

Jefferson Parish School Board Salary Schedule Teachers, Assistant Principals, and Principals

This salary schedule is in accordance with the board's policy, GBA, relating to compensation and Louisiana R.S. 17:418 which stipulates that the school board "shall establish salary schedules by which to determine the salaries to be paid to teachers and all other school employees."

Any steps and stipends contained in this schedule shall be subject to adjustment due to budgetary conditions in a given year with the understanding that no employee in the same job will receive a lower salary than he/she received in the previous year. This salary schedule does not affect existing stipends received by employees.

1. **Definitions.** For purposes of this schedule, the definition of "teacher" from Bulletin 130 will be used. Bulletin 130 defines "teacher" as "any person who provides direct instruction or direct instructional support to students, to whom he/she has been formally assigned. Classroom teachers, special education teachers, librarians, and guidance counselors shall be considered teachers according to this definition."
2. **Measures of Effectiveness.** Effectiveness will be measured by the Compass evaluation tool for teachers, principals, and assistant principals (APs). In the small number of cases where a teacher is not covered by the Compass evaluation tool, the Support Employee Evaluation system, which operates on the same 4-point scale, will be used as a substitute.
 - a. An "Effective" score on an evaluation includes the ratings of:
 - a. Effective: Emerging (2)
 - b. Effective: Proficient (3)
 - c. Highly Effective (4)
 - b. An "Ineffective" score on an evaluation includes only the rating of:
 - a. Ineffective (1)
3. **Placement.** All current teachers, principals, and APs will remain in their current step and lane under the salary schedule. The salary schedule for teachers, principals, and APs is attached.
4. **Step increase based on Experience AND Effectiveness.**
 - a. **Teachers** will receive an annual step of **\$600**, contingent on a combination of effectiveness and experience. Teachers must score "Effective: Emerging (2)" or higher to receive the increase. Teachers rated "Effective: Proficient (3)" or "Highly Effective (4)" will receive automatic salary step advances of **\$600** as soon as their evaluation score is certified, if they have worked at least **50** percent of the previous year as an employee of the Jefferson Parish School Board. Teachers rated "Effective: Emerging (2)" will receive a \$600 step increase, but will only be eligible to receive a maximum of three step increases for that rating over the course of their career as an employee of the Jefferson Parish School Board.
 - b. **Principals and Assistant Principals** will receive an annual step of **\$500**, contingent on a combination of effectiveness and experience. Principals and APs must score "Effective: Emerging (2)" or higher to receive the increase. All principals and APs rated "Effective: Proficient (3)" or "Highly Effective (4)" will receive automatic salary step advances of **\$500** as soon as their evaluation score is certified, if they have worked at least **50** percent of the previous year as an employee of the Jefferson Parish School Board. Principals and APs rated

“Effective: Emerging (2)” will receive a \$500 step increase, but will only be eligible to receive a maximum of three step increases for that rating over the course of their career as an employee of the Jefferson Parish School Board. APs on 10-month contracts will receive a prorated \$500 step as reflected on the 10-month AP salary schedule.

- c. Any teacher, principal, or AP that receives an “Ineffective (1)” rating will not receive a step increase.
- d. Because salary steps are contingent on both years of experience and effectiveness, the steps on the salary schedule will not necessarily parallel a teacher, principal, or AP’s years of experience. The following two examples show a teacher (Teacher 1) where the step and years of experience do not match, and another teacher (Teacher 2) where they match. This example is represents years in the future and the salary schedule will not affect employees retroactively.

Teacher 1			Teacher 2		
Year	Rating	New Salary Step	Year	Rating	New Salary Step
1	Ineffective (1)	0	1	Effective: Proficient (3)	1
2	Effective: Emerging (2)	1	2	Effective: Proficient (3)	2
3	Effective: Emerging (2)	2	3	Effective: Proficient (3)	3
4	Effective: Emerging (2)	3	4	Highly Effective (4)	4
5	Effective Emerging (2)	3 (Teacher has received the maximum number of steps for being emerging)	5	Highly Effective (4)	5

Note: The “New salary step” column displays the salary level for the following year based on the rating the teacher received in the previous year. For example, Teacher 1 is rated “Ineffective (1)” in their first year and so remains at salary step “0” for the next year.

5. Additional Effectiveness Stipend.

- a. *Teachers, Principals, and APs.* A stipend of **\$200** will be awarded to teachers, principals, and APs who receive ratings of “Effective: Proficient,” and a stipend of **\$600** will be awarded to teachers, principals, and APs who receive ratings of “Highly Effective” under the performance evaluation system each year.
- b. These stipends will be paid within thirty days of certified effectiveness ratings, and will not be paid to any teachers, principals, or APs receiving ratings of “Effective: Emerging (2)” or “Ineffective (1).” Stipends will only be paid to staff employed by the Jefferson Parish School Board on the date the evaluations are certified. Staff who have resigned, retired, or been released prior to this date will not receive the stipend. Staff who are on approved leave consistent with board policy will still be eligible to receive their stipend.
- c. Stipends for effectiveness will not be considered a part of the employee’s base salary, and will be treated accordingly for benefits purposes. The performance incentive is not part of the individual’s TRSL earnings but will be subject to income tax, FICA, and Medicare deductions.

6. **Demand.**
 - a. **Advanced Degrees.** Teachers, principals, and APs will continue to receive “lane” increases as they complete advanced degrees.
 - b. **Stipends to Attract and Retain Exceptional Teachers and Principals.** The superintendent, or his/her designee, may allot money from the general fund to attract or retain exceptional teachers and administrators, particularly in difficult to staff subjects or schools. The superintendent shall develop clear guidelines for the use of these stipends and post them on the district website.
7. **New Hires.** New teachers, principals, and APs will be placed into the existing salary schedule according to consideration for experience and education, using effectiveness data if it is available through the CIS system. In the absence of CIS data, teachers, principals, and APs will be placed into the step that corresponds to the number of years of experience and the “lane” corresponding to their education. If CIS data is available, this data will be used to assign the teacher or administrator a step. The adjusted step will be calculated by taking their total years of experience and subtracting the number of years they have been rated “ineffective (1),” and also any number of years they have been rated “Effective: emerging (2)” in excess of the three allowed years.
 - a. The superintendent or his/her designee is authorized to negotiate all salaries with teachers, principals, and assistant principals 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.
8. **Timeline.** This salary schedule will be implemented for the 2013-14 school year (meaning stipends and step increases will be paid following the 2013-14 year), with the understanding that no employee’s salary will be reduced below their previous base salary for the same position.
 - a. Because many employee ratings will be based on student achievement scores that require complex calculations, no stipend or step will be factored into a salary until the evaluation score is certified by the Office of Human Capital.
 - b. Pending certification of the evaluation results, (which may not happen until the beginning of the next school year), teachers, assistant principals, and principals will be paid at the same step as they received the prior year. Employees receiving a pay increase will receive the value of the entire step allocated across the remaining pay checks for that school year. For example, if a teacher at Step 10 is rated as “Highly Effective (4)” in 2013-14, but their evaluation is not certified until September 16th, 2014, they would continue to be paid as a Step 10 teacher until the adjustment can be processed. The teacher would receive the entire value of the \$600 step over the remaining paychecks that year.
 - c. Stipends will be added to a paycheck within 30-days of the certification of employee evaluation results.

9. Teacher Salary Schedule

Step	Bachelor	Masters	Masters +30	Specialist	PhD/EdD
0	\$40,949	\$41,549	\$42,149	\$42,749	\$43,349
1	\$41,549	\$42,149	\$42,749	\$43,349	\$43,949
2	\$42,149	\$42,749	\$43,349	\$43,949	\$44,549
3	\$42,749	\$43,349	\$43,949	\$44,549	\$45,149
4	\$43,349	\$43,949	\$44,549	\$45,149	\$45,749
5	\$43,949	\$44,549	\$45,149	\$45,749	\$46,349
6	\$44,549	\$45,149	\$45,749	\$46,349	\$46,949
7	\$45,149	\$45,749	\$46,349	\$46,949	\$47,549
8	\$45,749	\$46,349	\$46,949	\$47,549	\$48,149
9	\$46,349	\$46,949	\$47,549	\$48,149	\$48,749
10	\$46,949	\$47,549	\$48,149	\$48,749	\$49,349
11	\$47,549	\$48,149	\$48,749	\$49,349	\$49,949
12	\$48,149	\$48,749	\$49,349	\$49,949	\$50,549
13	\$48,749	\$49,349	\$49,949	\$50,549	\$51,149
14	\$49,349	\$49,949	\$50,549	\$51,149	\$51,749
15	\$49,949	\$50,549	\$51,149	\$51,749	\$52,349
16	\$50,549	\$51,149	\$51,749	\$52,349	\$52,949
17	\$51,149	\$51,749	\$52,349	\$52,949	\$53,549
18	\$51,749	\$52,349	\$52,949	\$53,549	\$54,149
19	\$52,349	\$52,949	\$53,549	\$54,149	\$54,749
20	\$52,949	\$53,549	\$54,149	\$54,749	\$55,349
21	\$53,549	\$54,149	\$54,749	\$55,349	\$55,949
22	\$54,149	\$54,749	\$55,349	\$55,949	\$56,549
23	\$54,749	\$55,349	\$55,949	\$56,549	\$57,149
24	\$55,349	\$55,949	\$56,549	\$57,149	\$57,749
25	\$55,949	\$56,549	\$57,149	\$57,749	\$58,349

In addition to all Teachers' salaries: Annual Effectiveness Stipend	
Evaluation Rating	Stipend
Effective: Proficient (3)	\$200
Highly Effective (4)	\$600

10. Principal Salary Schedule

d. Elementary and Special Education

Step	Master's	M+30	Specialist	PhD/EdD
0	\$ 79,694	\$ 81,194	\$ 82,694	\$ 84,194
1	\$ 80,194	\$ 81,694	\$ 83,194	\$ 84,694
2	\$ 80,694	\$ 82,194	\$ 83,694	\$ 85,194
3	\$ 81,194	\$ 82,694	\$ 84,194	\$ 85,694
4	\$ 81,694	\$ 83,194	\$ 84,694	\$ 86,194
5	\$ 82,194	\$ 83,694	\$ 85,194	\$ 86,694
6	\$ 82,694	\$ 84,194	\$ 85,694	\$ 87,194
7	\$ 83,194	\$ 84,694	\$ 86,194	\$ 87,694
8	\$ 83,694	\$ 85,194	\$ 86,694	\$ 88,194
9	\$ 84,194	\$ 85,694	\$ 87,194	\$ 88,694
10	\$ 84,694	\$ 86,194	\$ 87,694	\$ 89,194
11	\$ 85,194	\$ 86,694	\$ 88,194	\$ 89,694
12	\$ 85,694	\$ 87,194	\$ 88,694	\$ 90,194

e. Middle School

Step	Master's	M+30	Specialist	PhD/EdD
0	\$ 82,694	\$ 84,194	\$ 85,694	\$ 87,194
1	\$ 83,194	\$ 84,694	\$ 86,194	\$ 87,694
2	\$ 83,694	\$ 85,194	\$ 86,694	\$ 88,194
3	\$ 84,194	\$ 85,694	\$ 87,194	\$ 88,694
4	\$ 84,694	\$ 86,194	\$ 87,694	\$ 89,194
5	\$ 85,194	\$ 86,694	\$ 88,194	\$ 89,694
6	\$ 85,694	\$ 87,194	\$ 88,694	\$ 90,194
7	\$ 86,194	\$ 87,694	\$ 89,194	\$ 90,694
8	\$ 86,694	\$ 88,194	\$ 89,694	\$ 91,194
9	\$ 87,194	\$ 88,694	\$ 90,194	\$ 91,694
10	\$ 87,694	\$ 89,194	\$ 90,694	\$ 92,194
11	\$ 88,194	\$ 89,694	\$ 91,194	\$ 92,694
12	\$ 88,694	\$ 90,194	\$ 91,694	\$ 93,194

f. High School and Career Center

Step	Master's	M+30	Specialist	PhD/EdD
0	\$ 87,694	\$ 89,194	\$ 90,694	\$ 92,194
1	\$ 88,194	\$ 89,694	\$ 91,194	\$ 92,694
2	\$ 88,694	\$ 90,194	\$ 91,694	\$ 93,194
3	\$ 89,194	\$ 90,694	\$ 92,194	\$ 93,694
4	\$ 89,694	\$ 91,194	\$ 92,694	\$ 94,194
5	\$ 90,194	\$ 91,694	\$ 93,194	\$ 94,694
6	\$ 90,694	\$ 92,194	\$ 93,694	\$ 95,194
7	\$ 91,194	\$ 92,694	\$ 94,194	\$ 95,694
8	\$ 91,694	\$ 93,194	\$ 94,694	\$ 96,194
9	\$ 92,194	\$ 93,694	\$ 95,194	\$ 96,694
10	\$ 92,694	\$ 94,194	\$ 95,694	\$ 97,194
11	\$ 93,194	\$ 94,694	\$ 96,194	\$ 97,694
12	\$ 93,694	\$ 95,194	\$ 96,694	\$ 98,194

In addition to all Principals' salaries: Annual Effectiveness Stipend	
Evaluation Rating	Stipend
Effective: Proficient (3)	\$200
Highly Effective (4)	\$600

11. Assistant Principal Salary Schedule (10 Month Contract)

g. Elementary (10 Months)

Step	Master's	M+30	Specialist	PhD/EdD
0	\$ 55,059	\$ 56,431	\$ 57,803	\$ 59,175
1	\$ 55,516	\$ 56,888	\$ 58,260	\$ 59,632
2	\$ 55,974	\$ 57,346	\$ 58,718	\$ 60,090
3	\$ 56,431	\$ 57,803	\$ 59,175	\$ 60,547
4	\$ 56,888	\$ 58,260	\$ 59,632	\$ 61,004
5	\$ 57,346	\$ 58,718	\$ 60,090	\$ 61,462
6	\$ 57,803	\$ 59,175	\$ 60,547	\$ 61,919
7	\$ 58,260	\$ 59,632	\$ 61,004	\$ 62,377
8	\$ 58,718	\$ 60,090	\$ 61,462	\$ 62,834
9	\$ 59,175	\$ 60,547	\$ 61,919	\$ 63,291
10	\$ 59,632	\$ 61,004	\$ 62,377	\$ 63,749
11	\$ 60,090	\$ 61,462	\$ 62,834	\$ 64,206
12	\$ 60,547	\$ 61,919	\$ 63,291	\$ 64,663
13	\$ 61,004	\$ 62,377	\$ 63,749	\$ 65,121

h. Middle and High School (10 Months)

Step	Master's	M+30	Specialist	PhD/EdD
0	\$ 63,749	\$ 65,121	\$ 66,493	\$ 67,865
1	\$ 64,206	\$ 65,578	\$ 66,950	\$ 68,322
2	\$ 64,663	\$ 66,035	\$ 67,407	\$ 68,779
3	\$ 65,121	\$ 66,493	\$ 67,865	\$ 69,237
4	\$ 65,578	\$ 66,950	\$ 68,322	\$ 69,694
5	\$ 66,035	\$ 67,407	\$ 68,779	\$ 70,151
6	\$ 66,493	\$ 67,865	\$ 69,237	\$ 70,609
7	\$ 66,950	\$ 68,322	\$ 69,694	\$ 71,066
8	\$ 67,407	\$ 68,779	\$ 70,151	\$ 71,523
9	\$ 67,865	\$ 69,237	\$ 70,609	\$ 71,981
10	\$ 68,322	\$ 69,694	\$ 71,066	\$ 72,438
11	\$ 68,779	\$ 70,151	\$ 71,523	\$ 72,895
12	\$ 69,237	\$ 70,609	\$ 71,981	\$ 73,353
13	\$ 69,694	\$ 71,066	\$ 72,438	\$ 73,810

In addition to all 10 month Asst. Principals' salaries: Annual Effectiveness Stipend	
Evaluation Rating	Stipend
Effective: Proficient (3)	\$200
Highly Effective (4)	\$600

12. Assistant Principal Salary Schedule (11 Month Contract)

i. Elementary (11 Months)

Step	Master's	M+30	Specialist	PhD/EdD
0	\$ 60,194	\$ 61,694	\$ 63,194	\$ 64,694
1	\$ 60,694	\$ 62,194	\$ 63,694	\$ 65,194
2	\$ 61,194	\$ 62,694	\$ 64,194	\$ 65,694
3	\$ 61,694	\$ 63,194	\$ 64,694	\$ 66,194
4	\$ 62,194	\$ 63,694	\$ 65,194	\$ 66,694
5	\$ 62,694	\$ 64,194	\$ 65,694	\$ 67,194
6	\$ 63,194	\$ 64,694	\$ 66,194	\$ 67,694
7	\$ 63,694	\$ 65,194	\$ 66,694	\$ 68,194
8	\$ 64,194	\$ 65,694	\$ 67,194	\$ 68,694
9	\$ 64,694	\$ 66,194	\$ 67,694	\$ 69,194
10	\$ 65,194	\$ 66,694	\$ 68,194	\$ 69,694
11	\$ 65,694	\$ 67,194	\$ 68,694	\$ 70,194
12	\$ 66,194	\$ 67,694	\$ 69,194	\$ 70,694
13	\$ 66,694	\$ 68,194	\$ 69,694	\$ 71,194

j. Middle and High School (11 Months)

Step	Master's	M+30	Specialist	PhD/EdD
0	\$ 69,694	\$ 71,194	\$ 72,694	\$ 74,194
1	\$ 70,194	\$ 71,694	\$ 73,194	\$ 74,694
2	\$ 70,694	\$ 72,194	\$ 73,694	\$ 75,194
3	\$ 71,194	\$ 72,694	\$ 74,194	\$ 75,694
4	\$ 71,694	\$ 73,194	\$ 74,694	\$ 76,194
5	\$ 72,194	\$ 73,694	\$ 75,194	\$ 76,694
6	\$ 72,694	\$ 74,194	\$ 75,694	\$ 77,194
7	\$ 73,194	\$ 74,694	\$ 76,194	\$ 77,694
8	\$ 73,694	\$ 75,194	\$ 76,694	\$ 78,194
9	\$ 74,194	\$ 75,694	\$ 77,194	\$ 78,694
10	\$ 74,694	\$ 76,194	\$ 77,694	\$ 79,194
11	\$ 75,194	\$ 76,694	\$ 78,194	\$ 79,694
12	\$ 75,694	\$ 77,194	\$ 78,694	\$ 80,194
13	\$ 76,194	\$ 77,694	\$ 79,194	\$ 80,694

In addition to all 11 month Asst. Principals' salaries: Annual Effectiveness Stipend	
Evaluation Rating	Stipend
Effective: Proficient (3)	\$200
Highly Effective (4)	\$600