



2025-2026 COMPENSATION MANUAL

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

www.ldisd.net

940-497-4039

An Equal Opportunity Employer

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 2025-2026 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:

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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 positions, 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.

The campus principal maintains authority to make reassignments within the campus based on staffing needs, program needs, and to meet budgetary considerations.

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 of Overpayment/Underpayment of Wages of LDISD Employee Salaries

In the event of overpayment of wages:

1. **Recovery of Overpayments:** The district may recover funds mistakenly overpaid to an employee, even in cases of district negligence and employee innocence, unless repayment would be inequitable.
2. **Employee Agreement:** Employees must provide written consent for wage deductions related to overpayments. This consent is included in the employee's contract or may be obtained separately.
3. **Repayment Plan:** Prior to deducting overpayments from wages, the district will attempt to reach an agreement with the employee on a repayment plan to prevent financial hardship.
4. **Deduction from Wages:** Deductions will be made in accordance with the terms of the agreement. If an employee refuses to enter into a repayment plan, the district may pursue other legal avenues for recovery.
5. **Notification:** Employees will be notified in writing of the overpayment amount, the reason for the overpayment, and available repayment options.

In the event of underpayment of wages:

1. **Correction of Underpayments:**
 - a. If a district error results in an employee being underpaid, the district must correct the employee's pay and provide backpay for the current year plus the three prior years (up to four years total), in accordance with Texas law and commissioner rulings.
 - b. For at-will employees, backpay is limited to the prior two years, in accordance with the two-year statute of limitations for non-contract claims.
2. **Employee Error – Service Records:**
 - a. If an underpayment occurs due to an employee's failure to provide service records, the district is not required to provide backpay for any prior years.
 - b. Once the correct service records are submitted, the district will adjust the employee's pay for the current contract year but will not issue retroactive pay for any previous years in which records were missing.
3. **Notification and Correction Process:**
 - a. Employees must submit claims of underpayment in writing to the district payroll office.
 - b. Upon verification of an underpayment, the district will notify the employee of the correction and provide repayment in a timely manner.
 - c. The district will document all underpayment corrections to ensure compliance with applicable laws and policies.

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



Strategic

PLAN BALANCED SCORECARD

WE BELIEVE

- **Students** are growth-minded leaders who are active and respected member of the Falcon Family.
- **Parents and families** are involved and engaged members of the Falcon Family through collaborative two-way communication.
- **Faculty and staff** value collaboration and communication to develop lifelong Falcon Learners.
- **Campus leaders and principals** develop campus and faculty staff through professional development and consistent two-way communication to prepare our Falcons for the future.
- **The Superintendent and central office** motivate and develop faculty and staff to meet the academic needs of all Falcons.
- **The School Board** is a unified team of 98 that functions as a fiscally responsible team that is involved and transparent in their support of the Falcon family.

PRIORITIES

OBJECTIVES



STUDENT SUCCESS

- 1.1 Yearly Student Academic Growth
- 1.2 Student Engagement & Culture
- 1.3 Students are Responsible, Contributing Community Members



FACULTY & STAFF ENGAGEMENT

- 2.1 Faculty/Staff Recruitment & Retention
- 2.2 Faculty/Staff Professional Development
- 2.3 Faculty/Staff Engagement & Culture



PARENT & FAMILY/COMMUNITY SUPPORT

- 3.1 Parent & Family/Community Communication
- 3.2 Parent & Family/Community Engagement



EFFICIENT OPERATIONS

- 4.1 Ensure Strong Financial Stewardship
- 4.2 Well-Maintained Facilities
- 4.3 Safe School Environment

Falcons First

Vision: *Small School Atmosphere, Big School Opportunities*

Mission: *In Lake Dallas ISD, we inspire, educate, & empower our students.*



**Lake Dallas Independent School District
Employee Work Schedule
2025-2026 School Year**

Days	First Day	Last Day
175	8/7/25	5/22/26
180	8/6/25	5/22/26
185	7/31/25	5/22/26
187	8/4/25	5/22/26
192	7/28/25	5/22/26
197	7/21/25	5/22/26
202	7/22/25	6/3/26
207	7/22/25	6/10/26
217	7/15/25	6/17/26
226	7/15/25	6/30/26
260	7/1/25	6/30/26

- May 25, 2026, 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 2025-2026 School Year

Days	Professionals	Clerical/Paraprofessionals	Auxiliary
175			Crossing Guard
180			Child Nutrition Specialist/Manager Bus Driver/Monitor Transportation- Safety Trainer
185			Dispatcher
187	Occupational Therapist Speech Pathologist/Asst. Teachers Athletic Trainer/Asst. School Nurse	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 Section 504 Facilitator LSSP HS Dance Teacher HS Choir Teacher Librarian Counselor-ES DAEP Coordinator Diagnostician Intern	Admin Asst- Principal HS Admin Asst- School Counselor	
202	Asst Principal- ES HS ARD Facilitator Diagnostician EC (SSE) HS Education and Training Teacher Asst. Principal Intern- ES		
207	Counselor- HS/MS Diagnostician- Lead/Dyslexia Coordinator CTE Academic Advisor/Testing Police Officer		
217	Director- Child Nutrition Instructional Technology Coordinator Police Sergeant	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 Executive 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 Payroll Supervisor Business Manager Tech Systems Integrator Chief of Police Director of Student Initiatives Chief of Staff	Admin Asst- Athletics Admin Asst- Central Services 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	Director- Facilities & Operations	Admin Asst- Facilities	Custodial Supervisor Delivery Driver Lead Custodian/Custodian Maintenance-Facility Worker/Painter/IPM Maintenance-Grounds Foreman Mechanic/Mechanic Apprentice Transportation- Operations Supervisor/Admin Supervisor Journeyman - Electrician/Plumber

Flex Day Guidelines

In Lake Dallas ISD, we recognize that professional learning is most impactful when it takes place in real time, allowing participants to address specific instructional needs immediately. Additionally, we understand that professional learning is most effective when staff engage in a structured, focused environment, free from the distractions of daily school operations.

To meet these needs, Lake Dallas ISD offers a Professional Development Flex Day on January 19, 2026. By providing for this Professional Development Flex Day, Lake Dallas ISD will allow and encourage our instructional staff (those on a 187-day Teacher Contract) to pursue professional learning when it is most appropriate for them. Furthermore, this Flex Day will allow the instructional staff to participate in self-selected activities that are differentiated to meet their individual needs.

Classroom instructional aides may also use January 19, 2026, as a Flex Day by submitting 7.5 hours of compensatory time in exchange for that workday.

Professional Learning for Flex Day MUST:

- Relate to the current teaching assignment, area of content certification, LDISD aligned instructional technology, and/or approved District Initiatives
- Occur on non-duty days, or outside of normal duty work hours between May 24, 2025 and December 31, 2025. If an employee is receiving compensation from any source for attending/presenting, the activity is not eligible for Flex Day credit.
- Total 6 hours. Instructional staff must complete a total of 6 hours of training. Multiple trainings may be combined to meet this requirement, but each individual training must be at least 1 hour long.

Examples of Acceptable Professional Development

- *District provided training (ex: curriculum development/writing, G/T training)*
- *Pre-approved Workshops at Region X/XI*
- *Technology staff development offered after hours by District Technology Department*
- *Instructional Conferences attended in the summer*
- *District New Teacher Orientation*

Professional Learning for Flex Day DOES NOT APPLY to:

- *Compliance Training (sexual harassment, child abuse, etc), CPR training, AED Training, CPI training, CDL training or updates, team planning, or site based meetings are NOT considered Professional Development and do not qualify for Flex Day hours.*
- *Independent book studies*
- *Coaches Clinics*
- *Professional Development that was not pre-approved*

Professional Learning must be pre-approved by the Campus Principal.

If Professional Learning is not submitted by December 31, 2025, the staff member will attend District-provided session(s) on January 19, 2026.

LDISD 2025-2026 Work Calendar (260 Days)

JULY (23 DAYS)						
S	M	T	W	T	F	S
			1	2	3	4
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)						
S	M	T	W	T	F	S
					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 (22 DAYS)						
S	M	T	W	T	F	S
	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)						
S	M	T	W	T	F	S
				1	2	3
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 (20 DAYS)						
S	M	T	W	T	F	S
						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 (23 DAYS)						
S	M	T	W	T	F	S
	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 (21 DAYS)						
S	M	T	W	T	F	S
				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 2 is a nonduty day						

FEBRUARY (20 DAYS)						
S	M	T	W	T	F	S
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 (22 DAYS)						
S	M	T	W	T	F	S
	1	2	3	4	5	6
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)						
S	M	T	W	T	F	S
				1	2	3
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 (21 DAYS)						
S	M	T	W	T	F	S
					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 (22 DAYS)						
S	M	T	W	T	F	S
	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				

LDISD 2025-2026 Work Calendar (226 Days)

JULY (13 DAYS)						
S	M	T	W	T	F	S
			1	2	3	4
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)						
S	M	T	W	T	F	S
					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)						
S	M	T	W	T	F	S
	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 (22 DAYS)						
S	M	T	W	T	F	S
				1	2	3
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)						
S	M	T	W	T	F	S
						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)						
S	M	T	W	T	F	S
	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 (20 DAYS)						
S	M	T	W	T	F	S
				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)						
S	M	T	W	T	F	S
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 (17 DAYS)						
S	M	T	W	T	F	S
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)						
S	M	T	W	T	F	S
				1	2	3
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 (19 DAYS)						
S	M	T	W	T	F	S
					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 (22 DAYS)						
S	M	T	W	T	F	S
	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				

LDISD 2025-2026 Work Calendar (217 Days)

JULY (13 DAYS)

S	M	T	W	T	F	S
		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)

S	M	T	W	T	F	S
					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)

S	M	T	W	T	F	S
	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 (22 DAYS)

S	M	T	W	T	F	S
				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)

S	M	T	W	T	F	S
						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)

S	M	T	W	T	F	S
						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 (20 DAYS)

S	M	T	W	T	F	S
					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)

S	M	T	W	T	F	S
						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						

MARCH (17 DAYS)

S	M	T	W	T	F	S
						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)

S	M	T	W	T	F	S
					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						

MAY (19 DAYS)

S	M	T	W	T	F	S
						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 (13 DAYS)

S	M	T	W	T	F	S
						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					

LDISD 2025-2026 Work Calendar Police Sergeant (217 Days)

JULY (9 DAYS)

S	M	T	W	T	F	S
		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)

S	M	T	W	T	F	S
					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)

S	M	T	W	T	F	S
	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 (20 DAYS)

S	M	T	W	T	F	S
				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)

S	M	T	W	T	F	S
						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)

S	M	T	W	T	F	S
						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 (20 DAYS)

S	M	T	W	T	F	S
					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)

S	M	T	W	T	F	S
						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						

MARCH (17 DAYS)

S	M	T	W	T	F	S
						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)

S	M	T	W	T	F	S
					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						

MAY (19 DAYS)

S	M	T	W	T	F	S
						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 (20 DAYS)

S	M	T	W	T	F	S
						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					

LDISD 2025-2026 Work Calendar (207 Days)

JULY (8 DAYS)

S	M	T	W	T	F	S
		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)

S	M	T	W	T	F	S
					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)

S	M	T	W	T	F	S
	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 (22 DAYS)

S	M	T	W	T	F	S
			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)

S	M	T	W	T	F	S
						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)

S	M	T	W	T	F	S
	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 (20 DAYS)

S	M	T	W	T	F	S
				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)

S	M	T	W	T	F	S
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 (17 DAYS)

S	M	T	W	T	F	S
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)

S	M	T	W	T	F	S
				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 (19 DAYS)

S	M	T	W	T	F	S
					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 (8 DAYS)

S	M	T	W	T	F	S
	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				

LDISD 2025-2026 Work Calendar Police Officer (207 Days)

JULY (0 DAYS)

S	M	T	W	T	F	S
		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)

S	M	T	W	T	F	S
					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)

S	M	T	W	T	F	S
	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 (20 DAYS)

S	M	T	W	T	F	S
			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)

S	M	T	W	T	F	S
						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)

S	M	T	W	T	F	S
	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 (20 DAYS)

S	M	T	W	T	F	S
				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)

S	M	T	W	T	F	S
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 (17 DAYS)

S	M	T	W	T	F	S
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)

S	M	T	W	T	F	S
				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 (19 DAYS)

S	M	T	W	T	F	S
					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 (20 DAYS)

S	M	T	W	T	F	S
	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				

LDISD 2025-2026 Work Calendar (202 Days)

JULY (8 DAYS)						
S	M	T	W	T	F	S
			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)						
S	M	T	W	T	F	S
					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)						
S	M	T	W	T	F	S
	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 (22 DAYS)						
S	M	T	W	T	F	S
			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)						
S	M	T	W	T	F	S
						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)						
S	M	T	W	T	F	S
	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 (20 DAYS)						
S	M	T	W	T	F	S
				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)						
S	M	T	W	T	F	S
	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				

MARCH (17 DAYS)						
S	M	T	W	T	F	S
	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)						
S	M	T	W	T	F	S
				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 (19 DAYS)						
S	M	T	W	T	F	S
					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 (3 DAYS)						
S	M	T	W	T	F	S
	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				

LDISD 2025-2026 Work Calendar (197 Days)

JULY (9 DAYS)						
S	M	T	W	T	F	S
			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)						
S	M	T	W	T	F	S
					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)						
S	M	T	W	T	F	S
	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 (22 DAYS)						
S	M	T	W	T	F	S
			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)						
S	M	T	W	T	F	S
						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)						
S	M	T	W	T	F	S
	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 (20 DAYS)						
S	M	T	W	T	F	S
				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)						
S	M	T	W	T	F	S
	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				

MARCH (17 DAYS)						
S	M	T	W	T	F	S
	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)						
S	M	T	W	T	F	S
				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 (16 DAYS)						
S	M	T	W	T	F	S
					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)						
S	M	T	W	T	F	S
	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				

LDISD 2025-2026 Work Calendar (192 Days)

JULY (4 DAYS)						
S	M	T	W	T	F	S
			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)						
S	M	T	W	T	F	S
					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)						
S	M	T	W	T	F	S
	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 (22 DAYS)						
S	M	T	W	T	F	S
				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)						
S	M	T	W	T	F	S
						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)						
S	M	T	W	T	F	S
	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 (20 DAYS)						
S	M	T	W	T	F	S
					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)						
S	M	T	W	T	F	S
	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 (17 DAYS)						
S	M	T	W	T	F	S
	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)						
S	M	T	W	T	F	S
					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						

MAY (16 DAYS)						
S	M	T	W	T	F	S
					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)						
S	M	T	W	T	F	S
	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				

LDISD 2025-2026 Work Calendar (187 Days)

JULY (0 DAYS)						
S	M	T	W	T	F	S
			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)						
S	M	T	W	T	F	S
					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)						
S	M	T	W	T	F	S
	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 (22 DAYS)						
S	M	T	W	T	F	S
				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)						
S	M	T	W	T	F	S
						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)						
S	M	T	W	T	F	S
	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 (20 DAYS)						
S	M	T	W	T	F	S
					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)						
S	M	T	W	T	F	S
	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 (17 DAYS)						
S	M	T	W	T	F	S
	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)						
S	M	T	W	T	F	S
					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						

MAY (16 DAYS)						
S	M	T	W	T	F	S
					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)						
S	M	T	W	T	F	S
	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				

LDISD 2025-2026 Work Calendar (185 Days) Transportation

JULY (1 DAY)

S	M	T	W	T	F	S
		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)

S	M	T	W	T	F	S
					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 (22 DAYS)

S	M	T	W	T	F	S
	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 (20 DAYS)

S	M	T	W	T	F	S
			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)

S	M	T	W	T	F	S
						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)

S	M	T	W	T	F	S
	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)

S	M	T	W	T	F	S
				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 (19 DAYS)

S	M	T	W	T	F	S
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)

S	M	T	W	T	F	S
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)

S	M	T	W	T	F	S
					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 (16 DAYS)

S	M	T	W	T	F	S
					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)

S	M	T	W	T	F	S
	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				

LDISD 2025-2026 Work Calendar (180 Days) Transportation

JULY (0 DAYS)

S	M	T	W	T	F	S
		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)

S	M	T	W	T	F	S
					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 (22 DAYS)

S	M	T	W	T	F	S
	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 (20 DAYS)

S	M	T	W	T	F	S
			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)

S	M	T	W	T	F	S
						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)

S	M	T	W	T	F	S
	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)

S	M	T	W	T	F	S
				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 (19 DAYS)

S	M	T	W	T	F	S
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)

S	M	T	W	T	F	S
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)

S	M	T	W	T	F	S
					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 (16 DAYS)

S	M	T	W	T	F	S
					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)

S	M	T	W	T	F	S
	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				

LDISD 2025-2026 Work Calendar (180 Days) Child Nutrition without Holidays

JULY (0 DAYS)

S	M	T	W	T	F	S
		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)

S	M	T	W	T	F	S
					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)

S	M	T	W	T	F	S
	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 (20 DAYS)

S	M	T	W	T	F	S
			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)

S	M	T	W	T	F	S
						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)

S	M	T	W	T	F	S
	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 (20 DAYS)

S	M	T	W	T	F	S
				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 (19 DAYS)

S	M	T	W	T	F	S
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)

S	M	T	W	T	F	S
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)

S	M	T	W	T	F	S
			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 (16 DAYS)

S	M	T	W	T	F	S
					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)

S	M	T	W	T	F	S
	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				

LDISD 2025-2026 Work Calendar (180 Days) Child Nutrition w/Holidays

JULY (0 DAYS)

S	M	T	W	T	F	S
		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)

S	M	T	W	T	F	S
					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 (22 DAYS)

S	M	T	W	T	F	S
	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 (20 DAYS)

S	M	T	W	T	F	S
			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)

S	M	T	W	T	F	S
						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)

S	M	T	W	T	F	S
	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 (20 DAYS)

S	M	T	W	T	F	S
				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 (19 DAYS)

S	M	T	W	T	F	S
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)

S	M	T	W	T	F	S
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)

S	M	T	W	T	F	S
			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 (16 DAYS)

S	M	T	W	T	F	S
					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)

S	M	T	W	T	F	S
	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				

LDISD 2025-2026 Work Calendar (175 Days) Transportation

JULY (0 DAYS)

S	M	T	W	T	F	S
		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 (17 DAYS)

S	M	T	W	T	F	S
					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)

S	M	T	W	T	F	S
	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 (20 DAYS)

S	M	T	W	T	F	S
			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 (14 DAYS)

S	M	T	W	T	F	S
						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)

S	M	T	W	T	F	S
	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)

S	M	T	W	T	F	S
				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 (19 DAYS)

S	M	T	W	T	F	S
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)

S	M	T	W	T	F	S
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)

S	M	T	W	T	F	S
			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 (16 DAYS)

S	M	T	W	T	F	S
					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)

S	M	T	W	T	F	S
	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				

LDISD 2025-2026 LDISD Leave Blackout Calendar

AUGUST						
S	M	T	W	T	F	S
					1	2
3						9
10				14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		30
31						

SEPTEMBER						
S	M	T	W	T	F	S
	1		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						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7				11
12	13		15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20		22
23	24	25	26	27	28	29
30						

DECEMBER						
S	M	T	W	T	F	S
		2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17			20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY						
S	M	T	W	T	F	S
				1	2	3
4				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)						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15		17	18	19	20	21
22	23	24	25	26	27	28

MARCH (17 DAYS)						
S	M	T	W	T	F	S
1	2	3	4	5		7
8	9	10	11	12	13	14
15		17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL (21 DAYS)						
S	M	T	W	T	F	S
			1		3	4
5		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 (16 DAYS)						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19				23
24	25					30
31						

- Blackout Dates
- Day before or after a staff holiday
 - Staff Development Days
 - Staff Testing Days (see campus calendar for dates)

2025-2026 Auxiliary Pay Plan

Lake Dallas ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Crossing Guard	175			
	Bus Monitor	180			
	Child Nutrition Specialist	180			
	Custodian	260			
	Delivery Driver	260			
2					
	Child Nutrition Manager - ES/MS	180			
	Lead Custodian - ES	260			
	Lead Custodian - HS/MS Day	260			
	Maintenance - Facilities Worker	260			
3					
	Child Nutrition Manager - HS	180			
	Transportation - Safety Trainer	180			
	Dispatcher	185			
	Lead Custodian - HS/MS Night	260			
	Maintenance - Grounds Foreman	260			
	Maintenance - Painter	260			
	Mechanic Apprentice	260			
4					
	Maintenance - IPM	260			
	Mechanic	260			
5					
	Child Nutrition Supervisor - District	187			
	Custodial Supervisor	260			
	Journeyman - Electrician/Plumber	260			
	Transportation - Admin Supervisor	260			
	Transportation - Operations Supervisor	260			
BD					
	Bus Driver	180			

Hourly		\$14.84	\$17.51	\$20.18
175	Days	19,478	22,982	26,486
180	Days	20,034	23,639	27,243
260	Days	28,938	34,145	39,351

Hourly		\$18.02	\$21.26	\$24.50
180	Days	24,327	28,701	33,075
260	Days	35,139	41,457	47,775

Hourly		\$21.21	\$25.02	\$28.83
180	Days	28,634	33,777	38,921
185	Days	29,429	34,715	40,002
260	Days	41,360	48,789	56,219

Hourly		\$22.69	\$26.77	\$30.85
260	Days	44,246	52,202	60,158

Hourly		\$27.04	\$31.90	\$36.76
187	Days	37,924	44,740	51,556
260	Days	52,728	62,205	71,682

Hourly		\$20.37	\$23.25	\$26.13
180	Days	27,500	31,388	35,276

2025-2026 Clerical/Paraprofessional Pay Plan

Lake Dallas ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Aide - ESL	187			
	Aide - General Education	187			
	Aide - ISS	187			
	Aide - PreK	187			
	Aide - Title I	187			
	Aide - Day Care	192			
2					
	Aide - Art	187			
	Aide - Computer Lab	187			
	Aide - SPED CM/Resource/Inclusion	187			
	Receptionist - ES/MS	187			
	Receptionist - HS	226			
3					
	Admin Asst - Asst Principal HS	187			
	Aide- DAEP	187			
	Aide - SPED Life Skills/PPCD	187			
	Aide - SPED NEST	187			
	Aide - SPED RESET	187			
	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					
	Admin Asst - Principal ES/MS	217			
	Registrar - HS	226			
5					
	Admin Asst - Principal HS	197			
	Admin Asst - Athletics	226			
	Admin Asst - Central Services	226			
	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		\$15.91	\$18.77	\$21.63
187	Days	22,314	26,325	30,336
192	Days	22,910	27,029	31,147

Hourly		\$16.86	\$19.89	\$22.92
187	Days	23,646	27,896	32,145
226	Days	28,578	33,714	38,849

Hourly		\$17.92	\$21.14	\$24.36
187	Days	25,133	29,649	34,165
197	Days	26,477	31,234	35,992
217	Days	29,165	34,405	39,646
226	Days	30,374	35,832	41,290

Hourly		\$20.14	\$23.76	\$27.38
217	Days	32,778	38,669	44,561
226	Days	34,137	40,273	46,409

Hourly		\$22.79	\$26.88	\$30.97
197	Days	33,672	39,715	45,758
226	Days	38,629	45,562	52,494
260	Days	44,441	52,416	60,392

Hourly		\$27.35	\$32.26	\$37.17
226	Days	46,358	54,681	63,003

Hourly		\$31.72	\$35.49	\$40.77
226	Days	53,765	60,156	69,105

2025-2026 Teacher Pay Plan

Lake Dallas ISD

Years of Experience	Salary	Local Funds	Local Funds (Certified)	TRA	25-26 Salary	25-26 Salary (Certified)
0	\$58,890	\$610	\$500		\$59,500	\$60,000
1	\$59,190	\$610	\$500		\$59,800	\$60,300
2	\$59,490	\$610	\$500		\$60,100	\$60,600
3	\$59,805			\$4,000	\$63,805	\$63,805
4	\$60,105			\$4,000	\$64,105	\$64,105
5	\$60,405			\$8,000	\$68,405	\$68,405
6	\$60,705			\$8,000	\$68,705	\$68,705
7	\$61,005			\$8,000	\$69,005	\$69,005
8	\$61,305			\$8,000	\$69,305	\$69,305
9	\$61,605			\$8,000	\$69,605	\$69,605
10	\$61,905			\$8,000	\$69,905	\$69,905
11	\$62,205			\$8,000	\$70,205	\$70,205
12	\$62,505			\$8,000	\$70,505	\$70,505
13	\$62,805			\$8,000	\$70,805	\$70,805
14	\$63,105			\$8,000	\$71,105	\$71,105
15	\$63,405			\$8,000	\$71,405	\$71,405
16	\$63,705			\$8,000	\$71,705	\$71,705
17	\$64,005			\$8,000	\$72,005	\$72,005
18	\$64,305			\$8,000	\$72,305	\$72,305
19	\$64,605			\$8,000	\$72,605	\$72,605
20	\$64,905			\$8,000	\$72,905	\$72,905
21	\$65,205			\$8,000	\$73,205	\$73,205
22	\$65,505			\$8,000	\$73,505	\$73,505
23	\$65,805			\$8,000	\$73,805	\$73,805
24	\$66,105			\$8,000	\$74,105	\$74,105
25	\$66,405			\$8,000	\$74,405	\$74,405
26	\$66,705			\$8,000	\$74,705	\$74,705
27	\$67,005			\$8,000	\$75,005	\$75,005
28	\$67,370			\$8,000	\$75,370	\$75,370
29	\$68,370			\$8,000	\$76,370	\$76,370
30	\$69,370			\$8,000	\$77,370	\$77,370
31	\$70,370			\$8,000	\$78,370	\$78,370
32	\$71,370			\$8,000	\$79,370	\$79,370
33	\$72,370			\$8,000	\$80,370	\$80,370
34	\$73,370			\$8,000	\$81,370	\$81,370
35	\$74,370			\$8,000	\$82,370	\$82,370
36	\$75,370			\$8,000	\$83,370	\$83,370
37	\$76,370			\$8,000	\$84,370	\$84,370
38	\$77,370			\$8,000	\$85,370	\$85,370
39	\$78,070			\$8,000	\$86,070	\$86,070
40+	\$78,570			\$8,000	\$86,570	\$86,570

The salaries listed above are based on 10-month employment for the 2025-2026 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 and budget approved by the Board of Trustees.

The teacher salary schedule is dependent on continual funding from HB2 or supplemental funds provided by TEA.

Years of experience and salary are excluded from TRA, Local or SSA supplemental funds for the base salary.

TRA qualifications are dependent on master schedule, meeting .5 FTE requirement and state required PEIMS submissions. Qualifying for TRA funds may require changes to work assignments. Work assignments are subject to changes based on campus needs.

Teachers must meet all requirements annually and appear on the TRA approved list provided by TEA.

Notification of changes in pay based on TEA approval will be provided upon receipt from TEA.

2025-2026 Administrative/Professional Pay Plan

Lake Dallas ISD

Pay Grade		Job Title	Calendars	Minimum	Midpoint	Maximum
1						
	Speech Pathology Asst	187				
	Childcare Director	197				
	Diagnostician - Intern	197				
	Supervisor - Payroll	226				
	Technical Systems Integrator	226				
2						
	Ahletic Trainer	187				
	Nurse	187				
	Instructional Coach	192				
	ARD Facilitator	197				
	Counselor - ES	197				
	Librarian	197				
	Section 504 Facilitator	197				
	ARD Facilitator- HS	202				
	Asst. Principal Intern- ES	202				
	Counselor - MS	207				
	Instructional Technology Coordinator	217				
3						
	Occupational Therapist	187				
	Speech Pathologist	187				
	Coordinator-DAEP	197				
	Diagnostician	197				
	District 504 Administrator	197				
	LSSP	197				
	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						
	Diagnostician Lead/Dyslexia Coordinator	207				
	Asst Principal - MS/HS	226				
	Business Manager	226				
	Coordinator - State Assessment & RTI	226				
	Director of Bands	226				
5						
	Director - Communications	226				
	Director of Student Initiatives	226				
	Director - Transportation	226				
	Principal - ES	226				
6						
	Director - Technology	226				
	Principal - MS	226				
	Director- Facilities & Operations	260				

Daily		\$317.65	\$376.41	\$435.17
187	Days	59,401	70,389	81,377
197	Days	62,577	74,153	85,728
226	Days	71,789	85,069	98,348

Daily		\$333.33	\$394.95	\$453.71
187	Days	62,333	73,855	84,843
192	Days	63,999	75,830	87,112
197	Days	65,666	77,805	89,381
202	Days	67,333	79,780	91,649
207	Days	68,999	81,755	93,918
217	Days	72,333	85,704	98,455

Daily		\$342.73	\$405.02	\$467.31
187	Days	64,091	75,739	87,387
197	Days	67,518	79,789	92,060
202	Days	69,231	81,814	94,397
207	Days	70,945	83,839	96,733
217	Days	74,372	87,889	101,406
226	Days	77,457	91,535	105,612

Daily		\$363.30	\$429.32	\$495.34
207	Days	75,203	88,869	102,535
226	Days	82,106	97,026	111,947

Daily		\$388.73	\$459.38	\$530.03
226	Days	87,853	103,820	119,787

Daily		\$427.60	\$505.31	\$583.02
226	Days	96,638	114,200	131,763
260	Days	108,599	128,804	149,009

7		
	Exec. Director- Athletics	226
	Exec. Director - Curriculum and Instruction	226
	Exec Director - Special Programs	226
	Principal - HS	226
8		
	Chief of Police	226
	Chief of Staff	226
	CFO-Chief Financial Officer	226
	COO-Chief Operations Officer	226
9		
	Deputy Superintendent	226

Daily		\$500.30	\$591.22	\$682.14
226	Days	113,068	133,616	154,164

Daily		\$563.54	\$623.07	\$713.98
226	Days	127,360	140,814	161,359

Daily		\$617.24	\$718.45	\$819.03
226	Days	139,496	162,370	185,101



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.

Supplemental Pay Stipends

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	
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 of Record)	\$	1,000.00
® SPED Inclusion	\$	1,000.00
® SPED Life Skills/PPCD	\$	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 - Elementary	\$	3,000.00
® Lead Counselor - Secondary	\$	3,000.00
® Lead Librarian	\$	3,000.00
Bus Driver Stipends (Full Time Bus Drivers)		
® 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 2025-2026

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
<p>* Extra duty pay must have prior approval from the Superintendent.</p> <p>** Extra duty pay must have prior approval from the Principal/Director and is subject to available funding.</p> <p>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.</p> <p>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.</p> <p>Clerical/Paraprofessional/Auxiliary Summer Pay will be paid based on the annual approved pay rate as established by the Board of Trustees.</p>	
Bus Driver trip pay (Coaches) \$75 per trip	
Positions not listed above are not eligible for extra duty pay unless approved by the Superintendent.	
<p>Vacation Pay</p> <p>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.</p> <p>Holiday Pay</p> <p>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. See Administrative Regulations for details on earning paid holidays. See Calendar.</p> <p>In addition to state and local leave granted to Lake Dallas ISD employees, 260 day employees shall receive nine (9) paid holidays annually. See Administrative Regulations for details on earning paid holidays. See Calendar.</p>	

Student workers as approved by the Superintendent \$14 per hour



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.

Gatekeeper		\$20.00 per hour
Announcer Bookkeeper Chains Clock 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.



Police Department Pay Scale

Pay Group	Pay Basis	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
PD1 - 207	1759.5	Officer	\$63,342.00	\$65,242.26	\$67,199.53	\$69,215.51	\$71,291.98	\$73,430.74
	M		\$5,278.50	\$5,436.86	\$5,599.96	\$5,767.96	\$5,941.00	\$6,119.23
	B		\$2,436.23	\$2,509.32	\$2,584.60	\$2,662.14	\$2,742.00	\$2,824.26
	D		\$306.00	\$315.18	\$324.64	\$334.37	\$344.41	\$354.74
	H		\$36.00	\$37.08	\$38.19	\$39.34	\$40.52	\$41.73
PD2 - 217	1844.5	Sergeant Exempt	\$87,613.75	\$90,251.39	\$92,962.80	\$95,748.00		
	M		\$7,301.15	\$7,520.95	\$7,746.90	\$7,979.00		
	B		\$3,369.76	\$3,471.21	\$3,575.49	\$3,682.62		
	D		\$403.75	\$415.91	\$428.40	\$441.24		
	H		\$47.50	\$48.93	\$50.40	\$51.91		

Lateral pay PD1:

3-5 years of service – Step 3

>= 5 years of service – Step 4

Lateral pay PD2:

< 5 years of supervision – Step 1

>= 5 years of supervision – Step 2

Certification Incentives:

Intermediate Certification - \$50.00/month

Advanced Certification - \$100.00/month

Master Certification - \$150.00/month

Extra Duty Pay

\$60/hr