

Policy Governing Revised Salary Schedules
as Required by Act 1
Effective 2013-14 Fiscal Year

1. **Placement** – The salary of all new employees and changes to an employee’s salary are to be approved by the Superintendent and submitted to the Payroll Clerk by circling the appropriate page, schedule, salary and step from the **Teacher Placement Schedule**.(see attached)
2. **Experience** – Salary step advances of \$400 will be automatic on July 1 if an individual is rated in the COMPASS performance evaluation from the previous school year as:
 - Effective-emerging,
 - Effective-proficient, or
 - Highly effective, and
 - If they served at least one-half of a normal employment year.

No employee who is rated “ineffective” shall receive a higher salary than the salary received in the year of the evaluation.

3. **Demand (Advanced Degree)**- A onetime \$300 increase in salary for advanced degrees in the content area of which the teacher is certified and teaching or for advanced degrees in Educational Administration will be awarded at the beginning of the school year following the date an employee obtains proof of such degree and consent from the Superintendent.
4. **Performance Stipends**- Supplements to the base salary of \$400 for a performance rating of “Effective: Proficient” and \$800 for a performance rating of “Highly Effective” shall be paid to teachers, principals, assistant principals, and other certified school personnel who qualify for same as determined by the performance evaluation program provided in LSA-R.S.17:3881 through 3905. Such supplements shall not be paid in any year in which the employee’s performance is rated “ineffective” or “effective: emerging” and shall not be considered part of the employee’s base salary. No factors will be added to these stipends.
5. **Demand (Data Source)**- Supplements to the base salary of \$200 shall be paid to teachers that use VAM Data (Value Added Model), EOC Data (End of Course), or Dibels Data to write their SLTs (Student Learning Targets) and whose SLTs are evaluated as Effective: Proficient or Highly Effective.
6. **Implementation**- Implementation of this salary schedule will occur in fiscal year 2013-14 with the understanding that the amount of the annual base salary paid to an employee in any school year shall not be reduced below the amount of such base salary paid during the previous school year, nor shall the amount of the annual base salary paid to such school personnel be reduced at any time during an academic year. The limitation on the reduction shall not be applicable to
 - The correction of any accounting errors or to a reduction necessitated by the elimination of a state program or state funding.

- The reduction of any local salary supplement funded, in whole or in part, from a revenue source requiring voter approval when such voter approval has not been obtained.
 - When a person is promoted to a position of higher salary is demoted in accordance with applicable law and local board policy to a lower position. In such a case, the employee shall return to the salary previously received in the lower position from which she/he was promoted.
7. **Steps-** Steps will not equal years of experience because of the conditions related to Advancement as shown in Item 2 above and Implementation as shown in Item 3 above.
 8. **Teacher Salary Supplements –** Supplements to the base salary shall be paid to teachers who are also athletic coaches, band directors, cheerleader or dance-line sponsors, and athletic directors. Such supplements shall not be paid in any year in which the employee does not perform such additional duties, and such supplements shall not be considered part of the employee’s annual base salary.(see attached)
 9. **Administrative and Other Certified School Employees-** An additional salary supplement shall be paid to all Central Office Administrators, Principals, Assistant Principals, Administrative Assistants, and Appraisal Team Members for responsibility and/or increased work days.(see attached)
 10. **Overtime-** Principals and Supervisors must get **advance written approval** from the Superintendent or his designee to pay employees overtime pay (i.e. time and on-half of their regular annual salary).
 11. **Pay Cycle-** Monthly payroll checks will be issued to each employee and placed within one of the two Pay Cycles shown below based upon the number of work days they would have worked if they started on the first day.

<u>Days Worked</u>	<u>First Check</u>	<u>Last Check</u>
240	July 31	June 30
220,200,182,180	September 30	August 10(or first day of school)

12. **Monthly Salary-** An employee’s gross monthly salary before deductions is calculated by taking the annual salary **less the November Sales Tax Supplement** and dividing the result by 12. Checks are distributed on the last day of each month or the last working day, unless the end of the month falls on a Saturday, Sunday or holiday. If that happens, the checks will be distributed the working day before the Saturday, Sunday, or holiday.
13. **November Supplements-** The November supplement paid on the last working day before the Thanksgiving holiday. Current supplemental amounts are:

Teachers and administrators	\$2,332
Support personnel (9 month)	\$1,166
Other support personnel payments will be adjusted based upon days worked.	

14. **New Hires** – The Superintendent is authorized to negotiate all salaries with teachers upon entering the district for the first time. Consideration shall be given to experience, demand, and performance evaluations. All teachers with no prior experience will begin at the district’s beginning teacher salary.

15. **Deviations** – The Superintendent is authorized and must approve any deviation from salary schedule(s) in writing when the best interest of the Board will be served.

Beginning Teacher Salary Schedule

	EXPERIENCE	DEMAND			PERFORMANCE		DEMAND
	Experience/Effective	Advanced Degree			Performance Evaluation Stipend		Data Source
Beginning Teacher Salary	Bachelors	Masters	M+30, Specialist	PhD or EdD	Proficient	Highly Effective	VAM/EOC/Dibels
0	- 35,410	35,710	36,010	36,310	400	800	200