

Lancaster Independent School District



2018-2019

Compensation and Salary Scale

2018-19 Administrative/Professional Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	College Advisor - High School	207			
	Coordinator - Internal Communications & Strategic Marketing	226			
	Coordinator - Public Relations & Multimedia Marketing	226			
	Coordinator - Student Info Systems/Special Programs	207			
	Speech Language Pathology Assistant	187			
2					
	Asst Principal - Intern	207			
	Athletic Trainer	226			
	Coordinator - Fine Arts	207			
	Coordinator - Information Technology	226			
	Coordinator - Technology Services/Support	226			
	Counselor - Elementary School	197			
	Counselor - Middle School	207			
	Diagnostician	207			
	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			
	Specialist - Adapted PE/Special Olympics	207			
	Specialist - Behavior	187			
	Specialist - Blended Learning	226			

Daily	\$250.50	\$300.00	\$349.50
187 Days	46,844	56,100	65,357
207 Days	51,854	62,100	72,347
226 Days	56,613	67,800	78,987

Daily	\$273.05	\$327.00	\$380.96
187 Days	51,060	61,149	71,240
197 Days	53,791	64,419	75,049
207 Days	56,521	67,689	78,859
226 Days	61,709	73,902	86,097

3	
Accountant - General Ledger	226
Asst Principal - Elementary School	207
Coordinator - Academics/Innovation	226
Coordinator - Advanced Academics	226
Coordinator - Dyslexia/504/RTI	207
Coordinator - ELA	226
Coordinator - Sp Ed Instructional Programs	226
Counselor - High School	215
Data Analyst	226
Licensed Specialist School Psychology	207
Occupational Therapist	187
Speech Language Pathologist-CCC	187
Systems Administrator- Technology	226

Daily	\$288.07	\$344.99	\$401.91
187 Days	53,869	64,513	75,157
207 Days	59,630	71,413	83,195
215 Days	61,935	74,173	86,411
226 Days	65,104	77,968	90,832

4	
Assoc Principal - Middle School	226
Asst Principal - Middle School	207
Band Director - HS	189
Network Engineer	226
Asst. Director - SPED	226

Daily	\$303.91	\$363.96	\$424.01
189 Days	57,439	68,788	80,138
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 Data Management Systems	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/Grants	226
Director - Finance/Purchasing	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 - CTE Early College	226
Director - Fine Arts	226
Director - Human Resources	226
Director- Finance	
Principal - 9th	226
Principal - Alternative School	226
Principal - ECHS	226
Principal - Middle School	226

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

8	
Executive Director - Athletics	226
Executive Director - Bilingual Education & School Improvement	226
Executive Director - Special Ed/Special Programs	226
Executive 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 Academics Officer	226
Chief of Athletics and Public Relations	226
Chief Communication Officer	226
Chief Financial Officer	226
Chief Human Resources Officer	226
Chief Operations Officer	226
Chief Technology Officer	226
Chief of Special Education	226
Chief of Leadership Development and Special Programs	226

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

10	
Assistant Superintendent	226

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

2018-19 Administrative Support Placement Scale

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Receptionist/Clerk - High School	187	Hourly \$12.71	\$15.50	\$18.29
	Receptionist/Clerk - Middle School	187	187 Days	19,014	23,188
				27,362	
2					
	Attendance Clerk - Elementary School	197	Hourly \$13.73	\$16.74	\$19.75
			197 Days	21,638	26,382
				31,126	
3					
	Attendance Clerk - High School	207	Hourly \$14.83	\$18.08	\$21.33
	Attendance Clerk - Middle School	207	187 Days	22,186	27,048
	Clerk - Child Nutrition	226	207 Days	24,558	29,940
	Clerk - Sp Ed Evaluation/Special Projects	207	215 Days	25,508	31,098
	Clerk - Sp Ed Records	207	226 Days	26,813	32,689
	Community Liaison	187			38,565
	Registrar - Middle School	207			
	Secretary - Assoc Principal, HS	226			
	Secretary - Asst Principal, HS	207			
	Secretary - Counselor	207,215			
	Print and Digital Media Clerk	187			

4	
Central Office Receptionist/Substitute Liaison	226
Parent Liaison - Bilingual	187
Registrar - High School	207
Secretary - Athletics Operations	226
Secretary - Office Manager, High School	226
Secretary - Principal, Alternative School	207
Secretary - Principal, Elementary School	207
Secretary - Principal, Middle School	226
Student Success / Parent Liaison	192

Hourly	\$16.46	\$20.07	\$23.68
187 Days	24,624	30,025	35,425
192 Days	25,283	30,828	36,372
207 Days	27,258	33,236	39,214
226 Days	29,760	36,287	42,813

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

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

6	
Administrative Assistant - Asst Superintendent	226
Administrative Assistant - Asst Superintendent	226
Administrative Assistant - Athletic Office	226
Administrative Assistant - Chief Operations Officer	226
Administrative Assistant - Communications & Student Svcs	226
Administrative Assistant- Chief Financial Officer	226
Computer Technician	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
Manager - Payroll	226

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

8	
Specialist - Certification	226
Specialist - Print & Media	226
Specialist - Technology Support	226

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

9	
Exec. Administrative Assistant - Superintendent & Board	226
Coordinator - Fixed Assets	226

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

2018-19 Instructional Support Pay Plan

Pay Grade	Job Title	Calendars	Hourly	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				
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				
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, 192	187 Days	28,484	34,109	39,734
			192 Days	29,245	35,021	40,796

2018-19 Auxiliary Pay Plan

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

Vehicle Mechanic 260

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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
236 Days	46,973	56,602	66,231

9

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