

# LAFOURCHE PARISH SCHOOL BOARD

## 2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022



LAFOURCHE PARISH SCHOOL BOARD  
2022-2023  
SALARY SCHEDULES  
EFFECTIVE JULY 1, 2022

**TABLE OF CONTENTS**

SCHEDULE	PAGE #
Disclaimer regarding annual step increases .....	3
How To Calculate Salaries On The Teacher Schedule .....	5
Teachers .....	6
School Bus Operators .....	16
Office Personnel .....	18
Information Technology .....	20
Pupil Appraisal .....	21
Child Nutrition Personnel .....	22
Paraprofessionals & School Technology Assistants .....	23
Maintenance Personnel .....	24
Licensed Practical Nurse .....	26
ROTC Instructors .....	27
Administrators .....	29
Employee Benefits .....	31
Payroll Dates .....	32
Salary Schedule History .....	33

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**Disclaimer regarding annual step increases**

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**FY2016**

Due to projected budget shortfalls for fiscal years 2016 and 2017, the Lafourche Parish School Board, in action taken during the March 2, 2016 board meeting, approved suspension of all employee step increases for the 2015-2016 school year.

**FY2017**

All current employees will be paid from the same salary schedule step in FY2017 as they were in FY2016.

**FY2018**

The Lafourche Parish School Board declared a Reduction in Force on May 2, 2017 for FY 2018. As part of the plan to address a budget shortfall, all salaries will remain frozen. All current employees will be paid from the same salary schedule step in FY 2018 as they were in FY 2017. All performance pay was suspended for FY2018.

**FY2019**

The Lafourche Parish School Board declared a Reduction in Force on February 7, 2018 for FY 2019. As part of the plan to address a continuing budget shortfall, all salaries will remain frozen. All current employees will be paid from the same salary schedule step in FY 2019 as they were in FY 2018. All work calendars greater than 182 days will be reduced by one day for FY2018-2019. Employees assigned to these calendars will receive 1 day's pay less than stated in the salary schedule. All performance pay was suspended for FY2019.

**FY2020**

The Lafourche Parish School Board amended the LPSB Salary Schedule effective with the 2019-2020 school year to read "Employees hired on or after July 1, 2019, will be placed on the salary schedule based on their documented years of experience less the equivalent number of steps to adjust for the years in which base step increases were frozen by the board". The Lafourche Parish School Board authorized a step increase for FY2019-2020 for all employees. All current employees will be paid on one salary schedule step higher in FY 2020 than they were in FY 2019. The Lafourche Parish School Board restored the FY2019 one-day cut to employees whose annual contracts exceeded 182 days. All performance pay remains suspended for FY2020.

**FY2021**

The Lafourche Parish School Board amended the LPSB Salary Schedule effective with the 2019-2020 school year to read "Employees hired on or after July 1, 2019, will be placed on the salary schedule based on their documented years of experience less the equivalent number of steps to adjust for the years in which base step increases were frozen by the board." This remains in effect for 2020-2021. The Lafourche Parish School Board authorized a step increase for FY2020-2021 for all employees. All current employees will be paid on one salary schedule step higher in FY 2021 than they were in FY 2020. All performance pay remains suspended for FY2021.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**Disclaimer regarding annual step increases**

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**FY2022**

The Lafourche Parish School Board authorized a step increase for FY 2021-2022 as well as the reinstatement of the 2015-2016, 2016-2017 and 2017-2018 steps which were frozen by the board. The three back steps will be provided as appropriate for each employee.

All performance pay will remain suspended for FY 2022.

**FY2023**

The Lafourche Parish School Board authorized a step increase for FY 2022-2023.

All performance pay will remain suspended for FY 2023.

**LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES**

EFFECTIVE JULY 1, 2022

**HOW TO CALCULATE SALARIES ON THE TEACHER SCHEDULE**

**DESCRIPTION OF SCHEDULES:**

The first column on the schedule is marked Steps and represents the placement determined by the Human Resources Department. The second column represents the position code for teachers with a BA/BS degree. The second table to the right provides salary values for Educational Enhancements (advanced degrees).

**CALCULATION OF SALARY SCHEDULE SALARY**

First choose the Step line that matches the employee's placement level, and then go over to the BA/BS position column. The amount in that cell is the Salary Schedule Base Salary. If the employee has an advanced degree, look to the table on the right, locate the appropriate educational level and add its value to the base salary.

STEPS	BA/BS (BA13)
0	43,300
1	43,600
2	43,900
3	44,200
4	44,500
5	44,800
6	45,100
:	:
Hours	7
Days	182

EDUCATIONAL LEVEL ADJUSTMENTS	
MA/MS	4,700
+30	5,200
SPECIALIST	5,900
PHD/ED	6,700

In the example above, the salary schedule salary of \$49,500 is for a teacher on Step 5 with a masters degree.

**CALCULATION OF DAILY/HOURLY RATE PAY**

The Daily Rate of Pay is the Salary Schedule Salary plus the Educational Level Adjustment divided by the days defined in the BA/BS column of the Salary Schedule. The Hourly Rate of Pay is the Daily Rate of Pay divided by the hours defined in the BA/BS column of the Salary Schedule Salary. Using the above Salary Schedule salary for a teacher with a masters degree the rates of pay are calculated as follows.

$$\begin{aligned} \text{DAILY RATE OF PAY} &= \$49,500 / 182 = \$271.98 \\ \text{HOURLY RATE OF PAY} &= \$271.98 / 7 = \$38.85 \end{aligned}$$

**CALCULATION OF EXTENDED EMPLOYMENT**

Extended Employment is either the appropriate Daily Rate of Pay times the number of extended days or the appropriate Hourly Rate of Pay times the number of extended hours.

**CALCULATION OF 230 AND 240 DAY SALARY INCREASE INDEXING**

The rate applied to any state or local increases in salary either added to the salary schedule or as a one time payment will be indexed as listed below:

Days Employed:	Index
240	1.33
230	1.28

Exceptions to above are salary schedules based on indexing, in which case the increases are determined by the position's correlating index.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**TEACHERS**

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STEPS	BA/BS (schedule BA13)
0	43,300
1	43,600
2	43,900
3	44,200
4	44,500
5	44,800
6	45,100
7	45,400
8	45,700
9	46,000
10	46,300
11	46,600
12	46,900
13	47,200
14	47,500
15	47,800
16	48,100
17	48,400
18	48,700
19	49,000
20	49,300
21	49,600
22	49,900
23	50,200
24	50,500
25	50,800
26	51,100
27	51,400
28	51,700
29	52,000
*30	52,300
Hours	7.0
Days	182

EDUCATIONAL LEVEL ADJUSTMENTS	
MA/MS	4,700
+30	5,200
SPECIALIST	5,900
PHD/ED	6,700

\*Published salary schedule contains 31 steps; however, employees may be placed on steps beyond the schedule (based upon performance evaluations).

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES  
EFFECTIVE JULY 1, 2022

**Salary and Stipend Formula  
TEACHERS AND CERTIFICATED PERSONNEL**

	Salary or Stipend Type	Description of Salary or Stipend Type	Ineffective	Effective Emerging	Effective Proficient	Highly Effective
<b>A</b>	Base Salary	Initial/Entry Base Salary is equal to the Lafourche Parish School Board established salary schedule for each instructional personnel position type, length of employment and degree level.	√	√	√	√
<b>C</b>	Step Increase	Each teacher or other instructional personnel who is rated Effective Emerging, Effective Proficient or Highly Effective will receive an annual Step Increase that will be a Base-Building increase. Any employee rated Ineffective is not eligible for this Step Increase.		√	√	√
<b>D</b>	Effectiveness Stipend	Each teacher or other personnel who is rated Effective Emerging, Effective Proficient or Highly Effective will receive an Effectiveness Stipend. This is not a Base-Building stipend.		√	√	√
<b>E</b>	Core Teacher Stipend	Each teacher of a core subject is eligible for a Core Teacher Stipend. Teachers rated Effective Emerging, Effective Proficient or Highly Effective are eligible for this stipend. This is not a Base-Building stipend.		√	√	√
<b>F</b>	Low-Performing School Demand Stipend	Teachers at a low-performing school (D or F) within Lafourche Parish are eligible for the Demand Stipend. Teachers rated Highly Effective are eligible to receive this stipend. This is not a Base-Building stipend.				√

Category Number	Name	Stipend (D) Effectiveness	Base Building (C) Experience	Stipend (E) Core (Demand)	Stipend (F) Low Performing (Demand)
1	Ineffective	\$0	\$0	\$0	\$0
2	Emerging	\$75	\$300	\$75	\$0
3	Proficient	\$150	\$300	\$100	\$0
4	Highly Effective	\$225	\$300	\$150	\$225

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES  
EFFECTIVE JULY 1, 2022

**Salary and Stipend Formula**  
**TEACHERS AND CERTIFICATED PERSONNEL**

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NOTES (School nurses):

- (1) School nurses must hold a current license as a registered professional nurse in the state of Louisiana.
- (2) School nurses must have a minimum of two years experience as a registered nurse.
- (3) Substitute school nurses shall be hired only by authorization of the superintendent when such employment is recommended and requested by the Director of Human Resources.
- (4) For authorized school nurse substitutes who are certified, the pay shall be \$65 per day.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**Salary and Stipend Formula  
ADMINISTRATORS**

	Salary or Stipend Type	Description of Salary or Stipend Type	Ineffective	Effective Emerging	Effective Proficient	Highly Effective
<b>A</b>	Base Salary	Initial/Entry Base Salary is equal to the Lafourche Parish School Board established salary schedule for each instructional personnel position type, length of employment and degree level.	√	√	√	√
<b>C</b>	Step Increase	Each administrator or certificated personnel who is rated Effective Emerging, Effective Proficient or Highly Effective will receive an annual Step Increase that will be a Base-Building increase. Any employee rated Ineffective is not eligible for this Step Increase.		√	√	√
<b>D</b>	Effectiveness Stipend	Each administrator or certificated personnel who is rated Effective Emerging, Effective Proficient or Highly Effective will receive an Effectiveness Stipend. This is not a Base-Building stipend.		√	√	√
<b>E</b>	High Low SES Demand Stipend	Administrators in schools with a high percentage (75%) of students who qualify for Free/Reduced lunch are eligible for the demand stipend. Administrators rated Effective Emerging, Effective Proficient or Highly Effective are eligible to receive this stipend. This is not a Base-Building stipend.		√	√	√
<b>F</b>	Low-Performing School Demand Stipend	Administrators at a low-performing school (D or F) within Lafourche Parish are eligible for the Demand Stipend. Administrators rated Highly Effective are eligible to receive this stipend. This is not a Base-Building stipend.				√

Category Number	Name	Stipend (D) Effectiveness	Base Building (C) Experience	Stipend (E) H/L SES (Demand)	Stipend (F) Low Performing (Demand)
1	Ineffective	\$0	\$0	\$0	\$0
2	Emerging	\$75	\$300	\$75	\$0
3	Proficient	\$150	\$300	\$100	\$0
4	Highly Effective	\$225	\$300	\$150	\$225

LAFOURCHE PARISH SCHOOL BOARD  
 2022-2023 SALARY SCHEDULES  
 EFFECTIVE JULY 1, 2022  
**TEACHERS**

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**NOTE: (teachers)**

Teachers employed over and above 182 days shall be hired on the basis of a fixed number of days beyond the 182 days of the regular school year, and shall be paid on the basis of the Lafourche Parish School Board schedule for the additional work.

Teachers will be indexed at the following rates based on days of employment:

	Days	Index
	187	1.0275
	192	1.0550
	197	1.0825
	202	1.1100
	207	1.1374
	212	1.1649
	220	1.2088
	240	1.3300
High School Band Director	182	1.2500
High School Assistant Band Director	182	1.2100

The following are to receive extra pay above the salary schedule:

	Length of Employment	Supplement for After-School Employment
<b>Parish Coordinator</b>		
Coordinator of Instruction	202 days	

	Supplement for After-School Employment
<b>Speech Pathologist</b>	
State Licensed Speech Pathologist	\$2,000.00
Restricted State Licensed Speech Pathologist	\$1,500.00
Provisional Speech Pathology Assistant	\$1,000.00
Speech Pathology Assistant	\$1,000.00

	Length of Employment	Supplement for After-School Employment
<b>High School Position</b>		
Vocational Agriculture Instructor	240 days	
Guidance Counselor	197 days	
Distributive Education Instructor	187 days	
Cooperative Office Education Instructor	187 days	

	Length of Employment	Supplement for After-School Employment
<b>Middle School Position</b>		
Vocational Agriculture Instructor	240 days	
Guidance Counselor	192 days	
Band Director - Middle School	182 days	\$1,200.00
Band Director - Elementary School		\$750.00

LAFOURCHE PARISH SCHOOL BOARD  
 2022-2023 SALARY SCHEDULES  
 EFFECTIVE JULY 1, 2022  
**TEACHERS**

<b>Coaches High School Position</b>	Index
Athletic Director	.185
Head Football Coach	.160
Tier 1 Head Coach (Basketball, Baseball, Softball, Volleyball, Track and Soccer)	.116*
Tier 2 Head Coach (Golf, Tennis, Swimming, Cross Country, and Bowling***)	.060*
Assistant Football Coaches	.106
All Other Assistant Coaches	.085
Conditioning Coach	.050**
<b>Caps****</b>	
Athletic Director	.270
All Other Coaches	.250
<b>Coaches Middle School Position</b>	Index
Athletic Director	.045
Head Football Coach	.080
Head Coach (Basketball, Volleyball, and Track)	.050
All Other Assistant Coaches	.035
<b>Caps****</b>	
Athletic Director	.150
All Other Coaches	.130

**NOTE:**

\*Salaries will be given for individual teams provided they meet the criteria of what constitutes a team by the LHSAA.

\*\*If two conditioning coaches are needed, the index can be split but will not exceed .050.

\*\*\*Index of .06 is maximum for Bowling coaches, regardless of the number of teams.

\*\*\*\*Caps are based on the coach's homebase location.

The index is applied to the Teachers Salary schedule that is appropriate for the teacher's step and education level.

A retiree hired to coach, will receive the index stated based on a teacher's salary schedule beginning at step zero. Continual, uninterrupted service will be recognized for years of experience.

A non-faculty (CECP) coach, will receive the index stated based on the "CECP Coaches" salary schedule beginning at step zero. Continual, uninterrupted service will be recognized for years of experience.

Faculty coaches that are currently on extended employment (beyond 182 days) are indexed on the step of the Teachers' Salary Schedule which matches the step and degree should the employee work 182 days.

All high school coaches are hired for seasons as set by the Louisiana High School Athletic Association. All Middle School coaches are hired for seasons as set by the Lafourche Parish Middle School Athletic Association.

Coaching supplements are subject to leave dockings which occur during the coaching season.

Coaches are responsible for off-season conditioning program.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**TEACHERS**

Lafourche Parish School System supports and maintains equity within athletic programs and coaching positions. Beginning with the 1996-97 school year, the coaching positions outlined in this policy shall be the maximum number of coaches allotted per sport per school. All salaries for coaches shall be provided by the Lafourche Parish School Board. Additional coaches shall not be hired through other fund sources. In accordance with Constitution Article 7, Section 14, employees are prohibited from accepting bonuses or gratuities from other fund sources either within or apart from the Lafourche Parish School System. As other positions listed in this policy become vacant through attrition or otherwise, this prohibition shall become effective for all positions listed in this policy.

**High School Extracurricular Activity Sponsor Supplements**

Sponsor income is indexed based on the teachers salary schedule with step & degree.

Activity	Sponsors Limit	Index
Student Council	2	0.0200
Varsity Cheerleaders	1	0.0750
J.V. Cheerleaders	1	0.0550
*Dance Team	1	0.0750
Drama Club	1	0.0075
FCCLA	2	0.0125
FTA	1	0.0075
Class Sponsor (9th grade)	1	0.0075
Class Sponsor (10th grade)	1	0.0075
Class Sponsor 11th grade)	2	0.0125
Class Sponsor (12th grade)	2	0.0125
Distinguished Graduate	1	0.0150
SBLC/504 Chairperson	1	0.0300
RTI Chairperson	1	0.0300
ARC-Red Cross	1	0.0075
Beta Club	1	0.0085
BASIC	1	0.0075
ACT Club	1	0.0075
4-H/FFA Club	1	0.0075
Key Club	1	0.0075
VICA	1	0.0075
National Honor Society	1	0.0085
FBLA	1	0.0075
SADD	1	0.0075
Foreign Language	1	0.0075

\*Applicable only if dance team is separate from the band.

Notes:

The principal shall petition the superintendent to add a new club to the above list. The petition shall include the number of participants and after school hours. The sponsor of a new club shall not be paid the first year of the club's existence.

LAFOURCHE PARISH SCHOOL BOARD  
 2022-2023 SALARY SCHEDULES  
 EFFECTIVE JULY 1, 2022  
**TEACHERS**

**Middle School Extracurricular Activity Sponsor Supplements**

Activity	Sponsors Limit	Index
SBLC/504 Chairperson	1	0.0300
RTI Chairperson	1	0.0300
<b>The remaining activities are subject to a limit of 1 sponsor for every 35 students, maximum of 3 sponsors for each activity</b>		
Cheerleader		0.0300
Student Council		0.0150
4-H/FFA		0.0075
Beta/Honor Society		0.0075
Yearbook		0.0175
Chorus		0.0075
FCCLA		0.0075
Drama		0.0075
Golf		0.0075
Quiz Bowl		0.0075
Science		0.0075
Dance Team		0.0150
SADD		0.0075
SAVE		0.0075
Soccer		0.0075
Flag Team		0.0075
Christian Club		0.0075
Art Club		0.0075
Library Club		0.0075
Newspaper		0.0075

**Notes:**

The principal shall petition the superintendent to add a new club to the above list. The petition shall include the number of participants and after school hours. The sponsor of a new club shall not be paid the first year of the club's existence.

**Elementary School Extracurricular Activity Sponsor Supplements**

Activity	Sponsors Limit	Index
SBLC/504 Chairperson	1	0.0300
RTI Chairperson	1	0.0300
4-H Sponsor	2	0.0075
Yearbook	1	0.0175
Other Sponsors: Up to a maximum of 3 additional club sponsors	3	0.0075
Newspaper	1	0.0075
Library	1	0.0075
Boys/Girls on the Run	1	0.0075

LAFOURCHE PARISH SCHOOL BOARD  
 2022-2023 SALARY SCHEDULES  
 EFFECTIVE JULY 1, 2022  
**TEACHERS**

**Notes:**

The principal shall petition the superintendent to add a new club to the above list. The petition shall include the number of participants and after school hours. The sponsor of a new club shall not be paid the first year of the club's existence.

**Coaching/Club Sponsor pay schedule:**

Coaches will be paid based on the LHSAA season dates, charted for payment at the end of each month of the season. Spring training (football) is always associated with the upcoming year's team. CECP coaches will be paid upon completion of the sport season or at the close of the school year.

Supplements are subject to leave dockings incurred during the school calendar or coaching season as applicable.

LPSD sport seasons that differ from the LHSAA schedule are paid based on the LPSD season. (i.e. swimming, tennis)

Club sponsors are paid monthly following the 182 day calendar. Sponsor changes will follow this calendar also. All part-time sponsors will be paid in June following the close of the school year. Termination pay will be based on the date of change, either within or outside of the 182 calendar. All salaries for club sponsors shall be provided by the Lafourche Parish School Board. In accordance with Constitution Article 7, Section 14, employees are prohibited from accepting bonuses or gratuities from other fund sources either within or apart from the Lafourche Parish School System.

Part-time music teachers will be paid \$30 per hour.

All teachers doing substitute work in Lafourche Parish schools shall be paid in accordance with the following schedule:

**Day by Day:**

Certified Teacher	\$150 per day;
Certified Teacher after 10 consecutive days	\$180 per day with pre-approved LT authorization only;
Degree Teacher	\$105 per day;
Non-degree Teacher	\$75 per day.

**Contracted:**

STEP	BA/BS (schedule CSUB)
0	43,300*

\*Contracted Professional Support (non-certified) Substitute Classroom Teachers are paid on a single step salary schedule for as long as they hold the temporary position.

Individual schools establish the rate for employees working Child Care.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**CECP COACHES**

STEPS	CECP COACH 1069
0	34,170
1	34,572
2	34,972
3	35,377
4	35,777
5	36,180
6	36,583
7	36,985
8	37,387
9	38,017
10	38,647
11	39,333
12	40,037
13	40,760
14	40,822
15	40,884

STEPS	CECP COACH 1069
16	41,629
17	41,690
18	41,754
19	42,516
20	42,579
21	42,641
22	43,426
23	43,490
24	43,551
25	44,359
26	44,421
27	44,482
28	44,544
29	44,607
30	44,669
Hours	7.0
Days	LHSAA Season

LAFOURCHE PARISH SCHOOL BOARD  
 2022-2023 SALARY SCHEDULES  
 EFFECTIVE JULY 1, 2022  
**SCHOOL BUS OPERATORS**

YEARS OF EXP	BD-1 5010	BD-3 5040**
0	20,465	15,650
1	20,530	15,710
2	20,595	15,770
3	20,660	15,830
4	20,725	15,890
5	20,790	15,950
6	20,855	16,010
7	20,920	16,070
8	20,985	16,130
9	21,050	16,190
10	21,115	16,250
11	21,180	16,310
12	21,245	16,370
13	21,310	16,430
14	21,375	16,490
15	21,440	16,550
16	21,505	16,610
17	21,570	16,670
18	21,635	16,730
19	21,700	16,790
20	21,765	16,850
21	21,830	16,910
22	21,895	16,970
23	21,960	17,030
24	22,025	17,090
25	22,090	17,150
26	22,155	17,210
27	22,220	17,270
28	22,285	17,330
29	22,350	17,390
*30	22,415	17,450
Hours	5.0	5.0
Days	180	180

Index applied to BD-1	Description	Hours	Days
1.85	Transporation Dispatcher	N/A	240

LE	DESCRIPTION
BD-1	School Bus Operators - bus size 14' to 28'
BD-3	School Bus Attendants

\*Published salary schedule contains 31 steps; however, employees may be placed on steps beyond the schedule up to step 40.

\*\*The district currently has a freeze on the hiring of full-time Bus Monitors

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES  
EFFECTIVE JULY 1, 2022  
**SCHOOL BUS OPERATORS**

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NOTES:

- (1a) Certified substitute bus operators shall receive \$100 per day for substitute work, which is based upon 6 routes per day. Payment will be prorated based upon the number of routes driven that are less than 6 per day. An operator will be paid \$10 per extra route.
- (1b) Substitute school bus attendants shall be hired only by authorization of the Superintendent when such employment is recommended and requested by the Director of Human Resources.
- (1c) For authorized substitute school bus attendants, the pay shall be \$52.36 per day.
- (2) Bus operators and bus attendants employed over and above 180 days shall be hired on the basis of a fixed number of days beyond the 180 days of the regular school year, and shall be paid on the basis of the minimum salary schedule rate for the additional work.
- (3) Bus monitors may be hired by authorization of the Superintendent at a minimum hourly rate of \$14.51 to assist special needs bus riders.
- (4) Full-time Bus Operators will be paid \$10 per route for driving alternate routes.
- (5) Employees hired to move buses will be paid \$10 per move.
- (6) Coaches who drive for sporting events may be paid a maximum of \$75 per trip.
- (7) Employees paid via an ancillary or temporary contracts must adhere to the rates set above and all contracts must be initiated by the Transportation Supervisor.

**EDUCATIONAL ENHANCEMENT:**

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Associate Degree: \$500  
Bachelor's Degree: \$750  
Master's Degree: \$1,000

These enhancements will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**OFFICE PERSONNEL**

District Level Clerical Positions:

YEARS OF EXP	O-9 3310	YEARS OF EXP	DLCL Clerk
0	24,210	16	27,410
1	24,410	17	27,610
2	24,610	18	27,810
3	24,810	19	28,010
4	25,010	20	28,210
5	25,210	21	28,410
6	25,410	22	28,610
7	25,610	23	28,810
8	25,810	24	29,010
9	26,010	25	29,210
10	26,210	26	29,410
11	26,410	27	29,610
12	26,610	28	29,810
13	26,810	29	30,010
14	27,010	30	30,210
15	27,210		
		Hours	7.5
		Days	240

School Based Clerical Positions:

YEARS OF EXP	O-11 3370	YEARS OF EXP	SLCL Elem Sec
0	19,925	16	22,325
1	20,075	17	22,475
2	20,225	18	22,625
3	20,375	19	22,775
4	20,525	20	22,925
5	20,675	21	23,075
6	20,825	22	23,225
7	20,975	23	23,375
8	21,125	24	23,525
9	21,275	25	23,675
10	21,425	26	23,825
11	21,575	27	23,975
12	21,725	28	24,125
13	21,875	29	24,275
14	22,025	30	24,425
15	22,175		
		Hours	7.0
		Days	205

District Level Clerical Positions:

Index applied to DLCL	Description	Hours	Days
1.12	EPSDT Secretary Pupil Appraisal Center Coordinator's Secretary Meal Application & Verification Processor Supervisor/Manager Secretary Accounts Payable Specialist Accounts Payable Clerk Bookkeeper/Accounting Clerk Child Nutrition Purchasing Clerk/Secretary Purchasing Specialist	7.5	240
1.40	Executive Secretary - Human Resources Payroll Specialist Benefit Specialist	7.5	240
1.70	Executive Secretary to the Superintendent	7.5	240

School Based Clerical Positions:

Index applied to SLCL	Description	Hours	Days
1.09	Secretary III (Middle School) Itinerant Bookkeeper	7	210
1.14	Secretary IV (High School) Secretary V (High School) Guidance Secretary	7	220
1.21	Bookkeeper	7	230

\*Published salary schedule contains 31 steps; however, employees may be placed on steps beyond the schedule up to step 40.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**OFFICE PERSONNEL**

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EDUCATIONAL ENHANCEMENT:

Associate Degree:	\$500
Bachelor's Degree:	\$750
Master's Degree:	\$1000

This enhancement will be added to the salary of employees in the clerical field for degrees earned beyond the qualifications as stipulated in the job descriptions.

CERTIFICATION ENHANCEMENT:

LIAA Certified Administrative Assistant certification	\$1,000
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This enhancement will be added to the salary of employees in the clerical field for certification earned beyond the qualifications as stipulated in the job descriptions.

The salary schedule for office personnel (including main office, branch office, and schools) is based on a pay-grade level system. Full-time work for an office worker is defined as 12 months' employment at 7 1/2 hours of work per day. An office worker employed for less than full-time shall be hired on the basis of a fixed number of days beyond the 180 days of a regular school year.

NOTES:

- (1) An employee advanced to a higher pay-grade level in a similar area of employment shall receive the pay grade for the years of employment at the time of advancement.
- (2) An employee advanced to a higher pay-grade level in employment dissimilar to the one held at the time of advancement shall begin at the "years experience" point that shall produce the next greater salary above that received at the time of advancement.
- (3) Part-time clerical employees are paid \$14.59 per hour.
- (4) Substitute office personnel shall be paid \$8.00 per hour.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**INFORMATION TECHNOLOGY**

YEARS OF EXP	DLIT Technology Specialist
0	31,450
1	31,655
2	31,860
3	32,065
4	32,270
5	32,475
6	32,680
7	32,885
8	33,090
9	33,295
10	33,500
11	33,705
12	33,910
13	34,115
14	34,320
15	34,525
16	34,730
17	34,935
18	35,140
19	35,345
20	35,550
21	35,755
22	35,960
23	36,165
24	36,370
25	36,575
26	36,780
27	36,985
28	37,190
29	37,395
*30	37,600
Hours	7.5
Days	240

EDUCATIONAL ENHANCEMENT:

Associate Degree: \$ 500

Bachelor's Degree: \$ 750

Master's Degree: \$ 1,000

This enhancement will be added to the salary of all support employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

TRAINING ENHANCEMENT:

Dell Computer Certification \$ 500

A+ Certification \$ 500

This yearly enhancement will be added to the salary of employees in the Computer Repair/ Installation Technician after the certification is attained.

\*Published salary schedule contains 31 steps; however, employees may be placed on steps beyond the schedule up to step 40.

Index applied to DLIT	Description	Hours	Days
1.20	Computer Repair/Installation Tech	7.5	240

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**PUPIL APPRAISAL**

STEPS	BA/BS (schedule PACB)
0	48,800
1	49,135
2	49,470
3	49,805
4	50,140
5	50,475
6	50,810
7	51,145
8	51,480
9	51,815
10	52,150
11	52,485
12	52,820
13	53,155
14	53,490
15	53,825
16	54,160
17	54,495
18	54,830
19	55,165
20	55,500
21	55,835
22	56,170
23	56,505
24	56,840
25	57,175
26	57,510
27	57,845
28	58,180
29	58,515
**30	58,850
Hours	7.5
Days	202

EDUCATIONAL LEVEL ADJUSTMENTS	
MA/MS	5,250
+30	5,800
SPECIALIST or LCSW*	6,550
PHD/ED	7,450

INDEX	
182 days	0.9010
192 days	0.9505
210 days	1.0396
240 days	1.1881

(1) The above salary schedule is for 202 days of employment. The Coordinator of the Pupil Appraisal Program shall be hired for 240 days. Pupil Appraisal personnel employed over and above 202 days shall be hired on the basis of a fixed number of days beyond the 202 days of the regular school year, and shall be paid on the appropriate index for the additional work.

(2) The pupil appraisal liaison person shall be hired for 202 days of employment with salary in accordance with the Lafourche Parish Salary Schedule for Teachers.

(3) Substitutes for pupil appraisal personnel shall be hired only by authorization of the Superintendent when such employment is recommended and requested by the Director of Human Resources.

\*LCSW - Licensed Clinical Social Worker

\*\*Published salary schedule contains 31 steps; however, employees may be placed on steps beyond the schedule (based upon performance evaluations).

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**CHILD NUTRITION PERSONNEL**

YEARS OF EXP	CNUT TECHNICIAN
0	18,030
1	18,240
2	18,450
3	18,660
4	18,870
5	19,080
6	19,290
7	19,500
8	19,710
9	19,920
10	20,130
11	20,340
12	20,550
13	20,760
14	20,970
15	21,180
16	21,390
17	21,600
18	21,810
19	22,020
20	22,230
21	22,440
22	22,650
23	22,860
24	23,070
25	23,280
26	23,490
27	23,700
28	23,910
29	24,120
*30	24,330
Hours	7.0
Days	180

Index applied to CNUT	Description	Hours	Days
1.07	Porter/Asst Manager	7	180
1.17	CN Manager 0-599	N/A	185
1.20	CN Manager 600-999	N/A	185
1.45	Area Manager	N/A	200
1.63	Warehouse Attendant	8	240
1.79	Accountant/Office Mgr	N/A	240

**EDUCATIONAL ENHANCEMENT:**

Associate Degree: \$500

Bachelor's Degree: \$750

Master's Degree: \$1,000

These enhancements will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

Part-time child nutrition technicians are paid \$10.00 per hour.

\*Published salary schedule contains 31 steps; however, employees may be placed on steps beyond the schedule up to step 40.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**PARAPROFESSIONALS & SCHOOL TECHNOLOGY ASSISTANTS**

YEARS OF EXP	SALARY 1510	YEARS OF EXP	SALARY 1510
0	19,435	21	20,800
1	19,500	22	20,865
2	19,565	23	20,930
3	19,630	24	20,995
4	19,695	25	21,060
5	19,760	26	21,125
6	19,825	27	21,190
7	19,890	28	21,255
8	19,955	29	21,320
9	20,020	*30	21,385
10	20,085		
11	20,150		
12	20,215		
13	20,280		
14	20,345		
15	20,410		
16	20,475		
17	20,540		
18	20,605		
19	20,670		
20	20,735		
Hours	7.0		
Days	180		

YEARS OF EXP	SALARY 1512	YEARS OF EXP	SALARY 1512
0	20,705	21	22,175
1	20,775	22	22,245
2	20,845	23	22,315
3	20,915	24	22,385
4	20,985	25	22,455
5	21,055	26	22,525
6	21,125	27	22,595
7	21,195	28	22,665
8	21,265	29	22,735
9	21,335	*30	22,805
10	21,405		
11	21,475		
12	21,545		
13	21,615		
14	21,685		
15	21,755		
16	21,825		
17	21,895		
18	21,965		
19	22,035		
20	22,105		
Hours	7.5		
Days	180		

**EDUCATIONAL ENHANCEMENT:**

Associate Degree:	\$500
Bachelor's Degree:	\$750
Master's Degree	\$1,000
Interpreters	\$1,200

These enhancements will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

All paraprofessionals doing substitute work in Lafourche Parish schools shall be paid \$56 per day or \$8 per hour for the portion of the day worked if less than a full 7 hour day.

\*Published salary schedule contains 31 steps; however, employees may be placed on steps beyond the schedule up to step 40.

LAFOURCHE PARISH SCHOOL BOARD  
 2022-2023 SALARY SCHEDULES  
 EFFECTIVE JULY 1, 2022  
**MAINTENANCE PERSONNEL**

District Level Maintenance Positions

YEARS OF EXP	DLMN
0	29,150
1	29,260
2	29,370
3	29,480
4	29,590
5	29,700
6	29,810
7	29,920
8	30,030
9	30,140
10	30,250
11	30,360
12	30,470
13	30,580
14	30,690
15	30,800
16	30,910
17	31,020
18	31,130
19	31,240
20	31,350
21	31,460
22	31,570
23	31,680
24	31,790
25	31,900
26	32,010
27	32,120
28	32,230
29	32,340
*30	32,450
Hours	8.0
Days	240

School Based Janitorial Positions

YEARS OF EXP	SLMN
0	24,450
1	24,555
2	24,660
3	24,765
4	24,870
5	24,975
6	25,080
7	25,185
8	25,290
9	25,395
10	25,500
11	25,605
12	25,710
13	25,815
14	25,920
15	26,025
16	26,130
17	26,235
18	26,340
19	26,445
20	26,550
21	26,655
22	26,760
23	26,865
24	26,970
25	27,075
26	27,180
27	27,285
28	27,390
29	27,495
*30	27,600
Hours	8.0
Days	240

District Level Maintenance Positions

Index applied to DLMN	Description	Hours	Days
1.10	Mechanic Grade 2	8	240
1.20	Warehouse Attendant	8	240
1.25	Mechanic Specialist	8	240
1.42	Leaderman	8	240
1.65	Asst Manager	N/A	240
1.86	Maintenance Manager	N/A	240

School Based Janitorial Positions

Index applied to SLMN	Description	Hours	Days
1.09	Head Janitor	8	240

\*Published salary schedule contains 31 steps; however, employees may be placed on steps beyond the schedule up to step 40.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES  
EFFECTIVE JULY 1, 2022  
**MAINTENANCE PERSONNEL**

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EDUCATIONAL ENHANCEMENT:

Associate Degree: \$500  
Bachelor's Degree: \$750  
Master's Degree: \$1,000

This enhancement will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

CERTIFICATION ENHANCEMENT:

Asbestos Inspector Certification: \$800  
School Pesticide Safety Applicators Certification: \$800  
Waste Water Collection Certification: \$800  
Waste Water Treatment Certification: \$800

This enhancement will be added to the salary of employees in the maintenance field for certification earned beyond the qualifications as stipulated in the job descriptions.

The salary schedule for maintenance personnel is based on a pay-grade level system. Positions demanding less than full-time work shall receive the pay-grade level rated on an index according to the time worked. Full-time work for maintenance personnel is defined as 12 months at 8 hours of work per day.

NOTES:

(1a) An employee advanced to a higher pay-grade level in a similar area of employment shall receive the pay grade for the years of employment at the time of advancement.

(1b) An employee advanced to a higher pay-grade level in employment dissimilar to the one held at the time of advancement shall begin at the "years experience" point that shall produce the next greater salary above that received at the time of advancement.

(2) Substitute janitors and maintenance personnel shall be paid \$8.00 per hour.

(3) Substitute janitors shall not be hired during the summer months. In the event of the prolonged illness of a janitor during the summer, where the possibility exists that a school shall not be ready for the opening of school, the Superintendent is authorized to approve the employment of a substitute janitor when such employment is recommended and requested by the Director of Human Resources.

(4) Part-time janitorial employees are paid \$13.00 per hour.

LAFOURCHE PARISH SCHOOL BOARD  
 2022-2023 SALARY SCHEDULES  
 EFFECTIVE JULY 1, 2022  
**LICENSED PRACTICAL NURSE**

YEARS OF EXP	SALARY 1520	YEARS OF EXP	SALARY 1520
0	26,650	21	31,165
1	26,865	22	31,380
2	27,080	23	31,595
3	27,295	24	31,810
4	27,510	25	32,025
5	27,725	26	32,240
6	27,940	27	32,455
7	28,155	28	32,670
8	28,370	29	32,885
9	28,585	30	33,100
10	28,800		
11	29,015		
12	29,230		
13	29,445		
14	29,660		
15	29,875		
16	30,090		
17	30,305		
18	30,520		
19	30,735		
20	30,950		
Hours	7.0		
Days	180		

**EDUCATIONAL ENHANCEMENT:**

Associate Degree:	\$	500.00
Bachelor's Degree:	\$	750.00
Master's Degree:	\$	1,000.00

These enhancements will be added to the salary of employees for degrees earned beyond the qualifications as stipulated in the job descriptions.

Index Applied to 1520	Description	Hours	Days
1.05	McKinney-Vento Case Manager	7	210

\*Published salary schedule contains 31 steps; however, employees may be placed on steps beyond the schedule up to step 40.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**ROTC INSTRUCTORS**

YEARS OF EXP	ROTC -1 1010	ROTC -2 1040	ROTC -3 1050	ROTC -4 1060
0	43,763	41,088	37,828	37,359
1	43,819	41,144	37,884	37,415
2	43,874	41,200	37,939	37,471
3	43,929	41,256	37,995	37,527
4	43,984	41,312	38,050	37,583
5	44,041	41,369	38,105	37,639
6	44,096	41,424	38,160	37,695
7	44,152	41,480	38,216	37,751
8	44,207	41,536	38,271	37,807
9	44,262	41,592	38,327	37,863
10	44,317	41,648	38,381	37,919
11	44,381	41,713	38,445	37,983
12	44,445	41,776	38,509	38,045
13	44,508	41,841	38,573	38,111
14	44,571	41,903	38,635	38,176
15	44,636	41,967	38,699	38,238
16	44,698	42,033	38,764	38,303
17	44,763	42,096	38,825	38,366
18	44,825	42,160	38,890	38,431
19	44,889	42,224	38,953	38,495
20	44,953	42,289	39,017	38,559
21	45,015	42,352	39,080	38,623
22	45,078	42,417	39,144	38,687
23	45,142	42,482	39,207	38,753
24	45,207	42,544	39,270	38,816
25	45,269	42,609	39,335	38,880
26	45,333	42,674	39,397	38,944
27	45,397	42,737	39,461	39,008
28	45,459	42,801	39,524	39,072
29	45,523	42,866	39,587	39,137
30	45,588	42,930	39,651	39,201
31	45,650	42,994	39,716	39,264
32	45,714	43,058	39,777	39,328
33	45,777	43,121	39,842	39,391
34	45,841	43,185	39,905	39,457
35	45,904	43,249	39,968	39,521
36	45,968	43,314	40,032	39,584
37	46,031	43,378	40,096	39,649
38	46,094	43,442	40,160	39,713
39	46,158	43,505	40,222	39,777
40	46,221	43,570	40,287	39,840
Hours	7.5	7.0	7.5	7.0
Days	240	240	240	240
\$ Inc	1,355	1,355	0	1,355
% Inc	0.00%	0.00%	0.00%	0.00%

LAFOURCHE PARISH SCHOOL BOARD  
 2022-2023 SALARY SCHEDULES  
 EFFECTIVE JULY 1, 2022  
**ROTC INSTRUCTORS**

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SCHEDULE	DESCRIPTION
ROTC -1:	Supervisor of Junior ROTC Program
ROTC -2:	Senior Army Instructor; ROTC Instructor
ROTC -3:	Military Property Specialist
ROTC -4:	Instructor

NOTES:

- (1) The local salary schedule is in addition to the Army reimbursement pay. In the event this salary, as established, is less than the DA reimbursement pay, the above local salary shall be adjusted to equal the DA reimbursement pay for instructors. However, the Military Property Custodian does not receive Army reimbursement pay.
- (2) Substitute Junior ROTC personnel shall be hired only by authorization of the Superintendent when such employment is recommended and requested by the Director of Human Resources.
- (3) The term "experience" as used in the schedule shall mean employment in Junior ROTC by the Lafourche Parish School Board.
- (4) Junior ROTC personnel shall be employed on a 12-month basis.

LAFOURCHE PARISH SCHOOL BOARD  
 2022-2023 SALARY SCHEDULES  
 EFFECTIVE JULY 1, 2022  
**ADMINISTRATORS**

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**Principal Index**

110	Elementary Principal	1.48
114	Middle School Principal	1.57
118	High School Principal	1.63

**Assistant Principal Index**

122	Elem Asst Principal 0-600 Students	1.18
126	Elem Asst Principal >600 Students	1.21
130	Middle School Asst Principal	1.25
135	High School Asst Principal	1.42

**Administrator Index**

143	Assistant Superintendent	1.77
138	Director	1.66
212	Supervisor	1.52
155	Manager	1.43

**Professionals**

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**PROFESSIONAL INDEX**

147/148	LEAD ACCOUNTANT/INTERNAL AUDITOR/SAFETY MANAGER/PURCHASING AGENT/TRANSPORTATION MANAGER	1.28
658	ACCOUNTANT/GRANT ACCOUNTANT	1.12
665	NETWORK ADMINISTRATOR	1.36
151	SYSTEM ANALYST	1.36

**PROFESSIONAL INDEX (CONT.)**

209	QUALIFIED EDUCATIONAL INTERPRETER	0.85
656	PRINT SHOP	1.21

**All indexes represent the starting index for each position.**

The indexes are applied to the Teacher's Salary Schedule based on step and education level.

LAFOURCHE PARISH SCHOOL BOARD  
 2022-2023 SALARY SCHEDULES  
 EFFECTIVE JULY 1, 2022  
**ADMINISTRATORS**

Days Employed:

Position	Days	Position	Days
Principals		Assistant Principals	
Elementary	230	Elementary	205
Middle`	230	Middle`	205
Secondary	240	Secondary	230
Superintendent	240	Managers	240
Directors	240	Professionals	240
Supervisors	240		

**EDUCATIONAL ENHANCEMENT:**

Master's Degree: Equivalent to MA/MS Teachers Salary Schedule with the positions' correlating index.  
 CPA Certification: Equivalent to MA/MS Teachers Salary Schedule with the positions' correlating index.

**NOTES:**

- (1) An employee advanced to a higher pay-grade level in a similar area of employment shall receive the pay grade for the years of employment at the time of advancement.
- (2) An employee advanced to a higher pay-grade level in employment dissimilar to the one held at the time of advancement shall begin at the "years experience" point that shall produce the next greater salary above that received at the time of advancement.
- (3) These salary schedules are considered "Certified" and are to receive the State "Certified" salary increases

LAFOURCHE PARISH SCHOOL BOARD  
 2022-2023 SALARY SCHEDULES  
 EFFECTIVE JULY 1, 2022  
**EMPLOYEE BENEFITS**

TYPE	EMPLOYEE RATE	EMPLOYER RATE	COMBINED RATE	BASIS
<b>Group Health Insurance:</b>				
Single	\$162.70	\$380.33	\$543.03	per month
Two Party	\$403.69	\$511.23	\$914.92	per month
Family	\$732.63	\$716.21	\$1,448.84	per month
Group Life Insurance		\$8.10	\$8.10	per month
Dental	\$14.61 - \$88.15	\$5.00	\$29.47 - \$93.15	per month
<b>Retirement:</b>				
Teacher Retirement:	8.00%	24.80%	32.80%	Rates for all salary payments to teachers, teacher aides, secretaries, school and central office management, secretaries, clerks, etc.
TRSL Plan A	9.10%	24.80%	33.90%	School lunch employees hired before July 1, 1983
TRSL ORP	8.00%	27.00%	35.00%	Rates for all salary payments to individuals who were in ORP prior to joining LPSD.
School Employees' Retirement System:	8.00%	27.60%	35.60%	Rates for all salary payments to bus operators and maintenance personnel.
State Employees' Retirement System:	7.50%	40.40%	47.90%	Rates for all salary payments to individuals who remain in the State Employees Retirement System.
FICA (Social Security Tax) -	6.20%	6.20%	12.40%	Rates for all salary payments to part-time or seasonal employees.
Medicare Tax:	1.45%	1.45%	2.90%	Rates for salary payments to personnel hired after March 31, 1986 or for those paying FICA.
Medicare Tax:	2.35%	1.45%	3.80%	Rates for salary payments to personnel contributing to MC , on earnings in excess of \$200,000.
<b>Workers Compensation:</b>				
Transportation		9.07%	9.07%	Salary of bus drivers and transportation aides
Professional		0.71%	0.71%	Salary of teachers, paraprofessionals, and other professional employees
Other		7.36%	7.36%	Salary of maintenance, janitorial and school lunch employees

LAFOURCHE PARISH SCHOOL BOARD  
 2022-2023 SALARY SCHEDULES  
 EFFECTIVE JULY 1, 2022  
**PAYROLL DATES**

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PAYROLL PERIODS	CONTRACT DAYS FOR 182 DAY EMPLOYEES	REPORTS DUE	PAYDAY
July 1 - July 31		Wednesday, August 3	Friday, August 19
August 1 - August 31	23	Tuesday, September 6	Tuesday, September 20
September 1 - September 30	21	Wednesday, October 5	Thursday, October 20
October 1 - October 31	20	Friday, November 3	Friday, November 18
November 1 - November 30	17	Monday, December 5	Tuesday, December 20
December 1 - December 31	12	Wednesday, January 4	Friday, January 20
January 1 - January 31	21	Friday, February 3	Monday, February 20
February 1 - February 23	15	Friday, March 3	Monday, March 20
March 1 - March 31	23	Wednesday, April 5	Thursday, April 20
April 1 - April 30	14	Wednesday, May 3	Friday, May 19
May 1 - May 31	16	Monday, June 5	Tuesday, June 20
June 1 - June 30		Thursday, June 29	Thursday, July 13

Note: Dates shown in red deviate from the normal reporting schedule, which provides 3 working days to prepare and submit monthly payroll reports.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**SALARY SCHEDULE HISTORY**  
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
4/29/1965	9	8	Sales tax ordinance adopted for original 1% tax
7/7/1965	9	57	1965-66 salary schedules adopted
6/1/1966	9	125	Across-the-board raise granted all employees - \$300 annually to professional personnel; \$20 monthly to all other employees
7/6/1966	9	127	1966-67 salary schedules adopted; clerks' period of employment set
8/3/1966	9	133	1966-67 principals' schedule revised
10/5/1966	9	142	\$1,400 annual increase granted to assistant superintendents & supervisors effective July 1, 1966
1/4/1967	9	160	Salary increase granted by State Legislature
4/5/1967	9	176	1967-68 schedules adopted--retroactive to include second half of 1966-67 school year
5/1/1968	9	277	Endorsed state increase for school bus operators as proposed by United School Committee
5/1/1968	9	277	LPTA requested Board to distribute surplus sales tax funds to teachers
9/4/1968	9	311	Teachers assured that 1968-69 salaries would be at least same as 1967-68; Legislature failed to make adjustment.
2/5/1969	9	336	Report on financial condition; guaranteed teachers no cut in salary
3/5/1969	9	341	Annual increase of \$150 to professional personnel and \$75 to non-professional personnel for 1969-70; 1/3 of that amount paid out for remainder of 1968-69 year (parish raise, with no help from State)
6/10/1970	9	439	Principals granted one-half time requested for additional employment
9/2/1970	9	456	1970-71 salary schedules adopted (included state pay raise)
9/2/1970	9	461	Set superintendent's annual salary at \$26,000
10/7/1970	9	466	Extended teachers' salary schedule to include Specialist in Ed. and Ph.D. or Ed.D. Degree
9/8/1971	10	37	1971-72 salary schedules adopted (after discussing President Nixon's wage & price freeze)--included remaining 1/4 implementation of raises enacted by State Legislature in 1968, 3/4 of which was granted for 1970-71
10/6/1971	10	45	Approved granting of pay increases to employees, but not in defiance of President's wage & price freeze
8/16/1972	10	108	1972-73 salary schedules adopted
11/8/1972	10	125	Adopted salary schedules for clerical personnel
11/8/1972	10	128	Additional discussion on above salary schedules adopted at same meeting; \$20 minimum monthly increase guaranteed
8/1/1973	10	183	1973-74 salary schedules adopted (same as last year, with supplemental pay being issued in lump sum amount at end of fiscal year-- result of revenue-sharing funds)
1/1/1974	10	205	5.5% cost-of-living increase granted for 2nd half of 1973-74 school year
8/7/1974	10	248	5.5% State increase received for 2nd half of 1973-74 extended into 1974-75 school year
8/7/1974	10	248	1974-75 salary schedules adopted (all except operators)
8/7/1974	10	248	\$200 annually to all employees (to be evaluated at end of year)
9/4/1974	10	258	1974-75 salary schedule for bus operators
3/5/1975	10	290	Salary supplement for assistant principals adjusted

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**SALARY SCHEDULE HISTORY**  
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
3/5/1975	10	290	Accepted state salary increase (5% for 2nd semester, or 2+% annually, based on full salaries); parish, 5% (\$30) on local supplement, for 2nd semester
3/5/1975	10	290	5% increase on local supplement (\$30) for 2nd half of 1974-75 only
8/20/1975	10	334	Acts of State Legislature implemented, granting salary increases to all personnel (and also increasing mileage allowance)
8/20/1975	10	334	\$200 local supplement continued for 1975-76; \$30 local supplement (5%) continued for 1975-76; \$170 added for all employees for 1975-76 (Result--\$1400 total local supplement above state salary schedule)
8/18/1976	10	427	Continued for 1976-77 the \$400 local salary supplement previously granted
8/18/1976	10	427	\$300 additional salary supplement granted all employees for 1976-77; 1976-77 salary schedules adopted for all employees except janitors & cooks
9/8/1976	10	441	1976-77 school lunch workers' salary schedule adopted
10/6/1976	10	447	1976-77 custodial employees' salary schedule adopted
8/22/1977	11	34	\$700 local supplement continued for 1977-78, as long as funds available
8/22/1977	11	34	\$1500 professional/\$900 non-professional state increase
8/22/1977	11	34-38	1977-78 salary schedules adopted; Supt. to place Communications Specialist in category; coaches & administrators to be handled later
9/7/1977	11	42-43	1977-78 salary schedules approved for ROTC, maintenance, and supplements and periods of employment for various other categories; number of junior high school coaches fixed
10/5/1977	11	53	Administrators' salary schedule index adopted
12/7/1977	11	75	Administrators' salary schedule index revised (because of inequities)
12/7/1977	11	77	Motion passed--all non-professional personnel to be included in any new proposals for salary increases
1/4/1978	11	84	Annual increments beyond 10 years of service granted to all school personnel
1/4/1978			\$45 annual increments to teachers ) beyond 10 years' experience, \$30 annual increments to others ) effective mid-term 1977-78
5/3/1978	11	147	Approved supt.'s recommendations re change in salary supplements and extended employment for teachers
7/26/1978	11	172	1978-79 salary schedules adopted—to remain in effect until some change is adopted same as prior schedule
7/26/1978	11	172	\$700 local supplement continued indefinitely, as long as funds available
8/15/1979	11	297-304	1979-80 salary schedules adopted for all employees
10/3/1979	11	314	Increase bus driver operational allowance.
11/14/1979	11	339	Special election called (for 1/19/80) to fund salaries
12/7/1979	11	350	\$200 + 1.5% from sales tax funds remaining, contingent upon passage of 7-mill tax (administrators excluded). Upon passage of 7-mill tax, schedules were to be amended to include above increases, and administrators would then receive the index provided for in their positions.
2/6/1980	11	372	4% operational increase granted to bus operators
2/6/1980	11	374	Supt. advised that method of payment of both state and local salary increases to be in one lump sum

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**SALARY SCHEDULE HISTORY**  
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
8/6/1980	11	428-436	1980-81 salary schedules adopted
2/4/1981	11	490	\$250 + 2% of employee's salary, retroactive to 2nd semester of 1980-81, with the understanding that any additional monies anticipated for the 1981-82 school year will be incorporated into the salary schedule for that year
6/3/1981	12	49-55	1981-82 salary schedules adopted
7/1/1981	12	62	Revised coaches' salary schedule approved
8/5/1981	12	67-73	1981-82 salary schedules amended to include 6.67% State increase
10/7/1981	12	88	School bus operators' salary schedule revised to comply with State operational rates
4/7/1982	12	138	Approved extra compensation for teachers involved with extracurricular activities
6/2/1982	12	174-184	1982-83 salary schedules adopted for all employees
4/6/1983	12	243	Abolished extra pay for extracurricular activities
6/1/1983	12	269-78	1983-84 salary schedules adopted for all employees
2/1/1984	12	335	Added 0-300 category for elementary principals and assistant principals
4/4/1984	12	346	\$300 salary adjustment increase granted to each regular, full-time employee for 1983-84 fiscal year only, conditioned upon the anticipated restoration of funds previously cut at state level earlier in the fiscal year
8/1/1984	12	394-491	1984-85 salary schedules adopted for all employees (reflecting the 5.8333% state salary increase)
6/5/1985	12	482-491	1985-86 Salary scheduled included remaining 7% state increase
8/14/1985	13	14	Adjust the number of days of extended employment of certain instructional personnel
8/3/1988	13	379	State funded salary increases added to teacher and pupil appraisal schedules
8/3/1988	13	380	Salary differential schedule included for administrators
8/2/1989	14	1	State funded salary increases added to teacher and pupil appraisal schedules
8/1/1990	14	86-87	State funded salary increases added to teacher and pupil appraisal schedules
9/5/1990	14	97	Deleted schedule M-11
9/5/1990	14	99	Amended food service salary schedule
11/7/1990	14	111	3% salary increase-support personnel effective 11/1/90 from local funds
7/2/1991	14	192-193	State funded salary increases added to teacher and pupil appraisal schedules
12/4/1991	14	245-249	1991-92 state granted support personnel \$600 effective 9/1/91 (5/6 implementation)
5/6/1992	14	308	Amended salary schedule for data processing personnel
7/1/1992			1992-93 remaining state support personnel raise implemented
9/9/1992	14	362-364	Remaining 1/6 of \$600 state raise granted to support personnel effective 9/1/92
6/2/1993	15	97	Nurses' schedule joined with teachers'
7/7/1993	15	111	Deleted Assistant Supervisor and Directors, and added transportation manager indexes
11/9/1993	15	197	Added 3 schedules to food service personnel
4/6/1994	15	247	Added the position of business manager with transportation to form manager index
5/4/1994	15	253	Amended calculation of extended employment policy for teachers

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**SALARY SCHEDULE HISTORY**  
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
8/11/1994	15	295	1994-95 \$550 across the board given to all contracted employees effective with the beginning of the employee's contract year
5/3/1995	15	431-435	4/29/95 election results for an additional 1% tax recognized 8,618 for, 3,101 against
6/6/1995	15	474	1995-96 \$2,900 give to all certificated personnel/1,900 given to support. Central office administrators were excluded.
7/1/1995			Adjusted office personnel salary schedule
9/6/1995	16	25-28	Adjusted yearly increments for paraprofessionals, bus operators, bus attendants and ROTC personnel
1/10/1996	16	84	Administrator indexes converted to salary schedules
7/3/1996	16	168-170	Revised certain office personnel salary schedules according to Superintendent's 6/5/96 recommendations
9/4/1996	16	228	1996-97 \$1,086 given to all certificated personnel state raise
9/4/1996	16	228	1996-97 2% give to all other personnel state raise
9/4/1996	16	228	Added \$500 for each advanced degree
9/4/1996	16	233-35	Amended extended employment policy. Additional increments and based extended salary on total salary schedule amount.
1/1/1997			\$95 given to certificated personnel from state
5/7/1997	16	354	Added computer installation technician schedule and removed junior programmer schedule.
7/2/1997	16	401	Replaced foodservice bookkeeper schedule with O-4 schedule
7/2/1997	16	401	Authorized first thirteenth check of 2.5% authorized out of extra 1995 sales tax revenues
9/3/1997	17	7	1996-97 \$150 state salary adjustment give to all support personnel
9/3/1997	17	7	1997-98 state raise of \$1,335 given to all certificated personnel including supervisor and managers, and of \$350 given to all support personnel as described in 8/6/97 minutes
9/3/1997	17	7	Practical nurse salary schedule added
7/1/1998	17		Authorized second thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
9/9/1998	17		1998-99 state raise of \$1,143 given to all certificated personnel
12/2/1998	17		Increased senior high principals' salary schedule by \$2,400; Increased junior high school principals' schedule by \$2,200; Increased elementary/middle school principals' schedule by \$2,000 All days employed increased by 10 days
12/2/1998	17		Reduced number of elementary/middle school principals' schedules to two Reduced the number of junior high school principals' schedules to one
12/2/1998	17		Increased senior high assistant principals' salary schedule by \$1,200; Increased junior high school assistant principals' schedule by \$1,100; Increased elementary/middle school principals' schedule by \$1,000 All days employed increased by 5 days
12/2/1998	17		Reduced number of elementary/middle school assistant principals' schedules to two

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**SALARY SCHEDULE HISTORY**  
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
4/7/1999	17		Added degree educational enhancements to the maintenance salary schedule of: \$500 for an Associate Degree \$750 for a Bachelor's Degree \$1,000 for a Master's Degree
6/2/1999	17		Authorized thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
10/6/1999			Revised Child Nutrition Salary Schedules
4/12/2000			Authorized thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
5/2/2001			Authorized thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
9/12/2001			State increase of \$2,060 per certified employee added to schedules.
10/3/2001			4% added to Teachers salary schedules 3% added to all other salary schedules
12/5/2001			Separated Nurses from Teachers salary schedule and created a new Nurses salary schedule using the same salary amounts as are included in the Teachers salary schedule
12/5/2001			Office Personnel Changes: Created O-1A and moved Executive Secretary to the Superintendent from O-1 to O-1A \$5,000 added to O-1 for remaining personnel; Created O-3A and moved Executive Secretary- Personnel from O-3 to O-3A \$4,000 added to O-3 for remaining personnel; \$2,500 added to O-4 for remaining personnel Created an O-6 category using the previous 0-5 salary amounts to include various non-secretary positions included in previous 0-5 salary schedule Created an O-5A by adding \$2000 to the previous 0-5 amounts for the secretary of the Assistant Superintendent \$1,000 added to 0-5 category which will now only include Supervisor/Manager Secretaries
12/5/2001			Data Processing Changes: \$3,000 added to Computer Operator and Computer Repair/Installation Tech \$7,000 added to System Analyst; Removed D. P. Director and Programmer Schedules
12/5/2001			\$3,000 added to every salary amount in the Pupil Appraisal salary schedule
12/5/2001			Added MA/MS columns to the following salary schedules: Principals; Assistant Principals; Central Office Administrators
12/5/2001			Principals salary schedule changes \$2,000 added to Elementary/Middle < 600 \$2,500 added to Elementary/Middle > 600 \$3,000 added to Junior High \$4,000 added to Senior High

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**SALARY SCHEDULE HISTORY**  
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
12/5/2001			Assistant Principals salary schedule changes \$1,500 added to Elementary/Middle < 600 \$2,000 added to Elementary/Middle > 600 \$2,500 added to Junior High \$3,500 added to Senior High
12/5/2001			Central Office Administrator salary schedule changes Supervisors schedule set to Senior High Principal schedule + \$1,500 Assistant Superintendent schedule maintain prior difference between it and the Supervisors schedule \$7,000 added to Superintendent salary schedule
6/10/2002			Teachers salary schedule changes \$2,000 Supplement for State Licensed Speech Pathologist \$1,500 Supplement for Restricted State Licensed Speech Pathologist \$1,000 Provisional Speech Pathology Assistant \$1,000 Speech Pathology Assistant
6/10/2002			Office Personnel salary schedule changes \$1,000 LIAA Certified Administrative Assistant certification \$1,000 added to O-6 for remaining personnel
6/10/2002			Maintenance Personnel salary schedule changes 3% added to M-1, M-2, M-3, M-4, M-5, M-6, M-7, M-8 and M-9 M-10 Deleted
7/10/2002			Office Personnel salary schedule changes \$1,000 added to O-9
7/10/2002			Created Manager BA/BS schedule
9/4/2002			Changed Elementary/Middle School classifications to Elementary School. Changed Junior High School classifications to Middle School. Changed Senior High School classifications to High School.
9/4/2002			Certified personnel minimum \$673 for a 182 day contract with a maximum of \$887 for a 240 day contract added to salary schedule. This was a state legislature increase. Support personnel minimum \$477 for a 180 day contract with a maximum of \$636 for a 240 day contract given in one-time payment.
9/4/2002			Added Extracurricular Activity Sponsor Supplements to Teachers salary schedule.
4/2/2003			Authorized thirteenth check of 3.0% authorized out of extra 1995 sales tax revenues
6/4/2003			Added Six Hour Technician position to Child Nutrition salary schedule.
6/4/2003			Paraprofessional salary supplements for the following Associate Degree: \$500 Bachelor's Degree: \$750 Interpreter Designation \$1200
6/4/2003			Maintenance Personnel salary supplements for the following Asbestos Inspector Certification: \$800 School Pesticide Safety Applicators Certification: \$800

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**SALARY SCHEDULE HISTORY**  
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
7/22/2003			Added TAT DESIGNATION to Teachers Salary Schedule based on the BA/BS Degree minus \$2,000
8/6/2003			Adjusted substitute teacher pay to be as follows Certified Teacher \$137 per day Certified Teacher after 10 consecutive days \$150 per day Degree Teacher \$75 per day Non-degree Teacher \$60 per day
9/3/2003			Support personnel minimum \$477 for a 180 day contract with a maximum of \$636 for a 240 day contract added to salary schedules. Includes Bus, Office, Data Processing, Child Nutrition, Paraprofessional, Maintenance, and LPN Salary Schedules.
4/7/2004			Authorized a one-time supplement of \$95 for every employee paid with a certified salary schedule.
5/5/2004			Authorized thirteenth check of 2.0% authorized out of extra 1995 sales tax revenues.
7/7/2004			Add \$95 to every certified salary schedule.
9/1/2004			Add \$330 to every certified salary schedule.
12/9/2004			Add \$30 to every certified salary schedule except Supervisor MA/MS and Manager BA/BS
5/4/2005			Authorized thirteenth check of 2.0% authorized out of extra 1995 sales tax revenues.
9/14/2005			Distributed a one time \$444 supplement to every certified salary schedule
9/14/2005			Added \$135 to every certified salary schedule
5/3/2006			Authorized thirteenth check of 2.5% authorized out of extra 1995 sales tax revenues.
8/2/2006			Added \$1,608 to every certified salary schedule and \$724 to every support salary schedule.
8/2/2006			Added 6% to every salary schedule.
9/6/2006			Increased the substitute bus drivers' daily rate of pay to \$58.46 and the substitute bus monitors' daily rate of pay to \$41.00.
11/8/2006			Increased Paraprofessional salary schedule by \$1,500
11/8/2006			Increased LPN salary schedule by \$2,500
11/8/2006			Created Administrators salary indexes from Principal, Assistant Principal and Central Office Administrator salary schedules. Also eliminated the Superintendent, Director, and Assistant Supervisor salary schedules
11/8/2006			Authorized thirteenth check of 2.5% with a minimum of \$625 distributed out of extra 1995 sales tax revenues.
11/8/2006			Moved the Sales and Use Tax Collector/Head Accountant, Purchasing Agent, Auditor, and System Analyst salary schedules to the Office 1 Personnel salary schedule. The Office 1 Salary schedule is considered "Certified" in respect to state increases.
11/8/2006			Moved the remaining Office and DP personnel to the Office 2 Personnel salary schedule.
11/8/2006			Added \$3000 to all Teacher Salary Schedules that pay for a Master or higher degree. Effective 01/01/2007

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**SALARY SCHEDULE HISTORY**  
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
12/6/2006			Added \$3000 to all Nurse Salary Schedules that pay for a Master or higher degree.
12/6/2006			Added \$3000 to all Pupil Appraisal Salary Schedules that pay for a Master or higher degree.
12/6/2006			Converted the Elementary Principal over 600 salary schedule from 215 days to 230 days and renamed it the Elementary Principal Salary Schedule
12/6/2006			Converted the High School Assistant Principal salary schedule from 215 days to 230 days and renamed it the Elementary Principal Salary Schedule
12/6/2006			Removed the extended employment and supplement provisions of coaching salaries and replaced them with indexes.
1/1/2007			Moved the Sales and Use Tax Collector/Head Accountant, Purchasing Agent, Auditor, and System Analyst salary schedules to Professional Index on the Administrators salary schedule. Renamed Office 2 Salary Schedule to Office. Added Salary Increase Index for 230 & 240 day employees to Calculate Section.
6/6/2007			Authorized thirteenth check of 1% out of extra 1995 sales tax revenues.
8/5/2007			Added State base increase of \$3811 to all Certified Schedules and support base increase of \$1740. Authorized CPA and MBA on Professional Index Salary schedule to be based upon Teachers MA/MS Salary schedule with the position's' correlating index. Effective 07/01/2007
7/9/2008			Added State base increase of \$1019 to all Certified Schedules. State authorized support \$1000 a one time payment not integrated into the salary schedules. Authorized a 1.5% local increase to all salary schedules from 1995 Sales Tax revenues. Converted Facilities Manager from contracted to the Manager's Salary Schedule. Changed Club sponsors to an index based on the teachers salary schedule. Created the following positions: 1 facilities secretary, 4 band teachers, 1 band coordinator, 1 guidance coordinator, 1 career coordinator, 1 supervisor of data and program evaluation, and 2 curriculum coordinators.
7/1/2009			Teachers received a one-time \$328.28 state supplement.
7/6/2011			Adjusted purchasing agent index to 1.0.
8/1/2011			Deleted SBLC member as paid activity. Adjusted index for SBLC Chairperson to .03. Added RTI Chairperson at .03 index.
11/17/2011			Authorized thirteenth check of 3% out of extra 1995 sales tax revenues
2/6/2013			Adopted new Teacher Salary Schedule, effective 7/01/2013. Starting teacher salary is \$40,000 and annual step increase is \$300. Each certificated employee was given a five step jump on the previous salary schedule and then placed on the 7/1/2013 schedule according to that predetermined salary. Step increase is based on annual performance evaluation, not years of experience. Stipends are included in base salary for advanced degrees. Masters is \$4700, Masters plus 30 is \$5200, Specialist is \$5,900, and PHD/ED is \$6700.
6/5/2013			Authorized increase in substitute bus driver pay to \$100 per day.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**SALARY SCHEDULE HISTORY**  
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
8/7/2013			Authorized a one-time supplemental pay of \$1200 per certified/professional employee and \$600 per support employee to be distributed in November 2013, using both HB1 legislative funds and sales taxes.
4/2/2014			Added degree enhancements to child nutrition, bus driver, and LPN schedules as follows: Associate degree \$500, Bachelor's degree \$750, Master's degree \$1,000 annually. Increased Middle School Band Director supplement from \$550 to \$1200 annually. Added an Elementary School Band Director supplement of \$750.
5/7/2014			Adopted new PAC 202 day salary schedule effective 07/01/2014. Starting PAC salary is \$45,500 and the annual step increase is \$335. Stipends are included in base salary for advanced degrees. Masters is \$5,250, Masters plus 30 is \$5,800, Specialist is \$6,550, and PHD/ED is \$7,450.
5/7/2014			Moved nurses to the teachers salary schedule; eliminated Nurse's salary schedule
10/22/2014			Approved a one-time distribution of \$840 to all full-time, active support personnel who were employed on or before October 1, 2014, and who remain active at the time of distribution
01/2015			Administrator titles were updated. Former Supervisors are now referred to as Directors and former Assistant Supervisors are now Supervisors.
6/10/2015			New support staff salary schedules were adopted. All support staff salary schedules were revised by reducing the schedule life to 30 years, equalizing the annual steps, and addressing any inequities in the schedules. Additionally, the schedules were converted to an index system, where applicable, to provide for equitable future salary increases/decreases.
9/9/2015			Split Safety/Maintenance Manager position, creating a new index of 1.86 applied to the DLMN salary schedule and added Safety Manager to professional index of 1.28. Added Purchasing Specialist and Accounts Payable Clerk positions on DLCL schedule with a 1.12 index.
9/9/2015			Reclassified Head Accountants and Payroll Accountant as Lead Accountants on 1.28 Professional Index. Added Asst. Business Manager position on index of 1.52.
9/9/2015			Administrator indexes were converted to a single index per category to resolve inequities that were created by the adoption of the single column Teacher Salary Schedule that was put into effect on 07/01/2013.
9/9/2015			Authorized 13th check of \$1000 per FT employee who is paid from the certificated teachers' salary schedule and \$500 per FT support employee for employees hired on/before October 1, 2015 and remaining in FT position until the date of distribution.
3/2/2016			Cut the value of annual performance evaluation stipends by 1/2 for fiscal years 2016 and 2017.
3/2/2016			Froze annual step increases for all employees at FY2016 levels for FY2017.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**SALARY SCHEDULE HISTORY**  
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
5/4/2016			Amended Teacher and Administrator Stipends - removing base pay increase associated with the 12 Point System and replacing it with one additional day of sick leave which may be used for personal reasons or one additional day of annual leave (as applicable) to the employee's contract. The additional day must be used during the FY2016-2017 fiscal year or will be removed from the accrual balance. This is a one-time only accrual adjustment.
5/2/2017			Reduction in force declared by the board. Salaries will remain frozen at FY2016 levels.
2/7/2018			Reduction in force declared by the board. Salaries will remain frozen at FY2016 levels.
3/7/2018			Board reduced the calendar work schedule for all employees working greater than 182 days for FY2018-2019; thereby reducing each employee's annual salary by one day's pay. All performance pay for FY2018 and FY2019 was suspended.
12/1/2018			Moved all Sales Tax Department employees to Lafourche Parish Sales & Use Tax Oversight Committee Salary Schedule
3/13/2019			Amended the LPSB Salary Schedule effective with the 2019-2020 school year to read "Employees hired on or after July 1, 2019, will be placed on the salary schedule based on their documented years of experience less the equivalent number of steps to adjust for the years in which base step increases were frozen by the board"
6/5/2019			Authorized the Business Manager to include a step increase to the salary schedule for 2019-2020 fiscal year for all employees, and to also add back the one day to the employees contracted with 185+ days to the 2020 Comprehensive Original Budget
7/1/2019			Adjusted the Teacher's Salary Schedule, the PAC Schedule, and the ROTC Schedule to include the \$1,000 state increase; adjusted all support salary schedules to include the \$500 state increase.
7/1/2019			Increased substitute paraprofessional pay to \$56/day or \$8/hour.
8/5/2020			Authorized the Business Manager to include a step increase to the salary schedule for 2020-2021 fiscal year for all employees.
4/14/2021			Authorized a stipend check of \$1,000 per FT certified or professional employee and \$500 per FT support employee. Stipend to be prorated based upon the portion of the 2020-2021 school year worked (using quarters July 2020, October 2020, January 2021 and April 2021). Employees must remain employed until the date of distribution.
5/5/2021			Authorized a step increase for all employees for the 2020-2021 fiscal year. Authorized the reinstatement of the frozen steps covering fiscal years 2016, 2017 and 2018 as appropriate for each employee.
5/5/2021			Added Technology Specialist to the Information Technology salary schedule. Added Transportation Dispatcher to the School Bus Operators salary schedule with an index of 1.85.

LAFOURCHE PARISH SCHOOL BOARD  
2022-2023 SALARY SCHEDULES

EFFECTIVE JULY 1, 2022

**SALARY SCHEDULE HISTORY**  
1965 - PRESENT

DATE	MINUTE BOOK	PAGE(S)	DESCRIPTION
5/5/2021			Board approved steps beyond the teachers' salary schedule based upon performance evaluations and steps beyond support staff schedules up to step 40.
7/1/2021			Adjusted the Teacher's Salary Schedule, the PAC Schedule, and the ROTC Schedule to include the \$800 state increase; adjusted all support salary schedules to include the \$400 state increase.
7/7/2021			Changed the calendar of HS Band Directors/Asst Band Directors from 207 to 182 and adjusted the pay to reflect an index of 1.25 for HS Band Directors and 121 for Assistant HS Band Directors, with the index applied to the teacher's salary schedule. Set the rate of pay for PT music teachers to \$30/hour
4/6/2022			Authorized a stipend check of \$2,000 per FT certified or professional employee and \$1,000 per FT support employee. Stipend to be prorated based upon the portion of the 2021-2022 school year worked (using quarters July 2021, October 2021, January 2022 and April 2022). Employees must remain employed until the date of distribution.
6/1/2022			Added Benefit Specialist and Bookkeeper/Accounting Clerk position to the District Clerical Salary Schedule with a 1.4 and 1.12 index respectively. Added Instructional Technology Coordinator to the Teachers' salary schedule with an index of 1.2088.
7/1/2022			Adjusted the Teacher's Salary Schedule, the PAC Schedule, and the ROTC Schedule to include the \$1,500 state increase; adjusted all support salary schedules to include the \$750 state increase.
8/3/2022			Approved the 2022-2023 Salary Schedules retroactive to July 1, 2022.
8/3/2022			Authorized the Business Manager to include a step increase to the salary schedule for 2022-2023 fiscal year as applicable for all employees effective July 1, 2022.
8/3/2022			Added the Human Resource Manager position to the Teachers' Salary Schedule and adjusted the Accountant/Grant Accountant Index to 1.12 and the Network Administrator Index to 1.36.
8/3/2022			Adjusted substitute teacher pay to be as follows Certified Teacher \$150 per day Certified Teacher after 10 consecutive days with pre-approved long-term authorization \$180 per day Degree Teacher \$105 per day Non-degree Teacher \$75 per day
8/3/2022			Added the Contracted Professional Support (non-certified) Substitute Classroom Teacher category with a separate single-step salary schedule, with an annual pay of \$43,300.