



**NATCHITOCHE PARISH
SCHOOL BOARD**
TOGETHER WE CAN

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 1st 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 13th 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.

Salary Schedule
Teacher Schedule

Steps	Type	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
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
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	\$54,111.57	\$55,208.53	\$55,475.20	\$56,011.20	\$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
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
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
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
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
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
	With Est Sales Tax	\$60,554.70	\$62,616.16	\$63,529.38	\$64,331.01	\$65,393.56
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
	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
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	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.

Key To Using the Professional and Non-Administrative Salary Schedule

	Grades
Custodian - 9 Month	A
Custodian - 12 Month	B
Head Janitor - 12 Month	C
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	H
Business - Degreed Accountant	I
Business - Financial Auditor	J
Business - Head Accountant	K
Business - Director	M
IT - Technology Support Specialist	H
IT - Network Support Tech	I
IT - Communications	J
IT - Senior Network Tech	J
IT - Supervisor	L
Information Systems Coord	I
Food Service - Specialist & Warehouseman (12 month)	D

**Natchitoches Parish School Board
Salary Schedule
Food Service Worker and Manager**

Steps	Type	Part time per hour Workers and Subs		Technician	Manager 0-499	Manager 500-999	Manager 1000 + Students	Warehouseman
		As needed Subs	Up to 30 hours/week	9 Month	9 Month	9 Month	9 Month	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
1	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
2	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			\$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
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
7	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			\$21,329.23	\$31,071.18	\$32,549.70	\$34,028.22	\$24,875.47
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
10	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			\$22,768.87	\$32,447.63	\$33,993.69	\$35,539.75	\$25,968.91
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
14-15	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
18-19	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	Base Salary	\$10.00	\$10.75	\$20,318.12	\$27,906.29	\$29,238.73	\$30,571.16	\$22,322.75
	With Est Sales Tax			\$25,397.65	\$34,882.86	\$36,548.41	\$38,213.95	\$27,903.44
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
24-25	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	Base Salary	\$10.00	\$10.75	\$21,699.61	\$29,146.75	\$30,540.04	\$31,933.34	\$23,308.16
	With Est Sales Tax			\$27,124.51	\$36,433.43	\$38,175.06	\$39,916.68	\$29,135.20
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
30	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

"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**

Steps	Type	School Secretary				Central Office - 12 Month Employee				Attendance Clerk - 10 Months
		12 months	11 Months	10 Months	Bookkeeper -12 month	Clerk- Typist - Receptionist	Secretary	Executive Secretary	Human Resource Sec	
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
3	Base Salary	\$24,208.29	\$23,165.70	\$21,601.81	\$27,107.36	\$23,456.58	\$26,781.41	\$32,027.72	\$31,506.43	\$18,766.63
	With Est Sales Tax	\$30,260.36	\$28,957.13	\$27,002.27	\$33,884.20	\$29,320.73	\$33,476.76	\$40,034.65	\$39,383.03	\$23,458.29
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
8	Base Salary	\$25,897.00	\$24,779.35	\$23,102.89	\$29,058.75	\$25,091.18	\$28,655.34	\$34,279.33	\$33,720.51	\$20,117.60
	With Est Sales Tax	\$32,371.25	\$30,974.19	\$28,878.61	\$36,323.44	\$31,363.97	\$35,819.18	\$42,849.16	\$42,150.64	\$25,147.00
9	Base Salary	\$26,249.06	\$25,115.77	\$23,415.83	\$29,465.58	\$25,431.95	\$29,046.02	\$34,748.74	\$34,182.10	\$20,399.25
	With Est Sales Tax	\$32,811.32	\$31,394.71	\$29,269.79	\$36,831.98	\$31,789.94	\$36,307.52	\$43,435.93	\$42,727.62	\$25,499.06
10	Base Salary	\$26,606.04	\$25,456.89	\$23,733.15	\$29,878.09	\$25,777.50	\$29,442.16	\$35,224.72	\$34,650.15	\$20,684.83
	With Est Sales Tax	\$33,257.55	\$31,821.11	\$29,666.44	\$37,347.61	\$32,221.88	\$36,802.71	\$44,030.91	\$43,312.68	\$25,856.04
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	\$24,381.18	\$30,720.54	\$26,483.18	\$30,251.17	\$36,196.77	\$35,605.99	\$21,268.06
	With Est Sales Tax	\$34,168.85	\$32,691.90	\$30,476.48	\$38,400.68	\$33,103.97	\$37,813.96	\$45,245.97	\$44,507.49	\$26,585.08
14-15	Base Salary	\$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
	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
20-21	Base Salary	\$28,855.40	\$27,606.27	\$25,732.58	\$32,477.35	\$27,954.78	\$31,938.25	\$38,223.87	\$37,599.30	\$22,484.32
	With Est Sales Tax	\$36,069.25	\$34,507.84	\$32,165.72	\$40,596.69	\$34,943.47	\$39,922.82	\$47,779.84	\$46,999.13	\$28,105.40
22-23	Base Salary	\$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
28-29	Base Salary	\$30,462.67	\$29,142.10	\$27,161.26	\$34,334.64	\$29,510.54	\$33,721.82	\$40,366.89	\$39,706.61	\$23,770.13
	With Est Sales Tax	\$38,078.33	\$36,427.63	\$33,951.57	\$42,918.30	\$36,888.17	\$42,152.27	\$50,458.61	\$49,633.26	\$29,712.67
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

"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	Type	Paraprofessional / Teacher Aide - 9 Month			Bus Driver and Bus Aide		Nurse - 9 Month		
		Less than Associate	Associate Degree	Bachelor'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
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	\$17,514.67	\$18,073.49	\$19,749.95	\$16,018.28	\$12,336.57	\$34,279.33	\$42,102.84	\$45,455.78
	With Est Sales Tax	\$21,893.33	\$22,591.86	\$24,687.44	\$20,022.85	\$15,420.71	\$42,849.16	\$52,628.55	\$56,819.72
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
	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
11	Base Salary	\$18,228.69	\$18,811.31	\$20,559.18	\$16,480.92	\$12,687.65	\$35,707.37	\$43,864.09	\$47,359.83
	With Est Sales Tax	\$22,785.86	\$23,514.14	\$25,698.97	\$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
	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
16-17	Base Salary	\$18,973.12	\$19,580.55	\$21,402.86	\$16,957.59	\$13,049.37	\$37,196.23	\$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	\$46,495.29	\$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
	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
	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
	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 estimate based on historical experience in our District regarding Bi-Annual Sales Tax Check Payments

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 Personnel

Program Specialist		12 Month	1.25
Special Education	Evaluation Team	10 Month	1.15
	Transition Facilitator	11 Month	1.18
	Coordinators	12 Month	1.27

- *Notary Public Certification - Central Office Only **Stipend** **\$750.00**
- *Medicaid Coordinator - Central Office only **Stipend** **\$3,000.00**

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

*** 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

<u>10/1 prior year count</u>	<u>Elementary</u>	<u>Alternative/ Middle</u>	<u>High School</u>
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 (10 month)	1.13	1.17	1.22
Virtual School (12 Month)	1.33	1.33	1.33

Other Certified School Personnel

		<u>Working Months</u>	
Guidance Counselors - Elementary & Middle Sch		9.5 Months	1.06
- High Schools		10 Months	1.12
- High Schools		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

	<u>School Size</u>	<u>Up to 399</u>	<u>400 - 899</u>	<u>900 - Up</u>
*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 Stipends are NOT used as a part of the Sales Tax check calculations

**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.

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

Natchitoches Parish School Board
 Salary Schedule
 Coaching Supplement Multipliers
 Ratio Applied to Teacher Pay Scale

Certified Teachers	Multiplier	Multiplier Cap
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 Incentives	Head Coaches	Assistant Coaches	
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

Type	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 Warehouseman	\$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

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