

# LANCASTER ISD COMPENSATION PLAN

2024-2025



Empowering ALL students' purpose and  
passion through quality education

**SALARY SCHEDULE****TEACHER, LIBRARIAN AND NURSE(RN)****2024-2025**

Years of Experience	New Hire Salary
0	\$60,500
1	\$60,850
2	\$61,150
3	\$61,450
4	\$61,750
5	\$62,050
6	\$62,350
7	\$62,650
8	\$62,950
9	\$63,250
10	\$63,450
11	\$63,650
12	\$63,965
13	\$64,304
14	\$64,738
15	\$65,190

Years of Experience	New Hire Salary
16	\$65,813
17	\$66,530
18	\$67,096
19	\$68,000
20	\$68,628
21	\$69,428
22	\$70,228
23	\$71,028
24	\$72,004
25	\$72,931
26	\$73,403
27	\$74,003
28	\$74,603
29	\$75,390
30+	\$76,326

**\$1,000 Master's Degree - General Stipend****\$1,100 Doctorate Degree - General Stipend**

- The salaries listed above are based on 10-month employment for the 2024-2025 school year.
- Salary plans are determined on an annual basis and salary advancement is not guaranteed.

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
<b>1</b>			<b>Daily</b>	<b>\$264.07</b>	<b>\$316.25</b>
	Coordinator - Branding & Design.....	226	226 Days	\$59,680	\$71,473
	Coordinator - Help Desk.....	226			\$83,265
	Coordinator - Multimedia and Marketing.....	226			
	Coordinator - Truancy & Dropout Prevention.....	226			
	Coordinator - Visual Media.....	226			
<b>2</b>			<b>Daily</b>	<b>\$298.40</b>	<b>\$357.36</b>
	ARD Facilitator.....	207	187 Days	\$55,801	\$66,826
	Coordinator - Blended Learning.....	226	197 Days	\$58,785	\$70,400
	Coordinator - Government Affairs.....	226	202 Days	\$60,277	\$72,187
	Dean of Students.....	197	207 Days	\$61,769	\$73,974
	General Ledger Accountant.....	226	215 Days	\$64,156	\$76,832
	Manager - Accounts Payable.....	226	226 Days	\$67,438	\$80,763
	Manager - Payroll.....	226			\$94,088
	Occupational Therapist Assistant.....	187			
	Specialist - Adapted PE/Special Olympics.....	207			
	Specialist - Instructional.....	202			
	Specialist - Library Media (Elementary/Middle School).....	207			
	Specialist - Library Media (High School).....	215			
	Speech Language Pathology Assistant.....	187			
<b>3</b>			<b>Daily</b>	<b>\$315.19</b>	<b>\$375.23</b>
	Assistant Principal - Elementary.....	207	187 Days	\$58,941	\$70,168
	Athletic Trainer.....	226	197 Days	\$62,092	\$73,920
	Coordinator - Academic.....	226	207 Days	\$65,244	\$77,673
	Coordinator - Purchasing.....	226	215 Days	\$67,766	\$80,674
	Coordinator - Recruitment.....	226	226 Days	\$71,233	\$84,802
	Coordinator - Testing.....	226			\$98,371
	Counselor - Elementary.....	197			
	Counselor - Middle School.....	207			
	Diagnostician.....	207			
	Licensed Specialist School Psychology.....	207			
	Specialist - Behavior.....	187			
	Specialist - Special Education Transition.....	197			
	Student Success Specialist.....	207			
	Systems Administrator.....	226			



Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
<b>4</b>			Daily	\$328.98	\$393.99
	Assistant Principal - Middle School.....	207	187 Days	\$61,519	\$73,676
	Associate Principal - Middle School.....	226	207 Days	\$68,099	\$81,556
	Coordinator - Dyslexia Program.....	226	215 Days	\$70,731	\$84,708
	Counselor - College & Career Center.....	215	226 Days	\$74,349	\$89,042
	Counselor - Early College High School.....	226			\$103,734
	Counselor - 9th Grade.....	215			
	Counselor - High School.....	215			
	Counselor - Social Emotional Learning (SEL).....	226			
	Manager - End User Support.....	226			
	Occupational Therapist.....	187			
	Police Lieutenant.....	226			
	Speech Language Pathologist.....	197			
<b>5</b>			Daily	\$368.46	\$441.27
	Assistant Director - Athletics & Student Activities	226	207 Days	\$76,271	\$91,343
	Assistant Director - Music Education.....	207	215 Days	\$79,219	\$94,873
	Assistant Principal - 9th Grade.....	215	226 Days	\$83,272	\$99,727
	Assistant Principal - High School.....	215			\$116,182
	Associate Principal - Campus Operations.....	226			
	Associate Principal - High School.....	226			
	Coordinator - District Development.....	226			
	Coordinator - Human Resources.....	226			
	Coordinator - Special Education.....	207			
	Coordinator - Special Programs.....	207			
<b>Director I</b>					
	Director - Child Nutrition.....	226			
	Director - Instructional Technology.....	226			
	Director - User Support.....	226			
<b>6</b>			Daily	\$386.88	\$463.33
	Assistant Director - Athletics (PE/Basketball).....	226	226 Days	\$87,435	\$104,713
	Executive Principal.....	226			\$121,990
	Information Systems Manager.....	226			
	Police Chief.....	226			
	Principal - Early College High School.....	226			
	Principal - Elementary School.....	226			
	Principal - Accelerating Campus Excellence (ACE).....	226			



Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
<b>6 - Continued</b>			Daily	\$386.88	\$463.33	\$539.78
<b>Director II</b>			226 Days	\$87,435	\$104,713	\$121,990
Director - Bilingual Education/Community Engagement.....	226					
Director - Human Capital and Strategic Initiatives.....	226					
Director - School Innovation.....	226					
Director - State and Federal Programs.....	226					
Director - Technology.....	226					
<b>7</b>			Daily	\$433.31	\$518.93	\$604.55
Assistant Director - Athletics (Head Football).....	226		226 Days	\$97,928	\$117,278	\$136,628
Executive Director - CCMR & Enrichment.....	226		251 Days	\$108,761	130,251	\$151,742
Executive Director - School Leadership & Campus Support.....	226					
Executive Director - Maintenance, Operations & Transportation.....	251					
Executive Director - Student Data Management Systems.....	226					
Principal - Middle School.....	226					
Principal - 9th Grade.....	226					
<b>Director III</b>						
Director - Athletics.....	226					
<b>8</b>			Daily	\$454.97	\$544.88	\$634.79
Assistant Chief Financial Officer.....	226		226 Days	\$102,823	\$123,143	\$143,463
Executive Director - Human Resources.....	226					
Executive Director - Special Education.....	226					
Principal - High School.....	226					
<b>9</b>			Daily	\$480.58	\$572.12	\$663.66
Chief of Access and Accountability.....	226		226 Days	\$108,611	\$129,299	\$149,987
Chief of Communications, Marketing & Community Engagement.....	226					
<b>10 Senior</b>			Daily	\$534.22	\$643.64	\$753.06
Chief Human Resources Officer.....	226		226 Days	\$120,734	\$145,463	\$170,192
Chief of Student Services.....	226					
<b>11</b>			Daily	\$582.30	\$701.57	\$820.84
Chief Financial Officer.....	226		226 Days	\$131,600	\$158,555	\$185,510
Deputy Superintendent, Teaching and Learning.....	226					
General Counsel.....	226					



## ADMINISTRATIVE SUPPORT

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
<b>1</b>					
	Receptionist - Child Nutrition.....	226	Hourly	\$16.00	\$19.28
	Receptionist - Technology.....	226	187 Days	\$23,936	\$28,835
	Receptionist/Clerk - High School.....	187	226 Days	\$28,928	\$34,849
	Receptionist/Clerk - Middle School.....	187			\$40,770
<b>2</b>					
	Attendance Assistant.....	187	Hourly	\$16.50	\$19.88
	Network Technician.....	226	197 Days	\$26,004	\$31,331
			226 Days	29,832	35,943
<b>3</b>					
	Attendance Clerk - High School.....	207	Hourly	\$17.50	\$21.09
	Attendance Clerk - Middle School.....	207	207 Days	\$28,980	\$34,925
	Bilingual Clerk.....	226	226 Days	\$31,640	\$38,131
	Child Nutrition Liaison.....	207			\$44,621
	Clerk - SPED Records.....	226			
	Administrative Assistant - Assistant Principal High School.....	226			
<b>4</b>					
	District Receptionist/Substitute Liaison.....	226	Hourly	\$19.25	\$23.20
	Registrar.....	207	192 Days	\$29,568	\$35,635
	Administrative Assistant - Principal, Alternative School.....	226	202 Days	\$31,108	\$37,491
	Administrative Assistant - Principal, Elementary School.....	207	207 Days	\$31,878	\$38,419
	Administrative Assistant - Principal, Middle School.....	226	226 Days	\$34,804	\$41,946
	Student Success Liaison.....	202			\$49,087
	Truancy Prevention Liaison.....	202			
<b>5</b>					
	Administrative Assistant - Athletic Office.....	226	Hourly	\$21.25	\$25.60
	Administrative Assistant - Police Department.....	226	207 Days	\$35,190	\$42,394
	Administrative Assistant - Special Education.....	226	226 Days	\$38,420	\$46,285
	Administrative Assistant - Technology.....	226			\$54,150
	Administrative Assistant - Transportation & Shipping/Receiving.....	226			
	Administrative Assistant - Principal, Early College High School.....	226			
	Administrative Assistant - Principal, High School.....	226			
	Office Manager - High School.....	226			



**ADMINISTRATIVE SUPPORT**

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
6			Hourly	\$24.00	\$28.91	\$33.82
	Administrative Assistant - Central Office.....	226	226 Days	\$43,392	\$52,269	\$61,147
	Administrative Assistant - Curriculum & Instruction.....	226				
	Administrative Assistant - Finance.....	226				
	Administrative Assistant - Human Resources.....	226				
	Administrative Assistant - Maintenance & Operations....	226				
	Office Manager - Central Office.....	226				
	Specialist - Facilities and Athletics Operations.....	226				
	Specialist - Instructional Technical Support.....	226				
	Specialist - Instructional Materials & Athletics.....	226				
	Technical Support Specialist.....	226				
7			Hourly	\$25.50	\$30.73	\$35.96
	Specialist - Accounts Payable.....	226	226 Days	\$46,104	\$55,560	\$65,016
	Specialist - Human Resources.....	226				
	Specialist - Payroll.....	226				
8			Hourly	\$31.48	\$37.70	\$43.92
	Executive Administrative Assistant - Superintendent & Board of Trustees.....	226	226 Days	\$61,020	\$73,513	\$86,007



## INSTRUCTIONAL SUPPORT

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
<b>1</b>	Aide - Bilingual.....	187	Hourly 187 Days	\$16.50 \$24,684	\$19.41 \$29,037	\$22.32 \$33,391
	Aide - Bilingual Pre - K.....	187				
	Aide - Culinary Arts.....	187				
	Aide - Head Start.....	187				
	Aide - Head Start/Pre K.....	187				
	Aide - PreK.....	187				
	Aide - RTI.....	187				
	Aide - Student Transition.....	187				
<b>2</b>	Aide - Bright Beginnings.....	187	Hourly 187 Days	\$17.00 \$25,432	\$20.00 \$29,920	\$23.00 \$34,408
	Aide - SPED.....	187				
	Aide - SPED CMC.....	187				
	Aide - SPED ECSE.....	187				
	Aide - SPED Inclusion.....	187				
	Aide - SPED Inclusion Bilingual.....	187				
	Aide - SPED Inclusion/CMC.....	187				
	Aide - SPED PPCD.....	187				
	Aide - SPED Transition.....	187				
	Nurse Aide.....	187				
	Nurse Assistant.....	187				
<b>3</b>	Aide - Library.....	187	Hourly 187 Days	\$17.50 \$26,180	\$20.59 \$30,803	\$23.68 \$35,425
	Aide - SPED ABC (PK-2).....	187				
	Aide - SPED BAC.....	187				
	Aide - SPED BAC/Life Skills.....	187				
	Aide - SPED Life Skills.....	187				
	Aide - SPED One-On-One.....	187				
	Aide - Total Communications/Autism.....	187				
	Hall Monitor.....	187				
	Liaison - Library Media.....	197				
	Nurse - Certified Nurse Assistant.....	187				
<b>4</b>	Aide - ISS.....	187	Hourly 187 Days	\$18.25 \$27,302	\$21.47 \$32,119	\$24.69 \$36,936
<b>5</b>	Nurse - Licensed Vocational.....	187	Hourly 187 Days	\$22.25 \$33,286	\$26.18 \$39,165	\$30.11 \$45,045



## AUXILIARY PERSONNEL

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
<b>1</b>			Hourly	\$15.00	\$17.44
	Bus Monitor.....	180	175 Days	\$21,000	\$24,416
	Crossing Guard.....	177	185 Days	\$22,200	\$25,811
<b>2</b>			Hourly	\$15.75	\$18.31
	Custodian.....	261	261 Days	\$32,886	\$38,231
	Mail Carrier.....	261			
<b>3</b>			Hourly	\$16.25	\$19.35
	Groundskeeper.....	261	261 Days	\$33,930	\$40,403
<b>4</b>			Hourly	\$17.25	\$20.53
	Custodial - Lead.....	261	261 Days	\$36,018	\$42,867
	Electrician Helper.....	261			
	Groundskeeper - Athletics.....	261			
	Groundskeeper - Crew Lead.....	261			
	HVAC Helper.....	261			
	Plumber - Helper.....	261			
<b>5</b>			Hourly	\$19.75	\$23.51
	Civilian Security Staff.....	187	187 Days	\$29,546	\$35,171
	Groundskeeper/Small Engine Mechanic.....	261	261 Days	\$41,238	\$49,089
	Painter.....	261			
	Transportation Dispatcher.....	261			
	Security Guard.....	187			
	Vehicle Make - Ready/Bus Driver.....	261			
<b>6</b>			Hourly	\$21.25	\$25.29
	Carpenter/General Maintenance.....	261	226 Days	\$38,420	\$45,724
	Dispatcher/Emergency Manager.....	226	261 Days	\$44,370	\$52,806
	General Maintenance.....	261			
<b>7</b>			Hourly	\$24.50	\$29.17
	Custodial Supervisor.....	236	236 Days	\$46,256	\$55,073
	HVAC Technician - EPA Cert.....	261	261 Days	\$51,156	\$60,907
	Integrated Pest Management Coordinator.....	261			
	Journeyman Electrician.....	261			
	Journeyman Plumber.....	261			
	Route & Field Trip Coordinator.....	236			
	Vehicle Mechanic.....	261			



## AUXILIARY PERSONNEL

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum
<b>8</b>					
	Coordinator - Child Nutrition.....	226	Hourly	\$29.50	\$34.71
	HVAC Technician - EPA Cert - TDLR.....	261	226 Days	\$53,336	\$62,756
	Manager - Custodial.....	236	236 Days	\$55,696	\$65,532
	Plumber - Master.....	261	261 Days	\$61,596	\$72,474
	Police Officer.....	226			
	Supervisor - Drivers & Training.....	236			
	Supervisor - SPED Drivers & Monitors.....	236			
<b>9</b>					
	Manager - Maintenance & Grounds.....	236	Hourly	\$35.00	\$41.18
	Manager - Transportation & Operations.....	236	226 Days	\$63,280	\$74,453
	Police Sergeant.....	226	236 Days	\$66,080	\$77,748
<b>D</b>					
	Bus Driver.....	180	Hourly	\$23.00	\$27.06
			185 Days	\$34,040	\$40,049



**ATHLETICS**

Lancaster ISD employees, who work as coaches, must meet all University Interscholastic League (UIL) certification requirements. Coaches assigned to a coaching duty, after the season begins, will be compensated on a prorated basis. Stipends are paid on a monthly basis. There are no extra days associated with stipends.

**UIL Employment of Coaches:** "Compensation (not included as part of the coach's salary at the beginning of the year) or progress past the district level of competition is considered pay for success in the UIL competitive activity and a violation of Section 1202. Advancement beyond the first level of competition is one of the goals of any UIL activity and is a desired expectation of the salary and stipend set by the board of trustees prior to the school year" ([www.uiltexas.org](http://www.uiltexas.org)).

**HEAD COACHING - HIGH SCHOOL**

Assignment	Level	Stipend Amount
Baseball Head	High School	\$9,000
Basketball Head	High School	\$9,000
Cheerleading - Sponsor	High School	\$5,500
Cross Country Head	High School	\$8,000
Golf Head	High School	\$5,000
Powerlifting Head	High School	\$5,000
Soccer Head	High School	\$9,000
Softball Head	High School	\$9,000
Swimming/Diving Head	High School	\$5,000
Tennis Head	High School	\$5,000
Track Head	High School	\$9,000
Volleyball Head	High School	\$9,000
Wrestling Head	High School	\$9,000



**EXTRA DUTY STIPENDS****ASSISTANT COACHING - HIGH SCHOOL**

Assignment	Level	Stipend Amount
Baseball Assistant	High School	\$4,500
Basketball Assistant	High School	\$5,500
Cheerleading - Assistant Sponsor	High School	\$3,250
Football Assistant Head Coach	High School	\$3,500
Football Equipment Manager	High School	\$3,000
Football Varsity Assistant	High School	\$7,500
Powerlifting Assistant	High School	\$3,500
Soccer Assistant	High School	\$3,500
Softball Assistant	High School	\$5,000
Track Assistant	High School	\$5,000
Volleyball Assistant	High School	\$5,000

**COACHING - 9TH/JV**

Assignment	Level	Stipend Amount
Basketball 9th/JV	High School	\$4,500
Football 9th/JV	High School	\$5,500
Volleyball 9th/JV	High School	\$4,500
Wrestling 9th/JV	High School	\$4,500

**COACHING - MIDDLE SCHOOL**

Assignment	Level	Stipend Amount
Basketball	Middle School	\$3,000
Cheerleading - Sponsor	Middle School	\$2,000
Football Assistant	Middle School	\$3,500
Track	Middle School	\$3,000
Volleyball	Middle School	\$3,000
Soccer	Middle School	\$3,000

**COORDINATORS**

Assignment	Level	Stipend Amount
Campus Athletic Coordinator	Middle School	\$3,000
Football Defensive Coordinator	High School	\$3,500
Football Offensive Coordinator	High School	\$3,500
Recruiter/Coordinator	High School	\$3,000



## FINE ARTS

Assignment	Level	Stipend Amount
Band - Assistant Director	High School	\$9,500
Band - Assistant Director	Middle School	\$2,500
Band - Director	Middle School	\$4,500
Choir - Director	High School	\$7,500
Choir - Director	Middle School	\$7,100
Dance Lead	High School	\$5,500
Drill Team Dance - Sponsor	High School	\$5,500
Theatre Lead	High School	\$3,500
Theatre	9th Grade	\$2,000
Theatre	Middle School	\$2,500

## ACADEMICS - CONTENT

Stipend amounts will be based on the number of sections taught and the number of days that you are in your teaching assignment. Teachers that have the appropriate content certification and instruct at least 6 periods in the designated subject area for the entire school year will receive the full stipend amount. Teachers that instruct fewer than 6 sections or fewer than the number of instructional school days for this calendar year will receive a prorated amount. A stipend associated with a particular assignment may be prorated if you are transferred to another teaching assignment for any reason.

Teachers must have the certification (not generalist or core subjects) and be assigned to teach the courses below

## ACADEMICS - DUAL CREDIT

Teachers must have at least 20 students enrolled in dual credit courses and be dual credit credentialed, in order to receive the dual credit stipend.



## INSTRUCTIONAL

Assignment	Level	Stipend Amount
Algebra 1 and Algebra 2	High School	\$5,000
*Bilingual (Must be certified to teach bilingual)	Elementary School	\$5,000
Cooperating Teacher	Elementary	\$1,250
CTE Agriculture	High School	\$5,000
CTE Audio Visual	High School	\$5,000
CTE Cosmetology	High School	\$5,000
CTE Culinary	High School	\$5,000
CTE Health Science	High School	\$5,000
Department Chair	District Level	\$5,000
Dual Credit	High School	\$10,000
English 1 and English 2	High School	\$5,000
Foreign Language	Secondary	\$5,000
Grade Level Chair	District	\$3,000
Instructional Lead	Secondary	\$10,000
Lead Counselor*	High School	\$3,000
Lead Nurse	Elementary/Secondary	\$5,000
LPAC Chair	High School/Elementary	\$250 each semester
My Brother's Keeper and Sister to Sister	District Level	\$1,000
New Teacher Mentor	District Level	\$250 per mentee (max 2)/ each semester
Secondary Science	District Level	\$5,000
Senior Sponsor	High School	\$1,000
STEAM Club Sponsor	Elementary	\$1,000

**Note:** Other supplemental earnings may be determined by the superintendent, as needed.

\*Non-226



## SALARY SCHEDULE

### ACCELERATING CAMPUS EXCELLENCE (ACE) STIPENDS

2024-2025

Assignment	Level	Stipend Amount
ACE Principal	Campus	\$12,000
ACE Assistant Principal	Campus	\$10,000
ACE Dean	Campus	\$9,000
ACE Instructional Specialist- Reading	Campus	\$8,500
ACE Instructional Specialist- Math	Campus	\$8,500
ACE Counselor	Campus	\$8,000
ACE Interventionist- Reading	Campus	\$8,000
ACE Interventionist- Math	Campus	\$8,000
ACE Teacher	Campus	\$8,000

### SUPPLEMENTAL/EXTRA DUTY

Assignment	Level	Amount
After School Tutoring -Teacher	District Level	\$30 per hour
After School Tutoring-Non-Certified/ Paraprofessional (Classroom)	District Level	\$15 per hour
College Tutors	District Level	\$20 per hour
Curriculum Writing	District Level	\$500 (Per completed project)
Leadership Academy	District Level	\$1000 (After completion of program)

### TRAVEL

Assignment	Level	Stipend Amount
Technology Specialists	District Level	\$1200

**Note:** All stipend amounts are annual unless otherwise noted. This stipend will be prorated if housed on a campus or other district facility.

### LONGEVITY

Years of Service	Paraprofessional	Professional	Administrator*
10-14	\$250	\$500	\$1,000
15-19	\$500	\$1,000	\$2,000
20-25	\$1,500	\$2,500	\$3,500
26+	\$2,500	3,500	\$4,500

**Note:** Longevity stipends are for completed years of service in Lancaster ISD. There cannot be a break in service. The stipends are paid according to the current position you are employed in during the school year. \*Administrator is defined as campus principal or board approved positions.



## SPECIAL EDUCATION

Assignment	Level	Stipend Amount
Diagnostician	District Level	\$7,500
Lead Diagnostician	District Level	\$3,000
Lead Speech Pathologist, LSSP, SLP	District Level	\$3,000
Licensed Specialist in School Psychology (LSSP)	District Level	\$7,500
Special Education Teacher*	District Level	\$5,000
Special Olympics Coach	District Level	\$2,500
Speech Language Pathologist (SLP)	District Level	\$7,500

\*Total Communications, Life Skills, Adaptive Behavior and Communication Unit (ABC), Behavior Academic Classroom Unit (BAC)

## SUMMER SCHOOL NON-DUTY DAYS

Assignment	Level	Amount
Assistant Principal/Administrator	District Level	\$3,500 stipend
Certified Teacher	District Level	\$30 per hour
Counselor - Elementary	District Level	\$1,250 stipend
Counselor - Middle/High School	District Level	\$2,000 stipend
Paraprofessional/Non-Exempt	District Level	\$15 per hour
Principal	District Level	\$3,500 stipend
Registered Nurse	District Level	\$30 per hour

**Note:** Summer school earnings are designed to compensate classroom Teachers, Administrative and Support staff. Employees are compensated for work performed off contract during the summer for campus-based summer enrichment programs and are paid at an hourly rate. The Summer School Principal and Counselors will be paid a flat stipend amount for non-contract days. Summer school payments for summer school assignments are paid the month after duties are performed.



## ATHLETIC EVENTS

Assignment	Status	Pay Rate	Amount
Ticket Taker	Exempt	\$65.00	Flat Amount
Ticket Taker	Non-Exempt	\$16.00	Per Hour
Monitor - All Athletic Events	Exempt	\$65.00	Flat Amount
Monitor - All Athletic Events	Non-Exempt	\$16.00	Per Hour
Concession	Exempt	\$120.00	Flat Amount
Concession	Non-Exempt	\$20.00	Per Hour
Manager (Football Only)	Exempt	\$176.00	Flat Amount
Manager (Football Only)	Non-Exempt	\$22.00	Per Hour
Manager (Other Sports)	Exempt	\$160.00	Flat Amount
Manager (Other Sports)	Non-Exempt	\$20.00	Per Hour
Press Box Lobby, 1st & 3rd Floor	Exempt	\$100.00	Flat Amount
Press Box Lobby, 1st & 3rd Floor	Non-Exempt	\$17.00	Per Hour
Press Box VIP 2nd Floor Hostess	Exempt	\$100.00	Flat Amount
Press Box VIP 2nd Floor Hostess	Non-Exempt	\$17.00	Per Hour
Press Box 2nd Lead Hostess	Exempt	\$150.00	Flat Amount
Press Box 2nd Lead Hostess	Non-Exempt	\$19.00	Per Hour
Hospitality	Exempt	\$75.00	Flat Amount
Hospitality	Non-Exempt	\$15.00	Per Hour
Homecoming Parade Worker	Exempt	\$60.00	Flat Amount
Homecoming Parade Worker	Non-Exempt	\$15.00	Per Hour
Clock	Exempt	\$60.00	Per Game
Clock	Non-Exempt	\$20.00	Per Hour
Book	Exempt	\$60.00	Per Game
Book	Non-Exempt	\$20.00	Per Hour
Tiger Store	Exempt	\$60.00	Flat Amount
Tiger Store	Non-Exempt	\$20.00	Per Hour
Back Up Announcer	Exempt	\$75.00	Per Game
Back Up Announcer	Non-Exempt	\$75.00	Per Game
Professional Announcer (Varsity Football)	n/a	\$200.00	Per Game
Video Lead	Exempt	\$200.00	Flat amount
Video	Exempt	\$75.00	Flat amount
Video	Non Exempt	\$15.00	Per Hour

**Note:** Extra Duty Pay Addendum



The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to provide a realistic pathway for top teachers to earn six-figure salaries and to help attract and retain highly effective teachers. For any funds received by Lancaster ISD for a designated teacher under TIA, a determined percentage will be paid to the designated teacher and/or teachers and staff employed at campuses with TIA-designated teachers. Payment amounts may be up to \$32,000. The remaining funds will be used for training and support of the system, expansion of the system, administrative expenses and professional development. Eligibility for TIA designated teachers (PEIMS code 087) requires a TEA Standard, Professional, Provisional, One-year certificate, or District of Innovation.

For more information visit the following link: <https://tiateachers.org/>

## TIA DESIGNATIONS

