

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN
TEACHERS**

Base Salary Range

10 - Month Salary Range Minimum: \$53,750

10 - Month Salary Range Maximum: \$75,000

Continuing teachers will receive a \$1,900 increase for 2017-18.

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, Dyslexia Specialists, Testing Coordinators, Assistive Technology Specialists, Early Childhood Curriculum & Family Engagement Specialist and ARD Specialists.

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 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	\$200.15	\$244.09	\$288.02
2	Asst. Purchasing/Materials Manager Bus Discipline Supervisor Capital Assets/Textbook Accountant Food Service Dietician/Menu Planner Manager/Graphic Arts/Communications Specialist Operations Manager Speech-Language Pathology Assistant Staff Accountant Student Accounting Specialist Parent Educator - Campus	Daily	\$230.17	\$280.70	\$331.22
3	Asst Director, Finance Asst Director, Food Service Budget Analyst - State and Federal Programs Communications Coordinator Coordinator, Project LEARN Executive Director - L.E.A.F. Facilitator, College Career Facilitator, Parent Involvement Fleet Services Manager Multimedia Specialist/Videographer Operations Manager, Transportation Personnel Specialist, Auxiliary Personnel Specialist, Elementary Pool Manager Special Needs Coordinator, Transportation Student Assessment Specialist Substance Abuse Specialist Transportation Site Manager	Daily	\$260.09	\$317.18	\$374.27
4	Asst Director, Operations Asst Director, Transportation Asst Principal, ES Campus Instructional Technology Specialist Energy Coordinator Recruiter, Human Resources	Daily	\$278.56	\$339.70	\$400.85

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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Technology Development Specialist
Tite I Special Projects Coordinator
Web Developer

5	Daily	\$293.18	\$357.54	\$421.91
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ABATherapist, 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
Staff Development Coordinator

6	Daily	\$315.72	\$378.10	\$440.49
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Administrator for Truancy/Dropout Prevention
Administrator, Student Accounting
Asst Director, Assessment and Compliance
Asst Director, Special Programs
Asst Principal, HS
Asst Principal, JH
Asst Principal, Special Sites
Director, Federal Programs
Director, Information Services
Director, Network Services
Director, Special Projects
Director, Technology Development
Director, Technology Integration
Instructional Coordinator, Admin.
Payroll Manager

7	Daily	\$363.86	\$435.76	\$507.66
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Assoc Principal, HS
Asst Director, Employee Services & Risk Management
Asst Director, Staffing & Records Management
Director, Advanced Studies
Director, Bilingual/ESL Curriculum & Instructional
Director, Fine Arts
Early Childhood Principal
Principal, ES
Purchasing/Materials Manager

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
8	Asst Athletic Director Campus Coordinator/Head Football Coach Director, Budget & Treasury Director, Career and Technology Director, Curriculum Director, Research/ Assessment & Accountability Director, Student Support Services Principal, ALC (DAEP) Principal, JH Principal, MS	Daily	\$388.43	\$465.17	\$541.93
9	Director, Athletics Director, Finance Director, Food Service Director, Transportation	Daily	\$423.97	\$504.72	\$585.47
10	Director, Special Programs Operations Administrator Principal, HS	Daily	\$457.89	\$545.11	\$632.31
11	Executive Director, Community Relations Executive Director, Elementary Ed Executive Director, Secondary Ed	Daily	\$508.76	\$605.66	\$702.56
12	Chief Academic Officer Chief Financial Officer Chief Human Resources Officer Chief Technology Information Officer	Daily	\$549.46	\$654.12	\$758.78

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1		Hourly	\$10.85	\$13.56	\$16.27
	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				
2		Hourly	\$11.41	\$14.27	\$17.12
	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				
3		Hourly	\$12.10	\$15.12	\$18.15
	Activity Reconciliation Clerk, Athletics				
	Admin Asst, Adult Transition Program Coordinator				
	Admin Asst, Sp Ed SS				
	Aide, Lead Behavior Specialist				
	Clerk, Athletic Office				
	Clerk, SEMS				
	Project LEARN Parent Engagement & Literacy Specialist				
	Receptionist, Central Office				
	Water Safety Instructor				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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4		Hourly	\$13.44	\$16.79	\$20.16
<ul style="list-style-type: none"> 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, Attendance HS Clerk, Attendance JH Clerk, Food Service-Accounting Clerk, Registrar Data Specialist, Sp Ed/Assessment Technician, HR/Employee Benefits 					

5		Hourly	\$16.00	\$20.00	\$23.97
<ul style="list-style-type: none"> Admin Asst, Associate Principal HS Admin Asst, Asst. Directors - Special Programs/Compliance Admin Asst, Coordinator of Staff Development Admin Asst, Director Advanced Studies Admin Asst, Director Bilingual/ESL Admin Asst, Director of CTE Admin Asst, Director Fine Arts Admin Asst, Director of Research and Accountability Admin Asst, Payroll Transportation Admin Asst, Technology Integragion and Development Clerk, Accounts Payable Clerk, Accounts Payable-Bond Clerk, Food Service-Free & Reduced Clerk, Human Resources Clerk, Maintenance and Operations Data Technician PEIMS Specialist -Special Education Purchasing Assistant SHARS/Medicaid Specialist 					

6		Hourly	\$16.79	\$20.98	\$25.18
<ul style="list-style-type: none"> Admin Asst, Director of Athletics Admin Asst, Director of Finance Admin Asst, Director of Food Service Admin Asst, Director of Maintenance & Operations Admin Asst, Director of Transportation Admin Asst, Principal (ALC, ES, ECC, MS, JH) Admin Asst, Special Sites Clerk, Employee Management System 					

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
	Clerk, Instructional Coordinator - Admin Clerk, Payroll Compliance/Reporting Clerk, Payroll Leaves and Absences Clerk, Payroll (Part-Time) HR Specialist Specialist, FFE & Purchasing				
7		Hourly	\$19.27	\$23.50	\$27.74
	Admin Asst, Administrator for Operations Admin Asst, Director of Special Programs Admin Asst, Principal HS Deaf Interpreter District Translator LVN/Teacher Aide Specialist, Accounting Federal/Special Programs				
8		Hourly	\$20.62	\$25.15	\$29.68
	Admin Asst, Academic Administrator Admin Asst, Chief Financial Officer Admin Asst, Chief Human Resources Officer Admin Asst, Chief Technology Information Officer Admin Asst, Exec Dir of Community Relations Admin Asst, Exec Dir of Elementary Ed Admin Asst, Exec Dir of Secondary Ed Coordinator, Accounts Payable/Cash Management Payroll Specialist Specialist, Employee Benefits				
9		Hourly	\$26.81	\$32.69	\$38.58
	Admin Asst, Superintendent & Board of Trustees				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN
TECHNICAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
11	Specialist, Graphic Arts	Hourly	\$11.98	\$14.34	\$16.71
12	Mail Center Supervisor Printer Specialist, Computer Publications	Hourly	\$13.95	\$16.71	\$19.48
13	Technician, Print Production	Hourly	\$16.21	\$19.43	\$22.63
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	Hourly	\$20.59	\$24.66	\$28.74
15	Certified Occupational Therapist Assistant LVN (Campus) Network Technician Technical Services Manager	Hourly	\$27.81	\$33.30	\$38.80

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	<ul style="list-style-type: none"> Culinary Helper Custodian, Day (Secondary) Custodian, Night Custodian, Rotating Crew Laundry Worker 	Hourly	\$10.45	\$12.75	\$15.05
2	<ul style="list-style-type: none"> Aide, Bus Custodian, Lead I Delivery Driver Laundry Worker, Sr Specialist 1, Culinary Traffic Control Monitor Warehouse Driver I 	Hourly	\$11.40	\$13.62	\$15.84
3	<ul style="list-style-type: none"> Athletic Field Technician Custodian, Lead II Floor Care Technician General Maintenance Tech Lawn Works Tech Manager In Training, Food Service Mechanic Assistant Warehouse Receiving Clerk 	Hourly	\$12.79	\$15.33	\$17.84
4	<ul style="list-style-type: none"> Athletic Grounds Crew Leader Custodian, Lead III Floor Crew Machine Tech Food Service 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	\$14.63	\$17.56	\$20.49
5	<ul style="list-style-type: none"> Custodian, Lead IV Lawn Works Mechanic 	Hourly	\$15.49	\$18.89	\$22.29

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
	Maintenance Technician Manager I, Food Service Manager, Food Service Warehouse Parts Manager, Transportation Planner/Scheduler Preventive Maintenance Tech Preventive Maintenance Specialist, Transp				
6		Hourly	\$18.16	\$22.15	\$26.13
	Bus Operations Specialist Concession Stand Manager Food Service Maintenance Tech M&O Buyer/Inventory Control Maintenance Technician, Sr Maintenance Technician, Sr - Fire Alarm Manager II, Food Service Manager, Integrated Pest Mechanic II, Transportation Supervisor, Planner/Scheduler Training and Safety Coordinator				
7		Hourly	\$21.79	\$26.58	\$31.37
	Security Officer/Certified Peace Officer				
8		Hourly	\$24.19	\$29.50	\$34.80
	Custodial Supervisor Food Service Coordinator Lead Mechanic - Transportation Supervisor, Grounds Supervisor, Maintenance Supervisor, Warehouse				
99		Hourly	\$17.52	\$20.46	\$23.41
	Dispatcher, Transportation Bus Driver Flex Driver				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 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
2017-18 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
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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
2017-18 COMPENSATION PLAN**

POSITION	STIPEND
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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
GROW/POLARIS Project	2,500 / 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
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
Common Threads Manager	25.00 / Hour
Curriculum Writing	30.00 / Hour
Extended Day Program	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
SAT/PSAT	25.00 / Hour
Saturday Clock Hours - Administrators	35.00 / Hour
Saturday Clock Hours - Teachers	25.00 / Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN**

POSITION	STIPEND
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Other Supplemental Pay

Sound & Light Technician (Adult Professional)	30.00 / Hour
Sound & Light Technician (Trained Student)	15.00 / Hour
Staff Development Presenters	30.00 / Hour
Summer School Aides/Clerks	13.00 / Hour
Summer School Bus Aide	Position Rate
Summer School Bus Driver	Position Rate
Summer School Counselor	\$4,200 stipend per session
Summer School Food Service	Position Rate
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
2017-18 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
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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
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Tennis (Boys & Girls)

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
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ATHLETIC STIPENDS - HIGH SCHOOL

Golf		
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Varsity		4,950
Asst.		1,980

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

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

Soccer (Boys & Girls)		
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Varsity	2	3,850
Asst.	2	2,200

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

Trainer		
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Head	15	5,500
Asst.	14	4,400

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
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ATHLETIC STIPENDS - JUNIOR HIGH SCHOOL

Campus Coordinator		
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Coordinator	14	3,300
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Football		
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Head 8th grade	14	1,980
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Asst. 8th grade	5	1,760
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Head 7th grade	5	1,760
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Asst. 7th grade	5	1,650
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Basketball (Boys & Girls)		
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Head 8th grade		1,540
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Asst. 8th grade		1,320
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Head 7th grade		1,320
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Asst. 7th grade		1,320
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Cross Country		
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Boys & Girls		600
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Volleyball		
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Head 8th grade		1,320
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Asst. 8th grade		1,210
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Head 7th grade		1,210
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Asst. 7th grade		1,210
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Track (Boys & Girls)		
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Head 8th grade		1,320
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Asst. 8th grade		1,210
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Head 7th grade		1,210
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Asst. 7th grade		1,210
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Tennis (Boys & Girls)		
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Head		1,320
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**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN**

ATHLETIC EVENTS/CONCESSION STAND

FOOTBALL - Home & Visitor	Varsity	HS Sub-Varsity/JH	Play-Off/UIIL 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 Attendant (Halftime)	\$45	N/A	\$50	N/A
Parking Monitors (Full Game)	\$60	N/A	\$65	N/A
Athletic Trainer	N/A	\$25/hr	\$25/hr	N/A
VOLLEYBALL	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/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	\$25/hr	\$25/hr	\$25/hr
Announcer	N/A	N/A	\$30/game	N/A
BASKETBALL	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	\$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	\$25/hr	N/A

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	\$25/hr	N/A
Lifeguards	\$12/hr	\$12/hr	\$12/hr	N/A

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN**

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	\$25/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	\$25/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	\$25/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	\$100	\$100	N/A
Computer Operator	\$50	\$50	\$50	N/A
Meet Manager	\$50	\$50	\$50	N/A

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN**

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN**

POSITION	RATE
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SUBSTITUTE - TEACHERS, ADMINISTRATORS, AND PARAPROFESSIONALS

Substitute Teachers

Certified	\$103 / Day
Substitute Nurse, RN	\$103 / Day
Degreed	\$93 / Day
Substitute Nurse, LVN	\$93 / Day
Certified Long-term degreed/ Nurse RN (Ten or more consecutive days as a substitute for the same classroom teacher as approved by the Chief Human Resource Officer)	\$160 / Day
Long-term degreed/ Nurse LVN (Ten or more consecutive days as a substitute for the same classroom teacher as approved by the Chief Human Resources Officer)	\$119 / Day
Non-Degreed	\$83 / Day
Long-term Non-Degreed	
Less than 30 hours	\$83 / Day
30-59 hours	\$88 / Day
60+ hours	\$93 / 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

Degreed and Non-degreed	\$83 / Day
Substitute Crossing Guard	\$8.25 / Hour
Substitute Cafeteria Monitor	\$7.25 / Hour
Substitute Food Service	\$7.25 / Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2017-18 COMPENSATION PLAN**

POSITION	HOURLY RATE
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PART TIME EMPLOYEES

High School Student	\$7.25
College Student Minimum hours per semester - 12 (Documentation required for each year year of college standing)	\$7.50
Life Guards	\$7.25-\$8.50
W/ W.S.I.	\$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