



Fiscal Year 2024-2025 Salary Schedules

Board Approved: 02/12/2019, Amended: 06/05/2019, 09/06/2023, 06/05/2024, 6/28/2024

Funding Approved by JP voters: May 4, 2019

MFP Funding Approved by LA Legislators: 2019 Regular Session; 2021 Regular Session; 2022 Regular Session (HB1)

TEACHERS

Step	Industry Based Non-Certified Administrator (183 days)	Associate's Degree Teachers (183 days)	Non-Certified (183 days)	Certified Bachelor's Degree (183 days)	Certified Master's Degree (183 days)	Certified Master's +30 and higher (183 days)
	Base	Base	Base	Base	Base	Base
00	\$42,800	\$38,850	\$41,800	\$51,800	\$52,300	\$52,800
1	43,300	38,850	41,800	52,300	52,800	53,300
2	43,800	38,850	41,800	52,800	53,300	53,800
3	44,300	38,850	41,800	53,300	53,800	54,300
4	44,800	38,850	41,800	53,800	54,300	54,800
5	45,300	38,850	41,800	54,300	54,800	55,300
6	45,800	38,850	41,800	54,800	55,300	55,800
7	46,300	38,850	41,800	55,300	55,800	56,300
8	46,800	38,850	41,800	55,800	56,300	56,800
9	47,300	38,850	41,800	56,300	56,800	57,300
10	47,800	38,850	41,800	56,800	57,300	57,800
11	48,300	38,850	41,800	57,300	57,800	58,300
12	48,800	38,850	41,800	57,800	58,300	58,800
13	49,300	38,850	41,800	58,300	58,800	59,300
14	49,800	38,850	41,800	58,800	59,300	59,800
15	50,300	38,850	41,800	59,300	59,800	60,300
16	50,800	38,850	41,800	59,800	60,300	60,800
17	51,300	38,850	41,800	60,300	60,800	61,300
18	51,800	38,850	41,800	60,800	61,300	61,800
19	52,300	38,850	41,800	61,300	61,800	62,300
20	52,800	38,850	41,800	61,800	62,300	62,800
21	53,300	38,850	41,800	62,300	62,800	63,300
22	53,800	38,850	41,800	62,800	63,300	63,800
23	54,300	38,850	41,800	63,300	63,800	64,300
24	54,800	38,850	41,800	63,800	64,300	64,800
25L	55,300	38,850	41,800	64,800	65,300	65,800

[illegible]

OCCUPATIONAL/PHYSICAL THERAPISTS AND NURSE PRACTITIONERS

Step	OT/PT (183 days)	Nurse Practitioner (183 days)
00	\$ 58,300	\$ 72,300
1	58,800	72,800
2	59,300	73,300
3	59,800	73,800
4	60,300	74,300
5	60,800	74,800
6	61,300	75,300
7	61,800	75,800
8	62,300	76,300
9	62,800	76,800
10	63,300	77,300

SCHOOL CLERICAL

Step	School Based Clerical			Paraprofessionals		Account Clerk		Educational Interpreter	
	General Clerk/ SBHC Medical Assistant/ SBHC Receptionist (193 days)	Assistant High School Secretary (211 days)	School Secretary (211 days)	Non Highly Qualified (183 days)	Highly Qualified (183 days)	Elem/ Middle (211 days)	High School (211 days)	Level 1 (183 days)	Level 2 (183 days)
0	\$ 22,372	\$ 24,305	\$ 28,150	\$ 21,365	\$ 23,150	\$ 27,150	\$ 27,850	\$ 25,150	\$ 35,150
1	22,555	24,505	28,425	21,820	23,625	27,400	28,100	25,650	35,650
2	22,738	24,705	28,700	22,275	24,100	27,650	28,350	26,150	36,150
3	22,921	24,905	28,975	22,730	24,575	27,900	28,600	26,650	36,650
4	23,104	25,105	29,250	23,185	25,050	28,150	28,850	27,150	37,150
5	23,287	25,305	29,525	23,640	25,525	28,400	29,100	27,650	37,650
6	23,470	25,505	29,800	24,095	26,000	28,650	29,350	28,150	38,150
7	23,653	25,705	30,075	24,550	26,475	28,900	29,600	28,650	38,650
8	23,836	25,905	30,350	25,005	26,950	29,150	29,850	29,150	39,150
9	24,019	26,105	30,625	25,460	27,425	29,400	30,100	29,650	39,650
10	24,202	26,305	30,900	25,915	27,900	29,650	30,350	30,150	40,150

CENTRAL OFFICE CLERICAL

	Administrative Assistant (211 days)	Technician- 11 month (211 days)	Technician- 12 month (233 days)	Office Manager or Budget Analyst (211 days)	Executive Assistant (211 days)	Specialist (211 days)
0	\$ 27,150	\$ 28,150	\$ 31,085	\$ 37,150	\$ 46,150	\$ 47,150
1	27,650	28,650	31,637	37,650	46,650	47,650
2	28,150	29,150	32,189	38,150	47,150	48,150
3	28,650	29,650	32,741	38,650	47,650	48,650
4	29,150	30,150	33,294	39,150	48,150	49,150
5	29,650	30,650	33,846	39,650	48,650	49,650
6	30,150	31,150	34,398	40,150	49,150	50,150
7	30,650	31,650	34,950	40,650	49,650	50,650
8	31,150	32,150	35,502	41,150	50,150	51,150
9	31,650	32,650	36,054	41,650	50,650	51,650
10	32,150	33,150	36,606	42,150	51,150	52,150

CHILD NUTRITION

Step	4 Hour (181 days)	6 Hour (181 days)	7 Hour (181 days)	Assistant Manager (181 days)	Manager Level 1 (181 days)	Manager Level 2 (181 days)	Manager Level 3 (181 days)	Area Manager (211 days)
00	\$12,095	\$18,134	\$21,155	\$ 21,475	\$ 22,740	\$ 24,640	\$ 27,745	\$33,150
1	12,209	18,305	21,355	21,675	22,940	24,840	27,945	33,350
2	12,323	18,476	21,555	21,875	23,140	25,040	28,145	33,550
3	12,437	18,647	21,755	22,075	23,340	25,240	28,345	33,750
4	12,551	18,818	21,955	22,275	23,540	25,440	28,545	33,950
5	12,665	18,989	22,155	22,475	23,740	25,640	28,745	34,150
6	12,779	19,160	22,355	22,675	23,940	25,840	28,945	34,350
7	12,893	19,331	22,555	22,875	24,140	26,040	29,145	34,550
8	13,007	19,502	22,755	23,075	24,340	26,240	29,345	34,750
9	13,121	19,673	22,955	23,275	24,540	26,440	29,545	34,950
10	13,235	19,844	23,155	23,475	24,740	26,640	29,745	35,150

CUSTODIAL

Step	4 Hour Helper (193 days)	6 Hour Helper (211 days)	8 Hour Helper (211 days)	Assistant Custodian (211 days)	Plant Manager Level 1 (211 days)	Plant Manager Level 2 (211 days)	Plant Manager Level 3 (211 days)
00	\$ 12,566	\$ 20,606	\$ 27,470	\$ 27,895	\$ 32,315	\$ 32,735	\$ 34,000
1	12,612	20,681	27,570	28,020	32,540	32,960	34,225
2	12,658	20,756	27,670	28,145	32,765	33,185	34,450
3	12,704	20,831	27,770	28,270	32,990	33,410	34,675
4	12,750	20,906	27,870	28,395	33,215	33,635	34,900
5	12,796	20,981	27,970	28,520	33,440	33,860	35,125
6	12,842	21,056	28,070	28,645	33,665	34,085	35,350
7	12,888	21,131	28,170	28,770	33,890	34,310	35,575
8	12,934	21,206	28,270	28,895	34,115	34,535	35,800
9	12,980	21,281	28,370	29,020	34,340	34,760	36,025
10	13,026	21,356	28,470	29,145	34,565	34,985	36,250

CROSSING GUARDS AND SCHOOL MONITORS

Step	Elem Middle Crossing Guard 1.0 Hrs (175 days*)	Elem Middle Crossing Guard 2.0 Hrs (175 days*)	2.0 Hr Monitor (183 days)	3.0 Hr Monitor (183 days)	4.0 Hr Monitor (183 days)
00	\$ 3,023	\$ 6,047	\$ 6,293	\$ 9,439	\$ 12,586

* Days vary based on Student Calendar. Salary is reflective of the hourly rates for 175 working days.

TRANSPORTATION

Step	Bus Driver Base (180 days)	Bus Driver Operational (176 days)	Bus Para Special Needs (PTSP) or 3 hour bus attendant (start after 7.1.2019) (180 days)	Bus Para Special Needs (PTSP) or 3 hour bus attendant (start on or before 6.30.2019) (180 days)	5 Hour Bus Attendant (180 days)
00	\$ 25,650	\$ 9,630	\$ 9,390	\$ 9,424	\$ 15,650
1	26,050	9,630			
2	26,450	9,630			
3	26,850	9,630			
4	27,250	9,630			
5	27,650	9,630			
6	28,050	9,630			
7	28,450	9,630			
8	28,850	9,630			
9	29,250	9,630			
10	29,650	9,630			
11	30,050	9,630			
12	30,450	9,630			
13	30,850	9,630			
14	31,250	9,630			
15	31,650	9,630			
16	32,050	9,630			
17	32,450	9,630			
18	32,850	7,050			
19	33,250	7,050			
20	33,650	7,050			
21	34,050	7,050			
22	34,450	7,050			
23	34,850	7,050			
24	35,250	7,050			
25	35,650	7,050			
26	36,050	7,050			
27	36,450	7,050			
28	36,850	7,050			
29	37,250	7,050			
30	37,650	7,050			

OPERATIONS

Step	Van/Truck Driver (211 days)	Foreman/Maint Mechanic (211 days)	Project Manager (211 days)	Computer Repair Technician (211 days)
00	\$ 30,880	\$ 42,150	\$ 68,450	\$ 36,150
1	31,380	42,650	68,950	36,650
2	31,880	43,150	69,450	37,150
3	32,380	43,650	69,950	37,650
4	32,880	44,150	70,450	38,150
5	33,380	44,650	70,950	38,650
6	33,880	45,150	71,450	39,150
7	34,380	45,650	71,950	39,650
8	34,880	46,150	72,450	40,150
9	35,380	46,650	72,950	40,650
10	35,880	47,150	73,450	41,150

OTHER

Position Title	Ratio to Teacher Pay Scale
Elementary Dean of Students	1.05
Middle Dean of Students	1.10
K-8 Dean of Students	1.10
Alternative Dean of Students	1.10
High Dean of Students	1.15
Elementary Assistant Principal	1.20
Middle Assistant Principal	1.25
K-8 Assistant Principal	1.25
Alternative Assistant Principal	1.25
High Assistant Principal	1.35
Elementary Principal	1.55
Middle Principal	1.65
K-8 Principal	1.65
Alternative Principal	1.65
High Principal	1.75
K-12 Principal	1.75
Coordinator	1.20
Executive Master Teacher	1.25
Director	1.45
Executive Director	1.65
Executive Director School Support	2.00
Chief	2.25

Chiefs can be assigned an additional multiplier ranging from .01 to .20 for responsibilities as determined by the Superintendent.

JROTC instructors will be paid the applicable teacher daily rate of pay times 193 days or MIP, whichever is greater.

High School/Middle School Guidance Counselors will be paid the applicable teacher daily rate of pay times 193 days.

Principals who are rated effective proficient or higher under the COMPASS leader evaluation will also be eligible to receive a performance pay based stipend valued at \$2,000. In addition, Principal mentors are also eligible for a \$2,000 stipend if all requirements are fulfilled.

OTHER

ADJUNCT RETIRED TEACHER PAY

A daily rate of pay is available to retired teachers who desire to return to the classroom in a part-time position. The District and the retired teacher will have a consultation to ensure compliance with TRSL guidelines. The requirements of this position are outlined in the job description.

Length of Class	Daily Rate
45 minutes	\$41.25
60 minutes	\$55.00
90 minutes	\$82.50
120 minutes	\$110.00

If the length of the class is not defined above, then the following formula should be used:

$$\text{Daily Rate} = \$55.00 \times (\text{Number of Daily Class Minutes divided by 60 minutes})$$

ACT 311 OF THE 2024 REGULAR SESSION OF THE LA LEGISLATURE

For certified personnel, the salaries provided in the salary schedules shall be considered compensation for work performed by each employee which relate to his/her prescribed duties and responsibilities, as identified and described in the employee's job description(s). Additional compensation shall be provided as follows:

1. In addition to all other compensation to which a teacher is entitled, any teacher who is not afforded the minimum uninterrupted planning time required by R.S. 17:434(A) shall be compensated at the effective hourly rate of that teacher for each hour of planning time.
2. Any employee in a certified position who performs approved work beyond the scope of their prescribed duties and responsibilities in their job description and for which prior approval has been obtained from their direct supervisor shall be paid at the rate required by La. R.S. 17:418.

Any work to be performed outside of an employee's job duties and responsibilities shall require the employee to:

- a) Submit a written description of the services to be performed and the estimated time to complete the task, which shall be submitted to the employee's immediate supervisor prior to commencing such services;
 - b) Obtain the prior written approval of the employee's immediate supervisor; AND
 - c) Obtain supplemental, written authority from the employee's immediate supervisor before exceeding the initial estimated time for performing such services.
 - d) Such employee shall submit a completed Supplemental Compensation Application Form reflecting the supervisor pre-approval and services actually provided and the time spent for each item, rounded to the nearest quarter of an hour, within five (5) workdays of performing such services to their timekeeper. The timekeeper, with prior pre and post approvals, shall enter the time in the digital timekeeping system under the "Extra Pay and Counter Adjustment" tab using the appropriate codes and guidance from the Payroll Department.
3. All nonexempt employees shall be compensated for overtime work in accordance with the Fair Labor Standards Act, 29 U.S.C. 201. If individuals are employed in one capacity but voluntarily work part-time in a different capacity on an occasional or sporadic basis, the hours logged in the secondary voluntary capacity shall not be counted as hours worked for overtime purposes in accordance with JPS Compensation Guidelines/Overtime policy (GBAA).

STIPENDS

TARGET CONTENT

1. An additional stipend would be awarded for the critical shortage areas of Special Education (All grade levels), Math (grades 6-12), Physics, Chemistry and English Second Language (ESL) (All grade levels). Subject to change based on critical shortage areas.
2. Leave without pay days will reduce the number of days worked
3. The total stipend amount of \$1,000 will be paid in two equal installments based on the following requirements:

If the following requirements are met a \$500 stipend will be paid on or around December 15:

- a. The teacher must hold a Louisiana Level 1+ Teaching Certificate or Out of State Certification in content area
- b. If on a block schedule, the teacher must teach 6 courses in content area or if on a 7 period schedule, the teacher must teach 5 courses in content area.
- c. The teacher is an employee as of October 1

If the following requirements are met a \$500 stipend will be paid on or around June 30:

- a. The teacher must hold a Louisiana Level 1+ Teaching Certificate or Out of State Certification in content area
 - b. If on a block schedule, the teacher must teach 6 courses in content area or if on a 7 period schedule, the teacher must teach 5 courses in content area.
 - c. The teacher is employee of the last day of school.
4. If a teacher was receiving the Certified Special Education Teachers Extra Compensation stipend on or before June 30, 2019, then the teacher is grandfathered into earning this stipend. If the employee is grandfathered onto that scale, then the employee will not also receive the target content stipend. This scale is as follows and is paid out as part of their regular paychecks.

Years of Experience	Bachelor	Masters	Masters+30	Specialist	PhD/EdD
0	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,000.00
1	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
2	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
3	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
4	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
5	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
6	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00
7	1,000.00	1,000.00	1,000.00	1,000.00	1,024.80
8	1,000.00	1,000.00	1,000.00	1,013.70	1,058.00
9	1,000.00	1,000.00	1,019.30	1,052.50	1,091.30
10	1,000.00	1,024.80	1,058.00	1,091.30	1,124.60
11	1,000.00	1,058.00	1,096.90	1,130.00	1,157.80
12	1,000.00	1,058.00	1,135.60	1,168.80	1,191.00
13	1,000.00	1,058.00	1,135.60	1,168.80	1,191.00

STIPENDS

TARGET SCHOOLS

1. A school that has an economically disadvantaged percentage of 90% or more, the ELL population is 30% or more, or the Grand Isle School. If the School meets all eligibility requirements, the stipend will only be paid once.
2. Target school principals have autonomy with approximately \$30,000 +/- (depending on school size) for employee stipends. Each target school will be eligible to submit an application for a target school grant program. The program will consist of remediation and extension opportunities for students. The opportunities will be driven by school need and will vary. Examples of program components would be options such as after-school tutoring, summer programs, and weekend options to be facilitated by school staff or reliable service partners. Proposals will be evaluated by district personnel and approved by the superintendent.
3. If a teacher was teaching at Strehle Community prior to June 30, 2019, they are grandfathered into receiving a \$1,500 annual stipend. This stipend is paid out as part of their regular paychecks.
4. If a teacher was teaching at Douglass Community School prior to June 30, 2019, they are grandfathered into receiving a \$1,200 annual stipend. This stipend is paid out as part of their regular paychecks.

TARGET SCHOOLS- HIRING INCENTIVE

1. A school that has an economically disadvantaged percentage of 90% or more OR the ELL population is 30% or more. If the School meets both eligibility requirements, the stipend will not be doubled.
2. Eligible teachers will receive a \$2,000 stipend for those teachers who agree to teach at a school that is deemed to a targeted school.

If the following requirements are met a \$1,000 stipend will be paid on or around December 15:

- a. The teacher is an employee as of October 1

If the following requirements are met a \$1,000 stipend will be paid on or around on or around June 30:

- a. The teacher is employee as of the last day of school

TEACHER LEADERS

1. If the teacher completes the duties in accordance with the predetermined agreement, the stipend will be paid in two equal parts in December (\$500) and June (\$500).

TEACHER PERFORMANCE BASED PAY

1. Performance stipends will be paid in the school year that follows the COMPASS evaluation results from the previous school year. Such supplements shall be considered earned in the fiscal year when they are paid. Like all stipends, employee and employer contributions and withholdings will be withheld on the performance stipends and/or transmitted to the various state retirement systems.
2. Contracted teachers, substitute teachers, school based administrators, central office employees, and appraisal team workers are not eligible for teacher performance supplements.
3. The stipend is valued at \$2,000 for VAM or \$1,000 for SLTs and will only be paid to those who scored a Highly Effective rating.

STIPENDS

PRINCIPAL PERFORMANCE BASED PAY

1. Performance stipends will be paid in the school year that follows the COMPASS leader evaluation results from the previous school year. Such supplements shall be considered earned in the fiscal year when they are paid. Like all stipends, employee and employer contributions and withholdings will be withheld on the performance stipends and/or transmitted to the various state retirement systems.
2. The stipend is valued at \$2,000 and will only be paid to those who scored a rating of Effective Proficient or higher.

PRINCIPAL MENTORS

1. If the Principal completes the duties in accordance with the predetermined agreement, the stipend will be paid in two equal parts in December (\$1,000) and June (\$1,000).

PERFECT ATTENDANCE

1. Teachers who have perfect attendance over a full semester shall be afforded one of the following options. Perfect attendance is defined as no absences being charged against a teacher's sick and/or emergency leave account.
 - a. \$250 stipend or
 - b. \$250 in supplies. Equipment/supplies purchased with these funds become the property of JPS. The equipment/supplies must be procured through the school following proper procurement procedures. If the teacher transfers to another JPS direct run school, the equipment/supplies may also be transferred.

PROFESSIONAL IMPROVEMENT PROGRAM (PIP)

1. Full- Time teachers who were receiving the PIP salary supplement prior to the 1989-1990 school year, shall continue to receive this salary supplement but shall not be increased. Once the employee is no longer compensated on the teacher pay scale then the teacher shall no longer receive such benefit. If a teacher comes from another school district and was receiving PIP in the other school district, JPS will continue to compensate PIP, pending confirmation from LDOE. This stipend is paid out as part of their regular paychecks.

NATIONAL BOARD CERTIFIED- TEACHERS AND COUNSELORS

1. Teachers and school counselors who were national board certified, prior to July 1, 2013 are grandfathered into this opportunity and shall continue to receive a \$7,500 stipend as long as they hold the following:
 - a. Teachers: Valid/current National Board for Professional Teaching Standards Certificate. Any new hire or re-hire, that holds a current National Board for Professional Teaching Standards Certificate that was issued prior to July 1, 2013 and holds a valid/current regular Louisiana Teaching Certificate would be eligible to receive \$5,000.
 - b. School Counselors: Valid/current National Certified School Counselor credential issued by the National Board for Certified Counselors. Any newly hired or re-hire School Counselor, that holds a current National Certified School Counselor Certificate that was issued prior to July 1, 2013 and holds a valid/current Louisiana counseling credential would be eligible to receive \$5,000.
2. This stipend is paid out as part of their regular paychecks.
3. If the national board certified becomes a school-based administrator or instructional coordinator, then the stipend will be valued at \$5,000 per year.

STIPENDS

COMMUNITY PROGRAMS

Driver's Education Program

Instructor \$25/hour

Summer Camp Program

Director- Classroom Teacher \$18.00/hour
 Director- Non-classroom Teacher \$13.50/hour
 Account Clerk \$11.00/hour
 Counselor \$10.00/hour
 Junior Counselor \$9.00/hour

Before/After Care Program

Director- Certified \$25.00/hour
 Director- Non-Certified \$11.55/hour
 Account Clerk- Certified \$16.50/hour
 Account Clerk- Non-Certified \$9.35/hour
 Assistant- Certified \$11.00/hour
 Assistant- Non Certified \$8.25/hour

EXTRA-CURRICULAR SPONSORS

A. The following salary schedule shall be in effect for the 2024-25 school year:

504 Coordinators- Kindergarten or special school	\$250/semester
504 Coordinators- School without an Assistant Principal	\$400/semester
504 Coordinators- School with one (1) Assistant Principal	\$500/semester
504 Coordinators- School with more than one (1+) Assistant Principal	\$600/semester
Activity Coordinator/Student Council	\$1,200/year
Academic Games (Math, English, and Social Studies)	\$450/year
Department Head- 5 or more teachers in department/grade level	\$150/semester
Department Head- Every teacher after 5 (not to exceed \$375/sem)	\$15/teacher/semester
Foreign Teacher Stipend	(Note 1)
Parent and Family Engagement Contact (Title I Schools only)	\$500/semester
PBIS Facilitators	\$300/semester
Professional Development- Teacher (outside school hours)	\$25/hour
Resident Mentor Stipend	(Note 1)
Summer Bridge Site Coordinator	\$1,500
TAP Mentor Teacher (Transformation network only)	\$2,500/semester
TAP Payouts (Transformation network only)	(Note 2)
Title I Contact (Title I schools only)	\$400/semester
Technology Coordinators	\$1,000/year
Transportation- Bus Driver's (Owner and NonOwner)- Bus Lift (Note 3)	\$1,699.43/year
Transportation- Bus Driver's (Owner and NonOwner)- Special Education	\$547.33/year
Tutoring- After School- Teacher	\$25/hour
Tutoring- After School- Para	\$15/hour

Note 1- This amount and eligibility will be determined by Louisiana Department of Education (LDOE).

Note 2- This amount is calculated based on performance.

Note 3- If receiving this stipend then you will not also receive the Bus Driver Special Education stipend.

STIPENDS

B. Coaches, band directors, and athletic directors shall be in effect for the 2024-25 school year:

Years Exp	I	II	III	IV	V	VI	VII
0	\$5,855	\$ 4,155	\$ 3,935	\$2,445	\$1,830	\$1,220	\$980
1	6,080	4,380	4,160	2,670	1,945	1,335	1,095
2	6,305	4,605	4,385	2,895	2,060	1,450	1,210
3	6,530	4,830	4,610	3,120	2,175	1,565	1,325
4	6,755	5,055	4,835	3,345	2,290	1,680	1,440
5	6,980	5,280	5,060	3,570	2,405	1,795	1,555
6	7,205	5,505	5,285	3,795	2,520	1,910	1,670
7	7,430	5,730	5,510	4,020	2,635	2,025	1,785
8	7,655	5,955	5,735	4,245	2,750	2,140	1,900
9	7,880	6,180	5,960	4,470	2,865	2,255	2,015
10	8,105	6,405	6,185	4,695	2,980	2,370	2,130

HIGH SCHOOL

Athletic Director.....	II	Gymnastics *.....	VI
Band Director.....	II	Indoor Track.....	VII
Baseball, Assistant.....	IV	Softball, Head.....	II
Baseball, Head.....	II	Softball, JV.....	IV
Basketball, Assistant/JV.....	IV	Soccer.....	II
Basketball, Head.....	II	Swimming*.....	VI
Bowling*.....	VII	Tennis*.....	VI
Cheerleading.....	IV	Track, Assistant.....	IV
Cross Country.....	VII	Track, Head.....	II
Dance.....	IV	Track, JV.....	IV
First Responder.....	II	Trainer (certified).....(+ \$400/yr)	II
Flag.....	IV	Volleyball, Head.....	II
Football, Assistant.....	III	Volleyball, JV.....	IV
Football, Freshman.....	IV	Wrestling, Assistant.....	IV
Football, Head.....	I	Wrestling, Head.....	II
Football, JV Head.....	III	Special Olympics.....	VI
Golf*.....	VII		

STIPENDS

MIDDLE SCHOOL

Athletic Director.....	V	Softball.....	V
After School PE.....	VI	Tennis*.....	VII
Band Director (includes PK-8).....	IV	Track.....	V
Baseball.....	V	Volleyball.....	V
Basketball.....	V	Wrestling.....	V
Football, Assistant.....	V	Special Olympics.....	VI
Football, Head.....	IV		

* Not currently covered by JPS. However, if JPS reinstates any or all of these sports, they will be reinstated at the rates reflected.

EDUCATOR WORKFORCE RETENTION STIPENDS FOR FY 2024-25

Staff recruitment and retention is one of the areas where the U.S. Department of Education urged school systems to use resources from the Elementary and Secondary School Emergency Relief Fund (ESSER). Jefferson Parish Schools' stipend plan for FY 2024-25 is aimed at supporting the retention of our valued workforce. Stipend amounts are categorized into four categories:

1. **Teachers- Full Time:** Teachers including certified and non-certified, master teachers, librarians, psychologists, educational diagnosticians/audiologists, speech pathologists, counselors, social workers, ROTC teachers, behavioral interventionists, early intervention specialists, ESL Coaches, nurse/nurse practitioners, and OT/PTs. (A full-time teacher is defined as 5 hours a day)
2. **School Administrators- Full Time:** Principals, Assistant Principals, Deans and Director of Cuillier/Connection. (A full-time school administrator is defined as 5 hours a day)
3. **All Other Employees- Full Time:** Employees who do not meet the definition of teacher or school administrator category. Common positions in this category: Paraprofessionals, School custodial staff, school child nutrition staff, bus drivers, bus attendants, interpreters, monitors, school clerical, central office employees. (A full-time employee is defined as 5 hours a day)
4. **Part Time:** Employees who meet the definitions above; however, the employee works less than 5 hours a day. The employee will receive 50% of the amount of the full-time employee. If an employee holds two part time positions that equal 5 hours or more per day then they will be considered a full-time employee for the purposes of this stipend.

Stipend eligibility is based on employment dates and employee status. This is a multi-tiered stipend. In addition, contractors, temporary employees, substitute employees, coaches, adjunct teachers or special program employees such as driver's education or child care are not eligible for the stipend. Since these stipends are being funded through ESSER funds, charter school employees are also not eligible for the stipend. If an employee holds more than one position, the stipend will be received once for the position of the greater value. If an employee has changed positions, the stipend amount will be paid based on the position as of September 30, 2024. The following stipends will be paid out on or around October 21, 2024:

STIPENDS

CATEGORY	HIRE DATE	STIPEND AMOUNT
TEACHERS- Full Time	Employed 2/1/2021 and current	3,000.00
TEACHERS- Full Time	Employed 10/1/2021 and current	2,400.00
TEACHERS- Full Time	Employed 10/1/2022 and current	1,800.00
TEACHERS- Full Time	Employed 10/1/2023 and current	1,200.00
TEACHERS- Full Time	Employed 05/31/2024 and current	600.00
TEACHERS- Full Time	Employed 9/30/2024 and current	300.00

CATEGORY	HIRE DATE	STIPEND AMOUNT
SCHOOL ADMINISTRATORS- Full Time	Employed 2/1/2021 and current	2,400.00
SCHOOL ADMINISTRATORS- Full Time	Employed 10/1/2021 and current	1,920.00
SCHOOL ADMINISTRATORS- Full Time	Employed 10/1/2022 and current	1,440.00
SCHOOL ADMINISTRATORS- Full Time	Employed 10/1/2023 and current	960.00
SCHOOL ADMINISTRATORS- Full Time	Employed 05/31/2024 and current	480.00
SCHOOL ADMINISTRATORS- Full Time	Employed 9/30/2024 and current	240.00

CATEGORY	HIRE DATE	STIPEND AMOUNT
ALL OTHER EMPLOYEES- Full Time	Employed 2/1/2021 and current	1,800.00
ALL OTHER EMPLOYEES- Full Time	Employed 10/1/2021 and current	1,440.00
ALL OTHER EMPLOYEES- Full Time	Employed 10/1/2022 and current	1,080.00
ALL OTHER EMPLOYEES- Full Time	Employed 10/1/2023 and current	720.00
ALL OTHER EMPLOYEES- Full Time	Employed 05/31/2024 and current	360.00
ALL OTHER EMPLOYEES- Full Time	Employed 9/30/2024 and current	180.00

If the employee left and came back to the District, the most recent hire date will be used.