

Zachary Community School District
Effective 7/1/2026
Compensation Plan with Salary Fund
2026-2027

Page No.	Schedule Number	Description
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
2-2a	R12/R10	ROTC Instructors (12 month - 260 days, 10 month - 202 days)
3-3c	MO9/NO9/EI9	Moderator, Nurses and Intepreter (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)
6a	PA9	Instructional Support Staff- Paraprofessional Degreed (9 month- 180 days)
7	A12	Administrative Support- Lanser Data Specialist (12 month-260 days)
7a	A12	Administrative Support-Accountant/Specialist (12 month-260 days)
8	C10	Clerical Support-School Clerk (10 month-202 days)
8a	C11	Clerical Support-School Clerk (11 month-222 days)
8b-8e	C12	Clerical Support- Secretary and Clerk Level B-E (12 month-260 days)
9	MT6	Maintenance- Janitor (12 month-260 days)
9a	MT6	Maintenance- Custodians (12 month-260 days)
9b-9d	MT6	Maintenance Technician- Levels A-C (12 month-260 days)
9e	MT6	Maintenance Manager (12 month-260 days)
10-10d	CM5	Child Nutrition- Managers (9 month- 180 days)
11-11b	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	SALARY SCHEDULE 2024-25	LOCAL Increases		BA 182 days 9 month Salary	MA 182 days 9 month Salary	EdS 182 days 9 month Salary	Doctorate 182 days 9 month Salary
		General Fund	Salary Fund				
		Zach Forward Supplement ***					
		25-26	26-27				
0	\$50,022	\$ 2,000	\$ 2,000	\$54,022	\$55,022	\$55,522	\$56,022
1	\$50,522	\$ 2,000	\$ 2,000	\$54,522	\$55,522	\$56,022	\$56,522
2	\$51,022	\$ 2,000	\$ 2,000	\$55,022	\$56,022	\$56,522	\$57,022
3	\$51,522	\$ 2,000	\$ 2,000	\$55,522	\$56,522	\$57,022	\$57,522
4	\$52,022	\$ 2,000	\$ 2,000	\$56,022	\$57,022	\$57,522	\$58,022
5	\$52,522	\$ 2,000	\$ 2,000	\$56,522	\$57,522	\$58,022	\$58,522
6	\$53,022	\$ 2,000	\$ 2,000	\$57,022	\$58,022	\$58,522	\$59,022
7	\$53,522	\$ 2,000	\$ 2,000	\$57,522	\$58,522	\$59,022	\$59,522
8	\$54,022	\$ 2,000	\$ 2,000	\$58,022	\$59,022	\$59,522	\$60,022
9	\$54,522	\$ 2,000	\$ 2,000	\$58,522	\$59,522	\$60,022	\$60,522
10	\$55,022	\$ 2,000	\$ 2,000	\$59,022	\$60,022	\$60,522	\$61,022
11	\$55,522	\$ 2,000	\$ 2,000	\$59,522	\$60,522	\$61,022	\$61,522
12	\$56,022	\$ 2,000	\$ 2,000	\$60,022	\$61,022	\$61,522	\$62,022
13	\$56,522	\$ 2,000	\$ 2,000	\$60,522	\$61,522	\$62,022	\$62,522
14	\$57,022	\$ 2,000	\$ 2,000	\$61,022	\$62,022	\$62,522	\$63,022
15	\$57,522	\$ 2,000	\$ 2,000	\$61,522	\$62,522	\$63,022	\$63,522
16	\$58,022	\$ 2,000	\$ 2,000	\$62,022	\$63,022	\$63,522	\$64,022
17	\$58,522	\$ 2,000	\$ 2,000	\$62,522	\$63,522	\$64,022	\$64,522
18	\$59,022	\$ 2,000	\$ 2,000	\$63,022	\$64,022	\$64,522	\$65,022
19	\$59,522	\$ 2,000	\$ 2,000	\$63,522	\$64,522	\$65,022	\$65,522
20	\$60,022	\$ 2,000	\$ 2,000	\$64,022	\$65,022	\$65,522	\$66,022
21	\$60,522	\$ 2,000	\$ 2,000	\$64,522	\$65,522	\$66,022	\$66,522
22	\$61,022	\$ 2,000	\$ 2,000	\$65,022	\$66,022	\$66,522	\$67,022
23	\$61,522	\$ 2,000	\$ 2,000	\$65,522	\$66,522	\$67,022	\$67,522
24	\$62,022	\$ 2,000	\$ 2,000	\$66,022	\$67,022	\$67,522	\$68,022
25	\$62,522	\$ 2,000	\$ 2,000	\$66,522	\$67,522	\$68,022	\$68,522
26	\$63,022	\$ 2,000	\$ 2,000	\$67,022	\$68,022	\$68,522	\$69,022
27	\$63,522	\$ 2,000	\$ 2,000	\$67,522	\$68,522	\$69,022	\$69,522
28	\$64,022	\$ 2,000	\$ 2,000	\$68,022	\$69,022	\$69,522	\$70,022
29	\$64,522	\$ 2,000	\$ 2,000	\$68,522	\$69,522	\$70,022	\$70,522
30	\$65,022	\$ 2,000	\$ 2,000	\$69,022	\$70,022	\$70,522	\$71,022

*** Includes a \$2,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Teacher
Page 1a

Step	SALARY SCHEDULE 2024-25	LOCAL Increases		BA 192 days 9.5 month Salary	MA 192 days 9.5 month Salary	EdS 192 days 9.5 month Salary	Doctorate 192 days 9.5 month Salary
		General Fund	Salary Fund				
		Zach Forward Supplement					

		25-26	26-27				
0	\$52,580	\$ 2,000	\$ 2,000	\$56,580	\$57,580	\$58,080	\$58,580
1	\$53,080	\$ 2,000	\$ 2,000	\$57,080	\$58,080	\$58,580	\$59,080
2	\$53,580	\$ 2,000	\$ 2,000	\$57,580	\$58,580	\$59,080	\$59,580
3	\$54,080	\$ 2,000	\$ 2,000	\$58,080	\$59,080	\$59,580	\$60,080
4	\$54,580	\$ 2,000	\$ 2,000	\$58,580	\$59,580	\$60,080	\$60,580
5	\$55,080	\$ 2,000	\$ 2,000	\$59,080	\$60,080	\$60,580	\$61,080
6	\$55,580	\$ 2,000	\$ 2,000	\$59,580	\$60,580	\$61,080	\$61,580
7	\$56,080	\$ 2,000	\$ 2,000	\$60,080	\$61,080	\$61,580	\$62,080
8	\$56,580	\$ 2,000	\$ 2,000	\$60,580	\$61,580	\$62,080	\$62,580
9	\$57,080	\$ 2,000	\$ 2,000	\$61,080	\$62,080	\$62,580	\$63,080
10	\$57,580	\$ 2,000	\$ 2,000	\$61,580	\$62,580	\$63,080	\$63,580
11	\$58,080	\$ 2,000	\$ 2,000	\$62,080	\$63,080	\$63,580	\$64,080
12	\$58,580	\$ 2,000	\$ 2,000	\$62,580	\$63,580	\$64,080	\$64,580
13	\$59,080	\$ 2,000	\$ 2,000	\$63,080	\$64,080	\$64,580	\$65,080
14	\$59,580	\$ 2,000	\$ 2,000	\$63,580	\$64,580	\$65,080	\$65,580
15	\$60,080	\$ 2,000	\$ 2,000	\$64,080	\$65,080	\$65,580	\$66,080
16	\$60,580	\$ 2,000	\$ 2,000	\$64,580	\$65,580	\$66,080	\$66,580
17	\$61,080	\$ 2,000	\$ 2,000	\$65,080	\$66,080	\$66,580	\$67,080
18	\$61,580	\$ 2,000	\$ 2,000	\$65,580	\$66,580	\$67,080	\$67,580
19	\$62,080	\$ 2,000	\$ 2,000	\$66,080	\$67,080	\$67,580	\$68,080
20	\$62,580	\$ 2,000	\$ 2,000	\$66,580	\$67,580	\$68,080	\$68,580
21	\$63,080	\$ 2,000	\$ 2,000	\$67,080	\$68,080	\$68,580	\$69,080
22	\$63,580	\$ 2,000	\$ 2,000	\$67,580	\$68,580	\$69,080	\$69,580
23	\$64,080	\$ 2,000	\$ 2,000	\$68,080	\$69,080	\$69,580	\$70,080
24	\$64,580	\$ 2,000	\$ 2,000	\$68,580	\$69,580	\$70,080	\$70,580
25	\$65,080	\$ 2,000	\$ 2,000	\$69,080	\$70,080	\$70,580	\$71,080
26	\$65,580	\$ 2,000	\$ 2,000	\$69,580	\$70,580	\$71,080	\$71,580
27	\$66,080	\$ 2,000	\$ 2,000	\$70,080	\$71,080	\$71,580	\$72,080
28	\$66,580	\$ 2,000	\$ 2,000	\$70,580	\$71,580	\$72,080	\$72,580
29	\$67,080	\$ 2,000	\$ 2,000	\$71,080	\$72,080	\$72,580	\$73,080
30	\$67,580	\$ 2,000	\$ 2,000	\$71,580	\$72,580	\$73,080	\$73,580

*** Includes a \$2,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Teacher
Page 1b

Step	SALARY SCHEDULE 2024-25	LOCAL Increases		BA 202 days 10 month Salary	MA 202 days 10 month Salary	EdS 202 days 10 month Salary	Doctorate 202 days 10 month Salary
		General Fund	Salary Fund				
		Zach Forward Supplement					

		25-26	26-27				
0	\$55,139	\$ 2,000	\$ 2,000	\$59,139	\$60,139	\$60,639	\$61,139
1	\$55,639	\$ 2,000	\$ 2,000	\$59,639	\$60,639	\$61,139	\$61,639
2	\$56,139	\$ 2,000	\$ 2,000	\$60,139	\$61,139	\$61,639	\$62,139
3	\$56,639	\$ 2,000	\$ 2,000	\$60,639	\$61,639	\$62,139	\$62,639
4	\$57,139	\$ 2,000	\$ 2,000	\$61,139	\$62,139	\$62,639	\$63,139
5	\$57,639	\$ 2,000	\$ 2,000	\$61,639	\$62,639	\$63,139	\$63,639
6	\$58,139	\$ 2,000	\$ 2,000	\$62,139	\$63,139	\$63,639	\$64,139
7	\$58,639	\$ 2,000	\$ 2,000	\$62,639	\$63,639	\$64,139	\$64,639
8	\$59,139	\$ 2,000	\$ 2,000	\$63,139	\$64,139	\$64,639	\$65,139
9	\$59,639	\$ 2,000	\$ 2,000	\$63,639	\$64,639	\$65,139	\$65,639
10	\$60,139	\$ 2,000	\$ 2,000	\$64,139	\$65,139	\$65,639	\$66,139
11	\$60,639	\$ 2,000	\$ 2,000	\$64,639	\$65,639	\$66,139	\$66,639
12	\$61,139	\$ 2,000	\$ 2,000	\$65,139	\$66,139	\$66,639	\$67,139
13	\$61,639	\$ 2,000	\$ 2,000	\$65,639	\$66,639	\$67,139	\$67,639
14	\$62,139	\$ 2,000	\$ 2,000	\$66,139	\$67,139	\$67,639	\$68,139
15	\$62,639	\$ 2,000	\$ 2,000	\$66,639	\$67,639	\$68,139	\$68,639
16	\$63,139	\$ 2,000	\$ 2,000	\$67,139	\$68,139	\$68,639	\$69,139
17	\$63,639	\$ 2,000	\$ 2,000	\$67,639	\$68,639	\$69,139	\$69,639
18	\$64,139	\$ 2,000	\$ 2,000	\$68,139	\$69,139	\$69,639	\$70,139
19	\$64,639	\$ 2,000	\$ 2,000	\$68,639	\$69,639	\$70,139	\$70,639
20	\$65,139	\$ 2,000	\$ 2,000	\$69,139	\$70,139	\$70,639	\$71,139
21	\$65,639	\$ 2,000	\$ 2,000	\$69,639	\$70,639	\$71,139	\$71,639
22	\$66,139	\$ 2,000	\$ 2,000	\$70,139	\$71,139	\$71,639	\$72,139
23	\$66,639	\$ 2,000	\$ 2,000	\$70,639	\$71,639	\$72,139	\$72,639
24	\$67,139	\$ 2,000	\$ 2,000	\$71,139	\$72,139	\$72,639	\$73,139
25	\$67,639	\$ 2,000	\$ 2,000	\$71,639	\$72,639	\$73,139	\$73,639
26	\$68,139	\$ 2,000	\$ 2,000	\$72,139	\$73,139	\$73,639	\$74,139
27	\$68,639	\$ 2,000	\$ 2,000	\$72,639	\$73,639	\$74,139	\$74,639
28	\$69,139	\$ 2,000	\$ 2,000	\$73,139	\$74,139	\$74,639	\$75,139
29	\$69,639	\$ 2,000	\$ 2,000	\$73,639	\$74,639	\$75,139	\$75,639
30	\$70,139	\$ 2,000	\$ 2,000	\$74,139	\$75,139	\$75,639	\$76,139

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Zachary Community School Board
Teacher
Page 1c

Step	SALARY SCHEDULE 2024-25	LOCAL Increases		BA 222 days 11 month Salary	MA 222 days 11 month Salary	EdS 222 days 11 month Salary	Doctorate 222 days 11 month Salary
		General Fund	Salary Fund				
		Zach Forward Supplement					

		25-26	26-27				
0	\$60,256	\$ 2,000	\$ 2,000	\$64,256	\$65,256	\$65,756	\$66,256
1	\$60,756	\$ 2,000	\$ 2,000	\$64,756	\$65,756	\$66,256	\$66,756
2	\$61,256	\$ 2,000	\$ 2,000	\$65,256	\$66,256	\$66,756	\$67,256
3	\$61,756	\$ 2,000	\$ 2,000	\$65,756	\$66,756	\$67,256	\$67,756
4	\$62,256	\$ 2,000	\$ 2,000	\$66,256	\$67,256	\$67,756	\$68,256
5	\$62,756	\$ 2,000	\$ 2,000	\$66,756	\$67,756	\$68,256	\$68,756
6	\$63,256	\$ 2,000	\$ 2,000	\$67,256	\$68,256	\$68,756	\$69,256
7	\$63,756	\$ 2,000	\$ 2,000	\$67,756	\$68,756	\$69,256	\$69,756
8	\$64,256	\$ 2,000	\$ 2,000	\$68,256	\$69,256	\$69,756	\$70,256
9	\$64,756	\$ 2,000	\$ 2,000	\$68,756	\$69,756	\$70,256	\$70,756
10	\$65,256	\$ 2,000	\$ 2,000	\$69,256	\$70,256	\$70,756	\$71,256
11	\$65,756	\$ 2,000	\$ 2,000	\$69,756	\$70,756	\$71,256	\$71,756
12	\$66,256	\$ 2,000	\$ 2,000	\$70,256	\$71,256	\$71,756	\$72,256
13	\$66,756	\$ 2,000	\$ 2,000	\$70,756	\$71,756	\$72,256	\$72,756
14	\$67,256	\$ 2,000	\$ 2,000	\$71,256	\$72,256	\$72,756	\$73,256
15	\$67,756	\$ 2,000	\$ 2,000	\$71,756	\$72,756	\$73,256	\$73,756
16	\$68,256	\$ 2,000	\$ 2,000	\$72,256	\$73,256	\$73,756	\$74,256
17	\$68,756	\$ 2,000	\$ 2,000	\$72,756	\$73,756	\$74,256	\$74,756
18	\$69,256	\$ 2,000	\$ 2,000	\$73,256	\$74,256	\$74,756	\$75,256
19	\$69,756	\$ 2,000	\$ 2,000	\$73,756	\$74,756	\$75,256	\$75,756
20	\$70,256	\$ 2,000	\$ 2,000	\$74,256	\$75,256	\$75,756	\$76,256
21	\$70,756	\$ 2,000	\$ 2,000	\$74,756	\$75,756	\$76,256	\$76,756
22	\$71,256	\$ 2,000	\$ 2,000	\$75,256	\$76,256	\$76,756	\$77,256
23	\$71,756	\$ 2,000	\$ 2,000	\$75,756	\$76,756	\$77,256	\$77,756
24	\$72,256	\$ 2,000	\$ 2,000	\$76,256	\$77,256	\$77,756	\$78,256
25	\$72,756	\$ 2,000	\$ 2,000	\$76,756	\$77,756	\$78,256	\$78,756
26	\$73,256	\$ 2,000	\$ 2,000	\$77,256	\$78,256	\$78,756	\$79,256
27	\$73,756	\$ 2,000	\$ 2,000	\$77,756	\$78,756	\$79,256	\$79,756
28	\$74,256	\$ 2,000	\$ 2,000	\$78,256	\$79,256	\$79,756	\$80,256
29	\$74,756	\$ 2,000	\$ 2,000	\$78,756	\$79,756	\$80,256	\$80,756
30	\$75,256	\$ 2,000	\$ 2,000	\$79,256	\$80,256	\$80,756	\$81,256

*** Includes a \$2,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Teacher
Page 1d

Step	SALARY SCHEDULE 24-25	LOCAL Increases		BA 260 days 12 month Salary	MA 260 days 12 month Salary	EdS 260 days 12 month Salary	Doctorate 260 days 12 month Salary
		General Fund	Salary Fund				
		Zach Forward Supplement					
		25-26	26-27				
0	\$65,373	\$ 2,000	\$ 2,000	\$69,373	\$70,373	\$70,873	\$71,373
1	\$65,873	\$ 2,000	\$ 2,000	\$69,873	\$70,873	\$71,373	\$71,873
2	\$66,373	\$ 2,000	\$ 2,000	\$70,373	\$71,373	\$71,873	\$72,373
3	\$66,873	\$ 2,000	\$ 2,000	\$70,873	\$71,873	\$72,373	\$72,873
4	\$67,373	\$ 2,000	\$ 2,000	\$71,373	\$72,373	\$72,873	\$73,373
5	\$67,873	\$ 2,000	\$ 2,000	\$71,873	\$72,873	\$73,373	\$73,873
6	\$68,373	\$ 2,000	\$ 2,000	\$72,373	\$73,373	\$73,873	\$74,373
7	\$68,873	\$ 2,000	\$ 2,000	\$72,873	\$73,873	\$74,373	\$74,873
8	\$69,373	\$ 2,000	\$ 2,000	\$73,373	\$74,373	\$74,873	\$75,373
9	\$69,873	\$ 2,000	\$ 2,000	\$73,873	\$74,873	\$75,373	\$75,873
10	\$70,373	\$ 2,000	\$ 2,000	\$74,373	\$75,373	\$75,873	\$76,373
11	\$70,873	\$ 2,000	\$ 2,000	\$74,873	\$75,873	\$76,373	\$76,873
12	\$71,373	\$ 2,000	\$ 2,000	\$75,373	\$76,373	\$76,873	\$77,373
13	\$71,873	\$ 2,000	\$ 2,000	\$75,873	\$76,873	\$77,373	\$77,873
14	\$72,373	\$ 2,000	\$ 2,000	\$76,373	\$77,373	\$77,873	\$78,373
15	\$72,873	\$ 2,000	\$ 2,000	\$76,873	\$77,873	\$78,373	\$78,873
16	\$73,373	\$ 2,000	\$ 2,000	\$77,373	\$78,373	\$78,873	\$79,373
17	\$73,873	\$ 2,000	\$ 2,000	\$77,873	\$78,873	\$79,373	\$79,873
18	\$74,373	\$ 2,000	\$ 2,000	\$78,373	\$79,373	\$79,873	\$80,373
19	\$74,873	\$ 2,000	\$ 2,000	\$78,873	\$79,873	\$80,373	\$80,873
20	\$75,373	\$ 2,000	\$ 2,000	\$79,373	\$80,373	\$80,873	\$81,373
21	\$75,873	\$ 2,000	\$ 2,000	\$79,873	\$80,873	\$81,373	\$81,873
22	\$76,373	\$ 2,000	\$ 2,000	\$80,373	\$81,373	\$81,873	\$82,373
23	\$76,873	\$ 2,000	\$ 2,000	\$80,873	\$81,873	\$82,373	\$82,873
24	\$77,373	\$ 2,000	\$ 2,000	\$81,373	\$82,373	\$82,873	\$83,373
25	\$77,873	\$ 2,000	\$ 2,000	\$81,873	\$82,873	\$83,373	\$83,873
26	\$78,373	\$ 2,000	\$ 2,000	\$82,373	\$83,373	\$83,873	\$84,373
27	\$78,873	\$ 2,000	\$ 2,000	\$82,873	\$83,873	\$84,373	\$84,873
28	\$79,373	\$ 2,000	\$ 2,000	\$83,373	\$84,373	\$84,873	\$85,373
29	\$79,873	\$ 2,000	\$ 2,000	\$83,873	\$84,873	\$85,373	\$85,873
30	\$80,373	\$ 2,000	\$ 2,000	\$84,373	\$85,373	\$85,873	\$86,373

*** Includes a \$2,000 supplement funded by the local property tax proposal approved by voters.

**Zachary Community School Board
Teacher**

Page 1e

*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	Salary Schedule	LOCAL Increases		260 days Senior ROTC (12 mo)
	24-25	General Fund	Salary Fund	
	260 days Senior ROTC (12 mo)	Zach Forward Supplement ***		
		25-26	26-27	
0	\$70,533	\$ 2,000	\$ 2,000	\$74,533
1	\$71,411	\$ 2,000	\$ 2,000	\$75,411
2	\$72,304	\$ 2,000	\$ 2,000	\$76,304
3	\$73,213	\$ 2,000	\$ 2,000	\$77,213
4	\$74,138	\$ 2,000	\$ 2,000	\$78,138
5	\$75,079	\$ 2,000	\$ 2,000	\$79,079
6	\$76,038	\$ 2,000	\$ 2,000	\$80,038
7	\$77,013	\$ 2,000	\$ 2,000	\$81,013
8	\$78,006	\$ 2,000	\$ 2,000	\$82,006
9	\$79,016	\$ 2,000	\$ 2,000	\$83,016
10	\$80,045	\$ 2,000	\$ 2,000	\$84,045
11	\$81,092	\$ 2,000	\$ 2,000	\$85,092
12	\$82,157	\$ 2,000	\$ 2,000	\$86,157
13	\$83,241	\$ 2,000	\$ 2,000	\$87,241
14	\$84,345	\$ 2,000	\$ 2,000	\$88,345
15	\$85,468	\$ 2,000	\$ 2,000	\$89,468
16	\$86,611	\$ 2,000	\$ 2,000	\$90,611
17	\$87,775	\$ 2,000	\$ 2,000	\$91,775
18	\$88,959	\$ 2,000	\$ 2,000	\$92,959
19	\$90,165	\$ 2,000	\$ 2,000	\$94,165
20	\$91,392	\$ 2,000	\$ 2,000	\$95,392
21	\$91,597	\$ 2,000	\$ 2,000	\$95,597
22	\$91,803	\$ 2,000	\$ 2,000	\$95,803
23	\$92,010	\$ 2,000	\$ 2,000	\$96,010
24	\$92,217	\$ 2,000	\$ 2,000	\$96,217
25	\$92,425	\$ 2,000	\$ 2,000	\$96,425
26	\$92,632	\$ 2,000	\$ 2,000	\$96,632
27	\$92,840	\$ 2,000	\$ 2,000	\$96,840
28	\$93,047	\$ 2,000	\$ 2,000	\$97,047
29	\$93,255	\$ 2,000	\$ 2,000	\$97,255
30	\$93,462	\$ 2,000	\$ 2,000	\$97,462

*** Includes a \$2,000 supplement funded by the local property tax proposal approved by voters.

- 1) Minimum Instructor Pay (MIP) will be used to compensate all instructors.
- 2) Salary must be greater than or equal to the MIP.

Zachary Community School Board
ROTC Salary Schedule
Page 2a

Step	Salary Schedule	LOCAL Increases		202 days Junior ROTC (10 mo)
	24-25	General Fund	Salary Fund	
	202 days Junior ROTC (10 mo)	Zach Forward Supplement		
		25-26	26-27	
0	\$56,072	\$ 2,000	\$ 2,000	\$60,072
1	\$56,768	\$ 2,000	\$ 2,000	\$60,768
2	\$57,479	\$ 2,000	\$ 2,000	\$61,479
3	\$58,204	\$ 2,000	\$ 2,000	\$62,204
4	\$58,943	\$ 2,000	\$ 2,000	\$62,943
5	\$59,697	\$ 2,000	\$ 2,000	\$63,697
6	\$60,466	\$ 2,000	\$ 2,000	\$64,466
7	\$61,251	\$ 2,000	\$ 2,000	\$65,251
8	\$62,051	\$ 2,000	\$ 2,000	\$66,051
9	\$62,867	\$ 2,000	\$ 2,000	\$66,867
10	\$63,700	\$ 2,000	\$ 2,000	\$67,700
11	\$64,549	\$ 2,000	\$ 2,000	\$68,549
12	\$65,415	\$ 2,000	\$ 2,000	\$69,415
13	\$66,299	\$ 2,000	\$ 2,000	\$70,299
14	\$67,200	\$ 2,000	\$ 2,000	\$71,200
15	\$68,119	\$ 2,000	\$ 2,000	\$72,119
16	\$69,057	\$ 2,000	\$ 2,000	\$73,057
17	\$70,013	\$ 2,000	\$ 2,000	\$74,013
18	\$70,989	\$ 2,000	\$ 2,000	\$74,989
19	\$71,984	\$ 2,000	\$ 2,000	\$75,984
20	\$72,999	\$ 2,000	\$ 2,000	\$76,999
21	\$73,154	\$ 2,000	\$ 2,000	\$77,154
22	\$73,311	\$ 2,000	\$ 2,000	\$77,311
23	\$73,468	\$ 2,000	\$ 2,000	\$77,468
24	\$73,625	\$ 2,000	\$ 2,000	\$77,625
25	\$73,782	\$ 2,000	\$ 2,000	\$77,782
26	\$73,939	\$ 2,000	\$ 2,000	\$77,939
27	\$74,096	\$ 2,000	\$ 2,000	\$78,096
28	\$74,253	\$ 2,000	\$ 2,000	\$78,253
29	\$74,410	\$ 2,000	\$ 2,000	\$78,410
30	\$74,567	\$ 2,000	\$ 2,000	\$78,567

*** Includes a \$2,000 supplement funded by the local property tax proposal approved by voters.

- 1) Minimum Instructor Pay (MIP) will be used to compensate all instructors.
- 2) Salary must be greater than or equal to the MIP.

Zachary Community School Board
Other Staff - Non-Certificated
182 days
Page 3

Step	Salary Schedule 24-25	LOCAL Increases		Moderator(182) Salary
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$41,650	\$ 1,000	\$ 1,000	\$43,650
1	\$42,050	\$ 1,000	\$ 1,000	\$44,050
2	\$42,450	\$ 1,000	\$ 1,000	\$44,450
3	\$42,850	\$ 1,000	\$ 1,000	\$44,850
4	\$43,250	\$ 1,000	\$ 1,000	\$45,250
5	\$43,650	\$ 1,000	\$ 1,000	\$45,650
6	\$44,050	\$ 1,000	\$ 1,000	\$46,050
7	\$44,450	\$ 1,000	\$ 1,000	\$46,450
8	\$44,850	\$ 1,000	\$ 1,000	\$46,850
9	\$45,250	\$ 1,000	\$ 1,000	\$47,250
10	\$45,650	\$ 1,000	\$ 1,000	\$47,650
11	\$46,050	\$ 1,000	\$ 1,000	\$48,050
12	\$46,450	\$ 1,000	\$ 1,000	\$48,450
13	\$46,850	\$ 1,000	\$ 1,000	\$48,850
14	\$47,250	\$ 1,000	\$ 1,000	\$49,250
15	\$47,650	\$ 1,000	\$ 1,000	\$49,650
16	\$48,050	\$ 1,000	\$ 1,000	\$50,050
17	\$48,450	\$ 1,000	\$ 1,000	\$50,450
18	\$48,850	\$ 1,000	\$ 1,000	\$50,850
19	\$49,250	\$ 1,000	\$ 1,000	\$51,250
20	\$49,650	\$ 1,000	\$ 1,000	\$51,650
21	\$50,050	\$ 1,000	\$ 1,000	\$52,050
22	\$50,450	\$ 1,000	\$ 1,000	\$52,450
23	\$50,850	\$ 1,000	\$ 1,000	\$52,850
24	\$51,250	\$ 1,000	\$ 1,000	\$53,250
25	\$51,650	\$ 1,000	\$ 1,000	\$53,650
26	\$52,050	\$ 1,000	\$ 1,000	\$54,050
27	\$52,450	\$ 1,000	\$ 1,000	\$54,450
28	\$52,850	\$ 1,000	\$ 1,000	\$54,850
29	\$53,250	\$ 1,000	\$ 1,000	\$55,250
30	\$53,650	\$ 1,000	\$ 1,000	\$55,650

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

**Zachary Community School Board
Other Staff - Non-Certificated**

182 days

Page 3a

Step	Salary Schedule 24-25	LOCAL Increases		Nurse(182) Salary
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$49,352	\$ 2,000	\$ 2,000	\$53,352
1	\$49,852	\$ 2,000	\$ 2,000	\$53,852
2	\$50,352	\$ 2,000	\$ 2,000	\$54,352
3	\$50,852	\$ 2,000	\$ 2,000	\$54,852
4	\$51,352	\$ 2,000	\$ 2,000	\$55,352
5	\$51,852	\$ 2,000	\$ 2,000	\$55,852
6	\$52,352	\$ 2,000	\$ 2,000	\$56,352
7	\$52,852	\$ 2,000	\$ 2,000	\$56,852
8	\$53,352	\$ 2,000	\$ 2,000	\$57,352
9	\$53,852	\$ 2,000	\$ 2,000	\$57,852
10	\$54,352	\$ 2,000	\$ 2,000	\$58,352
11	\$54,852	\$ 2,000	\$ 2,000	\$58,852
12	\$55,352	\$ 2,000	\$ 2,000	\$59,352
13	\$55,852	\$ 2,000	\$ 2,000	\$59,852
14	\$56,352	\$ 2,000	\$ 2,000	\$60,352
15	\$56,852	\$ 2,000	\$ 2,000	\$60,852
16	\$57,352	\$ 2,000	\$ 2,000	\$61,352
17	\$57,852	\$ 2,000	\$ 2,000	\$61,852
18	\$58,352	\$ 2,000	\$ 2,000	\$62,352
19	\$58,852	\$ 2,000	\$ 2,000	\$62,852
20	\$59,352	\$ 2,000	\$ 2,000	\$63,352
21	\$59,852	\$ 2,000	\$ 2,000	\$63,852
22	\$60,352	\$ 2,000	\$ 2,000	\$64,352
23	\$60,852	\$ 2,000	\$ 2,000	\$64,852
24	\$61,352	\$ 2,000	\$ 2,000	\$65,352
25	\$61,852	\$ 2,000	\$ 2,000	\$65,852
26	\$62,352	\$ 2,000	\$ 2,000	\$66,352
27	\$62,852	\$ 2,000	\$ 2,000	\$66,852
28	\$63,352	\$ 2,000	\$ 2,000	\$67,352
29	\$63,852	\$ 2,000	\$ 2,000	\$67,852
30	\$64,352	\$ 2,000	\$ 2,000	\$68,352

*** Includes a \$2,000 supplement funded by the local property tax proposal approved by voters.

**Zachary Community School Board
Other Staff - Non-Certificated**

182 days

Page 3b

Step	Salary Schedule 24-25	LOCAL Increases		ESL Interpreter (182) Salary
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$36,000	\$ 1,000	\$ 1,000	\$38,000
1	\$36,500	\$ 1,000	\$ 1,000	\$38,500
2	\$37,000	\$ 1,000	\$ 1,000	\$39,000
3	\$37,500	\$ 1,000	\$ 1,000	\$39,500
4	\$38,000	\$ 1,000	\$ 1,000	\$40,000
5	\$38,500	\$ 1,000	\$ 1,000	\$40,500
6	\$39,000	\$ 1,000	\$ 1,000	\$41,000
7	\$39,500	\$ 1,000	\$ 1,000	\$41,500
8	\$40,000	\$ 1,000	\$ 1,000	\$42,000
9	\$40,500	\$ 1,000	\$ 1,000	\$42,500
10	\$41,000	\$ 1,000	\$ 1,000	\$43,000
11	\$41,500	\$ 1,000	\$ 1,000	\$43,500
12	\$42,000	\$ 1,000	\$ 1,000	\$44,000
13	\$42,500	\$ 1,000	\$ 1,000	\$44,500
14	\$43,000	\$ 1,000	\$ 1,000	\$45,000
15	\$43,500	\$ 1,000	\$ 1,000	\$45,500
16	\$44,000	\$ 1,000	\$ 1,000	\$46,000
17	\$44,500	\$ 1,000	\$ 1,000	\$46,500
18	\$45,000	\$ 1,000	\$ 1,000	\$47,000
19	\$45,500	\$ 1,000	\$ 1,000	\$47,500
20	\$46,000	\$ 1,000	\$ 1,000	\$48,000
21	\$46,500	\$ 1,000	\$ 1,000	\$48,500
22	\$47,000	\$ 1,000	\$ 1,000	\$49,000
23	\$47,500	\$ 1,000	\$ 1,000	\$49,500
24	\$48,000	\$ 1,000	\$ 1,000	\$50,000
25	\$48,500	\$ 1,000	\$ 1,000	\$50,500
26	\$49,000	\$ 1,000	\$ 1,000	\$51,000
27	\$49,500	\$ 1,000	\$ 1,000	\$51,500
28	\$50,000	\$ 1,000	\$ 1,000	\$52,000
29	\$50,500	\$ 1,000	\$ 1,000	\$52,500
30	\$51,000	\$ 1,000	\$ 1,000	\$53,000

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

**Zachary Community School Board
Other Staff - Non-Certificated**

182 days

Page 3c

Step	Salary Schedule 24-25	LOCAL Increases		Medical Assistant/Para(180) Salary
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$36,000	\$ 1,000	\$ 1,000	\$38,000
1	\$36,500	\$ 1,000	\$ 1,000	\$38,500
2	\$37,000	\$ 1,000	\$ 1,000	\$39,000
3	\$37,500	\$ 1,000	\$ 1,000	\$39,500
4	\$38,000	\$ 1,000	\$ 1,000	\$40,000
5	\$38,500	\$ 1,000	\$ 1,000	\$40,500
6	\$39,000	\$ 1,000	\$ 1,000	\$41,000
7	\$39,500	\$ 1,000	\$ 1,000	\$41,500
8	\$40,000	\$ 1,000	\$ 1,000	\$42,000
9	\$40,500	\$ 1,000	\$ 1,000	\$42,500
10	\$41,000	\$ 1,000	\$ 1,000	\$43,000
11	\$41,500	\$ 1,000	\$ 1,000	\$43,500
12	\$42,000	\$ 1,000	\$ 1,000	\$44,000
13	\$42,500	\$ 1,000	\$ 1,000	\$44,500
14	\$43,000	\$ 1,000	\$ 1,000	\$45,000
15	\$43,500	\$ 1,000	\$ 1,000	\$45,500
16	\$44,000	\$ 1,000	\$ 1,000	\$46,000
17	\$44,500	\$ 1,000	\$ 1,000	\$46,500
18	\$45,000	\$ 1,000	\$ 1,000	\$47,000
19	\$45,500	\$ 1,000	\$ 1,000	\$47,500
20	\$46,000	\$ 1,000	\$ 1,000	\$48,000
21	\$46,500	\$ 1,000	\$ 1,000	\$48,500
22	\$47,000	\$ 1,000	\$ 1,000	\$49,000
23	\$47,500	\$ 1,000	\$ 1,000	\$49,500
24	\$48,000	\$ 1,000	\$ 1,000	\$50,000
25	\$48,500	\$ 1,000	\$ 1,000	\$50,500
26	\$49,000	\$ 1,000	\$ 1,000	\$51,000
27	\$49,500	\$ 1,000	\$ 1,000	\$51,500
28	\$50,000	\$ 1,000	\$ 1,000	\$52,000
29	\$50,500	\$ 1,000	\$ 1,000	\$52,500
30	\$51,000	\$ 1,000	\$ 1,000	\$53,000

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

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%
High School Coaches	Stipend
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

Other High School Coaches	Stipend
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%

Other High School Coaches	Stipend
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. Mimimum 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
Page 5**

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
3. Principal shall be paid more than the highest-paid employee under their supervision.

Position	Index	Length of Employment
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/Academy Coordinator	1.22	10-11 month
Dean of Students (Educational Leader) - Elementary	1.10	10-11 month
Dean of Students (Educational Leader) - Middle School	1.12	10-11 month
Dean of Students (Educational Leader) - High School	1.14	10-11 month
District Level	Index	Length of Employment
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
Page 6

Step	Salary Schedule 24-25	LOCAL Increases		Paraprofessional No Degree
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$21,150	\$ 1,000	\$ 1,000	\$23,150
1	\$21,450	\$ 1,000	\$ 1,000	\$23,450
2	\$21,750	\$ 1,000	\$ 1,000	\$23,750
3	\$22,050	\$ 1,000	\$ 1,000	\$24,050
4	\$22,350	\$ 1,000	\$ 1,000	\$24,350
5	\$22,650	\$ 1,000	\$ 1,000	\$24,650
6	\$22,950	\$ 1,000	\$ 1,000	\$24,950
7	\$23,250	\$ 1,000	\$ 1,000	\$25,250
8	\$23,550	\$ 1,000	\$ 1,000	\$25,550
9	\$23,850	\$ 1,000	\$ 1,000	\$25,850
10	\$24,150	\$ 1,000	\$ 1,000	\$26,150
11	\$24,450	\$ 1,000	\$ 1,000	\$26,450
12	\$24,750	\$ 1,000	\$ 1,000	\$26,750
13	\$25,050	\$ 1,000	\$ 1,000	\$27,050
14	\$25,350	\$ 1,000	\$ 1,000	\$27,350
15	\$25,650	\$ 1,000	\$ 1,000	\$27,650
16	\$25,950	\$ 1,000	\$ 1,000	\$27,950
17	\$26,250	\$ 1,000	\$ 1,000	\$28,250
18	\$26,550	\$ 1,000	\$ 1,000	\$28,550
19	\$26,850	\$ 1,000	\$ 1,000	\$28,850
20	\$27,150	\$ 1,000	\$ 1,000	\$29,150
21	\$27,450	\$ 1,000	\$ 1,000	\$29,450
22	\$27,750	\$ 1,000	\$ 1,000	\$29,750
23	\$28,050	\$ 1,000	\$ 1,000	\$30,050
24	\$28,350	\$ 1,000	\$ 1,000	\$30,350
25	\$28,650	\$ 1,000	\$ 1,000	\$30,650
26	\$28,950	\$ 1,000	\$ 1,000	\$30,950
27	\$29,250	\$ 1,000	\$ 1,000	\$31,250
28	\$29,550	\$ 1,000	\$ 1,000	\$31,550
29	\$29,850	\$ 1,000	\$ 1,000	\$31,850
30	\$30,150	\$ 1,000	\$ 1,000	\$32,150

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

**Zachary Community School Board
Instructional Support**

180 days

Page 6a

Step	Salary Schedule 24-25	LOCAL Increases		Paraprofessional Degreed
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$22,150	\$ 1,000	\$ 1,000	\$24,150
1	\$22,450	\$ 1,000	\$ 1,000	\$24,450
2	\$22,750	\$ 1,000	\$ 1,000	\$24,750
3	\$23,050	\$ 1,000	\$ 1,000	\$25,050
4	\$23,350	\$ 1,000	\$ 1,000	\$25,350
5	\$23,650	\$ 1,000	\$ 1,000	\$25,650
6	\$23,950	\$ 1,000	\$ 1,000	\$25,950
7	\$24,250	\$ 1,000	\$ 1,000	\$26,250
8	\$24,550	\$ 1,000	\$ 1,000	\$26,550
9	\$24,850	\$ 1,000	\$ 1,000	\$26,850
10	\$25,150	\$ 1,000	\$ 1,000	\$27,150
11	\$25,450	\$ 1,000	\$ 1,000	\$27,450
12	\$25,750	\$ 1,000	\$ 1,000	\$27,750
13	\$26,050	\$ 1,000	\$ 1,000	\$28,050
14	\$26,350	\$ 1,000	\$ 1,000	\$28,350
15	\$26,650	\$ 1,000	\$ 1,000	\$28,650
16	\$26,950	\$ 1,000	\$ 1,000	\$28,950
17	\$27,250	\$ 1,000	\$ 1,000	\$29,250
18	\$27,550	\$ 1,000	\$ 1,000	\$29,550
19	\$27,850	\$ 1,000	\$ 1,000	\$29,850
20	\$28,150	\$ 1,000	\$ 1,000	\$30,150
21	\$28,450	\$ 1,000	\$ 1,000	\$30,450
22	\$28,750	\$ 1,000	\$ 1,000	\$30,750
23	\$29,050	\$ 1,000	\$ 1,000	\$31,050
24	\$29,350	\$ 1,000	\$ 1,000	\$31,350
25	\$29,650	\$ 1,000	\$ 1,000	\$31,650
26	\$29,950	\$ 1,000	\$ 1,000	\$31,950
27	\$30,250	\$ 1,000	\$ 1,000	\$32,250
28	\$30,550	\$ 1,000	\$ 1,000	\$32,550
29	\$30,850	\$ 1,000	\$ 1,000	\$32,850
30	\$31,150	\$ 1,000	\$ 1,000	\$33,150

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Administrative Support
12 month (260 days)
Page 7

Step	Salary Schedule 24-25	LOCAL Increases		SER/Data Specialist
		General Fund	Salary Fund	
		Zach Forward Supplement		

	25-26	26-27		
0	\$34,650	\$ 1,000	\$ 1,000	\$36,650
1	\$35,150	\$ 1,000	\$ 1,000	\$37,150
2	\$35,650	\$ 1,000	\$ 1,000	\$37,650
3	\$36,150	\$ 1,000	\$ 1,000	\$38,150
4	\$36,650	\$ 1,000	\$ 1,000	\$38,650
5	\$37,150	\$ 1,000	\$ 1,000	\$39,150
6	\$37,650	\$ 1,000	\$ 1,000	\$39,650
7	\$38,150	\$ 1,000	\$ 1,000	\$40,150
8	\$38,650	\$ 1,000	\$ 1,000	\$40,650
9	\$39,150	\$ 1,000	\$ 1,000	\$41,150
10	\$39,650	\$ 1,000	\$ 1,000	\$41,650
11	\$40,150	\$ 1,000	\$ 1,000	\$42,150
12	\$40,650	\$ 1,000	\$ 1,000	\$42,650
13	\$41,150	\$ 1,000	\$ 1,000	\$43,150
14	\$41,650	\$ 1,000	\$ 1,000	\$43,650
15	\$42,150	\$ 1,000	\$ 1,000	\$44,150
16	\$42,650	\$ 1,000	\$ 1,000	\$44,650
17	\$43,150	\$ 1,000	\$ 1,000	\$45,150
18	\$43,650	\$ 1,000	\$ 1,000	\$45,650
19	\$44,150	\$ 1,000	\$ 1,000	\$46,150
20	\$44,650	\$ 1,000	\$ 1,000	\$46,650
21	\$45,150	\$ 1,000	\$ 1,000	\$47,150
22	\$45,650	\$ 1,000	\$ 1,000	\$47,650
23	\$46,150	\$ 1,000	\$ 1,000	\$48,150
24	\$46,650	\$ 1,000	\$ 1,000	\$48,650
25	\$47,150	\$ 1,000	\$ 1,000	\$49,150
26	\$47,650	\$ 1,000	\$ 1,000	\$49,650
27	\$48,150	\$ 1,000	\$ 1,000	\$50,150
28	\$48,650	\$ 1,000	\$ 1,000	\$50,650
29	\$49,150	\$ 1,000	\$ 1,000	\$51,150
30	\$49,650	\$ 1,000	\$ 1,000	\$51,650

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Administrative Support
12 month (260 days)
Page 7a

Step	Salary Schedule 24-25	LOCAL Increases		Accountant/ Specialist
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$48,750	\$ 1,000	\$ 1,000	\$50,750
1	\$49,510	\$ 1,000	\$ 1,000	\$51,510
2	\$50,270	\$ 1,000	\$ 1,000	\$52,270
3	\$51,030	\$ 1,000	\$ 1,000	\$53,030
4	\$51,790	\$ 1,000	\$ 1,000	\$53,790
5	\$52,550	\$ 1,000	\$ 1,000	\$54,550
6	\$53,310	\$ 1,000	\$ 1,000	\$55,310
7	\$54,070	\$ 1,000	\$ 1,000	\$56,070
8	\$54,830	\$ 1,000	\$ 1,000	\$56,830
9	\$55,590	\$ 1,000	\$ 1,000	\$57,590
10	\$56,350	\$ 1,000	\$ 1,000	\$58,350
11	\$57,110	\$ 1,000	\$ 1,000	\$59,110
12	\$57,870	\$ 1,000	\$ 1,000	\$59,870
13	\$58,630	\$ 1,000	\$ 1,000	\$60,630
14	\$59,390	\$ 1,000	\$ 1,000	\$61,390
15	\$60,150	\$ 1,000	\$ 1,000	\$62,150
16	\$60,910	\$ 1,000	\$ 1,000	\$62,910
17	\$61,670	\$ 1,000	\$ 1,000	\$63,670
18	\$62,430	\$ 1,000	\$ 1,000	\$64,430
19	\$63,190	\$ 1,000	\$ 1,000	\$65,190
20	\$63,950	\$ 1,000	\$ 1,000	\$65,950
21	\$64,710	\$ 1,000	\$ 1,000	\$66,710
22	\$65,470	\$ 1,000	\$ 1,000	\$67,470
23	\$66,230	\$ 1,000	\$ 1,000	\$68,230
24	\$66,990	\$ 1,000	\$ 1,000	\$68,990
25	\$67,750	\$ 1,000	\$ 1,000	\$69,750
26	\$68,510	\$ 1,000	\$ 1,000	\$70,510
27	\$69,270	\$ 1,000	\$ 1,000	\$71,270
28	\$70,030	\$ 1,000	\$ 1,000	\$72,030
29	\$70,790	\$ 1,000	\$ 1,000	\$72,790
30	\$71,550	\$ 1,000	\$ 1,000	\$73,550

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board

Clerical Support

Page 8

Step	Salary Schedule 24-25	LOCAL Increases		202 days 10 month A
		General Fund	Salary Fund	
		Zach Forward Supplement		

	25-26	26-27		
0	\$21,650	\$ 1,000	\$ 1,000	\$23,650
1	\$22,150	\$ 1,000	\$ 1,000	\$24,150
2	\$22,550	\$ 1,000	\$ 1,000	\$24,550
3	\$22,950	\$ 1,000	\$ 1,000	\$24,950
4	\$23,350	\$ 1,000	\$ 1,000	\$25,350
5	\$23,750	\$ 1,000	\$ 1,000	\$25,750
6	\$24,150	\$ 1,000	\$ 1,000	\$26,150
7	\$24,550	\$ 1,000	\$ 1,000	\$26,550
8	\$24,950	\$ 1,000	\$ 1,000	\$26,950
9	\$25,350	\$ 1,000	\$ 1,000	\$27,350
10	\$25,750	\$ 1,000	\$ 1,000	\$27,750
11	\$26,150	\$ 1,000	\$ 1,000	\$28,150
12	\$26,550	\$ 1,000	\$ 1,000	\$28,550
13	\$26,950	\$ 1,000	\$ 1,000	\$28,950
14	\$27,350	\$ 1,000	\$ 1,000	\$29,350
15	\$27,750	\$ 1,000	\$ 1,000	\$29,750
16	\$28,150	\$ 1,000	\$ 1,000	\$30,150
17	\$28,550	\$ 1,000	\$ 1,000	\$30,550
18	\$28,950	\$ 1,000	\$ 1,000	\$30,950
19	\$29,350	\$ 1,000	\$ 1,000	\$31,350
20	\$29,750	\$ 1,000	\$ 1,000	\$31,750
21	\$30,150	\$ 1,000	\$ 1,000	\$32,150
22	\$30,550	\$ 1,000	\$ 1,000	\$32,550
23	\$30,950	\$ 1,000	\$ 1,000	\$32,950
24	\$31,350	\$ 1,000	\$ 1,000	\$33,350
25	\$31,750	\$ 1,000	\$ 1,000	\$33,750
26	\$32,150	\$ 1,000	\$ 1,000	\$34,150
27	\$32,550	\$ 1,000	\$ 1,000	\$34,550
28	\$32,950	\$ 1,000	\$ 1,000	\$34,950
29	\$33,350	\$ 1,000	\$ 1,000	\$35,350
30	\$33,750	\$ 1,000	\$ 1,000	\$35,750

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Clerical Support
Page 8a

Step	Salary Schedule 24-25	LOCAL Increases		222 days 11 month G
		General Fund	Salary Fund	
		Zach Forward Supplement		

	25-26	26-27		
0	\$22,700	\$ 1,000	\$ 1,000	\$24,700
1	\$23,250	\$ 1,000	\$ 1,000	\$25,250
2	\$23,800	\$ 1,000	\$ 1,000	\$25,800
3	\$24,350	\$ 1,000	\$ 1,000	\$26,350
4	\$24,900	\$ 1,000	\$ 1,000	\$26,900
5	\$25,450	\$ 1,000	\$ 1,000	\$27,450
6	\$26,000	\$ 1,000	\$ 1,000	\$28,000
7	\$26,550	\$ 1,000	\$ 1,000	\$28,550
8	\$27,100	\$ 1,000	\$ 1,000	\$29,100
9	\$27,650	\$ 1,000	\$ 1,000	\$29,650
10	\$28,200	\$ 1,000	\$ 1,000	\$30,200
11	\$28,750	\$ 1,000	\$ 1,000	\$30,750
12	\$29,300	\$ 1,000	\$ 1,000	\$31,300
13	\$29,850	\$ 1,000	\$ 1,000	\$31,850
14	\$30,400	\$ 1,000	\$ 1,000	\$32,400
15	\$30,950	\$ 1,000	\$ 1,000	\$32,950
16	\$31,500	\$ 1,000	\$ 1,000	\$33,500
17	\$32,050	\$ 1,000	\$ 1,000	\$34,050
18	\$32,600	\$ 1,000	\$ 1,000	\$34,600
19	\$33,150	\$ 1,000	\$ 1,000	\$35,150
20	\$33,700	\$ 1,000	\$ 1,000	\$35,700
21	\$34,250	\$ 1,000	\$ 1,000	\$36,250
22	\$34,800	\$ 1,000	\$ 1,000	\$36,800
23	\$35,350	\$ 1,000	\$ 1,000	\$37,350
24	\$35,900	\$ 1,000	\$ 1,000	\$37,900
25	\$36,450	\$ 1,000	\$ 1,000	\$38,450
26	\$37,000	\$ 1,000	\$ 1,000	\$39,000
27	\$37,550	\$ 1,000	\$ 1,000	\$39,550
28	\$38,100	\$ 1,000	\$ 1,000	\$40,100
29	\$38,650	\$ 1,000	\$ 1,000	\$40,650
30	\$39,200	\$ 1,000	\$ 1,000	\$41,200

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Clerical Support
Page 8b

Step	Salary Schedule 24-25	LOCAL Increases		260 days 12 month B
		General Fund	Salary Fund	
		Zach Forward Supplement		

	25-26	26-27		
0	\$24,650	\$ 1,000	\$ 1,000	\$26,650
1	\$25,200	\$ 1,000	\$ 1,000	\$27,200
2	\$25,750	\$ 1,000	\$ 1,000	\$27,750
3	\$26,300	\$ 1,000	\$ 1,000	\$28,300
4	\$26,850	\$ 1,000	\$ 1,000	\$28,850
5	\$27,400	\$ 1,000	\$ 1,000	\$29,400
6	\$27,950	\$ 1,000	\$ 1,000	\$29,950
7	\$28,500	\$ 1,000	\$ 1,000	\$30,500
8	\$29,050	\$ 1,000	\$ 1,000	\$31,050
9	\$29,600	\$ 1,000	\$ 1,000	\$31,600
10	\$30,150	\$ 1,000	\$ 1,000	\$32,150
11	\$30,700	\$ 1,000	\$ 1,000	\$32,700
12	\$31,250	\$ 1,000	\$ 1,000	\$33,250
13	\$31,800	\$ 1,000	\$ 1,000	\$33,800
14	\$32,350	\$ 1,000	\$ 1,000	\$34,350
15	\$32,900	\$ 1,000	\$ 1,000	\$34,900
16	\$33,450	\$ 1,000	\$ 1,000	\$35,450
17	\$34,000	\$ 1,000	\$ 1,000	\$36,000
18	\$34,550	\$ 1,000	\$ 1,000	\$36,550
19	\$35,100	\$ 1,000	\$ 1,000	\$37,100
20	\$35,650	\$ 1,000	\$ 1,000	\$37,650
21	\$36,200	\$ 1,000	\$ 1,000	\$38,200
22	\$36,750	\$ 1,000	\$ 1,000	\$38,750
23	\$37,300	\$ 1,000	\$ 1,000	\$39,300
24	\$37,850	\$ 1,000	\$ 1,000	\$39,850
25	\$38,400	\$ 1,000	\$ 1,000	\$40,400
26	\$38,950	\$ 1,000	\$ 1,000	\$40,950
27	\$39,500	\$ 1,000	\$ 1,000	\$41,500
28	\$40,050	\$ 1,000	\$ 1,000	\$42,050
29	\$40,600	\$ 1,000	\$ 1,000	\$42,600
30	\$41,150	\$ 1,000	\$ 1,000	\$43,150

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Clerical Support
Page 8c

Step	Salary Schedule 24-25	LOCAL Increases		260 days 12 month C
		General Fund	Salary Fund	
		Zach Forward Supplement		

	25-26	26-27		
0	\$26,650	\$ 1,000	\$ 1,000	\$28,650
1	\$27,250	\$ 1,000	\$ 1,000	\$29,250
2	\$27,850	\$ 1,000	\$ 1,000	\$29,850
3	\$28,450	\$ 1,000	\$ 1,000	\$30,450
4	\$29,050	\$ 1,000	\$ 1,000	\$31,050
5	\$29,650	\$ 1,000	\$ 1,000	\$31,650
6	\$30,250	\$ 1,000	\$ 1,000	\$32,250
7	\$30,850	\$ 1,000	\$ 1,000	\$32,850
8	\$31,450	\$ 1,000	\$ 1,000	\$33,450
9	\$32,050	\$ 1,000	\$ 1,000	\$34,050
10	\$32,650	\$ 1,000	\$ 1,000	\$34,650
11	\$33,250	\$ 1,000	\$ 1,000	\$35,250
12	\$33,850	\$ 1,000	\$ 1,000	\$35,850
13	\$34,450	\$ 1,000	\$ 1,000	\$36,450
14	\$35,050	\$ 1,000	\$ 1,000	\$37,050
15	\$35,650	\$ 1,000	\$ 1,000	\$37,650
16	\$36,250	\$ 1,000	\$ 1,000	\$38,250
17	\$36,850	\$ 1,000	\$ 1,000	\$38,850
18	\$37,450	\$ 1,000	\$ 1,000	\$39,450
19	\$38,050	\$ 1,000	\$ 1,000	\$40,050
20	\$38,650	\$ 1,000	\$ 1,000	\$40,650
21	\$39,250	\$ 1,000	\$ 1,000	\$41,250
22	\$39,850	\$ 1,000	\$ 1,000	\$41,850
23	\$40,450	\$ 1,000	\$ 1,000	\$42,450
24	\$41,050	\$ 1,000	\$ 1,000	\$43,050
25	\$41,650	\$ 1,000	\$ 1,000	\$43,650
26	\$42,250	\$ 1,000	\$ 1,000	\$44,250
27	\$42,850	\$ 1,000	\$ 1,000	\$44,850
28	\$43,450	\$ 1,000	\$ 1,000	\$45,450
29	\$44,050	\$ 1,000	\$ 1,000	\$46,050
30	\$44,650	\$ 1,000	\$ 1,000	\$46,650

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Clerical Support
Page 8d

Step	Salary Schedule	LOCAL Increases		260 days 12 month D
		General Fund	Salary Fund	
		Zach Forward Supplement		

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

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Clerical Support
Page 8e

Step	Salary Schedule 24-25	LOCAL Increases		260 days 12 month E
		General Fund	Salary Fund	
		Zach Forward Supplement		

	25-26	26-27		
0	\$30,650	\$ 1,000	\$ 1,000	\$32,650
1	\$31,325	\$ 1,000	\$ 1,000	\$33,325
2	\$32,000	\$ 1,000	\$ 1,000	\$34,000
3	\$32,675	\$ 1,000	\$ 1,000	\$34,675
4	\$33,350	\$ 1,000	\$ 1,000	\$35,350
5	\$34,025	\$ 1,000	\$ 1,000	\$36,025
6	\$34,700	\$ 1,000	\$ 1,000	\$36,700
7	\$35,375	\$ 1,000	\$ 1,000	\$37,375
8	\$36,050	\$ 1,000	\$ 1,000	\$38,050
9	\$36,725	\$ 1,000	\$ 1,000	\$38,725
10	\$37,400	\$ 1,000	\$ 1,000	\$39,400
11	\$38,075	\$ 1,000	\$ 1,000	\$40,075
12	\$38,750	\$ 1,000	\$ 1,000	\$40,750
13	\$39,425	\$ 1,000	\$ 1,000	\$41,425
14	\$40,100	\$ 1,000	\$ 1,000	\$42,100
15	\$40,775	\$ 1,000	\$ 1,000	\$42,775
16	\$41,450	\$ 1,000	\$ 1,000	\$43,450
17	\$42,125	\$ 1,000	\$ 1,000	\$44,125
18	\$42,800	\$ 1,000	\$ 1,000	\$44,800
19	\$43,475	\$ 1,000	\$ 1,000	\$45,475
20	\$44,150	\$ 1,000	\$ 1,000	\$46,150
21	\$44,825	\$ 1,000	\$ 1,000	\$46,825
22	\$45,500	\$ 1,000	\$ 1,000	\$47,500
23	\$46,175	\$ 1,000	\$ 1,000	\$48,175
24	\$46,850	\$ 1,000	\$ 1,000	\$48,850
25	\$47,525	\$ 1,000	\$ 1,000	\$49,525
26	\$48,200	\$ 1,000	\$ 1,000	\$50,200
27	\$48,875	\$ 1,000	\$ 1,000	\$50,875
28	\$49,550	\$ 1,000	\$ 1,000	\$51,550
29	\$50,225	\$ 1,000	\$ 1,000	\$52,225
30	\$50,900	\$ 1,000	\$ 1,000	\$52,900

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board

Maintenance

260 days

Page 9

Step	Salary Schedule 24-25	LOCAL Increases		Janitors
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$23,750	\$ 1,000	\$ 1,000	\$25,750
1	\$24,150	\$ 1,000	\$ 1,000	\$26,150
2	\$24,550	\$ 1,000	\$ 1,000	\$26,550
3	\$24,950	\$ 1,000	\$ 1,000	\$26,950
4	\$25,350	\$ 1,000	\$ 1,000	\$27,350
5	\$25,750	\$ 1,000	\$ 1,000	\$27,750
6	\$26,150	\$ 1,000	\$ 1,000	\$28,150
7	\$26,550	\$ 1,000	\$ 1,000	\$28,550
8	\$26,950	\$ 1,000	\$ 1,000	\$28,950
9	\$27,350	\$ 1,000	\$ 1,000	\$29,350
10	\$27,750	\$ 1,000	\$ 1,000	\$29,750
11	\$28,150	\$ 1,000	\$ 1,000	\$30,150
12	\$28,550	\$ 1,000	\$ 1,000	\$30,550
13	\$28,950	\$ 1,000	\$ 1,000	\$30,950
14	\$29,350	\$ 1,000	\$ 1,000	\$31,350
15	\$29,750	\$ 1,000	\$ 1,000	\$31,750
16	\$30,150	\$ 1,000	\$ 1,000	\$32,150
17	\$30,550	\$ 1,000	\$ 1,000	\$32,550
18	\$30,950	\$ 1,000	\$ 1,000	\$32,950
19	\$31,350	\$ 1,000	\$ 1,000	\$33,350
20	\$31,750	\$ 1,000	\$ 1,000	\$33,750
21	\$32,150	\$ 1,000	\$ 1,000	\$34,150
22	\$32,550	\$ 1,000	\$ 1,000	\$34,550
23	\$32,950	\$ 1,000	\$ 1,000	\$34,950
24	\$33,350	\$ 1,000	\$ 1,000	\$35,350
25	\$33,750	\$ 1,000	\$ 1,000	\$35,750
26	\$34,150	\$ 1,000	\$ 1,000	\$36,150
27	\$34,550	\$ 1,000	\$ 1,000	\$36,550
28	\$34,950	\$ 1,000	\$ 1,000	\$36,950
29	\$35,350	\$ 1,000	\$ 1,000	\$37,350
30	\$35,750	\$ 1,000	\$ 1,000	\$37,750

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Maintenance
260 days
Page 9a

Step	Salary Schedule 24-25	LOCAL Increases		Custodians
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$27,750	\$ 1,000	\$ 1,000	\$29,750
1	\$28,225	\$ 1,000	\$ 1,000	\$30,225
2	\$28,700	\$ 1,000	\$ 1,000	\$30,700
3	\$29,175	\$ 1,000	\$ 1,000	\$31,175
4	\$29,650	\$ 1,000	\$ 1,000	\$31,650
5	\$30,125	\$ 1,000	\$ 1,000	\$32,125
6	\$30,600	\$ 1,000	\$ 1,000	\$32,600
7	\$31,075	\$ 1,000	\$ 1,000	\$33,075
8	\$31,550	\$ 1,000	\$ 1,000	\$33,550
9	\$32,025	\$ 1,000	\$ 1,000	\$34,025
10	\$32,500	\$ 1,000	\$ 1,000	\$34,500
11	\$32,975	\$ 1,000	\$ 1,000	\$34,975
12	\$33,450	\$ 1,000	\$ 1,000	\$35,450
13	\$33,925	\$ 1,000	\$ 1,000	\$35,925
14	\$34,400	\$ 1,000	\$ 1,000	\$36,400
15	\$34,875	\$ 1,000	\$ 1,000	\$36,875
16	\$35,350	\$ 1,000	\$ 1,000	\$37,350
17	\$35,825	\$ 1,000	\$ 1,000	\$37,825
18	\$36,300	\$ 1,000	\$ 1,000	\$38,300
19	\$36,775	\$ 1,000	\$ 1,000	\$38,775
20	\$37,250	\$ 1,000	\$ 1,000	\$39,250
21	\$37,725	\$ 1,000	\$ 1,000	\$39,725
22	\$38,200	\$ 1,000	\$ 1,000	\$40,200
23	\$38,675	\$ 1,000	\$ 1,000	\$40,675
24	\$39,150	\$ 1,000	\$ 1,000	\$41,150
25	\$39,625	\$ 1,000	\$ 1,000	\$41,625
26	\$40,100	\$ 1,000	\$ 1,000	\$42,100
27	\$40,575	\$ 1,000	\$ 1,000	\$42,575
28	\$41,050	\$ 1,000	\$ 1,000	\$43,050
29	\$41,525	\$ 1,000	\$ 1,000	\$43,525
30	\$42,000	\$ 1,000	\$ 1,000	\$44,000

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Maintenance
260 days
Page 9b

Step	Salary Schedule 24-25	LOCAL Increases		Maint. Tech. A
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$30,650	\$ 1,000	\$ 1,000	\$32,650
1	\$31,175	\$ 1,000	\$ 1,000	\$33,175
2	\$31,700	\$ 1,000	\$ 1,000	\$33,700
3	\$32,225	\$ 1,000	\$ 1,000	\$34,225
4	\$32,750	\$ 1,000	\$ 1,000	\$34,750
5	\$33,275	\$ 1,000	\$ 1,000	\$35,275
6	\$33,800	\$ 1,000	\$ 1,000	\$35,800
7	\$34,325	\$ 1,000	\$ 1,000	\$36,325
8	\$34,850	\$ 1,000	\$ 1,000	\$36,850
9	\$35,375	\$ 1,000	\$ 1,000	\$37,375
10	\$35,900	\$ 1,000	\$ 1,000	\$37,900
11	\$36,425	\$ 1,000	\$ 1,000	\$38,425
12	\$36,950	\$ 1,000	\$ 1,000	\$38,950
13	\$37,475	\$ 1,000	\$ 1,000	\$39,475
14	\$38,000	\$ 1,000	\$ 1,000	\$40,000
15	\$38,525	\$ 1,000	\$ 1,000	\$40,525
16	\$39,050	\$ 1,000	\$ 1,000	\$41,050
17	\$39,575	\$ 1,000	\$ 1,000	\$41,575
18	\$40,100	\$ 1,000	\$ 1,000	\$42,100
19	\$40,625	\$ 1,000	\$ 1,000	\$42,625
20	\$41,150	\$ 1,000	\$ 1,000	\$43,150
21	\$41,675	\$ 1,000	\$ 1,000	\$43,675
22	\$42,200	\$ 1,000	\$ 1,000	\$44,200
23	\$42,725	\$ 1,000	\$ 1,000	\$44,725
24	\$43,250	\$ 1,000	\$ 1,000	\$45,250
25	\$43,775	\$ 1,000	\$ 1,000	\$45,775
26	\$44,300	\$ 1,000	\$ 1,000	\$46,300
27	\$44,825	\$ 1,000	\$ 1,000	\$46,825
28	\$45,350	\$ 1,000	\$ 1,000	\$47,350
29	\$45,875	\$ 1,000	\$ 1,000	\$47,875
30	\$46,400	\$ 1,000	\$ 1,000	\$48,400

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board

Maintenance

260 days

Page 9c

Step	Salary Schedule 24-25	LOCAL Increases		Maint. Tech. B
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$34,650	\$ 1,000	\$ 1,000	\$36,650
1	\$35,175	\$ 1,000	\$ 1,000	\$37,175
2	\$35,700	\$ 1,000	\$ 1,000	\$37,700
3	\$36,225	\$ 1,000	\$ 1,000	\$38,225
4	\$36,750	\$ 1,000	\$ 1,000	\$38,750
5	\$37,275	\$ 1,000	\$ 1,000	\$39,275
6	\$37,800	\$ 1,000	\$ 1,000	\$39,800
7	\$38,325	\$ 1,000	\$ 1,000	\$40,325
8	\$38,850	\$ 1,000	\$ 1,000	\$40,850
9	\$39,375	\$ 1,000	\$ 1,000	\$41,375
10	\$39,900	\$ 1,000	\$ 1,000	\$41,900
11	\$40,425	\$ 1,000	\$ 1,000	\$42,425
12	\$40,950	\$ 1,000	\$ 1,000	\$42,950
13	\$41,475	\$ 1,000	\$ 1,000	\$43,475
14	\$42,000	\$ 1,000	\$ 1,000	\$44,000
15	\$42,525	\$ 1,000	\$ 1,000	\$44,525
16	\$43,050	\$ 1,000	\$ 1,000	\$45,050
17	\$43,575	\$ 1,000	\$ 1,000	\$45,575
18	\$44,100	\$ 1,000	\$ 1,000	\$46,100
19	\$44,625	\$ 1,000	\$ 1,000	\$46,625
20	\$45,150	\$ 1,000	\$ 1,000	\$47,150
21	\$45,675	\$ 1,000	\$ 1,000	\$47,675
22	\$46,200	\$ 1,000	\$ 1,000	\$48,200
23	\$46,725	\$ 1,000	\$ 1,000	\$48,725
24	\$47,250	\$ 1,000	\$ 1,000	\$49,250
25	\$47,775	\$ 1,000	\$ 1,000	\$49,775
26	\$48,300	\$ 1,000	\$ 1,000	\$50,300
27	\$48,825	\$ 1,000	\$ 1,000	\$50,825
28	\$49,350	\$ 1,000	\$ 1,000	\$51,350
29	\$49,875	\$ 1,000	\$ 1,000	\$51,875
30	\$50,400	\$ 1,000	\$ 1,000	\$52,400

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Maintenance
260 days
Page 9d

Step	Salary Schedule 24-25	LOCAL Increases		Maint. Tech C
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$37,750	\$ 1,000	\$ 1,000	\$39,750
1	\$38,475	\$ 1,000	\$ 1,000	\$40,475
2	\$39,200	\$ 1,000	\$ 1,000	\$41,200
3	\$39,925	\$ 1,000	\$ 1,000	\$41,925
4	\$40,650	\$ 1,000	\$ 1,000	\$42,650
5	\$41,375	\$ 1,000	\$ 1,000	\$43,375
6	\$42,100	\$ 1,000	\$ 1,000	\$44,100
7	\$42,825	\$ 1,000	\$ 1,000	\$44,825
8	\$43,550	\$ 1,000	\$ 1,000	\$45,550
9	\$44,275	\$ 1,000	\$ 1,000	\$46,275
10	\$45,000	\$ 1,000	\$ 1,000	\$47,000
11	\$45,725	\$ 1,000	\$ 1,000	\$47,725
12	\$46,450	\$ 1,000	\$ 1,000	\$48,450
13	\$47,175	\$ 1,000	\$ 1,000	\$49,175
14	\$47,900	\$ 1,000	\$ 1,000	\$49,900
15	\$48,625	\$ 1,000	\$ 1,000	\$50,625
16	\$49,350	\$ 1,000	\$ 1,000	\$51,350
17	\$50,075	\$ 1,000	\$ 1,000	\$52,075
18	\$50,800	\$ 1,000	\$ 1,000	\$52,800
19	\$51,525	\$ 1,000	\$ 1,000	\$53,525
20	\$52,250	\$ 1,000	\$ 1,000	\$54,250
21	\$52,975	\$ 1,000	\$ 1,000	\$54,975
22	\$53,700	\$ 1,000	\$ 1,000	\$55,700
23	\$54,425	\$ 1,000	\$ 1,000	\$56,425
24	\$55,150	\$ 1,000	\$ 1,000	\$57,150
25	\$55,875	\$ 1,000	\$ 1,000	\$57,875
26	\$56,600	\$ 1,000	\$ 1,000	\$58,600
27	\$57,325	\$ 1,000	\$ 1,000	\$59,325
28	\$58,050	\$ 1,000	\$ 1,000	\$60,050
29	\$58,775	\$ 1,000	\$ 1,000	\$60,775
30	\$59,500	\$ 1,000	\$ 1,000	\$61,500

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Maintenance
260 days
Page 9e

Step	Salary Schedule 24-25	LOCAL Increases		Maint. Manager
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$42,650	\$ 1,000	\$ 1,000	\$44,650
1	\$43,450	\$ 1,000	\$ 1,000	\$45,450
2	\$44,250	\$ 1,000	\$ 1,000	\$46,250
3	\$45,050	\$ 1,000	\$ 1,000	\$47,050
4	\$45,850	\$ 1,000	\$ 1,000	\$47,850
5	\$46,650	\$ 1,000	\$ 1,000	\$48,650
6	\$47,450	\$ 1,000	\$ 1,000	\$49,450
7	\$48,250	\$ 1,000	\$ 1,000	\$50,250
8	\$49,050	\$ 1,000	\$ 1,000	\$51,050
9	\$49,850	\$ 1,000	\$ 1,000	\$51,850
10	\$50,650	\$ 1,000	\$ 1,000	\$52,650
11	\$51,450	\$ 1,000	\$ 1,000	\$53,450
12	\$52,250	\$ 1,000	\$ 1,000	\$54,250
13	\$53,050	\$ 1,000	\$ 1,000	\$55,050
14	\$53,850	\$ 1,000	\$ 1,000	\$55,850
15	\$54,650	\$ 1,000	\$ 1,000	\$56,650
16	\$55,450	\$ 1,000	\$ 1,000	\$57,450
17	\$56,250	\$ 1,000	\$ 1,000	\$58,250
18	\$57,050	\$ 1,000	\$ 1,000	\$59,050
19	\$57,850	\$ 1,000	\$ 1,000	\$59,850
20	\$58,650	\$ 1,000	\$ 1,000	\$60,650
21	\$59,450	\$ 1,000	\$ 1,000	\$61,450
22	\$60,250	\$ 1,000	\$ 1,000	\$62,250
23	\$61,050	\$ 1,000	\$ 1,000	\$63,050
24	\$61,850	\$ 1,000	\$ 1,000	\$63,850
25	\$62,650	\$ 1,000	\$ 1,000	\$64,650
26	\$63,450	\$ 1,000	\$ 1,000	\$65,450
27	\$64,250	\$ 1,000	\$ 1,000	\$66,250
28	\$65,050	\$ 1,000	\$ 1,000	\$67,050
29	\$65,850	\$ 1,000	\$ 1,000	\$67,850
30	\$66,650	\$ 1,000	\$ 1,000	\$68,650

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

**Zachary Community School Board
Child Nutrition - Managers**

180 days

Page 10

Step	Salary Schedule 24-25	LOCAL Increases		Assistant Manager
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$22,100	\$ 1,000	\$ 1,000	\$24,100
1	\$22,400	\$ 1,000	\$ 1,000	\$24,400
2	\$22,700	\$ 1,000	\$ 1,000	\$24,700
3	\$23,000	\$ 1,000	\$ 1,000	\$25,000
4	\$23,300	\$ 1,000	\$ 1,000	\$25,300
5	\$23,600	\$ 1,000	\$ 1,000	\$25,600
6	\$23,900	\$ 1,000	\$ 1,000	\$25,900
7	\$24,200	\$ 1,000	\$ 1,000	\$26,200
8	\$24,500	\$ 1,000	\$ 1,000	\$26,500
9	\$24,800	\$ 1,000	\$ 1,000	\$26,800
10	\$25,100	\$ 1,000	\$ 1,000	\$27,100
11	\$25,400	\$ 1,000	\$ 1,000	\$27,400
12	\$25,700	\$ 1,000	\$ 1,000	\$27,700
13	\$26,000	\$ 1,000	\$ 1,000	\$28,000
14	\$26,300	\$ 1,000	\$ 1,000	\$28,300
15	\$26,600	\$ 1,000	\$ 1,000	\$28,600
16	\$26,900	\$ 1,000	\$ 1,000	\$28,900
17	\$27,200	\$ 1,000	\$ 1,000	\$29,200
18	\$27,500	\$ 1,000	\$ 1,000	\$29,500
19	\$27,800	\$ 1,000	\$ 1,000	\$29,800
20	\$28,100	\$ 1,000	\$ 1,000	\$30,100
21	\$28,400	\$ 1,000	\$ 1,000	\$30,400
22	\$28,700	\$ 1,000	\$ 1,000	\$30,700
23	\$29,000	\$ 1,000	\$ 1,000	\$31,000
24	\$29,300	\$ 1,000	\$ 1,000	\$31,300
25	\$29,600	\$ 1,000	\$ 1,000	\$31,600
26	\$29,900	\$ 1,000	\$ 1,000	\$31,900
27	\$30,200	\$ 1,000	\$ 1,000	\$32,200
28	\$30,500	\$ 1,000	\$ 1,000	\$32,500
29	\$30,800	\$ 1,000	\$ 1,000	\$32,800
30	\$31,100	\$ 1,000	\$ 1,000	\$33,100

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board

Child Nutrition - Managers

180 days

Page 10a

Step	Salary Schedule 24-25	LOCAL Increases		No Degree Manager
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$26,400	\$ 1,000	\$ 1,000	\$28,400
1	\$26,750	\$ 1,000	\$ 1,000	\$28,750
2	\$27,100	\$ 1,000	\$ 1,000	\$29,100
3	\$27,450	\$ 1,000	\$ 1,000	\$29,450
4	\$27,800	\$ 1,000	\$ 1,000	\$29,800
5	\$28,150	\$ 1,000	\$ 1,000	\$30,150
6	\$28,500	\$ 1,000	\$ 1,000	\$30,500
7	\$28,850	\$ 1,000	\$ 1,000	\$30,850
8	\$29,200	\$ 1,000	\$ 1,000	\$31,200
9	\$29,550	\$ 1,000	\$ 1,000	\$31,550
10	\$29,900	\$ 1,000	\$ 1,000	\$31,900
11	\$30,250	\$ 1,000	\$ 1,000	\$32,250
12	\$30,600	\$ 1,000	\$ 1,000	\$32,600
13	\$30,950	\$ 1,000	\$ 1,000	\$32,950
14	\$31,300	\$ 1,000	\$ 1,000	\$33,300
15	\$31,650	\$ 1,000	\$ 1,000	\$33,650
16	\$32,000	\$ 1,000	\$ 1,000	\$34,000
17	\$32,350	\$ 1,000	\$ 1,000	\$34,350
18	\$32,700	\$ 1,000	\$ 1,000	\$34,700
19	\$33,050	\$ 1,000	\$ 1,000	\$35,050
20	\$33,400	\$ 1,000	\$ 1,000	\$35,400
21	\$33,750	\$ 1,000	\$ 1,000	\$35,750
22	\$34,100	\$ 1,000	\$ 1,000	\$36,100
23	\$34,450	\$ 1,000	\$ 1,000	\$36,450
24	\$34,800	\$ 1,000	\$ 1,000	\$36,800
25	\$35,150	\$ 1,000	\$ 1,000	\$37,150
26	\$35,500	\$ 1,000	\$ 1,000	\$37,500
27	\$35,850	\$ 1,000	\$ 1,000	\$37,850
28	\$36,200	\$ 1,000	\$ 1,000	\$38,200
29	\$36,550	\$ 1,000	\$ 1,000	\$38,550
30	\$36,900	\$ 1,000	\$ 1,000	\$38,900

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

Step	Salary Schedule 24-25	LOCAL Increases		Associate Manager
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$28,400	\$ 1,000	\$ 1,000	\$30,400
1	\$28,775	\$ 1,000	\$ 1,000	\$30,775
2	\$29,150	\$ 1,000	\$ 1,000	\$31,150
3	\$29,525	\$ 1,000	\$ 1,000	\$31,525
4	\$29,900	\$ 1,000	\$ 1,000	\$31,900
5	\$30,275	\$ 1,000	\$ 1,000	\$32,275
6	\$30,650	\$ 1,000	\$ 1,000	\$32,650
7	\$31,025	\$ 1,000	\$ 1,000	\$33,025
8	\$31,400	\$ 1,000	\$ 1,000	\$33,400
9	\$31,775	\$ 1,000	\$ 1,000	\$33,775
10	\$32,150	\$ 1,000	\$ 1,000	\$34,150
11	\$32,525	\$ 1,000	\$ 1,000	\$34,525
12	\$32,900	\$ 1,000	\$ 1,000	\$34,900
13	\$33,275	\$ 1,000	\$ 1,000	\$35,275
14	\$33,650	\$ 1,000	\$ 1,000	\$35,650
15	\$34,025	\$ 1,000	\$ 1,000	\$36,025
16	\$34,400	\$ 1,000	\$ 1,000	\$36,400
17	\$34,775	\$ 1,000	\$ 1,000	\$36,775
18	\$35,150	\$ 1,000	\$ 1,000	\$37,150
19	\$35,525	\$ 1,000	\$ 1,000	\$37,525
20	\$35,900	\$ 1,000	\$ 1,000	\$37,900
21	\$36,275	\$ 1,000	\$ 1,000	\$38,275
22	\$36,650	\$ 1,000	\$ 1,000	\$38,650
23	\$37,025	\$ 1,000	\$ 1,000	\$39,025
24	\$37,400	\$ 1,000	\$ 1,000	\$39,400
25	\$37,775	\$ 1,000	\$ 1,000	\$39,775
26	\$38,150	\$ 1,000	\$ 1,000	\$40,150
27	\$38,525	\$ 1,000	\$ 1,000	\$40,525
28	\$38,900	\$ 1,000	\$ 1,000	\$40,900
29	\$39,275	\$ 1,000	\$ 1,000	\$41,275
30	\$39,650	\$ 1,000	\$ 1,000	\$41,650

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

**Zachary Community School Board
Child Nutrition - Managers**

180 days

Page 10c

Step	Salary Schedule 24-25	LOCAL Increases		BA/BS Manager
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$31,400	\$ 1,000	\$ 1,000	\$33,400
1	\$31,800	\$ 1,000	\$ 1,000	\$33,800
2	\$32,200	\$ 1,000	\$ 1,000	\$34,200
3	\$32,600	\$ 1,000	\$ 1,000	\$34,600
4	\$33,000	\$ 1,000	\$ 1,000	\$35,000
5	\$33,400	\$ 1,000	\$ 1,000	\$35,400
6	\$33,800	\$ 1,000	\$ 1,000	\$35,800
7	\$34,200	\$ 1,000	\$ 1,000	\$36,200
8	\$34,600	\$ 1,000	\$ 1,000	\$36,600
9	\$35,000	\$ 1,000	\$ 1,000	\$37,000
10	\$35,400	\$ 1,000	\$ 1,000	\$37,400
11	\$35,800	\$ 1,000	\$ 1,000	\$37,800
12	\$36,200	\$ 1,000	\$ 1,000	\$38,200
13	\$36,600	\$ 1,000	\$ 1,000	\$38,600
14	\$37,000	\$ 1,000	\$ 1,000	\$39,000
15	\$37,400	\$ 1,000	\$ 1,000	\$39,400
16	\$37,800	\$ 1,000	\$ 1,000	\$39,800
17	\$38,200	\$ 1,000	\$ 1,000	\$40,200
18	\$38,600	\$ 1,000	\$ 1,000	\$40,600
19	\$39,000	\$ 1,000	\$ 1,000	\$41,000
20	\$39,400	\$ 1,000	\$ 1,000	\$41,400
21	\$39,800	\$ 1,000	\$ 1,000	\$41,800
22	\$40,200	\$ 1,000	\$ 1,000	\$42,200
23	\$40,600	\$ 1,000	\$ 1,000	\$42,600
24	\$41,000	\$ 1,000	\$ 1,000	\$43,000
25	\$41,400	\$ 1,000	\$ 1,000	\$43,400
26	\$41,800	\$ 1,000	\$ 1,000	\$43,800
27	\$42,200	\$ 1,000	\$ 1,000	\$44,200
28	\$42,600	\$ 1,000	\$ 1,000	\$44,600
29	\$43,000	\$ 1,000	\$ 1,000	\$45,000
30	\$43,400	\$ 1,000	\$ 1,000	\$45,400

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

**Zachary Community School Board
Child Nutrition - Managers**

180 days

Page 10d

Step	Salary Schedule 24-25	LOCAL Increases		MA/MS Manager
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$34,100	\$ 1,000	\$ 1,000	\$36,100
1	\$34,575	\$ 1,000	\$ 1,000	\$36,575
2	\$35,050	\$ 1,000	\$ 1,000	\$37,050
3	\$35,525	\$ 1,000	\$ 1,000	\$37,525
4	\$36,000	\$ 1,000	\$ 1,000	\$38,000
5	\$36,475	\$ 1,000	\$ 1,000	\$38,475
6	\$36,950	\$ 1,000	\$ 1,000	\$38,950
7	\$37,425	\$ 1,000	\$ 1,000	\$39,425
8	\$37,900	\$ 1,000	\$ 1,000	\$39,900
9	\$38,375	\$ 1,000	\$ 1,000	\$40,375
10	\$38,850	\$ 1,000	\$ 1,000	\$40,850
11	\$39,325	\$ 1,000	\$ 1,000	\$41,325
12	\$39,800	\$ 1,000	\$ 1,000	\$41,800
13	\$40,275	\$ 1,000	\$ 1,000	\$42,275
14	\$40,750	\$ 1,000	\$ 1,000	\$42,750
15	\$41,225	\$ 1,000	\$ 1,000	\$43,225
16	\$41,700	\$ 1,000	\$ 1,000	\$43,700
17	\$42,175	\$ 1,000	\$ 1,000	\$44,175
18	\$42,650	\$ 1,000	\$ 1,000	\$44,650
19	\$43,125	\$ 1,000	\$ 1,000	\$45,125
20	\$43,600	\$ 1,000	\$ 1,000	\$45,600
21	\$44,075	\$ 1,000	\$ 1,000	\$46,075
22	\$44,550	\$ 1,000	\$ 1,000	\$46,550
23	\$45,025	\$ 1,000	\$ 1,000	\$47,025
24	\$45,500	\$ 1,000	\$ 1,000	\$47,500
25	\$45,975	\$ 1,000	\$ 1,000	\$47,975
26	\$46,450	\$ 1,000	\$ 1,000	\$48,450
27	\$46,925	\$ 1,000	\$ 1,000	\$48,925
28	\$47,400	\$ 1,000	\$ 1,000	\$49,400
29	\$47,875	\$ 1,000	\$ 1,000	\$49,875
30	\$48,350	\$ 1,000	\$ 1,000	\$50,350

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board
Child Nutrition - Support
180 days

Page 11

Step	Salary Schedule 24-25	LOCAL Increases		Porter/Tech Tech I
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$19,175	\$ 1,000	\$ 1,000	\$21,175
1	\$19,525	\$ 1,000	\$ 1,000	\$21,525
2	\$19,875	\$ 1,000	\$ 1,000	\$21,875
3	\$20,225	\$ 1,000	\$ 1,000	\$22,225
4	\$20,575	\$ 1,000	\$ 1,000	\$22,575
5	\$20,925	\$ 1,000	\$ 1,000	\$22,925
6	\$21,275	\$ 1,000	\$ 1,000	\$23,275
7	\$21,625	\$ 1,000	\$ 1,000	\$23,625
8	\$21,975	\$ 1,000	\$ 1,000	\$23,975
9	\$22,325	\$ 1,000	\$ 1,000	\$24,325
10	\$22,675	\$ 1,000	\$ 1,000	\$24,675
11	\$23,025	\$ 1,000	\$ 1,000	\$25,025
12	\$23,375	\$ 1,000	\$ 1,000	\$25,375
13	\$23,725	\$ 1,000	\$ 1,000	\$25,725
14	\$24,075	\$ 1,000	\$ 1,000	\$26,075
15	\$24,425	\$ 1,000	\$ 1,000	\$26,425
16	\$24,775	\$ 1,000	\$ 1,000	\$26,775
17	\$25,125	\$ 1,000	\$ 1,000	\$27,125
18	\$25,475	\$ 1,000	\$ 1,000	\$27,475
19	\$25,825	\$ 1,000	\$ 1,000	\$27,825
20	\$26,175	\$ 1,000	\$ 1,000	\$28,175
21	\$26,525	\$ 1,000	\$ 1,000	\$28,525
22	\$26,875	\$ 1,000	\$ 1,000	\$28,875
23	\$27,225	\$ 1,000	\$ 1,000	\$29,225
24	\$27,575	\$ 1,000	\$ 1,000	\$29,575
25	\$27,925	\$ 1,000	\$ 1,000	\$29,925
26	\$28,275	\$ 1,000	\$ 1,000	\$30,275
27	\$28,625	\$ 1,000	\$ 1,000	\$30,625
28	\$28,975	\$ 1,000	\$ 1,000	\$30,975
29	\$29,325	\$ 1,000	\$ 1,000	\$31,325
30	\$29,675	\$ 1,000	\$ 1,000	\$31,675

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

**Zachary Community School Board
Child Nutrition - Support**

180 days

Page 11a

Step	Salary Schedule 24-25	LOCAL Increases		Head Cook Tech II
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$20,175	\$ 1,000	\$ 1,000	\$22,175
1	\$20,525	\$ 1,000	\$ 1,000	\$22,525
2	\$20,875	\$ 1,000	\$ 1,000	\$22,875
3	\$21,225	\$ 1,000	\$ 1,000	\$23,225
4	\$21,575	\$ 1,000	\$ 1,000	\$23,575
5	\$21,925	\$ 1,000	\$ 1,000	\$23,925
6	\$22,275	\$ 1,000	\$ 1,000	\$24,275
7	\$22,625	\$ 1,000	\$ 1,000	\$24,625
8	\$22,975	\$ 1,000	\$ 1,000	\$24,975
9	\$23,325	\$ 1,000	\$ 1,000	\$25,325
10	\$23,675	\$ 1,000	\$ 1,000	\$25,675
11	\$24,025	\$ 1,000	\$ 1,000	\$26,025
12	\$24,375	\$ 1,000	\$ 1,000	\$26,375
13	\$24,725	\$ 1,000	\$ 1,000	\$26,725
14	\$25,075	\$ 1,000	\$ 1,000	\$27,075
15	\$25,425	\$ 1,000	\$ 1,000	\$27,425
16	\$25,775	\$ 1,000	\$ 1,000	\$27,775
17	\$26,125	\$ 1,000	\$ 1,000	\$28,125
18	\$26,475	\$ 1,000	\$ 1,000	\$28,475
19	\$26,825	\$ 1,000	\$ 1,000	\$28,825
20	\$27,175	\$ 1,000	\$ 1,000	\$29,175
21	\$27,525	\$ 1,000	\$ 1,000	\$29,525
22	\$27,875	\$ 1,000	\$ 1,000	\$29,875
23	\$28,225	\$ 1,000	\$ 1,000	\$30,225
24	\$28,575	\$ 1,000	\$ 1,000	\$30,575
25	\$28,925	\$ 1,000	\$ 1,000	\$30,925
26	\$29,275	\$ 1,000	\$ 1,000	\$31,275
27	\$29,625	\$ 1,000	\$ 1,000	\$31,625
28	\$29,975	\$ 1,000	\$ 1,000	\$31,975
29	\$30,325	\$ 1,000	\$ 1,000	\$32,325
30	\$30,675	\$ 1,000	\$ 1,000	\$32,675

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

**Zachary Community School Board
Child Nutrition - Support**

180 days

Page 11b

Step	Salary Schedule 24-25	LOCAL Increases		Clerk Tech III
		General Fund	Salary Fund	
		Zach Forward Supplement		

		25-26	26-27	
0	\$21,175	\$ 1,000	\$ 1,000	\$23,175
1	\$21,525	\$ 1,000	\$ 1,000	\$23,525
2	\$21,875	\$ 1,000	\$ 1,000	\$23,875
3	\$22,225	\$ 1,000	\$ 1,000	\$24,225
4	\$22,575	\$ 1,000	\$ 1,000	\$24,575
5	\$22,925	\$ 1,000	\$ 1,000	\$24,925
6	\$23,275	\$ 1,000	\$ 1,000	\$25,275
7	\$23,625	\$ 1,000	\$ 1,000	\$25,625
8	\$23,975	\$ 1,000	\$ 1,000	\$25,975
9	\$24,325	\$ 1,000	\$ 1,000	\$26,325
10	\$24,675	\$ 1,000	\$ 1,000	\$26,675
11	\$25,025	\$ 1,000	\$ 1,000	\$27,025
12	\$25,375	\$ 1,000	\$ 1,000	\$27,375
13	\$25,725	\$ 1,000	\$ 1,000	\$27,725
14	\$26,075	\$ 1,000	\$ 1,000	\$28,075
15	\$26,425	\$ 1,000	\$ 1,000	\$28,425
16	\$26,775	\$ 1,000	\$ 1,000	\$28,775
17	\$27,125	\$ 1,000	\$ 1,000	\$29,125
18	\$27,475	\$ 1,000	\$ 1,000	\$29,475
19	\$27,825	\$ 1,000	\$ 1,000	\$29,825
20	\$28,175	\$ 1,000	\$ 1,000	\$30,175
21	\$28,525	\$ 1,000	\$ 1,000	\$30,525
22	\$28,875	\$ 1,000	\$ 1,000	\$30,875
23	\$29,225	\$ 1,000	\$ 1,000	\$31,225
24	\$29,575	\$ 1,000	\$ 1,000	\$31,575
25	\$29,925	\$ 1,000	\$ 1,000	\$31,925
26	\$30,275	\$ 1,000	\$ 1,000	\$32,275
27	\$30,625	\$ 1,000	\$ 1,000	\$32,625
28	\$30,975	\$ 1,000	\$ 1,000	\$32,975
29	\$31,325	\$ 1,000	\$ 1,000	\$33,325
30	\$31,675	\$ 1,000	\$ 1,000	\$33,675

*** Includes a \$1,000 supplement funded by the local property tax proposal approved by voters.

Zachary Community School Board

Other Compensation: Substitute, Part-time & Stipends

Page 12

*** Daily Substitutes**

<i>Paraprofessional</i>	\$100.00	daily rate
Non-Degreed Teacher	\$105.00	daily rate
Degreed Teacher (BA+)	\$115.00	daily rate
Certified Teacher	\$125.00	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
Page 13

<i>* All stipends and part-time rates must be pre-approved by the Superintendent or Human Resources Director</i>		
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	

Rules Governing the Salary Schedule

1. Placement	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.			
2. Retention/ Effectiveness	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.			
	Important Notes:			
	-These supplements are not considered part of the employee's base salary.			
	-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.			
	Rating	Effectiveness Stipend	Value Added Model Stipend	Admin. Stipend
Proficient	\$150	\$150	Per Index	
Highly Effective	\$300	\$350	Per Index	
Exemplary	\$400	\$500	Per Index	
3. New Hires	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.)			

RULES GOVERNING THE SALARY SCHEDULE (ACT 311)	
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).	
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	
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.	
Required Pre-Approval Process	<p><i>Any work to be performed outside of an employee's job duties and responsibilities shall require the employee/immediate supervisor to:</i></p> <ul style="list-style-type: none"> 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) o Obtain prior written approval from the employee's immediate supervisor and the Superintendent or Human Resources Director. 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. 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.
OVERTIME COMPENSATION (FAIR LABOR STANDARDS ACT)	
Non-Exempt Employees	<p>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.</p> <ul style="list-style-type: none"> 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; o Obtain the prior written approval of the employee's immediate supervisor and Superintendent or Human Resources Director; AND 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. 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.