

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
TEACHERS**

Base Salary

10 - Month Salary Minimum: \$59,500

Continuing teachers will receive a \$1,950 increase for 2021-22.

Master's Degree Stipend: \$1,000

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

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

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

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

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>1</b>	Athletic Grounds Coordinator	<b>Daily</b>	<b>\$218.69</b>	<b>\$269.99</b>	<b>\$321.29</b>
	Buyer - Purchasing	<b>230 Days</b>	\$50,299	\$62,098	\$73,897
	Procurement Specialist - Child Nutrition	<b>251 Days</b>	\$54,891	\$67,767	\$80,644
<b>2</b>	Accountant - Bond	<b>Daily</b>	<b>\$260.25</b>	<b>\$321.29</b>	<b>\$382.33</b>
	Bus Discipline Supervisor	<b>187 Days</b>	\$48,667	\$60,081	\$71,496
	Child Nutrition Accountant	<b>191 Days</b>	\$49,708	\$61,366	\$73,025
	Parent Educator	<b>220 Days</b>	\$57,255	\$70,684	\$84,113
	Parent Educator - Campus	<b>230 Days</b>	\$59,858	\$73,897	\$87,936
	Project Field Coordinator	<b>251 Days</b>	\$65,323	\$80,644	\$95,965
<b>3</b>	Asst Director - Child Nutrition	<b>Daily</b>	<b>\$314.27</b>	<b>\$387.99</b>	<b>\$461.71</b>
	Asst Director - Finance	<b>197 Days</b>	\$61,911	\$76,434	\$90,957
	Asst Director - Purchasing	<b>220 Days</b>	\$69,139	\$85,358	\$101,576
	Asst Director - Technology Support Services	<b>230 Days</b>	\$72,282	\$89,238	\$106,193
	Budget Analyst - State and Federal Programs				
	Communications Coordinator				
	Executive Director - L.E.A.F.				
	Facilitator - College Career				
	Fleet Services Manager				
	Graphic Arts Manager				
	Multimedia Specialist/Videographer				
<b>4</b>	Operations Manager - Transportation	<b>Daily</b>	<b>\$329.99</b>	<b>\$407.39</b>	<b>\$484.79</b>
	Pool Manager	<b>203 Days</b>	\$66,988	\$82,700	\$98,412
	Server Engineer	<b>220 Days</b>	\$72,598	\$89,626	\$106,654
	Special Needs Coordinator - Transportation	<b>230 Days</b>	\$75,898	\$93,700	\$111,502
	Student Assessment Specialist	<b>251 Days</b>	\$82,827	\$102,255	\$121,682
	Substance Abuse Specialist				
	Transportation Site Manager				
	Asst Director - Operations				
	Asst Director - Transportation				
	Digital Learning Coach				
<b>5</b>	Digital Learning Specialist	<b>Daily</b>	<b>\$346.49</b>	<b>\$427.76</b>	<b>\$509.03</b>
	Grant Writer	<b>208 Days</b>	\$72,070	\$88,974	\$105,878
	Recruiter, Human Resources	<b>210 Days</b>	\$72,763	\$89,830	\$106,896
	Special Projects Coordinator - Title I	<b>230 Days</b>	\$79,693	\$98,385	\$117,077
	Staffing Specialist				
	Web Developer				
	ABA Therapist - BCBA				
Asst Principal - ES					
Asst Principal - MS					
Business Analyst					
Database Administrator					
Network Administrator					
Programmer/Analyst					
Systems Engineer - Server/Storage					

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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6
Adult Transition Program Coordinator
Asst Principal, JH
Asst Principal, Special Sites
Behavior Coordinator - Powell Point
Dyslexia Coordinator
Energy Coordinator
Instructional Coordinator, Admin.
MTSS Coordinator
School Safety Coordinator
Special Ed Compliance Coordinator
Student Assessment Coordinator
Student Information System Coordinator

Daily	\$363.81	\$449.15	\$534.49
<b>210 Days</b>	\$76,400	\$94,322	\$112,243
<b>220 Days</b>	\$80,038	\$98,813	\$117,588
<b>230 Days</b>	\$83,676	\$103,305	\$122,933

7
Administrator for Truancy/Dropout Prevention
Asst Principal - HS
Coordinator - Student Accounting
Director - Bilingual/ESL Curriculum & Instructional
Director - College & Career Readiness
Director - Community Relations
Director - Digital Learning
Director - Federal Programs
Director - Gifted & Talented
Director - Human Resources Services - Instructional
Director - Human Resources Services - Operational
Director - Information Services
Director - Network Services
Director - Payroll
Director - Special Education Behavior Supports & Services
Director - Special Education Instructional & Related Services
Director - Staff Development
Director - Technology Support Svc
Police Lieutenant

Daily	\$382.01	\$471.61	\$561.21
<b>210 Days</b>	\$80,222	\$99,038	\$117,854
<b>220 Days</b>	\$84,042	\$103,754	\$123,466
<b>230 Days</b>	\$87,862	\$108,470	\$129,078

8
Administrator - Student Discipline
Assoc. Principal - HS
Asst Director - Athletics
Campus Coordinator/Head Football Coach
Director - Career and Technology
Director - Employee Services & Benefits
Director - Leadership Development
Director - Performing & Visual Arts
Director - Purchasing
Director - Student Services
Principal - Early Childhood
Principal - ES
Principal - MS
Project Manager

Daily	\$401.10	\$495.19	\$589.28
<b>220 Days</b>	\$88,242	\$108,942	\$129,642
<b>230 Days</b>	\$92,253	\$113,894	\$135,534
<b>251 Days</b>	\$100,676	\$124,293	\$147,909

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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<b>9</b>	Director - Athletics Director - Budget & Treasury Director - Child Nutrition Director - Finance Director - Research, Assessment & Accountability Director - Special Education Director - Transportation Executive Director - Staffing & Records Management Police Chief Principal - ALC (DAEP) Principal - JH
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Daily	<b>\$445.94</b>	<b>\$537.28</b>	<b>\$628.62</b>
<b>220 Days</b>	\$98,107	\$118,202	\$138,296
<b>230 Days</b>	\$102,566	\$123,574	\$144,583

<b>10</b>	Principal - HS
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Daily	<b>\$526.21</b>	<b>\$633.99</b>	<b>\$741.77</b>
<b>230 Days</b>	\$121,028	\$145,818	\$170,607

<b>11</b>	Area Superintendent Executive Director - Facilities & Planning Executive Director - Special Education Executive Director - Student Programs Executive Director - Teaching & Learning Executive Director - Technology
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Daily	<b>\$552.53</b>	<b>\$665.69</b>	<b>\$778.85</b>
<b>230 Days</b>	\$127,082	\$153,109	\$179,136
<b>251 Days</b>	\$138,685	\$167,088	\$195,491

<b>12</b>	Chief Communications Officer Chief Financial Officer Chief Human Resources Officer Chief Learning Officer Chief Operations Officer Chief Student Services Officer
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Daily	<b>\$671.02</b>	<b>\$798.83</b>	<b>\$926.63</b>
<b>230 Days</b>	<b>\$154,335</b>	<b>\$183,731</b>	<b>\$213,125</b>

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>1</b>	Aide - Bilingual/ESL Aide - Compensatory Aide - LRC Aide - Physical Education Aide - Pre-Kindergarten Aide - Project LEARN Aide - Title I Clerk - Elementary Clerk - Middle School Clerk - Secondary Clerk - Transportation Lunchroom Monitor	<b>Hourly</b> <b>177 Days</b>	<b>\$11.77</b> \$16,666	<b>\$14.53</b> \$20,574	<b>\$17.30</b> \$24,497
		<b>187 Days</b>	\$17,608	\$21,737	\$25,881
		<b>220 Days</b>	\$20,715	\$25,573	\$30,448
<b>2</b>	Aide - Computer Assistance Aide - Credit Restoration Aide - Keyboarding Aide - Sp Ed Resource/Inclusion Choir - Assistant/Accompanist Clerk - Monitor (8 hour) Receptionist - ALC, Campus, M&O, Sped Annex	<b>Hourly</b> <b>187 Days</b>	<b>\$12.36</b> \$18,491	<b>\$15.27</b> \$22,844	<b>\$18.17</b> \$27,182
		<b>199 Days</b>	\$19,677	\$24,310	\$28,927
		<b>230 Days</b>	\$22,742	\$28,097	\$33,433
<b>3</b>	Admin Asst - Adult Transition Program Coordinator Aide - ALC/Special Sites Aide - Compliance Academic Program (CAP) Aide - Early Childhood SpEd (ECSE) Aide - In-School Suspension Aide - Lead Behavior Specialist Aide - Social Emotional Support Classroom (SESC) Aide - Sp Ed Additional Support Aide - Sp Ed Behavior Specialist Aide - Structured Learning Classroom (SLC) Aide - Transition Program Admin Asst - Sp Ed SS Clerk - SEMS Job Coach Project LEARN Parent Engagement & Literacy Specialist Receptionist - Central Office Water Safety Instructor	<b>Hourly</b> <b>177 Days</b>	<b>\$13.60</b> \$19,258	<b>\$16.79</b> \$23,775	<b>\$19.98</b> \$28,292
		<b>187 Days</b>	\$20,346	\$25,118	\$29,890
		<b>191 Days</b>	\$20,781	\$25,655	\$30,529
		<b>230 Days</b>	\$25,024	\$30,894	\$36,763
<b>4</b>	Admin Asst - Asst Principal HS Admin Asst - Asst Principal JH Admin Asst - Counselor Admin Asst - Federal Programs Director Admin Asst - Project LEARN Admin. Asst - Student Support Aide - Braille & Tactual Materials Specialist Aide - Liaison for At-Risk Attendance Aide - Powell Point Program Aide - Sp Ed Intervener Clerk - Accounting Clerk - Attendance 1621 Clerk - Attendance ALC Clerk - Attendance HS Clerk - Attendance JH	<b>Hourly</b> <b>187 Days</b>	<b>\$14.56</b> \$21,782	<b>\$17.97</b> \$26,883	<b>\$21.38</b> \$31,984
		<b>192 Days</b>	\$22,364	\$27,602	\$32,840
		<b>197 Days</b>	\$22,947	\$28,321	\$33,695
		<b>199 Days</b>	\$23,180	\$28,608	\$34,037
		<b>207 Days</b>	\$24,111	\$29,758	\$35,405
		<b>220 Days</b>	\$25,626	\$31,627	\$37,629
		<b>230 Days</b>	\$26,790	\$33,065	\$39,339

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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Clerk - Purchasing  
Clerk - Registrar  
Registered Behavior Technician  
Technician - HR/Employee Benefits

<b>5</b>
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Admin Asst - Associate Principal HS  
Admin Asst - Asst Director of Operations - Custodial  
Admin Asst - Director Gifted & Talented  
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 Staff Development  
Admin Asst - Director of Technology Support Services  
Admin Asst - Payroll Transportation  
Admin Asst - Project Manager  
Clerk - Accounts Payable  
Clerk - Accounts Payable-Bond  
Clerk - Accounts Payable-Processing  
Clerk - Child Nutrition-Free & Reduced  
Clerk - Human Resources  
Clerk - Maintenance and Operations  
Clerk - Police Department  
Clerk - SERS  
Common Threads Manager  
Data Technician  
PEIMS Specialist -Special Education  
SHARS/Medicaid Specialist

Hourly	\$17.32	\$21.38	\$25.44
<b>199 Days</b>	\$27,573	\$34,037	\$40,500
<b>230 Days</b>	\$31,869	\$39,339	\$46,810

<b>6</b>
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Admin Asst - Budget/Finance - Athletics  
Admin Asst - Director of Child Nutrition  
Admin Asst - Director of Maintenance & Operations  
Admin Asst - Director of Special Education  
Admin Asst - Director of Transportation  
Admin Asst - Police Chief  
Admin Asst - Principal (ALC - ES - ECC - MS - JH)  
Admin Asst - Special Sites  
Admin Asst - Staff/Scheduling - Athletics  
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 - FFE & Purchasing

Hourly	\$18.18	\$22.44	\$26.70
<b>220 Days</b>	\$31,997	\$39,494	\$46,992
<b>230 Days</b>	\$33,451	\$41,290	\$49,128

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Admin Asst - Principal HS  
Deaf Interpreter  
District Translator  
Specialist - Accounting Federal/Special Programs  
Specialist - Finance  
Specialist - Human Resources Support  
Specialist - Purchasing

Hourly	\$20.60	\$25.13	\$29.66
<b>210 Days</b>	\$34,608	\$42,218	\$49,829
<b>230 Days</b>	\$37,904	\$46,239	\$54,574

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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<b>8</b>
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- Admin Asst - Area Superintendent
- Admin Asst - Executive Director of Facilities & Planning
- 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
- Coordinator - Accounts Payable/Cash Management
- LVN/Teacher Aide
- Specialist - Employee Benefits
- Specialist - Employee Benefits/FMLA
- Specialist - Employee Benefits/Worker's Comp
- Specialist - Payroll

<b>Hourly</b>	<b>\$22.68</b>	<b>\$27.65</b>	<b>\$32.62</b>
<b>187 Days</b>	\$33,929	\$41,364	\$48,800
<b>230 Days</b>	\$41,731	\$50,876	\$60,021

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- Admin Asst - Chief Communications Officer
- Admin Asst - Chief Financial Officer
- Admin Asst - Chief Human Resources Officer
- Admin Asst - Chief Learning Officer
- Admin Asst - Chief Operations Officer
- Admin Asst - Chief Student Services Officer

<b>Hourly</b>	<b>\$27.31</b>	<b>\$32.91</b>	<b>\$38.50</b>
<b>230 Days</b>	\$50,250	\$60,554	\$70,840

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- Admin Asst - Superintendent & Board of Trustees

<b>Hourly</b>	<b>\$30.86</b>	<b>\$37.18</b>	<b>\$43.50</b>
<b>230 Days</b>	\$56,782	\$68,411	\$80,040

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
TECHNICAL**

Pay Grade	Job Title	Minimum Midpoint Maximum			
<b>11</b>	Specialist, Graphic Arts	<b>Hourly</b>	<b>\$12.64</b>	<b>\$15.23</b>	<b>\$17.81</b>
		<b>230 Days</b>	<b>\$23,258</b>	<b>\$28,023</b>	<b>\$32,770</b>
<b>12</b>	Printer Specialist, Computer Publications	<b>Hourly</b>	<b>\$14.91</b>	<b>\$17.97</b>	<b>\$21.02</b>
		<b>230 Days</b>	<b>\$27,434</b>	<b>\$33,065</b>	<b>\$38,677</b>
<b>13</b>	Mail Center Supervisor Technician, Print Production	<b>Hourly</b>	<b>\$17.60</b>	<b>\$21.20</b>	<b>\$24.81</b>
		<b>230 Days</b>	<b>\$32,384</b>	<b>\$39,008</b>	<b>\$45,650</b>
<b>14</b>	AV Technical Specialist Computer Operator Computer Publications Specialist, Lead Help Desk Technician PC Technician II Printer, Lead	<b>Hourly</b>	<b>\$22.00</b>	<b>\$26.50</b>	<b>\$31.01</b>
		<b>230 Days</b>	<b>\$40,480</b>	<b>\$48,760</b>	<b>\$57,058</b>
<b>15</b>	Certified Occupational Therapist Assistant Help Desk Manager LVN - Campus Network Technician Technology Support Specialist	<b>Hourly</b>	<b>\$29.48</b>	<b>\$35.51</b>	<b>\$41.55</b>
		<b>187 Days</b>	<b>\$44,102</b>	<b>\$53,123</b>	<b>\$62,159</b>
		<b>192 Days</b>	<b>\$45,281</b>	<b>\$54,543</b>	<b>\$63,821</b>
		<b>230 Days</b>	<b>\$54,243</b>	<b>\$65,338</b>	<b>\$76,452</b>



**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>1</b>		<b>Hourly</b>	<b>\$11.01</b>	<b>\$13.43</b>	<b>\$15.84</b>
	Crossing Guard	<b>180 Days</b>	\$15,854	\$19,339	\$22,810
	Culinary Helper	<b>230 Days</b>	\$20,258	\$24,711	\$29,146
	Custodian	<b>251 Days</b>	\$22,108	\$26,967	\$31,807
	Laundry Worker				
<b>2</b>		<b>Hourly</b>	<b>\$12.03</b>	<b>\$14.67</b>	<b>\$17.31</b>
	Aide - Bus	<b>180 Days</b>	\$17,323	\$21,125	\$24,926
	Common Threads Worker	<b>187 Days</b>	\$17,997	\$21,946	\$25,896
	Custodian - Lead I	<b>230 Days</b>	\$22,135	\$26,993	\$31,850
	Laundry Worker - Sr	<b>251 Days</b>	\$24,156	\$29,457	\$34,758
	Specialist 1 - Culinary				
	Traffic Control Monitor				
	Warehouse Driver				
<b>3</b>		<b>Hourly</b>	<b>\$13.47</b>	<b>\$16.42</b>	<b>\$19.38</b>
	Asst. Kitchen Manager	<b>180 Days</b>	\$19,397	\$23,645	\$27,907
	Athletic Field Technician	<b>230 Days</b>	\$24,785	\$30,213	\$35,659
	Custodian - Lead II	<b>251 Days</b>	\$27,048	\$32,971	\$38,915
	Floor Care Technician				
	Lawn Works Tech				
	Warehouse Inventory Tech				
	Warehouse Receiving Clerk				
<b>4</b>		<b>Hourly</b>	<b>\$15.42</b>	<b>\$18.81</b>	<b>\$22.20</b>
	Athletic Grounds Crew Leader	<b>251 Days</b>	\$30,963	\$37,770	\$44,578
	Custodian - Lead III				
	Disinfectant Control Technician				
	Floor Care Machine Technician				
	Laundry Worker - Lead				
	Lawn Works - Lead				
	Lawn Works Tech - Sr				
	Mechanic Assistant				
	Playground Technician				
	Pool Technician				
	Warehouse Assistant - Child Nutrition				
<b>5</b>		<b>Hourly</b>	<b>\$16.67</b>	<b>\$20.31</b>	<b>\$23.95</b>
	Custodian, Lead IV	<b>180 Days</b>	\$24,005	\$29,246	\$34,488
	Maintenance Technician	<b>251 Days</b>	\$33,473	\$40,782	\$48,092
	Maintenance Technician, Pool				
	Manager - Child Nutrition Warehouse				
	Manager I - Child Nutrition				
	Mechanic - Lawn Works				
	Mechanic I - Transportation				
	Parts Manager - Transportation				
	Planner/Scheduler				
	Preventive Maintenance Specialist - Transp				
	Preventive Maintenance Tech				
	Vehicle & Equipment Mechanic - M&O				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
<b>6</b>		<b>Hourly</b>	<b>\$19.16</b>	<b>\$23.36</b>	<b>\$27.55</b>
	Bus Operations Specialist	<b>180 Days</b>	\$27,590	\$33,638	\$39,672
	Child Nutrition Maintenance Tech	<b>230 Days</b>	\$35,254	\$42,982	\$50,692
	Concession Stand Manager	<b>251 Days</b>	\$38,473	\$46,907	\$55,320
	Maintenance Technician, Sr - Fire Alarm				
	Manager - Integrated Pest Control				
	Manager II - Child Nutrition				
	Mechanic II - Transportation				
	Training and Safety Coordinator				
<b>7</b>		<b>Hourly</b>	<b>\$23.56</b>	<b>\$28.72</b>	<b>\$33.89</b>
	Security Officer	<b>187 Days</b>	\$35,246	\$42,965	\$50,699
		<b>220 Days</b>	\$41,466	\$50,547	\$59,646
<b>8</b>		<b>Hourly</b>	<b>\$26.17</b>	<b>\$31.88</b>	<b>\$37.60</b>
	Catering Coordinator	<b>199 Days</b>	\$41,663	\$50,753	\$59,859
	Custodial Supervisor	<b>251 Days</b>	\$52,549	\$64,015	\$75,501
	Energy Tech Specialist				
	Lead Mechanic - Transportation				
	Police Officer				
	Supervisor - Child Nutrition				
	Supervisor - M&O Buyer/Inventory Control				
	Supervisor - Maintenance				
	Supervisor - Warehouse				
<b>9</b>		<b>Hourly</b>	<b>\$34.01</b>	<b>\$41.44</b>	<b>\$48.86</b>
	Police Sergeant	<b>251 Days</b>	\$67,288	\$81,987	\$96,665
<b>99</b>		<b>Hourly</b>	<b>\$19.39</b>	<b>\$22.81</b>	<b>\$26.23</b>
	Bus Driver	<b>180 Days</b>	\$27,922	\$32,846	\$37,771
	Dispatcher, Transportation	<b>187 Days</b>	\$29,007	\$34,124	\$39,240
	Flex Driver				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
STIPEND SCHEDULE**

Category	Assignment	Level	Stipend
<b>Academics</b>			
	Department Chair		\$1,650
	ELA - HS		\$2,000
	High School Leadership (1 per HS)		\$1,100
	Special Ed. Powell Point Program (Behavior interven, Coord, Counselor, LSSP, Teacher)		\$5,000
	Special Ed - Self-Contained (Behavior Interven, CAP, ECSE, SESC, SLC, Transition Prog)		\$3,000
	Special Olympics Asst Coach (per sport)		\$2,000
	Special Olympics Head Coach (per sport)		\$2,850
	UIL Coordinator	HS/JH	\$1,500
	Newspaper	JH	\$500
	Speech	JH	\$880
	Student Council	JH	\$550
	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>			
	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
	Tennis - Head	JH	\$2,000

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
STIPEND SCHEDULE**

Category	Assignment	Level	Stipend
	Track - 8th Asst/7th Head/7th Asst	JH	\$2,000
	Track - 8th Head	JH	\$2,300
	Volleyball - 8th Asst/7th Head/7th Asst	JH	\$2,500
	Volleyball - 8th Head	JH	\$2,700
	Assistant Campus Coordinator	HS	\$5,000
	Baseball - Assistant	HS	\$3,000
	Baseball - Varsity Asst	HS	\$4,000
	Baseball - Varsity Head	HS	\$6,500
	Basketball - Assistant	HS	\$4,000
	Basketball - Varsity Assistant	HS	\$5,500
	Basketball - Varsity	HS	\$8,000
	Cheer Coach	HS	\$5,000
	Cheer Coach Assistant	HS	\$3,000
	Cross Country - Varsity	HS	\$5,000
	Equipment Coordinator - Football	HS	\$500
	Football - Assistant	HS	\$7,000
	Football - Offensive/Defensive Coordinator	HS	\$9,500
	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
	Wrestling - Assistant	HS	\$3,000
	Wrestling - Varsity	HS	\$5,500

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
STIPEND SCHEDULE**

Category	Assignment	Level	Stipend
<b>Performing Arts</b>			
	Band Assistant	MS	\$5,000
	Band Assistant	JH	\$5,600
	Band Director	JH	\$7,700
	Choir Asst	JH	\$1,750
	Choir Director	JH	\$4,050
	Band Assistant	HS	\$9,000
	Band Director	HS	\$14,500
	Choir Asst	HS	\$3,000
	Choir Director	HS	\$7,000
	Dance Team	HS	\$7,900
	Dance Team Asst	HS	\$4,100
	Orchestra Stipend	HS	\$7,000

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
STIPEND SCHEDULE**

POSITION	STIPEND
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Other Supplemental Pay
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Lead Nurse	\$5,500 / Year
Superintendent's Secretary - Board Meeting	\$4,950 / Year
Diag/LSSP	\$4,000 / Year
Bilingual Certified Teachers, PK-5 Bilingual Program	\$4,000 / Year
Bilingual ESL Coach - Bilingual Campus	\$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
Principal Mentor	\$3,000 / Year
GROW/POLARIS Project	\$2,500 / Year
Assistive Technology Specialist	\$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
Title I Campus Contact	\$2,400 / 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
ARD Specialist	\$2,000 / Year
ESL Certified Teachers, PK-5 Dual Language Program	\$1,650 / Year
ESL Coach - 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	\$11.85 / Hour
Child Nutrition Manager Incentive Stipend	\$100-\$1,600 / Performance
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
HB 4545 Extra Duty Pay	\$30.00 / Hour
In-Home Training (Certified Teachers)	\$25.00 / Hour
New Teacher Mentors	\$25.00 / Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
STIPEND SCHEDULE**

POSITION	STIPEND
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<b>Other Supplemental Pay</b>
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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
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

<b>Performance Pay: Teacher Incentive Allotment</b>
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For any funds received by Lamar CISD for a designated teacher under the Teacher Incentive Allotment (TIA), (70%) will be paid to the designated teacher. The other (20%) will be paid equally to the other teachers on the designated teacher's campus. 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  
2021-22 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</b>	<b>Invitationals</b>	<b>District</b>	<b>Regionals</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
<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  
2021-22 COMPENSATION PLAN  
ATHLETIC EVENTS**

**ATHLETIC EVENTS/CONCESSION STAND**

<b>SOCCER</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
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
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 (4 max/day)
Camp Instructors	\$25/hr (4 max/day)
Natorium Director	\$25/hr

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

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 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
Security	\$45 / Hour
Tabulations	\$40 / Event
Ticket Taker/Gate Keeper	\$40 / Event
Track Monitor	\$50 / Event

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
GUEST - INSTRUCTORS, ADMINISTRATORS, AND PARAPROFESSIONALS**

POSITION	RATE
<b>Guest Instructor</b>	
Certified	\$105 / Day
Certified Long Term	\$165 / Day
Degreed	\$95 / Day
Degreed Long-term	\$120 / Day
Non-Degreed 60+ hours	\$85 / Day
Non-Degreed 60+ hours, Long-term	\$95 / Day
Remote Conference	\$200 / Day
<b>Guest Nurse</b>	
Guest Nurse, RN	\$105 / Day
Long-term Nurse, RN	\$165 / Day
Guest 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 more than 30 hours	\$90 / Day
Long-term less than 30 hours	\$85 / Day
Guest Crossing Guard	\$8.25 / Hour
Incentive/Stipend (Instructional Teacher or Para only)	\$50 / Day
<b><i>Long Term assignments are assignments that last for 10 or more consecutive days in the same position</i></b>	

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
2021-22 COMPENSATION PLAN  
PART TIME EMPLOYEES**

POSITION	HOURLY RATE
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.	\$8.50-\$11.00 \$9.50-\$13.00
Swimming Instruction - W.S.I. Certified	\$10.00-\$15.00
Swimming Instruction - Private Lessons	\$25.00