

**2017-2018**

**St. Helena Parish School Board**



**Salary Schedule**

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## **CERTIFIED EMPLOYEE WORKING CONDITIONS**

### **LENGTH OF WORKDAY/WORKWEEK**

With the exception of those Certified Employees assigned to duty (within current district practice) before or after school, the length of the workday for all Certified Employees shall be at least the state minimum pursuant to article 17.154.1 of the Louisiana State Statutes.

The standard workweek shall consist of five (5) consecutive days from Monday to Friday.

Upon arrival, each employee shall record his/her arrival time using the Board approved attendance system at school as shown by school time. Every certified employee shall record his/her departure time using the school board's attendance system. Faculty assigned to morning duty shall record their arrival time prior to reporting to duty. All teachers are required to be in their classrooms prior to bell time

#### **A. LUNCH PERIODS**

No middle and high school certified employees shall have any less than a continuous thirty-minute (30) day free lunch period. The principal will provide a duty free lunch period where possible.

#### **B. PREPARATION PERIOD**

Effective on the first pupil contact day, each teacher in junior/middle and senior high school, shall be scheduled for five (5) instructional planning periods per week, of not less than one full period.

Effective on the first student contact day of the school year, elementary school teachers shall be scheduled for instructional planning periods of not less than 150 minutes per week.

#### **C. HOLIDAYS AND WEEKEND WORK**

No Certified Employee shall be required to work on weekends, before or after hours of the regular school day or holidays except as compensated on the Supplementary Salary Schedule.

### **CALENDAR**

The school year calendar shall consist of 184 days or as state-mandated for certified teachers.

## SALARY SCHEDULES EFFECTIVE JULY 1, 2013

St. Helena Parish School District has revised its Salary Schedule in compliance with Act 1 of the 2012 Louisiana Legislature.

### 1. Salary Configuration

Employee salaries include base pay, millage increase, local supplement, performance, degree attainment, and experience.

- a. Certified teachers and administrators will receive a yearly supplement based upon their **performance** in the following categories:
  - i. Highly Effective Rating
  - ii. Effective Proficient Rating
  - iii. Demand  
*St. Helena Parish School District considers all 9-month teaching positions “in demand”. If a position is vacant for a period, an increase in this category may be allowable.*
  - iv. Salaries of employees that receive an “ineffective” rating will be frozen at the salary that they received the previous year.
- b. The following levels of **degree attainment** will be recognized:
  - i. Bachelor’s Degree and/or Master’s Degree outside of content area
  - ii. Master’s Degree in content area
  - iii. Masters +30 Degree in content area
  - iv. Education Specialist in content area
  - v. Doctorate in content area
- c. St. Helena Parish School District defines **experience** as the number of years an employee works within the parish. Years of experience will not be accepted from other school districts. However, it will be used for state retirement benefits. If a former employee returns due to their resignation or a reduction in force, any previous years of service in St. Helena will be credited. If an employee returns after retiring, they will be paid in accordance with the **Certified Teaching Positions: Retired (9-month)** salary schedule.

Non-certified teachers will be placed on year-to-year contract until certification is obtained.

### 2. Employee Certification

- a. Certified Employee - an individual who earned a college degree and is credentialed through the Louisiana Department of Education to teach academic subjects.
- b. Non-certified Employee – an individual who is not credentialed through the Louisiana Department of Education to teach academic subjects.

## Superintendent of Schools

Salary based on agreed upon and approved contract with St. Helena Parish School Board.

### Certified Teaching Positions (9-Month)

#### Bachelor's Degree and/or Master's Degree outside of Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 31,800	\$ 4,300	\$ 600	\$ 500	\$ 37,200
4-6	\$ 32,118	\$ 6,000	\$ 600	\$ 500	\$ 39,218
7-9	\$ 32,439	\$ 6,000	\$ 600	\$ 500	\$ 39,539
10-12	\$ 32,634	\$ 6,000	\$ 600	\$ 500	\$ 39,734
13-15	\$ 32,960	\$ 6,000	\$ 600	\$ 500	\$ 40,060
16-18	\$ 33,290	\$ 6,000	\$ 600	\$ 500	\$ 40,390
19-21	\$ 36,179	\$ 6,000	\$ 600	\$ 500	\$ 43,279
22-24	\$ 36,541	\$ 6,000	\$ 600	\$ 500	\$ 43,641

#### Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,100	\$ 4,300	\$ 600	\$ 500	\$ 37,500
4-6	\$ 32,421	\$ 6,000	\$ 600	\$ 500	\$ 39,521
7-9	\$ 32,745	\$ 6,000	\$ 600	\$ 500	\$ 39,845
10-12	\$ 33,073	\$ 6,000	\$ 600	\$ 500	\$ 40,173
13-15	\$ 33,403	\$ 6,000	\$ 600	\$ 500	\$ 40,503
16-18	\$ 33,737	\$ 6,000	\$ 600	\$ 500	\$ 40,837
19-21	\$ 38,668	\$ 6,000	\$ 600	\$ 500	\$ 45,768
22-24	\$ 39,350	\$ 6,000	\$ 600	\$ 500	\$ 46,450

#### Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,400	\$ 4,300	\$ 600	\$ 500	\$ 37,800
4-6	\$ 32,724	\$ 6,000	\$ 600	\$ 500	\$ 39,824
7-9	\$ 33,051	\$ 6,000	\$ 600	\$ 500	\$ 40,151
10-12	\$ 33,382	\$ 6,000	\$ 600	\$ 500	\$ 40,482
13-15	\$ 33,716	\$ 6,000	\$ 600	\$ 500	\$ 40,816
16-18	\$ 34,053	\$ 6,000	\$ 600	\$ 500	\$ 41,153
19-21	\$ 38,075	\$ 6,000	\$ 600	\$ 500	\$ 45,175
22-24	\$ 40,860	\$ 6,000	\$ 600	\$ 500	\$ 47,960

# St. Helena Parish School Board

## Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,700	\$ 4,300	\$ 600	\$ 500	\$ 38,100
4-6	\$ 33,027	\$ 6,000	\$ 600	\$ 500	\$ 40,127
7-9	\$ 33,357	\$ 6,000	\$ 600	\$ 500	\$ 40,457
10-12	\$ 33,691	\$ 6,000	\$ 600	\$ 500	\$ 40,791
13-15	\$ 34,028	\$ 6,000	\$ 600	\$ 500	\$ 41,128
16-18	\$ 34,368	\$ 6,000	\$ 600	\$ 500	\$ 41,468
19-21	\$ 34,712	\$ 6,000	\$ 600	\$ 500	\$ 41,812
22-24	\$ 35,059	\$ 6,000	\$ 600	\$ 500	\$ 42,159

## Doctorate in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 33,000	\$ 4,300	\$ 600	\$ 500	\$ 38,400
4-6	\$ 33,330	\$ 6,000	\$ 600	\$ 500	\$ 40,430
7-9	\$ 33,663	\$ 6,000	\$ 600	\$ 500	\$ 40,763
10-12	\$ 34,000	\$ 6,000	\$ 600	\$ 500	\$ 41,100
13-15	\$ 34,340	\$ 6,000	\$ 600	\$ 500	\$ 41,440
16-18	\$ 34,683	\$ 6,000	\$ 600	\$ 500	\$ 41,783
19-21	\$ 35,030	\$ 6,000	\$ 600	\$ 500	\$ 42,130
22-24	\$ 35,380	\$ 6,000	\$ 600	\$ 500	\$ 42,480

## Certified Teaching Positions: Retired (9-month)

Step	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 31,800	\$ 4,300	\$ 600	\$ 500	\$ 37,200
4-6	\$ 31,800	\$ 6,000	\$ 600	\$ 500	\$ 38,900

*\*Applies to current retired and continued service employees hired prior to 2012.*

	\$38,061.00	\$ 6,000	\$ 600	\$ 500	\$ 45,161
	\$40,860.00	\$ 6,000	\$ 600	\$ 500	\$ 47,960



**Administrative Personnel**

<b>Division of Academic Affairs Chiefs (12-Month)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 60,000.00	\$ 6,000	\$ 600	\$ 500	\$ 67,100
1	\$ 60,000.00	\$ 6,000	\$ 600	\$ 500	\$ 67,100
2	\$ 64,000.00	\$ 6,000	\$ 600	\$ 500	\$ 71,100
3	\$ 64,000.00	\$ 6,000	\$ 600	\$ 500	\$ 71,100
4	\$ 64,000.00	\$ 6,000	\$ 600	\$ 500	\$ 71,100

<b>School Principals (12-Month Administrative Contract)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 61,000	\$ 6,000	\$ 600	\$ 500	\$ 68,100
1	\$ 61,250	\$ 6,000	\$ 600	\$ 500	\$ 68,350
2	\$ 61,500	\$ 6,000	\$ 600	\$ 500	\$ 68,600
3	\$ 61,750	\$ 6,000	\$ 600	\$ 500	\$ 68,850
4	\$ 62,000	\$ 6,000	\$ 600	\$ 500	\$ 69,100

<b>School Administrator (12-month Contract)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 53,000	\$ 6,000	\$ 600	\$ 500	\$ 60,100
1	\$ 53,250	\$ 6,000	\$ 600	\$ 500	\$ 60,350
2	\$ 53,500	\$ 6,000	\$ 600	\$ 500	\$ 60,600
3	\$ 53,750	\$ 6,000	\$ 600	\$ 500	\$ 60,850
4	\$ 54,000	\$ 6,000	\$ 600	\$ 500	\$ 61,100

<b>High School Academic Dean (12-Month Contract)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 53,000	\$ 6,000	\$ 600	\$ 500	\$ 60,100
1	\$ 53,250	\$ 6,000	\$ 600	\$ 500	\$ 60,350
2	\$ 53,500	\$ 6,000	\$ 600	\$ 500	\$ 60,600
3	\$ 53,750	\$ 6,000	\$ 600	\$ 500	\$ 60,850
4	\$ 54,000	\$ 6,000	\$ 600	\$ 500	\$ 61,100

<b>Academic Coach (10 month)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 41,500	\$ 6,000	\$ 600	\$ 500	\$ 48,600
1	\$ 41,750	\$ 6,000	\$ 600	\$ 500	\$ 48,850
2	\$ 42,000	\$ 6,000	\$ 600	\$ 500	\$ 49,100
3	\$ 42,250	\$ 6,000	\$ 600	\$ 500	\$ 49,350
4	\$ 42,500	\$ 6,000	\$ 600	\$ 500	\$ 49,600

# St. Helena Parish School Board

<b>Dean of Students (10 month)</b>					
<b>Experience</b>	<b>Base Pay</b>	<b>Millage</b>	<b>Local Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 40,000	\$ 4,300	\$ 600	\$ 500	\$ 45,400
1	\$ 40,400	\$ 6,000	\$ 600	\$ 500	\$ 47,500
2	\$ 40,804	\$ 6,000	\$ 600	\$ 500	\$ 47,904
3	\$ 41,212	\$ 6,000	\$ 600	\$ 500	\$ 48,312
4	\$ 41,624	\$ 6,000	\$ 600	\$ 500	\$ 48,724

<b>Disciplinarian (10-Month)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 43,200	\$ 4,300	\$ 600	\$ 500	\$ 48,600
1	\$ 43,632	\$ 4,300	\$ 600	\$ 500	\$ 49,032
2	\$ 44,068	\$ 4,300	\$ 600	\$ 500	\$ 49,468
3	\$ 44,509	\$ 4,300	\$ 600	\$ 500	\$ 49,909
4	\$ 44,954	\$ 6,000	\$ 600	\$ 500	\$ 52,054

<b>High School AD/Head Football (12-Month Admin Contract)</b>							
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>	<b>Athletic Supp</b>	<b>Total Salary</b>
0	\$ 47,300	\$ 6,000	\$ 600	\$ 500	\$ 54,400	\$ 7,072	\$ 61,472
1	\$ 47,550	\$ 6,000	\$ 600	\$ 500	\$ 54,650	\$ 7,105	\$ 61,755
2	\$ 47,800	\$ 6,000	\$ 600	\$ 500	\$ 54,900	\$ 7,137	\$ 62,037
3	\$ 48,050	\$ 6,000	\$ 600	\$ 500	\$ 55,150	\$ 7,170	\$ 62,320
4	\$ 48,300	\$ 6,000	\$ 600	\$ 500	\$ 55,400	\$ 7,202	\$ 62,602

<b>Inclusion Support Facilitator (10-Month)</b>						
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>	
0	\$ 37,000	\$ 4,300	\$ 600	\$ 300	\$ 42,200	
1	\$ 37,000	\$ 6,000	\$ 600	\$ 300	\$ 43,900	
2	\$ 37,370	\$ 6,000	\$ 600	\$ 300	\$ 44,270	
3	\$ 37,370	\$ 6,000	\$ 600	\$ 300	\$ 44,270	
4	\$ 37,744	\$ 6,000	\$ 600	\$ 300	\$ 44,644	

## Social Worker - (12-Month)

### Bachelor's Degree and/or Master's Degree outside of Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 49,386	\$ 4,300	\$ 600	\$ 500	\$ 54,786
4-6	\$ 49,880	\$ 6,000	\$ 600	\$ 500	\$ 56,980
7-9	\$ 50,379	\$ 6,000	\$ 600	\$ 500	\$ 57,479
10-12	\$ 50,882	\$ 6,000	\$ 600	\$ 500	\$ 57,982
13-15	\$ 51,391	\$ 6,000	\$ 600	\$ 500	\$ 58,491
16-18	\$ 51,905	\$ 6,000	\$ 600	\$ 500	\$ 59,005
19-21	\$ 52,424	\$ 6,000	\$ 600	\$ 500	\$ 59,524
22-24	\$ 52,948	\$ 6,000	\$ 600	\$ 500	\$ 60,048

### Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 49,686	\$ 4,300	\$ 600	\$ 500	\$ 55,086
4-6	\$ 50,183	\$ 6,000	\$ 600	\$ 500	\$ 57,283
7-9	\$ 50,685	\$ 6,000	\$ 600	\$ 500	\$ 57,785
10-12	\$ 51,192	\$ 6,000	\$ 600	\$ 500	\$ 58,292
13-15	\$ 51,703	\$ 6,000	\$ 600	\$ 500	\$ 58,803
16-18	\$ 52,220	\$ 6,000	\$ 600	\$ 500	\$ 59,320
19-21	\$ 52,743	\$ 6,000	\$ 600	\$ 500	\$ 59,843
22-24	\$ 53,270	\$ 6,000	\$ 600	\$ 500	\$ 60,370

### Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 49,986	\$ 4,300	\$ 600	\$ 500	\$ 55,386
4-6	\$ 50,486	\$ 6,000	\$ 600	\$ 500	\$ 57,586
7-9	\$ 50,991	\$ 6,000	\$ 600	\$ 500	\$ 58,091
10-12	\$ 51,501	\$ 6,000	\$ 600	\$ 500	\$ 58,601
13-15	\$ 52,016	\$ 6,000	\$ 600	\$ 500	\$ 59,116
16-18	\$ 52,536	\$ 6,000	\$ 600	\$ 500	\$ 59,636
19-21	\$ 53,061	\$ 6,000	\$ 600	\$ 500	\$ 60,161
22-24	\$ 53,592	\$ 6,000	\$ 600	\$ 500	\$ 60,692

# St. Helena Parish School Board

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## Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 50,286	\$ 4,300	\$ 600	\$ 500	\$ 55,686
4-6	\$ 50,789	\$ 6,000	\$ 600	\$ 500	\$ 57,889
7-9	\$ 51,297	\$ 6,000	\$ 600	\$ 500	\$ 58,397
10-12	\$ 51,810	\$ 6,000	\$ 600	\$ 500	\$ 58,910
13-15	\$ 52,328	\$ 6,000	\$ 600	\$ 500	\$ 59,428
16-18	\$ 52,851	\$ 6,000	\$ 600	\$ 500	\$ 59,951
19-21	\$ 53,380	\$ 6,000	\$ 600	\$ 500	\$ 60,480
22-24	\$ 55,313	\$ 6,000	\$ 600	\$ 500	\$ 62,413

## Doctorate Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 50,586	\$ 4,300	\$ 600	\$ 500	\$ 55,986
4-6	\$ 51,092	\$ 6,000	\$ 600	\$ 500	\$ 58,192
7-9	\$ 51,603	\$ 6,000	\$ 600	\$ 500	\$ 58,703
10-12	\$ 52,119	\$ 6,000	\$ 600	\$ 500	\$ 59,219
13-15	\$ 52,640	\$ 6,000	\$ 600	\$ 500	\$ 59,740
16-18	\$ 53,166	\$ 6,000	\$ 600	\$ 500	\$ 60,266
19-21	\$ 53,698	\$ 6,000	\$ 600	\$ 500	\$ 60,798
22-24	\$ 54,235	\$ 6,000	\$ 600	\$ 500	\$ 61,335

## High School Band Director - (12 Month)

### Bachelor's Degree and/or Master's Degree outside of Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 44,506	\$ 4,300	\$ 600	\$ 500	\$ 49,906
4-6	\$ 44,951	\$ 6,000	\$ 600	\$ 500	\$ 52,051
7-9	\$ 45,401	\$ 6,000	\$ 600	\$ 500	\$ 52,501
10-12	\$ 45,855	\$ 6,000	\$ 600	\$ 500	\$ 52,955
13-15	\$ 46,313	\$ 6,000	\$ 600	\$ 500	\$ 53,413
16-18	\$ 46,776	\$ 6,000	\$ 600	\$ 500	\$ 53,876
19-21	\$ 47,244	\$ 6,000	\$ 600	\$ 500	\$ 54,344
22-24	\$ 47,716	\$ 6,000	\$ 600	\$ 500	\$ 54,816

### Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 44,806	\$ 4,300	\$ 600	\$ 500	\$ 50,206
4-6	\$ 45,254	\$ 6,000	\$ 600	\$ 500	\$ 52,354
7-9	\$ 45,707	\$ 6,000	\$ 600	\$ 500	\$ 52,807
10-12	\$ 46,164	\$ 6,000	\$ 600	\$ 500	\$ 53,264
13-15	\$ 46,625	\$ 6,000	\$ 600	\$ 500	\$ 53,725
16-18	\$ 47,092	\$ 6,000	\$ 600	\$ 500	\$ 54,192
19-21	\$ 47,562	\$ 6,000	\$ 600	\$ 500	\$ 54,662
22-24	\$ 48,038	\$ 6,000	\$ 600	\$ 500	\$ 55,138

### Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 45,106	\$ 4,300	\$ 600	\$ 500	\$ 50,506
4-6	\$ 45,557	\$ 6,000	\$ 600	\$ 500	\$ 52,657
7-9	\$ 46,013	\$ 6,000	\$ 600	\$ 500	\$ 53,113
10-12	\$ 46,473	\$ 6,000	\$ 600	\$ 500	\$ 53,573
13-15	\$ 46,937	\$ 6,000	\$ 600	\$ 500	\$ 54,037
16-18	\$ 47,407	\$ 6,000	\$ 600	\$ 500	\$ 54,507
19-21	\$ 47,881	\$ 6,000	\$ 600	\$ 500	\$ 54,981
22-24	\$ 48,360	\$ 6,000	\$ 600	\$ 500	\$ 55,460

# St. Helena Parish School Board

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## Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 45,406	\$ 4,300	\$ 600	\$ 500	\$ 50,806
4-6	\$ 45,860	\$ 6,000	\$ 600	\$ 500	\$ 52,960
7-9	\$ 46,319	\$ 6,000	\$ 600	\$ 500	\$ 53,419
10-12	\$ 46,782	\$ 6,000	\$ 600	\$ 500	\$ 53,882
13-15	\$ 47,250	\$ 6,000	\$ 600	\$ 500	\$ 54,350
16-18	\$ 47,722	\$ 6,000	\$ 600	\$ 500	\$ 54,822
19-21	\$ 48,199	\$ 6,000	\$ 600	\$ 500	\$ 55,299
22-24	\$ 48,681	\$ 6,000	\$ 600	\$ 500	\$ 55,781

## Doctorate Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 45,706	\$ 4,300	\$ 600	\$ 500	\$ 51,106
4-6	\$ 46,163	\$ 6,000	\$ 600	\$ 500	\$ 53,263
7-9	\$ 46,625	\$ 6,000	\$ 600	\$ 500	\$ 53,725
10-12	\$ 47,091	\$ 6,000	\$ 600	\$ 500	\$ 54,191
13-15	\$ 47,562	\$ 6,000	\$ 600	\$ 500	\$ 54,662
16-18	\$ 48,037	\$ 6,000	\$ 600	\$ 500	\$ 55,137
19-21	\$ 48,518	\$ 6,000	\$ 600	\$ 500	\$ 55,618
22-24	\$ 49,003	\$ 6,000	\$ 600	\$ 500	\$ 56,103

## High School Agriculture Teacher - (12 Month)

### Bachelor's Degree and/or Master's Degree outside of Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 44,506	\$ 4,300	\$ 600	\$ 500	\$ 49,906
4-6	\$ 44,951	\$ 6,000	\$ 600	\$ 500	\$ 52,051
7-9	\$ 45,401	\$ 6,000	\$ 600	\$ 500	\$ 52,501
10-12	\$ 45,855	\$ 6,000	\$ 600	\$ 500	\$ 52,955
13-15	\$ 46,313	\$ 6,000	\$ 600	\$ 500	\$ 53,413
16-18	\$ 46,776	\$ 6,000	\$ 600	\$ 500	\$ 53,876
19-21	\$ 47,244	\$ 6,000	\$ 600	\$ 500	\$ 54,344
22-24	\$ 51,637	\$ 6,000	\$ 600	\$ 500	\$ 58,737

### Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 44,806	\$ 4,300	\$ 600	\$ 500	\$ 50,206
4-6	\$ 45,254	\$ 6,000	\$ 600	\$ 500	\$ 52,354
7-9	\$ 45,707	\$ 6,000	\$ 600	\$ 500	\$ 52,807
10-12	\$ 46,164	\$ 6,000	\$ 600	\$ 500	\$ 53,264
13-15	\$ 46,625	\$ 6,000	\$ 600	\$ 500	\$ 53,725
16-18	\$ 47,092	\$ 6,000	\$ 600	\$ 500	\$ 54,192
19-21	\$ 47,562	\$ 6,000	\$ 600	\$ 500	\$ 54,662
22-24	\$ 48,038	\$ 6,000	\$ 600	\$ 500	\$ 55,138

### Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 45,106	\$ 4,300	\$ 600	\$ 500	\$ 50,506
4-6	\$ 45,557	\$ 6,000	\$ 600	\$ 500	\$ 52,657
7-9	\$ 46,013	\$ 6,000	\$ 600	\$ 500	\$ 53,113
10-12	\$ 46,473	\$ 6,000	\$ 600	\$ 500	\$ 53,573
13-15	\$ 46,937	\$ 6,000	\$ 600	\$ 500	\$ 54,037
16-18	\$ 47,407	\$ 6,000	\$ 600	\$ 500	\$ 54,507
19-21	\$ 47,881	\$ 6,000	\$ 600	\$ 500	\$ 54,981
22-24	\$ 48,360	\$ 6,000	\$ 600	\$ 500	\$ 55,460

# St. Helena Parish School Board

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## Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 45,406	\$ 4,300	\$ 600	\$ 500	\$ 50,806
4-6	\$ 45,860	\$ 6,000	\$ 600	\$ 500	\$ 52,960
7-9	\$ 46,319	\$ 6,000	\$ 600	\$ 500	\$ 53,419
10-12	\$ 46,782	\$ 6,000	\$ 600	\$ 500	\$ 53,882
13-15	\$ 47,250	\$ 6,000	\$ 600	\$ 500	\$ 54,350
16-18	\$ 47,722	\$ 6,000	\$ 600	\$ 500	\$ 54,822
19-21	\$ 48,199	\$ 6,000	\$ 600	\$ 500	\$ 55,299
22-24	\$ 48,681	\$ 6,000	\$ 600	\$ 500	\$ 55,781

## Doctorate Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 45,706	\$ 4,300	\$ 600	\$ 500	\$ 51,106
4-6	\$ 46,163	\$ 6,000	\$ 600	\$ 500	\$ 53,263
7-9	\$ 46,625	\$ 6,000	\$ 600	\$ 500	\$ 53,725
10-12	\$ 47,091	\$ 6,000	\$ 600	\$ 500	\$ 54,191
13-15	\$ 47,562	\$ 6,000	\$ 600	\$ 500	\$ 54,662
16-18	\$ 48,037	\$ 6,000	\$ 600	\$ 500	\$ 55,137
19-21	\$ 48,518	\$ 6,000	\$ 600	\$ 500	\$ 55,618
22-24	\$ 49,003	\$ 6,000	\$ 600	\$ 500	\$ 56,103



## Reading Specialist (9-month)

### Bachelor's Degree and/or Master's Degree outside of Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 31,800	\$ 4,300	\$ 600	\$ 500	\$ 37,200
4-6	\$ 32,118	\$ 6,000	\$ 600	\$ 500	\$ 39,218
7-9	\$ 32,439	\$ 6,000	\$ 600	\$ 500	\$ 39,539
10-12	\$ 32,764	\$ 6,000	\$ 600	\$ 500	\$ 39,864
13-15	\$ 33,091	\$ 6,000	\$ 600	\$ 500	\$ 40,191
16-18	\$ 33,422	\$ 6,000	\$ 600	\$ 500	\$ 40,522
19-21	\$ 33,756	\$ 6,000	\$ 600	\$ 500	\$ 40,856
22-24	\$ 34,094	\$ 6,000	\$ 600	\$ 500	\$ 41,194

### Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,100	\$ 4,300	\$ 600	\$ 500	\$ 37,500
4-6	\$ 32,421	\$ 6,000	\$ 600	\$ 500	\$ 39,521
7-9	\$ 32,745	\$ 6,000	\$ 600	\$ 500	\$ 39,845
10-12	\$ 33,073	\$ 6,000	\$ 600	\$ 500	\$ 40,173
13-15	\$ 33,403	\$ 6,000	\$ 600	\$ 500	\$ 40,503
16-18	\$ 33,737	\$ 6,000	\$ 600	\$ 500	\$ 40,837
19-21	\$ 34,075	\$ 6,000	\$ 600	\$ 500	\$ 41,175
22-24	\$ 34,416	\$ 6,000	\$ 600	\$ 500	\$ 41,516

### Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,400	\$ 4,300	\$ 600	\$ 500	\$ 37,800
4-6	\$ 32,724	\$ 6,000	\$ 600	\$ 500	\$ 39,824
7-9	\$ 33,051	\$ 6,000	\$ 600	\$ 500	\$ 40,151
10-12	\$ 33,382	\$ 6,000	\$ 600	\$ 500	\$ 40,482
13-15	\$ 33,716	\$ 6,000	\$ 600	\$ 500	\$ 40,816
16-18	\$ 34,053	\$ 6,000	\$ 600	\$ 500	\$ 41,153
19-21	\$ 34,393	\$ 6,000	\$ 600	\$ 500	\$ 41,493
22-24	\$ 34,737	\$ 6,000	\$ 600	\$ 500	\$ 41,837

# St. Helena Parish School Board

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## Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,700	\$ 4,300	\$ 600	\$ 500	\$ 38,100
4-6	\$ 33,027	\$ 6,000	\$ 600	\$ 500	\$ 40,127
7-9	\$ 33,357	\$ 6,000	\$ 600	\$ 500	\$ 40,457
10-12	\$ 33,691	\$ 6,000	\$ 600	\$ 500	\$ 40,791
13-15	\$ 34,028	\$ 6,000	\$ 600	\$ 500	\$ 41,128
16-18	\$ 34,368	\$ 6,000	\$ 600	\$ 500	\$ 41,468
19-21	\$ 34,712	\$ 6,000	\$ 600	\$ 500	\$ 41,812
22-24	\$ 35,059	\$ 6,000	\$ 600	\$ 500	\$ 42,159

## Doctorate Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 33,000	\$ 4,300	\$ 600	\$ 500	\$ 38,400
4-6	\$ 33,330	\$ 6,000	\$ 600	\$ 500	\$ 40,430
7-9	\$ 33,663	\$ 6,000	\$ 600	\$ 500	\$ 40,763
10-12	\$ 34,000	\$ 6,000	\$ 600	\$ 500	\$ 41,100
13-15	\$ 34,340	\$ 6,000	\$ 600	\$ 500	\$ 41,440
16-18	\$ 34,683	\$ 6,000	\$ 600	\$ 500	\$ 41,783
19-21	\$ 35,030	\$ 6,000	\$ 600	\$ 500	\$ 42,130
22-24	\$ 35,380	\$ 6,000	\$ 600	\$ 500	\$ 42,480

## Response to Interventionist (9-month)

### Bachelor's Degree and/or Master's Degree outside of Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 31,800	\$ 4,300	\$ 600	\$ 500	\$ 37,200
4-6	\$ 32,118	\$ 6,000	\$ 600	\$ 500	\$ 39,218
7-9	\$ 32,439	\$ 6,000	\$ 600	\$ 500	\$ 39,539
10-12	\$ 32,764	\$ 6,000	\$ 600	\$ 500	\$ 39,864
13-15	\$ 33,091	\$ 6,000	\$ 600	\$ 500	\$ 40,191
16-18	\$ 33,422	\$ 6,000	\$ 600	\$ 500	\$ 40,522
19-21	\$ 33,756	\$ 6,000	\$ 600	\$ 500	\$ 40,856
22-24	\$ 34,094	\$ 6,000	\$ 600	\$ 500	\$ 41,194

### Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,100	\$ 4,300	\$ 600	\$ 500	\$ 37,500
4-6	\$ 32,421	\$ 6,000	\$ 600	\$ 500	\$ 39,521
7-9	\$ 32,745	\$ 6,000	\$ 600	\$ 500	\$ 39,845
10-12	\$ 33,073	\$ 6,000	\$ 600	\$ 500	\$ 40,173
13-15	\$ 33,403	\$ 6,000	\$ 600	\$ 500	\$ 40,503
16-18	\$ 33,737	\$ 6,000	\$ 600	\$ 500	\$ 40,837
19-21	\$ 34,075	\$ 6,000	\$ 600	\$ 500	\$ 41,175
22-24	\$ 34,416	\$ 6,000	\$ 600	\$ 500	\$ 41,516

### Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,400	\$ 4,300	\$ 600	\$ 500	\$ 37,800
4-6	\$ 32,724	\$ 6,000	\$ 600	\$ 500	\$ 39,824
7-9	\$ 33,051	\$ 6,000	\$ 600	\$ 500	\$ 40,151
10-12	\$ 33,382	\$ 6,000	\$ 600	\$ 500	\$ 40,482
13-15	\$ 33,716	\$ 6,000	\$ 600	\$ 500	\$ 40,816
16-18	\$ 34,053	\$ 6,000	\$ 600	\$ 500	\$ 41,153
19-21	\$ 34,393	\$ 6,000	\$ 600	\$ 500	\$ 41,493
22-24	\$ 34,737	\$ 6,000	\$ 600	\$ 500	\$ 41,837

# St. Helena Parish School Board

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## Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,700	\$ 4,300	\$ 600	\$ 500	\$ 38,100
4-6	\$ 33,027	\$ 6,000	\$ 600	\$ 500	\$ 40,127
7-9	\$ 33,357	\$ 6,000	\$ 600	\$ 500	\$ 40,457
10-12	\$ 33,691	\$ 6,000	\$ 600	\$ 500	\$ 40,791
13-15	\$ 34,028	\$ 6,000	\$ 600	\$ 500	\$ 41,128
16-18	\$ 34,368	\$ 6,000	\$ 600	\$ 500	\$ 41,468
19-21	\$ 34,712	\$ 6,000	\$ 600	\$ 500	\$ 41,812
22-24	\$ 35,059	\$ 6,000	\$ 600	\$ 500	\$ 42,159

## Doctorate in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 33,000	\$ 4,300	\$ 600	\$ 500	\$ 38,400
4-6	\$ 33,330	\$ 6,000	\$ 600	\$ 500	\$ 40,430
7-9	\$ 33,663	\$ 6,000	\$ 600	\$ 500	\$ 40,763
10-12	\$ 34,000	\$ 6,000	\$ 600	\$ 500	\$ 41,100
13-15	\$ 34,340	\$ 6,000	\$ 600	\$ 500	\$ 41,440
16-18	\$ 34,683	\$ 6,000	\$ 600	\$ 500	\$ 41,783
19-21	\$ 35,030	\$ 6,000	\$ 600	\$ 500	\$ 42,130
22-24	\$ 35,380	\$ 6,000	\$ 600	\$ 500	\$ 42,480

**Certified Coaching/Teaching Position - (10-Month)**

**Bachelor's Degree and/or Master's Degree outside of Content Area**

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Athletic Supplmts.	Salary
0-3	\$ 31,800	\$ 4,300	\$ 600	\$ 500	\$ 3,180	\$ 40,380
4-6	\$ 32,118	\$ 6,000	\$ 600	\$ 500	\$ 3,212	\$ 42,430
7-9	\$ 32,439	\$ 6,000	\$ 600	\$ 500	\$ 3,244	\$ 42,783
10-12	\$ 32,764	\$ 6,000	\$ 600	\$ 500	\$ 3,276	\$ 43,140
13-15	\$ 33,091	\$ 6,000	\$ 600	\$ 500	\$ 3,309	\$ 43,500
16-18	\$ 33,422	\$ 6,000	\$ 600	\$ 500	\$ 3,342	\$ 43,864
19-21	\$ 33,756	\$ 6,000	\$ 600	\$ 500	\$ 3,376	\$ 44,232
22-24	\$ 34,094	\$ 6,000	\$ 600	\$ 500	\$ 3,409	\$ 44,603

**Master's Degree in Content Area**

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Athletic Supplmts.	Salary
0-3	\$ 32,100	\$ 4,300	\$ 600	\$ 500	\$ 3,210	\$ 40,710
4-6	\$ 32,421	\$ 6,000	\$ 600	\$ 500	\$ 3,242	\$ 42,763
7-9	\$ 32,745	\$ 6,000	\$ 600	\$ 500	\$ 3,275	\$ 43,120
10-12	\$ 33,073	\$ 6,000	\$ 600	\$ 500	\$ 3,307	\$ 43,480
13-15	\$ 33,403	\$ 6,000	\$ 600	\$ 500	\$ 3,340	\$ 43,844
16-18	\$ 33,737	\$ 6,000	\$ 600	\$ 500	\$ 3,374	\$ 44,211
19-21	\$ 34,075	\$ 6,000	\$ 600	\$ 500	\$ 3,407	\$ 44,582
22-24	\$ 34,416	\$ 6,000	\$ 600	\$ 500	\$ 3,442	\$ 44,957

**Master's +30 in Content Area**

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Athletic Supplmts.	Salary
0-3	\$ 32,400	\$ 4,300	\$ 600	\$ 500	\$ 3,240	\$ 41,040
4-6	\$ 32,724	\$ 6,000	\$ 600	\$ 500	\$ 3,272	\$ 43,096
7-9	\$ 33,051	\$ 6,000	\$ 600	\$ 500	\$ 3,305	\$ 43,456
10-12	\$ 33,382	\$ 6,000	\$ 600	\$ 500	\$ 3,338	\$ 43,820
13-15	\$ 33,716	\$ 6,000	\$ 600	\$ 500	\$ 3,372	\$ 44,187
16-18	\$ 34,053	\$ 6,000	\$ 600	\$ 500	\$ 3,405	\$ 44,558
19-21	\$ 34,393	\$ 6,000	\$ 600	\$ 500	\$ 3,439	\$ 44,933
22-24	\$ 34,737	\$ 6,000	\$ 600	\$ 500	\$ 3,474	\$ 45,311

# St. Helena Parish School Board

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## Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Athletic Supplmts.	Salary
0-3	\$ 32,700	\$ 4,300	\$ 600	\$ 500	\$ 3,270	\$ 41,370
4-6	\$ 33,027	\$ 6,000	\$ 600	\$ 500	\$ 3,303	\$ 43,430
7-9	\$ 33,357	\$ 6,000	\$ 600	\$ 500	\$ 3,336	\$ 43,793
10-12	\$ 33,691	\$ 6,000	\$ 600	\$ 500	\$ 3,369	\$ 44,160
13-15	\$ 34,028	\$ 6,000	\$ 600	\$ 500	\$ 3,403	\$ 44,531
16-18	\$ 34,368	\$ 6,000	\$ 600	\$ 500	\$ 3,437	\$ 44,905
19-21	\$ 34,712	\$ 6,000	\$ 600	\$ 500	\$ 3,471	\$ 45,283
22-24	\$ 35,059	\$ 6,000	\$ 600	\$ 500	\$ 3,506	\$ 45,665

## Doctorate in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Athletic Supplmts.	Salary
0-3	\$ 33,000	\$ 4,300	\$ 600	\$ 500	\$ 3,300	\$ 41,700
4-6	\$ 33,330	\$ 6,000	\$ 600	\$ 500	\$ 3,333	\$ 43,763
7-9	\$ 33,663	\$ 6,000	\$ 600	\$ 500	\$ 3,366	\$ 44,130
10-12	\$ 34,000	\$ 6,000	\$ 600	\$ 500	\$ 3,400	\$ 44,500
13-15	\$ 34,340	\$ 6,000	\$ 600	\$ 500	\$ 3,434	\$ 44,874
16-18	\$ 34,683	\$ 6,000	\$ 600	\$ 500	\$ 3,468	\$ 45,252
19-21	\$ 35,030	\$ 6,000	\$ 600	\$ 500	\$ 3,503	\$ 45,633
22-24	\$ 35,380	\$ 6,000	\$ 600	\$ 500	\$ 3,538	\$ 46,019

## Master Teacher - (10 month)

### Bachelor's Degree and/or Master's Degree outside of Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 40,000	\$ 4,300	\$ 600	\$ 500	\$ 45,400
4-6	\$ 40,400	\$ 6,000	\$ 600	\$ 500	\$ 47,500
7-9	\$ 40,804	\$ 6,000	\$ 600	\$ 500	\$ 47,904
10-12	\$ 41,212	\$ 6,000	\$ 600	\$ 500	\$ 48,312
13-15	\$ 41,624	\$ 6,000	\$ 600	\$ 500	\$ 48,724
16-18	\$ 42,040	\$ 6,000	\$ 600	\$ 500	\$ 49,140
19-21	\$ 42,461	\$ 6,000	\$ 600	\$ 500	\$ 49,561
22-24	\$ 42,885	\$ 6,000	\$ 600	\$ 500	\$ 49,985

### Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 40,300	\$ 4,300	\$ 600	\$ 500	\$ 45,700
4-6	\$ 40,703	\$ 6,000	\$ 600	\$ 500	\$ 47,803
7-9	\$ 41,110	\$ 6,000	\$ 600	\$ 500	\$ 48,210
10-12	\$ 41,521	\$ 6,000	\$ 600	\$ 500	\$ 48,621
13-15	\$ 41,936	\$ 6,000	\$ 600	\$ 500	\$ 49,036
16-18	\$ 42,356	\$ 6,000	\$ 600	\$ 500	\$ 49,456
19-21	\$ 42,779	\$ 6,000	\$ 600	\$ 500	\$ 49,879
22-24	\$ 43,207	\$ 6,000	\$ 600	\$ 500	\$ 50,307

### Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 40,600	\$ 4,300	\$ 600	\$ 500	\$ 46,000
4-6	\$ 41,006	\$ 6,000	\$ 600	\$ 500	\$ 48,106
7-9	\$ 41,416	\$ 6,000	\$ 600	\$ 500	\$ 48,516
10-12	\$ 41,830	\$ 6,000	\$ 600	\$ 500	\$ 48,930
13-15	\$ 42,249	\$ 6,000	\$ 600	\$ 500	\$ 49,349
16-18	\$ 42,671	\$ 6,000	\$ 600	\$ 500	\$ 49,771
19-21	\$ 43,098	\$ 6,000	\$ 600	\$ 500	\$ 50,198
22-24	\$ 43,529	\$ 6,000	\$ 600	\$ 500	\$ 50,629

# St. Helena Parish School Board

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## Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 40,900	\$ 4,300	\$ 600	\$ 500	\$ 46,300
4-6	\$ 41,309	\$ 6,000	\$ 600	\$ 500	\$ 48,409
7-9	\$ 41,722	\$ 6,000	\$ 600	\$ 500	\$ 48,822
10-12	\$ 42,139	\$ 6,000	\$ 600	\$ 500	\$ 49,239
13-15	\$ 42,561	\$ 6,000	\$ 600	\$ 500	\$ 49,661
16-18	\$ 42,986	\$ 6,000	\$ 600	\$ 500	\$ 50,086
19-21	\$ 43,416	\$ 6,000	\$ 600	\$ 500	\$ 50,516
22-24	\$ 43,850	\$ 6,000	\$ 600	\$ 500	\$ 50,950

## Doctorate in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 41,200	\$ 4,300	\$ 600	\$ 500	\$ 46,600
4-6	\$ 41,612	\$ 6,000	\$ 600	\$ 500	\$ 48,712
7-9	\$ 42,028	\$ 6,000	\$ 600	\$ 500	\$ 49,128
10-12	\$ 42,448	\$ 6,000	\$ 600	\$ 500	\$ 49,548
13-15	\$ 42,873	\$ 6,000	\$ 600	\$ 500	\$ 49,973
16-18	\$ 43,302	\$ 6,000	\$ 600	\$ 500	\$ 50,402
19-21	\$ 43,735	\$ 6,000	\$ 600	\$ 500	\$ 50,835
22-24	\$ 44,172	\$ 6,000	\$ 600	\$ 500	\$ 51,272



**ED Diagnostician (10 months)**

**Bachelor's Degree and/or Master's Degree outside of Content Area**

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 40,000	\$ 4,300	\$ 600	\$ 500	\$ 45,400
4-6	\$ 40,400	\$ 6,000	\$ 600	\$ 500	\$ 47,500
7-9	\$ 40,804	\$ 6,000	\$ 600	\$ 500	\$ 47,904
10-12	\$ 41,212	\$ 6,000	\$ 600	\$ 500	\$ 48,312
13-15	\$ 41,624	\$ 6,000	\$ 600	\$ 500	\$ 48,724
16-18	\$ 42,040	\$ 6,000	\$ 600	\$ 500	\$ 49,140
19-21	\$ 42,461	\$ 6,000	\$ 600	\$ 500	\$ 49,561
22-24	\$ 42,885	\$ 6,000	\$ 600	\$ 500	\$ 49,985

**Master's Degree in Content Area**

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 40,300	\$ 4,300	\$ 600	\$ 500	\$ 45,700
4-6	\$ 40,703	\$ 6,000	\$ 600	\$ 500	\$ 47,803
7-9	\$ 41,110	\$ 6,000	\$ 600	\$ 500	\$ 48,210
10-12	\$ 41,521	\$ 6,000	\$ 600	\$ 500	\$ 48,621
13-15	\$ 41,936	\$ 6,000	\$ 600	\$ 500	\$ 49,036
16-18	\$ 42,356	\$ 6,000	\$ 600	\$ 500	\$ 49,456
19-21	\$ 42,779	\$ 6,000	\$ 600	\$ 500	\$ 49,879
22-24	\$ 43,207	\$ 6,000	\$ 600	\$ 500	\$ 50,307

**Master's +30 in Content Area**

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 40,600	\$ 4,300	\$ 600	\$ 500	\$ 46,000
4-6	\$ 41,006	\$ 6,000	\$ 600	\$ 500	\$ 48,106
7-9	\$ 41,416	\$ 6,000	\$ 600	\$ 500	\$ 48,516
10-12	\$ 41,830	\$ 6,000	\$ 600	\$ 500	\$ 48,930
13-15	\$ 42,249	\$ 6,000	\$ 600	\$ 500	\$ 49,349
16-18	\$ 42,671	\$ 6,000	\$ 600	\$ 500	\$ 49,771
19-21	\$ 43,098	\$ 6,000	\$ 600	\$ 500	\$ 50,198
22-24	\$ 43,529	\$ 6,000	\$ 600	\$ 500	\$ 50,629

# St. Helena Parish School Board

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## Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 40,900	\$ 4,300	\$ 600	\$ 500	\$ 46,300
4-6	\$ 41,309	\$ 6,000	\$ 600	\$ 500	\$ 48,409
7-9	\$ 41,722	\$ 6,000	\$ 600	\$ 500	\$ 48,822
10-12	\$ 42,139	\$ 6,000	\$ 600	\$ 500	\$ 49,239
13-15	\$ 42,561	\$ 6,000	\$ 600	\$ 500	\$ 49,661
16-18	\$ 42,986	\$ 6,000	\$ 600	\$ 500	\$ 50,086
19-21	\$ 43,416	\$ 6,000	\$ 600	\$ 500	\$ 50,516
22-24	\$ 43,850	\$ 6,000	\$ 600	\$ 500	\$ 50,950

## Doctorate in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 41,200	\$ 4,300	\$ 600	\$ 500	\$ 46,600
4-6	\$ 41,612	\$ 6,000	\$ 600	\$ 500	\$ 48,712
7-9	\$ 42,028	\$ 6,000	\$ 600	\$ 500	\$ 49,128
10-12	\$ 42,448	\$ 6,000	\$ 600	\$ 500	\$ 49,548
13-15	\$ 42,873	\$ 6,000	\$ 600	\$ 500	\$ 49,973
16-18	\$ 43,302	\$ 6,000	\$ 600	\$ 500	\$ 50,402
19-21	\$ 43,735	\$ 6,000	\$ 600	\$ 500	\$ 50,835
22-24	\$ 44,172	\$ 6,000	\$ 600	\$ 500	\$ 51,272

## NON-CERTIFIED EMPLOYEES WORKING CONDITIONS

### WORK DAY

#### A. FULL-TIME EMPLOYEES

The standard work year for all Non-Certified Employees shall be defined in each section pertaining to his/her job classification.

The employment year for all twelve month employees shall be from July 1 through June 30. The year shall consist of 260 days or 261 days in a leap year which includes paid holidays and vacation days. An emergency day shall count as a work day.

Any holiday that falls on a Saturday shall be observed on the preceding Friday. Any holiday that falls on a Sunday will be observed on the following Monday.

Full year Bargaining Unit Member shall be scheduled to work their regular work day except for summer months when the superintendent uses a summer schedule.

### WORK YEAR/WEEK/DAY/HOLIDAYS & VACATION DAYS

Every non-certified, twelve (12) month Employee shall be entitled to the following paid holidays:

Independence Day	1 day
Labor Day	1 day
Thanksgiving Week	5 days
Christmas Week/New Year's Day	8 days
Martin Luther King's Birthday	1 day
Mardi Gras Day	3 days
Good Friday	1 day
Easter Week	4 days
Memorial Day	1 day
<b>TOTAL DAYS</b>	<b>25 days</b>

The work day shall include at least one fifteen (15) minute break every (4) consecutive hours and a duty free lunch and/or dinner break of no less than thirty (30) uninterrupted minutes.

The standard work week shall consist of five (5) consecutive days from Monday to Friday.

#### B. OVERTIME, HOLIDAYS, AND WEEKEND WORK

Except as otherwise provided, no employee will be required to work overtime and/or on weekends or holidays except as follows:

##### 1. Regular Overtime

All hours worked in excess of forty (40) per week shall be compensated at the rate of one and one-half (1 1/2) times the normal rate of pay.

## **Relief Time and Overtime**

Bargaining Unit Members working overtime will be entitled to an additional fifteen (15) minute relief time for every four (4) hours worked.

## **2. Sunday and Holiday Overtime**

All work on Sundays or holidays (overtime or not) will be compensated at two (2) times the employee's normal rate of pay, and a minimum of four (4) hours will be credited to the employee.

## **3. Saturday Overtime**

Saturday overtime shall be a guaranteed three (3) hours of minimum of work or pay.

## **BUS DRIVER(S) AND BUS ATTENDANTS/AIDES**

The employment year for all bus drivers and attendants/aides shall not exceed 180 days. An emergency day shall count as a work day. They shall be paid for one hundred-eighty (180) days.

The work day for all regular bus drivers shall be from 6:00am – 8:00am and from 2:00pm – 4:30pm. Each bus driver, prior to his/her first a.m. and p.m. scheduled route, will complete a thorough pre-trip inspection report which must be filed with the Transportation Department. Post-trip inspections shall be made in accordance with department policy. Prior to the opening of school, bus drivers shall receive a written copy of procedures for pre-trip and post-trip inspections.

## **CUSTODIAL/MAINTENANCE**

- A. Work Year: The employment year for all Custodial employees shall not exceed two hundred sixty (260) days or two hundred sixty-one (261) days in a leap year which includes paid holidays and vacation days. An emergency day shall count as a work day.
- B. Work Week: The standard work week for all custodial employees shall consist of five (5) consecutive days, from Monday through Friday.
- C. Work Day: Custodial employees shall be scheduled for an eight (8) hour workday, which includes a paid thirty-minute (30) lunch/dinner break and a mid-morning and mid-afternoon break of fifteen (15) minutes each.

## **FOOD SERVICE TECHNICIANS**

Shall be scheduled to work a seven and one half (7½) hour day or less, providing that a proportionate hourly pay will be made. Cooks shall be scheduled to report on all regular school days during the school year not to exceed one hundred eighty (180) actual report days. An emergency day shall count as a workday. They shall be paid for one hundred-eighty (180) report days.

Food Service Managers – shall be scheduled to report on all regular school days not to exceed on hundred-eighty (180) actual report days.

**SCHOOL SECRETARIES/CLERKS** - shall report on the following schedule:

Twelve-month secretary – two hundred sixty-one (261) days

An emergency day shall count as a workday. Twelve-month secretaries shall be paid for two hundred sixty-one (261) days.

Twelve month secretaries shall be scheduled to a seven and one-half (7 ½) hour day. When extended employment is offered, the secretary shall be paid in accordance with overtime policy.

**AIDES/PARAPROFESSIONALS**

The employment year for all aides/paraprofessionals shall not exceed 180 workdays. An emergency day shall count as a workday.

The standard workweek for all aides/paraprofessionals shall consist of five (5) consecutive days from Monday through Friday, unless a special summer schedule is in effect. The workday for aides/paraprofessionals shall be seven and one-half (7 ½) hours per day.

If the Board requires an aide/paraprofessional to take a course/workshop as a condition of continued employment, the costs shall be borne by the Board.

**BOOKKEEPERS/CLERKS**

Shall be paid for workday and shall be scheduled to work a seven and one-half (7 ½) hour day. An emergency day shall count as a workday.

**PROFESSIONAL DEVELOPMENT DAYS**

St. Helena Parish School District shall provide non-instructional days for professional development during each school year.

Attendance at the professional development sessions is mandatory with the exclusion of weekends. Employees who do not attend must provide a written explanation to their immediate supervisor detailing the reason for the absence.

All new teachers are required to attend the New Teacher Induction Meeting held twice per month in the fall semester and once per month in the spring semester. Employees who do not attend must provide a written explanation to their immediate supervisor detailing the reason for the absence.

# St. Helena Parish School Board

Operations Division Chiefs (12-month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 60,000	\$ 3,500	\$ 600	\$ 300	\$ 64,400
1	\$ 60,000	\$ 3,500	\$ 600	\$ 300	\$ 64,400
2	\$ 64,000	\$ 3,500	\$ 600	\$ 300	\$ 68,400
3	\$ 64,000	\$ 3,500	\$ 600	\$ 300	\$ 68,400
4	\$ 64,000	\$ 3,500	\$ 600	\$ 300	\$ 68,400

Supervisor of Human Resources					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 41,215	\$ 3,500	\$ 600	\$ 300	\$ 45,615
1	\$ 41,627	\$ 3,500	\$ 600	\$ 300	\$ 46,027
2	\$ 42,043	\$ 3,500	\$ 600	\$ 300	\$ 46,443
3	\$ 42,464	\$ 3,500	\$ 600	\$ 300	\$ 46,864
4	\$ 42,888	\$ 3,500	\$ 600	\$ 300	\$ 47,288

Supervisor of Child Nutrition and Wellness (12-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 41,215	\$ 3,500	\$ 600	\$ 300	\$ 45,615
1	\$ 41,627	\$ 3,500	\$ 600	\$ 300	\$ 46,027
2	\$ 42,043	\$ 3,500	\$ 600	\$ 300	\$ 46,443
3	\$ 42,464	\$ 3,500	\$ 600	\$ 300	\$ 46,864
4	\$ 42,888	\$ 3,500	\$ 600	\$ 300	\$ 47,288

Executive Chief of Staff/Supervisor of Transportation (12-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 41,215	\$ 3,500	\$ 600	\$ 300	\$ 45,615
1	\$ 41,627	\$ 3,500	\$ 600	\$ 300	\$ 46,027
2	\$ 42,043	\$ 3,500	\$ 600	\$ 300	\$ 46,443
3	\$ 42,464	\$ 3,500	\$ 600	\$ 300	\$ 46,864
4	\$ 42,888	\$ 3,500	\$ 600	\$ 300	\$ 47,288

Supervisor of Finance/Payroll					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 41,215	\$ 3,500	\$ 600	\$ 300	\$ 45,615
1	\$ 41,627	\$ 3,500	\$ 600	\$ 300	\$ 46,027
2	\$ 42,043	\$ 3,500	\$ 600	\$ 300	\$ 46,443
3	\$ 42,464	\$ 3,500	\$ 600	\$ 300	\$ 46,864
4	\$ 42,888	\$ 3,500	\$ 600	\$ 300	\$ 47,288

Coordinator of Payroll/Employee Benefits (12-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 34,000	\$ 3,500	\$ 600	\$ 300	\$ 38,400
1	\$ 34,340	\$ 3,500	\$ 600	\$ 300	\$ 38,740
2	\$ 34,683	\$ 3,500	\$ 600	\$ 300	\$ 39,083
3	\$ 35,030	\$ 3,500	\$ 600	\$ 300	\$ 39,430
4	\$ 35,381	\$ 3,500	\$ 600	\$ 300	\$ 39,780

## St. Helena Parish School Board

<b>Purchasing Coordinator</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 34,000	\$ 3,500	\$ 600	\$ 300	\$ 38,400
1	\$ 34,340	\$ 3,500	\$ 600	\$ 300	\$ 38,740
2	\$ 34,683	\$ 3,500	\$ 600	\$ 300	\$ 39,083
3	\$ 35,030	\$ 3,500	\$ 600	\$ 300	\$ 39,430
4	\$ 35,381	\$ 3,500	\$ 600	\$ 300	\$ 39,780

<b>Coordinator of Student Information Systems (SIS)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 34,000	\$ 3,500	\$ 600	\$ 300	\$ 38,400
1	\$ 34,340	\$ 3,500	\$ 600	\$ 300	\$ 38,740
2	\$ 34,683	\$ 3,500	\$ 600	\$ 300	\$ 39,083
3	\$ 35,030	\$ 3,500	\$ 600	\$ 300	\$ 39,430
4	\$ 35,381	\$ 3,500	\$ 600	\$ 300	\$ 39,780

<b>Cafeteria Manager</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 20,035	\$ 3,500	\$ 600	\$ 300	\$ 24,435
1	\$ 20,285	\$ 3,500	\$ 600	\$ 300	\$ 24,685
2	\$ 20,535	\$ 3,500	\$ 600	\$ 300	\$ 24,935
3	\$ 20,785	\$ 3,500	\$ 600	\$ 300	\$ 25,185
4	\$ 21,035	\$ 3,500	\$ 600	\$ 300	\$ 25,435

<b>Food Service Technician (9-Month)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 11,554	\$ 3,500	\$ 600	\$ 300	\$ 15,954
1	\$ 11,670	\$ 3,500	\$ 600	\$ 300	\$ 16,070
2	\$ 11,786	\$ 3,500	\$ 600	\$ 300	\$ 16,186
3	\$ 11,904	\$ 3,500	\$ 600	\$ 300	\$ 16,304
4	\$ 12,023	\$ 3,500	\$ 600	\$ 300	\$ 16,423
5	\$ 13,307	\$ 3,500	\$ 600	\$ 300	\$ 17,707

<b>Central Office Clerk/SER (12-Month)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 20,519	\$ 3,500	\$ 600	\$ 300	\$ 24,919
1	\$ 20,724	\$ 3,500	\$ 600	\$ 300	\$ 25,124
2	\$ 20,931	\$ 3,500	\$ 600	\$ 300	\$ 25,331
3	\$ 21,141	\$ 3,500	\$ 600	\$ 300	\$ 25,541
4	\$ 21,352	\$ 3,500	\$ 600	\$ 300	\$ 25,752

<b>School Secretary (12-Month)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 21,117	\$ 3,500	\$ 600	\$ 300	\$ 25,517
1	\$ 21,328	\$ 3,500	\$ 600	\$ 300	\$ 25,728
2	\$ 21,541	\$ 3,500	\$ 600	\$ 300	\$ 25,941
3	\$ 21,757	\$ 3,500	\$ 600	\$ 300	\$ 26,157
4	\$ 21,974	\$ 3,500	\$ 600	\$ 300	\$ 26,374

# St. Helena Parish School Board

School Secretary II (10-month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 20,293	\$ 3,500	\$ 600	\$ 300	\$ 24,693
1	\$ 20,496	\$ 3,500	\$ 600	\$ 300	\$ 24,896
2	\$ 20,701	\$ 3,500	\$ 600	\$ 300	\$ 25,101
3	\$ 20,908	\$ 3,500	\$ 600	\$ 300	\$ 25,308
4	\$ 21,117	\$ 3,500	\$ 600	\$ 300	\$ 25,517

Central Office Clerk/SIS - (12-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 20,519	\$ 3,500	\$ 600	\$ 300	\$ 24,919
1	\$ 20,724	\$ 3,500	\$ 600	\$ 300	\$ 25,124
2	\$ 20,931	\$ 3,500	\$ 600	\$ 300	\$ 25,331
3	\$ 21,141	\$ 3,500	\$ 600	\$ 300	\$ 25,541
4	\$ 21,352	\$ 3,500	\$ 600	\$ 300	\$ 25,752

Central Office Receptionist (12-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 15,500	\$ 3,500	\$ 600	\$ 300	\$ 19,900
1	\$ 15,655	\$ 3,500	\$ 600	\$ 300	\$ 20,055
2	\$ 15,812	\$ 3,500	\$ 600	\$ 300	\$ 20,212
3	\$ 15,970	\$ 3,500	\$ 600	\$ 300	\$ 20,370
4	\$ 16,129	\$ 3,500	\$ 600	\$ 300	\$ 20,529

PBIS Facilitator (10-Month)/Alternative Program Facilitator					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 26,000	\$ 3,500	\$ 600	\$ 300	\$ 30,400
1	\$ 26,260	\$ 3,500	\$ 600	\$ 300	\$ 30,660
2	\$ 26,523	\$ 3,500	\$ 600	\$ 300	\$ 30,923
3	\$ 26,788	\$ 3,500	\$ 600	\$ 300	\$ 31,188
4	\$ 27,056	\$ 3,500	\$ 600	\$ 300	\$ 31,456

Media Center Specialist (10-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 15,700	\$ 3,500	\$ 600	\$ 300	\$ 20,100
1	\$ 15,857	\$ 3,500	\$ 600	\$ 300	\$ 20,257
2	\$ 16,016	\$ 3,500	\$ 600	\$ 300	\$ 20,416
3	\$ 16,176	\$ 3,500	\$ 600	\$ 300	\$ 20,576
4	\$ 16,337	\$ 3,500	\$ 600	\$ 300	\$ 20,737

Early Childhood Teaching Assistant/General Teaching Assistants					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 13,351	\$ 3,500	\$ 600	\$ 300	\$ 17,751
1	\$ 13,485	\$ 3,500	\$ 600	\$ 300	\$ 17,885
2	\$ 13,619	\$ 3,500	\$ 600	\$ 300	\$ 18,019
3	\$ 13,756	\$ 3,500	\$ 600	\$ 300	\$ 18,156
4	\$ 13,893	\$ 3,500	\$ 600	\$ 300	\$ 18,293



# St. Helena Parish School Board

<b>On-Line Course Facilitator (10-Month)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 19,702	\$ 3,500	\$ 600	\$ 300	\$ 24,102
1	\$ 19,899	\$ 3,500	\$ 600	\$ 300	\$ 24,299
2	\$ 20,098	\$ 3,500	\$ 600	\$ 300	\$ 24,498
3	\$ 20,299	\$ 3,500	\$ 600	\$ 300	\$ 24,699
4	\$ 20,502	\$ 3,500	\$ 600	\$ 300	\$ 24,902

<b>General Maintenance (12-Month)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 23,310	\$ 3,500	\$ 600	\$ 300	\$ 27,710
1	\$ 23,543	\$ 3,500	\$ 600	\$ 300	\$ 27,943
2	\$ 23,779	\$ 3,500	\$ 600	\$ 300	\$ 28,179
3	\$ 24,016	\$ 3,500	\$ 600	\$ 300	\$ 28,416
4	\$ 24,256	\$ 3,500	\$ 600	\$ 300	\$ 28,656

<b>Lead Custodian (12-Month)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 15,601	\$ 3,500	\$ 600	\$ 300	\$ 20,001
1	\$ 15,757	\$ 3,500	\$ 600	\$ 300	\$ 20,157
2	\$ 15,915	\$ 3,500	\$ 600	\$ 300	\$ 20,315
3	\$ 16,074	\$ 3,500	\$ 600	\$ 300	\$ 20,474
4	\$ 16,234	\$ 3,500	\$ 600	\$ 300	\$ 20,634

<b>Custodian (12-Month)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 14,142	\$ 3,500	\$ 600	\$ 300	\$ 18,542
1	\$ 14,283	\$ 3,500	\$ 600	\$ 300	\$ 18,683
2	\$ 14,426	\$ 3,500	\$ 600	\$ 300	\$ 18,826
3	\$ 14,571	\$ 3,500	\$ 600	\$ 300	\$ 18,971
4	\$ 14,716	\$ 3,500	\$ 600	\$ 300	\$ 19,116

<b>Bus Driver (9-Month)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 11,139	\$ 3,500	\$ 600	\$ 300	\$ 15,539
1	\$ 11,250	\$ 3,500	\$ 600	\$ 300	\$ 15,650
2	\$ 11,363	\$ 3,500	\$ 600	\$ 300	\$ 15,763
3	\$ 11,477	\$ 3,500	\$ 600	\$ 300	\$ 15,877
4	\$ 11,591	\$ 3,500	\$ 600	\$ 300	\$ 15,991

<b>Bus Aide (9-Month)</b>					
<b>Step</b>	<b>Base Salary</b>	<b>Millage</b>	<b>Supplement</b>	<b>MFP 11/15</b>	<b>Salary</b>
0	\$ 10,072	\$ 3,500	\$ 600	\$ 300	\$ 14,472
1	\$ 10,173	\$ 3,500	\$ 600	\$ 300	\$ 14,573
2	\$ 10,274	\$ 3,500	\$ 600	\$ 300	\$ 14,674
3	\$ 10,377	\$ 3,500	\$ 600	\$ 300	\$ 14,777
4	\$ 10,481	\$ 3,500	\$ 600	\$ 300	\$ 14,881

## LEAVES

### SICK LEAVE

- A. All Bargaining Unit Members employed on the first day of each school year shall be credited with ten (10) school days to be used for personal illness and emergency leave.
- B. All Employees hired for eleven (11) and twelve (12) months shall be allowed eleven (11) and twelve (12) days absence per fiscal year respectively, for personal illness and/or emergency leave.
- C. All Bargaining Unit Members employed after the beginning of the school year, shall be credited with one (1) day per month of the remaining school/calendar year to be used for illness or emergency leave.

### PERSONAL AND PROFESSIONAL LEAVE

- A. **PERSONAL LEAVE**  
Members of the Bargaining Unit with days available in their current or accrued sick leave account shall be eligible to charge up to two (2) workdays per school year for personal reasons with twenty-four (24) hours prior notice.

### ADDITIONAL PAID LEAVES

- A. **ANNUAL LEAVE**
  - 1. Bargaining Unit Members who work a twelve (12) month fiscal year shall earn paid annual leave days. Annual leave shall be earned on a prorated monthly basis per fiscal year.
  - 2. Annual leave shall be computed based on the following schedule:

#### **YEARS OF SERVICE VACATION LEAVE**

10 days leave for 10 years or less

One additional day of Annual Leave for each year of service up to 20 days

Individuals who become 12-month employees after the start of the fiscal year will earn vacation leave based on the percentage of the work year remaining at the time of employment.

## COMPENSATION AND RELATED PROVISIONS

### PAYROLL INSTALLMENTS/PAY DATES

Employees shall be paid in twelve (12) equal installments per year. St. Helena Parish School System shall have an established day for all employees to receive paychecks. For the purpose of this section of the Agreement, all employees shall be defined as employees who are not contracted or substitute employees. Payday shall be the 15<sup>th</sup> of each month with the understanding, that if the 15<sup>th</sup> falls on a Saturday, Sunday or holiday payday shall be the previous workday.

**SUPPLEMENTAL CHECKS**

The full time employees of St. Helena Parish School System shall receive four (4) separate supplemental pay each fiscal year based upon the monies received from the taxes passed by the voters of St. Helena Parish. Monies will be divided equally among all qualified employees. Supplements shall be issued on or before the 12<sup>th</sup> of March, June, September, and December and be issued to the employees who meet the following guidelines.

- 1) Must be considered a current full-time employee of St. Helena Parish School System. (Not contracted, substitute, or part-time.) Must have been an employee for the previous twelve (12) consecutive months. (See Chart Below for reference.)

Month of Hire	Eligibility to Receive Supplement
July – September	Next calendar year’s September Supplement
January – March	Next calendar year’s March Supplement
October - December	Next calendar year’s December Supplement
April – June	Next calendar year’s June Supplement

- 2) Employees who have been laid off due to reduction in force (if they are eligible for the original supplemental pay) shall receive the next scheduled supplement after being laid off and not rehired if reduction in force is on or before 30 days of check issuance.
- 3) Employees who have been fired or resigned shall not be eligible for the scheduled supplemental pay.

**Substitute Pay**

	Per Day
Regular Substitute Teacher - Individual with a high school diploma	\$ 64.75
Degreed Substitute Teacher - Individual with a 4-year college degree	\$ 75.00
Food Service Worker	
Custodial Worker	
	Per Day
<b>Alternative Certification Employees</b>	<b>\$ 100.00</b>

Individuals with a college degree who wish to pursue a teaching certification will be required to sign a contract that will list their employment and pursuit of certification requirements. Once official enrollment into an alternate certification program and a certification number is verified, the employee will revert to a full time, first year teacher’s salary. Failure to comply with the requirements within the allotted time frame stated in the contract will result in a transfer to the Degreed Substitute salary.

**COACHING SUPPLEMENT**

The ultimate goal of the St. Helena Parish High School’s Athletic Department is to provide students with a premiere, well-organized extra-curricular sports program. The Department is required to follow all LSHAA rules and regulations.

**COACHING STAFF**

As of May 2013, the LSHAA has placed St. Helena Central High School in the 2A Division. As a result, the school may have up to seven coaching positions with a maximum of 14 supplements. With the exception of the Head Football Coach, it is strongly recommended that each coach be assigned two coaching positions. All teachers assigned to a coaching position will be placed on a 10-month teaching assignment.

**Major High School Sports**

Head Football	Assistant Football	Head Boys Basketball
Assistant Boys Basketball	Head Girls Basketball	Assistant Girls Basketball
Head Track	Assistant Track	Head Baseball Assistant Baseball
Head Softball	Assistant Softball	
Head Volleyball	Assistant Volleyball	

**Minor High School Sports**

Cross Country/track	Soccer	Tennis
Basketball	Weightlifting	Football
Cheer/Dance		

**PAY STRUCTURE**

Certified employees will receive an additional 10% of their base pay salary. The Head Football Coach will receive 13%. Eleven and 12-month employees are not eligible to receive the additional stipend for coaching.

If a coach is removed or opted out of a position, the supplement will be removed from their salary. If any payments are due to the School Board, it will be garnished from their salary until full payment has been made.

<b>Football</b>	<b>Supplement</b>	<b>Track</b>	<b>Supplement</b>
Offensive and Defensive Coordinators	\$3,000.00	Head Coaches	\$2,000.00
Assistant Coaches	\$2,000.00	Assistant Coaches	\$1,500.00
<b>Boys/Girls Basketball</b>	<b>Supplement</b>	<b>Baseball/Softball</b>	<b>Supplement</b>
Head Coaches	\$3,000.00	Head Coaches	\$2,000.00
Assistant Coaches	\$1,500.00	Assistant Coaches	\$1,500.00
<b>Volleyball</b>	<b>Supplement</b>		
Head Coach	\$2,000.00		
Assistant Coach	\$1,500.00		

**Elementary school coaches will receive the following stipend:**

Cross Country/track	\$720.00	Assistant Coach	\$300.00
Soccer	\$720.00	Tennis	\$300.00
Basketball	\$720.00	Weightlifting	\$300.00
Football	\$720.00	Cheer/Dance	\$300.00

The total stipend for elementary/middle school coaches and coaches of minor sports shall not exceed \$2,500.00 and are 9-month employees.

**NON-INSTRUCTIONAL COACHING STAFF**

Coaches who are not employees of St. Helena Parish School District will receive a \$1,500.00 flat rate for each school year.

**CDL License**

Any coach with a CDL license who drives for away games will receive an additional \$500.00 at the completion of their season. All driving trips must be documented. The driving supplement is only paid once. Therefore, an individual coaching two sports cannot be paid the driving supplement for both sports.

- a. Driver must meet all federal and state licensing, certification, drug, and alcohol testing requirements. In addition, the coach must meet the following requirements:
  1. Provide a copy of current CDL license to be placed on file.
  2. Covered by School Board insurance.

The School Board is not responsible for any expenses in acquiring CDL licensing.