

**Belle Chasse Academy**  
**Policy Governing Revised Salary Schedule for Teachers**  
**as Required by Act 1 of the 2012 Louisiana Legislative Session**

1. **Placement**—The salary of all new teacher-employees and changes to a current teacher-employee's salary are to be submitted to the Principal with the employee's contact by the Human Relations Manager (HRM), by circling of the correct columns and annotation on the Teacher Salary Scale Form. The Principal will initial the salary scale form, sign the contract, and return both to the HRM.

2. **Experience**—Each returning teacher will automatically receive an annual salary \$250 increase based on longevity at Belle Chasse Academy.

3. **Demand**

(1) A one-time relocation allowance of up to \$1000 may be paid to new employees in high demand positions. The Principal, the Administrative Leadership Team, and the Academic Coaches will annually identify the positions considered in "high demand" for payment of this relocation allowance.\*

(2) A teacher will be compensated for earning an advanced degree. This will be accommodated through an adjustment to base pay. See Section 5 below.

(3) Teachers in grades K-4<sup>th</sup> grade must plan extensively across all curricular areas. Correspondingly, teachers in 5<sup>th</sup>-8<sup>th</sup> grade plan for only one subject area. Regrettably K-4<sup>th</sup> grade teachers are only allocated one hour of "planning" per day, with an additional 90 minutes allocated on Wednesday afternoons. Conversely, middle school teachers are allotted 90 minutes of planning per day. Leadership and management recognizes that the planning demand of K-4<sup>th</sup> grade teachers is disproportionate to the planning time apportioned, and that these teachers will, of necessity, spend more out-of-school time planning for the efficacious delivery of instruction than their 5<sup>th</sup>-8<sup>th</sup> grade counterparts. Accordingly, if the funds are available in June of each year, K-4<sup>th</sup> grade classroom teachers who have satisfactorily met all unit and lesson plan submission deadlines and quality checks will be awarded a one-time stipend of \$1500.00. Feasibility of these stipends will be determined by the Business Manager upon the completion of the annual first quarter financial report in April of each year.

4. **Performance Stipends**—Supplements to the base salary will be paid in accordance with the annual COMPASS Performance Evaluation of the Teacher. This evaluation includes COMPASS rubric scores of classroom observations **and** Value Added Model (VAM) data **or** achievement of the Student Learning Targets (SLT). The amount of the stipend will be as determined by the approved Teacher Salary Scale (attached).

5. **Advanced Degree**—Increases to the base salary rate of each teacher who obtains an Advanced Degree will be calculated using the approved Teacher Salary Scale (attached).

Such pay increases will be included in pay calculations, effective on the date the degree is conferred, as verified by official student transcripts.

6. **Additional Supplements**—Supplements to the base salary shall be paid to teachers who are athletic coaches, club sponsors, and morning/afternoon duty personnel. Such supplements shall not be paid in any year in which the teacher-employee does not perform such additional duties, and such supplements are not considered part of the base annual salary.

7. **Implementation**—Partial Implementation of this salary schedule will commence in fiscal year 2013-2014 with the addition of the “experience” salary increase for all returning 2012-2013 teachers. Commencing with the 2014-2015 fiscal year, performance stipends will be included in annual salary calculations. In no case will the amount of the annual base salary paid to a returning teacher-employee be reduced below the amount of such base salary paid during the previous school year, nor shall the amount of the annual base salary paid to a teacher-employee be reduced at any time during an academic year.

8. **Limitation on Reduction**—This limitation on the reduction of a salary shall not be applicable in the case of correction of an accounting error or in the case of a reduction necessitated by the elimination of a state or federal program or funding source.

9. **Annual Cost-of-Living Increase**—Except as authorized by the Board of Directors of Belle Chasse Academy, teacher-employees paid under the provision of Act 1 will not receive an annual cost-of-living salary increase.

10. **All Other Employees**—The annual salary of all other employees shall be governed by the procedures currently in place at Belle Chasse Academy on the date this policy is adopted by the Belle Chasse Academy Board of Directors. These employees will receive an annual cost-of-living salary increase.

***End of Policy***

\* For the 2013-2014 Fiscal Year, no teacher positions are considered in “high demand” for relocation allowance purposes.

Proposed Belle Chasse Academy, Teacher Salary Scale

No. Cart	Base	Experience					Effectiveness					Demand					Total				
		Year 1	Year 2	Year 3	Year 4	Year 5	Year 1	Year 2	Year 3	Year 4	Year 5	Year 1	Year 2	Year 3	Year 4	Year 5					
0	\$35,847	\$36,847	\$38,847	\$40,206	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	\$1,000
1	\$39,697	\$40,362	\$40,628	\$42,441	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
2	\$40,708	\$41,898	\$41,044	\$42,879	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1-Time
3	\$41,212	\$41,882	\$42,054	\$44,116	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	Relocation Allowance
4	\$41,709	\$42,386	\$42,612	\$44,918	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	for new hires
5	\$42,231	\$43,154	\$43,469	\$46,720	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
6	\$42,911	\$44,097	\$44,381	\$47,323	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	and/or
7	\$43,924	\$45,720	\$46,254	\$48,126	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	\$1,500
8	\$44,720	\$46,521	\$47,188	\$49,941	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
9	\$45,516	\$47,291	\$48,125	\$49,743	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
10	\$46,172	\$48,125	\$49,074	\$50,557	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	Annual
11	\$47,093	\$48,838	\$50,011	\$51,314	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	Planning
12	\$47,787	\$49,816	\$50,772	\$52,105	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	Stipend
13	\$48,023	\$49,816	\$51,019	\$52,353	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	K-4
14	\$48,023	\$50,071	\$51,019	\$52,353	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	Annual
15	\$48,023	\$50,071	\$51,019	\$52,353	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	(based on availability of funds)
16	\$48,984	\$50,828	\$52,060	\$53,416	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
17	\$49,231	\$51,060	\$52,050	\$53,416	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
18	\$49,231	\$51,060	\$52,282	\$53,648	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
19	\$49,968	\$52,081	\$53,088	\$54,489	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
20	\$50,205	\$52,081	\$53,334	\$54,735	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
21	\$50,205	\$52,335	\$53,334	\$54,735	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
22	\$51,207	\$53,136	\$54,414	\$55,849	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
23	\$51,207	\$53,371	\$54,414	\$55,849	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
24	\$51,445	\$53,371	\$54,647	\$56,061	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
25	\$52,237	\$54,439	\$55,501	\$56,973	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
26	\$52,237	\$54,439	\$55,501	\$56,973	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
27	\$52,237	\$54,439	\$55,501	\$56,973	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
28	\$52,237	\$54,439	\$55,501	\$56,973	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
29	\$52,237	\$54,439	\$55,501	\$56,973	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
30	\$52,237	\$54,439	\$55,501	\$56,973	250	0	250	300	350	350	500	500	600	650	700	1000	2000	3000	3000	3000	1
30+	\$52,237	\$54,439	\$55,501	\$56,973	250	0	250	300	360	350	500	500	600	650	700	1000	2000	3000	3000	3000	1

School Year Name Base Experience Effectiveness Demand Total