

ST. MARY PARISH SCHOOL BOARD
COMPREHENSIVE SALARY AND
JOB CLASSIFICATION GOLD BOOK
2025-2026



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***Rules Governing the Salary Policy – See Policy GBA**

St. Mary Parish School Board 2025-26 Teacher Salary Schedule

Revised August 2024

Note: Each Step = 1 Completed Year of Experience

7 hours, 182 days						
STEP	TAT*	Bachelors	Masters	Masters + 30	Specialist	PhD or EdD
0	45,000.00	47,800.00	49,300.00	49,800.00	50,300.00	51,300.00
1		48,250.00	49,750.00	50,250.00	50,750.00	51,750.00
2		48,700.00	50,200.00	50,700.00	51,200.00	52,200.00
3		49,150.00	50,650.00	51,150.00	51,650.00	52,650.00
4		49,600.00	51,100.00	51,600.00	52,100.00	53,100.00
5		50,050.00	51,550.00	52,050.00	52,550.00	53,550.00
6		50,500.00	52,000.00	52,500.00	53,000.00	54,000.00
7		50,950.00	52,450.00	52,950.00	53,450.00	54,450.00
8		51,400.00	52,900.00	53,400.00	53,900.00	54,900.00
9		51,850.00	53,350.00	53,850.00	54,350.00	55,350.00
10		52,525.00	54,025.00	54,525.00	55,025.00	56,025.00
11		52,975.00	54,475.00	54,975.00	55,475.00	56,475.00
12		53,425.00	54,925.00	55,425.00	55,925.00	56,925.00
13		53,875.00	55,375.00	55,875.00	56,375.00	57,375.00
14		54,325.00	55,825.00	56,325.00	56,825.00	57,825.00
15		54,775.00	56,275.00	56,775.00	57,275.00	58,275.00
16		55,225.00	56,725.00	57,225.00	57,725.00	58,725.00
17		55,675.00	57,175.00	57,675.00	58,175.00	59,175.00
18		56,125.00	57,625.00	58,125.00	58,625.00	59,625.00
19		56,575.00	58,075.00	58,575.00	59,075.00	60,075.00
20		57,250.00	58,750.00	59,250.00	59,750.00	60,750.00
21		57,700.00	59,200.00	59,700.00	60,200.00	61,200.00
22		58,150.00	59,650.00	60,150.00	60,650.00	61,650.00
23		58,600.00	60,100.00	60,600.00	61,100.00	62,100.00
24		59,050.00	60,550.00	61,050.00	61,550.00	62,550.00
25		59,500.00	61,000.00	61,500.00	62,000.00	63,000.00
26		59,950.00	61,450.00	61,950.00	62,450.00	63,450.00
27		60,400.00	61,900.00	62,400.00	62,900.00	63,900.00
28		60,850.00	62,350.00	62,850.00	63,350.00	64,350.00
29		61,300.00	62,800.00	63,300.00	63,800.00	64,800.00
30		61,975.00	63,475.00	63,975.00	64,475.00	65,475.00
31		62,425.00	63,925.00	64,425.00	64,925.00	65,925.00
32		62,875.00	64,375.00	64,875.00	65,375.00	66,375.00

Note: Because there is an extreme shortage of speech therapists, a \$3,000 salary supplement will be paid to A.S.H.A.-certified speech therapists employed by the Board.

*Individuals serving on a Temporary Authority to Teach (TAT) certificate will be frozen at an annual salary of \$45,000 until a standard teaching certificate is issued.

FY 2025-2026 LDOE Certified and Support Staff Stipends

Guidance and Allocation

The Louisiana Department of Education Certificated and Support Staff Allocation Fund, if received, will be distributed using guidance received from the Louisiana Department of Education. The Superintendent shall determine the payment(s) and timeline, accordingly.

Fall 2025:	Certificated	Support
- If employed on December 5, 2025	\$2,000	\$1,000
- Payment will be received December 12, 2025		
Notes:		
-Pre-K Certified and Support Staff will be compensated using General Funds.		
-Degreed indexed personnel who fall under Support Staff will receive the \$2,000 stipend, with \$1,000 allocation supported by the General Fund.		

DIFFERENTIATED COMPENSATION ALLOCATION SUPPLEMENTS

2025-2026 Value-Added Model (VAM) Stipend Bonus

**Certified* Teachers who receive a VAM score of 4 will receive a Stipend Bonus of \$3,000. This will begin FY2324 based upon previous year's scores.

Note: Supplement funded through Differentiated Compensation Allocation Plan funds (#007).

2025-2026 Recruitment and Retention Supplements

Undergraduate Resident Teacher Recruitment and Retention Supplements

University Resident Teacher: The Louisiana State Department of Education (LDOE) requires all teacher candidates to complete a two-semester (consecutive) year-long teacher residency (Residency I and Residency II) under the direct supervision of a certified mentor teacher.

Residents who accept the monthly stipend must agree to a two-year teacher contract with the SMPSB once residency is completed. (Residency Contractual Agreement Signed)

Position	Monthly Stipend
Undergraduate Teacher Resident	\$1,000 per month for Residency I and Residency II *August – May

1. Undergraduate Teacher Residents in the Areas of Math (6-12), Science (6-12) and Special Education (K-12) will be paid through Differentiated Compensation Allocation Funds (#007).
2. Undergraduate Residents outside of the areas allowed in the Differentiated Compensation Allocation Funds will be funded through General Fund.

2025-2026 Recruitment and Retention Reimbursements

To support the need for LDOE-identified, critical shortage areas, the following reimbursements will be supported.

Note: Supplement paid through the Differentiated Compensation Allocation Plan funds (#007).

Position	Stipend	Requirement
Special Education add-on certification	Tuition reimbursement up to \$3,800 – payments to the certifying agency when available.	Must teach for SMPSB for a minimum of 2 full school years in the certified role.
MathTrack / Alternate Teacher Certification in Math or Science in Grades 6-12	Tuition reimbursement up to \$4,500 upon completion (payments made to certifying agency when available)	Must teach for SMPSB for a minimum of 2 full school years in the certified role.

2025-2026 Teacher Leader Supplements

The following supplements may be earned *by certified personnel* serving in identified teacher leader roles on specific school campuses. Supplements are contingent upon the employee completing a program of activities listed in writing and approved by the Superintendent or designee. All must hold valid teaching certificates. The identified teacher leader must be actively engaged the entire semester to be eligible for stipend payment.

Fall (August – December) stipends will be paid in mid-January. Spring (January – May) stipends will be paid in mid-June. Teacher Leader Stipends will be paid through the Differentiated Compensation Allocation Fund (#007).

Leadership Position	Fall Stipend	Spring Stipend	Additional Notes
LDOE Certified Mentor to a classroom teacher or university resident	Up to \$1,500	Up to \$1,500	The LDOE provides \$2,000 per year for this stipend. The SMPSB will supplement \$500 per semester.
LDOE Certified Content Leader	Up to \$1,500	Up to \$1,500	
Curriculum Facilitator	0	0	Up to 10 extra Calendar Days per year (Daily Rate of Pay)
SBLC Chair	\$1,000	\$1,000	Up to 2 extra Calendar Days per year (Daily Rate of Pay)
Technology Leader Teacher	0	0	Up to 4 extra Calendar Days per year (Daily Rate of Pay)
Core and Elective Lead Teacher (Grades 6 – 12)	Up to \$1000	Up to \$1000	Grades 6 – 8 = up to 2 per site Grades 9 – 12 = up to 3 per site • System determined

Mentor Teacher: Supports aspiring teachers participating in a yearlong residency, may co-teach with year-long undergraduate or post-baccalaureate residents, or may support teachers without co-teaching. Must be Mentor certified.

Content Leader: Supports the development of other educators during teacher collaboration time through lesson and unit unpacking or re-delivery of content modules. Must be Content Leader certified.

Curriculum Facilitator: Site-based, curriculum support that is SMPSB contracted.

School Building Level Committee (SBLC) Chair: Leads SBLC activities and supports proper documentation and procedural guidelines.

Webmaster and Technology Lead Teacher: Role as outlined in the SMPSB agreements signed annually.

Core and Elective Lead Teacher: Assists school administration with department and support responsibilities related to the content for which they lead.

St. Mary Parish School Board 2025-26 Chorus and Band Supplement

The following adjustments shall be computed based on the teacher salary schedule for the year in which the service was contracted. This supplement is contingent on the employee completing a program of activities listed in writing and approved by the principal at the start of the school year. A copy shall be sent to the supervisor of music.

Employee Type	Supplement Percentage
Junior and Senior High Chorus	4%
Elementary Band or Chorus	2%
Junior High Band	9%
Senior High Band	15%

High School Band Programs with more than 100 students will receive an additional supplement of 5% for an assistant band director.

NOTE: A director may only receive one supplement.

Directors will participate in all the activities listed below for their appropriate grade level to receive the supplement:

SENIOR HIGH: Football games and parades (as designated by the principal), homecoming activities, Christmas, and Spring Concerts, conduct a summer band camp. In addition, directors will rehearse and prepare students to perform for: marching and concert festivals, District level Honor Band, Solo and ensemble, Parish level Honor Band.

JUNIOR HIGH: Football games and parades (as designated by the principal), Christmas and Spring concerts. In addition, directors will rehearse and prepare students to perform for: Concert festival, District level Honor Band, Solo and Ensemble, Parish level Honor Band.

ELEMENTARY: Christmas and Spring Concerts. In addition, directors will rehearse and prepare students to perform for one of the following: Concert festival, Solo and Ensemble or Parish All-Star Band.

CHORUS: Christmas and Spring Concerts. In addition, directors will rehearse and prepare students to perform for: Concert festivals, District Level Honor Choir, All-State Honor Choir.

Directors will participate in any other activities at the direction or request of the principal.

St. Mary Parish School Board 2025-26 Coaches Supplement

Senior High School, Coaches' salary supplements are indexed on the approved teacher salary schedule for the year in which the service is contracted.

Sport	High School (Faculty)		Jr. High School (Faculty)		High School (Non-Faculty Professional)		Jr. High School (Non-Faculty Professional)	
	Head	Assistant	Head	Assistant	Head	Assistant	Head	Assistant
Athletic Director	9%	NA	NA	NA	NA	NA	NA	NA
Football	9%	8%	5%	5%	NA	\$1400	\$950	\$850
Boys Basketball	8%	5%	5%	5%	NA	\$1200	\$950	\$850
Girls Basketball	8%	5%	5%	5%	NA	\$1200	\$950	\$850
Volleyball	8%	5%	5%	5%	\$1200	\$1200	\$950	\$850
Baseball	8%	5%	5%	5%	\$1200	\$1200	\$950	\$850
Softball	8%	5%	5%	5%	\$1200	\$1200	\$950	\$850
Boys Track	8%	5%	5%	5%	\$1200	\$1200	\$950	\$850
Girls Track	8%	5%	5%	5%	\$1200	\$1200	\$950	\$850
Cheerleading	8%	NA	3%	NA	\$1200	NA	\$950	NA
Dance Team	6%	NA	3%	NA	\$1200	NA	\$950	NA
Boys Soccer	5%	5%			\$1200	NA		
Girls Soccer	5%	5%			\$1200	NA		
Wrestling	5%				\$1200	NA		
Boys/Girls Cross Country	5%				\$1200	NA		
Boys/Girls Weightlifting	5%				\$1200			
Swim	5%				\$1200			
Tennis	5%				\$1200			
Golf	5%				\$1200			
Bowling	5%				\$1200			
Indoor Track	5%				\$1200			
Powerlifting	5%				\$1200			

Coaching Staff Allotments

1. The following allotments are for both boy's and girl's athletics.
2. The allotments listed are full-time coaching positions.
3. Coaching assignments are divided into major and minor sports.
4. Major coaching are Football, Basketball, Volleyball, Baseball, Softball, and Track.
5. Minor sports are Soccer, Wrestling, Cross Country, Weightlifting, Swimming, Tennis, Golf, Bowling, Indoor Track and Powerlifting.
6. Junior High sports will be considered minor sports.
7. Full-time Coaching means coaching three (3) sports.
8. Non-coaching assignments are scouting, scorekeeping, officiating, etc.
9. Junior High/Middle Schools with football shall have a minimum of three (3) coaching allotments.
10. High schools opting to "play up" in classification shall be assigned coaching allotments as per the class determined by their enrollment - not the class determined by "playing up."
11. Using the October 1 enrollment of LHSAA classification years (even years), junior high/middle school enrollment shall be determined to assign junior high/middle school coaching allotments for the two years following the classification year.
12. The principal of each school will sign a letter of assurance stating that each sport plays a minimum number of games. If the school does not play the minimum number of games as listed, then the school will be penalized one coaching spot in the ensuing year.

Category	LHSAA Classification	Allotment
High Schools	AAAA	11
	AAA	10
	AA	9
	A	5
	B/C	4
Category	Student Count	Allotment
Large Junior High/Middle School (6-8)	400+	5
Medium/Small Junior High/Middle School (6-8)	399 & under	4

Coaches' Pay for Retirees

1. Retirees who coach shall be paid according to the proper percentage calculation of their salary as per the salary scale of the St. Mary Parish School Board. Per LA. R.S. 11:710 and LA. R.S. 11:710.1 all retirees who coach must suspend retirement benefits for the duration of the season.

College Students as Coaches

1. By approval of the Louisiana High School Athletic Association and the St. Mary Parish School Board (April 9, 1998) college students majoring in education, physical education (Kinesiology), sports administration or sports management curriculum, and student teachers shall be allowed to serve as an assistant coach at any level in any sport provided he/she is always under the supervision of a faculty coach who meets the requirements of the coaches' rule and meets with the approval of the school principal. Guidelines are included in the contract of the "college students as coaches" and will be paid accordingly.
 - a. High school assistant football coach- \$1400, all other high school sports \$1200.
 - b. Junior high head coach \$950 and assistant coach \$850.
2. If the college student/coach or student teacher does not complete the entire sports season for any reason (quit, termination, etc.), then payment will be made only for the percentage of the season that the person worked.
3. A school shall be limited to allowing no more than four of these students to coach in boys' sports and four of these students to coach in girls' sports per year (eight total).
4. A school shall be limited to two college/university non-faculty student coaches per sport.
5. The college student/ assistant coach shall not be required to drive a school bus; however, if he/she opts to do so, he/she must complete the bus driving certification requirements.
6. Must successfully complete the LHSAA's Coaches Education and Certification Program before any coaching duties can begin.

Non-Faculty and Paraprofessional Coaches

1. THE LOUISIANA HIGH SCHOOL ATHLETIC ASSOCIATION HANDBOOK STATES THE FOLLOWING:
 - (a) Head Coaches: In the sports of baseball, softball, indoor track and field, outdoor track and field, volleyball, tennis, golf, wrestling, cross country, soccer, high school swimming, bowling, and powerlifting a school shall be allowed to use non-faculty coaches provided the individual has successfully completed the LHSAA's Coaches Education and Certification Program.
 - (b) Can serve as an Assistant Coach in any sport provided, he/she is always under the supervision of a faculty coach who meets the requirements of the LSHAA Coaches Rule and has successfully completed the LHSAA's Coaches Education and Certification Program.
 - (c) Guidelines for non-faculty/paraprofessional coaches are included in the contracts and will be paid accordingly:
 1. High School Assistant Football Coach, \$1,400
 2. Other High School Sports, \$1,200
 - (d) Junior High, \$950 per sport for head coach and \$850 per sport for assistant coach
 - (e) If the non-faculty/paraprofessional coach does not complete the entire sports season for any reason (quit, termination, etc.), then payment will be made only for the percentage of the season that the person worked.
 - (f) The non-faculty/paraprofessional coach shall not be required to drive a school bus; however, if he/she opts to do so, he/she must complete the bus driving certification requirements.

Bus Coordinator

1. A school-level bus coordinator will be appointed at each high school and at each junior high school by the principal of each school. The duties of the bus coordinator are defined in the "Bus Coordinator Contract". Compensation will be as follows:
 - (a) High Schools, \$500/per semester based on completion of an approved itemized list.
 - (b) Junior High Schools, \$300/per semester based on completion of an approved itemized list.

St. Mary Parish School Board 2025-26 Administrative Salary Schedule

Every administrative position listed below is indexed to the teacher salary schedule in force. Each administrator's salary will be computed by multiplying the index to the schedule he/she would be placed on as a teacher.

Advanced Degrees must be related to Educational Leadership, Administration and Supervision, Curriculum and Instruction, Educational Technology, Core Content Area or Special Credentials recommended by the Superintendent and approved by the Board. CPA credentials are equivalent to a master's degree for pay purposes.

Position	Index	Budgeted
Superintendent	Negotiated	
Assistant Superintendent of Curriculum	1.67	1
<u>Directors</u>		3
Human Resources	1.60	
Special Services		
Director of Maintenance		
Chief Academic Officer	1.60	1
<u>Supervisors</u>		6
Instructional (2)	1.52	
Child Welfare & Attendance (1)		
Child Nutrition Program (1)		
Transportation (1)		
<u>Technology</u>		5
Chief Technology Officer (1)	1.60	
Data Analyst (1)	1.35	
Computer Networking Specialist (1)	1.35	
Technology Facilitator (2)	1.33	
<u>Coordinators-Special Education</u>		4
Special & Related Services (1)	1.45	
Pupil Appraisal Services/504 (1)		
Elementary Schools (1)		
Junior & Senior High Schools (1)		
Special Services Compliance Coordinator	1.45	1
EL & Title I Liaison	1.33	1
Coordinator of Accountability	1.45	1
Data Analyst – Accountability	1.35	1
Federal Programs Liaison	1.33	1
Special Education Gifted & Talented Liaison	1.33	1
Student Services Liaison	1.33	1
McKinney Vento Liaison	1.33	1
STEM & CTE Liaison	1.33	1
Specialist (11-Month)	1.30	7
Public Information Officer(11-Month)	1.30	1
<u>Business Services</u>		4
Chief Financial Officer (1)	1.60	
Chief Accountant (1)	1.45	
Payroll Manager (1)	1.33	
Purchasing Agent	1.35	
Facilitator of School Health and Nursing Services (12-Month)	1.35	1
Behavior Interventionist	1.33	1
Human Resources Manager	1.33	1

Administrative Salary Schedule Continued

Principals including the Alternative School Program Supervisor indexes will include an increase of ½ of 1 percent for each year of experience as a Principal, Alternative School Program Supervisor. Capped at 10 years, the index will not increase after that time.

Elementary Schools ending the school year with 375 or more students shall be entitled to an Assistant Principal for the next school year. If an Assistant Principal is in place and if the ending population falls below 375, any adjustment in the assignment of the Assistant Principal position will be made using a two-year average of enrollment figures. If that average is below 375, the school loses the position for the next school year. If the student population reaches 501 or more students in an Elementary or Middle school, that school shall be entitled to an additional Assistant Principal for the next school year beginning with the 2011-2012 school year. If a second Assistant Principal is in place and the ending population falls below 501, any adjustment in the assignment of that Assistant Principal position will be made using a two-year average of enrollment figures. If that average is below 501, the school loses the additional position for the next school year.

Principals	Index
High Schools	1.50
Junior High Schools	1.45
Elementary Schools	1.40
Combination School (PK-12)	1.50
Alternative Program Supervisor	1.42
Assistant Principals	Index
High Schools	1.20
Junior High Schools	1.17
Elementary Schools	1.14
Combination School (K-12)	1.20
Dean	Index
Dean of Students	1.14

All other professional personnel not falling in the above categories and working more than 9 months will be indexed as follows with no additional increments.

Months	Index
10 Months	1.11
10.5 Months	1.16
11 Months	1.22
12 Months	1.33

High School Counseling Staffing Formula

Student Count	Counselor	Clerk
0-500	1	0
501-650	1	1
Over 650	2	0

St. Mary Parish School Board 2025-26 Occupational/Physical Therapist

Revised August 2024

7 hours, 182 days	
STEP	Pay Grade 1
0	61,740.00
1	62,652.92
2	63,579.20
3	64,525.51
4	65,489.65
5	66,482.72
6	67,486.93
7	68,513.41
8	69,559.92
9	70,624.25
10	72,806.35
11	73,912.99
12	75,050.79
13	76,201.96
14	76,437.99
15	76,678.46
16	77,865.26
17	78,105.73
18	78,350.66
19	79,570.85
20	80,064.77
21	80,309.70
22	81,572.20
23	81,823.81
24	82,082.10
25	83,369.09
26	83,636.29
27	83,899.03
28	84,161.77
29	84,431.20
30	84,925.12
31	85,647.47
32	86,369.83

St. Mary Parish School Board 2025-26 Paraprofessionals

Revised August 2024

Paraprofessionals who will be paid for an attained associate degree must present a diploma and official transcript from a regionally accredited university, community college, or technical institute.

7 hours, 180 days			
STEP	Para.	Para. - AD	LPN
0	19,530.00	19,845.00	21,420.00
1	19,818.78	20,138.44	21,736.73
2	20,111.79	20,436.17	22,058.09
3	20,411.13	20,740.34	22,386.40
4	20,716.11	21,050.24	22,720.90
5	21,030.25	21,369.45	23,065.43
6	21,347.91	21,692.23	23,413.83
7	21,672.61	22,022.17	23,769.96
8	22,003.65	22,358.55	24,133.04
9	22,340.33	22,700.65	24,502.29
10	23,030.58	23,402.04	25,259.35
11	23,380.64	23,757.75	25,643.28
12	23,740.56	24,123.47	26,038.03
13	24,104.70	24,493.49	26,437.42
14	24,179.36	24,569.35	26,519.30
15	24,255.43	24,646.65	26,602.73
16	24,630.85	25,028.12	27,014.48
17	24,706.92	25,105.41	27,097.91
18	24,784.39	25,184.14	27,182.88
19	25,170.37	25,576.35	27,606.21
20	25,326.61	25,735.11	27,777.57
21	25,404.09	25,813.83	27,862.55
22	25,803.45	26,219.64	28,300.56
23	25,883.04	26,300.51	28,387.85
24	25,964.75	26,383.53	28,477.46
25	26,371.86	26,797.21	28,923.97
26	26,456.38	26,883.09	29,016.67
27	26,539.49	26,967.55	29,107.83
28	26,622.60	27,052.00	29,198.98
29	26,707.83	27,138.60	29,292.46
30	26,864.07	27,297.36	29,463.82
31	27,092.57	27,529.55	29,714.43
32	27,321.07	27,761.73	29,965.04

St. Mary Parish School Board 2025-26 Sign Language Interpreter/Braille Tutor

Revised August 2024

Minimum of 4 hours per day. Anyone with SLIP, RID or CST Certification shall receive an additional \$1.00 per hour after 5 years' experience.

7.25 hours, 180 days	
STEP	Pay Grade 1
0	26,250.00
1	26,700.00
2	27,150.00
3	27,600.00
4	28,050.00
5	28,500.00
6	28,950.00
7	29,400.00
8	29,850.00
9	30,300.00
10	31,200.00
11	31,650.00
12	32,100.00
13	32,550.00
14	33,000.00
15	33,450.00
16	33,900.00
17	34,350.00
18	34,800.00
19	35,250.00
20	36,150.00
21	36,600.00
22	37,050.00
23	37,500.00
24	37,950.00
25	38,400.00
26	38,850.00
27	39,300.00
28	39,750.00
29	40,200.00
30	41,100.00
31	41,550.00
32	42,000.00

St. Mary Parish School Board 2025-26 School Secretaries

Revised August 2024

10 MONTH CLERICAL 7 hours, 200 days	
STEP	Pay Grade 1
0	21,770.00
1	22,091.90
2	22,418.51
3	22,752.19
4	23,092.15
5	23,442.32
6	23,796.41
7	24,158.36
8	24,527.37
9	24,902.66
10	25,672.08
11	26,062.29
12	26,463.49
13	26,869.40
14	26,952.62
15	27,037.42
16	27,455.89
17	27,540.68
18	27,627.05
19	28,057.30
20	28,231.46
21	28,317.82
22	28,762.99
23	28,851.71
24	28,942.78
25	29,396.58
26	29,490.80
27	29,583.45
28	29,676.09
29	29,771.09
30	29,945.25
31	30,199.96
32	30,454.67

11 MONTH CLERICAL 7 hours, 220 days		
STEP	Pay Grade 1	Pay Grade 2
0	23,947.00	24,255.00
1	24,301.09	24,613.65
2	24,660.37	24,977.54
3	25,027.41	25,349.31
4	25,401.37	25,728.07
5	25,786.55	26,118.21
6	26,176.05	26,512.72
7	26,574.19	26,915.98
8	26,980.10	27,327.11
9	27,392.92	27,745.24
10	28,239.29	28,602.50
11	28,668.52	29,037.24
12	29,109.84	29,484.24
13	29,556.34	29,936.49
14	29,647.89	30,029.21
15	29,741.16	30,123.68
16	30,201.48	30,589.92
17	30,294.75	30,684.39
18	30,389.75	30,780.62
19	30,863.03	31,259.98
20	31,054.60	31,454.02
21	31,149.60	31,550.24
22	31,639.29	32,046.22
23	31,736.88	32,145.07
24	31,837.06	32,246.54
25	32,336.24	32,752.14
26	32,439.88	32,857.11
27	32,541.79	32,960.33
28	32,643.70	33,063.55
29	32,748.20	33,169.40
30	32,939.78	33,363.44
31	33,219.96	33,647.22
32	33,500.14	33,931.01

12 MONTH CLERICAL 7 hours, 240 days	
STEP	Pay Grade 1
0	26,460.00
1	26,851.25
2	27,248.23
3	27,653.79
4	28,066.99
5	28,492.60
6	28,922.97
7	29,362.89
8	29,811.40
9	30,267.54
10	31,202.72
11	31,676.99
12	32,164.63
13	32,657.98
14	32,759.14
15	32,862.20
16	33,370.82
17	33,473.88
18	33,578.85
19	34,101.79
20	34,313.47
21	34,418.44
22	34,959.52
23	35,067.35
24	35,178.04
25	35,729.61
26	35,844.12
27	35,956.73
28	36,069.33
29	36,184.80
30	36,396.48
31	36,706.06
32	37,015.64

School Clerical Staffing Formula 2025-26

Elementary, Junior High, and High School	
0-500	2
Over 500	3

St. Mary Parish School Board 2025-26 Central Office Personnel

Revised August 2024

7.5 hours, 240 days						
STEP	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4	Pay Grade 5	Pay Grade 6
0	27,450.00	28,170.00	29,070.00	30,780.00	31,680.00	37,080.00
1	27,855.89	28,586.54	29,499.84	31,235.13	32,148.44	37,628.28
2	28,267.72	29,009.17	29,935.98	31,696.92	32,623.73	38,184.59
3	28,688.46	29,440.94	30,381.55	32,168.70	33,109.30	38,752.93
4	29,117.12	29,880.84	30,835.50	32,649.36	33,604.02	39,331.97
5	29,558.64	30,333.95	31,303.09	33,144.45	34,113.58	39,928.40
6	30,005.12	30,792.14	31,775.92	33,645.09	34,628.86	40,531.51
7	30,461.50	31,260.49	32,259.23	34,156.83	35,155.57	41,147.99
8	30,926.79	31,737.98	32,751.98	34,678.56	35,692.56	41,776.51
9	31,400.00	32,223.60	33,253.11	35,209.18	36,238.68	42,415.73
10	32,370.17	33,219.22	34,280.54	36,297.04	37,358.36	43,726.26
11	32,862.19	33,724.15	34,801.60	36,848.75	37,926.20	44,390.89
12	33,368.06	34,243.29	35,337.33	37,415.99	38,510.03	45,074.24
13	33,879.88	34,768.53	35,879.35	37,989.90	39,100.72	45,765.61
14	33,984.82	34,876.22	35,990.48	38,107.57	39,221.82	45,907.36
15	34,091.74	34,985.95	36,103.71	38,227.45	39,345.22	46,051.79
16	34,619.39	35,527.44	36,662.50	38,819.12	39,954.18	46,764.56
17	34,726.31	35,637.16	36,775.73	38,939.01	40,077.58	46,908.98
18	34,835.21	35,748.92	36,891.05	39,061.12	40,203.25	47,056.08
19	35,377.71	36,305.65	37,465.58	39,669.43	40,829.36	47,788.91
20	35,597.31	36,531.01	37,698.14	39,915.67	41,082.80	48,085.55
21	35,706.21	36,642.77	37,813.46	40,037.78	41,208.48	48,232.65
22	36,267.52	37,218.80	38,407.90	40,667.19	41,856.29	48,990.89
23	36,379.39	37,333.61	38,526.37	40,792.63	41,985.40	49,142.00
24	36,494.23	37,451.45	38,647.99	40,921.40	42,117.93	49,297.12
25	37,066.43	38,038.67	39,253.96	41,563.02	42,778.31	50,070.07
26	37,185.23	38,160.58	39,379.77	41,696.23	42,915.41	50,230.54
27	37,302.05	38,280.46	39,503.48	41,827.21	43,050.23	50,388.34
28	37,418.86	38,400.34	39,627.19	41,958.20	43,185.05	50,546.14
29	37,538.65	38,523.27	39,754.05	42,092.52	43,323.30	50,707.95
30	37,758.25	38,748.63	39,986.61	42,338.76	43,576.74	51,004.59
31	38,079.42	39,078.22	40,326.73	42,698.89	43,947.39	51,438.42
32	38,400.58	39,407.81	40,666.84	43,059.01	44,318.05	51,872.26

St. Mary Parish School Board 2025-26 Technology Personnel

Revised August 2024

7.5 hours, 240 days			
STEP	Pay Grade 1	Pay Grade 2	Pay Grade 3
0	30,150.00	32,850.00	34,200.00
1	30,595.81	33,335.74	34,705.70
2	31,048.15	33,828.58	35,218.80
3	31,510.27	34,332.09	35,743.00
4	31,981.09	34,845.07	36,277.06
5	32,466.05	35,373.46	36,827.16
6	32,956.45	35,907.77	37,383.43
7	33,457.71	36,453.93	37,952.03
8	33,968.77	37,010.75	38,531.74
9	34,488.52	37,577.04	39,121.31
10	35,554.12	38,738.07	40,330.05
11	36,094.53	39,326.88	40,943.05
12	36,650.17	39,932.27	41,573.33
13	37,212.33	40,544.78	42,211.00
14	37,327.59	40,670.36	42,341.74
15	37,445.02	40,798.31	42,474.95
16	38,024.58	41,429.76	43,132.36
17	38,142.01	41,557.71	43,265.57
18	38,261.62	41,688.03	43,401.24
19	38,857.49	42,337.26	44,077.15
20	39,098.69	42,600.06	44,350.75
21	39,218.30	42,730.38	44,486.42
22	39,834.82	43,402.12	45,185.77
23	39,957.69	43,535.99	45,325.14
24	40,083.82	43,673.42	45,468.22
25	40,712.31	44,358.19	46,181.13
26	40,842.79	44,500.36	46,329.14
27	40,971.10	44,640.16	46,474.68
28	41,099.41	44,779.95	46,620.22
29	41,230.98	44,923.30	46,769.47
30	41,472.18	45,186.10	47,043.07
31	41,824.93	45,570.45	47,443.21
32	42,177.69	45,954.79	47,843.35

St. Mary Parish School Board 2025-26 Maintenance Personnel

Revised August 2024

8 hours, 240 days					
STEP	Pay Grade 1	Pay Grade 2	Pay Grade 3	Pay Grade 4	Pay Grade 5
0	25,824.00	26,880.00	27,840.00	30,240.00	32,640.00
1	26,205.85	27,277.46	28,251.66	30,687.14	33,122.63
2	26,593.28	27,680.74	28,669.34	31,140.83	33,612.33
3	26,989.10	28,092.74	29,096.05	31,604.33	34,112.61
4	27,392.36	28,512.50	29,530.80	32,076.56	34,622.32
5	27,807.74	28,944.86	29,978.60	32,562.97	35,147.33
6	28,227.77	29,382.07	30,431.43	33,054.82	35,678.22
7	28,657.11	29,828.97	30,894.29	33,557.59	36,220.89
8	29,094.84	30,284.59	31,366.19	34,070.17	36,774.15
9	29,540.02	30,747.97	31,846.12	34,591.47	37,336.83
10	30,452.72	31,698.00	32,830.08	35,660.25	38,490.43
11	30,915.60	32,179.80	33,329.08	36,202.28	39,075.48
12	31,391.51	32,675.18	33,842.15	36,759.57	39,677.00
13	31,873.01	33,176.36	34,361.23	37,323.41	40,285.59
14	31,971.73	33,279.12	34,467.66	37,439.01	40,410.36
15	32,072.31	33,383.82	34,576.10	37,556.80	40,537.50
16	32,568.71	33,900.52	35,111.25	38,138.08	41,164.92
17	32,669.30	34,005.22	35,219.69	38,255.87	41,292.05
18	32,771.74	34,111.85	35,330.13	38,375.83	41,421.53
19	33,282.11	34,643.09	35,880.35	38,973.48	42,066.61
20	33,488.71	34,858.13	36,103.07	39,215.40	42,327.73
21	33,591.15	34,964.77	36,213.51	39,335.36	42,457.22
22	34,119.22	35,514.43	36,782.80	39,953.73	43,124.66
23	34,224.46	35,623.97	36,896.26	40,076.97	43,257.68
24	34,332.49	35,736.42	37,012.73	40,203.48	43,394.23
25	34,870.80	36,296.75	37,593.06	40,833.84	44,074.62
26	34,982.56	36,413.08	37,713.55	40,964.71	44,215.88
27	35,092.46	36,527.47	37,832.02	41,093.40	44,354.78
28	35,202.36	36,641.86	37,950.50	41,222.09	44,493.69
29	35,315.05	36,759.16	38,071.99	41,354.06	44,636.12
30	35,521.64	36,974.20	38,294.71	41,595.98	44,897.24
31	35,823.78	37,288.70	38,620.44	41,949.78	45,279.13
32	36,125.92	37,603.19	38,946.16	42,303.59	45,661.02

St. Mary Parish School Board 2025-26 Maintenance Personnel

Continued

8 hours, 240 days				
STEP	Pay Grade 6	Pay Grade 7	Pay Grade 8	Pay Grade 9
0	33,120.00	35,040.00	37,920.00	48,000.00
1	33,609.73	35,558.12	38,480.70	48,709.75
2	34,106.62	36,083.82	39,049.61	49,429.89
3	34,614.27	36,620.89	39,630.83	50,165.61
4	35,131.47	37,168.08	40,222.99	50,915.18
5	35,664.20	37,731.69	40,832.93	51,687.25
6	36,202.90	38,301.62	41,449.70	52,467.97
7	36,753.55	38,884.19	42,080.15	53,266.01
8	37,314.95	39,478.13	42,722.91	54,079.63
9	37,885.90	40,082.18	43,376.61	54,907.10
10	39,056.47	41,320.61	44,716.83	56,603.58
11	39,650.12	41,948.67	45,396.51	57,463.94
12	40,260.48	42,594.43	46,095.34	58,348.53
13	40,878.02	43,247.76	46,802.37	59,243.51
14	41,004.63	43,381.71	46,947.33	59,427.01
15	41,133.64	43,518.19	47,095.03	59,613.96
16	41,770.28	44,191.75	47,823.95	60,536.64
17	41,899.28	44,328.23	47,971.64	60,723.60
18	42,030.68	44,467.24	48,122.08	60,914.02
19	42,685.24	45,159.75	48,871.51	61,862.67
20	42,950.20	45,440.07	49,174.87	62,246.67
21	43,081.59	45,579.07	49,325.30	62,437.09
22	43,758.85	46,295.59	50,100.71	63,418.62
23	43,893.82	46,438.39	50,255.25	63,614.24
24	44,032.38	46,584.98	50,413.89	63,815.04
25	44,722.78	47,315.40	51,204.34	64,815.62
26	44,866.11	47,467.05	51,368.45	65,023.35
27	45,007.06	47,616.17	51,529.82	65,227.62
28	45,148.01	47,765.28	51,691.20	65,431.89
29	45,292.54	47,918.19	51,856.67	65,641.36
30	45,557.50	48,198.51	52,160.03	66,025.36
31	45,945.00	48,608.48	52,603.70	66,586.96
32	46,332.50	49,018.45	53,047.36	67,148.56

St. Mary Parish School Board 2025-26 School Food Service

Revised August 2024

Any manager operating an additional lunch service setting (i.e. line, satellite) will be paid \$450. Further, any manager operating three or more lunch service settings will be paid \$225 for each. Three pay steps will be granted for any food service employee who holds a degree in food nutrition.

7 hours, 182 days		8 hours, 182 days	
STEP	Pay Grade 1	STEP	Pay Grade 1
0	18,791.50	0	24,388.00
1	19,069.36	1	24,748.61
2	19,351.29	2	25,114.50
3	19,639.31	3	25,488.31
4	19,932.76	4	25,869.15
5	20,235.02	5	26,261.43
6	20,540.67	6	26,658.10
7	20,853.09	7	27,063.57
8	21,171.61	8	27,476.96
9	21,495.56	9	27,897.38
10	22,159.71	10	28,759.33
11	22,496.53	11	29,196.47
12	22,842.84	12	29,645.91
13	23,193.22	13	30,100.64
14	23,265.05	14	30,193.87
15	23,338.25	15	30,288.86
16	23,699.46	16	30,757.66
17	23,772.66	17	30,852.65
18	23,847.21	18	30,949.40
19	24,218.59	19	31,431.39
20	24,368.92	20	31,626.49
21	24,443.47	21	31,723.24
22	24,827.73	22	32,221.94
23	24,904.31	23	32,321.33
24	24,982.93	24	32,423.36
25	25,374.64	25	32,931.74
26	25,455.97	26	33,037.28
27	25,535.94	27	33,141.07
28	25,615.90	28	33,244.85
29	25,697.91	29	33,351.28
30	25,848.24	30	33,546.38
31	26,068.10	31	33,831.72
32	26,287.96	32	34,117.06

St. Mary Parish School Board 2025-26 Bus Drivers & Attendants

Revised August 2024

4.25 hours, 180 days		
STEP	Bus Attendant	Bus Operator
0	11,704.50	18,360.00
1	11,877.57	18,631.48
2	12,053.17	18,906.93
3	12,232.57	19,188.35
4	12,415.35	19,475.05
5	12,603.61	19,770.37
6	12,793.99	20,069.00
7	12,988.58	20,374.25
8	13,186.98	20,685.46
9	13,388.75	21,001.96
10	13,802.43	21,650.87
11	14,012.22	21,979.96
12	14,227.92	22,318.31
13	14,446.16	22,660.64
14	14,490.90	22,730.83
15	14,536.49	22,802.34
16	14,761.48	23,155.27
17	14,807.07	23,226.78
18	14,853.50	23,299.61
19	15,084.82	23,662.47
20	15,178.46	23,809.35
21	15,224.89	23,882.19
22	15,464.23	24,257.62
23	15,511.93	24,332.45
24	15,560.90	24,409.25
25	15,804.88	24,791.98
26	15,855.54	24,871.43
27	15,905.35	24,949.57
28	15,955.16	25,027.70
29	16,006.23	25,107.82
30	16,099.87	25,254.70
31	16,236.81	25,469.51
32	16,373.76	25,684.32

Note: Owner/Operator bus drivers receive an operational allowance of 125 % of the state schedule. Owner/Operator bus drivers are also reimbursed up to \$4000.00 per year for the cost of insurance on their buses.

St. Mary Parish School Board Professional Development and Tutoring Pay

Effective July 1, 2024

1. Professional Development Workshop Attendance
 - A. Teacher: \$32.50
 - B. Paraprofessional: \$15.00
2. Tutoring / After School Programs during School Year
 - A. Teacher: \$32.50
 - B. Paraprofessional: \$15.00

Note - This Stipend Schedule does not apply to the following programs which are paid on individual hourly rates.

1. After School Daycare Programs
2. Part – Time Curriculum Facilitators
3. Online Courses
4. Special Education ESY Therapists, Nurses, LPN, Bus Attendants, Bus Drivers are to be paid on their individual hourly rate.
5. Special Education personnel conducting summer Pre-School testing will have pay determined by Director of Federal Programs based on the prevailing market rate.
6. Instructional Calendar Development
7. Dual Credit

Substitute Pay

All substitutes are paid a month behind, i.e., days worked in September will be paid on the last working day of October.

1. Teacher Substitutes
 - A. Short Term Substitutes (daily rates)
 - a. Bachelor's Degree, \$100
 - b. Associate's Degree, \$85
 - c. Non-Degreed, \$70
 - B. Long Term Substitutes (Twenty consecutive days of substituting for a given teacher)
 - a. Bachelor's Degree, \$247.25/day
 - b. Associate's Degree, \$170/day
 - c. Non-Degreed, \$140/day
2. Secretaries, Paraprofessional, Custodians, and Cafeteria Substitutes
 - A. Short Term, \$10 per hour
 - B. Long Term, Step 1 of appropriate Salary Schedule
3. Bus Driver Substitutes
 - A. \$80.00 per day
 - B. \$40.00 half day
 - C. Long Term, Step 1 of Bus Driver Salary Schedule
4. Bus Attendant Substitutes
 - A. \$40.00 per day
 - B. Long Term, Step 1 of appropriate Bus Attendant Salary Schedule

Note - If a short-term substitute becomes a long-term substitute (completes 20 days as a short-term sub in the same employee) the increase in pay is effective from the first day of substitution for that employee. Long-term substitutes may be employed for a predetermined period exceeding (20) consecutive days (Policy GBRJ)