

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 COMPENSATION PLAN
TEACHERS**

Base Salary Range

10 - Month Salary Range Minimum: \$52,300

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

Continuing teachers will receive a \$1,250 increase for 2016-17.

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
2016-17 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	\$197.19	\$240.48	\$283.76
2	Asst. Purchasing/Materials Manager Bus Discipline Supervisor Capital Assets/Textbook Accountant Food Service Dietician/Menu Planner Manager/Graphic Arts/Communications Specialist Router/Scheduler, Transportation Speech-Language Pathology Assistant Staff Accountant Student Accounting Specialist Parent Educator - Campus	Daily	\$226.77	\$276.55	\$326.33
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 Personnel Specialist, Auxiliary Personnel Specialist, Elementary Pool Manager Routing Coordinator, Special Education Student Assessment Specialist Substance Abuse Specialist Technology Development Specialist Transportation Site Manager	Daily	\$256.25	\$312.49	\$368.74
4	Asst Director, Operations Asst Director, Transportation Asst Principal, ES Campus Instructional Technology Specialist Energy Coordinator Recruiter, Human Resources Technology Development Specialist Tite I Special Projects Coordinator Web Developer	Daily	\$274.44	\$334.68	\$394.93

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
5	Asst Principal, MS Behavior/Autism Specialist Coordinator for Student Achievement & Data Interpretation Instructional Coordinator, Admin. Manager of Special Projects, Technology Server/Storage Systems Engineer Programmer/Analyst Special Education Compliance Coordinator Staff Development Coordinator	Daily	\$288.85	\$352.26	\$415.67
6	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 Payroll Manager	Daily	\$311.05	\$372.51	\$433.98
7	Assoc Principal, HS Asst Director, Employee Services & Risk Management Asst Director, Staffing & Records Management Budget & Treasury Officer Director, Advanced Studies Director, Bilingual/ESL Curriculum & Instructional Director, Fine Arts Early Childhood Principal Principal, ES Purchasing/Materials Manager	Daily	\$358.48	\$429.32	\$500.16
8	Asst Athletic Director Campus Coordinator/Head Football Coach Director, Career and Technology Director, Research/Accountability Director, Student Support Services Principal, ALC (DAEP) Principal, JH Principal, MS	Daily	\$382.69	\$458.30	\$533.92

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
9	Director, Athletics Director, Finance Director, Food Service Director, Transportation	Daily	\$417.70	\$497.26	\$576.82
10	Director, Special Programs Operations Administrator Principal, HS	Daily	\$451.12	\$537.05	\$622.97
11	Executive Director, Community Relations Executive Director, Elementary Ed Executive Director, Secondary Ed Academic Administrator	Daily	\$501.24	\$596.71	\$692.18
12	Chief Financial Officer Chief Human Resources Officer Chief Technology Information Officer	Daily	\$541.34	\$644.45	\$747.57

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 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	\$10.69	\$13.36	\$16.03
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, OT/PT Aide, PASS Aide, PPCD Aide, SILC/PASS Aide, SIP Aide, Sp Ed Behavior Specialist Aide, Sp Ed Resource Clerk Monitor (8 hour) Choir, Assistant/Accompanist Clerk, Special Education Coordinator Receptionist, Campus	Hourly	\$11.24	\$14.06	\$16.87
3	Activity Reconciliation Clerk, Athletics Admin Asst, Sp Ed SS Aide, Bilingual Assessment Aide, Lead Behavior Specialist Clerk, Athletic Office Clerk, Registrar Clerk, SEMS Project LEARN Parent Engagement & Literacy Specialist Receptionist, Central Office Water Safety Instructor	Hourly	\$11.92	\$14.90	\$17.88

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 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 Coordinator 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 Data Specialist, Sp Ed/Assessment District Translator Technician, HR/Employee Benefits	Hourly	\$13.24	\$16.54	\$19.86
5	Admin Asst, Associate Principal HS 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, Food Service-Free & Reduced Clerk, Human Resources Clerk, Maintenance and Operations Data Technician PEIMS Specialist -Special Education Purchasing Assistant SHARS/Medicaid Specialist	Hourly	\$15.76	\$19.70	\$23.62
6	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 Clerk, Instructional Coordinator - Admin Clerk, Payroll Compliance/Reporting Clerk, Payroll Leaves and Absences	Hourly	\$16.54	\$20.67	\$24.81

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
	Clerk, Payroll (Part-Time) HR Specialist Specialist, FFE & Purchasing				
7		Hourly	\$18.98	\$23.15	\$27.33
	Admin Asst, Administrator for Operations Admin Asst, Director of Sp Ed Admin Asst, Principal HS Deaf Interpreter LVN/Teacher Aide Specialist, Accounting Federal/Special Programs				
8		Hourly	\$20.32	\$24.78	\$29.24
	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 Buyer, Purchasing Coordinator, Accounts Payable/Cash Management Payroll Specialist Specialist, Employee Benefits				
9		Hourly	\$26.41	\$32.21	\$38.01
	Admin Asst, Superintendent & Board of Trustees				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 COMPENSATION PLAN
TECHNICAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
11	Specialist, Graphic Arts	\$11.80	\$14.13	\$16.46
12	Mail Center Supervisor Printer Specialist, Computer Publications	\$13.74	\$16.46	\$19.19
13	Technician, Print Production	\$15.97	\$19.14	\$22.30
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	\$20.29	\$24.30	\$28.32
15	Certified Occupational Therapist Assistant LVN (Campus) Network Technician Technical Services Manager	\$27.40	\$32.81	\$38.23

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 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	\$10.30	\$12.56	\$14.83
2	Aide, Bus Custodian, Lead I Delivery Driver Laundry Worker, Sr Specialist 1, Culinary Traffic Control Monitor Warehouse Driver I	Hourly	\$11.23	\$13.42	\$15.61
3	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	\$12.60	\$15.10	\$17.58
4	Athletic Grounds Crew Leader Custodian, Lead III Floor Crew Machine Tech Laundry Worker, Lead Lawn Works Lead Lawn Works Tech Sr Mechanic I, Transportation Playground Tech IV Pool Technician Warehouse Assistant - FS	Hourly	\$14.41	\$17.30	\$20.19
5	Custodian, Lead IV Lawn Works Mechanic Maintenance Technician Manager I, Food Service Manager, Food Service Warehouse Parts Manager, Transportation Planner/Scheduler	Hourly	\$15.26	\$18.61	\$21.96

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 COMPENSATION PLAN
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
	Preventive Maintenance Tech Preventive Maintenance Specialist, Transp				
6		Hourly	\$17.89	\$21.82	\$25.74
	Bus Operations Specialist Concession Stand Manager Food Service Maintenance Tech M&O Buyer/Inventory Control Maintenance Technician, Sr Manager II, Food Service Manager, Integrated Pest Mechanic II, Transportation Supervisor, Planner/Scheduler Training and Safety Coordinator				
7		Hourly	\$21.47	\$26.19	\$30.91
	Custodial Supervisor Food Service Coordinator Security Officer/Certified Peace Officer				
8		Hourly	\$23.83	\$29.06	\$34.29
	Energy Technician Specialist Lead Mechanic - Transportation Supervisor, Grounds Supervisor, Maintenance Supervisor, Warehouse				
99		Hourly	\$17.26	\$20.16	\$23.06
	Dispatcher, Transportation Bus Driver				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 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
2016-17 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
2016-17 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	25.00 / Hour
Extended Day Program	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
2016-17 COMPENSATION PLAN**

POSITION	STIPEND
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Other Supplemental Pay

Summer School Aides/Clerks	13.00 / Hour
Summer School Bus Aide	Regular Rate
Summer School Bus Driver	Regular Rate
Summer School Counselor/Social Worker	25.00 / Hour
Summer School Food Service	Position Rate
Summer School Nurses	30.00 / Hour
Summer School Principal	35.00 / Hour
Summer School Teacher	25.00 / Hour
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
2016-17 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
2016-17 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
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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

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 COMPENSATION PLAN**

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
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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

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
2016-17 COMPENSATION PLAN**

ATHLETIC EVENTS/CONCESSION STAND

FOOTBALL - Home & Visitor	Varsity	HS Sub-Varsity/JH	Play-Off/UII Events	Tournament
Banker	\$60	N/A	\$65	N/A
Ticket Seller - Regular	\$40	\$33+\$10/hr after 4 hrs	\$45	N/A
Ticket Seller - Extended	\$50	N/A	\$55	N/A
Ticket Taker/Gate Keeper	\$40	N/A	\$45	N/A
Extend. Ticket Taker/Gate Keeper	\$45	N/A	\$50	N/A
Pass Gate Supervisor	\$50	N/A	\$55	N/A
Press Box Supervisor	\$60	N/A	\$55	N/A
Announcer	\$60	N/A	\$65	N/A
Spotter	\$50	N/A	\$55	N/A
Traylor Stadium Manager	\$110	N/A	\$125	N/A
Ticket Sales Manager	\$110	N/A	\$125	N/A
Parking Supervisor	\$75	N/A	\$80	N/A
Parking Monitors	\$50	N/A	\$55	N/A
Parking Security	\$45	N/A	\$50	N/A
Athletic Trainer	N/A	N/A	\$25/hr	N/A
Event Supervisor	N/A	N/A	\$100	N/A
Assistant Event Supervisor	N/A	N/A	\$75	N/A
VOLLEYBALL	Varsity	HS Sub-Varsity/JH	Campus Play-Off/UII Events	Tournament
Ticket Seller	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs
Clock/Scoreboard	\$15/game	\$10/game	\$20/game	N/A
Scorebook	\$15/game	\$10/game	\$20/game	N/A
Libero Tracker	\$15/game	\$10/game	\$20/game	N/A
Event Supervisor	N/A	N/A	\$60/game	N/A
Assistant Supervisor	N/A	N/A	\$40/game	N/A
Athletic Trainer	N/A	N/A	\$25/hr	N/A
BASKETBALL	Varsity	HS Sub-Varsity/JH	Campus Play-Off/UII Events	Tournament
Ticket Seller	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs	\$33+\$10/hr after 4 hrs
Clock	\$15/game	\$10/game	\$30/game	\$10/game
Scorebook	\$15/game	\$10/game	\$30/game	\$10/game
Announcer	N/A	N/A	\$30/game	N/A
Event Supervisor	N/A	N/A	\$100	N/A
Assistant Supervisor	N/A	N/A	\$75	N/A
Athletic Trainer	N/A	N/A	\$25/hr	N/A

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 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
Meet Referee	\$50	\$75	\$100	N/A
Officials (Hy-Tek/Judge)	\$35	\$35	\$50	N/A
Athletic Trainer	N/A	N/A	\$25/hr	N/A
Event Supervisor	N/A	N/A	\$60	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	\$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	\$30/game	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	\$60/game	N/A
Assistant Event Supervisor	N/A	N/A	\$40/game	N/A
Athletic Trainer	N/A	N/A	\$25/hr	N/A
Field Prep	N/A	N/A	\$100	N/A
TRACK	Varsity	HS Sub-Varsity/JH	Campus Play-Off/UIL Events	Tournament
Starter	\$100	\$100	N/A	N/A
Back-up Starter	\$50	\$50	N/A	N/A
Announcer	\$50	\$50	N/A	N/A
Computer Coordinator	\$50	\$50	N/A	N/A
Computer Operator	\$50	\$50	N/A	N/A

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 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	\$100-\$150 / Day
Camp Assistant Directors	\$90-\$100 / Day
Camp Instructors	\$50-\$70 / Day
Camp Assistant Instructors	\$40-\$50 / Day
Natatorium Director	\$200 / Day

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2016-17 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 / Hour
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
2016-17 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
2016-17 COMPENSATION PLAN**

POSITION	HOURLY RATE
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PART TIME EMPLOYEES

High School Student	\$7.25
College Student	\$7.50
Minimum hours per semester - 12	
(Documentation required for each year year of college standing)	
Life Guards	
W.S.I.	\$7.50-\$8.75
Water Safety	\$7.25-\$8.50
Pool Supervisor	\$15.00
Swimming Instruction - W.S.I. Certified	\$10.00-\$12.00
Swimming Instruction - Private Lessons	\$20.00-\$25.00
Crossing Guard	\$9.00