



**Lincoln Parish School Board
2023-2024 Salary Schedule
Effective July 1, 2023**

Introduction	2
Sales Tax Supplements	2
Starting Salary Calculations	3
Salary Increases	
Certified Salary Schedule Increases	3
All Other Salary Schedule Increases	3
Salary Schedules	
Uncertified	4
Certified 9-Month	5
Certified 9.5-Month	6
Certified 10-Month	7
Certified 11-Month	8
Certified 12-Month	9
Professional Service Employees	10
Business Support Service Employees	11
Child Nutrition Employees	12
Custodial Employees	13
Maintenance Employees	14
Student Support Employees	15
Transportation Employees	16
Pay Rates	17

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	\$6,112
Support	\$4,700	\$1,600	\$3,056

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. *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 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. *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.

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	\$30,000	\$33,250
Working Days:	182	202
Hours per Day:	7.5	7.5
First Day:	8/14/2023	7/31/2023
Last Day:	5/24/2024	6/7/2024

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	\$3,056

9-Month Certified Employees

Months in Contract: 9
Working Days: 182
Hours per Day: 7.5
First Day: 8/14/2023
Last Day: 5/24/2024

Payroll Table	70	71	72	73	74
Steps	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
0	\$42,529	\$43,429	\$44,329	\$45,229	\$46,129
1	\$42,829	\$43,729	\$44,629	\$45,529	\$46,429
2	\$43,129	\$44,029	\$44,929	\$45,829	\$46,729
3	\$43,429	\$44,329	\$45,229	\$46,129	\$47,029
4	\$43,729	\$44,629	\$45,529	\$46,429	\$47,329
5	\$44,029	\$44,929	\$45,829	\$46,729	\$47,629
6	\$44,329	\$45,229	\$46,129	\$47,029	\$47,929
7	\$44,629	\$45,529	\$46,429	\$47,329	\$48,229
8	\$44,929	\$45,829	\$46,729	\$47,629	\$48,529
9	\$45,229	\$46,129	\$47,029	\$47,929	\$48,829
10	\$45,529	\$46,429	\$47,329	\$48,229	\$49,129
11	\$45,829	\$46,729	\$47,629	\$48,529	\$49,429
12	\$46,129	\$47,029	\$47,929	\$48,829	\$49,729
13	\$46,429	\$47,329	\$48,229	\$49,129	\$50,029
14	\$46,729	\$47,629	\$48,529	\$49,429	\$50,329
15	\$47,029	\$47,929	\$48,829	\$49,729	\$50,629
16	\$47,329	\$48,229	\$49,129	\$50,029	\$50,929
17	\$47,629	\$48,529	\$49,429	\$50,329	\$51,229
18	\$47,929	\$48,829	\$49,729	\$50,629	\$51,529
19	\$48,229	\$49,129	\$50,029	\$50,929	\$51,829
20	\$48,529	\$49,429	\$50,329	\$51,229	\$52,129
21	\$48,829	\$49,729	\$50,629	\$51,529	\$52,429
22	\$49,129	\$50,029	\$50,929	\$51,829	\$52,729
23	\$49,429	\$50,329	\$51,229	\$52,129	\$53,029
24	\$49,729	\$50,629	\$51,529	\$52,429	\$53,329
25	\$50,029	\$50,929	\$51,829	\$52,729	\$53,629
26	\$50,329	\$51,229	\$52,129	\$53,029	\$53,929
27	\$50,629	\$51,529	\$52,429	\$53,329	\$54,229
28	\$50,929	\$51,829	\$52,729	\$53,629	\$54,529
29	\$51,229	\$52,129	\$53,029	\$53,929	\$54,829
30	\$51,529	\$52,429	\$53,329	\$54,229	\$55,129

*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)
\$9,400	\$3,200	\$6,112

9.5-Month Certified Employees

Months in Contract: 9.5
 Working Days: 192
 Hours per Day: 7.5
 First Day: 8/7/2023
 Last Day: 5/31/2024

Payroll Table	75	76	77	78	79
Steps	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
0	\$44,370	\$45,320	\$46,270	\$47,220	\$48,170
1	\$44,686	\$45,636	\$46,586	\$47,536	\$48,486
2	\$45,003	\$45,953	\$46,903	\$47,853	\$48,803
3	\$45,320	\$46,270	\$47,220	\$48,170	\$49,120
4	\$45,636	\$46,586	\$47,536	\$48,486	\$49,436
5	\$45,953	\$46,903	\$47,853	\$48,803	\$49,753
6	\$46,270	\$47,220	\$48,170	\$49,120	\$50,070
7	\$46,586	\$47,536	\$48,486	\$49,436	\$50,386
8	\$46,903	\$47,853	\$48,803	\$49,753	\$50,703
9	\$47,220	\$48,170	\$49,120	\$50,070	\$51,020
10	\$47,536	\$48,486	\$49,436	\$50,386	\$51,336
11	\$47,853	\$48,803	\$49,753	\$50,703	\$51,653
12	\$48,170	\$49,120	\$50,070	\$51,020	\$51,970
13	\$48,486	\$49,436	\$50,386	\$51,336	\$52,286
14	\$48,803	\$49,753	\$50,703	\$51,653	\$52,603
15	\$49,120	\$50,070	\$51,020	\$51,970	\$52,920
16	\$49,436	\$50,386	\$51,336	\$52,286	\$53,236
17	\$49,753	\$50,703	\$51,653	\$52,603	\$53,553
18	\$50,070	\$51,020	\$51,970	\$52,920	\$53,870
19	\$50,386	\$51,336	\$52,286	\$53,236	\$54,186
20	\$50,703	\$51,653	\$52,603	\$53,553	\$54,503
21	\$51,020	\$51,970	\$52,920	\$53,870	\$54,820
22	\$51,336	\$52,286	\$53,236	\$54,186	\$55,136
23	\$51,653	\$52,603	\$53,553	\$54,503	\$55,453
24	\$51,970	\$52,920	\$53,870	\$54,820	\$55,770
25	\$52,286	\$53,236	\$54,186	\$55,136	\$56,086
26	\$52,603	\$53,553	\$54,503	\$55,453	\$56,403
27	\$52,920	\$53,870	\$54,820	\$55,770	\$56,720
28	\$53,236	\$54,186	\$55,136	\$56,086	\$57,036
29	\$53,553	\$54,503	\$55,453	\$56,403	\$57,353
30	\$53,870	\$54,820	\$55,770	\$56,720	\$57,670

*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)
\$9,400	\$3,200	\$6,112

10-Month Certified Employees

Months in Contract: 10
 Working Days: 202
 Hours per Day: 7.5
 First Day: 7/31/2023
 Last Day: 6/7/2024

First Day for 10-Month Coaches: 7/17/2023
 Last Day for 10-Month Coaches: 5/24/2024

Payroll Table	80	81	82	83	84
Steps	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
0	\$46,210	\$47,210	\$48,210	\$49,210	\$50,210
1	\$46,544	\$47,544	\$48,544	\$49,544	\$50,544
2	\$46,877	\$47,877	\$48,877	\$49,877	\$50,877
3	\$47,210	\$48,210	\$49,210	\$50,210	\$51,210
4	\$47,544	\$48,544	\$49,544	\$50,544	\$51,544
5	\$47,877	\$48,877	\$49,877	\$50,877	\$51,877
6	\$48,210	\$49,210	\$50,210	\$51,210	\$52,210
7	\$48,544	\$49,544	\$50,544	\$51,544	\$52,544
8	\$48,877	\$49,877	\$50,877	\$51,877	\$52,877
9	\$49,210	\$50,210	\$51,210	\$52,210	\$53,210
10	\$49,544	\$50,544	\$51,544	\$52,544	\$53,544
11	\$49,877	\$50,877	\$51,877	\$52,877	\$53,877
12	\$50,210	\$51,210	\$52,210	\$53,210	\$54,210
13	\$50,544	\$51,544	\$52,544	\$53,544	\$54,544
14	\$50,877	\$51,877	\$52,877	\$53,877	\$54,877
15	\$51,210	\$52,210	\$53,210	\$54,210	\$55,210
16	\$51,544	\$52,544	\$53,544	\$54,544	\$55,544
17	\$51,877	\$52,877	\$53,877	\$54,877	\$55,877
18	\$52,210	\$53,210	\$54,210	\$55,210	\$56,210
19	\$52,544	\$53,544	\$54,544	\$55,544	\$56,544
20	\$52,877	\$53,877	\$54,877	\$55,877	\$56,877
21	\$53,210	\$54,210	\$55,210	\$56,210	\$57,210
22	\$53,544	\$54,544	\$55,544	\$56,544	\$57,544
23	\$53,877	\$54,877	\$55,877	\$56,877	\$57,877
24	\$54,210	\$55,210	\$56,210	\$57,210	\$58,210
25	\$54,544	\$55,544	\$56,544	\$57,544	\$58,544
26	\$54,877	\$55,877	\$56,877	\$57,877	\$58,877
27	\$55,210	\$56,210	\$57,210	\$58,210	\$59,210
28	\$55,544	\$56,544	\$57,544	\$58,544	\$59,544
29	\$55,877	\$56,877	\$57,877	\$58,877	\$59,877
30	\$56,210	\$57,210	\$58,210	\$59,210	\$60,210

*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)
\$9,400	\$3,200	\$6,112

11-Month Certified Employees

Months in Contract: 11
Working Days: 222
Hours per Day: 7.5
First Day: 7/17/2023
Last Day: 6/21/2024

Payroll Table	85	86	87	88	89
Steps	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
0	\$49,891	\$50,991	\$52,091	\$53,191	\$54,291
1	\$50,258	\$51,358	\$52,458	\$53,558	\$54,658
2	\$50,624	\$51,724	\$52,824	\$53,924	\$55,024
3	\$50,991	\$52,091	\$53,191	\$54,291	\$55,391
4	\$51,358	\$52,458	\$53,558	\$54,658	\$55,758
5	\$51,724	\$52,824	\$53,924	\$55,024	\$56,124
6	\$52,091	\$53,191	\$54,291	\$55,391	\$56,491
7	\$52,458	\$53,558	\$54,658	\$55,758	\$56,858
8	\$52,824	\$53,924	\$55,024	\$56,124	\$57,224
9	\$53,191	\$54,291	\$55,391	\$56,491	\$57,591
10	\$53,558	\$54,658	\$55,758	\$56,858	\$57,958
11	\$53,924	\$55,024	\$56,124	\$57,224	\$58,324
12	\$54,291	\$55,391	\$56,491	\$57,591	\$58,691
13	\$54,658	\$55,758	\$56,858	\$57,958	\$59,058
14	\$55,024	\$56,124	\$57,224	\$58,324	\$59,424
15	\$55,391	\$56,491	\$57,591	\$58,691	\$59,791
16	\$55,758	\$56,858	\$57,958	\$59,058	\$60,158
17	\$56,124	\$57,224	\$58,324	\$59,424	\$60,524
18	\$56,491	\$57,591	\$58,691	\$59,791	\$60,891
19	\$56,858	\$57,958	\$59,058	\$60,158	\$61,258
20	\$57,224	\$58,324	\$59,424	\$60,524	\$61,624
21	\$57,591	\$58,691	\$59,791	\$60,891	\$61,991
22	\$57,958	\$59,058	\$60,158	\$61,258	\$62,358
23	\$58,324	\$59,424	\$60,524	\$61,624	\$62,724
24	\$58,691	\$59,791	\$60,891	\$61,991	\$63,091
25	\$59,058	\$60,158	\$61,258	\$62,358	\$63,458
26	\$59,424	\$60,524	\$61,624	\$62,724	\$63,824
27	\$59,791	\$60,891	\$61,991	\$63,091	\$64,191
28	\$60,158	\$61,258	\$62,358	\$63,458	\$64,558
29	\$60,524	\$61,624	\$62,724	\$63,824	\$64,924
30	\$60,891	\$61,991	\$63,091	\$64,191	\$65,291

*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)
\$9,400	\$3,200	\$6,112

12-Month Certified Employees

Months in Contract: 12
Working Days: 240
Hours per Day: 7.5
First Day: 7/1/2023
Last Day: 6/30/2024

Payroll Table	90	91	92	93	94
Steps	Lane 1	Lane 2	Lane 3	Lane 4	Lane 5
0	\$53,572	\$54,772	\$55,972	\$57,172	\$58,372
1	\$53,972	\$55,172	\$56,372	\$57,572	\$58,772
2	\$54,372	\$55,572	\$56,772	\$57,972	\$59,172
3	\$54,772	\$55,972	\$57,172	\$58,372	\$59,572
4	\$55,172	\$56,372	\$57,572	\$58,772	\$59,972
5	\$55,572	\$56,772	\$57,972	\$59,172	\$60,372
6	\$55,972	\$57,172	\$58,372	\$59,572	\$60,772
7	\$56,372	\$57,572	\$58,772	\$59,972	\$61,172
8	\$56,772	\$57,972	\$59,172	\$60,372	\$61,572
9	\$57,172	\$58,372	\$59,572	\$60,772	\$61,972
10	\$57,572	\$58,772	\$59,972	\$61,172	\$62,372
11	\$57,972	\$59,172	\$60,372	\$61,572	\$62,772
12	\$58,372	\$59,572	\$60,772	\$61,972	\$63,172
13	\$58,772	\$59,972	\$61,172	\$62,372	\$63,572
14	\$59,172	\$60,372	\$61,572	\$62,772	\$63,972
15	\$59,572	\$60,772	\$61,972	\$63,172	\$64,372
16	\$59,972	\$61,172	\$62,372	\$63,572	\$64,772
17	\$60,372	\$61,572	\$62,772	\$63,972	\$65,172
18	\$60,772	\$61,972	\$63,172	\$64,372	\$65,572
19	\$61,172	\$62,372	\$63,572	\$64,772	\$65,972
20	\$61,572	\$62,772	\$63,972	\$65,172	\$66,372
21	\$61,972	\$63,172	\$64,372	\$65,572	\$66,772
22	\$62,372	\$63,572	\$64,772	\$65,972	\$67,172
23	\$62,772	\$63,972	\$65,172	\$66,372	\$67,572
24	\$63,172	\$64,372	\$65,572	\$66,772	\$67,972
25	\$63,572	\$64,772	\$65,972	\$67,172	\$68,372
26	\$63,972	\$65,172	\$66,372	\$67,572	\$68,772
27	\$64,372	\$65,572	\$66,772	\$67,972	\$69,172
28	\$64,772	\$65,972	\$67,172	\$68,372	\$69,572
29	\$65,172	\$66,372	\$67,572	\$68,772	\$69,972
30	\$65,572	\$66,772	\$67,972	\$69,172	\$70,372

*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	\$6,112

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	7/1/2023	7/1/2023	7/1/2023	7/1/2023
Last Day	6/30/2024	6/30/2024	6/30/2024	6/30/2024
Payroll Table	95	60	27	97
Step				
0	\$55,534	\$62,734	\$62,505	\$54,467
1	\$55,534	\$62,734	\$62,905	\$54,467
2	\$55,534	\$62,734	\$63,305	\$54,467
3	\$55,534	\$62,734	\$63,705	\$54,467
4	\$55,534	\$62,734	\$64,105	\$54,467
5	\$55,534	\$62,734	\$64,505	\$54,467
6	\$57,534	\$67,734	\$67,505	\$59,467
7	\$57,534	\$67,734	\$67,905	\$59,467
8	\$57,534	\$67,734	\$68,305	\$59,467
9	\$57,534	\$67,734	\$68,705	\$59,467
10	\$57,534	\$67,734	\$69,105	\$59,467
11	\$59,534	\$72,734	\$72,505	\$64,467
12	\$59,534	\$72,734	\$72,905	\$64,467
13	\$59,534	\$72,734	\$73,305	\$64,467
14	\$59,534	\$72,734	\$73,705	\$64,467
15	\$59,534	\$72,734	\$74,105	\$64,467
16	\$61,534	\$77,734	\$77,505	\$69,467
17	\$61,534	\$77,734	\$77,905	\$69,467
18	\$61,534	\$77,734	\$78,305	\$69,467
19	\$61,534	\$77,734	\$78,705	\$69,467
20	\$61,534	\$77,734	\$79,105	\$69,467
21	\$63,534	\$82,734	\$82,505	\$74,467
22	\$63,534	\$82,734	\$82,905	\$74,467
23	\$63,534	\$82,734	\$83,305	\$74,467
24	\$63,534	\$82,734	\$83,705	\$74,467
25	\$63,534	\$82,734	\$82,105	\$74,467

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	\$6,112

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	7/31/2023	7/17/2023	7/1/2023	7/1/2023
Last Day	6/7/2024	6/21/2024	6/30/2024	6/30/2024
Payroll Table	24	98	22	66
Step				
0	\$20,244	\$21,911	\$23,474	\$49,299
1	\$20,346	\$22,005	\$23,576	\$49,299
2	\$20,448	\$22,098	\$23,678	\$49,299
3	\$20,550	\$22,192	\$23,780	\$49,299
4	\$20,652	\$22,285	\$23,882	\$49,299
5	\$20,754	\$22,379	\$23,984	\$49,299
6	\$20,856	\$22,472	\$24,086	\$51,299
7	\$20,958	\$22,585	\$24,209	\$51,299
8	\$21,060	\$22,697	\$24,331	\$51,299
9	\$21,162	\$22,809	\$24,453	\$51,299
10	\$21,264	\$22,921	\$24,576	\$51,299
11	\$21,366	\$23,033	\$24,698	\$53,299
12	\$21,468	\$23,146	\$24,821	\$53,299
13	\$21,570	\$23,258	\$24,943	\$53,299
14	\$21,672	\$23,370	\$25,065	\$53,299
15	\$21,774	\$23,483	\$25,189	\$53,299
16	\$21,774	\$23,483	\$25,189	\$55,299
17	\$21,774	\$23,483	\$25,189	\$55,299
18	\$21,774	\$23,483	\$25,189	\$55,299
19	\$21,774	\$23,483	\$25,189	\$55,299
20	\$21,774	\$23,483	\$25,189	\$55,299
21	\$21,774	\$23,483	\$25,189	\$57,299
22	\$21,774	\$23,483	\$25,189	\$57,299
23	\$21,774	\$23,483	\$25,189	\$57,299
24	\$21,774	\$23,483	\$25,189	\$57,299
25	\$21,774	\$23,483	\$25,189	\$57,299

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	\$3,056

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	7.5
First Day	8/14/2023	8/7/2023	8/7/2023	8/7/2023	7/31/2023	7/1/2023
Last Day	5/24/2024	5/31/2024	5/31/2024	5/31/2024	6/7/2024	6/30/2024
Payroll Table	3	1	6	5	51	28
Step						
0	\$16,976	\$18,148	\$20,232	\$20,917	\$24,200	\$21,067
1	\$16,976	\$18,148	\$20,232	\$20,917	\$24,200	\$21,067
2	\$16,976	\$18,148	\$20,232	\$20,917	\$24,200	\$21,067
3	\$16,976	\$18,148	\$20,232	\$20,917	\$24,200	\$21,067
4	\$16,976	\$18,148	\$20,232	\$20,917	\$24,200	\$21,067
5	\$17,090	\$18,337	\$20,598	\$21,406	\$24,739	\$21,219
6	\$17,090	\$18,337	\$20,598	\$21,406	\$24,739	\$21,219
7	\$17,090	\$18,337	\$20,598	\$21,406	\$24,739	\$21,219
8	\$17,090	\$18,337	\$20,598	\$21,406	\$24,739	\$21,219
9	\$17,090	\$18,337	\$20,598	\$21,406	\$24,739	\$21,219
10	\$17,265	\$18,580	\$21,089	\$22,015	\$25,412	\$21,452
11	\$17,265	\$18,580	\$21,089	\$22,015	\$25,412	\$21,452
12	\$17,265	\$18,580	\$21,089	\$22,015	\$25,412	\$21,452
13	\$17,265	\$18,580	\$21,089	\$22,015	\$25,412	\$21,452
14	\$17,265	\$18,580	\$21,089	\$22,015	\$25,412	\$21,452
15	\$17,495	\$18,878	\$21,699	\$22,748	\$26,221	\$21,759
16	\$17,495	\$18,878	\$21,699	\$22,748	\$26,221	\$21,759
17	\$17,495	\$18,878	\$21,699	\$22,748	\$26,221	\$21,759
18	\$17,495	\$18,878	\$21,699	\$22,748	\$26,221	\$21,759
19	\$17,495	\$18,878	\$21,699	\$22,748	\$26,221	\$21,759
20	\$17,785	\$19,230	\$22,433	\$23,604	\$27,165	\$22,145
21	\$17,785	\$19,230	\$22,433	\$23,604	\$27,165	\$22,145
22	\$17,785	\$19,230	\$22,433	\$23,604	\$27,165	\$22,145
23	\$17,785	\$19,230	\$22,433	\$23,604	\$27,165	\$22,145
24	\$17,785	\$19,230	\$22,433	\$23,604	\$27,165	\$22,145
25	\$18,133	\$19,636	\$23,289	\$24,583	\$28,245	\$22,609

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	\$3,056

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	8/7/2023	7/1/2023	7/17/2023	7/1/2023
Last Day	5/31/2024	6/30/2024	6/21/2024	6/30/2024
Payroll Table	8	9	96	10
Step				
0	\$17,415	\$20,609	\$19,385	\$20,718
1	\$17,575	\$20,879	\$19,783	\$21,152
2	\$17,736	\$21,151	\$20,179	\$21,584
3	\$17,953	\$21,482	\$20,576	\$22,017
4	\$17,953	\$21,482	\$20,576	\$22,017
5	\$17,953	\$21,482	\$20,576	\$22,017
6	\$18,499	\$21,482	\$21,083	\$22,571
7	\$18,499	\$21,482	\$21,083	\$22,571
8	\$18,499	\$21,482	\$21,083	\$22,571
9	\$18,499	\$21,482	\$21,083	\$22,571
10	\$18,499	\$21,482	\$21,083	\$22,571
11	\$18,499	\$21,482	\$21,083	\$22,571
12	\$18,499	\$21,482	\$21,083	\$22,571
13	\$18,499	\$21,482	\$21,083	\$22,571
14	\$18,499	\$21,482	\$21,083	\$22,571
15	\$18,499	\$21,482	\$21,083	\$22,571
16	\$18,499	\$21,482	\$21,083	\$22,571
17	\$18,499	\$21,482	\$21,083	\$22,571
18	\$18,499	\$21,482	\$21,083	\$22,571
19	\$18,499	\$21,482	\$21,083	\$22,571
20	\$18,499	\$21,482	\$21,083	\$22,571
21	\$18,499	\$21,482	\$21,083	\$22,571
22	\$18,499	\$21,482	\$21,083	\$22,571
23	\$18,499	\$21,482	\$21,083	\$22,571
24	\$18,499	\$21,482	\$21,083	\$22,571
25	\$18,499	\$21,482	\$21,083	\$22,571

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	\$3,056

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	7/1/2023	7/1/2023	7/1/2023	7/1/2023	7/1/2023
Last Day	6/30/2024	6/30/2024	6/30/2024	6/30/2024	6/30/2024
Payroll Table	11	12	13	14	15
Step					
0	\$21,404	\$22,526	\$23,648	\$26,529	\$30,303
1	\$21,506	\$22,628	\$23,750	\$26,631	\$30,405
2	\$21,608	\$22,730	\$23,852	\$26,733	\$30,507
3	\$21,710	\$22,832	\$23,954	\$26,835	\$30,609
4	\$21,812	\$22,934	\$24,056	\$26,937	\$30,711
5	\$21,914	\$23,036	\$24,158	\$27,039	\$30,813
6	\$22,016	\$23,138	\$24,260	\$27,141	\$30,915
7	\$22,118	\$23,240	\$24,362	\$27,243	\$31,017
8	\$22,220	\$23,342	\$24,464	\$27,345	\$31,119
9	\$22,322	\$23,444	\$24,566	\$27,447	\$31,221
10	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
11	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
12	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
13	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
14	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
15	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
16	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
17	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
18	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
19	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
20	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
21	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
22	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
23	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
24	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323
25	\$22,424	\$23,546	\$24,668	\$27,549	\$31,323

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	\$3,056

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	8/14/2023	8/14/2023	8/14/2023	8/14/2023
Last Day	5/24/2024	5/24/2024	5/24/2024	5/24/2024
Payroll Table	20	41	21	59
Step				
0	\$19,542	\$19,184	\$17,757	\$44,112
1	\$19,542	\$19,184	\$17,757	\$44,112
2	\$19,542	\$19,184	\$17,757	\$44,112
3	\$19,542	\$19,184	\$17,757	\$44,112
4	\$19,542	\$19,184	\$17,757	\$44,112
5	\$19,542	\$19,184	\$17,757	\$44,112
6	\$19,542	\$19,184	\$17,757	\$44,112
7	\$19,542	\$19,184	\$17,757	\$44,112
8	\$19,542	\$19,184	\$17,757	\$44,112
9	\$19,542	\$19,184	\$17,757	\$44,112
10	\$19,542	\$19,184	\$17,757	\$44,112
11	\$19,542	\$19,184	\$17,757	\$44,112
12	\$19,542	\$19,184	\$17,757	\$44,112
13	\$19,542	\$19,184	\$17,757	\$44,112
14	\$19,542	\$19,184	\$17,757	\$44,112
15	\$19,542	\$19,184	\$17,757	\$44,112
16	\$19,542	\$19,184	\$17,757	\$44,112
17	\$19,542	\$19,184	\$17,757	\$44,112
18	\$19,542	\$19,184	\$17,757	\$44,112
19	\$19,542	\$19,184	\$17,757	\$44,112
20	\$19,542	\$19,184	\$17,757	\$44,112
21	\$19,542	\$19,184	\$17,757	\$44,112
22	\$19,542	\$19,184	\$17,757	\$44,112
23	\$19,542	\$19,184	\$17,757	\$44,112
24	\$19,542	\$19,184	\$17,757	\$44,112
25	\$19,542	\$19,184	\$17,757	\$44,112

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	\$3,056

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	8/14/2023	8/14/2023
Last Day	5/24/2024	5/24/2024
Payroll Table	16	17
Step		
0	\$14,345	\$18,122
1	\$14,345	\$18,122
2	\$14,345	\$18,122
3	\$14,345	\$18,122
4	\$14,345	\$18,122
5	\$14,345	\$18,122
6	\$14,345	\$18,122
7	\$14,345	\$18,122
8	\$14,345	\$18,122
9	\$14,345	\$18,122
10	\$14,345	\$18,122
11	\$14,345	\$18,122
12	\$14,345	\$18,122
13	\$14,345	\$18,122
14	\$14,345	\$18,122
15	\$14,345	\$18,122
16	\$14,345	\$18,122
17	\$14,345	\$18,122
18	\$14,345	\$18,122
19	\$14,345	\$18,122
20	\$14,345	\$18,122
21	\$14,345	\$18,122
22	\$14,345	\$18,122
23	\$14,345	\$18,122
24	\$14,345	\$18,122
25	\$14,345	\$18,122

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	\$3,056



Lincoln Parish School Board
2023-2024 Pay Rates
Effective July 1, 2023

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 <i>after January 1, 2019</i>	\$15.00	
For Paraprofessionals hired <i>before January 1, 2019</i> , 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		
Hourly Rate <i>after 3 years</i> of consecutive service completed	\$15.63	
Hourly Rate <i>after 5 years</i> 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
--	---------

Child Nutrition Pay Rates

Hourly Rate for Substitute Cafeteria Technician	\$11.00
---	---------

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, 2024.