

Lancaster ISD 2019-2020 Compensation and Salary Schedule



2019-20 Administrative/Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	Coordinator - Internal Communications & Strategic Marketing	226	Daily	\$250.50	\$300.00	\$349.50
	Coordinator - Public Relations & Multimedia Marketing	226	187 Days	46,844	56,100	65,357
	Coordinator - Student Info Systems/Special Programs	207	207 Days	51,854	62,100	72,347
	Speech Language Pathology Assistant	187	226 Days	56,613	67,800	78,987
2						
	Athletic Trainer	226	Daily	\$273.05	\$327.00	\$380.96
	Coordinator - Technology Services/Support	226	187 Days	51,060	61,149	71,240
	Counselor - Elementary School	197	197 Days	53,791	64,419	75,049
	Counselor - Middle School	207	207 Days	56,521	67,689	78,859
	Diagnostician	207	226 Days	61,709	73,902	86,097
	Diagnostician/Child Find Coordinator	226				
	Police Lieutenant	226				
	Program Specialist - Special Education IDEA	197				
	Curriculum Specialist - ELAR	226				
	Curriculum Specialist - Literacy	226				
	Curriculum Specialist - Math	226				
	Curriculum Specialist - Science	226				
	Curriculum Specialist - Early Childhood	226				
	Health and Wellness Coordinator	187				
	Specialist - Adapted PE/Special Olympics	207				
	Specialist - Behavior	187				
	Speech Language Pathologist- (Life Certificate/Non CCC)	197				
3						
	Accountant - General Ledger	226	Daily	\$288.07	\$344.99	\$401.91
	Asst. Director- Fine Arts	207	187 Days	53,869	64,513	75,157
	Asst Principal - Elementary School	207	207 Days	59,630	71,413	83,195
	Coordinator - Academics/Innovation	226	215 Days	61,935	74,173	86,411
	Coordinator - Advanced Academics	226	226 Days	65,104	77,968	90,832

Coordinator - Dyslexia/504/RTI	207
Coordinator - Special Ed	207
College and Career Center Counselor	215
Counselor - High School	215
Data Analyst	226
Licensed Specialist School Psychology	207
Occupational Therapist	187
Speech Language Pathologist-CCC	187
Systems Administrator- Technology	226

4	
Assoc Principal - Middle School	226
Asst Principal - Middle School	207
Asst. Director - SPED	226
Network Engineer	226

Daily	\$303.91	\$363.96	\$424.01
207 Days	62,909	75,340	87,770
226 Days	68,684	82,255	95,826

5	
Assoc Principal - High School	226
Asst Principal - High School	215
Coordinator - District - CTE	226
Coordinator- District- College and Career Readiness	226
Coordinator - Testing	226
Director - Student/Family Services/Teacher Support	226
Director of Instructional Technology	226
Director of Blended Learning	226
Police Chief	226

Daily	\$320.62	\$383.98	\$447.34
215 Days	68,933	82,556	96,178
226 Days	72,460	86,779	101,099

6	
Director - Finance	226
Director - Maintenance	226
Director - Transportation	226
Principal - Elementary School	226

Daily	\$343.07	\$410.86	\$478.65
226 Days	77,534	92,854	108,175

7	
Director - Athletics/Hd Football Coach	226
Director-Communications	226
Director - Fine Arts	226
Director- Technology	226

Daily	\$370.51	\$443.73	\$516.95
226 Days	83,735	100,283	116,831

Principal - 9th Grade Campus	226
Principal - Alternative School	226
Principal - ECHS	226
Principal - Middle School	226
Executive Director of Student Data management Systems	226

8

Director- Student Services	226
Sr. Executive Director - Finance	226
Principal - High School	226

Daily	\$414.98	\$496.98	\$578.98
226 Days	93,785	112,317	130,849

9

Chief of Athletics and Public Relations	226
Chief Communication Officer	226
Chief Operations Officer	226
Chief of Special Education	226
Chief of Leadership Development and Special Programs	226
Chief of Data and Accountability	226
Chief of Technology	226

Daily	\$475.91	\$566.56	\$657.21
226 Days	107,556	128,043	148,529

10

Assistant Superintendent	226
Chief Financial Officer	226

Daily	\$510.47	\$600.55	\$690.63
226 Days	115,366	135,724	156,082

11

Deputy Superintendent	226
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Daily	\$541.09	\$636.58	\$732.06
226 Days	122,286	143,867	165,447

2019-20 Administrative Support Placement Scale

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$12.71	\$15.50	\$18.29
	Receptionist/Clerk - High School	187	187 Days	19,014	23,188	27,362
	Receptionist/Clerk - Middle School	187	207 Days	21,047	25,668	30,288.24
	Copy Clerk-PTRC	207				
2			Hourly	\$13.73	\$16.74	\$19.75
	Attendance Clerk - Elementary School	197	197 Days	21,638	26,382	31,126
3			Hourly	\$14.83	\$18.08	\$21.33
	Attendance Clerk - High School	207	187 Days	22,186	27,048	31,910
	Attendance Clerk - Middle School	207	207 Days	24,558	29,940	35,322
	Clerk- Child Nutrition	226	215 Days	25,508	31,098	36,688
	Clerk - Sped	226	226 Days	26,813	32,689	38,565
	Community Liaison	207				
	Print and Digital Media Clerk	187				
	Registrar - Middle School	207				
	Secretary - Assoc Principal, HS	226				
	Secretary - Asst Principal, HS	207				
	Secretary - Counselor	207,215				
4			Hourly	\$16.46	\$20.07	\$23.68
	Administrative Assistant - Fine Arts	207	187 Days	24,624	30,025	35,425
	Central Office Receptionist/Substitute Liaison	226	192 Days	25,283	30,828	36,372
	Registrar - High School	207	207 Days	27,258	33,236	39,214
	Secretary - Office Manager, High School	226	226 Days	29,760	36,287	42,813
	Secretary - Principal, Alternative School	207				
	Secretary - Principal, Elementary School	207				
	Secretary - Principal, Middle School	226				
	Secretary- Principal, J.D. Hall	226				
	Student Success / Parent Liaison	192				

5	
Administrative Assistant - Child Nutrition	226
Administrative Assistant - Athletic Office	226
Secretary- Maintenance	226
Administrative Assistant Police	226
Administrative Assttant - Special Education	226
Administrative Assistant- Technology	226
Coordinator - Travel	226
Office Manager - High School	226
Secretary - Transportation	226
Secretary- High School	226

Hourly	\$18.27	\$22.28	\$26.29
226 Days	33,032	40,282	47,532

6	
Administrative Assistant - Asst Superintendent	226
Administrative Assistant - Chief Operations Officer	226
Administrative Assistant - Communications	226
Administrative Assistant- Chief Financial Officer	226
Administrative Assistant- Chief of SPED	
Technical Support Specialist	226
Route and Field Trip Coordinator	235
Speciliast- Athletics	226

Hourly	\$20.71	\$24.95	\$29.19
226 Days	37,444	45,110	52,776

7	
Specialist - Accounts Payable	226
Specialist - Benefits	226
Specialist - Human Resources	226
Systems Specialist- Human Resources	226
Manager - Payroll	226
Supervisor-Drivers & Training	236
Supervisor- SPED Drivers & Monitors	236
Specialist Communications	226

Hourly	\$23.19	\$27.94	\$32.69
226 Days	41,928	50,516	59,104

8	
Network Technician	226
Specialist - Certification	226
Specialist - Print & Media	226

Hourly	\$26.20	\$31.57	\$36.94
226 Days	47,370	57,079	66,788

9	
Exec. Administrative Assistant - Superintendent & Board	226

Hourly	\$29.87	\$35.99	\$42.11
226 Days	54,005	65,070	76,135

2019-20 Instructional Support Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$11.50	\$13.75	\$16.01
	Aide - Bilingual	187	187 Days	17,204	20,570	23,951
	Aide - Classroom	187				
	Aide - Head Start	187				
	Aide - PreK	187				
	Hall Monitor	187				
	Nurse Assistant	187				
	Aide- AAA	187				
2			Hourly	\$12.58	\$15.06	\$17.54
	Aide - Bright Beginnings	187	187 Days	18,820	22,530	26,240
	Aide - Dyslexia	187				
	Aide - Special Education	187				
	Aide- Transition	187				
3			Hourly	\$13.77	\$16.49	\$19.21
	Aide - Library	187	187 Days	20,600	24,669	28,738
4			Hourly	\$15.36	\$18.39	\$21.42
	Aide - ISS	187, 207	187 Days	22,979	27,511	32,044
			207 Days	25,436	30,454	35,472
5			Hourly	\$19.04	\$22.80	\$26.56
	Nurse - Licensed Vocational	187	187 Days	28,484	34,109	39,734

2019-20 Auxiliary Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$10.58	\$12.75	\$14.92
	Crossing Guard	175	175 Days	14,812	17,850	20,888
	Custodian	260	260 Days	22,006	26,520	31,034
2			Hourly	\$11.74	\$14.15	\$16.56
	Groundskeeper	260	260 Days	24,419	29,432	34,445
	Custodian - Crew Leader	260				
3			Hourly	\$13.04	\$15.71	\$18.38
	Groundskeeper - Athletics	260	187 Days	19,508	23,502	27,496
	Groundskeeper-Crew Leader	260	260 Days	27,123	32,677	38,230
	Civilian Security Staff	187				
	Custodian-Athletics	260				
4			Hourly	\$14.48	\$17.44	\$20.40
	Custodian - Lead Night	260	187 Days	21,662	26,090	30,518
	Electrician - Helper	260	226 Days	26,180	31,532	36,883
	Plumber Helper	260	260 Days	30,118	36,275	42,432
	Public Safety Officer	226				
	Transportation Dispatcher	260				
	Police Dispatcher	226				
5			Hourly	\$16.36	\$19.71	\$23.06
	Small Engine Mechanic	260	260 Days	34,029	40,997	47,965
	Painter	260				
6			Hourly	\$18.82	\$22.67	\$26.52
	Carpenter/General Maintenance	260	260 Days	39,146	47,154	55,162
	Locksmith/Carpenter	260				
	Vehicle Mechanic	260				

7	
Custodial Supervisor	236
Electrician	260
Grounds Supervisor/IPM Coordinator/Applicator	236
HVAC Technician - EPA Certified	260
Plumber	260
Vehicle Mechanic - Lead, Diesel & ASE Certified	260

Hourly	\$21.64	\$26.07	\$30.50
236 Days	40,856	49,220	57,584
260 Days	45,011	54,226	63,440

8	
Custodial Manager	236
Police Officer	226

Hourly	\$24.88	\$29.98	\$35.08
226 Days	44,983	54,204	63,425

9	
Police Sergeant	226

Hourly	\$29.22	\$34.78	\$40.34
226 Days	52,830	62,882	72,935

Pay Scale for Bus Drivers and Monitors

Driver	
Years of Experience	Hourly Rate
0	\$ 21.00
1	\$ 21.25
2	\$ 21.50
3	\$ 21.75
4	\$ 22.00
5	\$ 22.25
6	\$ 22.50
7	\$ 22.75
8	\$ 23.00
9	\$ 23.25
10	\$ 23.50
11	\$ 23.75
12	\$ 24.00
13	\$ 24.25
14	\$ 24.50
15	\$ 24.75
16	\$ 25.00
17	\$ 25.25
18	\$ 25.50
19	\$ 25.75
20	\$ 26.00
21	\$ 26.25
22	\$ 26.50
23	\$ 26.75
24	\$ 27.00
25	\$ 27.25

Monitor	
Years of Experience	Hourly Rate
0	\$ 10.76
1	\$ 10.76
2	\$ 11.12
3	\$ 11.48
4	\$ 11.84
5	\$ 12.20
6	\$ 12.56
7	\$ 12.92
8	\$ 13.28
9	\$ 13.64
10	\$ 14.00
11	\$ 14.36
12	\$ 14.72
13	\$ 15.08
14	\$ 15.44
15	\$ 15.80
16	\$ 16.16
17	\$ 16.52
18	\$ 16.88
19	\$ 17.24
20	\$ 17.60
21	\$ 17.96
22	\$ 18.32
23	\$ 18.68
24	\$ 19.04
25	\$ 19.40