

Revised Salary Schedules



Fiscal Year 2024-2025

CERTIFICATED SALARY SCHEDULES AND POLICIES

TEACHER SALARY SCHEDULES FOR HIRE DATES JUNE 30, 2014 AND PRIOR

Teachers- 181 Days - Hire Dates 6/30/14 and Prior	1
Teachers- 189 Days - Hire Dates 6/30/14 and Prior	2
Teachers- 194 Days - Hire Dates 6/30/14 and Prior	3
Teachers- 200 Days - Hire Dates 6/30/14 and Prior	4
Teachers- 219 days - Hire Dates 6/30/14 and Prior	5
Teachers- 220 Days - Hire Dates 6/30/14 and Prior	6
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Teachers- 189 days - Hire Dates 7/1/14 and After	9
Teachers- 194 days - Hire Dates 7/1/14 and After	10
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Certificated Salary Schedules and Policies

Teacher Salary Schedules
for Hire Dates
June 30, 2014 and Prior

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 181 Days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TTDS)	MA Base Salary (TTES)	MA +30 Base Salary (TTFS)	EDS Base Salary (TTGS)	PHD Base Salary (TTHS)
0	\$48,983	\$50,940	\$51,867	\$52,897	\$53,927
1	\$49,483	\$51,440	\$52,367	\$53,397	\$54,427
2	\$49,983	\$51,940	\$52,867	\$53,897	\$54,927
3	\$50,483	\$52,440	\$53,367	\$54,397	\$55,427
4	\$50,983	\$52,940	\$53,867	\$54,897	\$55,927
5	\$51,483	\$53,440	\$54,367	\$55,397	\$56,427
6	\$51,983	\$53,940	\$54,867	\$55,897	\$56,927
7	\$52,483	\$54,440	\$55,367	\$56,397	\$57,427
8	\$52,983	\$54,940	\$55,867	\$56,897	\$57,927
9	\$53,483	\$55,440	\$56,367	\$57,397	\$58,427
10	\$53,983	\$55,940	\$56,867	\$57,897	\$58,927
11	\$54,483	\$56,440	\$57,367	\$58,397	\$59,427
12	\$54,983	\$56,940	\$57,867	\$58,897	\$59,927
13	\$55,483	\$57,440	\$58,367	\$59,397	\$60,427
14	\$55,983	\$57,940	\$58,867	\$59,897	\$60,927
15	\$56,483	\$58,440	\$59,367	\$60,397	\$61,427
16	\$56,983	\$58,940	\$59,867	\$60,897	\$61,927
17	\$57,483	\$59,440	\$60,367	\$61,397	\$62,427
18	\$57,983	\$59,940	\$60,867	\$61,897	\$62,927
19	\$58,483	\$60,440	\$61,367	\$62,397	\$63,427
20	\$58,983	\$60,940	\$61,867	\$62,897	\$63,927
21	\$59,483	\$61,440	\$62,367	\$63,397	\$64,427
22	\$59,983	\$61,940	\$62,867	\$63,897	\$64,927
23	\$60,483	\$62,440	\$63,367	\$64,397	\$65,427
24	\$60,983	\$62,940	\$63,867	\$64,897	\$65,927
25	\$61,483	\$63,440	\$64,367	\$65,397	\$66,427
26	\$61,983	\$63,940	\$64,867	\$65,897	\$66,927
27	\$62,483	\$64,440	\$65,367	\$66,397	\$67,427
28	\$62,983	\$64,940	\$65,867	\$66,897	\$67,927
29	\$63,483	\$65,440	\$66,367	\$67,397	\$68,427
30	\$63,983	\$65,940	\$66,867	\$67,897	\$68,927
31	\$64,483	\$66,440	\$67,367	\$68,397	\$69,427
32	\$64,983	\$66,940	\$67,867	\$68,897	\$69,927
33	\$65,483	\$67,440	\$68,367	\$69,397	\$70,427
34	\$65,983	\$67,940	\$68,867	\$69,897	\$70,927
35	\$66,483	\$68,440	\$69,367	\$70,397	\$71,427
36	\$66,983	\$68,940	\$69,867	\$70,897	\$71,927
37	\$67,483	\$69,440	\$70,367	\$71,397	\$72,427
38	\$67,983	\$69,940	\$70,867	\$71,897	\$72,927
39	\$68,483	\$70,440	\$71,367	\$72,397	\$73,427
40	\$68,983	\$70,940	\$71,867	\$72,897	\$73,927
41	\$69,483	\$71,440	\$72,367	\$73,397	\$74,427
42	\$69,983	\$71,940	\$72,867	\$73,897	\$74,927
43	\$70,483	\$72,440	\$73,367	\$74,397	\$75,427
44	\$70,983	\$72,940	\$73,867	\$74,897	\$75,927
45	\$71,483	\$73,440	\$74,367	\$75,397	\$76,427

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 189 Days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TRDS)	MA Base Salary (TRES)	MA +30 Base Salary (TRFS)	EDS Base Salary (TRGS)	PHD Base Salary (TRHS)
0	\$51,147	\$53,191	\$54,159	\$55,234	\$56,309
1	\$51,669	\$53,713	\$54,681	\$55,756	\$56,831
2	\$52,191	\$54,235	\$55,203	\$56,278	\$57,353
3	\$52,713	\$54,757	\$55,725	\$56,800	\$57,875
4	\$53,235	\$55,279	\$56,247	\$57,322	\$58,397
5	\$53,757	\$55,801	\$56,769	\$57,844	\$58,919
6	\$54,279	\$56,323	\$57,291	\$58,366	\$59,441
7	\$54,801	\$56,845	\$57,813	\$58,888	\$59,963
8	\$55,323	\$57,367	\$58,335	\$59,410	\$60,485
9	\$55,845	\$57,889	\$58,857	\$59,932	\$61,007
10	\$56,367	\$58,411	\$59,379	\$60,454	\$61,529
11	\$56,889	\$58,933	\$59,901	\$60,976	\$62,051
12	\$57,411	\$59,455	\$60,423	\$61,498	\$62,573
13	\$57,933	\$59,977	\$60,945	\$62,020	\$63,095
14	\$58,455	\$60,499	\$61,467	\$62,542	\$63,617
15	\$58,977	\$61,021	\$61,989	\$63,064	\$64,139
16	\$59,499	\$61,543	\$62,511	\$63,586	\$64,661
17	\$60,021	\$62,065	\$63,033	\$64,108	\$65,183
18	\$60,543	\$62,587	\$63,555	\$64,630	\$65,705
19	\$61,065	\$63,109	\$64,077	\$65,152	\$66,227
20	\$61,587	\$63,631	\$64,599	\$65,674	\$66,749
21	\$62,109	\$64,153	\$65,121	\$66,196	\$67,271
22	\$62,631	\$64,675	\$65,643	\$66,718	\$67,793
23	\$63,153	\$65,197	\$66,165	\$67,240	\$68,315
24	\$63,675	\$65,719	\$66,687	\$67,762	\$68,837
25	\$64,197	\$66,241	\$67,209	\$68,284	\$69,359
26	\$64,719	\$66,763	\$67,731	\$68,806	\$69,881
27	\$65,241	\$67,285	\$68,253	\$69,328	\$70,403
28	\$65,763	\$67,807	\$68,775	\$69,850	\$70,925
29	\$66,285	\$68,329	\$69,297	\$70,372	\$71,447
30	\$66,807	\$68,851	\$69,819	\$70,894	\$71,969
31	\$67,329	\$69,373	\$70,341	\$71,416	\$72,491
32	\$67,851	\$69,895	\$70,863	\$71,938	\$73,013
33	\$68,373	\$70,417	\$71,385	\$72,460	\$73,535
34	\$68,895	\$70,939	\$71,907	\$72,982	\$74,057
35	\$69,417	\$71,461	\$72,429	\$73,504	\$74,579
36	\$69,939	\$71,983	\$72,951	\$74,026	\$75,101
37	\$70,461	\$72,505	\$73,473	\$74,548	\$75,623
38	\$70,983	\$73,027	\$73,995	\$75,070	\$76,145
39	\$71,505	\$73,549	\$74,517	\$75,592	\$76,667
40	\$72,027	\$74,071	\$75,039	\$76,114	\$77,189
41	\$72,549	\$74,593	\$75,561	\$76,636	\$77,711
42	\$73,071	\$75,115	\$76,083	\$77,158	\$78,233
43	\$73,593	\$75,637	\$76,605	\$77,680	\$78,755
44	\$74,115	\$76,159	\$77,127	\$78,202	\$79,277
45	\$74,637	\$76,681	\$77,649	\$78,724	\$79,799

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 194 Days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TTNS)	MA Base Salary (TTOS)	MA+30 Base Salary (TTPS)	EDS Base Salary (TTQS)	PHD Base Salary (TTTRS)
0	\$52,501	\$54,598	\$55,592	\$56,697	\$57,801
1	\$53,037	\$55,134	\$56,128	\$57,233	\$58,337
2	\$53,573	\$55,670	\$56,664	\$57,769	\$58,873
3	\$54,109	\$56,206	\$57,200	\$58,305	\$59,409
4	\$54,645	\$56,742	\$57,736	\$58,841	\$59,945
5	\$55,181	\$57,278	\$58,272	\$59,377	\$60,481
6	\$55,717	\$57,814	\$58,808	\$59,913	\$61,017
7	\$56,253	\$58,350	\$59,344	\$60,449	\$61,553
8	\$56,789	\$58,886	\$59,880	\$60,985	\$62,089
9	\$57,325	\$59,422	\$60,416	\$61,521	\$62,625
10	\$57,861	\$59,958	\$60,952	\$62,057	\$63,161
11	\$58,397	\$60,494	\$61,488	\$62,593	\$63,697
12	\$58,933	\$61,030	\$62,024	\$63,129	\$64,233
13	\$59,469	\$61,566	\$62,560	\$63,665	\$64,769
14	\$60,005	\$62,102	\$63,096	\$64,201	\$65,305
15	\$60,541	\$62,638	\$63,632	\$64,737	\$65,841
16	\$61,077	\$63,174	\$64,168	\$65,273	\$66,377
17	\$61,613	\$63,710	\$64,704	\$65,809	\$66,913
18	\$62,149	\$64,246	\$65,240	\$66,345	\$67,449
19	\$62,685	\$64,782	\$65,776	\$66,881	\$67,985
20	\$63,221	\$65,318	\$66,312	\$67,417	\$68,521
21	\$63,757	\$65,854	\$66,848	\$67,953	\$69,057
22	\$64,293	\$66,390	\$67,384	\$68,489	\$69,593
23	\$64,829	\$66,926	\$67,920	\$69,025	\$70,129
24	\$65,365	\$67,462	\$68,456	\$69,561	\$70,665
25	\$65,901	\$67,998	\$68,992	\$70,097	\$71,201
26	\$66,437	\$68,534	\$69,528	\$70,633	\$71,737
27	\$66,973	\$69,070	\$70,064	\$71,169	\$72,273
28	\$67,509	\$69,606	\$70,600	\$71,705	\$72,809
29	\$68,045	\$70,142	\$71,136	\$72,241	\$73,345
30	\$68,581	\$70,678	\$71,672	\$72,777	\$73,881
31	\$69,117	\$71,214	\$72,208	\$73,313	\$74,417
32	\$69,653	\$71,750	\$72,744	\$73,849	\$74,953
33	\$70,189	\$72,286	\$73,280	\$74,385	\$75,489
34	\$70,725	\$72,822	\$73,816	\$74,921	\$76,025
35	\$71,261	\$73,358	\$74,352	\$75,457	\$76,561
36	\$71,797	\$73,894	\$74,888	\$75,993	\$77,097
37	\$72,333	\$74,430	\$75,424	\$76,529	\$77,633
38	\$72,869	\$74,966	\$75,960	\$77,065	\$78,169
39	\$73,405	\$75,502	\$76,496	\$77,601	\$78,705
40	\$73,941	\$76,038	\$77,032	\$78,137	\$79,241
41	\$74,477	\$76,574	\$77,568	\$78,673	\$79,777
42	\$75,013	\$77,110	\$78,104	\$79,209	\$80,313
43	\$75,549	\$77,646	\$78,640	\$79,745	\$80,849
44	\$76,085	\$78,182	\$79,176	\$80,281	\$81,385
45	\$76,621	\$78,718	\$79,712	\$80,817	\$81,921

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 200 Days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TVDS)	MA Base Salary (TVES)	MA+30 Base Salary (TVFS)	EDS Base Salary (TVGS)	PHD Base Salary (TVHS)
0	\$54,124	\$56,287	\$57,311	\$58,449	\$59,587
1	\$54,676	\$56,839	\$57,863	\$59,001	\$60,139
2	\$55,228	\$57,391	\$58,415	\$59,553	\$60,691
3	\$55,780	\$57,943	\$58,967	\$60,105	\$61,243
4	\$56,332	\$58,495	\$59,519	\$60,657	\$61,795
5	\$56,884	\$59,047	\$60,071	\$61,209	\$62,347
6	\$57,436	\$59,599	\$60,623	\$61,761	\$62,899
7	\$57,988	\$60,151	\$61,175	\$62,313	\$63,451
8	\$58,540	\$60,703	\$61,727	\$62,865	\$64,003
9	\$59,092	\$61,255	\$62,279	\$63,417	\$64,555
10	\$59,644	\$61,807	\$62,831	\$63,969	\$65,107
11	\$60,196	\$62,359	\$63,383	\$64,521	\$65,659
12	\$60,748	\$62,911	\$63,935	\$65,073	\$66,211
13	\$61,300	\$63,463	\$64,487	\$65,625	\$66,763
14	\$61,852	\$64,015	\$65,039	\$66,177	\$67,315
15	\$62,404	\$64,567	\$65,591	\$66,729	\$67,867
16	\$62,956	\$65,119	\$66,143	\$67,281	\$68,419
17	\$63,508	\$65,671	\$66,695	\$67,833	\$68,971
18	\$64,060	\$66,223	\$67,247	\$68,385	\$69,523
19	\$64,612	\$66,775	\$67,799	\$68,937	\$70,075
20	\$65,164	\$67,327	\$68,351	\$69,489	\$70,627
21	\$65,716	\$67,879	\$68,903	\$70,041	\$71,179
22	\$66,268	\$68,431	\$69,455	\$70,593	\$71,731
23	\$66,820	\$68,983	\$70,007	\$71,145	\$72,283
24	\$67,372	\$69,535	\$70,559	\$71,697	\$72,835
25	\$67,924	\$70,087	\$71,111	\$72,249	\$73,387
26	\$68,476	\$70,639	\$71,663	\$72,801	\$73,939
27	\$69,028	\$71,191	\$72,215	\$73,353	\$74,491
28	\$69,580	\$71,743	\$72,767	\$73,905	\$75,043
29	\$70,132	\$72,295	\$73,319	\$74,457	\$75,595
30	\$70,684	\$72,847	\$73,871	\$75,009	\$76,147
31	\$71,236	\$73,399	\$74,423	\$75,561	\$76,699
32	\$71,788	\$73,951	\$74,975	\$76,113	\$77,251
33	\$72,340	\$74,503	\$75,527	\$76,665	\$77,803
34	\$72,892	\$75,055	\$76,079	\$77,217	\$78,355
35	\$73,444	\$75,607	\$76,631	\$77,769	\$78,907
36	\$73,996	\$76,159	\$77,183	\$78,321	\$79,459
37	\$74,548	\$76,711	\$77,735	\$78,873	\$80,011
38	\$75,100	\$77,263	\$78,287	\$79,425	\$80,563
39	\$75,652	\$77,815	\$78,839	\$79,977	\$81,115
40	\$76,204	\$78,367	\$79,391	\$80,529	\$81,667
41	\$76,756	\$78,919	\$79,943	\$81,081	\$82,219
42	\$77,308	\$79,471	\$80,495	\$81,633	\$82,771
43	\$77,860	\$80,023	\$81,047	\$82,185	\$83,323
44	\$78,412	\$80,575	\$81,599	\$82,737	\$83,875
45	\$78,964	\$81,127	\$82,151	\$83,289	\$84,427

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 219 days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TEDS)	MA Base Salary (TEES)	MA+30 Base Salary (TEFS)	EDS Base Salary (TEGS)	PHD Base Salary (TEHS)
0	\$59,267	\$61,635	\$62,756	\$64,002	\$65,249
1	\$59,872	\$62,240	\$63,361	\$64,607	\$65,854
2	\$60,477	\$62,845	\$63,966	\$65,212	\$66,459
3	\$61,082	\$63,450	\$64,571	\$65,817	\$67,064
4	\$61,687	\$64,055	\$65,176	\$66,422	\$67,669
5	\$62,292	\$64,660	\$65,781	\$67,027	\$68,274
6	\$62,897	\$65,265	\$66,386	\$67,632	\$68,879
7	\$63,502	\$65,870	\$66,991	\$68,237	\$69,484
8	\$64,107	\$66,475	\$67,596	\$68,842	\$70,089
9	\$64,712	\$67,080	\$68,201	\$69,447	\$70,694
10	\$65,317	\$67,685	\$68,806	\$70,052	\$71,299
11	\$65,922	\$68,290	\$69,411	\$70,657	\$71,904
12	\$66,527	\$68,895	\$70,016	\$71,262	\$72,509
13	\$67,132	\$69,500	\$70,621	\$71,867	\$73,114
14	\$67,737	\$70,105	\$71,226	\$72,472	\$73,719
15	\$68,342	\$70,710	\$71,831	\$73,077	\$74,324
16	\$68,947	\$71,315	\$72,436	\$73,682	\$74,929
17	\$69,552	\$71,920	\$73,041	\$74,287	\$75,534
18	\$70,157	\$72,525	\$73,646	\$74,892	\$76,139
19	\$70,762	\$73,130	\$74,251	\$75,497	\$76,744
20	\$71,367	\$73,735	\$74,856	\$76,102	\$77,349
21	\$71,972	\$74,340	\$75,461	\$76,707	\$77,954
22	\$72,577	\$74,945	\$76,066	\$77,312	\$78,559
23	\$73,182	\$75,550	\$76,671	\$77,917	\$79,164
24	\$73,787	\$76,155	\$77,276	\$78,522	\$79,769
25	\$74,392	\$76,760	\$77,881	\$79,127	\$80,374
26	\$74,997	\$77,365	\$78,486	\$79,732	\$80,979
27	\$75,602	\$77,970	\$79,091	\$80,337	\$81,584
28	\$76,207	\$78,575	\$79,696	\$80,942	\$82,189
29	\$76,812	\$79,180	\$80,301	\$81,547	\$82,794
30	\$77,417	\$79,785	\$80,906	\$82,152	\$83,399
31	\$78,022	\$80,390	\$81,511	\$82,757	\$84,004
32	\$78,627	\$80,995	\$82,116	\$83,362	\$84,609
33	\$79,232	\$81,600	\$82,721	\$83,967	\$85,214
34	\$79,837	\$82,205	\$83,326	\$84,572	\$85,819
35	\$80,442	\$82,810	\$83,931	\$85,177	\$86,424
36	\$81,047	\$83,415	\$84,536	\$85,782	\$87,029
37	\$81,652	\$84,020	\$85,141	\$86,387	\$87,634
38	\$82,257	\$84,625	\$85,746	\$86,992	\$88,239
39	\$82,862	\$85,230	\$86,351	\$87,597	\$88,844
40	\$83,467	\$85,835	\$86,956	\$88,202	\$89,449
41	\$84,072	\$86,440	\$87,561	\$88,807	\$90,054
42	\$84,677	\$87,045	\$88,166	\$89,412	\$90,659
43	\$85,282	\$87,650	\$88,771	\$90,017	\$91,264
44	\$85,887	\$88,255	\$89,376	\$90,622	\$91,869
45	\$86,492	\$88,860	\$89,981	\$91,227	\$92,474

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 220 Days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TVNS)	MA Base Salary (TVOS)	MA +30 Base Salary (TVPS)	EDS Base Salary (TVQS)	PHD Base Salary (TVRS)
0	\$59,536	\$61,653	\$63,042	\$64,294	\$65,546
1	\$60,144	\$62,261	\$63,650	\$64,902	\$66,154
2	\$60,752	\$62,869	\$64,258	\$65,510	\$66,762
3	\$61,360	\$63,477	\$64,866	\$66,118	\$67,370
4	\$61,968	\$64,085	\$65,474	\$66,726	\$67,978
5	\$62,576	\$64,693	\$66,082	\$67,334	\$68,586
6	\$63,184	\$65,301	\$66,690	\$67,942	\$69,194
7	\$63,792	\$65,909	\$67,298	\$68,550	\$69,802
8	\$64,400	\$66,517	\$67,906	\$69,158	\$70,410
9	\$65,008	\$67,125	\$68,514	\$69,766	\$71,018
10	\$65,616	\$67,733	\$69,122	\$70,374	\$71,626
11	\$66,224	\$68,341	\$69,730	\$70,982	\$72,234
12	\$66,832	\$68,949	\$70,338	\$71,590	\$72,842
13	\$67,440	\$69,557	\$70,946	\$72,198	\$73,450
14	\$68,048	\$70,165	\$71,554	\$72,806	\$74,058
15	\$68,656	\$70,773	\$72,162	\$73,414	\$74,666
16	\$69,264	\$71,381	\$72,770	\$74,022	\$75,274
17	\$69,872	\$71,989	\$73,378	\$74,630	\$75,882
18	\$70,480	\$72,597	\$73,986	\$75,238	\$76,490
19	\$71,088	\$73,205	\$74,594	\$75,846	\$77,098
20	\$71,696	\$73,813	\$75,202	\$76,454	\$77,706
21	\$72,304	\$74,421	\$75,810	\$77,062	\$78,314
22	\$72,912	\$75,029	\$76,418	\$77,670	\$78,922
23	\$73,520	\$75,637	\$77,026	\$78,278	\$79,530
24	\$74,128	\$76,245	\$77,634	\$78,886	\$80,138
25	\$74,736	\$76,853	\$78,242	\$79,494	\$80,746
26	\$75,344	\$77,461	\$78,850	\$80,102	\$81,354
27	\$75,952	\$78,069	\$79,458	\$80,710	\$81,962
28	\$76,560	\$78,677	\$80,066	\$81,318	\$82,570
29	\$77,168	\$79,285	\$80,674	\$81,926	\$83,178
30	\$77,776	\$79,893	\$81,282	\$82,534	\$83,786
31	\$78,384	\$80,501	\$81,890	\$83,142	\$84,394
32	\$78,992	\$81,109	\$82,498	\$83,750	\$85,002
33	\$79,600	\$81,717	\$83,106	\$84,358	\$85,610
34	\$80,208	\$82,325	\$83,714	\$84,966	\$86,218
35	\$80,816	\$82,933	\$84,322	\$85,574	\$86,826
36	\$81,424	\$83,541	\$84,930	\$86,182	\$87,434
37	\$82,032	\$84,149	\$85,538	\$86,790	\$88,042
38	\$82,640	\$84,757	\$86,146	\$87,398	\$88,650
39	\$83,248	\$85,365	\$86,754	\$88,006	\$89,258
40	\$83,856	\$85,973	\$87,362	\$88,614	\$89,866
41	\$84,464	\$86,581	\$87,970	\$89,222	\$90,474
42	\$85,072	\$87,189	\$88,578	\$89,830	\$91,082
43	\$85,680	\$87,797	\$89,186	\$90,438	\$91,690
44	\$86,288	\$88,405	\$89,794	\$91,046	\$92,298
45	\$86,896	\$89,013	\$90,402	\$91,654	\$92,906

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 240 Days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TUNS)	MA Base Salary (TUOS)	MA+30 Base Salary (TUPS)	EDS Base Salary (TUQS)	PHD Base Salary (TURS)
0	\$64,950	\$67,545	\$68,774	\$70,140	\$71,506
1	\$65,613	\$68,208	\$69,437	\$70,803	\$72,169
2	\$66,276	\$68,871	\$70,100	\$71,466	\$72,832
3	\$66,939	\$69,534	\$70,763	\$72,129	\$73,495
4	\$67,602	\$70,197	\$71,426	\$72,792	\$74,158
5	\$68,265	\$70,860	\$72,089	\$73,455	\$74,821
6	\$68,928	\$71,523	\$72,752	\$74,118	\$75,484
7	\$69,591	\$72,186	\$73,415	\$74,781	\$76,147
8	\$70,254	\$72,849	\$74,078	\$75,444	\$76,810
9	\$70,917	\$73,512	\$74,741	\$76,107	\$77,473
10	\$71,580	\$74,175	\$75,404	\$76,770	\$78,136
11	\$72,243	\$74,838	\$76,067	\$77,433	\$78,799
12	\$72,906	\$75,501	\$76,730	\$78,096	\$79,462
13	\$73,569	\$76,164	\$77,393	\$78,759	\$80,125
14	\$74,232	\$76,827	\$78,056	\$79,422	\$80,788
15	\$74,895	\$77,490	\$78,719	\$80,085	\$81,451
16	\$75,558	\$78,153	\$79,382	\$80,748	\$82,114
17	\$76,221	\$78,816	\$80,045	\$81,411	\$82,777
18	\$76,884	\$79,479	\$80,708	\$82,074	\$83,440
19	\$77,547	\$80,142	\$81,371	\$82,737	\$84,103
20	\$78,210	\$80,805	\$82,034	\$83,400	\$84,766
21	\$78,873	\$81,468	\$82,697	\$84,063	\$85,429
22	\$79,536	\$82,131	\$83,360	\$84,726	\$86,092
23	\$80,199	\$82,794	\$84,023	\$85,389	\$86,755
24	\$80,862	\$83,457	\$84,686	\$86,052	\$87,418
25	\$81,525	\$84,120	\$85,349	\$86,715	\$88,081
26	\$82,188	\$84,783	\$86,012	\$87,378	\$88,744
27	\$82,851	\$85,446	\$86,675	\$88,041	\$89,407
28	\$83,514	\$86,109	\$87,338	\$88,704	\$90,070
29	\$84,177	\$86,772	\$88,001	\$89,367	\$90,733
30	\$84,840	\$87,435	\$88,664	\$90,030	\$91,396
31	\$85,503	\$88,098	\$89,327	\$90,693	\$92,059
32	\$86,166	\$88,761	\$89,990	\$91,356	\$92,722
33	\$86,829	\$89,424	\$90,653	\$92,019	\$93,385
34	\$87,492	\$90,087	\$91,316	\$92,682	\$94,048
35	\$88,155	\$90,750	\$91,979	\$93,345	\$94,711
36	\$88,818	\$91,413	\$92,642	\$94,008	\$95,374
37	\$89,481	\$92,076	\$93,305	\$94,671	\$96,037
38	\$90,144	\$92,739	\$93,968	\$95,334	\$96,700
39	\$90,807	\$93,402	\$94,631	\$95,997	\$97,363
40	\$91,470	\$94,065	\$95,294	\$96,660	\$98,026
41	\$92,133	\$94,728	\$95,957	\$97,323	\$98,689
42	\$92,796	\$95,391	\$96,620	\$97,986	\$99,352
43	\$93,459	\$96,054	\$97,283	\$98,649	\$100,015
44	\$94,122	\$96,717	\$97,946	\$99,312	\$100,678
45	\$94,785	\$97,380	\$98,609	\$99,975	\$101,341

Teacher Salary Schedules for Hire Dates July 1, 2014 and After

NOTE: All newly hired teachers will start on Pay Level 2 or be given two pay levels if they have experience.

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 181 days - Hire Dates 7/1/14 and After

Pay Level	Non-Certified (THLS)	BA Base Salary (THDS)	MA Base Salary (THES)	MA +30 Base Salary (THFS)	EDS Base Salary (THGS)	PHD Base Salary (THHS)
0	\$39,680	\$48,983	\$49,498	\$50,013	\$50,528	\$51,043
1	\$40,081	\$49,483	\$49,998	\$50,513	\$51,028	\$51,543
2	\$40,486	\$49,983	\$50,498	\$51,013	\$51,528	\$52,043
3	\$0	\$50,483	\$50,998	\$51,513	\$52,028	\$52,543
4	\$0	\$50,983	\$51,498	\$52,013	\$52,528	\$53,043
5	\$0	\$51,483	\$51,998	\$52,513	\$53,028	\$53,543
6	\$0	\$51,983	\$52,498	\$53,013	\$53,528	\$54,043
7	\$0	\$52,483	\$52,998	\$53,513	\$54,028	\$54,543
8	\$0	\$52,983	\$53,498	\$54,013	\$54,528	\$55,043
9	\$0	\$53,483	\$53,998	\$54,513	\$55,028	\$55,543
10	\$0	\$53,983	\$54,498	\$55,013	\$55,528	\$56,043
11	\$0	\$54,483	\$54,998	\$55,513	\$56,028	\$56,543
12	\$0	\$54,983	\$55,498	\$56,013	\$56,528	\$57,043
13	\$0	\$55,483	\$55,998	\$56,513	\$57,028	\$57,543
14	\$0	\$55,983	\$56,498	\$57,013	\$57,528	\$58,043
15	\$0	\$56,483	\$56,998	\$57,513	\$58,028	\$58,543
16	\$0	\$56,983	\$57,498	\$58,013	\$58,528	\$59,043
17	\$0	\$57,483	\$57,998	\$58,513	\$59,028	\$59,543
18	\$0	\$57,983	\$58,498	\$59,013	\$59,528	\$60,043
19	\$0	\$58,483	\$58,998	\$59,513	\$60,028	\$60,543
20	\$0	\$58,983	\$59,498	\$60,013	\$60,528	\$61,043
21	\$0	\$59,483	\$59,998	\$60,513	\$61,028	\$61,543
22	\$0	\$59,983	\$60,498	\$61,013	\$61,528	\$62,043
23	\$0	\$60,483	\$60,998	\$61,513	\$62,028	\$62,543
24	\$0	\$60,983	\$61,498	\$62,013	\$62,528	\$63,043
25	\$0	\$61,483	\$61,998	\$62,513	\$63,028	\$63,543
26	\$0	\$61,983	\$62,498	\$63,013	\$63,528	\$64,043
27	\$0	\$62,483	\$62,998	\$63,513	\$64,028	\$64,543
28	\$0	\$62,983	\$63,498	\$64,013	\$64,528	\$65,043
29	\$0	\$63,483	\$63,998	\$64,513	\$65,028	\$65,543
30	\$0	\$63,983	\$64,498	\$65,013	\$65,528	\$66,043
31	\$0	\$64,483	\$64,998	\$65,513	\$66,028	\$66,543
32	\$0	\$64,983	\$65,498	\$66,013	\$66,528	\$67,043
33	\$0	\$65,483	\$65,998	\$66,513	\$67,028	\$67,543
34	\$0	\$65,983	\$66,498	\$67,013	\$67,528	\$68,043
35	\$0	\$66,483	\$66,998	\$67,513	\$68,028	\$68,543
36	\$0	\$66,983	\$67,498	\$68,013	\$68,528	\$69,043
37	\$0	\$67,483	\$67,998	\$68,513	\$69,028	\$69,543
38	\$0	\$67,983	\$68,498	\$69,013	\$69,528	\$70,043
39	\$0	\$68,483	\$68,998	\$69,513	\$70,028	\$70,543
40	\$0	\$68,983	\$69,498	\$70,013	\$70,528	\$71,043
41	\$0	\$69,483	\$69,998	\$70,513	\$71,028	\$71,543
42	\$0	\$69,983	\$70,498	\$71,013	\$71,528	\$72,043
43	\$0	\$70,483	\$70,998	\$71,513	\$72,028	\$72,543
44	\$0	\$70,983	\$71,498	\$72,013	\$72,528	\$73,043
45	\$0	\$71,483	\$71,998	\$72,513	\$73,028	\$73,543

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 189 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (THBS)	MA Base Salary (THAS)	MA +30 Base Salary (THCS)	EDS Base Salary (THVS)	PHD Base Salary (THTS)
0	\$51,147	\$51,662	\$52,177	\$52,692	\$53,207
1	\$51,669	\$52,184	\$52,699	\$53,214	\$53,729
2	\$52,191	\$52,706	\$53,221	\$53,736	\$54,251
3	\$52,713	\$53,228	\$53,743	\$54,258	\$54,773
4	\$53,235	\$53,750	\$54,265	\$54,780	\$55,295
5	\$53,757	\$54,272	\$54,787	\$55,302	\$55,817
6	\$54,279	\$54,794	\$55,309	\$55,824	\$56,339
7	\$54,801	\$55,316	\$55,831	\$56,346	\$56,861
8	\$55,323	\$55,838	\$56,353	\$56,868	\$57,383
9	\$55,845	\$56,360	\$56,875	\$57,390	\$57,905
10	\$56,367	\$56,882	\$57,397	\$57,912	\$58,427
11	\$56,889	\$57,404	\$57,919	\$58,434	\$58,949
12	\$57,411	\$57,926	\$58,441	\$58,956	\$59,471
13	\$57,933	\$58,448	\$58,963	\$59,478	\$59,993
14	\$58,455	\$58,970	\$59,485	\$60,000	\$60,515
15	\$58,977	\$59,492	\$60,007	\$60,522	\$61,037
16	\$59,499	\$60,014	\$60,529	\$61,044	\$61,559
17	\$60,021	\$60,536	\$61,051	\$61,566	\$62,081
18	\$60,543	\$61,058	\$61,573	\$62,088	\$62,603
19	\$61,065	\$61,580	\$62,095	\$62,610	\$63,125
20	\$61,587	\$62,102	\$62,617	\$63,132	\$63,647
21	\$62,109	\$62,624	\$63,139	\$63,654	\$64,169
22	\$62,631	\$63,146	\$63,661	\$64,176	\$64,691
23	\$63,153	\$63,668	\$64,183	\$64,698	\$65,213
24	\$63,675	\$64,190	\$64,705	\$65,220	\$65,735
25	\$64,197	\$64,712	\$65,227	\$65,742	\$66,257
26	\$64,719	\$65,234	\$65,749	\$66,264	\$66,779
27	\$65,241	\$65,756	\$66,271	\$66,786	\$67,301
28	\$65,763	\$66,278	\$66,793	\$67,308	\$67,823
29	\$66,285	\$66,800	\$67,315	\$67,830	\$68,345
30	\$66,807	\$67,322	\$67,837	\$68,352	\$68,867
31	\$67,329	\$67,844	\$68,359	\$68,874	\$69,389
32	\$67,851	\$68,366	\$68,881	\$69,396	\$69,911
33	\$68,373	\$68,888	\$69,403	\$69,918	\$70,433
34	\$68,895	\$69,410	\$69,925	\$70,440	\$70,955
35	\$69,417	\$69,932	\$70,447	\$70,962	\$71,477
36	\$69,939	\$70,454	\$70,969	\$71,484	\$71,999
37	\$70,461	\$70,976	\$71,491	\$72,006	\$72,521
38	\$70,983	\$71,498	\$72,013	\$72,528	\$73,043
39	\$71,505	\$72,020	\$72,535	\$73,050	\$73,565
40	\$72,027	\$72,542	\$73,057	\$73,572	\$74,087
41	\$72,549	\$73,064	\$73,579	\$74,094	\$74,609
42	\$73,071	\$73,586	\$74,101	\$74,616	\$75,131
43	\$73,593	\$74,108	\$74,623	\$75,138	\$75,653
44	\$74,115	\$74,630	\$75,145	\$75,660	\$76,175
45	\$74,637	\$75,152	\$75,667	\$76,182	\$76,697

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 194 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (THIS)	MA Base Salary (THJS)	MA+30 Base Salary (THKS)	EDS Base Salary (THLS)	PHD Base Salary (THMS)
0	\$52,501	\$53,016	\$53,531	\$54,046	\$54,561
1	\$53,037	\$53,552	\$54,067	\$54,582	\$55,097
2	\$53,573	\$54,088	\$54,603	\$55,118	\$55,633
3	\$54,109	\$54,624	\$55,139	\$55,654	\$56,169
4	\$54,645	\$55,160	\$55,675	\$56,190	\$56,705
5	\$55,181	\$55,696	\$56,211	\$56,726	\$57,241
6	\$55,717	\$56,232	\$56,747	\$57,262	\$57,777
7	\$56,253	\$56,768	\$57,283	\$57,798	\$58,313
8	\$56,789	\$57,304	\$57,819	\$58,334	\$58,849
9	\$57,325	\$57,840	\$58,355	\$58,870	\$59,385
10	\$57,861	\$58,376	\$58,891	\$59,406	\$59,921
11	\$58,397	\$58,912	\$59,427	\$59,942	\$60,457
12	\$58,933	\$59,448	\$59,963	\$60,478	\$60,993
13	\$59,469	\$59,984	\$60,499	\$61,014	\$61,529
14	\$60,005	\$60,520	\$61,035	\$61,550	\$62,065
15	\$60,541	\$61,056	\$61,571	\$62,086	\$62,601
16	\$61,077	\$61,592	\$62,107	\$62,622	\$63,137
17	\$61,613	\$62,128	\$62,643	\$63,158	\$63,673
18	\$62,149	\$62,664	\$63,179	\$63,694	\$64,209
19	\$62,685	\$63,200	\$63,715	\$64,230	\$64,745
20	\$63,221	\$63,736	\$64,251	\$64,766	\$65,281
21	\$63,757	\$64,272	\$64,787	\$65,302	\$65,817
22	\$64,293	\$64,808	\$65,323	\$65,838	\$66,353
23	\$64,829	\$65,344	\$65,859	\$66,374	\$66,889
24	\$65,365	\$65,880	\$66,395	\$66,910	\$67,425
25	\$65,901	\$66,416	\$66,931	\$67,446	\$67,961
26	\$66,437	\$66,952	\$67,467	\$67,982	\$68,497
27	\$66,973	\$67,488	\$68,003	\$68,518	\$69,033
28	\$67,509	\$68,024	\$68,539	\$69,054	\$69,569
29	\$68,045	\$68,560	\$69,075	\$69,590	\$70,105
30	\$68,581	\$69,096	\$69,611	\$70,126	\$70,641
31	\$69,117	\$69,632	\$70,147	\$70,662	\$71,177
32	\$69,653	\$70,168	\$70,683	\$71,198	\$71,713
33	\$70,189	\$70,704	\$71,219	\$71,734	\$72,249
34	\$70,725	\$71,240	\$71,755	\$72,270	\$72,785
35	\$71,261	\$71,776	\$72,291	\$72,806	\$73,321
36	\$71,797	\$72,312	\$72,827	\$73,342	\$73,857
37	\$72,333	\$72,848	\$73,363	\$73,878	\$74,393
38	\$72,869	\$73,384	\$73,899	\$74,414	\$74,929
39	\$73,405	\$73,920	\$74,435	\$74,950	\$75,465
40	\$73,941	\$74,456	\$74,971	\$75,486	\$76,001
41	\$74,477	\$74,992	\$75,507	\$76,022	\$76,537
42	\$75,013	\$75,528	\$76,043	\$76,558	\$77,073
43	\$75,549	\$76,064	\$76,579	\$77,094	\$77,609
44	\$76,085	\$76,600	\$77,115	\$77,630	\$78,145
45	\$76,621	\$77,136	\$77,651	\$78,166	\$78,681

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 200 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (THNS)	MA Base Salary (THOS)	MA+30 Base Salary (THPS)	EDS Base Salary (THQS)	PHD Base Salary (THRS)
0	\$54,124	\$54,639	\$55,154	\$55,669	\$56,184
1	\$54,676	\$55,191	\$55,706	\$56,221	\$56,736
2	\$55,228	\$55,743	\$56,258	\$56,773	\$57,288
3	\$55,780	\$56,295	\$56,810	\$57,325	\$57,840
4	\$56,332	\$56,847	\$57,362	\$57,877	\$58,392
5	\$56,884	\$57,399	\$57,914	\$58,429	\$58,944
6	\$57,436	\$57,951	\$58,466	\$58,981	\$59,496
7	\$57,988	\$58,503	\$59,018	\$59,533	\$60,048
8	\$58,540	\$59,055	\$59,570	\$60,085	\$60,600
9	\$59,092	\$59,607	\$60,122	\$60,637	\$61,152
10	\$59,644	\$60,159	\$60,674	\$61,189	\$61,704
11	\$60,196	\$60,711	\$61,226	\$61,741	\$62,256
12	\$60,748	\$61,263	\$61,778	\$62,293	\$62,808
13	\$61,300	\$61,815	\$62,330	\$62,845	\$63,360
14	\$61,852	\$62,367	\$62,882	\$63,397	\$63,912
15	\$62,404	\$62,919	\$63,434	\$63,949	\$64,464
16	\$62,956	\$63,471	\$63,986	\$64,501	\$65,016
17	\$63,508	\$64,023	\$64,538	\$65,053	\$65,568
18	\$64,060	\$64,575	\$65,090	\$65,605	\$66,120
19	\$64,612	\$65,127	\$65,642	\$66,157	\$66,672
20	\$65,164	\$65,679	\$66,194	\$66,709	\$67,224
21	\$65,716	\$66,231	\$66,746	\$67,261	\$67,776
22	\$66,268	\$66,783	\$67,298	\$67,813	\$68,328
23	\$66,820	\$67,335	\$67,850	\$68,365	\$68,880
24	\$67,372	\$67,887	\$68,402	\$68,917	\$69,432
25	\$67,924	\$68,439	\$68,954	\$69,469	\$69,984
26	\$68,476	\$68,991	\$69,506	\$70,021	\$70,536
27	\$69,028	\$69,543	\$70,058	\$70,573	\$71,088
28	\$69,580	\$70,095	\$70,610	\$71,125	\$71,640
29	\$70,132	\$70,647	\$71,162	\$71,677	\$72,192
30	\$70,684	\$71,199	\$71,714	\$72,229	\$72,744
31	\$71,236	\$71,751	\$72,266	\$72,781	\$73,296
32	\$71,788	\$72,303	\$72,818	\$73,333	\$73,848
33	\$72,340	\$72,855	\$73,370	\$73,885	\$74,400
34	\$72,892	\$73,407	\$73,922	\$74,437	\$74,952
35	\$73,444	\$73,959	\$74,474	\$74,989	\$75,504
36	\$73,996	\$74,511	\$75,026	\$75,541	\$76,056
37	\$74,548	\$75,063	\$75,578	\$76,093	\$76,608
38	\$75,100	\$75,615	\$76,130	\$76,645	\$77,160
39	\$75,652	\$76,167	\$76,682	\$77,197	\$77,712
40	\$76,204	\$76,719	\$77,234	\$77,749	\$78,264
41	\$76,756	\$77,271	\$77,786	\$78,301	\$78,816
42	\$77,308	\$77,823	\$78,338	\$78,853	\$79,368
43	\$77,860	\$78,375	\$78,890	\$79,405	\$79,920
44	\$78,412	\$78,927	\$79,442	\$79,957	\$80,472
45	\$78,964	\$79,479	\$79,994	\$80,509	\$81,024

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 219 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (TEJS)	MA Base Salary (TEKS)	MA+30 Base Salary	EDS Base Salary	PHD Base Salary (TENS)
0	\$59,267	\$59,782	\$60,297	\$60,812	\$61,327
1	\$59,872	\$60,387	\$60,902	\$61,417	\$61,932
2	\$60,477	\$60,992	\$61,507	\$62,022	\$62,537
3	\$61,082	\$61,597	\$62,112	\$62,627	\$63,142
4	\$61,687	\$62,202	\$62,717	\$63,232	\$63,747
5	\$62,292	\$62,807	\$63,322	\$63,837	\$64,352
6	\$62,897	\$63,412	\$63,927	\$64,442	\$64,957
7	\$63,502	\$64,017	\$64,532	\$65,047	\$65,562
8	\$64,107	\$64,622	\$65,137	\$65,652	\$66,167
9	\$64,712	\$65,227	\$65,742	\$66,257	\$66,772
10	\$65,317	\$65,832	\$66,347	\$66,862	\$67,377
11	\$65,922	\$66,437	\$66,952	\$67,467	\$67,982
12	\$66,527	\$67,042	\$67,557	\$68,072	\$68,587
13	\$67,132	\$67,647	\$68,162	\$68,677	\$69,192
14	\$67,737	\$68,252	\$68,767	\$69,282	\$69,797
15	\$68,342	\$68,857	\$69,372	\$69,887	\$70,402
16	\$68,947	\$69,462	\$69,977	\$70,492	\$71,007
17	\$69,552	\$70,067	\$70,582	\$71,097	\$71,612
18	\$70,157	\$70,672	\$71,187	\$71,702	\$72,217
19	\$70,762	\$71,277	\$71,792	\$72,307	\$72,822
20	\$71,367	\$71,882	\$72,397	\$72,912	\$73,427
21	\$71,972	\$72,487	\$73,002	\$73,517	\$74,032
22	\$72,577	\$73,092	\$73,607	\$74,122	\$74,637
23	\$73,182	\$73,697	\$74,212	\$74,727	\$75,242
24	\$73,787	\$74,302	\$74,817	\$75,332	\$75,847
25	\$74,392	\$74,907	\$75,422	\$75,937	\$76,452
26	\$74,997	\$75,512	\$76,027	\$76,542	\$77,057
27	\$75,602	\$76,117	\$76,632	\$77,147	\$77,662
28	\$76,207	\$76,722	\$77,237	\$77,752	\$78,267
29	\$76,812	\$77,327	\$77,842	\$78,357	\$78,872
30	\$77,417	\$77,932	\$78,447	\$78,962	\$79,477
31	\$78,022	\$78,537	\$79,052	\$79,567	\$80,082
32	\$78,627	\$79,142	\$79,657	\$80,172	\$80,687
33	\$79,232	\$79,747	\$80,262	\$80,777	\$81,292
34	\$79,837	\$80,352	\$80,867	\$81,382	\$81,897
35	\$80,442	\$80,957	\$81,472	\$81,987	\$82,502
36	\$81,047	\$81,562	\$82,077	\$82,592	\$83,107
37	\$81,652	\$82,167	\$82,682	\$83,197	\$83,712
38	\$82,257	\$82,772	\$83,287	\$83,802	\$84,317
39	\$82,862	\$83,377	\$83,892	\$84,407	\$84,922
40	\$83,467	\$83,982	\$84,497	\$85,012	\$85,527
41	\$84,072	\$84,587	\$85,102	\$85,617	\$86,132
42	\$84,677	\$85,192	\$85,707	\$86,222	\$86,737
43	\$85,282	\$85,797	\$86,312	\$86,827	\$87,342
44	\$85,887	\$86,402	\$86,917	\$87,432	\$87,947
45	\$86,492	\$87,007	\$87,522	\$88,037	\$88,552

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 220 days - Hire Dates 7/1/14 and After

Pay Level	MA Base Salary		MA+30 Base Salary		EDS Base Salary	PHD Base Salary
	BA Base Salary	(THUS)	(THXS)			
0	\$59,536	\$60,051	\$60,566	\$61,081	\$61,596	
1	\$60,144	\$60,659	\$61,174	\$61,689	\$62,204	
2	\$60,752	\$61,267	\$61,782	\$62,297	\$62,812	
3	\$61,360	\$61,875	\$62,390	\$62,905	\$63,420	
4	\$61,968	\$62,483	\$62,998	\$63,513	\$64,028	
5	\$62,576	\$63,091	\$63,606	\$64,121	\$64,636	
6	\$63,184	\$63,699	\$64,214	\$64,729	\$65,244	
7	\$63,792	\$64,307	\$64,822	\$65,337	\$65,852	
8	\$64,400	\$64,915	\$65,430	\$65,945	\$66,460	
9	\$65,008	\$65,523	\$66,038	\$66,553	\$67,068	
10	\$65,616	\$66,131	\$66,646	\$67,161	\$67,676	
11	\$66,224	\$66,739	\$67,254	\$67,769	\$68,284	
12	\$66,832	\$67,347	\$67,862	\$68,377	\$68,892	
13	\$67,440	\$67,955	\$68,470	\$68,985	\$69,500	
14	\$68,048	\$68,563	\$69,078	\$69,593	\$70,108	
15	\$68,656	\$69,171	\$69,686	\$70,201	\$70,716	
16	\$69,264	\$69,779	\$70,294	\$70,809	\$71,324	
17	\$69,872	\$70,387	\$70,902	\$71,417	\$71,932	
18	\$70,480	\$70,995	\$71,510	\$72,025	\$72,540	
19	\$71,088	\$71,603	\$72,118	\$72,633	\$73,148	
20	\$71,696	\$72,211	\$72,726	\$73,241	\$73,756	
21	\$72,304	\$72,819	\$73,334	\$73,849	\$74,364	
22	\$72,912	\$73,427	\$73,942	\$74,457	\$74,972	
23	\$73,520	\$74,035	\$74,550	\$75,065	\$75,580	
24	\$74,128	\$74,643	\$75,158	\$75,673	\$76,188	
25	\$74,736	\$75,251	\$75,766	\$76,281	\$76,796	
26	\$75,344	\$75,859	\$76,374	\$76,889	\$77,404	
27	\$75,952	\$76,467	\$76,982	\$77,497	\$78,012	
28	\$76,560	\$77,075	\$77,590	\$78,105	\$78,620	
29	\$77,168	\$77,683	\$78,198	\$78,713	\$79,228	
30	\$77,776	\$78,291	\$78,806	\$79,321	\$79,836	
31	\$78,384	\$78,899	\$79,414	\$79,929	\$80,444	
32	\$78,992	\$79,507	\$80,022	\$80,537	\$81,052	
33	\$79,600	\$80,115	\$80,630	\$81,145	\$81,660	
34	\$80,208	\$80,723	\$81,238	\$81,753	\$82,268	
35	\$80,816	\$81,331	\$81,846	\$82,361	\$82,876	
36	\$81,424	\$81,939	\$82,454	\$82,969	\$83,484	
37	\$82,032	\$82,547	\$83,062	\$83,577	\$84,092	
38	\$82,640	\$83,155	\$83,670	\$84,185	\$84,700	
39	\$83,248	\$83,763	\$84,278	\$84,793	\$85,308	
40	\$83,856	\$84,371	\$84,886	\$85,401	\$85,916	
41	\$84,464	\$84,979	\$85,494	\$86,009	\$86,524	
42	\$85,072	\$85,587	\$86,102	\$86,617	\$87,132	
43	\$85,680	\$86,195	\$86,710	\$87,225	\$87,740	
44	\$86,288	\$86,803	\$87,318	\$87,833	\$88,348	
45	\$86,896	\$87,411	\$87,926	\$88,441	\$88,956	

St. Tammany Parish School Board Salary Schedules 2024-2025

Teachers- 240 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (THSS)	MA Base Salary (THSM)	MA+30 Base Salary	EDS Base Salary	PHD Base Salary (THSV)
0	\$64,950	\$65,465	\$65,980	\$66,495	\$67,010
1	\$65,613	\$66,128	\$66,643	\$67,158	\$67,673
2	\$66,276	\$66,791	\$67,306	\$67,821	\$68,336
3	\$66,939	\$67,454	\$67,969	\$68,484	\$68,999
4	\$67,602	\$68,117	\$68,632	\$69,147	\$69,662
5	\$68,265	\$68,780	\$69,295	\$69,810	\$70,325
6	\$68,928	\$69,443	\$69,958	\$70,473	\$70,988
7	\$69,591	\$70,106	\$70,621	\$71,136	\$71,651
8	\$70,254	\$70,769	\$71,284	\$71,799	\$72,314
9	\$70,917	\$71,432	\$71,947	\$72,462	\$72,977
10	\$71,580	\$72,095	\$72,610	\$73,125	\$73,640
11	\$72,243	\$72,758	\$73,273	\$73,788	\$74,303
12	\$72,906	\$73,421	\$73,936	\$74,451	\$74,966
13	\$73,569	\$74,084	\$74,599	\$75,114	\$75,629
14	\$74,232	\$74,747	\$75,262	\$75,777	\$76,292
15	\$74,895	\$75,410	\$75,925	\$76,440	\$76,955
16	\$75,558	\$76,073	\$76,588	\$77,103	\$77,618
17	\$76,221	\$76,736	\$77,251	\$77,766	\$78,281
18	\$76,884	\$77,399	\$77,914	\$78,429	\$78,944
19	\$77,547	\$78,062	\$78,577	\$79,092	\$79,607
20	\$78,210	\$78,725	\$79,240	\$79,755	\$80,270
21	\$78,873	\$79,388	\$79,903	\$80,418	\$80,933
22	\$79,536	\$80,051	\$80,566	\$81,081	\$81,596
23	\$80,199	\$80,714	\$81,229	\$81,744	\$82,259
24	\$80,862	\$81,377	\$81,892	\$82,407	\$82,922
25	\$81,525	\$82,040	\$82,555	\$83,070	\$83,585
26	\$82,188	\$82,703	\$83,218	\$83,733	\$84,248
27	\$82,851	\$83,366	\$83,881	\$84,396	\$84,911
28	\$83,514	\$84,029	\$84,544	\$85,059	\$85,574
29	\$84,177	\$84,692	\$85,207	\$85,722	\$86,237
30	\$84,840	\$85,355	\$85,870	\$86,385	\$86,900
31	\$85,503	\$86,018	\$86,533	\$87,048	\$87,563
32	\$86,166	\$86,681	\$87,196	\$87,711	\$88,226
33	\$86,829	\$87,344	\$87,859	\$88,374	\$88,889
34	\$87,492	\$88,007	\$88,522	\$89,037	\$89,552
35	\$88,155	\$88,670	\$89,185	\$89,700	\$90,215
36	\$88,818	\$89,333	\$89,848	\$90,363	\$90,878
37	\$89,481	\$89,996	\$90,511	\$91,026	\$91,541
38	\$90,144	\$90,659	\$91,174	\$91,689	\$92,204
39	\$90,807	\$91,322	\$91,837	\$92,352	\$92,867
40	\$91,470	\$91,985	\$92,500	\$93,015	\$93,530
41	\$92,133	\$92,648	\$93,163	\$93,678	\$94,193
42	\$92,796	\$93,311	\$93,826	\$94,341	\$94,856
43	\$93,459	\$93,974	\$94,489	\$95,004	\$95,519
44	\$94,122	\$94,637	\$95,152	\$95,667	\$96,182
45	\$94,785	\$95,300	\$95,815	\$96,330	\$96,845

**Coordinator Salary
Schedules for Hire Dates
June 30, 2014 and Prior**

St. Tammany Parish School Board Salary Schedules 2024-2025

Coordinators- 200 days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TXNS)	MA Base Salary (TXOS)	MA+30 Base Salary (TXPS)	EDS Base Salary (TXQS)	PHD Base Salary (TXRS)
0	\$54,792	\$56,949	\$57,983	\$59,149	\$60,361
1	\$55,344	\$57,501	\$58,535	\$59,701	\$60,913
2	\$55,896	\$58,053	\$59,087	\$60,253	\$61,465
3	\$56,448	\$58,605	\$59,639	\$60,805	\$62,017
4	\$57,000	\$59,157	\$60,191	\$61,357	\$62,569
5	\$57,552	\$59,709	\$60,743	\$61,909	\$63,121
6	\$58,104	\$60,261	\$61,295	\$62,461	\$63,673
7	\$58,656	\$60,813	\$61,847	\$63,013	\$64,225
8	\$59,208	\$61,365	\$62,399	\$63,565	\$64,777
9	\$59,760	\$61,917	\$62,951	\$64,117	\$65,329
10	\$60,312	\$62,469	\$63,503	\$64,669	\$65,881
11	\$60,864	\$63,021	\$64,055	\$65,221	\$66,433
12	\$61,416	\$63,573	\$64,607	\$65,773	\$66,985
13	\$61,968	\$64,125	\$65,159	\$66,325	\$67,537
14	\$62,520	\$64,677	\$65,711	\$66,877	\$68,089
15	\$63,072	\$65,229	\$66,263	\$67,429	\$68,641
16	\$63,624	\$65,781	\$66,815	\$67,981	\$69,193
17	\$64,176	\$66,333	\$67,367	\$68,533	\$69,745
18	\$64,728	\$66,885	\$67,919	\$69,085	\$70,297
19	\$65,280	\$67,437	\$68,471	\$69,637	\$70,849
20	\$65,832	\$67,989	\$69,023	\$70,189	\$71,401
21	\$66,384	\$68,541	\$69,575	\$70,741	\$71,953
22	\$66,936	\$69,093	\$70,127	\$71,293	\$72,505
23	\$67,488	\$69,645	\$70,679	\$71,845	\$73,057
24	\$68,040	\$70,197	\$71,231	\$72,397	\$73,609
25	\$68,592	\$70,749	\$71,783	\$72,949	\$74,161
26	\$69,144	\$71,301	\$72,335	\$73,501	\$74,713
27	\$69,696	\$71,853	\$72,887	\$74,053	\$75,265
28	\$70,248	\$72,405	\$73,439	\$74,605	\$75,817
29	\$70,800	\$72,957	\$73,991	\$75,157	\$76,369
30	\$71,352	\$73,509	\$74,543	\$75,709	\$76,921
31	\$71,904	\$74,061	\$75,095	\$76,261	\$77,473
32	\$72,456	\$74,613	\$75,647	\$76,813	\$78,025
33	\$73,008	\$75,165	\$76,199	\$77,365	\$78,577
34	\$73,560	\$75,717	\$76,751	\$77,917	\$79,129
35	\$74,112	\$76,269	\$77,303	\$78,469	\$79,681
36	\$74,664	\$76,821	\$77,855	\$79,021	\$80,233
37	\$75,216	\$77,373	\$78,407	\$79,573	\$80,785
38	\$75,768	\$77,925	\$78,959	\$80,125	\$81,337
39	\$76,320	\$78,477	\$79,511	\$80,677	\$81,889
40	\$76,872	\$79,029	\$80,063	\$81,229	\$82,441
41	\$77,424	\$79,581	\$80,615	\$81,781	\$82,993
42	\$77,976	\$80,133	\$81,167	\$82,333	\$83,545
43	\$78,528	\$80,685	\$81,719	\$82,885	\$84,097
44	\$79,080	\$81,237	\$82,271	\$83,437	\$84,649
45	\$79,632	\$81,789	\$82,823	\$83,989	\$85,201

St. Tammany Parish School Board Salary Schedules 2024-2025

Coordinators- 220 days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TYDS)	MA Base Salary (TYES)	MA+30 Base Salary (TYFS)	EDS Base Salary (TYGS)	PHD Base Salary (TYHS)
0	\$59,905	\$62,269	\$63,406	\$64,676	\$65,991
1	\$60,513	\$62,877	\$64,014	\$65,284	\$66,599
2	\$61,121	\$63,485	\$64,622	\$65,892	\$67,207
3	\$61,729	\$64,093	\$65,230	\$66,500	\$67,815
4	\$62,337	\$64,701	\$65,838	\$67,108	\$68,423
5	\$62,945	\$65,309	\$66,446	\$67,716	\$69,031
6	\$63,553	\$65,917	\$67,054	\$68,324	\$69,639
7	\$64,161	\$66,525	\$67,662	\$68,932	\$70,247
8	\$64,769	\$67,133	\$68,270	\$69,540	\$70,855
9	\$65,377	\$67,741	\$68,878	\$70,148	\$71,463
10	\$65,985	\$68,349	\$69,486	\$70,756	\$72,071
11	\$66,593	\$68,957	\$70,094	\$71,364	\$72,679
12	\$67,201	\$69,565	\$70,702	\$71,972	\$73,287
13	\$67,809	\$70,173	\$71,310	\$72,580	\$73,895
14	\$68,417	\$70,781	\$71,918	\$73,188	\$74,503
15	\$69,025	\$71,389	\$72,526	\$73,796	\$75,111
16	\$69,633	\$71,997	\$73,134	\$74,404	\$75,719
17	\$70,241	\$72,605	\$73,742	\$75,012	\$76,327
18	\$70,849	\$73,213	\$74,350	\$75,620	\$76,935
19	\$71,457	\$73,821	\$74,958	\$76,228	\$77,543
20	\$72,065	\$74,429	\$75,566	\$76,836	\$78,151
21	\$72,673	\$75,037	\$76,174	\$77,444	\$78,759
22	\$73,281	\$75,645	\$76,782	\$78,052	\$79,367
23	\$73,889	\$76,253	\$77,390	\$78,660	\$79,975
24	\$74,497	\$76,861	\$77,998	\$79,268	\$80,583
25	\$75,105	\$77,469	\$78,606	\$79,876	\$81,191
26	\$75,713	\$78,077	\$79,214	\$80,484	\$81,799
27	\$76,321	\$78,685	\$79,822	\$81,092	\$82,407
28	\$76,929	\$79,293	\$80,430	\$81,700	\$83,015
29	\$77,537	\$79,901	\$81,038	\$82,308	\$83,623
30	\$78,145	\$80,509	\$81,646	\$82,916	\$84,231
31	\$78,753	\$81,117	\$82,254	\$83,524	\$84,839
32	\$79,361	\$81,725	\$82,862	\$84,132	\$85,447
33	\$79,969	\$82,333	\$83,470	\$84,740	\$86,055
34	\$80,577	\$82,941	\$84,078	\$85,348	\$86,663
35	\$81,185	\$83,549	\$84,686	\$85,956	\$87,271
36	\$81,793	\$84,157	\$85,294	\$86,564	\$87,879
37	\$82,401	\$84,765	\$85,902	\$87,172	\$88,487
38	\$83,009	\$85,373	\$86,510	\$87,780	\$89,095
39	\$83,617	\$85,981	\$87,118	\$88,388	\$89,703
40	\$84,225	\$86,589	\$87,726	\$88,996	\$90,311
41	\$84,833	\$87,197	\$88,334	\$89,604	\$90,919
42	\$85,441	\$87,805	\$88,942	\$90,212	\$91,527
43	\$86,049	\$88,413	\$89,550	\$90,820	\$92,135
44	\$86,657	\$89,021	\$90,158	\$91,428	\$92,743
45	\$87,265	\$89,629	\$90,766	\$92,036	\$93,351

St. Tammany Parish School Board Salary Schedules 2024-2025

Coordinators- 261 days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TYNS)	MA Base Salary (TYOS)	MA+30 Base Salary (TYPS)	EDS Base Salary (TYQS)	PHD Base Salary (TYRS)
0	\$65,494	\$68,065	\$69,305	\$70,679	\$72,098
1	\$66,215	\$68,786	\$70,026	\$71,400	\$72,819
2	\$66,936	\$69,507	\$70,747	\$72,121	\$73,540
3	\$67,657	\$70,228	\$71,468	\$72,842	\$74,261
4	\$68,378	\$70,949	\$72,189	\$73,563	\$74,982
5	\$69,099	\$71,670	\$72,910	\$74,284	\$75,703
6	\$69,820	\$72,391	\$73,631	\$75,005	\$76,424
7	\$70,541	\$73,112	\$74,352	\$75,726	\$77,145
8	\$71,262	\$73,833	\$75,073	\$76,447	\$77,866
9	\$71,983	\$74,554	\$75,794	\$77,168	\$78,587
10	\$72,704	\$75,275	\$76,515	\$77,889	\$79,308
11	\$73,425	\$75,996	\$77,236	\$78,610	\$80,029
12	\$74,146	\$76,717	\$77,957	\$79,331	\$80,750
13	\$74,867	\$77,438	\$78,678	\$80,052	\$81,471
14	\$75,588	\$78,159	\$79,399	\$80,773	\$82,192
15	\$76,309	\$78,880	\$80,120	\$81,494	\$82,913
16	\$77,030	\$79,601	\$80,841	\$82,215	\$83,634
17	\$77,751	\$80,322	\$81,562	\$82,936	\$84,355
18	\$78,472	\$81,043	\$82,283	\$83,657	\$85,076
19	\$79,193	\$81,764	\$83,004	\$84,378	\$85,797
20	\$79,914	\$82,485	\$83,725	\$85,099	\$86,518
21	\$80,635	\$83,206	\$84,446	\$85,820	\$87,239
22	\$81,356	\$83,927	\$85,167	\$86,541	\$87,960
23	\$82,077	\$84,648	\$85,888	\$87,262	\$88,681
24	\$82,798	\$85,369	\$86,609	\$87,983	\$89,402
25	\$83,519	\$86,090	\$87,330	\$88,704	\$90,123
26	\$84,240	\$86,811	\$88,051	\$89,425	\$90,844
27	\$84,961	\$87,532	\$88,772	\$90,146	\$91,565
28	\$85,682	\$88,253	\$89,493	\$90,867	\$92,286
29	\$86,403	\$88,974	\$90,214	\$91,588	\$93,007
30	\$87,124	\$89,695	\$90,935	\$92,309	\$93,728
31	\$87,845	\$90,416	\$91,656	\$93,030	\$94,449
32	\$88,566	\$91,137	\$92,377	\$93,751	\$95,170
33	\$89,287	\$91,858	\$93,098	\$94,472	\$95,891
34	\$90,008	\$92,579	\$93,819	\$95,193	\$96,612
35	\$90,729	\$93,300	\$94,540	\$95,914	\$97,333
36	\$91,450	\$94,021	\$95,261	\$96,635	\$98,054
37	\$92,171	\$94,742	\$95,982	\$97,356	\$98,775
38	\$92,892	\$95,463	\$96,703	\$98,077	\$99,496
39	\$93,613	\$96,184	\$97,424	\$98,798	\$100,217
40	\$94,334	\$96,905	\$98,145	\$99,519	\$100,938
41	\$95,055	\$97,626	\$98,866	\$100,240	\$101,659
42	\$95,776	\$98,347	\$99,587	\$100,961	\$102,380
43	\$96,497	\$99,068	\$100,308	\$101,682	\$103,101
44	\$97,218	\$99,789	\$101,029	\$102,403	\$103,822
45	\$97,939	\$100,510	\$101,750	\$103,124	\$104,543

Coordinator Salary Schedules for Hire Dates July 1, 2014 and After

NOTE: All newly hired coordinators will start on Pay Level 2 or be given two pay levels if they have experience.

St. Tammany Parish School Board Salary Schedules 2024-2025

Coordinators- 200 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (TXSS)	MA Base Salary (TXTS)	MA+30 Base Salary (TXUS)	EDS Base Salary (TXVS)	PHD Base Salary (TXWS)
0	\$54,792	\$55,307	\$55,822	\$56,337	\$56,852
1	\$55,344	\$55,859	\$56,374	\$56,889	\$57,404
2	\$55,896	\$56,411	\$56,926	\$57,441	\$57,956
3	\$56,448	\$56,963	\$57,478	\$57,993	\$58,508
4	\$57,000	\$57,515	\$58,030	\$58,545	\$59,060
5	\$57,552	\$58,067	\$58,582	\$59,097	\$59,612
6	\$58,104	\$58,619	\$59,134	\$59,649	\$60,164
7	\$58,656	\$59,171	\$59,686	\$60,201	\$60,716
8	\$59,208	\$59,723	\$60,238	\$60,753	\$61,268
9	\$59,760	\$60,275	\$60,790	\$61,305	\$61,820
10	\$60,312	\$60,827	\$61,342	\$61,857	\$62,372
11	\$60,864	\$61,379	\$61,894	\$62,409	\$62,924
12	\$61,416	\$61,931	\$62,446	\$62,961	\$63,476
13	\$61,968	\$62,483	\$62,998	\$63,513	\$64,028
14	\$62,520	\$63,035	\$63,550	\$64,065	\$64,580
15	\$63,072	\$63,587	\$64,102	\$64,617	\$65,132
16	\$63,624	\$64,139	\$64,654	\$65,169	\$65,684
17	\$64,176	\$64,691	\$65,206	\$65,721	\$66,236
18	\$64,728	\$65,243	\$65,758	\$66,273	\$66,788
19	\$65,280	\$65,795	\$66,310	\$66,825	\$67,340
20	\$65,832	\$66,347	\$66,862	\$67,377	\$67,892
21	\$66,384	\$66,899	\$67,414	\$67,929	\$68,444
22	\$66,936	\$67,451	\$67,966	\$68,481	\$68,996
23	\$67,488	\$68,003	\$68,518	\$69,033	\$69,548
24	\$68,040	\$68,555	\$69,070	\$69,585	\$70,100
25	\$68,592	\$69,107	\$69,622	\$70,137	\$70,652
26	\$69,144	\$69,659	\$70,174	\$70,689	\$71,204
27	\$69,696	\$70,211	\$70,726	\$71,241	\$71,756
28	\$70,248	\$70,763	\$71,278	\$71,793	\$72,308
29	\$70,800	\$71,315	\$71,830	\$72,345	\$72,860
30	\$71,352	\$71,867	\$72,382	\$72,897	\$73,412
31	\$71,904	\$72,419	\$72,934	\$73,449	\$73,964
32	\$72,456	\$72,971	\$73,486	\$74,001	\$74,516
33	\$73,008	\$73,523	\$74,038	\$74,553	\$75,068
34	\$73,560	\$74,075	\$74,590	\$75,105	\$75,620
35	\$74,112	\$74,627	\$75,142	\$75,657	\$76,172
36	\$74,664	\$75,179	\$75,694	\$76,209	\$76,724
37	\$75,216	\$75,731	\$76,246	\$76,761	\$77,276
38	\$75,768	\$76,283	\$76,798	\$77,313	\$77,828
39	\$76,320	\$76,835	\$77,350	\$77,865	\$78,380
40	\$76,872	\$77,387	\$77,902	\$78,417	\$78,932
41	\$77,424	\$77,939	\$78,454	\$78,969	\$79,484
42	\$77,976	\$78,491	\$79,006	\$79,521	\$80,036
43	\$78,528	\$79,043	\$79,558	\$80,073	\$80,588
44	\$79,080	\$79,595	\$80,110	\$80,625	\$81,140
45	\$79,632	\$80,147	\$80,662	\$81,177	\$81,692

St. Tammany Parish School Board Salary Schedules 2024-2025

Coordinators- 220 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (TYJS)	MA Base Salary (TYKS)	MA+30 Base Salary (TYLS)	EDS Base Salary	PHD Base Salary (TYMS)
0	\$59,905	\$60,420	\$60,935	\$61,450	\$61,965
1	\$60,513	\$61,028	\$61,543	\$62,058	\$62,573
2	\$61,121	\$61,636	\$62,151	\$62,666	\$63,181
3	\$61,729	\$62,244	\$62,759	\$63,274	\$63,789
4	\$62,337	\$62,852	\$63,367	\$63,882	\$64,397
5	\$62,945	\$63,460	\$63,975	\$64,490	\$65,005
6	\$63,553	\$64,068	\$64,583	\$65,098	\$65,613
7	\$64,161	\$64,676	\$65,191	\$65,706	\$66,221
8	\$64,769	\$65,284	\$65,799	\$66,314	\$66,829
9	\$65,377	\$65,892	\$66,407	\$66,922	\$67,437
10	\$65,985	\$66,500	\$67,015	\$67,530	\$68,045
11	\$66,593	\$67,108	\$67,623	\$68,138	\$68,653
12	\$67,201	\$67,716	\$68,231	\$68,746	\$69,261
13	\$67,809	\$68,324	\$68,839	\$69,354	\$69,869
14	\$68,417	\$68,932	\$69,447	\$69,962	\$70,477
15	\$69,025	\$69,540	\$70,055	\$70,570	\$71,085
16	\$69,633	\$70,148	\$70,663	\$71,178	\$71,693
17	\$70,241	\$70,756	\$71,271	\$71,786	\$72,301
18	\$70,849	\$71,364	\$71,879	\$72,394	\$72,909
19	\$71,457	\$71,972	\$72,487	\$73,002	\$73,517
20	\$72,065	\$72,580	\$73,095	\$73,610	\$74,125
21	\$72,673	\$73,188	\$73,703	\$74,218	\$74,733
22	\$73,281	\$73,796	\$74,311	\$74,826	\$75,341
23	\$73,889	\$74,404	\$74,919	\$75,434	\$75,949
24	\$74,497	\$75,012	\$75,527	\$76,042	\$76,557
25	\$75,105	\$75,620	\$76,135	\$76,650	\$77,165
26	\$75,713	\$76,228	\$76,743	\$77,258	\$77,773
27	\$76,321	\$76,836	\$77,351	\$77,866	\$78,381
28	\$76,929	\$77,444	\$77,959	\$78,474	\$78,989
29	\$77,537	\$78,052	\$78,567	\$79,082	\$79,597
30	\$78,145	\$78,660	\$79,175	\$79,690	\$80,205
31	\$78,753	\$79,268	\$79,783	\$80,298	\$80,813
32	\$79,361	\$79,876	\$80,391	\$80,906	\$81,421
33	\$79,969	\$80,484	\$80,999	\$81,514	\$82,029
34	\$80,577	\$81,092	\$81,607	\$82,122	\$82,637
35	\$81,185	\$81,700	\$82,215	\$82,730	\$83,245
36	\$81,793	\$82,308	\$82,823	\$83,338	\$83,853
37	\$82,401	\$82,916	\$83,431	\$83,946	\$84,461
38	\$83,009	\$83,524	\$84,039	\$84,554	\$85,069
39	\$83,617	\$84,132	\$84,647	\$85,162	\$85,677
40	\$84,225	\$84,740	\$85,255	\$85,770	\$86,285
41	\$84,833	\$85,348	\$85,863	\$86,378	\$86,893
42	\$85,441	\$85,956	\$86,471	\$86,986	\$87,501
43	\$86,049	\$86,564	\$87,079	\$87,594	\$88,109
44	\$86,657	\$87,172	\$87,687	\$88,202	\$88,717
45	\$87,265	\$87,780	\$88,295	\$88,810	\$89,325

St. Tammany Parish School Board Salary Schedules 2024-2025

Coordinators- 261 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (TZSS)	MA Base Salary (TZTS)	MA+30 Base Salary (TZUS)	EDS Base Salary (TZVS)	PHD Base Salary
0	65,494	66,009	66,524	67,039	67,554
1	66,215	66,730	67,245	67,760	68,275
2	66,936	67,451	67,966	68,481	68,996
3	67,657	68,172	68,687	69,202	69,717
4	68,378	68,893	69,408	69,923	70,438
5	69,099	69,614	70,129	70,644	71,159
6	69,820	70,335	70,850	71,365	71,880
7	70,541	71,056	71,571	72,086	72,601
8	71,262	71,777	72,292	72,807	73,322
9	71,983	72,498	73,013	73,528	74,043
10	72,704	73,219	73,734	74,249	74,764
11	73,425	73,940	74,455	74,970	75,485
12	74,146	74,661	75,176	75,691	76,206
13	74,867	75,382	75,897	76,412	76,927
14	75,588	76,103	76,618	77,133	77,648
15	76,309	76,824	77,339	77,854	78,369
16	77,030	77,545	78,060	78,575	79,090
17	77,751	78,266	78,781	79,296	79,811
18	78,472	78,987	79,502	80,017	80,532
19	79,193	79,708	80,223	80,738	81,253
20	79,914	80,429	80,944	81,459	81,974
21	80,635	81,150	81,665	82,180	82,695
22	81,356	81,871	82,386	82,901	83,416
23	82,077	82,592	83,107	83,622	84,137
24	82,798	83,313	83,828	84,343	84,858
25	83,519	84,034	84,549	85,064	85,579
26	84,240	84,755	85,270	85,785	86,300
27	84,961	85,476	85,991	86,506	87,021
28	85,682	86,197	86,712	87,227	87,742
29	86,403	86,918	87,433	87,948	88,463
30	87,124	87,639	88,154	88,669	89,184
31	87,845	88,360	88,875	89,390	89,905
32	88,566	89,081	89,596	90,111	90,626
33	89,287	89,802	90,317	90,832	91,347
34	90,008	90,523	91,038	91,553	92,068
35	90,729	91,244	91,759	92,274	92,789
36	91,450	91,965	92,480	92,995	93,510
37	92,171	92,686	93,201	93,716	94,231
38	92,892	93,407	93,922	94,437	94,952
39	93,613	94,128	94,643	95,158	95,673
40	94,334	94,849	95,364	95,879	96,394
41	95,055	95,570	96,085	96,600	97,115
42	95,776	96,291	96,806	97,321	97,836
43	96,497	97,012	97,527	98,042	98,557
44	97,218	97,733	98,248	98,763	99,278
45	97,939	98,454	98,969	99,484	99,999

St. Tammany Parish School Board Salary Schedules 2024-2025

Certificated Personnel Guidelines

Teachers

Salary for FY 2024-2025

1. Teachers who began work with St. Tammany Parish School Board prior to July 1, 2014:

The salary schedules for these teachers are located on Pages 1 to 7. The schedule for each teacher is determined based on the teacher's work calendar. Pay level will not always equal years of experience. For July 1, 2024, teachers will advance one pay level on the schedules and will receive a one-time state stipend of \$2,000 weighted based on their work calendar. Any existing teacher that transfers to a Students with Exceptionalities (SWE) position will receive an additional two pay levels due to critical shortages in that area. Any existing teacher that transfers to an Out-of-Field Authorization to Teach (OFAT) position will receive an additional one pay level due to critical shortages in that area. The teacher must obtain an effective rating for FY 2023-2024 to be eligible for any increases and stipends.

2. Teachers who began work with St. Tammany Parish School Board July 1, 2014, to June 30, 2024:

The salary schedules for these teachers are located on Pages 8 to 14. The schedule for each teacher is determined based on the teacher's work calendar. Pay level will not always equal years of experience. For July 1, 2024, teachers will advance one pay level on the schedules and will receive a one-time state stipend of \$2,000 weighted based on their work calendar. Any existing teacher that transfers to a SWE position will receive an additional two pay levels due to critical shortages in that area. Any existing teacher that transfers to an OFAT position will receive an additional one pay level due to critical shortages in that area. The teacher must obtain an effective rating for FY 2023-2024 to be eligible for any increases and stipends.

3. Teachers who begin work with St. Tammany Parish School Board on or after July 1, 2024:

Each teacher will be assigned a pay level and beginning salary based on the salary schedules located on Pages 8 to 14. The schedule for each teacher is determined based on the teacher's work calendar. Teachers with experience will be placed on the salary schedule based on their documented years of experience and level of education. **Newly hired teachers that are not SWE or OFAT will receive an additional two pay levels due to the critical shortage of teachers. Newly hired SWE teachers will receive an additional four pay levels due to the critical shortages in this area. Newly hired OFAT teachers will receive an additional three pay levels due to the critical shortages in this area. New teachers will also receive a one-time state stipend of \$2,000 weighted based on their work calendar.**

Advanced Degree One-Time Base Salary Adjustment

A one-time increase to base salary will be made for advanced degrees earned in FY 2023-2024 while employed by the School Board as follows:

1. Master's Degree	\$1,000
2. Masters Plus 30	\$1,000
3. Education Specialist Degree (EDS)	\$1,000
4. Doctorate (PHD)	\$1,000

Employees hired prior to July 1, 2014 who have obtained degrees prior to July 1, 2014 have already been compensated for advanced degrees. Advanced degrees obtained while employed by the School Board from July 1, 2014 to June 30, 2021 received a one-time increase to base salary of \$500. For FY 2022-2023 and forward, those employees will receive \$1,000 per degree earned from July 1, 2014 to June 30, 2021 while an employee. Teachers who have earned advanced degrees while employed by the School Board (July 1, 2014 to June 30, 2024) will calculate their total base salary by adding \$1,000 for each advanced degree earned from July 1, 2014 to June 30, 2024 to their salary from the applicable salary table.

St. Tammany Parish School Board Salary Schedules 2024-2025

Certificated Personnel Guidelines (continued)

Demand Stipends

Demand stipends are **not guaranteed** each year and these payments do not increase base salary. These stipends are subject to retirement.

Teachers working at an urgent intervention required school (UIR) or a comprehensive intervention required school (CIR) will be eligible for a demand stipend of \$500. School label will be determined based on label assigned by the State as of August 1, 2024. The certificated teacher must be based at one of these schools 100% of the time for FY 2024-2025 to be eligible for this stipend. Itinerant certificated teachers who will work at one of these schools must work at least 50% of their time at one of these schools for FY 2024-2025. This stipend will be payable for FY 2024-2025 on October 31, 2024 if (1) the teacher has an active status as an employee as of June 30, 2024; (2) the teacher has an active status as an employee as of October 31, 2024; **and**, (3) the teacher must have an evaluation rating for FY 2023-2024 and that rating must not be an ineffective rating. Certificated employees who are on any form of leave with or without pay including extended sick leave are not eligible for this stipend if the employee did not work at a school in FY 2023-2024 and will not work in one of these schools for FY 2024-2025. New hires are not eligible for these stipends.

Certificated teachers teaching a subject that has a critical hiring shortage as defined yearly by the Administration will be eligible for a demand stipend of \$500. Subjects being taught will be evaluated as of September 1, 2024 to determine which teachers are eligible. SWE and OFAT teachers are not eligible for the critical hiring shortage stipends as those employees received extra pay levels for those critical shortage areas. SWE and OFAT teachers are eligible for the other demand stipends. This stipend will be payable for FY 2024-2025 on October 31, 2024 if (1) the teacher has an active status as an employee as of June 30, 2024, (2) the teacher has an active status as an employee as of October 1, 2024, **and** (3) the teacher must have an evaluation rating for FY 2023-2024 and that rating must not be an ineffective rating. Certificated employees who are on any form of leave with or without pay including extended sick leave are not eligible for this stipend if the employee did not work at a school in FY 2023-2024 and will not work in one of these schools for FY 2024-2025. New hires are not eligible for these stipends.

Effectiveness Stipend

Performance stipends are **not guaranteed** each year and these payments do not increase base salary. This stipend is subject to retirement.

Certificated teachers have the opportunity to earn a stipend of \$1,000 known as an effectiveness stipend. The effectiveness stipend will be awarded if (1) the teacher has an active status as an employee as of June 30, 2024; (2) the teacher has an active status as an employee as of October 31, 2024; **and** (3) the teacher receives a 3.00 or higher rating as defined by the state evaluation system for FY 2023-2024. All three criteria must be met for the teacher to be eligible for the performance stipend. The performance stipend will be paid October 31, 2024. New hires will not be eligible for this stipend.

Parish Wide Assistant Principals, Assistant Principals and Principals

Parish Wide Assistant Principals

Base Pay – 125% of the applicable 181 Day Teacher Salary Schedule

Employed for 10 months

No enrollment supplemental pay

Advance one pay level and are eligible for the one-time state stipend of \$2,000 weighted by their percentage.

St. Tammany Parish School Board Salary Schedules 2024-2025

Certificated Personnel Guidelines (continued)

Parish Wide Assistant Principals, Assistant Principals and Principals (continued)

Assistant Principals

Base Pay – 125% of the applicable 181 Day Teacher Salary Schedule

Advance one pay level and are eligible for the one-time state stipend of \$2,000 weighted by their percentage.

Supplemental Pay– Based on February 1, 2024 enrollment of the school and grade levels as follows:

ADM	Pre-school-Grade 6	Grades 7-8	Grades 9-12
0-800	2.5 (10 mos.)	2.5 (10 mos.)	10.0 (10.5 mos.)
801-1,600	2.5 (10 mos.)	5.0 (10 mos.)	12.5 (10.5 mos.)
1,601+	5.0 (10 mos.)	7.5 (10 mos.)	15.0 (10.5 mos.)

Principals

Base Pay – 125% of the applicable 181 Day Teacher Salary Schedule. Alternative Program Principals shall receive a supplemental percentage of 20%. Principals receive an annual cell phone allowance of \$600 per year.

Advance one pay level and are eligible for the one-time state stipend of \$2,000 weighted by their percentage.

Supplemental Pay– Based on the February 1, 2024 enrollment of the school and grade levels as follows:

ADM	Pre-school-Grade 6	Grades 7-8	Grades 9-12
0-250	5.0 (10 mos.)	7.5 (10 mos.)	10.0 (10.5 mos.)
251-400	10.0 (10 mos.)	12.5 (10 mos.)	15.0 (10.5 mos.)
401-550	15.0 (10 mos.)	17.5 (10 mos.)	20.0 (10.5 mos.)
551-800	20.0 (10 mos.)	22.5 (10 mos.)	25.0 (10.5 mos.)
801-1,050	25.0 (10 mos.)	27.5 (10 mos.)	30.0 (10.5 mos.)
1,051-1,300	30.0 (10.5 mos.)	32.5 (10.5 mos.)	35.0 (11 mos.)
1,301-1,550	35.0 (11 mos.)	37.5 (11 mos.)	40.0 (11 mos.)
1,551-1,800	40.0 (11 mos.)	42.5 (11 mos.)	45.0 (11 mos.)
1,801-2,050	45.0 (11 mos.)	47.5 (11 mos.)	50.0 (11 mos.)
2,051-2,300	50.0 (11 mos.)	52.5 (11 mos.)	55.0 (11 mos.)
2,301-2,550	55.0 (11 mos.)	57.5 (11 mos.)	60.0 (11 mos.)
2,551-2,800	57.5 (11 mos.)	60.0 (11 mos.)	62.5 (11 mos.)
2,801-3,050+	60.0 (11 mos.)	62.5 (11 mos.)	65.0 (11 mos.)

- Parish Wide Assistant Principals, Assistant Principals, and Principals who receive an ineffective state evaluation rating do not receive a higher salary in the year following the evaluation.
- Parish Wide Assistant Principals, Assistant Principals, and Principals will be eligible for the advanced degree pay of \$1,000, the UIR/CIR demand stipends of \$500, and the performance stipend pay of \$1,000 if all criteria are met.
- In cases where two or more grade categories are involved, the percentage will be added for each category; however, supplemental percentage shall not exceed the percentage for total school enrollment based on highest category for that particular school.

St. Tammany Parish School Board Salary Schedules 2024-2025

Certificated Personnel Guidelines (continued)

Parish Wide Assistant Principals, Assistant Principals and Principals (continued)

- All Principals, other than High School Principals, will be employed for 10 months (19 work days beyond the 181-day school year) with the following exceptions: schools with supplemental percentage of 30 will be employed 29 work days beyond the 181-day school year; schools with supplemental percentage of 35 will be employed for 39 work days beyond the 181-day school year.
- All High School Principals will be employed for 11 months (39 work days beyond the 181-day school year).
- All Parish Wide Assistant Principals and Assistant Principals, except at the High School level, will be employed for 10 months. High School Assistant Principals will be employed for 10.5 months.
- A Principal's or Assistant Principal's supplemental percentage will not be reduced in cases of normal enrollment declines. He or she will remain at his or her present salary until he or she catches up to the schedule, or the schedule catches up to his or her salary. If school reorganization reduces enrollment, the above rule will apply. If a Principal or Assistant Principal voluntarily transfers to a smaller school, or a school of lower grade level, his or her salary will be recalculated accordingly.

Coordinators

- Coordinator's base pay is calculated using the applicable salary schedules located on Pages 15 to 17 if the coordinator was hired June 30, 2014 or prior. Coordinators will be placed on the appropriate TX or TY schedule based on experience, education and/or work calendar.
- Coordinator's base pay is calculated using the applicable salary schedules located on Pages 18 to 20 if the coordinator was hired July 1, 2014 or after. Coordinators will be placed on the appropriate TX or TY schedule based on experience, education and/or work calendar. Newly hired coordinators will receive an additional two pay levels the same as teachers.
- Coordinator's will advance one pay level on the schedules and will receive a one-time state stipend of \$2,000 weighted based on their work calendar.
- Coordinators will be eligible for advanced degree pay of \$1,000 and may be eligible for a taxable annual cell phone allowance of \$600 at the discretion of the Superintendent.
- Coordinators who have earned advanced degrees while employed by the School Board (July 1, 2014 to June 30, 2024) will calculate their total base salary by adding \$1,000 for each advanced degree earned from July 1, 2014 to June 30, 2024 to their salary from the applicable salary table.

Other Certificated Administrators

Assistant Directors

Base Pay – 150% of the applicable 181 Day Teacher Salary Schedule

Supervisors

Base Pay – 165% of the applicable 181 Day Teacher Salary Schedule

Longevity Pay – Additional \$250 for every year of experience in a supervisory position

Directors

Base Pay – 180% of the applicable 181 Day Teacher Salary Schedule

Longevity Pay – Additional \$250 for every year of experience in a supervisory position

St. Tammany Parish School Board Salary Schedules 2024-2025

Certificated Personnel Guidelines (continued)

Other Certificated Administrators (continued)

Assistant Superintendents

Base Pay – 195% of the applicable 181 Day Teacher Salary Schedule

Longevity Pay – Additional \$250 for every year of experience in a supervisory position.

Appropriate annual car allowance

Other Certificated Administrators will advance one pay level and will receive a one-time state stipend of \$2,000 weighted based on their percentages.

Other Certificated Administrators will be eligible to receive the advanced degree pay of \$1,000 and may be eligible for a taxable annual cell phone allowance of \$600 at the discretion of the Superintendent.

Department of Education Criteria for Teacher Salary Schedules

Department of Education requires three components to teacher pay – Experience, Demand, and Performance. Annual base building increments and/or annual stipends will be given based on Department of Education criteria as follows:

Experience Criteria

Experience will be based on years of service with the St. Tammany Parish School Board based on School Board policies or relevant previous work experience. The experience increment could be either a one-time stipend or an increase to base salary at the discretion of the School Board. For Fiscal Year 2024-2025, the experience increment will be one pay level of \$500. Additional pay levels may be granted to certificated employees for critical area shortages, hiring incentives, and any other reasons at the discretion of the Superintendent.

Demand Criteria

Advanced Degrees and Certifications

Certificated personnel obtaining advanced degree/certifications (Master's, Masters +30, EDS, PHD) in Fiscal Year 2023-2024 while working for the district will receive an annual salary increment of \$1,000 in Fiscal Year 2024-2025.

Demand Stipends

Certificated teachers will be eligible for a \$500 per year demand stipend if working at a CIR or UIR school. Certificated teachers will also be eligible for a \$500 per year demand stipend if teaching a subject that has a critical hiring shortage as defined by the Administration (not SWE or OFAT).

Effectiveness Criteria

Stipend payments are **not guaranteed** each year and these payments do not increase base salary. Effectiveness stipends of \$1,000 are available to eligible certificated personnel. The State will provide funding in the form of a differential compensation allocation to the School Board for FY 2024-2025. This funding is to assist with addressing unique marketing needs in recruitment and retention of teachers. The School Board will use this funding to offset the cost of effectiveness stipends for certificated teachers who receive a highly effective rating in the state evaluation system and receive the \$1,000 effectiveness stipend from the School Board.

St. Tammany Parish School Board Salary Schedules 2024-2025

Athletic and Extra-Curricular Stipend Schedule

I. High School

A. Athletic Directors – 15%

<u>Sport</u>	<u>Head Coach</u>	<u>Assistant Coach</u>
Football	12%	8%
Basketball (B&G)	10%	8%
Track (B&G)	9%	7%
Baseball	9%	7%
Softball	9%	7%
Volleyball	9%	7%
Soccer (B&G)	7%	5%
Wrestling	7%	5%
9 th Grade Football	-	7%
9 th Grade Basketball	-	7%

Any person who coaches the following sports receives 5%:

Golf	Power Lifting	Bowling
Tennis	Cheerleading	
Swimming	Dance	
Cross Country	Flag Team/Color Guard	

A trainer who is certified receives 2% per month and a non-certified trainer receives 1 ½% per month.

C. The maximum percentage one person may receive is:

Athletic Directors –	26%
Coaches and Trainers –	22%

D. There is no limit on the number of employees a school may assign to fill the allotted number of coaching positions.

E. Football and volleyball coaches receive a supplement equal to 10 days of pay for the duties carried out prior to the start of the year. The stipend is based on their daily rate of pay and is paid in August each year.

II. Junior High School

A. Athletic Directors – 5%

<u>Sport</u>	<u>Head Coach</u>	<u>Assistant Coach</u>
Football	6%	4%
Basketball	6%	4%

Any person who coaches the following sports receives 3%:

Volleyball	Dance	Softball
Soccer	Cheerleading	Cross Country
Track	Baseball	Flag Team/Color Guard

C. One additional assistant coach, based on the number of student participants, may be requested at the discretion of the Principal. Written justification of an extreme number of student participants, including number of anticipated participants, must accompany any request for additional coaches.

D. The maximum percentage one junior high school coach may receive is 17%.

St. Tammany Parish School Board Salary Schedules 2024-2025

ROTC

Individual military branches establish ROTC Instructor pay rates. The School Board pays the larger amount of:

- A. 85% of 181-day Teacher Salary OR
- B. Minimum matching salary (paid by the government).

If an ROTC instructor does not receive military supplement for any month in FY 2024-2025, the School Board will not pay this portion of the ROTC employee's salary until the military support is received.

Classroom Teacher Supply Fee

Each certificated employee designated as a classroom teacher, therapist, or librarian will be paid a stipend of \$500 for supplemental teaching materials each contract year by August 31st. This stipend will be taxable compensation to the employee, not subject to retirement, and no proof of purchase of supplies is required. The employee will retain ownership of the supplies purchased.

Longevity Pay

Beginning with FY 2024-2025, one pay level will be granted for all teachers, Coordinators, and Administrators who reach an employment milestone in the prior school year (FY 2023-2024). These employees will receive one pay level (permanent) when they have worked for the School Board 5 years, 10 years, 15 years, 20 years, 25 years, 30 years, 35 years, and 40 years. The calculation payout is based on the employee's anniversary date. The employee must have reached an experience level in years of 5, 10, 15, 20, 25, 30, 35, or 40 at some point during the period July 1, 2023 to June 30, 2024 to receive the additional pay level in FY 2024-2025. For example, an employee whose experience with the School Board is 15.85 at June 30, 2024 will receive one additional pay level in FY 2024-2025. This pay is not retroactive and only applies to experience milestones achieved in FY 2023-2024. These eligible employees must receive an effective rating for FY 2023-2024 to receive this one pay level.

Support Employees Salary Schedules and Policies

St. Tammany Parish School Board Salary Schedules 2024-2025

Support Employees Experience Pay

For FY 2024-2025, all Support employees will receive one pay level on the applicable salary schedule and will receive a one-time state stipend of \$1,000. Employees who work more than nine months will receive increases and stipend based on days worked.

Pay level will not always equal years of experience.

Support employees may be eligible for an auto allowance and/or an annual taxable cell phone allowance of \$600 at the discretion of the Superintendent.

Additional pay levels may be granted to support employees for extra duties assigned and prior work experience/field expertise at the discretion of the Superintendent.

Newly hired support employees in critical shortage areas as defined by the Administration each year will receive two additional pay levels. For FY 2024-2025, bus drivers were designated as a critical shortage area.

For FY 2024-2025, Non-Management Support employees who are newly hired with higher education or who obtain higher education degrees in the prior school year will have an increase in their salary for higher education as follows:

- Support employees with an Associate Degree will earn one additional pay level.
- Support employees with a Bachelor's Degree will earn two additional pay levels.
- Support employees with a Master's Degree will earn three additional pay levels.
- Support employees with a PhD will earn four additional pay levels.

For FY 2024-2025, Support employees who are not designated as Management who earn or have existing approved certifications/licensures from accredited institutions that benefit their current employment position will be able to submit an application with proof of certification or licensure. Their immediate Supervisor must review and sign the application if the employee meets the criteria. The School Board must be receiving a benefit for this certification/licensure. The applications will then be sent to Administration for vetting and approval. Once approved, the Administration will work with the employee's immediate Supervisor to determine appropriate pay level increases. All approved applications will be eligible for at least one pay level and the Administration may grant additional pay levels at their discretion.

In the case of hurricanes or other disasters, hourly hazard pay may be granted to non-management support employees who are required to work during closures due to disasters with Board approval at the discretion of the Superintendent. This pay would be in addition to their regular pay for the closure days.

St. Tammany Parish School Board Salary Schedules 2024-2025

Support Employees Experience Pay (continued)

Overtime and Compensatory Time

In accordance with the Collective Bargaining Agreement and Fair Labor Standards Act (FLSA), any hours worked by non-exempt support employees in excess of 40 hours in a single workweek shall be compensated in accordance with FLSA by paying the support employee 1.5 times his or her regular rate, or, alternatively, by giving the support employee compensatory time-off equal to 1.5 hours for each hour worked in excess of 40. The Superintendent or his designee shall decide whether to compensate overtime with extra pay or with compensatory time off. Any compensatory time off granted must be used by June 30th of each year. Any compensatory time not used by June 30th would be paid to the employee at their overtime rate. Support employees compensatory time is limited to no more than thirty-five (35) hours per fiscal year quarter. The accrual and usage of all compensatory time must be recorded in the School Board's time and attendance system. Any support employee wishing to request compensatory time for overtime hours shall submit a request to their Department Head for his or her approval. A Compensatory Time Request form must be utilized. Employees must submit leave slips as the compensatory time is used.

On Call Pay

Exempt and Non-Exempt support employees who are on call on a holiday or weekend will receive a flat \$50 per day for the days they are on call. Being on call means an employee is available to work if their Supervisor contacts them. When a non-exempt support employee responds to a call, they will be paid a rate of pay as per the Collective Bargaining Agreement (Either double pay for holidays or time and a half pay for non-holidays with a two-hour minimum) or given a compensatory time-off equivalent for each hour worked. When an exempt employee responds to a call, they will be paid his or her regular rate or given compensatory time-off for each hour worked. Procedures for compensatory time must be followed for non-exempt and exempt employees.

Longevity Pay

Beginning with FY 2024-2025, one pay level will be granted for all support employees who reach an employment milestone in the prior school year (FY 2023-2024). These employees will receive one pay level (permanent) when they have worked for the School Board 5 years, 10 years, 15 years, 20 years, 25 years, 30 years, 35 years, and 40 years. The calculation payout is based on the employee's anniversary date. The employee must have reached an experience level in years of 5, 10, 15, 20, 25, 30, 35, or 40 at some point during the period July 1, 2023 to June 30, 2024 to receive the additional pay level in FY 2024-2025. For example, an employee whose experience with the School Board is 15.85 at June 30, 2024 will receive one additional pay level in FY 2024-2025. This pay is not retroactive and only applies to experience milestones achieved in FY 2023-2024

St. Tammany Parish School Board Salary Schedules 2024-2025

Clerical and Para Professional Salary Policy

New Employees shall be placed on the initial salary pay level of the appropriate pay grade. Credit will be given for prior experience as a secretary or clerk in Louisiana public and non-public schools and accredited, out-of-state schools. All partial years of service shall be combined to determine allowable credit, i.e., two one-half years of experience will only result in one year of allowable credit.

All promotions and demotions will immediately be placed in their new pay grade on the same pay level as their current pay.

St. Tammany Parish School Board Salary Schedules 2024-2025

Clerical/Para Professional Pay Grade Classifications

- A-09** - Early Childhood Aide (Instructional Para) Uncertified
Instructional Aide
Long Term Sub Para I (EIS)
Study Center Alternative to Suspension Paraprofessional
Title I Early Childhood Instructional Paraprofessional I
Title I Instructional Paraprofessional I

- A-10** - Library Aide

- A-12** - Early Childhood Aide (Instructional Para) Certified
Itinerant Interpreter Aide II
Students with Exceptionalities Aide II
Student with Exceptionalities Aide II (Itinerant)
Title I Computer Lab Paraprofessional II
Title I Early Childhood Instructional Paraprofessional II
Title I Instructional Paraprofessional II

- A-13** - Itinerant Interpreter Aide III

- A-14** - Braille Transcriber I (Uncertified)
Itinerant Interpreter Aide IV

- A-15** - Specialized Para Medical

- A-16** - Students with Exceptionalities Aide II

- A-17** - Computer Technician Paraprofessional

- A-18** - Community Liaison & Interpreter
School Security Officer

- A-20** - Drill Instructor

- A-21** - Assistant Speech Therapist

St. Tammany Parish School Board Salary Schedules 2024-2025

Clerical/Para Professionals Salary Schedules

Pay Level	A-09/A-10 179 Days (AAJS/AAKS)	A-12 179 Days (AAMS)	A-13 179 Days (AANS)	A-14 179 Days (AAOS)	A-15 179 Days (AAPS)
0	\$24,960	\$25,445	\$25,930	\$26,416	\$27,553
1	\$25,310	\$25,795	\$26,280	\$26,766	\$27,903
2	\$25,660	\$26,145	\$26,630	\$27,116	\$28,253
3	\$26,010	\$26,495	\$26,980	\$27,466	\$28,603
4	\$26,360	\$26,845	\$27,330	\$27,816	\$28,953
5	\$26,710	\$27,195	\$27,680	\$28,166	\$29,303
6	\$27,060	\$27,545	\$28,030	\$28,516	\$29,653
7	\$27,410	\$27,895	\$28,380	\$28,866	\$30,003
8	\$27,760	\$28,245	\$28,730	\$29,216	\$30,353
9	\$28,110	\$28,595	\$29,080	\$29,566	\$30,703
10	\$28,460	\$28,945	\$29,430	\$29,916	\$31,053
11	\$28,810	\$29,295	\$29,780	\$30,266	\$31,403
12	\$29,160	\$29,645	\$30,130	\$30,616	\$31,753
13	\$29,510	\$29,995	\$30,480	\$30,966	\$32,103
14	\$29,860	\$30,345	\$30,830	\$31,316	\$32,453
15	\$30,210	\$30,695	\$31,180	\$31,666	\$32,803
16	\$30,560	\$31,045	\$31,530	\$32,016	\$33,153
17	\$30,910	\$31,395	\$31,880	\$32,366	\$33,503
18	\$31,260	\$31,745	\$32,230	\$32,716	\$33,853
19	\$31,610	\$32,095	\$32,580	\$33,066	\$34,203
20	\$31,960	\$32,445	\$32,930	\$33,416	\$34,553
21	\$32,310	\$32,795	\$33,280	\$33,766	\$34,903
22	\$32,660	\$33,145	\$33,630	\$34,116	\$35,253
23	\$33,010	\$33,495	\$33,980	\$34,466	\$35,603
24	\$33,360	\$33,845	\$34,330	\$34,816	\$35,953
25	\$33,710	\$34,195	\$34,680	\$35,166	\$36,303
26	\$34,060	\$34,545	\$35,030	\$35,516	\$36,653
27	\$34,410	\$34,895	\$35,380	\$35,866	\$37,003
28	\$34,760	\$35,245	\$35,730	\$36,216	\$37,353
29	\$35,110	\$35,595	\$36,080	\$36,566	\$37,703
30	\$35,460	\$35,945	\$36,430	\$36,916	\$38,053
31	\$35,810	\$36,295	\$36,780	\$37,266	\$38,403
32	\$36,160	\$36,645	\$37,130	\$37,616	\$38,753
33	\$36,510	\$36,995	\$37,480	\$37,966	\$39,103
34	\$36,860	\$37,345	\$37,830	\$38,316	\$39,453
35	\$37,210	\$37,695	\$38,180	\$38,666	\$39,803
36	\$37,560	\$38,045	\$38,530	\$39,016	\$40,153
37	\$37,910	\$38,395	\$38,880	\$39,366	\$40,503
38	\$38,260	\$38,745	\$39,230	\$39,716	\$40,853
39	\$38,610	\$39,095	\$39,580	\$40,066	\$41,203
40	\$38,960	\$39,445	\$39,930	\$40,416	\$41,553
41	\$39,310	\$39,795	\$40,280	\$40,766	\$41,903
42	\$39,660	\$40,145	\$40,630	\$41,116	\$42,253
43	\$40,010	\$40,495	\$40,980	\$41,466	\$42,603
44	\$40,360	\$40,845	\$41,330	\$41,816	\$42,953
45	\$40,710	\$41,195	\$41,680	\$42,166	\$43,303

St. Tammany Parish School Board Salary Schedules 2024-2025

Clerical/Para Professionals Salary Schedules

Pay Level	A-16 189 Days (AAQS)	A-17 189 Days (AARS)	A-18 179 Days (AASS)	A-20 181 Days 8 hrs (AAUS)	A-21 181 Days (AAVS)
0	\$26,847	\$29,072	\$32,268	\$35,216	\$42,000
1	\$27,213	\$29,438	\$32,618	\$35,793	\$42,350
2	\$27,579	\$29,804	\$32,968	\$36,370	\$42,700
3	\$27,945	\$30,170	\$33,318	\$36,947	\$43,050
4	\$28,311	\$30,536	\$33,668	\$37,524	\$43,400
5	\$28,677	\$30,902	\$34,018	\$38,101	\$43,750
6	\$29,043	\$31,268	\$34,368	\$38,678	\$44,100
7	\$29,409	\$31,634	\$34,718	\$39,255	\$44,450
8	\$29,775	\$32,000	\$35,068	\$39,832	\$44,800
9	\$30,141	\$32,366	\$35,418	\$40,409	\$45,150
10	\$30,507	\$32,732	\$35,768	\$40,986	\$45,500
11	\$30,873	\$33,098	\$36,118	\$41,563	\$45,850
12	\$31,239	\$33,464	\$36,468	\$42,140	\$46,200
13	\$31,605	\$33,830	\$36,818	\$42,717	\$46,550
14	\$31,971	\$34,196	\$37,168	\$43,294	\$46,900
15	\$32,337	\$34,562	\$37,518	\$43,871	\$47,250
16	\$32,703	\$34,928	\$37,868	\$44,448	\$47,600
17	\$33,069	\$35,294	\$38,218	\$45,025	\$47,950
18	\$33,435	\$35,660	\$38,568	\$45,602	\$48,300
19	\$33,801	\$36,026	\$38,918	\$46,179	\$48,650
20	\$34,167	\$36,392	\$39,268	\$46,756	\$49,000
21	\$34,533	\$36,758	\$39,618	\$47,333	\$49,350
22	\$34,899	\$37,124	\$39,968	\$47,910	\$49,700
23	\$35,265	\$37,490	\$40,318	\$48,487	\$50,050
24	\$35,631	\$37,856	\$40,668	\$49,064	\$50,400
25	\$35,997	\$38,222	\$41,018	\$49,641	\$50,750
26	\$36,363	\$38,588	\$41,368	\$50,218	\$51,100
27	\$36,729	\$38,954	\$41,718	\$50,795	\$51,450
28	\$37,095	\$39,320	\$42,068	\$51,372	\$51,800
29	\$37,461	\$39,686	\$42,418	\$51,949	\$52,150
30	\$37,827	\$40,052	\$42,768	\$52,526	\$52,500
31	\$38,193	\$40,418	\$43,118	\$53,103	\$52,850
32	\$38,559	\$40,784	\$43,468	\$53,680	\$53,200
33	\$38,925	\$41,150	\$43,818	\$54,257	\$53,550
34	\$39,291	\$41,516	\$44,168	\$54,834	\$53,900
35	\$39,657	\$41,882	\$44,518	\$55,411	\$54,250
36	\$40,023	\$42,248	\$44,868	\$55,988	\$54,600
37	\$40,389	\$42,614	\$45,218	\$56,565	\$54,950
38	\$40,755	\$42,980	\$45,568	\$57,142	\$55,300
39	\$41,121	\$43,346	\$45,918	\$57,719	\$55,650
40	\$41,487	\$43,712	\$46,268	\$58,296	\$56,000
41	\$41,853	\$44,078	\$46,618	\$58,873	\$56,350
42	\$42,219	\$44,444	\$46,968	\$59,450	\$56,700
43	\$42,585	\$44,810	\$47,318	\$60,027	\$57,050
44	\$42,951	\$45,176	\$47,668	\$60,604	\$57,400
45	\$43,317	\$45,542	\$48,018	\$61,181	\$57,750

St. Tammany Parish School Board Salary Schedules 2024-2025

Clerical Pay Grade Classifications

- C-02** Clerk Typist I
Graphic Arts Machine Operator I
Information Technology Repair Technician

- C-03** Clerk Typist II
Construction Clerk Typist II
Federal Program School Support Clerk II
Transportation Data Clerk II

- C-04** Clerk Typist III
Courier

- C-05** Account Clerk I
General Office Assistant
Graphic Arts Machine Operator II
Information Technology Software Support Clerk I
Software Support Clerk I

- C-06** Account Clerk II
Buyer I
Food Service Secretary
Transportation Secretary

- C-07** Account Clerk III
Information Technology Software Support Clerk III
Information Technology Support Technician I
Secretary

- C-08** Accountant I
Buyer II
Graphics Arts Photo-Composition Operator II
Insurance Clerk
Senior Secretary

- C-09** Accountant II

St. Tammany Parish School Board Salary Schedules 2024-2025

Clerical Salary Schedules- 261 Days

Pay Level	C-02 (CCCS)	C-03 (CCDS)	C-04 (CCES)	C-05 (CCFS)	C-06 (CCFS)	C-07 (CCHS)	C-08 (CCIS)	C-09 (CCJS)
0	\$29,983	\$30,630	\$31,275	\$31,923	\$32,570	\$33,863	\$35,164	\$36,484
1	\$30,488	\$31,135	\$31,780	\$32,428	\$33,075	\$34,368	\$35,669	\$36,989
2	\$30,993	\$31,640	\$32,285	\$32,933	\$33,580	\$34,873	\$36,174	\$37,494
3	\$31,498	\$32,145	\$32,790	\$33,438	\$34,085	\$35,378	\$36,679	\$37,999
4	\$32,003	\$32,650	\$33,295	\$33,943	\$34,590	\$35,883	\$37,184	\$38,504
5	\$32,508	\$33,155	\$33,800	\$34,448	\$35,095	\$36,388	\$37,689	\$39,009
6	\$33,013	\$33,660	\$34,305	\$34,953	\$35,600	\$36,893	\$38,194	\$39,514
7	\$33,518	\$34,165	\$34,810	\$35,458	\$36,105	\$37,398	\$38,699	\$40,019
8	\$34,023	\$34,670	\$35,315	\$35,963	\$36,610	\$37,903	\$39,204	\$40,524
9	\$34,528	\$35,175	\$35,820	\$36,468	\$37,115	\$38,408	\$39,709	\$41,029
10	\$35,033	\$35,680	\$36,325	\$36,973	\$37,620	\$38,913	\$40,214	\$41,534
11	\$35,538	\$36,185	\$36,830	\$37,478	\$38,125	\$39,418	\$40,719	\$42,039
12	\$36,043	\$36,690	\$37,335	\$37,983	\$38,630	\$39,923	\$41,224	\$42,544
13	\$36,548	\$37,195	\$37,840	\$38,488	\$39,135	\$40,428	\$41,729	\$43,049
14	\$37,053	\$37,700	\$38,345	\$38,993	\$39,640	\$40,933	\$42,234	\$43,554
15	\$37,558	\$38,205	\$38,850	\$39,498	\$40,145	\$41,438	\$42,739	\$44,059
16	\$38,063	\$38,710	\$39,355	\$40,003	\$40,650	\$41,943	\$43,244	\$44,564
17	\$38,568	\$39,215	\$39,860	\$40,508	\$41,155	\$42,448	\$43,749	\$45,069
18	\$39,073	\$39,720	\$40,365	\$41,013	\$41,660	\$42,953	\$44,254	\$45,574
19	\$39,578	\$40,225	\$40,870	\$41,518	\$42,165	\$43,458	\$44,759	\$46,079
20	\$40,083	\$40,730	\$41,375	\$42,023	\$42,670	\$43,963	\$45,264	\$46,584
21	\$40,588	\$41,235	\$41,880	\$42,528	\$43,175	\$44,468	\$45,769	\$47,089
22	\$41,093	\$41,740	\$42,385	\$43,033	\$43,680	\$44,973	\$46,274	\$47,594
23	\$41,598	\$42,245	\$42,890	\$43,538	\$44,185	\$45,478	\$46,779	\$48,099
24	\$42,103	\$42,750	\$43,395	\$44,043	\$44,690	\$45,983	\$47,284	\$48,604
25	\$42,608	\$43,255	\$43,900	\$44,548	\$45,195	\$46,488	\$47,789	\$49,109
26	\$43,113	\$43,760	\$44,405	\$45,053	\$45,700	\$46,993	\$48,294	\$49,614
27	\$43,618	\$44,265	\$44,910	\$45,558	\$46,205	\$47,498	\$48,799	\$50,119
28	\$44,123	\$44,770	\$45,415	\$46,063	\$46,710	\$48,003	\$49,304	\$50,624
29	\$44,628	\$45,275	\$45,920	\$46,568	\$47,215	\$48,508	\$49,809	\$51,129
30	\$45,133	\$45,780	\$46,425	\$47,073	\$47,720	\$49,013	\$50,314	\$51,634
31	\$45,638	\$46,285	\$46,930	\$47,578	\$48,225	\$49,518	\$50,819	\$52,139
32	\$46,143	\$46,790	\$47,435	\$48,083	\$48,730	\$50,023	\$51,324	\$52,644
33	\$46,648	\$47,295	\$47,940	\$48,588	\$49,235	\$50,528	\$51,829	\$53,149
34	\$47,153	\$47,800	\$48,445	\$49,093	\$49,740	\$51,033	\$52,334	\$53,654
35	\$47,658	\$48,305	\$48,950	\$49,598	\$50,245	\$51,538	\$52,839	\$54,159
36	\$48,163	\$48,810	\$49,455	\$50,103	\$50,750	\$52,043	\$53,344	\$54,664
37	\$48,668	\$49,315	\$49,960	\$50,608	\$51,255	\$52,548	\$53,849	\$55,169
38	\$49,173	\$49,820	\$50,465	\$51,113	\$51,760	\$53,053	\$54,354	\$55,674
39	\$49,678	\$50,325	\$50,970	\$51,618	\$52,265	\$53,558	\$54,859	\$56,179
40	\$50,183	\$50,830	\$51,475	\$52,123	\$52,770	\$54,063	\$55,364	\$56,684
41	\$50,688	\$51,335	\$51,980	\$52,628	\$53,275	\$54,568	\$55,869	\$57,189
42	\$51,193	\$51,840	\$52,485	\$53,133	\$53,780	\$55,073	\$56,374	\$57,694
43	\$51,698	\$52,345	\$52,990	\$53,638	\$54,285	\$55,578	\$56,879	\$58,199
44	\$52,203	\$52,850	\$53,495	\$54,143	\$54,790	\$56,083	\$57,384	\$58,704
45	\$52,708	\$53,355	\$54,000	\$54,648	\$55,295	\$56,588	\$57,889	\$59,209

St. Tammany Parish School Board Salary Schedules 2024-2025

Clerical Pay Grade Classifications

S-04	School Clerk
S-05	Federal Program School Support Clerk II School Secretary I
S-06	School Secretary II *
S-07	Equipment Technician
S-08	School Security Officer
S-09	Federal Program Equipment Technician

* High School and Junior High School bookkeepers (classified as School Secretary II) have many extra duties and responsibilities as compared to bookkeepers in elementary and middle schools. Since these bookkeepers have more responsibilities and larger volume of transactions, high school bookkeepers will be granted 7 additional pay levels and junior high school bookkeepers will be granted 3 additional pay levels.

St. Tammany Parish School Board Salary Schedules 2024-2025

Clerical Salary Schedules

Pay Level	S-04 199 Days (SSES)	S-05 199 Days (SSFS)	S-06 199 Days (SSGS)	S-07 200 Days (SSHS)	S-08 220 Days (SSIS)	S-09 261 Day (SSJS)
0	\$26,232	\$26,771	\$28,388	\$31,011	\$39,406	\$44,088
1	\$26,617	\$27,156	\$28,773	\$31,398	\$39,831	\$44,593
2	\$27,002	\$27,541	\$29,158	\$31,785	\$40,256	\$45,098
3	\$27,387	\$27,926	\$29,543	\$32,172	\$40,681	\$45,603
4	\$27,772	\$28,311	\$29,928	\$32,559	\$41,106	\$46,108
5	\$28,157	\$28,696	\$30,313	\$32,946	\$41,531	\$46,613
6	\$28,542	\$29,081	\$30,698	\$33,333	\$41,956	\$47,118
7	\$28,927	\$29,466	\$31,083	\$33,720	\$42,381	\$47,623
8	\$29,312	\$29,851	\$31,468	\$34,107	\$42,806	\$48,128
9	\$29,697	\$30,236	\$31,853	\$34,494	\$43,231	\$48,633
10	\$30,082	\$30,621	\$32,238	\$34,881	\$43,656	\$49,138
11	\$30,467	\$31,006	\$32,623	\$35,268	\$44,081	\$49,643
12	\$30,852	\$31,391	\$33,008	\$35,655	\$44,506	\$50,148
13	\$31,237	\$31,776	\$33,393	\$36,042	\$44,931	\$50,653
14	\$31,622	\$32,161	\$33,778	\$36,429	\$45,356	\$51,158
15	\$32,007	\$32,546	\$34,163	\$36,816	\$45,781	\$51,663
16	\$32,392	\$32,931	\$34,548	\$37,203	\$46,206	\$52,168
17	\$32,777	\$33,316	\$34,933	\$37,590	\$46,631	\$52,673
18	\$33,162	\$33,701	\$35,318	\$37,977	\$47,056	\$53,178
19	\$33,547	\$34,086	\$35,703	\$38,364	\$47,481	\$53,683
20	\$33,932	\$34,471	\$36,088	\$38,751	\$47,906	\$54,188
21	\$34,317	\$34,856	\$36,473	\$39,138	\$48,331	\$54,693
22	\$34,702	\$35,241	\$36,858	\$39,525	\$48,756	\$55,198
23	\$35,087	\$35,626	\$37,243	\$39,912	\$49,181	\$55,703
24	\$35,472	\$36,011	\$37,628	\$40,299	\$49,606	\$56,208
25	\$35,857	\$36,396	\$38,013	\$40,686	\$50,031	\$56,713
26	\$36,242	\$36,781	\$38,398	\$41,073	\$50,456	\$57,218
27	\$36,627	\$37,166	\$38,783	\$41,460	\$50,881	\$57,723
28	\$37,012	\$37,551	\$39,168	\$41,847	\$51,306	\$58,228
29	\$37,397	\$37,936	\$39,553	\$42,234	\$51,731	\$58,733
30	\$37,782	\$38,321	\$39,938	\$42,621	\$52,156	\$59,238
31	\$38,167	\$38,706	\$40,323	\$43,008	\$52,581	\$59,743
32	\$38,552	\$39,091	\$40,708	\$43,395	\$53,006	\$60,248
33	\$38,937	\$39,476	\$41,093	\$43,782	\$53,431	\$60,753
34	\$39,322	\$39,861	\$41,478	\$44,169	\$53,856	\$61,258
35	\$39,707	\$40,246	\$41,863	\$44,556	\$54,281	\$61,763
36	\$40,092	\$40,631	\$42,248	\$44,943	\$54,706	\$62,268
37	\$40,477	\$41,016	\$42,633	\$45,330	\$55,131	\$62,773
38	\$40,862	\$41,401	\$43,018	\$45,717	\$55,556	\$63,278
39	\$41,247	\$41,786	\$43,403	\$46,104	\$55,981	\$63,783
40	\$41,632	\$42,171	\$43,788	\$46,491	\$56,406	\$64,288
41	\$42,017	\$42,556	\$44,173	\$46,878	\$56,831	\$64,793
42	\$42,402	\$42,941	\$44,558	\$47,265	\$57,256	\$65,298
43	\$42,787	\$43,326	\$44,943	\$47,652	\$57,681	\$65,803
44	\$43,172	\$43,711	\$45,328	\$48,039	\$58,106	\$66,308
45	\$43,557	\$44,096	\$45,713	\$48,426	\$58,531	\$66,813

St. Tammany Parish School Board Salary Schedules 2024-2025

Custodial Salary Policy

New employees shall be placed on the initial salary pay level of the appropriate pay grade. Credit will be given for prior experience as a custodian in Louisiana public and non-public schools and accredited, out-of-state schools. All partial years of service shall be combined to determine allowable credit, i.e., two one-half years of experience will only result in one year of allowable credit.

All promotions and demotions will immediately be placed on their new pay grade on the same pay level as their current pay level.

All custodians working at schools that host summer camps, summer school, Extended School Year Program (ESYP), and any other school-sponsored summer programs will be eligible for a one-time stipend of \$500 (\$500 for June and \$500 for July as applicable). This would apply to all custodians working in the applicable schools. The custodians would submit a supplemental pay timesheet to be paid with June 30th and July 31st payrolls as applicable.

St. Tammany Parish School Board Salary Schedules 2024-2025

Custodial Salary Schedules- 261 days

Pay Level	J-07 7 Hour Level I	J-08 8 Hour Level I	J-09 8 Hour Level II Assistant and Head Custodians	J-10 7 Hour Level II Assistant and Head Custodians	J-11 8 Hour Head Custodian
	(JJHS)	(JJIS)	(JJJS)	(JJKS)	(JJLS)
0	\$24,908	\$28,466	\$29,664	\$25,957	\$31,312
1	\$25,413	\$29,043	\$30,241	\$26,462	\$31,889
2	\$25,918	\$29,620	\$30,818	\$26,967	\$32,466
3	\$26,423	\$30,197	\$31,395	\$27,472	\$33,043
4	\$26,928	\$30,774	\$31,972	\$27,977	\$33,620
5	\$27,433	\$31,351	\$32,549	\$28,482	\$34,197
6	\$27,938	\$31,928	\$33,126	\$28,987	\$34,774
7	\$28,443	\$32,505	\$33,703	\$29,492	\$35,351
8	\$28,948	\$33,082	\$34,280	\$29,997	\$35,928
9	\$29,453	\$33,659	\$34,857	\$30,502	\$36,505
10	\$29,958	\$34,236	\$35,434	\$31,007	\$37,082
11	\$30,463	\$34,813	\$36,011	\$31,512	\$37,659
12	\$30,968	\$35,390	\$36,588	\$32,017	\$38,236
13	\$31,473	\$35,967	\$37,165	\$32,522	\$38,813
14	\$31,978	\$36,544	\$37,742	\$33,027	\$39,390
15	\$32,483	\$37,121	\$38,319	\$33,532	\$39,967
16	\$32,988	\$37,698	\$38,896	\$34,037	\$40,544
17	\$33,493	\$38,275	\$39,473	\$34,542	\$41,121
18	\$33,998	\$38,852	\$40,050	\$35,047	\$41,698
19	\$34,503	\$39,429	\$40,627	\$35,552	\$42,275
20	\$35,008	\$40,006	\$41,204	\$36,057	\$42,852
21	\$35,513	\$40,583	\$41,781	\$36,562	\$43,429
22	\$36,018	\$41,160	\$42,358	\$37,067	\$44,006
23	\$36,523	\$41,737	\$42,935	\$37,572	\$44,583
24	\$37,028	\$42,314	\$43,512	\$38,077	\$45,160
25	\$37,533	\$42,891	\$44,089	\$38,582	\$45,737
26	\$38,038	\$43,468	\$44,666	\$39,087	\$46,314
27	\$38,543	\$44,045	\$45,243	\$39,592	\$46,891
28	\$39,048	\$44,622	\$45,820	\$40,097	\$47,468
29	\$39,553	\$45,199	\$46,397	\$40,602	\$48,045
30	\$40,058	\$45,776	\$46,974	\$41,107	\$48,622
31	\$40,563	\$46,353	\$47,551	\$41,612	\$49,199
32	\$41,068	\$46,930	\$48,128	\$42,117	\$49,776
33	\$41,573	\$47,507	\$48,705	\$42,622	\$50,353
34	\$42,078	\$48,084	\$49,282	\$43,127	\$50,930
35	\$42,583	\$48,661	\$49,859	\$43,632	\$51,507
36	\$43,088	\$49,238	\$50,436	\$44,137	\$52,084
37	\$43,593	\$49,815	\$51,013	\$44,642	\$52,661
38	\$44,098	\$50,392	\$51,590	\$45,147	\$53,238
39	\$44,603	\$50,969	\$52,167	\$45,652	\$53,815
40	\$45,108	\$51,546	\$52,744	\$46,157	\$54,392
41	\$45,613	\$52,123	\$53,321	\$46,662	\$54,969
42	\$46,118	\$52,700	\$53,898	\$47,167	\$55,546
43	\$46,623	\$53,277	\$54,475	\$47,672	\$56,123
44	\$47,128	\$53,854	\$55,052	\$48,177	\$56,700
45	\$47,633	\$54,431	\$55,629	\$48,682	\$57,277

St. Tammany Parish School Board Salary Schedules 2024-2025

Food Service Salary Policy

New employees shall be placed on the initial salary pay level of the appropriate pay grade. Credit will be given for prior experience as a school food service technician in Louisiana public and non-public schools and accredited, out-of-state schools. All partial years of service shall be combined to determine allowable credit, i.e., two one-half years of experience will only result in one year of allowable credit.

Food service employees will be paid a uniform clothing allowance of \$100 each year by August 31st. This allowance will be taxable compensation to the employee, not subject to retirement, and proof of purchase is not required.

Managers will be placed on the proper pay grade effective July 1st each year based on the Average Daily Participation for the prior year regardless of whether there is a reorganization of schools or an increase or decrease in participation.

Any person promoted to a Manager will be assigned to the proper pay grade and placed on the initial pay level. Any Manager who is reassigned or who requests a demotion to a lesser position will be placed in their new pay grade at the pay level that he/she would have been on had he/she originally been in that position.

Any person being promoted to an Assistant Manager will be placed on their new pay grade on the same pay level as their current pay level. Any Assistant Manager who is reassigned or who requests a demotion to a lesser position will be placed in their new pay grade on the same pay level as their current pay level.

Managers and Assistants to Food Service Director are management positions. These employees receive pay raises based on 181 Day Teacher pay raises weighted as follows:

Managers -Schedules FS16 and FS18	105%
Assistants to Food Service Director – Schedule FS17	115%

Managers are eligible for supplemental pay based on the average daily meal equivalent (ME). Meal equivalents are the number of lunches + breakfast/2 + extra sales. The supplemental pay is as follows:

- \$300 per year for ME of 800-900
- \$400 per year for ME of 901-1,000
- \$500 per year for ME over 1,000

St. Tammany Parish School Board Salary Schedules 2024-2025

Food Service Salary Schedules

Pay Level	L-12 179 Days	L-13 179	L-14 179 Days	FS16 182 Day	FS18 182 Days	FS17 193 Days
	Lunch Technician (LLMS)	Days Assistant Managers (LLNS)	Assistant Managers (LLOS)	B-Managers (FSQS)	A-Managers (FSSS)	Assistant to Food Service Director (FSRS)
0	\$22,961	\$23,396	\$23,568	\$39,299	\$40,102	\$46,745
1	\$23,311	\$23,746	\$23,918	\$39,824	\$40,627	\$47,320
2	\$23,661	\$24,096	\$24,268	\$40,349	\$41,152	\$47,895
3	\$24,011	\$24,446	\$24,618	\$40,874	\$41,677	\$48,470
4	\$24,361	\$24,796	\$24,968	\$41,399	\$42,202	\$49,045
5	\$24,711	\$25,146	\$25,318	\$41,924	\$42,727	\$49,620
6	\$25,061	\$25,496	\$25,668	\$42,449	\$43,252	\$50,195
7	\$25,411	\$25,846	\$26,018	\$42,974	\$43,777	\$50,770
8	\$25,761	\$26,196	\$26,368	\$43,499	\$44,302	\$51,345
9	\$26,111	\$26,546	\$26,718	\$44,024	\$44,827	\$51,920
10	\$26,461	\$26,896	\$27,068	\$44,549	\$45,352	\$52,495
11	\$26,811	\$27,246	\$27,418	\$45,074	\$45,877	\$53,070
12	\$27,161	\$27,596	\$27,768	\$45,599	\$46,402	\$53,645
13	\$27,511	\$27,946	\$28,118	\$46,124	\$46,927	\$54,220
14	\$27,861	\$28,296	\$28,468	\$46,649	\$47,452	\$54,795
15	\$28,211	\$28,646	\$28,818	\$47,174	\$47,977	\$55,370
16	\$28,561	\$28,996	\$29,168	\$47,699	\$48,502	\$55,945
17	\$28,911	\$29,346	\$29,518	\$48,224	\$49,027	\$56,520
18	\$29,261	\$29,696	\$29,868	\$48,749	\$49,552	\$57,095
19	\$29,611	\$30,046	\$30,218	\$49,274	\$50,077	\$57,670
20	\$29,961	\$30,396	\$30,568	\$49,799	\$50,602	\$58,245
21	\$30,311	\$30,746	\$30,918	\$50,324	\$51,127	\$58,820
22	\$30,661	\$31,096	\$31,268	\$50,849	\$51,652	\$59,395
23	\$31,011	\$31,446	\$31,618	\$51,374	\$52,177	\$59,970
24	\$31,361	\$31,796	\$31,968	\$51,899	\$52,702	\$60,545
25	\$31,711	\$32,146	\$32,318	\$52,424	\$53,227	\$61,120
26	\$32,061	\$32,496	\$32,668	\$52,949	\$53,752	\$61,695
27	\$32,411	\$32,846	\$33,018	\$53,474	\$54,277	\$62,270
28	\$32,761	\$33,196	\$33,368	\$53,999	\$54,802	\$62,845
29	\$33,111	\$33,546	\$33,718	\$54,524	\$55,327	\$63,420
30	\$33,461	\$33,896	\$34,068	\$55,049	\$55,852	\$63,995
31	\$33,811	\$34,246	\$34,418	\$55,574	\$56,377	\$64,570
32	\$34,161	\$34,596	\$34,768	\$56,099	\$56,902	\$65,145
33	\$34,511	\$34,946	\$35,118	\$56,624	\$57,427	\$65,720
34	\$34,861	\$35,296	\$35,468	\$57,149	\$57,952	\$66,295
35	\$35,211	\$35,646	\$35,818	\$57,674	\$58,477	\$66,870
36	\$35,561	\$35,996	\$36,168	\$58,199	\$59,002	\$67,445
37	\$35,911	\$36,346	\$36,518	\$58,724	\$59,527	\$68,020
38	\$36,261	\$36,696	\$36,868	\$59,249	\$60,052	\$68,595
39	\$36,611	\$37,046	\$37,218	\$59,774	\$60,577	\$69,170
40	\$36,961	\$37,396	\$37,568	\$60,299	\$61,102	\$69,745
41	\$37,311	\$37,746	\$37,918	\$60,824	\$61,627	\$70,320
42	\$37,661	\$38,096	\$38,268	\$61,349	\$62,152	\$70,895
43	\$38,011	\$38,446	\$38,618	\$61,874	\$62,677	\$71,470
44	\$38,361	\$38,796	\$38,968	\$62,399	\$63,202	\$72,045
45	\$38,711	\$39,146	\$39,318	\$62,924	\$63,727	\$72,620

St. Tammany Parish School Board Salary Schedules 2024-2025

Bus Owners/Operators and Bus Attendant Salary Policy

New employees shall be placed on the initial salary pay level of the appropriate pay grade. Credit will be given for prior experience as a Bus Owner/Operator or bus attendant in Louisiana public and non-public schools and accredited, out-of-state schools. All partial years of service shall be combined to determine allowable credit, i.e., two one-half years of experience will only result in one year of allowable credit.

Bus attendant that act as a substitute on another bus and have to travel farther than their normal morning and afternoon commute will be paid mileage for any extra miles traveled beyond their established commute miles. The bus attendant must submit a detailed monthly travel form to Transportation Department for approval of these miles beyond their normal commute.

Bus Owner/Operator Operational Allowance Policy

In compliance with state law, each School Bus Owner/Operator will be paid a State Operational Allowance. A State Operational Allowance will be paid equal to 1.756 per mile for all buses regardless of passenger size. The 1.756 per mile is for buses that hold greater than 48 passengers as required by state law. The School Board will apply this higher rate to all buses regardless of passenger size. This is in addition to the salary per the Bus Owner/Operator salary schedule. The 1.756 per mile State Operational Allowance was adopted by the Legislature in June 2022. The State Operational Allowance was established to help defray the cost of operating the bus while transporting students to and from school throughout the year. In addition to the State Operational Allowance, the St. Tammany Parish School Board will implement a Local Operational Allowance equal to .244 per mile regardless of passenger size. This additional local operational allowance will bring the total Operational Allowance to 2.00 per mile. The Local Operational Allowance will assist each Bus Owner/Operator with defraying additional maintenance costs associated with operating the bus. Both State Operational Allowance and Local Operational Allowance are paid to the Bus Owner/Operators each pay period and will be designated as Operational Allowance on their pay stub. All amounts paid to the School Bus Owner/Operator are fully taxable for FY 2024-2025.

The Operational Allowances are calculated as follows:

- **State Operational Allowance** – The State Operational Allowance is calculated by multiplying the one-way route miles' times 2, times 180 days as required by the law, and times the state rate of 1.756. The State Operational Allowance will be paid for the 180 days regardless of school closures (i.e. hurricanes, etc.).
- **Local Operational Allowance**– The Local Operational Allowance is calculated by multiplying the one-way route miles' times 2, times 180 days, times the rate of .244. The Local Operational Allowance will be paid for the 180 days regardless of school closures (i.e. hurricanes, etc.).

St. Tammany Parish School Board Salary Schedules 2024-2025

Bus Owner/Operator Stipends

- Additional Local Operational Monthly Stipend – Each Bus Owner/Operator receives a stipend of \$100 per month or \$1,200 per year for an additional Local Operational Allowance.
- Students with Exceptionalities Bus Supplemental Payment - Each Bus Owner/Operator that the School Board requires to have air conditioning and lifts for their bus will receive a supplemental payment of \$75 per month or \$900 per year as required by state law.

Fleet Fuel Cards

Each Bus Owner/Operator will be provided with a fleet fuel card. The School Board will pay for fuel for their bus based on the mileage of the driver's daily route, including but not limited to the mileage traveled for picking-up/dropping-off aides, coverage, mid-day runs, athletic, or other field/school activity trips (total business mile's allotment). The Bus Owner/Operator will be required to complete certification for the use of the card, monthly mileage logs for daily routes and other mileage for field trips, coverage, mid-day runs, and other school board related mileage, the driver must retain actual fuel receipts for 7 years, and must agree to all School Board policies and procedures related to fuel cards. Bus Owner/Operators that do not turn in monthly mileage logs for daily routes and extra miles by the 10th of the following month may be required to reimburse the School Board for fuel charged with their fuel card pin for that month. Bus Owner/Operators that exceed their monthly business mile's allotment will reimburse the school system on the last paycheck of the next month as outlined in the Collective Bargaining Agreement and fuel card policies and procedures.

Bus Owner/Operator Additional Pay/Mileage

Mid-day Runs- Bus Owner/Operators are paid \$75 plus mileage for round-trip mid-day runs. If it is one way, \$45 plus mileage. These are runs between regular morning and afternoon runs.

Driver Trainer Pay- A bus driver is paid \$50 per day to train new driver applicants. They are trained on behind the wheel training with children aboard on three different type of buses.

Deadhead Miles Reimbursement- All Bus Owner/Operators are compensated for "deadhead" miles by allowing them to claim "in-between" school miles. For example, they are paid mileage from their last drop off at a school in the morning to their first pick-up school in the afternoon.

Other supplemental pay is discussed in the supplemental pay section of the salary schedule.

Newly hired Bus Drivers

Bus driver applicants must complete three days of behind the wheel training and obtain their CDL license to be hired as a bus driver for the School Board. If the newly hired bus driver is still employed with the School Board after 90 work days, the School Board will reimburse the bus driver retro substitute pay for the three days of training and reimburse the bus driver for their CDL license fee of \$100. Due to critical shortages of bus drivers, newly hired bus drivers will be granted two additional pay levels or \$700 upon hiring.

St. Tammany Parish School Board Salary Schedules 2024-2025

Bus Operators and Attendants Salary Schedules- 177 days

Pay Level	B-02 Bus Operator (BBCS)	B-03 Bus Attendant (BBDS)
0	\$27,376	\$21,402
1	\$27,726	\$21,752
2	\$28,076	\$22,102
3	\$28,426	\$22,452
4	\$28,776	\$22,802
5	\$29,126	\$23,152
6	\$29,476	\$23,502
7	\$29,826	\$23,852
8	\$30,176	\$24,202
9	\$30,526	\$24,552
10	\$30,876	\$24,902
11	\$31,226	\$25,252
12	\$31,576	\$25,602
13	\$31,926	\$25,952
14	\$32,276	\$26,302
15	\$32,626	\$26,652
16	\$32,976	\$27,002
17	\$33,326	\$27,352
18	\$33,676	\$27,702
19	\$34,026	\$28,052
20	\$34,376	\$28,402
21	\$34,726	\$28,752
22	\$35,076	\$29,102
23	\$35,426	\$29,452
24	\$35,776	\$29,802
25	\$36,126	\$30,152
26	\$36,476	\$30,502
27	\$36,826	\$30,852
28	\$37,176	\$31,202
29	\$37,526	\$31,552
30	\$37,876	\$31,902
31	\$38,226	\$32,252
32	\$38,576	\$32,602
33	\$38,926	\$32,952
34	\$39,276	\$33,302
35	\$39,626	\$33,652
36	\$39,976	\$34,002
37	\$40,326	\$34,352
38	\$40,676	\$34,702
39	\$41,026	\$35,052
40	\$41,376	\$35,402
41	\$41,726	\$35,752
42	\$42,076	\$36,102
43	\$42,426	\$36,452
44	\$42,776	\$36,802
45	\$43,126	\$37,152

St. Tammany Parish School Board Salary Schedules 2024-2025

Maintenance Salary Policy

New employees shall be placed on the initial salary pay level of the appropriate pay grade. Credit will be given for prior experience as a maintenance worker in Louisiana public and non-public schools and accredited, out-of-state schools. All partial years of service shall be combined to determine allowable credit, i.e., two one-half years of experience will only result in one year of allowable credit.

All M0-1 to M0-8 promotions will immediately be placed in their new pay grade on the same pay level as their current pay level.

Any employee being promoted to a Management position in the Maintenance Department shall be placed on the pay level having the least negative impact on his/her salary and on the department.

St. Tammany Parish School Board Salary Schedules 2024-2025

Maintenance Salary Schedules- 261 days

								Licensed Skilled Trade
Pay Level	M-01 (MMBS)	M-02 (MMCS)	M-03 (MMDS)	M-04 (MMES)	M-05 (MMFS)	M-06 (MMGS)	M-07 (MMHS)	M-08 (MMIS)
0	\$28,536	\$29,177	\$29,936	\$32,253	\$33,493	\$34,132	\$35,371	\$46,775
1	\$29,113	\$29,754	\$30,513	\$32,830	\$34,070	\$34,709	\$35,948	\$47,352
2	\$29,690	\$30,331	\$31,090	\$33,407	\$34,647	\$35,286	\$36,525	\$47,929
3	\$30,267	\$30,908	\$31,667	\$33,984	\$35,224	\$35,863	\$37,102	\$48,506
4	\$30,844	\$31,485	\$32,244	\$34,561	\$35,801	\$36,440	\$37,679	\$49,083
5	\$31,421	\$32,062	\$32,821	\$35,138	\$36,378	\$37,017	\$38,256	\$49,660
6	\$31,998	\$32,639	\$33,398	\$35,715	\$36,955	\$37,594	\$38,833	\$50,237
7	\$32,575	\$33,216	\$33,975	\$36,292	\$37,532	\$38,171	\$39,410	\$50,814
8	\$33,152	\$33,793	\$34,552	\$36,869	\$38,109	\$38,748	\$39,987	\$51,391
9	\$33,729	\$34,370	\$35,129	\$37,446	\$38,686	\$39,325	\$40,564	\$51,968
10	\$34,306	\$34,947	\$35,706	\$38,023	\$39,263	\$39,902	\$41,141	\$52,545
11	\$34,883	\$35,524	\$36,283	\$38,600	\$39,840	\$40,479	\$41,718	\$53,122
12	\$35,460	\$36,101	\$36,860	\$39,177	\$40,417	\$41,056	\$42,295	\$53,699
13	\$36,037	\$36,678	\$37,437	\$39,754	\$40,994	\$41,633	\$42,872	\$54,276
14	\$36,614	\$37,255	\$38,014	\$40,331	\$41,571	\$42,210	\$43,449	\$54,853
15	\$37,191	\$37,832	\$38,591	\$40,908	\$42,148	\$42,787	\$44,026	\$55,430
16	\$37,768	\$38,409	\$39,168	\$41,485	\$42,725	\$43,364	\$44,603	\$56,007
17	\$38,345	\$38,986	\$39,745	\$42,062	\$43,302	\$43,941	\$45,180	\$56,584
18	\$38,922	\$39,563	\$40,322	\$42,639	\$43,879	\$44,518	\$45,757	\$57,161
19	\$39,499	\$40,140	\$40,899	\$43,216	\$44,456	\$45,095	\$46,334	\$57,738
20	\$40,076	\$40,717	\$41,476	\$43,793	\$45,033	\$45,672	\$46,911	\$58,315
21	\$40,653	\$41,294	\$42,053	\$44,370	\$45,610	\$46,249	\$47,488	\$58,892
22	\$41,230	\$41,871	\$42,630	\$44,947	\$46,187	\$46,826	\$48,065	\$59,469
23	\$41,807	\$42,448	\$43,207	\$45,524	\$46,764	\$47,403	\$48,642	\$60,046
24	\$42,384	\$43,025	\$43,784	\$46,101	\$47,341	\$47,980	\$49,219	\$60,623
25	\$42,961	\$43,602	\$44,361	\$46,678	\$47,918	\$48,557	\$49,796	\$61,200
26	\$43,538	\$44,179	\$44,938	\$47,255	\$48,495	\$49,134	\$50,373	\$61,777
27	\$44,115	\$44,756	\$45,515	\$47,832	\$49,072	\$49,711	\$50,950	\$62,354
28	\$44,692	\$45,333	\$46,092	\$48,409	\$49,649	\$50,288	\$51,527	\$62,931
29	\$45,269	\$45,910	\$46,669	\$48,986	\$50,226	\$50,865	\$52,104	\$63,508
30	\$45,846	\$46,487	\$47,246	\$49,563	\$50,803	\$51,442	\$52,681	\$64,085
31	\$46,423	\$47,064	\$47,823	\$50,140	\$51,380	\$52,019	\$53,258	\$64,662
32	\$47,000	\$47,641	\$48,400	\$50,717	\$51,957	\$52,596	\$53,835	\$65,239
33	\$47,577	\$48,218	\$48,977	\$51,294	\$52,534	\$53,173	\$54,412	\$65,816
34	\$48,154	\$48,795	\$49,554	\$51,871	\$53,111	\$53,750	\$54,989	\$66,393
35	\$48,731	\$49,372	\$50,131	\$52,448	\$53,688	\$54,327	\$55,566	\$66,970
36	\$49,308	\$49,949	\$50,708	\$53,025	\$54,265	\$54,904	\$56,143	\$67,547
37	\$49,885	\$50,526	\$51,285	\$53,602	\$54,842	\$55,481	\$56,720	\$68,124
38	\$50,462	\$51,103	\$51,862	\$54,179	\$55,419	\$56,058	\$57,297	\$68,701
39	\$51,039	\$51,680	\$52,439	\$54,756	\$55,996	\$56,635	\$57,874	\$69,278
40	\$51,616	\$52,257	\$53,016	\$55,333	\$56,573	\$57,212	\$58,451	\$69,855
41	\$52,193	\$52,834	\$53,593	\$55,910	\$57,150	\$57,789	\$59,028	\$70,432
42	\$52,770	\$53,411	\$54,170	\$56,487	\$57,727	\$58,366	\$59,605	\$71,009
43	\$53,347	\$53,988	\$54,747	\$57,064	\$58,304	\$58,943	\$60,182	\$71,586
44	\$53,924	\$54,565	\$55,324	\$57,641	\$58,881	\$59,520	\$60,759	\$72,163
45	\$54,501	\$55,142	\$55,901	\$58,218	\$59,458	\$60,097	\$61,336	\$72,740

St. Tammany Parish School Board Salary Schedules 2024-2025

Management Pay Grade Classifications

F-01	Executive Secretary Building Manager Child Welfare and Attendance Investigator Computer Technician/Foreman (Hired after June 30, 2007) Education Multi-Media Production Engineer Energy Conservation Specialist Food Service Procurement Manager Pre-K Resource Liaison Transportation Investigator
F-02	Assistant Fleet Manager Computer Technician (hired prior to July 1, 2007)
F-03	Communication Specialist Fleet Manager Payroll Accountant Purchasing Support Technician Safety Training Manager
F-04	Assistant to the Director of Transportation Assistant to the Supervisor of Purchasing
F-06	Communication Manager Special Program Accountant Staff Accountant System Administrator
F-07	Assistant Supervisor of Construction Assistant Supervisor of Payroll Services Education Multi-Media Production Specialist Information Technology Lead Programmer Analyst Information Technology System Administrator Lead School Accountant Security Coordinator
F-08	Assistant Director of Custodial Services Assistant Director of Maintenance Education Multi-Media Coordinator Health and Safety Coordinator Internal Auditor Supervisor of Graphic Arts
F-09	Supervisor of Payroll Services Supervisor of Purchasing
F-10	Chief Accountant Director of Food Services Risk Manager Supervisor of Broadcasting Supervisor of Information Technology
F-11	Director of Communications Director of Human Resources Employee Support Services Director of Maintenance and Custodial Services Director of Transportation Supervisor of Construction
F-12	Chief Financial Officer Chief Information Officer Chief of Construction Services

St. Tammany Parish School Board Salary Schedules 2024-2025

Management Pay Grade Classifications (continued)

Management positions receive pay raises based on 181 Day Teacher pay raises weighted as follows:

Schedule F-01	1.40%
Schedule F-02	1.425%
Schedule F-03	1.450%
Schedule F-04	1.475%
Schedule F-06	1.525%
Schedule F-07	1.550%
Schedule F-08	1.575%
Schedule F-09	1.60%
Schedule F-10	1.65%
Schedule F-11	1.70%
Schedule F-12	1.85%

Longevity Pay – The following supervisory management positions will receive an additional \$250 each year of service while in the supervisory position:

Chief Accountant
Chief Financial Officer
Chief Information Officer
Chief of Construction Services
Director of Communications
Director of Food Services
Director of Maintenance and Custodial Services
Director of Human Resources Support Employee Services
Director of Transportation
Risk Manager
Supervisor of Construction
Supervisor of Graphic Arts
Supervisor of Payroll Services
Supervisor of Purchasing
Supervisor of Broadcasting
Supervisor of Information Technology

The above employees will receive the \$250 in longevity pay for FY 2024-2025 if employed in the supervisory position for FY 2023-2024. Employees hired in the fiscal year will not be eligible for longevity pay of \$250 until they have worked in the position for a partial or full fiscal year.

Additional pay levels may be granted to Management of support employees for extra duties assigned and prior work experience/field expertise at the discretion of the Superintendent.

St. Tammany Parish School Board Salary Schedules 2024-2025

Management Salary Schedules- 261 days

Pay Level	F-01 (FFBS)	F-02 (FFCS)	F-03 (FFDS)	F-04 (FFES)	F-06 (FFGS)	F-07 (FFHS)
0	\$52,186	\$52,244	\$54,744	\$56,753	\$61,458	\$67,574
1	\$52,886	\$52,957	\$55,469	\$57,491	\$62,221	\$68,349
2	\$53,586	\$53,670	\$56,194	\$58,229	\$62,984	\$69,124
3	\$54,286	\$54,383	\$56,919	\$58,967	\$63,747	\$69,899
4	\$54,986	\$55,096	\$57,644	\$59,705	\$64,510	\$70,674
5	\$55,686	\$55,809	\$58,369	\$60,443	\$65,273	\$71,449
6	\$56,386	\$56,522	\$59,094	\$61,181	\$66,036	\$72,224
7	\$57,086	\$57,235	\$59,819	\$61,919	\$66,799	\$72,999
8	\$57,786	\$57,948	\$60,544	\$62,657	\$67,562	\$73,774
9	\$58,486	\$58,661	\$61,269	\$63,395	\$68,325	\$74,549
10	\$59,186	\$59,374	\$61,994	\$64,133	\$69,088	\$75,324
11	\$59,886	\$60,087	\$62,719	\$64,871	\$69,851	\$76,099
12	\$60,586	\$60,800	\$63,444	\$65,609	\$70,614	\$76,874
13	\$61,286	\$61,513	\$64,169	\$66,347	\$71,377	\$77,649
14	\$61,986	\$62,226	\$64,894	\$67,085	\$72,140	\$78,424
15	\$62,686	\$62,939	\$65,619	\$67,823	\$72,903	\$79,199
16	\$63,386	\$63,652	\$66,344	\$68,561	\$73,666	\$79,974
17	\$64,086	\$64,365	\$67,069	\$69,299	\$74,429	\$80,749
18	\$64,786	\$65,078	\$67,794	\$70,037	\$75,192	\$81,524
19	\$65,486	\$65,791	\$68,519	\$70,775	\$75,955	\$82,299
20	\$66,186	\$66,504	\$69,244	\$71,513	\$76,718	\$83,074
21	\$66,886	\$67,217	\$69,969	\$72,251	\$77,481	\$83,849
22	\$67,586	\$67,930	\$70,694	\$72,989	\$78,244	\$84,624
23	\$68,286	\$68,643	\$71,419	\$73,727	\$79,007	\$85,399
24	\$68,986	\$69,356	\$72,144	\$74,465	\$79,770	\$86,174
25	\$69,686	\$70,069	\$72,869	\$75,203	\$80,533	\$86,949
26	\$70,386	\$70,782	\$73,594	\$75,941	\$81,296	\$87,724
27	\$71,086	\$71,495	\$74,319	\$76,679	\$82,059	\$88,499
28	\$71,786	\$72,208	\$75,044	\$77,417	\$82,822	\$89,274
29	\$72,486	\$72,921	\$75,769	\$78,155	\$83,585	\$90,049
30	\$73,186	\$73,634	\$76,494	\$78,893	\$84,348	\$90,824
31	\$73,886	\$74,347	\$77,219	\$79,631	\$85,111	\$91,599
32	\$74,586	\$75,060	\$77,944	\$80,369	\$85,874	\$92,374
33	\$75,286	\$75,773	\$78,669	\$81,107	\$86,637	\$93,149
34	\$75,986	\$76,486	\$79,394	\$81,845	\$87,400	\$93,924
35	\$76,686	\$77,199	\$80,119	\$82,583	\$88,163	\$94,699
36	\$77,386	\$77,912	\$80,844	\$83,321	\$88,926	\$95,474
37	\$78,086	\$78,625	\$81,569	\$84,059	\$89,689	\$96,249
38	\$78,786	\$79,338	\$82,294	\$84,797	\$90,452	\$97,024
39	\$79,486	\$80,051	\$83,019	\$85,535	\$91,215	\$97,799
40	\$80,186	\$80,764	\$83,744	\$86,273	\$91,978	\$98,574
41	\$80,886	\$81,477	\$84,469	\$87,011	\$92,741	\$99,349
42	\$81,586	\$82,190	\$85,194	\$87,749	\$93,504	\$100,124
43	\$82,286	\$82,903	\$85,919	\$88,487	\$94,267	\$100,899
44	\$82,986	\$83,616	\$86,644	\$89,225	\$95,030	\$101,674
45	\$83,686	\$84,329	\$87,369	\$89,963	\$95,793	\$102,449

St. Tammany Parish School Board Salary Schedules 2024-2025

Management Salary Schedules- 261 days (continued)

Pay Level	F-08 (FFIS)	F-09 (FFJS)	F-10(FFKS)	F-11 (FFLS)	F-12 (FFMS)
0	\$73,627	\$75,078	\$80,565	\$87,845	\$100,808
1	\$74,415	\$75,878	\$81,390	\$88,695	\$101,826
2	\$75,203	\$76,678	\$82,215	\$89,545	\$102,844
3	\$75,991	\$77,478	\$83,040	\$90,395	\$103,862
4	\$76,779	\$78,278	\$83,865	\$91,245	\$104,880
5	\$77,567	\$79,078	\$84,690	\$92,095	\$105,898
6	\$78,355	\$79,878	\$85,515	\$92,945	\$106,916
7	\$79,143	\$80,678	\$86,340	\$93,795	\$107,934
8	\$79,931	\$81,478	\$87,165	\$94,645	\$108,952
9	\$80,719	\$82,278	\$87,990	\$95,495	\$109,970
10	\$81,507	\$83,078	\$88,815	\$96,345	\$110,988
11	\$82,295	\$83,878	\$89,640	\$97,195	\$112,006
12	\$83,083	\$84,678	\$90,465	\$98,045	\$113,024
13	\$83,871	\$85,478	\$91,290	\$98,895	\$114,042
14	\$84,659	\$86,278	\$92,115	\$99,745	\$115,060
15	\$85,447	\$87,078	\$92,940	\$100,595	\$116,078
16	\$86,235	\$87,878	\$93,765	\$101,445	\$117,096
17	\$87,023	\$88,678	\$94,590	\$102,295	\$118,114
18	\$87,811	\$89,478	\$95,415	\$103,145	\$119,132
19	\$88,599	\$90,278	\$96,240	\$103,995	\$120,150
20	\$89,387	\$91,078	\$97,065	\$104,845	\$121,168
21	\$90,175	\$91,878	\$97,890	\$105,695	\$122,186
22	\$90,963	\$92,678	\$98,715	\$106,545	\$123,204
23	\$91,751	\$93,478	\$99,540	\$107,395	\$124,222
24	\$92,539	\$94,278	\$100,365	\$108,245	\$125,240
25	\$93,327	\$95,078	\$101,190	\$109,095	\$126,258
26	\$94,115	\$95,878	\$102,015	\$109,945	\$127,276
27	\$94,903	\$96,678	\$102,840	\$110,795	\$128,294
28	\$95,691	\$97,478	\$103,665	\$111,645	\$129,312
29	\$96,479	\$98,278	\$104,490	\$112,495	\$130,330
30	\$97,267	\$99,078	\$105,315	\$113,345	\$131,348
31	\$98,055	\$99,878	\$106,140	\$114,195	\$132,366
32	\$98,843	\$100,678	\$106,965	\$115,045	\$133,384
33	\$99,631	\$101,478	\$107,790	\$115,895	\$134,402
34	\$100,419	\$102,278	\$108,615	\$116,745	\$135,420
35	\$101,207	\$103,078	\$109,440	\$117,595	\$136,438
36	\$101,995	\$103,878	\$110,265	\$118,445	\$137,456
37	\$102,783	\$104,678	\$111,090	\$119,295	\$138,474
38	\$103,571	\$105,478	\$111,915	\$120,145	\$139,492
39	\$104,359	\$106,278	\$112,740	\$120,995	\$140,510
40	\$105,147	\$107,078	\$113,565	\$121,845	\$141,528
41	\$105,935	\$107,878	\$114,390	\$122,695	\$142,546
42	\$106,723	\$108,678	\$115,215	\$123,545	\$143,564
43	\$107,511	\$109,478	\$116,040	\$124,395	\$144,582
44	\$108,299	\$110,278	\$116,865	\$125,245	\$145,600
45	\$109,087	\$111,078	\$117,690	\$126,095	\$146,618

St. Tammany Parish School Board Salary Schedules 2024-2025

Compensatory Time Policy-Exempt Employees

POLICY PURPOSE

To inform St. Tammany Parish School Board (STPSB) employees under what conditions compensatory time for exempt employee may be requested and the process for doing so. This policy only applies to exempt employees and does not apply to non-exempt employees who may receive compensatory time instead of overtime pay under the terms of the Collective Bargaining Agreement. See Pages 28 and 29 for guidelines for non-exempt employee's compensatory time.

SCOPE

This policy applies to all Management exempt employees on the F pay schedules.

DEFINITIONS

Exempt Employee: All employees of STPSB who are exempted from the overtime compensation requirements of the Fair Labor Standards Act of 1938, as amended and the pertinent regulations and opinions interpreting that act and who have been designated as such by the Human Resources Department. Exempt employees should not punch a time clock.

Off-the-Books Compensatory Time: The practice of accruing Overtime hours worked by Exempt Employees for later use as leave hours by any means outside of the Parish's official time and attendance system.

Overtime: For this policy only, hours worked in excess of the Eligible Employee's weekly work schedule.

POLICY DETAILS

Exempt Employees who are otherwise ineligible for overtime pay may be eligible for compensatory time on a straight time (hour for hour basis) for Overtime hours worked. The granting of compensatory time to Eligible Employees must be under the recommendation of the Employee's Department head with the approval of the Superintendent or his designee. The Exempt Employee must be on management schedule (Schedule F) to be considered an Eligible Employee who can be considered for compensatory time. Overtime hours worked will be considered only if under unusual circumstances as follows:

- (1) Additional hours not ordinarily required to perform the employee's regularly assigned task.
- (2) Work performed over a confined period of time due to a special project assignment or a condition of emergency.
- (3) Any overtime hours deemed eligible for Exempt Employee compensatory time at the discretion of the Superintendent or his designee.

Any request for compensatory time for Overtime hours worked must be approved by the Employee's Department Head and the Superintendent (or his designee) prior to the Overtime hours being worked. Accrual of Eligible Employee compensatory time is limited to no more than thirty-five (35) hours per fiscal year quarter.

Use of Compensatory Time

Any compensatory time granted during a fiscal year must be used by June 30th of each year or it shall be forfeited and have no cash value.

St. Tammany Parish School Board Salary Schedules 2024-2025

Compensatory Time Policy-Exempt Employees (continued)

No ‘Off-The-Books’ Compensatory Time

Under no circumstances shall Eligible Employees engage in the practice of Off-The-Books compensatory time. The accrual and usage of all compensatory time must be recorded in the School Board’s time and attendance systems.

Alternative to Compensatory Time

A Department Head may, at his or her discretion, adjust an employee’s schedule to account for the hours worked beyond his/her regular schedule that meet the unusual circumstance criteria while maintaining the total scheduled work hours for the weekly pay period at 35 hours to avoid Overtime. Department Heads are encouraged to use this method when eligible overtime is worked rather than the submission of compensatory time requests.

Example: An Exempt Employee is normally scheduled 8:30AM-4:30PM, Monday-Friday. The employee works until 8:00PM on Monday under the unusual circumstance criteria. The Department Head may adjust the employee’s work schedule for that week only so that the work schedule for that Monday is 8:30AM-8:00PM, and then shorten the work schedule for any of the remaining workdays in the week to 8:30AM-12:00PM, or any variation thereof wherein the total scheduled hours for the week remains at 35 hours.

Any schedule adjustments must be within the same pay period in which the overtime hours were worked and cannot be carried forward to a future pay period schedule. Schedule adjustments should be documented by the Department Head and hours should be tracked for the week. Exempt Employees must track their hours and make sure 35 hours are worked in the week in question. Department heads are responsible for oversight of Exempt Employees hours worked.

PROCEDURES

Requesting of Compensatory Time

Any Exempt Employee wishing to request compensatory time for Overtime hours worked shall submit a request and justification to their Department Head for his or her consideration. Upon approval of the request by the Department Head, he or she shall prepare a Compensatory Time Request for Exempt Employees form (available from the Payroll Department). The form shall include a detailed justification for why compensatory time is warranted. The form shall be signed by both the requesting employee’s Supervisor (or his designee) and the Department Head.

Routing of Request

The prepared form shall be routed to the Superintendent or his designee for approval. Upon approval of the request by the Superintendent or his designee, the form shall be routed to the Payroll Department for processing.

COMPLIANCE

Compliance with this policy is mandatory. Failure to comply with this policy will result in no consideration of the employee’s request for compensatory time off. Violation of this policy’s provisions for no ‘off-the-books’ compensatory time may result in discipline. This policy is effective July 1, 2023.

Supplemental Pay Rate Chart

All Supplemental Pay requires prior approval or authorization before the applicable work or service is performed. A Supervisor must approve the payment after the work or service is performed.

St. Tammany Parish School Board Salary Schedules 2024-2025

Professional Development

Pay Rate	Personnel	Activity	Description
\$20 per hour	Certificated	Workshop Attendance	Participant/Attendee after-hours or during summer.
\$30 per hour	Certified Tutor paid on Time Sheet	Workshop Attendance	Participant/Attendee during the school day.
\$20 per hour	Certified Tutor paid on Time Sheet	Workshop Attendance	Participant/Attendee after-hours or during the summer.
\$13 per hour	Support	Workshop Attendance	Participant/Attendee/Summer
Time and 1/2 per hour	Support	Workshop Attendance	Participant/Attendee/After School during the school year.
\$25 per hour	Certificated	Facilitator of Professional Development	Professional Development
\$30 per session	Certificated	Summer Institute Attendance	Participant/Attendee (Approximately 1 hour and 45 minute session)
\$19 per session	Support	Summer Para Institute Attendance	Participant/Attendee (Approximately 1 hour and 45 minute session)
\$50 per hour	Certificated	Workshop with 1 Presenter	Delivery of Content (prep & presenting)
\$40 per hour	Certificated	Workshop with 2 Presenters	Delivery of Content (prep & presenting)
\$30.00 per hour	Certificated	Workshop with 3 Presenters	Delivery of Content (prep & presenting)
\$20 per hour	Certificated	Online Self-Paced PD Attendance	Attendee completes an online self-paced PD outside of school work hours; Certificate of completion, including total hours completed, must be submitted prior to receiving the stipend
\$20 per hour	Certificated	Virtual PD Attendance	Attendee participates in virtual PD or PLC; cannot be done in a public place (unless at the school site) and must provide verification of attendance and amount of time in attendance prior to receiving the stipend

Non-Instructional Activities

Pay Rate	Personnel	Activity	Description
\$20 per Hour	Certificated	Non-Instructional Activity/Meeting after hours or during the summer	Planning meetings, and parent and family engagement activities

St. Tammany Parish School Board Salary Schedules 2024-2025

Non-Instructional Activities (continued)

Pay Rate	Personnel	Activity	Description
Time and 1/2 per Hour	Support	Non-Instructional Activity/Meeting	No Direct Instruction (during the work year, not summer)
\$13 per hour	Support	Non-Instructional Activity/Meeting during the summer	Planning meetings, and parent and family engagement activities
\$30 per hour	Certificated	Curriculum Development	Writing/Creating New Content

Specialized Services

Pay Rate	Personnel	Activity	Description
\$30 per hour	Certificated	Tutoring	Tutors (Before, During, After School); EL Tutors, Enrichment / Remediation, Hospital/Homebound
Time and 1/2 per hour	Support	Special Programs	Enrichment/Remediation (After School)
\$15 per hour	Support	Special Programs	Remediation (Before, During, or After School), EL Tutors
\$30 per hour	Certificated	After-hours detention	Supervise students during after-hours detention
\$44 per hour	MHP	MHP Substitute/Timesheets	Rate determined based on average hourly rates paid to MHP employees
\$44 per hour	Nurse	Nurse Substitute/Timesheets	Rate determined based on average hourly rates paid to Nurse employees
\$48 per hour	Occupational Therapist	OT Substitute/Timesheets	Rate determined based on average hourly rates paid to OT employees
\$49 per hour	Physical Therapist	PT Substitute/Timesheets	Rate determined based on average hourly rates paid to PT employees
\$47 per hour	Speech Therapist	Speech Substitute/Timesheets	Rate determined based on average hourly rates paid to Speech Therapist employees
Time and 1/2 per hour	Support	Interpreters for After School Activities	For approved after school activities during the school year after regular school work hours
\$25 per hour	Interpreter	Temporary Interpreters	Paid on a timesheet

St. Tammany Parish School Board Salary Schedules 2024-2025

Specialized Services (continued)

Pay Rate	Personnel	Activity	Description
\$22 per hour	LPN	LPN (Timesheets)	Rate determined based on ½ of nurse employees average hourly rates
\$20 per hour	Paraprofessionals	Temporary Paras	Rate adjusted to meet the demands of finding temp paras
\$9 per hour	Student Workers	Student Workers	Post-secondary former students Hired
\$1,000/semester	Certificated	Mentor Teachers	Believe and Prepare stipend for mentor teachers for year-long residents
\$1,000/semester	Certificated	Alt Cert Mentor Teachers with a PL 1 certification (Praxis)	Believe and Prepare stipend for mentor teachers for Alternative Certification Teacher
\$1,200 <i>one-time stipend</i>	Certificated	Mentor Teachers	One-time stipend upon attaining Louisiana Mentor Teacher Ancillary Certification, and committing to a minimum of 2 years serving in the role. Subject to availability of federal Funding
\$1,200 <i>one-time stipend</i>	Certificated	Content Leaders	One-time stipend upon attaining Louisiana Content Leader Ancillary Certification, and employed by St. Tammany the following school year. Subject to availability of federal funding
\$100/day plus \$2.00 per mile	Bus Driver	Before and After School Tutoring	These trips never exceed 4 hours.
The greater of \$100 or \$20/hour plus \$2.00 per mile for Bus Owner Operators. Add \$10 for each additional stop for Bus Drivers only.	Bus Driver/Owner Operator or Coach/Teacher Driving a bus after hours	Field Trips/Athletic Events	Per Superintendent guidelines The per hour fee for the drivers shall be rounded up to the nearest one-quarter hour. Hourly rate will begin at the time assigned by the school for the bus to arrive for student pick up and end when the last student departs the bus at the school at the end of the field trip.
\$45/one way \$75/two ways Plus \$2.00 per mile	Bus Driver	Special Runs	APE Mini Camp/Field Trip CBE/CBVE, Gifted, Talented
Salary Rate	Certificated/Support	Superintendent's Teacher Advisory Council and Support Employee Advisory Council	Serving on Superintendent's Advisory Councils

St. Tammany Parish School Board Salary Schedules 2024-2025

Specialized Services (continued)

\$20 a.m./\$20 p.m. pay for coverage plus \$2.00 per mile	Bus Driver	Coverage of Other Routes	Coverage pay/mileage covering other routes. Not to exceed \$40 per day.
\$500 per year (1 employee)	Certificated and Support	AED Stipend	Trained on AED usage at the site or school
\$250 per year (2 employees)	Certificated and Support	AED Stipend	Trained on AED usage at the site or school
\$500 one time stipend	Coach	Summer Athletic Field Maintenance	Each high school assigns one coach to maintain athletic fields during the summer
Employee Pay Rate	Certificated SWE Teachers	Writing IEP's	Writing IEP's after hours and on weekends to cover employee shortages
\$500 per semester	Certificated	Community Service Coordinators at Schools	Coordinating the tracking of student community service hours.
\$250 per semester	SWE Paras/SWE Bus Attendants	Performing Non-Complex Medical Procedures on Students	Non-Complex Medical Procedures include catheter, feeding tube, colostomy bag, and Diastat. Cannot receive if they already receive Trach Stipend.
\$30 per hour	All Employees	Grant writing for District and schools	Researching and applying for grants after hours and on weekends for district and schools

EEF

Pay Rate	Personnel	Activity	Description
\$30 per hour	Graduation Coaches	Graduation Coaches	Mentor, track student attendance/progress toward graduation requirements
\$30 per hour	Distance Learning Facilitators	Distance Learning Facilitators	Monitor student progress toward completion of virtual academy. 20 hours max per week.

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Pay Rate	Personnel	Activity	Description
\$30 per hour	Career Coaches	Career Coaches	Assist students in exploring career options and scheduling Jumpstart Pathway courses

St. Tammany Parish School Board Salary Schedules 2024-2025

Annual Stipends

Pay Rate	Personnel	Activity	Description
\$2,250 per year	High School Band/ Instrumental	High School Band and Instrumental Teachers Annual Stipend	Participation, practices, performances (parades, sporting events)
\$1,250 per year	Junior High Band/ Instrumental	Junior High Band and Instrumental Teachers Annual Stipend	Participation, practices, performances (parades, sporting events)
\$625 per year	Elementary School Music and Instrumental Band Teacher	Elementary School Instrumental Teachers Annual Stipend	Participation, school performances
\$1,500 per year	High School Choral/ Classroom Music	High School Choral/ Classroom Annual Stipend	Participation, practices, Concert-style performances
\$1,250 per year	Junior High Choral/ Classroom Music	Junior High Choral/ Classroom Annual Stipend	Participation, practices, Concert-style performances
\$1,000 per year	Strings Instructor	Strings Instructor Annual Stipend	Participation, practices, performances with multiple school sites
\$625 per year	Middle School Music and Instrumental Band Teacher	Middle School Music Annual Stipend	Participation, practices, performances
\$250 per year	Elementary Music Teacher	Elementary Classroom Music Annual Stipend	Participation, school performances
\$1,000 for 2 High School full production plays and \$500 for 1 Jr. High/Elementary full production play	Talented Drama/ Theatre Teachers	Stipend paid on timesheet after the completion of each full production play.	Full Production School plays- Limit High school 2 per year Limit Elementary and Junior High 1 per year
\$3,000 per year	Certificated	Robotics Competition Teams - Jr. High and High Schools - Annual Stipend	Operates Robotics Competition Teams - meetings, practices, competitions
\$500 per year	School Webmaster	Webmaster Annual Stipend (0-100 enrollment)	Manages and maintains school websites

St. Tammany Parish School Board Salary Schedules 2024-2025

Annual Stipends (continued)

\$700 per year	School Webmaster	Webmaster Annual Stipend (101-500 enrollment)	Manages and maintains school websites
\$750 per year	School Webmaster	Webmaster Annual Stipend (501-1000 enrollment)	Manages and maintains school websites
\$1,000 per year	School Webmaster	Webmaster Annual Stipend (1,001+ enrollment)	Manages and maintains school websites
\$1,000 per year	Occupational Therapist	OT Annual Stipend	Inclusive benefit as per negotiations pre 1996
\$1,000 per year	Physical Therapist	PT Annual Stipend	Inclusive benefit as per negotiations pre 1996
# students X \$1 divided by 12 mths = student stipend. Student stipend + \$100 = monthly stipend	School-to Work Coordinator	STW Coordinator at each high school site. Monthly stipend based on enrollment plus \$100	Tracks IBCs, DE completion hours, AP credits, Jumpstart Pathway completion
# SWE students X \$1 divided divided by 12 mths = student stipend. Student stipend + \$100 = monthly stipend	High School SWE Coordinators	High School SWE Coordinator Monthly Stipend based on SWE student enrollment plus \$100	Tracks all SWE students on High School Pathways; SWE student enrollment based on the Feb. 1 count
\$500 per year	Certificated	Content Leaders	Based on successful completion of Content Leader Plan
\$1,000 per semester Alt Certified Teacher Mentor and Temporary Authorization to Teach (TAT) Teacher Mentor	Certificated	Mentor Teachers who did not qualify for the LDOE mentor stipend due to the certification status of their mentee.	Mentoring an Alternative Certified Teacher or TAT Teacher for 5 hours per week for one year; Maximum of 3 Alt. Cert. or TAT teachers can be mentored at a time a Mentor Teacher
\$1,000 per year	Primary Para	MUST be voluntary. School para to work with Trach student	One primary para per school for Trach students
\$500 per year	Secondary Para	MUST be voluntary. Backup para to Primary Trach para.	One secondary para per school for Trach students

St. Tammany Parish School Board Salary Schedules 2024-2025

Annual Stipends (continued)

\$500 per year	Primary Bus Attendant	MUST be voluntary. Bus Attendant to work with Trach student	One primary Bus Attendant per bus for Trach students
\$250 per year	Secondary Bus Attendant	MUST be voluntary. Backup Bus Attendant to work with Trach student	One secondary Bus Attendant per bus for Trach students

a3 Virtual Academy

Pay Rate	Personnel	Activity	Description
a3 Virtual Academy Teacher \$100/student	Certificated	Semester Courses (18 weeks)	Students are to complete 4 units at 75% completion plus unit tests
a3 Virtual Academy Teacher \$100/student	Certificated	Block Courses (9 weeks) New Credit	Students are to complete 4 units at 75% completion plus unit tests
a3 Virtual Academy Teacher \$100/student	Certificated	Block Courses (9 weeks) Repeat Credit	Students are to complete 4 units at 75% completion plus unit tests

Federally Funded After School Tutoring Program

Pay Rate	Personnel	Activity	Description
Time and 1/2 per hour	Support	After School Program	Includes support personnel during the school year
\$30 per hour	Certificated	After School Program - Tutoring Students	During the regular school year; Teachers cannot tutor their own students
\$30 per hour	Certificated	Lead Teacher	During the regular school year, planning, organization, send and collect registration forms, send communication home to parents, contact parents as needed
Salary Rate per Hour	Cafeteria Personnel	After School Program	Must be FTE

St. Tammany Parish School Board Salary Schedules 2024-2025

Before/After School Child Care Program

Pay Rate	Personnel	Activity	Description
\$35 per hour	Program Director	Before/After School Child Care Program	Planning, organization, send and collect registration forms, send communication home to parents, collection of fees, track budget, contact parents as needed (Not to exceed 10 hours per week)
\$25 per hour	Certificated	Before/After School Child Care Program	Monitoring students
\$30 per hour	Certificated	Tutoring during Before/After School Child Care Programs	Teachers cannot tutor their own students
Time and 1/2 per Hour	Support	Before/After School Child Care Program	During the school year
\$9 per hour	HS Student Workers	Before/After School Child Care Program	During the school year
Salary Rate per Hour	Cafeteria Personnel	Before/After School Child Care Program	During the school year
\$25 per hour	Substitute	Substitute for Certificated Personnel	During the school year
\$15 per hour	Substitute	Substitute for Support Personnel	During the school year

Community Education Programs

Pay Rate	Personnel	Activity	Description
\$30 per hour	Certificated	Tutoring	Teachers cannot tutor their own students
\$25 per hour	Certificated	After school community education clubs/activities with Students	During the school year
Time and 1/2 per hour	Support	After school community education clubs/activities with Students	During the school year
\$15 per hour	Support	Community education programs, clubs, activities with Students	Non-employee during the school year

KIT Program

Pay Rate	Personnel	Activity	Description
\$44 per hour	MHPs	MHP services for Homeless/Unaccompanied Youth students	Paid on a timesheet for a maximum of 20 hours per week
\$15 per hour (unless retiree, then salary rate)	Support	KIT Clerical	Paid on a timesheet for a maximum of 20 hours per week

St. Tammany Parish School Board Salary Schedules 2024-2025

Summer School, Summer Programs, ESYP, and Holiday Camps

Pay Rate	Personnel	Activity	Description
Salary Rate	Certificated	Teachers	Provide direct instruction to students
Salary Rate	Certificated	Administrators	Supervise summer programs
Salary Rate	Certificated	Counselors/MHPs	Provide summer counseling services
Salary Rate	Certificated	Coordinators/Camp Directors	Manage summer programs
Salary Rate	Certificated	Speech, OT, PT, VI	Provide special services to students
Salary Rate	Support	Paras, Interpreters, Secretaries	Provide support during summer
Salary Rate	Support	Nurses	Provide summer nursing services
Salary Rate	Support	Food Service	Provide snacks/lunch
Standard SRO Rates	School Resource Officers	School Resource Officers	Summer school and programs sites
\$9 per hour	High School Student	High School Student Workers	Assist with summer camps/programs
\$11 per hour	College Student	College Student Workers	Assist with summer camps/programs
Salary Rate	Certificated	a3 Virtual Academy Teachers	Online teachers of June and July sessions
\$30 per hour	Certificated	a3 Virtual Academy summer school in-person tutoring	In-person tutoring
\$25 per hour	Certificated	a3 Virtual Academy Summer School Testing	Testing proctor
\$18 per hour	Support	a3 Virtual Academy Summer School Workers	Support personnel working at testing sites
\$30 per hour	Certificated	a3 Virtual Academy Summer School Coordinator	Verify scheduling, enroll/schedule students
Daily Salary Rate plus \$2.00 per mile.	Support	Bus Drivers	Buses for summer school and programs
Salary Rate	Support	Bus Attendants	Buses for summer school and programs

St. Tammany Parish School Board Salary Schedules 2024-2025

Substitute Stipends

Pay Rate	Personnel	Activity	Description
Salary Rate	Teachers and Other Certificated Employees	Teachers and Other Certificated Employees	Teachers and other certificated employees who forgo their planning period and volunteer as a substitute teacher during their planning time
\$10 per hour	Paraprofessional Stipend as a Teacher	Paraprofessional Stipend as a Teacher	The paraprofessional should only sub for the teacher and classroom they are assigned to and only in case of emergency (A substitute cannot be procured from the substitute pool.)

Detailed Salary Substitutes

St. Tammany Parish School Board Salary Schedules 2024-2025

Substitute Teacher Pay

Certified Teacher: \$120 per day. On the 11th consecutive day, when substituting for the same teacher, the pay increases to Teacher Salary Schedule (Experience/Education)

College Degree (Bachelor, Masters, or Doctorate): \$90 per day. On the 11th consecutive day, when substituting for the same teacher, the pay increases to \$180 per day.

High School Diploma/Associate Degree: \$80 per day. On the 11th consecutive day, when substituting for the same teacher, the pay increases to \$160 per day.

Substitute Support Staff Pay

Paraprofessionals, Clerical, Custodians, Bus Aides, and Food Service Technicians: \$11.00 per hour

Cafeteria Monitors: \$10.00 per hour

Substitute School Bus Operator Pay

\$160 per day

Other Substitute pay is included in the Supplemental Pay section.

St. Tammany Parish School Board Salary Schedules 2024-2025

Employee Salary Reserve Stipend

All employees will be eligible for an Employee Salary Reserve Fund stipend if the following occurs:

- (1) Once the books are finalized for the prior fiscal year (on or about September 10th), the General Fund has a surplus for the year.
- (2) 50% of any final surplus will be transferred to the Employee Salary Reserve Fund.
- (3) An equal one-time stipend (including benefits) will be calculated for all employees who (1) were an active employee as of June 30th, (2) were still actively employed as November 1st, and (3) if employee is certificated they must have an effective rating from the state evaluation system for the prior year.
- (4) Employees who are on any form of leave with or without pay including extended sick leave are not eligible for this stipend if the employee did not work at a school or site in the prior school year and will not work at a school or site for the current school year.
- (5) The 50% surplus must be large enough to calculate a minimum of \$100 stipend with benefits for all employees. If the surplus is not large enough to calculate this minimum amount, the stipend will not be paid for the year and the surplus will carry over for distribution in a later year when the criteria is met.
- (6) This stipend if applicable will be paid on November 15th.
- (7) Since this stipend includes benefits, the calculation may not be exact. Any overage or deficit will be carried over to the following year's stipend calculation.
- (8) If the fund balance for General Fund must be utilized for any year, this stipend will not be issued until the fund balance is replenished to the prior level.