



St. Martin Parish School Board
TEACHER SALARY SCHEDULE

July 1, 2025 - June 30, 2026

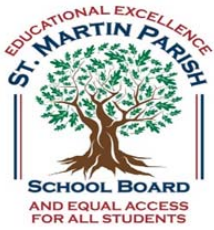
YEARS OF EXPERIENCE	Non-Certified Yrs granted 1 for 2	BACHELOR'S DEGREE	MASTER'S DEGREE	MASTER'S PLUS 30	SPECIALIST IN EDUCATION	PhD. or Ed.D. DEGREE
0	42,705	47,705	48,505	48,755	49,555	50,555
1	43,105	48,105	48,905	49,155	49,955	50,955
2	43,505	48,505	49,305	49,555	50,355	51,355
3	43,905	48,905	49,705	49,955	50,755	51,755
4	44,305	49,305	50,105	50,355	51,155	52,155
5	44,705	49,705	50,505	50,755	51,555	52,555
6	45,105	50,105	50,905	51,155	51,955	52,955
7	45,505	50,505	51,305	51,555	52,355	53,355
8	45,905	50,905	51,705	51,955	52,755	53,755
9	46,305	51,305	52,105	52,355	53,155	54,155
10	46,705	51,705	52,505	52,755	53,555	54,555
11	47,105	52,105	52,905	53,155	53,955	54,955
12	47,505	52,505	53,305	53,555	54,355	55,355
13	47,905	52,905	53,705	53,955	54,755	55,755
14	48,305	53,305	54,105	54,355	55,155	56,155
15	48,705	53,705	54,505	54,755	55,555	56,555
16	49,105	54,105	54,905	55,155	55,955	56,955
17	49,505	54,505	55,305	55,555	56,355	57,355
18	49,905	54,905	55,705	55,955	56,755	57,755
19	50,305	55,305	56,105	56,355	57,155	58,155
20	50,705	55,705	56,505	56,755	57,555	58,555
21	51,105	56,105	56,905	57,155	57,955	58,955
22	51,505	56,505	57,305	57,555	58,355	59,355
23	51,905	56,905	57,705	57,955	58,755	59,755
24	52,305	57,305	58,105	58,355	59,155	60,155
25	52,705	57,705	58,505	58,755	59,555	60,555
26	53,105	58,105	58,905	59,155	59,955	60,955
27	53,505	58,505	59,305	59,555	60,355	61,355
28	53,905	58,905	59,705	59,955	60,755	61,755
29	54,305	59,305	60,105	60,355	61,155	62,155
30	54,705	59,705	60,505	60,755	61,555	62,555
31	55,005	60,005	60,805	61,055	61,855	62,855
32	55,305	60,305	61,105	61,355	62,155	63,155
33	55,605	60,605	61,405	61,655	62,455	63,455
34	55,905	60,905	61,705	61,955	62,755	63,755
35	56,205	61,205	62,005	62,255	63,055	64,055
36	56,505	61,505	62,305	62,555	63,355	64,355
37	56,805	61,805	62,605	62,855	63,655	64,655
38	57,105	62,105	62,905	63,155	63,955	64,955
39	57,405	62,405	63,205	63,455	64,255	65,255
40	57,705	62,705	63,505	63,755	64,555	65,555

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$6,000 per the attached:

Uncertified teachers will be granted 1 year of experience for every 2 years in the classroom.

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board
TEACHER SALARY SCHEDULE

July 1, 2025 - June 30, 2026

The salaries provided in the salary schedules shall be considered compensation for work performed by each employee which relate to his/her prescribed duties and responsibilities, as identified and described in the employee's job description(s). Additional compensation shall be provided at a rate of \$39 per hour as follows:

- (1) In addition to all other compensation to which a teacher is entitled, any teacher who is not afforded the minimum uninterrupted planning time required by R.S. 17:434(A) shall be compensated at the effective hourly rate of that teacher for each hour of planning time.
- (2) Any employee in a certified position who performs approved work beyond the scope of their prescribed duties and responsibilities in their job description and for which prior approval has been obtained from their direct supervisor and district administration shall be paid at the rate required by La. R.S. 17:418.

Any work to be performed outside of an employee's job duties and responsibilities shall require the employee to:

- (a) submit a written description of the services to be performed and the estimated time to complete the task, which shall be submitted to the employee's immediate supervisor prior to commencing such services;
- (b) obtain the prior written approval of the employee's immediate supervisor and district administration; AND
- (c) obtain supplemental, written authority from the employee's immediate supervisor and district administration before exceeding the initial estimated time for performing such services.

Such employee shall submit a completed Extra-Duty Timesheet reflecting the services actually provided and the time spent for each item, rounded to the nearest one-tenth of an hour, within seven (7) calendar days of performing such services to their immediate supervisor. The Extra-Duty Timesheet with prior approval documentation must be submitted to Payroll monthly as the work is performed in accordance with established Payroll cutoff deadlines.

- (3) All nonexempt employees shall be compensated for overtime work in accordance with the Fair Labor Standards Act, 29 U.S.C. 201. If individuals are employed in one capacity but voluntarily work part-time in a different capacity on an occasional or sporadic basis, the hours logged in the secondary voluntary capacity shall not be counted as hours worked for overtime purposes in accordance with SMPSB Compensation Guidelines/Overtime policy (GBAA).



St. Martin Parish School Board
PRINCIPAL & ASSISTANT PRINCIPAL SALARY INDICES

All positions will be indexed off of the teacher salary schedule

July 1, 2025 - June 30, 2026

Principals

	Elementary	Junior High	High School
Number of Students			
< 250	1.1915	1.2315	1.3615
251-500	1.2215	1.2615	1.3915
> 500	1.2615	1.3015	1.5000

Assistant Principals

	Elementary	Junior High	High School
	1.1165	1.1365	1.1565

Central Office

CFO	1.840	242 days	8 hours
Director	1.600	242 days	8 hours
Supervisor	1.500	242 days	8 hours
Accountant/Computer Program	1.275	242 days	8 hours
Coordinator	1.180	202 days	8 hours
Pupil Appraisal	1.190	202 days	8 hours
Ag Teacher	1.33	242 days	8 hours

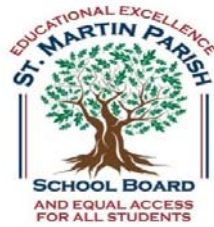
Note:

Principals:

1. Elementary and Junior High principals with enrollment 500 or less will work 10 1/4 months, 207 days. 3 weeks before the opening of school and 2 weeks after the close of school.
2. Elementary and Junior High principals with enrollment more than 500 will work 10 1/2 months, 212 days. 3 weeks before the opening of school and 3 weeks after the close of school.
3. High School principals will work 12.

Assistant Principals:

1. Assistant principals will work 9 1/2 months, 192 days. 1 week before the opening of school and 1 week after the close of school.



St. Martin Parish School Board
School Secretary Salary Schedules

July 1, 2025 - June 30, 2026

YEARS OF EXPERIENCE	Small School Secretary		Large School Secretary	
	Annual	Hourly	Annual	Hourly
0	27,072	19.34	27,741	19.82
1	27,271	19.48	27,938	19.96
2	27,467	19.62	28,136	20.10
3	27,666	19.76	28,333	20.24
4	27,863	19.90	28,531	20.38
5	28,062	20.04	28,729	20.52
6	28,259	20.19	28,927	20.66
7	28,457	20.33	29,124	20.80
8	28,655	20.47	29,322	20.94
9	28,729	20.52	29,396	21.00
10	28,802	20.57	29,471	21.05
11	28,876	20.63	29,544	21.10
12	28,950	20.68	29,618	21.16
13	29,024	20.73	29,692	21.21
14	29,098	20.78	29,766	21.26
15	29,171	20.84	29,839	21.31
16	29,245	20.89	29,913	21.37
17	29,319	20.94	29,987	21.42
18	29,393	21.00	30,061	21.47
19	29,467	21.05	30,134	21.52
20	29,541	21.10	30,208	21.58
21	29,615	21.15	30,283	21.63
22	29,689	21.21	30,357	21.68
23	29,763	21.26	30,431	21.74
24	29,836	21.31	30,504	21.79
25	29,910	21.36	30,578	21.84
26	29,984	21.42	30,652	21.89
27	30,058	21.47	30,726	21.95
28	30,131	21.52	30,799	22.00
29	30,205	21.58	30,873	22.05
30	30,280	21.63	30,947	22.11

These positions are 7 hours per day/200 days

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$5,430 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board
CUSTODIAN SALARY SCHEDULES

July 1, 2025 - June 30, 2026

YEARS OF EXPERIENCE	PART-TIME CUSTODIAN		10 MONTH CUSTODIAN		12 MONTH CUSTODIAN	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	10,773	14.08	25,270	15.79	30,065	15.53
1	10,773	14.08	25,739	16.09	30,646	15.83
2	10,773	14.08	26,167	16.35	31,150	16.09
3	10,773	14.08	26,262	16.41	31,266	16.15
4	10,773	14.08	26,327	16.45	31,343	16.19
5	10,773	14.08	26,401	16.50	31,440	16.24
6	10,773	14.08	26,436	16.52	31,479	16.26
7	10,773	14.08	26,488	16.56	31,556	16.30
8	10,773	14.08	26,540	16.59	31,614	16.33
9	10,773	14.08	26,614	16.63	31,692	16.37
10	10,773	14.08	26,688	16.68	31,788	16.42
11	10,773	14.08	26,762	16.73	31,885	16.47
12	10,773	14.08	26,836	16.77	31,963	16.51
13	10,773	14.08	26,910	16.82	32,060	16.56
14	10,773	14.08	26,984	16.87	32,156	16.61
15	10,773	14.08	27,058	16.91	32,234	16.65
16	10,773	14.08	27,131	16.96	32,331	16.70
17	10,773	14.08	27,205	17.00	32,408	16.74
18	10,773	14.08	27,279	17.05	32,505	16.79
19	10,773	14.08	27,353	17.10	32,602	16.84
20	10,773	14.08	27,426	17.14	32,679	16.88
21	10,773	14.08	27,500	17.19	32,776	16.93
22	10,773	14.08	27,575	17.23	32,853	16.97
23	10,773	14.08	27,649	17.28	32,950	17.02
24	10,773	14.08	27,723	17.33	33,047	17.07
25	10,773	14.08	27,796	17.37	33,124	17.11
26	10,773	14.08	27,870	17.42	33,221	17.16
27	10,773	14.08	27,944	17.47	33,318	17.21
28	10,773	14.08	28,018	17.51	33,395	17.25
29	10,773	14.08	28,091	17.56	33,492	17.30
30	10,773	14.08	28,165	17.60	33,570	17.34

Part-time custodians work 180 days, 4.25 hrs. per day; 10 month work 200 days, 8 hrs. per day; 12 month work 242 days, 8 hrs. per day

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$5,430 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board
FOOD SERVICE SALARY SCHEDULES

July 1, 2025 - June 30, 2026

YEARS OF EXPERIENCE	Manager - Small School		Manager - Med School		Manager - Large School		Part-Time Technician		Technician	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	28,202	19.58	28,625	19.88	28,782	19.99	11,056	14.45	24,404	19.37
1	28,283	19.64	28,709	19.94	28,871	20.05	11,056	14.45	24,470	19.42
2	28,686	19.92	29,144	20.24	29,316	20.36	11,056	14.45	24,800	19.68
3	28,766	19.98	29,230	20.30	29,404	20.42	11,056	14.45	24,866	19.73
4	28,846	20.03	29,317	20.36	29,493	20.48	11,056	14.45	24,931	19.79
5	28,926	20.09	29,403	20.42	29,581	20.54	11,056	14.45	24,997	19.84
6	29,008	20.14	29,490	20.48	29,671	20.60	11,056	14.45	25,062	19.89
7	29,088	20.20	29,576	20.54	29,777	20.68	11,056	14.45	25,129	19.94
8	29,304	20.35	29,811	20.70	29,999	20.83	11,056	14.45	25,273	20.06
9	29,388	20.41	29,895	20.76	30,084	20.89	11,056	14.45	25,346	20.12
10	29,474	20.47	29,979	20.82	30,168	20.95	11,056	14.45	25,420	20.17
11	29,558	20.53	30,064	20.88	30,252	21.01	11,056	14.45	25,494	20.23
12	29,642	20.58	30,149	20.94	30,336	21.07	11,056	14.45	25,568	20.29
13	29,726	20.64	30,233	21.00	30,422	21.13	11,056	14.45	25,642	20.35
14	29,811	20.70	30,317	21.05	30,506	21.18	11,056	14.45	25,715	20.41
15	29,895	20.76	30,401	21.11	30,590	21.24	11,056	14.45	25,789	20.47
16	29,979	20.82	30,486	21.17	30,674	21.30	11,056	14.45	25,863	20.53
17	30,064	20.88	30,570	21.23	30,759	21.36	11,056	14.45	25,937	20.58
18	30,149	20.94	30,655	21.29	30,844	21.42	11,056	14.45	26,010	20.64
19	30,233	21.00	30,739	21.35	30,928	21.48	11,056	14.45	26,085	20.70
20	30,317	21.05	30,824	21.41	31,013	21.54	11,056	14.45	26,159	20.76
21	30,401	21.11	30,908	21.46	31,098	21.60	11,056	14.45	26,233	20.82
22	30,486	21.17	30,992	21.52	31,182	21.65	11,056	14.45	26,306	20.88
23	30,570	21.23	31,076	21.58	31,266	21.71	11,056	14.45	26,380	20.94
24	30,655	21.29	31,161	21.64	31,350	21.77	11,056	14.45	26,454	21.00
25	30,739	21.35	31,246	21.70	31,435	21.83	11,056	14.45	26,528	21.05
26	30,824	21.41	31,330	21.76	31,519	21.89	11,056	14.45	26,602	21.11
27	30,908	21.46	31,414	21.82	31,604	21.95	11,056	14.45	26,675	21.17
28	30,992	21.52	31,499	21.87	31,688	22.01	11,056	14.45	26,749	21.23
29	31,076	21.58	31,583	21.93	31,773	22.06	11,056	14.45	26,823	21.29
30	31,161	21.64	31,667	21.99	31,857	22.12	11,056	14.45	26,898	21.35

All positions are 180 days; managers are 8 hours per day, technicians 7 hours per day, and part-time technicians are 4.25 hours per day Certified managers receive \$203 annually

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$5,430 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board
TEACHER AIDE SALARY SCHEDULE

July 1, 2025 - June 30, 2026

YEARS OF EXPERIENCE	Teacher Aide		LPN/TCHR Aide	
	Annual	Hourly	Annual	Hourly
0	23,221	18.43	26,052	20.68
1	23,620	18.75	26,451	20.99
2	24,017	19.06	26,849	21.31
3	24,177	19.19	27,008	21.43
4	24,337	19.32	27,168	21.56
5	24,415	19.38	27,246	21.62
6	24,495	19.44	27,326	21.69
7	24,574	19.50	27,405	21.75
8	24,655	19.57	27,486	21.81
9	24,730	19.63	27,560	21.87
10	24,803	19.68	27,633	21.93
11	24,877	19.74	27,708	21.99
12	24,951	19.80	27,782	22.05
13	25,025	19.86	27,856	22.11
14	25,098	19.92	27,929	22.17
15	25,172	19.98	28,003	22.22
16	25,246	20.04	28,077	22.28
17	25,320	20.10	28,151	22.34
18	25,394	20.15	28,225	22.40
19	25,467	20.21	28,298	22.46
20	25,542	20.27	28,372	22.52
21	25,616	20.33	28,446	22.58
22	25,690	20.39	28,521	22.64
23	25,763	20.45	28,594	22.69
24	25,837	20.51	28,668	22.75
25	25,911	20.56	28,742	22.81
26	25,985	20.62	28,816	22.87
27	26,059	20.68	28,890	22.93
28	26,132	20.74	28,963	22.99
29	26,206	20.80	29,037	23.05
30	26,280	20.86	29,111	23.10

These positions are 7 hours per day/180 days

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$5,430 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board
BEHAVIORAL HEALTH PROVIDERS

July 1, 2025 - June 30, 2026

2400

YEARS OF EXPERIENCE	PLPC/LMSW		LPC/LCSW	
	Annual	Hourly	Annual	Hourly
0	48,505	38.07	49,555	37.01
1	48,905	38.39	49,955	37.33
2	49,305	38.70	50,355	37.64
3	49,705	39.01	50,755	37.96
4	50,105	39.33	51,155	38.27
5	50,505	39.64	51,555	38.58
6	50,905	39.96	51,955	38.90
7	51,305	40.27	52,355	39.21
8	51,705	40.58	52,755	39.53
9	52,105	40.90	53,155	39.84
10	52,505	41.21	53,555	40.15
11	52,905	41.53	53,955	40.47
12	53,305	41.84	54,355	40.78
13	53,705	42.15	54,755	41.09
14	54,105	42.47	55,155	41.41
15	54,505	42.78	55,555	41.72
16	54,905	43.10	55,955	42.00
17	55,305	43.41	56,355	42.04
18	55,705	43.72	56,755	42.66
19	56,105	44.04	57,155	42.98
20	56,505	44.35	57,555	43.29
21	56,905	42.78	57,955	43.61
22	57,305	43.09	58,355	43.92
23	57,705	43.41	58,755	44.71
24	58,105	43.72	59,155	44.55
25	58,505	44.04	59,555	44.86

This position is 7 hours per day/182 days

Note:

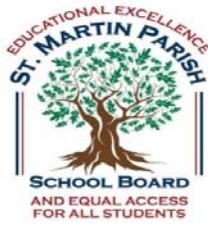
The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$6,000 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.

HEALTH CENTER-NURSE PRACTITIONER

This position is 7 hours per day/192 days

	Annual	Hourly
Lead NP	62,168	46.26
Base NP	61,500	45.76



St. Martin Parish School Board

Migrant Recruiter-Advocate

July 1, 2025 - June 30, 2026

YEARS OF EXPERIENCE	Early Childhood Facilitator	
	Annual	Hourly
0	30,680	20.00
1	30,963	20.20
2	31,248	20.40
3	31,537	20.61
4	31,828	20.81
5	32,123	21.02
6	32,420	21.23
7	32,720	21.44
8	33,023	21.66
9	33,329	21.87
10	33,639	22.09
11	33,951	22.31
12	34,267	22.54
13	34,585	22.76
14	34,907	22.99
15	35,232	23.22
16	35,561	23.45
17	35,892	23.69
18	36,227	23.92
19	36,565	24.16
20	36,907	24.40
21	37,252	24.65
22	37,601	24.89
23	37,953	25.14
24	38,308	25.39
25	38,667	25.65
26	39,030	25.91
27	39,396	26.16
28	39,766	26.43
29	40,140	26.69
30	40,517	26.96

This position is 8 hours per day/242 days

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$5,430 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.



**St. Martin Parish School Board
MAINTENANCE SALARY SCHEDULE**

July 1, 2025 - June 30, 2026

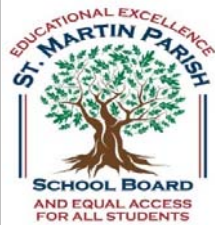
YEARS OF EXPERIENCE	Licensed Tradesman		Unlicensed Tradesman		Master Plumber		Maint Supply/Compliance Tech		Transportation Mgr	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	33,432	17.27	30,817	15.92	38,432	19.85	42,379	21.89	50,900	26.29
1	34,353	17.74	31,258	16.15	39,353	20.33	42,562	21.98	51,100	26.39
2	35,274	18.22	31,979	16.52	40,274	20.80	42,746	22.08	51,300	26.50
3	36,195	18.70	32,707	16.89	41,195	21.28	43,111	22.27	51,500	26.60
4	37,151	19.19	33,469	17.29	42,151	21.77	43,198	22.31	51,700	26.70
5	38,132	19.70	34,273	17.70	43,132	22.28	43,295	22.36	51,900	26.81
6	38,183	19.72	34,317	17.73	43,183	22.31	43,478	22.46	52,100	26.91
7	38,271	19.77	34,389	17.76	43,271	22.35	43,661	22.55	52,300	27.01
8	38,355	19.81	34,462	17.80	43,355	22.39	43,843	22.65	52,500	27.12
9	38,429	19.85	34,536	17.84	43,429	22.43	43,917	22.68	52,700	27.22
10	38,503	19.89	34,611	17.88	43,503	22.47	43,990	22.72	52,900	27.32
11	38,576	19.93	34,685	17.92	43,576	22.51	44,064	22.76	53,100	27.43
12	38,650	19.96	34,759	17.95	43,650	22.55	44,138	22.80	53,300	27.53
13	38,724	20.00	34,832	17.99	43,724	22.58	44,212	22.84	53,500	27.63
14	38,798	20.04	34,906	18.03	43,798	22.62	44,287	22.88	53,700	27.74
15	38,871	20.08	34,980	18.07	43,871	22.66	44,360	22.91	53,900	27.84
16	38,946	20.12	35,054	18.11	43,946	22.70	44,434	22.95	54,100	27.94
17	39,020	20.15	35,127	18.14	44,020	22.74	44,508	22.99	54,300	28.05
18	39,094	20.19	35,201	18.18	44,094	22.78	44,582	23.03	54,500	28.15
19	39,168	20.23	35,275	18.22	44,168	22.81	44,655	23.07	54,700	28.25
20	39,241	20.27	35,349	18.26	44,241	22.85	44,729	23.10	54,900	28.36
21	39,315	20.31	35,424	18.30	44,315	22.89	44,803	23.14	55,100	28.46
22	39,389	20.35	35,497	18.34	44,389	22.93	44,877	23.18	55,300	28.56
23	39,463	20.38	35,571	18.37	44,463	22.97	44,951	23.22	55,500	28.67
24	39,536	20.42	35,645	18.41	44,536	23.00	45,024	23.26	55,700	28.77
25	39,610	20.46	35,719	18.45	44,610	23.04	45,099	23.29	55,900	28.87
26	39,685	20.50	35,792	18.49	44,685	23.08	45,173	23.33	56,100	28.98
27	39,759	20.54	35,866	18.53	44,759	23.12	45,247	23.37	56,300	29.08
28	39,833	20.57	35,940	18.56	44,833	23.16	45,320	23.41	56,500	29.18
29	39,906	20.61	36,014	18.60	44,906	23.20	45,394	23.45	56,700	29.29
30	39,980	20.65	36,088	18.64	44,980	23.23	45,468	23.49	56,900	29.39

These positions are 8 hours per day/242 days

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$5,430 per the schedule below:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board
BUS SALARY SCHEDULE

July 1, 2025 - June 30, 2026

YEARS OF EXPERIENCE	Bus Attendant		Bus Operator		Diesel Mechanic		Bus Shop Foreman	
	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	21,069	23.41	24,112	26.79	36,988	19.11	36,553	18.88
1	21,209	23.57	24,265	26.96	37,563	19.40	37,474	19.36
2	21,350	23.72	24,419	27.13	37,996	19.63	38,395	19.83
3	21,491	23.88	24,572	27.30	38,947	20.12	39,316	20.31
4	21,630	24.03	24,726	27.47	39,938	20.63	40,272	20.80
5	21,770	24.19	24,879	27.64	40,988	21.17	41,253	21.31
6	21,911	24.35	25,033	27.81	41,046	21.20	41,304	21.33
7	22,051	24.50	25,186	27.98	41,140	21.25	41,392	21.38
8	22,192	24.66	25,340	28.16	41,236	21.30	41,476	21.42
9	22,265	24.74	25,414	28.24	41,333	21.35	41,550	21.46
10	22,339	24.82	25,488	28.32	41,429	21.40	41,624	21.50
11	22,413	24.90	25,562	28.40	41,525	21.45	41,697	21.54
12	22,487	24.99	25,635	28.48	41,621	21.50	41,771	21.58
13	22,560	25.07	25,709	28.57	41,718	21.55	41,845	21.61
14	22,635	25.15	25,783	28.65	41,712	21.55	41,920	21.65
15	22,709	25.23	25,857	28.73	41,808	21.60	41,993	21.69
16	22,783	25.31	25,930	28.81	41,904	21.64	42,067	21.73
17	22,857	25.40	26,004	28.89	41,999	21.69	42,141	21.77
18	22,930	25.48	26,078	28.98	42,043	21.72	42,215	21.81
19	23,004	25.56	26,153	29.06	42,139	21.77	42,289	21.84
20	23,078	25.64	26,227	29.14	42,210	21.80	42,362	21.88
21	23,152	25.72	26,300	29.22	42,280	21.84	42,436	21.92
22	23,225	25.81	26,374	29.30	42,374	21.89	42,510	21.96
23	23,299	25.89	26,448	29.39	42,419	21.91	42,584	22.00
24	23,373	25.97	26,522	29.47	42,514	21.96	42,657	22.03
25	23,448	26.05	26,595	29.55	42,559	21.98	42,732	22.07
26	23,522	26.14	26,669	29.63	42,652	22.03	42,806	22.11
27	23,595	26.22	26,743	29.71	42,748	22.08	42,880	22.15
28	23,669	26.30	26,817	29.80	42,792	22.10	42,954	22.19
29	23,743	26.38	26,891	29.88	42,888	22.15	43,027	22.22
30	23,817	26.46	26,965	29.96	42,931	22.18	43,101	22.26

The Bus Attendant and Bus Operator are 5 hours per day/180 days; the Diesel Mechanic and Bus Shop Foreman are 8 hours per day/242 days

Bus drivers are reimbursed \$146 annually for washing supplies

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$5,430 per the schedule below:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board OTHER SALARY SCHEDULE

July 1, 2025 - June 30, 2026

YEARS OF EXPERIENCE	Delivery Person, Trade Hlpr		Printer	
	Annual	Hourly	Annual	Hourly
0	32,697	16.89	35,208	18.19
1	33,138	17.12	36,128	18.66
2	33,845	17.48	37,050	19.14
3	34,021	17.57	37,971	19.61
4	34,197	17.66	38,927	20.11
5	34,374	17.76	39,907	20.61
6	34,641	17.89	39,959	20.64
7	34,727	17.94	40,046	20.68
8	34,816	17.98	40,131	20.73
9	34,890	18.02	40,205	20.77
10	34,964	18.06	40,279	20.81
11	35,038	18.10	40,352	20.84
12	35,111	18.14	40,426	20.88
13	35,186	18.17	40,500	20.92
14	35,260	18.21	40,574	20.96
15	35,334	18.25	40,647	21.00
16	35,408	18.29	40,721	21.03
17	35,481	18.33	40,795	21.07
18	35,555	18.37	40,870	21.11
19	35,629	18.40	40,944	21.15
20	35,703	18.44	41,017	21.19
21	35,776	18.48	41,091	21.22
22	35,850	18.52	41,165	21.26
23	35,924	18.56	41,239	21.30
24	35,999	18.59	41,312	21.34
25	36,072	18.63	41,386	21.38
26	36,146	18.67	41,460	21.42
27	36,220	18.71	41,534	21.45
28	36,294	18.75	41,608	21.49
29	36,368	18.79	41,682	21.53
30	36,441	18.82	41,756	21.57

These positions are 8 hours per day/242 days

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$5,430 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board
SENIOR BOOKKEEPER SALARY SCHEDULE

July 1, 2025 - June 30, 2026

YEARS OF EXPERIENCE	Bookkeeper	
	Annual	Hourly
0	43,825	22.64
1	44,325	22.90
2	44,725	23.10
3	45,125	23.31
4	45,525	23.51
5	45,925	23.72
6	46,325	23.93
7	46,725	24.13
8	47,125	24.34
9	47,525	24.55
10	47,925	24.75
11	48,325	24.96
12	48,725	25.17
13	49,125	25.37
14	49,525	25.58
15	49,925	25.79
16	50,325	25.99
17	50,725	26.20
18	51,125	26.41
19	51,525	26.61
20	51,925	26.82
21	52,325	27.03
22	52,725	27.23
23	53,125	27.44
24	53,525	27.65
25	53,925	27.85
26	54,325	28.06
27	54,725	28.27
28	55,125	28.47
29	55,525	28.68
30	55,925	28.89

This position is 8 hours per day/242 days

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$6,000 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board
BOOKKEEPER SALARY SCHEDULE

July 1, 2025 - June 30, 2026

2400

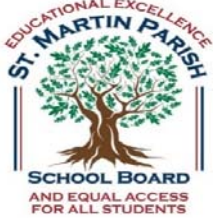
YEARS OF EXPERIENCE	Bookkeeper	
	Annual	Hourly
0	35,230	18.20
1	35,345	18.26
2	35,460	18.32
3	35,575	18.38
4	35,690	18.43
5	35,805	18.49
6	35,920	18.55
7	36,035	18.61
8	36,150	18.67
9	36,265	18.73
10	36,380	18.79
11	36,495	18.85
12	36,610	18.91
13	36,725	18.97
14	36,840	19.03
15	36,955	19.09
16	37,070	19.15
17	37,185	19.21
18	37,300	19.27
19	37,415	19.33
20	37,530	19.39
21	37,645	19.44
22	37,760	19.50
23	37,875	19.56
24	37,990	19.62
25	38,105	19.68
26	38,220	19.74
27	38,335	19.80
28	38,450	19.86
29	38,565	19.92
30	38,680	19.98

This position is 8 hours per day/242 days

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$5,430 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board
12 Month Secretary Salary Schedule

July 1, 2025 - June 30, 2026

YEARS OF EXPERIENCE	Secretary		Executive Secretary		Food Svc Area Manager	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	32,810	16.95	39,527	20.42	37,154	19.19
1	32,910	17.00	39,627	20.47	37,269	19.25
2	33,010	17.05	39,727	20.52	37,864	19.56
3	33,110	17.10	39,827	20.57	37,980	19.62
4	33,210	17.15	39,927	20.62	38,114	19.69
5	33,310	17.21	40,027	20.68	38,229	19.75
6	33,410	17.26	40,127	20.73	38,344	19.81
7	33,510	17.31	40,227	20.78	38,479	19.88
8	33,610	17.36	40,327	20.83	38,786	20.03
9	33,710	17.41	40,427	20.88	38,901	20.09
10	33,810	17.46	40,527	20.93	39,016	20.15
11	33,910	17.52	40,627	20.99	39,112	20.20
12	34,010	17.57	40,727	21.04	39,228	20.26
13	34,110	17.62	40,827	21.09	39,343	20.32
14	34,210	17.67	40,927	21.14	39,458	20.38
15	34,310	17.72	41,027	21.19	39,573	20.44
16	34,410	17.77	41,127	21.24	39,688	20.50
17	34,510	17.83	41,227	21.30	39,804	20.56
18	34,610	17.88	41,327	21.35	39,900	20.61
19	34,710	17.93	41,427	21.40	40,015	20.67
20	34,810	17.98	41,527	21.45	40,130	20.73
21	34,910	18.03	41,627	21.50	40,245	20.79
22	35,010	18.08	41,727	21.55	40,360	20.85
23	35,110	18.14	41,827	21.61	40,476	20.91
24	35,210	18.19	41,927	21.66	40,591	20.97
25	35,310	18.24	42,027	21.71	40,706	21.03
26	35,410	18.29	42,127	21.76	40,802	21.08
27	35,510	18.34	42,227	21.81	40,917	21.13
28	35,610	18.39	42,327	21.86	41,032	21.19
29	35,710	18.45	42,427	21.92	41,148	21.25
30	35,810	18.50	42,527	21.97	41,263	21.31

These positions are 8 hours per day/242 days

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$5,430 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board

IT Department Salary Schedule

July 1, 2025 - June 30, 2026

	Technician I	Technician II	Data Information	Associate Data Systems	Assistant Network	Network Manager
Level						
1	34,442	36,675	37,955	45,280	41,442	49,259
2	34,992	37,315	38,595	45,920	42,152	50,179
3	35,542	37,955	39,235	46,560	42,862	51,099
4	36,092	39,875	41,155	48,480	44,882	53,269
5	36,642	41,795	43,575	50,900	46,902	55,439

** Note Entry level is determined by experience and schooling/degree earned as per attached rubric

These positions are 8 hours per day/242 days

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$5,430 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board
EARLY CHILDHOOD EDUCATION MANAGER

July 1, 2025 - June 30, 2026

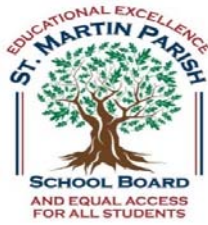
YEARS OF EXPERIENCE	BACHELOR'S DEGREE	MASTER'S DEGREE	MASTER'S PLUS 30	SPECIALIST IN EDUCATION	PhD. or Ed.D. DEGREE
0	54,761	55,693	55,984	56,916	58,081
1	55,227	56,159	56,450	57,382	58,546
2	55,693	56,625	56,916	57,848	59,012
3	56,159	57,090	57,382	58,314	59,478
4	56,625	57,556	57,848	58,779	59,944
5	57,090	58,022	58,314	59,245	60,410
6	57,556	58,488	58,779	59,711	60,876
7	58,022	58,954	59,245	60,177	61,342
8	58,488	59,420	59,711	60,643	61,808
9	58,954	59,886	60,177	61,109	62,274
10	59,420	60,352	60,643	61,575	62,740
11	59,886	60,818	61,109	62,041	63,206
12	60,352	61,284	61,575	62,507	63,672
13	60,818	61,750	62,041	62,973	64,138
14	61,284	62,216	62,507	63,439	64,604
15	61,750	62,682	62,973	63,905	65,070
16	62,216	63,148	63,439	64,371	65,535
17	62,682	63,614	63,905	64,837	66,001
18	63,148	64,079	64,371	65,303	66,467
19	63,614	64,545	64,837	65,768	66,933
20	64,079	65,011	65,303	66,234	67,399
21	64,545	65,477	65,768	66,700	67,865
22	65,011	65,943	66,234	67,166	68,331
23	65,477	66,409	66,700	67,632	68,797
24	65,943	66,875	67,166	68,098	69,263
25	66,409	67,341	67,632	68,564	69,729
26	66,875	67,807	68,098	69,030	70,195
27	67,341	68,273	68,564	69,496	70,661
28	67,807	68,739	69,030	69,962	71,127
29	68,273	69,205	69,496	70,428	71,593
30	68,739	69,671	69,962	70,894	72,059
31	69,088	70,020	70,311	71,243	72,408
32	69,438	70,370	70,661	71,593	72,757
33	69,787	70,719	71,010	71,942	73,107
34	70,137	71,068	71,360	72,292	73,456
35	70,486	71,418	71,709	72,641	73,806
36	70,835	71,767	72,059	72,990	74,155
37	71,185	72,117	72,408	73,340	74,505
38	71,534	72,466	72,757	73,689	74,854
39	71,884	72,816	73,107	74,039	75,204
40	72,233	73,165	73,456	74,388	75,553

These positions are 7 hours per day/212 days

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$6,000 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board
EARLY CHILDHOOD FACILITATOR

July 1, 2025 - June 30, 2026

YEARS OF EXPERIENCE	Early Childhood Facilitator	
	Annual	Hourly
0	33,211	17.15
1	33,819	17.47
2	34,424	17.78
3	34,667	17.91
4	34,911	18.03
5	35,030	18.09
6	35,152	18.16
7	35,272	18.22
8	35,396	18.28
9	35,510	18.34
10	35,621	18.40
11	35,734	18.46
12	35,847	18.52
13	35,960	18.57
14	36,071	18.63
15	36,184	18.69
16	36,296	18.75
17	36,409	18.81
18	36,522	18.86
19	36,633	18.92
20	36,747	18.98
21	36,860	19.04
22	36,973	19.10
23	37,084	19.15
24	37,197	19.21
25	37,310	19.27
26	37,422	19.33
27	37,535	19.39
28	37,646	19.45
29	37,759	19.50
30	37,872	19.56

This position is 8 hours per day/242 days

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$5,430 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board
Health Center Secretary Salary Schedule

July 1, 2025 - June 30, 2026

YEARS OF EXPERIENCE	Health Center Secretary		Health Center MCD Specialist	
	Annual	Hourly	Annual	Hourly
0	24,881.90	19.75	26,061.45	19.60
1	25,059.20	19.89	26,248.60	19.74
2	25,237.40	20.03	26,436.70	19.88
3	25,414.70	20.17	26,623.85	20.02
4	25,592.90	20.31	26,811.95	20.16
5	25,771.10	20.45	27,000.05	20.30
6	25,949.30	20.59	27,188.15	20.44
7	26,126.60	20.74	27,375.30	20.58
8	26,304.80	20.88	27,563.40	20.72
9	26,371.40	20.93	27,633.70	20.78
10	26,438.90	20.98	27,704.95	20.83
11	26,504.60	21.04	27,774.30	20.88
12	26,571.20	21.09	27,844.60	20.94
13	26,637.80	21.14	27,914.90	20.99
14	26,704.40	21.19	27,985.20	21.04
15	26,770.10	21.25	28,054.55	21.09
16	26,836.70	21.30	28,124.85	21.15
17	26,903.30	21.35	28,195.15	21.20
18	26,969.90	21.40	28,265.45	21.25
19	27,035.60	21.46	28,334.80	21.30
20	27,102.20	21.51	28,405.10	21.36
21	27,169.70	21.56	28,476.35	21.41
22	27,236.30	21.62	28,546.65	21.46
23	27,302.90	21.67	28,616.95	21.52
24	27,368.60	21.72	28,686.30	21.57
25	27,435.20	21.77	28,756.60	21.62
26	27,501.80	21.83	28,826.90	21.67
27	27,568.40	21.88	28,897.20	21.73
28	27,634.10	21.93	28,966.55	21.78
29	27,700.70	21.98	29,036.85	21.83
30	27,767.30	22.04	29,107.15	21.89

These positions are 7 hours per day - Secretary 180 days; MCD Specialist 190 days

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$5,430 per the attached:

Each scheduled sales tax supplement must be pre-approved by the School Board.



St. Martin Parish School Board

COACHING STIPENDS

July 1, 2025 - June 30, 2026

SENIOR HIGH COACHES

Athletic Director 5% **Not considered a coaching position*

Major Sports			Minor Sports/Activities	
	<u>Head</u>	<u>Assistant</u>		
Football	10.25%	7.25%	Band	3.0%
Basketball	8.25%	6.25%	Bowling	3.0%
Baseball	8.25%	6.25%	Cheerleading	3.0%
Softball	8.25%	6.25%	Chorus	3.0%
Track	7.25%	5.25%	Cross Country	3.0%
Volleyball	7.25%	5.25%	Dance	3.0%
Soccer	7.25%	5.25%	Golf	3.0%
			Powerlifting	3.0%
			Speech & Debate	3.0%
			Tennis	3.0%
			Wrestling	3.0%

JUNIOR HIGH COACHES

Major Sports			Minor Sports/Activities	
	<u>Head</u>	<u>Assistant</u>		
Football	5.0%	3.25%	Band	2.0%
Basketball	4.0%	3.25%	Cheerleading	2.0%
Baseball	4.0%	3.25%	Chorus	2.0%
Softball	4.0%	3.25%	Dance	2.0%
Track	3.5%	3.0%		
Volleyball	3.5%	3.0%		
Soccer	3.5%	3.0%		

NOTES:

1. All full-time coaches must be involved in coaching 3 sports, or 2 sports and 1 off season sport to receive the percentage based stipend pay.
2. Coaches must have a CDL to qualify for this percentage based stipend pay; otherwise they are paid according to the previous schedule
3. Coaches not considered to be "full-time" (see number 1) will be paid at a rate of \$600 per sport coached.
4. All coaches who report a minimum of 2 weeks prior to the start of school will receive an additional \$400 per week. This amount will be pro-rated for coaches who work less than the 2 week period.
5. Coaches who participate in Summer Athletic Conditioning Program can earn up to four hours per day, three days per week for a total of 12 hours per week for a period of six weeks. Total amount to be earned if the entire program is worked is \$1,440. High schools can have up to 11 coaches and junior high schools can have up to two.
6. High school coaches can earn a maximum of 20%
7. Coaches that make the playoffs will be compensated for the extended season as follows: Football will receive an additional 10% of the coaching supplement for each week the team is involved in playoff games; All other sports will receive 5% of the coaching supplement for that sport for each week they are in the playoffs.
8. If coaches receive stipend pay for a sport they elect not to coach before the season begins their wages will be deducted for the amount received.
9. If a coach elects to give up their coaching position they may be required to transfer to another school if there are no open positions available at their current school.
10. If the AD position is occupied by an Administrator they will receive the percentage based stipend pay; otherwise the pay is \$1,000.



St. Martin Parish School Board
CATEGORICAL POSITION INCREMENTS

July 1, 2025 - June 30, 2026

PROFESSIONAL DEVELOPMENT STIPENDS - outside of regular school day

Maximum stipends for participants are: Professionals, \$120 per day and Paraprofessionals, \$60 per day - except when subject to overtime

Stipends for teachers working on School Improvement Plans will be based upon professional development hours \$20 / per hour

	Professional	Paraprofessional
1 hour session	\$ 10.00	\$ 7.30
2 hour session	\$ 20.00	\$ 14.60
3 hour session	\$ 30.00	\$ 21.90
4 hour session	\$ 40.00	\$ 29.20
5 hour session	\$ 50.00	\$ 36.50
6 hour session	\$ 60.00	\$ 43.80

Paraprofessionals are typically subject to overtime provisions, and when applicable, overtime rates supercede these provisions.

Part-time Hourly Rates

Years with School Board	High School / COE or High School Graduate	Technical College or 4 Yr College Student or Graduate
0	\$ 7.25	\$ 7.90
1	\$ 7.25	\$ 7.90
2	\$ 7.95	\$ 8.70
3	\$ 7.95	\$ 9.20
4 or more	\$ 7.95	\$ 9.45

COUNSELOR

Teacher's salary schedule plus \$508. High school counselors will be compensated for 202 working days; junior high for 192 working days (182 + 10 summer days on a time sheet)

SPEECH PATHOLOGIST

Teacher's salary schedule plus \$305.

CURRICULUM COORDINATOR & MASTER TEACHER

Teacher's salary schedule plus \$508.

LITERACY COACHES AND INSTRUCTIONAL COACHES

Compensated for 192 days

HEALTH CENTER MEDICAID SPECIALIST

\$ 812.00

STEPHENSVILLE

\$ 1,015.00



St. Martin Parish School Board

SUBSTITUTE PAY

July 1, 2025 - June 30, 2026

SUBSTITUTE TEACHER

	Non-Degreed	Non-Certified, Degreed	Certified, Degreed
Daily rate of pay	\$ 60.00	\$ 70.00	\$ 84.00
11th Consecutive day, and thereafter*	\$ 121.55	\$ 154.70	\$ 248.93

SUBSTITUTE GUIDANCE COUNSELORS, ASSESSMENT TEACHERS, SOCIAL WORKERS, SPEECH THERAPISTS, & PSYCHOLOGISTS (Substitute must be certified an/or licensed for position).

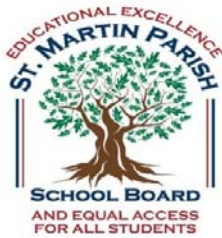
\$248.93 per day

OTHER SUBSTITUTE POSITIONS

	Hourly rate of pay	11th Consecutive day, and thereafter*
Teacher Aide	\$ 7.25	\$ 15.14
Bus Operator	\$ 13.00	\$ 22.18
Bus Aide	\$ 7.25	\$ 18.80
Secretary	\$ 7.25	\$ 13.42
Cafeteria	\$ 7.25	\$ 16.07
HS Cafeteria	\$ 7.25	\$ 11.01
HS Head Cook	\$ 7.25	\$ 12.05
PT Cafeteria	\$ 7.25	\$ 14.78
Custodian	\$ 7.25	\$ 11.00
HS Janitor-10 mos	\$ 7.25	\$ 10.25
HS Janitor - 12 mos	\$ 7.25	\$ 16.31
PT Custodian	\$ 7.25	\$ 10.56

*A substitute must work in the same position, subbing for the same person/vacancy consecutively for 11 days to receive the higher rate of pay. If the substitute changes positions, the pay starts over at the lower hourly rate. A substitute may miss up to 5 consecutive days in their position before starting their days over.

Long term substitutes working 45 or more days in a semester are entitled to a pro-rated portion of the sales tax supplements, these supplements are paid in January and June and are based on the number of days worked in the prior semester.



St. Martin Parish School Board
Stipend and Sales Tax Supplement Schedule

July 1, 2025 - June 30, 2026

Sales Tax Supplements

	Professionals	Para-Professionals
September 12, 2025	\$ 1,000.00	\$ 1,000.00
November 14, 2025	\$ 1,000.00	\$ 715.00
January 9, 2026	\$ 1,000.00	\$ 1,000.00
March 13, 2026	\$ 1,000.00	\$ 1,000.00
May 15, 2026	\$ 1,000.00	\$ 715.00
June 12, 2026	<u>\$ 1,000.00</u>	<u>\$ 1,000.00</u>
Total Sales Tax	\$ 6,000.00	\$ 5,430.00

State Stipend

October 10, 2025	<u>\$ 2,000.00</u>	<u>\$ 1,000.00</u>
Grand Total	\$ 8,000.00	\$ 6,430.00