



ST. JAMES PARISH SCHOOLS

Inspiring Hope and Purpose

SALARY SCHEDULES

2019-2020

EFFECTIVE JULY 1, 2019

Approved by the School Board 06/25/2019

**SUPERINTENDENT
P. EDWARD CANSIENNE, JR.**

FOREWORD

The St. James Parish Public School System initially developed a comprehensive salary schedule for employees in all job categories in FY 1989-90 based upon recommendation of the system's external auditing firm. Since initial implementation, the salary schedule book is revised and approved annually by the School Board in late June or early July.

The Human Resources and Business Services departments collaborate in the development of the salary schedules and book. Copies are available in the Principal's office at each school and central office.

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**ST. JAMES PARISH PUBLIC SCHOOL SYSTEM
ADMINISTRATIVE EMPLOYEE SALARY SCHEDULE
FISCAL YEAR 2019 - 2020**

| ADMINISTRATIVE DIRECTORS CERTIFICATED HIGH SCHOOL PRINCIPALS (7-12) 12 MONTHS / 242 DAYS | |
|---|---------------|
| Step | Salary |
| 1 | 93,960 |
| 2 | 94,553 |
| 3 | 95,147 |
| 4 | 95,741 |
| 5 | 96,334 |
| 6 | 96,928 |
| 7 | 97,522 |
| 8 | 98,115 |
| 9 | 98,709 |
| 10 | 99,303 |

| ADMINISTRATIVE DIRECTORS NON-CERTIFICATED (BUSINESS, SALES TAX, TECH, STUDENT SERVICES) DEPARTMENTS 12 MO / 242 DAYS | |
|---|---------------|
| Step | Salary |
| 1 | 93,460 |
| 2 | 94,053 |
| 3 | 94,647 |
| 4 | 95,241 |
| 5 | 95,834 |
| 6 | 96,428 |
| 7 | 97,022 |
| 8 | 97,615 |
| 9 | 98,209 |
| 10 | 98,803 |

| DIRECTORS - CERTIFICATED H. S. ASSOCIATE PRINCIPALS (7 - 8) ELEMENTARY PRINCIPALS 12 MONTHS / 242 DAYS | |
|---|---------------|
| Step | Salary |
| 1 | 84,995 |
| 2 | 85,563 |
| 3 | 86,131 |
| 4 | 86,699 |
| 5 | 87,268 |
| 6 | 87,836 |
| 7 | 88,404 |
| 8 | 88,972 |
| 9 | 89,541 |
| 10 | 90,109 |

| DIRECTORS NON-CERTIFICATED (BUSINESS, SALES TAX, TECHNOLOGY) 12 MONTHS / 242 DAYS | |
|--|---------------|
| Step | Salary |
| 1 | 84,495 |
| 2 | 85,063 |
| 3 | 85,631 |
| 4 | 86,199 |
| 5 | 86,768 |
| 6 | 87,336 |
| 7 | 87,904 |
| 8 | 88,472 |
| 9 | 89,041 |
| 10 | 89,609 |

Note: Administrative personnel cannot be paid for extra hours for tutoring, after school detention, support to or assignment to extracurricular activities, etc.

**ST. JAMES PARISH PUBLIC SCHOOL SYSTEM
ADMINISTRATIVE EMPLOYEE SALARY SCHEDULE (CONTINUED)
FISCAL YEAR 2019 - 2020**

| ADMINISTRATIVE SUPERVISORS CERTIFICATED 12 MONTHS / 242 DAYS | |
|---|---------------|
| Step | Salary |
| 1 | 77,040 |
| 2 | 77,608 |
| 3 | 78,176 |
| 4 | 78,744 |
| 5 | 79,313 |
| 6 | 80,449 |
| 7 | 81,017 |
| 8 | 81,585 |
| 9 | 82,153 |
| 10 | 82,721 |

| ADMINISTRATIVE SUPERVISORS NON-CERTIFICATED (BUSINESS, SALES TAX, TECHNOLOGY) 12 MONTHS / 242 DAYS | |
|---|---------------|
| Step | Salary |
| 1 | 76,540 |
| 2 | 77,108 |
| 3 | 77,676 |
| 4 | 78,244 |
| 5 | 78,813 |
| 6 | 79,949 |
| 7 | 80,517 |
| 8 | 81,085 |
| 9 | 81,653 |
| 10 | 82,221 |

| CURRICULUM / SPECIAL ED FACILITATORS 12 MONTHS 242 DAYS | |
|--|---------------|
| Step | Salary |
| 1 | 73,746 |
| 2 | 74,311 |
| 3 | 74,876 |
| 4 | 75,441 |
| 5 | 76,005 |
| 6 | 76,488 |
| 7 | 77,134 |
| 8 | 77,699 |
| 9 | 78,263 |
| 10 | 78,828 |

| HIGH SCHOOL ASSISTANT PRINCIPALS 10.5 MONTHS 212 DAYS | |
|--|---------------|
| Step | Salary |
| 1 | 73,630 |
| 2 | 74,198 |
| 3 | 74,766 |
| 4 | 75,335 |
| 5 | 75,903 |
| 6 | 76,471 |
| 7 | 77,039 |
| 8 | 77,608 |
| 9 | 78,176 |
| 10 | 78,744 |

Note: Administrative personnel cannot be paid for extra hours for tutoring, after school detention, support to or assignment to extracurricular activities, etc.

**ST. JAMES PARISH PUBLIC SCHOOL SYSTEM
ADMINISTRATIVE EMPLOYEE SALARY SCHEDULE (CONTINUED)
FISCAL YEAR 2019 - 2020**

| ELEM ASST PRINCIPALS 10.5 MONTHS 212 DAYS | |
|--|---------------|
| Step | Salary |
| 1 | 66,811 |
| 2 | 67,948 |
| 3 | 68,516 |
| 4 | 69,084 |
| 5 | 69,652 |
| 6 | 70,220 |
| 7 | 70,789 |
| 8 | 71,358 |
| 9 | 71,926 |
| 10 | 72,494 |

Note: Administrative personnel cannot be paid for extra hours for tutoring, after school detention, support to or assignment to extracurricular activities, etc.

**PUPIL APPRAISAL, AGRISCIENCE AND INDUSTRIAL ARTS TEACHERS
FISCAL YEAR 2019 - 2020**

| PUPIL APPRAISAL (PSYCHOLOGISTS, SOCIAL WORKERS, EDUCATIONAL DIAGNOSTICIANS SPEECH PATHOLOGISTS) 10 MOS / 202 DAYS | |
|--|---------------|
| Step | Salary |
| 1 | 66,811 |
| 2 | 67,948 |
| 3 | 68,516 |
| 4 | 69,084 |
| 5 | 69,652 |
| 6 | 70,220 |
| 7 | 70,789 |
| 8 | 71,358 |
| 9 | 71,926 |
| 10 | 72,494 |

| AGRICSCIENCE TEACHERS INDUSTRIAL ARTS TEACHERS 12 MONTHS / 242 DAYS | |
|--|---------------|
| Step | Salary |
| 1 | 73,746 |
| 2 | 74,311 |
| 3 | 74,876 |
| 4 | 75,441 |
| 5 | 76,005 |
| 6 | 76,488 |
| 7 | 77,134 |
| 8 | 77,699 |
| 9 | 78,263 |
| 10 | 78,828 |

Specific Circumstances Detail for Payment

SALARY ADJUSTMENTS FOR DEGREE CHANGES

Professional personnel who earn advanced degrees which can be verified for payroll shall submit official verification (original transcript, teaching certificate change application, etc.) to the Human Resources Department on or before the following deadline dates for certificate updating and stipend assignment:

| Information Due: | Change updated on certificate by: | Difference in pay for period of time |
|---------------------------|-----------------------------------|--------------------------------------|
| Summer Session: August 31 | September 30 | \$1000/ annually |
| Fall Session: January 31 | February 28 | \$500/semester |
| Spring Session: June 30 | July 31 | \$1000/annually |

PAY CLASSIFICATION LEVEL FOR PERSONS WHO COMPLETE A PLANNED 60-SEMESTER HOUR MASTER'S DEGREE PROGRAM

The holder of a Louisiana teaching certificate or ancillary certificate who has completed a planned 60-semester-hour Master's degree program at a regionally accredited institution will be paid at the Education Specialist Degree level as long as the degree is in compliance with statutory regulations (Act 650), and this pay rate category shall be recorded on the Louisiana teaching certificate or ancillary certificate.

Ancillary personnel who are presently being paid at the Education Specialist level who have completed a 60-semester-hour Master's degree program must have this designation added to their ancillary certificate in order to continue receiving pay at the Education Specialist level. (BESE Approval, 6/25/92)

PAY FORMULA FOR SCHOOL NURSE (9 months/182 days)

The pay for School Nurse with valid R.N. licensure will be the salary for a teacher with a Bachelor's degree, including years of experience, according to the Teacher Salary Schedule. A school nurse who works more than 182 days shall be paid on a pro-rata basis according to the Teacher Salary Schedule for the number of days employed.

NATIONAL BOARD CERTIFIED TEACHERS/COUNSELORS

Per legislative mandate, St. James Parish Schools pays an additional \$5000 supplement to teachers who have received National Board Certification after having met the standards set by the National Board for Professional Teaching Standards. The extra stipend will be paid annually for ten years according to the effective issue and expiration date on the certificate. Upon receipt of the certificate by the Human Resources Department, certificated teachers will be paid the stipend in the fiscal year following the fiscal year in which the certificate is received. Teachers who are hired with an effective National Board Certification will be paid \$5,000 (L.R.S. 17§ 421.6) Effective July 1, 2010, St. James Parish will no longer offer an additional \$2000 to any teacher achieving or employed with national board certification after June 30, 2010. Any teacher who is national board certified hired before July 1, 2010 will be grandfathered in for the \$2000 local supplement. However, renewal of national board certified certificates are only considered for the \$5000 supplement as legislation mandates. The parish supplement does not apply.

National Board Certified staff other than teachers will be offered an additional stipend based on state approved supplement annually.

Administrators are eligible for National Board pay supplement if earned while a teacher as provided by the statute.

Administrators are not eligible for the \$2000 local supplement when accepting an administrative position.

Administrators are not eligible for renewal unless in a teaching position when it is time to renew.

JROTC INSTRUCTORS

JROTC Instructors salary rates are set by the Army – Minimum Instructor Pay plus a \$2000 annual supplement paid by the school system. In addition, they are eligible to receive any additional supplement approved by the school board for teachers. Beginning January 1, 2015, all newly hired JROTC Instructors will be paid through cost sharing with the Army for the 10 month work schedule and paid the additional 2 months through local funds resulting in a 12 month work schedule therefore not eligible for the professional development days stipend. JROTC instructors will follow the 12 month employee calendar for holidays.

PAYROLL SCHEDULE

Substitute Pay is paid on the 10th of the month.

Supplemental and Regular Monthly Pay is paid on the 25th of the month.

If the 25th of the month falls on a weekend or bank holiday, the payroll for that day will be paid on the previous day.

DIRECT DEPOSIT OF PAY

All employees are required to receive their pay by direct deposit.

PROFESSIONAL STAFF DEVELOPMENT DAYS

On January 28th, 2003 an additional payment of \$1,000 (\$200each) for five additional professional staff development days was approved for teachers. These days may only be paid to teachers who are not regularly scheduled to work on those days. Twelve month employees including JROTC instructors, Athletic Directors, Agriscience teachers and other employees who work more than 182 days may not be eligible for this pay depending on whether the days are scheduled on regularly scheduled working days for these staff. Teacher aides/paraprofessionals will receive \$100 per day for attending these days as assigned. Teacher aides/paraprofessionals were not included in this original tax. The district reserves the right to assign attendance.

SABBATICAL LEAVE

Sabbatical Leave Law will be implemented accordingly. See L.R.S. 17§1171-1187. Contact HR for paperwork.

STUDENT TEACHER SUPERVISORS

Teachers supervising student teachers will be paid a stipend based on a Professional Services Contract from participating colleges/universities signed by the Superintendent. Payment to the supervising teachers will be made after payment of contract is received from the participating college at the end of each year, and will be considered part of a teacher's salary for Teacher's Retirement System of Louisiana (TRSL) reporting purposes. Travel, lodging, meals and other expenses will not be reimbursed.

DUAL ENROLLMENT TEACHER STIPENDS

Teachers meeting the university/college SACS credentials for a dual enrollment instructor will receive \$150 per credit hour for college dual enrollment classes taught on St. James Parish Schools campuses (this does not include remedial classes).

Teachers not meeting the university/college SACS credentials for a dual enrollment instructor but approved to teach by the university/college will receive \$75 per credit hour for dual enrollment classes taught on St. James Parish Schools campuses (this does not include remedial classes). There must be a minimum of 10 students qualified for and enrolled in dual enrollment in each class in order to be paid the stipend.

SCHOOL BOARD MEMBERS

School Board Members will be paid a monthly stipend of \$800 for service to the school system. The president of the school board will be paid a monthly stipend of \$900.

EXTENDED YEAR STIPENDS

Certificated non-administrative employees required to work beyond the 9 month school calendar (counselors, 10-month lead teachers, District Instructional Specialists, Instructional Technology Facilitators, Library Media Specialists) will receive the appropriate extra pay for the extra time according to their daily rate included in their monthly pay.

VIRTUAL TEACHER PAY STIPENDS

VIRTUAL BLOCK TEACHER – defined as a teacher who is already employed in the district and has a block in his/her schedule that is assigned as a virtual teacher;

- No additional stipend/pay for a full year block or one block option consisting of a maximum of 30 students; a block assignment is part of your regular teaching load
- If the open block is in the fall and student takes full year to complete – teacher is responsible for seeing those students through their course - -up to 30 students
- If additional students are served above the maximum of 30 students –
 - \$150 per student per course – High School Spanish and High School English Content
 - \$100 per student per course for all other contents
 - Payment at course completion

- If a student withdraws or transfers with 50% completion, contractor receives or is due 50% course fee
- Monies assigned per student, per course above 30 students

VIRTUAL TEACHER - *defined as a teacher who is already employed in the district, retired, or employed in another district and chooses to do virtual teaching after regular school hours; (Note: the teacher must have a teaching certificate for the course he is teaching)*

- \$150 per student per course - Spanish and English Content
- \$100 per student per course for all other contents
- Payment at course completion
- If a student withdraws or transfers with a minimum of 25% completion or more, the virtual teacher will receive that percentage course fee monies as compensation for that portion completed by the student:
 - The following applies and will be rounded to the nearest 5:
 - Up to 25% completion = \$25 (with expectation that the student began coursework)
 - 30% completion = \$30
 - 50% completion = \$50
 - 75% completion = \$75
- Credit Recovery Courses - \$50 per student per course

VIRTUAL COURSE CREATION STIPENDS

St. James Virtual Academy must ensure students are receiving the curriculum approved by the district and the state. In doing so, teachers must review the virtual changes: a “build” or “modification”. When major alterations occur to the curriculum, teachers will need to make “modifications” to the courses. All courses are affected by these curriculum mandates.

Teachers building a course will be paid \$1000. The product will consist of:

- Building a whole course with current objectives and mandates. Teachers may need to delete and insert other information to ensure all objectives are taught
- Creating a whole course, semester 1, semester 2, quarters 1-4, and credit recovery course

Teachers will need to make modifications to course design as a student is enrolled and completing the course. For these modifications, teachers will be paid \$500 per course. This product will consist of:

- Fixing errors in built courses (whole course, semester 1, semester 2, quarters 1-4, and credit recovery course). This will occur after a student takes a course for the first time.
- Small changes needed to keep the students ready for state testing or small mandated changes. (Example: adding new test release items or additional content.)
- \$500 stipend consists of \$400 for modifications and \$100 for the student he is following during the modification.

PAY FOR READING INTERVENTIONISTS

The pay for Reading Interventionists will be \$25,000 annually for Paraprofessionals who are Highly Qualified and/or have an Associates Degree and \$30,000 for Bachelor’s Degrees. The district no longer receives Reading First federal funding therefore no more persons will be added with this title and salary assignment. Reading Intervention positions will be eliminated through attrition. In the event the employees’ years of experience exceed the fixed amount of \$25,000 or \$30,000, the employee will then be moved back to the paraprofessional salary schedule.

**ST. JAMES PARISH PUBLIC SCHOOL SYSTEM
TEACHER SALARY SCHEDULE 2019 - 2020**

| Steps | Bachelor's | Master's | Master's +30 | Specialist | PhD |
|--------------|-------------------|-----------------|---------------------|-------------------|------------|
| 0 | 49,909 | 50,909 | 51,909 | 52,909 | 53,909 |
| 1 | 50,419 | 51,419 | 52,419 | 53,419 | 54,419 |
| 2 | 50,929 | 51,929 | 52,929 | 53,929 | 54,929 |
| 3 | 51,439 | 52,439 | 53,439 | 54,439 | 55,439 |
| 4 | 51,949 | 52,949 | 53,949 | 54,949 | 55,949 |
| 5 | 52,459 | 53,459 | 54,459 | 55,459 | 56,459 |
| 6 | 52,969 | 53,969 | 54,969 | 55,969 | 56,969 |
| 7 | 53,479 | 54,479 | 55,479 | 56,479 | 57,479 |
| 8 | 53,989 | 54,989 | 55,989 | 56,989 | 57,989 |
| 9 | 54,499 | 55,499 | 56,499 | 57,499 | 58,499 |
| 10 | 55,009 | 56,009 | 57,009 | 58,009 | 59,009 |
| 11 | 55,519 | 56,519 | 57,519 | 58,519 | 59,519 |
| 12 | 56,029 | 57,029 | 58,029 | 59,029 | 60,029 |
| 13 | 56,539 | 57,539 | 58,539 | 59,539 | 60,539 |
| 14 | 57,049 | 58,049 | 59,049 | 60,049 | 61,049 |
| 15 | 57,559 | 58,559 | 59,559 | 60,559 | 61,559 |
| 16 | 58,069 | 59,069 | 60,069 | 61,069 | 62,069 |
| 17 | 58,579 | 59,579 | 60,579 | 61,579 | 62,579 |
| 18 | 59,089 | 60,089 | 61,089 | 62,089 | 63,089 |
| 19 | 59,599 | 60,599 | 61,599 | 62,599 | 63,599 |
| 20 | 60,109 | 61,109 | 62,109 | 63,109 | 64,109 |
| 21 | 60,619 | 61,619 | 62,619 | 63,619 | 64,619 |
| 22 | 61,129 | 62,129 | 63,129 | 64,129 | 65,129 |
| 23 | 61,639 | 62,639 | 63,639 | 64,639 | 65,639 |
| 24 | 62,149 | 63,149 | 64,149 | 65,149 | 66,149 |
| 25 | 62,659 | 63,659 | 64,659 | 65,659 | 66,659 |

**ST. JAMES PARISH PUBLIC SCHOOL SYSTEM
MANAGERIAL EMPLOYEE SALARY SCHEDULE
FISCAL YEAR 2019 - 2020**

| Step | Cafeteria Manager (a,b) | Office Systems Data Manager | Technology Admin | IT Administrator SFS Field Mgr | Executive Assistant | Supervisor of Accounting (c) | Accountant / Auditor | O & M Foreman | O & M Supervisor | O & M Director |
|------|-------------------------|-----------------------------|------------------|--------------------------------|---------------------|------------------------------|----------------------|---------------|------------------|----------------|
| 0 | 22529 | 49409 | 49894 | 36863 | 38601 | 54112 | 43238 | 43238 | 51559 | 57559 |
| 1 | 22891 | 49919 | 50718 | 37372 | 39210 | 54970 | 43951 | 43951 | 52376 | 58476 |
| 2 | 23253 | 50429 | 51542 | 37881 | 39819 | 55828 | 44664 | 44664 | 53193 | 59393 |
| 3 | 23615 | 50939 | 52366 | 38390 | 40428 | 56686 | 45377 | 45377 | 54010 | 60310 |
| 4 | 23977 | 51449 | 53190 | 38899 | 41037 | 57544 | 46090 | 46090 | 54827 | 61227 |
| 5 | 24339 | 51959 | 54014 | 39408 | 41646 | 58401 | 46803 | 46803 | 55644 | 62144 |
| 6 | 24701 | 52469 | 54838 | 39917 | 42255 | 59259 | 47516 | 47516 | 56461 | 63061 |
| 7 | 25063 | 52979 | 55663 | 40426 | 42864 | 60117 | 48229 | 48229 | 57278 | 63978 |
| 8 | 25425 | 53489 | 56487 | 40935 | 43473 | 60975 | 48942 | 48942 | 58095 | 64895 |
| 9 | 25787 | 53999 | 57311 | 41444 | 44082 | 61833 | 49655 | 49655 | 58912 | 65812 |
| 10 | 26150 | 54509 | 58135 | 41953 | 44690 | 62690 | 50368 | 50368 | 59729 | 66729 |
| 11 | 26512 | 55019 | 58959 | 42462 | 45299 | 63548 | 51081 | 51081 | 60546 | 67646 |
| 12 | 26874 | 55529 | 59783 | 42971 | 45908 | 64406 | 51794 | 51794 | 61363 | 68563 |
| 13 | 27236 | 56039 | 60608 | 43480 | 46517 | 65264 | 52507 | 52507 | 62180 | 69480 |
| 14 | 27598 | 56549 | 61432 | 43989 | 47126 | 66122 | 53220 | 53220 | 62997 | 70397 |
| 15 | 27960 | 57059 | 62256 | 44498 | 47735 | 66980 | 53933 | 53933 | 63814 | 71314 |
| 16 | 28322 | 57569 | 63080 | 45007 | 48344 | 67837 | 54646 | 54646 | 64631 | 72231 |
| 17 | 28684 | 58079 | 63904 | 45516 | 48953 | 68695 | 55359 | 55359 | 65449 | 73148 |
| 18 | 29046 | 58589 | 64728 | 46025 | 49562 | 69553 | 56072 | 56072 | 66266 | 74065 |
| 19 | 29408 | 59099 | 65553 | 46534 | 50171 | 70411 | 56785 | 56785 | 67083 | 74982 |
| 20 | 29771 | 59609 | 66377 | 47043 | 50780 | 71269 | 57498 | 57498 | 67900 | 75899 |
| 21 | 30133 | 60119 | 67201 | 47552 | 51389 | 72126 | 58211 | 58211 | 68717 | 76816 |
| 22 | 30495 | 60629 | 68025 | 48061 | 51998 | 72984 | 58924 | 58924 | 69534 | 77733 |
| 23 | 30857 | 61139 | 68849 | 48570 | 52607 | 73842 | 59637 | 59637 | 70351 | 78650 |
| 24 | 31219 | 61649 | 69673 | 49079 | 53216 | 74700 | 60350 | 60350 | 71168 | 79567 |
| 25 | 31593 | 62159 | 70486 | 49597 | 53841 | 75557 | 61060 | 61060 | 71983 | 80484 |

(a) In addition to base salary, Cafeteria Managers receive \$1,500 with a Bachelor's Degree; \$1,000 with an Associate Degree and \$500 with trade school certification.

(b) Cafeteria Managers of schools with student counts of 0 - 500 students shall be compensated at Base Manager pay, with student counts of 501 - 700 shall be compensated an additional \$750, and with student counts of over 700 students shall be compensated an additional \$1000.

(c) Salary Supplement for CPA Certification \$5,000

**ST. JAMES PARISH PUBLIC SCHOOL SYSTEM
SECRETARIAL EMPLOYEE SALARY SCHEDULE
FISCAL YEAR 2019- 2020**

| Step | STEN | STWL |
|------|--------------------|--------------------|
| | 10 Month Secretary | 12 Month Secretary |
| 0 | 21031 | 25061 |
| 1 | 21354 | 25453 |
| 2 | 21677 | 25846 |
| 3 | 22001 | 26239 |
| 4 | 22324 | 26631 |
| 5 | 22647 | 27024 |
| 6 | 22971 | 27417 |
| 7 | 23294 | 27809 |
| 8 | 23617 | 28202 |
| 9 | 23941 | 28595 |
| 10 | 24264 | 28988 |
| 11 | 24587 | 29380 |
| 12 | 24911 | 29773 |
| 13 | 25234 | 30166 |
| 14 | 25557 | 30558 |
| 15 | 25881 | 30951 |
| 16 | 26204 | 31344 |
| 17 | 26527 | 31736 |
| 18 | 26851 | 32129 |
| 19 | 27174 | 32522 |
| 20 | 27497 | 32915 |
| 21 | 27821 | 33307 |
| 22 | 28144 | 33700 |
| 23 | 28467 | 34093 |
| 24 | 28791 | 34485 |
| 25 | 29106 | 34884 |

Revised to include state pay raises 7/1/19 / td

**ST. JAMES PARISH PUBLIC SCHOOL SYSTEM
CLASSIFIED EMPLOYEE SALARY SCHEDULE
FISCAL YEAR 2019 - 2020**

| Step | Central Office | | LPN | Teacher's Aide | Admin Technician | Accounting Technician | Bus | | Bus Driver | Bus Mechanic | Custodian | Maid | Cafeteria Technician |
|------|----------------|--------------|-------|----------------|------------------|-----------------------|-----------|--------|------------|--------------|-----------|------|----------------------|
| | Receptionist | Receptionist | | | | | Attendant | Driver | | | | | |
| 0 | 25061 | 22889 | 19753 | 26289 | 31846 | 15088 | 21513 | 27347 | 24252 | 12160 | 19881 | | |
| 1 | 25453 | 23146 | 20061 | 26743 | 32347 | 15326 | 21858 | 27792 | 24644 | 12351 | 20199 | | |
| 2 | 25846 | 23403 | 20369 | 27196 | 32849 | 15563 | 22203 | 28237 | 25036 | 12543 | 20517 | | |
| 3 | 26239 | 23660 | 20677 | 27650 | 33351 | 15801 | 22547 | 28682 | 25427 | 12735 | 20836 | | |
| 4 | 26631 | 23917 | 20985 | 28104 | 33853 | 16039 | 22892 | 29126 | 25819 | 12927 | 21154 | | |
| 5 | 27024 | 24174 | 21293 | 28558 | 34355 | 16276 | 23237 | 29571 | 26211 | 13118 | 21472 | | |
| 6 | 27417 | 24431 | 21601 | 29012 | 34857 | 16514 | 23582 | 30016 | 26602 | 13310 | 21790 | | |
| 7 | 27809 | 24689 | 21909 | 29466 | 35359 | 16752 | 23926 | 30460 | 26994 | 13502 | 22108 | | |
| 8 | 28202 | 24946 | 22217 | 29920 | 35860 | 16989 | 24271 | 30905 | 27386 | 13694 | 22427 | | |
| 9 | 28595 | 25203 | 22525 | 30374 | 36362 | 17227 | 24616 | 31350 | 27777 | 13885 | 22745 | | |
| 10 | 28988 | 25460 | 22833 | 30828 | 36864 | 17465 | 24961 | 31795 | 28169 | 14077 | 23063 | | |
| 11 | 29380 | 25717 | 23141 | 31282 | 37366 | 17702 | 25305 | 32239 | 28561 | 14269 | 23381 | | |
| 12 | 29773 | 25974 | 23449 | 31735 | 37868 | 17940 | 25650 | 32684 | 28953 | 14461 | 23700 | | |
| 13 | 30166 | 26231 | 23757 | 32189 | 38370 | 18178 | 25995 | 33129 | 29344 | 14653 | 24018 | | |
| 14 | 30558 | 26488 | 24065 | 32643 | 38871 | 18415 | 26340 | 33574 | 29736 | 14844 | 24336 | | |
| 15 | 30951 | 26745 | 24373 | 33097 | 39373 | 18653 | 26684 | 34018 | 30128 | 15036 | 24654 | | |
| 16 | 31344 | 27002 | 24681 | 33551 | 39875 | 18891 | 27029 | 34463 | 30519 | 15228 | 24973 | | |
| 17 | 31736 | 27259 | 24989 | 34005 | 40377 | 19128 | 27374 | 34908 | 30911 | 15420 | 25291 | | |
| 18 | 32129 | 27516 | 25297 | 34459 | 40879 | 19366 | 27719 | 35352 | 31303 | 15611 | 25609 | | |
| 19 | 32522 | 27773 | 25605 | 34913 | 41381 | 19604 | 28063 | 35797 | 31694 | 15803 | 25927 | | |
| 20 | 32915 | 28030 | 25913 | 35367 | 41882 | 19841 | 28408 | 36242 | 32086 | 15995 | 26246 | | |
| 21 | 33307 | 28287 | 26221 | 35821 | 42384 | 20079 | 28753 | 36687 | 32478 | 16187 | 26564 | | |
| 22 | 33700 | 28544 | 26529 | 36274 | 42886 | 20317 | 29098 | 37131 | 32869 | 16378 | 26882 | | |
| 23 | 34093 | 28801 | 26837 | 36728 | 43388 | 20554 | 29443 | 37576 | 33261 | 16570 | 27200 | | |
| 24 | 34485 | 29058 | 27145 | 37182 | 43890 | 20792 | 29787 | 38021 | 33653 | 16762 | 27519 | | |
| 25 | 34884 | 29315 | 27455 | 37624 | 44384 | 21034 | 30143 | 38456 | 34053 | 16959 | 27839 | | |

**ST. JAMES PARISH PUBLIC SCHOOL SYSTEM
HEAD START SALARY SCHEDULES 2019 - 2020**

Certificated Teachers / Center Designee
9.5 Months / 192 Days

| Step | Salary |
|------|--------|
| 1 | 40803 |
| 2 | 41808 |
| 3 | 42813 |
| 4 | 43818 |
| 5 | 44823 |
| 6 | 45828 |
| 7 | 46833 |
| 8 | 47838 |
| 9 | 48843 |
| 10 | 49848 |

Degreed Teachers (Assoc or Bach Degree)
9 Months / 182 Days

| Step | Salary |
|------|--------|
| 1 | 25931 |
| 2 | 26436 |
| 3 | 26940 |
| 4 | 27445 |
| 5 | 27949 |
| 6 | 28454 |
| 7 | 28958 |
| 8 | 29463 |
| 9 | 29967 |
| 10 | 30472 |

CDA Paraprofessionals
9 Months / 182 Days

| Step | Salary |
|------|--------|
| 1 | 20439 |
| 2 | 20795 |
| 3 | 21188 |
| 4 | 21568 |
| 5 | 21962 |
| 6 | 22245 |
| 7 | 22534 |
| 8 | 22823 |
| 9 | 23117 |
| 10 | 23410 |

CDA must be completed to advance a step.

Parent Advocates
10 Months / 202 Days

| Step | Salary |
|------|--------|
| 1 | 21816 |
| 2 | 22163 |
| 3 | 22471 |
| 4 | 22866 |
| 5 | 23142 |
| 6 | 23395 |
| 7 | 23813 |
| 8 | 24092 |
| 9 | 24370 |
| 10 | 24649 |

CDA must be completed to advance a step.

Family Services Coordinator
10 Months / 202 Days

| Step | Salary |
|------|--------|
| 1 | 51204 |
| 2 | 52281 |
| 3 | 53223 |
| 4 | 53756 |
| 5 | 54293 |
| 6 | 54836 |
| 7 | 55384 |
| 8 | 55938 |
| 9 | 56498 |
| 10 | 57063 |

**St. James Parish Schools
Athletic Coaching Supplements**

| FALL | | | WINTER | | | SPRING | | |
|---------------|-------------|-----|--------------|-------------|-----|---------------|-------------|-----|
| Sport | Position | % | Basketball | Asst. Coach | 8% | Baseball | Head Coach | 11% |
| Cross Country | Asst. Coach | 5% | Basketball | Head Coach | 11% | Baseball | Asst. Coach | 8% |
| Cross Country | Head Coach | 6% | Bowling | Asst. Coach | 5% | Fishing | Head Coach | 6% |
| Football | Assoc. HC | 11% | Bowling | Head Coach | 6% | Golf | Asst. Coach | 5% |
| Football | Asst. Coach | 8% | Powerlifting | Head Coach | 6% | Golf | Head Coach | 6% |
| Football | Coordinator | 10% | Powerlifting | Asst. Coach | 5% | Softball | Asst. Coach | 8% |
| Football | Equipment | 5% | Soccer | Asst. Coach | 6% | Softball | Head Coach | 11% |
| Football | PSC | 8% | Soccer | Head Coach | 9% | Tennis | Head Coach | 6% |
| Football | Video | 5% | | | | Tennis | Asst. Coach | 5% |
| Swimming | Asst. Coach | 5% | | | | Track & Field | Asst. Coach | 8% |
| Swimming | Head Coach | 6% | | | | Track & Field | Head Coach | 11% |
| Volleyball | Asst. Coach | 8% | | | | | | |
| Volleyball | Head Coach | 11% | | | | | | |

| Middle School Coaching Supplements | | | Other Pay Supplements | | | | | |
|------------------------------------|-------------|----|-----------------------|-----------|--------|------------------|----------------|-----|
| All Sports | Head Coach | 6% | CDL | Per Sport | 1% | S&C Coord. | 1 Per Season | 4% |
| All Sports | Asst. Coach | 5% | Summer - I | 150 Hours | 4.5% | Athletic Trainer | Head | 25% |
| Support Staff | | | Summer - II | 100 Hours | 3% | Athletic Trainer | Assistant | 17% |
| Video Coordinator | | 5% | Summer - III | 50 Hours | 1.5% | Offseason | Assigned by AD | 2% |
| Equipment Manager | | 5% | FB: Thanksgiving | - | \$1000 | Asst. AD | - | 6% |

| Staff Sizes - High School | | | Staff Sizes - Middle School | | |
|---------------------------|------|------------|-----------------------------|------|------------|
| | Head | Assistants | Sports | Head | Assistants |
| Football | 1 | 9 | Football | 1 | 4 |
| Basketball (B) | 1 | 2* | Baseball | 1 | 2* |
| Basketball (G) | 1 | 2* | Softball | 1 | 2* |
| Baseball | 1 | 2* | Basketball (B) | 1 | 1 |
| Softball | 1 | 2* | Basketball (G) | 1 | 1 |
| Volleyball | 1 | 2* | Volleyball | 1 | 1 |
| Track (B) | 1 | 2 | Track (J) | 1 | 1 |
| Track (G) | 1 | 2 | Swimming (J) | 1 | 1 |
| Swimming (J) | 1 | 2 | Soccer (B) | 1 | 0 |
| Soccer (B) | 1 | 1 | Soccer (G) | 1 | 0 |
| Soccer (G) | 1 | 1 | Support Staff | | |
| PL (B) | 1 | 2 | Asst. AD | 1 | |
| PL (G) | 1 | 2 | Video Coordinator | 1 | |
| Tennis (J) | 1 | 1 | Equipment Manager | 1 | |
| CC (J) | 1 | 1 | | | |
| Golf (B&G) | 1 | 0 | | | |

*Additional coaches can be added by adding sub-varsity and middle school teams

St. James Parish Schools
Athletic Coaching Supplements

- Number of student athletes will be taken into consideration when assigning coaches. Athletic Director will make a recommendation of number of coaches assigned for central office approval.
- All assignments are to be approved by the Athletic Director and the Principal then central office.
- Coaches are only allowed to coach/receive a supplement for one sport per LHSAA Season.
- All Coaches are capped at 24% Supplement.
- Non Teacher coaches who are 12 month employees coaching supplement is a flat rate stipend FY19 not based on pay.
- Currently employed coaches will not have their supplement reduced by the implementation of the percentage supplements. Flat rate stipends from FY 2019 will be used until the percentage rate increases.
- Athletic Directors are responsible for Annual Head Coach & Sports Program Evaluations.
- Head Coaches of Individual Sports will be responsible for Annual Evaluations of Asst. Coaches.
- Track & Field Programs are expected to compete in Indoor and Outdoor Seasons
- Minimal Scheduling Requirements are required for coaching assignments. Additional Coaches added for added teams. Number of student athletes will be considered when assigning coaches. Athletic Director will make a recommendation of number of coaches assigned for central office approval.
- Summer Hours are assigned and verified by the Athletic Directors.
- All Summer Programs are under the jurisdiction of the School.

| Regular Season Games Schedule Requirements | | | | |
|---|----------------|-----------------------|-----------------|----------------------|
| | Varsity | Junior Varsity | Freshman | Middle School |
| Football | 8-10 | 6-8 | 6-8 | 6-8 |
| Volleyball | 37-46 | 20-24 | 16-20 | 14+* |
| Basketball | 27-34 | 18-22 | 16-20 | 14+* |
| Baseball | 27-34 | 18-22 | 16-20 | 14+* |
| Softball | 27-34 | 18-22 | 16-20 | 14+* |
| Soccer | 19+3 | 14-18 | 14-18 | 14+* |
| Bowling | 10-12 | X | X | X |
| Tennis | 12-14 | X | X | X |
| Golf | 8-10 | X | X | X |
| Cross Country | 6 | X | X | 4 |
| Swimming | 7 | X | X | 4 |
| Track (Outdoor) | 8 | 5 | X | 4 |
| Track (Indoor) | 2 | X | X | X |
| Powerlifting | 3 | X | X | 3 |

**St. James Parish Schools
Athletic Coaching Supplements**

CECP/Non-Faculty Coaching Supplements

Non-Faculty Coaches must meet the minimum requirements of Coaching required by the LHSAA.

| FALL | | | WINTER | | | SPRING | | |
|---|-------------|--------|---------------|-------------|--------|---------------|-------------|--------|
| Sport | Position | \$ | Sport | Position | \$ | Sport | Position | \$ |
| Cross Country | Asst. Coach | \$2000 | Basketball | Asst. Coach | \$3000 | Baseball | Head Coach | \$4250 |
| Cross Country | Head Coach | \$3000 | Basketball | Head Coach | XXX | Baseball | Asst. Coach | \$3000 |
| Football | Asst. Coach | \$3000 | Bowling | Asst. Coach | \$2500 | Fishing | Head Coach | \$2500 |
| Football | Equipment | \$2000 | Bowling | Head Coach | \$3000 | Golf | Asst. Coach | \$2000 |
| Football | Video | \$2000 | Powerlifting | Head Coach | \$3000 | Golf | Head Coach | \$2500 |
| Swimming | Asst. Coach | \$2500 | Powerlifting | Asst. Coach | \$2500 | Softball | Asst. Coach | \$3000 |
| Swimming | Head Coach | \$3000 | Soccer | Asst. Coach | \$3000 | Softball | Head Coach | \$4250 |
| Volleyball | Asst. Coach | \$3000 | Soccer | Head Coach | \$4250 | Tennis | Head Coach | \$2500 |
| Volleyball | Head Coach | \$4250 | | | | Tennis | Asst. Coach | \$2000 |
| Middle School Coaching Supplements | | | | | | Track & Field | Asst. Coach | \$3000 |
| All Sports | Head Coach | \$2500 | | | | Track & Field | Head Coach | \$4250 |
| All Sports | Asst. Coach | \$2000 | | | | | | |

| OTHER POSITIONS | FACULTY STIPEND | |
|---|--------------------------------------|--|
| Band Director H.S. with 120 Summer Hours | 6500 | |
| Band Director H.S. no Summer Hours | 5000 | |
| Band Director Asst with 120 Summer Hours | 2000 | |
| CDL Pay | 750 | |
| Cheer / Dance Sponsors State / National Competition | 1800 | |
| Corp Group Sponsors | max of \$400 for documented practice | |
| Football Practice - Thanksgiving due to Playoffs | 1000 | |
| Gate Collectors | \$50 per game | |
| Game Clock Adminsitrator | \$50 per game | |

NOTE: Coaching Stipends will be paid evenly over 12 months with the exception of CECP coaches who will be paid at completion of the sport upon submission of time sheets to Athletic Directors. Assignments to be dependent upon number of students participating in sports and approval by Athletic Director, Principal, Superintendent and/or Human Resources. No coach may be assigned to two different sports with overlapping seasons. No overlapping of coaching sports accepted.

All personnel (e.g., high school athletic directors, assistant coaches, agriscience teachers, band directors, guidance counselors) who work during the summer shall document summer employment the electronic time clock. Time sheets must be signed by the Athletic Director and Principal and returned ti the Office of Human Resoures in or before the first day of school.

Note: Summer work hours must be documented as they are worked and must be worked in the summer months outside of the regularly scheduled school work days. There will be no "make ups" of summer work hours later in the school year in order to receive a full stipend. Any Coach hired after summer hours work time has begun or ended is not eligible for the summer hours supplement (Cannot make up summer hours). Summer hours are not mandatory.

Any stipend paid to an employee shall be considered supplemental compensation for performing extra duties during the current school year.

CECP Coaches and Football Coaches "after the regular season pay" are to be paid after documented hours are If a sport does not compete for district and/or post season awards, the sport will be paid .50 (1/2) the assigned sstipend.

SUPPLEMENTAL PAY FOR CLUBS/ORGANIZATIONS OUTSIDE OF SCHOOL HOURS

GUIDELINES

Clubs/Organizations - ONLY - 4-H, Beta, Junior Beta, International Science Fair:

1. Clubs must have a state and/or a national charter. Proof of state or national affiliation shall be on file in the Principal's office (i.e., national dues).
2. Clubs shall submit, in September, a yearly calendar of projected activities to be kept on file in the Principal's office.
3. **Clubs shall have a regularly scheduled monthly meeting.** Sponsors shall submit a signature list of members and an agenda for each meeting to the Principal.
4. Documentation shall be submitted with the Request for Supplemental Pay Form and shall be kept on file in the Principal's office for one (1) calendar year.

Other clubs:

The teacher(s):

1. should be designated by the principal or system-level supervisor.
2. should demonstrate a willingness and an understanding of the responsibilities of the position.
3. must have a basic knowledge of the area they are responsible for coordinating (SCIENCE/SOCIAL STUDIES FAIR, ELEMENTARY 504/SBLC COORDINATORS, ELEMENTARY TESTING COORDINATOR, FLAG CORP SPONSOR, ELEMENTARY CHOIR/MUSIC PERFORMANCES AFTER HOURS, WEBMASTERING, ELEMENTARY BASKETBALL, DISTRICT PHYSICAL FITNESS COORDINATOR)
4. must be familiar with all rules and regulations on all levels of competition.
5. should encourage students to enter projects for competition in Science, Social Studies, etc.
6. **should not use instructional time** for coordinating activities unless designated by superior.

SUPPLEMENTAL PAY

1. Recommended supplemental pay for sponsoring clubs and/or organizations which adhere to the above guidelines shall be according to the following scale per school year:

| | |
|---------------|-------------------------------------|
| 1 - 15 hours | \$100 |
| 16 - 25 hours | \$200 |
| 26 - 35 hours | \$300 |
| 36+hours | \$400 Ceiling per Club/Organization |

Only hours outside regular school time spent in the direct supervision of students and/or preparation of students for competitive activities shall be allowable. Hours spent in fund-raising and/or related activities and hours during regular school time shall not be allowable for compensation.

2. Payment of supplemental stipend will be according to documented time sheets per calendar year. The **Principal's signature shall be required** prior to submission of the request form to the Service Office for consideration.
3. If more than one teacher is involved in sponsoring a club/organization, the hours worked by each shall be added and the corresponding stipend shall be divided. This stipend shall not exceed a \$400 total for each club/organization.
4. If a teacher sponsors more than one club/organization, a separate request form must be submitted for each club/organization.
5. Any organization that does not meet the established guidelines may petition the St. James Parish Advisory Committee for inclusion prior to the request for payment.
6. Any stipend paid to employees shall be considered supplemental compensation for performing extra duties during the current school year and shall not become part of the employees' permanent salary.

Request for payment shall be made on the parish-adopted "Request for Supplemental Pay" form and submitted to the Office of Human Resources on or before the first Friday in May. Failure to submit the form by the established deadline indicates a forfeiture to claim payment.

REQUEST FOR SUPPLEMENTAL PAY*

Sponsor's Name _____ Employee ID# _____

School _____ Name of Activity/Club/Organization _____

Number of Hours Worked Outside of School Time in Direct Student Supervision/Competition Preparation/Non-Fund Raising Activities _____ Amount/Share Due (\$400 total maximum to be prorated between/among co-sponsors) _____

Checklist of Items on File in the Principal's Office:

- State and/or National Charter
- Yearly Calendar of Projected Activities
- Signature List and Agenda for Each Meeting
- (Optional) Advisory Committee Granted Permission for Inclusion for Supplemental Pay

Documentation of Time Worked Outside of Regular School Hours:

| DATE | ACTIVITY | TIME BEGUN/ENDED | # HOURS |
|-------|----------|------------------|---------|
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| TOTAL | | | |

My signature indicates that the above is an accurate account of the time spent outside of school hours as sponsor of the activity/club/organization. I also understand that this stipend is a one-time payment for extra work performed during the current school year and does not become part of my permanent salary.

_____ / /
 Sponsor's Signature School Date

My signature indicates my endorsement of this request for supplemental pay.

_____ / /
 Principal's Signature School Date

***This form must be submitted to the Office of Human Resources by the first Friday in May of the current school year. Failure to submit the form by the established deadline indicates a forfeiture to claim payment. Documentation shall be kept on file in the Principal's Office for one (1) calendar year.**

SUBSTITUTE PAY RATES

| | <u>Per Day</u> | <u>After 25 Consecutive Days in Same Position</u> |
|--|----------------|---|
| TEACHER (With Teaching Certificate) | \$151 | \$206 |
| <i>Formula Per Day = 55% of starting teachers salary daily rate of pay(rounded to the nearest dollar)</i> | | |
| <i>Formula After 25 days = 75% of starting teachers salary daily rate of pay (rounded to the nearest dollar)</i> | | |
| TEACHER (With Degree) | \$87 | \$107 |
| TEACHER (Non-Degree) | \$72 | \$82 |
| TEACHER AIDE / SECRETARY | \$62 | \$72 |
| CAFETERIA WORKER (7 hrs. per day full time) | \$58 | \$68 |

DAY-BY-DAY SUBSTITUTE

If the substitute works for twenty-five (25) or more consecutive FULL days in the same position, he/she shall be paid the higher rate of that job classification retroactive to the first day of the twenty-five (25) consecutive days.

If the substitute is absent for one or more full or partial workdays while serving as a substitute for twenty-five (25) or more consecutive workdays, then, upon returning to the position, he/she shall continue to be paid on a day-to-day basis, counting the day that he/she returned as day one. Upon working the 25th consecutive day in the same position, he/she shall be paid the higher rate of that job classification retroactive to the first day of the twenty-five (25) consecutive days. Day-by-day substitute pay begins with the first day worked.

After higher rate of pay is received (25 consecutive days worked with no time missed in the same position), the higher rate will apply for the rest of the school year.

APPOINTED SUBSTITUTE

An appointed substitute (a long-term substitute employed in the absence of a regular employee for a minimum of twenty-five (25) consecutive days or as approved by the Human Resources Director) will be paid the higher daily rate in that job classification beginning with the first day worked. If absent during the "appointed" substitute period, then the twenty-five (25) consecutive-day rule would not apply.

After higher rate of pay is received (25 consecutive days worked with no time missed in the same position), the higher rate will apply for the rest of the school year.

Note: The term degree as used in the section dealing with substitute pay rate refers to an individual with a documented four-year Bachelor's degree from an accredited college or university.

HOURLY RATES

| POSITION | <u>Per Hour</u> |
|---|-----------------|
| Homebound Teachers..... | 30.00 |
| After School Detention Teachers | 30.00 |
| HS Teacher teaching 4 th block | 20.00 |
| Welding Shop Coordinator for after hours usage by outside entity | 40.00 |
| School Food Service Supervisor | 85.00 |
| <i><u>After School Tutoring/ Summer School</u></i> | |
| Teacher | 30.00 |
| Paraprofessional | 15.00 |
| LPN for students requiring | 20.00 |
| <i><u>Training Stipend</u></i> | |
| Teacher | 20.00 |
| LPN as required | 15.00 |
| Paraprofessional | 12.00 |
| Spanish Translator | 18.00 |
| Head Start Bus Monitor Applied for 38 hours + in a work week | 12.00 |
| Occupational Therapist | 60.00 |
| Physical Therapist | 60.00 |
| High School Student Worker | Minimum Wage |
| College Student Worker | 10.00 |
| After School Care Paid by School | |
| Aides/Secretaries | hourly rate |
| Teachers | 20.00 |
| Summer Feeding Program | |
| Program Monitor | \$16.00 |
| Central Kitchen Manager | \$14.00 |
| Technician | \$10.00 |
| Bus Monitor | Minimum Wage |
| Bus Driver | \$60.00/Day |
| Summer STEM Camp | |
| Teacher | |
| Teaching | \$30/hour |
| Planning | \$20/hour |
| Student Worker | \$10/hour |

Aquatics Center Workers
 Lifeguards, Swim Coaches, Swim Lesson Instructors
 High School.....\$9.00/hr.
 College.....\$10.00/hr.
 Certified Teachers.....\$18.00/hr.
Employees start at the above pay schedule and increase by \$0.50 for every returning year until maxing out at \$12/hr with the exception of certified teachers holding a steady rate of \$18/hr, taking into consideration their teaching experience.

EXTRA TRANSPORTATION PAY RATES

| <u>ACTIVITY/DESTINATION</u> | <u>RATE</u> | <u>GAS</u> |
|---|-------------|------------|
| Practice / After School Tutoring | \$30.00 | \$10.00 |
| Games at Home | 35.00 | 15.00 |
| Games in Parish | 40.00 | 20.00 |
| Activities on same side of river | 35.00 | 15.00 |
| Activities on opposite side of river | 40.00 | 20.00 |
| Summer School per day on same side river | 60.00 | 15.00 |
| Summer School per day opposite side river | 65.00 | 20.00 |
| Abbeville | 62.00 | 85.00 |
| Alexandria | 72.00 | 135.00 |
| Amite | 52.00 | 45.00 |
| Baton Rouge | 52.00 | 45.00 |
| Breaux Bridge | 62.00 | 70.00 |
| Brusly | 52.00 | 45.00 |
| Central Lafourche (Matthews, La) | 52.00 | 45.00 |
| Chalmette | 52.00 | 45.00 |
| Covington | 52.00 | 45.00 |
| Destrehan | 42.00 | 25.00 |
| Donaldsonville | 42.00 | 20.00 |
| Edgard | 42.00 | 20.00 |
| Folsom | 52.00 | 45.00 |
| Gonzales | 42.00 | 20.00 |
| Hahnville | 42.00 | 25.00 |
| Hammond | 52.00 | 45.00 |
| Houma | 52.00 | 45.00 |
| Hunts Correctional Center (St. Gabriel) | 42.00 | 25.00 |
| Kenner | 52.00 | 45.00 |
| Lafayette | 62.00 | 80.00 |
| LaPlace | 42.00 | 20.00 |
| Metairie | 52.00 | 45.00 |
| Morgan City | 52.00 | 45.00 |
| Napoleonville (Assumption) | 42.00 | 30.00 |
| Natchitoches | 82.00 | 185.00 |
| New Orleans | 52.00 | 45.00 |
| Patterson | 52.00 | 45.00 |
| Plaquemines | 52.00 | 45.00 |
| Ponchatoula | 52.00 | 45.00 |
| Reserve | 42.00 | 20.00 |
| Ruston | 82.00 | 200.00 |
| St. Bernard | 52.00 | 45.00 |
| St. Francisville (West Feliciana) | 62.00 | 55.00 |
| Shreveport | 82.00 | 200.00 |
| Slidell | 62.00 | 60.00 |
| Terrebonne (Houma) | 52.00 | 45.00 |
| Thibodaux | 42.00 | 25.00 |
| White Castle | 52.00 | 35.00 |
| Zachary | 52.00 | 50.00 |

Rate for approved short-distance double trips: 1½ the above rate

Any club/organization sponsor may exceed the above rate.

Bus Monitor extra trip – minimum wage

Rates apply only to St. James Parish Public School System employed drivers.

DEFINITIONS

Bachelor's Degree: Entry level teachers are required to hold a minimum of a Bachelor's degree from a regionally accredited institute and to meet requirements for an initial area of certification as adopted by the State Board of Elementary and Secondary Education. Certain categories of vocational attain CTTIE (Career and Technical Trade and Industrial Education) certificate through a combination of education and work experience. These combinations range from a high school diploma or equivalent with four years of successful full time work experience in the trade or technical field and fifteen semester hours of professional CTTIE coursework, to a Bachelor's degree in education with two years of successful full time work experience in the trade or technical field and six semester hours of professional CTTIE coursework through an approved vocational teaching training institution.

Base Salary: The annual salary paid to teachers, excluding increments from PIPS, Extended Employment, etc.

Master's Degree: Teachers may be issued a Type A certificate, valid for life for continuous service, based on an earned Master's degree from a regionally accredited institute and five years of teaching experience in the field(s) of certification.

Master's Plus Thirty: Teachers who hold a valid Louisiana certificate may have this category added to their certificate by earning thirty graduate semester hours from one or more regionally accredited institutes in addition to a Master's Degree. Act 650 of 1985 requires that the thirty hours earned toward this category must be taken in the field(s) in which the teacher is certified or is teaching, or in administration/supervision or guidance /counseling.

Minimum Salary Schedule: Title 17 of the Louisiana Revised Statutes of 1950 establishes a minimum salary schedule for teachers in Louisiana. The minimum salary schedule for a one hundred eighty-two (182) day school session applies to teachers in public elementary and high schools including elementary school librarians holding valid Louisiana teaching certificates, and adult education teachers.

Salary Schedule: The salary schedules provides salary figures for all job positions. ~~provided by the State MFP and local district.~~

Specialist in Education or Doctorate Degree: An earned Specialist in Education or a Doctorate degree from a regionally accredited institution may be added to any valid Louisiana teaching certificate.

CECP: Coaches Education Certification Program for the purpose of certifying non-faculty coaches recognized and certified by LHSAA.

National Board Certification: Teachers who achieve this certification have met rigorous standards through intensive study, expert evaluation, self-assessment and peer review. NBPTS offers 25 certificates that cover a variety of subject areas and student developmental levels. National Board Certified Teachers are highly accomplished educators who meet high and rigorous standards.

Teacher Pay Step: New teachers to the district are assigned a pay step based on documented evidence of: demand, years of experience, minimum of 3 prior year successful evaluations (or one for each year of experience if less than 3), recommendation letter from prior employer (or from university professor if no prior employer, by someone familiar with student teaching experience). Current teachers will advance one pay step annually upon an effective performance evaluation.

Experience Verification: For experience as a professional educator (teacher, counselor, principal, etc.) use experience verification form. There is a 30 calendar day window to complete or employee will be put on step for which experience can be verified until all experience verification documentation is received. It is the sole responsibility of the employee to provide experience verification forms to the previous employer and assuring they are returned to St. James Parish School Board Human Resources Department.

SIPS Organization Chart 2019-2020

