

**Iberville Parish
School Board**



**Master Salary
Schedules**

**For Fiscal Year
2017~2018**

Presented June 2017

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2017-2018

Table of Contents

	PAGE
<u>INSTRUCTIONAL:</u>	
Teachers	1
School Administration	2
Other Administration	3
Compensation Guidelines	4
Coaching Supplement	5-6
Co-curricular Stipend	7
PIP Increments	8
<u>NON-INSTRUCTIONAL:</u>	
Grade and Level Scale	9
Central Office	10
Early Childhood Department	11
Finance Department	12
Maintenance Department	13
School Food Service Department	14
School Level Support	15
Transportation Department	16
Substitute, Temporary, and Stipend Pay	17
<u>OTHER SALARY INFORMATION:</u>	
Other Salary Schedule Items	18
<u>MISCELLANEOUS INFORMATION:</u>	
Index of Positions	19-21
Pay History	22-23
Payroll Calendar	24
District Calendar	25

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2017-2018

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

Level	Base Salary						Demand	VAM Teacher Performance Stipend			SLT Teacher Performance Stipend		
	Ancillary Certification	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
	Stipend							Stipend			Stipend		
0	\$36,031	\$49,706	\$50,546	\$51,596	\$52,646	\$53,696	\$700	\$0	\$300	\$1,000	\$0	\$200	\$300
1	\$36,181	\$50,021	\$50,861	\$51,911	\$52,961	\$54,011	\$700	\$0	\$300	\$1,000	\$0	\$200	\$300
2	\$36,331	\$50,336	\$51,176	\$52,226	\$53,276	\$54,326	\$700	\$0	\$300	\$1,000	\$0	\$200	\$300
3	\$36,481	\$50,651	\$51,491	\$52,541	\$53,591	\$54,641	\$700	\$0	\$300	\$1,000	\$0	\$200	\$300
4	\$36,631	\$50,966	\$51,806	\$52,856	\$53,906	\$54,956	\$700	\$0	\$300	\$1,000	\$0	\$200	\$300
5	\$36,781	\$51,281	\$52,121	\$53,171	\$54,221	\$55,271	\$800	\$0	\$300	\$1,000	\$0	\$200	\$300
6	\$36,931	\$51,596	\$52,436	\$53,486	\$54,536	\$55,586	\$800	\$0	\$300	\$1,000	\$0	\$200	\$300
7	\$37,081	\$51,911	\$52,751	\$53,801	\$54,851	\$55,901	\$800	\$0	\$300	\$1,000	\$0	\$200	\$300
8	\$37,231	\$52,226	\$53,066	\$54,116	\$55,166	\$56,216	\$800	\$0	\$300	\$1,000	\$0	\$200	\$300
9	\$37,381	\$52,541	\$53,381	\$54,431	\$55,481	\$56,531	\$800	\$0	\$300	\$1,000	\$0	\$200	\$300
10	\$37,531	\$52,856	\$53,696	\$54,746	\$55,796	\$56,846	\$900	\$0	\$300	\$1,000	\$0	\$200	\$300
11	\$37,681	\$53,171	\$54,011	\$55,061	\$56,111	\$57,161	\$900	\$0	\$300	\$1,000	\$0	\$200	\$300
12	\$37,831	\$53,486	\$54,326	\$55,376	\$56,426	\$57,476	\$900	\$0	\$300	\$1,000	\$0	\$200	\$300
13	\$37,981	\$53,801	\$54,641	\$55,691	\$56,741	\$57,791	\$900	\$0	\$300	\$1,000	\$0	\$200	\$300
14	\$38,131	\$54,116	\$54,956	\$56,006	\$57,056	\$58,106	\$900	\$0	\$300	\$1,000	\$0	\$200	\$300
15	\$38,281	\$54,431	\$55,271	\$56,321	\$57,371	\$58,421	\$1,000	\$0	\$300	\$1,000	\$0	\$200	\$300
16	\$38,431	\$54,746	\$55,586	\$56,636	\$57,686	\$58,736	\$1,000	\$0	\$300	\$1,000	\$0	\$200	\$300
17	\$38,581	\$55,061	\$55,901	\$56,951	\$58,001	\$59,051	\$1,000	\$0	\$300	\$1,000	\$0	\$200	\$300
18	\$38,731	\$55,376	\$56,216	\$57,266	\$58,316	\$59,366	\$1,000	\$0	\$300	\$1,000	\$0	\$200	\$300
19	\$38,881	\$55,691	\$56,531	\$57,581	\$58,631	\$59,681	\$1,000	\$0	\$300	\$1,000	\$0	\$200	\$300
20	\$39,031	\$56,006	\$56,846	\$57,896	\$58,946	\$59,996	\$1,100	\$0	\$300	\$1,000	\$0	\$200	\$300
21	\$39,181	\$56,321	\$57,161	\$58,211	\$59,261	\$60,311	\$1,100	\$0	\$300	\$1,000	\$0	\$200	\$300
22	\$39,331	\$56,636	\$57,476	\$58,526	\$59,576	\$60,626	\$1,100	\$0	\$300	\$1,000	\$0	\$200	\$300
23	\$39,481	\$56,951	\$57,791	\$58,841	\$59,891	\$60,941	\$1,100	\$0	\$300	\$1,000	\$0	\$200	\$300
24	\$39,631	\$57,266	\$58,106	\$59,156	\$60,206	\$61,256	\$1,100	\$0	\$300	\$1,000	\$0	\$200	\$300
25	\$39,781	\$57,581	\$58,421	\$59,471	\$60,521	\$61,571	\$1,200	\$0	\$300	\$1,000	\$0	\$200	\$300
26	\$39,931	\$57,896	\$58,736	\$59,786	\$60,836	\$61,886	\$1,200	\$0	\$300	\$1,000	\$0	\$200	\$300
27	\$40,081	\$58,211	\$59,051	\$60,101	\$61,151	\$62,201	\$1,200	\$0	\$300	\$1,000	\$0	\$200	\$300
28	\$40,231	\$58,526	\$59,366	\$60,416	\$61,466	\$62,516	\$1,200	\$0	\$300	\$1,000	\$0	\$200	\$300
29	\$40,381	\$58,841	\$59,681	\$60,731	\$61,781	\$62,831	\$1,200	\$0	\$300	\$1,000	\$0	\$200	\$300
30	\$40,531	\$59,156	\$59,996	\$61,046	\$62,096	\$63,146	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
31	\$40,681	\$59,471	\$60,311	\$61,361	\$62,411	\$63,461	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
32	\$40,831	\$59,786	\$60,626	\$61,676	\$62,726	\$63,776	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
33	\$40,981	\$60,101	\$60,941	\$61,991	\$63,041	\$64,091	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
34	\$41,131	\$60,416	\$61,256	\$62,306	\$63,356	\$64,406	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
35	\$41,281	\$60,731	\$61,571	\$62,621	\$63,671	\$64,721	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
36	\$41,431	\$61,046	\$61,886	\$62,936	\$63,986	\$65,036	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
37	\$41,581	\$61,361	\$62,201	\$63,251	\$64,301	\$65,351	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
38	\$41,731	\$61,676	\$62,516	\$63,566	\$64,616	\$65,666	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
39	\$41,881	\$61,991	\$62,831	\$63,881	\$64,931	\$65,981	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300
40	\$42,031	\$62,306	\$63,146	\$64,196	\$65,246	\$66,296	\$1,300	\$0	\$300	\$1,000	\$0	\$200	\$300

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

Teachers rated proficient or highly effective are eligible to earn Performance Stipends.

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2017-2018

School Level Administration

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

	Factor based on Number of Teachers		
	<25	25-39	40+
<i>PRINCIPAL and DIRECTOR ^{**}(12 MONTHS):</i>			
HIGH SCHOOLS (Grades K-12, 7-12, 9-12, and Alt. Programs)	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
<i>ASSISTANT PRINCIPAL (12 MONTHS):</i>			
HIGH SCHOOLS (Grades K-12*, 7-12, 9-12, and Alt. Programs)	1.333	1.333	1.333
<i>ASSISTANT PRINCIPAL and DEAN (10 MONTHS):</i>			
HIGH SCHOOLS (Grades K-12*, 7-12, 9-12, and Alt. Programs)	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 1.161-1.185.

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

<i>OTHER POSITIONS:</i>	Months Worked	Factor
SCHOOL COUNSELOR-HIGH SCHOOL (GRADES K-12, 7-12, 9-12, & Alt.)	10.5	1.175
SCHOOL COUNSELOR-ELEM SCHOOL (GRADES K-4, K-6, K-8, & 5-8)	10	1.125
ADMINISTRATIVE ASSISTANT OF DISCIPLINE	10	1.111
MASTER TEACHER	10	1.111
DEAN (hired prior to May 2017)	9	1.000

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 and Deans			
Ineffective	Emerging Proficient	Proficient	Highly Effective
\$0	\$0	\$400	\$1,000

Performance Evaluation Stipends for Other Positions			
Ineffective	Emerging Proficient	Proficient	Highly Effective
\$0	\$0	\$200	\$500

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2017-2018

Other Certified Administration

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

	Months Worked	Factor
SUPERINTENDENT	12	Per Contract
<hr/>		
INSTRUCTIONAL STAFF		
<hr/>		
SUPERVISOR OF ACCOUNTABILITY AND ASSESSMENT	12	1.550
SUPERVISOR OF CHILD WELFARE AND ATTENDANCE	12	1.550
SUPERVISOR OF ELEMENTARY EDUCATION	12	1.550
SUPERVISOR OF FEDERAL PROGRAMS AND DESIGNATED GRANTS	12	1.550
SUPERVISOR OF SECONDARY EDUCATION AND ACADEMY PROGRAMS	12	1.550
SUPERVISOR OF SPECIAL EDUCATION	12	1.550
SUPERVISOR OF HUMAN RESOURCES	12	1.550
ASSISTIVE TECHNOLOGY FACILITATOR (hired before 09/20/11)	12	1.333
CURRICULUM COACH	12	1.333
EARLY CHILDHOOD / HEAD START COORDINATOR	12	1.333
FEDERAL PROGRAMS AND GRANTS COORDINATOR	12	1.333
INSTRUCTIONAL TECHNOLOGY COORDINATOR	12	1.333
PUPIL APPRAISAL COORDINATOR	12	1.333
SPECIAL EDUCATION INSTRUCTIONAL FACILITATOR	12	1.333
ADULT EDUCATION COORDINATOR	10	1.200
EDUCATIONAL DIAGNOSTICIAN	10	1.200
SCHOOL PSYCHOLOGIST	10	1.200
SOCIAL WORKER	10	1.200
<hr/>		
SUPPORT STAFF		
<hr/>		
SCHOOL FOOD SERVICE SUPERVISOR	12	1.550
DISTRICT ATHLETIC DIRECTOR	12	1.400
ACCOUNTING SUPERVISOR	12	1.333
SCHOOL NURSE COORDINATOR	10	1.200
SCHOOL NURSE	9	1.000

Note: Performance Stipends are not allowed for Other Administration.

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2017-2018

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 degree or higher degree 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. To be eligible for the effectiveness stipend, employee 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 an 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.

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2017-2018

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%
Athletic Trainer	17%	17%	18%	20%	20%

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 & Middle School. |
| 2. 3% will be paid to any coach holding a valid CDL License. |
| 3. Stipends are based on the Teacher Salary Schedule. |
| 4. If an employee moves off the Teacher Salary Schedule and continues to coach, he/she will be frozen on that level for coaching stipend. |

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2017-2018

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

Notes:

1. No coach will be paid to coach the same sport during the same season for both High School & Middle School.
2. 3% will be paid to any coach holding a valid CDL License.
3. Stipends are based on the Teacher Salary Schedule.
4. If an employee moves off the Teacher Salary Schedule and continues to coach, he/she will be frozen on that level for coaching stipend.

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

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2017-2018

Co-curricular Stipend

Level	Band Director		Dance / Cheer Sponsor		Talent Machine
	High School with Football Halftime Shows	Other Band Directors	High School	Middle School	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.

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2017-2018

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

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2017-2018

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	\$19,360	\$19,675	\$19,990	\$20,305	\$20,620	\$20,935	\$21,250	\$21,565	\$21,880	\$22,195	\$22,510	\$22,825	\$23,140	\$23,455
11	\$20,152	\$20,467	\$20,782	\$21,097	\$21,412	\$21,727	\$22,042	\$22,357	\$22,672	\$22,987	\$23,302	\$23,617	\$23,932	\$24,247
12	\$20,973	\$21,288	\$21,603	\$21,918	\$22,233	\$22,548	\$22,863	\$23,178	\$23,493	\$23,808	\$24,123	\$24,438	\$24,753	\$25,068
13	\$21,829	\$22,144	\$22,459	\$22,774	\$23,089	\$23,404	\$23,719	\$24,034	\$24,349	\$24,664	\$24,979	\$25,294	\$25,609	\$25,924
14	\$22,744	\$23,059	\$23,374	\$23,689	\$24,004	\$24,319	\$24,634	\$24,949	\$25,264	\$25,579	\$25,894	\$26,209	\$26,524	\$26,839
15	\$23,687	\$24,107	\$24,527	\$24,947	\$25,367	\$25,787	\$26,207	\$26,627	\$27,047	\$27,467	\$27,887	\$28,307	\$28,727	\$29,147
16	\$24,694	\$25,114	\$25,534	\$25,954	\$26,374	\$26,794	\$27,214	\$27,634	\$28,054	\$28,474	\$28,894	\$29,314	\$29,734	\$30,154
17	\$25,730	\$26,150	\$26,570	\$26,990	\$27,410	\$27,830	\$28,250	\$28,670	\$29,090	\$29,510	\$29,930	\$30,350	\$30,770	\$31,190
18	\$26,827	\$27,247	\$27,667	\$28,087	\$28,507	\$28,927	\$29,347	\$29,767	\$30,187	\$30,607	\$31,027	\$31,447	\$31,867	\$32,287
19	\$27,986	\$28,406	\$28,826	\$29,246	\$29,666	\$30,086	\$30,506	\$30,926	\$31,346	\$31,766	\$32,186	\$32,606	\$33,026	\$33,446
20	\$29,203	\$29,728	\$30,253	\$30,778	\$31,303	\$31,828	\$32,353	\$32,878	\$33,403	\$33,928	\$34,453	\$34,978	\$35,503	\$36,028
21	\$30,485	\$31,010	\$31,535	\$32,060	\$32,585	\$33,110	\$33,635	\$34,160	\$34,685	\$35,210	\$35,735	\$36,260	\$36,785	\$37,310
22	\$31,826	\$32,351	\$32,876	\$33,401	\$33,926	\$34,451	\$34,976	\$35,501	\$36,026	\$36,551	\$37,076	\$37,601	\$38,126	\$38,651
23	\$33,227	\$33,752	\$34,277	\$34,802	\$35,327	\$35,852	\$36,377	\$36,902	\$37,427	\$37,952	\$38,477	\$39,002	\$39,527	\$40,052
24	\$34,721	\$35,246	\$35,771	\$36,296	\$36,821	\$37,346	\$37,871	\$38,396	\$38,921	\$39,446	\$39,971	\$40,496	\$41,021	\$41,546
25	\$36,276	\$36,906	\$37,536	\$38,166	\$38,796	\$39,426	\$40,056	\$40,686	\$41,316	\$41,946	\$42,576	\$43,206	\$43,836	\$44,466
26	\$37,923	\$38,553	\$39,183	\$39,813	\$40,443	\$41,073	\$41,703	\$42,333	\$42,963	\$43,593	\$44,223	\$44,853	\$45,483	\$46,113
27	\$39,660	\$40,290	\$40,920	\$41,550	\$42,180	\$42,810	\$43,440	\$44,070	\$44,700	\$45,330	\$45,960	\$46,590	\$47,220	\$47,850
28	\$41,457	\$42,087	\$42,717	\$43,347	\$43,977	\$44,607	\$45,237	\$45,867	\$46,497	\$47,127	\$47,757	\$48,387	\$49,017	\$49,647
29	\$43,378	\$44,008	\$44,638	\$45,268	\$45,898	\$46,528	\$47,158	\$47,788	\$48,418	\$49,048	\$49,678	\$50,308	\$50,938	\$51,568
30	\$45,358	\$46,093	\$46,828	\$47,563	\$48,298	\$49,033	\$49,768	\$50,503	\$51,238	\$51,973	\$52,708	\$53,443	\$54,178	\$54,913
31	\$47,461	\$48,196	\$48,931	\$49,666	\$50,401	\$51,136	\$51,871	\$52,606	\$53,341	\$54,076	\$54,811	\$55,546	\$56,281	\$57,016
32	\$49,687	\$50,422	\$51,157	\$51,892	\$52,627	\$53,362	\$54,097	\$54,832	\$55,567	\$56,302	\$57,037	\$57,772	\$58,507	\$59,242
33	\$52,004	\$52,739	\$53,474	\$54,209	\$54,944	\$55,679	\$56,414	\$57,149	\$57,884	\$58,619	\$59,354	\$60,089	\$60,824	\$61,559
34	\$54,411	\$55,146	\$55,881	\$56,616	\$57,351	\$58,086	\$58,821	\$59,556	\$60,291	\$61,026	\$61,761	\$62,496	\$63,231	\$63,966
35	\$56,942	\$57,782	\$58,622	\$59,462	\$60,302	\$61,142	\$61,982	\$62,822	\$63,662	\$64,502	\$65,342	\$66,182	\$67,022	\$67,862
36	\$59,624	\$60,464	\$61,304	\$62,144	\$62,984	\$63,824	\$64,664	\$65,504	\$66,344	\$67,184	\$68,024	\$68,864	\$69,704	\$70,544
37	\$62,459	\$63,299	\$64,139	\$64,979	\$65,819	\$66,659	\$67,499	\$68,339	\$69,179	\$70,019	\$70,859	\$71,699	\$72,539	\$73,379
38	\$65,417	\$66,257	\$67,097	\$67,937	\$68,777	\$69,617	\$70,457	\$71,297	\$72,137	\$72,977	\$73,817	\$74,657	\$75,497	\$76,337
39	\$68,524	\$69,364	\$70,204	\$71,044	\$71,884	\$72,724	\$73,564	\$74,404	\$75,244	\$76,084	\$76,924	\$77,764	\$78,604	\$79,444

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2017-2018

Central Office

Level	Chief Academic Officer	Admin Asst/ SIS Coord. Grade 32	Assistant/ Public Relations Grade 30	Secretary III Grade 22	Secretary II Grade 21	Secretary I Grade 18
1	\$108,764	\$49,687	\$45,358	\$31,826	\$30,485	\$26,827
2	\$110,864	\$50,422	\$46,093	\$32,351	\$31,010	\$27,247
3	\$112,964	\$51,157	\$46,828	\$32,876	\$31,535	\$27,667
4	\$115,064	\$51,892	\$47,563	\$33,401	\$32,060	\$28,087
5	\$117,164	\$52,627	\$48,298	\$33,926	\$32,585	\$28,507
6	\$119,264	\$53,362	\$49,033	\$34,451	\$33,110	\$28,927
7	\$121,364	\$54,097	\$49,768	\$34,976	\$33,635	\$29,347
8	\$123,464	\$54,832	\$50,503	\$35,501	\$34,160	\$29,767
9	\$125,564	\$55,567	\$51,238	\$36,026	\$34,685	\$30,187
10	\$127,664	\$56,302	\$51,973	\$36,551	\$35,210	\$30,607
11	\$129,764	\$57,037	\$52,708	\$37,076	\$35,735	\$31,027
12	\$131,864	\$57,772	\$53,443	\$37,601	\$36,260	\$31,447
13	\$133,964	\$58,507	\$54,178	\$38,126	\$36,785	\$31,867
14	\$136,064	\$59,242	\$54,913	\$38,651	\$37,310	\$32,287

Level	Assistive Technology <small>hired after 09/20/11</small>	Technology Coordinator	Computer Technician Grade 23	Warehouse Manager Grade 22	Print Shop Clerk Grade 15	Receptionist Grade 15
1	\$57,225	\$60,462	\$33,227	\$31,826	\$23,687	\$23,687
2	\$57,750	\$61,442	\$33,752	\$32,351	\$24,107	\$24,107
3	\$58,275	\$62,421	\$34,277	\$32,876	\$24,527	\$24,527
4	\$58,800	\$63,401	\$34,802	\$33,401	\$24,947	\$24,947
5	\$59,325	\$64,381	\$35,327	\$33,926	\$25,367	\$25,367
6	\$59,850	\$65,360	\$35,852	\$34,451	\$25,787	\$25,787
7	\$60,375	\$66,341	\$36,377	\$34,976	\$26,207	\$26,207
8	\$60,900	\$67,321	\$36,902	\$35,501	\$26,627	\$26,627
9	\$61,425	\$68,300	\$37,427	\$36,026	\$27,047	\$27,047
10	\$61,950	\$69,280	\$37,952	\$36,551	\$27,467	\$27,467
11	\$62,475	\$70,260	\$38,477	\$37,076	\$27,887	\$27,887
12	\$63,000	\$71,239	\$39,002	\$37,601	\$28,307	\$28,307
13	\$63,525	\$72,149	\$39,527	\$38,126	\$28,727	\$28,727
14	\$64,050	\$73,199	\$40,052	\$38,651	\$29,147	\$29,147

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 2017-2018

Early Childhood Department

Level	Early Childhood Specialist Grade 35	Family Services Coordinator Grade 34	Family Education Facilitators Grade 24
1	\$56,942	\$54,411	\$34,721
2	\$57,782	\$55,146	\$35,246
3	\$58,622	\$55,881	\$35,771
4	\$59,462	\$56,616	\$36,296
5	\$60,302	\$57,351	\$36,821
6	\$61,142	\$58,086	\$37,346
7	\$61,982	\$58,821	\$37,871
8	\$62,822	\$59,556	\$38,396
9	\$63,662	\$60,291	\$38,921
10	\$64,502	\$61,026	\$39,446
11	\$65,342	\$61,761	\$39,971
12	\$66,182	\$62,496	\$40,496
13	\$67,022	\$63,231	\$41,021
14	\$67,862	\$63,966	\$41,546

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 2017-2018

Finance Department

Level	Chief Financial Officer	Grants Manager Grade 30	Finance Assistant / Purchasing Agent Grade 30	Accounts Payable Grade 24
1	\$85,664	\$45,358	\$45,358	\$34,721
2	\$87,281	\$46,093	\$46,093	\$35,246
3	\$88,898	\$46,828	\$46,828	\$35,771
4	\$90,515	\$47,563	\$47,563	\$36,296
5	\$92,132	\$48,298	\$48,298	\$36,821
6	\$93,749	\$49,033	\$49,033	\$37,346
7	\$95,366	\$49,768	\$49,768	\$37,871
8	\$96,983	\$50,503	\$50,503	\$38,396
9	\$98,600	\$51,238	\$51,238	\$38,921
10	\$100,217	\$51,973	\$51,973	\$39,446
11	\$101,834	\$52,708	\$52,708	\$39,971
12	\$103,451	\$53,443	\$53,443	\$40,496
13	\$105,068	\$54,178	\$54,178	\$41,021
14	\$106,685	\$54,913	\$54,913	\$41,546

Level	Property Control Accountant Grade 21	Insurance Clerk II Grade 21	Payroll Clerk II Grade 21	Payroll Clerk I Grade 18
1	\$30,485	\$30,485	\$30,485	\$26,827
2	\$31,010	\$31,010	\$31,010	\$27,247
3	\$31,535	\$31,535	\$31,535	\$27,667
4	\$32,060	\$32,060	\$32,060	\$28,087
5	\$32,585	\$32,585	\$32,585	\$28,507
6	\$33,110	\$33,110	\$33,110	\$28,927
7	\$33,635	\$33,635	\$33,635	\$29,347
8	\$34,160	\$34,160	\$34,160	\$29,767
9	\$34,685	\$34,685	\$34,685	\$30,187
10	\$35,210	\$35,210	\$35,210	\$30,607
11	\$35,735	\$35,735	\$35,735	\$31,027
12	\$36,260	\$36,260	\$36,260	\$31,447
13	\$36,785	\$36,785	\$36,785	\$31,867
14	\$37,310	\$37,310	\$37,310	\$32,287

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 2017-2018

Maintenance Department

Level	Maintenance Facility Director	Maintenance Supervisor Grade 32
1	\$84,000	\$49,687
2	\$85,050	\$50,422
3	\$86,100	\$51,157
4	\$87,150	\$51,892
5	\$88,200	\$52,627
6	\$89,250	\$53,362
7	\$90,300	\$54,097
8	\$91,350	\$54,832
9	\$92,400	\$55,567
10	\$93,450	\$56,302
11	\$94,500	\$57,037
12	\$95,550	\$57,772
13	\$96,600	\$58,507
14	\$97,650	\$59,242

Energy Manager Grade 30	HVAC Electrician Grade 30	Foreman Grade 25	Carpenter, Painter, or Plumber Grade 24	Maintenance Worker Grade 18	Carpenter, Electrical, HVAC, Painter, or Plumber Helper	
					Jr. Mechanic Grade 18	Helper Grade 15
\$45,358	\$45,358	\$36,276	\$34,721	\$26,827	\$26,827	\$23,687
\$46,093	\$46,093	\$36,906	\$35,246	\$27,247	\$27,247	\$24,107
\$46,828	\$46,828	\$37,536	\$35,771	\$27,667	\$27,667	\$24,527
\$47,563	\$47,563	\$38,166	\$36,296	\$28,087	\$28,087	\$24,947
\$48,298	\$48,298	\$38,796	\$36,821	\$28,507	\$28,507	\$25,367
\$49,033	\$49,033	\$39,426	\$37,346	\$28,927	\$28,927	\$25,787
\$49,768	\$49,768	\$40,056	\$37,871	\$29,347	\$29,347	\$26,207
\$50,503	\$50,503	\$40,686	\$38,396	\$29,767	\$29,767	\$26,627
\$51,238	\$51,238	\$41,316	\$38,921	\$30,187	\$30,187	\$27,047
\$51,973	\$51,973	\$41,946	\$39,446	\$30,607	\$30,607	\$27,467
\$52,708	\$52,708	\$42,576	\$39,971	\$31,027	\$31,027	\$27,887
\$53,443	\$53,443	\$43,206	\$40,496	\$31,447	\$31,447	\$28,307
\$54,178	\$54,178	\$43,836	\$41,021	\$31,867	\$31,867	\$28,727
\$54,913	\$54,913	\$44,466	\$41,546	\$32,287	\$32,287	\$29,147

Level	Warehouse Driver Grade 15
1	\$23,687
2	\$24,107
3	\$24,527
4	\$24,947
5	\$25,367
6	\$25,787
7	\$26,207
8	\$26,627
9	\$27,047
10	\$27,467
11	\$27,887
12	\$28,307
13	\$28,727
14	\$29,147

Lead Grounds Keeper Grade 18	Mower Operator Grade 15
\$26,827	\$23,687
\$27,247	\$24,107
\$27,667	\$24,527
\$28,087	\$24,947
\$28,507	\$25,367
\$28,927	\$25,787
\$29,347	\$26,207
\$29,767	\$26,627
\$30,187	\$27,047
\$30,607	\$27,467
\$31,027	\$27,887
\$31,447	\$28,307
\$31,867	\$28,727
\$32,287	\$29,147

Custodial Supervisor Grade 25	Head Custodian Grade 18	Custodian 40 Hours/Week Grade 14	Housekeeper 21 Hours/Week Grade 12
\$36,276	\$26,827	\$22,744	\$12,883
\$36,906	\$27,247	\$23,059	\$13,106
\$37,536	\$27,667	\$23,374	\$25,535
\$38,166	\$28,087	\$23,689	\$13,570
\$38,796	\$28,507	\$24,004	\$13,810
\$39,426	\$28,927	\$24,319	\$14,050
\$40,056	\$29,347	\$24,634	\$14,306
\$40,686	\$29,767	\$24,949	\$14,563
\$41,316	\$30,187	\$25,264	\$14,834
\$41,946	\$30,607	\$25,579	\$15,105
\$42,576	\$31,027	\$25,894	\$15,378
\$43,206	\$31,447	\$26,209	\$15,698
\$43,836	\$31,867	\$26,524	\$16,026
\$44,466	\$32,287	\$26,839	\$16,362

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

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2017-2018

School Food Service Department

Level	9 Month							
	Field Manager / Computer Operator Grade 23	SFS Warehouse Driver Grade 15	Multi-area SFS Manager Grade 24	SFS Manager w/Degree Grade 22	SFS Manager w/out Degree Grade 21	SFS Technician w/Degree Grade 15	SFS Technician w/out Degree Grade 14	SFS Technician 21 hrs/wk Grade 14
1	\$33,227	\$23,687	\$26,525	\$24,853	\$23,847	\$18,750	\$18,041	\$11,342
2	\$33,752	\$24,107	\$27,096	\$25,379	\$24,351	\$19,115	\$18,385	\$11,523
3	\$34,277	\$24,527	\$27,691	\$25,906	\$24,853	\$19,505	\$18,750	\$11,714
4	\$34,802	\$24,947	\$28,308	\$26,453	\$25,379	\$19,893	\$19,115	\$11,906
5	\$35,327	\$25,367	\$28,926	\$27,025	\$25,906	\$20,282	\$19,505	\$12,110
6	\$35,852	\$25,787	\$29,565	\$27,597	\$26,453	\$20,693	\$19,893	\$12,314
7	\$36,377	\$26,207	\$30,229	\$28,192	\$27,025	\$21,105	\$20,282	\$12,517
8	\$36,902	\$26,627	\$30,892	\$28,809	\$27,597	\$21,540	\$20,693	\$12,732
9	\$37,427	\$27,047	\$31,577	\$29,425	\$28,192	\$21,971	\$21,105	\$12,950
10	\$37,952	\$27,467	\$32,286	\$30,066	\$28,809	\$22,430	\$21,540	\$13,176
11	\$38,477	\$27,887	\$33,017	\$30,729	\$29,425	\$22,887	\$21,971	\$13,405
12	\$39,002	\$28,307	\$33,783	\$31,432	\$30,097	\$23,395	\$22,458	\$13,676
13	\$39,527	\$28,727	\$34,567	\$32,154	\$30,785	\$23,916	\$22,954	\$13,954
14	\$40,052	\$29,147	\$35,371	\$32,893	\$31,490	\$24,449	\$23,464	\$14,238

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 2017-2018

School Level Support

Level	12 Month	9 Month				10.5 Month	11 Month
	Registrar Grade 18	Para I	Para II	Para III (w/ Degree)	School Clerical Aide	School Secretary II	School Secretary II
1	\$26,827	\$18,041	\$19,505	\$20,995	\$18,041	\$22,099	\$22,964
2	\$27,247	\$18,385	\$19,893	\$21,415	\$18,385	\$22,551	\$23,438
3	\$27,667	\$18,750	\$20,282	\$21,835	\$18,750	\$23,006	\$23,915
4	\$28,087	\$19,115	\$20,693	\$22,255	\$19,115	\$23,484	\$24,417
5	\$28,507	\$19,505	\$21,105	\$22,675	\$19,505	\$23,965	\$24,920
6	\$28,927	\$19,893	\$21,540	\$23,095	\$19,893	\$24,473	\$25,450
7	\$29,347	\$20,282	\$21,971	\$23,515	\$20,282	\$24,979	\$25,980
8	\$29,767	\$20,693	\$22,430	\$23,935	\$20,693	\$25,512	\$26,540
9	\$30,187	\$21,105	\$22,887	\$24,355	\$21,105	\$26,045	\$27,098
10	\$30,607	\$21,540	\$23,367	\$24,775	\$21,540	\$26,606	\$27,686
11	\$31,027	\$21,971	\$23,847	\$25,195	\$21,971	\$27,166	\$28,272
12	\$31,447	\$22,457	\$24,379	\$25,615	\$22,457	\$27,781	\$28,914
13	\$31,867	\$22,954	\$24,924	\$26,035	\$22,954	\$28,411	\$29,573
14	\$32,287	\$23,463	\$25,482	\$26,455	\$23,463	\$29,057	\$30,248

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 2017-2018

Transportation Department

Level	Transportaion Coordinator	Route Specialist Grade 30	Bus Driver Route 1 - Base Pay	Bus Driver Route 2 - Stipend	Bus Driver Route 3 - Stipend	Bus Attendant
1	\$66,150	\$45,358	\$20,349	\$1,938	\$3,876	\$11,648
2	\$67,200	\$46,093	\$20,642	\$1,966	\$3,932	\$11,846
3	\$68,250	\$46,828	\$20,935	\$1,994	\$3,988	\$12,046
4	\$69,300	\$47,563	\$21,229	\$2,022	\$4,044	\$12,242
5	\$70,350	\$48,298	\$21,521	\$2,050	\$4,099	\$12,456
6	\$71,400	\$49,033	\$21,815	\$2,078	\$4,155	\$12,668
7	\$72,450	\$49,768	\$22,107	\$2,105	\$4,211	\$12,882
8	\$73,500	\$50,503	\$22,401	\$2,133	\$4,267	\$13,111
9	\$74,550	\$51,238	\$22,694	\$2,161	\$4,323	\$13,340
10	\$75,600	\$51,973	\$22,987	\$2,189	\$4,378	\$13,568
11	\$76,650	\$52,708	\$23,497	\$2,238	\$4,476	\$13,812
12	\$77,700	\$53,443	\$24,021	\$2,288	\$4,575	\$14,092
13	\$78,750	\$54,178	\$24,558	\$2,339	\$4,678	\$14,381
14	\$79,800	\$54,913	\$25,149	\$2,395	\$4,790	\$14,676

Bus Driver Stipend is based on the average of the morning and afternoon route as follows:	
Route 1	0 miles to 25 miles (one way trip)
Route 2	26 miles to 40 miles (one way trip)
Route 3	41 miles or more (one way trip)

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 2017-2018

Substitute, Temporary Appointment, and Stipend Pay Scale

		<u>Hourly Rate</u>
Minimum Wage		\$7.25
Student Workers - Summer		\$9.00
Administration		Kelly Staffing Services
Teacher		Kelly Staffing Services
HVAC / Electrical Maintenance Worker		Kelly Staffing Services
Other Maintenance Worker		Kelly Staffing Services
School Food Service Technician		Kelly Staffing Services
Paraprofessional		Kelly Staffing Services
Secretaries		Kelly Staffing Services

		<u>Daily Rate</u>	<u>CDL Required</u>
Bus Driver		\$75.00	
Note: Computed at 65% of the daily rate of bus driver with 0 years experience			

<u>TIMECARDS</u>		<u>Rate</u>	<u>Daily (Full Day) or Hourly</u>
Position Type:	Education Level:		
Support Staff	High School	\$10.00	Hourly
Paraprofessional	N/A	\$12.50	Hourly
Teacher (Non-certified)	College Degree	\$20.00	Hourly
Teacher (Certified)	College Degree	\$25.00	Hourly
Bus Driver Field Trips	CDL	TBD	Based on trip and bus used
Bus Attendant	N/A	\$35.00	Daily
Summer Feeding Manager		\$13.50	Hourly
Summer Feeding Technician		\$10.50	Hourly

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2017-2018

Other Salary Schedule Items

<p>Junior Reserve Officer Training Corps (JROTC) Instructor:</p> <p>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).</p> <p>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>Agriculture Teacher</p>		<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="padding: 2px;">Months Worked</td> <td style="padding: 2px;">Factor</td> </tr> <tr> <td style="text-align: center; padding: 2px;">12</td> <td style="text-align: center; padding: 2px;">1.333</td> </tr> </table>	Months Worked	Factor	12	1.333																																	
Months Worked	Factor																																						
12	1.333																																						
<p>National Board Certified Teacher Supplement:</p>		<p>\$ 1,000.00</p>																																					
<p>Maintenance Worker Certifications:</p> <p>Any certified or licensed maintenance employee will receive an additional \$1,000 per certification per year for the following:</p> <ul style="list-style-type: none"> - Pesticide / Herbicide (minimum of 2 required by State) - Freon Gas (must be job related) - Master Meter (minimum of 2 required by State) 																																							
<p>Month-Days Equivalents:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 35%;"></th> <th style="width: 15%; text-align: center;"><u>Months</u></th> <th style="width: 20%; text-align: center;"><u>Certified Personnel</u></th> <th style="width: 30%; text-align: center;"><u>Non-certified Personnel</u></th> </tr> </thead> <tbody> <tr><td></td><td style="text-align: center;">9.0</td><td style="text-align: center;">182</td><td style="text-align: center;">180</td></tr> <tr><td></td><td style="text-align: center;">9.5</td><td style="text-align: center;">192</td><td style="text-align: center;">190</td></tr> <tr><td></td><td style="text-align: center;">10.0</td><td style="text-align: center;">202</td><td style="text-align: center;">200</td></tr> <tr><td></td><td style="text-align: center;">10.5</td><td style="text-align: center;">212</td><td style="text-align: center;">210</td></tr> <tr><td></td><td style="text-align: center;">11.0</td><td style="text-align: center;">222</td><td style="text-align: center;">220</td></tr> <tr><td>JROTC Instructors</td><td style="text-align: center;">12.0</td><td style="text-align: center;">240</td><td style="text-align: center;">240</td></tr> <tr><td>AG Teacher</td><td style="text-align: center;">12.0</td><td style="text-align: center;">240</td><td style="text-align: center;">240</td></tr> <tr><td>All others</td><td style="text-align: center;">12.0</td><td style="text-align: center;">260</td><td style="text-align: center;">260</td></tr> </tbody> </table> <p style="margin-left: 40px;">Note: Only 260-day employees earn annual leave.</p>					<u>Months</u>	<u>Certified Personnel</u>	<u>Non-certified Personnel</u>		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
	<u>Months</u>	<u>Certified Personnel</u>	<u>Non-certified Personnel</u>																																				
	9.0	182	180																																				
	9.5	192	190																																				
	10.0	202	200																																				
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JROTC Instructors	12.0	240	240																																				
AG Teacher	12.0	240	240																																				
All others	12.0	260	260																																				
<p>Payroll cycles are as follows, depending on the number of months worked:</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 35%;">Months Employed</th> <th style="width: 20%;">Begins</th> <th style="width: 45%;">Ends</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">9.0, 9.5, 10.0, 10.5, 11.0</td> <td style="text-align: center;">August 29</td> <td style="text-align: center;">July 29</td> </tr> <tr> <td style="text-align: center;">12.0</td> <td style="text-align: center;">July 29</td> <td style="text-align: center;">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																											
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12.0	July 29	June 29																																					

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2017-2018

Index of Positions

	Months	Days	Vacation	Page
Accounting Supervisor	12.0	260.0	Y	3
Accounts Payable	12.0	260.0	Y	12
Administrative Assistant of Discipline	10.0	202.0	N	2
Administrative Assistant / SIS Coordinator	12.0	260.0	Y	10
Adult Education Coordinator	10.0	202.0	N	3
Agriculture Teacher	12.0	240.0	N	18
Assistant / Public Relations	12.0	260.0	Y	10
Assistant Principal	10.0/12.0	202.0/260.0	N/Y	2
Assistive Technology Facilitator	12.0	260.0	Y	3/10
Bus Attendant	9.0	180.0	N	16
Bus Driver	9.0	180.0	N	16
Carpenter	12.0	260.0	Y	13
Chief Academic Officer	12.0	260.0	Y	10
Chief Financial Officer	12.0	260.0	Y	12
Clerical Aide, School	9.0	180.0	N	15
Coaching Supplement, 5th & 6th Grade	n/a	n/a	n/a	6
Coaching Supplement, High School	n/a	n/a	n/a	5
Coaching Supplement, Middle School	n/a	n/a	n/a	6
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	12.0	260.0	Y	3
Custodial Supervisor	12.0	260.0	Y	13
Custodian	12.0	260.0	Y	13
Dean of Students	9.0/10.0	182.0/202.0	N	2
Director, Program	12.0	260.0	Y	2
District Athletic Director	12.0	260.0	Y	3
Early Childhood / Head Start Coordinator	12.0	260.0	Y	3
Early Childhood Specialist	12.0	260.0	Y	11
Educational Diagnostician	10.0	202.0	N	3
Family Education Facilitators	12.0	260.0	Y	11
Family Services Coordinator	12.0	260.0	Y	11
Federal Programs and Grants Coordinator	12.0	260.0	Y	3
Finance Assistant / Purchasing Agent	12.0	260.0	Y	12
Grade and Level Scale	n/a	n/a	n/a	9
Grants Manager	12.0	260.0	Y	12
Head Custodian	12.0	260.0	Y	13
Housekeeper	12.0	260.0	Y	13
HVAC / Electrician	12.0	260.0	Y	13
Instructional Technology Coordinator	12.0	260.0	Y	3
Insurance Clerk II	12.0	260.0	Y	12
JROTC Instructor	12.0	240.0	N	18
Lead Grounds Keeper	12.0	260.0	Y	13
Level and Grade Scale	n/a	n/a	n/a	9
Librarian	9.0	182.0	N	1

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2017-2018

Index of Positions (continued)

	Months	Days	Vacation	Page
Maintenance Energy Manager	12.0	260.0	Y	13
Maintenance Facility Director	12.0	260.0	Y	13
Maintenance Foreman	12.0	260.0	Y	13
Maintenance Helper	12.0	260.0	Y	13
Maintenance Jr. Mechanic	12.0	260.0	Y	13
Maintenance Supervisor	12.0	260.0	Y	13
Maintenance Worker	12.0	260.0	Y	13
Maintenance Worker Certifications	n/a	n/a	n/a	18
Master Teacher	10.0	202.0	N	2
Media Specialist	9.0	182.0	N	1
Mower Operator	12.0	260.0	Y	13
National Board Certified Teacher Supplement	n/a	n/a	n/a	18
Painter	12.0	260.0	Y	13
Para I, II, and III	9.0	180.0	N	15
Payroll Clerk I	12.0	260.0	Y	12
Payroll Clerk II	12.0	260.0	Y	12
PIP Increments	n/a	n/a	n/a	8
Plumber	12.0	260.0	Y	13
Principal	12.0	260.0	Y	2
Print Shop Clerk	12.0	260.0	Y	10
Property Control Accountant	12.0	260.0	Y	12
Pupil Appraisal Coordinator	12.0	260.0	Y	3
Receptionist	12.0	260.0	Y	10
Registrar	12.0	260.0	Y	15
Route Specialist	12.0	260.0	Y	16
School Counselor	10/10.5	202.0/212.0	N	2
School Food Service Field Manager / Computer Operator	12.0	260.0	Y	14
School Food Service Manager with Degree	9.0	180.0	N	14
School Food Service Manager without Degree	9.0	180.0	N	14
School Food Service Multi-Area Manager	9.0	180.0	N	14
School Food Service Supervisor	12.0	260.0	Y	3
School Food Service Technician (21 hours)	9.0	180.0	N	14
School Food Service Technician with Degree	9.0	180.0	N	14
School Food Service Technician without Degree	9.0	180.0	N	14
School Food Service Warehouse Driver	12.0	260.0	Y	14
School Nurse	9.0	180.0	N	3
School Nurse Coordinator	10.0	202.0	N	3
School Psychologist	10.0	202.0	N	3
Secretary I, II, and III	12.0	260.0	Y	10
Secretary II, School	10.5/11.0	210.0/220.0	N	15
Social Worker	10.0	202.0	N	3
Special Education Instructional Facilitator	12.0	260.0	Y	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

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2017-2018

Index of Positions (continued)

	Months	Days	Vacation	Page
Superintendent	12.0	260.0	Y	3
Supervisor of Accountability and Assessment	12.0	260.0	Y	3
Supervisor of Child Welfare and Attendance	12.0	260.0	Y	3
Supervisor of Elementary Education	12.0	260.0	Y	3
Supervisor of Federal Programs and Designated Grants	12.0	260.0	Y	3
Supervisor of Human Resource	12.0	260.0	Y	3
Supervisor of Secondary Education and Academy Programs	12.0	260.0	Y	3
Supervisor of Special Education	12.0	260.0	Y	3
Teacher	9.0	182.0	N	1
Technology Coordinator	12.0	260.0	Y	10
Temporary Appointments	n/a	n/a	n/a	17
Transportation Coordinator	12.0	260.0	Y	16
Warehouse Driver	12.0	260.0	Y	13
Warehouse Manager	12.0	260.0	Y	10

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2017-2018

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
 For Fiscal Year 2017-2018

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>
2016-17	<p>Revised Teacher Pay for Degree and added Stipend for Masters in Content. All National Board Certified Teacher Supplement not covered by the State will be covered by IPSB for one year.</p>
2017-18	<p>At the May 2017 Regular Board meeting, a 5% salary increase was approved. All National Board Certified Teacher Supplement not covered by the State will not be covered by the District. The District will continue to fund the district amount.</p>

**Iberville Parish School Board
2017-2018
Payroll Calendar**

JULY '17						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					



AUGUST '17						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER '17						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

OCTOBER '17						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER '17						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER '17						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

 Substitute payroll dates
 Regular payroll dates

JULY 2017

20 - Substitute/Summer Payroll (worked performed in June 2017)
 29 - Regular Payroll

AUGUST 2017 (19 teacher days)

4 - Substitute Payroll (work performed July 1-15)
 18 - Substitute Payroll (work performed July 16-31)
 27 - Regular Payroll

SEPTEMBER 2017 (20 teacher days)

1 - Substitute Payroll (work performed August 1-15)
 18 - Substitute Payroll (work performed August 16-31)
 29 - Regular Payroll

OCTOBER 2017 (21 teacher days, 13th counts as two days)

5 - Substitute Payroll (work performed September 1-15)
 20 -Substitute Payroll (work performed September 16-30)
 29 -Regular Payroll

NOVEMBER 2017 (16 teacher days)

3 - Substitute Payroll (work performed October 1-15)
 16 -Substitute Payroll (work performed October 16-31)
 17 - Regular Payroll

DECEMBER 2017 (14 teacher days)

5 - Substitute Payroll (work performed November 1-15)
 19 -Substitute Payroll (work performed November 16-30)
 20 -Regular Payroll
 28 -Substitute Payroll (work performed December 1-15)

JANUARY 2018 (19 teacher days)

19 -Substitute Payroll (work performed December 16-31)
 29 -Regular Payroll

FEBRUARY 2018 (18 teacher days, 8th counts as two days)

5 - Substitute Payroll (work performed January 1-15)
 20 -Substitute Payroll (work performed January 16-31)
 28 -Regular Payroll

MARCH 2018 (21 teacher days)

5 - Substitute Payroll (work performed February 1-15)
 20 -Substitute Payroll (work performed February 16-31)
 28 -Substitute Payroll (work performed March 1-15)
 29 -Regular Payroll

APRIL 2018 (16 teacher days)

20 -Substitute Payroll (work performed March 16-31)
 27 -Regular Payroll

MAY 2018 (18 teacher days)

4 - Substitute Payroll (work performed April 1-15)
 18 - Substitute Payroll (work performed April 16-30)
 25 - Regular Payroll

JUNE 2018

5 - Substitute Payroll (work performed May 1-15)
 20 -Substitute Payroll (work performed May 16-31)
 28 -Regular Payroll

JANUARY '18						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

FEBRUARY '18						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

MARCH '18						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

APRIL '18						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

MAY '18						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JUNE '18						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Iberville Parish School Board
District Calendar
2017-2018

JULY '17						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

July
3-4 - Fourth of July Holiday

August
7-9 - PD
10 - 1st day for students

AUGUST '17						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

19 Teacher
16 Student

September
4 - Labor Day
8 - End of 1st 9 weeks Progress Report Period
13 - 1st 9wks Progress Reports Issued

October
11 - End of 1st 9 weeks
13 - PD/Report Cards issued/PT Conf - Extended Day - Counts for 2 Teacher days
13 - No Students
16-17 - Fall Break

SEPTEMBER '17						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

20 Teacher
20 Student

November
10 - Veteran's Holiday Observed
14 - End of 2nd 9wks Progress Report Period
17 - 2nd 9wks Progress Reports Issued
20-24 - Thanksgiving Holidays

December
20 - End of 2nd 9 weeks; full day for students and teachers
21-29 - Christmas Holidays

OCTOBER '17						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

21 Teacher
(13th = 2 days)
19 Student

January
1-3 - Christmas/New Year Holidays
4-5 - Teacher PD - No Students
8 - Report Cards Issued/Students Return
15 - Martin Luther King Holiday

February
7 - End of 3rd 9 weeks Progress Report Period
8 - PD/Progress Rep issued/PT Conf - Extended Day - Counts for 2 Teacher days
8 - No Students
9,12,13 - Mardi Gras Holiday

March
15 - End of 3rd 9 weeks Report Card Period
20 - Report Cards Issued
30 - Good Friday Holiday

April
2-6 - Easter Holidays
20 - End of 4th 9weeks Progress Report Period
25 - 4th 9wks Progress Reports Issued

May
11 - Last Day for Seniors
17 - Graduation for MSA East/West 1/2 day for those teachers; 1/2 day for ALL students
18 - Graduation for PHS, East, WC 1/2 day for those teachers; 1/2 day for ALL students
25 - End of 4th 9wks/Final Day (1/2 day) for students and teachers
25 - Report Cards mailed
28 - Memorial Day Holiday

****Flex Days** - School staff will shift the work day hours to better accommodate parents attending parent/teacher conferences. For example, if the normal school day is 7:30am-2:30pm, the Flex Day could be 11:00am-6:00pm.
*****Extended Days** - School staff will work 5 additional hours beyond the normal work day to count for two work days. For example, if the normal work day is 7:30am-2:30pm, the Extended Day could be 7:00am-7:00pm.

JANUARY '18						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

19 Teacher
17 Student

FEBRUARY '18						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

18 Teacher
(8th = 2 days)
16 Student

MARCH '18						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

21 Teacher
21 Student

APRIL '18						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

16 Teacher
16 Student

MAY '18						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

18 Teacher
17.5 Student

DECEMBER '17						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

14 Teacher
14 Student

JUNE '18						
S	M	T	W	Th	f	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

- Progress Report/Report Card End Dates
- Report Cards Issued
- Other Days Noted
- Full Day PD for teachers/Parent Teacher Conferences
- Graduation Dates
- Holidays

182 = Teacher Days
172.5 = Student Days

1st 9wks = 44
2nd 9wks = 41
3rd 9wks = 44
4th 9wks = 43.5

1st Semester = 85
2nd Semester = 87.5