

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
TEACHERS**

**Base Salary**

10 - Month Salary Minimum: \$65,700

Continuing teachers will receive a flat \$2,000 general increase for 2025-26.

In addition to the General Increase of \$2,000, HB2 provisions will be added at a later date.

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 ARD Specialists, Assistive Technology Specialists, Behavior Interventionists, Counselors, Diagnosticians, Dyslexia Specialists, 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 Facilitators, Multilingual Program Facilitators, Nurses, Occupational Therapists, Orientation & Mobility Specialists, Physical Therapists, Pre-K EL Compliance Facilitators, Project LEARN Parent & Community Facilitators, ROTC Instructors, Sheltered Instruction Professional Development Specialists, Speech & Language Pathologist Assistants Speech Therapists, Testing Coordinators, and Transition Specialists.

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Athletic Grounds Coordinator	Daily	\$232.11	\$286.55	\$341.01
	Bond Program Information System (PMIS) Coordinator	230 Days	\$53,385	\$65,907	\$78,432
	Buyer - Purchasing	251 Days	\$58,260	\$71,924	\$85,594
	Executive Assistant - Superintendent & Board of Trustees				
	Procurement Specialist - Child Nutrition				
	Quality Control Trainer - Child Nutrition				
2	Accounts Payable Coordinator	Daily	\$276.21	\$341.01	\$405.79
	Bus Discipline Supervisor	187 Days	\$51,651	\$63,769	\$75,883
	Child Nutrition Human Resources Coordinator	191 Days	\$52,756	\$65,133	\$77,506
	Dietician/Nutrition Education Coordinator	210 Days	\$58,004	\$71,612	\$85,216
	Parent Educator	220 Days	\$60,766	\$75,022	\$89,274
	Parent Educator - Campus	230 Days	\$63,528	\$78,432	\$93,332
	Payroll Coordinator	251 Days	\$69,329	\$85,594	\$101,853
	Purchasing Coordinator				
	Student Accounting Specialist				
	Technology Customer Service Manager				
3	Asst Director - Purchasing	Daily	\$333.55	\$411.81	\$490.05
	Budget Analyst	197 Days	\$65,709	\$81,127	\$96,540
	Child Nutrition Accountant	220 Days	\$73,381	\$90,598	\$107,811
	Communications Coordinator	230 Days	\$76,717	\$94,716	\$112,712
	Compliance Analyst	251 Days	\$83,721	\$103,364	\$123,003
	Executive Director - L.E.A.F.				
	Facilitator - College Career				
	Family & Community Engagement Coordinator				
	Fleet Services Manager				
	General Ledger Accountant				
	Graphic Arts Manager				
	Multimedia Specialist/Videographer				
	Network Engineer				
	Operations Manager - Transportation				
	Partners In Education Coordinator				
	Pool Manager				
	Senior Bond Accountant				
	Senior Buyer				
	Server Engineer				
	Special Needs Coordinator - Transportation				
	Student Assessment Specialist				
	Substance Abuse Specialist				
	Technology Deployment & Specialty Services Manager				
	Transportation Site Manager				
4	Asst Director - Child Nutrition	Daily	\$350.24	\$432.39	\$514.53
	Asst Director - Custodial Services	197 Days	\$68,997	\$85,181	\$101,362
	Asst Director - Finance	203 Days	\$71,099	\$87,775	\$104,450
	Asst Director - Maintenance	220 Days	\$77,053	\$95,126	\$113,197
	Asst Director - Performing & Visual Arts	230 Days	\$80,555	\$99,450	\$118,342
	Asst Director - Transportation	251 Days	\$87,910	\$108,530	\$129,147
	Bond Controller				
	Content Curriculum Specialists				
	Digital Learning Coach				
	Digital Learning Specialist				
	Employee Benefits Specialist				
	Employee Relations Specialist				
	Grant Writer				
	Medicaid/SHARS Coordinator				
	Position Control Specialist				
	Recruiter, Human Resources				
	School Safety Specialist				
	Special Projects Coordinator - Title I				
	Staffing Specialist				
	Web Developer				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
<b>5</b>	ABA Therapist - BCBA	<b>Daily</b>	<b>\$367.75</b>	<b>\$454.01</b>
	Asst Principal - ES	<b>208 Days</b>	<b>\$76,492</b>	<b>\$94,434</b>
	Asst Principal - MS	<b>210 Days</b>	<b>\$77,228</b>	<b>\$95,342</b>
	Database Administrator	<b>230 Days</b>	<b>\$84,583</b>	<b>\$104,422</b>
	Network Administrator			
	Programmer/Analyst			
	Registration & Attendance Coordinator			
<b>6</b>	Senior Server Engineer			
	Technology Systems Administrator			
	Advanced Academics Coordinator	<b>Daily</b>	<b>\$386.14</b>	<b>\$476.72</b>
	Asst Director - Information Services	<b>191 Days</b>	<b>\$73,753</b>	<b>\$91,054</b>
	Asst Director - Technology Support Services	<b>208 Days</b>	<b>\$80,317</b>	<b>\$99,158</b>
	Asst Principal, JH	<b>210 Days</b>	<b>\$81,089</b>	<b>\$100,111</b>
	Asst Principal, Special Sites	<b>220 Days</b>	<b>\$84,951</b>	<b>\$104,878</b>
	Behavior Coordinator - Special Education	<b>230 Days</b>	<b>\$88,812</b>	<b>\$109,646</b>
	Bond Program Scheduler	<b>251 Days</b>	<b>\$96,921</b>	<b>\$119,657</b>
	Business Systems Coordinator			
	College, Career, & Military Readiness Coordinator			
	Counseling Coordinator, Elementary & Secondary			
	CTE Coordinator			
	Digital Learning Coordinator			
	Energy Coordinator			
	Facility 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 Assessment Coordinator			
	Student Discipline Coordinator			
	Student Information System Coordinator			
	Student Services Coordinator			
	Substitute Coordinator			
<b>7</b>	Admin/Professional Learning TIA Coordinator	<b>Daily</b>	<b>\$405.45</b>	<b>\$500.55</b>
	Administrator for Truancy/Dropout Prevention	<b>210 Days</b>	<b>\$85,145</b>	<b>\$105,116</b>
	Asst Principal - HS	<b>220 Days</b>	<b>\$89,199</b>	<b>\$110,121</b>
	Budget & Financial Compliance Officer	<b>230 Days</b>	<b>\$93,254</b>	<b>\$115,127</b>
	Coordinator - Student Accounting			
	Cyber Security Manager			
	Director - Behavior Services			
	Director - Budget			
	Director- Child Find			
	Director - Communications			
	Director - Community Relations			
	Director - Dyslexia and 504 Services			
	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 - State & Federal Programs			
	Director - Talent Development			
	Director - Technology Support Svc			
	Director - Transition (Special Education)			
	Dyslexia Coordinator			
	Police Lieutenant			
	Special Ed Compliance Officer			

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum																
8	Assistant Campus Coordinator/Head Football Coach Assoc. Principal - HS Bond Program Construction Manager Bond Program Design Manager Bond Program Information Manager Campus Coordinator/Head Coach Director - Advanced Academics & Career Readiness Director - Employee Services & Benefits Director - Leadership Development Director - Purchasing Director - Student Discipline Director - Student Services Principal - Early Childhood Principal - ES Principal - MS	<table><tr><td>Daily</td><td>\$425.72</td><td>\$525.58</td><td>\$625.44</td></tr><tr><td>220 Days</td><td>\$93,658</td><td>\$115,628</td><td>\$137,597</td></tr><tr><td>230 Days</td><td>\$97,916</td><td>\$120,883</td><td>\$143,851</td></tr><tr><td>251 Days</td><td>\$106,856</td><td>\$131,921</td><td>\$156,985</td></tr></table>	Daily	\$425.72	\$525.58	\$625.44	220 Days	\$93,658	\$115,628	\$137,597	230 Days	\$97,916	\$120,883	\$143,851	251 Days	\$106,856	\$131,921	\$156,985		
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251 Days	\$106,856	\$131,921	\$156,985																	
9	Director - Athletics Director - Child Nutrition Director - Custodial Services Director - Maintenance Director - Performing & Visual Arts Director - Pre-K & After School Programs Director - Reporting, Assessment & Accountability Director - Special Education Director - Transportation Principal - ALC (DAEP) Principal - JH	<table><tr><td>Daily</td><td>\$473.30</td><td>\$570.25</td><td>\$667.19</td></tr><tr><td>220 Days</td><td>\$104,126</td><td>\$125,455</td><td>\$146,782</td></tr><tr><td>230 Days</td><td>\$108,859</td><td>\$131,158</td><td>\$153,454</td></tr><tr><td>251 Days</td><td>\$118,798</td><td>\$143,133</td><td>\$167,465</td></tr></table>	Daily	\$473.30	\$570.25	\$667.19	220 Days	\$104,126	\$125,455	\$146,782	230 Days	\$108,859	\$131,158	\$153,454	251 Days	\$118,798	\$143,133	\$167,465		
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10	Principal - HS Principal - CTE Center	<table><tr><td>Daily</td><td>\$558.49</td><td>\$672.89</td><td>\$787.28</td></tr><tr><td>230 Days</td><td>\$128,453</td><td>\$154,765</td><td>\$181,074</td></tr></table>	Daily	\$558.49	\$672.89	\$787.28	230 Days	\$128,453	\$154,765	\$181,074										
Daily	\$558.49	\$672.89	\$787.28																	
230 Days	\$128,453	\$154,765	\$181,074																	
11	Area Superintendent Executive Director - Athletics Executive Director - Bond Program Office Executive Director - Budget & Compliance Executive Director - CTE Executive Director - Enrollment Management Executive Director - Finance Executive Director - Human Resources Executive Director - Procurement, Distribution & Business Development Executive Director - Special Education Executive Director - Student Programs Executive Director - Teaching & Learning Executive Director - Technology	<table><tr><td>Daily</td><td>\$586.44</td><td>\$706.55</td><td>\$826.65</td></tr><tr><td>230 Days</td><td>\$134,881</td><td>\$162,507</td><td>\$190,130</td></tr><tr><td>251 Days</td><td>\$147,196</td><td>\$177,344</td><td>\$207,489</td></tr></table>	Daily	\$586.44	\$706.55	\$826.65	230 Days	\$134,881	\$162,507	\$190,130	251 Days	\$147,196	\$177,344	\$207,489						
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251 Days	\$147,196	\$177,344	\$207,489																	
12	Attorney - General Counsel Chief Communications Officer Chief Financial Officer Chief Learning Officer Chief Operations Officer Chief of Police Chief Student Services Officer Deputy Superintendent	<table><tr><td>Daily</td><td>\$712.21</td><td>\$847.84</td><td>\$983.49</td></tr><tr><td>230 Days</td><td>\$163,808</td><td>\$195,003</td><td>\$226,203</td></tr></table>	Daily	\$712.21	\$847.84	\$983.49	230 Days	\$163,808	\$195,003	\$226,203										
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**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Clerk - Elementary	Hourly	\$12.49	\$15.42	\$18.36
	Clerk - Middle School	173 Days	\$17,286	\$21,341	\$25,410
	Clerk - Secondary	187 Days	\$18,685	\$23,068	\$27,467
	Clerk - Transportation	220 Days	\$21,982	\$27,139	\$32,314
	Lunchroom Monitor				
2	Choir - Assistant/Accompanist	Hourly	\$13.12	\$16.21	\$19.29
	Clerk - Monitor (8 hour)	187 Days	\$19,628	\$24,250	\$28,858
	Receptionist - ALC, Campus, M&O, Sped Annex	199 Days	\$20,887	\$25,806	\$30,710
		230 Days	\$24,141	\$29,826	\$35,494
3	Admin Asst - SpEd SS	Hourly	\$14.43	\$17.82	\$21.20
	Clerk - SEMS	177 Days	\$20,433	\$25,233	\$30,019
	Clinic Aide	187 Days	\$21,587	\$26,659	\$31,715
	Project LEARN Parent Engagement & Literacy Specialist	191 Days	\$22,049	\$27,229	\$32,394
	Receptionist - Central Office	230 Days	\$26,551	\$32,789	\$39,008
	Water Safety Instructor				
4	Admin Asst - Asst Principal HS	Hourly	\$15.46	\$19.07	\$22.70
	Admin Asst - Asst Principal JH	187 Days	\$23,128	\$28,529	\$33,959
	Admin Asst - Liaison for At-Risk Attendance	192 Days	\$23,747	\$29,292	\$34,867
	Admin Asst - Counselor	197 Days	\$24,365	\$30,054	\$35,775
	Admin Asst - Federal Programs Director	199 Days	\$24,612	\$30,359	\$36,138
	Admin Asst - Project LEARN	207 Days	\$25,602	\$31,580	\$37,591
	Clerk - Accounting	220 Days	\$27,210	\$33,563	\$39,952
	Clerk - Attendance 1621	230 Days	\$28,446	\$35,089	\$41,768
	Clerk - Attendance ALC				
	Clerk - Attendance HS				
	Clerk - Attendance JH				
	Clerk - Orientation				
	Clerk - Payroll Processing				
	Clerk - Processing				
	Clerk - Purchasing				
	Clerk - Registrar				
	Technician - HR/Employee Benefits				
5	Admin Asst - Adult Transition Program Coordinator	Hourly	\$18.38	\$22.70	\$27.00
	Admin Asst - Associate Principal HS	199 Days	\$29,261	\$36,138	\$42,984
	Admin Asst - Asst Director of Operations - Custodial	230 Days	\$33,819	\$41,768	\$49,680
	Admin Asst - Director of Advanced Academics & Career Readiness				
	Admin Asst - Director of Human Resources				
Admin Asst - Director of Multilingual Education					
Admin Asst - Director of Student Discipline					
Admin Asst - Director of Student Services					
Admin Asst - Director of Technology Support Services					
Admin Asst - Payroll Transportation					
Clerk - Accounts Payable					

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT**  
**2025-26 COMPENSATION PLAN**  
**CLERICAL/PARAPROFESSIONAL**

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

**6**

Admin Asst - Budget/Finance - Athletics  
Admin Asst - Director of Child Nutrition  
Admin Asst - Director of Communications  
Admin Asst - Director of Community Relations  
Admin Asst - Director of Innovative Learning & Director of Talent Development  
Admin Asst - Director of Maintenance & Operations  
Admin Asst - Director of Performing & Visual Arts  
Admin Asst - Director of Special Education  
Admin Asst - Director of Transportation  
Admin Asst - Principal (ALC - ES - ECC - MS - JH)  
Admin Asst - Purchasing  
Admin Asst - Special Sites  
Admin Asst - Staff/Scheduling - Athletics  
Bond Program Administrator - Level 1  
Clerk - Bond FFE - Operations  
Clerk - Employee Benefits/HR  
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  
Records Assistant  
Specialist - Criminal History & Fingerprinting  
Specialist - Payroll

Hourly		\$19.30	\$23.82	\$28.34
220	Days	\$33,968	\$41,923	\$49,878
230	Days	\$35,512	\$43,829	\$52,146
251	Days	\$38,754	\$47,831	\$56,907

**7**

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

Hourly		\$21.86	\$26.67	\$31.48
187	Days	\$32,703	\$39,898	\$47,094
210	Days	\$36,725	\$44,806	\$52,886
230	Days	\$40,222	\$49,073	\$57,923
251	Days	\$43,895	\$53,553	\$63,212

**8**

Admin Asst - Area Superintendent  
Admin Asst - Executive Director of Advanced Academics & Career Readiness  
Admin Asst - Executive Director of Budget & Compliance

Hourly		\$24.08	\$29.34	\$34.62
187	Days	\$36,024	\$43,893	\$51,792
230	Days	\$44,307	\$53,986	\$63,701
251	Days	\$48,353	\$58,915	\$69,517

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
	Admin Asst - Executive Director of CTE & Career Readiness			
	Admin Asst - Executive Director of Enrollment Management			
	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			
	Specialist - Employee Benefits/FMLA			
	Specialist - Employee Benefits/Worker's Comp			
	Specialist - Finance			

<b>9</b>
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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 of Police  
Admin Asst - Chief Student Services Officer  
Admin Asst - Deputy Superintendent

Hourly	\$28.99	\$34.93	\$40.87
<b>230 Days</b>	\$53,342	\$64,271	\$75,201

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
INSTRUCTIONAL PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Aide - Bilingual/ESL	Hourly	\$15.08	\$17.90	\$20.73
	Aide - Compensatory	187 Days	\$22,560	\$26,778	\$31,012
	Aide - Innovative School Day				
	Aide - LRC				
	Aide - Physical Education				
	Aide - Pre-Kindergarten				
	Aide - Project LEARN				
	Aide - Title I				
2	Aide - Computer Lab	Hourly	\$16.83	\$19.99	\$23.14
	Aide - Credit Restoration	187 Days	\$25,178	\$29,905	\$34,617
	Aide - Keyboarding				
	Aide - SpEd Resource/Inclusion				
3	Aide - ALC/Special Sites	Hourly	\$17.66	\$20.97	\$24.28
	Aide - Compliance Academic Program (CAP)	187 Days	\$26,419	\$31,371	\$36,323
	Aide - Compliance Early Childhood SpEd (C-ECSE)				
	Aide - Compliance Structured Learning Classroom (CSLC)				
	Aide - Early Childhood SpEd (ECSE)				
	Aide - In-School Suspension				
	Aide - Reset Program				
	Aide - Social Emotional Support Classroom (SESC)				
	Aide - SpEd Additional Support				
	Aide - Structured Learning Classroom (SLC)				
	Aide - Transition Program				
	Job Coach				
	4	Aide - Braille & Tactual Materials Specialist	Hourly	\$19.59	\$23.06
Aide -Powell Point		187 Days	\$29,307	\$34,498	\$39,943
Aide - SpEd Intervener					
Registered Behavior Technician					



**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
TECHNICAL**

Pay Grade	Job Title		Minimum	Midpoint	Maximum
11	Print Production Assistant	Hourly	\$13.42	\$16.17	\$18.91
		230 Days	\$24,693	\$29,753	\$34,794
12	Mail Center Clerk	Hourly	\$15.82	\$19.07	\$22.31
		230 Days	\$29,109	\$35,089	\$41,050
13	Print Production Technician Technology Customer Service Representative	Hourly	\$18.68	\$22.50	\$26.33
		230 Days	\$34,371	\$41,400	\$48,447
14	AV Technical Specialist Field Services Technician PC Technician - Child Nutrition Publications Specialist Print Production Foreman Security Device Technician Student Information System Technician Technology Customer Service Analyst	Hourly	\$23.35	\$28.13	\$32.92
		230 Days	\$42,964	\$51,759	\$60,573
15	Certified Occupational Therapist Assistant Data Specialist LVN - Campus Network Technician Senior AV Technical Specialist Senior Technology Customer Service Specialist Technology Asset Specialist	Hourly	\$31.29	\$37.69	\$44.09
		187 Days	\$46,810	\$56,384	\$65,959
		192 Days	\$48,061	\$57,892	\$67,722
		230 Days	\$57,574	\$69,350	\$81,126

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
MANUAL TRADES**

Pay Grade	Job Title		Minimum	Midpoint	Maximum
1	Crossing Guard	Hourly	\$11.69	\$14.25	\$16.81
		173 Days	\$16,179	\$19,722	\$23,265
		230 Days	\$21,510	\$26,220	\$30,930
		251 Days	\$23,474	\$28,614	\$33,754
2	Aide - Bus Common Threads Worker Traffic Control Monitor Warehouse Driver	Hourly	\$12.77	\$15.57	\$18.37
		180 Days	\$18,389	\$22,421	\$26,453
		187 Days	\$19,104	\$23,293	\$27,482
		230 Days	\$23,497	\$28,649	\$33,801
		251 Days	\$25,642	\$31,265	\$36,887
3	Athletic Field Technician Lawn Works Tech Safety - Security Specialist Warehouse Inventory Tech Warehouse Receiving Clerk	Hourly	\$14.30	\$17.43	\$20.57
		187 Days	\$21,393	\$26,075	\$30,773
		220 Days	\$25,168	\$30,677	\$36,203
		230 Days	\$26,312	\$32,071	\$37,849
		251 Days	\$28,714	\$34,999	\$41,305
4	Athletic Grounds Crew Leader Lawn Works - Lead Lawn Works Tech - Sr Mechanic Assistant	Hourly	\$16.36	\$19.97	\$23.56
		251 Days	\$32,851	\$40,100	\$47,308
5	Maintenance Dispatcher Maintenance Special Project Specialist Maintenance Technician Maintenance Technician - Pool Maintenance Technician - Welder/Playground Maintenance Technician - Glazier/Locksmith Mechanic - Lawn Works Mechanic I - Transportation Parts Manager - Transportation Planner/Scheduler Preventive Maintenance Tech Vehicle & Equipment Mechanic - M&O	Hourly	\$17.69	\$21.55	\$25.42
		251 Days	\$35,522	\$43,272	\$51,043
6	Concession Stand Manager Maintenance Technician, Sr - Fire Alarm Manager - Integrated Pest Control	Hourly	\$20.34	\$24.80	\$29.24
		180 Days	\$29,290	\$35,712	\$42,106
		230 Days	\$37,426	\$45,632	\$53,802
		251 Days	\$40,843	\$49,798	\$58,714

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
Mechanic II - Transportation				
<b>7</b>	N/A	<b>Hourly</b>	<b>\$25.00</b>	<b>\$30.48</b>
		<b>187 Days</b>	\$37,400	\$45,598
		<b>220 Days</b>	\$44,000	\$53,811
<b>8</b>	Bus Operations Supervisor	<b>Hourly</b>	<b>\$27.77</b>	<b>\$33.84</b>
	Energy Tech Specialist	<b>230 Days</b>	\$51,097	\$62,266
	Integrated Pest Management Coordinator	<b>251 Days</b>	\$55,762	\$67,951
	Lead Mechanic - Transportation			\$80,119
	Lead Technician - Transportation			
	Supervisor - M&O Buyer/Inventory Control			
	Supervisor - Maintenance			
	Supervisor - Warehouse			
	Training & Safety Specialist			
<b>9</b>	Police Officer	<b>Hourly</b>	<b>\$35.00</b>	<b>\$42.70</b>
		<b>230 Days</b>	\$64,400	\$78,568
<b>10</b>	Police Officer - Canine Handler	<b>Hourly</b>	<b>\$36.10</b>	<b>\$44.04</b>
	Police Sergeant	<b>230 Days</b>	\$66,424	\$81,034
<b>99</b>	Bus Driver	<b>Hourly</b>	<b>\$20.58</b>	<b>\$24.21</b>
	Bus Driver Trainee	<b>180 (4 hours)</b>	\$14,818	\$17,431
	Dispatcher, Transportation	<b>180 (8 Hours)</b>	\$29,635	\$34,862
	Flex Driver	<b>230 Days</b>	\$37,867	\$44,546
			\$51,226	

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
MANUAL TRADES - CHILD NUTRITION**

Pay Grade	Job Title		Minimum	Midpoint	Maximum
1	N/A	Hourly 180 Days	\$14.87 \$21,413	\$17.44 \$25,114	\$20.00 \$28,800
2	Specialist 1 - Culinary	Hourly 180 (5 Hours) 180 (7 Hours)	\$15.96 \$14,364 \$20,110	\$18.76 \$16,884 \$23,638	\$21.55 \$19,395 \$27,153
3	Asst. Kitchen Manager	Hourly 180 Days	\$17.48 \$25,171	\$20.61 \$29,678	\$23.76 \$34,214
4	Warehouse Assistant - Child Nutrition	Hourly 251 Days	\$19.55 \$39,256	\$23.15 \$46,485	\$26.75 \$53,714
5	Manager - Child Nutrition Warehouse Manager I - Child Nutrition	Hourly 180 Days 251 Days	\$20.88 \$30,067 \$41,927	\$24.74 \$35,626 \$49,678	\$28.60 \$41,184 \$57,429
6	Floating Manager II - Child Nutrition Maintenance Tech - Child Nutrition Manager: Junior High - Child Nutrition	Hourly 180 Days 251 Days	\$23.52 \$33,869 \$47,228	\$27.98 \$40,291 \$56,184	\$32.43 \$46,699 \$65,119
7	Manager: High School- Child Nutrition	Hourly 180 Days	\$28.19 \$40,594	\$33.67 \$48,485	\$39.15 \$56,376
8	Catering Coordinator Maintenance Supervisor - Child Nutrition Supervisor - Child Nutrition Technology Specialist - Child Nutrition	Hourly 199 Days 230 Days	\$30.96 \$49,288 \$56,966	\$37.02 \$58,936 \$68,117	\$43.10 \$68,615 \$79,304

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
MANUAL TRADES - CUSTODIAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum															
<b>1</b>	Custodian Laundry Worker	<table> <tr> <th>Hourly</th><th></th><th>\$12.75</th><th>\$15.32</th><th>\$17.87</th></tr> <tr> <td>230 Days</td><td></td><td>\$23,460</td><td>\$28,189</td><td>\$32,881</td></tr> <tr> <td>251 Days</td><td></td><td>\$25,602</td><td>\$30,763</td><td>\$35,883</td></tr> </table>	Hourly		\$12.75	\$15.32	\$17.87	230 Days		\$23,460	\$28,189	\$32,881	251 Days		\$25,602	\$30,763	\$35,883		
Hourly		\$12.75	\$15.32	\$17.87															
230 Days		\$23,460	\$28,189	\$32,881															
251 Days		\$25,602	\$30,763	\$35,883															
<b>2</b>	Custodian - Lead I Laundry Worker - Sr	<table> <tr> <th>Hourly</th><th></th><th>\$13.83</th><th>\$16.64</th><th>\$19.43</th></tr> <tr> <td>230 Days</td><td></td><td>\$25,447</td><td>\$30,618</td><td>\$35,751</td></tr> <tr> <td>251 Days</td><td></td><td>\$27,771</td><td>\$33,413</td><td>\$39,015</td></tr> </table>	Hourly		\$13.83	\$16.64	\$19.43	230 Days		\$25,447	\$30,618	\$35,751	251 Days		\$27,771	\$33,413	\$39,015		
Hourly		\$13.83	\$16.64	\$19.43															
230 Days		\$25,447	\$30,618	\$35,751															
251 Days		\$27,771	\$33,413	\$39,015															
<b>3</b>	Custodian - Lead II Floor Care Technician	<table> <tr> <th>Hourly</th><th></th><th>\$15.36</th><th>\$18.49</th><th>\$21.64</th></tr> <tr> <td>230 Days</td><td></td><td>\$28,262</td><td>\$34,022</td><td>\$39,818</td></tr> <tr> <td>251 Days</td><td></td><td>\$30,843</td><td>\$37,128</td><td>\$43,453</td></tr> </table>	Hourly		\$15.36	\$18.49	\$21.64	230 Days		\$28,262	\$34,022	\$39,818	251 Days		\$30,843	\$37,128	\$43,453		
Hourly		\$15.36	\$18.49	\$21.64															
230 Days		\$28,262	\$34,022	\$39,818															
251 Days		\$30,843	\$37,128	\$43,453															
<b>4</b>	Custodian - Lead III Disinfectant Control Technician Floor Care Machine Technician Laundry Worker - Lead	<table> <tr> <th>Hourly</th><th></th><th>\$17.43</th><th>\$21.03</th><th>\$24.62</th></tr> <tr> <td>251 Days</td><td></td><td>\$34,999</td><td>\$42,228</td><td>\$49,437</td></tr> </table>	Hourly		\$17.43	\$21.03	\$24.62	251 Days		\$34,999	\$42,228	\$49,437							
Hourly		\$17.43	\$21.03	\$24.62															
251 Days		\$34,999	\$42,228	\$49,437															
<b>5</b>	Custodian, Lead IV	<table> <tr> <th>Hourly</th><th></th><th>\$18.76</th><th>\$22.61</th><th>\$26.48</th></tr> <tr> <td>230 Days</td><td></td><td>\$34,518</td><td>\$41,602</td><td>\$48,723</td></tr> <tr> <td>251 Days</td><td></td><td>\$37,670</td><td>\$45,401</td><td>\$53,172</td></tr> </table>	Hourly		\$18.76	\$22.61	\$26.48	230 Days		\$34,518	\$41,602	\$48,723	251 Days		\$37,670	\$45,401	\$53,172		
Hourly		\$18.76	\$22.61	\$26.48															
230 Days		\$34,518	\$41,602	\$48,723															
251 Days		\$37,670	\$45,401	\$53,172															
<b>6</b>	N/A	<table> <tr> <th>Hourly</th><th></th><th>\$21.40</th><th>\$25.86</th><th>\$30.30</th></tr> <tr> <td>230 Days</td><td></td><td>\$39,376</td><td>\$47,582</td><td>\$55,752</td></tr> <tr> <td>251 Days</td><td></td><td>\$42,971</td><td>\$51,927</td><td>\$60,842</td></tr> </table>	Hourly		\$21.40	\$25.86	\$30.30	230 Days		\$39,376	\$47,582	\$55,752	251 Days		\$42,971	\$51,927	\$60,842		
Hourly		\$21.40	\$25.86	\$30.30															
230 Days		\$39,376	\$47,582	\$55,752															
251 Days		\$42,971	\$51,927	\$60,842															
<b>7</b>	N/A	<table> <tr> <th>Hourly</th><th></th><th>\$26.07</th><th>\$31.55</th><th>\$37.03</th></tr> <tr> <td>230 Days</td><td></td><td>\$47,969</td><td>\$58,052</td><td>\$68,135</td></tr> <tr> <td>251 Days</td><td></td><td>\$52,349</td><td>\$63,352</td><td>\$74,356</td></tr> </table>	Hourly		\$26.07	\$31.55	\$37.03	230 Days		\$47,969	\$58,052	\$68,135	251 Days		\$52,349	\$63,352	\$74,356		
Hourly		\$26.07	\$31.55	\$37.03															
230 Days		\$47,969	\$58,052	\$68,135															
251 Days		\$52,349	\$63,352	\$74,356															
<b>8</b>	Custodial Supervisor	<table> <tr> <th>Hourly</th><th></th><th>\$28.84</th><th>\$34.90</th><th>\$40.98</th></tr> <tr> <td>251 Days</td><td></td><td>\$57,911</td><td>\$70,079</td><td>\$82,288</td></tr> </table>	Hourly		\$28.84	\$34.90	\$40.98	251 Days		\$57,911	\$70,079	\$82,288							
Hourly		\$28.84	\$34.90	\$40.98															
251 Days		\$57,911	\$70,079	\$82,288															

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT**  
**2025-26 COMPENSATION PLAN**  
**STIPEND SCHEDULE**

Categ Assignment	Level	Stipend
<b>Academics</b>		
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 - Counselor Retention Stipend		\$2,000
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 Intervener, Specialist, Compliance Tchrs, 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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
STIPEND SCHEDULE**

<b>Categ Assignment</b>	<b>Level</b>	<b>Stipend</b>
Theater	JH	\$1,500
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**  
**2025-26 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 & Visual Arts**

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



**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
STIPEND SCHEDULE**

<b>Categ Assignment</b>	<b>Level</b>	<b>Stipend</b>
Choir Director	JH	\$4,050
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
Elementary Music Team Lead Stipend		\$500
Elementary Art Team Lead Stipend		\$500
Secondary Art Team Lead Stipend		\$500
Secondary Instrumental Music Team Lead Stipend		\$500
Secondary Choir Team Lead Stipend		\$500
Secondary Dance Team Lead Stipend		\$500
Secondary Theatre Team Lead Stipend		\$500
Secondary Journalism/Yearbook Team Lead Stipend		\$500

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
STIPEND SCHEDULE**

POSITION	STIPEND
<b>Other Supplemental Pay</b>	
Resident Teacher	\$10,000 / Semester
Nurse Coordinator	\$5,500 / Year
Behavior Interventionist, Transition Specialists	\$5,000 / Year
Diagnosticians	\$5,000 / Year
Program Specialist - SpEd	\$5,000 / Year
Speech - Language Pathologist	\$4,070 / 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	\$2,500 / Year
Assistive Technology Specialist	\$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
Lead Counselor, High School	\$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/School Psych Practicum Stud Intern Supv 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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT**  
**2025-26 COMPENSATION PLAN**  
**STIPEND SCHEDULE**

Extended Day Program	\$25.00 / Hour
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

<b>Other Supplemental Pay</b>
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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 SPED Testing	
Summer School SPED Therapy	
Summer School Teacher	\$30.00 / Hour
Summer School Teacher - SSI/EOC	\$35.00 / Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 COMPENSATION PLAN  
STIPEND SCHEDULE**

Summer School Testing Coordinator	\$35.00 / Hour
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

<b>Performance Pay: Teacher Incentive Allotment</b>
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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  
2025-26 COMPENSATION PLAN  
ATHLETIC EVENTS**

**ATHLETIC EVENTS/CONCESSION STAND**

<b>FOOTBALL - Home &amp; Visitor</b>	<b>Varsity</b>	<b>HS Sub-Varsity/JH</b>	<b>Play-Off/UIIL Events</b>	<b>Tournament</b>
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
<b>VOLLEYBALL</b>	<b>Varsity</b>	<b>HS Sub-Varsity/JH</b>	<b>Campus Play-Off/UIIL Events</b>	<b>Tournament</b>
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
<b>BASKETBALL</b>	<b>Varsity</b>	<b>HS Sub-Varsity/JH</b>	<b>Campus Play-Off/UIIL Events</b>	<b>Tournament</b>
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
<b>SWIMMING/DIVING/WATER POLO</b>	<b>Invitational/Season</b>	<b>District</b>	<b>Playoffs</b>	<b>Tournament</b>
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
<b>WRESTLING</b>	<b>Varsity</b>	<b>HS Sub-Varsity</b>	<b>Campus Play-Off/UIIL Events</b>	<b>Tournament</b>
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  
2025-26 COMPENSATION PLAN  
ATHLETIC EVENTS**

**ATHLETIC EVENTS/CONCESSION STAND**

<b>SOCCER</b>	<b>Varsity</b>	<b>HS Sub-Varsity/JH</b>	<b>Campus Play-Off/UIL Events</b>	<b>Tournament</b>
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
<b>SOFTBALL / BASEBALL</b>	<b>Varsity</b>	<b>HS Sub-Varsity</b>	<b>Campus Play-Off/UIL Events</b>	<b>Tournament</b>
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
<b>TRACK</b>	<b>Varsity</b>	<b>HS Sub-Varsity/JH</b>	<b>Campus Play-Off/UIL Events</b>	<b>Tournament</b>
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**

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

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

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

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2025-26 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  
2025-26 COMPENSATION PLAN  
GUEST - INSTRUCTORS, ADMINISTRATORS, AND PARAPROFESSIONALS**

POSITION	RATE
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<b>Guest Instructor</b>
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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
Non-Degreed, Less than 60 hours	\$85 / Day

<b>Guest Instructor - Special Education Self-Contained</b>
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Certified	\$155 / Day
Degreed	\$140 / Day
Non-Degreed 60+ hours	\$125 / Day

<b>Guest Nurse</b>
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Nurse, RN	\$105 / Day
Long-term Nurse, RN	\$165 / Day
Nurse, LVN	\$95 / Day
Long-term Nurse, LVN	\$120 / Day

<b>Guest Administrator</b>
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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

<b>Guest Clerks/Aides</b>
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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  
2025-26 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