

LAFOURCHE PARISH SCHOOL BOARD

**2017-2018
SALARY SCHEDULES**

EFFECTIVE JULY 1, 2017

LAFOURCHE PARISH SCHOOL BOARD
2017-2018
SALARY SCHEDULES
EFFECTIVE JULY 1, 2017

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Disclaimer regarding annual step increases

FY2016

Due to projected budget shortfalls for fiscal years 2016 and 2017, the Lafourche Parish School Board, in action taken during the March 2, 2016 board meeting, approved suspension of all employee step increases for the 2015-2016 school year.

FY2017

All current employees will be paid from the same salary schedule step in FY2017 as they were in FY2016.

FY2018

The Lafourche Parish School Board declared a Reduction in Force on May 2, 2017 for FY 2018. As part of the plan to address a budget shortfall, all salaries will remain frozen. All current employees will be paid from the same salary schedule step in FY 2018 as they were in FY 2017.

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HOW TO CALCULATE SALARIES ON THE TEACHER SCHEDULE

DESCRIPTION OF SCHEDULES:

The first column on the schedule is marked Steps and represents the placement determined by the Human Resources Department. The second column represents the position code for teachers with a BA/BS degree. The second table to the right provides salary values for Educational Enhancements (advanced degrees).

CALCULATION OF SALARY SCHEDULE SALARY

First choose the Step line that matches the employee's placement level, and then go over to the BA/BS position column. The amount in that cell is the Salary Schedule Base Salary. If the employee has an advanced degree, look to the table on the right, locate the appropriate educational level and add its value to the base salary.

STEPS	BA/BS (BA13)
0	40,000
1	40,300
2	40,600
3	40,900
4	41,200
5	41,500
6	41,800
:	:
Hours	7
Days	182

EDUCATIONAL LEVEL ADJUSTMENTS	
MA/MS	4,700
+30	5,200
SPECIALIST	5,900
PHD/ED	6,700

In the example above, the salary schedule salary of \$46,200 is for a teacher on Step 5 with a masters degree.

CALCULATION OF DAILY/HOURLY RATE PAY

The Daily Rate of Pay is the Salary Schedule Salary plus the Educational Level Adjustment divided by the days defined in the BA/BS column of the Salary Schedule. The Hourly Rate of Pay is the Daily Rate of Pay divided by the hours defined in the BA/BS column of the Salary Schedule. Using the above Salary Schedule salary for a teacher with a masters degree the rates of pay are calculated as follows.

$$\begin{aligned} \text{DAILY RATE OF PAY} &= \$46,200 / 182 = \$253.85 \\ \text{HOURLY RATE OF PAY} &= \$253.85 / 7 = \$36.26 \end{aligned}$$

CALCULATION OF EXTENDED EMPLOYMENT

Extended Employment is either the appropriate Daily Rate of Pay times the number of extended days or the appropriate Hourly Rate of Pay times the number of extended hours.

CALCULATION OF 230 AND 240 DAY SALARY INCREASE INDEXING

The rate applied to any state or local increases in salary either added to the salary schedule or as a one time payment will be indexed as listed below:

Days Employed:	Index
240	1.33
230	1.28

Exceptions to above are salary schedules based on indexing, in which case the increases are determined by the position's correlating index.

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STEPS	BA/BS (schedule BA13)
0	40,000
1	40,300
2	40,600
3	40,900
4	41,200
5	41,500
6	41,800
7	42,100
8	42,400
9	42,700
10	43,000
11	43,300
12	43,600
13	43,900
14	44,200
15	44,500
16	44,800
17	45,100
18	45,400
19	45,700
20	46,000
21	46,300
22	46,600
23	46,900
24	47,200
25	47,500
26	47,800
27	48,100
28	48,400
29	48,700
30	49,000
Hours	7.0
Days	182

EDUCATIONAL LEVEL ADJUSTMENTS	
MA/MS	4,700
+30	5,200
SPECIALIST	5,900
PHD/ED	6,700

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**Salary and Stipend Formula
TEACHERS AND CERTIFICATED PERSONNEL**

	Salary or Stipend Type	Description of Salary or Stipend Type	Ineffective	Effective Emerging	Effective Proficient	Highly Effective
A	Base Salary	Initial/Entry Base Salary is equal to the Lafourche Parish School Board established salary schedule for each instructional personnel position type, length of employment and degree level.	√	√	√	√
C	Step Increase	Each teacher or other instructional personnel who is rated Effective Emerging, Effective Proficient or Highly Effective will receive an annual Step Increase that will be a Base-Building increase. Any employee rated Ineffective is not eligible for this Step Increase.		√	√	√
D	Effectiveness Stipend	Each teacher or other personnel who is rated Effective Emerging, Effective Proficient or Highly Effective will receive an Effectiveness Stipend. This is not a Base-Building stipend.		√	√	√
E	Core Teacher Stipend	Each teacher of a core subject is eligible for a Core Teacher Stipend. Teachers rated Effective Emerging, Effective Proficient or Highly Effective are eligible for this stipend. This is not a Base-Building stipend.		√	√	√
F	Low-Performing School Demand Stipend	Teachers at a low-performing school (D or F) within Lafourche Parish are eligible for the Demand Stipend. Teachers rated Highly Effective are eligible to receive this stipend. This is not a Base-Building stipend.				√

Category Number	Name	Stipend (D) Effectiveness	Base Building (C) Experience	Stipend (E) Core (Demand)	Stipend (F) Low Performing (Demand)
1	Ineffective	\$0	\$0	\$0	\$0
2	Emerging	\$75	\$300	\$75	\$0
3	Proficient	\$150	\$300	\$100	\$0
4	Highly Effective	\$225	\$300	\$150	\$225

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Salary and Stipend Formula
TEACHERS AND CERTIFICATED PERSONNEL

NOTES (School nurses):

- (1) School nurses must hold a current license as a registered professional nurse in the state of Louisiana.
- (2) School nurses must have a minimum of two years experience as a registered nurse.
- (3) Substitute school nurses shall be hired only by authorization of the superintendent when such employment is recommended and requested by the Director of Human Resources.
- (4) For authorized school nurse substitutes who are certified, the pay shall be \$65 per day.
- (5) The term "experience" as used in the salary schedule shall mean employment as a school nurse by the Lafourche Parish School Board or prior service as a school nurse in another school system.

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**Salary and Stipend Formula
ADMINISTRATORS**

	Salary or Stipend Type	Description of Salary or Stipend Type	Ineffective	Effective Emerging	Effective Proficient	Highly Effective
A	Base Salary	Initial/Entry Base Salary is equal to the Lafourche Parish School Board established salary schedule for each instructional personnel position type, length of employment and degree level.	√	√	√	√
C	Step Increase	Each administrator or certificated personnel who is rated Effective Emerging, Effective Proficient or Highly Effective will receive an annual Step Increase that will be a Base-Building increase. Any employee rated Ineffective is not eligible for this Step Increase.		√	√	√
D	Effectiveness Stipend	Each administrator or certificated personnel who is rated Effective Emerging, Effective Proficient or Highly Effective will receive an Effectiveness Stipend. This is not a Base-Building stipend.		√	√	√
E	High Low SES Demand Stipend	Administrators in schools with a high percentage (75%) of students who qualify for Free/Reduced lunch are eligible for the demand stipend. Administrators rated Effective Emerging, Effective Proficient or Highly Effective are eligible to receive this stipend. This is not a Base-Building stipend.		√	√	√
F	Low-Performing School Demand Stipend	Administrators at a low-performing school (D or F) within Lafourche Parish are eligible for the Demand Stipend. Administrators rated Highly Effective are eligible to receive this stipend. This is not a Base-Building stipend.				√

Category Number	Name	Stipend (D) Effectiveness	Base Building (C) Experience	Stipend (E) H/L SES (Demand)	Stipend (F) Low Performing (Demand)
1	Ineffective	\$0	\$0	\$0	\$0
2	Emerging	\$75	\$300	\$75	\$0
3	Proficient	\$150	\$300	\$100	\$0
4	Highly Effective	\$225	\$300	\$150	\$225

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NOTE: (teachers)

Teachers employed over and above 182 days shall be hired on the basis of a fixed number of days beyond

Teachers will be indexed at the following rates based on days of employment:

Days	Index
187	1.0275
192	1.0550
197	1.0825
202	1.1100
207	1.1374
212	1.1649
220	1.2088
240	1.3300

The following are to receive extra pay above the salary schedule:

Parish Coordinator	Length of Employment	Supplement for After-School Employment
Coordinator of Instruction	202 days	

Speech Pathologist	Supplement for After-School Employment
State Licensed Speech Pathologist	\$2,000.00
Restricted State Licensed Speech Pathologist	\$1,500.00
Provisional Speech Pathology Assistant	\$1,000.00
Speech Pathology Assistant	\$1,000.00

High School Position	Length of Employment	Supplement for After-School Employment
Vocational Agriculture Instructor	240 days	
Guidance Counselor	197 days	
Band Director	207 days	\$2,400.00
Distributive Education Instructor	187 days	
Cooperative Office Education Instructor	187 days	

Middle School Position	Length of Employment	Supplement for After-School Employment
Vocational Agriculture Instructor	240 days	
Guidance Counselor	192 days	
Band Director - Middle School	182 days	\$1,200.00
Band Director - Elementary School		\$750.00

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Coaches High School Position	Index
Athletic Director	.185
Head Football Coach	.160
Tier 1 Head Coach (Basketball, Baseball, Softball, Volleyball, Track and Soccer)	.116*
Tier 2 Head Coach (Golf, Tennis, Swimming, Cross Country, and Bowling***)	.060*
Assistant Football Coaches	.106
All Other Assistant Coaches	.085
Conditioning Coach	.050**
Caps	
Athletic Director	.270
All Other Coaches	.250
Coaches Middle School Position	Index
Athletic Director	.045
Head Football Coach	.080
Head Coach (Basketball, Volleyball, and Track)	.050
All Other Assistant Coaches	.035
Caps	
Athletic Director	.150
All Other Coaches	.130

NOTE:

*Salaries will be given for individual teams provided they meet the criteria of what constitutes a team by the LHSAA.

**If two conditioning coaches are needed, the index can be split but will not exceed .050.

***Index of .06 is maximum for Bowling coaches, regardless of the number of teams

The index is applied to the Teachers Salary schedule that is appropriate for the teacher's step and education level.

A retiree hired to coach, will receive the index stated based on a teacher's salary schedule beginning at step zero. Continual, uninterrupted service will be recognized for years of experience.

A non-faculty (CECP) coach, will receive the index stated based on the "CECP Coaches" salary schedule beginning at step zero. Continual, uninterrupted service will be recognized for years of experience.

Faculty coaches that are currently on extended employment (beyond 182 days) will receive a coaching index one-fourth (1/4) less than what is stated above.

All high school coaches are hired for seasons as set by the Louisiana High School Athletic Association. All Middle School coaches are hired for seasons as set by the Lafourche Parish Middle School Athletic Association.

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Coaches are responsible for off-season conditioning program.

Lafourche Parish School System supports and maintains equity within athletic programs and coaching positions. Beginning with the 1996-97 school year, the coaching positions outlined in this policy shall be the maximum number of coaches allotted per sport per school. All salaries for coaches shall be provided by the Lafourche Parish School Board. Additional coaches shall not be hired through other fund sources. In accordance with R. S. 17:422.5 and Constitution Article 7, Section 14, employees are prohibited from accepting bonuses or gratuities from other fund sources either within or apart from the Lafourche Parish School System. As other positions listed in this policy become vacant through attrition or otherwise, this prohibition shall become effective for all positions listed in this policy.

High School Extracurricular Activity Sponsor Supplements

Sponsor income is indexed based on the teachers salary schedule with step & degree.

Activity	Sponsors Limit	Index
Student Council	2	0.0200
Varsity Cheerleaders	1	0.0750
J.V. Cheerleaders	1	0.0550
*Dance Team	1	0.0750
Drama Club	1	0.0075
FCCLA	2	0.0125
FTA	1	0.0075
Class Sponsor (9th grade)	1	0.0075
Class Sponsor (10th grade)	1	0.0075
Class Sponsor 11th grade)	2	0.0125
Class Sponsor (12th grade)	2	0.0125
Distinguished Graduate	1	0.0150
SBLC/504 Chairperson	1	0.0300
RTI Chairperson	1	0.0300
ARC-Red Cross	1	0.0075
Beta Club	1	0.0085
BASIC	1	0.0075
ACT Club	1	0.0075
4-H/FFA Club	1	0.0075
Key Club	1	0.0075
VICA	1	0.0075
National Honor Society	1	0.0085
FBLA	1	0.0075
SADD	1	0.0075
Foreign Language	1	0.0075

*Applicable only if dance team is separate from the band.

Notes:

The principal shall petition the superintendent to add a new club to the above list. The petition shall include the number of participants and after school hours. The sponsor of a new club shall not be paid the first year of the club's existence.

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TEACHERS

Middle School Extracurricular Activity Sponsor Supplements

Activity	Sponsors Limit	Index
SBLC/504 Chairperson	1	0.0300
RTI Chairperson	1	0.0300
The remaining activities are subject to a limit of 1 sponsor for every 35 students, maximum of 3 sponsors for each activity		
Cheerleader		0.0300
Student Council		0.0150
4-H/FFA		0.0075
Beta/Honor Society		0.0075
Yearbook		0.0175
Chorus		0.0075
FCCLA		0.0075
Drama		0.0075
Golf		0.0075
Quiz Bowl		0.0075
Science		0.0075
Dance Team		0.0150
SADD		0.0075
SAVE		0.0075
Soccer		0.0075
Flag Team		0.0075
Christian Club		0.0075
Art Club		0.0075
Library Club		0.0075
Newspaper		0.0075

Notes:

The principal shall petition the superintendent to add a new club to the above list. The petition shall include the number of participants and after school hours. The sponsor of a new club shall not be paid the first year of the club's existence.

Elementary School Extracurricular Activity Sponsor Supplements

Activity	Sponsors Limit	Index
SBLC/504 Chairperson	1	0.0300
RTI Chairperson	1	0.0300
4-H Sponsor	2	0.0075
Yearbook	1	0.0175
Other Sponsors: Up to a maximum of 3 additional club sponsors	3	0.0075
Newspaper	1	0.0075
Library	1	0.0075
Boys/Girls on the Run	1	0.0075

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TEACHERS

Notes:

The principal shall petition the superintendent to add a new club to the above list. The petition shall include the number of participants and after school hours. The sponsor of a new club shall not be paid the first year of the club's existence.

Coaching/Club Sponsor pay schedule:

Coaches will be paid based on the LHSAA season dates, charted for payment at the end of each month of the season. Spring training (football) is always associated with the upcoming year's team. CECP coaches will be paid upon completion of the sport season.

LPSD sport seasons that differ from the LHSAA schedule are paid based on the LPSD season. (i.e. swimming, tennis)

Club sponsors are paid monthly following the 182 day calendar. Sponsor changes will follow this calendar also. Termination pay will be based on the date of change, either within or outside of the 182 calendar.

All teachers doing substitute work in Lafourche Parish schools shall be paid in accordance with the following schedule:

Certified Teacher	\$137 per day;
Certified Teacher after 10 consecutive days	\$150 per day;
Degree Teacher	\$75 per day;
Non-degree Teacher	\$60 per day.

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CECP COACHES

STEPS	CECP COACH 1069
0	34,170
1	34,572
2	34,972
3	35,377
4	35,777
5	36,180
6	36,583
7	36,985
8	37,387
9	38,017
10	38,647
11	39,333
12	40,037
13	40,760
14	40,822
15	40,884

STEPS	CECP COACH 1069
16	41,629
17	41,690
18	41,754
19	42,516
20	42,579
21	42,641
22	43,426
23	43,490
24	43,551
25	44,359
26	44,421
27	44,482
28	44,544
29	44,607
30	44,669
Hours	7.0
Days	LHSAA Season

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SCHOOL BUS OPERATORS

YEARS OF EXP	BD-1 5010	BD-3 5040
0	18,815	14,000
1	18,880	14,060
2	18,945	14,120
3	19,010	14,180
4	19,075	14,240
5	19,140	14,300
6	19,205	14,360
7	19,270	14,420
8	19,335	14,480
9	19,400	14,540
10	19,465	14,600
11	19,530	14,660
12	19,595	14,720
13	19,660	14,780
14	19,725	14,840
15	19,790	14,900
16	19,855	14,960
17	19,920	15,020
18	19,985	15,080
19	20,050	15,140
20	20,115	15,200
21	20,180	15,260
22	20,245	15,320
23	20,310	15,380
24	20,375	15,440
25	20,440	15,500
26	20,505	15,560
27	20,570	15,620
28	20,635	15,680
29	20,700	15,740
30	20,765	15,800
Hours	5.0	5.0
Days	180	180

SCHEDULE	DESCRIPTION
BD-1	School Bus Operators - bus size 14' to 28'
BD-3	School Bus Attendants

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SCHOOL BUS OPERATORS

NOTES:

- (1a) Certified substitute bus drivers shall receive \$100 per day for substitute work.
- (1b) Substitute school bus attendants shall be hired only by authorization of the Superintendent when such employment is recommended and requested by the Director of Human Resources.
- (1c) For authorized substitute school bus attendants, the pay shall be \$50.56 per day.
- (2) Bus operators and bus attendants employed over and above 180 days shall be hired on the basis of a fixed number of days beyond the 180 days of the regular school year, and shall be paid on the basis of the minimum salary schedule rate for the additional work.
- (3) Paraprofessional bus monitors may be hired by authorization of the Superintendent at an hourly rate of \$14.12 to assist special needs bus riders.

Regular school bus operators--those individuals who own and are responsible for the operation and maintenance and replacement of a school bus operated in the parish of Lafourche--shall receive additional compensation in accordance with the following:

LENGTH OF BUS	OPERATIONAL COMPENSATION		
	First 6 Miles	Next 6 Miles (6.1 - 12.0)	Additional Miles Above 12
28 feet or more	\$1.0172	\$0.9101	\$0.7494
26 feet or more, but less than 28 feet	\$0.9636	\$0.8566	\$0.7494
23 feet or more, but less than 26 feet	\$0.9101	\$0.8030	\$0.7494
21 feet or more, but less than 23 feet	\$0.8566	\$0.7494	\$0.6959
19 feet or more, but less than 21 feet	\$0.8030	\$0.6959	\$0.6425
17 feet or more, but less than 19 feet	\$0.8030	\$0.6425	\$0.5889
14 feet or more, but less than 17 feet	\$0.5354	\$0.4817	\$0.3747
Less than 14 feet; also, station wagons and carryalls	\$0.5354	\$0.4817	\$0.3747

EDUCATIONAL ENHANCEMENT:

-
- Associate Degree: \$500
 - Bachelor's Degree: \$750
 - Master's Degree: \$1,000

These enhancements will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

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OFFICE PERSONNEL

District Level Clerical Positions:

YEARS OF EXP	O-9 3310	YEARS OF EXP	DLCL Clerk
0	22,560	16	25,760
1	22,760	17	25,960
2	22,960	18	26,160
3	23,160	19	26,360
4	23,360	20	26,560
5	23,560	21	26,760
6	23,760	22	26,960
7	23,960	23	27,160
8	24,160	24	27,360
9	24,360	25	27,560
10	24,560	26	27,760
11	24,760	27	27,960
12	24,960	28	28,160
13	25,160	29	28,360
14	25,360	30	28,560
15	25,560		
		Hours	7.5
		Days	240

School Based Clerical Positions:

YEARS OF EXP	O-11 3370	YEARS OF EXP	SLCL Elem Sec
0	18,275	16	20,675
1	18,425	17	20,825
2	18,575	18	20,975
3	18,725	19	21,125
4	18,875	20	21,275
5	19,025	21	21,425
6	19,175	22	21,575
7	19,325	23	21,725
8	19,475	24	21,875
9	19,625	25	22,025
10	19,775	26	22,175
11	19,925	27	22,325
12	20,075	28	22,475
13	20,225	29	22,625
14	20,375	30	22,775
15	20,525		
		Hours	7.0
		Days	205

District Level Clerical Positions:

Index applied to DLCL	Description	Hours	Days
1.12	EPSDT Secretary Pupil Appraisal Center Coordinator's Secretary Meal Application & Verification Processor Supervisor/Manager Secretary Accounts Payable Specialist Accounts Payable Clerk Retirement Specialist Child Nutrition Purchasing Clerk/Secretary Insurance Specialist Purchasing Specialist Sales Tax Specialist	7.5	240
1.40	Executive Secretary - Human Resources Payroll Specialist	7.5	240
1.70	Executive Secretary to the Superintendent	7.5	240

School Based Clerical Positions:

Index applied to SLCL	Description	Hours	Days
1.09	Secretary III (Middle School) Itinerant Bookkeeper	7	210
1.14	Secretary IV (High School)* Secretary V (High School) * Guidance Secretary	7	220
1.21	Bookkeeper	7	230

*THS secretaries work 205 days

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OFFICE PERSONNEL

EDUCATIONAL ENHANCEMENT:

Associate Degree:	\$500
Bachelor's Degree:	\$750
Master's Degree:	\$1000

This enhancement will be added to the salary of employees in the clerical field for degrees earned beyond the qualifications as stipulated in the job descriptions.

CERTIFICATION ENHANCEMENT:

LIAA Certified Administrative Assistant certification	\$1,000
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This enhancement will be added to the salary of employees in the clerical field for certification earned beyond the qualifications as stipulated in the job descriptions.

The salary schedule for office personnel (including main office, branch office, and schools) is based on a pay-grade level system. Full-time work for an office worker is defined as 12 months' employment at 7 1/2 hours of work per day. An office worker employed for less than full-time shall be hired on the basis of a fixed number of days beyond the 180 days of a regular school year.

NOTES:

- (1) An employee advanced to a higher pay-grade level in a similar area of employment shall receive the pay grade for the years of employment at the time of advancement.
- (2) An employee advanced to a higher pay-grade level in employment dissimilar to the one held at the time of advancement shall begin at the "years experience" point that shall produce the next greater salary above that received at the time of advancement.
- (3) Part-time clerical employees are paid \$8.00 per hour.
- (4) Substitute office personnel shall be paid current minimum wages.

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INFORMATION TECHNOLOGY

YEARS OF EXP	DLIT Computer Operator
0	29,800
1	30,005
2	30,210
3	30,415
4	30,620
5	30,825
6	31,030
7	31,235
8	31,440
9	31,645
10	31,850
11	32,055
12	32,260
13	32,465
14	32,670
15	32,875
16	33,080
17	33,285
18	33,490
19	33,695
20	33,900
21	34,105
22	34,310
23	34,515
24	34,720
25	34,925
26	35,130
27	35,335
28	35,540
29	35,745
30	35,950
Hours	7.5
Days	240

EDUCATIONAL ENHANCEMENT:

Associate Degree:	\$	500
Bachelor's Degree:	\$	750
Master's Degree:	\$	1,000

This enhancement will be added to the salary of all support employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

TRAINING ENHANCEMENT:

Dell Computer Certification	\$	500
A+ Certification	\$	500

This yearly enhancement will be added to the salary of employees in the Computer Repair/ Installation Technician after the certification is attained.

CERTIFICATION ENHANCEMENT:

LIAA Certified Administrative Assistant	\$	1,000
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This enhancement will be added to the salary of employees in the clerical field for certification earned beyond the qualifications as stipulated in the job descriptions.

Index applied to DLIT	Description	Hours	Days
1.20	Computer Repair/Installation Tech	7.5	240

**LAFOURCHE PARISH SCHOOL BOARD
2017-2018 SALARY SCHEDULES**

EFFECTIVE JULY 1, 2017

PUPIL APPRAISAL

STEPS	BA/BS (schedule PACB)
0	45,500
1	45,835
2	46,170
3	46,505
4	46,840
5	47,175
6	47,510
7	47,845
8	48,180
9	48,515
10	48,850
11	49,185
12	49,520
13	49,855
14	50,190
15	50,525
16	50,860
17	51,195
18	51,530
19	51,865
20	52,200
21	52,535
22	52,870
23	53,205
24	53,540
25	53,875
26	54,210
27	54,545
28	54,880
29	55,215
30	55,550

EDUCATIONAL LEVEL ADJUSTMENTS	
MA/MS	5,250
+30	5,800
SPECIALIST or LCSW*	6,550
PHD/ED	7,450

INDEX	
182 days	0.9010
192 days	0.9505
210 days	1.0396
240 days	1.1881

(1) The above salary schedule is for 202 days of employment. The Coordinator of the Pupil Appraisal Program shall be hired for 240 days. Pupil Appraisal personnel employed over and above 202 days shall be hired on the basis of a fixed number of days beyond the 202 days of the regular school year, and shall be paid on the appropriate index for the additional work.

(2) The pupil appraisal liaison person shall be hired for 202 days of employment with salary in accordance with the Lafourche Parish Salary Schedule for Teachers.

(3) Substitutes for pupil appraisal personnel shall be hired only by authorization of the Superintendent when such employment is recommended and requested by the Director of Human Resources.

*LCSW - Licensed Clinical Social Worker

LAFOURCHE PARISH SCHOOL BOARD
 2017-2018 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2017

CHILD NUTRITION PERSONNEL

YEARS OF EXP	CNUT TECHNICIAN
0	16,380
1	16,590
2	16,800
3	17,010
4	17,220
5	17,430
6	17,640
7	17,850
8	18,060
9	18,270
10	18,480
11	18,690
12	18,900
13	19,110
14	19,320
15	19,530
16	19,740
17	19,950
18	20,160
19	20,370
20	20,580
21	20,790
22	21,000
23	21,210
24	21,420
25	21,630
26	21,840
27	22,050
28	22,260
29	22,470
30	22,680
Hours	7.0
Days	180

Index applied to CNUT	Description	Hours	Days
1.07	Porter/Asst Manager	7	180
1.17	CN Manager 0-599	N/A	185
1.20	CN Manager 600-999	N/A	185
1.45	Area Manager	N/A	200
1.63	Warehouse Attendant	8	240
1.79	Accountant/Office Mgr	N/A	240

EDUCATIONAL ENHANCEMENT:

- Associate Degree: \$500
- Bachelor's Degree: \$750
- Master's Degree: \$1,000

These enhancements will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

LAFOURCHE PARISH SCHOOL BOARD
 2017-2018 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2017

PARAPROFESSIONALS & SCHOOL TECHNOLOGY ASSISTANTS

YEARS OF EXP	SALARY 1510	YEARS OF EXP	SALARY 1510
0	17,785	21	19,150
1	17,850	22	19,215
2	17,915	23	19,280
3	17,980	24	19,345
4	18,045	25	19,410
5	18,110	26	19,475
6	18,175	27	19,540
7	18,240	28	19,605
8	18,305	29	19,670
9	18,370	30	19,735
10	18,435		
11	18,500		
12	18,565		
13	18,630		
14	18,695		
15	18,760		
16	18,825		
17	18,890		
18	18,955		
19	19,020		
20	19,085		
Hours	7.0		
Days	180		

YEARS OF EXP	SALARY 1512	YEARS OF EXP	SALARY 1512
0	19,055	21	20,518
1	19,125	22	20,588
2	19,195	23	20,657
3	19,264	24	20,727
4	19,334	25	20,796
5	19,404	26	20,866
6	19,473	27	20,936
7	19,543	28	21,005
8	19,613	29	21,075
9	19,682	30	21,145
10	19,752		
11	19,821		
12	19,891		
13	19,961		
14	20,030		
15	20,100		
16	20,170		
17	20,239		
18	20,309		
19	20,379		
20	20,448		
Hours	7.5		
Days	180		

EDUCATIONAL ENHANCEMENT:

Interpreters \$1,200

EDUCATIONAL ENHANCEMENT:

Associate Degree: \$500
 Bachelor's Degree: \$750
 Master's Degree \$1,000
 Interpreters \$1,200

These enhancements will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

All paraprofessionals doing substitute work in Lafourche Parish schools shall be paid \$52.56 per day.

LAFOURCHE PARISH SCHOOL BOARD
2017-2018 SALARY SCHEDULES
EFFECTIVE JULY 1, 2017

MAINTENANCE PERSONNEL

District Level Maintenance Positions

YEARS OF EXP	DLMN
0	27,500
1	27,610
2	27,720
3	27,830
4	27,940
5	28,050
6	28,160
7	28,270
8	28,380
9	28,490
10	28,600
11	28,710
12	28,820
13	28,930
14	29,040
15	29,150
16	29,260
17	29,370
18	29,480
19	29,590
20	29,700
21	29,810
22	29,920
23	30,030
24	30,140
25	30,250
26	30,360
27	30,470
28	30,580
29	30,690
30	30,800
Hours	8.0
Days	240

School Based Janitorial Positions

YEARS OF EXP	SLMN
0	22,800
1	22,905
2	23,010
3	23,115
4	23,220
5	23,325
6	23,430
7	23,535
8	23,640
9	23,745
10	23,850
11	23,955
12	24,060
13	24,165
14	24,270
15	24,375
16	24,480
17	24,585
18	24,690
19	24,795
20	24,900
21	25,005
22	25,110
23	25,215
24	25,320
25	25,425
26	25,530
27	25,635
28	25,740
29	25,845
30	25,950
Hours	8.0
Days	240

District Level Maintenance Positions

Index applied to DLMN	Description	Hours	Days
1.10	Mechanic Grade 2	8	240
1.20	Mechanic Gr 1/Warehouse	8	240
1.25	Mechanic Specialist	8	240
1.42	Leadermen	8	240
1.65	Asst Manager	N/A	240
1.86	Maintenance Manager	N/A	240

School Based Janitorial Positions

Index applied to SLMN	Description	Hours	Days
1.09	Maint Helper/Head Janitor	8	240

LAFOURCHE PARISH SCHOOL BOARD
2017-2018 SALARY SCHEDULES
EFFECTIVE JULY 1, 2017
MAINTENANCE PERSONNEL

EDUCATIONAL ENHANCEMENT:

Associate Degree:	\$500
Bachelor's Degree:	\$750
Master's Degree:	\$1,000

This enhancement will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

CERTIFICATION ENHANCEMENT:

Asbestos Inspector Certification:	\$800
School Pesticide Safety Applicators Certification:	\$800
Waste Water Collection Certification:	\$800
Waste Water Treatment Certification:	\$800

This enhancement will be added to the salary of employees in the maintenance field for certification earned beyond the qualifications as stipulated in the job descriptions.

The salary schedule for maintenance personnel is based on a pay-grade level system. Positions demanding less than full-time work shall receive the pay-grade level rated on an index according to the time worked. Full-time work for maintenance personnel is defined as 12 months at 8 hours of work per day.

NOTES:

- (1a) An employee advanced to a higher pay-grade level in a similar area of employment shall receive the pay grade for the years of employment at the time of advancement.
- (1b) An employee advanced to a higher pay-grade level in employment dissimilar to the one held at the time of advancement shall begin at the "years experience" point that shall produce the next greater salary above that received at the time of advancement.
- (2) Substitute janitors and maintenance personnel shall be paid current minimum wages.
- (3) Substitute janitors shall not be hired during the summer months. In the event of the prolonged illness of a janitor during the summer, where the possibility exists that a school shall not be ready for the opening of school, the Superintendent is authorized to approve the employment of a substitute janitor when such employment is recommended and requested by the Director of Human Resources.

LAFOURCHE PARISH SCHOOL BOARD
 2017-2018 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2017
LICENSED PRACTICAL NURSE

YEARS OF EXP	SALARY 1520	YEARS OF EXP	SALARY 1520
0	25,000	21	29,515
1	25,215	22	29,730
2	25,430	23	29,945
3	25,645	24	30,160
4	25,860	25	30,375
5	26,075	26	30,590
6	26,290	27	30,805
7	26,505	28	31,020
8	26,720	29	31,235
9	26,935	30	31,450
10	27,150		
11	27,365		
12	27,580		
13	27,795		
14	28,010		
15	28,225		
16	28,440		
17	28,655		
18	28,870		
19	29,085		
20	29,300		
Hours	7.0		
Days	180		

EDUCATIONAL ENHANCEMENT:

Associate Degree:	\$	500.00
Bachelor's Degree:	\$	750.00
Master's Degree:	\$	1,000.00

These enhancements will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

LAFOURCHE PARISH SCHOOL BOARD
 2017-2018 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2017
ROTC INSTRUCTORS

YEARS OF EXP	ROTC -1 1010	ROTC -2 1040	ROTC -3 1050	ROTC -4 1060
0	40,463	37,788	34,528	34,059
1	40,519	37,844	34,584	34,115
2	40,574	37,900	34,639	34,171
3	40,629	37,956	34,695	34,227
4	40,684	38,012	34,750	34,283
5	40,741	38,069	34,805	34,339
6	40,796	38,124	34,860	34,395
7	40,852	38,180	34,916	34,451
8	40,907	38,236	34,971	34,507
9	40,962	38,292	35,027	34,563
10	41,017	38,348	35,081	34,619
11	41,081	38,413	35,145	34,683
12	41,145	38,476	35,209	34,745
13	41,208	38,541	35,273	34,811
14	41,271	38,603	35,335	34,876
15	41,336	38,667	35,399	34,938
16	41,398	38,733	35,464	35,003
17	41,463	38,796	35,525	35,066
18	41,525	38,860	35,590	35,131
19	41,589	38,924	35,653	35,195
20	41,653	38,989	35,717	35,259
21	41,715	39,052	35,780	35,323
22	41,778	39,117	35,844	35,387
23	41,842	39,182	35,907	35,453
24	41,907	39,244	35,970	35,516
25	41,969	39,309	36,035	35,580
26	42,033	39,374	36,097	35,644
27	42,097	39,437	36,161	35,708
28	42,159	39,501	36,224	35,772
29	42,223	39,566	36,287	35,837
30	42,288	39,630	36,351	35,901
31	42,350	39,694	36,416	35,964
32	42,414	39,758	36,477	36,028
33	42,477	39,821	36,542	36,091
34	42,541	39,885	36,605	36,157
35	42,604	39,949	36,668	36,221
36	42,668	40,014	36,732	36,284
37	42,731	40,078	36,796	36,349
38	42,794	40,142	36,860	36,413
39	42,858	40,205	36,922	36,477
40	42,921	40,270	36,987	36,540
Hours	7.5	7.0	7.5	7.0
Days	240	240	240	240
\$ Inc	1,355	1,355	0	1,355
% Inc	0.00%	0.00%	0.00%	0.00%

LAFOURCHE PARISH SCHOOL BOARD
 2017-2018 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2017
ROTC INSTRUCTORS

SCHEDULE	DESCRIPTION
ROTC -1:	Supervisor of Junior ROTC Program
ROTC -2:	Senior Army Instructor; ROTC Instructor
ROTC -3:	Military Property Specialist
ROTC -4:	Instructor

NOTES:

- (1) The local salary schedule is in addition to the Army reimbursement pay. In the event this salary, as established, is less than the DA reimbursement pay, the above local salary shall be adjusted to equal the DA reimbursement pay for instructors. However, the Military Property Custodian does not receive Army reimbursement pay.
- (2) Substitute Junior ROTC personnel shall be hired only by authorization of the Superintendent when such employment is recommended and requested by the Director of Human Resources.
- (3) The term "experience" as used in the schedule shall mean employment in Junior ROTC by the Lafourche Parish School Board.
- (4) Junior ROTC personnel shall be employed on a 12-month basis.

LAFOURCHE PARISH SCHOOL BOARD
2017-2018 SALARY SCHEDULES
EFFECTIVE JULY 1, 2017

ADMINISTRATORS

Principal Index

110	Elementary Principal	1.48
114	Middle School Principal	1.57
118	High School Principal	1.63

Assistant Principal Index

122	Elem Asst Principal 0-600 Students	1.18
126	Elem Asst Principal >600 Students	1.21
130	Middle School Asst Principal	1.25
135	High School Asst Principal	1.42

Administrator Index

143	Assistant Superintendent	1.77
138	Director	1.66
212	Supervisor	1.52
155	Manager	1.43

Professionals

PROFESSIONAL INDEX

147/148	LEAD ACCOUNTANT/SALES TAX COLLECTOR/ INTERNAL AUDITOR/SAFETY MANAGER	1.28
149	PURCHASING AGENT	1.28
150	SALES TAX AUDITOR, ACCOUNTANT/GRANT ACCOUNTANT	0.96
151	SYSTEM ANALYST	1.36

PROFESSIONAL INDEX (CONT.)

209	QUALIFIED EDUCATIONAL INTERPRETER	0.85
654	ASST SALES TAX COLLECTOR	1.10
656	PRINT SHOP	1.21

All indexes represent the starting index for each position.

The indexes are applied to the Teacher's Salary Schedule based on step and education level.

LAFOURCHE PARISH SCHOOL BOARD
 2017-2018 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2017
ADMINISTRATORS

Days Employed:

Position	Days	Position	Days
Principals		Assistant Principals	
Elementary	230	Elementary	205
Middle`	230	Middle`	205
Secondary	240	Secondary	230
Superintendent	240	Managers	240
Directors	240	Professionals	240
Supervisors	240		

EDUCATIONAL ENHANCEMENT:

Master's Degree: Equivalent to MA/MS Teachers Salary Schedule with the positions' correlating index.
 CPA Certification: Equivalent to MA/MS Teachers Salary Schedule with the positions' correlating index.

NOTES:

- (1) An employee advanced to a higher pay-grade level in a similar area of employment shall receive the pay grade for the years of employment at the time of advancement.
- (2) An employee advanced to a higher pay-grade level in employment dissimilar to the one held at the time of advancement shall begin at the "years experience" point that shall produce the next greater salary above that received at the time of advancement.
- (3) These salary schedules are considered "Certified" and are to receive the State "Certified" salary increases

LAFOURCHE PARISH SCHOOL BOARD
 2017-2018 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2017
EMPLOYEE BENEFITS

TYPE	EMPLOYEE RATE	EMPLOYER RATE	COMBINED RATE	BASIS
Group Health Insurance:				
Single	\$135.59	\$380.33	\$515.92	per month
Two Party	\$336.41	\$511.23	\$847.64	per month
Family	\$610.52	\$716.21	\$1,326.73	per month
Group Life Insurance		\$9.50	\$9.50	per month
Retirement:				
Teacher Retirement:	8.00%	26.60%	34.60%	Rates for all salary payments to teachers, teacher aides, secretaries, school and central office management, secretaries, clerks, etc.
TRSL Plan A	9.10%	26.60%	35.70%	School lunch employees hired before July 1, 1983
TRSL ORP	8.00%	28.40%	36.20%	Rates for all salary payments to individuals who were in ORP prior to joining LPSD.
School Employees' Retirement System:	7.50%	27.60%	35.10%	Rates for all salary payments to bus operators and maintenance personnel.
State Employees' Retirement System:	7.50%	37.90%	45.40%	Rates for all salary payments to individuals who remain in the State Employees Retirement System.
FICA (Social Security Tax) -	6.20%	6.20%	12.40%	Rates for all salary payments to part-time or seasonal employees.
Medicare Tax:	1.45%	1.45%	2.90%	Rates for salary payments to personnel hired after March 31, 1986 or for those paying FICA.
Medicare Tax:	2.35%	1.45%	3.80%	Rates for salary payments to personnel contributing to MC , on earnings in excess of \$200,000.
Workers Compensation:				
Transportation		9.07%	9.07%	Salary of bus drivers and transportation aides
Professional		0.71%	0.71%	Salary of maintenance, janitorial and school lunch employees
Other		7.36%	7.36%	Salary of all other employees

LAFOURCHE PARISH SCHOOL BOARD
2017-2018 SALARY SCHEDULES
EFFECTIVE JULY 1, 2017

PAYROLL DATES

PAYROLL PERIODS	CONTRACT DAYS FOR 182 DAY EMPLOYEES	REPORTS DUE	PAYDAY
July 1 - July 31		Thursday, August 3	Friday, August 18
August 1 - August 31	20	Wednesday, September 6	Wednesday, September 20
September 1 - September 30	20	Wednesday, October 4	Friday, October 20
October 1 - October 31	21	Friday, November 3	Monday, November 20
November 1 - November 30	17	Tuesday, December 5	Wednesday, December 20
December 1 - December 31	13	Friday, January 5	Friday, January 19
January 1 - January 31	20	Monday, February 5	Tuesday, February 20
February 1 - February 28	15	Monday, March 5	Tuesday, March 20
March 1 - March 23	17	Thursday, March 29	Friday, April 20
March 24 - March 30	4	Monday, April 9	Friday, April 20
April 1 - April 30	16	Thursday, May 3	Friday, May 18
May 1 - May 31	19	Tuesday, June 5	Wednesday, June 20
June 1 - June 30		Tuesday, July 3	Tuesday, July 10

Note: Dates shown in red deviate from the normal reporting schedule, which provides 3 working days to prepare and submit monthly payroll reports.

LAFOURCHE PARISH SCHOOL BOARD
2017-2018 SALARY SCHEDULES
EFFECTIVE JULY 1, 2017

SALARY SCHEDULE HISTORY
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
4/29/1965	9	8	Sales tax ordinance adopted for original 1% tax
7/7/1965	9	57	1965-66 salary schedules adopted
6/1/1966	9	125	Across-the-board raise granted all employees - \$300 annually to professional personnel; \$20 monthly to all other employees
7/6/1966	9	127	1966-67 salary schedules adopted; clerks' period of employment set
8/3/1966	9	133	1966-67 principals' schedule revised
10/5/1966	9	142	\$1,400 annual increase granted to assistant superintendents & supervisors effective July 1, 1966
1/4/1967	9	160	Salary increase granted by State Legislature
4/5/1967	9	176	1967-68 schedules adopted--retroactive to include second half of 1966-67 school year
5/1/1968	9	277	Endorsed state increase for school bus operators as proposed by United School Committee
5/1/1968	9	277	LPTA requested Board to distribute surplus sales tax funds to teachers
9/4/1968	9	311	Teachers assured that 1968-69 salaries would be at least same as 1967-68; Legislature failed to make adjustment.
2/5/1969	9	336	Report on financial condition; guaranteed teachers no cut in salary
3/5/1969	9	341	Annual increase of \$150 to professional personnel and \$75 to non-professional personnel for 1969-70; 1/3 of that amount paid out for remainder of 1968-69 year (parish raise, with no help from State)
6/10/1970	9	439	Principals granted one-half time requested for additional employment
9/2/1970	9	456	1970-71 salary schedules adopted (included state pay raise)
9/2/1970	9	461	Set superintendent's annual salary at \$26,000
10/7/1970	9	466	Extended teachers' salary schedule to include Specialist in Ed. and Ph.D. or Ed.D. Degree
9/8/1971	10	37	1971-72 salary schedules adopted (after discussing President Nixon's wage & price freeze)--included remaining 1/4 implementation of raises enacted by State Legislature in 1968, 3/4 of which was granted for 1970-71
10/6/1971	10	45	Approved granting of pay increases to employees, but not in defiance of President's wage & price freeze
8/16/1972	10	108	1972-73 salary schedules adopted
11/8/1972	10	125	Adopted salary schedules for clerical personnel
11/8/1972	10	128	Additional discussion on above salary schedules adopted at same meeting; \$20 minimum monthly increase guaranteed
8/1/1973	10	183	1973-74 salary schedules adopted (same as last year, with supplemental pay being issued in lump sum amount at end of fiscal year-- result of revenue-sharing funds)
1/1/1974	10	205	5.5% cost-of-living increase granted for 2nd half of 1973-74 school year
8/7/1974	10	248	5.5% State increase received for 2nd half of 1973-74 extended into 1974-75 school year
8/7/1974	10	248	1974-75 salary schedules adopted (all except operators)
8/7/1974	10	248	\$200 annually to all employees (to be evaluated at end of year)
9/4/1974	10	258	1974-75 salary schedule for bus operators
3/5/1975	10	290	Salary supplement for assistant principals adjusted

LAFOURCHE PARISH SCHOOL BOARD
2017-2018 SALARY SCHEDULES
EFFECTIVE JULY 1, 2017

SALARY SCHEDULE HISTORY
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
3/5/1975	10	290	Accepted state salary increase (5% for 2nd semester, or 2+% annually, based on full salaries); parish, 5% (\$30) on local supplement, for 2nd semester
3/5/1975	10	290	5% increase on local supplement (\$30) for 2nd half of 1974-75 only
8/20/1975	10	334	Acts of State Legislature implemented, granting salary increases to all personnel (and also increasing mileage allowance)
8/20/1975	10	334	\$200 local supplement continued for 1975-76; \$30 local supplement (5%) continued for 1975-76; \$170 added for all employees for 1975-76 (Result--\$1400 total local supplement above state salary schedule)
8/18/1976	10	427	Continued for 1976-77 the \$400 local salary supplement previously granted
8/18/1976	10	427	\$300 additional salary supplement granted all employees for 1976-77; 1976-77 salary schedules adopted for all employees except janitors & cooks
9/8/1976	10	441	1976-77 school lunch workers' salary schedule adopted
10/6/1976	10	447	1976-77 custodial employees' salary schedule adopted
8/22/1977	11	34	\$700 local supplement continued for 1977-78, as long as funds available
8/22/1977	11	34	\$1500 professional/\$900 non-professional state increase
8/22/1977	11	34-38	1977-78 salary schedules adopted; Supt. to place Communications Specialist in category; coaches & administrators to be handled later
9/7/1977	11	42-43	1977-78 salary schedules approved for ROTC, maintenance, and supplements and periods of employment for various other categories; number of junior high school coaches fixed
10/5/1977	11	53	Administrators' salary schedule index adopted
12/7/1977	11	75	Administrators' salary schedule index revised (because of inequities)
12/7/1977	11	77	Motion passed--all non-professional personnel to be included in any new proposals for salary increases
1/4/1978	11	84	Annual increments beyond 10 years of service granted to all school personnel
1/4/1978			\$45 annual increments to teachers) beyond 10 years' experience, \$30 annual increments to others) effective mid-term 1977-78
5/3/1978	11	147	Approved supt.'s recommendations re change in salary supplements and extended employment for teachers
7/26/1978	11	172	1978-79 salary schedules adopted—to remain in effect until some change is adopted same as prior schedule
7/26/1978	11	172	\$700 local supplement continued indefinitely, as long as funds available
8/15/1979	11	297-304	1979-80 salary schedules adopted for all employees
10/3/1979	11	314	Increase bus driver operational allowance.
11/14/1979	11	339	Special election called (for 1/19/80) to fund salaries
12/7/1979	11	350	\$200 + 1.5% from sales tax funds remaining, contingent upon passage of 7-mill tax (administrators excluded). Upon passage of 7-mill tax, schedules were to be amended to include above increases, and administrators would then receive the index provided for in their positions.
2/6/1980	11	372	4% operational increase granted to bus operators

LAFOURCHE PARISH SCHOOL BOARD
2017-2018 SALARY SCHEDULES
EFFECTIVE JULY 1, 2017

SALARY SCHEDULE HISTORY
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
2/6/1980	11	374	Supt. advised that method of payment of both state and local salary increases to be in one lump sum
8/6/1980	11	428-436	1980-81 salary schedules adopted
2/4/1981	11	490	\$250 + 2% of employee's salary, retroactive to 2nd semester of 1980-81, with the understanding that any additional monies anticipated for the 1981-82 school year will be incorporated into the salary schedule for that year
6/3/1981	12	49-55	1981-82 salary schedules adopted
7/1/1981	12	62	Revised coaches' salary schedule approved
8/5/1981	12	67-73	1981-82 salary schedules amended to include 6.67% State increase
10/7/1981	12	88	School bus operators' salary schedule revised to comply with State operational rates
4/7/1982	12	138	Approved extra compensation for teachers involved with extracurricular activities
6/2/1982	12	174-184	1982-83 salary schedules adopted for all employees
4/6/1983	12	243	Abolished extra pay for extracurricular activities
6/1/1983	12	269-78	1983-84 salary schedules adopted for all employees
2/1/1984	12	335	Added 0-300 category for elementary principals and assistant principals
4/4/1984	12	346	\$300 salary adjustment increase granted to each regular, full-time employee for 1983-84 fiscal year only, conditioned upon the anticipated restoration of funds previously cut at state level earlier in the fiscal year
8/1/1984	12	394-491	1984-85 salary schedules adopted for all employees (reflecting the 5.8333% state salary increase)
6/5/1985	12	482-491	1985-86 Salary scheduled included remaining 7% state increase
8/14/1985	13	14	Adjust the number of days of extended employment of certain instructional personnel
8/3/1988	13	379	State funded salary increases added to teacher and pupil appraisal schedules
8/3/1988	13	380	Salary differential schedule included for administrators
8/2/1989	14	1	State funded salary increases added to teacher and pupil appraisal schedules
8/1/1990	14	86-87	State funded salary increases added to teacher and pupil appraisal schedules
9/5/1990	14	97	Deleted schedule M-11
9/5/1990	14	99	Amended food service salary schedule
11/7/1990	14	111	3% salary increase-support personnel effective 11/1/90 from local funds
7/2/1991	14	192-193	State funded salary increases added to teacher and pupil appraisal schedules
12/4/1991	14	245-249	1991-92 state granted support personnel \$600 effective 9/1/91 (5/6 implementation)
5/6/1992	14	308	Amended salary schedule for data processing personnel
7/1/1992			1992-93 remaining state support personnel raise implemented
9/9/1992	14	362-364	Remaining 1/6 of \$600 state raise granted to support personnel effective 9/1/92
6/2/1993	15	97	Nurses' schedule joined with teachers'

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7/7/1993	15	111	Deleted Assistant Supervisor and Directors, and added transportation manager indexes
11/9/1993	15	197	Added 3 schedules to food service personnel
4/6/1994	15	247	Added the position of business manager with transportation to form manager index
5/4/1994	15	253	Amended calculation of extended employment policy for teachers
8/11/1994	15	295	1994-95 \$550 across the board given to all contracted employees effective with the beginning of the employee's contract year
5/3/1995	15	431-435	4/29/95 election results for an additional 1% tax recognized 8,618 for, 3,101 against
6/6/1995	15	474	1995-96 \$2,900 give to all certificated personnel/1,900 given to support. Central office administrators were excluded.
7/1/1995			Adjusted office personnel salary schedule
9/6/1995	16	25-28	Adjusted yearly increments for paraprofessionals, bus operators, bus attendants and ROTC personnel
1/10/1996	16	84	Administrator indexes converted to salary schedules
7/3/1996	16	168-170	Revised certain office personnel salary schedules according to Superintendent's 6/5/96 recommendations
9/4/1996	16	228	1996-97 \$1,086 given to all certificated personnel state raise
9/4/1996	16	228	1996-97 2% give to all other personnel state raise
9/4/1996	16	228	Added \$500 for each advanced degree
9/4/1996	16	233-35	Amended extended employment policy. Additional increments and based extended salary on total salary schedule amount.
1/1/1997			\$95 given to certificated personnel from state
5/7/1997	16	354	Added computer installation technician schedule and removed junior programmer schedule.
7/2/1997	16	401	Replaced foodservice bookkeeper schedule with O-4 schedule
7/2/1997	16	401	Authorized first thirteenth check of 2.5% authorized out of extra 1995 sales tax revenues
9/3/1997	17	7	1996-97 \$150 state salary adjustment give to all support personnel
9/3/1997	17	7	1997-98 state raise of \$1,335 given to all certificated personnel including supervisor and managers, and of \$350 given to all support personnel as described in 8/6/97 minutes
9/3/1997	17	7	Practical nurse salary schedule added
7/1/1998	17		Authorized second thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
9/9/1998	17		1998-99 state raise of \$1,143 given to all certificated personnel
12/2/1998	17		Increased senior high principals' salary schedule by \$2,400; Increased junior high school principals' schedule by \$2,200; Increased elementary/middle school principals' schedule by \$2,000 All days employed increased by 10 days
12/2/1998	17		Reduced number of elementary/middle school principals' schedules to two Reduced the number of junior high school principals' schedules to one

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12/2/1998	17		Increased senior high assistant principals' salary schedule by \$1,200; Increased junior high school assistant principals' schedule by \$1,100; Increased elementary/middle school principals' schedule by \$1,000 All days employed increased by 5 days
12/2/1998	17		Reduced number of elementary/middle school assistant principals' schedules to two
4/7/1999	17		Added degree educational enhancements to the maintenance salary schedule of: \$500 for an Associate Degree \$750 for a Bachelor's Degree \$1,000 for a Master's Degree
6/2/1999	17		Authorized thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
10/6/1999			Revised Child Nutrition Salary Schedules
4/12/2000			Authorized thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
5/2/2001			Authorized thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
9/12/2001			State increase of \$2,060 per certified employee added to schedules.
10/3/2001			4% added to Teachers salary schedules 3% added to all other salary schedules
12/5/2001			Separated Nurses from Teachers salary schedule and created a new Nurses salary schedule using the same salary amounts as are included in the Teachers salary schedule
12/5/2001			Office Personnel Changes: Created O-1A and moved Executive Secretary to the Superintendent from O-1 to O-1A \$5,000 added to O-1 for remaining personnel; Created O-3A and moved Executive Secretary- Personnel from O-3 to O-3A \$4,000 added to O-3 for remaining personnel; \$2,500 added to O-4 for remaining personnel Created an O-6 category using the previous 0-5 salary amounts to include various non-secretary positions included in previous 0-5 salary schedule Created an O-5A by adding \$2000 to the previous 0-5 amounts for the secretary of the Assistant Superintendent \$1,000 added to 0-5 category which will now only include Supervisor/Manager Secretaries
12/5/2001			Data Processing Changes: \$3,000 added to Computer Operator and Computer Repair/Installation Tech \$7,000 added to System Analyst; Removed D. P. Director and Programmer Schedules
12/5/2001			\$3,000 added to every salary amount in the Pupil Appraisal salary schedule
12/5/2001			Added MA/MS columns to the following salary schedules: Principals; Assistant Principals; Central Office Administrators

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12/5/2001			Principals salary schedule changes \$2,000 added to Elementary/Middle < 600 \$2,500 added to Elementary/Middle > 600 \$3,000 added to Junior High \$4,000 added to Senior High
12/5/2001			Assistant Principals salary schedule changes \$1,500 added to Elementary/Middle < 600 \$2,000 added to Elementary/Middle > 600 \$2,500 added to Junior High \$3,500 added to Senior High
12/5/2001			Central Office Administrator salary schedule changes Supervisors schedule set to Senior High Principal schedule + \$1,500 Assistant Superintendent schedule maintain prior difference between it and the Supervisors schedule \$7,000 added to Superintendent salary schedule
6/10/2002			Teachers salary schedule changes \$2,000 Supplement for State Licensed Speech Pathologist \$1,500 Supplement for Restricted State Licensed Speech Pathologist \$1,000 Provisional Speech Pathology Assistant \$1,000 Speech Pathology Assistant
6/10/2002			Office Personnel salary schedule changes \$1,000 LIAA Certified Administrative Assistant certification \$1,000 added to O-6 for remaining personnel
6/10/2002			Maintenance Personnel salary schedule changes 3% added to M-1, M-2, M-3, M-4, M-5, M-6, M-7, M-8 and M-9 M-10 Deleted
7/10/2002			Office Personnel salary schedule changes \$1,000 added to O-9
7/10/2002			Created Manager BA/BS schedule
9/4/2002			Changed Elementary/Middle School classifications to Elementary School. Changed Junior High School classifications to Middle School. Changed Senior High School classifications to High School.
9/4/2002			Certified personnel minimum \$673 for a 182 day contract with a maximum of \$887 for a 240 day contract added to salary schedule. This was a state legislature increase. Support personnel minimum \$477 for a 180 day contract with a maximum of \$636 for a 240 day contract given in one-time payment.
9/4/2002			Added Extracurricular Activity Sponsor Supplements to Teachers salary schedule.
4/2/2003			Authorized thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
6/4/2003			Added Six Hour Technician position to Child Nutrition salary schedule.

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6/4/2003			Paraprofessional salary supplements for the following Associate Degree: \$500 Bachelor's Degree: \$750 Interpreter Designation \$1200
6/4/2003			Maintenance Personnel salary supplements for the following Asbestos Inspector Certification: \$800 School Pesticide Safety Applicators Certification: \$800
7/22/2003			Added TAT DESIGNATION to Teachers Salary Schedule based on the BA/BS Degree minus \$2,000
8/6/2003			Adjusted substitute teacher pay to be as follows Certified Teacher \$137 per day Certified Teacher after 10 consecutive days \$150 per day Degree Teacher \$75 per day Non-degree Teacher \$60 per day
9/3/2003			Support personnel minimum \$477 for a 180 day contract with a maximum of \$636 for a 240 day contract added to salary schedules. Includes Bus, Office, Data Processing, Child Nutrition, Paraprofessional, Maintenance, and LPN Salary Schedules.
4/7/2004			Authorized a one-time supplement of \$95 for every employee paid with a certified salary schedule.
5/5/2004			Authorized thirteenth check of 2.0% authorized out of extra 1995 sales tax revenues.
7/7/2004			Add \$95 to every certified salary schedule.
9/1/2004			Add \$330 to every certified salary schedule.
12/9/2004			Add \$30 to every certified salary schedule except Supervisor MA/MS and Manager BA/BS
5/4/2005			Authorized thirteenth check of 2.0% authorized out of extra 1995 sales tax revenues.
9/14/2005			Distributed a one time \$444 supplement to every certified salary schedule
9/14/2005			Added \$135 to every certified salary schedule
5/3/2006			Authorized thirteenth check of 2.5% authorized out of extra 1995 sales tax revenues.
8/2/2006			Added \$1,608 to every certified salary schedule and \$724 to every support salary schedule.
8/2/2006			Added 6% to every salary schedule.
9/6/2006			Increased the substitute bus drivers' daily rate of pay to \$58.46 and the substitute bus monitors' daily rate of pay to \$41.00.
11/8/2006			Increased Paraprofessional salary schedule by \$1,500
11/8/2006			Increased LPN salary schedule by \$2,500
11/8/2006			Created Administrators salary indexes from Principal, Assistant Principal and Central Office Administrator salary schedules. Also eliminated the Superintendent, Director, and Assistant Supervisor salary schedules
11/8/2006			Authorized thirteenth check of 2.5% with a minimum of \$625 distributed out of extra 1995 sales tax revenues.

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11/8/2006			Moved the Sales and Use Tax Collector/Head Accountant, Purchasing Agent, Auditor, and System Analyst salary schedules to the Office 1 Personnel salary schedule. The Office 1 Salary schedule is considered "Certified" in respect to state increases.
11/8/2006			Moved the remaining Office and DP personnel to the Office 2 Personnel salary schedule.
11/8/2006			Added \$3000 to all Teacher Salary Schedules that pay for a Master or higher degree. Effective 01/01/2007
12/6/2006			Added \$3000 to all Nurse Salary Schedules that pay for a Master or higher degree.
12/6/2006			Added \$3000 to all Pupil Appraisal Salary Schedules that pay for a Master or higher degree.
12/6/2006			Converted the Elementary Principal over 600 salary schedule from 215 days to 230 days and renamed it the Elementary Principal Salary Schedule
12/6/2006			Converted the High School Assistant Principal salary schedule from 215 days to 230 days and renamed it the Elementary Principal Salary Schedule
12/6/2006			Removed the extended employment and supplement provisions of coaching salaries and replaced them with indexes.
1/1/2007			Moved the Sales and Use Tax Collector/Head Accountant, Purchasing Agent, Auditor, and System Analyst salary schedules to Professional Index on the Administrators salary schedule. Renamed Office 2 Salary Schedule to Office. Added Salary Increase Index for 230 & 240 day employees to Calculate Section.
6/6/2007			Authorized thirteenth check of 1% out of extra 1995 sales tax revenues.
8/5/2007			Added State base increase of \$3811 to all Certified Schedules and support base increase of \$1740. Authorized CPA and MBA on Professional Index Salary schedule to be based upon Teachers MA/MS Salary schedule with the position's' correlating index. Effective 07/01/2007
7/9/2008			Added State base increase of \$1019 to all Certified Schedules. State authorized support \$1000 a one time payment not integrated into the salary schedules. Authorized a 1.5% local increase to all salary schedules from 1995 Sales Tax revenues. Converted Facilities Manager from contracted to the Manager's Salary Schedule. Changed Club sponsors to an index based on the teachers salary schedule. Created the following positions: 1 facilities secretary, 4 band teachers, 1 band coordinator, 1 guidance coordinator, 1 career coordinator, 1 supervisor of data and program evaluation, and 2 curriculum coordinators.
7/1/2009			Teachers received a one-time \$328.28 state supplement.
7/6/2011			Adjusted purchasing agent index to 1.0.
8/1/2011			Deleted SBLC member as paid activity. Adjusted index for SBLC Chairperson to .03. Added RTI Chairperson at .03 index.
11/17/2011			Authorized thirteenth check of 3% out of extra 1995 sales tax revenues

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2/6/2013			Adopted new Teacher Salary Schedule, effective 7/01/2013. Starting teacher salary is \$40,000 and annual step increase is \$300. Step increase is based on annual performance evaluation, not years of experience. Stipends are included in base salary for advanced degrees. Masters is \$4700, Masters plus 30 is \$5200, Specialist is \$5,900, and PHD/ED is \$6700.
6/5/2013			Authorized increase in substitute bus driver pay to \$100 per day.
8/7/2013			Authorized a one-time supplemental pay of \$1200 per certified/professional employee and \$600 per support employee to be distributed in November 2013, using both HB1 legislative funds and sales taxes.
4/2/2014			Added degree enhancements to child nutrition, bus driver, and LPN schedules as follows: Associate degree \$500, Bachelor's degree \$750, Master's degree \$1,000 annually. Increased Middle School Band Director supplement from \$550 to \$1200 annually. Added an Elementary School Band Director supplement of \$750.
5/7/2014			Adopted new PAC 202 day salary schedule effective 07/01/2014. Starting PAC salary is \$45,500 and the annual step increase is \$335. Stipends are included in base salary for advanced degrees. Masters is \$5,250, Masters plus 30 is \$5,800, Specialist is \$6,550, and PHD/ED is \$7,450.
5/7/2014			Moved nurses to the teachers salary schedule; eliminated Nurse's salary schedule
10/22/2014			Approved a one-time distribution of \$840 to all full-time, active support personnel who were employed on or before October 1, 2014, and who remain active at the time of distribution
01/2015			Administrator titles were updated. Former Supervisors are now referred to as Directors and former Assistant Supervisors are now Supervisors.
6/10/2015			New support staff salary schedules were adopted. All support staff salary schedules were revised by reducing the schedule life to 30 years, equalizing the annual steps, and addressing any inequities in the schedules. Additionally, the schedules were converted to an index system, where applicable, to provide for equitable future salary increases/decreases.
9/9/2015			Split Safety/Maintenance Manager position, creating a new index of 1.86 applied to the DLMN salary schedule and added Safety Manager to professional index of 1.28. Added Purchasing Specialist and Accounts Payable Clerk positions on DLCL schedule with a 1.12 index.
9/9/2015			Reclassified Head Accountants and Payroll Accountant as Lead Accountants on 1.28 Professional Index. Added Asst. Business Manager position on index of 1.52.
9/9/2015			Administrator indexes were converted to a single index per category to resolve inequities that were created by the adoption of the single column Teacher Salary Schedule that was put into effect on 07/01/2013.

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9/9/2015			Authorized 13th check of \$1000 per FT employee who is paid from the certificated teachers' salary schedule and \$500 per FT support employee for employees hired on/before October 1, 2015 and remaining in FT position until the date of distribution.
3/2/2016			Cut the value of annual performance evaluation stipends by 1/2 for fiscal years 2016 and 2017.
3/2/2016			Froze annual step increases for all employees at FY2016 levels for FY2017.
5/4/2016			Amended Teacher and Administrator Stipends - removing base pay increase associated with the 12 Point System and replacing it with one additional day of sick leave which may be used for personal reasons or one additional day of annual leave (as applicable) to the employee's contract. The additional day must be used during the FY2016-2017 fiscal year or will be removed from the accrual balance. This is a one-time only accrual adjustment.
5/2/2017			Reduction in force declared by the board. Salaries will remain frozen at FY2016 levels.