

Compensation Plan 2022-2023

Page No.	Schedule Number	Description
1	T09	Teacher and Other Certificated Staff (9 month-182 days)
1a	T95	Teacher and Other Certificated Staff (9.5 month-192 days)
1b	T10	Teacher and Other Certificated Staff (10 month-202 days)
1c	T11	Teacher and Other Certificated Staff (11 month-222 days)
1d	T12	Teacher and Other Certificated Staff (12 month- 260 days)
1e		Listing of Teacher and Other Certificated Staff Positions
2	R10/R12	ROTC Instructors (10 and 12 month- 202 and 260 days)
3	MO9/NO9	Moderator - Nurses (9 month-182 days)
4-4b		Extra Curricular Activities and Coaching Stipends
5		Management Index
6	PA9	Instructional Support Staff- Paraprofessional Non-Degreed (9 month-180 days)
6	PA9	Instructional Support Staff- Paraprofessional Degreed (9 month- 180 days)
7	A12	Administrative Support- Lanser Data Specialist (12 month-260 days)
7	A12	Administrative Support-Accountant (12 month-260 days)
7	A12	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-E (12 month-260 days)
9	MT6	Maintenance- Janitor (12 month-260 days)
9	MT6	Maintenance- Custodians (12 month-260 days)
9	MT6	Maintenance Technician- Levels A-C (12 month-260 days)
9	MT6	Maintenance Manager (12 month-260 days)
10	CM5	Child Nutrition- Managers (9 month- 180 days)
11	CT3	Child Nutrition -Technicians I, II and III (9 month-180 days)
12		Other Compensation (Substitute, Part-time and Stipends)
Appendix		Governing Rules

Zachary Community School Board
Teacher and Other Certificated Staff Salary Schedule
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	BA	MA	EdS	Doctorate
Step	182 days 9 month Salary	182 days 9 month Salary	182 days 9 month Salary	182 days 9 month Salary
0	\$48,522	\$49,522	\$50,022	\$50,522
1	\$49,022	\$50,022	\$50,522	\$51,022
2	\$49,522	\$50,522	\$51,022	\$51,522
3	\$50,022	\$51,022	\$51,522	\$52,022
4	\$50,522	\$51,522	\$52,022	\$52,522
5	\$51,022	\$52,022	\$52,522	\$53,022
6	\$51,522	\$52,522	\$53,022	\$53,522
7	\$52,022	\$53,022	\$53,522	\$54,022
8	\$52,522	\$53,522	\$54,022	\$54,522
9	\$53,022	\$54,022	\$54,522	\$55,022
10	\$53,522	\$54,522	\$55,022	\$55,522
11	\$54,022	\$55,022	\$55,522	\$56,022
12	\$54,522	\$55,522	\$56,022	\$56,522
13	\$55,022	\$56,022	\$56,522	\$57,022
14	\$55,522	\$56,522	\$57,022	\$57,522
15	\$56,022	\$57,022	\$57,522	\$58,022
16	\$56,522	\$57,522	\$58,022	\$58,522
17	\$57,022	\$58,022	\$58,522	\$59,022
18	\$57,522	\$58,522	\$59,022	\$59,522
19	\$58,022	\$59,022	\$59,522	\$60,022
20	\$58,522	\$59,522	\$60,022	\$60,522
21	\$59,022	\$60,022	\$60,522	\$61,022
22	\$59,522	\$60,522	\$61,022	\$61,522
23	\$60,022	\$61,022	\$61,522	\$62,022
24	\$60,522	\$61,522	\$62,022	\$62,522
25	\$61,022	\$62,022	\$62,522	\$63,022
26	\$61,522	\$62,522	\$63,022	\$63,522
27	\$62,022	\$63,022	\$63,522	\$64,022
28	\$62,522	\$63,522	\$64,022	\$64,522
29	\$63,022	\$64,022	\$64,522	\$65,022
30	\$63,522	\$64,522	\$65,022	\$65,522

Zachary Community School Board
Teacher and Other Certificated Staff Salary Schedule
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Step	BA	MA	EdS	Doctorate
	192 days 9.5 month Salary	192 days 9.5 month Salary	192 days 9.5 month Salary	192 days 9.5 month Salary
0	\$51,080	\$52,080	\$52,580	\$53,080
1	\$51,580	\$52,580	\$53,080	\$53,580
2	\$52,080	\$53,080	\$53,580	\$54,080
3	\$52,580	\$53,580	\$54,080	\$54,580
4	\$53,080	\$54,080	\$54,580	\$55,080
5	\$53,580	\$54,580	\$55,080	\$55,580
6	\$54,080	\$55,080	\$55,580	\$56,080
7	\$54,580	\$55,580	\$56,080	\$56,580
8	\$55,080	\$56,080	\$56,580	\$57,080
9	\$55,580	\$56,580	\$57,080	\$57,580
10	\$56,080	\$57,080	\$57,580	\$58,080
11	\$56,580	\$57,580	\$58,080	\$58,580
12	\$57,080	\$58,080	\$58,580	\$59,080
13	\$57,580	\$58,580	\$59,080	\$59,580
14	\$58,080	\$59,080	\$59,580	\$60,080
15	\$58,580	\$59,580	\$60,080	\$60,580
16	\$59,080	\$60,080	\$60,580	\$61,080
17	\$59,580	\$60,580	\$61,080	\$61,580
18	\$60,080	\$61,080	\$61,580	\$62,080
19	\$60,580	\$61,580	\$62,080	\$62,580
20	\$61,080	\$62,080	\$62,580	\$63,080
21	\$61,580	\$62,580	\$63,080	\$63,580
22	\$62,080	\$63,080	\$63,580	\$64,080
23	\$62,580	\$63,580	\$64,080	\$64,580
24	\$63,080	\$64,080	\$64,580	\$65,080
25	\$63,580	\$64,580	\$65,080	\$65,580
26	\$64,080	\$65,080	\$65,580	\$66,080
27	\$64,580	\$65,580	\$66,080	\$66,580
28	\$65,080	\$66,080	\$66,580	\$67,080
29	\$65,580	\$66,580	\$67,080	\$67,580
30	\$66,080	\$67,080	\$67,580	\$68,080

Zachary Community School Board
Teacher and Other Certificated Staff Salary Schedule
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	BA	MA	EdS	Doctorate
	202 days 10 month Salary	202 days 10 month Salary	202 days 10 month Salary	202 days 10 month Salary
Step				
0	\$53,639	\$54,639	\$55,139	\$55,639
1	\$54,139	\$55,139	\$55,639	\$56,139
2	\$54,639	\$55,639	\$56,139	\$56,639
3	\$55,139	\$56,139	\$56,639	\$57,139
4	\$55,639	\$56,639	\$57,139	\$57,639
5	\$56,139	\$57,139	\$57,639	\$58,139
6	\$56,639	\$57,639	\$58,139	\$58,639
7	\$57,139	\$58,139	\$58,639	\$59,139
8	\$57,639	\$58,639	\$59,139	\$59,639
9	\$58,139	\$59,139	\$59,639	\$60,139
10	\$58,639	\$59,639	\$60,139	\$60,639
11	\$59,139	\$60,139	\$60,639	\$61,139
12	\$59,639	\$60,639	\$61,139	\$61,639
13	\$60,139	\$61,139	\$61,639	\$62,139
14	\$60,639	\$61,639	\$62,139	\$62,639
15	\$61,139	\$62,139	\$62,639	\$63,139
16	\$61,639	\$62,639	\$63,139	\$63,639
17	\$62,139	\$63,139	\$63,639	\$64,139
18	\$62,639	\$63,639	\$64,139	\$64,639
19	\$63,139	\$64,139	\$64,639	\$65,139
20	\$63,639	\$64,639	\$65,139	\$65,639
21	\$64,139	\$65,139	\$65,639	\$66,139
22	\$64,639	\$65,639	\$66,139	\$66,639
23	\$65,139	\$66,139	\$66,639	\$67,139
24	\$65,639	\$66,639	\$67,139	\$67,639
25	\$66,139	\$67,139	\$67,639	\$68,139
26	\$66,639	\$67,639	\$68,139	\$68,639
27	\$67,139	\$68,139	\$68,639	\$69,139
28	\$67,639	\$68,639	\$69,139	\$69,639
29	\$68,139	\$69,139	\$69,639	\$70,139
30	\$68,639	\$69,639	\$70,139	\$70,639

Zachary Community School Board
Teacher and Other Certificated Staff Salary Schedule
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Step	BA	MA	EdS	Doctorate
	222 days 11 month Salary	222 days 11 month Salary	222 days 11 month Salary	222 days 11 month Salary
0	\$58,756	\$59,756	\$60,256	\$60,756
1	\$59,256	\$60,256	\$60,756	\$61,256
2	\$59,756	\$60,756	\$61,256	\$61,756
3	\$60,256	\$61,256	\$61,756	\$62,256
4	\$60,756	\$61,756	\$62,256	\$62,756
5	\$61,256	\$62,256	\$62,756	\$63,256
6	\$61,756	\$62,756	\$63,256	\$63,756
7	\$62,256	\$63,256	\$63,756	\$64,256
8	\$62,756	\$63,756	\$64,256	\$64,756
9	\$63,256	\$64,256	\$64,756	\$65,256
10	\$63,756	\$64,756	\$65,256	\$65,756
11	\$64,256	\$65,256	\$65,756	\$66,256
12	\$64,756	\$65,756	\$66,256	\$66,756
13	\$65,256	\$66,256	\$66,756	\$67,256
14	\$65,756	\$66,756	\$67,256	\$67,756
15	\$66,256	\$67,256	\$67,756	\$68,256
16	\$66,756	\$67,756	\$68,256	\$68,756
17	\$67,256	\$68,256	\$68,756	\$69,256
18	\$67,756	\$68,756	\$69,256	\$69,756
19	\$68,256	\$69,256	\$69,756	\$70,256
20	\$68,756	\$69,756	\$70,256	\$70,756
21	\$69,256	\$70,256	\$70,756	\$71,256
22	\$69,756	\$70,756	\$71,256	\$71,756
23	\$70,256	\$71,256	\$71,756	\$72,256
24	\$70,756	\$71,756	\$72,256	\$72,756
25	\$71,256	\$72,256	\$72,756	\$73,256
26	\$71,756	\$72,756	\$73,256	\$73,756
27	\$72,256	\$73,256	\$73,756	\$74,256
28	\$72,756	\$73,756	\$74,256	\$74,756
29	\$73,256	\$74,256	\$74,756	\$75,256
30	\$73,756	\$74,756	\$75,256	\$75,756

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

	BA	MA	EdS	Doctorate
	260 days 12 month Salary	260 days 12 month Salary	260 days 12 month Salary	260 days 12 month Salary
Step				
0	\$63,873	\$64,873	\$65,373	\$65,873
1	\$64,373	\$65,373	\$65,873	\$66,373
2	\$64,873	\$65,873	\$66,373	\$66,873
3	\$65,373	\$66,373	\$66,873	\$67,373
4	\$65,873	\$66,873	\$67,373	\$67,873
5	\$66,373	\$67,373	\$67,873	\$68,373
6	\$66,873	\$67,873	\$68,373	\$68,873
7	\$67,373	\$68,373	\$68,873	\$69,373
8	\$67,873	\$68,873	\$69,373	\$69,873
9	\$68,373	\$69,373	\$69,873	\$70,373
10	\$68,873	\$69,873	\$70,373	\$70,873
11	\$69,373	\$70,373	\$70,873	\$71,373
12	\$69,873	\$70,873	\$71,373	\$71,873
13	\$70,373	\$71,373	\$71,873	\$72,373
14	\$70,873	\$71,873	\$72,373	\$72,873
15	\$71,373	\$72,373	\$72,873	\$73,373
16	\$71,873	\$72,873	\$73,373	\$73,873
17	\$72,373	\$73,373	\$73,873	\$74,373
18	\$72,873	\$73,873	\$74,373	\$74,873
19	\$73,373	\$74,373	\$74,873	\$75,373
20	\$73,873	\$74,873	\$75,373	\$75,873
21	\$74,373	\$75,373	\$75,873	\$76,373
22	\$74,873	\$75,873	\$76,373	\$76,873
23	\$75,373	\$76,373	\$76,873	\$77,373
24	\$75,873	\$76,873	\$77,373	\$77,873
25	\$76,373	\$77,373	\$77,873	\$78,373
26	\$76,873	\$77,873	\$78,373	\$78,873
27	\$77,373	\$78,373	\$78,873	\$79,373
28	\$77,873	\$78,873	\$79,373	\$79,873
29	\$78,373	\$79,373	\$79,873	\$80,373
30	\$78,873	\$79,873	\$80,373	\$80,873

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

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

Zachary Community School Board
ROTC Salary Schedule
Page 2

Step	260 days Senior ROTC (12 mo)	202 days Junior ROTC (10 mo)
0	\$69,033	\$54,572
1	\$69,911	\$55,268
2	\$70,804	\$55,979
3	\$71,713	\$56,704
4	\$72,638	\$57,443
5	\$73,579	\$58,197
6	\$74,538	\$58,966
7	\$75,513	\$59,751
8	\$76,506	\$60,551
9	\$77,516	\$61,367
10	\$78,545	\$62,200
11	\$79,592	\$63,049
12	\$80,657	\$63,915
13	\$81,741	\$64,799
14	\$82,845	\$65,700
15	\$83,968	\$66,619
16	\$85,111	\$67,557
17	\$86,275	\$68,513
18	\$87,459	\$69,489
19	\$88,665	\$70,484
20	\$89,892	\$71,499
21	\$90,097	\$71,654
22	\$90,303	\$71,811
23	\$90,510	\$71,968
24	\$90,717	\$72,125
25	\$90,925	\$72,282
26	\$91,132	\$72,439
27	\$91,340	\$72,596
28	\$91,547	\$72,753
29	\$91,755	\$72,910
30	\$91,962	\$73,067

Zachary Community School Board
Other Degreed Staff- Non Certificated
182 days
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Step	Moderator Salary	Nurse Salary
0	\$40,900	\$46,952
1	\$41,300	\$47,452
2	\$41,700	\$47,952
3	\$42,100	\$48,452
4	\$42,500	\$48,952
5	\$42,900	\$49,452
6	\$43,300	\$49,952
7	\$43,700	\$50,452
8	\$44,100	\$50,952
9	\$44,500	\$51,452
10	\$44,900	\$51,952
11	\$45,300	\$52,452
12	\$45,700	\$52,952
13	\$46,100	\$53,452
14	\$46,500	\$53,952
15	\$46,900	\$54,452
16	\$47,300	\$54,952
17	\$47,700	\$55,452
18	\$48,100	\$55,952
19	\$48,500	\$56,452
20	\$48,900	\$56,952
21	\$49,300	\$57,452
22	\$49,700	\$57,952
23	\$50,100	\$58,452
24	\$50,500	\$58,952
25	\$50,900	\$59,452
26	\$51,300	\$59,952
27	\$51,700	\$60,452
28	\$52,100	\$60,952
29	\$52,500	\$61,452
30	\$52,900	\$61,952

Zachary Community School Board
Extra Curricular Activities and Coaching Stipends
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Activity	Stipend
Middle School Band	8%
Middle School Drill Team	4%
Middle School Cheerleaders	4%

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 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

Activity	Stipend
High School Band	12%
High School Drill Team	4%
High School Cheerleaders	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	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%

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. CECP Head Coaches will be paid \$1,500.00 per sport via contract.
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
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1. All management salary schedules are indexed off the corresponding Masters Level teacher salary schedule 10, 11, or 12 month.
2. Placement is determined by the Superintendent

Position	Index	Length of Employment
Elementary School Principal	1.21	12 month
Middle School Principal	1.26	12 month
High School Principal	1.30	12 month
Elementary School Assistant Principal	1.18	10-11 month
Middle School Assistant Principal	1.20	10-11 month
High School Assistant Principal	1.22	10-11 month
District Level	Index	Length of Employment
Coordinator	1.10	10-12 month
	1.14	10-12 month
	1.18	10-12 month
Supervisor	1.22	12 month
	1.26	12 month
	1.30	12 month
Director	1.33	12 month
	1.37	12 month
	1.41	12 month

Zachary Community School Board
Instructional Support
180 days
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Step	Paraprofessional No Degree	Paraprofessional Degreed
0	\$20,400	\$21,400
1	\$20,700	\$21,700
2	\$21,000	\$22,000
3	\$21,300	\$22,300
4	\$21,600	\$22,600
5	\$21,900	\$22,900
6	\$22,200	\$23,200
7	\$22,500	\$23,500
8	\$22,800	\$23,800
9	\$23,100	\$24,100
10	\$23,400	\$24,400
11	\$23,700	\$24,700
12	\$24,000	\$25,000
13	\$24,300	\$25,300
14	\$24,600	\$25,600
15	\$24,900	\$25,900
16	\$25,200	\$26,200
17	\$25,500	\$26,500
18	\$25,800	\$26,800
19	\$26,100	\$27,100
20	\$26,400	\$27,400
21	\$26,700	\$27,700
22	\$27,000	\$28,000
23	\$27,300	\$28,300
24	\$27,600	\$28,600
25	\$27,900	\$28,900
26	\$28,200	\$29,200
27	\$28,500	\$29,500
28	\$28,800	\$29,800
29	\$29,100	\$30,100
30	\$29,400	\$30,400

Zachary Community School Board
Administrative Support
12 month (260 days)
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Step	Lanser/Data Specialist	Accountant/ Specialist
0	\$33,900	\$48,000
1	\$34,400	\$48,760
2	\$34,900	\$49,520
3	\$35,400	\$50,280
4	\$35,900	\$51,040
5	\$36,400	\$51,800
6	\$36,900	\$52,560
7	\$37,400	\$53,320
8	\$37,900	\$54,080
9	\$38,400	\$54,840
10	\$38,900	\$55,600
11	\$39,400	\$56,360
12	\$39,900	\$57,120
13	\$40,400	\$57,880
14	\$40,900	\$58,640
15	\$41,400	\$59,400
16	\$41,900	\$60,160
17	\$42,400	\$60,920
18	\$42,900	\$61,680
19	\$43,400	\$62,440
20	\$43,900	\$63,200
21	\$44,400	\$63,960
22	\$44,900	\$64,720
23	\$45,400	\$65,480
24	\$45,900	\$66,240
25	\$46,400	\$67,000
26	\$46,900	\$67,760
27	\$47,400	\$68,520
28	\$47,900	\$69,280
29	\$48,400	\$70,040
30	\$48,900	\$70,800

19-20 STATE INCREASE IN MFP	500.00
21-22 STATE INCREASE IN MFP	400.00

Zachary Community School Board
Clerical Support
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Step	202 days 10 month A	260 days 12 month B	260 days 12 month C	260 days 12 month D	260 days 12 month E
0	\$20,900	\$23,900	\$25,900	\$27,900	\$29,900
1	\$21,400	\$24,450	\$26,500	\$28,575	\$30,575
2	\$21,800	\$25,000	\$27,100	\$29,250	\$31,250
3	\$22,200	\$25,550	\$27,700	\$29,925	\$31,925
4	\$22,600	\$26,100	\$28,300	\$30,600	\$32,600
5	\$23,000	\$26,650	\$28,900	\$31,275	\$33,275
6	\$23,400	\$27,200	\$29,500	\$31,950	\$33,950
7	\$23,800	\$27,750	\$30,100	\$32,625	\$34,625
8	\$24,200	\$28,300	\$30,700	\$33,300	\$35,300
9	\$24,600	\$28,850	\$31,300	\$33,975	\$35,975
10	\$25,000	\$29,400	\$31,900	\$34,650	\$36,650
11	\$25,400	\$29,950	\$32,500	\$35,325	\$37,325
12	\$25,800	\$30,500	\$33,100	\$36,000	\$38,000
13	\$26,200	\$31,050	\$33,700	\$36,675	\$38,675
14	\$26,600	\$31,600	\$34,300	\$37,350	\$39,350
15	\$27,000	\$32,150	\$34,900	\$38,025	\$40,025
16	\$27,400	\$32,700	\$35,500	\$38,700	\$40,700
17	\$27,800	\$33,250	\$36,100	\$39,375	\$41,375
18	\$28,200	\$33,800	\$36,700	\$40,050	\$42,050
19	\$28,600	\$34,350	\$37,300	\$40,725	\$42,725
20	\$29,000	\$34,900	\$37,900	\$41,400	\$43,400
21	\$29,400	\$35,450	\$38,500	\$42,075	\$44,075
22	\$29,800	\$36,000	\$39,100	\$42,750	\$44,750
23	\$30,200	\$36,550	\$39,700	\$43,425	\$45,425
24	\$30,600	\$37,100	\$40,300	\$44,100	\$46,100
25	\$31,000	\$37,650	\$40,900	\$44,775	\$46,775
26	\$31,400	\$38,200	\$41,500	\$45,450	\$47,450
27	\$31,800	\$38,750	\$42,100	\$46,125	\$48,125
28	\$32,200	\$39,300	\$42,700	\$46,800	\$48,800
29	\$32,600	\$39,850	\$43,300	\$47,475	\$49,475
30	\$33,000	\$40,400	\$43,900	\$48,150	\$50,150

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

Zachary Community School Board
Child Nutrition- Managers
180 days
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Step	Assistant Manager	No Degree Manager	Associate Manager	BA/BS Manager	MA/MS Manager
0	\$21,350	\$25,650	\$27,650	\$30,650	\$33,350
1	\$21,650	\$26,000	\$28,025	\$31,050	\$33,825
2	\$21,950	\$26,350	\$28,400	\$31,450	\$34,300
3	\$22,250	\$26,700	\$28,775	\$31,850	\$34,775
4	\$22,550	\$27,050	\$29,150	\$32,250	\$35,250
5	\$22,850	\$27,400	\$29,525	\$32,650	\$35,725
6	\$23,150	\$27,750	\$29,900	\$33,050	\$36,200
7	\$23,450	\$28,100	\$30,275	\$33,450	\$36,675
8	\$23,750	\$28,450	\$30,650	\$33,850	\$37,150
9	\$24,050	\$28,800	\$31,025	\$34,250	\$37,625
10	\$24,350	\$29,150	\$31,400	\$34,650	\$38,100
11	\$24,650	\$29,500	\$31,775	\$35,050	\$38,575
12	\$24,950	\$29,850	\$32,150	\$35,450	\$39,050
13	\$25,250	\$30,200	\$32,525	\$35,850	\$39,525
14	\$25,550	\$30,550	\$32,900	\$36,250	\$40,000
15	\$25,850	\$30,900	\$33,275	\$36,650	\$40,475
16	\$26,150	\$31,250	\$33,650	\$37,050	\$40,950
17	\$26,450	\$31,600	\$34,025	\$37,450	\$41,425
18	\$26,750	\$31,950	\$34,400	\$37,850	\$41,900
19	\$27,050	\$32,300	\$34,775	\$38,250	\$42,375
20	\$27,350	\$32,650	\$35,150	\$38,650	\$42,850
21	\$27,650	\$33,000	\$35,525	\$39,050	\$43,325
22	\$27,950	\$33,350	\$35,900	\$39,450	\$43,800
23	\$28,250	\$33,700	\$36,275	\$39,850	\$44,275
24	\$28,550	\$34,050	\$36,650	\$40,250	\$44,750
25	\$28,850	\$34,400	\$37,025	\$40,650	\$45,225
26	\$29,150	\$34,750	\$37,400	\$41,050	\$45,700
27	\$29,450	\$35,100	\$37,775	\$41,450	\$46,175
28	\$29,750	\$35,450	\$38,150	\$41,850	\$46,650
29	\$30,050	\$35,800	\$38,525	\$42,250	\$47,125
30	\$30,350	\$36,150	\$38,900	\$42,650	\$47,600

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

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

Zachary Community School Board

Other Compensation: Substitute, Part-time & Stipends

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* Daily Substitute

<i>Paraprofessional Substitutes</i>	\$65.00	daily rate
<i>Non-Degreed Teacher</i>	\$75.00	daily rate
<i>Degreed Teacher</i>	\$85.00	daily rate
<i>Certified Teacher</i>	\$95.00	daily rate

* Long Term Substitute

<i>Degreed Teacher</i>			
	0 - 20 days	\$85.00	daily rate
	21 - 45 days	\$95.00	daily rate
	46+ - days	\$120.00	daily rate
<i>* Certified or Other Assignment</i>		\$120.00	daily rate
<i>* Certified or Other Assignment</i>		\$140.00	daily rate
<i>* Certified or Other Assignment</i>		\$165.00	daily rate
<i>* To be preapproved by HR Director</i>			

Stipends/Part-time/Special Assignments

<i>SPTSA - A</i>	\$10.00	hourly rate
<i>SPTSA - B</i>	\$15.00	hourly rate
<i>SPTSA - C</i>	\$20.00	hourly rate
<i>SPTSA - D</i>	\$25.00	hourly rate
<i>SPTSA - E</i>	\$30.00	hourly rate
<i>SPTSA - F</i>	\$35.00	hourly rate
<i>SPTSA - G</i>	\$40.00	hourly rate
<i>SPTSA - H</i>	\$45.00	hourly rate

** To be preapproved by HR Director*

Stipends assigned by HR department for additional responsibilities

Category	Amount
<i>Stipend A</i>	\$ 125.00
<i>Stipend B</i>	\$ 200.00
<i>Stipend C</i>	\$ 300.00
<i>Stipend D</i>	\$ 350.00
<i>Stipend E</i>	\$ 550.00
<i>Stipend F</i>	\$ 750.00
<i>Stipend G</i>	\$ 1,000.00
<i>Stipend H</i>	\$ 1,500.00
<i>Stipend I</i>	\$ 5,000.00

** To be preapproved by HR Director*