

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

Base Salary

10 - Month Salary Minimum: \$62,500

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

Master's Degree Stipend: \$1,000

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

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

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

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

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

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

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

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

| Pay Grade | Job Title | Minimum | Midpoint | Maximum |
|-----------|-----------|---------|----------|---------|
|-----------|-----------|---------|----------|---------|

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

| Pay Grade | Job Title | Minimum | Midpoint | Maximum | |
|-----------|--|-----------------|----------------|----------------|----------------|
| 1 | Aide - Bilingual/ESL Aide - Compensatory Aide - LRC Aide - Physical Education Aide - Pre-Kindergarten Aide - Project LEARN Aide - Title I | Hourly | \$14.17 | \$17.01 | \$19.86 |
| | | 187 Days | \$21,198 | \$25,447 | \$29,711 |
| 2 | Aide - Computer Assistance Aide - Credit Restoration Aide - Keyboarding Aide - SpEd Resource/Inclusion | Hourly | \$14.78 | \$17.77 | \$20.77 |
| | | 187 Days | \$22,111 | \$26,584 | \$31,072 |
| 3 | Aide - ALC/Special Sites Aide - Compliance Academic Program (CAP) Aide - Compliance Early Childhood SpEd (C-ECSE) Aide - Compliance Structured Learning Classroom (CSLC) Aide - Early Childhood SpEd (ECSE) Aide - In-School Suspension Aide - Social Emotional Support Classroom (SESC) Aide - SpEd Additional Support Aide - Structured Learning Classroom (SLC) Aide - Transition Program Job Coach | Hourly | \$16.06 | \$19.35 | \$22.62 |
| | | 187 Days | \$24,026 | \$28,948 | \$33,840 |
| 4 | Aide - Braille & Tactual Materials Specialist Aide - SpEd Intervener Registered Behavior Technician | Hourly | \$17.04 | \$20.55 | \$24.08 |
| | | 187 Days | \$25,492 | \$30,743 | \$36,024 |

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

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

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

| Pay Grade | Job Title | Minimum | Midpoint | Maximum |
|-----------|---|----------------------------------|----------------------------------|-----------------------------------|
| 1 | Crossing Guard Laundry Worker | Hourly 173 Days | \$11.35 \$13.83 | \$16.32 \$22,587 |
| | | \$15,708 | \$19,141 | \$22,587 |
| | | \$20,884 | \$25,447 | \$30,029 |
| | | \$22,791 | \$27,771 | \$32,771 |
| 2 | Aide - Bus Bus Driver Trainee Common Threads Worker Laundry Worker - Sr Traffic Control Monitor Warehouse Driver | Hourly 180 Days | \$12.39 \$15.11 | \$17.83 \$25,675 |
| | | \$17,842 | \$21,758 | \$25,675 |
| | | \$18,535 | \$22,605 | \$26,674 |
| | | \$22,798 | \$27,802 | \$32,807 |
| | | \$24,879 | \$30,341 | \$35,803 |
| 3 | Athletic Field Technician Floor Care Technician Lawn Works Tech Safety - Security Specialist Warehouse Inventory Tech Warehouse Receiving Clerk | Hourly 187 Days | \$13.88 \$16.92 | \$19.97 \$29,875 |
| | | \$20,764 | \$25,312 | \$29,875 |
| | | \$25,539 | \$31,133 | \$36,745 |
| | | \$27,871 | \$33,975 | \$40,100 |
| 4 | Athletic Grounds Crew Leader Disinfectant Control Technician Floor Care Machine Technician Laundry Worker - Lead Lawn Works - Lead Lawn Works Tech - Sr Mechanic Assistant | Hourly 251 Days | \$15.88 \$19.38 | \$22.87 \$45,923 |
| | | \$31,887 | \$38,915 | \$45,923 |
| 5 | Maintenance Technician Maintenance Technician - Pool Maintenance Technician - Welder/Playground Mechanic - Lawn Works Mechanic I - Transportation Parts Manager - Transportation Planner/Scheduler Preventive Maintenance Tech Vehicle & Equipment Mechanic - M&O | Hourly 251 Days | \$17.17 \$20.92 | \$24.67 \$49,537 |
| | | \$34,477 | \$42,007 | \$49,537 |
| 6 | Concession Stand Manager Maintenance Technician, Sr - Fire Alarm Manager - Integrated Pest Control Mechanic II - Transportation Training and Safety Coordinator | Hourly 180 Days | \$19.74 \$24.07 | \$28.38 \$40,867 |
| | | \$28,426 | \$34,661 | \$40,867 |
| | | \$36,322 | \$44,289 | \$52,219 |
| | | \$39,638 | \$48,333 | \$56,987 |

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

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

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

| Pay Grade | Job Title | Minimum | Midpoint | Maximum | |
|--|-----------|-----------------|----------------|----------------|----------------|
| 1 N/A | | Hourly | \$14.43 | \$16.93 | \$19.41 |
| | | 180 Days | \$20,779 | \$24,379 | \$27,950 |
| 2 Specialist 1 - Culinary | | Hourly | \$15.49 | \$18.21 | \$20.92 |
| | | 180 Days | \$22,306 | \$26,222 | \$30,125 |
| 3 Asst. Kitchen Manager | | Hourly | \$16.97 | \$20.01 | \$23.06 |
| | | 180 Days | \$24,437 | \$28,814 | \$33,206 |
| 4 Warehouse Assistant - Child Nutrition | | Hourly | \$18.98 | \$22.47 | \$25.96 |
| | | 251 Days | \$38,112 | \$45,120 | \$52,128 |
| 5 Manager - Child Nutrition Warehouse Manager I - Child Nutrition | | Hourly | \$20.27 | \$24.01 | \$27.76 |
| | | 180 Days | \$29,189 | \$34,574 | \$39,974 |
| | | 251 Days | \$40,702 | \$48,212 | \$55,742 |
| 6 Child Nutrition Maintenance Tech Manager II - Child Nutrition | | Hourly | \$22.83 | \$27.16 | \$31.48 |
| | | 180 Days | \$32,875 | \$39,110 | \$45,331 |
| | | 251 Days | \$45,843 | \$54,537 | \$63,212 |
| 7 Manager III - Child Nutrition | | Hourly | \$27.36 | \$32.68 | \$38.00 |
| | | 180 Days | \$39,398 | \$47,059 | \$54,720 |
| 8 Catering Coordinator Supervisor - Child Nutrition | | Hourly | \$30.05 | \$35.93 | \$41.83 |
| | | 199 Days | \$47,840 | \$57,201 | \$66,593 |

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

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

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

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

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

| Categ Assignment | Level | Stipend |
|--|--------------|----------------|
| 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 |
| | | |
| Cross Country - Varsity | HS | \$5,000 |
| Equipment Coordinator - Football | HS | \$500 |
| Football - Assistant | HS | \$7,000 |
| Football - Offensive/Defensive Coordinator | HS | \$9,500 |

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

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

Performing Arts

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

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

| Categ Assignment | Level | Stipend |
|-------------------|-------|---------|
| Orchestra Stipend | HS | \$7,000 |

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

| POSITION | STIPEND |
|----------|---------|
|----------|---------|

| |
|-------------------------------|
| Other Supplemental Pay |
|-------------------------------|

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

LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

2023-24 COMPENSATION PLAN

STIPEND SCHEDULE

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

| |
|-------------------------------|
| Other Supplemental Pay |
|-------------------------------|

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

| | |
|--|-----------------------------|
| Summer Program Facilitator/Coordinator/Asst. Principal | \$4,200 stipend per session |
|--|-----------------------------|

LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

2023-24 COMPENSATION PLAN

STIPEND SCHEDULE

| | |
|-----------------------------------|---------------------------|
| Testing Facilitator | \$25.00 / Hour |
| Testing Proctor (Exempt Staff) | \$25.00 / Hour |
| Transportation Referral Incentive | \$100.00 / per guidelines |
| Tutor (Part-time) | \$25.00 / Hour |
| Tutorials | \$25.00 / Hour |
| YMCA Gym Supervisor | \$25.00 / Hour |

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

Performance Pay: Teacher Incentive Allotment

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

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

ATHLETIC EVENTS/CONCESSION STAND

| FOOTBALL - Home & Visitor | Varsity | HS Sub-Varsity/JH | Play-Off/UII 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/UII 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/UII Events | Tournament |
| Ticket Seller | \$33+\$10/hr after 4 hrs | \$33+\$10/hr after 4 hrs | \$33+\$10/hr after 4 hrs | \$33+\$10/hr after 4 hrs |
| Clock | \$15/game | \$10/game | \$30/game | \$10/game |
| Scorebook | \$15/game | \$10/game | \$30/game | \$10/game |
| Announcer | N/A | N/A | \$30/game | N/A |
| Event Supervisor | N/A | N/A | \$100 | N/A |
| Assistant Supervisor | N/A | N/A | \$75 | N/A |
| Athletic Trainer | N/A | N/A | \$35/hr | N/A |
| | | | | |
| SWIMMING/DIVING/WATER POLO | Invitational/Season | District | Playoffs | Tournament |
| Ticket Seller | \$33+\$10/hr after 4 hrs | \$33+\$10/hr after 4 hrs | \$33+\$10/hr after 4 hrs | N/A |
| Hy-Tek/Daktronics Operator | \$35 | \$50 | \$65 | N/A |
| Athletic Trainer | N/A | N/A | \$35/hr | N/A |
| Lifeguards | \$12/hr | \$12/hr | \$12/hr | N/A |
| Scoreboard/Clock Keeper | \$15/game | \$15/game | \$30/game | \$10/game |
| | | | | |
| WRESTLING | Varsity | HS Sub-Varsity | Campus Play-Off/UII Events | Tournament |
| Ticket Seller | \$33+\$10/hr after 4 hrs | \$33+\$10/hr after 4 hrs | \$33+\$10/hr after 4 hrs | \$33+\$10/hr after 4 hrs |
| Clock/Scoreboard | \$25/session | \$25/session | N/A | \$50/day |
| Event Supervisor | N/A | N/A | \$75 | N/A |
| Athletic Trainer | N/A | N/A | \$35/hr | N/A |

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

ATHLETIC EVENTS/CONCESSION STAND

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

ATHLETIC EVENTS/CONCESSION STAND

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

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

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

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

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

| POSITION | RATE |
|----------|------|
|----------|------|

| | |
|-----------------------------------|---|
| FINE ARTS/MARCHING CONTEST | Per 4-hour shift, unless otherwise noted |
|-----------------------------------|---|

| | |
|----------------------------------|--------------|
| Ticket Seller | \$40 / Event |
| Announcer | \$60 / Event |
| Band Monitor | \$15 / Band |
| Bus Parking Monitor | \$50 / Event |
| Clock/Scoreboard | \$50 / Event |
| Contest Office & Tabulations | \$45 / Event |
| Extend. Ticket Taker/Gate Keeper | \$45 / Event |
| Field Coordinator | \$60 / Event |
| Judge's Assistant | \$40 / Event |
| Loading Gate Monitor | \$50 / Event |
| Monitor Trainer & Bus Check In | \$50 / Event |
| Parking Monitors | \$50 / Event |
| Parking Security | \$45 / Event |
| Parking Supervisor | \$75 / Event |
| Pass Gate Supervisor | \$50 / Event |
| Pit Warm Up Monitor | \$50 / Event |
| Tabulations | \$40 / Event |
| Ticket Taker/Gate Keeper | \$40 / Event |
| Track Monitor | \$50 / Event |

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

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

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

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

| POSITION | HOURLY RATE |
|--|------------------------------------|
| ARC Registration | \$25.00 |
| Aquatic Program Trainer | \$25.00 |
| College Student Minimum hours per semester - 12 (Documentation required for each year of college standing) | \$7.50 |
| High School Student | \$7.25 |
| Life Guards 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 |