

Calcasieu Parish
School Board

2020-2021
Salary Schedules

Karl E. Bruchhaus
Superintendent

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182 DAY TEACHER 2020-2021

T1

Stipends Paid in October Paycheck Based on Previous Year Data
P=Performance D=Demand

STEP	BASE SALARY	Highly Effective		Effective Proficient		Effective Emerging		STEP	BASE SALARY	Highly Effective		Effective Proficient		Effective Emerging		STEP	BASE SALARY	Highly Effective		Effective Proficient		Effective Emerging	
		P	D	P	D	P	D			P	D	P	D	P	D			P	D				
1	44,461	250	250	225	225	200	200	34	51,061	250	250	225	225	200	200	67	57,661	250	250	225	225	200	200
2	44,661	250	250	225	225	200	200	35	51,261	250	250	225	225	200	200	68	57,861	250	250	225	225	200	200
3	44,861	250	250	225	225	200	200	36	51,461	250	250	225	225	200	200	69	58,061	250	250	225	225	200	200
4	45,061	250	250	225	225	200	200	37	51,661	250	250	225	225	200	200	70	58,261	250	250	225	225	200	200
5	45,261	250	250	225	225	200	200	38	51,861	250	250	225	225	200	200	71	58,461	250	250	225	225	200	200
6	45,461	250	250	225	225	200	200	39	52,061	250	250	225	225	200	200	72	58,661	250	250	225	225	200	200
7	45,661	250	250	225	225	200	200	40	52,261	250	250	225	225	200	200	73	58,861	250	250	225	225	200	200
8	45,861	250	250	225	225	200	200	41	52,461	250	250	225	225	200	200	74	59,061	250	250	225	225	200	200
9	46,061	250	250	225	225	200	200	42	52,661	250	250	225	225	200	200	75	59,261	250	250	225	225	200	200
10	46,261	250	250	225	225	200	200	43	52,861	250	250	225	225	200	200	76	59,461	250	250	225	225	200	200
11	46,461	250	250	225	225	200	200	44	53,061	250	250	225	225	200	200	77	59,661	250	250	225	225	200	200
12	46,661	250	250	225	225	200	200	45	53,261	250	250	225	225	200	200	78	59,861	250	250	225	225	200	200
13	46,861	250	250	225	225	200	200	46	53,461	250	250	225	225	200	200	79	60,061	250	250	225	225	200	200
14	47,061	250	250	225	225	200	200	47	53,661	250	250	225	225	200	200	80	60,261	250	250	225	225	200	200
15	47,261	250	250	225	225	200	200	48	53,861	250	250	225	225	200	200	81	60,461	250	250	225	225	200	200
16	47,461	250	250	225	225	200	200	49	54,061	250	250	225	225	200	200	82	60,661	250	250	225	225	200	200
17	47,661	250	250	225	225	200	200	50	54,261	250	250	225	225	200	200	83	60,861	250	250	225	225	200	200
18	47,861	250	250	225	225	200	200	51	54,461	250	250	225	225	200	200	84	61,061	250	250	225	225	200	200
19	48,061	250	250	225	225	200	200	52	54,661	250	250	225	225	200	200	85	61,261	250	250	225	225	200	200
20	48,261	250	250	225	225	200	200	53	54,861	250	250	225	225	200	200	86	61,461	250	250	225	225	200	200
21	48,461	250	250	225	225	200	200	54	55,061	250	250	225	225	200	200	87	61,661	250	250	225	225	200	200
22	48,661	250	250	225	225	200	200	55	55,261	250	250	225	225	200	200	88	61,861	250	250	225	225	200	200
23	48,861	250	250	225	225	200	200	56	55,461	250	250	225	225	200	200	89	62,061	250	250	225	225	200	200
24	49,061	250	250	225	225	200	200	57	55,661	250	250	225	225	200	200	90	62,261	250	250	225	225	200	200
25	49,261	250	250	225	225	200	200	58	55,861	250	250	225	225	200	200	91	62,461	250	250	225	225	200	200
26	49,461	250	250	225	225	200	200	59	56,061	250	250	225	225	200	200	92	62,661	250	250	225	225	200	200
27	49,661	250	250	225	225	200	200	60	56,261	250	250	225	225	200	200	93	62,861	250	250	225	225	200	200
28	49,861	250	250	225	225	200	200	61	56,461	250	250	225	225	200	200	94	63,061	250	250	225	225	200	200
29	50,061	250	250	225	225	200	200	62	56,661	250	250	225	225	200	200	95	63,261	250	250	225	225	200	200
30	50,261	250	250	225	225	200	200	63	56,861	250	250	225	225	200	200	96	63,461	250	250	225	225	200	200
31	50,461	250	250	225	225	200	200	64	57,061	250	250	225	225	200	200	97	63,661	250	250	225	225	200	200
32	50,661	250	250	225	225	200	200	65	57,261	250	250	225	225	200	200	98	63,861	250	250	225	225	200	200
33	50,861	250	250	225	225	200	200	66	57,461	250	250	225	225	200	200								

SPRINGBOARD TEACHER SALARY for qualifying teachers - \$37,000

Includes \$200 Experience Adjustment if Rating Not Ineffective
BASE FOR ADMINISTRATIVE INDEXES

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

PART-TIME TEACHERS - In limited situations where part-time teachers are utilized, salary will be divided by 7 periods times # of periods taught.

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 EXTRA-CURRICULAR 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

1 Male/1 Female

\$2,000 supplement

Must coach 3 sports.

Assistant Coach

(2 positions)

\$1,600 supplement

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, Girls' Basketball & Volleyball) will receive an additional supplement of \$600.00. Limited to seven (7) per school.

Additional Supplements:

Two \$550 coaching supplements, two for boys and two for girls, 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.

No full time coach can be paid this supplement.

One \$550 supplement per sport not to exceed two sports per school.

<u>Coaching Supplements</u>	<u>Head Coach</u>	<u>Assistants</u>
Class AAAAA	1	11
Class AAAA	1	10
Class AAA	1	9
Class AA	1	8
Class B-C	1	5

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 reclassification.

<u>Head Band Director</u>	<u>Supplement</u>
(in schools with football teams)	
Class AAAAA	\$5,500
Class AAAA	\$5,300
Class AAA	\$5,100
Class AA	\$4,900

<u>Assistant Band Director</u>	<u>Supplement</u>
(in schools with football teams)	
Class AAAAA	\$3,100
Class AAAA	\$2,900
Class AAA	\$2,700
Class AA	\$2,500

Band Directors will be paid for 202 days employment based on degree and experience plus the supplement listed above.

Band Directors 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.

<u>Vocal Music Instructor</u>	<u>Supplement</u>
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.

<u>Debate Coaches</u>	<u>Supplement</u>
3-5 Tournaments/Plays	\$560
6-10 Tournaments/Plays	\$1,000
10+ Tournaments/Plays	\$1,500

<u>Drill Squad & Cheerleader Sponsors</u>	<u>Supplement</u>
Football & Basketball	\$2,400
Football	\$1,200
Basketball	\$1,200
Attends all activities assigned by Principal	

<u>Quiz Bowl</u>	<u>Supplement</u>
	\$560

**2020-2021
LICENSED PRACTICAL
NURSE (L.P.N.)**

**REGISTERED
NURSES (R.N.)
NURSING COORDINATOR**

<u>STEP</u>	<u>SALARY</u>	<u>STEP</u>	<u>SALARY</u>
1	19,992	1	44,306
2	20,285	2	44,659
3	20,582	3	45,012
4	20,882	4	45,367
5	21,188	5	45,819
6	21,498	6	46,198
7	21,814	7	46,553
8	22,133	8	46,907
9	22,457	9	47,337
10	22,787	10	47,905
11	23,122	11	48,470
12	23,460	12	49,240
13	23,801	13	49,823
14	24,154	14	50,424
15	24,510	15	50,774
16	24,869	16	51,124
17	25,235	17	51,474
18	25,606	18	51,824
19	25,983	19	52,174
20	26,365	20	52,524
21	26,753	21	52,874
22+	27,146	22	53,224
		23	53,574
		24	53,924
		25	54,274
		26	54,624
		27	54,974
		28+	55,324

Nursing Coordinator will be employed for 202 days beginning on August 1st and paid an additional supplement of \$6,000 for supervisory and administrative duties.

All nurses (including coordinator) will receive \$600.00 as per Act 12 of 1991 and \$750.00 per year for on call duties.

**INSTRUCTIONAL EMPLOYEES
(EMPLOYED FOR MORE THAN 182 DAYS PER SCHOOL YEAR)
2020-2021**

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

Extended Day Employees

Educational Diagnostician, Social Worker, School Psychologist, Audiologist, Speech Evaluator, Counselor, Curriculum & Instructional Consultant, Program Facilitator, Resource Specialist, Substance Abuse Program Coordinator, Child Search Coordinator, CTTIE Instructor, Vocational Agriculture Teacher, Technology Consultant

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

**INSTRUCTIONAL EMPLOYEES
ADDITIONAL SUPPLEMENTS
2020-2021**

Instructional Video Upload to CPSB MARKETPlace (Single Lesson) (Once approved by appropriate Administrative Director)	\$25.00 per lesson
Live Streamed Courses (Once approved by appropriate Administrative Director)	\$750.00 per semester

NOTE: Additional supplements restricted to classroom teachers

**CTTIE INSTRUCTOR
2020-2021**

CTTIE Instructors with a degree

Salary will be based on the Calcasieu Parish School Board salary schedule for teachers.

CTTIE Instructors without a degree

The salary schedule for a CTTIE Instructor (non-degreed) will be based on the Calcasieu Parish School Board salary schedule for a B.A. using steps 1-22.

CTTIE Department Head shall be paid a supplement of \$1,150.00.

CTTIE INSTRUCTORS NON-DEGREED 182 DAY		CTTIE INSTRUCTORS NON-DEGREED 222 DAY		CTTIE INSTRUCTORS NON-DEGREED 242 DAY	
<u>STEP</u>	<u>SALARY</u>	<u>STEP</u>	<u>SALARY</u>	<u>STEP</u>	<u>SALARY</u>
1	44,461	1	54,233	1	59,118
2	44,661	2	54,477	2	59,384
3	44,861	3	54,721	3	59,650
4	45,061	4	54,965	4	59,916
5	45,261	5	55,208	5	60,182
6	45,461	6	55,452	6	60,448
7	45,661	7	55,696	7	60,714
8	45,861	8	55,940	8	60,980
9	46,061	9	56,184	9	61,246
10	46,261	10	56,428	10	61,512
11	46,461	11	56,672	11	61,778
12	46,661	12	56,916	12	62,044
13	46,861	13	57,160	13	62,310
14	47,061	14	57,404	14	62,576
15	47,261	15	57,648	15	62,842
16	47,461	16	57,892	16	63,107
17	47,661	17	58,136	17	63,373
18	47,861	18	58,380	18	63,639
19	48,061	19	58,624	19	63,905
20	48,261	20	58,868	20	64,171
21	48,461	21	59,112	21	64,437
22+	48,661	22+	59,356	22+	64,703

ASSISTANT PRINCIPAL 2020-2021

AAP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$59,461.00)

<u>STEP</u>	1	2	3
	AAP1 ELEMENTARY	AAP2 MIDDLE SCHOOL	AAP3 HIGH SCHOOL
	<u>FACTOR</u>	<u>FACTOR</u>	<u>FACTOR</u>
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
18	1.2260	1.2581	1.3576
19	1.2345	1.2669	1.3671
20	1.2432	1.2758	1.3767
21	1.2519	1.2847	1.3863
22+	1.2607	1.2937	1.3960

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+ yrs.

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

ELEMENTARY SCHOOL PRINCIPAL**2020-2021**

AEP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$59,461.00)

STEP	1	2	3
	AEP1	AEP2	AEP3
	0-17.9 TEACHERS	18-29.9 TEACHERS	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+ yrs.

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

Turnaround Principal Supplement - see page 14

MIDDLE SCHOOL PRINCIPAL**2020-2021**

AMP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$59,461.00)

STEP	¹ AMP1	² AMP2	³ AMP3
	0-29.9 TEACHERS	30-69.9 TEACHERS	70+ TEACHERS
	<u>FACTOR</u>	<u>FACTOR</u>	<u>FACTOR</u>
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+ yrs.

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

HIGH SCHOOL PRINCIPAL**2020-2021**

AHP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$59,461.00)

	1 AHP1 0-29.9 TEACHERS	2 AHP2 30-69.9 TEACHERS	3 AHP3 70+ TEACHERS
<u>STEP</u>	<u>FACTOR</u>	<u>FACTOR</u>	<u>FACTOR</u>
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+ yrs.

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

TURNAROUND PRINCIPAL 2020-2021

Turnaround Principal Supplements

1. Level I Turnaround Principal

Part 1-Assignment Supplement (Added to annual salary)-\$10,000; continues each year if principal maintains "Effective" end of the year evaluations and is assigned to a school designated as Persistently Struggling.

Part 2-Performance Target Supplements (Paid as lump-sum at year end)-\$1,000 for each of 5 individual performance targets attained by end of school.

2. Level II Turnaround Principal

Part 1-Assignment Supplement (Added to annual salary)-\$5,000; continues each year if principal maintains "Effective" end of the year evaluations and is assigned to a school designated as Persistently Struggling.

Part 2-Performance Target Supplements (Paid as lump-sum at year end)-\$2,000 for each of 5 individual performance targets attained by end of school.

SUPERVISOR**2020-2021**

AD

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$59,461.00)

	4 ADM	1 AD2
	12 MONTH	11 MONTH
STEP	<u>FACTOR</u>	<u>FACTOR</u>
1	1.1867	1.1203
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

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+ 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
2020-2021**

Superintendent Contract with Board

Chief Financial Officer Contract with Board

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$59,461.00)

Chief Operating Officer/Chief Academic Officer 1.7196

Administrative Directors of Schools 1.6131

Chief Technology Officer 1.5587

Risk Manager 1.5587

Directors 1.5351

GRADE AND JOB TITLE TABLE FOR SCHOOL CLERK

Grade A	Part Time
Grade B	Assistant Principal's Library Counselor
Grade C	Principal's - for positions where there is more than one clerk at the school
Grade D	Principal's - for positions where there is only one clerk at the school

Supplements based on prior year October 1st counts:

	ENROLLMENT	
	<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 9th Grade Campus		\$1,200
High School Bookkeepers	\$2,000	\$2,400

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

Elementary Schools	An additional 5 days for each clerk
Middle Schools	An additional 10 days for 1 clerk at each school An additional 5 days for all other clerks
High Schools	An additional 20 days for 1 clerk at each school An additional 5 days for all other clerks Additional days do not apply to 12 month clerks

SCHOOL CLERK**2020-2021**

C

9.5/10/12 MONTH SCHEDULE

GRADE STEP	5C2 9.5 Months 190 Day		5C3 10 Months 200 Day		5C4 12 Months 260 Day	
	1	2	1	2	1	2
	<u>C</u>	<u>D</u>	<u>C</u>	<u>D</u>	<u>C</u>	<u>D</u>
1	17,347	17,598	17,910	18,176	20,779	21,144
2	17,550	17,818	18,121	18,407	21,071	21,463
3	17,770	18,042	18,356	18,641	21,396	21,787
4	18,001	18,273	18,599	18,884	21,728	22,118
5	18,220	18,507	18,827	19,131	22,044	22,458
6	18,454	18,740	19,077	19,377	22,386	22,800
7	18,717	18,984	19,351	19,636	22,764	23,155
8	18,946	19,234	19,594	19,896	23,095	23,511
9	19,185	19,487	19,844	20,164	23,438	23,878
10	19,406	19,736	20,076	20,456	23,761	24,249
11	19,688	20,010	20,389	20,762	24,167	24,631
12	19,972	20,285	20,720	21,071	24,578	25,019
13	20,211	20,583	20,996	21,389	24,926	25,414
14	20,540	20,892	21,341	21,710	25,356	25,819
15	20,873	21,204	21,671	22,041	25,765	26,231
16	21,131	21,521	21,964	22,376	26,133	26,648
17	21,485	21,857	22,338	22,730	26,601	27,090
18	21,808	22,181	22,678	23,071	27,027	27,517
19	22,110	22,521	22,997	23,427	27,424	27,962
20	22,436	22,864	23,338	23,786	27,853	28,415
21	22,826	23,216	23,751	24,178	28,366	28,879
22+	23,192	23,590	24,136	24,571	28,844	29,366

See note on page 17 regarding additional days.

SCHOOL CLERK**2020-2021**

C1

9.25 MONTH SCHEDULE

185 DAY

	1	2	3	4
	B1-1	B1-2	B1-3	B1-4
	PART TIME 4 HOURS	7 HOURS/ 45 MIN	7 HOURS/45 MIN	7 HOURS/45 MIN
	<u>GRADE</u>	<u>GRADE</u>	<u>GRADE</u>	<u>GRADE</u>
<u>STEP</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
1	9,291	16,819	17,063	17,311
2	9,423	16,998	17,263	17,525
3	9,528	17,198	17,477	17,739
4	9,647	17,422	17,702	17,967
5	9,770	17,636	17,914	18,192
6	9,871	17,814	18,143	18,421
7	10,013	18,086	18,397	18,661
8	10,135	18,310	18,621	18,902
9	10,237	18,541	18,854	19,148
10	10,400	18,774	19,086	19,396
11	10,560	19,031	19,343	19,655
12	10,702	19,276	19,622	19,917
13	10,849	19,506	19,851	20,181
14	11,032	19,796	20,143	20,480
15	11,194	20,108	20,441	20,785
16	11,340	20,332	20,713	21,093
17	11,516	20,643	21,060	21,476
18	11,696	20,977	21,375	21,736
19	11,855	21,270	21,670	22,067
20	12,026	21,569	21,986	22,401
21	12,264	21,894	22,366	22,744
22+	12,458	22,242	22,723	23,109

See note on page 17 regarding additional days.

**CENTRAL OFFICE CLERK
2020-2021**

CC

	1	2	3	4	5
	GRADE	GRADE	GRADE	GRADE	GRADE
<u>STEP</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>
1	19,583	20,606	21,144	22,034	22,914
2	19,871	20,913	21,463	22,371	23,265
3	20,164	21,227	21,787	22,712	23,626
4	20,463	21,547	22,118	23,060	23,992
5	20,766	21,874	22,458	23,416	24,366
6	21,079	22,206	22,800	23,779	24,747
7	21,396	22,546	23,155	24,161	25,137
8	21,720	22,893	23,511	24,527	25,534
9	22,050	23,246	23,878	24,915	25,940
10	22,385	23,607	24,249	25,307	26,352
11	22,728	23,974	24,631	25,709	26,774
12	23,079	24,348	25,019	26,118	27,204
13	23,435	24,732	25,414	26,536	27,643
14	23,800	25,122	25,819	26,963	28,091
15	24,172	25,521	26,231	27,393	28,543
16	24,550	25,925	26,648	27,837	29,010
17	24,938	26,339	27,090	28,292	29,486
18	25,333	26,764	27,517	28,750	29,968
19	25,735	27,193	27,962	29,203	30,443
20	26,144	27,633	28,415	29,651	30,913
21	26,562	28,080	28,879	30,140	31,427
22+	27,003	28,552	29,366	30,652	31,966

Grade A Mail Clerk and Print Shop Operator

Grade B All other clerical

Grade C Lead Clerk (designated); Secretary (designated) to: Directors and Supervisors

Grade D Secretary to: Chief Operating Officer, Administrative Directors, Risk Manager, and Chief Technology Officer

Grade E Secretary to: Chief Financial Officer, Chief Academic Officer and Chief Operating Officer (with committee duties)

Grade F Secretary to: Superintendent 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.

**SCHOOL FOOD SERVICE
2020-2021**

L1

LUNCHROOM TECHNICIANS
180 DAYS

STEP	HOURLY RATE	ANNUAL SALARY	
		1	7
		4 HOUR	7 HOUR
1	12.38	8,911	15,595
2	12.47	8,975	15,708
3	12.57	9,047	15,834
4	12.67	9,119	15,960
5	12.76	9,191	16,074
6	12.86	9,256	16,200
7	12.96	9,328	16,326
8	13.06	9,407	16,452
9	13.17	9,479	16,590
10	13.27	9,537	16,716
11	13.37	9,623	16,842
12	13.48	9,695	16,981
13	13.58	9,775	17,107
14	13.68	9,847	17,233
15	13.79	9,926	17,371
16	13.90	10,005	17,510
17	14.01	10,084	17,649
18	14.12	10,163	17,787
19	14.23	10,243	17,926
20	14.34	10,322	18,064
21	14.45	10,401	18,203
22+	14.56	10,480	18,342

State Certified Assistant Manager - \$1,500

Non-Certified Assistant Manager - \$500

SCHOOL FOOD SERVICE 2020-2021

MR

LUNCHROOM MANAGER

MANAGER I	Serving 1-300 students	E1
MANAGER II	Serving 301-600 students	E2
MANAGER III	Serving 601-900 students	E3
MANAGER IV	Serving 901-1200 students	E4
MANAGER V	Serving over 1200 students	E5

12 MONTH LUNCHROOM FIELD SUPERVISOR

L4

ANNUAL SALARY

<u>STEP</u>	<u>E1</u>	<u>E2</u>	<u>E3</u>	<u>E4</u>	<u>E5</u>	<u>L4</u>
1	18,617	19,105	19,529	20,082	21,366	33,081
2	18,617	19,105	19,529	20,082	21,366	33,081
3	18,763	19,236	19,642	20,197	21,491	33,291
4	18,911	19,383	19,820	20,277	21,579	33,502
5	19,072	19,479	19,936	20,408	21,723	33,734
6	19,220	19,707	20,049	20,506	21,831	33,946
7	19,398	19,820	20,180	20,620	21,958	34,201
8	19,529	19,936	20,260	20,717	22,063	34,389
9	19,676	20,049	20,441	20,815	22,171	34,600
10	19,820	20,180	20,489	20,946	22,315	34,807
11	19,985	20,260	20,586	21,059	22,440	35,043
12	20,099	20,342	20,685	21,111	22,493	35,206
13	20,411	20,659	21,008	21,443	22,853	35,654
14	20,730	20,981	21,336	21,778	23,211	36,110
15	21,054	21,309	21,670	22,118	23,574	36,573
16	21,382	21,642	22,008	22,465	23,943	37,043
17	21,717	21,980	22,353	22,816	24,318	37,518
18	22,056	22,324	22,702	23,173	24,700	37,999
19	22,401	22,673	23,058	23,535	25,087	38,486
20	22,751	23,028	23,419	23,904	25,480	38,980
21	23,107	23,388	23,785	24,279	25,880	39,481
22+	23,469	23,754	24,158	24,659	26,286	39,988

Multi-Unit Manager - \$2,000/School

State Certified Manager - \$3,000

The above schedules are based on 8 hour workdays.

MAINTENANCE, WAREHOUSING & TRANSPORTATION 2020-2021

MW

STEP	1 CLASS A		2 CLASS B		3 CLASS C		4 PART TIME CLASS A	
	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	14.23	29,608	13.29	27,639	10.81	22,497	14.23	14,804
2	14.40	29,950	13.45	27,982	10.92	22,720	14.40	14,975
3	14.56	30,294	13.62	28,326	11.03	22,949	14.56	15,147
4	14.73	30,637	13.78	28,669	11.14	23,178	14.73	15,318
5	14.89	30,980	13.95	29,012	11.25	23,406	14.89	15,490
6	15.06	31,323	14.11	29,355	11.36	23,635	15.06	15,662
7	15.22	31,666	14.28	29,698	11.47	23,864	15.22	15,833
8	15.39	32,010	14.44	30,042	11.58	24,093	15.39	16,005
9	15.55	32,353	14.61	30,385	11.69	24,322	15.55	16,176
10	15.72	32,696	14.77	30,728	11.80	24,550	15.72	16,348
11	15.88	33,039	14.94	31,071	11.91	24,779	15.88	16,520
12	16.05	33,382	15.10	31,414	12.02	25,008	16.05	16,691
13	16.21	33,726	15.27	31,758	12.13	25,237	16.21	16,863
14	16.38	34,069	15.43	32,101	12.24	25,466	16.38	17,034
15	16.54	34,412	15.60	32,444	12.35	25,694	16.54	17,206
16	16.71	34,755	15.76	32,787	12.46	25,923	16.71	17,378
17	16.87	35,098	15.93	33,130	12.57	26,152	16.87	17,549
18	17.04	35,442	16.09	33,474	12.68	26,381	17.04	17,721
19	17.20	35,785	16.26	33,817	12.79	26,610	17.20	17,892
20	17.37	36,128	16.42	34,160	12.90	26,838	17.37	18,064
21	17.53	36,471	16.59	34,503	13.01	27,067	17.53	18,236
22+	17.70	36,814	16.75	34,846	13.12	27,296	17.70	18,407

- Maintenance Supervisors will receive an additional annual supplement of \$2,525.
- Maintenance Planner will receive an additional \$3,500 above a supervisor's annual supplement.
- One employee in each of the electrical, plumbing, and HVAC departments will be paid a \$2,000 annual supplement for their license.
- All other employees having licenses will be paid a \$1,000 annual supplement.
- 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 Foreman will be paid an additional \$3,000 annual supplement. Food Service Assistant Foreman will be paid an additional \$1,500 annual supplement.
- Warehouse Foreman will be paid an additional \$3,000 annual supplement.
- Part Time Class A Waste Water Technician having license will be paid an additional \$500 annual supplement.

Refer to Plan for Personnel Evaluation, Plan B, for Class Definitions

**CUSTODIAL
2020-2021**

J2

STEP	1 HEAD CUSTODIAN CLASS A HOURLY RATE		2 CUSTODIAN CLASS B HOURLY RATE	
	REGULAR	OVERTIME	REGULAR	OVERTIME
	1	11.57	17.36	10.88
2	11.66	17.49	10.96	16.44
3	11.75	17.63	11.05	16.58
4	11.84	17.76	11.13	16.70
5	11.94	17.91	11.22	16.83
6	12.03	18.05	11.31	16.97
7	12.12	18.18	11.40	17.10
8	12.22	18.33	11.49	17.24
9	12.32	18.48	11.58	17.37
10	12.41	18.62	11.67	17.51
11	12.51	18.77	11.76	17.64
12	12.61	18.92	11.85	17.78
13	12.71	19.07	11.94	17.91
14	12.81	19.22	12.04	18.06
15	12.91	19.37	12.13	18.20
16	13.01	19.52	12.23	18.35
17	13.11	19.67	12.32	18.48
18	13.21	19.82	12.42	18.63
19	13.32	19.98	12.52	18.78
20	13.42	20.13	12.62	18.93
21	13.53	20.30	12.71	19.07
22+	13.63	20.45	12.81	19.22

Head Custodian based on 12 month position

Custodians Class B, C and D based on 9 and 12 month positions

**CUSTODIAL
2020-2021**

J2

<u>STEP</u>	³ CUSTODIAN CLASS C		⁴ CUSTODIAN CLASS D	
	<u>HOURLY RATE</u>		<u>HOURLY RATE</u>	
	<u>REGULAR</u>	<u>OVERTIME</u>	<u>REGULAR</u>	<u>OVERTIME</u>
1	10.21	15.32	10.05	15.08
2	10.29	15.44	10.13	15.20
3	10.37	15.56	10.21	15.32
4	10.45	15.68	10.29	15.44
5	10.53	15.80	10.37	15.56
6	10.61	15.92	10.45	15.68
7	10.69	16.04	10.53	15.80
8	10.78	16.17	10.61	15.92
9	10.86	16.29	10.70	16.05
10	10.95	16.43	10.78	16.17
11	11.03	16.55	10.87	16.31
12	11.12	16.68	10.95	16.43
13	11.21	16.82	11.04	16.56
14	11.29	16.94	11.12	16.68
15	11.38	17.07	11.21	16.82
16	11.47	17.21	11.30	16.95
17	11.56	17.34	11.39	17.09
18	11.65	17.48	11.48	17.22
19	11.74	17.61	11.57	17.36
20	11.83	17.75	11.66	17.49
21	11.93	17.90	11.75	17.63
22+	12.02	18.03	11.84	17.76

Custodians Class B, C and D based on 9 and 12 month positions

**BUS DRIVER AND BUS AIDE
2020-2021**

HS

	1	3
	DRIV	AIDE
<u>STEP</u>	<u>SALARY</u>	<u>SALARY</u>
1	14,672	12,431
2	14,861	12,526
3	15,052	12,623
4	15,241	12,720
5	15,431	12,817
6	15,621	12,916
7	15,812	13,016
8	16,000	13,116
9	16,192	13,216
10	16,382	13,318
11	16,661	13,421
12	16,889	13,524
13	17,136	13,628
14	17,386	13,733
15	17,639	13,839
16	17,897	13,946
17	18,157	14,053
18	18,422	14,162
19	18,691	14,271
20	18,964	14,381
21	19,241	14,492
22+	19,522	14,604

-

PLATOON ROUTES 2020-2021

<u>DISTANCE</u>	DAILY RATES IN OR OUT OF WARD		DAILY RATES ALTERNATIVE ROUTES	
	<u>DRIVER</u>	<u>AIDE*</u>	<u>DRIVER</u>	<u>AIDE</u>
0-10 miles	\$20	\$17	\$25	\$22
11-20 miles	\$25	\$22	\$32	\$29
21-30 miles	\$31	\$28	\$40	\$37
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

	<u>DRIVER</u>	<u>AIDE</u>
Route Split - Regular Routes	\$10/half day \$20/full day	N/A N/A
Route Split - SPED	\$10/half day \$20/full day	\$8.50/half day \$17/full day
Specialty Route Supplement	\$12.50/half day \$25.00/full day	N/A N/A
Field Trips (cost of driver)	\$12 show up fee plus \$10.00/hour (minimum of \$32.00)	

In addition, a \$25.00 fee will be charged to club/school if field trip causes the assigned driver to miss either their AM or PM route (\$50.00 if they miss both routes - this fee will go towards the cost of substitute driver, if available, or will go towards the cost of splitting the route)

Whenever driver turns in field trip form to be paid to bookkeeper, the driver will subtract 2 hours from their overall trip time if they had to miss either their morning or afternoon route. The driver will subtract 4 hours if they missed both portions of route.

**PARAPROFESSIONAL
2020-2021**

IS

<u>STEP</u>	<u>GRADE</u> <u>1</u>	<u>GRADE</u> <u>2</u>	<u>GRADE</u> <u>3</u>	<u>GRADE</u> <u>4</u>
1	16,071	16,306	16,540	16,776
2	16,214	16,448	16,682	16,918
3	16,349	16,583	16,817	17,053
4	16,486	16,721	16,955	17,190
5	16,624	16,858	17,094	17,329
6	16,721	16,955	17,190	17,425
7	16,900	17,135	17,365	17,605
8	17,044	17,273	17,508	17,743
9	17,178	17,413	17,648	17,882
10	17,316	17,550	17,785	18,021
11	17,454	17,689	17,924	18,158
12	17,592	17,827	18,063	18,297
13	17,730	17,965	18,198	18,434
14	17,868	18,102	18,338	18,572
15	18,007	18,241	18,476	18,712
16	18,145	18,379	18,615	18,849
17	18,418	18,658	18,898	19,136
18	18,686	18,931	19,174	19,416
19	18,959	19,207	19,454	19,699
20	19,236	19,487	19,738	19,988
21	19,517	19,772	20,026	20,280
22+	19,803	20,061	20,320	20,576

GRADE 1 Paraprofessionals with clerical duties only

GRADE 2 Special Education Paraprofessionals or Paraprofessionals having clerical and tutorial assignments with teacher supervisor.

GRADE 3 Tutorial Paraprofessionals

GRADE 4 Paraprofessionals or Tutorial Paraprofessionals having Para-Professional Associate or Arts Degree or equivalent certification and employed in a program requiring such certification.

**INTERPRETER
2020-2021**

IT

	1	2	3	4
STEP	Provisional Educational Interpreter	Qualified Educational Interpreter (EIPA Score: 3.0-3.4)	Qualified Educational Interpreter (EIPA Score: 3.5+)	Qualified Educational Interpreter (EIPA Score: 4.0+) AND Bachelor's Degree
1	25,610	28,400	35,375	44,461
2	25,810	28,600	35,575	44,661
3	26,010	28,800	35,775	44,861
4	26,210	29,000	35,975	45,061
5	26,410	29,200	36,175	45,261
6	26,610	29,400	36,375	45,461
7	26,810	29,600	36,575	45,661
8	27,010	29,800	36,775	45,861
9	27,210	30,000	36,975	46,061
10	27,410	30,200	37,175	46,261
11	27,610	30,400	37,375	46,461
12	27,810	30,600	37,575	46,661
13	28,010	30,800	37,775	46,861
14	28,210	31,000	37,975	47,061
15	28,410	31,200	38,175	47,261
16	28,610	31,400	38,375	47,461
17	28,810	31,600	38,575	47,661
18	29,010	31,800	38,775	47,861
19	29,210	32,000	38,975	48,061
20	29,410	32,200	39,175	48,261
21	29,610	32,400	39,375	48,461
22	29,810	32,600	39,575	48,661
23	30,010	32,800	39,775	48,861
24	30,210	33,000	39,975	49,061
25	30,410	33,200	40,175	49,261
26	30,610	33,400	40,375	49,461
27+	30,810	33,600	40,575	49,661

Adopted by Calcasieu Parish School Board 3/13/2018

**FINANCE, MANAGEMENT, INTERNAL AUDITING
& DATA PROCESSING
2020-2021**

FM

<u>STEP</u>	<u>A</u>	<u>B</u>	<u>C</u>
1	54,044	54,044	54,044
2	54,474	54,474	54,474
3	54,905	54,905	54,905
4	55,338	55,338	55,338
5	55,889	55,889	55,889
6	56,351	56,351	56,351
7	56,784	56,784	56,784
8	57,216	57,216	57,216
9	57,741	57,741	57,741
10	58,434	58,434	58,434
11	59,123	59,123	59,123
12	60,062	60,062	60,062
13	60,773	60,773	60,773
14	61,506	61,506	61,506
15	61,933	61,933	61,933
16	62,360	62,360	62,360
17	62,787	62,787	62,787
18	63,214	63,214	63,214
19	63,641	63,641	63,641
20+	64,068	64,068	64,068

POSITIONS REQUIRING A BACHELOR'S DEGREE AS PART OF ADVERTISED EMPLOYMENT CRITERIA

A Accountants, Field Auditors, School Auditors, Programmer Analyst

B Degreed Office Managers, Senior Accountants/Auditors

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

C Supervisors of Accounts Payable, Assistant Director of Sales Tax, P.E.P., S.I.S. & Data applications programers.

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

This salary schedule will be based on 222 days of the teacher's salary permanent reference schedule on the bachelor's degree scale not to exceed 20 years experience.

AUXILIARY SERVICES 2020-2021

AX

	1	2	3	4	5	6	7
<u>STEP</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>G</u>	<u>H</u>
1	28,305	30,565	32,116	37,241	40,189	45,767	56,355
2	28,769	31,072	32,653	37,882	40,769	46,578	57,139
3	29,241	31,589	33,201	38,536	41,354	47,406	57,933
4	29,724	32,116	33,762	39,202	41,947	48,250	58,742
5	30,214	32,653	34,331	39,881	42,551	49,110	59,561
6	30,715	33,201	34,912	40,573	43,434	49,987	60,393
7	31,229	33,762	35,506	41,281	44,055	50,882	61,238
8	31,749	34,331	36,111	42,001	44,946	51,797	62,095
9	32,280	34,912	36,732	42,737	45,586	52,728	62,964
10	32,824	35,506	37,361	43,487	46,226	53,677	63,847
11	33,377	36,111	38,003	44,251	46,876	54,646	64,743
12	33,955	36,744	38,673	45,047	47,723	55,650	65,653
13	34,541	37,379	39,341	45,827	48,549	56,614	66,794
14	35,137	38,023	40,021	46,620	49,391	57,597	67,953
15	35,743	38,680	40,713	47,427	50,245	58,595	69,133
16	36,360	39,349	41,417	48,248	51,117	59,613	70,335
17	36,987	40,029	42,133	49,084	52,002	60,647	71,557
18	37,625	40,720	42,861	49,934	52,904	61,700	72,801
19	38,275	41,423	43,602	50,799	53,820	62,771	74,066
20+	38,916	42,141	44,357	51,679	54,753	63,860	75,353

A Programmer/Non-Degreed

B Personnel Coordinator, Buyers, Non-Degreed Office Manager.

C Print Shop Technician, Computer Machine Repairman

*D Computer Repair Technician, Assistant Payroll Supervisor.

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

G Parish Compliance Officer, Claims Adjuster, Bus Route Supervisor/Warehouse, Head Chef, Purchasing Agent

H Facilities Manager of Maintenance and Custodial Services

* \$3,000.00 Annual Supplement for Assistant Payroll Supervisor

MISCELLANEOUS SUB RATES 2020-2021

SUBSTITUTES

Teacher - Degreed
with Teaching Certificate
 in a **Sabbatical** or **LWOP**
 Leave Position

Full Rate of Pay with Experience
 From Day 1

***MUST BE CONSECUTIVE DAYS IN THE SAME POSITION:**

	* First 10 Days	Beginning 11th Day
Teacher - Degreed with Teaching Certificate Day to Day	\$88.00 / day	\$244.00 / Back to 1st Day
Teacher - Degreed without Teaching Certificate	\$71.50 / day	\$165.00 / Back to 1st Day
Teacher - Non-Degreed	\$64.00 / day	\$64.00 / day
Paraprofessional (Teacher Aide)	\$62.50 / day	\$62.50 / day
Bus Driver	\$63.00 / day	\$78.50 / day Back to 1st Day
Bus Aide	\$33.00 / day	\$33.00 / day
School Clerk	\$62.50 / day	\$62.50 / day
Cafeteria Manager	\$64.00 / day	\$64.00 / day
Food Service Worker	\$8.00 / hour	\$8.00 / hour
Custodian	\$8.00 / hour	\$8.00 / hour
Intern	\$8.00 / hour	\$8.00 / hour

TEACHER SALARY SCHEDULE
PERMANENT REFERENCE (ADJUSTED)
2012-2013
USED FOR CALCULATIONS & CONVERSION ONLY - NOT FOR PAY

	1	2	3	4	5
EXPERIENCE	BA	MA	MA + 30	SPECIALIST	PHD
0	44,306	45,806	47,306	48,806	50,306
1	44,659	46,159	47,659	49,159	50,659
2	45,012	46,512	48,012	49,512	51,012
3	45,367	46,867	48,367	49,867	51,367
4	45,819	47,319	48,819	50,319	51,819
5	46,198	47,698	49,198	50,698	52,198
6	46,553	48,053	49,553	51,053	52,553
7	46,907	48,407	49,907	51,407	52,907
8	47,337	48,877	50,377	51,877	53,377
9	47,905	49,442	50,942	52,442	53,942
10	48,470	50,008	51,508	53,008	54,508
11	49,240	50,878	52,378	53,878	55,378
12	49,823	51,495	52,995	54,495	55,995
13	50,424	52,133	53,633	55,133	56,633
14	50,774	52,585	54,085	55,585	57,085
15	51,124	53,239	54,739	56,239	57,739
16	51,474	53,726	55,226	56,726	58,226
17	51,824	54,128	55,628	57,128	58,628
18	52,174	54,528	56,028	57,528	59,028
19	52,524	54,916	56,416	57,916	59,416
20	52,874	55,265	56,765	58,265	59,765
21	53,224	55,616	57,116	58,616	60,116
22	53,574	56,105	57,605	59,105	60,605
23	53,924	56,455	57,955	59,455	60,955
24	54,274	56,805	58,305	59,805	61,305
25	54,624	57,194	58,694	60,194	61,694
26	54,974	57,544	59,044	60,544	62,044
27+	55,324	57,894	59,394	60,894	62,394

2013-2014 \$561 State Salary Supplement

2018-2019 \$4,000 1/2 Cent Sales Tax

2020-2021 \$1,000 State Salary Supplement

**HEAD START SITE ADMINISTRATOR
ELEMENTARY PRINCIPAL
2020-2021**

HSTP

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	59,000	10,034	69,034
2	59,000	10,581	69,581
3	59,000	11,134	70,134
4	59,000	11,675	70,675
5	59,000	12,222	71,222
6	59,000	12,769	71,769
7	59,000	13,316	72,316
8	59,000	13,869	72,869
9	59,000	14,411	73,411
10	59,000	14,964	73,964
11	59,000	15,505	74,505
12	59,000	16,058	75,058
13	59,000	16,420	75,420
14	59,000	16,783	75,783
15	59,000	17,152	76,152
16	59,000	17,514	76,514
17	59,000	17,877	76,877
18	59,000	18,246	77,246
19	59,000	18,608	77,608
20	59,000	18,971	77,971
21	59,000	19,512	78,512
22	59,000	20,053	79,053
23	59,000	20,594	79,594
24	59,000	21,136	80,136
25+	59,000	21,677	80,677

**HEAD START
ASSISTANT PRINCIPAL
2020-2021**

HSTAP

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	54,112	9,523	63,635
2	54,112	10,064	64,176
3	54,112	10,617	64,729
4	54,112	11,158	65,270
5	54,112	11,711	65,823
6	54,112	12,258	66,370
7	54,112	12,805	66,917
8	54,112	13,352	67,464
9	54,112	13,899	68,011
10	54,112	14,447	68,559
11	54,112	14,994	69,106
12	54,112	15,541	69,653
13	54,112	16,088	70,200
14	54,112	16,635	70,747
15	54,112	17,182	71,294
16	54,112	17,729	71,841
17	54,112	18,276	72,388
18	54,112	18,787	72,899
19	54,112	19,293	73,405
20	54,112	19,810	73,922
21	54,112	20,327	74,439
22+	54,112	20,850	74,962

**HEAD START
182 DAY TEACHER
2020-2021**

HSTT1

STEP	BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
1	37,000	7,461	44,461	250	250	225	225	200	200
2	37,000	7,661	44,661	250	250	225	225	200	200
3	37,000	7,861	44,861	250	250	225	225	200	200
4	37,000	8,061	45,061	250	250	225	225	200	200
5	37,000	8,261	45,261	250	250	225	225	200	200
6	37,000	8,461	45,461	250	250	225	225	200	200
7	37,000	8,661	45,661	250	250	225	225	200	200
8	37,000	8,861	45,861	250	250	225	225	200	200
9	37,000	9,061	46,061	250	250	225	225	200	200
10	37,000	9,261	46,261	250	250	225	225	200	200
11	37,000	9,461	46,461	250	250	225	225	200	200
12	37,000	9,661	46,661	250	250	225	225	200	200
13	37,000	9,861	46,861	250	250	225	225	200	200
14	37,000	10,061	47,061	250	250	225	225	200	200
15	37,000	10,261	47,261	250	250	225	225	200	200
16	37,000	10,461	47,461	250	250	225	225	200	200
17	37,000	10,661	47,661	250	250	225	225	200	200
18	37,000	10,861	47,861	250	250	225	225	200	200
19	37,000	11,061	48,061	250	250	225	225	200	200
20	37,000	11,261	48,261	250	250	225	225	200	200
21	37,000	11,461	48,461	250	250	225	225	200	200
22	37,000	11,661	48,661	250	250	225	225	200	200
23	37,000	11,861	48,861	250	250	225	225	200	200
24	37,000	12,061	49,061	250	250	225	225	200	200
25	37,000	12,261	49,261	250	250	225	225	200	200
26	37,000	12,461	49,461	250	250	225	225	200	200
27	37,000	12,661	49,661	250	250	225	225	200	200
28	37,000	12,861	49,861	250	250	225	225	200	200
29	37,000	13,061	50,061	250	250	225	225	200	200
30	37,000	13,261	50,261	250	250	225	225	200	200
31	37,000	13,461	50,461	250	250	225	225	200	200
32	37,000	13,661	50,661	250	250	225	225	200	200
33	37,000	13,861	50,861	250	250	225	225	200	200

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective
BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

**HEAD START
182 DAY TEACHER
2020-2021**

HSTT1

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
34	37,000	14,061	51,061	250	250	225	225	200	200
35	37,000	14,261	51,261	250	250	225	225	200	200
36	37,000	14,461	51,461	250	250	225	225	200	200
37	37,000	14,661	51,661	250	250	225	225	200	200
38	37,000	14,861	51,861	250	250	225	225	200	200
39	37,000	15,061	52,061	250	250	225	225	200	200
40	37,000	15,261	52,261	250	250	225	225	200	200
41	37,000	15,461	52,461	250	250	225	225	200	200
42	37,000	15,661	52,661	250	250	225	225	200	200
43	37,000	15,861	52,861	250	250	225	225	200	200
44	37,000	16,061	53,061	250	250	225	225	200	200
45	37,000	16,261	53,261	250	250	225	225	200	200
46	37,000	16,461	53,461	250	250	225	225	200	200
47	37,000	16,661	53,661	250	250	225	225	200	200
48	37,000	16,861	53,861	250	250	225	225	200	200
49	37,000	17,061	54,061	250	250	225	225	200	200
50	37,000	17,261	54,261	250	250	225	225	200	200
51	37,000	17,461	54,461	250	250	225	225	200	200
52	37,000	17,661	54,661	250	250	225	225	200	200
53	37,000	17,861	54,861	250	250	225	225	200	200
54	37,000	18,061	55,061	250	250	225	225	200	200
55	37,000	18,261	55,261	250	250	225	225	200	200
56	37,000	18,461	55,461	250	250	225	225	200	200
57	37,000	18,661	55,661	250	250	225	225	200	200
58	37,000	18,861	55,861	250	250	225	225	200	200
59	37,000	19,061	56,061	250	250	225	225	200	200
60	37,000	19,261	56,261	250	250	225	225	200	200
61	37,000	19,461	56,461	250	250	225	225	200	200
62	37,000	19,661	56,661	250	250	225	225	200	200
63	37,000	19,861	56,861	250	250	225	225	200	200
64	37,000	20,061	57,061	250	250	225	225	200	200
65	37,000	20,261	57,261	250	250	225	225	200	200
66	37,000	20,461	57,461	250	250	225	225	200	200

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective
BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On
New Salary Schedule At Closest Applicable Step

**HEAD START
182 DAY TEACHER
2020-2021**

HSTT1

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
67	37,000	20,661	57,661	250	250	225	225	200	200
68	37,000	20,861	57,861	250	250	225	225	200	200
69	37,000	21,061	58,061	250	250	225	225	200	200
70	37,000	21,261	58,261	250	250	225	225	200	200
71	37,000	21,461	58,461	250	250	225	225	200	200
72	37,000	21,661	58,661	250	250	225	225	200	200
73	37,000	21,861	58,861	250	250	225	225	200	200
74	37,000	22,061	59,061	250	250	225	225	200	200
75	37,000	22,261	59,261	250	250	225	225	200	200
76	37,000	22,461	59,461	250	250	225	225	200	200
77	37,000	22,661	59,661	250	250	225	225	200	200
78	37,000	22,861	59,861	250	250	225	225	200	200
79	37,000	23,061	60,061	250	250	225	225	200	200
80	37,000	23,261	60,261	250	250	225	225	200	200
81	37,000	23,461	60,461	250	250	225	225	200	200
82	37,000	23,661	60,661	250	250	225	225	200	200
83	37,000	23,861	60,861	250	250	225	225	200	200
84	37,000	24,061	61,061	250	250	225	225	200	200
85	37,000	24,261	61,261	250	250	225	225	200	200
86	37,000	24,461	61,461	250	250	225	225	200	200
87	37,000	24,661	61,661	250	250	225	225	200	200
87	37,000	24,861	61,861	250	250	225	225	200	200
89	37,000	25,061	62,061	250	250	225	225	200	200
90	37,000	25,261	62,261	250	250	225	225	200	200
91	37,000	25,461	62,461	250	250	225	225	200	200
92	37,000	25,661	62,661	250	250	225	225	200	200
93	37,000	25,861	62,861	250	250	225	225	200	200
94	37,000	26,061	63,061	250	250	225	225	200	200
95	37,000	26,261	63,261	250	250	225	225	200	200
96	37,000	26,461	63,461	250	250	225	225	200	200
97	37,000	26,661	63,661	250	250	225	225	200	200
98	37,000	26,861	63,861	250	250	225	225	200	200

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

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Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

**HEAD START
202 DAY TEACHER
2020-2021**

HSTT	STEP	BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
					P	D	P	D	P	D
	1	37,000	17,347	49,347	250	250	225	225	200	200
	2	37,000	17,569	49,569	250	250	225	225	200	200
	3	37,000	17,791	49,791	250	250	225	225	200	200
	4	37,000	18,013	50,013	250	250	225	225	200	200
	5	37,000	18,235	50,235	250	250	225	225	200	200
	6	37,000	18,457	50,457	250	250	225	225	200	200
	7	37,000	18,679	50,679	250	250	225	225	200	200
	8	37,000	18,901	50,901	250	250	225	225	200	200
	9	37,000	19,123	51,123	250	250	225	225	200	200
	10	37,000	19,345	51,345	250	250	225	225	200	200
	11	37,000	19,567	51,567	250	250	225	225	200	200
	12	37,000	19,789	51,789	250	250	225	225	200	200
	13	37,000	20,011	52,011	250	250	225	225	200	200
	14	37,000	20,233	52,233	250	250	225	225	200	200
	15	37,000	20,455	52,455	250	250	225	225	200	200
	16	37,000	20,676	52,676	250	250	225	225	200	200
	17	37,000	20,898	52,898	250	250	225	225	200	200
	18	37,000	21,120	53,120	250	250	225	225	200	200
	19	37,000	21,342	53,342	250	250	225	225	200	200
	20	37,000	21,564	53,564	250	250	225	225	200	200
	21	37,000	21,786	53,786	250	250	225	225	200	200
	22	37,000	22,008	54,008	250	250	225	225	200	200
	23	37,000	22,230	54,230	250	250	225	225	200	200
	24	37,000	22,452	54,452	250	250	225	225	200	200
	25	37,000	22,674	54,674	250	250	225	225	200	200
	26	37,000	22,896	54,896	250	250	225	225	200	200
	27	37,000	23,118	55,118	250	250	225	225	200	200
	28	37,000	23,340	55,340	250	250	225	225	200	200
	29	37,000	23,562	55,562	250	250	225	225	200	200
	30	37,000	23,784	55,784	250	250	225	225	200	200
	31	37,000	24,006	56,006	250	250	225	225	200	200
	32	37,000	24,228	56,228	250	250	225	225	200	200
	33	37,000	24,450	56,450	250	250	225	225	200	200

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

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**HEAD START
202 DAY TEACHER
2020-2021**

HSTT

STEP	BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
34	37,000	19,672	56,672	250	250	225	225	200	200
35	37,000	19,894	56,894	250	250	225	225	200	200
36	37,000	20,116	57,116	250	250	225	225	200	200
37	37,000	20,338	57,338	250	250	225	225	200	200
38	37,000	20,560	57,560	250	250	225	225	200	200
39	37,000	20,782	57,782	250	250	225	225	200	200
40	37,000	21,004	58,004	250	250	225	225	200	200
41	37,000	21,226	58,226	250	250	225	225	200	200
42	37,000	21,448	58,448	250	250	225	225	200	200
43	37,000	21,670	58,670	250	250	225	225	200	200
44	37,000	21,892	58,892	250	250	225	225	200	200
45	37,000	22,114	59,114	250	250	225	225	200	200
46	37,000	22,336	59,336	250	250	225	225	200	200
47	37,000	22,558	59,558	250	250	225	225	200	200
48	37,000	22,780	59,780	250	250	225	225	200	200
49	37,000	23,002	60,002	250	250	225	225	200	200
50	37,000	23,224	60,224	250	250	225	225	200	200
51	37,000	23,446	60,446	250	250	225	225	200	200
52	37,000	23,668	60,668	250	250	225	225	200	200
53	37,000	23,890	60,890	250	250	225	225	200	200
54	37,000	24,112	61,112	250	250	225	225	200	200
55	37,000	24,334	61,334	250	250	225	225	200	200
56	37,000	24,556	61,556	250	250	225	225	200	200
57	37,000	24,778	61,778	250	250	225	225	200	200
58	37,000	25,000	62,000	250	250	225	225	200	200
59	37,000	25,222	62,222	250	250	225	225	200	200
60	37,000	25,444	62,444	250	250	225	225	200	200
61	37,000	25,666	62,666	250	250	225	225	200	200
62	37,000	25,887	62,887	250	250	225	225	200	200
63	37,000	26,109	63,109	250	250	225	225	200	200
64	37,000	26,331	63,331	250	250	225	225	200	200
65	37,000	26,553	63,553	250	250	225	225	200	200
66	37,000	26,775	63,775	250	250	225	225	200	200

COLA – Cost of Living Adjustment

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**HEAD START
202 DAY TEACHER
2020-2021**

HSTT

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
67	37,000	26,997	63,997	250	250	225	225	200	200
68	37,000	27,219	64,219	250	250	225	225	200	200
69	37,000	27,441	64,441	250	250	225	225	200	200
70	37,000	27,663	64,663	250	250	225	225	200	200
71	37,000	27,885	64,885	250	250	225	225	200	200
72	37,000	28,107	65,107	250	250	225	225	200	200
73	37,000	28,329	65,329	250	250	225	225	200	200
74	37,000	28,551	65,551	250	250	225	225	200	200
75	37,000	28,773	65,773	250	250	225	225	200	200
76	37,000	28,995	65,995	250	250	225	225	200	200
77	37,000	29,217	66,217	250	250	225	225	200	200
78	37,000	29,439	66,439	250	250	225	225	200	200
79	37,000	29,661	66,661	250	250	225	225	200	200
80	37,000	29,883	66,883	250	250	225	225	200	200
81	37,000	30,105	67,105	250	250	225	225	200	200
82	37,000	30,327	67,327	250	250	225	225	200	200
83	37,000	30,549	67,549	250	250	225	225	200	200
84	37,000	30,771	67,771	250	250	225	225	200	200
85	37,000	30,993	67,993	250	250	225	225	200	200
86	37,000	31,215	68,215	250	250	225	225	200	200
87	37,000	31,437	68,437	250	250	225	225	200	200
87	37,000	31,659	68,659	250	250	225	225	200	200
89	37,000	31,881	68,881	250	250	225	225	200	200
90	37,000	32,103	69,103	250	250	225	225	200	200
91	37,000	32,325	69,325	250	250	225	225	200	200
92	37,000	32,547	69,547	250	250	225	225	200	200
93	37,000	32,769	69,769	250	250	225	225	200	200
94	37,000	32,991	69,991	250	250	225	225	200	200
95	37,000	33,213	70,213	250	250	225	225	200	200
96	37,000	33,435	70,435	250	250	225	225	200	200
97	37,000	33,657	70,657	250	250	225	225	200	200
98	37,000	33,879	70,879	250	250	225	225	200	200

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**HEAD START
NURSE
2020-2021**

HSTT1

<u>STEP</u>	<u>REGISTERED NURSE (R.N.)</u>			<u>LICENSED PRACTICAL NURSE (L.P.N.)</u>		
	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	37,000	7,306	44,306	16,000	3,992	19,992
2	37,000	7,659	44,659	16,000	4,285	20,285
3	37,000	8,012	45,012	16,000	4,582	20,582
4	37,000	8,367	45,367	16,000	4,882	20,882
5	37,000	8,819	45,819	16,000	5,188	21,188
6	37,000	9,198	46,198	16,000	5,498	21,498
7	37,000	9,553	46,553	16,000	5,814	21,814
8	37,000	9,907	46,907	16,000	6,133	22,133
9	37,000	10,337	47,337	16,000	6,457	22,457
10	37,000	10,905	47,905	16,000	6,787	22,787
11	37,000	11,470	48,470	16,000	7,122	23,122
12	37,000	12,240	49,240	16,000	7,460	23,460
13	37,000	12,823	49,823	16,000	7,801	23,801
14	37,000	13,424	50,424	16,000	8,154	24,154
15	37,000	13,774	50,774	16,000	8,510	24,510
16	37,000	14,124	51,124	16,000	8,869	24,869
17	37,000	14,474	51,474	16,000	9,235	25,235
18	37,000	14,824	51,824	16,000	9,606	25,606
19	37,000	15,174	52,174	16,000	9,983	25,983
20	37,000	15,524	52,524	16,000	10,365	26,365
21	37,000	15,874	52,874	16,000	10,753	26,753
22	37,000	16,224	53,224			
23	37,000	16,574	53,574			
24	37,000	16,924	53,924			
25	37,000	17,274	54,274			
26	37,000	17,624	54,624			
27	37,000	17,974	54,974			
28	37,000	18,324	55,324			

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

**HEAD START
PARA-PROFESSIONAL
2020-2021**

HST1

<u>STEP</u>	<u>GRADE 2 BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	12,540	3,766	16,306
2	12,540	3,908	16,448
3	12,540	4,043	16,583
4	12,540	4,181	16,721
5	12,540	4,318	16,858
6	12,540	4,415	16,955
7	12,540	4,595	17,135
8	12,540	4,733	17,273
9	12,540	4,873	17,413
10	12,540	5,010	17,550
11	12,540	5,149	17,689
12	12,540	5,287	17,827
13	12,540	5,425	17,965
14	12,540	5,562	18,102
15	12,540	5,701	18,241
16	12,540	5,839	18,379
17	12,540	6,118	18,658
18	12,540	6,391	18,931
19	12,540	6,667	19,207
20	12,540	6,947	19,487
21	12,540	7,232	19,772
22+	12,540	7,521	20,061

**HEAD START
PARA-PROFESSIONAL
2020-2021**

HST1

<u>STEP</u>	<u>GRADE 4 BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	12,980	3,796	16,776
2	12,980	3,938	16,918
3	12,980	4,073	17,053
4	12,980	4,210	17,190
5	12,980	4,349	17,329
6	12,980	4,445	17,425
7	12,980	4,625	17,605
8	12,980	4,763	17,743
9	12,980	4,902	17,882
10	12,980	5,041	18,021
11	12,980	5,178	18,158
12	12,980	5,317	18,297
13	12,980	5,454	18,434
14	12,980	5,592	18,572
15	12,980	5,732	18,712
16	12,980	5,869	18,849
17	12,980	6,156	19,136
18	12,980	6,436	19,416
19	12,980	6,719	19,699
20	12,980	7,007	19,987
21	12,980	7,300	20,280
22+	12,980	7,596	20,576

**HEAD START
SCHOOL CLERK
2020-2021**

HSTC

10 Months
200 Day

9.5 Months
190 Day

<u>STEP</u>	<u>GRADE D</u>			<u>GRADE D</u>		
	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	14,520	3,656	18,176	14,080	3,518	17,598
2	14,520	3,887	18,407	14,080	3,738	17,818
3	14,520	4,121	18,641	14,080	3,962	18,042
4	14,520	4,364	18,884	14,080	4,193	18,273
5	14,520	4,611	19,131	14,080	4,427	18,507
6	14,520	4,857	19,377	14,080	4,660	18,740
7	14,520	5,116	19,636	14,080	4,904	18,984
8	14,520	5,376	19,896	14,080	5,154	19,234
9	14,520	5,644	20,164	14,080	5,407	19,487
10	14,520	5,936	20,456	14,080	5,656	19,736
11	14,520	6,242	20,762	14,080	5,930	20,010
12	14,520	6,551	21,071	14,080	6,205	20,285
13	14,520	6,869	21,389	14,080	6,503	20,583
14	14,520	7,190	21,710	14,080	6,812	20,892
15	14,520	7,521	22,041	14,080	7,124	21,204
16	14,520	7,856	22,376	14,080	7,441	21,521
17	14,520	8,210	22,730	14,080	7,777	21,857
18	14,520	8,551	23,071	14,080	8,101	22,181
19	14,520	8,907	23,427	14,080	8,441	22,521
20	14,520	9,266	23,786	14,080	8,784	22,864
21	14,520	9,658	24,178	14,080	9,136	23,216
22+	14,520	10,051	24,571	14,080	9,510	23,590

**HEAD START
CENTRAL OFFICE CLERK
2020-2021**

HSTC

CLERK B				CLERK C			
STEP	BASE	SUPPLEMENT	ANNUAL SALARY	STEP	BASE	SUPPLEMENT	ANNUAL SALARY
1	16,500	4,106	20,606	1	16,500	4,644	21,144
2	16,500	4,413	20,913	2	16,500	4,963	21,463
3	16,500	4,727	21,227	3	16,500	5,287	21,787
4	16,500	5,047	21,547	4	16,500	5,618	22,118
5	16,500	5,374	21,874	5	16,500	5,958	22,458
6	16,500	5,706	22,206	6	16,500	6,300	22,800
7	16,500	6,046	22,546	7	16,500	6,655	23,155
8	16,500	6,393	22,893	8	16,500	7,011	23,511
9	16,500	6,746	23,246	9	16,500	7,378	23,878
10	16,500	7,107	23,607	10	16,500	7,749	24,249
11	16,500	7,474	23,974	11	16,500	8,131	24,631
12	16,500	7,848	24,348	12	16,500	8,519	25,019
13	16,500	8,232	24,732	13	16,500	8,914	25,414
14	16,500	8,622	25,122	14	16,500	9,319	25,819
15	16,500	9,021	25,521	15	16,500	9,731	26,231
16	16,500	9,425	25,925	16	16,500	10,148	26,648
17	16,500	9,839	26,339	17	16,500	10,590	27,090
18	16,500	10,264	26,764	18	16,500	11,017	27,517
19	16,500	10,693	27,193	19	16,500	11,462	27,962
20	16,500	11,133	27,633	20	16,500	11,915	28,415
21	16,500	11,580	28,080	21	16,500	12,379	28,879
22+	16,500	12,052	28,552	22+	16,500	12,866	29,366

**HEAD START
BUS DRIVER
2020-2021**

HSTB

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	11,000	3,672	14,672
2	11,000	3,861	14,861
3	11,000	4,052	15,052
4	11,000	4,241	15,241
5	11,000	4,431	15,431
6	11,000	4,621	15,621
7	11,000	4,812	15,812
8	11,000	5,000	16,000
9	11,000	5,192	16,192
10	11,000	5,382	16,382
11	11,000	5,661	16,661
12	11,000	5,889	16,889
13	11,000	6,136	17,136
14	11,000	6,386	17,386
15	11,000	6,639	17,639
16	11,000	6,897	17,897
17	11,000	7,157	18,157
18	11,000	7,422	18,422
19	11,000	7,691	18,691
20	11,000	7,964	18,964
21	11,000	8,241	19,241
22+	11,000	8,522	19,522

**HEAD START
BUS AIDE
2020-2021**

HSTB

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	9,350	3,081	12,431
2	9,350	3,176	12,526
3	9,350	3,273	12,623
4	9,350	3,370	12,720
5	9,350	3,467	12,817
6	9,350	3,566	12,916
7	9,350	3,665	13,015
8	9,350	3,765	13,115
9	9,350	3,866	13,216
10	9,350	3,968	13,318
11	9,350	4,071	13,421
12	9,350	4,174	13,524
13	9,350	4,278	13,628
14	9,350	4,383	13,733
15	9,350	4,489	13,839
16	9,350	4,596	13,946
17	9,350	4,703	14,053
18	9,350	4,812	14,162
19	9,350	4,921	14,271
20	9,350	5,031	14,381
21	9,350	5,142	14,492
22+	9,350	5,254	14,604

**HEAD START
FINANCE, MANAGEMENT, INTERNAL AUDITING
2020-2021**

HSTA

<u>STEP</u>	<u>BACHELOR'S BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	43,033	11,011	54,044
2	43,033	11,441	54,474
3	43,033	11,872	54,905
4	43,033	12,305	55,338
5	43,033	12,856	55,889
6	43,033	13,318	56,351
7	43,033	13,751	56,784
8	43,033	14,183	57,216
9	43,033	14,708	57,741
10	43,033	15,401	58,434
11	43,033	16,090	59,123
12	43,033	17,029	60,062
13	43,033	17,740	60,773
14	43,033	18,473	61,506
15	43,033	18,900	61,933
16	43,033	19,327	62,360
17	43,033	19,754	62,787
18	43,033	20,181	63,214
19	43,033	20,608	63,641
20+	43,033	21,035	64,068