

Minutes of Regular Meeting

The Board of Trustees Little Elm ISD

A Regular Meeting of the Board of Trustees of Little Elm ISD will be held June 22, 2026, beginning at 6:00 PM in the Little Elm ISD Administration Building.

PRESENT: President Mary Watkins, Vice President DeLeon English, Secretary Ken Beber, Trustee Jason Olson, Trustee Jeff Burton and Superintendent Michael Lamb.

ABSENT: Trustee David Montemayor and Trustee Eric Wilson.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. Call to Order Open Session in the Board Room at Little Elm ISD Administration Building on 400 Lobo Lane, Little Elm, Texas 75068. President Mary Watkins called the meeting to order at 6:00 pm.

2. Introduction and Roll Call

Ms. Sonia S. Flores took roll call.

3. Citizen Input

Audience participation shall be permitted at regular Board meetings and shall be limited to the public comment portion designated for that purpose

There was no citizen input.

4. The Board recessed into Closed Meeting at 6:01 pm in the Board Support Conference Room as permitted by the Texas Open Meetings Act Code Subchapter 551.071, 551.072 & 551.074. The Board and Superintendent discussed:

A. Personnel

B. Land

C. Private consultation with attorney regarding pending litigation and settlement

The meeting adjourned at 7:01 pm.

5. Pledge of Allegiance

The Board led those present to the Pledges of The United States Flag and The Texas Flag.

6. Invocation

Pastor Al Gaines from Coss Ridge Church offered the invocation.

7. Superintendent Spotlight

There were no spotlights.

8. Reports of the Superintendent

A. Curriculum and Learning Update

Mr. Frank Felice presented the following:

Fine Arts

- Fine Arts Program Scope

- Fine Arts Staffing

- Fine Arts Goals 2025-2026
- Fine Arts Activities
- Fine Arts Performance Data – Art
- Fine Arts Performance Data – Band
- Fine Arts Performance Data – Winter Guard
- Fine Arts Performance Data – Choir
- Fine Arts Performance Data – Dance
- Fine Arts Performance Data – Theater
- Fine Arts Performance Data – Folklorico
- Fine Arts Performance Data – Elementary Music

9. Action Items

A. Discuss and consider approval of Election of Officers

Ms. Mary Watkins asked for nominations.

Secretary Ken Beber made the first motion to nominate Ms. Mary Watkins for President.

Trustee Jason Olson seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins			x		
DeLeon English			x		
Ken Beber	x		x		
Jason Olson		x	x		
David Montemayor					
Jeff Burton			x		
Eric Wilson					

Trustee Jeff Burton made the first motion to nominate Jason Olson for Vice President.

Trustee Ken Beber seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins			x		
DeLeon English			x		
Ken Beber			x		
Jason Olson		x	x		
David Montemayor					
Jeff Burton	x		x		
Eric Wilson					

President Mary Watkins made the first motion to nominate Ken Beber for Secretary.

Trustee Jeff Burton seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins	x		x		
DeLeon English			x		
Ken Beber			x		
Jason Olson			x		
David Montemayor					
Jeff Burton		x	x		
Eric Wilson					

B. Discuss and consider approval of TASB Employee Litigation Agreement

Presenter: Asheley Brown

There was no action taken on this item.

C. Discuss and consider approval of Hiring of Hackberry Elementary School Principal
Ms. Asheley Brown approached the Board for approval on this item as discussed in close session.

Vice President Jason Olson made the first motion to approve this item as discussed in close session. Trustee Jeff Burton seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins			x		
Jason Olson	x		x		
Ken Beber			x		
DeLeon English			x		
David Montemayor					
Jeff Burton		x	x		
Eric Wilson					

Ms. Asheley Brown announced Dr. Cyndy Mika as the new Hackberry Elementary School Principal.

D. Discuss and consider approval of 2026-2027 New Virtual Course Request

Presenter: Kim Chow-Jackson

Vice President Jason Olson made the first motion to table this item for next month. Secretary Ken Beber seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins			x		
Jason Olson	x		x		
Ken Beber		x	x		
DeLeon English			x		
David Montemayor					
Jeff Burton			x		
Eric Wilson					

E. Discuss and consider approval of Resolution for the Defeasance and Calling for Redemption of Certain Currently Outstanding District Obligations

Mr. Jesse Wyse briefed the Board about this item. Currently outstanding district obligations; directing that the superintendent, and/or chief financial officer, or designee, effectuate the redemption of these obligations; authorizing the execution of an escrow agreement; and other matters in connection therewith.

Trustee Jeff Burton made the first motion to approve this item as submitted. Vice President Jason Olson seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins			x		
Jason Olson		x	x		
Ken Beber			x		
DeLeon English			x		
David Montemayor					
Jeff Burton	x		x		
Eric Wilson					

F. Discuss and consider approval of TASB Risk Management Fund Contribution & Coverage for the 2026-2027 Fiscal Year

Mr. Jesse Wyse approached the Board about this item.

Secretary Ken Beber made the first motion to approve this item as submitted. Vice President Jason Olson seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins			x		
Jason Olson		x	x		
Ken Beber	x		x		
DeLeon English			x		
David Montemayor					
Jeff Burton			x		
Eric Wilson					

G. Discuss and consider approval of Board Resolution for One-Time Payment for Eligible Employees

Mr. Jesse Wyse briefed the Board about this item. Consider a one-time payment for eligible employees to demonstrate support of District employees, enhance employee morale, and support the retention of employees.

Vice President Jason Olson made the first motion to approve this item as presented with one minor change (no bonus, instead payment). Secretary Ken Beber seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins			x		
Jason Olson	x		x		
Ken Beber		x	x		
DeLeon English			x		
David Montemayor					
Jeff Burton			x		
Eric Wilson					

H. Discuss and consider approval of Compensation Plan for the 2026-2027 School Year
Ms. Asheley Brown approached the Board about this item. This is information related to salary ranges, stipends, supplemental pay for temporary workers, and teacher new hire salary schedule.

The compensation plan will be attached to the minutes.

Vice President Jason Olson made the first motion to approve this item as submitted.

Secretary Ken Beber seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins			x		
Jason Olson	x		x		
Ken Beber		x	x		
DeLeon English			x		
David Montemayor					
Jeff Burton			x		
Eric Wilson					

I. Discuss and consider approval of Adoption of Budget for 2026-2027

Mr. Jesse Wyse briefed the Board about this item. The adoption of the proposed budget supports the education initiative of Little Elm ISD.

There was an update on the submitted information and it will be attached to the minutes.

Vice President Jason Olson made the first motion to approve this item as presented.

Trustee Jeff Burton seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins			x		
Jason Olson	x		x		
Ken Beber			x		
DeLeon English			x		
David Montemayor					
Jeff Burton		x	x		
Eric Wilson					

J. Discuss and consider approval of 2025-2026 Budget Amendment

Mr. Jesse Wyse presented this item to the Board. At the end of each year, final budget amendments are presented to the Board for approval for any anticipated functional overages.

Secretary Ken Beber made the first motion to approve this item as submitted. Vice President Jason Olson seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins			x		
Jason Olson		x	x		
Ken Beber	x		x		
DeLeon English			x		
David Montemayor					
Jeff Burton			x		
Eric Wilson					

K. Discuss and consider approval of Little Elm High School Phase #1 Change Order #1 for Dance studio Addition

Mr. Mickey James approached the Board about this item.

Trustee Jeff Burton made the first motion to approve this item as submitted. Vice President Jason Olson seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins			x		
Jason Olson		x	x		
Ken Beber			x		
DeLeon English			x		
David Montemayor					
Jeff Burton	x		x		
Eric Wilson					

10. Consent Agenda

A. Discuss and consider approval of May 18, 2026 - Workshop Meeting Minutes

B. Discuss and consider approval of May 18, 2026 - Regular Meeting Minutes

C. Discuss and consider approval of SB13 Acquisition of Library Books

D. Discuss and consider approval of Little Elm ISD Expenditures over \$100,000 Summary Report

E. Discuss and consider approval of Financial Reports - April 2026

F. Discuss and consider approval of Little Elm ISD Interlocal Summary Report

G. Discuss and consider approval of Little Elm ISD Purchasing Cooperative Memberships

H. Discuss and consider approval of Request for Proposal #2024-005 Food Catering Services

Vice President Jason Olson made the first motion to approve the consent agenda as submitted. Secretary Ken Beber seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins			x		
Jason Olson	x		x		
Ken Beber		x	x		
DeLeon English			x		
David Montemayor					
Jeff Burton			x		
Eric Wilson					

11. Board President Comments

Ms. Mary Watkins thanked the staff for their hard work and for staying late this evening.

12. Board Comments

Trustee DeLeon English thanked the staff.

Vice President Jason Olson wished good luck to the fine arts students going to nationals.

Secretary Ken Beber commented about SLI and the learning about school board and legislative body.

Trustee Jeff Burton mentioned SLI is good and not so good stuff with lots of learning. Mr. Burton also sent a gig shot out for putting together the STEAM Camp.

13. Superintendent Comments

Mr. Michael Lamb mentioned the following:

- Thanks Frank for everything you do
- Thanks Jesse for all the hard work on the Budget
- Thanks Asheley for the hard work on the busiest time of the year for HR
- Thanks Sonia for everything you do
- Great day to be a Lobo

14. Adjournment

Vice President Jason Olson made the first motion to adjourn the meeting. Secretary Ken Beber seconded the motion. The motion passed (5-0).

Board Member	Made Motion	2nd Motion	Ayes	Nays	Abstain
Mary Watkins			x		
Jason Olson	x		x		
Ken Beber		x	x		
DeLeon English			x		
David Montemayor					
Jeff Burton			x		
Eric Wilson					

The meeting adjourned at 7:48 pm.

The minutes were approved on July 20, 2026.

A handwritten signature in cursive script, reading "Mary Watkins", positioned above a horizontal line.

President – Mary Watkins

A handwritten signature in cursive script, reading "Ken Beber", positioned above a horizontal line.

Secretary – Ken Beber



**Little Elm ISD
2026-2027
Compensation
Plan**

****PROPOSED****



26-27 Teacher Pay Scale

Teacher, Nurse (RN), Media Specialist (aka Librarian)

Years Experience	Bachelor's
0 (uncertified)	\$60,200
0 (certified)	\$60,450
1	\$60,785
2	\$61,885
3	\$63,050
4	\$63,336
5	\$66,056
6	\$66,277
7	\$66,497
8	\$66,774
9	\$67,105
10	\$67,436
11	\$67,789
12	\$68,119
13	\$68,450
14	\$68,892
15	\$69,333
16	\$69,830
17	\$70,326
18	\$70,823
19	\$71,264
20	\$71,706
21	\$72,147
22	\$72,699
23	\$73,526
24	\$74,739
25+	\$74,960
Bilingual Certification Stipend \$5,000	
Master's Degree Stipend \$1,500 (Teacher and Nurse [RN] Only)	
Media Specialist/Librarian base pay is equal to the appropriate step above plus \$1,500	
Critical Needs Stipends - Varied amounts	
<i>This schedule is for hiring purposes only. No yearly salary increases are automatically granted. Neither past nor future salaries can be calculated, assumed, or predicted on the basis of this schedule.</i>	

Pay Grade 1			Min - Hourly
	# Duty Days		
Child Nutrition Specialist	176	176 Days	\$15.45
Child Nutrition, Floater	176	240 Days	\$21,754
Custodian	240		\$29,664

Pay Grade 2			Min - Hourly
	# Duty Days		
Custodian, Lead	240	178 Days	\$22,001
Grounds, Level 1	240	240 Days	\$29,664
Maintenance, Level 1	240		
Security Monitor	178		

Pay Grade 3			Min - Hourly	Mid - Hourly	Max - Hourly
	# Duty Days				
Grounds, Level 2	240	240 Days	\$15.59	\$19.02	\$22.45
Head Custodian, Elementary	240		\$29,933	\$36,518	\$43,104
Maintenance, Level 2	240				

Pay Grade 4			Min - Hourly	Mid - Hourly	Max - Hourly
	# Duty Days				
Child Nutrition Manager	177	177 Days	\$17.20	\$21.06	\$24.92
Head Custodian, Middle School/High School	240	240 Days	\$24,355	\$29,821	\$35,287
Supervisor, Grounds	240		\$33,024	\$40,435	\$47,846
Supervisor, Maintenance	240				

Pay Grade 5			Min - Hourly	Mid - Hourly	Max - Hourly
	# Duty Days				
Carpenter	240	240 Days	\$20.95	\$25.55	\$30.16
HVAC Technician, Journeyman	240		\$40,224	\$49,056	\$57,907

Pay Grade 6			Min - Hourly	Mid - Hourly	Max - Hourly
	# Duty Days				
HVAC Technician, Master Certified	240	240 Days	\$21.78	\$26.57	\$31.36
			\$41,818	\$51,014	\$60,211

*When an applicant has exceptional job qualifications or a position cannot otherwise be filled, the Superintendent or designee may approve hiring rates above the defined range which shall be noted on employment paperwork.

Little Elm ISD 2026-2027 Transportation Department Salary Schedule

Pay Grade 1		# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Bus Driver Trainee (Max 6 hr/day)		176	\$15.00	\$17.88	\$20.76
Bus Monitor (Max 6 hr/day)		176	\$15,840	\$18,881	\$21,923
Pay Grade 2		# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Bus Driver (Max 6 hr/day)		176	\$22.25	\$26.53	\$30.81
Bus Cover Driver (Max 8 hr/day)		176	\$23,496 176 Days (6 hrs) \$31,328 176 Days (8 hrs)	\$28,016 \$37,354	\$32,535 \$43,380
Pay Grade 3		# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Dispatcher AM/Field Trips Clerk		226	\$23.50	\$28.02	\$32.54
Dispatcher PM/Field Trips Clerk		226	\$42,488 226 Days	\$50,660	\$58,832
Pay Grade 4		# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Transportation Mechanic		240	\$24.50	\$29.21	\$33.92
			\$47,040 240 Days	\$56,083	\$65,126
Pay Grade 5		# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Lead Transportation Mechanic		240	\$26.00	\$31.00	\$35.99
			\$49,920 240 Days	\$59,520	\$69,101
Pay Grade 6		# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Shop Supervisor		240	\$28.75	\$34.28	\$39.81
			\$55,200 240 Days	\$65,818	\$76,435
Pay Grade 7		# Duty Days	Min - Daily	Mid - Daily	Max - Daily
Routing Coordinator		226	\$213.60	\$254.68	\$295.76
			\$48,274 226 Days	\$57,557	\$66,841
Pay Grade 8		# Duty Days	Min - Daily	Mid - Daily	Max - Daily
Training & Safety Supervisor		226	\$226.55	\$270.12	\$313.68
Special Populations Transportation Supervisor		226	\$51,200 226 Days	\$61,047	\$70,892

*When an applicant that has exceptional job qualifications or a position cannot otherwise be filled, the Superintendent or designee may approve hiring rates above the defined range which shall be noted on employment

Pay Grade 1			# Duty Days	Min - Hourly
Child Care			189	\$15.45
Instructional Assistant, PE			178	\$22,001
Instructional Assistant, ESL			178	\$23,360
Instructional Assistant, Special Education, Inclusion/Resource			178	

Pay Grade 2			# Duty Days	Min - Hourly
Assistant, Health Clinic			178	\$22,001
Childcare Lead			189	\$22,619
Instructional Assistant, ISS			178	\$23,360
Instructional Technology Assistant			183	\$25,091
Receptionist, Elementary/Middle/High School Campus			203	

Pay Grade 3			# Duty Days	Min - Hourly
Attendance (PEIMS) Specialist, Elementary			203	\$22,001
ESL Student Support and LPAC Clerk			178	\$24,349
Special Populations Clerk (Bilingual Required)			197	\$25,091
Instructional Asst (Bilingual Required)			178	\$27,934
Instructional Asst, Special Education, High Needs 1 on 1			178	
Instructional Asst, Special Education, 18+			178	
Instructional Asst, Special Education, Academic and Behavior Su			178	
Instructional Asst, Special Education, Self-Contained			178	
Management Systems Clerk, Special Populations			197	
Receptionist, Elementary/Middle Campus (Bilingual Required)			203	
Receptionist, High School Campus (Bilingual Required)			226	
Registrar, High School			203	

Pay Grade 4			# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Administrative Assistant, Assistant Principal			217	\$16.29	\$19.69	\$23.07
Athletic Business Assistant			203	\$24,370	\$29,456	\$34,513
Attendance Secretary, High School			187	\$26,455	\$31,977	\$37,466
Attendance (PEIMS) Specialist, Middle School			203	\$28,279	\$34,182	\$40,050
Bookkeeper, High School			217	\$29,452	\$35,600	\$41,711
District Receptionist/Translator			226			
Mail Courier/Instructional Materials Clerk			226			

Pay Grade 5			# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Administrative Assistant, Associate Principal			226	\$16.57	\$20.70	\$24.84
Administrative Assistant, Elementary Principal			217	\$28,766	\$35,935	\$43,122
Administrative Assistant, Principal/Attendance PEIMS Specialist			217	\$29,959	\$37,426	\$44,911
Lead Registrar/Attendance (PEIMS) Specialist			226			

Pay Grade 6				
	# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Administrative Assistant, Athletics	226	\$19,88	\$24,19	\$28,50
Administrative Assistant, Curriculum & Learning	226	\$29,740	\$36,188	\$42,636
Administrative Assistant, High School Principal	226	\$35,943	\$43,736	\$51,528
Administrative Assistant, Middle School Principal	226	\$38,170	\$46,445	\$54,720
Facilities Clerk	240			
Administrative Assistant, Transportation	240			
Child Nutrition Generalist	226			
Color Guard Choreographer	187			
Level 1 Technician	226			

Pay Grade 7				
	# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Level 2 Technician	226	\$21,16	\$25,74	\$30,23
Special Education, PEIMS/Records Clerk	226	\$38,257	\$46,538	\$54,656

Pay Grade 8				
	# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Accounts Payable Specialist	226	\$21,25	\$26,44	\$31,72
Exec. Administrative Assistant, Alternative Ed & Communication	226	\$38,420	\$47,804	\$57,350
Exec. Administrative Assistant, Human Resources	226			
Exec. Administrative Assistant, Special Populations	226			
Exec. Administrative Assistant, Operational Services	226			
Payroll & Benefits Specialist	226			

Pay Grade 9				
	# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Business Services Specialist	226	\$22,66	\$27,95	\$33,24
Exec. Administrative Assistant, Chief Financial Officer	226	\$40,969	\$50,534	\$60,098
Lead Computer Technician	226			
Lead Payroll & Benefits Specialist	226			

Pay Grade 10				
	# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Exec. Administrative Assistant, Deputy Superintendent	226	\$23,14	\$29,03	\$34,90
	226	\$41,837	\$52,486	\$63,099

Pay Grade 11				
	# Duty Days	Min - Hourly	Mid - Hourly	Max - Hourly
Sr. Executive Administrative Assistant to Superintendent	226	\$30,96	\$37,18	\$43,40
	226	\$55,976	\$67,227	\$78,475

*When an applicant that has exceptional job qualifications or a position cannot otherwise be filled, the Superintendent or designee may approve hiring rates above the defined range which shall be noted on employment paperwork.

Pay Grade 1				
	# Duty Days	Minimum	Midpoint	Maximum
Campus Supervisor, Child Nutrition	217	\$267.80	\$319.30	\$370.80
Coordinator, Child Nutrition	226	\$54,363	\$64,818	\$75,272
Coordinator, Construction Projects	226	\$58,113	\$69,288	\$80,464
Coordinator, PEIMS	226	\$60,523	\$72,162	\$83,801
Director, Child Care	226	\$64,272	\$76,632	\$88,992
Electronic Document Management System Analyst	226			
HR Records Manager	226			
Network/Systems Administrator	226			
Operations Supervisor, Child Nutrition	217			
Operations Supervisor, Transportation	226			
Parent Liaison	203			
Student Information Services Analyst & Support Specialist	226			
Supervisor, Custodians	240			
Transition Specialist	217			

Pay Grade 2				
	# Duty Days	Minimum	Midpoint	Maximum
Athletic Trainer	203	\$329.60	\$370.80	\$422.30
Board Certified Behavior Analyst	197	\$61,635	\$69,340	\$78,970
Coordinator, Accounting	226	\$63,283	\$71,194	\$81,082
Coordinator, Multimedia Communications	226	\$64,931	\$73,048	\$83,193
Coordinator, Health Services	217	\$66,909	\$75,272	\$85,727
Coordinator, Network Services	226	\$68,227	\$76,756	\$87,416
Coordinator, Payroll	226	\$71,523	\$80,464	\$91,639
Coordinator, Purchasing	226	\$74,490	\$83,801	\$95,440
Coordinator, Technology Services	226			
Counselor, Elementary	192			
Counselor, Lead Elementary	203			
Counselor, High School	207			
Counselor, Middle School	207			
Diagnostician	197			
Instructional Coach, Bilingual/ESL	207			
Intervention Counselor, High School	207			
Intervention Counselor, Middle School	207			
Lead Behavior Specialist/Analyst	197			
Occupational Therapist	187			
Physical Therapist	187			
School Psychologist	197			
Social Worker	203			
Speech Pathologist	187			

Pay Grade 3				
	# Duty Days	Minimum	Midpoint	Maximum
Assistant Principal, Elementary	203	\$339.90	\$390.15	\$440.40
Coordinator, College Readiness	226	\$69,000	\$79,200	\$89,401
Coordinator, Digital Learning	226	\$76,817	\$88,174	\$99,530
Coordinator, Human Resource Services	226			
Coordinator, Instructional	226			
Coordinator, Special Populations	226			

Pay Grade 4				
	# Duty Days	Minimum	Midpoint	Maximum
Assistant Principal, High School	217	\$360.50	\$426.72	\$492.94
Assistant Principal, Middle School	217	\$78,229	\$92,598	\$106,968
Associate Principal, High School	226	\$81,473	\$96,439	\$111,404
Director, Counseling (PK-8)	226	\$86,520	\$102,413	\$118,306
Director, Child Nutrition	226			
Director, Maintenance	240			
Director, Transportation	226			
Head Football Coach	226			
Principal, Alternative Education	217			
Principal, Zellars ECLC	217			

Pay Grade 5				
	# Duty Days	Minimum	Midpoint	Maximum
Director, Academic Programs	226	\$379.34	\$460.70	\$542.05
Director, Data Processing & Information Systems	226	\$82,317	\$99,972	\$117,625
Director, Fine Arts	226	\$85,731	\$104,118	\$122,503
Director, Student Services	226			
Principal, Elementary	217			
Principal, Middle School	226			

Pay Grade 6				
	# Duty Days	Minimum	Midpoint	Maximum
Director, Assessment, Accountability & Federal Programs	226	\$425.24	\$506.58	\$587.93
Director, Athletics	226	\$96,104	\$114,487	\$132,872
Director, Career & Technical Education and Virtual Learning	226			
Director, Communications	226			
Director, Human Resource Services	226			
Director, Professional Learning	226			
Director, Technology & Network Services	226			

Pay Grade 7				
Executive Director, Business Services	# Duty Days	Minimum	Midpoint	Maximum
Executive Director, Construction Services	226	\$468.11	\$549.47	\$630.82
Executive Director, Human Resource Services	226	\$105,793	\$124,180	\$142,565
Executive Director, Operational Services	226			
Executive Director, Special Populations	226			
Principal, High School	226			
Pay Grade 8				
Assistant Superintendent, Curriculum & Learning	# Duty Days	Minimum	Midpoint	Maximum
Chief Financial Officer	226	\$604.32	\$685.68	\$767.03
	226 Days	\$136,576	\$154,964	\$173,349
Pay Grade 9				
Deputy Superintendent	# Duty Days	Minimum	Midpoint	Maximum
	226	\$674.05	\$755.41	\$836.76
	226 Days	\$152,335	\$170,723	\$189,108

•When an applicant that has exceptional job qualifications or a position cannot otherwise be filled, the Superintendent or designee may approve hiring rates above the defined range which shall be noted on employment

2026-2027 Stipends

DISTRICT STIPENDS		2026-2027
Audio Video Production		\$4,000
Bilingual Certification Required (Title I)		\$5,000
Bilingual Interventionist (Bilingual Cert/Dual Lang. campuses only)		\$5,000
CN Diagnostician		\$5,000
CN School Psychologist		\$5,000
CN Special Education Self-Contained Teacher		\$3,000
CN Speech Language Pathologist		\$5,000
CN Speech Language Pathologist Assistant		\$2,500
CN SpEd Parent/In-Home Training		\$3,500
CN Special Education Teacher (Inclusion/Resource)		\$2,000
District Graphic Designer		\$8,000
District Lead Behavior Specialist		\$2,000
Early Childhood Transition Specialist		\$3,500
ELlevation Manager		\$3,000
Lead Middle School Counselor		\$1,000
Lead High School Counselor		\$2,500
Lead Dyslexia Specialist		\$2,500
Lead Elementary Art		\$500
Lead Elementary Choir		\$500
Lead Elementary Music		\$500
Lead Elementary PE		\$500
Lead Gifted/Talented		\$500
Lead Librarian		\$1,500
Lead Secondary PE		\$500
Lead - SpEd LSSP/SLP		\$2,000
Lead - SpEd Elementary Diagnostician		\$2,000
Lead - SpEd Secondary Diagnostician		\$2,000
Lead World Language 6-12 or K-12		\$750
School Psychologist/Diag/SpPath Bilingual Proficiency - SpEd		\$5,000
Stadium Digital Media Manager		\$8,000
Master's Degree		\$1,500
Mentor Teacher		\$300
Title IV Professional Development		\$1,000
Visually Impaired Teacher		\$2,000
Visually Impaired Teacher with Certified Orientation Mobility Specialist Certification		\$1,500
TRAVEL		2026-2027
Assigned to specific positions based on job requirements.		\$420 - \$1200
CELL PHONE		2026-2027
Assigned to specific positions based on job requirements.		\$500 - \$900

HIGH SCHOOL STIPENDS		2026-2027
Art NHS		\$850
Band Assistant Director		\$5,200
Band Head Director		\$13,000
Certification Welder		\$7,500
Cheerleader Varsity Coach		\$5,000
Cheerleader JV Coach		\$3,000
Cheerleader Freshmen Coach		\$3,000
Choir Assistant Director		\$4,000
Choir Director		\$6,500
Class Sponsor		\$1,000
CN (Local Certification) CTE		\$1,000
CN (TEA Certified) CTE		\$2,500
CN LOTE		\$4,000
CN Math		\$4,000
CN MATH GOALS/AIMS		\$2,000
CN Science		\$4,000
CN Science GOALS/AIMS		\$2,000
Credit Recovery Facilitator		\$5,000
CTSO Lead Sponsor		\$1,500
CTSO Assistant Sponsor		\$1,000
Department Head		\$1,500
Drill Team Assistant Director		\$3,500
Drill Team Head Director		\$5,500
Folklorico		\$1,000
Hope Squad		\$1,000
HS Theater Arts		\$6,500
HS Theater Arts Tech		\$4,500
NHS		\$850
National Technical Honor Society		\$850
Prom		\$500
Spanish NHS		\$850
Student Council		\$1,500
UIL Coach		\$500
UIL Coordinator		\$2,000
Webmaster		\$500
Yearbook		\$2,000

MIDDLE SCHOOL STIPENDS		2026-2027
Band Assistant Director		\$5,200
Band Head Director		\$9,200
CN LOTE (6th to 8th)		\$4,000
CN Math (6th to 8th)		\$2,000
CN Science (6th to 8th)		\$2,000
Cheerleading Assistant Coach		\$1,000
Cheerleading Head Coach		\$2,000
Choir Assistant Director - MS		\$2,500
Choir Director - MS		\$4,500
Department Head		\$950
Hope Squad		\$1,000
National Jr. Honor Society		\$500
Student Council		\$800
Theater Arts Director		\$1,500
Webmaster		\$500
Yearbook		\$500
ELEMENTARY SCHOOL STIPENDS		2026-2027
Elementary Music Teacher		\$1,000
Dual Language Teacher with ESL Cert.		\$2,000
LASO Grant		\$500
Team Lead		\$500
Webmaster		\$500
Yearbook		\$500
HR USE ONLY		2026-2027
Stipend Contingency Allotment (as need is determined)		\$5,000
ATHLETIC STIPENDS -HS		2026-2027
Athletic Coordinator		\$6,000
Athletic Trainer		\$6,000
Baseball Assistant Coach		\$3,750
Baseball Head Coach		\$8,100
Basketball B&G Assistant Coach		\$4,200
Basketball B&G Head Coach		\$8,500
Campus Athletic Director		\$12,000
Cross Country Assistant Coach		\$3,400
Cross Country Head Coach		\$6,000
Facility Coordinator		\$5,000
Football Assistant Coach - Varsity		\$6,100
Football Assistant Head Coach		\$8,900
Football Defensive Coordinator		\$8,700
Football Offensive Coordinator		\$8,700

Golf Boy's Head Coach	\$5,700
Golf Girl's Head Coach	\$5,700
Middle School Athletics Liaison	\$3,000
Offseason Coordinator - HS	\$3,000
Powerlifting B&G Coach	\$5,000
Soccer Assistant Coach	\$4,000
Soccer B&G Head Coach	\$7,800
Softball Assistant Coach	\$3,750
Softball Head Coach	\$8,100
Tennis Assistant Coach	\$4,400
Tennis Head Coach	\$7,800
Track Coordinator	\$3,000
Track B&G Assistant Coach	\$3,700
Track B&G Head Coach	\$7,000
Volleyball Assistant Coach	\$4,000
Volleyball Head Coach	\$8,100
Wrestling Assistant Coach	\$3,400
Wrestling Head Coach	\$7,000
ATHLETIC STIPENDS - MS	2026-2027
Athletic Coordinator	\$1,750
Cross Country Head Coach	\$1,800
Basketball Assistant Coach	\$2,450
Basketball 8th B&G Head Coach	\$3,200
Football Assistant Coach	\$3,200
Football Head Coach	\$3,500
Soccer B&G Assistant Coach	\$1,500
Soccer B&G Head Coach	\$1,800
Tennis Head Coach	\$1,800
Track Assistant Coach	\$1,900
Track 8th B&G Head Coach	\$2,400
Volleyball Assistant Coach	\$2,100
Volleyball Head Coach	\$2,700

Little Elm Independent School District		
2026 - 2027 SUPPLEMENTAL PAY AMOUNTS (INFREQUENT DUTIES)		
CURRICULUM AND PROFESSIONAL DEVELOPMENT		
Area of Responsibility	Duties Performed	Rate of Pay
Curriculum and Instruction	Adult Learning (Designer/Writer/Facilitator/Participant)	\$25.00 per hour
	CTE Catering/Food Truck	\$25.00 per hour
	Detention/Seat Time	\$25.00 per hour
	Dual Language/ESL Program (Professional)	\$25.00 per hour
	Dual Language/ESL Program (Paraprofessional)	EE Hourly Rate
	Multilingual Program Supports	\$25.00 per hour
	Parent Academy/Involvement - Professionals	\$25.00 per hour
	Professional Staff - Curriculum Writing	\$30.00 per hour
	Spelling Bee Elementary/Secondary	\$25.00 per hour
	STEAM Camp Teacher	\$21.00 per hour
	STEAM Camp Student Worker	\$15.00 per hour
	Summer School/STEAM Camp Nurse	\$40.00 per hour
	Summer School (Professional)	\$40.00 per hour
	Summer School (Paraprofessional)	EE Hourly Rate/\$15.00 per hour
	Summer School Credit Recovery	\$25.00 per hour
	Test Proctoring	\$25.00 per hour
	Tutoring - Non-Certified	\$20.00 per hour
	Tutoring - Certified	\$30.00 per hour
	Fine Arts Clinician	Tier 1- \$100.00 per hour
	Box Truck Driver	\$25.00 per hour
Campus	Fine Arts Honor Choir	\$25.00 per hour
	Fine Arts Technician	Tier 1- \$25.00 per hour
	Fine Arts Semi Driver	\$25.00 per hour
	Fine Arts Mentor Teacher	\$50.00 per hour
	Evening Academy Professional (Certified)	\$30.00 per hour
	Evening Academy Paraprofessional	Blended rate
	Educational Diagnostician	NTE \$85.00 per hour
Special Populations	Homebound Teacher	NTE \$35.00 per hour
	School Psychologist	NTE \$85.00 per hour
	Special Populations Support	NTE \$85.00 per hour
	Speech Language Pathologist	NTE \$70.00 per hour
ATHLETICS		
All Sports Game Workers	Announcer and Track System Monitor	\$25.00 per hour
	Athletic Entrance Security Monitor	\$20.00 per hour
	Books, Clock, Score Keeper/Spotter, Chains, Press Box Coordinator, and Stadium Supervisor	\$20.00 per hour
	Extra Curricular Bus Driver	\$45.00 per In-District Trip
	Game Day/Gym Manager (Professional)	\$25.00 per hour
	Lead Track Official	\$25.00 per hour
	Athletic Event Monitor	\$15.00 per hour
	Ticket Taker, Monitor, Line Judge, and Cleanup Crew	\$15.00 per hour
CHILD CARE		
Substitutes	Hourly Substitute	\$15.00 per hour
CHILD NUTRITION		
Substitutes	Hourly Substitute	\$15.00 per hour
COMMUNICATIONS		
Communications	District Web Designer	\$20.00 per hour
SAFETY		
Campus AM/PM	Crossing Guard	\$15.00 per hour
TRANSPORTATION		
Transportation	Bus Driver (Extra Duty)	EE Hourly Rate
	Bus Driver Trainee	\$15.00 per hour
	Bus Driver Trainer (Extra Duty)	EE Hourly Rate
	Bus Monitor (Extra Duty)	EE Hourly Rate
	Fueling Crew	\$18.00 per hour
	Sub Bus Driver	\$22.25 per hour
	Sub Bus Monitor	\$15.00 per hour
	Shop Help (Store Runners, Test Runs, Bus Upkeep)	\$15.00 per hour
TEMPORARY REPLACEMENTS		
Campus Professional	Elementary Counselor	Mid point of AP2 (192)
	Middle School Counselor	Mid point of AP2 (217)
	High School Counselor	Mid point of AP2 (217)
	Elementary School Principal - retiree (AP5)	Mid point of AP5 (217)
	Elementary School Asst Principal - retiree (AP3)	Mid point of AP3 (203)
	Middle School Principal - retiree (AP5)	Mid point of AP5 (226)
	Middle School Asst Principal - retiree (AP4)	Mid point of AP4 (217)
	High School Principal - retiree (AP7)	Mid point of AP7 (226)
	High School Asst Principal - retiree (AP4)	Mid point of AP4 (226)
Unforeseen Circumstances	TBD	

**THE BOARD OF TRUSTEES OF THE
LITTLE ELM INDEPENDENT SCHOOL DISTRICT
RESOLUTION**

WHEREAS, the Board of Trustees ("Board") wishes to reward Little Elm ISD employees for their continued service to the students and school community; and

WHEREAS, a public school purpose will be served by the payment of a one-time payment to District employees, in order to demonstrate support of its employees, enhance employee morale and support the retention of employees; and

WHEREAS, the District's current financial position allows for payment of a one-time payment to employees of \$500 as further detailed below (the "Payment"); and

Now therefore it be resolved by the Board that:

1. The Board authorizes the Payment to each individual who began their employment prior to July 1, 2026, as compensation for continued service to the District; and
2. The Board finds that a public purpose and a benefit to Little Elm ISD exists in the issuance of the one-time payment; and
3. The Board authorizes the Superintendent to take any action necessary to implement the intent of this resolution, including making determinations of individual employee eligibility to receive the one-time payment.

Adopted by the vote of the majority of members of the Board of Trustees of the Little Elm ISD present and voting at an open meeting of the Board on the 22nd day of June, 2026, at which a quorum was present:

BY:


Mary Watkins, Board President

BY:


Ken Beber, Board Secretary



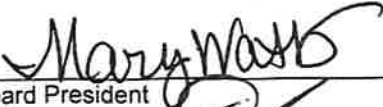
Little Elm ISD

2025-2026 Proposed Amendment 2

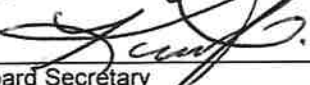
Combined Funds

	General Fund	Student Nutrition Fund	Debt Service Fund	Combined Total
Estimated Revenue				
5700 - Local Revenue	\$59,560,979	\$1,822,500	\$36,182,450	\$97,565,929
5800 - State Revenue	\$31,697,258	\$20,000	\$7,612,300	\$39,329,558
5900 - Federal Revenue	\$2,225,000	\$3,360,189		\$5,585,189
Total Revenue	\$93,483,237	\$5,202,689	\$43,794,750	\$142,480,676
Appropriations				
11 - Instruction	\$54,484,417			\$54,484,417
12 - Instructional Resources	\$1,350,041			\$1,350,041
13 - Instructional Staff Development	\$2,294,399			\$2,294,399
21 - Instructional Leadership	\$1,358,460			\$1,358,460
23 - School Administration	\$5,561,725			\$5,561,725
31 - Guidance & Counseling	\$3,416,164			\$3,416,164
32 - Social Work Services	\$187,862			\$187,862
33 - Health Services	\$997,675			\$997,675
34 - Student Transportation	\$4,342,785			\$4,342,785
35 - Food Services	\$217,373	\$5,202,689		\$5,420,062
36 - Extra Curricular Activities	\$2,940,086			\$2,940,086
41 - General Administration	\$4,278,523			\$4,278,523
51 - Plant Maintenance & Operations	\$14,743,284			\$14,743,284
52 - Security	\$1,843,913			\$1,843,913
53 - Data Processing Services	\$2,249,869			\$2,249,869
61 - Community Services	\$56,860			\$56,860
71 - Debt Service	\$400,000		\$43,794,750	\$44,194,750
81 - Facilities & Construction	\$25,673			\$25,673
91 - Recapture Payments	\$1,763,507			\$1,763,507
95 - JJAEP	\$50,000			\$50,000
99 - Other Intergovernmental Charges	\$685,600			\$685,600
Total Appropriations	\$103,248,216	\$5,202,689	\$43,794,750	\$152,245,655
Net Surplus/(Deficit)	(\$9,764,979)	\$0	\$0	(\$9,764,979)
Transfer In from Other Financing Sources	\$9,764,979			\$9,764,979
Adjusted net Surplus/(Deficit)	\$0	\$0	\$0	\$0

This proposed budget amendment for the 2025-26 school year was adopted at a meeting of the School Board of Trustees on June 22, 2026 as evidenced in the Official School Board Minutes. I certify that budget preparation & adoption is in accordance with Chapter 44 of the Texas Education Code.



Board President



Board Secretary

6/22/2026

Date

6/22/2026

Date