SABINE PARISH SCHOOL BOARD



2026-2027

SALARY SCHEDULES

Approved: July 2026

PAYROLL PERIODS ARE AS FOLLOWS:			
9 Month Employees		Pay Periods:	September – August
10-11 Month Employees		Pay Periods:	August – July
12 Month Employees		Pay Periods:	July – June
Payroll is released on the 25th of each month. If the 25th falls on a holiday or a weekend, payroll is released on the last working day immediately prior to the 25th.			

Number of Months	Classification	Total Days Compensated
12	Certified/Non-Certified	240
11	Certified	214
11	Non-Certified	212
10	Certified	194
10	Non-Certified	192
9.5	Certified	184
9.5	Head-Start Non-Certified	182
9	Certified	174
9	Food Service	174
9	Paraprofessional/Interventionist/Office Clerk	172
9	Custodian	182
9	Bus Driver	170

Staff are compensated for the number of days listed above. The Sabine Parish School Board shall adopt a school calendar, and the Superintendent shall set the work schedule for employees, up to the number of days listed above for each position, in the best interest of the school district.

Staff may be required to work additional days, and their salaries may be prorated for their extended employment.

The Superintendent may clarify and have the final discretion on situations of pro-rata for staff and has the authority to grant stipends for credentials, certifications, or additional duties.

If excess sales tax revenues are generated within the parish, the Sabine Parish School Board may grant Salary Supplements.

Sabine Parish School Board Teacher Salary Schedule

ANNUAL SALARY

Steps	Level 1 Bachelors	Level 2 Masters	Level 3 Masters +30	Level 4 Specialist	Level 5 Doctorate
BASE	$34,147	$34,147	$34,147	$34,147	$34,147
0	$45,000	$45,391	$45,391	$45,978	$46,759
1	$45,391	$45,781	$45,781	$46,367	$47,147
2	$45,781	$46,173	$46,173	$46,760	$47,541
3	$46,173	$46,561	$46,561	$47,148	$48,127
4	$46,561	$46,953	$46,953	$47,541	$48,746
5	$46,953	$47,541	$47,637	$48,232	$49,360
6	$47,345	$48,128	$48,332	$48,949	$49,975
7	$47,736	$48,746	$49,054	$49,668	$50,591
8	$48,128	$49,360	$49,771	$50,384	$51,205
9	$48,746	$49,976	$50,487	$51,106	$51,822
10	$49,360	$50,592	$51,206	$51,822	$52,439
11	$49,977	$51,206	$51,926	$52,540	$53,055
12	$50,611	$51,878	$52,646	$53,255	$53,638
13	$51,265	$52,570	$53,361	$53,987	$54,382
14	$51,938	$53,282	$54,097	$54,744	$55,149
15	$52,631	$54,017	$54,855	$55,522	$55,939
16	$53,345	$54,770	$55,636	$56,322	$56,752
17	$54,082	$55,550	$56,440	$57,148	$57,590
18	$54,282	$55,750	$56,640	$57,348	$57,790
19	$54,482	$55,950	$56,840	$57,548	$57,990
20	$54,682	$56,150	$57,040	$57,748	$58,190
21	$54,882	$56,350	$57,240	$57,948	$58,390
22	$55,082	$56,550	$57,440	$58,148	$58,590
23	$55,282	$56,750	$57,640	$58,348	$58,790
24	$55,482	$56,950	$57,840	$58,548	$58,990
25	$55,682	$57,150	$58,040	$58,748	$59,190

Teacher Effectiveness Stipends			
PROFICIENT SLT $300.00	HIGHLY EFFECTIVE SLT $600.00	PROFICIENT VAM $700.00	HIGHLY EFFECTIVE VAM $1,000.00
May earn only one of the four. Does not build into the base salary.			

**CLASSROOM INSTRUCTOR CATEGORY 1	PARA-PRO EXAM OR ASSOCIATE DEGREE $25,929
**CLASSROOM INSTRUCTOR CATEGORY 2	BACHELOR'S DEGREE OR HIGHER DEGREE $29,929

Teacher Salary Determination Guidelines:

1. New teachers will start out at step zero (0). No steps will be earned or awarded until a teacher acquires certification by the LDE.

2. A person with a four (4) year degree or higher, employed to teach, who meets eligibility for an initial TAT Certificate or TAT Certificate renewal (1), can receive step zero (0) salary, given they meet all SPSB requirements. If the person has met the eligibility criteria for renewal but has not met the requirements for issuance of a PL certificate after two years, they shall receive the base salary. Once a PL program is entered, a degreed person may move to the appropriate level and receive step zero (0) pay, but will not be eligible for any step increase until he/she is certified by the LDE.

3. Existing teachers will be awarded initial steps according to their present salary. Existing teachers will be awarded initial steps according to their present salary.

4. Degrees must be from an accredited university. The personnel department will determine if a degree is from an accredited university.

5. Teachers who are rated "Ineffective" in any given year will not be awarded step increases for that year as it makes them ineligible to receive the increase as mandated by Act 1. Teachers who are rated effective shall receive a step that year to recognize the experience gained and the increased demand for effective teachers.

6. Steps are only awarded after a teacher has taught for one full school year term (August – May). A novice/newly hired teacher is at step zero (0).

7. The compensation committee will consist of the Superintendent, Director of Administrative Services, and the Director of Finance. The Superintendent must initiate a compensation committee meeting.

8. The compensation committee will meet and may award up to six (6) additional steps to a teacher who has proven to be "Proficient" or "Highly Effective" for the past two school years if:

   A. The teacher agrees in writing to teach at a "D" or "F" school for a minimum of three (3) years.

   or

   B. There is a critical shortage for this teacher's area of certification at any school, and the teacher agrees in writing to teach in that area of certification at said school for a minimum of three (3) years.

   If the teacher fails to stay at the school for three (3) years, all additionally awarded steps (not regularly earned steps) will be forfeited.

9. A return-to-work retiree teacher is deemed to have lost tenure as well as all steps and will be hired at step zero (0) of the teacher salary. After completion of two full school-year terms in which the teacher is rated effective, half of his/her service years will be awarded as steps. This provision may be waived by the Superintendent during times of critical shortage or need.

10. Teachers who transfer from outside the district but worked as a teacher for the Louisiana Department of Education will be awarded steps as if they had worked all previous years within the district. For each full year taught prior to the 2012-2013 school year, in-state transferees will be placed upon the 2011-2012 salary schedule and then mapped to the new salary schedule just as employees who were employed during the transition process were. In-state transferees will also be awarded a step for each year they were rated "effective" as a teacher during or after the 2012-2013 school year. Out-of-state transferees will be reviewed, and placement on the salary schedule will be determined by the compensation committee.

11. A teacher who teaches for a full school year term (August – May) and receives a combined SLT score and evaluation rating of "Proficient" will receive a one-time $300 stipend.

12. A teacher who teaches for a full school year term (August – May) and receives a combined SLT score and evaluation rating of "Highly Effective" will receive a one-time $600 stipend.

13. A teacher who teaches for a full school year term (August – May) and receives a combined VAM score and evaluation rating of "Proficient" will receive a one-time $700 stipend.

14. A teacher who teaches for a full school year term (August – May) and receives a combined VAM score and evaluation rating of "Highly Effective" will receive a one-time $1,000 stipend.

15. Stipends as set forth in guidelines 11 through 14 will be funded by sales tax.

16. Employees who have their salaries based upon the teacher salary schedule and who are excluded from LEADS based evaluations will be granted 1 step on the salary schedule for each year they receive a satisfactory or better evaluation from their immediate supervisor.

17. Steps are present to recognize the experience acquired and demand gained due to being an effective teacher year to year. Levels are established by the Sabine Parish School Board based upon additional demand and experience considerations of the parish. Stipends are paid as a one-time effectiveness reward to a teacher who receives an effectiveness rating as defined in guidelines 11 through 14.

18. $4,304 will be distributed as part of a 13th check each year in November; the remaining funds are divided by 12 and distributed monthly.

Deviations – The Superintendent has authorization to deviate from the salary schedule when the best interests of the system will be served. Any deviation requires (1) A statement of justification and signature of approval by the Sabine Parish School Board Superintendent of Schools, (2) Signature of Approval by the Chairman of the Sabine Parish School Board Finance Committee, (3) Signature of Approval by the Vice President of the Sabine Parish School Board, and (4) Signature of Approval by the President of the Sabine Parish School Board. (June 2025)

Appendix A: Definitions:

Effectiveness – summative evaluation rating

Demand – certification, geographic area, subject area, school/student performance, student teacher ratios

Experience – Years of experience, relevant previous work experience, and knowledge gained while attending college and/or certification programs

Level 1 – Teacher who has earned a Bachelor's degree and is either certified by the LDE, enrolled in a PL program, or has received a TAT Certification.

Level 2 – Teacher who has earned a Master's degree and also meets all the requirements of Level 1

Level 3 – Teacher who has earned a Master's degree + 30 additional graduate hours and also meets all the requirements of Level 1

Level 4 – Teacher who has earned a specialist's degree and also meets all the requirements of Level 1

Level 5 – Teacher who has earned a Doctorate degree and also meets all of the requirements of Level 1

Supplemental Salary Schedule
Act 311 (2024)

The salaries provided in the salary schedules shall be considered compensation for work performed by each employee which relates to his/her prescribed duties and responsibilities, as identified and described in the employee's job description(s). Additional compensation shall be provided as follows:

(1) In addition to all other compensation to which a teacher is entitled, any teacher who is not afforded the minimum uninterrupted planning time required by R.S. 17:434(A) shall be compensated at the effective hourly rate of that teacher for each hour of planning time.

(2) Any employee in a certified position who performs approved work beyond the scope of their prescribed duties and responsibilities in their job description and for which prior approval has been obtained from their direct supervisor and district administration shall be paid at the rate required by La. R.S. 17:418.

Any work to be performed outside of an employee's job duties and responsibilities shall require the employee to:

(a) submit a written description of the services to be performed and the estimated time to complete the task, which shall be submitted to the employee's immediate supervisor prior to commencing such services;

(b) obtain the prior written approval of the employee's immediate supervisor and district administration, AND

(c) obtain supplemental, written authority from the employee's immediate supervisor and district administration before exceeding the initial estimated time for performing such services.

Such employee shall submit a completed Extra-Duty Timesheet reflecting the services actually provided and the time spent for each item, rounded to the nearest one-tenth of an hour, within seven (7) calendar days of performing such services to their immediate supervisor. The Extra-Duty Timesheet with prior approval documentation must be submitted to Payroll monthly as the work is performed in accordance with established Payroll cutoff deadlines.

(3) All nonexempt employees shall be compensated for overtime work in accordance with the Fair Labor Standards Act, 29 U.S.C. 201.

Sabine Parish School Board Administrative and Extended Teacher Salary Schedule

9.5 Month Employees	Factor
Social Worker	1.09
Educational Diagnostician	1.1
School Psychologist	1.11

10 Month Employees	Factor
Counselor/Graduation Coach	1.11
Administrative Assistant	1.11
10-Month Coordinator / Facilitator	1.11
Assistant Principal - Elementary School	1.21
Assistant Principal - Junior High / High School	1.23

11 Month Employees	Factor
11-Month Coordinator / Facilitator	1.22
Principal - Alternative School	1.41
Principal - Elementary School	1.43
Principal - Junior High School	1.45
Principal - High School	1.48

210 Day Employee	Factor
Agricultural Teachers	1.207

12-Month Employees	Factor
12-Month Coordinator / Facilitator	1.33
Adult Education Teacher	1.33
Accountant	1.33
Supervisor	1.55
Director	1.60

1. Multiply Factor by where the employee would fall on the 9-month teacher salary schedule.
This is the employees total salary.
2. $4,304 will be distributed during November as a 13th check.
3. The remaining amount will be divided by 12 and becomes the employees monthly check amount.

SABINE PARISH SCHOOL BOARD
ACCOUNTANT/PAYROLL CLERK /
AND TITLE 1 SCHOOL SUPPORT CLERK
ASSOC DEGREE AND/OR SIXTY (60) COLLEGE HOURS
AND/OR ACCOUNTING EXPERIENCE
12 MONTHS EMPLOYMENT

STEPS	13TH CK	TOTAL ANNUAL SALARY
1	$3,364	$34,453
2	$3,364	$34,974
3	$3,364	$35,507
4	$3,364	$36,053
5	$3,364	$36,613
6	$3,364	$37,186
7	$3,364	$37,773
8	$3,364	$38,374
9	$3,364	$38,990
10	$3,364	$39,621
11	$3,364	$40,267
12	$3,364	$40,929
13	$3,364	$41,607
14	$3,364	$42,301
15	$3,364	$43,013
16	$3,364	$43,741
17	$3,364	$44,488
18	$3,364	$45,252
19	$3,364	$46,035
20	$3,364	$46,837
21	$3,364	$47,659
22	$3,364	$48,500
23	$3,364	$49,362
24	$3,364	$50,245
25	$3,364	$51,150

SABINE PARISH SCHOOL BOARD
READING INTERVENTIONIST / SPECIAL ED PARA
OFFICE CLERK
9 MONTHS EMPLOYMENT

STEPS	13TH CK	TOTAL ANNUAL SALARY
0-2	$2,508	$18,233
3-5	$2,508	$18,360
6-8	$2,508	$18,492
9-11	$2,508	$18,625
12-14	$2,508	$18,757
15-17	$2,508	$18,889
18+	$2,508	$19,022

SABINE PARISH SCHOOL BOARD
SPECIAL ED BUS AIDE
9 MONTHS EMPLOYMENT

13TH CK	TOTAL ANNUAL SALARY
$2,508	$15,664

SABINE PARISH SCHOOL BOARD
BUS DRIVERS
9 MONTHS EMPLOYMENT

STEPS	13TH CK	TOTAL ANNUAL SALARY
0-2	$2,508	$20,917
3-5	$2,508	$21,030
6-8	$2,508	$21,143
9-11	$2,508	$21,257
12-14	$2,508	$21,370
15-17	$2,508	$21,484
18+	$2,508	$21,597

SABINE PARISH SCHOOL BOARD
CAMPUS CLERK / CAMPUS SECRETARY
11 MONTHS EMPLOYMENT

STEPS	13TH CK	TOTAL ANNUAL SALARY
1	$2,971	$21,248
2	$2,971	$21,557
3	$2,971	$21,866
4	$2,971	$22,174
5	$2,971	$22,483
6	$2,971	$22,792
7	$2,971	$23,101
8	$2,971	$23,410
9	$2,971	$23,717
10	$2,971	$24,027
11	$2,971	$24,335
12	$2,971	$24,412
13	$2,971	$24,721
14	$2,971	$25,030
15	$2,971	$25,339
16	$2,971	$25,647
17	$2,971	$25,955
18	$2,971	$26,265
19	$2,971	$26,573
20	$2,971	$26,882
21	$2,971	$27,195
22	$2,971	$27,589
23	$2,971	$27,956
24	$2,971	$28,330
25	$2,971	$28,713

SABINE PARISH SCHOOL BOARD
12 MONTH SECRETARY / CLERK

STEPS	13TH CK	TOTAL ANNUAL SALARY
1	$3,364.00	$23,962.00
2	$3,364.00	$24,315.00
3	$3,364.00	$24,668.00
4	$3,364.00	$25,020.00
5	$3,364.00	$25,373.00
6	$3,364.00	$25,726.00
7	$3,364.00	$26,079.00
8	$3,364.00	$26,432.00
9	$3,364.00	$26,784.00
10	$3,364.00	$27,137.00
11	$3,364.00	$27,490.00
12	$3,364.00	$27,578.00
13	$3,364.00	$27,931.00
14	$3,364.00	$28,284.00
15	$3,364.00	$28,637.00
16	$3,364.00	$28,989.00
17	$3,364.00	$29,342.00
18	$3,364.00	$29,695.00
19	$3,364.00	$30,048.00
20	$3,364.00	$30,401.00
21	$3,364.00	$30,758.00
22	$3,364.00	$31,209.00
23	$3,364.00	$31,628.00
24	$3,364.00	$32,055.00
25	$3,364.00	$32,493.00

SABINE PARISH SCHOOL BOARD
COMPUTER TECH
12 MONTHS EMPLOYMENT

STEPS	13TH CK	TOTAL ANNUAL SALARY
0-2	$3,364.00	$30,814
3-5	$3,364.00	$31,209
6-8	$3,364.00	$31,632
9-11	$3,364.00	$32,064
12-14	$3,364.00	$32,505
15-17	$3,364.00	$32,956
18+	$3,364.00	$33,416

SABINE PARISH SCHOOL BOARD
9-MONTH CUSTODIANS

STEPS	13TH CK	TOTAL ANNUAL SALARY
0-2	$2,508.00	$19,253
3-5	$2,508.00	$19,556
6-8	$2,508.00	$19,858
9-11	$2,508.00	$20,161
12-14	$2,508.00	$20,463
15-17	$2,508.00	$20,765
18+	$2,508.00	$21,068

SABINE PARISH SCHOOL BOARD
12-MONTH CUSTODIANS

STEPS	TOTAL ANNUAL SALARY
0-2	$25,662
3-5	$26,067
6-8	$26,471
9-11	$26,874
12-14	$27,277
15-17	$27,680
18+	$28,083

SABINE PARISH SCHOOL BOARD
HEAD START FACILITATOR SALARY
SCHEDULE ASSOCIATE DEGREE
10 MONTHS EMPLOYMENT

STEPS	13TH CHECK	ANNUAL TOTAL
0	$3,009.00	$28,318.00
1	$3,009.00	$28,539.00
2	$3,009.00	$28,926.00
3	$3,009.00	$29,479.00
4	$3,009.00	$30,363.00
5	$3,009.00	$30,584.00
6	$3,009.00	$30,916.00
7	$3,009.00	$31,579.00
8	$3,009.00	$31,911.00
9	$3,009.00	$32,242.00
10	$3,009.00	$32,431.00
11	$3,009.00	$32,606.00
12	$3,009.00	$32,781.00
13	$3,009.00	$32,956.00
14	$3,009.00	$33,131.00
15	$3,009.00	$33,306.00
16	$3,009.00	$33,481.00
17	$3,009.00	$33,656.00
18	$3,009.00	$33,831.00
19	$3,009.00	$34,006.00
20	$3,009.00	$34,181.00
21	$3,009.00	$34,356.00
22	$3,009.00	$34,531.00
23	$3,009.00	$34,706.00
24	$3,009.00	$34,881.00
25	$3,009.00	$35,056.00

SABINE PARISH SCHOOL BOARD
HEAD START 3-Year Old Teacher
Associate Degree Level
9.5 MONTHS EMPLOYMENT

STEPS	13TH CHECK	ANNUAL TOTAL
0	$2,597.00	$26,901.00
1	$2,597.00	$27,201.00
2	$2,597.00	$27,501.00
3	$2,597.00	$27,801.00
4	$2,597.00	$28,101.00
5	$2,597.00	$28,401.00
6	$2,597.00	$28,701.00
7	$2,597.00	$29,001.00
8	$2,597.00	$29,301.00
9	$2,597.00	$29,601.00
10	$2,597.00	$29,901.00
11	$2,597.00	$30,101.00
12	$2,597.00	$30,301.00
13	$2,597.00	$30,501.00
14	$2,597.00	$30,701.00
15	$2,597.00	$30,901.00
16	$2,597.00	$31,101.00
17	$2,597.00	$31,301.00
18	$2,597.00	$31,501.00
19	$2,597.00	$31,701.00
20	$2,597.00	$31,901.00
21	$2,597.00	$32,101.00
22	$2,597.00	$32,301.00
23	$2,597.00	$32,501.00
24	$2,597.00	$32,701.00
25	$2,597.00	$32,901.00

Add $750 to the yearly salary for a Lead Teacher with a current CDA
Add another $1,500 to the yearly salary for a teacher with a Bachelor's Degree for a total of $2,250

SABINE PARISH SCHOOL BOARD
LPN SALARY SCHEDULE
9 MONTHS EMPLOYMENT

STEP	13TH CHECK	ANNUAL TOTAL
1	$2,508.00	$23,419.00
2	$2,508.00	$23,716.50
3	$2,508.00	$24,014.00
4	$2,508.00	$24,311.50
5	$2,508.00	$24,609.00
6	$2,508.00	$24,906.50
7	$2,508.00	$25,204.00
8	$2,508.00	$25,501.50
9	$2,508.00	$25,799.00
10	$2,508.00	$26,096.50
11	$2,508.00	$26,394.00
12	$2,508.00	$26,691.50
13	$2,508.00	$26,989.00
14	$2,508.00	$27,286.50
15	$2,508.00	$27,584.00
16	$2,508.00	$27,881.50
17	$2,508.00	$28,179.00
18	$2,508.00	$28,476.50
19	$2,508.00	$28,774.00
20	$2,508.00	$29,071.50
21	$2,508.00	$29,369.00
22	$2,508.00	$29,666.50
23	$2,508.00	$29,964.00
24	$2,508.00	$30,261.50
25	$2,508.00	$30,559.00

SCHOOL FOOD SERVICE MAINTENANCE
12 MONTHS EMPLOYMENT

	13TH	Total
STEPS	Check	Annual Pay
1	$3,364.00	$29,845.13
2	$3,364.00	$30,037.13
3	$3,364.00	$30,229.13
4	$3,364.00	$30,421.13
5	$3,364.00	$30,613.13
6	$3,364.00	$30,805.13
7	$3,364.00	$30,997.13
8	$3,364.00	$31,189.13
9	$3,364.00	$31,381.13
10	$3,364.00	$31,573.13
11	$3,364.00	$31,765.13
12	$3,364.00	$31,957.13
13	$3,364.00	$32,149.13
14	$3,364.00	$32,341.13
15	$3,364.00	$32,533.13
16	$3,364.00	$32,725.13
17	$3,364.00	$32,917.13
18	$3,364.00	$33,109.13
19	$3,364.00	$33,301.13
20	$3,364.00	$33,493.13
21	$3,364.00	$33,685.13
22	$3,364.00	$33,877.13
23	$3,364.00	$34,069.13
24	$3,364.00	$34,261.13
25	$3,364.00	$34,453.13

SCHOOL FOOD SERVICE
MANAGERS PAY SCALE
9 MONTHS EMPLOYMENT

	13th	Total
Level	Check	Annual Pay
1	$2,508	$21,746
2	$2,508	$21,879
3	$2,508	$22,011
4	$2,508	$22,143
5	$2,508	$22,276
6	$2,508	$22,408
7	$2,508	$22,540
8	$2,508	$22,672
9	$2,508	$22,804
10	$2,508	$22,936
11	$2,508	$23,068
12	$2,508	$23,200
13	$2,508	$23,324
14	$2,508	$23,450
15	$2,508	$23,576
16	$2,508	$23,702
17	$2,508	$23,863
18	$2,508	$23,995
19	$2,508	$24,128
20	$2,508	$24,260
21	$2,508	$24,392
22	$2,508	$24,525
23	$2,508	$24,657
24	$2,508	$24,789
25	$2,508	$24,921

* Add $500/year for schools with ADP of 500+ meals.

SABINE PARISH SCHOOL BOARD
SCHOOL FOOD SERVICE
TECHNICIAN SALARIES
9 MONTHS EMPLOYMENT

STEP #	13TH CK	TOTAL
1,2	$2,508	$18,977
3	$2,508	$19,040
4	$2,508	$19,103
5,6	$2,508	$19,180
7,8	$2,508	$19,246
9,10	$2,508	$19,312
11,12	$2,508	$19,378
13,14	$2,508	$19,444
15,16	$2,508	$19,510
17,18,19	$2,508	$19,569
20,21,22	$2,508	$19,632
23,24,25	$2,508	$19,695
26,27,28	$2,508	$19,758
29	$2,508	$19,821

CTE/CTTIE INSTRUCTOR
DISTRICT TECHNOLOGY SUPPORT SVCS
9 MONTHS EMPLOYMENT

STEPS	13TH CK SALES TAX	TOTAL ANNUAL
1	$2,831.00	$38,779.00
2	$2,831.00	$38,979.00
3	$2,831.00	$39,179.00
4	$2,831.00	$39,379.00
5	$2,831.00	$39,579.00
6	$2,831.00	$39,779.00
7	$2,831.00	$39,979.00
8	$2,831.00	$40,179.00
9	$2,831.00	$40,379.00
10	$2,831.00	$40,579.00
11	$2,831.00	$40,779.00
12	$2,831.00	$40,979.00
13	$2,831.00	$41,179.00
14	$2,831.00	$41,379.00
15	$2,831.00	$41,579.00
16	$2,831.00	$41,779.00
17	$2,831.00	$41,979.00
18	$2,831.00	$42,179.00
19	$2,831.00	$42,379.00
20	$2,831.00	$42,579.00
21	$2,831.00	$42,779.00
22	$2,831.00	$42,979.00
23	$2,831.00	$43,179.00
24	$2,831.00	$43,379.00
25	$2,831.00	$43,579.00

9 MONTHS EMPLOYMENT PRO RATA PER ASSIGNED WORK SCHEDULE