



**DESOTO**  
PARISH SCHOOLS



## **2026-27 Salary Schedule Adjustments/Changes**

Discussion of the proposal going to the finance team with a Plan A (Vote Passes) and Plan B (Vote Doesn't Pass). Order of events/presentation:

- Directors - March 26th
- Principals - Week of April 13th
- Board Officers - May 6th
- Statewide Election - May 16th
- Finance Committee - May 21st
- School Board Members - June 4th

Date: May 21st

## **Agenda**



- 1) Pay Raise Proposal
- 2) Incentive Proposal
- 3) Incentive Qualifications
- 4) Employee of the Year Incentives
- 5) Current Incentive Adjustments
- 6) Other Salary Schedule  
Adjustments
- 7) Wrap Up with Questions



**Right People in the Right Roles!!!!**



# Across the Board Pay Raise Proposal

- Pay raise of 6.8%.
- Pay raise considerations:
  - Sustainability
  - Positions us above districts around us
- Paid Out in monthly check





# Incentive Proposal

- **NEED** - [Research](#) based - looking at 1. hard-to-staff content incentive and 2. hard-to-staff school incentive
  - Hard-to-Staff Content:
    - SPED Inclusion and Self-Contained Classroom Teachers across the district to be paid out in June:
      - \$3000.00 - SPED certified
      - \$2000.00 - certified teacher working towards SPED Certification
      - \$1000.00 - non-certified (TAT or bachelors) but working towards
  - Hard-to-Staff Schools ([Rubric](#)):
    - To be paid out in June:
      - \$2500.00 - Certified Core, PreK, Admin, Counselors, Masters & SPED Teachers (inclusion & self-contained classroom teacher only)
      - \$1500.00 - Certified Non-Core Teachers
      - \$1000.00 - Any non-certified (bachelors) but working towards certification



## **Incentive Proposal - Reevaluation**

- Data used for hard-to-staff schools will be a 3 year average
  - Each year, a year will roll off and a new year will be added
  - For the 26-27 school year we looked at 22-23, 23-24, 24-25
- Data used for hard-to-staff content will be annual - as of March 1st
- Both will be reevaluated yearly

## **Incentive Proposal - Qualification**

- To qualify for both hard-to-staff school and content:
  - Attendance - must not miss more than 30 days
  - Placement:
    - in the school 100% of the day AND
    - be supervised by the principal
  - Must finish the contract year to receive incentive

# Employee of the Year Incentives

- Teacher of the Year
  - School Level - 1000 - 13 of them
  - District Level Winner - 1000 - 3 of them
  - Semi-finalist - 1000 - 3 of them
  - Finalist - 1000 - 3 of them
  - Overall (E, M, H, Overall) - 1000 - 3 of them
- New Teacher & Support Staff
  - School Level - 1000 - 9 of them
  - District Level Winner - 1000 - 1 of them
  - Finalist - 1000 - 1 of them
  - Overall (E, M, H, Overall) - 1000 - 1 of them
- Principal
  - District Level - 1000 - 1 of them
  - Semi-Finalist - 1000 - 1 of them
  - Finalist - 1000 - 1 of them
  - Overall (E, M, H, Overall) - 1000 - 1 of them



# Current Incentive Adjustment Proposals

- Math Supplement
  - Cut to \$5000.00 for teachers hired after July 1, 2026
  - \$5000.00 is considered to be an amount that supports recruitment and retention
  - Aligns with process used for National Board
- LEAP tested target supplement in Mansfield Schools go away





# Salary Schedule Adjustments

## Calendar Adjustments

- Bookkeepers (HS/MS): Move from 11 to 12 months for summer availability (6 people - Bookkeepers @ MS & HS).
- 10-Month Schedules: Consolidate 200-day schedules into 196-day schedules (8 people - Sec & Cust).
- 9-Month Schedules: Consolidate 180-day schedules into 176-day schedules (**18** people - Sec & Cust).

## Target Supplement Wording

Update high school math supplement to: *“in Core Math 6-12 content, Algebra I or Geometry and be teaching that content.”* (Ref: Pages 5 & 6)

## LPN Salary Realignment

Move LPNs from Paraprofessional schedule to Classroom Instructor schedule to align with market pay and improve recruitment.



# Other Salary Adjustments

## **Bus Driving & Arts Stipends**

- After-hours bus substitute pay: \$20.00/hr (Support/Certified).
- DOVE Bus Drivers: \$1,500/year (split fall/spring).
- Talented Art/Music/Theatre: \$1,000/year (split fall/spring).

## **QAT SPED Liaison Stipends**

- 0-45 Students: \$1,500
- 46-63 Students: \$2,100
- 64-89 Students: \$2,700
- 90+ Students: \$3,000

## **TAP Payout Policy**

- Contingent upon completion of the full contract year
- Must be active employee when paid out
- Partial years will not be prorated.
- Retirees will receive the full Payout in June upon completion of full contract year.





# Any Questions?

## Notes:

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