

# Lamar Consolidated ISD Compensation Plan 2026-2027



## **Our Vision**

We are a values-driven community where innovation thrives, excellence is the standard, and every student has access to an elite education.

## **Our Mission**

We equip every student with the knowledge and skills to pursue meaningful opportunities – boldly shaping futures filled with purpose, possibility, and impact.

## **Our Values**

Accountability | Big-Thinking | Compassion | Excellence | Integrity | Joy

## **Our Priorities**

- Priority 1: Enhanced Student Learning Experiences
- Priority 2: Safe Learning and Working Environment
- Priority 3: Staff Quality and Support
- Priority 4: Home and Community Partnerships
- Priority 5: Organizational Effectiveness

## **Superintendent**

Dr. Roosevelt Nivens



## CLASSROOM TEACHERS ONLY

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### Base Salary

10 - Month Salary Minimum: \$68,900

All eligible staff will receive the Teacher Retention Allotment or Support Staff Retention Allotment.

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Master's Degree Stipend: \$1,000

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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.

**2026–2027 CLASSROOM TEACHER HIRING SCHEDULE  
CLASSROOM TEACHERS ELIGIBLE FOR TEACHER RETENTION ALLOTMENT (TRA)**

<b>YEARS EXPERIENCE</b>	<b>BACHELOR’S</b>	<b>MASTER’S</b>
0	\$68,900	\$69,900
1	\$69,300	\$70,300
2	\$69,700	\$70,700
3	\$71,650	\$72,650
4	\$72,100	\$73,100
5	\$75,150	\$76,150
6	\$75,350	\$76,350
7	\$75,750	\$76,750
8	\$76,200	\$77,200
9	\$76,650	\$77,650
10	\$77,100	\$78,100
11	\$77,550	\$78,550
12	\$78,350	\$79,350
13	\$78,650	\$79,650
14	\$78,950	\$79,950
15	\$79,250	\$80,250
16	\$79,550	\$80,550
17	\$79,900	\$80,900
18	\$80,400	\$81,400
19	\$80,900	\$81,900
20	\$81,400	\$82,400
21	\$81,900	\$82,900
22	\$82,400	\$83,400
23	\$82,900	\$83,900
24	\$83,550	\$84,550
25	\$84,200	\$85,200
26	\$84,850	\$85,850
27	\$85,500	\$86,500
28	\$86,150	\$87,150
29	\$86,800	\$87,800
30	\$87,450	\$88,450

-- Salaries quoted from the hiring schedule are for the 2026-2027 school year only. Future salary increases cannot be predicted from this schedule.

-- This schedule illustrates minimum salaries only. Employees could be paid more than these amounts for working additional days or when receiving extra-curricular stipends.

--DOI teachers with 0 years of experience will be paid \$68,500 with a bachelor’s degree and \$69,500 with a master’s degree.

**2026–2027 HIRING SCHEDULE  
OTHER EDUCATORS PREVIOUSLY PAID ON TEACHER SALARY SCHEDULE  
ELIGIBLE FOR SUPPORT STAFF RETENTION ALLOTMENT (SSRA)**

<b>YEARS EXPERIENCE</b>	<b>BACHELOR’S</b>	<b>MASTER’S</b>
0	\$68,400	\$69,400
1	\$68,800	\$69,800
2	\$69,200	\$70,200
3	\$69,650	\$70,650
4	\$70,100	\$71,100
5	\$70,650	\$71,650
6	\$70,850	\$71,850
7	\$71,250	\$72,250
8	\$71,700	\$72,700
9	\$72,150	\$73,150
10	\$72,600	\$73,600
11	\$73,050	\$74,050
12	\$73,850	\$74,850
13	\$74,150	\$75,150
14	\$74,450	\$75,450
15	\$74,750	\$75,750
16	\$75,050	\$76,050
17	\$75,400	\$76,400
18	\$75,900	\$76,900
19	\$76,400	\$77,400
20	\$76,900	\$77,900
21	\$77,400	\$78,400
22	\$77,900	\$78,900
23	\$78,400	\$79,400
24	\$79,050	\$80,050
25	\$79,700	\$80,700
26	\$80,350	\$81,350
27	\$81,000	\$82,000
28	\$81,650	\$82,650
29	\$82,300	\$83,300
30	\$82,950	\$83,950

-- Salaries quoted from the hiring schedule are for the 2026-2027 school year only. Future salary increases cannot be predicted from this schedule.

-- This schedule illustrates minimum salaries only. Employees could be paid more than these amounts for working additional days or when receiving extra-curricular stipends.

This schedule applies to Athletic Trainers, Counselors, High School Registrars, Instructional Coaches - Campus, Instructional Coordinators, Instructional Specialists-Special Education, Librarians, and Nurses.

**2026–2027 HIRING SCHEDULE**  
**OTHER EDUCATORS PREVIOUSLY PAID ON TEACHER SALARY SCHEDULE (TSS)**  
**NOT ELIGIBLE FOR THE TEACHER RETENTION ALLOTMENT OR SUPPORT STAFF RETENTION ALLOTMENT**

<b>YEARS EXPERIENCE</b>	<b>BACHELOR'S</b>	<b>MASTER'S</b>
0	\$67,900	\$68,900
1	\$68,300	\$69,300
2	\$68,700	\$69,700
3	\$69,150	\$70,150
4	\$69,600	\$70,600
5	\$70,150	\$71,150
6	\$70,350	\$71,350
7	\$70,750	\$71,750
8	\$71,200	\$72,200
9	\$71,650	\$72,650
10	\$72,100	\$73,100
11	\$72,550	\$73,550
12	\$73,350	\$74,350
13	\$73,650	\$74,650
14	\$73,950	\$74,950
15	\$74,250	\$75,250
16	\$74,550	\$75,550
17	\$74,900	\$75,900
18	\$75,400	\$76,400
19	\$75,900	\$76,900
20	\$76,400	\$77,400
21	\$76,900	\$77,900
22	\$77,400	\$78,400
23	\$77,900	\$78,900
24	\$78,550	\$79,550
25	\$79,200	\$80,200
26	\$79,850	\$80,850
27	\$80,500	\$81,500
28	\$81,150	\$82,150
29	\$81,800	\$82,800
30	\$82,450	\$83,450

-- Salaries quoted from the hiring schedule are for the 2026-2027 school year only. Future salary increases cannot be predicted from this schedule.

-- This schedule illustrates minimum salaries only. Employees could be paid more than these amounts for working additional days or when receiving extra-curricular stipends.

This schedule applies to Department of Multilingual Education Facilitators, ARD Specialists, Assistive Technology Specialists, Behavior Interventionists, College & Career Facilitators, Diagnosticians, Dyslexia Specialists, Early Childhood Curriculum & Family Engagement Specialists, Family Support Specialists, G/T Facilitators, Intervention Specialists, LOTE Facilitators, Occupational Therapists, Orientation & Mobility Specialists, Physical Therapists, Pre-K EL Compliance Facilitators, Project LEARN Specialists, Sheltered Instruction Professional Development Specialists, Speech Therapists, Testing Coordinators, and Transition Specialists.

## 2026–2027 ADMINISTRATIVE/PROFESSIONAL PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>1</b>		<b>Daily</b>	<b>\$235.59</b>	<b>\$290.85</b>	<b>\$346.13</b>
	Athletic Grounds Coordinator	<b>230 Days</b>	\$54,186	\$66,896	\$79,610
	Bond Program Information System (PMIS) Coordinator	<b>251 Days</b>	\$59,133	\$73,003	\$86,879
	Buyer - Purchasing				
	Exec Assistant - Superintendent & Board of Trustees				
	Quality Control Trainer - Child Nutrition				
<b>2</b>		<b>Daily</b>	<b>\$280.35</b>	<b>\$346.13</b>	<b>\$411.88</b>
	Accounts Payable Coordinator	<b>187 Days</b>	\$52,425	\$64,726	\$77,022
	Bus Discipline Supervisor	<b>191 Days</b>	\$53,547	\$66,111	\$78,669
	Parent Educator	<b>210 Days</b>	\$58,874	\$72,687	\$86,495
	Parent Educator - Campus	<b>220 Days</b>	\$61,677	\$76,149	\$90,614
	Procurement Coordinator - Child Nutrition	<b>230 Days</b>	\$64,481	\$79,610	\$94,732
	Purchasing Coordinator	<b>251 Days</b>	\$70,368	\$86,879	\$103,382
	Student Accounting Specialist				
	Technology Customer Service Manager				
<b>3</b>		<b>Daily</b>	<b>\$338.55</b>	<b>\$417.99</b>	<b>\$497.40</b>
	Asst Director - Purchasing	<b>197 Days</b>	\$66,694	\$82,344	\$97,988
	Budget Analyst	<b>220 Days</b>	\$74,481	\$91,958	\$109,428
	Child Nutrition Accountant	<b>230 Days</b>	\$77,867	\$96,138	\$114,402
	Child Nutrition Human Resources Coordinator	<b>251 Days</b>	\$84,976	\$104,915	\$124,847
	Communications Coordinator				
	Compliance Analyst				
	Custodial Services Compliance Coordinator				
	Dietitian/Nutrition Education Coordinator				
	Digital Engagement & Outreach Coordinator				
	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				

## 2026–2027 ADMINISTRATIVE/PROFESSIONAL PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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Special Needs Manager - Transportation  
 Student Assessment Specialist  
 Substance Abuse Specialist  
 Technology Deployment Manager  
 Transportation Site Manager

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Asst Director - Custodial Services  
 Asst Director - Finance  
 Asst Director - Maintenance  
 Asst Director - Transportation  
 Bond Program Controller  
 Curriculum Content Specialist  
 Digital Learning Coach  
 Digital Learning Specialist  
 Employee Benefits Specialist  
 Grant Writer  
 Payroll Specialist - Instructional  
 Payroll Specialist - Operational  
 Payroll Specialist - TRS  
 Position Control Specialist  
 School Safety Specialist  
 Special Projects Coordinator - Title I  
 Staffing Specialist  
 Web Developer

Daily		\$355.49	\$438.88	\$522.25
<b>197</b>	<b>Days</b>	\$70,032	\$86,459	\$102,883
<b>203</b>	<b>Days</b>	\$72,164	\$89,093	\$106,017
<b>210</b>	<b>Days</b>	\$74,653	\$92,165	\$109,673
<b>220</b>	<b>Days</b>	\$78,208	\$96,554	\$114,895
<b>230</b>	<b>Days</b>	\$81,763	\$100,942	\$120,118
<b>251</b>	<b>Days</b>	\$89,228	\$110,159	\$131,085

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ABA Therapist - BCBA  
 Asst Director - Child Nutrition (Planning)  
 Asst Director - Child Nutrition (Production)  
 Asst Director - Child Nutrition (Operations)  
 Asst Principal - ES  
 Asst Principal - MS  
 Database Administrator  
 Dean of Students  
 Network Administrator  
 Programmer/Analyst  
 Registration & Attendance Coordinator  
 Senior Server Engineer  
 Systems Administrator, Technology

Daily		\$373.27	\$460.82	\$548.37
<b>208</b>	<b>Days</b>	\$77,640	\$95,851	\$114,061
<b>210</b>	<b>Days</b>	\$78,387	\$96,772	\$115,158
<b>230</b>	<b>Days</b>	\$85,852	\$105,989	\$126,125

## 2026–2027 ADMINISTRATIVE/PROFESSIONAL PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum
<b>6</b>				
	Advanced Academics Coordinator			
	Asst Director - Information Services			
	Asst Director - Payroll			
	Asst Director - Technology Support Services			
	Asst Principal, JH			
	Asst Principal, Special Sites			
	Behavior Coordinator - Special Education			
	Bond Program Scheduler			
	Budget Coordinator			
	Business Systems Coordinator			
	College, Career, & Military Readiness Coordinator			
	Compensation Coordinator			
	Compliance Coordinator			
	Counseling Coordinator, Elementary & Secondary			
	CTE Coordinator			
	Digital Learning Coordinator			
	Energy Coordinator			
	Employee Relations Coordinator			
	Facility Rental Coordinator			
	Instructional Coordinator - Admin.			
	Instructional Coordinator - Special Education			
	Instructional Enrichment & Learning Design Coordinator			
	Library Coordinator			
	MTSS Coordinator			
	PVA Coordinator			
	School Safety Coordinator			
	School Psychologist			
	Software Development Coordinator			
	Special Ed Compliance Program Coordinator			
	Special Ed Assessment Coordinator			
	Student Assessment Coordinator			
	Student Discipline Coordinator			
	Student Information System Coordinator			
	Student Services Coordinator			
	Substitute Coordinator			
	UIL Compliance Coordinator			

  

Daily	\$391.93	\$483.87	\$575.80
<b>191 Days</b>	\$74,859	\$92,419	\$109,978
<b>208 Days</b>	\$81,521	\$100,645	\$119,766
<b>210 Days</b>	\$82,305	\$101,613	\$120,918
<b>220 Days</b>	\$86,225	\$106,451	\$126,676
<b>230 Days</b>	\$90,144	\$111,290	\$132,434
<b>251 Days</b>	\$98,374	\$121,451	\$144,526

## 2026–2027 ADMINISTRATIVE/PROFESSIONAL PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>7</b>		<b>Daily</b>	<b>\$411.53</b>	<b>\$508.06</b>	<b>\$604.57</b>
	Administrator for Truancy/Dropout Prevention	<b>210 Days</b>	\$86,421	\$106,693	\$126,960
	Assoc Principal - JH	<b>220 Days</b>	\$90,537	\$111,773	\$133,005
	Asst Principal - HS	<b>230 Days</b>	\$94,652	\$116,854	\$139,051
	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 - Financial Compliance				
	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 - Technology Support Svc				
	Director - Talent Acquisition				
	Director - Transition (Special Education)				
	Dyslexia Coordinator				
	Police Lieutenant				
	Special Ed Compliance Officer				
<b>8</b>		<b>Daily</b>	<b>\$432.11</b>	<b>\$533.46</b>	<b>\$634.82</b>
	Assistant Campus Coordinator/Head Football Coach	<b>220 Days</b>	\$95,064	\$117,361	\$139,660
	Assoc. Principal - HS	<b>230 Days</b>	\$99,385	\$122,696	\$146,009
	Bond Program Construction Manager	<b>251 Days</b>	\$108,460	\$133,898	\$159,340
	Bond Program Design Manager				
	Bond Program Finance & Information Manager				
	Campus Coordinator/Head Coach				
	Director - Advanced Academics & Career Readiness				
	Director - Employee Services & Benefits				
	Director - Leadership Development				
	Director - Purchasing & Materials Management				
	Director - Student Discipline				
	Director - Student Services				
	Principal - Bright Futures Academy				
	Principal - Early Childhood				
	Principal - ES				
	Principal - MS				
	Principal - Powell Point				
	Teacher Incentive Allotment (TIA) Coordinator				

## 2026–2027 ADMINISTRATIVE/PROFESSIONAL PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>9</b>					
	Director - Athletics	<b>220 Days</b>	<b>\$480.40</b>	<b>\$578.80</b>	<b>\$677.20</b>
	Director - Child Nutrition	\$105,688	\$127,336	\$148,984	
	Director - Custodial Services	<b>230 Days</b>	\$110,492	\$133,124	\$155,756
	Director - Maintenance	<b>251 Days</b>	\$120,580	\$145,279	\$169,977
	Director - Performing & Visual Arts				
	Director - Pre-K & After School Programs				
	Dir - Reporting, Assessment & Accountability				
	Director - Special Education				
	Director - Transportation				
	Principal - ALC (DAEP)				
	Principal - JH				
<b>10</b>					
	Principal - CTE Center	<b>Daily</b>	<b>\$566.87</b>	<b>\$682.98</b>	<b>\$799.09</b>
	Principal - HS	<b>230 Days</b>	\$130,380	\$157,085	\$183,791
<b>11</b>					
	Area Superintendent	<b>Daily</b>	<b>\$595.24</b>	<b>\$717.15</b>	<b>\$839.05</b>
	Executive Director - Athletics	<b>230 Days</b>	\$136,905	\$164,945	\$192,982
	Executive Director - Bond Program Office	<b>251 Days</b>	\$149,405	\$180,005	\$210,602
	Executive Director - Budget & Compliance				
	Executive Director - CTE				
	Executive Director - Enrollment Management				
	Executive Director - Finance				
	Executive Director - Human Resources				
	Executive Director - Procurement & Distribution				
	Executive Director - Special Education				
	Executive Director - Student Programs				
	Executive Director - Talent Acquisition				
	Executive Director - Teaching & Learning				
	Executive Director - Technology				
<b>12</b>					
	Assistant Superintendent - Financial Services	<b>Daily</b>	<b>\$722.89</b>	<b>\$860.56</b>	<b>\$998.24</b>
	Attorney - General Counsel	<b>230 Days</b>	\$166,265	\$197,929	\$229,595
	Chief Communications Officer				
	Chief Financial Officer				
	Chief Human Resources Officer				
	Chief Learning Officer				
	Chief Operations Officer				
	Chief of Police				
	Deputy Superintendent				

## 2026–2027 CLERICAL/PARAPROFESSIONAL PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>1</b>		<b>Hourly</b>	<b>\$12.68</b>	<b>\$15.65</b>	<b>\$18.64</b>
	Clerk - Elementary	<b>173 Days</b>	\$17,549	\$21,660	\$25,798
	Clerk - Middle School	<b>187 Days</b>	\$18,969	\$23,412	\$27,885
	Clerk - Secondary	<b>220 Days</b>	\$22,317	\$27,544	\$32,806
	Clerk - Transportation				
	Lunchroom Monitor				
<b>2</b>		<b>Hourly</b>	<b>\$13.32</b>	<b>\$16.45</b>	<b>\$19.58</b>
	Choir - Assistant/Accompanist	<b>187 Days</b>	\$19,927	\$24,609	\$29,292
	Clerk - Monitor (8 hour)	<b>199 Days</b>	\$21,205	\$26,188	\$31,171
	Receptionist - ALC, Campus, M&O, Sped Annex	<b>230 Days</b>	\$24,509	\$30,268	\$36,027
	Receptionist - Human Resources				
<b>3</b>		<b>Hourly</b>	<b>\$14.65</b>	<b>\$18.09</b>	<b>\$21.52</b>
	Admin Asst - SpEd SS	<b>177 Days</b>	\$20,744	\$25,615	\$30,472
	Clerk - SEMS	<b>187 Days</b>	\$21,916	\$27,063	\$32,194
	Clinic Aide	<b>191 Days</b>	\$22,385	\$27,642	\$32,883
	Proj. LEARN Parent Engag. & Literacy Specialist	<b>230 Days</b>	\$26,956	\$33,286	\$39,597
	Water Safety Instructor				
<b>4</b>		<b>Hourly</b>	<b>\$15.69</b>	<b>\$19.36</b>	<b>\$23.04</b>
	Admin Asst - Asst Principal HS	<b>187 Days</b>	\$23,472	\$28,963	\$34,468
	Admin Asst - Asst Principal JH	<b>192 Days</b>	\$24,100	\$29,737	\$35,389
	Admin Asst - Counselor	<b>197 Days</b>	\$24,727	\$30,511	\$36,311
	Admin Asst - Federal Programs Director	<b>199 Days</b>	\$24,978	\$30,821	\$36,680
	Admin Asst - Project LEARN	<b>207 Days</b>	\$25,983	\$32,060	\$38,154
	Clerk - Accounting	<b>220 Days</b>	\$27,614	\$34,074	\$40,550
	Clerk - Attendance 1621	<b>230 Days</b>	\$28,870	\$35,622	\$42,394
	Clerk - Attendance ALC				
	Clerk - Attendance HS				
	Clerk - Attendance JH				
	Clerk - Attendance MS				
	Clerk - Orientation				
	Clerk - Payroll Processing				
	Clerk - Processing				
	Clerk - Purchasing				
	Clerk - Registrar				
	Technician - HR/Employee Benefits				

## 2026–2027 CLERICAL/PARAPROFESSIONAL PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>5</b>		<b>Hourly</b>	<b>\$18.66</b>	<b>\$23.04</b>	<b>\$27.41</b>
	Admin Asst - Special Needs Center	<b>197 Days</b>	\$29,408	\$36,311	\$43,198
	Admin Asst - Associate Principal HS	<b>199 Days</b>	\$29,707	\$36,680	\$43,637
	Admin Asst - Asst Director of Operations - Custodial	<b>230 Days</b>	\$34,334	\$42,394	\$50,434
	Admin Asst - Dir of Adv Acad & 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 - Dir of Technology Support Services				
	Admin Asst - Liaison for At-Risk Attendance				
	Admin Asst - Payroll Transportation				
	Clerk - Accounts Payable-Child Nutrition				
	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				
	Receptionist - Central Office				
	Registration Data Clerk				
	SHARS/Medicaid Specialist				
	Transportation Bookkeeper				
<b>6</b>		<b>Hourly</b>	<b>\$19.59</b>	<b>\$24.18</b>	<b>\$28.77</b>
	Admin Asst - Budget/Finance - Athletics	<b>220 Days</b>	\$34,478	\$42,557	\$50,635
	Admin Asst - Director of Child Nutrition	<b>230 Days</b>	\$36,046	\$44,491	\$52,937
	Admin Asst - Director of Communications	<b>251 Days</b>	\$39,337	\$48,553	\$57,770
	Admin Asst - Director of Community Relations				
	Admin Asst - Director of Innovative Learning				
	Admin Asst - Dir. of Maintenance & Operations				
	Admin Asst - Director of Performing & Visual Arts				
	Admin Asst - Director of Special Education				

## 2026–2027 CLERICAL/PARAPROFESSIONAL PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum
	Admin Asst - Director of Transportation			
	Admin Asst - Finance/Payroll			
	Admin Asst - HR/Employee Benefits			
	Admin Asst - Principal (ALC - ES - ECC - MS - JH)			
	Admin Asst - Special Sites			
	Admin Asst - Staff/Scheduling - Athletics			
	Bond Program Administrator - Level 1			
	Clerk - Accounts Payable			
	Clerk - Accounts Payable-Bond			
	Clerk - Bond FFE - Operations			
	Clerk - Employee Management System			
	Clerk - Instructional Coordinator - Admin			
	Clerk - Payroll Compliance/Reporting			
	Clerk - Payroll Instructional			
	Clerk - Payroll Operational/Auxiliary			
	Clerk - Payroll Leaves and Absences			
	Clerk - Research /Assessment/Accountability			
	HR Specialist			
	Records Assistant			
	Specialist - Criminal History & Fingerprinting			

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Hourly		\$22.19	\$27.07	\$31.95
<b>187</b>	<b>Days</b>	\$33,196	\$40,497	\$47,797
<b>210</b>	<b>Days</b>	\$37,279	\$45,478	\$53,676
<b>230</b>	<b>Days</b>	\$40,830	\$49,809	\$58,788
<b>251</b>	<b>Days</b>	\$44,558	\$54,357	\$64,156

- Admin Asst - Principal HS
- Bond Program Administrator - Level 2
- Deaf Interpreter
- Junior Buyer
- Specialist - Accounting Fed/Special Programs
- Specialist - Bond FFE - Operations
- Specialist - Bond FFE - Procurement
- Specialist - Human Resources Support

## 2026–2027 CLERICAL/PARAPROFESSIONAL PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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- Admin Asst - Area Superintendent
- Admin Asst - Executive Director of Budget & Compliance
- Admin Asst - Executive Director of CTE
- Admin Asst - Executive Director of Enrollment Mgt
- 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 Purchasing & Dist.
- Admin Asst - Executive Director of Teaching & Learning
- Admin Asst - Executive Director of Technology
- Bond Program Administrator - Level 3
- LVN/Teacher Aide
- Specialist - Activity Fund
- Specialist - Budget
- Specialist - Compliance
- Specialist - Communications
- Specialist - Employee Benefits/FMLA
- Specialist - Employee Benefits/Worker's Comp
- Specialist - Finance
- Specialist - Payroll Compliance & Reporting

Hourly		\$24.44	\$29.78	\$35.14
<b>187</b>	<b>Days</b>	\$36,562	\$44,551	\$52,569
<b>230</b>	<b>Days</b>	\$44,970	\$54,795	\$64,658
<b>251</b>	<b>Days</b>	\$49,076	\$59,798	\$70,561

<b>9</b>
----------

- Admin Asst - Chief Communications Officer
- Admin Asst - Chief Financial Officer
- Admin Asst - Chief of Human Resources Officer
- Admin Asst - Chief Learning Officer
- Admin Asst - Chief Operations Officer
- Admin Asst - Chief of Police
- Admin Asst - Deputy Superintendent

Hourly		\$29.42	\$35.45	\$41.48
<b>230</b>	<b>Days</b>	\$54,133	\$65,228	\$76,323

## 2026–2027 INSTRUCTIONAL PARAPROFESSIONAL PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>1</b>					
	Aide - Bilingual/ESL				
	Aide - Compensatory				
	Aide - Innovative School Day				
	Aide - LRC				
	Aide - Physical Education				
	Aide - Pre-Kindergarten				
	Aide - Project LEARN				
	Aide - Title I				
		<b>Hourly</b>	<b>\$15.31</b>	<b>\$18.17</b>	<b>\$21.04</b>
		<b>187 Days</b>	\$22,904	\$27,182	\$31,476
<b>2</b>					
	Aide - Computer Lab				
	Aide - Credit Restoration				
	Aide - Keyboarding				
	Aide - SpEd Resource/Inclusion				
		<b>Hourly</b>	<b>\$17.08</b>	<b>\$20.29</b>	<b>\$23.49</b>
		<b>187 Days</b>	\$25,552	\$30,354	\$35,141
<b>3</b>					
	Aide - ALC/Special Sites				
	Aide - Compliance Academic Program (CAP)				
	Aide - Compliance Early Childhood SpEd (C-ECSE)				
	Aide - Compliance Structured Learn. 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				
		<b>Hourly</b>	<b>\$17.92</b>	<b>\$21.28</b>	<b>\$24.64</b>
		<b>187 Days</b>	\$26,808	\$31,835	\$36,861
<b>4</b>					
	Aide - Braille & Tactual Materials Specialist				
	Aide - Powell Point				
	Aide - SpEd Intervener				
	Behavior Support Specialist				
	Registered Behavior Technician				
		<b>Hourly</b>	<b>\$19.88</b>	<b>\$23.41</b>	<b>\$27.10</b>
		<b>187 Days</b>	\$29,740	\$35,021	\$40,542

## 2026–2027 TECHNICAL PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>11</b>	Print Production Assistant	<b>Hourly</b>	<b>\$13.62</b>	<b>\$16.41</b>	<b>\$19.19</b>
		<b>230 Days</b>	\$25,061	\$30,194	\$35,310
<b>12</b>	Mail Center Clerk	<b>Hourly</b>	<b>\$16.06</b>	<b>\$19.36</b>	<b>\$22.64</b>
		<b>230 Days</b>	\$29,550	\$35,622	\$41,658
<b>13</b>	Print Production Technician Technology Customer Service Representative	<b>Hourly</b>	<b>\$18.96</b>	<b>\$22.84</b>	<b>\$26.72</b>
		<b>230 Days</b>	\$34,886	\$42,026	\$49,165
<b>14</b>	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	<b>Hourly</b>	<b>\$23.70</b>	<b>\$28.55</b>	<b>\$33.41</b>
		<b>230 Days</b>	\$43,608	\$52,532	\$61,474
<b>15</b>	Certified Occupational Therapist Assistant Data Specialist LVN - Campus Network Technician Senior AV Technical Specialist Senior Technology Customer Service Specialist Technology Asset Specialist	<b>Hourly</b>	<b>\$31.76</b>	<b>\$38.26</b>	<b>\$44.75</b>
		<b>187 Days</b>	\$47,513	\$57,237	\$66,946
		<b>192 Days</b>	\$48,783	\$58,767	\$68,736
		<b>230 Days</b>	\$58,438	\$70,398	\$82,340

## 2026–2027 MANUAL TRADES PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>1</b>					
	Crossing Guard	<b>Hourly</b>	<b>\$11.87</b>	<b>\$14.46</b>	<b>\$17.06</b>
		<b>173 Days</b>	\$16,428	\$20,013	\$23,611
		<b>230 Days</b>	\$21,841	\$26,606	\$31,390
		<b>251 Days</b>	\$23,835	\$29,036	\$34,256
<b>2</b>					
	Aide - Bus	<b>Hourly</b>	<b>\$12.96</b>	<b>\$15.80</b>	<b>\$18.65</b>
	Common Threads Worker	<b>180 Days</b>	\$18,662	\$22,752	\$26,856
	Traffic Control Monitor	<b>187 Days</b>	\$19,388	\$23,637	\$27,900
		<b>230 Days</b>	\$23,846	\$29,072	\$34,316
		<b>251 Days</b>	\$26,024	\$31,726	\$37,449
<b>3</b>					
	Athletic Field Technician	<b>Hourly</b>	<b>\$14.51</b>	<b>\$17.69</b>	<b>\$20.88</b>
	Lawn Works Tech	<b>187 Days</b>	\$21,707	\$26,464	\$31,236
	Safety - Security Specialist	<b>220 Days</b>	\$25,538	\$31,134	\$36,749
	Warehouse Driver	<b>230 Days</b>	\$26,698	\$32,550	\$38,419
	Warehouse Inventory Tech	<b>251 Days</b>	\$29,136	\$35,522	\$41,927
	Warehouse Receiving Clerk				
<b>4</b>					
	Athletic Grounds Crew Leader	<b>Hourly</b>	<b>\$16.61</b>	<b>\$20.27</b>	<b>\$23.91</b>
	Lawn Works - Lead	<b>251 Days</b>	\$33,353	\$40,702	\$48,011
	Lawn Works Tech - Sr				
	Mechanic Assistant				
<b>5</b>					
	Maintenance Dispatcher	<b>Hourly</b>	<b>\$17.96</b>	<b>\$21.87</b>	<b>\$25.80</b>
	Maintenance Special Project Specialist	<b>251 Days</b>	\$36,064	\$43,915	\$51,806
	Maintenance Technician				
	Maintenance Technician - Glazier/Locksmith				
	Maintenance Technician - Pool				
	Maintenance Technician - Welder/Playground				
	Mechanic - Lawn Works				
	Mechanic I - Transportation				
	Parts Manager - Transportation				
	Planner/Scheduler				
	Preventative Maintenance Tech				
	Vehicle & Equipment Mechanic - M&O				

## 2026–2027 MANUAL TRADES PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum		
<b>6</b>		<b>Hourly</b>	<b>\$20.65</b>	<b>\$25.17</b>	<b>\$29.68</b>	
	Concession Stand Manager	<b>180</b>	<b>Days</b>	\$29,736	\$36,245	\$42,739
	Maintenance Technician, Sr - Fire Alarm	<b>230</b>	<b>Days</b>	\$37,996	\$46,313	\$54,611
	Manager - Integrated Pest Control	<b>251</b>	<b>Days</b>	\$41,465	\$50,541	\$59,597
	Mechanic II - Transportation					
<b>7</b>		<b>Hourly</b>	<b>\$25.38</b>	<b>\$30.94</b>	<b>\$36.51</b>	
	Bus Driver Trainer	<b>187</b>	<b>Days</b>	\$37,968	\$46,286	\$54,619
		<b>220</b>	<b>Days</b>	\$44,669	\$54,454	\$64,258
<b>8</b>		<b>Hourly</b>	<b>\$28.19</b>	<b>\$34.35</b>	<b>\$40.50</b>	
	Bus Operations Supervisor	<b>230</b>	<b>Days</b>	\$51,870	\$63,204	\$74,520
	Energy Tech Specialist	<b>251</b>	<b>Days</b>	\$56,606	\$68,975	\$81,324
	Integrated Pest Management Coordinator					
	Lead Mechanic - Transportation					
	Lead Technician - Transportation					
	Supervisor - M&O Buyer/Inventory Control					
	Supervisor - Maintenance					
	Supervisor - Warehouse					
	Training & Safety Specialist					
<b>9</b>		<b>Hourly</b>	<b>\$35.53</b>	<b>\$43.34</b>	<b>\$51.15</b>	
	Police Officer	<b>230</b>	<b>Days</b>	\$65,375	\$79,746	\$94,116
<b>10</b>		<b>Hourly</b>	<b>\$36.64</b>	<b>\$44.70</b>	<b>\$52.77</b>	
	Police Officer - Canine Handler	<b>230</b>	<b>Days</b>	\$67,418	\$82,248	\$97,097
	Police Sergeant					
<b>99</b>		<b>Hourly</b>	<b>\$20.89</b>	<b>\$24.57</b>	<b>\$28.26</b>	
	Bus Driver	<b>180</b>	<b>(4 hours)</b>	\$15,041	\$17,690	\$20,347
	Bus Driver Trainee	<b>180</b>	<b>(8 Hours)</b>	\$30,082	\$35,381	\$40,694
	Dispatcher, Transportation	<b>230</b>	<b>Days</b>	\$38,438	\$45,209	\$51,998
	Flex Driver					

## 2026–2027 MANUAL TRADES - CHILD NUTRITION PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum																									
<b>1</b>	N/A	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Hourly</th> <th></th> <th style="text-align: right;">\$15.09</th> <th style="text-align: right;">\$17.70</th> <th style="text-align: right;">\$20.30</th> </tr> </thead> <tbody> <tr> <td><b>180</b></td> <td><b>Days</b></td> <td style="text-align: right;">\$21,730</td> <td style="text-align: right;">\$25,488</td> <td style="text-align: right;">\$29,232</td> </tr> </tbody> </table>			Hourly		\$15.09	\$17.70	\$20.30	<b>180</b>	<b>Days</b>	\$21,730	\$25,488	\$29,232															
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<b>180</b>	<b>Days</b>	\$21,730	\$25,488	\$29,232																									
<b>2</b>	Specialist 1 - Culinary	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Hourly</th> <th></th> <th style="text-align: right;">\$16.20</th> <th style="text-align: right;">\$19.04</th> <th style="text-align: right;">\$21.87</th> </tr> </thead> <tbody> <tr> <td><b>180</b></td> <td><b>(5 Hours)</b></td> <td style="text-align: right;">\$14,580</td> <td style="text-align: right;">\$17,136</td> <td style="text-align: right;">\$19,683</td> </tr> <tr> <td><b>180</b></td> <td><b>(7 Hours)</b></td> <td style="text-align: right;">\$20,412</td> <td style="text-align: right;">\$23,990</td> <td style="text-align: right;">\$27,556</td> </tr> </tbody> </table>			Hourly		\$16.20	\$19.04	\$21.87	<b>180</b>	<b>(5 Hours)</b>	\$14,580	\$17,136	\$19,683	<b>180</b>	<b>(7 Hours)</b>	\$20,412	\$23,990	\$27,556										
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<b>3</b>	Asst. Kitchen Manager	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Hourly</th> <th></th> <th style="text-align: right;">\$17.74</th> <th style="text-align: right;">\$20.92</th> <th style="text-align: right;">\$24.12</th> </tr> </thead> <tbody> <tr> <td><b>180</b></td> <td><b>Days</b></td> <td style="text-align: right;">\$25,546</td> <td style="text-align: right;">\$30,125</td> <td style="text-align: right;">\$34,733</td> </tr> </tbody> </table>			Hourly		\$17.74	\$20.92	\$24.12	<b>180</b>	<b>Days</b>	\$25,546	\$30,125	\$34,733															
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<b>4</b>	Warehouse Assistant - Child Nutrition	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Hourly</th> <th></th> <th style="text-align: right;">\$19.84</th> <th style="text-align: right;">\$23.50</th> <th style="text-align: right;">\$27.15</th> </tr> </thead> <tbody> <tr> <td><b>251</b></td> <td><b>Days</b></td> <td style="text-align: right;">\$39,839</td> <td style="text-align: right;">\$47,188</td> <td style="text-align: right;">\$54,517</td> </tr> </tbody> </table>			Hourly		\$19.84	\$23.50	\$27.15	<b>251</b>	<b>Days</b>	\$39,839	\$47,188	\$54,517															
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<b>5</b>	Manager - Child Nutrition Warehouse Manager I - Child Nutrition Payroll Manager - Child Nutrition Nutrition Education Manager	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Hourly</th> <th></th> <th style="text-align: right;">\$21.19</th> <th style="text-align: right;">\$25.11</th> <th style="text-align: right;">\$29.03</th> </tr> </thead> <tbody> <tr> <td><b>180</b></td> <td><b>Days</b></td> <td style="text-align: right;">\$30,514</td> <td style="text-align: right;">\$36,158</td> <td style="text-align: right;">\$41,803</td> </tr> <tr> <td><b>199</b></td> <td><b>Days</b></td> <td style="text-align: right;">\$33,734</td> <td style="text-align: right;">\$39,975</td> <td style="text-align: right;">\$46,216</td> </tr> <tr> <td><b>230</b></td> <td><b>Days</b></td> <td style="text-align: right;">\$38,990</td> <td style="text-align: right;">\$46,202</td> <td style="text-align: right;">\$53,415</td> </tr> <tr> <td><b>251</b></td> <td><b>Days</b></td> <td style="text-align: right;">\$42,550</td> <td style="text-align: right;">\$50,421</td> <td style="text-align: right;">\$58,292</td> </tr> </tbody> </table>			Hourly		\$21.19	\$25.11	\$29.03	<b>180</b>	<b>Days</b>	\$30,514	\$36,158	\$41,803	<b>199</b>	<b>Days</b>	\$33,734	\$39,975	\$46,216	<b>230</b>	<b>Days</b>	\$38,990	\$46,202	\$53,415	<b>251</b>	<b>Days</b>	\$42,550	\$50,421	\$58,292
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<b>6</b>	Floating Manager II - Child Nutrition Maintenance Tech - Child Nutrition Manager: Junior High - Child Nutrition	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Hourly</th> <th></th> <th style="text-align: right;">\$23.87</th> <th style="text-align: right;">\$28.40</th> <th style="text-align: right;">\$32.92</th> </tr> </thead> <tbody> <tr> <td><b>180</b></td> <td><b>Days</b></td> <td style="text-align: right;">\$34,373</td> <td style="text-align: right;">\$40,896</td> <td style="text-align: right;">\$47,405</td> </tr> <tr> <td><b>251</b></td> <td><b>Days</b></td> <td style="text-align: right;">\$47,931</td> <td style="text-align: right;">\$57,027</td> <td style="text-align: right;">\$66,103</td> </tr> </tbody> </table>			Hourly		\$23.87	\$28.40	\$32.92	<b>180</b>	<b>Days</b>	\$34,373	\$40,896	\$47,405	<b>251</b>	<b>Days</b>	\$47,931	\$57,027	\$66,103										
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<b>7</b>	Manager: High School- Child Nutrition	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Hourly</th> <th></th> <th style="text-align: right;">\$28.61</th> <th style="text-align: right;">\$34.18</th> <th style="text-align: right;">\$39.74</th> </tr> </thead> <tbody> <tr> <td><b>180</b></td> <td><b>Days</b></td> <td style="text-align: right;">\$41,198</td> <td style="text-align: right;">\$49,219</td> <td style="text-align: right;">\$57,226</td> </tr> </tbody> </table>			Hourly		\$28.61	\$34.18	\$39.74	<b>180</b>	<b>Days</b>	\$41,198	\$49,219	\$57,226															
Hourly		\$28.61	\$34.18	\$39.74																									
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<b>8</b>	Catering Coordinator Maintenance Supervisor - Child Nutrition Supervisor - Child Nutrition Technology Specialist - Child Nutrition	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Hourly</th> <th></th> <th style="text-align: right;">\$31.42</th> <th style="text-align: right;">\$37.58</th> <th style="text-align: right;">\$43.75</th> </tr> </thead> <tbody> <tr> <td><b>199</b></td> <td><b>Days</b></td> <td style="text-align: right;">\$50,021</td> <td style="text-align: right;">\$59,827</td> <td style="text-align: right;">\$69,650</td> </tr> <tr> <td><b>230</b></td> <td><b>Days</b></td> <td style="text-align: right;">\$57,813</td> <td style="text-align: right;">\$69,147</td> <td style="text-align: right;">\$80,500</td> </tr> </tbody> </table>			Hourly		\$31.42	\$37.58	\$43.75	<b>199</b>	<b>Days</b>	\$50,021	\$59,827	\$69,650	<b>230</b>	<b>Days</b>	\$57,813	\$69,147	\$80,500										
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## 2026–2027 MANUAL TRADES - CUSTODIAL PAY PLAN

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>1</b>	Custodian Laundry Worker	<b>Hourly</b>	<b>\$12.94</b>	<b>\$15.55</b>	<b>\$18.14</b>
		<b>230 Days</b>	\$23,810	\$28,612	\$33,378
		<b>251 Days</b>	\$25,984	\$31,224	\$36,425
<b>2</b>	Custodian - Lead I Laundry Worker - Sr	<b>Hourly</b>	<b>\$14.04</b>	<b>\$16.89</b>	<b>\$19.72</b>
		<b>230 Days</b>	\$25,834	\$31,078	\$36,285
		<b>251 Days</b>	\$28,192	\$33,915	\$39,598
<b>3</b>	Custodian - Lead II Floor Care Technician	<b>Hourly</b>	<b>\$15.59</b>	<b>\$18.77</b>	<b>\$21.96</b>
		<b>230 Days</b>	\$28,686	\$34,537	\$40,406
		<b>251 Days</b>	\$31,305	\$37,690	\$44,096
<b>4</b>	Custodian - Lead III Disinfectant Control Technician Floor Care Machine Technician Laundry Worker - Lead	<b>Hourly</b>	<b>\$17.69</b>	<b>\$21.35</b>	<b>\$24.99</b>
		<b>230 Days</b>	\$32,550	\$39,284	\$45,982
		<b>251 Days</b>	\$35,522	\$42,871	\$50,180
<b>5</b>	Custodian, Lead IV	<b>Hourly</b>	<b>\$19.04</b>	<b>\$22.95</b>	<b>\$26.88</b>
		<b>230 Days</b>	\$35,034	\$42,228	\$49,459
		<b>251 Days</b>	\$38,232	\$46,084	\$53,975
<b>6</b>	Payroll Manager - M & O	<b>Hourly</b>	<b>\$21.72</b>	<b>\$26.25</b>	<b>\$30.75</b>
		<b>230 Days</b>	\$39,965	\$48,300	\$56,580
		<b>251 Days</b>	\$43,614	\$52,710	\$61,746
<b>7</b>	N/A	<b>Hourly</b>	<b>\$26.46</b>	<b>\$32.02</b>	<b>\$37.59</b>
		<b>230 Days</b>	\$48,686	\$58,917	\$69,166
		<b>251 Days</b>	\$53,132	\$64,296	\$75,481
<b>8</b>	Custodial Supervisor	<b>Hourly</b>	<b>\$29.27</b>	<b>\$35.42</b>	<b>\$41.59</b>
		<b>251 Days</b>	\$58,774	\$71,123	\$83,513

## 2026–2027 STIPEND AND EXTRACURRICULAR DUTY PLAN

Category	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 - Construction - Lead CTSO Sponsor		\$2,200
	Skills USA - Construction - 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

## 2026–2027 STIPEND AND EXTRACURRICULAR DUTY PLAN

Category	Assignment	Level	Stipend
<b>Academics</b>			
	Special Ed - SESC Retention Stipend - Aide		\$1,500
	Special Ed - SLC-Life Skills Retention Stipend - Aide		\$1,500
	Special Ed - Self-Contained (Assist Tech, 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
	UIL Coordinator	MS	\$750
	AVID Coordinator	HS	\$2,000
	AVID Coordinator	JH	\$750
	Student Council	JH	\$550
	Academic Decathlon/Science Olympiad/Star Challenge	HS	\$3,000
	Student Council	HS	\$1,500
	University Interscholastic League (per event)	HS	\$500
	Elementary UIL Coordinator		\$200
	Elementary UIL District Coordinator		\$1,000
	Elementary UIL Zone Director		\$300

## 2026–2027 STIPEND AND EXTRACURRICULAR DUTY PLAN

Category	Assignment	Level	Stipend
<b>Athletics</b>			
	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
	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

## 2026–2027 STIPEND AND EXTRACURRICULAR DUTY PLAN

Category	Assignment	Level	Stipend
<b>Athletics</b>			
	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

## 2026–2027 STIPEND AND EXTRACURRICULAR DUTY PLAN

Category	Assignment	Level	Stipend
<b>Performing &amp; Visual Arts</b>			
	Band Assistant	MS	\$5,000
	Band Assistant	JH	\$5,600
	Band Director	JH	\$7,700
	Dance Team	JH	\$4,100
	Newspaper	JH	\$500
	Speech	JH	\$880
	Theater	JH	\$1,500
	Theater Asst	JH	\$1,500
	Yearbook	JH	\$500
	Choir Asst	JH	\$1,750
	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
	Newspaper	HS	\$1,500
	Orchestra Stipend	HS	\$7,000
	Speech	HS	\$3,300
	Speech/Debate - Asst	HS	\$550
	Theater	HS	\$5,000
	Theater Asst	HS	\$1,650
	Yearbook	HS	\$1,700
	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

## 2026–2027 STIPEND AND EXTRACURRICULAR DUTY PLAN

POSITION	STIPEND
<b>Other Supplemental Pay</b>	
Resident Teacher	\$10,000 / Semester
Cosmetology	\$10,000 / Year
Culinary	\$10,000 / Year
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 Dyslexia Specialist	\$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	\$2,420 / 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

## 2026–2027 STIPEND AND EXTRACURRICULAR DUTY PLAN

POSITION	STIPEND
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<b>Other Supplemental Pay</b>
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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
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
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 / ESY Principal	\$5,000 stipend per session
Summer School Registrar	\$4,200 stipend per session
Summer School Social Worker	\$25.00 / Hour

## 2026–2027 STIPEND AND EXTRACURRICULAR DUTY PLAN

POSITION	STIPEND
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<b>Other Supplemental Pay</b>
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Summer School SPED Testing - Diag/School Psychologist	\$650.00 /	Evaluation
Summer School SPED Testing - Speech Path, OT/PT	\$325.00 /	Evaluation
Summer School Teacher / ESY Teacher	\$30.00 /	Hour
Summer School Teacher - SSI/EOC	\$35.00 /	Hour
Summer School Testing Coordinator	\$35.00 /	Hour
Summer School Testing - SLP/OT/PT/Counselors/VI Teachers/AT Specialist	Current	Hourly Rate
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 designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as practicable.

## 2026–2027 STIPEND AND EXTRACURRICULAR DUTY PLAN

POSITION	STIPEND
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<b>Other Supplemental Pay</b>
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Bright Futures Academy - Principal	\$20,000 / Year
Bright Futures Academy - Assistant Principal	\$15,000 / Year
Bright Futures Academy - Behavior Analyst	\$15,000 / Year
Bright Futures Academy - Instructional Specialist	\$15,000 / Year
Bright Futures Academy - Teacher	\$15,000 / Year
Bright Futures Academy - Speech Pathologist	\$15,000 / Year
Bright Futures Academy - Aide	\$11,500 / Year
Bright Futures Academy - Diagnostician	\$10,000 / Year
Bright Futures Academy - Counselor	\$9,200 / Year
Bright Futures Academy - Occupational Therapist	\$9,000 / Year
Bright Futures Academy - Nurse	\$7,200 / Year
Bright Futures Academy - Admin Asst	\$5,000 / Year
Bright Futures Academy - Clerk/Monitor	\$5,000 / Year
Bright Futures Academy - School Psychologist	\$5,000 / Year

## 2026–2027 ATHLETIC EVENTS

### ATHLETIC EVENTS/CONCESSION STAND

FOOTBALL - Home & Visitor	Varsity	HS Sub-Varsity/JH	Play-Off/UIL 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/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/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/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	\$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

## 2026–2027 ATHLETIC EVENTS

### ATHLETIC EVENTS/CONCESSION STAND

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
<b>WRESTLING</b>				
	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
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
<b>SOCCER</b>				
	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
<b>SOFTBALL / BASEBALL</b>				
	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
<b>TRACK</b>				
	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

## 2026–2027 ATHLETIC EVENTS

### 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

## 2026–2027 FINE ARTS EVENTS

POSITION	RATE
<b>FINE ARTS/MARCHING CONTEST</b>	
<b>Per 4-hour shift, unless otherwise noted</b>	
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
Ticket Seller	\$40 / Event

2026–2027

GUEST – INSTRUCTORS, ADMINISTRATORS, AND PARAPROFESSIONALS

POSITION	RATE
<b>Guest Instructor</b>	
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>*Retired Teachers receive additional \$10 / Day in applicable category</b>	
<b>Guest Instructor - Special Education Self-Contained</b>	
Certified	\$155 / Day
Degreed	\$140 / Day
Non-Degreed 60+ hours	\$125 / Day
<b>Guest Nurse</b>	
Nurse, RN	\$105 / Day
Long-term Nurse, RN	\$165 / Day
Nurse, LVN	\$95 / Day
Long-term Nurse, LVN	\$120 / Day
<b>Guest Administrator</b>	
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>	
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*

## 2026-2027 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 W/ W.S.I.	\$10.00-\$13.00 \$11.00-\$14.00
Swimming Instruction - Private Lessons	\$25.00
Swimming Instruction - W.S.I. Certified	\$12.00-\$16.00