Salary Schedules



Fiscal Year 2026-2027

CERTIFICATED SALARY SCHEDULES AND POLICIES

TEACHER SALARY SCHEDULES FOR HIRE DATES JUNE 30, 2014 AND PRIOR

Teachers- 181 Days - Hire Dates 6/30/14 and Prior 1
Teachers- 189 Days - Hire Dates 6/30/14 and Prior 2
Teachers- 194 Days - Hire Dates 6/30/14 and Prior 3
Teachers- 200 Days - Hire Dates 6/30/14 and Prior 4
Teachers- 219 days - Hire Dates 6/30/14 and Prior 5
Teachers- 220 Days - Hire Dates 6/30/14 and Prior 6
Teachers- 240 Days - Hire Dates 6/30/14 and Prior 7

TEACHER SALARY SCHEDULES FOR HIRE DATES JULY 1, 2014 AND AFTER

Teachers- 181 days - Hire Dates 7/1/14 and After 8
Teachers- 189 days - Hire Dates 7/1/14 and After 9
Teachers- 194 days - Hire Dates 7/1/14 and After 10
Teachers- 200 days - Hire Dates 7/1/14 and After 11
Teachers- 219 days - Hire Dates 7/1/14 and After 12
Teachers- 220 days - Hire Dates 7/1/14 and After 13
Teachers- 240 days - Hire Dates 7/1/14 and After 14

COORDINATOR SALARY SCHEDULES FOR HIRE DATES JUNE 30, 2014 AND PRIOR

Coordinators- 200 days - Hire Dates 6/30/14 and Prior 15
Coordinators- 220 days - Hire Dates 6/30/14 and Prior 16
Coordinators- 261 days - Hire Dates 6/30/14 and Prior 17

COORDINATOR SALARY SCHEDULES FOR HIRE DATES JULY 1, 2014 AND AFTER

Coordinators- 200 days - Hire Dates 7/1/14 and After 18
Coordinators- 220 days - Hire Dates 7/1/14 and After 19
Coordinators- 261 days - Hire Dates 7/1/14 and After 20

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Certificated Salary Schedules and Policies

Teacher Salary Schedules for Hire Dates June 30, 2014 and Prior

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 181 Days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TTDS)	MA Base Salary (TTES)	MA +30 Base Salary (TTFS)	EDS Base Salary (TTGS)	PHD Base Salary (TTHS)
0	$51,533	$53,490	$54,417	$55,447	$56,477
1	$52,033	$53,990	$54,917	$55,947	$56,977
2	$52,533	$54,490	$55,417	$56,447	$57,477
3	$53,033	$54,990	$55,917	$56,947	$57,977
4	$53,533	$55,490	$56,417	$57,447	$58,477
5	$54,033	$55,990	$56,917	$57,947	$58,977
6	$54,533	$56,490	$57,417	$58,447	$59,477
7	$55,033	$56,990	$57,917	$58,947	$59,977
8	$55,533	$57,490	$58,417	$59,447	$60,477
9	$56,033	$57,990	$58,917	$59,947	$60,977
10	$56,533	$58,490	$59,417	$60,447	$61,477
11	$57,033	$58,990	$59,917	$60,947	$61,977
12	$57,533	$59,490	$60,417	$61,447	$62,477
13	$58,033	$59,990	$60,917	$61,947	$62,977
14	$58,533	$60,490	$61,417	$62,447	$63,477
15	$59,033	$60,990	$61,917	$62,947	$63,977
16	$59,533	$61,490	$62,417	$63,447	$64,477
17	$60,033	$61,990	$62,917	$63,947	$64,977
18	$60,533	$62,490	$63,417	$64,447	$65,477
19	$61,033	$62,990	$63,917	$64,947	$65,977
20	$61,533	$63,490	$64,417	$65,447	$66,477
21	$62,033	$63,990	$64,917	$65,947	$66,977
22	$62,533	$64,490	$65,417	$66,447	$67,477
23	$63,033	$64,990	$65,917	$66,947	$67,977
24	$63,533	$65,490	$66,417	$67,447	$68,477
25	$64,033	$65,990	$66,917	$67,947	$68,977
26	$64,533	$66,490	$67,417	$68,447	$69,477
27	$65,033	$66,990	$67,917	$68,947	$69,977
28	$65,533	$67,490	$68,417	$69,447	$70,477
29	$66,033	$67,990	$68,917	$69,947	$70,977
30	$66,533	$68,490	$69,417	$70,447	$71,477
31	$67,033	$68,990	$69,917	$70,947	$71,977
32	$67,533	$69,490	$70,417	$71,447	$72,477
33	$68,033	$69,990	$70,917	$71,947	$72,977
34	$68,533	$70,490	$71,417	$72,447	$73,477
35	$69,033	$70,990	$71,917	$72,947	$73,977
36	$69,533	$71,490	$72,417	$73,447	$74,477
37	$70,033	$71,990	$72,917	$73,947	$74,977
38	$70,533	$72,490	$73,417	$74,447	$75,477
39	$71,033	$72,990	$73,917	$74,947	$75,977
40	$71,533	$73,490	$74,417	$75,447	$76,477
41	$72,033	$73,990	$74,917	$75,947	$76,977
42	$72,533	$74,490	$75,417	$76,447	$77,477
43	$73,033	$74,990	$75,917	$76,947	$77,977
44	$73,533	$75,490	$76,417	$77,447	$78,477
45	$74,033	$75,990	$76,917	$77,947	$78,977

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 189 Days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TRDS)	MA Base Salary (TRES)	MA +30 Base Salary (TRFS)	EDS Base Salary (TRGS)	PHD Base Salary (TRHS)
0	$53,810	$55,854	$56,822	$57,897	$58,972
1	$54,332	$56,376	$57,344	$58,419	$59,494
2	$54,854	$56,898	$57,866	$58,941	$60,016
3	$55,376	$57,420	$58,388	$59,463	$60,538
4	$55,898	$57,942	$58,910	$59,985	$61,060
5	$56,420	$58,464	$59,432	$60,507	$61,582
6	$56,942	$58,986	$59,954	$61,029	$62,104
7	$57,464	$59,508	$60,476	$61,551	$62,626
8	$57,986	$60,030	$60,998	$62,073	$63,148
9	$58,508	$60,552	$61,520	$62,595	$63,670
10	$59,030	$61,074	$62,042	$63,117	$64,192
11	$59,552	$61,596	$62,564	$63,639	$64,714
12	$60,074	$62,118	$63,086	$64,161	$65,236
13	$60,596	$62,640	$63,608	$64,683	$65,758
14	$61,118	$63,162	$64,130	$65,205	$66,280
15	$61,640	$63,684	$64,652	$65,727	$66,802
16	$62,162	$64,206	$65,174	$66,249	$67,324
17	$62,684	$64,728	$65,696	$66,771	$67,846
18	$63,206	$65,250	$66,218	$67,293	$68,368
19	$63,728	$65,772	$66,740	$67,815	$68,890
20	$64,250	$66,294	$67,262	$68,337	$69,412
21	$64,772	$66,816	$67,784	$68,859	$69,934
22	$65,294	$67,338	$68,306	$69,381	$70,456
23	$65,816	$67,860	$68,828	$69,903	$70,978
24	$66,338	$68,382	$69,350	$70,425	$71,500
25	$66,860	$68,904	$69,872	$70,947	$72,022
26	$67,382	$69,426	$70,394	$71,469	$72,544
27	$67,904	$69,948	$70,916	$71,991	$73,066
28	$68,426	$70,470	$71,438	$72,513	$73,588
29	$68,948	$70,992	$71,960	$73,035	$74,110
30	$69,470	$71,514	$72,482	$73,557	$74,632
31	$69,992	$72,036	$73,004	$74,079	$75,154
32	$70,514	$72,558	$73,526	$74,601	$75,676
33	$71,036	$73,080	$74,048	$75,123	$76,198
34	$71,558	$73,602	$74,570	$75,645	$76,720
35	$72,080	$74,124	$75,092	$76,167	$77,242
36	$72,602	$74,646	$75,614	$76,689	$77,764
37	$73,124	$75,168	$76,136	$77,211	$78,286
38	$73,646	$75,690	$76,658	$77,733	$78,808
39	$74,168	$76,212	$77,180	$78,255	$79,330
40	$74,690	$76,734	$77,702	$78,777	$79,852
41	$75,212	$77,256	$78,224	$79,299	$80,374
42	$75,734	$77,778	$78,746	$79,821	$80,896
43	$76,256	$78,300	$79,268	$80,343	$81,418
44	$76,778	$78,822	$79,790	$80,865	$81,940
45	$77,300	$79,344	$80,312	$81,387	$82,462

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 194 Days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TTNS)	MA Base Salary (TTOS)	MA+30 Base Salary (TTPS)	EDS Base Salary (TTQS)	PHD Base Salary (TTRS)
0	$55,234	$57,331	$58,325	$59,430	$60,534
1	$55,770	$57,867	$58,861	$59,966	$61,070
2	$56,306	$58,403	$59,397	$60,502	$61,606
3	$56,842	$58,939	$59,933	$61,038	$62,142
4	$57,378	$59,475	$60,469	$61,574	$62,678
5	$57,914	$60,011	$61,005	$62,110	$63,214
6	$58,450	$60,547	$61,541	$62,646	$63,750
7	$58,986	$61,083	$62,077	$63,182	$64,286
8	$59,522	$61,619	$62,613	$63,718	$64,822
9	$60,058	$62,155	$63,149	$64,254	$65,358
10	$60,594	$62,691	$63,685	$64,790	$65,894
11	$61,130	$63,227	$64,221	$65,326	$66,430
12	$61,666	$63,763	$64,757	$65,862	$66,966
13	$62,202	$64,299	$65,293	$66,398	$67,502
14	$62,738	$64,835	$65,829	$66,934	$68,038
15	$63,274	$65,371	$66,365	$67,470	$68,574
16	$63,810	$65,907	$66,901	$68,006	$69,110
17	$64,346	$66,443	$67,437	$68,542	$69,646
18	$64,882	$66,979	$67,973	$69,078	$70,182
19	$65,418	$67,515	$68,509	$69,614	$70,718
20	$65,954	$68,051	$69,045	$70,150	$71,254
21	$66,490	$68,587	$69,581	$70,686	$71,790
22	$67,026	$69,123	$70,117	$71,222	$72,326
23	$67,562	$69,659	$70,653	$71,758	$72,862
24	$68,098	$70,195	$71,189	$72,294	$73,398
25	$68,634	$70,731	$71,725	$72,830	$73,934
26	$69,170	$71,267	$72,261	$73,366	$74,470
27	$69,706	$71,803	$72,797	$73,902	$75,006
28	$70,242	$72,339	$73,333	$74,438	$75,542
29	$70,778	$72,875	$73,869	$74,974	$76,078
30	$71,314	$73,411	$74,405	$75,510	$76,614
31	$71,850	$73,947	$74,941	$76,046	$77,150
32	$72,386	$74,483	$75,477	$76,582	$77,686
33	$72,922	$75,019	$76,013	$77,118	$78,222
34	$73,458	$75,555	$76,549	$77,654	$78,758
35	$73,994	$76,091	$77,085	$78,190	$79,294
36	$74,530	$76,627	$77,621	$78,726	$79,830
37	$75,066	$77,163	$78,157	$79,262	$80,366
38	$75,602	$77,699	$78,693	$79,798	$80,902
39	$76,138	$78,235	$79,229	$80,334	$81,438
40	$76,674	$78,771	$79,765	$80,870	$81,974
41	$77,210	$79,307	$80,301	$81,406	$82,510
42	$77,746	$79,843	$80,837	$81,942	$83,046
43	$78,282	$80,379	$81,373	$82,478	$83,582
44	$78,818	$80,915	$81,909	$83,014	$84,118
45	$79,354	$81,451	$82,445	$83,550	$84,654

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 200 Days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TVDS)	MA Base Salary (TVES)	MA+30 Base Salary (TVFS)	EDS Base Salary (TVGS)	PHD Base Salary (TVHS)
0	$56,942	$59,105	$60,129	$61,267	$62,405
1	$57,494	$59,657	$60,681	$61,819	$62,957
2	$58,046	$60,209	$61,233	$62,371	$63,509
3	$58,598	$60,761	$61,785	$62,923	$64,061
4	$59,150	$61,313	$62,337	$63,475	$64,613
5	$59,702	$61,865	$62,889	$64,027	$65,165
6	$60,254	$62,417	$63,441	$64,579	$65,717
7	$60,806	$62,969	$63,993	$65,131	$66,269
8	$61,358	$63,521	$64,545	$65,683	$66,821
9	$61,910	$64,073	$65,097	$66,235	$67,373
10	$62,462	$64,625	$65,649	$66,787	$67,925
11	$63,014	$65,177	$66,201	$67,339	$68,477
12	$63,566	$65,729	$66,753	$67,891	$69,029
13	$64,118	$66,281	$67,305	$68,443	$69,581
14	$64,670	$66,833	$67,857	$68,995	$70,133
15	$65,222	$67,385	$68,409	$69,547	$70,685
16	$65,774	$67,937	$68,961	$70,099	$71,237
17	$66,326	$68,489	$69,513	$70,651	$71,789
18	$66,878	$69,041	$70,065	$71,203	$72,341
19	$67,430	$69,593	$70,617	$71,755	$72,893
20	$67,982	$70,145	$71,169	$72,307	$73,445
21	$68,534	$70,697	$71,721	$72,859	$73,997
22	$69,086	$71,249	$72,273	$73,411	$74,549
23	$69,638	$71,801	$72,825	$73,963	$75,101
24	$70,190	$72,353	$73,377	$74,515	$75,653
25	$70,742	$72,905	$73,929	$75,067	$76,205
26	$71,294	$73,457	$74,481	$75,619	$76,757
27	$71,846	$74,009	$75,033	$76,171	$77,309
28	$72,398	$74,561	$75,585	$76,723	$77,861
29	$72,950	$75,113	$76,137	$77,275	$78,413
30	$73,502	$75,665	$76,689	$77,827	$78,965
31	$74,054	$76,217	$77,241	$78,379	$79,517
32	$74,606	$76,769	$77,793	$78,931	$80,069
33	$75,158	$77,321	$78,345	$79,483	$80,621
34	$75,710	$77,873	$78,897	$80,035	$81,173
35	$76,262	$78,425	$79,449	$80,587	$81,725
36	$76,814	$78,977	$80,001	$81,139	$82,277
37	$77,366	$79,529	$80,553	$81,691	$82,829
38	$77,918	$80,081	$81,105	$82,243	$83,381
39	$78,470	$80,633	$81,657	$82,795	$83,933
40	$79,022	$81,185	$82,209	$83,347	$84,485
41	$79,574	$81,737	$82,761	$83,899	$85,037
42	$80,126	$82,289	$83,313	$84,451	$85,589
43	$80,678	$82,841	$83,865	$85,003	$86,141
44	$81,230	$83,393	$84,417	$85,555	$86,693
45	$81,782	$83,945	$84,969	$86,107	$87,245

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 219 days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TEDS)	MA Base Salary (TEES)	MA+30 Base Salary (TEFS)	EDS Base Salary (TEGS)	PHD Base Salary (TEHS)
0	$62,352	$64,720	$65,841	$67,087	$68,334
1	$62,957	$65,325	$66,446	$67,692	$68,939
2	$63,562	$65,930	$67,051	$68,297	$69,544
3	$64,167	$66,535	$67,656	$68,902	$70,149
4	$64,772	$67,140	$68,261	$69,507	$70,754
5	$65,377	$67,745	$68,866	$70,112	$71,359
6	$65,982	$68,350	$69,471	$70,717	$71,964
7	$66,587	$68,955	$70,076	$71,322	$72,569
8	$67,192	$69,560	$70,681	$71,927	$73,174
9	$67,797	$70,165	$71,286	$72,532	$73,779
10	$68,402	$70,770	$71,891	$73,137	$74,384
11	$69,007	$71,375	$72,496	$73,742	$74,989
12	$69,612	$71,980	$73,101	$74,347	$75,594
13	$70,217	$72,585	$73,706	$74,952	$76,199
14	$70,822	$73,190	$74,311	$75,557	$76,804
15	$71,427	$73,795	$74,916	$76,162	$77,409
16	$72,032	$74,400	$75,521	$76,767	$78,014
17	$72,637	$75,005	$76,126	$77,372	$78,619
18	$73,242	$75,610	$76,731	$77,977	$79,224
19	$73,847	$76,215	$77,336	$78,582	$79,829
20	$74,452	$76,820	$77,941	$79,187	$80,434
21	$75,057	$77,425	$78,546	$79,792	$81,039
22	$75,662	$78,030	$79,151	$80,397	$81,644
23	$76,267	$78,635	$79,756	$81,002	$82,249
24	$76,872	$79,240	$80,361	$81,607	$82,854
25	$77,477	$79,845	$80,966	$82,212	$83,459
26	$78,082	$80,450	$81,571	$82,817	$84,064
27	$78,687	$81,055	$82,176	$83,422	$84,669
28	$79,292	$81,660	$82,781	$84,027	$85,274
29	$79,897	$82,265	$83,386	$84,632	$85,879
30	$80,502	$82,870	$83,991	$85,237	$86,484
31	$81,107	$83,475	$84,596	$85,842	$87,089
32	$81,712	$84,080	$85,201	$86,447	$87,694
33	$82,317	$84,685	$85,806	$87,052	$88,299
34	$82,922	$85,290	$86,411	$87,657	$88,904
35	$83,527	$85,895	$87,016	$88,262	$89,509
36	$84,132	$86,500	$87,621	$88,867	$90,114
37	$84,737	$87,105	$88,226	$89,472	$90,719
38	$85,342	$87,710	$88,831	$90,077	$91,324
39	$85,947	$88,315	$89,436	$90,682	$91,929
40	$86,552	$88,920	$90,041	$91,287	$92,534
41	$87,157	$89,525	$90,646	$91,892	$93,139
42	$87,762	$90,130	$91,251	$92,497	$93,744
43	$88,367	$90,735	$91,856	$93,102	$94,349
44	$88,972	$91,340	$92,461	$93,707	$94,954
45	$89,577	$91,945	$93,066	$94,312	$95,559

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 220 Days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TVNS)	MA Base Salary (TVOS)	MA +30 Base Salary (TVPS)	EDS Base Salary (TVQS)	PHD Base Salary (TVRS)
0	$62,635	$64,752	$66,141	$67,393	$68,645
1	$63,243	$65,360	$66,749	$68,001	$69,253
2	$63,851	$65,968	$67,357	$68,609	$69,861
3	$64,459	$66,576	$67,965	$69,217	$70,469
4	$65,067	$67,184	$68,573	$69,825	$71,077
5	$65,675	$67,792	$69,181	$70,433	$71,685
6	$66,283	$68,400	$69,789	$71,041	$72,293
7	$66,891	$69,008	$70,397	$71,649	$72,901
8	$67,499	$69,616	$71,005	$72,257	$73,509
9	$68,107	$70,224	$71,613	$72,865	$74,117
10	$68,715	$70,832	$72,221	$73,473	$74,725
11	$69,323	$71,440	$72,829	$74,081	$75,333
12	$69,931	$72,048	$73,437	$74,689	$75,941
13	$70,539	$72,656	$74,045	$75,297	$76,549
14	$71,147	$73,264	$74,653	$75,905	$77,157
15	$71,755	$73,872	$75,261	$76,513	$77,765
16	$72,363	$74,480	$75,869	$77,121	$78,373
17	$72,971	$75,088	$76,477	$77,729	$78,981
18	$73,579	$75,696	$77,085	$78,337	$79,589
19	$74,187	$76,304	$77,693	$78,945	$80,197
20	$74,795	$76,912	$78,301	$79,553	$80,805
21	$75,403	$77,520	$78,909	$80,161	$81,413
22	$76,011	$78,128	$79,517	$80,769	$82,021
23	$76,619	$78,736	$80,125	$81,377	$82,629
24	$77,227	$79,344	$80,733	$81,985	$83,237
25	$77,835	$79,952	$81,341	$82,593	$83,845
26	$78,443	$80,560	$81,949	$83,201	$84,453
27	$79,051	$81,168	$82,557	$83,809	$85,061
28	$79,659	$81,776	$83,165	$84,417	$85,669
29	$80,267	$82,384	$83,773	$85,025	$86,277
30	$80,875	$82,992	$84,381	$85,633	$86,885
31	$81,483	$83,600	$84,989	$86,241	$87,493
32	$82,091	$84,208	$85,597	$86,849	$88,101
33	$82,699	$84,816	$86,205	$87,457	$88,709
34	$83,307	$85,424	$86,813	$88,065	$89,317
35	$83,915	$86,032	$87,421	$88,673	$89,925
36	$84,523	$86,640	$88,029	$89,281	$90,533
37	$85,131	$87,248	$88,637	$89,889	$91,141
38	$85,739	$87,856	$89,245	$90,497	$91,749
39	$86,347	$88,464	$89,853	$91,105	$92,357
40	$86,955	$89,072	$90,461	$91,713	$92,965
41	$87,563	$89,680	$91,069	$92,321	$93,573
42	$88,171	$90,288	$91,677	$92,929	$94,181
43	$88,779	$90,896	$92,285	$93,537	$94,789
44	$89,387	$91,504	$92,893	$94,145	$95,397
45	$89,995	$92,112	$93,501	$94,753	$96,005

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 240 Days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TUNS)	MA Base Salary (TUOS)	MA+30 Base Salary (TUPS)	EDS Base Salary (TUQS)	PHD Base Salary (TURS)
0	$68,331	$70,926	$72,155	$73,521	$74,887
1	$68,994	$71,589	$72,818	$74,184	$75,550
2	$69,657	$72,252	$73,481	$74,847	$76,213
3	$70,320	$72,915	$74,144	$75,510	$76,876
4	$70,983	$73,578	$74,807	$76,173	$77,539
5	$71,646	$74,241	$75,470	$76,836	$78,202
6	$72,309	$74,904	$76,133	$77,499	$78,865
7	$72,972	$75,567	$76,796	$78,162	$79,528
8	$73,635	$76,230	$77,459	$78,825	$80,191
9	$74,298	$76,893	$78,122	$79,488	$80,854
10	$74,961	$77,556	$78,785	$80,151	$81,517
11	$75,624	$78,219	$79,448	$80,814	$82,180
12	$76,287	$78,882	$80,111	$81,477	$82,843
13	$76,950	$79,545	$80,774	$82,140	$83,506
14	$77,613	$80,208	$81,437	$82,803	$84,169
15	$78,276	$80,871	$82,100	$83,466	$84,832
16	$78,939	$81,534	$82,763	$84,129	$85,495
17	$79,602	$82,197	$83,426	$84,792	$86,158
18	$80,265	$82,860	$84,089	$85,455	$86,821
19	$80,928	$83,523	$84,752	$86,118	$87,484
20	$81,591	$84,186	$85,415	$86,781	$88,147
21	$82,254	$84,849	$86,078	$87,444	$88,810
22	$82,917	$85,512	$86,741	$88,107	$89,473
23	$83,580	$86,175	$87,404	$88,770	$90,136
24	$84,243	$86,838	$88,067	$89,433	$90,799
25	$84,906	$87,501	$88,730	$90,096	$91,462
26	$85,569	$88,164	$89,393	$90,759	$92,125
27	$86,232	$88,827	$90,056	$91,422	$92,788
28	$86,895	$89,490	$90,719	$92,085	$93,451
29	$87,558	$90,153	$91,382	$92,748	$94,114
30	$88,221	$90,816	$92,045	$93,411	$94,777
31	$88,884	$91,479	$92,708	$94,074	$95,440
32	$89,547	$92,142	$93,371	$94,737	$96,103
33	$90,210	$92,805	$94,034	$95,400	$96,766
34	$90,873	$93,468	$94,697	$96,063	$97,429
35	$91,536	$94,131	$95,360	$96,726	$98,092
36	$92,199	$94,794	$96,023	$97,389	$98,755
37	$92,862	$95,457	$96,686	$98,052	$99,418
38	$93,525	$96,120	$97,349	$98,715	$100,081
39	$94,188	$96,783	$98,012	$99,378	$100,744
40	$94,851	$97,446	$98,675	$100,041	$101,407
41	$95,514	$98,109	$99,338	$100,704	$102,070
42	$96,177	$98,772	$100,001	$101,367	$102,733
43	$96,840	$99,435	$100,664	$102,030	$103,396
44	$97,503	$100,098	$101,327	$102,693	$104,059
45	$98,166	$100,761	$101,990	$103,356	$104,722

Teacher Salary Schedules for Hire Dates July 1, 2014 and After

NOTE: All newly hired teachers will start on Pay Level 2 or be given two pay levels if they have experience.

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 181 days - Hire Dates 7/1/14 and After

Pay Level	Non-Certified (THLS)	BA Base Salary (THDS)	MA Base Salary (THES)	MA +30 Base Salary (THFS)	EDS Base Salary (THGS)	PHD Base Salary (THHS)
0	$41,746	$51,533	$52,048	$52,563	$53,078	$53,593
1	$42,147	$52,033	$52,548	$53,063	$53,578	$54,093
2	$42,552	$52,533	$53,048	$53,563	$54,078	$54,593
3	$0	$53,033	$53,548	$54,063	$54,578	$55,093
4	$0	$53,533	$54,048	$54,563	$55,078	$55,593
5	$0	$54,033	$54,548	$55,063	$55,578	$56,093
6	$0	$54,533	$55,048	$55,563	$56,078	$56,593
7	$0	$55,033	$55,548	$56,063	$56,578	$57,093
8	$0	$55,533	$56,048	$56,563	$57,078	$57,593
9	$0	$56,033	$56,548	$57,063	$57,578	$58,093
10	$0	$56,533	$57,048	$57,563	$58,078	$58,593
11	$0	$57,033	$57,548	$58,063	$58,578	$59,093
12	$0	$57,533	$58,048	$58,563	$59,078	$59,593
13	$0	$58,033	$58,548	$59,063	$59,578	$60,093
14	$0	$58,533	$59,048	$59,563	$60,078	$60,593
15	$0	$59,033	$59,548	$60,063	$60,578	$61,093
16	$0	$59,533	$60,048	$60,563	$61,078	$61,593
17	$0	$60,033	$60,548	$61,063	$61,578	$62,093
18	$0	$60,533	$61,048	$61,563	$62,078	$62,593
19	$0	$61,033	$61,548	$62,063	$62,578	$63,093
20	$0	$61,533	$62,048	$62,563	$63,078	$63,593
21	$0	$62,033	$62,548	$63,063	$63,578	$64,093
22	$0	$62,533	$63,048	$63,563	$64,078	$64,593
23	$0	$63,033	$63,548	$64,063	$64,578	$65,093
24	$0	$63,533	$64,048	$64,563	$65,078	$65,593
25	$0	$64,033	$64,548	$65,063	$65,578	$66,093
26	$0	$64,533	$65,048	$65,563	$66,078	$66,593
27	$0	$65,033	$65,548	$66,063	$66,578	$67,093
28	$0	$65,533	$66,048	$66,563	$67,078	$67,593
29	$0	$66,033	$66,548	$67,063	$67,578	$68,093
30	$0	$66,533	$67,048	$67,563	$68,078	$68,593
31	$0	$67,033	$67,548	$68,063	$68,578	$69,093
32	$0	$67,533	$68,048	$68,563	$69,078	$69,593
33	$0	$68,033	$68,548	$69,063	$69,578	$70,093
34	$0	$68,533	$69,048	$69,563	$70,078	$70,593
35	$0	$69,033	$69,548	$70,063	$70,578	$71,093
36	$0	$69,533	$70,048	$70,563	$71,078	$71,593
37	$0	$70,033	$70,548	$71,063	$71,578	$72,093
38	$0	$70,533	$71,048	$71,563	$72,078	$72,593
39	$0	$71,033	$71,548	$72,063	$72,578	$73,093
40	$0	$71,533	$72,048	$72,563	$73,078	$73,593
41	$0	$72,033	$72,548	$73,063	$73,578	$74,093
42	$0	$72,533	$73,048	$73,563	$74,078	$74,593
43	$0	$73,033	$73,548	$74,063	$74,578	$75,093
44	$0	$73,533	$74,048	$74,563	$75,078	$75,593
45	$0	$74,033	$74,548	$75,063	$75,578	$76,093

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 189 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (THBS)	MA Base Salary (THAS)	MA +30 Base Salary (THCS)	EDS Base Salary (THVS)	PHD Base Salary (THTS)
0	$53,810	$54,325	$54,840	$55,355	$55,870
1	$54,332	$54,847	$55,362	$55,877	$56,392
2	$54,854	$55,369	$55,884	$56,399	$56,914
3	$55,376	$55,891	$56,406	$56,921	$57,436
4	$55,898	$56,413	$56,928	$57,443	$57,958
5	$56,420	$56,935	$57,450	$57,965	$58,480
6	$56,942	$57,457	$57,972	$58,487	$59,002
7	$57,464	$57,979	$58,494	$59,009	$59,524
8	$57,986	$58,501	$59,016	$59,531	$60,046
9	$58,508	$59,023	$59,538	$60,053	$60,568
10	$59,030	$59,545	$60,060	$60,575	$61,090
11	$59,552	$60,067	$60,582	$61,097	$61,612
12	$60,074	$60,589	$61,104	$61,619	$62,134
13	$60,596	$61,111	$61,626	$62,141	$62,656
14	$61,118	$61,633	$62,148	$62,663	$63,178
15	$61,640	$62,155	$62,670	$63,185	$63,700
16	$62,162	$62,677	$63,192	$63,707	$64,222
17	$62,684	$63,199	$63,714	$64,229	$64,744
18	$63,206	$63,721	$64,236	$64,751	$65,266
19	$63,728	$64,243	$64,758	$65,273	$65,788
20	$64,250	$64,765	$65,280	$65,795	$66,310
21	$64,772	$65,287	$65,802	$66,317	$66,832
22	$65,294	$65,809	$66,324	$66,839	$67,354
23	$65,816	$66,331	$66,846	$67,361	$67,876
24	$66,338	$66,853	$67,368	$67,883	$68,398
25	$66,860	$67,375	$67,890	$68,405	$68,920
26	$67,382	$67,897	$68,412	$68,927	$69,442
27	$67,904	$68,419	$68,934	$69,449	$69,964
28	$68,426	$68,941	$69,456	$69,971	$70,486
29	$68,948	$69,463	$69,978	$70,493	$71,008
30	$69,470	$69,985	$70,500	$71,015	$71,530
31	$69,992	$70,507	$71,022	$71,537	$72,052
32	$70,514	$71,029	$71,544	$72,059	$72,574
33	$71,036	$71,551	$72,066	$72,581	$73,096
34	$71,558	$72,073	$72,588	$73,103	$73,618
35	$72,080	$72,595	$73,110	$73,625	$74,140
36	$72,602	$73,117	$73,632	$74,147	$74,662
37	$73,124	$73,639	$74,154	$74,669	$75,184
38	$73,646	$74,161	$74,676	$75,191	$75,706
39	$74,168	$74,683	$75,198	$75,713	$76,228
40	$74,690	$75,205	$75,720	$76,235	$76,750
41	$75,212	$75,727	$76,242	$76,757	$77,272
42	$75,734	$76,249	$76,764	$77,279	$77,794
43	$76,256	$76,771	$77,286	$77,801	$78,316
44	$76,778	$77,293	$77,808	$78,323	$78,838
45	$77,300	$77,815	$78,330	$78,845	$79,360

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 194 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (THIS)	MA Base Salary (THJS)	MA+30 Base Salary (THKS)	EDS Base Salary	PHD Base Salary (THMS)
0	$55,234	$55,749	$56,264	$56,779	$57,294
1	$55,770	$56,285	$56,800	$57,315	$57,830
2	$56,306	$56,821	$57,336	$57,851	$58,366
3	$56,842	$57,357	$57,872	$58,387	$58,902
4	$57,378	$57,893	$58,408	$58,923	$59,438
5	$57,914	$58,429	$58,944	$59,459	$59,974
6	$58,450	$58,965	$59,480	$59,995	$60,510
7	$58,986	$59,501	$60,016	$60,531	$61,046
8	$59,522	$60,037	$60,552	$61,067	$61,582
9	$60,058	$60,573	$61,088	$61,603	$62,118
10	$60,594	$61,109	$61,624	$62,139	$62,654
11	$61,130	$61,645	$62,160	$62,675	$63,190
12	$61,666	$62,181	$62,696	$63,211	$63,726
13	$62,202	$62,717	$63,232	$63,747	$64,262
14	$62,738	$63,253	$63,768	$64,283	$64,798
15	$63,274	$63,789	$64,304	$64,819	$65,334
16	$63,810	$64,325	$64,840	$65,355	$65,870
17	$64,346	$64,861	$65,376	$65,891	$66,406
18	$64,882	$65,397	$65,912	$66,427	$66,942
19	$65,418	$65,933	$66,448	$66,963	$67,478
20	$65,954	$66,469	$66,984	$67,499	$68,014
21	$66,490	$67,005	$67,520	$68,035	$68,550
22	$67,026	$67,541	$68,056	$68,571	$69,086
23	$67,562	$68,077	$68,592	$69,107	$69,622
24	$68,098	$68,613	$69,128	$69,643	$70,158
25	$68,634	$69,149	$69,664	$70,179	$70,694
26	$69,170	$69,685	$70,200	$70,715	$71,230
27	$69,706	$70,221	$70,736	$71,251	$71,766
28	$70,242	$70,757	$71,272	$71,787	$72,302
29	$70,778	$71,293	$71,808	$72,323	$72,838
30	$71,314	$71,829	$72,344	$72,859	$73,374
31	$71,850	$72,365	$72,880	$73,395	$73,910
32	$72,386	$72,901	$73,416	$73,931	$74,446
33	$72,922	$73,437	$73,952	$74,467	$74,982
34	$73,458	$73,973	$74,488	$75,003	$75,518
35	$73,994	$74,509	$75,024	$75,539	$76,054
36	$74,530	$75,045	$75,560	$76,075	$76,590
37	$75,066	$75,581	$76,096	$76,611	$77,126
38	$75,602	$76,117	$76,632	$77,147	$77,662
39	$76,138	$76,653	$77,168	$77,683	$78,198
40	$76,674	$77,189	$77,704	$78,219	$78,734
41	$77,210	$77,725	$78,240	$78,755	$79,270
42	$77,746	$78,261	$78,776	$79,291	$79,806
43	$78,282	$78,797	$79,312	$79,827	$80,342
44	$78,818	$79,333	$79,848	$80,363	$80,878
45	$79,354	$79,869	$80,384	$80,899	$81,414

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 200 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (THNS)	MA Base Salary (THOS)	MA+30 Base Salary (THPS)	EDS Base Salary (THQS)	PHD Base Salary (THRS)
0	$56,942	$57,457	$57,972	$58,487	$59,002
1	$57,494	$58,009	$58,524	$59,039	$59,554
2	$58,046	$58,561	$59,076	$59,591	$60,106
3	$58,598	$59,113	$59,628	$60,143	$60,658
4	$59,150	$59,665	$60,180	$60,695	$61,210
5	$59,702	$60,217	$60,732	$61,247	$61,762
6	$60,254	$60,769	$61,284	$61,799	$62,314
7	$60,806	$61,321	$61,836	$62,351	$62,866
8	$61,358	$61,873	$62,388	$62,903	$63,418
9	$61,910	$62,425	$62,940	$63,455	$63,970
10	$62,462	$62,977	$63,492	$64,007	$64,522
11	$63,014	$63,529	$64,044	$64,559	$65,074
12	$63,566	$64,081	$64,596	$65,111	$65,626
13	$64,118	$64,633	$65,148	$65,663	$66,178
14	$64,670	$65,185	$65,700	$66,215	$66,730
15	$65,222	$65,737	$66,252	$66,767	$67,282
16	$65,774	$66,289	$66,804	$67,319	$67,834
17	$66,326	$66,841	$67,356	$67,871	$68,386
18	$66,878	$67,393	$67,908	$68,423	$68,938
19	$67,430	$67,945	$68,460	$68,975	$69,490
20	$67,982	$68,497	$69,012	$69,527	$70,042
21	$68,534	$69,049	$69,564	$70,079	$70,594
22	$69,086	$69,601	$70,116	$70,631	$71,146
23	$69,638	$70,153	$70,668	$71,183	$71,698
24	$70,190	$70,705	$71,220	$71,735	$72,250
25	$70,742	$71,257	$71,772	$72,287	$72,802
26	$71,294	$71,809	$72,324	$72,839	$73,354
27	$71,846	$72,361	$72,876	$73,391	$73,906
28	$72,398	$72,913	$73,428	$73,943	$74,458
29	$72,950	$73,465	$73,980	$74,495	$75,010
30	$73,502	$74,017	$74,532	$75,047	$75,562
31	$74,054	$74,569	$75,084	$75,599	$76,114
32	$74,606	$75,121	$75,636	$76,151	$76,666
33	$75,158	$75,673	$76,188	$76,703	$77,218
34	$75,710	$76,225	$76,740	$77,255	$77,770
35	$76,262	$76,777	$77,292	$77,807	$78,322
36	$76,814	$77,329	$77,844	$78,359	$78,874
37	$77,366	$77,881	$78,396	$78,911	$79,426
38	$77,918	$78,433	$78,948	$79,463	$79,978
39	$78,470	$78,985	$79,500	$80,015	$80,530
40	$79,022	$79,537	$80,052	$80,567	$81,082
41	$79,574	$80,089	$80,604	$81,119	$81,634
42	$80,126	$80,641	$81,156	$81,671	$82,186
43	$80,678	$81,193	$81,708	$82,223	$82,738
44	$81,230	$81,745	$82,260	$82,775	$83,290
45	$81,782	$82,297	$82,812	$83,327	$83,842

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 219 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (TEJS)	MA Base Salary (TEKS)	MA+30 Base Salary	EDS Base Salary	PHD Base Salary (TENS)
0	$62,352	$62,867	$63,382	$63,897	$64,412
1	$62,957	$63,472	$63,987	$64,502	$65,017
2	$63,562	$64,077	$64,592	$65,107	$65,622
3	$64,167	$64,682	$65,197	$65,712	$66,227
4	$64,772	$65,287	$65,802	$66,317	$66,832
5	$65,377	$65,892	$66,407	$66,922	$67,437
6	$65,982	$66,497	$67,012	$67,527	$68,042
7	$66,587	$67,102	$67,617	$68,132	$68,647
8	$67,192	$67,707	$68,222	$68,737	$69,252
9	$67,797	$68,312	$68,827	$69,342	$69,857
10	$68,402	$68,917	$69,432	$69,947	$70,462
11	$69,007	$69,522	$70,037	$70,552	$71,067
12	$69,612	$70,127	$70,642	$71,157	$71,672
13	$70,217	$70,732	$71,247	$71,762	$72,277
14	$70,822	$71,337	$71,852	$72,367	$72,882
15	$71,427	$71,942	$72,457	$72,972	$73,487
16	$72,032	$72,547	$73,062	$73,577	$74,092
17	$72,637	$73,152	$73,667	$74,182	$74,697
18	$73,242	$73,757	$74,272	$74,787	$75,302
19	$73,847	$74,362	$74,877	$75,392	$75,907
20	$74,452	$74,967	$75,482	$75,997	$76,512
21	$75,057	$75,572	$76,087	$76,602	$77,117
22	$75,662	$76,177	$76,692	$77,207	$77,722
23	$76,267	$76,782	$77,297	$77,812	$78,327
24	$76,872	$77,387	$77,902	$78,417	$78,932
25	$77,477	$77,992	$78,507	$79,022	$79,537
26	$78,082	$78,597	$79,112	$79,627	$80,142
27	$78,687	$79,202	$79,717	$80,232	$80,747
28	$79,292	$79,807	$80,322	$80,837	$81,352
29	$79,897	$80,412	$80,927	$81,442	$81,957
30	$80,502	$81,017	$81,532	$82,047	$82,562
31	$81,107	$81,622	$82,137	$82,652	$83,167
32	$81,712	$82,227	$82,742	$83,257	$83,772
33	$82,317	$82,832	$83,347	$83,862	$84,377
34	$82,922	$83,437	$83,952	$84,467	$84,982
35	$83,527	$84,042	$84,557	$85,072	$85,587
36	$84,132	$84,647	$85,162	$85,677	$86,192
37	$84,737	$85,252	$85,767	$86,282	$86,797
38	$85,342	$85,857	$86,372	$86,887	$87,402
39	$85,947	$86,462	$86,977	$87,492	$88,007
40	$86,552	$87,067	$87,582	$88,097	$88,612
41	$87,157	$87,672	$88,187	$88,702	$89,217
42	$87,762	$88,277	$88,792	$89,307	$89,822
43	$88,367	$88,882	$89,397	$89,912	$90,427
44	$88,972	$89,487	$90,002	$90,517	$91,032
45	$89,577	$90,092	$90,607	$91,122	$91,637

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 220 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (THWS)	MA Base Salary (THUS)	MA+30 Base Salary (THXS)	EDS Base Salary	PHD Base Salary (THZS)
0	$62,635	$63,150	$63,665	$64,180	$64,695
1	$63,243	$63,758	$64,273	$64,788	$65,303
2	$63,851	$64,366	$64,881	$65,396	$65,911
3	$64,459	$64,974	$65,489	$66,004	$66,519
4	$65,067	$65,582	$66,097	$66,612	$67,127
5	$65,675	$66,190	$66,705	$67,220	$67,735
6	$66,283	$66,798	$67,313	$67,828	$68,343
7	$66,891	$67,406	$67,921	$68,436	$68,951
8	$67,499	$68,014	$68,529	$69,044	$69,559
9	$68,107	$68,622	$69,137	$69,652	$70,167
10	$68,715	$69,230	$69,745	$70,260	$70,775
11	$69,323	$69,838	$70,353	$70,868	$71,383
12	$69,931	$70,446	$70,961	$71,476	$71,991
13	$70,539	$71,054	$71,569	$72,084	$72,599
14	$71,147	$71,662	$72,177	$72,692	$73,207
15	$71,755	$72,270	$72,785	$73,300	$73,815
16	$72,363	$72,878	$73,393	$73,908	$74,423
17	$72,971	$73,486	$74,001	$74,516	$75,031
18	$73,579	$74,094	$74,609	$75,124	$75,639
19	$74,187	$74,702	$75,217	$75,732	$76,247
20	$74,795	$75,310	$75,825	$76,340	$76,855
21	$75,403	$75,918	$76,433	$76,948	$77,463
22	$76,011	$76,526	$77,041	$77,556	$78,071
23	$76,619	$77,134	$77,649	$78,164	$78,679
24	$77,227	$77,742	$78,257	$78,772	$79,287
25	$77,835	$78,350	$78,865	$79,380	$79,895
26	$78,443	$78,958	$79,473	$79,988	$80,503
27	$79,051	$79,566	$80,081	$80,596	$81,111
28	$79,659	$80,174	$80,689	$81,204	$81,719
29	$80,267	$80,782	$81,297	$81,812	$82,327
30	$80,875	$81,390	$81,905	$82,420	$82,935
31	$81,483	$81,998	$82,513	$83,028	$83,543
32	$82,091	$82,606	$83,121	$83,636	$84,151
33	$82,699	$83,214	$83,729	$84,244	$84,759
34	$83,307	$83,822	$84,337	$84,852	$85,367
35	$83,915	$84,430	$84,945	$85,460	$85,975
36	$84,523	$85,038	$85,553	$86,068	$86,583
37	$85,131	$85,646	$86,161	$86,676	$87,191
38	$85,739	$86,254	$86,769	$87,284	$87,799
39	$86,347	$86,862	$87,377	$87,892	$88,407
40	$86,955	$87,470	$87,985	$88,500	$89,015
41	$87,563	$88,078	$88,593	$89,108	$89,623
42	$88,171	$88,686	$89,201	$89,716	$90,231
43	$88,779	$89,294	$89,809	$90,324	$90,839
44	$89,387	$89,902	$90,417	$90,932	$91,447
45	$89,995	$90,510	$91,025	$91,540	$92,055

St. Tammany Parish School Board Salary Schedules 2026-2027

Teachers- 240 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (THSS)	MA Base Salary (THSM)	MA+30 Base Salary	EDS Base Salary	PHD Base Salary (THSV)
0	$68,331	$68,846	$69,361	$69,876	$70,391
1	$68,994	$69,509	$70,024	$70,539	$71,054
2	$69,657	$70,172	$70,687	$71,202	$71,717
3	$70,320	$70,835	$71,350	$71,865	$72,380
4	$70,983	$71,498	$72,013	$72,528	$73,043
5	$71,646	$72,161	$72,676	$73,191	$73,706
6	$72,309	$72,824	$73,339	$73,854	$74,369
7	$72,972	$73,487	$74,002	$74,517	$75,032
8	$73,635	$74,150	$74,665	$75,180	$75,695
9	$74,298	$74,813	$75,328	$75,843	$76,358
10	$74,961	$75,476	$75,991	$76,506	$77,021
11	$75,624	$76,139	$76,654	$77,169	$77,684
12	$76,287	$76,802	$77,317	$77,832	$78,347
13	$76,950	$77,465	$77,980	$78,495	$79,010
14	$77,613	$78,128	$78,643	$79,158	$79,673
15	$78,276	$78,791	$79,306	$79,821	$80,336
16	$78,939	$79,454	$79,969	$80,484	$80,999
17	$79,602	$80,117	$80,632	$81,147	$81,662
18	$80,265	$80,780	$81,295	$81,810	$82,325
19	$80,928	$81,443	$81,958	$82,473	$82,988
20	$81,591	$82,106	$82,621	$83,136	$83,651
21	$82,254	$82,769	$83,284	$83,799	$84,314
22	$82,917	$83,432	$83,947	$84,462	$84,977
23	$83,580	$84,095	$84,610	$85,125	$85,640
24	$84,243	$84,758	$85,273	$85,788	$86,303
25	$84,906	$85,421	$85,936	$86,451	$86,966
26	$85,569	$86,084	$86,599	$87,114	$87,629
27	$86,232	$86,747	$87,262	$87,777	$88,292
28	$86,895	$87,410	$87,925	$88,440	$88,955
29	$87,558	$88,073	$88,588	$89,103	$89,618
30	$88,221	$88,736	$89,251	$89,766	$90,281
31	$88,884	$89,399	$89,914	$90,429	$90,944
32	$89,547	$90,062	$90,577	$91,092	$91,607
33	$90,210	$90,725	$91,240	$91,755	$92,270
34	$90,873	$91,388	$91,903	$92,418	$92,933
35	$91,536	$92,051	$92,566	$93,081	$93,596
36	$92,199	$92,714	$93,229	$93,744	$94,259
37	$92,862	$93,377	$93,892	$94,407	$94,922
38	$93,525	$94,040	$94,555	$95,070	$95,585
39	$94,188	$94,703	$95,218	$95,733	$96,248
40	$94,851	$95,366	$95,881	$96,396	$96,911
41	$95,514	$96,029	$96,544	$97,059	$97,574
42	$96,177	$96,692	$97,207	$97,722	$98,237
43	$96,840	$97,355	$97,870	$98,385	$98,900
44	$97,503	$98,018	$98,533	$99,048	$99,563
45	$98,166	$98,681	$99,196	$99,711	$100,226

Coordinator Salary Schedules for Hire Dates June 30, 2014 and Prior

St. Tammany Parish School Board Salary Schedules 2026-2027

Coordinators- 200 days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TXNS)	MA Base Salary (TXOS)	MA+30 Base Salary (TXPS)	EDS Base Salary (TXQS)	PHD Base Salary (TXRS)
0	$57,610	$59,767	$60,801	$61,967	$63,179
1	$58,162	$60,319	$61,353	$62,519	$63,731
2	$58,714	$60,871	$61,905	$63,071	$64,283
3	$59,266	$61,423	$62,457	$63,623	$64,835
4	$59,818	$61,975	$63,009	$64,175	$65,387
5	$60,370	$62,527	$63,561	$64,727	$65,939
6	$60,922	$63,079	$64,113	$65,279	$66,491
7	$61,474	$63,631	$64,665	$65,831	$67,043
8	$62,026	$64,183	$65,217	$66,383	$67,595
9	$62,578	$64,735	$65,769	$66,935	$68,147
10	$63,130	$65,287	$66,321	$67,487	$68,699
11	$63,682	$65,839	$66,873	$68,039	$69,251
12	$64,234	$66,391	$67,425	$68,591	$69,803
13	$64,786	$66,943	$67,977	$69,143	$70,355
14	$65,338	$67,495	$68,529	$69,695	$70,907
15	$65,890	$68,047	$69,081	$70,247	$71,459
16	$66,442	$68,599	$69,633	$70,799	$72,011
17	$66,994	$69,151	$70,185	$71,351	$72,563
18	$67,546	$69,703	$70,737	$71,903	$73,115
19	$68,098	$70,255	$71,289	$72,455	$73,667
20	$68,650	$70,807	$71,841	$73,007	$74,219
21	$69,202	$71,359	$72,393	$73,559	$74,771
22	$69,754	$71,911	$72,945	$74,111	$75,323
23	$70,306	$72,463	$73,497	$74,663	$75,875
24	$70,858	$73,015	$74,049	$75,215	$76,427
25	$71,410	$73,567	$74,601	$75,767	$76,979
26	$71,962	$74,119	$75,153	$76,319	$77,531
27	$72,514	$74,671	$75,705	$76,871	$78,083
28	$73,066	$75,223	$76,257	$77,423	$78,635
29	$73,618	$75,775	$76,809	$77,975	$79,187
30	$74,170	$76,327	$77,361	$78,527	$79,739
31	$74,722	$76,879	$77,913	$79,079	$80,291
32	$75,274	$77,431	$78,465	$79,631	$80,843
33	$75,826	$77,983	$79,017	$80,183	$81,395
34	$76,378	$78,535	$79,569	$80,735	$81,947
35	$76,930	$79,087	$80,121	$81,287	$82,499
36	$77,482	$79,639	$80,673	$81,839	$83,051
37	$78,034	$80,191	$81,225	$82,391	$83,603
38	$78,586	$80,743	$81,777	$82,943	$84,155
39	$79,138	$81,295	$82,329	$83,495	$84,707
40	$79,690	$81,847	$82,881	$84,047	$85,259
41	$80,242	$82,399	$83,433	$84,599	$85,811
42	$80,794	$82,951	$83,985	$85,151	$86,363
43	$81,346	$83,503	$84,537	$85,703	$86,915
44	$81,898	$84,055	$85,089	$86,255	$87,467
45	$82,450	$84,607	$85,641	$86,807	$88,019

St. Tammany Parish School Board Salary Schedules 2026-2027

Coordinators- 220 days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TYDS)	MA Base Salary (TYES)	MA+30 Base Salary (TYFS)	EDS Base Salary (TYGS)	PHD Base Salary (TYHS)
0	$63,004	$65,368	$66,505	$67,775	$69,090
1	$63,612	$65,976	$67,113	$68,383	$69,698
2	$64,220	$66,584	$67,721	$68,991	$70,306
3	$64,828	$67,192	$68,329	$69,599	$70,914
4	$65,436	$67,800	$68,937	$70,207	$71,522
5	$66,044	$68,408	$69,545	$70,815	$72,130
6	$66,652	$69,016	$70,153	$71,423	$72,738
7	$67,260	$69,624	$70,761	$72,031	$73,346
8	$67,868	$70,232	$71,369	$72,639	$73,954
9	$68,476	$70,840	$71,977	$73,247	$74,562
10	$69,084	$71,448	$72,585	$73,855	$75,170
11	$69,692	$72,056	$73,193	$74,463	$75,778
12	$70,300	$72,664	$73,801	$75,071	$76,386
13	$70,908	$73,272	$74,409	$75,679	$76,994
14	$71,516	$73,880	$75,017	$76,287	$77,602
15	$72,124	$74,488	$75,625	$76,895	$78,210
16	$72,732	$75,096	$76,233	$77,503	$78,818
17	$73,340	$75,704	$76,841	$78,111	$79,426
18	$73,948	$76,312	$77,449	$78,719	$80,034
19	$74,556	$76,920	$78,057	$79,327	$80,642
20	$75,164	$77,528	$78,665	$79,935	$81,250
21	$75,772	$78,136	$79,273	$80,543	$81,858
22	$76,380	$78,744	$79,881	$81,151	$82,466
23	$76,988	$79,352	$80,489	$81,759	$83,074
24	$77,596	$79,960	$81,097	$82,367	$83,682
25	$78,204	$80,568	$81,705	$82,975	$84,290
26	$78,812	$81,176	$82,313	$83,583	$84,898
27	$79,420	$81,784	$82,921	$84,191	$85,506
28	$80,028	$82,392	$83,529	$84,799	$86,114
29	$80,636	$83,000	$84,137	$85,407	$86,722
30	$81,244	$83,608	$84,745	$86,015	$87,330
31	$81,852	$84,216	$85,353	$86,623	$87,938
32	$82,460	$84,824	$85,961	$87,231	$88,546
33	$83,068	$85,432	$86,569	$87,839	$89,154
34	$83,676	$86,040	$87,177	$88,447	$89,762
35	$84,284	$86,648	$87,785	$89,055	$90,370
36	$84,892	$87,256	$88,393	$89,663	$90,978
37	$85,500	$87,864	$89,001	$90,271	$91,586
38	$86,108	$88,472	$89,609	$90,879	$92,194
39	$86,716	$89,080	$90,217	$91,487	$92,802
40	$87,324	$89,688	$90,825	$92,095	$93,410
41	$87,932	$90,296	$91,433	$92,703	$94,018
42	$88,540	$90,904	$92,041	$93,311	$94,626
43	$89,148	$91,512	$92,649	$93,919	$95,234
44	$89,756	$92,120	$93,257	$94,527	$95,842
45	$90,364	$92,728	$93,865	$95,135	$96,450

St. Tammany Parish School Board Salary Schedules 2026-2027

Coordinators- 261 days - Hire Dates 6/30/14 and Prior

Pay Level	BA Base Salary (TYNS)	MA Base Salary (TYOS)	MA+30 Base Salary (TYPS)	EDS Base Salary (TYQS)	PHD Base Salary (TYRS)
0	$69,171	$71,742	$72,982	$74,356	$75,775
1	$69,892	$72,463	$73,703	$75,077	$76,496
2	$70,613	$73,184	$74,424	$75,798	$77,217
3	$71,334	$73,905	$75,145	$76,519	$77,938
4	$72,055	$74,626	$75,866	$77,240	$78,659
5	$72,776	$75,347	$76,587	$77,961	$79,380
6	$73,497	$76,068	$77,308	$78,682	$80,101
7	$74,218	$76,789	$78,029	$79,403	$80,822
8	$74,939	$77,510	$78,750	$80,124	$81,543
9	$75,660	$78,231	$79,471	$80,845	$82,264
10	$76,381	$78,952	$80,192	$81,566	$82,985
11	$77,102	$79,673	$80,913	$82,287	$83,706
12	$77,823	$80,394	$81,634	$83,008	$84,427
13	$78,544	$81,115	$82,355	$83,729	$85,148
14	$79,265	$81,836	$83,076	$84,450	$85,869
15	$79,986	$82,557	$83,797	$85,171	$86,590
16	$80,707	$83,278	$84,518	$85,892	$87,311
17	$81,428	$83,999	$85,239	$86,613	$88,032
18	$82,149	$84,720	$85,960	$87,334	$88,753
19	$82,870	$85,441	$86,681	$88,055	$89,474
20	$83,591	$86,162	$87,402	$88,776	$90,195
21	$84,312	$86,883	$88,123	$89,497	$90,916
22	$85,033	$87,604	$88,844	$90,218	$91,637
23	$85,754	$88,325	$89,565	$90,939	$92,358
24	$86,475	$89,046	$90,286	$91,660	$93,079
25	$87,196	$89,767	$91,007	$92,381	$93,800
26	$87,917	$90,488	$91,728	$93,102	$94,521
27	$88,638	$91,209	$92,449	$93,823	$95,242
28	$89,359	$91,930	$93,170	$94,544	$95,963
29	$90,080	$92,651	$93,891	$95,265	$96,684
30	$90,801	$93,372	$94,612	$95,986	$97,405
31	$91,522	$94,093	$95,333	$96,707	$98,126
32	$92,243	$94,814	$96,054	$97,428	$98,847
33	$92,964	$95,535	$96,775	$98,149	$99,568
34	$93,685	$96,256	$97,496	$98,870	$100,289
35	$94,406	$96,977	$98,217	$99,591	$101,010
36	$95,127	$97,698	$98,938	$100,312	$101,731
37	$95,848	$98,419	$99,659	$101,033	$102,452
38	$96,569	$99,140	$100,380	$101,754	$103,173
39	$97,290	$99,861	$101,101	$102,475	$103,894
40	$98,011	$100,582	$101,822	$103,196	$104,615
41	$98,732	$101,303	$102,543	$103,917	$105,336
42	$99,453	$102,024	$103,264	$104,638	$106,057
43	$100,174	$102,745	$103,985	$105,359	$106,778
44	$100,895	$103,466	$104,706	$106,080	$107,499
45	$101,616	$104,187	$105,427	$106,801	$108,220

Coordinator Salary Schedules for Hire Dates July 1, 2014 and After

NOTE: All newly hired coordinators will start on Pay Level 2 or be given two pay levels if they have experience.

St. Tammany Parish School Board Salary Schedules 2026-2027

Coordinators- 200 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (TXSS)	MA Base Salary (TXTS)	MA+30 Base Salary (TXUS)	EDS Base Salary (TXVS)	PHD Base Salary (TXWS)
0	$57,610	$58,125	$58,640	$59,155	$59,670
1	$58,162	$58,677	$59,192	$59,707	$60,222
2	$58,714	$59,229	$59,744	$60,259	$60,774
3	$59,266	$59,781	$60,296	$60,811	$61,326
4	$59,818	$60,333	$60,848	$61,363	$61,878
5	$60,370	$60,885	$61,400	$61,915	$62,430
6	$60,922	$61,437	$61,952	$62,467	$62,982
7	$61,474	$61,989	$62,504	$63,019	$63,534
8	$62,026	$62,541	$63,056	$63,571	$64,086
9	$62,578	$63,093	$63,608	$64,123	$64,638
10	$63,130	$63,645	$64,160	$64,675	$65,190
11	$63,682	$64,197	$64,712	$65,227	$65,742
12	$64,234	$64,749	$65,264	$65,779	$66,294
13	$64,786	$65,301	$65,816	$66,331	$66,846
14	$65,338	$65,853	$66,368	$66,883	$67,398
15	$65,890	$66,405	$66,920	$67,435	$67,950
16	$66,442	$66,957	$67,472	$67,987	$68,502
17	$66,994	$67,509	$68,024	$68,539	$69,054
18	$67,546	$68,061	$68,576	$69,091	$69,606
19	$68,098	$68,613	$69,128	$69,643	$70,158
20	$68,650	$69,165	$69,680	$70,195	$70,710
21	$69,202	$69,717	$70,232	$70,747	$71,262
22	$69,754	$70,269	$70,784	$71,299	$71,814
23	$70,306	$70,821	$71,336	$71,851	$72,366
24	$70,858	$71,373	$71,888	$72,403	$72,918
25	$71,410	$71,925	$72,440	$72,955	$73,470
26	$71,962	$72,477	$72,992	$73,507	$74,022
27	$72,514	$73,029	$73,544	$74,059	$74,574
28	$73,066	$73,581	$74,096	$74,611	$75,126
29	$73,618	$74,133	$74,648	$75,163	$75,678
30	$74,170	$74,685	$75,200	$75,715	$76,230
31	$74,722	$75,237	$75,752	$76,267	$76,782
32	$75,274	$75,789	$76,304	$76,819	$77,334
33	$75,826	$76,341	$76,856	$77,371	$77,886
34	$76,378	$76,893	$77,408	$77,923	$78,438
35	$76,930	$77,445	$77,960	$78,475	$78,990
36	$77,482	$77,997	$78,512	$79,027	$79,542
37	$78,034	$78,549	$79,064	$79,579	$80,094
38	$78,586	$79,101	$79,616	$80,131	$80,646
39	$79,138	$79,653	$80,168	$80,683	$81,198
40	$79,690	$80,205	$80,720	$81,235	$81,750
41	$80,242	$80,757	$81,272	$81,787	$82,302
42	$80,794	$81,309	$81,824	$82,339	$82,854
43	$81,346	$81,861	$82,376	$82,891	$83,406
44	$81,898	$82,413	$82,928	$83,443	$83,958
45	$82,450	$82,965	$83,480	$83,995	$84,510

St. Tammany Parish School Board Salary Schedules 2026-2027

Coordinators- 220 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (TYJS)	MA Base Salary (TYKS)	MA+30 Base Salary (TYLS)	EDS Base Salary	PHD Base Salary (TYMS)
0	$63,004	$63,519	$64,034	$64,549	$65,064
1	$63,612	$64,127	$64,642	$65,157	$65,672
2	$64,220	$64,735	$65,250	$65,765	$66,280
3	$64,828	$65,343	$65,858	$66,373	$66,888
4	$65,436	$65,951	$66,466	$66,981	$67,496
5	$66,044	$66,559	$67,074	$67,589	$68,104
6	$66,652	$67,167	$67,682	$68,197	$68,712
7	$67,260	$67,775	$68,290	$68,805	$69,320
8	$67,868	$68,383	$68,898	$69,413	$69,928
9	$68,476	$68,991	$69,506	$70,021	$70,536
10	$69,084	$69,599	$70,114	$70,629	$71,144
11	$69,692	$70,207	$70,722	$71,237	$71,752
12	$70,300	$70,815	$71,330	$71,845	$72,360
13	$70,908	$71,423	$71,938	$72,453	$72,968
14	$71,516	$72,031	$72,546	$73,061	$73,576
15	$72,124	$72,639	$73,154	$73,669	$74,184
16	$72,732	$73,247	$73,762	$74,277	$74,792
17	$73,340	$73,855	$74,370	$74,885	$75,400
18	$73,948	$74,463	$74,978	$75,493	$76,008
19	$74,556	$75,071	$75,586	$76,101	$76,616
20	$75,164	$75,679	$76,194	$76,709	$77,224
21	$75,772	$76,287	$76,802	$77,317	$77,832
22	$76,380	$76,895	$77,410	$77,925	$78,440
23	$76,988	$77,503	$78,018	$78,533	$79,048
24	$77,596	$78,111	$78,626	$79,141	$79,656
25	$78,204	$78,719	$79,234	$79,749	$80,264
26	$78,812	$79,327	$79,842	$80,357	$80,872
27	$79,420	$79,935	$80,450	$80,965	$81,480
28	$80,028	$80,543	$81,058	$81,573	$82,088
29	$80,636	$81,151	$81,666	$82,181	$82,696
30	$81,244	$81,759	$82,274	$82,789	$83,304
31	$81,852	$82,367	$82,882	$83,397	$83,912
32	$82,460	$82,975	$83,490	$84,005	$84,520
33	$83,068	$83,583	$84,098	$84,613	$85,128
34	$83,676	$84,191	$84,706	$85,221	$85,736
35	$84,284	$84,799	$85,314	$85,829	$86,344
36	$84,892	$85,407	$85,922	$86,437	$86,952
37	$85,500	$86,015	$86,530	$87,045	$87,560
38	$86,108	$86,623	$87,138	$87,653	$88,168
39	$86,716	$87,231	$87,746	$88,261	$88,776
40	$87,324	$87,839	$88,354	$88,869	$89,384
41	$87,932	$88,447	$88,962	$89,477	$89,992
42	$88,540	$89,055	$89,570	$90,085	$90,600
43	$89,148	$89,663	$90,178	$90,693	$91,208
44	$89,756	$90,271	$90,786	$91,301	$91,816
45	$90,364	$90,879	$91,394	$91,909	$92,424

St. Tammany Parish School Board Salary Schedules 2026-2027

Coordinators- 261 days - Hire Dates 7/1/14 and After

Pay Level	BA Base Salary (TZSS)	MA Base Salary (TZTS)	MA+30 Base Salary (TZUS)	EDS Base Salary (TZVS)	PHD Base Salary
0	69,171	69,686	70,201	70,716	71,231
1	69,892	70,407	70,922	71,437	71,952
2	70,613	71,128	71,643	72,158	72,673
3	71,334	71,849	72,364	72,879	73,394
4	72,055	72,570	73,085	73,600	74,115
5	72,776	73,291	73,806	74,321	74,836
6	73,497	74,012	74,527	75,042	75,557
7	74,218	74,733	75,248	75,763	76,278
8	74,939	75,454	75,969	76,484	76,999
9	75,660	76,175	76,690	77,205	77,720
10	76,381	76,896	77,411	77,926	78,441
11	77,102	77,617	78,132	78,647	79,162
12	77,823	78,338	78,853	79,368	79,883
13	78,544	79,059	79,574	80,089	80,604
14	79,265	79,780	80,295	80,810	81,325
15	79,986	80,501	81,016	81,531	82,046
16	80,707	81,222	81,737	82,252	82,767
17	81,428	81,943	82,458	82,973	83,488
18	82,149	82,664	83,179	83,694	84,209
19	82,870	83,385	83,900	84,415	84,930
20	83,591	84,106	84,621	85,136	85,651
21	84,312	84,827	85,342	85,857	86,372
22	85,033	85,548	86,063	86,578	87,093
23	85,754	86,269	86,784	87,299	87,814
24	86,475	86,990	87,505	88,020	88,535
25	87,196	87,711	88,226	88,741	89,256
26	87,917	88,432	88,947	89,462	89,977
27	88,638	89,153	89,668	90,183	90,698
28	89,359	89,874	90,389	90,904	91,419
29	90,080	90,595	91,110	91,625	92,140
30	90,801	91,316	91,831	92,346	92,861
31	91,522	92,037	92,552	93,067	93,582
32	92,243	92,758	93,273	93,788	94,303
33	92,964	93,479	93,994	94,509	95,024
34	93,685	94,200	94,715	95,230	95,745
35	94,406	94,921	95,436	95,951	96,466
36	95,127	95,642	96,157	96,672	97,187
37	95,848	96,363	96,878	97,393	97,908
38	96,569	97,084	97,599	98,114	98,629
39	97,290	97,805	98,320	98,835	99,350
40	98,011	98,526	99,041	99,556	100,071
41	98,732	99,247	99,762	100,277	100,792
42	99,453	99,968	100,483	100,998	101,513
43	100,174	100,689	101,204	101,719	102,234
44	100,895	101,410	101,925	102,440	102,955
45	101,616	102,131	102,646	103,161	103,676

St. Tammany Parish School Board Salary Schedules 2026-2027

Certificated Personnel Guidelines

Teachers

Salary for FY 2026-2027 (Experience)

1. Teachers who began work with St. Tammany Parish School Board prior to July 1, 2014:

   The salary schedules for these teachers are located on Pages 1 to 7. The schedule for each teacher is determined based on the teacher's work calendar. Pay level will not always equal years of experience. For July 1, 2026, teachers will advance one pay level on the schedules. The two-pay level incentive for Students with Exceptionalities (SWE) and the one-pay level incentive for Out-of-Field Authorization to Teach (OFAT) positions have been eliminated as of FY 2025-2026. However, any teachers who have already started the process to obtain the SWE or OFAT certifications prior to April 30, 2025 will be allowed the two-pay level or the one-pay level incentives, as applicable, upon completion of the process and must complete the process by July 31, 2028. Employees who have already received SWE and OFAT incentives will retain that incentive pay. The teacher must obtain an effective rating for FY 2025-2026 to be eligible for any increases in pay.

2. Teachers who began work with St. Tammany Parish School Board July 1, 2014, to June 30, 2026:

   The salary schedules for these teachers are located on Pages 8 to14. The schedule for each teacher is determined based on the teacher's work calendar. Pay level will not always equal years of experience. For July 1, 2026, teachers will advance one pay level on the schedules. The two-pay level incentive for Students with Exceptionalities (SWE) and the one-pay level incentive for Out-of-Field Authorization to Teach (OFAT) positions have been eliminated as of FY 2025-2026. However, any teachers who have already started the process to obtain the SWE or OFAT certifications prior to April 30, 2025 will be allowed the two-pay level or the one-pay level incentives, as applicable, upon completion of the process and must complete the process by July 31, 2028. Employees who have already received SWE and OFAT incentives will retain that incentive pay. The teacher must obtain an effective rating for FY 2025-2026 to be eligible for any increases in pay.

3. Teachers who begin work with St. Tammany Parish School Board on or after July 1, 2026:

   Each teacher will be assigned a pay level and beginning salary based on the salary schedules located on Pages 8 to14. The schedule for each teacher is determined based on the teacher's work calendar. Teachers with experience will be placed on the salary schedule based on their documented years of experience and level of education. **Newly hired teachers will receive an additional two pay levels due to the critical shortage of teachers.**

Advanced Degree One-Time Base Salary Adjustment (Demand)

A one-time increase to base salary will be made for advanced degrees earned in FY 2025-2026 while employed by the School Board as follows:

1. Master's Degree	$1,000
2. Masters Plus 30	$1,000
3. Education Specialist Degree (EDS)	$1,000
4. Doctorate (PHD)	$1,000

Employees hired prior to July 1, 2014 who have obtained degrees prior to July 1, 2014 have already been compensated for advanced degrees. Advanced degrees obtained while employed by the School Board from July 1, 2014 to June 30, 2021 received a one-time increase to base salary of $500. For FY 2022-2023 and forward, those employees will receive $1,000 per degree earned from July 1, 2014 to June 30, 2021 while an employee.

Certificated Personnel Guidelines (continued)

Advanced Degree One-Time Base Salary Adjustment (continued)

Teachers who have earned advanced degrees while employed by the School Board (July 1, 2014 to June 30, 2026) will calculate their total base salary by adding $1,000 for each advanced degree earned from July 1, 2014 to June 30, 2026 to their salary from the applicable salary table.

Demand Stipends

If demand stipends are paid, they are **not guaranteed** each year, and these payments do not increase base salary. These stipends are subject to retirement.

For FY 2026-2027, Value Added Model (VAM) teachers who achieve a VAM rating of 1.50 to 3.499 will receive a $250 stipend.

Effectiveness Stipend

Performance stipends are **not guaranteed** each year, and these payments do not increase base salary. This stipend is subject to retirement.

Certificated teachers have the opportunity to earn a stipend known as an effectiveness stipend as follows:

(1) VAM teachers who achieve a VAM rating of 3.50 or higher will receive a $500 stipend.
(2) Non-VAM teachers who achieve an overall performance rating of 3.50 or higher will receive a $250 stipend.

The effectiveness stipends listed above will only be awarded if (1) the teacher has an active status as a certificated employee as of June 30, 2026; (2) the teacher has an active status as a certificated employee as of October 31, 2026: **and** (3) the certificated employee must be assigned the professional activities of instructing pupils in courses in classroom situations for which daily pupil attendance figures for the school system are kept. All three criteria and the required ratings must be met for the teacher to be eligible for the effectiveness stipend. The effectiveness stipend will be paid within 30 days of receipt of evaluation scores or by October 31, 2026, whichever is earlier. New hires will not be eligible for this stipend.

Parish Wide Assistant Principals, Assistant Principals and Principals

Parish Wide Assistant Principals

Base Pay – 125% of the applicable 181 Day Teacher Salary Schedule
Employed for 10 months
No enrollment supplemental pay

Assistant Principals

Base Pay – 125% of the applicable 181 Day Teacher Salary Schedule
Supplemental Pay– Based on February 1, 2026, enrollment of the school and grade levels as follows:

ADM	Pre-school-Grade 6	Grades 7-8	Grades 9-12
0-800	2.5 (10 mos.)	2.5 (10 mos.)	10.0 (10.5 mos.)
801-1,600	2.5 (10 mos.)	5.0 (10 mos.)	12.5 (10.5 mos.)
1,601+	5.0 (10 mos.)	7.5 (10 mos.)	15.0 (10.5 mos.)

St. Tammany Parish School Board Salary Schedules 2026-2027

Certificated Personnel Guidelines (continued)

Parish Wide Assistant Principals, Assistant Principals and Principals (continued)

Principals

Base Pay – 125% of the applicable 181 Day Teacher Salary Schedule. Principals receive an annual cell phone allowance of $600 per year.

Supplemental Pay– Based on the February 1, 2026, enrollment of the school and grade levels as follows:

ADM	Pre-school-Grade 6	Grades 7-8	Grades 9-12
0-250	5.0 (10 mos.)	7.5 (10 mos.)	10.0 (10.5 mos.)
251-400	10.0 (10 mos.)	12.5 (10 mos.)	15.0 (10.5 mos.)
401-550	15.0 (10 mos.)	17.5 (10 mos.)	20.0 (10.5 mos.)
551-800	20.0 (10 mos.)	22.5 (10 mos.)	25.0 (10.5 mos.)
801-1,050	25.0 (10 mos.)	27.5 (10 mos.)	30.0 (10.5 mos.)
1,051-1,300	30.0 (10.5 mos.)	32.5 (10.5 mos.)	35.0 (11 mos.)
1,301-1,550	35.0 (11 mos.)	37.5 (11 mos.)	40.0 (11 mos.)
1,551-1,800	40.0 (11 mos.)	42.5 (11 mos.)	45.0 (11 mos.)
1,801-2,050	45.0 (11 mos.)	47.5 (11 mos.)	50.0 (11 mos.)
2,051-2,300	50.0 (11 mos.)	52.5 (11 mos.)	55.0 (11 mos.)
2,301-2,550	55.0 (11 mos.)	57.5 (11 mos.)	60.0 (11 mos.)
2,551-2,800	57.5 (11 mos.)	60.0 (11 mos.)	62.5 (11 mos.)
2,801-3,050+	60.0 (11 mos.)	62.5 (11 mos.)	65.0 (11 mos.)

- Alternative Program Principals shall receive a supplemental percentage of 20%.
- Parish Wide Assistant Principals, Assistant Principals, and Principals who receive an ineffective state evaluation rating do not receive a higher salary in the year following the evaluation.
- Parish Wide Assistant Principals, Assistant Principals, and Principals will be eligible for the advanced degree pay of $1,000.
- In cases where two or more grade categories are involved, the percentage will be added for each category; however, supplemental percentage shall not exceed the percentage for total school enrollment based on highest category for that particular school.
- All Principals, other than High School Principals, will be employed for 10 months (19 work days beyond the 181-day school year) with the following exceptions: schools with supplemental percentage of 30 will be employed 29 work days beyond the 181-day school year; schools with supplemental percentage of 35 will be employed for 39 work days beyond the 181-day school year.
- All High School Principals will be employed for 11 months (39 workdays beyond the 181-day school year).
- All Parish Wide Assistant Principals and Assistant Principals, except at the High School level, will be employed for 10 months. High School Assistant Principals will be employed for 10.5 months.

Certificated Personnel Guidelines (continued)

Parish Wide Assistant Principals, Assistant Principals and Principals (continued)

- A Principal's or Assistant Principal's supplemental percentage will not be reduced in cases of normal enrollment declines. He or she will remain at his or her present salary until he or she catches up to the schedule, or the schedule catches up to his or her salary. If school reorganization reduces enrollment, the above rule will apply. If a Principal or Assistant Principal voluntarily transfers to a smaller school, or a school of lower grade level, his or her salary will be recalculated accordingly.

Coordinators

- Coordinator's base pay is calculated using the applicable salary schedules located on Pages 15 to 17 if the coordinator was hired June 30, 2014, or prior. Coordinators will be placed on the appropriate TX or TY schedule based on experience, education, and/or work calendar.
- Coordinator's base pay is calculated using the applicable salary schedules located on Pages 18 to 20 if the coordinator was hired July 1, 2014 or after. Coordinators will be placed on the appropriate TX or TY schedule based on experience, education, and/or work calendar. Newly hired coordinators will receive an additional two pay levels, the same as teachers.
- For July 1, 2026, Coordinators will advance one pay level on the schedules.
- Coordinators will be eligible for advanced degree pay of $1,000 and may be eligible for a taxable annual cell phone allowance of $600 at the discretion of the Superintendent.
- Coordinators who have earned advanced degrees while employed by the School Board (July 1, 2014 to June 30, 2026) will calculate their total base salary by adding $1,000 for each advanced degree earned from July 1, 2014 to June 30, 2026 to their salary from the applicable salary table.

Other Certificated Administrators

Assistant Directors
Base Pay – 150% of the applicable 181 Day Teacher Salary Schedule

Supervisors

Base Pay – 165% of the applicable 181 Day Teacher Salary Schedule
Longevity Pay – Additional $250 for every year of experience in a supervisory position

Directors

Base Pay – 180% of the applicable 181 Day Teacher Salary Schedule
Longevity Pay – Additional $250 for every year of experience in a supervisory position

Assistant Superintendents

Base Pay – 195% of the applicable 181 Day Teacher Salary Schedule
Longevity Pay – Additional $250 for every year of experience in a supervisory position.
Appropriate annual car allowance

Certificated Personnel Guidelines (continued)

Other Certificated Administrators (continued)

Associate Superintendent
Base Pay – 220% of the applicable 181 Day Teacher Salary Schedule
Longevity Pay – Additional $250 for every year of experience in a supervisory position
Appropriate annual car allowance

Other Certificated Administrators will advance one pay level and will be eligible to receive the advanced degree pay of $1,000 and may be eligible for a taxable annual cell phone allowance of $600 at the discretion of the Superintendent.

Department of Education Criteria for Teacher Salary Schedules

Department of Education requires three components to teacher pay – Experience, Demand, and Performance. Annual base building increments and/or annual stipends will be given based on Department of Education criteria as follows:

Experience Criteria

Experience will be based on years of service with the St. Tammany Parish School Board based on School Board policies or relevant previous work experience. The experience increment could be either a one-time stipend or an increase to base salary at the discretion of the School Board. For Fiscal Year 2026-2027, the experience increment will be $500 and $500 longevity pay discussed in a later section. Additional pay levels may be granted to certificated employees for critical area shortages, hiring incentives, and any other reasons at the discretion of the Superintendent.

Demand Criteria

Advanced Degrees and Certifications

Certificated personnel obtaining advanced degree/certifications (Master's, Masters +30, EDS, PHD) in Fiscal Year 2025-2026 while working for the district will receive an annual salary increment of $1,000 in Fiscal Year 2026-2027.

Demand Stipend
For FY 2026-2027, Value Added Model (VAM) teachers who achieve a VAM rating of 1.50 to 3.499 will receive a $250 stipend.

Effectiveness Criteria

Stipend payments are **not guaranteed** each year, and these payments do not increase base salary. Effectiveness stipends of $250 or $500 are available to eligible certificated personnel who meet criteria outlined above.

St. Tammany Parish School Board Salary Schedules 2026-2027

Athletic and Extra-Curricular Stipend Schedule

I. High School

A. Athletic Directors – 15%

B.

Sport	Head Coach	Assistant Coach
Football	12%	8%
Basketball (B&G)	10%	8%
Track (B&G)	9%	7%
Baseball	9%	7%
Softball	9%	7%
Volleyball	9%	7%
Soccer (B&G)	7%	5%
Wrestling	7%	5%
9th Grade Football	-	7%
9th Grade Basketball	-	7%

Any person who coaches the following sports receives 5%:

Golf	Power Lifting	Bowling
Tennis	Cheerleading	
Swimming	Dance	
Cross Country	Flag Team/Color Guard	

A trainer who is certified receives 2% per month and a non-certified trainer receives 1 ½% per month.

C. The maximum percentage one person may receive is:
Athletic Directors – 26%
Coaches and Trainers – 22%

D. There is no limit on the number of employees a school may assign to fill the allotted number of coaching positions.

E. Football and volleyball coaches receive a supplement equal to 10 days of pay for the duties conducted prior to the start of the year. The stipend is based on their daily rate of pay and is paid in August each year.

II. Junior High School

A. Athletic Directors – 5%

B.

Sport	Head Coach	Assistant Coach
Football	6%	4%
Basketball	6%	4%

Any person who coaches the following sports receives 3%:

Volleyball	Dance	Softball
Soccer	Cheerleading	Cross Country
Track	Baseball	Flag Team/Color Guard

C. One additional assistant coach, based on the number of student participants, may be requested at the discretion of the Principal. Written justification of an extreme number of student participants, including number of anticipated participants, must accompany any request for additional coaches.

D. The maximum percentage one junior high school coach may receive is 17%.

St. Tammany Parish School Board Salary Schedules 2026-2027

Athletic and Extra Curricular Stipend Schedule (continued)

Be a Champion Stipend

Championship and Playoff stipends will be paid to eligible coaches as follows:

LHSAA Sports Covering Entire Team Only:

Football	Cross Country	Track and Field – Indoor and Outdoor
Basketball	Swimming	Bowling
Baseball	Powerlifting	Golf
Softball	Soccer	Tennis
Volleyball	Wrestling	Gymnastics

Stipends to be Paid for each Achievement:

$500 Head Coach Stipend for making the State Playoffs
$250 Assistant Coaches Stipend for making the State Playoffs
$500 Head Coach Stipend for State Championship Runner Up
$250 Assistant Coaches Stipend for State Championship Runner Up
$1,000 Head Coach Stipend for State Championship Winner
$500 Assistant Coaches Stipend for State Championship Winner

Other Extra Curricular Compensation

School related activities which are of significant benefit and interest to students, faculty, parents, general school program or school community, will be considered for extra compensation on a local school priority basis. This does not include teaching and non-teaching duties incumbent on all faculty members.

Prior to the end of each semester, usually in December and May, the Finance Department will send to each Principal a form (Report of Extra Curricular Salary Supplement) showing the allotted amount. The Principal has to complete the form and return it to the Finance Department in accordance with the instructions in the transmittal letter accompanying the forms. A separate check will be issued to the teachers for the first semester's work no later than the January 31st payroll and on the June 15th payroll for the second semester's work.

The activities included are at the discretion of the Principal. By way of example, a Principal may include the following:

- Drill Team
- District Rally
- Yearbook
- Computer Club
- Newspaper
- Pep Squad
- Just Say No
- Drama

This list is neither mandatory nor all-inclusive. It is the Principal 's responsibility to determine the activities of greatest merit. There is no requirement to compensate the same activity at every school or to pay the same amount

Other Extra Curricular Compensation (Continued)

for like activities at different schools. Financial limitations will not allow all activities to be compensated. In determining the amount of extra compensation a teacher will receive, Principal s should consider time, effort, number of people involved, complexity, etc.

There is a minimum compensation of $50 and a maximum compensation of $1,800 per teacher at the senior high level and a $25 minimum and a maximum of $1,200 per teacher at the junior high level for extracurricular duties.

The annual allotments are as follows:

Senior High Schools – $6,000 per school, plus $3.50 per student in grades 8.5-12.

Junior High Schools – $4,000 per school, plus $3.00 per student in grades 7-8.

Elementary (K-6) – $1,500 per school, plus $1.50 per student in grades K-6.

The amount per student is based on the October 1 student enrollment.

ROTC

Individual military branches establish ROTC Instructor pay rates. The School Board pays the larger amount of:

A. 85% of 181-day Teacher Salary OR

B. Minimum matching salary (paid by the government).

If an ROTC instructor does not receive military supplement for any month in FY 2026-2027, the School Board will not pay this portion of the ROTC employee's salary until the military support is received.

Classroom Teacher Supply Fee

Each certificated employee designated as a classroom teacher, therapist, or librarian will be paid a stipend of $500 for supplemental teaching materials each contract year by August 31st. This stipend will be taxable compensation to the employee, not subject to retirement, and no proof of purchase of supplies is required. The employee will retain ownership of the supplies purchased.

Longevity Pay

One pay level will be granted for all teachers, Coordinators, and Administrators who reach an employment milestone in the prior school year (FY 2025-2026). These employees will receive one pay level (permanent) when they have worked for the School Board 5 years, 10 years, 15 years, 20 years, 25 years, 30 years, 35 years, and 40 years. The calculation of the pay is based on the employee's work anniversary date (hire date). The calculation for longevity pay is not based on retirement system calculated years of service. The employee must have reached a work experience level in years of 5, 10, 15, 20, 25, 30, 35, or 40 at some point during the period July 1, 2025 to June 30, 2026 to receive the additional pay level in FY 2026-2027. This pay is not retroactive and only applies to work experience milestones achieved in FY 2025-2026. These eligible employees must receive an effective rating for FY 2025-2026 to receive this one pay level.

St. Tammany Parish School Board Salary Schedules 2026-2027

Social Workers, School Counselors, Mental Health Providers, Speech Therapist/Pathologists, Occupational Therapists, and Physical Therapists

1. Newly hired Licensed Clinical Social Workers (LCSWs), Licensed Professional Counselors (LPCs), and Mental Health Providers with LCSW or LPC certifications will be placed on salary schedules as follows:
    a. Social Workers and Mental Health Providers holding a Master's Degree and a licensed master social worker certification (LMSW) would be placed on Master's+ 30 pay scale on pay at their experience level (or pay level two if no experience) since the master's degree program for social workers is a 60- hour program rather than the standard 48- hour program.
    b. Social Workers and Mental Health Providers holding the LCSW certification would be placed on the EDS Specialist pay scale at their experience level (or pay level two if no experience). This would require the employee to maintain the licensure.
    c. School Counselors and Mental Health Providers holding a Master's degree and a Provisional Licenses Professional Counselor (PLPC) certification would be placed on Master's+30 pay scale at their experience level (or pay level two if no experience) since the master's program for counselors is a 60-hour program rather than the standard 48-hour program.
    d. School Counselors and Mental Health Providers holding the LPC designation would be placed on the EDS Specialists pay scale at their experience level (or pay level two if no experience). The employee must maintain the licensure to remain in this classification.
2. Newly hired Speech Therapists/Pathologists, Occupational Therapists, and Physical Therapists will be placed on salary schedules as follows:
    a. Speech Therapists/Pathologists who hold a current, valid, full (not temporary or provisional) Louisiana license with the Louisiana Board of Examiners to serve as a speech therapist/pathologist would be placed on the EDS Specialists pay scale at their experience level (or pay level two if no experience),
    b. Occupational Therapists who hold a current, valid provisional or full certificate Louisiana license to practice occupational therapy in Louisiana in compliance with R.S. 37:3001-3014, as administered by the Louisiana Board of Medical Examiners would be placed on the EDS Specialists pay scale at their experience pay level (or pay level two if no experience).
    c. Physical Therapists who hold a current, valid provisional or full certificate Louisiana license to practice physical therapy in compliance with R.S. 37:2401:2424, as administered by the Louisiana State Board of Physical Therapy Examiners would be placed on the EDS Specialists pay scale at their experience level (or pay level two if no experience).

Differential Compensation Funding Plan

For FY 2026-2027, the State of Louisiana will provide school districts with a legislative appropriation to assist school districts with their unique market needs in the recruitment and retention of teachers. **The differential compensation funding will be utilized to pay highly effective stipends to teachers as outlined in the effectiveness stipend section.**

The remaining differential compensation funding will be utilized as follows:

A one-time critical shortage area stipend shall be paid to Special Education classroom teachers assigned to Reduced Numbers Classes (RNC), Behavior Education Classes (BEC), Multiple Abilities Classes (MAP), and Special Education Resource (SWE Resource).

To be eligible, a teacher must have received an effective performance rating for FY 2025–2026 and must be an active working employee on the date the stipend is paid. Employees on leave who return to work after the stipend is paid, but during the 2026–2027 school year, shall receive the stipend after completing 30 workdays in active status.

St. Tammany Parish School Board Salary Schedules 2026-2027

Differential Compensation Funding Plan (continued)

State differential compensation funds remaining after payment of the highly effective stipends shall be used to fund these Special Education stipends. The remaining funds shall be distributed equally among eligible teachers in the classifications identified above, after accounting for employer-paid benefits and taxes.

The estimated stipend is approximately $735 per eligible teacher. The final amount is subject to change based on completed calculations; however, the gross stipend paid to each eligible teacher shall not be less than $600, excluding employer-paid benefits and taxes.

These stipends shall be paid on November 30, 2026, except for eligible employees returning from leave after that date, who shall receive payment upon satisfying the 30-workday requirement during the 2026–2027 school year.

State Stipend Funding Plan

For FY 2026-2027, the State of Louisiana will require school districts to pay a state stipend to certain employees with funds that will be removed from the Minimum Foundation Program (MFP) funding. The state provided the school district with a list of certificated employee positions that should be paid a $2,000 stipend. Certain groups were excluded by the state including pre-K program employees, school nurses, school counselors, therapists, and administrators. The accounting code for the employee determines who will receive the stipend. The guidance provides that the eligible certificated employees will receive a $2,000 stipend.

All certificated employees, including those whose positions are excluded from state stipend funding, shall receive a stipend for the 2026—2027 school year no later than November 30, 2026. All full-time certificated employees shall receive a minimum stipend of $2,000. All stipends shall be based on the employee's position as of date of payment, weighted for calendars and hours consistent with past practice, provided that no full-time employee receives less than the applicable $2,000 stipend. Employees who are less than full-time will receive a stipend based on their hours full-time-equivalent (hours worked per week). Employees must have an active employment status to receive the stipend as of date of payment. Employees on leave who return to work after date of payment, and in the current school year will be paid the after being on active status for 30 workdays. All stipends shall be paid by separate check no later than November 30, 2026

Support Employees Salary Schedules and Policies

St. Tammany Parish School Board Salary Schedules 2026-2027

Support Employees Pay

For FY 2026-2027, all Support employees will advance one pay level on the schedules.

Pay level will not always equal years of experience.

Support employees may be eligible for an auto allowance and/or an annual taxable cell phone allowance of $600 at the discretion of the Superintendent.

Additional pay levels may be granted to support employees for extra duties assigned and prior work experience/field expertise at the discretion of the Superintendent.

For FY 2026-2027, Non-Management Support employees who are newly hired with higher education or who obtain higher education degrees in the prior school year will have an increase in their salary for higher education as follows:

- Support employees with an Associate Degree will earn one additional pay level.
- Support employees with a Bachelor's Degree will earn two additional pay levels.
- Support employees with a Master's Degree will earn three additional pay levels.
- Support employees with a PhD will earn four additional pay levels.

For FY 2026-2027, Support employees who are not designated as Management who earn or have existing approved certifications/licensures from accredited institutions that benefit their current employment position will be able to submit an application with proof of certification or licensure. Their immediate Supervisor must review and sign the application if the employee meets the criteria. The School Board must be receiving a benefit for this certification/licensure. The applications will then be sent to Administration for vetting and approval. Once approved, the Administration will collaborate with the employee's immediate Supervisor to determine appropriate pay level increases. All approved applications will be eligible for at least one pay level, and the Administration may grant additional pay levels at their discretion.

In the case of hurricanes or other disasters, hourly hazard pay may be granted to non-management support employees who are required to work during closures due to disasters with Board approval at the discretion of the Superintendent. This pay would be in addition to their regular pay for the closure days.

State Stipend Funding Plan

For FY 2026-2027, the State of Louisiana will require school districts to pay a state stipend to certain employees with funds that will be removed from the Minimum Foundation Program (MFP) funding. The state provided the school district with a list of support employee positions that should be paid a $1,000 stipend. Certain employee groups were excluded by the state including pre-K program employees, school nurses, school counselors, therapists, management, and administrators. The accounting code for the employee determines who will receive the stipend. The guidance provides that the eligible support employees will receive a $1,000 stipend.

All support employees, including those whose positions are excluded from state stipend funding, shall receive a stipend for the 2026—2027 school year no later than November 30, 2026. All full-time support employees shall receive a minimum stipend of $1,000. All stipends shall be based on the employee's position as of date of payment, weighted for calendars and hours consistent with past practice, provided that no full-time employee receives less than the applicable $2,000 or $1,000 stipend. Employees who are less than full-time will receive a stipend based on their hours full-time-equivalent (hours worked per

Support Employees Pay (Continued)

State Stipend Funding Plan (Continued)

week). Employees must have an active employment status to receive the stipend as of date of payment. Employees on leave who return to work after date of payment, and in the current school year will be paid the after being on active status for 30 workdays. All stipends shall be paid by separate check no later than November 30, 2026

Overtime and Compensatory Time

In accordance with the Collective Bargaining Agreement and Fair Labor Standards Act (FLSA), any hours worked by non-exempt support employees in excess of 40 hours in a single workweek shall be compensated in accordance with FLSA by paying the support employee 1.5 times his or her regular rate, or, alternatively, by giving the support employee compensatory time-off equal to 1.5 hours for each hour worked in excess of 40. The Superintendent or his designee shall decide
whether to compensate overtime with extra pay or with compensatory time off. Any compensatory time off granted must be used by June 30th of each year. Any compensatory time not used by June 30th would be paid to the employee at their overtime rate. Support employees' compensatory time is limited to no more than thirty-five (35) hours per fiscal year quarter. The accrual and usage of all compensatory time must be recorded in the School Board's time and attendance system. Any support employee wishing to request compensatory time for overtime hours shall submit a request to their Department Head for his or her approval. A Compensatory Time Request form must be utilized. Employees must submit leave slips as the compensatory time is used.

On Call Pay

Exempt and Non-Exempt support employees who are on call on a holiday or weekend will receive a flat $50 per day for the days they are on call. Being on call means an employee is available to work if their Supervisor contacts them. When a non-exempt support employee responds to a call, they will be paid a rate of pay as per the Collective Bargaining Agreement (Either double pay for holidays or time and a half pay for non-holidays with a two-hour minimum) or given a compensatory time-off equivalent for each hour worked. When an exempt employee responds to a call, they will be paid his or her regular rate or given compensatory time-off for each hour worked. Procedures for compensatory time must be followed for non-exempt and exempt employees.

Longevity Pay

One pay level will be granted for all support employees who reach an employment milestone in the prior school year (FY 2025-2026). These employees will receive one pay level (permanent) when they have worked for the School Board 5 years, 10 years, 15 years, 20 years, 25 years, 30 years, 35 years, and 40 years. The calculation of the pay is based on the employee's work anniversary date (hire date). The calculation for longevity pay is not based on retirement system calculated years of service. The employee must have reached a work experience level in years of 5, 10, 15, 20, 25, 30, 35, or 40 at some point during the period July 1, 2025 to June 30, 2026
to receive the additional pay level in FY 2026-2027. This pay is not retroactive and only applies to experience milestones achieved in FY 2025-2026.

Clerical and Paraprofessional Salary Policy

New Employees shall be placed on the initial salary pay level of the appropriate pay grade. Credit will be given for prior experience as a secretary or clerk in Louisiana public and non-public schools and accredited, out-of-state schools and verifiable job-related private sector experience. All partial years of service shall be combined to determine allowable credit, i.e., two-one-half years of experience will only result in one year of allowable credit.

All promotions and demotions will immediately be placed in their new pay grade on the same pay level as their current pay.

St. Tammany Parish School Board Salary Schedules 2026-2027

Clerical/Paraprofessional Pay Grade Classifications

A-09 - Early Childhood Aide (Instructional Para) Uncertified
Elementary (K-3) Instructional Paraprofessional I (Para to Teacher Program)
Instructional Aide
Long Term Sub Para I (EIS)
Study Center Alternative to Suspension Paraprofessional
Title I Early Childhood Instructional Paraprofessional I
Title I Instructional Paraprofessional I

A-10 - Library Aide

A-12 - Early Childhood Aide (Instructional Para) Certified

Students with Exceptionalities Aide II
Student with Exceptionalities Aide II (Itinerant)
Title I Computer Lab Paraprofessional II
Title I Early Childhood Instructional Paraprofessional II
Title I Instructional Paraprofessional II

A-14 - Braille Transcriber I (Uncertified)

A-15 - Provisional Educational Interpreter
Specialized Para Medical

A-16 - Students with Exceptionalities Aide II

A-17 - Computer Technician Paraprofessional

A-18 - Community Liaison & Interpreter
Qualified Educational Interpreter
School Security Officer

A-20 - Drill Instructor

A-21 - Assistant Speech Therapist
Highly Qualified Educational Interpreter

St. Tammany Parish School Board Salary Schedules 2026-2027

Clerical/Paraprofessionals Salary Schedules

Pay Level	A-09/A-10 179 Days (AAJS/AAKS)	A-12 179 Days (AAMS)	A-14 179 Days (AAOS)	A-15 179 Days (AAPS)
0	$26,710	$27,195	$28,166	$29,303
1	$27,060	$27,545	$28,516	$29,653
2	$27,410	$27,895	$28,866	$30,003
3	$27,760	$28,245	$29,216	$30,353
4	$28,110	$28,595	$29,566	$30,703
5	$28,460	$28,945	$29,916	$31,053
6	$28,810	$29,295	$30,266	$31,403
7	$29,160	$29,645	$30,616	$31,753
8	$29,510	$29,995	$30,966	$32,103
9	$29,860	$30,345	$31,316	$32,453
10	$30,210	$30,695	$31,666	$32,803
11	$30,560	$31,045	$32,016	$33,153
12	$30,910	$31,395	$32,366	$33,503
13	$31,260	$31,745	$32,716	$33,853
14	$31,610	$32,095	$33,066	$34,203
15	$31,960	$32,445	$33,416	$34,553
16	$32,310	$32,795	$33,766	$34,903
17	$32,660	$33,145	$34,116	$35,253
18	$33,010	$33,495	$34,466	$35,603
19	$33,360	$33,845	$34,816	$35,953
20	$33,710	$34,195	$35,166	$36,303
21	$34,060	$34,545	$35,516	$36,653
22	$34,410	$34,895	$35,866	$37,003
23	$34,760	$35,245	$36,216	$37,353
24	$35,110	$35,595	$36,566	$37,703
25	$35,460	$35,945	$36,916	$38,053
26	$35,810	$36,295	$37,266	$38,403
27	$36,160	$36,645	$37,616	$38,753
28	$36,510	$36,995	$37,966	$39,103
29	$36,860	$37,345	$38,316	$39,453
30	$37,210	$37,695	$38,666	$39,803
31	$37,560	$38,045	$39,016	$40,153
32	$37,910	$38,395	$39,366	$40,503
33	$38,260	$38,745	$39,716	$40,853
34	$38,610	$39,095	$40,066	$41,203
35	$38,960	$39,445	$40,416	$41,553
36	$39,310	$39,795	$40,766	$41,903
37	$39,660	$40,145	$41,116	$42,253
38	$40,010	$40,495	$41,466	$42,603
39	$40,360	$40,845	$41,816	$42,953
40	$40,710	$41,195	$42,166	$43,303
41	$41,060	$41,545	$42,516	$43,653
42	$41,410	$41,895	$42,866	$44,003
43	$41,760	$42,245	$43,216	$44,353
44	$42,110	$42,595	$43,566	$44,703
45	$42,460	$42,945	$43,916	$45,053

St. Tammany Parish School Board Salary Schedules 2026-2027

Clerical/Paraprofessionals Salary Schedules

Pay Level	A-16 189 Days (AAQS)	A-17 189 Days (AARS)	A-18 179 Days (AASS)	A-20 181 Days 8 hrs (AAUS)	A-21 181 Days (AAVS)
0	$28,674	$30,899	$34,018	$37,216	$43,750
1	$29,040	$31,265	$34,368	$37,793	$44,100
2	$29,406	$31,631	$34,718	$38,370	$44,450
3	$29,772	$31,997	$35,068	$38,947	$44,800
4	$30,138	$32,363	$35,418	$39,524	$45,150
5	$30,504	$32,729	$35,768	$40,101	$45,500
6	$30,870	$33,095	$36,118	$40,678	$45,850
7	$31,236	$33,461	$36,468	$41,255	$46,200
8	$31,602	$33,827	$36,818	$41,832	$46,550
9	$31,968	$34,193	$37,168	$42,409	$46,900
10	$32,334	$34,559	$37,518	$42,986	$47,250
11	$32,700	$34,925	$37,868	$43,563	$47,600
12	$33,066	$35,291	$38,218	$44,140	$47,950
13	$33,432	$35,657	$38,568	$44,717	$48,300
14	$33,798	$36,023	$38,918	$45,294	$48,650
15	$34,164	$36,389	$39,268	$45,871	$49,000
16	$34,530	$36,755	$39,618	$46,448	$49,350
17	$34,896	$37,121	$39,968	$47,025	$49,700
18	$35,262	$37,487	$40,318	$47,602	$50,050
19	$35,628	$37,853	$40,668	$48,179	$50,400
20	$35,994	$38,219	$41,018	$48,756	$50,750
21	$36,360	$38,585	$41,368	$49,333	$51,100
22	$36,726	$38,951	$41,718	$49,910	$51,450
23	$37,092	$39,317	$42,068	$50,487	$51,800
24	$37,458	$39,683	$42,418	$51,064	$52,150
25	$37,824	$40,049	$42,768	$51,641	$52,500
26	$38,190	$40,415	$43,118	$52,218	$52,850
27	$38,556	$40,781	$43,468	$52,795	$53,200
28	$38,922	$41,147	$43,818	$53,372	$53,550
29	$39,288	$41,513	$44,168	$53,949	$53,900
30	$39,654	$41,879	$44,518	$54,526	$54,250
31	$40,020	$42,245	$44,868	$55,103	$54,600
32	$40,386	$42,611	$45,218	$55,680	$54,950
33	$40,752	$42,977	$45,568	$56,257	$55,300
34	$41,118	$43,343	$45,918	$56,834	$55,650
35	$41,484	$43,709	$46,268	$57,411	$56,000
36	$41,850	$44,075	$46,618	$57,988	$56,350
37	$42,216	$44,441	$46,968	$58,565	$56,700
38	$42,582	$44,807	$47,318	$59,142	$57,050
39	$42,948	$45,173	$47,668	$59,719	$57,400
40	$43,314	$45,539	$48,018	$60,296	$57,750
41	$43,680	$45,905	$48,368	$60,873	$58,100
42	$44,046	$46,271	$48,718	$61,450	$58,450
43	$44,412	$46,637	$49,068	$62,027	$58,800
44	$44,778	$47,003	$49,418	$62,604	$59,150
45	$45,144	$47,369	$49,768	$63,181	$59,500

St. Tammany Parish School Board Salary Schedules 2026-2027

Clerical Pay Grade Classifications

C-02 Clerk Typist I
Graphic Arts Machine Operator I
Information Technology Repair Technician

C-03 Clerk Typist II
Construction Clerk Typist II
Federal Program School Support Clerk II
Transportation Data Clerk II

C-04 Clerk Typist III
Courier

C-05 Account Clerk I
General Office Assistant
Graphic Arts Machine Operator II
Information Technology Software Support Clerk I
Software Support Clerk I

C-06 Account Clerk II
Buyer I
Food Service Secretary
Transportation Secretary

C-07 Account Clerk III
Information Technology Software Support Clerk III
Information Technology Support Technician I
Secretary

C-08 Accountant I
Buyer II
Graphics Arts Photo-Composition Operator II
Insurance Clerk
Senior Secretary

C-09 Accountant II

St. Tammany Parish School Board Salary Schedules 2026-2027

Clerical Salary Schedules- 261 Days

Pay Level	C-02 (CCCS)	C-03 (CCDS)	C-04 (CCES)	C-05 (CCFS)	C-06 (CCGS)	C-07 (CCHS)	C-08 (CCIS)	C-09 (CCJS)
0	$32,506	$33,153	$33,798	$34,446	$35,093	$36,386	$37,687	$39,007
1	$33,011	$33,658	$34,303	$34,951	$35,598	$36,891	$38,192	$39,512
2	$33,516	$34,163	$34,808	$35,456	$36,103	$37,396	$38,697	$40,017
3	$34,021	$34,668	$35,313	$35,961	$36,608	$37,901	$39,202	$40,522
4	$34,526	$35,173	$35,818	$36,466	$37,113	$38,406	$39,707	$41,027
5	$35,031	$35,678	$36,323	$36,971	$37,618	$38,911	$40,212	$41,532
6	$35,536	$36,183	$36,828	$37,476	$38,123	$39,416	$40,717	$42,037
7	$36,041	$36,688	$37,333	$37,981	$38,628	$39,921	$41,222	$42,542
8	$36,546	$37,193	$37,838	$38,486	$39,133	$40,426	$41,727	$43,047
9	$37,051	$37,698	$38,343	$38,991	$39,638	$40,931	$42,232	$43,552
10	$37,556	$38,203	$38,848	$39,496	$40,143	$41,436	$42,737	$44,057
11	$38,061	$38,708	$39,353	$40,001	$40,648	$41,941	$43,242	$44,562
12	$38,566	$39,213	$39,858	$40,506	$41,153	$42,446	$43,747	$45,067
13	$39,071	$39,718	$40,363	$41,011	$41,658	$42,951	$44,252	$45,572
14	$39,576	$40,223	$40,868	$41,516	$42,163	$43,456	$44,757	$46,077
15	$40,081	$40,728	$41,373	$42,021	$42,668	$43,961	$45,262	$46,582
16	$40,586	$41,233	$41,878	$42,526	$43,173	$44,466	$45,767	$47,087
17	$41,091	$41,738	$42,383	$43,031	$43,678	$44,971	$46,272	$47,592
18	$41,596	$42,243	$42,888	$43,536	$44,183	$45,476	$46,777	$48,097
19	$42,101	$42,748	$43,393	$44,041	$44,688	$45,981	$47,282	$48,602
20	$42,606	$43,253	$43,898	$44,546	$45,193	$46,486	$47,787	$49,107
21	$43,111	$43,758	$44,403	$45,051	$45,698	$46,991	$48,292	$49,612
22	$43,616	$44,263	$44,908	$45,556	$46,203	$47,496	$48,797	$50,117
23	$44,121	$44,768	$45,413	$46,061	$46,708	$48,001	$49,302	$50,622
24	$44,626	$45,273	$45,918	$46,566	$47,213	$48,506	$49,807	$51,127
25	$45,131	$45,778	$46,423	$47,071	$47,718	$49,011	$50,312	$51,632
26	$45,636	$46,283	$46,928	$47,576	$48,223	$49,516	$50,817	$52,137
27	$46,141	$46,788	$47,433	$48,081	$48,728	$50,021	$51,322	$52,642
28	$46,646	$47,293	$47,938	$48,586	$49,233	$50,526	$51,827	$53,147
29	$47,151	$47,798	$48,443	$49,091	$49,738	$51,031	$52,332	$53,652
30	$47,656	$48,303	$48,948	$49,596	$50,243	$51,536	$52,837	$54,157
31	$48,161	$48,808	$49,453	$50,101	$50,748	$52,041	$53,342	$54,662
32	$48,666	$49,313	$49,958	$50,606	$51,253	$52,546	$53,847	$55,167
33	$49,171	$49,818	$50,463	$51,111	$51,758	$53,051	$54,352	$55,672
34	$49,676	$50,323	$50,968	$51,616	$52,263	$53,556	$54,857	$56,177
35	$50,181	$50,828	$51,473	$52,121	$52,768	$54,061	$55,362	$56,682
36	$50,686	$51,333	$51,978	$52,626	$53,273	$54,566	$55,867	$57,187
37	$51,191	$51,838	$52,483	$53,131	$53,778	$55,071	$56,372	$57,692
38	$51,696	$52,343	$52,988	$53,636	$54,283	$55,576	$56,877	$58,197
39	$52,201	$52,848	$53,493	$54,141	$54,788	$56,081	$57,382	$58,702
40	$52,706	$53,353	$53,998	$54,646	$55,293	$56,586	$57,887	$59,207
41	$53,211	$53,858	$54,503	$55,151	$55,798	$57,091	$58,392	$59,712
42	$53,716	$54,363	$55,008	$55,656	$56,303	$57,596	$58,897	$60,217
43	$54,221	$54,868	$55,513	$56,161	$56,808	$58,101	$59,402	$60,722
44	$54,726	$55,373	$56,018	$56,666	$57,313	$58,606	$59,907	$61,227
45	$55,231	$55,878	$56,523	$57,171	$57,818	$59,111	$60,412	$61,732

St. Tammany Parish School Board Salary Schedules 2026-2027

Clerical Pay Grade Classifications

S-04	School Clerk
S-05	Federal Program School Support Clerk II
	School Secretary I
S-06	School Secretary II *
S-07	Equipment Technician
S-08	School Security Officer
S-09	Federal Program Equipment Technician

* High School and Junior High School bookkeepers (classified as School Secretary II) have many extra duties and responsibilities as compared to bookkeepers in elementary and middle schools. Since these bookkeepers have more responsibilities and larger volume of transactions, high school bookkeepers will be granted 7 additional pay levels and junior high school bookkeepers will be granted 3 additional pay levels.

St. Tammany Parish School Board Salary Schedules 2026-2027

Clerical Salary Schedules

Pay Level	S-04 199 Days (SSES)	S-05 199 Days (SSFS)	S-06 199 Days (SSGS)	S-07 200 Days (SSHS)	S-08 220 Days (SSIS)	S-09 261 Day (SSJS)
0	$28,156	$28,695	$30,312	$32,945	$41,533	$46,611
1	$28,541	$29,080	$30,697	$33,332	$41,958	$47,116
2	$28,926	$29,465	$31,082	$33,719	$42,383	$47,621
3	$29,311	$29,850	$31,467	$34,106	$42,808	$48,126
4	$29,696	$30,235	$31,852	$34,493	$43,233	$48,631
5	$30,081	$30,620	$32,237	$34,880	$43,658	$49,136
6	$30,466	$31,005	$32,622	$35,267	$44,083	$49,641
7	$30,851	$31,390	$33,007	$35,654	$44,508	$50,146
8	$31,236	$31,775	$33,392	$36,041	$44,933	$50,651
9	$31,621	$32,160	$33,777	$36,428	$45,358	$51,156
10	$32,006	$32,545	$34,162	$36,815	$45,783	$51,661
11	$32,391	$32,930	$34,547	$37,202	$46,208	$52,166
12	$32,776	$33,315	$34,932	$37,589	$46,633	$52,671
13	$33,161	$33,700	$35,317	$37,976	$47,058	$53,176
14	$33,546	$34,085	$35,702	$38,363	$47,483	$53,681
15	$33,931	$34,470	$36,087	$38,750	$47,908	$54,186
16	$34,316	$34,855	$36,472	$39,137	$48,333	$54,691
17	$34,701	$35,240	$36,857	$39,524	$48,758	$55,196
18	$35,086	$35,625	$37,242	$39,911	$49,183	$55,701
19	$35,471	$36,010	$37,627	$40,298	$49,608	$56,206
20	$35,856	$36,395	$38,012	$40,685	$50,033	$56,711
21	$36,241	$36,780	$38,397	$41,072	$50,458	$57,216
22	$36,626	$37,165	$38,782	$41,459	$50,883	$57,721
23	$37,011	$37,550	$39,167	$41,846	$51,308	$58,226
24	$37,396	$37,935	$39,552	$42,233	$51,733	$58,731
25	$37,781	$38,320	$39,937	$42,620	$52,158	$59,236
26	$38,166	$38,705	$40,322	$43,007	$52,583	$59,741
27	$38,551	$39,090	$40,707	$43,394	$53,008	$60,246
28	$38,936	$39,475	$41,092	$43,781	$53,433	$60,751
29	$39,321	$39,860	$41,477	$44,168	$53,858	$61,256
30	$39,706	$40,245	$41,862	$44,555	$54,283	$61,761
31	$40,091	$40,630	$42,247	$44,942	$54,708	$62,266
32	$40,476	$41,015	$42,632	$45,329	$55,133	$62,771
33	$40,861	$41,400	$43,017	$45,716	$55,558	$63,276
34	$41,246	$41,785	$43,402	$46,103	$55,983	$63,781
35	$41,631	$42,170	$43,787	$46,490	$56,408	$64,286
36	$42,016	$42,555	$44,172	$46,877	$56,833	$64,791
37	$42,401	$42,940	$44,557	$47,264	$57,258	$65,296
38	$42,786	$43,325	$44,942	$47,651	$57,683	$65,801
39	$43,171	$43,710	$45,327	$48,038	$58,108	$66,306
40	$43,556	$44,095	$45,712	$48,425	$58,533	$66,811
41	$43,941	$44,480	$46,097	$48,812	$58,958	$67,316
42	$44,326	$44,865	$46,482	$49,199	$59,383	$67,821
43	$44,711	$45,250	$46,867	$49,586	$59,808	$68,326
44	$45,096	$45,635	$47,252	$49,973	$60,233	$68,831
45	$45,481	$46,020	$47,637	$50,360	$60,658	$69,336

St. Tammany Parish School Board Salary Schedules 2026-2027

Custodial Salary Policy

New employees shall be placed on the initial salary pay level of the appropriate pay grade. Credit will be given for prior experience as a custodian in Louisiana public and non-public schools and accredited, out-of-state schools and verifiable job-related private sector experience. All partial years of service shall be combined to determine allowable credit, i.e., two one-half years of experience will only result in one year of allowable credit.

All promotions and demotions will immediately be placed on their new pay grade on the same pay level as their current pay level.

All custodians working at schools that host summer camps, summer school, Extended School Year Program (ESYP), and any other school-sponsored summer programs will be eligible for a one-time stipend of $500 ($500 for June and $500 for July as applicable). This would apply to all custodians working in the applicable schools. The custodians would submit a supplemental pay timesheet to be paid with June 30th and July 31st payrolls as applicable.

St. Tammany Parish School Board Salary Schedules 2026-2027

Custodial Salary Schedules- 261 days

Pay Level	J-07 7 Hour Level I (JJHS)	J-08 8 Hour Level I (JJIS)	J-09 8 Hour Level II Assistant and Head Custodians (JJJS)	J-10 7 Hour Level II Assistant and Head Custodians (JJKS)	J-11 8 Hour Head Custodian (JJLS)
0	$27,431	$31,350	$32,548	$28,480	$34,196
1	$27,936	$31,927	$33,125	$28,985	$34,773
2	$28,441	$32,504	$33,702	$29,490	$35,350
3	$28,946	$33,081	$34,279	$29,995	$35,927
4	$29,451	$33,658	$34,856	$30,500	$36,504
5	$29,956	$34,235	$35,433	$31,005	$37,081
6	$30,461	$34,812	$36,010	$31,510	$37,658
7	$30,966	$35,389	$36,587	$32,015	$38,235
8	$31,471	$35,966	$37,164	$32,520	$38,812
9	$31,976	$36,543	$37,741	$33,025	$39,389
10	$32,481	$37,120	$38,318	$33,530	$39,966
11	$32,986	$37,697	$38,895	$34,035	$40,543
12	$33,491	$38,274	$39,472	$34,540	$41,120
13	$33,996	$38,851	$40,049	$35,045	$41,697
14	$34,501	$39,428	$40,626	$35,550	$42,274
15	$35,006	$40,005	$41,203	$36,055	$42,851
16	$35,511	$40,582	$41,780	$36,560	$43,428
17	$36,016	$41,159	$42,357	$37,065	$44,005
18	$36,521	$41,736	$42,934	$37,570	$44,582
19	$37,026	$42,313	$43,511	$38,075	$45,159
20	$37,531	$42,890	$44,088	$38,580	$45,736
21	$38,036	$43,467	$44,665	$39,085	$46,313
22	$38,541	$44,044	$45,242	$39,590	$46,890
23	$39,046	$44,621	$45,819	$40,095	$47,467
24	$39,551	$45,198	$46,396	$40,600	$48,044
25	$40,056	$45,775	$46,973	$41,105	$48,621
26	$40,561	$46,352	$47,550	$41,610	$49,198
27	$41,066	$46,929	$48,127	$42,115	$49,775
28	$41,571	$47,506	$48,704	$42,620	$50,352
29	$42,076	$48,083	$49,281	$43,125	$50,929
30	$42,581	$48,660	$49,858	$43,630	$51,506
31	$43,086	$49,237	$50,435	$44,135	$52,083
32	$43,591	$49,814	$51,012	$44,640	$52,660
33	$44,096	$50,391	$51,589	$45,145	$53,237
34	$44,601	$50,968	$52,166	$45,650	$53,814
35	$45,106	$51,545	$52,743	$46,155	$54,391
36	$45,611	$52,122	$53,320	$46,660	$54,968
37	$46,116	$52,699	$53,897	$47,165	$55,545
38	$46,621	$53,276	$54,474	$47,670	$56,122
39	$47,126	$53,853	$55,051	$48,175	$56,699
40	$47,631	$54,430	$55,628	$48,680	$57,276
41	$48,136	$55,007	$56,205	$49,185	$57,853
42	$48,641	$55,584	$56,782	$49,690	$58,430
43	$49,146	$56,161	$57,359	$50,195	$59,007
44	$49,651	$56,738	$57,936	$50,700	$59,584
45	$50,156	$57,315	$58,513	$51,205	$60,161

St. Tammany Parish School Board Salary Schedules 2026-2027

Food Service Salary Policy

New employees shall be placed on the initial salary pay level of the appropriate pay grade. Credit will be given for prior experience as a school food service technician in Louisiana public and non-public schools and accredited, out-of-state schools and verifiable job-related private sector experience. All partial years of service shall be combined to determine allowable credit, i.e., two one-half years of experience will only result in one year of allowable credit.

Food service employees will be paid a uniform clothing allowance of $100 each year by August 31st. This allowance will be taxable compensation to the employee, not subject to retirement, and proof of purchase is not required.

Managers will be placed on the proper pay grade effective July 1st each year based on the Average Daily Participation for the prior year regardless of whether there is a reorganization of schools or an increase or decrease in participation.

Any person promoted to a Manager will be assigned to the proper pay grade and placed on the initial pay level. Any Manager who is reassigned or who requests a demotion to a lesser position will be placed in their new pay grade at the pay level that he/she would have been on had he/she originally been in that position.

Any person being promoted to an Assistant Manager will be placed on their new pay grade on the same pay level as their current pay level. Any Assistant Manager who is reassigned or who requests a demotion to a lesser position will be placed in their new pay grade on the same pay level as their current pay level.

Managers and Assistants to Food Service Director are management positions. These employees receive pay raises based on 181 Day Teacher pay raises weighted as follows:

Managers -Schedules FS16 and FS18 105%

Assistants to Food Service Director – Schedule FS17 115%

Managers are eligible for supplemental pay based on the average daily meal equivalent (ME). Meal equivalents are the number of lunches + breakfast/2 + extra sales. The supplemental pay is as follows:

$300 per year for ME of 800-900

$400 per year for ME of 901-1,000

$500 per year for ME over 1,000

St. Tammany Parish School Board Salary Schedules 2026-2027

Food Service Salary Schedules

Pay Level	L-12 179 Days Lunch Technician (LLMS)	L-13 179 Days Assistant Managers (LLNS)	L-14 179 Days Assistant Managers (LLOS)	FS16 182 Day B-Managers (FSQS)	FS18 182 Days A-Managers (FSSS)	FS17 193 Days Assistant to Food Service Director (FSRS)
0	$24,711	$25,146	$25,318	$41,977	$42,780	$49,678
1	$25,061	$25,496	$25,668	$42,502	$43,305	$50,253
2	$25,411	$25,846	$26,018	$43,027	$43,830	$50,828
3	$25,761	$26,196	$26,368	$43,552	$44,355	$51,403
4	$26,111	$26,546	$26,718	$44,077	$44,880	$51,978
5	$26,461	$26,896	$27,068	$44,602	$45,405	$52,553
6	$26,811	$27,246	$27,418	$45,127	$45,930	$53,128
7	$27,161	$27,596	$27,768	$45,652	$46,455	$53,703
8	$27,511	$27,946	$28,118	$46,177	$46,980	$54,278
9	$27,861	$28,296	$28,468	$46,702	$47,505	$54,853
10	$28,211	$28,646	$28,818	$47,227	$48,030	$55,428
11	$28,561	$28,996	$29,168	$47,752	$48,555	$56,003
12	$28,911	$29,346	$29,518	$48,277	$49,080	$56,578
13	$29,261	$29,696	$29,868	$48,802	$49,605	$57,153
14	$29,611	$30,046	$30,218	$49,327	$50,130	$57,728
15	$29,961	$30,396	$30,568	$49,852	$50,655	$58,303
16	$30,311	$30,746	$30,918	$50,377	$51,180	$58,878
17	$30,661	$31,096	$31,268	$50,902	$51,705	$59,453
18	$31,011	$31,446	$31,618	$51,427	$52,230	$60,028
19	$31,361	$31,796	$31,968	$51,952	$52,755	$60,603
20	$31,711	$32,146	$32,318	$52,477	$53,280	$61,178
21	$32,061	$32,496	$32,668	$53,002	$53,805	$61,753
22	$32,411	$32,846	$33,018	$53,527	$54,330	$62,328
23	$32,761	$33,196	$33,368	$54,052	$54,855	$62,903
24	$33,111	$33,546	$33,718	$54,577	$55,380	$63,478
25	$33,461	$33,896	$34,068	$55,102	$55,905	$64,053
26	$33,811	$34,246	$34,418	$55,627	$56,430	$64,628
27	$34,161	$34,596	$34,768	$56,152	$56,955	$65,203
28	$34,511	$34,946	$35,118	$56,677	$57,480	$65,778
29	$34,861	$35,296	$35,468	$57,202	$58,005	$66,353
30	$35,211	$35,646	$35,818	$57,727	$58,530	$66,928
31	$35,561	$35,996	$36,168	$58,252	$59,055	$67,503
32	$35,911	$36,346	$36,518	$58,777	$59,580	$68,078
33	$36,261	$36,696	$36,868	$59,302	$60,105	$68,653
34	$36,611	$37,046	$37,218	$59,827	$60,630	$69,228
35	$36,961	$37,396	$37,568	$60,352	$61,155	$69,803
36	$37,311	$37,746	$37,918	$60,877	$61,680	$70,378
37	$37,661	$38,096	$38,268	$61,402	$62,205	$70,953
38	$38,011	$38,446	$38,618	$61,927	$62,730	$71,528
39	$38,361	$38,796	$38,968	$62,452	$63,255	$72,103
40	$38,711	$39,146	$39,318	$62,977	$63,780	$72,678
41	$39,061	$39,496	$39,668	$63,502	$64,305	$73,253
42	$39,411	$39,846	$40,018	$64,027	$64,830	$73,828
43	$39,761	$40,196	$40,368	$64,552	$65,355	$74,403
44	$40,111	$40,546	$40,718	$65,077	$65,880	$74,978
45	$40,461	$40,896	$41,068	$65,602	$66,405	$75,553

Bus Owners/Operators and Bus Attendant Salary Policy

New employees shall be placed on the initial salary pay level of the appropriate pay grade. Credit will be given for prior experience as a Bus Owner/Operator or bus attendant in Louisiana public and non-public schools and accredited, out-of-state schools and verifiable job-related private sector experience. All partial years of service shall be combined to determine allowable credit, i.e., two one-half years of experience will only result in one year of allowable credit.

Bus attendant that acts as a substitute on another bus and have to travel farther than their normal morning and afternoon commute will be paid mileage for any extra miles traveled beyond their established commute miles. The bus attendant must submit a detailed monthly travel form to Transportation Department for approval of these miles beyond their normal commute.

Bus Owner/Operator Operational Allowance Policy

In compliance with state law, each School Bus Owner/Operator will be paid a State Operational Allowance. A State Operational Allowance will be paid equal to 1.756 per mile for all buses regardless of passenger size. The 1.756 per mile is for buses that hold greater than 48 passengers as required by state law. The School Board will apply this higher rate to all buses regardless of passenger size. This is in addition to the salary per the Bus Owner/Operator salary schedule. The 1.756 per mile State Operational Allowance was adopted by the Legislature in June 2022. The State Operational Allowance was established to help defray the cost of operating the bus while transporting students to and from school throughout the year. In addition to the State Operational Allowance, the St. Tammany Parish School Board will implement a Local Operational Allowance equal to .244 per mile regardless of passenger size. This additional local operational allowance will bring the total Operational Allowance to 2.00 per mile. The Local Operational Allowance will assist each Bus Owner/Operator with defraying additional maintenance costs associated with operating the bus. Both State Operational Allowance and Local Operational Allowance are paid to the Bus Owner/Operators each pay period and will be designated as Operational Allowance on their pay stub. All amounts paid to the School Bus Owner/Operator are fully taxable for FY 2025-2026 and after.

The Operational Allowances are calculated as follows:

- **State Operational Allowance** – The State Operational Allowance is calculated by multiplying the one-way route miles' times 2, times 180 days as required by the law, and times the state rate of 1.756. The State Operational Allowance will be paid for the 180 days regardless of school closures (i.e. hurricanes, etc.).

- **Local Operational Allowance–** The Local Operational Allowance is calculated by multiplying the one-way route miles' times 2, times 180 days, times the rate of .244. The Local Operational Allowance will be paid for the 180 days regardless of school closures (i.e. hurricanes, etc.).

Bus Owner/Operator Stipends

- Additional Local Operational Monthly Stipend – Each Bus Owner/Operator receives a stipend of $100 per month or $1,200 per year for an additional Local Operational Allowance.

- Students with Exceptionalities Bus Supplemental Payment - Each Bus Owner/Operator that the School Board requires to have air conditioning and lifts for their bus will receive a supplemental payment of $75 per month or $900 per year as required by state law.

Fleet Fuel Cards

Each Bus Owner/Operator will be provided with a fleet fuel card. The School Board will pay for fuel for their bus based on the mileage of the driver's daily route, including but not limited to the mileage traveled for picking up/dropping-off aides, coverage, mid-day runs, athletic, or other field/school activity trips (total business mile's allotment). The Bus Owner/Operator will be required to complete certification for the use of the card, monthly mileage logs for daily routes and other mileage for field trips, coverage, mid-day runs, and other school board related mileage, the driver must retain actual fuel receipts for 7 years, and must agree to all School Board policies and procedures related to fuel cards. Bus Owner/Operators that do not turn in monthly mileage logs for daily routes and extra miles by the 10th of the following month may be required to reimburse the School Board for fuel charged with their fuel card pin for that month. Bus Owner/Operators that exceed their monthly business mile's allotment will reimburse the school system on the last paycheck of the next month as outlined in the Collective Bargaining Agreement and fuel card policies and procedures.

Bus Owner/Operator Additional Pay/Mileage

Mid-day Runs- Bus Owner/Operators are paid $75 plus mileage for round-trip mid-day runs. If it is one way, $45 plus mileage. These are runs between regular morning and afternoon runs.

Driver Trainer Pay- A bus driver is paid $50 per day to train new driver applicants. They are trained on behind-the-wheel training with children aboard on three different type of buses.

Deadhead Miles Reimbursement- All Bus Owner/Operators are compensated for "deadhead" miles by allowing them to claim "in-between" school miles. For example, they are paid mileage from their last drop off at a school in the morning to their first pick-up school in the afternoon.

Other supplemental pay is discussed in the supplemental pay section of the salary schedule.

Newly hired Bus Drivers

Bus driver applicants must complete three days of behind-the-wheel training and obtain their CDL license to be hired as a bus driver for the School Board. If the newly hired bus driver is still employed with the School Board after 90 workdays, the School Board will reimburse the bus driver retro substitute pay for the three days of training and reimburse the bus driver for their CDL license fee of $100.

St. Tammany Parish School Board Salary Schedules 2026-2027

Bus Operators and Attendants Salary Schedules- 177 days

Pay Level	B-02 Bus Operator (BBCS)	B-03 Bus Attendant (BBDS)
0	$29,126	$23,152
1	$29,476	$23,502
2	$29,826	$23,852
3	$30,176	$24,202
4	$30,526	$24,552
5	$30,876	$24,902
6	$31,226	$25,252
7	$31,576	$25,602
8	$31,926	$25,952
9	$32,276	$26,302
10	$32,626	$26,652
11	$32,976	$27,002
12	$33,326	$27,352
13	$33,676	$27,702
14	$34,026	$28,052
15	$34,376	$28,402
16	$34,726	$28,752
17	$35,076	$29,102
18	$35,426	$29,452
19	$35,776	$29,802
20	$36,126	$30,152
21	$36,476	$30,502
22	$36,826	$30,852
23	$37,176	$31,202
24	$37,526	$31,552
25	$37,876	$31,902
26	$38,226	$32,252
27	$38,576	$32,602
28	$38,926	$32,952
29	$39,276	$33,302
30	$39,626	$33,652
31	$39,976	$34,002
32	$40,326	$34,352
33	$40,676	$34,702
34	$41,026	$35,052
35	$41,376	$35,402
36	$41,726	$35,752
37	$42,076	$36,102
38	$42,426	$36,452
39	$42,776	$36,802
40	$43,126	$37,152
41	$43,476	$37,502
42	$43,826	$37,852
43	$44,176	$38,202
44	$44,526	$38,552
45	$44,876	$38,902

St. Tammany Parish School Board Salary Schedules 2026-2027

Maintenance Salary Policy

New employees shall be placed on the initial salary pay level of the appropriate pay grade. Credit will be given for prior experience as a maintenance worker in Louisiana public and non-public schools and accredited, out-of-state schools and verifiable job-related private sector experience. All partial years of service shall be combined to determine allowable credit, i.e., two one-half years of experience will only result in one year of allowable credit.

All M0-1 to M0-8 promotions will immediately be placed in their new pay grade on the same pay level as their current pay level.

Any employee being promoted to a Management position in the Maintenance Department shall be placed on the pay level having the least negative impact on his/her salary and on the department.

St. Tammany Parish School Board Salary Schedules 2026-2027

Maintenance Salary Schedules- 261 days

								Licensed Skilled Trade
Pay Level	M-01 (MMBS)	M-02 (MMCS)	M-03 (MMDS)	M-04 (MMES)	M-05 (MMFS)	M-06 (MMGS)	M-07 (MMHS)	M-08 (MMIS)
0	$31,420	$32,061	$32,820	$35,137	$36,377	$37,016	$38,255	$49,659
1	$31,997	$32,638	$33,397	$35,714	$36,954	$37,593	$38,832	$50,236
2	$32,574	$33,215	$33,974	$36,291	$37,531	$38,170	$39,409	$50,813
3	$33,151	$33,792	$34,551	$36,868	$38,108	$38,747	$39,986	$51,390
4	$33,728	$34,369	$35,128	$37,445	$38,685	$39,324	$40,563	$51,967
5	$34,305	$34,946	$35,705	$38,022	$39,262	$39,901	$41,140	$52,544
6	$34,882	$35,523	$36,282	$38,599	$39,839	$40,478	$41,717	$53,121
7	$35,459	$36,100	$36,859	$39,176	$40,416	$41,055	$42,294	$53,698
8	$36,036	$36,677	$37,436	$39,753	$40,993	$41,632	$42,871	$54,275
9	$36,613	$37,254	$38,013	$40,330	$41,570	$42,209	$43,448	$54,852
10	$37,190	$37,831	$38,590	$40,907	$42,147	$42,786	$44,025	$55,429
11	$37,767	$38,408	$39,167	$41,484	$42,724	$43,363	$44,602	$56,006
12	$38,344	$38,985	$39,744	$42,061	$43,301	$43,940	$45,179	$56,583
13	$38,921	$39,562	$40,321	$42,638	$43,878	$44,517	$45,756	$57,160
14	$39,498	$40,139	$40,898	$43,215	$44,455	$45,094	$46,333	$57,737
15	$40,075	$40,716	$41,475	$43,792	$45,032	$45,671	$46,910	$58,314
16	$40,652	$41,293	$42,052	$44,369	$45,609	$46,248	$47,487	$58,891
17	$41,229	$41,870	$42,629	$44,946	$46,186	$46,825	$48,064	$59,468
18	$41,806	$42,447	$43,206	$45,523	$46,763	$47,402	$48,641	$60,045
19	$42,383	$43,024	$43,783	$46,100	$47,340	$47,979	$49,218	$60,622
20	$42,960	$43,601	$44,360	$46,677	$47,917	$48,556	$49,795	$61,199
21	$43,537	$44,178	$44,937	$47,254	$48,494	$49,133	$50,372	$61,776
22	$44,114	$44,755	$45,514	$47,831	$49,071	$49,710	$50,949	$62,353
23	$44,691	$45,332	$46,091	$48,408	$49,648	$50,287	$51,526	$62,930
24	$45,268	$45,909	$46,668	$48,985	$50,225	$50,864	$52,103	$63,507
25	$45,845	$46,486	$47,245	$49,562	$50,802	$51,441	$52,680	$64,084
26	$46,422	$47,063	$47,822	$50,139	$51,379	$52,018	$53,257	$64,661
27	$46,999	$47,640	$48,399	$50,716	$51,956	$52,595	$53,834	$65,238
28	$47,576	$48,217	$48,976	$51,293	$52,533	$53,172	$54,411	$65,815
29	$48,153	$48,794	$49,553	$51,870	$53,110	$53,749	$54,988	$66,392
30	$48,730	$49,371	$50,130	$52,447	$53,687	$54,326	$55,565	$66,969
31	$49,307	$49,948	$50,707	$53,024	$54,264	$54,903	$56,142	$67,546
32	$49,884	$50,525	$51,284	$53,601	$54,841	$55,480	$56,719	$68,123
33	$50,461	$51,102	$51,861	$54,178	$55,418	$56,057	$57,296	$68,700
34	$51,038	$51,679	$52,438	$54,755	$55,995	$56,634	$57,873	$69,277
35	$51,615	$52,256	$53,015	$55,332	$56,572	$57,211	$58,450	$69,854
36	$52,192	$52,833	$53,592	$55,909	$57,149	$57,788	$59,027	$70,431
37	$52,769	$53,410	$54,169	$56,486	$57,726	$58,365	$59,604	$71,008
38	$53,346	$53,987	$54,746	$57,063	$58,303	$58,942	$60,181	$71,585
39	$53,923	$54,564	$55,323	$57,640	$58,880	$59,519	$60,758	$72,162
40	$54,500	$55,141	$55,900	$58,217	$59,457	$60,096	$61,335	$72,739
41	$55,077	$55,718	$56,477	$58,794	$60,034	$60,673	$61,912	$73,316
42	$55,654	$56,295	$57,054	$59,371	$60,611	$61,250	$62,489	$73,893
43	$56,231	$56,872	$57,631	$59,948	$61,188	$61,827	$63,066	$74,470
44	$56,808	$57,449	$58,208	$60,525	$61,765	$62,404	$63,643	$75,047
45	$57,385	$58,026	$58,785	$61,102	$62,342	$62,981	$64,220	$75,624

Management Pay Grade Classifications

F-01	Executive Secretary
	Building Manager
	Child Welfare and Attendance Investigator
	Computer Technician/Foreman (Hired after June 30, 2007)
	Education Multi-Media Production Engineer
	Energy Conservation Specialist
	Food Service Procurement Manager
	Pre-K Resource Liaison
	Transportation Investigator
F-02	Assistant Fleet Manager
	Computer Technician (hired prior to July 1, 2007)
F-03	Communication Specialist
	Fleet Manager
	Payroll Accountant
	Purchasing Support Technician
	Safety Training Manager
F-04	Assistant to the Director of Transportation
	Assistant to the Supervisor of Purchasing
F-06	Communication Manager
	Special Program Accountant
	Staff Accountant
	System Administrator
F-07	Assistant Supervisor of Construction
	Assistant Supervisor of Payroll Services
	Education Multi-Media Production Specialist
	Information Technology Lead Programmer Analyst
	Information Technology System Administrator Lead
	School Accountant
	Security Coordinator
F-08	Assistant Director of Custodial Services
	Assistant Director of Maintenance
	Education Multi-Media Coordinator
	Internal Auditor
	Supervisor of Graphic Arts
F-09	Supervisor of Payroll Services
	Supervisor of Purchasing
F-10	Chief Accountant
	Director of Food Services
	Risk Manager
F-11	Director of Communications
	Director of Human Resources Employee Support Services
	Director of Maintenance and Custodial Services
	Director of Transportation
	Supervisor of Construction
F-12	Chief Financial Officer
	Chief Information Officer
	Chief of Construction Services

St. Tammany Parish School Board Salary Schedules 2026-2027

Management Pay Grade Classifications (continued)

Management positions receive pay raises based on 181 Day Teacher pay raises weighted as follows:

Schedule F-01	1.40%
Schedule F-02	1.425%
Schedule F-03	1.450%
Schedule F-04	1.475%
Schedule F-06	1.525%
Schedule F-07	1.550%
Schedule F-08	1.575%
Schedule F-09	1.60%
Schedule F-10	1.65%
Schedule F-11	1.70%
Schedule F-12	1.85%

Longevity Pay – The following supervisory management positions will receive an additional $250 each year of service while in the supervisory position:

Chief Accountant
Chief Financial Officer
Chief Information Officer
Chief of Construction Services
Director of Communications
Director of Food Services
Director of Maintenance and Custodial Services
Director of Human Resources Support Employee Services
Director of Transportation
Risk Manager
Supervisor of Construction
Supervisor of Graphic Arts
Supervisor of Payroll Services
Supervisor of Purchasing

The above employees will receive $250 in longevity pay for FY 2026-2027 if employed in the supervisory position for FY 2025-2026. Employees hired in the fiscal year will not be eligible for longevity pay of $250 until they have worked in the position for a partial or full fiscal year.

Additional pay levels may be granted to Management of support employees for extra duties assigned and prior work experience/field expertise at the discretion of the Superintendent.

St. Tammany Parish School Board Salary Schedules 2026-2027

Management Salary Schedules- 261 days

Pay Level	F-01 (FFBS)	F-02 (FFCS)	F-03 (FFDS)	F-04 (FFES)	F-06 (FFGS)	F-07 (FFHS)
0	$55,756	$55,878	$58,442	$60,514	$65,347	$71,527
1	$56,456	$56,591	$59,167	$61,252	$66,110	$72,302
2	$57,156	$57,304	$59,892	$61,990	$66,873	$73,077
3	$57,856	$58,017	$60,617	$62,728	$67,636	$73,852
4	$58,556	$58,730	$61,342	$63,466	$68,399	$74,627
5	$59,256	$59,443	$62,067	$64,204	$69,162	$75,402
6	$59,956	$60,156	$62,792	$64,942	$69,925	$76,177
7	$60,656	$60,869	$63,517	$65,680	$70,688	$76,952
8	$61,356	$61,582	$64,242	$66,418	$71,451	$77,727
9	$62,056	$62,295	$64,967	$67,156	$72,214	$78,502
10	$62,756	$63,008	$65,692	$67,894	$72,977	$79,277
11	$63,456	$63,721	$66,417	$68,632	$73,740	$80,052
12	$64,156	$64,434	$67,142	$69,370	$74,503	$80,827
13	$64,856	$65,147	$67,867	$70,108	$75,266	$81,602
14	$65,556	$65,860	$68,592	$70,846	$76,029	$82,377
15	$66,256	$66,573	$69,317	$71,584	$76,792	$83,152
16	$66,956	$67,286	$70,042	$72,322	$77,555	$83,927
17	$67,656	$67,999	$70,767	$73,060	$78,318	$84,702
18	$68,356	$68,712	$71,492	$73,798	$79,081	$85,477
19	$69,056	$69,425	$72,217	$74,536	$79,844	$86,252
20	$69,756	$70,138	$72,942	$75,274	$80,607	$87,027
21	$70,456	$70,851	$73,667	$76,012	$81,370	$87,802
22	$71,156	$71,564	$74,392	$76,750	$82,133	$88,577
23	$71,856	$72,277	$75,117	$77,488	$82,896	$89,352
24	$72,556	$72,990	$75,842	$78,226	$83,659	$90,127
25	$73,256	$73,703	$76,567	$78,964	$84,422	$90,902
26	$73,956	$74,416	$77,292	$79,702	$85,185	$91,677
27	$74,656	$75,129	$78,017	$80,440	$85,948	$92,452
28	$75,356	$75,842	$78,742	$81,178	$86,711	$93,227
29	$76,056	$76,555	$79,467	$81,916	$87,474	$94,002
30	$76,756	$77,268	$80,192	$82,654	$88,237	$94,777
31	$77,456	$77,981	$80,917	$83,392	$89,000	$95,552
32	$78,156	$78,694	$81,642	$84,130	$89,763	$96,327
33	$78,856	$79,407	$82,367	$84,868	$90,526	$97,102
34	$79,556	$80,120	$83,092	$85,606	$91,289	$97,877
35	$80,256	$80,833	$83,817	$86,344	$92,052	$98,652
36	$80,956	$81,546	$84,542	$87,082	$92,815	$99,427
37	$81,656	$82,259	$85,267	$87,820	$93,578	$100,202
38	$82,356	$82,972	$85,992	$88,558	$94,341	$100,977
39	$83,056	$83,685	$86,717	$89,296	$95,104	$101,752
40	$83,756	$84,398	$87,442	$90,034	$95,867	$102,527
41	$84,456	$85,111	$88,167	$90,772	$96,630	$103,302
42	$85,156	$85,824	$88,892	$91,510	$97,393	$104,077
43	$85,856	$86,537	$89,617	$92,248	$98,156	$104,852
44	$86,556	$87,250	$90,342	$92,986	$98,919	$105,627
45	$87,256	$87,963	$91,067	$93,724	$99,682	$106,402

St. Tammany Parish School Board Salary Schedules 2026-2027

Management Salary Schedules- 261 days (continued)

Pay Level	F-08 (FFIS)	F-09 (FFJS)	F-10 (FFKS)	F-11 (FFLS)	F-12 (FFMS)
0	$77,643	$79,158	$84,773	$92,180	$105,997
1	$78,431	$79,958	$85,598	$93,030	$107,015
2	$79,219	$80,758	$86,423	$93,880	$108,033
3	$80,007	$81,558	$87,248	$94,730	$109,051
4	$80,795	$82,358	$88,073	$95,580	$110,069
5	$81,583	$83,158	$88,898	$96,430	$111,087
6	$82,371	$83,958	$89,723	$97,280	$112,105
7	$83,159	$84,758	$90,548	$98,130	$113,123
8	$83,947	$85,558	$91,373	$98,980	$114,141
9	$84,735	$86,358	$92,198	$99,830	$115,159
10	$85,523	$87,158	$93,023	$100,680	$116,177
11	$86,311	$87,958	$93,848	$101,530	$117,195
12	$87,099	$88,758	$94,673	$102,380	$118,213
13	$87,887	$89,558	$95,498	$103,230	$119,231
14	$88,675	$90,358	$96,323	$104,080	$120,249
15	$89,463	$91,158	$97,148	$104,930	$121,267
16	$90,251	$91,958	$97,973	$105,780	$122,285
17	$91,039	$92,758	$98,798	$106,630	$123,303
18	$91,827	$93,558	$99,623	$107,480	$124,321
19	$92,615	$94,358	$100,448	$108,330	$125,339
20	$93,403	$95,158	$101,273	$109,180	$126,357
21	$94,191	$95,958	$102,098	$110,030	$127,375
22	$94,979	$96,758	$102,923	$110,880	$128,393
23	$95,767	$97,558	$103,748	$111,730	$129,411
24	$96,555	$98,358	$104,573	$112,580	$130,429
25	$97,343	$99,158	$105,398	$113,430	$131,447
26	$98,131	$99,958	$106,223	$114,280	$132,465
27	$98,919	$100,758	$107,048	$115,130	$133,483
28	$99,707	$101,558	$107,873	$115,980	$134,501
29	$100,495	$102,358	$108,698	$116,830	$135,519
30	$101,283	$103,158	$109,523	$117,680	$136,537
31	$102,071	$103,958	$110,348	$118,530	$137,555
32	$102,859	$104,758	$111,173	$119,380	$138,573
33	$103,647	$105,558	$111,998	$120,230	$139,591
34	$104,435	$106,358	$112,823	$121,080	$140,609
35	$105,223	$107,158	$113,648	$121,930	$141,627
36	$106,011	$107,958	$114,473	$122,780	$142,645
37	$106,799	$108,758	$115,298	$123,630	$143,663
38	$107,587	$109,558	$116,123	$124,480	$144,681
39	$108,375	$110,358	$116,948	$125,330	$145,699
40	$109,163	$111,158	$117,773	$126,180	$146,717
41	$109,951	$111,958	$118,598	$127,030	$147,735
42	$110,739	$112,758	$119,423	$127,880	$148,753
43	$111,527	$113,558	$120,248	$128,730	$149,771
44	$112,315	$114,358	$121,073	$129,580	$150,789
45	$113,103	$115,158	$121,898	$130,430	$151,807

Compensatory Time Policy-Exempt Employees

POLICY PURPOSE

To inform St. Tammany Parish School Board (STPSB) employees under what conditions compensatory time for exempt employee may be requested and the process for doing so. This policy only applies to exempt employees and does not apply to non-exempt employees who may receive compensatory time instead of overtime pay under the terms of the Collective Bargaining Agreement. See Pages 28 and 29 for guidelines for non-exempt employees' compensatory time.

SCOPE

This policy applies to all Management exempt employees on the F pay schedules.

DEFINITIONS

Exempt Employee: All employees of STPSB who are exempted from the overtime compensation requirements of the Fair Labor Standards Act of 1938, as amended and the pertinent regulations and opinions interpreting that act and who have been designated as such by the Human Resources Department. Exempt employees should not punch a time clock.

Off-the-Books Compensatory Time: The practice of accruing Overtime hours worked by Exempt Employees for later use as leave hours by any means outside of the Parish's official time and attendance system.

Overtime: For this policy only, hours worked in excess of the Eligible Employee's weekly work schedule.

POLICY DETAILS

Exempt Employees who are otherwise ineligible for overtime pay may be eligible for compensatory time on a straight time (hour for hour basis) for Overtime hours worked. The granting of compensatory time to Eligible Employees must be under the recommendation of the Employee's Department head with the approval of the Superintendent or his designee. The Exempt Employee must be on management schedule (Schedule F) to be considered an Eligible Employee who can be considered for compensatory time. Overtime hours worked will be considered only if under unusual circumstances as follows:

(1) Additional hours not ordinarily required to perform the employees regularly assigned task.
(2) Work performed over a confined period of time due to a special project assignment or a condition of emergency.
(3) Any overtime hours deemed eligible for Exempt Employee compensatory time at the discretion of the Superintendent or his designee.

Any request for compensatory time for Overtime hours worked must be approved by the Employee's Department Head and the Superintendent (or his designee) prior to the Overtime hours being worked. Accrual of Eligible Employee compensatory time is limited to no more than thirty-five (35) hours per fiscal year quarter.

Use of Compensatory Time

Any compensatory time granted during a fiscal year must be used by June 30th of each year or it shall be forfeited and has no cash value.

Compensatory Time Policy-Exempt Employees (continued)

No 'Off-The-Books' Compensatory Time

Under no circumstances shall Eligible Employees engage in the practice of Off-The-Books compensatory time. The accrual and usage of all compensatory time must be recorded in the School Board's time and attendance systems.

Alternative to Compensatory Time

A Department Head may, at his or her discretion, adjust an employee's schedule to account for the hours worked beyond his/her regular schedule that meet the unusual circumstance criteria while maintaining the total scheduled work hours for the weekly pay period at 35 hours to avoid Overtime. Department Heads are encouraged to use this method when eligible overtime is worked rather than the submission of compensatory time requests.

Example: An Exempt Employee is normally scheduled 8:30AM-4:30PM, Monday-Friday. The employee works until 8:00PM on Monday under the unusual circumstance criteria. The Department Head may adjust the employee's work schedule for that week only so that the work schedule for that Monday is 8:30AM-8:00PM, and then shorten the work schedule for any of the remaining workdays in the week to 8:30AM-12:00PM, or any variation thereof wherein the total scheduled hours for the week remains at 35 hours.

Any schedule adjustments must be within the same pay period in which the overtime hours were worked and cannot be carried forward to a future pay period schedule. Schedule adjustments should be documented by the Department Head and hours should be tracked for the week. Exempt Employees must track their hours and make sure 35 hours are worked in the week in question. Department heads are responsible for oversight of Exempt Employees hours worked.

PROCEDURES

Requesting Compensatory Time

Any Exempt Employee wishing to request compensatory time for Overtime hours worked shall submit a request and justification to their Department Head for his or her consideration. Upon approval of the request by the Department Head, he or she shall prepare a Compensatory Time Request for Exempt Employees form (available from the Payroll Department). The form shall include a detailed justification for why compensatory time is warranted. The form shall be signed by both the requesting employee's Supervisor (or his designee) and the Department Head.

Routing of Request

The prepared form shall be routed to the Superintendent or his designee for approval. Upon approval of the request by the Superintendent or his designee, the form shall be routed to the Payroll Department for processing.

COMPLIANCE

Compliance with this policy is mandatory. Failure to comply with this policy will result in no consideration of the employee's request for compensatory time off. Violation of this policy's provisions for no 'off-the-books' compensatory time may result in discipline. This policy is effective July 1, 2023.

Supplemental Pay Rate Chart

All Supplemental Pay requires prior approval or authorization before the applicable work or service is performed. A Supervisor must approve the payment after the work or service is performed.

St. Tammany Parish School Board Salary Schedules 2026-2027

Professional Development

Pay Rate	Personnel	Activity	Description
$20 per hour	Certificated	Workshop Attendance	Participant/Attendee after-hours or during summer includes non-public teachers
$30 per hour	Certified Tutor paid on Time Sheet	Workshop Attendance	Participant/Attendee during the school day includes non-public teachers
$20 per hour	Certified Tutor paid on Time Sheet	Workshop Attendance	Participant/Attendee after-hours or during the summer
$13 per hour	Support	Workshop Attendance	Participant/Attendee/Summer
Time and 1/2 per hour	Support	Workshop Attendance	Participant/Attendee/After School during the school year
$25 per hour	Certificated	Facilitator of Professional Development	Professional Development
$30 per session	Certificated	Summer Institute Attendance	Participant/Attendee (Approximately 1 hour and 45-minute session)
$19 per session	Support	Summer Para Institute Attendance	Participant/Attendee (Approximately 1 hour and 45-minute session)
$50 per hour	Certificated	Workshop with 1 Presenter	Delivery of Content (prep & presenting)
$40 per hour	Certificated	Workshop with 2 Presenters	Delivery of Content (prep & presenting)
$30 per hour	Certificated	Workshop with 3 Presenters	Delivery of Content (prep & presenting)
$20 per hour	Certificated	Online Self-Paced PD Attendance	Attendee completes an online self-paced PD outside of school work hours; Certificate of completion, including total hours completed, must be submitted prior to receiving the stipend
$20 per hour	Certificated	Virtual PD Attendance	Attendee participates in virtual PD or PLC; cannot be done in a public place (unless at the school site) and must provide verification of attendance and amount of time in attendance prior to receiving the stipend

Non-Instructional Activities

Pay Rate	Personnel	Activity	Description
$20 per Hour	Certificated	Non-Instructional Activity/Meeting after hours or during the summer	Planning meetings, parent, student, and family engagement activities, or activities where a contract is initiated for specialty services by a teacher not to exceed $20 per hour.

St. Tammany Parish School Board Salary Schedules 2026-2027

Non-Instructional Activities (continued)

Pay Rate	Personnel	Activity	Description
Time and 1/2 per Hour	Support	Non-Instructional Activity/Meeting	No Direct Instruction (during the work year, not summer)
$13 per hour	Support	Non-Instructional Activity/Meeting during the summer	Planning meetings, and parent and family engagement activities
$30 per hour	Certificated	Curriculum Development and/or Assessment Writing	Writing/Creating New Content
Salary Pay Rate per Hour	Support employees less than 12 months	Summer voluntary work requested by Principal	Summer voluntary work requested by Principal

Specialized Services

Pay Rate	Personnel	Activity	Description
$30 per hour	Certificated	Tutoring	Tutors (Before, During, After School); EL Tutors, Enrichment / Remediation, Hospital/Homebound
Time and 1/2 per hour	Support	Special Programs	Enrichment/Remediation (After School)
$15 per hour	Support	Special Programs	Remediation (Before, During, or After School), EL Tutors
$30 per hour	Certificated	After-hours detention and students requiring seat time	Supervise students during after-hours detention and students requiring seat time
$44 per hour	MHP	MHP Substitute/Timesheets	Rate determined based on average hourly rates paid to MHP employees
$44 per hour	Nurse	Nurse Substitute/Timesheets	Rate determined based on average hourly rates paid to Nurse employees
$48 per hour	Occupational Therapist	OT Substitute/Timesheets	Rate determined based on average hourly rates paid to OT employees
$49 per hour	Physical Therapist	PT Substitute/Timesheets	Rate determined based on average hourly rates paid to PT employees
$47 per hour	Speech Therapist	Speech Substitute/Timesheets	Rate determined based on average hourly rates paid to Speech Therapist employees
Time and 1/2 per hour	Support	Interpreters for After School Activities	For approved after school activities during the school year after regular school work hours
$25 per hour	Interpreter	Temporary Interpreters	Paid on a timesheet

St. Tammany Parish School Board Salary Schedules 2026-2027

Specialized Services (continued)

Pay Rate	Personnel	Activity	Description
$22 per hour	LPN	LPN (Timesheets)	Rate determined based on ½ of nurse employees average hourly rates
$20 per hour	Paraprofessionals	Temporary Paras	Rate adjusted to meet the demands of finding temporary paras
$9 per hour	Student Workers	Student Workers	Post-secondary former students Hired
$1,000/semester	Certificated	Mentor Teachers	Believe and Prepare stipend for mentor teachers for year-long residents
$1,000/semester	Certificated	Alt Cert Mentor Teachers with a PL 1 certification (Praxis)	Believe and Prepare stipend for mentor teachers for Alternative Certification Teacher
$1,200 *one-time stipend*	Certificated	Mentor Teachers	One-time stipend upon attaining Louisiana Mentor Teacher Ancillary Certification, and committing to a minimum of 2 years serving in the role. Subject to availability of federal Funding.
$1,200 *one-time stipend*	Certificated	Content Leaders	One-time stipend upon attaining Louisiana Content Leader Ancillary Certification, and employed by St. Tammany the following school year. Subject to availability of federal funding.
$100/day plus $2 per mile	Bus Driver	Before and After School Tutoring	These trips never exceed 4 hours
The greater of $100 or $20/hour plus $2 per mile for Bus Owner Operators. Add $10 for each additional stop for Bus Drivers only.	Bus Driver/Owner Operator or Coach/Teacher Driving a bus after hours	Field Trips/Athletic Events	Per Superintendent guidelines The per hour fee for the drivers shall be rounded up to the nearest one-quarter hour. Hourly rate will begin at the time assigned by the school for the bus to arrive for student pick up and end when the last student departs the bus at the school at the end of the field trip.
$45/one way $75/two ways Plus $2 per mile	Bus Driver	Special Runs	APE Mini Camp/Field Trip CBE/CBVE, Gifted, Talented
Salary Rate	Certificated/ Support	Superintendent's Teacher Advisory Council and Support Employee Advisory Council	Serving on Superintendent's Advisory Councils

St. Tammany Parish School Board Salary Schedules 2026-2027

Specialized Services (continued)

$20 a.m./$20 p.m. pay for coverage plus $2 per mile	Bus Driver	Coverage of Other Routes	Coverage pay/mileage covering other routes.
$10 a.m./$10 p.m. pay for coverage of other routes	Bus Attendant	Coverage of Other Routes	Coverage pay covering other routes.
$500 per year (1 employee)	Certificated and Support	AED Stipend	Trained on AED usage at the site or school
$250 per year (2 employees)	Certificated and Support	AED Stipend	Trained on AED usage at the site or school
$500 one-time stipend	Coach	Summer Athletic Field Maintenance	Each high school assigns one coach to maintain athletic fields during the summer
Employee Pay Rate	Certificated SWE Teachers	Writing IEP's	Writing IEPs after hours and on weekends to cover employee shortages
$500 per semester	Certificated	Community Service Coordinators at Schools	Coordinating the tracking of student community service hours
$250 per semester	SWE Paras/SWE Bus Attendants	Performing Non-Complex Medical Procedures on Students	Non-Complex Medical Procedures include catheter, feeding tube, colostomy bag, and Diastat. Cannot receive if they already receive Trach Stipend.
$30 per hour	All Employees	Grant writing for District and schools	Researching and applying for grants after hours and on weekends for district and schools. Pre-approval required for each grant applied for. Limited to 20 hours per week.
$30 per hour	Certificated Employees or any Employee with a College Degree	Mobile Science Lab Facilitator	Part-time timesheet employee acting as Mobile Science Lab Facilitator

EEF

Pay Rate	Personnel	Activity	Description
$30 per hour	Graduation Coaches	Graduation Coaches	Mentor, track student attendance/progress toward graduation requirements
$30 per hour	Distance Learning Facilitators	Distance Learning Facilitators	Monitor student progress toward completion of virtual academy. 20 hours max per week.

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Pay Rate	Personnel	Activity	Description
$30 per hour	Career Coaches	Career Coaches	Assist students in exploring career options and scheduling Jumpstart Pathway courses

St. Tammany Parish School Board Salary Schedules 2026-2027

Annual Stipends

Pay Rate	Personnel	Activity	Description
$2,250 per year	High School Band/ Instrumental	High School Band and Instrumental Teachers Annual Stipend	Participation, practices, performances (parades, sporting events)
$1,250 per year	Junior High Band/ Instrumental	Junior High Band and Instrumental Teachers Annual Stipend	Participation, practices, performances (parades, sporting events)
$625 per year	Elementary School Music and Instrumental Band Teacher	Elementary School Instrumental Teachers Annual Stipend	Participation, school performances
$1,500 per year	High School Choral/ Classroom Music	High School Choral/ Classroom Annual Stipend	Participation, practices, Concert-style performances
$1,250 per year	Junior High Choral/ Classroom Music	Junior High Choral/ Classroom Annual Stipend	Participation, practices, Concert-style performances
$1,000 per year	Strings Instructor	Strings Instructor Annual Stipend	Participation, practices, performances with multiple school sites
$625 per year	Middle School Music and Instrumental Band Teacher	Middle School Music Annual Stipend	Participation, practices, performances
$250 per year	Elementary Music Teacher	Elementary Classroom Music Annual Stipend	Participation, school performances
$1,000 for 2 High School full production plays and $500 for 1 Jr. High/ Elementary full production play	Talented Drama/ Theatre Teachers	Stipend paid on timesheet after the completion of each full production play.	Full Production School plays- Limit High school 2 per year Limit Elementary and Junior High 1 per year
$3,000 per year	Certificated	Robotics Competition Teams - Jr. High and High Schools - Annual Stipend	Operates Robotics Competition Teams - meetings, practices, competitions
$500 per year	School Webmaster	Webmaster Annual Stipend (0-100 enrollment)	Manages and maintains school websites

St. Tammany Parish School Board Salary Schedules 2026-2027

Annual Stipends (continued)

$700 per year	School Webmaster	Webmaster Annual Stipend (101-500 enrollment)	Manages and maintains school websites
$750 per year	School Webmaster	Webmaster Annual Stipend (501-1000 enrollment)	Manages and maintains school websites
$1,000 per year	School Webmaster	Webmaster Annual Stipend (1,001+ enrollment)	Manages and maintains school websites
$1,000 per year	Occupational Therapist	OT Annual Stipend	Inclusive benefit as per negotiations pre-1996
$1,000 per year	Physical Therapist	PT Annual Stipend	Inclusive benefit as per negotiations pre-1996
# students X $1 divided by 12 mths = student stipend. Student stipend + $100 = monthly stipend	School-to Work Coordinator	STW Coordinator at each high school site. Monthly stipend based on enrollment plus $100	Tracks IBCs, DE completion hours, AP credits, Jumpstart Pathway completion
# SWE students X $1 divided by 12 mths = student stipend. Student stipend + $100 = monthly stipend	High School SWE Coordinators	High School SWE Coordinator Monthly Stipend based on SWE student enrollment plus $100	Tracks all SWE students on High School Pathways; SWE student enrollment based on the Feb. 1 count
$500 per year	Certificated	Content Leaders	Based on successful completion of Content Leader Plan
$1,000 per semester Alt Certified Teacher Mentor and Temporary Authorization to Teach (TAT) Teacher Mentor	Certificated	Mentor Teachers who did not qualify for the LDOE mentor stipend due to the certification status of their mentee.	Mentoring an Alternative Certified Teacher or TAT Teacher for 5 hours per week for one year; Maximum of 3 Alt. Cert. or TAT teachers can be mentored at a time a Mentor Teacher
$1,000 per year	Primary Para	MUST be voluntary. School para to work with Trach student	One primary para per school for Trach students
$500 per year	Secondary Para	MUST be voluntary. Backup para to Primary Trach para.	One secondary para per school for Trach students

St. Tammany Parish School Board Salary Schedules 2026-2027

Annual Stipends (continued)

$500 per year	Primary Bus Attendant	MUST be voluntary. Bus Attendant to work with Trach student	One primary Bus Attendant per bus for Trach students
$250 per year	Secondary Bus Attendant	MUST be voluntary. Backup Bus Attendant to work with Trach student	One secondary Bus Attendant per bus for Trach students
$550 per semester	Certificated	Management of Chromebooks at schools	If more than one employee manages the Chromebooks at their school, the stipend will be split between the employees

a3 Virtual Academy

Pay Rate	Personnel	Activity	Description
a3 Virtual Academy Teacher $100/student	Certificated	Semester Courses (18 weeks)	Students are to complete 4 units at 75% completion plus unit tests
a3 Virtual Academy Teacher $100/student	Certificated	Block Courses (9 weeks) New Credit	Students are to complete 4 units at 75% completion plus unit tests
a3 Virtual Academy Teacher $100/student	Certificated	Block Courses (9 weeks) Repeat Credit	Students are to complete 4 units at 75% completion plus unit tests

Federally Funded After School Tutoring Program

Pay Rate	Personnel	Activity	Description
Time and 1/2 per hour	Support	After School Program	Includes support personnel during the school year
$30 per hour	Certificated	After School Program - Tutoring Students	During the regular school year; Teachers cannot tutor their own students
$30 per hour	Certificated	Lead Teacher	During the regular school year, planning, organization, send and collect registration forms, send communication home to parents, contact parents as needed
Salary Rate per Hour	Cafeteria Personnel	After School Program	Must be FTE

St. Tammany Parish School Board Salary Schedules 2026-2027

Before/After School Child Care Program

Pay Rate	Personnel	Activity	Description
$35 per hour	Program Director	Before/After School Child Care Program	Planning, organization, send and collect registration forms, send communication home to parents, collection of fees, track budget, contact parents as needed (Not to exceed 10 hours per week)
$25 per hour	Certificated	Before/After School Child Care Program	Monitoring students
$30 per hour	Certificated	Tutoring during Before/After School Child Care Programs	Teachers cannot tutor their own students
Time and 1/2 per Hour	Support	Before/After School Child Care Program	During the school year
$9 per hour	HS Student Workers	Before/After School Child Care Program	During the school year
Salary Rate per Hour	Cafeteria Personnel	Before/After School Child Care Program	During the school year
$25 per hour	Substitute	Substitute for Certificated Personnel	During the school year
$15 per hour	Substitute	Substitute for Support Personnel	During the school year

Community Education Programs

Pay Rate	Personnel	Activity	Description
$30 per hour	Certificated	Tutoring	Teachers cannot tutor their own students
$25 per hour	Certificated	After school community education clubs/activities with Students	During the school year
Time and 1/2 per hour	Support	After school community education clubs/activities with Students	During the school year
$15 per hour	Support	Community education programs, clubs, activities with Students	Non-employee during the school year

Homeless Program

Pay Rate	Personnel	Activity	Description
$44 per hour	MHPs	MHP services for Homeless/Unaccompanied Youth students	Paid on a timesheet for a maximum of 20 hours per week
$15 per hour (unless retiree, then salary rate)	Support	Homeless Clerical	Paid on a timesheet for a maximum of 20 hours per week

St. Tammany Parish School Board Salary Schedules 2026-2027

Summer School, Summer Programs, ESYP, and Holiday Camps

Pay Rate	Personnel	Activity	Description
Salary Rate	Certificated	Teachers	Provide direct instruction to students and summer school teacher mentoring
Salary Rate	Certificated	Administrators	Supervise summer programs
Salary Rate	Certificated	Counselors/MHPs	Provide summer counseling services
Salary Rate	Certificated	Coordinators/Camp Directors	Manage summer programs
Salary Rate	Certificated	Speech, OT, PT, VI	Provide special services to students
Salary Rate	Support	Paras, Interpreters, Secretaries	Provide support during summer
Salary Rate	Support	Nurses	Provide summer nursing services
Salary Rate	Support	Food Service	Provide snacks/lunch
Standard SRO Rates	School Resource Officers	School Resource Officers	Summer school and programs sites
$9 per hour	High School Student	High School Student Workers	Assist with summer camps/programs
$11 per hour	College Student	College Student Workers	Assist with summer camps/programs
$30 per hour	Certificated	a3 Virtual Academy Teachers	Online teachers of June and July sessions
$30 per hour	Certificated	a3 Virtual Academy summer school in-person tutoring	In-person tutoring
$25 per hour	Certificated	a3 Virtual Academy Summer School Testing	Testing proctor
$18 per hour	Support	a3 Virtual Academy Summer School Workers	Support personnel working at testing sites
$30 per hour	Certificated	a3 Virtual Academy Summer School Coordinator	Verify scheduling, enroll/schedule students
Daily Salary Rate plus $2 per mile	Support	Bus Drivers	Buses for summer school and programs
Salary Rate	Support	Bus Attendants	Buses for summer school and programs

St. Tammany Parish School Board Salary Schedules 2026-2027

Substituting and Duty

Pay Rate	Personnel	Activity	Description
Salary Rate	Teachers and Other Certificated Employees	Teachers and Other Certificated Employees Forego Planning Time	Teachers and other certificated employees who forgo their planning period and volunteer as a substitute teacher during their planning time
$10 per hour	Paraprofessional Stipend as a Teacher	Paraprofessional Stipend as a Teacher	The paraprofessional should only sub for the teacher and classroom they are assigned to and only in case of emergency. (A substitute cannot be procured from the substitute pool)
$15 per hour	Teachers and Other Certificated Employees	Teacher and Other Certificated Employee Duty	Teachers and other Certificated employees who work duty before or after school in excess of 90 minutes per week

Detailed Salary Substitutes

St. Tammany Parish School Board Salary Schedules 2026-2027

Substitute Teacher Pay

Certified Teacher: $120 per day. On the 11th consecutive day, when substituting for the same teacher, the pay increases to Teacher Salary Schedule (Experience/Education)

College Degree (Bachelor, Masters, or Doctorate): $90 per day. On the 11th consecutive day, when substituting for the same teacher, the pay increases to $180 per day.

High School Diploma/Associate Degree: $80 per day. On the 11th consecutive day, when substituting for the same teacher, the pay increases to $160 per day.

Substitute Support Staff Pay

Paraprofessionals, Clerical, Custodians, Bus Aides, and Food Service Technicians: $11.00 per hour

Cafeteria Monitors: $10.00 per hour

Substitute School Bus Operator Pay

$165 per day

Other Substitute pay is included in the Supplemental Pay section.

St. Tammany Parish School Board Salary Schedules 2026-2027

Employee Salary Reserve Stipend

All employees will be eligible for an Employee Salary Reserve Fund stipend if the following occurs:

(1) Once the books are finalized for the prior fiscal year (on or about September 10th), the General Fund has a surplus for the year.
(2) 50% of any final surplus will be transferred to the Employee Salary Reserve Fund.
(3) An equal one-time stipend (including benefits) will be calculated for all employees who (1) were an active employee as of June 30th, (2) were still actively employed as November 1st, and (3) if employee is certificated they must have an effective rating from the state evaluation system for the prior year.
(4) Employees who are on any form of leave with or without pay including extended sick leave are not eligible for this stipend if the employee did not work at a school or site in the prior school year and will not work at a school or site for the current school year.
(5) The 50% surplus must be large enough to calculate a minimum of $100 stipend with benefits for all employees. If the surplus is not large enough to calculate this minimum amount, the stipend will not be paid for the year, and the surplus will carry over for distribution in a later year when the criteria are met.
(6) This stipend if applicable will be paid on November 15th.
(7) Since this stipend includes benefits, the calculation may not be exact. Any overage or deficit will be carried over to the following year's stipend calculation.
(8) If the fund balance for General Fund must be utilized for any year, this stipend will not be issued until the fund balance is replenished to the prior level.