

EVANGELINE PARISH SCHOOL BOARD

2021 – 2022 SALARY SCHEDULE

Board Approved: April 21, 2021

RULES COVERING THE SALARY POLICY

- 1) Implementation will be effective July 1, 2021, and will be based on employee's experience in their specific job as of that period, except as they may be expressly modified herein.
- 2) All raises, whether State or Local, will be reflected in any and all schedules as prescribed by the action of Legislature or the Evangeline Parish School District.
- 3) All level adjustments are contingent upon the availability of funds. Salary level adjustments will be made annually on July 1 as prescribed by the appropriate schedule for the position. Employees will be eligible for a level adjustment if the employee has worked for at least one-half of the normal employment year for the position.
- 4) Merit pay for all employees will be given for ratings of highly effective and proficient only.
- 5) Annually, a sales tax excess distribution shall be made if such an excess exists. It is above and beyond the compensation prescribed by the following salary schedule. Employees will be eligible for a whole allocation for his/her position if such employee has worked for at least one-half of the normal employment year for the given position. If the employee has not, he/she will receive one half of the allocation.
- 6) Non-recurring revenue dedicated to employee pay shall be given above and beyond the compensation prescribed by the following salary schedule.
- 7) The Superintendent shall place all employees on the appropriate pay scale for the employee's specific job duties as outlined in Act 1 of 2012. The Superintendent shall make any reclassifications deemed appropriate after evaluation of the employee's job performance.
- 8) An employee's pay may be adjusted if one of the following conditions is present:
 - a) An accounting or clerical error was made in the computation of the employee's salary. If an error exists, the accounting department will notify the employee and discuss the error and necessary steps to correct as appropriate.
 - b) A demotion of the employee exists whether voluntary or involuntary. In the event of a demotion, the employee will be placed by the Superintendent on the pay scale for his/her new job duty. This placement will result in a pay decrease.
 - c) If a revenue source dedicated to salary is removed by a vote of the people, all salaries of the employees will be adjusted.
- 9) Management employees in positions requiring a teacher's certificate shall be eligible for sabbatical leave. They shall enjoy all the privileges applicable during active service with the exception of earning of annual leave during their sabbatical leave. Sabbaticals shall be granted on a semester or annual basis, not to exceed one school year.
- 10) Employees being placed in an interim position (acting or appointed substitute) will achieve a normal promotion. Such promotion is effective for the term of the appointment only, and upon completion of the term, the employee shall return to his base pay of his/her formerly held position. Any additional pay as called for in rule No. 3 or rule No. 4 above will also apply.
- 11) All employee compensation whether base pay, merit pay, excess sales tax distribution, or non-recurring revenue shall go toward the retirement computation for that employee. The exception shall be an employee who is participating in the Deferred Retirement Option Plan (DROP).

**EVANGELINE PARISH SCHOOL BOARD
TEACHER
2021 - 2022 SALARY SCHEDULE**

LEVEL	BACHELOR'S DEGREE	ADVANCED DEGREE
0	41,400	42,000
1	41,700	42,300
2	42,000	42,600
3	42,300	42,900
4	42,600	43,200
5	42,900	43,500
6	43,200	43,800
7	43,500	44,100
8	43,800	44,400
9	44,100	44,700
10	44,400	45,000
11	44,700	45,300
12	45,000	45,600
13	45,300	45,900
14	45,600	46,200
15	45,900	46,500
16	46,200	46,800
17	46,500	47,100
18	46,800	47,400
19	47,100	47,700
20	47,400	48,000
21	47,700	48,300
22	48,000	48,600
23	48,300	48,900
24	48,600	49,200
25	48,900	49,500
26	49,200	49,800
27	49,500	50,100
28	49,800	50,400
29	50,100	50,700
30	50,400	51,000
31	50,700	51,300
32	51,000	51,600
33	51,300	51,900
34	51,600	52,200
35	51,900	52,500
36	52,200	52,800
37	52,500	53,100
38	52,800	53,400
39	53,100	53,700
40	53,400	54,000

NOTES:

OTHER POSITIONS PAID UNDER THIS SCHEDULE:

- RN
- SCHOOL BASED SOCIAL WORKER
- SPEECH THERAPIST
- OCCUPATIONAL THERAPIST
- ELEMENTARY COUNSELOR
- PTA

EMPLOYMENT LENGTH:

9 MONTHS OR 182 DAYS

DOES NOT INCLUDE SALES TAX EXCESS