

LAFOURCHE PARISH SCHOOL BOARD

**2019-2020
SALARY SCHEDULES**

EFFECTIVE JULY 1, 2019

LAFOURCHE PARISH SCHOOL BOARD
2019-2020
SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

TABLE OF CONTENTS

SCHEDULE	PAGE #
Disclaimer regarding annual step increases	3
How To Calculate Salaries On The Teacher Schedule	4
Teachers	5
School Bus Operators	15
Office Personnel	17
Information Technology	19
Pupil Appraisal	20
Child Nutrition Personnel	21
Paraprofessionals & School Technology Assistants	22
Maintenance Personnel	23
Licensed Practical Nurse	25
ROTC Instructors	26
Administrators	28
Employee Benefits	30
Payroll Dates	31
Salary Schedule History	32

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

Disclaimer regarding annual step increases

FY2016

Due to projected budget shortfalls for fiscal years 2016 and 2017, the Lafourche Parish School Board, in action taken during the March 2, 2016 board meeting, approved suspension of all employee step increases for the 2015-2016 school year.

FY2017

All current employees will be paid from the same salary schedule step in FY2017 as they were in FY2016.

FY2018

The Lafourche Parish School Board declared a Reduction in Force on May 2, 2017 for FY 2018. As part of the plan to address a budget shortfall, all salaries will remain frozen. All current employees will be paid from the same salary schedule step in FY 2018 as they were in FY 2017. All performance pay was suspended for FY2018.

FY2019

The Lafourche Parish School Board declared a Reduction in Force on February 7, 2018 for FY 2019. As part of the plan to address a continuing budget shortfall, all salaries will remain frozen. All current employees will be paid from the same salary schedule step in FY 2019 as they were in FY 2018. All work calendars greater than 182 days will be reduced by one day for FY2018-2019. Employees assigned to these calendars will receive 1 day's pay less than stated in the salary schedule. All performance pay was suspended for FY2019.

FY2020

The Lafourche Parish School Board amended the LPSB Salary Schedule effective with the 2019-2020 school year to read "Employees hired on or after July 1, 2019, will be placed on the salary schedule based on their documented years of experience less the equivalent number of steps to adjust for the years in which base step increases were frozen by the board".
The Lafourche Parish School Board authorized a step increase for FY2019-2020 for all employees. All current employees will be paid on one salary schedule step higher in FY 2020 than they were in FY 2019. The Lafourche Parish School Board restored the FY2019 one-day cut to employees whose annual contracts exceeded 182 days. All performance pay remains suspended for FY2020.

**LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES**

EFFECTIVE JULY 1, 2019

HOW TO CALCULATE SALARIES ON THE TEACHER SCHEDULE

DESCRIPTION OF SCHEDULES:

The first column on the schedule is marked Steps and represents the placement determined by the Human Resources Department. The second column represents the position code for teachers with a BA/BS degree. The second table to the right provides salary values for Educational Enhancements (advanced degrees).

CALCULATION OF SALARY SCHEDULE SALARY

First choose the Step line that matches the employee's placement level, and then go over to the BA/BS position column. The amount in that cell is the Salary Schedule Base Salary. If the employee has an advanced degree, look to the table on the right, locate the appropriate educational level and add its value to the base salary.

STEPS	BA/BS (BA13)
0	41,000
1	41,300
2	41,600
3	41,900
4	42,200
5	42,500
6	42,800
:	:
Hours	7
Days	182

EDUCATIONAL LEVEL ADJUSTMENTS	
MA/MS	4,700
+30	5,200
SPECIALIST	5,900
PHD/ED	6,700

In the example above, the salary schedule salary of \$47,200 is for a teacher on Step 5 with a masters degree.

CALCULATION OF DAILY/HOURLY RATE PAY

The Daily Rate of Pay is the Salary Schedule Salary plus the Educational Level Adjustment divided by the days defined in the BA/BS column of the Salary Schedule. The Hourly Rate of Pay is the Daily Rate of Pay divided by the hours defined in the BA/BS column of the Salary Schedule. Using the above Salary Schedule salary for a teacher with a masters degree the rates of pay are calculated as follows.

$$\begin{aligned} \text{DAILY RATE OF PAY} &= \$47,200 / 182 = \$259.34 \\ \text{HOURLY RATE OF PAY} &= \$259.34 / 7 = \$37.05 \end{aligned}$$

CALCULATION OF EXTENDED EMPLOYMENT

Extended Employment is either the appropriate Daily Rate of Pay times the number of extended days or the appropriate Hourly Rate of Pay times the number of extended hours.

CALCULATION OF 230 AND 240 DAY SALARY INCREASE INDEXING

The rate applied to any state or local increases in salary either added to the salary schedule or as a one time payment will be indexed as listed below:

Days Employed:	Index
240	1.33
230	1.28

Exceptions to above are salary schedules based on indexing, in which case the increases are determined by the position's correlating index.

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES

EFFECTIVE JULY 1, 2019

TEACHERS

STEPS	BA/BS (schedule BA13)
0	41,000
1	41,300
2	41,600
3	41,900
4	42,200
5	42,500
6	42,800
7	43,100
8	43,400
9	43,700
10	44,000
11	44,300
12	44,600
13	44,900
14	45,200
15	45,500
16	45,800
17	46,100
18	46,400
19	46,700
20	47,000
21	47,300
22	47,600
23	47,900
24	48,200
25	48,500
26	48,800
27	49,100
28	49,400
29	49,700
30	50,000
Hours	7.0
Days	182

EDUCATIONAL LEVEL ADJUSTMENTS	
MA/MS	4,700
+30	5,200
SPECIALIST	5,900
PHD/ED	6,700

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

Salary and Stipend Formula
TEACHERS AND CERTIFICATED PERSONNEL

	Salary or Stipend Type	Description of Salary or Stipend Type	Ineffective	Effective Emerging	Effective Proficient	Highly Effective
A	Base Salary	Initial/Entry Base Salary is equal to the Lafourche Parish School Board established salary schedule for each instructional personnel position type, length of employment and degree level.	√	√	√	√
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. Any employee rated Ineffective is not eligible for this Step Increase.		√	√	√
D	Effectiveness Stipend	Each teacher or other personnel who is rated Effective Emerging, Effective Proficient or Highly Effective will receive an Effectiveness Stipend. This is not a Base-Building stipend.		√	√	√
E	Core Teacher Stipend	Each teacher of a core subject is eligible for a Core Teacher Stipend. Teachers rated Effective Emerging, Effective Proficient or Highly Effective are eligible for this stipend. This is not a Base-Building stipend.		√	√	√
F	Low-Performing School Demand Stipend	Teachers at a low-performing school (D or F) within Lafourche Parish are eligible for the Demand Stipend. Teachers rated Highly Effective are eligible to receive this stipend. This is not a Base-Building stipend.				√

		Stipend (D)	Base Building (C)	Stipend (E)	Stipend (F)
Category Number	Name	Effectiveness	Experience	Core (Demand)	Low Performing (Demand)
1	Ineffective	\$0	\$0	\$0	\$0
2	Emerging	\$75	\$300	\$75	\$0
3	Proficient	\$150	\$300	\$100	\$0
4	Highly Effective	\$225	\$300	\$150	\$225

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

Salary and Stipend Formula
TEACHERS AND CERTIFICATED PERSONNEL

NOTES (School nurses):

- (1) School nurses must hold a current license as a registered professional nurse in the state of Louisiana.
- (2) School nurses must have a minimum of two years experience as a registered nurse.
- (3) Substitute school nurses shall be hired only by authorization of the superintendent when such employment is recommended and requested by the Director of Human Resources.
- (4) For authorized school nurse substitutes who are certified, the pay shall be \$65 per day.

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019
Salary and Stipend Formula
ADMINISTRATORS

	Salary or Stipend Type	Description of Salary or Stipend Type	Ineffective	Effective Emerging	Effective Proficient	Highly Effective
A	Base Salary	Initial/Entry Base Salary is equal to the Lafourche Parish School Board established salary schedule for each instructional personnel position type, length of employment and degree level.	√	√	√	√
C	Step Increase	Each administrator or certificated personnel who is rated Effective Emerging, Effective Proficient or Highly Effective will receive an annual Step Increase that will be a Base-Building increase. Any employee rated Ineffective is not eligible for this Step Increase.		√	√	√
D	Effectiveness Stipend	Each administrator or certificated personnel who is rated Effective Emerging, Effective Proficient or Highly Effective will receive an Effectiveness Stipend. This is not a Base-Building stipend.		√	√	√
E	High Low SES Demand Stipend	Administrators in schools with a high percentage (75%) of students who qualify for Free/Reduced lunch are eligible for the demand stipend. Administrators rated Effective Emerging, Effective Proficient or Highly Effective are eligible to receive this stipend. This is not a Base-Building stipend.		√	√	√
F	Low-Performing School Demand Stipend	Administrators at a low-performing school (D or F) within Lafourche Parish are eligible for the Demand Stipend. Administrators rated Highly Effective are eligible to receive this stipend. This is not a Base-Building stipend.				√

Category Number	Name	Stipend (D) Effectiveness	Base Building (C) Experience	Stipend (E) H/L SES (Demand)	Stipend (F) Low Performing (Demand)
1	Ineffective	\$0	\$0	\$0	\$0
2	Emerging	\$75	\$300	\$75	\$0
3	Proficient	\$150	\$300	\$100	\$0
4	Highly Effective	\$225	\$300	\$150	\$225

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019
TEACHERS

NOTE: (teachers)

Teachers employed over and above 182 days shall be hired on the basis of a fixed number of days beyond the 182 days of the regular school year, and shall be paid on the basis of the Lafourche Parish School Board schedule for the additional work.

Teachers will be indexed at the following rates based on days of employment:

Days	Index
187	1.0275
192	1.0550
197	1.0825
202	1.1100
207	1.1374
212	1.1649
220	1.2088
240	1.3300

The following are to receive extra pay above the salary schedule:

Parish Coordinator	Length of Employment	Supplement for After-School Employment
Coordinator of Instruction	202 days	

Speech Pathologist	Supplement for After-School Employment
State Licensed Speech Pathologist	\$2,000.00
Restricted State Licensed Speech Pathologist	\$1,500.00
Provisional Speech Pathology Assistant	\$1,000.00
Speech Pathology Assistant	\$1,000.00

High School Position	Length of Employment	Supplement for After-School Employment
Vocational Agriculture Instructor	240 days	
Guidance Counselor	197 days	
Band Director	207 days	\$2,400.00
Distributive Education Instructor	187 days	
Cooperative Office Education Instructor	187 days	

Middle School Position	Length of Employment	Supplement for After-School Employment
Vocational Agriculture Instructor	240 days	
Guidance Counselor	192 days	
Band Director - Middle School	182 days	\$1,200.00
Band Director - Elementary School		\$750.00

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019
TEACHERS

Coaches High School Position	Index
Athletic Director	.185
Head Football Coach	.160
Tier 1 Head Coach (Basketball, Baseball, Softball, Volleyball, Track and Soccer)	.116*
Tier 2 Head Coach (Golf, Tennis, Swimming, Cross Country, and Bowling***)	.060*
Assistant Football Coaches	.106
All Other Assistant Coaches	.085
Conditioning Coach	.050**
Caps	
Athletic Director	.270
All Other Coaches	.250

Coaches Middle School Position	Index	Index
Athletic Director		.045
Head Football Coach		.080
Head Coach (Basketball, Volleyball, and Track)		.050
All Other Assistant Coaches		.035
Caps		
Athletic Director		.150
All Other Coaches		.130

NOTE:

*Salaries will be given for individual teams provided they meet the criteria of what constitutes a team by the LHSAA.

**If two conditioning coaches are needed, the index can be split but will not exceed .050.

***Index of .06 is maximum for Bowling coaches, regardless of the number of teams

The index is applied to the Teachers Salary schedule that is appropriate for the teacher's step and education level.

A retiree hired to coach, will receive the index stated based on a teacher's salary schedule beginning at step zero. Continual, uninterrupted service will be recognized for years of experience.

A non-faculty (CECP) coach, will receive the index stated based on the "CECP Coaches" salary schedule beginning at step zero. Continual, uninterrupted service will be recognized for years of experience.

Faculty coaches that are currently on extended employment (beyond 182 days) will receive a coaching index one-fourth (1/4) less than what is stated above.

All high school coaches are hired for seasons as set by the Louisiana High School Athletic Association. All Middle School coaches are hired for seasons as set by the Lafourche Parish Middle School Athletic Association.

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019
TEACHERS

Coaches are responsible for off-season conditioning program.

Lafourche Parish School System supports and maintains equity within athletic programs and coaching positions. Beginning with the 1996-97 school year, the coaching positions outlined in this policy shall be the maximum number of coaches allotted per sport per school. All salaries for coaches shall be provided by the Lafourche Parish School Board. Additional coaches shall not be hired through other fund sources. In accordance with R. S. 17:422.5 and Constitution Article 7, Section 14, employees are prohibited from accepting bonuses or gratuities from other fund sources either within or apart from the Lafourche Parish School System. As other positions listed in this policy become vacant through attrition or otherwise, this prohibition shall become effective for all positions listed in this policy.

High School Extracurricular Activity Sponsor Supplements

Sponsor income is indexed based on the teachers salary schedule with step & degree.

Activity	Sponsors Limit	Index
Student Council	2	0.0200
Varsity Cheerleaders	1	0.0750
J.V. Cheerleaders	1	0.0550
*Dance Team	1	0.0750
Drama Club	1	0.0075
FCCLA	2	0.0125
FTA	1	0.0075
Class Sponsor (9th grade)	1	0.0075
Class Sponsor (10th grade)	1	0.0075
Class Sponsor 11th grade)	2	0.0125
Class Sponsor (12th grade)	2	0.0125
Distinguished Graduate	1	0.0150
SBLC/504 Chairperson	1	0.0300
RTI Chairperson	1	0.0300
ARC-Red Cross	1	0.0075
Beta Club	1	0.0085
BASIC	1	0.0075
ACT Club	1	0.0075
4-H/FFA Club	1	0.0075
Key Club	1	0.0075
VICA	1	0.0075
National Honor Society	1	0.0085
FBLA	1	0.0075
SADD	1	0.0075
Foreign Language	1	0.0075

*Applicable only if dance team is separate from the band.

Notes:

The principal shall petition the superintendent to add a new club to the above list. The petition shall include the number of participants and after school hours. The sponsor of a new club shall not be paid the first year of the club's existence.

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019
TEACHERS

Middle School Extracurricular Activity Sponsor Supplements

Activity	Sponsors Limit	Index
SBLC/504 Chairperson	1	0.0300
RTI Chairperson	1	0.0300
The remaining activities are subject to a limit of 1 sponsor for every 35 students, maximum of 3 sponsors for each activity		
Cheerleader		0.0300
Student Council		0.0150
4-H/FFA		0.0075
Beta/Honor Society		0.0075
Yearbook		0.0175
Chorus		0.0075
FCCLA		0.0075
Drama		0.0075
Golf		0.0075
Quiz Bowl		0.0075
Science		0.0075
Dance Team		0.0150
SADD		0.0075
SAVE		0.0075
Soccer		0.0075
Flag Team		0.0075
Christian Club		0.0075
Art Club		0.0075
Library Club		0.0075
Newspaper		0.0075

Notes:

The principal shall petition the superintendent to add a new club to the above list. The petition shall include the number of participants and after school hours. The sponsor of a new club shall not be paid the first year of the club's existence.

Elementary School Extracurricular Activity Sponsor Supplements

Activity	Sponsors Limit	Index
SBLC/504 Chairperson	1	0.0300
RTI Chairperson	1	0.0300
4-H Sponsor	2	0.0075
Yearbook	1	0.0175
Other Sponsors: Up to a maximum of 3 additional club sponsors	3	0.0075
Newspaper	1	0.0075
Library	1	0.0075
Boys/Girls on the Run	1	0.0075

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES

EFFECTIVE JULY 1, 2019

TEACHERS

Notes:

The principal shall petition the superintendent to add a new club to the above list. The petition shall include the number of participants and after school hours. The sponsor of a new club shall not be paid the first year of the club's existence.

Coaching/Club Sponsor pay schedule:

Coaches will be paid based on the LHSAA season dates, charted for payment at the end of each month of the season. Spring training (football) is always associated with the upcoming year's team. CECP coaches will be paid upon completion of the sport season.

LPSD sport seasons that differ from the LHSAA schedule are paid based on the LPSD season. (i.e. swimming, tennis)

Club sponsors are paid monthly following the 182 day calendar. Sponsor changes will follow this calendar also. Termination pay will be based on the date of change, either within or outside of the 182 calendar.

All teachers doing substitute work in Lafourche Parish schools shall be paid in accordance with the following schedule:

Certified Teacher	\$137 per day;
Certified Teacher after 10 consecutive days	\$150 per day;
Degree Teacher	\$75 per day;
Non-degree Teacher	\$60 per day.

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES

EFFECTIVE JULY 1, 2019

CECP COACHES

STEPS	CECP COACH 1069
0	34,170
1	34,572
2	34,972
3	35,377
4	35,777
5	36,180
6	36,583
7	36,985
8	37,387
9	38,017
10	38,647
11	39,333
12	40,037
13	40,760
14	40,822
15	40,884

STEPS	CECP COACH 1069
16	41,629
17	41,690
18	41,754
19	42,516
20	42,579
21	42,641
22	43,426
23	43,490
24	43,551
25	44,359
26	44,421
27	44,482
28	44,544
29	44,607
30	44,669
Hours	7.0
Days	LHSAA Season

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019
SCHOOL BUS OPERATORS

YEARS OF EXP	BD-1 5010	BD-3 5040
0	19,315	14,500
1	19,380	14,560
2	19,445	14,620
3	19,510	14,680
4	19,575	14,740
5	19,640	14,800
6	19,705	14,860
7	19,770	14,920
8	19,835	14,980
9	19,900	15,040
10	19,965	15,100
11	20,030	15,160
12	20,095	15,220
13	20,160	15,280
14	20,225	15,340
15	20,290	15,400
16	20,355	15,460
17	20,420	15,520
18	20,485	15,580
19	20,550	15,640
20	20,615	15,700
21	20,680	15,760
22	20,745	15,820
23	20,810	15,880
24	20,875	15,940
25	20,940	16,000
26	21,005	16,060
27	21,070	16,120
28	21,135	16,180
29	21,200	16,240
30	21,265	16,300
Hours	5.0	5.0
Days	180	180

SCHEDULE	DESCRIPTION
BD-1	School Bus Operators - bus size 14' to 28'
BD-3	School Bus Attendants

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019
SCHOOL BUS OPERATORS

NOTES:

- (1a) Certified substitute bus drivers shall receive \$100 per day for substitute work.
- (1b) Substitute school bus attendants shall be hired only by authorization of the Superintendent when such employment is recommended and requested by the Director of Human Resources.
- (1c) For authorized substitute school bus attendants, the pay shall be \$52.36 per day.
- (2) Bus operators and bus attendants employed over and above 180 days shall be hired on the basis of a fixed number of days beyond the 180 days of the regular school year, and shall be paid on the basis of the minimum salary schedule rate for the additional work.
- (3) Paraprofessional bus monitors may be hired by authorization of the Superintendent at an hourly rate of \$14.51 to assist special needs bus riders.

Regular school bus operators--those individuals who own and are responsible for the operation and maintenance and replacement of a school bus operated in the parish of Lafourche--shall receive additional compensation in accordance with the following:

LENGTH OF BUS	OPERATIONAL COMPENSATION		
	First 6 Miles	Next 6 Miles (6.1 - 12.0)	Additional Miles Above 12
28 feet or more	\$1.0172	\$0.9101	\$0.7494
26 feet or more, but less than 28 feet	\$0.9636	\$0.8566	\$0.7494
23 feet or more, but less than 26 feet	\$0.9101	\$0.8030	\$0.7494
21 feet or more, but less than 23 feet	\$0.8566	\$0.7494	\$0.6959
19 feet or more, but less than 21 feet	\$0.8030	\$0.6959	\$0.6425
17 feet or more, but less than 19 feet	\$0.8030	\$0.6425	\$0.5889
14 feet or more, but less than 17 feet	\$0.5354	\$0.4817	\$0.3747
Less than 14 feet; also, station wagons and carryalls	\$0.5354	\$0.4817	\$0.3747

EDUCATIONAL ENHANCEMENT:

- Associate Degree: \$500
- Bachelor's Degree: \$750
- Master's Degree: \$1,000

These enhancements will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

**LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES**

EFFECTIVE JULY 1, 2019

OFFICE PERSONNEL

District Level Clerical Positions:

YEARS OF EXP	O-9 3310	YEARS OF EXP	DLCL Clerk
0	23,060	16	26,260
1	23,260	17	26,460
2	23,460	18	26,660
3	23,660	19	26,860
4	23,860	20	27,060
5	24,060	21	27,260
6	24,260	22	27,460
7	24,460	23	27,660
8	24,660	24	27,860
9	24,860	25	28,060
10	25,060	26	28,260
11	25,260	27	28,460
12	25,460	28	28,660
13	25,660	29	28,860
14	25,860	30	29,060
15	26,060		
	Hours		7.5
	Days		240

School Based Clerical Positions:

YEARS OF EXP	O-11 3370	YEARS OF EXP	SLCL Elem Sec
0	18,775	16	21,175
1	18,925	17	21,325
2	19,075	18	21,475
3	19,225	19	21,625
4	19,375	20	21,775
5	19,525	21	21,925
6	19,675	22	22,075
7	19,825	23	22,225
8	19,975	24	22,375
9	20,125	25	22,525
10	20,275	26	22,675
11	20,425	27	22,825
12	20,575	28	22,975
13	20,725	29	23,125
14	20,875	30	23,275
15	21,025		
	Hours		7.0
	Days		205

District Level Clerical Positions:

Index applied to DLCL	Description	Hours	Days
1.12	EPSDT Secretary Pupil Appraisal Center Coordinator's Secretary Meal Application & Verification Processor Supervisor/Manager Secretary Accounts Payable Specialist Accounts Payable Clerk Retirement Specialist Child Nutrition Purchasing Clerk/Secretary Insurance Specialist Purchasing Specialist Sales Tax Specialist	7.5	240
1.40	Executive Secretary - Human Resources Payroll Specialist	7.5	240
1.70	Executive Secretary to the Superintendent	7.5	240

School Based Clerical Positions:

Index applied to SLCL	Description	Hours	Days
1.09	Secretary III (Middle School) Itinerant Bookkeeper	7	210
1.14	Secretary IV (High School)* Secretary V (High School) * Guidance Secretary	7	220
1.21	Bookkeeper	7	230

*THS secretaries work 205 days

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019
OFFICE PERSONNEL

EDUCATIONAL ENHANCEMENT:

Associate Degree: \$500
Bachelor's Degree: \$750
Master's Degree: \$1000

This enhancement will be added to the salary of employees in the clerical field for degrees earned beyond the qualifications as stipulated in the job descriptions.

CERTIFICATION ENHANCEMENT:

LIAA Certified Administrative Assistant certification \$1,000

This enhancement will be added to the salary of employees in the clerical field for certification earned beyond the qualifications as stipulated in the job descriptions.

The salary schedule for office personnel (including main office, branch office, and schools) is based on a pay-grade level system. Full-time work for an office worker is defined as 12 months' employment at 7 1/2 hours of work per day. An office worker employed for less than full-time shall be hired on the basis of a fixed number of days beyond the 180 days of a regular school year.

NOTES:

- (1) An employee advanced to a higher pay-grade level in a similar area of employment shall receive the pay grade for the years of employment at the time of advancement.
- (2) An employee advanced to a higher pay-grade level in employment dissimilar to the one held at the time of advancement shall begin at the "years experience" point that shall produce the next greater salary above that received at the time of advancement.
- (3) Part-time clerical employees are paid \$8.00 per hour.
- (4) Substitute office personnel shall be paid current minimum wages.

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES

EFFECTIVE JULY 1, 2019

INFORMATION TECHNOLOGY

YEARS OF EXP	DLIT Computer Operator
0	30,300
1	30,505
2	30,710
3	30,915
4	31,120
5	31,325
6	31,530
7	31,735
8	31,940
9	32,145
10	32,350
11	32,555
12	32,760
13	32,965
14	33,170
15	33,375
16	33,580
17	33,785
18	33,990
19	34,195
20	34,400
21	34,605
22	34,810
23	35,015
24	35,220
25	35,425
26	35,630
27	35,835
28	36,040
29	36,245
30	36,450
Hours	7.5
Days	240

EDUCATIONAL ENHANCEMENT:

Associate Degree:	\$	500
Bachelor's Degree:	\$	750
Master's Degree:	\$	1,000

This enhancement will be added to the salary of all support employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

TRAINING ENHANCEMENT:

Dell Computer Certification	\$	500
A+ Certification	\$	500

This yearly enhancement will be added to the salary of employees in the Computer Repair/ Installation Technician after the certification is attained.

CERTIFICATION ENHANCEMENT:

LIAA Certified Administrative Assistant	\$	1,000
---	----	-------

This enhancement will be added to the salary of employees in the clerical field for certification earned beyond the qualifications as stipulated in the job descriptions.

Index applied to DLIT	Description	Hours	Days
1.20	Computer Repair/Installation Tech	7.5	240

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES

EFFECTIVE JULY 1, 2019

PUPIL APPRAISAL

STEPS	BA/BS (schedule PACB)
0	46,500
1	46,835
2	47,170
3	47,505
4	47,840
5	48,175
6	48,510
7	48,845
8	49,180
9	49,515
10	49,850
11	50,185
12	50,520
13	50,855
14	51,190
15	51,525
16	51,860
17	52,195
18	52,530
19	52,865
20	53,200
21	53,535
22	53,870
23	54,205
24	54,540
25	54,875
26	55,210
27	55,545
28	55,880
29	56,215
30	56,550

EDUCATIONAL LEVEL ADJUSTMENTS	
MA/MS	5,250
+30	5,800
SPECIALIST or LCSW*	6,550
PHD/ED	7,450

INDEX	
182 days	0.9010
192 days	0.9505
210 days	1.0396
240 days	1.1881

(1) The above salary schedule is for 202 days of employment. The Coordinator of the Pupil Appraisal Program shall be hired for 240 days. Pupil Appraisal personnel employed over and above 202 days shall be hired on the basis of a fixed number of days beyond the 202 days of the regular school year, and shall be paid on the appropriate index for the additional work.

(2) The pupil appraisal liaison person shall be hired for 202 days of employment with salary in accordance with the Lafourche Parish Salary Schedule for Teachers.

(3) Substitutes for pupil appraisal personnel shall be hired only by authorization of the Superintendent when such employment is recommended and requested by the Director of Human Resources.

*LCSW - Licensed Clinical Social Worker

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019

CHILD NUTRITION PERSONNEL

YEARS OF EXP	CNUT TECHNICIAN
0	16,880
1	17,090
2	17,300
3	17,510
4	17,720
5	17,930
6	18,140
7	18,350
8	18,560
9	18,770
10	18,980
11	19,190
12	19,400
13	19,610
14	19,820
15	20,030
16	20,240
17	20,450
18	20,660
19	20,870
20	21,080
21	21,290
22	21,500
23	21,710
24	21,920
25	22,130
26	22,340
27	22,550
28	22,760
29	22,970
30	23,180
Hours	7.0
Days	180

Index applied to CNUT	Description	Hours	Days
1.07	Porter/Asst Manager	7	180
1.17	CN Manager 0-599	N/A	185
1.20	CN Manager 600-999	N/A	185
1.45	Area Manager	N/A	200
1.63	Warehouse Attendant	8	240
1.79	Accountant/Office Mgr	N/A	240

EDUCATIONAL ENHANCEMENT:

- Associate Degree: \$500
- Bachelor's Degree: \$750
- Master's Degree: \$1,000

These enhancements will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019

PARAPROFESSIONALS & SCHOOL TECHNOLOGY ASSISTANTS

YEARS OF EXP	SALARY 1510	YEARS OF EXP	SALARY 1510
0	18,285	21	19,650
1	18,350	22	19,715
2	18,415	23	19,780
3	18,480	24	19,845
4	18,545	25	19,910
5	18,610	26	19,975
6	18,675	27	20,040
7	18,740	28	20,105
8	18,805	29	20,170
9	18,870	30	20,235
10	18,935		
11	19,000		
12	19,065		
13	19,130		
14	19,195		
15	19,260		
16	19,325		
17	19,390		
18	19,455		
19	19,520		
20	19,585		
Hours	7.0		
Days	180		

YEARS OF EXP	SALARY 1512	YEARS OF EXP	SALARY 1512
0	19,555	21	21,025
1	19,625	22	21,095
2	19,695	23	21,165
3	19,765	24	21,235
4	19,835	25	21,305
5	19,905	26	21,375
6	19,975	27	21,445
7	20,045	28	21,515
8	20,115	29	21,585
9	20,185	30	21,655
10	20,255		
11	20,325		
12	20,395		
13	20,465		
14	20,535		
15	20,605		
16	20,675		
17	20,745		
18	20,815		
19	20,885		
20	20,955		
Hours	7.5		
Days	180		

EDUCATIONAL ENHANCEMENT:

Interpreters \$1,200

EDUCATIONAL ENHANCEMENT:

Associate Degree: \$500
 Bachelor's Degree: \$750
 Master's Degree \$1,000
 Interpreters \$1,200

These enhancements will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

All paraprofessionals doing substitute work in Lafourche Parish schools shall be paid \$56 per day.

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

MAINTENANCE PERSONNEL

District Level Maintenance Positions

YEARS OF EXP	DLMN
0	28,000
1	28,110
2	28,220
3	28,330
4	28,440
5	28,550
6	28,660
7	28,770
8	28,880
9	28,990
10	29,100
11	29,210
12	29,320
13	29,430
14	29,540
15	29,650
16	29,760
17	29,870
18	29,980
19	30,090
20	30,200
21	30,310
22	30,420
23	30,530
24	30,640
25	30,750
26	30,860
27	30,970
28	31,080
29	31,190
30	31,300
Hours	8.0
Days	240

School Based Janitorial Positions

YEARS OF EXP	SLMN
0	23,300
1	23,405
2	23,510
3	23,615
4	23,720
5	23,825
6	23,930
7	24,035
8	24,140
9	24,245
10	24,350
11	24,455
12	24,560
13	24,665
14	24,770
15	24,875
16	24,980
17	25,085
18	25,190
19	25,295
20	25,400
21	25,505
22	25,610
23	25,715
24	25,820
25	25,925
26	26,030
27	26,135
28	26,240
29	26,345
30	26,450
Hours	8.0
Days	240

District Level Maintenance Positions

Index applied to DLMN	Description	Hours	Days
1.10	Mechanic Grade 2	8	240
1.20	Mechanic Gr 1/Warehouse	8	240
1.25	Mechanic Specialist	8	240
1.42	Leadermen	8	240
1.65	Asst Manager	N/A	240
1.86	Maintenance Manager	N/A	240

School Based Janitorial Positions

Index applied to SLMN	Description	Hours	Days
1.09	Maint Helper/Head Janitor	8	240

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019
MAINTENANCE PERSONNEL

EDUCATIONAL ENHANCEMENT:

Associate Degree: \$500
Bachelor's Degree: \$750
Master's Degree: \$1,000

This enhancement will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

CERTIFICATION ENHANCEMENT:

Asbestos Inspector Certification: \$800
School Pesticide Safety Applicators Certification: \$800
Waste Water Collection Certification: \$800
Waste Water Treatment Certification: \$800

This enhancement will be added to the salary of employees in the maintenance field for certification earned beyond the qualifications as stipulated in the job descriptions.

The salary schedule for maintenance personnel is based on a pay-grade level system. Positions demanding less than full-time work shall receive the pay-grade level rated on an index according to the time worked. Full-time work for maintenance personnel is defined as 12 months at 8 hours of work per day.

NOTES:

- (1a) An employee advanced to a higher pay-grade level in a similar area of employment shall receive the pay grade for the years of employment at the time of advancement.
- (1b) An employee advanced to a higher pay-grade level in employment dissimilar to the one held at the time of advancement shall begin at the "years experience" point that shall produce the next greater salary above that received at the time of advancement.
- (2) Substitute janitors and maintenance personnel shall be paid current minimum wages.
- (3) Substitute janitors shall not be hired during the summer months. In the event of the prolonged illness of a janitor during the summer, where the possibility exists that a school shall not be ready for the opening of school, the Superintendent is authorized to approve the employment of a substitute janitor when such employment is recommended and requested by the Director of Human Resources.

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019
LICENSED PRACTICAL NURSE

YEARS OF EXP	SALARY 1520	YEARS OF EXP	SALARY 1520
0	25,500	21	30,015
1	25,715	22	30,230
2	25,930	23	30,445
3	26,145	24	30,660
4	26,360	25	30,875
5	26,575	26	31,090
6	26,790	27	31,305
7	27,005	28	31,520
8	27,220	29	31,735
9	27,435	30	31,950
10	27,650		
11	27,865		
12	28,080		
13	28,295		
14	28,510		
15	28,725		
16	28,940		
17	29,155		
18	29,370		
19	29,585		
20	29,800		
Hours	7.0		
Days	180		

EDUCATIONAL ENHANCEMENT:

Associate Degree:	\$	500.00
Bachelor's Degree:	\$	750.00
Master's Degree:	\$	1,000.00

These enhancements will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES

EFFECTIVE JULY 1, 2019

ROTC INSTRUCTORS

YEARS OF EXP	ROTC -1 1010	ROTC -2 1040	ROTC -3 1050	ROTC -4 1060
0	41,463	38,788	35,528	35,059
1	41,519	38,844	35,584	35,115
2	41,574	38,900	35,639	35,171
3	41,629	38,956	35,695	35,227
4	41,684	39,012	35,750	35,283
5	41,741	39,069	35,805	35,339
6	41,796	39,124	35,860	35,395
7	41,852	39,180	35,916	35,451
8	41,907	39,236	35,971	35,507
9	41,962	39,292	36,027	35,563
10	42,017	39,348	36,081	35,619
11	42,081	39,413	36,145	35,683
12	42,145	39,476	36,209	35,745
13	42,208	39,541	36,273	35,811
14	42,271	39,603	36,335	35,876
15	42,336	39,667	36,399	35,938
16	42,398	39,733	36,464	36,003
17	42,463	39,796	36,525	36,066
18	42,525	39,860	36,590	36,131
19	42,589	39,924	36,653	36,195
20	42,653	39,989	36,717	36,259
21	42,715	40,052	36,780	36,323
22	42,778	40,117	36,844	36,387
23	42,842	40,182	36,907	36,453
24	42,907	40,244	36,970	36,516
25	42,969	40,309	37,035	36,580
26	43,033	40,374	37,097	36,644
27	43,097	40,437	37,161	36,708
28	43,159	40,501	37,224	36,772
29	43,223	40,566	37,287	36,837
30	43,288	40,630	37,351	36,901
31	43,350	40,694	37,416	36,964
32	43,414	40,758	37,477	37,028
33	43,477	40,821	37,542	37,091
34	43,541	40,885	37,605	37,157
35	43,604	40,949	37,668	37,221
36	43,668	41,014	37,732	37,284
37	43,731	41,078	37,796	37,349
38	43,794	41,142	37,860	37,413
39	43,858	41,205	37,922	37,477
40	43,921	41,270	37,987	37,540
Hours	7.5	7.0	7.5	7.0
Days	240	240	240	240
\$ Inc	1,355	1,355	0	1,355
% Inc	0.00%	0.00%	0.00%	0.00%

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019
ROTC INSTRUCTORS

SCHEDULE	DESCRIPTION
ROTC -1:	Supervisor of Junior ROTC Program
ROTC -2:	Senior Army Instructor; ROTC Instructor
ROTC -3:	Military Property Specialist
ROTC -4:	Instructor

NOTES:

- (1) The local salary schedule is in addition to the Army reimbursement pay. In the event this salary, as established, is less than the DA reimbursement pay, the above local salary shall be adjusted to equal the DA reimbursement pay for instructors. However, the Military Property Custodian does not receive Army reimbursement pay.
- (2) Substitute Junior ROTC personnel shall be hired only by authorization of the Superintendent when such employment is recommended and requested by the Director of Human Resources.
- (3) The term "experience" as used in the schedule shall mean employment in Junior ROTC by the Lafourche Parish School Board.
- (4) Junior ROTC personnel shall be employed on a 12-month basis.

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

ADMINISTRATORS

Principal Index

110	Elementary Principal	1.48
114	Middle School Principal	1.57
118	High School Principal	1.63

Assistant Principal Index

122	Elem Asst Principal 0-600 Students	1.18
126	Elem Asst Principal >600 Students	1.21
130	Middle School Asst Principal	1.25
135	High School Asst Principal	1.42

Administrator Index

143	Assistant Superintendent	1.77
138	Director	1.66
212	Supervisor	1.52
155	Manager	1.43

Professionals

PROFESSIONAL INDEX

147/148	LEAD ACCOUNTANT/INTERNAL AUDITOR/SAFETY MANAGER	1.28
149	PURCHASING AGENT	1.28
150	ACCOUNTANT/GRANT ACCOUNTANT	0.96
151	SYSTEM ANALYST	1.36

PROFESSIONAL INDEX (CONT.)

209	QUALIFIED EDUCATIONAL INTERPRETER	0.85
656	PRINT SHOP	1.21

All indexes represent the starting index for each position.

The indexes are applied to the Teacher's Salary Schedule based on step and education level.

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019

ADMINISTRATORS

Days Employed:

Position	Days	Position	Days
Principals		Assistant Principals	
Elementary	230	Elementary	205
Middle`	230	Middle`	205
Secondary	240	Secondary	230
Superintendent	240	Managers	240
Directors	240	Professionals	240
Supervisors	240		

EDUCATIONAL ENHANCEMENT:

Master's Degree: Equivalent to MA/MS Teachers Salary Schedule with the positions' correlating index.
 CPA Certification: Equivalent to MA/MS Teachers Salary Schedule with the positions' correlating index.

NOTES:

- (1) An employee advanced to a higher pay-grade level in a similar area of employment shall receive the pay grade for the years of employment at the time of advancement.
- (2) An employee advanced to a higher pay-grade level in employment dissimilar to the one held at the time of advancement shall begin at the "years experience" point that shall produce the next greater salary above that received at the time of advancement.
- (3) These salary schedules are considered "Certified" and are to receive the State "Certified" salary increases

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019
EMPLOYEE BENEFITS

TYPE	EMPLOYEE RATE	EMPLOYER RATE	COMBINED RATE	BASIS
Group Health Insurance:				
Single	\$162.70	\$380.33	\$543.03	per month
Two Party	\$403.69	\$511.23	\$914.92	per month
Family	\$732.63	\$716.21	\$1,448.84	per month
Group Life Insurance		\$8.10	\$8.10	per month
Retirement:				
Teacher Retirement:	8.00%	26.00%	34.00%	Rates for all salary payments to teachers, teacher aides, secretaries, school and central office management, secretaries, clerks, etc.
TRSL Plan A	9.10%	26.00%	35.10%	School lunch employees hired before July 1, 1983
TRSL ORP	8.00%	28.40%	36.40%	Rates for all salary payments to individuals who were in ORP prior to joining LPSD.
School Employees' Retirement System:	8.00%	29.40%	37.40%	Rates for all salary payments to bus operators and maintenance personnel.
State Employees' Retirement System:	7.50%	40.70%	48.20%	Rates for all salary payments to individuals who remain in the State Employees Retirement System.
FICA (Social Security Tax) -	6.20%	6.20%	12.40%	Rates for all salary payments to part-time or seasonal employees.
Medicare Tax:	1.45%	1.45%	2.90%	Rates for salary payments to personnel hired after March 31, 1986 or for those paying FICA.
Medicare Tax:	2.35%	1.45%	3.80%	Rates for salary payments to personnel contributing to MC , on earnings in excess of \$200,000.
Workers Compensation:				
Transportation		9.07%	9.07%	Salary of bus drivers and transportation aides
Professional		0.71%	0.71%	Salary of teachers, paraprofessionals, and other professional employees
Other		7.36%	7.36%	Salary of maintenance, janitorial and school lunch employees

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

PAYROLL DATES

PAYROLL PERIODS	CONTRACT DAYS FOR 182 DAY EMPLOYEES	REPORTS DUE	PAYDAY
July 1 - July 31		Monday, August 5	Tuesday, August 20
August 1 - August 31	20	Thursday, September 5	Friday, September 20
September 1 - September 30	20	Thursday, October 3	Friday, October 18
October 1 - October 31	22	Tuesday, November 5	Wednesday, November 20
November 1 - November 30	16	Wednesday, December 4	Friday, December 20
December 1 - December 31	15	Tuesday, January 7	Friday, January 17
January 1 - January 31	19	Wednesday, February 5	Thursday, February 20
February 1 - February 29	15	Wednesday, March 4	Friday, March 20
March 1 - March 20	15	Tuesday, March 24	Monday, April 20
March 21 - March 31	7	Thursday, April 2	Monday, April 20
April 1 - April 30	16	Tuesday, May 5	Wednesday, May 20
May 1 - May 31	17	Wednesday, June 3	Friday, June 19
June 1 - June 30		Thursday, July 2	Friday, July 10

Note: Dates shown in red deviate from the normal reporting schedule, which provides 3 working days to prepare and submit monthly payroll reports.

LAFOURCHE PARISH SCHOOL BOARD
 2019-2020 SALARY SCHEDULES
 EFFECTIVE JULY 1, 2019
SALARY SCHEDULE HISTORY
 1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
4/29/1965	9	8	Sales tax ordinance adopted for original 1% tax
7/7/1965	9	57	1965-66 salary schedules adopted
6/1/1966	9	125	Across-the-board raise granted all employees - \$300 annually to professional personnel; \$20 monthly to all other employees
7/6/1966	9	127	1966-67 salary schedules adopted; clerks' period of employment set
8/3/1966	9	133	1966-67 principals' schedule revised
10/5/1966	9	142	\$1,400 annual increase granted to assistant superintendents & supervisors effective July 1, 1966
1/4/1967	9	160	Salary increase granted by State Legislature
4/5/1967	9	176	1967-68 schedules adopted--retroactive to include second half of 1966-67 school year
5/1/1968	9	277	Endorsed state increase for school bus operators as proposed by United School Committee
5/1/1968	9	277	LPTA requested Board to distribute surplus sales tax funds to teachers
9/4/1968	9	311	Teachers assured that 1968-69 salaries would be at least same as 1967-68; Legislature failed to make adjustment.
2/5/1969	9	336	Report on financial condition; guaranteed teachers no cut in salary
3/5/1969	9	341	Annual increase of \$150 to professional personnel and \$75 to non-professional personnel for 1969-70; 1/3 of that amount paid out for remainder of 1968-69 year (parish raise, with no help from State)
6/10/1970	9	439	Principals granted one-half time requested for additional employment
9/2/1970	9	456	1970-71 salary schedules adopted (included state pay raise)
9/2/1970	9	461	Set superintendent's annual salary at \$26,000
10/7/1970	9	466	Extended teachers' salary schedule to include Specialist in Ed. and Ph.D. or Ed.D. Degree
9/8/1971	10	37	1971-72 salary schedules adopted (after discussing President Nixon's wage & price freeze)--included remaining 1/4 implementation of raises enacted by State Legislature in 1968, 3/4 of which was granted for 1970-71
10/6/1971	10	45	Approved granting of pay increases to employees, but not in defiance of President's wage & price freeze
8/16/1972	10	108	1972-73 salary schedules adopted
11/8/1972	10	125	Adopted salary schedules for clerical personnel
11/8/1972	10	128	Additional discussion on above salary schedules adopted at same meeting; \$20 minimum monthly increase guaranteed
8/1/1973	10	183	1973-74 salary schedules adopted (same as last year, with supplemental pay being issued in lump sum amount at end of fiscal year-- result of revenue-sharing funds)
1/1/1974	10	205	5.5% cost-of-living increase granted for 2nd half of 1973-74 school year
8/7/1974	10	248	5.5% State increase received for 2nd half of 1973-74 extended into 1974-75 school year
8/7/1974	10	248	1974-75 salary schedules adopted (all except operators)
8/7/1974	10	248	\$200 annually to all employees (to be evaluated at end of year)
9/4/1974	10	258	1974-75 salary schedule for bus operators
3/5/1975	10	290	Salary supplement for assistant principals adjusted

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

SALARY SCHEDULE HISTORY
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
3/5/1975	10	290	Accepted state salary increase (5% for 2nd semester, or 2+% annually, based on full salaries); parish, 5% (\$30) on local supplement, for 2nd semester
3/5/1975	10	290	5% increase on local supplement (\$30) for 2nd half of 1974-75 only
8/20/1975	10	334	Acts of State Legislature implemented, granting salary increases to all personnel (and also increasing mileage allowance)
8/20/1975	10	334	\$200 local supplement continued for 1975-76; \$30 local supplement (5%) continued for 1975-76; \$170 added for all employees for 1975-76 (Result--\$1400 total local supplement above state salary schedule)
8/18/1976	10	427	Continued for 1976-77 the \$400 local salary supplement previously granted
8/18/1976	10	427	\$300 additional salary supplement granted all employees for 1976-77; 1976-77 salary schedules adopted for all employees except janitors & cooks
9/8/1976	10	441	1976-77 school lunch workers' salary schedule adopted
10/6/1976	10	447	1976-77 custodial employees' salary schedule adopted
8/22/1977	11	34	\$700 local supplement continued for 1977-78, as long as funds available
8/22/1977	11	34	\$1500 professional/\$900 non-professional state increase
8/22/1977	11	34-38	1977-78 salary schedules adopted; Supt. to place Communications Specialist in category; coaches & administrators to be handled later
9/7/1977	11	42-43	1977-78 salary schedules approved for ROTC, maintenance, and supplements and periods of employment for various other categories; number of junior high school coaches fixed
10/5/1977	11	53	Administrators' salary schedule index adopted
12/7/1977	11	75	Administrators' salary schedule index revised (because of inequities)
12/7/1977	11	77	Motion passed--all non-professional personnel to be included in any new proposals for salary increases
1/4/1978	11	84	Annual increments beyond 10 years of service granted to all school personnel
1/4/1978			\$45 annual increments to teachers) beyond 10 years' experience, \$30 annual increments to others) effective mid-term 1977-78
5/3/1978	11	147	Approved supt.'s recommendations re change in salary supplements and extended employment for teachers
7/26/1978	11	172	1978-79 salary schedules adopted—to remain in effect until some change is adopted same as prior schedule
7/26/1978	11	172	\$700 local supplement continued indefinitely, as long as funds available
8/15/1979	11	297-304	1979-80 salary schedules adopted for all employees
10/3/1979	11	314	Increase bus driver operational allowance.
11/14/1979	11	339	Special election called (for 1/19/80) to fund salaries
12/7/1979	11	350	\$200 + 1.5% from sales tax funds remaining, contingent upon passage of 7-mill tax (administrators excluded). Upon passage of 7-mill tax, schedules were to be amended to include above increases, and administrators would then receive the index provided for in their positions.
2/6/1980	11	372	4% operational increase granted to bus operators

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

SALARY SCHEDULE HISTORY
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
2/6/1980	11	374	Supt. advised that method of payment of both state and local salary increases to be in one lump sum
8/6/1980	11	428-436	1980-81 salary schedules adopted
2/4/1981	11	490	\$250 + 2% of employee's salary, retroactive to 2nd semester of 1980-81, with the understanding that any additional monies anticipated for the 1981-82 school year will be incorporated into the salary schedule for that year
6/3/1981	12	49-55	1981-82 salary schedules adopted
7/1/1981	12	62	Revised coaches' salary schedule approved
8/5/1981	12	67-73	1981-82 salary schedules amended to include 6.67% State increase
10/7/1981	12	88	School bus operators' salary schedule revised to comply with State operational rates
4/7/1982	12	138	Approved extra compensation for teachers involved with extracurricular activities
6/2/1982	12	174-184	1982-83 salary schedules adopted for all employees
4/6/1983	12	243	Abolished extra pay for extracurricular activities
6/1/1983	12	269-78	1983-84 salary schedules adopted for all employees
2/1/1984	12	335	Added 0-300 category for elementary principals and assistant principals
4/4/1984	12	346	\$300 salary adjustment increase granted to each regular, full-time employee for 1983-84 fiscal year only, conditioned upon the anticipated restoration of funds previously cut at state level earlier in the fiscal year
8/1/1984	12	394-491	1984-85 salary schedules adopted for all employees (reflecting the 5.8333% state salary increase)
6/5/1985	12	482-491	1985-86 Salary scheduled included remaining 7% state increase
8/14/1985	13	14	Adjust the number of days of extended employment of certain instructional personnel
8/3/1988	13	379	State funded salary increases added to teacher and pupil appraisal schedules
8/3/1988	13	380	Salary differential schedule included for administrators
8/2/1989	14	1	State funded salary increases added to teacher and pupil appraisal schedules
8/1/1990	14	86-87	State funded salary increases added to teacher and pupil appraisal schedules
9/5/1990	14	97	Deleted schedule M-11
9/5/1990	14	99	Amended food service salary schedule
11/7/1990	14	111	3% salary increase-support personnel effective 11/1/90 from local funds
7/2/1991	14	192-193	State funded salary increases added to teacher and pupil appraisal schedules
12/4/1991	14	245-249	1991-92 state granted support personnel \$600 effective 9/1/91 (5/6 implementation)
5/6/1992	14	308	Amended salary schedule for data processing personnel
7/1/1992			1992-93 remaining state support personnel raise implemented
9/9/1992	14	362-364	Remaining 1/6 of \$600 state raise granted to support personnel effective 9/1/92
6/2/1993	15	97	Nurses' schedule joined with teachers'

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

SALARY SCHEDULE HISTORY
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
7/7/1993	15	111	Deleted Assistant Supervisor and Directors, and added transportation manager indexes
11/9/1993	15	197	Added 3 schedules to food service personnel
4/6/1994	15	247	Added the position of business manager with transportation to form manager index
5/4/1994	15	253	Amended calculation of extended employment policy for teachers
8/11/1994	15	295	1994-95 \$550 across the board given to all contracted employees effective with the beginning of the employee's contract year
5/3/1995	15	431-435	4/29/95 election results for an additional 1% tax recognized 8,618 for, 3,101 against
6/6/1995	15	474	1995-96 \$2,900 give to all certificated personnel/1,900 given to support. Central office administrators were excluded.
7/1/1995			Adjusted office personnel salary schedule
9/6/1995	16	25-28	Adjusted yearly increments for paraprofessionals, bus operators, bus attendants and ROTC personnel
1/10/1996	16	84	Administrator indexes converted to salary schedules
7/3/1996	16	168-170	Revised certain office personnel salary schedules according to Superintendent's 6/5/96 recommendations
9/4/1996	16	228	1996-97 \$1,086 given to all certificated personnel state raise
9/4/1996	16	228	1996-97 2% give to all other personnel state raise
9/4/1996	16	228	Added \$500 for each advanced degree
9/4/1996	16	233-35	Amended extended employment policy. Additional increments and based extended salary on total salary schedule amount.
1/1/1997			\$95 given to certificated personnel from state
5/7/1997	16	354	Added computer installation technician schedule and removed junior programmer schedule.
7/2/1997	16	401	Replaced foodservice bookkeeper schedule with O-4 schedule
7/2/1997	16	401	Authorized first thirteenth check of 2.5% authorized out of extra 1995 sales tax revenues
9/3/1997	17	7	1996-97 \$150 state salary adjustment give to all support personnel
9/3/1997	17	7	1997-98 state raise of \$1,335 given to all certificated personnel including supervisor and managers, and of \$350 given to all support personnel as described in 8/6/97 minutes
9/3/1997	17	7	Practical nurse salary schedule added
7/1/1998	17		Authorized second thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
9/9/1998	17		1998-99 state raise of \$1,143 given to all certificated personnel
12/2/1998	17		Increased senior high principals' salary schedule by \$2,400; Increased junior high school principals' schedule by \$2,200; Increased elementary/middle school principals' schedule by \$2,000 All days employed increased by 10 days
12/2/1998	17		Reduced number of elementary/middle school principals' schedules to two Reduced the number of junior high school principals' schedules to one

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

SALARY SCHEDULE HISTORY
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
12/2/1998	17		Increased senior high assistant principals' salary schedule by \$1,200; Increased junior high school assistant principals' schedule by \$1,100; Increased elementary/middle school principals' schedule by \$1,000 All days employed increased by 5 days
12/2/1998	17		Reduced number of elementary/middle school assistant principals' schedules to two
4/7/1999	17		Added degree educational enhancements to the maintenance salary schedule of: \$500 for an Associate Degree \$750 for a Bachelor's Degree \$1,000 for a Master's Degree
6/2/1999	17		Authorized thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
10/6/1999			Revised Child Nutrition Salary Schedules
4/12/2000			Authorized thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
5/2/2001			Authorized thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
9/12/2001			State increase of \$2,060 per certified employee added to schedules.
10/3/2001			4% added to Teachers salary schedules 3% added to all other salary schedules
12/5/2001			Separated Nurses from Teachers salary schedule and created a new Nurses salary schedule using the same salary amounts as are included in the Teachers salary schedule
12/5/2001			Office Personnel Changes: Created O-1A and moved Executive Secretary to the Superintendent from O-1 to O-1A \$5,000 added to O-1 for remaining personnel; Created O-3A and moved Executive Secretary- Personnel from O-3 to O-3A \$4,000 added to O-3 for remaining personnel; \$2,500 added to O-4 for remaining personnel Created an O-6 category using the previous 0-5 salary amounts to include various non-secretary positions included in previous 0-5 salary schedule Created an O-5A by adding \$2000 to the previous 0-5 amounts for the secretary of the Assistant Superintendent \$1,000 added to 0-5 category which will now only include Supervisor/Manager Secretaries
12/5/2001			Data Processing Changes: \$3,000 added to Computer Operator and Computer Repair/Installation Tech \$7,000 added to System Analyst; Removed D. P. Director and Programmer Schedules
12/5/2001			\$3,000 added to every salary amount in the Pupil Appraisal salary schedule
12/5/2001			Added MA/MS columns to the following salary schedules: Principals; Assistant Principals; Central Office Administrators

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

SALARY SCHEDULE HISTORY 1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
12/5/2001			Principals salary schedule changes \$2,000 added to Elementary/Middle < 600 \$2,500 added to Elementary/Middle > 600 \$3,000 added to Junior High \$4,000 added to Senior High
12/5/2001			Assistant Principals salary schedule changes \$1,500 added to Elementary/Middle < 600 \$2,000 added to Elementary/Middle > 600 \$2,500 added to Junior High \$3,500 added to Senior High
12/5/2001			Central Office Administrator salary schedule changes Supervisors schedule set to Senior High Principal schedule + \$1,500 Assistant Superintendent schedule maintain prior difference between it and the Supervisors schedule \$7,000 added to Superintendent salary schedule
6/10/2002			Teachers salary schedule changes \$2,000 Supplement for State Licensed Speech Pathologist \$1,500 Supplement for Restricted State Licensed Speech Pathologist \$1,000 Provisional Speech Pathology Assistant \$1,000 Speech Pathology Assistant
6/10/2002			Office Personnel salary schedule changes \$1,000 LIAA Certified Administrative Assistant certification \$1,000 added to O-6 for remaining personnel
6/10/2002			Maintenance Personnel salary schedule changes 3% added to M-1, M-2, M-3, M-4, M-5, M-6, M-7, M-8 and M-9 M-10 Deleted
7/10/2002			Office Personnel salary schedule changes \$1,000 added to O-9
7/10/2002			Created Manager BA/BS schedule
9/4/2002			Changed Elementary/Middle School classifications to Elementary School. Changed Junior High School classifications to Middle School. Changed Senior High School classifications to High School.
9/4/2002			Certified personnel minimum \$673 for a 182 day contract with a maximum of \$887 for a 240 day contract added to salary schedule. This was a state legislature increase. Support personnel minimum \$477 for a 180 day contract with a maximum of \$636 for a 240 day contract given in one-time payment.
9/4/2002			Added Extracurricular Activity Sponsor Supplements to Teachers salary schedule.
4/2/2003			Authorized thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
6/4/2003			Added Six Hour Technician position to Child Nutrition salary schedule.

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

SALARY SCHEDULE HISTORY
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
6/4/2003			Paraprofessional salary supplements for the following Associate Degree: \$500 Bachelor's Degree: \$750 Interpreter Designation \$1200
6/4/2003			Maintenance Personnel salary supplements for the following Asbestos Inspector Certification: \$800 School Pesticide Safety Applicators Certification: \$800
7/22/2003			Added TAT DESIGNATION to Teachers Salary Schedule based on the BA/BS Degree minus \$2,000
8/6/2003			Adjusted substitute teacher pay to be as follows Certified Teacher \$137 per day Certified Teacher after 10 consecutive days \$150 per day Degree Teacher \$75 per day Non-degree Teacher \$60 per day
9/3/2003			Support personnel minimum \$477 for a 180 day contract with a maximum of \$636 for a 240 day contract added to salary schedules. Includes Bus, Office, Data Processing, Child Nutrition, Paraprofessional, Maintenance, and LPN Salary Schedules.
4/7/2004			Authorized a one-time supplement of \$95 for every employee paid with a certified salary schedule.
5/5/2004			Authorized thirteenth check of 2.0% authorized out of extra 1995 sales tax revenues.
7/7/2004			Add \$95 to every certified salary schedule.
9/1/2004			Add \$330 to every certified salary schedule.
12/9/2004			Add \$30 to every certified salary schedule except Supervisor MA/MS and Manager BA/BS
5/4/2005			Authorized thirteenth check of 2.0% authorized out of extra 1995 sales tax revenues.
9/14/2005			Distributed a one time \$444 supplement to every certified salary schedule
9/14/2005			Added \$135 to every certified salary schedule
5/3/2006			Authorized thirteenth check of 2.5% authorized out of extra 1995 sales tax revenues.
8/2/2006			Added \$1,608 to every certified salary schedule and \$724 to every support salary schedule.
8/2/2006			Added 6% to every salary schedule.
9/6/2006			Increased the substitute bus drivers' daily rate of pay to \$58.46 and the substitute bus monitors' daily rate of pay to \$41.00.
11/8/2006			Increased Paraprofessional salary schedule by \$1,500
11/8/2006			Increased LPN salary schedule by \$2,500
11/8/2006			Created Administrators salary indexes from Principal, Assistant Principal and Central Office Administrator salary schedules. Also eliminated the Superintendent, Director, and Assistant Supervisor salary schedules
11/8/2006			Authorized thirteenth check of 2.5% with a minimum of \$625 distributed out of extra 1995 sales tax revenues.

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

SALARY SCHEDULE HISTORY
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
11/8/2006			Moved the Sales and Use Tax Collector/Head Accountant, Purchasing Agent, Auditor, and System Analyst salary schedules to the Office 1 Personnel salary schedule. The Office 1 Salary schedule is considered "Certified" in respect to state increases.
11/8/2006			Moved the remaining Office and DP personnel to the Office 2 Personnel salary schedule.
11/8/2006			Added \$3000 to all Teacher Salary Schedules that pay for a Master or higher degree. Effective 01/01/2007
12/6/2006			Added \$3000 to all Nurse Salary Schedules that pay for a Master or higher degree.
12/6/2006			Added \$3000 to all Pupil Appraisal Salary Schedules that pay for a Master or higher degree.
12/6/2006			Converted the Elementary Principal over 600 salary schedule from 215 days to 230 days and renamed it the Elementary Principal Salary Schedule
12/6/2006			Converted the High School Assistant Principal salary schedule from 215 days to 230 days and renamed it the Elementary Principal Salary Schedule
12/6/2006			Removed the extended employment and supplement provisions of coaching salaries and replaced them with indexes.
1/1/2007			Moved the Sales and Use Tax Collector/Head Accountant, Purchasing Agent, Auditor, and System Analyst salary schedules to Professional Index on the Administrators salary schedule. Renamed Office 2 Salary Schedule to Office. Added Salary Increase Index for 230 & 240 day employees to Calculate Section.
6/6/2007			Authorized thirteenth check of 1% out of extra 1995 sales tax revenues.
8/5/2007			Added State base increase of \$3811 to all Certified Schedules and support base increase of \$1740. Authorized CPA and MBA on Professional Index Salary schedule to be based upon Teachers MA/MS Salary schedule with the position's' correlating index. Effective 07/01/2007
7/9/2008			Added State base increase of \$1019 to all Certified Schedules. State authorized support \$1000 a one time payment not integrated into the salary schedules. Authorized a 1.5% local increase to all salary schedules from 1995 Sales Tax revenues. Converted Facilities Manager from contracted to the Manager's Salary Schedule. Changed Club sponsors to an index based on the teachers salary schedule. Created the following positions: 1 facilities secretary, 4 band teachers, 1 band coordinator, 1 guidance coordinator, 1 career coordinator, 1 supervisor of data and program evaluation, and 2 curriculum coordinators.
7/1/2009			Teachers received a one-time \$328.28 state supplement.
7/6/2011			Adjusted purchasing agent index to 1.0.
8/1/2011			Deleted SBLC member as paid activity. Adjusted index for SBLC Chairperson to .03. Added RTI Chairperson at .03 index.
11/17/2011			Authorized thirteenth check of 3% out of extra 1995 sales tax revenues

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

SALARY SCHEDULE HISTORY
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
2/6/2013			Adopted new Teacher Salary Schedule, effective 7/01/2013. Starting teacher salary is \$40,000 and annual step increase is \$300. Step increase is based on annual performance evaluation, not years of experience. Stipends are included in base salary for advanced degrees. Masters is \$4700, Masters plus 30 is \$5200, Specialist is \$5,900, and PHD/ED is \$6700.
6/5/2013			Authorized increase in substitute bus driver pay to \$100 per day.
8/7/2013			Authorized a one-time supplemental pay of \$1200 per certified/professional employee and \$600 per support employee to be distributed in November 2013, using both HB1 legislative funds and sales taxes.
4/2/2014			Added degree enhancements to child nutrition, bus driver, and LPN schedules as follows: Associate degree \$500, Bachelor's degree \$750, Master's degree \$1,000 annually. Increased Middle School Band Director supplement from \$550 to \$1200 annually. Added an Elementary School Band Director supplement of \$750.
5/7/2014			Adopted new PAC 202 day salary schedule effective 07/01/2014. Starting PAC salary is \$45,500 and the annual step increase is \$335. Stipends are included in base salary for advanced degrees. Masters is \$5,250, Masters plus 30 is \$5,800, Specialist is \$6,550, and PHD/ED is \$7,450.
5/7/2014			Moved nurses to the teachers salary schedule; eliminated Nurse's salary schedule
10/22/2014			Approved a one-time distribution of \$840 to all full-time, active support personnel who were employed on or before October 1, 2014, and who remain active at the time of distribution
01/2015			Administrator titles were updated. Former Supervisors are now referred to as Directors and former Assistant Supervisors are now Supervisors.
6/10/2015			New support staff salary schedules were adopted. All support staff salary schedules were revised by reducing the schedule life to 30 years, equalizing the annual steps, and addressing any inequities in the schedules. Additionally, the schedules were converted to an index system, where applicable, to provide for equitable future salary increases/decreases.
9/9/2015			Split Safety/Maintenance Manager position, creating a new index of 1.86 applied to the DLMN salary schedule and added Safety Manager to professional index of 1.28. Added Purchasing Specialist and Accounts Payable Clerk positions on DLCL schedule with a 1.12 index.
9/9/2015			Reclassified Head Accountants and Payroll Accountant as Lead Accountants on 1.28 Professional Index. Added Asst. Business Manager position on index of 1.52.
9/9/2015			Administrator indexes were converted to a single index per category to resolve inequities that were created by the adoption of the single column Teacher Salary Schedule that was put into effect on 07/01/2013.

LAFOURCHE PARISH SCHOOL BOARD
2019-2020 SALARY SCHEDULES
EFFECTIVE JULY 1, 2019

SALARY SCHEDULE HISTORY
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
9/9/2015			Authorized 13th check of \$1000 per FT employee who is paid from the certificated teachers' salary schedule and \$500 per FT support employee for employees hired on/before October 1, 2015 and remaining in FT position until the date of distribution.
3/2/2016			Cut the value of annual performance evaluation stipends by 1/2 for fiscal years 2016 and 2017.
3/2/2016			Froze annual step increases for all employees at FY2016 levels for FY2017.
5/4/2016			Amended Teacher and Administrator Stipends - removing base pay increase associated with the 12 Point System and replacing it with one additional day of sick leave which may be used for personal reasons or one additional day of annual leave (as applicable) to the employee's contract. The additional day must be used during the FY2016-2017 fiscal year or will be removed from the accrual balance. This is a one-time only accrual adjustment.
5/2/2017			Reduction in force declared by the board. Salaries will remain frozen at FY2016 levels.
2/7/2018			Reduction in force declared by the board. Salaries will remain frozen at FY2016 levels.
3/7/2018			Board reduced the calendar work schedule for all employees working greater than 182 days for FY2018-2019; thereby reducing each employee's annual salary by one day's pay. All performance pay for FY2018 and FY2019 was suspended.
12/1/2018			Moved all Sales Tax Department employees to Lafourche Parish Sales & Use Tax Oversight Committee Salary Schedule
3/13/2019			Amended the LPSB Salary Schedule effective with the 2019-2020 school year to read "Employees hired on or after July 1, 2019, will be placed on the salary schedule based on their documented years of experience less the equivalent number of steps to adjust for the years in which base step increases were frozen by the board"
6/5/2019			Authorized the Business Manager to include a step increase to the salary schedule for 2019-2020 fiscal year for all employees, and to also add back the one day to the employees contracted with 185+ days to the 2020 Comprehensive Original Budget
7/1/2019			Adjusted the Teacher's Salary Schedule, the PAC Schedule, and the ROTC Schedule to include the \$1,000 state increase; adjusted all support salary schedules to include the \$500 state increase.
7/1/2019			Increased substitute paraprofessional pay to \$56/day or \$8/hour.