1985** will be paid at Step 11, or above.

PLATOON/T&I/SPARK/CRAFT/COSMETOLOGY/NURSING/ OPTION 3/ROTC/SOWELA/SPED ROUTES
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RATE	DISTANCE	DAILY RATES IN OR OUT OF WARD		ALTERNATIVE ROUTES	
		DRIVER	AIDE *	DRIVER	AIDE
A	0-10 miles	\$20	\$17	\$25	\$22
A	11-20 miles	\$25	\$22	\$32	\$29
B	21-30 miles	\$31	\$28	\$40	\$37
C	31+ miles	\$37	\$34	\$49	\$46

*SPED Routes, Alternative Routes for 16 or more students
 Mileage determined by distance measurement at outset of route offer

	DRIVER	AIDE
Doubling Rate – Regular Routes	\$10/half day \$20/full day	N/A N/A
Doubling Rate – SPED	\$10/half day	\$8.50/half day
Early Dismissal, SPED	\$10/half day \$20/full day	\$8.50/half day \$17/full day
Field Trips	\$10/hour**	

**Deduct 2 hours if afternoon route is not run, driver is paid for that route. Field Trip school to reimburse district for cost of sub (\$20.50) if afternoon route is not run.

**PARA-PROFESSIONALS
2011-2012**

Experience	1	2	3	4
	GRADE 1	GRADE 2	GRADE 3	GRADE 4 <u>(Highly Qualified)</u>
0	14,155	14,369	14,582	14,796
1	14,285	14,498	14,711	14,925
2	14,408	14,621	14,834	15,048
3	14,533	14,746	14,959	15,173
4	14,658	14,871	15,085	15,299
5	14,746	14,959	15,173	15,386
6	14,909	15,123	15,332	15,550
7	15,040	15,248	15,462	15,675
8	15,162	15,375	15,589	15,802
9	15,287	15,500	15,714	15,928
10	15,413	15,626	15,840	16,053
11	15,538	15,752	15,966	16,179
12	15,664	15,877	16,089	16,304
13	15,789	16,002	16,216	16,429
14	15,915	16,128	16,342	16,556
15	16,041	16,254	16,468	16,681
16+	16,289	16,507	16,725	16,942

Grade 1: General School Aides with clerical duties only.

Grade 2: Special Education Aides or Aides having clerical and tutorial assignments with teacher supervisor.

Grade 3: Tutorial Aides

Grade 4: General Aides or Tutorial Aides having Para-Professional Associate or Arts Degree or equivalent certification and employed in a program requiring such certification.

**FINANCE, MANAGEMENT, INTERNAL AUDITING
AND
DATA PROCESSING
2011-2012**

**POSITIONS REQUIRE BACHELOR'S DEGREE AS PART OF
ADVERTISED EMPLOYMENT CRITERIA**

- 1A** - Accountants, Field Auditors, School Auditors, Programmer Analyst, Purchasing Agent

Class A employees' salary will be based on a 222 day teacher's salary on the bachelor's degree scale not to exceed 12 years experience.

- 2B** - Degreed Office Managers, Senior Accountants/Auditors

Class B employees will be paid as a Class A employee with an additional supplement of \$3,500.

- 3C** - Supervisors of Payroll, Assistant Director of Sales Tax, Supervisor of Programming

Class C employees will be paid as a Class A employee with an additional supplement of \$6,000.

**CURRENT POSITIONS GRANDFATHERED INTO
CURRENT SCHEDULE-
NEW HIRES AFTER 7/1/01 IN THESE POSITIONS WILL BE PAID ON
AUXILIARY SCHEDULE**

- A - Buyer, Non-Degreed Office Manager

- C - Supervisor of Accounts Payable

**AUXILIARY SERVICES
2011-2012**

STEP	1 A	2 B	3 C	4 D	5 E	6 G	7 H
1	25,277	27,332	28,742	33,401	36,081	41,152	50,777
2	25,699	27,793	29,230	33,984	36,608	41,889	51,490
3	26,128	28,263	29,728	34,578	37,140	42,642	52,212
4	26,567	28,742	30,238	35,184	37,679	43,409	52,947
5	27,013	29,230	30,755	35,801	38,228	44,191	53,692
6	27,468	29,728	31,284	36,430	39,031	44,988	54,448
7	27,935	30,238	31,824	37,074	39,595	45,802	55,216
8	28,408	30,755	32,374	37,728	40,405	46,634	55,995
9	28,891	31,284	32,938	38,397	40,987	47,480	56,785
10	29,385	31,824	33,510	39,079	41,569	48,343	57,588
11	29,888	32,374	34,094	39,774	42,160	49,224	58,403
12+	30,414	32,949	34,703	40,497	42,930	50,136	59,230

A - Programmer/Non-Degreed

B - Personnel Coordinator, Support Coordinator Chapter I (ALL)
- Buyers, Non-Degreed Office Manager, Supervisor of Accounts Payable
(New Hires After 7/1/2001)

C - Print Shop Technician, Computer Machine Repairman

D - Computer Repair Technician

E - Coordinator of Planning and Construction/AHERA, Computer Network
Specialist

G - Parish Compliance Officer, Claims Adjuster, Bus Route Supervisor/Warehouse

H - Facilities Manager of Maintenance and Janitorial Services

MISCELLANEOUS 2011-2012
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SUBSTITUTES:

Teacher – Reynaud	\$90.00
Teacher-Degreed with Teaching Certificate	\$80.00/day
Teacher-Degreed without Teaching Certificate	\$65.00/day
Teacher-Non-Degreed	\$58.00/day
Paraprofessional	\$56.50/day
Bus Driver	\$57.00/day
Bus Attendant	\$30.00/day
School Clerk	\$56.50/day
Food Service Worker	\$51.00/day
Custodian	\$ 7.25/hour
Adult Education Teacher	\$18.50/hour
COE Worker	\$ 7.25/hour