

**PROFESSIONAL PERSONNEL
COMPENSATION GUIDES AND STIPENDS**

I. TEACHER PAY PRACTICE

All teachers shall be compensated according to the salary schedule, to be set annually by the Board. Increments for advanced training and increases for experience shall be granted in accordance with state law and regulations.

II. SUBSTITUTE TEACHER PAY PRACTICE

The daily rates of pay for teacher substitutes are:

Non-degreed	\$38.05 per day
Degreed	\$48.00 per day
Certified	\$60.00 per day

Non-degreed, degreed, and certified substitute teachers shall be paid at a daily rate set by the Board. However, when a substitute teacher teaches more than ten (10) consecutive days for the same teacher, the substitute shall be paid as described below.

- A. Non-degreed substitute teachers after teaching more than ten (10) consecutive days for the same teacher shall receive \$63.00 per day for all days taught beyond the ten (10) days.
- B. Degreed substitute teachers after teaching more than ten (10) consecutive days for the same teacher shall receive \$75.00 per day for all days taught beyond the ten (10) days.
- C. Certified substitute teachers after teaching more than ten (10) consecutive days for the same teacher shall be paid on the basis of a Bachelor's degree and zero years of experience on the Board's adopted salary schedule for all days taught beyond the ten (10) days.

In critical areas, the Superintendent has the authority to pay certified substitutes starting on day one with a Bachelor's degree and zero years of experience. To accommodate the educational needs of students when there is a shortage of certified teachers in critical areas, the Superintendent will have the authority to pay degreed (not certified) teachers the maximum daily salary allowed by the Board to be paid such substitutes, starting at day one. The Director of Human Resources shall identify areas and circumstances of critical need and shall recommend to the Superintendent when substitutes should be paid a higher rate on day one.

III. STIPENDS FOR COACHING AND OTHER EXTRA-DUTY POSITIONS

The Board shall approve a schedule establishing the extra compensation that shall be granted faculty members who are assigned as coaches, band or vocal directors, and to other extra-pay positions as authorized by the Board in its adopted salary schedule.

LEGAL REFS: LSA-R.S. 17:419-17:423

Adopted prior to 1975

Revised: 8/19/92

Revised: 10/7/98

Revised: 3/21/01

Revised: 8/23/01

Revised: 9/5/01

Revised: 11/16/05