

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
TEACHERS**

Base Salary

10 - Month Salary Minimum: \$64,100

Continuing teachers will receive a \$2,000 increase for 2024-25.

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, Athletic Trainers, Behavior Interventionists, Counselors, Diagnosticians, Dyslexia Specialists, Early Childhood Curriculum & Family Engagement Specialists, Family Support Specialists, G/T Facilitators, High School Registrars, Instructional Coordinators - Campus, Instructional Coaches, Instructional Specialists -Special Education, Intervention Specialists, Librarians, LOTE Facilitators, Nurses, OccupationalTherapists, Orientation & Mobility Specialists, Physical Therapists, Pre-K EL Compliance Facilitators, Project LEARN Specialists, ROTC Instructors, Sheltered Instruction Professional Development Specialists, Speech Therapists, Testing Coordinators,and Transition Specialists.

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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1		Daily	\$228.68	\$282.32	\$335.97
	Athletic Grounds Coordinator	230 Days	\$52,596	\$64,934	\$77,273
	Bond Program Information System (PMIS) Coordinator	251 Days	\$57,399	\$70,862	\$84,328
	Buyer - Purchasing				
	Executive Assistant - Superintendent & Board of Trustees				
	Procurement Specialist - Child Nutrition				
	Quality Control Trainer - Child Nutrition				

2		Daily	\$272.13	\$335.97	\$399.79
	Accounts Payable Coordinator	187 Days	\$50,888	\$62,826	\$74,761
	Bus Discipline Supervisor	191 Days	\$51,977	\$64,170	\$76,360
	Child Nutrition Human Resources Coordinator	210 Days	\$57,147	\$70,554	\$83,956
	Dietician/Nutrition Education Coordinator	220 Days	\$59,869	\$73,913	\$87,954
	Parent Educator	230 Days	\$62,590	\$77,273	\$91,952
	Parent Educator - Campus	251 Days	\$68,305	\$84,328	\$100,347
	Partners In Education Coordinator				
	Payroll Coordinator				
	Purchasing Coordinator				
	Speech-Language Pathology Assistant				
	Student Accounting Specialist				

3		Daily	\$328.62	\$405.72	\$482.81
	Asst Director - Purchasing	197 Days	\$64,738	\$79,927	\$95,114
	Asst Director - Technology Support Services	220 Days	\$72,296	\$89,258	\$106,218
	Budget Analyst	230 Days	\$75,583	\$93,316	\$111,046
	Child Nutrition Accountant	251 Days	\$82,484	\$101,836	\$121,185
	Communications Coordinator				
	Compliance Analyst				
	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				
	Operations Manager - Transportation				
	Pool Manager				
	Senior Bond Accountant				
	Senior Buyer				
	Server Engineer				
	Special Needs Coordinator - Transportation				
	Student Assessment Specialist				
	Substance Abuse Specialist				
	Transportation Site Manager				

4		Daily	\$345.06	\$426.00	\$506.93
	Asst Director - Child Nutrition	197 Days	\$67,977	\$83,922	\$99,865
	Asst Director - Custodial Services	203 Days	\$70,047	\$86,478	\$102,907
	Asst Director - Finance	220 Days	\$75,913	\$93,720	\$111,525
	Asst Director - Maintenance	230 Days	\$79,364	\$97,980	\$116,594
	Asst Director - Performing & Visual Arts	251 Days	\$86,610	\$106,926	\$127,239
	Asst Director - Transportation				
	Bond Controller				
	Content Curriculum Specialists				
	Digital Learning Coach				
	Digital Learning Specialist				
	Employee Relations Specialist				
	Grant Writer				
	Medicaid/SHARS Coordinator				
	Position Control Specialist				
	Recruiter, Human Resources				
	School Safety Specialist				
	Special Projects Coordinator - Title I				
	Staffing Specialist				
	Web Developer				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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5		Daily	\$362.32	\$447.30	\$532.29
ABA Therapist - BCBA	208 Days	\$75,363	\$93,038	\$110,716	
Asst Principal - ES	210 Days	\$76,087	\$93,933	\$111,781	
Asst Principal - MS	230 Days	\$83,334	\$102,879	\$122,427	
Database Administrator					
Network Administrator					
Programmer/Analyst					
Registration & Attendance Coordinator					
Systems Engineer - Server/Storage					
Technology Systems Administrator					

6		Daily	\$380.43	\$469.67	\$558.91
Adult Transition Program Coordinator	191 Days	\$72,662	\$89,707	\$106,752	
Advanced Academics Coordinator	208 Days	\$79,129	\$97,691	\$116,253	
Asst Director - Information Services	210 Days	\$79,890	\$98,631	\$117,371	
Asst Principal, JH	220 Days	\$83,695	\$103,327	\$122,960	
Asst Principal, Special Sites	230 Days	\$87,499	\$108,024	\$128,549	
Behavior Coordinator - Special Education	251 Days	\$95,488	\$117,887	\$140,286	
Bond Program Scheduler					
Business Systems Coordinator					
College, Career, & Military Readiness Coordinator					
Counseling Coordinator, Elementary					
Counseling Coordinator, Secondary					
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 Assessment Coordinator					
Student Discipline Coordinator					
Student Information System Coordinator					
Student Services Coordinator					
Substitute Coordinator					

7		Daily	\$399.46	\$493.15	\$586.84
Administrator for Truancy/Dropout Prevention	210 Days	\$83,887	\$103,562	\$123,236	
Asst Principal - HS	220 Days	\$87,881	\$108,493	\$129,105	
Budget & Financial Compliance Officer	230 Days	\$91,876	\$113,425	\$134,973	
Coordinator - Student Accounting					
Cyber Security Manager					
Director - Behavior Services					
Director - Budget					
Director - Communications					
Director - Community Relations					
Director - Dyslexia and 504 Services					
Director - Finance					
Director - Human Resources Services - Instructional					
Director - Human Resources Services - Operational					
Director - Information Services					
Director - Innovative Learning					
Director - Multilingual Education					
Director - Network Services					
Director - Payroll					
Director - Special Education Instructional Services					
Director - State & Federal Programs					
Director - Talent Development					
Director - Technology Support Svc					
Dyslexia Coordinator					
Police Lieutenant					
Special Ed Compliance Officer					

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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8		Daily	\$419.43	\$517.81	\$616.20
	Assistant Campus Coordinator/Head Football Coach	220 Days	\$92,275	\$113,918	\$135,564
	Assoc. Principal - HS	230 Days	\$96,469	\$119,096	\$141,726
	Bond Program Construction Manager	251 Days	\$105,277	\$129,970	\$154,666
	Bond Program Design Manager				
	Bond Program Information Manager				
	Campus Coordinator/Head Coach				
	Director - Advanced Academics & Career Readiness				
	Director - Employee Services & Benefits				
	Director - Leadership Development				
	Director - Performing & Visual Arts				
	Director - Purchasing				
	Director - Student Discipline				
	Director - Student Services				
	Principal - Early Childhood				
	Principal - ES				
	Principal - MS				

9		Daily	\$466.31	\$561.82	\$657.33
	Director - Athletics	220 Days	\$102,588	\$123,600	\$144,613
	Director - Child Nutrition	230 Days	\$107,251	\$129,219	\$151,186
	Director - Custodial Services	251 Days	\$117,044	\$141,017	\$164,990
	Director - Maintenance				
	Director - Pre-K & After School Programs				
	Director - Research, Assessment & Accountability				
	Director - Special Education				
	Director - Transportation				
	Principal - ALC (DAEP)				
	Principal - JH				

10		Daily	\$550.24	\$662.95	\$775.65
	Principal - HS	230 Days	\$126,555	\$152,479	\$178,400

11		Daily	\$577.77	\$696.11	\$814.43
	Area Superintendent	230 Days	\$132,887	\$160,105	\$187,319
	Executive Director - Athletics	251 Days	\$145,020	\$174,724	\$204,422
	Executive Director - Bond Program Office				
	Executive Director - Budget & Compliance				
	Executive Director - CTE				
	Executive Director - Enrollment Management				
	Executive Director - Finance				
	Executive Director - Human Resources				
	Executive Director - Procurement, Distribution & Business Development				
	Executive Director - Special Education				
	Executive Director - Student Programs				
	Executive Director - Teaching & Learning				
	Executive Director - Technology				

12		Daily	\$701.68	\$835.31	\$968.96
	Attorney - General Counsel	230 Days	\$161,386	\$192,121	\$222,861
	Chief Communications Officer				
	Chief Financial Officer				
	Chief Learning Officer				
	Chief Operations Officer				
	Chief of Police				
	Chief Student Services Officer				
	Deputy Superintendent				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>1</b>	Clerk - Elementary	Hourly	\$12.31	\$15.19	\$18.09
	Clerk - Middle School	173 Days	\$17,037	\$21,023	\$25,037
	Clerk - Secondary	187 Days	\$18,416	\$22,724	\$27,063
	Clerk - Transportation	220 Days	\$21,666	\$26,734	\$31,838
	Lunchroom Monitor				
<b>2</b>	Choir - Assistant/Accompanist	Hourly	\$12.93	\$15.97	\$19.00
	Clerk - Monitor (8 hour)	187 Days	\$19,343	\$23,891	\$28,424
	Receptionist - ALC, Campus, M&O, Sped Annex	199 Days	\$20,585	\$25,424	\$30,248
		230 Days	\$23,791	\$29,385	\$34,960
<b>3</b>	Admin Asst - SpEd SS	Hourly	\$14.22	\$17.56	\$20.89
	Clerk - SEMS	177 Days	\$20,136	\$24,865	\$29,580
	Clinic Aide	187 Days	\$21,273	\$26,270	\$31,251
	Project LEARN Parent Engagement & Literacy Specialist	191 Days	\$21,728	\$26,832	\$31,920
	Receptionist - Central Office	230 Days	\$26,165	\$32,310	\$38,438
Water Safety Instructor					
<b>4</b>	Admin Asst - Asst Principal HS	Hourly	\$15.23	\$18.79	\$22.36
	Admin Asst - Asst Principal JH	187 Days	\$22,784	\$28,110	\$33,451
	Admin Asst - Liaison for At-Risk Attendance	192 Days	\$23,393	\$28,861	\$34,345
	Admin Asst - Counselor	197 Days	\$24,002	\$29,613	\$35,239
	Admin Asst - Federal Programs Director	199 Days	\$24,246	\$29,914	\$35,597
	Admin Asst - Project LEARN	207 Days	\$25,221	\$31,116	\$37,028
	Clerk - Accounting	220 Days	\$26,805	\$33,070	\$39,354
	Clerk - Attendance 1621	230 Days	\$28,023	\$34,574	\$41,142
	Clerk - Attendance ALC				
	Clerk - Attendance HS				
	Clerk - Attendance JH				
	Clerk - Orientation				
	Clerk - Payroll Processing				
	Clerk - Processing				
	Clerk - Purchasing				
	Clerk - Registrar				
	Technician - HR/Employee Benefits				
<b>5</b>	Admin Asst - Adult Transition Program Coordinator	Hourly	\$18.11	\$22.36	\$26.60
	Admin Asst - Associate Principal HS	199 Days	\$28,831	\$35,597	\$42,347
	Admin Asst - Asst Director of Operations - Custodial	230 Days	\$33,322	\$41,142	\$48,944
Admin Asst - Director of Multilingual Education					
Admin Asst - Director of Performing & Visual Arts					
Admin Asst - Director of Student Discipline					
Admin Asst - Director of Student Services					
Admin Asst - Director of Technology Support Services					
Admin Asst - Payroll Transportation					

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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Clerk - Accounts Payable  
 Clerk - Accounts Payable-Bond  
 Clerk - Accounts Payable-Child Nutrition  
 Clerk - Child Nutrition-Free & Reduced  
 Clerk - Human Resources - Payroll Auxiliary  
 Clerk - Human Resources - Payroll Instructional  
 Clerk - Human Resources - Records Assistant  
 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  
 Admin Asst - Director of Community Relations  
 Admin Asst - Director of Innovative Learning & Director of Talent Development  
 Admin Asst - Director of Maintenance & Operations  
 Admin Asst - Director of Special Education  
 Admin Asst - Director of Transportation  
 Admin Asst - Principal (ALC - ES - ECC - MS - JH)  
 Admin Asst - Purchasing  
 Admin Asst - Special Sites  
 Admin Asst - Staff/Scheduling - Athletics  
 Bond Program Administrator - Level 1  
 Clerk - 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  
 Specialist - Criminal History & Fingerprinting  
 Specialist - Payroll

Hourly	\$19.01	\$23.47	\$27.92
<b>220 Days</b>	\$33,458	\$41,307	\$49,139
<b>230 Days</b>	\$34,978	\$43,185	\$51,373
<b>251 Days</b>	\$38,172	\$47,128	\$56,063

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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	\$21.54	\$26.28	\$31.01
<b>187 Days</b>	\$32,224	\$39,315	\$46,391
<b>210 Days</b>	\$36,187	\$44,150	\$52,097
<b>230 Days</b>	\$39,634	\$48,355	\$57,058
<b>251 Days</b>	\$43,252	\$52,770	\$62,268

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

Hourly	\$23.72	\$28.91	\$34.11
<b>187 Days</b>	\$35,485	\$43,249	\$51,029
<b>230 Days</b>	\$43,645	\$53,194	\$62,762
<b>251 Days</b>	\$47,630	\$58,051	\$68,493

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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Admin Asst - Executive Director of Human Resources  
 Admin Asst - Executive Director of Special Education  
 Admin Asst - Executive Director of Student Programs  
 Admin Asst - Executive Director of Teaching & Learning  
 Admin Asst - Executive Director of Technology  
 Bond Program Administrator - Level 3  
 LVN/Teacher Aide  
 Specialist - Employee Benefits  
 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 of Police  
 Admin Asst - Chief Student Services Officer  
 Admin Asst - Deputy Superintendent

<b>Hourly</b>	<b>\$28.56</b>	<b>\$34.41</b>	<b>\$40.27</b>
<b>230 Days</b>	<b>\$52,550</b>	<b>\$63,314</b>	<b>\$74,097</b>

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
INSTRUCTIONAL PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>1</b>	Aide - Bilingual/ESL	<b>Hourly</b>	<b>\$14.38</b>	<b>\$17.27</b>	<b>\$20.16</b>
	Aide - Compensatory	<b>187 Days</b>	\$21,512	\$25,836	\$30,159
	Aide - Innovative School Day				
	Aide - LRC				
	Aide - Physical Education				
	Aide - Pre-Kindergarten				
	Aide - Project LEARN				
	Aide - Title I				
	<b>2</b>	Aide - Computer Lab	<b>Hourly</b>	<b>\$15.00</b>	<b>\$18.04</b>
Aide - Credit Restoration		<b>187 Days</b>	\$22,440	\$26,988	\$31,536
Aide - Keyboarding					
Aide - SpEd Resource/Inclusion					
<b>3</b>	Aide - ALC/Special Sites	<b>Hourly</b>	<b>\$16.30</b>	<b>\$19.64</b>	<b>\$22.96</b>
	Aide - Compliance Academic Program (CAP)	<b>187 Days</b>	\$24,385	\$29,381	\$34,348
	Aide - Compliance Early Childhood SpEd (C-ECSE)				
	Aide - Compliance Structured Learning Classroom (CSLC)				
	Aide - Early Childhood SpEd (ECSE)				
	Aide - In-School Suspension				
	Aide - Reset Program				
	Aide - Social Emotional Support Classroom (SESC)				
	Aide - SpEd Additional Support				
	Aide - Structured Learning Classroom (SLC)				
	Aide - Transition Program				
	Job Coach				
	<b>4</b>	Aide - Braille & Tactual Materials Specialist	<b>Hourly</b>	<b>\$17.30</b>	<b>\$20.86</b>
Aide -Powell Point		<b>187 Days</b>	\$25,881	\$31,207	\$36,562
Aide - SpEd Intervener					
Registered Behavior Technician					



**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
TECHNICAL**

Pay Grade	Job Title	Minimum Midpoint Maximum			
<b>11</b>	Print Production Assistant	Hourly	\$13.22	\$15.93	\$18.63
		<b>230 Days</b>	\$24,325	\$29,311	\$34,279
<b>12</b>	Mail Center Clerk Publications Specialist I	Hourly	\$15.59	\$18.79	\$21.98
		<b>230 Days</b>	\$28,686	\$34,574	\$40,443
<b>13</b>	Print Production Technician	Hourly	\$18.40	\$22.17	\$25.94
		<b>230 Days</b>	\$33,856	\$40,793	\$47,730
<b>14</b>	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	\$23.00	\$27.71	\$32.43
		<b>230 Days</b>	\$42,320	\$50,986	\$59,671
<b>15</b>	Certified Occupational Therapist Assistant LVN - Campus Manager - Technology Deployments Network Technician Technology Customer Service Manager	Hourly	\$30.83	\$37.13	\$43.44
		<b>187 Days</b>	\$46,122	\$55,546	\$64,986
		<b>192 Days</b>	\$47,355	\$57,032	\$66,724
		<b>230 Days</b>	\$56,727	\$68,319	\$79,930

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>1</b>	Crossing Guard	<b>Hourly</b> 173 Days 230 Days 251 Days	<b>\$11.52</b> \$15,944 \$21,197 \$23,132	<b>\$14.04</b> \$19,431 \$25,834 \$28,192	<b>\$16.56</b> \$22,919 \$30,470 \$33,252
<b>2</b>	Aide - Bus Common Threads Worker Traffic Control Monitor Warehouse Driver	<b>Hourly</b> 180 Days 187 Days 230 Days 251 Days	<b>\$12.58</b> \$18,115 \$18,820 \$23,147 \$25,261	<b>\$15.34</b> \$22,090 \$22,949 \$28,226 \$30,803	<b>\$18.10</b> \$26,064 \$27,078 \$33,304 \$36,345
<b>3</b>	Athletic Field Technician Lawn Works Tech Safety - Security Specialist Warehouse Inventory Tech Warehouse Receiving Clerk	<b>Hourly</b> 187 Days 220 Days 230 Days 251 Days	<b>\$14.09</b> \$21,079 \$24,798 \$25,926 \$28,293	<b>\$17.17</b> \$25,686 \$30,219 \$31,593 \$34,477	<b>\$20.27</b> \$30,324 \$35,675 \$37,297 \$40,702
<b>4</b>	Athletic Grounds Crew Leader Lawn Works - Lead Lawn Works Tech - Sr Mechanic Assistant	<b>Hourly</b> 251 Days	<b>\$16.12</b> \$32,369	<b>\$19.67</b> \$39,497	<b>\$23.21</b> \$46,606
<b>5</b>	Maintenance Technician Maintenance Technician - Pool Maintenance Technician - Welder/Playground Maintenance Technician - Glazier/Locksmith Mechanic - Lawn Works Mechanic I - Transportation Parts Manager - Transportation Planner/Scheduler Preventive Maintenance Tech Vehicle & Equipment Mechanic - M&O	<b>Hourly</b> 251 Days	<b>\$17.43</b> \$34,999	<b>\$21.23</b> \$42,630	<b>\$25.04</b> \$50,280
<b>6</b>	Concession Stand Manager Maintenance Technician, Sr - Fire Alarm Manager - Integrated Pest Control Mechanic II - Transportation Training and Safety Coordinator	<b>Hourly</b> 180 Days 230 Days 251 Days	<b>\$20.04</b> \$28,858 \$36,874 \$40,240	<b>\$24.43</b> \$35,179 \$44,951 \$49,055	<b>\$28.81</b> \$41,486 \$53,010 \$57,850

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
<b>7</b>	N/A	<b>Hourly</b> <b>\$24.63</b>	<b>\$30.03</b>	<b>\$35.44</b>
		<b>187 Days</b>	\$36,846	\$53,018
		<b>220 Days</b>	\$43,349	\$62,374
<b>8</b>	Bus Operations Supervisor Energy Tech Specialist Integrated Pest Management Coordinator Lead Mechanic - Transportation Supervisor - M&O Buyer/Inventory Control Supervisor - Maintenance Supervisor - Warehouse	<b>Hourly</b> <b>\$27.36</b>	<b>\$33.34</b>	<b>\$39.31</b>
		<b>230 Days</b>	\$50,342	\$72,330
		<b>251 Days</b>	\$54,939	\$78,934
<b>9</b>	Police Officer	<b>Hourly</b> <b>\$34.48</b>	<b>\$42.06</b>	<b>\$49.65</b>
		<b>230 Days</b>	\$63,443	\$91,356
<b>10</b>	Police Officer - Canine Handler Police Sergeant	<b>Hourly</b> <b>\$35.57</b>	<b>\$43.39</b>	<b>\$51.22</b>
		<b>230 Days</b>	\$65,449	\$94,245
<b>99</b>	Bus Driver Bus Driver Trainee Dispatcher, Transportation Flex Driver	<b>Hourly</b> <b>\$20.28</b>	<b>\$23.85</b>	<b>\$27.43</b>
		<b>180 Days</b>	\$29,203	\$39,499
		<b>230 Days</b>	\$37,315	\$50,471

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
MANUAL TRADES - CHILD NUTRITION**

<b>Pay Grade</b>	<b>Job Title</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
<b>1</b>	N/A	<b>Hourly</b> 180 Days	<b>\$14.65</b> \$21,096	<b>\$17.18</b> \$24,739	<b>\$19.70</b> \$28,368
<b>2</b>	Specialist 1 - Culinary	<b>Hourly</b> 180 Days	<b>\$15.72</b> \$22,637	<b>\$18.48</b> \$26,611	<b>\$21.23</b> \$30,571
<b>3</b>	Asst. Kitchen Manager	<b>Hourly</b> 180 Days	<b>\$17.22</b> \$24,797	<b>\$20.31</b> \$29,246	<b>\$23.41</b> \$33,710
<b>4</b>	Warehouse Assistant - Child Nutrition	<b>Hourly</b> 251 Days	<b>\$19.26</b> \$38,674	<b>\$22.81</b> \$45,802	<b>\$26.35</b> \$52,911
<b>5</b>	Manager - Child Nutrition Warehouse Manager I - Child Nutrition	<b>Hourly</b> 180 Days 251 Days	<b>\$20.57</b> \$29,621 \$41,305	<b>\$24.37</b> \$35,093 \$48,935	<b>\$28.18</b> \$40,579 \$56,585
<b>6</b>	Child Nutrition Maintenance Tech Floating Manager II - Child Nutrition Manager II - Child Nutrition	<b>Hourly</b> 180 Days 251 Days	<b>\$23.17</b> \$33,365 \$46,525	<b>\$27.57</b> \$39,701 \$55,361	<b>\$31.95</b> \$46,008 \$64,156
<b>7</b>	Manager III - Child Nutrition	<b>Hourly</b> 180 Days	<b>\$27.77</b> \$39,989	<b>\$33.17</b> \$47,765	<b>\$38.57</b> \$55,541
<b>8</b>	Catering Coordinator Supervisor - Child Nutrition Technology Specialist - Child Nutrition	<b>Hourly</b> 199 Days 230 Days	<b>\$30.50</b> \$48,556 \$56,120	<b>\$36.47</b> \$58,060 \$67,105	<b>\$42.46</b> \$67,596 \$78,126

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
MANUAL TRADES - CUSTODIAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>1</b>	Custodian Laundry Worker	Hourly	\$12.56	\$15.09	\$17.61
		230 Days	\$23,110	\$27,766	\$32,402
		251 Days	\$25,220	\$30,301	\$35,361
<b>2</b>	Custodian - Lead I Laundry Worker - Sr	Hourly	\$13.63	\$16.39	\$19.14
		230 Days	\$25,079	\$30,158	\$35,218
		251 Days	\$27,369	\$32,911	\$38,433
<b>3</b>	Custodian - Lead II Floor Care Technician	Hourly	\$15.13	\$18.22	\$21.32
		230 Days	\$27,839	\$33,525	\$39,229
		251 Days	\$30,381	\$36,586	\$42,811
<b>4</b>	Custodian - Lead III Disinfectant Control Technician Floor Care Machine Technician Laundry Worker - Lead	Hourly	\$17.17	\$20.72	\$24.26
		251 Days	\$34,477	\$41,606	\$48,714
<b>5</b>	Custodian, Lead IV	Hourly	\$18.48	\$22.28	\$26.09
		230 Days	\$34,003	\$40,995	\$48,006
		251 Days	\$37,108	\$44,738	\$52,389
<b>6</b>	N/A	Hourly	\$21.08	\$25.48	\$29.85
		230 Days	\$38,787	\$46,883	\$54,924
		251 Days	\$42,329	\$51,164	\$59,939
<b>7</b>	N/A	Hourly	\$25.68	\$31.08	\$36.48
		230 Days	\$47,251	\$57,187	\$67,123
		251 Days	\$51,565	\$62,409	\$73,252
<b>8</b>	Custodial Supervisor	Hourly	\$28.41	\$34.38	\$40.37
		251 Days	\$57,047	\$69,035	\$81,063

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
STIPEND SCHEDULE**

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
STIPEND SCHEDULE**

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

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
STIPEND SCHEDULE**

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

<b>Performing Arts</b>
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Band Assistant	MS	\$5,000
Band Assistant	JH	\$5,600
Band Director	JH	\$7,700
Choir Asst	JH	\$1,750
Choir Director	JH	\$4,050



**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
STIPEND SCHEDULE**

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
STIPEND SCHEDULE**

POSITION	STIPEND
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<b>Other Supplemental Pay</b>
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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	\$2,500 / Year
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
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 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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
STIPEND SCHEDULE**

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

**Other Supplemental Pay**

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
STIPEND SCHEDULE**

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

**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  
2024-25 COMPENSATION PLAN  
ATHLETIC EVENTS**

**ATHLETIC EVENTS/CONCESSION STAND**

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
ATHLETIC EVENTS**

**ATHLETIC EVENTS/CONCESSION STAND**

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

**ATHLETIC EVENTS/CONCESSION STAND**

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

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

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

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
FINE ARTS EVENTS**

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
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
<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***



**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2024-25 COMPENSATION PLAN  
PART TIME EMPLOYEES**

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