



**Lincoln Parish School Board**  
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# M E M O

**TO:** Lincoln Parish School Board Members

**FROM:**  Danny L. Bell, Superintendent  
 George Murphy, Business Manager

**DATE:** June 26, 2014

**SUBJECT:** Skill Level Compensation Plan

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## Background

As we move forward with the institution of a new salary schedule for certificated employees, it becomes apparent that something should be done for non-certificated employees as well. Many secretarial/bookkeeping, school food service, custodial/maintenance, bus drivers, and paraprofessional employees that have been with us for numerous years have not received a significant increase or any increase in their salaries in several years. It is time to look at these employees' salaries. If approved, any increases would be paid from the General Fund, the Child Nutrition Fund, and federal funds.

After getting our business department to run some figures, George Murphy, Business Manager; Charles Owens, Director of Auxiliary Services; Doris Marzett, School Food Service Supervisor; James Payton, Transportation Coordinator; Willie Washington, Supervisor of Title I; Ashley Brown, Supervisor of Special Education; and I are proposing that we institute the following new skill level compensation plan.

### **SKILL LEVELS**

Level 1	5 - 9 years of experience
Level 2	10 - 19 years of experience
Level 3	20 - 29 years of experience
Level 4	30+ years of experience

<b>CATEGORY</b>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Level 4</u>
Secretary/Bookkeeper	\$2,000	\$3,000	\$5,000	\$7,000
Cafeteria & Custodial/ Maintenance	\$1,000	\$1,500	\$2,500	\$3,500
Bus Drivers & Paras	\$ 500	\$ 750	\$1,250	\$1,750

In order to keep these valuable employees working for the Lincoln Parish School System and to reward them for their good work and longevity, I am recommending that you approve the above-mentioned skill level compensation plan for the following non-certificated board-hired employees: secretary/bookkeeper, school food service, custodial/maintenance, bus drivers, and paraprofessionals.

## Recommendation

Board approval of the above-mentioned skill level compensation plan for the following non-certificated board-hired employees: secretary/bookkeeper, school food service, custodial/maintenance, bus drivers and paraprofessionals.

## Contact Persons

Danny Bell  
George Murphy