



SALARY SCHEDULE 2018-2019



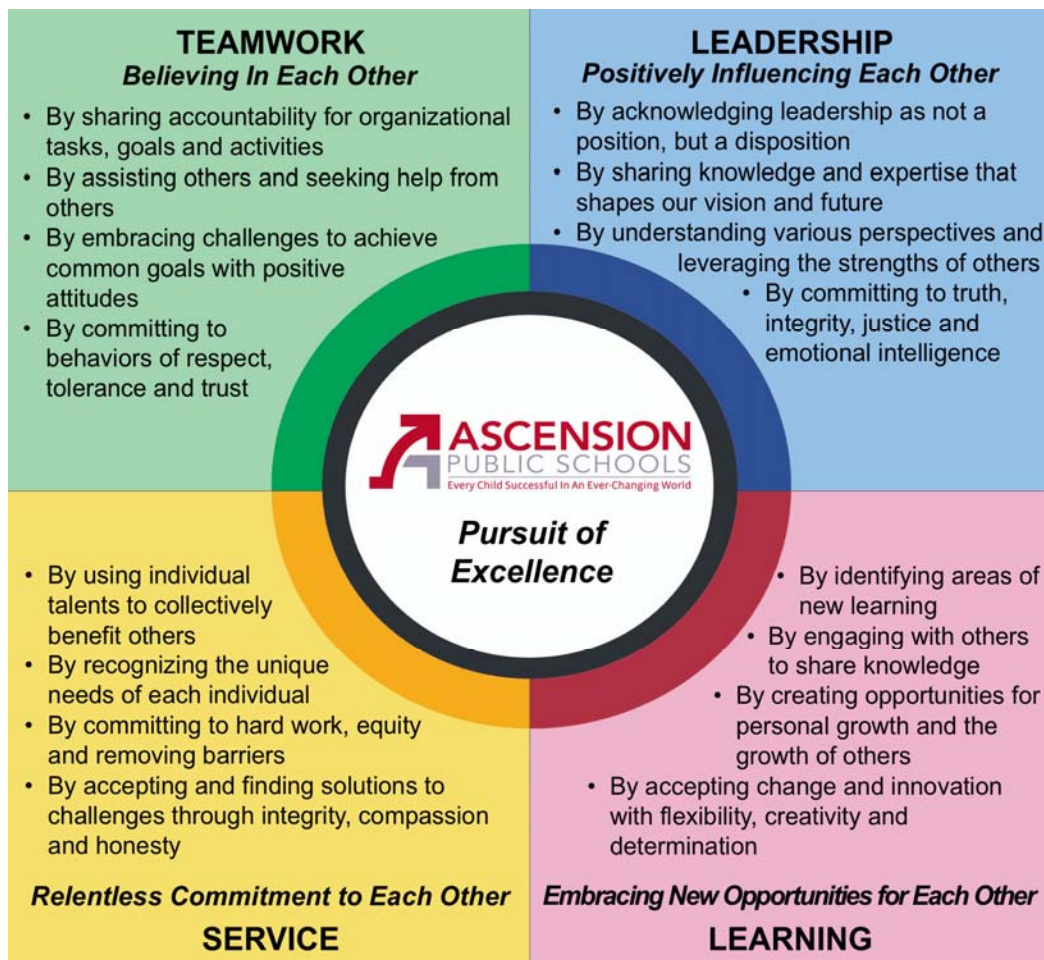
**Approved April 17, 2018
Amended June 19, 2018**

David Alexander, Superintendent



The mission of the
Ascension Parish School Board
is to provide each student
the high quality education necessary
to succeed in an ever-changing world.

CORE VALUES



Ascension Parish School Board
2018-2019 Salary Schedule

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Ascension Parish School Board
 2018-2019 T-1 Salary Schedule
 Teacher - 182 Days - Hired 7/01/13 or After
 Teachers, Band Directors, Coaches, ISSP Presiders, Parent Facilitators,
 SBLC/Reading Facilitators, Assistive Technology Facilitators, Nurses, Therapists, Audiologists ⁴
 Special Needs Counselors, Curriculum Behavior Interventionists, Junior ROTC Instructors

PERMANENT SECTION					ANNUAL SECTION		
EXPERIENCE		DEMAND				EFFECTIVENESS ¹	
Effective Steps	Level 1 Salary Bachelor's	Level 2 Salary Master's	Level 3 Salary Specialist	Level 4 Salary Doctorate	SPS ² 5 Points and Above Growth	Effective Proficient ³	Highly Effective ³
0	\$43,683	\$44,713	\$44,971	\$45,228	\$300	\$500	\$800
1	44,198	45,228	45,486	45,743	300	500	800
2	44,713	45,743	46,001	46,258	300	500	800
3	45,228	46,258	46,516	46,773	300	500	800
4	45,743	46,773	47,031	47,288	300	500	800
5	46,258	47,288	47,546	47,803	300	500	800
6	46,876	47,906	48,164	48,421	300	500	800
7	47,494	48,524	48,782	49,039	300	500	800
8	48,112	49,142	49,400	49,657	300	500	800
9	48,730	49,760	50,018	50,275	300	500	800
10	49,348	50,378	50,636	50,893	300	500	800
11	50,069	51,099	51,357	51,614	300	500	800
12	50,790	51,820	52,078	52,335	300	500	800
13	51,511	52,541	52,799	53,056	300	500	800
14	52,232	53,262	53,520	53,777	300	500	800
15	52,953	53,983	54,241	54,498	300	500	800
16	53,674	54,704	54,962	55,219	300	500	800
17	53,674	54,704	54,962	55,219	300	500	800
18	53,674	54,704	54,962	55,219	300	500	800
19	54,395	55,425	55,683	55,940	300	500	800
20	54,395	55,425	55,683	55,940	300	500	800
21	54,395	55,425	55,683	55,940	300	500	800
22	55,116	56,146	56,404	56,661	300	500	800
23	55,116	56,146	56,404	56,661	300	500	800
24	55,116	56,146	56,404	56,661	300	500	800
25	55,837	56,867	57,125	57,382	300	500	800
26	56,352	57,382	57,640	57,897	300	500	800
27	56,352	57,382	57,640	57,897	300	500	800
28	56,352	57,382	57,640	57,897	300	500	800
29	56,352	57,382	57,640	57,897	300	500	800
30	56,352	57,382	57,640	57,897	300	500	800
31	56,867	57,897	58,155	58,412	300	500	800
32	56,867	57,897	58,155	58,412	300	500	800
33	56,867	57,897	58,155	58,412	300	500	800
34	56,867	57,897	58,155	58,412	300	500	800
35	56,867	57,897	58,155	58,412	300	500	800
36	57,382	58,412	58,670	58,927	300	500	800

All work 182 days starting in August (1st paycheck is in September) and are paid monthly on the 15th EXCEPT Junior ROTC Instructors, who work 260 days and are paid monthly on the 25th (except at Donaldsonville High, where the Junior ROTC Instructor works 202 days).

1. Effectiveness is a one-time yearly payout. Effectiveness pay does not become part of the base salary. Employees who are eligible to receive Performance pay in the TAP system are not eligible for Effectiveness pay on the district salary schedule.
2. School Performance Score
3. Evaluation Score (Observations/Value-Added Model/Student Learning Targets)
4. School Nurses are paid on the T-1 Bachelor's Schedule and are not eligible for the Annual Section pay. Therapists and Audiologists are paid on the T-1 Specialist Schedule and are not eligible for the Annual Section pay.

Ascension Parish School Board
 2018-2019 T-1 Salary Schedule
 Teacher - 182 Days - Hired Before 7/01/13
 Teachers, Band Directors, Coaches, ISSP Presiders, Parent Facilitators,
 SBLC/Reading Facilitators, Assistive Technology Facilitators, Nurses, Therapists, Audiologists ⁴
 Special Needs Counselors, Curriculum Behavior Interventionists, Junior ROTC Instructors

PERMANENT SECTION						ANNUAL SECTION		
EXPERIENCE		DEMAND				EFFECTIVENESS ¹		
Effective Steps	Level 5 Salary Bachelor's	Level 6 Salary Master's	Level 7 Salary Master's +30	Level 8 Salary Specialist	Level 9 Salary Doctorate	SPS ² 5 Points and Above Growth	Effective Proficient ³	Highly Effective ³
0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	\$46,258	\$47,288	\$47,288	\$47,546	\$47,803	\$300	\$500	\$800
6	46,876	47,906	47,906	48,572	49,563	300	500	800
7	47,494	48,524	48,524	49,210	50,192	300	500	800
8	48,112	49,142	49,142	49,852	50,824	300	500	800
9	48,730	49,760	49,760	50,490	51,655	300	500	800
10	49,348	50,378	50,378	51,137	52,519	300	500	800
11	50,069	51,099	51,356	52,185	53,480	300	500	800
12	50,790	51,987	52,511	53,382	54,564	300	500	800
13	51,511	52,849	53,464	54,358	55,423	300	500	800
14	52,232	53,650	54,414	55,329	56,281	300	500	800
15	52,953	54,568	55,367	56,307	57,143	300	500	800
16	53,674	55,430	56,321	57,283	58,007	300	500	800
17	54,009	55,830	56,815	57,797	58,408	300	500	800
18	54,183	56,065	57,087	58,089	58,553	300	500	800
19	54,958	56,903	57,936	58,976	59,443	300	500	800
20	54,395	56,203	57,236	58,276	58,743	300	500	800
21	54,395	55,482	56,515	57,555	58,022	300	500	800
22	55,116	56,717	57,762	58,845	59,313	300	500	800
23	55,116	56,738	57,783	58,866	59,334	300	500	800
24	55,116	56,738	57,783	58,866	59,334	300	500	800
25	55,837	57,597	58,653	59,780	60,249	300	500	800
26	56,352	58,118	59,174	60,301	60,770	300	500	800
27	56,500	58,595	59,638	60,788	61,247	300	500	800
28	56,618	58,773	59,833	61,022	61,487	300	500	800
29	56,639	58,794	59,854	61,043	61,508	300	500	800
30	56,654	58,809	59,869	61,058	61,523	300	500	800
31	57,295	59,514	60,577	61,822	62,287	300	500	800
32	57,009	59,250	60,300	61,568	62,023	300	500	800
33	57,009	59,250	60,300	61,568	62,023	300	500	800
34	57,009	59,250	60,300	61,568	62,023	300	500	800
35	57,024	59,265	60,315	61,583	62,038	300	500	800
36	57,524	59,765	60,815	62,083	62,538	300	500	800
37	57,382	59,500	60,539	61,828	62,280	300	500	800
38	57,382	59,500	60,539	61,828	62,280	300	500	800
39	57,382	59,500	60,539	61,828	62,280	300	500	800
40	57,382	59,515	60,554	61,843	62,295	300	500	800

All work 182 days starting in August (1st paycheck is in September) and are paid monthly on the 15th EXCEPT Junior ROTC Instructors, who work 260 days and are paid monthly on the 25th (except at Donaldsonville High, where the Junior ROTC Instructor works 202 days).

1. Effectiveness is a one-time yearly payout. Effectiveness pay does not become part of the base salary. Employees who are eligible to receive Performance pay in the TAP system are not eligible for Effectiveness pay on the district salary schedule.
2. School Performance Score
3. Evaluation Score (Observations/Value-Added Model/Student Learning Targets)
4. School Nurses are paid on the T-1 Bachelor's Schedule and are not eligible for the Annual Section pay. Therapists and Audiologists are paid on the T-1 Specialist Schedule and are not eligible for the Annual Section pay.

Ascension Parish School Board
 2018-2019 T-2 Salary Schedule
 Teaching/Ancillary Certificate - 192 Days - Hired 7/01/13 or After
 Counselors, Librarians, Registrars

PERMANENT SECTION					ANNUAL SECTION		
EXPERIENCE		DEMAND				EFFECTIVENESS ¹	
Effective Steps	Level 1 Salary Bachelor's	Level 2 Salary Master's	Level 3 Salary Specialist	Level 4 Salary Doctorate	SPS ² 5 Points and Above Growth	Effective Proficient ³	Highly Effective ³
0	\$46,084	\$47,170	\$47,442	\$47,713	\$300	\$500	\$800
1	46,627	47,713	47,985	48,257	300	500	800
2	47,170	48,257	48,528	48,800	300	500	800
3	47,713	48,800	49,072	49,343	300	500	800
4	48,257	49,343	49,615	49,887	300	500	800
5	48,800	49,887	50,158	50,430	300	500	800
6	49,452	50,539	50,810	51,082	300	500	800
7	50,104	51,191	51,462	51,734	300	500	800
8	50,756	51,842	52,114	52,386	300	500	800
9	51,408	52,494	52,766	53,038	300	500	800
10	52,060	53,146	53,418	53,690	300	500	800
11	52,820	53,907	54,179	54,450	300	500	800
12	53,581	54,668	54,939	55,211	300	500	800
13	54,342	55,428	55,700	55,972	300	500	800
14	55,102	56,189	56,460	56,732	300	500	800
15	55,863	56,949	57,221	57,493	300	500	800
16	56,623	57,710	57,982	58,253	300	500	800
17	56,623	57,710	57,982	58,253	300	500	800
18	56,623	57,710	57,982	58,253	300	500	800
19	57,384	58,471	58,742	59,014	300	500	800
20	57,384	58,471	58,742	59,014	300	500	800
21	57,384	58,471	58,742	59,014	300	500	800
22	58,145	59,231	59,503	59,775	300	500	800
23	58,145	59,231	59,503	59,775	300	500	800
24	58,145	59,231	59,503	59,775	300	500	800
25	58,905	59,992	60,264	60,535	300	500	800
26	59,449	60,535	60,807	61,079	300	500	800
27	59,449	60,535	60,807	61,079	300	500	800
28	59,449	60,535	60,807	61,079	300	500	800
29	59,449	60,535	60,807	61,079	300	500	800
30	59,449	60,535	60,807	61,079	300	500	800
31	59,992	61,079	61,350	61,622	300	500	800
32	59,992	61,079	61,350	61,622	300	500	800
33	59,992	61,079	61,350	61,622	300	500	800
34	59,992	61,079	61,350	61,622	300	500	800
35	59,992	61,079	61,350	61,622	300	500	800
36	60,535	61,622	61,893	62,165	300	500	800

All work 192 days starting in August (1st paycheck is in September) and are paid monthly on the 15th.

1. Effectiveness is a one-time yearly payout. Effectiveness pay does not become part of the base salary. Employees who are eligible to receive Performance pay in the TAP system are not eligible for Effectiveness pay on the district salary schedule.
2. School Performance Score
3. Evaluation Score (Observations/Value-Added Model/Student Learning Targets)

Ascension Parish School Board
 2018-2019 T-2 Salary Schedule
 Teaching/Ancillary Certificate - 192 Days - Hired Before 7/01/13
 Counselors, Librarians, Registrars

PERMANENT SECTION						ANNUAL SECTION		
EXPERIENCE		DEMAND				EFFECTIVENESS ¹		
Effective Steps	Level 5 Salary Bachelor's	Level 6 Salary Master's	Level 7 Salary Master's +30	Level 8 Salary Specialist	Level 9 Salary Doctorate	SPS ² 5 Points and Above Growth	Effective Proficient ³	Highly Effective ³
0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	\$48,800	\$49,886	\$49,886	\$50,158	\$50,430	\$300	\$500	\$800
6	49,452	50,538	50,538	51,241	52,286	300	500	800
7	50,104	51,190	51,190	51,914	52,950	300	500	800
8	50,756	51,842	51,842	52,591	53,617	300	500	800
9	51,407	52,494	52,494	53,264	54,493	300	500	800
10	52,059	53,146	53,146	53,947	55,405	300	500	800
11	52,820	53,907	54,178	55,052	56,418	300	500	800
12	53,581	54,843	55,396	56,315	57,562	300	500	800
13	54,341	55,753	56,402	57,345	58,468	300	500	800
14	55,102	56,598	57,404	58,369	59,373	300	500	800
15	55,863	57,566	58,409	59,401	60,283	300	500	800
16	56,623	58,476	59,416	60,430	61,194	300	500	800
17	56,977	58,898	59,937	60,973	61,617	300	500	800
18	57,160	59,145	60,224	61,281	61,770	300	500	800
19	57,978	60,030	61,119	62,216	62,709	300	500	800
20	57,384	59,291	60,381	61,478	61,971	300	500	800
21	57,384	58,530	59,620	60,717	61,210	300	500	800
22	58,144	59,833	60,936	62,078	62,572	300	500	800
23	58,144	59,855	60,958	62,100	62,594	300	500	800
24	58,144	59,855	60,958	62,100	62,594	300	500	800
25	58,905	60,762	61,876	63,065	63,559	300	500	800
26	59,448	61,311	62,425	63,614	64,109	300	500	800
27	59,604	61,815	62,915	64,128	64,612	300	500	800
28	59,729	62,002	63,121	64,375	64,865	300	500	800
29	59,751	62,024	63,143	64,397	64,888	300	500	800
30	59,767	62,040	63,159	64,413	64,903	300	500	800
31	60,443	62,784	63,905	65,219	65,709	300	500	800
32	60,141	62,505	63,613	64,951	65,431	300	500	800
33	60,141	62,505	63,613	64,951	65,431	300	500	800
34	60,141	62,505	63,613	64,951	65,431	300	500	800
35	60,157	62,521	63,629	64,967	65,447	300	500	800
36	60,685	63,049	64,156	65,494	65,974	300	500	800
37	60,535	62,769	63,865	65,225	65,702	300	500	800
38	60,535	62,769	63,865	65,225	65,702	300	500	800
39	60,535	62,769	63,865	65,225	65,702	300	500	800
40	60,535	62,785	63,881	65,241	65,718	300	500	800

All work 192 days starting in August (1st paycheck is in September) and are paid monthly on the 15th.

1. Effectiveness is a one-time yearly payout. Effectiveness pay does not become part of the base salary. Employees who are eligible to receive Performance pay in the TAP system are not eligible for Effectiveness pay on the district salary schedule.
2. School Performance Score
3. Evaluation Score (Observations/Value-Added Model/Student Learning Targets)

Ascension Parish School Board
 2018-2019 T-3 Salary Schedule
 Teaching/Ancillary Certificate - 202 Days - Hired 7/01/13 or After
 Special Education Coordinators, School Nurse Coordinator ¹

PERMANENT SECTION				
EXPERIENCE		DEMAND		
Effective Steps	Level 1 Salary Bachelor's	Level 2 Salary Master's	Level 3 Salary Specialist	Level 4 Salary Doctorate
0	\$48,484	\$49,627	\$49,913	\$50,198
1	49,055	50,198	50,484	50,770
2	49,627	50,770	51,056	51,342
3	50,198	51,342	51,627	51,913
4	50,770	51,913	52,199	52,485
5	51,342	52,485	52,771	53,056
6	52,028	53,171	53,457	53,742
7	52,713	53,857	54,142	54,428
8	53,399	54,543	54,828	55,114
9	54,085	55,228	55,514	55,800
10	54,771	55,914	56,200	56,486
11	55,571	56,715	57,000	57,286
12	56,372	57,515	57,801	58,086
13	57,172	58,315	58,601	58,887
14	57,972	59,115	59,401	59,687
15	58,772	59,916	60,201	60,487
16	59,573	60,716	61,002	61,287
17	59,573	60,716	61,002	61,287
18	59,573	60,716	61,002	61,287
19	60,373	61,516	61,802	62,088
20	60,373	61,516	61,802	62,088
21	60,373	61,516	61,802	62,088
22	61,173	62,316	62,602	62,888
23	61,173	62,316	62,602	62,888
24	61,173	62,316	62,602	62,888
25	61,973	63,116	63,402	63,688
26	62,545	63,688	63,974	64,260
27	62,545	63,688	63,974	64,260
28	62,545	63,688	63,974	64,260
29	62,545	63,688	63,974	64,260
30	62,545	63,688	63,974	64,260
31	63,116	64,260	64,545	64,831
32	63,116	64,260	64,545	64,831
33	63,116	64,260	64,545	64,831
34	63,116	64,260	64,545	64,831
35	63,116	64,260	64,545	64,831
36	63,688	64,831	65,117	65,403

All work 202 days starting in July (1st paycheck is in August) and are paid monthly on the 25th.

1. School Nurse Coordinator is paid on the T-3 Bachelor's schedule.

Ascension Parish School Board
 2018-2019 T-3 Salary Schedule
 Teaching/Ancillary Certificate - 202 Days - Hired Before 7/01/13
 Special Education Coordinators, School Nurse Coordinator ¹

PERMANENT SECTION					
EXPERIENCE		DEMAND			
Effective Steps	Level 5 Salary Bachelor's	Level 6 Salary Master's	Level 7 Salary Master's +30	Level 8 Salary Specialist	Level 9 Salary Doctorate
0	N/A	N/A	N/A	N/A	N/A
1	N/A	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A	N/A
3	N/A	N/A	N/A	N/A	N/A
4	N/A	N/A	N/A	N/A	N/A
5	\$51,341	\$52,484	\$52,484	\$52,770	\$53,056
6	52,027	53,170	53,170	53,910	55,009
7	52,713	53,856	53,856	54,618	55,708
8	53,399	54,542	54,542	55,330	56,409
9	54,085	55,228	55,228	56,038	57,331
10	54,771	55,914	55,914	56,756	58,290
11	55,571	56,714	57,000	57,920	59,357
12	56,371	57,700	58,281	59,248	60,560
13	57,172	58,657	59,339	60,331	61,513
14	57,972	59,546	60,394	61,409	62,466
15	58,772	60,564	61,451	62,495	63,422
16	59,572	61,521	62,510	63,578	64,381
17	59,945	61,965	63,058	64,148	64,826
18	60,138	62,226	63,360	64,472	64,987
19	60,997	63,156	64,303	65,457	65,975
20	60,373	62,379	63,526	64,680	65,198
21	60,373	61,579	62,725	63,880	64,398
22	61,173	62,950	64,109	65,311	65,831
23	61,173	62,973	64,133	65,335	65,854
24	61,173	62,973	64,133	65,335	65,854
25	61,973	63,926	65,098	66,349	66,870
26	62,545	64,505	65,677	66,927	67,448
27	62,709	65,034	66,192	67,468	67,977
28	62,840	65,232	66,408	67,728	68,244
29	62,863	65,255	66,431	67,751	68,267
30	62,880	65,272	66,448	67,768	68,284
31	63,591	66,054	67,234	68,616	69,132
32	63,274	65,761	66,926	68,334	68,839
33	63,274	65,761	66,926	68,334	68,839
34	63,274	65,761	66,926	68,335	68,839
35	63,290	65,778	66,943	68,351	68,855
36	63,845	66,333	67,498	68,905	69,410
37	63,688	66,039	67,192	68,622	69,124
38	63,688	66,039	67,192	68,622	69,124
39	63,688	66,038	67,192	68,622	69,124
40	63,688	66,055	67,208	68,639	69,141

All work 202 days starting in July (1st paycheck is in August) and are paid monthly on the 25th.

1. School Nurse Coordinator is paid on the T-3 Bachelor's schedule.

Ascension Parish School Board
 2018-2019 T-5 Salary Schedule
 Teacher - 260 Days - Hired 7/01/13 or After
 Agriculture Teachers, Executive Master Teacher,
 Title I School Improvement Coordinator

PERMANENT SECTION					ANNUAL SECTION			
EXPERIENCE		DEMAND				EFFECTIVENESS ¹		
Effective Steps	Level 1 Salary Bachelor's	Level 2 Salary Master's	Level 3 Salary Specialist	Level 4 Salary Doctorate	SPS ² 5 Points and Above Growth	Effective Proficient ³	Highly Effective ³	
0	\$51,017	\$52,047	\$52,304	\$52,562	\$300	\$500	\$800	
1	51,532	52,562	52,819	53,077	300	500	800	
2	52,047	53,077	53,334	53,592	300	500	800	
3	52,562	53,592	53,849	54,107	300	500	800	
4	53,077	54,107	54,364	54,622	300	500	800	
5	53,592	54,622	54,879	55,137	300	500	800	
6	54,210	55,240	55,497	55,755	300	500	800	
7	54,828	55,858	56,115	56,373	300	500	800	
8	55,446	56,476	56,733	56,991	300	500	800	
9	56,064	57,094	57,351	57,609	300	500	800	
10	56,682	57,712	57,969	58,227	300	500	800	
11	57,403	58,433	58,690	58,948	300	500	800	
12	58,124	59,154	59,411	59,669	300	500	800	
13	58,845	59,875	60,132	60,390	300	500	800	
14	59,566	60,596	60,853	61,111	300	500	800	
15	60,287	61,317	61,574	61,832	300	500	800	
16	61,008	62,038	62,295	62,553	300	500	800	
17	61,008	62,038	62,295	62,553	300	500	800	
18	61,008	62,038	62,295	62,553	300	500	800	
19	61,729	62,759	63,016	63,274	300	500	800	
20	61,729	62,759	63,016	63,274	300	500	800	
21	61,729	62,759	63,016	63,274	300	500	800	
22	62,450	63,480	63,737	63,995	300	500	800	
23	62,450	63,480	63,737	63,995	300	500	800	
24	62,450	63,480	63,737	63,995	300	500	800	
25	63,171	64,201	64,458	64,716	300	500	800	
26	63,686	64,716	64,973	65,231	300	500	800	
27	63,686	64,716	64,973	65,231	300	500	800	
28	63,686	64,716	64,973	65,231	300	500	800	
29	63,686	64,716	64,973	65,231	300	500	800	
30	63,686	64,716	64,973	65,231	300	500	800	
31	64,201	65,231	65,488	65,746	300	500	800	
32	64,201	65,231	65,488	65,746	300	500	800	
33	64,201	65,231	65,488	65,746	300	500	800	
34	64,201	65,231	65,488	65,746	300	500	800	
35	64,201	65,231	65,488	65,746	300	500	800	
36	64,716	65,746	66,003	66,261	300	500	800	

All work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th.

1. Effectiveness is a one-time yearly payout. Effectiveness pay does not become part of the base salary. Employees who are eligible to receive Performance pay in the TAP system are not eligible for Effectiveness pay on the district salary schedule.
2. School Performance Score
3. Evaluation Score (Observations/Value-Added Model/Student Learning Targets)

Ascension Parish School Board
 2018-2019 T-5 Salary Schedule
 Teacher - 260 Days - Hired Before 7/01/13
 Agriculture Teachers, Executive Master Teacher,
 Title I School Improvement Coordinator

PERMANENT SECTION						ANNUAL SECTION		
EXPERIENCE		DEMAND				EFFECTIVENESS ¹		
Effective Steps	Level 5 Salary Bachelor's	Level 6 Salary Master's	Level 7 Salary Master's +30	Level 8 Salary Specialist	Level 9 Salary Doctorate	SPS ² 5 Points and Above Growth	Effective Proficient ³	Highly Effective ³
0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
5	\$53,592	\$54,622	\$54,622	\$54,879	\$55,592	\$300	\$500	\$800
6	54,210	55,240	55,547	56,490	57,815	300	500	800
7	54,842	55,858	56,336	57,310	58,617	300	500	800
8	55,619	56,643	57,129	58,132	59,428	300	500	800
9	56,368	57,448	57,918	58,949	60,501	300	500	800
10	57,177	58,259	58,712	59,777	61,620	300	500	800
11	58,057	59,437	60,003	61,107	62,833	300	500	800
12	59,136	60,810	61,508	62,669	64,243	300	500	800
13	59,915	61,925	62,745	63,937	65,356	300	500	800
14	60,692	62,961	63,980	65,198	66,467	300	500	800
15	61,780	64,150	65,215	66,469	67,583	300	500	800
16	62,864	65,265	66,453	67,735	68,701	300	500	800
17	63,602	66,032	67,345	68,654	69,468	300	500	800
18	64,068	66,577	67,941	69,276	69,894	300	500	800
19	65,102	67,695	69,071	70,459	71,082	300	500	800
20	64,402	66,995	68,371	69,759	70,382	300	500	800
21	63,681	66,274	67,650	69,038	69,661	300	500	800
22	65,254	67,929	69,321	70,765	71,390	300	500	800
23	65,275	67,950	69,342	70,786	71,411	300	500	800
24	65,275	67,950	69,342	70,786	72,411	300	500	800
25	66,340	69,100	70,510	72,012	72,637	300	500	800
26	66,861	69,621	71,031	72,533	73,158	300	500	800
27	67,465	70,258	71,650	73,183	73,794	300	500	800
28	67,861	70,736	72,149	73,736	74,354	300	500	800
29	67,882	70,757	72,170	73,757	74,375	300	500	800
30	67,897	70,772	72,185	73,772	74,390	300	500	800
31	68,828	71,786	73,204	74,864	75,482	300	500	800
32	68,618	71,606	73,006	74,695	75,303	300	500	800
33	68,618	71,606	73,006	74,695	75,303	300	500	800
34	68,618	71,606	73,006	74,695	75,303	300	500	800
35	68,633	71,621	73,021	74,710	75,318	300	500	800
36	69,133	72,121	73,521	75,210	75,818	300	500	800
37	68,923	71,939	73,324	75,043	75,646	300	500	800
38	68,923	71,939	73,324	75,043	75,646	300	500	800
39	68,923	71,939	73,324	75,043	75,646	300	500	800
40	68,938	71,954	73,339	75,058	75,661	300	500	800

All work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th.

1. Effectiveness is a one-time yearly payout. Effectiveness pay does not become part of the base salary. Employees who are eligible to receive Performance pay in the TAP system are not eligible for Effectiveness pay on the district salary schedule.
2. School Performance Score
3. Evaluation Score (Observations/Value-Added Model/Student Learning Targets)

Ascension Parish School Board
 2018-2019 T-7 Salary Schedule
 Pupil Appraisal - 202 Days - Hired 7/01/13 or After
 Educational Diagnosticians, Psychologists, Social Workers

PERMANENT SECTION				
EXPERIENCE		DEMAND		
Effective Steps	Level 1 Salary Bachelor's	Level 2 Salary Master's	Level 3 Salary Specialist	Level 4 Salary Doctorate
0	\$49,169	\$50,199	\$50,457	\$50,714
1	49,684	50,714	50,972	51,229
2	50,199	51,229	51,487	51,744
3	50,714	51,744	52,002	52,259
4	51,229	52,259	52,517	52,774
5	51,744	52,774	53,032	53,289
6	52,362	53,392	53,650	53,907
7	52,980	54,010	54,268	54,525
8	53,598	54,628	54,886	55,143
9	54,216	55,246	55,504	55,761
10	54,834	55,864	56,122	56,379
11	55,555	56,585	56,843	57,100
12	56,276	57,306	57,564	57,821
13	56,997	58,027	58,285	58,542
14	57,718	58,748	59,006	59,263
15	58,439	59,469	59,727	59,984
16	59,160	60,190	60,448	60,705
17	59,160	60,190	60,448	60,705
18	59,160	60,190	60,448	60,705
19	59,881	60,911	61,169	61,426
20	59,881	60,911	61,169	61,426
21	59,881	60,911	61,169	61,426
22	60,602	61,632	61,890	62,147
23	60,602	61,632	61,890	62,147
24	60,602	61,632	61,890	62,147
25	61,323	62,353	62,611	62,868
26	61,838	62,868	63,126	63,383
27	61,838	62,868	63,126	63,383
28	61,838	62,868	63,126	63,383
29	61,838	62,868	63,126	63,383
30	61,838	62,868	63,126	63,383
31	62,353	63,383	63,641	63,898
32	62,353	63,383	63,641	63,898
33	62,353	63,383	63,641	63,898
34	62,353	63,383	63,641	63,898
35	62,353	63,383	63,641	63,898
36	62,868	63,898	64,156	64,413

All work 202 days starting in July (1st paycheck is in August) and are paid monthly on the 25th.

Ascension Parish School Board
 2018-2019 T-7 Salary Schedule
 Pupil Appraisal - 202 Days - Hired Before 7/01/13
 Educational Diagnosticians, Psychologists, Social Workers

PERMANENT SECTION					
EXPERIENCE		DEMAND			
Effective Steps	Level 5 Salary Bachelor's	Level 6 Salary Master's	Level 7 Salary Master's +30	Level 8 Salary Specialist	Level 9 Salary Doctorate
0	N/A	N/A	N/A	N/A	N/A
1	N/A	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A	N/A
3	N/A	N/A	N/A	N/A	N/A
4	N/A	N/A	N/A	N/A	N/A
5	\$51,744	\$52,774	\$52,774	\$53,032	\$53,486
6	52,362	53,392	53,481	54,389	55,646
7	52,980	54,010	54,230	55,160	56,406
8	53,718	54,628	54,985	55,936	57,172
9	54,439	55,379	55,732	56,704	58,201
10	55,201	56,146	56,486	57,483	59,276
11	56,046	57,280	57,736	58,768	60,445
12	57,013	58,533	58,737	60,208	61,735
13	57,755	59,605	60,323	61,425	62,804
14	58,495	60,615	61,518	62,641	63,871
15	59,547	61,741	62,714	63,865	64,942
16	60,594	62,812	63,911	65,081	66,015
17	61,182	63,420	64,650	65,839	66,625
18	61,572	63,884	65,165	66,373	66,968
19	62,569	64,956	66,256	67,510	68,110
20	61,869	64,256	65,556	66,810	67,410
21	61,148	63,535	64,835	66,089	66,689
22	62,549	65,011	66,332	67,635	68,241
23	62,570	65,032	66,353	67,656	68,262
24	62,570	65,032	66,353	67,656	68,262
25	63,600	66,141	67,481	68,834	69,444
26	64,121	66,662	68,002	69,355	69,965
27	64,573	67,139	68,465	69,842	70,442
28	64,932	67,572	68,926	70,348	70,959
29	64,953	67,593	68,947	70,369	70,980
30	64,968	67,608	68,962	70,384	70,995
31	65,861	68,578	69,942	71,428	72,042
32	65,574	68,313	69,666	71,172	71,778
33	65,574	68,313	69,666	71,172	71,778
34	65,574	68,313	69,666	71,172	71,778
35	65,589	68,328	69,681	71,187	71,793
36	66,089	68,828	70,181	71,687	72,293
37	65,803	68,563	69,903	71,433	72,036
38	65,803	68,563	69,903	71,433	72,036
39	65,803	68,563	69,903	71,433	72,036
40	65,818	68,578	69,918	71,448	72,051

All work 202 days starting in July (1st paycheck is in August) and are paid monthly on the 25th.

Ascension Parish School Board
2018-2019 Salary Schedule
Leadership Salary Schedule

Leadership indexes are based on a 2016-2017 182-day teacher's pay with a Master's degree and 24 years experience hired before 7/01/13 (\$56,918).

STEP	1	2	3	4	5	6	7	8	9	10
0	1.13	1.16	1.18	1.23	1.34	1.38	1.41	1.48	1.56	1.74
1	1.14	1.17	1.19	1.24	1.35	1.39	1.42	1.49	1.57	1.75
2	1.15	1.19	1.20	1.26	1.37	1.41	1.43	1.50	1.58	1.77
3	1.17	1.20	1.22	1.27	1.38	1.42	1.45	1.52	1.59	1.78
4	1.18	1.22	1.23	1.29	1.39	1.43	1.46	1.53	1.61	1.79
5	1.19	1.23	1.24	1.30	1.40	1.44	1.47	1.55	1.62	1.81
6	1.20	1.24	1.26	1.31	1.42	1.46	1.48	1.56	1.63	1.82
7	1.22	1.26	1.27	1.33	1.43	1.47	1.50	1.57	1.64	1.83
8	1.23	1.27	1.28	1.34	1.44	1.48	1.51	1.59	1.65	1.84
9	1.24	1.28	1.30	1.35	1.46	1.50	1.52	1.60	1.67	1.86
10	1.26	1.29	1.31	1.36	1.47	1.51	1.54	1.61	1.68	1.87
11	1.27	1.30	1.32	1.37	1.48	1.52	1.55	1.62	1.69	1.88
12	1.28	1.31	1.33	1.38	1.49	1.53	1.56	1.63	1.70	1.89
13	1.29	1.32	1.34	1.39	1.50	1.54	1.57	1.64	1.71	1.90
14	1.30	1.33	1.35	1.40	1.51	1.55	1.58	1.65	1.72	1.91
15	1.31	1.34	1.36	1.41	1.52	1.56	1.59	1.66	1.73	1.92
16	1.32	1.35	1.37	1.42	1.53	1.57	1.60	1.67	1.74	1.93
17	1.33	1.36	1.38	1.43	1.54	1.58	1.61	1.68	1.75	1.94
18	1.34	1.37	1.39	1.44	1.55	1.59	1.62	1.69	1.76	1.95
19	1.35	1.38	1.40	1.45	1.56	1.60	1.63	1.70	1.77	1.96
20	1.36	1.39	1.41	1.46	1.57	1.61	1.64	1.71	1.78	1.97

Annual Salary Amounts - Leadership

STEP	1	2	3	4	5	6	7	8	9	10
0	\$64,317	\$66,025	\$67,163	\$70,009	\$76,270	\$78,547	\$80,254	\$84,239	\$88,792	\$99,037
1	64,887	66,594	67,732	70,578	76,839	79,116	80,824	84,808	89,361	99,607
2	65,456	67,732	68,302	71,717	77,978	80,254	81,393	85,377	89,930	100,745
3	66,594	68,302	69,440	72,286	78,547	80,824	82,531	86,515	90,500	101,314
4	67,163	69,440	70,009	73,424	79,116	81,393	83,100	87,085	91,638	101,883
5	67,732	70,009	70,578	73,993	79,685	81,962	83,669	88,223	92,207	103,022
6	68,302	70,578	71,717	74,563	80,824	83,100	84,239	88,792	92,776	103,591
7	69,440	71,717	72,286	75,701	81,393	83,669	85,377	89,361	93,346	104,160
8	70,009	72,286	72,855	76,270	81,962	84,239	85,946	90,500	93,915	104,729
9	70,578	72,855	73,993	76,839	83,100	85,377	86,515	91,069	95,053	105,867
10	71,717	73,424	74,563	77,408	83,669	85,946	87,654	91,638	95,622	106,437
11	72,286	73,993	75,132	77,978	84,239	86,515	88,223	92,207	96,191	107,006
12	72,855	74,563	75,701	78,547	84,808	87,085	88,792	92,776	96,761	107,575
13	73,424	75,132	76,270	79,116	85,377	87,654	89,361	93,346	97,330	108,144
14	73,993	75,701	76,839	79,685	85,946	88,223	89,930	93,915	97,899	108,713
15	74,563	76,270	77,408	80,254	86,515	88,792	90,500	94,484	98,468	109,283
16	75,132	76,839	77,978	80,824	87,085	89,361	91,069	95,053	99,037	109,852
17	75,701	77,408	78,547	81,393	87,654	89,930	91,638	95,622	99,607	110,421
18	76,270	77,978	79,116	81,962	88,223	90,500	92,207	96,191	100,176	110,990
19	76,839	78,547	79,685	82,531	88,792	91,069	92,776	96,761	100,745	111,559
20	77,408	79,116	80,254	83,100	89,361	91,638	93,346	97,330	101,314	112,128

L-1	Primary School Assistant Principals	L-6	Middle School Principals, Associate High School Principals
L-2	Middle School Assistant Principals	L-7	K-8 Principal, Alternative School Principal, Supervisors
L-3	K-8 Assistant Principals, Alternative School Assistant Principal	L-8	High School Principals
L-4	High School Assistant Principals	L-9	Directors
L-5	Primary School Principals, Principal of Early College Option, Principal of Head Start	L-10	Assistant Superintendent

All Assistant Principals work 202 days starting in July (1st paycheck is in August) and are paid monthly on the 25th; all others work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th.

Ascension Parish School Board
2018-2019 Salary Schedule
Other Administrative Positions

EXP	1	3	6	7	8	9	11	12	13
0	\$26,755	\$28,325	\$34,967	\$35,356	\$45,304	\$48,687	\$57,150	\$65,732	\$71,347
1	27,097	28,794	35,568	35,896	45,870	49,228	57,712	66,272	71,888
2	27,442	29,262	36,168	36,446	46,448	49,769	58,274	66,813	72,429
3	27,818	29,731	36,768	37,007	47,037	50,309	58,837	67,354	72,969
4	28,195	30,200	37,368	37,580	47,639	50,850	59,399	67,895	73,510
5	28,567	30,668	37,969	38,164	48,251	51,391	59,961	68,435	74,051
6	29,351	31,137	38,569	38,865	48,988	51,932	60,524	68,976	74,592
7	29,723	31,606	39,169	39,473	49,626	52,472	61,086	69,517	75,132
8	30,098	32,074	39,769	40,093	50,277	53,013	61,649	70,058	75,673
9	30,476	32,543	40,370	40,724	50,941	53,554	62,211	70,598	76,214
10	30,847	33,012	40,970	41,368	51,616	54,095	62,773	71,139	76,755
11	31,648	33,480	41,570	42,134	52,421	54,635	63,336	71,680	77,295
12-15	32,304	33,949	42,170	42,804	53,124	55,176	63,898	72,221	77,836
16-20	32,960	34,417	42,771	43,473	53,827	55,717	64,460	72,761	78,377
21-23	33,331	34,886	43,371	44,143	54,530	56,258	65,023	73,302	78,918
24-26	33,702	35,355	43,971	44,812	55,233	56,798	65,585	73,843	79,458
27-30	34,072	35,823	44,571	45,482	55,936	57,339	66,148	74,384	79,999

ADM-1 Buyer/Expeditor

ADM-3 Student Information System Coordinator, Truancy Interventionist

ADM-6 Safe and Drug Free Schools Facilitator ¹

ADM-7 Administrative Assistant-Title Programs/Special Education, Senior Buyer, Student Information System Administrator, System Analyst, Technology Helpdesk Administrator

ADM-8 Accountant, Digital Media Coordinator, Executive Assistant to the Superintendent/School Board, Human Resources Generalist, Material Control Coordinator

ADM-9 Applications Specialist, Computer Technician II, Coordinator of Planning/Construction, Coordinator of Transportation, Coordinator of Truancy, Planning Generalist, System Engineer, Systems Foreman

ADM-11 Network Technician, Technician Foreman

ADM-12 Business Intelligence Administrator, Coordinator of Student Services, Energy Coordinator, Human Resources Specialist, Intranet Administrator, Network Administrator, Public Information Officer, Senior Accountant

ADM-13 Chief Accountant

All work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th EXCEPT:

1. Safe and Drug Free Schools Facilitator, who works 202 days starting in July (1st paycheck is in August) and is paid monthly on the 25th.

Ascension Parish School Board
2018-2019 Salary Schedule
Clerical

EXP	1	2	3	4	5
0	\$18,060	\$20,237	\$21,440	\$24,495	\$25,235
1	18,275	20,490	21,679	24,807	25,563
2	18,505	20,743	21,935	25,138	25,892
3	18,735	21,019	22,189	25,470	26,251
4	18,953	21,297	22,432	25,785	26,612
5	19,183	21,570	22,688	26,117	26,967
6	19,705	22,146	23,268	26,872	27,716
7	19,921	22,421	23,508	27,184	28,074
8	20,152	22,696	23,764	27,517	28,431
9	20,384	22,973	24,022	27,852	28,791
10	20,599	23,248	24,261	28,163	29,149
11-12	21,140	23,837	24,862	28,944	29,914
13-15	21,573	24,319	25,344	29,570	30,542
16-18	22,114	24,908	25,945	30,351	31,307
19-20	22,549	25,391	26,428	30,979	31,934
21-23	22,983	25,873	26,911	31,608	32,563
24-26	23,418	26,355	27,394	32,236	33,192
27-30	23,853	26,837	27,877	32,864	33,820

- CLK-1**¹ Counselor's Aide, School B Secretary
- CLK-2**² Secretary-Special Education, Substance Abuse
- CLK-3**² School A Secretary
- CLK-4**³ Central Office Receptionist; Clerk-Accounting, Accounts Payable, Human Resources, Parts, Payroll; Secretary-Central Office, Child Nutrition, Child Welfare and Attendance, Maintenance, Transportation
- CLK-5**³ Director's Secretary

1. Work 180 days starting in August (1st paycheck is in September) and are paid monthly on the 15th.
2. Work 200 days starting in July (1st paycheck is in August) and are paid monthly on the 25th.
3. Work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th.

Ascension Parish School Board
2018-2019 Salary Schedule
Para-professionals (Aides)

EXP	1	2	3	4	5
0	\$14,432	\$16,196	\$17,761	\$18,791	\$19,065
1	14,605	16,369	17,934	18,964	19,238
2	14,776	16,540	18,105	19,135	19,409
3	14,949	16,713	18,278	19,308	19,582
4	15,120	16,884	18,449	19,479	19,753
5	15,293	17,056	18,621	19,651	19,925
6	15,695	17,457	19,023	20,053	20,327
7	15,990	17,752	19,318	20,348	20,622
8	16,284	18,048	19,613	20,643	20,917
9	16,579	18,341	19,907	20,937	21,211
10	16,873	18,636	20,201	21,231	21,505
11-15	17,168	18,930	20,496	21,526	21,800
16-20	17,463	19,225	20,791	21,821	22,095
21-23	17,757	19,520	21,085	22,115	22,389
24-26	18,052	19,814	21,380	22,410	22,684
27-30	18,346	20,109	21,674	22,704	22,978

- PARA-1** Bus Attendant
- PARA-2** Instructional Clerk
- PARA-3** Para-professional, In-school Suspension Presider Aide, Librarian's Aide - Passed Test/48 Hours (no Associate Degree)
- PARA-4** Para-professional, In-school Suspension Presider Aide, Librarian's Aide - Associate Degree
- PARA-5** Interpreter or Transliterater with Certificate (Provisional or Qualified)

All work 180 days starting in August (1st paycheck is in September) and are paid monthly on the 15th.

Ascension Parish School Board
2018-2019 Salary Schedule
Child Nutrition (School Food Service)

EXP	1	2	3	4	5	6
0	\$8,748	\$17,497	\$18,078	\$19,454	\$22,182	\$45,304
1	8,748	17,497	18,366	19,454	22,777	45,870
2	8,748	17,497	18,442	19,454	22,777	46,448
3	8,791	17,581	18,517	19,651	22,976	47,037
4	8,791	17,581	18,596	19,651	22,976	47,639
5	8,833	17,666	18,978	19,850	23,174	48,251
6	8,967	17,933	19,267	20,118	23,442	48,988
7	9,066	18,131	19,474	20,345	23,670	49,626
8	9,066	18,131	19,679	20,345	23,670	50,277
9	9,066	18,131	19,886	20,345	23,670	50,941
10	9,150	18,300	20,093	20,642	23,967	51,616
11	9,204	18,407	20,176	20,749	24,074	52,421
12	9,204	18,407	20,176	20,749	24,074	53,124
13-14	9,311	18,621	20,383	20,964	24,320	53,124
15	9,418	18,836	20,590	21,178	24,567	53,124
16-20	9,525	19,050	20,797	21,392	24,813	53,827
21-23	9,632	19,264	21,004	21,606	25,059	54,530
24-26	9,739	19,478	21,211	21,821	25,305	55,233
27-30	9,846	19,693	21,418	22,035	25,551	55,936

- CN-1** Part-time Child Nutrition Program Technician (3.5 hrs)
- CN-2** Child Nutrition Program Technician
- CN-3** Food Porter
- CN-4** Satellite Cafeteria Manager ², Assistant Cafeteria Manager ²
- CN-5** Cafeteria Manager ^{1,2}
- CN-6** Area Manager ³

1. Supplements for Cafeteria Managers (based on average daily participation for the prior semester):

Daily Meal Equivalent	Annual Supplement
900 - 1,200	\$1,500
1,200 or more	\$3,000

All work 180 days starting in August (1st paycheck is in September) and are paid monthly on the 15th EXCEPT

- 2. Managers work 185 days starting in August (1st paycheck is in September) and are paid monthly on the 15th.
- 3. Area Managers work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th.

Ascension Parish School Board
 2018-2019 Salary Schedule
 Maintenance, Custodians, Bus Drivers

EXP	TRS	MNT								
	1	1	2	3	5	6	7	8	9	10
0	\$17,859	\$22,150	\$23,244	\$24,338	\$26,909	\$31,640	\$33,969	\$37,183	\$45,304	\$48,687
1	18,089	22,406	23,425	24,445	27,247	32,204	34,505	37,719	45,870	49,228
2	18,319	22,609	23,576	24,543	27,676	32,733	35,041	38,254	46,448	49,769
3	18,547	22,837	23,739	24,641	28,105	33,262	35,576	38,790	47,037	50,309
4	18,777	23,067	23,904	24,742	28,533	33,789	36,112	39,325	47,639	50,850
5	19,006	23,296	24,266	25,237	28,962	34,317	36,647	39,861	48,251	51,391
6	19,380	23,670	24,668	25,666	29,390	34,819	37,183	40,397	48,988	51,932
7	19,648	23,938	24,963	25,987	29,722	35,216	37,719	40,932	49,626	52,472
8	19,916	24,206	25,257	26,308	30,033	35,611	38,254	41,468	50,277	53,013
9	20,184	24,475	25,552	26,630	30,354	36,007	38,790	42,003	50,941	53,554
10	20,452	24,744	25,848	26,951	30,675	36,402	39,325	42,539	51,616	54,095
11	20,719	25,013	26,143	27,272	30,997	36,798	39,861	43,075	52,421	54,635
12-15	20,719	25,013	26,143	27,272	30,997	36,798	39,861	43,075	53,124	55,176
16-20	20,987	25,281	26,439	27,594	31,318	37,193	40,397	43,610	53,827	55,717
21-23	21,255	25,550	26,735	27,915	31,640	37,589	40,932	44,146	54,530	56,258
24-26	21,523	25,819	27,030	28,236	31,961	37,984	41,468	44,681	55,233	56,798
27-30	21,791	26,088	27,326	28,558	32,282	38,380	42,003	45,217	55,936	57,339

- | | |
|--|--|
| <p>TRS-1 Bus Driver</p> <p>MNT-1 Custodian, Helper</p> <p>MNT-2 Warehouseman I</p> <p>MNT-3 Head Custodian, Maintenance Helper II, Warehouseman II</p> <p>MNT-5 Facility Manager (Primary School)</p> | <p>MNT-6 Facility Manager (Middle School)</p> <p>MNT-7 Facility Manager (High School)</p> <p>MNT-8 Carpenter, Electrician, Facility Assistant Foreman, HVAC Technician, Painter, Plumber, Vehicle Mechanic</p> <p>MNT-9 Certified Grounds Maintenance Foreman, Facility Foreman, Maintenance Assistant Foreman, Vehicle Mechanic Shop Foreman</p> <p>MNT-10 Maintenance Foreman</p> |
|--|--|

Bus drivers work 180 days starting in August (1st paycheck is in September) and are paid monthly on the 15th; all others work 260 days starting in July (1st paycheck is in July) and are paid monthly on the 25th.

Annual Supplements:

Driver Team Leader	\$1,000
Driver Coordinator	\$5,000

Ascension Parish School Board
2018-2019 Salary Schedule
Head Start Program

EXP	2	3	4	5	6	7	8	9
0	\$18,737	\$19,191	\$19,822	\$20,359	\$20,477	\$24,304	\$26,643	\$28,254
1	18,919	19,191	20,005	20,359	20,477	24,304	26,643	28,254
2	19,099	19,191	20,186	20,359	20,477	24,304	26,643	28,254
3	19,282	20,523	20,369	21,924	22,062	26,643	29,264	31,170
4	19,462	20,523	20,549	21,924	22,062	26,643	29,264	31,170
5	19,644	20,523	20,730	21,924	22,062	26,643	29,264	31,170
6	20,068	20,523	21,154	21,924	22,062	26,643	29,264	31,170
7	20,379	20,523	21,465	21,924	22,062	26,643	29,264	31,170
8	20,690	20,791	21,777	21,924	22,062	26,643	29,264	31,170
9	21,000	21,060	22,087	22,208	22,349	26,643	29,264	31,170
10	21,311	21,334	22,397	22,497	22,640	26,643	29,264	31,170
11-15	21,622	21,924	22,707	23,229	23,369	29,560	32,083	34,087
16-20	21,933	22,208	23,019	23,229	23,369	29,560	32,083	34,087
21-22	22,244	23,012	23,329	24,536	24,582	32,476	35,397	37,004
23	22,531	23,312	23,329	24,855	24,902	32,898	35,857	37,300
24-26	22,555	23,614	23,640	25,178	25,225	33,328	36,323	37,787
27-30	22,864	23,921	23,951	25,504	25,555	33,760	36,794	38,276

- HS-2** Head Start Para-professional - Passed Test/48 Hours (no Associate Degree) - hired 7/01/14 or after
- HS-3** Head Start Para-professional - Passed Test/48 Hours (no Associate Degree) - hired before 7/01/14
- HS-4** Head Start Para-professional - Associate Degree - hired 7/01/14 or after
- HS-5** Head Start Para-professional - Associate Degree - hired before 7/01/14
- HS-6** Head Start Family Educator/Worker - Child Development Associate Credential
- HS-7** Head Start Family Educator/Worker - Associate Degree
- HS-8** Head Start Family Educator/Worker - Bachelor's Degree
- HS-9** Head Start Specialist/Manager/Coordinator

Head Start teachers are paid the same as Ascension Parish School Board 182-day teachers, which is on Salary Schedule T-1.

The Head Start Education/Disability Coordinator is paid the same as Ascension Parish School Board 192-day teachers, which is Salary Schedule T-2.

Bus drivers are paid \$58 per day.
Substitute bus drivers are paid \$50 per day.
Substitute bus attendants are paid \$32 per day.

All work 180 days starting in August (1st paycheck is in September) and are paid monthly on the 15th.

Ascension Parish School Board
 2018-2019 Salary Schedule
 Annual Supplemental Pay for Coaches and Band Directors

Coaches and band directors will receive a salary supplement for each assignment according to the rates listed below. The supplement will be the appropriate rate multiplied by the salary from the nine-month teacher's salary schedule (T-1) according to the employee's degree and experience. The maximum percentage for an Athletic Director is 27%; for all other coaches the maximum is 24%; and for itinerate trainers the maximum is 15%. Each Principal determines the stipend percent, not to exceed the following maximum percentages:

HIGH SCHOOL COACHES

<u>POSITION</u>	<u>PAY DATE</u>	<u>MAXIMUM RATE</u>
Athletic Director	25th	7.00%
Assistant Athletic Director	25th	5.00%
Head Football Coach	25th	20.00%
Head Basketball, Volleyball Coach	25th	10.00%
Head Coach - Baseball, Soccer, Softball, Track, Wrestling	15th	10.00%
Trainer (National Certified)	25th	24.00%
Trainer (State Certified)	25th	17.00%
Trainer (Assistant)	25th	15.00%
Strength Coach	15th	9.00%
Assistant Coach - Football, Volleyball	25th	8.00%
Assistant Coach - Baseball, Basketball, Soccer	15th	8.00%
Assistant Coach - Softball, Track, Wrestling	15th	8.00%
Coach - Cross Country, Golf, Swimming, Tennis	15th	5.00%

MIDDLE SCHOOL COACHES

<u>POSITION</u>	<u>PAY DATE</u>	<u>RATE</u>
Head Football Coach	15th	4.00%
Assistant Football Coach	15th	3.00%
Coach - Basketball	15th	4.00%
Coach - Soccer, Track, Volleyball	15th	2.00%
Trainer	15th	8.00%

BAND DIRECTORS

<u>POSITION</u>	<u>PAY DATE</u>	<u>RATE</u>
High School Band Director	15th	14.00%
High School Assistant Band Director	15th	7.00%
Middle School Band Director	15th	3.00%

Ascension Parish School Board
 2018-2019 Salary Schedule
 Other Supplemental Pay and Stipends

ANNUAL SUPPLEMENTAL PAY FOR ACTIVITY SPONSORS

High School Dance Team Sponsor, Cheerleader Sponsor	\$1,000
High School JV Cheerleader Sponsor, Flag Corps Sponsor	\$500
Middle School Cheerleader Sponsor	\$500
Club Sponsors (13 high schools, 5 middle schools, maximum)	\$500

ANNUAL SUPPLEMENTAL PAY FOR IN-SCHOOL SUSPENSION PRESIDERS

Teacher	\$520
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ANNUAL SUPPLEMENTAL PAY FOR NATIONAL BOARD CERTIFICATION

Any employee who attained National Board certification prior to July 1, 2013 and continues to renew that certification as required by National Board for Professional Teaching Standards will receive a \$5,000 per year salary supplement.

ANNUAL SUPPLEMENTAL PAY FOR WEST SIDE NATIONAL BOARD CERTIFIED CLASSROOM TEACHERS

All west-side *classroom teachers* who attained National Board certification prior to July 1, 2013 and continue to renew that certification as required by National Board for Professional Teaching Standards will receive a total of \$10,000 per year salary supplement.

This amount will be pro-rated for those employees who were hired after the school year started.

ADDITIONAL ANNUAL STIPENDS

Master Teacher	\$10,000
Mentor Teacher	\$5,000

HOURLY STIPEND PAY

Teachers:	Level 1 (Presenting at workshops or teaching a class)	\$40
	Level 2 (Attending workshops or behavior clinics)	\$30
	Tutoring	\$40
	After school behavior clinic	\$30
	Saturday detention	\$30
Para-professionals		\$15

Ascension Parish School Board
 2018-2019 Salary Schedule
 Coach's Educational Certification Program (CECP) for Non-faculty Individuals

CECP Coaches are not on the Teacher salary schedule. Their maximum salary is the same rate as high school or middle school coaches (p.18) multiplied by the salary of a teacher with a Bachelor's degree and zero years' experience (\$43,683). Each Principal determines the stipend percent, not to exceed the following maximum salary:

<i>HIGH SCHOOL SPORT</i>	<i>MAXIMUM SALARY</i>	<i>MONTHS PAID</i>	<i>PAY DATE</i>
Baseball - Head	\$4,368	February - May	15th
Baseball - Assistant	3,495	February - May	15th
Basketball - Head	4,368	November - March	25th
Basketball - Assistant	3,495	November - March	15th
Cross Country	2,184	September - December	15th
Football - Head	8,737	August - December	25th
Football - Assistant	3,495	August - December	25th
Golf	2,184	February - May	15th
Gymnastics	See Note	February - May	15th
Soccer - Head	4,368	November - March	15th
Soccer - Assistant	3,495	November - March	15th
Softball - Head	4,368	February - May	15th
Softball - Assistant	3,495	February - May	15th
Swimming	2,184	September - December	15th
Tennis	2,184	February - May	15th
Track- Head	4,368	February - May	15th
Track- Assistant	3,495	February - May	15th
Volleyball - Head	4,368	August - December	25th
Volleyball - Assistant	3,495	August - December	25th
Wrestling - Head	4,368	November - March	15th
Wrestling - Assistant	3,495	November - March	15th

Gymnastics coaches are paid from school activity funds; their salaries are determined by each Principal.

<i>MIDDLE SCHOOL SPORT</i>	<i>MAXIMUM SALARY</i>	<i>MONTHS PAID</i>	<i>PAY DATE</i>
Basketball	\$1,747	November - March	15th
Football - Assistant	1,310	September - December	15th
Football - Head	1,747	September - December	15th
Soccer	874	November - March	15th
Track	874	February - May	15th
Volleyball	874	September - December	15th

Ascension Parish School Board
2018-2019 Salary Schedule

DAY-TO-DAY SUBSTITUTE PAY

Substitute Administrator	\$320 / day
Substitute Teacher - Certified	\$100 / day
Substitute Teacher - Degreed, Non-Certified	\$70 / day
Substitute Teacher - Non-Certified	\$60 / day
Substitute Bus Driver	\$63 / day
Substitute Bus Attendant	\$46 / day
Substitute Para-professional	\$8.00 / hour
Substitute Custodian	\$8.50 / hour
Substitute Child Nutrition Program Technician	\$8.00 / hour

Substitute teachers who work for at least 10 consecutive days for the same teacher will be paid as follows:

- Substitute Teacher Certified - Daily rate of a teacher with the same degree and years' experience
- Substitute Teacher with at least a Bachelor's Degree - \$150 per day
- Substitute Teacher without at least a Bachelor's Degree - \$100 per day

After a substitute bus driver works 90 consecutive days and continues to work, he/she will be paid the same rate as a bus driver with 1 year experience (schedule TRS-1), which pay shall be retroactive to the first of the 90 consecutive days.

After a substitute bus attendant works 90 consecutive days and continues to work, he/she will be paid the same rate as a bus attendant with 1 year experience (schedule PARA-1), which pay shall be retroactive to the first of the 90 consecutive days.

All substitutes except substitute bus drivers and bus attendants are employees of Kelly Educational Staffing and their salaries are determined by the Ascension Parish School Board.

PART-TIME POSITIONS

30-Hour Positions	\$13 / hour
High School Student Positions	Minimum wage ¹
All Other Part-Time Positions	\$10 / hour

1. Minimum wage is currently \$7.25 / hour

SCHEDULE OF WORK DAYS

Work Days

<u>per Year</u>	<u>Description</u>
180	Days students are present
182	Days students are present + 2 days before 1st day students attend (official opening of school)
185	Days students are present + 5 days before 1st day students attend
192	Days students are present + 7 days before 1st day students attend + 5 days after last day students attend
200	Days students are present + 10 days before 1st day students attend + 10 days after last day students attend
202	Days students are present + 12 days before 1st day students attend + 10 days after last day students attend
260	12-month employees (all 12 months except certain holidays)

EMPLOYEE CATEGORIES

<u>Employee Category</u>	<u>Description</u>	<u>Pay Date</u>	<u>Pay Period</u>
July-June (7/6)	1st day of work and 1st paycheck are in July	25th	1st - last day of current month
Aug-July (8/7)	1st day of work is in July and 1st paycheck is in August	25th	1st - last day of current month
Sept-Aug (9/8)	1st day of work is in August and 1st paycheck is in September	15th	1st - last day of prior month

Ascension Parish School Board
2018-2019 Salary Schedule

BENEFITS DEDUCTIONS SCHEDULE ¹

Retirement (1) Employees paid on the Maintenance, Custodians, Bus Drivers Salary Schedule; (2) Bus Attendants; and (3) the Supervisor of Maintenance are members of the Louisiana School Employees' Retirement System (LSERS)

Employee Rate (hired before 7/01/2010)	7.50%
Employee Rate (hired on or after 7/01/2010)	8.00%
Employer Rate	28.00%

All other employees are members of the Teachers' Retirement System of Louisiana (TRSL)

Employee Rate	8.00%
Employer Rate	26.70%

Employees vested in Louisiana State Employees' Retirement System (LASERS) before employment begins with the Ascension Parish School Board may elect to remain in LASERS

Employee Rate	7.50%
Employer Rate	37.90%

Employees who pay into either of these 3 retirement systems do not participate in Social Security.

Health Insurance Deducted one-month in advance of month of coverage, for example:

<u>Pay Date</u>	<u>Pay Period</u>	<u>Month of Coverage</u>
Oct. 15	Sept. 1 - 30	November
Oct. 25	Oct. 1 - 31	November

All Other Insurances Such as dental, vision, and supplemental/voluntary (i.e. Unum products) Deducted in the month of coverage, for example:

<u>Pay Date</u>	<u>Pay Period</u>	<u>Month of Coverage</u>
Oct. 15	Sept. 1 - 30	October
Oct. 25	Oct. 1 - 31	October

All Other Deductions Flex spending, 403(b), 457(b), dues, contributions to United Way, LifeLock, garnishments Remitted to third parties at the end of the month deducted from employees, for example:

<u>Pay Date</u>	<u>Pay Period</u>	<u>Remitted to 3rd Party by</u>
Oct. 15	Sept. 1 - 30	October 31
Oct. 25	Oct. 1 - 31	October 31

Paid Leave See the Payroll Cut-Off Dates in the Appendix

1. Generally, full-time employees only are eligible for benefits.

Ascension Parish School Board
2018-2019 Salary Schedule

BENEFITS DEDUCTIONS SCHEDULE ¹

Taxation

<u>W-2 Box #, Code</u>	<u>Payroll Deduction</u>	<u>Subject to Tax?</u>	
		<u>Income ²</u>	<u>Medicare</u>
14, RET	Retirement ³	No	No
14, INS	Health, dental, vision insurance	No	No
	Combined Accident insurance ⁴	No	No
14, FSA	Health flex spending account (FSA)	No	No
12	Dependent care	No	No
14, INS	All AFLAC products ⁴	No	No
14, INS	Loyal American cancer insurance ⁴	No	No
14, E	403(b) Annuity	No	Yes
14, BB	403(b) Roth annuity	Yes	Yes
14, G	457(b) deferred compensation	No	Yes
14, EE	457(b) Roth	Yes	Yes
	All Unum products	Yes	Yes
	All Reliance Standard products	Yes	Yes
	All Fidelity products ⁴	Yes	Yes
	Loyal American critical illness ins. ⁴	Yes	Yes
	Dues	Yes	Yes
	United Way	Yes	Yes
	Garnishments, child support ⁵	Yes	Yes
	LifeLock	Yes	Yes
Included in Sec. 125	Health, dental, and vision insurance		
Cafeteria Plan	Health flex spending account		
	Dependent care		

Notes:

1. Generally, full-time employees only are eligible for benefits.
2. Generally "pre-tax" means not subject to state and federal income taxes, and "post-tax" means subject to state and federal income taxes
3. Required by state law to be deducted from all full-time employees' pay checks.
4. No longer offered to new employees as of November, 2016
5. Required by state and federal laws to be deducted from the pay checks of any affected employee (whether full-time or part-time), subject to net pay limitations

Appendix

Payroll Cut-Off Dates 2018-2019	24
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Hired Before 7/01/13	
Teacher Salary Schedule - 260 Days (T-5) 2017-2018	30
Hired Before 7/01/13	
Pupil Appraisal (T-7) 2017-2018	31
Hired Before 7/01/13	

Ascension Parish School Board
2018-2019
Cut Off, Verification and Pay Dates - 15th Payroll

Leave Period					
From Date	Cutoff Date	# of Days	Pay Period	Pay Date	Verifications Due to Payroll
August 1, 2018	August 31, 2018	20	8/01/18 - 8/31/18	September 14, 2018	September 7, 2018
September 1, 2018	September 30, 2018	19	9/01/18 - 9/30/18	October 15, 2018	October 8, 2018
October 1, 2018	October 31, 2018	21	10/01/18 - 10/31/18	November 15, 2018	November 8, 2018
November 1, 2018	November 30, 2018	16	11/01/18 - 11/30/18	December 14, 2018	December 7, 2018
December 1, 2018	December 31, 2018	15	12/01/18 - 12/31/18	January 15, 2019	January 8, 2019
January 1, 2019	January 31, 2019	18	1/01/19 - 1/31/19	February 15, 2019	February 8, 2019
February 1, 2019	February 28, 2019	20	2/01/19 - 2/28/19	March 15, 2019	March 8, 2019
March 1, 2019	March 31, 2019	19	3/01/19 - 3/31/19	April 15, 2019	April 8, 2019
April 1, 2019	April 30, 2019	16	4/01/19 - 4/30/19	May 15, 2019	May 8, 2019
May 1, 2019	May 31, 2019	18	5/01/19 - 5/31/19	June 14, 2019	June 7, 2019

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Cut Off, Verification and Pay Dates - 25th Payroll

Leave Period					
From Date	Cutoff Date	# of Days	Pay Period	Pay Date	Verifications Due to Payroll
June 11, 2018	July 6, 2018	20	7/01/18 - 7/31/18	July 25, 2018	July 18, 2018
July 9, 2018	August 7, 2018	22	8/01/18 - 8/31/18	August 24, 2018	August 17, 2018
August 8, 2018	September 5, 2018	21	9/01/18 - 9/30/18	September 25, 2018	September 18, 2018
September 6, 2018	October 5, 2018	22	10/01/18 - 10/31/18	October 25, 2018	October 18, 2018
October 8, 2018	November 6, 2018	22	11/01/18 - 11/30/18	November 20, 2018	November 13, 2018
November 7, 2018	December 5, 2018	21	12/01/18 - 12/31/18	December 21, 2018	December 14, 2018
December 6, 2018	January 4, 2019	22	1/01/19 - 1/31/19	January 25, 2019	January 18, 2019
January 7, 2019	February 5, 2019	22	2/01/19 - 2/28/19	February 25, 2019	February 18, 2019
February 6, 2019	March 7, 2019	22	3/01/19 - 3/31/19	March 25, 2019	March 18, 2019
March 8, 2019	April 8, 2019	22	4/01/19 - 4/30/19	April 25, 2019	April 18, 2019
April 9, 2019	May 8, 2019	22	5/01/19 - 5/31/19	May 24, 2019	May 17, 2019
May 9, 2019	June 7, 2019	22	6/01/18 - 6/30/18	June 25, 2019	June 18, 2019

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Ascension Parish School Board
 School Calendar
 2018-2019

Monday, August 6, 2018	Official Opening of School
Friday, May 24, 2019	Official Closing of School
August 6 and 7, 2018	Professional Preparation Days
Wednesday, August 8, 2018	1 st Day Students Attend
Wednesday, May 8, 2019	Last Day Seniors Attend
Thursday, May 23, 2019	Last Day Students Attend
Friday, September 14, 2018	Staff Development (Student Holiday)
Friday, January 18, 2019	Staff Development (Student Holiday)

HOLIDAYS

September 3, 2018	Labor Day
October 15 - 16, 2018	Fall Break
November 6, 2018	Election Day
November 19 - 23, 2018	Thanksgiving Holidays
December 24, 2018 - January 4, 2019	Christmas Holidays
January 21, 2019	Martin Luther King, Jr's Birthday
March 4 - 5, 2019	Mardi Gras
April 15 - 22, 2019	Easter Holidays

GRADING PERIOD ENDINGS

October 10, 2018	1 st Grading Period
December 21, 2018	2 nd Grading Period
March 14, 2019	3 rd Grading Period
May 23, 2019	4 th Grading Period

HIGH SCHOOL GRADUATIONS

Wednesday, May 15, 2019	East Ascension High School
Thursday, May 16, 2019	Dutchtown High School
Friday, May 17, 2019	Donaldsonville High School
Friday, May 17, 2019	St. Amant High School

PARENT-TEACHER CONFERENCE DAYS (PRIMARY SCHOOLS)

Monday, October 22, 2018
 Monday, March 25, 2019

Ascension Parish School Board
Holiday Schedule for Twelve Month (260 Days) Employees
2018-2019

Wednesday, July 4, 2018	Independence Day
Monday, September 3, 2018	Labor Day
Tuesday, November 6, 2018	Election Day
Wednesday - Friday, November 21 - 23, 2018	Thanksgiving
Monday, December 24, 2018 - Tuesday, January 1, 2019	Christmas and New Year
Monday, January 21, 2019	Rev. Martin Luther King, Jr. Birthday
Monday - Tuesday, March 4 - 5, 2019	Mardi Gras
Thursday - Monday, April 18 - 22, 2019	Easter
Monday, May 27, 2019	Memorial Day

Ascension Parish School Board
 Calculation of Teacher Salaries Hired Before July 1, 2013

Per Act 1 of 2012 Regular Legislative Session (LSA-RS 17:81(A))

Teachers should be paid for experience, demand, and effectiveness, no one of which can be more than 50% of their pay

Teachers cannot make less than the prior year; they can make either the same or more

In Ascension, teachers hired before 7/01/13 should not make less than teachers hired 7/01/13 or after

1 In Ascension *experience* = annual step increases, which were standardized to:

<u>From Step</u>	<u>To Step</u>	<u>Amount</u>
0	1	\$500
1	2	500
2	3	500
3	4	500
4	5	500
5	6	600
6	7	600
7	8	600
8	9	600
9	10	600
10	11	700
11	12	700
12	13	700
13	14	700
14	15	700
15	16	700
16	17	0
17	18	0
18	19	700
19	20	0
20	21	0
21	22	700
22	23	0
23	24	0
24	25	700
25	26	500
26	27	0
27	28	0
28	29	0
29	30	0
30	31	500
31	32	0
32	33	0
33	34	0
34	35	0
35	36	500
36	37	0
37	38	0
38	39	0
39	40	0

The following "frozen" periods changed

<u>From</u>	<u>To</u>
13-15	Unfrozen
19-20	19-21

Ascension Parish School Board
Calculation of Teacher Salaries Hired Before July 1, 2013

2 In Ascension *demand* = level of educational attainment ("gaps")

<u>Degree</u>	<u>Amount</u>
Master's	Bachelor's + \$1,000
Master's + 30	Bachelor's + \$1,000
Specialist	Bachelor's + \$1,250
Doctorate	Bachelor's + \$1,500

3 In Ascension *effectiveness* = evaluation score (observations/value-added model/ student learning targets)

<u>Evaluation Score</u>	<u>Annual Stipend*</u>
School Performance Score 5 points and above growth	\$ 300
Effective Proficient	500
Highly Effective	800

* Effectiveness is a one-time yearly payout which does not become part of the base salary.

4 T-1, T-5 and T-7 annual calculation for Hired Before

Prior year salary + standard step increase (\$500,\$600, \$700 or \$0)
Compare with Hired After for same step and educational attainment
Pay the higher of the two

5 T-2 and T-3 salaries are the same *daily* rate as T-1

<u>Schedule</u>	<u>Annual Salary Calculation</u>
T-1 (182 days)	Base
T-2 (192 days)	T-1 annual salary / 182 days X 192 days
T-3 (202 days)	T-1 annual salary / 182 days X 202 days

**ASCENSION PARISH SCHOOL BOARD
TEACHER (T-1) 2017-2018 SALARY SCHEDULE
NINE MONTHS (182 DAYS)
HIRED BEFORE 7/01/2013**

Effective Steps	Step Increase	Salary Bachelor's	Salary Master's	Salary Master's +30	Salary Specialist	Salary Doctorate	SPS - 5 Points & above Growth	Effective Proficient	Highly Effective
0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	\$500	\$45,743	\$46,773	\$46,773	\$47,031	\$47,288	\$300	\$500	\$800
5	500	46,258	47,288	47,288	47,972	48,963	300	500	800
6	600	46,876	47,906	47,906	48,610	49,592	300	500	800
7	600	47,494	48,524	48,524	49,252	50,224	300	500	800
8	600	48,112	49,142	49,142	49,890	51,055	300	500	800
9	600	48,730	49,760	49,760	50,537	51,919	300	500	800
10	600	49,348	50,378	50,656	51,485	52,780	300	500	800
11	700	50,069	51,287	51,811	52,682	53,864	300	500	800
12	700	50,790	52,149	52,764	53,658	54,723	300	500	800
13	700	51,511	52,950	53,714	54,629	55,581	300	500	800
14	700	52,232	53,868	54,667	55,607	56,443	300	500	800
15	700	52,953	54,730	55,621	56,583	57,307	300	500	800
16	700	54,009	55,830	56,815	57,797	58,408	300	500	800
17	-	54,183	56,065	57,087	58,089	58,553	300	500	800
18	-	54,258	56,203	57,236	58,276	58,743	300	500	800
19	700	54,395	56,203	57,236	58,276	58,743	300	500	800
20	-	54,395	55,482	56,515	57,555	58,022	300	500	800
21	-	54,395	56,017	57,062	58,145	58,613	300	500	800
22	700	55,116	56,738	57,783	58,866	59,334	300	500	800
23	-	55,116	56,738	57,783	58,866	59,334	300	500	800
24	-	55,116	56,897	57,953	59,080	59,549	300	500	800
25	700	55,837	57,618	58,674	59,801	60,270	300	500	800
26	500	56,500	58,595	59,638	60,788	61,247	300	500	800
27	-	56,618	58,773	59,833	61,022	61,487	300	500	800
28	-	56,639	58,794	59,854	61,043	61,508	300	500	800
29	-	56,654	58,809	59,869	61,058	61,523	300	500	800
30	-	56,795	59,014	60,077	61,322	61,787	300	500	800
31	500	57,009	59,250	60,300	61,568	62,023	300	500	800
32	-	57,009	59,250	60,300	61,568	62,023	300	500	800
33	-	57,009	59,250	60,300	61,568	62,023	300	500	800
34	-	57,024	59,265	60,315	61,583	62,038	300	500	800
35	-	57,024	59,265	60,315	61,583	62,038	300	500	800
36	500	57,382	59,500	60,539	61,828	62,280	300	500	800
37	-	57,382	59,500	60,539	61,828	62,280	300	500	800
38	-	57,382	59,500	60,539	61,828	62,280	300	500	800
39	-	57,382	59,515	60,554	61,843	62,295	300	500	800
40	-	57,382	59,515	60,554	61,843	62,295	300	500	800

**ASCENSION PARISH SCHOOL BOARD
TEACHER (T-5) 2017-2018 SALARY SCHEDULE
12 MONTHS (260 DAYS)
HIRED BEFORE 7/01/13**

Effective Steps	Step Increase	Salary Bachelor's	Salary Master's	Salary Master's +30	Salary Specialist	Salary Doctorate	SPS - 5 Points & above Growth	Effective Proficient	Highly Effective
0	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
4	\$500	\$53,077	\$54,107	\$54,107	\$54,364	\$55,092	\$300	\$500	\$800
5	500	53,592	54,622	54,947	55,890	57,215	300	500	800
6	600	54,242	55,240	55,736	56,710	58,017	300	500	800
7	600	55,019	56,043	56,529	57,532	58,828	300	500	800
8	600	55,768	56,848	57,318	58,349	59,901	300	500	800
9	600	56,577	57,659	58,112	59,177	61,020	300	500	800
10	600	57,357	58,737	59,303	60,407	62,133	300	500	800
11	700	58,436	60,110	60,808	61,969	63,543	300	500	800
12	700	59,215	61,225	62,045	63,237	64,656	300	500	800
13	700	59,992	62,261	63,280	64,498	65,767	300	500	800
14	700	61,080	63,450	64,515	65,769	66,883	300	500	800
15	700	62,164	64,565	65,753	67,035	68,001	300	500	800
16	700	63,602	66,032	67,345	68,654	69,468	300	500	800
17	-	64,068	66,577	67,941	69,276	69,894	300	500	800
18	-	64,402	66,995	68,371	69,759	70,382	300	500	800
19	700	64,402	66,995	68,371	69,759	70,382	300	500	800
20	-	63,681	66,274	67,650	69,038	69,661	300	500	800
21	-	64,554	67,229	68,621	70,065	70,690	300	500	800
22	700	65,275	67,950	69,342	70,786	71,411	300	500	800
23	-	65,275	67,950	69,342	70,786	72,411	300	500	800
24	-	65,640	68,400	69,810	71,312	71,937	300	500	800
25	700	66,361	69,121	70,531	72,033	72,658	300	500	800
26	500	67,465	70,258	71,650	73,183	73,794	300	500	800
27	-	67,861	70,736	72,149	73,736	74,354	300	500	800
28	-	67,882	70,757	72,170	73,757	74,375	300	500	800
29	-	67,897	70,772	72,185	73,772	74,390	300	500	800
30	-	68,328	71,286	72,704	74,364	74,982	300	500	800
31	500	68,618	71,606	73,006	74,695	75,303	300	500	800
32	-	68,618	71,606	73,006	74,695	75,303	300	500	800
33	-	68,618	71,606	73,006	74,695	75,303	300	500	800
34	-	68,633	71,621	73,021	74,710	75,318	300	500	800
35	-	68,633	71,621	73,021	74,710	75,318	300	500	800
36	500	68,923	71,939	73,324	75,043	75,646	300	500	800
37	-	68,923	71,939	73,324	75,043	75,646	300	500	800
38	-	68,923	71,939	73,324	75,043	75,646	300	500	800
39	-	68,938	71,954	73,339	75,058	75,661	300	500	800
40	-	68,938	71,954	73,339	75,058	75,661	300	500	800

**ASCENSION PARISH SCHOOL BOARD
PUPIL APPRAISAL (T-7) 2017-2018 SALARY SCHEDULE
10 MONTHS (202 DAYS)
HIRED BEFORE 7/01/13**

Effective Steps	Step Increase	Salary Bachelor's	Salary Master's	Salary Master's +30	Salary Specialist	Salary Doctorate
0	N/A	N/A	N/A	N/A	N/A	N/A
1	N/A	N/A	N/A	N/A	N/A	N/A
2	N/A	N/A	N/A	N/A	N/A	N/A
3	N/A	N/A	N/A	N/A	N/A	N/A
4	\$500	\$51,229	\$52,259	\$52,259	\$52,517	\$52,986
5	500	51,744	52,774	52,881	53,789	55,046
6	600	52,378	53,392	53,630	54,560	55,806
7	600	53,118	54,020	54,385	55,336	56,572
8	600	53,839	54,779	55,132	56,104	57,601
9	600	54,601	55,546	55,886	56,883	58,676
10	600	55,346	56,580	57,036	58,068	59,745
11	700	56,313	57,833	58,037	59,508	61,035
12	700	57,055	58,905	59,623	60,725	62,104
13	700	57,795	59,915	60,818	61,941	63,171
14	700	58,847	61,041	62,014	63,165	64,242
15	700	59,894	62,112	63,211	64,381	65,315
16	700	61,182	63,420	64,650	65,839	66,625
17	-	61,572	63,884	65,165	66,373	66,968
18	-	61,869	64,256	65,556	66,810	67,410
19	700	61,869	64,256	65,556	66,810	67,410
20	-	61,148	63,535	64,835	66,089	66,689
21	-	61,849	64,311	65,632	66,935	67,541
22	700	62,570	65,032	66,353	67,656	68,262
23	-	62,570	65,032	66,353	67,656	68,262
24	-	62,900	65,441	66,781	68,134	68,744
25	700	63,621	66,162	67,502	68,855	69,465
26	500	64,573	67,139	68,465	69,842	70,442
27	-	64,932	67,572	68,926	70,348	70,959
28	-	64,953	67,593	68,947	70,369	70,980
29	-	64,968	67,608	68,962	70,384	70,995
30	-	65,361	68,078	69,442	70,928	71,542
31	500	65,574	68,313	69,666	71,172	71,778
32	-	65,574	68,313	69,666	71,172	71,778
33	-	65,574	68,313	69,666	71,172	71,778
34	-	65,589	68,328	69,681	71,187	71,793
35	-	65,589	68,328	69,681	71,187	71,793
36	500	65,803	68,563	69,903	71,433	72,036
37	-	65,803	68,563	69,903	71,433	72,036
38	-	65,803	68,563	69,903	71,433	72,036
39	-	65,818	68,578	69,918	71,448	72,051
40	-	65,818	68,578	69,918	71,448	72,051