

COMPENSATION

SALARY SCHEDULES

The salaries of all personnel shall be established by the School Board upon a recommendation of the Superintendent. The salaries of all personnel are generally based upon an established salary schedule; provided, however, that salaries may be stated in and controlled by an employment contract. Creditable service for salary determination purposes shall be all service for which employees are eligible to receive credit in accordance with statutory provisions. Salary schedules shall be adopted by the School Board, upon the recommendation of the Superintendent, and may be changed at the discretion of the School Board from year to year to make salary adjustments as a result of the changing revenue and state laws.

The amount of the annual salary paid to any *teacher* in any school year shall not be reduced below the amount of such salary paid during the previous school year, nor shall the amount of the annual salary paid to any *teacher* be reduced at any time during an academic year. The limitations on the reduction in the amount of the annual salary paid to any *teacher* shall not be applicable to the correction of any accounting errors or to a reduction necessitated by the elimination of a state program or state funding. Any salary reduction shall not apply to any local salary supplement funded, in whole or in part, from a revenue source requiring voter approval, when such voter approval has not been obtained.

Ordinarily, no teacher shall be placed on the payroll of the school district unless the teacher holds a valid certificate as required by law, and a copy of the teacher's contract has been filed with the Superintendent. Exceptions shall be made only when teachers with valid certification are not available for employment, subject to Board approval.

SALARY SUPPLEMENTS

The School Board, at its discretion, may allow salary supplements to certain instructional personnel who assume special duties. Such supplements shall be reviewed and adopted upon the recommendation of the Superintendent.

EXPERIENCE CREDIT

A year of teaching experience is defined as each scholastic year of employment as a certified teacher in public schools within any of the fifty states of the United States of America, or within any of its territorial possessions; or as a teacher in a private or parochial school, as an employee in a state department of education, or as an instructor in an institution of higher learning. All such experience must have been as a teacher in an institution or school accredited by one of the

recognized regional accrediting agencies in the United States of America (e.g., SACS). Experience outside the United States of America, its territories or possessions must be in an institution or school accredited by an accrediting agency recognized by the United States of America.

A year of teaching experience shall be granted if the person was employed for at least ninety-one (91) instructional days during one scholastic year, excluding holidays, as authorized by the School Board of the school or institution. However, not more than one (1) year of experience will be granted for a period inclusive of twelve (12) consecutive calendar months. **All** experience must have been on a full-time basis.

Any teacher holding a valid Louisiana teaching certificate in the public school system of Louisiana, who has transferred to Louisiana from a public school system of another state and who, at the time of such transfer, held a valid teacher's certificate from that state, shall be given full credit under the state minimum salary schedule for the years of satisfactory teaching service previously rendered in the public school system of that state. Credit for previous teaching experience shall also be granted to anyone employed by the School Board who holds a valid Louisiana teaching certificate and is employed or has been employed by another public school system in the state.

Any person who was regularly employed as a teacher by a school system of this state prior to induction for service in the military and who served on active duty in the armed forces of the United States during World War II the Korean or Vietnam conflicts shall receive credit under the minimum salary schedule as provided in La. R.S. 17:419-422 for the period that he/she served in the armed forces of the United States. Further, any Louisiana Certified Teacher in the United States Armed Forces Institute school system, who has taught academic subjects consecutively in Louisiana, and who transfers from the United States Armed Forces Institute to this parish, shall be given full credit on the teacher salary schedule for the years and months of satisfactory teaching service previously rendered in the United States Armed Forces institute school system.

ADVANCED CERTIFICATION

When a teacher is awarded an advanced degree or receives additional training that would result in an increase in salary, said teacher shall be paid according to the salary schedule for the advanced degree or training beginning with the next school semester following notification of receipt of the advanced degree, or of training to the School Board by the employee. No retroactive pay shall be given. Notification of advanced degree shall only be accepted from the college or university transcript, or proof of advanced certification from the State Department of Education. It shall be the responsibility of the employee to assure proper notification is given to the Superintendent or his/her designee. Advanced

certification also includes obtaining National Board Certification as a teacher, guidance counselor or other state recognized group or specialty

RETIREES

The salary of any retiree who is reemployed as a full-time teacher shall be based on the salary schedule that accounts for all prior years of teaching service and pertinent experience. The status of any retiree who is reemployed shall be the same as a full-time active employee, subject to all applicable rules, procedures, policies, and statutes that apply to all such full-time active employees.

SUPPORT PERSONNEL

Compensation for all non-certified employees shall be based on salary schedules or hourly rates established by the School Board, with the exception that no employee shall receive less than the minimum established by state or federal law. In determining compensation and compensation plans for support personnel, the Board shall take into account the responsibilities of the position, the qualifications needed, past experience of the individual, and years of service to the district. It shall also consider the prevailing pay for similar employment in other school districts of the area. With limited exception, the School Board shall be prohibited from reducing the hourly wage or annual salary paid to any school employee for any school year below the amount paid the school employee for the previous school year. The Board shall be further prohibited from reducing the hourly wage or annual salary of a school employee at any time during the academic year. For the purpose of this paragraph, *school employee* shall mean any employee of the School Board that is not required to hold a teacher's certificate as a condition of employment, including but not limited to, bus operator, food service worker, paraprofessional, custodian, and maintenance personnel.

Certain employees may be employed on the basis of a fixed number of days beyond the 182 days of the regular school year, and shall be paid on the basis of his/her daily rate of pay.

Upon re-employment, a support employee shall be granted credit for prior years of experience with the East Baton Rouge Parish School Board for purposes of salary computation *only*, provided the termination of his/her previous employment was the result of the application of the Board's *Reduction in Staff Personnel* policy made necessary by a reduction in the funding for and/or the termination or elimination of the program in which he/she was previously a salaried employee.

Ref: 29 U.S.C. Section 207, 29 U.S.C. Section 213, 29 U.S.C. Section 778; La. Rev. Stat. Ann. ' ' 11:710, 17:81; 17:83, 17:84, 17:84.1, 17:411, 17:413, 17:419 et seq., 17:421.4, 17:422.6, 17:444, 17:491, 17:492, 17:496, 17:496.1, 17:497, 17:497.1, 17:498; Garcia v. San Antonio Metropolitan Transit Authority et al., 105 S.Ct. 1005 (February 1985); Harrah Independent School District v. Martin, 99 S.Ct. 1062 (1979); Wright v. Caldwell Parish School Board, 30,448 (La. App. 2 Cir. 6/16/99), 741 136; Rouselle v. Plaquemines Parish School Board, 93-1916 9la.2/28/94), 633 So.2d 1235, 1241.