

DeSoto Parish School Board

Salary Schedule



**Effective
July 1, 2023**

**Board Approval Date
Revised October 5, 2023**

October 6, 2023

TO: Director of Human Resources
Director of Business Services

FROM: Clay Corley, Superintendent

SUBJECT: Rules Governing the Salary Schedules

At its regular meeting on October 5, 2023, The DeSoto Parish School Board approved changes to the salary schedules that are noted in blue throughout the schedule. The rules governing the salary schedules are documented below.

- 1) **Placement** – The salary of all new employees and changes to an employee’s salary are to be approved by the Superintendent or his designee and submitted to the Payroll Clerk by circling the appropriate page, schedule, salary and step from the Salary Schedule.
- 2) **Advancement** – Salary step advances will be automatic on July 1 if an individual is rated in the performance evaluation program as
 - effective-emerging,
 - effective-proficient, or
 - highly effective, and
 - if they served at least one-half of a normal employment year.

No employee who is rated “ineffective” shall receive a higher salary than the salary they received in the year of the evaluation.

- 3) **Implementation** – Implementation of this salary schedule will occur in fiscal year 2023-24 with the understanding that the amount of the annual base salary paid to an employee in any school year shall not be reduced below the amount of such base salary paid during the previous school year, nor shall the amount of the annual base salary paid to such school personnel be reduced at any time during an academic year. The limitation on the reduction shall not be applicable to:
 - a. The correction of any accounting errors or to a reduction necessitated by the elimination of a state program or state funding.
 - b. The reduction of any local salary supplement funded, in whole or in part, from a revenue source requiring voter approval when such voter approval has not been obtained.

- c. In the case of an employee who has been promoted and subsequently demoted to a lower position, the employee's salary shall return to the salary previously received in the lower position based on the current salary schedule.
 - d. A change in assignment, position or elimination of a position.
- 4) **Steps** – Steps will not equal years of experience because of the conditions related to Advancement as shown in Step 2 above and Implementation as shown in Step 3 above.
- 5) **Teacher Salary Supplements** – Supplements to the base salary shall be paid to teachers who are also athletic coaches, band directors, cheerleader or dance-line sponsors, drama club sponsors, and athletic directors in the amounts shown in the attached schedules. 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.
- 6) **Performance Supplements** – Supplements to the base salary in the amount shown in the attached schedules shall be paid to teachers, principals, assistant principals, and other certified school personnel who qualify for same as determined by the performance evaluation program provided in LSA-R.S. 17:3881 through 3905. Such supplements shall not be paid in any year in which the employee's performance is rated "ineffective" and shall not be considered part of the employee's base salary.
- 7) **District Supplements:**
 - (a) **Letter Grade/Growth Attainment** – When the DeSoto Parish School District achieves A status for progress (growth) or overall performance, the Board will consider a salary supplement that is contingent on available funds.
 - (b) **Public Health Emergency** - The Board may consider a non-permanent supplement for additional services rendered during any school year that presents extreme challenges as a result of a Public Health Emergency.
 - (c) **Employee Attendance** – The Board will evaluate employee attendance each year and consider the need for an employee attendance incentive supplement.
 - (d) **One-time State Supplement** – A one-time supplement of ~~\$2,000~~ **\$4,000** (double the State amount of \$2,000) for certificated employees and ~~\$1,000~~ **\$2,000** (double the State amount of \$1,000) for support employees will be paid ~~in 2023-24 based on future guidance from the LDOE on or before October 10, 2023 based on criteria approved by the Board on October 5, 2023.~~

(e) Differentiated Compensation – One-time allocations provided by the State will be used to offset the cost of lowering student teacher ratios in elementary schools considered 85% economically disadvantaged.

- 8) **Administrative and Other Certified School Employees** – An additional salary supplement shall be paid to all Central Office Administrators, Principals, Assistant Principals, Administrative Assistants, and Appraisal Team Members for responsibility and/or increased work days as shown on the attached schedules.
- 9) **Overtime** – Principals and Supervisors must get **advance written approval** from the Superintendent or his designee to pay workers overtime pay (i.e. time and one-half of their regular hourly salary).
- 10) **Pay Cycle** – Monthly payroll checks will be issued to each employee and placed within one of the three Pay Cycles shown below based upon the number of work days they would have worked if they started on the first day.

<u>Days Worked</u>	<u>First Check</u>	<u>Last Check</u>
240	July 25	June 25
220, 200, 196	August 25	July 25
186, 180, 176	September 25	August 25

11) **Monthly Salary**- An employee’s gross monthly salary before deductions is calculated by taking the annual salary **less the November/May Supplement** and dividing the result by 12. **The salaries of all employees are paid monthly and transmitted via ACH/Direct Deposit to a bank or credit union on the 25th day of each month unless the 25th falls on a Saturday, Sunday, or Federal holiday. If the 25th is on any of those days, then the electronic transmission will be on the day before the 25th. The Payroll Calendar is posted on the DPSB website to show when the Payroll Department will make deposits to your bank account.**

12) **November/May Supplements** - The November and May supplemental salaries are calculated by dividing the amounts shown below by 2 and distributing this amount on the last working day before the Thanksgiving holiday **and** on the last day of the school year. Current supplemental amounts are

Teachers and administrators	\$4,300
Support personnel	\$2,000

13) **Deviations** – The Superintendent has authorization to deviate from the salary schedule when the best interests of the system will be served. Any deviation requires (1) A statement of justification and signature of approval by the DeSoto Parish School Board Superintendent of Schools, (2) Signature of Approval by the Chairman of the DeSoto Parish School Board Finance Committee, (3) Signature

Rules Governing the Salary Schedule
October 6, 2023

of Approval by the Vice-President of the DeSoto Parish School Board, and (4)
Signature of Approval by the President of the DeSoto Parish School Board.



Mr. Coday Johnston, President
DeSoto Parish School Board

Date Signed

Teachers

Step	* Bachelor's Degree	Master's Degree	Master's+30 Education Specialist Juris Doctorate, Ed.D., or Ph.D. Degree	Possible Additional Supplements			
	Base	Base	Base	High School Math	Target Schools	Performance - see details below	Highly Effective Teacher of the Year
0	\$51,500	\$53,000	\$54,500	\$1,667/course	\$1,000	\$2,500	\$1,500
1	52,000	53,500	55,000	1,667/course	1,000	2,500	1,500
2	52,500	54,000	55,500	1,667/course	1,000	2,500	1,500
3	53,000	54,500	56,000	1,667/course	1,000	2,500	1,500
4	53,500	55,000	56,500	1,667/course	1,000	2,500	1,500
5	54,000	55,500	57,000	1,667/course	1,000	2,500	1,500
6	54,500	56,000	57,500	1,667/course	1,000	2,500	1,500
7	55,000	56,500	58,000	1,667/course	1,000	2,500	1,500
8	55,500	57,000	58,500	1,667/course	1,000	2,500	1,500
9	56,000	57,500	59,000	1,667/course	1,000	2,500	1,500
10	56,500	58,000	59,500	1,667/course	1,000	2,500	1,500
11	57,000	58,500	60,000	1,667/course	1,000	2,500	1,500
12	57,500	59,000	60,500	1,667/course	1,000	2,500	1,500
13	58,000	59,500	61,000	1,667/course	1,000	2,500	1,500
14	58,500	60,000	61,500	1,667/course	1,000	2,500	1,500
15	59,000	60,500	62,000	1,667/course	1,000	2,500	1,500
16	59,500	61,000	62,500	1,667/course	1,000	2,500	1,500
17	60,000	61,500	63,000	1,667/course	1,000	2,500	1,500
18	60,500	62,000	63,500	1,667/course	1,000	2,500	1,500
19	61,000	62,500	64,000	1,667/course	1,000	2,500	1,500
20	61,500	63,000	64,500	1,667/course	1,000	2,500	1,500
21	62,000	63,500	65,000	1,667/course	1,000	2,500	1,500
22	62,500	64,000	65,500	1,667/course	1,000	2,500	1,500
23	63,000	64,500	66,000	1,667/course	1,000	2,500	1,500
24	63,500	65,000	66,500	1,667/course	1,000	2,500	1,500
25+	64,000	65,500	67,000	1,667/course	1,000	2,500	1,500

* Teachers on a TAT - temporary authority to teach will be paid from the Classroom Instructor salary schedule.

High School Math

- Must hold a Louisiana Level 1+ Teaching Certificate or Out of State Certification in core math content area
- Core secondary math teachers will receive \$1,667 per course

Target Schools (Paid in June after completion of the full school year)

- Eligible schools are 90% economically disadvantaged
- Only applicable to LEAP/EOC teachers

Performance Supplement (paid in the year following final evaluation)

- Earned and paid in addition to base salary
- The amounts vary based on teacher performance.
- The per teacher amount that is available in the performance pay pool is \$2,500.

Highly Effective Teacher of the Year (paid in the year following final evaluation)

- Only applies to each school's official teacher of the year nominee. Candidate must be highly effective (average a 3.5 or higher for professional practice and student growth) and meet all application requirements for State competition and compete at the district level to receive an additional \$1,500.

To be eligible for any of the teacher supplements, an employee cannot be absent more than 59 days per school year (excluding school business and/or professional development). [If an employee is not employed on the first or last day of their contract, the number of days they miss at the beginning or end of the year is included in the 59 days.](#)

TARGET SUPPLEMENTS

Additional content and/or target supplements may be utilized throughout the year based on critical shortage or high need areas.

High School Math

Math teachers who meet the following requirements will receive an additional salary stipend.

- 1 Must hold a Louisiana Level 1+ Teaching Certificate or Out of State Certification in Core Math 6-12 content area.
- 2 On a block schedule, teachers that teach a core, secondary math will receive \$1,667 per course per semester to be paid in January and June. On 7 period schedule, teachers that teach a core, secondary math will receive \$1,667 per course per year to be paid in June. On either schedule, the stipend amount will not exceed \$10,000.
- 3 Teacher must be actively teaching core, secondary math on the last day of the semester to be eligible for payout.

Target Schools

Teachers in the Target Schools who meet the following requirements will receive \$1,000 in June.

- 1 Must teach in a Target School where 90% of students are economically disadvantaged.
- 2 Must teach LEAP/EOC course in a Target School.
- 3 Teachers must be actively teaching a LEAP/EOC course on the last day of the Spring semester in 1 of the Target Schools to be eligible for payout.

PERFORMANCE PAY

All certified teachers, [including TAP and CLASS observed teachers](#), are eligible for performance-based compensation supplements based upon the percentages and categories shown below:

Teacher Instructional Growth

50% - Professional Practice Scores that utilizes Skills, Knowledge, and Responsibilities

Student Achievement Growth

30% - Classroom level Achievement Growth that utilizes Student Growth Scores using either a value-added model (VAM) or student learning targets (SLT), and

20% - School-level Achievement Growth that utilizes a value-added model.

Teacher Instructional Growth

The basis for the teacher's observation and evaluation is the NIET Teaching and Learning Rubric. The SKR scores range from 1-5 and are converted to a COMPASS equivalent score. A COMPASS equivalent score will also be used for teachers evaluated by an alternative instrument such as CLASS.

Student Achievement Growth

The minimum **classroom level student growth score** that qualifies an individual for a portion of the performance incentive pay tied to Student Achievement Growth is 2.

The minimum **classroom level** or **school-wide value added score** that qualifies the teacher in the school for the performance incentive pay is 2 on a 4 point scale or 3 on a 5 point scale. Distribution of performance pay for **both classroom level student growth and school-wide student achievement** is as follows:

4 Point Scale Calculation

Score of 2 - 50%
Score of 3 - 75%
Score of 4 - 100%

5 Point Scale Calculation

Score of 3 - 50%
Score of 4 - 75%
Score of 5 - 100%

Allotted Dollar Amounts

The per teacher amount available for performance pay pool is **\$2,500** per teacher. An additional \$1,500 is available to each school's official teacher of the year (TOY) nominee. TOY must be highly effective (average a 3.5 or higher for professional practice and student growth) and meet all application requirements for State competition and compete at the district level to receive the additional \$1,500.

Regulations for Receiving Performance Supplements

- 1 Performance Supplements are distributed in the school year that follows the Compass evaluation results from the prior fiscal year. Such supplements shall be considered as earned in the fiscal year when they are paid. Employee and employer contributions will be withheld on the Performance Supplements and/or transmitted to the various state retirement systems.
- 2 In order to receive a Performance Supplement all teachers must receive a completed satisfactory evaluation from the previous school year and meet the attendance requirements for teacher supplements.
- 3 Employees must **receive** a complete evaluation. Employees whose performance is rated "ineffective" shall not receive any Performance Supplements. Supplements cannot be paid until the eligibility has been certified by the Superintendent and/or State.
- 4 Contracted teachers, substitute teachers, principals, assistant principals, administrative assistants, directors, supervisor, coordinators, appraisal team workers, and support employees are not eligible for Teacher Performance Supplements.

DeSoto Parish School Board
High School Coaching Supplements

Revised

Jul-23

Step	Football		Basketball		Baseball or Softball	
	Head	Assistant	Head	Assistant	Head	Assistant
0	\$4,680	\$3,380	\$4,360	\$2,660	\$3,840	\$1,540
1	4,780	3,380	4,460	2,660	3,940	1,540
2	4,880	3,480	4,560	2,760	4,040	1,640
3	4,980	3,480	4,660	2,760	4,140	1,640
4	5,080	3,580	4,760	2,860	4,240	1,740
5	5,180	3,580	4,860	2,860	4,340	1,740
6	5,280	3,680	4,960	2,960	4,440	1,840
7	5,380	3,680	5,060	2,960	4,540	1,840
8	5,480	3,780	5,160	3,060	4,640	1,940
9	5,580	3,780	5,260	3,060	4,740	1,940
10	5,680	3,880	5,360	3,160	4,840	2,040
11	5,780	3,880	5,460	3,160	4,940	2,040
12	5,880	3,980	5,560	3,260	5,040	2,140
13	5,980	3,980	5,660	3,260	5,140	2,140
14	6,080	4,080	5,760	3,360	5,240	2,240
15	6,180	4,080	5,860	3,360	5,340	2,240
16	6,280	4,180	5,960	3,460	5,440	2,340
17	6,380	4,180	6,060	3,460	5,540	2,340
18	6,480	4,280	6,160	3,560	5,640	2,440
19	6,580	4,280	6,260	3,560	5,740	2,440
20	6,680	4,380	6,360	3,660	5,840	2,540
21	6,780	4,380	6,460	3,660	5,940	2,540
22	6,880	4,480	6,560	3,760	6,040	2,640
23	6,980	4,480	6,660	3,760	6,140	2,640
24	7,080	4,580	6,760	3,860	6,240	2,740
25	7,180	4,580	6,860	3,860	6,340	2,740

Summer Hourly Athletic Stipend: \$20 per hour will be paid for all work directly involving student athletes during the summer. See #5 on the rules page for more information.

<u>High School Incentive</u>	<u>Head Coaches</u>	<u>Assistants</u>
State Playoffs (per round)	\$250	\$100
District Championship	500	250
State Runner Up	1,000	500
State Championship	2,000	1,000

CECP coaches that fill a Principal recommended coaching slot in LHSAA approved sports are eligible for High School Incentive pay.

DeSoto Parish School Board
High School Coaching Supplements

Revised

Jul-23

Step	Soccer, Track, Volleyball, Wrestling		All Other Sports		Cheerleader or Danceline	Competitive Cheer	Band Director	Drama Club
	Head	Assistant	Head	Assistant				
0	\$2,600	\$1,060	\$2,000	\$1,000	\$3,000	\$3,500	\$3,620	\$1,180
1	2,600	1,060	2,000	1,000	3,000	3,500	3,670	1,180
2	2,650	1,110	2,050	1,050	3,050	3,550	3,720	1,230
3	2,650	1,110	2,050	1,050	3,050	3,550	3,770	1,230
4	2,700	1,160	2,100	1,100	3,100	3,600	3,820	1,280
5	2,700	1,160	2,100	1,100	3,100	3,600	3,870	1,280
6	2,750	1,210	2,150	1,150	3,150	3,650	3,920	1,330
7	2,750	1,210	2,150	1,150	3,150	3,650	3,970	1,330
8	2,800	1,260	2,200	1,200	3,200	3,700	4,020	1,380
9	2,800	1,260	2,200	1,200	3,200	3,700	4,070	1,380
10	2,850	1,310	2,250	1,250	3,250	3,750	4,120	1,430
11	2,850	1,310	2,250	1,250	3,250	3,750	4,170	1,430
12	2,900	1,360	2,300	1,300	3,300	3,800	4,220	1,480
13	2,900	1,360	2,300	1,300	3,300	3,800	4,270	1,480
14	2,950	1,410	2,350	1,350	3,350	3,850	4,320	1,530
15	2,950	1,410	2,350	1,350	3,350	3,850	4,370	1,530
16	3,000	1,460	2,400	1,400	3,400	3,900	4,420	1,580
17	3,000	1,460	2,400	1,400	3,400	3,900	4,470	1,580
18	3,050	1,510	2,450	1,450	3,450	3,950	4,520	1,630
19	3,050	1,510	2,450	1,450	3,450	3,950	4,570	1,630
20	3,100	1,560	2,500	1,500	3,500	4,000	4,620	1,680
21	3,100	1,560	2,500	1,500	3,500	4,000	4,670	1,680
22	3,150	1,610	2,550	1,550	3,550	4,050	4,720	1,730
23	3,150	1,610	2,550	1,550	3,550	4,050	4,770	1,730
24	3,200	1,660	2,600	1,600	3,600	4,100	4,820	1,780
25	3,200	1,660	2,600	1,600	3,600	4,100	4,870	1,780

Summer Hourly Athletic Stipend

\$20 per hour will be paid for all work directly involving student athletes during the summer. See #5 on the rules page for more information.

High School Incentive

Head Coaches

Assistants

District Championship

\$250

\$125

State Runner Up

500

250

State Championship

1,000

500

CECP coaches that fill a Principal recommended coaching slot in LHSAA approved sports are eligible for High School Incentive pay.

DeSoto Parish School Board
Middle School Coaching Supplements

Revised

Jul-23

Step	Football		Basketball		Baseball or Softball	
	Head	Assistant	Head	Assistant	Head	Assistant
0	\$4,680	\$3,380	\$4,360	\$2,660	\$3,840	\$1,540
1	4,780	3,380	4,460	2,660	3,940	1,540
2	4,880	3,480	4,560	2,760	4,040	1,640
3	4,980	3,480	4,660	2,760	4,140	1,640
4	5,080	3,580	4,760	2,860	4,240	1,740
5	5,180	3,580	4,860	2,860	4,340	1,740
6	5,280	3,680	4,960	2,960	4,440	1,840
7	5,380	3,680	5,060	2,960	4,540	1,840
8	5,480	3,780	5,160	3,060	4,640	1,940
9	5,580	3,780	5,260	3,060	4,740	1,940
10	5,680	3,880	5,360	3,160	4,840	2,040
11	5,780	3,880	5,460	3,160	4,940	2,040
12	5,880	3,980	5,560	3,260	5,040	2,140
13	5,980	3,980	5,660	3,260	5,140	2,140
14	6,080	4,080	5,760	3,360	5,240	2,240
15	6,180	4,080	5,860	3,360	5,340	2,240
16	6,280	4,180	5,960	3,460	5,440	2,340
17	6,380	4,180	6,060	3,460	5,540	2,340
18	6,480	4,280	6,160	3,560	5,640	2,440
19	6,580	4,280	6,260	3,560	5,740	2,440
20	6,680	4,380	6,360	3,660	5,840	2,540
21	6,780	4,380	6,460	3,660	5,940	2,540
22	6,880	4,480	6,560	3,760	6,040	2,640
23	6,980	4,480	6,660	3,760	6,140	2,640
24	7,080	4,580	6,760	3,860	6,240	2,740
25	7,180	4,580	6,860	3,860	6,340	2,740

DeSoto Parish School Board
Middle School Coaching Supplements

Revised

Jul-23

Step	Soccer, Track, Volleyball, Wrestling		All Other Sports		Cheerleader or Danceline
	Head	Assistant	Head	Assistant	
0	\$1,690	\$689	\$1,300	\$650	\$1,950
1	1,690	689	1,300	650	1,950
2	1,723	722	1,333	683	1,983
3	1,723	722	1,333	683	1,983
4	1,755	754	1,365	715	2,015
5	1,755	754	1,365	715	2,015
6	1,788	787	1,398	748	2,048
7	1,788	787	1,398	748	2,048
8	1,820	819	1,430	780	2,080
9	1,820	819	1,430	780	2,080
10	1,853	852	1,463	813	2,113
11	1,853	852	1,463	813	2,113
12	1,885	884	1,495	845	2,145
13	1,885	884	1,495	845	2,145
14	1,918	917	1,528	878	2,178
15	1,918	917	1,528	878	2,178
16	1,950	949	1,560	910	2,210
17	1,950	949	1,560	910	2,210
18	1,983	982	1,593	943	2,243
19	1,983	982	1,593	943	2,243
20	2,015	1,014	1,625	975	2,275
21	2,015	1,014	1,625	975	2,275
22	2,048	1,047	1,658	1,008	2,308
23	2,048	1,047	1,658	1,008	2,308
24	2,080	1,079	1,690	1,040	2,340
25	2,080	1,079	1,690	1,040	2,340

2023-2024 Stipend Schedule-Clubs and Activities Sponsors

Academic or Service Club Sponsors (Non 12 Month Employees)

1. Stipend Amount
 - a. \$500-School level club/organization that does not have a state or national competition
 - b. \$750-School level club/organization that has students compete or officers running for a state office position at the state level*
 - c. \$1000-School level club/organization that has students compete or officers running for a national office position at the national level.*
 - d. *If a club/organization has state and national components, but students are not competing at that level, then they will fall to the previous stipend level.
2. To be eligible for the stipend, the club/organization must complete a minimum of 4 of the 9 items below:
 1. State and National membership dues paid
 2. Host Monthly Meetings with at least 50% membership in attendance (Minimum of 5)
 3. Attend both district and state convention
 4. Have a minimum of two (2) teams compete at district/state-level competition
 5. Conduct at least 1 school/community service project
 6. Fundraise a minimum of \$500 Profit
 7. Participate in Awareness Week for the club, ie CTE Month, National Beta Week
 8. Serve 2 events each semester. ie Open House, Special Olympics
 9. Raise \$500 for charity

Junior and Senior Class Sponsor

1. Stipend Amount
 - a. Up to \$1000 per grade level split at the principal's discretion
2. To be eligible for the stipend, the class sponsor must complete the tasks below as assigned by the principal:
 1. Coordinate senior supplies ordering and delivery
 2. Plan senior awards ceremony
 3. Plan senior graduation preparation and practice
 4. Other senior class activities at the discretion of the principal
 5. Coordinate Prom
 6. Coordinate junior ring ordering and delivery
 7. Plan junior ring ceremony
 8. Other junior class activities at the discretion of the principal

Yearbook Sponsor

Stipend Amount - \$500

To be eligible for the stipend, the class sponsor must produce a physical copy or digital yearbook.

Activity Bus Driver

*Activity trips are after school hours

1. Stipend Amount:
 - a. \$1,500
 - i. Must drive a minimum of 10 days of student activity trips
 - b. \$1,000
 - i. Must drive a minimum of 8 days of student activity trips
 - c. \$500
 - i. Must drive a minimum of 6 days of student activity trips
2. The principal or appointee is responsible for tracking and documenting the days and number of trips.
3. Stipend is for **teachers** who obtain or hold a CDL only and will be paid at the end of school year.
4. \$20 hr pay rate for driving after school hours does not apply for bus driving duties related to driving a bus for the sport a coach has duties assigned for.
 - a. ie. Football coach cannot claim hourly rate for driving to football games. Coach can claim driving bus for softball game if they do not assist in coaching that sport.

Club and CTE Sponsors

If a non-12-month certified employee takes students overnight to a national convention to compete or to a required camp for their club, they receive:

1. Stipend Amount
 - a. Certified Employee
 - i. 4 or less hours \$140
 - ii. More than 4 hours \$280
 - b. Instructors
 - i. 4 or less hours \$108
 - ii. More than 4 hours \$216
2. If a club sponsor has a student or team that places first in the state, qualifies for the national convention, and competes they earn:
Stipend Amount - \$300 per club sponsor

Regulations for Receiving Athletic and Other Supplements

- 1 High School Head Football Coaches will be paid 10/9 of the teacher salary schedule plus the head football coaching supplement. No additional supplements shall be paid to High School Head Football Coaches even if they coach another sport.
- 2 All other Head Coaches & Assistant Coaches (including CECP coaches recommended by Principals to staff allotted coaching slots) shall be paid for no more than two sports.
- 3 Coaching Supplements for Assistant Coaches will only be allowed for (a) football, (b) basketball, (c) baseball, (d) softball, (e) soccer, (f) track (g) volleyball, or (h) wrestling.
- 4 Up to 25% of coaching positions in LHSAA approved sports can be staffed by Principal recommended CECP coaches. These coaches will be paid stipends that remain at the minimum level (Step 0) on the salary schedule for their assigned sport below. The coaching assignment has to be completed to receive payment. The payment will be prorated based on date of hire for CECP coaches who complete their assignment. CECP coaches receiving a stipend from the school board agree to not accept additional payment for the coaching responsibility from any other source.

<u>Stipend Payment Month</u>	<u>Sport</u>
December (Fall Sports & 1/2 Football)	Football - 1/2, Cross Country, Volleyball
March (Winter Sports)	Basketball, Soccer, Wrestling
May (Spring Sports & 1/2 Football)	Football - 1/2, Baseball, Softball, Track

- 5 [Off-season training plans must be approved in advance to receive compensation for summer hours.](#)
- 6 Supplements of **\$3,000** shall be paid to all High Schools Athletic Directors and **\$1,500** shall be paid to all Middle Schools Athletic Directors. Principals are not eligible to receive this Supplement.
- 7 The Superintendent may assign coaching supplements that differ from the salary schedule if a coach is also an assistant principal or an administrative assistant.

TAP Supplements

Executive Master Teacher/Master Teachers - \$8,500 and Lead Teachers - \$3,000

National Board Supplements

National Board Annual Salary (NBAS) Supplements	Louisiana Law Reference	Hired and Attained		Hired
		Before 06/30/2010	After 07/01/2010	After 07/01/2022
National Board Certified Teachers	17:421.6	\$7,000	\$5,000	\$0
National Board Certified Counselors	17:421.8	7,000	5,000	0
National School Psychologists	17:421.9	7,000	0	0
National School Social Workers	17:421.10	7,000	0	0
National School Speech Pathologists	17:421.11	7,000	0	0

To be eligible to receive any of the NBAS listed in the above chart and based on the date of hire, employees shall have been awarded their initial certification prior to July 1, 2013 as stated in Louisiana law. In order for the NBAS to continue, it shall be the sole responsibility of the employee to provide renewal certificates--without a loss or interruption in certification status--to the HR Department.

Regulations for Receiving Athletic and Other Supplements

- 1 High School Head Football Coaches will be paid 10/9 of the teacher salary schedule plus the head football coaching supplement. No additional supplements shall be paid to High School Head Football Coaches even if they coach another sport.
- 2 All other Head Coaches & Assistant Coaches (including CECP coaches recommended by Principals to staff allotted coaching slots) shall be paid for no more than two sports.
- 3 Coaching Supplements for Assistant Coaches will only be allowed for (a) football, (b) basketball, (c) baseball, (d) softball, (e) soccer, (f) track (g) volleyball, or (h) wrestling.
- 4 Up to 25% of coaching positions in LHSAA approved sports can be staffed by Principal recommended CECP coaches. These coaches will be paid stipends that remain at the minimum level (Step 0) on the salary schedule for their assigned sport below. The coaching assignment has to be completed to receive payment. The payment will be prorated based on date of hire for CECP coaches who complete their assignment. CECP coaches receiving a stipend from the school board agree to not accept additional payment for the coaching responsibility from any other source.

<u>Stipend Payment Month</u>	<u>Sport</u>
December (Fall Sports & 1/2 Football)	Football - 1/2, Cross Country, Volleyball
March (Winter Sports)	Basketball, Soccer, Wrestling
May (Spring Sports & 1/2 Football)	Football - 1/2, Baseball, Softball, Track

- 5 [Off-season training plans must be approved in advance to receive compensation for summer hours.](#)
- 6 Supplements of [\\$3,000](#) will be paid to all High Schools Athletic Directors and \$1,500 to all Middle Schools Athletic Directors. [A ratio of 1:400 students will be used for this position with limits in accordance with LHSAA.](#) Principals are not eligible to receive this Supplement.
- 7 The Superintendent may assign coaching supplements that differ from the salary schedule if a coach is also an assistant principal or an administrative assistant.

TAP Supplements

Executive Master Teacher/Master Teachers - \$8,500 and Lead Teachers - \$3,000

National Board Supplements

National Board Annual Salary (NBAS) Supplements	Louisiana Law Reference	Hired and Attained		Hired
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National School Social Workers	17:421.10	7,000	0	0
National School Speech Pathologists	17:421.11	7,000	0	0

To be eligible to receive any of the NBAS listed in the above chart and based on the date of hire, employees shall have been awarded their initial certification prior to July 1, 2013 as stated in Louisiana law. In order for the NBAS to continue, it shall be the sole responsibility of the employee to provide renewal certificates--without a loss or interruption in certification status--to the HR Department.

DeSoto Parish School Board
Administrators and Other Certified School Personnel

Revised

Jul-23

Principals (12 month employees):

Official Student Enrollment Count <u>10/1 of prior year</u>	* Ratio Applied to Teacher Pay Scale			NOTE: The principal shall be paid higher than any employee they supervise.
	<u>Elementary</u>	<u>Alternative/ Middle</u>	<u>PreK-12/ High School</u>	
Up to 499	1.34	1.44	1.54	
500 - 999	1.38	1.48	1.58	
1,000 - Up	1.40	1.50	1.60	
Assistant Principals (10 Month)	1.15	1.20	1.30	
Administrative Assistants (10 Month)	1.111111	1.12	1.13	

Other Certified School Personnel	<u>Working Days</u>	<u>Ratio to Teacher Pay</u>
Appraisal Team - Psychologists, Social Workers, and Ed. Diagnosticians (effective for new hires after 07/01/2013)	186	1.055556
Guidance Counselors - Elementary & Middle Schools	186	1.055556
- High Schools	196	1.111111
Registered Nurses (effective for new hires after 07/01/2022) <small>- RNs are paid from the teacher salary schedule. LPNs & CNAs are paid from the other support salary schedule</small>	176	1.000000
Others (Coordinators, Facilitators, etc.) - 10 month	196 or 200	1.111111
- 12 month	240	1.300000
Agriculture Teachers	240	1.333333

Administrators (based on Principal's schedules shown above)

Other administrators will be paid at the highest elementary school ratio.

Supervisors will be paid at the highest middle school ratio.

Directors will be paid at the highest high school ratio plus an additional 0.12

JROTC Instructors shall receive the greater of Minimum Instructor Pay (MIP) or teacher daily rate **(based on 176 days)** multiplied by days worked. The November and May supplements are included in either amount. Each program will only employ one 11 month and one 10 month instructor. **(effective for new hires after 07/01/2022)**

* the Superintendent may elect to not lower a school enrollment ratio based on his/her discretion.

School level administrators also receive performance supplements based on a weighted formula that allocates a factor of the highly effective per teacher amount (PTA). The principal factor is 4.0 times the PTA, assistant principal factor is 2.0 times the PTA, and the administrative assistant factor is 1.4 times the PTA. Additional calculations are made using the ratios shown below:

Personnel	School-Wide Achievement Score (SWA)	Average School Leader Observation Score	NIET School Administrator Survey
Principals	50%	35%	15%
Assistant Principals & Administrative Assistants	50%	35%	15%

School-Wide Achievement Score (SWA)

This award is calculated using student achievement scores from state-wide assessments. School leaders earn a percentage of this award determined by the achievement of the students on their campus as shown in the charts below:

School-Wide Achievement on a 4 Point Scale	
Scoring Range	Ratio
2.0	50%
3.00	75%
3.5	100%

School-Wide Achievement on a 5 Point Scale	
Scoring Range	Ratio
0-2	0%
3	50%
4	75%
5	100%

School Leader Observation Scores

This award is calculated using the school leader’s observation data from the Principal’s Standards Rubric. School leaders earn a percentage of this award determined by the average of their observations as shown in the charts below:

Principals	
Scoring Range	Ratio
3.00-3.49	50%
3.50-4.49	75%
4.50-5.00	100%

Assistant Principals and Administrative Assistants	
Scoring Range	Ratio
3.00-3.49	50%
3.50-3.99	75%
4.00-5.00	100%

NIET School Administrator Survey

This award is calculated using the school leader's staff survey results based on the Principal's Standards Rubric. School leaders earn a percentage of this award based on the overall average of the survey as shown on the chart below:

NIET School Administrator Survey	
Scoring Range	Ratio
0.00 - 3.39	0%
3.40 - 3.54	40%
3.55 - 3.76	60%
3.77 - 4.10	80%
4.11 +	100%

Regulations for Receiving Performance Supplements

- 1 Performance Supplements are calculated and distributed in the school year that follows the evaluation results from the prior fiscal year. Such supplements shall be considered as earned in the fiscal year when they are paid. Employee and employer contributions will be withheld on the Performance Supplements and/or transmitted to the various state retirement systems. For those who retired or left the system and who received a complete satisfactory evaluation prior to the payout, their Performance Supplement shall be considered a Performance Severance with no employee or employer contributions being withheld or transmitted.
- 2 In order to receive a Performance Supplement all school level administrators must receive a completed satisfactory evaluation from the previous school year and meet the attendance requirements for teacher supplements.
- 3 Teachers, contracted teachers, substitute teachers, directors, supervisors, appraisal team and support employees are not eligible for School Level Administrator Performance Supplements.

DeSoto Parish School Board
Clerical and Secretarial

Effective

Jul-22

Step	Clerical Employees - 12 Months			School Secretaries			School Bookkeepers		
	Executive Secretary/ Payroll Clerk	HR Clerk/ Bookkeeper	Clerk	11 month	10 Month	9 Month	11 month	10 Month	9 Month
0	\$47,612	\$41,858	\$36,788	\$30,200	\$27,642	\$25,166	\$31,550	\$28,850	\$26,150
1	48,012	42,258	37,188	30,567	27,975	25,466	31,917	29,183	26,450
2	48,412	42,658	37,588	30,934	28,308	25,766	32,284	29,516	26,750
3	48,812	43,058	37,988	31,301	28,641	26,066	32,651	29,849	27,050
4	49,212	43,458	38,388	31,668	28,974	26,366	33,018	30,182	27,350
5	49,612	43,858	38,788	32,035	29,307	26,666	33,385	30,515	27,650
6	50,012	44,258	39,188	32,402	29,640	26,966	33,752	30,848	27,950
7	50,412	44,658	39,588	32,769	29,973	27,266	34,119	31,181	28,250
8	50,812	45,058	39,988	33,136	30,306	27,566	34,486	31,514	28,550
9	51,212	45,458	40,388	33,503	30,639	27,866	34,853	31,847	28,850
10	51,612	45,858	40,788	33,870	30,972	28,166	35,220	32,180	29,150
11	52,012	46,258	41,188	34,237	31,305	28,466	35,587	32,513	29,450
12	52,412	46,658	41,588	34,604	31,638	28,766	35,954	32,846	29,750
13	52,812	47,058	41,988	34,971	31,971	29,066	36,321	33,179	30,050
14	53,212	47,458	42,388	35,338	32,304	29,366	36,688	33,512	30,350
15	53,612	47,858	42,788	35,705	32,637	29,666	37,055	33,845	30,650
16	54,012	48,258	43,188	36,072	32,970	29,966	37,422	34,178	30,950
17	54,412	48,658	43,588	36,439	33,303	30,266	37,789	34,511	31,250
18	54,812	49,058	43,988	36,806	33,636	30,566	38,156	34,844	31,550
19	55,212	49,458	44,388	37,173	33,969	30,866	38,523	35,177	31,850
20	55,612	49,858	44,788	37,540	34,302	31,166	38,890	35,510	32,150
21	56,012	50,258	45,188	37,907	34,635	31,466	39,257	35,843	32,450
22	56,412	50,658	45,588	38,274	34,968	31,766	39,624	36,176	32,750
23	56,812	51,058	45,988	38,641	35,301	32,066	39,991	36,509	33,050
24	57,212	51,458	46,388	39,008	35,634	32,366	40,358	36,842	33,350
25	57,612	51,858	46,788	39,375	35,967	32,666	40,725	37,175	33,650

DeSoto Parish School Board
Maintenance and Custodial

Effective

Jul-22

Step	Maintenance 12 Month						Custodial		
	Foreman	Licensed	Craftsmen	Semi-skilled	Other	Grounds	12 Month	10 Month	9 Month
0	\$50,009	\$48,230	\$42,451	\$38,671	\$34,892	\$31,112	\$31,307	\$26,593	\$24,230
1	50,409	48,630	42,851	39,071	35,292	31,512	31,707	26,926	24,530
2	50,809	49,030	43,251	39,471	35,692	31,912	32,107	27,259	24,830
3	51,209	49,430	43,651	39,871	36,092	32,312	32,507	27,592	25,130
4	51,609	49,830	44,051	40,271	36,492	32,712	32,907	27,925	25,430
5	52,009	50,230	44,451	40,671	36,892	33,112	33,307	28,258	25,730
6	52,409	50,630	44,851	41,071	37,292	33,512	33,707	28,591	26,030
7	52,809	51,030	45,251	41,471	37,692	33,912	34,107	28,924	26,330
8	53,209	51,430	45,651	41,871	38,092	34,312	34,507	29,257	26,630
9	53,609	51,830	46,051	42,271	38,492	34,712	34,907	29,590	26,930
10	54,009	52,230	46,451	42,671	38,892	35,112	35,307	29,923	27,230
11	54,409	52,630	46,851	43,071	39,292	35,512	35,707	30,256	27,530
12	54,809	53,030	47,251	43,471	39,692	35,912	36,107	30,589	27,830
13	55,209	53,430	47,651	43,871	40,092	36,312	36,507	30,922	28,130
14	55,609	53,830	48,051	44,271	40,492	36,712	36,907	31,255	28,430
15	56,009	54,230	48,451	44,671	40,892	37,112	37,307	31,588	28,730
16	56,409	54,630	48,851	45,071	41,292	37,512	37,707	31,921	29,030
17	56,809	55,030	49,251	45,471	41,692	37,912	38,107	32,254	29,330
18	57,209	55,430	49,651	45,871	42,092	38,312	38,507	32,587	29,630
19	57,609	55,830	50,051	46,271	42,492	38,712	38,907	32,920	29,930
20	58,009	56,230	50,451	46,671	42,892	39,112	39,307	33,253	30,230
21	58,409	56,630	50,851	47,071	43,292	39,512	39,707	33,586	30,530
22	58,809	57,030	51,251	47,471	43,692	39,912	40,107	33,919	30,830
23	59,209	57,430	51,651	47,871	44,092	40,312	40,507	34,252	31,130
24	59,609	57,830	52,051	48,271	44,492	40,712	40,907	34,585	31,430
25	60,009	58,230	52,451	48,671	44,892	41,112	41,307	34,918	31,730

DeSoto Parish School Board
Food Service Employees

Effective

Jul-22

Step	Technician	Food Service Manager - 9 1/2 Months			Roving Manager 10 Months
	7 hours per day 9 Months	Production Manager	Average number of Breakfast & Lunch Meals Served Daily from the prior Fiscal Year		
			0 - 499	500 - 800 +	
0	\$23,510	\$26,860	\$31,230	\$33,990	\$31,430
1	23,810	27,177	31,547	34,307	31,763
2	24,110	27,494	31,864	34,624	32,096
3	24,410	27,811	32,181	34,941	32,429
4	24,710	28,128	32,498	35,258	32,762
5	25,010	28,445	32,815	35,575	33,095
6	25,310	28,762	33,132	35,892	33,428
7	25,610	29,079	33,449	36,209	33,761
8	25,910	29,396	33,766	36,526	34,094
9	26,210	29,713	34,083	36,843	34,427
10	26,510	30,030	34,400	37,160	34,760
11	26,810	30,347	34,717	37,477	35,093
12	27,110	30,664	35,034	37,794	35,426
13	27,410	30,981	35,351	38,111	35,759
14	27,710	31,298	35,668	38,428	36,092
15	28,010	31,615	35,985	38,745	36,425
16	28,310	31,932	36,302	39,062	36,758
17	28,610	32,249	36,619	39,379	37,091
18	28,910	32,566	36,936	39,696	37,424
19	29,210	32,883	37,253	40,013	37,757
20	29,510	33,200	37,570	40,330	38,090
21	29,810	33,517	37,887	40,647	38,423
22	30,110	33,834	38,204	40,964	38,756
23	30,410	34,151	38,521	41,281	39,089
24	30,710	34,468	38,838	41,598	39,422
25	31,010	34,785	39,155	41,915	39,755

Step	9 Months					
	Paraprofessional or LPN	Paraprofessional or CNA	In-School Suspension (ISS) Workers	Bus Operators	Bus Paraprofessionals (at least 21 hours per week)	* Classroom Instructors
	48 or More College Hours	Less Than 48 College Hours				
0	\$25,350	\$23,510	\$16,850	\$25,350	\$18,220	\$36,086
1	25,650	23,810	17,150	25,500	18,370	36,386
2	25,950	24,110	17,450	25,650	18,520	36,686
3	26,250	24,410	17,750	25,800	18,670	36,986
4	26,550	24,710	18,050	25,950	18,820	37,286
5	26,850	25,010	18,350	26,100	18,970	37,586
6	27,150	25,310	18,650	26,250	19,120	37,886
7	27,450	25,610	18,950	26,400	19,270	38,186
8	27,750	25,910	19,250	26,550	19,420	38,486
9	28,050	26,210	19,550	26,700	19,570	38,786
10	28,350	26,510	19,850	26,850	19,720	39,086
11	28,650	26,810	20,150	27,000	19,870	39,386
12	28,950	27,110	20,450	27,150	20,020	39,686
13	29,250	27,410	20,750	27,300	20,170	39,986
14	29,550	27,710	21,050	27,450	20,320	40,286
15	29,850	28,010	21,350	27,600	20,470	40,586
16	30,150	28,310	21,650	27,750	20,620	40,886
17	30,450	28,610	21,950	27,900	20,770	41,186
18	30,750	28,910	22,250	28,050	20,920	41,486
19	31,050	29,210	22,550	28,200	21,070	41,786
20	31,350	29,510	22,850	28,350	21,220	42,086
21	31,650	29,810	23,150	28,500	21,370	42,386
22	31,950	30,110	23,450	28,650	21,520	42,686
23	32,250	30,410	23,750	28,800	21,670	42,986
24	32,550	30,710	24,050	28,950	21,820	43,286
25	32,850	31,010	24,350	29,100	21,970	43,586

* Teachers on a TAT - temporary authority to teach will be paid from the Classroom Instructor salary schedule.

- 1 Substitute employees are those employees who are hired to take the place of a regular employee who is absent or on approved leave.
- 2 Except for Substitute Teachers and Substitute Bus Operators, all principals and building level administrators needing a substitute shall obtain written approval from the Human Resources Director prior to hiring the substitute.

- 3 All authorized day-by-day substitutes shall be paid the following rates:

Substitute Teacher:

Non-Degreed	\$100.00
Degreed	\$120.00
Teacher's Certificate	\$140.00

All Other workers

4 hours -	\$40.00
7 hours -	\$70.00
8 hours -	\$80.00

School Bus Transportation

Bus Operator - 5 hours	\$70.00
Bus Aide - 5 hours	\$50.00

****** Teacher's Certificate does not include (a) out of state teacher's certificates, (b) OFAT certificates, (c) TAT certificates, or (d) Practitioner's certificates.

- 4 No additional pay is provided to Substitute Teachers for working 15 or more consecutive days.