

Calcasieu Parish School Board

2025-2026 Salary Schedules

Dr. Jason VanMetre
Superintendent

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182 DAY TEACHER

2025-2026

T1

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

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

SPRINGBOARD TEACHER SALARY for qualifying teachers - **\$39,000**

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 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:

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

1 Male/1 Female

\$2,000 supplement

Must coach 3 sports.

Assistant Coach

(2 positions)

\$1,600 supplement

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

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

Band Director

\$2,000 supplement

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

Vocal Music Instructor

\$2,000 supplement

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

Cheerleader Sponsor

\$1000 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.

Vocal Music Instructor**Supplement**

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

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

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

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

Debate Coaches**Supplement**

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

Drill Squad & Cheerleader Sponsors**Supplement**

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

Quiz Bowl**Supplement**

\$560

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

4 Games minimum	\$2,000
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Requirements:

1. The school MUST participate in at least 4 games per year.
2. The school MUST participate in a Fall state league and a Spring state league.
 - a. Mandatory - 2 games in the fall, 2 games in the Spring
 - b. Games must be approved games as outlined in the CPSb Esports Policy Manual
3. The school may participate in additional games/league above the minimum, but will NOT be compensated with an additional supplement.
4. Game forfeits by a school may affect the supplement of a coach. This does not include forfeits of the opposing team.

**2025-2026
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	22,558	1	48,606
2	22,851	2	48,959
3	23,148	3	49,312
4	23,448	4	49,667
5	23,754	5	50,119
6	24,064	6	50,498
7	24,380	7	50,853
8	24,699	8	51,207
9	25,023	9	51,637
10	25,353	10	52,205
11	25,688	11	52,770
12	26,026	12	53,540
13	26,367	13	54,123
14	26,720	14	54,724
15	27,076	15	55,074
16	27,435	16	55,424
17	27,801	17	55,774
18	28,172	18	56,124
19	28,549	19	56,474
20	28,931	20	56,824
21	29,319	21	57,174
22+	29,712	22	57,524
		23	57,874
		24	58,224
		25	58,574
		26	58,924
		27	59,274
		28+	59,624

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 **registered** 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)
2025-2026**

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
2025-2026**

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 2025-2026

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	
STEP	SALARY	STEP	SALARY	STEP	SALARY
1	48,761	1	59,479	1	64,836
2	48,961	2	59,723	2	65,102
3	49,161	3	59,967	3	65,368
4	49,361	4	60,211	4	65,634
5	49,561	5	60,454	5	65,900
6	49,761	6	60,698	6	66,166
7	49,961	7	60,942	7	66,432
8	50,161	8	61,186	8	66,698
9	50,361	9	61,430	9	66,964
10	50,561	10	61,674	10	67,230
11	50,761	11	61,918	11	67,496
12	50,961	12	62,162	12	67,762
13	51,161	13	62,406	13	68,028
14	51,361	14	62,650	14	68,294
15	51,561	15	62,894	15	68,560
16	51,761	16	63,138	16	68,825
17	51,961	17	63,382	17	69,091
18	52,161	18	63,626	18	69,357
19	52,361	19	63,870	19	69,623
20	52,561	20	64,114	20	69,889
21	52,761	21	64,358	21	70,155
22+	52,961	22+	64,602	22+	70,421

ASSISTANT PRINCIPAL 2025-2026

AAP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$63,761.00)

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

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

STEP = Administrative Experience + Teaching Experience Component + Degree Component

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

Teaching Experience Component =

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

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

ELEMENTARY SCHOOL PRINCIPAL 2025-2026

AEP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$63,761.00)

	¹ AEP1 0-17.9 TEACHERS	² AEP2 18-29.9 TEACHERS	³ AEP3 30 TEACHERS
STEP	<u>FACTOR</u>	<u>FACTOR</u>	<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

MIDDLE SCHOOL PRINCIPAL**2025-2026**

AMP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$63,761.00)

	1	2	3
	AMP1	AMP2	AMP3
	0-29.9 TEACHERS	30-69.9 TEACHERS	70+ TEACHERS
STEP	<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

HIGH SCHOOL PRINCIPAL**2025-2026**

AHP

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$63,761.00)

	1	2	3
	AHP1	AHP2	AHP3
	0-29.9 TEACHERS	30-69.9 TEACHERS	70+ TEACHERS
STEP	<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 2025-2026

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**2025-2026**

AD

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$63,761.00)

	4 ADM	1 AD2
	12 MONTH	11 MONTH
STEP	<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

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

2025-2026

Superintendent Contract with Board

Chief Financial Officer Contract with Board

Index based on Step 76 on the Calcasieu Teachers' Salary Schedule. (\$63,761.00)

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>
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
2025-2026**

9.5/10/12 MONTH SCHEDULE

GRADE STEP	5C2 9.5 Months 190 Day		5C3 10 Months 200 Day		5C4 12 Months 260 Day	
	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	19,975	20,226	20,616	20,882	23,951	24,316
2	20,178	20,446	20,827	21,113	24,243	24,635
3	20,398	20,670	21,062	21,347	24,568	24,959
4	20,629	20,901	21,305	21,590	24,900	25,290
5	20,848	21,135	21,533	21,837	25,216	25,630
6	21,082	21,368	21,783	22,083	25,558	25,972
7	21,345	21,612	22,057	22,342	25,936	26,327
8	21,574	21,862	22,300	22,602	26,267	26,683
9	21,813	22,115	22,550	22,870	26,610	27,050
10	22,034	22,364	22,782	23,162	26,933	27,421
11	22,316	22,638	23,095	23,468	27,339	27,803
12	22,600	22,913	23,426	23,777	27,750	28,191
13	22,839	23,211	23,702	24,095	28,098	28,586
14	23,168	23,520	24,047	24,416	28,528	28,991
15	23,501	23,832	24,377	24,747	28,937	29,403
16	23,759	24,149	24,670	25,082	29,305	29,820
17	24,113	24,485	25,044	25,436	29,773	30,262
18	24,436	24,809	25,384	25,777	30,199	30,689
19	24,738	25,149	25,703	26,133	30,596	31,134
20	25,064	25,492	26,044	26,492	31,025	31,587
21	25,454	25,844	26,457	26,884	31,538	32,051
22+	25,820	26,218	26,842	27,277	32,016	32,538

See note on page 17 regarding additional days.

SCHOOL CLERK**2025-2026**

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>STEP</u>	<u>GRADE</u>	<u>GRADE</u>	<u>GRADE</u>	<u>GRADE</u>
	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>
1	10,627	19,407	19,652	19,900
2	10,759	19,587	19,852	20,114
3	10,863	19,787	20,066	20,328
4	10,983	20,011	20,291	20,556
5	11,105	20,225	20,503	20,781
6	11,206	20,403	20,732	21,010
7	11,348	20,675	20,986	21,250
8	11,470	20,899	21,210	21,491
9	11,573	21,130	21,442	21,737
10	11,735	21,363	21,674	21,985
11	11,896	21,619	21,932	22,244
12	12,038	21,865	22,211	22,506
13	12,184	22,095	22,440	22,770
14	12,368	22,385	22,732	23,069
15	12,530	22,696	23,030	23,374
16	12,676	22,921	23,301	23,682
17	12,852	23,232	23,649	24,065
18	13,031	23,565	23,964	24,324
19	13,191	23,859	24,258	24,655
20	13,361	24,158	24,575	24,990
21	13,600	24,483	24,955	25,333
22+	13,794	24,830	25,312	25,698

See note on page 17 regarding additional days.

CENTRAL OFFICE CLERK 2025-2026

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	22,755	23,778	24,316	25,206	26,086
2	23,043	24,085	24,635	25,544	26,437
3	23,336	24,400	24,959	25,885	26,799
4	23,635	24,720	25,291	26,232	27,164
5	23,939	25,046	25,630	26,589	27,538
6	24,251	25,379	25,973	26,952	27,920
7	24,568	25,718	26,327	27,333	28,309
8	24,892	26,065	26,683	27,700	28,706
9	25,222	26,418	27,051	28,087	29,112
10	25,557	26,779	27,421	28,479	29,524
11	25,900	27,146	27,803	28,881	29,946
12	26,251	27,520	28,191	29,290	30,376
13	26,607	27,904	28,586	29,708	30,815
14	26,972	28,295	28,991	30,135	31,264
15	27,344	28,693	29,403	30,565	31,716
16	27,723	29,098	29,820	31,009	32,182
17	28,110	29,511	30,263	31,464	32,658
18	28,505	29,936	30,689	31,922	33,140
19	28,907	30,365	31,134	32,376	33,615
20	29,317	30,805	31,587	32,823	34,085
21	29,735	31,253	32,051	33,312	34,599
22+	30,176	31,724	32,538	33,824	35,138

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
2025-2026

L1

LUNCHROOM TECHNICIANS

180 DAYS

STEP	HOURLY RATE	ANNUAL SALARY	
		1 4 HOUR	7 7 HOUR
1	14.41	10,373	18,152
2	14.51	10,445	18,278
3	14.60	10,509	18,391
4	14.70	10,581	18,517
5	14.79	10,646	18,631
6	14.89	10,718	18,757
7	14.99	10,790	18,883
8	15.09	10,862	19,009
9	15.20	10,941	19,147
10	15.30	11,013	19,273
11	15.40	11,085	19,399
12	15.51	11,165	19,538
13	15.61	11,237	19,664
14	15.72	11,316	19,803
15	15.82	11,388	19,929
16	15.93	11,467	20,067
17	16.04	11,546	20,206
18	16.15	11,625	20,344
19	16.26	11,705	20,483
20	16.37	11,784	20,622
21	16.48	11,863	20,760
22+	16.59	11,942	20,899

State Certified Assistant Manager - \$1,500

Non-Certified Assistant Manager - \$500

SCHOOL FOOD SERVICE 2025-2026

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	21,183	21,671	22,094	22,648	23,931	36,253
2	21,183	21,671	22,094	22,648	23,931	36,253
3	21,329	21,802	22,208	22,762	24,057	36,463
4	21,476	21,948	22,386	22,842	24,145	36,674
5	21,638	22,045	22,501	22,973	24,289	36,906
6	21,785	22,273	22,615	23,071	24,397	37,118
7	21,964	22,386	22,746	23,186	24,523	37,373
8	22,094	22,501	22,826	23,282	24,629	37,561
9	22,242	22,615	23,006	23,380	24,737	37,772
10	22,386	22,746	23,055	23,511	24,881	37,979
11	22,551	22,826	23,152	23,625	25,005	38,216
12	22,664	22,907	23,251	23,676	25,059	38,378
13	22,977	23,224	23,574	24,008	25,419	38,826
14	23,295	23,547	23,902	24,344	25,776	39,282
15	23,620	23,874	24,235	24,684	26,140	39,745
16	23,948	24,207	24,574	25,031	26,509	40,215
17	24,283	24,546	24,918	25,381	26,884	40,690
18	24,621	24,889	25,268	25,738	27,266	41,171
19	24,966	25,238	25,623	26,101	27,652	41,658
20	25,317	25,593	25,984	26,470	28,046	42,153
21	25,673	25,954	26,351	26,844	28,445	42,653
22+	26,034	26,320	26,723	27,225	28,851	43,160

Multi-Unit Manager - \$2,000/School
State Certified Manager - \$3,000

The above schedules are based on 8 hour workdays.

MAINTENANCE, WAREHOUSING & TRANSPORTATION**2025-2026**

MW

	1		2		3		4	
	CLASS A		CLASS B		CLASS C		PART TIME CLASS A	
STEP	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL
1	15.76	32,780	14.81	30,811	12.34	25,669	15.76	16,390
2	15.92	33,122	14.98	31,154	12.45	25,892	15.92	16,561
3	16.09	33,466	15.14	31,498	12.56	26,121	16.09	16,733
4	16.25	33,809	15.31	31,841	12.67	26,350	16.25	16,904
5	16.42	34,152	15.47	32,184	12.78	26,578	16.42	17,076
6	16.58	34,495	15.64	32,527	12.89	26,807	16.58	17,248
7	16.75	34,838	15.80	32,870	13.00	27,036	16.75	17,419
8	16.91	35,182	15.97	33,214	13.11	27,265	16.91	17,591
9	17.08	35,525	16.13	33,557	13.22	27,494	17.08	17,762
10	17.24	35,868	16.30	33,900	13.33	27,722	17.24	17,934
11	17.41	36,211	16.46	34,243	13.44	27,951	17.41	18,106
12	17.57	36,554	16.63	34,586	13.55	28,180	17.57	18,277
13	17.74	36,898	16.79	34,930	13.66	28,409	17.74	18,449
14	17.90	37,241	16.96	35,273	13.77	28,638	17.90	18,620
15	18.07	37,584	17.12	35,616	13.88	28,866	18.07	18,792
16	18.23	37,927	17.29	35,959	13.99	29,095	18.23	18,964
17	18.40	38,270	17.45	36,302	14.10	29,324	18.40	19,135
18	18.56	38,614	17.62	36,646	14.21	29,553	18.56	19,307
19	18.73	38,957	17.78	36,989	14.32	29,782	18.73	19,478
20	18.89	39,300	17.95	37,332	14.43	30,010	18.89	19,650
21	19.06	39,643	18.11	37,675	14.54	30,239	19.06	19,822
22+	19.22	39,986	18.28	38,018	14.65	30,468	19.22	19,993

- 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 2025-2026

J2

	1 HEAD CUSTODIAN CLASS A HOURLY RATE		2 CUSTODIAN CLASS B HOURLY RATE	
<u>STEP</u>	<u>REGULAR</u>	<u>OVERTIME</u>	<u>REGULAR</u>	<u>OVERTIME</u>
1	13.23	19.85	12.54	18.81
2	13.32	19.98	12.62	18.93
3	13.41	20.12	12.71	19.07
4	13.50	20.25	12.79	19.19
5	13.60	20.40	12.88	19.32
6	13.69	20.54	12.97	19.46
7	13.78	20.67	13.06	19.59
8	13.88	20.82	13.15	19.73
9	13.98	20.97	13.24	19.86
10	14.07	21.11	13.33	20.00
11	14.17	21.26	13.42	20.13
12	14.27	21.41	13.51	20.27
13	14.37	21.56	13.60	20.40
14	14.47	21.71	13.70	20.55
15	14.57	21.86	13.79	20.69
16	14.67	22.01	13.89	20.84
17	14.77	22.16	13.98	20.97
18	14.87	22.31	14.08	21.12
19	14.98	22.47	14.18	21.27
20	15.08	22.62	14.28	21.42
21	15.19	22.79	14.37	21.56
22+	15.29	22.94	14.47	21.71

Head Custodian based on 12 month position.

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

CUSTODIAL 2025-2026

J2

STEP	3 CUSTODIAN CLASS C		4 CUSTODIAN CLASS D	
	HOURLY RATE		HOURLY RATE	
	REGULAR	OVERTIME	REGULAR	OVERTIME
1	11.87	17.81	11.71	17.57
2	11.95	17.93	11.79	17.69
3	12.03	18.05	11.87	17.81
4	12.11	18.17	11.95	17.93
5	12.19	18.29	12.03	18.05
6	12.27	18.41	12.11	18.17
7	12.35	18.53	12.19	18.29
8	12.44	18.66	12.27	18.41
9	12.52	18.78	12.36	18.54
10	12.61	18.92	12.44	18.66
11	12.69	19.04	12.53	18.80
12	12.78	19.17	12.61	18.92
13	12.87	19.31	12.70	19.05
14	12.95	19.43	12.78	19.17
15	13.04	19.56	12.87	19.31
16	13.13	19.70	12.96	19.44
17	13.22	19.83	13.05	19.58
18	13.31	19.97	13.14	19.71
19	13.40	20.10	13.23	19.85
20	13.49	20.24	13.32	19.98
21	13.59	20.39	13.41	20.12
22+	13.68	20.52	13.50	20.25

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

BUS DRIVER AND BUS AIDE

2025-2026

HS

	1	3
	DRIV	AIDE
<u>STEP</u>	<u>SALARY</u>	<u>SALARY</u>
1	17,222	14,981
2	17,411	15,076
3	17,602	15,173
4	17,791	15,270
5	17,981	15,367
6	18,171	15,466
7	18,362	15,566
8	18,550	15,666
9	18,742	15,766
10	18,932	15,868
11	19,211	15,971
12	19,439	16,074
13	19,686	16,178
14	19,936	16,283
15	20,189	16,389
16	20,447	16,496
17	20,707	16,603
18	20,972	16,712
19	21,241	16,821
20	21,514	16,931
21	21,791	17,042
22+	22,072	17,154

PLATOON ROUTES 2025-2026

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

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

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

PARAPROFESSIONAL**2025-2026**

IS

<u>STEP</u>	GRADE <u>1</u>	GRADE <u>2</u>	GRADE <u>3</u>	GRADE <u>4</u>
1	18,621	18,856	19,090	19,326
2	18,764	18,998	19,232	19,468
3	18,899	19,133	19,367	19,603
4	19,036	19,271	19,505	19,740
5	19,174	19,408	19,644	19,879
6	19,271	19,505	19,740	19,975
7	19,450	19,685	19,915	20,155
8	19,594	19,823	20,058	20,293
9	19,728	19,963	20,198	20,432
10	19,866	20,100	20,335	20,571
11	20,004	20,239	20,474	20,708
12	20,142	20,377	20,613	20,847
13	20,280	20,515	20,748	20,984
14	20,418	20,652	20,888	21,122
15	20,557	20,791	21,026	21,262
16	20,695	20,929	21,165	21,399
17	20,968	21,208	21,448	21,686
18	21,236	21,481	21,724	21,966
19	21,509	21,757	22,004	22,249
20	21,786	22,037	22,288	22,538
21	22,067	22,322	22,576	22,830
22+	22,353	22,611	22,870	23,126

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**2025-2026**

IT

	1	2	3	4
STEP	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
1	28,160	30,950	37,925	48,761
2	28,360	31,150	38,125	48,961
3	28,560	31,350	38,325	49,161
4	28,760	31,550	38,525	49,361
5	28,960	31,750	38,725	49,561
6	29,160	31,950	38,925	49,761
7	29,360	32,150	39,125	49,961
8	29,560	32,350	39,325	50,161
9	29,760	32,550	39,525	50,361
10	29,960	32,750	39,725	50,561
11	30,160	32,950	39,925	50,761
12	30,360	33,150	40,125	50,961
13	30,560	33,350	40,325	51,161
14	30,760	33,550	40,525	51,361
15	30,960	33,750	40,725	51,561
16	31,160	33,950	40,925	51,761
17	31,360	34,150	41,125	51,961
18	31,560	34,350	41,325	52,161
19	31,760	34,550	41,525	52,361
20	31,960	34,750	41,725	52,561
21	32,160	34,950	41,925	52,761
22	32,360	35,150	42,125	52,961
23	32,560	35,350	42,325	53,161
24	32,760	35,550	42,525	53,361
25	32,960	35,750	42,725	53,561
26	33,160	35,950	42,925	53,761
27+	33,360	36,150	43,125	53,961

**FINANCE, MANAGEMENT, INTERNAL AUDITING
& DATA PROCESSING
2025-2026**

FM

<u>STEP</u>	<u>A</u>	<u>B</u>	<u>C</u>
1	59,290	59,290	59,290
2	59,720	59,720	59,720
3	60,151	60,151	60,151
4	60,584	60,584	60,584
5	61,135	61,135	61,135
6	61,597	61,597	61,597
7	62,030	62,030	62,030
8	62,462	62,462	62,462
9	62,987	62,987	62,987
10	63,680	63,680	63,680
11	64,369	64,369	64,369
12	65,308	65,308	65,308
13	66,019	66,019	66,019
14	66,752	66,752	66,752
15	67,179	67,179	67,179
16	67,606	67,606	67,606
17	68,033	68,033	68,033
18	68,460	68,460	68,460
19	68,887	68,887	68,887
20+	69,314	69,314	69,314

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.

AUXILIARY SERVICES

2025-2026

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	31,477	33,737	35,288	40,413	43,361	48,939	59,527
2	31,941	34,245	35,825	41,055	43,941	49,750	60,311
3	32,413	34,762	36,373	41,708	44,526	50,578	61,105
4	32,896	35,288	36,934	42,375	45,119	51,422	61,914
5	33,387	35,825	37,503	43,053	45,723	52,282	62,733
6	33,887	36,373	38,085	43,745	46,606	53,159	63,565
7	34,401	36,934	38,679	44,454	47,227	54,054	64,410
8	34,921	37,503	39,284	45,173	48,118	54,970	65,267
9	35,452	38,085	39,904	45,909	48,758	55,900	66,136
10	35,996	38,679	40,533	46,659	49,398	56,850	67,019
11	36,549	39,284	41,176	47,424	50,048	57,819	67,916
12	37,128	39,916	41,846	48,219	50,895	58,822	68,825
13	37,713	40,551	42,514	48,999	51,722	59,786	69,966
14	38,309	41,195	43,193	49,792	52,563	60,769	71,126
15	38,915	41,852	43,885	50,599	53,417	61,767	72,305
16	39,532	42,521	44,589	51,420	54,289	62,785	73,507
17	40,159	43,201	45,305	52,256	55,174	63,819	74,729
18	40,797	43,892	46,033	53,106	56,076	64,872	75,973
19	41,447	44,595	46,775	53,971	56,992	65,943	77,238
20+	42,088	45,313	47,529	54,851	57,925	67,033	78,525

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**2025-2026**

Updated 7-8-2025

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	\$97.00 / day	\$268/ day Back to 1st Day
Teacher - Degreed without Teaching Certificate	\$83.00 / day	\$228.00 / day Back to 1st Day
Teacher - Non-Degreed	\$73.00 / day	\$73.00 / day
Paraprofessional (Teacher Aide)	\$65.00 / day	\$65 / day
Bus Driver	\$65.00 / day	\$80 / day Back to 1st Day
Bus Aide	\$35.00 / day	\$35.00 / day
School Clerk	\$65.00 / day	\$65.00 / day
Cafeteria Manager	\$65.00 / day	\$65.00 / 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	48,606	50,106	51,606	53,106	54,606
1	48,959	50,459	51,959	53,459	54,959
2	49,312	50,812	52,312	53,812	55,312
3	49,667	51,167	52,667	54,167	55,667
4	50,119	51,619	53,119	54,619	56,119
5	50,498	51,998	53,498	54,998	56,498
6	50,853	52,353	53,853	55,353	56,853
7	51,207	52,707	54,207	55,707	57,207
8	51,637	53,177	54,677	56,177	57,677
9	52,205	53,742	55,242	56,742	58,242
10	52,770	54,308	55,808	57,308	58,808
11	53,540	55,178	56,678	58,178	59,678
12	54,123	55,795	57,295	58,795	60,295
13	54,724	56,433	57,933	59,433	60,933
14	55,074	56,885	58,385	59,885	61,385
15	55,424	57,539	59,039	60,539	62,039
16	55,774	58,026	59,526	61,026	62,526
17	56,124	58,428	59,928	61,428	62,928
18	56,474	58,828	60,328	61,828	63,328
19	56,824	59,216	60,716	62,216	63,716
20	57,174	59,565	61,065	62,565	64,065
21	57,524	59,916	61,416	62,916	64,416
22	57,874	60,405	61,905	63,405	64,905
23	58,224	60,755	62,255	63,755	65,255
24	58,574	61,105	62,605	64,105	65,605
25	58,924	61,494	62,994	64,494	65,994
26	59,274	61,844	63,344	64,844	66,344
27+	59,624	62,194	63,694	65,194	66,694

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

2025-2026 \$2000 Dedicated Sales Tax

**HEAD START SITE ADMINISTRATOR
ELEMENTARY PRINCIPAL
2025-2026**

HSTP

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	59,000	15,027	74,027
2	59,000	15,613	74,613
3	59,000	16,206	75,206
4	59,000	16,786	75,786
5	59,000	17,373	76,373
6	59,000	17,960	76,960
7	59,000	18,546	77,546
8	59,000	19,139	78,139
9	59,000	19,719	78,719
10	59,000	20,312	79,312
11	59,000	20,893	79,893
12	59,000	21,486	80,486
13	59,000	21,874	80,874
14	59,000	22,263	81,263
15	59,000	22,659	81,659
16	59,000	23,048	82,048
17	59,000	23,437	82,437
18	59,000	23,832	82,832
19	59,000	24,221	83,221
20	59,000	24,610	83,610
21	59,000	25,190	84,190
22	59,000	25,770	84,770
23	59,000	26,350	85,350
24	59,000	26,931	85,931
25	59,000	27,511	86,511

**HEAD START
ASSISTANT PRINCIPAL
2025-2026**

HSTAP

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	54,112	14,125	68,237
2	54,112	14,705	68,817
3	54,112	15,298	69,410
4	54,112	15,878	69,990
5	54,112	16,471	70,583
6	54,112	17,058	71,170
7	54,112	17,645	71,757
8	54,112	18,231	72,343
9	54,112	18,818	72,930
10	54,112	19,404	73,516
11	54,112	19,991	74,103
12	54,112	20,578	74,690
13	54,112	21,164	75,276
14	54,112	21,751	75,863
15	54,112	22,337	76,449
16	54,112	22,924	77,036
17	54,112	23,511	77,623
18	54,112	24,059	78,171
19	54,112	24,601	78,713
20	54,112	25,156	79,268
21	54,112	25,710	79,822
22+	54,112	26,271	80,383

**HEAD START
182 DAY TEACHER
2025-2026**

HSTT1

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	39,000	9,761	48,761
2	39,000	9,961	48,961
3	39,000	10,161	49,161
4	39,000	10,361	49,361
5	39,000	10,561	49,561
6	39,000	10,761	49,761
7	39,000	10,961	49,961
8	39,000	11,161	50,161
9	39,000	11,361	50,361
10	39,000	11,561	50,561
11	39,000	11,761	50,761
12	39,000	11,961	50,961
13	39,000	12,161	51,161
14	39,000	12,361	51,361
15	39,000	12,561	51,561
16	39,000	12,761	51,761
17	39,000	12,961	51,961
18	39,000	13,161	52,161
19	39,000	13,361	52,361
20	39,000	13,561	52,561
21	39,000	13,761	52,761
22	39,000	13,961	52,961
23	39,000	14,161	53,161
24	39,000	14,361	53,361
25	39,000	14,561	53,561
26	39,000	14,761	53,761
27	39,000	14,961	53,961
28	39,000	15,161	54,161
29	39,000	15,361	54,361
30	39,000	15,561	54,561
31	39,000	15,761	54,761
32	39,000	15,961	54,961
33	39,000	16,161	55,161

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
2025-2026**

HSTT1

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
34	39,000	16,361	55,361
35	39,000	16,561	55,561
36	39,000	16,761	55,761
37	39,000	16,961	55,961
38	39,000	17,161	56,161
39	39,000	17,361	56,361
40	39,000	17,561	56,561
41	39,000	17,761	56,761
42	39,000	17,961	56,961
43	39,000	18,161	57,161
44	39,000	18,361	57,361
45	39,000	18,561	57,561
46	39,000	18,761	57,761
47	39,000	18,961	57,961
48	39,000	19,161	58,161
49	39,000	19,361	58,361
50	39,000	19,561	58,561
51	39,000	19,761	58,761
52	39,000	19,961	58,961
53	39,000	20,161	59,161
54	39,000	20,361	59,361
55	39,000	20,561	59,561
56	39,000	20,761	59,761
57	39,000	20,961	59,961
25	39,000	21,161	60,161
59	39,000	21,361	60,361
60	39,000	21,561	60,561
61	39,000	21,761	60,761
62	39,000	21,961	60,961
63	39,000	22,161	61,161
64	39,000	22,361	61,361
65	39,000	22,561	61,561
66	39,000	22,761	61,761

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
2025-2026**

HSTT1

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
67	39,000	22,961	61,961
68	39,000	23,161	62,161
69	39,000	23,361	62,361
70	39,000	23,561	62,561
71	39,000	23,761	62,761
72	39,000	23,961	62,961
73	39,000	24,161	63,161
74	39,000	24,361	63,361
75	39,000	24,561	63,561
76	39,000	24,761	63,761
77	39,000	24,961	63,961
78	39,000	25,161	64,161
79	39,000	25,361	64,361
80	39,000	25,561	64,561
81	39,000	25,761	64,761
82	39,000	25,961	64,961
83	39,000	26,161	65,161
84	39,000	26,361	65,361
85	39,000	26,561	65,561
86	39,000	26,761	65,761
87	39,000	26,961	65,961
87	39,000	27,161	66,161
89	39,000	27,361	66,361
90	39,000	27,561	66,561
25	39,000	27,761	66,761
92	39,000	27,961	66,961
93	39,000	28,161	67,161
94	39,000	28,361	67,361
95	39,000	28,561	67,561
96	39,000	28,761	67,761
97	39,000	28,961	67,961
98	39,000	29,161	68,161

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
202 DAY TEACHER
2025-2026**

HSTT

STEP	BASE	SUPPLEMENT	ANNUAL SALARY
1	39,000	22,120	54,120
2	39,000	22,342	54,342
3	39,000	22,564	54,564
4	39,000	22,786	54,786
5	39,000	23,008	55,008
6	39,000	23,230	55,230
7	39,000	23,452	55,452
8	39,000	23,674	55,674
9	39,000	23,896	55,896
10	39,000	24,118	56,118
11	39,000	24,340	56,340
12	39,000	24,562	56,562
13	39,000	24,784	56,784
14	39,000	25,006	57,006
15	39,000	25,228	57,228
16	39,000	25,449	57,449
17	39,000	25,671	57,671
18	39,000	25,893	57,893
19	39,000	26,115	58,115
20	39,000	26,337	58,337
21	39,000	26,559	58,559
22	39,000	26,781	58,781
23	39,000	27,003	59,003
24	39,000	27,225	59,225
25	39,000	27,447	59,447
25	39,000	27,669	59,669
27	39,000	27,891	59,891
28	39,000	28,113	60,113
29	39,000	28,335	60,335
30	39,000	28,557	60,557
31	39,000	28,779	60,779
32	39,000	29,001	61,001
33	39,000	29,223	61,223

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

202 DAY TEACHER

2025-2026

HSTT

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
34	39,000	22,445	61,445
35	39,000	22,667	61,667
36	39,000	22,889	61,889
37	39,000	23,111	62,111
38	39,000	23,333	62,333
39	39,000	23,555	62,555
40	39,000	23,777	62,777
41	39,000	23,999	62,999
42	39,000	24,221	63,221
43	39,000	24,443	63,443
44	39,000	24,665	63,665
45	39,000	24,887	63,887
46	39,000	25,109	64,109
47	39,000	25,331	64,331
48	39,000	25,553	64,553
49	39,000	25,774	64,774
50	39,000	25,996	64,996
51	39,000	26,218	65,218
52	39,000	26,440	65,440
53	39,000	26,662	65,662
54	39,000	26,884	65,884
55	39,000	27,106	66,106
56	39,000	27,328	66,328
57	39,000	27,550	66,550
25	39,000	27,772	66,772
59	39,000	27,994	66,994
60	39,000	28,216	67,216
61	39,000	28,438	67,438
62	39,000	28,660	67,660
63	39,000	28,882	67,882
64	39,000	29,104	68,104
65	39,000	29,326	68,326
66	39,000	29,548	68,548

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
202 DAY TEACHER
2025-2026**

HSTT

STEP	BASE	SUPPLEMENT	ANNUAL SALARY
67	39,000	29,770	68,770
68	39,000	29,992	68,992
69	39,000	30,214	69,214
70	39,000	30,436	69,436
71	39,000	30,658	69,658
72	39,000	30,880	69,880
73	39,000	31,102	70,102
74	39,000	31,324	70,324
75	39,000	31,546	70,546
76	39,000	31,768	70,768
77	39,000	31,990	70,990
78	39,000	32,212	71,212
79	39,000	32,434	71,434
80	39,000	32,656	71,656
81	39,000	32,878	71,878
82	39,000	33,100	72,100
83	39,000	33,322	72,322
84	39,000	33,544	72,544
85	39,000	33,766	72,766
86	39,000	33,988	72,988
87	39,000	34,210	73,210
87	39,000	34,432	73,432
89	39,000	34,654	73,654
90	39,000	34,876	73,876
25	39,000	35,098	74,098
92	39,000	35,320	74,320
93	39,000	35,542	74,542
94	39,000	35,764	74,764
95	39,000	35,985	74,985
96	39,000	36,207	75,207
97	39,000	36,429	75,429
98	39,000	36,651	75,651

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
NURSE - 182 Days
2025-2026

HSTT1

REGISTERED NURSE (R.N.)				LICENSED PRACTICAL NURSE (L.P.N.)		
STEP	BASE	SUPPLEMENT	ANNUAL SALARY	BASE	SUPPLEMENT	ANNUAL SALARY
1	39,000	9,606	48,606	16,000	6,558	22,558
2	39,000	9,959	48,959	16,000	6,851	22,851
3	39,000	10,312	49,312	16,000	7,148	23,148
4	39,000	10,667	49,667	16,000	7,448	23,448
5	39,000	11,119	50,119	16,000	7,754	23,754
6	39,000	11,498	50,498	16,000	8,064	24,064
7	39,000	11,853	50,853	16,000	8,380	24,380
8	39,000	12,207	51,207	16,000	8,699	24,699
9	39,000	12,637	51,637	16,000	9,023	25,023
10	39,000	13,205	52,205	16,000	9,353	25,353
11	39,000	13,770	52,770	16,000	9,688	25,688
12	39,000	14,540	53,540	16,000	10,026	26,026
13	39,000	15,123	54,123	16,000	10,367	26,367
14	39,000	15,724	54,724	16,000	10,720	26,720
15	39,000	16,074	55,074	16,000	11,076	27,076
16	39,000	16,424	55,424	16,000	11,435	27,435
17	39,000	16,774	55,774	16,000	11,801	27,801
18	39,000	17,124	56,124	16,000	12,172	28,172
19	39,000	17,474	56,474	16,000	12,549	28,549
20	39,000	17,824	56,824	16,000	12,931	28,931
21	39,000	18,174	57,174	16,000	13,319	29,319
22	39,000	18,524	57,524	16,000	13,712	29,712
23	39,000	18,874	57,874			
24	39,000	19,224	58,224			
25	39,000	19,574	58,574			
26	39,000	19,924	58,924			
27	39,000	20,274	59,274			
28	39,000	20,624	59,624			

COLA – Cost of Living Adjustment

Includes \$200 Experience Adjustment if Rating Not Ineffective

BASE FOR ADMINISTRATIVE INDEXES

HEAD START**PARA-PROFESSIONAL - 180 Days****2025-2026**

HST1

<u>STEP</u>	<u>GRADE 2 BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	12,540	6,316	18,856
2	12,540	6,458	18,998
3	12,540	6,593	19,133
4	12,540	6,731	19,271
5	12,540	6,868	19,408
6	12,540	6,965	19,505
7	12,540	7,145	19,685
8	12,540	7,283	19,823
9	12,540	7,423	19,963
10	12,540	7,560	20,100
11	12,540	7,699	20,239
12	12,540	7,837	20,377
13	12,540	7,975	20,515
14	12,540	8,112	20,652
15	12,540	8,251	20,791
16	12,540	8,389	20,929
17	12,540	8,668	21,208
18	12,540	8,941	21,481
19	12,540	9,217	21,757
20	12,540	9,497	22,037
21	12,540	9,782	22,322
22+	12,540	10,071	22,611

HEAD START**PARA-PROFESSIONAL - 180 Days****2025-2026**

HST1

GRADE 4		ANNUAL	
<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>SALARY</u>
1	12,980	6,346	19,326
2	12,980	6,488	19,468
3	12,980	6,623	19,603
4	12,980	6,760	19,740
5	12,980	6,899	19,879
6	12,980	6,995	19,975
7	12,980	7,175	20,155
8	12,980	7,313	20,293
9	12,980	7,452	20,432
10	12,980	7,591	20,571
11	12,980	7,728	20,708
12	12,980	7,867	20,847
13	12,980	8,004	20,984
14	12,980	8,142	21,122
15	12,980	8,282	21,262
16	12,980	8,419	21,399
17	12,980	8,706	21,686
18	12,980	8,986	21,966
19	12,980	9,269	22,249
20	12,980	9,557	22,537
21	12,980	9,850	22,830
22+	12,980	10,146	23,126

**HEAD START
SCHOOL CLERK
2025-2026**

HSTC

10 Months
200 Day

9.5 Months
190 Day

<u>STEP</u>	GRADE D			GRADE D		
	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	14,520	6,362	20,882	14,080	6,146	20,226
2	14,520	6,593	21,113	14,080	6,366	20,446
3	14,520	6,827	21,347	14,080	6,590	20,670
4	14,520	7,070	21,590	14,080	6,821	20,901
5	14,520	7,317	21,837	14,080	7,055	21,135
6	14,520	7,563	22,083	14,080	7,288	21,368
7	14,520	7,822	22,342	14,080	7,532	21,612
8	14,520	8,082	22,602	14,080	7,782	21,862
9	14,520	8,350	22,870	14,080	8,035	22,115
10	14,520	8,642	23,162	14,080	8,284	22,364
11	14,520	8,948	23,468	14,080	8,558	22,638
12	14,520	9,257	23,777	14,080	8,833	22,913
13	14,520	9,575	24,095	14,080	9,131	23,211
14	14,520	9,896	24,416	14,080	9,440	23,520
15	14,520	10,227	24,747	14,080	9,752	23,832
16	14,520	10,562	25,082	14,080	10,069	24,149
17	14,520	10,916	25,436	14,080	10,405	24,485
18	14,520	11,257	25,777	14,080	10,729	24,809
19	14,520	11,613	26,133	14,080	11,069	25,149
20	14,520	11,972	26,492	14,080	11,412	25,492
21	14,520	12,364	26,884	14,080	11,764	25,844
22+	14,520	12,757	27,277	14,080	12,138	26,218

**HEAD START
CENTRAL OFFICE CLERK
2025-2026**

HSTC

CLERK B				CLERK C			
<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	16,500	7,278	23,778	1	16,500	7,816	24,316
2	16,500	7,585	24,085	2	16,500	8,135	24,635
3	16,500	7,899	24,399	3	16,500	8,459	24,959
4	16,500	8,219	24,719	4	16,500	8,790	25,290
5	16,500	8,546	25,046	5	16,500	9,130	25,630
6	16,500	8,878	25,378	6	16,500	9,472	25,972
7	16,500	9,218	25,718	7	16,500	9,827	26,327
8	16,500	9,565	26,065	8	16,500	10,183	26,683
9	16,500	9,918	26,418	9	16,500	10,550	27,050
10	16,500	10,279	26,779	10	16,500	10,921	27,421
11	16,500	10,646	27,146	11	16,500	11,303	27,803
12	16,500	11,020	27,520	12	16,500	11,691	28,191
13	16,500	11,404	27,904	13	16,500	12,086	28,586
14	16,500	11,794	28,294	14	16,500	12,491	28,991
15	16,500	12,193	28,693	15	16,500	12,903	29,403
16	16,500	12,597	29,097	16	16,500	13,320	29,820
17	16,500	13,011	29,511	17	16,500	13,762	30,262
18	16,500	13,436	29,936	18	16,500	14,189	30,689
19	16,500	13,865	30,365	19	16,500	14,634	31,134
20	16,500	14,305	30,805	20	16,500	15,087	31,587
21	16,500	14,752	31,252	21	16,500	15,551	32,051
22+	16,500	15,224	31,724	22+	16,500	16,038	32,538

**HEAD START
BUS DRIVER
2025-2026**

HSTB

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	11,000	6,222	17,222
2	11,000	6,411	17,411
3	11,000	6,602	17,602
4	11,000	6,791	17,791
5	11,000	6,981	17,981
6	11,000	7,171	18,171
7	11,000	7,362	18,362
8	11,000	7,550	18,550
9	11,000	7,742	18,742
10	11,000	7,932	18,932
11	11,000	8,211	19,211
12	11,000	8,439	19,439
13	11,000	8,686	19,686
14	11,000	8,936	19,936
15	11,000	9,189	20,189
16	11,000	9,447	20,447
17	11,000	9,707	20,707
18	11,000	9,972	20,972
19	11,000	10,241	21,241
20	11,000	10,514	21,514
21	11,000	10,791	21,791
22+	11,000	11,072	22,072

**HEAD START
BUS AIDE
2025-2026**

HSTB

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	9,350	5,631	14,981
2	9,350	5,726	15,076
3	9,350	5,823	15,173
4	9,350	5,920	15,270
5	9,350	6,017	15,367
6	9,350	6,116	15,466
7	9,350	6,215	15,565
8	9,350	6,315	15,665
9	9,350	6,416	15,766
10	9,350	6,518	15,868
11	9,350	6,621	15,971
12	9,350	6,724	16,074
13	9,350	6,828	16,178
14	9,350	6,933	16,283
15	9,350	7,039	16,389
16	9,350	7,146	16,496
17	9,350	7,253	16,603
18	9,350	7,362	16,712
19	9,350	7,471	16,821
20	9,350	7,581	16,931
21	9,350	7,692	17,042
22+	9,350	7,804	17,154

HEAD START
FINANCE, MANAGEMENT, INTERNAL AUDITING
2025-2026

HSTA

<u>STEP</u>	<u>BACHELOR'S BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	43,033	16,257	59,290
2	43,033	16,687	59,720
3	43,033	17,118	60,151
4	43,033	17,551	60,584
5	43,033	18,102	61,135
6	43,033	18,564	61,597
7	43,033	18,997	62,030
8	43,033	19,429	62,462
9	43,033	19,954	62,987
10	43,033	20,647	63,680
11	43,033	21,336	64,369
12	43,033	22,275	65,308
13	43,033	22,986	66,019
14	43,033	23,719	66,752
15	43,033	24,146	67,179
16	43,033	24,573	67,606
17	43,033	25,000	68,033
18	43,033	25,427	68,460
19	43,033	25,854	68,887
20+	43,033	26,281	69,314