

2008-2009 SALARY SCHEDULE - 9 MONTH TEACHER - 20YR - (182 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019
 (Includes Social Worker, Guidance, Librarian, Therapist & Specialist)

YEARS EXPER	B.A. DEGREE			M.A. DEGREE			M.A. DEGREE +30			SPECIALIST DEGREE			PhD or EdD DEGREE		
	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN
0	38,287	3,726	42,013	38,084	4,782	42,866	37,875	5,562	43,437	38,911	5,343	44,254	38,910	6,355	45,265
1	38,709	3,657	42,366	38,518	4,749	43,267	38,305	5,539	43,844	39,328	5,349	44,677	39,332	6,428	45,760
2	39,091	3,585	42,676	38,980	4,721	43,701	38,790	5,521	44,311	39,791	5,370	45,161	39,809	6,510	46,319
3	39,478	3,514	42,992	39,517	4,699	44,216	39,270	5,511	44,781	40,299	5,402	45,701	40,528	6,374	46,902
4	39,892	3,449	43,341	40,052	4,688	44,740	39,744	5,510	45,254	40,809	5,437	46,246	41,251	6,241	47,492
5	40,303	3,391	43,694	40,695	4,445	45,140	40,495	5,162	45,657	41,565	5,134	46,699	41,875	6,115	47,990
6	40,751	3,334	44,085	41,504	4,216	45,720	41,413	4,829	46,242	42,468	4,837	47,305	42,667	6,002	48,669
7	41,294	3,158	44,452	41,995	4,224	46,219	42,342	4,482	46,824	43,312	4,681	47,993	43,429	5,864	49,293
8	41,507	3,295	44,802	42,686	4,162	46,848	43,141	4,322	47,463	44,049	4,530	48,579	44,195	5,835	50,030
9	41,941	3,208	45,149	43,155	4,120	47,275	43,720	4,175	47,895	44,498	4,460	48,958	44,925	5,833	50,758
10	42,464	3,133	45,597	43,817	4,097	47,914	44,493	4,052	48,545	45,174	4,258	49,432	45,587	5,839	51,426
11	42,911	3,174	46,085	44,378	4,086	48,464	45,176	3,926	49,102	45,853	4,136	49,989	46,140	5,860	52,000
12	43,364	3,208	46,572	44,917	4,132	49,049	45,768	3,828	49,596	46,548	4,032	50,580	46,712	5,897	52,609
13	44,019	2,900	46,919	45,416	4,025	49,441	46,335	3,716	50,051	47,079	3,903	50,982	47,250	5,807	53,057
14	44,019	3,503	47,522	45,416	4,740	50,156	46,335	4,395	50,730	47,079	4,600	51,679	47,250	6,508	53,758
15	44,019	3,921	47,940	45,416	5,218	50,634	46,335	5,005	51,340	47,079	5,015	52,094	47,250	6,923	54,173
16	44,288	3,952	48,240	45,838	5,096	50,934	46,819	4,927	51,746	47,426	4,984	52,410	47,988	6,699	54,687
17	44,288	4,450	48,738	45,838	5,699	51,537	46,819	5,703	52,522	47,426	5,879	53,305	47,988	7,557	55,545
18	44,288	5,059	49,347	45,838	6,407	52,245	46,819	6,555	53,374	47,426	6,754	54,180	47,988	8,445	56,433
19	44,548	5,099	49,647	46,120	6,425	52,545	46,889	6,785	53,674	47,614	7,050	54,664	48,034	8,934	56,968
20	44,548	5,318	49,866	46,120	6,773	52,893	46,889	7,050	53,939	47,614	7,537	55,151	48,034	9,292	57,326
21	44,548	6,318	50,866	46,120	7,773	53,893	46,889	8,050	54,939	47,614	8,537	56,151	48,034	10,292	58,326
22	45,151	6,715	51,866	46,847	8,046	54,893	47,872	8,067	55,939	48,611	8,540	57,151	48,994	10,332	59,326
23	45,151	7,715	52,866	46,847	9,046	55,893	47,872	9,067	56,939	48,611	9,540	58,151	48,994	11,332	60,326
24	45,151	8,644	53,795	46,847	10,046	56,893	47,872	10,067	57,939	48,611	10,540	59,151	48,994	12,332	61,326
25	47,287	7,508	54,795	48,663	9,230	57,893	49,687	9,252	58,939	50,412	9,739	60,151	50,763	11,563	62,326
26	47,287	8,508	55,795	48,663	10,230	58,893	49,687	10,252	59,939	50,412	10,739	61,151	50,763	12,563	63,326
27	47,287	9,508	56,795	48,663	11,230	59,893	49,687	11,252	60,939	50,412	11,739	62,151	50,763	13,563	64,326
28	47,287	10,508	57,795	48,663	12,230	60,893	49,687	12,252	61,939	50,412	12,739	63,151	50,763	14,563	65,326
29 & Over	47,287	11,508	58,795	48,663	13,230	61,893	49,687	13,252	62,939	50,412	13,739	64,151	50,763	15,563	66,326
2009-10															
30 & Over	47,287	12,508	59,795	48,663	14,230	62,893	49,687	14,252	63,939	50,412	14,739	65,151	50,763	16,563	67,326
2010-11															
31 & Over	47,287	13,508	60,795	48,663	15,230	63,893	49,687	15,252	64,939	50,412	15,739	66,151	50,763	17,563	68,326
2011-12															
32 & Over	47,287	14,508	61,795	48,663	16,230	64,893	49,687	16,252	65,939	50,412	16,739	67,151	50,763	18,563	69,326

NOTES:

1) Teacher Salary Schedules are compressed to a 20-year schedule; Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Experience Step 21.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - 10 MONTH TEACHER - 20YR - (202 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019
 (Includes Social Worker, Guidance, Librarian, Therapist & Specialist)

YEARS EXPER	B.A. DEGREE			M.A. DEGREE			M.A. DEGREE +30			SPECIALIST DEGREE			PhD or EdD DEGREE		
	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN
0	40,608	4,446	45,054	40,856	5,618	46,474	40,628	6,486	47,114	41,772	6,242	48,014	41,789	7,368	49,157
1	40,970	4,384	45,354	41,338	5,582	46,920	41,106	6,459	47,565	42,236	6,249	48,485	42,260	7,448	49,708
2	41,388	4,288	45,676	41,847	5,550	47,397	41,640	6,440	48,080	42,746	6,272	49,018	42,784	7,539	50,323
3	41,917	4,208	46,125	42,434	5,526	47,960	42,164	6,427	48,591	43,300	6,306	49,606	43,573	7,386	50,959
4	42,444	4,135	46,579	43,017	5,512	48,529	42,682	6,425	49,107	43,857	6,345	50,202	44,367	7,238	51,605
5	42,865	4,070	46,935	43,733	5,242	48,975	43,517	6,039	49,556	44,698	6,008	50,706	45,061	7,098	52,159
6	43,463	4,007	47,470	44,614	4,977	49,591	44,518	5,667	50,185	45,684	5,677	51,361	45,923	6,972	52,895
7	44,063	3,810	47,873	45,149	4,994	50,143	45,534	5,282	50,816	46,607	5,503	52,110	46,754	6,817	53,571
8	44,371	3,961	48,332	45,903	4,896	50,799	46,408	5,103	51,511	47,414	5,333	52,747	47,590	6,784	54,374
9	44,902	3,864	48,766	46,417	4,878	51,295	47,094	4,939	52,033	47,948	5,247	53,195	48,388	6,781	55,169
10	45,644	3,781	49,425	47,148	4,852	52,000	47,899	4,802	52,701	48,706	5,031	53,737	49,119	6,787	55,906
11	46,170	3,826	49,996	47,777	4,839	52,616	48,665	4,661	53,326	49,467	4,893	54,360	49,790	6,810	56,600
12	46,738	3,864	50,602	48,381	4,888	53,269	49,438	4,552	53,990	50,292	4,780	55,072	50,405	6,927	57,332
13	47,492	3,521	51,013	48,812	4,821	53,633	49,888	4,427	54,315	50,770	4,636	55,406	51,253	6,633	57,886
14	47,492	4,211	51,703	48,812	5,536	54,348	49,888	5,187	55,075	50,770	5,385	56,155	51,253	7,402	58,655
15	47,492	4,651	52,143	48,812	6,036	54,848	49,888	5,870	55,758	50,770	5,801	56,571	51,253	7,901	59,154
16	47,854	4,624	52,478	49,476	5,815	55,291	50,566	5,715	56,281	51,252	5,779	57,031	51,765	7,907	59,672
17	47,854	5,296	53,150	49,476	6,609	56,085	50,566	6,583	57,149	51,252	6,728	57,980	51,765	8,765	60,530
18	47,854	5,929	53,783	49,476	7,431	56,907	50,566	7,478	58,044	51,252	7,712	58,964	51,765	9,757	61,522
19	48,037	6,046	54,083	49,754	7,462	57,216	50,624	7,759	58,383	51,408	8,184	59,592	51,931	10,067	61,998
20	48,037	6,091	54,128	49,754	7,812	57,566	50,624	8,102	58,726	51,408	8,669	60,077	51,931	10,564	62,495
21	48,037	7,091	55,128	49,754	8,812	58,566	50,624	9,102	59,726	51,408	9,669	61,077	51,931	11,564	63,495
22	48,861	7,267	56,128	50,658	8,908	59,566	51,746	8,980	60,726	52,518	9,559	62,077	53,053	11,442	64,495
23	48,861	8,267	57,128	50,658	9,908	60,566	51,746	9,980	61,726	52,518	10,559	63,077	53,053	12,442	65,495
24	48,861	9,267	58,128	50,658	10,908	61,566	51,746	10,980	62,726	52,518	11,559	64,077	53,053	13,442	66,495
25	51,068	8,060	59,128	52,591	9,975	62,566	53,727	9,999	63,726	54,537	10,540	65,077	55,009	12,486	67,495
26	51,068	9,060	60,128	52,591	10,975	63,566	53,727	10,999	64,726	54,537	11,540	66,077	55,009	13,486	68,495
27	51,068	10,060	61,128	52,591	11,975	64,566	53,727	11,999	65,726	54,537	12,540	67,077	55,009	14,486	69,495
28	51,068	11,060	62,128	52,591	12,975	65,566	53,727	12,999	66,726	54,537	13,540	68,077	55,009	15,486	70,495
29 & Over	51,068	12,060	63,128	52,591	13,975	66,566	53,727	13,999	67,726	54,537	14,540	69,077	55,009	16,486	71,495
2009-10															
30 & Over	51,068	13,060	64,128	52,591	14,975	67,566	53,727	14,999	68,726	54,537	15,540	70,077	55,009	17,486	72,495
2010-11															
31 & Over	51,068	14,060	65,128	52,591	15,975	68,566	53,727	15,999	69,726	54,537	16,540	71,077	55,009	18,486	73,495
2011-12															
32 & Over	51,068	15,060	66,128	52,591	16,975	69,566	53,727	16,999	70,726	54,537	17,540	72,077	55,009	19,486	74,495

NOTES:

- 1) Teacher Salary Schedules are compressed to a 20-year schedule; Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Experience Step 21.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - 11 MONTH TEACHER - 20YR - (222 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019
 (Includes Social Worker, Guidance, Librarian, Therapist & Specialist)

YEARS EXPER	B.A. DEGREE			M.A. DEGREE			M.A. DEGREE +30			SPECIALIST DEGREE			PhD or EdD DEGREE		
	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN
0	42,833	5,167	48,000	43,626	6,456	50,082	43,380	7,410	50,790	44,220	7,143	51,363	44,670	8,379	53,049
1	43,349	5,081	48,430	44,158	6,414	50,572	43,907	7,380	51,287	44,757	7,150	51,907	45,187	8,468	53,655
2	43,926	4,992	48,918	44,714	6,379	51,093	44,490	7,358	51,848	45,342	7,172	52,514	45,759	8,567	54,326
3	44,559	4,903	49,462	45,350	6,352	51,702	45,058	7,344	52,402	45,969	7,211	53,180	46,618	8,400	55,018
4	45,190	4,822	50,012	45,982	6,337	52,319	45,620	7,341	52,961	46,601	7,253	53,854	47,483	8,235	55,718
5	45,719	4,750	50,469	46,770	6,039	52,809	46,539	6,915	53,454	47,555	6,881	54,436	48,248	8,080	56,328
6	46,359	4,680	51,039	47,723	5,759	53,482	47,623	6,506	54,129	48,615	6,516	55,131	49,180	7,941	57,121
7	47,000	4,493	51,493	48,303	5,766	54,069	48,727	6,082	54,809	49,646	6,325	55,971	50,079	7,769	57,848
8	47,435	4,628	52,063	49,121	5,688	54,809	49,677	5,883	55,560	50,516	6,138	56,654	50,985	7,732	58,717
9	48,012	4,521	52,533	49,709	5,636	55,345	50,369	5,728	56,097	51,248	5,960	57,208	51,852	7,729	59,581
10	48,825	4,428	53,253	50,480	5,608	56,088	51,305	5,552	56,857	52,138	5,804	57,942	52,652	7,736	60,388
11	49,410	4,477	53,887	51,177	5,592	56,769	52,153	5,397	57,550	52,981	5,652	58,633	53,341	7,761	61,102
12	50,038	4,518	54,556	51,844	5,647	57,491	53,007	5,277	58,284	53,838	5,526	59,364	54,048	7,806	61,854
13	50,791	4,190	54,981	52,352	5,591	57,943	53,502	5,189	58,691	54,339	5,368	59,707	54,608	7,732	62,340
14	50,791	4,954	55,745	52,352	6,390	58,742	53,502	6,028	59,530	54,339	6,204	60,543	54,608	8,600	63,208
15	50,791	5,462	56,253	52,352	6,897	59,249	53,502	6,785	60,287	54,339	6,686	61,025	54,608	9,168	63,776
16	51,119	5,434	56,553	53,013	6,734	59,747	54,112	6,575	60,687	54,877	6,624	61,501	55,541	8,995	64,536
17	51,119	6,093	57,212	53,013	7,620	60,633	54,112	7,548	61,660	54,877	7,778	62,655	55,541	10,048	65,589
18	51,119	6,824	57,943	53,013	8,527	61,540	54,112	8,529	62,641	54,877	8,870	63,747	55,541	11,120	66,661
19	51,495	6,562	58,057	53,329	8,507	61,836	54,317	8,769	63,086	55,003	9,269	64,272	55,579	11,450	67,029
20	51,495	6,961	58,456	53,329	8,912	62,241	54,317	9,199	63,516	55,003	9,998	65,001	55,579	12,082	67,661
21	51,495	7,961	59,456	53,329	9,912	63,241	54,317	10,199	64,516	55,003	10,998	66,001	55,579	13,082	68,661
22	52,467	7,989	60,456	54,268	9,973	64,241	55,621	9,895	65,516	56,325	10,676	67,001	56,915	12,746	69,661
23	52,467	8,989	61,456	54,268	10,973	65,241	55,621	10,895	66,516	56,325	11,676	68,001	56,915	13,746	70,661
24	52,467	9,989	62,456	54,268	11,973	66,241	55,621	11,895	67,516	56,325	12,676	69,001	56,915	14,746	71,661
25	54,844	8,612	63,456	56,523	10,718	67,241	57,771	10,745	68,516	58,662	11,339	70,001	59,180	13,481	72,661
26	54,844	9,612	64,456	56,523	11,718	68,241	57,771	11,745	69,516	58,662	12,339	71,001	59,180	14,481	73,661
27	54,844	10,612	65,456	56,523	12,718	69,241	57,771	12,745	70,516	58,662	13,339	72,001	59,180	15,481	74,661
28	54,844	11,612	66,456	56,523	13,718	70,241	57,771	13,745	71,516	58,662	14,339	73,001	59,180	16,481	75,661
29 & Over	54,844	12,612	67,456	56,523	14,718	71,241	57,771	14,745	72,516	58,662	15,339	74,001	59,180	17,481	76,661
2009-10															
30 & Over	54,844	13,612	68,456	56,523	15,718	72,241	57,771	15,745	73,516	58,662	16,339	75,001	59,180	18,481	77,661
2010-11															
31 & Over	54,844	14,612	69,456	56,523	16,718	73,241	57,771	16,745	74,516	58,662	17,339	76,001	59,180	19,481	78,661
2011-12															
32 & Over	54,844	15,612	70,456	56,523	17,718	74,241	57,771	17,745	75,516	58,662	18,339	77,001	59,180	20,481	79,661

NOTES:

- 1) Teacher Salary Schedules are compressed to a 20-year schedule; Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Experience Step 21.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - 12 MONTH TEACHER - 20YR - (261DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019
 (Includes Social Worker, Guidance, Librarian, Therapist & Specialist)

YEARS EXPER	B.A. DEGREE			M.A. DEGREE			M.A. DEGREE +30			SPECIALIST DEGREE			PhD or EdD DEGREE		
	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN
0	45,537	5,886	51,423	46,199	7,293	53,492	46,133	8,334	54,467	47,049	8,042	55,091	47,550	9,391	56,941
1	46,099	5,791	51,890	46,708	7,247	53,955	46,708	8,301	55,009	47,636	8,048	55,684	48,114	9,486	57,600
2	46,725	5,695	52,420	47,237	7,208	54,445	47,341	8,276	55,617	48,269	8,074	56,343	48,736	9,595	58,331
3	47,406	5,597	53,003	47,847	7,179	55,026	47,952	8,260	56,212	48,945	8,115	57,060	49,664	9,412	59,076
4	48,087	5,509	53,596	48,485	7,161	55,646	48,556	8,257	56,813	49,627	8,159	57,786	50,599	9,231	59,830
5	48,663	5,430	54,093	49,299	6,835	56,134	49,561	7,791	57,352	50,666	7,755	58,421	51,434	9,061	60,495
6	49,348	5,353	54,701	50,311	6,529	56,840	50,729	7,345	58,074	51,808	7,357	59,165	52,436	8,910	61,346
7	50,002	5,114	55,116	51,153	6,536	57,689	51,920	6,881	58,801	52,921	7,147	60,068	53,404	8,722	62,126
8	50,499	5,294	55,793	52,065	6,451	58,516	52,944	6,664	59,608	53,860	6,941	60,801	54,380	8,682	63,062
9	51,123	5,177	56,300	52,940	6,393	59,333	53,693	6,467	60,160	54,598	6,747	61,345	55,315	8,677	63,992
10	52,006	5,078	57,084	53,811	6,363	60,174	54,711	6,303	61,014	55,339	6,861	62,200	56,184	8,684	64,868
11	52,649	5,128	57,777	54,577	6,346	60,923	55,643	6,133	61,776	56,545	6,411	62,956	56,942	8,710	65,652
12	53,338	5,174	58,512	55,309	6,405	61,714	56,627	6,000	62,627	57,483	6,273	63,756	57,717	8,758	66,475
13	54,089	4,861	58,950	55,859	6,312	62,171	57,145	5,849	62,994	58,069	6,100	64,169	58,411	8,648	67,059
14	54,089	5,674	59,763	55,859	7,194	63,053	57,145	6,720	63,865	58,069	7,044	65,113	58,411	9,597	68,008
15	54,089	6,206	60,295	55,859	7,775	63,634	57,145	7,550	64,695	58,069	7,547	65,616	58,411	10,226	68,637
16	54,584	6,085	60,669	56,601	7,512	64,113	57,809	7,344	65,153	58,602	7,519	66,121	59,318	10,023	69,341
17	54,584	6,864	61,448	56,601	8,404	65,005	57,809	8,293	66,102	58,602	8,627	67,229	59,318	11,181	70,499
18	54,584	7,694	62,278	56,601	9,382	65,983	57,809	9,278	67,087	58,602	9,753	68,355	59,318	12,332	71,650
19	54,970	7,485	62,455	57,029	9,497	66,526	57,932	9,758	67,690	58,799	10,123	68,922	59,427	12,732	72,159
20	54,970	7,816	62,786	57,029	9,886	66,915	57,932	10,377	68,309	58,799	11,123	69,922	59,427	13,403	72,830
21	54,970	8,816	63,786	57,029	10,886	67,915	57,932	11,377	69,309	58,799	12,123	70,922	59,427	14,403	73,830
22	56,023	8,763	64,786	58,129	10,786	68,915	59,348	10,961	70,309	60,432	11,490	71,922	60,776	14,054	74,830
23	56,023	9,763	65,786	58,129	11,786	69,915	59,348	11,961	71,309	60,432	12,490	72,922	60,776	15,054	75,830
24	56,023	10,763	66,786	58,129	12,786	70,915	59,348	12,961	72,309	60,432	13,490	73,922	60,776	16,054	76,830
25	58,620	9,166	67,786	60,451	11,464	71,915	61,817	11,492	73,309	62,782	12,140	74,922	63,354	14,476	77,830
26	58,620	10,166	68,786	60,451	12,464	72,915	61,817	12,492	74,309	62,782	13,140	75,922	63,354	15,476	78,830
27	58,620	11,166	69,786	60,451	13,464	73,915	61,817	13,492	75,309	62,782	14,140	76,922	63,354	16,476	79,830
28	58,620	12,166	70,786	60,451	14,464	74,915	61,817	14,492	76,309	62,782	15,140	77,922	63,354	17,476	80,830
29 & Over	58,620	13,166	71,786	60,451	15,464	75,915	61,817	15,492	77,309	62,782	16,140	78,922	63,354	18,476	81,830
2009-10	58,620	14,166	72,786	60,451	16,464	76,915	61,817	16,492	78,309	62,782	17,140	79,922	63,354	19,476	82,830
2010-11	58,620	15,166	73,786	60,451	17,464	77,915	61,817	17,492	79,309	62,782	18,140	80,922	63,354	20,476	83,830
2011-12	58,620	16,166	74,786	60,451	18,464	78,915	61,817	18,492	80,309	62,782	19,140	81,922	63,354	21,476	84,830

NOTES:

- 1) Teacher Salary Schedules are compressed to a 20-year schedule; Effective 7/1/2000 a retention incentive of \$1,000 is provided for teachers eligible for full certification and beginning at Experience Step 21.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - PART TIME 9 MONTH TEACHER - 20YR - (182 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019
 (Includes Social Worker, Guidance, Librarian, Therapist & Specialist)

YEARS EXPER	B.A. DEGREE			M.A. DEGREE			M.A. DEGREE +30			SPECIALIST DEGREE			PhD or EdD DEGREE		
	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN
0	24,792	1,863	26,655	25,209	2,391	27,600	25,209	2,781	27,990	25,851	2,672	28,522	26,719	3,178	29,896
1	25,209	1,829	27,037	25,636	2,375	28,010	25,636	2,770	28,405	26,286	2,675	28,960	27,148	3,214	30,362
2	25,636	1,793	27,428	26,068	2,361	28,428	26,068	2,761	28,828	26,719	2,685	29,404	27,582	3,255	30,837
3	26,068	1,757	27,825	26,500	2,350	28,849	26,500	2,756	29,255	27,148	2,701	29,849	28,228	3,187	31,415
4	26,500	1,725	28,224	26,930	2,344	29,274	26,930	2,755	29,685	27,582	2,719	30,300	28,881	3,121	32,001
5	26,930	1,696	28,625	27,582	2,223	29,804	27,690	2,581	30,271	28,339	2,567	30,906	29,537	3,058	32,594
6	27,365	1,667	29,032	28,228	2,108	30,336	28,445	2,415	30,859	29,100	2,419	31,518	30,189	3,001	33,190
7	27,798	1,579	29,377	28,881	2,112	30,993	29,209	2,241	31,450	29,863	2,341	32,203	30,838	2,932	33,770
8	28,228	1,648	29,875	29,537	2,081	31,618	29,969	2,161	32,130	30,621	2,265	32,886	31,494	2,918	34,411
9	28,881	1,604	30,485	30,189	2,060	32,249	30,731	2,088	32,818	31,382	2,230	33,612	32,142	2,917	35,058
10	29,537	1,567	31,103	30,838	2,049	32,886	31,487	2,026	33,513	32,142	2,129	34,271	32,799	2,920	35,718
11	30,094	1,587	31,681	31,487	2,043	33,530	32,256	1,963	34,219	32,908	2,068	34,976	33,450	2,930	36,380
12	30,668	1,604	32,272	32,094	2,066	34,160	33,012	1,914	34,926	33,668	2,016	35,684	34,098	2,949	37,046
13	31,580	1,450	33,030	32,858	2,013	34,870	33,795	1,858	35,653	34,466	1,952	36,417	34,909	2,904	37,812
14	31,580	1,752	33,331	32,858	2,370	35,228	33,795	2,198	35,992	34,466	2,300	36,766	34,909	3,254	38,163
15	31,580	1,961	33,540	32,858	2,609	35,467	33,795	2,503	36,297	34,466	2,508	36,973	34,909	3,462	38,370
16	32,324	1,976	34,300	33,831	2,548	36,379	34,785	2,464	37,248	35,473	2,492	37,965	35,922	3,350	39,271
17	32,324	2,225	34,549	33,831	2,850	36,680	34,785	2,852	37,636	35,473	2,940	38,412	35,922	3,779	39,700
18	32,324	2,530	34,853	33,831	3,204	37,034	34,785	3,278	38,062	35,473	3,377	38,850	35,922	4,223	40,144
19	33,138	2,550	35,687	34,681	3,213	37,893	35,470	3,393	38,862	36,177	3,525	39,702	36,636	4,467	41,103
20	33,138	2,659	35,797	34,681	3,387	38,067	35,470	3,525	38,995	36,177	3,769	39,945	36,636	4,646	41,282
21	33,138	3,159	36,297	34,681	3,887	38,567	35,470	4,025	39,495	36,177	4,269	40,445	36,636	5,146	41,782
22	33,920	3,358	37,277	35,500	4,023	39,523	36,502	4,034	40,535	37,224	4,270	41,494	37,696	5,166	42,862
23	33,920	3,858	37,777	35,500	4,523	40,023	36,502	4,534	41,035	37,224	4,770	41,994	37,696	5,666	43,362
24	33,920	4,322	38,242	35,500	5,023	40,523	36,502	5,034	41,535	37,224	5,270	42,494	37,696	6,166	43,862
25	36,065	3,754	39,819	37,497	4,615	42,112	38,519	4,626	43,145	39,262	4,870	44,131	39,747	5,782	45,528
26	36,065	4,254	40,319	37,497	5,115	42,612	38,519	5,126	43,645	39,262	5,370	44,631	39,747	6,282	46,028
27	36,065	4,754	40,819	37,497	5,615	43,112	38,519	5,626	44,145	39,262	5,870	45,131	39,747	6,782	46,528
28	36,065	5,254	41,319	37,497	6,115	43,612	38,519	6,126	44,645	39,262	6,370	45,631	39,747	7,282	47,028
29 & Over	36,065	5,754	41,819	37,497	6,615	44,112	38,519	6,626	45,145	39,262	6,870	46,131	39,747	7,782	47,528

NOTE: The Part Time Teacher Salary Schedule will be used when paying teachers employed on a hourly basis who have the responsibility of writing lesson plans and are employed to teach specific content areas. The rate paid for these positions will be on a prorated basis reflecting degree and experience.

East Baton Rouge Parish School System

2008-2009

SUPPLEMENTAL COMPENSATION, EXTENDED EMPLOYMENT AND OTHER

FOR TEACHER STIPENDS, EXTRA-CURRICULAR SPONSORS,
BAND DIRECTORS, COACHES, ROTC AND CODOFIL

TEACHER STIPENDS

Compensate \$3,500 stipend for eligible Teachers, Librarians, Guidance Counselors, Psychologist and Social Workers completing the requirements for the National Board for Professional Teaching Standards.**
(Board approved 06/23/08)

Compensate \$2,000 stipend for eligible Speech Pathologists and Audiologists completing the requirements to obtain National Board Certification.**
(Board approved 06/23/08)

****The amounts stated above for National Board Certification are a supplement to the employee's salary and not a part of the employee's base salary.**

Compensate teachers at part-time teacher hourly rate for **required** attendance at School Board Workshops, School Board Hearings, or special committees designated by the Superintendent.

Compensate High School Department Heads \$250 at the end of each semester.

EXTRA-CURRICULAR SPONSORS

<u>Sponsors</u>	<u>Annual \$ Supplement</u>
Quiz Bowl	\$ 300
Beta	300
Chorus	600
Drama	750
Drill Team (e.g. Dance)	750
FFA	300
Hi "Y"	300
Key Club	300
Yearbook	300
4-H	300
FTA	300
Young Astronauts	100

Cheerleader Sponsor: 1 per site at 3% of Annual Compensation.

Note: Principals must submit documentation to the office of Human Resources before supplemental compensation will be processed and awarded.

2008-2009 Supplemental Compensation, Extended Employment and Other Continued:

BAND DIRECTORS

1. High School Band Directors: Employment to be extended ten (10) days before and five (5) days after regular school year at daily compensation rate, plus an annual supplement of 6% of Annual Compensation.
2. Middle School Band Directors: Employment to be extended two (2) days before and two (2) days after regular school year at daily compensation rate, plus an annual supplement of 2.5% of Annual Compensation.
3. Elementary School Band Directors: Employment to be extended two (2) days before and two (2) days after regular school year at daily compensation rate.

MIDDLE SCHOOL COACHES

<u>Sport</u>	<u>Percentage</u>	<u>Number of Coaches Per Sport</u>
Football (Boys)	2.5%	2
Basketball (Boys)	2.5%	2
Track (Boys)	2.5%	1
Volleyball (Girls)	2.5%	2
Basketball (Girls)	2.5%	2
Softball (Girls)	2.5%	2
Track (Girls)	2.5%	1

1. The Principal shall assign coaches to various coaching positions as indicated by the salary schedule.
2. One (1) coach in each middle school sport shall be certified and updated (yearly) in First Aid and CPR Training.

HIGH SCHOOL COACHES

The following salary schedule is for teachers who spend time beyond the regular school day in coaching interscholastic athletics. It will be the responsibility of each principal to designate coaching duties with written notification to the Division of Human Resources no later than the end of the first week of school.

<u>Sport</u>	<u>Percentage</u>	<u>PLUS</u>	<u>Rate per Day</u>
Athletic Director	8.0%		
Head Football	10.0%		11 days
Head Basketball (boys or girls)	8.0%		5 days
Head Baseball	7.0%		2 days
Head Track (boys or girls)	7.0%		2 days
Head Wrestling	7.0%		5 days
Head Softball	7.0%		2 days
Head Volleyball	3.5%		11 days

Note: Principals must submit documentation to the office of Human Resources before supplemental compensation will be processed and awarded.

2008-2009 Supplemental Compensation, Extended Employment and Other Continued:

<u>Sport</u>	<u>Percentage</u>	<u>PLUS</u>	<u>Rate per Day</u>
<u>Assistant Coaches for:</u>			
Football	4.0%		11 days
Basketball (boys or girls)	4.0%		5 days
Baseball	4.0%		2 days
Track (boys or girls)	4.0%		2 days
Wrestling	4.0%		5 days
Softball	4.0%		2 days
Volleyball	2.0%		11 days
Ninth Grade Football	4.0%		
Ninth Grade Basketball	4.0%		
Weight Lifting/Off Season	2.0%		
Bowling	2.0%		
Golf	3.5%		
Tennis	3.5%		
Swimming	3.5%		
Cross Country	3.5%		
Soccer	3.5%		
Gymnastics	3.5%		
First Aid Coordinator or	1.25%	Per Month (maximum 10%)	
Certified Athletic Trainer	15.0%		

1. The above salary percentage shall be calculated on the basis of the current East Baton Rouge Parish Teachers' Salary Schedule for classroom teachers. The maximum percentage allowed shall be 20% per coach. No coach shall receive a reduction in salary upon converting to the new salary structure providing his or her responsibilities remain the same.
2. All football coaches, volleyball coaches, and First Aid Coordinators or Certified Athletic Trainers are to report before the start of the school year for fall practice as directed by the head coach, and shall be compensated with eleven (11) days pay (daily rate) of their total current salary as indicated by the salary schedules and the coaching supplement.
3. All basketball and wrestling coaches shall be compensated with five (5) days pay (daily rate) or their total current salary as indicated by the salary schedules and their coaching supplement for work performed during a non-work school day. Coaches who coach multiple teams during a season will only be compensated five (5) days pay.
4. All baseball coaches, track coaches and softball coaches shall be compensated with two (2) days pay (daily rate) of their total current salary as indicated by the salary schedules and their coaching supplement for work performed during a non-work school day. Coaches who coach multiple teams during a season will only be compensated five (5) days pay.
5. The Principal and Athletic Director shall assign coaches to various coaching positions as indicated by the salary schedule.

Note: Principals must submit documentation to the office of Human Resources before supplemental compensation will be processed and awarded.

2008-2009 Supplemental Compensation, Extended Employment and Other Continued:

ROTC

1. Minimum Junior ROTC Instructor pay is determined by Army Regulation. The Army requires the District to compensate Junior ROTC Instructors an amount, that when added to his/her retired pay, is equal to the individual's previous active duty pay and allowances exclusive of hazardous duty pay.
2. The District may elect to supplement the minimum Junior ROTC Instructor pay with a local supplement as deemed appropriate with other employee raises.
3. The District currently supplements the Junior ROTC Instructor pay by the monthly amounts listed below.

Junior ROTC Instructor Title	Months Worked	Monthly District Supplement		
		Base	Supple	Total
Director of Army Instruction (DAI)	12	1151.64	146.73	1298.37
Senior Army Instructor (SAI)	12	1149.61	146.73	1296.34
Military Property Custodian (MPC)	12	1079.72	146.73	1226.45
Operations Sergeant (OPS SGT)	12	1079.72	146.73	1226.45
Army Instructor (AI)	12	1041.82	146.73	1188.55
Army Instructor (AI)	10	1192.39	148.40	1340.79

Note: As per IRS Tax Law quoted on 9/15/2005, no portion of the Junior ROTC Instructor pay is non-taxable. Only active duty armed forces members are allowed exclusions from taxable wages.

CODOFIL

1. The Salary schedules for the Council for the Development of French in Louisiana (CODOFIL) teachers is set annually by the Board of Elementary and Secondary Education (BESE).
2. The District considers the CODOFIL teachers as contract employees.

SUPPLEMENTAL INFORMATION PROVIDED BY THE
STATE DEPARTMENT OF EDUCATION

2008-2009 STATE MINIMUM SALARY SCHEDULE

DEFINITIONS AND EXPLANATIONS

BACHELOR'S DEGREE: Entry level teachers are required to hold a minimum of a Bachelor's degree from a regionally accredited institute and shall meet requirements for an initial area of certification as adopted by the State Board of Elementary and Secondary Education. Certain categories of vocational teachers attain a permanent VTIE (Vocational Technical Industrial Education) certificate through a combination of education and work experience. This experience ranges from a high school diploma or equivalent with four years of successful full-time work experience in the trade or technical field and fifteen semester hours of professional VTIE coursework, to a Bachelor's degree in education with two years of successful full-time work experience in the trade or technical field and six semester hours of professional VTIE coursework through an approved vocational teaching training institution.

BASE SALARY: The annual salary paid to teachers, excluding increments from PIPS, Extended Employment, etc.

MASTER'S DEGREE: Teachers may be issued a Type A certificate, valid for life for continuous service, based on an earned master's degree from a regionally accredited institute and five years of teaching experience in the field(s) of certification.

MASTER'S PLUS THIRTY: Teachers who hold a valid Louisiana certificate may have this category added to their certificate by earning thirty graduate semester hours from one or more regionally accredited institutes in addition to a Master's Degree. Act 650 of 1985 requires that the thirty hours earned toward this category be taken in the field(s) in which the teacher is certified or is teaching or in administration/supervision or guidance/counseling.

MINIMUM SALARY SCHEDULE: Title 17 of the Louisiana Revised Statutes of 1950 establishes a minimum salary schedule for teachers in Louisiana. All sixty-nine districts pay teachers at least the minimum specified by State Statute. The 1999-00 minimum salary schedule remained the same as the 1998-99 schedule. The minimum salary schedule for a one hundred eight-two (182) day school session applies to teachers in public elementary and high schools of this state, including elementary school librarians holding valid Louisiana teaching certificates, adult education teachers, and teachers employed in state schools for the deaf, blind, spastic, and cerebral palsied and in Special School District No. 1.

SALARY SCHEDULE: The salary schedules are submitted to the State Department of Education by the sixty-nine local school systems. These schedules are inclusive of the State minimum salary schedule and may be supplemented by local revenues.

SPECIALIST IN EDUCATION OR DOCTORATE DEGREE: An earned Specialist in Education or Doctorate degree from a regionally accredited institution may be added to any valid Louisiana teaching certificate.

YEARS: The total years of educational experience include the number of years employed in a professional education capacity.

SUPPLEMENTAL INFORMATION PROVIDED BY THE STATE DEPARTMENT OF EDUCATION

2008-2009 STATE MINIMUM SALARY SCHEDULE

YEARS OF EXPERIENCE	BACHELOR'S DEGREE	MASTER'S DEGREE	MASTER'S PLUS 30 *	SPECIALIST IN EDUCATION	P.H.D. OR ED.D. DEGREE
0	14,631	14,984	14,984	15,516	16,223
1	14,984	15,337	15,337	15,868	16,574
2	15,337	15,692	15,692	16,223	16,930
3	15,692	16,044	16,044	16,574	17,461
4	16,044	16,398	16,398	16,930	18,020
5	16,398	16,930	17,016	17,555	18,576
6	16,753	17,461	17,646	18,203	19,132
7	17,107	18,020	18,298	18,854	19,689
8	17,461	18,576	18,947	19,502	20,245
9	18,020	19,132	19,595	20,154	20,802
10	18,576	19,689	20,245	20,802	21,361
11	19,133	20,245	20,896	21,451	21,918
12	19,707	20,852	21,547	22,099	22,445
13	20,298	21,479	22,194	22,761	23,118
14	20,298	21,479	22,194	22,761	23,118
15	20,298	21,479	22,194	22,761	23,118
16	20,907	22,123	22,860	23,445	23,812
17	20,907	22,123	22,860	23,445	23,812
18	20,907	22,123	22,860	23,445	23,812
19	21,534	22,787	23,545	24,149	24,526
20	21,534	22,787	23,545	24,149	24,526
21	21,534	22,787	23,545	24,149	24,526
22	22,180	23,469	24,252	24,872	25,262
23	22,180	23,469	24,252	24,872	25,262
24	22,180	23,469	24,252	24,872	25,262
25	22,846	24,174	24,979	25,619	26,020

* Master's Degree Plus 30 Graduate Hours

East Baton Rouge Parish School System

2008-2009 SALARY PROCEDURES

**PRINCIPALS AND ASSISTANT PRINCIPALS
HIGH, MIDDLE AND ELEMENTARY SCHOOLS**

1. The Principals and Assistant Principals Salary Schedules are based off the Teacher 9-Month Masters Schedules, Step 0 amount.
2. The Teacher 9-Month Masters Schedule was annualized to the appropriate months for the Assistant Principals and Principals.
3. Incremental percentages were applied to the annualized schedules to calculate the Assistant Principals Salary Schedules.
4. Similarly, incremental percentages were applied to the Assistant Principals Salary Schedules to generate the Principals Salary Schedules.

East Baton Rouge Parish School System
2008-2009 SALARY SCHEDULE

PRINCIPALS AND ASSISTANT PRINCIPALS PAY GRADES

- 111-2410 Principal - High School
- 111-2410 Principal - Middle Schools
- 111-2410 Principal - Elementary School
- 111-2420 Assistant Principal - High School
- 111-2420 Assistant Principal - Middle School
- 111-2420 Assistant Principal - Elementary School
- 111-2410 Associate Principal

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval/Board action.

*** Salaries for those persons holding a LA teaching certificate, approved by the Board or outlined in SCR 139 are listed on the Instructional Management Salary Schedule. All other persons are listed on the Support Management Salary Schedule.**

2008-2009 SALARY SCHEDULE - PRINCIPALS - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		HIGH SCHOOL			MIDDLE SCHOOL			ELEMENTARY SCHOOL		
BASE STEP	SUPPL STEP	BASE	SUPPLE- MENT	TOTAL COMP	BASE	SUPPLE- MENT	TOTAL COMP	BASE	SUPPLE- MENT	TOTAL COMP
0	0	61,919	6,443	68,362	58,614	6,672	65,286	57,537	5,967	63,504
1	1	62,926	6,492	69,418	59,552	6,756	66,308	58,413	6,047	64,460
2	2	63,954	6,538	70,492	60,509	6,839	67,348	59,306	6,128	65,434
3	3	65,004	6,583	71,587	61,487	6,923	68,410	60,218	6,209	66,427
4	4	66,076	6,627	72,703	62,485	7,006	69,491	61,148	6,290	67,438
5	5	67,171	6,669	73,840	63,504	7,089	70,593	62,096	6,371	68,467
6	6	68,288	6,709	74,997	64,544	7,172	71,716	63,064	6,452	69,516
7	7	69,592	6,744	76,336	65,607	7,238	72,845	64,051	6,716	70,767
8	8	70,705	6,162	76,867	66,588	6,723	73,311	64,982	6,278	71,260
9	9	71,840	5,558	77,398	67,588	6,187	73,775	65,932	5,821	71,753
10	10	72,997	4,931	77,928	68,607	5,631	74,238	66,898	5,346	72,244
11/1	11	74,178	4,278	78,456	69,645	5,052	74,697	67,883	4,851	72,734
11/2	12	74,178	4,893	79,071	69,645	5,638	75,283	67,883	5,450	73,333
12/1	13	75,382	4,223	79,605	70,759	5,044	75,803	68,886	4,943	73,829
12/2	14	75,382	4,851	80,233	70,759	5,643	76,402	68,886	5,556	74,442
13/1	15	76,488	4,160	80,648	71,781	5,030	76,811	69,831	4,775	74,606
13/2	16	76,488	4,808	81,296	71,781	5,584	77,365	69,831	5,296	75,127
13/3	17	76,488	5,463	81,951	71,781	6,144	77,925	69,831	5,822	75,653
13/4	18	76,488	6,126	82,614	71,781	6,710	78,491	69,831	6,353	76,184
13/5	19	76,488	6,796	83,284	71,781	7,281	79,062	69,831	7,211	77,042
14/1	20	77,426	6,307	83,733	72,417	6,945	79,362	70,501	6,655	77,156

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - 11 MONTH ASSISTANT PRINCIPAL - (222 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		High School			Middle School			Elementary School		
BASE STEP	SUPPL STEP	BASE	SUPPLE- MENT	TOTAL COMP	BASE	SUPPLE- MENT	TOTAL COMP	BASE	SUPPLE- MENT	TOTAL COMP
0	0	46,877	8,240	55,117	46,058	7,831	53,889	45,731	6,622	52,353
1	1	47,564	8,460	56,024	46,694	8,042	54,736	46,316	6,803	53,119
2	2	48,265	8,687	56,952	47,342	8,258	55,600	46,911	6,988	53,899
3	3	48,978	8,920	57,898	48,002	8,479	56,481	47,515	7,177	54,692
4	4	49,706	9,158	58,864	48,673	8,705	57,378	48,130	7,371	55,501
5	5	50,447	9,402	59,849	49,357	8,938	58,295	48,755	7,570	56,325
6	6	51,202	9,652	60,854	50,052	9,176	59,228	49,391	7,774	57,165
7	7	51,931	9,762	61,693	50,800	9,402	60,202	50,068	8,421	58,489
8	8	52,755	9,449	62,204	51,482	9,099	60,581	50,855	8,107	58,962
9	9	53,597	9,119	62,716	52,175	8,782	60,957	51,658	7,778	59,436
10	10	54,454	8,775	63,229	52,880	8,451	61,331	52,477	7,435	59,912
11/1	11	55,329	8,416	63,745	53,618	8,105	61,723	53,313	7,077	60,390
11/2	12	55,329	8,971	64,300	53,618	8,640	62,258	53,313	7,599	60,912
12/1	13	56,222	8,601	64,823	54,391	8,284	62,675	54,165	7,232	61,397
12/2	14	56,222	9,170	65,392	54,391	8,832	63,223	54,165	7,767	61,932
13/1	15	57,132	8,983	66,115	55,308	8,725	64,033	55,034	7,532	62,566
13/2	16	57,132	9,567	66,699	55,308	9,290	64,598	55,034	8,082	63,116
13/3	17	57,132	10,159	67,291	55,308	9,861	65,169	55,034	8,638	63,672
13/4	18	57,132	10,758	67,890	55,308	10,439	65,747	55,034	9,202	64,236
13/5	19	57,132	11,363	68,495	55,308	11,024	66,332	55,034	9,772	64,806
14/1	20	57,666	11,088	68,754	55,977	10,778	66,755	55,921	9,110	65,031

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) Effective July 1, 1999, this salary schedule will apply to all current 10-Month Assistant Principals and all persons appointed to an Assistant Principal position after this date.
 3) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - 12 MONTH ASSISTANT PRINCIPAL - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		High School			Middle School		
BASE STEP	SUPPL STEP	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN
0	0	55,162	6,164	61,326	54,104	5,828	59,932
1	1	56,006	6,330	62,336	54,915	5,986	60,901
2	2	56,867	6,500	63,367	55,742	6,149	61,891
3	3	57,744	6,675	64,419	56,583	6,315	62,898
4	4	58,637	6,854	65,491	57,441	6,485	63,926
5	5	59,548	7,038	66,586	58,315	6,660	64,975
6	6	60,476	7,226	67,702	59,205	6,839	66,044
7	7	61,441	7,260	68,701	60,112	7,002	67,114
8	8	62,300	6,829	69,129	60,923	6,587	67,510
9	9	63,172	6,379	69,551	61,748	6,154	67,902
10	10	64,060	5,910	69,970	62,586	5,703	68,289
11/1	11	64,963	5,422	70,385	63,438	5,233	68,671
11/2	12	64,963	6,028	70,991	63,438	5,817	69,255
12/1	13	65,881	5,528	71,409	64,304	5,335	69,639
12/2	14	65,881	6,148	72,029	64,304	5,933	70,237
13/1	15	66,979	5,844	72,823	65,205	5,719	70,924
13/2	16	66,979	6,482	73,461	65,205	6,335	71,540
13/3	17	66,979	7,127	74,106	65,205	6,958	72,163
13/4	18	66,979	7,780	74,759	65,205	7,589	72,794
13/5	19	66,979	8,441	75,420	65,205	8,227	73,432
14/1	20	67,427	8,037	75,464	65,748	7,860	73,608

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

East Baton Rouge Parish School System

2008-2009 SALARY PROCEDURES

MANAGEMENT

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half plus one day of the regular employment year.
2.
 - a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective pay grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable (See Note).
 - b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 2.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective pay grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable (See Note).
 - c. Any person being promoted from the Maintenance and Janitorial Salary Schedule or the Management Clerical Salary Schedule to the Management Pay Schedule will automatically be assigned to the Pay Grade called for by the new position. Placement will be to a step that generates a salary that is equal to or greater than 110% of the previous salary (not to exceed the maximum salary of the respective pay grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable (See Note).
3. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Board may grant additional salary steps for special skills and/or unique experience that is directly job-related.
Requires the Superintendent's signature.
4. Certificated management employees in positions requiring a teacher's certificate shall be eligible for sabbatical leave. While on sabbatical leave, they shall be paid 65% of their regular salary. They shall retain all privileges, which they would have had, had they been in active service. *They must meet the requirements of R.S. 17:1187.*
5. Certificated management employees in positions requiring a teacher's certificate shall be subject to the tenure policies of the Board and tenure laws of the State and/or the Administrative Contract policies of the Board and Administrative Contract laws of the State.

2008-2009 MANAGEMENT SALARY PROCEDURES Continued:

6. Only the Board shall have the right to change the Pay Grade assignments of positions. The annual position review process shall be followed except in special circumstances requiring individual action.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
(Per job description.)
 - b. Pay Grade reassignments for special circumstances shall be in writing to the Associate/ Assistant Superintendent for the appropriate division with detailed justification, prior to May 15. The Human Resources/Personnel Services Committee shall review these requests if recommended by the appropriate Associate/Assistant Superintendent and Superintendent of Schools prior to June 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 6.b. shall be followed.
7. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to the old position, then placement will be on a step the employee would have enjoyed had the promotion not been made.
8. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower position reaches the frozen salary amount.
9. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
10. Employees who are placed in a temporary position (acting or appointed substitute) exceeding six (6) weeks will receive a regular promotion as outlined in Rule No. 2. Such promotion is effective for the term of the appointment only and shall be retroactive to the first day of service in the temporary position and upon completion of this term, the employee shall return to his/her regular grade and step. A step increase will be granted in the regular grade, if applicable.

Note: Procedures related to salary placement when a current employee is recommended for promotions will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.

East Baton Rouge Parish School System

2008-2009 SALARY SCHEDULE

MANAGEMENT PAY GRADES

M-2

M-2A

111-2831 Associate Superintendent for Human Resources
 111-2841 Chief Technology Officer
 111-2511 Chief Business Operations Officer
 111-2200 Associate Superintendent for Instructional Support Services

M-2B

111-2511 Assistant Superintendent for Auxiliary Services
 111-2211 Assistant Superintendent for Instructional Services, Area I & Area IV (Elem)
 111-2211 Assistant Superintendent for Instructional Services, Area II (Middle)
 111-2214 Assistant Superintendent for Instructional Services, Area III (High)
 111-2211 Chief Officer for Accountability, Assessment and Evaluation

M-3

111-2610 Administrative Director for Facilities
 111-2710 Administrative Director of Transportation
 111-2810 Admin. Dir. of Academic Acct/Staff Devel.
 111-2214 Admin. Dir. of Federal Programs
 111-2511 Chief Financial Officer
 111-2810 Director of Data Information

M-4

111-2831 Director for Personnel Services
 118-2516 Internal Auditor
 111-2212 Director of Special Education
 111-2841 Director of Management Information Systems
 111-2219 Director of Student Activities/Fines Arts
 111-2530 Director of Procurement & Warehousing Serv.
 111-2823 Director for Communication & Community Eng.
 111-2321 Special Assistant to Superintendent

M-5

111-2190 Director of ADAPP
 111-2216 Director of Adult Educ & Alternative Educ
 111-2211 Director of Instructional Services
 111-3111 Director of Operations, Child Nutrition Program
 111-2211 Director of Magnet School Programs
 111-2121 Director of Counseling and Guidance
 111-2214 Director of Pre-School Programs
 111-2251 Director for Library Serv & Instruc Technology
 111-2111 Director of Child Welfare & Attendance
 111-2214 Director of Monitoring for No Child Left Behind
 111-2211 Director of Curriculum - Elementary Sch Progr
 111-2211 Director of Curriculum - Secondary Sch Progr
 119-2329 Director for Equal Educational Opportunities
 111-2214 Title 1 Director of Planning & Evaluation
 111-2230 Director for Professional Development
 111-2810 Coordinator of District Assessments
 111-2190 Director of Security
 111-2215 Director of Career/Technical Education
 111-2211 Director for Elementary Schools
 111-2211 Director for Middle Schools
 111-2211 Director for High Schools

M-5

111-2214 NCLBA, Director of Compliance, Budget & Fiscal Management
 111-2214 Director for Professional Development
 111-2200 Director of Reading (Pre-K-12)

M-6

111-2123 Coordinator/Pupil Appraisal & Psych. Serv.
 111-2214 Coordinator/Instructional Services
 118-2842 Program Manager of Network & Operations
 118-2842 Technology Resource Program Manager
 111-2831 Coordinator of Support Programs
 111-2230 Coordinator for Staff Development
 111-2214 Title I Schoolwide Program Monitor
 111-2214 Title I Compliance Coordinator
 111-2214 Coordinator of NCLBA Instruction & English as a Second Language (ELS) Program
 111-2214 Coordinator of NCLBA Instruction and Extended Time
 111-2214 Coordinator of NCLBA Instruction & Non-public Participation
 111-2214 Coordinator of Title 1 Instruc & Parental Involvement
 111-2214 Coordinator of Title I Instruc & School Choice
 111-2214 Coordinator of Title I Instruc & Supplemental Educational Services (SES)
 111-2219 Coordinator of Grants
 111-2214 Coordinator of Title 1 Instruction Core Content
 118-2512 Budget Coordinator
 111-2810 Coordinator Instructional Data
 111-2831 Coordinator of Special Support Programs

M-7

118-2511 Chief Accountant
 111-3111 Asst. Director, Child Nutrition Program
 111-2216 Adult Learning Center Supervisor
 111-2216 Adult Learning Center Specialist
 113-2140 Psychologist - Licensed
 111-2212 Supervisor of Special Education Programs
 111-2213 Supervisor of Gifted & Talented Services
 111-2111 Supervisor of Child Welfare & Attendance
 111-2190 Supervisor of Transfers & Behavior Clinics
 111-2190 Supervisor of School Security
 111-2214 Manager - Bilingual & Migrant Programs
 111-2211 Supervisor - Instructional Services
 111-2214 Program Manager - IASA
 111-2214 Title I Instructional Supervisor - NCLB
 111-2215 Bi-Lingual Project Manager
 111-1600 Grants Project Manager
 111-2810 Project Evaluation Specialist
 111-2219 Support Programs Specialist
 111-2831 Recruitment Operations Manager
 111-2190 Hearing Officer
 111-2831 Coordinator of Alternative Certification & Induction
 119-2844 Project Mgr of Technology Projects & Operations
 118-2842 Systems Manager, Student Data Systems
 111-2219 Coordinator of Education Excellence Fund
 111-2214 Support Programs Specialist-No Child Left Behind
 111-2212 Supervisor for Instructional Support Programs
 111-2212 Supervisor for Personnel, Special Education
 111-2220 Supervisor of Mathematics K-12
 113-2220 Leap Specialist
 111-2831 Supervisor for Personnel Mgmt, Staffing & Cert.
 111-2831 Supervisor for Human Resources-Support Personnel

*** Salaries for those persons holding a LA teaching certificate, approved by the Board or outlined in SCR 139 are listed on the Instructional Management Salary Schedule. All other persons are listed**

2008-2009 MANAGEMENT PAY GRADES *Continued:*

M-8

118-2511 Supervisor of Accounting
118-2511 Supervisor of Payroll & Employee Benefits
118-2511 Grants Fiscal Officer
118-2842 Systems Analyst
111-2831 Human Resources Benefits & Data Coordinator
111-2710 Special Education Transportation Supervisor
111-2710 Regular Route Transportation Supervisor
111-2610 Manager of Security/Electronics
118-2842 Network Administrator
111-2823 Public Information Officer
111-2212 Coordinator - Sp. Ed. Student Advocacy
111-2212 Coordinator - Sp. Ed. Quality Assurance
111-2212 Coordinator - Sp. Ed. Site Determination
111-2212 Coordinator of Data Management
118-2842 Student Data Systems Analyst
119-2710 Driver Training & Safety Officer
119-2849 Coordinator - Web Master Special Events
111-2841 Wide Area Network Manager

M-9

119-2710 Routing Specialist
118-2842 Programmer Analyst
118-2212 Programmer Analyst - Special Education
118-2516 School Accounts Auditor
111-3111 Support Programmer, Child Nutrition Program
117-2650 Specialist, Vehicle & Transportation (PPS)
119-2690 Specialist, Office Operation Manager
117-2723 Manager, Mechanic Shop (Transportation)
111-2540 Graphic Arts Supervisor
111-2122 Team Manager for Pupil Appr Serv (11-Mo)
118-2843 Desegregation Specialist
111-3111 Purchasing Coordinator/Area Supervisor, CNP
119-2840 Textbook Resource Manager
119-2840 Technology Resources Specialist
114-2321 Administrative Assistant to Superintendent
119-2849 Software Support Specialist
111-2610 Office Operations Manager

M-10

119-2290 Administrative Assistant/Externally Funded
111-2520 Coordinator of Purchasing
118-2511 Staff Accountant - Property Control
111-2831 Coordinator, Substitutes and Applications
111-3111 Computer Training Coordinator, CNP
111-2212 Records Control Manager
111-2710 Manager, Mechanic Shop

M-11

111-2841 Operations Specialist
111-2723 Service Station Supervisor
119-2690 Safety/Asbestos/Environmental Specialist
111-2821 Public Relations Specialist
117-26NN Appliance Foreman, CNP
111-2710 Foreman, Mechanical Shop (Transportation)
119-2840 Foreman, Security/Electronic
119-2849 Wide Area Network Specialist
111-3111 Education Training Coordinator, CNP
119-2530 NCLBA Inventory & Property Control Specialist
111-3111 Warehouse Supervisor, CNP

M-12

118-2849 Network Specialist
119-2520 Buyer I
114-2510 Finance Specialist
114-2510 Budget Specialist
114-2510 Grants Specialist
114-2510 Accounting Specialist
114-2510 Risk Management Specialist
114-2212 Assistive Technology Assistant, Sp. Educ.
114-2212 Network Specialist - Sp. Educ.
114-2211 Administrative Assistant to the Chief Academic Officer
114-2324 Executive Secretary/Assistant to the School Board Members
114-2214 Federal Programs Community Liaison
114-2214 School Resource Liaison
114-2540 Graphic Arts Production Assistant

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval/Board action.

*** Salaries for those persons holding a LA teaching certificate, approved by the Board or outlined in SCR 139 are listed on the Instructional Management Salary Schedule. All other persons are listed on the Support Management Salary Schedule.**

2008-2009 SALARY SCHEDULE - INSTRUCTIONAL MANAGEMENT - 20yr - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MI - 2 through MI - 4)

BASE SUPPL STEP STEP	MI - 2 *			MI-2A			MI-2B *			MI - 3			MI - 4		
	BASE (MI)	SUPPLE- SAL	TOTAL MENT COMP	BASE (MI)	SUPPLE- SAL	TOTAL MENT COMP	BASE (MI)	SUPPLE- SAL	TOTAL MENT COMP	BASE (MI)	SUPPLE- SAL	TOTAL MENT COMP	BASE (MI)	SUPPLE- SAL	TOTAL MENT COMP
0 0	72,350	10,735	83,085	66,891	9,036	75,927	61,899	9,036	70,935	58,299	9,036	67,335	56,301	7,034	63,335
1 1	73,539	10,416	83,955	68,082	8,734	76,816	62,981	8,734	71,715	59,381	8,734	68,115	57,333	6,722	64,055
2 2	74,758	10,080	84,838	69,302	8,417	77,719	64,090	8,417	72,507	60,490	8,417	68,907	58,390	6,396	64,786
3 3	76,007	9,727	85,734	70,551	8,084	78,635	65,226	8,084	73,310	61,626	8,084	69,710	59,474	6,054	65,528
4 4	77,288	9,356	86,644	71,833	7,735	79,568	66,391	7,735	74,126	62,791	7,735	70,526	60,585	5,695	66,280
5 5	78,601	8,966	87,567	73,146	7,369	80,515	67,585	7,369	74,954	63,985	7,369	71,354	61,724	5,321	67,045
6 6	79,946	8,559	88,505	74,492	6,985	81,477	68,809	6,985	75,794	65,209	6,985	72,194	62,891	4,929	67,820
7 7	81,325	7,814	89,139	75,872	6,584	82,456	70,063	6,584	76,647	66,463	6,584	73,047	64,087	4,521	68,608
8 8	82,739	7,361	90,100	77,286	6,164	83,450	71,349	6,164	77,513	67,749	6,164	73,913	65,313	4,147	69,460
9 9	84,188	6,887	91,075	78,736	5,724	84,460	72,667	5,724	78,391	69,067	5,724	74,791	66,570	3,756	70,326
10 10	85,673	6,392	92,065	80,222	5,265	85,487	74,018	5,265	79,283	70,418	5,265	75,683	67,858	3,348	71,206
11/1 11	87,195	5,874	93,069	81,746	4,785	86,531	75,403	4,785	80,188	71,803	4,785	76,588	69,179	2,921	72,100
11/2 12	87,195	6,894	94,089	81,746	5,704	87,450	75,403	5,704	81,107	71,803	5,704	77,507	69,179	3,829	73,008
12/1 13	88,755	6,369	95,124	83,307	5,218	88,525	76,822	5,218	82,040	73,222	5,218	78,440	70,533	3,398	73,931
12/2 14	88,755	7,420	96,175	83,307	6,164	89,471	76,822	6,164	82,986	73,222	6,164	79,386	70,533	4,335	74,868
13/1 15	90,354	6,887	97,241	84,907	5,798	90,705	78,277	5,798	84,075	74,677	5,798	80,475	71,920	3,901	75,821
13/2 16	90,354	7,970	98,324	84,907	6,906	91,813	78,277	6,906	85,183	74,677	6,906	81,583	71,920	4,869	76,789
13/3 17	90,354	9,068	99,422	84,907	8,032	92,939	78,277	8,032	86,309	74,677	8,032	82,709	71,920	5,913	77,833
13/4 18	90,354	10,183	100,537	84,907	9,177	94,084	78,277	9,177	87,454	74,677	9,177	83,854	71,920	6,976	78,896
13/5 19	90,354	11,315	101,669	84,907	10,342	95,249	78,277	10,342	88,619	74,677	10,342	85,019	71,920	8,056	79,976
14/1 20	91,993	11,092	103,085	86,547	10,167	96,714	79,768	10,167	89,935	76,168	10,167	86,335	73,342	7,993	81,335

* Pay Grades MI-2 & MI-2B - Revised 11/99 per Board Approval 11/18/99

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - INSTRUCTIONAL MANAGEMENT - 20yr - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MI - 5 through MI - 9)

		MI - 5			MI - 6			MI - 7			MI - 8			MI - 9		
BASE SUPPL	STEP	BASE (MI)	SUPPLE SAL	TOTAL COMP	BASE (MI)	SUPPLE SAL	TOTAL COMP	BASE (MI)	SUPPLE SAL	TOTAL COMP	BASE (MI)	SUPPLE SAL	TOTAL COMP	BASE (MI)	SUPPLE SAL	TOTAL COMP
0	0	54,398	7,237	61,635	51,232	7,503	58,735	48,977	7,158	56,135	47,747	7,288	55,035	46,539	6,996	53,535
1	1	55,382	6,948	62,330	52,137	7,032	59,169	49,826	6,921	56,747	48,565	7,066	55,631	47,327	6,781	54,108
2	2	56,391	6,643	63,034	53,065	6,542	59,607	50,696	6,672	57,368	49,403	6,832	56,235	48,134	6,556	54,690
3	3	57,425	6,325	63,750	54,016	6,034	60,050	51,588	6,411	57,999	50,262	6,586	56,848	48,961	6,319	55,280
4	4	58,485	5,991	64,476	54,991	5,506	60,497	52,502	6,137	58,639	51,143	6,328	57,471	49,809	6,070	55,879
5	5	59,571	5,642	65,213	55,990	4,959	60,949	53,439	5,849	59,288	52,046	6,057	58,103	50,678	5,809	56,487
6	6	60,684	5,277	65,961	57,014	4,391	61,405	54,399	5,548	59,947	52,971	5,774	58,745	51,569	5,536	57,105
7	7	61,825	4,896	66,721	58,063	3,803	61,866	55,383	5,234	60,617	53,919	5,477	59,396	52,482	5,249	57,731
8	8	62,995	4,497	67,492	59,139	3,425	62,564	56,392	4,904	61,296	54,891	5,166	60,057	53,418	4,949	58,367
9	9	64,194	4,080	68,274	60,242	3,030	63,272	57,426	4,559	61,985	55,887	4,841	60,728	54,378	4,634	59,012
10	10	65,423	3,645	69,068	61,372	2,619	63,991	58,486	4,199	62,685	56,908	4,500	61,408	55,362	4,306	59,668
11/1	11	66,683	3,191	69,874	62,530	2,191	64,721	59,572	3,823	63,395	57,955	4,145	62,100	56,370	3,963	60,333
11/2	12	66,683	4,009	70,692	62,530	2,932	65,462	59,572	4,544	64,116	57,955	4,846	62,801	56,370	4,638	61,008
12/1	13	67,974	3,548	71,522	63,717	2,497	66,214	60,685	4,163	64,848	59,028	4,485	63,513	57,403	4,290	61,693
12/2	14	67,974	4,391	72,365	63,717	3,260	66,977	60,685	4,906	65,591	59,028	5,208	64,236	57,403	4,985	62,388
13/1	15	69,297	3,924	73,221	64,934	2,817	67,751	61,826	4,518	66,344	60,128	4,841	64,969	58,462	4,632	63,094
13/2	16	69,297	4,792	74,089	64,934	3,866	68,800	61,826	5,284	67,110	60,128	5,586	65,714	58,462	5,348	63,810
13/3	17	69,297	5,673	74,970	64,934	4,935	69,869	61,826	6,060	67,886	60,128	6,341	66,469	58,462	6,075	64,537
13/4	18	69,297	6,568	75,865	64,934	6,026	70,960	61,826	6,848	68,674	60,128	7,108	67,236	58,462	6,813	65,275
13/5	19	69,297	7,476	76,773	64,934	7,138	72,072	61,826	7,649	69,475	60,128	7,887	68,015	58,462	7,563	66,025
14/1	20	70,654	7,181	77,835	66,181	7,654	73,835	62,996	7,439	70,435	61,255	7,680	68,935	59,548	7,387	66,935

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - INSTRUCTIONAL MANAGEMENT - 20yr - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MI - 10 through MI - 14)

		MI - 10			MI - 11			MI - 12			MI - 13			MI - 14		
BASE STEP	SUPPL STEP	BASE (MI) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MI) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MI) SAL	SUPPLE- MENT	TOTAL COMPEN	BASE (MI) SAL	SUPPLE- MENT	TOTAL COMPEN	BASE (MI) SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	40,975	5,860	46,835	38,734	5,301	44,035	36,698	4,937	41,635	34,847	4,488	39,335	33,163	4,172	37,335
1	1	41,624	5,684	47,308	39,326	5,140	44,466	37,240	4,790	42,030	35,342	4,353	39,695	33,616	4,049	37,665
2	2	42,289	5,498	47,787	39,933	4,969	44,902	37,795	4,635	42,430	35,850	4,210	40,060	34,081	3,919	38,000
3	3	42,970	5,304	48,274	40,555	4,791	45,346	38,364	4,472	42,836	36,370	4,061	40,431	34,557	3,783	38,340
4	4	43,668	5,100	48,768	41,193	4,603	45,796	38,947	4,302	43,249	36,903	3,905	40,808	35,045	3,640	38,685
5	5	44,384	4,885	49,269	41,847	4,406	46,253	39,545	4,123	43,668	37,450	3,740	41,190	35,545	3,490	39,035
6	6	45,118	4,660	49,778	42,517	4,200	46,717	40,158	3,935	44,093	38,010	3,568	41,578	36,058	3,333	39,391
7	7	45,870	4,425	50,295	43,204	3,984	47,188	40,786	3,738	44,524	38,584	3,387	41,971	36,584	3,168	39,752
8	8	46,641	4,179	50,820	43,908	3,757	47,665	41,430	3,532	44,962	39,173	3,198	42,371	37,123	2,995	40,118
9	9	47,431	3,921	51,352	44,630	3,520	48,150	42,090	3,316	45,406	39,776	3,000	42,776	37,675	2,815	40,490
10	10	48,241	3,651	51,892	45,370	3,273	48,643	42,766	3,091	45,857	40,395	2,793	43,188	38,241	2,626	40,867
11/1	11	49,071	3,369	52,440	46,128	3,014	49,142	43,459	2,856	46,315	41,029	2,577	43,606	38,821	2,429	41,250
11/2	12	49,071	3,926	52,997	46,128	3,521	49,649	43,459	3,321	46,780	41,029	3,001	44,030	38,821	2,818	41,639
12/1	13	49,922	3,640	53,562	46,905	3,259	50,164	44,170	3,081	47,251	41,679	2,781	44,460	39,416	2,617	42,033
12/2	14	49,922	4,213	54,135	46,905	3,781	50,686	44,170	3,560	47,730	41,679	3,218	44,897	39,416	3,018	42,434
13/1	15	50,794	3,923	54,717	47,702	3,515	51,217	44,898	3,318	48,216	42,345	2,996	45,341	40,026	2,814	42,840
13/2	16	50,794	4,514	55,308	47,702	4,053	51,755	44,898	3,811	48,709	42,345	3,446	45,791	40,026	3,227	43,253
13/3	17	50,794	5,114	55,908	47,702	4,599	52,301	44,898	4,312	49,210	42,345	3,902	46,247	40,026	3,645	43,671
13/4	18	50,794	5,722	56,516	47,702	5,154	52,856	44,898	4,820	49,718	42,345	4,366	46,711	40,026	4,070	44,096
13/5	19	50,794	6,340	57,134	47,702	5,716	53,418	44,898	5,336	50,234	42,345	4,837	47,182	40,026	4,502	44,528
14/1	20	51,688	6,227	57,915	48,519	5,616	54,135	45,645	5,190	50,835	43,028	4,707	47,735	40,651	4,384	45,035

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - INSTRUCTIONAL MANAGEMENT - 20yr - (222 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MI - 9 -- 11 Months)

MI - 9 11 Months				
<i>BASE</i>	<i>SUPPL</i>	<i>BASE</i>	<i>SUPPLE-</i>	<i>TOTAL</i>
<i>STEP</i>	<i>STEP</i>	<i>(MI) SAL</i>	<i>MENT</i>	<i>COMP</i>
0	0	43,705	6,290	49,995
1	1	44,397	6,123	50,520
2	2	45,107	5,946	51,053
3	3	45,834	5,760	51,594
4	4	46,579	5,564	52,143
5	5	47,342	5,359	52,701
6	6	48,125	5,142	53,267
7	7	48,928	4,913	53,841
8	8	49,751	4,673	54,424
9	9	50,595	4,421	55,016
10	10	51,459	4,157	55,616
11/1	11	52,346	3,880	56,226
11/2	12	52,346	4,499	56,845
12/1	13	53,254	4,219	57,473
12/2	14	53,254	4,856	58,110
13/1	15	54,185	4,572	58,757
13/2	16	54,185	5,229	59,414
13/3	17	54,185	5,895	60,080
13/4	18	54,185	6,572	60,757
13/5	19	54,185	7,258	61,443
14/1	20	55,140	7,138	62,278

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2008-2009 SALARY SCHEDULE - SUPPORT MANAGEMENT - 20yr - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MS - 2 through MS - 6)

		MS - 2			MS - 3			MS - 4			MS - 5			MS - 6		
BASE STEP	SUPPL STEP	BASE (MS)	SUPPLE- SAL	TOTAL MENT COMP	BASE (MS)	SUPPLE- SAL	TOTAL MENT COMP	BASE (MS)	SUPPLE- SAL	TOTAL MENT COMP	BASE (MS)	SUPPLE- SAL	TOTAL MENT COMP	BASE (MS)	SUPPLE- SAL	TOTAL MENT COMP
0	0	53,168	10,849	64,017	48,867	9,150	58,017	46,869	7,148	54,017	44,966	7,351	52,317	41,800	7,617	49,417
1	1	54,357	10,530	64,887	49,949	8,848	58,797	47,901	6,836	54,737	45,950	7,062	53,012	42,705	7,146	49,851
2	2	55,576	10,194	65,770	51,058	8,531	59,589	48,958	6,510	55,468	46,959	6,757	53,716	43,633	6,656	50,289
3	3	56,825	9,841	66,666	52,194	8,198	60,392	50,042	6,168	56,210	47,993	6,439	54,432	44,584	6,148	50,732
4	4	58,106	9,470	67,576	53,359	7,849	61,208	51,153	5,809	56,962	49,053	6,105	55,158	45,559	5,620	51,179
5	5	59,419	9,080	68,499	54,553	7,483	62,036	52,292	5,435	57,727	50,139	5,756	55,895	46,558	5,073	51,631
6	6	60,764	8,673	69,437	55,777	7,099	62,876	53,459	5,043	58,502	51,252	5,391	56,643	47,582	4,505	52,087
7	7	62,143	7,928	70,071	57,031	6,698	63,729	54,655	4,635	59,290	52,393	5,010	57,403	48,631	3,917	52,548
8	8	63,557	7,475	71,032	58,317	6,278	64,595	55,881	4,261	60,142	53,563	4,611	58,174	49,707	3,539	53,246
9	9	65,006	7,001	72,007	59,635	5,838	65,473	57,138	3,870	61,008	54,762	4,194	58,956	50,810	3,144	53,954
10	10	66,491	6,506	72,997	60,986	5,379	66,365	58,426	3,462	61,888	55,991	3,759	59,750	51,940	2,733	54,673
11/1	11	68,013	5,988	74,001	62,371	4,899	67,270	59,747	3,035	62,782	57,251	3,305	60,556	53,098	2,305	55,403
11/2	12	68,013	7,008	75,021	62,371	5,818	68,189	59,747	3,943	63,690	57,251	4,123	61,374	53,098	3,046	56,144
12/1	13	69,573	6,483	76,056	63,790	5,332	69,122	61,101	3,512	64,613	58,542	3,662	62,204	54,285	2,611	56,896
12/2	14	69,573	7,534	77,107	63,790	6,278	70,068	61,101	4,449	65,550	58,542	4,505	63,047	54,285	3,374	57,659
13/1	15	71,172	7,001	78,173	65,245	5,912	71,157	62,488	4,015	66,503	59,865	4,038	63,903	55,502	2,931	58,433
13/2	16	71,172	8,084	79,256	65,245	7,020	72,265	62,488	4,983	67,471	59,865	4,906	64,771	55,502	3,980	59,482
13/3	17	71,172	9,182	80,354	65,245	8,146	73,391	62,488	6,027	68,515	59,865	5,787	65,652	55,502	5,049	60,551
13/4	18	71,172	10,297	81,469	65,245	9,291	74,536	62,488	7,090	69,578	59,865	6,682	66,547	55,502	6,140	61,642
13/5	19	71,172	11,429	82,601	65,245	10,456	75,701	62,488	8,170	70,658	59,865	7,590	67,455	55,502	7,252	62,754
14/1	20	72,811	11,206	84,017	66,736	10,281	77,017	63,910	8,107	72,017	61,222	7,295	68,517	56,749	7,768	64,517

NOTES:

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - SUPPORT MANAGEMENT - 20yr - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MS - 7 through MS - 10)

		MS - 7			MS - 8			MS - 9			MS - 10		
BASE STEP	SUPPL STEP	BASE (MS)	SUPPLE- SAL	TOTAL MENT COMP	BASE (MS)	SUPPLE- SAL	TOTAL MENT COMP	BASE (MS)	SUPPLE- SAL	TOTAL MENT COMP	BASE (MS)	SUPPLE- SAL	TOTAL MENT COMP
0	0	39,545	7,272	46,817	38,315	7,402	45,717	37,107	7,110	44,217	31,543	5,974	37,517
1	1	40,394	7,035	47,429	39,133	7,180	46,313	37,895	6,895	44,790	32,192	5,798	37,990
2	2	41,264	6,786	48,050	39,971	6,946	46,917	38,702	6,670	45,372	32,857	5,612	38,469
3	3	42,156	6,525	48,681	40,830	6,700	47,530	39,529	6,433	45,962	33,538	5,418	38,956
4	4	43,070	6,251	49,321	41,711	6,442	48,153	40,377	6,184	46,561	34,236	5,214	39,450
5	5	44,007	5,963	49,970	42,614	6,171	48,785	41,246	5,923	47,169	34,952	4,999	39,951
6	6	44,967	5,662	50,629	43,539	5,888	49,427	42,137	5,650	47,787	35,686	4,774	40,460
7	7	45,951	5,348	51,299	44,487	5,591	50,078	43,050	5,363	48,413	36,438	4,539	40,977
8	8	46,960	5,018	51,978	45,459	5,280	50,739	43,986	5,063	49,049	37,209	4,293	41,502
9	9	47,994	4,673	52,667	46,455	4,955	51,410	44,946	4,748	49,694	37,999	4,035	42,034
10	10	49,054	4,313	53,367	47,476	4,614	52,090	45,930	4,420	50,350	38,809	3,765	42,574
11/1	11	50,140	3,937	54,077	48,523	4,259	52,782	46,938	4,077	51,015	39,639	3,483	43,122
11/2	12	50,140	4,658	54,798	48,523	4,960	53,483	46,938	4,752	51,690	39,639	4,040	43,679
12/1	13	51,253	4,277	55,530	49,596	4,599	54,195	47,971	4,404	52,375	40,490	3,754	44,244
12/2	14	51,253	5,020	56,273	49,596	5,322	54,918	47,971	5,099	53,070	40,490	4,327	44,817
13/1	15	52,394	4,632	57,026	50,696	4,955	55,651	49,030	4,746	53,776	41,362	4,037	45,399
13/2	16	52,394	5,398	57,792	50,696	5,700	56,396	49,030	5,462	54,492	41,362	4,628	45,990
13/3	17	52,394	6,174	58,568	50,696	6,455	57,151	49,030	6,189	55,219	41,362	5,228	46,590
13/4	18	52,394	6,962	59,356	50,696	7,222	57,918	49,030	6,927	55,957	41,362	5,836	47,198
13/5	19	52,394	7,763	60,157	50,696	8,001	58,697	49,030	7,677	56,707	41,362	6,454	47,816
14/1	20	53,564	7,553	61,117	51,823	7,794	59,617	50,116	7,501	57,617	42,256	6,341	48,597

NOTES:

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - SUPPORT MANAGEMENT - 20yr - (261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MS - 11 through MS - 14)

		MS - 11			MS - 12			MS - 13			MS - 14		
BASE STEP	SUPPL STEP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP	BASE (MS) SAL	SUPPLE- MENT	TOTAL COMP
0	0	29,302	5,415	34,717	27,266	5,051	32,317	25,415	4,602	30,017	23,731	4,286	28,017
1	1	29,894	5,254	35,148	27,808	4,904	32,712	25,910	4,467	30,377	24,184	4,163	28,347
2	2	30,501	5,083	35,584	28,363	4,749	33,112	26,418	4,324	30,742	24,649	4,033	28,682
3	3	31,123	4,905	36,028	28,932	4,586	33,518	26,938	4,175	31,113	25,125	3,897	29,022
4	4	31,761	4,717	36,478	29,515	4,416	33,931	27,471	4,019	31,490	25,613	3,754	29,367
5	5	32,415	4,520	36,935	30,113	4,237	34,350	28,018	3,854	31,872	26,113	3,604	29,717
6	6	33,085	4,314	37,399	30,726	4,049	34,775	28,578	3,682	32,260	26,626	3,447	30,073
7	7	33,772	4,098	37,870	31,354	3,852	35,206	29,152	3,501	32,653	27,152	3,282	30,434
8	8	34,476	3,871	38,347	31,998	3,646	35,644	29,741	3,312	33,053	27,691	3,109	30,800
9	9	35,198	3,634	38,832	32,658	3,430	36,088	30,344	3,114	33,458	28,243	2,929	31,172
10	10	35,938	3,387	39,325	33,334	3,205	36,539	30,963	2,907	33,870	28,809	2,740	31,549
11/1	11	36,696	3,128	39,824	34,027	2,970	36,997	31,597	2,691	34,288	29,389	2,543	31,932
11/2	12	36,696	3,635	40,331	34,027	3,435	37,462	31,597	3,115	34,712	29,389	2,932	32,321
12/1	13	37,473	3,373	40,846	34,738	3,195	37,933	32,247	2,895	35,142	29,984	2,731	32,715
12/2	14	37,473	3,895	41,368	34,738	3,674	38,412	32,247	3,332	35,579	29,984	3,132	33,116
13/1	15	38,270	3,629	41,899	35,466	3,432	38,898	32,913	3,110	36,023	30,594	2,928	33,522
13/2	16	38,270	4,167	42,437	35,466	3,925	39,391	32,913	3,560	36,473	30,594	3,341	33,935
13/3	17	38,270	4,713	42,983	35,466	4,426	39,892	32,913	4,016	36,929	30,594	3,759	34,353
13/4	18	38,270	5,268	43,538	35,466	4,934	40,400	32,913	4,480	37,393	30,594	4,184	34,778
13/5	19	38,270	5,830	44,100	35,466	5,450	40,916	32,913	4,951	37,864	30,594	4,616	35,210
14/1	20	39,087	5,730	44,817	36,213	5,304	41,517	33,596	4,821	38,417	31,219	4,498	35,717

NOTES:

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - SUPPORT MANAGEMENT - 20yr - (180 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MS -14 -- 9 Months)

		MS-14 (9 Mo/8 Hr)		
<i>BASE STEP</i>	<i>SUPPL STEP</i>	<i>BASE (MS) SAL</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMP</i>
0	0	18404	3310	21714
1	1	18743	3217	21960
2	2	19092	3120	22212
3	3	19449	3018	22467
4	4	19815	2911	22726
5	5	20190	2798	22988
6	6	20575	2680	23255
7	7	20969	2557	23526
8	8	21374	2427	23801
9	9	21788	2292	24080
10	10	22212	2150	24362
11/1	11	22647	2002	24649
11/2	12	22647	2294	24941
12/1	13	23093	2143	25236
12/2	14	23093	2443	25536
13/1	15	23551	2291	25842
13/2	16	23551	2601	26152
13/3	17	23551	2914	26465
13/4	18	23551	3233	26784
13/5	19	23551	3557	27108
14/1	20	24020	3469	27489

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - PSYCHOLOGIST - 20 YR (202/261 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		Lic 10 Month			Lic 12 Month			Non-Lic 10 Month			Non-Lic 12 Month		
BASE STEP	SUPPL STEP	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN	BASE	SUPPLE- MENT	TOTAL COMPEN
0	0	44,452	4,169	48,621	50,527	5,608	56,135	42,420	4,036	46,456	48,089	5,446	53,535
1	1	45,162	3,969	49,131	51,376	5,371	56,747	43,079	3,855	46,934	48,877	5,231	54,108
2	2	45,889	3,760	49,649	52,246	5,122	57,368	43,754	3,664	47,418	49,684	5,006	54,690
3	3	46,634	3,540	50,174	53,138	4,861	57,999	44,446	3,464	47,910	50,511	4,769	55,280
4	4	47,398	3,309	50,707	54,052	4,587	58,639	45,155	3,255	48,410	51,359	4,520	55,879
5	5	48,181	3,068	51,249	54,989	4,299	59,288	45,882	3,034	48,916	52,228	4,259	56,487
6	6	48,984	2,814	51,798	55,949	3,998	59,947	46,627	2,804	49,431	53,119	3,986	57,105
7	7	49,807	2,549	52,356	56,933	3,684	60,617	47,391	2,562	49,953	54,032	3,699	57,731
8	8	50,650	2,272	52,922	57,942	3,354	61,296	48,174	2,309	50,483	54,968	3,399	58,367
9	9	51,514	1,982	53,496	58,976	3,009	61,985	48,977	2,044	51,021	55,928	3,084	59,012
10	10	52,400	1,679	54,079	60,036	2,649	62,685	49,800	1,767	51,567	56,912	2,756	59,668
11/1	11	53,308	1,363	54,671	61,122	2,273	63,395	50,643	1,478	52,121	57,920	2,413	60,333
11/2	12	53,308	1,964	55,272	61,122	2,994	64,116	50,643	2,041	52,684	57,920	3,088	61,008
12/1	13	54,239	1,643	55,882	62,235	2,613	64,848	51,507	1,747	53,254	58,953	2,740	61,693
12/2	14	54,239	2,262	56,501	62,235	3,356	65,591	51,507	2,327	53,834	58,953	3,435	62,388
13/1	15	55,193	1,936	57,129	63,376	2,968	66,344	52,393	2,029	54,422	60,012	3,082	63,094
13/2	16	55,193	2,574	57,767	63,376	3,734	67,110	52,393	2,626	55,019	60,012	3,798	63,810
13/3	17	55,193	3,221	58,414	63,376	4,510	67,886	52,393	3,232	55,625	60,012	4,525	64,537
13/4	18	55,193	3,878	59,071	63,376	5,298	68,674	52,393	3,847	56,240	60,012	5,263	65,275
13/5	19	55,193	4,544	59,737	63,376	6,099	69,475	52,393	4,471	56,864	60,012	6,013	66,025
14/1	20	56,171	4,365	60,536	64,546	5,889	70,435	53,301	4,320	57,621	61,098	5,837	66,935

- NOTES:
- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 - 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

East Baton Rouge Parish School System

2008-2009 SALARY PROCEDURES

MANAGEMENT CLERICAL

1. Management Clerical employees are employed on a salary basis and may have hours of work which fluctuate from week to week as permitted by the Fair Labor Standards Act. The salary shall be a fixed amount as straight time pay for the hours actually worked. In addition to such salary, for all overtime hours worked, management clerical employees receive pay at a rate not less than one-half the employee's regular rate of pay.
2. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half of the normal employment year.
3.
 - a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 3.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
4. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Board may grant additional salary steps for special skills and/or unique experience.
5. Only the Board shall have the right to change the Pay Grade assignments of positions. All potential reassignments will be referred to the Human Resources/Personnel Services Committee for review and recommendation.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
 - b. Employees requesting a position Pay Grade reassignment shall do so in writing to the Human Resources Department with detailed justification prior to March 15. The Human Resources/Personnel Services Committee shall review these recommended requests prior to April 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 5.b. shall be followed.

2008-2009 MANAGEMENT CLERICAL SALARY PROCEDURES Continued:

6. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
7. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower positions reaches the frozen salary amount.
8. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
9. Employees being placed in a temporary position (acting or appointed substitute) will receive a normal promotion as outlined in Rule No. 3. Such promotion is effective for the term of the appointment only and upon completion of this term the employee shall return to his/her regular grade and step. A step increase will be granted in the regular grade, if applicable.

Note: Procedures related to salary placement when a current employee is recommended for promotion will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.

East Baton Rouge Parish School System

2008-2009 SALARY SCHEDULE

MANAGEMENT CLERICAL PAY GRADES

MC-1

- 114-2NN1 Administrative Secretary
- 119-2311 Admin Secretary to General Counsel

MC-2

- 114-2NNN Administrative Asst, ADAPP
- 114-2216 Administrative Asst, Continuing Ed
- 114-2410 Executive School Secretary
- 114-3120 Sec. to Asst.Supt for Aux Services/Admin. Director, CNP
- 114-2NNN Secretary to Adm. Dir., Phy. Plant Serv.
- 114-2710 Secretary to Adm. Dir., Transp.
- 114-2253 Secretary to Adm. Dir., Techn. Mgmt.
- 114-2212 Secretary to Exec. Dir., Spec. Prog.
- 114-2211 Secretary to Asst. Supt., Area I (Elem)
- 114-2211 Secretary to Asst. Supt., Area II (Middle)
- 114-2211 Secretary to Asst. Supt., Area III (High)
- 114-2511 Secretary to Chief Financial Officer
- 114-2324 Secretary to the Special Assistant to the Superintendent
- 114-3120 Computer Operator II, CNP

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval/Board action.

2008-2009 SALARY SCHEDULE - MANAGEMENT CLERICAL - (261 DAYS/8 HOURS) - 20 YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades MC - 1 through MC - 2)

		MC - 1			MC - 2		
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP
0	0	23,917	2,098	26,015	23,421	2,057	25,478
1	1	24,558	1,857	26,415	24,045	1,822	25,867
2	2	25,221	1,602	26,823	24,690	1,574	26,264
3	3	25,908	1,331	27,239	25,358	1,311	26,669
4	4	26,619	1,044	27,663	26,049	1,033	27,082
5	5	27,355	1,183	28,538	26,765	1,168	27,933
6	6	28,116	1,332	29,448	27,506	1,313	28,819
7	7	28,904	1,490	30,394	28,273	1,467	29,740
8	8	29,720	1,162	30,882	29,066	1,148	30,214
9	9	30,564	1,323	31,887	29,887	1,305	31,192
10	10	31,438	1,494	32,932	30,737	1,472	32,209
11/1	11	32,342	1,128	33,470	31,617	1,116	32,733
11/2	12	32,342	1,677	34,019	31,617	1,650	33,267
12/1	13	33,278	1,301	34,579	32,527	1,285	33,812
12/2	14	33,278	1,729	35,007	32,527	1,841	34,368
13/1	15	34,247	1,767	36,014	33,469	1,739	35,208
13/2	16	34,247	2,017	36,264	33,469	1,989	35,458
13/3	17	34,247	2,267	36,514	33,469	2,239	35,708
13/4	18	34,247	2,517	36,764	33,469	2,489	35,958
13/5	19	34,247	2,767	37,014	33,469	2,739	36,208
14/1	20	35,250	2,014	37,264	34,444	2,014	36,458

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
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East Baton Rouge Parish School System

2008-2009 SALARY PROCEDURES

CLERICAL

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half of the normal employment year.
2. a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.

b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 3.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
3. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Board may grant additional salary steps for special skills and/or unique experience.
4. Only the Board shall have the right to change the Pay Grade assignments of positions. All potential reassignments will be referred to the Human Resources/Personnel Services Committee for review and recommendation.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
 - b. Employees requesting a position Pay Grade reassignment shall do so in writing to the Human Resources Department with detailed justification prior to March 15. The Human Resources/ Personnel Services Committee shall review these recommended requests prior to April 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 5.b. shall be followed.

2008-2009 CLERICAL SALARY PROCEDURES Continued:

5. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
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East Baton Rouge Parish School System

2008-2009 SALARY SCHEDULE

CLERICAL PAY GRADES

CL-3

119-2NNN Computer Operator I
114-2511 Finance Specialist III
114-2830 Personnel Specialist III
114-2212 Data Specialist III
114-2219 Grants Development Specialist

CL-4

114-25NN Finance Specialist II
114-2514 Payroll Specialist II
114-2830 Personnel Specialist II
114-2520 Purchasing Specialist III
114-2NNN Steno Clerk IV
114-2212 Data Specialist II

CL-5

114-2214 Bilingual Parent/Staff Liaison
114-2520 Purchasing Specialist II
114-2830 Personnel Specialist I
114-2710 Transportation Dispatcher
114-2NNN Steno Clerk III
114-3120 Steno Clerk III, CNP
114-2540 Graphic Designer
114-26NN Office Operations Specialist
114-2212 Data Specialist I

CL-6

114-2515 Accounting Specialist I
114-2510 Finance Specialist I
114-2515 Benefits Specialist I
114-2520 Purchasing Specialist I
114-2NNN Special Education Records Controller
114-2540 Graphic Arts Production Assistant
114-2212 Records Controller
114-2515 School Accounts Specialist
114-2510 Risk Management Specialist I
114-2840 Student Data Registration Specialist

CL-7

114-2540 Press/Reprographics Specialist
114-2NNN Receptionist Clerk
114-2NNN Steno Clerk II
114-2212 Records Control Clerk
114-2212 Records Control Clerk - LANSER
114-2123 Pupil Appraisal Typists

CL-8

114-2214 Inventory Control Officer
114-2NNN Steno Clerk I

CL-9

116-2731 Chauffeur - Teacher Aide
115-1130 Elem Time Out Room Moderator

Note:

Position placements are based upon information currently available and may be subject to modification upon final placement approval/Board action.

2008-2009 SALARY SCHEDULE - CLERICAL - (261 DAYS/8 HOURS) - 20 YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades CL - 3 through CL - 5)

		CL - 3			CL - 4			CL - 5		
BASE	SUPPL	BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL	BASE	SUPPLE-	TOTAL
STEP	STEP	SAL	MENT	COMP	SAL	MENT	COMP	SAL	MENT	COMP
0	0	22,941	2,019	24,960	22,474	1,983	24,457	22,020	1,947	23,967
1	1	23,548	1,791	25,339	23,064	1,762	24,826	22,595	1,731	24,326
2	2	24,176	1,549	25,725	23,675	1,527	25,202	23,190	1,502	24,692
3	3	24,826	1,293	26,119	24,308	1,278	25,586	23,806	1,260	25,066
4	4	25,499	1,023	26,522	24,963	1,413	26,376	24,443	1,392	25,835
5	5	26,195	1,155	27,350	25,641	1,142	26,783	25,102	1,130	26,232
6	6	26,916	1,296	28,212	26,342	1,280	27,622	25,784	1,264	27,048
7	7	27,662	1,446	29,108	27,068	1,427	28,495	26,490	1,408	27,898
8	8	28,434	1,136	29,570	27,819	1,126	28,945	27,221	1,115	28,336
9	9	29,233	1,289	30,522	28,597	1,274	29,871	27,978	1,259	29,237
10	10	30,060	1,452	31,512	29,402	1,433	30,835	28,761	1,414	30,175
11/1	11	30,916	1,106	32,022	30,235	1,096	31,331	29,572	1,087	30,659
11/2	12	30,916	1,626	32,542	30,235	1,602	31,837	29,572	1,579	31,151
12/1	13	31,802	1,270	33,072	31,097	1,257	32,354	30,411	1,243	31,654
12/2	14	31,802	1,811	33,613	31,097	1,784	32,881	30,411	1,756	32,167
13/1	15	32,719	1,713	34,432	31,989	1,688	33,677	31,279	1,663	32,942
13/2	16	32,719	1,963	34,682	31,989	1,938	33,927	31,279	1,913	33,192
13/3	17	32,719	2,213	34,932	31,989	2,188	34,177	31,279	2,163	33,442
13/4	18	32,719	2,463	35,182	31,989	2,438	34,427	31,279	2,413	33,692
13/5	19	32,719	2,713	35,432	31,989	2,688	34,677	31,279	2,663	33,942
14/1	20	33,668	2,014	35,682	32,913	2,014	34,927	32,178	2,014	34,192

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - CLERICAL - (261 DAYS/8 HOURS) - 20 YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades CL - 6 through CL - 9)

		CL - 6			CL - 7			CL - 8			CL - 9		
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP
0	0	21,579	1,911	23,490	21,153	1,877	23,030	20,473	1,823	22,296	19,828	1,772	21,600
1	1	22,138	1,701	23,839	21,697	1,673	23,370	20,993	1,629	22,622	20,326	1,586	21,912
2	2	22,717	1,479	24,196	22,260	1,457	23,717	21,532	1,422	22,954	20,841	1,389	22,230
3	3	23,316	1,243	24,559	22,843	1,228	24,071	22,090	1,202	23,292	21,374	1,180	22,554
4	4	23,936	1,373	25,309	23,446	1,355	24,801	22,667	1,323	23,990	21,926	1,296	23,222
5	5	24,578	1,116	25,694	24,071	1,105	25,176	23,264	1,086	24,350	22,497	1,069	23,566
6	6	25,242	1,247	26,489	24,717	1,233	25,950	23,882	1,208	25,090	23,088	1,187	24,275
7	7	25,929	1,387	27,316	25,386	1,370	26,756	24,522	1,339	25,861	23,700	1,313	25,013
8	8	26,640	1,102	27,742	26,078	1,093	27,171	25,184	1,074	26,258	24,333	1,060	25,393
9	9	27,376	1,244	28,620	26,795	1,230	28,025	25,869	1,207	27,076	24,989	1,186	26,175
10	10	28,138	1,395	29,533	27,537	1,377	28,914	26,578	1,348	27,926	25,668	1,322	26,990
11/1	11	28,927	1,077	30,004	28,305	1,067	29,372	27,312	1,053	28,365	26,370	1,039	27,409
11/2	12	28,927	1,556	30,483	28,305	1,534	29,839	27,312	1,500	28,812	26,370	1,467	27,837
12/1	13	29,743	1,230	30,973	29,100	1,216	30,316	28,072	1,195	29,267	27,097	1,176	28,273
12/2	14	29,743	1,729	31,472	29,100	1,702	30,802	28,072	1,660	29,732	27,097	1,621	28,718
13/1	15	30,588	1,638	32,226	29,922	1,615	31,537	28,858	1,578	30,436	27,849	1,543	29,392
13/2	16	30,588	1,888	32,476	29,922	1,865	31,787	28,858	1,828	30,686	27,849	1,793	29,642
13/3	17	30,588	2,138	32,726	29,922	2,115	32,037	28,858	2,078	30,936	27,849	2,043	29,892
13/4	18	30,588	2,388	32,976	29,922	2,365	32,287	28,858	2,328	31,186	27,849	2,293	30,142
13/5	19	30,588	2,638	33,226	29,922	2,615	32,537	28,858	2,578	31,436	27,849	2,543	30,392
14/1	20	31,462	2,014	33,476	30,773	2,014	32,787	29,672	2,014	31,686	28,628	2,014	30,642

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - 9, 10 & 11 MONTH CLERICAL & 10MTH SCHOOL CLERK - 20 YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(9 Month, 10 Month & 11 Month -- 8 Hours -- 180/200/220 Days)

		CL - 5 (9 Mth) C305			CL - 4 (10 Mth) C204			CL - 7 (11Mth) C407			School Clerk (10 Mth) C208		
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	16,451	1,484	17,935	18,301	1,634	19,935	18,419	1,670	20,089	17,284	1,545	18,829
1	1	16,855	1,335	18,190	18,762	1,465	20,227	18,878	1,498	20,376	17,709	1,387	19,096
2	2	17,274	1,177	18,451	19,239	1,285	20,524	19,352	1,316	20,668	18,149	1,219	19,368
3	3	17,707	1,010	18,717	19,733	1,094	20,827	19,844	1,123	20,967	18,605	1,041	19,646
4	4	18,155	1,101	19,256	20,244	1,197	21,441	20,352	1,230	21,582	19,077	1,141	20,218
5	5	18,619	920	19,539	20,773	990	21,763	20,879	1,019	21,898	19,565	1,249	20,814
6	6	19,099	1,013	20,112	21,320	1,095	22,415	21,423	1,127	22,550	20,070	1,050	21,120
7	7	19,596	1,112	20,708	21,887	1,208	23,095	21,987	1,243	23,230	20,593	1,159	21,752
8	8	20,111	918	21,029	22,473	977	23,450	22,571	1,009	23,580	21,134	1,275	22,409
9	9	20,644	1,009	21,653	23,080	1,091	24,171	23,175	1,125	24,300	21,694	1,054	22,748
10	10	21,195	1,116	22,311	23,708	1,213	24,921	23,800	1,249	25,049	22,274	1,172	23,446
11/1	11	21,766	918	22,684	24,338	954	25,292	24,448	987	25,435	22,874	1,297	24,171
11/2	12	21,766	1,230	22,996	24,338	1,342	25,680	24,448	1,381	25,829	22,874	1,671	24,545
12/1	13	22,356	998	23,354	25,031	1,078	26,109	25,118	1,113	26,231	23,495	1,336	24,831
12/2	14	22,356	1,352	23,708	25,031	1,482	26,513	25,118	1,523	26,641	23,495	2,008	25,503
13/1	15	22,967	1,288	24,255	25,728	1,408	27,136	25,811	1,449	27,260	24,138	1,615	25,753
13/2	16	22,967	1,538	24,505	25,728	1,658	27,386	25,811	1,699	27,510	24,138	1,865	26,003
13/3	17	22,967	1,788	24,755	25,728	1,908	27,636	25,811	1,949	27,760	24,138	2,115	26,253
13/4	18	22,967	2,038	25,005	25,728	2,158	27,886	25,811	2,199	28,010	24,138	2,365	26,503
13/5	19	22,967	2,288	25,255	25,728	2,408	28,136	25,811	2,449	28,260	24,138	2,615	26,753
14/1	20	23,600	1,905	25,505	26,449	1,937	28,386	26,528	1,982	28,510	24,803	2,200	27,003

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - AIDES NOT HIGHLY QUALIFIED - 20YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(9 Month & 10 Month -- 6, 7, & 8 Hours -- 180/200 Days)

NON-HQ Child Sp Aide/NON-

**HQ TOR Elem. School (9
Mo/8 Hr) C308**

**NON-HQ Teacher Aide
Mo/7 Hr) C307**

**(9 NON-HQ Aide
Mo/6 Hr) C306**

**(9 NON-HQ Aide
(10 Mo/8 Hr) C209**

BASE SUPPLE		BASE SUPPLE- TOTAL			BASE SUPPLE- TOTAL			BASE SUPPLE- TOTAL			BASE SUPPLE- TOTAL		
STEP	STEP	SAL	MENT	COMPEN	SAL	MENT	COMPEN	SAL	MENT	COMPEN	SAL	MENT	COMPEN
0	0	14,938	2,590	17,528	13,904	1,264	15,168	12,777	1,177	13,954	16,263	1,465	17,728
1	1	15,290	2,484	17,774	14,219	1,148	15,367	13,053	1,076	14,129	16,653	1,320	17,973
2	2	15,654	2,371	18,025	14,545	1,025	15,570	13,339	968	14,307	17,056	1,167	18,223
3	3	16,031	2,250	18,281	14,883	1,106	15,989	13,635	1,040	14,675	17,473	1,005	18,478
4	4	16,421	2,122	18,543	15,233	971	16,204	13,941	923	14,864	17,905	1,098	19,003
5	5	16,824	1,985	18,809	15,595	1,053	16,648	14,258	996	15,254	18,352	1,197	19,549
6	6	17,242	1,839	19,081	15,970	1,140	17,110	14,586	1,073	15,659	18,815	1,015	19,830
7	7	17,674	1,685	19,359	16,358	990	17,348	14,925	943	15,868	19,294	1,116	20,410
8	8	18,121	1,521	19,642	16,759	1,079	17,838	15,276	1,023	16,299	19,790	1,223	21,013
9	9	18,584	1,346	19,930	17,174	1,174	18,348	15,639	1,108	16,747	20,303	1,021	21,324
10	10	19,063	1,162	20,225	17,604	1,007	18,611	16,015	962	16,977	20,834	1,130	21,964
11/1	11	19,559	966	20,525	18,049	1,103	19,152	16,404	1,049	17,453	21,384	1,246	22,630
11/2	12	19,559	1,272	20,831	18,049	1,382	19,431	16,404	1,293	17,697	21,384	1,589	22,973
12/1	13	20,072	1,071	21,143	18,509	1,207	19,716	16,807	1,140	17,947	21,953	1,370	23,323
12/2	14	20,072	1,390	21,462	18,509	1,637	20,146	16,807	1,517	18,324	21,953	1,898	23,851
13/1	15	20,603	1,184	21,787	18,985	1,411	20,396	17,224	1,350	18,574	22,542	1,559	24,101
13/2	16	20,603	1,515	22,118	18,985	1,661	20,646	17,224	1,600	18,824	22,542	1,809	24,351
13/3	17	20,603	1,854	22,457	18,985	1,911	20,896	17,224	1,850	19,074	22,542	2,059	24,601
13/4	18	20,603	2,198	22,801	18,985	2,161	21,146	17,224	2,100	19,324	22,542	2,309	24,851
13/5	19	20,603	2,550	23,153	18,985	2,411	21,396	17,224	2,350	19,574	22,542	2,559	25,101
14/1	20	21,153	2,532	23,685	19,478	2,168	21,646	17,656	2,168	19,824	23,151	2,200	25,351

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - HIGHLY QUALIFIED AIDES - 20YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(9 Month & 10 Month -- 6, 7, & 8 Hours -- 180/200 Days)

		HQ Child Sp Aide/HQ TOR Elem Sch (9 Mo/8 Hr) Q308			HQ Teacher Aide Mo/7 Hr) Q307			(9 HQ Aide Mo/6 Hr) Q306			(9 HQ Aide Mo/8 Hr) Q209		
BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	15,938	2,590	18,528	14,904	1,264	16,168	13,777	1,177	14,954	17,263	1,465	18,728
1	1	16,290	2,484	18,774	15,219	1,148	16,367	14,053	1,076	15,129	17,653	1,320	18,973
2	2	16,654	2,371	19,025	15,545	1,025	16,570	14,339	968	15,307	18,056	1,167	19,223
3	3	17,031	2,250	19,281	15,883	1,106	16,989	14,635	1,040	15,675	18,473	1,005	19,478
4	4	17,421	2,122	19,543	16,233	971	17,204	14,941	923	15,864	18,905	1,098	20,003
5	5	17,824	1,985	19,809	16,595	1,053	17,648	15,258	996	16,254	19,352	1,197	20,549
6	6	18,242	1,839	20,081	16,970	1,140	18,110	15,586	1,073	16,659	19,815	1,015	20,830
7	7	18,674	1,685	20,359	17,358	990	18,348	15,925	943	16,868	20,294	1,116	21,410
8	8	19,121	1,521	20,642	17,759	1,079	18,838	16,276	1,023	17,299	20,790	1,223	22,013
9	9	19,584	1,346	20,930	18,174	1,174	19,348	16,639	1,108	17,747	21,303	1,021	22,324
10	10	20,063	1,162	21,225	18,604	1,007	19,611	17,015	962	17,977	21,834	1,130	22,964
11/1	11	20,559	966	21,525	19,049	1,103	20,152	17,404	1,049	18,453	22,384	1,246	23,630
11/2	12	20,559	1,272	21,831	19,049	1,382	20,431	17,404	1,293	18,697	22,384	1,589	23,973
12/1	13	21,072	1,071	22,143	19,509	1,207	20,716	17,807	1,140	18,947	22,953	1,370	24,323
12/2	14	21,072	1,390	22,462	19,509	1,637	21,146	17,807	1,517	19,324	22,953	1,898	24,851
13/1	15	21,603	1,184	22,787	19,985	1,411	21,396	18,224	1,350	19,574	23,542	1,559	25,101
13/2	16	21,603	1,515	23,118	19,985	1,661	21,646	18,224	1,600	19,824	23,542	1,809	25,351
13/3	17	21,603	1,854	23,457	19,985	1,911	21,896	18,224	1,850	20,074	23,542	2,059	25,601
13/4	18	21,603	2,198	23,801	19,985	2,161	22,146	18,224	2,100	20,324	23,542	2,309	25,851
13/5	19	21,603	2,550	24,153	19,985	2,411	22,396	18,224	2,350	20,574	23,542	2,559	26,101
14/1	20	22,153	2,532	24,685	20,478	2,168	22,646	18,656	2,168	20,824	24,151	2,200	26,351

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.
 3) Paraprofessionals meeting the definition of highly qualified, as defined by the LA State Dept of Ed, will receive an additional \$1,000 in salary effective for FY 2006-07.

2008-2009 SALARY SCHEDULE - SPECIAL ED TRANSPORTATION AIDE - 20YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(9 Month -- 180 Days)

NON-HQ SETA (Hourly Rate) CH09				HQ SETA (Hourly Rate) QH09			
BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	11.17	0.96	12.13	11.86	0.96	12.82
1	1	11.44	0.86	12.30	12.13	0.86	12.99
2	2	11.72	0.75	12.47	12.41	0.75	13.16
3	3	12.01	0.64	12.65	12.70	0.64	13.34
4	4	12.31	0.71	13.02	13.00	0.71	13.71
5	5	12.62	0.78	13.40	13.31	0.78	14.09
6	6	12.94	0.66	13.60	13.63	0.66	14.29
7	7	13.27	0.73	14.00	13.96	0.73	14.69
8	8	13.61	0.81	14.42	14.30	0.81	15.11
9	9	13.97	0.67	14.64	14.66	0.67	15.33
10	10	14.33	0.75	15.08	15.02	0.75	15.77
11/1	11	14.71	0.83	15.54	15.40	0.83	16.23
11/2	12	14.71	1.07	15.78	15.40	1.07	16.47
12/1	13	15.11	0.92	16.03	15.80	0.92	16.72
12/2	14	15.11	1.29	16.40	15.80	1.29	17.09
13/1	15	15.52	1.04	16.56	16.21	1.04	17.25
13/2	16	15.52	1.19	16.71	16.21	1.19	17.40
13/3	17	15.52	1.35	16.87	16.21	1.35	17.56
13/4	18	15.52	1.50	17.02	16.21	1.50	17.71
13/5	19	15.52	1.65	17.17	16.21	1.65	17.86
14/1	20	15.94	1.40	17.34	16.63	1.40	18.03

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.
- 3) Paraprofessionals meeting the definition of highly qualified, as defined by the LA State Dept of Ed, will receive an additional \$1,000 in salary effective for FY 2006-07.

East Baton Rouge Parish School System

2008-2009 SALARY PROCEDURES

MAINTENANCE

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half of the normal employment year.
2. a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.

b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 3.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
3. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Board may grant additional salary steps for special skills and/or unique experience.
4. Only the Board shall have the right to change the Pay Grade assignments of positions. All potential reassignments will be referred to the Human Resources/Personnel Services Committee for review and recommendation.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
 - b. Employees requesting a position Pay Grade reassignment shall do so in writing to the Human Resources Department with detailed justification prior to March 15. The Human Resources/ Personnel Services Committee shall review these recommended requests prior to April 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 5.b. shall be followed.

2008-2009 MAINTENANCE SALARY PROCEDURES Continued:

5. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
6. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower positions reaches the frozen salary amount.
7. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
8. Employees being placed in a temporary position (acting or appointed substitute) will receive a normal promotion as outlined in Rule No. 3. Such promotion is effective for the term of the appointment only and upon completion of this term the employee shall return to his/her regular grade and step. A step increase will be granted in the regular grade, if applicable.

Note: Procedures related to salary placement when a current employee is recommended for promotion will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.

East Baton Rouge Parish School System

2008-2009 SALARY SCHEDULE

Maintenance Pay Grades

G-1

119-2NNN Leaderman, Transportation
116-3120 Assistant Warehouse Supervisor, CNP

G-2

117-3120 Appliance Mechanic, CNP
117-2NNN Transportation Automotive Mechanic II
117-2640 Electronic Technician II

G-3

G-4

G-5

117-2723 Transportation Mechanic I

G-6

119-2530 Inventory Contrl Warehousemn, Fed Prg

G-7

116-2731 Chauffeur/Steno I

G-8

116-3120 Warehouse Truck Driver, CNP
119-2530 Transportation Laborer

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval/Board action.

2008-2009 SALARY SCHEDULE - MAINTENANCE - (261 DAYS / 8 HOURS) - 20 YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades G - 1 through G - 4)

		G - 1			G - 2			G - 3			G - 4		
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP
0	0	24,107	4,401	28,508	23,605	4,300	27,905	23,118	4,200	27,318	22,647	4,105	26,752
1	1	24,755	4,203	28,958	24,235	4,108	28,343	23,731	4,013	27,744	23,244	3,923	27,167
2	2	25,425	3,992	29,417	24,887	3,902	28,789	24,365	3,814	28,179	23,861	3,729	27,590
3	3	26,119	3,766	29,885	25,562	3,683	29,245	25,022	3,600	28,622	24,500	3,521	28,021
4	4	26,837	3,525	30,362	26,261	3,448	29,709	25,702	3,372	29,074	25,161	3,300	28,461
5	5	27,580	3,269	30,849	26,984	3,199	30,183	26,405	3,130	29,535	25,846	3,064	28,910
6	6	28,349	2,997	31,346	27,732	2,934	30,666	27,133	2,872	30,005	26,555	2,813	29,368
7	7	29,145	2,707	31,852	28,507	2,652	31,159	27,887	2,598	30,485	27,288	2,547	29,835
8	8	29,969	2,400	32,369	29,309	2,353	31,662	28,667	2,308	30,975	28,047	2,264	30,311
9	9	30,822	2,074	32,896	30,139	2,036	32,175	29,474	2,000	31,474	28,833	1,964	30,797
10	10	31,705	1,728	33,433	30,998	1,700	32,698	30,309	1,674	31,983	29,646	1,647	31,293
11/1	11	32,619	1,363	33,982	31,887	1,345	33,232	31,174	1,328	32,502	30,488	1,310	31,798
11/2	12	32,619	1,922	34,541	31,887	1,889	33,776	31,174	1,858	33,032	30,488	1,826	32,314
12/1	13	33,565	1,547	35,112	32,807	1,524	34,331	32,069	1,503	33,572	31,359	1,481	32,840
12/2	14	33,565	2,128	35,693	32,807	2,091	34,898	32,069	2,054	34,123	31,359	2,017	33,376
13/1	15	34,544	1,743	36,287	33,759	1,716	35,475	32,995	1,690	34,685	32,260	1,664	33,924
13/2	16	34,544	2,348	36,892	33,759	2,306	36,065	32,995	2,264	35,259	32,260	2,222	34,482
13/3	17	34,544	2,966	37,510	33,759	2,906	36,665	32,995	2,849	35,844	32,260	2,791	35,051
13/4	18	34,544	3,596	38,140	33,759	3,519	37,278	32,995	3,445	36,440	32,260	3,372	35,632
13/5	19	34,544	4,238	38,782	33,759	4,145	37,904	32,995	4,054	37,049	32,260	3,964	36,224
14/1	20	35,557	4,197	39,754	34,744	4,105	38,849	33,954	4,014	37,968	33,193	3,927	37,120

NOTES:

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - MAINTENANCE - (261 DAYS / 8 HOURS) - 20 YR

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(Pay Grades G - 5 through G - 8)

		G - 5			G - 6			G - 7			G - 8		
BASE STEP	SUPPL STEP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP	BASE SAL	SUPPLE- MENT	TOTAL COMP
0	0	22,041	3,981	26,022	21,459	3,863	25,322	20,900	3,750	24,650	20,359	3,641	24,000
1	1	22,616	3,806	26,422	22,014	3,694	25,708	21,435	3,588	25,023	20,875	3,485	24,360
2	2	23,211	3,619	26,830	22,588	3,514	26,102	21,989	3,414	25,403	21,410	3,317	24,727
3	3	23,827	3,419	27,246	23,182	3,322	26,504	22,563	3,227	25,790	21,963	3,138	25,101
4	4	24,465	3,206	27,671	23,797	3,116	26,913	23,157	3,029	26,186	22,536	2,946	25,482
5	5	25,125	2,979	28,104	24,434	2,897	27,331	23,771	2,818	26,589	23,129	2,743	25,872
6	6	25,808	2,738	28,546	25,093	2,665	27,758	24,407	2,594	27,001	23,742	2,527	26,269
7	7	26,515	2,481	28,996	25,775	2,417	28,192	25,065	2,355	27,420	24,377	2,297	26,674
8	8	27,247	2,209	29,456	26,481	2,155	28,636	25,746	2,103	27,849	25,034	2,053	27,087
9	9	28,005	1,920	29,925	27,212	1,876	29,088	26,451	1,834	28,285	25,714	1,794	27,508
10	10	28,789	1,614	30,403	27,968	1,582	29,550	27,181	1,550	28,731	26,418	1,520	27,938
11/1	11	29,601	1,290	30,891	28,751	1,269	30,020	27,936	1,249	29,185	27,147	1,230	28,377
11/2	12	29,601	1,787	31,388	28,751	1,749	30,500	27,936	1,712	29,648	27,147	1,677	28,824
12/1	13	30,441	1,455	31,896	29,561	1,429	30,990	28,718	1,403	30,121	27,901	1,379	29,280
12/2	14	30,441	1,972	32,413	29,561	1,929	31,490	28,718	1,885	30,603	27,901	1,844	29,745
13/1	15	31,310	1,631	32,941	30,400	1,599	31,999	29,527	1,568	31,095	28,681	1,539	30,220
13/2	16	31,310	2,170	33,480	30,400	2,119	32,519	29,527	2,069	31,596	28,681	2,023	30,704
13/3	17	31,310	2,719	34,029	30,400	2,649	33,049	29,527	2,581	32,108	28,681	2,517	31,198
13/4	18	31,310	3,279	34,589	30,400	3,189	33,589	29,527	3,103	32,630	28,681	3,020	31,701
13/5	19	31,310	3,851	35,161	30,400	3,741	34,141	29,527	3,635	33,162	28,681	3,534	32,215
14/1	20	32,210	3,815	36,025	31,268	3,706	34,974	30,364	3,602	33,966	29,489	3,502	32,991

- NOTES:
- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 - 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

East Baton Rouge Parish School System

2008-2009 SALARY PROCEDURES

Child Nutrition Program

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served for at least one-half of the normal employment year.
2.
 - a. Any person being promoted will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made to the step that generates a salary that is equal to or greater than 105% of the previous salary (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
 - b. Any person being promoted in excess of two Pay Grades will automatically be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will be as outlined in 3.a. above, plus 102.5% for each Pay Grade increase in excess of two (not to exceed the maximum salary of the respective Pay Grade). For promotions occurring on July 1, previous salary shall include a step increase in the old Pay Grade, if applicable.
3. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Board may grant additional salary steps for special skills and/or unique experience.
4. Only the Board shall have the right to change the Pay Grade assignments of positions. All potential reassignments will be referred to the Human Resources/Personnel Services Committee for review and recommendation.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created.
 - b. Employees requesting a position Pay Grade reassignment shall do so in writing to the Human Resources Department with detailed justification prior to March 15. The Human Resources/Personnel Services Committee shall review these recommended requests prior to April 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible, the time schedule in Paragraph 5.b. shall be followed.

2008-2009 CHILD NUTRITION PROGRAM SALARY PROCEDURES Continued:

5. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to his/her old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.
6. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have his/her salary frozen at the current rate until the grade and step on the schedule for the lower positions reaches the frozen amount.
7. Employees requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
8. Employees being placed in a temporary position (acting or appointed substitute) will receive a normal promotion as outlined in Rule No. 3. Such promotion is effective for the term of the appointment only and upon completion of this term the employee shall return to his/her regular grade and step. A step increase will be granted in the regular grade, if applicable.
9. An additional \$1,320 Salary Supplement will be granted to Cafeteria Managers in an effort to compensate for each additional school supervised and served above two school sites.

Note: Procedures related to salary placement when a current employee is recommended for promotions will be reviewed by the Compensation Committee. Revised procedures will be brought to the Board for approval when available.

East Baton Rouge Parish School System

2008-2009 SALARY SCHEDULE

Child Nutrition Program Pay Grades

CN-12

111-3121 Manager/Degreed, CNP

CN-20

114-3120 Tech IV, CNP

116-3120 Tech III/Head Cook-Lead Tech, CNP

CN-13

111-3121 Multi-Unit Manager Degreed, CNP

CN-21

116-3120 Tech II, 7-Hr, CNP

CN-14

111-3121 Area Supervisor, CNP

CN-22

116-3120 Tech II, 6-Hr, CNP

CN-15

111-3121 Manager/Non-Degreed, CNP

CN-23

116-3120 Tech II, 5-Hr, CNP

CN-16

111-3121 Multi-Unit Manager Non-Degreed, CNP

CN-24

116-3120 School Truck Driver, CNP

CN-17

111-3121 Asst Manager, CNP

CN-25

116-3120 Porter, CNP

CN-18

111-3121 10 Month Area Supervisor, CNP

Note: Position placements are based upon information currently available and may be subject to modification upon final placement approval/Board action.

2008-2009 SALARY SCHEDULE - CHILD NUTRITION PROGRAM MANAGER (9 MONTH) - 20 YR (180 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		CN-12 MANAGER DEGREED(8020)				CN-13 MULTI-MANAGER DEGREED (8030)				CN-14 AREA SUPERVISOR DEGREED (8031)				CN-15 MANAGER NON-DEGREED(8032)				CN-16 MULTI-MANAGER NON-DEGREED (8033)			
BASE STEP	SUPPL STEP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP	BASE SAL	SFS SUPP	SUPPLE- MENT	TOTAL COMP
0	0	22,819	2,838	2,189	27,846	23,659	3,300	2,249	29,208	24,541	4,438	2,267	31,246	19,904	1,445	1,864	23,213	20,598	2,745	1,870	25,213
1	1	23,267	2,880	2,038	28,185	24,128	3,346	2,070	29,544	25,032	4,504	2,100	31,636	20,279	1,467	1,737	23,483	20,991	2,792	1,770	25,553
2	2	23,726	2,924	1,880	28,530	24,609	3,393	1,883	29,885	25,535	4,572	1,926	32,033	20,664	1,489	1,604	23,757	21,393	2,839	1,667	25,899
3	3	24,197	2,968	1,715	28,880	25,102	3,441	1,687	30,230	26,051	4,641	1,743	32,435	21,058	1,511	1,466	24,035	21,805	2,887	1,558	26,250
4	4	24,680	3,012	1,543	29,235	25,607	3,489	1,484	30,580	26,580	4,710	1,553	32,843	21,462	1,534	1,322	24,318	22,228	2,936	1,444	26,608
5	5	25,175	3,057	1,363	29,595	26,125	3,537	1,273	30,935	27,122	4,781	1,355	33,258	21,876	1,557	1,171	24,604	22,661	2,987	1,324	26,972
6	6	25,682	3,103	1,176	29,961	26,656	3,587	1,052	31,295	27,678	4,853	1,148	33,679	22,301	1,580	1,014	24,895	23,105	3,037	1,200	27,342
7	7	26,202	3,150	980	30,332	27,200	3,299	1,188	31,687	28,248	4,926	932	34,106	22,736	1,328	1,126	25,190	23,560	3,083	1,031	27,674
8	8	26,735	2,863	1,111	30,709	27,758	3,348	978	32,084	28,832	4,634	1,073	34,539	23,182	1,348	960	25,490	24,027	2,834	1,150	28,011
9	9	27,281	2,561	1,249	31,091	28,330	3,040	1,117	32,487	29,430	4,328	1,221	34,979	23,639	1,080	1,075	25,794	24,505	2,876	971	28,352
10	10	27,841	2,600	1,039	31,480	28,916	2,717	1,263	32,896	30,043	4,393	989	35,425	24,108	800	1,195	26,103	24,995	2,611	1,094	28,700
11/1	11	28,415	2,278	1,181	31,874	29,517	2,757	1,037	33,311	30,672	4,066	1,141	35,879	24,588	811	1,017	26,416	25,498	2,333	1,221	29,052
11/2	12	28,415	2,312	1,546	32,273	29,517	2,799	1,417	33,733	30,672	4,127	1,540	36,339	24,588	823	1,323	26,734	25,498	2,367	1,544	29,409
12/1	13	29,003	2,346	1,330	32,679	30,133	2,840	1,187	34,160	31,316	4,188	1,301	36,805	25,080	836	1,141	27,057	26,013	2,403	1,356	29,772
12/2	14	29,003	2,382	1,706	33,091	30,133	2,884	1,578	34,595	31,316	4,251	1,712	37,279	25,080	849	1,456	27,385	26,013	2,439	1,689	30,141
13/1	15	29,606	2,418	1,486	33,510	30,764	2,926	1,345	35,035	31,977	4,315	1,468	37,760	25,585	861	1,271	27,717	26,541	2,813	1,161	30,515
13/2	16	29,606	2,454	1,874	33,934	30,764	2,971	1,748	35,483	31,977	4,380	1,892	38,249	25,585	874	1,596	28,055	26,541	2,855	1,498	30,894
13/3	17	29,606	2,394	2,365	34,365	30,764	2,866	2,307	35,937	31,977	4,773	1,994	38,744	25,585	839	1,973	28,397	26,541	2,897	1,841	31,279
13/4	18	29,606	2,831	2,615	35,052	30,764	3,327	2,557	36,648	31,977	5,276	2,244	39,497	25,585	1,187	2,223	28,995	26,541	3,112	2,017	31,670
13/5	19	29,606	3,275	2,615	35,496	30,764	3,794	2,557	37,115	31,977	5,787	2,244	40,008	25,585	1,540	2,223	29,348	26,541	3,509	2,267	32,317
14/1	20	30,224	3,725	1,997	35,946	31,411	4,269	1,910	37,590	32,654	6,305	1,567	40,526	26,102	1,898	1,706	29,706	27,082	3,912	1,726	32,720

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) An additional \$1320 salary supplement will be granted to Cafeteria Managers in an effort to compensate for each additional school supervised and served above two (2) school sites.
 3) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - CHILD NUTRITION PROGRAM ASSISTANT MANAGER/AREA

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

(9 & 10 MONTH) - 20 YR - (180/200 DAYS)

		CN-17 ASST MANAGER (8034)			CN-18 10 MONTH AREA SUPV (8035)			
<i>BASE</i>	<i>SUPPL</i>	<i>BASE</i>	<i>SUPPLE-</i>	<i>TOTAL</i>	<i>BASE</i>	<i>SFS</i>	<i>SUPPLE-</i>	<i>TOTAL</i>
<i>STEP</i>	<i>STEP</i>	<i>SAL</i>	<i>MENT</i>	<i>COMPEN</i>	<i>SAL</i>	<i>SUPP</i>	<i>MENT</i>	<i>COMP</i>
0	0	16,992	1,946	18,938	25,910	4,931	1,566	32,407
1	1	17,294	1,850	19,144	26,429	5,004	1,377	32,810
2	2	17,604	1,749	19,353	26,961	5,080	1,180	33,221
3	3	17,922	1,643	19,565	27,507	5,157	974	33,638
4	4	18,248	1,532	19,780	28,066	5,233	1,110	34,409
5	5	18,582	1,417	19,999	28,639	5,312	1,253	35,204
6	6	18,924	1,297	20,221	29,227	5,392	1,031	35,650
7	7	19,275	1,171	20,446	29,829	5,473	1,178	36,480
8	8	19,635	1,039	20,674	30,446	5,149	1,333	36,928
9	9	20,004	1,137	21,141	31,079	4,809	1,094	36,982
10	10	20,382	1,078	21,460	31,728	4,881	1,252	37,861
11/1	11	20,769	935	21,704	32,393	4,518	999	37,910
11/2	12	20,769	1,182	21,951	32,393	4,586	1,418	38,397
12/1	13	21,166	1,036	22,202	33,075	4,653	1,161	38,889
12/2	14	21,166	1,291	22,457	33,075	4,723	1,592	39,390
13/1	15	21,573	1,143	22,716	33,774	4,794	1,437	40,005
13/2	16	21,573	1,405	22,978	33,774	4,867	1,687	40,328
13/3	17	21,573	1,672	23,245	33,774	5,303	1,937	41,014
13/4	18	21,573	1,942	23,515	33,774	5,862	1,937	41,573
13/5	19	21,573	2,165	23,738	33,774	6,430	1,937	42,141
14/1	20	21,990	1,998	23,988	34,490	7,006	950	42,446

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) An additional \$1320 salary supplement will be granted to Cafeteria Managers in an effort to compensate for each additional school supervised and served above two (2) schools.
 3) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - CHILD NUTRITION PROGRAM TECHNICIAN (180 DAYS/5, 6, & 7 HOURS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04
 Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009
 Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

		CN-20 TECH IV (8900)			CN-20 TECH III - (8111)			CN-21 TECH II - 7 HR - (8112)			CN-22 TECH II - 6 HR - (8115)			CN-23 TECH II - 5 HR - (8114)		
BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	13,857	1,261	15,118	13,857	1,261	15,118	13,200	1,208	14,408	12,176	1,128	13,304	10904	1,051	11,955
1	1	14,171	1,145	15,316	14,171	1,145	15,316	13,491	1,101	14,592	12,431	1,035	13,466	11117	974	12,091
2	2	14,495	1,023	15,518	14,495	1,023	15,518	13,792	987	14,779	12,695	936	13,631	11337	918	12,255
3	3	14,831	1,103	15,934	14,831	1,103	15,934	14,103	1,063	15,166	12,968	1,003	13,971	11564	947	12,511
4	4	15,179	970	16,149	15,179	970	16,149	14,425	940	15,365	13,250	1,075	14,325	11799	1,007	12,806
5	5	15,539	1,052	16,591	15,539	1,052	16,591	14,759	1,016	15,775	13,543	964	14,507	12043	918	12,961
6	6	15,912	1,138	17,050	15,912	1,138	17,050	15,104	1,098	16,202	13,845	1,037	14,882	12295	976	13,271
7	7	16,297	990	17,287	16,297	990	17,287	15,461	961	16,422	14,158	1,115	15,273	12556	1,030	13,586
8	8	16,696	1,079	17,775	16,696	1,079	17,775	15,831	1,043	16,874	14,483	991	15,474	12827	937	13,764
9	9	17,109	1,173	18,282	17,109	1,173	18,282	16,214	1,132	17,346	14,818	1,071	15,889	13106	1,004	14,110
10	10	17,537	1,007	18,544	17,537	1,007	18,544	16,610	978	17,588	15,166	936	16,102	13396	918	14,314
11/1	11	17,979	1,103	19,082	17,979	1,103	19,082	17,020	1,068	18,088	15,525	1,017	16,542	13695	959	14,654
11/2	12	17,979	1,381	19,360	17,979	1,381	19,360	17,020	1,326	18,346	15,525	1,244	16,769	13695	1,148	14,843
12/1	13	18,437	1,206	19,643	18,437	1,206	19,643	17,444	1,164	18,608	15,897	1,103	17,000	14005	1,031	15,036
12/2	14	18,437	1,633	20,070	18,437	1,633	20,070	17,444	1,562	19,006	15,897	1,452	17,349	14005	1,321	15,326
13/1	15	18,911	1,409	20,320	18,911	1,409	20,320	17,884	1,372	19,256	16,282	1,317	17,599	14326	1,250	15,576
13/2	16	18,911	1,659	20,570	18,911	1,659	20,570	17,884	1,622	19,506	16,282	1,567	17,849	14326	1,500	15,826
13/3	17	18,911	1,909	20,820	18,911	1,909	20,820	17,884	1,872	19,756	16,282	1,817	18,099	14326	1,750	16,076
13/4	18	18,911	2,159	21,070	18,911	2,159	21,070	17,884	2,122	20,006	16,282	2,067	18,349	14326	2,000	16,326
13/5	19	18,911	2,409	21,320	18,911	2,409	21,320	17,884	2,372	20,256	16,282	2,317	18,599	14326	2,250	16,576
14/1	20	19,402	2,168	21,570	19,402	2,168	21,570	18,338	2,168	20,506	16,681	2,168	18,849	14658	2,168	16,826

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - CHILD NUTRITION PROGRAM TRUCK DRIVER (180 DAYS 7 HOURS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

CN-24 School Truck Driver(8200)

<i>BASE STEP</i>	<i>SUPPLE STEP</i>	<i>BASE SAL</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMPEN</i>
0	0	15,230	1,343	16,573
1	1	15,592	1,299	16,891
2	2	15,966	1,252	17,218
3	3	16,354	1,200	17,554
4	4	16,755	1,145	17,900
5	5	17,170	1,085	18,255
6	6	17,599	1,021	18,620
7	7	18,044	1,017	19,061
8	8	18,504	1,000	19,504
9	9	18,981	980	19,961
10	10	19,474	945	20,419
11/1	11	19,984	921	20,905
11/2	12	19,984	1,392	21,376
12/1	13	20,512	1,333	21,845
12/2	14	20,512	1,742	22,254
13/1	15	21,058	1,446	22,504
13/2	16	21,058	1,696	22,754
13/3	17	21,058	1,946	23,004
13/4	18	21,058	2,196	23,254
13/5	19	21,058	2,446	23,504
14/1	20	21,624	2,130	23,754

- NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE - CHILD NUTRITION PROGRAM PORTER (180 DAYS/8 HOURS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

CN-25 PORTER- 8 HR - (8110)

<i>BASE STEP</i>	<i>SUPPL STEP</i>	<i>BASE SAL</i>	<i>SUPPLE- MENT</i>	<i>TOTAL COMPEN</i>
0	0	13,841	1,259	15,100
1	1	14,154	1,144	15,298
2	2	14,478	1,022	15,500
3	3	14,814	1,101	15,915
4	4	15,161	968	16,129
5	5	15,520	1,050	16,570
6	6	15,892	1,137	17,029
7	7	16,277	989	17,266
8	8	16,675	1,078	17,753
9	9	17,087	1,172	18,259
10	10	17,514	1,006	18,520
11/1	11	17,956	1,102	19,058
11/2	12	17,956	1,379	19,335
12/1	13	18,413	1,204	19,617
12/2	14	18,413	1,631	20,044
13/1	15	18,886	1,408	20,294
13/2	16	18,886	1,658	20,544
13/3	17	18,886	1,908	20,794
13/4	18	18,886	2,158	21,044
13/5	19	18,886	2,408	21,294
14/1	20	19,376	2,168	21,544

NOTES: 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.

2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

2008-2009 SALARY SCHEDULE -- BUS DRIVER -- BUS ATTENDANT - (180 DAYS)

Includes Proposition 3 Supplement Approved by the Voters on 11/3/98, Effective 7/1/99 - 6/30/04

Continuation of Proposition 3 Supplement Approved by the Voters on 5/3/2003, Effective 7/1/2004 - 6/30/2009

Continuation of Proposition 3 Supplement Approved by the Voters on 3/8/2008, Effective 7/1/2009 - 6/30/2019

BUS DRIVER

BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	15,230	1,343	16,573
1	1	15,308	1,345	16,653
2	2	15,385	1,349	16,734
3	3	15,463	1,351	16,814
4	4	15,540	1,354	16,894
5	5	15,618	1,357	16,975
6	6	15,695	1,360	17,055
7	7	15,772	1,363	17,135
8	8	15,850	1,366	17,216
9	9	15,928	1,368	17,296
10	10	16,005	1,371	17,376
11	11	16,083	1,374	17,457
12	12	16,083	1,454	17,537
13	13	16,160	1,457	17,617
14	14	16,160	1,538	17,698
15	15	16,238	1,540	17,778
16	16	16,238	1,621	17,859
17	17	16,238	1,701	17,939
18	18	16,238	1,781	18,019
19	19	16,238	1,862	18,100
20	20	16,315	1,865	18,180

BUS ATTENDANT

BASE STEP	SUPPLE STEP	BASE SAL	SUPPLE- MENT	TOTAL COMPEN
0	0	11,887	1,111	12,998
1	1	11,939	1,137	13,076
2	2	11,992	1,162	13,154
3	3	12,044	1,190	13,234
4	4	12,097	1,217	13,314
5	5	12,149	1,246	13,395
6	6	12,202	1,275	13,477
7	7	12,254	1,269	13,523
8	8	12,307	1,291	13,598
9	9	12,359	1,314	13,673
10	10	12,412	1,336	13,748
11	11	12,464	1,359	13,823
12	12	12,464	1,434	13,898
13	13	12,516	1,457	13,973
14	14	12,516	1,531	14,047
15	15	12,568	1,554	14,122
16	16	12,568	1,629	14,197
17	17	12,568	1,704	14,272
18	18	12,568	1,779	14,347
19	19	12,568	1,854	14,422
20	20	12,621	1,876	14,497

NOTES:

- 1) If an individual's current salary exceeds the maximum step on the above salary schedule, \$250 will be added to the current salary.
- 2) The Board approved pay raises April 25, 2005 and November 17, 2007 with partial funding from Proposition 3; The Proposition 3 portion of the pay raises is contingent upon this fund maintaining adequate reserves from tax collections.

East Baton Rouge Parish School System

**2008-2009 DAILY/HOURLY/REGULAR PART-TIME
COMPENSATION RATES**

<u>DAILY SUBSTITUTES</u>	<u>RATES</u>
Degreed Teacher Substitute	\$ 75.00
Non-Degreed Teacher Substitute	55.00
Long Term Substitute Teacher Degreed (Certified): <i>(Prior Approval Required by Human Resources)</i>	
1 - 20 Days	75.00
21 - 45 Days	100.00
46 + Days	140.00
Long Term Substitute Teacher Degreed (Non-Certified): <i>(Prior Approval Required by Human Resources)</i>	
1 - 20 Days	75.00
21+ Days	100.00
Substitute Bus Attendant (5 Hours Average)	40.00
Substitute Bus Driver (5 Hours Average)	55.00

HOURLY STIPEND COMPENSATION

Stipend for Inservice Training (Presenters)	25.00
Stipend for Inservice Training (Teachers)	20.00
Stipend for Inservice Training (Paraprofessionals)	7.40

HOURLY/DAY-BY-DAY/TEMPORARY/SUBSTITUTES

	<u>RATES *</u>
Adult Education Paraprofessional	\$ 9.00
Chauffeur	7.40
City Police	25.00
Clerical (Other)	7.40
Clerks (Office)	7.40
COE Worker	6.55
Computer Lab Technician	9.00
Custodial	7.40
Field Trip Bus Driver - Instructional/Within Parish	9.00
Field Trip Bus Driver - Non-Instructional/Out of Parish	10.50
Office Assistant - (4 hours - elementary schools)	9.00
Part-time Bus Attendant	8.00
Part-time Bus Driver	10.50
Part-time Food Service Clerk	7.00
Part-time Nurse:	
LPN	15.00
RN	18.00
Part-time Professional Staff	11.00
Part-time School Lunch Worker - 3-Hour	7.00
Part-time Sheriff Deputy Supervisor (Shifts 1 & 2)	29.00
Part-time Sheriff Deputy	25.00
Part-time Teacher Degreed	25.00
Lead/Senior Therapist	57.00
Physical/Occupational Therapist	52.00
Public Relations Specialist	15.00
Qualified Technical Staff	13.00
School Clerk	7.40
School Secretary	7.40
Secretary (Office)	7.40
ESS Paraprofessional	7.40

2008-2009 Daily/Hourly/Regular Part-Time Compensation Rates Continued:

<u>HOURLY/DAY-BY-DAY/TEMPORARY/SUBSTITUTES Continued</u>	<u>RATES *</u>
Substitute School Lunch Clerk	\$ 7.40
Substitute School Lunch Manager	10.00
Substitute School Lunch Worker	7.40
Paraprofessional	7.40
Technician Assistant	6.55
Technology Stipend	15.00
University Student (Enrolled) Seeking Professional Credentials in Area of Employment	12.00
Utility Worker	7.70
Appliance Mechanic	18.00

REGULAR PART-TIME

<u>HOURLY/MAXIMUM SUPPLEMENTAL EDUCATIONAL SERVICES (SES)</u>	<u>RATES</u>
SES Site Manager	\$ 45.00
SES Teachers	25.00
SES Paraprofessional	10.00

<u>HOURLY/MAXIMUM EXTENDED DAY PROGRAM:</u>	<u>RATES</u>
Clerk/Assistant	\$ 10.00
Coordinator	22.00
Custodian Assistant	7.40
Mini Course Assistant	8.00
Qualified Instructor	20.00

SUMMER SCHOOL PART-TIME

<u>HOURLY/MAXIMUM SUMMER PROGRAMS:</u>	<u>RATES</u>
Administrators	\$ 22.00
Teachers - Degreed	20.00
Therapist	40.00
Paraprofessionals	7.40
Bus Drivers	10.50

<u>HOURLY/MAXIMUM SUMMER FEEDING PROGRAM:</u>	<u>RATES</u>
Clerk A (Degreed Manager)	\$ 9.10
Clerk B	7.26
Cook	7.50
Coordinator	24.00
Head Monitor	7.50
Lead Summer Technician	7.50
Manager	
Degreed	18.00
Non-Degreed (Managing Site)	15.20
Server	7.00
Summer Technician II	7.00
Truck Driver	9.00
Truck Helper/Student	6.55

***Note:** Specialized Part-Time Professional Rates may be calculated from the appropriate approved Salary Schedules (Including Contract Services).