

UNITED STATES DISTRICT COURT  
MIDDLE DISTRICT OF LOUISIANA

LAWRENCE HALL, ET AL.,  
Plaintiffs,

CIVIL ACTION  
NO. 52-1068

and

JUDGE BRADY  
MAGISTRATE DALBY

UNITED STATES OF AMERICA,  
Plaintiff-Intervenor,

VERSUS

ST. HELENA PARISH SCHOOL BOARD, ET AL.,  
Defendants.

PLAN FOR FINANCING INFRASTRUCTURE,  
PERSONNEL COSTS AND DISTRICT IMPROVEMENT

Considering the stipulations of the State of Louisiana<sup>1</sup> and the defendant St. Helena Parish School Board (School Board) before the court at a hearing on May 19, 2010—and no objections submitted thereafter by the Plaintiff-Intervenor, United States of America—the defendant School Board submits herewith its plan for financing needed infrastructure, personnel costs, and district improvements [Exhibit 1]. See orders and directives of the court in R. Docs. 437 and 440.

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<sup>1</sup> The State of Louisiana appeared and participated in these proceedings through the Louisiana Board of Elementary and Secondary Education (BESE) and the Louisiana Department of Education (DOE).

The St. Helena Parish School Board is still under the supervision of this federal district court and subject to court desegregation orders. The school system has not been declared unitary and the St. Helena Parish School Board admits that it has not taken sufficient steps to eliminate as much as practicable all vestiges of the dual system of schools based on race and color. As expressed in previous pleadings:

This school desegregation case, filed in 1952, predates Brown v. Board of Education, 347 U.S. 483 (1954). When the federal courts issued orders disestablishing the dual system of public schools based on race in St. Helena Parish, the white community abandoned public schools in mass and the absence of white students has continued for generations to the present.

The white community not only abandoned the public school system physically, it withdrew its financial support as well. White citizens block voted against school taxes on the ballot for school improvements, used its considerable political and economic influence in opposition, and successfully crusaded against any tax that would benefit the impoverished black children remaining in public schools. As a result, St. Helena

Parish has [one of] the lowest level of tax base support for public schools in the state. Over the years, the school infrastructure has deteriorated and black children are now condemned to attend schools in deplorable, unsanitary condition. St. Helena Parish public school teachers are among the lowest paid in the area and in the state and the school system's ability to attract and retain a competent, qualified instructional staff is severely circumscribed.

R. Doc. 416 at 5-6. See Affidavits of Superintendent [Exhibit 2], Executive Summary and documents from Contractor [Exhibits 3-4], and chart of comparative salaries available to St. Helena Parish school teachers and teachers in surrounding parishes [Exhibit 5].

The St. Helena Parish School Board desires to ameliorate the substandard, unsanitary conditions of public school facilities and further eliminate other unfair deprivations suffered by black children which are in substantial part the results of retaliatory action and hostile responses in opposition to the orders of federal courts enforcing the Fourteenth Amendment to the Constitution of the United States, requiring the dismantling of racially segregated dual school systems, "root and branch."

The current substandard facilities and lack of educational opportunities for black children in St. Helena Parish are continuing vestiges of the de jure educational system based on race and color. The current conditions are also a substantial factor in the continued wholesale absence white children in the St. Helena Parish School System. The School Board and its Superintendent desire to remove all vestiges of the de jure educational system based on race but lack the economic resources to accomplish the task. The longstanding refusal of the St. Helena Parish Community to provide adequate financial resources for its schools, after the federal courts ordered the dismantling of the dual racially segregated school system, long ago produced intolerable, unconstitutional conditions that not only deprive black children of equal educational opportunities, but also resulted in deteriorated school facilities that jeopardize the health and safety of these children who remain in the public schools.


The defendant St. Helena Parish School Board and Superintendent require the court to authorize them to take necessary remedial action which includes the authority to incur indebtedness and establish tax rates to cover the cost of implementing the remedies necessary to remove these continuing vestiges of racial discrimination and inequities imposed against

African-American children, which vestiges are an intolerable badge of the slavery that once existed in St. Helena Parish and throughout the State of Louisiana. In the absence of empowering the St. Helena Parish School Board and its Superintendent with the resources to address the conditions described, black children will continue to suffer inequitable deprivations of educational opportunities and white children and their parents will have no incentive to end their boycott of public schools and withholding of support for public education, thus continuing and preserving racially identifiable schools with overwhelmingly black student populations.

The St. Helena Parish School Board and its Superintendent further move the court to grant them such remedial authority as necessary to address the continuing vestiges of racial discrimination and inequality imposed against black children in public schools, including, most importantly, authority for the St. Helena Parish School Board to impose necessary and reasonable tax levels to provide the financial resources necessary to eliminate the substandard and unsanitary school facilities and to hire educational staff that can provide adequate instruction and programs that are an indicia of adequate educational opportunities.

Attached hereto as Exhibit 1 is the proposal for the financial authority requested by the St. Helena Parish School Board and its Superintendent. These are the minimal requests for taxing authority that have been rejected by public vote time and time again.

BY ATTORNEY FOR DEFENDANT  
ST. HELENA PARISH SCHOOL BOARD



NELSON DAN TAYLOR  
1822 N. Acadian Thruway W  
Baton Rouge, LA 70301  
225-356-5252

CERTIFICATE

I hereby certify that, on this day, June 18, 2010, the foregoing pleading was filed electronically with the Clerk of Court using the CM/ECF system which gives notice of filing to all counsel of record.



# EXHIBIT 1

PLAN FOR FINANCING INFRASTRUCTURE,  
PERSONNEL COSTS AND DISTRICT IMPROVEMENT

PROPOSITION NO. 1

(BOND)

Summary: To authorize not exceeding \$27,515,000 of not exceeding 20 year General Obligation Bonds of Parishwide School District of the Parish of St. Helena for the purpose of acquiring and/or improving lands for building sites, including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District and acquiring the necessary equipment and furnishings therefor, title to which shall be in the public, said bonds to be payable from ad valorem taxes.

In order to provide resources for the purpose of developing a unitary school system that eliminates all vestiges of the dual school system based on race and color, in compliance with the Fourteenth Amendment to the Constitution of the United States, the St. Helena Parish School Board requests authority from the United States District Court for the Middle District of

Louisiana, to incur debt for the Parishwide School District of the Parish of St. Helena, State of Louisiana (the "District") and issue bonds to the amount of not exceeding Twenty-Seven Million Five Hundred Fifteen Thousand Dollars (\$27,515,000), to run not exceeding twenty (20) years from date thereof, with interest at a rate or rates not exceeding eight per centum (8%) per annum, for the purpose of acquiring and/or improving lands for building sites, including construction of necessary sidewalks and streets adjacent thereto; purchasing, erecting and/or improving school buildings and other school related facilities within and for the District and acquiring necessary equipment and furnishings therefor, title to which shall be in the public; which bonds will be general obligations of the District and will be payable from ad valorem taxes to be levied and collected in the manner provided by Article VI, Section 33 of the Constitution of the State of Louisiana of 1974 and statutory authority supplemental thereto.

PROPOSITION NO. 2

(MILLAGE)

Summary: 20 year, 62.30 mills property tax of the Parishwide School District of the Parish of St. Helena to provide funding for the payment of salaries and benefits of school teachers and employees of the Parish School Board.



In order to provide resources for the purpose of developing a unitary school system that eliminates all vestiges of the dual school system based on race and color, in compliance with the Fourteenth Amendment to the Constitution of the United States, the St. Helena Parish School Board requests authority from the United States District Court for the Middle District of Louisiana to levy a tax of sixty-two and thirty hundredths (62.30) mills on all the property subject to taxation in the District (the "Tax") for a period of twenty (20) years, beginning with the year 2010 and ending with the year 2029 (an estimated \$2,406,765 reasonably expected at this time to be collected from the levy of the Tax for an entire year), for the purpose of providing funding for the payment of salaries and benefits of school teachers and employees of the Parish School Board.

## AFFIDAVIT/DAISY SLAN

### Schools in St. Helena Parish

This is the nineteen month of my employment as Superintendent of schools in St. Helena School District. There are three schools in the district that serves students enrolled from prek-12 grades. There is one school at each school level (i.e., prek-4, 5-8, and 9-12). The schools are over forty (40) years old. Due to funding in the school district, the maintenance and upkeep of the schools have been minimal. The schools do not meet safety code requirements for public facilities.

During my first year of employment, the electrical wires in the oldest building on the high school campus began to burn to the panel box and shut off but not before the panel box was burned and wires popping inside the panel box. All of this was at the high school during the first year. During the same period of time, the wires at the elementary school were hanging against the tin on the building that was cutting the wires that polarized the poles on the walk way. This rendered a very dangerous situation. The cafeteria air and heating system must stay on 24 hours per day because of a mold problem and sweating in this building. The breezeway next to the gymnasium is wet most of the time due to sweating in the area which renders this area unsafe for children walking to and from the gymnasium. The middle school looks like an abandoned school building yet children are walking into this facility every day.

The air and heating systems at every school are old. The heaters are old, hang from the ceiling, making disturbing noises. Some of the heaters have a smell of gas when they are operating. The heaters are a hazardous danger to the health of students and teachers .

There is poor lighting in all buildings. The floors have tiles that have asbestos tiles because of the age of the building. The oldest buildings on the campuses have asbestos around window seals. Some roofs are leaking and bathroom fixtures are old and rusty. This year all maintenance funds collected were spent on electric work at all schools. We managed to rewire every school so at least the wiring was correct for the electrical load at each school and to provide each classroom with more than two receptacles. The electrical work contracted over the last two years cost approximately \$280,000 dollar and there is much more needed. Our school facilities are grossly inadequate and are not ready for 21<sup>st</sup> Century technology.

There are holes in brick walls in classrooms from the inside to the outside. Many classroom doors have been turned which presents two door knob holes in each door.

During last school year, all cafeterias were condemned by the public health department. They are all outdated, small, and without the proper storage to separate cleaning supplies from food. Electrical wires and extension cords are running along the floors in the area where the cooks are working. We were able to pay an electrician to correct the problem in one cafeteria. The high school cafeteria has only two burners working in the cafeteria to prepare lunch for approximately 341 students on the school campus.

The children in St. Helena Parish public schools are poor, mostly African-American, who are forced to attend these schools because they have no choice. Years of neglect and refusal to provide tax support for public schools, which apparently began about the time the courts ordered the end to racially segregated, separate schools, has now the cumulative result of horrific, dangerous conditions for public school children. Although St. Helena Parish is not a rich parish, it has sufficient resources to provide a safe school environment and adequate salaries for teachers. Nevertheless, two tax proposals have failed during my term as superintendent

#### Teacher Salaries

The St. Helena Parish salary schedule is some \$12,000 dollars less than salaries in surrounding, nearby parishes. A beginning teacher's salary is \$31,512 dollars per year. For example, Livingston Parish teachers begin at \$ 41,000 + dollars per year with no years of experience. A teacher in St. Helena would have to work 24 years to make that salary per year. Even with the minimal sales tax supplement available, the salaries that we are able to pay teachers does not permit our school system to attract or retain quality teachers.

Under the penalty of perjury, I certify that the foregoing is true and correct to the best of my knowledge and belief

On this 18<sup>th</sup> day of June, 2010

/s/ Daisy Slan

Superintendent, St. Helena Parish School



## EXECUTIVE SUMMARY

### Introduction



In 2004 CSRS assisted Superintendent Payne and the St Helena Parish School System (SHPSS) by conducting abbreviated Facility Assessments for St Helena Central Elementary, St Helena Central Middle, and St Helena Central High Schools. Our objective was to assist the district by identifying what deficiencies exist in the schools, and estimate how much it would cost to repair them. In 2008, we began assisting Superintendent Slan with some minor assessments and work she required to solicit grants for the system and address emergency repairs and construction.



The conditions of the schools within the district mimic the same pattern of neglect that other systems have had to endure because of lack of funding to address and sustain deferred maintenance. Areas assessed included site features such as driveways, sidewalks, parking, drainage, landscaping, playground equipment, site lighting, and fencing. Building conditions were evaluated on the exterior and interior and include roofing, building envelope, windows and doors, lighting, floors, ceilings, interior finishes, fire alarm, accessibility, code considerations, and numerous other criteria. We ultimately assessed the physical deficiencies at each of the campuses.





### Observation Process

First, we gathered information from the principal at each school including all of the basic information about the size, configuration, and usage of all spaces. We also received a list of known deficiencies, as well as requested improvements. We visited the campuses for the purpose of an on site inspection of all aspects of the facility. The onsite inspection included a walkthrough of every space and the entire campus exterior.



The results listed within are general and based solely on information gathered from school system personnel and on site observations. No intrusive or destructive testing was done to confirm these observations. Non-standard inspection methods may be required to further define the scope and costs to repair some of the noted deficiencies.

### Observation Team

The CSRS team visited all three campuses at various times to compile a comprehensive list of conditions for each site. The following are the on site team members:



<u>Firm Name/Personnel</u>	<u>Position</u>	<u>Specialty</u>
<u>CSRS</u> Chris Pellegrin, AIA	Principal	Site/Exterior/Interior/ Accessibility/Life Safety/ Finish Systems/Codes
Brian J. LaFleur, I	Project Manager	Site/Exterior/Interior/ Accessibility/Life Safety/ Finish Systems/Codes





## General Deficiencies

1. Re-Build Classroom Building that was destroyed by fire.
2. Repair roof leaks
3. Install New HVAC systems
4. Address ADA accessibility issues
5. Upgrade Fire Alarm system
6. Provide Emergency lights/exit signs
7. Provide ADA Hardware – All Schools
8. Install safety glazing in door windows/lites
9. Provide audio/visual devices
10. Upgrade classrooms
11. Upgrade restrooms for ADA accessibility
12. Provide ADA accessible water fountains
13. Address all hazardous materials (removal or containment)
14. Install Fire Alarm system at the High School
15. Upgrade electrical service entrance
16. Upgrade Kitchen/Cafeteria
17. Replace all classroom lighting
18. Address driveways and parking lots
19. Upgrade Gymnasiums
20. Address circulation and bus/pedestrian routes – All Schools



### Cost Summary (2009)

<u>School</u>	<u>Cost</u>
St Helena Central Elementary	\$ 4,902,000.00
St Helena Central Middle	\$ 6,322,000.00
St Helena Central High	<u>\$10,677,000.00</u>
Sub-Total	\$21,901,000.00
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Soft Cost (Management/Architect/Engineering/Etc.) 15%	\$ 3,285,150.00
Contingency 15%	\$ 2,190,100.00
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<b>DISTRICT TOTAL</b>	<b>\$27,376,250.00</b>

February 9, 2009

Dr. Daisy Slain  
St. Helena Parish School District  
P.O. Box 540  
Greensburg, LA 70441-0540

Re: St. Helena Parish School System  
CSRS Project No: 29010.90

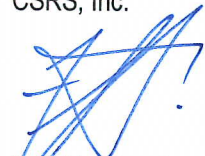
Dear Slain:

We have completed the requested task of providing you with preliminary figures for rehabilitation needs at three school sites in your parish. Attached you will find a cost breakdown for each campus considering the basic needs for students and faculty to function in an improved instructional/learning environment.

Please review the information, if further assistance is needed, please contact us.

Sincerely,

CSRS, Inc.



Floyd Luster, Jr.

BL:fl

Enclosures

CSRS, Inc.  
6767 Perkins Road, Suite 200  
Baton Rouge, LA 70808  
PH 225 769-0546  
FX 225 767-0060  
[www.csronline.com](http://www.csronline.com)





**Project:** St. Helena Central Elementary School

**Address:** 1798 Hwy 1042  
Greensburg, LA 70441  
**Phone:** (225) 222-4364  
**Fax:** (225) 222-4399

**Principal:** Linda Saucier  
Isaucier@sthpk-12.net



**Project Budget Breakdown:**

	<b>Construction</b>	<b>\$4,779,000.00</b>
	Contractor OHP 20%:	\$ 955,800.00
	Contingency 10%:	\$ 477,900.00
	Abatement:	\$ 295,000.00
<hr/>		
<b>Sub Total</b>		<b>\$6,507,700.00</b>
	Design Fees 11%:	\$ 715,847.00
<b>Total Project Budget:</b>		<b>\$7,223,547.00</b>



**Project:** St. Helena Central Middle School

**Address:** 1590 HWY 1042  
Greensburg, LA 70441  
**Phone:** (225)222-6291  
**Fax:** (225)222-6780

**Superintendent:** Byron Hurst  
bhurst@sthpk-12.net



**Project Budget Breakdown:**

	<b>Construction</b>	<b>\$5,971,200.00</b>
	Contractor OHP 20%:	\$1,194,240.00
	Contingency 10%:	\$ 597,120.00
	Abatement:	\$ 933,000.00
<hr/>		
<b>Sub Total</b>		<b>\$8,695,560.00</b>
	Design Fees 11%:	\$ 956,512.00
<b>Total Project Budget:</b>		<b>\$9,652,072.00</b>



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**Project:** St. Helena Central High School

**Address:** 14340 HWY 37  
Greensburg, LA 70441  
Office: (225)222-4402  
Fax: (225)222-6986

**Superintendent:** Gary Porter  
gporter@sthpk-12.net



**Project Budget Breakdown:**

	<b>Construction</b>	<b>\$6,633,200.00</b>
	Contractor OHP 20%:	\$1,326,640.00
	Contingency 10%:	\$ 663,320.00
	Abatement:	\$ 960,000.00
<hr/>		
<b>Sub Total</b>		<b>\$9,583,160.00</b>
	Design Fees 11%:	\$1,054,148.00
<b>Total Project Budget:</b>		<b>\$10,637,308.00</b>

St. Helena Parish School Board  
 Salary Scale Comparison - Teachers with Bachelor's Degree  
 For the 2009-2010 Academic Year

Years Exp.	Teachers' Degree	Pointe				
		St. Helena Parish School System	Coupee Parish School System	Tangipahoa Parish School System	Washington Parish School System	Livingston Parish School System
0	Bachelor	30,512	38,392	41,348	38,280	41,640
1	Bachelor	30,865	38,766	41,815	38,569	42,004
2	Bachelor	31,218	39,138	42,281	38,857	42,368
3	Bachelor	31,573	39,504	42,750	39,204	42,734
4	Bachelor	31,925	39,876	43,216	39,606	43,097
5	Bachelor	32,279	40,247	43,683	40,009	43,462
6	Bachelor	32,634	40,619	44,152	40,413	43,878
7	Bachelor	32,988	40,990	44,620	40,817	44,243
8	Bachelor	33,342	41,346	45,087	41,220	44,608
9	Bachelor	33,901	41,905	45,818	41,858	45,184
10	Bachelor	34,457	42,463	46,546	42,605	45,758
11	Bachelor	35,014	43,020	47,274	43,268	46,365
12	Bachelor	35,588	43,594	48,025	43,951	46,939
13	Bachelor	36,179	44,185	48,797	44,652	48,530
14	Bachelor	36,179	44,388	48,810	44,681	48,530
15	Bachelor	36,179	44,591	48,823	44,709	48,530
16	Bachelor	36,788	44,794	49,606	45,404	49,589
17	Bachelor	36,788	45,003	49,606	45,404	49,589
18	Bachelor	36,788	45,212	49,606	45,404	49,589
19	Bachelor	37,415	45,421	50,412	46,118	50,616
20	Bachelor	37,415	46,205	50,412	46,118	50,616
21	Bachelor	37,415	46,528	50,412	46,118	50,616
22	Bachelor	37,415	46,851	51,241	46,853	51,712
23	Bachelor	38,061	47,334	51,241	46,853	51,712
24	Bachelor	38,061	47,818	51,241	46,853	51,712

25	Bachelor	38,061	48,301	52,098	47,613	52,778
26	Bachelor	38,727	48,458	52,498		
27	Bachelor		48,615			
28	Bachelor		48,771			
29	Bachelor		48,928			
30	Bachelor		49,085			

St. Helena Parish School Board  
 Salary Scale Comparison - Teachers with Master's Degree  
 For the 2009-2010 Academic Year

Years	Teachers' Degree	Pointe				
		St. Helena Parish School System	Coupee Parish School System	Tangipahoa Parish School System	Washington Parish School System	Livingston Parish School System
0	Master's		38,766	42,245	38,683	42,104
1	Master's	30,865	39,138	42,712	38,971	42,468
2	Master's	31,218	39,504	43,181	39,261	42,834
3	Master's	31,573	39,876	43,646	39,606	43,197
4	Master's	31,925	40,247	44,114	40,009	43,562
5	Master's	32,279	40,804	44,809	40,615	44,110
6	Master's	32,811	41,346	45,505	41,220	44,708
7	Master's	33,342	41,905	46,236	41,858	45,284
8	Master's	33,901	42,463	46,963	42,491	45,858
9	Master's	34,457	43,020	47,691	43,125	46,431
10	Master's	35,013	43,578	48,419	43,873	47,005
11	Master's	35,570	44,135	49,146	44,535	47,629
12	Master's	36,126	44,742	49,939	45,255	48,236
13	Master's	36,733	45,369	50,758	45,997	49,913
14	Master's	37,360	45,584	50,771	46,026	49,913
15	Master's	37,360	45,798	50,784	46,054	49,913
16	Master's	37,360	46,013	51,611	46,817	51,057
17	Master's	38,004	46,234	51,611	46,846	51,057
18	Master's	38,004	46,456	51,611	46,846	51,057
19	Master's	38,004	46,677	52,464	47,602	52,171
20	Master's	38,668	47,461	52,464	47,602	52,171
21	Master's	38,668	47,802	52,464	47,602	52,171
22	Master's	38,668	48,143	53,340	48,380	53,353
23	Master's	39,350	48,639	53,340	48,380	53,353
24	Master's	39,350	49,136	53,340	48,380	53,353

25	Master's	39,350	49,632	54,246	49,183	54,508
26	Master's	40,055	49,789	54,626		
27	Master's		49,946			
28	Master's		50,103			
29	Master's		50,260			
30	Master's		50,417			

St. Helena Parish School Board  
 Salary Scale Comparison - Teachers with Master's + 30 Degree  
 For the 2009-2010 Academic Year

Years Exp.	Teachers' Degree	Pointe				
		St. Helena Parish School System	Coupee Parish School System	Tangipahoa Parish School System	Washington Parish School System	Livingston Parish School System
0	Master's + 30		38,766	42,437	38,683	42,204
1	Master's + 30	30,865	39,138	42,904	38,971	42,568
2	Master's + 30	31,218	39,504	43,373	39,161	42,934
3	Master's + 30	31,573	39,876	43,838	39,606	43,297
4	Master's + 30	31,925	40,247	44,306	40,009	43,662
5	Master's + 30	32,279	40,894	45,113	40,713	44,299
6	Master's + 30	32,897	41,531	45,936	41,431	44,999
7	Master's + 30	33,521	42,185	46,788	42,174	45,671
8	Master's + 30	34,179	42,834	47,632	42,914	46,340
9	Master's + 30	34,828	43,485	48,478	43,652	47,008
10	Master's + 30	35,476	44,135	49,326	44,507	47,679
11	Master's + 30	36,126	44,789	50,176	45,277	48,400
12	Master's + 30	36,777	45,441	51,025	46,047	49,071
13	Master's + 30	37,428	46,088	51,869	46,813	50,818
14	Master's + 30	38,075	46,310	51,882	46,841	50,818
15	Master's + 30	38,075	46,532	51,895	46,870	50,818
16	Master's + 30	38,075	46,754	52,750	47,657	52,034
17	Master's + 30	38,741	46,982	52,750	47,685	52,034
18	Master's + 30	38,741	47,211	52,750	47,714	5,204
19	Master's + 30	38,741	47,439	53,631	48,523	53,219
20	Master's + 30	39,426	48,223	53,631	48,523	53,219
21	Master's + 30	39,426	48,577	53,631	48,523	53,219
22	Master's + 30	39,426	48,930	54,539	49,328	54,476
23	Master's + 30	40,133	49,434	54,539	49,328	54,476
24	Master's + 30	40,133	49,937	54,539	49,328	54,476



25	Master's + 30	40,133	50,441	55,473	50,156	55,703
26	Master's + 30	40,860	50,598	55,873		
27	Master's + 30		50,755			
28	Master's + 30		50,911			
29	Master's + 30		51,068			
30	Master's + 30		51,225			

St. Helena Parish School Board  
 Salary Scale Comparison - Teachers with Specialist in Education Degree  
 For the 2009-2010 Academic Year

Years	Teachers' Degree	Pointe				
		St. Helena Parish School System	Coupee Parish School System	Tangipahoa Parish School System	Washington Parish School System	Livingston Parish School System
0	Specialist in Education	31,397	39,320	43,314	39,289	42,853
1	Specialist in Education	31,749	39,691	43,779	39,576	43,215
2	Specialist in Education	32,104	40,062	44,249	39,867	43,581
3	Specialist in Education	32,455	40,431	44,712	40,210	43,943
4	Specialist in Education	32,811	40,804	45,182	40,615	44,310
5	Specialist in Education	33,436	41,440	45,998	41,327	44,955
6	Specialist in Education	34,084	42,089	46,844	42,066	45,673
7	Specialist in Education	34,735	42,741	47,693	42,807	46,344
8	Specialist in Education	35,383	43,392	48,538	43,546	47,012
9	Specialist in Education	36,035	44,044	49,389	44,288	47,685
10	Specialist in Education	36,683	44,695	50,235	45,141	48,353
11	Specialist in Education	37,332	45,345	51,082	45,909	49,072
12	Specialist in Education	37,980	45,993	51,927	46,676	49,740
13	Specialist in Education	38,642	46,656	52,790	47,459	51,552
14	Specialist in Education	38,642	46,884	52,803	47,487	51,552
15	Specialist in Education	38,642	47,112	52,816	47,516	51,552
16	Specialist in Education	39,326	47,340	53,695	48,324	52,836
17	Specialist in Education	39,326	47,575	53,695	48,352	52,836
18	Specialist in Education	39,326	47,809	53,695	48,381	52,836
19	Specialist in Education	39,326	48,044	54,599	49,211	54,090
20	Specialist in Education	40,030	48,828	54,599	49,268	54,090
21	Specialist in Education	40,030	49,190	54,599	49,268	54,090
22	Specialist in Education	40,030	49,551	55,528	50,092	55,413
23	Specialist in Education	40,753	50,061	55,528	50,092	55,413
24	Specialist in Education	40,753	50,572	55,528	50,092	55,413

25	Specialist in Education	40,753	51,082	56,488	50,943	56,710
26	Specialist in Education	41,500	51,239	56,888		
27	Specialist in Education		51,396			
28	Specialist in Education		51,552			
29	Specialist in Education		51,709			
30	Specialist in Education		51,866			

St. Helena Parish School Board  
 Salary Scale Comparison - Teachers with Ph.D. / Ed. D. Degree  
 For the 2009-2010 Academic Year

Years	Teachers' Degree	Pointe				
		St. Helena Parish School System	Coupee Parish School System	Tangipahoa Parish School System	Washington Parish School System	Livingston Parish School System
0	Ph.D. / Ed.D.		40,062	44,415	40,095	43,681
1	Ph.D. / Ed.D.	32,104	40,431	44,879	40,381	4,043
2	Ph.D. / Ed.D.	32,455	40,804	45,349	40,672	44,410
3	Ph.D. / Ed.D.	32,811	41,346	46,045	41,220	44,958
4	Ph.D. / Ed.D.	33,342	41,905	46,778	41,858	4,554
5	Ph.D. / Ed.D.	33,901	42,463	47,503	42,491	46,108
6	Ph.D. / Ed.D.	34,457	43,020	48,231	43,125	46,731
7	Ph.D. / Ed.D.	35,013	43,578	48,959	43,759	47,305
8	Ph.D. / Ed.D.	35,570	44,145	49,686	44,393	47,879
9	Ph.D. / Ed.D.	36,126	44,695	50,414	45,027	48,453
10	Ph.D. / Ed.D.	36,683	45,255	51,146	45,778	49,029
11	Ph.D. / Ed.D.	37,242	45,813	51,875	46,441	49,654
12	Ph.D. / Ed.D.	37,799	46,342	52,565	47,070	50,198
13	Ph.D. / Ed.D.	38,326	47,015	53,442	47,865	52,071
14	Ph.D. / Ed.D.	38,999	47,246	53,455	47,893	52,071
15	Ph.D. / Ed.D.	38,999	47,478	53,468	47,922	52,071
16	Ph.D. / Ed.D.	38,999	47,709	54,360	48,742	53,415
17	Ph.D. / Ed.D.	39,693	47,947	54,360	48,770	53,415
18	Ph.D. / Ed.D.	39,693	48,185	54,360	48,799	53,415
19	Ph.D. / Ed.D.	39,693	48,423	55,277	49,697	54,729
20	Ph.D. / Ed.D.	40,407	49,207	55,277	49,917	54,729
21	Ph.D. / Ed.D.	40,407	49,575	55,277	49,917	54,729
22	Ph.D. / Ed.D.	40,407	49,943	56,223	50,756	56,115
23	Ph.D. / Ed.D.	41,143	50,457	56,223	50,756	56,115
24	Ph.D. / Ed.D.	41,143	50,971	56,223	50,756	56,115

25	Ph.D./Ed.D.	41,143	51,485	57,197	51,620	57,473
26	Ph.D./Ed.D.	41,901	51,642	57,597		
27	Ph.D./Ed.D.		51,799			
28	Ph.D./Ed.D.		51,955			
29	Ph.D./Ed.D.		52,112			
30	Ph.D./Ed.D.		52,269			