



St. Martin Parish School Board

TEACHER SALARY SCHEDULE

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July 1, 2025 - June 30, 2026

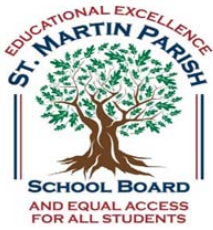
YEARS OF EXPERIENCE	Non-Certified Yrs granted 1 for 2	BACHELOR'S DEGREE	MASTER'S DEGREE	MASTER'S PLUS 30	SPECIALIST IN EDUCATION	PhD. or Ed.D. DEGREE
0	42,705	47,705	48,505	48,755	49,555	50,555
1	43,105	48,105	48,905	49,155	49,955	50,955
2	43,505	48,505	49,305	49,555	50,355	51,355
3	43,905	48,905	49,705	49,955	50,755	51,755
4	44,305	49,305	50,105	50,355	51,155	52,155
5	44,705	49,705	50,505	50,755	51,555	52,555
6	45,105	50,105	50,905	51,155	51,955	52,955
7	45,505	50,505	51,305	51,555	52,355	53,355
8	45,905	50,905	51,705	51,955	52,755	53,755
9	46,305	51,305	52,105	52,355	53,155	54,155
10	46,705	51,705	52,505	52,755	53,555	54,555
11	47,105	52,105	52,905	53,155	53,955	54,955
12	47,505	52,505	53,305	53,555	54,355	55,355
13	47,905	52,905	53,705	53,955	54,755	55,755
14	48,305	53,305	54,105	54,355	55,155	56,155
15	48,705	53,705	54,505	54,755	55,555	56,555
16	49,105	54,105	54,905	55,155	55,955	56,955
17	49,505	54,505	55,305	55,555	56,355	57,355
18	49,905	54,905	55,705	55,955	56,755	57,755
19	50,305	55,305	56,105	56,355	57,155	58,155
20	50,705	55,705	56,505	56,755	57,555	58,555
21	51,105	56,105	56,905	57,155	57,955	58,955
22	51,505	56,505	57,305	57,555	58,355	59,355
23	51,905	56,905	57,705	57,955	58,755	59,755
24	52,305	57,305	58,105	58,355	59,155	60,155
25	52,705	57,705	58,505	58,755	59,555	60,555
26	53,105	58,105	58,905	59,155	59,955	60,955
27	53,505	58,505	59,305	59,555	60,355	61,355
28	53,905	58,905	59,705	59,955	60,755	61,755
29	54,305	59,305	60,105	60,355	61,155	62,155
30	54,705	59,705	60,505	60,755	61,555	62,555
31	55,005	60,005	60,805	61,055	61,855	62,855
32	55,305	60,305	61,105	61,355	62,155	63,155
33	55,605	60,605	61,405	61,655	62,455	63,455
34	55,905	60,905	61,705	61,955	62,755	63,755
35	56,205	61,205	62,005	62,255	63,055	64,055
36	56,505	61,505	62,305	62,555	63,355	64,355
37	56,805	61,805	62,605	62,855	63,655	64,655
38	57,105	62,105	62,905	63,155	63,955	64,955
39	57,405	62,405	63,205	63,455	64,255	65,255
40	57,705	62,705	63,505	63,755	64,555	65,555

Note:

The Salary Schedule does not include the Annual Sales Tax Supplements. We expect to pay Annual Sales Tax Supplements of \$6,000 per the attached:

Uncertified teachers will be granted 1 year of experience for every 2 years in the classroom.

Each scheduled sales tax supplement must be pre-approved by the School Board.



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The salaries provided in the salary schedules shall be considered compensation for work performed by each employee which relate to his/her prescribed duties and responsibilities, as identified and described in the employee's job description(s). Additional compensation shall be provided at a rate of \$39 per hour as follows:

- (1) In addition to all other compensation to which a teacher is entitled, any teacher who is not afforded the minimum uninterrupted planning time required by R.S. 17:434(A) shall be compensated at the effective hourly rate of that teacher for each hour of planning time.
- (2) Any employee in a certified position who performs approved work beyond the scope of their prescribed duties and responsibilities in their job description and for which prior approval has been obtained from their direct supervisor and district administration shall be paid at the rate required by La. R.S. 17:418.

Any work to be performed outside of an employee's job duties and responsibilities shall require the employee to:

- (a) submit a written description of the services to be performed and the estimated time to complete the task, which shall be submitted to the employee's immediate supervisor prior to commencing such services;
- (b) obtain the prior written approval of the employee's immediate supervisor and district administration; AND
- (c) obtain supplemental, written authority from the employee's immediate supervisor and district administration before exceeding the initial estimated time for performing such services.

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

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