

Calcasieu Parish School Board

2026-2027 Salary Schedules

Dr. Jason VanMetre
Superintendent

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**182 DAY TEACHER
2026-2027**

T1

STEP	Bachelor	Master	Master+30	Specialist	Doctorate
1	48761	50761	52361	53961	55561
2	48986	50986	52586	54186	55786
3	49211	51211	52811	54411	56011
4	49436	51436	53036	54636	56236
5	49661	51661	53261	54861	56461
6	49886	51886	53486	55086	56686
7	50111	52111	53711	55311	56911
8	50336	52336	53936	55536	57136
9	50561	52561	54161	55761	57361
10	50786	52786	54386	55986	57586
11	51086	53086	54686	56286	57886
12	51386	53386	54986	56586	58186
13	51686	53686	55286	56886	58486
14	51986	53986	55586	57186	58786
15	52286	54286	55886	57486	59086
16	52586	54586	56186	57786	59386
17	52886	54886	56486	58086	59686
18	53186	55186	56786	58386	59986
19	53486	55486	57086	58686	60286
20	53786	55786	57386	58986	60586
21	54186	56186	57786	59386	60986
22	54586	56586	58186	59786	61386
23	54986	56986	58586	60186	61786
24	55386	57386	58986	60586	62186
25	55786	57786	59386	60986	62586
26	56186	58186	59786	61386	62986
27	56586	58586	60186	61786	63386
28	56986	58986	60586	62186	63786
29	57386	59386	60986	62586	64186
30	57786	59786	61386	62986	64586
31	58186	60186	61786	63386	64986
32	58586	60586	62186	63786	65386
33	58986	60986	62586	64186	65786
34	59386	61386	62986	64586	66186
35	59786	61786	63386	64986	66586
36	60186	62186	63786	65386	66986
37	60586	62586	64186	65786	67386
38	60986	62986	64586	66186	67786
39	61386	63386	64986	66586	68186
40	61786	63786	65386	66986	68586
41	62186	64186	65786	67386	68986
42	62586	64586	66186	67786	69386
43	62986	64986	66586	68186	69786
44	63386	65386	66986	68586	70186
45	63786	65786	67386	68986	70586
46	64186	66186	67786	69386	70986
47	64586	66586	68186	69786	71386

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

Compass evaluation supplement is paid annually based on the following ranking: Ineffective-no supplement;
Emerging \$175; Proficient \$200; Highly effective \$225; Exemplary \$250.
No step increase in subsequent year if rating is ineffective.

Educational leaders will get \$800 supplement

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

Theater Performance Supplement

\$2,000 supplement

One performance per year minimum in high schools with theater programs

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

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

\$2,000 maximum

Must participate in at least 3 events per year.

Tournaments count as one event each.

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.

**2026-2027
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	30,106	23	57,874
24	30,500	24	58,224
25	30,894	25	58,574
26	31,288	26	58,924
27	31,682	27	59,274
28	32,076	28	59,624
29	32,470	29	59,974
30	32,864	30	60,324

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)**

2026-2027

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, CTIE 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**

2026-2027

Instructional Video Upload to CPSB MARKETPlace (Single Lesson) (Once approved by appropriate Administrative Director)	\$25.00 per lesson
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Live Streamed Courses (Once approved by appropriate Administrative Director)	\$750.00 per semester
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NOTE: Additional supplements restricted to classroom teachers

**CTTIE INSTRUCTOR
2026-2027**

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 1-30.

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

**CTTIE INSTRUCTORS
NON-DEGREED
182 DAY**

<u>STEP</u>	<u>SALARY</u>
1	48,761
2	48,986
3	49,211
4	49,436
5	49,661
6	49,886
7	50,111
8	50,336
9	50,561
10	50,786
11	51,086
12	51,386
13	51,686
14	51,986
15	52,286
16	52,586
17	52,886
18	53,186
19	53,486
20	53,786
21	54,186
22	54,586
23	54,986
24	55,386
25	55,786
26	56,186
27	56,586
28	56,986
29	57,386
30	57,786

**CTTIE INSTRUCTORS
NON-DEGREED
222 DAY**

<u>STEP</u>	<u>SALARY</u>
1	59,478
2	59,752
3	60,027
4	60,301
5	60,576
6	60,850
7	61,124
8	61,399
9	61,673
10	61,948
11	62,314
12	62,680
13	63,046
14	63,411
15	63,777
16	64,143
17	64,509
18	64,875
19	65,241
20	65,607
21	66,095
22	66,583
23	67,071
24	67,559
25	68,047
26	68,535
27	69,022
28	69,510
29	69,998
30	70,486

**CTTIE INSTRUCTORS
NON-DEGREED
242 DAY**

<u>STEP</u>	<u>SALARY</u>
1	64,836
2	65,135
3	65,434
4	65,734
5	66,033
6	66,332
7	66,631
8	66,930
9	67,229
10	67,529
11	67,928
12	68,326
13	68,725
14	69,124
15	69,523
16	69,922
17	70,321
18	70,720
19	71,119
20	71,518
21	72,050
22	72,581
23	73,113
24	73,645
25	74,177
26	74,709
27	75,241
28	75,773
29	76,304
30	76,836

ASSISTANT PRINCIPAL**2026-2027**

AAP

Index based on Step 45 on the Calcasieu Teachers' Salary Schedule. (\$63,786.00)

	1 AAP1 ELEMENTARY	2 AAP2 MIDDLE SCHOOL	3 AAP3 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
23	1.2693	1.3025	1.4055
24	1.2780	1.3114	1.4151
25	1.2867	1.3203	1.4247
26	1.2953	1.3292	1.4343
27	1.3040	1.3381	1.4439
28	1.3127	1.3470	1.4535
29	1.3214	1.3559	1.4631
30	1.3301	1.3648	1.4727

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**2026-2027**

AEP

Index based on Step 45 on the Calcasieu Teachers' Salary Schedule. (\$63,786.00)

	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
26	1.3659	1.3866	1.4239
27	1.3750	1.3957	1.4330
28	1.3841	1.4048	1.4421
29	1.3932	1.4139	1.4512
30	1.4023	1.4230	1.4603

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**2026-2027**

AMP

Index based on Step 45 on the Calcasieu Teachers' Salary Schedule. (\$63,786.00)

	1	2	3
	AHP1	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
26	1.4317	1.4675	1.5033
27	1.4408	1.4766	1.5124
28	1.4499	1.4857	1.5215
29	1.4590	1.4948	1.5306
30	1.4681	1.5039	1.5397

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
2026-2027
 AHP

Index based on Step 45 on the Calcasieu Teachers' Salary Schedule. (\$63,786.00)

	1	2	3
	AHP1	AHP2	AHP3
	0-29.9 TEACHERS	30-69.9 TEACHERS	70+ TEACHERS
<u>STEP</u>	<u>FACTOR</u>	<u>FACTOR</u>	<u>FACTOR</u>
1	1.2844	1.3257	1.3667
2	1.2937	1.3348	1.3759
3	1.3028	1.3441	1.3851
4	1.3121	1.3532	1.3943
5	1.3213	1.3624	1.4035
6	1.3305	1.3716	1.4127
7	1.3397	1.3809	1.4219
8	1.3488	1.3901	1.4311
9	1.3581	1.3992	1.4403
10	1.3672	1.4085	1.4495
11	1.3765	1.4176	1.4587
12	1.3857	1.4269	1.4679
13	1.3949	1.4360	1.4772
14	1.4041	1.4453	1.4863
15	1.4133	1.4545	1.4954
16	1.4225	1.4636	1.5044
17	1.4317	1.4729	1.5135
18	1.4409	1.4819	1.5225
19	1.4501	1.4910	1.5316
20	1.4593	1.5000	1.5407
21	1.4684	1.5091	1.5498
22	1.4775	1.5182	1.5589
23	1.4866	1.5273	1.5680
24	1.4957	1.5364	1.5771
25	1.5048	1.5455	1.5862
26	1.5139	1.5546	1.5953
27	1.5230	1.5637	1.6044
28	1.5321	1.5728	1.6135
29	1.5412	1.5819	1.6226
30	1.5503	1.5910	1.6317

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 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**2026-2027**

AD

Index based on Step 45 on the Calcasieu Teachers' Salary Schedule. (\$63,786.00)

	4	1
	ADM	AD2
	12 MONTH	11 MONTH
<u>STEP</u>	<u>FACTOR</u>	<u>FACTOR</u>
1	1.1867	1.1203
2	1.2020	1.1343
3	1.2174	1.1484
4	1.2327	1.1624
5	1.2480	1.1764
6	1.2633	1.1905
7	1.2787	1.2082
8	1.2941	1.2187
9	1.3093	1.2327
10	1.3247	1.2467
11	1.3401	1.2608
12	1.3559	1.2753
13	1.3717	1.2898
14	1.3875	1.3043
15	1.4033	1.3188
16	1.4191	1.3333
17	1.4349	1.3477
18	1.4507	1.3622
19	1.4665	1.3767
20	1.4821	1.3911
21	1.4979	1.4056
22	1.5137	1.4200
23	1.5295	1.4345
24	1.5452	1.4490
25	1.5610	1.4634
26	1.5767	1.4779
27	1.5925	1.4923
28	1.6083	1.5068
29	1.6240	1.5213
30	1.6398	1.5357

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

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

ADMINISTRATIVE STAFF
2026-2027

Superintendent	Contract with Board
Chief Financial Officer	Contract with Board

Index based on Step 45 on the Calcasieu Teachers' Salary Schedule. (\$63,786.00)

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
2026-2027**

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
23	26,161	26,565	27,201	27,645	32,465	32,993
24	26,502	26,912	27,560	28,013	32,914	33,448
25	26,843	27,259	27,919	28,381	33,363	33,903
26	27,184	27,606	28,278	28,749	33,812	34,358
27	27,525	27,953	28,637	29,117	34,261	34,813
28	27,866	28,300	28,996	29,485	34,710	35,268
29	28,207	28,647	29,355	29,853	35,159	35,723
30	28,548	28,994	29,714	30,221	35,608	36,178

See note on page 17 regarding additional days.

SCHOOL CLERK**2026-2027**

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
23	13,982	25,150	25,645	26,025
24	14,170	25,470	25,978	26,352
25	14,358	25,790	26,311	26,679
26	14,546	26,110	26,644	27,006
27	14,734	26,430	26,977	27,333
28	14,922	26,750	27,310	27,660
29	15,110	27,070	27,643	27,987
30	15,298	27,390	27,976	28,314

See note on page 17 regarding additional days.

CENTRAL OFFICE CLERK**2026-2027**

CC

	1	2	3	4	5
	GRADE	GRADE	GRADE	GRADE	GRADE
STEP	A	B	C	D	E
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
23	30,589	32,167	32,993	34,296	35,634
24	31,002	32,610	33,448	34,768	36,130
25	31,415	33,053	33,903	35,240	36,626
26	31,828	33,496	34,358	35,712	37,122
27	32,241	33,939	34,813	36,184	37,618
28	32,654	34,382	35,268	36,656	38,114
29	33,067	34,825	35,723	37,128	38,610
30	33,480	35,268	36,178	37,600	39,106

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**2026-2027**

L1

LUNCHROOM TECHNICIANS

180 DAYS

STEP	HOURLY RATE	ANNUAL SALARY	
		1	7
		4 HOUR	7 HOUR
1	14.41	10,375	18,157
2	14.51	10,447	18,283
3	14.60	10,512	18,396
4	14.70	10,584	18,522
5	14.79	10,649	18,635
6	14.89	10,721	18,761
7	14.99	10,793	18,887
8	15.09	10,865	19,013
9	15.20	10,944	19,152
10	15.30	11,016	19,278
11	15.40	11,088	19,404
12	15.51	11,167	19,543
13	15.61	11,239	19,669
14	15.72	11,318	19,807
15	15.82	11,390	19,933
16	15.93	11,470	20,072
17	16.04	11,549	20,210
18	16.15	11,628	20,349
19	16.26	11,707	20,488
20	16.37	11,786	20,626
21	16.48	11,866	20,765
22	16.59	11,945	20,903
23	16.70	12,024	21,042
24	16.81	12,103	21,181
25	16.92	12,182	21,319
26	17.03	12,262	21,458
27	17.14	12,341	21,596
28	17.25	12,420	21,735
29	17.36	12,499	21,874
30	17.47	12,578	22,012

State Certified Assistant Manager - \$1,500

Non-Certified Assistant Manager - \$500

SCHOOL FOOD SERVICE**2026-2027**

MR

LUNCHROOM MANAGER (E1-E5)

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**

STEP	<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	21,329	21,802	22,208	22,762	24,057	36,463
3	21,476	21,948	22,386	22,842	24,145	36,674
4	21,638	22,045	22,501	22,973	24,289	36,906
5	21,785	22,273	22,615	23,071	24,397	37,118
6	21,964	22,386	22,746	23,186	24,523	37,373
7	22,094	22,501	22,826	23,282	24,629	37,561
8	22,242	22,615	23,006	23,380	24,737	37,772
9	22,386	22,746	23,055	23,511	24,881	37,979
10	22,551	22,826	23,152	23,625	25,005	38,216
11	22,664	22,907	23,251	23,676	25,059	38,378
12	22,977	23,224	23,574	24,008	25,419	38,826
13	23,295	23,547	23,902	24,344	25,776	39,282
14	23,620	23,874	24,235	24,684	26,140	39,745
15	23,948	24,207	24,574	25,031	26,509	40,215
16	24,283	24,546	24,918	25,381	26,884	40,690
17	24,621	24,889	25,268	25,738	27,266	41,171
18	24,966	25,238	25,623	26,101	27,652	41,658
19	25,317	25,593	25,984	26,470	28,046	42,153
20	25,673	25,954	26,351	26,844	28,445	42,653
21	26,034	26,320	26,723	27,225	28,851	43,160
22	26,384	26,675	27,084	27,594	29,244	43,654
23	26,734	27,030	27,445	27,963	29,637	44,148
24	27,084	27,385	27,806	28,332	30,030	44,642
25	27,434	27,740	28,167	28,701	30,423	45,136
26	27,784	28,095	28,528	29,070	30,816	45,630
27	28,134	28,450	28,889	29,439	31,209	46,124
28	28,484	28,805	29,250	29,808	31,602	46,618
29	28,834	29,160	29,611	30,177	31,995	47,112
30	29,184	29,515	29,972	30,546	32,388	47,606

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

State Certified Manager - \$3,000

The above schedules are based on 8 hour workdays.

MAINTENANCE, WAREHOUSING & TRANSPORTATION**2026-2027**

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
23	19.39	40,329	18.44	38,361	14.76	30,697	19.39	20,165
24	19.55	40,672	18.61	38,704	14.87	30,926	19.55	20,337
25	19.72	41,015	18.77	39,047	14.98	31,155	19.72	20,509
26	19.88	41,358	18.94	39,390	15.09	31,384	19.89	20,681
27	20.05	41,701	19.10	39,733	15.20	31,613	20.05	20,853
28	20.21	42,044	19.27	40,076	15.31	31,842	20.22	21,025
29	20.38	42,387	19.43	40,419	15.42	32,071	20.38	21,197
30	20.54	42,730	19.60	40,762	15.53	32,300	20.55	21,369

- 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
2026-2027**

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
23	15.39	23.09	14.57	21.86
24	15.49	23.24	14.67	22.01
25	15.59	23.39	14.77	22.16
26	15.69	23.54	14.87	22.31
27	15.79	23.69	14.97	22.46
28	15.89	23.84	15.07	22.61
29	15.99	23.99	15.17	22.76
30	16.09	24.14	15.27	22.91

Head Custodian based on 12 month position.

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

CUSTODIAL**2026-2027**

J2

STEP	3		4	
	CUSTODIAN		CUSTODIAN	
	CLASS C		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
23	13.77	20.66	13.59	20.39
24	13.86	20.79	13.68	20.52
25	13.95	20.93	13.77	20.66
26	14.04	21.06	13.86	20.79
27	14.13	21.20	13.95	20.93
28	14.22	21.33	14.04	21.06
29	14.31	21.47	14.13	21.20
30	14.40	21.60	14.22	21.33

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

BUS DRIVER AND BUS AIDE**2026-2027**

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
23	22,345	17,264
24	22,618	17,374
25	22,891	17,484
26	23,164	17,594
27	23,437	17,704
28	23,710	17,814
29	23,983	17,924
30	24,256	18,034

**PLATOON ROUTES
2026-2027**

<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	\$50	\$44
11-20 miles	\$25	\$22	\$64	\$58
21-30 miles	\$31	\$28	\$80	\$74
31+ miles	\$37	\$34	\$98	\$92

Mileage determined by distance measurement at outset of route offer

	<u>DRIVER</u>	<u>AIDE</u>
Route Split - Regular Routes	\$40.00/half day	\$17.50/half day
	\$80.00/full day	\$35.00/full day
Route Split - SPED	\$40.00/half day	\$17.50/half day
	\$80.00/full day	\$35.00/full day
Specialty Route Supplement	\$12.50/half day	\$11.00/half day
	\$25.00/full day	\$22.00/full day
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**2026-2027**

IS

<u>STEP</u>	<u>GRADE</u> <u>1</u>	<u>GRADE</u> <u>2</u>	<u>GRADE</u> <u>3</u>	<u>GRADE</u> <u>4</u>
1	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
23	22,630	22,892	23,155	23,414
24	22,907	23,173	23,440	23,702
25	23,184	23,454	23,725	23,990
26	23,461	23,735	24,010	24,278
27	23,738	24,016	24,295	24,566
28	24,015	24,297	24,580	24,854
29	24,292	24,578	24,865	25,142
30	24,569	24,859	25,150	25,430

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
2026-2027
 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
28	33,560	36,350	43,325	54,161
29	33,760	36,550	43,525	54,361
30	33,960	36,750	43,725	54,561

Adopted by Calcasieu Parish School Board 3/13/2018

**FINANCE, MANAGEMENT, INTERNAL AUDITING
& DATA PROCESSING
2026-2027
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
21	69,740	69,740	69,740
22	70,167	70,167	70,167
23	70,594	70,594	70,594
24	71,020	71,020	71,020
25	71,447	71,447	71,447
26	71,874	71,874	71,874
27	72,301	72,301	72,301
28	72,728	72,728	72,728
29	73,155	73,155	73,155
30	73,582	73,582	73,582

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

A Accountants, Field Auditors, School Auditors, Programmer Analyst

B Degreed Office Managers, Senior Accountants/Auditors

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

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

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

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

AUXILIARY SERVICES**2026-2027**

AX

STEP	1 <u>A</u>	2 <u>B</u>	3 <u>C</u>	4 <u>D</u>	5 <u>E</u>	6 <u>G</u>	7 <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
21	42,723	46,005	48,258	55,701	58,827	68,086	79,769
22	43,358	46,697	48,987	56,551	59,729	69,139	81,013
23	43,993	47,389	49,716	57,401	60,631	70,192	82,257
24	44,628	48,081	50,445	58,251	61,533	71,245	83,501
25	45,263	48,773	51,174	59,101	62,435	72,298	84,745
26	45,898	49,465	51,903	59,951	63,337	73,351	85,989
27	46,533	50,157	52,632	60,801	64,239	74,404	87,233
28	47,168	50,849	53,361	61,651	65,141	75,457	88,477
29	47,803	51,541	54,090	62,501	66,043	76,510	89,721
30	48,438	52,233	54,819	63,351	66,945	77,563	90,965

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 SUBSTITUTE RATES
2026-2027**

***MUST BE 11 CONSECUTIVE DAYS IN THE SAME POSITION TO BE ELIGIBLE FOR THE UPGRADE.**

		First 10 Days	Beginning 11th Day
Teacher - Degreed	* \$	97.00 / day	\$ 268.00 / day
with Teaching Certificate (Day to Day)			Back to 1st Day
Teacher - Degreed	* \$	83.00 / day	\$ 228.00 / day
without Teaching Certificate			Back to 1st Day
Teacher - Non-Degreed	\$	73.00 / day	\$ 73.00 / day
Paraprofessional (Teacher Aide)	\$	65.00 / day	\$ 65.00 / day
Bus Driver	* \$	65.00 / day	\$ 80.00 / 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****2026-2027**

HSTP

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	59,000	15,056	74,056
2	59,000	15,642	74,642
3	59,000	16,236	75,236
4	59,000	16,816	75,816
5	59,000	17,403	76,403
6	59,000	17,990	76,990
7	59,000	18,577	77,577
8	59,000	19,170	78,170
9	59,000	19,750	78,750
10	59,000	20,343	79,343
11	59,000	20,924	79,924
12	59,000	21,517	80,517
13	59,000	21,906	80,906
14	59,000	22,295	81,295
15	59,000	22,691	81,691
16	59,000	23,080	82,080
17	59,000	23,469	82,469
18	59,000	23,864	82,864
19	59,000	24,253	83,253
20	59,000	24,643	83,643
21	59,000	25,223	84,223
22	59,000	25,803	84,803
23	59,000	26,384	85,384
24	59,000	26,964	85,964
25	59,000	27,545	86,545
26	59,000	28,125	87,125
27	59,000	28,706	87,706
28	59,000	29,286	88,286
29	59,000	29,867	88,867
30	59,000	30,447	89,447

HEAD START**ASSISTANT PRINCIPAL****2026-2027**

HSTAP

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>
1	54,112	14,152	68,264
2	54,112	14,732	68,844
3	54,112	15,325	69,437
4	54,112	15,906	70,018
5	54,112	16,499	70,611
6	54,112	17,086	71,198
7	54,112	17,673	71,785
8	54,112	18,260	72,372
9	54,112	18,846	72,958
10	54,112	19,433	73,545
11	54,112	20,020	74,132
12	54,112	20,607	74,719
13	54,112	21,194	75,306
14	54,112	21,781	75,893
15	54,112	22,367	76,479
16	54,112	22,954	77,066
17	54,112	23,541	77,653
18	54,112	24,090	78,202
19	54,112	24,632	78,744
20	54,112	25,187	79,299
21	54,112	25,742	79,854
22	54,112	26,303	80,415
23	54,112	26,852	80,964
24	54,112	27,405	81,517
25	54,112	27,959	82,071
26	54,112	28,513	82,625
27	54,112	29,066	83,178
28	54,112	29,620	83,732
29	54,112	30,174	84,286
30	54,112	30,727	84,839

HEAD START
182 DAY TEACHER
2026-2027
HSTT1

STEP	BASE	<u>Bachelor</u>		<u>Master</u>		<u>Master+30</u>		<u>Specialist</u>		<u>Doctorate</u>	
		Supplement	Annual Salary	Supplement	Annual Salary	Supplement	Annual Salary	Supplement	Annual Salary	Supplement	Annual Salary
1	39000	9761	48761	11761	50761	13361	52361	14961	53961	16561	55561
2	39000	9986	48986	11986	50986	13586	52586	15186	54186	16786	55786
3	39000	10211	49211	12211	51211	13811	52811	15411	54411	17011	56011
4	39000	10436	49436	12436	51436	14036	53036	15636	54636	17236	56236
5	39000	10661	49661	12661	51661	14261	53261	15861	54861	17461	56461
6	39000	10886	49886	12886	51886	14486	53486	16086	55086	17686	56686
7	39000	11111	50111	13111	52111	14711	53711	16311	55311	17911	56911
8	39000	11336	50336	13336	52336	14936	53936	16536	55536	18136	57136
9	39000	11561	50561	13561	52561	15161	54161	16761	55761	18361	57361
10	39000	11786	50786	13786	52786	15386	54386	16986	55986	18586	57586
11	39000	12086	51086	14086	53086	15686	54686	17286	56286	18886	57886
12	39000	12386	51386	14386	53386	15986	54986	17586	56586	19186	58186
13	39000	12686	51686	14686	53686	16286	55286	17886	56886	19486	58486
14	39000	12986	51986	14986	53986	16586	55586	18186	57186	19786	58786
15	39000	13286	52286	15286	54286	16886	55886	18486	57486	20086	59086
16	39000	13586	52586	15586	54586	17186	56186	18786	57786	20386	59386
17	39000	13886	52886	15886	54886	17486	56486	19086	58086	20686	59686
18	39000	14186	53186	16186	55186	17786	56786	19386	58386	20986	59986
19	39000	14486	53486	16486	55486	18086	57086	19686	58686	21286	60286
20	39000	14786	53786	16786	55786	18386	57386	19986	58986	21586	60586
21	39000	15186	54186	17186	56186	18786	57786	20386	59386	21986	60986
22	39000	15586	54586	17586	56586	19186	58186	20786	59786	22386	61386
23	39000	15986	54986	17986	56986	19586	58586	21186	60186	22786	61786
24	39000	16386	55386	18386	57386	19986	58986	21586	60586	23186	62186
25	39000	16786	55786	18786	57786	20386	59386	21986	60986	23586	62586
26	39000	17186	56186	19186	58186	20786	59786	22386	61386	23986	62986
27	39000	17586	56586	19586	58586	21186	60186	22786	61786	24386	63386
28	39000	17986	56986	19986	58986	21586	60586	23186	62186	24786	63786
29	39000	18386	57386	20386	59386	21986	60986	23586	62586	25186	64186
30	39000	18786	57786	20786	59786	22386	61386	23986	62986	25586	64586
31	39000	19186	58186	21186	60186	22786	61786	24386	63386	25986	64986
32	39000	19586	58586	21586	60586	23186	62186	24786	63786	26386	65386
33	39000	19986	58986	21986	60986	23586	62586	25186	64186	26786	65786
34	39000	20386	59386	22386	61386	23986	62986	25586	64586	27186	66186
35	39000	20786	59786	22786	61786	24386	63386	25986	64986	27586	66586
36	39000	21186	60186	23186	62186	24786	63786	26386	65386	27986	66986
37	39000	21586	60586	23586	62586	25186	64186	26786	65786	28386	67386
38	39000	21986	60986	23986	62986	25586	64586	27186	66186	28786	67786
39	39000	22386	61386	24386	63386	25986	64986	27586	66586	29186	68186
40	39000	22786	61786	24786	63786	26386	65386	27986	66986	29586	68586
41	39000	23186	62186	25186	64186	26786	65786	28386	67386	29986	68986
42	39000	23586	62586	25586	64586	27186	66186	28786	67786	30386	69386
43	39000	23986	62986	25986	64986	27586	66586	29186	68186	30786	69786
44	39000	24386	63386	26386	65386	27986	66986	29586	68586	31186	70186
45	39000	24786	63786	26786	65786	28386	67386	29986	68986	31586	70586
46	39000	25186	64186	27186	66186	28786	67786	30386	69386	31986	70986
47	39000	25586	64586	27586	66586	29186	68186	30786	69786	32386	71386

COLA – Cost of Living Adjustment

Uncertified Teachers Paid at Base Rate Only

HEAD START
202 DAY TEACHER
2026-2027
HSTT4

STEP	BASE	<u>Bachelor</u>		<u>Master</u>		<u>Master+30</u>		<u>Specialist</u>		<u>Doctorate</u>	
		Supplement	Annual Salary	Supplement	Annual Salary	Supplement	Annual Salary	Supplement	Annual Salary	Supplement	Annual Salary
1	43286	10833	54119	13053	56339	14829	58115	16605	59891	18381	61667
2	43286	11083	54369	13303	56589	15079	58365	16855	60141	18630	61916
3	43286	11333	54619	13553	56839	15328	58614	17104	60390	18880	62166
4	43286	11583	54869	13802	57088	15578	58864	17354	60640	19130	62416
5	43286	11832	55118	14052	57338	15828	59114	17604	60890	19380	62666
6	43286	12082	55368	14302	57588	16078	59364	17853	61139	19629	62915
7	43286	12332	55618	14551	57837	16327	59613	18103	61389	19879	63165
8	43286	12581	55867	14801	58087	16577	59863	18353	61639	20129	63415
9	43286	12831	56117	15051	58337	16827	60113	18603	61889	20378	63664
10	43286	13081	56367	15301	58587	17076	60362	18852	62138	20628	63914
11	43286	13414	56700	15634	58920	17409	60695	19185	62471	20961	64247
12	43286	13747	57033	15967	59253	17742	61028	19518	62804	21294	64580
13	43286	14080	57366	16300	59586	18075	61361	19851	63137	21627	64913
14	43286	14413	57699	16633	59919	18408	61694	20184	63470	21960	65246
15	43286	14746	58032	16965	60251	18741	62027	20517	63803	22293	65579
16	43286	15079	58365	17298	60584	19074	62360	20850	64136	22626	65912
17	43286	15412	58698	17631	60917	19407	62693	21183	64469	22959	66245
18	43286	15745	59031	17964	61250	19740	63026	21516	64802	23292	66578
19	43286	16078	59364	18297	61583	20073	63359	21849	65135	23625	66911
20	43286	16411	59697	18630	61916	20406	63692	22182	65468	23958	67244
21	43286	16855	60141	19074	62360	20850	64136	22626	65912	24402	67688
22	43286	17298	60584	19518	62804	21294	64580	23070	66356	24846	68132
23	43286	17742	61028	19962	63248	21738	65024	23514	66800	25290	68576
24	43286	18186	61472	20406	63692	22182	65468	23958	67244	25734	69020
25	43286	18630	61916	20850	64136	22626	65912	24402	67688	26178	69464
26	43286	19074	62360	21294	64580	23070	66356	24846	68132	26622	69908
27	43286	19518	62804	21738	65024	23514	66800	25290	68576	27065	70351
28	43286	19962	63248	22182	65468	23958	67244	25734	69020	27509	70795
29	43286	20406	63692	22626	65912	24402	67688	26178	69464	27953	71239
30	43286	20850	64136	23070	66356	24846	68132	26622	69908	28397	71683
31	43286	21294	64580	23514	66800	25290	68576	27065	70351	28841	72127
32	43286	21738	65024	23958	67244	25734	69020	27509	70795	29285	72571
33	43286	22182	65468	24402	67688	26178	69464	27953	71239	29729	73015
34	43286	22626	65912	24846	68132	26622	69908	28397	71683	30173	73459
35	43286	23070	66356	25290	68576	27065	70351	28841	72127	30617	73903
36	43286	23514	66800	25734	69020	27509	70795	29285	72571	31061	74347
37	43286	23958	67244	26178	69464	27953	71239	29729	73015	31505	74791
38	43286	24402	67688	26622	69908	28397	71683	30173	73459	31949	75235
39	43286	24846	68132	27065	70351	28841	72127	30617	73903	32393	75679
40	43286	25290	68576	27509	70795	29285	72571	31061	74347	32837	76123
41	43286	25734	69020	27953	71239	29729	73015	31505	74791	33281	76567
42	43286	26178	69464	28397	71683	30173	73459	31949	75235	33725	77011
43	43286	26622	69908	28841	72127	30617	73903	32393	75679	34169	77455
44	43286	27065	70351	29285	72571	31061	74347	32837	76123	34613	77899
45	43286	27509	70795	29729	73015	31505	74791	33281	76567	35057	78343
46	43286	27953	71239	30173	73459	31949	75235	33725	77011	35501	78787
47	43286	28397	71683	30617	73903	32393	75679	34169	77455	35945	79231

COLA – Cost of Living Adjustment

Uncertified Teachers Paid at Base Rate Only

**HEAD START
NURSE - 202 Days
2026-2027**

STEP	REGISTERED NURSE (R.N.)			LICENSED PRACTICAL NURSE (L.P.N.)		
	BASE	SUPPLEMENT	ANNUAL SALARY	BASE	SUPPLEMENT	ANNUAL SALARY
1	43,286	10,661	53,947	17,758	7,279	25,037
2	43,286	11,053	54,339	17,758	7,604	25,362
3	43,286	11,445	54,731	17,758	7,934	25,692
4	43,286	11,839	55,125	17,758	8,267	26,025
5	43,286	12,341	55,627	17,758	8,606	26,364
6	43,286	12,761	56,047	17,758	8,950	26,708
7	43,286	13,155	56,441	17,758	9,301	27,059
8	43,286	13,548	56,834	17,758	9,655	27,413
9	43,286	14,025	57,311	17,758	10,015	27,773
10	43,286	14,656	57,942	17,758	10,381	28,139
11	43,286	15,283	58,569	17,758	10,753	28,511
12	43,286	16,138	59,424	17,758	11,128	28,886
13	43,286	16,785	60,071	17,758	11,506	29,264
14	43,286	17,452	60,738	17,758	11,898	29,656
15	43,286	17,840	61,126	17,758	12,293	30,051
16	43,286	18,229	61,515	17,758	12,692	30,450
17	43,286	18,617	61,903	17,758	13,098	30,856
18	43,286	19,005	62,291	17,758	13,510	31,268
19	43,286	19,394	62,680	17,758	13,928	31,686
20	43,286	19,782	63,068	17,758	14,352	32,110
21	43,286	20,171	63,457	17,758	14,783	32,541
22	43,286	20,559	63,845	17,758	15,219	32,977
23	43,286	20,948	64,234	17,758	15,656	33,414
24	43,286	21,336	64,622	17,758	16,094	33,852
25	43,286	21,725	65,011	17,758	16,531	34,289
26	43,286	22,113	65,399	17,758	16,968	34,726
27	43,286	22,502	65,788	17,758	17,406	35,164
28	43,286	22,890	66,176	17,758	17,843	35,601
29	43,286	23,279	66,565	17,758	18,280	36,038
30	43,286	23,667	66,953	17,758	18,717	36,475

COLA – Cost of Living Adjustment

HEAD START
PARA-PROFESSIONAL - 180 Days
2026-2027
HST1

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	GRADE 2
			<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
23	12,540	10,352	22,892
24	12,540	10,633	23,173
25	12,540	10,914	23,454
26	12,540	11,195	23,735
27	12,540	11,476	24,016
28	12,540	11,757	24,297
29	12,540	12,038	24,578
30	12,540	12,319	24,859

HEAD START
PARA-PROFESSIONAL - 180 Days
2026-2027
HST1

<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	GRADE 4
			<u>ANNUAL 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
23	12,980	10,434	23,414
24	12,980	10,722	23,702
25	12,980	11,010	23,990
26	12,980	11,298	24,278
27	12,980	11,586	24,566
28	12,980	11,874	24,854
29	12,980	12,162	25,142
30	12,980	12,450	25,430

**HEAD START
SCHOOL CLERK
2026-2027**

HSTC				10 Months 200 Day			9.5 Months 190 Day		
				GRADE D			GRADE D		
<u>STEP</u>	<u>BASE</u>	<u>SUPPLEMENT</u>	<u>ANNUAL SALARY</u>	<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	14,080	6,366	20,446
2	14,520	6,593	21,113	14,080	6,590	20,670	14,080	6,821	20,901
3	14,520	6,827	21,347	14,080	7,055	21,135	14,080	7,288	21,368
4	14,520	7,070	21,590	14,080	7,532	21,612	14,080	7,782	21,862
5	14,520	7,317	21,837	14,080	8,035	22,115	14,080	8,284	22,364
6	14,520	7,563	22,083	14,080	8,558	22,638	14,080	8,833	22,913
7	14,520	7,822	22,342	14,080	9,131	23,211	14,080	9,440	23,520
8	14,520	8,082	22,602	14,080	9,752	23,832	14,080	10,069	24,149
9	14,520	8,350	22,870	14,080	10,405	24,485	14,080	10,729	24,809
10	14,520	8,642	23,162	14,080	11,069	25,149	14,080	11,412	25,492
11	14,520	8,948	23,468	14,080	11,764	25,844	14,080	12,138	26,218
12	14,520	9,257	23,777	14,080	12,485	26,565	14,080	12,832	26,912
13	14,520	9,575	24,095	14,080	13,179	27,259	14,080	13,526	27,606
14	14,520	9,896	24,416	14,080	13,873	27,953	14,080	14,220	28,300
15	14,520	10,227	24,747	14,080	14,567	28,647	14,080	14,914	28,994
16	14,520	10,562	25,082						
17	14,520	10,916	25,436						
18	14,520	11,257	25,777						
19	14,520	11,613	26,133						
20	14,520	11,972	26,492						
21	14,520	12,364	26,884						
22	14,520	12,757	27,277						
23	14,520	13,125	27,645						
24	14,520	13,493	28,013						
25	14,520	13,861	28,381						
26	14,520	14,229	28,749						
27	14,520	14,597	29,117						
28	14,520	14,965	29,485						
29	14,520	15,333	29,853						
30	14,520	15,701	30,221						

**HEAD START
CENTRAL OFFICE CLERK**

2026-2027

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
23	16,500	15,667	32,167	23	16,500	16,493	32,993
24	16,500	16,110	32,610	24	16,500	16,948	33,448
25	16,500	16,553	33,053	25	16,500	17,403	33,903
26	16,500	16,996	33,496	26	16,500	17,858	34,358
27	16,500	17,439	33,939	27	16,500	18,313	34,813
28	16,500	17,882	34,382	28	16,500	18,768	35,268
29	16,500	18,325	34,825	29	16,500	19,223	35,723
30	16,500	18,768	35,268	30	16,500	19,678	36,178

**HEAD START
BUS DRIVER
2026-2027
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
23	11,000	11,345	22,345
24	11,000	11,618	22,618
25	11,000	11,891	22,891
26	11,000	12,164	23,164
27	11,000	12,437	23,437
28	11,000	12,710	23,710
29	11,000	12,983	23,983
30	11,000	13,256	24,256

**HEAD START
BUS AIDE
2026-2027
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
23	9,350	7,914	17,264
24	9,350	8,024	17,374
25	9,350	8,134	17,484
26	9,350	8,244	17,594
27	9,350	8,354	17,704
28	9,350	8,464	17,814
29	9,350	8,574	17,924
30	9,350	8,684	18,034