



Compensation Plan

Lake Worth Independent School District
2024-2025

Approved 7/15/2024

**Lake Worth ISD
2024-2025 Pay Plan for
Teachers and Librarians**

Years of Experience	New Hire Bachelor's Salary 2024-2025	Master's Degree Salary 2024-2025	Doctorate Degree Salary 2024-2025
0	\$60,000	\$61,000	\$62,000
1	\$60,250	\$61,250	\$62,250
2	\$60,550	\$61,550	\$62,550
3	\$60,850	\$61,850	\$62,850
4	\$61,150	\$62,150	\$63,150
5	\$61,450	\$62,450	\$63,450
6	\$61,750	\$62,750	\$63,750
7	\$62,050	\$63,050	\$64,050
8	\$62,350	\$63,350	\$64,350
9	\$62,700	\$63,700	\$64,700
10	\$63,200	\$64,200	\$65,200
11	\$63,700	\$64,700	\$65,700
12	\$64,200	\$65,200	\$66,200
13	\$64,600	\$65,600	\$66,600
14	\$65,000	\$66,000	\$67,000
15	\$65,400	\$66,400	\$67,400
16	\$65,800	\$66,800	\$67,800
17	\$66,200	\$67,200	\$68,200
18	\$66,600	\$67,600	\$68,600
19	\$66,900	\$67,900	\$68,900
20	\$67,200	\$68,200	\$69,200
21	\$67,500	\$68,500	\$69,500
22	\$67,800	\$68,800	\$69,800
23	\$68,100	\$69,100	\$70,100
24	\$68,400	\$69,400	\$70,400
25+	\$68,700	\$69,700	\$70,700
26	\$69,000	\$70,000	\$71,000
27	\$69,300	\$70,300	\$71,300
28	\$69,600	\$70,600	\$71,600
29	\$69,900	\$70,900	\$71,900
30+	\$70,200	\$71,200	\$72,200

Continuing Teachers and Librarians will receive Step increase from last year's pay
\$1,000 Master's Degree Stipend and \$2,000 for Doctorate Degree Stipend

The salaries listed above are based on 10-month employment . 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 Worth ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Application Integration Specialist	226	\$269.58	\$324.80	\$380.02
	Truancy Officer/Homeless Liaison	212	57,151	68,858	80,564
			60,925	73,405	85,885
2					
	Coordinator District Communication	226	\$295.20	\$355.66	\$416.12
	Manager - Transportation	226	55,202	66,508	77,814
	RN	190	56,088	67,575	79,063
	Speech Language Pathologist Assistant	187	66,715	80,379	94,043
3					
	Athletic Trainer	212	\$321.77	\$387.67	\$453.57
	Athletic Trainer - Lead	226	60,171	72,494	84,818
	Campus Instructional Coach	192	61,780	74,433	87,085
	Coordinator - Health Services	202	62,745	75,596	88,446
	Coordinator - Curriculum	226	63,389	76,371	89,353
	Coordinator - Instructional Resources & Data Management	212	64,998	78,309	91,621
	Counselor EL/Elementary	195	66,606	80,248	93,889
	Counselor High School	207, 212	68,215	82,186	96,157
	Counselor Middle School	212	72,720	87,613	102,507
	Diagnostician	197			
	Diagnostician - Lead	202			
	Director - Tadpole	197			
	Licensed Professional Counselor	197			
	Licensed Specialist In School Psychology	202			
	Occupational Therapist	187			
	Physical Therapist	187			
	Special Education - Coordinator	212			
	Special Education Compliance Specialist	212			
	Specialist - Instructional English Learner	212			
	Speech Language Pathologist	187			
	Speech Language Pathologist - Lead	202			
4					
	Assistant Principal - Early Learning	207	\$341.07	\$410.93	\$480.79
	Assistant Principal - Elementary	207	70,601	85,063	99,524
	Director - Child Nutrition	226	77,082	92,870	108,659
	Director - Emergent Bilingual	226			
	Manager- PEIMS/Student Data	226			

5		
Assistant Principal - HS	212, 226	
Assistant Principal - MS	212	
Business Manager	226	
Director -Operations & Safety	260	
HR & Payroll Manager	226	
Network Manager	226	

Daily	\$361.54	\$435.59	\$509.64
212 Days	76,646	92,345	108,044
226 Days	81,708	98,443	115,179
260 Days	94,000	113,253	132,506

6		
Administrator - DAEP & Student Services	226	
Principal - Early Learning Academy	226	
Principal - Elementary	226	

Daily	\$386.85	\$466.08	\$545.31
226 Days	87,428	105,334	123,240

7		
Director - Adv Acad, College & Military	226	
Director - Curriculum & Instruction	226	
Director - Human Resources	226	
Director - Special Services	226	
Director - Federal & State Programs and Testing	226	
Director - Technology	226	
Principal - MS	226	

Daily	\$413.93	\$498.71	\$583.49
226 Days	93,548	112,708	131,869

8		
Director - Athletics and Head Football Coach	226	
Principal - HS	226	

Daily	\$485.94	\$578.50	\$671.06
226 Days	109,822	130,741	151,660

9		
Executive Director - Campus Leadership and School Improvement	226	

Daily	\$522.39	\$621.89	\$721.39
226 Days	118,060	140,547	163,034

10		
Assistant Superintendent - Teaching and Learning	226	
Chief Financial Officer	226	

Daily	\$566.12	\$673.95	\$781.78
226 Days	127,943	152,313	176,682

2024-2025 Clerical/Paraprofessional Pay Plan
Lake Worth ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
-----------	-----------	-----------	---------	----------	---------

1		Hourly	\$12.69	\$15.47	\$18.25
Aide - ESL	187	187 Days	18,984	23,143	27,302
Aide - Instructional	187	192 Days	19,492	23,762	28,032
Aide - ISS	187				
Aide - Pre-K	187				
Aide - Special Ed [Inclusion]	187				
Aide - Tadpole	192				

2		Hourly	\$13.45	\$16.39	\$19.33
Aide - DAEP	187	187 Days	20,121	24,519	28,918
Aide - Instructional Bilingual	187	192 Days	20,659	25,175	29,691
Aide - Job Coach (HS)	187				
Aide - Library	192				
Aide - Pre-K Bilingual	187				
Aide - Special Ed [ILS]	187				
Aide - Special Ed [Self Contained]	187				
Aide - Special Ed [STRIVES]	187				
Aide - Special Ed [TEAMS]	187				

3		Hourly	\$15.31	\$18.68	\$22.05
Campus Clerk- PEIMS/Attendance EL/ES	201	201 Days	24,618	30,037	35,456
Receptionist - Admin	226	226 Days	27,680	33,773	39,866
Receptionist - Campus HS/MS	226				

4		Hourly	\$16.87	\$20.55	\$24.23
Bookkeeper - HS	226	197 Days	26,587	32,387	38,186
Campus Clerk- PEIMS/Attendance HS/MS	207	207 Days	27,937	34,031	40,125
Campus - PEIMS/Registrar EL/ES	207	226 Days	30,501	37,154	43,808
Secretary - Campus EL/ES	207				
Secretary - Child Nutrition	226				
Secretary -AP & Counseling Dept HS	207				
Secretary - Operations & Transportation	226				
Secretary - Tadpole	197				

5	
Campus - PEIMS/Registrar MS/HS	207, 226
LVN	190
Secretary - Campus HS	226
Secretary - Campus MS	226
Secretary - Special Services	226
Campus Instructional Technician	226

Hourly	\$20.02	\$23.84	\$27.66
190 Days	30,430	36,237	42,043
207 Days	33,153	39,479	45,805
226 Days	36,196	43,103	50,009

6	
Secretary - Asst Superintendent - Teaching & Learning	226
Specialist - Accounts Payable	226
Specialist - Benefits & Leave	226
Specialist - Child Nutrition	226
Specialist - Human Resources	226
Specialist - Payroll	226
Specialist - PEIMS	226
Specialist - Purchasing	226
Specialist - Business/Secretary to Athletics	226

Hourly	\$23.91	\$28.13	\$32.35
226 Days	43,229	50,859	58,489

7	
Admin Assistant - Superintendent & Board	226

Hourly	\$30.60	\$36.00	\$41.40
226 Days	55,325	65,088	74,851

**2024-2025 Auxiliary Pay Plan
Lake Worth ISD**

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$12.69	\$14.93	\$17.17
	Bus Monitor (5 hour minimum guarantee)	181	181 Days	11,484	13,512	15,539
	Child Nutrition Worker	181	181 Days	18,375	21,619	24,862
	Custodial	260	260 Days	26,395	31,054	35,714
2			Hourly	\$14.72	\$17.52	\$20.32
	Bus Mechanic Helper	240	240 Days	28,262	33,638	39,014
	Custodial - Lead (AMIN, ES, MS)	260	260 Days	30,618	36,442	42,266
	Maintenance - Grounds	260				
3			Hourly	\$16.20	\$19.29	\$22.38
	Child Nutrition Manager - EL/ES	185	181 Days	17,593	20,949	24,305
	Child Nutrition Warehouse/Driver (Part Time 6 Hrs)	181	185 Days	23,976	28,549	33,122
	Custodial - Lead HS	260	260 Days	33,696	40,123	46,550
4			Hourly	\$18.15	\$21.60	\$25.05
	Child Nutrition Manager - HS	185	185 Days	26,862	31,968	37,074
	Child Nutrition Manager - MS	185	260 Days	37,752	44,928	52,104
	General Maintenance Painter	260				
	General Maintenance Worker	260				
	Maintenance Warehouse	260				
	Superivor - Custodial Night	260				
5			Hourly	\$21.32	\$25.38	\$29.44
	Bus Mechanic	240	240 Days	40,934	48,730	56,525
6			Hourly	\$24.73	\$29.44	\$34.15
	Lead Mechanic	240	240 Days	47,482	56,525	65,568
	Maintenance - HVAC	260	260 Days	51,438	61,235	71,032
7			Hourly	\$27.20	\$32.38	\$37.56
	Supervisor - Custodial	260	226 Days	49,178	58,543	67,908
	Supervisor - Maintenance	260	260 Days	56,576	67,350	78,125
BD			Hourly	\$19.29	\$22.96	\$26.63
	Bus Driver (5 hour minimum guarantee)	181	181 Days	17,421	20,779	24,100
	Transportation Dispatcher	226	226 Days	34,876	41,512	48,147

5 HR

6 HR

5 HR

**2025-2024 Extra Duty Stipends
Lake Worth ISD**

Category/ Assignment	Level	Stipend
Academic		
Avid Coordinator	HS/MS	\$500
CTE Sponsor	HS	\$1,500
Debate	HS	\$2,500
Debate	MS	\$500
Department Chair-PLC	HS	\$500
Dual Credit	HS	\$500
Dyslexia		\$3,000
Reading Academy Cohort Leader		\$10,000
Secondary Math/Science	HS/MS	\$3,000
Special Services- Bilingual		\$2,000
Special Education Teacher - <i>Resource/Inclusion</i>		\$1,500
Special Education Teacher - Self Contained/ILS/TEAM/STRIVES		\$3,000
Special Olympics Coordinator		\$1,250
Student Council Sponsor	HS	\$1,000
Class Sponsor (Each Grade Level)	HS	\$1,000
Theatre	HS/MS	\$2,000
UIL Academic Coach	ES	\$250
UIL Academic Coach	MS	\$300
UIL Academic Coach	HS	\$500
UIL Campus Coordinator	ES	\$500
UIL Campus Coordinator	MS	\$750
UIL Campus Coordinator	HS	\$1,500
UIL Judge		\$25 Per Hour
Yearbook	ES	\$500
Yearbook	MS	\$750
Yearbook	HS	\$1,500

Performing Arts		
Band Lead	MS	\$4,000
Mariachi Band Director	MS/HS	\$5,000
Band Teacher	HS	\$5,000
Band Director	HS	\$10,000
Assistant Band Director	HS	\$6,000
Cheerleading Sponsor	MS	\$1,500
Cheerleading Sponsor - JV	HS	\$2,000
Cheerleading Sponsor - Varsity	HS	\$4,000
Choir Teacher	MS	\$3,000
Choir Lead	HS	\$5,000

Other		
Administrator Intern		\$5,000
ARD Facilitator		\$3,000
Behavior Intervention Specialist		\$3,000
Bilingual Cert - Classroom Teacher		\$5,000
Board Approved One Time Stipend		\$500
Campus Ambassador - Elementary		\$500
Emergent Bilingual Lead		\$3,000
Event Coordinator	HS	\$1,000
GT Coordinator		\$3,000
GT Teacher		\$1,500
Lead Teacher		\$500
Librarian Lead		\$1,000
*New Hire - Returning Graduate One Time Stipend		\$1,000
*Perfect Attendance Per Semester (See Below)		\$500
PRS/CEHI		\$1,500
*Referral Incentive	up to	\$500
Retention Plan - Child Nutrition (Per Semester)		\$500
Teacher Incentive Allotment Data Analyst		\$3,000
Teacher Mentor		\$500
Translator		\$500
*District Translator		\$1,000

***New Hire - Returning Graduate One Time Stipend - For All Employees Paid at the End of the Year**

***Perfect Attendance Per Semester**
 For Campus Employees (Teachers and Para's)
 Transportation -Drivers, Monitors, Mechanics
 Custodians
 Maintenance

***Referral Incentive Payable to anyone who recruits a classroom teacher**
 \$500 = 1st Year Referral
 \$500 = 2nd Year if the new referred employee returns
 \$500 = 3rd for both Employees if new referred employee returns

***Referral incentive Payable to anyone who recruits Bus Monitor/Bus Driver**
 \$100 = Bus Monitor
 \$250 = Bus Driver

***District Translator**
 Includes Oral and Written translation for district documents

**Extra Duties (Misc.)
Supplemental Pay Schedules 2024-2025**

Title	Amount	Description
After School Tutoring (Certified Teacher)	\$25.00	Per hour
Athletics Coaches Driving Trips/Routes	\$30.00	Per Trip
AVID Student Tutors	\$8.00	Per hour
AVID Tutors	\$13.75	Per hour
Paraprofessional Extra Duty	Individual Rate	Per hour
Homebound Services	\$25.00	Per hour
Saturday School (Certified Teacher)	\$25.00	Per hour
Training/Testing/Curriculum Writing	Varies by Assignment	

Summer Duties

Title	Amount	Description
Summer Athletic Conditioning	\$25.00	Per hour
Summer Camp Facilitator	Individual Daily rate beyond contract days	Per day
Summer School Administrator		\$500
Summer School Aides	\$18.00	Per hour
Summer School Bus Drivers	Individual Rate	Per hour
Summer School Cafeteria	Additional \$1.00/hour	Per Assigned Hourly Rate
Summer School Lead Administrator		\$500
Summer School Teachers/Nurse	\$35.00	Per hour

Substitutes = Outsourced with ESS

Title	Amount	Description
Guest Teachers	\$120.00	Mon and Fri
Guest Teachers	\$100.00	Tue-Thurs
Long Term Guest Certified Teachers (resets to regular rate after 5 absences)	\$150.00	11 th Day
Long Term Guest Non-Certified Teachers (resets to regular rate after 5 absences)	\$135.00	11 th Day
Paraprofessional/Aide Substitute	\$75.00	M-Fri
Special Education Aide Substitute	\$90.00	M-Fri

Temporary Workers

Title	Amount	Description
Central Office Paraprofessional Temporary Worker	\$15.00	Per hour
Paraprofessional/Auxiliary Temporary Worker	Individual Rate	Per hour
Certified/Licensed School Based Professional Temporary Worker	\$21.00 - \$75.00	Per hour

**2024-2025 Extra Duty Stipends
Lake Worth ISD**

Category/ Assignment	Level	Stipend
Athletics		
Athletic Trainer (187 Day Work Calendar)	MS/HS	\$6,000
Baseball, Assistant Coach	HS	\$4,000
Baseball, Head Coach	HS	\$7,000
Basketball, Assistant Coach	HS	\$5,000
Basketball, Head Coach	HS	\$8,500
Cross Country, Assistant Coach	HS	\$3,500
Cross Country, Head Coach	HS	\$6,500
Football, Assistant Coach	HS	\$6,500
Football, Assistant Head	HS	\$8,500
Football, Coordinator - Defensive	HS	\$8,500
Football, Coordinator - Offensive	HS	\$8,500
Football, Coordinator - Special Teams	HS	\$7,000
Football, Off Season Coordinator	HS	\$3,000
Girls Athletic Coordinator	HS	\$8,500
Golf, Head Coach	HS	\$2,000
Powerlifting, Assistant Coach	HS	\$3,000
Powerlifting, Head Coach	HS	\$5,000
Soccer, Assistant Coach	HS	\$4,000
Soccer, Head Coach	HS	\$7,000
Softball, Assistant Coach	HS	\$4,000
Softball, Head Coach	HS	\$7,000
Tennis, Assistant Coach (Fall)	HS	\$3,000
Tennis, Assistant Coach (Spring)	HS	\$3,000
Tennis, Head Coach (Fall)	HS	\$5,000
Tennis, Head Coach (Spring)	HS	\$5,000
Track, Assistant Coach	HS	\$3,500
Track, Head Coach	HS	\$6,500
Volleyball, Assistant Coach	HS	\$5,000
Volleyball, Head Coach	HS	\$8,500
Basketball, Coach	MS	\$3,000
Boys Athletic Coordinator	MS	\$3,000
Cross Country, Boys/Girls	MS	\$3,000
Football, Coach	MS	\$4,000
Girls Athletic Coordinator	MS	\$3,000
Powerlifting, Boys	MS	\$3,000
Powerlifting, Girls	MS	\$3,000
Soccer, Boys	MS	\$2,000
Soccer, Girls	MS	\$2,000
Track, Coach	MS	\$2,000
Volleyball, Coach	MS	\$3,000

**Employee Game Workers
Supplemental Pay Schedules 2024-2025**

Sport	Title	Grade/Level	Amount	Description
Volleyball	Announcer	N/A	\$15.00	Per hour
	Gate/Tickets	N/A	\$15.00	Per hour
	Books	N/A	\$15.00	Per hour
	Scoreboard	N/A	\$15.00	Per hour
	Libero Tracker	N/A	\$15.00	Per hour
Basketball	Announcer	N/A	\$15.00	Per hour
	Gate/Tickets	N/A	\$15.00	Per hour
	Books	N/A	\$15.00	Per hour
	Clock	N/A	\$15.00	Per hour
Football	Ticket Seller/Taker	All Levels	\$15.00	Per hour
	Announcer	All Levels	\$15.00	Per hour
	Spotter	All Levels	\$15.00	Per hour
	Clock	7th/8th/JV/Freshman	\$15.00	Per hour
	Chains (students)	7th/8th/JV/Freshman	\$15.00	Per game
	Stadium Host	All Levels	\$25.00	Per Hour
	Videographer – Employee	Varsity	\$50.00	Per game
	Videographer – Student	Varsity	\$25	Per game
	Videographer – Student	7th/8th/F/JV	\$15	Per game
Baseball/Softball	Pitch Count (Baseball Only)	All Levels	\$15.00	Per hour
	Announcer	All Levels	\$15.00	Per hour
	Books	All Levels	\$15.00	Per hour
	Scoreboard	All Levels	\$15.00	Per hour
Soccer	Announcer	All Levels	\$15.00	Per hour
	Scoreboard/Clock	All Levels	\$15.00	Per hour
	Ticket Taker/Seller	All Levels	\$15.00	Per hour
	Stadium Host	All Levels	\$25.00	Per Hour
Track	Ticket Taker/Seller	All Levels	\$15.00	Per hour
Police Officer (from local police department)				\$65 3 hour minimum

Field/Gym RENTAL
Game Workers Supplemental Pay Schedules 2024-2025

Sport	Title	Amount	Description
Basketball/Volleyball	Ticket Taker	\$50.00	Per game
	Scorekeeper/Books	\$50.00	Per game
	Clock Worker	\$50.00	Per game
	Libero Tracker - Volleyball	\$50.00	Per game
	PA Announcer	\$50.00	Per game
	Business Manager	\$75.00	Per game
	Site Coordinator	\$75.00	Per game
	Game Administrator	\$75.00	Per game
Football	Ticket Seller	\$60.00	Per game
	Ticket Taker	\$60.00	Per game
	Clock Worker	\$60.00	Per game
	PA Announcer	\$60.00	Per game
	PA Announcer Spotter	\$60.00	Per game
	Business Manager	\$100.00	Per game
	Site Coordinator	\$100.00	Per game
	Game Administrator	\$200.00	Per game
Baseball Softball	Ticket Seller	\$50.00	Per game
	Ticket Taker	\$50.00	Per game
	Scoreboard/Clock Worker	\$50.00	Per game
	PA Announcer	\$50.00	Per game
	Pitch Counter [Baseball only]	\$50.00	Per game
	Books	\$50.00	Per game
	Business Manager	\$75.00	Per game
	Site Coordinator	\$75.00	Per game
	Game Administrator	\$100.00	Per game
Soccer	Ticket Seller	\$50.00	Per game
	Ticket Taker	\$50.00	Per game
	Clock Worker	\$50.00	Per game
	PA Announcer	\$50.00	Per game
	Business Manager	\$75.00	Per game
	Site Coordinator	\$75.00	Per game
	Game Administrator	\$75.00	Per game