

ZACHARY COMMUNITY SCHOOL BOARD
 TEACHER SALARY SCHEDULE
 NINE MONTH (182 DAYS)

STEP	BA/BS	MASTER'S	MASTER'S +30	ED. SP.	PH. D.
0	\$46,052	\$47,446	\$48,169	\$48,608	\$50,413
1	\$46,412	\$47,853	\$48,586	\$49,060	\$50,924
2	\$46,777	\$48,265	\$49,010	\$49,520	\$51,444
3	\$47,147	\$48,684	\$49,440	\$49,987	\$51,973
4	\$47,523	\$49,110	\$49,877	\$50,461	\$52,511
5	\$47,903	\$49,541	\$50,320	\$50,943	\$53,058
6	\$48,289	\$49,979	\$50,770	\$51,433	\$53,614
7	\$48,563	\$50,648	\$51,219	\$52,060	\$54,146
8	\$49,128	\$51,254	\$51,837	\$52,685	\$54,788
9	\$49,703	\$51,873	\$52,467	\$53,316	\$55,443
10	\$50,291	\$52,503	\$53,109	\$53,959	\$56,110
11	\$50,890	\$53,147	\$53,765	\$54,615	\$56,790
12	\$51,501	\$53,803	\$54,433	\$55,283	\$57,482
13	\$52,124	\$54,472	\$55,115	\$55,964	\$58,188
14	\$52,760	\$55,155	\$55,811	\$56,677	\$58,907
15	\$53,182	\$55,613	\$56,443	\$57,076	\$59,383
16	\$53,790	\$56,354	\$57,223	\$57,965	\$60,242
17	\$54,409	\$57,110	\$58,020	\$58,876	\$61,120
18	\$55,039	\$57,882	\$58,834	\$59,808	\$62,017
19	\$55,681	\$58,671	\$59,665	\$60,764	\$62,934
20	\$56,092	\$59,189	\$60,232	\$61,445	\$63,623
21	\$57,092	\$60,189	\$61,232	\$62,445	\$64,623
22	\$58,092	\$61,189	\$62,232	\$63,445	\$65,623
23	\$59,092	\$62,189	\$63,232	\$64,445	\$66,623
24	\$60,092	\$63,189	\$64,232	\$65,445	\$67,623
25	\$61,092	\$64,189	\$65,232	\$66,445	\$68,623

ZACHARY COMMUNITY SCHOOL BOARD
 TEACHER SALARY SCHEDULE
 NINE AND ONE HALF MONTHS (192 DAYS)

STEP	BA/BS	MASTER'S	MASTER'S +30	ED. SP.	PH. D.
0	\$47,578	\$49,049	\$49,811	\$50,275	\$52,179
1	\$47,958	\$49,478	\$50,251	\$50,751	\$52,718
2	\$48,343	\$49,913	\$50,699	\$51,237	\$53,266
3	\$48,733	\$50,355	\$51,152	\$51,729	\$53,824
4	\$49,130	\$50,804	\$51,613	\$52,229	\$54,392
5	\$49,531	\$51,259	\$52,081	\$52,738	\$54,969
6	\$49,938	\$51,721	\$52,555	\$53,255	\$55,556
7	\$50,227	\$52,427	\$53,029	\$53,916	\$56,117
8	\$50,823	\$53,066	\$53,681	\$54,576	\$56,794
9	\$51,430	\$53,719	\$54,346	\$55,241	\$57,485
10	\$52,050	\$54,384	\$55,023	\$55,920	\$58,189
11	\$52,682	\$55,063	\$55,715	\$56,612	\$58,906
12	\$53,327	\$55,755	\$56,420	\$57,316	\$59,636
13	\$53,984	\$56,461	\$57,139	\$58,035	\$60,381
14	\$54,655	\$57,181	\$57,873	\$58,787	\$61,139
15	\$55,100	\$57,664	\$58,540	\$59,208	\$61,642
16	\$55,741	\$58,446	\$59,363	\$60,146	\$62,548
17	\$56,394	\$59,244	\$60,204	\$61,107	\$63,474
18	\$57,059	\$60,058	\$61,062	\$62,090	\$64,420
19	\$57,736	\$60,891	\$61,939	\$63,099	\$65,388
20	\$58,170	\$61,437	\$62,537	\$63,817	\$66,115
21	\$59,225	\$62,492	\$63,592	\$64,872	\$67,170
22	\$60,280	\$63,547	\$64,647	\$65,927	\$68,224
23	\$61,335	\$64,602	\$65,702	\$66,982	\$69,279
24	\$62,495	\$65,657	\$66,757	\$68,037	\$70,334
25	\$63,550	\$66,712	\$67,812	\$69,092	\$71,389

ZACHARY COMMUNITY SCHOOL BOARD
 TEACHER SALARY SCHEDULE
 TEN MONTH (202 DAYS)

STEP	BA/BS	MASTER'S	MASTER'S +30	ED. SP.	PH. D.
0	\$48,909	\$50,458	\$51,262	\$51,749	\$53,755
1	\$49,309	\$50,910	\$51,725	\$52,252	\$54,323
2	\$49,715	\$51,369	\$52,196	\$52,763	\$54,901
3	\$50,126	\$51,834	\$52,674	\$53,281	\$55,488
4	\$50,543	\$52,307	\$53,159	\$53,809	\$56,086
5	\$50,966	\$52,786	\$53,652	\$54,344	\$56,694
6	\$51,395	\$53,273	\$54,151	\$54,888	\$57,312
7	\$51,699	\$54,016	\$54,650	\$55,585	\$57,903
8	\$52,327	\$54,690	\$55,337	\$56,279	\$58,616
9	\$52,966	\$55,377	\$56,037	\$56,980	\$59,344
10	\$53,619	\$56,077	\$56,751	\$57,695	\$60,085
11	\$54,285	\$56,792	\$57,479	\$58,423	\$60,840
12	\$54,964	\$57,521	\$58,222	\$59,166	\$61,610
13	\$55,656	\$58,265	\$58,980	\$59,923	\$62,394
14	\$56,363	\$59,024	\$59,753	\$60,715	\$63,193
15	\$56,832	\$59,533	\$60,455	\$61,158	\$63,722
16	\$57,507	\$60,356	\$61,321	\$62,146	\$64,676
17	\$58,194	\$61,196	\$62,207	\$63,158	\$65,652
18	\$58,895	\$62,054	\$63,111	\$64,194	\$66,648
19	\$59,608	\$62,930	\$64,035	\$65,256	\$67,667
20	\$60,065	\$63,506	\$64,665	\$66,013	\$68,433
21	\$61,065	\$64,506	\$65,665	\$67,013	\$69,433
22	\$62,065	\$65,506	\$66,665	\$68,013	\$70,433
23	\$63,065	\$66,506	\$67,665	\$69,013	\$71,433
24	\$64,065	\$67,506	\$68,665	\$70,013	\$72,433
25	\$65,065	\$68,506	\$69,665	\$71,013	\$73,433

ZACHARY COMMUNITY SCHOOL BOARD
 TEACHER SALARY SCHEDULE
 ELEVEN MONTHS (222 DAYS)

STEP	BA/BS	MASTER'S	MASTER'S +30	ED. SP.	PH. D.
0	\$51,767	\$53,470	\$54,354	\$54,891	\$57,097
1	\$52,207	\$53,967	\$54,864	\$55,444	\$57,722
2	\$52,653	\$54,472	\$55,382	\$56,005	\$58,357
3	\$53,105	\$54,984	\$55,908	\$56,576	\$59,004
4	\$53,564	\$55,504	\$56,442	\$57,156	\$59,661
5	\$54,029	\$56,031	\$56,983	\$57,745	\$60,330
6	\$54,501	\$56,567	\$57,533	\$58,343	\$61,009
7	\$54,836	\$57,384	\$58,082	\$59,110	\$61,659
8	\$55,526	\$58,125	\$58,837	\$59,874	\$62,444
9	\$56,229	\$58,881	\$59,607	\$60,645	\$63,245
10	\$56,947	\$59,652	\$60,392	\$61,431	\$64,060
11	\$57,680	\$60,438	\$61,193	\$62,232	\$64,891
12	\$58,426	\$61,240	\$62,011	\$63,049	\$65,737
13	\$59,188	\$62,058	\$62,844	\$63,882	\$66,600
14	\$59,965	\$62,893	\$63,694	\$64,753	\$67,479
15	\$60,481	\$63,452	\$64,467	\$65,240	\$68,060
16	\$61,224	\$64,358	\$65,420	\$66,327	\$69,110
17	\$61,980	\$65,282	\$66,394	\$67,440	\$70,183
18	\$62,751	\$66,226	\$67,389	\$68,580	\$71,280
19	\$63,535	\$67,190	\$68,405	\$69,748	\$72,400
20	\$64,038	\$67,823	\$69,098	\$70,580	\$73,242
21	\$65,038	\$68,823	\$70,098	\$71,580	\$74,242
22	\$66,038	\$69,823	\$71,098	\$72,580	\$75,242
23	\$67,038	\$70,823	\$72,098	\$73,580	\$76,242
24	\$68,038	\$71,823	\$73,098	\$74,580	\$77,242
25	\$69,038	\$72,823	\$74,098	\$75,580	\$78,242

ZACHARY COMMUNITY SCHOOL BOARD
 TEACHER SALARY SCHEDULE
 TWELVE MONTH (260 DAYS)

STEP	BA/BS	MASTER'S	MASTER'S +30	ED. SP.	PH. D.
0	\$54,624	\$56,483	\$57,447	\$58,032	\$60,439
1	\$55,104	\$57,025	\$58,003	\$58,635	\$61,120
2	\$55,591	\$57,575	\$58,568	\$59,248	\$61,814
3	\$56,084	\$58,134	\$59,142	\$59,871	\$62,519
4	\$56,585	\$58,701	\$59,724	\$60,503	\$63,236
5	\$57,092	\$59,276	\$60,315	\$61,146	\$63,965
6	\$57,607	\$59,860	\$60,914	\$61,799	\$64,707
7	\$57,972	\$60,752	\$61,513	\$62,635	\$65,416
8	\$58,725	\$61,560	\$62,337	\$63,468	\$66,273
9	\$59,492	\$62,385	\$63,177	\$64,309	\$67,145
10	\$60,276	\$63,226	\$64,034	\$65,166	\$68,035
11	\$61,074	\$64,084	\$64,908	\$66,041	\$68,941
12	\$61,889	\$64,959	\$65,799	\$66,932	\$69,864
13	\$62,720	\$65,851	\$66,708	\$67,841	\$70,806
14	\$63,568	\$66,761	\$67,636	\$68,791	\$71,764
15	\$64,131	\$67,372	\$68,479	\$69,323	\$72,399
16	\$64,941	\$68,360	\$69,519	\$70,508	\$73,544
17	\$65,766	\$69,368	\$70,581	\$71,722	\$74,715
18	\$66,607	\$70,398	\$71,666	\$72,966	\$75,911
19	\$67,463	\$71,449	\$72,775	\$74,240	\$77,134
20	\$68,011	\$72,140	\$73,531	\$75,148	\$78,052
21	\$69,011	\$73,140	\$74,531	\$76,148	\$79,052
22	\$70,011	\$74,140	\$75,531	\$77,148	\$80,052
23	\$71,011	\$75,140	\$76,531	\$78,148	\$81,052
24	\$72,011	\$76,140	\$77,531	\$79,148	\$82,052
25	\$73,011	\$77,140	\$78,531	\$80,148	\$83,052

ZACHARY COMMUNITY SCHOOL BOARD
NINTH GRADE ACADEMY ADMINISTRATOR (222 DAYS)

STEP	
0	\$60,422
1	\$61,173
2	\$61,936
3	\$62,711
4	\$63,498
5	\$64,297
6	\$65,109
7	\$65,933
8	\$66,770
9	\$67,619
10	\$68,482
11	\$69,359
12	\$70,249
13	\$71,152
14	\$72,070
15	\$73,002
16	\$73,949
17	\$74,910
18	\$75,886
19	\$76,877
20	\$77,883
21	\$78,905
22	\$79,943
23	\$80,997
24	\$82,067
25	\$83,154

ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - MISCELLANEOUS
NINE MONTH (182 DAYS)

GUIDANCE
LIBRARIAN
NURSE
SPECIALIST
THERAPIST
SOCIAL WORKER

THE SALARY SCHEDULE FOR THESE POSTIONS IS
THE SAME AS THE NINE MONTH TEACHER
SALARY SCHEDULE

ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - MISCELLANEOUS
TEN MONTH (202 DAYS)

EDUCATIONAL DIAGNOSTICIAN
GIFTED PROGRAM FACILITATOR
SCHOOL PSYCHOLOGIST
SCHOOL SOCIAL WORKER

THE SALARY SCHEDULE FOR THESE POSTIONS IS
THE SAME AS THE TEN MONTH TEACHER
SALARY SCHEDULE

ZACHARY COMMUNITY SCHOOL BOARD
 ROTC INSTRUCTORS SALARY SCHEDULE

	SENIOR INSTRUCTOR 260 DAYS	ASSISTANT INSTRUCTOR 202 DAYS
0	\$67,233	\$52,772
1	\$68,111	\$53,468
2	\$69,004	\$54,179
3	\$69,913	\$54,904
4	\$70,838	\$55,643
5	\$71,779	\$56,397
6	\$72,738	\$57,166
7	\$73,713	\$57,951
8	\$74,706	\$58,751
9	\$75,716	\$59,567
10	\$76,745	\$60,400
11	\$77,792	\$61,249
12	\$78,857	\$62,115
13	\$79,941	\$62,999
14	\$81,045	\$63,900
15	\$82,168	\$64,819
16	\$83,311	\$65,757
17	\$84,475	\$66,713
18	\$85,659	\$67,689
19	\$86,865	\$68,684
20	\$88,092	\$69,699
21	\$88,297	\$69,854
22	\$88,503	\$70,011
23	\$88,710	\$70,168
24	\$88,917	\$70,325
25	\$89,125	\$70,482

ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - CERTIFIED ATHLETIC TRAINER

STEP	SALARY WITHOUT TEACHING
0	\$37,511
1	\$37,846
2	\$38,258
3	\$38,677
4	\$39,103
5	\$39,649
6	\$40,192
7	\$40,741
8	\$41,300
9	\$41,870
10	\$42,451
11	\$43,043
12	\$43,663
13	\$44,010
14	\$44,783
15	\$45,576
16	\$46,386
17	\$47,217
18	\$47,810
19	\$47,863
20	\$47,915
21	\$47,968
22	\$48,021
23	\$48,074
24	\$48,127
25	\$48,180

**Supplemental Compensation and Extended Employment
Extra Curricular Activities**

High School Band	12%	Drill Team	4%
Middle School Band	8%	Cheerleaders	4%

Middle School Coaches

Sport	Percentage	# of Head Coaches	# of Assistant Coaches
Head Football	10.00%	1	0
Football	6.00%	0	3
Basketball(Boys)	6.00%	3	1
Basketball(Girls)	6.00%	3	1
Track(Boys)	6.00%	1	1
Track(Girls)	6.00%	1	1
Volleyball	6.00%	3	1
Softball	6.00%	3	1
Swimming(Boys)	3.00%	1	1
Swimming(Girls)	3.00%	1	1
Cross Country (Boys)	3.00%	1	0
Cross Country (Girls)	3.00%	1	0
Baseball	6.00%	3	1

Supplemental Compensation and Extended Employment**(continued)****High School Coaches**

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

Sport	Percentage	# of Head Coaches	Sport	Percentage	# of Head Coaches
Football	16%	1	Golf(Girls)	4%	1
Football(9th)	10%	1	Tennis(Boys)	4%	1
Basketball(Boys)	12%	1	Tennis(Girls)	4%	1
Basketball(Girls)	12%	1	Bowling(Boys)	4%	1
Baseball	12%	1	Bowling(Girls)	4%	1
Track(Boys)	12%	1	Cross Country	4%	1
Track(Girls)	12%	1	(Boys)		1
Wrestling	12%	1	Cross Country	4%	1
Softball	12%	1	(Girls)		1
Volleyball	12%	1	Power Lifting	4%	1
Soccer(Boys)	12%	1	(Boys)		1
Soccer(Girls)	12%	1	Power Lifting	4%	1
Golf(Boys)	4%	1	(Girls)		1

CECP Head Coaches will be paid \$1,500.00 per sport.

Supplemental Compensation and Extended Employment
(continued)

Assistant Coaches For:		# of Assistant		# of Assistant	
Sport	Percentage	Coaches	Sport	Percentage	Coaches
Football	10%	10	Wrestling	8%	2
Football(9th)	8%	3	Softball	8%	2
Basketball(Boys)	8%	2	Volleyball	8%	2
Basketball(Girls)	8%	2	Tennis(Boys)	2%	1
Baseball	8%	4	Tennis(Girls)	2%	1
Track(Boys)	8%	3	Soccer(Boys)	2%	1
Track(Girls)	8%	3	Soccer(Girls)	2%	1
Academic Advisor	10%	1	Weight Lifting		
Certified Athletic			(Football)	2%	1
Trainer	15%	1			

Assistant Coaches For:(contd)

1. Maximum Coaching percentage allowed shall be 27%.
2. Minimum Coaching supplement is his/her defined percent of a first year BA teaching salary (including CECP head coaches).
3. All newly hired coaches are required to have a CDL License prior to the beginning of the 2011-12 School Year. Exceptions must be approved by Personnel Director.
4. Current coaches are encouraged to obtain a CDL License. Beginning 2010-2011, failure to obtain a CDL License will result in a 2% forfeiture of the coaching stipend. Coaches used for driving duties in a forfeiture situation will be paid 2% of a first year teaching salary.
5. The above salary percentage shall be calculated on the basis of the current Zachary Community School Board Teachers' Salary Schedule for the classroom teachers.
6. The Principal and Athletic Director shall assign coaches to various coaching positions as indicated by the salary schedule. The assignment list is to be approved by the Personnel Director.

ZACHARY COMMUNITY SCHOOL BOARD
MANAGEMENT INDEX

Elementary Assistant Principal - 11 Months	1.28%
Middle School Assistant Principal; K-8 Assistant Principal	1.32%
Athletic Director	1.35%
High School Assistant Principal	1.38%
Elementary Principal; Coordinator; Alternative School Principal	1.40%
Middle School Principal; K-8 Principal; Supervisor	1.45%
High School Principal	1.50%
Director	1.58%
Director of Operations	1.62%
Assistant Superintendent	1.65%

All salaries are indexed on the salary for a teacher with a Master's Degree

SALARY PROCEDURES - MANAGEMENT

1. Salary step advancement will be automatic on July 1, as prescribed by "time in step" on the schedule. Individuals will be given credit for a year's advancement if they have served at least one-half plus one day of the regular employment year.
2. Any person being promoted will be assigned to the Pay Grade called for by the new position. Placement in the new Pay Grade will then be made on the appropriate step that will ensure that the employees receive an increase in pay.
3. New employees and former employees being rehired shall be placed in the initial salary step of the appropriate Pay Grade. The Board may grant additional salary steps for special skills and/or unique experience that is directly job-related. Requires the Superintendent's signature.
4. Certificated management employees in positions requiring a teacher's certificate shall be eligible for sabbatical leave. While on sabbatical leave they shall be paid 65% of their regular salary. They shall retain privileges, which they would have had, had they been in active service. They must meet the requirements of R.S. 17:1187.
5. Certificated management employees in positions requiring a teacher's certificate shall be subject to the tenure policies of the Board and tenure laws of the State and/or the Administrative Contract policies of the board and Administrative Contract laws of the State.

Management Salary Procedures (contd)

6. Only the Board shall have the right to change the Pay Grade assignments of positions. The annual position review process shall be followed except in special circumstances requiring individual action.
 - a. All new positions shall be reviewed by the Human Resources/Personnel Services Committee for initial Pay Grade assignment as they are created. (Per job description).
 - b. Pay Grade reassignments for special circumstances shall be in writing to the Superintendent for appropriate division with detailed justification, prior to May 15. The Human Resources/Personnel Services Committee shall review these requests if recommended by the Superintendent of Schools prior to June 30.
 - c. The Superintendent shall have the right to request Pay Grade reassignment. Changing responsibilities and other factors pertinent to the position shall be considered. To the extent possible the time schedule in paragraph 6 b. shall be followed.
7. Employees involuntarily reassigned to a lesser position will be placed on the same step of the lower Pay Grade. In cases of short-term promotions (1 year or less) that do not work out and the employee is reassigned to the old position, then placement will be on a step the employee would have enjoyed, had the promotion not been made.

Management Salary Procedures (contd)

8. When in the best interest of the school system, an employee who is asked to fill a lower position vacancy and who does so voluntarily shall have their salary frozen at the current rate until the grade and step on the schedule for the lower position reaches the frozen salary amount.
9. Person requesting reassignment to a lesser position will immediately be placed in their new Pay Grade on the same step in which they are presently assigned.
10. Employees who are placed in a temporary position (acting or appointed substitute) exceeding six (6) weeks will receive a regular promotion as outlined in Rule No. 2. Such promotion is effective for the term of the appointment only and shall be retroactive to the first day of service in the temporary position and upon completion of this term, the employee shall return to their regular grade and step. A step increase will be granted in the regular grade, if applicable.

ZACHARY COMMUNITY SCHOOL BOARD
 SALARY SCHEDULE
 TWELVE MONTH (260 DAYS)

STEP	MAIN	
	ACCOUNTANT	OFFICE CLERK
0	\$39,606	\$25,726
1	\$40,243	\$26,106
2	\$40,892	\$26,494
3	\$41,553	\$26,889
4	\$42,227	\$27,292
5	\$42,914	\$27,704
6	\$43,615	\$28,123
7	\$44,328	\$28,551
8	\$45,056	\$28,988
9	\$45,797	\$29,433
10	\$46,553	\$29,887
11	\$47,324	\$30,350
12	\$48,109	\$30,823
13	\$48,909	\$31,305
14	\$49,725	\$31,796
15	\$50,556	\$32,297
16	\$51,404	\$32,809
17	\$52,267	\$33,331
18	\$53,148	\$33,863
19	\$54,045	\$34,405
20	\$54,960	\$34,959
21	\$55,656	\$35,365
22	\$56,362	\$35,776
23	\$57,076	\$36,192
24	\$57,801	\$36,614
25	\$58,535	\$37,041

ZACHARY COMMUNITY SCHOOL BOARD
 SALARY SCHEDULE - ADMINISTRATIVE ASSISTANT/COMMUNICATION AND GRAPHIC DESIGN
 TWELVE MONTH (260 DAYS) SALARY

STEP	ADMINISTRATIVE ASSISTANT	GRAPHIC DESIGN
0	\$41,450	\$45,891
1	\$42,154	\$46,684
2	\$42,872	\$47,492
3	\$43,605	\$48,317
4	\$44,352	\$49,159
5	\$45,114	\$50,017
6	\$45,891	\$50,892
7	\$46,684	\$51,785
8	\$47,492	\$52,696
9	\$48,317	\$53,625
10	\$49,159	\$54,572
11	\$50,017	\$55,538
12	\$50,892	\$56,524
13	\$51,785	\$57,530
14	\$52,696	\$58,555
15	\$53,625	\$59,261
16	\$54,572	\$60,245
17	\$55,538	\$60,699
18	\$56,524	\$61,432
19	\$57,530	\$62,174
20	\$58,555	\$62,920
21	\$59,261	\$63,675
22	\$60,245	\$64,440
23	\$60,699	\$65,214
24	\$61,432	\$65,998
25	\$62,174	\$66,792

ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - LANSER/DATA ENTRY SPECIALIST
TWELVE MONTHS (260 DAYS)

STEP	SALARY
0	\$33,026
1	\$33,421
2	\$33,821
3	\$34,227
4	\$34,640
5	\$35,059
6	\$35,484
7	\$35,915
8	\$36,353
9	\$36,797
10	\$37,248
11	\$37,706
12	\$38,171
13	\$38,642
14	\$39,121
15	\$39,607
16	\$40,100
17	\$40,601
18	\$41,109
19	\$41,625
20	\$42,226
21	\$42,724
22	\$43,229
23	\$43,740
24	\$44,257
25	\$44,781

ZACHARY COMMUNITY SCHOOL BOARD
 SECRETARY/RECEPTIONIST CENTRAL OFFICE
 TWELVE MONTH (260 DAYS)

STEP	RECEPTIONIST	BD SECRETARY
0	\$23,867	\$25,726
1	\$24,296	\$26,201
2	\$24,735	\$26,688
3	\$25,185	\$27,187
4	\$25,646	\$27,698
5	\$26,119	\$28,223
6	\$26,604	\$28,760
7	\$27,101	\$29,311
8	\$27,611	\$29,886
9	\$28,133	\$30,454
10	\$28,668	\$31,048
11	\$29,216	\$31,656
12	\$29,779	\$32,279
13	\$30,355	\$32,918
14	\$30,946	\$33,573
15	\$31,551	\$34,244
16	\$32,172	\$34,932
17	\$32,808	\$35,637
18	\$33,460	\$36,360
19	\$34,128	\$37,100
20	\$34,814	\$37,860
21	\$35,218	\$38,303
22	\$35,627	\$38,751
23	\$36,042	\$39,205
24	\$36,461	\$39,665
25	\$36,886	\$40,131

ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - CLERKS AND AIDES

STEP	SCHOOL CLERK	AIDE
	TEN MONTHS	NINE MONTHS
	8 HOURS	8 HOURS
0	\$20,074	\$19,041
1	\$20,341	\$19,287
2	\$20,613	\$19,538
3	\$20,891	\$19,794
4	\$21,463	\$20,056
5	\$22,059	\$20,322
6	\$22,365	\$20,594
7	\$22,997	\$20,872
8	\$23,654	\$21,155
9	\$23,993	\$21,443
10	\$24,691	\$21,738
11	\$25,416	\$22,038
12	\$25,790	\$22,344
13	\$26,076	\$22,656
14	\$26,748	\$22,975
15	\$26,998	\$23,300
16	\$27,248	\$23,631
17	\$27,498	\$23,970
18	\$27,809	\$24,314
19	\$28,124	\$24,666
20	\$28,443	\$25,198
21	\$28,766	\$25,480
22	\$29,094	\$25,765
23	\$29,425	\$26,055
24	\$29,761	\$26,347
25	\$30,100	\$26,644

ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - SECRETARY

STEP	SALARY
0	\$26,187
1	\$26,576
2	\$26,973
3	\$27,378
4	\$27,791
5	\$28,642
6	\$29,528
7	\$30,549
8	\$30,923
9	\$31,901
10	\$32,918
11	\$33,442
12	\$33,976
13	\$34,521
14	\$35,077
15	\$35,917
16	\$36,167
17	\$36,417
18	\$36,667
19	\$37,095
20	\$37,528
21	\$37,966
22	\$38,410
23	\$38,860
24	\$39,315
25	\$39,776

ZACHARY COMMUNITY SCHOOL BOARD
 SALARY SCHEDULE - MAINTENANCE DEPARTMENT

STEP	TECHNICIAN		TECHNICIAN	CARPENTER	
	MANAGER	NON-CERTIFIED	CERTIFIED	HELPER	CARPENTER
0	\$40,726	\$28,893	\$36,139	\$22,094	\$32,516
1	\$41,406	\$29,346	\$36,737	\$22,401	\$32,934
2	\$42,100	\$29,808	\$37,347	\$22,715	\$33,361
3	\$42,807	\$30,279	\$37,968	\$23,035	\$33,795
4	\$43,529	\$30,760	\$38,603	\$23,361	\$34,239
5	\$44,265	\$31,250	\$39,250	\$23,694	\$34,691
6	\$45,016	\$31,750	\$39,910	\$24,033	\$35,153
7	\$45,792	\$32,260	\$40,583	\$24,379	\$35,623
8	\$46,562	\$32,780	\$41,270	\$24,732	\$36,103
9	\$47,359	\$33,310	\$41,970	\$25,092	\$36,593
10	\$48,172	\$33,852	\$42,685	\$25,460	\$37,093
11	\$49,002	\$34,404	\$43,413	\$25,834	\$37,602
12	\$49,846	\$34,967	\$44,156	\$26,216	\$38,122
13	\$50,709	\$35,541	\$44,915	\$26,606	\$38,652
14	\$51,588	\$36,127	\$45,688	\$27,004	\$39,192
15	\$52,486	\$36,724	\$46,477	\$27,409	\$39,744
16	\$53,401	\$37,334	\$47,281	\$27,823	\$40,577
17	\$54,334	\$37,956	\$48,102	\$28,245	\$40,992
18	\$55,286	\$38,590	\$48,939	\$28,675	\$41,412
19	\$56,258	\$39,237	\$49,793	\$29,114	\$41,839
20	\$57,248	\$39,896	\$50,663	\$29,778	\$42,269
21	\$57,937	\$40,365	\$51,269	\$30,118	\$42,706
22	\$58,635	\$40,839	\$51,882	\$30,462	\$43,123
23	\$59,341	\$41,320	\$52,503	\$30,811	\$43,542
24	\$60,057	\$41,807	\$53,131	\$31,064	\$43,960
25	\$60,781	\$42,299	\$53,768	\$31,522	\$44,378

ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - CUSTODIANS/JANITORS

STEP	CUSTODIAN	JANITOR
0	\$26,031	\$22,094
1	\$26,417	\$22,401
2	\$26,811	\$22,715
3	\$27,213	\$23,035
4	\$27,622	\$23,361
5	\$28,040	\$23,694
6	\$28,467	\$24,033
7	\$28,901	\$24,379
8	\$29,345	\$24,732
9	\$29,797	\$25,092
10	\$30,259	\$25,460
11	\$30,729	\$25,834
12	\$31,209	\$26,216
13	\$31,699	\$26,606
14	\$32,199	\$27,004
15	\$32,708	\$27,409
16	\$33,228	\$27,823
17	\$33,758	\$28,245
18	\$34,298	\$28,675
19	\$34,850	\$29,114
20	\$35,683	\$29,778
21	\$36,098	\$30,118
22	\$36,518	\$30,462
23	\$36,944	\$30,811
24	\$37,375	\$31,064
25	\$37,812	\$31,522

ZACHARY COMMUNITY SCHOOL BOARD
 SALARY SCHEDULE - CHILD NUTRITION
 MANAGERS AND ASSISTANT MANAGERS

STEP	MANAGER DEGREE	MANAGER MULTI-DEGREE	MANAGER NO DEGREE	ASSOCIATE DEGREE/ MULTI-MGR NO DEGREE	ASSISTANT MANAGER
0	\$29,359	\$30,721	\$24,726	\$26,726	\$20,451
1	\$29,698	\$31,057	\$24,996	\$27,066	\$20,657
2	\$30,043	\$31,398	\$25,270	\$27,412	\$20,866
3	\$30,393	\$31,743	\$25,548	\$27,763	\$21,078
4	\$30,748	\$32,093	\$25,831	\$28,121	\$21,293
5	\$31,108	\$32,448	\$26,117	\$28,485	\$21,512
6	\$31,474	\$32,808	\$26,408	\$28,855	\$21,734
7	\$31,845	\$33,200	\$26,703	\$29,187	\$21,959
8	\$32,222	\$33,597	\$27,003	\$29,524	\$22,187
9	\$32,604	\$34,000	\$27,307	\$29,865	\$22,654
10	\$32,993	\$34,409	\$27,616	\$30,213	\$22,973
11	\$33,387	\$34,824	\$27,929	\$30,565	\$23,217
12	\$33,786	\$35,246	\$28,247	\$30,922	\$23,464
13	\$34,192	\$35,673	\$28,570	\$31,285	\$23,715
14	\$34,604	\$36,108	\$28,898	\$31,654	\$23,970
15	\$35,023	\$36,548	\$29,230	\$32,028	\$24,229
16	\$35,447	\$36,996	\$29,568	\$32,407	\$24,491
17	\$35,878	\$37,450	\$29,910	\$32,792	\$24,758
18	\$36,565	\$38,161	\$30,508	\$33,183	\$25,028
19	\$37,009	\$38,628	\$30,861	\$33,830	\$25,251
20	\$37,459	\$39,103	\$31,219	\$34,233	\$25,501
21	\$37,797	\$39,562	\$31,577	\$34,630	\$25,787
22	\$38,340	\$40,026	\$31,940	\$35,031	\$25,976
23	\$38,789	\$40,496	\$32,308	\$35,438	\$26,369
24	\$39,243	\$40,972	\$32,680	\$35,850	\$26,666
25	\$39,703	\$41,455	\$33,057	\$36,267	\$26,967

ZACHARY COMMUNITY SCHOOL BOARD
 SALARY SCHEDULE - CHILD NUTRITION
 TECHNICIANS(180 DAYS)

STEP	PORTER/TECH I - 8 HOURS	TECHNICIAN II - 8 HOURS	TECHNICIAN III - 8 HOURS
0	\$17,514	\$18,015	\$18,795
1	\$17,730	\$18,239	\$19,034
2	\$17,950	\$18,468	\$19,276
3	\$18,403	\$18,939	\$19,775
4	\$18,875	\$19,430	\$20,296
5	\$19,118	\$19,683	\$20,564
6	\$19,618	\$20,203	\$21,115
7	\$20,139	\$20,745	\$21,689
8	\$20,407	\$21,023	\$21,985
9	\$20,961	\$21,599	\$22,595
10	\$21,245	\$21,895	\$22,908
11	\$21,831	\$22,504	\$23,554
12	\$22,134	\$22,819	\$23,889
13	\$22,442	\$23,140	\$24,228
14	\$22,907	\$23,623	\$24,741
15	\$23,241	\$23,971	\$25,109
16	\$23,574	\$24,317	\$25,476
17	\$23,907	\$24,663	\$25,843
18	\$24,143	\$24,909	\$26,104
19	\$24,383	\$25,158	\$26,367
20	\$24,625	\$25,410	\$26,635
21	\$24,870	\$25,665	\$26,905
22	\$25,119	\$25,923	\$27,179
23	\$25,370	\$26,185	\$27,456
24	\$25,625	\$26,450	\$27,737
25	\$25,883	\$26,718	\$28,021

ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - CHILD NUTRITION
CHILD NUTRITION CLERK

STEP	SALARY
0	\$24,676
1	\$25,035
2	\$25,401
3	\$25,775
4	\$26,544
5	\$26,941
6	\$27,757
7	\$28,607
8	\$29,045
9	\$29,946
10	\$30,884
11	\$31,368
12	\$31,860
13	\$32,363
14	\$32,876
15	\$33,651
16	\$33,901
17	\$34,151
18	\$34,401
19	\$34,800
20	\$35,204
21	\$35,613
22	\$36,027
23	\$36,446
24	\$36,871
25	\$37,301

ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - PART TIME MAINTENANCE/CUSTODIAN

	FOUR(4) HOUR	SIX (6) HOUR
231 DAYS	\$7,392	\$11,088

ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - PART TIME FOOD SERVICE

	FOUR(4) HOUR	SIX (6) HOUR
180 DAYS	\$5,760	\$8,640

ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - BUS AIDES

176 DAYS	\$7,040
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ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - PART TIME TEACHER - 16 HOURS

STEP	BA/BS	MASTER'S	MASTER'S +30	ED. SP.	PH. D.
0	\$18,218	\$18,770	\$19,056	\$19,230	\$19,944
1	\$18,361	\$18,931	\$19,221	\$19,408	\$20,146
2	\$18,505	\$19,094	\$19,389	\$19,590	\$20,351
3	\$18,652	\$19,260	\$19,559	\$19,775	\$20,561
4	\$18,800	\$19,428	\$19,732	\$19,963	\$20,774
5	\$18,951	\$19,599	\$19,907	\$20,153	\$20,990
6	\$19,103	\$19,772	\$20,085	\$20,347	\$21,210
7	\$19,212	\$20,037	\$20,262	\$20,595	\$21,420
8	\$19,435	\$20,276	\$20,507	\$20,842	\$21,674
9	\$19,663	\$20,521	\$20,756	\$21,092	\$21,933
10	\$19,895	\$20,770	\$21,010	\$21,346	\$22,197
11	\$20,132	\$21,025	\$21,270	\$21,606	\$22,466
12	\$20,374	\$21,285	\$21,534	\$21,870	\$22,740
13	\$20,620	\$21,549	\$21,804	\$22,140	\$23,019
14	\$20,872	\$21,820	\$22,079	\$22,422	\$23,304
15	\$21,039	\$22,001	\$22,329	\$22,580	\$23,492
16	\$21,280	\$22,294	\$22,638	\$22,931	\$23,832
17	\$21,524	\$22,593	\$22,953	\$23,292	\$24,179
18	\$21,774	\$22,898	\$23,275	\$23,660	\$24,534
19	\$22,028	\$23,211	\$23,604	\$24,039	\$24,897
20	\$22,190	\$23,415	\$23,828	\$24,308	\$25,170
21	\$22,586	\$23,811	\$24,224	\$24,704	\$25,565
22	\$22,981	\$24,207	\$24,619	\$25,099	\$25,961
23	\$23,377	\$24,602	\$25,015	\$25,495	\$26,356
24	\$23,773	\$24,998	\$25,410	\$25,890	\$26,752
25	\$24,168	\$25,393	\$25,806	\$26,286	\$27,148

ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - PART TIME TEACHER - 24 HOURS

STEP	BA/BS	MASTER'S	MASTER'S +30	ED. SP.	PH. D.
0	\$27,328	\$28,155	\$28,584	\$28,844	\$29,915
1	\$27,541	\$28,396	\$28,831	\$29,113	\$30,219
2	\$27,758	\$28,641	\$29,083	\$29,385	\$30,527
3	\$27,977	\$28,889	\$29,338	\$29,663	\$30,841
4	\$28,200	\$29,142	\$29,597	\$29,944	\$31,160
5	\$28,426	\$29,398	\$29,860	\$30,230	\$31,485
6	\$28,655	\$29,658	\$30,127	\$30,521	\$31,815
7	\$28,818	\$30,055	\$30,394	\$30,893	\$32,131
8	\$29,153	\$30,414	\$30,760	\$31,264	\$32,512
9	\$29,494	\$30,782	\$31,134	\$31,638	\$32,900
10	\$29,843	\$31,156	\$31,515	\$32,020	\$33,296
11	\$30,198	\$31,538	\$31,905	\$32,409	\$33,700
12	\$30,561	\$31,927	\$32,301	\$32,805	\$34,110
13	\$30,931	\$32,324	\$32,706	\$33,209	\$34,529
14	\$31,308	\$32,729	\$33,119	\$33,633	\$34,956
15	\$31,559	\$33,001	\$33,494	\$33,869	\$35,238
16	\$31,919	\$33,441	\$33,957	\$34,397	\$35,748
17	\$32,287	\$33,889	\$34,429	\$34,937	\$36,269
18	\$32,661	\$34,348	\$34,912	\$35,490	\$36,801
19	\$33,041	\$34,816	\$35,406	\$36,058	\$37,345
20	\$33,285	\$35,123	\$35,742	\$36,462	\$37,754
21	\$33,879	\$35,717	\$36,335	\$37,055	\$38,348
22	\$34,472	\$36,310	\$36,929	\$37,649	\$38,941
23	\$35,066	\$36,903	\$37,522	\$38,242	\$39,535
24	\$35,659	\$37,497	\$38,116	\$38,835	\$40,128
25	\$36,252	\$38,090	\$38,709	\$39,429	\$40,721

ZACHARY COMMUNITY SCHOOL BOARD
SALARY SCHEDULE - PART TIME TEACHER - 32 HOURS

STEP	BA/BS	MASTER'S	MASTER'S +30	ED. SP.	PH. D.
0	\$36,437	\$37,540	\$38,112	\$38,459	\$39,887
1	\$36,722	\$37,862	\$38,442	\$38,817	\$40,292
2	\$37,010	\$38,188	\$38,777	\$39,181	\$40,703
3	\$37,303	\$38,519	\$39,117	\$39,550	\$41,121
4	\$37,601	\$38,856	\$39,463	\$39,925	\$41,547
5	\$37,901	\$39,197	\$39,814	\$40,307	\$41,980
6	\$38,207	\$39,544	\$40,170	\$40,694	\$42,420
7	\$38,423	\$40,073	\$40,525	\$41,190	\$42,841
8	\$38,871	\$40,553	\$41,014	\$41,685	\$43,349
9	\$39,325	\$41,042	\$41,512	\$42,184	\$43,867
10	\$39,791	\$41,541	\$42,020	\$42,693	\$44,395
11	\$40,265	\$42,050	\$42,539	\$43,212	\$44,933
12	\$40,748	\$42,569	\$43,068	\$43,740	\$45,480
13	\$41,241	\$43,099	\$43,607	\$44,279	\$46,039
14	\$41,744	\$43,639	\$44,158	\$44,843	\$46,608
15	\$42,078	\$44,001	\$44,658	\$45,159	\$46,984
16	\$42,559	\$44,588	\$45,275	\$45,862	\$47,664
17	\$43,049	\$45,186	\$45,906	\$46,583	\$48,359
18	\$43,547	\$45,797	\$46,550	\$47,321	\$49,068
19	\$44,055	\$46,421	\$47,207	\$48,077	\$49,794
20	\$44,380	\$46,831	\$47,656	\$48,616	\$50,339
21	\$45,172	\$47,622	\$48,447	\$49,407	\$51,130
22	\$45,963	\$48,413	\$49,239	\$50,198	\$51,921
23	\$46,754	\$49,204	\$50,030	\$50,989	\$52,713
24	\$47,545	\$49,996	\$50,821	\$51,781	\$53,504
25	\$48,337	\$50,787	\$51,612	\$52,572	\$54,295

**DAILY/HOURLY/REGULAR PART-TIME SUBSTITUTE
COMPENSATION RATES**

DAILY SUBSTITUTE	RATE
Non-Degreed Teacher Substitute	\$64.00 per day
Degreed Teacher Substitute (Progressive)	
0-20 DAYS	\$75.00 per day
21-45 DAYS	\$85.00 per day
46+ DAYS	\$120.00 per day
Degreed and Certified Teacher Substitutes	\$90.00 per day
Degreed and Certified Long-Term Substitute Teacher	
*For 21+ day assignment for same teacher as approved by Personnel	\$165.00 per day
Paraprofessional Substitutes	\$53.00 per day
Bus Aide Substitute	\$40.00 Per day
Food Service, Maintenance and Custodial Substitute	\$8.00 per hour
Clerical Part-time and Substitutes(Pre Approved by Personnel Department)	\$10.00 per hour
Bus Driver-Special Assignments	\$12.00 per hour

DAILY SUBSTITUTE-CONT'D

Stipend for attending professional development classes Certified personnel/ Other Activities Approved by Personnel Department	\$20.00 per hour
Stipend for teaching professional development classes/Other Activities Approved by Personnel Department	\$30.00 per hour
Stipend for support personnel	\$10.00 per hour

All employees hired on an hourly basis will be paid an amount equal to or above the legal minimum hourly wage.