2024-2025

COMPENSATION MANUAL

Lake Dallas ISD
104 Swisher Road, Lake Dallas, TX 75065

www.ldisd.net 940-497-4039

An Equal Opportunity Employer

Updated 9.17.2024

The Board of Trustees adopts a new compensation plan each year. **Salary increases are not given automatically.**

Neither past nor future salaries can be accurately calculated or predicted from information in this manual. **Only salaries for the 2024-2025 school year may be obtained from the information in this manual.**

The HR Department shall determine final calculations of all salaries, regardless of possible typographical errors contained in this manual.

The Board of Trustees, the Superintendent, and/or designee, retain the right to adjust salaries, pay grades and workdays anytime during the fiscal year.

The contents of this manual will be updated throughout the year as needed due to continuous compensation review in conjunction with TASB as well as jobs being added, changed, and/or deleted. Updates will also be made to correct any typographical errors.

For further clarification or information, please contact the HR Department at 940.497.4039.

NOTE: All policies and procedures are in accordance with LDISD Board of Trustees Policy and/or local regulations. Any adopted revisions to Board policies and/or regulations will become effective immediately and will be notated in this manual. In the event of a discrepancy between this manual and board policy, the board policy will be followed.

Notice of Non-Discrimination

The Lake Dallas Independent School District does not discriminate on the basis of race, color, religion, national origin, sex, disability, sexual orientation, age, gender identity and expression, or military/veteran status in its programs and activities. The following persons are designated to handle inquiries regarding the non-discrimination policies:

Title IX Coordinator:

Karla Landrum
Exec. Director of HR
104 Swisher Road
Lake Dallas, TX 75065
940.497.4039

ADA/Section 504 Coordinator:

Dr. Cassandra Woods
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Title VII Coordinator:

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Section I: Compensation Guidelines

Exceptions and/or changes to the following regulations require the approval of the Superintendent.

Compensation Philosophy

The compensation philosophy serves as a tool to attract and retain a high-performing, diverse and motivated workforce. Each year, the District develops and recommends a pay system for all District personnel to the Board of Trustees for adoption. The pay system is designed to reflect the business needs of the District while providing appropriate and competitive pay. The system shall be administered with the intention that employee pay will:

- Be competitive with appropriate TASB – identified labor markets;
- Reflect the levels of skill, effort, and responsibility required for various jobs;
- Foster understanding of pay decisions and responsible pay practices;
- Remain fiscally controlled and cost effective;
- Maintain a fair and transparent process for compensation decisions;
- Comply with all federal, state, and local laws, and Board of Trustees policies;
- Prohibit discrimination or adverse impact or treatment in regard to an individual's race, color, national origin, religion, sex (including pregnancy), age, disability, sexual orientation, gender expression or gender identity and other protected classes.

Pay Structures & Pay Grades

The pay system shall consist of salary structures of the major employee groups.

Pay ranges for each pay grade are based on an assessment of the job responsibilities, which establishes the minimum and maximum pay rates within the range. Employees will be paid the daily or hourly rates within the ranges as established for their assigned position and in accordance with the job description. Pay rates outside the established range require the Superintendent's approval and must be reported to the Board of Trustees.

Salary Advancement

Pay grades shall be structured to allow the opportunity to increase employee pay within the range for continued service to the District. On an annual basis, the Superintendent shall make recommendations to the Board of Trustees regarding salary increases. Recommendations shall be based on consideration of factors such as cost of living indexes, wage increases, salary structure adjustments within competitive job markets, and District budget resources.

Transfers between Employee Job Groups

Compensation for employee groups is unique, and the years of experience for most are not transferable between groups except as outlined below.

1. Teacher assistant to teacher (see Credit for Prior Experience under Teachers for more information);
2. Teacher to teacher assistant (certified teacher who transfers to a teacher assistant receives salary consideration for all teacher experience as a teacher assistant).

Compensation Definitions

Minimum of the Range
The Minimum of the Range is the lowest salary rate for the range for that specific position.

Midpoint of the Range
The Midpoint of the Range represents the market value for the position and is the salary amount halfway between the lowest and highest salary rate for that specific position.

Salary Range Maximum
The Maximum of the Range is the highest salary rate for that specific position.

Internal Equity
Internal equity identifies and addresses equity in employee compensation between employees who are considered similarly situated and are performing similarly.

Internal equity does not attempt to make pay exactly the same for employees simply because they are in the same job title. Consideration is taken on the similarities and dissimilarities in experience, skills, abilities, and record of job performance, and aligns the pay fairly and equitably based on those factors.

External Market Equity
External market equity is an assessment of external market compensation that attempts to ensure competitiveness in pay practices for the same duties. This process is used as a tool to compare similar positions with external organizations and industries to align pay practices.
External equity does not attempt to make pay exactly the same for employees in other districts simply because they are in the same job title.

Position Change/Transition
Position change/transition occurs when an employee moves from their current position to a new position in the same or different department/division within the District.

Position Reassignment
Position reassignment is a movement from a pay grade structure to an experience-based placement scale (teacher, counselor, or librarian). Salary placement will be made according to years of creditable experience.

Reinstatement
Reinstatement occurs when an employee is rehired following a separation or break-in-service from the District. The District does not guarantee placement within the same pay grade or same salary upon reinstatement.

Salary Compression
Salary compression occurs when there is little difference in pay between employees despite tenure, skills, experience, and performance.

Salary Proration
Salary proration occurs when an employee starts their new position after the start date for the position calendar or leaves a position prior to completing their work calendar. The salary is determined based on the total number of days worked.

Supplemental Pay

Supplemental pay is an additional stipend or extra duty pay that is paid in addition to, but separate from, regular base salary. ***Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.*** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay. Discretionary leave is not applicable to supplemental pay job assignments and may result in a reduction of the supplemental pay provided. In the case of an emergency, an employee may request an absence from their supervisor.

Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty. (Board Policy DK (Local))

Non-Exempt employees are not eligible for stipends.

All supplemental pay/stipends may include attendance at training, assistance at various activities/event/games and workdays as assigned by the Athletic Director or Supervisor.

Supplemental Pay/Stipend may require specific qualifications as defined by the Superintendent.

Job Classification/Reclassification

Job classification/reclassification is the process for accurately and objectively defining the position/job duties, responsibilities, tasks, level of authority and minimum requirements.

All positions, with the exception of teachers, librarians, nurses, substitutes, and part- time/temporary, are assigned to pay grades based on the level of skill, effort, and responsibility required for the job assignment.

According to Board Policy DK (Local), all personnel are employed subject to assignment and reassignment by the Superintendent or designee when the Superintendent determines that the assignment or reassignment is in the best interest of the District. Reassignment shall be defined as a transfer to another position, department, or facility that does not necessitate a change in the employment contract of a contract employee. Any change in an employee's contract shall be in accordance with policy DC.

Section II: Pay Determination Guidelines

Salary Ranges

A salary range is an established range of pay organized into pay grades. Each job is assigned a pay grade.

Salary range placement guidelines include:

- New Hires are not placed above midpoint of the range without the approval of the Superintendent.
- New Salaries may not exceed the maximum salary of the new pay grade without the approval of the Superintendent.
- Other exceptions to compensation guidelines also require the Superintendent's approval.

Evaluation of Experience from Other Entities

Several factors are examined to determine whether prior experience from other entities is creditable. These factors include:

1. Position held (similar or related positions)
2. Accreditation status of the institution
3. Percentage of days worked
4. Number of days worked (must equal 90 full-time equivalent days)
5. Dates of employment
6. Type of institution

Approval of service credit is subject to state law as outlined by the Texas Education Agency (TEA). Lake Dallas ISD adheres to the minimum requirements as stated in Subchapter CC of the Commissioner's Rules on Creditable Years of Service.

Creditable Years

Creditable service does not include part-time/temporary employment, internships, or employment as a non-certified substitute, regardless of service time, date(s) of termination, or type of accumulation.

Section III: Service Records

The employee is responsible for submitting original service records to Lake Dallas ISD. The issuing school district and the employee are responsible for ensuring that service records are true, correct, and that all service recorded was performed. **Photo copies of notarized service will not be accepted.**

Employees submitting paper copies of an original service record must have all copies notarized by the previous district. Service records can also be electronically sent directly from the previous district to **humanresources@ldisd.net**.

Questions have been raised concerning the validity of creditable service documented on forms other than the Texas Teacher Service Record. Subsection (d) of Section 153.1021 states that:

> "*The basic document in support of the number of years of professional service claimed for salary increment purposes and both the state's sick and personal leave program data for all personnel is the teacher service record (form FIN-115) or a similar form containing the same information*."

To request your Lake Dallas ISD service record contact Human Resources at 940-497-8518.

Section IV: College Transcripts

Certain positions may be eligible for additional compensation by earning advanced degrees. Official transcripts must show the date the advanced degree was conferred.

College transcripts submitted from an accredited university or college should be provided to Human Resources at the time of employment. Employees submitting these records at a later date may hand deliver the documents to Human Resources or request the educational entity email the documents to **humanresources@ldisd.net.**

Section V: Salary Guidelines for New Hires

Credit for Prior Experience

Teachers

- LDISD grants one (1) year of teaching experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the Teacher Salary Schedule according to creditable years of experience.

- Experience from foreign schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rules on Creditable Years of Service are met. Such experience will be considered on a case-by-case basis. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. The foreign authority is responsible for providing relevant, credible, and accurate information before any credit is given (documents must be translated in English format). Placement on the appropriate salary schedule becomes effective after final approval from TEA is received. Upon TEA/Compensation approval, the pay is given for that year and no prior years. **The District is not liable for any previously non-compensated salary related to such experience.**

  Substitute Teacher.
  A substitute teacher, beginning with the 1998-1999 school year, is eligible for creditable service if they serve the required number of days for the applicable school year. Substitute is defined as a certified teacher who works on call, does not have a full-time assignment, and provides instruction. The individual must be employed in an entity eligible for creditable service and hold a valid Texas teaching certificate or a valid teaching certificate from the state where the school is located at the time of service.

  This provision applies to out-of-state substitute teaching experience but does not apply to out-of-country substitute experience. All eligible prior-year substitute experience can be claimed for placement on the 1998-1999 minimum salary schedule.
  Most school districts and charter schools only generate substitute service records upon request. This practice allows for a more reasonable maintenance of records since many substitutes may not meet the service day requirements in a given year or may not be certified teachers.

  Certified Educational Aide.
  Beginning with the 2004-2005 school year a certified educational aide is entitled to up to two years of full-time equivalency for creditable experience for direct student instruction (i.e., teaching experience credit). The educational aide must have attained initial teacher certification subsequent to their educational aide work. An individual already holding a teaching certificate serving in an aide position is not entitled to the two years of service. The two years of service as an aide should be documented in the footnote section of the individual's service record or a similar form.

- Career & Technology teachers may count up to two years of full-time work experience for salary increment purposes if the work experience was required for career and technology certification (Chapter 153. School District Personnel, Subchapter CC, Commissioner's Rules on Creditable Years of Service).

Librarians

- Librarians are placed on the appropriate salary of their respective salary schedules according to creditable years of experience.

- LDISD grants one (1) year of experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the appropriate salary schedule according to degree level and years of creditable experience.

- Experience from foreign schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rule on Creditable Years of Service are met. Such experience will be considered on a case-by-case basis. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. The foreign authority is responsible for providing relevant, credible, and accurate information before any credit is given (documents must be translated in English format). Placement on the appropriate salary schedule becomes effective after final approval from TEA is received. Upon TEA/Compensation approval, the pay is given for that year and no prior years. **The District is not liable for any previously non-compensated salary related to such experience.**

    - Effective with the 1998-99 school year, a librarian may receive credit for experience as a certified substitute teacher for salary increment purposes, provided the individual held a valid teaching certificate at the time the service was rendered, was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule includes substitute teaching out-of-state, as long as the individual held a valid teaching certificate at the time the work was completed. A valid emergency or local permit also meets the certification requirement.

    - Beginning with the 2004-2005 school year, a teacher assistant who subsequently becomes a certified teacher may receive up to two years of teacher assistant experience for salary increment purposes, provided they held a valid Educational Aide certificate and worked the required number of days and percent of time when employed. Experience outside LDISD must be verified using the teacher service record form (FIN-115) or a similar form containing the same information.

School Nurses

- LDISD grants one (1) year of experience for each appropriate creditable year of experience. A bachelor's or associate degree and registered nurse's license (RN) are required for employment as a school nurse.

- The Texas Education Agency guidelines will be followed for determining creditable experience. Experience used for salary placement decisions is determined by the Human Resources Department, and is subject to the following exception:

Exception to Compensation Policy
Validated non-school based nursing or direct patient services experience will be credited on a one-year for one-year basis as determined by the Human Resources Department. The employee is responsible for providing the relevant service record to qualify for this exception. **This is a local credit only (LDISD).** As a local credit, this service credit may not be recognized by other Texas school districts.

- Effective with the 1998-99 school year, a school nurse may receive credit for experience as a certified substitute teacher for salary increment purposes, provided the individual held a valid teaching certificate at the time the service was rendered, was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule includes substitute teaching out-of-state, as long as the individual held a valid teaching certificate at the time the work was completed. A valid emergency or local permit also meets the certification requirement.

- Beginning with the 2004-2005 school year, a teacher assistant who subsequently becomes a certified teacher may receive up to two years of teacher assistant experience for salary increment purposes, provided they held a valid Educational Aide certificate and worked the required number of days and percent of time when employed. Experience outside LDISD must be verified using the teacher service record form (FIN-115) or a similar form containing the same information.

Speech-Language Pathologists, Occupational Therapists, Physical Therapists and Licensed Specialists in School Psychology

- LDISD grants one (1) year of experience for each 12 consecutive months of full-time professional employment in the specific job field in accredited public and/or private schools, post- secondary schools, teaching hospitals, and other organizations who provide similar services.

Non-Teacher Positions

- LDISD awards credit for years of experience in half year increments for similar work experience.
- LDISD awards one year credit for experience in same position.

The salary of a bus driver with previous experience in a public school district(s) as a bus driver shall be placed on the salary step commensurate with their total years of experience, regardless of whether they served in a less than full-time position or received creditable years of service from their previous employer(s). This determination shall be for the salary purposes only. Practices consistent with Texas Administrative Code governing service records shall be followed for purposes of determining creditable years of service.

For example, a bus driver who possesses a CDL license and previously drove professionally, will be awarded .5 years of credit for each year of professional driving. (i.e. chauffeur, tour bus, etc.) A bus driver with previous school bus driver experience will be awarded on year credit for each year of bus driver experience.

Pay Equity Adjustments

Subject to District policy restrictions on mid-year pay increases (DEA-Local and DEAB- Legal), the Superintendent may authorize pay adjustments for the purpose of correcting pay inequities for individual employees caused by internal error.

Job Classification/Reclassification

Human Resources with approval from the Superintendent will classify new positions or reclassify existing positions, as necessary, based on job requirements and the TASB comparability studies.

Procedures for Overpayment/Underpayment of LDISD Employee Salaries

In the event of overpayment of salary

Scenario "A"—overpayment was determined during audit of September payroll.

- Human Resources will notify employee, by letter, of overpayment, including the amount of overpayment and the amount of reduction for overpayment from future paychecks within the current contract period. Amount of reduction will be annualized over the remainder of the current contract period.
- Gross pay will be adjusted to reflect correct salary for the remainder of the contract period.

Scenario "B"—overpayment was determined during contract period, but after the audit of September payroll.

- Human Resources will notify employee, by letter, of overpayment.
- Gross pay will be adjusted to reflect correct salary for all future paychecks within the current contract period.
- Overpayment will not be deducted from employee's paychecks.

Scenario "C"—overpayment was determined after end of contract period.

- Human Resources will notify employee, by letter, of overpayment.
- Gross pay will be adjusted to reflect correct salary for the current contract period.
- Overpayment will not be deducted from employee's paychecks.

In the event of underpayment of salary

Scenario "A"—underpayment was determined during audit of September payroll:

- Human Resources will notify employee, by letter, of underpayment, including the amount of underpayment and the amount of increase for underpayment for future paychecks within the current contract period. Amount of increase will be annualized over the remainder of the current contract period.
- Gross pay will be adjusted to reflect correct salary for the remainder of the contract period.

Scenario "B"—underpayment was determined during contract period, but after the audit of September payroll.

- Human Resources will notify employee, by letter, of underpayment, including the amount of underpayment and the amount of increase for underpayment for future paychecks within the current contract period. Amount of increase will be annualized over the remainder of the current contract period.
- Gross pay will be adjusted to reflect correct salary for the remainder of the contract period.

Scenario "C"—underpayment was determined after end of contract period.

- Human Resources will notify employee, by letter, of underpayment.
- If underpayment has occurred for more than one contract period, LDISD will review up to 3 years of employee's pay history.
- Total amount of underpayment will be paid to employee in one lump sum.
- Gross pay for all future contract periods will reflect correct salary.

Section VI: Retire/Rehire Salary Information

Information provided in this section is relative to policy and procedures of the Lake Dallas Independent School District regarding employment after retirement. These policies are not necessarily the policies of the Teacher Retirement System of Texas (TRS). For information regarding the policy and practices of TRS, please contact them directly.

You may call: 1-800-223-8778
You may also write: TRS, 1000 Red River Street Austin, TX 78701
or visit the website at: www.trs.texas.gov

The Lake Dallas Independent School District is not an authorized provider of employee information regarding processes and procedures for retiring from TRS. Employees must contact TRS directly for information regarding their personal retirement and the rules for employment after retirement.

There have been significant changes to TRS rules for employment after service retirement. **It is the responsibility of the retiree to verify how these changes will impact their annuity should they decide to return to work at a TRS-participating entity.**

Retiree Information

LDISD Payment for Accumulated Leave Upon Retirement (Board Policy DEC (Local))

The following leave provisions shall apply to local leave accumulated beginning on the original effective date of this program. An employee who retires from the District shall be eligible for payment for accumulated local leave under the following conditions:

1. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.
2. The employee is retiring under the Teacher Retirement System of Texas (TRS).
3. The employee provides advance written notice of intent to retire. Contract and noncontract employees must provide written notice by the first Monday in March of the fiscal year.
4. The employee has at least 10 consecutive years of service with the District.
5. A contract employee must fulfill the terms of the contract.
6. A noncontract employee must complete the work year based on the work calendar.

The employee shall receive payment for each day of accumulated local leave, to a maximum of 20 days, at a rate of $50 per day for a contract employee and $25 per day for a noncontract employee. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

Employees Who Retire and Return as LDISD Employees

Employment as a Teacher Retirement System of Texas (TRS) retiree is subject to approval by the Superintendent or designee.

Individuals who voluntarily retire from Lake Dallas ISD and the Teacher Retirement System of Texas (TRS), and return to any position in LDISD, do not qualify for any stipend, special contract/calendar days, or other benefit or privilege previously received as a pre-retiree in a permanent position. Previous stipends will not be restored upon return.

Employees who retire from other retirement agencies (not TRS) are treated as new hire employees. See Section V: Salary Guidelines for New Hires for salary information.

Section VII: Employee Benefits Information

In addition to the salary amount provided in the adopted compensation manual, the Board of Trustees contributes to the employee health and life insurance plans.

Medical
Health coverage plans are offered, including one plan that meets IRS definition of a high deductible health plan, a Primary, Primary+ plan, and a HMO plan are available at group rates.

Cancer
High and low cancer plan options are available to each employee at group rates through payroll deductions.

Dental
Three plans are available to each employee at group rates through payroll deductions.

Life
Each employee is provided $10,000 in life insurance. Supplemental insurance is available.

Vision
Vision insurance is available through payroll deduction at group rates.

Workers' Compensation
The benefits provided and prescribed by the Workers' Compensation Law are available without cost to all District employees.

Income Protection
Insurance at group rates is available to District employees as a protection against loss of income due to disability caused by accident or illness.

Tax-sheltered Annuity
Tax-sheltered annuities are available through payroll deduction [403(b) and 457(b) plans].

Flexible Spending Accounts
Permits employees to pay certain medical and dependent care expenses with untaxed income.

Health Savings Accounts
Available to employees who select a High Deductible health plan.

Payroll Deductions

- Credit Union/Bank Deposits
- Lake Cities Education Foundation
- Annuities
- Insurance
- United Way Contributions

Vacation and Leave
See Board Policy DEC (Local)

Contact the LDISD Benefits Office for more information.

Appendix: Salary and Pay Schedules

Mission, Vision, Goals

Lake Dallas Independent School District
Employee Work Schedule
2024-2025 School Year

Days	First Day	Last Day
175	8/7/24	5/27/25
180	8/7/24	5/27/25
185	8/1/24	5/27/25
187	8/5/24	5/27/25
192	7/29/24	5/27/25
197	7/22/24	5/27/25
202	7/22/24	6/3/25
207	7/22/24	6/10/25
217	7/15/24	6/17/25
226	7/15/24	6/30/25
260	7/1/24	6/30/25

- All calendars account for employees attending District Convocation and Staff Development on August 7, 2024. Please see your supervisor for details.
- May 27, 2025 is a scheduled weather make-up day. Employees may be required to report to work if changes in the calendar occur during the school year.

Employee Work Schedule
2024-2025 School Year

Days	Professionals	Clerical/Paraprofessionals	Auxiliary
175			Crossing Guard
180			Child Nutrition Specialist/Manager Bus Driver/Monitor Transportation- Safety Trainer
185			Dispatcher Transportation- Spec. Needs Coordinator
187	Counselor- ES Occupational Therapist Speech Pathologist/Asst. Teachers Athletic Trainer/Asst.	Aide Receptionist- ES, MS Admin Asst- Asst Principal HS Attendance Clerk- HS Attendance Clerk/PEIMS - MS Technician- Print Shop	Child Nutrition Supervisor- District
192	Instructional Coach	Aide- Daycare	
197	ARD Facilitator Diagnostician Director Child Care District 504 Administrator LSSP Dance Teacher HS Choir Teacher Librarian MS Athletic Trainer	Admin Asst- Principal HS Admin Asst- School Counselor	
202	Asst Principal- ES HS ARD Facilitator Diagnostician EC (SSE) HS Education and Training Teacher HS Athletic Trainer HS- Special Assignments Teachers		
207	Counselor- HS/MS Diagnostician- Lead/Dyslexia Coordinator CTE Academic Advisor/Testing		
217	Director- Child Nutrition Director- DAEP Instructional Technology Coach MS Ag Teacher	Admin Asst- Principal ES/MS Registrar- MS	
226	Asst Principal- HS/MS Chief Financial Officer Chief Operations Officer Coordinator- State Assessments & RTI Deputy Superintendent Director- Communications Director- Curriculum & Instruction Director- Technology Director- Transportation Executive Director Network Administrator/Technician Principal- ES/MS/HS Supervisor- Payroll Director of Bands HS Ag Teacher Head Football Coach	Admin Asst- Athletics Admin Asst- C&I Admin Asst- HS Procurement Admin Asst- Special Programs Admin Asst- Superintendent Computer Technician Receptionist- HS/ Central Office Registrar- HS Senior IT Support Analyst Specialist- Accounts Payable Specialist- HR & Benefits Specialist- HR & Substitute Specialist- Purchasing & Acct Payable Specialist - PEIMS	
260	Executive Director- Facilities & Operations	Admin Asst- Facilities	Custodial Supervisor Delivery Driver Lead Custodian/Custodian Maintenance- Facility Supervisor Maintenance-Facility Worker/Painter/IPM Maintenance-Grounds Foreman Mechanic/Mechanic Apprentice Transportation- Operations Supervisor/Admin Supervisor Journeyman - Electrician/Plumber

2024 - 2025 LDISD Work Calendar (260 Days)

JULY (23 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	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	31			

AUGUST (22 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

SEPTEMBER (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER (23 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
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

DECEMBER (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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	31				

JANUARY (23 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL (22 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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			

MAY (22 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

JUNE (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

Blue indicates paid holiday

2024 - 2025 LDISD Work Calendar (226 Days)

JULY (13 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	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	31			

AUGUST (22 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

SEPTEMBER (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER (23 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
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

DECEMBER (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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	31				

JANUARY (19 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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			

MAY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

JUNE (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

2024 - 2025 LDISD Work Calendar (217 Days)

JULY (13 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	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	31			

AUGUST (22 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

SEPTEMBER (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER (23 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
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

DECEMBER (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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	31				

JANUARY (19 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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			

MAY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

JUNE (12 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

2024 - 2025 LDISD Work Calendar (207 Days)

JULY (8 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	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	31			

AUGUST (22 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

SEPTEMBER (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER (23 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
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

DECEMBER (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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	31				

JANUARY (19 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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			

MAY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

JUNE (7 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

2024 - 2025 LDISD Work Calendar (202 Days)

JULY (8 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	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	31			

AUGUST (22 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

SEPTEMBER (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER (23 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
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

DECEMBER (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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	31				

JANUARY (19 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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			

MAY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

JUNE (2 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

2024 - 2025 LDISD Work Calendar (197 Days)

JULY (8 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	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	31			

AUGUST (22 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

SEPTEMBER (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER (23 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
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

DECEMBER (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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	31				

JANUARY (19 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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			

MAY (17 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

JUNE (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

2024 - 2025 LDISD Work Calendar (192 Days)

JULY (3 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	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	31			

AUGUST (22 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

SEPTEMBER (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER (23 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
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

DECEMBER (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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	31				

JANUARY (19 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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			

MAY (17 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

JUNE (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

2024 - 2025 LDISD Work Calendar (187 Days)

JULY (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	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	31			

AUGUST (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

SEPTEMBER (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER (23 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
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

DECEMBER (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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	31				

JANUARY (19 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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			

MAY (17 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

JUNE (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

2024 - 2025 LDISD Work Calendar (185 Days)

JULY (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	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	31			

AUGUST (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

SEPTEMBER (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
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

DECEMBER (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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	31				

JANUARY (18 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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			

MAY (17 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

JUNE (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

Blue date indicates paid holiday

2024 - 2025 LDISD Work Calendar (180 Days Transportation)

JULY (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	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	31			

AUGUST (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

SEPTEMBER (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
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

DECEMBER (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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	31				

JANUARY (18 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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			

MAY (17 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

JUNE (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

Blue indicates paid holiday

2024 - 2025 LDISD Work Calendar (180 Days w/holiday - CN)

JULY (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	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	31			

AUGUST (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

SEPTEMBER (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
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

DECEMBER (16 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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	31				

JANUARY (18 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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			

MAY (17 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

JUNE (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

Blue indicates paid holiday

2024 - 2025 LDISD Work Calendar (180 Days - CN)

JULY (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	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	31			

AUGUST (18 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

SEPTEMBER (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
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

DECEMBER (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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	31				

JANUARY (19 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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			

MAY (17 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

JUNE (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

2024 - 2025 LDISD Work Calendar (175 Days)

JULY (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	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	31			

AUGUST (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

SEPTEMBER (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER (21 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
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

DECEMBER (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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	31				

JANUARY (17 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH (15 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL (20 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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			

MAY (17 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	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	31

JUNE (0 DAYS)

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

2024 - 2025 LDISD Leave Black Out Calendar

AUGUST

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13		15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		31

SEPTEMBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	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					

OCTOBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	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	31		

NOVEMBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21		23
24	25	26	27	28	29	30

DECEMBER

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1		3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19		21
22	23	24	25	26	27	28
29	30	31				

JANUARY

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	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	31	

FEBRUARY

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	

MARCH

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1
2	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	31					

APRIL

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16		18	19
20		22	23	24	25	26
27	28	29	30			

MAY

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20			23	24
25	26	27	28	29	30	31

Blackout Dates

- Day before or after a staff holiday
- Staff Development Days
- State Testing Days (See campus calendar for dates)

2024-2025 Auxiliary Pay Plan

Lake Dallas ISD

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1			**Hourly**		**$14.33**	**$17.00**	**$19.67**
	Crossing Guard	175	**175**	**Days**	18,808	22,313	25,817
	Bus Monitor	180	**180**	**Days**	19,346	22,950	26,555
	Child Nutrition Specialist	180	**260**	**Days**	27,944	33,150	38,357
	Custodian	260					
	Delivery Driver	260					
2			**Hourly**		**$17.40**	**$20.64**	**$23.88**
	Child Nutrition Manager - ES/MS	180	**180**	**Days**	23,490	27,864	32,238
	Lead Custodian - ES	260	**260**	**Days**	33,930	40,248	46,566
	Lead Custodian - HS/MS Day	260					
	Maintenance - Facilities Worker	260					
3			**Hourly**		**$20.48**	**$24.29**	**$28.10**
	Child Nutrition Manager - HS	180	**180**	**Days**	27,648	32,792	37,935
	Transportation - Safety Trainer	180	**185**	**Days**	28,416	33,702	38,989
	Dispatcher	185	**260**	**Days**	39,936	47,366	54,795
	Transportation - Special Needs Coordinator	185					
	Lead Custodian - HS/MS Night	260					
	Maintenance - Grounds Foreman	260					
	Maintenance - Painter	260					
	Mechanic Apprentice	260					
4			**Hourly**		**$21.91**	**$25.99**	**$30.07**
	Maintenance - IPM	260	**260**	**Days**	42,725	50,681	58,637
	Mechanic	260					
5			**Hourly**		**$26.11**	**$30.97**	**$35.83**
	Child Nutrition Supervisor - District	187	**187**	**Days**	36,619	43,435	50,252
	Custodial Supervisor	260	**260**	**Days**	50,915	60,392	69,869
	Journeyman - Electrician/Plumber	260					
	Transportation - Admin Supervisor	260					
	Transportation - Operations Supervisor	260					
6			**Hourly**		**$29.24**	**$34.68**	**$40.12**
	Maintenance - Facilities Supervisor	260	**260**	**Days**	57,018	67,626	78,234
BD			**Hourly**		**$19.69**	**$22.57**	**$25.45**
	Bus Driver	180	**180**	**Days**	26,582	30,470	34,358

2024-2025 Clerical/Paraprofessional Pay Plan

Lake Dallas ISD

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1			**Hourly**		**$15.36**	**$18.22**	**$21.08**
	Aide - ESL	187	**187**	**Days**	21,542	25,554	29,565
	Aide - General Education	187	**192**	**Days**	22,118	26,237	30,355
	Aide - ISS	187					
	Aide - PreK	187					
	Aide - Title I	187					
	Aide - Day Care	192					
2			**Hourly**		**$16.28**	**$19.31**	**$22.34**
	Aide - Art	187	**187**	**Days**	22,833	27,082	31,332
	Aide - Computer Lab	187	**226**	**Days**	27,595	32,730	37,866
	Aide - SPED CM/Resource/Inclusion	187					
	Aide - SPED PPCD	187					
	Receptionist - ES/MS	187					
	Receptionist - HS	226					
3			**Hourly**		**$17.30**	**$20.52**	**$23.74**
	Admin Asst - Asst Principal HS	187	**187**	**Days**	24,263	28,779	33,295
	Aide - SPED Life Skills	187	**197**	**Days**	25,561	30,318	35,076
	Aide - SPED NEST	187	**217**	**Days**	28,156	33,396	38,637
	Aide - SPED RESET	187	**226**	**Days**	29,324	34,781	40,239
	Attendance Clerk, HS	187					
	Attendance Clerk/PEIMS MS	187					
	Technician - Print Shop	187					
	Admin Asst - School Counselor	197					
	Registrar - MS	217					
	Receptionist - Central Office	226					
4			**Hourly**		**$19.45**	**$23.07**	**$26.69**
	Admin Asst - Principal ES/MS	217	**217**	**Days**	31,655	37,546	43,438
	Registrar - HS	226	**226**	**Days**	32,968	39,104	45,240
5			**Hourly**		**$22.01**	**$26.10**	**$30.19**
	Admin Asst - Principal HS	197	**197**	**Days**	32,520	38,563	44,606
	Admin Asst - Athletics	226	**226**	**Days**	37,307	44,240	51,172
	Admin Asst - C&I	226	**260**	**Days**	42,920	50,895	58,871
	Admin Asst - Special Programs	226					
	Computer Technician	226					
	Admin Asst - Facilities	260					

6		
	Admin Asst - HS Procurement	226
	Senior IT Support Analyst	226
	Specialist - Accounts Payable	226
	Specialist - HR & Benefits	226
	Specialist - HR & Substitute	226
	Specialist - PEIMS	226
	Specialist - Purchasing and Accounts Payable	226
7		
	Admin Asst - Superintendent	226

Hourly		**$26.41**	**$31.32**	**$36.23**
226	**Days**	44,765	53,087	61,410

Hourly		**$30.69**	**$34.46**	**$39.74**
226	**Days**	52,020	58,410	67,359

2024-2025 Teacher, Nurse, Athletic Trainer Pay Plan

Lake Dallas ISD

Years of Experience	Salary
0	$59,190
1	$59,490
2	$59,805
3	$60,105
4	$60,405
5	$60,705
6	$61,005
7	$61,305
8	$61,605
9	$61,905
10	$62,205
11	$62,505
12	$62,805
13	$63,105
14	$63,405
15	$63,705
16	$64,005
17	$64,305
18	$64,605
19	$64,905
20	$65,205
21	$65,505
22	$65,805
23	$66,105
24	$66,405
25	$66,705
26	$67,005
27	$67,370
28	$68,370
29	$69,370
30	$70,370
31	$71,370
32	$72,370
33	$73,370
34	$74,370
35	$75,370
36	$76,370
37	$77,370
38	$78,070
39	$78,570
40	$78,920

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 increases are based on the annual pay raise budget approved by the Board of Trustees.

2024-2025 Administrative/Professional Pay Plan

Lake Dallas ISD

Pay Grade	Job Title	Calendars			Minimum	Midpoint	Maximum
1			Daily		$279.50	$331.50	$383.50
	Diagnostician - Intern	197	197	Days	55,062	65,306	75,550
	Network Technician	226	226	Days	63,167	74,919	86,671
	Supervisor - Payroll	226					
2			Daily		$315.83	$374.59	$433.35
	Speech Pathology Asst	187	187	Days	59,060	70,048	81,036
	Childcare Director	197	197	Days	62,219	73,794	85,370
2A			Daily		$325.59	$387.21	$445.97
	Instructional Coach	192	192	Days	62,513	74,344	85,626
	ARD Facilitator	197	197	Days	64,141	76,280	87,856
	Counselor - ES	197	202	Days	65,769	78,216	90,086
	Librarian	197	207	Days	67,397	80,152	92,316
	ARD Facilitator- HS	202	217	Days	70,653	84,025	96,775
	Counselor - MS	207					
	Instructional Technology Coordinator	217					
3			Daily		$334.79	$397.08	$459.37
	Occupational Therapist	187	187	Days	62,606	74,254	85,902
	Speech Pathologist	187	197	Days	65,954	78,225	90,496
	Administrator for Special Populations	197	202	Days	67,628	80,210	92,793
	Diagnostician	197	207	Days	69,302	82,196	95,090
	District 504 Administrator	197	217	Days	72,649	86,166	99,683
	LSSP	197	226	Days	75,663	89,740	103,818
	Asst Principal - ES	202					
	Diagnostician-Early Childhood-SSE	202					
	Counselor - HS	207					
	CTE Academic Advising/Testing	207					
	Director Child Nutrition	217					
	Network Administrator	226					
4			Daily		$354.88	$420.90	$486.92
	Diagnostician Lead/Dyslexia Coordinator	207	207	Days	73,460	87,126	100,792
	Asst Principal - MS/HS	226	226	Days	80,203	95,123	110,044
	Business Manager	226					
	Coordinator - State Assessment & RTI	226					
	Coordinator-Bilingual and Student Services	226					
5			Daily		$379.72	$450.37	$521.02
	Director - DAEP	217	217	Days	82,399	97,730	113,061
	Director - Communications	226	226	Days	85,817	101,784	117,751

	Director - Transportation	226
	Principal - ES	226
6		
	Director - Curriculum and Instruction	226
	Director - Technology	226
	Principal - MS	226
7		
	Chief Administrator of Safety and Security	226
	Exec Director - Athletics	226
	Exec Director - HR	226
	Exec Director - Special Programs	226
	Principal - HS	226
	Exec Director - Facilities & Operations	260
8		
	CFO-Chief Financial Officer	226
	COO-Chief Operations Officer	226
9		
	Deputy Superintendent	226

Daily		**$417.69**	**$495.40**	**$573.11**
226	**Days**	94,398	111,960	129,523

Daily		**$488.71**	**$579.63**	**$670.55**
226	**Days**	110,448	130,996	151,544
260	**Days**	127,065	150,704	174,343

Daily		**$551.32**	**$610.85**	**$701.76**
226	**Days**	124,598	138,052	158,598

Daily		**$603.15**	**$704.36**	**$804.94**
226	**Days**	136,312	159,185	181,916

Substitute Employee Pay Plan

Substitute Teacher					
	Teacher Full Day	**Teacher Half Day**	**Para/Daycare Full Day**	**Para/Daycare Half Day**	**Teacher Long Term**
Non-Degreed	$90	$45	$90	$45	$105
Degreed	$100	$50	$90	$45	$115
Certified Teacher	$110	$55	$90	$45	$125

Substitute Nurse

	Full Day	**Half Day**
Registered Nurse	$150	$75

Substitute Hours:

Secondary:	Full Day Hours: 8:00-4:00	Half Day Hours: 8:00-11:55; 12:05-4:00
Elementary:	Full Day Hours: 7:20-3:20	Half Day Hours: 7:20-11:15; 11:25-3:20

* Auxiliary substitutes will be paid at position minimum pay based on the current pay plan.

☆ Special assignment sub pay must be approved by the Superintendent prior to hiring.

^^ Long term substitute assignment is defined as working more than 10 consecutive days in the same job vacancy without a break in service. Long term substitute pay requires active SBEC certification unless otherwise approved by HR.

UIL Stipends		
UIL Coordinator (Elementary/Middle School)	$	1,000.00
UIL Academic Coaches (per event)	$	100.00
UIL Academic Coaches (High School)	$	750.00
Fine Arts Stipends		
Director of Bands	$	7,500.00
HS Assistant Band Director	$	10,000.00
MS Band Director	$	5,000.00
Choir	$	2,500.00
Theater Director	$	4,000.00
Performance Hall Coordinator	$	4,000.00
Athletic Stipends		
Head Athletic Trainer	$	16,000.00
HS Asst. Athletic Trainer	$	12,000.00
MS Athletic Trainer	$	10,000.00
Boys/Girls HS Athletic Coordinator	$	8,000.00
Boys/Girls MS Athletic Coordinator	$	4,000.00
Head Football Coach	$	17,000.00
Football Coordinator	$	11,000.00
Football Assistant Coach	$	9,000.00
Head Coach (Basketball, Volleyball)*	$	11,000.00
Head Coach (Soccer, Baseball, Softball)	$	9,000.00
Head Coach (Track, CC, Tennis, Golf)	$	7,500.00
Asst. Coach (Volleyball)	$	5,000.00
Asst. Coach (Basketball, Soccer, Baseball, Softball, Track, CC)	$	4,000.00
HS Second Sport	$	4,000.00
HS Third Sport	$	2,000.00
HS One Sport Coach (Asst.)	$	2,500.00
MS Football (w/HS duties)	$	4,000.00
MS Coach (Per Sport)	$	2,000.00
Cheer Sponsor - LDHS	$	6,000.00
Cheer Sponsor - LDMS	$	3,500.00
High Steppers – LDHS	$	7,000.00
Clubs & Organizations		
Jr Class	$	1,500.00
Sr Class	$	1,750.00
Yearbook - LDHS	$	2,500.00
Yearbook - LDMS, Elementary	$	500.00
Student Council - LDHS	$	3,000.00
Student Council - LDMS	$	1,250.00
NHS/NJHS	$	500.00
Special Programs Stipends (Limit One Per Employee)		
® Bilingual Certified Teacher (Bilingual Teacher of Record)	$	3,500.00

® Self Contained ELAR ESL or Secondary ELAR ESL Teacher	$	1,000.00
® SPED Inclusion	$	1,000.00
® SPED Life Skills	$	2,000.00
® SPED NEST Teacher	$	2,000.00
® SPED Reset Teacher	$	2,500.00
® SPED Bilingual Certified Diagnostician	$	3,500.00
® SPED Bilingual Certified SLP	$	3,500.00
® LSSP/Diagnostician/SLP	$	1,500.00
Leadership Stipend		
® Mentor Teacher (per mentee, limit 2)	$	1,000.00
® Department Head - LDHS	$	3,000.00
® Department Head - LDMS	$	1,500.00
® Department Head - Elementary	$	1,000.00
® Master’s Degree (Teacher Pay Grade)	$	1,500.00
® Master’s and Doctorate Degree (Teacher Pay Grade)	$	2,500.00
® Lead Counselor - LDHS	$	3,000.00
Bus Driver Stipends		
® Attendance	$	500.00
® Zero accidents	$	500.00
Other Stipends		
® Health Services Coordinator	$	3,000.00

® stipends and clubs and organization stipends are not subject to proration for employees who resign prior to the end of the work calendar for applicable assignments.

All stipends are subject to availability of funding and are not guaranteed annually.

The number of stipends available are managed through the HR Department and must be accounted for through position control.

Only Fine Arts, Athletic Stipends, and masters/doctorate stipends will be paid annually. All other stipends will be paid in May.

Stipends not listed are not permitted without board approval.

Stipends not permitted for non-exempt employees.

All stipends will be aligned to the job description as provided by HR. Documentation for completion of work may be requested prior to payment.

Stipend positions are not subject to discretionary leave. Leave during required events, practices or scheduled activities may result in a reduction or elimination of stipend payment.

* will be adjusted through attrition

Extra Duty Pay Schedule
2024-2025

Administrator* (Maximum of 6 hours for Training Days)	$40.00
Teachers, Librarians, Counselors, Diagnosticians and RN ** (Maximum of 6 hours for Training Days)	$25.00 School Year $30.00 Summer
Secretary Summer Pay	@current rate
Paraprofessional Summer Pay	$20.00
Food Service Worker Summer Pay	@current rate

* Extra duty pay must have prior approval from the Superintendent.

** Extra duty pay must have prior approval from the Principal/Director and is subject to available funding.

Employees working on contract days are not eligible for extra duty pay. Employees shall not be permitted to exchange days, utilize personal leave (state or local) or utilize non-working days as a method to be eligible for extra duty pay.

Extra Duty Pay will only be utilized for district mandated training. The district may opt to provide flex days in exchange for district mandated training.

Clerical/Paraprofessional/Auxiliary Summer Pay will be paid based on the annual approved pay rate as established by the Board of Trustees.

Bus Driver trip pay (Coaches) $75 per trip

Positions not listed above are not eligible for extra duty pay unless approved by the Superintendent.

Vacation Pay

In addition to state and local leave granted to Lake Dallas ISD employees, full time 260 day employees shall be paid ten (10) days of annual paid vacation leave. See Administrative Regulations for details on earning vacation days, requesting vacation days and dates available for vacation days.

Holiday Pay

In addition to state and local leave granted to Lake Dallas ISD employees, bus drivers, food service specialists and bus monitors shall receive four (4) paid holidays annually. Paid Holidays will be observed on Labor Day, Thanksgiving Day, Christmas Day and New Year's Day. See Administrative Regulations for details on earning paid holidays.

In addition to state and local leave granted to Lake Dallas ISD employees, 260 day employees shall receive nine (9) paid holidays annually. Paid Holidays will be observed on Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Day, December 26th, New Year's Day, MLK Day and Memorial Day. See Administrative Regulations for details on earning paid holidays.

Student workers as approved by the Superintendent

Extra Duty Athletic Pay

Only current employees are eligible for paid positions. All prospective game workers must apply through HR for extra duty positions within the Athletics Department. Employees being paid stipends to work at events are not permitted to receive extra duty pay.

Hours are established by the Athletics Department and may vary based on individual games. All positions and times are subject to administrative regulations.

Varsity Football Gatekeeper		$20.00 per hour
Announcer Bookkeeper Chains Clock Gatekeeper (Not Varsity Football) Line Judge Scoreboard		$16.00 per hour

	Gatekeeper	Announcer	Bookkeeper	Chains	Clock	Line Judge	Scoreboard
Varsity Football	6	1	1	NA	NA	NA	1
Non-Varsity Football	4	1	1	3	1	NA	NA
Volleyball	2	1	1	NA	1	2	NA
Baseball	1	1	1	NA	1	NA	NA
Softball	1	1	1	NA	1	NA	NA
Cross Country	NA	NA	NA	NA	NA	NA	NA
Tennis	1	NA	NA	NA	NA	NA	NA
Golf	NA	NA	NA	NA	NA	NA	NA
Basketball	2	1	1	NA	1	NA	NA
Track	2	NA	NA	NA	NA	NA	NA
Soccer	1	NA	NA	NA	1	NA	NA

- Paid announcers will be utilized for varsity games only.