



**Regular Meeting Agenda
Thursday, May 9, 2024
Concordia University Texas
11400 Concordia University Drive
Austin, TX 78726
6:15 PM**

The Board meeting protocols are available at <https://bit.ly/3DHAR4v>.

Doors will open to the public at 5:30 PM.

Members of the public may access this meeting via live stream at <https://live.myvrspot.com/st?cid=MmVIZD>. Please note, this link will not be active until approximately 5 minutes before the scheduled meeting time.

Citizens wishing to address the Board of Trustees may do so in person at the meeting location noted on the agenda. In order to address the Board, individuals must sign up online at <https://bit.ly/43SJ2ZT>, between noon the day prior to the meeting and noon the day of the meeting and be present at the meeting when their number is called.

Citizens who need special accommodations or assistance with sign-up should contact the office of the Superintendent (512-570-0000) during regular business hours.

The notice for this meeting was posted in compliance with the Texas Open Meetings Act on May 3, 2024, at 1:11 PM.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- 1. CALL TO ORDER AND DECLARATION OF QUORUM**
- 2. OPENING CEREMONY**
 - A. Pledge of Allegiance
 - B. Moment of Silence
- 3. RECOGNITION**
 - A. Spotlight on Learning: Vandegrift High School 3
 - B. Video Recognitions
 1. CapMetro Art on the Bus: Plain Elementary School
 2. Career and Technical Education (CTE) Achievement: DECA
 3. Career and Technical Education (CTE) Achievement: FFA
 4. National Junior Honor Society (NJHS) Outstanding Achievement Awards Recipients
 5. National Nurse Week May 6-10
 6. Teacher and Substitute Appreciation Week, May 6-10
 7. Texas Color Guard Circuit (TCGC) Percussion Scholastic Open State Champions: Glenn High School
- 4. CITIZEN COMMENTS** *(See the notes at the top of the agenda for instructions on how to sign up and details regarding speaking.)*
- 5. CONSENT AGENDA**
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 - B. Consider Approval of Job Order Contracting for Structured Data Cabling 32
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B. Empowered Student Learning	
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3. Consider Approval of Budget Amendments	244
8. CLOSED SESSION	
A. Texas Government Code 551.071: consultation with attorney regarding, pending or contemplated litigation, and/or attorney client privileged matter	
B. Texas Government Code 551.074: deliberation regarding resignations, terminations, employment, reassignments, duties, and evaluation of personnel and public officers	
C. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed	
D. Texas Government Code 551.089: discussion of Districtwide Intruder Detection Audit Report Findings	
E. Texas Government Code 551.074: deliberation and consideration of employment of Area Superintendent	
F. Texas Government Code 551.074: deliberation and consideration of employment of Executive Director of Safety & Security (<i>position will transition to Chief of Leander ISD Police</i>)	
9. ACTION PURSUANT TO CLOSED SESSION	
A. Consider Employment of Area Superintendent	
B. Consider Employment of Executive Director of Safety & Security	
10. BOARD MEETING DEBRIEF	
11. ADJOURNMENT	

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]



INTERNATIONAL BACCALAUREATE³ DIPLOMA PROGRAMME

Vandegrift High School

What is the IB Diploma Programme?

The IB Diploma Programme is a two-year academic pathway available to juniors and seniors in high school.

It follows a rigorous, internationally recognized curriculum that encompasses all core subjects and some arts/electives.

IBDP candidates grow their skills in critical thinking, writing, discussion and research.



IB around the World

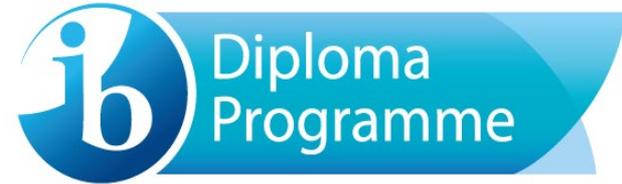
- Over 5,000 IB schools Worldwide
- Over 150 Countries/Territories
- Over 1.95 million students aged 3-19 across the globe



IB in Leander ISD



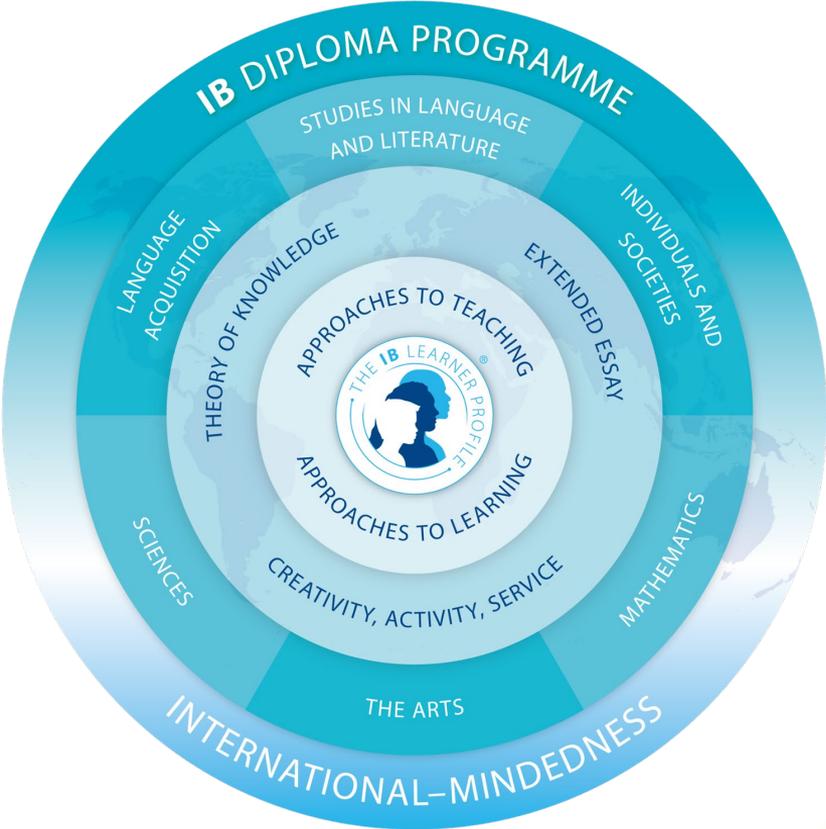
- **Grandview Hills Elementary**
- **Mason Elementary**



- **Vandegrift High School**
- **Leander High School**

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IB at Vandegrift



From our graduates...

What was the benefit of IB for them after high school?

“The focus on understanding the concepts through free response questions rather than multiple choice exams prepared me for the type of assessments taken at university.”

“The skills of IB helped me to actually learn concepts, not just memorize them.”

“Being in IB helped me learn to write essays and research papers. They don’t teach you to do that at my school, they just expect you to know.”

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“I’m really proud of the diversity of thought that I was exposed to in IB, and it really helped me build the skills to present my ideas effectively and confidently, and to complete college level work with time and quality!”

It made it very easy to write research papers and essays of all kinds. college seems easy now!

“The VHS IBDP helped me really prepared for the grind of college and especially architecture school. I don’t mind working late and putting in the hard work now.”

“IB as a curriculum and IB teachers value teaching students HOW to think, not just what to think. And this skill has helped me in so many ways!”



**Thank you for all
of your support!**⁹



Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 9, 2024

Agenda Item:	Consider Adoption of Policies CQB(LOCAL), CSA(LOCAL), FFAC(LOCAL), EIC(LOCAL), and GKD(LOCAL)
Purpose (this meeting):	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Shawn Swisher, J.D., General Counsel
Attachments:	Consider Adoption of Policies CQB(LOCAL), CSA(LOCAL), FFAC(LOCAL), EIC(LOCAL), and GKD(LOCAL) Atch

Background Information:

Administration met with the policy committee and reviewed the following policies which are presented for Board consideration this evening:

CQB(LOCAL) – Update 122: The proposed revision includes adding cybersecurity “incidents” to the reporting requirement. This proposed revision is a result of the new requirements called for SB 271.

CSA(LOCAL) – Update 122: This new local policy on facility safety and security includes recommended provisions addressing audits of building access control to comply with the commissioner’s new school safety rules for facilities.

FFAC(LOCAL) – Update 122: The proposed revisions are intended to clarify how students’ non-prescription medications are handled by the District and campuses.

EIC(LOCAL) – Local District Update: The proposed revisions are intended to clarify how transfer credits are handled, and how class rank is established for students who are electing to utilize early graduation.

GKD(LOCAL) – Local District Update: The proposed revisions are intended to clarify facilities use, prohibiting use for political or electioneering purposes.

Administrative Recommendation:

Administration recommends adoption of local Policies CQB(LOCAL), CSA(LOCAL), FFAC(LOCAL), and local district policy EIC(LOCAL), GKD(LOCAL) at today’s Board meeting, as presented.

Sample Motion:

I move that the Board adopt local Policies CQB(LOCAL), CSA(LOCAL), FFAC(LOCAL), and local district policy EIC(LOCAL), GKD(LOCAL) as presented.

Plan The District shall develop a cybersecurity plan to secure the District's cyberinfrastructure against a cyberattack or any other cybersecurity incidents, determine cybersecurity risk, and implement appropriate mitigation planning.

Coordinator The Superintendent shall designate a cybersecurity coordinator. The cybersecurity coordinator shall serve as the liaison between the District and the Texas Education Agency in cybersecurity matters.

Training The Board delegates to the Superintendent the authority to:

1. Determine the cybersecurity training program to be used in the District;
2. Verify and report compliance with training requirements in accordance with guidance from the Department of Information Resources; and
3. Remove access to the District's computer systems and databases for noncompliance with training requirements as appropriate.

The District shall complete periodic audits to ensure compliance with the cybersecurity training requirements.

Security Breach Notifications Upon discovering or receiving notification of a breach of system security or a security incident, as defined by law, the District shall disclose the breach or incident to affected persons or entities in accordance with the time frames established by law. The District shall give notice by using one or more of the following methods:

1. Written notice.
2. Email, if the District has email addresses for the affected persons.
3. Conspicuous posting on the District's websites.
4. Publication through broadcast media.

The District shall disclose a breach or incident involving sensitive, protected, or confidential student information as required by law.

**Building Access
Control**

Audits of building access control shall include weekly inspections of instructional facilities during school hours to certify all exterior doors are, by default, set to closed, latched, and locked status and cannot be opened from the outside without a key.

The Superintendent shall ensure that the findings of the weekly inspections are:

1. Reported to the District safety and security committee; and
2. Reported to the campus principal or lead administrator of the instructional facility to ensure awareness of any deficiencies identified.

The campus principal or lead administrator shall assign appropriate staff to take action to reduce the likelihood of similar deficiencies in the future.

The results of the weekly reports shall be kept for review as part of the required safety and security audit.

The District's building access control procedures shall not be interpreted as discouraging parents or guardians who have been properly verified as authorized visitors from visiting their student's campus. [See GKC]

Revised Update 122 Policy

No employee shall give any student prescription medication, non-prescription medication, herbal substances, anabolic steroids, or dietary supplements of any type, except as authorized by this or other District policy.

Medication Provided by Parent

The Superintendent shall designate the employees who are authorized to administer medication that has been provided by a student's parent. An authorized employee is permitted to administer the following medication in accordance with administrative regulations:

1. Prescription and non-prescription medication in accordance with legal requirements.
2. Nonprescription medication, upon a parent's written request, when properly labeled and in the original container. LISD personnel will not administer any medications that are not FDA approved. This includes but is not limited to herbal substances, anabolic steroids, and dietary supplements. Exceptions may be granted if prescribed by a physician and required by the IEP or Section 504 plan of a student with a disability. Reliable information must be provided in writing and signed by the prescribing physician regarding the safe use of the product including side effects, toxicity, drug interactions and adverse effects. ~~Herbal substances or dietary supplements provided by the parent and only if required by the individualized education program or Section 504 plan for a student with disabilities.~~

Medication Provided by District

Except as required by law and provided by this policy, the District shall not purchase medication to administer to a student.

Athletic Program
and Health Services
Department

The District shall purchase nonprescription medication that may be used to prevent or treat illness or injury in the District's athletic program Health Services Department. Only a licensed athletic trainer, registered nurse (RN) or designated employee, or a physician licensed to practice medicine in the state of Texas may administer this medication and may do so only if:

1. The District has prior written consent for medication to be administered [see Medical Treatment, below]; and
2. The administration of a medication by an athletic trainer or RN or designated is in accordance with a standing order or procedures approved by a physician licensed to practice medicine in the state of Texas.

Epinephrine

WELLNESS AND HEALTH SERVICES
MEDICAL TREATMENT

FFAC
(LOCAL)

The District authorizes employees who have agreed in writing and been adequately trained to administer an unassigned epinephrine auto-injector in accordance with law and this policy. Administration of epinephrine shall only be permitted when an authorized and trained individual reasonably believes a person is experiencing anaphylaxis.

On Campus

Authorized and trained individuals may administer an unassigned epinephrine auto-injector at any time to a person experiencing anaphylaxis on a school campus.

The District shall ensure that at each campus a sufficient number of authorized individuals are trained to administer epinephrine so that at least one trained individual is present on campus during all hours the campus is open. In accordance with state rules, the campus shall be considered open for this purpose during regular on-campus school hours and whenever school personnel are physically on site for school-sponsored activities.

*Maintenance,
Availability, and
Training*

The Superintendent shall develop administrative regulations designating a coordinator to manage policy implementation and addressing annual training of authorized individuals in accordance with law; procedures for auto-injector use; and acquisition or purchase, maintenance, expiration, disposal, and availability of unassigned epinephrine auto-injectors at each campus.

Notice to Parents

In accordance with law, the District shall provide notice of the policy to parents regarding the epinephrine program, including notice of any change to or discontinuation of this program.

Opioid Antagonist

This provision shall be applicable to each campus that serves students in grades 6-12.

On Campus

The District authorizes school personnel who have been adequately trained to administer an opioid antagonist in accordance with law and this policy. Administration of an opioid antagonist shall only be permitted when an authorized and trained individual reasonably believes a person is experiencing an opioid-related overdose.

Each applicable campus shall have at least one individual who is authorized and trained to administer an opioid antagonist present during regular school hours.

Students will not be allowed to self-carry an opioid antagonist unless it is prescribed by a physician, student has a documented history of opioid addiction, seeking treatment for the addiction and required by the IEP or Section 504 plan of a student with a disability.

WELLNESS AND HEALTH SERVICES
MEDICAL TREATMENT

FFAC
(LOCAL)

*Maintenance,
Availability,
Training, and
Reporting*

Each applicable campus shall have at least two unused, unexpired opioid antagonist doses available.

All opioid antagonists shall be stored in a secure location and shall be easily accessible by individuals who are authorized and trained to administer an opioid antagonist.

The Superintendent shall develop administrative regulations addressing acquisition, maintenance, expiration, and disposal of opioid antagonists in the District, as well as reporting, employee training, and emergency notification requirements.

Psychotropics

Except as permitted by law, an employee shall not:

1. Recommend to a student or a parent that the student use a psychotropic drug;
2. Suggest a particular diagnosis; or
3. Exclude the student from a class or a school-related activity because of the parent's refusal to consent to psychiatric evaluation or examination or treatment of the student.

Medical Treatment

A student's parent, legal guardian, or other person having lawful control shall annually complete and sign a form that provides emergency information and addresses authorization regarding medical treatment. A student who has reached age 18 shall be permitted to complete this form.

The District shall seek appropriate emergency care for a student as required or deemed necessary.

Note: The following provisions on calculation of unweighted grade point average shall apply to all students, regardless of their graduating class.

Consistent Application for Graduating Class

The District shall apply the same class rank calculation method and rules for local graduation honors for all students in a graduating class, regardless of the school year in which a student first earned high school credit.

Calculation

The District shall calculate an unweighted grade point average (GPA) and weighted GPA. The weighted GPA shall be used to determine class rank.

Calculation of Unweighted GPA

The District shall include in the calculation of the unweighted GPA semester grades earned in all high school credit courses taken in grades 9–12, except as excluded in this policy.

The calculation shall include failing grades.

Exclusions

The calculation of the unweighted GPA shall exclude grades earned in:

- Courses taken in summer school outside the District;
- Courses taken in any nonaccredited school (including home-school);
- Courses taken in a school outside the United States, unless accredited by an accrediting agency in the United States recognized by the Texas Education Agency (TEA);
- Dual credit courses;
- Local credit courses;
- Pass/fail courses;
- Courses taken for credit recovery (in a credit recovery class or online);
- Courses for which credit is earned through examination, with or without prior instruction; and
- Distance learning/online courses, unless the grade is earned in a TxVSN course or in a distance learning/online course offered by the District.

2019-20 School
Year: Second
Semester Grades

Board resolution dated March 31, 2020, excludes all grades from the second semester of the 2019-20 school year from future GPA calculations.

Note: Beginning with the graduating class of 2025, the following courses will be added to the list of courses excluded from the unweighted GPA.

- Courses substituted for physical education (PE)
- Off-campus PE courses
- Off-campus fine arts courses

Unweighted GPA

The District shall convert semester grades to grade points and shall calculate an unweighted GPA in accordance with the following chart:

Grade	Grade Point
90% to 100%	4.0
80% to 89%	3.0
70% to 79%	2.0
Below 70%	0.0

Note: The following provisions shall apply to students in the graduating classes of 2023 and 2024.

Calculation of Weighted GPA

The District shall include in the calculation of class rank semester grades earned in all high school credit courses taken in grades 9–12, except as excluded in this policy.

Exclusions

The calculation of class rank (weighted GPA) shall exclude grades earned in:

- Courses taken in summer school outside the District;
- Courses taken in any nonaccredited school (including home-school);
- Courses taken in a school outside the United States, unless the school is accredited by an accrediting agency in the United States recognized by TEA;
- Dual credit courses;
- Local credit courses;
- Courses taken for credit recovery (in a credit recovery class or online);
- Courses for which credit is earned through examination, with or without prior instruction; and
- Distance learning/online courses, unless the grade is earned in a TxVSN course or in a distance learning/online course offered by the District.

2019-20 School Year: Second Semester Grades

Board resolution dated March 31, 2020, excludes all grades from the second semester of the 2019-20 school year from future GPA calculations.

Schedule for Calculations

The District shall calculate class rank at the end of the fall semester and at the end of the spring semester.

The District shall determine the final class rank for seniors at the end of the fifth six-week grading period of the senior year; the average of the fourth and fifth six-week grades shall be used as the final semester grade for this purpose.

Reporting Class Rank

The District shall report class rank on a student’s official academic transcript unless the parent or student requests that class rank not be reported.

Weighted Grade System

Categories

In accordance with provisions of this policy, the District shall categorize and weight courses as Advanced/Advanced Placement (AP)/IB, Regular, and Modified Content.

Advanced / AP / IB Courses

The District shall list in the course catalog all AP courses, IB courses, and other courses locally designated as Advanced for which the grades are eligible to be weighted on the Advanced/AP/IB scale.

Modified Content

For purposes of determining class rank, grades earned in courses that have been modified by a student's admission, review, and dismissal (ARD) committee as to the required content of the Texas Essential Knowledge and Skills (TEKS) and reflected in the student's individualized education program (IEP) shall be weighted on the Modified Content scale; however, grades earned in courses in which only the methodology has been modified shall be weighted on the Regular scale.

Regular Courses

Grades earned in all other eligible courses shall be weighted on the Regular scale.

Weighted GPA

The District shall convert semester grades to grade points and shall calculate a weighted GPA in accordance with the following chart:

ACADEMIC ACHIEVEMENT
CLASS RANKING

EIC
(LOCAL)

Grade	Advanced / AP / IB	Regular	Modified Content
100	6.0	5.0	4.0
99	5.9	4.9	3.9
98	5.8	4.8	3.8
97	5.7	4.7	3.7
96	5.6	4.6	3.6
95	5.5	4.5	3.5
94	5.4	4.4	3.4
93	5.3	4.3	3.3
92	5.2	4.2	3.2
91	5.1	4.1	3.1
90	5.0	4.0	3.0
89	4.9	3.9	2.9
88	4.8	3.8	2.8
87	4.7	3.7	2.7
86	4.6	3.6	2.6
85	4.5	3.5	2.5
84	4.4	3.4	2.4
83	4.3	3.3	2.3
82	4.2	3.2	2.2
81	4.1	3.1	2.1
80	4.0	3.0	2.0
79	3.9	2.9	1.9
78	3.8	2.8	1.8
77	3.7	2.7	1.7
76	3.6	2.6	1.6
75	3.5	2.5	1.5
74	3.4	2.4	1.4
73	3.3	2.3	1.3
72	3.2	2.2	1.2
71	3.1	2.1	1.1
70	3.0	2.0	1.0
69	2.9	1.9	0.9
68	2.8	1.8	0.8

ACADEMIC ACHIEVEMENT
CLASS RANKING

EIC
(LOCAL)

67	2.7	1.7	0.7
66	2.6	1.6	0.6
65	2.5	1.5	0.5
64	2.4	1.4	0.4
63	2.3	1.3	0.3
62	2.2	1.2	0.2
61	2.1	1.1	0.1
60	2.0	1.0	0
59	1.9	0.9	0
58	1.8	0.8	0
57	1.7	0.7	0
56	1.6	0.6	0
55	1.5	0.5	0
54	1.4	0.4	0
53	1.3	0.3	0
52	1.2	0.2	0
51	1.1	0.1	0
50	1.0	0	0
49	0.9	0	0
48	0.8	0	0
47	0.7	0	0
46	0.6	0	0
45	0.5	0	0
44	0.4	0	0
43	0.3	0	0
42	0.2	0	0
41	0.1	0	0
40	0.0	0	0

Limits of
Computation

The weighted GPA shall be computed to three decimal places (the thousandths place).

Transferred Grades

The District shall assign weight to transferred grades for properly documented AP or IB courses based on the categories and grade weight system used by the District only if the same or equivalent courses are available to the same class of students in the District.

Local Graduation Honors

For the purpose of applications to institutions of higher education, the District shall also calculate class ranking as required by state law. The District's eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class ranking for the purpose of automatic admission under state law. [See EIC(LEGAL)]

Valedictorian and Salutatorian

The valedictorian and salutatorian shall be the eligible students with the highest and second-highest ranking, respectively.

To be eligible for recognition as valedictorian or salutatorian, a student must:

1. Have been continuously enrolled in the same high school in the District for the four semesters immediately preceding graduation; and
2. Be graduating after exactly eight semesters of enrollment in high school.

Ties

In case of a tie in weighted GPAs between the two highest ranking students, the District shall recognize coaledictorians and no salutatorian shall be named.

If the tie involves more than two students, the District shall calculate cumulative numerical grade averages for those students using eligible grades earned in AP and IB courses only. The District shall recognize as coaledictorians the two students with the highest numerical grade averages from this calculation. No salutatorian shall be named.

Highest-Ranking Graduate

The student meeting the local eligibility criteria for recognition as the valedictorian shall also be considered the highest-ranking graduate for purposes of receiving the honor graduate certificate from the state of Texas.

Note: The following provisions shall apply to students beginning with the graduating class of 2025.

Calculation of Weighted GPA

The District shall include in the calculation of the weighted GPA semester grades earned in the high school credit courses outlined below taken in grades 9–12, except as excluded in this policy.

The calculation shall include failing grades.

Inclusions

Class rank shall be determined by descending order of students' weighted GPAs earned in the following curriculum categories as defined by the District course guide:

1. Up to eight semesters in English/language arts;
2. Up to eight semesters in mathematics;
3. Up to eight semesters in science;
4. Up to eight semesters in social studies; and
5. Up to four semesters in languages other than English (LOTE).

If a student completes more than the number of semesters listed above within the five categories specified above, the student's weighted GPA used for class rank shall be calculated using the student's grades within each category with the highest grade point value.

Exclusions

The calculation of class rank (weighted GPA) shall exclude grades earned in:

- Courses taken in summer school outside the District;
- Courses taken in any nonaccredited school (including home-school);
- Courses taken in a school outside the United States unless accredited by an accrediting agency in the United States recognized by TEA;
- Dual credit courses taken anywhere other than the District's Early College High School (a student who returns to their District home campus shall retain the grade points earned in dual credit courses completed at the Early College High School);
- Local credit courses;
- Pass/fail courses;
- Courses taken for credit recovery (in a credit recovery class or online);

ACADEMIC ACHIEVEMENT
CLASS RANKING

EIC
(LOCAL)

- Courses for which credit is earned through examination, with or without prior instruction; and
- Distance learning/online courses, unless the grade is earned in a TxVSN course or is a distance learning/online course offered by the District.

*2019-20 School
Year: Second
Semester Grades*

Board resolution dated March 31, 2020, excludes all grades from the second semester of the 2019-20 school year from future GPA calculations.

Schedule for
Calculations

Cumulative GPA and class rank shall be calculated for and communicated to students at these specified times:

- End of grade 9: following the second semester grading period (June) of the academic year.
- End of grade 10: following the second semester grading period (June) of the academic year.
- Midyear and end of year grade 11: following the first semester grading period (January) and following the second semester grading period (June) of the academic year.
- Midyear grade 12: following the first semester grading period (January) and the final class rank for seniors at the end of the fifth six-week grading period of the senior year; the average of the fourth and fifth six-week grades shall be used as the final semester grade for this purpose.

**Reporting Class
Rank**

Class rank shall only be reported for the top ten percent of each class. After each calculation period, students in the top ten percent shall be told their exact class rank in accordance with administrative procedures. The lowest weighted GPA of students in the top ten percent, the first quartile, the second quartile, and the third quartile shall be communicated to all students in the class after each calculation period.

The District shall include on the official transcript of each student in the top ten percent the student's specific numerical rank out of the specific total class size.

**Weighted Grade
System**

Categories

Level III

The District shall categorize and weight courses as Level I, Level II, and Level III in accordance with provisions of this policy and as published annually in the District course catalog.

Eligible Advanced Placement (AP) courses, International Baccalaureate (IB) courses, and locally designated advanced courses shall be categorized and weighted as Level III courses.

ACADEMIC ACHIEVEMENT
CLASS RANKING

EIC
(LOCAL)

Level II Eligible locally designated advanced courses shall be categorized and weighted as Level II courses.

Level I All other eligible courses shall be categorized and weighted as Level I.

Weighted GPA The District shall convert semester grades to grade points and shall calculate a weighted GPA in accordance with the following chart:

Grade	Level I	Level II	Level III
100	5.0	5.5	6.0
99	4.9	5.4	5.9
98	4.8	5.3	5.8
97	4.7	5.2	5.7
96	4.6	5.1	5.6
95	4.5	5.0	5.5
94	4.4	4.9	5.4
93	4.3	4.8	5.3
92	4.2	4.7	5.2
91	4.1	4.6	5.1
90	4.0	4.5	5.0
89	3.9	4.4	4.9
88	3.8	4.3	4.8
87	3.7	4.2	4.7
86	3.6	4.1	4.6
85	3.5	4.0	4.5
84	3.4	3.9	4.4
83	3.3	3.8	4.3
82	3.2	3.7	4.2
81	3.1	3.6	4.1
80	3.0	3.5	4.0
79	2.9	3.4	3.9
78	2.8	3.3	3.8
77	2.7	3.2	3.7
76	2.6	3.1	3.6
75	2.5	3.0	3.5

Grade	Level I	Level II	Level III
74	2.4	2.9	3.4
73	2.3	2.8	3.3
72	2.2	2.7	3.2
71	2.1	2.6	3.1
70	2.0	2.5	3.0
Below 70	0	0	0

Limits of
Computation

The weighted GPA shall be computed to three decimal places (the thousandths place).

Transferred Grades

The District shall assign [appropriate](#) weight to transferred grades for properly documented [courses including](#) AP, IB, or Advanced/Honors courses completed at an accredited school based on the categories and grade weight system used by the District only if the same or equivalent courses are available to the same class of students in the District. [For the purposes of this policy, "accredited" shall be defined as accreditation by TEA, an equivalent agency from another state, or an accrediting association recognized by the commissioner of education. Recognized accrediting agencies will be published annually in the Leander ISD course catalog.](#)

*Letter Grade to
Numeric Grade
Conversion*

The District requires numeric grades on high school transcripts to calculate GPA. When a student submits a transcript from outside the District with letter grades, the following numeric grades shall be assigned:

Letter Grade	Percentage
A+	98%
A	95%
A-	92%
B+	88%
B	85%
B-	82%
C+	78%
C	75%
C-	72%

Letter Grade	Percentage
D+	68%
D	65%
D-	62%
F	55%

Local Graduation Honors

For the purpose of applications to institutions of higher education, the District shall also calculate class ranking as required by state law. The District's eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class ranking for the purpose of automatic admission under state law. [See EIC(LEGAL)]

Valedictorian and Salutatorian

The valedictorian and salutatorian shall be the eligible students with the highest and second-highest ranking, respectively.

To be eligible for recognition as valedictorian or salutatorian, a student must:

1. Have been continuously enrolled in the same high school in the District for the four semesters immediately preceding graduation; and
2. Be graduating after exactly eight semesters of enrollment in high school.

Ties

In case of a tie in weighted GPAs between the two highest ranking students, the District shall recognize covalledictorians and no salutatorian shall be named.

If the tie involves more than two students, the District shall calculate cumulative numerical grade averages for those students using eligible grades earned in AP and IB courses only. The District shall recognize as covalledictorians the two students with the highest numerical grade averages from this calculation. No salutatorian shall be named.

Highest-Ranking Graduate

The student meeting the local eligibility criteria for recognition as the valedictorian shall also be considered the highest-ranking graduate for purposes of receiving the honor graduate certificate from the state of Texas.

Early Graduates

Students who graduate early shall be ranked with their initial high school cohort class.

The District has established a limited open forum for nonschool use of District facilities in accordance with this policy.

The District shall provide equal access to youth groups designated in federal law, including the Boy Scouts, as it provides to other nonschool users of District facilities. [See Patriotic Societies in GKD(LEGAL)]

Scope of Use

The District shall permit nonschool use of designated District facilities for educational, recreational, civic, or social activities when these activities do not conflict with school use or with this policy.

Approval shall not be granted for any purpose that would damage or be detrimental to District property and its contents or to any group that has substantially or repeatedly damaged District property.

Note: See the following policies for other information regarding facilities use:

- Use by employee professional organizations: DGA
- Use of facilities for school-sponsored and school-related activities: FM
- Use by noncurriculum-related student groups: FNAB
- Use by District-affiliated school-support organizations: GE

Fund-Raising

The District shall permit nonprofit and for-profit organizations to conduct fundraising events on District property when these activities do not conflict with school use or with this policy

For-Profit Use

The District shall permit individuals, groups or for-profit organizations to use its facilities for financial gain when these activities do not conflict with school use or with this policy.

Campaign-Related Use

Except to the extent that a District facility is used as an official polling place, District facilities shall not be available for use by individuals or groups for political party conventions, political advertising, campaign communications, or electioneering, as those terms are used in state law.

Scheduling

Academic and extracurricular activities sponsored by the District shall always have priority when any use is scheduled. [See FM] The Superintendent or designee shall have authority to cancel a scheduled nonschool use if an unexpected conflict arises with a

COMMUNITY RELATIONS
NONSCHOOL USE OF SCHOOL FACILITIES

GKD
(LOCAL)

	District activity or the activities of a District-affiliated school support group.
Request Process	<p>An organization must apply for use of school facilities for non-school use. The District shall assess charges for use of school facilities by the organization.</p> <p>An organization desiring to use District facilities shall complete an online request form for consideration in accordance with administrative regulations.</p>
Approval of Use	<p>The Superintendent or designee is authorized to approve use of any District facility. No District employee may waive the requirements of this policy.</p>
Exception	No approval shall be required for nonschool-related individual recreational use of the District's unlocked, outdoor recreational facilities, such as the track, playgrounds, tennis courts, and the like, when the facilities are not in use by the District or for a scheduled nonschool purpose.
Emergency Use	In case of emergencies or disasters, the Superintendent or designee may authorize the use of District facilities by civil defense, health, or emergency service authorities.
Use Agreement	Any organization, individual, or group approved for a nonschool use of District facilities shall be required to complete a written agreement indicating receipt and understanding of this policy and any applicable administrative regulations, and acknowledging that the District is not liable for any personal injury or damages to personal property related to the nonschool use. Additionally, the organization, individual, or group shall be required to provide proof of acceptable liability insurance.
Classification of Groups	<p>All groups using facilities shall be categorized according to the following list in priority order:</p> <ol style="list-style-type: none">1. Emergency use under authority of the Superintendent.2. Local school using their own facilities.3. Local school having an area-wide school activity.4. Local school using another school facility.5. School-sanctioned groups including but not limited to PTA/PTO, boosters, and other student groups. This group shall be required to submit a facility use request if using a third party to raise funds and utilizing a District facility.6. Youth Group: Any group or organization intended to serve young people under the age of 21. This group requires 85

percent of the total participants of the organization to be currently enrolled District students. A roster of student participants and the school they attend shall be required. The group or organization must hold 501(c)(3) nonprofit status. This group or organization must submit a facility use request.

7. Nonprofit Organizations: Any civic, service, political, governmental, religious, or charitable agency, association, organization, or partnership, which is not engaged in a business or enterprise to produce income or a financial gain. This group must submit a facility use request.
8. For-Profit Organizations: Any partnership association, organization, or corporation engaged in a business for profit which desires to use a school facility to engage in a profit-making enterprise for its owners, members, officers, directors, or stockholders. This group must submit a facility use request.

Ineligibility

Any organization or authorized representative of such organization that, in submitting the application for facility use or in using a school facility, is determined to have made inaccurate, incomplete, or untrue statements or violated any law, rule, or regulation shall immediately become ineligible for use of facilities.

Advertising

Organizations in groups 1, 2, 3, 4 and 5, in connection with use of District facilities, may:

1. Display messages related to the program or event and its sponsors or supporters;
2. Sell related merchandise; and
3. Distribute related content.

Organizations in all other categories shall not have such advertising privileges without prior approval from the facility rentals department. In no event shall advertisement of tobacco products or alcoholic beverages be permitted. [See GKB]

Required Conduct

Persons or groups using District facilities shall:

1. Conduct business in an orderly manner.
2. Abide by all laws and policies, including but not limited to those prohibiting the use, sale, or possession of alcoholic beverages, illegal drugs, and firearms and the use of tobacco products or e-cigarettes on school property. [See GKA]
3. Make no alteration, temporary or permanent, to school property without prior written consent from the Superintendent.

COMMUNITY RELATIONS
NONSCHOOL USE OF SCHOOL FACILITIES

GKD
(LOCAL)

All groups using District facilities shall be responsible for the cost of repairing any damages incurred during use and shall be required to indemnify the District for the cost of any such repairs.

Fees for Use

Nonschool users shall be charged a fee for the use of designated facilities.

The Superintendent or designee shall establish and publish a schedule of fees based on, but not limited to, the cost of the physical operation of the facilities, as well as any applicable personnel costs for supervision, custodial services, security, and technology services.

Groups 1, 2, 3, and 4

Groups 1, 2, 3, and 4 shall be exempt from facility use fees but may be required to pay for personnel.

Group 5

Group 5 shall be exempt from facility use fees unless conducting a third-party fundraiser. If conducting a third-party fundraiser, an organization classified in this group shall be responsible for cost recovery of utility fees and any personnel cost if required.

Groups 6, 7, and 8

Groups 6, 7, and 8 shall be required to pay facility use fees, including but not limited to personnel.

**Long-Term Use by
Nonprofit
Organizations**

“Long-term use” is defined as an agreement of a minimum of nine months, with a weekly commitment on Sunday morning or afternoon. Long-term use shall be allowed on specific elementary campuses only which shall be determined by the facility rentals department. Long-term use shall be limited to a maximum of 12 months from the date the agreement is signed. Renewal of agreement shall be in accordance with facility rentals department guidelines.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 9, 2024

Agenda Item: Consider Approval of Job Order Contracting for Structured Data Cabling
Purpose (this meeting): Discussion Item/Report Only Action Requested
Administrator Responsible: Jason Miller, Chief Technology Officer
Attachments: N/A

Background Information:

Per Texas Government Code 2269.056(a) and LISD Policy CVF(LEGAL), LISD Administration is recommending that the Board authorize the use of the Job Order Contracting (JOC) method to support Information Technology projects for structured data cabling in the district. The JOC construction method is best for small to medium sized work projects that are recurring but have unique scopes of work.

This method allows for Administration to award contracts to multiple contractors for the maintenance, repair, alteration, renovation, remediation, or minor construction of a district facility campus or building on an as needed basis. As necessary, the district will solicit JOC's based on current and future needs. Once approved by the Board, Administration, with the assistance of the purchasing staff, will issue the JOC request for proposals and award as necessary

Administrative Recommendation:

Administration recommends that the Board approve the Job Order Contracting method for structured data cabling as presented.

Sample Motion:

I move that the Board of Trustees approve the Job Order Contracting method for structured data cabling as presented.



 HISLE
HOUND

HISLE

Superintendent's Report
May 09, 2024 | Board of Trustees Meeting



Empowered Staff

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SUPER STAR
AWARD
Ellis
Bonnet
"ZZ Top Stand In"

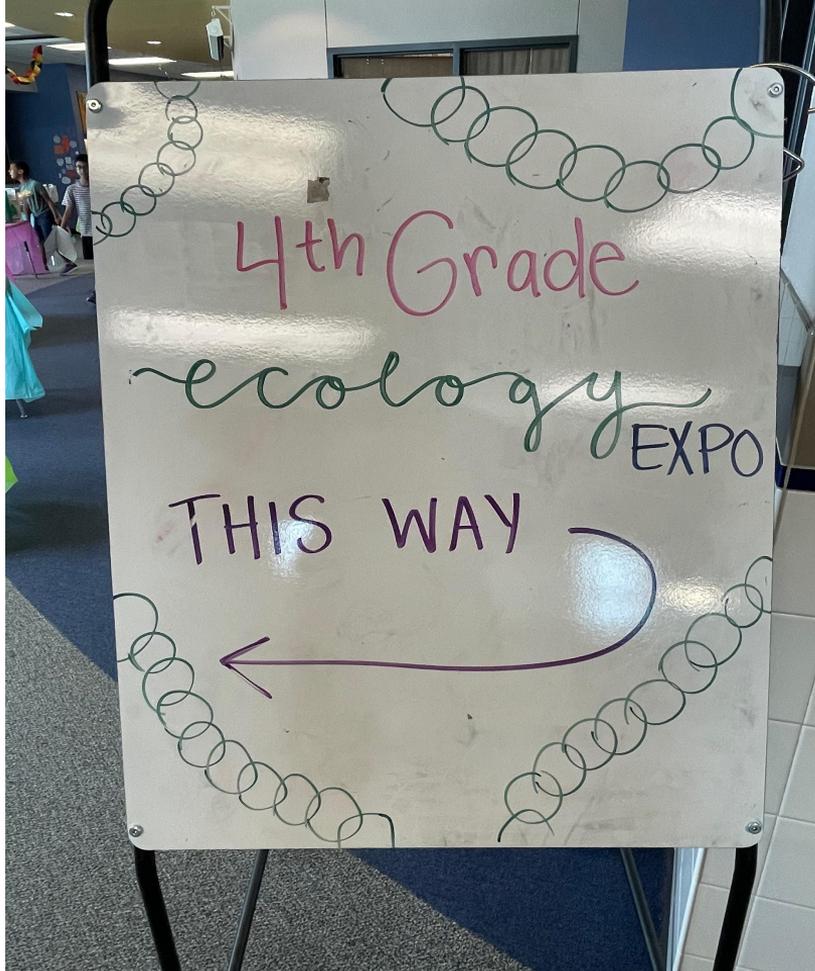
SUPER STAR
AWARD
James
Brookshire
"ZZ Top Stand In"





Empowered Learners

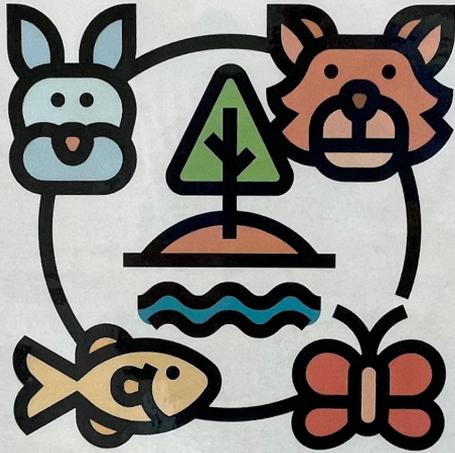
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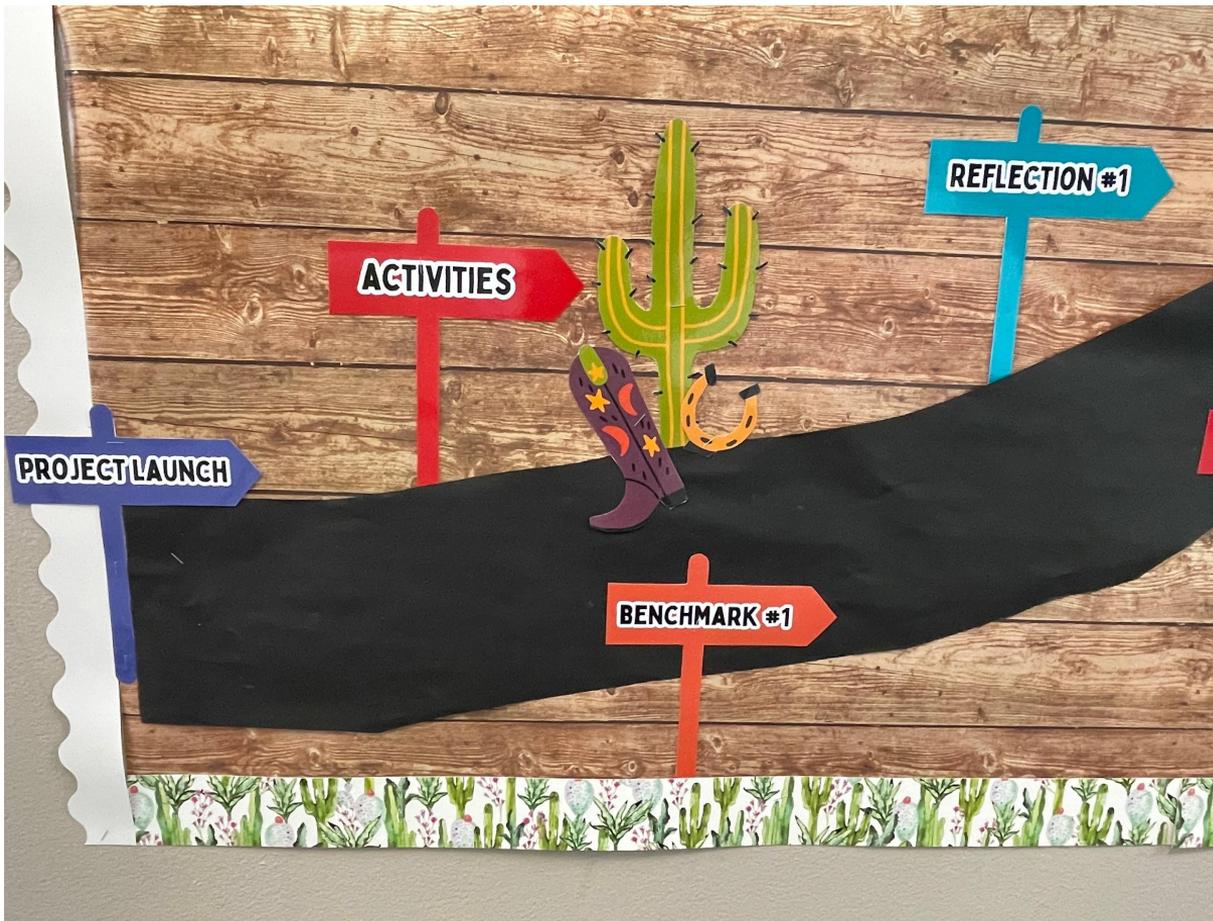


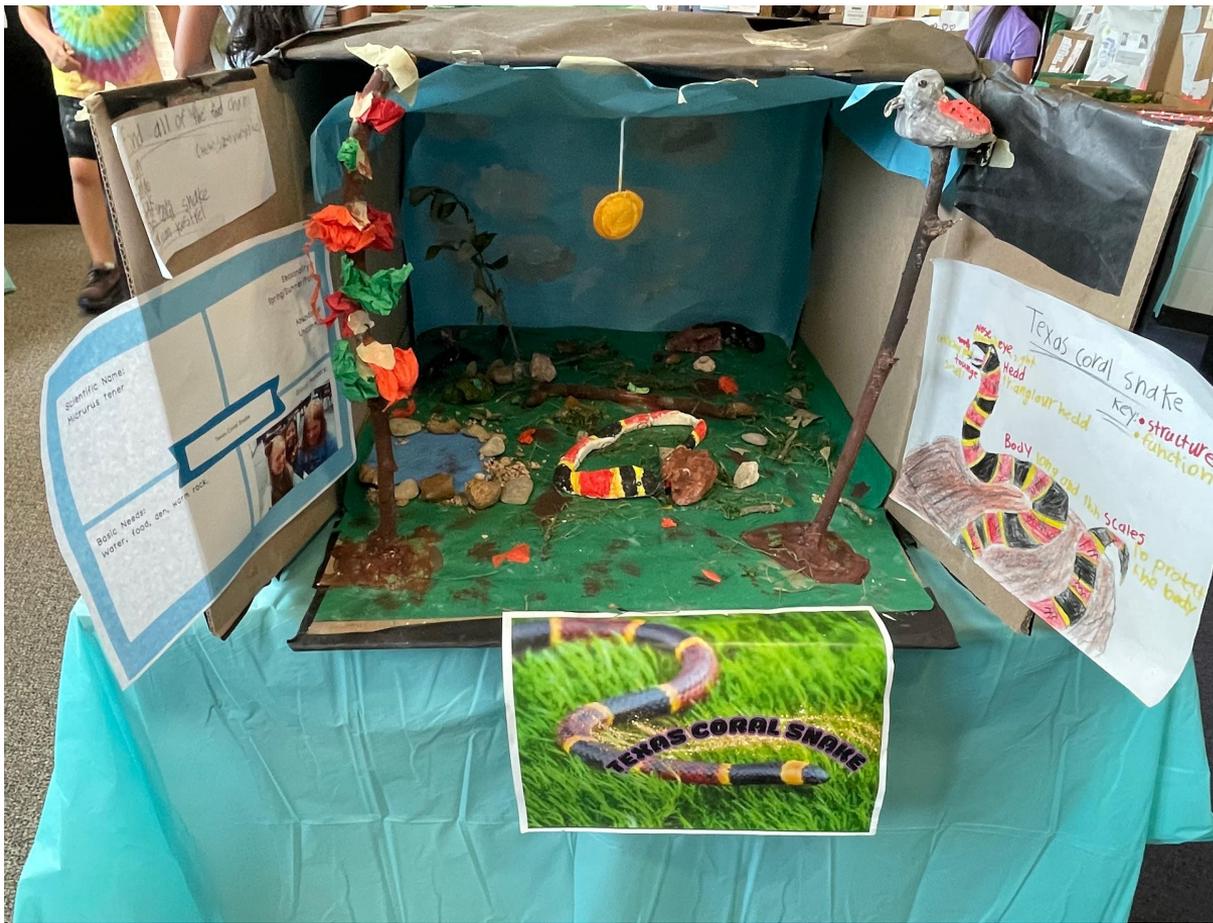
41



How can we as ecologists describe an ecosystem and predict how changes affect a local food web?







Sourcing	Inter	word	Sentence	Evidence
Organism	They	will	bite.	1. Defend themselves
Texas Coral Snake				2. Hunt for prey
What?				3. Snake charmed
Learned Behaviors				4. Extending fangs
Key Words				Explanation
1. Learned	<p>From a very young age, the Texas coral snake acquires crucial survival skills, mastering both defensive tactics and hunting techniques to thrive in its environment. These snakes, under the guidance of their handlers, have even been observed engaging in the intricate art of snake charming, showcasing the adaptability of their natural behaviors. They develop the ability to protract their fangs and project their venom, a skill employed both for self-protection and when aggressing upon prey or deterring rival snakes from encroaching on their den. While the possession of venom is a genetic endowment passed down through generations, the strategic use of this potent weapon in defense or attack represents a sophisticated behavior that the Texas coral snake learns over time.</p>			
2. Not inherited				
3. Over time				
4. Taught				

46

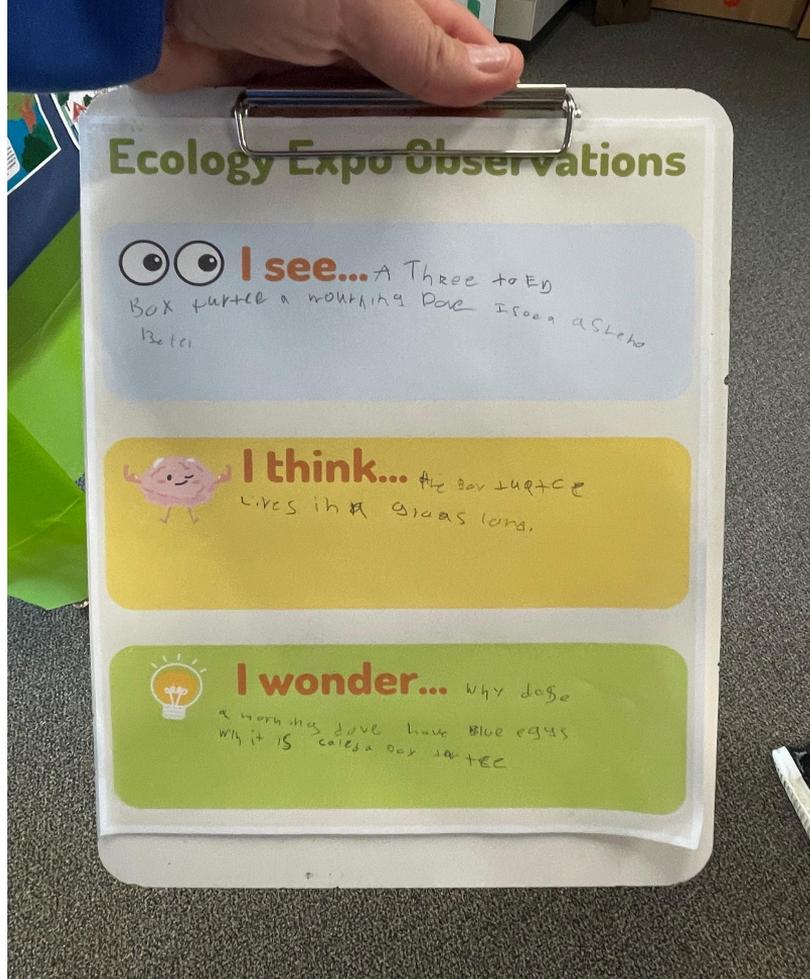
Coral Snake Food Chain



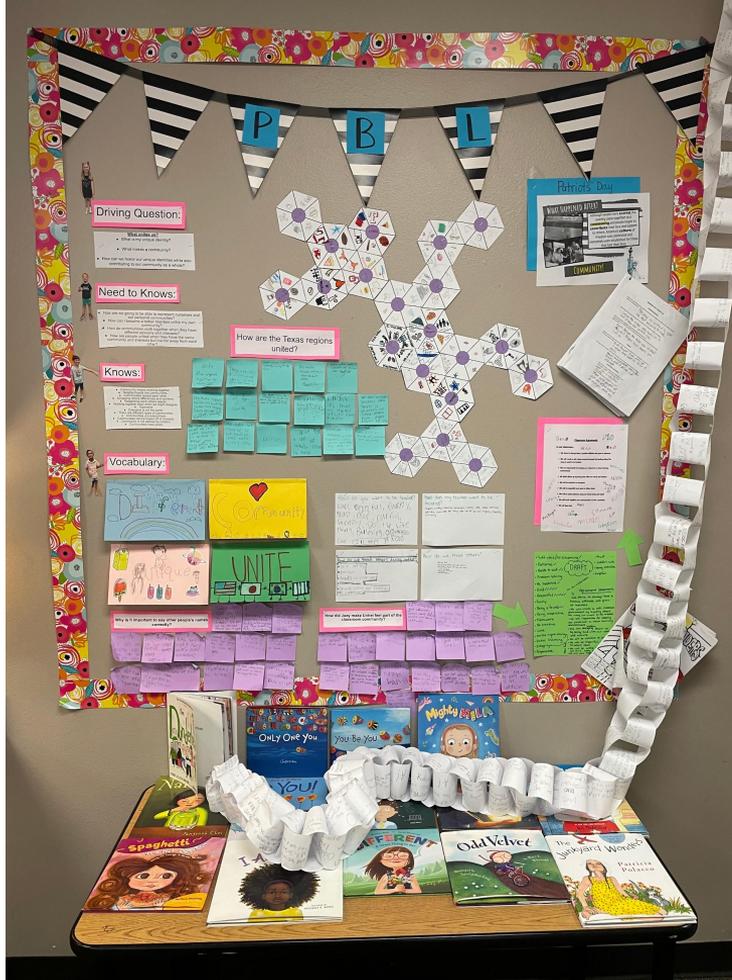
Explain your food chain

The Texas coral snake is part of a complex food chain. A food chain is the transfer of energy from one organism to the next. The coral snake's food chain starts with the sun, which gives energy to shrubs. Shrubs are producers and provide nutrients to the sun, which gives energy to the common garden skink, which transfers energy to caterpillars. Caterpillars serve as food for the Texas coral snake. Coral snakes are cannibals, so the Texas coral snake is eaten by an even bigger Texas coral snake. Finally, the Texas coral snake is eaten by the American kestrel, which ends the food chain but not the food web.

People kill c
snakes out of
even if the sn
do nothing to







NOVEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

DECEMBER

SUN	MON	TUE	WED	THU	FRI	SAT
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

PROBLEM STATEMENT:

We are **environmental activists** who will explore the **impacts of climate change** on **Earth** so that we can help **reduce** the **amount of carbon dioxide** in the **atmosphere**. **How can we** **reduce** our **impact** on the **environment**?

DRIVING QUESTIONS:

What are **problems** for our **natural world** and how are they **changing**?
 How can we **reduce** our **carbon footprint**?
 Do we need to **change** our **lifestyle** who **are** **responsible** for **climate change**? **How can we** **reduce** our **carbon footprint**?

VOCABULARY:

NEED TO KNOWS:

- What will the changes be?
- How often is our world changing?
- How do we help the environment?
- Explore what is slow natural change is.
- How are problems and the environment connected?

KNOWS:

- That earthquakes have **been** that **most** understand that will **affect** our **soil**.
- People are **dumping** and **destroying** the **world**.
- Causes = protect **save**.
- Resources = what we **have**.
- Erosion = slow **change**.

What did we learn today to discover?



P B L #3

DRIVING QUESTION:

How do poets use simile and imagery to create emotion and tell stories in their poems?

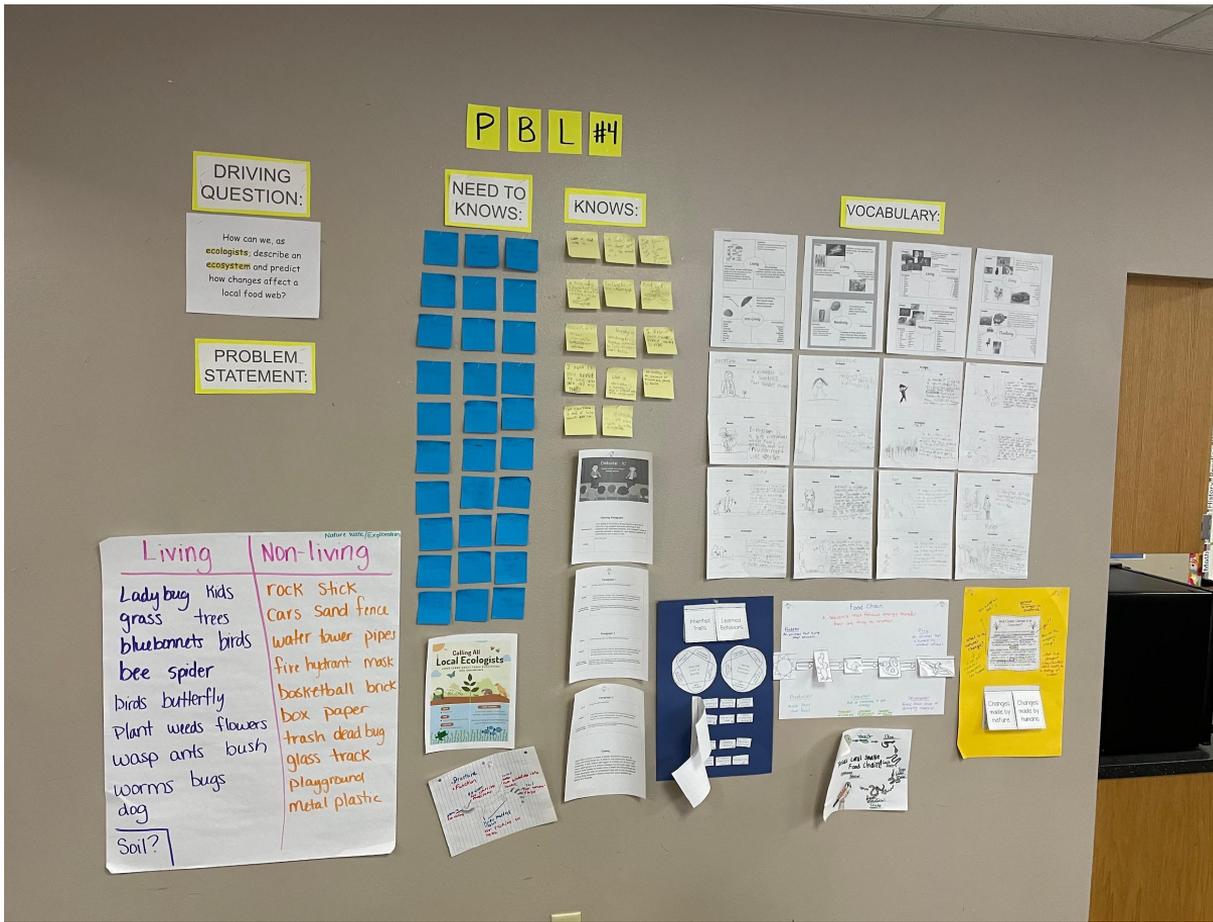
VOCABULARY:

KNOWS:

NEED TO KNOWS:

asphalt = cement pavement
a lot of adjectives
what is metaphor used?
- sounds
- breaks/
- imagery
Rhyme scheme:
the ordered patterns at the end of the lines of a poem or verse.

Drama
Know
Need to know



DRIVING QUESTION:

How can we, as ecologists, describe an ecosystem and predict how changes affect a local food web?

PROBLEM STATEMENT:

P B L #4

NEED TO KNOWS:

A grid of 20 blue sticky notes arranged in 4 rows and 5 columns.

KNOWS:

A collection of yellow sticky notes with handwritten text.

VOCABULARY:

A grid of papers containing diagrams, definitions, and notes related to ecology and ecosystems.

Living	Non-living
Ladybug	rock
kids	stick
grass	cars
trees	sand
bluebonnets	fence
birds	water
bee	tower
spider	pipes
birds	fire hydrant
butterfly	mask
plant	basketball
weeds	brick
flowers	box
wasp	paper
ants	trash
bush	dead bug
bugs	glass
worms	track
dog	playground
soil?	metal
	plastic



Safe and Innovative Learning Environments

54





56





58



727.520.8181
www.aerophoto.com

LISD Elementary School #30

Image # 04
Date 04.22.24

26



Hisle Elementary School



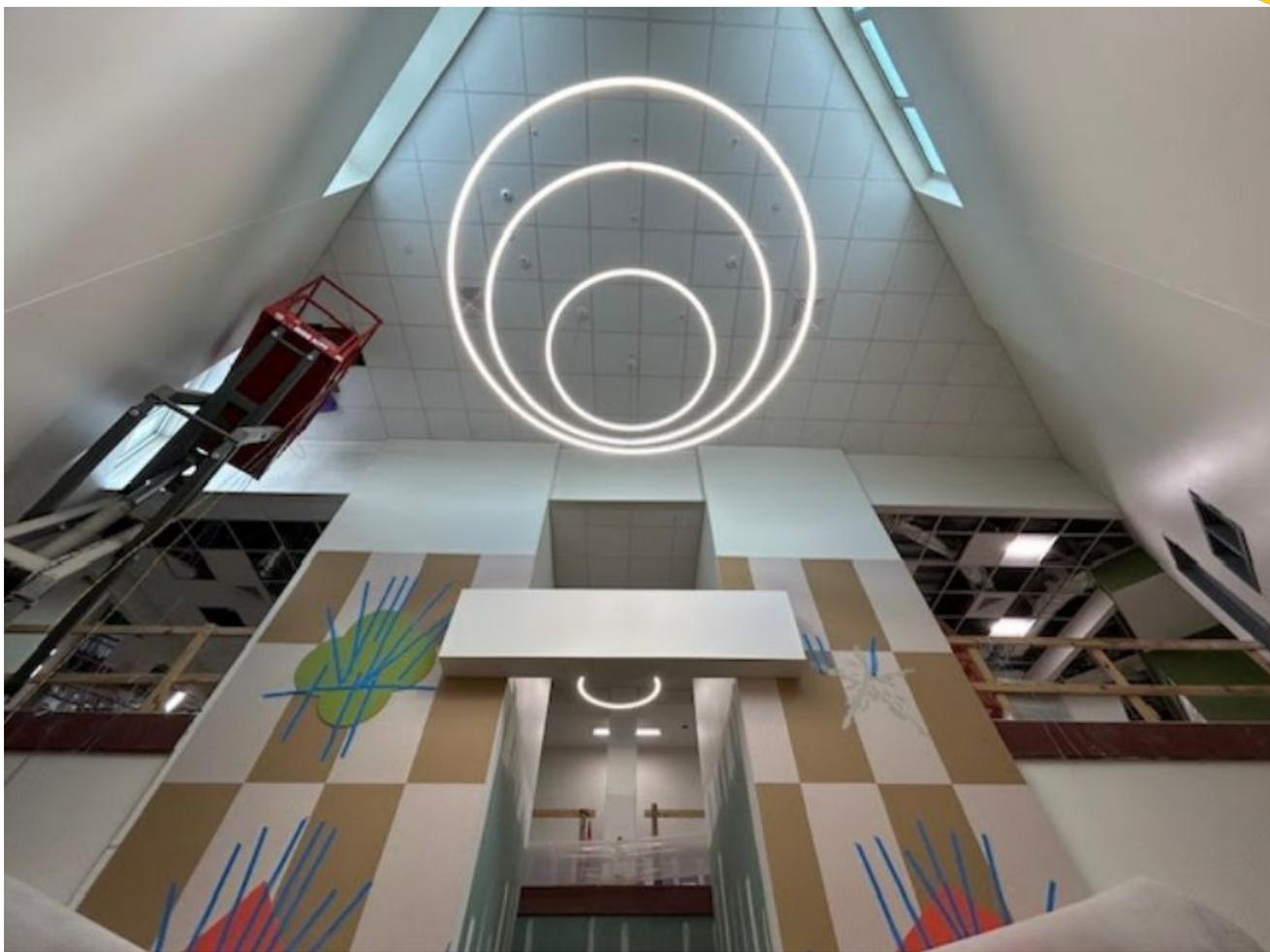
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Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 9, 2024

Agenda Item: Discussion of Texas Association of School Boards (TASB) 2024-2026 Advocacy Agenda Resolutions and/or Amendments

Purpose: Discussion Item/Report Only Action Requested

Administrator Responsible: Bruce Gearing, Ed.D., Superintendent

Attachments: Leander ISD Proposed 2024-2026 Advocacy Resolutions

Background Information:

The Texas Association of School Boards (TASB) annually calls upon school boards to submit Advocacy Resolutions that will help form TASB's response to issues before the Legislature and other governmental entities during the Legislative Session. Attached are the 2024-2026 proposed Advocacy Resolutions the Board of Trustees Legislative Priorities Committee have been discussing. Submissions are due to TASB by June 17, 2024.

Administrative Recommendation:

Consider Approval of the 2024-2026 Advocacy Resolutions will be on the June 6, 2024 Regular Board Meeting agenda.

Sample Motion:

N/A



2024-26 Advocacy Resolution #1

TASB member boards may propose a new resolution or amend a resolution adopted by the previous Delegate Assembly. Resolutions must be submitted to TASB through the online submission form by 11:59 pm on June 17, 2024. All submissions will be reviewed by the TASB Board and ultimately acted upon by the TASB Delegate Assembly during its meeting on Sept. 28, 2024.

Proposed resolution: To help address the workforce shortage and create a pipeline of experienced teachers in public education an apprenticeship program would be an invaluable tool as districts across the state address COVID-19 unfinished learning.

Statement of reason: This program would expand on the successes of Grow Your Own Educator strategies which is a popular strategy for teacher recruitment, preparation, and retention. A program registered with the U.S. Department of Labor also means it has been vetted by the department and has been determined to meet high standards for rigor and quality. Apprenticeship programs are high-quality, industry-driven, work-based learning pathways that provide individuals with hands-on work experience while earning a wage that increases during the progression of the program.

I hereby certify that the above proposed resolution was approved by our board on _____
(Date of Meeting)

Board President's signature: _____

Name of School District: Leander Independent School District

2024-26 Advocacy Resolution #2

TASB member boards may propose a new resolution or amend a resolution adopted by the previous Delegate Assembly. Resolutions must be submitted to TASB through the online submission form by 11:59 pm on June 17, 2024. All submissions will be reviewed by the TASB Board and ultimately acted upon by the TASB Delegate Assembly during its meeting on Sept. 28, 2024.

Proposed resolution: TASB advocates for opposition to any efforts by the Texas Education Agency to escalate from a monitor or conservator to a state takeover by establishing a Board of Managers that does not clearly set goals and a path to return local governance back to the community as quickly as possible. TASB urges the Texas Legislature and/or the Governor to require the Commissioner of Education to add transparency to these state measures, hold the agency accountable to the students, parents, and local community, and add language that returns governance to a locally elected Board of Trustees, accountable to voters and the community, as quickly as possible.

Statement of reason: The state takeover of a District replaces the duly appointed Superintendent of Schools with a state selected and appointed chief executive officer for the District and temporarily removes the elected Board of Trustees replacing them with state selected and apportioned managers, despite if an election was held, effectively silencing voters while the Board of Managers is in place. The Texas Education Agency’s authority to establish a monitor, conservator or board of managers should be approached with the utmost clarity, transparency, and defined goals for improvement. The challenges facing public school districts are best addressed by adhering to the state’s long tradition of local governance, with school board trustees who are elected and accountable to the voters in their communities. There is no research to support that a TEA Board of Managers, TEA Monitor or TEA Conservator have improved academic outcomes or improved any learning goals established by the community.

I hereby certify that the above proposed resolution was approved by our board on _____
(Date of Meeting)

Board President’s signature: _____

Name of School District: Leander Independent School District

2024-26 Advocacy Resolution #3

TASB member boards may propose a new resolution or amend a resolution adopted by the previous Delegate Assembly. Resolutions must be submitted to TASB through the online submission form by 11:59 pm on June 17, 2024. All submissions will be reviewed by the TASB Board and ultimately acted upon by the TASB Delegate Assembly during its meeting on Sept. 28, 2024.

Proposed resolution: Reimplement Cost of Education Index (CEI) into school funding formulas.

Statement of reason: HB3 took out the CEI in school funding formulas in 2019. This index attempted to adjust for geographical competition and cost of living differences. While it needed to be updated it was instead removed. It should be returned and updated to reflect geographical differences in competition and cost of living across the state.

I hereby certify that the above proposed resolution was approved by our board on _____
(Date of Meeting)

Board President's signature: _____

Name of School District: Leander Independent School District

Leander ISD Board Meeting Agenda Item Information

Regular Meeting Date: May 9, 2024

Agenda Item: 2024-25 Total Compensation Recommendations

Purpose: Discussion Item/Report Action Requested

Administrator Responsible: Karie Lynn Eggeling, Chief Human Resources Officer; Pete Pape, Ed.D., CPA, Chief Financial Officer

Attachments: 2024-25 Consider Approval of Total Compensation Recommendations Pres (*Uploaded in BoardBook 05-09-24*)
 2024-25 Total Compensation Plan 2%
 2024-25 Total Compensation Plan 3%
 2024-25 Total Compensation Plan 3.5%
 2024-25 Total Compensation Plan 4%
 2024-25 Across-the-Board Pay Increase Summary (2%)
 2024-25 Across-the-Board Pay Increase Summary (3%)
 2024-25 Across-the-Board Pay Increase Summary (3.5%)
 2024-25 Across-the-Board Pay Increase Summary (4%)

Background Information:

COMPENSATION

Each year, we review our compensation program to ensure that we are staying competitive in the market so we can recruit and retain the best employees. We do a comprehensive review of all LISD’s compensation plan components and make recommendations to the Board for an across-the-board pay increase, in addition to other compensation changes to ensure our competitiveness. As a reminder, LISD conducts in-depth salary scale reviews on a rotating basis. This year we reviewed market data for Auxiliary and Office/Paraprofessional and are recommending additional modifications to the scales and some stipend adjustments. In order to place the District’s pay scales in the best market position, scale adjustments are included in the total cost amounts listed below.

Scale	Employees	2% Total Cost	3% Total Cost	3.5% Total Cost	4% Total Cost
Teachers	3,307	\$4,203,000	\$6,325,000	\$7,385,000	\$8,448,000
Registered Nurses	47	\$61,000	\$91,000	\$106,000	\$121,000
Counselors	104	\$136,000	\$203,000	\$236,000	\$270,000
Administrative / Professional	568	\$983,000	\$1,474,000	\$1,720,000	\$1,965,000
Information Technology	81	\$137,000	\$205,000	\$239,000	\$272,000
Office / Paraprofessional	924	\$645,000	\$966,000	\$1,126,000	\$1,287,000
Auxiliary*	391	\$303,000	\$453,000	\$528,000	\$603,000
Transportation	348	\$182,000	\$271,000	\$316,000	\$360,000
TOTAL ACROSS THE BOARD	5,770	\$6,649,000	\$9,988,000	\$11,655,000	\$13,326,000
SCALE ADJUSTMENTS		\$1,388,000	\$1,092,000	\$988,000	\$927,000
Stipend Review		\$9,000	\$9,000	\$9,000	\$9,000
Off-Cycle Scale Change		\$66,000	\$66,000	\$66,000	\$66,000
ADDITIONAL TOTAL REWARDS RECOMMENDATIONS		\$75,000	\$75,000	\$75,000	\$75,000

Certified Dyslexia Stipend		\$121,000	\$121,000	\$121,000	\$121,000
GRAND TOTAL		\$8,233,000	\$11,276,000	\$12,839,000	\$14,449,000

EMPLOYEE ELIGIBILITY

Employee is employed by the District in a regular part or full-time position, including Teacher Fellows (substitutes and temporary employees are ineligible). Employees must be in an active status, or on approved medical leave, on a date determined by the Superintendent.

BENEFITS

Healthcare trend continues to increase annually and 4.5% is the assumption for LISD’s trend. Nationwide, it is 6.6% according to MMA’s 2024 Employee Health & Benefits Trends Report. While inflation is causing increases across the board, healthcare costs are increasing at a higher rate than other goods and services (114.3% increase since 2000 for medical care versus 80.8% increase since 2000 for all other goods and services).

In 2024, the District’s funding level per participating employee increased by \$50, while overall plan costs increased significantly. In July 2023, the CFO developed a different way of funding the plan to ensure the fund remains sound with a minimum 35% fund balance as well as ensure a cash flow balance that covers weekly claims paid. This includes infusions into the health fund and increased District contributions each year for the next 4 years. These funds will offset the loss in contributions for those employees eligible for benefits but not electing to participate. If the funding is not increased in 2025 and beyond, the District will move towards a deficit position in total plan costs to employer/employee funding quickly, establishing the need to draw from fund balance to offset this deficit.

In the Spring of 2024, RFPs were issued for the 2025 Plan Year including Medical, Prescription, and HSA vendors. The Benefits Advisory Committee has voted on final recommendations for each category which we will be reviewing with the Board.

ONE-TIME LUMP SUM RETENTION PAYMENT AUTHORIZATION

In addition to the options listed above and the compensation laid out within the District’s compensation plan for 2024-2025, the Superintendent may authorize a one-time lump sum payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the following guidelines:

- The District’s other financial obligations and issuance of the one-time lump sum payment would not create a financial hardship for the District.
- If the Chief Financial Officer certifies defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.

Employee Eligibility - Employee is employed by the District in a regular part or full-time position, including Teacher Fellows (substitutes and temporary employees are ineligible). Employees must be in an active status, or on approved medical leave, on a date determined by the Superintendent. Any employees hired after the date of the one-time lump sum payment are ineligible for a lump sum payment and ineligible to be paid at a base salary rate equal to that as if they had been employed at time of the payment. The one-time lump sum payment is not eligible for TRS creditable service.

The Board of Trustees reserves the right to amend the 2024-25 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change or in the best interest of the District.

Administrative Recommendation:

Administration recommends the Board approve:

1. A 2% of midpoint salary increase for all employees for the 2024-25 school year;
2. Authorization for the Superintendent to approve a one-time lump sum retention payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the guidelines set forth in the compensation plan;

3. Authorization for the Superintendent to amend the 2024-25 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change or in the best interest of the District.

Sample Motion:

I move the Board of Trustees approve

OPTION 1

1. A 2% of midpoint salary increase for all employees for the 2024-25 school year;
2. Authorization for the Superintendent to approve a one-time lump sum retention payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the guidelines set forth in the compensation plan;
3. Authorization for the Superintendent to amend the 2024-25 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change or in the best interest of the District.

OPTION 2

1. A 3% of midpoint salary increase for all employees for the 2024-25 school year;
2. Authorization for the Superintendent to approve a one-time lump sum retention payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the guidelines set forth in the compensation plan;
3. Authorization for the Superintendent to amend the 2024-25 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change or in the best interest of the District.

OPTION 3

1. A 3.5% of midpoint salary increase for all employees for the 2024-25 school year;
2. Authorization for the Superintendent to approve a one-time lump sum retention payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the guidelines set forth in the compensation plan;
3. Authorization for the Superintendent to amend the 2024-25 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change or in the best interest of the District.

OPTION 4

1. A 4% of midpoint salary increase for all employees for the 2024-25 school year;
2. Authorization for the Superintendent to approve a one-time lump sum retention payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the guidelines set forth in the compensation plan;
3. Authorization for the Superintendent to amend the 2024-25 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change or in the best interest of the District.



Consider Approval of 2024-25 Total Compensation Recommendations

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May 9, 2024

State Funding

- The state legislature did not include an increase in the basic allotment. The basic allotment (\$6,160) has been the same since 2019.
- Since 2019, inflation has increased LISD operating costs by 19% on ⁷³ average.
- Adjusted for inflation the basic allotment would be \$4,380 which is the lowest it's been since 2010.

State Funding

- The 88th Texas Legislature passed SB2 which:
 - Reduced local property taxes \$12.6B
 - Increased state funding \$12.6B
 - Increased the state mandated homestead exemption from \$40K to \$100K at a cost of \$5.3B
- This infusion of money **DID NOT** increase funding for public schools

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Death by 1001 Cuts

- Reduction in Title 1 Allotment of \$1.8M from current school year to 2024/25 school year.
- Reduction in Technology and Instructional Materials Allotment (TIMA) funding in the 2019 biennium in the amount of \$5.4M. This resulted in the TIMA funding being \$2.3M short for the current year's science adoption. ⁷⁵
- School Health and Related Services (SHARS) funding cut by \$7M in 2023/24, with a reduction of 20% in future years (approximately \$1.2M per year).
- Special Education Department (SPED) funding is \$25M less than the cost to operate SPED program.

Death by 1001 Cuts (continued)

- State funding for Safety and Security **DOES NOT** meet state mandates. Police department will cost \$4.8M plus additional \$2M for start-up costs while the annual safety and security allotment is \$1.1M. There is further funding in state grants, which we are grateful for, but which also restrict our local control.
- Loss of autism grant \$500K-\$600K (positions added to general fund).
- Elementary and Secondary School Emergency Relief (ESSER) funds ending and district decision to keep positions (positions added to general fund). LISD is also cutting several positions that were funded by ESSER. We knew we would do this, however, the need is not completely resolved.

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Public Education Environment

- Districts are reducing staff by attrition and/or cutting positions.
- Districts are not giving raises and/or only giving one-time payments.
- Districts are cutting programs.

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Financial Condition of LISD

- LISD was able to tighten the budget (largely by not approving many requested new positions) to meet the board allowed three percent deficit threshold for FY25, however, the district will need to review its processes, programs, and seek efficiencies if State funding does not increase.
- To be prepared for FY26 and beyond, LISD is conducting staffing studies and efficiency reviews, including a full external compensation study. In the fall, the district will review staffing guidelines, master schedules, programs, and operations.

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Staff Listening Sessions

Listening Sessions + ThoughtExchange



Participants

292



Comments

280



Fun Fact

Overall, this year participation ***tripled*** compared to last year's listening sessions.

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The feedback gathered reflects a desire for a more inclusive and collaborative decision-making process, where educators feel valued, supported, and empowered to contribute to the improvement of their work environment. Pay and compensation did not consistently rise to the top as the highest priority across all listening sessions. While it was a significant concern raised in several sessions, other themes such as educational practices and policies, professional development and training, and innovative programs and support initiatives also emerged as priorities. This indicates that while compensation was important, it was not the sole focus of the discussions, and there were other pressing issues that participants wanted to address as well.

Scenarios

LISD administration is recommending a 2% compensation increase for FY25, use fund balance for one-time payment, to ensure budget is within 3% deficit threshold.

Compensation Increase	Cost	1x Payment Amount	1x Payment Cost Out of Fund Balance	Total Cost	Notes
2%	\$6,500,000	\$1,000	\$5,500,000	\$12,000,000	Least amount of recurring costs, most out of fund balance, provides for a few new positions.
2%	\$6,500,000	\$750	\$4,125,000	\$10,625,000	
2%	\$6,500,000	\$500	\$2,750,000	\$9,250,000	
2.50%	\$8,125,000	\$1,000	\$5,500,000	\$13,625,000	Middle amount of recurring costs, less out of fund balance, doesn't allow for any new position requests.
2.50%	\$8,125,000	\$750	\$4,125,000	\$12,250,000	
2.50%	\$8,125,000	\$500	\$2,750,000	\$10,875,000	
3%	\$9,750,000	\$1,000	\$5,500,000	\$15,250,000	Largest amount of recurring costs, least out of fund balance, doesn't allow for any new position requests.
3%	\$9,750,000	\$750	\$4,125,000	\$13,875,000	
3%	\$9,750,000	\$500	\$2,750,000	\$12,500,000	

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The top 30 requests for additional positions add up to \$5.3M. The 2% compensation increase provides the only opportunity to approve some of these requests.

Discussion and Questions

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2024-25

COMPENSATION PLAN

For Board Approval

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COMPENSATION PLAN

LISD recommends the enclosed 2024-25 compensation plan. Once approved, the Board of Trustees grants LISD administration the authority to make any administrative changes needed to meet the intent of what was presented and in compliance with district policy. The Board reserves the right to amend the 2024-25 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, or if additional legal requirements or interpretations necessitate such a change are in the best interest of the District.

INCENTIVE PLAN

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment which were not known at the time this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance.

ONE-TIME LUMP SUM PAYMENT AUTHORIZATION

The Superintendent may authorize a one-time lump sum payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the following guidelines:

- The district's other financial obligations and issuance of the one-time lump sum payment would not create a financial hardship for the district.
- If the Chief Financial Officer certifies defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.

EMPLOYEE ELIGIBILITY

An employee will be eligible if they are employed by the district in a regular part- or full-time position, including Teacher Fellows (substitutes and temporary employees are ineligible). Employees must be in an active status, or on approved medical leave, on a date determined by the Superintendent. Any employees hired after the date of the one-time, lump-sum payment are ineligible for a lump-sum payment and ineligible to be paid at a base salary rate equal to that as if they had been employed at time of the payment. The one-time, lump-sum payment is not eligible for TRS creditable service.

2024-25 TEACHER SALARY SCALE

YEARS EXPERIENCE	BACHELORS	MASTERS	DOCTORATE
0	\$56,687	\$57,687	\$58,687
1	\$56,887	\$57,887	\$58,887
2	\$57,137	\$58,137	\$59,137
3	\$57,375	\$58,375	\$59,375
4	\$57,613	\$58,613	\$59,613
5	\$57,613	\$58,613	\$59,613
6	\$58,063	\$59,063	\$60,063
7	\$58,513	\$59,513	\$60,513
8	\$58,963	\$59,963	\$60,963
9	\$59,414	\$60,414	\$61,414
10	\$59,864	\$60,864	\$61,864
11	\$60,314	\$61,314	\$62,314
12	\$60,799	\$61,799	\$62,799
13	\$61,259	\$62,259	\$63,259
14	\$61,759	\$62,759	\$63,759
15	\$62,259	\$63,259	\$64,259
16	\$62,834	\$63,834	\$64,834
17	\$63,234	\$64,234	\$65,234
18	\$63,634	\$64,634	\$65,634
19	\$64,034	\$65,034	\$66,034
20	\$64,519	\$65,519	\$66,519
21	\$65,044	\$66,044	\$67,044
22	\$65,479	\$66,479	\$67,479
23	\$65,906	\$66,906	\$67,906
24	\$66,306	\$67,306	\$68,306
25	\$66,706	\$67,706	\$68,706
26	\$67,106	\$68,106	\$69,106
27	\$67,506	\$68,506	\$69,506
28	\$68,101	\$69,101	\$70,101
29	\$68,909	\$69,909	\$70,909
30	\$69,719	\$70,719	\$71,719

2024-25 COUNSELOR SALARY SCALE

YEARS EXPERIENCE	ELEM SCHOOL COUNSELOR	MIDDLE SCHOOL COUNSELOR	LEAD MIDDLE SCHOOL COUNSELOR	HIGH SCHOOL COUNSELOR	LEAD HIGH SCHOOL COUNSELOR
	195 DAYS	207 DAYS	215 DAYS	207 DAYS	215 DAYS
0	\$64,326	\$68,285	\$70,924	\$68,285	\$70,924
1	\$64,535	\$68,506	\$71,154	\$68,506	\$71,154
2	\$64,795	\$68,783	\$71,441	\$68,783	\$71,441
3	\$65,043	\$69,046	\$71,715	\$69,046	\$71,715
4	\$65,292	\$69,310	\$71,988	\$69,310	\$71,988
5	\$65,292	\$69,310	\$71,988	\$69,310	\$71,988
6	\$65,761	\$69,808	\$72,506	\$69,808	\$72,506
7	\$66,230	\$70,306	\$73,023	\$70,306	\$73,023
8	\$66,699	\$70,804	\$73,540	\$70,804	\$73,540
9	\$67,170	\$71,303	\$74,059	\$71,303	\$74,059
10	\$67,639	\$71,801	\$74,576	\$71,801	\$74,576
11	\$68,108	\$72,299	\$75,094	\$72,299	\$75,094
12	\$68,614	\$72,836	\$75,651	\$72,836	\$75,651
13	\$69,094	\$73,346	\$76,180	\$73,346	\$76,180
14	\$69,615	\$73,899	\$76,755	\$73,899	\$76,755
15	\$70,136	\$74,452	\$77,330	\$74,452	\$77,330
16	\$70,736	\$75,089	\$77,991	\$75,089	\$77,991
17	\$71,153	\$75,532	\$78,451	\$75,532	\$78,451
18	\$71,570	\$75,975	\$78,911	\$75,975	\$78,911
19	\$71,987	\$76,417	\$79,371	\$76,417	\$79,371
20	\$72,493	\$76,954	\$79,928	\$76,954	\$79,928
21	\$73,041	\$77,535	\$80,532	\$77,535	\$80,532
22	\$73,494	\$78,017	\$81,032	\$78,017	\$81,032
23	\$73,939	\$78,490	\$81,523	\$78,490	\$81,523
24	\$74,357	\$78,932	\$81,983	\$78,932	\$81,983
25	\$74,774	\$79,375	\$82,443	\$79,375	\$82,443
26	\$75,191	\$79,818	\$82,903	\$79,818	\$82,903
27	\$75,608	\$80,261	\$83,363	\$80,261	\$83,363
28	\$76,228	\$80,919	\$84,047	\$80,919	\$84,047
29	\$77,071	\$81,814	\$84,976	\$81,814	\$84,976
30	\$77,916	\$82,710	\$85,907	\$82,710	\$85,907

2024-25 RN SALARY SCALE

YEARS EXPERIENCE	SALARY
0	\$59,687
1	\$59,887
2	\$60,137
3	\$60,375
4	\$60,613
5	\$60,613
6	\$61,063
7	\$61,513
8	\$61,963
9	\$62,414
10	\$62,864
11	\$63,314
12	\$63,799
13	\$64,259
14	\$64,759
15	\$65,259
16	\$65,834
17	\$66,234
18	\$66,634
19	\$67,034
20	\$67,519
21	\$68,044
22	\$68,479
23	\$68,906
24	\$69,306
25	\$69,706
26	\$70,106
27	\$70,506
28	\$71,101
29	\$71,909
30	\$72,719

2024-25 CAMPUS ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
CA1	\$308.95	\$336.40	\$363.86
CA2	\$326.87	\$355.92	\$384.96
CA3	\$346.15	\$376.92	\$407.68
CA4	\$363.46	\$395.76	\$428.06
CA5	\$403.44	\$439.29	\$475.15
CA6	\$450.00	\$489.99	\$529.98
CA7	\$491.07	\$534.71	\$578.34
CA8	\$556.87	\$606.36	\$655.84

2024-25 DISTRICT ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
DA1	\$268.24	\$292.08	\$315.91
DA2	\$291.04	\$316.90	\$342.77
DA3	\$334.99	\$364.76	\$394.52
DA4	\$363.46	\$395.76	\$428.06
DA5	\$403.44	\$439.29	\$475.15
DA6	\$450.00	\$489.99	\$529.98
DA7	\$491.07	\$534.71	\$578.34
DA8	\$556.87	\$606.36	\$655.84

2024-25 OPERATIONAL SERVICES SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
OS1	\$273.52	\$297.82	\$322.13
OS2	\$332.33	\$361.86	\$391.39
OS3	\$450.00	\$489.99	\$529.98
OS4	\$491.07	\$534.71	\$578.34

2024-25 SPED LICENSED PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
LP	\$307.66	\$353.44	\$399.22

2024-25 INFORMATION TECHNOLOGY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
J1	\$29.00	\$31.58	\$34.16
J2	\$33.45	\$36.42	\$39.40
J3	\$39.49	\$43.00	\$46.51
J4	\$324.06	\$352.86	\$381.66
J5	\$348.35	\$379.30	\$410.26
J6	\$381.89	\$415.83	\$449.76
J7	\$400.99	\$436.62	\$472.25
J8	\$450.00	\$489.99	\$529.98
J9	\$491.07	\$534.71	\$578.34

2024-25 OFFICE/PARAPROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
PP1	\$16.93	\$18.45	\$19.97
PP2	\$18.28	\$19.93	\$21.57
PP3	\$19.19	\$20.92	\$22.65
PP4	\$21.01	\$22.90	\$24.79
PP5	\$23.42	\$25.53	\$27.64
PP6	\$26.12	\$28.47	\$30.82
PP7	\$29.12	\$31.74	\$34.36
PP8	\$32.61	\$35.55	\$38.49

2024-25 AUXILIARY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
Z1	\$16.00	\$17.60	\$19.20
Z2	\$16.78	\$18.46	\$20.13
Z3	\$17.67	\$19.44	\$21.21
Z4	\$18.46	\$20.31	\$22.16
Z5	\$19.75	\$21.73	\$23.71
Z5A	\$20.87	\$22.96	\$25.05
Z6	\$22.06	\$24.26	\$26.47
Z7	\$24.72	\$27.19	\$29.66
Z8	\$27.58	\$30.34	\$33.10
Z9	\$31.72	\$34.89	\$38.06

2024-25 TRANSPORTATION SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
B0	\$15.00	\$16.50	\$18.00
B1	\$16.00	\$17.60	\$19.20
B2	\$16.78	\$18.46	\$20.13
B3	\$17.62	\$19.38	\$21.14
B4	\$22.73	\$25.00	\$27.27
B5	\$23.41	\$25.75	\$28.09
B6	\$24.58	\$27.04	\$29.50
B7	\$26.55	\$29.20	\$31.86
B8	\$31.72	\$34.89	\$38.06

2024-25 POLICE SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
W1	\$17.61	\$19.19	\$20.77
W2	\$24.58	\$27.04	\$29.50
W3	\$29.12	\$31.74	\$34.36
W4	\$32.61	\$35.55	\$38.49
W5	\$36.38	\$39.61	\$42.85
W6	\$41.87	\$45.60	\$49.32
W7	\$403.44	\$439.29	\$475.15
W8	\$450.00	\$489.99	\$529.98
W9	\$491.07	\$534.71	\$578.34
W10	\$648.72	\$686.06	\$727.53

2024-25 SUBSTITUTE PAY

Assignment	Assignment Lasting 10 days or less (Teacher and Instructional Assistant)	11+ day assignment (Teacher only)	Half Day	Early-release day or leave earlier than schedule
Non-Certified	\$115	\$145	\$57.50	\$86.25
Certified	\$125	\$175	\$62.50	\$93.75
Registered Nurse	\$200	\$250	\$100	\$150

Special Education Assignment Supplement (This SPED supplement is only on short-term assignments not long-term assignments of 11 days or more)	
Substitute Teacher for SPED Assignment	\$10/day
Substitute Instructional Assistant for SPED Assignment	\$5/day

2024-25 SPECIALTY SUBSTITUTE PAY

Assignment	2024-25 Daily Rate	2024-25 Hourly Rate
Certified Occupational Therapy Assistant (COTA)	\$280	\$35
School Psychologist	\$520	\$65
Dual Language School Psychologist	\$560	\$70
Diagnostician	\$520	\$65
Dyslexia Teacher	\$240	\$30
Speech Language Pathologist	\$400	\$65
Athletic Trainer	\$250	\$31.25

2024-25 SEASONAL PART-TIME EMPLOYEE PAY

Assignment	2024-25 Hourly Rate
AVID Tutor	\$15.00
Childcare Worker	\$15.00
SMC Refurbishing Tech	\$15.00
Summer Feeding Program Assistant	\$16.00
Summer Feeding Program Supervisor	\$22.06
Floater Bus Monitor	\$16.78
Floater Bus Driver	\$22.73
Floater Custodian	\$16.78

2024-25 TEMPORARY EMPLOYEE PAY

Temp Assignment	2024-25 Hourly Rate
GENERAL TEMPS	
Administrative Assistant	\$15.00
Clerical Support	\$15.00
District Receptionist Substitute	\$15.00
Docutech Operator	\$15.00
HS Event Parking Lot Attendant	\$15.00
Lunchroom Monitor	\$15.00
Manual Trades	\$15.00
Materials Management Summer Assistant	\$15.00
Registrar (ELEM)	\$18.28
Registrar (MS)	\$21.10
Registrar (HS)	\$23.42
Translator/Interpreter	\$30.00
Special Education/ARD Translator/Interpreter	\$40.00
Video Scoreboard Broadcast Specialist	\$30.00
TEACHING & LEARNING TEMPS	
Academic Assistant (12+ college hours)	\$15.00
Academic Assistant (48+ college hours)	\$18.00
Academic Assistant (certified teacher)	\$23.00
Administrator	Min of posted salary scale for position
AP/PSAT/ACT/SAT (Mock or Actual Exam) Proctor	\$15.00
ARD Facilitator Svcs.	\$40.00
Assistive Technology Facilitator Assistant	\$15.00
Behavioral Svcs.	\$35.00
Diagnostician/LSSP Svcs.	\$40.00
Bilingual Diagnostician/LSSP Svcs.	\$70.00
Campus Support Staff - Summer Prof. Learning	\$15.00
Childcare Provider	\$15.00
College Coach	\$25.00
Counselor	\$42.00
ESL Reading Specialist	\$30.00
Homeless Program Assistance	\$15.00
Homebound Program Reviewer	\$70.00
Instructional Assistant	\$16.93

Temp Assignment	2024-25 Hourly Rate
Instructional Assistant (Special Pgms.)	\$18.28
LSSP Svcs.	\$40.00
Orientation & Mobility Svcs.	\$65.00
Ropes Facilitation	\$25.00
Occupational Therapist Svcs.	\$40.00
SLP Svcs.	\$40.00
SPED Teacher Advisor	\$25.00
SRP Teacher	\$38.00
Work-based Learning Advisor	\$40.00
STUDENT WORKER TEMPS	
Student Worker	\$12.50
IT Summer Tech	\$12.50
PAC Student Worker	\$12.50
FINE ARTS TEMPS	
Accompanist	\$25 - \$60 per rehearsal/recording session
	\$100 per performance
Choreographer	\$250-\$500 per routine
Clinician	\$75 - \$500 session - Choir
	\$150 - \$300 session - Theatre
	\$300 - \$750 session - Band
Masterclass Teacher	\$50 per hour

2024-25 ANNUALIZED STIPENDS

Stipend Title	Stipend	Extra Days
DISTRICTWIDE STIPENDS		
DISTRICT C2 COORDINATOR	\$1,000	0
DISTRICT LEAD DEAN OF INSTRUCTION	\$1,000	0
DISTRICT TWILIGHT COORDINATOR	\$3,000	0
TEACHER NATIONAL BOARD CERTIFICATION	\$1,500	0
HIGH SCHOOL ACADEMIC STIPENDS		
HS ASSOCIATE PRINCIPAL	\$1,000	6
HS DEPARTMENT HEAD	\$2,000	0
HS FULL-YEAR EXTRA TEACHING PERIOD	\$2,500	0
HS HALF-YEAR EXTRA TEACHING PERIOD	\$1,250	0
HS INSTRUCTIONAL COACH	\$0	15
HS SATURDAY CLOCK	\$2,000	0
HS TUTORIALS/D-HALL/CREDIT RECOVERY	\$2,000	0
HS TWILIGHT TEACHER	\$2,000	0
HS ZERO-HOUR TEACHING PERIOD	\$3,500	0
HIGH SCHOOL EXTRA-CURRICULAR STIPENDS		
HS AGRICULTURE ADVISOR	\$7,000	17
HS AUDITORIUM MANAGER	\$1,000	0
HS BROADCAST JOURNALISM ADVISOR	\$2,000	0
HS DEBATE ADVISOR	\$3,000	0
HS KEY CLUB ADVISOR	\$500	0
HS NEWSPAPER ADVISOR	\$2,500	0
HS NHS ADVISOR	\$1,500	0
HS NHS ASSISTANT ADVISOR	\$600	0
HS PALS ADVISOR	\$1,000	0
HS ROBOTICS LEAD ADVISOR	\$3,500	7
HS ROBOTICS ADVISOR	\$1,250	7
HS SHATTERED DREAMS ADVISOR	\$500	0
HS STUDENT COUNCIL ADVISOR	\$1,200	5
HS STUDENT COUNCIL ASSISTANT ADVISOR	\$600	0
HS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$1,000	0
HS UIL COORDINATOR	\$1,500	0
HS YEARBOOK ADVISOR	\$2,000	0
HIGH SCHOOL ATHLETIC STIPENDS		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
FOOTBALL		
HS FOOTBALL - DEFENSIVE COORD.	\$5,000	15

Stipend Title	Stipend	Extra Days
HS FOOTBALL - OFFENSIVE COORD. /HEAD COACH JV	\$5,000	15
HS FOOTBALL - STRENGTH & CONDITIONING COORD.	\$5,000	15
HS FOOTBALL - VARSITY COACH/HEAD COACH SOPH	\$3,100	15
HS FOOTBALL – HEAD COACH FRESHMAN	\$3,100	15
HS FOOTBALL – JV/FRESHMAN COACH	\$3,100	15
BOYS BASKETBALL		
HS BASKETBALL - BOYS HEAD COACH	\$5,000	10
HS BASKETBALL - BOYS JV COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN B COACH	\$2,000	10
BASEBALL		
HS BASEBALL - HEAD COACH	\$5,000	10
HS BASEBALL - JV COACH	\$2,000	5
HS BASEBALL - FRESHMAN COACH	\$2,000	5
HS BASEBALL - FRESHMAN B COACH	\$2,000	5
BOYS SOCCER		
HS SOCCER - BOYS HEAD COACH	\$5,000	5
HS SOCCER - BOYS ASST. COACH	\$2,000	5
BOYS TRACK		
HS TRACK - BOYS HEAD COACH	\$4,000	5
HS TRACK - BOYS ASST. COACH	\$2,000	5
CROSS COUNTRY		
HS CROSS COUNTRY - HEAD COACH	\$4,000	10
HS CROSS COUNTRY - ASST. COACH	\$2,000	5
GOLF		
HS GOLF - HEAD COACH	\$5,000	3
HS GOLF - ASST. COACH	\$2,000	3
WRESTLING		
HS WRESTLING - HEAD COACH	\$4,000	5
HS WRESTLING - ASST. COACH	\$2,000	5
COORDINATOR		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
VOLLEYBALL		
HS VOLLEYBALL - VARSITY	\$5,000	10
HS VOLLEYBALL - JV COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN A/B COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN B COACH	\$2,000	10
GIRLS BASKETBALL		

Stipend Title	Stipend	Extra Days
HS BASKETBALL - GIRLS HEAD COACH	\$5,000	10
HS BASKETBALL - GIRLS JV COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN B COACH	\$2,000	10
SOFTBALL		
HS SOFTBALL - HEAD COACH	\$5,000	10
HS SOFTBALL - JV COACH	\$2,000	5
HS SOFTBALL - FRESHMAN COACH	\$2,000	5
GIRLS SOCCER		
HS SOCCER - GIRLS HEAD COACH	\$5,000	5
HS SOCCER - GIRLS ASST. COACH	\$2,000	5
GIRLS TRACK		
HS TRACK - GIRLS HEAD COACH	\$4,000	5
HS TRACK - GIRLS ASST. COACH	\$2,000	5
SWIMMING		
HS SWIMMING - HEAD COACH	\$5,000	5
HS SWIMMING - ASST. COACH	\$2,000	5
TENNIS		
HS TENNIS - HEAD COACH	\$5,000	5
HS TENNIS - ASST. COACH	\$2,000	5
TRAINER		
HS ATHLETIC TRAINER	\$6,600	28
ATHLETIC EXTRA-DUTY STIPENDS		
HS ATHLETIC ACADEMIC COORD.	\$2,000	0
HS ATHLETIC FACILITIES COORD.	\$2,000	0
HS ATHLETIC TRAVEL COORD.	\$2,000	0
HS ATHLETIC VIDEO COORD.	\$2,000	0
HS POWER LIFTING	\$2,000	0
HS ATHLETICS PURCHASING COORD.	\$2,000	0
HS ATHLETICS RANK 1 COORD.	\$2,000	0
HS FOOTBALL - GAME ADMINISTRATOR	\$2,000	0
HS SPORTS EQUIPMENT MANAGER	\$2,000	0
HIGH SCHOOL PERFORMING ARTS STIPENDS		
HS BAND DIRECTOR	\$8,000	39
HS BAND ASSISTANT DIRECTOR	\$4,500	20
HS DANCE DIRECTOR	\$3,000	15
HS DANCE ASSISTANT DIRECTOR	\$2,500	7
HS CHEER DIRECTOR	\$3,000	15

Stipend Title	Stipend	Extra Days
HS CHEER ASSISTANT DIRECTOR	\$2,500	6
HS CHOIR DIRECTOR	\$3,000	12
HS CHOIR ASSISTANT DIRECTOR	\$2,500	6
HS THEATRE DIRECTOR	\$3,000	6
HS TECHNICAL THEATRE DIRECTOR	\$3,000	2
HS THEATRE ASSISTANT DIRECTOR	\$1,500	0
HS UIL ONE ACT PLAY DIRECTOR	\$1,000	0
HS UIL ONE ACT PLAY ASSISTANT DIRECTOR	\$500	0
MIDDLE SCHOOL ACADEMIC STIPENDS		
MS DEPARTMENT HEAD	\$1,000	0
MS DETENTION AM/PM	\$1,000	0
MS FULL EXTRA TEACHING PERIOD	\$2,500	0
MS INSTRUCTIONAL COACH	\$0	15
MS SATURDAY CLOCK	\$1,000	0
MS ZERO HOUR TEACHING PERIOD	\$3,500	0
MIDDLE SCHOOL EXTRA-CURRICULAR STIPENDS		
MS INTRAMURALS	\$1,000	0
MS JOURNALISM ADVISOR	\$1,500	0
MS NJHS ADVISOR	\$750	0
MS STEP TEAM ADVISOR	\$500	0
MS STEP TEAM ASSISTANT	\$250	0
MS STUDENT COUNCIL ADVISOR	\$750	0
MS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$500	0
MIDDLE SCHOOL ATHLETIC STIPENDS		
COORDINATOR		
MS BOYS ATHLETICS COORDINATOR	\$3,000	0
FOOTBALL		
MS FOOTBALL - 7TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 7TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - C TEAM COACH	\$1,500	10
BOYS BASKETBALL		
MS BASKETBALL - BOYS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - BOYS 8TH GRADE COACH	\$1,500	3
BOYS SOCCER		
MS SOCCER - BOYS COACH	\$1,500	0
CROSS COUNTRY		

Stipend Title	Stipend	Extra Days
MS CROSS COUNTRY BOYS/GIRLS COACH	\$1,500	0
MS CROSS COUNTRY BOYS/GIRLS ASST. COACH	\$1,500	0
COORDINATOR		
MS GIRLS ATHLETICS COORDINATOR	\$3,000	0
VOLLEYBALL		
MS VOLLEYBALL 7TH GRADE COACH	\$1,500	3
MS VOLLEYBALL 8TH GRADE COACH	\$1,500	3
GIRLS BASKETBALL		
MS BASKETBALL - GIRLS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - GIRLS 8TH GRADE COACH	\$1,500	3
GIRLS SOCCER		
MS SOCCER - GIRLS COACH	\$1,500	0
TRACK		
MS TRACK BOYS/GIRLS COACH	\$1,500	0
ATHLETIC EXTRA-DUTY		
MS ATHLETIC LAUNDRY	\$1,500	0
MIDDLE SCHOOL PERFORMING ARTS STIPENDS		
MS BAND DIRECTOR	\$3,500	33
MS BAND ASSISTANT DIRECTOR	\$2,500	15
MS DANCE DIRECTOR	\$2,000	7
MS DANCE ASSISTANT DIRECTOR	\$1,500	3
MS CHOIR DIRECTOR	\$2,500	3
MS CHOIR ASSISTANT DIRECTOR	\$1,500	3
MS CHEER DIRECTOR	\$2,000	3
MS CHEER ASSISTANT DIRECTOR	\$1,500	3
MS THEATER ARTS DIRECTOR	\$1,500	0
MS THEATER ARTS ASSISTANT DIRECTOR	\$500	0
MS COLOR GUARD	\$1,500	0
ELEMENTARY ACADEMIC STIPENDS		
ELEM INSTRUCTIONAL COACH	\$0	15
ENGLISH LANGUAGE LEARNER STIPENDS		
ELL BILINGUAL INST COACH	\$7,000	15
ELL BILINGUAL LSSP/DIAG	\$7,000	0
ELL BILINGUAL LITERARY SPECIALIST	\$7,000	0
ELL BILINGUAL SLP	\$7,000	0
ELL BILINGUAL SRP/DYSLEXIA	\$7,000	0
ELL BILINGUAL TEACHER	\$7,000	0
ELL BILINGUAL LIBRARIAN	\$7,000	0

Stipend Title	Stipend	Extra Days
ELL BILINGUAL TCHR PART-TIME	\$3,500	0

Stipend Title	Stipend	Extra Days
SPECIAL EDUCATION STIPENDS		
SPED GENERAL (Res/Incl, VAC, Homebound, Deaf/Hard of Hearing, Adapted PE, DL, Virtual, ARD Spec, MS/HS Team Lead, Certified Dyslexia , IRS Staff (Diag., LSSP, OT, PT, SLP,))	\$2,500	0
SPED BEHAVIOR (Behavior (GOALS, Aspire, SCSS))	\$3,000	0
SPED SELF-CONTAINED CLASSROOM (ELE, ESLE, SLE, ICAP, ICAP C, Life Skills, Autism Grant, 18+/SELF, TASC, IBC)	\$5,000	0
SPED VISION (Vision, O&M)	\$2,700	0
SPED LEAD DIAG	\$3,000	0
SPED LEAD LSSP	\$3,000	0
SPED LEAD SLP	\$3,000	0
SPED LEAD OT/PT	\$3,000	0
SPED LEAD ADAPTIVE PE	\$3,000	0
SPED LEAD VISION	\$3,000	0
SPED LEAD 18+ SERVICES	\$3,000	0
SPED LEAD DEAF/HARD OF HEARING	\$3,000	0
SPED LEAD BEHAVIOR SPECIALIST	\$3,000	0

2024-25 PAY INCENTIVES

Incentive	Incentive Rate
SPED Licensed Professionals Hiring Bonus	\$1,000
SPED Teacher Hiring Bonus	\$1,000
SPED Instructional Assistant Hiring Bonus	\$500
Hiring Bonus - Bus Operator with CDL	\$500
Student Teacher Hiring Bonus	\$1,250
Student Teacher Sign-on Bonus	\$1,250

2024-25 GENERAL EXTRA-DUTY PAY RATES

Job Title	Pay Rate
CNS/CUSTODIAL SOUTHSIDE ASSIGNMENT	
CNS/Custodial Southside Campus Differential	\$1.50
CTE	
CTE COOL Week for Teacher Externship	\$500
CTE Skills USA Sponsor (includes Automotive, Building Trades, Drafting, Electrical Trades, Electronics, Cosmetology and Criminal Justice)	\$1,500/\$2,000 if go to Nationals
CTE DECA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE FCCLA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE HOSA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE BEST Robotics Sponsor	\$600
CTE FIRST Tech Challenge (FTC) Coach	\$2,000
CTE FIRST Robotics Competition (FRC) Coach	\$3,000
HS CTE Program of Study Lead	\$500
FACILITIES RENTAL	
Facility Rental Field/Building Manager	\$25
Facility Rental Press Box Technician	\$25
Facility Rental Lead	\$30
Facility Rental PAC Manager	Employees overtime rate
Facility Rental PAC Staff	\$15
Facility Rental PAC Student	\$12.50
Facility Rental Custodian	Employee's Hourly rate (likely at OT)
SPED/SPECIAL PROGRAMS	
ARD Meetings/Service Plan Support - Teachers	\$38
ARD Meetings/Service Plan Support – Licensed SPED Professional	Regular pay rate
Childcare - General	\$16
Childcare - Special Needs	\$17
Homebound	\$38
In-Home Parent Training - IA	\$35
In-Home Parent Training – Teacher	\$45
In-Home Parent Training – Licensed SPED Professional	\$55
Person Centered Planning Facilitation	\$100
Ropes Course Maintenance	\$15
Ropes Facilitator	\$25

Job Title	Pay Rate
Special Olympics Director	\$1,400
Special Olympics Head Coach - each sport	\$300
Special Olympics Co-Coach - each sport	\$150
CURRICULUM DEVELOPMENT	
Assessment Proofreading	\$15
Curriculum Development	\$38
Curriculum Specialists/Instructional Coaches	Employee's Daily Rate
CTE Curriculum Development	\$38
IT Curriculum Specialists	Employee's Daily Rate
PROFESSIONAL DEVELOPMENT	
Mentor for New to Profession teacher	\$500
Teacher Room Set-up for New-to-Profession Orientation	\$200
Cooperating Teacher	\$200
Training - Developing and Presenting - Full-day	\$350
Training - Developing and Presenting - Half-day	\$200
Training Hand in Hand (Childcare Provider) Workshop - Half-day	\$37
Training - Presenting - Full-day	\$250
Training - Assisting - Full-day	\$100
Training - Attending - Teacher/Professional Staff - Full-day	\$85
Training - Attending - Teacher/Professional Staff - Half-day	\$42.50
Training - Attending - IA	Employee's Hourly rate (likely at OT)
SUMMER CAMPS/PROGRAMS	
Certified Teachers, Summer Camp	\$38
Student Workers, Summer Camp	\$12.50
Campus Technology - Extra Days	Employee's Daily Rate
Supervisor, DLE/ESL Summer Program	\$38
SUMMER SCHOOL LEADERSHIP	
Summer School HS Credit Recovery Coordinator	\$3,500
Summer School HS Virtual Coordinator	\$3,500
Summer School ES Coordinator	\$2,800
Summer School MS Coordinator	\$3,000
Summer School ESY Coordinator	\$3,750
Summer School EB EC Coordinator	\$5,500
SUMMER SCHOOL/EXTENDED SCHOOL YEAR STAFF	
Summer School Administrative Assistant	\$26

Job Title	Pay Rate
Summer School Counselor	\$41
Summer School Credit Recovery Lab Manager	\$20
Summer School/ESY Instructional Assistant	\$17
Summer School/ESY Instructional Assistant Bilingual	\$17
Summer School//ESY Instructional Assistant Job Coach	\$17
Summer School/ESY Instructional Assistant SPED	\$19
Summer School Librarian	\$38
Summer School//ESY Licensed Professional	Employee's Daily Rate
Summer School LVN	\$23
Summer School Registered Nurse	\$40
Summer School Registrar	\$23
Summer School Substitute Teacher Certified	\$38
Summer School Substitute Teacher Non-Certified / IA	\$17
Summer School/ESY Teacher Certified Dual Language	\$38
Summer School/ESY Teacher Certified	\$38
Summer Compliance ESL Testing Teachers	Hourly Rate
Summer Professional Learning, Building Manager	\$20
HIGH SCHOOL ASSIGNMENTS	
General tutoring (certified teacher)	\$38
HS IB Extended Essay Supervisors	\$50
HS UIL Event Advisor	\$500
HS Graduation Assistance	\$38
HS Athletic/Academic coach driving	\$25
High Schools may not exceed a total annual budget of \$6,000 for using the stipends listed below.	
HS Additional Department Head	\$2,000
HS Attendance Committee	\$1,000
HS Destination Imagination Advisor	\$400
HS National Honor Society Sponsor	\$600
HS PLC Lead Training	\$85
	\$42.50
HS Prom Advisor	\$500
MIDDLE SCHOOL ASSIGNMENTS (PAID FROM DISCRETIONARY FUND BUDGET)	
General tutoring (Certified Teacher)	\$38
MS Team/Grade Level Leader	\$500

<i>Middle Schools may not exceed a total annual budget of \$5,050 for using the stipends listed below.</i>	
MS Learning Festival Coordinator	\$650
MS Archery Advisor	\$500
MS Art Club Advisor	\$500
MS C-Squared/No Place for Hate/Peer Mediation Advisor	\$500
MS Journalism Club Advisor	\$500
MS Math Club Advisor	\$500
MS Pep Squad Advisor	\$500
MS FIRST Robotics Advisor	\$500
MS School-Community Relations Coordinator	\$500
MS Science Fair Advisor	\$500
MS Student Ambassador Program Advisor	\$500
MS AVID/SIM Site Coordinator	\$500
MS After School Intervention & Enrichment Lead	\$500
MS Destination Imagination Coordinator	\$400
MS NJHS Assistant Sponsor	\$350
MS Student Council Assistant	\$350
MS Green Club (Environmental)	\$300
MS Learning Festival/Competition (Spelling Bee, Math Counts, Geography Bee, History Bee, Math Pentathlon, etc.)	\$200
MS New to LISD Teacher Orientation	\$120
MS Camp (Summer Orientation)	\$50
ELEMENTARY SCHOOL ASSIGNMENTS	
General tutoring (Certified Teacher)	\$38
PreK Team Lead	\$250
Kindergarten Team Lead	\$250
First Grade Team Lead	\$250
Second Grade Team Lead	\$250
Third Grade Team Lead	\$250
Fourth Grade Team Lead	\$250
Fifth Grade Team Lead	\$250
Specials/Special Program Team Lead	\$250
<i>Elementary Schools may not exceed a total annual budget of \$1,500 for using the stipends listed below.</i>	
Elem Destination Imagination Advisor	\$400
Elem Yearbook Advisor	\$300
Elem Additional Specials/Special Program Team Lead	\$250
Elem Student Leadership Advisor	\$150
Elem Math Pentathlon Advisor	\$150
Elem C-Squared Club Advisor	\$150
Elem Robotics Club Advisor	\$400

Elem Teacher Providing Principal Approved Training	\$250	
	\$100	
SPED TEAM LEADS (SPED TEAM LEADS ARE PAID BY SPED DEPARTMENT)		
Elementary SPED Team Leaders	\$500	
MS SPED Team Leaders (5 extra days)	\$0	
PROCTORING/TESTING		
Exam for Acceleration Administration	\$100	
PACE Screener	\$75	
Proficiency Exam Graders	\$25	
AP/TSI Proctor	\$25	
Quest Exam Administration	\$100	
EOC Proctor - English I and II (5 hrs. or less)	\$75	
EOC Proctor - Algebra I, Biology, American History (4 hrs. or less)	\$90	
EOC Proctor - Student Max Time Exceptions (More than 4 or 5 hrs. depending on course))	\$120	
TAKS Proctor	\$75	
FINE ARTS ASSIGNMENTS		
Band Tech	\$15	
Fine Arts Assignment - Certified teacher	\$38	
TRANSPORTATION		
Transportation Shop	\$15	
NEW SCHOOL OPENING		
New school Logistics and Material Technician	\$15	
New School Support, Certified Teacher	\$25	
NON-ATHLETIC EVENT STADIUM MANAGER		
Stadium Manager	0-3 hours	\$125
	4-7 hours	\$225
	8-10 hours	\$300
	11-13 hours	\$400
Assistant Stadium Manager	0-3 hours	\$75
	4-7 hours	\$175
	8-10 hours	\$250
	11-13 hours	\$350

2024-25 ATHLETIC EXTRA-DUTY PAY RATES

Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Football									
Football Stadium Supervisor	Manages all aspects of a HS football game (workers, parking, ticket sales, seating, problems etc.)					\$250	Game	\$250	Game
Football Stadium Manager	Assists Stadium Supervisor in readying the stadium for a football game			\$100	Game	\$200	Game	\$200	Game
Football Assistant Stadium Manager	Sets up the stadium for HS football games					\$150	Game	\$150	Game
Football Ticket Manager	Manages the ticket sellers and takers for HS football games Responsible for the money reconciliation at the end of a football game					\$100	Game	\$100	Game
Football Announcer	Performs announcer duties at HS Football games					\$100	Game	\$100	Game
Football Press Box Manager	Manages all activates regarding Press Box at HS Football games					\$75	Game	\$75	Game
Camera Operator	Responsible for operating one of three cameras used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Switchboard Operator	Responsible for operating the switchboard used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game
Football Ticket Seller	Sells tickets at football games	\$40	Game	\$40	Game	\$50	Game	\$60	Game
Football Field Gate Monitor	Monitors gates onto the track/field at Football games					\$60	Game	\$60	Game
Football Parking Lot Seller	Sells parking passes at lot							\$75	Game
Football Ticket Taker	Takes tickets at football games			\$40	HS Game	\$50	Game	\$50	Game
Kiddie Corral (Monroe only)	Manages Kiddie Corral during game					\$100	Game	\$100	Game
Football Elevator Monitor	Monitors who have permission to be in the press box for HS football games					\$50	Game	\$50	Game
Football Usher/Reserved Seat Section Monitor	Monitors reserved seating sections at HS Football games					\$50	Game	\$50	Game
Football Parking Attendants	Serves as parking attendant at HS Football games					\$50	Game	\$50	Game
Football Scoreboard Keeper	Keeps the football scoreboard					\$50	Game	\$50	Game

Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Custodian	Performs custodial duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Maintenance Worker	Performs maintenance duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Basketball									
Job Title	Job Description			Season Games		Tournament		Playoffs	
Basketball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Basketball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Clock Keeper	Maintains game clock			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Bookkeeper	Keep the official score book			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game

Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Baseball/Softball									
Baseball/Softball Field Supervisor	Sets up the high school field when game is being hosted, secures workers for the game Usually is the administrator on duty					\$100	Game	\$200	Game
Baseball/Softball Game Ticket Seller	Sells tickets at games	\$40	Game	\$10	Game	\$50	Game	\$75	Game
Baseball/Softball Announcer/Scoreboard	Performs announcer and scoreboard duties at games			\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Scorebook Keeper	Maintains game scorebook	\$45	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Pitch Count	Counts accurate pitches	\$40	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Custodian	Performs custodial duties at field	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
		Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field								
Volleyball									
Volleyball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Volleyball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Volleyball Clockkeeper	Manages timeclock at event					\$10	Hour	\$45	Game
Volleyball Scorebook Keeper	Maintains game scorebook			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Libero Tracker	Manages score tracking							\$35	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Soccer									

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Soccer Stadium Manager	Manages all aspects of a HS Soccer game (workers, parking, ticket sales, seating, problems etc.)			\$75	Game			\$75	Game
Soccer Announcer	Performs announcer duties at games			\$50	Game			\$50	Game
Soccer Ticket Seller	Sells tickets at games	\$40	Game	\$40	Game	\$10	Hour	\$60	Game
Soccer Ticket Taker	Takes tickets at games			\$40	Game			\$50	Game
Soccer Usher/Gate Monitor	Ushers attendees and monitors gates onto the field at games			\$40	Game			\$50	Game
Soccer Clock Operator	Operates timeclock at event			\$50	Game			\$50	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour

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2024-25

COMPENSATION PLAN

For Board Approval

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COMPENSATION PLAN

LISD recommends the enclosed 2024-25 compensation plan. Once approved, the Board of Trustees grants LISD administration the authority to make any administrative changes needed to meet the intent of what was presented and in compliance with district policy. The Board reserves the right to amend the 2024-25 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, or if additional legal requirements or interpretations necessitate such a change are in the best interest of the District.

INCENTIVE PLAN

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment which were not known at the time this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance.

ONE-TIME LUMP SUM PAYMENT AUTHORIZATION

The Superintendent may authorize a one-time lump sum payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the following guidelines:

- The district's other financial obligations and issuance of the one-time lump sum payment would not create a financial hardship for the district.
- If the Chief Financial Officer certifies defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.

EMPLOYEE ELIGIBILITY

An employee will be eligible if they are employed by the district in a regular part- or full-time position, including Teacher Fellows (substitutes and temporary employees are ineligible). Employees must be in an active status, or on approved medical leave, on a date determined by the Superintendent. Any employees hired after the date of the one-time, lump-sum payment are ineligible for a lump-sum payment and ineligible to be paid at a base salary rate equal to that as if they had been employed at time of the payment. The one-time, lump-sum payment is not eligible for TRS creditable service.

2024-25 TEACHER SALARY SCALE

YEARS EXPERIENCE	BACHELORS	MASTERS	DOCTORATE
0	\$57,303	\$58,303	\$59,303
1	\$57,503	\$58,503	\$59,503
2	\$57,753	\$58,753	\$59,753
3	\$57,991	\$58,991	\$59,991
4	\$58,229	\$59,229	\$60,229
5	\$58,229	\$59,229	\$60,229
6	\$58,679	\$59,679	\$60,679
7	\$59,129	\$60,129	\$61,129
8	\$59,579	\$60,579	\$61,579
9	\$60,030	\$61,030	\$62,030
10	\$60,480	\$61,480	\$62,480
11	\$60,930	\$61,930	\$62,930
12	\$61,415	\$62,415	\$63,415
13	\$61,875	\$62,875	\$63,875
14	\$62,375	\$63,375	\$64,375
15	\$62,875	\$63,875	\$64,875
16	\$63,450	\$64,450	\$65,450
17	\$63,850	\$64,850	\$65,850
18	\$64,250	\$65,250	\$66,250
19	\$64,650	\$65,650	\$66,650
20	\$65,135	\$66,135	\$67,135
21	\$65,660	\$66,660	\$67,660
22	\$66,095	\$67,095	\$68,095
23	\$66,522	\$67,522	\$68,522
24	\$66,922	\$67,922	\$68,922
25	\$67,322	\$68,322	\$69,322
26	\$67,722	\$68,722	\$69,722
27	\$68,122	\$69,122	\$70,122
28	\$68,717	\$69,717	\$70,717
29	\$69,525	\$70,525	\$71,525
30	\$70,335	\$71,335	\$72,335

2024-25 COUNSELOR SALARY SCALE

YEARS EXPERIENCE	ELEM SCHOOL COUNSELOR	MIDDLE SCHOOL COUNSELOR	LEAD MIDDLE SCHOOL COUNSELOR	HIGH SCHOOL COUNSELOR	LEAD HIGH SCHOOL COUNSELOR
	195 DAYS	207 DAYS	215 DAYS	207 DAYS	215 DAYS
0	\$64,968	\$68,966	\$71,632	\$68,966	\$71,632
1	\$65,177	\$69,188	\$71,862	\$69,188	\$71,862
2	\$65,438	\$69,465	\$72,149	\$69,465	\$72,149
3	\$65,686	\$69,728	\$72,423	\$69,728	\$72,423
4	\$65,934	\$69,991	\$72,696	\$69,991	\$72,696
5	\$65,934	\$69,991	\$72,696	\$69,991	\$72,696
6	\$66,403	\$70,490	\$73,214	\$70,490	\$73,214
7	\$66,872	\$70,988	\$73,731	\$70,988	\$73,731
8	\$67,342	\$71,486	\$74,249	\$71,486	\$74,249
9	\$67,812	\$71,985	\$74,767	\$71,985	\$74,767
10	\$68,281	\$72,483	\$75,284	\$72,483	\$75,284
11	\$68,751	\$72,981	\$75,802	\$72,981	\$75,802
12	\$69,256	\$73,518	\$76,359	\$73,518	\$76,359
13	\$69,736	\$74,027	\$76,888	\$74,027	\$76,888
14	\$70,257	\$74,581	\$77,463	\$74,581	\$77,463
15	\$70,779	\$75,134	\$78,038	\$75,134	\$78,038
16	\$71,378	\$75,771	\$78,699	\$75,771	\$78,699
17	\$71,795	\$76,214	\$79,159	\$76,214	\$79,159
18	\$72,213	\$76,656	\$79,619	\$76,656	\$79,619
19	\$72,630	\$77,099	\$80,079	\$77,099	\$80,079
20	\$73,135	\$77,636	\$80,636	\$77,636	\$80,636
21	\$73,683	\$78,217	\$81,240	\$78,217	\$81,240
22	\$74,136	\$78,699	\$81,740	\$78,699	\$81,740
23	\$74,582	\$79,171	\$82,231	\$79,171	\$82,231
24	\$74,999	\$79,614	\$82,691	\$79,614	\$82,691
25	\$75,416	\$80,057	\$83,151	\$80,057	\$83,151
26	\$75,833	\$80,500	\$83,611	\$80,500	\$83,611
27	\$76,250	\$80,943	\$84,071	\$80,943	\$84,071
28	\$76,871	\$81,601	\$84,755	\$81,601	\$84,755
29	\$77,713	\$82,496	\$85,684	\$82,496	\$85,684
30	\$78,558	\$83,392	\$86,615	\$83,392	\$86,615

2024-25 RN SALARY SCALE

YEARS EXPERIENCE	SALARY
0	\$60,303
1	\$60,503
2	\$60,753
3	\$60,991
4	\$61,229
5	\$61,229
6	\$61,679
7	\$62,129
8	\$62,579
9	\$63,030
10	\$63,480
11	\$63,930
12	\$64,415
13	\$64,875
14	\$65,375
15	\$65,875
16	\$66,450
17	\$66,850
18	\$67,250
19	\$67,650
20	\$68,135
21	\$68,660
22	\$69,095
23	\$69,522
24	\$69,922
25	\$70,322
26	\$70,722
27	\$71,122
28	\$71,717
29	\$72,525
30	\$73,335

2024-25 CAMPUS ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
CA1	\$312.28	\$339.73	\$367.18
CA2	\$330.39	\$359.43	\$388.48
CA3	\$349.88	\$380.64	\$411.40
CA4	\$367.37	\$399.67	\$431.97
CA5	\$407.79	\$443.64	\$479.49
CA6	\$454.84	\$494.83	\$534.82
CA7	\$496.35	\$539.99	\$583.63
CA8	\$562.87	\$612.35	\$661.84

2024-25 DISTRICT ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
DA1	\$271.13	\$294.96	\$318.80
DA2	\$294.17	\$320.04	\$345.90
DA3	\$338.59	\$368.36	\$398.13
DA4	\$367.37	\$399.67	\$431.97
DA5	\$407.79	\$443.64	\$479.49
DA6	\$454.84	\$494.83	\$534.82
DA7	\$496.35	\$539.99	\$583.63
DA8	\$562.87	\$612.35	\$661.84

2024-25 OPERATIONAL SERVICES SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
OS1	\$276.46	\$300.77	\$325.07
OS2	\$335.90	\$365.43	\$394.97
OS3	\$454.84	\$494.83	\$534.82
OS4	\$496.35	\$539.99	\$583.63

2024-25 SPED LICENSED PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
LP	\$311.17	\$356.95	\$402.73

2024-25 INFORMATION TECHNOLOGY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
J1	\$29.31	\$31.89	\$34.47
J2	\$33.81	\$36.78	\$39.76
J3	\$39.91	\$43.42	\$46.93
J4	\$327.55	\$356.35	\$385.15
J5	\$352.10	\$383.05	\$414.01
J6	\$386.00	\$419.94	\$453.87
J7	\$405.30	\$440.93	\$476.57
J8	\$454.84	\$494.83	\$534.82
J9	\$496.35	\$539.99	\$583.63

2024-25 OFFICE/PARAPROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
PP1	\$16.97	\$18.50	\$20.03
PP2	\$18.33	\$19.98	\$21.63
PP3	\$19.25	\$20.98	\$22.71
PP4	\$21.14	\$23.04	\$24.95
PP5	\$23.57	\$25.70	\$27.82
PP6	\$26.28	\$28.65	\$31.02
PP7	\$29.43	\$32.08	\$34.73
PP8	\$32.96	\$35.93	\$38.90

2024-25 AUXILIARY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
Z1	\$16.03	\$17.63	\$19.23
Z2	\$16.81	\$18.49	\$20.18
Z3	\$17.70	\$19.47	\$21.24
Z4	\$18.50	\$20.35	\$22.20
Z5	\$19.84	\$21.82	\$23.80
Z5A	\$21.03	\$23.13	\$25.23
Z6	\$22.29	\$24.52	\$26.75
Z7	\$24.98	\$27.48	\$29.98
Z8	\$27.88	\$30.67	\$33.46
Z9	\$32.06	\$35.27	\$38.48

2024-25 TRANSPORTATION SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
B0	\$15.00	\$16.50	\$18.00
B1	\$16.03	\$17.63	\$19.23
B2	\$16.81	\$18.49	\$20.18
B3	\$17.65	\$19.42	\$21.18
B4	\$22.77	\$25.05	\$27.33
B5	\$23.46	\$25.80	\$28.15
B6	\$25.00	\$27.50	\$30.00
B7	\$27.00	\$29.70	\$32.40
B8	\$32.06	\$35.27	\$38.48

2024-25 POLICE SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
W1	\$17.65	\$19.24	\$20.83
W2	\$25.00	\$27.50	\$30.00
W3	\$29.43	\$32.08	\$34.73
W4	\$32.96	\$35.93	\$38.90
W5	\$36.77	\$40.01	\$43.24
W6	\$42.32	\$46.05	\$49.77
W7	\$407.79	\$443.64	\$479.49
W8	\$454.84	\$494.83	\$534.82
W9	\$496.35	\$539.99	\$583.63
W10	\$648.72	\$686.06	\$727.53

2024-25 SUBSTITUTE PAY

Assignment	Assignment Lasting 10 days or less (Teacher and Instructional Assistant)	11+ day assignment (Teacher only)	Half Day	Early-release day or leave earlier than schedule
Non-Certified	\$115	\$145	\$57.50	\$86.25
Certified	\$125	\$175	\$62.50	\$93.75
Registered Nurse	\$200	\$250	\$100	\$150

Special Education Assignment Supplement (This SPED supplement is only on short-term assignments not long-term assignments of 11 days or more)	
Substitute Teacher for SPED Assignment	\$10/day
Substitute Instructional Assistant for SPED Assignment	\$5/day

2024-25 SPECIALTY SUBSTITUTE PAY

Assignment	2024-25 Daily Rate	2024-25 Hourly Rate
Certified Occupational Therapy Assistant (COTA)	\$280	\$35
School Psychologist	\$520	\$65
Dual Language School Psychologist	\$560	\$70
Diagnostician	\$520	\$65
Dyslexia Teacher	\$240	\$30
Speech Language Pathologist	\$400	\$65
Athletic Trainer	\$250	\$31.25

2024-25 SEASONAL PART-TIME EMPLOYEE PAY

Assignment	2024-25 Hourly Rate
AVID Tutor	\$15.00
Childcare Worker	\$15.00
SMC Refurbishing Tech	\$15.00
Summer Feeding Program Assistant	\$16.03
Summer Feeding Program Supervisor	\$22.29
Floater Bus Monitor	\$16.81
Floater Bus Driver	\$22.77
Floater Custodian	\$16.81

2024-25 TEMPORARY EMPLOYEE PAY

Temp Assignment	2024-25 Hourly Rate
GENERAL TEMPS	
Administrative Assistant	\$15.00
Clerical Support	\$15.00
District Receptionist Substitute	\$15.00
Docutech Operator	\$15.00
HS Event Parking Lot Attendant	\$15.00
Lunchroom Monitor	\$15.00
Manual Trades	\$15.00
Materials Management Summer Assistant	\$15.00
Registrar (ELEM)	\$18.33
Registrar (MS)	\$21.14
Registrar (HS)	\$23.57
Translator/Interpreter	\$30.00
Special Education/ARD Translator/Interpreter	\$40.00
Video Scoreboard Broadcast Specialist	\$30.00
TEACHING & LEARNING TEMPS	
Academic Assistant (12+ college hours)	\$15.00
Academic Assistant (48+ college hours)	\$18.00
Academic Assistant (certified teacher)	\$23.00
Administrator	Min of posted salary scale for position
AP/PSAT/ACT/SAT (Mock or Actual Exam) Proctor	\$15.00
ARD Facilitator Svcs.	\$40.00
Assistive Technology Facilitator Assistant	\$15.00
Behavioral Svcs.	\$35.00
Diagnostician/LSSP Svcs.	\$40.00
Bilingual Diagnostician/LSSP Svcs.	\$70.00
Campus Support Staff - Summer Prof. Learning	\$15.00
Childcare Provider	\$15.00
College Coach	\$25.00
Counselor	\$42.00
ESL Reading Specialist	\$30.00
Homeless Program Assistance	\$15.00
Homebound Program Reviewer	\$70.00
Instructional Assistant	\$16.97

Temp Assignment	2024-25 Hourly Rate
Instructional Assistant (Special Pgms.)	\$18.33
LSSP Svcs.	\$40.00
Orientation & Mobility Svcs.	\$65.00
Ropes Facilitation	\$25.00
Occupational Therapist Svcs.	\$40.00
SLP Svcs.	\$40.00
SPED Teacher Advisor	\$25.00
SRP Teacher	\$39.00
Work-based Learning Advisor	\$40.00
STUDENT WORKER TEMPS	
Student Worker	\$12.50
IT Summer Tech	\$12.50
PAC Student Worker	\$12.50
FINE ARTS TEMPS	
Accompanist	\$25 - \$60 per rehearsal/recording session
	\$100 per performance
Choreographer	\$250-\$500 per routine
Clinician	\$75 - \$500 session - Choir
	\$150 - \$300 session - Theatre
	\$300 - \$750 session - Band
Masterclass Teacher	\$50 per hour

2024-25 ANNUALIZED STIPENDS

Stipend Title	Stipend	Extra Days
DISTRICTWIDE STIPENDS		
DISTRICT C2 COORDINATOR	\$1,000	0
DISTRICT LEAD DEAN OF INSTRUCTION	\$1,000	0
DISTRICT TWILIGHT COORDINATOR	\$3,000	0
TEACHER NATIONAL BOARD CERTIFICATION	\$1,500	0
HIGH SCHOOL ACADEMIC STIPENDS		
HS ASSOCIATE PRINCIPAL	\$1,000	6
HS DEPARTMENT HEAD	\$2,000	0
HS FULL-YEAR EXTRA TEACHING PERIOD	\$2,500	0
HS HALF-YEAR EXTRA TEACHING PERIOD	\$1,250	0
HS INSTRUCTIONAL COACH	\$0	15
HS SATURDAY CLOCK	\$2,000	0
HS TUTORIALS/D-HALL/CREDIT RECOVERY	\$2,000	0
HS TWILIGHT TEACHER	\$2,000	0
HS ZERO-HOUR TEACHING PERIOD	\$3,500	0
HIGH SCHOOL EXTRA-CURRICULAR STIPENDS		
HS AGRICULTURE ADVISOR	\$7,000	17
HS AUDITORIUM MANAGER	\$1,000	0
HS BROADCAST JOURNALISM ADVISOR	\$2,000	0
HS DEBATE ADVISOR	\$3,000	0
HS KEY CLUB ADVISOR	\$500	0
HS NEWSPAPER ADVISOR	\$2,500	0
HS NHS ADVISOR	\$1,500	0
HS NHS ASSISTANT ADVISOR	\$600	0
HS PALS ADVISOR	\$1,000	0
HS ROBOTICS LEAD ADVISOR	\$3,500	7
HS ROBOTICS ADVISOR	\$1,250	7
HS SHATTERED DREAMS ADVISOR	\$500	0
HS STUDENT COUNCIL ADVISOR	\$1,200	5
HS STUDENT COUNCIL ASSISTANT ADVISOR	\$600	0
HS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$1,000	0
HS UIL COORDINATOR	\$1,500	0
HS YEARBOOK ADVISOR	\$2,000	0
HIGH SCHOOL ATHLETIC STIPENDS		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
FOOTBALL		
HS FOOTBALL - DEFENSIVE COORD.	\$5,000	15

Stipend Title	Stipend	Extra Days
HS FOOTBALL - OFFENSIVE COORD. /HEAD COACH JV	\$5,000	15
HS FOOTBALL - STRENGTH & CONDITIONING COORD.	\$5,000	15
HS FOOTBALL - VARSITY COACH/HEAD COACH SOPH	\$3,100	15
HS FOOTBALL – HEAD COACH FRESHMAN	\$3,100	15
HS FOOTBALL – JV/FRESHMAN COACH	\$3,100	15
BOYS BASKETBALL		
HS BASKETBALL - BOYS HEAD COACH	\$5,000	10
HS BASKETBALL - BOYS JV COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN B COACH	\$2,000	10
BASEBALL		
HS BASEBALL - HEAD COACH	\$5,000	10
HS BASEBALL - JV COACH	\$2,000	5
HS BASEBALL - FRESHMAN COACH	\$2,000	5
HS BASEBALL - FRESHMAN B COACH	\$2,000	5
BOYS SOCCER		
HS SOCCER - BOYS HEAD COACH	\$5,000	5
HS SOCCER - BOYS ASST. COACH	\$2,000	5
BOYS TRACK		
HS TRACK - BOYS HEAD COACH	\$4,000	5
HS TRACK - BOYS ASST. COACH	\$2,000	5
CROSS COUNTRY		
HS CROSS COUNTRY - HEAD COACH	\$4,000	10
HS CROSS COUNTRY - ASST. COACH	\$2,000	5
GOLF		
HS GOLF - HEAD COACH	\$5,000	3
HS GOLF - ASST. COACH	\$2,000	3
WRESTLING		
HS WRESTLING - HEAD COACH	\$4,000	5
HS WRESTLING - ASST. COACH	\$2,000	5
COORDINATOR		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
VOLLEYBALL		
HS VOLLEYBALL - VARSITY	\$5,000	10
HS VOLLEYBALL - JV COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN A/B COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN B COACH	\$2,000	10
GIRLS BASKETBALL		

Stipend Title	Stipend	Extra Days
HS BASKETBALL - GIRLS HEAD COACH	\$5,000	10
HS BASKETBALL - GIRLS JV COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN B COACH	\$2,000	10
SOFTBALL		
HS SOFTBALL - HEAD COACH	\$5,000	10
HS SOFTBALL - JV COACH	\$2,000	5
HS SOFTBALL - FRESHMAN COACH	\$2,000	5
GIRLS SOCCER		
HS SOCCER - GIRLS HEAD COACH	\$5,000	5
HS SOCCER - GIRLS ASST. COACH	\$2,000	5
GIRLS TRACK		
HS TRACK - GIRLS HEAD COACH	\$4,000	5
HS TRACK - GIRLS ASST. COACH	\$2,000	5
SWIMMING		
HS SWIMMING - HEAD COACH	\$5,000	5
HS SWIMMING - ASST. COACH	\$2,000	5
TENNIS		
HS TENNIS - HEAD COACH	\$5,000	5
HS TENNIS - ASST. COACH	\$2,000	5
TRAINER		
HS ATHLETIC TRAINER	\$6,600	28
ATHLETIC EXTRA-DUTY STIPENDS		
HS ATHLETIC ACADEMIC COORD.	\$2,000	0
HS ATHLETIC FACILITIES COORD.	\$2,000	0
HS ATHLETIC TRAVEL COORD.	\$2,000	0
HS ATHLETIC VIDEO COORD.	\$2,000	0
HS POWER LIFTING	\$2,000	0
HS ATHLETICS PURCHASING COORD.	\$2,000	0
HS ATHLETICS RANK 1 COORD.	\$2,000	0
HS FOOTBALL - GAME ADMINISTRATOR	\$2,000	0
HS SPORTS EQUIPMENT MANAGER	\$2,000	0
HIGH SCHOOL PERFORMING ARTS STIPENDS		
HS BAND DIRECTOR	\$8,000	39
HS BAND ASSISTANT DIRECTOR	\$4,500	20
HS DANCE DIRECTOR	\$3,000	15
HS DANCE ASSISTANT DIRECTOR	\$2,500	7
HS CHEER DIRECTOR	\$3,000	15

Stipend Title	Stipend	Extra Days
HS CHEER ASSISTANT DIRECTOR	\$2,500	6
HS CHOIR DIRECTOR	\$3,000	12
HS CHOIR ASSISTANT DIRECTOR	\$2,500	6
HS THEATRE DIRECTOR	\$3,000	6
HS TECHNICAL THEATRE DIRECTOR	\$3,000	2
HS THEATRE ASSISTANT DIRECTOR	\$1,500	0
HS UIL ONE ACT PLAY DIRECTOR	\$1,000	0
HS UIL ONE ACT PLAY ASSISTANT DIRECTOR	\$500	0
MIDDLE SCHOOL ACADEMIC STIPENDS		
MS DEPARTMENT HEAD	\$1,000	0
MS DETENTION AM/PM	\$1,000	0
MS FULL EXTRA TEACHING PERIOD	\$2,500	0
MS INSTRUCTIONAL COACH	\$0	15
MS SATURDAY CLOCK	\$1,000	0
MS ZERO HOUR TEACHING PERIOD	\$3,500	0
MIDDLE SCHOOL EXTRA-CURRICULAR STIPENDS		
MS INTRAMURALS	\$1,000	0
MS JOURNALISM ADVISOR	\$1,500	0
MS NJHS ADVISOR	\$750	0
MS STEP TEAM ADVISOR	\$500	0
MS STEP TEAM ASSISTANT	\$250	0
MS STUDENT COUNCIL ADVISOR	\$750	0
MS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$500	0
MIDDLE SCHOOL ATHLETIC STIPENDS		
COORDINATOR		
MS BOYS ATHLETICS COORDINATOR	\$3,000	0
FOOTBALL		
MS FOOTBALL - 7TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 7TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - C TEAM COACH	\$1,500	10
BOYS BASKETBALL		
MS BASKETBALL - BOYS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - BOYS 8TH GRADE COACH	\$1,500	3
BOYS SOCCER		
MS SOCCER - BOYS COACH	\$1,500	0
CROSS COUNTRY		

Stipend Title	Stipend	Extra Days
MS CROSS COUNTRY BOYS/GIRLS COACH	\$1,500	0
MS CROSS COUNTRY BOYS/GIRLS ASST. COACH	\$1,500	0
COORDINATOR		
MS GIRLS ATHLETICS COORDINATOR	\$3,000	0
VOLLEYBALL		
MS VOLLEYBALL 7TH GRADE COACH	\$1,500	3
MS VOLLEYBALL 8TH GRADE COACH	\$1,500	3
GIRLS BASKETBALL		
MS BASKETBALL - GIRLS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - GIRLS 8TH GRADE COACH	\$1,500	3
GIRLS SOCCER		
MS SOCCER - GIRLS COACH	\$1,500	0
TRACK		
MS TRACK BOYS/GIRLS COACH	\$1,500	0
ATHLETIC EXTRA-DUTY		
MS ATHLETIC LAUNDRY	\$1,500	0
MIDDLE SCHOOL PERFORMING ARTS STIPENDS		
MS BAND DIRECTOR	\$3,500	33
MS BAND ASSISTANT DIRECTOR	\$2,500	15
MS DANCE DIRECTOR	\$2,000	7
MS DANCE ASSISTANT DIRECTOR	\$1,500	3
MS CHOIR DIRECTOR	\$2,500	3
MS CHOIR ASSISTANT DIRECTOR	\$1,500	3
MS CHEER DIRECTOR	\$2,000	3
MS CHEER ASSISTANT DIRECTOR	\$1,500	3
MS THEATER ARTS DIRECTOR	\$1,500	0
MS THEATER ARTS ASSISTANT DIRECTOR	\$500	0
MS COLOR GUARD	\$1,500	0
ELEMENTARY ACADEMIC STIPENDS		
ELEM INSTRUCTIONAL COACH	\$0	15
ENGLISH LANGUAGE LEARNER STIPENDS		
ELL BILINGUAL INST COACH	\$7,000	15
ELL BILINGUAL LSSP/DIAG	\$7,000	0
ELL BILINGUAL LITERARY SPECIALIST	\$7,000	0
ELL BILINGUAL SLP	\$7,000	0
ELL BILINGUAL SRP/DYSLEXIA	\$7,000	0
ELL BILINGUAL TEACHER	\$7,000	0
ELL BILINGUAL LIBRARIAN	\$7,000	0

Stipend Title	Stipend	Extra Days
ELL BILINGUAL TCHR PART-TIME	\$3,500	0

Stipend Title	Stipend	Extra Days
SPECIAL EDUCATION STIPENDS		
SPED GENERAL (Res/Incl, VAC, Homebound, Deaf/Hard of Hearing, Adapted PE, DL, Virtual, ARD Spec, MS/HS Team Lead, Certified Dyslexia , IRS Staff (Diag., LSSP, OT, PT, SLP,))	\$2,500	0
SPED BEHAVIOR (Behavior (GOALS, Aspire, SCSS))	\$3,000	0
SPED SELF-CONTAINED CLASSROOM (ELE, ESLE, SLE, ICAP, ICAP C, Life Skills, Autism Grant, 18+/SELF, TASC, IBC)	\$5,000	0
SPED VISION (Vision, O&M)	\$2,700	0
SPED LEAD DIAG	\$3,000	0
SPED LEAD LSSP	\$3,000	0
SPED LEAD SLP	\$3,000	0
SPED LEAD OT/PT	\$3,000	0
SPED LEAD ADAPTIVE PE	\$3,000	0
SPED LEAD VISION	\$3,000	0
SPED LEAD 18+ SERVICES	\$3,000	0
SPED LEAD DEAF/HARD OF HEARING	\$3,000	0
SPED LEAD BEHAVIOR SPECIALIST	\$3,000	0

2024-25 PAY INCENTIVES

Incentive	Incentive Rate
SPED Licensed Professionals Hiring Bonus	\$1,000
SPED Teacher Hiring Bonus	\$1,000
SPED Instructional Assistant Hiring Bonus	\$500
Hiring Bonus - Bus Operator with CDL	\$500
Student Teacher Hiring Bonus	\$1,250
Student Teacher Sign-on Bonus	\$1,250

2024-25 GENERAL EXTRA-DUTY PAY RATES

Job Title	Pay Rate
CNS/CUSTODIAL SOUTHSIDE ASSIGNMENT	
CNS/Custodial Southside Campus Differential	\$1.50
CTE	
COOL Week for Teacher Externship	\$500
Skills USA Sponsor (includes Automotive, Building Trades, Drafting, Electrical Trades, Electronics, Cosmetology and Criminal Justice)	\$1,500/\$2,000 if go to Nationals
CTE DECA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE FCCLA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE HOSA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE BEST Robotics Sponsor	\$600
FIRST Tech Challenge (FTC) Coach	\$2,000
FIRST Robotics Competition (FRC) Coach	\$3,000
HS CTE Program of Study Lead	\$500
FACILITIES RENTAL	
Facility Rental Field/Building Manager	\$25
Facility Rental Press Box Technician	\$25
Facility Rental Lead	\$30
Facility Rental PAC Manager	Employees overtime rate
Facility Rental PAC Staff	\$15
Facility Rental PAC Student	\$12.50
Facility Rental Custodian	Employee's Hourly rate (likely at OT)
SPED/SPECIAL PROGRAMS	
ARD Meetings/Service Plan Support - Teachers	\$39
ARD Meetings/Service Plan Support – Licensed SPED Professional	Regular pay rate
Childcare - General	\$16
Childcare - Special Needs	\$17
Homebound	\$39
In-Home Parent Training - IA	\$35
In-Home Parent Training – Teacher	\$45
In-Home Parent Training – Licensed SPED Professional	\$55
Person Centered Planning Facilitation	\$100
Ropes Course Maintenance	\$15
Ropes Facilitator	\$25

Job Title	Pay Rate
Special Olympics Director	\$1,400
Special Olympics Head Coach - each sport	\$300
Special Olympics Co-Coach - each sport	\$150
CURRICULUM DEVELOPMENT	
Assessment Proofreading	\$15
Curriculum Development	\$39
Curriculum Specialists/Instructional Coaches	Employee's Daily Rate
CTE Curriculum Development	\$39
IT Curriculum Specialists	Employee's Daily Rate
PROFESSIONAL DEVELOPMENT	
Mentor for New to Profession teacher	\$500
Teacher Room Set-up for New-to-Profession Orientation	\$200
Cooperating Teacher	\$200
Training - Developing and Presenting - Full-day	\$350
Training - Developing and Presenting - Half-day	\$200
Training Hand in Hand (Childcare Provider) Workshop - Half-day	\$37
Training - Presenting - Full-day	\$250
Training - Assisting - Full-day	\$100
Training - Attending - Teacher/Professional Staff - Full-day	\$85
Training - Attending - Teacher/Professional Staff - Half-day	\$42.50
Training - Attending - IA	Employee's Hourly rate (likely at OT)
SUMMER CAMPS/PROGRAMS	
Certified Teachers, Summer Camp	\$39
Student Workers, Summer Camp	\$12.50
Campus Technology - Extra Days	Employee's Daily Rate
Supervisor, DLE/ESL Summer Program	\$39
SUMMER SCHOOL LEADERSHIP	
Summer School HS Credit Recovery Coordinator	\$3,500
Summer School HS Virtual Coordinator	\$3,500
Summer School ES Coordinator	\$2,800
Summer School MS Coordinator	\$3,000
Summer School ESY Coordinator	\$3,750
Summer School EB EC Coordinator	\$5,500
SUMMER SCHOOL/EXTENDED SCHOOL YEAR STAFF	
Summer School Administrative Assistant	\$26

Job Title	Pay Rate
Summer School Counselor	\$42
Summer School Credit Recovery Lab Manager	\$20
Summer School/ESY Instructional Assistant	\$17
Summer School/ESY Instructional Assistant Bilingual	\$17
Summer School//ESY Instructional Assistant Job Coach	\$17
Summer School/ESY Instructional Assistant SPED	\$19
Summer School Librarian	\$39
Summer School//ESY Licensed Professional	Employee's Daily Rate
Summer School LVN	\$24
Summer School Registered Nurse	\$40
Summer School Registrar	\$24
Summer School Substitute Teacher Certified	\$39
Summer School Substitute Teacher Non-Certified / IA	\$17
Summer School/ESY Teacher Certified Dual Language	\$39
Summer School/ESY Teacher Certified	\$39
Summer Compliance ESL Testing Teachers	Hourly Rate
Summer Professional Learning, Building Manager	\$20
HIGH SCHOOL ASSIGNMENTS	
General tutoring (Certified Teacher)	\$39
IB Extended Essay Supervisors	\$50
HS UIL Event Advisor	\$500
Graduation Assistance	\$39
HS Athletic/Academic Coach Driving	\$25
<i>High Schools may not exceed a total annual budget of \$6,000 for using the stipends listed below.</i>	
HS Prom Advisor	\$500
HS Attendance Committee	\$1,000
HS Destination Imagination Advisor	\$400
National Honor Society Sponsor	\$600
HS Auditorium Manager	\$1,000
HS Additional Department Head	\$2,000
PLC Lead Training	\$85
	\$42.50
MIDDLE SCHOOL ASSIGNMENTS (PAID FROM DISCRETIONARY FUND BUDGET)	
General tutoring (Certified Teacher)	\$39
MS Team/Grade Level Leader	\$500

<i>Middle Schools may not exceed a total annual budget of \$5,050 for using the stipends listed below.</i>	
Learning Festival Coordinator	\$650
Archery Advisor	\$500
Art Club Advisor	\$500
C-Squared/No Place for Hate/Peer Mediation Advisor	\$500
Journalism Club Advisor	\$500
Math Club Advisor	\$500
Pep Squad Advisor	\$500
FIRST Robotics Advisor	\$500
School-Community Relations Coordinator	\$500
Science Fair Advisor	\$500
Student Ambassador Program Advisor	\$500
AVID/SIM Site Coordinator	\$500
After School Intervention & Enrichment Lead	\$500
MS Destination Imagination Coordinator	\$400
NJHS Assistant Sponsor	\$350
Student Council Assistant	\$350
Green Club (Environmental)	\$300
Learning Festival/Competition <i>(Spelling Bee, Math Counts, Geography Bee, History Bee, Math Pentathlon, etc.)</i>	\$200
New to LISD Teacher Orientation	\$120
MS Camp (Summer Orientation)	\$50
ELEMENTARY SCHOOL ASSIGNMENTS	
General tutoring (Certified Teacher)	\$39
PreK Team Lead	\$250
Kindergarten Team Lead	\$250
First Grade Team Lead	\$250
Second Grade Team Lead	\$250
Third Grade Team Lead	\$250
Fourth Grade Team Lead	\$250
Fifth Grade Team Lead	\$250
Specials/Special Program Team Lead	\$250
<i>Elementary Schools may not exceed a total annual budget of \$1,500 for using the stipends listed below.</i>	
Elem Destination Imagination Advisor	\$400
Elem Yearbook Advisor	\$300
Additional Specials/Special Program Team Lead	\$250
Student Leadership Advisor	\$150
Math Pentathlon Advisor	\$150
C-Squared Club Advisor	\$150
Robotics Club Advisor	\$400

LEADTeacher Providing Principal Approved Training	\$250	
	\$100	
SPED TEAM LEADS (SPED TEAM LEADS ARE PAID BY SPED DEPARTMENT)		
Elementary SPED Team Leaders	\$500	
MS SPED Team Leaders (5 extra days)	\$0	
PROCTORING/TESTING		
Exam for Acceleration Administration	\$100	
PACE Screener	\$75	
Proficiency Exam Graders	\$25	
AP/TSI Proctor	\$25	
Quest Exam Administration	\$100	
EOC Proctor - English I and II (5 hrs. or less)	\$75	
EOC Proctor - Algebra I, Biology, American History (4 hrs. or less)	\$90	
EOC Proctor - Student Max Time Exceptions (More than 4 or 5 hrs. depending on course))	\$120	
TAKS Proctor	\$75	
FINE ARTS ASSIGNMENTS		
Band Tech	\$15	
Fine Arts Assignment - Certified teacher	\$39	
TRANSPORTATION		
Transportation Shop	\$15	
NEW SCHOOL OPENING		
New school Logistics and Material Technician	\$15	
New School Support, Certified Teacher	\$25	
NON-ATHLETIC EVENT STADIUM MANAGER		
Stadium Manager	0-3 hours	\$125
	4-7 hours	\$225
	8-10 hours	\$300
	11-13 hours	\$400
Assistant Stadium Manager	0-3 hours	\$75
	4-7 hours	\$175
	8-10 hours	\$250
	11-13 hours	\$350

2024-25 ATHLETIC EXTRA-DUTY PAY RATES

Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Football									
Football Stadium Supervisor	Manages all aspects of a HS football game (workers, parking, ticket sales, seating, problems etc.)					\$250	Game	\$250	Game
Football Stadium Manager	Assists Stadium Supervisor in readying the stadium for a football game			\$100	Game	\$200	Game	\$200	Game
Football Assistant Stadium Manager	Sets up the stadium for HS football games					\$150	Game	\$150	Game
Football Ticket Manager	Manages the ticket sellers and takers for HS football games Responsible for the money reconciliation at the end of a football game					\$100	Game	\$100	Game
Football Announcer	Performs announcer duties at HS Football games					\$100	Game	\$100	Game
Football Press Box Manager	Manages all activates regarding Press Box at HS Football games					\$75	Game	\$75	Game
Camera Operator	Responsible for operating one of three cameras used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Switchboard Operator	Responsible for operating the switchboard used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game
Football Ticket Seller	Sells tickets at football games	\$40	Game	\$40	Game	\$50	Game	\$60	Game
Football Field Gate Monitor	Monitors gates onto the track/field at Football games					\$60	Game	\$60	Game
Football Parking Lot Seller	Sells parking passes at lot							\$75	Game
Football Ticket Taker	Takes tickets at football games			\$40	HS Game	\$50	Game	\$50	Game
Kiddie Corral (Monroe only)	Manages Kiddie Corral during game					\$100	Game	\$100	Game
Football Elevator Monitor	Monitors who have permission to be in the press box for HS football games					\$50	Game	\$50	Game
Football Usher/Reserved Seat Section Monitor	Monitors reserved seating sections at HS Football games					\$50	Game	\$50	Game
Football Parking Attendants	Serves as parking attendant at HS Football games					\$50	Game	\$50	Game
Football Scoreboard Keeper	Keeps the football scoreboard					\$50	Game	\$50	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Custodian	Performs custodial duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Maintenance Worker	Performs maintenance duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Basketball									
Job Title	Job Description			Season Games		Tournament		Playoffs	
Basketball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Basketball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Clock Keeper	Maintains game clock			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Bookkeeper	Keep the official score book			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game

Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Custodian	Performs custodial duties at field								
Baseball/Softball									
Baseball/Softball Field Supervisor	Sets up the high school field when game is being hosted, secures workers for the game Usually is the administrator on duty					\$100	Game	\$200	Game
Baseball/Softball Game Ticket Seller	Sells tickets at games	\$40	Game	\$10	Game	\$50	Game	\$75	Game
Baseball/Softball Announcer/Scoreboard	Performs announcer and scoreboard duties at games			\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Scorebook Keeper	Maintains game scorebook	\$45	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Pitch Count	Counts accurate pitches	\$40	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Custodian	Performs custodial duties at field	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
		Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field								
Volleyball									
Volleyball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Volleyball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Volleyball Clockkeeper	Manages timeclock at event					\$10	Hour	\$45	Game
Volleyball Scorebook Keeper	Maintains game scorebook			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Libero Tracker	Manages score tracking							\$35	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Soccer									

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Soccer Stadium Manager	Manages all aspects of a HS Soccer game (workers, parking, ticket sales, seating, problems etc.)			\$75	Game			\$75	Game
Soccer Announcer	Performs announcer duties at games			\$50	Game			\$50	Game
Soccer Ticket Seller	Sells tickets at games	\$40	Game	\$40	Game	\$10	Hour	\$60	Game
Soccer Ticket Taker	Takes tickets at games			\$40	Game			\$50	Game
Soccer Usher/Gate Monitor	Ushers attendees and monitors gates onto the field at games			\$40	Game			\$50	Game
Soccer Clock Operator	Operates timeclock at event			\$50	Game			\$50	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour

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2024-25

COMPENSATION PLAN

For Board Approval

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COMPENSATION PLAN

LISD recommends the enclosed 2024-25 compensation plan. Once approved, the Board of Trustees grants LISD administration the authority to make any administrative changes needed to meet the intent of what was presented and in compliance with district policy. The Board reserves the right to amend the 2024-25 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, or if additional legal requirements or interpretations necessitate such a change are in the best interest of the District.

INCENTIVE PLAN

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment which were not known at the time this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance.

ONE-TIME LUMP SUM PAYMENT AUTHORIZATION

The Superintendent may authorize a one-time lump sum payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the following guidelines:

- The district's other financial obligations and issuance of the one-time lump sum payment would not create a financial hardship for the district.
- If the Chief Financial Officer certifies defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.

EMPLOYEE ELIGIBILITY

An employee will be eligible if they are employed by the district in a regular part- or full-time position, including Teacher Fellows (substitutes and temporary employees are ineligible). Employees must be in an active status, or on approved medical leave, on a date determined by the Superintendent. Any employees hired after the date of the one-time, lump-sum payment are ineligible for a lump-sum payment and ineligible to be paid at a base salary rate equal to that as if they had been employed at time of the payment. The one-time, lump-sum payment is not eligible for TRS creditable service.

2024-25 TEACHER SALARY SCALE

YEARS EXPERIENCE	BACHELORS	MASTERS	DOCTORATE
0	\$57,611	\$58,611	\$59,611
1	\$57,811	\$58,811	\$59,811
2	\$58,061	\$59,061	\$60,061
3	\$58,299	\$59,299	\$60,299
4	\$58,537	\$59,537	\$60,537
5	\$58,537	\$59,537	\$60,537
6	\$58,987	\$59,987	\$60,987
7	\$59,437	\$60,437	\$61,437
8	\$59,887	\$60,887	\$61,887
9	\$60,338	\$61,338	\$62,338
10	\$60,788	\$61,788	\$62,788
11	\$61,238	\$62,238	\$63,238
12	\$61,723	\$62,723	\$63,723
13	\$62,183	\$63,183	\$64,183
14	\$62,683	\$63,683	\$64,683
15	\$63,183	\$64,183	\$65,183
16	\$63,758	\$64,758	\$65,758
17	\$64,158	\$65,158	\$66,158
18	\$64,558	\$65,558	\$66,558
19	\$64,958	\$65,958	\$66,958
20	\$65,443	\$66,443	\$67,443
21	\$65,968	\$66,968	\$67,968
22	\$66,403	\$67,403	\$68,403
23	\$66,830	\$67,830	\$68,830
24	\$67,230	\$68,230	\$69,230
25	\$67,630	\$68,630	\$69,630
26	\$68,030	\$69,030	\$70,030
27	\$68,430	\$69,430	\$70,430
28	\$69,025	\$70,025	\$71,025
29	\$69,833	\$70,833	\$71,833
30	\$70,643	\$71,643	\$72,643

2024-25 COUNSELOR SALARY SCALE

YEARS EXPERIENCE	ELEM SCHOOL COUNSELOR	MIDDLE SCHOOL COUNSELOR	LEAD MIDDLE SCHOOL COUNSELOR	HIGH SCHOOL COUNSELOR	LEAD HIGH SCHOOL COUNSELOR
	195 DAYS	207 DAYS	215 DAYS	207 DAYS	215 DAYS
0	\$65,290	\$69,307	\$71,986	\$69,307	\$71,986
1	\$65,498	\$69,529	\$72,216	\$69,529	\$72,216
2	\$65,759	\$69,805	\$72,503	\$69,805	\$72,503
3	\$66,007	\$70,069	\$72,777	\$70,069	\$72,777
4	\$66,255	\$70,332	\$73,051	\$70,332	\$73,051
5	\$66,255	\$70,332	\$73,051	\$70,332	\$73,051
6	\$66,724	\$70,831	\$73,568	\$70,831	\$73,568
7	\$67,194	\$71,329	\$74,085	\$71,329	\$74,085
8	\$67,663	\$71,827	\$74,603	\$71,827	\$74,603
9	\$68,133	\$72,326	\$75,121	\$72,326	\$75,121
10	\$68,602	\$72,824	\$75,639	\$72,824	\$75,639
11	\$69,072	\$73,322	\$76,156	\$73,322	\$76,156
12	\$69,577	\$73,859	\$76,714	\$73,859	\$76,714
13	\$70,057	\$74,368	\$77,242	\$74,368	\$77,242
14	\$70,579	\$74,922	\$77,817	\$74,922	\$77,817
15	\$71,100	\$75,475	\$78,392	\$75,475	\$78,392
16	\$71,700	\$76,112	\$79,053	\$76,112	\$79,053
17	\$72,117	\$76,555	\$79,513	\$76,555	\$79,513
18	\$72,534	\$76,997	\$79,973	\$76,997	\$79,973
19	\$72,951	\$77,440	\$80,433	\$77,440	\$80,433
20	\$73,457	\$77,977	\$80,991	\$77,977	\$80,991
21	\$74,004	\$78,558	\$81,594	\$78,558	\$81,594
22	\$74,458	\$79,040	\$82,094	\$79,040	\$82,094
23	\$74,903	\$79,512	\$82,585	\$79,512	\$82,585
24	\$75,320	\$79,955	\$83,045	\$79,955	\$83,045
25	\$75,737	\$80,398	\$83,505	\$80,398	\$83,505
26	\$76,154	\$80,841	\$83,965	\$80,841	\$83,965
27	\$76,571	\$81,283	\$84,425	\$81,283	\$84,425
28	\$77,192	\$81,942	\$85,109	\$81,942	\$85,109
29	\$78,034	\$82,837	\$86,038	\$82,837	\$86,038
30	\$78,879	\$83,733	\$86,969	\$83,733	\$86,969

2024-25 RN SALARY SCALE

YEARS EXPERIENCE	SALARY
0	\$60,611
1	\$60,811
2	\$61,061
3	\$61,299
4	\$61,537
5	\$61,537
6	\$61,987
7	\$62,437
8	\$62,887
9	\$63,338
10	\$63,788
11	\$64,238
12	\$64,723
13	\$65,183
14	\$65,683
15	\$66,183
16	\$66,758
17	\$67,158
18	\$67,558
19	\$67,958
20	\$68,443
21	\$68,968
22	\$69,403
23	\$69,830
24	\$70,230
25	\$70,630
26	\$71,030
27	\$71,430
28	\$72,025
29	\$72,833
30	\$73,643

2024-25 CAMPUS ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
CA1	\$313.94	\$341.39	\$368.85
CA2	\$332.15	\$361.19	\$390.24
CA3	\$351.74	\$382.50	\$413.26
CA4	\$369.33	\$401.63	\$433.93
CA5	\$409.96	\$445.81	\$481.66
CA6	\$457.26	\$497.25	\$537.24
CA7	\$499.00	\$542.63	\$586.27
CA8	\$565.86	\$615.35	\$664.83

2024-25 DISTRICT ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
DA1	\$272.57	\$296.41	\$320.24
DA2	\$295.74	\$321.60	\$347.47
DA3	\$340.40	\$370.16	\$399.93
DA4	\$369.33	\$401.63	\$433.93
DA5	\$409.96	\$445.81	\$481.66
DA6	\$457.26	\$497.25	\$537.24
DA7	\$499.00	\$542.63	\$586.27
DA8	\$565.86	\$615.35	\$664.83

2024-25 OPERATIONAL SERVICES SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
OS1	\$277.93	\$302.24	\$326.55
OS2	\$337.69	\$367.22	\$396.75
OS3	\$457.26	\$497.25	\$537.24
OS4	\$499.00	\$542.63	\$586.27

2024-25 SPED LICENSED PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
LP	\$312.92	\$358.71	\$404.49

2024-25 INFORMATION TECHNOLOGY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
J1	\$29.47	\$32.05	\$34.62
J2	\$33.99	\$36.96	\$39.94
J3	\$40.13	\$43.64	\$47.15
J4	\$329.30	\$358.09	\$386.89
J5	\$353.97	\$384.93	\$415.88
J6	\$388.06	\$421.99	\$455.93
J7	\$407.46	\$443.09	\$478.72
J8	\$457.26	\$497.25	\$537.24
J9	\$499.00	\$542.63	\$586.27

2024-25 OFFICE/PARAPROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
PP1	\$17.02	\$18.55	\$20.08
PP2	\$18.38	\$20.03	\$21.69
PP3	\$19.30	\$21.04	\$22.77
PP4	\$21.25	\$23.17	\$25.08
PP5	\$23.70	\$25.83	\$27.96
PP6	\$26.42	\$28.80	\$31.18
PP7	\$29.59	\$32.25	\$34.91
PP8	\$33.14	\$36.12	\$39.10

2024-25 AUXILIARY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
Z1	\$16.05	\$17.65	\$19.25
Z2	\$16.83	\$18.51	\$20.20
Z3	\$17.72	\$19.50	\$21.27
Z4	\$18.57	\$20.43	\$22.29
Z5	\$19.95	\$21.94	\$23.94
Z5A	\$21.14	\$23.25	\$25.36
Z6	\$22.41	\$24.65	\$26.89
Z7	\$25.12	\$27.63	\$30.14
Z8	\$28.04	\$30.84	\$33.64
Z9	\$32.24	\$35.46	\$38.68

2024-25 TRANSPORTATION SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
B0	\$15.00	\$16.50	\$18.00
B1	\$16.05	\$17.65	\$19.25
B2	\$16.83	\$18.51	\$20.20
B3	\$17.67	\$19.44	\$21.21
B4	\$22.84	\$25.12	\$27.40
B5	\$23.52	\$25.87	\$28.22
B6	\$24.58	\$27.04	\$29.50
B7	\$26.55	\$29.20	\$31.86
B8	\$32.24	\$35.46	\$38.68

2024-25 POLICE SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
W1	\$17.70	\$19.29	\$20.89
W2	\$24.58	\$27.04	\$29.50
W3	\$29.59	\$32.25	\$34.91
W4	\$33.14	\$36.12	\$39.10
W5	\$36.97	\$40.20	\$43.43
W6	\$42.55	\$46.27	\$49.99
W7	\$409.96	\$445.81	\$481.66
W8	\$457.26	\$497.25	\$537.24
W9	\$499.00	\$542.63	\$586.27
W10	\$648.72	\$686.06	\$727.53

2024-25 SUBSTITUTE PAY

Assignment	Assignment Lasting 10 days or less (Teacher and Instructional Assistant)	11+ day assignment (Teacher only)	Half Day	Early-release day or leave earlier than schedule
Non-Certified	\$115	\$145	\$57.50	\$86.25
Certified	\$125	\$175	\$62.50	\$93.75
Registered Nurse	\$200	\$250	\$100	\$150

Special Education Assignment Supplement (This SPED supplement is only on short-term assignments not long-term assignments of 11 days or more)	
Substitute Teacher for SPED Assignment	\$10/day
Substitute Instructional Assistant for SPED Assignment	\$5/day

2024-25 SPECIALTY SUBSTITUTE PAY

Assignment	2024-25 Daily Rate	2024-25 Hourly Rate
Certified Occupational Therapy Assistant (COTA)	\$280	\$35
School Psychologist	\$520	\$65
Dual Language School Psychologist	\$560	\$70
Diagnostician	\$520	\$65
Dyslexia Teacher	\$240	\$30
Speech Language Pathologist	\$400	\$65
Athletic Trainer	\$250	\$31.25

2024-25 SEASONAL PART-TIME EMPLOYEE PAY

Assignment	2024-25 Hourly Rate
AVID Tutor	\$15.00
Childcare Worker	\$15.00
SMC Refurbishing Tech	\$15.00
Summer Feeding Program Assistant	\$16.05
Summer Feeding Program Supervisor	\$22.41
Floater Bus Monitor	\$16.83
Floater Bus Driver	\$22.84
Floater Custodian	\$16.83

2024-25 TEMPORARY EMPLOYEE PAY

Temp Assignment	2024-25 Hourly Rate
GENERAL TEMPS	
Administrative Assistant	\$15.00
Clerical Support	\$15.00
District Receptionist Substitute	\$15.00
Docutech Operator	\$15.00
HS Event Parking Lot Attendant	\$15.00
Lunchroom Monitor	\$15.00
Manual Trades	\$15.00
Materials Management Summer Assistant	\$15.00
Registrar (ELEM)	\$18.38
Registrar (MS)	\$21.25
Registrar (HS)	\$23.70
Translator/Interpreter	\$30.00
Special Education/ARD Translator/Interpreter	\$40.00
Video Scoreboard Broadcast Specialist	\$30.00
TEACHING & LEARNING TEMPS	
Academic Assistant (12+ college hours)	\$15.00
Academic Assistant (48+ college hours)	\$18.00
Academic Assistant (certified teacher)	\$23.00
Administrator	Min of posted salary scale for position
AP/PSAT/ACT/SAT (Mock or Actual Exam) Proctor	\$15.00
ARD Facilitator Svcs.	\$40.00
Assistive Technology Facilitator Assistant	\$15.00
Behavioral Svcs.	\$35.00
Diagnostician/LSSP Svcs.	\$40.00
Bilingual Diagnostician/LSSP Svcs.	\$70.00
Campus Support Staff - Summer Prof. Learning	\$15.00
Childcare Provider	\$15.00
College Coach	\$25.00
Counselor	\$42.00
ESL Reading Specialist	\$30.00
Homeless Program Assistance	\$15.00
Homebound Program Reviewer	\$70.00
Instructional Assistant	\$17.02

Temp Assignment	2024-25 Hourly Rate
Instructional Assistant (Special Pgms.)	\$18.38
LSSP Svcs.	\$40.00
Orientation & Mobility Svcs.	\$65.00
Ropes Facilitation	\$25.00
Occupational Therapist Svcs.	\$40.00
SLP Svcs.	\$40.00
SPED Teacher Advisor	\$25.00
SRP Teacher	\$39.00
Work-based Learning Advisor	\$40.00
STUDENT WORKER TEMPS	
Student Worker	\$12.50
IT Summer Tech	\$12.50
PAC Student Worker	\$12.50
FINE ARTS TEMPS	
Accompanist	\$25 - \$60 per rehearsal/recording session
	\$100 per performance
Choreographer	\$250-\$500 per routine
Clinician	\$75 - \$500 session - Choir
	\$150 - \$300 session - Theatre
	\$300 - \$750 session - Band
Masterclass Teacher	\$50 per hour

2024-25 ANNUALIZED STIPENDS

Stipend Title	Stipend	Extra Days
DISTRICTWIDE STIPENDS		
DISTRICT C2 COORDINATOR	\$1,000	0
DISTRICT LEAD DEAN OF INSTRUCTION	\$1,000	0
DISTRICT TWILIGHT COORDINATOR	\$3,000	0
TEACHER NATIONAL BOARD CERTIFICATION	\$1,500	0
HIGH SCHOOL ACADEMIC STIPENDS		
HS ASSOCIATE PRINCIPAL	\$1,000	6
HS DEPARTMENT HEAD	\$2,000	0
HS FULL-YEAR EXTRA TEACHING PERIOD	\$2,500	0
HS HALF-YEAR EXTRA TEACHING PERIOD	\$1,250	0
HS INSTRUCTIONAL COACH	\$0	15
HS SATURDAY CLOCK	\$2,000	0
HS TUTORIALS/D-HALL/CREDIT RECOVERY	\$2,000	0
HS TWILIGHT TEACHER	\$2,000	0
HS ZERO-HOUR TEACHING PERIOD	\$3,500	0
HIGH SCHOOL EXTRA-CURRICULAR STIPENDS		
HS AGRICULTURE ADVISOR	\$7,000	17
HS AUDITORIUM MANAGER	\$1,000	0
HS BROADCAST JOURNALISM ADVISOR	\$2,000	0
HS DEBATE ADVISOR	\$3,000	0
HS KEY CLUB ADVISOR	\$500	0
HS NEWSPAPER ADVISOR	\$2,500	0
HS NHS ADVISOR	\$1,500	0
HS NHS ASSISTANT ADVISOR	\$600	0
HS PALS ADVISOR	\$1,000	0
HS ROBOTICS LEAD ADVISOR	\$3,500	7
HS ROBOTICS ADVISOR	\$1,250	7
HS SHATTERED DREAMS ADVISOR	\$500	0
HS STUDENT COUNCIL ADVISOR	\$1,200	5
HS STUDENT COUNCIL ASSISTANT ADVISOR	\$600	0
HS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$1,000	0
HS UIL COORDINATOR	\$1,500	0
HS YEARBOOK ADVISOR	\$2,000	0
HIGH SCHOOL ATHLETIC STIPENDS		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
FOOTBALL		
HS FOOTBALL - DEFENSIVE COORD.	\$5,000	15

Stipend Title	Stipend	Extra Days
HS FOOTBALL - OFFENSIVE COORD. /HEAD COACH JV	\$5,000	15
HS FOOTBALL - STRENGTH & CONDITIONING COORD.	\$5,000	15
HS FOOTBALL - VARSITY COACH/HEAD COACH SOPH	\$3,100	15
HS FOOTBALL – HEAD COACH FRESHMAN	\$3,100	15
HS FOOTBALL – JV/FRESHMAN COACH	\$3,100	15
BOYS BASKETBALL		
HS BASKETBALL - BOYS HEAD COACH	\$5,000	10
HS BASKETBALL - BOYS JV COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN B COACH	\$2,000	10
BASEBALL		
HS BASEBALL - HEAD COACH	\$5,000	10
HS BASEBALL - JV COACH	\$2,000	5
HS BASEBALL - FRESHMAN COACH	\$2,000	5
HS BASEBALL - FRESHMAN B COACH	\$2,000	5
BOYS SOCCER		
HS SOCCER - BOYS HEAD COACH	\$5,000	5
HS SOCCER - BOYS ASST. COACH	\$2,000	5
BOYS TRACK		
HS TRACK - BOYS HEAD COACH	\$4,000	5
HS TRACK - BOYS ASST. COACH	\$2,000	5
CROSS COUNTRY		
HS CROSS COUNTRY - HEAD COACH	\$4,000	10
HS CROSS COUNTRY - ASST. COACH	\$2,000	5
GOLF		
HS GOLF - HEAD COACH	\$5,000	3
HS GOLF - ASST. COACH	\$2,000	3
WRESTLING		
HS WRESTLING - HEAD COACH	\$4,000	5
HS WRESTLING - ASST. COACH	\$2,000	5
COORDINATOR		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
VOLLEYBALL		
HS VOLLEYBALL - VARSITY	\$5,000	10
HS VOLLEYBALL - JV COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN A/B COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN B COACH	\$2,000	10
GIRLS BASKETBALL		

Stipend Title	Stipend	Extra Days
HS BASKETBALL - GIRLS HEAD COACH	\$5,000	10
HS BASKETBALL - GIRLS JV COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN B COACH	\$2,000	10
SOFTBALL		
HS SOFTBALL - HEAD COACH	\$5,000	10
HS SOFTBALL - JV COACH	\$2,000	5
HS SOFTBALL - FRESHMAN COACH	\$2,000	5
GIRLS SOCCER		
HS SOCCER - GIRLS HEAD COACH	\$5,000	5
HS SOCCER - GIRLS ASST. COACH	\$2,000	5
GIRLS TRACK		
HS TRACK - GIRLS HEAD COACH	\$4,000	5
HS TRACK - GIRLS ASST. COACH	\$2,000	5
SWIMMING		
HS SWIMMING - HEAD COACH	\$5,000	5
HS SWIMMING - ASST. COACH	\$2,000	5
TENNIS		
HS TENNIS - HEAD COACH	\$5,000	5
HS TENNIS - ASST. COACH	\$2,000	5
TRAINER		
HS ATHLETIC TRAINER	\$6,600	28
ATHLETIC EXTRA-DUTY STIPENDS		
HS ATHLETIC ACADEMIC COORD.	\$2,000	0
HS ATHLETIC FACILITIES COORD.	\$2,000	0
HS ATHLETIC TRAVEL COORD.	\$2,000	0
HS ATHLETIC VIDEO COORD.	\$2,000	0
HS POWER LIFTING	\$2,000	0
HS ATHLETICS PURCHASING COORD.	\$2,000	0
HS ATHLETICS RANK 1 COORD.	\$2,000	0
HS FOOTBALL - GAME ADMINISTRATOR	\$2,000	0
HS SPORTS EQUIPMENT MANAGER	\$2,000	0
HIGH SCHOOL PERFORMING ARTS STIPENDS		
HS BAND DIRECTOR	\$8,000	39
HS BAND ASSISTANT DIRECTOR	\$4,500	20
HS DANCE DIRECTOR	\$3,000	15
HS DANCE ASSISTANT DIRECTOR	\$2,500	7
HS CHEER DIRECTOR	\$3,000	15

Stipend Title	Stipend	Extra Days
HS CHEER ASSISTANT DIRECTOR	\$2,500	6
HS CHOIR DIRECTOR	\$3,000	12
HS CHOIR ASSISTANT DIRECTOR	\$2,500	6
HS THEATRE DIRECTOR	\$3,000	6
HS TECHNICAL THEATRE DIRECTOR	\$3,000	2
HS THEATRE ASSISTANT DIRECTOR	\$1,500	0
HS UIL ONE ACT PLAY DIRECTOR	\$1,000	0
HS UIL ONE ACT PLAY ASSISTANT DIRECTOR	\$500	0
MIDDLE SCHOOL ACADEMIC STIPENDS		
MS DEPARTMENT HEAD	\$1,000	0
MS DETENTION AM/PM	\$1,000	0
MS FULL EXTRA TEACHING PERIOD	\$2,500	0
MS INSTRUCTIONAL COACH	\$0	15
MS SATURDAY CLOCK	\$1,000	0
MS ZERO HOUR TEACHING PERIOD	\$3,500	0
MIDDLE SCHOOL EXTRA-CURRICULAR STIPENDS		
MS INTRAMURALS	\$1,000	0
MS JOURNALISM ADVISOR	\$1,500	0
MS NJHS ADVISOR	\$750	0
MS STEP TEAM ADVISOR	\$500	0
MS STEP TEAM ASSISTANT	\$250	0
MS STUDENT COUNCIL ADVISOR	\$750	0
MS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$500	0
MIDDLE SCHOOL ATHLETIC STIPENDS		
COORDINATOR		
MS BOYS ATHLETICS COORDINATOR	\$3,000	0
FOOTBALL		
MS FOOTBALL - 7TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 7TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - C TEAM COACH	\$1,500	10
BOYS BASKETBALL		
MS BASKETBALL - BOYS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - BOYS 8TH GRADE COACH	\$1,500	3
BOYS SOCCER		
MS SOCCER - BOYS COACH	\$1,500	0
CROSS COUNTRY		

Stipend Title	Stipend	Extra Days
MS CROSS COUNTRY BOYS/GIRLS COACH	\$1,500	0
MS CROSS COUNTRY BOYS/GIRLS ASST. COACH	\$1,500	0
COORDINATOR		
MS GIRLS ATHLETICS COORDINATOR	\$3,000	0
VOLLEYBALL		
MS VOLLEYBALL 7TH GRADE COACH	\$1,500	3
MS VOLLEYBALL 8TH GRADE COACH	\$1,500	3
GIRLS BASKETBALL		
MS BASKETBALL - GIRLS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - GIRLS 8TH GRADE COACH	\$1,500	3
GIRLS SOCCER		
MS SOCCER - GIRLS COACH	\$1,500	0
TRACK		
MS TRACK BOYS/GIRLS COACH	\$1,500	0
ATHLETIC EXTRA-DUTY		
MS ATHLETIC LAUNDRY	\$1,500	0
MIDDLE SCHOOL PERFORMING ARTS STIPENDS		
MS BAND DIRECTOR	\$3,500	33
MS BAND ASSISTANT DIRECTOR	\$2,500	15
MS DANCE DIRECTOR	\$2,000	7
MS DANCE ASSISTANT DIRECTOR	\$1,500	3
MS CHOIR DIRECTOR	\$2,500	3
MS CHOIR ASSISTANT DIRECTOR	\$1,500	3
MS CHEER DIRECTOR	\$2,000	3
MS CHEER ASSISTANT DIRECTOR	\$1,500	3
MS THEATER ARTS DIRECTOR	\$1,500	0
MS THEATER ARTS ASSISTANT DIRECTOR	\$500	0
MS COLOR GUARD	\$1,500	0
ELEMENTARY ACADEMIC STIPENDS		
ELEM INSTRUCTIONAL COACH	\$0	15
ENGLISH LANGUAGE LEARNER STIPENDS		
ELL BILINGUAL INST COACH	\$7,000	15
ELL BILINGUAL LSSP/DIAG	\$7,000	0
ELL BILINGUAL LITERARY SPECIALIST	\$7,000	0
ELL BILINGUAL SLP	\$7,000	0
ELL BILINGUAL SRP/DYSLEXIA	\$7,000	0
ELL BILINGUAL TEACHER	\$7,000	0
ELL BILINGUAL LIBRARIAN	\$7,000	0

Stipend Title	Stipend	Extra Days
ELL BILINGUAL TCHR PART-TIME	\$3,500	0

Stipend Title	Stipend	Extra Days
SPECIAL EDUCATION STIPENDS		
SPED GENERAL (Res/Incl, VAC, Homebound, Deaf/Hard of Hearing, Adapted PE, DL, Virtual, ARD Spec, MS/HS Team Lead, Certified Dyslexia , IRS Staff (Diag., LSSP, OT, PT, SLP,))	\$2,500	0
SPED BEHAVIOR (Behavior (GOALS, Aspire, SCSS))	\$3,000	0
SPED SELF-CONTAINED CLASSROOM (ELE, ESLE, SLE, ICAP, ICAP C, Life Skills, Autism Grant, 18+/SELF, TASC, IBC)	\$5,000	0
SPED VISION (Vision, O&M)	\$2,700	0
SPED LEAD DIAG	\$3,000	0
SPED LEAD LSSP	\$3,000	0
SPED LEAD SLP	\$3,000	0
SPED LEAD OT/PT	\$3,000	0
SPED LEAD ADAPTIVE PE	\$3,000	0
SPED LEAD VISION	\$3,000	0
SPED LEAD 18+ SERVICES	\$3,000	0
SPED LEAD DEAF/HARD OF HEARING	\$3,000	0
SPED LEAD BEHAVIOR SPECIALIST	\$3,000	0

2024-25 PAY INCENTIVES

Incentive	Incentive Rate
SPED Licensed Professionals Hiring Bonus	\$1,000
SPED Teacher Hiring Bonus	\$1,000
SPED Instructional Assistant Hiring Bonus	\$500
Hiring Bonus - Bus Operator with CDL	\$500
Student Teacher Hiring Bonus	\$1,250
Student Teacher Sign-on Bonus	\$1,250

2024-25 GENERAL EXTRA-DUTY PAY RATES

Job Title	Pay Rate
CNS/CUSTODIAL SOUTHSIDE ASSIGNMENT	
CNS/Custodial Southside Campus Differential	\$1.50
CTE	
COOL Week for Teacher Externship	\$500
Skills USA Sponsor (includes Automotive, Building Trades, Drafting, Electrical Trades, Electronics, Cosmetology and Criminal Justice)	\$1,500/\$2,000 if go to Nationals
CTE DECA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE FCCLA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE HOSA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE BEST Robotics Sponsor	\$600
FIRST Tech Challenge (FTC) Coach	\$2,000
FIRST Robotics Competition (FRC) Coach	\$3,000
HS CTE Program of Study Lead	\$500
FACILITIES RENTAL	
Facility Rental Field/Building Manager	\$25
Facility Rental Press Box Technician	\$25
Facility Rental Lead	\$30
Facility Rental PAC Manager	Employees overtime rate
Facility Rental PAC Staff	\$15
Facility Rental PAC Student	\$12.50
Facility Rental Custodian	Employee's Hourly rate (likely at OT)
SPED/SPECIAL PROGRAMS	
ARD Meetings/Service Plan Support - Teachers	\$39
ARD Meetings/Service Plan Support – Licensed SPED Professional	Regular pay rate
Childcare - General	\$16
Childcare - Special Needs	\$17
Homebound	\$39
In-Home Parent Training - IA	\$35
In-Home Parent Training – Teacher	\$45
In-Home Parent Training – Licensed SPED Professional	\$55
Person Centered Planning Facilitation	\$100
Ropes Course Maintenance	\$15
Ropes Facilitator	\$25

Job Title	Pay Rate
Special Olympics Director	\$1,400
Special Olympics Head Coach - each sport	\$300
Special Olympics Co-Coach - each sport	\$150
CURRICULUM DEVELOPMENT	
Assessment Proofreading	\$15
Curriculum Development	\$39
Curriculum Specialists/Instructional Coaches	Employee's Daily Rate
CTE Curriculum Development	\$39
IT Curriculum Specialists	Employee's Daily Rate
PROFESSIONAL DEVELOPMENT	
Mentor for New to Profession teacher	\$500
Teacher Room Set-up for New-to-Profession Orientation	\$200
Cooperating Teacher	\$200
Training - Developing and Presenting - Full-day	\$350
Training - Developing and Presenting - Half-day	\$200
Training Hand in Hand (Childcare Provider) Workshop - Half-day	\$37
Training - Presenting - Full-day	\$250
Training - Assisting - Full-day	\$100
Training - Attending - Teacher/Professional Staff - Full-day	\$85
Training - Attending - Teacher/Professional Staff - Half-day	\$42.50
Training - Attending - IA	Employee's Hourly rate (likely at OT)
SUMMER CAMPS/PROGRAMS	
Certified Teachers, Summer Camp	\$39
Student Workers, Summer Camp	\$12.50
Campus Technology - Extra Days	Employee's Daily Rate
Supervisor, DLE/ESL Summer Program	\$39
SUMMER SCHOOL LEADERSHIP	
Summer School HS Credit Recovery Coordinator	\$3,500
Summer School HS Virtual Coordinator	\$3,500
Summer School ES Coordinator	\$2,800
Summer School MS Coordinator	\$3,000
Summer School ESY Coordinator	\$3,750
Summer School EB EC Coordinator	\$5,500
SUMMER SCHOOL/EXTENDED SCHOOL YEAR STAFF	
Summer School Administrative Assistant	\$26

Job Title	Pay Rate
Summer School Counselor	\$42
Summer School Credit Recovery Lab Manager	\$20
Summer School/ESY Instructional Assistant	\$18
Summer School/ESY Instructional Assistant Bilingual	\$18
Summer School//ESY Instructional Assistant Job Coach	\$18
Summer School/ESY Instructional Assistant SPED	\$19
Summer School Librarian	\$39
Summer School//ESY Licensed Professional	Employee's Daily Rate
Summer School LVN	\$24
Summer School Registered Nurse	\$41
Summer School Registrar	\$24
Summer School Substitute Teacher Certified	\$39
Summer School Substitute Teacher Non-Certified / IA	\$18
Summer School/ESY Teacher Certified Dual Language	\$39
Summer School/ESY Teacher Certified	\$39
Summer Compliance ESL Testing Teachers	Hourly Rate
Summer Professional Learning, Building Manager	\$20
HIGH SCHOOL ASSIGNMENTS	
General tutoring (Certified Teacher)	\$39
IB Extended Essay Supervisors	\$50
HS UIL Event Advisor	\$500
Graduation Assistance	\$39
HS Athletic/Academic Coach Driving	\$25
<i>High Schools may not exceed a total annual budget of \$6,000 for using the stipends listed below.</i>	
HS Prom Advisor	\$500
HS Attendance Committee	\$1,000
HS Destination Imagination Advisor	\$400
National Honor Society Sponsor	\$600
HS Auditorium Manager	\$1,000
HS Additional Department Head	\$2,000
PLC Lead training	\$85
	\$42.50
MIDDLE SCHOOL ASSIGNMENTS (PAID FROM DISCRETIONARY FUND BUDGET)	
General tutoring (Certified Teacher)	\$39
MS Team/Grade Level Leader	\$500
<i>Middle Schools may not exceed a total annual budget of \$5,050 for using the stipends listed below.</i>	
Learning Festival Coordinator	\$650
Archery Advisor	\$500

Job Title	Pay Rate
Art Club Advisor	\$500
C-Squared/No Place for Hate/Peer Mediation Advisor	\$500
Journalism Club Advisor	\$500
Math Club Advisor	\$500
Pep Squad Advisor	\$500
FIRST Robotics Advisor	\$500
School-Community Relations Coordinator	\$500
Science Fair Advisor	\$500
Student Ambassador Program Advisor	\$500
AVID/SIM Site Coordinator	\$500
After School Intervention & Enrichment Lead	\$500
MS Destination Imagination Coordinator	\$400
NJHS Assistant Sponsor	\$350
Student Council Assistant	\$350
Green Club (Environmental)	\$300
Learning Festival/Competition <i>(Spelling Bee, Math Counts, Geography Bee, History Bee, Math Pentathlon, etc.)</i>	\$200
New to LISD Teacher Orientation	\$120
MS Camp (Summer Orientation)	\$50
ELEMENTARY SCHOOL ASSIGNMENTS	
General tutoring (Certified Teacher)	\$39
PreK Team Lead	\$250
Kindergarten Team Lead	\$250
First Grade Team Lead	\$250
Second Grade Team Lead	\$250
Third Grade Team Lead	\$250
Fourth Grade Team Lead	\$250
Fifth Grade Team Lead	\$250
Specials/Special Program Team Lead	\$250
<i>Elementary Schools may not exceed a total annual budget of \$1,500 for using the stipends listed below.</i>	
Elem Destination Imagination Advisor	\$400
Elem Yearbook Advisor	\$300
Additional Specials/Special Program Team Lead	\$250
Student Leadership Advisor	\$150
Math Pentathlon Advisor	\$150
C-Squared Club Advisor	\$150
Robotics Club Advisor	\$400
Elem Teacher Providing Principal Approved Training	\$250
	\$100

Job Title		Pay Rate
SPED TEAM LEADS (SPED TEAM LEADS ARE PAID BY SPED DEPARTMENT)		
Elementary SPED Team Leaders		\$500
MS SPED Team Leaders (5 extra days)		\$0
PROCTORING/TESTING		
Exam for Acceleration Administration		\$100
PACE Screener		\$75
Proficiency Exam Graders		\$25
AP/TSI Proctor		\$25
Quest Exam Administration		\$100
EOC Proctor - English I and II (5 hrs. or less)		\$75
EOC Proctor - Algebra I, Biology, American History (4 hrs. or less)		\$90
EOC Proctor - Student Max Time Exceptions (More than 4 or 5 hrs. depending on course))		\$120
TAKS Proctor		\$75
FINE ARTS ASSIGNMENTS		
Band Tech		\$15
Fine Arts Assignment - Certified teacher		\$39
TRANSPORTATION		
Transportation Shop		\$15
NEW SCHOOL OPENING		
New school Logistics and Material Technician		\$15
New School Support, Certified Teacher		\$25
NON-ATHLETIC EVENT STADIUM MANAGER		
Stadium Manager	0-3 hours	\$125
	4-7 hours	\$225
	8-10 hours	\$300
	11-13 hours	\$400
Assistant Stadium Manager	0-3 hours	\$75
	4-7 hours	\$175
	8-10 hours	\$250
	11-13 hours	\$350

2024-25 ATHLETIC EXTRA-DUTY PAY RATES

Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Football									
Football Stadium Supervisor	Manages all aspects of a HS football game (workers, parking, ticket sales, seating, problems etc.)					\$250	Game	\$250	Game
Football Stadium Manager	Assists Stadium Supervisor in readying the stadium for a football game			\$100	Game	\$200	Game	\$200	Game
Football Assistant Stadium Manager	Sets up the stadium for HS football games					\$150	Game	\$150	Game
Football Ticket Manager	Manages the ticket sellers and takers for HS football games Responsible for the money reconciliation at the end of a football game					\$100	Game	\$100	Game
Football Announcer	Performs announcer duties at HS Football games					\$100	Game	\$100	Game
Football Press Box Manager	Manages all activates regarding Press Box at HS Football games					\$75	Game	\$75	Game
Camera Operator	Responsible for operating one of three cameras used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Switchboard Operator	Responsible for operating the switchboard used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game
Football Ticket Seller	Sells tickets at football games	\$40	Game	\$40	Game	\$50	Game	\$60	Game
Football Field Gate Monitor	Monitors gates onto the track/field at Football games					\$60	Game	\$60	Game
Football Parking Lot Seller	Sells parking passes at lot							\$75	Game
Football Ticket Taker	Takes tickets at football games			\$40	HS Game	\$50	Game	\$50	Game
Kiddie Corral (Monroe only)	Manages Kiddie Corral during game					\$100	Game	\$100	Game
Football Elevator Monitor	Monitors who have permission to be in the press box for HS football games					\$50	Game	\$50	Game
Football Usher/Reserved Seat Section Monitor	Monitors reserved seating sections at HS Football games					\$50	Game	\$50	Game
Football Parking Attendants	Serves as parking attendant at HS Football games					\$50	Game	\$50	Game
Football Scoreboard Keeper	Keeps the football scoreboard					\$50	Game	\$50	Game

Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Custodian	Performs custodial duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Maintenance Worker	Performs maintenance duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Basketball									
Job Title	Job Description			Season Games		Tournament		Playoffs	
Basketball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Basketball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Clock Keeper	Maintains game clock			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Bookkeeper	Keep the official score book			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game

Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Custodian	Performs custodial duties at field								
Baseball/Softball									
Baseball/Softball Field Supervisor	Sets up the high school field when game is being hosted, secures workers for the game Usually is the administrator on duty					\$100	Game	\$200	Game
Baseball/Softball Game Ticket Seller	Sells tickets at games	\$40	Game	\$10	Game	\$50	Game	\$75	Game
Baseball/Softball Announcer/Scoreboard	Performs announcer and scoreboard duties at games			\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Scorebook Keeper	Maintains game scorebook	\$45	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Pitch Count	Counts accurate pitches	\$40	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Custodian	Performs custodial duties at field	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
		Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field								
Volleyball									
Volleyball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Volleyball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Volleyball Clockkeeper	Manages timeclock at event					\$10	Hour	\$45	Game
Volleyball Scorebook Keeper	Maintains game scorebook			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Libero Tracker	Manages score tracking							\$35	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Soccer									

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Soccer Stadium Manager	Manages all aspects of a HS Soccer game (workers, parking, ticket sales, seating, problems etc.)			\$75	Game			\$75	Game
Soccer Announcer	Performs announcer duties at games			\$50	Game			\$50	Game
Soccer Ticket Seller	Sells tickets at games	\$40	Game	\$40	Game	\$10	Hour	\$60	Game
Soccer Ticket Taker	Takes tickets at games			\$40	Game			\$50	Game
Soccer Usher/Gate Monitor	Ushers attendees and monitors gates onto the field at games			\$40	Game			\$50	Game
Soccer Clock Operator	Operates timeclock at event			\$50	Game			\$50	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour

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2024-25

COMPENSATION PLAN

For Board Approval

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COMPENSATION PLAN

LISD recommends the enclosed 2024-25 compensation plan. Once approved, the Board of Trustees grants LISD administration the authority to make any administrative changes needed to meet the intent of what was presented and in compliance with district policy. The Board reserves the right to amend the 2024-25 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, or if additional legal requirements or interpretations necessitate such a change are in the best interest of the District.

INCENTIVE PLAN

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment which were not known at the time this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance.

ONE-TIME LUMP SUM PAYMENT AUTHORIZATION

The Superintendent may authorize a one-time lump sum payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the following guidelines:

- The district's other financial obligations and issuance of the one-time lump sum payment would not create a financial hardship for the district.
- If the Chief Financial Officer certifies defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.

EMPLOYEE ELIGIBILITY

An employee will be eligible if they are employed by the district in a regular part- or full-time position, including Teacher Fellows (substitutes and temporary employees are ineligible). Employees must be in an active status, or on approved medical leave, on a date determined by the Superintendent. Any employees hired after the date of the one-time, lump-sum payment are ineligible for a lump-sum payment and ineligible to be paid at a base salary rate equal to that as if they had been employed at time of the payment. The one-time, lump-sum payment is not eligible for TRS creditable service.

2024-25 TEACHER SALARY SCALE

YEARS EXPERIENCE	BACHELORS	MASTERS	DOCTORATE
0	\$57,919	\$58,919	\$59,919
1	\$58,119	\$59,119	\$60,119
2	\$58,369	\$59,369	\$60,369
3	\$58,607	\$59,607	\$60,607
4	\$58,845	\$59,845	\$60,845
5	\$58,845	\$59,845	\$60,845
6	\$59,295	\$60,295	\$61,295
7	\$59,745	\$60,745	\$61,745
8	\$60,195	\$61,195	\$62,195
9	\$60,646	\$61,646	\$62,646
10	\$61,096	\$62,096	\$63,096
11	\$61,546	\$62,546	\$63,546
12	\$62,031	\$63,031	\$64,031
13	\$62,491	\$63,491	\$64,491
14	\$62,991	\$63,991	\$64,991
15	\$63,491	\$64,491	\$65,491
16	\$64,066	\$65,066	\$66,066
17	\$64,466	\$65,466	\$66,466
18	\$64,866	\$65,866	\$66,866
19	\$65,266	\$66,266	\$67,266
20	\$65,751	\$66,751	\$67,751
21	\$66,276	\$67,276	\$68,276
22	\$66,711	\$67,711	\$68,711
23	\$67,138	\$68,138	\$69,138
24	\$67,538	\$68,538	\$69,538
25	\$67,938	\$68,938	\$69,938
26	\$68,338	\$69,338	\$70,338
27	\$68,738	\$69,738	\$70,738
28	\$69,333	\$70,333	\$71,333
29	\$70,141	\$71,141	\$72,141
30	\$70,951	\$71,951	\$72,951

2024-25 COUNSELOR SALARY SCALE

YEARS EXPERIENCE	ELEM SCHOOL COUNSELOR	MIDDLE SCHOOL COUNSELOR	LEAD MIDDLE SCHOOL COUNSELOR	HIGH SCHOOL COUNSELOR	LEAD HIGH SCHOOL COUNSELOR
	195 DAYS	207 DAYS	215 DAYS	207 DAYS	215 DAYS
0	\$65,611	\$69,648	\$72,340	\$69,648	\$72,340
1	\$65,819	\$69,870	\$72,570	\$69,870	\$72,570
2	\$66,080	\$70,146	\$72,857	\$70,146	\$72,857
3	\$66,328	\$70,410	\$73,131	\$70,410	\$73,131
4	\$66,576	\$70,673	\$73,405	\$70,673	\$73,405
5	\$66,576	\$70,673	\$73,405	\$70,673	\$73,405
6	\$67,046	\$71,171	\$73,922	\$71,171	\$73,922
7	\$67,515	\$71,670	\$74,439	\$71,670	\$74,439
8	\$67,984	\$72,168	\$74,957	\$72,168	\$74,957
9	\$68,454	\$72,667	\$75,475	\$72,667	\$75,475
10	\$68,924	\$73,165	\$75,993	\$73,165	\$75,993
11	\$69,393	\$73,663	\$76,510	\$73,663	\$76,510
12	\$69,899	\$74,200	\$77,068	\$74,200	\$77,068
13	\$70,378	\$74,709	\$77,597	\$74,709	\$77,597
14	\$70,900	\$75,263	\$78,171	\$75,263	\$78,171
15	\$71,421	\$75,816	\$78,746	\$75,816	\$78,746
16	\$72,021	\$76,453	\$79,407	\$76,453	\$79,407
17	\$72,438	\$76,896	\$79,867	\$76,896	\$79,867
18	\$72,855	\$77,338	\$80,327	\$77,338	\$80,327
19	\$73,272	\$77,781	\$80,787	\$77,781	\$80,787
20	\$73,778	\$78,318	\$81,345	\$78,318	\$81,345
21	\$74,325	\$78,899	\$81,948	\$78,899	\$81,948
22	\$74,779	\$79,381	\$82,448	\$79,381	\$82,448
23	\$75,224	\$79,853	\$82,939	\$79,853	\$82,939
24	\$75,641	\$80,296	\$83,399	\$80,296	\$83,399
25	\$76,058	\$80,739	\$83,859	\$80,739	\$83,859
26	\$76,475	\$81,182	\$84,319	\$81,182	\$84,319
27	\$76,893	\$81,624	\$84,779	\$81,624	\$84,779
28	\$77,513	\$82,283	\$85,463	\$82,283	\$85,463
29	\$78,356	\$83,177	\$86,392	\$83,177	\$86,392
30	\$79,200	\$84,074	\$87,323	\$84,074	\$87,323

2024-25 RN SALARY SCALE

YEARS EXPERIENCE	SALARY
0	\$60,919
1	\$61,119
2	\$61,369
3	\$61,607
4	\$61,845
5	\$61,845
6	\$62,295
7	\$62,745
8	\$63,195
9	\$63,646
10	\$64,096
11	\$64,546
12	\$65,031
13	\$65,491
14	\$65,991
15	\$66,491
16	\$67,066
17	\$67,466
18	\$67,866
19	\$68,266
20	\$68,751
21	\$69,276
22	\$69,711
23	\$70,138
24	\$70,538
25	\$70,938
26	\$71,338
27	\$71,738
28	\$72,333
29	\$73,141
30	\$73,951

2024-25 CAMPUS ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
CA1	\$315.60	\$343.05	\$370.51
CA2	\$333.91	\$362.95	\$392.00
CA3	\$353.61	\$384.37	\$415.13
CA4	\$371.29	\$403.58	\$435.88
CA5	\$412.13	\$447.98	\$483.83
CA6	\$459.69	\$499.67	\$539.66
CA7	\$501.64	\$545.28	\$588.91
CA8	\$568.86	\$618.34	\$667.83

2024-25 DISTRICT ADMINISTRATOR/PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
DA1	\$274.01	\$297.85	\$321.69
DA2	\$297.31	\$323.17	\$349.03
DA3	\$342.20	\$371.97	\$401.73
DA4	\$371.29	\$403.58	\$435.88
DA5	\$412.13	\$447.98	\$483.83
DA6	\$459.69	\$499.67	\$539.66
DA7	\$501.64	\$545.28	\$588.91
DA8	\$568.86	\$618.34	\$667.83

2024-25 OPERATIONAL SERVICES SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
OS1	\$279.41	\$303.71	\$328.02
OS2	\$339.48	\$369.01	\$398.54
OS3	\$459.69	\$499.67	\$539.66
OS4	\$501.64	\$545.28	\$588.91

2024-25 SPED LICENSED PROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
LP	\$314.68	\$360.46	\$406.24

2024-25 INFORMATION TECHNOLOGY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
J1	\$29.63	\$32.20	\$34.78
J2	\$34.17	\$37.14	\$40.12
J3	\$40.34	\$43.85	\$47.36
J4	\$331.04	\$359.84	\$388.63
J5	\$355.85	\$386.80	\$417.76
J6	\$390.11	\$424.05	\$457.98
J7	\$409.62	\$445.25	\$480.88
J8	\$459.69	\$499.67	\$539.66
J9	\$501.64	\$545.28	\$588.91

2024-25 OFFICE/PARAPROFESSIONAL SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
PP1	\$17.06	\$18.60	\$20.14
PP2	\$18.43	\$20.09	\$21.75
PP3	\$19.35	\$21.09	\$22.83
PP4	\$21.36	\$23.29	\$25.21
PP5	\$23.82	\$25.96	\$28.11
PP6	\$26.56	\$28.95	\$31.34
PP7	\$29.75	\$32.43	\$35.11
PP8	\$33.31	\$36.31	\$39.31

2024-25 AUXILIARY SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
Z1	\$16.07	\$17.68	\$19.29
Z2	\$16.86	\$18.55	\$20.23
Z3	\$17.75	\$19.53	\$21.30
Z4	\$18.68	\$20.54	\$22.41
Z5	\$20.05	\$22.05	\$24.05
Z5A	\$21.25	\$23.38	\$25.51
Z6	\$22.53	\$24.78	\$27.03
Z7	\$25.25	\$27.78	\$30.31
Z8	\$28.18	\$31.00	\$33.82
Z9	\$32.41	\$35.65	\$38.89

2024-25 TRANSPORTATION SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
B0	\$15.00	\$16.50	\$18.00
B1	\$16.07	\$17.68	\$19.29
B2	\$16.86	\$18.55	\$20.23
B3	\$17.70	\$19.47	\$21.24
B4	\$22.94	\$25.24	\$27.53
B5	\$23.63	\$25.99	\$28.36
B6	\$24.70	\$27.16	\$29.63
B7	\$26.67	\$29.34	\$32.01
B8	\$32.41	\$35.65	\$38.89

2024-25 POLICE SALARY SCALE

Salary Grade	Minimum Rate	Midpoint Rate	Maximum Rate
W1	\$17.75	\$19.35	\$20.95
W2	\$24.70	\$27.16	\$29.63
W3	\$29.75	\$32.43	\$35.11
W4	\$33.31	\$36.31	\$39.31
W5	\$37.16	\$40.40	\$43.63
W6	\$42.78	\$46.50	\$50.22
W7	\$412.13	\$447.98	\$483.83
W8	\$459.69	\$499.67	\$539.66
W9	\$501.64	\$545.28	\$588.91
W10	\$648.72	\$686.06	\$727.53

2024-25 SUBSTITUTE PAY

Assignment	Assignment Lasting 10 days or less (Teacher and Instructional Assistant)	11+ day assignment (Teacher only)	Half Day	Early-release day or leave earlier than schedule
Non-Certified	\$115	\$145	\$57.50	\$86.25
Certified	\$125	\$175	\$62.50	\$93.75
Registered Nurse	\$200	\$250	\$100	\$150

Special Education Assignment Supplement (This SPED supplement is only on short-term assignments not long-term assignments of 11 days or more)	
Substitute Teacher for SPED Assignment	\$10/day
Substitute Instructional Assistant for SPED Assignment	\$5/day

2024-25 SPECIALTY SUBSTITUTE PAY

Assignment	2024-25 Daily Rate	2024-25 Hourly Rate
Certified Occupational Therapy Assistant (COTA)	\$280	\$35
School Psychologist	\$520	\$65
Dual Language School Psychologist	\$560	\$70
Diagnostician	\$520	\$65
Dyslexia Teacher	\$240	\$30
Speech Language Pathologist	\$400	\$65
Athletic Trainer	\$250	\$125

2024-25 SEASONAL PART-TIME EMPLOYEE PAY

Assignment	2024-25 Hourly Rate
AVID Tutor	\$15.00
Childcare Worker	\$15.00
SMC Refurbishing Tech	\$15.00
Summer Feeding Program Assistant	\$16.07
Summer Feeding Program Supervisor	\$22.53
Floater Bus Monitor	\$16.16
Floater Bus Driver	\$22.41
Floater Custodian	\$16.86

2024-25 TEMPORARY EMPLOYEE PAY

Temp Assignment	2024-25 Hourly Rate
GENERAL TEMPS	
Administrative Assistant	\$15.00
Clerical Support	\$15.00
District Receptionist Substitute	\$15.00
Docutech Operator	\$15.00
HS Event Parking Lot Attendant	\$15.00
Lunchroom Monitor	\$15.00
Manual Trades	\$15.00
Materials Management Summer Assistant	\$15.00
Registrar (ELEM)	\$18.43
Registrar (MS)	\$21.36
Registrar (HS)	\$23.82
Translator/Interpreter	\$30.00
Special Education/ARD Translator/Interpreter	\$40.00
Video Scoreboard Broadcast Specialist	\$30.00
TEACHING & LEARNING TEMPS	
Academic Assistant (12+ college hours)	\$15.00
Academic Assistant (48+ college hours)	\$18.00
Academic Assistant (certified teacher)	\$23.00
Administrator	Min of posted salary scale for position
AP/PSAT/ACT/SAT (Mock or Actual Exam) Proctor	\$15.00
ARD Facilitator Svcs.	\$40.00
Assistive Technology Facilitator Assistant	\$15.00
Behavioral Svcs.	\$35.00
Diagnostician/LSSP Svcs.	\$40.00
Bilingual Diagnostician/LSSP Svcs.	\$70.00
Campus Support Staff - Summer Prof. Learning	\$15.00
Childcare Provider	\$15.00
College Coach	\$25.00
Counselor	\$43.00
ESL Reading Specialist	\$30.00
Homeless Program Assistance	\$15.00
Homebound Program Reviewer	\$70.00
Instructional Assistant	\$17.06

Temp Assignment	2024-25 Hourly Rate
Instructional Assistant (Special Pgms.)	\$18.43
LSSP Svcs.	\$40.00
Orientation & Mobility Svcs.	\$65.00
Ropes Facilitation	\$25.00
Occupational Therapist Svcs.	\$40.00
SLP Svcs.	\$40.00
SPED Teacher Advisor	\$25.00
SRP Teacher	\$39.00
Work-based Learning Advisor	\$40.00
STUDENT WORKER TEMPS	
Student Worker	\$12.50
IT Summer Tech	\$12.50
PAC Student Worker	\$12.50
FINE ARTS TEMPS	
Accompanist	\$25 - \$60 per rehearsal/recording session
	\$100 per performance
Choreographer	\$250-\$500 per routine
Clinician	\$75 - \$500 session - Choir
	\$150 - \$300 session - Theatre
	\$300 - \$750 session - Band
Masterclass Teacher	\$50 per hour

2024-25 ANNUALIZED STIPENDS

Stipend Title	Stipend	Extra Days
DISTRICTWIDE STIPENDS		
DISTRICT C2 COORDINATOR	\$1,000	0
DISTRICT LEAD DEAN OF INSTRUCTION	\$1,000	0
DISTRICT TWILIGHT COORDINATOR	\$3,000	0
TEACHER NATIONAL BOARD CERTIFICATION	\$1,500	0
HIGH SCHOOL ACADEMIC STIPENDS		
HS ASSOCIATE PRINCIPAL	\$1,000	6
HS DEPARTMENT HEAD	\$2,000	0
HS FULL-YEAR EXTRA TEACHING PERIOD	\$2,500	0
HS HALF-YEAR EXTRA TEACHING PERIOD	\$1,250	0
HS INSTRUCTIONAL COACH	\$0	15
HS SATURDAY CLOCK	\$2,000	0
HS TUTORIALS/D-HALL/CREDIT RECOVERY	\$2,000	0
HS TWILIGHT TEACHER	\$2,000	0
HS ZERO-HOUR TEACHING PERIOD	\$3,500	0
HIGH SCHOOL EXTRA-CURRICULAR STIPENDS		
HS AGRICULTURE ADVISOR	\$7,000	17
HS AUDITORIUM MANAGER	\$1,000	0
HS BROADCAST JOURNALISM ADVISOR	\$2,000	0
HS DEBATE ADVISOR	\$3,000	0
HS KEY CLUB ADVISOR	\$500	0
HS NEWSPAPER ADVISOR	\$2,500	0
HS NHS ADVISOR	\$1,500	0
HS NHS ASSISTANT ADVISOR	\$600	0
HS PALS ADVISOR	\$1,000	0
HS ROBOTICS LEAD ADVISOR	\$3,500	7
HS ROBOTICS ADVISOR	\$1,250	7
HS SHATTERED DREAMS ADVISOR	\$500	0
HS STUDENT COUNCIL ADVISOR	\$1,200	5
HS STUDENT COUNCIL ASSISTANT ADVISOR	\$600	0
HS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$1,000	0
HS UIL COORDINATOR	\$1,500	0
HS YEARBOOK ADVISOR	\$2,000	0
HIGH SCHOOL ATHLETIC STIPENDS		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
FOOTBALL		
HS FOOTBALL - DEFENSIVE COORD.	\$5,000	15

Stipend Title	Stipend	Extra Days
HS FOOTBALL - OFFENSIVE COORD. /HEAD COACH JV	\$5,000	15
HS FOOTBALL - STRENGTH & CONDITIONING COORD.	\$5,000	15
HS FOOTBALL - VARSITY COACH/HEAD COACH SOPH	\$3,100	15
HS FOOTBALL – HEAD COACH FRESHMAN	\$3,100	15
HS FOOTBALL – JV/FRESHMAN COACH	\$3,100	15
BOYS BASKETBALL		
HS BASKETBALL - BOYS HEAD COACH	\$5,000	10
HS BASKETBALL - BOYS JV COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN B COACH	\$2,000	10
BASEBALL		
HS BASEBALL - HEAD COACH	\$5,000	10
HS BASEBALL - JV COACH	\$2,000	5
HS BASEBALL - FRESHMAN COACH	\$2,000	5
HS BASEBALL - FRESHMAN B COACH	\$2,000	5
BOYS SOCCER		
HS SOCCER - BOYS HEAD COACH	\$5,000	5
HS SOCCER - BOYS ASST. COACH	\$2,000	5
BOYS TRACK		
HS TRACK - BOYS HEAD COACH	\$4,000	5
HS TRACK - BOYS ASST. COACH	\$2,000	5
CROSS COUNTRY		
HS CROSS COUNTRY - HEAD COACH	\$4,000	10
HS CROSS COUNTRY - ASST. COACH	\$2,000	5
GOLF		
HS GOLF - HEAD COACH	\$5,000	3
HS GOLF - ASST. COACH	\$2,000	3
WRESTLING		
HS WRESTLING - HEAD COACH	\$4,000	5
HS WRESTLING - ASST. COACH	\$2,000	5
COORDINATOR		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
VOLLEYBALL		
HS VOLLEYBALL - VARSITY	\$5,000	10
HS VOLLEYBALL - JV COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN A/B COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN B COACH	\$2,000	10
GIRLS BASKETBALL		

Stipend Title	Stipend	Extra Days
HS BASKETBALL - GIRLS HEAD COACH	\$5,000	10
HS BASKETBALL - GIRLS JV COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN B COACH	\$2,000	10
SOFTBALL		
HS SOFTBALL - HEAD COACH	\$5,000	10
HS SOFTBALL - JV COACH	\$2,000	5
HS SOFTBALL - FRESHMAN COACH	\$2,000	5
GIRLS SOCCER		
HS SOCCER - GIRLS HEAD COACH	\$5,000	5
HS SOCCER - GIRLS ASST. COACH	\$2,000	5
GIRLS TRACK		
HS TRACK - GIRLS HEAD COACH	\$4,000	5
HS TRACK - GIRLS ASST. COACH	\$2,000	5
SWIMMING		
HS SWIMMING - HEAD COACH	\$5,000	5
HS SWIMMING - ASST. COACH	\$2,000	5
TENNIS		
HS TENNIS - HEAD COACH	\$5,000	5
HS TENNIS - ASST. COACH	\$2,000	5
TRAINER		
HS ATHLETIC TRAINER	\$6,600	28
ATHLETIC EXTRA-DUTY STIPENDS		
HS ATHLETIC ACADEMIC COORD.	\$2,000	0
HS ATHLETIC FACILITIES COORD.	\$2,000	0
HS ATHLETIC TRAVEL COORD.	\$2,000	0
HS ATHLETIC VIDEO COORD.	\$2,000	0
HS POWER LIFTING	\$2,000	0
HS ATHLETICS PURCHASING COORD.	\$2,000	0
HS ATHLETICS RANK 1 COORD.	\$2,000	0
HS FOOTBALL - GAME ADMINISTRATOR	\$2,000	0
HS SPORTS EQUIPMENT MANAGER	\$2,000	0
HIGH SCHOOL PERFORMING ARTS STIPENDS		
HS BAND DIRECTOR	\$8,000	39
HS BAND ASSISTANT DIRECTOR	\$4,500	20
HS DANCE DIRECTOR	\$3,000	15
HS DANCE ASSISTANT DIRECTOR	\$2,500	7
HS CHEER DIRECTOR	\$3,000	15

Stipend Title	Stipend	Extra Days
HS CHEER ASSISTANT DIRECTOR	\$2,500	6
HS CHOIR DIRECTOR	\$3,000	12
HS CHOIR ASSISTANT DIRECTOR	\$2,500	6
HS THEATRE DIRECTOR	\$3,000	6
HS TECHNICAL THEATRE DIRECTOR	\$3,000	2
HS THEATRE ASSISTANT DIRECTOR	\$1,500	0
HS UIL ONE ACT PLAY DIRECTOR	\$1,000	0
HS UIL ONE ACT PLAY ASSISTANT DIRECTOR	\$500	0
MIDDLE SCHOOL ACADEMIC STIPENDS		
MS DEPARTMENT HEAD	\$1,000	0
MS DETENTION AM/PM	\$1,000	0
MS FULL EXTRA TEACHING PERIOD	\$2,500	0
MS INSTRUCTIONAL COACH	\$0	15
MS SATURDAY CLOCK	\$1,000	0
MS ZERO HOUR TEACHING PERIOD	\$3,500	0
MIDDLE SCHOOL EXTRA-CURRICULAR STIPENDS		
MS INTRAMURALS	\$1,000	0
MS JOURNALISM ADVISOR	\$1,500	0
MS NJHS ADVISOR	\$750	0
MS STEP TEAM ADVISOR	\$500	0
MS STEP TEAM ASSISTANT	\$250	0
MS STUDENT COUNCIL ADVISOR	\$750	0
MS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$500	0
MIDDLE SCHOOL ATHLETIC STIPENDS		
COORDINATOR		
MS BOYS ATHLETICS COORDINATOR	\$3,000	0
FOOTBALL		
MS FOOTBALL - 7TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 7TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - C TEAM COACH	\$1,500	10
BOYS BASKETBALL		
MS BASKETBALL - BOYS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - BOYS 8TH GRADE COACH	\$1,500	3
BOYS SOCCER		
MS SOCCER - BOYS COACH	\$1,500	0
CROSS COUNTRY		

Stipend Title	Stipend	Extra Days
MS CROSS COUNTRY BOYS/GIRLS COACH	\$1,500	0
MS CROSS COUNTRY BOYS/GIRLS ASST. COACH	\$1,500	0
COORDINATOR		
MS GIRLS ATHLETICS COORDINATOR	\$3,000	0
VOLLEYBALL		
MS VOLLEYBALL 7TH GRADE COACH	\$1,500	3
MS VOLLEYBALL 8TH GRADE COACH	\$1,500	3
GIRLS BASKETBALL		
MS BASKETBALL - GIRLS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - GIRLS 8TH GRADE COACH	\$1,500	3
GIRLS SOCCER		
MS SOCCER - GIRLS COACH	\$1,500	0
TRACK		
MS TRACK BOYS/GIRLS COACH	\$1,500	0
ATHLETIC EXTRA-DUTY		
MS ATHLETIC LAUNDRY	\$1,500	0
MIDDLE SCHOOL PERFORMING ARTS STIPENDS		
MS BAND DIRECTOR	\$3,500	33
MS BAND ASSISTANT DIRECTOR	\$2,500	15
MS DANCE DIRECTOR	\$2,000	7
MS DANCE ASSISTANT DIRECTOR	\$1,500	3
MS CHOIR DIRECTOR	\$2,500	3
MS CHOIR ASSISTANT DIRECTOR	\$1,500	3
MS CHEER DIRECTOR	\$2,000	3
MS CHEER ASSISTANT DIRECTOR	\$1,500	3
MS THEATER ARTS DIRECTOR	\$1,500	0
MS THEATER ARTS ASSISTANT DIRECTOR	\$500	0
MS COLOR GUARD	\$1,500	0
ELEMENTARY ACADEMIC STIPENDS		
ELEM INSTRUCTIONAL COACH	\$0	15
ENGLISH LANGUAGE LEARNER STIPENDS		
ELL BILINGUAL INST COACH	\$7,000	15
ELL BILINGUAL LSSP/DIAG	\$7,000	0
ELL BILINGUAL LITERARY SPECIALIST	\$7,000	0
ELL BILINGUAL SLP	\$7,000	0
ELL BILINGUAL SRP/DYSLEXIA	\$7,000	0
ELL BILINGUAL TEACHER	\$7,000	0
ELL BILINGUAL LIBRARIAN	\$7,000	0

Stipend Title	Stipend	Extra Days
ELL BILINGUAL TCHR PART-TIME	\$3,500	0

Stipend Title	Stipend	Extra Days
SPECIAL EDUCATION STIPENDS		
SPED GENERAL (Res/Incl, VAC, Homebound, Deaf/Hard of Hearing, Adapted PE, DL, Virtual, ARD Spec, MS/HS Team Lead, Certified Dyslexia , IRS Staff (Diag., LSSP, OT, PT, SLP,))	\$2,500	0
SPED BEHAVIOR (Behavior (GOALS, Aspire, SCSS))	\$3,000	0
SPED SELF-CONTAINED CLASSROOM (ELE, ESLE, SLE, ICAP, ICAP C, Life Skills, Autism Grant, 18+/SELF, TASC, IBC)	\$5,000	0
SPED VISION (Vision, O&M)	\$2,700	0
SPED LEAD DIAG	\$3,000	0
SPED LEAD LSSP	\$3,000	0
SPED LEAD SLP	\$3,000	0
SPED LEAD OT/PT	\$3,000	0
SPED LEAD ADAPTIVE PE	\$3,000	0
SPED LEAD VISION	\$3,000	0
SPED LEAD 18+ SERVICES	\$3,000	0
SPED LEAD DEAF/HARD OF HEARING	\$3,000	0
SPED LEAD BEHAVIOR SPECIALIST	\$3,000	0

2024-25 PAY INCENTIVES

Incentive	Incentive Rate
SPED Licensed Professionals Hiring Bonus	\$1,000
SPED Teacher Hiring Bonus	\$1,000
SPED Instructional Assistant Hiring Bonus	\$500
Hiring Bonus - Bus Operator with CDL	\$500
Student Teacher Hiring Bonus	\$1,250
Student Teacher Sign-on Bonus	\$1,250

2024-25 GENERAL EXTRA-DUTY PAY RATES

Job Title	Pay Rate
CNS/CUSTODIAL SOUTHSIDE ASSIGNMENT	
CNS/Custodial Southside Campus Differential	\$1.50
CTE	
COOL Week for Teacher Externship	\$500
Skills USA Sponsor (includes Automotive, Building Trades, Drafting, Electrical Trades, Electronics, Cosmetology and Criminal Justice)	\$1,500/\$2,000 if go to Nationals
CTE DECA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE FCCLA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE HOSA Sponsor	\$1,500/\$2,000 if go to Nationals
CTE BEST Robotics Sponsor	\$600
FIRST Tech Challenge (FTC) Coach	\$2,000
FIRST Robotics Competition (FRC) Coach	\$3,000
HS CTE Program of Study Lead	\$500
FACILITIES RENTAL	
Facility Rental Field/Building Manager	\$25
Facility Rental Press Box Technician	\$25
Facility Rental Lead	\$30
Facility Rental PAC Manager	Employees overtime rate
Facility Rental PAC Staff	\$15
Facility Rental PAC Student	\$12.50
Facility Rental Custodian	Employee's Hourly rate (likely at OT)
SPED/SPECIAL PROGRAMS	
ARD Meetings/Service Plan Support - Teachers	\$39
ARD Meetings/Service Plan Support – Licensed SPED Professional	Regular pay rate
Childcare - General	\$16
Childcare - Special Needs	\$17
Homebound	\$39
In-Home Parent Training - IA	\$35
In-Home Parent Training – Teacher	\$45
In-Home Parent Training – Licensed SPED Professional	\$55
Person Centered Planning Facilitation	\$100
Ropes Course Maintenance	\$15
Ropes Facilitator	\$25

Job Title	Pay Rate
Special Olympics Director	\$1,400
Special Olympics Head Coach - each sport	\$300
Special Olympics Co-Coach - each sport	\$150
CURRICULUM DEVELOPMENT	
Assessment Proofreading	\$15
Curriculum Development	\$39
Curriculum Specialists/Instructional Coaches	Employee's Daily Rate
CTE Curriculum Development	\$39
IT Curriculum Specialists	Employee's Daily Rate
PROFESSIONAL DEVELOPMENT	
Mentor for New to Profession teacher	\$500
Teacher Room Set-up for New-to-Profession Orientation	\$200
Cooperating Teacher	\$200
Training - Developing and Presenting - Full-day	\$350
Training - Developing and Presenting - Half-day	\$200
Training Hand in Hand (Childcare Provider) Workshop - Half-day	\$37
Training - Presenting - Full-day	\$250
Training - Assisting - Full-day	\$100
Training - Attending - Teacher/Professional Staff - Full-day	\$85
Training - Attending - Teacher/Professional Staff - Half-day	\$42.50
Training - Attending - IA	Employee's Hourly rate (likely at OT)
SUMMER CAMPS/PROGRAMS	
Certified Teachers, Summer Camp	\$39
Student Workers, Summer Camp	\$12.50
Campus Technology - Extra Days	Employee's Daily Rate
Supervisor, DLE/ESL Summer Program	\$39
SUMMER SCHOOL LEADERSHIP	
Summer School HS Credit Recovery Coordinator	\$3,500
Summer School HS Virtual Coordinator	\$3,500
Summer School ES Coordinator	\$2,800
Summer School MS Coordinator	\$3,000
Summer School ESY Coordinator	\$3,750
Summer School EB EC Coordinator	\$5,500
SUMMER SCHOOL/EXTENDED SCHOOL YEAR STAFF	
Summer School Administrative Assistant	\$27

Job Title	Pay Rate
Summer School Counselor	\$42
Summer School Credit Recovery Lab Manager	\$20
Summer School/ESY Instructional Assistant	\$18
Summer School/ESY Instructional Assistant Bilingual	\$18
Summer School//ESY Instructional Assistant Job Coach	\$18
Summer School/ESY Instructional Assistant SPED	\$19
Summer School Librarian	\$39
Summer School//ESY Licensed Professional	Employee's Daily Rate
Summer School LVN	\$24
Summer School Registered Nurse	\$24 - LVN \$41 - RN
Summer School Registrar	\$24
Summer School Substitute Teacher Certified	\$39
Summer School Substitute Teacher Non-Certified / IA	\$18
Summer School/ESY Teacher Certified Dual Language	\$39
Summer School/ESY Teacher Certified	\$39
Summer Compliance ESL Testing Teachers	Hourly Rate
Summer Professional Learning, Building Manager	\$20
HIGH SCHOOL ASSIGNMENTS	
General tutoring (Certified Teacher)	\$39
IB Extended Essay Supervisors	\$50
HS UIL Event Advisor	\$500
Graduation Assistance	\$39
HS Athletic/Academic Coach Driving	\$25
<i>High Schools may not exceed a total annual budget of \$6,000 for using the stipends listed below.</i>	
HS Prom Advisor	\$500
HS Attendance Committee	\$1,000
HS Destination Imagination Advisor	\$400
National Honor Society Sponsor	\$600
HS Auditorium Manager	\$1,000
HS Additional Department Head	\$2,000
PLC Lead training	\$85
	\$42.50
MIDDLE SCHOOL ASSIGNMENTS (PAID FROM DISCRETIONARY FUND BUDGET)	
General tutoring (Certified Teacher)	\$39
MS Team/Grade Level Leader	\$500
<i>Middle Schools may not exceed a total annual budget of \$5,050 for using the stipends listed below.</i>	
Learning Festival Coordinator	\$650
Archery Advisor	\$500
Art Club Advisor	\$500

Job Title	Pay Rate
C-Squared/No Place for Hate/Peer Mediation Advisor	\$500
Journalism Club Advisor	\$500
Math Club Advisor	\$500
Pep Squad Advisor	\$500
FIRST Robotics Advisor	\$500
School-Community Relations Coordinator	\$500
Science Fair Advisor	\$500
Student Ambassador Program Advisor	\$500
AVID/SIM Site Coordinator	\$500
After School Intervention & Enrichment Lead	\$500
MS Destination Imagination Coordinator	\$400
NJHS Assistant Sponsor	\$350
Student Council Assistant	\$350
Green Club (Environmental)	\$300
Learning Festival/Competition <i>(Spelling Bee, Math Counts, Geography Bee, History Bee, Math Pentathlon, etc.)</i>	\$200
New to LISD Teacher Orientation	\$120
MS Camp (Summer Orientation)	\$50
ELEMENTARY SCHOOL ASSIGNMENTS	
General tutoring (Certified Teacher)	\$39
PreK Team Lead	\$250
Kindergarten Team Lead	\$250
First Grade Team Lead	\$250
Second Grade Team Lead	\$250
Third Grade Team Lead	\$250
Fourth Grade Team Lead	\$250
Fifth Grade Team Lead	\$250
Specials/Special Program Team Lead	\$250
<i>Elementary Schools may not exceed a total annual budget of \$1,500 for using the stipends listed below.</i>	
Elem Destination Imagination Advisor	\$400
Elem Yearbook Advisor	\$300
Additional Specials/Special Program Team Lead	\$250
Student Leadership Advisor	\$150
Math Pentathlon Advisor	\$150
C-Squared Club Advisor	\$150
Robotics Club Advisor	\$400
Elem Teacher Providing Principal Approved Training	\$250
	\$100

Job Title	Pay Rate	
SPED TEAM LEADS (SPED TEAM LEADS ARE PAID BY SPED DEPARTMENT)		
Elementary SPED Team Leaders	\$500	
MS SPED Team Leaders (5 extra days)	\$0	
PROCTORING/TESTING		
Exam for Acceleration Administration	\$100	
PACE Screener	\$75	
Proficiency Exam Graders	\$25	
AP/TSI Proctor	\$25	
Quest Exam Administration	\$100	
EOC Proctor - English I and II (5 hrs. or less)	\$75	
EOC Proctor - Algebra I, Biology, American History (4 hrs. or less)	\$90	
EOC Proctor - Student Max Time Exceptions (More than 4 or 5 hrs. depending on course))	\$120	
TAKS Proctor	\$75	
FINE ARTS ASSIGNMENTS		
Band Tech	\$15	
Fine Arts Assignment - Certified teacher	\$39	
TRANSPORTATION		
Transportation Shop	\$15	
NEW SCHOOL OPENING		
New school Logistics and Material Technician	\$15	
New School Support, Certified Teacher	\$25	
NON-ATHLETIC EVENT STADIUM MANAGER		
Stadium Manager	0-3 hours	\$125
	4-7 hours	\$225
	8-10 hours	\$300
	11-13 hours	\$400
Assistant Stadium Manager	0-3 hours	\$75
	4-7 hours	\$175
	8-10 hours	\$250
	11-13 hours	\$350

2024-25 ATHLETIC EXTRA-DUTY PAY RATES

Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Football									
Football Stadium Supervisor	Manages all aspects of a HS football game (workers, parking, ticket sales, seating, problems etc.)					\$250	Game	\$250	Game
Football Stadium Manager	Assists Stadium Supervisor in readying the stadium for a football game			\$100	Game	\$200	Game	\$200	Game
Football Assistant Stadium Manager	Sets up the stadium for HS football games					\$150	Game	\$150	Game
Football Ticket Manager	Manages the ticket sellers and takers for HS football games Responsible for the money reconciliation at the end of a football game					\$100	Game	\$100	Game
Football Announcer	Performs announcer duties at HS Football games					\$100	Game	\$100	Game
Football Press Box Manager	Manages all activates regarding Press Box at HS Football games					\$75	Game	\$75	Game
Camera Operator	Responsible for operating one of three cameras used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Switchboard Operator	Responsible for operating the switchboard used during a broadcast event, reporting to the Broadcast Manager			\$75	Game	\$75	Game	\$75	Game
Football Ticket Seller	Sells tickets at football games	\$40	Game	\$40	Game	\$50	Game	\$60	Game
Football Field Gate Monitor	Monitors gates onto the track/field at Football games					\$60	Game	\$60	Game
Football Parking Lot Seller	Sells parking passes at lot							\$75	Game
Football Ticket Taker	Takes tickets at football games			\$40	HS Game	\$50	Game	\$50	Game
Kiddie Corral (Monroe only)	Manages Kiddie Corral during game					\$100	Game	\$100	Game
Football Elevator Monitor	Monitors who have permission to be in the press box for HS football games					\$50	Game	\$50	Game
Football Usher/Reserved Seat Section Monitor	Monitors reserved seating sections at HS Football games					\$50	Game	\$50	Game
Football Parking Attendants	Serves as parking attendant at HS Football games					\$50	Game	\$50	Game
Football Scoreboard Keeper	Keeps the football scoreboard					\$50	Game	\$50	Game

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Custodian	Performs custodial duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Stadium Maintenance Worker	Performs maintenance duties at football stadium			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Basketball									
Job Title	Job Description			Season Games		Tournament		Playoffs	
Basketball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Basketball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Clock Keeper	Maintains game clock			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Basketball Bookkeeper	Keep the official score book			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game

Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
				Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Custodian	Performs custodial duties at field								
Baseball/Softball									
Baseball/Softball Field Supervisor	Sets up the high school field when game is being hosted, secures workers for the game Usually is the administrator on duty					\$100	Game	\$200	Game
Baseball/Softball Game Ticket Seller	Sells tickets at games	\$40	Game	\$10	Game	\$50	Game	\$75	Game
Baseball/Softball Announcer/Scoreboard	Performs announcer and scoreboard duties at games			\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Scorebook Keeper	Maintains game scorebook	\$45	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Baseball/Softball Pitch Count	Counts accurate pitches	\$40	Varsity Game	\$10	Game	\$50	Game	\$100	Game
Custodian	Performs custodial duties at field	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
		Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field								
Volleyball									
Volleyball Gym Supervisor	Sets up the high school gym when game is being hosted, secures workers for the game Usually is the administrator on duty							\$75	Game
Volleyball Game Ticket Seller	Sells tickets at games			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Volleyball Clockkeeper	Manages timeclock at event					\$10	Hour	\$45	Game
Volleyball Scorebook Keeper	Maintains game scorebook			\$40	HS JV/Varsity Game	\$10	Hour	\$45	Game
Libero Tracker	Manages score tracking							\$35	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour	Employee's hourly rate (likely at OT)	Hour
Soccer									

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Job Title	Job Description	Sub-Varsity Games (Campus)		Sub-Varsity Games (Gupton, /Non-LHS Bible)		Varsity Season Games		Playoffs	
Soccer Stadium Manager	Manages all aspects of a HS Soccer game (workers, parking, ticket sales, seating, problems etc.)			\$75	Game			\$75	Game
Soccer Announcer	Performs announcer duties at games			\$50	Game			\$50	Game
Soccer Ticket Seller	Sells tickets at games	\$40	Game	\$40	Game	\$10	Hour	\$60	Game
Soccer Ticket Taker	Takes tickets at games			\$40	Game			\$50	Game
Soccer Usher/Gate Monitor	Ushers attendees and monitors gates onto the field at games			\$40	Game			\$50	Game
Soccer Clock Operator	Operates timeclock at event			\$50	Game			\$50	Game
Custodian	Performs custodial duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour
Groundskeeper	Performs groundskeeper duties at field			Employee's hourly rate (likely at OT)	Hour			Employee's hourly rate (likely at OT)	Hour

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2024-25 Budget Estimate
2% Midpoint Across-the-Board Pay Increase and Other Recommendations

Employee Group	Recommendations	Budgeted Positions	2023-24 Budget	2024-25 Budget	Cost Increase	Total Cost with Benefits
Teachers	0 Years Experience Teacher starting salary - \$56,687	2,301	\$136,849,000	\$139,647,000	\$2,798,000	\$2,929,000
	Bachelors degreed Teacher - 2% midpoint \$1,232 base salary increase					
	Masters degreed Teacher - 2% midpoint \$1,232 base salary increase (scale remains \$1,000 above Bachelors)					
	Doctorate degreed Teacher - 2% midpoint \$1,232 base salary increase (scale remains \$2,000 above Bachelors)					
	Subtotal	3,307	\$199,001,000	\$203,016,000	\$4,015,000	\$4,203,000
Registered Nurses	\$3,000 more than Teacher scale	47	\$3,057,000	\$3,115,000	\$58,000	\$61,000
Counselors	\$5,000 more than Teacher scale	104	\$7,677,000	\$7,806,000	\$130,000	\$136,000
Administrative/Professional	2% of midpoint base salary increase	568	\$47,623,000	\$48,563,000	\$939,000	\$983,000
Information Technology	2% of midpoint base salary increase	81	\$6,821,000	\$6,952,000	\$130,000	\$137,000
Office/Paraprofessional	2% of midpoint base salary increase	924	\$31,686,000	\$32,303,000	\$617,000	\$645,000
Auxiliary*	2% of midpoint base salary increase	391	\$15,653,000	\$15,942,000	\$289,000	\$303,000
Transportation	2% of midpoint base salary increase	348	\$9,674,000	\$9,848,000	\$174,000	\$182,000
TOTAL ACROSS-THE-BOARD ESTIMATED COST		5,770	\$321,192,000	\$327,544,000	\$6,352,000	\$6,649,000
Compensation Review*	Review of Office-Paraprofessional/Auxiliary/Transportation scales					\$1,454,000
Stipend Review	Review of annualized stipends					\$9,000
Substitute Pay Review**	Review of Substitute Pay Rates					\$92,000
TOTAL COMPENSATION REVIEW ESTIMATED COST						\$1,463,000
Certified Dyslexia Stipend	Review of Substitute Pay Rates					\$121,000
TOTAL ADDITIONAL PROPOSALS						\$121,000
GRAND TOTAL ESTIMATED COST						\$8,233,000

Totals may be slightly off due to rounding

* NOTE: This does not include CNS employees

**Will be absorbed in current substitute budget. Not included in Total Cost.

3/29/2024

2024-25 Budget Estimate
3% Midpoint Across-the-Board Pay Increase and Other Recommendations

Employee Group	Recommendations	Budgeted Positions	2023-24 Budget	2024-25 Budget	Cost Increase	Total Cost with Benefits
Teachers	<i>0 Years Experience Teacher starting salary - \$57,303</i>	2,301	\$136,849,000	\$141,060,000	\$4,211,000	\$4,408,000
	<i>Bachelors degreed Teacher - 3% midpoint \$1,848 base salary increase</i>					
	<i>Masters degreed Teacher - 3% midpoint \$1,848 base salary increase (scale remains \$1,000 above Bachelors)</i>	986	\$60,965,000	\$62,761,000	\$1,796,000	\$1,880,000
	<i>Doctorate degreed Teacher - 3% midpoint \$1,848 base salary increase (scale remains \$2,000 above Bachelors)</i>	20	\$1,187,000	\$1,222,000	\$36,000	\$37,000
	Subtotal	3,307	\$199,001,000	\$205,044,000	\$6,043,000	\$6,325,000
Registered Nurses	<i>\$3,000 more than Teacher scale</i>	47	\$3,057,000	\$3,144,000	\$87,000	\$91,000
Counselors	<i>\$5,000 more than Teacher scale</i>	104	\$7,677,000	\$7,871,000	\$194,000	\$203,000
Administrative / Professional	<i>3% of midpoint base salary increase</i>	568	\$47,623,000	\$49,032,000	\$1,409,000	\$1,474,000
Information Technology	<i>3% of midpoint base salary increase</i>	81	\$6,821,000	\$7,017,000	\$195,000	\$205,000
Office / Paraprofessional	<i>3% of midpoint base salary increase</i>	924	\$31,686,000	\$32,609,000	\$923,000	\$966,000
Auxiliary*	<i>3% of midpoint base salary increase</i>	391	\$15,653,000	\$16,085,000	\$432,000	\$453,000
Transportation	<i>3% of midpoint base salary increase</i>	348	\$9,674,000	\$9,933,000	\$259,000	\$271,000
TOTAL ACROSS-THE-BOARD ESTIMATED COST		5,770	\$321,192,000	\$330,734,000	\$9,542,000	\$9,988,000
Compensation Review*	Review of Office-Paraprofessional/Auxiliary/Transportation scales					\$1,158,000
Stipend Review	Review of annualized stipends					\$9,000
Substitute Pay Review**	Review of Substitute Pay Rates					\$92,000
TOTAL COMPENSATION REVIEW ESTIMATED COST						\$1,167,000
Certified Dyslexia Stipend	Review of Substitute Pay Rates					\$121,000
TOTAL ADDITIONAL PROPOSALS						\$121,000
GRAND TOTAL ESTIMATED COST						\$11,276,000

Totals may be slightly off due to rounding

* NOTE: This does not include CNS employees

**Will be absorbed in current substitute budget. Not included in Total Cost.

4/4/2024

2024-25 Budget Estimate
3.5% Midpoint Across-the-Board Pay Increase and Other Recommendations

Employee Group	Recommendations	Budgeted Positions	2023-24 Budget	2024-25 Budget	Cost Increase	Total Cost with Benefits
Teachers	<i>0 Years Experience Teacher starting salary - \$57,611</i>					
	<i>Bachelors degreed Teacher - 3.5% midpoint \$2,156 base salary increase</i>	2,301	\$136,849,000	\$141,767,000	\$4,918,000	\$5,148,000
	<i>Masters degreed Teacher - 3.5% midpoint \$2,156 base salary increase (scale remains \$1,000 above Bachelors)</i>	986	\$60,965,000	\$63,062,000	\$2,098,000	\$2,196,000 ²⁴¹
	<i>Doctorate degreed Teacher - 3.5% midpoint \$2,156 base salary increase (scale remains \$2,000 above Bachelors)</i>	20	\$1,187,000	\$1,226,000	\$40,000	\$41,000
	Subtotal	3,307	\$199,001,000	\$206,056,000	\$7,055,000	\$7,385,000
Registered Nurses	<i>\$3,000 more than Teacher scale</i>	47	\$3,057,000	\$3,159,000	\$101,000	\$106,000
Counselors	<i>\$5,000 more than Teacher scale</i>	104	\$7,677,000	\$7,903,000	\$226,000	\$236,000
Administrative / Professional	<i>3.5% of midpoint base salary increase</i>	568	\$47,623,000	\$49,266,000	\$1,643,000	\$1,720,000
Information Technology	<i>3.5% of midpoint base salary increase</i>	81	\$6,821,000	\$7,049,000	\$228,000	\$239,000
Office / Paraprofessional	<i>3.5% of midpoint base salary increase</i>	924	\$31,686,000	\$32,762,000	\$1,076,000	\$1,126,000
Auxiliary*	<i>3.5% of midpoint base salary increase</i>	391	\$15,653,000	\$16,157,000	\$504,000	\$528,000
Transportation	<i>3.5% of midpoint base salary increase</i>	348	\$9,674,000	\$9,976,000	\$302,000	\$316,000
TOTAL ACROSS-THE-BOARD ESTIMATED COST		5,770	\$321,192,000	\$332,327,000	\$11,135,000	\$11,655,000
Compensation Review*	Review of Office-Paraprofessional/Auxiliary/Transportation scales					\$1,054,000
Stipend Review	Review of annualized stipends					\$9,000
Substitute Pay Review**	Review of Substitute Pay Rates					\$92,000
TOTAL COMPENSATION REVIEW ESTIMATED COST						\$1,063,000
Certified Dyslexia Stipend	Review of Substitute Pay Rates					\$121,000
TOTAL ADDITIONAL PROPOSALS						\$121,000
GRAND TOTAL ESTIMATED COST						\$12,839,000

Totals may be slightly off due to rounding

* NOTE: This does not include CNS employees

**Will be absorbed in current substitute budget. Not included in Total Cost

4/4/2024

2024-25 Budget Estimate
4% Midpoint Across-the-Board Pay Increase and Other Recommendations

Employee Group	Recommendations	Budgeted Positions	2023-24 Budget	2024-25 Budget	Cost Increase	Total Cost with Benefits
Teachers	<i>0 Years Experience Teacher starting salary - \$57,919</i>	2,301	\$136,849,000	\$142,474,000	\$5,624,000	\$5,887,000
	<i>Bachelors degreed Teacher - 4% midpoint \$2,464 base salary increase</i>					
	<i>Masters degreed Teacher - 4% midpoint \$2,464 base salary increase (scale remains \$1,000 above Bachelors)</i>					
	<i>Doctorate degreed Teacher - 4% midpoint \$2,464 base salary increase (scale remains \$2,000 above Bachelors)</i>					
	Subtotal	3,307	\$199,001,000	\$207,072,000	\$8,071,000	\$8,448,000
Registered Nurses	<i>\$3,000 more than Teacher scale</i>	47	\$3,057,000	\$3,173,000	\$116,000	\$121,000
Counselors	<i>\$5,000 more than Teacher scale</i>	104	\$7,677,000	\$7,935,000	\$258,000	\$270,000
Administrative / Professional	<i>4% of midpoint base salary increase</i>	568	\$47,623,000	\$49,500,000	\$1,877,000	\$1,965,000
Information Technology	<i>4% of midpoint base salary increase</i>	81	\$6,821,000	\$7,082,000	\$260,000	\$272,000
Office / Paraprofessional	<i>4% of midpoint base salary increase</i>	924	\$31,686,000	\$32,915,000	\$1,229,000	\$1,287,000
Auxiliary*	<i>4% of midpoint base salary increase</i>	391	\$15,653,000	\$16,229,000	\$576,000	\$603,000
Transportation	<i>4% of midpoint base salary increase</i>	348	\$9,674,000	\$10,018,000	\$344,000	\$360,000
TOTAL ACROSS-THE-BOARD ESTIMATED COST		5,770	\$321,192,000	\$333,923,000	\$12,731,000	\$13,326,000
Compensation Review*	Review of Office-Paraprofessional/ Auxiliary/Transportation scales					\$993,000
Stipend Review	Review of annualized stipends					\$9,000
Substitute Pay Review**	Review of Substitute Pay Rates					\$92,000
TOTAL COMPENSATION REVIEW ESTIMATED COST						\$1,002,000
Certified Dyslexia Stipend	Review of Substitute Pay Rates					\$121,000
TOTAL ADDITIONAL PROPOSALS						\$121,000
GRAND TOTAL ESTIMATED COST						\$14,449,000

Totals may be slightly off due to rounding

* NOTE: This does not include CNS employees

**Will be absorbed in current substitute budget. Not included in Total Cost.

4/4/2024

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 9, 2024

Agenda Item: Discussion of Districtwide Intruder Detection Audit Report Findings
Purpose (this meeting): Discussion Item/Report Only Action Requested
Administrator Responsible: Bryan Miller, Executive Director Student Support;
Miguel Escobedo, Director of Emergency Management

Background Information:

This agenda item is to acknowledge and discuss the Texas School Safety Center Intruder Detection Audits that were recently conducted at one or more of our campuses. The audits test whether a campus is accessible to an unauthorized individual. These audits, conducted as part of Governor Abbott's school safety directives for all school systems following the tragedy in Uvalde, seek to help districts identify how campuses can improve safety for students, such as ensuring exterior doors are locked. The audit provides us with an opportunity to create a safer learning environment for our students and staff. We acknowledge that parents and community members are likely very interested in the details of the audit results; however, it is in the best interest of the students that we do not share this information with the broader public as it could lead to compromising important campus security information. Specific details of the Intruder Detection Audit will be discussed in the executive session and with the Safety and Security Committee.

Administrative Recommendation:

N/A

Sample Motion:

N/A

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 9, 2024

Agenda Item:	Consider Approval of Budget Amendments
Purpose:	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Pete Pape, Ed.D., CPA, Chief Financial Officer
Attachments:	Monthly Budget Amendments

Background Information:

The Board of Trustees adopted the 2023-2024 budget on June 15, 2023. Budgets for the General Operating Fund, Child Nutrition Fund, and Debt Service Fund were included in the official district budget. Budgets are prepared and approved at fund and function levels to comply with the state's required level of control.

Budget amendments are necessary throughout the year to realign funds. Realignment of funds will increase and/or decrease various function levels within the budget. All necessary budget amendments that change the function level should be formally approved by the Board of Trustees and recorded in Board minutes. Budget amendments increasing or decreasing revenues and/or expenditures also require formal Board approval.

The attached document summarizes the effect of budget transfers and amendments and the details of the changes being proposed. Submitted for approval are the budget revisions/amendments requested by various campuses and departments through April 29, 2024.

The amendments presented this month for the **General Operating Fund** (Funds 181, 197 and 199) are as follows:

- Increase of \$2,342 to revenue and expenditure budgets in Fund 197 for athletic tournaments. The increase to estimated revenue and expenditures has no impact on the total operating deficit/surplus.
- Transfers among functions with no effect on the total operating deficit/surplus.

The amendments presented this month for the **Child Nutrition Fund** (Fund 240) are as follows:

- Increase in expenditure budgets by \$1,568,969 to purchase food service equipment, cargo vans, and contracted maintenance as part of the fund balance spend down plan.

The amendments to expenditure budgets increase the Child Nutrition Fund deficit to \$1,212,969.

There are no amendments to the **Debt Service Fund**.

Administrative Recommendation:

Administration recommends that the Board approve the budget transfers and amendments to the 2023-2024 budget as presented.

Sample Motion:

I move that the Board of Trustees approve the budget transfers and amendments to the 2023-2024 budget as presented.

Leander Independent School District
General Fund - Fund 199
Budget Amendments/Transfers as of April 29, 2024

	2023-2024 Original Budget	Previously Amended Budget	Proposed Amendments 04/29/24	Proposed Amended Budget
Revenues:				
Local Sources	\$ 426,747,513	\$ 334,876,783	\$ 2,342	\$ 334,879,125
State Sources	56,983,976	102,071,398	-	102,071,398
Federal Sources	7,162,000	1,512,000	-	1,512,000
TOTAL REVENUES	\$ 490,893,489	\$ 438,460,181	\$ 2,342	\$ 438,462,523
Expenditures:				
Function 11 - Instruction	\$ 265,876,732	\$ 271,705,105	\$ (234,360)	\$ 271,470,745
Function 12 - Instructional Resources & Media	5,093,573	5,162,230	1,683	5,163,913
Function 13 - Staff Development	10,468,918	10,981,442	58,634	11,040,076
Function 21 - Instructional Administration	5,226,065	5,207,045	(600)	5,206,445
Function 23 - School Administration	25,724,098	26,073,491	18,008	26,091,499
Function 31 - Guidance & Counseling	22,067,309	22,448,143	57	22,448,200
Function 32 - Social Services	1,430,967	1,354,823	-	1,354,823
Function 33 - Health Services	4,133,802	4,265,175	25,420	4,290,595
Function 34 - Student Transportation	14,413,284	14,717,574	-	14,717,574
Function 35 - Food Services	71,074	71,336	16,261	87,597
Function 36 - Co-Curricular Activities	13,378,951	13,839,922	150,385	13,990,307
Function 41 - General Administration	11,547,244	11,795,513	-	11,795,513
Function 51 - Plant Maintenance & Operations	39,243,925	39,914,249	212,295	40,126,544
Function 52 - Security	3,056,021	4,336,372	(45,441)	4,290,931
Function 53 - Data Processing	9,350,999	9,481,411	-	9,481,411
Function 61 - Community Services	2,127,153	2,327,667	-	2,327,667
Function 71 - Debt Service	525,415	525,415	-	525,415
Function 81 - Capital Outlay	-	880,611	-	880,611
Function 91 - Contracted Instruction Services	57,867,040	9,597,744	-	9,597,744
Function 95 - JJAEP	245,000	145,000	-	145,000
Function 99 - Other Intergovernmental Charges	2,789,900	2,789,900	(200,000)	2,589,900
TOTAL ALL EXPENDITURES	\$ 494,637,470	\$ 457,620,167	\$ 2,342	\$ 457,622,509
Excess/(Deficiency) of				
Revenues vs. Expenditures	\$ (3,743,981)	\$ (19,159,986)	\$ -	\$ (19,159,986)
Other Financing Sources/Uses				
Sale of Assets	\$ 270,000	\$ 270,000	\$ -	\$ 270,000
Transfer Out - Other	(50,000)	(50,000)	-	(50,000)
Transfer Out - Healthcare	(3,000,000)	(3,000,000)	-	(3,000,000)
Transfer Out - Healthcare Additional Contribution	-	-	-	-
Other Uses - Settlements	-	-	-	-
Total Other Financing Sources/Uses	\$ (2,780,000)	\$ (2,780,000)	\$ -	\$ (2,780,000)
Net Increase/(Decrease) in Fund Balance	\$ (6,523,981)	\$ (21,939,986)	\$ -	\$ (21,939,986)
Beginning Fund Balance for Fund 181	(793,212)	(793,212)		(793,212)
Beginning Fund Balance for Fund 196	2,324,127	2,324,127		2,324,127
Beginning Fund Balance for Fund 197	(45,305,646)	(45,305,646)		(45,305,646)
Beginning Fund Balance for Fund 199	233,359,133	233,359,133		233,359,133
Total Beginning Fund Balance of Fund 19X *	\$ 189,584,400	\$ 189,584,400		\$ 189,584,400
Net Operating Results - All General Fund 19X	(6,523,981)	(21,939,986)		(21,939,986)
Projected Ending Fund Balance	\$ 183,060,419	\$ 167,644,414		\$ 167,644,414

*Audited per 2023 ACFR

Leander Independent School District
Child Nutrition - Fund 240
Budget Amendments/Transfers as of April 29, 2024

	<u>2023-2024 Original Budget</u>	<u>Previously Amended Budget</u>	<u>Proposed Amendments 04/29/24</u>	<u>Proposed Amended Budget</u>
Revenues:				
Local Sources	\$ 8,515,353	\$ 8,515,353	\$ -	\$ 8,515,353
State Sources	75,000	75,000	-	75,000
Federal Sources	7,598,682	7,598,682	-	7,598,682
TOTAL REVENUES	<u>\$ 16,189,035</u>	<u>\$ 16,189,035</u>	<u>\$ -</u>	<u>\$ 16,189,035</u>
Expenditures:				
Function 11 - Instruction	\$ -	\$ -	\$ -	\$ -
Function 12 - Instructional Resources & Media	-	-	-	-
Function 13 - Staff Development	-	-	-	-
Function 21 - Instructional Administration	-	-	-	-
Function 23 - School Administration	-	-	-	-
Function 31 - Guidance & Counseling	-	-	-	-
Function 32 - Social Services	-	-	-	-
Function 33 - Health Services	-	-	-	-
Function 34 - Student Transportation	-	-	-	-
Function 35 - Food Service	15,689,035	15,833,035	1,568,969	17,402,004
Function 36 - Co-Curricular Activities	-	-	-	-
Function 41 - General Administration	-	-	-	-
Function 51 - Plant Maintenance & Operations	-	-	-	-
Function 52 - Security	-	-	-	-
Function 53 - Data Processing	-	-	-	-
Function 61 - Community Services	-	-	-	-
Function 71 - Debt Service	-	-	-	-
Function 81 - Capital Outlay	-	-	-	-
Function 91 - Contracted Instruction Services	-	-	-	-
Function 95 - JJAEP	-	-	-	-
Function 99 - Other Intergovernmental Charges	-	-	-	-
TOTAL ALL EXPENDITURES	<u>\$ 15,689,035</u>	<u>\$ 15,833,035</u>	<u>\$ 1,568,969</u>	<u>\$ 17,402,004</u>
Excess/(Deficiency) of Revenues vs. Expenditures	<u>\$ 500,000</u>	<u>\$ 356,000</u>	<u>\$ (1,568,969)</u>	<u>\$ (1,212,969)</u>
Transfers In	\$ -	\$ -	\$ -	\$ -
Transfers Out	-	-	-	-
Net Increase/(Decrease) in Fund Balance	<u>\$ 500,000</u>	<u>\$ 356,000</u>	<u>\$ (1,568,969)</u>	<u>\$ (1,212,969)</u>
Beginning Fund Balance*	\$ 15,730,103	\$ 15,730,103	\$ -	\$ 15,730,103
Projected Ending Fund Balance	<u>\$ 16,230,103</u>	<u>\$ 16,086,103</u>	<u>\$ -</u>	<u>\$ 14,517,134</u>

*Audited per 2023 ACFR