



Lincoln Parish School Board
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Superintendent

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M E M O R A N D U M

TO: Lincoln Parish School Board Members

FROM: Ricky Durrett, Superintendent *RD*
Juanita Duke, Business Manager *JD*

DATE: May 12, 2022

SUBJECT: Approval of 2022-2023 Employee Salary Schedules and Pay Rates

Background

Attached for your review and consideration are the 2022-2023 Salary Schedules for all certified and support employees and 2022-2023 Pay Rates for all hourly and substitute employees. In accordance with Louisiana Revised Statute 17:418, the School Board is authorized to establish salary schedules by which to determine the salaries to be paid to teachers and all other school personnel. In accordance with Board policy, the Superintendent sets the salary of employees accordingly. As a regular practice, these schedules will be brought to the School Board prior to the start of each fiscal year.

The salary schedules attached do not include the salary increases currently under consideration by the Louisiana state legislature in the amounts of \$1,500 for certified staff and \$750 for support staff. If these or other raise amounts are approved by the Legislature and the Governor, the salary schedules will be revised to reflect these increases.

Recommendation

That the School Board approve the 2022-2023 Employee Salary Schedules and Pay Rates and authorize the revision of these schedules in July 2022 for any amounts approved by the Legislature and the Governor at the conclusion of the 2022 Regular Legislative Session.

Contact Person

Juanita Duke

Summary of Changes

Salary Schedules

1. Updated schedule:
 - a. *Payroll Coordinator, Table 27* – This schedule was previously set for staff “in-training”. Adjusted the base and extended steps for “full duty” work in this professional position.
2. Added schedules:
 - a. *Uncertified Teacher – 9-Month, Table 68* and *Uncertified Teacher – 10-Month, Table 69* – These schedules were added for uncertified teachers who are working towards certification. Creating these salary schedules allows these teachers to have consistent monthly pay across a contract year.
3. Increased monthly tax supplement amounts for certified and support staff (\$1,200 and \$600 respectively)
4. Adjusted estimated annual tax supplement (13th/14th check) amounts on all schedules based on 2021-2022 actual supplement payments, with a reduction of the 14th check supplement for certified and support staff (\$1,200 and \$600, respectively) for the amounts moved to the monthly sales tax supplement.

Pay Rates

1. Added static substitute pay rate



Lincoln Parish School Board
2022-2023 Salary Schedule
Effective July 1, 2022

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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.

Hourly and substitute employees are paid based on established pay rates 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	\$9,400	\$3,200	\$5,264
Support	\$4,700	\$1,600	\$2,632

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; Lane 5=Doctorate.

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 a Highly Effective or Effective: 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 Effective: 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.

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.

Additional skill level increments are earned through consecutive years of service with LPSB in eligible positions according to the following schedule:

		Level 1	Level 2	Level 3	Level 4
Table	Position	5-9 years experience	10-19 years experience	20-29 years experience	30+ years experience
62	Secretary/Bookkeeper	\$2,000	\$3,000	\$5,000	\$7,000
63	Cafeteria, Custodial, & Maintenance	\$1,000	\$1,500	\$2,500	\$3,500
64	Transportation & Paraprofessionals	\$500	\$750	\$1,250	\$1,750

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	\$28,500	\$31,667
Working Days:	182	202
Hours per Day:	7.5	7.5
First Day:	8/15/2022	7/18/2022
Last Day:	5/26/2023	5/26/2023

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)
\$4,700	\$1,600	\$2,632

9-Month Certified Employees

Months in Contract: 9
 Working Days: 182
 Hours per Day: 7.5
 First Day: 8/15/2022
 Last Day: 5/26/2023

Payroll Table	70	71	72	73	74
Steps	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
0	\$41,029	\$41,929	\$42,829	\$43,729	\$44,629
1	\$41,329	\$42,229	\$43,129	\$44,029	\$44,929
2	\$41,629	\$42,529	\$43,429	\$44,329	\$45,229
3	\$41,929	\$42,829	\$43,729	\$44,629	\$45,529
4	\$42,229	\$43,129	\$44,029	\$44,929	\$45,829
5	\$42,529	\$43,429	\$44,329	\$45,229	\$46,129
6	\$42,829	\$43,729	\$44,629	\$45,529	\$46,429
7	\$43,129	\$44,029	\$44,929	\$45,829	\$46,729
8	\$43,429	\$44,329	\$45,229	\$46,129	\$47,029
9	\$43,729	\$44,629	\$45,529	\$46,429	\$47,329
10	\$44,029	\$44,929	\$45,829	\$46,729	\$47,629
11	\$44,329	\$45,229	\$46,129	\$47,029	\$47,929
12	\$44,629	\$45,529	\$46,429	\$47,329	\$48,229
13	\$44,929	\$45,829	\$46,729	\$47,629	\$48,529
14	\$45,229	\$46,129	\$47,029	\$47,929	\$48,829
15	\$45,529	\$46,429	\$47,329	\$48,229	\$49,129
16	\$45,829	\$46,729	\$47,629	\$48,529	\$49,429
17	\$46,129	\$47,029	\$47,929	\$48,829	\$49,729
18	\$46,429	\$47,329	\$48,229	\$49,129	\$50,029
19	\$46,729	\$47,629	\$48,529	\$49,429	\$50,329
20	\$47,029	\$47,929	\$48,829	\$49,729	\$50,629
21	\$47,329	\$48,229	\$49,129	\$50,029	\$50,929
22	\$47,629	\$48,529	\$49,429	\$50,329	\$51,229
23	\$47,929	\$48,829	\$49,729	\$50,629	\$51,529
24	\$48,229	\$49,129	\$50,029	\$50,929	\$51,829
25	\$48,529	\$49,429	\$50,329	\$51,229	\$52,129
26	\$48,829	\$49,729	\$50,629	\$51,529	\$52,429
27	\$49,129	\$50,029	\$50,929	\$51,829	\$52,729
28	\$49,429	\$50,329	\$51,229	\$52,129	\$53,029
29	\$49,729	\$50,629	\$51,529	\$52,429	\$53,329
30	\$50,029	\$50,929	\$51,829	\$52,729	\$53,629

*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)
\$9,400	\$3,200	\$5,264

9.5-Month Certified Employees

Months in Contract: 9.5
 Working Days: 192
 Hours per Day: 7.5
 First Day: 8/8/2022
 Last Day: 6/2/2023

Payroll Table	75	76	77	78	79
Steps	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
0	\$42,787	\$43,737	\$44,687	\$45,637	\$46,587
1	\$43,103	\$44,053	\$45,003	\$45,953	\$46,903
2	\$43,420	\$44,370	\$45,320	\$46,270	\$47,220
3	\$43,737	\$44,687	\$45,637	\$46,587	\$47,537
4	\$44,053	\$45,003	\$45,953	\$46,903	\$47,853
5	\$44,370	\$45,320	\$46,270	\$47,220	\$48,170
6	\$44,687	\$45,637	\$46,587	\$47,537	\$48,487
7	\$45,003	\$45,953	\$46,903	\$47,853	\$48,803
8	\$45,320	\$46,270	\$47,220	\$48,170	\$49,120
9	\$45,637	\$46,587	\$47,537	\$48,487	\$49,437
10	\$45,953	\$46,903	\$47,853	\$48,803	\$49,753
11	\$46,270	\$47,220	\$48,170	\$49,120	\$50,070
12	\$46,587	\$47,537	\$48,487	\$49,437	\$50,387
13	\$46,903	\$47,853	\$48,803	\$49,753	\$50,703
14	\$47,220	\$48,170	\$49,120	\$50,070	\$51,020
15	\$47,537	\$48,487	\$49,437	\$50,387	\$51,337
16	\$47,853	\$48,803	\$49,753	\$50,703	\$51,653
17	\$48,170	\$49,120	\$50,070	\$51,020	\$51,970
18	\$48,487	\$49,437	\$50,387	\$51,337	\$52,287
19	\$48,803	\$49,753	\$50,703	\$51,653	\$52,603
20	\$49,120	\$50,070	\$51,020	\$51,970	\$52,920
21	\$49,437	\$50,387	\$51,337	\$52,287	\$53,237
22	\$49,753	\$50,703	\$51,653	\$52,603	\$53,553
23	\$50,070	\$51,020	\$51,970	\$52,920	\$53,870
24	\$50,387	\$51,337	\$52,287	\$53,237	\$54,187
25	\$50,703	\$51,653	\$52,603	\$53,553	\$54,503
26	\$51,020	\$51,970	\$52,920	\$53,870	\$54,820
27	\$51,337	\$52,287	\$53,237	\$54,187	\$55,137
28	\$51,653	\$52,603	\$53,553	\$54,503	\$55,453
29	\$51,970	\$52,920	\$53,870	\$54,820	\$55,770
30	\$52,287	\$53,237	\$54,187	\$55,137	\$56,087

*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)
\$9,400	\$3,200	\$5,264

10-Month Certified Employees

Months in Contract: 10
 Working Days: 202
 Hours per Day: 7.5
 First Day: 8/1/2022
 Last Day: 6/9/2023

First Day for 10-Month Coaches: 7/18/2022
 Last Day for 10-Month Coaches: 5/26/2023

Payroll Table	80	81	82	83	84
Steps	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
0	\$44,543	\$45,543	\$46,543	\$47,543	\$48,543
1	\$44,877	\$45,877	\$46,877	\$47,877	\$48,877
2	\$45,210	\$46,210	\$47,210	\$48,210	\$49,210
3	\$45,543	\$46,543	\$47,543	\$48,543	\$49,543
4	\$45,877	\$46,877	\$47,877	\$48,877	\$49,877
5	\$46,210	\$47,210	\$48,210	\$49,210	\$50,210
6	\$46,543	\$47,543	\$48,543	\$49,543	\$50,543
7	\$46,877	\$47,877	\$48,877	\$49,877	\$50,877
8	\$47,210	\$48,210	\$49,210	\$50,210	\$51,210
9	\$47,543	\$48,543	\$49,543	\$50,543	\$51,543
10	\$47,877	\$48,877	\$49,877	\$50,877	\$51,877
11	\$48,210	\$49,210	\$50,210	\$51,210	\$52,210
12	\$48,543	\$49,543	\$50,543	\$51,543	\$52,543
13	\$48,877	\$49,877	\$50,877	\$51,877	\$52,877
14	\$49,210	\$50,210	\$51,210	\$52,210	\$53,210
15	\$49,543	\$50,543	\$51,543	\$52,543	\$53,543
16	\$49,877	\$50,877	\$51,877	\$52,877	\$53,877
17	\$50,210	\$51,210	\$52,210	\$53,210	\$54,210
18	\$50,543	\$51,543	\$52,543	\$53,543	\$54,543
19	\$50,877	\$51,877	\$52,877	\$53,877	\$54,877
20	\$51,210	\$52,210	\$53,210	\$54,210	\$55,210
21	\$51,543	\$52,543	\$53,543	\$54,543	\$55,543
22	\$51,877	\$52,877	\$53,877	\$54,877	\$55,877
23	\$52,210	\$53,210	\$54,210	\$55,210	\$56,210
24	\$52,543	\$53,543	\$54,543	\$55,543	\$56,543
25	\$52,877	\$53,877	\$54,877	\$55,877	\$56,877
26	\$53,210	\$54,210	\$55,210	\$56,210	\$57,210
27	\$53,543	\$54,543	\$55,543	\$56,543	\$57,543
28	\$53,877	\$54,877	\$55,877	\$56,877	\$57,877
29	\$54,210	\$55,210	\$56,210	\$57,210	\$58,210
30	\$54,543	\$55,543	\$56,543	\$57,543	\$58,543

*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)
\$9,400	\$3,200	\$5,264

11-Month Certified Employees

Months in Contract: 11
 Working Days: 222
 Hours per Day: 7.5
 First Day: 7/18/2022
 Last Day: 6/23/2023

Payroll Table	85	86	87	88	89
Steps	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
0	\$48,058	\$49,158	\$50,258	\$51,358	\$52,458
1	\$48,425	\$49,525	\$50,625	\$51,725	\$52,825
2	\$48,791	\$49,891	\$50,991	\$52,091	\$53,191
3	\$49,158	\$50,258	\$51,358	\$52,458	\$53,558
4	\$49,525	\$50,625	\$51,725	\$52,825	\$53,925
5	\$49,891	\$50,991	\$52,091	\$53,191	\$54,291
6	\$50,258	\$51,358	\$52,458	\$53,558	\$54,658
7	\$50,625	\$51,725	\$52,825	\$53,925	\$55,025
8	\$50,991	\$52,091	\$53,191	\$54,291	\$55,391
9	\$51,358	\$52,458	\$53,558	\$54,658	\$55,758
10	\$51,725	\$52,825	\$53,925	\$55,025	\$56,125
11	\$52,091	\$53,191	\$54,291	\$55,391	\$56,491
12	\$52,458	\$53,558	\$54,658	\$55,758	\$56,858
13	\$52,825	\$53,925	\$55,025	\$56,125	\$57,225
14	\$53,191	\$54,291	\$55,391	\$56,491	\$57,591
15	\$53,558	\$54,658	\$55,758	\$56,858	\$57,958
16	\$53,925	\$55,025	\$56,125	\$57,225	\$58,325
17	\$54,291	\$55,391	\$56,491	\$57,591	\$58,691
18	\$54,658	\$55,758	\$56,858	\$57,958	\$59,058
19	\$55,025	\$56,125	\$57,225	\$58,325	\$59,425
20	\$55,391	\$56,491	\$57,591	\$58,691	\$59,791
21	\$55,758	\$56,858	\$57,958	\$59,058	\$60,158
22	\$56,125	\$57,225	\$58,325	\$59,425	\$60,525
23	\$56,491	\$57,591	\$58,691	\$59,791	\$60,891
24	\$56,858	\$57,958	\$59,058	\$60,158	\$61,258
25	\$57,225	\$58,325	\$59,425	\$60,525	\$61,625
26	\$57,591	\$58,691	\$59,791	\$60,891	\$61,991
27	\$57,958	\$59,058	\$60,158	\$61,258	\$62,358
28	\$58,325	\$59,425	\$60,525	\$61,625	\$62,725
29	\$58,691	\$59,791	\$60,891	\$61,991	\$63,091
30	\$59,058	\$60,158	\$61,258	\$62,358	\$63,458

*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)
\$9,400	\$3,200	\$5,264

12-Month Certified Employees

Months in Contract: 12
 Working Days: 240
 Hours per Day: 7.5
 First Day: 7/1/2022
 Last Day: 6/30/2023

Payroll Table	90	91	92	93	94
Steps	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
0	\$51,572	\$52,772	\$53,972	\$55,172	\$56,372
1	\$51,972	\$53,172	\$54,372	\$55,572	\$56,772
2	\$52,372	\$53,572	\$54,772	\$55,972	\$57,172
3	\$52,772	\$53,972	\$55,172	\$56,372	\$57,572
4	\$53,172	\$54,372	\$55,572	\$56,772	\$57,972
5	\$53,572	\$54,772	\$55,972	\$57,172	\$58,372
6	\$53,972	\$55,172	\$56,372	\$57,572	\$58,772
7	\$54,372	\$55,572	\$56,772	\$57,972	\$59,172
8	\$54,772	\$55,972	\$57,172	\$58,372	\$59,572
9	\$55,172	\$56,372	\$57,572	\$58,772	\$59,972
10	\$55,572	\$56,772	\$57,972	\$59,172	\$60,372
11	\$55,972	\$57,172	\$58,372	\$59,572	\$60,772
12	\$56,372	\$57,572	\$58,772	\$59,972	\$61,172
13	\$56,772	\$57,972	\$59,172	\$60,372	\$61,572
14	\$57,172	\$58,372	\$59,572	\$60,772	\$61,972
15	\$57,572	\$58,772	\$59,972	\$61,172	\$62,372
16	\$57,972	\$59,172	\$60,372	\$61,572	\$62,772
17	\$58,372	\$59,572	\$60,772	\$61,972	\$63,172
18	\$58,772	\$59,972	\$61,172	\$62,372	\$63,572
19	\$59,172	\$60,372	\$61,572	\$62,772	\$63,972
20	\$59,572	\$60,772	\$61,972	\$63,172	\$64,372
21	\$59,972	\$61,172	\$62,372	\$63,572	\$64,772
22	\$60,372	\$61,572	\$62,772	\$63,972	\$65,172
23	\$60,772	\$61,972	\$63,172	\$64,372	\$65,572
24	\$61,172	\$62,372	\$63,572	\$64,772	\$65,972
25	\$61,572	\$62,772	\$63,972	\$65,172	\$66,372
26	\$61,972	\$63,172	\$64,372	\$65,572	\$66,772
27	\$62,372	\$63,572	\$64,772	\$65,972	\$67,172
28	\$62,772	\$63,972	\$65,172	\$66,372	\$67,572
29	\$63,172	\$64,372	\$65,572	\$66,772	\$67,972
30	\$63,572	\$64,772	\$65,972	\$67,172	\$68,372

*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)
\$9,400	\$3,200	\$5,264

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	Certified Computer Technician	Network Administrator	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	7/1/2022	7/1/2022	7/1/2022	7/1/2022
Last Day	6/30/2023	6/30/2023	6/30/2023	6/30/2023
Payroll Table	95	60	27	97
Step				
0	\$53,534	\$60,734	\$60,505	\$52,467
1	\$53,534	\$60,734	\$60,905	\$52,467
2	\$53,534	\$60,734	\$61,305	\$52,467
3	\$53,534	\$60,734	\$61,705	\$52,467
4	\$53,534	\$60,734	\$62,105	\$52,467
5	\$53,534	\$60,734	\$62,505	\$52,467
6	\$55,534	\$65,734	\$65,505	\$57,467
7	\$55,534	\$65,734	\$65,905	\$57,467
8	\$55,534	\$65,734	\$66,305	\$57,467
9	\$55,534	\$65,734	\$66,705	\$57,467
10	\$55,534	\$65,734	\$67,105	\$57,467
11	\$57,534	\$70,734	\$70,505	\$62,467
12	\$57,534	\$70,734	\$70,905	\$62,467
13	\$57,534	\$70,734	\$71,305	\$62,467
14	\$57,534	\$70,734	\$71,705	\$62,467
15	\$57,534	\$70,734	\$72,105	\$62,467
16	\$59,534	\$75,734	\$75,505	\$67,467
17	\$59,534	\$75,734	\$75,905	\$67,467
18	\$59,534	\$75,734	\$76,305	\$67,467
19	\$59,534	\$75,734	\$76,705	\$67,467
20	\$59,534	\$75,734	\$77,105	\$67,467
21	\$61,534	\$80,734	\$80,505	\$72,467
22	\$61,534	\$80,734	\$80,905	\$72,467
23	\$61,534	\$80,734	\$81,305	\$72,467
24	\$61,534	\$80,734	\$81,705	\$72,467
25	\$61,534	\$80,734	\$82,105	\$72,467

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)
\$9,400	\$3,200	\$5,264

Business Support Service Employees

Position	10-Month School Secretary or Bookkeeper	11-Month School Secretary or Bookkeeper	12-Month Secretary or Bookkeeper	Computer Technician
Months in Contract	10	11	12	12
Working Days	200	220	240	240
Hours Per Day	7.5	7.5	7.5	7.5
First Day	8/1/2022	7/18/2022	7/1/2022	7/1/2022
Last Day	6/9/2023	6/23/2023	6/30/2023	6/30/2023
Payroll Table	24	98	22	66
Step				
0	\$19,411	\$20,994	\$22,474	\$48,299
1	\$19,513	\$21,088	\$22,576	\$48,299
2	\$19,615	\$21,181	\$22,678	\$48,299
3	\$19,717	\$21,275	\$22,780	\$48,299
4	\$19,819	\$21,368	\$22,882	\$48,299
5	\$19,921	\$21,462	\$22,984	\$48,299
6	\$20,023	\$21,555	\$23,086	\$50,299
7	\$20,125	\$21,668	\$23,209	\$50,299
8	\$20,227	\$21,780	\$23,331	\$50,299
9	\$20,329	\$21,892	\$23,453	\$50,299
10	\$20,431	\$22,004	\$23,576	\$50,299
11	\$20,533	\$22,116	\$23,698	\$52,299
12	\$20,635	\$22,229	\$23,821	\$52,299
13	\$20,737	\$22,341	\$23,943	\$52,299
14	\$20,839	\$22,453	\$24,065	\$52,299
15	\$20,941	\$22,566	\$24,189	\$52,299
16	\$20,941	\$22,566	\$24,189	\$54,299
17	\$20,941	\$22,566	\$24,189	\$54,299
18	\$20,941	\$22,566	\$24,189	\$54,299
19	\$20,941	\$22,566	\$24,189	\$54,299
20	\$20,941	\$22,566	\$24,189	\$54,299
21	\$20,941	\$22,566	\$24,189	\$56,299
22	\$20,941	\$22,566	\$24,189	\$56,299
23	\$20,941	\$22,566	\$24,189	\$56,299
24	\$20,941	\$22,566	\$24,189	\$56,299
25	\$20,941	\$22,566	\$24,189	\$56,299

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)
\$4,700	\$1,600	\$2,632

Child Nutrition Employees

Position	Cafeteria Technician	Cafeteria Clerk	Cafeteria Manager B	Cafeteria Manager A	Field Manager	Field Technician
Months in Contract	9	9.5	9.5	9.5	10	12
Working Days	180	190	190	190	200	240
Hours Per Day	7	7	7	7	7.5	7
First Day	8/15/2022	8/8/2022	8/8/2022	8/8/2022	8/1/2022	7/1/2022
Last Day	5/26/2023	6/2/2023	6/2/2023	6/2/2023	6/9/2023	6/30/2023
Payroll Table	3	1	6	5	51	28
Step						
0	\$16,226	\$17,356	\$19,440	\$20,125	\$23,367	\$20,067
1	\$16,226	\$17,356	\$19,440	\$20,125	\$23,367	\$20,067
2	\$16,226	\$17,356	\$19,440	\$20,125	\$23,367	\$20,067
3	\$16,226	\$17,356	\$19,440	\$20,125	\$23,367	\$20,067
4	\$16,226	\$17,356	\$19,440	\$20,125	\$23,367	\$20,067
5	\$16,340	\$17,545	\$19,806	\$20,614	\$23,906	\$20,219
6	\$16,340	\$17,545	\$19,806	\$20,614	\$23,906	\$20,219
7	\$16,340	\$17,545	\$19,806	\$20,614	\$23,906	\$20,219
8	\$16,340	\$17,545	\$19,806	\$20,614	\$23,906	\$20,219
9	\$16,340	\$17,545	\$19,806	\$20,614	\$23,906	\$20,219
10	\$16,515	\$17,788	\$20,297	\$21,223	\$24,579	\$20,452
11	\$16,515	\$17,788	\$20,297	\$21,223	\$24,579	\$20,452
12	\$16,515	\$17,788	\$20,297	\$21,223	\$24,579	\$20,452
13	\$16,515	\$17,788	\$20,297	\$21,223	\$24,579	\$20,452
14	\$16,515	\$17,788	\$20,297	\$21,223	\$24,579	\$20,452
15	\$16,745	\$18,086	\$20,907	\$21,956	\$25,388	\$20,759
16	\$16,745	\$18,086	\$20,907	\$21,956	\$25,388	\$20,759
17	\$16,745	\$18,086	\$20,907	\$21,956	\$25,388	\$20,759
18	\$16,745	\$18,086	\$20,907	\$21,956	\$25,388	\$20,759
19	\$16,745	\$18,086	\$20,907	\$21,956	\$25,388	\$20,759
20	\$17,035	\$18,438	\$21,641	\$22,812	\$26,332	\$21,145
21	\$17,035	\$18,438	\$21,641	\$22,812	\$26,332	\$21,145
22	\$17,035	\$18,438	\$21,641	\$22,812	\$26,332	\$21,145
23	\$17,035	\$18,438	\$21,641	\$22,812	\$26,332	\$21,145
24	\$17,035	\$18,438	\$21,641	\$22,812	\$26,332	\$21,145
25	\$17,383	\$18,844	\$22,497	\$23,791	\$27,412	\$21,609

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)
\$4,700	\$1,600	\$2,632

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	8/8/2022	7/1/2022	7/18/2022	7/1/2022
Last Day	6/2/2023	6/30/2023	6/23/2023	6/30/2023
Payroll Table	8	9	96	10
Step				
0	\$16,623	\$19,609	\$18,468	\$19,718
1	\$16,783	\$19,879	\$18,866	\$20,152
2	\$16,944	\$20,151	\$19,262	\$20,584
3	\$17,161	\$20,482	\$19,659	\$21,017
4	\$17,161	\$20,482	\$19,659	\$21,017
5	\$17,161	\$20,482	\$19,659	\$21,017
6	\$17,707	\$20,482	\$20,166	\$21,571
7	\$17,707	\$20,482	\$20,166	\$21,571
8	\$17,707	\$20,482	\$20,166	\$21,571
9	\$17,707	\$20,482	\$20,166	\$21,571
10	\$17,707	\$20,482	\$20,166	\$21,571
11	\$17,707	\$20,482	\$20,166	\$21,571
12	\$17,707	\$20,482	\$20,166	\$21,571
13	\$17,707	\$20,482	\$20,166	\$21,571
14	\$17,707	\$20,482	\$20,166	\$21,571
15	\$17,707	\$20,482	\$20,166	\$21,571
16	\$17,707	\$20,482	\$20,166	\$21,571
17	\$17,707	\$20,482	\$20,166	\$21,571
18	\$17,707	\$20,482	\$20,166	\$21,571
19	\$17,707	\$20,482	\$20,166	\$21,571
20	\$17,707	\$20,482	\$20,166	\$21,571
21	\$17,707	\$20,482	\$20,166	\$21,571
22	\$17,707	\$20,482	\$20,166	\$21,571
23	\$17,707	\$20,482	\$20,166	\$21,571
24	\$17,707	\$20,482	\$20,166	\$21,571
25	\$17,707	\$20,482	\$20,166	\$21,571

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)
\$4,700	\$1,600	\$2,632

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	7/1/2022	7/1/2022	7/1/2022	7/1/2022	7/1/2022
Last Day	6/30/2023	6/30/2023	6/30/2023	6/30/2023	6/30/2023
Payroll Table	11	12	13	14	15
Step					
0	\$20,404	\$21,526	\$22,648	\$25,529	\$29,303
1	\$20,506	\$21,628	\$22,750	\$25,631	\$29,405
2	\$20,608	\$21,730	\$22,852	\$25,733	\$29,507
3	\$20,710	\$21,832	\$22,954	\$25,835	\$29,609
4	\$20,812	\$21,934	\$23,056	\$25,937	\$29,711
5	\$20,914	\$22,036	\$23,158	\$26,039	\$29,813
6	\$21,016	\$22,138	\$23,260	\$26,141	\$29,915
7	\$21,118	\$22,240	\$23,362	\$26,243	\$30,017
8	\$21,220	\$22,342	\$23,464	\$26,345	\$30,119
9	\$21,322	\$22,444	\$23,566	\$26,447	\$30,221
10	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
11	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
12	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
13	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
14	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
15	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
16	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
17	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
18	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
19	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
20	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
21	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
22	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
23	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
24	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323
25	\$21,424	\$22,546	\$23,668	\$26,549	\$30,323

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)
\$4,700	\$1,600	\$2,632

Student Support Employees

Position	Paraprofessional Only for grandfathered employees hired before 8/2003	Paraprofessional Only for grandfathered employees hired 8/1995	Paraprofessional ACTIVE for employees hired after 8/2003	Certified Occupational Therapy Assistant
Months in Contract	9	9	9	9
Working Days	180	180	180	180
Hours Per Day	7	7	7	7
First Day	8/15/2022	8/15/2022	8/15/2022	8/15/2022
Last Day	5/26/2023	5/26/2023	5/26/2023	5/26/2023
Payroll Table	20	41	21	59
Step				
0	\$18,792	\$18,434	\$17,007	\$43,362
1	\$18,792	\$18,434	\$17,007	\$43,362
2	\$18,792	\$18,434	\$17,007	\$43,362
3	\$18,792	\$18,434	\$17,007	\$43,362
4	\$18,792	\$18,434	\$17,007	\$43,362
5	\$18,792	\$18,434	\$17,007	\$43,362
6	\$18,792	\$18,434	\$17,007	\$43,362
7	\$18,792	\$18,434	\$17,007	\$43,362
8	\$18,792	\$18,434	\$17,007	\$43,362
9	\$18,792	\$18,434	\$17,007	\$43,362
10	\$18,792	\$18,434	\$17,007	\$43,362
11	\$18,792	\$18,434	\$17,007	\$43,362
12	\$18,792	\$18,434	\$17,007	\$43,362
13	\$18,792	\$18,434	\$17,007	\$43,362
14	\$18,792	\$18,434	\$17,007	\$43,362
15	\$18,792	\$18,434	\$17,007	\$43,362
16	\$18,792	\$18,434	\$17,007	\$43,362
17	\$18,792	\$18,434	\$17,007	\$43,362
18	\$18,792	\$18,434	\$17,007	\$43,362
19	\$18,792	\$18,434	\$17,007	\$43,362
20	\$18,792	\$18,434	\$17,007	\$43,362
21	\$18,792	\$18,434	\$17,007	\$43,362
22	\$18,792	\$18,434	\$17,007	\$43,362
23	\$18,792	\$18,434	\$17,007	\$43,362
24	\$18,792	\$18,434	\$17,007	\$43,362
25	\$18,792	\$18,434	\$17,007	\$43,362

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)
\$4,700	\$1,600	\$2,632

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	8/15/2022	8/15/2022
Last Day	5/26/2023	5/26/2023
Payroll Table	16	17
Step		
0	\$13,595	\$17,372
1	\$13,595	\$17,372
2	\$13,595	\$17,372
3	\$13,595	\$17,372
4	\$13,595	\$17,372
5	\$13,595	\$17,372
6	\$13,595	\$17,372
7	\$13,595	\$17,372
8	\$13,595	\$17,372
9	\$13,595	\$17,372
10	\$13,595	\$17,372
11	\$13,595	\$17,372
12	\$13,595	\$17,372
13	\$13,595	\$17,372
14	\$13,595	\$17,372
15	\$13,595	\$17,372
16	\$13,595	\$17,372
17	\$13,595	\$17,372
18	\$13,595	\$17,372
19	\$13,595	\$17,372
20	\$13,595	\$17,372
21	\$13,595	\$17,372
22	\$13,595	\$17,372
23	\$13,595	\$17,372
24	\$13,595	\$17,372
25	\$13,595	\$17,372

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)
\$4,700	\$1,600	\$2,632



**Lincoln Parish School Board
2022-2023 Pay Rates
Effective July 1, 2022**

Substitute Teacher Pay Rates

Substitute Teacher with less than 4-Year Degree	Half Day \$37.50	Full Day \$75.00
Substitute Teacher with 4-Year Degree or Standard Teacher Certificate	Half Day \$42.50	Full Day \$85.00
Static Substitute Teacher	\$110.00	
Long-Term Substitute Teacher (To be eligible, substitute commitment must be 11+ consecutive days for the same teacher.)	\$110.00	

Paraprofessional Pay Rates

All 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.

Substitute Paraprofessional	Hourly Rate (<7 hours) \$10.50	Daily Rate (7 hours) \$73.50
Hourly Rate for Paraprofessionals hired <u>after January 1, 2019</u>	\$15.00	
For Paraprofessionals hired <u>before January 1, 2019</u> , the hourly rate for 2021-2022 will be set based on the criteria below and frozen. No further rate changes will be made based on years of service after 2021-2022. 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		
Hourly Rate <u>after 3 years</u> of consecutive service completed	\$15.63	
Hourly Rate <u>after 5 years</u> of consecutive service completed	\$18.75	

Secretarial/Clerical Pay Rates

Substitute Secretary	Half Day (3.75 hours) \$39.38	Full Day (7.5 hours) \$78.75
Hourly Rate for Student Workers	\$11.00	
Hourly Rate for Secretarial/Clerical Positions (School Secretary, IEP File Clerk) (Salaried secretaries working outside of contracted days earn their regular hourly rate or \$13.75, whichever is greater.)	\$13.75	

Maintenance Pay Rates

Hourly Rate for School Custodian, Substitute School Custodian, and Summer Maintenance Work	\$11.00
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Child Nutrition Pay Rates

Hourly Rate for Substitute Cafeteria Technician	\$11.00
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Transportation Pay Rates

Hourly Rate for Bus Aide or Substitute Bus Aide					\$15.00
Daily Rate for Full-Time Substitute Bus Operator	Half Day			Full Day	
	\$36.18			\$72.35	
School Day Field Trip Rates			0-4 Hour Trip	4+ Hour Trip	
Inside Ruston city limits (<i>Extra \$5.00 one-time charge for a multiple stop route</i>)			\$45.00	\$50.00	
Outside Ruston city limits: add \$0.32/mile to in-town school day rate					
Weekend/Holiday Field Trip Rates		0-4 Hour Trip	4-6 Hour Trip	7-9 Hour Trip	10+ Hour Trip
Inside Ruston city limits		\$50.00	\$65.00	\$75.00	\$100.00
Outside Ruston city limits: add \$0.32/mile to in-town weekend/holiday rate					

Professional Service Position Pay Rates

Hourly Rate for Truancy Case Worker and Interpreter/Translator	\$15.00
Hourly Rate for School Nurse or Substitute School Nurse	\$20.00
Hourly Rate for 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.

Stipend Schedule

	Certified Staff	Paraprofessionals
Hourly Rate for Weekend or Summer Planning and Professional Development	\$25.00	\$15.00
Hourly Rate for Extended Day (before or after school professional development, student enrichment or remediation)	\$30.00	\$15.00
Summer school session pay rates are determined each year based on program scope and available funding.		

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, 2023.