



**Lewisville Independent
School District
Compensation Book
2025 - 2026**

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**2025 - 2026 LISD
COMPENSATION GUIDELINES**

Compensation guidelines for administering salaries and wages for employees of the Lewisville Independent School District are designed to implement Board policy DEA (LOCAL), state and federal regulations.

Lewisville ISD 061902

**COMPENSATION AND BENEFITS COMPENSATION PLAN
DEA (LOCAL)**

PAY ADMINISTRATION

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.

PAY STRUCTURE

The pay structure is the key management tool that provides control over the districts competitive position with other school districts and internal pay equity among employees within LISD. Pay structure involves setting control points (Minimum, Midpoint, and Maximum rates of pay) and ensuring that appropriate pay differentials between pay grade levels are established.

PAY SYSTEM ELEMENTS

JOB FAMILIES

Jobs that share common characteristics are grouped into a common pay structure called a Job Family. These characteristics include the type of work performed, the competitive job market, potential career paths for employees, and state and federal laws regulating wages and salaries.

LISD's JOB FAMILY STRUCTURE

• TC: Instructional Teachers, Non-Instructional Professionals, Nurses, and Librarians
• AP: Administrators/Professional (Administrators, Itinerant Staff and Other Professions)
• AS: Administrative Support (Clerical Support)
• AX: Auxiliary (Facility Services, Safety and Security, and Transportation)
• CN: Child Nutrition
• IS: Instructional Support (Classroom Support and Extended School Day)
• TN: Technology

**2025 - 2026 LISD
COMPENSATION GUIDELINES**

POSITIONS

The Texas Association of School Board (TASB) collects position and salary information from over 1000 Texas school districts. These benchmark positions are used to determine a market salary range for LISD's positions. A job title is not adequate to determine proper pay classification for a position. The actual content of the job itself is used to compare to like positions among area districts.

SALARY RANGES

Salary ranges have a Minimum, a Midpoint and a Maximum rate. The Salary Range points are not correlated to years of service or experience. These ranges are reviewed annually using salaries of 20 area school districts.

- Minimum: Starting rate for no experience in the position being hired
- Midpoint (Control Point): Used to compare the market rate for the position
- Maximum: The highest salary to be paid for the position. (LISD currently allows for existing employees to receive annual increases that exceed the Maximum)

PAY GRADES

Positions with similar pay ranges are assigned a pay grade within its designated Job Family.

INITIAL SALARY PLACEMENT

The salary of an individual employee hired or promoting into a position is determined based on experience in the new position as it relates to employees already in the pay grade. The salary of an employee entering a pay grade may not exceed the salary of an existing employee with like experience.

SALARY PROGRESSION

An individual employee's salary increases through the pay grade by the amount of any annual increases approved by the Board of Trustees.

Previous Year's Salary + Annual Increase = New Year's Salary

There is not a specified time when a salary will reach the MIN, MID, MAX. These are only used to establish pay ranges based on area market rates.

**2025 - 2026 LISD
INSTRUCTIONAL TEACHER NEW HIRE SCHEDULE**

This schedule cannot be used to determine salaries for returning employees. Rates list are rounded for publication.

TC100	MIN	MID
Annual 187 Days	\$ 62,525	\$ 69,156
Daily	\$ 334.36	\$ 369.82

Year	Daily	Annual
0	\$ 334.36	\$ 62,525
1	\$ 336.50	\$ 62,926
2	\$ 337.37	\$ 63,088
3	\$ 340.51	\$ 63,675
4	\$ 342.38	\$ 64,025
5	\$ 357.59	\$ 66,869
6	\$ 359.28	\$ 67,185
7	\$ 363.18	\$ 67,915
8	\$ 364.88	\$ 68,233
9	\$ 366.57	\$ 68,549
10	\$ 368.46	\$ 68,902
11	\$ 370.50	\$ 69,284
12	\$ 373.80	\$ 69,901
13	\$ 377.39	\$ 70,572
14	\$ 381.52	\$ 71,344
15	\$ 386.23	\$ 72,225
16	\$ 388.41	\$ 72,633
17	\$ 390.59	\$ 73,040
18	\$ 392.41	\$ 73,381
19	\$ 394.23	\$ 73,721
20	\$ 397.14	\$ 74,265
21	\$ 398.28	\$ 74,478
22	\$ 399.40	\$ 74,688
23	\$ 401.36	\$ 75,054
24	\$ 403.32	\$ 75,421
25	\$ 405.28	\$ 75,787

**2025 - 2026 LISD
NON- INSTRUCTIONAL PROFESSIONAL/NURSE/LIBRARIAN
NEW HIRE SCHEDULE**

This schedule cannot be used to determine salaries for returning employees. Rates list are rounded for publication.

TC102	MIN	MID
Annual 187 Days	\$ 62,525	\$ 69,156
Daily	\$ 334.36	\$ 369.82

Year	Daily	Annual
0	\$ 334.36	\$ 62,525
1	\$ 336.50	\$ 62,926
2	\$ 337.37	\$ 63,088
3	\$ 340.51	\$ 63,675
4	\$ 342.38	\$ 64,025
5	\$ 357.59	\$ 66,869
6	\$ 359.28	\$ 67,185
7	\$ 363.18	\$ 67,915
8	\$ 364.88	\$ 68,233
9	\$ 366.57	\$ 68,549
10	\$ 368.46	\$ 68,902
11	\$ 370.50	\$ 69,284
12	\$ 373.80	\$ 69,901
13	\$ 377.39	\$ 70,572
14	\$ 381.52	\$ 71,344
15	\$ 386.23	\$ 72,225
16	\$ 388.41	\$ 72,633
17	\$ 390.59	\$ 73,040
18	\$ 392.41	\$ 73,381
19	\$ 394.23	\$ 73,721
20	\$ 397.14	\$ 74,265
21	\$ 398.28	\$ 74,478
22	\$ 399.40	\$ 74,688
23	\$ 401.36	\$ 75,054
24	\$ 403.32	\$ 75,421
25	\$ 405.28	\$ 75,787

Salaries listed include board-approved use of district funds in response to House Bill 2.

**2025 - 2026 LISD
SALARY SCHEDULE**

INSTRUCTIONAL TEACHER	TC100	MIN	MID
INSTRUCTIONAL TEACHERS		\$334.36	\$369.82

NON- INSTRUCTIONAL PROFESSIONAL/NURSE/LIBRARIAN	TC102	MIN	MID
APPLIED INSTRUMENTAL SPEC		\$334.36	\$369.82
ATH TRAINER ASST			
ATHLETIC TRAINER			
BIL DYSLEXIA SPECIALIST			
DEAN OF STUDENTS ADMIN INTERN			
EL LIBRARY			
FACILITATOR ARD			
INSTR TECH LEAD 221			
INSTRUCTIONAL COACH			
LANG ACQU SPECIALIST			
LEARNING FACILITATOR/EC			
LEARNING FACILITATOR/ELA			
LEARNING FACILITATOR/MATH			
LEARNING FACILITATOR/SCIENCE			
LEARNING FACILITATOR/SOCSTU			
LEARNING FACILITATOR/TECH			
LRNG FACILITATOR ELA/SOCSTU			
LRNG FACILITATOR MATH/SCIENCE			
NURSE			
NURSE SAPP			
NURSE TEAMS			
RD ACAD COHORT LDR			
SCHOOL AGE PARENTING			
SE BEHAVIOR INTERVENTIONIST			
SE ECSE/ECI INTERVENTIONIST			
SEC ESL LIAISON			
SEC LIBRARY			
SOCIAL WORKER			
SPECIALIST TCHR TEST - 187			
SPECIALIST TCHR TEST - 196			
SPED INTERVENTIONIST 187 DAYS			
SPED INTERVENTIONIST 196 DAYS			
TITLE I DEAN OF STUDENTS			
TITLE I GRNT INSTR SUPP SPCLST			
TITLE I INSTRUCTIONAL COACH			
TITLE III ENGAGEMENT LIAISON			
TITLE IV STEM SPECIALIST			

ASSOCIATE TEACHER	TC106	MIN	MID
ASSOCIATE TEACHER		\$267.38	\$267.38

**2025 - 2026 LISD
SALARY SCHEDULE**

ADMINISTRATOR/PROFESSIONAL	AP600	MIN	MID
LEGAL SERVICES COORDINATOR PSYCHOLOGIST INTERN		\$172.45	\$230.70
ADMINISTRATOR/PROFESSIONAL	AP610	MIN	MID
ACCOUNTANT COLOR GUARD INSTRUCTOR COORD STU ATT/PEIMS EMERGENCY MGMT SPECIALIST INSTRUCTIONAL MATERIALS MGR MAINT ENERGY MGMT ASSOCIATE P CARDS COORDINATOR PEIMS & ASSESSMENT ANALYST SE ADMIN SPECIALIST SUPV ACCOUNTING CSS SUPV CAMPUS SUPPORT SERVICES		\$230.70	\$288.37
ADMINISTRATOR/PROFESSIONAL	AP620	MIN	MID
ACCOUNTANT SENIOR COORD COMMUNITY RELATIONS COORDINATOR POSITION CONTROL DETECTION CANINE SPECIALIST MAINT MANAGER PAINT MAINT SUPERVISOR SRC/DC PAYROLL COORDINATOR VIDEOGRAPHER VIRTUAL DIGITAL LRNG SPEC 221		\$249.15	\$311.43
ADMINISTRATOR/PROFESSIONAL	AP630	MIN	MID
ARMED SCREENER SUPERVISOR BUYER SENIOR COMMUNICATIONS BRAND MANAGER COMMUNICATIONS MANAGER CONSTRUCTION COORDINATOR COORD PROFESSIONAL LEARNING EXTERNAL PE MONITOR 187 GUARDIAN SUPERVISOR S&S MAINT MANAGER GROUNDS/IRRIG MAINT MANAGER SRC/DIST MANAGER TECH DIST & IM WAREHOU PURCHASING COORDINATOR RTI COORDINATOR SCHL BUS STDNT DISCIPLINE CRD SUPV ACCTS PAYABLE		\$274.06	\$342.59

**2025 - 2026 LISD
SALARY SCHEDULE**

ADMINISTRATOR/PROFESSIONAL	AP640	MIN	MID
ACCOUNTANT SENIOR		\$312.77	\$381.44
ASSESS AND ACCOUNTABILITY COOR			
COORD HR STAFFING			
COORD MULTI-LINGUAL			
COORD SLAR MULTILINGUAL			
COORD STUDENT ENGAGEMENT			
COORDINATOR 221			
COORDINATOR POSITION CONTROL			
COORDINATOR SEC ESL 226			
COORDINATOR SEC STEM			
CREATIVE SERVICES MANAGER			
DIRECTOR CAMPUS SUPPORT SRVS			
ELEM COORD HEALTH SERVICES			
ES LANG ACQUISITION COORD			
FLEET SERVICE MANAGER			
HR COMPENSATION ANALYST			
IT PROFESSIONAL LEARNING COORD			
MAINT ZONE MGR			
OPERATIONS MANAGER			
PURCHASING COORDINATOR			
S&S OPERATIONS CENTER MANAGER			
SAPP/CHOICES COORD			
SEC COORD HEALTH SERVICES			
SEC ESL SPECIALIST			
TITLE III ESL SPECIALIST			
VIDEO PRODUCTION MGR			
WORLD LANGUAGE COORDINATOR			
ADMINISTRATOR/PROFESSIONAL	AP642*	MIN	MID
*AP642 employees with 3 or more years in position - Salary includes board-approved use of district funds in response to House Bill 2.			
ASSESSMENT SPECIAL/DIAG 196		\$332.06	\$400.37
ASSESSMENT SPECIAL/DIAG 206			
COUNSELOR ELEMENTARY 191 DAYS			
COUNSELOR SECONDARY 196 DAYS			
COUNSELOR SECONDARY 208 DAYS			
COUNSELOR SPECIAL EDUCATION			
COUNSELOR SPED -196			
COUNSELOR STUDENT ASSIST 187			
COUNSELOR VOCATIONAL 11			
LIC SPEC IN SCH PSYCH 196			
LIC SPEC IN SCH PSYCH 206			
SE AUDIOLOGIST			
SE MUSIC THERAPIST			
SE OCCUPATIONAL THERAPIST			
SE ORIENTATION/MOBILITY			
SE PHYSICAL THERAPIST			
SE SPEECH ASSESSMENT			
SE SPEECH ASSESSMENT 6489			
SE SPEECH THERAPIST			
SE SPEECH THERAPIST 206			
ADMINISTRATOR/PROFESSIONAL	AP643	MIN	MID
ASST PRINCIPAL ELEMENTARY		\$354.17	\$410.06

**2025 - 2026 LISD
SALARY SCHEDULE**

ADMINISTRATOR/PROFESSIONAL	AP650	MIN	MID
ADMIN DIGITAL LEARNING		\$347.08	\$423.27
ADMIN EL SPEC SUPPORT			
ADMIN ELEM ELA/SS			
ADMIN ELEM G/T			
ADMIN ELEMENTARY MATH			
ADMIN ES STEM			
ADMIN OUTDOOR ED			
ADMIN SEC ELA			
ADMIN SEC G/T			
ADMIN SEC MATH			
ADMIN SEC SOCIAL STUDIES			
ADMINISTRATOR EC PROGRAMS			
ASST DIRECTOR ARMED SCREENERS			
ASST DIRECTOR CAMPUS GUARDIANS			
ATHLETICS CONSTR MANAGER			
BEHAV COORDINATOR & COMPLIANCE			
CHILD NUTRITION PROGRAM ADMIN			
CONSTRUCTION MANAGER			
CONSTRUCTION PROJECT MGR			
CTE ADMINISTRATOR			
DATA ANALYST 240 DAY			
EAST & WEST AQUATICS MANAGER			
MAINT ENERGY MANAGER			
MTSS BEHAVIOR ADMINISTRATOR			
PROF LEARNINING COORD & COMPL			
READING ADMINISTRATOR			
SECONDARY 504 ADMINISTRATOR			
SUPV LIBRARY MEDIA S			
TITLE IV STUDENT SERV ADMIN			
WORLD LANGUAGE ADMINISTRATOR			
ADMINISTRATOR/PROFESSIONAL	AP652	MIN	MID
LICENSED PSYCHOLOGIST 206		\$351.96	\$428.18
ADMINISTRATOR/PROFESSIONAL	AP653	MIN	MID
ASSISTANT PRINCIPAL MS		\$375.62	\$442.87
ASSISTANT PRINCIPAL TECC			
ADMINISTRATOR/PROFESSIONAL	AP660	MIN	MID
ASST DIRECTOR PROCUREMENT		\$360.45	\$439.57
ASST DIRECTOR/SAFETY TRNG MGR			
BUSINESS PARTNERSHIPS ADMIN			
COORD ACCOUNTING			
COORD BUDGETING			
DATA INTEGRITY ADMINISTRATOR			
DIR OF COMMUNITY RELATIONS			
DIRECTOR VIRTUAL LEARNING			
ELEMENTARY 504 ADMINISTRATOR			
PAYROLL MANAGER			

**2025 - 2026 LISD
SALARY SCHEDULE**

ADMINISTRATOR/PROFESSIONAL	AP663	MIN	MID
ASSISTANT PRINCIPAL HS ASSOCIATE PRINCIPAL 221		\$399.29	\$470.23
ADMINISTRATOR/PROFESSIONAL	AP670	MIN	MID
ASST DIRECTOR ATHLETICS COORD HEALTH/PE & SUPPORT COORDINATOR ATHLETICS COORDINATOR FINE ARTS DIR HEALTH SERVICES DIR PLANNING/CONSTRUCTION MGMT DIR PROFESSIONAL LEARNING DIR STUDENT SERVICES-SEC DIRECTOR COMMUNICATIONS DIRECTOR OF ASSESSMENT DIRECTOR SPECIAL EDUCATION K-12 SCIENCE ADMINISTRATOR PRINCIPAL ELEMENTARY SE DIRECTOR OF DATA ADMIN TURNAROUND CAMPUS PRINCIPAL ES		\$396.87	\$482.31
ADMINISTRATOR/PROFESSIONAL	AP680	MIN	MID
ASSOC DIRECTOR ATHLETICS COORD FEDERAL PROGRAMS DIR ELEM EMERGENT BIL PROGRAMS DIR GUIDANCE & COUNSELING DIR STUDENT SERVICES DIR STUDENT SERVICES-ELEM DIR SUBSTITUTE PROGRAMS DIRECTOR DATA INTEGRITY DIRECTOR DIGITAL LEARNING DIRECTOR MAINTENANCE DIRECTOR OF ACCOUNTING DIRECTOR OF BENEFITS DIRECTOR OF BUDGET DIRECTOR OF CCMR & CTE DIRECTOR OF PAYROLL DIRECTOR OF TRANSPORTATION DIRECTOR PROCUREMENT HR DIR OF COMPLIANCE HR DIRECTOR OF DATA INTEGRATION HR DIRECTOR ELEMENTARY SCHOOLS HR DIRECTOR OF COMPENSATION PR HR DIRECTOR RECRUIT/ENGAGE HR DIRECTOR SECONDARY SCHOOLS PRINCIPAL 9TH GRADE PRINCIPAL LL CTR/SPED EDUC PRINCIPAL MIDDLE SCHOOL PRINCIPAL STUDENT SUCCESS CTR STAFF ATTORNEY TURNAROUND CAMPUS PRINCIPAL MS		\$420.41	\$512.70

**2025 - 2026 LISD
SALARY SCHEDULE**

ADMINISTRATOR/PROFESSIONAL	AP690	MIN	MID
ATHLETIC DIRECTOR DIRECTOR FINE ARTS EX DIR SAFETY & SECURITY EX DIR SPED EX DIRECTOR CONSTRUCTION EX DIRECTOR FACILITIES EX DIRECTOR TRANSPORTATION EXECUTIVE DIRECTOR PRINCIPAL HIGH SCHOOL		\$462.46	\$563.97
ADMINISTRATOR/PROFESSIONAL	AP691	MIN	MID
CHIEF OF ELEM SCHOOLS CHIEF OF HIGH SCHOOLS CHIEF OF MIDDLE SCHOOLS		\$515.11	\$623.29
ADMINISTRATOR/PROFESSIONAL	AP692	MIN	MID
CHIEF ACCOUNTABILITY/EVAL OFFI CHIEF COMMUNICATIONS OFFICER CHIEF HUMAN RESOURCE OFFICER CHIEF LEARN & TEACH OFFICER CHIEF OF SCHOOLS OFFICER CHIEF OF STAFF CHIEF STUDENT SERVICES OFFICER CHIEF TECHNOLOGY OFFICER GENERAL COUNSEL		\$618.14	\$752.06
ADMINISTRATOR/PROFESSIONAL	AP693	MIN	MID
CHIEF FINANCIAL OFFICER		\$746.92	\$914.32
ADMINISTRATOR/PROFESSIONAL	AP694	MIN	MID
SUPERINTENDENT		\$746.92	\$914.32

**2025 - 2026 LISD
SALARY SCHEDULE**

ADMINISTRATIVE SUPPORT	AS210	MIN	MID
CAMPUS RECEPTIONIST		\$13.54	\$16.51
ADMINISTRATIVE SUPPORT	AS220	MIN	MID
CLERK ATTENDANCE ASST 194		\$15.68	\$19.12
CLERK COUNSELOR OFFICE			
CLERK OFFICE- 187			
CLERK OFFICE- BU 20PA 197			
CLERK OFFICE- BU 20PA 204			
CLERK- PT			
CLK OFFICE/COUNSELOR OFF CLK			
CLK PEDI PLACE SERVICE			
INSTRUCTIONAL MATERIALS WHS PA			
ADMINISTRATIVE SUPPORT	AS230	MIN	MID
9TH/10TH/TEAMS CLK ATTEND- 204		\$16.94	\$20.66
ADMIN RECEPTIONIST			
CLERK ASSESSMENTS			
CLERK ATTENDANCE- 187			
CLERK ATTENDANCE- 204			
CLERK BILINGUAL OFC-221			
CLERK BILINGUAL OFFICE-187			
CLERK BILINGUAL OFFICE-197			
CLERK BKKPING/ATT AS			
CLERK BKKPING/COUNSE			
CLERK BKKPING/OFFICE			
CLERK BOOKKEEPING- 187			
CLERK MAINT SRC/DIST			
CLERK OFFICE ADMIN 240			
CLK BKKP/RECEPTIONIST			
ELEM CLERK ATTENDANCE			
EMERGENT BIL OFFICE CLERK			
FS FREE & REDUCED SPECIALIST			
PAYROLL CLERK			
PEIMS DATA CLERK			
VLA DATA CLERK			
ADMINISTRATIVE SUPPORT	AS240	MIN	MID
ADMIN RECEPTIONIST 2406		\$18.31	\$22.31
CLERK BOOKKEEPING CR CTRS			
CLERK BOOKKEEPING CSS			
CLERK COMPUTER 221			
CLERK FACILITIES			
CLERK INSTRUCTIONAL MATERIALS			
CLERK LEAD ATTENDANCE 204			
CLERK RECORDS- PG4			
CLERK TRANSPORTATION			
CLK BKKP 9TH GRD CTRS OR LLC			
CLK BOOKKEEPING/CLK RECORDS			
CONSTRUCTION CLERK			
ESD PROGRAM ASSISTANT			
SECY CHOICES			
SECY PSYCHOLOGY- 196			
SECY PSYCHOLOGY- 240			
SECY TECHNOLOGY			
STUDENT SERVICES SECY			

**2025 - 2026 LISD
SALARY SCHEDULE**

ADMINISTRATIVE SUPPORT	AS250	MIN	MID
ADMINISTRATIVE ASSISTANT		\$19.79	\$24.12
ATTENDANCE CLERK TRAINER			
BUILDING COORD/FRONT DESK AGNT			
CLERK BOOKKEEPING HS			
CLERK TRANSLATOR			
DIVISION SECY ENV LRNG 221			
FINE ARTS ADMIN ASSISTANT			
HR ASST OF SUB PROGRAMS			
SECY CAMPUS SUPPORT SVCS			
SECY FEDERAL PROGRAMS			
SECY FINANCE			
SECY LEARNING & TEACHING ADMIN			
SECY PROFESSIONAL LEARNING			
SECY SCHOOL			
SECY SCHOOL 9TH/10TH			
SECY SCHOOL CR CT			
SECY SCHOOL ES			
SECY SCHOOL MS			
SECY TECHNOLOGY PURC			
SECY TITLE III/BILINGUAL ESL			
SECY TO PROGRAM ADMINISTRATORS			
VIRTUAL LRN ACDMY SECY 240			
ADMINISTRATIVE SUPPORT	AS260	MIN	MID
BOOKKEEPER ATHLETICS		\$21.37	\$26.04
CLERK BOOKKEEPING ADMIN			
CLERK HEALTH SERVICES			
CLERK PURCHASING			
COORD ACCOUNTS PAYABLE			
COORD FACILITY SERVICES			
HR STAFFING SPECIALIST			
PAYROLL SPECIALIST			
RECORDS MGMT FACILIT			
SECY ATHL DIRECTOR			
SECY DIR EMERGENT BIL PROGRAMS			
SECY DIR SPECIAL ED			
SECY DIRECTOR			
SECY SCHOOL HS			

**2025 - 2026 LISD
SALARY SCHEDULE**

ADMINISTRATIVE SUPPORT	AS270	MIN	MID
ADMIN ASST CHIEF OF ELEM		\$22.97	\$28.01
ADMIN ASST CHIEF OF SECOND			
ADMIN ASST/TRANSLATOR TO SPED			
CALL CENTER SPECIALIST TRSP			
COMPLIANCE SPECIALIST			
COORD BENEFITS			
HR BACKGROUND SPECIALIST			
HR CERTIFICATION OFFICER			
HR SPECIALIST DATA INTEGRATION			
HR SPECIALIST SUBSTITUTE PRGMS			
MAINT COORD BUDGET			
MAINT COORD RENTAL/UTILITIES			
MAINT COORD UTILITIES			
PAYROLL SPECIALIST II			
SECRETARY DIGITAL LEARNING			
SECRETARY TRANSPORTATION			
SECY EX DIRECTOR			
TRANS/INTER ADMIN			
ADMINISTRATIVE SUPPORT	AS280	MIN	MID
ADMIN ASSIST CHIEF L&T OFFICER		\$25.50	\$31.13
ADMIN ASST ACCT & EVAL			
ADMIN ASST CHIEF OF SCHOOLS			
ADMIN ASST TO CHIEF HR OFFICER			
ADMINISTRATIVE ASSISTANT CFO			
ADMINISTRATIVE ASSISTANT CTO			
LEAD BENEFITS COORD			
SECY CHIEF EX DIR			
ADMINISTRATIVE SUPPORT	AS290	MIN	MID
EX SECY SUPERINTENDENT & BOARD		\$33.21	\$40.51

**2025 - 2026 LISD
SALARY SCHEDULE**

AUXILIARY	AX500	MIN	MID
FT LIFEGUARD		\$13.40	\$16.74
PT LIFEGUARD			
AUXILIARY	AX503	MIN	MID
BUS MONITOR		\$15.00	\$18.70
WHITE FLEET DRIVER			
AUXILIARY	AX510	MIN	MID
FT SR LIFEGUARD		\$16.09	\$20.10
PT SR LIFEGUARD			
AUXILIARY	AX512	MIN	MID
CAMPUS SECURITY MONITOR		\$16.49	\$20.11
AUXILIARY	AX520	MIN	MID
INSTRUCTIONAL MATERIALS WH AX		\$17.00	\$21.11
WAREHOUSE DRIVER			
AUXILIARY	AX525	MIN	MID
PERMANENT SUB		\$17.20	\$17.20
AUXILIARY	AX530	MIN	MID
MAINT GROUNDS KEEPER		\$17.51	\$21.82
AUXILIARY	AX532	MIN	MID
LEAD CAMPUS SECURITY MONITOR		\$17.84	\$21.75
SFTY/SRTY SYS MONITOR FSS			
SFTY/SRTY SYS MONITOR MTWT			
AUXILIARY	AX533	MIN	MID
BUS DRIVER TRAINEE		\$20.00	\$20.00
AUXILIARY	AX540	MIN	MID
FT LEAD LIFEGUARD		\$18.27	\$22.94
MAIL COURIER			
MAINT INVENTORY CLERK			
WAREHOUSE RECEIVER II			
AUXILIARY	AX550	MIN	MID
MAINT GENERAL TECH		\$19.54	\$24.46
MAINT LOCKSMITH			
MAINT PAINTER			

**2025 - 2026 LISD
SALARY SCHEDULE**

AUXILIARY	AX560	MIN	MID
MAINT INVENTORY COORD		\$22.03	\$27.56
MAINT IPM TECH			
MAINT IRRIGATION TECH			
MAINT LOCKSMITH COORD			
MAINT MECHANIC			
WAREHOUSE AUCTION COORD			
WAREHOUSE COORD			
AUXILIARY	AX563	MIN	MID
BUS DRIVER*		\$23.00	\$28.70
BUS DRIVER PART-TIME			
FIELD TRIP SPECIALIST			
TRANSPORTATION DISPATCHER			
AUXILIARY	AX570	MIN	MID
MAINT ALARM TECH		\$23.70	\$29.64
MAINT CABINET MAKER			
MAINT ELECTRICIAN			
MAINT EMS TECHNICIAN			
MAINT HVAC II			
MAINT KITCHEN TECH			
MAINT PLUMBER			
AUXILIARY	AX573	MIN	MID
TRANSPORTATION MECHANIC		\$25.00	\$31.00
AUXILIARY	AX580	MIN	MID
MAINT COORD IPM		\$28.22	\$35.27
MAINT ENVIRONMENTAL COORD			
MAINT HVAC III -CHILLER TECH			
MAINT LEAD GROUNDS			
MAINT LEAD PAINTER			
MAINT LEAD ZONE			
MAINT MASTER PLUMBER			
AUXILIARY	AX590	MIN	MID
MAINT AQUATIC CENTER TECH		\$30.40	\$38.11
MAINT LEAD ELECTRICIAN			
MAINT LEAD HVAC			
MAINT LEAD IRRIGATION			
TRANSPORTATION SHOP LEAD			
AUXILIARY	AX592	MIN	MID
ARMED SCREENER		\$30.45	\$30.45
CAMPUS GUARDIAN			

*Bus Drivers serving as Trainers will receive a \$1.00 differential per hour, as designated by the Director of Transportation.

**2025 - 2026 LISD
SALARY SCHEDULE**

CHILD NUTRITION	CN511	MIN	MID
FOOD SERVICE FT		\$15.23	\$18.43
FOOD SERVICE PT			
FOOD SERVICE PT-LUNCH MONITOR			
CHILD NUTRITION	CN521	MIN	MID
FS ASST MANAGER		\$17.98	\$22.39
FS CATERING LEAD			
FS WAREHOUSE/DRIVER			
CHILD NUTRITION	CN531	MIN	MID
FS ASST MANAGER CATERING		\$19.58	\$24.21
FS FOOD TRUCK ASST MGR			
FS MANAGER - ES			
CHILD NUTRITION	CN541	MIN	MID
FS MANAGER - DUAL		\$20.81	\$25.86
FS MANAGER - MS/LLC			
CHILD NUTRITION	CN551	MIN	MID
FS MANAGER - 9TH		\$22.87	\$28.43
CHILD NUTRITION	CN561	MIN	MID
FS MANAGER - HS		\$24.98	\$31.04
CHILD NUTRITION	CN571	MIN	MID
FS CATERING MGR		\$29.88	\$36.57

**2025 - 2026 LISD
SALARY SCHEDULE**

INSTRUCTIONAL SUPPORT	IS310	MIN	MID
AIDE ESD		\$12.55	\$15.95
INSTRUCTIONAL SUPPORT	IS311	MIN	MID
HEALTH ASSISTANT PRE K PRE K ASSISTANT		\$12.61	\$16.03
INSTRUCTIONAL SUPPORT	IS330	MIN	MID
AIDE SPECIAL ED ESD		\$15.69	\$19.14
INSTRUCTIONAL SUPPORT	IS331	MIN	MID
AIDE AEP		\$15.76	\$19.24
AIDE BIL PRE K FULL DAY			
AIDE BILINGUAL			
AIDE DISCOVERY PRE K			
AIDE EL AEP BIC			
AIDE ESL			
AIDE ESL PRE K FULL DAY			
AIDE INSTRUCTIONAL			
AIDE LIBRARY - 187 DAYS			
AIDE PLE/ISS			
AIDE TITLE I			
HEALTH ASSISTANT I			
PRE K ASSISTANT			
SE ECSE AIDE			
SE SDI INCL AIDE			
SE SDI RES/INCL AIDE			
SE SDI RESOURCE AIDE			
INSTRUCTIONAL SUPPORT	IS341	MIN	MID
AIDE EL AEP BIC		\$16.92	\$20.45
HEALTH ASSISTANT II			
SE AIDE ALS			
SE ALS/AVLS AIDE			
SE AVLS AIDE			
SE BIC AIDE			
SE COMM/ECSE AIDE			
SE COMMUNICATIONS AIDE			
SE FLS AIDE			
SE FLS/AVLS AIDE			
SE JOB COACH			
SE PERSONAL CARE ATTENDANT			
SE SDI RES/ALS AIDE			
INSTRUCTIONAL SUPPORT	IS351	MIN	MID
NURSE ASSISTANT LEAD		\$19.11	\$23.31
INSTRUCTIONAL SUPPORT	IS360	MIN	MID
ESD CAMPUS LEADER		\$21.96	\$26.72
INSTRUCTIONAL SUPPORT	IS361	MIN	MID
SE BRAILLIST		\$22.07	\$26.86
SE TRANSCRIBER/SPED SECRETARY			
TRANS/INTER INSTRUCTIONAL			
INSTRUCTIONAL SUPPORT	IS371	MIN	MID
HEALTH ASSISTANT TEAMS		\$23.91	\$28.69
SE REGISTERED BEH TECHNICIAN			
SE TEAMS AIDE			

**2025 - 2026 LISD
SALARY SCHEDULE**

TECHNOLOGY	TN400	MIN	MID
TECH WHSE R & D CLK		\$154.28	\$192.85
TECHNOLOGY	TN410	MIN	MID
AUDIO VISUAL TECH I		\$187.78	\$234.47
TECH SUPPORT SPEC I - A			
TECH SUPPORT SPEC I-240			
TECH WHSE TECHNICIAN			
TECHNOLOGY	TN411	MIN	MID
HELP DESK TECHNICIAN		\$192.85	\$241.57
TECHNOLOGY	TN420	MIN	MID
APPLIC SYS SPEC I		\$231.42	\$290.29
AUDIO VISUAL TECH II			
SAFETY&SECURITY SYS SPECIALIST			
TECH SUPPORT SPEC II			
TECHNOLOGY	TN430	MIN	MID
APPLIC SYS SPEC II		\$254.77	\$318.71
AUDIO VISUAL TECH LEAD			
NETWORK & INFR TECH I			
TECH WHSE SUPERVISOR			
TECHNOLOGY	TN440	MIN	MID
APPLIC SYSTEM SPEC III		\$281.16	\$344.09
TECH REPAIR CTR COORD			
TECH SYS ADMIN JR			
TECHNOLOGY TRAINER			
TECHNOLOGY TRAINER - BOND PROJ			
TECHNOLOGY	TN441	MIN	MID
DATABASE DEVELOPER		\$309.58	\$381.64
NETWORK & INFR TECH II			
TECHNOLOGY	TN450	MIN	MID
DATABASE REPORT WRITER		\$340.03	\$413.11
INFRASTRUCTURE ADMIN			
SYSTEMS ADMIN II			
TECH SUPPORT SUPV			
TELECOM SYSTEM ADMIN			
WEB DEVELOP/PRGR II			
TECHNOLOGY	TN451	MIN	MID
APPLIC SYS SPEC IV		\$356.27	\$428.33
DATA CENTER SYSTEMS ADMINISTRATION			
DATABASE ADMIN			
DESKTOP MGMT SUPV			
ENTERPRISE TECH PROJECT COORD			
INSTRUCTIONAL TECH PROJ COORD			
TECH SYS ADMIN SR			
TECHNOLOGY BOND PROJECT MGR			
TECHNOLOGY	TN460	MIN	MID
TECHNOLOGY NETWORK ENG		\$376.57	\$458.78
TECHNOLOGY	TN470	MIN	MID
MGR TECH INFO SERVICE		\$407.02	\$495.32
SUPERVISOR INFRASR			
TECHNOLOGY	TN480	MIN	MID
DIR INFORMATION MGMT SYSTEMS		\$477.05	\$567.39
DIR NETWORK INFRASTRUCTURE			
DIR TECHNICAL SERVICES			

**2025 -2026 LISD
SUBSTITUTE RATES**

SUBSTITUTES	FULL DAY RATE
FORMER LISD EMPLOYEE-CERTIFIED	\$ 155.00
FORMER LISD EMPLOYEE-NON CERTIFIED	\$ 145.00
PROFESSIONAL (CERTIFIED)	\$ 130.00
PROFESSIONAL (DEGREED)	\$ 115.00
PROFESSIONAL (NON-DEGREED)	\$ 110.00
REGISTERED NURSE	\$ 200.00
INSTRUCTIONAL SUPPORT	\$ 110.00
ADMINISTRATIVE SUPPORT	\$ 110.00

LONG TERM SUBSTITUTES	FULL DAY RATE
CERTIFIED TEACHER OR LIBRARIAN	\$ 165.00
DEGREED	\$ 130.00
REGISTERED NURSE	\$ 200.00
COUNSELORS	\$ 175.00
INSTRUCTIONAL SUPPORT	\$ 110.00

PERMANENT SUBSTITUTES	HOURLY
PERM SUB (AX525)	\$ 17.20

**2025 -2026 LISD
EXTRA DUTY RATES**

Payroll and Assignment Guidelines		
• Rates are paid by the duty assigned not by the employee's position • Payroll assigns swipe codes to extra duty assignments • LISD does not employ individuals under the age of 16 • Hourly employees that perform Extra Duty <i>within</i> their calendar work days, may be eligible for overtime compensation • Athletic extra duty assignments are assigned to one individual per game, unless otherwise noted in the assignment description • All hours must be recorded by using the assigned swipe code at the time clock or reported to the Payroll Office • Administrative/Professional Pay Grades are not eligible for Extra Duty during their contract days		

Approval Guidelines
• Temporary Employees must be cleared by Human Resources prior to performing any work, training, or assignment • Rate not listed may be requested by the Chief Executive Director of the Department and approved by the Chief Human Resource Officer. • Rates for assignments paid through Federal Funding (Codes 221,255,263,289) will need to be approved by Federal Funding Coordinator • Rates for all other 200 Federal Funding Codes will need to approved by Director Compliance • Account codes are approved by the campus/department administrator

Assignment Description	Rate	Per
Teacher/Professional Assignments	\$ 25.00	Hour
Classroom During Conference Time (Teacher) - 25 minutes	\$ 17.50	Minutes Interval
Classroom During Conference Time (Teacher) - 45 minutes	\$ 35.00	Minutes Interval
Classroom During Conference Time (Teacher) - 60 minutes	\$ 45.00	Minutes Interval
Classroom During Conference Time (Teacher) - 90 minutes	\$ 60.00	Minutes Interval
HB1416 (Approval required by Chief Learning and Teaching Officer)	\$ 31.00	Hour
Curriculum Writing & Administrator Assignments	\$ 35.00	Hour
Instructional/Clerical Support Assignments - Employee performs extra duty <i>within</i> calendar work days	EE's Regular Rate	Hour
Instructional/Clerical Support Assignments - Employee performs extra duty <i>outside</i> calendar work days	\$ 15.00	Hour
High School Student Employees	\$ 12.00	Hour
Bus Driver Trainer - Bus Drivers serving as Trainers will receive a \$1.00 differential per hour , as designated by the Director of Transportation.	\$ 1.00	Per Hour

**2025 -2026 LISD
EXTRA DUTY RATES**

Assignment Description	Rate	Per
Baseball, Ticket Scanner	\$ 35.00	Game
Baseball, Scoreboard	\$ 35.00	Game
Baseball, Pitch Count (Varsity)	\$ 35.00	Game
Basketball, Supervisor (Max of 4)	\$ 35.00	Game
Basketball, Ticket Scanner (Max of 3) - Only 1 entrance used at The Colony	\$ 35.00	Game
Basketball, Official Book	\$ 35.00	Game
Basketball, Clock	\$ 35.00	Game
Football Varsity, Stadium Manager	\$ 400.00	Game
Football Varsity, Assistant Stadium Manager	\$ 150.00	Game
Football Varsity, Home Ticket Scanner (4)	\$ 80.00	Game
Football Varsity, Visitor Ticket Scanner (2)	\$ 80.00	Game
Football Varsity, Clock	\$ 60.00	Game
Football Varsity, Announcer	\$ 60.00	Game
Football Varsity, Pass Gate	\$ 60.00	Game
Football 9th/JV, Stadium Manager	\$ 125.00	Night
Football 9th/JV, Ticket Scanner (2)	\$ 35.00	Game
Football 9th/JV, Clock	\$ 35.00	Game
Football Middle School, Stadium Manager	\$ 125.00	Night
Football Middle School, Ticket Scanner	\$ 35.00	Game
Football Middle School, Clock	\$ 35.00	Game
Soccer, Stadium Manager	\$ 125.00	Night
Soccer, Ticket Scanner	\$ 35.00	Game
Soccer, Clock	\$ 35.00	Game
Softball, Ticket Scanner	\$ 35.00	Game
Softball, Scoreboard	\$ 35.00	Game
Volleyball, Supervisor (Max of 4)	\$ 35.00	Game
Volleyball, Ticket Scanner (Max of 2) - Only 1 entrance used at The Colony	\$ 35.00	Game
Volleyball, Official Book	\$ 35.00	Game
Volleyball, Clock	\$ 35.00	Game
Volleyball, Libero	\$ 35.00	Game
Water Polo, Supervisor (Max of 4)	\$ 35.00	Game
Water Polo, Ticket Scanner	\$ 35.00	Game
Water Polo, Clock (2)	\$ 35.00	Game
Water Polo, Table Worker (2)	\$ 35.00	Game

2025 - 2026 LISD
SUPPLEMENTAL PAY/STIPENDS
CAMPUSES

ELEMENTARY		
ACTIVITY	SKYWARD CODE	25-26
Grade Level Department Head -- Department must contain 4 teachers to qualify Pre-K, K, 1, 2, 3, 4, 5, Specials	CAM31	800.00
**Department heads of 2 or 3 teachers as listed above will qualify for 1/2 of the grade level stipend	CAM31 1/2	400.00
Special Education Department Head -- Department must contain 4 Special Ed teachers to qualify. (These teachers may not be included in the Grade Level count.)	CAM32	800.00
**Special Education Department heads of 2 or 3 teachers will qualify for 1/2 of the Special Ed stipend	CAM32 1/2	400.00
Yearbook	CAM 34	500.00

Paraprofessionals are not eligible to receive stipends due to overtime regulations established by the FLSA (Fair Labor Standards Act).

MIDDLE SCHOOL		
ACTIVITY	SKYWARD CODE	25-26
Department Head Core -- Department must contain 4 teachers to qualify (ELA, Math, Social Studies, Science, Special Education)	CAM21	1,500.00
**Department heads of 2 or 3 teachers in a core subject will qualify for 1/2 of the full core stipend	CAM21 1/2	750.00
Department Head Other Subject-- Department must contain 4 teachers to qualify (PE, Electives)	CAM22	800.00
**Department heads of 2 or 3 teachers in an other subject will qualify for 1/2 of the full other subject stipend	CAM22 1/2	400.00
Yearbook	CAM25	1,000.00
Robotics	CAM26	600.00
Student Council	CAM24	800.00
National Junior Honor Society	CAM23	400.00
Campus UIL Coordinator	CAM27	700.00
Cheerleader (may have 2 sponsors)	CAM28	2,000.00
UIL Academic Stipends (Assistant Principals are not Eligible)		
<i>Stipends paid on May paycheck, submitted by principal in Jan/Feb</i>		
Full UIL Coaching Stipend	OTP1	400.00
Half UIL Coaching Stipend	OTP1	200.00

Paraprofessionals are not eligible to receive stipends due to overtime regulations established by the FLSA (Fair Labor Standards Act).

2025 - 2026 LISD
SUPPLEMENTAL PAY/STIPENDS
CAMPUSES

HIGH SCHOOL		
ACTIVITY	SKYWARD CODE	25-26
Department Head Core -- Department must contain 4 teachers to qualify (English, Math, Social Studies, Science, Foreign Language, and Special Education)	CAM11	2,000.00
**Department heads of 2 or 3 teachers in a core subject will qualify for 1/2 of the full core stipend	CAM11 1/2	1,000.00
Department Head Other Subject-- Department must contain 4 teachers to qualify (Business/Vocational, Fine Arts, and PE)	CAM12	1,500.00
**Department heads of 2 or 3 teachers as listed above will qualify for 1/2 of the Other Subjects stipend	CAM12 1/2	750.00
Robotics	CAM14	3,000.00
Student Council (1,500+ students may have 2 sponsors)	CAM114	1,500.00
Journalism	CAM111	1,500.00
Yearbook	CAM115	2,000.00
E-Sports	CAM13	1,500.00
Debate	CAM18	3,000.00
National Honor Society (may have 2 sponsors)	CAM110	800.00
Decathlon - 11th & 12th only (may have 2 sponsors)	CAM19	3,750.00
Octathlon (may have 2 sponsors)	CAM112	1,100.00
Class Sponsor (1 each for juniors and seniors)	CAM17	1,000.00
PSAT (2 teams each of Language Arts & Math)	CAM113	3,250.00
UIL Campus Coordinator	CAM16	1,100.00
Cheerleader, Freshman	CAM118	3,500.00
Cheerleader, JV	CAM117	4,500.00
Cheerleader, Varsity	CAM116	7,500.00
Bell Crew	CAM15	2,500.00
UIL Academic Stipends (Assistant Principals are not Eligible)		
<i>Stipends paid in lump sum on May paycheck, submitted by principal in Jan/Feb</i>		
Full stipend	OTP5	450.00
1/2 Stipend	OTP5	225.00

Paraprofessionals are not eligible to receive stipends due to overtime regulations established by the FLSA (Fair Labor Standards Act).

**2025 - 2026 LISD
SUPPLEMENTAL PAY/STIPENDS
ATHLETICS**

Activity	SKYWARD CODE	2025 -2026
HS Athletic Coach	ATH10	600.00
Baseball, Head	ATH11	10,500.00
Baseball, Assistant	ATH21	4,000.00
Basketball, Head	ATH12	11,500.00
Basketball, Assistant	ATH22	4,500.00
Coordinator, HS Athletics	ATH16	6,000.00
Cross Country, Head	ATH13	6,500.00
Cross Country, Assistant	ATH23	3,000.00
Diving	ATH14	7,000.00
Football, Coordinator	ATH15	9,000.00
Football, Assistant	ATH25	5,500.00
Golf, Head	ATH17	10,000.00
Golf, Assistant	ATH27	4,000.00
Assistant Natatorium Manager	ATH53	5,000.00
Pool Maintenance	MSC4	4,000.00
Soccer, Head	ATH19	10,500.00
Soccer, Assistant	ATH29	4,000.00
Softball, Head	ATH18	10,500.00
Softball, Assistant	ATH28	4,000.00
Swimming, Head and MS	ATH110	9,500.00
Assistant Swimming	ATH210	3,500.00
Strength and Conditioning	ATH51	3,500.00
Tennis, Head and MS	ATH112	10,000.00
Tennis, Assistant	ATH212	4,000.00
Track, Head	ATH111	6,500.00
Track, Assistant	ATH211	3,500.00
Video Coordinator	ATH52	2,500.00
Volleyball, Head	ATH113	11,000.00
Volleyball, Assistant	ATH213	4,500.00
Water Polo	ATH116	3,500.00
Assistant Water Polo	ATH216	3,000.00
Wrestling, Head	ATH114	10,000.00
Wrestling, Assistant	ATH214	3,000.00

TRAINERS		
Trainer, Head	ATH115	14,500.00
Trainer, Assistant	ATH215	11,000.00

MIDDLE SCHOOL		
Girls' Coach, Coordinator, Head 2, Asst. 1	ATH31	8,300.00
Boys' Coach, Coordinator, Head FB, Asst. 2	ATH32	8,300.00
Girls' Coach, Head 1, Assistant 2	ATH41	6,250.00
Boys' Coach, Head 1, Assistant 2	ATH42	6,250.00

OTHER		
CDL as approved by Athletics for driving to/from games - paid at the end of year	OTP7	500.00

Paraprofessionals are not eligible to receive stipends due to overtime regulations established by the FLSA (Fair Labor Standards Act).

**2025 - 2026 LISD
SUPPLEMENTAL PAY/STIPENDS
SPECIAL EDUCATION, BILINGUAL OTHER CLASSIFICATIONS**

ACTIVITY	SKYWARD CODE	2025-26
SPECIAL EDUCATION		
Lead Psychology	SPE11	3,500.00
Special Olympics Coordinator	MSC4	6,000.00
Department Leads (Adaptive PE, Interventionist, Focus on the Future, TEAMS, VI, Homebound, Interventionist, Nurse)	SPE10	2,000.00
Special Ed Lead Counselor	SPE10	3,000.00
Interventionist/Program Specialist	SPE9	3,000.00
Lead Assessment Specialist/Lead PT/Lead SLP	SPE9	3,000.00
Special Education Teacher Self-Contained: SAC, Communication, AVLS, ALS, FLS, BIC, BIC/SAC - Campus, ECSE-Comm, In-Home Trainer, Post Secondary Life Skills, Voc Adj Training Teacher	SPE3	3,000.00
Special Ed Teacher: SDI, ECSE, BRS, Homebound, Deaf & Hard of Hearing, Visually Impaired, SE Applied Academics, Adaptive PE	SPE1	2,000.00
TEAMS and BIC/SAC - housed at SE or Student Success Center	SPE7	3,500.00
BCBA Certification (must hold current Behavior Analyst Board Certification) - submitted by SE	SPE13	3,500.00
Behavior Interventionist - must be submitted by SE	SPE6	6,500.00
ARD Facilitator	SPE8	1,500.00
Diag/LSSP Longevity	SPE5	1,000.00

BILINGUAL		
Bilingual (Offered to Bilingual Certified Teachers in a Position Classified as Bilingual)	BIL1	4,000.00
Bilingual* (split) *if not delivering 100% bilingual services	BIL2 1/2	1,750.00
Language Acquisition Specialists (Offered to Bilingual Certified Teachers who are Assigned to a Dual Language Campus)	BIL1	3,500.00
ESL Dual Language Partner (Offered to ESL Certified Teachers who are in an ESL Dual Language Teaching Position)	ESL1	2,000.00

OTHER CLASSIFICATIONS		
High School Associate Principal - as determined by Leadership (main campuses only)	CAM121	3,000.00
Doctorate*	EDU2	1,200.00
Masters (TC Paygrades)*	EDU1	1,500.00
Educational Specialist (TC Paygrades)*	EDU3	1,000.00
*Official transcripts must be on file documenting the degrees eligible for stipend. Official transcripts must be received within the first 60 calendar days from the work start date or degree attainment for stipend payment. Official transcripts received after the first 60 calendar days or degree attainment will be pro-rated as of the date of receipt of transcript. Follows position FTE.		
Campus Webmaster	CAM41	500.00
Title I Campus - *Payment will be made in a one-time payment in June. Employees must begin working on the Title campus by October 1 st and remain on the Title campus until the last day of school to be eligible.	OTP6	600.00
Lead Counselor, High School (main campuses only)	CAM119	1,500.00
Lead Counselor, Middle School	CAM29	750.00
Lead Counselor, Elementary	CAM33	500.00
Lead Counselor, LLC	CAM120	1,000.00
ROTC	VOC4	2,000.00
Vocational Agriculture	VOC3	600.00
Cosmetology	VOC2	1,500.00
Culinary/Hospitality	VOC1	5,000.00
Nursing Area Coordinator (Charge Nurse)	CAM42	1,500.00

Paraprofessionals are not eligible to receive stipends due to overtime regulations established by the FLSA (Fair Labor Standards Act).

**2025 - 2026 LISD
SUPPLEMENTAL PAY/STIPENDS
PERFORMING ARTS**

ACTIVITY	SKYWARD CODE	2025-26
BAND		
HS Band, Head	PAR11	29,000.00
HS Band, Assistant	PAR21	12,500.00
MS Band, Head	PAR31	8,500.00
MS Band, Assistant	PAR41	6,500.00
ORCHESTRA		
HS Orchestra, Head	PAR12	8,500.00
HS Orchestra, Assistant	PAR22	5,500.00
MS Orchestra, Head	PAR32	5,000.00
CHOIR		
HS Choir, Head	PAR13	8,500.00
HS Choir, Assistant	PAR23	5,000.00
MS Choir, Head	PAR33	4,000.00
MS Choir, Assistant	PAR43	2,000.00
DRILL TEAM		
Drill Team, Head	PAR15	8,000.00
Drill Team, Assistant	PAR25	4,500.00
THEATRE ARTS		
Head Theatre Arts, HS (one per main campus)	PAR14	7,500.00
Assistant Theatre Arts, HS	PAR24	5,000.00
Theatre Arts, MS	PAR34	2,500.00
ELEMENTARY		
Elementary Music Teachers	OTP8	1,000.00

*****For Performing Arts positions that are split between two campuses, the stipend is calculated as 75% of the total of the two corresponding stipends.***

Paraprofessionals are not eligible to receive stipends due to overtime regulations established by the FLSA (Fair Labor Standards Act).

**2025 - 2026 LISD
COMPENSATION RESOURCES**

Email Contacts for Employee Support

Salary Placements	hrcompensation@lisd.net
Paycheck Information	payroll-dept@lisd.net
Service Records	servicerecords@lisd.net
Substitutes	subdesk@lisd.net
General Employee Inquiries	hr@lisd.net

Department Links

Compensation	https://www.lisd.net/careers/salary
Human Resources	https://www.lisd.net/careers/human-resources
Substitutes	https://www.lisd.net/careers/substitute
Payroll Department	https://www.lisd.net/our-district/all-departments/payroll/payroll-department

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