



Compensation Plan

Lake Worth Independent School District
2025-2026

Approved 7/21/2025

**Lake Worth ISD
2025-2026 Pay Plan for
Teachers and Librarians**

Years of Experience	New Hire Bachelor's Salary 2025-2026	Master's Degree Salary 2025-2026	Doctorate Degree Salary 2025-2026
0	\$60,000	\$61,000	\$62,000
1	\$60,250	\$61,250	\$62,250
2	\$60,550	\$61,550	\$62,550
3	\$64,550	\$65,550	\$66,550
4	\$64,850	\$65,850	\$66,850
5	\$69,150	\$70,150	\$71,150
6	\$69,450	\$70,450	\$71,450
7	\$69,750	\$70,750	\$71,750
8	\$70,050	\$71,050	\$72,050
9	\$70,350	\$71,350	\$72,350
10	\$70,700	\$71,700	\$72,700
11	\$71,200	\$72,200	\$73,200
12	\$71,700	\$72,700	\$73,700
13	\$72,200	\$73,200	\$74,200
14	\$72,600	\$73,600	\$74,600
15	\$73,000	\$74,000	\$75,000
16	\$73,400	\$74,400	\$75,400
17	\$73,800	\$74,800	\$75,800
18	\$74,200	\$75,200	\$76,200
19	\$74,600	\$75,600	\$76,600
20	\$74,900	\$75,900	\$76,900
21	\$75,200	\$76,200	\$77,200
22	\$75,500	\$76,500	\$77,500
23	\$75,800	\$76,800	\$77,800
24	\$76,100	\$77,100	\$78,100
25+	\$76,400	\$77,400	\$78,400
26	\$76,700	\$77,700	\$78,700
27	\$77,000	\$78,000	\$79,000
28	\$77,300	\$78,300	\$79,300
29	\$77,600	\$78,600	\$79,600
30+	\$77,900	\$78,900	\$79,900

Continuing Teachers and Librarians will receive Step increase from House Bill 2
\$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.

**2025-2026 Administrative/Professional Pay Plan 2% Increase Raises from Midpoint
Lake Worth ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	Specialist - Application Integration	226	Daily	\$272.28	\$328.05	\$383.82
	Truancy Officer/Homeless Liaison	212	212 Days	57,723	69,547	81,370
			226 Days	61,535	74,139	86,743
2						
	Coordinator District Communication	226	Daily	\$298.14	\$359.21	\$420.28
	Manager - Transportation	226	187 Days	55,752	67,172	78,592
	NURSE - RN	190	190 Days	56,647	68,250	79,853
	Speech Language Pathologist Assistant	187	226 Days	67,380	81,181	94,983
3						
	ARD Facilitator	197	Daily	\$324.98	\$391.54	\$458.10
	Administrative Intern	192	187 Days	60,771	73,218	85,665
	Athletic Trainer	212	192 Days	62,396	75,176	87,955
	Athletic Trainer - Lead	226	195 Days	63,371	76,350	89,330
	Campus Instructional Coach	192	197 Days	64,021	77,133	90,246
	Coordinator - Behavior	202	202 Days	65,646	79,091	92,536
	Coordinator - Curriculum	226	207 Days	67,271	81,049	94,827
	Coordinator - EB	207	210 Days	68,246	82,223	96,201
	Coordinator - Health Services	202	212 Days	68,896	83,006	97,117
	Coordinator - Instructional Resources & Data Management	212	226 Days	73,445	88,488	103,531
	Counselor Elementary	195				
	Counselor High School	207, 212				
	Counselor Middle School	212				
	Diagnostician	197				
	Diagnostician - Lead	202				
	Licensed Specialist In School Psychology	202				
	Occupational Therapist	187				
	Physical Therapist	187				
	Special Education - Coordinator	212				
	Specialist - Instructional English Learner	226				
	Speech Language Pathologist	187				
	Speech Language Pathologist - Lead	192				
4						
	Assistant Principal - Elementary	207	Daily	\$344.47	\$415.03	\$485.59
	Director - Child Nutrition	226	207 Days	71,305	85,911	100,517
	Director - Emergent Bilingual	226	226 Days	77,850	93,797	109,743
	Manager- PEIMS/Student Data	226				

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

Daily	\$365.14	\$439.93	\$514.72
212 Days	77,410	93,265	109,121
226 Days	82,522	99,424	116,327
260 Days	94,936	114,382	133,827

6		
Administrator - DAEP & Student Services		226
Principal - Elementary		226

Daily	\$418.05	\$503.68	\$589.31
226 Days	94,479	113,832	133,184

7		
Director - Advance Academics, College & Military		226
Director - Curriculum & Instruction		226
Director - Human Resources		226
Director - Special Services		226
Director - Technology		226
Director- Special Projects		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	\$490.79	\$584.27	\$677.75
226 Days	110,919	132,045	153,172

9		
Executive Director - Campus Leadership and School Improvement		226

Daily	\$527.60	\$628.09	\$728.58
226 Days	119,238	141,948	164,659

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

Daily	\$571.75	\$680.66	\$789.57
226 Days	129,216	153,829	178,443

Salaries are determined individually with consideration for job-related experience and credentials.

**2025-2026 Clerical/Paraprofessional Pay Plan 3% Increase Raises from Midpoint
Lake Worth ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$12.85	\$15.66	\$18.47
	Aide - ESL	187	187 Days	19,224	23,427	27,631
	Aide - Instructional	187				
	Aide - ISS	187				
	Aide - Pre-K	187				
	Aide - Special Ed [Inclusion]	187				
2			Hourly	\$13.65	\$16.64	\$19.63
	Aide - Bilingual Instructional	187	187 Days	20,420	24,893	29,366
	Aide - DAEP	187	192 Days	20,966	25,559	30,152
	Aide - Job Coach (HS)	187				
	Aide - Library Services	192				
	Aide - Pre-K Bilingual	187				
	Aide - Special Ed [ESCE Self Contained]	187				
	Aide - Special Ed [Multi-SC- ILS]	187				
	Aide - Special Ed [STRIVES]	187				
	Aide - Special Ed [TEAMS]	187				
3			Hourly	\$15.55	\$18.97	\$22.39
	Campus Clerk- PEIMS/Attendance ES	201	201 Days	25,004	30,504	36,003
	Receptionist - Campus HS/MS	226	226 Days	28,114	34,298	40,481
4			Hourly	\$17.10	\$20.83	\$24.56
	Bookkeeper - HS	226	207 Days	28,318	34,494	40,671
	Campus - PEIMS/Registrar ES	207	226 Days	30,917	37,661	44,404
	Campus Clerk- PEIMS/Attendance HS/MS	207				
	Secretary - AP & HS Counseling Dept	207				
	Secretary - Campus ES	207				
	Secretary - Child Nutrition	226				
	Secretary - Operations & Transportation	226				
5			Hourly	\$20.50	\$24.27	\$28.04
	Campus - PEIMS/Registrar MS/HS	207, 226	190 Days	30,430	36,237	42,043
	LVN	190	207 Days	33,948	40,191	46,434
	Secretary - Campus HS	226	226 Days	37,064	43,880	50,696
	Secretary - Campus MS	226				
	Secretary - Special Services	226				
	Computer Technician -Admin Infrastructure/Campus Instructional	226				
6			Hourly	\$24.20	\$28.47	\$32.74
	Secretary - Asst Superintendent - Teaching & Learning	226	226 Days	43,754	51,474	59,194
	Specialist - Accounts Payable	226				
	Specialist - Athletics	226				
	Specialist - Benefits & Leave	226				
	Specialist - Human Resources	226				
	Specialist - Payroll	226				
	Specialist - PEIMS	226				
	Specialist - Purchasing	226				
7			Hourly	\$31.75	\$37.35	\$42.95
	Admin Assistant - Superintendent & Board	226	226 Days	57,404	67,529	77,654

Salaries are determined individually with consideration for job-related experience and credentials.

Additional pay is provided for hourly pay based on education level:

Associate's Degree: Additional \$0.50 per hour

Bachelor's Degree: Additional \$1.00 per hour

Master's Degree: Additional \$2.00 per hour

Only one level of education compensation will be applied, based on the highest degree earned. Proper documentation must be submitted and verified to qualify for this pay differential.

**2025-2026 Auxiliary Pay Plan 3% Increase Raise from Midpoint
Lake Worth ISD**

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Bus Monitor (5 hour minimum guarantee)	181	Hourly	\$12.85	\$15.12	\$17.39
			181 Days	11,629	13,684	15,738
2	Bus Mechanic Helper	240	Hourly	\$14.90	\$17.73	\$20.56
			240 Days	28,608	34,042	39,475
2	Maintenance - Grounds	260	Hourly	\$14.90	\$17.73	\$20.56
			260 Days	30,992	36,878	42,765
3	General Maintenance Painter	260	Hourly	\$18.35	\$21.84	\$25.33
			260 Days	38,168	45,427	52,686
3	General Maintenance Worker	260	Hourly	\$18.35	\$21.84	\$25.33
			260 Days	38,168	45,427	52,686
3	Maintenance Warehouse	260	Hourly	\$18.35	\$21.84	\$25.33
			260 Days	38,168	45,427	52,686
4	Bus Mechanic	240	Hourly	\$21.55	\$25.66	\$29.77
			240 Days	41,376	49,267	57,158
5	Lead Mechanic	240	Hourly	\$25.00	\$29.76	\$34.52
			187 Days	37,400	44,521	51,642
5	Maintenance - HVAC	260	Hourly	\$25.00	\$29.76	\$34.52
			240 Days	48,000	57,139	66,278
5	School Marshal	187	Hourly	\$25.00	\$29.76	\$34.52
			260 Days	52,000	61,901	71,802
6	Supervisor - Maintenance	260	Hourly	\$27.50	\$32.74	\$37.99
			260 Days	57,200	68,099	78,998
BD	Bus Driver (5 hour minimum guarantee)	181	Hourly	\$19.50	\$23.21	\$26.92
			181 Days	17,648	21,005	24,363
BD	Transportation Dispatcher	226	Hourly	\$19.50	\$23.21	\$26.92
			226 Days	35,256	41,964	48,671

5 HR

Salaries are determined individually with consideration for job-related experience and credentials.

**2025-2026 Child Nutrition Pay Plan
Lake Worth ISD**

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Child Nutrition Worker	181	Hourly	\$13.75	\$16.37	\$18.99
			181 Days	19,910	23,704	27,498
2	Child Nutrition Manager - EL/ES	185	Hourly	\$17.15	\$20.42	\$23.69
			181 Days	18,625	22,176	25,727
	Child Nutrition Warehouse/Driver (Part Time 6 Hrs)	181	185 Days	25,382	30,222	35,061
3	Manager - Child Nutrition HS	185	Hourly	\$19.25	\$22.91	\$26.57
			185 Days	28,490	33,907	39,324
	Manager - Child Nutrition MS	185				
	Manager - Catering & Training	185				
4	Supervisor - Child Nutrition	226	Hourly	\$26.75	\$31.47	\$36.19
			226 Days	48,364	56,898	65,432

6 hr

Temporary/Substitute Worker \$13.75

Salaries are determined individually with consideration for job-related experience and credentials.

**2025-2026 Extra Duty Stipends
Lake Worth ISD**

Category/ Assignment	Level	Stipend
Academic		
Avid Coordinator	HS/MS	\$500
Bilingual Cert - Classroom Teacher		\$5,000
Class Sponsor (Each Grade Level)	HS	\$1,000
CTE Sponsor	HS	\$1,500
Debate	MS	\$500
Debate	HS	\$2,500
Department Chair-PLC	HS	\$500
Dual Credit	HS	\$500
Dyslexia		\$3,000
GT Coordinator		\$3,000
GT Teacher		\$1,500
Lead Teacher		\$500
Reading Academy Cohort Leader		\$10,000
Secondary Math/Science	HS/MS	\$3,000
Special Education Teacher - <i>Resource/Inclusion</i>		\$1,500
Special Education Teacher - Self		\$3,000
Special Olympics Coordinator		\$1,250
Special Services- Bilingual		\$2,000
Student Council Sponsor	HS	\$1,000
*Teacher Mentor		Up to \$500
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
Emergent Bilingual Lead		\$3,000
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 (Approved by District Cabinet)		\$5,000
ARD Facilitator		\$3,000
Behavior Intervention Specialist		\$3,000
Board Approved One Time Stipend	based on Board Approval	up to \$500
Campus Ambassador - Elementary		\$500
Event Coordinator	HS	\$1,000
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
Translator		\$500
*District Translator		\$1,000

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

***Teacher Mentor**
Mentor teachers assigned to teachers with no previous experience - District approved
\$250 per assignment; maximum of 2 assignments

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

***Referral Incentive Payable to current employee who recruits a classroom teacher**
\$500 = 1st Year Referral (**For Returning Staff Only: Hiring Managers ineligible**)
\$500 = 2nd Year if the new referred employee returns
\$500 = 3rd for both Employees if new referred employee returns

Approved starting with the 2023-2024 school year

***Referral incentive Payable to current employees who recruits Bus Monitor/Bus Driver (For Returning Staff Only)**
\$100 = Bus Monitor
\$250 = Bus Driver

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

**Extra Duties (Misc.)
Supplemental Pay Schedules 2025-2026**

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
Central Office Paraprofessional Temporary Worker	\$15.00	Per hour

Temporary/Substitute Workers

Administrative Office Positions/Auxiliary Temporary/Substitute Worker	Individual Rate	Per hour
Nurse/Certified/Licensed School Based Professional Temporary/Substitute Worker	\$21.00 - \$75.00	Per hour

**2025-2026 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 2025-2026**

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	Announcer	All Levels	\$15.00	Per hour
	Chains (employees)	Varsity	\$75.00	Flat Rate
	Chains (students)	7th/8th/JV/Freshman	\$15.00	Per game
	Clock	7th/8th/JV/Freshman	\$15.00	Per hour
	Clock (employees)	Varsity	\$100.00	Flat Rate
	Spotter	All Levels	\$15.00	Per hour
	Stadium Host	All Levels	\$25.00	Per Hour
	Ticket Seller/Taker	All Levels	\$15.00	Per hour
	Videographer – Employee	Varsity	\$50.00	Per game
	Videographer – Student	Varsity	\$25	Per game
	Videographer – Student	7th/8th/F/JV	\$15	Per game
	Chains and Clock	Varsity	Coop sets Rates	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 2025-2026

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