

**Calcasieu Parish  
School Board**

**2024 – 2025**

**Salary Schedules**

**Dr. Jason VanMetre  
Superintendent**

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## **2024 Act 311 Reference**

The salaries of the Calcasieu Parish School Board Salary Schedules shall be considered full compensation for work performed in accordance with job duties and responsibilities.

The 2024-25 salary supplements referenced in this publication as additional payment for specific additional work assignments shall be considered full payment for all hours necessary to fulfill the associated duties of the specific additional work assignment. These salary supplements are not considered part of the Uniform Supplemental Salary Schedule as established pursuant to Act 311 of 2024.

Per Act 311, the required Uniform Supplemental Salary Schedule consists of the payment to certified employees per the minimum requisites of Act 311 of 2024 for additional hours worked to perform tasks beyond their duties and responsibilities. Written permission from a certified employee's immediate supervisor which describes the work and an estimate of the time required must be obtained prior to commencing tasks for which Act 311 compensation will be paid. A time sheet verifying the work, date performed, and hours must be submitted to the immediate supervisor by the certified employee within seven (7) calendar days of completion of the work.

**182 DAY TEACHER  
2024-2025**

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	Highly Effective		Effective Proficient		Effective Emerging	
		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.

**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)*

**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**

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

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

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

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

**Additional Supplements:**

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

No full time coach can be paid this supplement.

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

<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.



<b><u>Vocal Music Instructor</u></b>	<b><u>Supplement</u></b>
Class AAAAA	\$3,100
Class AAAA	\$2,900
Class AAA	\$2,700
Class AA	\$2,500
Class B	\$2,100
Class C	\$2,100

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

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

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

<b><u>Debate Coaches</u></b>	<b><u>Supplement</u></b>
3-5 Tournaments/Plays	\$560
6-10 Tournaments/Plays	\$1,000
10+ Tournaments/Plays	\$1,500

<b><u>Drill Squad &amp; Cheerleader Sponsors</u></b>	<b><u>Supplement</u></b>
Football & Basketball	\$2,400
Football	\$1,200
Basketball	\$1,200
Attends all activities assigned by Principal	

<b><u>Quiz Bowl</u></b>	<b><u>Supplement</u></b>
	\$560

<b><u>eSports Coaches (1 per school)</u></b>	<b><u>Supplement</u></b>
3 Games minimum	\$2,000

Requirements:

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

**2024-2025  
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.

**INSTRUCTIONAL EMPLOYEES  
(EMPLOYED FOR MORE THAN 182 DAYS PER SCHOOL YEAR)  
2024-2025**

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**

**2024-2025**

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  
2024-2025**

**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.

<b>CTTIE INSTRUCTORS NON-DEGREED 182 DAY</b>		<b>CTTIE INSTRUCTORS NON-DEGREED 222 DAY</b>		<b>CTTIE INSTRUCTORS NON-DEGREED 242 DAY</b>	
<b>STEP</b>	<b>SALARY</b>	<b>STEP</b>	<b>SALARY</b>	<b>STEP</b>	<b>SALARY</b>
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

## ASSISTANT PRINCIPAL 2024-2025

AAP

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

STEP	1	2	3
	AAP1 ELEMENTARY FACTOR	AAP2 MIDDLE SCHOOL FACTOR	AAP3 HIGH SCHOOL FACTOR
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

**ELEMENTARY SCHOOL PRINCIPAL****2024-2025**

AEP

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

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

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

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

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

**Teaching Experience Component** =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

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

Turnaround Principal Supplement - see page 14

**MIDDLE SCHOOL PRINCIPAL  
2024-2025**

AMP

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

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

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

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

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

**Teaching Experience Component** =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

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

Turnaround Principal Supplement - see page 14

**HIGH SCHOOL PRINCIPAL****2024-2025**

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



**TURNAROUND PRINCIPAL  
2024-2025**

**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****2024-2025**

AD

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

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

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

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

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

**Teaching Experience Component** =

1 if teaching exp. = 5-9.9 years

2 if teaching exp. = 10-14.9 yrs.

3 if teaching exp. = 15-19.9 yrs.

4 if teaching exp. = 20-24.9 yrs.

5 if teaching exp. = 25+ yrs.

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

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

**ADMINISTRATIVE STAFF  
2024-2025**

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

## 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>
<b>Elementary School Bookkeepers</b>	\$600	\$700
<b>Middle School Bookkeepers</b>	\$1,000	\$1,200
<b>Calcasieu Career Center</b>		\$1,200
<b>Sulphur High 9th Grade Campus</b>		\$1,200
<b>High School Bookkeepers</b>	\$2,000	\$2,400

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

<b>Elementary Schools</b>	An additional 5 days for each clerk
<b>Middle Schools</b>	An additional 10 days for 1 clerk at each school An additional 5 days for all other clerks
<b>High Schools</b>	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  
2024-2025**

c

**9.5/10/12 MONTH SCHEDULE**

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

See note on page 17 regarding additional days.

**SCHOOL CLERK****2024-2025**

C1

9.25 MONTH SCHEDULE

185 DAY

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

See note on page 17 regarding additional days.

**CENTRAL OFFICE CLERK  
2024-2025**

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.

**SCHOOL FOOD SERVICE  
2024-2025**

L1

LUNCHROOM TECHNICIANS  
180 DAYS

<b>STEP</b>	<b>HOURLY RATE</b>	<b>ANNUAL SALARY</b>	
		<b>1</b>	<b>7</b>
		<b>4 HOUR</b>	<b>7 HOUR</b>
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



## SCHOOL FOOD SERVICE 2024-2025

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.

**MAINTENANCE, WAREHOUSING & TRANSPORTATION****2024-2025**

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

- 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

**CUSTODIAL  
2024-2025**

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

**CUSTODIAL  
2024-2025**

J2

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

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

**BUS DRIVER AND BUS AIDE  
2024-2025**

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

PLATOON ROUTES  
2024-2025

<u>DISTANCE</u>	<u>DAILY RATES IN OR OUT OF WARD</u>		<u>DAILY RATES ALTERNATIVE ROUTES</u>	
	<u>DRIVER</u>	<u>AIDE</u>	<u>DRIVER</u>	<u>AIDE</u>
0-10 MILES	\$20	\$17	\$50	\$44
11-20 MILES	\$25	\$22	\$64	\$58
21-30 MILES	\$31	\$28	\$80	\$74
31+ MILES	\$37	\$34	\$98	\$92

ONE WAY MILEAGE FROM 1<sup>st</sup> STOP TO SCHOOL

ROUTE SPLITS	<u>DRIVER</u>	<u>AIDE</u>
	\$39.25 ½ DAY	\$16.50 ½ DAY
	\$78.50 FULL DAY	\$33.00 FULL DAY
SPECIALTY ROUTE	\$12.50 ½ DAY	
	\$25.00 FULL DAY	
CROSS WARD SPECIALTY ROUTE	\$17.50 ½ DAY	
	\$35.00 FULL DAY	

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

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

**PARAPROFESSIONAL****2024-2025**

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.

**INTERPRETER  
2024-2025**

IT

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

Adopted by Calcasieu Parish School Board 3/13/2018



**FINANCE, MANAGEMENT, INTERNAL AUDITING  
& DATA PROCESSING  
2024-2025**

FM

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

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

A Accountants, Field Auditors, School Auditors, Programmer Analyst

B Degreed Office Managers, Senior Accountants/Auditors

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

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

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.

## AUXILIARY SERVICES 2024-2025

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

**MISCELLANEOUS SUB RATES  
2024-2025**

**SUBSTITUTES**

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

Full Rate of Pay with Experience  
 From Day 1

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

	<b>* First 10 Days</b>	<b>Beginning 11th Day</b>
Teacher - Degreed <b>with</b> Teaching Certificate Day to Day	\$93.00 / day	\$257.00 / Back to 1st Day
Teacher - Degreed <b>without</b> 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
<b>EXPERIENCE</b>	<b>BA</b>	<b>MA</b>	<b>MA + 30</b>	<b>SPECIALIST</b>	<b>PHD</b>
0	46,606	48,106	49,606	51,106	52,606
1	46,959	48,459	49,959	51,459	52,959
2	47,312	48,812	50,312	51,812	53,312
3	47,667	49,167	50,667	52,167	53,667
4	48,119	49,619	51,119	52,619	54,119
5	48,498	49,998	51,498	52,998	54,498
6	48,853	50,353	51,853	53,353	54,853
7	49,207	50,707	52,207	53,707	55,207
8	49,637	51,177	52,677	54,177	55,677
9	50,205	51,742	53,242	54,742	56,242
10	50,770	52,308	53,808	55,308	56,808
11	51,540	53,178	54,678	56,178	57,678
12	52,123	53,795	55,295	56,795	58,295
13	52,724	54,433	55,933	57,433	58,933
14	53,074	54,885	56,385	57,885	59,385
15	53,424	55,539	57,039	58,539	60,039
16	53,774	56,026	57,526	59,026	60,526
17	54,124	56,428	57,928	59,428	60,928
18	54,474	56,828	58,328	59,828	61,328
19	54,824	57,216	58,716	60,216	61,716
20	55,174	57,565	59,065	60,565	62,065
21	55,524	57,916	59,416	60,916	62,416
22	55,874	58,405	59,905	61,405	62,905
23	56,224	58,755	60,255	61,755	63,255
24	56,574	59,105	60,605	62,105	63,605
25	56,924	59,494	60,994	62,494	63,994
26	57,274	59,844	61,344	62,844	64,344
27+	57,624	60,194	61,694	63,194	64,694

2013-2014 \$561 State Salary Supplement

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

2020-2021 \$1,000 State Salary Supplement

2021-2022 \$800 State Salary Supplement

2022-2023 \$1500 State Salary Supplement

**HEAD START SITE ADMINISTRATOR  
ELEMENTARY PRINCIPAL  
2024-2025**

HSTP

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

**HEAD START  
ASSISTANT PRINCIPAL  
2024-2025**

HSTAP

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

**HEAD START  
182 DAY TEACHER  
2024-2025**

HSTT1

STEP	BASE	SUPPLEMENT	ANNUAL SALARY	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

**HEAD START  
182 DAY TEACHER  
2024-2025**

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	<b>53,361</b>	250	250	225	225	200	200
35	37,000	16,561	<b>53,561</b>	250	250	225	225	200	200
36	37,000	16,761	<b>53,761</b>	250	250	225	225	200	200
37	37,000	16,961	<b>53,961</b>	250	250	225	225	200	200
38	37,000	17,161	<b>54,161</b>	250	250	225	225	200	200
39	37,000	17,361	<b>54,361</b>	250	250	225	225	200	200
40	37,000	17,561	<b>54,561</b>	250	250	225	225	200	200
41	37,000	17,761	<b>54,761</b>	250	250	225	225	200	200
42	37,000	17,961	<b>54,961</b>	250	250	225	225	200	200
43	37,000	18,161	<b>55,161</b>	250	250	225	225	200	200
44	37,000	18,361	<b>55,361</b>	250	250	225	225	200	200
45	37,000	18,561	<b>55,561</b>	250	250	225	225	200	200
46	37,000	18,761	<b>55,761</b>	250	250	225	225	200	200
47	37,000	18,961	<b>55,961</b>	250	250	225	225	200	200
48	37,000	19,161	<b>56,161</b>	250	250	225	225	200	200
49	37,000	19,361	<b>56,361</b>	250	250	225	225	200	200
50	37,000	19,561	<b>56,561</b>	250	250	225	225	200	200
51	37,000	19,761	<b>56,761</b>	250	250	225	225	200	200
52	37,000	19,961	<b>56,961</b>	250	250	225	225	200	200
53	37,000	20,161	<b>57,161</b>	250	250	225	225	200	200
54	37,000	20,361	<b>57,361</b>	250	250	225	225	200	200
55	37,000	20,561	<b>57,561</b>	250	250	225	225	200	200
56	37,000	20,761	<b>57,761</b>	250	250	225	225	200	200
57	37,000	20,961	<b>57,961</b>	250	250	225	225	200	200
58	37,000	21,161	<b>58,161</b>	250	250	225	225	200	200
59	37,000	21,361	<b>58,361</b>	250	250	225	225	200	200
60	37,000	21,561	<b>58,561</b>	250	250	225	225	200	200
61	37,000	21,761	<b>58,761</b>	250	250	225	225	200	200
62	37,000	21,961	<b>58,961</b>	250	250	225	225	200	200
63	37,000	22,161	<b>59,161</b>	250	250	225	225	200	200
64	37,000	22,361	<b>59,361</b>	250	250	225	225	200	200
65	37,000	22,561	<b>59,561</b>	250	250	225	225	200	200
66	37,000	22,761	<b>59,761</b>	250	250	225	225	200	200

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

Uncertified Teachers Paid at Base Rate Only  
Multi year COMPASS Stipend Program discontinued after Fall 2017 Stipend Pay: Single year COMPASS Stipend Program continued  
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**HEAD START  
182 DAY TEACHER  
2024-2025**

HSTT1

STEP	BASE	SUPPLEMENT	ANNUAL SALARY	Highly Effective		Effective Proficient		Effective Emerging	
				P	D	P	D	P	D
				67	37,000	22,961	59,961	250	250
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  
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BASE FOR ADMINISTRATIVE INDEXES

Uncertified Teachers Paid at Base Rate Only  
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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

**HEAD START  
202 DAY TEACHER  
2024-2025**

HSTT

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

**COLA** – Cost of Living Adjustment

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BASE FOR ADMINISTRATIVE INDEXES

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**HEAD START  
202 DAY TEACHER  
2024-2025**

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

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BASE FOR ADMINISTRATIVE INDEXES

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**HEAD START  
202 DAY TEACHER  
2024-2025**

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

**COLA** – Cost of Living Adjustment

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BASE FOR ADMINISTRATIVE INDEXES

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**HEAD START  
NURSE - 182 Days  
2024-2025**

HSTT1

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

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

**HEAD START  
 PARA-PROFESSIONAL - 180 Days  
 2024-2025**

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

**HEAD START  
 PARA-PROFESSIONAL - 180 Days  
 2024-2025**

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

**HEAD START  
SCHOOL CLERK  
2024-2025**

HSTC

10 Months  
200 Day

9.5 Months  
190 Day

<u>STEP</u>	<u>10 Months 200 Day</u>			<u>9.5 Months 190 Day</u>		
	<u>GRADE D BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	<u>GRADE D BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL 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



**HEAD START  
CENTRAL OFFICE CLERK  
2024-2025**

HSTC

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

**HEAD START  
BUS DRIVER  
2024-2025**

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

**HEAD START  
BUS AIDE  
2024-2025**

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

**HEAD START  
FINANCE, MANAGEMENT, INTERNAL AUDITING  
2024-2025**

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