

# NOLA PUBLIC SCHOOLS

EVERY CHILD. EVERY SCHOOL. EVERY DAY.

## Compensation Manual



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# Compensation Manual

The NOLA Public Schools Salary Manual is intended to facilitate compensation communications within the district and to serve as a guide for administering salaries and wages for NOLA Public Schools employees.

The provisions and information set forth in this document are informational. Thus, its contents are not intended and shall not be construed to constitute a contract between the NOLA Public Schools and any employee; perspective employee; agency of the local, state, or federal government; or any other person or legal entity of any nature whatsoever.

All salaries are effective for July 1, 2024. Neither past nor future salaries may be accurately calculated or predicted from information contained in this compensation manual. There are no salary increases given automatically. The superintendent (or his designee: talent and culture), shall determine final determination of salaries.

NOLA Public Schools is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, gender expression, genetic information, or any other basis prohibited by law.

The District is required by Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, The Americans with Disabilities Act, and the Age Discrimination Act of 1975, as amended, as well as board policy not to discriminate in such a manner (not all prohibited bases apply to all programs).

For further clarification or information, please contact the NOLA-PS Talent and Culture department at [humanresources@nolapublicschools.com](mailto:humanresources@nolapublicschools.com) .

# NOLA-PS Compensation Philosophy

## **Salary Administration Guidelines**

While being responsible stewards of resources for education, the NOLA Public Schools (NOLA-PS) is committed to compensating staff in a manner that is fair, consistent, reflective of the external market, and providing recognition for the achievement of individual goals, performance objectives and professional competencies.

Specifically, our compensation philosophy aims to:

1. Attract, retain, and motivate a highly qualified staff that can serve all students and families;
2. Provide transparent, internal and external equity among staff;
3. Build increased performance and productivity capabilities;
4. Ensure administrative efficiency and fairness.

## **Lead/match the market**

NOLA-PS compensation strategy is a combination of leading and matching salaries for those in the existing marketplace. By matching or at times, leading the pay rates of our competitors, NOLA-PS ensures its compensation structure remains competitive, therefore improving its ability to attract and retain top talent.

As a unified school system we require an effective workforce to deliver its strategic vision and goals. NOLA-PS must continually raise expectations, expand what is working, and cultivate new leaders and new ideas.

## **Responsibility for Administration**

The ongoing maintenance and administration of the compensation program is facilitated by the use of specific guidelines. These guidelines will be followed to assure consistency in compensation program management, salary practices and salary decisions.

The Talent and Culture Department will assume responsibility for administration of the compensation program, including matters such as new hire starting salaries, salary grade placements for new positions and revised positions, annual employee salary increase considerations, promotional salary increases and maintaining appropriately competitive salary ranges.



## **Pay Grades and Position Classification**

The Talent and Culture Department determines the compensatory value of a position by conducting comparisons of positions to evaluate relative internal and external value. The position is then assigned an associated pay grade. Pay grades are used to group positions that have approximately the same relative internal value based on compensatory factors (job descriptions, market data, internal equity, divisional consistency, and administrative input are all considered when assigning a position to a pay grade).

All positions will be classified as exempt or nonexempt in accordance with Fair Labor Standards Act (FLSA) requirements.

## **Classification of Exempt and Nonexempt Employees (OPSB Policy GBAA)**

The Fair Labor Standards Act (FLSA) classifies employees into two (2) groups, as follows:

**Exempt** – Employees who are not eligible to receive overtime compensation. These employees are generally salaried employees whose primary duties are directly related to the management or administrative and business functions within the school system. Learned professionals, such as teachers, are also classified as exempt. Other exempt employees may include, but not be limited to, the Superintendent, directors, level 1 and level 2 supervisors, principals, assistant principals, and degreed professionals.

**Nonexempt** – Employees who are eligible to receive overtime compensation. These employees perform work involving repetitive manual operations, such as maintenance employees, food service employees, janitors and custodians, bus operators, and security personnel. Nonexempt employees may also include office employees who perform non-manual labor, such as secretaries, paraprofessionals, data-processing operators and technicians, cafeteria managers and staff, bus operators, maintenance staff, accounting and payroll staff.

## **Job Descriptions (OPSB Policy GBBA)**

Job descriptions are an essential function in the administration of a compensation system.

Accurate and complete job descriptions will be collected and maintained by the Talent and Culture Department. This includes complete and up to date job descriptions that address job qualifications, primary purpose, major duties and responsibilities, and working conditions.

Job titles will be designated by the Talent and Culture team and will adhere to a coherent job titling framework to consistently represent the level and nature of the work.



## **New Positions**

As new positions are created, the grade placement and corresponding salary range of the new position will be determined based upon:

- 1) The position's qualification requirements and job responsibilities in relation to existing positions;
- (2) The market value of the position which may require conducting a market analysis/survey of other school districts/charter management organizations.

The Talent and Culture team will prepare a salary grade placement recommendation, in cooperation with the supervisor of the new position. The Superintendent will review the recommendation and approve the final salary grade placement recommendation.

## **Position Reclassifications**

A job reclassification occurs when a position is moved to a higher or lower pay range. Jobs may be reclassified as a result of a significant and sustained change in job duties assigned, a need to improve internal pay equity, or a change in the competitive job market. The immediate supervisor will be responsible for initiating and submitting a request for a position reclassification to the Talent and Culture Department.

As a guide, reclassification can only take place when 30% or more of the duties change. The incumbent's immediate supervisor may be asked to further explain or document in writing the position's duties and responsibilities. The Talent and Culture Department will review the request and associated information and submit a recommendation to the Superintendent for review and approval.

Should an existing position be reclassified to a higher salary grade, the employee's current salary will not be less than the new grade salary range minimum. When an employee's job is reclassified to a lower salary grade, the employee will be placed in the salary schedule appropriate to the new position.



## Supplemental Pay

1. For certified personnel, the salaries reflected in the present salary schedule shall serve as full compensation for all work performed which relates to the duties and responsibilities set forth in such employees' job description. Certified employees who perform 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 and district administration shall be compensated in accordance with the Supplemental Pay stipend schedule, pursuant to La. R.S. 17:418. Any work to be performed outside of such employee's job description 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 district administration; and
  - (c) obtain supplemental, written authority from the employee's immediate supervisor and district administration before exceeding the initial estimated time for performing such services.

Such documentation and approvals shall be accomplished using forms and procedures provided by the Department of Human Resources, and work performed shall be entered into NOVAtime using the established pay code on each day work is performed outside of the employee's job description.

2. 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. A teacher's effective hourly rate, for the purposes of this payment, shall be calculated by converting the teacher's annual salary on the teacher's salary schedule adopted by the governing authority into an hourly rate of pay.
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 OPSB Policy GBAA, *Compensation Guidelines/Overtime*.

**PRINCIPAL, ASSISTANT PRINCIPAL, INSTRUCTIONAL COACH  
SALARY SCHEDULE**

<b>PRINCIPAL (12-month position)</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Elementary/Middle</b>	\$100,000	\$110,000	\$120,000
<b>High</b>	\$105,000	\$117,500	\$130,000

<b>ASSISTANT PRINCIPAL (12-month position)</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Elementary/Middle</b>	\$80,000	\$89,000	\$98,000
<b>High</b>	\$85,500	\$94,000	\$102,500

<b>INSTRUCTIONAL COACH (11-month position)</b>			
	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Elementary/Middle</b>	\$65,000	\$72,250	\$79,500
<b>High</b>	\$70,000	\$77,000	\$84,000



**SUPPORT & APPRAISAL STAFF  
SALARY SCHEDULE**

Add to Base Salary \$1,600 Board Stipend

<b>STEP</b>	<b>BACHELOR'S DEGREE</b>	<b>MASTERS DEGREE</b>	<b>MASTERS +30 DEGREE</b>	<b>SPECIALISTS DEGREE</b>	<b>ED.D./PH.D. DEGREE</b>
1	\$60,082	\$61,009	\$61,936	\$62,863	\$63,970
2	\$60,712	\$61,639	\$62,566	\$63,493	\$64,600
3	\$61,342	\$62,269	\$63,196	\$64,123	\$65,230
4	\$61,972	\$62,899	\$63,826	\$64,753	\$65,860
5	\$62,602	\$63,529	\$64,456	\$65,383	\$66,490
6	\$63,232	\$64,159	\$65,086	\$66,013	\$67,120
7	\$63,862	\$64,789	\$65,716	\$66,643	\$67,750
8	\$64,492	\$65,419	\$66,346	\$67,273	\$68,380
9	\$65,122	\$66,049	\$66,976	\$67,903	\$69,010
10	\$65,752	\$66,679	\$67,606	\$68,533	\$69,640
11	\$66,382	\$67,309	\$68,236	\$69,163	\$70,270
12	\$67,012	\$67,939	\$68,866	\$69,793	\$70,900
13	\$67,642	\$68,569	\$69,496	\$70,423	\$71,530
14	\$68,272	\$69,199	\$70,126	\$71,053	\$72,160
15	\$68,902	\$69,829	\$70,756	\$71,683	\$72,790
16	\$69,532	\$70,459	\$71,386	\$72,313	\$73,420
17	\$70,162	\$71,089	\$72,016	\$72,943	\$74,050
18	\$70,792	\$71,719	\$72,646	\$73,573	\$74,680
19	\$71,422	\$72,349	\$73,276	\$74,203	\$75,310
20	\$72,052	\$72,979	\$73,906	\$74,833	\$75,940
21	\$72,682	\$73,609	\$74,536	\$75,463	\$76,570
22	\$73,312	\$74,239	\$75,166	\$76,093	\$77,200
23	\$73,942	\$74,869	\$75,796	\$76,723	\$77,830
24	\$74,572	\$75,499	\$76,426	\$77,353	\$78,460
25	\$75,202	\$76,129	\$77,056	\$77,983	\$79,090
26	\$75,832	\$76,759	\$77,686	\$78,613	\$79,720
27	\$76,462	\$77,389	\$78,316	\$79,243	\$80,350
28	\$77,092	\$78,019	\$78,946	\$79,873	\$80,980
29	\$77,722	\$78,649	\$79,576	\$80,503	\$81,610
30	\$78,352	\$79,279	\$80,206	\$81,133	\$82,240
31	\$78,982	\$79,909	\$80,836	\$81,763	\$82,870
32+	\$79,612	\$80,539	\$81,466	\$82,393	\$83,500

**TEACHERS' SALARY SCALE  
BACHELOR'S DEGREE**

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH A BACHELOR'S DEGREE.  
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATION OR ABOVE. AN  
INEFFECTIVE WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY.

	Experience	Demand	Performance	Maximum
Bachelor's Degree Salary Steps	Base Salary	Board Stipend \$1,600	Performance Stipend Effective Proficient or Above \$400	Maximum Potential Teacher Salary
1	\$57,500	\$1,600	\$0	\$59,100
2	\$58,130	\$1,600	\$400	\$60,130
3	\$58,760	\$1,600	\$400	\$60,760
4	\$59,390	\$1,600	\$400	\$61,390
5	\$60,020	\$1,600	\$400	\$62,020
6	\$60,650	\$1,600	\$400	\$62,650
7	\$61,280	\$1,600	\$400	\$63,280
8	\$61,910	\$1,600	\$400	\$63,910
9	\$62,540	\$1,600	\$400	\$64,540
10	\$63,170	\$1,600	\$400	\$65,170
11	\$63,800	\$1,600	\$400	\$65,800
12	\$64,430	\$1,600	\$400	\$66,430
13	\$65,060	\$1,600	\$400	\$67,060
14	\$65,690	\$1,600	\$400	\$67,690
15	\$66,320	\$1,600	\$400	\$68,320
16	\$66,950	\$1,600	\$400	\$68,950
17	\$67,580	\$1,600	\$400	\$69,580
18	\$68,210	\$1,600	\$400	\$70,210
19	\$68,840	\$1,600	\$400	\$70,840
20	\$69,470	\$1,600	\$400	\$71,470
21	\$70,100	\$1,600	\$400	\$72,100
22	\$70,730	\$1,600	\$400	\$72,730
23	\$71,360	\$1,600	\$400	\$73,360
24	\$71,990	\$1,600	\$400	\$73,990
25	\$72,620	\$1,600	\$400	\$74,620
26	\$73,250	\$1,600	\$400	\$75,250
27	\$73,880	\$1,600	\$400	\$75,880
28	\$74,510	\$1,600	\$400	\$76,510
29	\$75,140	\$1,600	\$400	\$77,140
30	\$75,770	\$1,600	\$400	\$77,770
31	\$76,400	\$1,600	\$400	\$78,400
32	\$77,030	\$1,600	\$400	\$79,030

**TEACHERS' SALARY SCHEDULE  
MASTER'S DEGREE**

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH A BACHELOR'S DEGREE.  
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATION OR ABOVE. AN  
INEFFECTIVE WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY.

	Experience	Demand	Performance	Maximum
Master's Degree Salary Steps	Base Salary	Board Stipend \$1,600	Performance Stipend for Effective Proficient or Above \$400	Maximum Potential Teacher Salary
1	\$58,340	\$1,600	\$0	\$59,940
2	\$58,970	\$1,600	\$400	\$60,970
3	\$59,600	\$1,600	\$400	\$61,600
4	\$60,230	\$1,600	\$400	\$62,230
5	\$60,860	\$1,600	\$400	\$62,860
6	\$61,490	\$1,600	\$400	\$63,490
7	\$62,120	\$1,600	\$400	\$64,120
8	\$62,750	\$1,600	\$400	\$64,750
9	\$63,380	\$1,600	\$400	\$65,380
10	\$64,010	\$1,600	\$400	\$66,010
11	\$64,640	\$1,600	\$400	\$66,640
12	\$65,270	\$1,600	\$400	\$67,270
13	\$65,900	\$1,600	\$400	\$67,900
14	\$66,530	\$1,600	\$400	\$68,530
15	\$67,160	\$1,600	\$400	\$69,160
16	\$67,790	\$1,600	\$400	\$69,790
17	\$68,420	\$1,600	\$400	\$70,420
18	\$69,050	\$1,600	\$400	\$71,050
19	\$69,680	\$1,600	\$400	\$71,680
20	\$70,310	\$1,600	\$400	\$72,310
21	\$70,940	\$1,600	\$400	\$72,940
22	\$71,570	\$1,600	\$400	\$73,570
23	\$72,200	\$1,600	\$400	\$74,200
24	\$72,830	\$1,600	\$400	\$74,830
25	\$73,460	\$1,600	\$400	\$75,460
26	\$74,090	\$1,600	\$400	\$76,090
27	\$74,720	\$1,600	\$400	\$76,720
28	\$75,350	\$1,600	\$400	\$77,350
29	\$75,980	\$1,600	\$400	\$77,980
30	\$76,610	\$1,600	\$400	\$78,610
31	\$77,240	\$1,600	\$400	\$79,240
32	\$77,870	\$1,600	\$400	\$79,870

**TEACHERS' SALARY SCHEDULE  
MASTER'S DEGREE +30**

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH A BACHELOR'S DEGREE.  
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATION OR ABOVE. AN  
INEFFECTIVE WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY.

	Experience	Demand	Performance	Maximum
Master's +30 Degree Salary Steps	Base Salary	Board Stipend \$1,600	Performance Stipend Effective Proficient or Above \$400	Maximum Potential Teacher Salary
1	\$59,180	\$1,600	\$0	\$60,780
2	\$59,810	\$1,600	\$400	\$61,810
3	\$60,440	\$1,600	\$400	\$62,440
4	\$61,070	\$1,600	\$400	\$63,070
5	\$61,700	\$1,600	\$400	\$63,700
6	\$62,330	\$1,600	\$400	\$64,330
7	\$62,960	\$1,600	\$400	\$64,960
8	\$63,590	\$1,600	\$400	\$65,590
9	\$64,220	\$1,600	\$400	\$66,220
10	\$64,850	\$1,600	\$400	\$66,850
11	\$65,480	\$1,600	\$400	\$67,480
12	\$66,110	\$1,600	\$400	\$68,110
13	\$66,740	\$1,600	\$400	\$68,740
14	\$67,370	\$1,600	\$400	\$69,370
15	\$68,000	\$1,600	\$400	\$70,000
16	\$68,630	\$1,600	\$400	\$70,630
17	\$69,260	\$1,600	\$400	\$71,260
18	\$69,890	\$1,600	\$400	\$71,890
19	\$70,520	\$1,600	\$400	\$72,520
20	\$71,150	\$1,600	\$400	\$73,150
21	\$71,780	\$1,600	\$400	\$73,780
22	\$72,410	\$1,600	\$400	\$74,410
23	\$73,040	\$1,600	\$400	\$75,040
24	\$73,670	\$1,600	\$400	\$75,670
25	\$74,300	\$1,600	\$400	\$76,300
26	\$74,930	\$1,600	\$400	\$76,930
27	\$75,560	\$1,600	\$400	\$77,560
28	\$76,190	\$1,600	\$400	\$78,190
29	\$76,820	\$1,600	\$400	\$78,820
30	\$77,450	\$1,600	\$400	\$79,450
31	\$78,080	\$1,600	\$400	\$80,080
32	\$78,710	\$1,600	\$400	\$80,710

**TEACHERS' SALARY SCHEDULE  
SPECIALIST DEGREE**

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH A BACHELOR'S DEGREE.  
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATION OR ABOVE. AN  
INEFFECTIVE WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY.

	Experience	Demand	Performance	Maximum
Specialist Degree Salary Steps	Base Salary	Board Stipend \$1,600	Performance Stipend Effective Proficient or Above \$400	Maximum Potential Teacher Salary
1	\$60,020	\$1,600	\$0	\$61,620
2	\$60,650	\$1,600	\$400	\$62,650
3	\$61,280	\$1,600	\$400	\$63,280
4	\$61,910	\$1,600	\$400	\$63,910
5	\$62,540	\$1,600	\$400	\$64,540
6	\$63,170	\$1,600	\$400	\$65,170
7	\$63,800	\$1,600	\$400	\$65,800
8	\$64,430	\$1,600	\$400	\$66,430
9	\$65,060	\$1,600	\$400	\$67,060
10	\$65,690	\$1,600	\$400	\$67,690
11	\$66,320	\$1,600	\$400	\$68,320
12	\$66,950	\$1,600	\$400	\$68,950
13	\$67,580	\$1,600	\$400	\$69,580
14	\$68,210	\$1,600	\$400	\$70,210
15	\$68,840	\$1,600	\$400	\$70,840
16	\$69,470	\$1,600	\$400	\$71,470
17	\$70,100	\$1,600	\$400	\$72,100
18	\$70,730	\$1,600	\$400	\$72,730
19	\$71,360	\$1,600	\$400	\$73,360
20	\$71,990	\$1,600	\$400	\$73,990
21	\$72,620	\$1,600	\$400	\$74,620
22	\$73,250	\$1,600	\$400	\$75,250
23	\$73,880	\$1,600	\$400	\$75,880
24	\$74,510	\$1,600	\$400	\$76,510
25	\$75,140	\$1,600	\$400	\$77,140
26	\$75,770	\$1,600	\$400	\$77,770
27	\$76,400	\$1,600	\$400	\$78,400
28	\$77,030	\$1,600	\$400	\$79,030
29	\$77,660	\$1,600	\$400	\$79,660
30	\$78,290	\$1,600	\$400	\$80,290
31	\$78,920	\$1,600	\$400	\$80,920
32	\$79,550	\$1,600	\$400	\$81,550

**TEACHERS' SALARY SCHEDULE  
ED.D OR PH.D. DEGREE**

CERTIFIED TEACHERS, LIBRARIANS, SOCIAL WORKERS, COUNSELORS, NURSES WITH A BACHELOR'S DEGREE.  
THE \$400 PERFORMANCE STIPEND WILL BE PAID FOR EFFECTIVE PROFICIENT EVALUATION OR ABOVE. AN  
INEFFECTIVE WILL RESULT IN NO SALARY INCREASE IN ANY CATEGORY.

	<b>Experience</b>	<b>Demand</b>	<b>Performance</b>	<b>Maximum</b>
<b>Ed.D. or Ph.D. Degree Salary Steps</b>	<b>FY2020 Base Salary</b>	<b>FY2020 Board Stipend \$1,600</b>	<b>Performance Stipend Effective Proficient or Above \$400</b>	<b>FY2020 Maximum Potential Teacher Salary</b>
1	\$60,860	\$1,600	\$0	\$62,460
2	\$61,490	\$1,600	\$400	\$63,490
3	\$62,120	\$1,600	\$400	\$64,120
4	\$62,750	\$1,600	\$400	\$64,750
5	\$63,380	\$1,600	\$400	\$65,380
6	\$64,010	\$1,600	\$400	\$66,010
7	\$64,640	\$1,600	\$400	\$66,640
8	\$65,270	\$1,600	\$400	\$67,270
9	\$65,900	\$1,600	\$400	\$67,900
10	\$66,530	\$1,600	\$400	\$68,530
11	\$67,160	\$1,600	\$400	\$69,160
12	\$67,790	\$1,600	\$400	\$69,790
13	\$68,420	\$1,600	\$400	\$70,420
14	\$69,050	\$1,600	\$400	\$71,050
15	\$69,680	\$1,600	\$400	\$71,680
16	\$70,310	\$1,600	\$400	\$72,310
17	\$70,940	\$1,600	\$400	\$72,940
18	\$71,570	\$1,600	\$400	\$73,570
19	\$72,200	\$1,600	\$400	\$74,200
20	\$72,830	\$1,600	\$400	\$74,830
21	\$73,460	\$1,600	\$400	\$75,460
22	\$74,090	\$1,600	\$400	\$76,090
23	\$74,720	\$1,600	\$400	\$76,720
24	\$75,350	\$1,600	\$400	\$77,350
25	\$75,980	\$1,600	\$400	\$77,980
26	\$76,610	\$1,600	\$400	\$78,610
27	\$77,240	\$1,600	\$400	\$79,240
28	\$77,870	\$1,600	\$400	\$79,870
29	\$78,500	\$1,600	\$400	\$80,500
30	\$79,130	\$1,600	\$400	\$81,130
31	\$79,760	\$1,600	\$400	\$81,760
32	\$80,390	\$1,600	\$400	\$82,390

**UNCERTIFIED TEACHERS'  
SALARY SCHEDULE**

Step	Associate's Degree	Bachelor's Degree	Master's Degree	Master's +30	Specialist	Ph.D/Ed.D
1	\$47,000	\$50,000	\$50,756	\$51,512	\$52,268	\$53,024
2	\$47,300	\$50,300	\$51,056	\$51,812	\$52,568	\$53,324
3	\$47,600	\$50,600	\$51,356	\$52,112	\$52,868	\$53,624
4	\$47,900	\$50,900	\$51,656	\$52,412	\$53,168	\$53,924
5	\$48,200	\$51,200	\$51,956	\$52,712	\$53,468	\$54,224
6	\$48,500	\$51,500	\$52,256	\$53,012	\$53,768	\$54,524
7	\$48,800	\$51,800	\$52,556	\$53,312	\$54,068	\$54,824
8	\$49,100	\$52,100	\$52,856	\$53,612	\$54,368	\$55,124
9	\$49,400	\$52,400	\$53,156	\$53,912	\$54,668	\$55,424
10	\$49,700	\$52,700	\$53,456	\$54,212	\$54,968	\$55,724
11	\$50,000	\$53,000	\$53,756	\$54,512	\$55,268	\$56,024
12	\$50,300	\$53,300	\$54,056	\$54,812	\$55,568	\$56,324
13	\$50,600	\$53,600	\$54,356	\$55,112	\$55,868	\$56,624
14	\$50,900	\$53,900	\$54,656	\$55,412	\$56,168	\$56,924
15	\$51,200	\$54,200	\$54,956	\$55,712	\$56,468	\$57,224
16	\$51,500	\$54,500	\$55,256	\$56,012	\$56,768	\$57,524
17	\$51,800	\$54,800	\$55,556	\$56,312	\$57,068	\$57,824
18	\$52,100	\$55,100	\$55,856	\$56,612	\$57,368	\$58,124
19	\$52,400	\$55,400	\$56,156	\$56,912	\$57,668	\$58,424
20	\$52,700	\$55,700	\$56,456	\$57,212	\$57,968	\$58,724
21	\$53,000	\$56,000	\$56,756	\$57,512	\$58,268	\$59,024
22	\$53,300	\$56,300	\$57,056	\$57,812	\$58,568	\$59,324
23	\$53,600	\$56,600	\$57,356	\$58,112	\$58,868	\$59,624
24	\$53,900	\$56,900	\$57,656	\$58,412	\$59,168	\$59,924
25	\$54,200	\$57,200	\$57,956	\$58,712	\$59,468	\$60,224
26	\$54,500	\$57,500	\$58,256	\$59,012	\$59,768	\$60,524
27	\$54,800	\$57,800	\$58,556	\$59,312	\$60,068	\$60,824
28	\$55,100	\$58,100	\$58,856	\$59,612	\$60,368	\$61,124
29	\$55,400	\$58,400	\$59,156	\$59,912	\$60,668	\$61,424
30	\$55,700	\$58,700	\$59,456	\$60,212	\$60,968	\$61,724
31	\$56,000	\$59,000	\$59,756	\$60,512	\$61,268	\$62,024
32	\$56,300	\$59,300	\$60,056	\$60,812	\$61,568	\$62,324

**DEAN OF CULTURE/DEAN OF STUDENTS  
SALARY SCHEDULE**

POSITION ADHERES TO THE TEACHERS' ANNUAL CALENDAR

<b>STEP</b>	<b>NON-DEGREED</b>	<b>BACHELOR'S DEGREE</b>	<b>MASTERS DEGREE</b>
1	\$45,000	\$50,000	\$51,050
2	\$45,500	\$50,500	\$51,550
3	\$46,000	\$51,000	\$52,050
4	\$46,500	\$51,500	\$52,550
5	\$47,000	\$52,000	\$53,050
6	\$47,500	\$52,500	\$53,550
7	\$48,000	\$53,000	\$54,050
8	\$48,500	\$53,500	\$54,550
9	\$49,000	\$54,000	\$55,050
10	\$49,500	\$54,500	\$55,550
11	\$50,000	\$55,000	\$56,050
12	\$50,500	\$55,500	\$56,550
13	\$51,000	\$56,000	\$57,050
14	\$51,500	\$56,500	\$57,550
15	\$52,000	\$57,000	\$58,050
16	\$52,500	\$57,500	\$58,550
17	\$53,000	\$58,000	\$59,050
18	\$53,500	\$58,500	\$59,550
19	\$54,000	\$59,000	\$60,050
20	\$54,500	\$59,500	\$60,550



**SCHOOL SUPPORT STAFF  
SALARY SCHEDULE**

SCHOOL SUPPORT POSITIONS: AIDE, CLERICAL, HEALTH ASSISTANT, BUSINESS MANAGER

STEP	AIDES	ASSISTANT SECRETARY/ PARENT LIAISON	LPN'S, INTERPRETER, HEALTH CARE ASSISTANTS	DATA MANAGER	SCHOOL SECRETARY	SCHOOL BUSINESS MANAGERS
1	\$28,500	\$27,847	\$29,714	\$40,000	\$36,496	\$47,772
2	\$28,800	\$28,142	\$30,093	\$40,499	\$36,995	\$48,580
3	\$29,100	\$28,437	\$30,472	\$40,998	\$37,494	\$49,387
4	\$29,400	\$28,732	\$30,851	\$41,497	\$37,993	\$50,184
5	\$29,700	\$29,027	\$31,230	\$41,996	\$38,492	\$51,002
6	\$30,000	\$29,322	\$31,609	\$42,495	\$38,991	\$51,810
7	\$30,300	\$29,617	\$31,988	\$42,994	\$39,490	\$52,617
8	\$30,600	\$29,912	\$32,367	\$43,493	\$39,989	\$53,424
9	\$30,900	\$30,207	\$32,746	\$43,992	\$40,488	\$54,232
10	\$31,200	\$30,502	\$33,125	\$44,491	\$40,987	\$55,039
11	\$31,500	\$30,797	\$33,504	\$44,990	\$41,486	\$55,847
12	\$31,800	\$31,092	\$33,883	\$45,489	\$41,985	\$56,654
13	\$32,100	\$31,387	\$34,262	\$45,988	\$42,484	\$57,462
14	\$32,400	\$31,682	\$34,641	\$46,487	\$42,983	\$58,269
15	\$32,700	\$31,977	\$35,020	\$46,986	\$43,482	\$59,077
16	\$33,000	\$32,272	\$35,399	\$47,485	\$43,981	\$59,884
17	\$33,300	\$32,567	\$35,778	\$47,984	\$44,480	\$60,691
18	\$33,600	\$32,862	\$36,157	\$48,483	\$44,979	\$61,499
19	\$33,900	\$33,157	\$36,536	\$48,982	\$45,478	\$62,306
20	\$34,200	\$33,452	\$36,915	\$49,481	\$45,977	\$63,334
21	\$34,500	\$33,747	\$37,294	\$49,980	\$46,476	
22	\$34,800	\$34,042	\$37,673	\$50,479	\$46,975	
23	\$35,100	\$34,337	\$38,052	\$50,978	\$47,474	
24	\$35,400	\$34,632	\$38,431	\$51,477	\$47,973	
25	\$35,700	\$34,927	\$38,810	\$51,976	\$48,472	
26	\$36,000	\$35,222	\$39,189	\$52,475	\$48,971	
27	\$36,300	\$35,517	\$39,568	\$52,974	\$49,470	
28	\$36,600	\$35,812	\$39,947	\$53,473	\$49,969	
29	\$36,900	\$36,107	\$40,326	\$53,972	\$50,468	
30	\$37,200	\$36,402	\$40,705	\$54,471	\$50,967	
31	\$37,500	\$36,697	\$41,084	\$54,970	\$51,466	
32	\$37,800	\$36,992	\$41,463	\$55,469	\$51,965	

**SECURITY OFFICERS  
(10 MONTH)  
SALARY SCHEDULE**

STEP	10 MONTH SECURITY OFFICERS
1	\$29,714
2	\$30,093
3	\$30,472
4	\$30,851
5	\$31,230
6	\$31,609
7	\$31,988
8	\$32,367
9	\$32,746
10	\$33,125
11	\$33,504
12	\$33,883
13	\$34,262
14	\$34,641
15	\$35,020
16	\$35,399
17	\$35,778
18	\$36,157
19	\$36,536
20	\$36,915
21	\$37,294
22	\$37,673
23	\$38,052
24	\$38,431
25	\$38,810
26	\$39,189
27	\$39,568
28	\$39,947
29	\$40,326
30	\$40,705
31	\$41,084
32	\$41,463

**CHILD NUTRITION  
SALARY SCHEDULE**

<b>STEP</b>	<b>CN1 - CHILD NUTRITION TECHNICIANS; 10 MONTHS; 5 HRS DAILY</b>	<b>CN2 - CHILD NUTRITION TECHNICIANS; 10 MONTHS; 6 HRS DAILY</b>	<b>CN3 - CHILD NUTRITION TECHNICIANS; 10 MONTHS; 7 HRS DAILY</b>	<b>CN5 - CHILD NUTRITION MANAGERS; 10 MONTHS; 6 HRS DAILY</b>	<b>CN6 - CHILD NUTRITION MANAGERS; 10 MONTHS; 7 HRS DAILY</b>	<b>CN7 - CHILD NUTRITION; FIELD MANAGERS; 10 MONTHS; 7 HRS DAILY</b>
1	\$17,650	\$21,650	\$25,650	\$27,650	\$29,650	\$31,650
2	\$18,050	\$22,050	\$26,050	\$28,050	\$30,050	\$32,050
3	\$18,450	\$22,450	\$26,450	\$28,450	\$30,450	\$32,450
4	\$18,850	\$22,850	\$26,850	\$28,850	\$30,850	\$32,850
5	\$19,250	\$23,250	\$27,250	\$29,250	\$31,250	\$33,250
6	\$19,650	\$23,650	\$27,650	\$29,650	\$31,650	\$33,650
7	\$20,050	\$24,050	\$28,050	\$30,050	\$32,050	\$34,050
8	\$20,450	\$24,450	\$28,450	\$30,450	\$32,450	\$34,450
9	\$20,850	\$24,850	\$28,850	\$30,850	\$32,850	\$34,850
10	\$21,250	\$25,250	\$29,250	\$31,250	\$33,250	\$35,250
11	\$21,650	\$25,650	\$29,650	\$31,650	\$33,650	\$35,650
12	\$22,050	\$26,050	\$30,050	\$32,050	\$34,050	\$36,050
13	\$22,450	\$26,450	\$30,450	\$32,450	\$34,450	\$36,450
14	\$22,850	\$26,850	\$30,850	\$32,850	\$34,850	\$36,850
15	\$23,250	\$27,250	\$31,250	\$33,250	\$35,250	\$37,250
16	\$23,650	\$27,650	\$31,650	\$33,650	\$35,650	\$37,650
17	\$24,050	\$28,050	\$32,050	\$34,050	\$36,050	\$38,050
18	\$24,450	\$28,450	\$32,450	\$34,450	\$36,450	\$38,450
19	\$24,850	\$28,850	\$32,850	\$34,850	\$36,850	\$38,850
20	\$25,250	\$29,250	\$33,250	\$35,250	\$37,250	\$39,250

**Central Office  
12-Month Salary Schedule**

**Deputy Superintendent and Chief**

JOB GRADE	MINIMUM	MIDPOINT	MAXIMUM
Deputy Superintendent	\$150,000	\$185,000	\$220,000
Chief	\$135,000	\$151,150	\$167,300

**Employees hired before July 1, 2021  
(Grandfathered)**

JOB GRADE	MINIMUM	MIDPOINT	MAXIMUM
Executive Director/Senior Officer	\$91,000	\$111,650	\$132,300
Director	\$79,000	\$93,650	\$108,300
Assistant Director/Specialist	\$71,000	\$84,650	\$98,300
Supervisor/Manager	\$60,000	\$73,650	\$87,300
Coordinator/Safety/Security	\$54,000	\$66,650	\$79,300
Clerical Staff	\$36,000	\$43,650	\$51,300

**Employees hired on or after July 1, 2021**

JOB GRADE	MINIMUM	MIDPOINT	MAXIMUM
Executive Director/Senior Officer	\$80,400	\$101,318	\$122,235
Director	\$65,400	\$82,568	\$99,735
Assistant Director/Specialist	\$60,400	\$74,943	\$89,485
Supervisor/Manager	\$50,400	\$64,568	\$78,735
Coordinator/Safety/Security	\$45,400	\$58,755	\$72,110
Clerical Staff	\$30,400	\$39,005	\$47,610



## NOLA Public Schools Supplemental Pay Stipend Schedule

Stipend Rates for Summer Programs, Professional Development, Extended Day and Substitute Teachers, and extra duties

Employee Job Title	Hourly / Daily Rate of Pay
High School Principal / Teacher in Charge	\$60.00
High School Assistant Principal	\$55.00
High School Testing Coordinator	\$45.00
High School Teacher / Teacher Types	\$45.00
High School Interventionist / Disciplinarian	\$45.00
Elementary Principal / Teacher in Charge	\$60.00
Elementary Assistant Principal	\$55.00
Elementary Testing Coordinator	\$45.00
Elementary Teacher / Teacher Types	\$45.00
Speech Pathologist	\$45.00
Social Worker	\$45.00
Counselor	\$45.00
Librarian	\$45.00
Registered Nurse	\$45.00
Interventionist / Disciplinarian	\$45.00
Behavioral Health Professional	\$45.00
Paraeducator	\$25.00
Clerical Staff	\$20.00
Data Manager	\$20.00
Food Service Site Manager	\$20.00
Food Service Field Monitor/Coordinator	\$23.00
Food Service Technician	\$17.00
Food Service Van Driver	\$20.00
Security Officers Detail	\$22.00 / detail hour
Workshop Presenter (Employee)	\$50.00 per hour of presentation. Additional, two (2) hours preparation compensation for three (3) hours of workshop presentation.
Tutors	\$10 per hour for non-degreed tutors
	\$15 per hour for degreed tutors
Parent Aides	\$15

**Effective July 1, 2024**