

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN
TEACHERS**

Base Salary Range

10 - Month Salary Range Minimum: \$54,500

Continuing teachers will receive a \$1,200 increase for 2018-19.

Master's Degree Stipend: \$1,000

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

Teachers and related staff will be paid annual salaries within the pay range.

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 Counselors, Family Support Specialists, Speech Therapists, High School Registrars, Diagnosticians, ROTC Instructors, Nurses, Librarians, Orientation and Mobility Specialists, G/T Facilitators, Accelerated Language Program Facilitators, Physical Therapists, Occupational Therapists, Instructional Coaches, Instructional Coordinators - Campus, Instructional Facilitators - Special Education, Intervention Specialists, Reading Interventionist, Testing Coordinators, CTE Coordinator, Assistive Technology Specialists, Early Childhood Curriculum & Family Engagement Specialist and ARD Specialists.

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Athletic Grounds Coordinator Buyer, Purchasing HOME Instructor, Project LEARN Parent Education Specialist, Project LEARN	Daily	\$202.15	\$246.53	\$290.90
2	Asst. Purchasing/Materials Manager Bus Discipline Supervisor Capital Assets/Textbook Accountant Child Nutrition Accountant Operations Manager Parent Educator - Campus Speech-Language Pathology Assistant Staff Accountant Student Accounting Specialist	Daily	\$232.47	\$283.51	\$334.53
3	Asst Director, Finance Asst Director, Child Nutrition - Operations Asst Director, Child Nutrition - Planning Asst Director, Child Nutrition - Production Budget Analyst - State and Federal Programs Communications Coordinator Coordinator, Project LEARN Executive Director - L.E.A.F. Facilitator, College Career Fleet Services Manager Manager/Graphic Arts/Communications Specialist Multimedia Specialist/Videographer Operations Manager, Transportation Pool Manager Special Needs Coordinator, Transportation Student Assessment Specialist Student Support Services Coordinator Substance Abuse Specialist Transportation Site Manager	Daily	\$262.69	\$320.35	\$378.01
4	Asst Director, Operations Asst Director, Transportation Asst Principal, ES Digital Learning Coach Digital Learning Specialist Energy Coordinator Recruiter, Human Resources Staffing Specialist Title I Special Projects Coordinator Web Developer	Daily	\$281.35	\$343.10	\$404.86

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
5	ABA Therapist, BCBA Adult Transition Program Coordinator Asst Principal, MS Coordinator for Student Achievement & Data Interpretation Dyslexia Coordinator Manager of Special Projects, Technology Programmer/Analyst Server/Storage Systems Engineer Special Education Compliance Coordinator Staffing Specialist - Lead	Daily	\$296.11	\$361.12	\$426.13
6	Administrator for Truancy/Dropout Prevention Administrator, Student Accounting Asst Principal, HS Asst Principal, JH Asst Principal, Special Sites Director, Community Relations Director, Digital Learning Director, Federal Programs Director, Information Services Director, Network Services Director, Special Projects Director, Staff Development Director, Technology Integration Instructional Coordinator, Admin. Payroll Manager School Safety Coordinator	Daily	\$318.88	\$381.88	\$444.89
7	Assoc. Principal, HS Director, Advanced Studies Director, Bilingual/ESL Curriculum & Instructional Director, Performing & Visual Arts Early Childhood Principal Principal, ES Project Manager Purchasing/Materials Manager	Daily	\$367.50	\$440.12	\$512.74

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
8	Asst Athletic Director Asst Director, Special Education Campus Coordinator/Head Football Coach Director, Budget & Treasury Director, Career and Technology Director, Employee Services & Risk Management Director, Staffing & Records Management Director, Student Support Services Principal, ALC (DAEP) Principal, JH Principal, MS	Daily	\$392.31	\$469.82	\$547.35
9	Director, Athletics Director, Child Nutrition Director, Finance Director, Research, Assessment & Accountability Director, Transportation	Daily	\$428.21	\$509.77	\$591.32
10	Director, Special Education Principal, HS	Daily	\$462.47	\$550.56	\$638.63
11	Asst Superintendent, Elementary Ed Asst Superintendent, Secondary Ed Executive Director, Facilities & Planning Executive Director, Student Programs Executive Director, Teaching & Learning Chief Technology Information Officer	Daily	\$513.85	\$611.72	\$709.59
12	Chief Academic Officer Chief Financial Officer Chief Human Resources Officer Chief of Staff Deputy Superintendent for Support Services	Daily	\$554.95	\$660.66	\$766.37

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Aide, Bilingual/ESL Aide, Compensatory Aide, Instructional Aide, LRC Aide, Physical Education Aide, Pre-Kindergarten Aide, Project LEARN Aide, Special Assignment Class Aide, Title I Clerk, Elementary/Secondary Clerk, Monitor (2.5 hour) Clerk, Transportation	Hourly	\$10.96	\$13.70	\$16.43
2	Aide, ALC/Special Sites Aide, Computer Assistance Aide, Credit Restoration Aide, IBC Aide, In-School Suspension Aide, Intake (ALC) Aide, Keyboarding Aide, Life Skills Aide, PASS Aide, PPCD Aide, SILC/PASS Aide, SIP Aide, Sp Ed Additional Support Aide, Sp Ed Behavior Specialist Aide, Sp Ed Resource Clerk Monitor (8 hour) Choir, Assistant/Accompanist Clerk, Special Education Coordinator Job Coach Receptionist, Campus Receptionist, Sp Ed Annex	Hourly	\$11.52	\$14.41	\$17.29
3	Activity Reconciliation Clerk, Athletics Admin Asst, Adult Transition Program Coordinator Admin Asst, Sp Ed SS Aide, Lead Behavior Specialist Clerk, SEMS Project LEARN Parent Engagement & Literacy Specialist Receptionist, Central Office Water Safety Instructor	Hourly	\$12.22	\$15.27	\$18.33

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
4	Admin Asst, Asst Principal (HS, JH) Admin Asst, Counselor Admin Asst, Federal Programs Director Admin Asst, Project LEARN Admin. Asst, Student Support Svcs/At Risk Attendance Aide, Braille & Tactual Materials Specialist Aide, Liaison for At-Risk Attendance Clerk, Accounting Clerk, Athletics Clerk, Attendance HS Clerk, Attendance JH Clerk, Registrar Data Specialist, Sp Ed/Assessment Technician, HR/Employee Benefits	Hourly	\$13.57	\$16.96	\$20.36
5	Admin Asst, Associate Principal HS Admin Asst, Asst. Director of Special Education Admin Asst, Director of Staff Development Admin Asst, Director of Advanced Studies Admin Asst, Director of Bilingual/ESL Admin Asst, Director of Community Relations Admin Asst, Director of CTE Admin Asst, Director of Digital Learning Admin Asst, Director of Performing & Visual Arts Admin Asst, Director of Technology Integration Admin Asst, Payroll Transportation Admin Asst, Project Manager Clerk, Accounts Payable Clerk, Accounts Payable-Bond Clerk, Child Nutrition-Free & Reduced Clerk, Human Resources Clerk, Maintenance and Operations Clerk, SERS Data Technician PEIMS Specialist -Special Education SHARS/Medicaid Specialist	Hourly	\$16.16	\$20.20	\$24.21

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
6	Admin Asst, Director of Athletics Admin Asst, Director of Child Nutrition Admin Asst, Director of Maintenance & Operations Admin Asst, Director of Transportation Admin Asst, Principal (ALC, ES, ECC, MS, JH) Admin Asst, Special Sites Clerk, Research, Assessment and Accountability Clerk, Employee Management System Clerk, Instructional Coordinator - Admin Clerk, Payroll Compliance/Reporting Clerk, Payroll Leaves and Absences Clerk, Payroll (Part-Time) HR Specialist Specialist, FFE & Purchasing	Hourly	\$16.96	\$21.19	\$25.43
7	Admin Asst, Director of Special Education Admin Asst, Principal HS Deaf Interpreter District Translator LVN/Teacher Aide Specialist, Accounting Federal/Special Programs Specialist, Finance Specialist, Purchasing	Hourly	\$19.46	\$23.74	\$28.02
8	Admin Asst, Chief Technology Information Officer Admin Asst, Asst Superintendent of Elementary Ed Admin Asst, Asst Superintendent of Secondary Ed Admin Asst, Executive Director of Facilities & Planning Admin Asst, Executive Director of Student Programs Admin Asst, Executive Director of Teaching & Learning Coordinator, Accounts Payable/Cash Management Payroll Specialist Specialist, Employee Benefits	Hourly	\$20.83	\$25.40	\$29.98
9	Admin Asst, Chief Academic Officer Admin Asst, Chief Financial Officer Admin Asst, Chief Human Resources Officer Admin Asst, Chief of Staff Admin Asst, Deputy Superintendent of Support Services	Hourly	\$23.95	\$29.21	\$34.48
10	Admin Asst, Superintendent & Board of Trustees	Hourly	\$27.08	\$33.02	\$38.97

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN
TECHNICAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
11	Specialist, Graphic Arts	\$12.10	\$14.48	\$16.88
12	Printer Specialist, Computer Publications	\$14.09	\$16.88	\$19.67
13	Mail Center Supervisor Technician, Print Production	\$16.37	\$19.62	\$22.86
14	AV Technical Specialist Computer Operator 2 Computer Publications Specialist, Lead Data Assessment Specialist Help Desk Technician PC Technician II PC Technician, Service Lead Printer, Lead	\$20.80	\$24.91	\$29.03
15	Certified Occupational Therapist Assistant LVN (Campus) Network Technician Technical Services Manager	\$28.09	\$33.63	\$39.19

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Culinary Helper Custodian, Day (Secondary) Custodian, Night Custodian, Rotating Crew Laundry Worker	Hourly	\$10.55	\$12.88	\$15.20
2	Aide, Bus Custodian, Lead I Delivery Driver Laundry Worker, Sr Specialist 1, Culinary Traffic Control Monitor Warehouse Driver I	Hourly	\$11.51	\$13.76	\$16.00
3	Athletic Field Technician Custodian, Lead II Floor Care Technician General Maintenance Tech Lawn Works Tech Manager In Training, Child Nutrition Mechanic Assistant Warehouse Receiving Clerk	Hourly	\$12.92	\$15.48	\$18.02
4	Athletic Grounds Crew Leader Custodian, Lead III Floor Crew Machine Tech Child Nutrition Specialist, Special Services Laundry Worker, Lead Lawn Works Lead Lawn Works Tech Sr Mechanic I, Transportation Playground Tech IV Pool Technician Warehouse Assistant - FS	Hourly	\$14.78	\$17.74	\$20.69

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
5		Hourly	\$15.64	\$19.08	\$22.51
	Custodian, Lead IV Lawn Works Mechanic Maintenance Technician Maintenance Technician, Pool Manager I, Child Nutrition Manager, Child Nutrition Warehouse Parts Manager, Transportation Planner/Scheduler Preventive Maintenance Tech Preventive Maintenance Specialist, Transp				
6		Hourly	\$18.34	\$22.37	\$26.39
	Bus Operations Specialist Concession Stand Manager Child Nutrition Maintenance Tech M&O Buyer/Inventory Control Maintenance Technician, Sr Maintenance Technician, Sr - Fire Alarm Manager II, Child Nutrition Manager, Integrated Pest Mechanic II, Transportation Supervisor, Planner/Scheduler Training and Safety Coordinator				
7		Hourly	\$22.01	\$26.85	\$31.68
	Security Officer/Certified Peace Officer				
8		Hourly	\$24.43	\$29.80	\$35.15
	Custodial Supervisor Lead Mechanic - Transportation Supervisor, Child Nutrition Supervisor, Grounds Supervisor, Maintenance Supervisor, Warehouse				
99		Hourly	\$17.70	\$20.66	\$23.64
	Dispatcher, Transportation Bus Driver Flex Driver				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
Department Chairpersons - Math, Reading, English, Social Studies, Science, Special Education		
Senior High		1,650
Junior High		1,650
Choral Music		
Senior High	2	4,950
Senior High Assistant		2,750
Junior High		2,750
Junior High Assistant		1,650
Instrumental Music		
Director, High School	20	4,950
Asst. Director, High School	18	3,300
Director, Junior High School	12	3,300
Asst. Director, Junior High School	10	2,750
Asst. Director, Middle School	7	2,750
Speech and Debate		
Senior High		3,300
Junior High		880
Asst. Speech/Debate High School		550
Theater		
Senior High		3,300
Senior High, Asst		1,650
Junior High		1,100
Newspaper and Yearbook		
Senior High, Newspaper		1,320
Senior High, Yearbook		1,650
Junior High, Newspaper		440
Junior High, Yearbook		440
Student Activity Sponsors		
Senior High, Dance Team	10	3,740
Senior High, Dance Team Asst.		1,980
Senior High, Cheerleader		3,740
Senior High, Cheerleader (JV)		1,100
		1,320 (2 squads)
Senior High, Student Council		1,100
Junior High, Cheerleader		1,100
Junior High, Student Council		550
University Interscholastic League - Senior High		440 per event
UIL Coordinator - High School and Junior High School		440
Elementary UIL District Coordinator		1,000
Elementary UIL Zone Director		300

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
----------	---------------	---------

Student Activity Sponsors

Elementary UIL Coordinator	200	
District Sponsored Activities	440	
Academic Decathlon/Science Olympiad/Star Challenge - High School	1,100	
Special Olympics, Head Coach	1,320	per sport (3)
Special Olympics, Asst. Coach	1,100	per sport (3)
High School Leadership	1,100	1 per HS

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN**

POSITION	STIPEND
----------	---------

Other Supplemental Pay

Lead Nurse	5,500 / Year
Superintendent's Secretary - Board Meeting	4,950 / Year
Bilingual Certified Teachers, PK-5 Bilingual Program	3,850 / Year
Bilingual ESL Lead Teacher - Bilingual Campus	3,850 / Year
Accelerated Language Program Facilitators	3,850 / Year
Speech Therapist with Certificate of Clinical Competence (CCC)	3,300 / Year
Principal Mentor	3,000 / Year
GROW/POLARIS Project	2,500 / Year
Assistive Technology Specialist	2,420 / Year
Diag/LSSP	2,420 / Year
Lead Speech Language - Pathologist	2,420 / Year
Lead Diagnostician	2,420 / Year
Lead LSSP	2,420 / Year
Occupational Therapist	2,420 / Year
Physical Therapist	2,420 / Year
Speech - Language Pathologist	2,420 / Year
Teacher of Visually Impaired Students	2,420 / Year
Speech Therapist with State Board License	2,200 / Year
Lead Speech Path, Supervision Stipend	2,200 / Year
Counselor	2,200 / Year
Registrar	2,200 / Year
Nurse	2,200 / Year
Family Support Specialist	2,200 / Year
ESL Certified Teachers, PK-5 Dual Language Program	1,650 / Year
ESL Lead Teacher - ESL Campus	1,650 / Year
Speech Therapist with TEA Certification	1,100 / Year
Speech Therapy Assistant Supervision Stipend	1,100 / Year
After School Detention	25.00 / Hour
Bus Driver Certification	Regular Rate
Bus Driver Trainee	11.51 / Hour
Common Threads Manager	25.00 / Hour
Curriculum Writing	30.00 / Hour
Extended Day Program	25.00 / Hour
Extra Duty Pay (Must meet extra duty pay guidelines)	25.00 / Hour
Facility/Gym Supervisor	25.00 / Hour
In-Home Training (Certified Teachers)	25.00 / Hour
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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN**

POSITION	STIPEND
----------	---------

Other Supplemental Pay

SAT/PSAT	25.00 / Hour
Saturday Clock Hours - Administrators	35.00 / Hour
Saturday Clock Hours - Teachers	25.00 / Hour
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 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	30.00 / 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	\$4,200 stipend per session
Testing Facilitator	25.00 / Hour
Testing Proctor (Exempt Staff)	25.00 / Hour
Tutor (Part-time)	25.00 / Hour
Tutorials	25.00 / Hour
YMCA Gym Supervisor	25.00 / Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
----------	---------------	---------

ATHLETIC STIPENDS - HIGH SCHOOL

Football		
-----------------	--	--

Offensive/Defensive Coordinator	15	4,400
Special Teams Coordinator	13	4,400
Varsity Assistant	12	4,400
JV Head	12	3,300
JV Assistant	12	2,640
Sophomore Head	12	2,640
Sophomore Assistant	12	2,420
Freshman Head	12	3,190
Freshman Assistant	12	2,200

Basketball - Boys		
--------------------------	--	--

Varsity	8	4,400
JV	8	2,750
Sophomore		1,980
Freshman		1,980

Basketball - Girls		
---------------------------	--	--

Varsity	8	4,400
JV	8	2,750
Freshman		1,980

Volleyball		
-------------------	--	--

Varsity	10	3,300
JV	10	1,980
Freshman	10	1,650

Track (Boys & Girls)		
---------------------------------	--	--

Varsity Head	2	3,850
Varsity Asst.	2	2,310
JV Head		1,980
Freshman Head		1,870

Cross Country (Boys & Girls)		
---	--	--

Varsity	5	2,200
---------	---	-------

Tennis (Boys & Girls)		
----------------------------------	--	--

Varsity	5	4,950
JV	5	3,300
Freshman		1,980

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
----------	---------------	---------

ATHLETIC STIPENDS - HIGH SCHOOL

Golf		
-------------	--	--

Varsity		4,950
Asst.		1,980

Baseball		
-----------------	--	--

Varsity Head	2	3,850
Varsity Asst.	2	2,200
JV		1,980
Sophomore		1,980
Freshman		1,980

Swimming		
-----------------	--	--

Varsity	8	3,850
Asst. (If number of participants exceed 45)		1,980
District - Diving	8	3,850

Soccer (Boys & Girls)		
----------------------------------	--	--

Varsity	2	3,850
Asst.	2	2,200
Additional Asst. (Prior Approval Required)		1,980

Softball		
-----------------	--	--

Varsity	2	3,850
Asst.	2	2,200
JV		1,980
Freshman		1,980

Trainer		
----------------	--	--

Head	15	5,500
Asst.	14	4,400

Wrestling		
------------------	--	--

Varsity		3,850
Asst. (Prior Approval Required)		1,980
JV		1,980

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
----------	---------------	---------

ATHLETIC STIPENDS - JUNIOR HIGH SCHOOL

Campus Coordinator		
---------------------------	--	--

Coordinator	14	3,300
-------------	----	-------

Football		
-----------------	--	--

Head 8th grade	14	1,980
Asst. 8th grade	5	1,760
Head 7th grade	5	1,760
Asst. 7th grade	5	1,650

Basketball (Boys & Girls)		
--------------------------------------	--	--

Head 8th grade		1,540
Asst. 8th grade		1,320
Head 7th grade		1,320
Asst. 7th grade		1,320

Cross Country		
----------------------	--	--

Boys & Girls		600
--------------	--	-----

Volleyball		
-------------------	--	--

Head 8th grade		1,320
Asst. 8th grade		1,210
Head 7th grade		1,210
Asst. 7th grade		1,210

Track (Boys & Girls)		
---------------------------------	--	--

Head 8th grade		1,320
Asst. 8th grade		1,210
Head 7th grade		1,210
Asst. 7th grade		1,210

Tennis (Boys & Girls)		
----------------------------------	--	--

Head		1,320
------	--	-------

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN**

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
Assistant Stadium Manager	\$75	N/A	\$100	N/A
Ticket Sales Manager	\$110	N/A	\$125	N/A
Assistant Banker (2nd Half Only)	\$60	N/A	\$65	N/A
Press Box Supervisor	\$60	N/A	\$65	N/A
Announcer	\$60	N/A	\$65	N/A
Spotter	\$50	N/A	\$55	N/A
Scoreboard Operator	\$60	\$15/game	\$65	N/A
Gate Supervisor (Full Game)	\$60	N/A	\$65	N/A
Gate Monitor (Full Game)	\$45	N/A	\$50	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 Supervisor	\$90	N/A	\$95	N/A
Parking Supervisor, Lead	\$110	N/A	\$125	N/A
Parking Attendant (Halftime)	\$45	N/A	\$50	N/A
Parking Monitors (Full Game)	\$60	N/A	\$65	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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN**

ATHLETIC EVENTS/CONCESSION STAND

SWIMMING/DIVING	Invitationals	District	Regionals	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
WRESTLING	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
SOCCER	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	\$30	\$20	\$30	N/A
Event Supervisor	N/A	N/A	\$100	N/A
Athletic Trainer	N/A	N/A	\$35/hr	N/A
SOFTBALL / BASEBALL	Varsity	HS Sub-Varsity	Campus Play-Off/UIL Events	Tournament
Ticket Seller	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs
Scoreboard	\$15/game	\$10/game	\$30/game	N/A
Event Supervisor	N/A	N/A	\$100/game	N/A
Announcer	\$15/game	N/A	\$30/game	N/A
Athletic Trainer	N/A	N/A	\$35/hr	N/A
Field Prep	N/A	N/A	\$100	N/A
Pitch Counter	\$15/game	\$10/game	\$25/game	\$10/game
TRACK	Varsity	HS Sub-Varsity/JH	Campus Play-Off/UIL Events	Tournament
Starter	\$100	\$100	\$100	N/A
Back-up Starter	\$50	\$50	\$50	N/A
Announcer	\$50	\$35	\$50	N/A
Computer Coordinator	\$100	\$75	\$100	N/A
Computer Operator	\$75	\$50	\$50	N/A
Meet Manager	\$50	\$50	\$50	N/A

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN**

ATHLETIC EVENTS/CONCESSION STAND

Concession Services	Rates
Worker	\$11/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 (4 max/day)
Camp Instructors	\$25/hr (4 max/day)
Natatorium Director	\$25/hr

Cheerleading Tryouts	Rates
Judges	\$100/Team
Tabulators	\$25/Team

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN**

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
Security	\$40 / Hour
Tabulations	\$40 / Event
Ticket Taker/Gate Keeper	\$40 / Event
Track Monitor	\$50 / Event

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN**

POSITION	RATE
----------	------

SUBSTITUTE - TEACHERS, ADMINISTRATORS, AND PARAPROFESSIONALS

Substitute Teachers	
----------------------------	--

Certified	\$103 / Day
Certified Long Term	\$160 / Day
Degreed	\$93 / Day
Degreed Long-term	\$119 / Day
Non-Degreed 60+ hours	\$83 / Day
Non-Degreed 60+ hours, Long-term	\$93 / Day

Substitute Nurse	
-------------------------	--

Substitute Nurse, RN	\$103 / Day
Long-term Nurse, RN	\$160 / Day
Substitute Nurse, LVN	\$93 / Day
Long-term Nurse, LVN	\$119 / Day

Substitute Administrator	
---------------------------------	--

Elementary/Secondary	One half of Daily Rate of Last Employment but no less than \$164.50
Secondary	Additional \$35.00 per day for extended day activities.
Interim Administrative Assignments	Rate determined based upon position

Substitute Clerks/Aides	
--------------------------------	--

Certified, Degreed and Non-degreed	\$83 / Day
Long-term more than 30 hours	\$88 / Day
Long-term less than 30 hours	\$83 / Day
Substitute Crossing Guard	\$8.25 / Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2018-19 COMPENSATION PLAN**

POSITION	HOURLY RATE
-----------------	--------------------

PART TIME EMPLOYEES

High School Student	\$7.25
College Student Minimum hours per semester - 12 (Documentation required for each year of college standing)	\$7.50
Life Guards W/ W.S.I.	\$7.25-\$8.50 \$7.50-\$8.75
Swimming Instruction - W.S.I. Certified	\$10.00-\$12.00
Swimming Instruction - Private Lessons	\$20.00-\$25.00
Crossing Guard	\$9.00