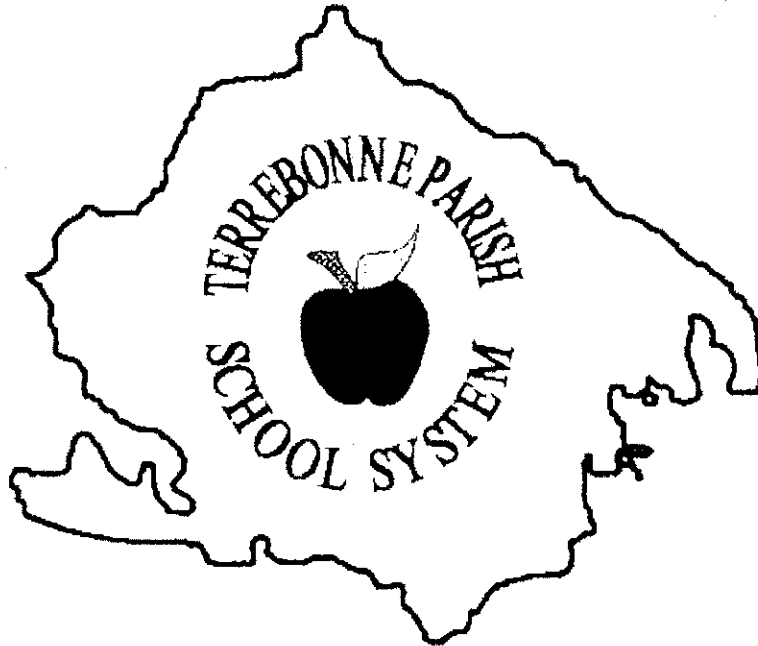


TERREBONNE PARISH SCHOOL SYSTEM



CONSOLIDATED SALARY SCHEDULES EFFECTIVE 2015-2016 SCHOOL SESSION

**PHILIP MARTIN
SUPERINTENDENT**

**TERREBONNE PARISH SCHOOL BOARD
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2015-2016

TERREBONNE PARISH

182 DAY TEACHER/PROFESSIONAL SALARY SCALE

Step	Degreed Non Certified	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph. D. or Ed. D. Degree
0	37,909	41,909	42,838	42,838	43,484	44,341
1		42,314	43,242	43,242	43,885	44,741
2		42,717	43,646	43,646	44,291	45,150
3		43,122	44,049	44,049	44,692	45,754
4		43,524	44,451	44,451	45,100	46,393
5		43,927	45,060	45,159	45,811	47,029
6		44,332	45,666	45,877	46,552	47,661
7		44,739	46,325	46,730	47,366	48,319
8		45,141	47,019	47,560	48,194	49,043
9		45,780	47,711	48,389	49,027	49,767
10		46,849	48,840	49,654	50,289	50,928
11		47,451	49,535	50,486	51,120	51,653
12		48,072	50,191	51,317	51,948	52,344
13		48,711	50,870	52,017	52,664	53,072
14		48,711	50,870	52,017	52,664	53,072
15		48,711	50,870	52,017	52,664	53,072
16		49,370	51,567	52,737	53,405	53,823
17		49,370	51,567	52,737	53,405	53,823
18		49,370	51,567	52,737	53,405	53,823
19		50,049	52,286	53,479	54,166	54,596
20		50,049	52,286	53,479	54,166	54,596
21		50,049	52,286	53,479	54,166	54,596
22		50,748	53,024	54,244	54,948	55,392
23		50,748	53,024	54,244	54,948	55,392
24		50,748	53,024	54,244	54,948	55,392
25		51,468	53,787	55,031	55,756	56,212

Schedule 01

Steps	2	3	4	5	6	7
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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.

2015-2016
TERREBONNE PARISH
PROFESSIONAL SALARY SCALE

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	43,426	44,392	44,392	45,063	45,955
1	43,846	44,812	44,812	45,480	46,371
2	44,265	45,232	45,232	45,903	46,795
3	44,687	45,651	45,651	46,320	47,424
4	45,105	46,070	46,070	46,744	48,088
5	45,524	46,703	46,805	47,484	48,750
6	45,946	47,333	47,552	48,254	49,408
7	46,368	48,018	48,439	49,100	50,092
8	46,786	48,739	49,302	49,962	50,844
9	47,452	49,460	50,165	50,828	51,598
10	48,562	50,634	51,480	52,141	52,805
11	49,189	51,356	52,346	53,004	53,559
12	49,835	52,039	53,210	53,866	54,278
13	50,500	52,745	53,938	54,611	55,034
14	50,500	52,745	53,938	54,611	55,034
15	50,500	52,745	53,938	54,611	55,034
16	51,185	53,470	54,687	55,381	55,816
17	51,185	53,470	54,687	55,381	55,816
18	51,185	53,470	54,687	55,381	55,816
19	51,891	54,217	55,458	56,173	56,620
20	51,891	54,217	55,458	56,173	56,620
21	51,891	54,217	55,458	56,173	56,620
22	52,618	54,985	56,253	56,986	57,447
23	52,618	54,985	56,253	56,986	57,447
24	52,618	54,985	56,253	56,986	57,447
25	53,367	55,778	57,072	57,827	58,300

Schedule 02					
Steps	3	4	5	6	7

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

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2015-2016
TERREBONNE PARISH
PROFESSIONAL SALARY SCALE

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	43,805	44,780	44,780	45,458	46,358
1	44,229	45,204	45,204	45,879	46,778
2	44,653	45,629	45,629	46,306	47,207
3	45,078	46,052	46,052	46,727	47,842
4	45,500	46,474	46,474	47,155	48,512
5	45,923	47,113	47,217	47,902	49,181
6	46,349	47,749	47,971	48,679	49,845
7	46,776	48,441	48,867	49,534	50,535
8	47,198	49,170	49,738	50,404	51,295
9	47,869	49,897	50,609	51,278	52,056
10	48,991	51,082	51,936	52,604	53,274
11	49,624	51,812	52,811	53,476	54,036
12	50,275	52,501	53,683	54,346	54,761
13	50,947	53,214	54,418	55,097	55,525
14	50,947	53,214	54,418	55,097	55,525
15	50,947	53,214	54,418	55,097	55,525
16	51,639	53,946	55,174	55,875	56,314
17	51,639	53,946	55,174	55,875	56,314
18	51,639	53,946	55,174	55,875	56,314
19	52,351	54,700	55,953	56,675	57,126
20	52,351	54,700	55,953	56,675	57,126
21	52,351	54,700	55,953	56,675	57,126
22	53,085	55,475	56,756	57,496	57,961
23	53,085	55,475	56,756	57,496	57,961
24	53,085	55,475	56,756	57,496	57,961
25	53,842	56,276	57,582	58,344	58,822
Schedule 50					
Steps	3	4	5	6	7

Position: Instrumental Music Director

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2015-2016
TERREBONNE PARISH
PROFESSIONAL SALARY SCALE

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	44,942	45,945	45,945	46,643	47,568
1	45,379	46,382	46,382	47,076	48,000
2	45,814	46,818	46,818	47,515	48,441
3	46,252	47,253	47,253	47,948	49,094
4	46,686	47,688	47,688	48,388	49,784
5	47,121	48,345	48,452	49,156	50,472
6	47,559	48,999	49,227	49,956	51,154
7	47,998	49,711	50,149	50,835	51,865
8	48,432	50,460	51,044	51,730	52,646
9	49,123	51,208	51,940	52,629	53,429
10	50,276	52,427	53,306	53,992	54,682
11	50,927	53,178	54,205	54,889	55,466
12	51,597	53,887	55,102	55,784	56,211
13	52,288	54,620	55,858	56,557	56,997
14	52,288	54,620	55,858	56,557	56,997
15	52,288	54,620	55,858	56,557	56,997
16	53,000	55,373	56,636	57,357	57,808
17	53,000	55,373	56,636	57,357	57,808
18	53,000	55,373	56,636	57,357	57,808
19	53,733	56,148	57,437	58,180	58,644
20	53,733	56,148	57,437	58,180	58,644
21	53,733	56,148	57,437	58,180	58,644
22	54,488	56,946	58,263	59,024	59,503
23	54,488	56,946	58,263	59,024	59,503
24	54,488	56,946	58,263	59,024	59,503
25	55,266	57,769	59,113	59,897	60,388
Schedules 03, 49					
Steps	3	4	5	6	7
Positions: Coordinator, Liaison, SRCL Data Specialist, 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					
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.					

2015-2016
TERREBONNE PARISH
PROFESSIONAL SALARY SCALE

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	46,459	47,499	47,499	48,222	49,182
1	46,911	47,951	47,951	48,671	49,630
2	47,363	48,404	48,404	49,126	50,087
3	47,817	48,855	48,855	49,575	50,765
4	48,267	49,306	49,306	50,032	51,480
5	48,718	49,988	50,098	50,829	52,193
6	49,172	50,666	50,902	51,658	52,901
7	49,627	51,404	51,858	52,569	53,637
8	50,078	52,181	52,787	53,497	54,448
9	50,794	52,957	53,716	54,430	55,259
10	51,990	54,221	55,132	55,844	56,559
11	52,665	54,999	56,065	56,774	57,372
12	53,360	55,734	56,995	57,702	58,145
13	54,077	56,495	57,779	58,504	58,960
14	54,077	56,495	57,779	58,504	58,960
15	54,077	56,495	57,779	58,504	58,960
16	54,814	57,275	58,586	59,333	59,801
17	54,814	57,275	58,586	59,333	59,801
18	54,814	57,275	58,586	59,333	59,801
19	55,575	58,080	59,416	60,186	60,667
20	55,575	58,080	59,416	60,186	60,667
21	55,575	58,080	59,416	60,186	60,667
22	56,358	58,907	60,273	61,062	61,559
23	56,358	58,907	60,273	61,062	61,559
24	56,358	58,907	60,273	61,062	61,559
25	57,165	59,761	61,155	61,967	62,477
Schedule 04					
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 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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2015-2016
TERREBONNE PARISH
PROFESSIONAL SALARY SCALE

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	47,975	49,052	49,052	49,801	50,796
1	48,444	49,521	49,521	50,267	51,260
2	48,911	49,990	49,990	50,738	51,733
3	49,381	50,457	50,457	51,203	52,435
4	49,848	50,924	50,924	51,676	53,176
5	50,315	51,630	51,745	52,501	53,914
6	50,785	52,333	52,578	53,360	54,647
7	51,257	53,097	53,567	54,304	55,410
8	51,723	53,902	54,529	55,265	56,249
9	52,465	54,705	55,491	56,231	57,090
10	53,704	56,014	56,958	57,695	58,436
11	54,403	56,820	57,924	58,659	59,278
12	55,123	57,582	58,888	59,620	60,079
13	55,865	58,370	59,700	60,450	60,923
14	55,865	58,370	59,700	60,450	60,923
15	55,865	58,370	59,700	60,450	60,923
16	56,629	59,178	60,535	61,309	61,794
17	56,629	59,178	60,535	61,309	61,794
18	56,629	59,178	60,535	61,309	61,794
19	57,417	60,011	61,396	62,193	62,691
20	57,417	60,011	61,396	62,193	62,691
21	57,417	60,011	61,396	62,193	62,691
22	58,228	60,868	62,283	63,100	63,614
23	58,228	60,868	62,283	63,100	63,614
24	58,228	60,868	62,283	63,100	63,614
25	59,063	61,752	63,196	64,037	64,565

Schedules 05, 48					
Steps	3	4	5	6	7

Positions: Child Search Coordinator, Ed Facilitator/SER Coordinator, Pupil Appraisal Coordinator, Health Nurse Coordinator, Network System Engineer

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

2015-2016
TERREBONNE PARISH
PROFESSIONAL SALARY SCALE

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	51,008	52,159	52,159	52,960	54,023
1	51,509	52,660	52,660	53,457	54,519
2	52,009	53,161	53,161	53,961	55,025
3	52,511	53,661	53,661	54,458	55,775
4	53,010	54,160	54,160	54,964	56,567
5	53,510	54,915	55,037	55,846	57,356
6	54,012	55,666	55,928	56,764	58,140
7	54,516	56,483	56,985	57,773	58,956
8	55,014	57,343	58,014	58,801	59,853
9	55,808	58,202	59,043	59,833	60,751
10	57,132	59,602	60,611	61,398	62,190
11	57,879	60,463	61,643	62,428	63,090
12	58,649	61,277	62,673	63,456	63,946
13	59,442	62,119	63,541	64,344	64,849
14	59,442	62,119	63,541	64,344	64,849
15	59,442	62,119	63,541	64,344	64,849
16	60,259	62,984	64,434	65,262	65,780
17	60,259	62,984	64,434	65,262	65,780
18	60,259	62,984	64,434	65,262	65,780
19	61,101	63,874	65,354	66,206	66,739
20	61,101	63,874	65,354	66,206	66,739
21	61,101	63,874	65,354	66,206	66,739
22	61,968	64,790	66,302	67,176	67,725
23	61,968	64,790	66,302	67,176	67,725
24	61,968	64,790	66,302	67,176	67,725
25	62,861	65,735	67,278	68,178	68,742
Schedule 06					
Steps	3	4	5	6	7
Positions: Inst Technology Specialist, Staff Development Coordinator, Ed Technology Faciliator, Public Information Officer, 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.					

2015-2016
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	46,263	46,976	47,888	47,888
1	46,616	47,329	48,241	48,241
2	46,968	47,680	48,594	48,594
3	47,322	48,036	48,946	48,946
4	47,675	48,387	49,298	49,298
5	48,026	48,740	49,742	50,376
6	48,382	49,094	50,181	50,861
7	48,736	49,448	50,657	51,381
8	49,087	49,800	51,127	51,899
9	49,564	50,276	51,596	52,412
10	50,467	51,180	52,502	53,364
11	51,102	51,815	52,911	53,820
12	51,757	52,471	53,605	54,014
13	52,433	53,145	54,322	54,752
14	52,433	53,145	54,322	54,752
15	52,433	53,145	54,322	54,752
16	53,128	53,841	55,056	55,514
17	53,128	53,841	55,056	55,514
18	53,128	53,841	55,056	55,514
19	53,845	54,557	55,815	56,295
20	53,845	54,557	55,815	56,295
21	53,845	54,557	55,815	56,295
22	54,583	55,296	56,594	57,104
23	54,583	55,296	56,594	57,104
24	54,583	55,296	56,594	57,104
25	55,343	56,056	57,399	57,933
Schedule 07				
Steps	1	2	3	4

Positions: T & I Teachers and Occupational Therapist.

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2015-2016
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	47,604	48,354	49,288	49,288
1	47,975	48,725	49,659	49,659
2	48,346	49,095	50,031	50,031
3	48,719	49,470	50,403	50,403
4	49,090	49,840	50,773	50,773
5	49,460	50,211	51,241	51,908
6	49,836	50,586	51,702	52,418
7	50,207	50,957	52,204	52,965
8	50,577	51,327	52,700	53,513
9	51,080	51,830	53,194	54,053
10	52,007	52,758	54,124	55,032
11	52,677	53,428	54,556	55,514
12	53,366	54,117	55,285	55,715
13	54,077	54,828	56,040	56,494
14	54,077	54,828	56,040	56,494
15	54,077	54,828	56,040	56,494
16	54,810	55,561	56,814	57,294
17	54,810	55,561	56,814	57,294
18	54,810	55,561	56,814	57,294
19	55,564	56,315	57,612	58,119
20	55,564	56,315	57,612	58,119
21	55,564	56,315	57,612	58,119
22	56,341	57,092	58,433	58,969
23	56,341	57,092	58,433	58,969
24	56,341	57,092	58,433	58,969
25	57,143	57,894	59,280	59,844
Schedule 08				
Steps	1	2	3	4

Positions: T & I Teachers

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
B. 7-9 Grades Programs		
1. Athletic Coordinator - Junior High 7-9 Grades	\$ 1,750	2 Weeks
2. Athletic Coordinator - 7-8 Grades	\$ 1,500	2 Weeks
3. Head Coach Football	\$ 1,500	1 Week
4. Assistant Coach Football	\$ 1,250	1 Week
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
9. Head Coach Softball	\$ 1,500	
10. Drill Squad - BASE	\$ 1,200	
11. Drill Squad 30-39 students - additional *	\$ 200	
12. Drill Squad 40 + students - additional *	\$ 400	
13. Cheerleader - BASE	\$ 1,200	
14. Cheerleader - 13 + females or 20 + coed squad - additional *	\$ 200	
15. Instrumental Music (Junior High) - BASE up to 79 students	\$ 2,000	192 Days
16. Instrumental Music - 80-99 students - additional *	\$ 200	
17. Instrumental Music - 100 + students - additional *	\$ 400	
18. Instrumental Music (Elementary - Ambulatory)	\$ 700	

A non-faculty (CECP) coach will receive additional pay based on their certification degree status on the teacher salary schedule for extra weeks.

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

*Added tier level stipends-drill squad, cheerleader and instrumental music based on number of students.

TERREBONNE PARISH
EXTRA CURRICULAR STIPENDS AND EMPLOYMENT

ATHLETICS -Junior Varsity/Varsity Programs	Stipend	Workdays before Teacher Start Date
1. Athletic Director - High School Grades 9-12	\$ 4,000	4 Weeks
2. Athletic Director - High School Grades 10-12	\$ 3,500	4 Weeks
3. Head Coach Football	\$ 3,000	3 Weeks
4. Assistant Coach Football	\$ 2,000	3 Weeks
5. Head Coach Basketball	\$ 3,000	3 Weeks
6. Assistant Coach Basketball	\$ 2,000	3 Weeks
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
12. Assistant Coach Volleyball	\$ 2,000	3 Weeks
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. Power Weight Lifting *	\$ 2,000	
23. Drill Squad - BASE	\$ 1,600	1 Week
24. Drill Squad 30-39 students - additional *	\$200	
25. Drill Squad 40 + students - additional *	\$400	
26. Cheerleader	\$ 1,600	1 Week
27. Cheerleader - 13 + females or 20 + coed squad - additional *	\$ 200	
28. Vocal Music	\$ 1,100	
29. Instrumental Music	\$ 2,600	192 Days
30. Instrumental Music - 80-99 students - additional *	\$ 200	
31. Instrumental Music - 100 + students - additional *	\$400	
32. Extended Season Pay for Athletic playoff games	\$ 200	per week

A non-faculty (CECP) coach will receive additional pay based on their certification degree status on the teacher salary schedule for extra weeks.

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

*Added power weight lifting stipend.

*Added tier level stipends for drill squad, cheerleader, & instrumental music based on student numbers.

2015-2016
TERREBONNE PARISH
1 Extra Week

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

2015-2016
TERREBONNE PARISH
2 Extra Weeks

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

2015-2016
TERREBONNE PARISH
3 Extra Weeks

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

2015-2016
TERREBONNE PARISH
4 Extra Weeks

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 indexes were calculated by multiplying the appropriate index times the 182 day Teacher/Professional Salary Schedule effective through the 2014-2015 fiscal year. Pages 17-29 have already been calculated using the appropriate index. The \$4000 for the 1/2 cent sales tax has been added to these amounts. The index is not applicable to the \$4000 sales tax increase effective 07/01/2015.

Elementary/Middle Assistant Principal (1-350)	Schedule 92
Elementary/Middle Assistant Principal (351-600)	Schedule 91
Elementary/Middle Assistant Principal (601-800)	Schedule 90
Elementary/Middle Assistant Principal (801-up)	Schedule 89
Career Technical Assistant Principal	Schedule 88
Junior High School Assistant Principal	Schedule 85
High School Assistant Principal (10-12)	Schedule 84
High School Assistant Principal (9-12)	Schedule 83
Elementary/Middle Principal (1-350)	Schedule 89
Elementary/Middle Principal (351-600)	Schedule 86
Elementary/Middle Principal (601-800)	Schedule 88
Elementary/Middle Principal (801-up)	Schedule 87
Alternative School Principal	Schedule 87
Career Technical Principal	Schedule 82
Junior High School Principal	Schedule 82
High School Principal (10-12 Grades)	Schedule 81
High School Principal (9-12 Grades)	Schedule 80
Turnaround Specialist	Schedule 94
District Assessment and Accountability Administrator	Schedule 93
Assistant Supervisor	Schedule 13
Supervisor	Schedule 14
Chief Financial Officer	Schedule 12
Assistant Superintendent	Schedule 15

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

2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCALE

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	49,052	49,052	49,801	50,796
1	49,521	49,521	50,267	51,260
2	49,990	49,990	50,738	51,733
3	50,457	50,457	51,203	52,435
4	50,924	50,924	51,676	53,176
5	51,630	51,745	52,501	53,914
6	52,333	52,578	53,360	54,647
7	53,097	53,567	54,304	55,410
8	53,902	54,529	55,265	56,249
9	54,705	55,491	56,231	57,090
10	56,014	56,958	57,695	58,436
11	56,820	57,924	58,659	59,278
12	57,582	58,888	59,620	60,079
13	58,370	59,700	60,450	60,923
14	58,370	59,700	60,450	60,923
15	58,370	59,700	60,450	60,923
16	59,178	60,535	61,309	61,794
17	59,178	60,535	61,309	61,794
18	59,178	60,535	61,309	61,794
19	60,011	61,396	62,193	62,691
20	60,011	61,396	62,193	62,691
21	60,011	61,396	62,193	62,691
22	60,868	62,283	63,100	63,614
23	60,868	62,283	63,100	63,614
24	60,868	62,283	63,100	63,614
25	61,752	63,196	64,037	64,565
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.				

2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCALE

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	49,829	49,829	50,591	51,603
1	50,306	50,306	51,064	52,074
2	50,783	50,783	51,544	52,556
3	51,258	51,258	52,017	53,270
4	51,733	51,733	52,498	54,023
5	52,451	52,568	53,338	54,775
6	53,166	53,415	54,211	55,521
7	53,943	54,422	55,171	56,297
8	54,762	55,400	56,149	57,150
9	55,579	56,379	57,132	58,005
10	56,911	57,871	58,621	59,375
11	57,731	58,854	59,601	60,231
12	58,506	59,834	60,579	61,046
13	59,307	60,660	61,424	61,904
14	59,307	60,660	61,424	61,904
15	59,307	60,660	61,424	61,904
16	60,129	61,510	62,297	62,791
17	60,129	61,510	62,297	62,791
18	60,129	61,510	62,297	62,791
19	60,977	62,385	63,196	63,703
20	60,977	62,385	63,196	63,703
21	60,977	62,385	63,196	63,703
22	61,848	63,288	64,119	64,642
23	61,848	63,288	64,119	64,642
24	61,848	63,288	64,119	64,642
25	62,748	64,216	65,073	65,610

Schedule 91	Elem/Middle School Asst. 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.

2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCALE

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	51,382	51,382	52,171	53,216
1	51,875	51,875	52,660	53,704
2	52,369	52,369	53,155	54,202
3	52,860	52,860	53,645	54,940
4	53,351	53,351	54,142	55,719
5	54,094	54,214	55,010	56,496
6	54,833	55,090	55,913	57,267
7	55,636	56,131	56,906	58,069
8	56,483	57,143	57,917	58,952
9	57,328	58,155	58,933	59,836
10	58,705	59,697	60,473	61,252
11	59,553	60,713	61,486	62,137
12	60,354	61,727	62,497	62,979
13	61,182	62,581	63,370	63,867
14	61,182	62,581	63,370	63,867
15	61,182	62,581	63,370	63,867
16	62,032	63,460	64,274	64,784
17	62,032	63,460	64,274	64,784
18	62,032	63,460	64,274	64,784
19	62,908	64,364	65,203	65,727
20	62,908	64,364	65,203	65,727
21	62,908	64,364	65,203	65,727
22	63,809	65,297	66,157	66,698
23	63,809	65,297	66,157	66,698
24	63,809	65,297	66,157	66,698
25	64,740	66,258	67,143	67,698
Schedule 90	Elem/Middle School Asst. Principal (601-800)			
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.

2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCALE

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	52,548	52,548	53,355	54,426
1	53,053	53,053	53,856	54,926
2	53,558	53,558	54,364	55,437
3	54,062	54,062	54,865	56,193
4	54,564	54,564	55,375	56,991
5	55,325	55,449	56,264	57,787
6	56,083	56,347	57,190	58,577
7	56,906	57,413	58,207	59,399
8	57,773	58,450	59,243	60,303
9	58,639	59,486	60,283	61,209
10	60,050	61,067	61,861	62,660
11	60,919	62,108	62,900	63,567
12	61,739	63,146	63,935	64,430
13	62,588	64,021	64,830	65,339
14	62,588	64,021	64,830	65,339
15	62,588	64,021	64,830	65,339
16	63,459	64,922	65,756	66,278
17	63,459	64,922	65,756	66,278
18	63,459	64,922	65,756	66,278
19	64,357	65,849	66,708	67,245
20	64,357	65,849	66,708	67,245
21	64,357	65,849	66,708	67,245
22	65,280	66,805	67,685	68,239
23	65,280	66,805	67,685	68,239
24	65,280	66,805	67,685	68,239
25	66,233	67,789	68,696	69,264
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.

2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCALE

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	54,489	54,489	55,329	56,444
1	55,015	55,015	55,851	56,963
2	55,540	55,540	56,379	57,494
3	56,064	56,064	56,900	58,280
4	56,587	56,587	57,430	59,111
5	57,379	57,507	58,355	59,938
6	58,166	58,440	59,317	60,760
7	59,022	59,549	60,375	61,615
8	59,924	60,628	61,452	62,555
9	60,825	61,706	62,535	63,497
10	62,292	63,350	64,176	65,006
11	63,195	64,432	65,256	65,949
12	64,049	65,512	66,333	66,847
13	64,932	66,422	67,263	67,793
14	64,932	66,422	67,263	67,793
15	64,932	66,422	67,263	67,793
16	65,838	67,359	68,226	68,769
17	65,838	67,359	68,226	68,769
18	65,838	67,359	68,226	68,769
19	66,771	68,323	69,216	69,775
20	66,771	68,323	69,216	69,775
21	66,771	68,323	69,216	69,775
22	67,731	69,317	70,233	70,809
23	67,731	69,317	70,233	70,809
24	67,731	69,317	70,233	70,809
25	68,723	70,340	71,283	71,875
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.

2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCALE

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	56,043	56,043	56,909	58,057
1	56,585	56,585	57,446	58,593
2	57,126	57,126	57,990	59,140
3	57,666	57,666	58,528	59,951
4	58,205	58,205	59,074	60,806
5	59,021	59,153	60,027	61,659
6	59,833	60,115	61,020	62,506
7	60,715	61,258	62,110	63,388
8	61,645	62,370	63,220	64,357
9	62,573	63,482	64,336	65,328
10	64,086	65,176	66,027	66,883
11	65,017	66,292	67,140	67,855
12	65,897	67,405	68,251	68,781
13	66,806	68,343	69,210	69,756
14	66,806	68,343	69,210	69,756
15	66,806	68,343	69,210	69,756
16	67,740	69,308	70,202	70,762
17	67,740	69,308	70,202	70,762
18	67,740	69,308	70,202	70,762
19	68,703	70,302	71,223	71,799
20	68,703	70,302	71,223	71,799
21	68,703	70,302	71,223	71,799
22	69,692	71,327	72,270	72,865
23	69,692	71,327	72,270	72,865
24	69,692	71,327	72,270	72,865
25	70,714	72,381	73,354	73,963
Schedules 88, 85 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.

2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCHEDULE

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	56,315	57,596	57,596	58,488	59,671
1	56,873	58,154	58,154	59,041	60,223
2	57,429	58,712	58,712	59,602	60,786
3	57,988	59,268	59,268	60,155	61,621
4	58,543	59,823	59,823	60,718	62,502
5	59,099	60,663	60,799	61,700	63,380
6	59,659	61,499	61,791	62,722	64,253
7	60,219	62,408	62,968	63,844	65,160
8	60,774	63,366	64,112	64,988	66,159
9	61,657	64,322	65,257	66,137	67,159
10	63,131	65,879	67,002	67,879	68,760
11	63,962	66,838	68,151	69,025	69,762
12	64,819	67,744	69,297	70,168	70,715
13	65,702	68,681	70,264	71,157	71,719
14	65,702	68,681	70,264	71,157	71,719
15	65,702	68,681	70,264	71,157	71,719
16	66,611	69,643	71,258	72,178	72,755
17	66,611	69,643	71,258	72,178	72,755
18	66,611	69,643	71,258	72,178	72,755
19	67,548	70,634	72,281	73,230	73,822
20	67,548	70,634	72,281	73,230	73,822
21	67,548	70,634	72,281	73,230	73,822
22	68,512	71,653	73,336	74,308	74,920
23	68,512	71,653	73,336	74,308	74,920
24	68,512	71,653	73,336	74,308	74,920
25	69,506	72,705	74,423	75,424	76,052

Schedules 87, 84, 93, 13

Steps	3	4	5	6	7
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Positions - Elementary/Middle School Principal (801-up), Alternative School Principal, High School Assistant Principal (Grades 10-12), District Assess/Acct Admin, Assistant Supervisor, Chief Accountant, Purchasing Agent, Network System Administrator, Plant Operations Manager

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.

2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCALE

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	59,538	59,538	60,462	61,688
1	60,116	60,116	61,036	62,260
2	60,694	60,694	61,617	62,844
3	61,271	61,271	62,190	63,708
4	61,846	61,846	62,772	64,622
5	62,716	62,857	63,790	65,532
6	63,583	63,884	64,849	66,436
7	64,525	65,104	66,013	67,376
8	65,517	66,290	67,197	68,411
9	66,507	67,477	68,388	69,447
10	68,121	69,285	70,193	71,107
11	69,115	70,476	71,381	72,144
12	70,054	71,663	72,566	73,132
13	71,025	72,664	73,590	74,172
14	71,025	72,664	73,590	74,172
15	71,025	72,664	73,590	74,172
16	72,021	73,694	74,649	75,246
17	72,021	73,694	74,649	75,246
18	72,021	73,694	74,649	75,246
19	73,048	74,755	75,738	76,352
20	73,048	74,755	75,738	76,352
21	73,048	74,755	75,738	76,352
22	74,104	75,849	76,856	77,490
23	74,104	75,849	76,856	77,490
24	74,104	75,849	76,856	77,490
25	75,195	76,974	78,012	78,662

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.

2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCALE

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	61,092	61,092	62,042	63,302
1	61,686	61,686	62,631	63,889
2	62,280	62,280	63,228	64,490
3	62,873	62,873	63,818	65,379
4	63,464	63,464	64,416	66,317
5	64,359	64,504	65,463	67,253
6	65,249	65,560	66,551	68,182
7	66,218	66,813	67,747	69,149
8	67,237	68,033	68,965	70,213
9	68,256	69,252	70,189	71,278
10	69,915	71,111	72,045	72,984
11	70,936	72,335	73,266	74,050
12	71,901	73,556	74,484	75,065
13	72,899	74,585	75,536	76,135
14	72,899	74,585	75,536	76,135
15	72,899	74,585	75,536	76,135
16	73,924	75,644	76,625	77,239
17	73,924	75,644	76,625	77,239
18	73,924	75,644	76,625	77,239
19	74,980	76,734	77,744	78,376
20	74,980	76,734	77,744	78,376
21	74,980	76,734	77,744	78,376
22	76,065	77,858	78,894	79,546
23	76,065	77,858	78,894	79,546
24	76,065	77,858	78,894	79,546
25	77,186	79,015	80,082	80,751

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.

2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCALE

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	62,257	62,257	63,226	64,512
1	62,863	62,863	63,828	65,112
2	63,470	63,470	64,437	65,724
3	64,074	64,074	65,038	66,631
4	64,677	64,677	65,649	67,589
5	65,591	65,739	66,717	68,544
6	66,499	66,816	67,828	69,492
7	67,487	68,095	69,048	70,479
8	68,528	69,339	70,291	71,564
9	69,567	70,584	71,540	72,651
10	71,260	72,480	73,434	74,392
11	72,302	73,730	74,680	75,480
12	73,287	74,975	75,922	76,516
13	74,306	76,026	76,996	77,607
14	74,306	76,026	76,996	77,607
15	74,306	76,026	76,996	77,607
16	75,351	77,106	78,107	78,734
17	75,351	77,106	78,107	78,734
18	75,351	77,106	78,107	78,734
19	76,428	78,218	79,249	79,894
20	76,428	78,218	79,249	79,894
21	76,428	78,218	79,249	79,894
22	77,536	79,366	80,422	81,087
23	77,536	79,366	80,422	81,087
24	77,536	79,366	80,422	81,087
25	78,680	80,546	81,635	82,317

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

Steps	4	5	6	7
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2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCALE

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	64,199	64,199	65,200	66,529
1	64,825	64,825	65,822	67,149
2	65,452	65,452	66,452	67,782
3	66,077	66,077	67,073	68,719
4	66,700	66,700	67,704	69,709
5	67,644	67,797	68,808	70,695
6	68,582	68,910	69,955	71,675
7	69,604	70,232	71,217	72,695
8	70,679	71,517	72,501	73,816
9	71,753	72,803	73,791	74,939
10	73,502	74,763	75,748	76,738
11	74,579	76,054	77,036	77,863
12	75,597	77,341	78,320	78,933
13	76,649	78,427	79,430	80,061
14	76,649	78,427	79,430	80,061
15	76,649	78,427	79,430	80,061
16	77,729	79,543	80,577	81,225
17	77,729	79,543	80,577	81,225
18	77,729	79,543	80,577	81,225
19	78,843	80,692	81,758	82,424
20	78,843	80,692	81,758	82,424
21	78,843	80,692	81,758	82,424
22	79,987	81,878	82,970	83,657
23	79,987	81,878	82,970	83,657
24	79,987	81,878	82,970	83,657
25	81,169	83,098	84,222	84,928

Schedule 80, 94 - High School Principal (Grades 9-12), Turnaround Specialist

Steps	4	5	6	7
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2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCALE

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	66,172	67,694	67,694	68,754	70,160
1	66,834	68,357	68,357	69,411	70,815
2	67,495	69,020	69,020	70,078	71,485
3	68,160	69,681	69,681	70,735	72,147
4	68,819	70,340	70,340	71,403	72,815
5	69,480	71,000	71,000	72,071	73,485
6	70,145	71,661	71,661	72,735	74,150
7	70,811	72,322	72,322	73,399	74,815
8	71,471	72,983	72,983	74,063	75,480
9	72,136	73,644	73,644	74,727	76,145
10	72,801	74,305	74,305	75,391	76,810
11	73,466	74,966	74,966	76,055	77,475
12	74,131	75,627	75,627	76,719	78,140
13	74,796	76,288	76,288	77,383	78,805
14	75,461	76,949	76,949	78,047	79,470
15	76,126	77,610	77,610	78,711	80,135
16	76,791	78,271	78,271	79,375	80,800
17	77,456	78,932	78,932	80,039	81,465
18	78,121	79,593	79,593	80,703	82,130
19	78,786	80,254	80,254	81,367	82,795
20	79,451	80,915	80,915	82,031	83,460
21	80,116	81,576	81,576	82,695	84,125
22	80,781	82,237	82,237	83,359	84,790
23	81,446	82,898	82,898	84,023	85,455
24	82,111	83,559	83,559	84,687	86,120
25	82,776	84,220	84,220	85,351	86,785

Schedule 14 - Supervisors, Data Processing Manager, and Risk Manager

Steps	3	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.

2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCALE

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	70,721	72,355	72,355	73,492	75,000
1	71,432	73,066	73,066	74,198	75,704
2	72,141	73,778	73,778	74,913	76,423
3	72,855	74,487	74,487	75,618	77,487
4	73,562	75,195	75,195	76,335	78,611
5	74,272	76,266	76,440	77,588	79,731
6	74,985	77,332	77,704	78,891	80,844
7	75,700	78,492	79,205	80,323	82,002
8	76,408	79,713	80,665	81,781	83,275
9	77,533	80,932	82,125	83,247	84,550
10	79,413	82,918	84,350	85,469	86,593
11	80,474	84,141	85,816	86,931	87,870
12	81,566	85,297	87,278	88,389	89,085
13	82,692	86,492	88,510	89,649	90,366
14	82,692	86,492	88,510	89,649	90,366
15	82,692	86,492	88,510	89,649	90,366
16	83,851	87,719	89,778	90,952	91,688
17	83,851	87,719	89,778	90,952	91,688
18	83,851	87,719	89,778	90,952	91,688
19	85,046	88,982	91,083	92,293	93,049
20	85,046	88,982	91,083	92,293	93,049
21	85,046	88,982	91,083	92,293	93,049
22	86,277	90,282	92,429	93,669	94,449
23	86,277	90,282	92,429	93,669	94,449
24	86,277	90,282	92,429	93,669	94,449
25	87,544	91,624	93,814	95,091	95,892

Schedule 12 - Chief Financial Officer

Steps	3	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.

2015-2016
TERREBONNE PARISH
ADMINISTRATIVE SALARY SCALE

Years of Experience	Master's Degree	Master's Plus 30*	Specialist in Education	Ph.D. or Ed. D. Degree
0	75,850	75,850	77,045	78,631
1	76,598	76,598	77,787	79,371
2	77,346	77,346	78,539	80,127
3	78,091	78,091	79,281	81,245
4	78,835	78,835	80,034	82,427
5	79,962	80,144	81,351	83,604
6	81,082	81,473	82,721	84,774
7	82,301	83,051	84,226	85,990
8	83,584	84,585	85,759	87,329
9	84,866	86,120	87,299	88,669
10	86,954	88,459	89,635	90,816
11	88,239	90,000	91,171	92,159
12	89,454	91,536	92,704	93,436
13	90,710	92,832	94,029	94,782
14	90,710	92,832	94,029	94,782
15	90,710	92,832	94,029	94,782
16	92,000	94,164	95,399	96,172
17	92,000	94,164	95,399	96,172
18	92,000	94,164	95,399	96,172
19	93,328	95,536	96,808	97,602
20	93,328	95,536	96,808	97,602
21	93,328	95,536	96,808	97,602
22	94,694	96,951	98,254	99,074
23	94,694	96,951	98,254	99,074
24	94,694	96,951	98,254	99,074
25	96,105	98,407	99,749	100,591

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.

**2015-2016
TERREBONNE PARISH
SALARY SCALE**

SUPERINTENDENT BASE PAY Board Action 07/07/2015	185,000
AUTO ALLOWANCE	6,500

Note: Longevity increments should be added to the above salary.

Schedule 35

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

Schedule 30

2015-2016
TERREBONNE PARISH SALARY SCALE
CENTRAL OFFICE - 240 Days

YEARS OF EXP	Executive Secretary*	Administrative Assistant	HR Position Control Specialist**
0	33,039	28,714	27,551
1	33,548	28,928	27,757
2	34,056	29,134	27,961
3	34,567	29,338	28,163
4	35,073	29,546	28,368
5	35,581	29,750	28,571
6	36,091	29,956	28,775
7	36,603	30,160	28,977
8	37,111	30,366	29,181
9	37,916	30,570	29,383
10	38,716	30,777	29,587
11	39,476	30,981	29,790
12	40,258	31,187	29,994
13	41,064	31,393	30,197
14	41,064	31,393	30,197
15	41,064	31,393	30,197
16	41,894	31,599	30,401
17	41,894	31,599	30,401
18	41,894	31,599	30,401
19	42,749	31,805	30,605
20	42,749	31,805	30,605
21	42,749	31,805	30,605
22	43,629	32,011	30,808
23	43,629	32,011	30,808
24	43,629	32,011	30,808
25	44,538	32,217	31,012

Schedule 16

Steps

2

4

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.

*Approved per board action 07/07/09; **approved per board action 07/07/15

**2015-2016
TERREBONNE PARISH SALARY SCALE
CENTRAL OFFICE - 240 DAYS**

YEARS OF EXP	Payroll Clerk III, Administrative 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	26,388	25,553	24,723	23,890
1	26,586	25,754	24,926	24,090
2	26,788	25,955	25,125	24,294
3	26,988	26,157	25,328	24,493
4	27,191	26,358	25,525	24,693
5	27,392	26,561	25,727	24,895
6	27,594	26,760	25,929	25,096
7	27,794	26,964	26,130	25,298
8	27,996	27,162	26,333	25,499
9	28,197	27,363	26,533	25,702
10	28,398	27,564	26,735	25,902
11	28,600	27,768	26,934	26,104
12	28,801	27,969	27,135	26,305
13	29,002	28,170	27,336	26,507
14	29,002	28,170	27,336	26,507
15	29,002	28,170	27,336	26,507
16	29,203	28,371	27,537	26,708
17	29,203	28,371	27,537	26,708
18	29,203	28,371	27,537	26,708
19	29,404	28,573	27,738	26,909
20	29,404	28,573	27,738	26,909
21	29,404	28,573	27,738	26,909
22	29,606	28,774	27,939	27,111
23	29,606	28,774	27,939	27,111
24	29,606	28,774	27,939	27,111
25	29,807	28,975	28,140	27,312

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.

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

2015-2016
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	23,556	22,386	21,838
1	23,760	22,573	22,024
2	23,960	22,775	22,211
3	24,161	22,977	22,397
4	24,361	23,179	22,582
5	24,564	23,378	22,785
6	24,763	23,579	22,983
7	24,966	23,781	23,187
8	25,168	23,980	23,389
9	25,368	24,182	23,590
10	25,571	24,384	23,791
11	25,768	24,585	23,992
12	25,970	24,785	24,187
13	26,171	24,985	24,383
14	26,171	24,985	24,383
15	26,171	24,985	24,383
16	26,372	25,185	24,579
17	26,372	25,185	24,579
18	26,372	25,185	24,579
19	26,573	25,385	24,775
20	26,573	25,385	24,775
21	26,573	25,385	24,775
22	26,774	25,585	24,970
23	26,774	25,585	24,970
24	26,774	25,585	24,970
25	26,975	25,785	25,166
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.

2015-2016
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	21,291	20,753	18,237
1	21,476	20,940	18,424
2	21,663	21,123	18,608
3	21,850	21,310	18,795
4	22,035	21,496	18,979
5	22,221	21,683	19,165
6	22,408	21,867	19,351
7	22,591	22,055	19,536
8	22,792	22,240	19,722
9	22,997	22,427	19,909
10	23,195	22,612	20,094
11	23,398	22,816	20,281
12	23,590	23,003	20,467
13	23,781	23,191	20,652
14	23,781	23,191	20,652
15	23,781	23,191	20,652
16	23,973	23,378	20,838
17	23,973	23,378	20,838
18	23,973	23,378	20,838
19	24,164	23,566	21,024
20	24,164	23,566	21,024
21	24,164	23,566	21,024
22	24,356	23,753	21,210
23	24,356	23,753	21,210
24	24,356	23,753	21,210
25	24,547	23,941	21,396
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.			

2015-2016
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	21,208	19,220	18,903
1	21,402	19,410	19,094
2	21,592	19,599	19,285
3	21,782	19,790	19,475
4	21,974	19,983	19,668
5	22,163	20,172	19,857
6	22,355	20,364	20,050
7	22,545	20,553	20,239
8	22,735	20,745	20,429
9	22,927	20,934	20,620
10	23,119	21,125	20,811
11	23,324	21,318	21,001
12	23,517	21,508	21,192
13	23,709	21,699	21,383
14	23,709	21,699	21,383
15	23,709	21,699	21,383
16	23,902	21,890	21,574
17	23,902	21,890	21,574
18	23,902	21,890	21,574
19	24,094	22,081	21,765
20	24,094	22,081	21,765
21	24,094	22,081	21,765
22	24,287	22,271	21,956
23	24,287	22,271	21,956
24	24,287	22,271	21,956
25	24,479	22,462	22,146
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.			

2015-2016
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	20,741	20,515	18,804	18,495
1	20,931	20,676	18,990	18,681
2	21,115	20,851	19,173	18,867
3	21,301	21,025	19,360	19,053
4	21,488	21,199	19,547	19,240
5	21,672	21,371	19,732	19,425
6	21,859	21,546	19,919	19,613
7	22,043	21,719	20,103	19,797
8	22,229	21,892	20,290	19,982
9	22,416	22,066	20,475	20,169
10	22,603	22,240	20,660	20,354
11	22,803	22,414	20,848	20,540
12	22,991	22,586	21,034	20,726
13	23,178	22,759	21,220	20,912
14	23,178	22,759	21,220	20,912
15	23,178	22,759	21,220	20,912
16	23,366	22,931	21,405	21,098
17	23,366	22,931	21,405	21,098
18	23,366	22,931	21,405	21,098
19	23,553	23,104	21,591	21,284
20	23,553	23,104	21,591	21,284
21	23,553	23,104	21,591	21,284
22	23,741	23,276	21,777	21,470
23	23,741	23,276	21,777	21,470
24	23,741	23,276	21,777	21,470
25	23,928	23,449	21,963	21,655
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.

2015-2016
TERREBONNE PARISH SALARY SCALE
MAINTENANCE PERSONNEL - 240 Days

	YEARS OF EXP	General Leaderman	HVAC Technician 1, *Licensed Master Plumber	HVAC Technician 2, * Licensed Plumber & * Electrician
	0	43,379	38,808	37,952
	1	43,519	38,948	38,088
	2	43,658	39,087	38,224
	3	43,798	39,228	38,360
	4	43,937	39,368	38,497
	5	44,077	39,507	38,633
	6	44,217	39,647	38,768
	7	44,357	39,786	38,905
	8	44,497	39,926	39,041
	9	44,636	40,065	39,177
	10	44,777	40,207	39,314
	11	44,916	40,347	39,450
	12	45,056	40,487	39,586
	13	45,196	40,627	39,722
	14	45,196	40,627	39,722
	15	45,196	40,627	39,722
	16	45,336	40,766	39,859
	17	45,336	40,766	39,859
	18	45,336	40,766	39,859
	19	45,476	40,906	39,995
	20	45,476	40,906	39,995
	21	45,476	40,906	39,995
	22	45,615	41,046	40,131
	23	45,615	41,046	40,131
	24	45,615	41,046	40,131
	25	45,755	41,186	40,267
	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.

*Reclassified hard -to-staff skilled laborer positions : Master Licensed Plumber, Licensed Plumber and Licensed Electrician 07/07/15

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

2015-2016
TERREBONNE PARISH SALARY SCALE
MAINTENANCE PERSONNEL - 240 Days

YEARS OF EXP	*Carpenter, *Mason Roofer, AC/Heating Maintenance Mechanic, Preventive Maintenance Technician	Fence Installer
0	33,676	31,966
1	33,790	32,070
2	33,903	32,176
3	34,017	32,282
4	34,131	32,386
5	34,246	32,493
6	34,359	32,597
7	34,473	32,703
8	34,588	32,809
9	34,701	32,914
10	34,816	33,019
11	34,930	33,131
12	35,044	33,244
13	35,158	33,356
14	35,158	33,356
15	35,158	33,356
16	35,272	33,468
17	35,272	33,468
18	35,272	33,468
19	35,386	33,580
20	35,386	33,580
21	35,386	33,580
22	35,500	33,692
23	35,500	33,692
24	35,500	33,692
25	35,614	33,805
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.		
*Re-classed hard-to-staff skilled laborer positions: Carpenter and Mason 07/07/15		
Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.		

2015-2016
TERREBONNE PARISH SALARY SCALE
MAINTENANCE PERSONNEL - 240 Days

YEARS OF EXP	Mason's Helper	General Helper
0	25,658	24,875
1	25,745	24,958
2	25,830	25,038
3	25,916	25,119
4	26,003	25,198
5	26,088	25,280
6	26,173	25,361
7	26,260	25,443
8	26,347	25,524
9	26,431	25,604
10	26,518	25,686
11	26,620	25,788
12	26,722	25,890
13	26,824	25,992
14	26,824	25,992
15	26,824	25,992
16	26,926	26,094
17	26,926	26,094
18	26,926	26,094
19	27,028	26,196
20	27,028	26,196
21	27,028	26,196
22	27,130	26,298
23	27,130	26,298
24	27,130	26,298
25	27,232	26,400
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.

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

2015-2016
TERREBONNE PARISH SALARY SCALE
CUSTODIAL PERSONNEL - 240 Days

YEARS OF EXP	Building Manager	Cust I	Cust II	Cust III A
0	28,053	25,388	23,363	21,115
1	28,150	25,472	23,437	21,179
2	28,246	25,556	23,512	21,243
3	28,343	25,639	23,585	21,305
4	28,440	25,722	23,659	21,368
5	28,537	25,804	23,734	21,431
6	28,633	25,889	23,807	21,494
7	28,730	25,972	23,880	21,558
8	28,826	26,056	23,956	21,620
9	28,917	26,138	24,029	21,683
10	29,009	26,223	24,104	21,749
11	29,111	26,325	24,206	21,851
12	29,213	26,427	24,308	21,953
13	29,315	26,529	24,410	22,055
14	29,315	26,529	24,410	22,055
15	29,315	26,529	24,410	22,055
16	29,417	26,631	24,512	22,157
17	29,417	26,631	24,512	22,157
18	29,417	26,631	24,512	22,157
19	29,519	26,733	24,614	22,259
20	29,519	26,733	24,614	22,259
21	29,519	26,733	24,614	22,259
22	29,621	26,835	24,716	22,361
23	29,621	26,835	24,716	22,361
24	29,621	26,835	24,716	22,361
25	29,723	26,937	24,818	22,463

Schedule 17

Steps	16	17	19	20
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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.

2015-2016
TERREBONNE PARISH SALARY SCALE
CUSTODIAL PERSONNEL

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

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

2015-2016
TERREBONNE PARISH SALARY SCALE
WAREHOUSE - 240 Days

YEARS OF EXP	Warehouse Manager	Assistant Warehouse Manager	Commodity Clerk	Driver/General Maintenance Labor
0	43,379	32,113	25,658	24,875
1	43,519	32,223	25,745	24,958
2	43,658	32,333	25,830	25,038
3	43,798	32,444	25,916	25,119
4	43,937	32,555	26,003	25,198
5	44,077	32,665	26,088	25,280
6	44,217	32,775	26,173	25,361
7	44,357	32,885	26,260	25,443
8	44,497	32,996	26,347	25,524
9	44,636	33,106	26,431	25,604
10	44,777	33,216	26,518	25,686
11	44,916	33,327	26,620	25,788
12	45,056	33,437	26,722	25,890
13	45,196	33,548	26,824	25,992
14	45,196	33,548	26,824	25,992
15	45,196	33,548	26,824	25,992
16	45,336	33,658	26,926	26,094
17	45,336	33,658	26,926	26,094
18	45,336	33,658	26,926	26,094
19	45,476	33,768	27,028	26,196
20	45,476	33,768	27,028	26,196
21	45,476	33,768	27,028	26,196
22	45,615	33,879	27,130	26,298
23	45,615	33,879	27,130	26,298
24	45,615	33,879	27,130	26,298
25	45,755	33,989	27,232	26,400
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.

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

2015-2016
TERREBONNE PARISH SALARY SCALE

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

2015-2016
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	28,525	36,505	30,500	18,353	13,220
1	28,929	37,062	30,600	18,384	13,242
2	29,332	37,618	30,700	18,413	13,263
3	29,737	38,178	30,800	18,536	13,284
4	30,139	38,733	30,900	18,566	13,305
5	30,541	39,288	31,000	18,597	13,325
6	30,948	39,848	31,100	18,627	13,348
7	31,353	40,408	31,200	18,658	13,369
8	31,756	40,964	31,300	18,688	13,390
9	32,396	41,845	31,400	18,720	13,411
10	33,030	43,155	31,500	18,720	13,432
11	33,634	43,987	31,600	18,822	13,534
12	34,254	44,844	31,700	18,924	13,636
13	34,894	45,727	31,800	19,026	13,738
14	34,894	45,727	31,800	19,026	13,738
15	34,894	45,727	31,800	19,026	13,738
16	35,553	46,636	31,900	19,128	13,840
17	35,553	46,636	31,900	19,128	13,840
18	35,553	46,636	31,900	19,128	13,840
19	36,231	47,571	32,000	19,230	13,942
20	36,231	47,571	32,000	19,230	13,942
21	36,231	47,571	32,000	19,230	13,942
22	36,929	48,537	32,100	19,332	14,044
23	36,929	48,537	32,100	19,332	14,044
24	36,929	48,537	32,100	19,332	14,044
25	37,651	49,531	32,200	19,434	14,146
Schedule	16	17	41	31	31
Steps	1	1	1	3	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.

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

2015-2016
TERREBONNE PARISH SALARY SCALE
FOOD SERVICE PERSONNEL

YEARS OF EXP	Area Food Service Manager (240 Days)	Area Food Service Manager (200 Days)
0	29,032	24,779
1	29,128	24,859
2	29,225	24,939
3	29,318	25,017
4	29,415	25,097
5	29,509	25,176
6	29,605	25,255
7	29,700	25,335
8	29,795	25,415
9	29,892	25,495
10	29,986	25,574
11	30,088	25,676
12	30,190	25,778
13	30,292	25,880
14	30,292	25,880
15	30,292	25,880
16	30,394	25,982
17	30,394	25,982
18	30,394	25,982
19	30,496	26,084
20	30,496	26,084
21	30,496	26,084
22	30,598	26,186
23	30,598	26,186
24	30,598	26,186
25	30,700	26,288
Schedule	52	32
Step	2	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.

2015-2016
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	24,550	24,075	23,600
1	24,624	24,147	23,671
2	24,699	24,221	23,742
3	24,774	24,294	23,814
4	24,849	24,367	23,886
5	24,924	24,441	23,958
6	25,000	24,515	24,031
7	25,076	24,590	24,104
8	25,152	24,664	24,176
9	25,228	24,739	24,250
10	25,305	24,814	24,323
11	25,412	24,919	24,426
12	25,520	25,024	24,529
13	25,628	25,130	24,633
14	25,628	25,130	24,633
15	25,628	25,130	24,633
16	25,737	25,237	24,737
17	25,737	25,237	24,737
18	25,737	25,237	24,737
19	25,846	25,344	24,841
20	25,846	25,344	24,841
21	25,846	25,344	24,841
22	25,956	25,451	24,946
23	25,956	25,451	24,946
24	25,956	25,451	24,946
25	26,066	25,559	25,052
Schedule 29			
Steps	1	2	3
<p>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.</p>			
<p>Longevity increments should be added as per call of the election; Act 1 does not apply to these increments.</p>			

2015-2016
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	23,125	22,638	21,770	20,915	20,387
1	23,197	22,708	21,834	20,980	20,445
2	23,270	22,779	21,904	21,039	20,505
3	23,342	22,847	21,969	21,101	20,564
4	23,414	22,917	22,035	21,163	20,623
5	23,486	22,987	22,101	21,223	20,684
6	23,559	23,058	22,169	21,286	20,741
7	23,632	23,127	22,234	21,346	20,800
8	23,703	23,197	22,300	21,409	20,857
9	23,775	23,268	22,367	21,470	20,918
10	23,849	23,337	22,431	21,531	20,980
11	23,951	23,439	22,533	21,633	21,082
12	24,053	23,541	22,635	21,735	21,184
13	24,155	23,643	22,737	21,837	21,286
14	24,155	23,643	22,737	21,837	21,286
15	24,155	23,643	22,737	21,837	21,286
16	24,257	23,745	22,839	21,939	21,388
17	24,257	23,745	22,839	21,939	21,388
18	24,257	23,745	22,839	21,939	21,388
19	24,359	23,847	22,941	22,041	21,490
20	24,359	23,847	22,941	22,041	21,490
21	24,359	23,847	22,941	22,041	21,490
22	24,461	23,949	23,043	22,143	21,592
23	24,461	23,949	23,043	22,143	21,592
24	24,461	23,949	23,043	22,143	21,592
25	24,563	24,051	23,145	22,245	21,694
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.

2015-2016
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	19,878	19,373	18,955	18,573	18,149
1	19,936	19,428	19,007	18,622	18,198
2	19,991	19,482	19,058	18,669	18,245
3	20,049	19,536	19,111	18,717	18,293
4	20,105	19,591	19,162	18,764	18,340
5	20,164	19,644	19,215	18,813	18,389
6	20,219	19,699	19,266	18,861	18,437
7	20,277	19,755	19,318	18,909	18,485
8	20,332	19,808	19,370	18,955	18,531
9	20,389	19,863	19,422	19,004	18,579
10	20,445	19,917	19,474	19,051	18,626
11	20,547	20,019	19,576	19,153	18,728
12	20,649	20,121	19,678	19,255	18,830
13	20,751	20,223	19,780	19,357	18,932
14	20,751	20,223	19,780	19,357	18,932
15	20,751	20,223	19,780	19,357	18,932
16	20,853	20,325	19,882	19,459	19,034
17	20,853	20,325	19,882	19,459	19,034
18	20,853	20,325	19,882	19,459	19,034
19	20,955	20,427	19,984	19,561	19,136
20	20,955	20,427	19,984	19,561	19,136
21	20,955	20,427	19,984	19,561	19,136
22	21,057	20,529	20,086	19,663	19,238
23	21,057	20,529	20,086	19,663	19,238
24	21,057	20,529	20,086	19,663	19,238
25	21,159	20,631	20,188	19,765	19,340
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	Total Annual Amount
A Base Salary	Base Salary is equal to the Terrebonne Parish School Board established salary schedule for each instructional personnel position type, length of employment, and degree level (see TPSB salary schedule)	√	√	√	√	see 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.	√	√	√	√	see salary schedule
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	√	√	√	see salary schedule
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	√	√	√	\$3,000
E Target Teacher/ Demand Stipend *	Teachers of a core subject at hard-to-staff schools or 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	√	√	\$5,000
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	√	√	\$5,000
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	√	√	\$500
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	√	√	\$500 Proficient \$1,000 Highly Effective

* 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
2015-2016

Day-By-Day Substitutes, Professional

Administrators, Certified - **\$170.00 per day** (65% School Adm. - Asst. Principal 1-350 - Master's 6 years)

Teachers, Certified (Possess a valid teacher's certificate) - **\$150.00 per day** (65% Teacher - Bachelors zero years)

Substitute Teacher, Degreed Non Certified - **\$105.00 per day** (50% Non-Certified Teacher zero years)

Substitute Teacher, Non-Degreed - **\$73.00 per day**

Long-Term Substitutes, Professional (anticipated minimum of 4 weeks)

Administrators, Certified - daily rate based on degree and years of experience

Teachers, Certified (Possess a valid teacher's certificate) - daily rate based on degree and years experience

Non-Instructional Substitutes

Substitute Paraprofessional - **\$56.00 per day**

Substitute Bus Driver - **\$63.00 per day**

Substitute Bus Attendant - **\$40.00 per day**

Substitute Non-Instructional - **\$8.50 per hour**

Part-Time Non-Instructional (4 hours per day) - 10.00 per hour (Effective 07/01/15)

Part-Time Instructional (4 hours per day) - 28.00 per hour (Effective 07/01/15)

Support Stipend - \$600 - Full-time support employess 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.

Club Stipend - \$300 - Annual stipend for employees who lead an active school sponsored club for the entire school year, to be paid at the end of each school year.
(Effective 07/01/15)

TERREBONNE PARISH SCHOOL BOARD
OTHER ESTABLISHED RATES OF PAY
2015-2016

Hourly Rates	
Staff Development District-Wide Presenter Stipend (absolutely no preparation fees allowed)	50.00
Staff Development Presenter Stipend (absolutely no preparation fees allowed)	28.00
Professional Participant -Workshop-Stipend	20.00
Para/Clerical Participant-Workshop-Stipend	7.50
Pre-Employment Training-Non Instructional	10.00
Tutorial Teacher	
Certified	28.00
Degreed, Non-Certified	17.50
Non-Degreed	12.00
Remediation Teacher	
Certified	28.00
Degreed, Non-Certified	17.50
Non-Degreed	12.00
Saturday School Teacher	
Certified	28.00
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	28.00
Degreed, Non-Certified	17.50
Non-Degreed	12.00
Para-Adult Education	10.00
Drivers Education Program/In Class	28.00
Drivers Education Program/Driving	15.00

TERREBONNE PARISH SCHOOL BOARD
OTHER ESTABLISHED RATES OF PAY
2015-2016

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 \$28 per hour)	
Special Projects - Daily Rate or Project Rate	To be Determined
Summer School Principal	33.00
Summer School Teacher	
Certified	28.00
Degreed, Non-Certified	17.50
Non-Degreed	12.00
Summer School Test Facilitator	28.00
Summer School Nurse	28.00
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	10.00
Extra Trips Regular Driver	10.00
College Student Worker	12.00
Student Worker	7.25

**TERREBONNE PARISH SCHOOL BOARD
 BI - WEEKLY CUTOFF DATES
 FOR ABSENCES AND SUPPLEMENTAL PAY
 2015-2016 SCHOOL SESSION**

<u>PERIOD COVERED</u>	<u>DUE IN PERSONNEL</u>	<u>PAYROLL DATE</u>
07/01/15-07/12/15	07/13/15	07/24/15
07/13/15-07/26/15	07/27/15	08/26/15
07/27/15-08/09/15	08/10/15	08/26/15
08/10/15-08/23/15	08/24/15	09/25/15
08/24/15-09/06/15	09/08/15	09/25/15
09/07/15-09/20/15	09/21/15	10/23/15
09/21/15-10/04/15	10/05/15	10/23/15
10/05/15-10/18/15	10/19/15	11/20/15
10/19/15-11/01/15	11/02/15	11/20/15
11/02/15-11/15/15	11/16/15	12/18/15
11/16/15-11/29/15	11/30/15	12/18/15
11/30/15-12/13/15	12/14/15	01/26/16
12/14/15-01/03/16	01/04/16	01/26/16
01/04/16-01/17/16	01/19/16	02/26/16
01/18/16-01/31/16	02/01/16	02/26/16
02/01/16-02/14/16	02/15/16	03/24/16
02/15/16-02/28/16	02/29/16	03/24/16
02/29/16-03/13/16	03/14/16	04/26/16
03/14/16-04/03/16	04/04/16	04/26/16
04/04/16-04/17/16	04/18/16	05/26/16
04/18/16-05/01/16	05/02/16	05/26/16
05/02/16-05/15/16	05/16/16	06/24/16
05/16/16-05/29/16*	05/30/16	06/24/16
05/30/16-06/30/16*	06/30/16	07/26/16

*Absences and other payroll data should be turned in immediately at the completion of the contract year. For example; 05/26/16, last day for 180 and 182 day employees, data due in personnel on 05/27/16; 06/02/16, last day for 190 day employees, data due in personnel on 06/03/16, 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 2015-2016 fiscal year be submitted by the end of the day on June 30, 2016. This means absences, substitute payroll, overtime, extra work, inservice workshops, summer school, travel expenses, etc.

**TERREBONNE PARISH SCHOOL BOARD
EMPLOYEE/EMPLOYER BENEFIT COSTS
2015-2016**

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 07/01/2015

Type	Employee Cost	Employer Cost	Total Cost
Teachers' Retirement Regular	8.00%	26.30%	34.30%
Teachers' Retirement Plan A	9.10%	31.30%	40.40%
Teachers' Retirement Optional	8.00%	28.20%	36.20%
LA School Employees Retirement System	7.50%/8.00%	30.20%	37.70%/38.20%
LA State Employees Retirement System	7.50%/8.00%	37.20%	44.70%/45.20%
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**

Date	Description of Salary Adjustment	Funding
1977-78	Added \$1,500 to Instructional pay scales, and \$900 to Non-Instructional pay scales Non-Instructional salaries were annualized for employment beyond 9 Months; Added \$500 to Instructional pay scales; Added \$350 or \$467 to Non-Instructional pay scales	State 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

Date	Description of Salary Adjustment	Funding
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
2015-16	Passed 1/2 Cent Sales Tax Fund: Salary increase of \$4,000 added to instructional/professional pay scales; \$2,000 added to Non-Instructional pay scales.	Local

**TERREBONNE PARISH
ADMINISTRATIVE INDEXES**

The salary schedules for the administrative indexes were calculated by multiplying the appropriate index times the 182 day Teacher/Professional Salary Schedule effective through the 2014-2015 fiscal year. The \$4000 for the 1/2 cent sales tax has been added to these amounts. The index is not applicable to the \$4000 sales tax increase effective 07/01/2015.	Index is not applicable effective 2015-2016
Elementary/Middle Assistant Principal (1-350)	Schedule 92 1.16
Elementary/Middle Assistant Principal (351-600)	Schedule 91 1.18
Elementary/Middle Assistant Principal (601-800)	Schedule 90 1.22
Elementary/Middle Assistant Principal (801-up)	Schedule 89 1.25
Career Technical Assistant Principal	Schedule 88 1.34
Junior High School Assistant Principal	Schedule 85 1.34
High School Assistant Principal (10-12)	Schedule 84 1.38
High School Assistant Principal (9-12)	Schedule 83 1.43
Elementary/Middle Principal (1-350)	Schedule 89 1.25
Elementary/Middle Principal (351-600)	Schedule 86 1.30
Elementary/Middle Principal (601-800)	Schedule 88 1.34
Elementary/Middle Principal (801-up)	Schedule 87 1.38
Alternative School Principal	Schedule 87 1.38
Career Technical Principal	Schedule 82 1.47
Junior High School Principal	Schedule 82 1.47
High School Principal (10-12 Grades)	Schedule 81 1.50
High School Principal (9-12 Grades)	Schedule 80 1.55
Turnaround Specialist	Schedule 94 1.55
District Assessment and Accountability Admin	Schedule 93 1.38
Assistant Supervisor	Schedule 13 1.38
Supervisor	Schedule 14 1.64
Chief Financial Officer	Schedule 12 1.76
Assistant Superintendent	Schedule 15 1.85

**TERREBONNE PARISH
PROFESSIONAL/INSTRUCTIONAL INDEXES**

<p>The salary schedules for the instructional/professional indexes were calculated by multiplying the appropriate index times the 182 day Teacher/Professional Salary Schedule effective through the 2014-2015 fiscal year. The \$4000 for the 1/2 cent sales tax has been added to these amounts. The index is not applicable to the \$4000 sales tax increase effective 07/01/2015.</p>		<p>Index is not Applicable Effective 2015-2016</p>
182 Day Teacher/Professional Salary	Schedule 01	1.00
Professional Salary	Schedule 02	1.04
Professional Salary	Schedule 50	1.05
Professional Salary	Schedule 03 & 49	1.08
Professional Salary	Schedule 04	1.12
Professional Salary	Schedule 05 & 48	1.16
Professional Salary	Schedule 06	1.24