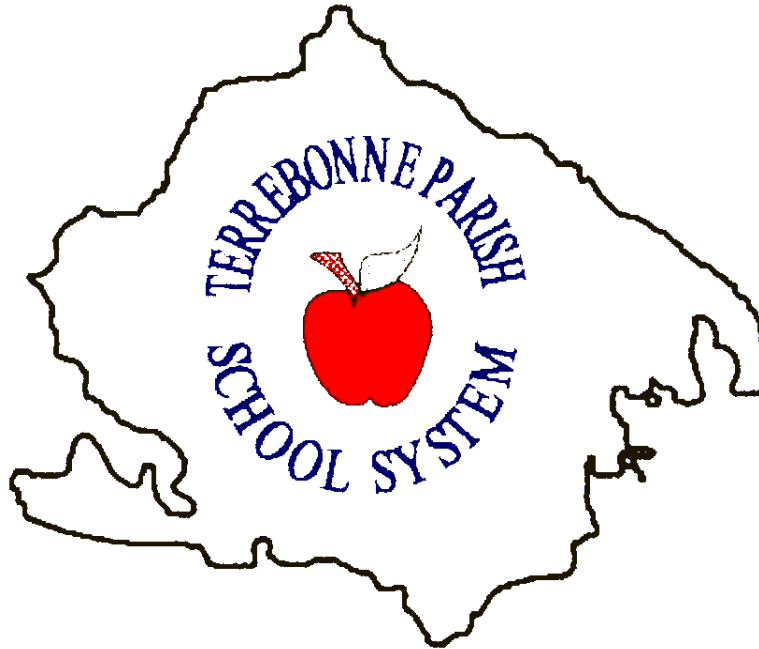


TERREBONNE PARISH SCHOOL SYSTEM



CONSOLIDATED SALARY SCHEDULES EFFECTIVE 2014-2015 SCHOOL SESSION

**PHILIP MARTIN
SUPERINTENDENT**

**TERREBONNE PARISH SCHOOL BOARD
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**2014-2015 TERREBONNE PARISH
182 DAY TEACHER/PROFESSIONAL SALARY SCALE
INDEX 1.00**

Step	Two Years College	Three Years College	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	32,688	33,452	37,909	38,838	38,838	39,484	40,341
1	32,877	33,646	38,314	39,242	39,242	39,885	40,741
2	33,071	33,835	38,717	39,646	39,646	40,291	41,150
3	33,452	34,219	39,122	40,049	40,049	40,692	41,754
4	33,835	34,602	39,524	40,451	40,451	41,100	42,393
5	34,219	34,985	39,927	41,060	41,159	41,811	43,029
6	34,602	35,377	40,332	41,666	41,877	42,552	43,661
7	34,985	35,983	40,739	42,325	42,730	43,366	44,319
8	35,581	36,589	41,141	43,019	43,560	44,194	45,043
9	36,184	37,193	41,780	43,711	44,389	45,027	45,767
10	37,223	38,233	42,849	44,840	45,654	46,289	46,928
11			43,451	45,535	46,486	47,120	47,653
12			44,072	46,191	47,317	47,948	48,344
13			44,711	46,870	48,017	48,664	49,072
14			44,711	46,870	48,017	48,664	49,072
15			44,711	46,870	48,017	48,664	49,072
16			45,370	47,567	48,737	49,405	49,823
17			45,370	47,567	48,737	49,405	49,823
18			45,370	47,567	48,737	49,405	49,823
19			46,049	48,286	49,479	50,166	50,596
20			46,049	48,286	49,479	50,166	50,596
21			46,049	48,286	49,479	50,166	50,596
22			46,748	49,024	50,244	50,948	51,392
23			46,748	49,024	50,244	50,948	51,392
24			46,748	49,024	50,244	50,948	51,392
25			47,468	49,787	51,031	51,756	52,212
Schedule 01							
Steps	1	2	3	4	5	6	7

Positions: Teacher, Lead Teacher, Data Specialist, Speech Therapist, Speech Therapy Assistant, Librarian, Elementary/Middle Guidance Counselor, Social Worker, Psychologist, Ed Diagnostician, Qual Exam/Speech Pathologist, Instructional Coach, Assist Tech Sp Area Coord, Homebound, Interventionist, Interpreter, Nurse, Reading/Math/Science Content Leader.

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" beginning with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
PROFESSIONAL SALARY SCALE
INDEX 1.04**

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	39,426	40,392	40,392	41,063	41,955
1	39,846	40,812	40,812	41,480	42,371
2	40,265	41,232	41,232	41,903	42,795
3	40,687	41,651	41,651	42,320	43,424
4	41,105	42,070	42,070	42,744	44,088
5	41,524	42,703	42,805	43,484	44,750
6	41,946	43,333	43,552	44,254	45,408
7	42,368	44,018	44,439	45,100	46,092
8	42,786	44,739	45,302	45,962	46,844
9	43,452	45,460	46,165	46,828	47,598
10	44,562	46,634	47,480	48,141	48,805
11	45,189	47,356	48,346	49,004	49,559
12	45,835	48,039	49,210	49,866	50,278
13	46,500	48,745	49,938	50,611	51,034
14	46,500	48,745	49,938	50,611	51,034
15	46,500	48,745	49,938	50,611	51,034
16	47,185	49,470	50,687	51,381	51,816
17	47,185	49,470	50,687	51,381	51,816
18	47,185	49,470	50,687	51,381	51,816
19	47,891	50,217	51,458	52,173	52,620
20	47,891	50,217	51,458	52,173	52,620
21	47,891	50,217	51,458	52,173	52,620
22	48,618	50,985	52,253	52,986	53,447
23	48,618	50,985	52,253	52,986	53,447
24	48,618	50,985	52,253	52,986	53,447
25	49,367	51,778	53,072	53,827	54,300
Schedule 02					
Steps	3	4	5	6	7

Positions: Instructional Coach, Integration Specialist, Master Teacher, Occupational Therapist, Qualified Examiner/Speech Pathologist, Social Worker and Teacher

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**2014-2015 TERREBONNE PARISH
PROFESSIONAL SALARY SCALE
Index 1.05**

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	39,805	40,780	40,780	41,458	42,358
1	40,229	41,204	41,204	41,879	42,778
2	40,653	41,629	41,629	42,306	43,207
3	41,078	42,052	42,052	42,727	43,842
4	41,500	42,474	42,474	43,155	44,512
5	41,923	43,113	43,217	43,902	45,181
6	42,349	43,749	43,971	44,679	45,845
7	42,776	44,441	44,867	45,534	46,535
8	43,198	45,170	45,738	46,404	47,295
9	43,869	45,897	46,609	47,278	48,056
10	44,991	47,082	47,936	48,604	49,274
11	45,624	47,812	48,811	49,476	50,036
12	46,275	48,501	49,683	50,346	50,761
13	46,947	49,214	50,418	51,097	51,525
14	46,947	49,214	50,418	51,097	51,525
15	46,947	49,214	50,418	51,097	51,525
16	47,639	49,946	51,174	51,875	52,314
17	47,639	49,946	51,174	51,875	52,314
18	47,639	49,946	51,174	51,875	52,314
19	48,351	50,700	51,953	52,675	53,126
20	48,351	50,700	51,953	52,675	53,126
21	48,351	50,700	51,953	52,675	53,126
22	49,085	51,475	52,756	53,496	53,961
23	49,085	51,475	52,756	53,496	53,961
24	49,085	51,475	52,756	53,496	53,961
25	49,842	52,276	53,582	54,344	54,822
Schedule 50					
Steps	3	4	5	6	7

Positions: Instrumental Music Director

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**2014-2015 TERREBONNE PARISH
PROFESSIONAL SALARY SCALE
INDEX 1.08**

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	40,942	41,945	41,945	42,643	43,568
1	41,379	42,382	42,382	43,076	44,000
2	41,814	42,818	42,818	43,515	44,441
3	42,252	43,253	43,253	43,948	45,094
4	42,686	43,688	43,688	44,388	45,784
5	43,121	44,345	44,452	45,156	46,472
6	43,559	44,999	45,227	45,956	47,154
7	43,998	45,711	46,149	46,835	47,865
8	44,432	46,460	47,044	47,730	48,646
9	45,123	47,208	47,940	48,629	49,429
10	46,276	48,427	49,306	49,992	50,682
11	46,927	49,178	50,205	50,889	51,466
12	47,597	49,887	51,102	51,784	52,211
13	48,288	50,620	51,858	52,557	52,997
14	48,288	50,620	51,858	52,557	52,997
15	48,288	50,620	51,858	52,557	52,997
16	49,000	51,373	52,636	53,357	53,808
17	49,000	51,373	52,636	53,357	53,808
18	49,000	51,373	52,636	53,357	53,808
19	49,733	52,148	53,437	54,180	54,644
20	49,733	52,148	53,437	54,180	54,644
21	49,733	52,148	53,437	54,180	54,644
22	50,488	52,946	54,263	55,024	55,503
23	50,488	52,946	54,263	55,024	55,503
24	50,488	52,946	54,263	55,024	55,503
25	51,266	53,769	55,113	55,897	56,388
Schedules 03, 49					

Positions: Coordinator, Liaison, School Climate Safety Coach, Curriculum Specialist, Audiologist, Autism Specialist, Ed Diagnostician, Ed Facilitator, Qual Exam/Speech Pathologist, Qual Exam/Ed Diagnostician, Psychologist, Social Worker, Snd Guidance Counselor, Teacher, Accountant, Payroll Manager, Buyer, Computer Programmer Analyst/Operator, Executive Assistant to Board, Technical Support Specialist, and Retirement Specialist

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**2014-2015 TERREBONNE PARISH
PROFESSIONAL SALARY SCALE
INDEX 1.12**

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	42,459	43,499	43,499	44,222	45,182
1	42,911	43,951	43,951	44,671	45,630
2	43,363	44,404	44,404	45,126	46,087
3	43,817	44,855	44,855	45,575	46,765
4	44,267	45,306	45,306	46,032	47,480
5	44,718	45,988	46,098	46,829	48,193
6	45,172	46,666	46,902	47,658	48,901
7	45,627	47,404	47,858	48,569	49,637
8	46,078	48,181	48,787	49,497	50,448
9	46,794	48,957	49,716	50,430	51,259
10	47,990	50,221	51,132	51,844	52,559
11	48,665	50,999	52,065	52,774	53,372
12	49,360	51,734	52,995	53,702	54,145
13	50,077	52,495	53,779	54,504	54,960
14	50,077	52,495	53,779	54,504	54,960
15	50,077	52,495	53,779	54,504	54,960
16	50,814	53,275	54,586	55,333	55,801
17	50,814	53,275	54,586	55,333	55,801
18	50,814	53,275	54,586	55,333	55,801
19	51,575	54,080	55,416	56,186	56,667
20	51,575	54,080	55,416	56,186	56,667
21	51,575	54,080	55,416	56,186	56,667
22	52,358	54,907	56,273	57,062	57,559
23	52,358	54,907	56,273	57,062	57,559
24	52,358	54,907	56,273	57,062	57,559
25	53,165	55,761	57,155	57,967	58,477
Schedule 04					
Steps	3	4	5	6	7

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**2014-2015 TERREBONNE PARISH
PROFESSIONAL SALARY SCALE
INDEX 1.16**

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	43,975	45,052	45,052	45,801	46,796
1	44,444	45,521	45,521	46,267	47,260
2	44,911	45,990	45,990	46,738	47,733
3	45,381	46,457	46,457	47,203	48,435
4	45,848	46,924	46,924	47,676	49,176
5	46,315	47,630	47,745	48,501	49,914
6	46,785	48,333	48,578	49,360	50,647
7	47,257	49,097	49,567	50,304	51,410
8	47,723	49,902	50,529	51,265	52,249
9	48,465	50,705	51,491	52,231	53,090
10	49,704	52,014	52,958	53,695	54,436
11	50,403	52,820	53,924	54,659	55,278
12	51,123	53,582	54,888	55,620	56,079
13	51,865	54,370	55,700	56,450	56,923
14	51,865	54,370	55,700	56,450	56,923
15	51,865	54,370	55,700	56,450	56,923
16	52,629	55,178	56,535	57,309	57,794
17	52,629	55,178	56,535	57,309	57,794
18	52,629	55,178	56,535	57,309	57,794
19	53,417	56,011	57,396	58,193	58,691
20	53,417	56,011	57,396	58,193	58,691
21	53,417	56,011	57,396	58,193	58,691
22	54,228	56,868	58,283	59,100	59,614
23	54,228	56,868	58,283	59,100	59,614
24	54,228	56,868	58,283	59,100	59,614
25	55,063	57,752	59,196	60,037	60,565
Schedules 05, 48					
Steps	3	4	5	6	7

Positions: Health Nurse Coordinator, Ed Technology Faciliator, Ed Facilitator/SER Coordinator and Network System Engineer

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**2014-2015 TERREBONNE PARISH
PROFESSIONAL SALARY SCALE
INDEX 1.24**

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	47,008	48,159	48,159	48,960	50,023
1	47,509	48,660	48,660	49,457	50,519
2	48,009	49,161	49,161	49,961	51,025
3	48,511	49,661	49,661	50,458	51,775
4	49,010	50,160	50,160	50,964	52,567
5	49,510	50,915	51,037	51,846	53,356
6	50,012	51,666	51,928	52,764	54,140
7	50,516	52,483	52,985	53,773	54,956
8	51,014	53,343	54,014	54,801	55,853
9	51,808	54,202	55,043	55,833	56,751
10	53,132	55,602	56,611	57,398	58,190
11	53,879	56,463	57,643	58,428	59,090
12	54,649	57,277	58,673	59,456	59,946
13	55,442	58,119	59,541	60,344	60,849
14	55,442	58,119	59,541	60,344	60,849
15	55,442	58,119	59,541	60,344	60,849
16	56,259	58,984	60,434	61,262	61,780
17	56,259	58,984	60,434	61,262	61,780
18	56,259	58,984	60,434	61,262	61,780
19	57,101	59,874	61,354	62,206	62,739
20	57,101	59,874	61,354	62,206	62,739
21	57,101	59,874	61,354	62,206	62,739
22	57,968	60,790	62,302	63,176	63,725
23	57,968	60,790	62,302	63,176	63,725
24	57,968	60,790	62,302	63,176	63,725
25	58,861	61,735	63,278	64,178	64,742
Schedule 06					
Steps	3	4	5	6	7

Positions: Inst Technology Specialist, Staff Development Coordinator, Lanser/Data Coordinator, Pupil Appraisal Coordinator and Internal Auditor

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Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
TRADE AND INDUSTRIAL TEACHER SALARY SCALE
190 DAYS**

Years of Experience	Non Degreed	Bachelor's Degree	Master's Degree	Master's Plus 30*
0	42,263	42,976	43,888	43,888
1	42,616	43,329	44,241	44,241
2	42,968	43,680	44,594	44,594
3	43,322	44,036	44,946	44,946
4	43,675	44,387	45,298	45,298
5	44,026	44,740	45,742	46,376
6	44,382	45,094	46,181	46,861
7	44,736	45,448	46,657	47,381
8	45,087	45,800	47,127	47,899
9	45,564	46,276	47,596	48,412
10	46,467	47,180	48,502	49,364
11	47,102	47,815	48,911	49,820
12	47,757	48,471	49,605	50,014
13	48,433	49,145	50,322	50,752
14	48,433	49,145	50,322	50,752
15	48,433	49,145	50,322	50,752
16	49,128	49,841	51,056	51,514
17	49,128	49,841	51,056	51,514
18	49,128	49,841	51,056	51,514
19	49,845	50,557	51,815	52,295
20	49,845	50,557	51,815	52,295
21	49,845	50,557	51,815	52,295
22	50,583	51,296	52,594	53,104
23	50,583	51,296	52,594	53,104
24	50,583	51,296	52,594	53,104
25	51,343	52,056	53,399	53,933
Schedule 07				
Steps	1	2	3	4

Positions: T & I Teachers and Occupational Therapist.

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Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
TRADE AND INDUSTRIAL TEACHER SALARY SCALE
200 DAYS**

Years of Experience	Non Degreed	Bachelor's Degree	Master's Degree	Master's Plus 30*
0	43,604	44,354	45,288	45,288
1	43,975	44,725	45,659	45,659
2	44,346	45,095	46,031	46,031
3	44,719	45,470	46,403	46,403
4	45,090	45,840	46,773	46,773
5	45,460	46,211	47,241	47,908
6	45,836	46,586	47,702	48,418
7	46,207	46,957	48,204	48,965
8	46,577	47,327	48,700	49,513
9	47,080	47,830	49,194	50,053
10	48,007	48,758	50,124	51,032
11	48,677	49,428	50,556	51,514
12	49,366	50,117	51,285	51,715
13	50,077	50,828	52,040	52,494
14	50,077	50,828	52,040	52,494
15	50,077	50,828	52,040	52,494
16	50,810	51,561	52,814	53,294
17	50,810	51,561	52,814	53,294
18	50,810	51,561	52,814	53,294
19	51,564	52,315	53,612	54,119
20	51,564	52,315	53,612	54,119
21	51,564	52,315	53,612	54,119
22	52,341	53,092	54,433	54,969
23	52,341	53,092	54,433	54,969
24	52,341	53,092	54,433	54,969
25	53,143	53,894	55,280	55,844
Schedule 08				
Steps	1	2	3	4

Positions: T & I Health Occupational Teacher

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" beginning with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**TERREBONNE PARISH
EXTRA CURRICULAR STIPENDS
AND EMPLOYMENT**

ATHLETICS	Stipend	Additional Employment Before Teacher Start Date	Index
B. 7-9 Grades Programs			
1. Athletic Coordinator - Junior High 7-9 Grades	\$ 1,750	2 Weeks	0.050
2. Athletic Coordinator - 7-8 Grades	\$ 1,500	2 Weeks	0.050
3. Head Coach Football	\$ 1,500	*1 Week	0.025
4. Assistant Coach Football	\$ 1,250	*1 Week	0.025
5. Head Coach Basketball	\$ 1,500		
6. Assistant Coach Basketball	\$ 1,250		
7. Head Coach Track	\$ 1,500		
8. Head Coach Volleyball	\$ 1,500	*1 Week	0.025
9. Head Coach Softball	\$ 1,500		
10. Drill Squad	\$ 1,200		
11. Cheerleader	\$ 1,200		
12. Instrumental Music (Junior High)	\$ 2,000	192 Days	1.05
13. Instrumental Music (Elementary - Ambulatory)	\$ 700		

A non-faculty (CECP) coach will receive the index stated based on their certification degree status on the teacher salary schedule.

Salary schedule #36 for stipend amounts

Salary schedule for additional weeks - see appropriate index schedule below:

#37 for 1 week

#38 for 2 weeks

#39 for 3 weeks

#40 for 4 weeks

**TERREBONNE PARISH
EXTRA CURRICULAR STIPENDS
AND EMPLOYMENT**

ATHLETICS	Stipend	Additional Employment Before Teacher Start Date	Index
<u>A. Junior Varsity/Varsity Program</u>			
1. Athletic Director - High School Grades 9-12	\$ 4,000	4 Weeks	0.100
2. Athletic Director - High School Grades 10-12	\$ 3,500	4 Weeks	0.100
3. Head Coach Football	\$ 3,000	3 Weeks	0.075
4. Assistant Coach Football	\$ 2,000	3 Weeks	0.075
5. Head Coach Basketball	\$ 3,000	3 Weeks	0.075
6. Assistant Coach Basketball	\$ 2,000	3 Weeks	0.075
7. Head Coach Baseball	\$ 3,000		
8. Assistant Coach Baseball	\$ 2,000		
9. Head Coach Track	\$ 3,000		
10. Assistant Coach Track	\$ 2,000		
11. Head Coach Volleyball	\$ 3,000	3 Weeks	0.075
12. Assistant Coach Volleyball	\$ 2,000	3 Weeks	0.075
13. Head Coach Softball	\$ 3,000		
14. Assistant Coach Softball	\$ 2,000		
15. Head Coach Soccer	\$ 2,000		
16. Faculty Representative	\$ 750		
17. Head Coach Tennis	\$ 2,000		
18. Head Cross Country	\$ 2,000		
19. Head Swimming	\$ 2,000		
20. Head Golf	\$ 2,000		
21. Bowling	\$ 2,000		
22. Drill Squad	\$ 1,600	1 Week	0.025
23. Cheerleader	\$ 1,600	1 Week	0.025
24. Vocal Music	\$ 1,100		
25. Instrumental Music	\$ 2,600	192 Days	1.05
26. Extended Season Pay	\$ 200	per week	

A non-faculty (CECP) coach will receive the index stated based on their certification degree status on the teacher salary schedule.

Salary schedule #36 for stipend amounts

Salary schedule for additional weeks - see appropriate index schedule below:

#37 for 1 week; #38 for 2 weeks; #39 for 3 weeks, #40 for 4 weeks

2014-2015 TERREBONNE PARISH

1 Extra Week

Index .025

Years of Experience	Two Years College	Three Years College	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	817	836	948	971	971	987	1,009
1	822	841	958	981	981	997	1,019
2	827	846	968	991	991	1,007	1,029
3	836	855	978	1,001	1,001	1,017	1,044
4	846	865	988	1,011	1,011	1,027	1,060
5	855	875	998	1,027	1,029	1,045	1,076
6	865	884	1,008	1,042	1,047	1,064	1,092
7	875	900	1,018	1,058	1,068	1,084	1,108
8	890	915	1,029	1,075	1,089	1,105	1,126
9	905	930	1,045	1,093	1,110	1,126	1,144
10	931	956	1,071	1,121	1,141	1,157	1,173
11			1,086	1,138	1,162	1,178	1,191
12			1,102	1,155	1,183	1,199	1,209
13			1,118	1,172	1,200	1,217	1,227
14			1,118	1,172	1,200	1,217	1,227
15			1,118	1,172	1,200	1,217	1,227
16			1,134	1,189	1,218	1,235	1,246
17			1,134	1,189	1,218	1,235	1,246
18			1,134	1,189	1,218	1,235	1,246
19			1,151	1,207	1,237	1,254	1,265
20			1,151	1,207	1,237	1,254	1,265
21			1,151	1,207	1,237	1,254	1,265
22			1,169	1,226	1,256	1,274	1,285
23			1,169	1,226	1,256	1,274	1,285
24			1,169	1,226	1,256	1,274	1,285
25			1,187	1,245	1,276	1,294	1,305
Schedule 37							
Steps	1	2	3	4	5	6	7

2014-2015 TERREBONNE PARISH

2 Extra Weeks

Index .050

Years of Experience	Two Years College	Three Years College	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	1,634	1,673	1,895	1,942	1,942	1,974	2,017
1	1,644	1,682	1,916	1,962	1,962	1,994	2,037
2	1,654	1,692	1,936	1,982	1,982	2,015	2,057
3	1,673	1,711	1,956	2,002	2,002	2,035	2,088
4	1,692	1,730	1,976	2,023	2,023	2,055	2,120
5	1,711	1,749	1,996	2,053	2,058	2,091	2,151
6	1,730	1,769	2,017	2,083	2,094	2,128	2,183
7	1,749	1,799	2,037	2,116	2,137	2,168	2,216
8	1,779	1,829	2,057	2,151	2,178	2,210	2,252
9	1,809	1,860	2,089	2,186	2,219	2,251	2,288
10	1,861	1,912	2,142	2,242	2,283	2,314	2,346
11			2,173	2,277	2,324	2,356	2,383
12			2,204	2,310	2,366	2,397	2,417
13			2,236	2,344	2,401	2,433	2,454
14			2,236	2,344	2,401	2,433	2,454
15			2,236	2,344	2,401	2,433	2,454
16			2,269	2,378	2,437	2,470	2,491
17			2,269	2,378	2,437	2,470	2,491
18			2,269	2,378	2,437	2,470	2,491
19			2,302	2,414	2,474	2,508	2,530
20			2,302	2,414	2,474	2,508	2,530
21			2,302	2,414	2,474	2,508	2,530
22			2,337	2,451	2,512	2,547	2,570
23			2,337	2,451	2,512	2,547	2,570
24			2,337	2,451	2,512	2,547	2,570
25			2,373	2,489	2,552	2,588	2,611
Schedule 38							
Steps	1	2	3	4	5	6	7

2014-2015 TERREBONNE PARISH

3 Extra Weeks

Index .075

Years of Experience	Two Years College	Three Years College	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	2,452	2,509	2,843	2,913	2,913	2,961	3,026
1	2,466	2,523	2,874	2,943	2,943	2,991	3,056
2	2,480	2,538	2,904	2,973	2,973	3,022	3,086
3	2,509	2,566	2,934	3,004	3,004	3,052	3,132
4	2,538	2,595	2,964	3,034	3,034	3,082	3,179
5	2,566	2,624	2,995	3,080	3,087	3,136	3,227
6	2,595	2,653	3,025	3,125	3,141	3,191	3,275
7	2,624	2,699	3,055	3,174	3,205	3,252	3,324
8	2,669	2,744	3,086	3,226	3,267	3,315	3,378
9	2,714	2,790	3,134	3,278	3,329	3,377	3,433
10	2,792	2,867	3,214	3,363	3,424	3,472	3,520
11			3,259	3,415	3,486	3,534	3,574
12			3,305	3,464	3,549	3,596	3,626
13			3,353	3,515	3,601	3,650	3,680
14			3,353	3,515	3,601	3,650	3,680
15			3,353	3,515	3,601	3,650	3,680
16			3,403	3,568	3,655	3,705	3,737
17			3,403	3,568	3,655	3,705	3,737
18			3,403	3,568	3,655	3,705	3,737
19			3,454	3,621	3,711	3,762	3,795
20			3,454	3,621	3,711	3,762	3,795
21			3,454	3,621	3,711	3,762	3,795
22			3,506	3,677	3,768	3,821	3,854
23			3,506	3,677	3,768	3,821	3,854
24			3,506	3,677	3,768	3,821	3,854
25			3,560	3,734	3,827	3,882	3,916
Schedule 39							
Steps	1	2	3	4	5	6	7

2014-2015 TERREBONNE PARISH
4 Extra Weeks
Index .100

Years of Experience	Two Years College	Three Years College	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	3,269	3,345	3,791	3,884	3,884	3,948	4,034
1	3,288	3,365	3,831	3,924	3,924	3,989	4,074
2	3,307	3,383	3,872	3,965	3,965	4,029	4,115
3	3,345	3,422	3,912	4,005	4,005	4,069	4,175
4	3,383	3,460	3,952	4,045	4,045	4,110	4,239
5	3,422	3,498	3,993	4,106	4,116	4,181	4,303
6	3,460	3,538	4,033	4,167	4,188	4,255	4,366
7	3,498	3,598	4,074	4,232	4,273	4,337	4,432
8	3,558	3,659	4,114	4,302	4,356	4,419	4,504
9	3,618	3,719	4,178	4,371	4,439	4,503	4,577
10	3,722	3,823	4,285	4,484	4,565	4,629	4,693
11			4,345	4,553	4,649	4,712	4,765
12			4,407	4,619	4,732	4,795	4,834
13			4,471	4,687	4,802	4,866	4,907
14			4,471	4,687	4,802	4,866	4,907
15			4,471	4,687	4,802	4,866	4,907
16			4,537	4,757	4,874	4,940	4,982
17			4,537	4,757	4,874	4,940	4,982
18			4,537	4,757	4,874	4,940	4,982
19			4,605	4,829	4,948	5,017	5,060
20			4,605	4,829	4,948	5,017	5,060
21			4,605	4,829	4,948	5,017	5,060
22			4,675	4,902	5,024	5,095	5,139
23			4,675	4,902	5,024	5,095	5,139
24			4,675	4,902	5,024	5,095	5,139
25			4,747	4,979	5,103	5,176	5,221
Schedule 40							
Steps	1	2	3	4	5	6	7

**TERREBONNE PARISH
ADMINISTRATIVE INDEXES**

The salary schedules for the administrative index are calculated by multiplying the appropriate index times the 182 day Teacher/Professional Salary Schedule. Pages 17-29 have already been calculated using the appropriate index.

Position	Index
Elementary/Middle Assistant Principal (1-350)	1.16
Elementary/Middle Assistant Principal (351-600)	1.18
Elementary/Middle Assistant Principal (601-800)	1.22
Elementary/Middle Assistant Principal (801-up)	1.25
Vocational Technical Assistant Principal	1.34
Junior High School Assistant Principal	1.34
High School Assistant Principal (10-12)	1.38
High School Assistant Principal (9-12)	1.43
Elementary/Middle Principal (1-350)	1.25
Elementary/Middle Principal 351-600)	1.30
Elementary/Middle Principal (601-800)	1.34
Elementary/Middle Principal (801-up)	1.38
Alternative School Principal	1.38
Vocational Technical Principal	1.47
Junior High School Principal	1.47
High School Principal (10-12 Grades)	1.50
High School Principal (9-12 Grades)	1.55
Assistant Supervisor	1.38
Supervisor	1.64
Director	1.76
Assistant Superintendent	1.85

Additional stipends for Middle School Administrators Extracurricular	
Principal - Montegut Middle, Lacache, Grand Caillou Middle	\$ 1,000
Principal - Oaklawn	\$ 1,500
Assistant Principal - Montegut Middle, Lacache, Grand Caillou Middle	\$ 500
Assistant Principal - Oaklawn	\$ 750

**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.16**

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	45,052	45,052	45,801	46,796
1	45,521	45,521	46,267	47,260
2	45,990	45,990	46,738	47,733
3	46,457	46,457	47,203	48,435
4	46,924	46,924	47,676	49,176
5	47,630	47,745	48,501	49,914
6	48,333	48,578	49,360	50,647
7	49,097	49,567	50,304	51,410
8	49,902	50,529	51,265	52,249
9	50,705	51,491	52,231	53,090
10	52,014	52,958	53,695	54,436
11	52,820	53,924	54,659	55,278
12	53,582	54,888	55,620	56,079
13	54,370	55,700	56,450	56,923
14	54,370	55,700	56,450	56,923
15	54,370	55,700	56,450	56,923
16	55,178	56,535	57,309	57,794
17	55,178	56,535	57,309	57,794
18	55,178	56,535	57,309	57,794
19	56,011	57,396	58,193	58,691
20	56,011	57,396	58,193	58,691
21	56,011	57,396	58,193	58,691
22	56,868	58,283	59,100	59,614
23	56,868	58,283	59,100	59,614
24	56,868	58,283	59,100	59,614
25	57,752	59,196	60,037	60,565
Schedule 92	Elem/Middle School Asst. Principal (1-350)			
Steps	4	5	6	7

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" beginning with the 2013-2014 Compass or District employee evaluations shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step. Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.18**

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	\$45,829	\$45,829	\$46,591	\$47,603
1	\$46,306	\$46,306	\$47,064	\$48,074
2	\$46,783	\$46,783	\$47,544	\$48,556
3	\$47,258	\$47,258	\$48,017	\$49,270
4	\$47,733	\$47,733	\$48,498	\$50,023
5	\$48,451	\$48,568	\$49,338	\$50,775
6	\$49,166	\$49,415	\$50,211	\$51,521
7	\$49,943	\$50,422	\$51,171	\$52,297
8	\$50,762	\$51,400	\$52,149	\$53,150
9	\$51,579	\$52,379	\$53,132	\$54,005
10	\$52,911	\$53,871	\$54,621	\$55,375
11	\$53,731	\$54,854	\$55,601	\$56,231
12	\$54,506	\$55,834	\$56,579	\$57,046
13	\$55,307	\$56,660	\$57,424	\$57,904
14	\$55,307	\$56,660	\$57,424	\$57,904
15	\$55,307	\$56,660	\$57,424	\$57,904
16	\$56,129	\$57,510	\$58,297	\$58,791
17	\$56,129	\$57,510	\$58,297	\$58,791
18	\$56,129	\$57,510	\$58,297	\$58,791
19	\$56,977	\$58,385	\$59,196	\$59,703
20	\$56,977	\$58,385	\$59,196	\$59,703
21	\$56,977	\$58,385	\$59,196	\$59,703
22	\$57,848	\$59,288	\$60,119	\$60,642
23	\$57,848	\$59,288	\$60,119	\$60,642
24	\$57,848	\$59,288	\$60,119	\$60,642
25	\$58,748	\$60,216	\$61,073	\$61,610
Schedule 91	Elem/Middle School Asst. Principal (351-600)			
Steps	4	5	6	7

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**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.22**

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	47,382	47,382	48,171	49,216
1	47,875	47,875	48,660	49,704
2	48,369	48,369	49,155	50,202
3	48,860	48,860	49,645	50,940
4	49,351	49,351	50,142	51,719
5	50,094	50,214	51,010	52,496
6	50,833	51,090	51,913	53,267
7	51,636	52,131	52,906	54,069
8	52,483	53,143	53,917	54,952
9	53,328	54,155	54,933	55,836
10	54,705	55,697	56,473	57,252
11	55,553	56,713	57,486	58,137
12	56,354	57,727	58,497	58,979
13	57,182	58,581	59,370	59,867
14	57,182	58,581	59,370	59,867
15	57,182	58,581	59,370	59,867
16	58,032	59,460	60,274	60,784
17	58,032	59,460	60,274	60,784
18	58,032	59,460	60,274	60,784
19	58,908	60,364	61,203	61,727
20	58,908	60,364	61,203	61,727
21	58,908	60,364	61,203	61,727
22	59,809	61,297	62,157	62,698
23	59,809	61,297	62,157	62,698
24	59,809	61,297	62,157	62,698
25	60,740	62,258	63,143	63,698
Schedule 90	Elem/Middle School Asst. Principal (601-800)			
Steps	4	5	6	7

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Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.25**

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	48,548	48,548	49,355	50,426
1	49,053	49,053	49,856	50,926
2	49,558	49,558	50,364	51,437
3	50,062	50,062	50,865	52,193
4	50,564	50,564	51,375	52,991
5	51,325	51,449	52,264	53,787
6	52,083	52,347	53,190	54,577
7	52,906	53,413	54,207	55,399
8	53,773	54,450	55,243	56,303
9	54,639	55,486	56,283	57,209
10	56,050	57,067	57,861	58,660
11	56,919	58,108	58,900	59,567
12	57,739	59,146	59,935	60,430
13	58,588	60,021	60,830	61,339
14	58,588	60,021	60,830	61,339
15	58,588	60,021	60,830	61,339
16	59,459	60,922	61,756	62,278
17	59,459	60,922	61,756	62,278
18	59,459	60,922	61,756	62,278
19	60,357	61,849	62,708	63,245
20	60,357	61,849	62,708	63,245
21	60,357	61,849	62,708	63,245
22	61,280	62,805	63,685	64,239
23	61,280	62,805	63,685	64,239
24	61,280	62,805	63,685	64,239
25	62,233	63,789	64,696	65,264
Schedule 89	Elem/Middle School Principal (1-350), Elem/Middle School Asst. Principal (801-up)			
Steps	4	5	6	7

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" beginning with the 2013-2014 Compass or District employee evaluations shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.30**

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	50,489	50,489	51,329	52,444
1	51,015	51,015	51,851	52,963
2	51,540	51,540	52,379	53,494
3	52,064	52,064	52,900	54,280
4	52,587	52,587	53,430	55,111
5	53,379	53,507	54,355	55,938
6	54,166	54,440	55,317	56,760
7	55,022	55,549	56,375	57,615
8	55,924	56,628	57,452	58,555
9	56,825	57,706	58,535	59,497
10	58,292	59,350	60,176	61,006
11	59,195	60,432	61,256	61,949
12	60,049	61,512	62,333	62,847
13	60,932	62,422	63,263	63,793
14	60,932	62,422	63,263	63,793
15	60,932	62,422	63,263	63,793
16	61,838	63,359	64,226	64,769
17	61,838	63,359	64,226	64,769
18	61,838	63,359	64,226	64,769
19	62,771	64,323	65,216	65,775
20	62,771	64,323	65,216	65,775
21	62,771	64,323	65,216	65,775
22	63,731	65,317	66,233	66,809
23	63,731	65,317	66,233	66,809
24	63,731	65,317	66,233	66,809
25	64,723	66,340	67,283	67,875
Schedule 86	Elem/Middle School Principal (351-600)			
Steps	4	5	6	7

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" beginning with the 2013-2014 Compass or District employee evaluations shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.34**

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	52,043	52,043	52,909	54,057
1	52,585	52,585	53,446	54,593
2	53,126	53,126	53,990	55,140
3	53,666	53,666	54,528	55,951
4	54,205	54,205	55,074	56,806
5	55,021	55,153	56,027	57,659
6	55,833	56,115	57,020	58,506
7	56,715	57,258	58,110	59,388
8	57,645	58,370	59,220	60,357
9	58,573	59,482	60,336	61,328
10	60,086	61,176	62,027	62,883
11	61,017	62,292	63,140	63,855
12	61,897	63,405	64,251	64,781
13	62,806	64,343	65,210	65,756
14	62,806	64,343	65,210	65,756
15	62,806	64,343	65,210	65,756
16	63,740	65,308	66,202	66,762
17	63,740	65,308	66,202	66,762
18	63,740	65,308	66,202	66,762
19	64,703	66,302	67,223	67,799
20	64,703	66,302	67,223	67,799
21	64,703	66,302	67,223	67,799
22	65,692	67,327	68,270	68,865
23	65,692	67,327	68,270	68,865
24	65,692	67,327	68,270	68,865
25	66,714	68,381	69,354	69,963
Schedules 85, 88 Elem/Middle School Principal (601-800), Jr. High and Career Tech Asst. Principal				
Steps	4	5	6	7

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" beginning with the 2013-2014 Compass or District employee evaluations shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.38**

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	52,315	53,596	53,596	54,488	55,671
1	52,873	54,154	54,154	55,041	56,223
2	53,429	54,712	54,712	55,602	56,786
3	53,988	55,268	55,268	56,155	57,621
4	54,543	55,823	55,823	56,718	58,502
5	55,099	56,663	56,799	57,700	59,380
6	55,659	57,499	57,791	58,722	60,253
7	56,219	58,408	58,968	59,844	61,160
8	56,774	59,366	60,112	60,988	62,159
9	57,657	60,322	61,257	62,137	63,159
10	59,131	61,879	63,002	63,879	64,760
11	59,962	62,838	64,151	65,025	65,762
12	60,819	63,744	65,297	66,168	66,715
13	61,702	64,681	66,264	67,157	67,719
14	61,702	64,681	66,264	67,157	67,719
15	61,702	64,681	66,264	67,157	67,719
16	62,611	65,643	67,258	68,178	68,755
17	62,611	65,643	67,258	68,178	68,755
18	62,611	65,643	67,258	68,178	68,755
19	63,548	66,634	68,281	69,230	69,822
20	63,548	66,634	68,281	69,230	69,822
21	63,548	66,634	68,281	69,230	69,822
22	64,512	67,653	69,336	70,308	70,920
23	64,512	67,653	69,336	70,308	70,920
24	64,512	67,653	69,336	70,308	70,920
25	65,506	68,705	70,423	71,424	72,052
Schedules 13, 84, 87 - Elementary/Middle School Principal (801-up), High School Assistant Principal (Grades 10-12), Alternative School Principal, Assistant Supervisor, Chief Accountant, Purchasing Agent, Network System Administrator, Plant Operations Manager					
Steps	3	4	5	6	7

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" beginning with the 2013-2014 Compass or District employee evaluations shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.43**

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	55,538	55,538	56,462	57,688
1	56,116	56,116	57,036	58,260
2	56,694	56,694	57,617	58,844
3	57,271	57,271	58,190	59,708
4	57,846	57,846	58,772	60,622
5	58,716	58,857	59,790	61,532
6	59,583	59,884	60,849	62,436
7	60,525	61,104	62,013	63,376
8	61,517	62,290	63,197	64,411
9	62,507	63,477	64,388	65,447
10	64,121	65,285	66,193	67,107
11	65,115	66,476	67,381	68,144
12	66,054	67,663	68,566	69,132
13	67,025	68,664	69,590	70,172
14	67,025	68,664	69,590	70,172
15	67,025	68,664	69,590	70,172
16	68,021	69,694	70,649	71,246
17	68,021	69,694	70,649	71,246
18	68,021	69,694	70,649	71,246
19	69,048	70,755	71,738	72,352
20	69,048	70,755	71,738	72,352
21	69,048	70,755	71,738	72,352
22	70,104	71,849	72,856	73,490
23	70,104	71,849	72,856	73,490
24	70,104	71,849	72,856	73,490
25	71,195	72,974	74,012	74,662

Schedule 83 - Assistant Principal (Grades 9-12)

Steps	4	5	6	7
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Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" beginning with the 2013-2014 Compass or District employee evaluations shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.47**

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	57,092	57,092	58,042	59,302
1	57,686	57,686	58,631	59,889
2	58,280	58,280	59,228	60,490
3	58,873	58,873	59,818	61,379
4	59,464	59,464	60,416	62,317
5	60,359	60,504	61,463	63,253
6	61,249	61,560	62,551	64,182
7	62,218	62,813	63,747	65,149
8	63,237	64,033	64,965	66,213
9	64,256	65,252	66,189	67,278
10	65,915	67,111	68,045	68,984
11	66,936	68,335	69,266	70,050
12	67,901	69,556	70,484	71,065
13	68,899	70,585	71,536	72,135
14	68,899	70,585	71,536	72,135
15	68,899	70,585	71,536	72,135
16	69,924	71,644	72,625	73,239
17	69,924	71,644	72,625	73,239
18	69,924	71,644	72,625	73,239
19	70,980	72,734	73,744	74,376
20	70,980	72,734	73,744	74,376
21	70,980	72,734	73,744	74,376
22	72,065	73,858	74,894	75,546
23	72,065	73,858	74,894	75,546
24	72,065	73,858	74,894	75,546
25	73,186	75,015	76,082	76,751
Schedule 82 - Junior High School Principal and Career Technical High Principal				
Steps	4	5	6	7

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Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.50**

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	58,257	58,257	59,226	60,512
1	58,863	58,863	59,828	61,112
2	59,470	59,470	60,437	61,724
3	60,074	60,074	61,038	62,631
4	60,677	60,677	61,649	63,589
5	61,591	61,739	62,717	64,544
6	62,499	62,816	63,828	65,492
7	63,487	64,095	65,048	66,479
8	64,528	65,339	66,291	67,564
9	65,567	66,584	67,540	68,651
10	67,260	68,480	69,434	70,392
11	68,302	69,730	70,680	71,480
12	69,287	70,975	71,922	72,516
13	70,306	72,026	72,996	73,607
14	70,306	72,026	72,996	73,607
15	70,306	72,026	72,996	73,607
16	71,351	73,106	74,107	74,734
17	71,351	73,106	74,107	74,734
18	71,351	73,106	74,107	74,734
19	72,428	74,218	75,249	75,894
20	72,428	74,218	75,249	75,894
21	72,428	74,218	75,249	75,894
22	73,536	75,366	76,422	77,087
23	73,536	75,366	76,422	77,087
24	73,536	75,366	76,422	77,087
25	74,680	76,546	77,635	78,317

Schedule 81 - High School Principal (Grades 10-12)

Steps	4	5	6	7
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**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.55**

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	60,199	60,199	61,200	62,529
1	60,825	60,825	61,822	63,149
2	61,452	61,452	62,452	63,782
3	62,077	62,077	63,073	64,719
4	62,700	62,700	63,704	65,709
5	63,644	63,797	64,808	66,695
6	64,582	64,910	65,955	67,675
7	65,604	66,232	67,217	68,695
8	66,679	67,517	68,501	69,816
9	67,753	68,803	69,791	70,939
10	69,502	70,763	71,748	72,738
11	70,579	72,054	73,036	73,863
12	71,597	73,341	74,320	74,933
13	72,649	74,427	75,430	76,061
14	72,649	74,427	75,430	76,061
15	72,649	74,427	75,430	76,061
16	73,729	75,543	76,577	77,225
17	73,729	75,543	76,577	77,225
18	73,729	75,543	76,577	77,225
19	74,843	76,692	77,758	78,424
20	74,843	76,692	77,758	78,424
21	74,843	76,692	77,758	78,424
22	75,987	77,878	78,970	79,657
23	75,987	77,878	78,970	79,657
24	75,987	77,878	78,970	79,657
25	77,169	79,098	80,222	80,928
Schedule 80 - High School Principal (Grades 9-12)				
Steps	4	5	6	7

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" beginning with the 2013-2014 Compass or District employee evaluations shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

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**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.64**

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	62,172	63,694	63,694	64,754	66,160
1	62,834	64,357	64,357	65,411	66,815
2	63,495	65,020	65,020	66,078	67,485
3	64,160	65,681	65,681	66,735	68,477
4	64,819	66,340	66,340	67,403	69,524
5	65,480	67,339	67,501	68,571	70,568
6	66,145	68,332	68,679	69,785	71,605
7	66,811	69,413	70,077	71,119	72,683
8	67,471	70,551	71,438	72,478	73,870
9	68,520	71,687	72,798	73,844	75,058
10	70,272	73,538	74,872	75,914	76,961
11	71,260	74,677	76,238	77,276	78,151
12	72,278	75,754	77,600	78,635	79,284
13	73,327	76,867	78,748	79,809	80,477
14	73,327	76,867	78,748	79,809	80,477
15	73,327	76,867	78,748	79,809	80,477
16	74,407	78,010	79,929	81,024	81,709
17	74,407	78,010	79,929	81,024	81,709
18	74,407	78,010	79,929	81,024	81,709
19	75,520	79,188	81,145	82,273	82,977
20	75,520	79,188	81,145	82,273	82,977
21	75,520	79,188	81,145	82,273	82,977
22	76,667	80,399	82,400	83,555	84,282
23	76,667	80,399	82,400	83,555	84,282
24	76,667	80,399	82,400	83,555	84,282
25	77,848	81,650	83,691	84,881	85,627
Schedule 14 - Supervisors, Data Processing Manager, and Risk Manager					
Steps	3	4	5	6	7

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" beginning with the 2013-2014 Compass or District employee evaluations shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

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**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.76**

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	66,721	68,355	68,355	69,492	71,000
1	67,432	69,066	69,066	70,198	71,704
2	68,141	69,778	69,778	70,913	72,423
3	68,855	70,487	70,487	71,618	73,487
4	69,562	71,195	71,195	72,335	74,611
5	70,272	72,266	72,440	73,588	75,731
6	70,985	73,332	73,704	74,891	76,844
7	71,700	74,492	75,205	76,323	78,002
8	72,408	75,713	76,665	77,781	79,275
9	73,533	76,932	78,125	79,247	80,550
10	75,413	78,918	80,350	81,469	82,593
11	76,474	80,141	81,816	82,931	83,870
12	77,566	81,297	83,278	84,389	85,085
13	78,692	82,492	84,510	85,649	86,366
14	78,692	82,492	84,510	85,649	86,366
15	78,692	82,492	84,510	85,649	86,366
16	79,851	83,719	85,778	86,952	87,688
17	79,851	83,719	85,778	86,952	87,688
18	79,851	83,719	85,778	86,952	87,688
19	81,046	84,982	87,083	88,293	89,049
20	81,046	84,982	87,083	88,293	89,049
21	81,046	84,982	87,083	88,293	89,049
22	82,277	86,282	88,429	89,669	90,449
23	82,277	86,282	88,429	89,669	90,449
24	82,277	86,282	88,429	89,669	90,449
25	83,544	87,624	89,814	91,091	91,892
Schedule 12 - Chief Financial Officer					
Steps	3	4	5	6	7

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" beginning with the 2013-2014 Compass or District employee evaluations shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
ADMINISTRATIVE INDEX 1.85**

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	71,850	71,850	73,045	74,631
1	72,598	72,598	73,787	75,371
2	73,346	73,346	74,539	76,127
3	74,091	74,091	75,281	77,245
4	74,835	74,835	76,034	78,427
5	75,962	76,144	77,351	79,604
6	77,082	77,473	78,721	80,774
7	78,301	79,051	80,226	81,990
8	79,584	80,585	81,759	83,329
9	80,866	82,120	83,299	84,669
10	82,954	84,459	85,635	86,816
11	84,239	86,000	87,171	88,159
12	85,454	87,536	88,704	89,436
13	86,710	88,832	90,029	90,782
14	86,710	88,832	90,029	90,782
15	86,710	88,832	90,029	90,782
16	88,000	90,164	91,399	92,172
17	88,000	90,164	91,399	92,172
18	88,000	90,164	91,399	92,172
19	89,328	91,536	92,808	93,602
20	89,328	91,536	92,808	93,602
21	89,328	91,536	92,808	93,602
22	90,694	92,951	94,254	95,074
23	90,694	92,951	94,254	95,074
24	90,694	92,951	94,254	95,074
25	92,105	94,407	95,749	96,591
Schedule 15 - Assistant Superintendent Curriculum and Instruction				
Steps	4	5	6	7

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Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

2014-2015
TERREBONNE PARISH
SALARY SCALE

SUPERINTENDENT CONTRACTUAL AGREEMENT Board Action 01/20/2009	141,000
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Note: Longevity increments should be added to the above salary.

Schedule 35

SCHOOL BOARD PRESIDENT	10,800
SCHOOL BOARD MEMBER	9,600

Schedule 30

**2014-2015 TERREBONNE PARISH
SALARY SCALE
CENTRAL OFFICE - 240 Days**

YEARS OF EXP	Executive Secretary*	Administrative Assistant
0	31,039	26,714
1	31,548	26,928
2	32,056	27,134
3	32,567	27,338
4	33,073	27,546
5	33,581	27,750
6	34,091	27,956
7	34,603	28,160
8	35,111	28,366
9	35,916	28,570
10	36,716	28,777
11	37,476	28,981
12	38,258	29,187
13	39,064	29,393
14	39,064	29,393
15	39,064	29,393
16	39,894	29,599
17	39,894	29,599
18	39,894	29,599
19	40,749	29,805
20	40,749	29,805
21	40,749	29,805
22	41,629	30,011
23	41,629	30,011
24	41,629	30,011
25	42,538	30,217
Schedule 16		
Steps	2	4

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

*Approved per board action 07/07/09

**2014-2015 TERREBONNE PARISH
SALARY SCALE
CENTRAL OFFICE - 240 DAYS**

YEARS OF EXP	Payroll Clerk III, Administrativ e Secretary II	Insurance Secretary, Administrative Secretary I	Payroll Clerk II, Accounting Clerk II	Technical Support Assistant, Payroll/Acct Clerk I, Secretary II, Title VII Resource Specialist
0	24,388	23,553	22,723	21,890
1	24,586	23,754	22,926	22,090
2	24,788	23,955	23,125	22,294
3	24,988	24,157	23,328	22,493
4	25,191	24,358	23,525	22,693
5	25,392	24,561	23,727	22,895
6	25,594	24,760	23,929	23,096
7	25,794	24,964	24,130	23,298
8	25,996	25,162	24,333	23,499
9	26,197	25,363	24,533	23,702
10	26,398	25,564	24,735	23,902
11	26,600	25,768	24,934	24,104
12	26,801	25,969	25,135	24,305
13	27,002	26,170	25,336	24,507
14	27,002	26,170	25,336	24,507
15	27,002	26,170	25,336	24,507
16	27,203	26,371	25,537	24,708
17	27,203	26,371	25,537	24,708
18	27,203	26,371	25,537	24,708
19	27,404	26,573	25,738	24,909
20	27,404	26,573	25,738	24,909
21	27,404	26,573	25,738	24,909
22	27,606	26,774	25,939	25,111
23	27,606	26,774	25,939	25,111
24	27,606	26,774	25,939	25,111
25	27,807	26,975	26,140	25,312
Schedule 16				
Steps	5	6	7	9

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

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**2014-2015 TERREBONNE PARISH
SALARY SCALE
SCHOOL CLERICAL**

YEARS OF EXP	School Secretary A-4 (240 Days)	School Secretary B (220 Days)	School Secretary A3 (210 Days)
0	21,556	20,386	19,838
1	21,760	20,573	20,024
2	21,960	20,775	20,211
3	22,161	20,977	20,397
4	22,361	21,179	20,582
5	22,564	21,378	20,785
6	22,763	21,579	20,983
7	22,966	21,781	21,187
8	23,168	21,980	21,389
9	23,368	22,182	21,590
10	23,571	22,384	21,791
11	23,768	22,585	21,992
12	23,970	22,785	22,187
13	24,171	22,985	22,383
14	24,171	22,985	22,383
15	24,171	22,985	22,383
16	24,372	23,185	22,579
17	24,372	23,185	22,579
18	24,372	23,185	22,579
19	24,573	23,385	22,775
20	24,573	23,385	22,775
21	24,573	23,385	22,775
22	24,774	23,585	22,970
23	24,774	23,585	22,970
24	24,774	23,585	22,970
25	24,975	23,785	23,166
Schedule	18	19	20
Steps	1	1	1

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
SCHOOL CLERICAL**

YEARS OF EXP	School Secretary A-2 (200 Days)	Secretary I, Guid Secretary B (200 Days)	School Clerk Library Clerk (180 Days)
0	19,291	18,753	16,237
1	19,476	18,940	16,424
2	19,663	19,123	16,608
3	19,850	19,310	16,795
4	20,035	19,496	16,979
5	20,221	19,683	17,165
6	20,408	19,867	17,351
7	20,591	20,055	17,536
8	20,792	20,240	17,722
9	20,997	20,427	17,909
10	21,195	20,612	18,094
11	21,398	20,816	18,281
12	21,590	21,003	18,467
13	21,781	21,191	18,652
14	21,781	21,191	18,652
15	21,781	21,191	18,652
16	21,973	21,378	18,838
17	21,973	21,378	18,838
18	21,973	21,378	18,838
19	22,164	21,566	19,024
20	22,164	21,566	19,024
21	22,164	21,566	19,024
22	22,356	21,753	19,210
23	22,356	21,753	19,210
24	22,356	21,753	19,210
25	22,547	21,941	19,396
Schedule	21	21	23
Steps	1	2	1

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
SCHOOL CLERICAL**

YEARS OF EXP	School Secretary A1 (195 Days)	School Secretary II (195 Days)	School Secretary I (195 Days)
0	19,208	17,220	16,903
1	19,402	17,410	17,094
2	19,592	17,599	17,285
3	19,782	17,790	17,475
4	19,974	17,983	17,668
5	20,163	18,172	17,857
6	20,355	18,364	18,050
7	20,545	18,553	18,239
8	20,735	18,745	18,429
9	20,927	18,934	18,620
10	21,119	19,125	18,811
11	21,324	19,318	19,001
12	21,517	19,508	19,192
13	21,709	19,699	19,383
14	21,709	19,699	19,383
15	21,709	19,699	19,383
16	21,902	19,890	19,574
17	21,902	19,890	19,574
18	21,902	19,890	19,574
19	22,094	20,081	19,765
20	22,094	20,081	19,765
21	22,094	20,081	19,765
22	22,287	20,271	19,956
23	22,287	20,271	19,956
24	22,287	20,271	19,956
25	22,479	20,462	20,146
Schedule 26			
Steps	1	3	4

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
SCHOOL CLERICAL**

YEARS OF EXP	School Secretary A1 (190 Days)	School Secretary B (190 Days)	School Secretary II (190 Days)	School Secretary I (190 Days)
0	18,741	18,515	16,804	16,495
1	18,931	18,676	16,990	16,681
2	19,115	18,851	17,173	16,867
3	19,301	19,025	17,360	17,053
4	19,488	19,199	17,547	17,240
5	19,672	19,371	17,732	17,425
6	19,859	19,546	17,919	17,613
7	20,043	19,719	18,103	17,797
8	20,229	19,892	18,290	17,982
9	20,416	20,066	18,475	18,169
10	20,603	20,240	18,660	18,354
11	20,803	20,414	18,848	18,540
12	20,991	20,586	19,034	18,726
13	21,178	20,759	19,220	18,912
14	21,178	20,759	19,220	18,912
15	21,178	20,759	19,220	18,912
16	21,366	20,931	19,405	19,098
17	21,366	20,931	19,405	19,098
18	21,366	20,931	19,405	19,098
19	21,553	21,104	19,591	19,284
20	21,553	21,104	19,591	19,284
21	21,553	21,104	19,591	19,284
22	21,741	21,276	19,777	19,470
23	21,741	21,276	19,777	19,470
24	21,741	21,276	19,777	19,470
25	21,928	21,449	19,963	19,655
Schedule 22				
Steps	1	2	3	4

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
MAINTENANCE PERSONNEL - 240 Days**

	YEARS OF EXP	General Leaderman	HVAC Technician 1	HVAC Technician 2, Licensed Master Plumber
	0	41,379	36,808	35,952
	1	41,519	36,948	36,088
	2	41,658	37,087	36,224
	3	41,798	37,228	36,360
	4	41,937	37,368	36,497
	5	42,077	37,507	36,633
	6	42,217	37,647	36,768
	7	42,357	37,786	36,905
	8	42,497	37,926	37,041
	9	42,636	38,065	37,177
	10	42,777	38,207	37,314
	11	42,916	38,347	37,450
	12	43,056	38,487	37,586
	13	43,196	38,627	37,722
	14	43,196	38,627	37,722
	15	43,196	38,627	37,722
	16	43,336	38,766	37,859
	17	43,336	38,766	37,859
	18	43,336	38,766	37,859
	19	43,476	38,906	37,995
	20	43,476	38,906	37,995
	21	43,476	38,906	37,995
	22	43,615	39,046	38,131
	23	43,615	39,046	38,131
	24	43,615	39,046	38,131
	25	43,755	39,186	38,267
	Schedule 28			
	Steps	2	3	4

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
MAINTENANCE PERSONNEL - 240 Days**

YEARS OF EXP	Licensed Plumber, Licensed Electrician, Roofer, AC/Heating Maintenance Mechanic, Preventive Maintenance Technician	Mason, Carpenter, Fence Installer
0	31,676	29,966
1	31,790	30,070
2	31,903	30,176
3	32,017	30,282
4	32,131	30,386
5	32,246	30,493
6	32,359	30,597
7	32,473	30,703
8	32,588	30,809
9	32,701	30,914
10	32,816	31,019
11	32,930	31,131
12	33,044	31,244
13	33,158	31,356
14	33,158	31,356
15	33,158	31,356
16	33,272	31,468
17	33,272	31,468
18	33,272	31,468
19	33,386	31,580
20	33,386	31,580
21	33,386	31,580
22	33,500	31,692
23	33,500	31,692
24	33,500	31,692
25	33,614	31,805
Schedule 28		
Steps	5	7

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

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**2014-2015 TERREBONNE PARISH
SALARY SCALE
MAINTENANCE PERSONNEL - 240 Days**

YEARS OF EXP	Mason's Helper	General Helper
0	23,658	22,875
1	23,745	22,958
2	23,830	23,038
3	23,916	23,119
4	24,003	23,198
5	24,088	23,280
6	24,173	23,361
7	24,260	23,443
8	24,347	23,524
9	24,431	23,604
10	24,518	23,686
11	24,620	23,788
12	24,722	23,890
13	24,824	23,992
14	24,824	23,992
15	24,824	23,992
16	24,926	24,094
17	24,926	24,094
18	24,926	24,094
19	25,028	24,196
20	25,028	24,196
21	25,028	24,196
22	25,130	24,298
23	25,130	24,298
24	25,130	24,298
25	25,232	24,400
Schedule 17		
Steps	11	12

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

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**2014-2015 TERREBONNE PARISH
SALARY SCALE
CUSTODIAL PERSONNEL - 240 Days**

YEARS OF EXP	Building Manager	Cust I	Cust II	Cust III A
0	26,053	23,388	21,363	19,115
1	26,150	23,472	21,437	19,179
2	26,246	23,556	21,512	19,243
3	26,343	23,639	21,585	19,305
4	26,440	23,722	21,659	19,368
5	26,537	23,804	21,734	19,431
6	26,633	23,889	21,807	19,494
7	26,730	23,972	21,880	19,558
8	26,826	24,056	21,956	19,620
9	26,917	24,138	22,029	19,683
10	27,009	24,223	22,104	19,749
11	27,111	24,325	22,206	19,851
12	27,213	24,427	22,308	19,953
13	27,315	24,529	22,410	20,055
14	27,315	24,529	22,410	20,055
15	27,315	24,529	22,410	20,055
16	27,417	24,631	22,512	20,157
17	27,417	24,631	22,512	20,157
18	27,417	24,631	22,512	20,157
19	27,519	24,733	22,614	20,259
20	27,519	24,733	22,614	20,259
21	27,519	24,733	22,614	20,259
22	27,621	24,835	22,716	20,361
23	27,621	24,835	22,716	20,361
24	27,621	24,835	22,716	20,361
25	27,723	24,937	22,818	20,463
Schedule 17				
Steps	16	17	19	20

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

*2014-2015 TERREBONNE PARISH
SALARY SCALE
CUSTODIAL PERSONNEL*

YEARS OF EXP	Custodian III (190 Days)	Custodian III (180 Days)
0	17,211	16,790
1	17,264	16,840
2	17,319	16,892
3	17,371	16,943
4	17,426	16,995
5	17,479	17,045
6	17,533	17,098
7	17,586	17,147
8	17,639	17,200
9	17,693	17,250
10	17,747	17,302
11	17,849	17,404
12	17,951	17,506
13	18,053	17,608
14	18,053	17,608
15	18,053	17,608
16	18,155	17,710
17	18,155	17,710
18	18,155	17,710
19	18,257	17,812
20	18,257	17,812
21	18,257	17,812
22	18,359	17,914
23	18,359	17,914
24	18,359	17,914
25	18,461	18,016
Schedule	24	25
Step	1	1

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

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**2014-2015 TERREBONNE PARISH
SALARY SCALE
WAREHOUSE - 240 Days**

YEARS OF EXP	Warehouse Manager	Assistant Warehouse Manager	Commodity Clerk	Driver/General Maintenance Labor
0	41,379	30,113	23,658	22,875
1	41,519	30,223	23,745	22,958
2	41,658	30,333	23,830	23,038
3	41,798	30,444	23,916	23,119
4	41,937	30,555	24,003	23,198
5	42,077	30,665	24,088	23,280
6	42,217	30,775	24,173	23,361
7	42,357	30,885	24,260	23,443
8	42,497	30,996	24,347	23,524
9	42,636	31,106	24,431	23,604
10	42,777	31,216	24,518	23,686
11	42,916	31,327	24,620	23,788
12	43,056	31,437	24,722	23,890
13	43,196	31,548	24,824	23,992
14	43,196	31,548	24,824	23,992
15	43,196	31,548	24,824	23,992
16	43,336	31,658	24,926	24,094
17	43,336	31,658	24,926	24,094
18	43,336	31,658	24,926	24,094
19	43,476	31,768	25,028	24,196
20	43,476	31,768	25,028	24,196
21	43,476	31,768	25,028	24,196
22	43,615	31,879	25,130	24,298
23	43,615	31,879	25,130	24,298
24	43,615	31,879	25,130	24,298
25	43,755	31,989	25,232	24,400
Schedule	28	17	17	17
Steps	2	5	11	12

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

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**2014-2015 TERREBONNE PARISH
SALARY SCALE**

YEARS OF EXP	*Nursing Asst (Full Time (180 Days), Para (180 Days))	Interpreter (180 Days)
0	16,237	16,804
1	16,423	16,990
2	16,608	17,173
3	16,794	17,361
4	16,979	17,547
5	17,165	17,733
6	17,351	17,919
7	17,536	18,103
8	17,721	18,290
9	17,909	18,475
10	18,093	18,661
11	18,281	18,848
12	18,467	19,034
13	18,652	19,220
14	18,652	19,220
15	18,652	19,220
16	18,838	19,405
17	18,838	19,405
18	18,838	19,405
19	19,024	19,591
20	19,024	19,591
21	19,024	19,591
22	19,210	19,777
23	19,210	19,777
24	19,210	19,777
25	19,396	19,963
Schedule 27		
Steps	1	2

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
TRANSPORTATION PERSONNEL**

YEARS OF EXP	Fleet Operations Dispatcher* (240 Days)	Fleet Operations Coordinator* (240 Days)	Transportation Driver 40 hrs per week** (210 Days)	Bus Driver (180 Days)	SE Bus Attendant (180 Days)
0	26,525	34,505	28,500	16,353	11,220
1	26,929	35,062	28,600	16,384	11,242
2	27,332	35,618	28,700	16,413	11,263
3	27,737	36,178	28,800	16,536	11,284
4	28,139	36,733	28,900	16,566	11,305
5	28,541	37,288	29,000	16,597	11,325
6	28,948	37,848	29,100	16,627	11,348
7	29,353	38,408	29,200	16,658	11,369
8	29,756	38,964	29,300	16,688	11,390
9	30,396	39,845	29,400	16,720	11,411
10	31,030	41,155	29,500	16,720	11,432
11	31,634	41,987	29,600	16,822	11,534
12	32,254	42,844	29,700	16,924	11,636
13	32,894	43,727	29,800	17,026	11,738
14	32,894	43,727	29,800	17,026	11,738
15	32,894	43,727	29,800	17,026	11,738
16	33,553	44,636	29,900	17,128	11,840
17	33,553	44,636	29,900	17,128	11,840
18	33,553	44,636	29,900	17,128	11,840
19	34,231	45,571	30,000	17,230	11,942
20	34,231	45,571	30,000	17,230	11,942
21	34,231	45,571	30,000	17,230	11,942
22	34,929	46,537	30,100	17,332	12,044
23	34,929	46,537	30,100	17,332	12,044
24	34,929	46,537	30,100	17,332	12,044
25	35,651	47,531	30,200	17,434	12,146
Schedule	16	17	41	31	31
Steps	1	1	1	3	1

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Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

Ref. School Board Minutes 11/21/06*

Ref. School Board Minutes 07/07/09** Closed Fleet Operations Facilitator and Added Transportation Driver 40 hours per week/210 days

**2014-2015 TERREBONNE PARISH
SALARY SCALE
FOOD SERVICE PERSONNEL**

YEARS OF EXP	Area Food Service Manager (240 Days)	Area Food Service Manager (200 Days)
0	27,032	22,779
1	27,128	22,859
2	27,225	22,939
3	27,318	23,017
4	27,415	23,097
5	27,509	23,176
6	27,605	23,255
7	27,700	23,335
8	27,795	23,415
9	27,892	23,495
10	27,986	23,574
11	28,088	23,676
12	28,190	23,778
13	28,292	23,880
14	28,292	23,880
15	28,292	23,880
16	28,394	23,982
17	28,394	23,982
18	28,394	23,982
19	28,496	24,084
20	28,496	24,084
21	28,496	24,084
22	28,598	24,186
23	28,598	24,186
24	28,598	24,186
25	28,700	24,288
Schedule	52	32
Step	2	2

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**2014-2015 TERREBONNE PARISH
SALARY SCALE
FOOD SERVICE PERSONNEL**

YEARS OF EXP	SFS Manager (1800-up) (182 Days)	SFS Manager (1600-1799) (182 Days)	SFS Manager (1400-1599) (182 Days)
0	22,550	22,075	21,600
1	22,624	22,147	21,671
2	22,699	22,221	21,742
3	22,774	22,294	21,814
4	22,849	22,367	21,886
5	22,924	22,441	21,958
6	23,000	22,515	22,031
7	23,076	22,590	22,104
8	23,152	22,664	22,176
9	23,228	22,739	22,250
10	23,305	22,814	22,323
11	23,412	22,919	22,426
12	23,520	23,024	22,529
13	23,628	23,130	22,633
14	23,628	23,130	22,633
15	23,628	23,130	22,633
16	23,737	23,237	22,737
17	23,737	23,237	22,737
18	23,737	23,237	22,737
19	23,846	23,344	22,841
20	23,846	23,344	22,841
21	23,846	23,344	22,841
22	23,956	23,451	22,946
23	23,956	23,451	22,946
24	23,956	23,451	22,946
25	24,066	23,559	23,052
Schedule 29			
Steps	1	2	3

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
FOOD SERVICE PERSONNEL**

YEARS OF EXP	SFS Manager (1200-up) (182 Days)	SFS Manager (1000-1199) (182 Days)	SFS Manager (800-999) (182 Days)	SFS Manager (600-799) (182 Days)	SFS Manager (400-599) (182 Days)
0	21,125	20,638	19,770	18,915	18,387
1	21,197	20,708	19,834	18,980	18,445
2	21,270	20,779	19,904	19,039	18,505
3	21,342	20,847	19,969	19,101	18,564
4	21,414	20,917	20,035	19,163	18,623
5	21,486	20,987	20,101	19,223	18,684
6	21,559	21,058	20,169	19,286	18,741
7	21,632	21,127	20,234	19,346	18,800
8	21,703	21,197	20,300	19,409	18,857
9	21,775	21,268	20,367	19,470	18,918
10	21,849	21,337	20,431	19,531	18,980
11	21,951	21,439	20,533	19,633	19,082
12	22,053	21,541	20,635	19,735	19,184
13	22,155	21,643	20,737	19,837	19,286
14	22,155	21,643	20,737	19,837	19,286
15	22,155	21,643	20,737	19,837	19,286
16	22,257	21,745	20,839	19,939	19,388
17	22,257	21,745	20,839	19,939	19,388
18	22,257	21,745	20,839	19,939	19,388
19	22,359	21,847	20,941	20,041	19,490
20	22,359	21,847	20,941	20,041	19,490
21	22,359	21,847	20,941	20,041	19,490
22	22,461	21,949	21,043	20,143	19,592
23	22,461	21,949	21,043	20,143	19,592
24	22,461	21,949	21,043	20,143	19,592
25	22,563	22,051	21,145	20,245	19,694
Schedule 33					
Steps	2	4	6	8	10

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

**2014-2015 TERREBONNE PARISH
SALARY SCALE
FOOD SERVICE PERSONNEL**

YEARS OF EXP	SFS Manager (200-399) (182 Days)	SFS Manager (0-199) (182 Days)	SFS Assistant Manager (182 Days)	SFS Facilitator (182 Days)	SFS Technician (180 Days)
0	17,878	17,373	16,955	16,573	16,149
1	17,936	17,428	17,007	16,622	16,198
2	17,991	17,482	17,058	16,669	16,245
3	18,049	17,536	17,111	16,717	16,293
4	18,105	17,591	17,162	16,764	16,340
5	18,164	17,644	17,215	16,813	16,389
6	18,219	17,699	17,266	16,861	16,437
7	18,277	17,755	17,318	16,909	16,485
8	18,332	17,808	17,370	16,955	16,531
9	18,389	17,863	17,422	17,004	16,579
10	18,445	17,917	17,474	17,051	16,626
11	18,547	18,019	17,576	17,153	16,728
12	18,649	18,121	17,678	17,255	16,830
13	18,751	18,223	17,780	17,357	16,932
14	18,751	18,223	17,780	17,357	16,932
15	18,751	18,223	17,780	17,357	16,932
16	18,853	18,325	17,882	17,459	17,034
17	18,853	18,325	17,882	17,459	17,034
18	18,853	18,325	17,882	17,459	17,034
19	18,955	18,427	17,984	17,561	17,136
20	18,955	18,427	17,984	17,561	17,136
21	18,955	18,427	17,984	17,561	17,136
22	19,057	18,529	18,086	17,663	17,238
23	19,057	18,529	18,086	17,663	17,238
24	19,057	18,529	18,086	17,663	17,238
25	19,159	18,631	18,188	17,765	17,340
Schedule	33	33	33	33	34
Step	12	14	15	16	2

Act 1 of the 2012 LA Legislature: No employee who is rated "ineffective" with the 2013-2014 Compass or District employee evaluation shall receive a higher salary in the year following the evaluation than the salary received in the year of the evaluation. Employees rated ineffective will not progress to the next step.

Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.

***TERREBONNE PARISH SCHOOL BOARD
LONGEVITY INCREMENTS***

All personnel are covered by a program of longevity increments to veteran parish employees by the payment of longevity increments based upon all years credited in the employment of a school system plus a maximum of four (4) years military service prior to 12/13/75, and all years in the employment of Terrebonne Parish School Board after 12/13/75, above the regular annual salary. The table was revised 07/06/82. This table was approved by board action on 07/11/06.

<u>YEAR</u>	<u>INCREMENT</u>	<u>YEAR</u>	<u>INCREMENT</u>
8	\$100	21	\$1,400
9	\$200	22	\$1,500
10	\$300	23	\$1,600
11	\$400	24	\$1,700
12	\$500	25	\$1,800
13	\$600	26	\$1,900
14	\$700	27	\$2,000
15	\$800	28	\$2,100
16	\$900	29	\$2,200
17	\$1,000	30	\$2,300
18	\$1,100	31	\$2,400
19	\$1,200	32+	\$2,500
20	\$1,300		

Terrebonne Parish School Board
Salary and Stipend Formula for Teachers and Instructional Personnel
July 1, 2013

Salary or Stipend Type	Description of Salary or Stipend Type	Ineffective	Effective Emerging	Effective Proficient	Highly Effective
A Base Salary	Board established salary schedule for each instructional personnel position type, length of employment, and degree level (see TPSB salary schedule)	√	√	√	√
B Longevity	Every employee in Terrebonne Parish is eligible to receive a Longevity Stipend for Years 8 through 32 of employment within the school system. This increase was approved by the voters of Terrebonne Parish. All employees are eligible to receive this annual increase regardless of evaluation score.	√	√	√	√
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. Employees who are rated Ineffective are not eligible for any Step Increase. (see TPSB salary schedule)	X	√	√	√
D Performance Pay/ Growth Target Attainment Stipend *	Teachers or other Instructional Personnel who are employed at a school that meets or exceeds its state established School Performance Score will receive a Growth Target Attainment Stipend. Employees at an "A" school will also be eligible for this stipend. Employees who are rated Effective Emerging, Effective Proficient or Highly Effective are eligible for this stipend. This is not a base-building stipend.	X	√	√	√
E Target Teacher/ Demand Stipend *	hard-to-staff subject areas within Terrebonne Parish are eligible for the Demand Stipend. Highly Qualified Teachers rated Effective Emerging, Effective Proficient or Highly Effective are eligible to receive this stipend. This is not a base-building stipend. (Target Teachers)	X	X	√	√
F Focus Teacher Stipend*	Teachers of a Focus Class who are Highly Qualified and who are rated Effective Proficient or Highly Effective are eligible for this stipend. This is not a base-building stipend.	X	X	√	√
G Core Teacher Stipend *	Each teacher of a core subject is eligible for a Core Teacher Stipend. Teachers rated Effective Proficient or Highly Effective are eligible for this stipend. This is not a base-building stipend.	X	X	√	√
H Value - Add Stipend *	Each core subject teacher who receives a Value Add score and who is rated Effective Proficient or Highly Effective is eligible for this stipend. This is not a base-building stipend.	X	X	√	√

* Dependent upon available funding.

Total Compensation for each year will be calculated using the sum of all salary and stipend amounts for which an employee is eligible. (A+B+C+D+E+F+G+H=Total Compensation)

Teachers assuming additional duties will be paid a board-established stipend. Ex: band director, coach, summer school teacher
See salary book for available stipends and rates.

A Non-Base Building stipend is not permanently added to Salary. It must be earned annually.

TERREBONNE PARISH SCHOOL BOARD
ADDITIONAL PAY RATES
2014-2015

1. Part-time non-instructional personnel (4 hours per day) - **\$8.50 per hour**
 - *2. Administrators, Certified - **\$160.00 per day** The Pay rate is 65% of a school administrator's daily rate of pay based on the current Terrebonne Parish Salary Schedule for an assistant principal with a Master's Degree at Level XIV (1-350) with 6 years experience.
 - *3. Teachers, Certified (Possess a valid teacher's certificate) - **\$136.00 per day**
The pay rate is 65% of a teacher's daily rate of pay based on the current Terrebonne Parish Salary Schedule for a teacher with a Bachelor's Degree and zero years experience.
 - a. A certified teacher that teaches 20 or more consecutive days in the same class will be paid based upon years of experience and degree(s).
 - *4. Substitute Teacher, Degreed Non Certified - **\$105.00 per day**
 - a. 50% of a teacher with a Bachelor Degree (zero years experience)
 - b. On the 21st consecutive day of employment in the same position, the substitute's pay will increase to 65% of a teacher's daily rate of pay based on the current Terrebonne Parish Salary Schedule for a teacher with a Bachelor's Degree and zero years of experience. This rate of pay will remain in effect only for the uninterrupted duration of employment in that same position. Extenuating circumstances may be appealed to the principal and referred to the appropriate supervisor for consideration.
 - *5. Substitute Teacher, Non-Degreed - **\$73.00 per day**
 - a. 40 % of a teacher with 2 years of college (zero years experience).
 - b. On the 21st consecutive day of employment in the same position, the substitute's pay will increase to 65% pay of a teacher's daily rate of pay based on the current Terrebonne Parish Salary Schedule for a teacher with two (2) years of college and zero years of experience. This rate of pay will remain in effect only for the uninterrupted duration of employment in the same position. Extenuating circumstances may be appealed to the principal and referred to the appropriate supervisor for consideration.
- *Reference Substitute Policy F-13.1 for administrators and teachers; numbers 2 - 5 above.
6. Substitute Bus Driver - **\$63.00 per day**
 7. Substitute Bus Attendant - **\$40.00 per day**
 8. Substitute Non-Instructional - **\$8.50 per hour**
 9. Substitute Paraprofessional on the 21st consecutive day - **\$90.00**
 10. Effective 2008-2009 fiscal year added \$600 stipend for all support employees who have obtained an Associate Degree in the area of current employment from an accredited college or university that is not required by the job. This eliminates the current School Food Service associate degree salary schedules.

TERREBONNE PARISH SCHOOL BOARD
OTHER ESTABLISHED RATES OF PAY
2014-2015

Hourly Rates	
Staff Development District-Wide Presenter Stipend (absolutely no preparation fees allowed)	50.00
Staff Development Presenter Stipend (absolutely no preparation fees allowed)	25.00
Writing/Working Stipend-Instructional	20.00
Working Stipend-Non-Instructional	10.00
Professional Participant -Workshop-Stipend	15.00
Para/Clerical Participant-Workshop-Stipend	7.50
Pre-Employment Training-Non Instructional	8.50
Tutorial Teacher	
Certified	25.00
Degreed, Non-Certified	17.50
Non-Degreed	12.00
Remediation Teacher	
Certified	25.00
Degreed, Non-Certified	17.50
Non-Degreed	12.00
Saturday School Teacher	
Certified	25.00
Degreed, Non-Certified	17.50
Non-Degreed	12.00
SBLC Chairman	20.00
SBLC Teacher	15.00
Homework Hotline Teacher	15.00
Teacher-Adult Education	
Certified	25.00
Degreed, Non-Certified	17.50
Non-Degreed	12.00
Para-Adult Education	10.00

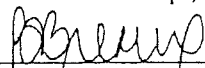

TERREBONNE PARISH SCHOOL BOARD
OTHER ESTABLISHED RATES OF PAY
2014-2015

Drivers Education Program/In Class	25.00
Drivers Education Program/Driving	15.00
Child Care After School Coordinator	enrollment
Child Care After School Provider	enrollment
Professional Services (All professional positions previously paid as extended employment will be compensated at \$25 per hour)	25.00
Special Projects - Daily Rate or Project Rate	To be Determined
Summer School Principal	30.00
Summer School Teacher	
Certified	25.00
Degreed, Non-Certified	17.50
Non-Degreed	12.00
Summer School Test Facilitator	25.00
Summer School Nurse	25.00
Summer School Nursing Assistant	10.00
Summer School Interpreter	12.50
Summer School Para	10.00
Summer School Secretary	10.00
Summer School Combined Programs Secretary	12.50
Summer School Bus Driver/Per Run	17.50
Summer School Bus Attendant/Per Run	12.88
Summer Feeding SFS Manager	Food Service Schedule Manager (0-199) - hourly
Summer Feeding SFS Worker	Food Service Schedule Worker - hourly
CDL Trainer	25.00/Per Person
CDL 3rd Party Tester	60.00/Per Person
Driver Trainee	8.50
Extra Trips Regular Driver	8.50
College Student Worker	12.00
Student Worker	7.25

TERREBONNE PARISH SCHOOL BOARD
 BI - WEEKLY CUTOFF DATES
 FOR ABSENCES AND SUPPLEMENTAL PAY
 2014-2015 SCHOOL SESSION

PERIOD COVERED	DUE IN PERSONNEL	PAYROLL DATE
07/01/14-07/06/14	07/07/14	07/25/14
07/07/14-07/20/14	07/21/14	08/26/14
07/21/14-08/03/14	08/04/14	08/26/14
08/04/14-08/17/14	08/18/14	09/26/14
08/18/14-08/31/14	09/02/14	09/26/14
09/01/14-09/14/14	09/15/14	10/24/14
09/15/14-09/28/14	09/29/14	10/24/14
09/29/14-10/12/14	10/13/14	11/21/14
10/13/14-10/26/14	10/27/14	11/21/14
10/27/14-11/09/14	11/10/14	12/19/14
11/10/14-11/23/14	11/24/14	12/19/14
11/24/14-12/07/14	12/08/14	01/23/15
12/08/14-12/28/14	01/05/15	01/23/15
12/29/14-01/11/15	01/12/15	02/26/15
01/12/15-01/25/15	01/26/15	02/26/15
01/26/15-02/08/15	02/09/15	03/26/15
02/09/15-02/22/15	02/23/15	03/26/15
02/23/15-03/08/15	03/09/15	04/24/15
03/09/15-03/22/15	03/23/15	04/24/15
03/23/15-04/12/15	04/13/15	05/26/15
04/13/15-04/26/15	04/27/15	05/26/15
04/27/15-05/10/15	05/11/15	06/26/15
05/11/15-05/24/15*	05/25/15	06/26/15
05/25/15-05/31/15*	06/01/15	06/26/15
06/01/15-06/30/15*	06/30/15	07/24/15

*Absences and other payroll data should be turned in immediately at the completion of the contract year. For example; 05/28/15, last day for 180 and 182 day employees, data due in personnel on 05/29/15; 06/02/15, last day for 190 day employees, data due in personnel on 06/03/15, etc. This process should be followed throughout the month of June, sending in data on the day after the completion of the work or contract year. NOTE: It is imperative that all time for the 2014-2015 fiscal year be submitted by the end of the day on June 30, 2015. This means absences, substitute payroll, overtime, extra work, inservice workshops, summer school, travel expenses, etc.

APPROVED:  
 BECKY BREAUX 06/19/14 DEBRA YARBROUGH
 Chief Financial Officer Supervisor of Personnel

PAYRDATE.doc

**TERREBONNE PARISH SCHOOL BOARD
EMPLOYEE/EMPLOYER BENEFIT COSTS
2014-2015**

HEALTH/LIFE INSURANCE EFFECTIVE 01/01/2014

Type	Employee Cost	Employer Cost	Total Cost
Plan 1			
Employee only	\$ -	\$ 614.08	\$ 614.08
Employee with 1 Dependent	\$ 284.98	\$ 899.06	\$ 1,184.04
Employee with 2+ Dependent	\$ 446.07	\$ 1,060.15	\$ 1,506.22
Plan 3			
Employee only	\$ -	\$ 614.08	\$ 614.08
Employee with 1 Dependent	\$ 170.99	\$ 899.06	\$ 1,070.05
Employee with 2+ Dependent	\$ 267.64	\$ 1,060.15	\$ 1,327.79
Basic Life 25K	\$ -	\$ 9.00	\$ 9.00

RETIREMENT EFFECTIVE 07/01/2014

Type	Employee Cost	Employer Cost	Total Cost
Teachers' Retirement Regular	8.00%	28.00%	36.00%
Teachers' Retirement Plan A	9.10%	33.10%	42.20%
Teachers' Retirement Optional	8.00%	28.90%	36.90%
LA School Employees Retirement System	7.50%/8.00%	33.00%	40.50%/41.00%
LA State Employees Retirement System	7.50%/8.00%	37.00%	44.50%/45.00%
FICA	6.20%	6.20%	12.40%
Medicare	1.45%	1.45%	2.90%

WORKERS' COMPENSATION

Type	Employee Cost	Employer Cost	Total Cost
Professional	0.00%	0.40%	0.40%
Other	0.00%	3.30%	3.30%
Driver	0.00%	4.91%	4.91%

TERREBONNE PARISH SCHOOL BOARD
SALARY SCHEDULE HISTORY

<u>Date</u>	<u>Description of Salary Adjustment</u>	<u>Funding</u>
	Added \$1,500 to Instructional pay scales, and \$900 to Non-Instructional pay scales Non-Instructional salaries were annualized for employment beyond 9 Months;	State
1977-78	Added \$500 to Instructional pay scales; Added \$350 or \$467 to Non-Instructional pay scales	Local
1979-80	State granted a 10% salary increase with a minimum of \$800 and a maximum of \$2,200 - 5/6 of 10% (8.333%) added to pay scales in 1979-1980	State
1980-81	Remaining 1/6 of 10% from 1979-1980 (1.667%) added to pay scales; AND State granted a 9.67% salary increase: 5/6 of 9.67% (8.06%) to be added to pay scales in 1980-1981 5% plus \$400	State Local
1981-82	Remaining 1/6 of 9.67% from 1980-1981 (1.61%) added to pay scales State granted 8% salary increase: 5/6 of 8% (6.67%) to be added to pay scales in 1981-1982 4.5% plus \$300	State Local
1982-83	Remaining 1/6 of 8% from 1981-1982 (1.33%) added to pay scales	State
1983-84	Salary Freeze	Local
1984-85	State granted a 7% salary increase: 5/6 of 7% (5.833%) added to pay scales in 1984-85	State
1985-86	Remaining 1/6 of 7% from 1984-1985 (1.167%) added to pay scales	State
1986-87	Salary Freeze	Local
1987-88	Salary Reduction	Local
Note:	From 1988-1992 years experience on teacher scale were extended to 25 years Beginning in 1988 raises became specific to instructional or non-instructional	
1988-89	Restoration of Salary Reduction	Local
1988-89	State granted a 5% salary increase - Instructional Only - 5/6 of 5% (4.167%) added to pay scales in 1988-1989	State
1989-90	Remaining 1/6 of 5% (.833) from 1988-1989 added to pay scales State granted a 7% salary increase: 5/6 of 7% (5.833%) added to pay scales - Instructional Only	State
1990-91	Remaining 1/6 of 7% (1.167%) from 1989-1990 added to pay scales; AND State granted a 7% salary increase: 5/6 of 7% (5.833%) - Instructional only - to be added to pay scales 3% salary increase to all full time employees	State Local
1991-92	Remaining 1/6 of 7% from 1990-1991 (1.167%) added to pay scales - Instructional Only; State granted a \$600 salary increase for all Non-Instructional employees: 5/6 of \$600 (\$500) added to pay scales	State
1992-93	Remaining 1/6 of \$600 (\$100) from 1991-1992 added to Non-Instructional pay scales	State
1994-95	Established fixed salary scales for all positions using ratios in effect and eliminated the use of ratios to determine salary	Local
1996-97	Passed 1 Cent Sales Tax Fund: Salary increase of \$4,000/\$4,400 added to instructional pay scales based on years of experience; \$3,000 added to Non-Instructional pay scales; \$2,000 added to bus driver salary scale Added \$1,030 to Instructional pay scales	Local State

TERREBONNE PARISH SCHOOL BOARD
SALARY SCHEDULE HISTORY

<u>Date</u>	<u>Description of Salary Adjustment</u>	<u>Funding</u>
1997-98	Added \$1,382 to Instructional pay scales; Added \$350 to Non-Instructional pay scales	State
	Added \$1,222 to Instructional pay scales	State
1998-99	2% Salary increase to all employees, funded through the One Cent Sales Tax Fund	Local
2001-02	Added \$2,060 to Instructional pay scales	State
	Added \$59 to Instructional pay scales	State
2002-03	Increased number of work days for School Administrators and added \$1,200 to School and Central Office Administrators pay scales	Local
2003-04	Added \$383 to Instructional pay scales; added \$480 to Non- Instructional pay scales	State
	Added \$356 to Instructional pay scales	State
2004-05	Added \$50 to Instructional pay scales - Sabbatical Savings Act 778 of 2004	Local
	Added \$432 to Instructional pay scales	State
2005-06	Added \$350 to pay scales of all full-time employees	Local
	Added \$1,794 to Instructional pay scales; added \$500 to Non-Instructional pay scales	State
2006-07	Added 4% to pay scales of all full-time employees (2% through 1 Cent Sales Tax Fund and 2% through the major funding source of each employee)	Local
	Added \$677 and \$2,375 to all Instructional/Professional pay scales indexed accordingly; Added \$1,000 to all Non-Instructional pay scales	State
2007-08	2% salary increase to all full-time employees (1% through 1 Cent Sales Tax Fund and 1% through the major funding source of each employee) ; Established indexes for Professional/Administrative Personnel; Added \$500 to all pay scales of Masters Degree and above; extended years of experience step increments to 25 years for all Non-Instructional pay scales; Increased coaching stipend and added indexes for additional weeks	Local
	Added \$1,019 to all Instructional/Professional pay scales indexed accordingly	State
2008-09	\$600 Stipend for all support employees who have or obtain an Associate Degree in the area of current employment from an accredited college or university that is not required by the job. This would eliminate the current School Food Service associate degree salary schedules. 10% increase to specified Maintenance salary scales	Local
2009-10	Effective with the 2009-2010 fiscal year added \$5000 stipend for focus teacher and \$5000 stipend for target teacher as per advertised qualifications and contingent upon funding.	Local