



**NATCHITOCHES PARISH
SCHOOL BOARD**
TOGETHER WE CAN

SALARY SCHEDULE

Natchitoches Parish Schools

2024-2025

Adopted: June 25, 2024

Effective: July 1, 2024

Revised: November 19, 2024

Natchitoches Parish School Board

Salary Schedules Effective July 1, 2024

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Rules Governing the Salary Policy

- 1) Implementation of this Salary Schedule will be effective July 1, 2024 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) "Base Salary" is the amount guaranteed to the employee and does not include the sales tax supplements.
- 4) "With Est. Sales Tax" is a combination of the Base Salary and the two (2) sales tax supplements that have historically been paid in the District. The purpose of this calculation is to show estimates of the total annual amounts of salary paid to employees in the past.
- 5) To be eligible for the receipt of a sales tax supplement in the first semester, an employee must be employed by the District as of November 30, 2024. Persons employed as of that date but started in the District after first work day of the fall semester shall receive a pro rata amount of the full sales tax supplement.
- 6) To be eligible for the receipt of a sales tax supplement in the second semester, an employee must be employed by the District as of May 23, 2025. Persons employed as of that date but started in the District after first work day of the fall semester shall receive a pro rata amount of the full sales tax supplement.
- 7) Any certified teacher being promoted will automatically have the appropriate multiplier applied to their base at the time of assuming their new duties.
- 8) 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.
- 9) 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.
- 10) 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.
- 11) 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.
- 12) 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.

- 13) 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.
- 14) 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.
- 15) 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.
- 16) For certified personnel, the salaries reflected in the present salary schedule shall serve as full compensation for all work performed which relates to the duties and responsibilities set forth in such employees' job description. Any approved work performed by such employees which does not relate to the job duties and responsibilities specified in such employees' job descriptions shall be paid in accordance with La. R.S. 17:418 and shall be submitted to NPSB Payroll Department, along with the completed authorization form, within 10 calendar days from the date such work was performed.
- 17) Any teacher who is not afforded the minimum uninterrupted planning time required by R.S. 17:434(A) shall be compensated at the effective hourly rate of that teacher for each hour of planning time. A teacher's effective hourly rate, for the purposes of this payment, shall be calculated by converting the teacher's annual salary on the teacher's salary schedule adopted by the governing authority into an hourly rate of pay. Any additional, approved work performed by non-exempt personnel shall be paid in accordance with the Fair Labor Standards Act.
- 18) Natchitoches Parish School Board Supplemental Compensation Application Form can be located at <https://onlinetools.npsb.la/documents/Supplementalcomp.pdf>
- 19) Any work performed by an employee beyond that in the employee's job description must be approved by the employee's immediate supervisor in advance by obtaining his/her signature on this completed document and:
 - a. Should the amount of time required to complete the task exceed the estimated time provided by the employee, supervisor approval must be obtained before any additional time may be worked;
 - b. All documents required to obtain payment for such work must be submitted to NPSB Payroll Department within seven (10) workdays of the completion of the work for which additional compensation is sought; and
 - c. Should a teacher fail to receive the mandatory planning time during a week, the teacher must complete the applicable portion of this form and return it to his/her principal no later than the close of school the following Monday.

Salary Schedule Teacher's Schedule

Steps	Type	Bachelor's Degree	Master's Degree	Master's + 30 Degree	Educational Specialist	Doctorate Degree
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, Persons having a valid Practitioners License, and Special Ed. Coordinators/Facilitators.
- Personnel on a TAT (Temporary Authorization to Teach) will be paid from the Instructional Facilitator salary schedule on Page 8
- Additional supplemental pay, if needed, shall be calculated by converting the teacher's annual salary into an hourly rate of pay but shall not be less than \$30/hour

TAP Performance Pay Supplements

- TAP performance Supplements – Supplements to the base salary shall be paid to certificated school personnel that qualify for the performance-based compensations. Such supplement shall not be paid in any year in which the employee’s performance is rated “ineffective” and shall not be considered part of the employee’s base salary.
- Earned and paid in addition to base salary as a stipend payment once a year.
- The amounts vary based on teacher performance.
- The per teacher amount that is available in the performance pay pool is \$3000 for the 2024-2025 school year.
- To be eligible for performance-based compensation supplements, an employee cannot be absent more than 59 days per school year (excluding business and/or professional development). If an employee is not employed on the first or last day of their contract, the number of days they miss at the beginning or end of the year is included in the 59 days.
- All certified teachers, for TAP performance-based compensation, are eligible for performance-based compensation supplements based upon the percentages and categories shown below:

Teacher Instructional Growth:

50% - Professional Practice Scores that utilizes Skills, Knowledge, and Responsibilities (based on the NIET Teaching Learning Standards Rubric)

Student Achievement Growth:

30% - Classroom level Achievement Growth that utilizes Student Growth Scores (the minimum

classroom level student growth score that qualifies an individual for this portion is a student achievement growth core of 2)

20% - School-level Achievement Growth that utilizes a value-added model (the minimum school-wide value-added score that qualifies an individual to for this portion is a school-wide value-added score of 2.

- Performance Supplements are distributed in the school year that follows the final evaluation results from the prior fiscal year. Such supplements shall be considered as earned in the fiscal year when they are paid. Employee and employer contributions will be withheld on the Performance Supplements and/or transmitted to the various retirement systems.
- In order to receive a performance-based supplement all teachers must receive a completed satisfactory evaluation from the previous school year and meet attendance requirements.
- Supplements cannot be paid until the eligibility has been certified by the Superintendent and/or State.
- Substitute teachers, principals, assistant principals, administrative assistants, directors, supervisors, specialists, coordinators, appraisal team workers, and support employees are not eligible for Teacher Performance Supplements.
- School level administrators also receive performance supplements based on a weighted formula that allocates a factor to each of these areas: School-Wide Achievement Score, School Leader Observation Score, TAP Program Review Score.

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

Steps	Grade	A	B	C	D	E	F	G	H	I	J	K
0	0 Annual	\$26,463.99	\$29,678.24	\$31,124.66	\$34,017.48	\$37,344.23	\$41,369.59	\$45,837.75	\$50,797.40	\$59,555.70	\$65,511.26	\$71,316.83
	With Est Sales Tax	\$33,079.99	\$37,097.80	\$38,905.82	\$42,521.85	\$46,680.28	\$51,711.99	\$57,297.18	\$63,496.75	\$73,489.87	\$79,445.43	\$85,251.00
1	1 Annual	\$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	\$66,428.42	\$72,304.77
	With Est Sales Tax	\$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	\$80,362.59	\$86,238.94
2	2 Annual	\$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	\$67,358.42	\$73,306.54
	With Est Sales Tax	\$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	\$81,292.59	\$87,240.71
3	3 Annual	\$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	\$68,301.44	\$74,322.33
	With Est Sales Tax	\$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	\$82,235.61	\$88,256.50
4	4 Annual	\$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	\$69,257.66	\$75,352.34
	With Est Sales Tax	\$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	\$83,191.83	\$89,286.51
5	5 Annual	\$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	\$70,227.27	\$76,396.77
	With Est Sales Tax	\$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	\$84,161.44	\$90,330.94
6	6 Annual	\$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	\$71,210.45	\$77,455.83
	With Est Sales Tax	\$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	\$85,144.62	\$91,390.00
7	7 Annual	\$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	\$72,207.39	\$78,529.71
	With Est Sales Tax	\$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	\$86,141.56	\$92,463.88
8	8 Annual	\$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	\$73,218.30	\$79,618.63
	With Est Sales Tax	\$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	\$87,152.47	\$93,552.80
9	9 Annual	\$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	\$74,243.35	\$80,722.79
	With Est Sales Tax	\$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	\$88,177.52	\$94,656.96
10	10 Annual	\$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	\$75,282.76	\$81,842.41
	With Est Sales Tax	\$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	\$89,216.93	\$95,776.58
11	11 Annual	\$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	\$76,336.72	\$82,977.70
	With Est Sales Tax	\$38,311.40	\$43,073.14	\$45,179.92	\$49,393.48	\$54,239.08	\$60,102.26	\$66,610.38	\$73,001.69	\$83,207.25	\$90,270.89	\$96,911.87
12-13	12-13 Annual	\$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	\$77,405.43	\$84,128.89
	With Est Sales Tax	\$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	\$91,339.60	\$98,063.06
14-15	14-15 Annual	\$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	\$78,489.11	\$85,296.19
	With Est Sales Tax	\$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	\$92,423.28	\$99,230.36
16-17	16-17 Annual	\$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	\$79,587.96	\$86,479.84
	With Est Sales Tax	\$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	\$93,522.13	\$100,414.01
18-19	18-19 Annual	\$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	\$80,702.19	\$87,680.06
	With Est Sales Tax	\$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	\$94,636.36	\$101,614.23
20-21	20-21 Annual	\$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	\$81,832.02	\$88,897.08
	With Est Sales Tax	\$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	\$95,766.19	\$102,831.25
22-23	22-23 Annual	\$33,319.78	\$37,391.00	\$39,223.05	\$42,887.15	\$47,100.86	\$52,199.46	\$57,858.90	\$64,140.88	\$75,234.28	\$82,977.67	\$90,131.14
	With Est Sales Tax	\$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	\$96,911.84	\$104,065.31
24-25	24-25 Annual	\$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	\$84,139.35	\$91,382.47
	With Est Sales Tax	\$42,219.69	\$47,379.97	\$49,702.09	\$54,346.33	\$59,687.22	\$66,149.69	\$72,592.59	\$78,962.52	\$90,211.23	\$98,073.52	\$105,316.64
26-27	26-27 Annual	\$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	\$85,317.31	\$92,651.33
	With Est Sales Tax	\$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	\$99,251.48	\$106,585.50
28-27	28-29 Annual	\$34,706.95	\$38,951.57	\$40,861.64	\$44,681.80	\$49,074.98	\$54,390.73	\$60,291.21	\$66,840.74	\$78,406.62	\$86,511.75	\$93,937.95
	With Est Sales Tax	\$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	\$100,445.92	\$107,872.12
30	30 Annual	\$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	\$87,722.91	\$95,242.58
	With Est Sales Tax	\$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	\$101,657.08	\$109,176.75

• "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

Maintenance - Technician	A
Maintenance - Skilled (Plumber, Electrician, etc), Warehouseman/Sec	B & C
Maintenance - Field Foreman, PM/Safety Coordinator and Master Skilled	D - F
Maintenance - Supervisor of Operations and Facilities Management	K
Business - Purchasing Coordinator / Accounting Clerk	C
Business - Benefits and Retirement Coordinator	F
Business - Grants Manager, Payroll Accountant, Accounts Payable	F
Business - Comptroller	H
Business - Accounting Manager	H
Director of Finance	K
IT - Technology Support Specialist	E
IT - Network Support Technician	F
IT - Communications and Digital Content Coordinator	G
IT - Senior Network Technician	G
IT - Supervisor of Technology	K
Information Systems Coordinator	F
Information Systems Assistant	C
Having and Maintaining CPA status will qualify employee to advance one additional column	

Salary Schedule
Instructional Facilitator, Attendance Clerk, Custodial Staff

Steps	Type	Instructional Facilitator - 9 Months	Attendance Clerk - 10 Months	School Bookkeeper - 12 Month	- 9 Months	Custodial - 12 Months	- Head Janitor
0	Base Salary	\$30,000.00	\$18,000.00	\$26,000.00	\$16,250.00	\$19,350.00	\$21,396.00
	With Est Sales Tax		\$22,500.00	\$32,500.00	\$20,312.50	\$24,187.50	\$26,745.00
1	Base Salary	\$30,450.00	\$18,252.00	\$26,364.00	\$16,467.00	\$19,610.40	\$21,685.04
	With Est Sales Tax		\$22,815.00	\$32,955.00	\$20,583.75	\$24,513.00	\$27,106.30
2	Base Salary	\$30,906.75	\$18,507.53	\$26,733.10	\$16,687.04	\$19,874.45	\$21,978.13
	With Est Sales Tax		\$23,134.41	\$33,416.37	\$20,858.80	\$24,843.06	\$27,472.66
3	Base Salary	\$31,370.35	\$18,766.63	\$27,107.36	\$16,910.02	\$20,142.19	\$22,275.33
	With Est Sales Tax		\$23,458.29	\$33,884.20	\$21,137.52	\$25,177.74	\$27,844.16
4	Base Salary	\$31,840.91	\$19,029.37	\$27,486.86	\$17,136.40	\$20,413.68	\$22,576.68
	With Est Sales Tax		\$23,786.71	\$34,358.58	\$21,420.50	\$25,517.10	\$28,220.85
5	Base Salary	\$32,318.52	\$19,295.78	\$27,871.68	\$17,365.81	\$20,688.97	\$22,882.26
	With Est Sales Tax		\$24,119.72	\$34,839.60	\$21,707.26	\$25,861.21	\$28,602.83
6	Base Salary	\$32,803.30	\$19,565.92	\$28,261.88	\$17,598.43	\$20,968.12	\$23,192.11
	With Est Sales Tax		\$24,457.40	\$35,327.35	\$21,998.04	\$26,210.15	\$28,990.14
7	Base Salary	\$33,295.35	\$19,839.84	\$28,657.55	\$17,834.31	\$21,251.17	\$23,506.30
	With Est Sales Tax		\$24,799.80	\$35,821.94	\$22,292.89	\$26,563.96	\$29,382.88
8	Base Salary	\$33,794.78	\$20,117.60	\$29,058.75	\$18,073.49	\$21,538.19	\$23,824.89
	With Est Sales Tax		\$25,147.00	\$36,323.44	\$22,591.86	\$26,922.74	\$29,781.11
9	Base Salary	\$34,301.70	\$20,399.25	\$29,465.58	\$18,316.02	\$21,829.22	\$24,147.93
	With Est Sales Tax		\$25,499.06	\$36,831.97	\$22,895.03	\$27,286.53	\$30,184.91
10	Base Salary	\$34,816.22	\$20,684.83	\$29,878.09	\$18,561.94	\$22,124.33	\$24,475.51
	With Est Sales Tax		\$25,856.04	\$37,347.62	\$23,202.43	\$27,655.41	\$30,594.39
11	Base Salary	\$35,338.47	\$20,974.42	\$30,296.39	\$18,811.31	\$22,423.57	\$24,807.66
	With Est Sales Tax		\$26,218.03	\$37,870.48	\$23,514.14	\$28,029.46	\$31,009.58
12-13	Base Salary	\$35,868.55	\$21,268.06	\$30,720.54	\$19,064.17	\$22,727.00	\$25,144.47
	With Est Sales Tax		\$26,585.08	\$38,400.67	\$23,830.21	\$28,408.75	\$31,430.59
14-15	Base Salary	\$36,406.57	\$21,565.82	\$31,150.62	\$19,320.56	\$23,034.68	\$25,485.99
	With Est Sales Tax		\$26,957.27	\$38,938.28	\$24,150.70	\$28,793.35	\$31,857.49
16-17	Base Salary	\$36,952.67	\$21,867.74	\$31,586.73	\$19,580.55	\$23,346.66	\$25,832.30
	With Est Sales Tax		\$27,334.67	\$39,483.42	\$24,475.69	\$29,183.33	\$32,290.38
18-19	Base Salary	\$37,506.96	\$22,173.89	\$32,028.95	\$19,844.18	\$23,663.02	\$26,183.45
	With Est Sales Tax		\$27,717.36	\$40,036.18	\$24,805.23	\$29,578.78	\$32,729.31
20-21	Base Salary	\$38,069.57	\$22,484.32	\$32,477.35	\$20,111.50	\$23,983.80	\$26,539.52
	With Est Sales Tax		\$28,105.40	\$40,596.69	\$25,139.38	\$29,979.75	\$33,174.40
22-23	Base Salary	\$38,640.61	\$22,799.10	\$32,932.04	\$20,382.56	\$24,309.07	\$26,900.57
	With Est Sales Tax		\$28,498.88	\$41,165.05	\$25,478.20	\$30,386.34	\$33,625.71
24-25	Base Salary	\$39,220.22	\$23,118.29	\$33,393.08	\$20,657.42	\$24,638.90	\$27,266.68
	With Est Sales Tax		\$28,897.86	\$41,741.36	\$25,821.78	\$30,798.63	\$34,083.35
26-27	Base Salary	\$39,808.52	\$23,441.95	\$33,860.59	\$20,936.12	\$24,973.34	\$27,637.91
	With Est Sales Tax		\$29,302.43	\$42,325.73	\$26,170.15	\$31,216.68	\$34,547.39
28-29	Base Salary	\$40,405.65	\$23,770.13	\$34,334.64	\$21,218.73	\$25,312.47	\$28,014.34
	With Est Sales Tax		\$29,712.67	\$42,918.30	\$26,523.41	\$31,640.59	\$35,017.93
30	Base Salary	\$41,011.73	\$24,102.91	\$34,815.32	\$21,506.29	\$25,656.34	\$28,396.04
	With Est Sales Tax		\$30,128.64	\$43,519.15	\$26,882.86	\$32,070.43	\$35,495.05

- Teachers on a TAT (Temporarily Authorization to Teach) will be paid from the Instructional Facilitator salary schedule
- Instructional Facilitators do not participate in the Sales Tax check distributions given twice a year
- Instructional Facilitators do participate in TRSL benefits and health benefits through OGB
- "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
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	Warehouseman
		As needed Subs	Up to 30 hours/week	9 Month	9 Month	9 Month	9 Month	9 Month	12 Month
0	Base Salary	\$10.00	\$10.75	\$14,350.00	\$22,150.00	\$23,200.00	\$24,250.00	\$17,750.00	\$22,667.00
	With Est Sales Tax			\$17,937.50	\$27,687.50	\$29,000.00	\$30,312.50	\$22,187.50	\$28,333.75
1	Base Salary	\$10.00	\$10.75	\$14,662.80	\$22,471.00	\$23,536.75	\$24,602.50	\$18,005.00	\$22,984.34
	With Est Sales Tax			\$18,328.50	\$28,088.75	\$29,420.94	\$30,753.13	\$22,506.25	\$28,730.42
2	Base Salary	\$10.00	\$10.75	\$14,982.79	\$22,796.82	\$23,878.55	\$24,960.29	\$18,263.83	\$23,306.12
	With Est Sales Tax			\$18,728.49	\$28,496.02	\$29,848.19	\$31,200.36	\$22,829.78	\$29,132.65
3	Base Salary	\$10.00	\$10.75	\$15,310.15	\$23,127.52	\$24,225.48	\$25,323.44	\$18,526.53	\$23,632.40
	With Est Sales Tax			\$19,137.69	\$28,909.40	\$30,281.85	\$31,654.30	\$23,158.17	\$29,540.51
4	Base Salary	\$10.00	\$10.75	\$15,645.03	\$23,463.18	\$24,577.61	\$25,692.04	\$18,793.18	\$23,963.26
	With Est Sales Tax			\$19,556.29	\$29,328.97	\$30,722.01	\$32,115.05	\$23,491.48	\$29,954.07
5	Base Salary	\$10.00	\$10.75	\$15,987.62	\$23,803.88	\$24,935.03	\$26,066.17	\$19,063.83	\$24,298.74
	With Est Sales Tax			\$19,984.52	\$29,754.85	\$31,168.78	\$32,582.72	\$23,829.79	\$30,373.43
6	Base Salary	\$10.00	\$10.75	\$16,338.08	\$24,149.69	\$25,297.80	\$26,445.92	\$19,338.54	\$24,638.93
	With Est Sales Tax			\$20,422.60	\$30,187.11	\$31,622.25	\$33,057.40	\$24,173.17	\$30,798.66
7	Base Salary	\$10.00	\$10.75	\$16,696.61	\$24,500.68	\$25,666.02	\$26,831.36	\$19,617.36	\$24,983.87
	With Est Sales Tax			\$20,870.76	\$30,625.85	\$32,082.52	\$33,539.19	\$24,521.70	\$31,229.84
8	Base Salary	\$10.00	\$10.75	\$17,063.38	\$24,856.94	\$26,039.76	\$27,222.58	\$19,900.37	\$25,333.65
	With Est Sales Tax			\$21,329.23	\$31,071.18	\$32,549.70	\$34,028.22	\$24,875.47	\$31,667.06
9	Base Salary	\$10.00	\$10.75	\$17,438.59	\$25,218.55	\$26,419.10	\$27,619.66	\$20,187.63	\$25,688.32
	With Est Sales Tax			\$21,798.24	\$31,523.18	\$33,023.88	\$34,524.58	\$25,234.54	\$32,110.40
10	Base Salary	\$10.00	\$10.75	\$17,822.43	\$25,585.57	\$26,804.14	\$28,022.71	\$20,479.19	\$26,047.95
	With Est Sales Tax			\$22,278.03	\$31,981.97	\$33,505.18	\$35,028.39	\$25,598.99	\$32,559.94
11	Base Salary	\$10.00	\$10.75	\$18,215.09	\$25,958.11	\$27,194.95	\$28,431.80	\$20,775.13	\$26,412.62
	With Est Sales Tax			\$22,768.87	\$32,447.63	\$33,993.69	\$35,539.75	\$25,968.91	\$33,015.78
12-13	Base Salary	\$10.00	\$10.75	\$18,616.79	\$26,336.23	\$27,591.63	\$28,847.03	\$21,075.51	\$26,782.40
	With Est Sales Tax			\$23,270.99	\$32,920.29	\$34,489.53	\$36,058.78	\$26,344.39	\$33,478.00
14-15	Base Salary	\$10.00	\$10.75	\$19,027.73	\$26,720.02	\$27,994.25	\$29,268.48	\$21,380.39	\$27,157.35
	With Est Sales Tax			\$23,784.66	\$33,400.03	\$34,992.82	\$36,585.60	\$26,725.49	\$33,946.69
16-17	Base Salary	\$10.00	\$10.75	\$19,448.11	\$27,109.57	\$28,402.92	\$29,696.26	\$21,689.85	\$27,537.56
	With Est Sales Tax			\$24,310.14	\$33,886.97	\$35,503.65	\$37,120.32	\$27,112.31	\$34,421.95
18-19	Base Salary	\$10.00	\$10.75	\$19,878.17	\$27,504.97	\$28,817.71	\$30,130.45	\$22,003.95	\$27,923.08
	With Est Sales Tax			\$24,847.71	\$34,381.21	\$36,022.14	\$37,663.07	\$27,504.93	\$34,903.85
20-21	Base Salary	\$10.00	\$10.75	\$20,318.12	\$27,906.29	\$29,238.73	\$30,571.16	\$22,322.75	\$28,314.01
	With Est Sales Tax			\$25,397.65	\$34,882.86	\$36,548.41	\$38,213.95	\$27,903.44	\$35,392.51
22-23	Base Salary	\$10.00	\$10.75	\$20,768.18	\$28,313.64	\$29,666.06	\$31,018.48	\$22,646.35	\$28,710.40
	With Est Sales Tax			\$25,960.23	\$35,392.04	\$37,082.57	\$38,773.10	\$28,307.93	\$35,888.00
24-25	Base Salary	\$10.00	\$10.75	\$21,228.60	\$28,727.09	\$30,099.80	\$31,472.50	\$22,974.79	\$29,112.35
	With Est Sales Tax			\$26,535.75	\$35,908.86	\$37,624.75	\$39,340.63	\$28,718.49	\$36,390.44
26-27	Base Salary	\$10.00	\$10.75	\$21,699.61	\$29,146.75	\$30,540.04	\$31,933.34	\$23,308.16	\$29,519.92
	With Est Sales Tax			\$27,124.51	\$36,433.43	\$38,175.06	\$39,916.68	\$29,135.20	\$36,899.90
28-29	Base Salary	\$10.00	\$10.75	\$22,181.45	\$29,572.70	\$30,986.89	\$32,401.09	\$23,646.54	\$29,933.20
	With Est Sales Tax			\$27,726.81	\$36,965.87	\$38,733.62	\$40,501.37	\$29,558.17	\$37,416.50
30	Base Salary	\$10.00	\$10.75	\$22,674.37	\$30,005.04	\$31,440.45	\$32,875.86	\$23,989.98	\$30,352.26
	With Est Sales Tax			\$28,342.97	\$37,506.30	\$39,300.56	\$41,094.82	\$29,987.48	\$37,940.33

• "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 Staff

Steps	Type	School Secretary			Central Office - 12 Month Employee			
		12 months	11 Months	10 Months	Clerk- Typist - Receptionist	Secretary	Executive Secretary	Human Resource Sec
0	Base Salary	\$23,250.00	\$22,250.00	\$20,750.00	\$22,529.00	\$25,718.00	\$30,750.00	\$30,250.00
	With Est Sales Tax	\$29,062.50	\$27,812.50	\$25,937.50	\$28,161.25	\$32,147.50	\$38,437.50	\$37,812.50
1	Base Salary	\$23,565.00	\$22,551.00	\$21,030.00	\$22,833.91	\$26,067.55	\$31,170.00	\$30,663.00
	With Est Sales Tax	\$29,456.25	\$28,188.75	\$26,287.50	\$28,542.38	\$32,584.44	\$38,962.50	\$38,328.75
2	Base Salary	\$23,884.41	\$22,856.21	\$21,313.92	\$23,143.08	\$26,422.00	\$31,595.88	\$31,081.78
	With Est Sales Tax	\$29,855.51	\$28,570.27	\$26,642.40	\$28,928.85	\$33,027.50	\$39,494.85	\$38,852.23
3	Base Salary	\$24,208.29	\$23,165.70	\$21,601.81	\$23,456.58	\$26,781.41	\$32,027.72	\$31,506.43
	With Est Sales Tax	\$30,260.36	\$28,957.13	\$27,002.27	\$29,320.73	\$33,476.76	\$40,034.65	\$39,383.03
4	Base Salary	\$24,536.71	\$23,479.52	\$21,893.74	\$23,774.48	\$27,145.85	\$32,465.61	\$31,937.02
	With Est Sales Tax	\$30,670.88	\$29,349.40	\$27,367.18	\$29,718.09	\$33,932.31	\$40,582.01	\$39,921.27
5	Base Salary	\$24,869.72	\$23,797.73	\$22,189.75	\$24,096.82	\$27,515.39	\$32,909.63	\$32,373.64
	With Est Sales Tax	\$31,087.15	\$29,747.17	\$27,737.19	\$30,121.02	\$34,394.23	\$41,137.04	\$40,467.04
6	Base Salary	\$25,207.40	\$24,120.40	\$22,489.91	\$24,423.67	\$27,890.10	\$33,359.86	\$32,816.37
	With Est Sales Tax	\$31,509.25	\$30,150.50	\$28,112.39	\$30,529.59	\$34,862.63	\$41,699.83	\$41,020.46
7	Base Salary	\$25,549.80	\$24,447.59	\$22,794.27	\$24,755.11	\$28,270.06	\$33,816.40	\$33,265.30
	With Est Sales Tax	\$31,937.25	\$30,559.49	\$28,492.83	\$30,943.88	\$35,337.58	\$42,270.50	\$41,581.62
8	Base Salary	\$25,897.00	\$24,779.35	\$23,102.89	\$25,091.18	\$28,655.34	\$34,279.33	\$33,720.51
	With Est Sales Tax	\$32,371.25	\$30,974.19	\$28,878.61	\$31,363.97	\$35,819.18	\$42,849.16	\$42,150.64
9	Base Salary	\$26,249.06	\$25,115.77	\$23,415.83	\$25,431.95	\$29,046.02	\$34,748.74	\$34,182.10
	With Est Sales Tax	\$32,811.32	\$31,394.71	\$29,269.79	\$31,789.94	\$36,307.52	\$43,435.93	\$42,727.62
10	Base Salary	\$26,606.04	\$25,456.89	\$23,733.15	\$25,777.50	\$29,442.16	\$35,224.72	\$34,650.15
	With Est Sales Tax	\$33,257.55	\$31,821.11	\$29,666.44	\$32,221.88	\$36,802.71	\$44,030.91	\$43,312.68
11	Base Salary	\$26,968.03	\$25,802.78	\$24,054.91	\$26,127.89	\$29,843.85	\$35,707.37	\$35,124.75
	With Est Sales Tax	\$33,710.04	\$32,253.48	\$30,068.64	\$32,659.86	\$37,304.82	\$44,634.21	\$43,905.93
12-13	Base Salary	\$27,335.08	\$26,153.52	\$24,381.18	\$26,483.18	\$30,251.17	\$36,196.77	\$35,605.99
	With Est Sales Tax	\$34,168.85	\$32,691.90	\$30,476.48	\$33,103.97	\$37,813.96	\$45,245.97	\$44,507.49
14-15	Base Salary	\$27,707.27	\$26,509.17	\$24,712.02	\$26,843.44	\$30,664.18	\$36,693.03	\$36,093.98
	With Est Sales Tax	\$34,634.09	\$33,136.46	\$30,890.02	\$33,554.30	\$38,330.23	\$45,866.29	\$45,117.47
16-17	Base Salary	\$28,084.67	\$26,869.80	\$25,047.49	\$27,208.75	\$31,082.98	\$37,196.23	\$36,588.79
	With Est Sales Tax	\$35,105.84	\$33,587.25	\$31,309.36	\$34,010.94	\$38,853.73	\$46,495.29	\$45,735.99
18-19	Base Salary	\$28,467.36	\$27,235.48	\$25,387.65	\$27,579.17	\$31,507.65	\$37,706.48	\$37,090.54
	With Est Sales Tax	\$35,584.20	\$34,044.35	\$31,734.57	\$34,473.96	\$39,384.56	\$47,133.10	\$46,363.17
20-21	Base Salary	\$28,855.40	\$27,606.27	\$25,732.58	\$27,954.78	\$31,938.25	\$38,223.87	\$37,599.30
	With Est Sales Tax	\$36,069.25	\$34,507.84	\$32,165.72	\$34,943.47	\$39,922.82	\$47,779.84	\$46,999.13
22-23	Base Salary	\$29,248.88	\$27,982.26	\$26,082.34	\$28,335.65	\$32,374.89	\$38,748.50	\$38,115.19
	With Est Sales Tax	\$36,561.10	\$34,977.83	\$32,602.92	\$35,419.56	\$40,468.61	\$48,435.63	\$47,643.99
24-25	Base Salary	\$29,647.86	\$28,363.51	\$26,436.99	\$28,721.85	\$32,817.64	\$39,280.48	\$38,638.31
	With Est Sales Tax	\$37,059.83	\$35,454.39	\$33,046.24	\$35,902.31	\$41,022.05	\$49,100.60	\$48,297.88
26-27	Base Salary	\$30,052.43	\$28,750.10	\$26,796.61	\$29,113.45	\$33,266.58	\$39,819.91	\$39,168.74
	With Est Sales Tax	\$37,565.54	\$35,937.63	\$33,495.76	\$36,391.81	\$41,583.23	\$49,774.89	\$48,960.93
28-29	Base Salary	\$30,462.67	\$29,142.10	\$27,161.26	\$29,510.54	\$33,721.82	\$40,366.89	\$39,706.61
	With Est Sales Tax	\$38,078.33	\$36,427.63	\$33,951.57	\$36,888.17	\$42,152.27	\$50,458.61	\$49,633.26
30	Base Salary	\$30,878.64	\$29,539.59	\$27,531.02	\$29,913.19	\$34,183.42	\$40,921.52	\$40,252.00
	With Est Sales Tax	\$38,598.30	\$36,924.49	\$34,413.77	\$37,391.48	\$42,729.28	\$51,151.91	\$50,315.00

- 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
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Coordinators		12 Month	1.27
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Other Central Office Personnel

Program Specialist		12 Month	1.25
Truancy Officer		12 Month	1.22
Special Education	Evaluation/Pupil Appraisal	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 \$1,500 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

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
*District Head Nurse	Stipend	Paid Monthly over 12 months	per year \$2,000.00
*SBLC Chairman	Stipend	Paid Once a Year	\$600.00
*District Allocated Club Sponsor	Stipend	Paid Once a Year	\$600.00
*High School Spirit Group Coordinator	Stipend	Paid Once a Year	\$2,000.00
*School Spirit Facilitators	Stipend	Paid Once a Year	\$1,250.00
*Sports Marketing & Media Coordinator	Stipend	Paid Once a Year	\$2,000.00
*Drama Program Director	Stipend	Paid Once a Year	\$2,500.00
PAID for by NSU	**University Lab Educators	Twice a Year	BS/MS> \$950/\$1700
***Critical Shortage	Secondary Math	Grades(6-12)	Stipend
/High Demand Stipends	Secondary Science	Grades(6-12)	Stipend
	Special Education	Grades (K-12)	Stipend
		School Size	Up to 399
			400 - 899
			900 - Up
*Technology Facilitator	Stipend	\$600.00	\$900.00
*Testing Facilitator	Stipend	\$600.00	\$900.00
*Teacher/Principal of the Year Awards -Regional		Stipend	Paid after Awarded
*Teacher/Principal of the Year Awards - State		Stipend	Paid after Awarded

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

• These Multipliers and Incentives do not apply to 2022 \$1500 Salary increase from the State

* These Stipends are NOT used as a part of the Sales Tax check calculations

**This stipend is paid for the joint operation of the schools (laboratory for undergraduate teacher education programs and education of Natchitoches parish K-8 students). Teachers may be asked to provide services to the School of Education including, but not limited to, professional development, mentorship, class lectures, and modeling. This stipend is paid by NSU.

***Critical Shortage/High Demand listed positions(as determined by LDOE) must be certified in that field/content and actively working in that field/content

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

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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
Head Coach CECP Yearly Stipend per Sport		\$1,750.00	\$3,500.00
CECP Yearly Stipend per Sport		\$1,500.00	\$3,000.00

Uncertified Part time/non NPSB Employees of the District		Stipend	Stipend Cap
Head Coach CECP Yearly Stipend per Sport		\$1,500.00	\$3,000.00
CECP Yearly Stipend per Sport		\$1,250.00	\$2,500.00

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
Wins State Championship	\$1,000.00	\$500.00	Paid after Awarded

INDIVIDUAL - Sport High School Incentives

For Swimming, Track, Golf, Tennis, Power Lifting, and Cross Country Only

	Head Coaches	Capped	Assistant Coaches	Capped
Per Individual Advance from District to Regional	\$75.00	\$250.00	\$50.00	\$125.00
Per Individual Advance from Regional to State	\$100.00	\$500.00	\$75.00	\$250.00
Per Individual winning State Championship	\$100.00	\$500.00	\$75.00	\$250.00

- Junior high and elementary Coaches/Band Directors receive 50% of the above 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 2022 \$1500 Salary increase from the State
- Coaches may only receive either Team Incentives or Individual Incentives but not both
- All Sports and Activities ending in the Fall will have their stipends paid mid-December (multipliers do not apply to this)
- All Sports and Activities ending in the Spring will have their stipends paid mid-May (multipliers do not apply to this)

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

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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	\$160.00	Daily
*LONG TERM SUBSTITUTE TEACHER - NOT CERTIFIED (Bachelors and Higher)	\$150.00	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**

***If a Short term substitute works for 31 consecutive days or more then Long-term substitute pay will be retroactively applied to next pay check**

***Any person who qualified as a long-term substitute teacher in the previous academic year will not need to requalify as a long-term substitute teacher in the current year**

***Long-Term Substitute Teachers do participate in a 3121 Retirement plan established by the District**

• Short term and Long-Term Substitute Teachers do not receive Retirement benefits through TRSL

• Short term and Long-Term Substitute Teachers do not participate the Sales Tax distributions given out twice a year