

**Iberville Parish
School Board**



**Master Salary
Schedules**

**For Fiscal Year
2018~2019**

Board Approved: May 14, 2018

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2018-2019

Table of Contents

	PAGE
<u>INSTRUCTIONAL:</u>	
Teachers	1
School Administration	2
Instructional & Support Personnel	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

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2018-2019

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

Level	Base Salary (Experience)						Demand	VAM Teacher Effectiveness Stipend			SLT Teacher Effectiveness 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 2018-2019

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+
<u>PRINCIPAL and DIRECTOR ** (12 MONTHS):</u>			
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
<u>ASSISTANT PRINCIPAL (12 MONTHS):</u>			
HIGH SCHOOLS (Grades K-12*, 7-12, 9-12, and Alt. Programs)	1.333	1.333	1.333
<u>ASSISTANT PRINCIPAL and DEAN (10 MONTHS):</u>			
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 begin at a minimum of Level 20.

<u>OTHER POSITIONS:</u>	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 Effectiveness Stipends are not subject to the factor:

Effectiveness Stipends for Principals and Directors

Ineffective	Emerging	Proficient	Highly Effective
\$0	\$0	\$600	\$1,400

Effectiveness Stipends for Assistant Principals and Deans

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

Effectiveness Stipends for Other Positions

Ineffective	Emerging	Proficient	Highly Effective
\$0	\$0	\$200	\$500

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2018-2019

Instructional & Support Personnel

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 PERSONNEL		
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 HUMAN RESOURCES	12	1.550
SUPERVISOR OF INSTRUCTIONAL TECHNOLOGY AND CAREER TECH ED	12	1.550
SUPERVISOR OF SECONDARY EDUCATION AND ACADEMY PROGRAMS	12	1.550
SUPERVISOR OF SPECIAL EDUCATION	12	1.550
CURRICULUM COACH	12	1.333
EARLY CHILDHOOD / HEAD START COORDINATOR	12	1.333
FEDERAL PROGRAMS AND GRANTS COORDINATOR	12	1.333
PUPIL APPRAISAL COORDINATOR	12	1.333
SPECIAL EDUCATION INSTRUCTIONAL FACILITATOR	12	1.333

Effectiveness Stipends for Chief Academic Officer and Instructional Supervisors

Ineffective	Emerging	Proficient	Highly Effective
\$0	\$0	\$800	\$1,700

Effectiveness Stipends for Instructional Coordinators

Ineffective	Emerging	Proficient	Highly Effective
\$0	\$0	\$600	\$1,300

Effectiveness Stipends for Curriculum Coaches and Facilitators

Ineffective	Emerging	Proficient	Highly Effective
\$0	\$0	\$400	\$800

Note: Instructional Supervisor positions begin at a minimum of Level 25.

SUPPORT PERSONNEL

SCHOOL FOOD SERVICE SUPERVISOR	12	1.550
DISTRICT ATHLETIC DIRECTOR	12	1.400
ACCOUNTING SUPERVISOR	12	1.333
EDUCATIONAL DIAGNOSTICIAN	10	1.200
SCHOOL PSYCHOLOGIST	10	1.200
SOCIAL WORKER	10	1.200
SCHOOL NURSE COORDINATOR	10	1.200
SCHOOL NURSE	9	1.000

Note: Effectiveness Stipends are not allowed for Support Personnel.

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2018-2019

Certified Staff Compensation Guidelines (for pages 1-3 of this book)

Base salary and stipends will be adjusted as described below:

Per Act 1 of the 2012 Regular Session (Section 2 RS 17:418), salary schedules established for teachers, administrators and other certified school personnel shall be based upon the following criteria:

Experience Criteria

Teachers, School Administrators, Instructional Personnel, and Support Personnel:

1. All employees must be rated emerging proficient, proficient, or highly effective to advance a level.
2. New hires will be given experience credit according to IPSB Policy/Practices.
3. Employees will no longer receive experience pay for completing a year. Experience pay will be based on individual performance evaluation.

Demand Criteria - Masters in Content Area

Teachers, School Administrators, Instructional Personnel, and Support Personnel:

1. Employees will be given a stipend for having a masters degree or higher degree in content and working in that content area.

Effectiveness Criteria

Teachers, School Administrators, and Instructional Personnel:

1. Employees will receive a stipend each year for effectiveness ratings of proficient and highly proficient.
2. Effectiveness is determined by the performance evaluation program as provided in R.S. 17:3881 through 3905.

Other Criteria

1. Regardless of reason, employees who are absent from work for the entire school year are not eligible for Experience Credit, Demand Stipend, or Effectiveness Stipend.
2. Employees who are contracted for fewer than the full number of contract days will receive pro-rated pay for Experience and Demand Stipend.
3. 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.
4. Effectiveness stipends will be given in a lump sum, as soon as possible.
5. Employees who begin the year with a VAM evaluation and end the year with an SLT score will be compensated for effectiveness based on the SLT score.
6. No substitute employees are eligible.

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

Iberville Parish School Board
Master Salary Schedules
For Fiscal Year 2018-2019

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 2018-2019

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 2018-2019

Co-curricular Stipend

Level	Band Director		Dance / Cheer Sponsor		Club Sponsor
	High School with Football Halftime Shows	Other Band Directors	High School	Middle School	Robotics, Theatre, or Other
0	\$2,141	\$1,831	\$800	\$500	\$500
1	\$2,141	\$1,831	\$800	\$500	\$500
2	\$2,181	\$1,877	\$900	\$600	\$600
3	\$2,181	\$1,877	\$900	\$600	\$600
4	\$2,219	\$1,914	\$1,000	\$700	\$700
5	\$2,219	\$1,914	\$1,000	\$700	\$700
6+	\$2,295	\$1,990	\$1,100	\$800	\$800

Note:

1. One (1) stipend per sponsor per co-curricular activity, maximum of 2 sponsors per activity.
2. To be eligible for Club Sponsor Stipend, the club must meet on a regular basis. Meetings must be held after school. Club must participate in at least 2 performance based activities (after hours) each year.

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2018-2019

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 2018-2019

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 2018-2019

Central Office

Level	Chief Academic Officer	Admin Asst/ SIS Coord. Grade 32	Assistant/ Public Relations Grade 30	Secretary III (w/ degree) 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 Assistive Technology	Technology Coordinator	Computer Technician Grade 23	Warehouse Manager Grade 22	Print Shop Clerk Grade 18	Receptionist Grade 18
1	\$57,225	\$60,462	\$33,227	\$31,826	\$26,827	\$26,827
2	\$57,750	\$61,442	\$33,752	\$32,351	\$27,247	\$27,247
3	\$58,275	\$62,421	\$34,277	\$32,876	\$27,667	\$27,667
4	\$58,800	\$63,401	\$34,802	\$33,401	\$28,087	\$28,087
5	\$59,325	\$64,381	\$35,327	\$33,926	\$28,507	\$28,507
6	\$59,850	\$65,360	\$35,852	\$34,451	\$28,927	\$28,927
7	\$60,375	\$66,341	\$36,377	\$34,976	\$29,347	\$29,347
8	\$60,900	\$67,321	\$36,902	\$35,501	\$29,767	\$29,767
9	\$61,425	\$68,300	\$37,427	\$36,026	\$30,187	\$30,187
10	\$61,950	\$69,280	\$37,952	\$36,551	\$30,607	\$30,607
11	\$62,475	\$70,260	\$38,477	\$37,076	\$31,027	\$31,027
12	\$63,000	\$71,239	\$39,002	\$37,601	\$31,447	\$31,447
13	\$63,525	\$72,149	\$39,527	\$38,126	\$31,867	\$31,867
14	\$64,050	\$73,199	\$40,052	\$38,651	\$32,287	\$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 2018-2019

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 2018-2019

Finance Department

Level	Chief Financial Officer	Grants Manager Grade 30	Finance Assistant / Purchasing Agent Grade 30	Risk Manager Coordinator
1	\$85,664	\$45,358	\$45,358	\$57,225
2	\$87,281	\$46,093	\$46,093	\$57,750
3	\$88,898	\$46,828	\$46,828	\$58,275
4	\$90,515	\$47,563	\$47,563	\$58,800
5	\$92,132	\$48,298	\$48,298	\$59,325
6	\$93,749	\$49,033	\$49,033	\$59,850
7	\$95,366	\$49,768	\$49,768	\$60,375
8	\$96,983	\$50,503	\$50,503	\$60,900
9	\$98,600	\$51,238	\$51,238	\$61,425
10	\$100,217	\$51,973	\$51,973	\$61,950
11	\$101,834	\$52,708	\$52,708	\$62,475
12	\$103,451	\$53,443	\$53,443	\$63,000
13	\$105,068	\$54,178	\$54,178	\$63,525
14	\$106,685	\$54,913	\$54,913	\$64,050

Level	Account Clerk III (w/ degree) Grade 24	Account Clerk II Grade 21	Account Clerk I Grade 18
1	\$34,721	\$30,485	\$26,827
2	\$35,246	\$31,010	\$27,247
3	\$35,771	\$31,535	\$27,667
4	\$36,296	\$32,060	\$28,087
5	\$36,821	\$32,585	\$28,507
6	\$37,346	\$33,110	\$28,927
7	\$37,871	\$33,635	\$29,347
8	\$38,396	\$34,160	\$29,767
9	\$38,921	\$34,685	\$30,187
10	\$39,446	\$35,210	\$30,607
11	\$39,971	\$35,735	\$31,027
12	\$40,496	\$36,260	\$31,447
13	\$41,021	\$36,785	\$31,867
14	\$41,546	\$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 2018-2019

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	\$13,331
\$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 2018-2019

School Food Service Department

Level	Field Manager / Computer Operator	Account Clerk III (w/ degree)	Account Clerk II	SFS Secretary	SFS Warehouse Driver
	Grade 23	Grade 24	Grade 21	Grade 18	Grade 15
1	\$33,227	\$34,721	\$30,485	\$26,827	\$23,687
2	\$33,752	\$35,246	\$31,010	\$27,247	\$24,107
3	\$34,277	\$35,771	\$31,535	\$27,667	\$24,527
4	\$34,802	\$36,296	\$32,060	\$28,087	\$24,947
5	\$35,327	\$36,821	\$32,585	\$28,507	\$25,367
6	\$35,852	\$37,346	\$33,110	\$28,927	\$25,787
7	\$36,377	\$37,871	\$33,635	\$29,347	\$26,207
8	\$36,902	\$38,396	\$34,160	\$29,767	\$26,627
9	\$37,427	\$38,921	\$34,685	\$30,187	\$27,047
10	\$37,952	\$39,446	\$35,210	\$30,607	\$27,467
11	\$38,477	\$39,971	\$35,735	\$31,027	\$27,887
12	\$39,002	\$40,496	\$36,260	\$31,447	\$28,307
13	\$39,527	\$41,021	\$36,785	\$31,867	\$28,727
14	\$40,052	\$41,546	\$37,310	\$32,287	\$29,147

9 Month						
Level	Multi-area SFS Manager	SFS Manager w/Degree	SFS Manager w/out Degree	SFS Technician w/Degree	SFS Technician w/out Degree	SFS Technician 21 hrs/wk
	Grade 24	Grade 22	Grade 21	Grade 15	Grade 14	Grade 14
1	\$26,525	\$24,853	\$23,847	\$18,750	\$18,041	\$11,342
2	\$27,096	\$25,379	\$24,351	\$19,115	\$18,385	\$11,523
3	\$27,691	\$25,906	\$24,853	\$19,505	\$18,750	\$11,714
4	\$28,308	\$26,453	\$25,379	\$19,893	\$19,115	\$11,906
5	\$28,926	\$27,025	\$25,906	\$20,282	\$19,505	\$12,110
6	\$29,565	\$27,597	\$26,453	\$20,693	\$19,893	\$12,314
7	\$30,229	\$28,192	\$27,025	\$21,105	\$20,282	\$12,517
8	\$30,892	\$28,809	\$27,597	\$21,540	\$20,693	\$12,732
9	\$31,577	\$29,425	\$28,192	\$21,971	\$21,105	\$12,950
10	\$32,286	\$30,066	\$28,809	\$22,430	\$21,540	\$13,176
11	\$33,017	\$30,729	\$29,425	\$22,887	\$21,971	\$13,405
12	\$33,783	\$31,432	\$30,097	\$23,395	\$22,458	\$13,676
13	\$34,567	\$32,154	\$30,785	\$23,916	\$22,954	\$13,954
14	\$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 salary schedule for the year of "effective".

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2018-2019

School Level Support

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

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 2018-2019

Transportation Department

Level	Transportaion Coordinator	Route Specialist Grade 30	Bus Operator Route 1 - Base Pay	Bus Operator Route 2 - Stipend	Bus Operator 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 2018-2019

Substitute, Stipend, and Temporary Appointment Pay Scale

SUBSTITUTES			
<u>Hourly Rate</u>			
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>			
Bus Operator (CDL Required)	Computed at 65% of the daily rate of the regular bus operator		
STIPENDS (must be related to position)			
<u>Yearly Rate</u>			
Lead Teacher	\$6,000		
Maintenance Pesticide/Herbicide Certification	\$1,000		
Maintenance Freon Gas Certification	\$1,000		
Maintenance Master Meter Certification	\$1,000		
Mentor Teacher	\$3,000		
National Board Certified Teacher	\$1,000		
School Food Service Assistant Manager	\$1,000		
School Food Service Lead Technician	\$750		
SPED Support Teacher (based on size)	\$1,000 to \$4,000		
Technology Facilitator	\$2,500		
TIMECARDS			
<u>Position Type</u>	<u>Education Level</u>	<u>Rate</u>	<u>Daily (Full Day) or Hourly</u>
Bus Attendant	N/A	\$35.00	Daily
Bus Operator Field Trips	CDL	TBD	Based on trip and bus used
Minimum Wage	N/A	\$7.25	Hourly
Paraprofessional	N/A	\$12.50	Hourly
Student Workers - Summer	N/A	\$9.00	Hourly
Summer Feeding Manager	N/A	\$13.50	Hourly
Summer Feeding Technician	N/A	\$10.50	Hourly
Support Staff	High School	\$10.00	Hourly
Teacher (Certified)	College Degree	\$25.00	Hourly
Teacher (Non-certified)	College Degree	\$20.00	Hourly

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2018-2019

Other Salary Schedule Items

Junior Reserve Officer Training Corps (JROTC) Instructor: Lead instructor <ol style="list-style-type: none"> 1) 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). 2) This position is for 12 months (240 days). 													
Agriculture Teacher (240 days)		<table border="1" style="margin: auto; border-collapse: collapse;"> <tr> <td style="padding: 2px 10px;">Months Worked</td> <td style="padding: 2px 10px;">Factor</td> </tr> <tr> <td style="text-align: center; padding: 2px 10px;">12</td> <td style="text-align: center; padding: 2px 10px;">1.333</td> </tr> </table>	Months Worked	Factor	12	1.333							
Months Worked	Factor												
12	1.333												
Bus Operator: Operational Allowance <ol style="list-style-type: none"> 1) Paid to a bus operator who operates his/her own bus. 2) Used to offset the cost of insurance, repairs, maintenance, etc. Fuel Adjustment <ol style="list-style-type: none"> 1) Paid to offset the cost of fuel for buses. 2) Calculation done 3 times each year: October, February, and May. 													
Month-Days Equivalents:	<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 & AG Teacher	12.0	240	240										
All others	12.0	260	260										
Note: Only 260-day employees earn annual leave.													
Payroll cycles are as follows, depending on the number of months worked:													
<table border="1" style="margin: auto; border-collapse: collapse;"> <tr> <td style="padding: 2px 10px;">Months Employed</td> <td style="padding: 2px 10px;">Begins</td> <td style="padding: 2px 10px;">Ends</td> </tr> <tr> <td style="padding: 2px 10px;">9.0, 9.5, 10.0, 10.5, 11.0</td> <td style="padding: 2px 10px;">August 29</td> <td style="padding: 2px 10px;">July 29</td> </tr> <tr> <td style="padding: 2px 10px;">12.0</td> <td style="padding: 2px 10px;">July 29</td> <td style="padding: 2px 10px;">June 29</td> </tr> </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 2018-2019

Index of Positions

	Months	Days	Hours/Wk	Vacation	Page
Accountant I, II, III	12.0	260.0	35.0	Y	12
Accounting Supervisor	12.0	260.0	35.0	Y	3
Administrative Assistant of Discipline	10.0	202.0	35.0	N	2
Administrative Assistant / SIS Coordinator	12.0	260.0	35.0	Y	10
Agriculture Teacher	12.0	240.0	35.0	N	18
Assistant / Public Relations	12.0	260.0	35.0	Y	10
Assistant Principal	10.0/12.0	202.0/260.0	35.0	N/Y	2
Assistive Technology Facilitator	12.0	260.0	35.0	Y	10
Bookkeeper, School	12.0	260.0	35.0	Y	15
Bus Attendant	9.0	180.0	21.0	N	16
Bus Operator	9.0	180.0	21.0	N	16
Bus Operator Allowances	n/a	n/a	n/a	n/a	18
Carpenter	12.0	260.0	40.0	Y	13
Chief Academic Officer	12.0	260.0	35.0	Y	10
Chief Financial Officer	12.0	260.0	35.0	Y	12
Clerical Aide, School	9.0	180.0	35.0	N	15
Coaching Supplement, 5th & 6th Grade	n/a	n/a	n/a	n/a	6
Coaching Supplement, High School	n/a	n/a	n/a	n/a	5
Coaching Supplement, Middle School	n/a	n/a	n/a	n/a	6
Co-curricular Stipend	n/a	n/a	n/a	n/a	7
Compensation Guidelines, Certified Staff	n/a	n/a	n/a	n/a	4
Computer Technician	12.0	260.0	35.0	Y	10
Curriculum Coach	12.0	260.0	35.0	Y	3
Custodial Supervisor	12.0	260.0	40.0	Y	13
Custodian	12.0	260.0	40.0	Y	13
Dean of Students	9.0/10.0	182.0/202.0	35.0	N	2
Director, Program	12.0	260.0	35.0	Y	2
District Athletic Director	12.0	260.0	35.0	Y	3
Early Childhood / Head Start Coordinator	12.0	260.0	35.0	Y	3
Early Childhood Specialist	12.0	260.0	35.0	Y	11
Educational Diagnostician	10.0	202.0	35.0	N	3
Family Education Facilitators	12.0	260.0	35.0	Y	11
Family Services Coordinator	12.0	260.0	35.0	Y	11
Federal Programs and Grants Coordinator	12.0	260.0	35.0	Y	3
Finance Assistant / Purchasing Agent	12.0	260.0	35.0	Y	12
Grade and Level Scale	n/a	n/a	n/a	n/a	9
Grants Manager	12.0	260.0	35.0	Y	12
Head Custodian	12.0	260.0	40.0	Y	13
Housekeeper	12.0	260.0	21.0	Y	13
HVAC / Electrician	12.0	260.0	40.0	Y	13
Instructional Technology Coordinator	12.0	260.0	35.0	Y	3
JROTC Instructor	12.0	240.0	35.0	N	18
Lead Grounds Keeper	12.0	260.0	40.0	Y	13
Level and Grade Scale	n/a	n/a	n/a	n/a	9
Librarian	9.0	182.0	35.0	N	1

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2018-2019

Index of Positions (continued)

	Months	Days	Hours/Wk	Vacation	Page
Maintenance Energy Manager	12.0	260.0	40.0	Y	13
Maintenance Facility Director	12.0	260.0	40.0	Y	13
Maintenance Foreman	12.0	260.0	40.0	Y	13
Maintenance Helper	12.0	260.0	40.0	Y	13
Maintenance Jr. Mechanic	12.0	260.0	40.0	Y	13
Maintenance Supervisor	12.0	260.0	40.0	Y	13
Maintenance Worker	12.0	260.0	40.0	Y	13
Maintenance Worker Certifications	n/a	n/a	n/a	n/a	17
Master Teacher	10.0	202.0	35.0	N	2
Media Specialist	9.0	182.0	35.0	N	1
Mower Operator	12.0	260.0	40.0	Y	13
National Board Certified Teacher Supplement	n/a	n/a	n/a	n/a	17
Painter	12.0	260.0	40.0	Y	13
Para I, II, and III	9.0	180.0	35.0	N	15
PIP Increments	n/a	n/a	n/a	n/a	8
Plumber	12.0	260.0	40.0	Y	13
Principal	12.0	260.0	35.0	Y	2
Print Shop Clerk	12.0	260.0	35.0	Y	10
Pupil Appraisal Coordinator	12.0	260.0	35.0	Y	3
Receptionist	12.0	260.0	35.0	Y	10
Registrar	12.0	260.0	35.0	Y	15
Route Specialist	12.0	260.0	35.0	Y	16
School Counselor	10/10.5	202.0/212.0	35.0	N	2
School Food Service Field Manager / Computer Operator	12.0	260.0	35.0	Y	14
School Food Service Manager with Degree	9.0	180.0	35.0	N	14
School Food Service Manager without Degree	9.0	180.0	35.0	N	14
School Food Service Multi-Area Manager	9.0	180.0	35.0	N	14
School Food Service Supervisor	12.0	260.0	35.0	Y	3
School Food Service Technician (21 hours)	9.0	180.0	21.0	N	14
School Food Service Technician with Degree	9.0	180.0	35.0	N	14
School Food Service Technician without Degree	9.0	180.0	35.0	N	14
School Food Service Warehouse Driver	12.0	260.0	40.0	Y	14
School Nurse	9.0	180.0	35.0	N	3
School Nurse Coordinator	10.0	202.0	35.0	N	3
School Psychologist	10.0	202.0	35.0	N	3
Secretary I, II, and III	12.0	260.0	35.0	Y	10
Secretary, School	10.5	210.0	35.0	N	15
Social Worker	10.0	202.0	35.0	N	3
Special Education Instructional Facilitator	12.0	260.0	35.0	Y	3
Speech Therapist	9.0	182.0	35.0	N	1
Stipend Pay	n/a	n/a	n/a	n/a	17
Substitute Worker	n/a	n/a	n/a	n/a	17
Superintendent	12.0	260.0	35.0	Y	3

Iberville Parish School Board
 Master Salary Schedules
 For Fiscal Year 2018-2019

Index of Positions (continued)

	Months	Days	Hours/Wk	Vacation	Page
Supervisor of Accountability and Assessment	12.0	260.0	35.0	Y	3
Supervisor of Child Welfare and Attendance	12.0	260.0	35.0	Y	3
Supervisor of Elementary Education	12.0	260.0	35.0	Y	3
Supervisor of Federal Programs and Designated Grants	12.0	260.0	35.0	Y	3
Supervisor of Human Resource	12.0	260.0	35.0	Y	3
Supervisor of Secondary Education and Academy Programs	12.0	260.0	35.0	Y	3
Supervisor of Special Education	12.0	260.0	35.0	Y	3
Teacher	9.0	182.0	35.0	N	1
Technology Coordinator	12.0	260.0	35.0	Y	10
Temporary Appointments	n/a	n/a	n/a	n/a	17
Transportation Coordinator	12.0	260.0	35.0	Y	16
Warehouse Driver	12.0	260.0	40.0	Y	13
Warehouse Manager	12.0	260.0	40.0	Y	10

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

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 2018-2019

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>
2018-19	<p>School Bookkeepers moved to 12 month positions. Print Shop Clerk and Receptionist moved to Grade 18.</p>

IBERVILLE PARISH PAYROLL CALENDAR | 2018-2019

Substitute Payroll Dates

Regular Payroll Dates

JULY 2018

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 - Substitute/Summer Payroll
(work performed in June 2018)

26 - Regular Payroll

JANUARY 2019

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		

4 - Substitute Payroll
(work performed Dec 1-15)

18 - Substitute Payroll
(work performed Dec 15-31)

29 - Regular Payroll
2018 W2 Forms to be issued

AUGUST 2018

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	

3 - Substitute Payroll
(work performed July 1-15)

20 - Substitute Payroll
(work performed July 16-31)

29 - Regular Payroll

FEBRUARY 2019

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		

5 - Substitute Payroll
(work performed Jan 1-15)

20 - Substitute Payroll
(work performed Jan 16-31)

28 - Regular Payroll

SEPTEMBER 2018

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						

5 - Substitute Payroll
(work performed Aug 1-15)

20 - Substitute Payroll
(work performed Aug 16-31)

28 - Regular Payroll

MARCH 2019

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						

1 - Substitute Payroll
(work performed Feb 1-15)

20 - Substitute Payroll
(work performed Feb 16-28)

29 - Regular Payroll

OCTOBER 2018

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			

5 - Substitute Payroll
(work performed Sept 1-15)

19 - Substitute Payroll
(work performed Sept 16-30)

29 - Regular Payroll

APRIL 2019

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				

5 - Substitute Payroll
(work performed Mar 1-15)

18 - Substitute Payroll
(work performed Mar 16-31)

29 - Regular Payroll

NOVEMBER 2018

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	

5 - Substitute Payroll
(work performed Oct 1-15)

15 - Substitute Payroll
(work performed Oct 16-31)

16 - Regular Payroll

MAY 2019

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	

3 - Substitute Payroll
(work performed Apr 1-15)

20 - Substitute Payroll
(work performed Apr 16-30)

29 - Regular Payroll

DECEMBER 2018

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					

5 - Substitute Payroll
(work performed Nov 1-15)

20 - Substitute Payroll
(work performed Nov 16-30)

21 - Regular Payroll

JUNE 2019

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						

5 - Substitute Payroll
(work performed May 1-15)

20 - Substitute Payroll
(work performed May 16-31)

27 - Regular Payroll