

DATE, TIME, PLACE OF MEETING

Prior to the 5:00 meeting, a public hearing for the proposed 23-24 budgets was held at 4:30 by CFO Wilfred Bourne.

Items 9.C.- 9.D. 1-2

These items passed on a unanimous vote on motions from Mr. Roberts and Mr. Pichon.

- C. Adoption of 2023 Millages
- D. Adoption of 2023-2024 Budgets
 - 1. General Fund
 - 2. Special Revenue Funds

The Calcasieu Parish School Board Meeting was held at 3310 Broad Street, Lake Charles, Louisiana, on Tuesday, July 11, 2023.

The meeting was called to order by Russell Castille, President. The prayer was led by Desmond Wallace and the Pledge of Allegiance by Aaron Natali.

ROLL CALL

The roll was called by Superintendent LaFargue and the following members were present:

Phyllis Ayo, Betty Washington, Tony O'Banion, Damon Hardesty, Shawn Baumgarten, Desmond Wallace, Patrick Pichon, Dean Roberts, Karen Hardy-McReynolds, Glenda Gay, Aaron Natali, Russell Castille, Mary Fontenot, and Billy Breaux.

Mr. Tarver was absent.

APPROVAL OF MINUTES

The Minutes of June 13, 2023 were approved on a unanimous vote on motions by Mr. Hardesty and Mr. Breaux.

PRESENTATIONS

Dr. LaFargue and STEM Director Mark Arseneault presented information regarding the City of Lake Charles' *Lake Charles Rebound* initiative.

Mr. Breaux, with a second by Mr. Hardesty, offered a motion to move Item 9.A. to be considered at this time and approve as presented. The motion

carried on a unanimous vote.

This item is available for viewing at the end of this document and as a portion of the Minutes posted at www.cpsb.org/Minutes.

SUPERINTENDENT'S REPORT

Superintendent's Report – July 11, 2023

1. You have each received your Head Start report:

- 2023-2024 Head Start applications were accepted in the Early Childhood Department. 250 Head Start students have been approved for the 2023-2024 school year. The staff will be conducting more interviews in the upcoming weeks.
- Head Start students will report to school on Tuesday, August 15, 2023.

2. Your next school population report will be in September, reflecting the numbers from the end of May to the end of August, for the new school year.

3. I would like to report our June, 2023 sales tax numbers for our general fund which show collections at \$161,414 or 1.0 % below budget for the 12th month of the 2022-2023 fiscal year.

- Collections are \$52,139 or 0.3 % below collections for the same month last year.
- After 12 months, collections are \$15,666.350 or 9 % above budget and \$2,584,553 or 1.4 % above the same period last year.

4. Hurricane Information: The summary was is available at your seating area.

5. I hope you have had the opportunity to scroll through the CPSB End of Year Review that we emailed to you and a hard copy is at your seat. Our Public Information Department worked hard on developing the review and We are very proud of this document and the content in it. There are numerous areas of growth and we know there will be more to come. The document will be released tomorrow and will be on our website for easy access.

Also, The Public Information Department recently received a 2023 Publications and Digital Media Excellence Award from the National School Public Relations Association. This award recognizes outstanding education publications, e-newsletters, digital media programs, radio/TV/video programs, social media, infographics, blogs and websites. This award was specifically given for the school bus driver recruitment video completed in the Fall of 2022.

EXECUTIVE SESSION

A. Consideration of Claim CLAS12841A1/Attorney Kyle Beasley

The Board adjourned into Executive Session at 6:02 p.m. on a unanimous vote, after motions by Mr. Roberts and Mr. Breaux. The Board returned to Regular Session on motions by Mr. Hardesty and Mr. Wallace at 6:14 p.m.; the vote was unanimous.

TAKE APPROPRIATE ACTION ON EXECUTIVE SESSION

A. Claim CLAS12841A1/Attorney Kyle Beasley

On a motion by Mr. Hardesty and a second by Dr. Washington, the Board voted to approve the settlement on a unanimous vote.

TAKE APPROPRIATE ACTION

Mr. Castille read the following:

ITEMS A, B, C, E are available for viewing at the end of this document and as a portion of the Minutes posted at www.cpsb.org/Minutes.

A. Permission to enter into MOU with City of Lake Charles for STEM Center enhancements, pending the approval of the City of Lake Charles' sales tax election (This item was considered earlier)

B. Permission to move forward with Lean Frog for compensation study

Mr. Roberts, with a second by Mrs. Fontenot, offered a motion to approve the Lean Frog proposal that was presented at the June meeting.

Mr. Breaux, with a second by Dr. Washington, offered a subsidiary motion to table this item for later discussion.

On a roll call vote, the motion failed on a vote of 9-5.

Against: Mrs. Ayo, Mr. Baumgarten, Mr. Castille, Mrs. Fontenot, Mr. Natali, Mr. O'Banion, Mr. Pichon, Mr. Roberts, Mr. Wallace
For: Mr. Breaux, Mrs. Gay, Mr. Hardesty, Mrs. McReynolds, Dr. Washington

The original motion to approve the agreement from the June meeting carried on a vote of 13-1.

C. Adoption of 2023 Millages

On a motion to approve by Mr. Roberts and a second by Mr. Pichon, the motion carried on a unanimous vote.

D. Adoption of 2023-2024 Budgets

1. General Fund
2. Special Revenue Funds

On a motion to approve by Mr. Roberts and a second by Mr. Pichon, the motion carried on a unanimous vote. This item is available for viewing at www.cpsb.org/Our District/Financial Reports/Budgets

E. Adoption of 2023-2024 Salary Schedules

On a motion to approve by Mr. Roberts and a second by Dr. Washington, the motion carried on a unanimous vote.

F. Approval for E-Rate services and equipment for 2024-2025 fiscal year

E-Rate Yr. 27 (24-25)

Technology Department is requesting permission to bid E-rate services and equipment for the 2024-2025 fiscal year.

On a motion to approve by Mr. Breaux and a second by Dr. Washington, the motion carried on a unanimous vote.

G. Discussion of date for Long Range Planning Committee Meeting. After discussion, it was decided to hold this meeting on the committee night, September 26, 2023, following the Budget Committee. Mr. Wallace asked that there be information presented from Mr. Bourne and Mr. Snyder regarding the possibility of two payrolls a month.

HURRICANE BIDS FOR RATIFICATION

Mr. Castille read the following:

A. J. I. Watson Elementary/Hurricane Repairs/Alfred Palma Construction, LLC./Base Bid \$1,953,000.00.

On a motion to approve by Mr. Roberts and a second by Mr. Natali, the

motion carried on a unanimous vote.

B. LeBleu Settlement Elementary/Hurricane Repairs/Pat Williams Construction/\$2,074,000.00.

On a motion to approve by Mr. Roberts and a second by Mr. Natali, the motion carried on a unanimous vote.

PERMISSION TO ADVERTISE

Mr. Castille read the following:

A. RFP for weapon detectors/Funded by Stronger Connections Security Grant

On a motion to approve by Mr. Breaux and a second by Mr. Natali, the motion carried on a unanimous vote.

CORRESPONDENCE

Mr. Castille read the following:

A. Change Order Number One (1) for the project, “S.P. Arnett Middle School Cafeteria Renovations” District 23 Bond Funds; Barry King, AIA, Architect; Gunter Construction Inc., Contractor; *Increase* of \$19,749.25.

On a motion to approve by Mr. Hardesty and a second by Mr. Natali, the motion carried on a unanimous vote.

B. Change Order Number Five (5) for the project, “Westwood Elementary Gymnasium Rebid” District 23 Bond Funds; Barry King, AIA., Architect; K&J Development of SWLA, LLC, Contractor; *Increase* of \$21,969.00 and *Increase* of four (4) days.

On a motion to approve by Mr. Hardesty and a second by Mr. Natali, the motion carried on a unanimous vote.

C. Change Order Number Two (2) for the project, “Entry Lobby addition and Paved Parking at Washington-Marion High School” District 31 Bond Funds; Ellender Architects & Associates, LLC., Pat Williams Construction, LLC., Contractor; *Decrease* of \$3,403.60 and *Increase* of seventy (70) days.

On a motion to approve by Mr. O’Banion and a second by Mr. Wallace, the motion carried on a unanimous vote.

JULY 11, 2023

D. Recommendation of Acceptance for the project, “Barbe HS Baseball Field Turf Upgrade”

On a motion to approve by Mr. Roberts and a second by Mr. Pichon, the motion carried on a unanimous vote.

E. Recommendation of Acceptance for Phase 3 Entry Lobby addition and New Paved Parking at Washington-Marion High School.

On a motion to approve by Mr. Roberts and a second by Mr. Pichon, the motion carried on a unanimous vote.

CONDOLENCES/RECOGNITIONS

Mr. Wallace and Mrs. Hardy-McReynolds asked for a letter of condolence to the family of Remanuel Sam Hollier.

Mr. Hardesty to the Mrs. Sharon Picou at the loss of her husband.

Mr. Castille recognized PIO Holly Holland on her recent running awards. He also mentioned that his son, a graduate of Sulphur High School, has recently passed the final section of the CPA exams.

Mr. Breaux commended CPSB employees attending the Model Schools Conference in Orlando.

SCHEDULE COMMITTEES

C&I Committee and A&P Committee on August 22, 2023, 5:00 p.m.

ADJOURN MEETING

On a motion to adjourn by Mr. Breaux and a second by Mr. O’Banion, the meeting was adjourned at 7:04 p.m.

Russell Castille, President

Shannon LaFargue, Secretary

RESOLUTION

WHEREAS, the City of Lake Charles has proposed a series of projects known as LC REBOUND; and

WHEREAS, the City of Lake Charles LC REBOUND projects are subject to passage of a tax proposal; and

WHEREAS, the projects proposed by the City of Lake Charles include Region 5 STEM Center Enhancements; and

WHEREAS, these enhancements include workforce development and education, enhanced equity and opportunity, family-friendly/fun activities, increase tourism, upgraded aesthetics, robotics, drones, transformation of the existing auditorium into a STEM theater at the existing Lake Charles-Boston Academy of Learning at 1509 Enterprise Boulevard, and Region 5 STEM Center annual operating and overhead costs; and

WHEREAS, the Calcasieu Parish School Board is willing to contribute up to \$1.25 Million toward the total estimated project cost of \$2.5 Million, should the LC REBOUND project be funded after voter approval.

NOW, THEREFORE, BE IT RESOLVED, that the Calcasieu Parish School Board does hereby support the LC REBOUND project proposed by the City of Lake Charles.

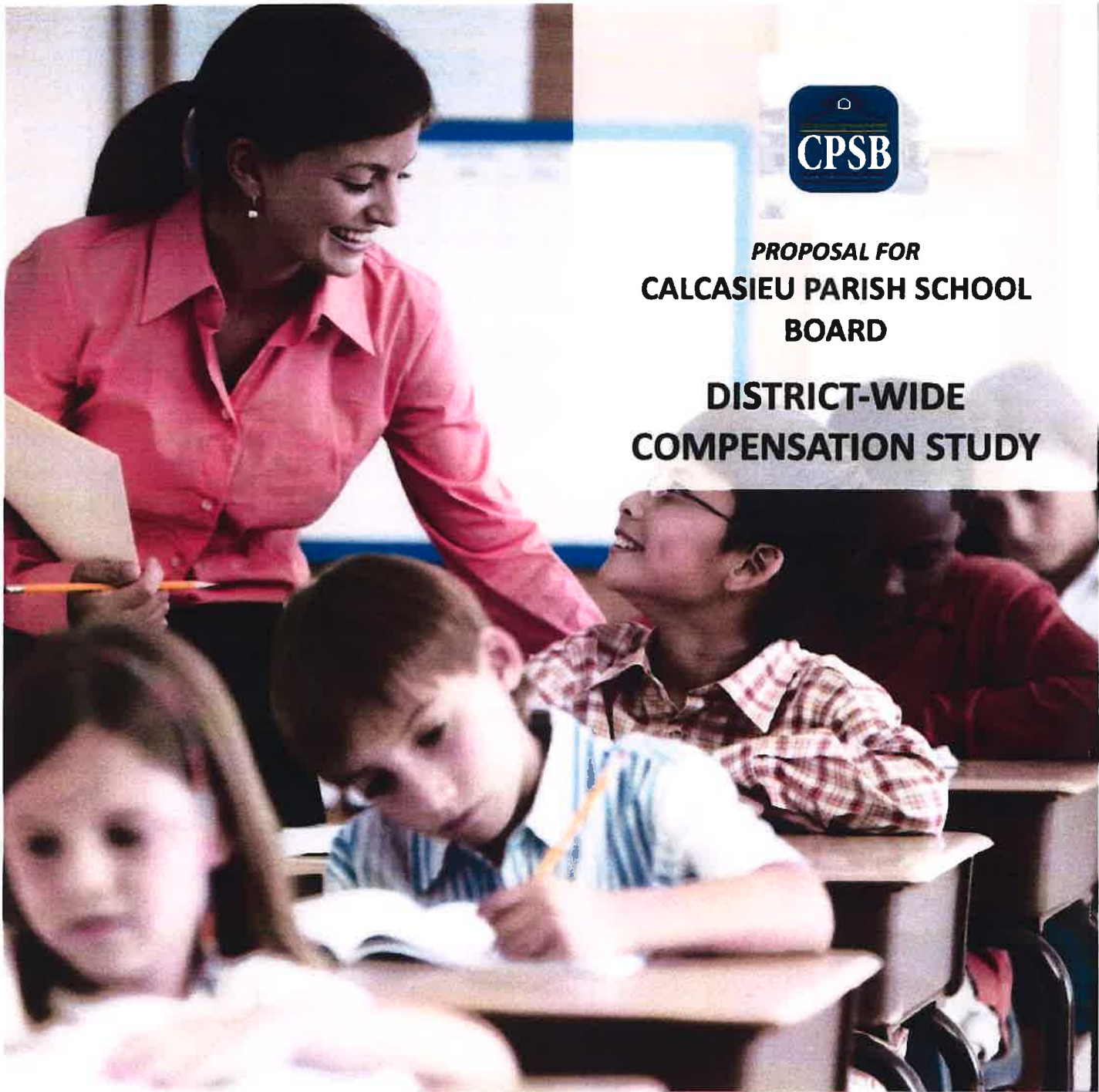
BE IT FURTHER RESOLVED, that upon approval by voters of the LC REBOUND tax proposal, and funding by the City of Lake Charles of its share of the \$2.5 Million estimated cost of Region 5 STEM Center Enhancements at and for the benefit of the School Board's Lake Charles-Boston Academy of Learning, that the School Board, subject to a cooperative endeavor agreement to be developed by the City of Lake Charles and the School Board, does hereby agree to contribute up to \$1.25 Million to the Region 5 STEM Center Enhancements.

ADOPTED AND APPROVED on this _____ day of _____, 2023.

RUSSELL CASTILLE, President
Calcasieu Parish School Board

Attest:

SHANNON P. LAFARGUE, Ph.D., Secretary



**PROPOSAL FOR
CALCASIEU PARISH SCHOOL
BOARD**

**DISTRICT-WIDE
COMPENSATION STUDY**



4950 Corporate Dr.
Ste 115
Huntsville, AL 35805

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(877) 835-4543
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Dr. Shannon LaFargue
Superintendent
Calcasieu Parish School Board
3310 Broad Street
Lake Charles, LA 70615

June 8, 2023

Subject: District-wide Compensation Study

Dr. LaFargue,

Per your request, LEAN Frog Business Solutions, Inc., dba LEAN Frog® is pleased to provide this proposal for a District-wide Compensation Study of Calcasieu Parish School Board (CPSB).

We believe LEAN Frog is exceptionally qualified to perform the requested work based upon our significant expertise in comprehensive compensation assessments and our detailed knowledge of PK-12 school systems. We have performed extensive compensation studies for multiple school systems across the Southeast. We have detailed experience executing comprehensive compensation studies that help school systems develop and implement salary schedules that are fair and equitable across all employee groups, aligned with current market expectations, and fiscally sustainable. We understand that each school system is unique; however, our proprietary analysis tools and our repository of best practices in public education allow us to work expeditiously. LEAN Frog's deep knowledge of compensation, public education, and our positive customer relationships are an outstanding resource for insight and provide an advantageous starting point for assessing and aligning academic and operational resources to meet national and state standards for excellence and to improve student learning outcomes.

I will serve as the primary point of contact for all proposal-related communication, including any requests for clarification or other communication needed between CPSB and LEAN Frog. All information contained herein is considered confidential and proprietary to CPSB and LEAN Frog.

It is LEAN Frog's mission to provide the highest quality consulting services for your school district. My team and I look forward to providing your school system with excellent services and solutions. If you have any questions, please contact me by telephone at 256-289-1693 or by email at byron@theleanleap.com. Thank you for your consideration.

Respectfully,

Byron W. Headrick,
President/Co-founder

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A. LEAN Frog Mission and Experience

LEAN Frog's mission is to improve the efficiency and quality of public education by providing continuous improvement solutions. Our mission is guided by two questions:

- 1) What will be in the best interest of students
- 2) How can we work with this school system to help them better serve their students?

The answers to these questions drive the collaborative philosophy behind our work. We work with school systems in the roles of facilitator (clarify and prioritize client issues through consensus), educator (identify alternatives and assist clients to make educated decisions), and partner (collaborate with clients to ensure on-going program effectiveness). Through our collaborative work with school systems, we pioneer innovative approaches and new technology that allow our clients to cost-effectively manage non-teaching activities and increase the resources available for reinvestment into classrooms.

We offer a variety of services for our public education clients including Organizational Reviews, Compensation Studies, Lean Strategic Educational Planning (LSTEP), and Detailed Efficiency Reviews of Support Services for both instructional and non-instructional departments including: Finance, Human Resources, Facilities/Operations, Transportation, Nutrition Services, Instructional Programs, Special Populations, Student/Pupil Services, and Technology. We are best known for helping school systems improve efficiency and effectiveness deploying our proprietary application of Lean Six Sigma methods in public education. Our team has worked with numerous school systems helping them optimize work practices to eliminate wasteful activities and improve overall process and performance efficiency and effectiveness.

The LEAN Frog team has detailed experience developing comprehensive salary studies that help school systems develop and implement salary schedules that are fair and equitable across all employee groups, aligned with current market expectations, and fiscally sustainable. Some of our relevant projects include but are not limited to the following:

Louisiana School Systems

- Compensation Structure and Market Analysis for Certified and Classified Positions – *Ascension Parish Schools, LA*
- Long-term Sustainability Assessment – *Ascension Parish Schools, LA*
- District-wide Compensation Study – *Bossier Parish Schools, LA*
- District-wide Compensation Study – *Central Community School System, LA*
- District-wide Compensation Study – *DeSoto Parish Schools, LA*
- District-wide Compensation Study – *Iberville Parish Schools, LA*
- District-wide Compensation Study - *Rapides Parish Schools, LA*
- Organizational Review and Salary Schedule Development – *Rapides Parish Schools, LA*
- Comprehensive Organizational Review- *St Landry Parish School Board, LA*



- Districtwide Compensation Study and Supplement Compensation Review – *St Landry Parish School Board, LA*
- District-wide Compensation Study - – *Tangipahoa Parish Schools, LA*
- Central Office Compensation Study – *West Baton Rouge Schools, LA*
- Salary Schedule Development Support – *West Baton Rouge Schools, LA*

School Systems in Other States

- Central Office Organizational Review and District-wide Compensation Study – *Alexander City Schools, AL*
- Compensation Study of All Positions Except Teachers – *Bartlett City Schools, TN*
- Compensation Update – Hourly Positions - *Bartlett City Schools, TN*
- District-wide Compensation Study of All Positions – *Bledsoe County School District, TN*
- Job Description Analysis and Organizational Review – *Cleveland City Schools, TN*
- Compensation Market Analysis/Strategic Compensation Planning – *Cleveland City Schools, TN*
- Athletic Supplement Compensation Review – *Cullman City Schools, AL*
- District-wide Salary Study of Salaried Positions – *Dallas County Schools, AL*
- Compensation Study of District Leadership Positions – *Gadsden City Schools, AL*
- Market Study and Compensation Guidelines Development – *Huntsville City Schools, AL*
- District-wide Compensation Study – *Marshall County Schools, AL*
- Restructuring and Realignment Compensation Program– *Marshall County Schools, AL*
- Comprehensive Organizational Structure Review – *Oak Ridge Schools, TN*
- Four Phase Overall Compensation Study Analysis (all positions) – *Oak Ridge Schools, TN*
- Unified Salary Schedule Development and Implementation Plan – *Oak Ridge Schools, TN*
- Compensation Study of Select Positions – *Putnam County School System, TN*
- Teacher Salary Schedule Recommendations – *Putnam County School System, TN*
- Principal Compensation Study and Program Development – *Tuscaloosa City Schools, AL*

These value add services have: 1) created sustainable compensation strategies that allow school systems to effectively recruit and retain talent, 2) optimized organizational structures to better align with strategy, better engage staff, and improve channels of communication and accountability, and 3) established effective procedures, policies, and technology integration for communicating and sustaining improvements and for training internal team members (e.g., new hire placement guidelines, promotion salary guidelines, etc.).

B. Objective of Proposed Compensation Study

LEAN Frog will perform a district wide compensation study for CPSB. This study will include external market analysis, internal equity analysis, and program structure analysis.

C. Work Plan for the Compensation Study

LEAN Frog will conduct a variety of activities, including information gathering of current job descriptions current compensation program policies and details. A start-up meeting will be held to



introduce team members, identify a CPSB point of contact, identify the initial data request, and confirm project schedule.

In the case where job descriptions are outdated or not available, LEAN Frog will provide our easy-to-use electronic Job Analysis Questionnaire (JAQ) to employees to collect job-specific data, with an expectation of completion on a timely basis. (A paper version of the JAQ may also be provided for use as appropriate.) The JAQ consists of questions that uncover the various components that comprise a position and that are necessary to assess the scope of the position in-depth, including reporting relationships, duties and responsibilities, qualifications, fiscal responsibility, decision-making responsibilities, communication requirements, etc. Upon receipt of the requested data and job descriptions and/or completed JAQs, LEAN Frog will review all data in totality to ensure we have a full picture of all work performed without gaps. Interviews may be conducted to further clarify job responsibilities and identify any gaps and/or duplications in job duties.

We will work with CPSB to develop benchmark positions to be used for the market analysis and peer compensation analysis. The study of the benchmark positions will be based on both internal position equity and a baseline of current market job valuations. This approach will ensure that recommendations are in line with internal CPSB position equity expectations. Current market job evaluations will be provided for the positions. The market analysis will provide competitive information on base salary data for the positions relative to the school system's appropriate labor market. To establish the competitive market levels, data from multiple published salary surveys and specific school system information will be utilized. We will work with CPSB to identify the school systems to utilize as direct comparisons. Benchmark jobs will be matched to similar jobs in the market/peer comparisons according to job content.

LEAN Frog will utilize data collected in the market analysis to review and analyze the current salary schedules and the incumbents' current wages. We will identify internal equity problems that may exist resulting from pay compression, discretionary compensation decisions, etc.

LEAN Frog will conduct regular reporting meetings to review compensation data with CPSB leadership. We will present overall findings and summary data in a workshop meeting with leadership. Using input gathered at the workshop, a final report containing detailed recommendations and supporting data will be provided. LEAN Frog can present an executive summary of the compensation study to the CPSB Board of Education if desired.

Project Start and Project Duration: Work would begin on the District-wide Compensation Study approximately two to four weeks from receipt of initial down payment. The Compensation Study takes approximately five to six months. *If requested, the optional salary schedule development and implementation would be approximately six to nine months. (See section D.)*

D. Optional Salary Schedule Development

After completion of the compensation study, LEAN Frog can assist CPSB with development and implementation of salary schedules if desired. LEAN Frog's support would consist of the following:



- Work with CPSB staff to review positions, market data, and determine equity value for each position.
- Develop new salary schedules for positions based on review.
- Support development of plan to transition incumbent employees to new compensation program.
- Assist district with development of cost projections.
- Support development of internal and external communication needed to ensure a smooth transition for district and for employees.

**Note: If the salary schedule development proposal is signed within sixty (60) days after completion of the compensation study, a minimum of 10% pricing discount will be provided.*

E. Responsibilities

To achieve the desired results in a timely manner, significant commitment, support, and involvement from personnel will be required. The project's ultimate success is highly dependent upon internal effort. To achieve smooth and successful completion of the assigned tasks, CPSB will be responsible for the following:

- 1) Providing an internal point of contact
- 2) Ensuring personnel participation and involvement
- 3) Providing requested materials in a timely manner
- 4) Promptly addressing any personnel issues that may arise

F. Compensation Terms

The price for the District-wide Compensation Study is **\$38,625.00** excluding expenses related to travel.*

Billing Practices: The District-wide Compensation Study will be invoiced as outlined in the table below. All invoices are due at receipt but not greater than ten (10) business days. If at any time there is a question concerning billing, please contact us for clarification. We strive to provide cost-effective consulting services.

CPSB DISTRICT-WIDE COMPENSATION STUDY BILLING SCHEDULE		
	Billing Amount	Billed
Down Payment (35% of total price)	\$13,518.75	At Proposal Acceptance
Monthly Payment (15% of total price)	\$5,793.75	After 1st Month of Work (30 days after startup mtg)
Monthly Payment (15% of total price)	\$5,793.75	After 2nd Month of Work
Monthly Payment (15% of total price)	\$5,793.75	After 3rd month of work
Monthly Payment (15% of total price)	\$5,793.75	After 4th month of work
Final Payment (5% of total price)	\$1,931.25	After Completion of Project
TOTAL	\$38,625.00	



*We strive to be good stewards and work will be performed virtually when possible. All travel (e.g., mileage, consultant travel time at \$75/hour, flight costs, etc.) must be approved by CPSB prior to occurring. Travel if requested by the client will be billed based on the current U.S. General Services Administration (GSA) per diem rates for the location of the client. Travel and any other direct expenses associated with the project will be invoiced on the next available invoice.

G. Use of Materials

During the term of this Agreement, LEAN Frog may provide printed and electronic copies of processes, procedures, forms, and/or other miscellaneous documents (herein referred to as Materials) designed specifically for this project. CPSB agrees to limit the use of any Materials to its purposes and agrees not to distribute or share any Materials with third parties without the written consent of LEAN Frog.

H. Termination of Services

This contract may be terminated by either party with thirty (30) days written notice and may be subject to the payment of any then outstanding fees and expenses as well as the delivery of all completed work.

I. Amendments

This contract may be modified or amended with written agreement executed by both parties.

J. Response

By signing, I confirm that I have read, understand, and agree to the terms and conditions of this Proposal/Agreement.

Accepted by:

Accepted by:



Dr. Shannon LaFargue
Superintendent
Calcasieu Parish School Board

Byron Headrick
President/Co-founder
LEAN Frog Business Solutions, Inc.

Date: 7.18.23

Date: _____

K. References

LEAN Frog is pleased to have worked with a broad spectrum of public school systems across the Southeast. We have numerous clients who value our work and are pleased to refer us to others. Please feel free to reach out to any of our clients for feedback on our company. A few of them are listed below.

"LEAN Frog does a phenomenal job with compensation. There is no smoke and mirrors. They give you the facts and they put them in a very clear package, so you can make an informed decision." - **David Alexander, Superintendent, Ascension Parish Schools, LA** Phone: 225-391-7000 • Email:

david.alexander@apsb.org

"The Iberville Parish School District struggled in recruiting and retaining employees in support level positions and noticed potential inequities in pay for a variety of professional and support positions. LEAN Frog provided us with a comprehensive salary study that confirmed what we thought while also providing benchmark data regarding salary comparisons among surrounding area school districts. The study also included salary comparisons of applicable positions within public and private sector organizations. The LEAN Frog report allowed us to make sound recommendations to our Board to address salaries which garnered approval with data to back up the proposals. As with most studies, LEAN Frog also identified inequities in salaries of positions which were surprising to us and we were able to correct these as well. Our ultimate goal was to improve our compensation schedule to allow us to better recruit and retain employees as staffing challenges in education continue to grow. We are thankful for the work that LEAN Frog completed in our district and would recommend their services to any organization who strives to improve their compensation packages." **Dr. Arthur M. Joffrion, Jr., Superintendent, Iberville Parish Schools, LA** Phone: 225-687-4341 • Email:

arthurjoffrion@ipsb.education

"As the Director of Cleveland City Schools in Cleveland, TN I have utilized the skills of LEAN Frog for two different projects. First, LEAN Frog conducted a study of our current job descriptions and administrative flow chart. Through their work, we updated our job descriptions to meet new legal standards and to accurately reflect the jobs being performed by our employees. They also helped me in restructuring our central office so we can be more efficient in our overall operations. The second project LEAN Frog assisted our district with dealt with our system-wide salary charts. I felt they were comprehensive in their approach and provided us with important information I could share with my board and community. I am pleased with the work LEAN Frog has provided for Cleveland City Schools and recommend them for future opportunities in your school system." **Dr. Russell Dyer, Director of Schools, Cleveland City Schools, TN** Phone: 423-472-9571 • Email:

rdyer@clevelandschools.org

"Reviewing compensation data and developing salary schedules can be an exhausting, time-consuming process, especially when you wear many HR hats day to day. I am thankful we had a trusted partner like LEAN Frog to work with us throughout the process. Their knowledge of and experience with school district compensation (e.g., reviewing positions and market data; determining equity value; developing schedules, cost projections, and communications), was just what we needed



to make good, informed decisions with confidence.” **Barbara Burke, pHCLE, Director of Human Resources and Staff Development, West Baton Rouge Parish School System 225-343-8309 • Email Barbara.Burke@wbrschools.net**

“The Oak Ridge Schools has had a great experience partnering with LEAN Frog. LEAN Frog associates have always been extremely professional and focused on our district’s best interest. They have completed many projects for the Oak Ridge Schools, including a comprehensive analysis of our organizational structure, compensation analyses of our positions, and a long-term sustainability review. I would recommend LEAN Frog to anyone looking for systems improvement.” -**Dr. Bruce Borchers, Director of Schools, Oak Ridge Schools, TN Phone: 865-425-9001 • Email: btborchers@ortn.edu**

“It was a pleasure to work with LEAN Frog from beginning to end. Their associates have a true knowledge of compensation and organizational review that delivers real results. The advisement and solutions were incredibly helpful, and they offered a plan that would be both beneficial for the district and employees. I would not hesitate to recommend them to an organization in need of their services.” - **Corby King, Director of Schools, Putnam County School System, TN Phone: 931-526-9777 • Email: kingc11@pcsstn.com**





Shannon LaFargue, PhD, Superintendent

RESOLUTION

BE IT RESOLVED, that the following millage(s) are hereby levied on the 2023 tax roll on all property subject to taxation by the Calcasieu Parish School Board:

	<u>Millage Key #</u>	<u>2023 Millages</u>
<u>General Fund (Parishwide)</u>		
Constitutional Tax (Total 5.06 Mills)	1028 085	5.06 Mills
Special School Maintenance & Operations Taxes (Total 11.94 Mills)		
Maintenance #1	1028 086	8.64 Mills
Maintenance #2	1028 087	3.30 Mills
<u>Bond Sinking Funds</u>		
<u>School District No. 21 (DeQuincy - Total 15.70 Mills)</u>		
Bond	1028 088	15.70 Mills
<u>School District No. 23 (Westlake/Maplewood - Total 6.55 Mills)</u>		
Bond	1028 092	0.84 Mills
Bond	1028 145	2.13 Mills
Bond	1028 168	3.58 Mills
<u>School District No. 24 (Starks - Total 6.75 Mills)</u>		
Bond	1028 148	6.75 Mills
<u>School District No. 25 (Iowa/LeBleu - Total 16.00 Mills)</u>		
Bond	1028 149	16.00 Mills
<u>School District No. 26 (Vinton - Total 12.55 Mills)</u>		
Bond	1028 098	3.74 Mills
Bond	1028 151	8.81 Mills
<u>School District No. 28 (Bell City - Total 7.05 Mills)</u>		
Bond	1028 142	7.05 Mills
<u>School District No. 30 (Sulphur - Total 5.60 Mills)</u>		
Bond	1028 144	4.23 Mills
Bond	1028 153	0.49 Mills
Bond	1028 152	0.88 Mills
<u>School District No. 31 (North Lake Charles - Total 20.65 Mills)</u>		
Bond	1028 062	20.65 Mills
<u>School District No. 33 (Southeast Lake Charles - Total 5.60 Mills)</u>		
Bond	1028 129	5.60 Mills
<u>School District No. 34 (Southwest Lake Charles - Total 2.00 Mills)</u>		
Bond	1028 130	1.90 Mills
Bond	1028 131	0.10 Mills
<u>Renewable Taxes</u>		
<u>School District No. 28 (Bell City - Total 9.58 Mills)</u>		
Maintenance	1028 128	9.58 Mills

Building Foundations for the Future



BE IT FURTHER RESOLVED that the proper administrative officials of the Parish of Calcasieu, State of Louisiana, be and they are hereby empowered, authorized, and directed to spread said taxes, as hereinabove set forth, upon the assessment roll of said Parish for the year 2023, and to make the collection of the taxes imposed for and on behalf of the taxing authority, according to law, and that the taxes herein levied shall become a permanent lien and privilege on all property subject to taxation as herein set forth, and collection thereof shall be enforceable in the manner provided by law.

The foregoing resolution was read in full, the roll was called on the adoption thereof, and the resolution was adopted by the following votes:

YEAS:
NAYS:
ABSTAINED:
ABSENT:

CERTIFICATE

I hereby certify that the foregoing is a true and exact copy of the resolution adopted at the board meeting held on July 11th, 2023, at which meeting a quorum was present and voting.

Lake Charles, Louisiana, this ___ day of July, 2023.

Shannon Lafargue, Secretary
Calcasieu Parish School Board

Building Foundations for the Future

Calcasieu Parish School Board

2023-2024

Salary Schedules

Dr. Shannon Lafargue
Superintendent

182 DAY TEACHER 2023-2024

T1

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

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

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

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

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

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

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

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

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

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

PIPS INCREMENTS

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

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

NOTE:

PIPS increments are paid based on degree and experience as of
September 1 of the fifth year of the program.

(PIPS salary does not increase with each step increase)

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

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

ELEMENTARY SCHOOLS

Vocal Music **\$1,000 supplement**
Must compete in LMEA District Festival and perform at two school activities per year.

MIDDLE SCHOOLS

Head Coach **\$2,000 supplement**
1 Male/1 Female
Must coach 3 sports.

Assistant Coach **\$1,600 supplement**
(2 positions)

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

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

Band Director **\$2,000 supplement**
Must compete in LMEA District Festivals and have two concerts per year.

Vocal Music Instructor **\$2,000 supplement**
Must compete in LMEA District Festival and perform at two school activities per year.

Cheerleader Sponsor **\$560 supplement**

HIGH SCHOOLS

Head Coaches	Supplement
Class AAAAA	\$5,500
Class AAAA	\$5,300
Class AAA	\$5,100
Class AA	\$4,900
Class B	\$4,500
Class C	\$4,300

Assistant Coaches	Supplement
Class AAAAA	\$3,100
Class AAAA	\$2,900
Class AAA	\$2,700
Class AA	\$2,500
Class B	\$2,100
Class C	\$2,100

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

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

Additional Supplements:

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

No full time coach can be paid this supplement.

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

<u>Coaching Supplements</u>	<u>Head Coach</u>	<u>Assistants</u>
Class AAAAA	1	11
Class AAAA	1	10
Class AAA	1	9
Class AA	1	8
Class B-C	1	5

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

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

<u>Head Band Director</u>	<u>Supplement</u>
(in schools with football teams)	
Class AAAAA	\$5,500
Class AAAA	\$5,300
Class AAA	\$5,100
Class AA	\$4,900

<u>Assistant Band Director</u>	<u>Supplement</u>
(in schools with football teams)	
Class AAAAA	\$3,100
Class AAAA	\$2,900
Class AAA	\$2,700
Class AA	\$2,500

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

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

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

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

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

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

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

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

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

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

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

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

Extended Day Employees

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

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

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

**INSTRUCTIONAL EMPLOYEES
ADDITIONAL SUPPLEMENTS
2023-2024**

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

NOTE: Additional supplements restricted to classroom teachers

**CTTIE INSTRUCTOR
2023-2024**

CTTIE Instructors with a degree

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

CTTIE Instructors without a degree

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

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

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

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

ASSISTANT PRINCIPAL

2023-2024

AAP

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

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

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

STEP = Administrative Experience + Teaching Experience Component + Degree Component

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

Teaching Experience Component =

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

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

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

ELEMENTARY SCHOOL PRINCIPAL

2023-2024

AEP

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

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

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

STEP = Administrative Experience + Teaching Experience Component + Degree Component

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

Teaching Experience Component =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

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

Turnaround Principal Supplement - see page 14

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

MIDDLE SCHOOL PRINCIPAL

2023-2024

AMP

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

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

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

STEP = Administrative Experience + Teaching Experience Component + Degree Component

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

Teaching Experience Component =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

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

Turnaround Principal Supplement - see page 14

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

HIGH SCHOOL PRINCIPAL

2023-2024

AHP

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

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

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

STEP = Administrative Experience + Teaching Experience Component + Degree Component

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

Teaching Experience Component =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

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

Turnaround Principal Supplement - see page 14

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

TURNAROUND PRINCIPAL 2023-2024

Turnaround Principal Supplements

1. Level I Turnaround Principal

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

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

2. Level II Turnaround Principal

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

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

SUPERVISOR

2023-2024

AD

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

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

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

STEP = Administrative Experience + Teaching Experience Component + Degree Component

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

Teaching Experience Component =

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

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

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

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

**ADMINISTRATIVE STAFF
2023-2024**

Superintendent Contract with Board

Chief Financial Officer Contract with Board

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

Chief Operating Officer/Chief Academic Officer 1.7196

Administrative Directors of Schools 1.6131

Chief Technology Officer 1.5587

Risk Manager 1.5587

Directors 1.5351

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

**GRADE AND JOB TITLE TABLE FOR
SCHOOL CLERK**

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

Supplements based on prior year October 1st counts:

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

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

Elementary Schools	An additional 5 days for each clerk
Middle Schools	An additional 10 days for 1 clerk at each school An additional 5 days for all other clerks
High Schools	An additional 20 days for 1 clerk at each school An additional 5 days for all other clerks Additional days do not apply to 12 month clerks

SCHOOL CLERK

2023-2024

c

9.5/10/12 MONTH SCHEDULE

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

See note on page 17 regarding additional days.

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

SCHOOL CLERK

2023-2024

C1

9.25 MONTH SCHEDULE

185 DAY

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

See note on page 17 regarding additional days.

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

CENTRAL OFFICE CLERK

2023-2024

cc

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

Grade A Mail Clerk and Print Shop Operator

Grade B All other clerical

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

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

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

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

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

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

**SCHOOL FOOD SERVICE
2023-2024**

L1

LUNCHROOM TECHNICIANS
180 DAYS

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

State Certified Assistant Manager - \$1,500
Non-Certified Assistant Manager - \$500

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

**SCHOOL FOOD SERVICE
2023-2024**

MR

LUNCHROOM MANAGER

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

12 MONTH LUNCHROOM FIELD SUPERVISOR

L4

ANNUAL SALARY

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

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

State Certified Manager - \$3,000

The above schedules are based on 8 hour workdays.

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

MAINTENANCE, WAREHOUSING & TRANSPORTATION

2023-2024

MW

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

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

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

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**CUSTODIAL
2023-2024**

J2

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

Head Custodian based on 12 month position

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

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

**CUSTODIAL
2023-2024**

J2

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

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

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

BUS DRIVER AND BUS AIDE

2023-2024

HS

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

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PLATOON ROUTES

2023-2024

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

*SPED routes, Alternative Routes for 16 or more students

Mileage determined by distance measurement at outset of route offer

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

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

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

PARAPROFESSIONAL

2023-2024

IS

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

GRADE 1 Paraprofessionals with clerical duties only

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

GRADE 3 Tutorial Paraprofessionals

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

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INTERPRETER

2023-2024

IT

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

Adopted by Calcasieu Parish School Board 3/13/2018

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

FM

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

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

A Accountants, Field Auditors, School Auditors, Programmer Analyst

B Degreed Office Managers, Senior Accountants/Auditors

Class B employees will be paid as a Class A employee with an additional supplement of \$3,500.

C Supervisors of Accounts Payable & Purchasing, Assistant Director of Sales Tax, P.E.P., S.I.S. & Data applications programmers.

Class C employees will be paid as a Class A employee with an additional supplement of \$6,000.

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

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AUXILIARY SERVICES

2023-2024

AX

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

A Programmer/Non-Degreed

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

C Print Shop Technician, Computer Machine Repairman

*D Computer Repair Technician, Assistant Payroll Supervisor.

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

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

H Facilities Manager of Maintenance and Custodial Services

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

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MISCELLANEOUS SUB RATES

2023-2024

SUBSTITUTES

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

Full Rate of Pay with Experience
From Day 1

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

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

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

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

2013-2014 \$561 State Salary Supplement

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

2020-2021 \$1,000 State Salary Supplement

2021-2022 \$800 State Salary Supplement

2022-2023 \$1500 State Salary Supplement

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

HSTP

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

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**HEAD START
ASSISTANT PRINCIPAL
2023-2024**

HSTAP

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

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

HSTT1

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

COLA – Cost of Living Adjustment
Includes \$200 Experience Adjustment if Rating Not Ineffective
BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only
Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued
8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15
4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

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

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

HSTT1

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

COLA – Cost of Living Adjustment
Includes \$200 Experience Adjustment if Rating Not Ineffective
BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only
Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued
8 Step Adjustments: (Move Forward 8 Steps) - Each Advanced Degree Earned After 6/30/15
4 Step Adjustments: (Move Forward 4 Steps) - Certificate Endorsement For Educational Leadership Earned After 6/30/15

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

HSTT1

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

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only

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

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

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

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

HSTT

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

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

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

HSTT

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

COLA – Cost of Living Adjustment

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BASE FOR ADMINISTRATIVE INDEXES

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

HSTT

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

COLA – Cost of Living Adjustment

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

HSTT1

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

COLA – Cost of Living Adjustment
Includes \$200 Experience Adjustment if Rating Not Ineffective
BASE FOR ADMINISTRATIVE INDEXES

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

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

HST1

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

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

HST1

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

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**HEAD START
SCHOOL CLERK
2023-2024**

HSTC

10 Months
200 Day

9.5 Months
190 Day

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

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

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

HSTC

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

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**HEAD START
BUS DRIVER
2023-2024**

HSTB

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

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**HEAD START
BUS AIDE
2023-2024**

HSTB

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

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

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

HSTA

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

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