

Iberville Parish School Board



Master Salary Schedules

For Fiscal Year
2016~2017

Approved: April 4, 2016

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2016-2017

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Teacher, Librarian, Speech Therapist, and Other 9 month Certified Personnel

Level	Base Salary						Demand	VAM Teacher Performance Stipend			SLT Teacher Performance Stipend		
	Ancillary	Bachelor's	Masters	Masters +30	Specialist	Ph.D. or Ed. D.	Master in Content	Ineffective or Emerg. Prof.	Proficient	Highly Effective	Ineffective or Emerg. Prof.	Proficient	Highly Effective
	\$150 Step	\$300 Step					Stipend	Stipend			Stipend		
0	\$34,315	\$47,339	\$48,139	\$49,139	\$50,139	\$51,139	\$700	\$0	\$300	\$1,000	\$0	\$200	\$300
1	\$34,465	\$47,639	\$48,439	\$49,439	\$50,439	\$51,439	\$700	\$0	\$300	\$1,000	\$0	\$200	\$300
2	\$34,615	\$47,939	\$48,739	\$49,739	\$50,739	\$51,739	\$700	\$0	\$300	\$1,000	\$0	\$200	\$300
3	\$34,765	\$48,239	\$49,039	\$50,039	\$51,039	\$52,039	\$700	\$0	\$300	\$1,000	\$0	\$200	\$300
4	\$34,915	\$48,539	\$49,339	\$50,339	\$51,339	\$52,339	\$700	\$0	\$300	\$1,000	\$0	\$200	\$300
5	\$35,065	\$48,839	\$49,639	\$50,639	\$51,639	\$52,639	\$800	\$0	\$300	\$1,000	\$0	\$200	\$300
6	\$35,215	\$49,139	\$49,939	\$50,939	\$51,939	\$52,939	\$800	\$0	\$300	\$1,000	\$0	\$200	\$300
7	\$35,365	\$49,439	\$50,239	\$51,239	\$52,239	\$53,239	\$800	\$0	\$300	\$1,000	\$0	\$200	\$300
8	\$35,515	\$49,739	\$50,539	\$51,539	\$52,539	\$53,539	\$800	\$0	\$300	\$1,000	\$0	\$200	\$300
9	\$35,665	\$50,039	\$50,839	\$51,839	\$52,839	\$53,839	\$800	\$0	\$300	\$1,000	\$0	\$200	\$300
10	\$35,815	\$50,339	\$51,139	\$52,139	\$53,139	\$54,139	\$900	\$0	\$300	\$1,000	\$0	\$200	\$300
11	\$35,965	\$50,639	\$51,439	\$52,439	\$53,439	\$54,439	\$900	\$0	\$300	\$1,000	\$0	\$200	\$300
12	\$36,115	\$50,939	\$51,739	\$52,739	\$53,739	\$54,739	\$900	\$0	\$300	\$1,000	\$0	\$200	\$300
13	\$36,265	\$51,239	\$52,039	\$53,039	\$54,039	\$55,039	\$900	\$0	\$300	\$1,000	\$0	\$200	\$300
14	\$36,415	\$51,539	\$52,339	\$53,339	\$54,339	\$55,339	\$900	\$0	\$300	\$1,000	\$0	\$200	\$300
15	\$36,565	\$51,839	\$52,639	\$53,639	\$54,639	\$55,639	\$1,000	\$0	\$300	\$1,000	\$0	\$200	\$300
16	\$36,715	\$52,139	\$52,939	\$53,939	\$54,939	\$55,939	\$1,000	\$0	\$300	\$1,000	\$0	\$200	\$300
17	\$36,865	\$52,439	\$53,239	\$54,239	\$55,239	\$56,239	\$1,000	\$0	\$300	\$1,000	\$0	\$200	\$300
18	\$37,015	\$52,739	\$53,539	\$54,539	\$55,539	\$56,539	\$1,000	\$0	\$300	\$1,000	\$0	\$200	\$300
19	\$37,165	\$53,039	\$53,839	\$54,839	\$55,839	\$56,839	\$1,000	\$0	\$300	\$1,000	\$0	\$200	\$300
20	\$37,315	\$53,339	\$54,139	\$55,139	\$56,139	\$57,139	\$1,100	\$0	\$300	\$1,000	\$0	\$200	\$300
21	\$37,465	\$53,639	\$54,439	\$55,439	\$56,439	\$57,439	\$1,100	\$0	\$300	\$1,000	\$0	\$200	\$300
22	\$37,615	\$53,939	\$54,739	\$55,739	\$56,739	\$57,739	\$1,100	\$0	\$300	\$1,000	\$0	\$200	\$300
23	\$37,765	\$54,239	\$55,039	\$56,039	\$57,039	\$58,039	\$1,100	\$0	\$300	\$1,000	\$0	\$200	\$300
24	\$37,915	\$54,539	\$55,339	\$56,339	\$57,339	\$58,339	\$1,100	\$0	\$300	\$1,000	\$0	\$200	\$300
25	\$38,065	\$54,839	\$55,639	\$56,639	\$57,639	\$58,639	\$1,200	\$0	\$300	\$1,000	\$0	\$200	\$300
26	\$38,215	\$55,139	\$55,939	\$56,939	\$57,939	\$58,939	\$1,200	\$0	\$300	\$1,000	\$0	\$200	\$300
27	\$38,365	\$55,439	\$56,239	\$57,239	\$58,239	\$59,239	\$1,200	\$0	\$300	\$1,000	\$0	\$200	\$300
28	\$38,515	\$55,739	\$56,539	\$57,539	\$58,539	\$59,539	\$1,200	\$0	\$300	\$1,000	\$0	\$200	\$300
29	\$38,665	\$56,039	\$56,839	\$57,839	\$58,839	\$59,839	\$1,200	\$0	\$300	\$1,000	\$0	\$200	\$300
30	\$38,815	\$56,339	\$57,139	\$58,139	\$59,139	\$60,139	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
31	\$38,965	\$56,639	\$57,439	\$58,439	\$59,439	\$60,439	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
32	\$39,115	\$56,939	\$57,739	\$58,739	\$59,739	\$60,739	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
33	\$39,265	\$57,239	\$58,039	\$59,039	\$60,039	\$61,039	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
34	\$39,415	\$57,539	\$58,339	\$59,339	\$60,339	\$61,339	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
35	\$39,565	\$57,839	\$58,639	\$59,639	\$60,639	\$61,639	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
36	\$39,715	\$58,139	\$58,939	\$59,939	\$60,939	\$61,939	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
37	\$39,865	\$58,439	\$59,239	\$60,239	\$61,239	\$62,239	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
38	\$40,015	\$58,739	\$59,539	\$60,539	\$61,539	\$62,539	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
39	\$40,165	\$59,039	\$59,839	\$60,839	\$61,839	\$62,839	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
40	\$40,315	\$59,339	\$60,139	\$61,139	\$62,139	\$63,139	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300

Note: Teachers rated emerging proficient, proficient, and highly effective are eligible for salary increases and stipends.

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School Level Administration

The salaries for the following positions are based on a multiple of the Teacher Salary Schedule, base amount only:

	Multiple - based on Number of Teachers		
	<25	25-39	40+
<u>PRINCIPALS /DIRECTORS** (12 MONTHS):</u>			
HIGH SCHOOLS (Grades K-12, 7-12, 9-12, and Alt. School)	1.500	1.525	1.550
MIDDLE SCHOOLS (Grades K-8, 5-8)	1.425	1.450	1.500
ELEMENTARY SCHOOLS (Grades K-4, K-6)	1.400	1.425	1.475
<u>ASSISTANT PRINCIPALS (12 MONTHS):</u>			
HIGH SCHOOLS (Grades K-12*, 7-12, 9-12, and Alt. School)	1.333	1.333	1.333
<u>ASSISTANT PRINCIPALS (10 MONTHS):</u>			
HIGH SCHOOLS (Grades K-12*, 7-12, 9-12, and Alt. School)	1.200	1.225	1.250
MIDDLE SCHOOLS (Grades K-8, 5-8)	1.161	1.175	1.200
ELEMENTARY SCHOOLS (Grades K-4, K-6, K-12*)	1.161	1.171	1.185

*K-12 Elementary School Assistant Principals must perform the same after hours duties as K-12 High School Assistant Principals to be eligible for the High School Factor. Otherwise, their factor will be 1.161.

**Principal positions begins at a minimum of Level 20.

<u>OTHER POSITIONS:</u>	Months Worked	Factor
GUIDANCE COUNSELOR-HIGH SCHOOL (GRADES K-12, 7-12, 9-12, & Alt.)	10.5	1.175
GUIDANCE COUNSELOR-ELEM SCHOOL (GRADES K-4, K-6, K-8, & 5-8)	10	1.125
ADMINISTRATIVE ASSISTANT OF DISCIPLINE (hired prior to February 2009)	10.5	1.250
ADMINISTRATIVE ASSISTANT OF DISCIPLINE (hired after February 2009)	10	1.111
MASTER TEACHER	10	1.111

The following Performance Evaluation Stipends are not subject to the factor:

Performance Evaluation Stipends for Principals and Directors			
Ineffective	Emerging Proficient	Proficient	Highly Effective
\$0	\$0	\$600	\$1,400

Performance Evaluation Stipends for Assistant Principals			
Ineffective	Emerging Proficient	Proficient	Highly Effective
\$0	\$0	\$400	\$1,000

Performance Evaluation Stipends for Guidance Counselors and Assistant of Discipline			
Ineffective	Emerging Proficient	Proficient	Highly Effective
\$0	\$0	\$200	\$500

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Other Certified Administration

The salaries for the following positions are based on a multiple of the Teacher Salary Schedule, base amount only:

	Months Worked	Multiple
SUPERINTENDENT	12	Per Contract
1st - 12TH GRADE DATA, CURRICULUM, & INSTRUCTIONAL SUPERVISOR (REG)	12	1.550
1st - 12TH GRADE DATA, CURRICULUM, & INSTRUCTIONAL SUPERVISOR (SPED)	12	1.550
FISCAL & COMPLIANCE GRANT SUPERVISOR / DISTRICT TEST COORDINATOR	12	1.550
HUMAN RESOURCE AND POLICY SUPERVISOR	12	1.550
SUPPORT SERVICES SUPERVISOR	12	1.550
DISTRICT ATHLETIC COORDINATOR	12	1.400
CAREER MANAGEMENT SPECIALIST	12	1.333
CURRICULUM EVALUATION SPECIALIST	12	1.333
CHILD WELFARE AND ATTENDANCE COORDINATOR	12	1.333
EARLY CHILDHOOD COORDINATOR	12	1.333
CURRICULUM COACH	10	1.111

The following Performance Evaluation Stipends are not subject to the factor:

Performance Evaluation Stipend			
Ineffective	Emerging Proficient	Proficient	Highly Effective
\$0	\$0	\$200	\$500

Other Administration

The salaries for the following positions are based on a multiple of the Teacher Salary Schedule, base amount only:

	Months Worked	Multiple
TECHNOLOGY SUPERVISOR	12	1.550
SCHOOL LUNCH SUPERVISOR	12	1.550
ACCOUNTING SUPERVISOR	12	1.333
AGRICULTURE TEACHER	12	1.333
ASSISTIVE TECHNOLOGY FACILITATOR (hired before 09/20/11)	12	1.333
PUPIL APPRAISAL COORDINATOR	12	1.333
EDUCATIONAL DIAGNOSTICIAN, PSYCHOLOGIST, SOCIAL WORKER	10	1.200
SCHOOL NURSE	9	1.000

Note: Performance Stipends are not allowed for Other Administration.

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Certified Staff Compensation Guidelines

Base salary and stipends will be adjusted as described below:

Demand Criteria - Masters in Content Area

Teachers, Administrators, and Other Certified Personnel:

1. Employees will be given a stipend for having a masters in content and teaching in that content area.

Experience Criteria

** New hires will be given experience credit according to IPSB Policy/Practices.*

*** Employees will no longer receive experience pay for completing a year. Experience pay will be based on individual performance ratings.*

Teachers, Administrators, and Other Certified Personnel:

1. All employees must be rated emerging proficient, proficient, or highly effective to advance a level.

Effectiveness Criteria

Teachers, Administrators, and Other Certified Personnel:

1. All employees will receive a stipend each year for performance ratings of proficient and highly proficient.

Other Criteria

1. Must be employed no later than Oct 1st and must remain employed through the last day of school.
2. Regardless of reason, employees who are absent from work for the entire school year are not eligible.
3. Pro-rated pay:
 - a. employees who are contracted for fewer than the full number of contract days
 - b. employees whose regular salary was docked 10 days or more for any reason
 - c. employees who were absent more than 10 days for any reason
4. Employees who are itinerant will be based on home school results.
5. No substitute employees are eligible.
6. Performance stipend will be given in a lump sum, as soon as possible.
7. Employees who begin the year with a VAM evaluation and end the year with a SLT score will be compensated for performance based on the SLT score.

Note: All schedules and stipends can be frozen at anytime with Board approval.

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High School Coaching Supplement and Maximum Allowed Positions

Sport	Stipend %	Stipend %	1A		2A		3A		4A		5A	
	Head	Assistant	Head	Assistant	Head	Assistant	Head	Assistant	Head	Assistant	Head	Assistant
Football	12%	9%	1	5	1	6	1	8	1	10	1	12
Boy's Basketball	10%	8%	1	2	1	2	1	2	1	2	1	2
Girl's Basketball	10%	8%	1	2	1	2	1	2	1	2	1	2
Volleyball	10%	8%	1	1	1	2	1	2	1	2	1	2
Baseball	10%	8%	1	1	1	1	1	1	1	2	1	2
Softball	10%	8%	1	1	1	1	1	1	1	2	1	2
Boy's Track	10%	8%	1	1	1	1	1	2	1	2	1	2
Girl's Track	10%	8%	1	1	1	1	1	2	1	2	1	2
Boy's Soccer	7%	6%	1	1	1	1	1	1	1	1	1	1
Girl's Soccer	7%	6%	1	1	1	1	1	1	1	1	1	1
Boy's Cross Country	5%	0%	1	0	1	0	1	0	1	0	1	0
Girl's Cross Country	5%	0%	1	0	1	0	1	0	1	0	1	0
Golf	5%	0%	1	0	1	0	1	0	1	0	1	0
Boy's Swim	5%	0%	1	0	1	0	1	0	1	0	1	0
Girl's Swim	5%	0%	1	0	1	0	1	0	1	0	1	0
Tennis	5%	0%	1	0	1	0	1	0	1	0	1	0
Wrestling	5%	0%	1	0	1	0	1	0	1	0	1	0
Boy's Powerlifting	5%	0%	1	0	1	0	1	0	1	0	1	0
Girl's Powerlifting	5%	0%	1	0	1	0	1	0	1	0	1	0
Strength	9%	0%	1	0	1	0	1	0	2	0	2	0

Sport	1A	2A	3A	4A	5A
	Stipend %	Stipend %	Stipend %	Stipend %	Stipend %
Athletic Director	9%	9%	10%	12%	12%

Maximums	Stipend %
Athletic Director	22%
High School Coach	20%
Middle School Coach	17%
Asst Middle School Coach	15%

Sport	Full Time	Part Time
	Amount	Amount
CECP*	see % above	\$1,500

* Based on lowest (bachelor degree) teacher salary schedule.
* Position is at the discretion of school athletic director.

Notes:
1. No coach will be paid to coach the same sport during the same season for both High School and Middle School.
2. 3% will be paid to any coach holding a valid CDL License.

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Middle School Coaching Supplement and Maximum Allowed Positions

Sport	Stipend %	Stipend %	1A		2A		3A		4A		5A	
	Head	Assistant	Head	Assistant	Head	Assistant	Head	Assistant	Head	Assistant	Head	Assistant
Football	6%	5%	1	1	1	1	1	3	1	3	1	3
Boy's Basketball	6%	5%	1	1	1	1	1	1	1	1	1	1
Girl's Basketball	6%	5%	1	1	1	1	1	1	1	1	1	1
Volleyball	6%	5%	1	1	1	1	1	1	1	1	1	1
Baseball	6%	5%	1	0	1	0	1	1	1	1	1	1
Softball	6%	5%	1	0	1	0	1	1	1	1	1	1
Boy's Track	6%	5%	1	0	1	0	1	0	1	1	1	1
Girl's Track	6%	5%	1	0	1	0	1	0	1	1	1	1
Boy's Soccer	6%	5%	1	0	1	0	1	0	1	0	1	0
Girl's Soccer	6%	5%	1	0	1	0	1	0	1	0	1	0

5th and 6th Grade Coaching Supplement and Maximum Allowed Positions

Sport	Amount	Head
Football	\$500	1
Baseball	\$500	1
Softball	\$500	1

Sport	Amount	Head
Boy's Basketball	\$500	1
Girl's Basketball	\$500	1

Sport	Amount	Head
Boy's Track	\$500	1
Girl's Track	\$500	1

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Co-curricular Stipend

Level	Band Director		Dance / Cheer Sponsor		Talent Machine
	Sr. High with Football Halftime Shows	Other Band Directors	High School	Jr HighSchool	Coordinator
0	\$2,141	\$1,831	\$800	\$500	\$800
1	\$2,141	\$1,831	\$800	\$500	\$800
2	\$2,181	\$1,877	\$900	\$600	\$900
3	\$2,181	\$1,877	\$900	\$600	\$900
4	\$2,219	\$1,914	\$1,000	\$700	\$1,000
5	\$2,219	\$1,914	\$1,000	\$700	\$1,000
6+	\$2,295	\$1,990	\$1,100	\$800	\$1,100

Note: One (1) stipend per sponsor per co-curricular activity, maximum of 2 sponsors per activity.

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PIP Increment

Years of Experience	Bachelor's Degree	Master's Degree	Master's Plus 30	Specialist in Education	Ph. D. or Ed. D. Degree
3	\$1,129	\$1,155	\$1,155	\$1,193	\$1,257
4	\$1,155	\$1,180	\$1,180	\$1,219	\$1,297
5	\$1,180	\$1,219	\$1,225	\$1,266	\$1,337
6	\$1,206	\$1,257	\$1,270	\$1,310	\$1,377
7	\$1,231	\$1,297	\$1,317	\$1,357	\$1,417
8	\$1,257	\$1,337	\$1,364	\$1,404	\$1,457
9	\$1,297	\$1,377	\$1,411	\$1,451	\$1,497
10	\$1,337	\$1,417	\$1,457	\$1,497	\$1,538
11	\$1,437	\$1,457	\$1,504	\$1,544	\$1,578
12	\$1,505	\$1,529	\$1,551	\$1,591	\$1,618
13	\$1,738	\$1,749	\$1,861	\$1,909	\$1,941
14	\$1,738	\$1,894	\$2,016	\$2,068	\$2,103
15	\$1,872	\$2,040	\$2,171	\$2,227	\$2,265
16	\$1,872	\$2,040	\$2,171	\$2,227	\$2,265
17	\$1,872	\$2,040	\$2,171	\$2,227	\$2,265
18	\$2,273	\$2,477	\$2,637	\$2,705	\$2,750
19	\$2,273	\$2,477	\$2,637	\$2,705	\$2,750
20	\$2,273	\$2,477	\$2,637	\$2,705	\$2,750
21	\$2,674	\$2,915	\$3,102	\$3,182	\$3,235
22	\$2,674	\$2,915	\$3,102	\$3,182	\$3,235
23	\$2,674	\$2,915	\$3,102	\$3,182	\$3,235
24	\$2,674	\$2,915	\$3,102	\$3,182	\$3,235
25+	\$3,075	\$3,352	\$3,567	\$3,659	\$3,721

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Based on 12 months per year; less than 12 months is pro-rated

Grade	Level													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
10	\$18,438	\$18,738	\$19,038	\$19,338	\$19,638	\$19,938	\$20,238	\$20,538	\$20,838	\$21,138	\$21,438	\$21,738	\$22,038	\$22,338
11	\$19,192	\$19,492	\$19,792	\$20,092	\$20,392	\$20,692	\$20,992	\$21,292	\$21,592	\$21,892	\$22,192	\$22,492	\$22,792	\$23,092
12	\$19,975	\$20,275	\$20,575	\$20,875	\$21,175	\$21,475	\$21,775	\$22,075	\$22,375	\$22,675	\$22,975	\$23,275	\$23,575	\$23,875
13	\$20,790	\$21,090	\$21,390	\$21,690	\$21,990	\$22,290	\$22,590	\$22,890	\$23,190	\$23,490	\$23,790	\$24,090	\$24,390	\$24,690
14	\$21,661	\$21,961	\$22,261	\$22,561	\$22,861	\$23,161	\$23,461	\$23,761	\$24,061	\$24,361	\$24,661	\$24,961	\$25,261	\$25,561
15	\$22,559	\$22,959	\$23,359	\$23,759	\$24,159	\$24,559	\$24,959	\$25,359	\$25,759	\$26,159	\$26,559	\$26,959	\$27,359	\$27,759
16	\$23,518	\$23,918	\$24,318	\$24,718	\$25,118	\$25,518	\$25,918	\$26,318	\$26,718	\$27,118	\$27,518	\$27,918	\$28,318	\$28,718
17	\$24,505	\$24,905	\$25,305	\$25,705	\$26,105	\$26,505	\$26,905	\$27,305	\$27,705	\$28,105	\$28,505	\$28,905	\$29,305	\$29,705
18	\$25,549	\$25,949	\$26,349	\$26,749	\$27,149	\$27,549	\$27,949	\$28,349	\$28,749	\$29,149	\$29,549	\$29,949	\$30,349	\$30,749
19	\$26,653	\$27,053	\$27,453	\$27,853	\$28,253	\$28,653	\$29,053	\$29,453	\$29,853	\$30,253	\$30,653	\$31,053	\$31,453	\$31,853
20	\$27,813	\$28,313	\$28,813	\$29,313	\$29,813	\$30,313	\$30,813	\$31,313	\$31,813	\$32,313	\$32,813	\$33,313	\$33,813	\$34,313
21	\$29,033	\$29,533	\$30,033	\$30,533	\$31,033	\$31,533	\$32,033	\$32,533	\$33,033	\$33,533	\$34,033	\$34,533	\$35,033	\$35,533
22	\$30,310	\$30,810	\$31,310	\$31,810	\$32,310	\$32,810	\$33,310	\$33,810	\$34,310	\$34,810	\$35,310	\$35,810	\$36,310	\$36,810
23	\$31,645	\$32,145	\$32,645	\$33,145	\$33,645	\$34,145	\$34,645	\$35,145	\$35,645	\$36,145	\$36,645	\$37,145	\$37,645	\$38,145
24	\$33,067	\$33,567	\$34,067	\$34,567	\$35,067	\$35,567	\$36,067	\$36,567	\$37,067	\$37,567	\$38,067	\$38,567	\$39,067	\$39,567
25	\$34,549	\$35,149	\$35,749	\$36,349	\$36,949	\$37,549	\$38,149	\$38,749	\$39,349	\$39,949	\$40,549	\$41,149	\$41,749	\$42,349
26	\$36,117	\$36,717	\$37,317	\$37,917	\$38,517	\$39,117	\$39,717	\$40,317	\$40,917	\$41,517	\$42,117	\$42,717	\$43,317	\$43,917
27	\$37,771	\$38,371	\$38,971	\$39,571	\$40,171	\$40,771	\$41,371	\$41,971	\$42,571	\$43,171	\$43,771	\$44,371	\$44,971	\$45,571
28	\$39,483	\$40,083	\$40,683	\$41,283	\$41,883	\$42,483	\$43,083	\$43,683	\$44,283	\$44,883	\$45,483	\$46,083	\$46,683	\$47,283
29	\$41,312	\$41,912	\$42,512	\$43,112	\$43,712	\$44,312	\$44,912	\$45,512	\$46,112	\$46,712	\$47,312	\$47,912	\$48,512	\$49,112
30	\$43,198	\$43,898	\$44,598	\$45,298	\$45,998	\$46,698	\$47,398	\$48,098	\$48,798	\$49,498	\$50,198	\$50,898	\$51,598	\$52,298
31	\$45,201	\$45,901	\$46,601	\$47,301	\$48,001	\$48,701	\$49,401	\$50,101	\$50,801	\$51,501	\$52,201	\$52,901	\$53,601	\$54,301
32	\$47,321	\$48,021	\$48,721	\$49,421	\$50,121	\$50,821	\$51,521	\$52,221	\$52,921	\$53,621	\$54,321	\$55,021	\$55,721	\$56,421
33	\$49,528	\$50,228	\$50,928	\$51,628	\$52,328	\$53,028	\$53,728	\$54,428	\$55,128	\$55,828	\$56,528	\$57,228	\$57,928	\$58,628
34	\$51,820	\$52,520	\$53,220	\$53,920	\$54,620	\$55,320	\$56,020	\$56,720	\$57,420	\$58,120	\$58,820	\$59,520	\$60,220	\$60,920
35	\$54,230	\$55,030	\$55,830	\$56,630	\$57,430	\$58,230	\$59,030	\$59,830	\$60,630	\$61,430	\$62,230	\$63,030	\$63,830	\$64,630
36	\$56,785	\$57,585	\$58,385	\$59,185	\$59,985	\$60,785	\$61,585	\$62,385	\$63,185	\$63,985	\$64,785	\$65,585	\$66,385	\$67,185
37	\$59,485	\$60,285	\$61,085	\$61,885	\$62,685	\$63,485	\$64,285	\$65,085	\$65,885	\$66,685	\$67,485	\$68,285	\$69,085	\$69,885
38	\$62,301	\$63,101	\$63,901	\$64,701	\$65,501	\$66,301	\$67,101	\$67,901	\$68,701	\$69,501	\$70,301	\$71,101	\$71,901	\$72,701
39	\$65,261	\$66,061	\$66,861	\$67,661	\$68,461	\$69,261	\$70,061	\$70,861	\$71,661	\$72,461	\$73,261	\$74,061	\$74,861	\$75,661

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2016-2017

Central Office Salary Schedule

Level	Chief Academic Officer	SIS Coord/ Exec. Sec. Grade 32	Assistant/ Public Relations Grade 30	Secretary III Grade 22	Secretary II Grade 21	Secretary I Grade 18	Receptionist Grade 15
1	\$91,585	\$47,321	\$43,198	\$30,310	\$29,033	\$25,549	\$22,559
2	\$91,585	\$48,021	\$43,898	\$30,810	\$29,533	\$25,949	\$22,959
3	\$91,585	\$48,721	\$44,598	\$31,310	\$30,033	\$26,349	\$23,359
4	\$91,585	\$49,421	\$45,298	\$31,810	\$30,533	\$26,749	\$23,759
5	\$91,585	\$50,121	\$45,998	\$32,310	\$31,033	\$27,149	\$24,159
6	\$91,585	\$50,821	\$46,698	\$32,810	\$31,533	\$27,549	\$24,559
7	\$91,585	\$51,521	\$47,398	\$33,310	\$32,033	\$27,949	\$24,959
8	\$91,585	\$52,221	\$48,098	\$33,810	\$32,533	\$28,349	\$25,359
9	\$91,585	\$52,921	\$48,798	\$34,310	\$33,033	\$28,749	\$25,759
10	\$91,585	\$53,621	\$49,498	\$34,810	\$33,533	\$29,149	\$26,159
11	\$91,585	\$54,321	\$50,198	\$35,310	\$34,033	\$29,549	\$26,559
12	\$91,585	\$55,021	\$50,898	\$35,810	\$34,533	\$29,949	\$26,959
13	\$91,585	\$55,721	\$51,598	\$36,310	\$35,033	\$30,349	\$27,359
14	\$91,585	\$56,421	\$52,298	\$36,810	\$35,533	\$30,749	\$27,759

Level	Assistive Technology <small>hired after 09/20/11</small>	Technology Coordinator	Data Manager Grade 30	Computer Technician Grade 23	Print Shop Grade 18
1	\$54,500	\$57,583	\$43,198	\$31,645	\$25,549
2	\$55,000	\$58,516	\$43,898	\$32,145	\$25,949
3	\$55,500	\$59,449	\$44,598	\$32,645	\$26,349
4	\$56,000	\$60,382	\$45,298	\$33,145	\$26,749
5	\$56,500	\$61,315	\$45,998	\$33,645	\$27,149
6	\$57,000	\$62,248	\$46,698	\$34,145	\$27,549
7	\$57,500	\$63,182	\$47,398	\$34,645	\$27,949
8	\$58,000	\$64,115	\$48,098	\$35,145	\$28,349
9	\$58,500	\$65,048	\$48,798	\$35,645	\$28,749
10	\$59,000	\$65,981	\$49,498	\$36,145	\$29,149
11	\$59,500	\$66,914	\$50,198	\$36,645	\$29,549
12	\$60,000	\$67,847	\$50,898	\$37,145	\$29,949
13	\$60,500	\$68,780	\$51,598	\$37,645	\$30,349
14	\$61,000	\$69,713	\$52,298	\$38,145	\$30,749

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2016-2017

Finance Department Salary Schedule

Level	Chief Financial Officer	Property Ctrl. Coord. Grade 24	Account Clerk III Grade 24	Account Clerk II Grade 21	Account Clerk I Grade 18
1	\$81,585	\$33,067	\$33,067	\$29,033	\$25,549
2	\$83,125	\$33,567	\$33,567	\$29,533	\$25,949
3	\$84,665	\$34,067	\$34,067	\$30,033	\$26,349
4	\$86,205	\$34,567	\$34,567	\$30,533	\$26,749
5	\$87,745	\$35,067	\$35,067	\$31,033	\$27,149
6	\$89,285	\$35,567	\$35,567	\$31,533	\$27,549
7	\$90,825	\$36,067	\$36,067	\$32,033	\$27,949
8	\$92,365	\$36,567	\$36,567	\$32,533	\$28,349
9	\$93,905	\$37,067	\$37,067	\$33,033	\$28,749
10	\$95,445	\$37,567	\$37,567	\$33,533	\$29,149
11	\$96,985	\$38,067	\$38,067	\$34,033	\$29,549
12	\$98,525	\$38,567	\$38,567	\$34,533	\$29,949
13	\$100,065	\$39,067	\$39,067	\$35,033	\$30,349
14	\$101,605	\$39,567	\$39,567	\$35,533	\$30,749

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2016-2017

Maintenance Department Salary Schedule

Level	Facility Director	Maintenance Supervisor Grade 32
1	\$80,000	\$47,321
2	\$81,000	\$48,021
3	\$82,000	\$48,721
4	\$83,000	\$49,421
5	\$84,000	\$50,121
6	\$85,000	\$50,821
7	\$86,000	\$51,521
8	\$87,000	\$52,221
9	\$88,000	\$52,921
10	\$89,000	\$53,621
11	\$90,000	\$54,321
12	\$91,000	\$55,021
13	\$92,000	\$55,721
14	\$93,000	\$56,421

Maint. Energy Manager Grade 30	HVAC & Electrician Grade 30	Maintenance Foreman Grade 25	Carpenter or Plumber Grade 24	Maintenance Mechanic Grade 22	Jr. Maint. Mechanic Grade 18	Maintenance Helper Grade 15
\$43,198	\$43,198	\$34,549	\$33,067	\$30,310	\$25,549	\$22,559
\$43,898	\$43,898	\$35,149	\$33,567	\$30,810	\$25,949	\$22,959
\$44,598	\$44,598	\$35,749	\$34,067	\$31,310	\$26,349	\$23,359
\$45,298	\$45,298	\$36,349	\$34,567	\$31,810	\$26,749	\$23,759
\$45,998	\$45,998	\$36,949	\$35,067	\$32,310	\$27,149	\$24,159
\$46,698	\$46,698	\$37,549	\$35,567	\$32,810	\$27,549	\$24,559
\$47,398	\$47,398	\$38,149	\$36,067	\$33,310	\$27,949	\$24,959
\$48,098	\$48,098	\$38,749	\$36,567	\$33,810	\$28,349	\$25,359
\$48,798	\$48,798	\$39,349	\$37,067	\$34,310	\$28,749	\$25,759
\$49,498	\$49,498	\$39,949	\$37,567	\$34,810	\$29,149	\$26,159
\$50,198	\$50,198	\$40,549	\$38,067	\$35,310	\$29,549	\$26,559
\$50,898	\$50,898	\$41,149	\$38,567	\$35,810	\$29,949	\$26,959
\$51,598	\$51,598	\$41,749	\$39,067	\$36,310	\$30,349	\$27,359
\$52,298	\$52,298	\$42,349	\$39,567	\$36,810	\$30,749	\$27,759

Level	Warehouse Manager Grade 22	Delivery Truck Driver Grade 15
1	\$30,310	\$22,559
2	\$30,810	\$22,959
3	\$31,310	\$23,359
4	\$31,810	\$23,759
5	\$32,310	\$24,159
6	\$32,810	\$24,559
7	\$33,310	\$24,959
8	\$33,810	\$25,359
9	\$34,310	\$25,759
10	\$34,810	\$26,159
11	\$35,310	\$26,559
12	\$35,810	\$26,959
13	\$36,310	\$27,359
14	\$36,810	\$27,759

Lead Grounds Grade 18	Grounds Keeper Grade 15
\$25,549	\$22,559
\$25,949	\$22,959
\$26,349	\$23,359
\$26,749	\$23,759
\$27,149	\$24,159
\$27,549	\$24,559
\$27,949	\$24,959
\$28,349	\$25,359
\$28,749	\$25,759
\$29,149	\$26,159
\$29,549	\$26,559
\$29,949	\$26,959
\$30,349	\$27,359
\$30,749	\$27,759

Custodial Supervisor Grade 25	Head Custodian Grade 18	Custodian 40 Hours/Week Grade 14	Housekeeper 21 Hours/Week Grade 12
\$34,549	\$25,549	\$21,661	\$12,269
\$35,149	\$25,949	\$21,961	\$12,482
\$35,749	\$26,349	\$22,261	\$12,696
\$36,349	\$26,749	\$22,561	\$12,924
\$36,949	\$27,149	\$22,861	\$13,153
\$37,549	\$27,549	\$23,161	\$13,381
\$38,149	\$27,949	\$23,461	\$13,625
\$38,749	\$28,349	\$23,761	\$13,869
\$39,349	\$28,749	\$24,061	\$14,128
\$39,949	\$29,149	\$24,361	\$14,386
\$40,549	\$29,549	\$24,661	\$14,645
\$41,149	\$29,949	\$24,961	\$14,950
\$41,749	\$30,349	\$25,261	\$15,263
\$42,349	\$30,749	\$25,561	\$15,583

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2016-2017

School Food Service Staff Salary Schedule

Prorated for 9 months (180 Days) worked							
Level	Grade 23 Field Mgr/ Computer Operator (11 Months)	Grade 24 Multi-area Food Service Manager	Grade 22 Food Service Manager w/Degree	Grade 21 Food Service Manager w/out Degree	Grade 15 Food Service Worker w/Degree	Grade 14 Food Service Worker w/out Degree	Grade 14 Food Service Worker 21 hrs/wk
1	\$29,212	\$25,261	\$23,670	\$22,711	\$17,857	\$17,182	\$10,802
2	\$29,851	\$25,805	\$24,171	\$23,191	\$18,205	\$17,510	\$10,974
3	\$30,515	\$26,372	\$24,672	\$23,670	\$18,576	\$17,857	\$11,157
4	\$31,180	\$26,960	\$25,194	\$24,171	\$18,945	\$18,205	\$11,339
5	\$31,874	\$27,549	\$25,738	\$24,672	\$19,316	\$18,576	\$11,534
6	\$32,591	\$28,157	\$26,282	\$25,194	\$19,707	\$18,945	\$11,727
7	\$33,310	\$28,789	\$26,849	\$25,738	\$20,100	\$19,316	\$11,921
8	\$34,055	\$29,421	\$27,437	\$26,282	\$20,514	\$19,707	\$12,126
9	\$34,828	\$30,073	\$28,024	\$26,849	\$20,925	\$20,100	\$12,334
10	\$35,599	\$30,749	\$28,634	\$27,437	\$21,362	\$20,514	\$12,549
11	\$36,397	\$31,445	\$29,266	\$28,024	\$21,797	\$20,925	\$12,767
12	\$37,245	\$32,174	\$29,936	\$28,663	\$22,281	\$21,389	\$13,025
13	\$38,114	\$32,921	\$30,623	\$29,319	\$22,777	\$21,861	\$13,289
14	\$39,006	\$33,686	\$31,327	\$29,990	\$23,285	\$22,347	\$13,560

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2016-2017

Transportation Department Salary Schedule

Level	Transportation Coordination	Bus Driver (Route 1 -Base Pay)	Bus Driver (Route 2- Stipend)	Bus Driver (Route 3- Stipend)	Bus Attendant
1	\$63,000	\$19,380	\$1,938	\$3,876	\$11,093
2	\$64,000	\$19,659	\$1,966	\$3,932	\$11,282
3	\$65,000	\$19,938	\$1,994	\$3,988	\$11,472
4	\$66,000	\$20,218	\$2,022	\$4,044	\$11,659
5	\$67,000	\$20,496	\$2,050	\$4,099	\$11,863
6	\$68,000	\$20,776	\$2,078	\$4,155	\$12,065
7	\$69,000	\$21,054	\$2,105	\$4,211	\$12,269
8	\$70,000	\$21,334	\$2,133	\$4,267	\$12,487
9	\$71,000	\$21,613	\$2,161	\$4,323	\$12,705
10	\$72,000	\$21,892	\$2,189	\$4,378	\$12,922
11	\$73,000	\$22,378	\$2,238	\$4,476	\$13,154
12	\$74,000	\$22,877	\$2,288	\$4,575	\$13,421
13	\$75,000	\$23,389	\$2,339	\$4,678	\$13,696
14	\$76,000	\$23,951	\$2,395	\$4,790	\$13,977

Bus Driver Stipend is based on the following:	
Route 1	0 to 25 miles
Route 2	26 to 40 miles
Route 3	41 miles or more

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2016-2017

Early Childhood Department Salary Schedule

Level	Early Childhood Specialist Grade 35	Family Services Coordinator Grade 34	Family Education Facilitators Grade 24
1	\$54,230	\$51,820	\$33,067
2	\$55,030	\$52,520	\$33,567
3	\$55,830	\$53,220	\$34,067
4	\$56,630	\$53,920	\$34,567
5	\$57,430	\$54,620	\$35,067
6	\$58,230	\$55,320	\$35,567
7	\$59,030	\$56,020	\$36,067
8	\$59,830	\$56,720	\$36,567
9	\$60,630	\$57,420	\$37,067
10	\$61,430	\$58,120	\$37,567
11	\$62,230	\$58,820	\$38,067
12	\$63,030	\$59,520	\$38,567
13	\$63,830	\$60,220	\$39,067
14	\$64,630	\$60,920	\$39,567

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2016-2017

Other School Level Positions

Level	12 Month	9 Month				10.5 Month	11 Month
	Registrar Grade 18	Teaching Assistant I	Teaching Assistant II	Teaching Assistant III w/ Degree	School Clerical Aide	School Secretary II	School Secretary II
1	\$25,549	\$17,182	\$18,576	\$19,995	\$17,182	\$21,047	\$21,871
2	\$25,949	\$17,510	\$18,945	\$20,395	\$17,510	\$21,477	\$22,321
3	\$26,349	\$17,857	\$19,316	\$20,795	\$17,857	\$21,910	\$22,776
4	\$26,749	\$18,205	\$19,707	\$21,195	\$18,205	\$22,366	\$23,254
5	\$27,149	\$18,576	\$20,100	\$21,595	\$18,576	\$22,824	\$23,733
6	\$27,549	\$18,945	\$20,514	\$21,995	\$18,945	\$23,308	\$24,238
7	\$27,949	\$19,316	\$20,925	\$22,395	\$19,316	\$23,790	\$24,743
8	\$28,349	\$19,707	\$21,362	\$22,795	\$19,707	\$24,298	\$25,276
9	\$28,749	\$20,100	\$21,797	\$23,195	\$20,100	\$24,805	\$25,808
10	\$29,149	\$20,514	\$22,254	\$23,595	\$20,514	\$25,339	\$26,367
11	\$29,549	\$20,925	\$22,711	\$23,995	\$20,925	\$25,872	\$26,925
12	\$29,949	\$21,387	\$23,218	\$24,395	\$21,387	\$26,458	\$27,537
13	\$30,349	\$21,861	\$23,737	\$24,795	\$21,861	\$27,058	\$28,165
14	\$30,749	\$22,346	\$24,268	\$25,195	\$22,346	\$27,674	\$28,808

Note: Each year employees are eligible to receive a level/pay increase if the employee receives an individual performance rating of "effective".

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2016-2017

Substitute, Temporary Appointment, and Stipend Pay Scale

	<u>Hourly Rate</u>	
MINIMUM WAGE	\$7.25	
STUDENT WORKERS - SUMMER	\$8.00	
ADMINISTRATION	Kelly Staffing Services	
TEACHER	Kelly Staffing Services	
HVAC/ELECTRICAL MAINT WORKER	Kelly Staffing Services	
MAINTENANCE AND LUNCHROOM WORKERS	Kelly Staffing Services	
TEACHING ASSISTANTS AND SCHOOL SECRETARIES	Kelly Staffing Services	
<p>Note: Due to the Affordable Health Care Act, all substitute positions listed above will be hired through Kelly Staffing Services beginning July 1, 2015.</p>		
	<u>Daily Rate</u> <u>CDL Required</u>	
BUS DRIVER	\$70.00	
<p>Note: Computed at 65% of the daily rate of bus driver with 0 years experience</p>		
<u>TIMECARDS</u>	<u>Rate</u>	<u>Daily (Full Day) or Hourly</u>
Remediation		
Teacher - School Year	\$25.00	Hourly
Teacher - Summer	\$25.00	Hourly
Para - Summer	\$12.50	Hourly
IDEA		
Teacher - School Year	\$25.00	Hourly
Teacher - Extended School Year	\$25.00	Hourly
Teacher - Homebound	\$25.00	Hourly
Homeless		
Tutor - School Year	\$12.50	Hourly
Teacher - Summer	\$25.00	Hourly
Para - Summer	\$12.50	Hourly
LA Gear Up		
High School Tutor	\$10.00	Hourly
College or NonCertified Tutor	\$20.00	Hourly
Certified Tutor	\$25.00	Hourly
Adult Education Teacher	\$25.00	Hourly
Saturday School Teacher	\$25.00	Hourly
Bus Driver Field Trips	TBD	Based on trip and bus used
<p>Note: Due to the Affordable Health Care Act, all full time employees and IPSB retirees with active insurance benefits can be hired for the above positions on a time card basis. All others will be hired through Kelly Staffing Services beginning July 1, 2015.</p>		

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2016-2017

Other Salary Schedule Items

<p>National Board Certified Teacher: Supplement of \$6,000 per year - \$5,000 was funded by the state and IPSB will continue for another year. - \$1,000 funded by the School Board</p>												
<p>Maintenance Worker Certifications: Any certified or licensed maintenance employee will receive an additional \$1,000 per certification per year for the following: - Pesticide / Herbicide (minimum of 2 required by State) - Freon Gas (must be job related) - Master Meter (minimum of 2 required by State)</p>												
<p>Junior Reserve Officer Training Corps (JROTC) Instructor: Lead instructor Payment is as stipulated by the United States Marine Corps (MIP: Minimum Instructional Pay), plus an annual supplement of \$5,000 (approved by Iberville Parish School Board). This position is for 12 months (240 days). Assistant instructor Payment is as stipulated by the United States Marine Corps (MIP: Minimum Instructional Pay), plus an annual supplement of \$2,500 (approved by Iberville Parish School Board). This position is for 12 months (240 days).</p>												
<p>Month-Days Equivalents:</p>	<i>Months</i>	<i>Certified Personnel</i>	<i>Non-certified Personnel</i>									
	9.0	182	180									
	9.5	192	190									
	10.0	202	200									
	10.5	212	210									
	11.0	222	220									
JROTC Instructors	12.0	240	240									
AG Teacher	12.0	240	240									
All others	12.0	260	260									
<p>Note: Only 260-day employees earn annual leave.</p>												
<p>Payroll cycles are as follows, depending on the number of months worked:</p>												
<table border="1" style="margin: auto; border-collapse: collapse;"> <thead> <tr> <th style="padding: 5px;">Months Employed</th> <th style="padding: 5px;">Begins</th> <th style="padding: 5px;">Ends</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">9.0, 9.5, 10.0, 10.5, 11.0</td> <td style="padding: 5px;">August 29</td> <td style="padding: 5px;">July 29</td> </tr> <tr> <td style="padding: 5px;">12.0</td> <td style="padding: 5px;">July 29</td> <td style="padding: 5px;">June 29</td> </tr> </tbody> </table>				Months Employed	Begins	Ends	9.0, 9.5, 10.0, 10.5, 11.0	August 29	July 29	12.0	July 29	June 29
Months Employed	Begins	Ends										
9.0, 9.5, 10.0, 10.5, 11.0	August 29	July 29										
12.0	July 29	June 29										

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2016-2017

Index of Positions

	Months	Days	Vacation	Page
Accounting Clerk I, II, and III	12.0	260.0	Y	11
Accounting Supervisor	12.0	260.0	Y	3
Administrative Assistant of Discipline	10/10.5	202.0/212.0	N	2
AG Teacher	12.0	240.0	N	3
Assistant / Public Relations	12.0	260.0	Y	10
Assistant Principal	10.0	202.0	N	2
Assistant Principal, High School	12.0	260.0	Y	2
Assistive Technology Facilitator	12.0	260.0	Y	10
Athletic Coordinator, District	12.0	260.0	Y	3
Bus Attendant	9.0	180.0	N	14
Bus Driver	9.0	180.0	N	14
Career Management Specialist	12.0	260.0	Y	3
Carpenter, Maintenance	12.0	260.0	Y	12
Chief Academic Officer	12.0	260.0	Y	10
Chief Financial Officer	12.0	260.0	Y	11
Child Welfare and Attendance Coordinator	12.0	260.0	Y	3
Clerical Aide, School	9.0	180.0	N	15
Coaching Supplement	n/a	n/a	n/a	5
Co-curricular Stipend	n/a	n/a	n/a	7
Compensation Guidelines, Certified Staff	n/a	n/a	n/a	4
Computer Technician	12.0	260.0	Y	10
Curriculum Coach	10.0	202.0	N	3
Curriculum Evaluation Specialist	12.0	260.0	Y	3
Curriculum and Instructional Supervisor	12.0	260.0	Y	3
Custodial Supervisor	12.0	260.0	Y	12
Custodian	12.0	260.0	Y	12
Data Processing Manager	12.0	260.0	Y	10
Director, Academy	12.0	260.0	Y	2
Early Childhood Coordinator	12.0	260.0	Y	3
Early Childhood Specialist	12.0	260.0	Y	15
Educational Diagnostician	10.0	202.0	N	3
Electrician, Maintenance	12.0	260.0	Y	12
Executive Secretary / SIS Coordinator	12.0	260.0	Y	10
Facility Director	12.0	260.0	Y	12
Family Education Facilitators	12.0	260.0	Y	15
Family Services Coordinator	12.0	260.0	Y	15
Fiscal & Compliance Grant Supervisor	12.0	260.0	Y	3
Food Service Field Manager	11.0	220.0	N	13
Food Service Manager with Degree	9.0	180.0	N	13
Food Service Manager without Degree	9.0	180.0	N	13
Food Service Multi-Area Manager	9.0	180.0	N	13
Food Service Supervisor	12.0	260.0	Y	3
Food Service Worker (21 hours)	9.0	180.0	N	13
Food Service Worker with Degree	9.0	180.0	N	13
Food Service Worker without Degree	9.0	180.0	N	13

Iberville Parish School Board
 Master Salary Schedules
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Index of Positions (continued)

	Months	Days	Vacation	Page
Grade and Level Scale	n/a	n/a	n/a	9
Guidance Counselors	10/10.5	202.0/212.0	N	2
Head Custodian	12.0	260.0	Y	12
Helper, Maintenance	12.0	260.0	Y	12
Housekeeper (Sweeper)	12.0	260.0	Y	12
Human Resource and Policy Supervisor	12.0	260.0	Y	3
HVAC Technician, Maintenance	12.0	260.0	Y	12
JROTC Instructor	12.0	240.0	N	18
Lead Computer Technician	12.0	260.0	Y	10
Lead Grounds	12.0	260.0	Y	12
Level and Grade Scale	n/a	n/a	n/a	9
Librarian	9.0	182.0	N	1
Maintenance Energy Manager	12.0	260.0	Y	12
Maintenance Foreman	12.0	260.0	Y	12
Maintenance Supervisor	12.0	260.0	Y	12
Maintenance Worker Certifications	n/a	n/a	n/a	18
Master Teacher	10.0	202.0	N	2
Mechanic, Junior Maintenance	12.0	260.0	Y	12
Mechanic, Maintenance	12.0	260.0	Y	12
Mower Operator	12.0	260.0	Y	12
National Board Certified Teacher	n/a	n/a	n/a	18
Nurse, School	9.0	180.0	N	3
PIP Increments	n/a	n/a	n/a	8
Plumber, Maintenance	12.0	260.0	Y	12
Principals	12.0	260.0	Y	2
Print Shop	12.0	260.0	Y	10
Property Control Coordinator	12.0	260.0	Y	11
Psychologist	10.0	202.0	N	3
Receptionist	12.0	260.0	Y	10
Registrar	12.0	260.0	Y	16
Secretary I, II, and III	12.0	260.0	Y	10
Secretary II, School	10.5/11.0	210.0/220.0	N	16
SIS Coordinator / Executive Secretary	12.0	260.0	Y	10
Social Worker	10.0	202.0	N	3
Speech Therapist	9.0	182.0	N	1
Stipend Pay	n/a	n/a	n/a	17
Substitute Worker	n/a	n/a	n/a	17
Superintendent	12.0	260.0	Y	3
Support Services Supervisor	12.0	260.0	Y	3
Teacher	9.0	182.0	N	1
Teaching Assistant	9.0	180.0	N	16
Technology Supervisor	12.0	260.0	Y	3
Temporary Appointments	n/a	n/a	n/a	17
Transportation Coordinator	12.0	260.0	Y	14
Truck Driver	12.0	260.0	Y	12
Warehouseman	12.0	260.0	Y	12
Workforce Development Coordinator	12.0	260.0	Y	3

Iberville Parish School Board
Master Salary Schedules
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Pay History

<u>Year</u>	<u>Description</u>
2000-01	Support workers - \$328.78 separate check (supplement)
2001-02	\$2,060 - MFP Certificated Pay Raise mandated by state \$324.78 Sabbatical savings (supplement - Gayle Pay)
2002-03	\$318.00 Sabbatical savings (supplement - Gayle Pay) \$476.37 Support workers received Oct 2002 separate check (included in salary schedule) 13th check all employees: \$300 + 1 ½% Salary - distribution of sales tax not included in salary schedule
2003-04	\$476 received from state for support workers
2004-05	\$200 - MFP Certificated Pay Raise mandated by state \$245 - Act 778 of 2004 Legislative Session (Gayle Pay)
2005-06	\$1,945 - MFP Certificated Pay Raise mandated by state 3% Raise for support workers
2006-07	\$650 - MFP Certificated Pay Raise mandated by state Teachers - \$1,500 received from the state; support workers - \$500
2006-07	\$ 600 Supplement for every full-time permanent employee \$ 300 Supplement for every part-time permanent employee
2007-08	50% of Growth Money MFP mandated Certificated pay raise = \$1,425 MFP across-the-board Certificated pay raise = \$2,375 MFP across-the-board Support Worker pay raise = \$1,000
2008-09	22.9% Pay Raise given to every entry level position, with the remaining positions to increase in increments. Fully funded by the 31 mill property tax. MFP across-the-board Certificated pay raise = \$1,019 MFP across-the-board Support Worker one-time supplement = \$1,000 Minimum Wage Increase Effective July 24, 2008 = \$6.55 per hour
2009-10	Minimum Wage Increase Effective July 24, 2009 = \$7.25 All National Board Certified Supplements not covered by the state for this fiscal year will be covered by the district. Future funding subject to review.
2010-11	All National Board Certified Supplements not covered by the state will not be covered by the district, unless mandated by law. The district will continue the \$1,000 supplement.

Iberville Parish School Board
 Master Salary Schedules
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Pay History (continued)

<u>Year</u>	<u>Description</u>
2011-12	<p>All National Board Certified Supplements not covered by the state will not be covered by the district, unless mandated by law. The district will continue the \$1,000 supplement. Freeze on all Step Increases for all employees. When step increase is re-instated, employee will only advance one (1) step.</p> <p>November 14, 2011 Board approved to raise the pay for Long-Term, Degreed, Certified substitutes in order to attract qualified applicants for critical areas.</p>
2012-13	<p>All National Board Certified Supplements not covered by the state will not be covered by the district, unless mandated by law. The district will continue the \$1,000 supplement. Step increase will be phased out beginning this year. Employees will be given an "add-on" equal to their step increase. The "add-on" will be based on their evaluation at the end of the school year and will not become a part of their base salary. The "add-on" will be issued with the employees last payroll check for the year. The "add-on" is one-time, non-recurring, and may be removed the following year based on performance.</p> <p>Revised April 8, 2013 at School Board meeting: Step increase was reinstated for 2012-2013. The "add-on" has been removed. It will only affect those individuals who were "frozen" at the beginning of the school year for 2012-2013. This will result in 1 step for employees.</p>
2013-14	<p>All National Board Certified Supplements not covered by the state will not be covered by the district, unless mandated by law. The district will continue the \$1,000 supplement. Act 1 Salary Compensation begins. This includes performance based pay for all employees. March 2014, Board approved to suspend Performance Based Pay to Certificate Staff for a 2 year period. Pay was based on VAM and SLT.</p>
2014-15	<p>All National Board Certified Supplements not covered by the state will not be covered by the district, unless mandated by law. The district will continue the \$1,000 supplement. May 2015, Board approved a \$200 one-time performance stipend for certificated staff, since the regular performance stipends are still suspended.</p>
2015-16	<p>All National Board Certified Supplements not covered by the state will not be covered by the district, unless mandated by law. The district will continue the \$1,000 supplement. Performance stipends for certificated staff are effective.</p> <p>October 2015, Board approved a \$600 13th check for all employees.</p> <p>November 2015, MFP access-the-board Certificated pay raise of \$315 and IPSB gave \$200 14th check to support staff.</p>
2016-17	<p>Revised Teacher Pay for Degree and added Stipend for Masters in Content.</p> <p>National Board Certified Teacher Supplement not covered by the state will be covered by IPSB for one year.</p>