

**Zachary Community School Board  
Compensation Plan  
2018-2019**

<b>Page No.</b>	<b>Schedule Number</b>	<b>Description</b>
1	T09	Teacher and Other Certificated Staff (9 month-182 days)
1a	T95	Teacher and Other Certificated Staff (9.5 month-192 days)
1a	T10	Teacher and Other Certificated Staff (10 month-202 days)
1a	T11	Teacher and Other Certificated Staff (11 month-222 days)
1a	T12	Teacher and Other Certificated Staff (12 month- 260 days)
1b		Listing of Teacher and Other Certificated Staff Positions
2	R10/R12	ROTC Instructors (10 and 12 month- 202 and 260 days)
3	AT9	Athletic Trainer- Non-Certificated (9 month- 182 days)
3	MO9	Moderator-Non Certificated (9 month-182 days)
4-4b		Extra Curricular Activities and Coaching Stipends
5		Management Index
6	PN9	Instructional Support Staff- Paraprofessional Non-Degreed (9 month-180 days)
6	PD9	Instructional Support Staff- Paraprofessional Degreed (9 month- 180 days)
7	L12	Administrative Support- Lanser Data Specialist (12 month-260 days)
7	A12	Administrative Support-Accountant (12 month-260 days)
7	S12	Administrative Support- Administrative Specialist (12 month-260 days)
8	C10	Clerical Support-School Clerk (10 month-202 days)
8	C12	Clerical Support- Secretary and Clerk Level B-F (12 month-260 days)
9	J12	Maintenance- Janitor (12 month-260 days)
9	C12	Maintenance- Custodians (12 month-260 days)
9	MT1	Maintenance Technician- Levels A-C (12 month-260 days)
9	MM1	Maintenance Manager (12 month-260 days)
10	CM9	Child Nutrition- Managers (9 month- 180 days)
11	CT9	Child Nutrition -Technicians I, II and III (9 month-180 days)
12	PTM	Part-time Support- Maintenance
12	PTN	Part-time Support- Child Nutrition
12	PTB	Part-time Support- Bus Paraprofessionals
13		Other Compensation (Substitute, Part-time and Stipends)
Appendix		Governing Rules

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

<b>Step</b>	<b>182 days 9 month Salary</b>
0	\$46,722
1	\$47,222
2	\$47,722
3	\$48,222
4	\$48,722
5	\$49,222
6	\$49,722
7	\$50,222
8	\$50,722
9	\$51,222
10	\$51,722
11	\$52,222
12	\$52,722
13	\$53,222
14	\$53,722
15	\$54,222
16	\$54,722
17	\$55,222
18	\$55,722
19	\$56,222

20	\$56,722
21	\$57,222
22	\$57,722
23	\$58,222
24	\$58,722
25	\$59,222

**Zachary Community School Board**

**Teacher and Other Certificated Staff Salary Schedule**

**Page 1a**

<b>Step</b>	<b>192 days 9.5 month Salary</b>	<b>202 days 10 month Salary</b>	<b>222 days 11 month Salary</b>	<b>260 days 12 month Salary</b>
0	\$49,280	\$51,839	\$56,956	\$62,073
1	\$49,780	\$52,339	\$57,456	\$62,573
2	\$50,280	\$52,839	\$57,956	\$63,073
3	\$50,780	\$53,339	\$58,456	\$63,573
4	\$51,280	\$53,839	\$58,956	\$64,073
5	\$51,780	\$54,339	\$59,456	\$64,573
6	\$52,280	\$54,839	\$59,956	\$65,073
7	\$52,780	\$55,339	\$60,456	\$65,573
8	\$53,280	\$55,839	\$60,956	\$66,073

9	\$53,780	\$56,339	\$61,456	\$66,573
10	\$54,280	\$56,839	\$61,956	\$67,073
11	\$54,780	\$57,339	\$62,456	\$67,573
12	\$55,280	\$57,839	\$62,956	\$68,073
13	\$55,780	\$58,339	\$63,456	\$68,573
14	\$56,280	\$58,839	\$63,956	\$69,073
15	\$56,780	\$59,339	\$64,456	\$69,573
16	\$57,280	\$59,839	\$64,956	\$70,073
17	\$57,780	\$60,339	\$65,456	\$70,573
18	\$58,280	\$60,839	\$65,956	\$71,073
19	\$58,780	\$61,339	\$66,456	\$71,573
20	\$59,280	\$61,839	\$66,956	\$72,073
21	\$59,780	\$62,339	\$67,456	\$72,573
22	\$60,280	\$62,839	\$67,956	\$73,073
23	\$60,780	\$63,339	\$68,456	\$73,573
24	\$61,280	\$63,839	\$68,956	\$74,073
25	\$61,780	\$64,339	\$69,456	\$74,573

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

**Page 1b**

*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**

<b>Step</b>	<b>260 days Senior ROTC (12 mo)</b>	<b>202 days Junior ROTC (10 mo)</b>
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**  
**Other Degreed Staff- Non Certificated**  
**Page 3**

<b>Step</b>	<b>182 days Trainer SALARY</b>	<b>182 days Moderator Salary</b>	<b>182 days Nurse Salary</b>
0	\$37,511	\$40,000	\$46,052
1	\$37,911	\$40,400	\$46,552
2	\$38,311	\$40,800	\$47,052
3	\$38,711	\$41,200	\$47,552
4	\$39,111	\$41,600	\$48,052
5	\$39,511	\$42,000	\$48,552
6	\$39,911	\$42,400	\$49,052
7	\$40,311	\$42,800	\$49,552
8	\$40,711	\$43,200	\$50,052
9	\$41,111	\$43,600	\$50,552
10	\$41,511	\$44,000	\$51,052
11	\$41,911	\$44,400	\$51,552
12	\$42,311	\$44,800	\$52,052
13	\$42,711	\$45,200	\$52,552
14	\$43,111	\$45,600	\$53,052
15	\$43,511	\$46,000	\$53,552
16	\$43,911	\$46,400	\$54,052
17	\$44,311	\$46,800	\$54,552
18	\$44,711	\$47,200	\$55,052
19	\$45,111	\$47,600	\$55,552
20	\$45,511	\$48,000	\$56,052
21	\$45,911	\$48,400	\$56,552
22	\$46,311	\$48,800	\$57,052
23	\$46,711	\$49,200	\$57,552
24	\$47,111	\$49,600	\$58,052
25	\$47,511	\$50,000	\$58,552

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

<b>Activity</b>	<b>Stipend</b>
Middle School Band	8%
Middle School Drill Team	4%
Middle School Cheerleaders	4%

<b>Middle School Coaches</b>	<b>Stipend</b>
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 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%

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



<b>Activity</b>	<b>Stipend</b>
High School Band	12%
High School Drill Team	4%
High School Cheerleaders	4%
<b>High School Coaches</b>	<b>Stipend</b>
Head Football	16%
Assistant Football	10%
Head 9th Grade Football	10%
9th Assistant Football	8%
Head Basketball- Boys	12%
Assistant Basketball-Boys	8%
Head Basketball-Girls	12%
Assistant Basketball-Girls	8%
Head Baseball	12%
Assistant Baseball	8%
Head Track-Boys	12%
Assistant Track -Boys	8%
Head Track-Girls	12%
Assistant Track -Girls	8%
Head Wrestling	12%
Assistant Wrestling	8%
Head Softball	12%
Assistant Softball	8%
Head Volleyball	12%
Assistant Volleyball	8%
Head Soccer Boys	12%
Assistant Soccer Boys	2%
Head Soccer Girls	12%
Assistant Soccer Girls	2%
Head Swimming -Boys	4%
Assistant Swimming- Boys	3%
Head Swimming- Girls	4%
Assistant Swimming-Girls	3%

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

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

Athletic Director- Indexed at 1.05 of 12 month teacher salary schedule

### **Guidelines for Extracurricular and Coaching Stipends**

1. Stipends will be calculated on the employees Base Salary using the 9 month teacher salary schedule.
2. Each Principal will designate Coaching Duties to employees.
3. Athletic Director will provide Human Resources Department with a Signed Copy of Stipends to be paid by end of the first week of school signed by all appropriate administrators.
4. CECP Head Coaches will be paid \$1,500.00 per sport.
5. Maximum Coaching percentage allowed shall be 27%.
6. Minimum Coaching supplement is his her/ defined percent of a first year BA Base Teacher Salary.
7. 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.
8. Beginning 2010-2011, failure to obtain a CDL License will result in a 2% forfeiture of the coaching stipend.
9. Employees used for driving duties in a forfeiture situation will be paid 2% of the first year 9 month base teaching salary.

**Zachary Community School Board**  
**Management Index**  
**Page 5**

1. All management salary schedules are indexed off the corresponding teacher salary schedule 11 month or 12 month.
2. Step Placement is determined by the Superintendent

<b>Position</b>	<b>Index</b>	<b>Length of Employment</b>
Elementary School Principal	1.21	12 month
Middle School Principal	1.26	12 month
High School Principal	1.3	12 month
Elementary School Assistant Principal	1.18	11 month
Middle School Assistant Principal	1.2	11 month
High School Assistant Principal	1.22	11 month
Coordinator-School Level	1.18	11 month
Coordinator-District Level	1.21	12 month
Supervisor	1.26	12 month
Director	1.37	12 month
Executive Director	1.4	12 month

**Zachary Community School Board**  
**Instructional Support**  
**Page 6**

<b>Step</b>	<b>180 days Paraprofessional No Degree</b>	<b>180 days Paraprofessional BA Degree or Higher</b>
0	\$19,500	\$20,500
1	\$19,800	\$20,800
2	\$20,100	\$21,100
3	\$20,400	\$21,400
4	\$20,700	\$21,700
5	\$21,000	\$22,000
6	\$21,300	\$22,300
7	\$21,600	\$22,600
8	\$21,900	\$22,900
9	\$22,200	\$23,200
10	\$22,500	\$23,500
11	\$22,800	\$23,800
12	\$23,100	\$24,100
13	\$23,400	\$24,400
14	\$23,700	\$24,700
15	\$24,000	\$25,000
16	\$24,300	\$25,300
17	\$24,600	\$25,600
18	\$24,900	\$25,900
19	\$25,200	\$26,200
20	\$25,500	\$26,500
21	\$25,800	\$26,800
22	\$26,100	\$27,100
23	\$26,400	\$27,400
24	\$26,700	\$27,700
25	\$27,000	\$28,000

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

<b>Step</b>	<b>Lanser/Data Specialist</b>	<b>Accountant</b>	<b>Specialist</b>
0	\$33,000	\$46,500	\$55,500
1	\$33,500	\$47,260	\$56,100
2	\$34,000	\$48,020	\$56,700
3	\$34,500	\$48,780	\$57,300
4	\$35,000	\$49,540	\$57,900
5	\$35,500	\$50,300	\$58,500
6	\$36,000	\$51,060	\$59,100
7	\$36,500	\$51,820	\$59,700
8	\$37,000	\$52,580	\$60,300
9	\$37,500	\$53,340	\$60,900
10	\$38,000	\$54,100	\$61,500
11	\$38,500	\$54,860	\$62,100
12	\$39,000	\$55,620	\$62,700
13	\$39,500	\$56,380	\$63,300
14	\$40,000	\$57,140	\$63,900
15	\$40,500	\$57,900	\$64,500
16	\$41,000	\$58,660	\$65,100
17	\$41,500	\$59,420	\$65,700
18	\$42,000	\$60,180	\$66,300
19	\$42,500	\$60,940	\$66,900
20	\$43,000	\$61,700	\$67,500
21	\$43,500	\$62,460	\$68,100
22	\$44,000	\$63,220	\$68,700
23	\$44,500	\$63,980	\$69,300
24	\$45,000	\$64,740	\$69,900
25	\$45,500	\$65,500	\$70,500

**Zachary Community School Board**  
**Clerical Support**  
**Page 8**

<b>Step</b>	<b>202 days 10 month A</b>	<b>192 days 11 month G</b>	<b>260 days 12 month B</b>	<b>260 days 12 month C</b>	<b>260 days 12 month D</b>	<b>260 days 12 month E</b>	<b>260 days 12 month F</b>
0	\$20,000	\$21,083	\$23,000	\$25,000	\$27,000	\$29,000	\$40,000
1	\$20,500	\$21,588	\$23,550	\$25,600	\$27,675	\$29,675	\$40,675
2	\$20,900	\$22,092	\$24,100	\$26,200	\$28,350	\$30,350	\$41,350
3	\$21,300	\$22,596	\$24,650	\$26,800	\$29,025	\$31,025	\$42,025
4	\$21,700	\$23,100	\$25,200	\$27,400	\$29,700	\$31,700	\$42,700
5	\$22,100	\$23,604	\$25,750	\$28,000	\$30,375	\$32,375	\$43,375
6	\$22,500	\$24,108	\$26,300	\$28,600	\$31,050	\$33,050	\$44,050
7	\$22,900	\$24,613	\$26,850	\$29,200	\$31,725	\$33,725	\$44,725
8	\$23,300	\$25,117	\$27,400	\$29,800	\$32,400	\$34,400	\$45,400
9	\$23,700	\$25,621	\$27,950	\$30,400	\$33,075	\$35,075	\$46,075
10	\$24,100	\$26,125	\$28,500	\$31,000	\$33,750	\$35,750	\$46,750
11	\$24,500	\$26,629	\$29,050	\$31,600	\$34,425	\$36,425	\$47,425
12	\$24,900	\$27,133	\$29,600	\$32,200	\$35,100	\$37,100	\$48,100
13	\$25,300	\$27,638	\$30,150	\$32,800	\$35,775	\$37,775	\$48,775
14	\$25,700	\$28,142	\$30,700	\$33,400	\$36,450	\$38,450	\$49,450
15	\$26,100	\$28,646	\$31,250	\$34,000	\$37,125	\$39,125	\$50,125
16	\$26,500	\$29,150	\$31,800	\$34,600	\$37,800	\$39,800	\$50,800
17	\$26,900	\$29,654	\$32,350	\$35,200	\$38,475	\$40,475	\$51,475
18	\$27,300	\$30,158	\$32,900	\$35,800	\$39,150	\$41,150	\$52,150
19	\$27,700	\$30,663	\$33,450	\$36,400	\$39,825	\$41,825	\$52,825
20	\$28,100	\$31,167	\$34,000	\$37,000	\$40,500	\$42,500	\$53,500
21	\$28,500	\$31,671	\$34,550	\$37,600	\$41,175	\$43,175	\$54,175
22	\$28,900	\$32,175	\$35,100	\$38,200	\$41,850	\$43,850	\$54,850
23	\$29,300	\$32,679	\$35,650	\$38,800	\$42,525	\$44,525	\$55,525
24	\$29,700	\$33,183	\$36,200	\$39,400	\$43,200	\$45,200	\$56,200
25	\$30,100	\$33,688	\$36,750	\$40,000	\$43,875	\$45,875	\$56,875

**Positions:** 10 month School Clerk (A)

Main Office Clerk\*

School Secretary\*

Main Office Secretary\*

***\*Placement determined by Human Resources Director***

**Zachary Community School Board****Maintenance**

Page 9

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

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

<b>Step</b>	<b>Assistant Manager</b>	<b>No Degree Manager</b>	<b>Associate Manager</b>	<b>BA/BS Manager</b>	<b>MA/MS Manager</b>
0	\$20,450	\$24,750	\$26,750	\$29,750	\$32,450
1	\$20,750	\$25,100	\$27,125	\$30,150	\$32,925
2	\$21,050	\$25,450	\$27,500	\$30,550	\$33,400
3	\$21,350	\$25,800	\$27,875	\$30,950	\$33,875
4	\$21,650	\$26,150	\$28,250	\$31,350	\$34,350
5	\$21,950	\$26,500	\$28,625	\$31,750	\$34,825
6	\$22,250	\$26,850	\$29,000	\$32,150	\$35,300
7	\$22,550	\$27,200	\$29,375	\$32,550	\$35,775
8	\$22,850	\$27,550	\$29,750	\$32,950	\$36,250
9	\$23,150	\$27,900	\$30,125	\$33,350	\$36,725
10	\$23,450	\$28,250	\$30,500	\$33,750	\$37,200
11	\$23,750	\$28,600	\$30,875	\$34,150	\$37,675
12	\$24,050	\$28,950	\$31,250	\$34,550	\$38,150
13	\$24,350	\$29,300	\$31,625	\$34,950	\$38,625
14	\$24,650	\$29,650	\$32,000	\$35,350	\$39,100
15	\$24,950	\$30,000	\$32,375	\$35,750	\$39,575
16	\$25,250	\$30,350	\$32,750	\$36,150	\$40,050
17	\$25,550	\$30,700	\$33,125	\$36,550	\$40,525
18	\$25,850	\$31,050	\$33,500	\$36,950	\$41,000
19	\$26,150	\$31,400	\$33,875	\$37,350	\$41,475
20	\$26,450	\$31,750	\$34,250	\$37,750	\$41,950
21	\$26,750	\$32,100	\$34,625	\$38,150	\$42,425
22	\$27,050	\$32,450	\$35,000	\$38,550	\$42,900
23	\$27,350	\$32,800	\$35,375	\$38,950	\$43,375
24	\$27,650	\$33,150	\$35,750	\$39,350	\$43,850
25	\$27,950	\$33,500	\$36,125	\$39,750	\$44,325



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

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

**Zachary Community School Board**  
**Part-time Support**  
**Page 12**

<b>Part-time Maintenance</b>	<b>Length of Employment</b>	<b>Salary</b>
4 hour	231 Days	\$9,240
6 hour	231 Days	\$13,860

<b>Part-time Child Nutrition</b>	<b>Length of Employment</b>	<b>Salary</b>
4 hour	180 days	\$7,200
6 hour	180 days	\$10,800

<b>Part-time Bus Paraprofessionals</b>	<b>Length of Employment</b>	<b>Salary</b>
AM/PM Route	176 Days	\$7,040

# Zachary Community School Board

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

### Page 13

Daily Substitute	Salary
<i>Non-Degreed Teacher</i>	\$64.00 per day
<i>Degreed Teacher</i>	
0 - 20 days	\$75.00 per day
21 - 45 days	\$85.00 per day
46+ - days	\$120.00 per day
<i>Certified Teacher</i>	\$90.00 per day
<i>Long Term Substitute Teacher</i>	\$165.00 per day
* Placement above determined by HR	
<i>Paraprofessional Substitutes</i>	\$58.00 per day
<i>Bus Paraprofessional Substitutes</i>	\$40.00 per day
<i>Substitute Support</i>	\$10.00 per hour
<i>Bus Driver Special Assignments</i>	\$15.00 per hour
<i>Part-time Technical Help</i>	\$15.00 per hour
Stipends	Salary
<i>Professional Development/Other Approved</i>	\$20.00 per hour
<i>Other Approved</i>	\$25.00 per hour
<i>Teaching/Other Approved Activities</i>	\$30.00 per hour
<i>Support Stipend</i>	\$10.00 per hour
<i>Multi Location/Department Stipend</i>	\$5,000.00 Annually
*Stipend Amount to be approved by HR Department	

**Zachary Community School Board**  
**Other Compensation: Substitute, Part-time & Stipends**  
**Page 13a**

**Stipends to be assigned by HR for additional responsibilities**

<b>Category</b>	<b>Amount</b>
<i>Stipend A</i>	\$ 200.00
<i>Stipend B</i>	\$ 300.00
<i>Stipend C</i>	\$ 350.00
<i>Stipend D</i>	\$ 550.00
<i>Stipend E</i>	\$ 750.00
<i>Stipend F</i>	\$ 1,000.00