

**Zachary Community School District**  
**Effective 7/1/2025**  
**Compensation Plan**  
**2025-2026**

<b>Page No.</b>	<b>Schedule Number</b>	<b>Description</b>
1	9T	Teacher and Other Certificated Staff (9 month-182 days)
1a	95T	Teacher and Other Certificated Staff (9.5 month-192 days)
1b	10T	Teacher and Other Certificated Staff (10 month-202 days)
1c	11T	Teacher and Other Certificated Staff (11 month-222 days)
1d	12T	Teacher and Other Certificated Staff (12 month- 260 days)
1e		Listing of Teacher and Other Certificated Staff Positions
2	R10/R12	ROTC Instructors (10 and 12 month- 202 and 260 days)
3	MO9/NO9/EI9	Moderator, Nurses and Interpreter (9 month-182 days)
4-4b		Extra Curricular Activities and Coaching Stipends
5		Management Index
6	PA9	Instructional Support Staff- Paraprofessional Non-Degreed (9 month-180 days)
6	PA9	Instructional Support Staff- Paraprofessional Degreed (9 month- 180 days)
7	A12	Administrative Support- Lancer Data Specialist (12 month-260 days)
7	A12	Administrative Support-Accountant (12 month-260 days)
8	C10	Clerical Support-School Clerk (10 month-202 days)
8	C11	Clerical Support-School Clerk (11 month-222 days)
8	C12	Clerical Support- Secretary and Clerk Level B-E (12 month-260 days)
9	MT6	Maintenance- Janitor (12 month-260 days)
9	MT6	Maintenance- Custodians (12 month-260 days)
9	MT6	Maintenance Technician- Levels A-C (12 month-260 days)
9	MT6	Maintenance Manager (12 month-260 days)
10	CM5	Child Nutrition- Managers (9 month- 180 days)
11	CT3	Child Nutrition -Technicians I, II and III (9 month-180 days)
12		Other Compensation (Substitute)
13		Other Compensation (Stipends)
Appendix		Governing Rules

**Zachary Community School Board**  
**Teacher and Other Certificated Staff Salary Schedule**  
**Page 1**

Step	BA	MA	EdS	Doctorate
	182 days 9 month Salary	182 days 9 month Salary	182 days 9 month Salary	182 days 9 month Salary
	Salary	Salary	Salary	Salary
0	\$52,022	\$53,022	\$53,522	\$54,022
1	\$52,522	\$53,522	\$54,022	\$54,522
2	\$53,022	\$54,022	\$54,522	\$55,022
3	\$53,522	\$54,522	\$55,022	\$55,522
4	\$54,022	\$55,022	\$55,522	\$56,022
5	\$54,522	\$55,522	\$56,022	\$56,522
6	\$55,022	\$56,022	\$56,522	\$57,022
7	\$55,522	\$56,522	\$57,022	\$57,522
8	\$56,022	\$57,022	\$57,522	\$58,022
9	\$56,522	\$57,522	\$58,022	\$58,522
10	\$57,022	\$58,022	\$58,522	\$59,022
11	\$57,522	\$58,522	\$59,022	\$59,522
12	\$58,022	\$59,022	\$59,522	\$60,022
13	\$58,522	\$59,522	\$60,022	\$60,522
14	\$59,022	\$60,022	\$60,522	\$61,022
15	\$59,522	\$60,522	\$61,022	\$61,522
16	\$60,022	\$61,022	\$61,522	\$62,022
17	\$60,522	\$61,522	\$62,022	\$62,522
18	\$61,022	\$62,022	\$62,522	\$63,022
19	\$61,522	\$62,522	\$63,022	\$63,522
20	\$62,022	\$63,022	\$63,522	\$64,022
21	\$62,522	\$63,522	\$64,022	\$64,522
22	\$63,022	\$64,022	\$64,522	\$65,022
23	\$63,522	\$64,522	\$65,022	\$65,522
24	\$64,022	\$65,022	\$65,522	\$66,022
25	\$64,522	\$65,522	\$66,022	\$66,522
26	\$65,022	\$66,022	\$66,522	\$67,022
27	\$65,522	\$66,522	\$67,022	\$67,522
28	\$66,022	\$67,022	\$67,522	\$68,022
29	\$66,522	\$67,522	\$68,022	\$68,522
30	\$67,022	\$68,022	\$68,522	\$69,022

**Zachary Community School Board**  
**Teacher and Other Certificated Staff Salary Schedule**  
**Page 1a**

Step	BA	MA	EdS	Doctorate
	192 days 9.5 month	192 days 9.5 month	192 days 9.5 month	192 days 9.5 month
	Salary	Salary	Salary	Salary
0	\$54,580	\$55,580	\$56,080	\$56,580
1	\$55,080	\$56,080	\$56,580	\$57,080
2	\$55,580	\$56,580	\$57,080	\$57,580
3	\$56,080	\$57,080	\$57,580	\$58,080
4	\$56,580	\$57,580	\$58,080	\$58,580
5	\$57,080	\$58,080	\$58,580	\$59,080
6	\$57,580	\$58,580	\$59,080	\$59,580
7	\$58,080	\$59,080	\$59,580	\$60,080
8	\$58,580	\$59,580	\$60,080	\$60,580
9	\$59,080	\$60,080	\$60,580	\$61,080
10	\$59,580	\$60,580	\$61,080	\$61,580
11	\$60,080	\$61,080	\$61,580	\$62,080
12	\$60,580	\$61,580	\$62,080	\$62,580
13	\$61,080	\$62,080	\$62,580	\$63,080
14	\$61,580	\$62,580	\$63,080	\$63,580
15	\$62,080	\$63,080	\$63,580	\$64,080
16	\$62,580	\$63,580	\$64,080	\$64,580
17	\$63,080	\$64,080	\$64,580	\$65,080
18	\$63,580	\$64,580	\$65,080	\$65,580
19	\$64,080	\$65,080	\$65,580	\$66,080
20	\$64,580	\$65,580	\$66,080	\$66,580
21	\$65,080	\$66,080	\$66,580	\$67,080
22	\$65,580	\$66,580	\$67,080	\$67,580
23	\$66,080	\$67,080	\$67,580	\$68,080
24	\$66,580	\$67,580	\$68,080	\$68,580
25	\$67,080	\$68,080	\$68,580	\$69,080
26	\$67,580	\$68,580	\$69,080	\$69,580
27	\$68,080	\$69,080	\$69,580	\$70,080
28	\$68,580	\$69,580	\$70,080	\$70,580
29	\$69,080	\$70,080	\$70,580	\$71,080
30	\$69,580	\$70,580	\$71,080	\$71,580

**Zachary Community School Board**  
**Teacher and Other Certificated Staff Salary Schedule**  
**Page 1b**

Step	BA	MA	EdS	Doctorate
	202 days 10 month	202 days 10 month	202 days 10 month	202 days 10 month
	Salary	Salary	Salary	Salary
0	\$57,139	\$58,139	\$58,639	\$59,139
1	\$57,639	\$58,639	\$59,139	\$59,639
2	\$58,139	\$59,139	\$59,639	\$60,139
3	\$58,639	\$59,639	\$60,139	\$60,639
4	\$59,139	\$60,139	\$60,639	\$61,139
5	\$59,639	\$60,639	\$61,139	\$61,639
6	\$60,139	\$61,139	\$61,639	\$62,139
7	\$60,639	\$61,639	\$62,139	\$62,639
8	\$61,139	\$62,139	\$62,639	\$63,139
9	\$61,639	\$62,639	\$63,139	\$63,639
10	\$62,139	\$63,139	\$63,639	\$64,139
11	\$62,639	\$63,639	\$64,139	\$64,639
12	\$63,139	\$64,139	\$64,639	\$65,139
13	\$63,639	\$64,639	\$65,139	\$65,639
14	\$64,139	\$65,139	\$65,639	\$66,139
15	\$64,639	\$65,639	\$66,139	\$66,639
16	\$65,139	\$66,139	\$66,639	\$67,139
17	\$65,639	\$66,639	\$67,139	\$67,639
18	\$66,139	\$67,139	\$67,639	\$68,139
19	\$66,639	\$67,639	\$68,139	\$68,639
20	\$67,139	\$68,139	\$68,639	\$69,139
21	\$67,639	\$68,639	\$69,139	\$69,639
22	\$68,139	\$69,139	\$69,639	\$70,139
23	\$68,639	\$69,639	\$70,139	\$70,639
24	\$69,139	\$70,139	\$70,639	\$71,139
25	\$69,639	\$70,639	\$71,139	\$71,639
26	\$70,139	\$71,139	\$71,639	\$72,139
27	\$70,639	\$71,639	\$72,139	\$72,639
28	\$71,139	\$72,139	\$72,639	\$73,139
29	\$71,639	\$72,639	\$73,139	\$73,639
30	\$72,139	\$73,139	\$73,639	\$74,139

**Zachary Community School Board**  
**Teacher and Other Certificated Staff Salary Schedule**  
**Page 1c**

Step	BA	MA	EdS	Doctorate
	222 days 11 month	222 days 11 month	222 days 11 month	222 days 11 month
	Salary	Salary	Salary	Salary
0	\$62,256	\$63,256	\$63,756	\$64,256
1	\$62,756	\$63,756	\$64,256	\$64,756
2	\$63,256	\$64,256	\$64,756	\$65,256
3	\$63,756	\$64,756	\$65,256	\$65,756
4	\$64,256	\$65,256	\$65,756	\$66,256
5	\$64,756	\$65,756	\$66,256	\$66,756
6	\$65,256	\$66,256	\$66,756	\$67,256
7	\$65,756	\$66,756	\$67,256	\$67,756
8	\$66,256	\$67,256	\$67,756	\$68,256
9	\$66,756	\$67,756	\$68,256	\$68,756
10	\$67,256	\$68,256	\$68,756	\$69,256
11	\$67,756	\$68,756	\$69,256	\$69,756
12	\$68,256	\$69,256	\$69,756	\$70,256
13	\$68,756	\$69,756	\$70,256	\$70,756
14	\$69,256	\$70,256	\$70,756	\$71,256
15	\$69,756	\$70,756	\$71,256	\$71,756
16	\$70,256	\$71,256	\$71,756	\$72,256
17	\$70,756	\$71,756	\$72,256	\$72,756
18	\$71,256	\$72,256	\$72,756	\$73,256
19	\$71,756	\$72,756	\$73,256	\$73,756
20	\$72,256	\$73,256	\$73,756	\$74,256
21	\$72,756	\$73,756	\$74,256	\$74,756
22	\$73,256	\$74,256	\$74,756	\$75,256
23	\$73,756	\$74,756	\$75,256	\$75,756
24	\$74,256	\$75,256	\$75,756	\$76,256
25	\$74,756	\$75,756	\$76,256	\$76,756
26	\$75,256	\$76,256	\$76,756	\$77,256
27	\$75,756	\$76,756	\$77,256	\$77,756
28	\$76,256	\$77,256	\$77,756	\$78,256
29	\$76,756	\$77,756	\$78,256	\$78,756
30	\$77,256	\$78,256	\$78,756	\$79,256

**Zachary Community School Board**  
**Teacher and Other Certificated Staff Salary Schedule**  
**Page 1d**

Step	BA	MA	EdS	Doctorate
	260 days 12 month	260 days 12 month	260 days 12 month	260 days 12 month
	Salary	Salary	Salary	Salary
0	\$67,373	\$68,373	\$68,873	\$69,373
1	\$67,873	\$68,873	\$69,373	\$69,873
2	\$68,373	\$69,373	\$69,873	\$70,373
3	\$68,873	\$69,873	\$70,373	\$70,873
4	\$69,373	\$70,373	\$70,873	\$71,373
5	\$69,873	\$70,873	\$71,373	\$71,873
6	\$70,373	\$71,373	\$71,873	\$72,373
7	\$70,873	\$71,873	\$72,373	\$72,873
8	\$71,373	\$72,373	\$72,873	\$73,373
9	\$71,873	\$72,873	\$73,373	\$73,873
10	\$72,373	\$73,373	\$73,873	\$74,373
11	\$72,873	\$73,873	\$74,373	\$74,873
12	\$73,373	\$74,373	\$74,873	\$75,373
13	\$73,873	\$74,873	\$75,373	\$75,873
14	\$74,373	\$75,373	\$75,873	\$76,373
15	\$74,873	\$75,873	\$76,373	\$76,873
16	\$75,373	\$76,373	\$76,873	\$77,373
17	\$75,873	\$76,873	\$77,373	\$77,873
18	\$76,373	\$77,373	\$77,873	\$78,373
19	\$76,873	\$77,873	\$78,373	\$78,873
20	\$77,373	\$78,373	\$78,873	\$79,373
21	\$77,873	\$78,873	\$79,373	\$79,873
22	\$78,373	\$79,373	\$79,873	\$80,373
23	\$78,873	\$79,873	\$80,373	\$80,873
24	\$79,373	\$80,373	\$80,873	\$81,373
25	\$79,873	\$80,873	\$81,373	\$81,873
26	\$80,373	\$81,373	\$81,873	\$82,373
27	\$80,873	\$81,873	\$82,373	\$82,873
28	\$81,373	\$82,373	\$82,873	\$83,373
29	\$81,873	\$82,873	\$83,373	\$83,873
30	\$82,373	\$83,373	\$83,873	\$84,373

**Zachary Community School Board  
Teacher and Other Certificated Staff Salary Schedule  
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*The following positions are covered by Teacher  
Salary Schedules depending on length of employment:*

Teacher  
Counselor  
Librarian  
Specialist  
Therapist  
Social Worker  
Educational Diagnostician  
Facilitator  
School Psychologist  
School Social Worker  
Dean  
Teacher for Instructional Support  
Other as approved by Human Resources

**Zachary Community School Board**  
**ROTC Salary Schedule**  
**Page 2**

Step	260 days	202 days
	Senior	Junior
	ROTC (12 mo)	ROTC (10 mo)
0	\$72,533	\$58,072
1	\$73,411	\$58,768
2	\$74,304	\$59,479
3	\$75,213	\$60,204
4	\$76,138	\$60,943
5	\$77,079	\$61,697
6	\$78,038	\$62,466
7	\$79,013	\$63,251
8	\$80,006	\$64,051
9	\$81,016	\$64,867
10	\$82,045	\$65,700
11	\$83,092	\$66,549
12	\$84,157	\$67,415
13	\$85,241	\$68,299
14	\$86,345	\$69,200
15	\$87,468	\$70,119
16	\$88,611	\$71,057
17	\$89,775	\$72,013
18	\$90,959	\$72,989
19	\$92,165	\$73,984
20	\$93,392	\$74,999
21	\$93,597	\$75,154
22	\$93,803	\$75,311
23	\$94,010	\$75,468
24	\$94,217	\$75,625
25	\$94,425	\$75,782
26	\$94,632	\$75,939
27	\$94,840	\$76,096
28	\$95,047	\$76,253
29	\$95,255	\$76,410
30	\$95,462	\$76,567

**Minimum Instructor Pay (MIP) will be used to compensate all instructors.**

**Salary must be greater than or equal to the MIP.**

**Zachary Community School Board**  
**Other Degreed Staff - Non-Certificated**  
**182 days**

<b>Step</b>	<b>Moderator(182)</b>	<b>Nurse(182)</b>	<b>ESL Interpreter (182)</b>
0	\$42,650	\$51,352	\$37,000
1	\$43,050	\$51,852	\$37,500
2	\$43,450	\$52,352	\$38,000
3	\$43,850	\$52,852	\$38,500
4	\$44,250	\$53,352	\$39,000
5	\$44,650	\$53,852	\$39,500
6	\$45,050	\$54,352	\$40,000
7	\$45,450	\$54,852	\$40,500
8	\$45,850	\$55,352	\$41,000
9	\$46,250	\$55,852	\$41,500
10	\$46,650	\$56,352	\$42,000
11	\$47,050	\$56,852	\$42,500
12	\$47,450	\$57,352	\$43,000
13	\$47,850	\$57,852	\$43,500
14	\$48,250	\$58,352	\$44,000
15	\$48,650	\$58,852	\$44,500
16	\$49,050	\$59,352	\$45,000
17	\$49,450	\$59,852	\$45,500
18	\$49,850	\$60,352	\$46,000
19	\$50,250	\$60,852	\$46,500
20	\$50,650	\$61,352	\$47,000
21	\$51,050	\$61,852	\$47,500
22	\$51,450	\$62,352	\$48,000
23	\$51,850	\$62,852	\$48,500
24	\$52,250	\$63,352	\$49,000
25	\$52,650	\$63,852	\$49,500
26	\$53,050	\$64,352	\$50,000
27	\$53,450	\$64,852	\$50,500
28	\$53,850	\$65,352	\$51,000
29	\$54,250	\$65,852	\$51,500
30	\$54,650	\$66,352	\$52,000

**Zachary Community School Board**  
**Extra Curricular Activities and Coaching Stipends**  
**Page 4**

Activity	Stipend
Middle School Band	8%
Middle School Cheer/Dance/Drill Team	6%
Middle School Cheer/Dance/Drill Team - Assistant	3%
Middle School Coaches	Stipend
Head Football	10%
Assistant Football	6%
Head Basketball (1 per Grade)-Boys	6%
Assistant Basketball-Boys	6%
Head Basketball (1 per Grade)-Girls	6%
Assistant Basketball-Girls	6%
Head Track (Boys)	6%
Assistant Track (Boys)	6%
Head Track (Girls)	6%
Assistant Track (Girls)	6%
Head Volleyball (1 per Grade)	6%
Assistant Volleyball	6%
Head Softball (1 per Grade)	6%
Assistant Softball	6%
Head Baseball (1 per Grade)	6%
Assistant Baseball	6%
Head Soccer (1 per Grade)-Boys	6%
Assistant Soccer-Boys	6%
Head Soccer (1 per Grade)-Girls	6%
Assistant Soccer-Girls	6%
Head Swimming (Boys)	4%
Assistant Swimming (Boys)	3%
Head Swimming (Girls)	4%
Assistant Swimming (Girls)	3%
Head Cross Country Boys	3%
Head Cross Country Girls	3%
Faculty Representative (As Applicable)	2%

**Zachary Community School Board**  
**Extra Curricular Activities and Coaching Stipends**  
**Page 4a**

Activity	Stipend
High School Band	12%
High School Cheer/Dance/Drill Team	8%
High School Cheer/Dance/Drill Team - Assistant	4%
<b>High School Coaches</b>	
Head Football	16%
Assistant Football	10%
Head 9th Grade Football	10%
9th Assistant Football	8%
Head Basketball- Boys	12%
Assistant Basketball-Boys	8%
Head Basketball-Girls	12%
Assistant Basketball-Girls	8%
Head Baseball	12%
Assistant Baseball	8%
Head Track-Boys	12%
Assistant Track -Boys	8%
Head Track-Girls	12%
Assistant Track -Girls	8%
Head Wrestling	12%
Assistant Wrestling	8%
Head Softball	12%
Assistant Softball	8%
Head Volleyball	12%
Assistant Volleyball	8%
Head Soccer Boys	12%
Assistant Soccer Boys	8%
Head Soccer Girls	12%
Assistant Soccer Girls	8%
Head Swimming -Boys	4%
Assistant Swimming- Boys	3%
Head Swimming- Girls	4%
Assistant Swimming-Girls	3%

**Zachary Community School Board**  
**Extra Curricular Activities and Coaching Stipends**  
**Page 4b**

<b>Other High School Coaches</b>	<b>Stipend</b>
Head Golf Boys	4%
Head Golf Girls	4%
Head Tennis Boys	4%
Assistant Tennis Boys	2%
Head Tennis Girls	4%
Assistant Tennis Girls	2%
Head Bowling Boys	4%
Head Bowling Girls	4%
Head Cross Country Boys	4%
Head Cross Country Girls	4%
Head Powerlifting Boys	4%
Head Powerlifting Girls	4%

<b>Other High School Coaches</b>	<b>Stipend</b>
Weightlifting	2%
Academic Advisor	10%
Athletic Trainer	15%

**Guidelines for Extracurricular and Coaching Stipends**

1. Stipends will be calculated on the employees Base Salary.
2. Each Principal will designate Coaching Duties to employees.
3. Athletic Director will provide Human Resources Department with a Copy of all coaching duty assignments.
4. Maximum Coaching percentage allowed shall be 27%.
5. Minimum Coaching supplement is his/her defined percent of a first year BA Base Teacher Salary, including Head CECP coaches.
6. All newly hired coaches are required to have a CDL License prior to the beginning of the 2011-2012 school year. Exceptions must be approved by HR Director.
7. Beginning 2010-2011, failure to obtain a CDL License will result in a 2% forfeiture of the coaching stipend.

**Zachary Community School Board  
Management Index  
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1. All management salary schedules are indexed off the corresponding Masters Level teacher salary schedule 10, 11, or 12 month.
2. Placement is determined by the Superintendent

<b>Position</b>	<b>Index</b>	<b>Length of Employment</b>
Elementary School Principal	1.21 - 1.24	12 month
Middle School Principal	1.26	12 month
High School Principal	1.30	12 month
Elementary School Assistant Principal	1.18	10-11 month
Middle School Assistant Principal	1.20	10-11 month
High School Assistant Principal	1.22	10-11 month
Dean of Students (Educational Leader)	1.10	10-11 month
<b>District Level</b>	<b>Index</b>	<b>Length of Employment</b>
Coordinator	1.22	11-12 month
Supervisor	1.22	12 month
Supervisor	1.26	12 month
Director	1.33	12 month
Director	1.37	12 month
Director	1.41	12 month

**Zachary Community School Board  
Instructional Support  
180 days  
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<b>Step</b>	<b>Paraprofessional No Degree</b>	<b>Paraprofessional Degreed</b>
0	\$22,150	\$23,150
1	\$22,450	\$23,450
2	\$22,750	\$23,750
3	\$23,050	\$24,050
4	\$23,350	\$24,350
5	\$23,650	\$24,650
6	\$23,950	\$24,950
7	\$24,250	\$25,250
8	\$24,550	\$25,550
9	\$24,850	\$25,850
10	\$25,150	\$26,150
11	\$25,450	\$26,450
12	\$25,750	\$26,750
13	\$26,050	\$27,050
14	\$26,350	\$27,350
15	\$26,650	\$27,650
16	\$26,950	\$27,950
17	\$27,250	\$28,250
18	\$27,550	\$28,550
19	\$27,850	\$28,850
20	\$28,150	\$29,150
21	\$28,450	\$29,450
22	\$28,750	\$29,750
23	\$29,050	\$30,050
24	\$29,350	\$30,350
25	\$29,650	\$30,650
26	\$29,950	\$30,950
27	\$30,250	\$31,250
28	\$30,550	\$31,550
29	\$30,850	\$31,850
30	\$31,150	\$32,150

**Zachary Community School Board  
Administrative Support  
12 month (260 days)  
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<b>Step</b>	<b>SER/Data Specialist</b>	<b>Accountant/ Specialist</b>
0	\$35,650	\$49,750
1	\$36,150	\$50,510
2	\$36,650	\$51,270
3	\$37,150	\$52,030
4	\$37,650	\$52,790
5	\$38,150	\$53,550
6	\$38,650	\$54,310
7	\$39,150	\$55,070
8	\$39,650	\$55,830
9	\$40,150	\$56,590
10	\$40,650	\$57,350
11	\$41,150	\$58,110
12	\$41,650	\$58,870
13	\$42,150	\$59,630
14	\$42,650	\$60,390
15	\$43,150	\$61,150
16	\$43,650	\$61,910
17	\$44,150	\$62,670
18	\$44,650	\$63,430
19	\$45,150	\$64,190
20	\$45,650	\$64,950
21	\$46,150	\$65,710
22	\$46,650	\$66,470
23	\$47,150	\$67,230
24	\$47,650	\$67,990
25	\$48,150	\$68,750
26	\$48,650	\$69,510
27	\$49,150	\$70,270
28	\$49,650	\$71,030
29	\$50,150	\$71,790
30	\$50,650	\$72,550

# Zachary Community School Board

## Clerical Support

### Page 8

Step	202 days 10 month	222 days 11 month	260 days 12 month	260 days 12 month	260 days 12 month	260 days 12 month
	A	G	B	C	D	E
0	\$22,650	\$23,700	\$25,650	\$27,650	\$29,650	\$31,650
1	\$23,150	\$24,250	\$26,200	\$28,250	\$30,325	\$32,325
2	\$23,550	\$24,800	\$26,750	\$28,850	\$31,000	\$33,000
3	\$23,950	\$25,350	\$27,300	\$29,450	\$31,675	\$33,675
4	\$24,350	\$25,900	\$27,850	\$30,050	\$32,350	\$34,350
5	\$24,750	\$26,450	\$28,400	\$30,650	\$33,025	\$35,025
6	\$25,150	\$27,000	\$28,950	\$31,250	\$33,700	\$35,700
7	\$25,550	\$27,550	\$29,500	\$31,850	\$34,375	\$36,375
8	\$25,950	\$28,100	\$30,050	\$32,450	\$35,050	\$37,050
9	\$26,350	\$28,650	\$30,600	\$33,050	\$35,725	\$37,725
10	\$26,750	\$29,200	\$31,150	\$33,650	\$36,400	\$38,400
11	\$27,150	\$29,750	\$31,700	\$34,250	\$37,075	\$39,075
12	\$27,550	\$30,300	\$32,250	\$34,850	\$37,750	\$39,750
13	\$27,950	\$30,850	\$32,800	\$35,450	\$38,425	\$40,425
14	\$28,350	\$31,400	\$33,350	\$36,050	\$39,100	\$41,100
15	\$28,750	\$31,950	\$33,900	\$36,650	\$39,775	\$41,775
16	\$29,150	\$32,500	\$34,450	\$37,250	\$40,450	\$42,450
17	\$29,550	\$33,050	\$35,000	\$37,850	\$41,125	\$43,125
18	\$29,950	\$33,600	\$35,550	\$38,450	\$41,800	\$43,800
19	\$30,350	\$34,150	\$36,100	\$39,050	\$42,475	\$44,475
20	\$30,750	\$34,700	\$36,650	\$39,650	\$43,150	\$45,150
21	\$31,150	\$35,250	\$37,200	\$40,250	\$43,825	\$45,825
22	\$31,550	\$35,800	\$37,750	\$40,850	\$44,500	\$46,500
23	\$31,950	\$36,350	\$38,300	\$41,450	\$45,175	\$47,175
24	\$32,350	\$36,900	\$38,850	\$42,050	\$45,850	\$47,850
25	\$32,750	\$37,450	\$39,400	\$42,650	\$46,525	\$48,525
26	\$33,150	\$38,000	\$39,950	\$43,250	\$47,200	\$49,200
27	\$33,550	\$38,550	\$40,500	\$43,850	\$47,875	\$49,875
28	\$33,950	\$39,100	\$41,050	\$44,450	\$48,550	\$50,550
29	\$34,350	\$39,650	\$41,600	\$45,050	\$49,225	\$51,225
30	\$34,750	\$40,200	\$42,150	\$45,650	\$49,900	\$51,900

**Positions:** 10 month Clerk (A)  
11 month Clerk (G)

Main Office Clerk\*  
School Secretary\*  
Main Office Secretary\*

*\*Placement determined by Human Resources Director*

**Zachary Community School Board**  
**Maintenance**  
**260 days**  
**Page 9**

Step	Janitors	Custodians	Maint. Tech.	Maint. Tech.	Maint. Tech	Maint.
			A	B	C	Manager
0	\$24,750	\$28,750	\$31,650	\$35,650	\$38,750	\$43,650
1	\$25,150	\$29,225	\$32,175	\$36,175	\$39,475	\$44,450
2	\$25,550	\$29,700	\$32,700	\$36,700	\$40,200	\$45,250
3	\$25,950	\$30,175	\$33,225	\$37,225	\$40,925	\$46,050
4	\$26,350	\$30,650	\$33,750	\$37,750	\$41,650	\$46,850
5	\$26,750	\$31,125	\$34,275	\$38,275	\$42,375	\$47,650
6	\$27,150	\$31,600	\$34,800	\$38,800	\$43,100	\$48,450
7	\$27,550	\$32,075	\$35,325	\$39,325	\$43,825	\$49,250
8	\$27,950	\$32,550	\$35,850	\$39,850	\$44,550	\$50,050
9	\$28,350	\$33,025	\$36,375	\$40,375	\$45,275	\$50,850
10	\$28,750	\$33,500	\$36,900	\$40,900	\$46,000	\$51,650
11	\$29,150	\$33,975	\$37,425	\$41,425	\$46,725	\$52,450
12	\$29,550	\$34,450	\$37,950	\$41,950	\$47,450	\$53,250
13	\$29,950	\$34,925	\$38,475	\$42,475	\$48,175	\$54,050
14	\$30,350	\$35,400	\$39,000	\$43,000	\$48,900	\$54,850
15	\$30,750	\$35,875	\$39,525	\$43,525	\$49,625	\$55,650
16	\$31,150	\$36,350	\$40,050	\$44,050	\$50,350	\$56,450
17	\$31,550	\$36,825	\$40,575	\$44,575	\$51,075	\$57,250
18	\$31,950	\$37,300	\$41,100	\$45,100	\$51,800	\$58,050
19	\$32,350	\$37,775	\$41,625	\$45,625	\$52,525	\$58,850
20	\$32,750	\$38,250	\$42,150	\$46,150	\$53,250	\$59,650
21	\$33,150	\$38,725	\$42,675	\$46,675	\$53,975	\$60,450
22	\$33,550	\$39,200	\$43,200	\$47,200	\$54,700	\$61,250
23	\$33,950	\$39,675	\$43,725	\$47,725	\$55,425	\$62,050
24	\$34,350	\$40,150	\$44,250	\$48,250	\$56,150	\$62,850
25	\$34,750	\$40,625	\$44,775	\$48,775	\$56,875	\$63,650
26	\$35,150	\$41,100	\$45,300	\$49,300	\$57,600	\$64,450
27	\$35,550	\$41,575	\$45,825	\$49,825	\$58,325	\$65,250
28	\$35,950	\$42,050	\$46,350	\$50,350	\$59,050	\$66,050
29	\$36,350	\$42,525	\$46,875	\$50,875	\$59,775	\$66,850
30	\$36,750	\$43,000	\$47,400	\$51,400	\$60,500	\$67,650

**Zachary Community School Board**  
**Child Nutrition - Managers**  
**180 days**  
**Page 10**

<b>Step</b>	<b>Assistant Manager</b>	<b>No Degree Manager</b>	<b>Associate Manager</b>	<b>BA/BS Manager</b>	<b>MA/MS Manager</b>
0	\$23,100	\$27,400	\$29,400	\$32,400	\$35,100
1	\$23,400	\$27,750	\$29,775	\$32,800	\$35,575
2	\$23,700	\$28,100	\$30,150	\$33,200	\$36,050
3	\$24,000	\$28,450	\$30,525	\$33,600	\$36,525
4	\$24,300	\$28,800	\$30,900	\$34,000	\$37,000
5	\$24,600	\$29,150	\$31,275	\$34,400	\$37,475
6	\$24,900	\$29,500	\$31,650	\$34,800	\$37,950
7	\$25,200	\$29,850	\$32,025	\$35,200	\$38,425
8	\$25,500	\$30,200	\$32,400	\$35,600	\$38,900
9	\$25,800	\$30,550	\$32,775	\$36,000	\$39,375
10	\$26,100	\$30,900	\$33,150	\$36,400	\$39,850
11	\$26,400	\$31,250	\$33,525	\$36,800	\$40,325
12	\$26,700	\$31,600	\$33,900	\$37,200	\$40,800
13	\$27,000	\$31,950	\$34,275	\$37,600	\$41,275
14	\$27,300	\$32,300	\$34,650	\$38,000	\$41,750
15	\$27,600	\$32,650	\$35,025	\$38,400	\$42,225
16	\$27,900	\$33,000	\$35,400	\$38,800	\$42,700
17	\$28,200	\$33,350	\$35,775	\$39,200	\$43,175
18	\$28,500	\$33,700	\$36,150	\$39,600	\$43,650
19	\$28,800	\$34,050	\$36,525	\$40,000	\$44,125
20	\$29,100	\$34,400	\$36,900	\$40,400	\$44,600
21	\$29,400	\$34,750	\$37,275	\$40,800	\$45,075
22	\$29,700	\$35,100	\$37,650	\$41,200	\$45,550
23	\$30,000	\$35,450	\$38,025	\$41,600	\$46,025
24	\$30,300	\$35,800	\$38,400	\$42,000	\$46,500
25	\$30,600	\$36,150	\$38,775	\$42,400	\$46,975
26	\$30,900	\$36,500	\$39,150	\$42,800	\$47,450
27	\$31,200	\$36,850	\$39,525	\$43,200	\$47,925
28	\$31,500	\$37,200	\$39,900	\$43,600	\$48,400
29	\$31,800	\$37,550	\$40,275	\$44,000	\$48,875
30	\$32,100	\$37,900	\$40,650	\$44,400	\$49,350

**Zachary Community School Board**  
**Child Nutrition - Support**  
**180 days**  
**Page 11**

Step	Porter/Tech	Head Cook	Clerk
	Tech I	Tech II	Tech III
0	\$20,175	\$21,175	\$22,175
1	\$20,525	\$21,525	\$22,525
2	\$20,875	\$21,875	\$22,875
3	\$21,225	\$22,225	\$23,225
4	\$21,575	\$22,575	\$23,575
5	\$21,925	\$22,925	\$23,925
6	\$22,275	\$23,275	\$24,275
7	\$22,625	\$23,625	\$24,625
8	\$22,975	\$23,975	\$24,975
9	\$23,325	\$24,325	\$25,325
10	\$23,675	\$24,675	\$25,675
11	\$24,025	\$25,025	\$26,025
12	\$24,375	\$25,375	\$26,375
13	\$24,725	\$25,725	\$26,725
14	\$25,075	\$26,075	\$27,075
15	\$25,425	\$26,425	\$27,425
16	\$25,775	\$26,775	\$27,775
17	\$26,125	\$27,125	\$28,125
18	\$26,475	\$27,475	\$28,475
19	\$26,825	\$27,825	\$28,825
20	\$27,175	\$28,175	\$29,175
21	\$27,525	\$28,525	\$29,525
22	\$27,875	\$28,875	\$29,875
23	\$28,225	\$29,225	\$30,225
24	\$28,575	\$29,575	\$30,575
25	\$28,925	\$29,925	\$30,925
26	\$29,275	\$30,275	\$31,275
27	\$29,625	\$30,625	\$31,625
28	\$29,975	\$30,975	\$31,975
29	\$30,325	\$31,325	\$32,325
30	\$30,675	\$31,675	\$32,675

**Zachary Community School Board**  
**Other Compensation: Substitute, Part-time & Stipends**  
**Page 12**

**\* Daily Substitutes**

<i>Paraprofessional</i>	\$95.00	daily rate
Non-Degreed Teacher	\$100.00	daily rate
Degreed Teacher (BA+)	\$110.00	daily rate
Certified Teacher	\$120.00	daily rate

**\* Long Term Substitute (20 consecutive days, same assignment)**

Non-Degreed Teacher	\$120.00	daily rate
Degreed Teacher	\$125.00	daily rate
Certified Teacher	\$165.00	daily rate

*\* To be preapproved by HR Director*

# Zachary Community School Board

## Other Compensation: Substitute, Part-time & Stipends

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*\* All stipends and part-time rates must be pre-approved by the Superintendent or Human Resources Director*

Stipends/Part-time/Special Assignments	Amount	
SPTSA - A	\$ 10.00	hourly rate
SPTSA - B	\$ 15.00	hourly rate
SPTSA - C	\$ 20.00	hourly rate
SPTSA - D	\$ 25.00	hourly rate
SPTSA - E	\$ 30.00	hourly rate
SPTSA - F	\$ 35.00	hourly rate
SPTSA - G	\$ 40.00	hourly rate
SPTSA - H	\$ 45.00	hourly rate

Other Stipends	Amount
Stipend A	\$ 140.00
Stipend B	\$ 280.00
Stipend C	\$ 420.00
Stipend D	\$ 560.00
Stipend E	\$ 700.00
Stipend F	\$ 1,000.00
Stipend G	\$ 1,500.00
Stipend H	\$ 5,000.00

Part-time Assignments	Amount	
Test Monitors	\$ 20.00	hourly rate
Test Administrators	\$ 30.00	hourly rate
Part-time Clerical	\$ 20.00	hourly rate
Part-time In School Tutors (Paraprofessional)	\$ 20.00	hourly rate
Part-time In School Tutors (BA Degreed)	\$ 25.00	hourly rate
Part-time In School Tutors (Certified)	\$ 40.00	hourly rate

Stipends		
Friday/Saturday School Detention Moderators	\$ 30.00	hourly rate
Extended Day Program Moderators	\$ 35.00	hourly rate
After-School Tutoring (In-Person)	\$ 40.00	hourly rate
Summer School Teacher (In-Person)	\$ 40.00	hourly rate

Professional Development Stipends		
Presenter	\$ 40.00	hourly rate
Teachers Attending Workshops	\$ 35.00	hourly rate

Support Staff		
Paraprofessionals	\$ 20.00	hourly rate
Other Non-Certified Employees	\$ 15.00	hourly rate

Other		
National Board Stipend A	\$ 5,000.00	Annual
National Board Stipend B (Grandfathered Only)	\$ 1,500.00	Annual
School Social Workers - MA State Licensed	Placed on Specialist Scale	
School Psychologists	Placed on Specialist Scale	

<b>Rules Governing the Salary Schedule</b>				
<b>1. Placement</b>	The salary of all new employees and changes to an employee's salary are to be approved by the Superintendent and submitted to the Human Resources Director.			
<b>2. Retention/ Effectiveness</b>	<p>Teachers and other certified school personnel may be eligible to receive supplemental compensation in addition to their base salary, as outlined in the schedule below. These supplements are awarded based on employee <u>current year</u> retention and evaluation data from the prior year, as determined by ZCSD.</p> <p><b>Important Notes:</b></p> <ul style="list-style-type: none"> <li>-These supplements are not considered part of the employee's base salary.</li> <li>-The amount awarded will be determined by the individual's overall evaluation score, which includes SLT (Student Learning Targets) and VAM (Value-Added Model) components.</li> </ul>			
	<b>Rating</b>	<b>Effectiveness Stipend</b>	<b>Value Added Model Stipend</b>	<b>Admin. Stipend</b>
	Proficient	\$150	\$150	Per Index
	Highly Effective	\$300	\$350	Per Index
	Exemplary	\$400	\$500	Per Index
<b>3. New Hires</b>	The Superintendent is authorized to negotiate all salaries with employees upon entering the district. Consideration shall be given to experience, demand, and performance evaluations. All employees with no prior experience will begin at the district's beginning salary. (Steps may not equal years of experience.)			
<b>4. Certificated and Support Staff One- Time State Stipends 2025-26</b>	This allocation is provided from funds appropriated during the 2025 Regular Session of the Legislature for the certificated and support staff stipends. A one-time non-recurring payment to employees. The stipend amounts for this fiscal year 2025-26 are certificated staff \$2,000 and support staff \$1,000. These amounts will be paid to all staff in the district by 12/15/2025.			
<b>5. Differentiated Compensation Plan 2025-26</b>	<p><b>Stipends for teachers in critical shortage areas as defined by the Board of Education and Secondary Education [Secondary Math (6-12), Secondary Science (6-12) and Special Education (K-12):]</b></p> <ul style="list-style-type: none"> <li>* Shortage area teachers who are certified by October 1, 2025, will receive a retention stipend of \$500.00.</li> </ul> <p><b>Stipends for teacher leadership positions:</b></p> <ul style="list-style-type: none"> <li>* Teacher Leaders, as identified at each school, will be compensated based on leadership duties.</li> </ul> <p><b>Stipends for highly effective teachers</b></p> <ul style="list-style-type: none"> <li>* This area is already addressed by the Zachary Community School District.</li> </ul> <p><b>Stipends for teacher working in high need schools defined as those with an Economically Disadvantaged rate of 85% or higher</b></p> <ul style="list-style-type: none"> <li>* Not applicable, all Zachary Community School District school are below 85%</li> </ul>			

RULES GOVERNING THE SALARY SCHEDULE (ACT 311)	
<p>The salaries provided in the salary schedules shall be considered compensation for work performed by each employee that relates to his/her prescribed duties and responsibilities, as identified and described in the employee's job description(s).</p>	
Effective 2025-2026	In addition to all other compensation to which a teacher is entitled, any teacher who is not provided the minimum uninterrupted planning time required by R.S. 17:434(A) shall receive compensation at their effective hourly rate for each hour of planning time missed. The minimum uninterrupted planning time shall be forty-five minutes daily or its weekly equivalent.
BEYOND THE SCOPE OF PRESCRIBED DUTIES AND RESPONSIBILITIES	
<p>Any employee in a certified position who performs approved work beyond the scope of their prescribed duties and responsibilities as defined in their job description, and for which prior approval has been obtained from their direct supervisor and district administration, shall receive compensation at the rate mandated by La. R.S. 17:418.</p>	
Required Pre-Approval Process	<p><b><i>Any work to be performed outside of an employee's job duties and responsibilities shall require the employee/immediate supervisor to:</i></b></p> <ul style="list-style-type: none"> <li>o Submit a written description of the services to be performed and the estimated time required to complete the task to the employee's immediate supervisor before commencing such services. (ZCSD Extra Duty Pre-Approval Form)</li> <li>o Obtain prior written approval from the employee's immediate supervisor and the Superintendent or Human Resources Director.</li> <li>o Obtain supplemental written approval from the employee's immediate supervisor and the Superintendent or Human Resources Director before exceeding the initially estimated time for performing such services.</li> <li>o Employees shall submit a completed time card reflecting the services provided and the time spent during the next payroll cycle to their immediate supervisor, along with the approved extra duty pre-approval form.</li> </ul>
OVERTIME COMPENSATION (FAIR LABOR STANDARDS ACT)	
Non-Exempt Employees	<p><b>All nonexempt employees shall receive compensation for overtime work in compliance with the Fair Labor Standards Act, 29 U.S.C. 201. Should individuals be 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.</b></p> <ul style="list-style-type: none"> <li>o Submit a written description of the services to be performed and the estimated time to complete the task, using the district's overtime approval form, which shall be submitted to the employee's immediate supervisor prior to commencing such services;</li> <li>o Obtain the prior written approval of the employee's immediate supervisor and Superintendent or Human Resources Director; AND</li> <li>o Obtain supplemental, written authority from the employee's immediate supervisor and Superintendent or Human Resources Director before exceeding the initial estimated time for performing such services.</li> <li>o Employees shall submit a completed overtime card reflecting the services provided and the time spent during the next payroll cycle to their immediate supervisor with the approved attached overtime pre- approval form.</li> </ul>