

**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	
1			Daily	\$264.07	\$316.25	\$368.43
	Coordinator - Branding & Design.....	226	226 Days	\$59,680	\$71,473	\$83,265
	Coordinator - Help Desk.....	226				
	Coordinator - Multimedia and Marketing.....	226				
	Coordinator - Truancy & Dropout Prevention.....	226				
	Coordinator - Visual Media.....	226				
2			Daily	\$298.40	\$357.36	\$416.32
	ARD Facilitator.....	207	187 Days	\$55,801	\$66,826	\$77,852
	Coordinator - Blended Learning.....	226	197 Days	\$58,785	\$70,400	\$82,015
	Coordinator - Government Affairs.....	226	202 Days	\$60,277	\$72,187	\$84,097
	Dean of Students.....	197	207 Days	\$61,769	\$73,974	\$86,178
	General Ledger Accountant.....	226	215 Days	\$64,156	\$76,832	\$89,509
	Manager - Accounts Payable.....	226	226 Days	\$67,438	\$80,763	\$94,088
	Manager - Payroll.....	226				
	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				
3			Daily	\$315.19	\$375.23	\$435.27
	Assistant Principal - Elementary.....	207	187 Days	\$58,941	\$70,168	\$81,395
	Athletic Trainer.....	226	197 Days	\$62,092	\$73,920	\$85,748
	Coordinator - Academic.....	226	207 Days	\$65,244	\$77,673	\$90,101
	Coordinator - Purchasing.....	226	215 Days	\$67,766	\$80,674	\$93,583
	Coordinator - Recruitment.....	226	226 Days	\$71,233	\$84,802	\$98,371
	Coordinator - Testing.....	226				
	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	
4			Daily	\$328.98	\$393.99	\$459.00
	Assistant Principal - Middle School.....	207	187 Days	\$61,519	\$73,676	\$85,833
	Associate Principal - Middle School.....	226	207 Days	\$68,099	\$81,556	\$95,013
	Coordinator - Dyslexia Program.....	226	215 Days	\$70,731	\$84,708	\$98,685
	Counselor - College & Career Center.....	215	226 Days	\$74,349	\$89,042	\$103,734
	Counselor - Early College High School.....	226				
	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				
5			Daily	\$368.46	\$441.27	\$514.08
	Assistant Director - Athletics & Student Activities	226	207 Days	\$76,271	\$91,343	\$106,415
	Assistant Director - Music Education.....	207	215 Days	\$79,219	\$94,873	\$110,527
	Assistant Principal - 9th Grade.....	215	226 Days	\$83,272	\$99,727	\$116,182
	Assistant Principal - High School.....	215				
	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				
Director I						
	Director - Child Nutrition.....	226				
	Director - Instructional Technology.....	226				
	Director - User Support.....	226				
6			Daily	\$386.88	\$463.33	\$539.78
	Assistant Director - Athletics (PE/Basketball).....	226	226 Days	\$87,435	\$104,713	\$121,990
	Executive Principal.....	226				
	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	
6 - Continued			Daily	\$386.88	\$463.33	\$539.78
Director II			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		
7			Daily	\$433.31	\$518.93	\$604.55
Assistant Director - Athletics (Head Football).....			226 Days	\$97,928	\$117,278	\$136,628
Executive Director - CCMR & Enrichment.....			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		
Director III						
Director - Athletics.....				226		
8			Daily	\$454.97	\$544.88	\$634.79
Assistant Chief Financial Officer.....			226 Days	\$102,823	\$123,143	\$143,463
Executive Director - Human Resources.....				226		
Executive Director - Special Education.....				226		
Principal - High School.....				226		
9			Daily	\$480.58	\$572.12	\$663.66
Chief of Access and Accountability.....			226 Days	\$108,611	\$129,299	\$149,987
Chief of Communications, Marketing & Community Engagement.....				226		
10 Senior			Daily	\$534.22	\$643.64	\$753.06
Chief Human Resources Officer.....			226 Days	\$120,734	\$145,463	\$170,192
Chief of Student Services.....				226		
11			Daily	\$582.30	\$701.57	\$820.84
Chief Financial Officer.....			226 Days	\$131,600	\$158,555	\$185,510
Deputy Superintendent, Teaching and Learning.....				226		
General Counsel.....				226		





## ADMINISTRATIVE SUPPORT

2024-2025

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
1			Hourly	\$16.00	\$19.28	\$22.55
	Receptionist - Child Nutrition.....	226	187 Days	\$23,936	\$28,835	\$33,735
	Receptionist - Technology.....	226	226 Days	\$28,928	\$34,849	\$40,770
	Receptionist/Clerk - High School.....	187				
	Receptionist/Clerk - Middle School.....	187				
2			Hourly	\$16.50	\$19.88	\$23.26
	Attendance Assistant.....	187	197 Days	\$26,004	\$31,331	\$36,658
	Network Technician.....	226	226 Days	29,832	35,943	\$42,054
3			Hourly	\$17.50	\$21.09	\$24.68
	Attendance Clerk - High School.....	207	207 Days	\$28,980	\$34,925	\$40,870
	Attendance Clerk - Middle School.....	207	226 Days	\$31,640	\$38,131	\$44,621
	Bilingual Clerk.....	226				
	Child Nutrition Liaison.....	207				
	Clerk - SPED Records.....	226				
	Administrative Assistant - Assistant Principal High School.....	226				
4			Hourly	\$19.25	\$23.20	\$27.15
	District Receptionist/Substitute Liaison.....	226	192 Days	\$29,568	\$35,635	\$41,702
	Registrar.....	207	202 Days	\$31,108	\$37,491	\$43,874
	Administrative Assistant - Principal, Alternative School.....	226	207 Days	\$31,878	\$38,419	\$44,960
	Administrative Assistant - Principal, Elementary School.....	207	226 Days	\$34,804	\$41,946	\$49,087
	Administrative Assistant - Principal, Middle School.....	226				
	Student Success Liaison.....	202				
	Truancy Prevention Liaison.....	202				
5			Hourly	\$21.25	\$25.60	\$29.95
	Administrative Assistant - Athletic Office.....	226	207 Days	\$35,190	\$42,394	\$49,597
	Administrative Assistant - Police Department.....	226	226 Days	\$38,420	\$46,285	\$54,150
	Administrative Assistant - Special Education.....	226				
	Administrative Assistant - Technology.....	226				
	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

2024-2025

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
6			Hourly	\$24.00	\$28.91	\$33.82
			226 Days	\$43,392	\$52,269	\$61,147
Administrative Assistant - Central Office.....			226			
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
			226 Days	\$46,104	\$55,560	\$65,016
Specialist - Accounts Payable.....			226			
Specialist - Human Resources.....			226			
Specialist - Payroll.....			226			
8			Hourly	\$31.48	\$37.70	\$43.92
			226 Days	\$61,020	\$73,513	\$86,007
Executive Administrative Assistant - Superintendent & Board of Trustees.....			226			






Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
1			Hourly	\$16.50	\$19.41	\$22.32
	Aide - Bilingual.....	187	187 Days	\$24,684	\$29,037	\$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				
2			Hourly	\$17.00	\$20.00	\$23.00
	Aide - Bright Beginnings.....	187	187 Days	\$25,432	\$29,920	\$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				
3			Hourly	\$17.50	\$20.59	\$23.68
	Aide - Library.....	187	187 Days	\$26,180	\$30,803	\$35,425
	Aide - SPED ABC (PK-2).....	187	197 Days	\$27,580	\$32,450	\$37,320
	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				
4			Hourly	\$18.25	\$21.47	\$24.69
	Aide - ISS.....	187	187 Days	\$27,302	\$32,119	\$36,936
5			Hourly	\$22.25	\$26.18	\$30.11
	Nurse - Licensed Vocational.....	187	187 Days	\$33,286	\$39,165	\$45,045



## AUXILIARY PERSONNEL

2024-2025

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
1			Hourly	\$15.00	\$17.44	\$19.88
	Bus Monitor.....	180	175 Days	\$21,000	\$24,416	\$27,832
	Crossing Guard.....	177	185 Days	\$22,200	\$25,811	\$29,422
2			Hourly	\$15.75	\$18.31	\$20.87
	Custodian.....	261	261 Days	\$32,886	\$38,231	\$43,577
	Mail Carrier.....	261				
3			Hourly	\$16.25	\$19.35	\$22.45
	Groundskeeper.....	261	261 Days	\$33,930	\$40,403	\$46,876
4			Hourly	\$17.25	\$20.53	\$23.81
	Custodial - Lead.....	261	261 Days	\$36,018	\$42,867	\$49,715
	Electrician Helper.....	261				
	Groundskeeper - Athletics.....	261				
	Groundskeeper - Crew Lead.....	261				
	HVAC Helper.....	261				
	Plumber - Helper.....	261				
5			Hourly	\$19.75	\$23.51	\$27.27
	Civilian Security Staff.....	187	187 Days	\$29,546	\$35,171	\$40,796
	Groundskeeper/Small Engine Mechanic.....	261	261 Days	\$41,238	\$49,089	\$56,940
	Painter.....	261				
	Transportation Dispatcher.....	261				
	Security Guard.....	187				
	Vehicle Make - Ready/Bus Driver.....	261				
6			Hourly	\$21.25	\$25.29	\$29.23
	Carpenter/General Maintenance.....	261	226 Days	\$38,420	\$45,724	\$53,029
	Dispatcher/Emergency Manager.....	226	261 Days	\$44,370	\$52,806	\$61,241
	General Maintenance.....	261				
7			Hourly	\$24.50	\$29.17	\$33.84
	Custodial Supervisor.....	236	236 Days	\$46,256	\$55,073	\$63,890
	HVAC Technician - EPA Cert.....	261	261 Days	\$51,156	\$60,907	\$70,658
	Integrated Pest Management Coordinator.....	261				
	Journeyman Electrician.....	261				
	Journeyman Plumber.....	261				
	Route & Field Trip Coordinator.....	236				
	Vehicle Mechanic.....	261				





## AUXILIARY PERSONNEL

2024-2025

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
8			Hourly	\$29.50	\$34.71	\$39.92
	Coordinator - Child Nutrition.....	226	226 Days	\$53,336	\$62,756	\$72,175
	HVAC Technician - EPA Cert - TDLR.....	261	236 Days	\$55,696	\$65,532	\$75,369
	Manager - Custodial.....	236	261 Days	\$61,596	\$72,474	\$83,353
	Plumber - Master.....	261				
	Police Officer.....	226				
	Supervisor - Drivers & Training.....	236				
	Supervisor - SPED Drivers & Monitors.....	236				
9			Hourly	\$35.00	\$41.18	\$47.36
	Manager - Maintenance & Grounds.....	236	226 Days	\$63,280	\$74,453	\$85,627
	Manager - Transportation & Operations.....	236	236 Days	\$66,080	\$77,748	\$89,416
	Police Sergeant.....	226				
D			Hourly	\$23.00	\$27.06	\$31.12
	Bus Driver.....	180	185 Days	\$34,040	\$40,049	\$46,058





SALARY SCHEDULE

EXTRA DUTY STIPENDS

2024-2025

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. uil texas.org](http://www.uil texas.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

2024-2025

## 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.





## EXTRA DUTY STIPENDS

2024-2025

## 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://tiatexas.org/>

## TIA DESIGNATIONS

