




# 2023 - 2024 TEACHER SALARY SCHEDULE Baton Rouge Region

Years of Experience	Salary
0	\$49,000
1	\$49,600
2	\$50,200
3	\$50,800
4	\$51,400
5	\$52,000
6	\$52,600
7	\$53,200
8	\$53,800
9	\$54,200
10	\$54,600
11	\$55,000
12	\$55,400
13	\$55,800
14	\$56,200
15	\$56,700
16	\$57,300
17	\$58,500

Years of Experience	Salary
18	\$59,200
19	\$59,710
20	\$60,560
21	\$61,200
22	\$62,340
23	\$63,480
24	\$64,620
25	\$65,760
26	\$66,260
27	\$66,760
28	\$67,260
29	\$67,760
30	\$68,260
31	\$68,760
32	\$69,260
33	\$69,760
34	\$70,260
35	\$70,760

Common additional compensation but not limited to the following:




## TEACHER CAREER PATHWAY

Pay Potential

**Level 3**  
IDEA Teacher  
**\$500 - \$1.5K**

**Level 4**  
IDEA Teacher  
**\$1k- \$3K**

**Level 5**  
IDEA Teacher  
**\$3.3k- \$10K\***



**Additional Performance and Stipend Pay**  
opportunities based on annual board-approved plan.\*\*

Salaries are subject to change upon notice.

\*Based on teacher placement on TCP, highest amount earned based on master teacher designation for three consecutive years.

\*\*Performance Pay paid the following school year based on nominal duties that lead to previous year results

11/17/2022

IPS Enterprises hereby acknowledges that there is a reasonable expectation that the employment of lead teachers will result in students' demonstrable, educational gains and learning within the State of Louisiana which will exceed the value of the obligations of the State of Louisiana contained herein thereby serving a public education purpose.



## 2023-24 LOUISIANA INSTRUCTIONAL STIPEND SUMMARY

The following table outlines the only approved stipends for salaried instructional staff (lead teachers) at IDEA Public Schools. Stipends are awarded to qualified staff members twice per year (November/April). Administrators are not eligible for stipends without the approval of the President and Superintendent. All salaried instructional staff must be actively employed at the time of payout to receive stipend installment.

Stipend Type	Requirement	Specifications	Annual
<b>Paid Based on Certifications From the <a href="#">LDE Website</a></b>			
Bilingual Certification	Louisiana Dept. of Education Certified K-5	Employee have active certification on LDE website on or before October 31st, 2023 for fall semester payout and on or before March 31st, 2024 for spring payout. Certificates expiring before October 31st, 2023 and March 31st, 2024 will not be eligible for their respective payout dates. Certificates that do not meet the timeline requirement may be captured on next stipend payout contingent on active status. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester.	\$ 3,000
ESL Certification	Louisiana Dept. of Education Certified		\$ 1,800
English Certified	Louisiana Dept. of Education ELA Certified and English Content Teacher of record per Tyler Munis Title grades 3 - 8		\$ 3,000
Math Certified	Louisiana Dept. of Education Math Certified and Math Content Teacher of record per Tyler Munis Title grades 3 - 12		\$ 3,000
Science Certified	Louisiana Dept. of Education Science Certified and Science Content Teacher of record per Tyler Munis Title grades 3 - 12		\$ 3,000
<b>Paid Based on Employee Credentials</b>			
Special Education Teacher	Teaching in a SPED role per Tyler Munis Title in grades PK-12	Must be Special Education or Special Education RISE teacher of record based on Tyler Munis Title before October 31st, 2023 for fall semester payout and on or before March 31st, 2024 for spring payout. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester. (SPED, RISE Teachers, or Interventionists who support in SPED as identified by the principal, must hold an active SPED certification meeting the guidelines above this document to be eligible for this payout.)	\$ 3,000
Special Education RISE Teacher	Teaching in a RISE role per Tyler Munis Title in grades PK-12		\$ 4,000
Master's Degree	All salaried instructional staff are eligible	Must have completed degree or certification on or before 10/31/23 for Fall payout and 03/31/24 for spring payout. Staff starting in role prior to Thanksgiving or March 31st will be considered for prorated stipends for the respective semester.	\$ 1,000
National Board Certified	All NBC teachers are eligible		\$ 1,000
<b>Paid Based on Identification By Campus Principal</b>			
Grade Team Leader	Academy 3-5 and College Prep	One employee selected per grade	\$ 2,000
	Academy PK-2	One employee selected per grade	\$ 1,000
<b>Paid Based on Identification By Campus Principal (Discretionary)</b>			
Content Team Leader	College Prep. One content leader per content per school.	Subject areas eligible for Content Team Leader: ELA/Reading, Math, Science, History, CSI, ILS, Electives (minimum of 4 teachers in the group including the leader; those with 3 in scaling schools can earn \$1,000)	\$ 1,500
	Academy. One content leader per content per school.	Subject areas eligible for Content Team Leader: ELA/Reading, Math, Science, Social Studies, CSI, Electives (minimum of 4 teachers in the group including the leader; those with 3 in scaling schools can earn \$750)	\$ 1,000
SPED Team Leader	College Prep	One SPED content leader per College Prep Campus. (May have RISE Team Leader in addition to SPED Team leader contingent on having a minimum of 4 teachers in each group including the leader.)	\$ 2,500
	Academy	One SPED content leader per school Academy Campus. (May have RISE Team Leader in addition to SPED Team leader contingent on having a minimum of 4 teachers in each group including the leader.)	\$ 2,000
Direct Instruction Coaches (DI Coach)	Academy Level 1 Coach	Definition of Level 1 Coach: Appointed teachers who demonstrate proficiency in tracking DI data and high performance. <a href="#">Click here to learn more.</a>	\$ 500
	Academy Level 2 Coach	Definition of Level 2 Coach: Appointed level A Coaches who have had at least one successful semester actively in role. <a href="#">Click here to learn more.</a>	\$ 600
	Academy Level 3 Coach	Definition of Level 3: Appointed level B Coaches who have had at least one successful semester actively in role. <a href="#">Click here to learn more.</a>	\$ 700
Teacher Mentor	Academy and College Prep	Teacher Mentor provides coaching support to a single same-content peer teacher, <a href="#">Click here to learn more.</a>	\$ 1,500
Teacher Manager	Academy and College Prep	Performance manager for up to two teachers, <a href="#">Click here to learn more.</a>	\$ 2,000
Club Sponsor Stipend	Campus discretion up to \$500. Anything in excess of \$500 must be approved by VP/ED		\$ 500

**NOTE: Co-Teachers and other hourly employees that serve in an extra duty capacity (Coach, UIL, GTL) MUST have a pay code created to punch in/out while performing these duties, and will be paid their hourly rate in place of the stipend.**

**Enterprise Budgeted**  
**Campus Discretionary**

\* This document has been reviewed and approved by the IDEA IPS Board. Any requests outside the above must be reviewed and approved by the compensation team in the form of an Employee Agreement.