

2018-2019

St. Helena Parish School Board



Salary Schedule

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CERTIFIED EMPLOYEE WORKING CONDITIONS

LENGTH OF WORKDAY/WORKWEEK

Except for 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 work week 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 182 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 as a certified educator. 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.

STIPENDS

Employees who perform additional job duties or participate in professional development workshops outside of normal work hours are eligible to receive a stipend for their services.

- Attendance at professional development workshops \$25.00 per hour
- Presenter at professional development workshops \$35.00 per hour
- Additional salary supplement \$250.00 per/mo.
Paid to Central Office staff or other certified school employees for additional responsibilities.

Teacher Salary Supplements – Supplements to the base salary shall be paid to teachers who are also athletic coaches, cheerleader or dance-line sponsors, and other school based employees. Such supplements shall not be paid in any year in which the employee does not perform such additional duties, and such supplements shall not be considered part of the employee’s annual base salary.

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	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 37,200
4-6	\$ 32,118	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 39,218
7-9	\$ 32,439	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 39,539
10-12	\$ 32,634	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 39,734
13-15	\$ 32,960	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,060
16-18	\$ 33,290	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,390
19-21	\$ 36,179	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 43,279
22-24	\$ 36,541	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 43,641

Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,100	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 37,500
4-6	\$ 32,421	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 39,521
7-9	\$ 32,745	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 39,845
10-12	\$ 33,073	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,173
13-15	\$ 33,403	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,503
16-18	\$ 33,737	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,837
19-21	\$ 38,668	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 45,768
22-24	\$ 39,350	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 46,450

Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,400	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 37,800
4-6	\$ 32,724	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 39,824
7-9	\$ 33,051	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,151
10-12	\$ 33,382	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,482
13-15	\$ 33,716	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,816
16-18	\$ 34,053	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,153
19-21	\$ 38,075	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 45,175
22-24	\$ 40,860	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 47,960

Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,700	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 38,100
4-6	\$ 33,027	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,127
7-9	\$ 33,357	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,457
10-12	\$ 33,691	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,791
13-15	\$ 34,028	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,128
16-18	\$ 34,368	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,468
19-21	\$ 34,712	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,812
22-24	\$ 35,059	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 42,159

Doctorate in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 33,000	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 38,400
4-6	\$ 33,330	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,430
7-9	\$ 33,663	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,763
10-12	\$ 34,000	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,100
13-15	\$ 34,340	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,440
16-18	\$ 34,683	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,783
19-21	\$ 35,030	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 42,130
22-24	\$ 35,380	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 42,480

Certified Teaching Positions: Retired (9-month)

Step	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 31,800	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 37,200
4-6	\$ 31,800	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 38,900

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

	\$38,061.00	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 45,161
	\$40,860.00	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 47,960

Administrative Personnel

Academic Division Chiefs (12-Month)

Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 60,000.00	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 67,100
1	\$ 60,000.00	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 67,100
2	\$ 64,000.00	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 71,100
3	\$ 64,000.00	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 71,100
4	\$ 64,000.00	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 71,100

School Principals (12-Month Administrative Contract)

Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 61,000	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 68,100
1	\$ 61,250	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 68,350
2	\$ 61,500	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 68,600
3	\$ 61,750	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 68,850
4	\$ 62,000	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 69,100

School Administrator (12-month Contract)

Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 53,000	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,100
1	\$ 53,250	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,350
2	\$ 53,500	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,600
3	\$ 53,750	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,850
4	\$ 54,000	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 61,100

High School Academic Dean

Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 53,000	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,100
1	\$ 53,250	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,350
2	\$ 53,500	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,600
3	\$ 53,750	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,850
4	\$ 54,000	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 61,100

St. Helena Parish School Board

Academic Coach (10 month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 41,500	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,600
1	\$ 41,750	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,850
2	\$ 42,000	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,100
3	\$ 42,250	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,350
4	\$ 42,500	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,600

Dean of Students (10 month)					
Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0	\$ 40,000	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 45,400
1	\$ 40,400	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 47,500
2	\$ 40,804	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 47,904
3	\$ 41,212	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,312
4	\$ 41,624	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,724

Disciplinarian (10-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 43,200	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 48,600
1	\$ 43,632	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 49,032
2	\$ 44,068	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 49,468
3	\$ 44,509	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 49,909
4	\$ 44,954	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 52,054

High School AD/Head Football (12-Month Admin Contract)							
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary	Athletic Supp.	Total Salary
0	\$ 47,300	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,400	\$ 7,072	\$ 61,472
1	\$ 47,550	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,650	\$ 7,105	\$ 61,755
2	\$ 47,800	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,900	\$ 7,137	\$ 62,037
3	\$ 48,050	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 55,150	\$ 7,170	\$ 62,320
4	\$ 48,300	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 55,400	\$ 7,202	\$ 62,602

Inclusion Support Facilitator (10-Month)						
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary	
0	\$ 37,000.00	\$ 4,300.00	\$ 600.00	\$ 300.00	\$ 42,200	
1	\$ 37,000.00	\$ 6,000.00	\$ 600.00	\$ 300.00	\$ 43,900	
2	\$ 37,370.00	\$ 6,000.00	\$ 600.00	\$ 300.00	\$ 44,270	
3	\$ 37,370.00	\$ 6,000.00	\$ 600.00	\$ 300.00	\$ 44,270	
4	\$ 37,744.00	\$ 6,000.00	\$ 600.00	\$ 300.00	\$ 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	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 54,786
4-6	\$ 49,880	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 56,980
7-9	\$ 50,379	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 57,479
10-12	\$ 50,882	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 57,982
13-15	\$ 51,391	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 58,491
16-18	\$ 51,905	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 59,005
19-21	\$ 52,424	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 59,524
22-24	\$ 52,948	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,048

Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 49,686	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 55,086
4-6	\$ 50,183	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 57,283
7-9	\$ 50,685	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 57,785
10-12	\$ 51,192	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 58,292
13-15	\$ 51,703	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 58,803
16-18	\$ 52,220	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 59,320
19-21	\$ 52,743	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 59,843
22-24	\$ 53,270	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,370

Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 49,986	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 55,386
4-6	\$ 50,486	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 57,586
7-9	\$ 50,991	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 58,091
10-12	\$ 51,501	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 58,601
13-15	\$ 52,016	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 59,116
16-18	\$ 52,536	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 59,636
19-21	\$ 53,061	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,161
22-24	\$ 53,592	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,692

Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 50,286	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 55,686
4-6	\$ 50,789	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 57,889
7-9	\$ 51,297	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 58,397
10-12	\$ 51,810	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 58,910
13-15	\$ 52,328	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 59,428
16-18	\$ 52,851	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 59,951
19-21	\$ 53,380	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,480
22-24	\$ 55,313	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 62,413

Doctorate Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 50,586	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 55,986
4-6	\$ 51,092	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 58,192
7-9	\$ 51,603	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 58,703
10-12	\$ 52,119	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 59,219
13-15	\$ 52,640	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 59,740
16-18	\$ 53,166	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,266
19-21	\$ 53,698	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 60,798
22-24	\$ 54,235	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 61,335

High School Band Director/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	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 49,906
4-6	\$ 44,951	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 52,051
7-9	\$ 45,401	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 52,501
10-12	\$ 45,855	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 52,955
13-15	\$ 46,313	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 53,413
16-18	\$ 46,776	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 53,876
19-21	\$ 47,244	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,344
22-24	\$ 47,716	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,816

Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 44,806	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 50,206
4-6	\$ 45,254	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 52,354
7-9	\$ 45,707	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 52,807
10-12	\$ 46,164	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 53,264
13-15	\$ 46,625	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 53,725
16-18	\$ 47,092	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,192
19-21	\$ 47,562	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,662
22-24	\$ 48,038	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 55,138

Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 45,106	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 50,506
4-6	\$ 45,557	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 52,657
7-9	\$ 46,013	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 53,113
10-12	\$ 46,473	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 53,573
13-15	\$ 46,937	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,037
16-18	\$ 47,407	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,507
19-21	\$ 47,881	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,981
22-24	\$ 48,360	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 55,460

Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 45,406	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 50,806
4-6	\$ 45,860	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 52,960
7-9	\$ 46,319	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 53,419
10-12	\$ 46,782	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 53,882
13-15	\$ 47,250	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,350
16-18	\$ 47,722	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,822
19-21	\$ 48,199	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 55,299
22-24	\$ 48,681	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 55,781

Doctorate Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 45,706	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 51,106
4-6	\$ 46,163	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 53,263
7-9	\$ 46,625	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 53,725
10-12	\$ 47,091	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,191
13-15	\$ 47,562	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 54,662
16-18	\$ 48,037	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 55,137
19-21	\$ 48,518	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 55,618
22-24	\$ 49,003	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 56,103

Reading Specialist/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	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 37,200
4-6	\$ 32,118	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 39,218
7-9	\$ 32,439	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 39,539
10-12	\$ 32,764	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 39,864
13-15	\$ 33,091	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,191
16-18	\$ 33,422	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,522
19-21	\$ 33,756	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,856
22-24	\$ 34,094	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,194

Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,100	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 37,500
4-6	\$ 32,421	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 39,521
7-9	\$ 32,745	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 39,845
10-12	\$ 33,073	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,173
13-15	\$ 33,403	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,503
16-18	\$ 33,737	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,837
19-21	\$ 34,075	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,175
22-24	\$ 34,416	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,516

Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,400	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 37,800
4-6	\$ 32,724	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 39,824
7-9	\$ 33,051	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,151
10-12	\$ 33,382	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,482
13-15	\$ 33,716	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,816
16-18	\$ 34,053	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,153
19-21	\$ 34,393	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,493
22-24	\$ 34,737	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,837

Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 32,700	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 38,100
4-6	\$ 33,027	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,127
7-9	\$ 33,357	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,457
10-12	\$ 33,691	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,791
13-15	\$ 34,028	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,128
16-18	\$ 34,368	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,468
19-21	\$ 34,712	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,812
22-24	\$ 35,059	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 42,159

Doctorate Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 33,000	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 38,400
4-6	\$ 33,330	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,430
7-9	\$ 33,663	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 40,763
10-12	\$ 34,000	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,100
13-15	\$ 34,340	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,440
16-18	\$ 34,683	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 41,783
19-21	\$ 35,030	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 42,130
22-24	\$ 35,380	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 42,480

St. Helena Parish School Board

Certified Coaching/Teaching Position - (10-Month)

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

Experience	Base Pay	Millage	Local Supp	MFP 11/15	Supplmts.	Salary
0-3	\$ 31,800	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 3,180	\$ 40,380
4-6	\$ 32,118	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,212	\$ 42,430
7-9	\$ 32,439	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,244	\$ 42,783
10-12	\$ 32,764	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,276	\$ 43,140
13-15	\$ 33,091	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,309	\$ 43,500
16-18	\$ 33,422	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,342	\$ 43,864
19-21	\$ 33,756	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,376	\$ 44,232
22-24	\$ 34,094	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,409	\$ 44,603

Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supp	MFP 11/15	Supplmts.	Salary
0-3	\$ 32,100	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 3,210	\$ 40,710
4-6	\$ 32,421	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,242	\$ 42,763
7-9	\$ 32,745	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,275	\$ 43,120
10-12	\$ 33,073	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,307	\$ 43,480
13-15	\$ 33,403	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,340	\$ 43,844
16-18	\$ 33,737	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,374	\$ 44,211
19-21	\$ 34,075	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,407	\$ 44,582
22-24	\$ 34,416	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,442	\$ 44,957

Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supp	MFP 11/15	Supplmts.	Salary
0-3	\$ 32,400	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 3,240	\$ 41,040
4-6	\$ 32,724	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,272	\$ 43,096
7-9	\$ 33,051	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,305	\$ 43,456
10-12	\$ 33,382	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,338	\$ 43,820
13-15	\$ 33,716	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,372	\$ 44,187
16-18	\$ 34,053	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,405	\$ 44,558
19-21	\$ 34,393	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,439	\$ 44,933
22-24	\$ 34,737	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,474	\$ 45,311

Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supp	MFP 11/15	Supplmts.	Salary
0-3	\$ 32,700	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 3,270	\$ 41,370
4-6	\$ 33,027	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,303	\$ 43,430
7-9	\$ 33,357	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,336	\$ 43,793
10-12	\$ 33,691	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,369	\$ 44,160
13-15	\$ 34,028	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,403	\$ 44,531
16-18	\$ 34,368	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,437	\$ 44,905
19-21	\$ 34,712	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,471	\$ 45,283
22-24	\$ 35,059	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,506	\$ 45,665

Doctorate in Content Area

Experience	Base Pay	Millage	Local Supp	MFP 11/15	Supplmts.	Salary
0-3	\$ 33,000	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 3,300	\$ 41,700
4-6	\$ 33,330	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,333	\$ 43,763
7-9	\$ 33,663	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,366	\$ 44,130
10-12	\$ 34,000	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,400	\$ 44,500
13-15	\$ 34,340	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,434	\$ 44,874
16-18	\$ 34,683	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,468	\$ 45,252
19-21	\$ 35,030	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,503	\$ 45,633
22-24	\$ 35,380	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 3,538	\$ 46,019

Master Teacher/Ed. Diagnostician - (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	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 45,400
4-6	\$ 40,400	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 47,500
7-9	\$ 40,804	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 47,904
10-12	\$ 41,212	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,312
13-15	\$ 41,624	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,724
16-18	\$ 42,040	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,140
19-21	\$ 42,461	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,561
22-24	\$ 42,885	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,985

Master's Degree in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 40,300	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 45,700
4-6	\$ 40,703	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 47,803
7-9	\$ 41,110	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,210
10-12	\$ 41,521	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,621
13-15	\$ 41,936	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,036
16-18	\$ 42,356	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,456
19-21	\$ 42,779	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,879
22-24	\$ 43,207	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 50,307

Master's +30 in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 40,600	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 46,000
4-6	\$ 41,006	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,106
7-9	\$ 41,416	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,516
10-12	\$ 41,830	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,930
13-15	\$ 42,249	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,349
16-18	\$ 42,671	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,771
19-21	\$ 43,098	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 50,198
22-24	\$ 43,529	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 50,629

Education Specialist in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 40,900	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 46,300
4-6	\$ 41,309	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,409
7-9	\$ 41,722	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,822
10-12	\$ 42,139	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,239
13-15	\$ 42,561	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,661
16-18	\$ 42,986	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 50,086
19-21	\$ 43,416	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 50,516
22-24	\$ 43,850	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 50,950

Doctorate in Content Area

Experience	Base Pay	Millage	Local Supplement	MFP 11/15	Salary
0-3	\$ 41,200	\$ 4,300.00	\$ 600.00	\$ 500.00	\$ 46,600
4-6	\$ 41,612	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 48,712
7-9	\$ 42,028	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,128
10-12	\$ 42,448	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,548
13-15	\$ 42,873	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 49,973
16-18	\$ 43,302	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 50,402
19-21	\$ 43,735	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 50,835
22-24	\$ 44,172	\$ 6,000.00	\$ 600.00	\$ 500.00	\$ 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:

Memorial Day	1 day
Independence Day	1 day
Labor Day	1 day
Thanksgiving Week	5 days
Christmas Week/New Year's Day	10 days
Martin Luther King's Birthday	1 day
Mardi Gras Day	2 days
Good Friday	1 day
Easter Week	<u>5 days</u>
TOTAL DAYS	26 days

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 more than 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.

St. Helena Parish School Board

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.

Operations Division Chief (12-month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 60,000.00	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 64,400.00
1	\$ 60,000.00	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 64,400.00
2	\$ 64,000.00	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 68,400.00
3	\$ 64,000.00	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 68,400.00
4	\$ 64,000.00	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 68,400.00

Supervisors/Executive Chief of Staff					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 41,215	\$ 3,500	\$ 600.00	\$ 300.00	\$ 45,615.00
1	\$ 41,627	\$ 3,500	\$ 600.00	\$ 300.00	\$ 46,027.00
2	\$ 42,043	\$ 3,500	\$ 600.00	\$ 300.00	\$ 46,443.00
3	\$ 42,464	\$ 3,500	\$ 600.00	\$ 300.00	\$ 46,864.00
4	\$ 42,888	\$ 3,500	\$ 600.00	\$ 300.00	\$ 47,288.00

Coordinators					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 34,000	\$ 3,500	\$ 600	\$ 300.00	\$ 38,400.00
1	\$ 34,340	\$ 3,500	\$ 600	\$ 300.00	\$ 38,740.00
2	\$ 34,683	\$ 3,500	\$ 600	\$ 300.00	\$ 39,083.00
3	\$ 35,030	\$ 3,500	\$ 600	\$ 300.00	\$ 39,430.00
4	\$ 35,381	\$ 3,500	\$ 600	\$ 300.00	\$ 39,780.00

Cafeteria Manager					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 20,035	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 24,435
1	\$ 20,285	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 24,685
2	\$ 20,535	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 24,935
3	\$ 20,785	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 25,185
4	\$ 21,035	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 25,435

Food Service Technician (9-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 11,554	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 15,954
1	\$ 11,670	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 16,070
2	\$ 11,786	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 16,186
3	\$ 11,904	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 16,304
4	\$ 12,023	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 16,423
5	\$ 13,307	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 17,707

Central Office SER/SIS Clerk (12-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 20,519	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 24,919
1	\$ 20,724	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 25,124
2	\$ 20,931	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 25,331
3	\$ 21,141	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 25,541
4	\$ 21,352	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 25,752

St. Helena Parish School Board

School Secretary (12-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 21,117	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 25,517
1	\$ 21,328	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 25,728
2	\$ 21,541	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 25,941
3	\$ 21,757	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 26,157
4	\$ 21,974	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 26,374

School Secretary II (10-month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 20,293	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 24,693
1	\$ 20,496	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 24,896
2	\$ 20,701	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 25,101
3	\$ 20,908	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 25,308
4	\$ 21,117	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 25,517

Central Office Receptionist (12-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 15,500	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 19,900
1	\$ 15,655	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,055
2	\$ 15,812	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,212
3	\$ 15,970	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,370
4	\$ 16,129	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,529

PBIS Facilitator (10-Month)/Alternative Program Facilitator					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 26,000	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 30,400
1	\$ 26,260	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 30,660
2	\$ 26,523	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 30,923
3	\$ 26,788	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 31,188
4	\$ 27,056	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 31,456

Media Center Specialist (10-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 15,700	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,100
1	\$ 15,857	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,257
2	\$ 16,016	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,416
3	\$ 16,176	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,576
4	\$ 16,337	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,737

Early Childhood Teaching Assistant/General Teaching Assistants					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 13,351	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 17,751
1	\$ 13,485	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 17,885
2	\$ 13,619	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 18,019
3	\$ 13,756	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 18,156
4	\$ 13,893	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 18,293

On-Line Course Facilitator (10-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
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

General Maintenance (12-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 23,310	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 27,710
1	\$ 23,543	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 27,943
2	\$ 23,779	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 28,179
3	\$ 24,016	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 28,416
4	\$ 24,256	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 28,656

Lead Custodian (12-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 15,601	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,001
1	\$ 15,757	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,157
2	\$ 15,915	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,315
3	\$ 16,074	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,474
4	\$ 16,234	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 20,634

Custodian (12-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 14,142	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 18,542
1	\$ 14,283	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 18,683
2	\$ 14,426	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 18,826
3	\$ 14,571	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 18,971
4	\$ 14,716	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 19,116

Bus Driver (9-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 11,139	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 15,539
1	\$ 11,250	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 15,650
2	\$ 11,363	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 15,763
3	\$ 11,477	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 15,877
4	\$ 11,591	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 15,991

Bus Aide (9-Month)					
Step	Base Salary	Millage	Supplement	MFP 11/15	Salary
0	\$ 10,072	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 14,472
1	\$ 10,173	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 14,573
2	\$ 10,274	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 14,674
3	\$ 10,377	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 14,777
4	\$ 10,481	\$ 3,500.00	\$ 600.00	\$ 300.00	\$ 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 15th of each month with the understanding, that if the 15th 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 12th 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 six (6) consecutive months. (See Chart Below for reference.)

Month of Hire	Eligibility to Receive One-Cent Supplement
July – August	December Supplement
January – February	June Supplement
Eligibility to Receive Half-Cent Supplement	
Employee must work one full school year (August – May) to receive this 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

	Pay
Regular Substitute Teacher/Proximity Learning Proctor - Individual with a high school diploma	\$ 64.75 per day
Degreed Substitute Teacher/Proximity Learning Proctor - Individual with a 4-year college degree	\$ 75.00 per day
Food Service Worker / Custodial Worker	\$ 7.25 per hour

Non-Certified Employees

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. These employees are not eligible for the supplemental pay benefits.

Salary
\$
24,000.00

COACHING SUPPLEMENT

The 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. Except for 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 FOR COACHING POSITIONS

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.

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