

# SALARY SCHEDULE

**Natchitoches Parish Schools** 

2023 - 2024

## Natchitoches Parish School Board Salary Schedules Effective July 1, 2023

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## **Rules Governing the Salary Policy**

- 1) Implementation of this Salary Schedule will be effective July 1, 2023 and will be based on employees' qualifying years' experience.
- 2) Salary step advancement will be made on July 1<sup>st</sup> of each fiscal year. Individuals will be given credit for a year's advancement if they have served for at least one-half of the normal employment year.
- 3) Any certified teacher being promoted will automatically have the appropriate multiplier applied to their base at the time of assuming their new duties.
- 4) Certificated management employees in positions requiring a teacher's certificate will be eligible for sabbatical leave. They shall enjoy all the privileges, which they would have enjoyed had they been in active service, except that they shall not earn annual leave during the period of sabbatical leave.
- 5) Certificated management employees in positions requiring a teacher's certificate will be subject to the tenure policies of the Board and tenure laws of the State.
- 6) Only the Board shall have the right to change the pay range assignments of positions. All potential reassignments will be submitted by the Superintendent for review and recommendation.
  - a. All new positions shall be reviewed for initial pay range assignments as they are created.
  - b. The Superintendent shall have the right to request reassignments. He/She shall consider changing responsibilities and other factors pertinent to the position.
- 7) Persons requesting reassignment to a lesser position will immediately be placed in their new pay range with appropriate multiplier applied and at the same step they are currently assigned.
- 8) Newly certified teachers that have never worked in any district before may ask for a 13<sup>th</sup> check which will allow them to receive a payroll check at the end of August of their first academic year only. This option is only available in their first year of employment and must be requested through Human Resources via email.
- 9) When using administrative multipliers to calculate pay including estimated Sales Tax, please note that Sales Tax monies paid out to any administrator cannot exceed the amount paid to the highest paid active teacher.
- 10) Employees may request a review of their previous work experience of the Experience Review Committee to set their salary steps at a higher amount. These requests must be initiated by the employee wishing the review of starting steps and the forms are found in documents on the School Board website.
- 11) Experience Review Committee is comprised of the Director of Human Resources, Director of Business Affairs, and the Director or Supervisor of the department the employee is working under.

#### Natchitoches Parish School Board Salary Schedule Teacher Schedule

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Steps	Туре	Bachelor's Degree	Master's Degree	Master's + 30 Degree	Educational Specialist	Doctorate Dregree
0	Base Salary	\$41,500.00	\$42,340.00	\$42,544.20	\$42,954.64	\$43,535.01
	With Est Sales Tax	\$51,875.00	\$52,925.00	\$53,180.25	\$53,693.30	\$54,418.76
1	Base Salary	\$41,940.00	\$42,789.24	\$42,995.69	\$43,410.64	\$44,123.50
	With Est Sales Tax	\$52,425.00	\$53,486.55	\$53,744.61	\$54,263.30	\$55,154.37
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2	Base Salary	\$42,384.84	\$43,243.42	\$43,452.14	\$43,871.66	\$44,592.36
	With Est Sales Tax	\$52,981.05	\$54,054.28	\$54,315.17	\$54,839.58	\$55,740.44
		1	1			1
3	Base Salary	\$42,834.57	\$43,702.60	\$43,913.61	\$44,337.75	\$45,066.37
	With Est Sales Tax	\$53,543.22	\$54,628.25	\$54,892.02	\$55,422.19	\$56,332.96
4	Base Salary	\$43,289.25	\$44,166.83	\$44,380.16	\$44,808.96	\$45,545.60
-	With Est Sales Tax				\$56,011.20	
	WILLI EST Sales Tax	\$54,111.57	\$55,208.53	\$55,475.20	\$30,011.20	\$56,932.00
5	Base Salary	\$43,748.94	\$44,636.16	\$44,851.84	\$45,285.36	\$46,118.19
	With Est Sales Tax	\$54,686.17	\$55,795.20	\$56,064.80	\$56,606.70	\$57,647.74
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6	Base Salary	\$44,213.67	\$45,153.80	\$45,372.07	\$45,854.57	\$46,653.61
	With Est Sales Tax	\$55,267.09	\$56,442.25	\$56,715.08	\$57,318.21	\$58,317.02
_		4	4	4	4	4
7	Base Salary	\$44,683.52	\$45,764.95	\$45,986.27	\$46,564.25	\$47,330.92
	With Est Sales Tax	\$55,854.41	\$57,206.19	\$57,482.84	\$58,205.31	\$59,163.65
8	Base Salary	\$45,158.54	\$46,380.98	\$46,742.54	\$47,285.27	\$48,064.21
	With Est Sales Tax	\$56,448.18	\$57,976.23	\$58,428.18	\$59,106.59	\$60,080.26
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9	Base Salary	\$45,638.79	\$47,009.32	\$47,466.42	\$48,017.84	\$48,809.24
	With Est Sales Tax	\$57,048.48	\$58,761.64	\$59,333.03	\$60,022.30	\$61,011.55
10	Base Salary	\$46,124.31	\$47,600.94	\$48,155.92	\$48,715.60	\$49,518.88
	With Est Sales Tax	\$57,655.39	\$59,501.17	\$60,194.90	\$60,894.51	\$61,898.60
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11	Base Salary	\$46,704.43	\$48,246.35	\$48,902.41	\$49,423.84	\$50,239.16
	With Est Sales Tax	\$58,380.54	\$60,307.94	\$61,128.02	\$61,779.80	\$62,798.95
12	Base Salary	\$47,292.09	\$48,947.55	\$49,613.45	\$50,142.70	\$50,970.25
	With Est Sales Tax	\$59,115.11	\$61,184.43	\$62,016.81	\$62,678.37	\$63,712.81
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13	Base Salary	\$47,978.97	\$49,611.81	\$50,335.15	\$50,872.34	\$51,712.30
	With Est Sales Tax	\$59,973.71	\$62,014.76	\$62,918.94	\$63,590.42	\$64,640.38
14-15	Base Salary	\$48,443.76	\$50,092.93	\$50,823.50	\$51,464.81	\$52,314.85
14 13	With Est Sales Tax	\$60,554.70	\$62,616.16	\$63,529.38	\$64,331.01	\$65,393.56
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16-17	Base Salary	\$48,913.20	\$50,578.86	\$51,316.74	\$52,164.31	\$53,026.26
	With Est Sales Tax	\$61,141.49	\$63,223.57	\$64,145.92	\$65,205.39	\$66,282.82
18-19	Base Salary	\$49,529.57	\$51,265.96	\$52,014.17	\$52,873.61	\$53,747.62
10 13	With Est Sales Tax	\$61,911.96	\$64,082.45	\$65,017.72	\$66,092.02	\$67,184.53
			,		,	. ,
20-21	Base Salary	\$50,009.86	\$51,763.62	\$52,519.31	\$53,387.35	\$54,270.10
	With Est Sales Tax	\$62,512.33	\$64,704.53	\$65,649.14	\$66,734.19	\$67,837.63
22-23	Base Salary	\$50,494.96	\$52,266.26	\$53,029.51	\$53,958.11	\$54,850.57
	With Est Sales Tax	\$63,118.70	\$65,332.82	\$66,286.88	\$67,447.64	\$68,563.22
	VVICII ESC SUICS TUX	\$05,110.70	<del>\$03,332.02</del>	<b>700,200.00</b>	φο <i>τ</i> , τττ. στ	\$60,303.ZZ
24-25	Base Salary	\$51,180.89	\$52,976.99	\$53,750.92	\$54,692.52	\$55,597.48
	With Est Sales Tax	\$63,976.11	\$66,221.23	\$67,188.65	\$68,365.65	\$69,496.85
26.27	Dana Calairi	¢54 677 70	ĆE2 404 7C	¢54.272.42	ĆEE 224 45	ĆEC 120.4C
26-27	Base Salary	\$51,677.70	\$53,491.76	\$54,273.43	\$55,224.45	\$56,138.46
	With Est Sales Tax	\$64,597.12	\$66,864.69	\$67,841.79	\$69,030.56	\$70,173.07
28-29	Base Salary	\$52,179.48	\$54,011.67	\$54,801.16	\$55,761.69	\$56,684.84
	With Est Sales Tax	\$65,224.35	\$67,514.59	\$68,501.45	\$69,702.12	\$70,856.05
• •						
30	Base Salary	\$52,686.27	\$54,536.79	\$55,334.18	\$56,304.31	\$57,236.69
	With Est Sales Tax	\$65,857.84	\$68,170.99	\$69,167.72	\$70,380.39	\$71,545.86

"With Est Sales Tax" is a conservative estimate based on historical experience in our District regarding Bi-Annual Sales Tax Check Payments
This pay schedule also applies to Certified School Counselors, School Psychologist, Social Workers, Speech Therapists, Educational Diagnosticians,
Occupational/Physical Therapist, and Special Ed. Coordinators/Facilitators.

#### Natchitoches Parish School Board Salary Schedule Professional and Non -Administrative Staff (Assumes employment 12 Months per year)

Chana	Cuada	Δ.		C	Г.	-	F	•			1	V		N.4
Steps 0	Grade	A \$16,250.00	\$19,350.00	C \$21,396.00	D \$26,463.99	\$29,678.24	\$31,124.66	G \$34,017.48	\$37,344.23	\$41,369.59	\$45 927 7F	\$50,797.40	\$59,555.70	M \$71,316.83
U	0 Annual With Est Sales Tax					\$37,097.80			\$46,680.28	\$51,711.99	\$57,297.18		. ,	
	WILLI EST Sales Tax	\$20,312.50	\$24,187.50	\$26,745.00	\$33,079.99	\$37,097.80	\$38,905.82	\$42,521.85	\$40,080.28	\$51,711.99	\$57,297.18	\$63,496.75	\$73,489.87	\$85,251.00
1	1 Annual	\$16,467.00	\$19,610.40	\$21,685.04	\$26,823.99	\$30,083.24	\$31,549.90	\$34,483.22	\$37,856.55	\$41,938.27	\$46,468.98	\$51,498.06	\$60,378.98	\$72,304.77
-	With Est Sales Tax	\$20,583.75	\$24,513.00	\$27,106.31	\$33,529.99	\$37,604.05	\$39,437.38	\$43,104.03	\$47,320.68	\$52,422.83	\$58,086.22	\$64,372.58	\$74,313.15	\$86,238.94
	With Est Sales Tax	720,303.73	\$24,515.00	\$27,100.51	\$33,323.33	\$37,004.03	Ç55,457.50	Ş+3,10+.03	\$47,320.00	\$32, <del>4</del> 22.03	750,000.22	Ç04,372.30	\$74,313.13	Ç00,230.54
2	2 Annual	\$16,687.04	\$19,874.45	\$21,978.13	\$27,189.03	\$30,493.90	\$31,981.10	\$34,955.49	\$38,376.04	\$42,514.90	\$47,109.04	\$52,208.54	\$61,213.78	\$73,306.54
	With Est Sales Tax	\$20,858.80	\$24,843.06	\$27,472.67	\$33,986.28	\$38,117.38	\$39,976.37	\$43,694.36	\$47,970.05	\$53,143.63	\$58,886.30	\$65,260.67	\$75,147.95	\$87,240.71
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3	3 Annual	\$16,910.16	\$20,142.19	\$22,275.33	\$27,559.17	\$30,910.32	\$32,418.33	\$35,434.37	\$38,902.80	\$43,099.61	\$47,758.07	\$52,928.96	\$62,060.27	\$74,322.33
	With Est Sales Tax	\$21,137.70	\$25,177.73	\$27,844.16	\$34,448.97	\$38,637.90	\$40,522.92	\$44,292.96	\$48,628.50	\$53,874.51	\$59,697.59	\$66,161.20	\$75,994.44	\$88,256.50
4	4 Annual	\$17,136.40	\$20,413.68	\$22,576.68	\$27,934.50	\$31,332.56	\$32,861.69	\$35,919.95	\$39,436.94	\$43,692.51	\$48,416.18	\$53,659.46	\$62,918.62	\$75,352.34
	With Est Sales Tax	\$21,420.50	\$25,517.10	\$28,220.85	\$34,918.13	\$39,165.70	\$41,077.11	\$44,899.93	\$49,296.18	\$54,615.63	\$60,520.23	\$67,074.33	\$76,852.79	\$89,286.51
5	5 Annual	\$17,365.81	\$20,688.97	\$22,882.26	\$28,315.08	\$31,760.72	\$33,311.25	\$36,412.33	\$39,978.56	\$44,293.70	\$49,083.51	\$54,400.19	\$63,788.98	\$76,396.77
	With Est Sales Tax	\$21,707.26	\$25,861.21	\$28,602.82	\$35,393.85	\$39,700.90	\$41,639.07	\$45,515.41	\$49,973.20	\$55,367.13	\$61,354.39	\$68,000.24	\$77,723.15	\$90,330.94
6	6 Annual	\$17,598.43	\$20,968.12	\$23,192.11	\$28,700.99	\$32,194.87	\$33,767.11	\$36,911.60	\$40,527.76	\$44,903.31	\$49,760.18	\$55,151.30	\$64,671.52	\$77,455.83
	With Est Sales Tax	\$21,998.04	\$26,210.14	\$28,990.14	\$35,876.24	\$40,243.59	\$42,208.89	\$46,139.50	\$50,659.70	\$56,129.14	\$62,200.22	\$68,939.12	\$78,605.69	\$91,390.00
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7	7 Annual	\$17,834.31	\$21,251.17	\$23,506.30	\$29,092.31	\$32,635.10	\$34,229.35	\$37,417.86	\$41,084.65	\$45,521.46	\$50,446.32	\$55,912.91	\$65,566.43	\$78,529.71
	With Est Sales Tax	\$22,292.88	\$26,563.96	\$29,382.87	\$36,365.39	\$40,793.87	\$42,786.69	\$46,772.33	\$51,355.81	\$56,901.82	\$63,057.90	\$69,847.08	\$79,500.60	\$92,463.88
8	8 Annual	\$18,073.49	\$21,538.19	\$23,824.89	\$29,489.10	\$33,081.49	\$34,698.06	\$37,931.21	\$41,649.33	\$46,148.26	\$51.142.07	\$56,685.20	\$66,473.86	\$79,618.63
_	With Est Sales Tax	\$22,591.86	\$26,922.73	\$29,781.11	\$36,861.38	\$41,351.86	\$43,372.58	\$47,414.01	\$52,061.67	\$57,685.32	\$63,927.59	\$70,619.37	\$80,408.03	\$93,552.80
9	9 Annual	\$18,316.02	\$21,829.22	\$24,147.93	\$29,891.45	\$33,534.13	\$35,173.34	\$38,451.75	\$42,221.92	\$46,783.84	\$51,847.56	\$57,468.29	\$67,393.99	\$80,722.79
	With Est Sales Tax	\$22,895.02	\$27,286.53	\$30,184.92	\$37,364.31	\$41,917.66	\$43,966.67	\$48,064.69	\$52,777.40	\$58,479.79	\$64,809.45	\$71,402.46	\$81,328.16	\$94,656.96
10	10 Annual	\$18,561.94	\$22,124.33	\$24,475.51	\$30,299.43	\$33,993.11	\$35,655.26	\$38,979.57	\$42,802.53	\$47,428.31	\$52,562.92	\$58,262.34	\$68,327.00	\$81,842.41
10	With Est Sales Tax	\$23,202.43	\$27,655.41	\$30,594.38	\$37,874.29	\$42,491.38	\$44,569.08	\$48,724.47	\$53,503.16	\$59,285.39	\$65,703.65	\$72,196.51	\$82,261.17	\$95,776.58
	With Est Sales Tax	723,202.43	\$27,033.41	730,334.30	<i>\$37,674.23</i>	Ş42,431.30	Ş44,303.00	\$40,724.47	\$55,505.10	<del>\$33,263.33</del>	703,703.03	772,130.31	302,201.17	\$55,770.56
11	11 Annual	\$18,811.31	\$22,423.57	\$24,807.66	\$30,713.12	\$34,458.51	\$36,143.94	\$39,514.79	\$43,391.27	\$48,081.81	\$53,288.30	\$59,067.52	\$69,273.08	\$82,977.70
	With Est Sales Tax	\$23,514.14	\$28,029.46	\$31,009.58	\$38,391.40	\$43,073.14	\$45,179.92	\$49,393.48	\$54,239.08	\$60,102.26	\$66,610.38	\$73,001.69	\$83,207.25	\$96,911.87
	12.12.1	410.051.17	422 727 00	425 444 47	424 422 62	424 020 42	425 520 45	440.057.40	442 000 24	440 744 45	454.000.04	Å50.000.00	470 000 44	d0.4.400.00
12-13	12-13 Annual	\$19,064.17	\$22,727.00	\$25,144.47	\$31,132.60	\$34,930.43	\$36,639.45	\$40,057.49	\$43,988.24	\$48,744.45	\$54,023.84	\$59,883.96	\$70,232.41	\$84,128.89
	With Est Sales Tax	\$23,830.21	\$28,408.75	\$31,430.59	\$38,915.76	\$43,663.04	\$45,799.31	\$50,071.87	\$54,985.30	\$60,930.56	\$67,529.80	\$73,818.13	\$84,166.58	\$98,063.06
14-15	14-15 Annual	\$19,320.56	\$23,034.68	\$25,485.99	\$31,557.96	\$35,408.96	\$37,141.90	\$40,607.80	\$44,593.58	\$49,416.37	\$54,769.67	\$60,711.84	\$71,205.16	\$85,296.19
	With Est Sales Tax	\$24,150.71	\$28,793.35	\$31,857.49	\$39,447.45	\$44,261.19	\$46,427.38	\$50,759.75	\$55,741.97	\$61,770.47	\$68,462.09	\$74,646.01	\$85,139.33	\$99,230.36
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16-17	16-17 Annual	\$19,580.55	\$23,346.66	\$25,832.30	\$31,989.27	\$35,894.18	\$37,651.39	\$41,165.81	\$45,207.39	\$50,097.70	\$55,525.95	\$61,551.30	\$72,191.53	\$86,479.84
	With Est Sales Tax	\$24,475.69	\$29,183.33	\$32,290.37	\$39,986.59	\$44,867.73	\$47,064.24	\$51,457.26	\$56,509.24	\$62,622.13	\$69,407.44	\$75,485.47	\$86,125.70	\$100,414.01
18-19	18-19 Annual	\$19,844.18	\$23,663.02	\$26,183.45	\$32,426.62	\$36,386.20	\$38,168.01	\$41,731.63	\$45,829.79	\$50,788.57	\$56,292.81	\$62,402.52	\$73,191.71	\$87,680.06
10 13	With Est Sales Tax	\$24,805.23	\$29,578.77	\$32,729.31	\$40,533.28	\$45,482.75	\$47,710.01	\$52,164.54	\$57,287.24	\$63,485.71	\$70,226.98	\$76,336.69	\$87,125.88	\$101,614.23
	With Est Sales Tax	<b>72</b> 4,003.23	<i>\$25,576.77</i>	<i>432,723.31</i>	Ç40,555.20	Ç43,402.73	Ç47,710.01	<b>752,104.54</b>	\$57,207.24	\$03,403.71	\$70,EE0.50	770,330.03	Ç07,123.00	\$101,014.25
20-21	20-21 Annual	\$20,111.50	\$23,983.80	\$26,539.52	\$32,870.09	\$36,885.11	\$38,691.86	\$42,305.37	\$46,460.91	\$51,489.11	\$57,070.41	\$63,265.66	\$74,205.90	\$88,897.08
	With Est Sales Tax	\$25,139.37	\$29,979.75	\$33,174.40	\$41,087.62	\$46,106.38	\$48,364.83	\$52,881.72	\$58,076.14	\$64,361.39	\$71,004.58	\$77,199.83	\$88,140.07	\$102,831.25
22-23	22-23 Annual								\$47,100.86					
	With Est Sales Tax	\$25,478.20	\$30,386.34	\$33,625.71	\$41,649.72	\$46,738.75	\$49,028.81	\$53,608.93	\$58,876.08	\$65,249.32	\$71,793.07	\$78,075.05	\$89,168.45	\$104,065.31
24-25	24-25 Annual	\$20,657.42	\$24,638.90	\$27,266.68	\$33,775.75	\$37,903.97	\$39,761.67	\$43,477.07	\$47,749.77	\$52,919.75	\$58 658 42	\$65,028.35	\$76,277.06	\$91,382.47
23	With Est Sales Tax	\$25,821.77	\$30,798.62	\$34,083.35	\$42,219.69	\$47,379.97	\$49,702.09	\$54,346.33	\$59,687.22	. ,	\$72,592.59		\$90,211.23	\$105,316.64
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26-27	26-27 Annual	\$20,936.12	\$24,973.34	\$27,637.91	\$34,238.11	\$38,424.13	\$40,307.83	\$44,075.25	\$48,407.77	\$53,650.13	\$59,469.14	\$65,928.25	\$77,334.44	\$92,651.33
	With Est Sales Tax	\$26,170.15	\$31,216.68	\$34,547.39	\$42,797.64	\$48,030.16	\$50,384.79	\$55,094.06	\$60,509.71	\$67,062.66	\$73,403.31	\$79,862.42	\$91,268.61	\$106,585.50
20.25	20.20.4	624 240 72	625.242.45	¢20.011.21	¢24.700.05	620.054.55	¢40.004.01	¢44.004.00	¢40.074.00	ĆE 4 200 70	¢60.201.21	¢cc 0.0 7.	670 400 00	602.027.05
28-27	28-29 Annual	\$21,218.73	\$25,312.47	\$28,014.34	\$34,706.95	\$38,951.57	\$40,861.64	\$44,681.80	\$49,074.98		\$60,291.21			\$93,937.95
	With Est Sales Tax	\$26,523.41	\$31,640.59	\$35,017.93	\$43,383.68	\$48,689.46	\$51,077.05	\$55,852.25	\$61,343.73	\$67,988.41	\$74,225.38	\$80,774.91	\$92,340.79	\$107,872.12
30	30 Annual	\$21,505.29	\$25,656.34	\$28,396.04	\$35,182.34	\$39,486.39	\$41,423.21	\$45,296.85	\$49,751.53	\$55,141.70	\$61,124.79	\$67,766.01	\$79,493.81	\$95,242.58
	With Est Sales Tax	\$26,881.61	\$32,070.43	\$35,495.05	\$43,977.93	\$49,357.98	\$51,779.01	\$56,621.06	\$62,189.41	\$68,927.12	\$75,058.96	\$81,700.18	\$93,427.98	\$109,176.75

<sup>&</sup>quot;With Est Sales Tax" is a conservative estimate based on historical experience in our District regarding Bi-Annual Sales Tax Check Payments

## **Key To Using the Professional and Non-Administrative Salary Schedule**

	Grades
Custodian - 9 Month	Α
Custodian - 12 Month	В
Head Janitor - 12 Month	С
Maintenance - Tech	D
Maintenance - Skilled (Plumber, A/C, Electrician, etc)	E & F
Maintenance - Asst Supervisor and Master Skilled	G - I
Maintenance Coordinator	L
Business - Data Processing	F
Business - Benefits Coordinator	Н
Business - Degreed Accountant	I
Business - Financial Auditor	J
Business - Head Accountant	K
Business - Director	M
IT - Technology Support Specialist	н
IT - Network Support Tech	1
IT - Communications	J
IT - Senior Network Tech	J
IT - Supervisor	L
Information Systems Coord	1
Food Service - Specialist & Warehouseman (12 month)	D

## Natchitoches Parish School Board Salary Schedule

	_							
Steps	Туре	As needed Subs	ur Workers and Subs Up to 30 hours/week	Technician 9 Month	Manager 0-499 9 Month	Manager 500-999 9 Month	Manager 1000 + Students 9 Month	Warehouseman 9 Month
0	Base Salary	\$10.00	\$10.75	\$14,350.00	\$22,150.00	\$23,200.00	\$24,250.00	\$17,750.00
	With Est Sales Tax	, , , ,	, , , ,	\$17,937.50	\$27,687.50	\$29,000.00	\$30,312.50	\$22,187.50
	Base Salary	\$10.00	\$10.75	\$14,662.80	\$22,471.00	\$23,536.75	\$24,602.50	\$18,005.00
	With Est Sales Tax			\$18,328.50	\$28,088.75	\$29,420.94	\$30,753.13	\$22,506.25
,	Base Salary	\$10.00	\$10.75	\$14,982.79	\$22,796.82	\$23,878.55	\$24,960.29	\$18,263.83
	With Est Sales Tax	\$10.00	\$10.75	\$18,728.49	\$28,496.02	\$29,848.19	\$31,200.36	\$22,829.78
	With Est Sales Tax			\$18,728.49	\$28,496.02	\$29,848.19	\$31,200.36	\$22,829.78
3	Base Salary	\$10.00	\$10.75	\$15,310.15	\$23,127.52	\$24.225.48	\$25.323.44	\$18,526.53
	With Est Sales Tax	, , ,	,	\$19,137.69	\$28,909.40	\$30,281.85	\$31,654.30	\$23,158.17
	THE LOCATION TO			ψ13)137103	ψ20/3031.10	ψου/201.00	φου)σο που	<b>\$23,130.17</b>
4	Base Salary	\$10.00	\$10.75	\$15,645.03	\$23,463.18	\$24,577.61	\$25,692.04	\$18,793.18
	With Est Sales Tax			\$19,556.29	\$29,328.97	\$30,722.01	\$32,115.05	\$23,491.48
5	Base Salary	\$10.00	\$10.75	\$15,987.62	\$23,803.88	\$24,935.03	\$26,066.17	\$19,063.83
	With Est Sales Tax			\$19,984.52	\$29,754.85	\$31,168.78	\$32,582.72	\$23,829.79
6	Base Salary	\$10.00	\$10.75	\$16,338.08	\$24,149.69	\$25,297.80	\$26,445.92	\$19,338.54
	With Est Sales Tax			\$20,422.60	\$30,187.11	\$31,622.25	\$33,057.40	\$24,173.17
	<u> </u>			4				4
	Base Salary	\$10.00	\$10.75	\$16,696.61	\$24,500.68	\$25,666.02	\$26,831.36	\$19,617.36
	With Est Sales Tax			\$20,870.76	\$30,625.85	\$32,082.52	\$33,539.19	\$24,521.70
8	Base Salary	\$10.00	\$10.75	\$17,063.38	\$24,856.94	\$26.039.76	\$27,222.58	\$19,900.37
	With Est Sales Tax	\$10.00	\$10.75	\$21,329.23	\$31,071.18	\$32,549.70	\$34,028.22	\$24,875.47
				, , , , , ,	12 /2	1 - 7	12.72.2	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
9	Base Salary	\$10.00	\$10.75	\$17,438.59	\$25,218.55	\$26,419.10	\$27,619.66	\$20,187.63
	With Est Sales Tax			\$21,798.24	\$31,523.18	\$33,023.88	\$34,524.58	\$25,234.54
	Base Salary	\$10.00	\$10.75	\$17,822.43	\$25,585.57	\$26,804.14	\$28,022.71	\$20,479.19
	With Est Sales Tax			\$22,278.03	\$31,981.97	\$33,505.18	\$35,028.39	\$25,598.99
11	Base Salary	\$10.00	\$10.75	\$18,215.09	\$25,958.11	\$27,194.95	\$28,431.80	\$20,775.13
	With Est Sales Tax	\$10.00	\$10.75	\$22,768.87	\$32,447.63	\$33,993.69	\$35,539.75	\$25,968.91
				, , , , , , ,	12 / 22	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	122/222	1 2/2 2 2 2
12-13	Base Salary	\$10.00	\$10.75	\$18,616.79	\$26,336.23	\$27,591.63	\$28,847.03	\$21,075.51
	With Est Sales Tax			\$23,270.99	\$32,920.29	\$34,489.53	\$36,058.78	\$26,344.39
	l	****	4	4.2.2.	4			42
	Base Salary	\$10.00	\$10.75	\$19,027.73	\$26,720.02	\$27,994.25	\$29,268.48	\$21,380.39
	With Est Sales Tax			\$23,784.66	\$33,400.03	\$34,992.82	\$36,585.60	\$26,725.49
16-17	Base Salary	\$10.00	\$10.75	\$19,448.11	\$27,109.57	\$28,402.92	\$29,696.26	\$21,689.85
	With Est Sales Tax	, , , ,	, , , ,	\$24,310.14	\$33,886.97	\$35,503.65	\$37,120.32	\$27,112.31
	Base Salary	\$10.00	\$10.75	\$19,878.17	\$27,504.97	\$28,817.71	\$30,130.45	\$22,003.95
	With Est Sales Tax			\$24,847.71	\$34,381.21	\$36,022.14	\$37,663.07	\$27,504.93
20 21	Race Salany	\$10.00	¢10.75	\$20 210 12	\$27,006,20	\$20,220,72	\$20 571 16	\$22.222.75
	Base Salary With Est Sales Tax	\$10.00	\$10.75	\$20,318.12 \$25,397.65	\$27,906.29 \$34,882.86	\$29,238.73 \$36,548.41	\$30,571.16 \$38,213.95	\$22,322.75 \$27,903.44
	THE LOCATION TO			Q23,337.03	Ç37,002.00	Ç30,340.41	Q30,213.33	721,303.44
22-23	Base Salary	\$10.00	\$10.75	\$20,768.18	\$28,313.64	\$29,666.06	\$31,018.48	\$22,646.35
	With Est Sales Tax			\$25,960.23	\$35,392.04	\$37,082.57	\$38,773.10	\$28,307.93
	<u> </u>							
	Base Salary	\$10.00	\$10.75	\$21,228.60	\$28,727.09	\$30,099.80	\$31,472.50	\$22,974.79
	With Est Sales Tax			\$26,535.75	\$35,908.86	\$37,624.75	\$39,340.63	\$28,718.49
26 27	Race Salary	\$10.00	\$10.75	\$21,600,61	\$20 146 75	\$30.540.04	\$31,933.34	\$22 200 16
	Base Salary With Est Sales Tax	\$10.00	\$10.75	\$21,699.61 \$27,124.51	\$29,146.75 \$36,433.43	\$30,540.04 \$38,175.06	\$31,933.34	\$23,308.16 \$29,135.20
	Then Est Suits Tax			Y21,127.J1	Ç30, <del>133.13</del>	Ç30,173.00	Ç33,3±0.00	Y23,133.20
28-29	Base Salary	\$10.00	\$10.75	\$22,181.45	\$29,572.70	\$30,986.89	\$32,401.09	\$23,646.54
	With Est Sales Tax			\$27,726.81	\$36,965.87	\$38,733.62	\$40,501.37	\$29,558.17
	Base Salary	\$10.00	\$10.75	\$22,674.37	\$30,005.04	\$31,440.45	\$32,875.86	\$23,989.98
	With Est Sales Tax			\$28,342.97	\$37,506.30	\$39,300.56	\$41,094.82	\$29,987.48

<sup>&</sup>quot;With Est Sales Tax" is a conservative estimate based on historical experience in our District regarding Bi-Annual Sales Tax Check Payments

#### **Natchitoches Parish School Board Salary Schedule Secretarial and Support Staff**

			Scho	ool Secretary			Central Office - 1	L2 Month Employee		
Steps	Туре	12 months	11 Months	10 Months	Bookkeeper -12 month	Clerk- Typist - Receptionist	Secretary	Executive Secretary	Human Resource Sec	Attendance Clerk - 10 Months
0	Base Salary	\$23,250.00	\$22,250.00	\$20,750.00	\$26,000.00	\$22,529.00	\$25,718.00	\$30,750.00	\$30,250.00	\$18,000.00
	With Est Sales Tax	\$29,062.50	\$27,812.50	\$25,937.50	\$32,500.00	\$28,161.25	\$32,147.50	\$38,437.50	\$37,812.50	\$22,500.00
1	Base Salary	\$23,565.00	\$22,551.00	\$21,030.00	\$26,364.00	\$22,833.91	\$26,067.55	\$31,170.00	\$30,663.00	\$18,252.00
-	With Est Sales Tax	\$29,456.25	\$28,188.75	\$26,287.50	\$32,955.00	\$28,542.38	\$32,584.44	\$38,962.50	\$38,328.75	\$22,815.00
2	Base Salary	\$23,884.41	\$22,856.21	\$21,313.92	\$26,733.10	\$23,143.08	\$26,422.00	\$31,595.88	\$31,081.78	\$18,507.53
	With Est Sales Tax	\$29,855.51	\$28,570.27	\$26,642.40	\$33,416.38	\$28,928.85	\$33,027.50	\$39,494.85	\$38,852.23	\$23,134.41
	D	£2.4.200.20	622.465.70	624 CO4 O4	¢27.407.26	422.456.50	A26 704 44	622 027 72	624 FOC 42	\$40.766.62
3	Base Salary With Est Sales Tax	\$24,208.29 \$30,260.36	\$23,165.70 \$28,957.13	\$21,601.81 \$27,002.27	\$27,107.36 \$33,884.20	\$23,456.58 \$29,320.73	\$26,781.41 \$33,476.76	\$32,027.72 \$40,034.65	\$31,506.43 \$39,383.03	\$18,766.63 \$23,458.29
l	With Est Sales Tax	\$30,200.30	\$28,937.13	\$27,002.27	\$33,004.20	\$29,520.75	\$33,470.70	\$40,034.03	\$55,565.05	\$25,456.29
4	Base Salary	\$24,536.71	\$23,479.52	\$21,893.74	\$27,486.86	\$23,774.48	\$27,145.85	\$32,465.61	\$31,937.02	\$19,029.37
	With Est Sales Tax	\$30,670.88	\$29,349.40	\$27,367.18	\$34,358.58	\$29,718.09	\$33,932.31	\$40,582.01	\$39,921.27	\$23,786.71
5	Base Salary	\$24,869.72	\$23,797.73	\$22,189.75	\$27,871.68	\$24,096.82	\$27,515.39	\$32,909.63	\$32,373.64	\$19,295.78
	With Est Sales Tax	\$31,087.15	\$29,747.17	\$27,737.19	\$34,839.60	\$30,121.02	\$34,394.23	\$41,137.04	\$40,467.04	\$24,119.72
6	Base Salary	\$25,207.40	\$24,120.40	\$22,489.91	\$28,261.88	\$24,423.67	\$27,890.10	\$33,359.86	\$32,816.37	\$19,565.92
	With Est Sales Tax	\$31,509.25	\$30,150.50	\$28,112.39	\$35,327.35	\$30,529.59	\$34,862.63	\$41,699.83	\$41,020.46	\$24,457.40
7	Base Salary	\$25,549.80	\$24,447.59	\$22,794.27	\$28,657.55	\$24,755.11	\$28,270.06	\$33,816.40	\$33,265.30	\$19,839.84
,	With Est Sales Tax	\$31,937.25	\$30,559.49	\$28,492.83	\$35,821.94	\$30,943.88	\$35,337.58	\$42,270.50	\$41,581.62	\$24,799.80
	D C. l	<b>†25.007.00</b>	624 770 25	\$22.402.00	420.050.75	<b>635 004 40</b>	420 CEE 24	624.270.22	¢22.720.54	\$20.447.C0
8	Base Salary With Est Sales Tax	\$25,897.00 \$32,371.25	\$24,779.35 \$30,974.19	\$23,102.89 \$28,878.61	\$29,058.75 \$36,323.44	\$25,091.18 \$31,363.97	\$28,655.34 \$35,819.18	\$34,279.33 \$42,849.16	\$33,720.51 \$42,150.64	\$20,117.60 \$25,147.00
_ 1						, ,				
9	Base Salary With Est Sales Tax	\$26,249.06 \$32,811.32	\$25,115.77 \$31,394.71	\$23,415.83 \$29,269.79	\$29,465.58 \$36,831.98	\$25,431.95 \$31,789.94	\$29,046.02 \$36,307.52	\$34,748.74 \$43,435.93	\$34,182.10 \$42,727.62	\$20,399.25 \$25,499.06
						, ,				
10	Base Salary With Est Sales Tax	\$26,606.04 \$33,257.55	\$25,456.89 \$31,821.11	\$23,733.15 \$29,666.44	\$29,878.09 \$37,347.61	\$25,777.50 \$32,221.88	\$29,442.16 \$36,802.71	\$35,224.72 \$44,030.91	\$34,650.15 \$43,312.68	\$20,684.83 \$25,856.04
	With Est Sales Tax	Ş33,237.33	\$51,021.11	\$29,000.44	\$37,347.01	352,221.00	\$30,802.71	\$44,030.91	\$45,512.06	\$25,650.04
11	Base Salary	\$26,968.03	\$25,802.78	\$24,054.91	\$30,296.39	\$26,127.89	\$29,843.85	\$35,707.37	\$35,124.75	\$20,974.42
	With Est Sales Tax	\$33,710.04	\$32,253.48	\$30,068.64	\$37,870.49	\$32,659.86	\$37,304.82	\$44,634.21	\$43,905.93	\$26,218.03
12-13	Base Salary	\$27,335.08	\$26,153.52 \$32,691.90	\$24,381.18	\$30,720.54	\$26,483.18	\$30,251.17	\$36,196.77	\$35,605.99 \$44,507.49	\$21,268.06
ļ	With Est Sales Tax	\$34,168.85	\$32,091.90	\$30,476.48	\$38,400.68	\$33,103.97	\$37,813.96	\$45,245.97	\$44,507.49	\$26,585.08
14-15		\$27,707.27	\$26,509.17	\$24,712.02	\$31,150.62	\$26,843.44	\$30,664.18	\$36,693.03	\$36,093.98	\$21,565.82
	With Est Sales Tax	\$34,634.09	\$33,136.46	\$30,890.02	\$38,938.28	\$33,554.30	\$38,330.23	\$45,866.29	\$45,117.47	\$26,957.27
16-17	Base Salary	\$28,084.67	\$26,869.80	\$25,047.49	\$31,586.73	\$27,208.75	\$31,082.98	\$37,196.23	\$36,588.79	\$21,867.74
	With Est Sales Tax	\$35,105.84	\$33,587.25	\$31,309.36	\$39,483.41	\$34,010.94	\$38,853.73	\$46,495.29	\$45,735.99	\$27,334.67
18-19	Base Salary	\$28,467.36	\$27,235.48	\$25,387.65	\$32,028.95	\$27,579.17	\$31,507.65	\$37,706.48	\$37,090.54	\$22,173.89
10 13	With Est Sales Tax	\$35,584.20	\$34,044.35	\$31,734.57	\$40,036.19	\$34,473.96	\$39,384.56	\$47,133.10	\$46,363.17	\$27,717.36
			4	4	4	4	4	4	4	4
20-21	Base Salary With Est Sales Tax	\$28,855.40 \$36,069.25	\$27,606.27 \$34,507.84	\$25,732.58 \$32,165.72	\$32,477.35 \$40,596.69	\$27,954.78 \$34,943.47	\$31,938.25 \$39,922.82	\$38,223.87 \$47,779.84	\$37,599.30 \$46,999.13	\$22,484.32 \$28,105.40
	With Est Suits Tax	<b>430,003.23</b>	\$34,307.04	<b> 732,103.72</b>	Ç40,330.03	<del>\$34,343.47</del>	<b>433,322.02</b>	Ç47,773.04	ψ+0,555.15	\$20,103.40
22-23		\$29,248.88	\$27,982.26	\$26,082.34	\$32,932.04	\$28,335.65	\$32,374.89	\$38,748.50	\$38,115.19	\$22,799.10
	With Est Sales Tax	\$36,561.10	\$34,977.83	\$32,602.92	\$41,165.05	\$35,419.56	\$40,468.61	\$48,435.63	\$47,643.99	\$28,498.88
24-25	Base Salary	\$29,647.86	\$28,363.51	\$26,436.99	\$33,393.08	\$28,721.85	\$32,817.64	\$39,280.48	\$38,638.31	\$23,118.29
	With Est Sales Tax	\$37,059.83	\$35,454.39	\$33,046.24	\$41,741.35	\$35,902.31	\$41,022.05	\$49,100.60	\$48,297.88	\$28,897.86
26-27	Base Salary	\$30,052.43	\$28,750.10	\$26,796.61	\$33,860.59	\$29,113.45	\$33,266.58	\$39,819.91	\$39,168.74	\$23,441.95
	With Est Sales Tax	\$37,565.54	\$35,937.63	\$33,495.76	\$42,325.74	\$36,391.81	\$41,583.23	\$49,774.89	\$48,960.93	\$29,302.43
20.25	D. C.	420 ACC CT	d20.4.12.12	427.451.25	624.221.51	620.512.51	422 =24 22	440.255.50	420.705.51	422.772.12
28-29	Base Salary With Est Sales Tax	\$30,462.67 \$38,078.33	\$29,142.10 \$36,427.63	\$27,161.26 \$33,951.57	\$34,334.64 \$42,918.30	\$29,510.54 \$36,888.17	\$33,721.82 \$42,152.27	\$40,366.89 \$50,458.61	\$39,706.61 \$49,633.26	\$23,770.13 \$29,712.67
	saics ran	755,570.00	Ţ = 1, . Z / 100	7-1/102107	7 12/20100	711,300.11	7 .=,102.12	717,30002	7 17/230120	7-27: 22:07
30	Base Salary	\$30,878.64	\$29,539.59	\$27,531.02	\$34,815.32	\$29,913.19	\$34,183.42	\$40,921.52	\$40,252.00	\$24,102.91
	With Est Sales Tax	\$38,598.30	\$36,924.49	\$34,413.77	\$43,519.15	\$37,391.48	\$42,729.28	\$51,151.91	\$50,315.00	\$30,128.64

Associate Degree Employees receive two additional steps and Bachelor Degree Employees receive four additional steps

<sup>&</sup>quot;With Est Sales Tax" is a conservative estimate based on historical experience in our District regarding Bi-Annual Sales Tax Check Payments

## Natchitoches Parish School Board Salary Schedule

### Paraprofessional, Bus Driver, Bus Aide, Nurse

Steps	Туре	Paraprofes	sional / Teacher Aid	e - 9 Month	Rus Driver	and Bus Aide		Nurse - 9 Month	
Steps	Гуре	Less than Associate	Associate Degree	Bacheloar's Degree	Bus Drivers	Bus Aides	LPN	2-Year ADN	4-Year BSN
0	Base Salary	\$15,750.00	\$16,250.00	\$17,750.00	\$14,850.00	\$11,450.00	\$30,750.00	\$37,750.00	\$40,750.00
	With Est Sales Tax	\$19,687.50	\$20,312.50	\$22,187.50	\$18,562.50	\$14,312.50	\$38,437.50	\$47,187.50	\$50,937.50
1	Base Salary	\$15,960.00	\$16,467.00	\$17,988.00	\$14,991.00	\$11,557.00	\$31,170.00	\$38,268.00	\$41,310.00
	With Est Sales Tax	\$19,950.00	\$20,583.75	\$22,485.00	\$18,738.75	\$14,446.25	\$38,962.50	\$47,835.00	\$51,637.50
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2	Base Salary	\$16,172.94	\$16,687.04	\$18,229.33	\$15,133.41	\$11,665.07	\$31,595.88	\$38,793.25	\$41,877.84
	With Est Sales Tax	\$20,216.18	\$20,858.80	\$22,786.67	\$18,916.76	\$14,581.34	\$39,494.85	\$48,491.56	\$52,347.30
3	Base Salary	\$16,388.86	\$16,910.16	\$18,474.04	\$15,277.24	\$11,774.22	\$32,027.72	\$39,325.86	\$42,453.63
	With Est Sales Tax	\$20,486.08	\$21,137.70	\$23,092.55	\$19,096.56	\$14,717.78	\$40,034.65	\$49,157.33	\$53,067.04
·									
4	Base Salary	\$16,607.81	\$17,136.40	\$18,722.18	\$15,422.52	\$11,884.46	\$32,465.61	\$39,865.92	\$43,037.48
	With Est Sales Tax	\$20,759.76	\$21,420.50	\$23,402.72	\$19,278.15	\$14,855.58	\$40,582.01	\$49,832.40	\$53,796.85
5	Base Salary	\$16,829.81	\$17,365.81	\$18,973.79	\$15,569.24	\$11,995.81	\$32,909.63	\$40,413.54	\$43,629.51
	With Est Sales Tax	\$21,037.27	\$21,707.26	\$23,717.24	\$19,461.55	\$14,994.76	\$41,137.04	\$50,516.93	\$54,536.88
6	Base Salary	\$17,054.93	\$17,598.43	\$19,228.92	\$15,717.43	\$12,108.27	\$33,359.86	\$40,968.83	\$44,229.82
	With Est Sales Tax	\$21,318.66	\$21,998.04	\$24,036.15	\$19,646.79	\$15,135.33	\$41,699.83	\$51,211.04	\$55,287.27
7	Base Salary	\$17,283.20	\$17,834.31	\$19,487.63	\$15,867.11	\$12,221.85	\$33,816.40	\$41,531.90	\$44,838.54
,	With Est Sales Tax	\$21,604.00	\$22,292.88	\$24,359.53	\$19,833.89	\$15,277.31	\$42,270.50	\$51,914.88	\$56,048.17
8	Base Salary With Est Sales Tax	\$17,514.67 \$21,893.33	\$18,073.49 \$22,591.86	\$19,749.95 \$24,687.44	\$16,018.28 \$20,022.85	\$12,336.57 \$15,420.71	\$34,279.33 \$42,849.16	\$42,102.84 \$52,628.55	\$45,455.78 \$56,819.72
ļ	With LSt Sales Tax	321,633.33	\$22,331.80	\$24,087.44	\$20,022.83	\$15,420.71	342,043.10	\$32,028.33	\$30,819.72
9	Base Salary	\$17,749.37	\$18,316.02	\$20,015.95	\$16,170.96	\$12,452.43	\$34,748.74	\$42,681.78	\$46,081.66
	With Est Sales Tax	\$22,186.71	\$22,895.02	\$25,019.94	\$20,213.70	\$15,565.54	\$43,435.93	\$53,352.23	\$57,602.07
10	Base Salary	\$17,987.36	\$18,561.94	\$20,285.68	\$16,325.17	\$12,569.46	\$35,224.72	\$43,268.83	\$46,716.30
10	With Est Sales Tax	\$22,484.20	\$23,202.43	\$25,357.10	\$20,406.46	\$15,711.82	\$44,030.90	\$54,086.04	\$58,395.37
i i									
11	Base Salary	\$18,228.69	\$18,811.31	\$20,559.18 \$25,698.97	\$16,480.92	\$12,687.65	\$35,707.37	\$43,864.09	\$47,359.83
ļ	With Est Sales Tax	\$22,785.86	\$23,514.14	\$25,098.97	\$20,601.15	\$15,859.56	\$44,634.21	\$54,830.11	\$59,199.78
12-13	Base Salary	\$18,473.39	\$19,064.17	\$20,836.51	\$16,638.23	\$12,807.03	\$36,196.77	\$44,467.69	\$48,012.37
	With Est Sales Tax	\$23,091.73	\$23,830.21	\$26,045.63	\$20,797.79	\$16,008.78	\$45,245.96	\$55,584.61	\$60,015.46
14-15	Base Salary	\$18,721.51	\$19,320.56	\$21,117.72	\$16,797.12	\$12,927.60	\$36,693.03	\$45,079.74	\$48,674.04
14-15	With Est Sales Tax	\$23,401.89	\$24,150.71	\$26,397.15	\$20,996.39	\$16,159.50	\$45,866.29	\$56,349.68	\$60,842.55
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16-17	Base Salary	\$18,973.12	\$19,580.55	\$21,402.86	\$16,957.59	\$13,049.37	\$37,196.23 \$46,495.29	\$45,700.35	\$49,344.97
	With Est Sales Tax	\$23,716.39	\$24,475.69	\$26,753.58	\$21,196.98	\$16,311.72	\$40,495.29	\$57,125.44	\$61,681.22
18-19	Base Salary	\$19,228.24	\$19,844.18	\$21,692.00	\$17,119.66	\$13,172.37	\$37,706.48	\$46,329.66	\$50,025.30
	With Est Sales Tax	\$24,035.30	\$24,805.23	\$27,115.01	\$21,399.58	\$16,465.46	\$47,133.10	\$57,912.08	\$62,531.63
20-21	Base Salary	\$19,486.93	\$20,111.50	\$21,985.19	\$17,283.36	\$13,296.59	\$38,223.87	\$46,967.77	\$50,715.16
20 21	With Est Sales Tax	\$24,358.67	\$25,139.37	\$27,481.49	\$21,604.20	\$16,620.74	\$47,779.84	\$58,709.71	\$63,393.95
·									
22-23	Base Salary	\$19,749.25	\$20,382.56	\$22,282.49	\$17,448.69	\$13,422.06	\$38,748.50	\$47,614.82	\$51,414.67
ļ	With Est Sales Tax	\$24,686.56	\$25,478.20	\$27,853.11	\$21,810.87	\$16,777.57	\$48,435.63	\$59,518.53	\$64,268.34
24-25	Base Salary	\$20,015.24	\$20,657.42	\$22,583.94	\$17,615.68	\$13,548.78	\$39,280.48	\$48,270.93	\$52,123.98
	With Est Sales Tax	\$25,019.05	\$25,821.77	\$28,229.92	\$22,019.60	\$16,935.97	\$49,100.60	\$60,338.66	\$65,154.97
26-27	Base Salary	\$20,284.95	\$20,936.12	\$22,889.62	\$17,784.34	\$13,676.77	\$39,819.91	\$48,936.22	\$52,843.21
20-21	With Est Sales Tax	\$25,356.19	\$26,170.15	\$28,612.02	\$22,230.42	\$17,095.96	\$49,774.89	\$61,170.28	\$66,054.01
28-29	Base Salary	\$20,558.44	\$21,218.73	\$23,199.57	\$17,954.68	\$13,806.03	\$40,366.89	\$49,610.83	\$53,572.52
	With Est Sales Tax	\$25,698.05	\$26,523.41	\$28,999.46	\$22,443.35	\$17,257.54	\$50,458.61	\$62,013.54	\$66,965.65
30	Base Salary	\$20,835.76	\$21,505.29	\$23,513.86	\$18,126.73	\$13,936.59	\$40,921.52	\$50,294.88	\$54,312.03
	With Est Sales Tax	\$26,044.70	\$26,881.61	\$29,392.33	\$22,658.41	\$17,420.74	\$51,151.90	\$62,868.60	\$67,890.04
	"With Est Sales Tax" is a	conservative estim	ate based on histor	ical experience in our	District regarding Bi-Ar	nnual Sales Tax Check	Payments		

# Natchitoches Parish School Board Salary Schedule Central Office Administration Multipliers Ratio Applied to Teacher Pay Scale

## Directors (12 month employees)

	Years Experience as		
	Director		
Directors	1 to 10	12 Month	1.43
	11 to 20	12 Month	1.50
	21 and UP	12 Month	1.55
Supervisors		12 Month	1.30
Coordinators		12 Month	1.27
Other Central Office P	ersonnel		
Program Specialist		12 Month	1.25
<b>Special Education</b>	<b>Evaluation Team</b>	10 Month	1.15
	<b>Transition Facilitator</b>	11 Month	1.18
	Coordinators	12 Month	1.27
otary Public Certificatio	on - Central Office Only	Stipend	\$750.00
edicaid Coordinator - C	Central Office only	Stipend	\$3,000.00

These Multipliers and Incentives do not apply to last year's \$1500 Salary increase from the State

<sup>\*</sup> These Stipends are NOT used as a part of the Sales Tax check calculations

## Natchitoches Parish School Board Salary Schedule School Administration Multipliers Ratio Applied to Teacher Pay Scale

#### Principals (12 month employees)

**Official Student Enrollment** 

Count

	Count		Alternative/	
	10/1 prior year count	Elementary	Middle	High School
	UP to 399	1.33	1.36	1.40
	400 - 899	1.36	1.38	1.45
	900 - UP	1.38	1.40	1.50
Assistant Principals (1	0 month)	1.13	1.17	1.22
Virtual School	(12 Month)	1.33	1.33	1.33
			Working Months	
Other Certified School				
	<b>Guidance Counselors - Elementary</b>		9.5 Months	1.06
	- High Schools		10 Months	1.12
	- High Schools	5	10.5 Months	1.18
	Other Coordinators		10 Month	1.08
	Agriculture Teachers		12 Month	1.22
	*Instructional Specialist	Stipend	9 Month	\$10,000.00
	*Head Nurse	Stipend	9 Month	\$2,000.00
	*SBLC Chairman	Stipend	Paid Once a Year	\$600.00
	*Drama Program Director	Stipend	Paid Once a Year	\$2,500.00
	School Size	Up to 399	400 - 899	900 - Up
*Technology Facilitator	Stipend	\$600.00	\$900.00	\$1,200.00
*Testing Facilitator	Stipend	\$600.00	\$900.00	\$1,200.00
*Teacher/Principal of the	Year Awards -Regional	Stipend	Paid after Awarded	\$150.00
*Teacher/Principal of the	: Year Awards - State	Stipend	Paid after Awarded	\$300.00

Performance Pay Pending for 2023/2024

The Superintendent may elect to lower a school enrollment ratio based on his/her discretion.

These Multipliers and Incentives do not apply to last year's \$1500 Salary increase from the State

<sup>\*</sup> These Stipends are NOT used as a part of the Sales Tax check calculations

<sup>\*\*</sup>Must have received an overall CIS rating from NPSB during the previous school year and still be employed full time as of April 1st of the current year.

#### Natchitoches Parish School Board Salary Schedule

## Coaching Supplement Multipliers Ratio Applied to Teacher Pay Scale

Certified Teachers	Multiplier	<b>Multiplier Cap</b>
Head Football Coaches & Band Directors (High School)	1.15	1.23
Assistant Football Offensive Coordinator	1.10	1.22
Assistant Football Defensive Coordinator	1.10	1.22
All Other Sports Head Coach	1.12	1.20
All Other Sports Assistant Coach	1.08	1.20
Athletic Director 800 - UP Students	1.10	1.20
Athletic Director 300 - 799 Students	1.05	1.20
Athletic Director - Junior High Feeder Schools	1.10	1.33
Uncertified Full-Time Employees of the District	Stipend	Stipend Cap
CECP Yearly Stipend per Sport	\$1,250.00	\$2,500.00
Uncertified Part time/non NPSB Employees of the District	Stipend	Stipend Cap
CECP Yearly Stipend per Sport	\$1,000.00	\$2,000.00

Team High School Incentvies	<b>Head Coaches</b>	<b>Assistant Coaches</b>	
Makes State Playoffs	\$250.00	\$125.00	Paid after Awarded
Win District Championship	\$500.00	\$250.00	Paid after Awarded
Win State Championship	\$1,000.00	\$500.00	Paid after Awarded

Junior high and elementary Coaches/Band Directors receive 50% of the above stipends and multipliers. These Multipliers and Incentives are NOT used as a part of the Sales Tax check calculations
These Multipliers and Incentives do not apply to last year's \$1500 Salary increase from the State

## Natchitoches Parish School Board Salary Schedule HOURLY, PART-TIME, SUBS AND OTHERS

Туре	Rate	Bases
PRESENTERS	\$50.00	Hourly
TEACHER -CERTIFIED ON ANNUAL SCHOOL REPORT	\$25.00	Hourly
AIDES - PARA PROFESSIONALS	\$9.00	Hourly
CHILD CARE PROVIDERS	\$9.00	Hourly
AFTER SCHOOL TUTORING - Certified Teacher	\$25.00	Hourly
AFTER SCHOOL TUTORING - Non-Certified	\$15.00	Hourly
SHORT TERM TEACHERS (CERTIFIED)	\$100.00	Daily
SHORT TERM SUBSTITUTE TEACHER (Bachelors)	\$80.00	Daily
SHORT TERM SUBSTITUTE TEACHER (Associate)	\$70.00	Daily
SHORT TERM SUBSTITUTE TEACHER (High School)	\$60.00	Daily
*LONG TERM SUBSTITUTE TEACHER - CERTIFIED	\$185.00	Daily
*LONG TERM SUBSTITUTE TEACHER - NOT CERTIFIED (Bachelors and Higher)	\$180.00	Daily
*LONG TERM SUBSTITUTE TEACHER - NOT CERTIFIED (Associate Degree)	\$75.00	Daily
*LONG TERM SUBSTITUTE TEACHER - NOT CERTIFIED (High School)	\$65.75	Daily
Stipends for Certified Teachers listed on the annual school report	\$25.00	Hourly
Substitute Food Service Wharehouseman	\$12.00	Hourly
Tutor/Student Worker	\$9.00	Hourly
Child Care - Not Employed by NPSB	\$9.00	Hourly
Language Translator/Hearing Impaired	\$15.00	Hourly

<sup>\*</sup>Has taught for more than 30 consecutive days in a row and may not work longer than 3 academic years in a row