Lincoln Parish School Board
2025-2026 Salary Schedule
Effective July 1, 2025
Updated November 4, 2025

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Introduction

Employees in salaried positions which require certification per BESE policy (e.g., teachers, administrators, nurses) will be compensated based on the Certified Salary Schedule associated with the position's contract length.

Employees in salaried Professional, Business Support, Child Nutrition, Custodial, Maintenance, Student Support, or Transportation positions will be compensated based on the salary schedule associated with the position assignment.

Salaries for extended employment contracts (9.5, 10, 11, 12-months) are prorated based on 9-month salary amounts without monthly sales tax supplement. Salaries for employees who do not work all contracted days will be prorated based on actual number of days worked. Criteria for increments will be developed by the Superintendent.

Amounts shown do not include the 2025-2026 Certificated and Support Staff Stipends or Differentiated Compensation under consideration during the 2025 Regular Session of the Legislature. Stipend distribution plans will be added if funding is appropriated and once approved by the Lincoln Parish School Board.

Hourly and substitute employee pay rates and supplemental pay guidelines are located on pages 17-18.

Sales Tax Supplements

Salaries are supplemented by local sales tax collections in two ways:
- A monthly sales tax supplement included in salary shown and paid in 12 equal monthly distributions.
- Two additional salary supplement checks not included in salary shown (13th and 14th checks paid in November and May, respectively). Amounts of the 13th and 14th checks are based on funds available from taxes collected during the year and are subject to change in the current year. The November supplement check is paid in accordance with the 1993 Sales Tax Proposition. The May supplement check is paid in accordance with the following propositions: 1967 Sales Tax, 1979 Sales Tax, 1993 Sales Tax, 2000 Sales Tax, 2000 Millage.

Sales tax supplement amounts are determined by employee type as indicated on the salary table. In order to receive the November and May sales tax supplements, an employee must work at least 30 days of their contract. For new employees hired, the supplement checks shall be prorated based on the number of days remaining in the employee's annual contract compared to the days in a full contract year.

If an employee terminates employment before the end of the contract year after receiving the full supplement, the prorated amount of the payment for the number of days not worked will be backed out of their last check. If the employee worked less than 30 days of their contract, the entire amount will be backed out.

	Monthly Supplement (paid in 12 equal monthly distributions)	**Estimated 13th Check** (Paid in November)	**Estimated 14th Check** (Paid in May)
Certified & Professional	$15,400	$2,316	$3,436
Support	$7,700	$1,158	$1,718

Starting Salary Calculations

Starting step level will be determined by verified years of experience in education for certified staff or related position for professional or support staff.

Starting lane for certified staff will be determined by highest degree earned: Lane 1=Bachelor's Degree; Lane 2=Master's Degree; Lane 3=Master's +30; Lane 4=Specialist in Education, Licensed Professional Counselor, Licensed Clinical Social Worker, Certified Pediatric Nurse Practitioner; Lane 5=Doctorate. *In order for the Lincoln Parish School Board to recognize any degree for title or pay purposes, the degree must be received from an accredited institution of higher learning, certified by the Louisiana Department of Education.*

Starting step and/or lane may be increased for relevant, verified exceptional performance at the discretion of the Superintendent.

Salary Increases

Certified Salary Schedule Increases

Base salaries will increase one step level each year for employees paid on Certified Salary Schedules who receive an Exemplary, Highly Effective, or Proficient final evaluation rating: $300 for 9-month staff, $316 for 9.5-month staff; $333 for 10-month staff, $367 for 11-month staff, $400 for 12-month staff (50% for performance, 25% for demand, and 25% for experience). No step increases or one-time performance payments will be given with an Emerging or Ineffective final evaluation rating. *Step levels do not equate to years of experience.*

Base salaries will increase one lane level when a certified employee has a higher degree added to his/her teaching certificate prior to Labor Day of that school year. It is the employee's responsibility to notify Human Resources about a degree change. *In order for the Lincoln Parish School Board to recognize any degree for title or pay purposes, the degree must be received from an accredited institution of higher learning, certified by the Louisiana Department of Education.*

All Other Salary Schedule Increases

Base salaries increase one step level each year for employees paid on the Professional, Business Support Services, Child Nutrition, Custodial, Maintenance, Student Support Services, and Transportation salary schedules.

State Stipend and Differentiated Compensation Distribution Plans

2025-2026 Certificated and Support Staff Stipends

During their 2025 Regular Session, the Louisiana Legislature approved funding for one-time stipends in the amounts of $2,000 for Certificated staff and $1,000 for Support staff to be paid by December 15, 2025. The LPSB amended the 2025-2026 Salary Schedule to include the following stipend distribution plan on November 4, 2025. Payments will be made to eligible staff on December 10, 2025.

Stipend Amounts

Stipends for eligible full-time and part-time staff will be paid as follows. Certificated and support position classifications are designated in the 2025-2026 LPSB-approved salary schedule. The calculation method used to determine prorated amounts has been established solely for the purposes of distributing the 2025 state stipends to eligible employees.

Position	Stipend Amount
Full-Time Salaried Certificated Positions	$2,000
Full-Time Salaried Support Positions	$1,000
Part-Time Hourly Certificated and Support Positions with regular weekly work schedules *of at least 20 hours*	80% of stipend amount
Part-Time Salaried Certificated Positions *AND* Part-Time Hourly Certificated Positions with regular weekly work schedules *between 10 and 20 hours*	prorated amount based on % of full-time schedule worked

Eligibility Criteria

Eligible employees are employees who are actively working on November 14, 2025; AND

- Work in positions that meet the criteria outlined in the *Louisiana Department of Education Certificated and Support Staff Stipends Guidance and Allocations* document; OR
- Work in Pre-K teacher or Pre-K paraprofessional positions.

Employees who are *not eligible* are:

- Employees who terminate employment for any reason on or before November 14, 2025;
- Substitute employees, including but not limited to the following positions: Substitute – Bus Operator, Substitute – Bus Aide, Substitute – Custodian, Substitute – Cafeteria, Substitute – Teacher, Substitute – Paraprofessional, Substitute – Nurse, Static Substitute Teacher;
- Employees who work fewer than 10 hours per week or are employed under "as-needed" work contracts or contracts for stipend pay only;
- Employees on unpaid leave and/or receiving Workers' Compensation indemnity benefits;
- Resident teachers; and
- Certificated employees who have received an Ineffective final Compass evaluation for 2024-2025.

Definitions

• Actively Working – Physically reports to duty or on an approved leave, excluding leave without pay or Workers' Compensation leave.
• Employee – A person who has completed the recruiting and hiring process in Frontline and is approved to work; excludes any person working under a vendor contract with LPSB.
• Eligible Employee – already defined above, and also includes the Superintendent and excludes elected officials/board members.
• Part-Time Employee – employees who are approved and scheduled to work a regular schedule in a permanent position, whether paid a salary or hourly.

2025-2026 Differentiated Compensation

More information will be provided upon approval of the Lincoln Parish School Board.

Uncertified Teachers

Uncertified teachers must hold a Bachelor's degree. They sign a one-year compensation agreement and hold lead teaching responsibilities with assigned class rosters.

Uncertified teachers qualify for sales tax supplements at the Support Staff level.

Payroll Table	68	69
	9-Month	10-Month Coach
0	$33,000	$36,250
Working Days:	182	202
Hours per Day:	7.5	7.5
First Day:	8/11/2025	7/14/2025
Last Day:	5/22/2026	5/22/2026

Sales Tax Supplements

See explanation of sales tax supplements in Introduction.

Monthly Supplement (included in salary shown and paid in 12 equal monthly distributions)	Estimated 13th Check (paid in November)	Estimated 14th Check (paid in May)
$7,700	$1,158	$1,718

9-Month Certified Employees

Months in Contract:	9
Working Days:	182
Hours per Day:	7.5
First Day:	8/11/2025
Last Day:	5/22/2026

Payroll Table	70	71	72	73	74
Steps	**Lane 1**	**Lane 2**	**Lane 3**	**Lane 4**	**Lane 5**
0	$48,529	$49,429	$50,329	$51,229	$52,129
1	$48,829	$49,729	$50,629	$51,529	$52,429
2	$49,129	$50,029	$50,929	$51,829	$52,729
3	$49,429	$50,329	$51,229	$52,129	$53,029
4	$49,729	$50,629	$51,529	$52,429	$53,329
5	$50,029	$50,929	$51,829	$52,729	$53,629
6	$50,329	$51,229	$52,129	$53,029	$53,929
7	$50,629	$51,529	$52,429	$53,329	$54,229
8	$50,929	$51,829	$52,729	$53,629	$54,529
9	$51,229	$52,129	$53,029	$53,929	$54,829
10	$51,529	$52,429	$53,329	$54,229	$55,129
11	$51,829	$52,729	$53,629	$54,529	$55,429
12	$52,129	$53,029	$53,929	$54,829	$55,729
13	$52,429	$53,329	$54,229	$55,129	$56,029
14	$52,729	$53,629	$54,529	$55,429	$56,329
15	$53,029	$53,929	$54,829	$55,729	$56,629
16	$53,329	$54,229	$55,129	$56,029	$56,929
17	$53,629	$54,529	$55,429	$56,329	$57,229
18	$53,929	$54,829	$55,729	$56,629	$57,529
19	$54,229	$55,129	$56,029	$56,929	$57,829
20	$54,529	$55,429	$56,329	$57,229	$58,129
21	$54,829	$55,729	$56,629	$57,529	$58,429
22	$55,129	$56,029	$56,929	$57,829	$58,729
23	$55,429	$56,329	$57,229	$58,129	$59,029
24	$55,729	$56,629	$57,529	$58,429	$59,329
25	$56,029	$56,929	$57,829	$58,729	$59,629
26	$56,329	$57,229	$58,129	$59,029	$59,929
27	$56,629	$57,529	$58,429	$59,329	$60,229
28	$56,929	$57,829	$58,729	$59,629	$60,529
29	$57,229	$58,129	$59,029	$59,929	$60,829
30	$57,529	$58,429	$59,329	$60,229	$61,129

*Only 30 steps are presented for illustration purposes; steps are unlimited.

Sales Tax Supplements

See explanation of sales tax supplements in Introduction.

Monthly Supplement (included in salary shown and paid in 12 equal monthly distributions)	**Estimated 13th Check** (paid in November)	**Estimated 14th Check** (paid in May)
$15,400	$2,316	$3,436

9.5-Month Certified Employees

Months in Contract: 9.5
Working Days: 192
Hours per Day: 7.5
First Day: 8/4/2025
Last Day: 5/29/2026

Payroll Table	75	76	77	78	79
Steps	**Lane 1**	**Lane 2**	**Lane 3**	**Lane 4**	**Lane 5**
0	$50,370	$51,320	$52,270	$53,220	$54,170
1	$50,686	$51,636	$52,586	$53,536	$54,486
2	$51,003	$51,953	$52,903	$53,853	$54,803
3	$51,320	$52,270	$53,220	$54,170	$55,120
4	$51,636	$52,586	$53,536	$54,486	$55,436
5	$51,953	$52,903	$53,853	$54,803	$55,753
6	$52,270	$53,220	$54,170	$55,120	$56,070
7	$52,586	$53,536	$54,486	$55,436	$56,386
8	$52,903	$53,853	$54,803	$55,753	$56,703
9	$53,220	$54,170	$55,120	$56,070	$57,020
10	$53,536	$54,486	$55,436	$56,386	$57,336
11	$53,853	$54,803	$55,753	$56,703	$57,653
12	$54,170	$55,120	$56,070	$57,020	$57,970
13	$54,486	$55,436	$56,386	$57,336	$58,286
14	$54,803	$55,753	$56,703	$57,653	$58,603
15	$55,120	$56,070	$57,020	$57,970	$58,920
16	$55,436	$56,386	$57,336	$58,286	$59,236
17	$55,753	$56,703	$57,653	$58,603	$59,553
18	$56,070	$57,020	$57,970	$58,920	$59,870
19	$56,386	$57,336	$58,286	$59,236	$60,186
20	$56,703	$57,653	$58,603	$59,553	$60,503
21	$57,020	$57,970	$58,920	$59,870	$60,820
22	$57,336	$58,286	$59,236	$60,186	$61,136
23	$57,653	$58,603	$59,553	$60,503	$61,453
24	$57,970	$58,920	$59,870	$60,820	$61,770
25	$58,286	$59,236	$60,186	$61,136	$62,086
26	$58,603	$59,553	$60,503	$61,453	$62,403
27	$58,920	$59,870	$60,820	$61,770	$62,720
28	$59,236	$60,186	$61,136	$62,086	$63,036
29	$59,553	$60,503	$61,453	$62,403	$63,353
30	$59,870	$60,820	$61,770	$62,720	$63,670

*Only 30 steps are presented for illustration purposes; steps are unlimited.

Sales Tax Supplements

See explanation of sales tax supplements in Introduction.

Monthly Supplement (included in salary shown and paid in 12 equal monthly distributions)	**Estimated 13th Check** (paid in November)	**Estimated 14th Check** (paid in May)
$15,400	$2,316	$3,436

10-Month Certified Employees

Months in Contract: 10
Working Days: 202
Hours per Day: 7.5
First Day for 10-Month Coaches: 7/14/2025
First Day: 7/28/2025
Last Day for 10-Month Coaches: 5/22/2026
Last Day: 6/5/2026

Payroll Table	80	81	82	83	84
Steps	**Lane 1**	**Lane 2**	**Lane 3**	**Lane 4**	**Lane 5**
0	$52,210	$53,210	$54,210	$55,210	$56,210
1	$52,544	$53,544	$54,544	$55,544	$56,544
2	$52,877	$53,877	$54,877	$55,877	$56,877
3	$53,210	$54,210	$55,210	$56,210	$57,210
4	$53,544	$54,544	$55,544	$56,544	$57,544
5	$53,877	$54,877	$55,877	$56,877	$57,877
6	$54,210	$55,210	$56,210	$57,210	$58,210
7	$54,544	$55,544	$56,544	$57,544	$58,544
8	$54,877	$55,877	$56,877	$57,877	$58,877
9	$55,210	$56,210	$57,210	$58,210	$59,210
10	$55,544	$56,544	$57,544	$58,544	$59,544
11	$55,877	$56,877	$57,877	$58,877	$59,877
12	$56,210	$57,210	$58,210	$59,210	$60,210
13	$56,544	$57,544	$58,544	$59,544	$60,544
14	$56,877	$57,877	$58,877	$59,877	$60,877
15	$57,210	$58,210	$59,210	$60,210	$61,210
16	$57,544	$58,544	$59,544	$60,544	$61,544
17	$57,877	$58,877	$59,877	$60,877	$61,877
18	$58,210	$59,210	$60,210	$61,210	$62,210
19	$58,544	$59,544	$60,544	$61,544	$62,544
20	$58,877	$59,877	$60,877	$61,877	$62,877
21	$59,210	$60,210	$61,210	$62,210	$63,210
22	$59,544	$60,544	$61,544	$62,544	$63,544
23	$59,877	$60,877	$61,877	$62,877	$63,877
24	$60,210	$61,210	$62,210	$63,210	$64,210
25	$60,544	$61,544	$62,544	$63,544	$64,544
26	$60,877	$61,877	$62,877	$63,877	$64,877
27	$61,210	$62,210	$63,210	$64,210	$65,210
28	$61,544	$62,544	$63,544	$64,544	$65,544
29	$61,877	$62,877	$63,877	$64,877	$65,877
30	$62,210	$63,210	$64,210	$65,210	$66,210

*Only 30 steps are presented for illustration purposes; steps are unlimited.

Sales Tax Supplements

See explanation of sales tax supplements in Introduction.

Monthly Supplement (included in salary shown and paid in 12 equal monthly distributions)	**Estimated 13th Check** (paid in November)	**Estimated 14th Check** (paid in May)
$15,400	$2,316	$3,436

11-Month Certified Employees

Months in Contract:	11
Working Days:	222
Hours per Day:	7.5
First Day:	7/14/2025
Last Day:	6/19/2026

Payroll Table	85	86	87	88	89
Steps	**Lane 1**	**Lane 2**	**Lane 3**	**Lane 4**	**Lane 5**
0	$55,891	$56,991	$58,091	$59,191	$60,291
1	$56,258	$57,358	$58,458	$59,558	$60,658
2	$56,624	$57,724	$58,824	$59,924	$61,024
3	$56,991	$58,091	$59,191	$60,291	$61,391
4	$57,358	$58,458	$59,558	$60,658	$61,758
5	$57,724	$58,824	$59,924	$61,024	$62,124
6	$58,091	$59,191	$60,291	$61,391	$62,491
7	$58,458	$59,558	$60,658	$61,758	$62,858
8	$58,824	$59,924	$61,024	$62,124	$63,224
9	$59,191	$60,291	$61,391	$62,491	$63,591
10	$59,558	$60,658	$61,758	$62,858	$63,958
11	$59,924	$61,024	$62,124	$63,224	$64,324
12	$60,291	$61,391	$62,491	$63,591	$64,691
13	$60,658	$61,758	$62,858	$63,958	$65,058
14	$61,024	$62,124	$63,224	$64,324	$65,424
15	$61,391	$62,491	$63,591	$64,691	$65,791
16	$61,758	$62,858	$63,958	$65,058	$66,158
17	$62,124	$63,224	$64,324	$65,424	$66,524
18	$62,491	$63,591	$64,691	$65,791	$66,891
19	$62,858	$63,958	$65,058	$66,158	$67,258
20	$63,224	$64,324	$65,424	$66,524	$67,624
21	$63,591	$64,691	$65,791	$66,891	$67,991
22	$63,958	$65,058	$66,158	$67,258	$68,358
23	$64,324	$65,424	$66,524	$67,624	$68,724
24	$64,691	$65,791	$66,891	$67,991	$69,091
25	$65,058	$66,158	$67,258	$68,358	$69,458
26	$65,424	$66,524	$67,624	$68,724	$69,824
27	$65,791	$66,891	$67,991	$69,091	$70,191
28	$66,158	$67,258	$68,358	$69,458	$70,558
29	$66,524	$67,624	$68,724	$69,824	$70,924
30	$66,891	$67,991	$69,091	$70,191	$71,291

*Only 30 steps are presented for illustration purposes; steps are unlimited.

Sales Tax Supplements

See explanation of sales tax supplements in Introduction.

Monthly Supplement (included in salary shown and paid in 12 equal monthly distributions)	**Estimated 13th Check** (paid in November)	**Estimated 14th Check** (paid in May)
$15,400	$2,316	$3,436

12-Month Certified Employees

Months in Contract: 12
Working Days: 240
Hours per Day: 7.5
First Day: 7/1/2025
Last Day: 6/30/2026

Payroll Table	90	91	92	93	94
Steps	**Lane 1**	**Lane 2**	**Lane 3**	**Lane 4**	**Lane 5**
0	$59,572	$60,772	$61,972	$63,172	$64,372
1	$59,972	$61,172	$62,372	$63,572	$64,772
2	$60,372	$61,572	$62,772	$63,972	$65,172
3	$60,772	$61,972	$63,172	$64,372	$65,572
4	$61,172	$62,372	$63,572	$64,772	$65,972
5	$61,572	$62,772	$63,972	$65,172	$66,372
6	$61,972	$63,172	$64,372	$65,572	$66,772
7	$62,372	$63,572	$64,772	$65,972	$67,172
8	$62,772	$63,972	$65,172	$66,372	$67,572
9	$63,172	$64,372	$65,572	$66,772	$67,972
10	$63,572	$64,772	$65,972	$67,172	$68,372
11	$63,972	$65,172	$66,372	$67,572	$68,772
12	$64,372	$65,572	$66,772	$67,972	$69,172
13	$64,772	$65,972	$67,172	$68,372	$69,572
14	$65,172	$66,372	$67,572	$68,772	$69,972
15	$65,572	$66,772	$67,972	$69,172	$70,372
16	$65,972	$67,172	$68,372	$69,572	$70,772
17	$66,372	$67,572	$68,772	$69,972	$71,172
18	$66,772	$67,972	$69,172	$70,372	$71,572
19	$67,172	$68,372	$69,572	$70,772	$71,972
20	$67,572	$68,772	$69,972	$71,172	$72,372
21	$67,972	$69,172	$70,372	$71,572	$72,772
22	$68,372	$69,572	$70,772	$71,972	$73,172
23	$68,772	$69,972	$71,172	$72,372	$73,572
24	$69,172	$70,372	$71,572	$72,772	$73,972
25	$69,572	$70,772	$71,972	$73,172	$74,372
26	$69,972	$71,172	$72,372	$73,572	$74,772
27	$70,372	$71,572	$72,772	$73,972	$75,172
28	$70,772	$71,972	$73,172	$74,372	$75,572
29	$71,172	$72,372	$73,572	$74,772	$75,972
30	$71,572	$72,772	$73,972	$75,172	$76,372

*Only 30 steps are presented for illustration purposes; steps are unlimited.

Sales Tax Supplements

See explanation of sales tax supplements in Introduction.

Monthly Supplement (included in salary shown and paid in 12 equal monthly distributions)	**Estimated 13th Check** (paid in November)	**Estimated 14th Check** (paid in May)
$15,400	$2,316	$3,436

Professional Service Employees

Employees in these positions are required to hold advanced degrees or certifications and therefore are eligible for sales tax supplements at the certified level.

Position	Technical Support Manager	Director of Information Technology	Payroll Coordinator	Communications Coordinator
Months in Contract	12	12	12	12
Working Days	240	240	240	240
Hours Per Day	7.5	7.5	7.5	7.5
First Day	7/1/2025	7/1/2025	7/1/2025	7/1/2025
Last Day	6/30/2026	6/30/2026	6/30/2026	6/30/2026
Payroll Table	95	60	27	97
Step				
0	$61,534	$68,734	$68,505	$60,467
1	$61,534	$68,734	$68,905	$60,467
2	$61,534	$68,734	$69,305	$60,467
3	$61,534	$68,734	$69,705	$60,467
4	$61,534	$68,734	$70,105	$60,467
5	$61,534	$68,734	$70,505	$60,467
6	$65,034	$73,734	$73,505	$65,467
7	$65,034	$73,734	$73,905	$65,467
8	$65,034	$73,734	$74,305	$65,467
9	$65,034	$73,734	$74,705	$65,467
10	$68,534	$73,734	$75,105	$65,467
11	$68,534	$78,734	$78,505	$70,467
12	$68,534	$78,734	$78,905	$70,467
13	$68,534	$78,734	$79,305	$70,467
14	$68,534	$78,734	$79,705	$70,467
15	$72,034	$78,734	$80,105	$70,467
16	$72,034	$83,734	$83,505	$75,467
17	$72,034	$83,734	$83,905	$75,467
18	$72,034	$83,734	$84,305	$75,467
19	$72,034	$83,734	$84,705	$75,467
20	$75,534	$83,734	$85,105	$75,467
21	$75,534	$88,734	$88,505	$80,467
22	$75,534	$88,734	$88,905	$80,467
23	$75,534	$88,734	$89,305	$80,467
24	$75,534	$88,734	$89,705	$80,467
25	$79,034	$88,734	$90,105	$80,467

Sales Tax Supplements

See explanation of sales tax supplements in Introduction.

Monthly Supplement (included in salary shown and paid in 12 equal monthly distributions)	**Estimated 13th Check** (paid in November)	**Estimated 14th Check** (paid in May)
$15,400	$2,316	$3,436

Business Support Service Employees

Position		10-Month School Secretary or Bookkeeper	11-Month School Secretary or Bookkeeper	12-Month Secretary or Bookkeeper
Months in Contract		10	11	12
Working Days		200	220	240
Hours Per Day		7.5	7.5	7.5
First Day		7/28/2025	7/14/2025	7/1/2025
Last Day		6/3/2026	6/17/2026	6/30/2026
Payroll Table		24	98	22
Salary Grade	**Step (Years)**			
1 0-4 Years	**0**	$23,244	$24,911	$26,474
	1	$23,346	$25,005	$26,576
	2	$23,448	$25,098	$26,678
	3	$23,550	$25,192	$26,780
	4	$23,652	$25,285	$26,882
2 5-9 Years	**5**	$25,754	$27,379	$28,984
	6	$25,856	$27,472	$29,086
	7	$25,958	$27,585	$29,209
	8	$26,060	$27,697	$29,331
	9	$26,162	$27,809	$29,453
3 10-14 Years	**10**	$27,264	$28,921	$30,576
	11	$27,366	$29,033	$30,698
	12	$27,468	$29,146	$30,821
	13	$27,570	$29,258	$30,943
	14	$27,672	$29,370	$31,065
4 15-19 Years		$27,774	$29,483	$31,189
5 20-29 Years		$29,774	$31,483	$33,189
6 30+ Years		$31,774	$33,483	$35,189

Position	Computer Technician
Months in Contract	12
Working Days	240
Hours Per Day	7.5
First Day	7/1/2025
Last Day	6/30/2026
Payroll Table	66
Salary Grade	
1 0-5 Years	$52,299
2 6-10 Years	$54,299
3 11-15 Years	$56,299
4 16-20 Years	$58,299
5 21+ Years	$60,299

Sales Tax Supplements See explanation of sales tax supplements in Introduction.		
Monthly Supplement (included in salary shown and paid in 12 equal monthly distributions)	**Estimated 13th Check** (paid in November)	**Estimated 14th Check** (paid in May)
$7,700	$1,158	$1,718

Child Nutrition Employees

School Positions	Cafeteria Technician	Cafeteria Clerk	Cafeteria Manager
Months in Contract	9	9.5	9.5
Working Days	180	190	190
Hours Per Day	7	7	7
First Day	8/11/2025	8/4/2025	8/4/2025
Last Day	5/22/2026	5/28/2026	5/28/2026
Payroll Table	3	1	6
Salary Grade			
1 **0-4 Years**	$19,976	$21,148	$23,232
2 **5-9 Years**	$21,090	$22,337	$24,598
3 **10-14 Years**	$21,765	$23,080	$25,589
4 **15-19 Years**	$21,995	$23,378	$26,199
5 **20-24 Years**	$23,285	$24,730	$27,933
6 **25-29 Years**	$23,633	$25,136	$28,789
7 **30+ Years**	$24,633	$26,136	$29,789

Central Office Positions	Field Manager	Field Technician
Months in Contract	11	12
Working Days	220	240
Hours Per Day	7.5	7.5
First Day	7/14/2025	7/1/2025
Last Day	6/17/2026	6/30/2026
Payroll Table	51	28
Salary Grade		
1 **0-4 Years**	$29,150	$24,067
2 **5-9 Years**	$30,843	$25,219
3 **10-14 Years**	$32,133	$25,952
4 **15-19 Years**	$33,023	$26,259
5 **20-24 Years**	$35,162	$27,645
6 **25-29 Years**	$36,350	$28,109
6 **30+ Years**	$37,450	$29,109

Sales Tax Supplements See explanation of sales tax supplements in Introduction.		
Monthly Supplement (included in salary shown and paid in 12 equal monthly distributions)	**Estimated 13th Check** (paid in November)	**Estimated 14th Check** (paid in May)
$7,700	$1,158	$1,718

Custodial Employees

Position		9.5-Month School Custodian	12-Month School Custodian	Elementary/Junior High Head Custodian	High School Head Custodian
Months in Contract		9.5	12	11	12
Working Days		190	240	220	240
Hours Per Day		8	8	8	8
First Day		8/4/2025	7/1/2025	7/14/2025	7/1/2025
Last Day		5/28/2026	6/30/2026	5/22/2026	6/30/2026
Payroll Table		8	9	96	10
Salary Grade	**Step (Years)**				
1 **0-4 Years**	**0**	$20,415	$23,609	$22,385	$23,718
	1	$20,575	$23,879	$22,783	$24,152
	2	$20,736	$24,151	$23,179	$24,584
	3-4	$20,953	$24,482	$23,576	$25,017
2 **5-9 Years**		$22,499	$25,482	$25,083	$26,571
3 **10-19 Years**		$22,999	$25,982	$25,583	$27,071
4 **20-29 Years**		$23,999	$26,982	$26,583	$28,071
5 **30+ Years**		$24,999	$27,982	$27,583	$29,071

Sales Tax Supplements See explanation of sales tax supplements in Introduction.		
Monthly Supplement (included in salary shown and paid in 12 equal monthly distributions)	**Estimated 13th Check** (paid in November)	**Estimated 14th Check** (paid in May)
$7,700	$1,158	$1,718

Maintenance Employees

Position		General Maintenance	Apprentice Helper	Skilled Maintenance	Craftsman	Supervising Foreman
Months in Contract		12	12	12	12	12
Working Days		240	240	240	240	240
Hours Per Day		8	8	8	8	8
First Day		7/1/2025	7/1/2025	7/1/2025	7/1/2025	7/1/2025
Last Day		6/30/2026	6/30/2026	6/30/2026	6/30/2026	6/30/2026
Payroll Table		11	12	13	14	15
Salary Grade	**Step (Years)**					
1 **0-4 Years**	**0**	$24,404	$25,526	$26,648	$29,529	$33,303
	1	$24,506	$25,628	$26,750	$29,631	$33,405
	2	$24,608	$25,730	$26,852	$29,733	$33,507
	3	$24,710	$25,832	$26,954	$29,835	$33,609
	4	$24,812	$25,934	$27,056	$29,937	$33,711
2 **5-9 Years**	**5**	$25,914	$27,036	$28,158	$31,039	$34,813
	6	$26,016	$27,138	$28,260	$31,141	$34,915
	7	$26,118	$27,240	$28,362	$31,243	$35,017
	8	$26,220	$27,342	$28,464	$31,345	$35,119
	9	$26,322	$27,444	$28,566	$31,447	$35,221
3 **10-19 Years**		$26,924	$28,046	$29,168	$32,049	$35,823
4 **20-29 Years**		$27,924	$29,046	$30,168	$33,049	$36,823
5 **30+ Years**		$28,924	$30,046	$31,168	$34,049	$37,823

Sales Tax Supplements See explanation of sales tax supplements in Introduction.		
Monthly Supplement (included in salary shown and paid in 12 equal monthly distributions)	**Estimated 13th Check** (paid in November)	**Estimated 14th Check** (paid in May)
$7,700	$1,158	$1,718

Student Support Employees

Position	Paraprofessional ACTIVE for employees hired after 8/2003	Paraprofessional Only for grandfathered employees hired before 8/2003	Paraprofessional Only for grandfathered employees hired 8/1995
Months in Contract	9	9	9
Working Days	180	180	180
Hours Per Day	7	7	7
First Day	8/11/2025	8/11/2025	8/11/2025
Last Day	5/21/2026	5/21/2026	5/21/2026
Payroll Table	21	20	41
Salary Grade			
1 **0-4 Years**	$20,757	$22,542	$22,184
2 **5-9 Years**	$21,257	$23,042	$22,684
3 **10-19 Years**	$21,507	$23,292	$22,934
4 **20-29 Years**	$22,007	$23,792	$23,434
5 **30+ Years**	$22,507	$24,292	$23,934

Sales Tax Supplements See explanation of sales tax supplements in Introduction.		
Monthly Supplement (included in salary shown and paid in 12 equal monthly distributions)	**Estimated 13th Check** (paid in November)	**Estimated 14th Check** (paid in May)
$7,700	$1,158	$1,718

Transportation Employees

Position	Bus Aide	Bus Operator
Months in Contract	9	9
Working Days	180	180
Hours Per Day	4.5	4.5
First Day	8/11/2025	8/11/2025
Last Day	5/21/2026	5/21/2026
Payroll Table	16	17
Salary Grade		
1 **0-4 Years**	$17,345	$21,122
2 **5-9 Years**	$17,845	$21,622
3 **10-19 Years**	$18,095	$21,872
4 **20-29 Years**	$18,595	$22,372
5 **30+ Years**	$19,095	$22,872

Position		Transportation Assistant
Months in Contract		11
Working Days		220
Hours Per Day		8
First Day		7/14/2025
Last Day		6/17/2026
Payroll Table		56
Salary Grade	**Step (Years)**	
1 **0-4 Years**	**0**	$28,539
	1	$28,641
	2	$28,743
	3	$28,845
	4	$28,947
2 **5-9 Years**	**5**	$29,549
	6	$29,651
	7	$29,753
	8	$29,855
	9	$29,957
3 **10-19 Years**		$30,309
4 **20-29 Years**		$30,809
5 **30+ Years**		$31,309

Sales Tax Supplements See explanation of sales tax supplements in Introduction.		
Monthly Supplement (included in salary shown and paid in 12 equal monthly distributions)	**Estimated 13th Check** (paid in November)	**Estimated 14th Check** (paid in May)
$7,700	$1,158	$1,718

Pay Rates

Substitute Pay Rates	Half Day	Full Day
Substitute Bus Operator	$36.18	$72.35
Substitute Secretary	(3.75 hours) $39.38	$78.75
Substitute Paraprofessional	$10.50/hour	
Substitute Teacher with less than 4-Year Degree	$45.00	$90.00
Substitute Teacher with 4-Year Degree or Standard Teacher Certificate	$50.00	$100.00
Long-Term Substitute Pay Rates (To be eligible, substitute job must be 11+ consecutive days for the same staff member.)		
Long-Term Substitute Teacher	$55.00	$110.00
Long-Term Bus Operator	$45.00	$90.00

Part-Time/Hourly Pay Rates

Child Nutrition

Part-Time Cafeteria Technician, Substitute Cafeteria Technician	$11.00

Maintenance/Custodial Positions

Part-Time School Custodian, Substitute School Custodian, Summer Maintenance	$11.00

Paraprofessional Positions

All part-time paraprofessional positions will be paid the rates indicated even if the employee has a higher degree or certification than required. Employees are paid for the responsibilities of the position.

Part-Time Paraprofessionals hired *after January 1, 2019*	$15.00
For part-time paraprofessionals hired *before January 1, 2019* , the hourly rate for 2021-2022 was set based on the criteria below and frozen. If a paraprofessional earning $15.63 or $18.75 has a break in service due to resignation, the hourly rate will reset to $15.00.	
After 3 years of consecutive service completed	$15.63
After 5 years of consecutive service completed	$18.75

Professional Service Positions

Part-Time Truancy Case Worker and Interpreter/Translators	$15.00
Part-Time Computer Technician, School Nurse or Substitute School Nurse	$20.00
Part-Time Certified or Licensed Professional Service Provider*	$30.00

*Determination of professional services pay rate eligibility is made by district administration based on specialized skills and certifications required for the position. Professional development consultant pay rates are set in vendor contract and approved by Superintendent.

Secretarial/Clerical Positions

Central Office Student Worker	$11.00
Part-Time Secretarial/Clerical Positions (Salaried secretaries working outside of contracted days earn their regular hourly rate or $13.75, whichever is greater.)	$13.75

The Superintendent has the authority to revise this pay rate schedule based on job duties, available funding sources, and district needs. Revisions or adjustments to this schedule will be in writing to the Human Resource Department on a case-by-case situation and shall expire on June 30, 2026.

Supplemental Compensation Schedule

The salaries provided in the salary schedules shall be considered compensation for work performed by each employee which relate to his/her prescribed duties and responsibilities, as identified and described in the employee's job description(s). Additional compensation shall be provided as follows:

(1) In addition to all other compensation to which a teacher is entitled, 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.

(2) Any employee in a certified position who performs approved work beyond the scope of their prescribed duties and responsibilities in their job description and for which prior approval has been obtained from their direct supervisor and district administration shall be paid at the rate required by Louisiana R.S. 17:418.

Any work to be performed outside of an employee's job duties and responsibilities shall require the employee to:
(1) submit a written description of the services to be performed and the estimated time to complete the task on a Supplemental Work Request form, which shall be submitted to the employee's immediate supervisor prior to commencing such services;
(2) obtain the prior written approval of the employee's immediate supervisor and district administration; AND
(3) obtain supplemental, written authorization from the employee's immediate supervisor and district administration before exceeding the initial estimated time for performing such services.

Such employee shall submit a completed Supplemental Work Request and Extra-Duty Timesheet reflecting the services actually provided and the time spent for each item, rounded to the nearest one-tenth of an hour, within seven (7) calendar days of performing such services to their immediate supervisor. The Supplemental Work Request and Extra-Duty Timesheet with prior approval documentation must be submitted to Payroll monthly as the work is performed in accordance with established Payroll cutoff deadlines.

(3) All non-exempt employees shall be compensated for overtime work in accordance with the Fair Labor Standards Act, 29 U.S.C. 201. If individuals are employed in one capacity but voluntarily work part time in a different capacity on an occasional or sporadic basis, the hours logged in the secondary voluntary capacity shall not be counted as hours worked for overtime purposes in accordance with LPSB Compensation Guidelines/Overtime policy (GBAA).

Supplemental Pay Rates

Non-exempt employees who voluntarily complete extra duties in a different capacity outside of regular working hours shall be paid as follows:

			Pay Rate	
Extra-Duty Bus Aide			$20.00/trip	
Extra-Duty for Athletic Events (gate, time-keeping, ticket sales, etc.)			$25.00/hour	
Extra-Duty for Paraprofessionals (professional development, enrichment, remediation)			$15.00/hour	
School Day Field Trip Rates				
Rates apply to trips inside Ruston city limits. Extra $5.00 one-time charge will be applied for a multiple stop route. For trips outside Ruston city limits, add $0.32/mile to in-town school day rate.			**0-4 Hour Trip** $45.00	**4+ Hour Trip** $50.00
Weekend/Holiday Field Trip Rates				
Rates apply to trips inside Ruston city limits. For trips outside Ruston city limits, add $0.32/mile to in-town weekend/holiday rate.	**0-4 Hour Trip** $50.00	**4-6 Hour Trip** $65.00	**7-9 Hour Trip** $75.00	**10+ Hour Trip** $100.00