

# Calcasieu Parish School Board

## 2023-2024 Salary Schedules

Dr. Shannon Lafargue  
Superintendent

# 182 DAY TEACHER

## 2023-2024

T1

Stipends Paid in October Paycheck Based on Previous Year Data  
P=Performance D=Demand

| STEP | BASE<br>SALARY | Highly<br>Effective |     | Effective<br>Proficient |     | Effective<br>Emerging |     | STEP | BASE<br>SALARY | Highly<br>Effective |     | Effective<br>Proficient |     | Effective<br>Emerging |     | STEP | BASE<br>SALARY | Highly<br>Effective |     | Effective<br>Proficient |     | Effective<br>Emerging |     |
|------|----------------|---------------------|-----|-------------------------|-----|-----------------------|-----|------|----------------|---------------------|-----|-------------------------|-----|-----------------------|-----|------|----------------|---------------------|-----|-------------------------|-----|-----------------------|-----|
|      |                | P                   | D   | P                       | D   | P                     | D   |      |                | P                   | D   | P                       | D   | P                     | D   |      |                | P                   | D   | P                       | D   | P                     | D   |
| 1    | 46,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 34   | 53,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 67   | 59,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 2    | 46,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 35   | 53,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 68   | 60,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 3    | 47,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 36   | 53,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 69   | 60,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 4    | 47,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 37   | 53,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 70   | 60,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 5    | 47,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 38   | 54,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 71   | 60,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 6    | 47,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 39   | 54,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 72   | 60,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 7    | 47,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 40   | 54,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 73   | 61,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 8    | 48,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 41   | 54,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 74   | 61,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 9    | 48,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 42   | 54,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 75   | 61,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 10   | 48,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 43   | 55,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 76   | 61,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 11   | 48,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 44   | 55,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 77   | 61,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 12   | 48,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 45   | 55,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 78   | 62,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 13   | 49,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 46   | 55,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 79   | 62,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 14   | 49,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 47   | 55,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 80   | 62,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 15   | 49,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 48   | 56,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 81   | 62,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 16   | 49,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 49   | 56,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 82   | 62,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 17   | 49,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 50   | 56,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 83   | 63,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 18   | 50,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 51   | 56,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 84   | 63,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 19   | 50,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 52   | 56,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 85   | 63,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 20   | 50,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 53   | 57,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 86   | 63,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 21   | 50,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 54   | 57,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 87   | 63,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 22   | 50,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 55   | 57,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 88   | 64,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 23   | 51,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 56   | 57,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 89   | 64,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 24   | 51,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 57   | 57,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 90   | 64,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 25   | 51,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 58   | 58,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 91   | 64,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 26   | 51,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 59   | 58,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 92   | 64,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 27   | 51,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 60   | 58,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 93   | 65,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 28   | 52,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 61   | 58,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 94   | 65,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 29   | 52,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 62   | 58,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 95   | 65,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 30   | 52,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 63   | 59,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 96   | 65,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 31   | 52,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 64   | 59,361         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 97   | 65,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 32   | 52,961         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 65   | 59,561         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 98   | 66,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 33   | 53,161         | 250                 | 250 | 225                     | 225 | 200                   | 200 | 66   | 59,761         | 250                 | 250 | 225                     | 225 | 200                   | 200 |      |                |                     |     |                         |     |                       |     |

SPRINGBOARD TEACHER SALARY for qualifying teachers - **\$37,000**

Includes \$200 Experience Adjustment if Rating Not Ineffective  
BASE FOR ADMINISTRATIVE INDEXES

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

PART-TIME TEACHERS - In limited situations where part-time teachers are utilized, salary will be divided by 7 periods times # of periods taught.

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

**PIPS INCREMENTS**

TO BE PAID ABOVE THE MINIMUM STATE TEACHER'S SALARY SCHEDULE  
AS REVISED AUGUST 1981

| <u>EXPERIENCE</u> | <u>BA</u> | <u>MA</u> | <u>M+30</u> | <u>SPEC</u> | <u>PHD</u> |
|-------------------|-----------|-----------|-------------|-------------|------------|
| 3                 | 1,129     | 1,155     | 1,155       | 1,193       | 1,257      |
| 4                 | 1,155     | 1,180     | 1,180       | 1,219       | 1,297      |
| 5                 | 1,180     | 1,219     | 1,225       | 1,266       | 1,337      |
| 6                 | 1,206     | 1,257     | 1,270       | 1,310       | 1,377      |
| 7                 | 1,231     | 1,297     | 1,317       | 1,357       | 1,417      |
| 8                 | 1,257     | 1,337     | 1,364       | 1,404       | 1,457      |
| 9                 | 1,297     | 1,377     | 1,411       | 1,451       | 1,497      |
| 10                | 1,337     | 1,417     | 1,457       | 1,497       | 1,538      |
| 11                | 1,437     | 1,457     | 1,504       | 1,544       | 1,578      |
| 12                | 1,505     | 1,529     | 1,551       | 1,591       | 1,618      |
| 13                | 1,738     | 1,749     | 1,861       | 1,909       | 1,941      |
| 14                | 1,738     | 1,894     | 2,016       | 2,068       | 2,103      |
| 15                | 1,872     | 2,040     | 2,171       | 2,227       | 2,265      |
| 16                | 1,872     | 2,040     | 2,171       | 2,227       | 2,265      |
| 17                | 1,872     | 2,040     | 2,171       | 2,227       | 2,265      |
| 18                | 2,273     | 2,477     | 2,637       | 2,705       | 2,750      |
| 19                | 2,273     | 2,477     | 2,637       | 2,705       | 2,750      |
| 20                | 2,273     | 2,477     | 2,637       | 2,705       | 2,750      |
| 21                | 2,674     | 2,915     | 3,102       | 3,182       | 3,235      |
| 22                | 2,674     | 2,915     | 3,102       | 3,182       | 3,235      |
| 23                | 2,674     | 2,915     | 3,102       | 3,182       | 3,235      |
| 24                | 2,674     | 2,915     | 3,102       | 3,182       | 3,235      |
| 25+               | 3,075     | 3,352     | 3,567       | 3,659       | 3,721      |

**NOTE:**

**PIPS increments are paid based on degree and experience as of**

**September 1 of the fifth year of the program.**

***(PIPS salary does not increase with each step increase)***

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## **SALARY SUPPLEMENT FOR EXTRA-CURRICULAR SPONSORS & COACHES**

### **ELEMENTARY SCHOOLS**

#### **Vocal Music**

#### **\$1,000 supplement**

Must compete in LMEA District Festival and perform at two school activities per year.

### **MIDDLE SCHOOLS**

#### **Head Coach**

1 Male/1 Female

#### **\$2,000 supplement**

Must coach 3 sports.

#### **Assistant Coach**

(2 positions)

#### **\$1,600 supplement**

A full time coach (middle school) will be paid for 192 days employment based on degree and experience plus the supplement listed above. A full time coach must have at least 3 coaching assignments and report 10 extra days before or after the normal school year.

Also, one \$480 supplement for one additional assistant football coach at each middle school.

#### **Band Director**

#### **\$2,000 supplement**

Must compete in LMEA District Festivals and have two concerts per year.

#### **Vocal Music Instructor**

#### **\$2,000 supplement**

Must compete in LMEA District Festival and perform at two school activities per year.

#### **Cheerleader Sponsor**

#### **\$560 supplement**



**HIGH SCHOOLS**

| <b>Head Coaches</b> | <b>Supplement</b> |
|---------------------|-------------------|
| Class AAAAA         | \$5,500           |
| Class AAAA          | \$5,300           |
| Class AAA           | \$5,100           |
| Class AA            | \$4,900           |
| Class B             | \$4,500           |
| Class C             | \$4,300           |

| <b>Assistant Coaches</b> | <b>Supplement</b> |
|--------------------------|-------------------|
| Class AAAAA              | \$3,100           |
| Class AAAA               | \$2,900           |
| Class AAA                | \$2,700           |
| Class AA                 | \$2,500           |
| Class B                  | \$2,100           |
| Class C                  | \$2,100           |

A full-time coach will be paid for 202 days employment based on degree and experience plus the supplement listed above. A full-time coach must have at least three coaching assignments and report to work August 1 to receive his/her full coaching supplement as head coach or an assistant coach.

Full supplement assistant coaches that are head coaches of another major sport (Boys' Track, Girls' Track, Baseball, Softball, Boys' Basketball, Girls' Basketball & Volleyball) will receive an additional supplement of \$600.00. Limited to seven (7) per school.

**Additional Supplements:**

Two \$550 coaching supplements, two for boys and two for girls, will be provided each school when additional coaches are needed for golf, gymnastics, tennis, wrestling, soccer, swimming or additional girls' sports above three being offered.

No full time coach can be paid this supplement.

One \$550 supplement per sport not to exceed two sports per school.

**Coaching Supplements****Head Coach****Assistants**

|             |   |    |
|-------------|---|----|
| Class AAAAA | 1 | 11 |
| Class AAAA  | 1 | 10 |
| Class AAA   | 1 | 9  |
| Class AA    | 1 | 8  |
| Class B-C   | 1 | 5  |

Schools that move to a higher classification will receive the additional supplement at that time.

Schools that move to a lower classification will retain their supplements in the higher classification for 2 years. The supplements will be reduced at the next reclassification.

**Head Band Director****Supplement**

(in schools with football teams)

|             |         |
|-------------|---------|
| Class AAAAA | \$5,500 |
| Class AAAA  | \$5,300 |
| Class AAA   | \$5,100 |
| Class AA    | \$4,900 |

**Assistant Band Director****Supplement**

(in schools with football teams)

|             |         |
|-------------|---------|
| Class AAAAA | \$3,100 |
| Class AAAA  | \$2,900 |
| Class AAA   | \$2,700 |
| Class AA    | \$2,500 |

Band Directors will be paid for 202 days employment based on degree and experience plus the supplement listed above.

Band Directors who teach at the High School and Middle School shall receive the appropriate High School stipend plus an additional \$600.00.

Schools that move to a higher classification will receive the additional supplement at that time.

Schools that move to a lower classification will retain their supplements in the higher classification for 2 years. The supplements will be reduced at the next re-classification.

**Vocal Music Instructor****Supplement**

|             |         |
|-------------|---------|
| Class AAAAA | \$3,100 |
| Class AAAA  | \$2,900 |
| Class AAA   | \$2,700 |
| Class AA    | \$2,500 |
| Class B     | \$2,100 |
| Class C     | \$2,100 |

Vocal Music Instructors who teach at the High School and Middle School shall receive the appropriate High School stipend plus an additional \$600.00.

Schools that move to a higher classification will receive the additional supplement at that time.

Schools that move to a lower classification will retain their supplements in the higher classification for 2 years. The supplements will be reduced at the next re-classification.

**Debate Coaches****Supplement**

|                        |         |
|------------------------|---------|
| 3-5 Tournaments/Plays  | \$560   |
| 6-10 Tournaments/Plays | \$1,000 |
| 10+ Tournaments/Plays  | \$1,500 |

**Drill Squad & Cheerleader Sponsors****Supplement**

|  |         |
|--|---------|
| Football & Basketball                        | \$2,400 |
| Football                                     | \$1,200 |
| Basketball                                   | \$1,200 |
| Attends all activities assigned by Principal |         |

**Quiz Bowl****Supplement**

\$560

**eSports Coaches (1 per school)****Supplement**

|                 |         |
|-----------------|---------|
| 3 Games minimum | \$2,000 |
|-----------------|---------|

Requirements:

1. The school MUST participate in at least 3 games per year.
2. The school MUST participate in a Fall state league and a Spring state league.
  - a. This includes games that have an opportunity for a State Championship.
3. The school may participate in a Youth league as their third game for the year.
4. The school may participate in additional State League and/or Youth League games beyond the minimum for the yearly supplement, but the coach will not be paid any additional supplement.
5. Game forfeits by a school may affect the supplement of a coach. This does not include forfeits of the opposing team.

**2023-2024  
LICENSED PRACTICAL  
NURSE (L.P.N.)**

**REGISTERED  
NURSES (R.N.)  
NURSING COORDINATOR**

| <u>STEP</u> | <u>SALARY</u> | <u>STEP</u> | <u>SALARY</u> |
|-------------|---------------|-------------|---------------|
| 1           | 21,142        | 1           | 46,606        |
| 2           | 21,435        | 2           | 46,959        |
| 3           | 21,732        | 3           | 47,312        |
| 4           | 22,032        | 4           | 47,667        |
| 5           | 22,338        | 5           | 48,119        |
| 6           | 22,648        | 6           | 48,498        |
| 7           | 22,964        | 7           | 48,853        |
| 8           | 23,283        | 8           | 49,207        |
| 9           | 23,607        | 9           | 49,637        |
| 10          | 23,937        | 10          | 50,205        |
| 11          | 24,272        | 11          | 50,770        |
| 12          | 24,610        | 12          | 51,540        |
| 13          | 24,951        | 13          | 52,123        |
| 14          | 25,304        | 14          | 52,724        |
| 15          | 25,660        | 15          | 53,074        |
| 16          | 26,019        | 16          | 53,424        |
| 17          | 26,385        | 17          | 53,774        |
| 18          | 26,756        | 18          | 54,124        |
| 19          | 27,133        | 19          | 54,474        |
| 20          | 27,515        | 20          | 54,824        |
| 21          | 27,903        | 21          | 55,174        |
| 22+         | 28,296        | 22          | 55,524        |
|             |               | 23          | 55,874        |
|             |               | 24          | 56,224        |
|             |               | 25          | 56,574        |
|             |               | 26          | 56,924        |
|             |               | 27          | 57,274        |
|             |               | 28+         | 57,624        |

Nursing Coordinator will be employed for 202 days beginning on August 1st and paid an additional supplement of \$6,000 for supervisory and administrative duties.

All nurses (including coordinator) will receive \$600.00 as per Act 12 of 1991 and \$750.00 per year for on call duties.

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**INSTRUCTIONAL EMPLOYEES**  
**(EMPLOYED FOR MORE THAN 182 DAYS PER SCHOOL YEAR)**  
**2023-2024**

1/182 Local Teachers' Salary Schedule based on Degree and Experience X Days Employed =  
 Salary.

**Extended Day Employees**

Educational Diagnostician, Social Worker, School Psychologist, Audiologist, Speech Evaluator,  
 Counselor, Curriculum & Instructional Consultant, Program Facilitator, Resource Specialist, Substance  
 Abuse Program Coordinator, Child Search Coordinator, CTTIE Instructor, Vocational Agriculture  
 Teacher, Technology Consultant, Student Wellness Educator

NOTE: Effective July 1, 1996, days of employment will be extended (and  
 pay adjusted accordingly) for counselors as follows:

Elementary - add 5 days  
 Middle School - add 15 days  
 High School - add 25 days

**INSTRUCTIONAL EMPLOYEES**  
**ADDITIONAL SUPPLEMENTS**  
**2023-2024**

|  |                       |
|--|-----------------------|
| Instructional Video Upload to CPSB MARKETPlace (Single Lesson)<br>(Once approved by appropriate Administrative Director) | \$25.00 per lesson    |
| Live Streamed Courses<br>(Once approved by appropriate Administrative Director)  | \$750.00 per semester |

NOTE: Additional supplements restricted to classroom teachers

## CTTIE INSTRUCTOR 2023-2024

### CTTIE Instructors with a degree

Salary will be based on the Calcasieu Parish School Board salary schedule for teachers.

### CTTIE Instructors without a degree

The salary schedule for a CTTIE Instructor (non-degreed) will be based on the Calcasieu Parish School Board salary schedule for a B.A. using steps 1-22.

CTTIE Department Head shall be paid a supplement of \$1,150.00.

| CTTIE INSTRUCTORS<br>NON-DEGREED<br>182 DAY |        | CTTIE INSTRUCTORS<br>NON-DEGREED<br>222 DAY |        | CTTIE INSTRUCTORS<br>NON-DEGREED<br>242 DAY |        |
|---|--------|---|--------|---|--------|
| STEP  | SALARY | STEP  | SALARY | STEP  | SALARY |
| 1   | 46,761 | 1   | 57,039 | 1   | 62,177 |
| 2   | 46,961 | 2   | 57,283 | 2   | 62,443 |
| 3   | 47,161 | 3   | 57,527 | 3   | 62,709 |
| 4   | 47,361 | 4   | 57,771 | 4   | 62,975 |
| 5   | 47,561 | 5   | 58,014 | 5   | 63,241 |
| 6   | 47,761 | 6   | 58,258 | 6   | 63,507 |
| 7   | 47,961 | 7   | 58,502 | 7   | 63,773 |
| 8   | 48,161 | 8   | 58,746 | 8   | 64,039 |
| 9   | 48,361 | 9   | 58,990 | 9   | 64,305 |
| 10  | 48,561 | 10  | 59,234 | 10  | 64,571 |
| 11  | 48,761 | 11  | 59,478 | 11  | 64,837 |
| 12  | 48,961 | 12  | 59,722 | 12  | 65,103 |
| 13  | 49,161 | 13  | 59,966 | 13  | 65,369 |
| 14  | 49,361 | 14  | 60,210 | 14  | 65,635 |
| 15  | 49,561 | 15  | 60,454 | 15  | 65,901 |
| 16  | 49,761 | 16  | 60,698 | 16  | 66,166 |
| 17  | 49,961 | 17  | 60,942 | 17  | 66,432 |
| 18  | 50,161 | 18  | 61,186 | 18  | 66,698 |
| 19  | 50,361 | 19  | 61,430 | 19  | 66,964 |
| 20  | 50,561 | 20  | 61,674 | 20  | 67,230 |
| 21  | 50,761 | 21  | 61,918 | 21  | 67,496 |
| 22+   | 50,961 | 22+   | 62,162 | 22+   | 67,762 |

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## ASSISTANT PRINCIPAL 2023-2024

AAP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$61,761.00)

|             | 1             | 2             | 3             |
|-------------|---------------|---------------|---------------|
|             | AAP1          | AAP2          | AAP3          |
|             | ELEMENTARY    | MIDDLE SCHOOL | HIGH SCHOOL   |
| <u>STEP</u> | <u>FACTOR</u> | <u>FACTOR</u> | <u>FACTOR</u> |
| 1           | 1.0702        | 1.1021        | 1.2010        |
| 2           | 1.0793        | 1.1113        | 1.2101        |
| 3           | 1.0886        | 1.1206        | 1.2194        |
| 4           | 1.0977        | 1.1297        | 1.2285        |
| 5           | 1.1070        | 1.1389        | 1.2378        |
| 6           | 1.1162        | 1.1482        | 1.2470        |
| 7           | 1.1254        | 1.1573        | 1.2562        |
| 8           | 1.1346        | 1.1666        | 1.2654        |
| 9           | 1.1438        | 1.1757        | 1.2746        |
| 10          | 1.1530        | 1.1850        | 1.2834        |
| 11          | 1.1622        | 1.1941        | 1.2930        |
| 12          | 1.1714        | 1.2034        | 1.3022        |
| 13          | 1.1806        | 1.2126        | 1.3114        |
| 14          | 1.1898        | 1.2218        | 1.3206        |
| 15          | 1.1990        | 1.2310        | 1.3298        |
| 16          | 1.2082        | 1.2402        | 1.3390        |
| 17          | 1.2174        | 1.2494        | 1.3482        |
| 18          | 1.2260        | 1.2581        | 1.3576        |
| 19          | 1.2345        | 1.2669        | 1.3671        |
| 20          | 1.2432        | 1.2758        | 1.3767        |
| 21          | 1.2519        | 1.2847        | 1.3863        |
| 22+         | 1.2607        | 1.2937        | 1.3960        |

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

**STEP** = Administrative Experience + Teaching Experience Component + Degree Component

**Administrative Experience** = 1 year per year of experience as an administrator.

**Teaching Experience Component** =

- 1 if teaching exp. = 5-9.9 years
- 2 if teaching exp. = 10-14.9 yrs.
- 3 if teaching exp. = 15-19.9 yrs.
- 4 if teaching exp. = 20-24.9 yrs.
- 5 if teaching exp. = 25+ yrs.

**Degree Component** = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

**ELEMENTARY SCHOOL PRINCIPAL****2023-2024**

AEP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$61,761.00)

| <b>STEP</b> | <sup>1</sup><br><b>AEP1</b> | <sup>2</sup><br><b>AEP2</b> | <sup>3</sup><br><b>AEP3</b> |
|-------------|-----------------------------|-----------------------------|-----------------------------|
|             | <b>0-17.9 TEACHERS</b>      | <b>18-29.9 TEACHERS</b>     | <b>30 TEACHERS</b>          |
|             | <b>FACTOR</b>               | <b>FACTOR</b>               | <b>FACTOR</b>               |
| 1           | 1.1610                      | 1.1817                      | 1.1945                      |
| 2           | 1.1702                      | 1.1909                      | 1.2037                      |
| 3           | 1.1795                      | 1.2000                      | 1.2130                      |
| 4           | 1.1886                      | 1.2093                      | 1.2221                      |
| 5           | 1.1978                      | 1.2184                      | 1.2313                      |
| 6           | 1.2070                      | 1.2277                      | 1.2405                      |
| 7           | 1.2162                      | 1.2369                      | 1.2498                      |
| 8           | 1.2255                      | 1.2461                      | 1.2589                      |
| 9           | 1.2346                      | 1.2553                      | 1.2681                      |
| 10          | 1.2439                      | 1.2644                      | 1.2773                      |
| 11          | 1.2530                      | 1.2737                      | 1.2866                      |
| 12          | 1.2623                      | 1.2829                      | 1.2958                      |
| 13          | 1.2684                      | 1.2891                      | 1.3049                      |
| 14          | 1.2745                      | 1.2952                      | 1.3142                      |
| 15          | 1.2807                      | 1.3013                      | 1.3233                      |
| 16          | 1.2868                      | 1.3075                      | 1.3326                      |
| 17          | 1.2929                      | 1.3136                      | 1.3418                      |
| 18          | 1.2991                      | 1.3197                      | 1.3510                      |
| 19          | 1.3052                      | 1.3258                      | 1.3602                      |
| 20          | 1.3113                      | 1.3320                      | 1.3693                      |
| 21          | 1.3204                      | 1.3411                      | 1.3784                      |
| 22          | 1.3295                      | 1.3502                      | 1.3875                      |
| 23          | 1.3386                      | 1.3593                      | 1.3966                      |
| 24          | 1.3477                      | 1.3684                      | 1.4057                      |
| 25+         | 1.3568                      | 1.3775                      | 1.4148                      |

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

**STEP** = Administrative Experience + Teaching Experience Component + Degree Component

**Administrative Experience** = 1 year per year of experience as an administrator.

**Teaching Experience Component** =

- 1 if teaching exp. = 5-9.9 years
- 2 if teaching exp. = 10-14.9 yrs.
- 3 if teaching exp. = 15-19.9 yrs.
- 4 if teaching exp. = 20-24.9 yrs.
- 5 if teaching exp. = 25+ yrs.

**Degree Component** = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

Turnaround Principal Supplement - see page 14

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.



**MIDDLE SCHOOL PRINCIPAL****2023-2024**

AMP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$61,761.00)

|             | 1                    | 2                    | 3                    |
|-------------|----------------------|----------------------|----------------------|
|             | AMP1                 | AMP2                 | AMP3                 |
|             | 0-29.9 TEACHERS      | 30-69.9 TEACHERS     | 70+ TEACHERS         |
| <b>STEP</b> | <b><u>FACTOR</u></b> | <b><u>FACTOR</u></b> | <b><u>FACTOR</u></b> |
| 1           | 1.2022               | 1.2381               | 1.2740               |
| 2           | 1.2114               | 1.2473               | 1.2832               |
| 3           | 1.2206               | 1.2565               | 1.2924               |
| 4           | 1.2298               | 1.2657               | 1.3016               |
| 5           | 1.2390               | 1.2748               | 1.3106               |
| 6           | 1.2482               | 1.2841               | 1.3200               |
| 7           | 1.2574               | 1.2933               | 1.3292               |
| 8           | 1.2666               | 1.3025               | 1.3384               |
| 9           | 1.2758               | 1.3117               | 1.3476               |
| 10          | 1.2850               | 1.3209               | 1.3568               |
| 11          | 1.2943               | 1.3301               | 1.3659               |
| 12          | 1.3034               | 1.3393               | 1.3752               |
| 13          | 1.3127               | 1.3485               | 1.3843               |
| 14          | 1.3218               | 1.3577               | 1.3936               |
| 15          | 1.3310               | 1.3669               | 1.4028               |
| 16          | 1.3402               | 1.3761               | 1.4120               |
| 17          | 1.3495               | 1.3853               | 1.4211               |
| 18          | 1.3587               | 1.3945               | 1.4303               |
| 19          | 1.3678               | 1.4037               | 1.4396               |
| 20          | 1.3771               | 1.4129               | 1.4487               |
| 21          | 1.3862               | 1.4220               | 1.4578               |
| 22          | 1.3953               | 1.4311               | 1.4669               |
| 23          | 1.4044               | 1.4402               | 1.4760               |
| 24          | 1.4135               | 1.4493               | 1.4851               |
| 25+         | 1.4226               | 1.4584               | 1.4942               |

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

**STEP** = Administrative Experience + Teaching Experience Component + Degree Component

**Administrative Experience** = 1 year per year of experience as an administrator.

**Teaching Experience Component** =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

**Degree Component** = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

Turnaround Principal Supplement - see page 14

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

**HIGH SCHOOL PRINCIPAL****2023-2024**

AHP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$61,761.00)

|             | 1               | 2                | 3             |
|-------------|-----------------|------------------|---------------|
|             | AHP1            | AHP2             | AHP3          |
|             | 0-29.9 TEACHERS | 30-69.9 TEACHERS | 70+ TEACHERS  |
| <b>STEP</b> | <b>FACTOR</b>   | <b>FACTOR</b>    | <b>FACTOR</b> |
| 1           | 1.2844          | 1.3257           | 1.3667        |
| 2           | 1.2937          | 1.3348           | 1.3759        |
| 3           | 1.3028          | 1.3441           | 1.3851        |
| 4           | 1.3121          | 1.3532           | 1.3943        |
| 5           | 1.3213          | 1.3624           | 1.4035        |
| 6           | 1.3305          | 1.3716           | 1.4127        |
| 7           | 1.3397          | 1.3809           | 1.4219        |
| 8           | 1.3488          | 1.3901           | 1.4311        |
| 9           | 1.3581          | 1.3992           | 1.4403        |
| 10          | 1.3672          | 1.4085           | 1.4495        |
| 11          | 1.3765          | 1.4176           | 1.4587        |
| 12          | 1.3857          | 1.4269           | 1.4679        |
| 13          | 1.3949          | 1.4360           | 1.4772        |
| 14          | 1.4041          | 1.4453           | 1.4863        |
| 15          | 1.4133          | 1.4545           | 1.4954        |
| 16          | 1.4225          | 1.4636           | 1.5044        |
| 17          | 1.4317          | 1.4729           | 1.5135        |
| 18          | 1.4409          | 1.4819           | 1.5225        |
| 19          | 1.4501          | 1.4910           | 1.5316        |
| 20          | 1.4593          | 1.5000           | 1.5407        |
| 21          | 1.4684          | 1.5091           | 1.5498        |
| 22          | 1.4775          | 1.5182           | 1.5589        |
| 23          | 1.4866          | 1.5273           | 1.5680        |
| 24          | 1.4957          | 1.5364           | 1.5771        |
| 25          | 1.5048          | 1.5455           | 1.5862        |

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

**STEP** = Administrative Experience + Teaching Experience Component + Degree Component

**Administrative Experience** = 1 year per year of experience as an administrator.

**Teaching Experience Component** =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

**Degree Component** = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

Turnaround Principal Supplement - see page 14

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

## **TURNAROUND PRINCIPAL 2023-2024**

### **Turnaround Principal Supplements**

#### **1. Level I Turnaround Principal**

**Part 1-Assignment Supplement** (Added to annual salary)-\$10,000; continues each year if principal maintains "Effective" end of the year evaluations and is assigned to a school designated as Persistently Struggling.

**Part 2-Performance Target Supplements** (Paid as lump-sum at year end)-\$1,000 for each of 5 individual performance targets attained by end of school.

#### **2. Level II Turnaround Principal**

**Part 1-Assignment Supplement** (Added to annual salary)-\$5,000; continues each year if principal maintains "Effective" end of the year evaluations and is assigned to a school designated as Persistently Struggling.

**Part 2-Performance Target Supplements** (Paid as lump-sum at year end)-\$2,000 for each of 5 individual performance targets attained by end of school.

**SUPERVISOR****2023-2024**

AD

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$61,761.00)

|             | 4<br>ADM      | 1<br>AD2      |
|-------------|---------------|---------------|
|             | 12 MONTH      | 11 MONTH      |
| <b>STEP</b> | <b>FACTOR</b> | <b>FACTOR</b> |
| 1           | 1.1867        | 1.1203        |
| 2           | 1.2020        | 1.1343        |
| 3           | 1.2174        | 1.1484        |
| 4           | 1.2327        | 1.1624        |
| 5           | 1.2480        | 1.1764        |
| 6           | 1.2633        | 1.1905        |
| 7           | 1.2787        | 1.2082        |
| 8           | 1.2941        | 1.2187        |
| 9           | 1.3093        | 1.2327        |
| 10          | 1.3247        | 1.2467        |
| 11          | 1.3401        | 1.2608        |
| 12          | 1.3559        | 1.2753        |
| 13          | 1.3717        | 1.2898        |
| 14          | 1.3875        | 1.3043        |
| 15          | 1.4033        | 1.3188        |
| 16          | 1.4191        | 1.3333        |
| 17          | 1.4349        | 1.3477        |
| 18          | 1.4507        | 1.3622        |
| 19          | 1.4665        | 1.3767        |
| 20          | 1.4821        | 1.3911        |

Teacher is defined as classroom teachers (regular instruction), special education teachers (resource and self-contained only), assistant principals, librarians and counselors.

**STEP** = Administrative Experience + Teaching Experience Component + Degree Component

**Administrative Experience** = 1 year per year of experience as an administrator.

**Teaching Experience Component** =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

**Degree Component** = 1 if Degree is Masters + 30 or Specialist Degree; 2 if Degree is Doctorate; 0 if otherwise

Hearing Officer in Child Welfare and Attendance will receive an additional supplement of \$1,200.

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.



## ADMINISTRATIVE STAFF

### 2023-2024

Superintendent Contract with Board

Chief Financial Officer Contract with Board

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$61,761.00)

Chief Operating Officer/Chief Academic Officer 1.7196

Administrative Directors of Schools 1.6131

Chief Technology Officer 1.5587

Risk Manager 1.5587

Directors 1.5351

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

## GRADE AND JOB TITLE TABLE FOR SCHOOL CLERK

|         |  |
|---------|--|
| Grade A | Part Time  |
| Grade B | Assistant Principal's<br>Library<br>Counselor                                |
| Grade C | Principal's - for positions where there is more than one clerk at the school |
| Grade D | Principal's - for positions where there is only one clerk at the school      |

Supplements based on prior year October 1st counts:

|                               | ENROLLMENT       |                  |
|-------------------------------|------------------|------------------|
|                               | <u>Below 500</u> | <u>Above 500</u> |
| Elementary School Bookkeepers | \$600            | \$700            |
| Middle School Bookkeepers     | \$1,000          | \$1,200          |
| Calcasieu Career Center       |                  | \$1,200          |
| Sulphur High 9th Grade Campus |                  | \$1,200          |
| High School Bookkeepers       | \$2,000          | \$2,400          |

NOTE: Effective July 1, 1996, the days of employment for school clerks was extended and pay adjusted accordingly based on a daily rate of pay, as follows:

|                           |  |
|---------------------------|--|
| <b>Elementary Schools</b> | An additional 5 days for each clerk  |
| <b>Middle Schools</b>     | An additional 10 days for 1 clerk at each school<br>An additional 5 days for all other clerks  |
| <b>High Schools</b>       | An additional 20 days for 1 clerk at each school<br>An additional 5 days for all other clerks<br>Additional days do not apply to 12 month clerks |

**SCHOOL CLERK****2023-2024**

C

**9.5/10/12 MONTH SCHEDULE**

| <b>GRADE<br/>STEP</b> | <b>5C2<br/>9.5 Months<br/>190 Day</b> |                 | <b>5C3<br/>10 Months<br/>200 Day</b> |                 | <b>5C4<br/>12 Months<br/>260 Day</b> |                 |
|-----------------------|---------------------------------------|-----------------|--------------------------------------|-----------------|--------------------------------------|-----------------|
|                       | <b>1</b>                              | <b>2</b>        | <b>1</b>                             | <b>2</b>        | <b>1</b>                             | <b>2</b>        |
|                       | <b><u>C</u></b>                       | <b><u>D</u></b> | <b><u>C</u></b>                      | <b><u>D</u></b> | <b><u>C</u></b>                      | <b><u>D</u></b> |
| 1                     | 18,497                                | 18,748          | 19,060                               | 19,326          | 21,929                               | 22,294          |
| 2                     | 18,700                                | 18,968          | 19,271                               | 19,557          | 22,221                               | 22,613          |
| 3                     | 18,920                                | 19,192          | 19,506                               | 19,791          | 22,546                               | 22,937          |
| 4                     | 19,151                                | 19,423          | 19,749                               | 20,034          | 22,878                               | 23,268          |
| 5                     | 19,370                                | 19,657          | 19,977                               | 20,281          | 23,194                               | 23,608          |
| 6                     | 19,604                                | 19,890          | 20,227                               | 20,527          | 23,536                               | 23,950          |
| 7                     | 19,867                                | 20,134          | 20,501                               | 20,786          | 23,914                               | 24,305          |
| 8                     | 20,096                                | 20,384          | 20,744                               | 21,046          | 24,245                               | 24,661          |
| 9                     | 20,335                                | 20,637          | 20,994                               | 21,314          | 24,588                               | 25,028          |
| 10                    | 20,556                                | 20,886          | 21,226                               | 21,606          | 24,911                               | 25,399          |
| 11                    | 20,838                                | 21,160          | 21,539                               | 21,912          | 25,317                               | 25,781          |
| 12                    | 21,122                                | 21,435          | 21,870                               | 22,221          | 25,728                               | 26,169          |
| 13                    | 21,361                                | 21,733          | 22,146                               | 22,539          | 26,076                               | 26,564          |
| 14                    | 21,690                                | 22,042          | 22,491                               | 22,860          | 26,506                               | 26,969          |
| 15                    | 22,023                                | 22,354          | 22,821                               | 23,191          | 26,915                               | 27,381          |
| 16                    | 22,281                                | 22,671          | 23,114                               | 23,526          | 27,283                               | 27,798          |
| 17                    | 22,635                                | 23,007          | 23,488                               | 23,880          | 27,751                               | 28,240          |
| 18                    | 22,958                                | 23,331          | 23,828                               | 24,221          | 28,177                               | 28,667          |
| 19                    | 23,260                                | 23,671          | 24,147                               | 24,577          | 28,574                               | 29,112          |
| 20                    | 23,586                                | 24,014          | 24,488                               | 24,936          | 29,003                               | 29,565          |
| 21                    | 23,976                                | 24,366          | 24,901                               | 25,328          | 29,516                               | 30,029          |
| 22+                   | 24,342                                | 24,740          | 25,286                               | 25,721          | 29,994                               | 30,516          |

See note on page 17 regarding additional days.

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

**SCHOOL CLERK****2023-2024**

C1

**9.25 MONTH SCHEDULE****185 DAY**

|             | 1                   | 2                   | 3                   | 4                   |
|-------------|---------------------|---------------------|---------------------|---------------------|
|             | B1-1                | B1-2                | B1-3                | B1-4                |
|             | PART TIME 4 HOURS   | 7 HOURS/ 45 MIN     | 7 HOURS/45 MIN      | 7 HOURS/45 MIN      |
| <b>STEP</b> | <b><u>GRADE</u></b> | <b><u>GRADE</u></b> | <b><u>GRADE</u></b> | <b><u>GRADE</u></b> |
|             | <b><u>A</u></b>     | <b><u>B</u></b>     | <b><u>C</u></b>     | <b><u>D</u></b>     |
| 1           | 9,884               | 17,969              | 18,213              | 18,461              |
| 2           | 10,016              | 18,148              | 18,413              | 18,675              |
| 3           | 10,121              | 18,348              | 18,627              | 18,889              |
| 4           | 10,240              | 18,572              | 18,852              | 19,117              |
| 5           | 10,363              | 18,786              | 19,064              | 19,342              |
| 6           | 10,464              | 18,964              | 19,293              | 19,571              |
| 7           | 10,606              | 19,236              | 19,547              | 19,811              |
| 8           | 10,728              | 19,460              | 19,771              | 20,052              |
| 9           | 10,830              | 19,691              | 20,004              | 20,298              |
| 10          | 10,993              | 19,924              | 20,236              | 20,546              |
| 11          | 11,153              | 20,181              | 20,493              | 20,805              |
| 12          | 11,295              | 20,426              | 20,772              | 21,067              |
| 13          | 11,442              | 20,656              | 21,001              | 21,331              |
| 14          | 11,625              | 20,946              | 21,293              | 21,630              |
| 15          | 11,787              | 21,258              | 21,591              | 21,935              |
| 16          | 11,933              | 21,482              | 21,863              | 22,243              |
| 17          | 12,109              | 21,793              | 22,210              | 22,626              |
| 18          | 12,289              | 22,127              | 22,525              | 22,886              |
| 19          | 12,448              | 22,420              | 22,820              | 23,217              |
| 20          | 12,619              | 22,719              | 23,136              | 23,551              |
| 21          | 12,857              | 23,044              | 23,516              | 23,894              |
| 22+         | 13,051              | 23,392              | 23,873              | 24,259              |

See note on page 17 regarding additional days.

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.



# **CENTRAL OFFICE CLERK 2023-2024**

CC

|             | 1        | 2        | 3        | 4        | 5        |
|-------------|----------|----------|----------|----------|----------|
|             | GRADE    | GRADE    | GRADE    | GRADE    | GRADE    |
| <u>STEP</u> | <u>A</u> | <u>B</u> | <u>C</u> | <u>D</u> | <u>E</u> |
| 1           | 20,733   | 21,756   | 22,294   | 23,184   | 24,064   |
| 2           | 21,021   | 22,063   | 22,613   | 23,521   | 24,415   |
| 3           | 21,314   | 22,377   | 22,937   | 23,862   | 24,776   |
| 4           | 21,613   | 22,697   | 23,268   | 24,210   | 25,142   |
| 5           | 21,916   | 23,024   | 23,608   | 24,566   | 25,516   |
| 6           | 22,229   | 23,356   | 23,950   | 24,929   | 25,897   |
| 7           | 22,546   | 23,696   | 24,305   | 25,311   | 26,287   |
| 8           | 22,870   | 24,043   | 24,661   | 25,677   | 26,684   |
| 9           | 23,200   | 24,396   | 25,028   | 26,065   | 27,090   |
| 10          | 23,535   | 24,757   | 25,399   | 26,457   | 27,502   |
| 11          | 23,878   | 25,124   | 25,781   | 26,859   | 27,924   |
| 12          | 24,229   | 25,498   | 26,169   | 27,268   | 28,354   |
| 13          | 24,585   | 25,882   | 26,564   | 27,686   | 28,793   |
| 14          | 24,950   | 26,272   | 26,969   | 28,113   | 29,241   |
| 15          | 25,322   | 26,671   | 27,381   | 28,543   | 29,693   |
| 16          | 25,700   | 27,075   | 27,798   | 28,987   | 30,160   |
| 17          | 26,088   | 27,489   | 28,240   | 29,442   | 30,636   |
| 18          | 26,483   | 27,914   | 28,667   | 29,900   | 31,118   |
| 19          | 26,885   | 28,343   | 29,112   | 30,353   | 31,593   |
| 20          | 27,294   | 28,783   | 29,565   | 30,801   | 32,063   |
| 21          | 27,712   | 29,230   | 30,029   | 31,290   | 32,577   |
| 22+         | 28,153   | 29,702   | 30,516   | 31,802   | 33,116   |

Grade A Mail Clerk and Print Shop Operator

Grade B All other clerical

Grade C Lead Clerk (designated); Secretary (designated) to: Directors and Supervisors

Grade D Secretary to: Chief Operating Officer, Administrative Directors, Risk Manager, and Chief Technology Officer

Grade E Secretary to: Chief Financial Officer, Chief Academic Officer and Chief Operating Officer (with committee duties)

Grade F Secretary to: Superintendent will be paid 1.27 X Step on Schedule E.

A supplement of \$300.00 will be paid to the designated lead clerk in each department if the lead clerk is required to function as department head in the absence of the supervisor/director. Step increases will be based on annual evaluations.

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

## SCHOOL FOOD SERVICE 2023-2024

L1

LUNCHROOM TECHNICIANS

180 DAYS

| STEP | HOURLY RATE | ANNUAL SALARY |             |
|------|-------------|---------------|-------------|
|      |             | 1<br>4 HOUR   | 7<br>7 HOUR |
| 1    | 13.30       | 9,573         | 16,752      |
| 2    | 13.40       | 9,645         | 16,878      |
| 3    | 13.49       | 9,709         | 16,991      |
| 4    | 13.59       | 9,781         | 17,117      |
| 5    | 13.68       | 9,846         | 17,231      |
| 6    | 13.78       | 9,918         | 17,357      |
| 7    | 13.88       | 9,990         | 17,483      |
| 8    | 13.98       | 10,062        | 17,609      |
| 9    | 14.09       | 10,141        | 17,747      |
| 10   | 14.19       | 10,213        | 17,873      |
| 11   | 14.29       | 10,285        | 17,999      |
| 12   | 14.40       | 10,365        | 18,138      |
| 13   | 14.50       | 10,437        | 18,264      |
| 14   | 14.61       | 10,516        | 18,403      |
| 15   | 14.71       | 10,588        | 18,529      |
| 16   | 14.82       | 10,667        | 18,667      |
| 17   | 14.93       | 10,746        | 18,806      |
| 18   | 15.04       | 10,825        | 18,944      |
| 19   | 15.15       | 10,905        | 19,083      |
| 20   | 15.26       | 10,984        | 19,222      |
| 21   | 15.37       | 11,063        | 19,360      |
| 22+  | 15.48       | 11,142        | 19,499      |

State Certified Assistant Manager - \$1,500

Non-Certified Assistant Manager - \$500

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**SCHOOL FOOD SERVICE****2023-2024**

MR

**LUNCHROOM MANAGER**

|             |                            |    |
|-------------|----------------------------|----|
| MANAGER I   | Serving 1-300 students     | E1 |
| MANAGER II  | Serving 301-600 students   | E2 |
| MANAGER III | Serving 601-900 students   | E3 |
| MANAGER IV  | Serving 901-1200 students  | E4 |
| MANAGER V   | Serving over 1200 students | E5 |

**12 MONTH LUNCHROOM FIELD SUPERVISOR**

L4

**ANNUAL SALARY**

| <b>STEP</b> | <b><u>E1</u></b> | <b><u>E2</u></b> | <b><u>E3</u></b> | <b><u>E4</u></b> | <b><u>E5</u></b> | <b><u>L4</u></b> |
|-------------|------------------|------------------|------------------|------------------|------------------|------------------|
| 1           | 19,767           | 20,255           | 20,679           | 21,232           | 22,516           | 34,231           |
| 2           | 19,767           | 20,255           | 20,679           | 21,232           | 22,516           | 34,231           |
| 3           | 19,913           | 20,386           | 20,792           | 21,347           | 22,641           | 34,441           |
| 4           | 20,061           | 20,533           | 20,970           | 21,427           | 22,729           | 34,652           |
| 5           | 20,222           | 20,629           | 21,086           | 21,558           | 22,873           | 34,884           |
| 6           | 20,370           | 20,857           | 21,199           | 21,656           | 22,981           | 35,096           |
| 7           | 20,548           | 20,970           | 21,330           | 21,770           | 23,108           | 35,351           |
| 8           | 20,679           | 21,086           | 21,410           | 21,867           | 23,213           | 35,539           |
| 9           | 20,826           | 21,199           | 21,591           | 21,965           | 23,321           | 35,750           |
| 10          | 20,970           | 21,330           | 21,639           | 22,096           | 23,465           | 35,957           |
| 11          | 21,135           | 21,410           | 21,736           | 22,209           | 23,590           | 36,193           |
| 12          | 21,249           | 21,492           | 21,835           | 22,261           | 23,643           | 36,356           |
| 13          | 21,561           | 21,809           | 22,158           | 22,593           | 24,003           | 36,804           |
| 14          | 21,880           | 22,131           | 22,486           | 22,928           | 24,361           | 37,260           |
| 15          | 22,204           | 22,459           | 22,820           | 23,268           | 24,724           | 37,723           |
| 16          | 22,532           | 22,792           | 23,158           | 23,615           | 25,093           | 38,193           |
| 17          | 22,867           | 23,130           | 23,503           | 23,966           | 25,468           | 38,668           |
| 18          | 23,206           | 23,474           | 23,852           | 24,323           | 25,850           | 39,149           |
| 19          | 23,551           | 23,823           | 24,208           | 24,685           | 26,237           | 39,636           |
| 20          | 23,901           | 24,178           | 24,569           | 25,054           | 26,630           | 40,130           |
| 21          | 24,257           | 24,538           | 24,935           | 25,429           | 27,030           | 40,631           |
| 22+         | 24,619           | 24,904           | 25,308           | 25,809           | 27,436           | 41,138           |

Multi-Unit Manager - \$2,000/School

State Certified Manager - \$3,000

The above schedules are based on 8 hour workdays.

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**MAINTENANCE, WAREHOUSING & TRANSPORTATION****2023-2024**

MW

| <b>STEP</b> | <b>1</b><br><b>CLASS A</b> |               | <b>2</b><br><b>CLASS B</b> |               | <b>3</b><br><b>CLASS C</b> |               | <b>4</b><br><b>PART TIME CLASS A</b> |               |
|-------------|----------------------------|---------------|----------------------------|---------------|----------------------------|---------------|--------------------------------------|---------------|
|             | <b>HOURLY</b>              | <b>ANNUAL</b> | <b>HOURLY</b>              | <b>ANNUAL</b> | <b>HOURLY</b>              | <b>ANNUAL</b> | <b>HOURLY</b>                        | <b>ANNUAL</b> |
| 1           | 14.79                      | 30,758        | 13.84                      | 28,789        | 11.37                      | 23,647        | 14.79                                | 15,379        |
| 2           | 14.95                      | 31,100        | 14.01                      | 29,132        | 11.48                      | 23,870        | 14.95                                | 15,550        |
| 3           | 15.12                      | 31,444        | 14.17                      | 29,476        | 11.59                      | 24,099        | 15.12                                | 15,722        |
| 4           | 15.28                      | 31,787        | 14.34                      | 29,819        | 11.70                      | 24,328        | 15.28                                | 15,893        |
| 5           | 15.45                      | 32,130        | 14.50                      | 30,162        | 11.81                      | 24,556        | 15.45                                | 16,065        |
| 6           | 15.61                      | 32,473        | 14.67                      | 30,505        | 11.92                      | 24,785        | 15.61                                | 16,237        |
| 7           | 15.78                      | 32,816        | 14.83                      | 30,848        | 12.03                      | 25,014        | 15.78                                | 16,408        |
| 8           | 15.94                      | 33,160        | 15.00                      | 31,192        | 12.14                      | 25,243        | 15.94                                | 16,580        |
| 9           | 16.11                      | 33,503        | 15.16                      | 31,535        | 12.25                      | 25,472        | 16.11                                | 16,751        |
| 10          | 16.27                      | 33,846        | 15.33                      | 31,878        | 12.36                      | 25,700        | 16.27                                | 16,923        |
| 11          | 16.44                      | 34,189        | 15.49                      | 32,221        | 12.47                      | 25,929        | 16.44                                | 17,095        |
| 12          | 16.60                      | 34,532        | 15.66                      | 32,564        | 12.58                      | 26,158        | 16.60                                | 17,266        |
| 13          | 16.77                      | 34,876        | 15.82                      | 32,908        | 12.69                      | 26,387        | 16.77                                | 17,438        |
| 14          | 16.93                      | 35,219        | 15.99                      | 33,251        | 12.80                      | 26,616        | 16.93                                | 17,609        |
| 15          | 17.10                      | 35,562        | 16.15                      | 33,594        | 12.91                      | 26,844        | 17.10                                | 17,781        |
| 16          | 17.26                      | 35,905        | 16.32                      | 33,937        | 13.02                      | 27,073        | 17.26                                | 17,953        |
| 17          | 17.43                      | 36,248        | 16.48                      | 34,280        | 13.13                      | 27,302        | 17.43                                | 18,124        |
| 18          | 17.59                      | 36,592        | 16.65                      | 34,624        | 13.24                      | 27,531        | 17.59                                | 18,296        |
| 19          | 17.76                      | 36,935        | 16.81                      | 34,967        | 13.35                      | 27,760        | 17.76                                | 18,467        |
| 20          | 17.92                      | 37,278        | 16.98                      | 35,310        | 13.46                      | 27,988        | 17.92                                | 18,639        |
| 21          | 18.09                      | 37,621        | 17.14                      | 35,653        | 13.57                      | 28,217        | 18.09                                | 18,811        |
| 22+         | 18.25                      | 37,964        | 17.31                      | 35,996        | 13.68                      | 28,446        | 18.25                                | 18,982        |

- Maintenance Supervisors will receive an additional annual supplement of \$2,525.
- Maintenance Planner will receive an additional \$3,500 above a supervisor's annual supplement.
- One employee in each of the electrical, plumbing, and HVAC departments will be paid a \$2,000 annual supplement for their license.
- All other employees having licenses will be paid a \$1,000 annual supplement.
- Transportation Shop Foreman will be paid an additional \$3,000 annual supplement. The Assistant Transportation Shop Foreman will be paid an additional \$1,500 annual supplement.
- Food Service Warehouse Foreman will be paid an additional \$3,000 annual supplement. Food Service Assistant Foreman will be paid an additional \$1,500 annual supplement.
- Warehouse Foreman will be paid an additional \$3,000 annual supplement.
- Part Time Class A Waste Water Technician having license will be paid an additional \$500 annual supplement.

Refer to Plan for Personnel Evaluation, Plan B, for Class Definitions

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# **CUSTODIAL 2023-2024**

J2

|      | 1              |          | 2           |          |
|------|----------------|----------|-------------|----------|
|      | HEAD CUSTODIAN |          | CUSTODIAN   |          |
|      | CLASS A        |          | CLASS B     |          |
|      | HOURLY RATE    |          | HOURLY RATE |          |
| STEP | REGULAR        | OVERTIME | REGULAR     | OVERTIME |
| 1    | 12.12          | 18.18    | 11.43       | 17.15    |
| 2    | 12.21          | 18.32    | 11.51       | 17.27    |
| 3    | 12.30          | 18.45    | 11.60       | 17.40    |
| 4    | 12.39          | 18.59    | 11.68       | 17.52    |
| 5    | 12.49          | 18.74    | 11.77       | 17.66    |
| 6    | 12.58          | 18.87    | 11.86       | 17.79    |
| 7    | 12.67          | 19.01    | 11.95       | 17.93    |
| 8    | 12.77          | 19.16    | 12.04       | 18.06    |
| 9    | 12.87          | 19.31    | 12.13       | 18.20    |
| 10   | 12.96          | 19.44    | 12.22       | 18.33    |
| 11   | 13.06          | 19.59    | 12.31       | 18.47    |
| 12   | 13.16          | 19.74    | 12.40       | 18.60    |
| 13   | 13.26          | 19.89    | 12.49       | 18.74    |
| 14   | 13.36          | 20.04    | 12.59       | 18.89    |
| 15   | 13.46          | 20.19    | 12.68       | 19.02    |
| 16   | 13.56          | 20.34    | 12.78       | 19.17    |
| 17   | 13.66          | 20.49    | 12.87       | 19.31    |
| 18   | 13.76          | 20.64    | 12.97       | 19.46    |
| 19   | 13.87          | 20.81    | 13.07       | 19.61    |
| 20   | 13.97          | 20.96    | 13.17       | 19.76    |
| 21   | 14.08          | 21.12    | 13.26       | 19.89    |
| 22+  | 14.18          | 21.27    | 13.36       | 20.04    |

Head Custodian based on 12 month position

Custodians Class B, C and D based on 9 and 12 month positions

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# **CUSTODIAL 2023-2024**

J2

| <b>STEP</b> | <b>3<br/>CUSTODIAN<br/>CLASS C</b> |                 | <b>4<br/>CUSTODIAN<br/>CLASS D</b> |                 |
|-------------|------------------------------------|-----------------|------------------------------------|-----------------|
|             | <u>HOURLY RATE</u>                 |                 | <u>HOURLY RATE</u>                 |                 |
|             | <b>REGULAR</b>                     | <b>OVERTIME</b> | <b>REGULAR</b>                     | <b>OVERTIME</b> |
|             |                                    |                 |                                    |                 |
| 1           | 10.76                              | 16.14           | 10.60                              | 15.90           |
| 2           | 10.84                              | 16.26           | 10.68                              | 16.02           |
| 3           | 10.92                              | 16.38           | 10.76                              | 16.14           |
| 4           | 11.00                              | 16.50           | 10.84                              | 16.26           |
| 5           | 11.08                              | 16.62           | 10.92                              | 16.38           |
| 6           | 11.16                              | 16.74           | 11.00                              | 16.50           |
| 7           | 11.24                              | 16.86           | 11.08                              | 16.62           |
| 8           | 11.33                              | 17.00           | 11.16                              | 16.74           |
| 9           | 11.41                              | 17.12           | 11.25                              | 16.88           |
| 10          | 11.50                              | 17.25           | 11.33                              | 17.00           |
| 11          | 11.58                              | 17.37           | 11.42                              | 17.13           |
| 12          | 11.67                              | 17.51           | 11.50                              | 17.25           |
| 13          | 11.76                              | 17.64           | 11.59                              | 17.39           |
| 14          | 11.84                              | 17.76           | 11.67                              | 17.51           |
| 15          | 11.93                              | 17.90           | 11.76                              | 17.64           |
| 16          | 12.02                              | 18.03           | 11.85                              | 17.78           |
| 17          | 12.11                              | 18.17           | 11.94                              | 17.91           |
| 18          | 12.20                              | 18.30           | 12.03                              | 18.05           |
| 19          | 12.29                              | 18.44           | 12.12                              | 18.18           |
| 20          | 12.38                              | 18.57           | 12.21                              | 18.32           |
| 21          | 12.48                              | 18.72           | 12.30                              | 18.45           |
| 22+         | 12.57                              | 18.86           | 12.39                              | 18.59           |

Custodians Class B, C and D based on 9 and 12 month positions

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# **BUS DRIVER AND BUS AIDE**

## **2023-2024**

HS

|             | 1                    | 3                    |
|-------------|----------------------|----------------------|
|             | DRIV                 | AIDE                 |
| <b>STEP</b> | <b><u>SALARY</u></b> | <b><u>SALARY</u></b> |
| 1           | 15,822               | 13,581               |
| 2           | 16,011               | 13,676               |
| 3           | 16,202               | 13,773               |
| 4           | 16,391               | 13,870               |
| 5           | 16,581               | 13,967               |
| 6           | 16,771               | 14,066               |
| 7           | 16,962               | 14,166               |
| 8           | 17,150               | 14,266               |
| 9           | 17,342               | 14,366               |
| 10          | 17,532               | 14,468               |
| 11          | 17,811               | 14,571               |
| 12          | 18,039               | 14,674               |
| 13          | 18,286               | 14,778               |
| 14          | 18,536               | 14,883               |
| 15          | 18,789               | 14,989               |
| 16          | 19,047               | 15,096               |
| 17          | 19,307               | 15,203               |
| 18          | 19,572               | 15,312               |
| 19          | 19,841               | 15,421               |
| 20          | 20,114               | 15,531               |
| 21          | 20,391               | 15,642               |
| 22+         | 20,672               | 15,754               |

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## PLATOON ROUTES 2023-2024

| <u>DISTANCE</u> | DAILY RATES<br>IN OR OUT OF WARD |              | DAILY RATES<br>ALTERNATIVE ROUTES |             |
|-----------------|----------------------------------|--------------|-----------------------------------|-------------|
|                 | <u>DRIVER</u>                    | <u>AIDE*</u> | <u>DRIVER</u>                     | <u>AIDE</u> |
| 0-10 miles      | \$20                             | \$17         | \$25                              | \$22        |
| 11-20 miles     | \$25                             | \$22         | \$32                              | \$29        |
| 21-30 miles     | \$31                             | \$28         | \$40                              | \$37        |
| 31+ miles       | \$37                             | \$34         | \$49                              | \$46        |

\*SPED routes, Alternative Routes for 16 or more students

Mileage determined by distance measurement at outset of route offer

|                              | <u>DRIVER</u>   | <u>AIDE</u>     |
|------------------------------|---|-----------------|
| Route Split - Regular Routes | \$10/half day   | N/A             |
|                              | \$20/full day   | N/A             |
| Route Split - SPED           | \$10/half day   | \$8.50/half day |
|                              | \$20/full day   | \$17/full day   |
| Specialty Route Supplement   | \$12.50/half day  | N/A             |
|                              | \$25.00/full day  | N/A             |
| Field Trips (cost of driver) | \$12 show up fee plus \$10.00/hour (minimum of \$32.00) |                 |

In addition, a \$25.00 fee will be charged to club/school if field trip causes the assigned driver to miss either their AM or PM route (\$50.00 if they miss both routes - this fee will go towards the cost of substitute driver, if available, or will go towards the cost of splitting the route)

Whenever driver turns in field trip form to be paid to bookkeeper, the driver will subtract 2 hours from their overall trip time if they had to miss either their morning or afternoon route. The driver will subtract 4 hours if they missed both portions of route.



**PARAPROFESSIONAL****2023-2024**

IS

| <u>STEP</u> | <u>GRADE</u><br><u>1</u> | <u>GRADE</u><br><u>2</u> | <u>GRADE</u><br><u>3</u> | <u>GRADE</u><br><u>4</u> |
|-------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1           | 17,221                   | 17,456                   | 17,690                   | 17,926                   |
| 2           | 17,364                   | 17,598                   | 17,832                   | 18,068                   |
| 3           | 17,499                   | 17,733                   | 17,967                   | 18,203                   |
| 4           | 17,636                   | 17,871                   | 18,105                   | 18,340                   |
| 5           | 17,774                   | 18,008                   | 18,244                   | 18,479                   |
| 6           | 17,871                   | 18,105                   | 18,340                   | 18,575                   |
| 7           | 18,050                   | 18,285                   | 18,515                   | 18,755                   |
| 8           | 18,194                   | 18,423                   | 18,658                   | 18,893                   |
| 9           | 18,328                   | 18,563                   | 18,798                   | 19,032                   |
| 10          | 18,466                   | 18,700                   | 18,935                   | 19,171                   |
| 11          | 18,604                   | 18,839                   | 19,074                   | 19,308                   |
| 12          | 18,742                   | 18,977                   | 19,213                   | 19,447                   |
| 13          | 18,880                   | 19,115                   | 19,348                   | 19,584                   |
| 14          | 19,018                   | 19,252                   | 19,488                   | 19,722                   |
| 15          | 19,157                   | 19,391                   | 19,626                   | 19,862                   |
| 16          | 19,295                   | 19,529                   | 19,765                   | 19,999                   |
| 17          | 19,568                   | 19,808                   | 20,048                   | 20,286                   |
| 18          | 19,836                   | 20,081                   | 20,324                   | 20,566                   |
| 19          | 20,109                   | 20,357                   | 20,604                   | 20,849                   |
| 20          | 20,386                   | 20,637                   | 20,888                   | 21,138                   |
| 21          | 20,667                   | 20,922                   | 21,176                   | 21,430                   |
| 22+         | 20,953                   | 21,211                   | 21,470                   | 21,726                   |

GRADE 1 Paraprofessionals with clerical duties only

GRADE 2 Special Education Paraprofessionals or Paraprofessionals having clerical and tutorial assignments with teacher supervisor.

GRADE 3 Tutorial Paraprofessionals

GRADE 4 Paraprofessionals or Tutorial Paraprofessionals having Para-Professional Associate or Arts Degree or equivalent certification and employed in a program requiring such certification.

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**INTERPRETER****2023-2024**

IT

|             | 1   | 2  | 3   | 4   |
|-------------|---|--|---|---|
|             | Provisional<br>Educational<br>Interpreter | Qualified<br>Educational<br>Interpreter<br>(EIPA Score: 3.0-3.4) | Qualified<br>Educational<br>Interpreter<br>(EIPA Score: 3.5+) | Qualified Educational<br>Interpreter<br>(EIPA Score: 4.0+) AND<br>Bachelor's Degree |
| <b>STEP</b> |   |  |   |   |
| 1           | 26,760                                    | 29,550   | 36,525  | 46,761  |
| 2           | 26,960                                    | 29,750   | 36,725  | 46,961  |
| 3           | 27,160                                    | 29,950   | 36,925  | 47,161  |
| 4           | 27,360                                    | 30,150   | 37,125  | 47,361  |
| 5           | 27,560                                    | 30,350   | 37,325  | 47,561  |
| 6           | 27,760                                    | 30,550   | 37,525  | 47,761  |
| 7           | 27,960                                    | 30,750   | 37,725  | 47,961  |
| 8           | 28,160                                    | 30,950   | 37,925  | 48,161  |
| 9           | 28,360                                    | 31,150   | 38,125  | 48,361  |
| 10          | 28,560                                    | 31,350   | 38,325  | 48,561  |
| 11          | 28,760                                    | 31,550   | 38,525  | 48,761  |
| 12          | 28,960                                    | 31,750   | 38,725  | 48,961  |
| 13          | 29,160                                    | 31,950   | 38,925  | 49,161  |
| 14          | 29,360                                    | 32,150   | 39,125  | 49,361  |
| 15          | 29,560                                    | 32,350   | 39,325  | 49,561  |
| 16          | 29,760                                    | 32,550   | 39,525  | 49,761  |
| 17          | 29,960                                    | 32,750   | 39,725  | 49,961  |
| 18          | 30,160                                    | 32,950   | 39,925  | 50,161  |
| 19          | 30,360                                    | 33,150   | 40,125  | 50,361  |
| 20          | 30,560                                    | 33,350   | 40,325  | 50,561  |
| 21          | 30,760                                    | 33,550   | 40,525  | 50,761  |
| 22          | 30,960                                    | 33,750   | 40,725  | 50,961  |
| 23          | 31,160                                    | 33,950   | 40,925  | 51,161  |
| 24          | 31,360                                    | 34,150   | 41,125  | 51,361  |
| 25          | 31,560                                    | 34,350   | 41,325  | 51,561  |
| 26          | 31,760                                    | 34,550   | 41,525  | 51,761  |
| 27+         | 31,960                                    | 34,750   | 41,725  | 51,961  |

Adopted by Calcasieu Parish School Board 3/13/2018

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

**FINANCE, MANAGEMENT, INTERNAL AUDITING  
& DATA PROCESSING  
2023-2024**

FM

| <b>STEP</b> | <b><u>A</u></b> | <b><u>B</u></b> | <b><u>C</u></b> |
|-------------|-----------------|-----------------|-----------------|
| 1           | 56,850          | 56,850          | 56,850          |
| 2           | 57,280          | 57,280          | 57,280          |
| 3           | 57,711          | 57,711          | 57,711          |
| 4           | 58,144          | 58,144          | 58,144          |
| 5           | 58,695          | 58,695          | 58,695          |
| 6           | 59,157          | 59,157          | 59,157          |
| 7           | 59,590          | 59,590          | 59,590          |
| 8           | 60,022          | 60,022          | 60,022          |
| 9           | 60,547          | 60,547          | 60,547          |
| 10          | 61,240          | 61,240          | 61,240          |
| 11          | 61,929          | 61,929          | 61,929          |
| 12          | 62,868          | 62,868          | 62,868          |
| 13          | 63,579          | 63,579          | 63,579          |
| 14          | 64,312          | 64,312          | 64,312          |
| 15          | 64,739          | 64,739          | 64,739          |
| 16          | 65,166          | 65,166          | 65,166          |
| 17          | 65,593          | 65,593          | 65,593          |
| 18          | 66,020          | 66,020          | 66,020          |
| 19          | 66,447          | 66,447          | 66,447          |
| 20+         | 66,874          | 66,874          | 66,874          |

**POSITIONS REQUIRING A BACHELOR'S DEGREE AS PART OF ADVERTISED EMPLOYMENT CRITERIA**

- A** Accountants, Field Auditors, School Auditors, Programmer Analyst
- B** Degreed Office Managers, Senior Accountants/Auditors  
Class B employees will be paid as a Class A employee with an additional supplement of \$3,500.
- C** Supervisors of Accounts Payable & Purchasing, Assistant Director of Sales Tax, P.E.P., S.I.S. & Data applications programmers.  
Class C employees will be paid as a Class A employee with an additional supplement of \$6,000.

This salary schedule will be based on a 222 day teacher's salary on the bachelor's degree scale not to exceed 20 years experience of the permanent reference schedule.

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

**AUXILIARY SERVICES****2023-2024**

AX

|             | 1        | 2        | 3        | 4        | 5        | 6        | 7        |
|-------------|----------|----------|----------|----------|----------|----------|----------|
| <b>STEP</b> | <b>A</b> | <b>B</b> | <b>C</b> | <b>D</b> | <b>E</b> | <b>G</b> | <b>H</b> |
| 1           | 29,455   | 31,715   | 33,266   | 38,391   | 41,339   | 46,917   | 57,505   |
| 2           | 29,919   | 32,222   | 33,803   | 39,032   | 41,919   | 47,728   | 58,289   |
| 3           | 30,391   | 32,739   | 34,351   | 39,686   | 42,504   | 48,556   | 59,083   |
| 4           | 30,874   | 33,266   | 34,912   | 40,352   | 43,097   | 49,400   | 59,892   |
| 5           | 31,364   | 33,803   | 35,481   | 41,031   | 43,701   | 50,260   | 60,711   |
| 6           | 31,865   | 34,351   | 36,062   | 41,723   | 44,584   | 51,137   | 61,543   |
| 7           | 32,379   | 34,912   | 36,656   | 42,431   | 45,205   | 52,032   | 62,388   |
| 8           | 32,899   | 35,481   | 37,261   | 43,151   | 46,096   | 52,947   | 63,245   |
| 9           | 33,430   | 36,062   | 37,882   | 43,887   | 46,736   | 53,878   | 64,114   |
| 10          | 33,974   | 36,656   | 38,511   | 44,637   | 47,376   | 54,827   | 64,997   |
| 11          | 34,527   | 37,261   | 39,153   | 45,401   | 48,026   | 55,796   | 65,893   |
| 12          | 35,105   | 37,894   | 39,823   | 46,197   | 48,873   | 56,800   | 66,803   |
| 13          | 35,691   | 38,529   | 40,491   | 46,977   | 49,699   | 57,764   | 67,944   |
| 14          | 36,287   | 39,173   | 41,171   | 47,770   | 50,541   | 58,747   | 69,103   |
| 15          | 36,893   | 39,830   | 41,863   | 48,577   | 51,395   | 59,745   | 70,283   |
| 16          | 37,510   | 40,499   | 42,567   | 49,398   | 52,267   | 60,763   | 71,485   |
| 17          | 38,137   | 41,179   | 43,283   | 50,234   | 53,152   | 61,797   | 72,707   |
| 18          | 38,775   | 41,870   | 44,011   | 51,084   | 54,054   | 62,850   | 73,951   |
| 19          | 39,425   | 42,573   | 44,752   | 51,949   | 54,970   | 63,921   | 75,216   |
| 20+         | 40,066   | 43,291   | 45,507   | 52,829   | 55,903   | 65,010   | 76,503   |

A Programmer/Non-Degreed

B Personnel Coordinator, Buyers, Non-Degreed Office Manager.

C Print Shop Technician, Computer Machine Repairman

\*D Computer Repair Technician, Assistant Payroll Supervisor.

E Coordinator of Planning and Construction/AHERA, Computer Network Specialist

G Parish Compliance Officer, Claims Adjuster, Bus Fleet &amp; Bus Route Supervisor/Warehouse, Head Chef, Purchasing Agent

H Facilities Manager of Maintenance and Custodial Services

\* \$3,000.00 Annual Supplement for Assistant Payroll Supervisor

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.



## MISCELLANEOUS SUB RATES 2023-2024

### SUBSTITUTES

Teacher - Degreed  
**with** Teaching Certificate  
 in a Sabbatical or LWOP  
 Leave Position

Full Rate of Pay with Experience  
 From Day 1

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**\*MUST BE CONSECUTIVE DAYS IN THE SAME POSITION:**

|   | <b>* First 10 Days</b> | <b>Beginning 11th Day</b>        |
|---|------------------------|----------------------------------|
| Teacher - Degreed<br><b>with</b> Teaching Certificate<br>Day to Day | \$93.00 / day          | \$257.00 /<br>Back to 1st Day    |
| Teacher - Degreed<br><b>without</b> Teaching Certificate            | \$80.00 / day          | \$218.00 /<br>Back to 1st Day    |
| Teacher - Non-Degreed   | \$70.00 / day          | \$70.00 / day                    |
| Paraprofessional<br>(Teacher Aide)                                  | \$62.50 / day          | \$62.50 / day                    |
| Bus Driver  | \$63.00 / day          | \$78.50 / day<br>Back to 1st Day |
| Bus Aide  | \$33.00 / day          | \$33.00 / day                    |
| School Clerk  | \$62.50 / day          | \$62.50 / day                    |
| Cafeteria Manager   | \$64.00 / day          | \$64.00 / day                    |
| Food Service Worker   | \$8.00 / hour          | \$8.00 / hour                    |
| Custodian   | \$8.00 / hour          | \$8.00 / hour                    |
| Intern  | \$8.00 / hour          | \$8.00 / hour                    |

**TEACHER SALARY SCHEDULE****PERMANENT REFERENCE (ADJUSTED)****2012-2013****USED FOR CALCULATIONS & CONVERSION ONLY - NOT FOR PAY**

|                   | 1         | 2         | 3              | 4                 | 5          |
|-------------------|-----------|-----------|----------------|-------------------|------------|
| <b>EXPERIENCE</b> | <b>BA</b> | <b>MA</b> | <b>MA + 30</b> | <b>SPECIALIST</b> | <b>PHD</b> |
| 0                 | 46,606    | 48,106    | 49,606         | 51,106            | 52,606     |
| 1                 | 46,959    | 48,459    | 49,959         | 51,459            | 52,959     |
| 2                 | 47,312    | 48,812    | 50,312         | 51,812            | 53,312     |
| 3                 | 47,667    | 49,167    | 50,667         | 52,167            | 53,667     |
| 4                 | 48,119    | 49,619    | 51,119         | 52,619            | 54,119     |
| 5                 | 48,498    | 49,998    | 51,498         | 52,998            | 54,498     |
| 6                 | 48,853    | 50,353    | 51,853         | 53,353            | 54,853     |
| 7                 | 49,207    | 50,707    | 52,207         | 53,707            | 55,207     |
| 8                 | 49,637    | 51,177    | 52,677         | 54,177            | 55,677     |
| 9                 | 50,205    | 51,742    | 53,242         | 54,742            | 56,242     |
| 10                | 50,770    | 52,308    | 53,808         | 55,308            | 56,808     |
| 11                | 51,540    | 53,178    | 54,678         | 56,178            | 57,678     |
| 12                | 52,123    | 53,795    | 55,295         | 56,795            | 58,295     |
| 13                | 52,724    | 54,433    | 55,933         | 57,433            | 58,933     |
| 14                | 53,074    | 54,885    | 56,385         | 57,885            | 59,385     |
| 15                | 53,424    | 55,539    | 57,039         | 58,539            | 60,039     |
| 16                | 53,774    | 56,026    | 57,526         | 59,026            | 60,526     |
| 17                | 54,124    | 56,428    | 57,928         | 59,428            | 60,928     |
| 18                | 54,474    | 56,828    | 58,328         | 59,828            | 61,328     |
| 19                | 54,824    | 57,216    | 58,716         | 60,216            | 61,716     |
| 20                | 55,174    | 57,565    | 59,065         | 60,565            | 62,065     |
| 21                | 55,524    | 57,916    | 59,416         | 60,916            | 62,416     |
| 22                | 55,874    | 58,405    | 59,905         | 61,405            | 62,905     |
| 23                | 56,224    | 58,755    | 60,255         | 61,755            | 63,255     |
| 24                | 56,574    | 59,105    | 60,605         | 62,105            | 63,605     |
| 25                | 56,924    | 59,494    | 60,994         | 62,494            | 63,994     |
| 26                | 57,274    | 59,844    | 61,344         | 62,844            | 64,344     |
| 27+               | 57,624    | 60,194    | 61,694         | 63,194            | 64,694     |

2013-2014 \$561 State Salary Supplement

2018-2019 \$4,000 1/2 Cent Sales Tax

2020-2021 \$1,000 State Salary Supplement

2021-2022 \$800 State Salary Supplement

2022-2023 \$1500 State Salary Supplement

**HEAD START SITE ADMINISTRATOR  
ELEMENTARY PRINCIPAL  
2023-2024**

HSTP

| <u>STEP</u> | <u>BASE</u> | <u>SUPPLEMENT</u> | <u>ANNUAL<br/>SALARY</u> |
|-------------|-------------|-------------------|--------------------------|
| 1           | 59,000      | 12,705            | <b>71,705</b>            |
| 2           | 59,000      | 13,273            | <b>72,273</b>            |
| 3           | 59,000      | 13,847            | <b>72,847</b>            |
| 4           | 59,000      | 14,409            | <b>73,409</b>            |
| 5           | 59,000      | 14,977            | <b>73,977</b>            |
| 6           | 59,000      | 15,546            | <b>74,546</b>            |
| 7           | 59,000      | 16,114            | <b>75,114</b>            |
| 8           | 59,000      | 16,688            | <b>75,688</b>            |
| 9           | 59,000      | 17,250            | <b>76,250</b>            |
| 10          | 59,000      | 17,825            | <b>76,825</b>            |
| 11          | 59,000      | 18,387            | <b>77,387</b>            |
| 12          | 59,000      | 18,961            | <b>77,961</b>            |
| 13          | 59,000      | 19,338            | <b>78,338</b>            |
| 14          | 59,000      | 19,714            | <b>78,714</b>            |
| 15          | 59,000      | 20,097            | <b>79,097</b>            |
| 16          | 59,000      | 20,474            | <b>79,474</b>            |
| 17          | 59,000      | 20,851            | <b>79,851</b>            |
| 18          | 59,000      | 21,234            | <b>80,234</b>            |
| 19          | 59,000      | 21,610            | <b>80,610</b>            |
| 20          | 59,000      | 21,987            | <b>80,987</b>            |
| 21          | 59,000      | 22,549            | <b>81,549</b>            |
| 22          | 59,000      | 23,111            | <b>82,111</b>            |
| 23          | 59,000      | 23,673            | <b>82,673</b>            |
| 24          | 59,000      | 24,235            | <b>83,235</b>            |
| 25+         | 59,000      | 24,797            | <b>83,797</b>            |

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

**HEAD START  
ASSISTANT PRINCIPAL  
2023-2024**

HSTAP

| <u>STEP</u> | <u>BASE</u> | <u>SUPPLEMENT</u> | <u>ANNUAL<br/>SALARY</u> |
|-------------|-------------|-------------------|--------------------------|
| 1           | 54,112      | 11,985            | 66,097                   |
| 2           | 54,112      | 12,547            | 66,659                   |
| 3           | 54,112      | 13,121            | 67,233                   |
| 4           | 54,112      | 13,683            | 67,795                   |
| 5           | 54,112      | 14,257            | 68,369                   |
| 6           | 54,112      | 14,826            | 68,938                   |
| 7           | 54,112      | 15,394            | 69,506                   |
| 8           | 54,112      | 15,962            | 70,074                   |
| 9           | 54,112      | 16,530            | 70,642                   |
| 10          | 54,112      | 17,098            | 71,210                   |
| 11          | 54,112      | 17,667            | 71,779                   |
| 12          | 54,112      | 18,235            | 72,347                   |
| 13          | 54,112      | 18,803            | 72,915                   |
| 14          | 54,112      | 19,371            | 73,483                   |
| 15          | 54,112      | 19,939            | 74,051                   |
| 16          | 54,112      | 20,508            | 74,620                   |
| 17          | 54,112      | 21,076            | 75,188                   |
| 18          | 54,112      | 21,607            | 75,719                   |
| 19          | 54,112      | 22,132            | 76,244                   |
| 20          | 54,112      | 22,669            | 76,781                   |
| 21          | 54,112      | 23,207            | 77,319                   |
| 22+         | 54,112      | 23,750            | 77,862                   |

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.



# HEAD START

## 182 DAY TEACHER

### 2023-2024

HSTT1

| STEP | BASE   | SUPPLEMENT | ANNUAL<br>SALARY | Highly<br>Effective |     | Effective<br>Proficient |     | Effective<br>Emerging |     |
|------|--------|------------|------------------|---------------------|-----|-------------------------|-----|-----------------------|-----|
|      |        |            |                  | P                   | D   | P                       | D   | P                     | D   |
| 1    | 37,000 | 9,761      | 46,761           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 2    | 37,000 | 9,961      | 46,961           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 3    | 37,000 | 10,161     | 47,161           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 4    | 37,000 | 10,361     | 47,361           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 5    | 37,000 | 10,561     | 47,561           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 6    | 37,000 | 10,761     | 47,761           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 7    | 37,000 | 10,961     | 47,961           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 8    | 37,000 | 11,161     | 48,161           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 9    | 37,000 | 11,361     | 48,361           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 10   | 37,000 | 11,561     | 48,561           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 11   | 37,000 | 11,761     | 48,761           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 12   | 37,000 | 11,961     | 48,961           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 13   | 37,000 | 12,161     | 49,161           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 14   | 37,000 | 12,361     | 49,361           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 15   | 37,000 | 12,561     | 49,561           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 16   | 37,000 | 12,761     | 49,761           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 17   | 37,000 | 12,961     | 49,961           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 18   | 37,000 | 13,161     | 50,161           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 19   | 37,000 | 13,361     | 50,361           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 20   | 37,000 | 13,561     | 50,561           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 21   | 37,000 | 13,761     | 50,761           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 22   | 37,000 | 13,961     | 50,961           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 23   | 37,000 | 14,161     | 51,161           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 24   | 37,000 | 14,361     | 51,361           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 25   | 37,000 | 14,561     | 51,561           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 26   | 37,000 | 14,761     | 51,761           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 27   | 37,000 | 14,961     | 51,961           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 28   | 37,000 | 15,161     | 52,161           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 29   | 37,000 | 15,361     | 52,361           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 30   | 37,000 | 15,561     | 52,561           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 31   | 37,000 | 15,761     | 52,761           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 32   | 37,000 | 15,961     | 52,961           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 33   | 37,000 | 16,161     | 53,161           | 250                 | 250 | 225                     | 225 | 200                   | 200 |

**COLA – Cost of Living Adjustment**

Includes \$200 Experience Adjustment if Rating Not Ineffective  
BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On New Salary Schedule At Closest Applicable Step

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

**HEAD START**  
**182 DAY TEACHER**  
**2023-2024**

HSTT1

| <u>STEP</u> | <u>BASE</u> | <u>SUPPLEMENT</u> | <u>ANNUAL<br/>SALARY</u> | Highly<br>Effective |     | Effective<br>Proficient |     | Effective<br>Emerging |     |
|-------------|-------------|-------------------|--------------------------|---------------------|-----|-------------------------|-----|-----------------------|-----|
|             |             |                   |                          | P                   | D   | P                       | D   | P                     | D   |
| 34          | 37,000      | 16,361            | <b>53,361</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 35          | 37,000      | 16,561            | <b>53,561</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 36          | 37,000      | 16,761            | <b>53,761</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 37          | 37,000      | 16,961            | <b>53,961</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 38          | 37,000      | 17,161            | <b>54,161</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 39          | 37,000      | 17,361            | <b>54,361</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 40          | 37,000      | 17,561            | <b>54,561</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 41          | 37,000      | 17,761            | <b>54,761</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 42          | 37,000      | 17,961            | <b>54,961</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 43          | 37,000      | 18,161            | <b>55,161</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 44          | 37,000      | 18,361            | <b>55,361</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 45          | 37,000      | 18,561            | <b>55,561</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 46          | 37,000      | 18,761            | <b>55,761</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 47          | 37,000      | 18,961            | <b>55,961</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 48          | 37,000      | 19,161            | <b>56,161</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 49          | 37,000      | 19,361            | <b>56,361</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 50          | 37,000      | 19,561            | <b>56,561</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 51          | 37,000      | 19,761            | <b>56,761</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 52          | 37,000      | 19,961            | <b>56,961</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 53          | 37,000      | 20,161            | <b>57,161</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 54          | 37,000      | 20,361            | <b>57,361</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 55          | 37,000      | 20,561            | <b>57,561</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 56          | 37,000      | 20,761            | <b>57,761</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 57          | 37,000      | 20,961            | <b>57,961</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 58          | 37,000      | 21,161            | <b>58,161</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 59          | 37,000      | 21,361            | <b>58,361</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 60          | 37,000      | 21,561            | <b>58,561</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 61          | 37,000      | 21,761            | <b>58,761</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 62          | 37,000      | 21,961            | <b>58,961</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 63          | 37,000      | 22,161            | <b>59,161</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 64          | 37,000      | 22,361            | <b>59,361</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 65          | 37,000      | 22,561            | <b>59,561</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 66          | 37,000      | 22,761            | <b>59,761</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |

**COLA – Cost of Living Adjustment**

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued

8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15

4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

Teachers New To CPSB With Experience Will Be Charted On 2012-2013 Permanent Reference Salary Schedule (Adjusted) and Placed On  
 New Salary Schedule At Closest Applicable Step

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.



**HEAD START  
182 DAY TEACHER  
2023-2024**

HSTT1

| <u>STEP</u> | <u>BASE</u> | <u>SUPPLEMENT</u> | <u>ANNUAL<br/>SALARY</u> | Highly<br>Effective |     | Effective<br>Proficient |     | Effective<br>Emerging |     |
|-------------|-------------|-------------------|--------------------------|---------------------|-----|-------------------------|-----|-----------------------|-----|
|             |             |                   |                          | P                   | D   | P                       | D   | P                     | D   |
| 67          | 37,000      | 22,961            | <b>59,961</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 68          | 37,000      | 23,161            | <b>60,161</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 69          | 37,000      | 23,361            | <b>60,361</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 70          | 37,000      | 23,561            | <b>60,561</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 71          | 37,000      | 23,761            | <b>60,761</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 72          | 37,000      | 23,961            | <b>60,961</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 73          | 37,000      | 24,161            | <b>61,161</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 74          | 37,000      | 24,361            | <b>61,361</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 75          | 37,000      | 24,561            | <b>61,561</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 76          | 37,000      | 24,761            | <b>61,761</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 77          | 37,000      | 24,961            | <b>61,961</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 78          | 37,000      | 25,161            | <b>62,161</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 79          | 37,000      | 25,361            | <b>62,361</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 80          | 37,000      | 25,561            | <b>62,561</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 81          | 37,000      | 25,761            | <b>62,761</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 82          | 37,000      | 25,961            | <b>62,961</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 83          | 37,000      | 26,161            | <b>63,161</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 84          | 37,000      | 26,361            | <b>63,361</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 85          | 37,000      | 26,561            | <b>63,561</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 86          | 37,000      | 26,761            | <b>63,761</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 87          | 37,000      | 26,961            | <b>63,961</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 87          | 37,000      | 27,161            | <b>64,161</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 89          | 37,000      | 27,361            | <b>64,361</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 90          | 37,000      | 27,561            | <b>64,561</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 91          | 37,000      | 27,761            | <b>64,761</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 92          | 37,000      | 27,961            | <b>64,961</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 93          | 37,000      | 28,161            | <b>65,161</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 94          | 37,000      | 28,361            | <b>65,361</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 95          | 37,000      | 28,561            | <b>65,561</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 96          | 37,000      | 28,761            | <b>65,761</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 97          | 37,000      | 28,961            | <b>65,961</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 98          | 37,000      | 29,161            | <b>66,161</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |

**COLA** – Cost of Living Adjustment

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BASE FOR ADMINISTRATIVE INDEXES

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# HEAD START

## 202 DAY TEACHER

### 2023-2024

HSTT

| STEP | BASE   | SUPPLEMENT | ANNUAL<br>SALARY | Highly<br>Effective |     | Effective<br>Proficient |     | Effective<br>Emerging |     |
|------|--------|------------|------------------|---------------------|-----|-------------------------|-----|-----------------------|-----|
|      |        |            |                  | P                   | D   | P                       | D   | P                     | D   |
| 1    | 37,000 | 19,900     | 51,900           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 2    | 37,000 | 20,122     | 52,122           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 3    | 37,000 | 20,344     | 52,344           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 4    | 37,000 | 20,566     | 52,566           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 5    | 37,000 | 20,788     | 52,788           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 6    | 37,000 | 21,010     | 53,010           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 7    | 37,000 | 21,232     | 53,232           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 8    | 37,000 | 21,454     | 53,454           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 9    | 37,000 | 21,676     | 53,676           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 10   | 37,000 | 21,898     | 53,898           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 11   | 37,000 | 22,120     | 54,120           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 12   | 37,000 | 22,342     | 54,342           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 13   | 37,000 | 22,564     | 54,564           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 14   | 37,000 | 22,786     | 54,786           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 15   | 37,000 | 23,008     | 55,008           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 16   | 37,000 | 23,229     | 55,229           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 17   | 37,000 | 23,451     | 55,451           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 18   | 37,000 | 23,673     | 55,673           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 19   | 37,000 | 23,895     | 55,895           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 20   | 37,000 | 24,117     | 56,117           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 21   | 37,000 | 24,339     | 56,339           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 22   | 37,000 | 24,561     | 56,561           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 23   | 37,000 | 24,783     | 56,783           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 24   | 37,000 | 25,005     | 57,005           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 25   | 37,000 | 25,227     | 57,227           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 26   | 37,000 | 25,449     | 57,449           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 27   | 37,000 | 25,671     | 57,671           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 28   | 37,000 | 25,893     | 57,893           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 29   | 37,000 | 26,115     | 58,115           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 30   | 37,000 | 26,337     | 58,337           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 31   | 37,000 | 26,559     | 58,559           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 32   | 37,000 | 26,781     | 58,781           | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 33   | 37,000 | 27,003     | 59,003           | 250                 | 250 | 225                     | 225 | 200                   | 200 |

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BASE FOR ADMINISTRATIVE INDEXES

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**HEAD START  
202 DAY TEACHER  
2023-2024**

HSTT

| STEP | BASE   | SUPPLEMENT | ANNUAL<br>SALARY | Highly<br>Effective |     | Effective<br>Proficient |     | Effective<br>Emerging |     |
|------|--------|------------|------------------|---------------------|-----|-------------------------|-----|-----------------------|-----|
|      |        |            |                  | P                   | D   | P                       | D   | P                     | D   |
| 34   | 37,000 | 22,225     | <b>59,225</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 35   | 37,000 | 22,447     | <b>59,447</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 36   | 37,000 | 22,669     | <b>59,669</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 37   | 37,000 | 22,891     | <b>59,891</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 38   | 37,000 | 23,113     | <b>60,113</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 39   | 37,000 | 23,335     | <b>60,335</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 40   | 37,000 | 23,557     | <b>60,557</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 41   | 37,000 | 23,779     | <b>60,779</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 42   | 37,000 | 24,001     | <b>61,001</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 43   | 37,000 | 24,223     | <b>61,223</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 44   | 37,000 | 24,445     | <b>61,445</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 45   | 37,000 | 24,667     | <b>61,667</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 46   | 37,000 | 24,889     | <b>61,889</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 47   | 37,000 | 25,111     | <b>62,111</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 48   | 37,000 | 25,333     | <b>62,333</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 49   | 37,000 | 25,555     | <b>62,555</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 50   | 37,000 | 25,777     | <b>62,777</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 51   | 37,000 | 25,999     | <b>62,999</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 52   | 37,000 | 26,221     | <b>63,221</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 53   | 37,000 | 26,443     | <b>63,443</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 54   | 37,000 | 26,665     | <b>63,665</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 55   | 37,000 | 26,887     | <b>63,887</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 56   | 37,000 | 27,109     | <b>64,109</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 57   | 37,000 | 27,331     | <b>64,331</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 58   | 37,000 | 27,553     | <b>64,553</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 59   | 37,000 | 27,774     | <b>64,774</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 60   | 37,000 | 27,996     | <b>64,996</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 61   | 37,000 | 28,218     | <b>65,218</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 62   | 37,000 | 28,440     | <b>65,440</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 63   | 37,000 | 28,662     | <b>65,662</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 64   | 37,000 | 28,884     | <b>65,884</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 65   | 37,000 | 29,106     | <b>66,106</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 66   | 37,000 | 29,328     | <b>66,328</b>    | 250                 | 250 | 225                     | 225 | 200                   | 200 |

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BASE FOR ADMINISTRATIVE INDEXES

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# HEAD START

## 202 DAY TEACHER

### 2023-2024

HSTT

| <u>STEP</u> | <u>BASE</u> | <u>SUPPLEMENT</u> | <u>ANNUAL<br/>SALARY</u> | Highly<br>Effective |     | Effective<br>Proficient |     | Effective<br>Emerging |     |
|-------------|-------------|-------------------|--------------------------|---------------------|-----|-------------------------|-----|-----------------------|-----|
|             |             |                   |                          | P                   | D   | P                       | D   | P                     | D   |
| 67          | 37,000      | 29,550            | <b>66,550</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 68          | 37,000      | 29,772            | <b>66,772</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 69          | 37,000      | 29,994            | <b>66,994</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 70          | 37,000      | 30,216            | <b>67,216</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 71          | 37,000      | 30,438            | <b>67,438</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 72          | 37,000      | 30,660            | <b>67,660</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 73          | 37,000      | 30,882            | <b>67,882</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 74          | 37,000      | 31,104            | <b>68,104</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 75          | 37,000      | 31,326            | <b>68,326</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 76          | 37,000      | 31,548            | <b>68,548</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 77          | 37,000      | 31,770            | <b>68,770</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 78          | 37,000      | 31,992            | <b>68,992</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 79          | 37,000      | 32,214            | <b>69,214</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 80          | 37,000      | 32,436            | <b>69,436</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 81          | 37,000      | 32,658            | <b>69,658</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 82          | 37,000      | 32,880            | <b>69,880</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 83          | 37,000      | 33,102            | <b>70,102</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 84          | 37,000      | 33,324            | <b>70,324</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 85          | 37,000      | 33,546            | <b>70,546</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 86          | 37,000      | 33,768            | <b>70,768</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 87          | 37,000      | 33,990            | <b>70,990</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 87          | 37,000      | 34,212            | <b>71,212</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 89          | 37,000      | 34,434            | <b>71,434</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 90          | 37,000      | 34,656            | <b>71,656</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 91          | 37,000      | 34,878            | <b>71,878</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 92          | 37,000      | 35,100            | <b>72,100</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 93          | 37,000      | 35,322            | <b>72,322</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 94          | 37,000      | 35,544            | <b>72,544</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 95          | 37,000      | 35,766            | <b>72,766</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 96          | 37,000      | 35,988            | <b>72,988</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 97          | 37,000      | 36,210            | <b>73,210</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |
| 98          | 37,000      | 36,432            | <b>73,432</b>            | 250                 | 250 | 225                     | 225 | 200                   | 200 |

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**HEAD START**  
**NURSE - 182 Days**  
**2023-2024**

HSTT1

| REGISTERED NURSE (R.N.) |        |            |               | LICENSED PRACTICAL NURSE (L.P.N.) |            |               |
|-------------------------|--------|------------|---------------|-----------------------------------|------------|---------------|
| STEP                    | BASE   | SUPPLEMENT | ANNUAL SALARY | BASE                              | SUPPLEMENT | ANNUAL SALARY |
| 1                       | 37,000 | 9,606      | 46,606        | 16,000                            | 5,142      | 21,142        |
| 2                       | 37,000 | 9,959      | 46,959        | 16,000                            | 5,435      | 21,435        |
| 3                       | 37,000 | 10,312     | 47,312        | 16,000                            | 5,732      | 21,732        |
| 4                       | 37,000 | 10,667     | 47,667        | 16,000                            | 6,032      | 22,032        |
| 5                       | 37,000 | 11,119     | 48,119        | 16,000                            | 6,338      | 22,338        |
| 6                       | 37,000 | 11,498     | 48,498        | 16,000                            | 6,648      | 22,648        |
| 7                       | 37,000 | 11,853     | 48,853        | 16,000                            | 6,964      | 22,964        |
| 8                       | 37,000 | 12,207     | 49,207        | 16,000                            | 7,283      | 23,283        |
| 9                       | 37,000 | 12,637     | 49,637        | 16,000                            | 7,607      | 23,607        |
| 10                      | 37,000 | 13,205     | 50,205        | 16,000                            | 7,937      | 23,937        |
| 11                      | 37,000 | 13,770     | 50,770        | 16,000                            | 8,272      | 24,272        |
| 12                      | 37,000 | 14,540     | 51,540        | 16,000                            | 8,610      | 24,610        |
| 13                      | 37,000 | 15,123     | 52,123        | 16,000                            | 8,951      | 24,951        |
| 14                      | 37,000 | 15,724     | 52,724        | 16,000                            | 9,304      | 25,304        |
| 15                      | 37,000 | 16,074     | 53,074        | 16,000                            | 9,660      | 25,660        |
| 16                      | 37,000 | 16,424     | 53,424        | 16,000                            | 10,019     | 26,019        |
| 17                      | 37,000 | 16,774     | 53,774        | 16,000                            | 10,385     | 26,385        |
| 18                      | 37,000 | 17,124     | 54,124        | 16,000                            | 10,756     | 26,756        |
| 19                      | 37,000 | 17,474     | 54,474        | 16,000                            | 11,133     | 27,133        |
| 20                      | 37,000 | 17,824     | 54,824        | 16,000                            | 11,515     | 27,515        |
| 21                      | 37,000 | 18,174     | 55,174        | 16,000                            | 11,903     | 27,903        |
| 22                      | 37,000 | 18,524     | 55,524        | 16,000                            | 12,296     | 28,296        |
| 23                      | 37,000 | 18,874     | 55,874        |                                   |            |               |
| 24                      | 37,000 | 19,224     | 56,224        |                                   |            |               |
| 25                      | 37,000 | 19,574     | 56,574        |                                   |            |               |
| 26                      | 37,000 | 19,924     | 56,924        |                                   |            |               |
| 27                      | 37,000 | 20,274     | 57,274        |                                   |            |               |
| 28                      | 37,000 | 20,624     | 57,624        |                                   |            |               |

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.



**HEAD START****PARA-PROFESSIONAL - 180 Days****2023-2024**

HST1

| <u>STEP</u> | <u>GRADE 2<br/>BASE</u> | <u>SUPPLEMENT</u> | <u>ANNUAL<br/>SALARY</u> |
|-------------|-------------------------|-------------------|--------------------------|
| 1           | 12,540                  | 4,916             | 17,456                   |
| 2           | 12,540                  | 5,058             | 17,598                   |
| 3           | 12,540                  | 5,193             | 17,733                   |
| 4           | 12,540                  | 5,331             | 17,871                   |
| 5           | 12,540                  | 5,468             | 18,008                   |
| 6           | 12,540                  | 5,565             | 18,105                   |
| 7           | 12,540                  | 5,745             | 18,285                   |
| 8           | 12,540                  | 5,883             | 18,423                   |
| 9           | 12,540                  | 6,023             | 18,563                   |
| 10          | 12,540                  | 6,160             | 18,700                   |
| 11          | 12,540                  | 6,299             | 18,839                   |
| 12          | 12,540                  | 6,437             | 18,977                   |
| 13          | 12,540                  | 6,575             | 19,115                   |
| 14          | 12,540                  | 6,712             | 19,252                   |
| 15          | 12,540                  | 6,851             | 19,391                   |
| 16          | 12,540                  | 6,989             | 19,529                   |
| 17          | 12,540                  | 7,268             | 19,808                   |
| 18          | 12,540                  | 7,541             | 20,081                   |
| 19          | 12,540                  | 7,817             | 20,357                   |
| 20          | 12,540                  | 8,097             | 20,637                   |
| 21          | 12,540                  | 8,382             | 20,922                   |
| 22+         | 12,540                  | 8,671             | 21,211                   |

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.



**HEAD START**  
**PARA-PROFESSIONAL - 180 Days**  
**2023-2024**

HST1

| <u>STEP</u> | <u>GRADE 4</u><br><u>BASE</u> | <u>SUPPLEMENT</u> | <u>ANNUAL</u><br><u>SALARY</u> |
|-------------|-------------------------------|-------------------|--------------------------------|
| 1           | 12,980                        | 4,946             | 17,926                         |
| 2           | 12,980                        | 5,088             | 18,068                         |
| 3           | 12,980                        | 5,223             | 18,203                         |
| 4           | 12,980                        | 5,360             | 18,340                         |
| 5           | 12,980                        | 5,499             | 18,479                         |
| 6           | 12,980                        | 5,595             | 18,575                         |
| 7           | 12,980                        | 5,775             | 18,755                         |
| 8           | 12,980                        | 5,913             | 18,893                         |
| 9           | 12,980                        | 6,052             | 19,032                         |
| 10          | 12,980                        | 6,191             | 19,171                         |
| 11          | 12,980                        | 6,328             | 19,308                         |
| 12          | 12,980                        | 6,467             | 19,447                         |
| 13          | 12,980                        | 6,604             | 19,584                         |
| 14          | 12,980                        | 6,742             | 19,722                         |
| 15          | 12,980                        | 6,882             | 19,862                         |
| 16          | 12,980                        | 7,019             | 19,999                         |
| 17          | 12,980                        | 7,306             | 20,286                         |
| 18          | 12,980                        | 7,586             | 20,566                         |
| 19          | 12,980                        | 7,869             | 20,849                         |
| 20          | 12,980                        | 8,157             | 21,137                         |
| 21          | 12,980                        | 8,450             | 21,430                         |
| 22+         | 12,980                        | 8,746             | 21,726                         |

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

**HEAD START  
SCHOOL CLERK  
2023-2024**

| HSTC        |                |                   | 10 Months<br>200 Day     |                | 9.5 Months<br>190 Day |                          |
|-------------|----------------|-------------------|--------------------------|----------------|-----------------------|--------------------------|
| <u>STEP</u> | <u>GRADE D</u> |                   | <u>ANNUAL<br/>SALARY</u> | <u>GRADE D</u> |                       | <u>ANNUAL<br/>SALARY</u> |
|             | <u>BASE</u>    | <u>SUPPLEMENT</u> |                          | <u>BASE</u>    | <u>SUPPLEMENT</u>     |                          |
| 1           | 14,520         | 4,806             | 19,326                   | 14,080         | 4,668                 | 18,748                   |
| 2           | 14,520         | 5,037             | 19,557                   | 14,080         | 4,888                 | 18,968                   |
| 3           | 14,520         | 5,271             | 19,791                   | 14,080         | 5,112                 | 19,192                   |
| 4           | 14,520         | 5,514             | 20,034                   | 14,080         | 5,343                 | 19,423                   |
| 5           | 14,520         | 5,761             | 20,281                   | 14,080         | 5,577                 | 19,657                   |
| 6           | 14,520         | 6,007             | 20,527                   | 14,080         | 5,810                 | 19,890                   |
| 7           | 14,520         | 6,266             | 20,786                   | 14,080         | 6,054                 | 20,134                   |
| 8           | 14,520         | 6,526             | 21,046                   | 14,080         | 6,304                 | 20,384                   |
| 9           | 14,520         | 6,794             | 21,314                   | 14,080         | 6,557                 | 20,637                   |
| 10          | 14,520         | 7,086             | 21,606                   | 14,080         | 6,806                 | 20,886                   |
| 11          | 14,520         | 7,392             | 21,912                   | 14,080         | 7,080                 | 21,160                   |
| 12          | 14,520         | 7,701             | 22,221                   | 14,080         | 7,355                 | 21,435                   |
| 13          | 14,520         | 8,019             | 22,539                   | 14,080         | 7,653                 | 21,733                   |
| 14          | 14,520         | 8,340             | 22,860                   | 14,080         | 7,962                 | 22,042                   |
| 15          | 14,520         | 8,671             | 23,191                   | 14,080         | 8,274                 | 22,354                   |
| 16          | 14,520         | 9,006             | 23,526                   | 14,080         | 8,591                 | 22,671                   |
| 17          | 14,520         | 9,360             | 23,880                   | 14,080         | 8,927                 | 23,007                   |
| 18          | 14,520         | 9,701             | 24,221                   | 14,080         | 9,251                 | 23,331                   |
| 19          | 14,520         | 10,057            | 24,577                   | 14,080         | 9,591                 | 23,671                   |
| 20          | 14,520         | 10,416            | 24,936                   | 14,080         | 9,934                 | 24,014                   |
| 21          | 14,520         | 10,808            | 25,328                   | 14,080         | 10,286                | 24,366                   |
| 22+         | 14,520         | 11,201            | 25,721                   | 14,080         | 10,660                | 24,740                   |

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

**HEAD START  
CENTRAL OFFICE CLERK  
2023-2024**

HSTC

| CLERK B     |             |                   |                      | CLERK C     |             |                   |                      |
|-------------|-------------|-------------------|----------------------|-------------|-------------|-------------------|----------------------|
| <u>STEP</u> | <u>BASE</u> | <u>SUPPLEMENT</u> | <u>ANNUAL SALARY</u> | <u>STEP</u> | <u>BASE</u> | <u>SUPPLEMENT</u> | <u>ANNUAL SALARY</u> |
| 1           | 16,500      | 5,256             | 21,756               | 1           | 16,500      | 5,794             | 22,294               |
| 2           | 16,500      | 5,563             | 22,063               | 2           | 16,500      | 6,113             | 22,613               |
| 3           | 16,500      | 5,877             | 22,377               | 3           | 16,500      | 6,437             | 22,937               |
| 4           | 16,500      | 6,197             | 22,697               | 4           | 16,500      | 6,768             | 23,268               |
| 5           | 16,500      | 6,524             | 23,024               | 5           | 16,500      | 7,108             | 23,608               |
| 6           | 16,500      | 6,856             | 23,356               | 6           | 16,500      | 7,450             | 23,950               |
| 7           | 16,500      | 7,196             | 23,696               | 7           | 16,500      | 7,805             | 24,305               |
| 8           | 16,500      | 7,543             | 24,043               | 8           | 16,500      | 8,161             | 24,661               |
| 9           | 16,500      | 7,896             | 24,396               | 9           | 16,500      | 8,528             | 25,028               |
| 10          | 16,500      | 8,257             | 24,757               | 10          | 16,500      | 8,899             | 25,399               |
| 11          | 16,500      | 8,624             | 25,124               | 11          | 16,500      | 9,281             | 25,781               |
| 12          | 16,500      | 8,998             | 25,498               | 12          | 16,500      | 9,669             | 26,169               |
| 13          | 16,500      | 9,382             | 25,882               | 13          | 16,500      | 10,064            | 26,564               |
| 14          | 16,500      | 9,772             | 26,272               | 14          | 16,500      | 10,469            | 26,969               |
| 15          | 16,500      | 10,171            | 26,671               | 15          | 16,500      | 10,881            | 27,381               |
| 16          | 16,500      | 10,575            | 27,075               | 16          | 16,500      | 11,298            | 27,798               |
| 17          | 16,500      | 10,989            | 27,489               | 17          | 16,500      | 11,740            | 28,240               |
| 18          | 16,500      | 11,414            | 27,914               | 18          | 16,500      | 12,167            | 28,667               |
| 19          | 16,500      | 11,843            | 28,343               | 19          | 16,500      | 12,612            | 29,112               |
| 20          | 16,500      | 12,283            | 28,783               | 20          | 16,500      | 13,065            | 29,565               |
| 21          | 16,500      | 12,730            | 29,230               | 21          | 16,500      | 13,529            | 30,029               |
| 22+         | 16,500      | 13,202            | 29,702               | 22+         | 16,500      | 14,016            | 30,516               |

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

**HEAD START  
BUS DRIVER  
2023-2024**

HSTB

| <u>STEP</u> | <u>BASE</u> | <u>SUPPLEMENT</u> | <u>ANNUAL<br/>SALARY</u> |
|-------------|-------------|-------------------|--------------------------|
| 1           | 11,000      | 4,822             | 15,822                   |
| 2           | 11,000      | 5,011             | 16,011                   |
| 3           | 11,000      | 5,202             | 16,202                   |
| 4           | 11,000      | 5,391             | 16,391                   |
| 5           | 11,000      | 5,581             | 16,581                   |
| 6           | 11,000      | 5,771             | 16,771                   |
| 7           | 11,000      | 5,962             | 16,962                   |
| 8           | 11,000      | 6,150             | 17,150                   |
| 9           | 11,000      | 6,342             | 17,342                   |
| 10          | 11,000      | 6,532             | 17,532                   |
| 11          | 11,000      | 6,811             | 17,811                   |
| 12          | 11,000      | 7,039             | 18,039                   |
| 13          | 11,000      | 7,286             | 18,286                   |
| 14          | 11,000      | 7,536             | 18,536                   |
| 15          | 11,000      | 7,789             | 18,789                   |
| 16          | 11,000      | 8,047             | 19,047                   |
| 17          | 11,000      | 8,307             | 19,307                   |
| 18          | 11,000      | 8,572             | 19,572                   |
| 19          | 11,000      | 8,841             | 19,841                   |
| 20          | 11,000      | 9,114             | 20,114                   |
| 21          | 11,000      | 9,391             | 20,391                   |
| 22+         | 11,000      | 9,672             | 20,672                   |

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.



**HEAD START  
BUS AIDE  
2023-2024**

HSTB

| <u>STEP</u> | <u>BASE</u> | <u>SUPPLEMENT</u> | <u>ANNUAL<br/>SALARY</u> |
|-------------|-------------|-------------------|--------------------------|
| 1           | 9,350       | 4,231             | 13,581                   |
| 2           | 9,350       | 4,326             | 13,676                   |
| 3           | 9,350       | 4,423             | 13,773                   |
| 4           | 9,350       | 4,520             | 13,870                   |
| 5           | 9,350       | 4,617             | 13,967                   |
| 6           | 9,350       | 4,716             | 14,066                   |
| 7           | 9,350       | 4,815             | 14,165                   |
| 8           | 9,350       | 4,915             | 14,265                   |
| 9           | 9,350       | 5,016             | 14,366                   |
| 10          | 9,350       | 5,118             | 14,468                   |
| 11          | 9,350       | 5,221             | 14,571                   |
| 12          | 9,350       | 5,324             | 14,674                   |
| 13          | 9,350       | 5,428             | 14,778                   |
| 14          | 9,350       | 5,533             | 14,883                   |
| 15          | 9,350       | 5,639             | 14,989                   |
| 16          | 9,350       | 5,746             | 15,096                   |
| 17          | 9,350       | 5,853             | 15,203                   |
| 18          | 9,350       | 5,962             | 15,312                   |
| 19          | 9,350       | 6,071             | 15,421                   |
| 20          | 9,350       | 6,181             | 15,531                   |
| 21          | 9,350       | 6,292             | 15,642                   |
| 22+         | 9,350       | 6,404             | 15,754                   |

For the 2023-24 fiscal year, the Louisiana Legislature approved a one-time pay stipend of \$2,000 for teachers and \$1,000 for support staff. At the time of salary schedule publication, guidance had not yet been provided to local systems as to the implementation, funding or timing of the stipend from the State DOE. Payment of the appropriate stipend will be implemented once guidance and funding are received.

**HEAD START**  
**FINANCE, MANAGEMENT, INTERNAL AUDITING**  
**2023-2024**

HSTA

| <b>STEP</b> | <b>BACHELOR'S<br/>BASE</b> | <b>SUPPLEMENT</b> | <b>ANNUAL<br/>SALARY</b> |
|-------------|----------------------------|-------------------|--------------------------|
| 1           | 43,033                     | 13,817            | 56,850                   |
| 2           | 43,033                     | 14,247            | 57,280                   |
| 3           | 43,033                     | 14,678            | 57,711                   |
| 4           | 43,033                     | 15,111            | 58,144                   |
| 5           | 43,033                     | 15,662            | 58,695                   |
| 6           | 43,033                     | 16,124            | 59,157                   |
| 7           | 43,033                     | 16,557            | 59,590                   |
| 8           | 43,033                     | 16,989            | 60,022                   |
| 9           | 43,033                     | 17,514            | 60,547                   |
| 10          | 43,033                     | 18,207            | 61,240                   |
| 11          | 43,033                     | 18,896            | 61,929                   |
| 12          | 43,033                     | 19,835            | 62,868                   |
| 13          | 43,033                     | 20,546            | 63,579                   |
| 14          | 43,033                     | 21,279            | 64,312                   |
| 15          | 43,033                     | 21,706            | 64,739                   |
| 16          | 43,033                     | 22,133            | 65,166                   |
| 17          | 43,033                     | 22,560            | 65,593                   |
| 18          | 43,033                     | 22,987            | 66,020                   |
| 19          | 43,033                     | 23,414            | 66,447                   |
| 20+         | 43,033                     | 23,841            | 66,874                   |

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