

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
TEACHERS**

Base Salary

10 - Month Salary Minimum: \$62,500

Continuing teachers will receive a \$1,950 increase for 2023-24.

Master's Degree Stipend: \$1,000

Teachers with a Doctorate will receive the Master's Degree Stipend.

Salaries are determined on an individual basis based on each person's creditable years of experience and credentials.

Annual salaries are adjusted for work periods longer than 10 months.

Salary advancement is based on an annual pay raise budget approved by the Board of Trustees and cannot be predicted beyond one year.

This schedule applies to Accelerated Language Program Facilitators, ARD Specialists, Assistive Technology Specialists, Behavior Interventionist, Counselors, Diagnosticians, Early Childhood Curriculum & Family Engagement Specialists, Family Support Specialists, G/T Facilitators, High School Registrars, Instructional Coordinators - Campus, Instructional Coaches, Instructional Specialists - Special Education, Intervention Specialists, Librarians, LOTE Facilitator, Nurses, Occupational Therapists, Orientation & Mobility Specialists, Physical Therapists, Pre-K EL Compliance Facilitator, Project LEARN Parent & Community Facilitator, Reading Interventionist, ROTC Instructors, Sheltered Instruction Professional Development Specialist, Speech Therapists, Testing Coordinators, and Transition Specialists.

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1		Daily	\$225.30	\$278.15	\$331.00
	Athletic Grounds Coordinator	230 Days	\$51,819	\$63,975	\$76,130
	Bond Program Information System (PMIS) Coordinator	251 Days	\$56,550	\$69,816	\$83,081
	Buyer - Purchasing				
	Executive Assistant - Superintendent & Board of Trustees				
	Procurement Specialist - Child Nutrition				
	Quality Control Trainer - Child Nutrition				
2		Daily	\$268.11	\$331.00	\$393.88
	Accounts Payable Coordinator	187 Days	\$50,137	\$61,897	\$73,656
	Bus Discipline Supervisor	191 Days	\$51,209	\$63,221	\$75,231
	Child Nutrition Human Resources Coordinator	210 Days	\$56,303	\$69,510	\$82,715
	Parent Educator	220 Days	\$58,984	\$72,820	\$86,654
	Parent Educator - Campus	230 Days	\$61,665	\$76,130	\$90,592
	Partners In Education Coordinator	251 Days	\$67,296	\$83,081	\$98,864
	Payroll Coordinator				
	Purchasing Coordinator				
	Speech-Language Pathology Assistant				
	Student Accounting Specialist				
3		Daily	\$323.76	\$399.72	\$475.67
	Asst Director - Purchasing	197 Days	\$63,781	\$78,745	\$93,707
	Asst Director - Technology Support Services	220 Days	\$71,227	\$87,938	\$104,647
	Budget Analyst	230 Days	\$74,465	\$91,936	\$109,404
	Child Nutrition Accountant	251 Days	\$81,264	\$100,330	\$119,393
	Communications Coordinator				
	Executive Director - L.E.A.F.				
	Facilitator - College Career				
	Fleet Services Manager				
	General Ledger Accountant				
	Graphic Arts Manager				
	Multimedia Specialist/Videographer				
	Operations Manager - Transportation				
	Pool Manager				
	Senior Bond Accountant				
	Senior Buyer				
	Server Engineer				
	Special Needs Coordinator - Transportation				
	Student Assessment Specialist				
	Substance Abuse Specialist				
	Transportation Site Manager				
4		Daily	\$339.96	\$419.70	\$499.44
	Asst Director - Child Nutrition	197 Days	\$66,972	\$82,681	\$98,390
	Asst Director - Custodial Services	203 Days	\$69,012	\$85,199	\$101,386
	Asst Director - Finance	220 Days	\$74,791	\$92,334	\$109,877
	Asst Director - Maintenance	230 Days	\$78,191	\$96,531	\$114,871
	Asst Director - Transportation	251 Days	\$85,330	\$105,345	\$125,359
	Bond Controller				
	Content Curriculum Specialists				
	Digital Learning Coach				
	Digital Learning Specialist				
	Grant Writer				
	Medicaid/SHARS Coordinator				
	Recruiter, Human Resources				
	School Safety Specialist				
	Special Projects Coordinator - Title I				
	Staffing Specialist				
	Web Developer				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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5		Daily		\$356.97	\$440.69	\$524.42
ABA Therapist - BCBA	208	Days		\$74,250	\$91,664	\$109,079
Asst Principal - ES	210	Days		\$74,964	\$92,545	\$110,128
Asst Principal - MS	230	Days		\$82,103	\$101,359	\$120,617
Database Administrator						
Network Administrator						
Programmer/Analyst						
Systems Engineer - Server/Storage						

6		Daily		\$374.81	\$462.73	\$550.65
Adult Transition Program Coordinator	191	Days		\$71,589	\$88,381	\$105,174
Advanced Academics Coordinator	208	Days		\$77,960	\$96,248	\$114,535
Assessment Coordinator - Special Education	210	Days		\$78,710	\$97,173	\$115,637
Asst Director - Information Services	220	Days		\$82,458	\$101,801	\$121,143
Asst Principal, JH	230	Days		\$86,206	\$106,428	\$126,650
Asst Principal, Special Sites	251	Days		\$94,077	\$116,145	\$138,213
Behavior Coordinator - Special Education						
Bond Program Scheduler						
College, Career, & Military Readiness Coordinator						
CTE Coordinator						
Digital Learning Coordinator						
Energy Coordinator						
Instructional Coordinator - Admin.						
Instructional Coordinator - Special Education						
Library Coordinator						
MTSS Coordinator						
School Safety Coordinator						
School Psychologist						
Special Ed Compliance Coordinator						
Special Ed Assessment Coordinator						
Student Information System Coordinator						

7		Daily		\$393.56	\$485.86	\$578.17
Administrator for Truancy/Dropout Prevention	210	Days		\$82,648	\$102,031	\$121,416
Asst Principal - HS	220	Days		\$86,583	\$106,889	\$127,197
Budget & Financial Compliance Officer	230	Days		\$90,519	\$111,748	\$132,979
Coordinator - Student Accounting						
Director - Budget						
Director - Communications						
Director - Community Relations						
Director - Dyslexia and 504 Services						
Director - Federal Programs						
Director - Finance						
Director - Human Resources Services - Instructional						
Director - Human Resources Services - Operational						
Director - Information Services						
Director - Innovative Learning						
Director - Multilingual Education						
Director - Network Services						
Director - Payroll						
Director - Special Education Instructional Services						
Director - Talent Development						
Director - Technology Support Svc						
Director - Transition and Behavior Services						
Dyslexia Coordinator						
Police Lieutenant						
Special Ed Compliance Officer						

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
8		Daily	\$413.23	\$510.16	\$607.09
	Assoc. Principal - HS	220 Days	\$90,911	\$112,235	\$133,560
	Asst Director - Athletics	230 Days	\$95,043	\$117,337	\$139,631
	Bond Program Design Manager	251 Days	\$103,721	\$128,050	\$152,380
	Bond Program Information Manager				
	Campus Coordinator/Head Football Coach				
	Director - Advanced Academics & Career Readiness				
	Director - Employee Services & Benefits				
	Director - Leadership Development				
	Director - Performing & Visual Arts				
	Director - Purchasing				
	Director - Student Discipline				
	Director - Student Services				
	Principal - Early Childhood				
	Principal - ES				
	Principal - MS				
9		Daily	\$459.42	\$553.52	\$647.62
	Director - Athletics	220 Days	\$101,072	\$121,774	\$142,476
	Director - Child Nutrition	230 Days	\$105,667	\$127,310	\$148,953
	Director - Custodial Services	251 Days	\$115,314	\$138,934	\$162,553
	Director - Maintenance				
	Director - Pre-K & After School Programs				
	Director - Research, Assessment & Accountability				
	Director - Special Education				
	Director - Transportation				
	Police Chief				
	Principal - ALC (DAEP)				
	Principal - JH				
10		Daily	\$542.11	\$653.15	\$764.19
	Principal - HS	230 Days	\$124,685	\$150,225	\$175,764
11		Daily	\$569.23	\$685.82	\$802.39
	Area Superintendent	230 Days	\$130,923	\$157,739	\$184,550
	Executive Director - Bond Program Office	251 Days	\$142,877	\$172,141	\$201,400
	Executive Director - Budget & Compliance				
	Executive Director - CTE				
	Executive Director - Finance				
	Executive Director - Human Resources				
	Executive Director - Special Education				
	Executive Director - Student Programs				
	Executive Director - Teaching & Learning				
	Executive Director - Technology				
12		Daily	\$691.31	\$822.97	\$954.64
	Attorney - General Counsel	230 Days	\$159,001	\$189,283	\$219,567
	Chief Communications Officer				
	Chief Financial Officer				
	Chief Learning Officer				
	Chief Operations Officer				
	Chief Student Services Officer				
	Deputy Superintendent				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1		Hourly	\$12.13	\$14.97	\$17.82
	Clerk - Elementary	173 Days	\$16,788	\$20,718	\$24,663
	Clerk - Middle School	187 Days	\$18,146	\$22,395	\$26,659
	Clerk - Secondary	220 Days	\$21,349	\$26,347	\$31,363
	Clerk - Transportation				
	Lunchroom Monitor				
2		Hourly	\$12.74	\$15.73	\$18.72
	Choir - Assistant/Accompanist	187 Days	\$19,059	\$23,532	\$28,005
	Clerk - Monitor (8 hour)	199 Days	\$20,282	\$25,042	\$29,802
	Receptionist - ALC, Campus, M&O, Sped Annex	230 Days	\$23,442	\$28,943	\$34,445
3		Hourly	\$14.01	\$17.30	\$20.58
	Admin Asst - SpEd SS	177 Days	\$19,838	\$24,497	\$29,141
	Clerk - SEMS	187 Days	\$20,959	\$25,881	\$30,788
	Clinic Aide	191 Days	\$21,407	\$26,434	\$31,446
	Project LEARN Parent Engagement & Literacy Specialist	230 Days	\$25,778	\$31,832	\$37,867
	Receptionist - Central Office				
	Water Safety Instructor				
4		Hourly	\$15.00	\$18.51	\$22.03
	Admin Asst - Asst Principal HS	187 Days	\$22,440	\$27,691	\$32,957
	Admin Asst - Asst Principal JH	192 Days	\$23,040	\$28,431	\$33,838
	Admin Asst - Liaison for At-Risk Attendance	197 Days	\$23,640	\$29,172	\$34,719
	Admin Asst - Counselor	199 Days	\$23,880	\$29,468	\$35,072
	Admin Asst - Federal Programs Director	207 Days	\$24,840	\$30,653	\$36,482
	Admin Asst - Project LEARN	220 Days	\$26,400	\$32,578	\$38,773
	Clerk - Accounting	230 Days	\$27,600	\$34,058	\$40,535
	Clerk - Attendance 1621				
	Clerk - Attendance ALC				
	Clerk - Attendance HS				
	Clerk - Attendance JH				
	Clerk - Child Nutrition				
	Clerk - Orientation				
	Clerk - Payroll Processing				
	Clerk - Processing				
	Clerk - Purchasing				
	Clerk - Registrar				
	Technician - HR/Employee Benefits				
5		Hourly	\$17.84	\$22.03	\$26.21
	Admin Asst - Adult Transition Program Coordinator	199 Days	\$28,401	\$35,072	\$41,726
	Admin Asst - Associate Principal HS	230 Days	\$32,826	\$40,535	\$48,226
	Admin Asst - Asst Director of Operations - Custodial				
	Admin Asst - Director of Multilingual Education				
	Admin Asst - Director of Performing & Visual Arts				
	Admin Asst - Director of Student Services				
	Admin Asst - Director of Technology Support Services				
	Admin Asst - Payroll Transportation				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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Clerk - Accounts Payable
 Clerk - Accounts Payable-Bond
 Clerk - Child Nutrition-Free & Reduced
 Clerk - Human Resources
 Clerk - Maintenance and Operations
 Clerk - Police Department
 Clerk - SERS
 Common Threads Manager
 Data Technician
 PEIMS Specialist - Special Education

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Admin Asst - Budget/Finance - Athletics
 Admin Asst - Director of Child Nutrition
 Admin Asst - Director of Communications & Director of Community Relations
 Admin Asst - Director of Innovative Learning & Director of Talent Development
 Admin Asst - Director of Maintenance & Operations
 Admin Asst - Director of Special Education
 Admin Asst - Director of Transportation
 Admin Asst - Police Chief
 Admin Asst - Principal (ALC - ES - ECC - MS - JH)
 Admin Asst - Special Sites
 Admin Asst - Staff/Scheduling - Athletics
 Bond Program Administrator - Level 1
 Clerk - Employee Management System
 Clerk - Instructional Coordinator - Admin
 Clerk - Payroll Compliance/Reporting
 Clerk - Payroll Leaves and Absences
 Clerk - Payroll (Part-Time)
 Clerk - Research /Assessment/Accountability
 HR Specialist
 Specialist - Bond FFE - Operations
 Specialist - Bond FFE - Procurement

Hourly	\$18.73	\$23.12	\$27.51
220 Days	\$32,965	\$40,691	\$48,418
230 Days	\$34,463	\$42,541	\$50,618
251 Days	\$37,610	\$46,425	\$55,240

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Admin Asst - Principal HS
 Bond Program Administrator - Level 2
 Deaf Interpreter
 District Translator
 Specialist - Accounting Federal/Special Programs
 Specialist - Human Resources Support
 Specialist - Purchasing Support

Hourly	\$21.22	\$25.89	\$30.55
210 Days	\$35,650	\$43,495	\$51,324
230 Days	\$39,045	\$47,638	\$56,212
251 Days	\$42,610	\$51,987	\$61,344

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Admin Asst - Area Superintendent
 Admin Asst - Executive Director of Advanced Academics & Career Readiness
 Admin Asst - Executive Director of CTE & Career Readiness
 Admin Asst - Executive Director of Human Resources
 Admin Asst - Executive Director of Special Education
 Admin Asst - Executive Director of Student Programs
 Admin Asst - Executive Director of Teaching & Learning
 Admin Asst - Executive Director of Technology
 Bond Program Administrator - Level 3
 LVN/Teacher Aide

Hourly	\$23.37	\$28.48	\$33.61
187 Days	\$34,962	\$42,606	\$50,281
230 Days	\$43,001	\$52,403	\$61,842
251 Days	\$46,927	\$57,188	\$67,489

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
 2023-24 COMPENSATION PLAN
 CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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Specialist - Employee Benefits
 Specialist - Employee Benefits/FMLA
 Specialist - Employee Benefits/Worker's Comp
 Specialist - Finance

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Admin Asst - Chief Communications Officer
 Admin Asst - Chief Financial Officer
 Admin Asst - Chief Learning Officer
 Admin Asst - Chief Operations Officer
 Admin Asst - Chief Student Services Officer
 Admin Asst - Deputy Superintendent

Hourly	\$28.14	\$33.90	\$39.67
230 Days	\$51,778	\$62,376	\$72,993

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
INSTRUCTIONAL PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Aide - Bilingual/ESL Aide - Compensatory Aide - LRC Aide - Physical Education Aide - Pre-Kindergarten Aide - Project LEARN Aide - Title I	Hourly 187 Days	\$12.96 \$19,388	\$15.76 \$23,577	\$18.57 \$27,781
2	Aide - Computer Assistance Aide - Credit Restoration Aide - Keyboarding Aide - SpEd Resource/Inclusion	Hourly 187 Days	\$13.56 \$20,286	\$16.51 \$24,699	\$19.46 \$29,112
3	Aide - ALC/Special Sites Aide - Compliance Academic Program (CAP) Aide - Compliance Early Childhood SpEd (C-ECSE) Aide - Compliance Structured Learning Classroom (CSLC) Aide - Early Childhood SpEd (ECSE) Aide - In-School Suspension Aide - Social Emotional Support Classroom (SESC) Aide - SpEd Additional Support Aide - Structured Learning Classroom (SLC) Aide - Transition Program Job Coach	Hourly 187 Days	\$14.82 \$22,171	\$18.06 \$27,018	\$21.29 \$31,850
4	Aide - Braille & Tactual Materials Specialist Aide - SpEd Intervener Registered Behavior Technician	Hourly 187 Days	\$15.79 \$23,622	\$19.25 \$28,798	\$22.72 \$33,989

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
TECHNICAL**

Pay Grade	Job Title		Minimum	Midpoint	Maximum
11	Print Production Assistant	Hourly	\$13.02	\$15.69	\$18.35
		230 Days	\$23,957	\$28,870	\$33,764
12	Mail Center Clerk Print Production Technician I Publications Specialist I	Hourly	\$15.36	\$18.51	\$21.66
		230 Days	\$28,262	\$34,058	\$39,854
13	Print Production Technician II	Hourly	\$18.13	\$21.84	\$25.56
		230 Days	\$33,359	\$40,186	\$47,030
14	AV Technical Specialist Data Specialist Field Services Technician PC Technician - Child Nutrition Publications Specialist II Print Production Foreman Student Information System Technician Technology Customer Service Analyst	Hourly	\$22.66	\$27.30	\$31.95
		230 Days	\$41,694	\$50,232	\$58,788
15	Certified Occupational Therapist Assistant LVN - Campus Manager - Technology Deployments Network Technician Technology Customer Service Manager	Hourly	\$30.37	\$36.58	\$42.80
		187 Days	\$45,434	\$54,724	\$64,029
		192 Days	\$46,648	\$56,187	\$65,741
		230 Days	\$55,881	\$67,307	\$78,752

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
1	Crossing Guard Laundry Worker	Hourly 173 Days	\$11.35 \$13.83	\$16.32 \$22,587 \$30,029 \$32,771
2	Aide - Bus Bus Driver Trainee Common Threads Worker Laundry Worker - Sr Traffic Control Monitor Warehouse Driver	Hourly 180 Days 187 Days 230 Days 251 Days	\$12.39 \$15.11	\$17.83 \$25,675 \$26,674 \$32,807 \$35,803
3	Athletic Field Technician Floor Care Technician Lawn Works Tech Safety - Security Specialist Warehouse Inventory Tech Warehouse Receiving Clerk	Hourly 187 Days 230 Days 251 Days	\$13.88 \$16.92	\$19.97 \$29,875 \$36,745 \$40,100
4	Athletic Grounds Crew Leader Disinfectant Control Technician Floor Care Machine Technician Laundry Worker - Lead Lawn Works - Lead Lawn Works Tech - Sr Mechanic Assistant	Hourly 251 Days	\$15.88 \$19.38	\$22.87 \$45,923
5	Maintenance Technician Maintenance Technician - Pool Maintenance Technician - Welder/Playground Mechanic - Lawn Works Mechanic I - Transportation Parts Manager - Transportation Planner/Scheduler Preventive Maintenance Tech Vehicle & Equipment Mechanic - M&O	Hourly 251 Days	\$17.17 \$20.92	\$24.67 \$49,537
6	Concession Stand Manager Maintenance Technician, Sr - Fire Alarm Manager - Integrated Pest Control Mechanic II - Transportation Training and Safety Coordinator	Hourly 180 Days 230 Days 251 Days	\$19.74 \$24.07	\$28.38 \$40,867 \$52,219 \$56,987

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
7	N/A	Hourly	\$24.27	\$29.59	\$34.92
		187 Days	\$36,308	\$44,267	\$52,240
		220 Days	\$42,715	\$52,078	\$61,459
8		Hourly	\$26.96	\$32.85	\$38.73
	Bus Operations Supervisor	230 Days	\$49,606	\$60,444	\$71,263
	Energy Tech Specialist	251 Days	\$54,136	\$65,963	\$77,770
	Lead Mechanic - Transportation				
	Supervisor - M&O Buyer/Inventory Control				
	Supervisor - Maintenance				
	Supervisor - Warehouse				
9		Hourly	\$33.97	\$41.44	\$48.92
	Police Officer	230 Days	\$62,505	\$76,256	\$90,007
10		Hourly	\$35.04	\$42.75	\$50.46
	Police Officer - Canine Handler	230 Days	\$64,474	\$78,658	\$92,842
	Police Sergeant				
99		Hourly	\$19.98	\$23.50	\$27.02
	Bus Driver	180 Days	\$28,771	\$33,840	\$38,909
	Dispatcher, Transportation	230 Days	\$36,763	\$43,240	\$49,717
	Flex Driver				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
MANUAL TRADES - CHILD NUTRITION**

Pay Grade	Job Title		Minimum	Midpoint	Maximum
1	N/A	Hourly	\$14.43	\$16.68	\$19.41
		180 Days	\$20,779	\$24,019	\$27,950
2	Specialist 1 - Culinary	Hourly	\$15.49	\$18.21	\$20.92
		180 Days	\$22,306	\$26,222	\$30,125
3	Asst. Kitchen Manager	Hourly	\$16.97	\$20.01	\$23.06
		180 Days	\$24,437	\$28,814	\$33,206
4	Warehouse Assistant - Child Nutrition	Hourly	\$18.98	\$22.47	\$25.96
		251 Days	\$38,112	\$45,120	\$52,128
5	Manager - Child Nutrition Warehouse Manager I - Child Nutrition	Hourly	\$20.27	\$24.01	\$27.76
		180 Days	\$29,189	\$34,574	\$39,974
6	Child Nutrition Maintenance Tech Manager II - Child Nutrition	Hourly	\$22.83	\$27.16	\$31.48
		180 Days	\$32,875	\$39,110	\$45,331
7	Manager III - Child Nutrition	Hourly	\$27.36	\$32.68	\$38.00
		180 Days	\$39,398	\$47,059	\$54,720
8	Catering Coordinator Supervisor - Child Nutrition	Hourly	\$30.05	\$35.93	\$41.83
		199 Days	\$47,840	\$57,201	\$66,593

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
MANUAL TRADES - CUSTODIAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Custodian	Hourly	\$12.37	\$14.87	\$17.35
		230 Days	\$22,761	\$27,361	\$31,924
		251 Days	\$24,839	\$29,859	\$34,839
2	Custodian - Lead I	Hourly	\$13.43	\$16.15	\$18.86
		230 Days	\$24,711	\$29,716	\$34,702
		251 Days	\$26,967	\$32,429	\$37,871
3	Custodian - Lead II	Hourly	\$14.91	\$17.95	\$21.00
		230 Days	\$27,434	\$33,028	\$38,640
		251 Days	\$29,939	\$36,044	\$42,168
4	Custodian - Lead III	Hourly	\$16.92	\$20.41	\$23.90
		251 Days	\$33,975	\$40,983	\$47,991
5	Custodian, Lead IV	Hourly	\$18.21	\$21.95	\$25.70
		230 Days	\$33,506	\$40,388	\$47,288
		251 Days	\$36,566	\$44,076	\$51,606
6	N/A	Hourly	\$20.77	\$25.10	\$29.41
		230 Days	\$38,217	\$46,184	\$54,114
		251 Days	\$41,706	\$50,401	\$59,055
7	N/A	Hourly	\$25.30	\$30.62	\$35.94
		230 Days	\$46,552	\$56,341	\$66,130
		251 Days	\$50,802	\$61,485	\$72,168
8	Custodial Supervisor	Hourly	\$27.99	\$33.87	\$39.77
		251 Days	\$56,204	\$68,011	\$79,858

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
STIPEND SCHEDULE**

Categr Assignment	Level	Stipend
Academics		
CTE Program of Study Team Leader		\$1,650
Department Chair - High School, Junior High (Math, English, Social Studies, Science, SpEd)		\$1,650
Department Chair - CTE - High School		\$1,500
Department Chair - CTE - Junior High		\$1,000
DECA - Lead CTSO Sponsor		\$2,200
DECA - Assistant CTSO Sponsor		\$1,000
ELA - HS		\$2,000
FFA - High School - Assistant 1		\$5,000
FFA - High School - Assistant 2		\$2,000
FFA - High School - Assistant 3		\$2,000
FFA - Junior High - Assistant		\$2,000
High School Leadership (1 per HS)		\$1,100
HOSA - Lead CTSO Sponsor		\$2,200
HOSA - Assistant CTSO Sponsor		\$1,000
ROTC		\$5,000
Skills USA - Auto - Lead CTSO Sponsor		\$2,200
Skills USA - Auto - Assistant CTSO Sponsor		\$1,000
Skills USA - Culinary - Lead CTSO Sponsor		\$2,200
Skills USA - Culinary - Assistant CTSO Sponsor		\$1,000
Skills USA - Law - Lead CTSO Sponsor		\$2,200
Skills USA - Law - Assistant CTSO Sponsor		\$1,000
Special Ed - Aide Compliance (CAP, CECSE, CSLC)		\$5,000
Special Ed - Additional Support, Intervener		\$5,000
Special Ed - ECSE (3-5 yr olds) Retention Stipend - Aide		\$1,500
Special Ed - Resource/Inclusion Retention Stipend - Teacher		\$2,000
Special Ed - Resource/Inclusion Retention Stipend - Aide		\$1,000
Special Ed - SESC Retention Stipend - Aide		\$1,500
Special Ed - SLC-Life Skills Retention Stipend - Aide		\$1,500
Special Ed - Self-Contained (Behavior Interven, Specialist, Compliance Tchr, CAP, ECSE, SESC, SLC, Trans Prog)		\$5,000
Special Olympics Asst Coach (per sport)		\$2,000
Special Olympics Head Coach (per sport)		\$2,850
TAFE - Lead CTSO Sponsor		\$2,200
TAFE - Assistant CTSO Sponsor		\$1,000
TSA - Lead CTSO Sponsor		\$2,200
TSA - Assistant CTSO Sponsor		\$1,000
UIL Coordinator	HS/JH	\$1,500
Newspaper	JH	\$500
Speech	JH	\$880
Student Council	JH	\$550
Theater	JH	\$1,500

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
STIPEND SCHEDULE**

Categ Assignment	Level	Stipend
Yearbook	JH	\$500
Academic Decathlon/Science Olympiad/Star Challenge	HS	\$3,000
Newspaper	HS	\$1,500
Speech	HS	\$3,300
Speech/Debate - Asst	HS	\$550
Student Council	HS	\$1,500
Theater	HS	\$5,000
Theater Asst	HS	\$1,650
University Interscholastic League (per event)	HS	\$500
Yearbook	HS	\$1,700
Elementary UIL Coordinator		\$200
Elementary UIL District Coordinator		\$1,000
Elementary UIL Zone Director		\$300

Athletics

Basketball - 8th Asst/7th Head/7th Asst	JH	\$2,500
Basketball - 8th Head	JH	\$2,700
Campus Coordinator	JH	\$3,000
Cheer Coach	JH	\$2,500
Cross Country	JH	\$1,500
Football - 7th Asst	JH	\$3,500
Football - 7th Head	JH	\$3,500
Football - 8th Asst	JH	\$3,500
Football - 8th Head	JH	\$5,000
Soccer	JH	\$2,000
Tennis - Head	JH	\$2,000
Track - 8th Asst/7th Head/7th Asst	JH	\$2,000
Track - 8th Head	JH	\$2,300
Volleyball - 8th Asst/7th Head/7th Asst	JH	\$2,500
Volleyball - 8th Head	JH	\$2,700
Assistant Campus Coordinator	HS	\$5,000
Baseball - Assistant	HS	\$3,000
Baseball - Varsity Asst	HS	\$4,000
Baseball - Varsity Head	HS	\$6,500
Basketball - Assistant	HS	\$4,000
Basketball - Varsity Assistant	HS	\$5,500
Basketball - Varsity	HS	\$8,000
Cheer Coach	HS	\$5,000
Cheer Coach Assistant	HS	\$3,000

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
STIPEND SCHEDULE**

Categ Assignment	Level	Stipend
Cross Country - Varsity	HS	\$5,000
Equipment Coordinator - Football	HS	\$500
Football - Assistant	HS	\$7,000
Football - Offensive/Defensive Coordinator	HS	\$9,500
Football - Team Coach	HS	\$7,500
Football - Varsity Asst	HS	\$8,000
Golf - Assistant	HS	\$3,000
Golf - Varsity	HS	\$5,000
Soccer - 2nd Assistant	HS	\$3,000
Soccer - Asst	HS	\$4,000
Soccer - Varsity	HS	\$6,500
Softball - Assistant	HS	\$3,000
Softball - Varsity	HS	\$6,500
Softball - Varsity Asst	HS	\$4,000
Strength & Conditioning	HS	\$1,500
Swimming/Diving - Asst	HS	\$3,000
Swimming/Diving - Varsity	HS	\$6,500
Tennis - Assistant	HS	\$3,000
Tennis - Varsity Assistant	HS	\$4,500
Tennis - Varsity	HS	\$6,500
Track - Assistant	HS	\$3,000
Track - Varsity Head	HS	\$5,500
Trainer - Asst	HS	\$9,000
Trainer - Head	HS	\$11,000
Video Coordinator	HS	\$500
Volleyball - Assistant	HS	\$4,800
Volleyball - Varsity Assistant	HS	\$5,500
Volleyball - Varsity	HS	\$8,000
Water Polo - Head Coach	HS	\$5,000
Water Polo - Assistant Coach	HS	\$3,000
Wrestling - Assistant	HS	\$3,000
Wrestling - Varsity	HS	\$5,500

Performing Arts

Band Assistant	MS	\$5,000
Band Assistant	JH	\$5,600
Band Director	JH	\$7,700
Choir Asst	JH	\$1,750
Choir Director	JH	\$4,050

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
STIPEND SCHEDULE**

Categ	Assignment	Level	Stipend
	Band Assistant	HS	\$9,000
	Band Director	HS	\$14,500
	Choir Asst	HS	\$3,000
	Choir Director	HS	\$7,000
	Color Guard	HS	\$5,000
	Dance Team	HS	\$7,900
	Dance Team Asst	HS	\$4,100
	Mariachi Stipend	HS	\$7,000
	Orchestra Stipend	HS	\$7,000

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
STIPEND SCHEDULE**

POSITION	STIPEND
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Other Supplemental Pay

Resident Teacher	\$10,000 / Semester
Lead Nurse	\$5,500 / Year
Behavior Interventionist, Transition Specialists	\$5,000 / Year
Diagnosticians	\$5,000 / Year
Program Specialist - SpEd	\$5,000 / Year
Bilingual Certified Teachers, PK-5 Bilingual Program, SpEd Program	\$4,000 / Year
Bilingual Stipend - School Psych, Diag, Speech Path, ARD Spec, Dyslexia Spec	\$4,000 / Year
Emergent Bilingual Specialist - Bilingual Campus	\$4,000 / Year
Occupational Therapist	\$4,000 / Year
Physical Therapist	\$4,000 / Year
Teacher of Visually Impaired Students	\$4,000 / Year
Accelerated Language Program Facilitators	\$3,850 / Year
Speech Therapist with Certificate of Clinical Competence (CCC)	\$3,300 / Year
Dual Credit Counselor	\$3,000 / Year
Lead Diagnostician	\$3,000 / Year
Lead Homebound	\$3,000 / Year
Lead OT/PT	\$3,000 / Year
Lead School Psychologist	\$3,000 / Year
Lead Speech Language - Pathologist	\$3,000 / Year
GROW/POLARIS Project	\$2,500 / Year
Resident Teacher Mentor (TCLAS grant funded)	\$2,500 / Semester
Assistive Technology Specialist	\$2,420 / Year
Speech - Language Pathologist	\$2,420 / Year
Title I Campus Contact	\$2,400 / Year
Counselor	\$2,200 / Year
Family Support Specialist	\$2,200 / Year
Lead Speech Path, Supervision Stipend	\$2,200 / Year
Nurse	\$2,200 / Year
Registrar	\$2,200 / Year
Speech Therapist with State Board License	\$2,200 / Year
ARD Specialist	\$2,000 / Year
ESL Certified Teachers, PK-5 Dual Language Program	\$1,650 / Year
Emergent Bilingual Specialist - ESL Campus	\$1,650 / Year
Speech Therapist with TEA Certification	\$1,100 / Year
Speech Path/Diag Practicum Student Intern Supervision Stipend	\$1,100 / Year
Speech Therapy Assistant Supervision Stipend	\$1,100 / Year
After School Detention	\$25.00 / Hour
Bus Driver Certification	Regular Rate
Child Nutrition Manager Incentive Stipend	\$100-\$1,600 / Performance
Curriculum Writing	\$30.00 / Hour
Extended Day Program	\$25.00 / Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
STIPEND SCHEDULE**

Extra Duty Pay (Must meet extra duty pay guidelines)	\$25.00 / Hour
Extra Duty Stipend (As deemed necessary by Superintendent)	Up to \$10,000 per occurrence
Facility/Gym Supervisor	\$25.00 / Hour
HB 4545 Extra Duty Pay	\$30.00 / Hour
In-Home Training (Certified Teachers)	\$25.00 / Hour
In-Home Training (Paraprofessionals)	Position Rate
New Teacher Mentors	\$25.00 / Hour

Other Supplemental Pay

Night School Administrator	\$35.00 / Hour
Night School Teacher	\$25.00 / Hour
Plato Lab	\$25.00 / Hour
Project LEARN Early Childhood Aide (Part-time)	\$10.00 / Hour
Project LEARN Nurse	\$25.00 / Hour
Project LEARN Teacher (Part-time) Bachelor's Degree	\$25.00 / Hour
SAT/PSAT	\$25.00 / Hour
Saturday Clock Hours - Administrators	\$35.00 / Hour
Saturday Clock Hours - Teachers	\$25.00 / Hour
Saturday Testing - Diag/School Psychologist	\$650.00 / Evaluation
Saturday Testing - Speech Path, OT/PT	\$325.00 / Evaluation
Sound & Light Technician (Adult Professional)	\$30.00 / Hour
Sound & Light Technician (Trained Student)	\$15.00 / Hour
Staff Development Presenters	\$30.00 / Hour
Student Transportation - Non CDL	Additional \$2.00 / Hour
Summer School Administrator (Campus Based Program)	\$35.00 / Hour
Summer School Aides/Clerks	\$13.00 / Hour
Summer School Bus Aide	Position Rate
Summer School Bus Driver	Position Rate
Summer School College/Career Facilitator	\$30.00 / Hour
Summer School Counselor	\$4,200 stipend per session
Summer School Child Nutrition	Position Rate
Summer School Librarian	\$25.00 / Hour
Summer School Nurses - LVN	\$30.00 / Hour
Summer School Nurses - RN	\$35.00 / Hour
Summer School Principal	\$5,000 stipend per session
Summer School Registrar	\$4,200 stipend per session
Summer School Social Worker	\$25.00 / Hour
Summer School Teacher	\$30.00 / Hour
Summer School Teacher - SSI/EOC	\$35.00 / Hour
Summer School Testing Coordinator	\$35.00 / Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
STIPEND SCHEDULE**

Summer Program Facilitator/Coordinator/Asst. Principal	\$4,200 stipend per session
Testing Facilitator	\$25.00 / Hour
Testing Proctor (Exempt Staff)	\$25.00 / Hour
Transportation Referral Incentive	\$100.00 / per guidelines
Tutor (Part-time)	\$25.00 / Hour
Tutorials	\$25.00 / Hour
YMCA Gym Supervisor	\$25.00 / Hour

ESSER Incentives/Retentions (As designated in the ESSER Use of Funds Plan)

Performance Pay: Teacher Incentive Allotment

For any funds received by Lamar CISD for a designated teacher under the Teacher Incentive Allotment (TIA), (90%) will be paid to the designated teacher. The remaining (10%) will be used for training and support, administrative expenses, and/or professional development. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
ATHLETIC EVENTS**

ATHLETIC EVENTS/CONCESSION STAND

FOOTBALL - Home & Visitor	Varsity	HS Sub-Varsity/JH	Play-Off/UIIL Events	Tournament
Stadium Manager	\$110	N/A	\$125	N/A
Ticket Sales Manager	\$110	N/A	\$125	N/A
Assistant Banker (2nd Half Only)	\$60	N/A	\$65	N/A
Announcer	\$60	N/A	\$65	N/A
Spotter	\$50	N/A	\$55	N/A
Videoboard/Scoreboard Operator	\$60	\$15/game	\$65	N/A
Stadium Area Supervisor (Full Game)	\$60	N/A	\$65	N/A
Gate Monitor (Full Game)	\$60	N/A	\$70	N/A
Ticket Booth Captain (Full Game)	\$65	\$33 + \$10/hr after 4 hrs	\$70	N/A
Booth Staff (Halftime)	\$35	N/A	\$40	N/A
Booth Staff (3 Quarters)	\$45	N/A	\$50	N/A
Booth Staff (Full Game)	\$55	N/A	\$60	N/A
Parking Area Monitor (Full Game +)	\$90	N/A	\$95	N/A
Parking Supervisor (Full Game +)	\$110	N/A	\$125	N/A
Parking Attendant (Halftime)	\$45	N/A	\$50	N/A
Athletic Trainer	N/A	\$35/hr	\$35/hr	N/A
VOLLEYBALL	Varsity	HS Sub-Varsity/JH	Campus Play-Off/UIIL Events	Tournament
Ticket Seller	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs
Clock/Scoreboard	\$15/game	\$10/game	\$30/game	\$10/game
Scorebook	\$15/game	\$10/game	\$30/game	\$10/game
Libero Tracker	\$15/game	\$10/game	\$30/game	\$10/game
Event Supervisor	N/A	N/A	\$100	N/A
Assistant Supervisor	N/A	N/A	\$75	N/A
Athletic Trainer	N/A	\$35/hr	\$35/hr	\$35/hr
Announcer	N/A	N/A	\$30/game	N/A
BASKETBALL	Varsity	HS Sub-Varsity/JH	Campus Play-Off/UIIL Events	Tournament
Ticket Seller	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs
Clock	\$15/game	\$10/game	\$30/game	\$10/game
Scorebook	\$15/game	\$10/game	\$30/game	\$10/game
Announcer	N/A	N/A	\$30/game	N/A
Event Supervisor	N/A	N/A	\$100	N/A
Assistant Supervisor	N/A	N/A	\$75	N/A
Athletic Trainer	N/A	N/A	\$35/hr	N/A
SWIMMING/DIVING/WATER POLO	Invitational/Season	District	Playoffs	Tournament
Ticket Seller	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	N/A
Hy-Tek/Daktronics Operator	\$35	\$50	\$65	N/A
Athletic Trainer	N/A	N/A	\$35/hr	N/A
Lifeguards	\$12/hr	\$12/hr	\$12/hr	N/A
Scoreboard/Clock Keeper	\$15/game	\$15/game	\$30/game	\$10/game
WRESTLING	Varsity	HS Sub-Varsity	Campus Play-Off/UIIL Events	Tournament
Ticket Seller	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs
Clock/Scoreboard	\$25/session	\$25/session	N/A	\$50/day
Event Supervisor	N/A	N/A	\$75	N/A
Athletic Trainer	N/A	N/A	\$35/hr	N/A

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
ATHLETIC EVENTS**

ATHLETIC EVENTS/CONCESSION STAND

SOCCER	Varsity	HS Sub-Varsity/JH	Campus Play-Off/UIL Events	Tournament
Ticket Seller	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs
Clock	\$25	\$15	\$30	N/A
Event Supervisor	N/A	N/A	\$100	N/A
Athletic Trainer	N/A	N/A	\$35/hr	N/A
SOFTBALL / BASEBALL	Varsity	HS Sub-Varsity	Campus Play-Off/UIL Events	Tournament
Ticket Seller	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs
Scoreboard	\$15/game	\$10/game	\$30/game	N/A
Event Supervisor	N/A	N/A	\$100/game	N/A
Announcer	\$15/game	N/A	\$30/game	N/A
Athletic Trainer	N/A	N/A	\$35/hr	N/A
Field Prep	N/A	N/A	\$100	N/A
Pitch Counter	\$15/game	\$10/game	\$25/game	\$10/game
TRACK	Varsity	HS Sub-Varsity/JH	Campus Play-Off/UIL Events	Tournament
Starter	\$100	\$100	\$100	N/A
Back-up Starter	\$50	\$50	\$50	N/A
Announcer	\$50	\$35	\$50	N/A
Computer Coordinator	\$100	\$75	\$100	N/A
Computer Operator	\$75	\$50	\$75	N/A
Field Event Supervisor	\$35	\$25	\$35	N/A
Meet Manager	\$50	\$50	\$50	N/A

ATHLETIC EVENTS/CONCESSION STAND

Concession Services	Rates
Worker	\$12/hr all events
Cashier	\$55/event
Assistant Manager	\$15/hr

UIL Game Reports	Rate
(If done by host)	\$75 / Event

Summer Programs	Rates
Camp Directors	\$50/hr (6 max/day)
Camp Instructors	\$25/hr (5 max/day)
Natatorium Director	\$25/hr

Cheerleading Tryouts	Rates
Judges	\$125/Team
Tabulators	\$25/Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
FINE ARTS EVENTS**

POSITION	RATE
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FINE ARTS/MARCHING CONTEST	Per 4-hour shift, unless otherwise noted
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Ticket Seller	\$40 / Event
Announcer	\$60 / Event
Band Monitor	\$15 / Band
Bus Parking Monitor	\$50 / Event
Clock/Scoreboard	\$50 / Event
Contest Office & Tabulations	\$45 / Event
Extend. Ticket Taker/Gate Keeper	\$45 / Event
Field Coordinator	\$60 / Event
Judge's Assistant	\$40 / Event
Loading Gate Monitor	\$50 / Event
Monitor Trainer & Bus Check In	\$50 / Event
Parking Monitors	\$50 / Event
Parking Security	\$45 / Event
Parking Supervisor	\$75 / Event
Pass Gate Supervisor	\$50 / Event
Pit Warm Up Monitor	\$50 / Event
Tabulations	\$40 / Event
Ticket Taker/Gate Keeper	\$40 / Event
Track Monitor	\$50 / Event

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
GUEST - INSTRUCTORS, ADMINISTRATORS, AND PARAPROFESSIONALS**

POSITION	RATE
Guest Instructor	
Certified	\$120 / Day
Certified Long Term	\$165 / Day
Degreed	\$105 / Day
Degreed Long-term	\$120 / Day
Non-Degreed 60+ hours	\$90 / Day
Non-Degreed 60+ hours, Long-term	\$95 / Day
Guest Nurse	
Nurse, RN	\$105 / Day
Long-term Nurse, RN	\$165 / Day
Nurse, LVN	\$95 / Day
Long-term Nurse, LVN	\$120 / Day
Guest Administrator	
Elementary/Secondary	One half of Daily Rate of Last Employment but no less than \$175.00
Secondary	Additional \$35.00 per day for extended day activities.
Interim Administrative Assignments	Rate determined based upon position
Guest Clerks/Aides	
Certified, Degreed and Non-degreed	\$85 / Day
Long-term 30 or more hours	\$90 / Day
Long-term less than 30 hours	\$85 / Day
Lunchroom, Monitor	\$7.25 / Hour
Crossing Guard	\$8.25 / Hour
Child Nutrition	\$7.25 / Hour

Long Term assignments are assignments that last for 10 or more consecutive days in the same position

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2023-24 COMPENSATION PLAN
PART TIME EMPLOYEES**

POSITION	HOURLY RATE
ARC Registration	\$25.00
Aquatic Program Trainer	\$25.00
College Student Minimum hours per semester - 12 (Documentation required for each year of college standing)	\$7.50
High School Student	\$7.25
Life Guards	\$10.00-\$13.00
W/ W.S.I.	\$11.00-\$14.00
Swimming Instruction - Private Lessons	\$25.00
Swimming Instruction - W.S.I. Certified	\$12.00-\$16.00