



A PROUD TRADITION | A BRIGHT FUTURE

LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

Special Board Meeting

Tuesday, August 4, 2015

6:30 PM

**LAMAR CISD BOARD OF TRUSTEES
SPECIAL BOARD MEETING
BRAZOS CROSSING ADMINISTRATION BUILDING
3911 AVENUE I, ROSENBERG, TEXAS
AUGUST 4, 2015
6:30 PM**

AGENDA

1. Call to order and establishment of a quorum
2. Opening of meeting
3. Audience to patrons
4. **ACTION ITEMS:**
 - A. **Goal: Planning**
 1. Budget Update
 - a. 2015-2016 Budget Update 4
 - b. Consider approval of date for public meeting to discuss budget and proposed tax rate 5
 - c. Consider approval of proposed tax rate that will be published in the notice for the public meeting 6
 2. Consider approval of 2015 - 2016 compensation plan 7
5. **CLOSED SESSION**
 - A. Adjournment to closed session pursuant to Texas Government Code Sections 551.071, 551.072, 551.074, and 551.082, the Open Meetings Act, for the following purposes: (Time _____)
 1. Section 551.074 - For the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.
 - a. Approval of personnel recommendations for employment of professional personnel
 - b. Employment of professional personnel (Information)
 - c. Employee resignations and retirements (Information)
 2. Section 551.072 - For the purpose of discussing the purchase, exchange, lease or value of real property
 - a. Land
 3. Section 551.071 - To meet with the District's attorney to discuss matters in which the duty of the attorney to the District under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Open Meetings Act, including the grievance/complaint hearing.
 - a. Any item listed on the agenda
 - b. Discuss pending, threatened, or potential litigation, including school finance litigation

RECONVENE IN OPEN SESSION

Action on Closed Session Items

ADJOURNMENT: (Time _____)

CERTIFICATE AS TO POSTING OR GIVING OF NOTICE

On this 30th day of July 2015 at 3:00 p.m., this notice was posted on a bulletin board located at a place convenient to the public in the central administrative offices of the Lamar Consolidated Independent School District, 3911 Avenue I, Rosenberg, Texas 77471, and in a place readily accessible to the general public at all times.



Karen Vacek
Secretary to Superintendent

BUDGET UPDATE

Jill Ludwig and Yvonne Dawson will provide the Board details regarding the 2015 – 2016 budget.

Resource Person: Jill Ludwig, Chief Financial Officer

**CONSIDER APPROVAL OF DATE FOR PUBLIC MEETING TO
DISCUSS BUDGET AND PROPOSED TAX RATE**

RECOMMENDATION:

That the Board of Trustees approve August 20, 2015 as the date for the public meeting to discuss budget and the proposed tax rate.

PROGRAM DESCRIPTION:

After the board agrees upon the proposed tax rate and publishes the notice, the board must call the required public meeting to discuss the budget and proposed tax rate. At least 10, but no more than 30 days before the public meeting, the Notice of Public Meeting to Discuss Budget and Proposed Tax Rate must be published in strict accordance with the requirements of Texas Education Code Section 44.004. The budget must be approved by law prior to September 1.

Submitted by: Jill Ludwig, Chief Financial Officer

Recommended for approval:



Dr. Thomas Randle
Superintendent

**CONSIDER APPROVAL OF PROPOSED TAX RATE THAT WILL BE PUBLISHED IN
THE NOTICE FOR THE PUBLIC MEETING**

RECOMMENDATION:

That the Board of Trustees approve the tax rate to be published in the newspaper in the Notice of Public Meeting to Discuss Budget and Proposed Tax Rate.

M&O: \$ _____
I&S: \$ _____
Total: \$ _____

IMPACT/RATIONALE:

The two-part tax rate and additional information will be presented at the meeting during the Budget Update. The rate for Maintenance and Operations will be proposed separately from the Interest and Sinking Fund rate.

Submitted by: Jill Ludwig, Chief Financial Officer

Recommended for approval:



Dr. Thomas Randle
Superintendent

CONSIDER APPROVAL OF 2015 - 2016 COMPENSATION PLAN

RECOMMENDATION:

That the Board of Trustees consider approval of the 2015 - 2016 Compensation Plan, as presented.

IMPACT/RATIONALE:

Funds will be included in the 2015 - 2016 budget, as per direction from the Board of Trustees, for each classification of employee outlined in the plan. The Compensation Plan reflects salary information for the 2015 - 2016 school year.

PROGRAM DESCRIPTION:

Each year the administration prepares the Compensation Plan for approval by the Board of Trustees. This plan represents all pay information including salary supplements and substitute pay.

Submitted by: Jill Ludwig, Chief Financial Officer
Dr. Kathleen Bowen, Chief Human Resources Officer

Recommended for approval:



Dr. Thomas Randle
Superintendent

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN
TEACHERS**

Base Salary Range

10 - Month Salary Range Minimum: \$51,500

10 - Month Salary Range Maximum: \$75,000

Continuing teachers will receive a \$1,950 increase for 2015-16.

Master's Degree Stipend: \$1,000

Teachers with a Doctorate will receive the Master's Degree Stipend.

Teachers and related staff will be paid annual salaries within the pay range.

Salaries are determined on an individual basis based on each person's creditable years of experience and credentials.

Annual salaries are adjusted for work periods longer than 10 months.

Salary advancement is based on an annual pay raise budget approved by the Board of Trustees and cannot be predicted beyond one year.

This schedule applies to Counselors, Social Workers, Speech Therapists, High School Registrars, Diagnosticians, ROTC Drill Instructors, Nurses, Librarians, Orientation and Mobility Specialists, G/T Facilitators, Accelerated Language Program Facilitators, Physical Therapists, Occupational Therapists, Instructional Coaches, Instructional Coordinators-Campus, Instructional Facilitators -Special Education, Intervention Specialists, Dyslexia Specialists, and ARD Specialists.

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
Department Chairpersons - Math, Reading, English, Social Studies, Science, Special Education		
Senior High		1,650
Junior High		1,650
Choral Music		
Senior High	2	4,950
Senior High Assistant		2,750
Junior High		2,750
Junior High Assistant		1,650
Instrumental Music		
Director, High School	20	4,950
Asst. Director, High School	18	3,300
Director, Junior High School	12	3,300
Asst. Director, Junior High School	10	2,750
Asst. Director, Middle School	7	2,750
Speech and Debate		
Senior High		3,300
Junior High		880
Asst. Speech/Debate High School		550
Theater		
Senior High		3,300
Senior High, Asst		1,650
Junior High		1,100
Newspaper and Yearbook		
Senior High, Newspaper		1,320
Senior High, Yearbook		1,650
Junior High, Newspaper		440
Junior High, Yearbook		440
Student Activity Sponsors		
Senior High, Dance Team	10	3,740
Senior High, Dance Team Asst.		1,980
Senior High, Cheerleader		2,750
Senior High, Cheerleader (JV)		1,100
		1,320 (2 squads)
Senior High, Student Council		1,100
Junior High, Cheerleader		1,100
Junior High, Student Council		550
University Interscholastic League - Senior High		440 per event
UIL Coordinator - High School and Junior High School		440

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
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Student Activity Sponsors

District Sponsored Activities	440
Academic Decathlon/Science Olympiad/Star Challenge - High School	1,100
Special Olympics, Head Coach	1,320 per sport (3)
Special Olympics, Asst. Coach	1,100 per sport (3)
High School Leadership	1,100 1 per HS

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN**

POSITION	STIPEND
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Other Supplemental Pay

Superintendent's Secretary - Board Meeting	4,950 / Year
Speech Therapist with Certificate of Clinical Competence (CCC)	3,300 / Year
Speech Therapist with State Board License	2,200 / Year
Lead Speech Path, Supervision Stipend	2,200 / Year
Speech Therapist with TEA Certification	1,100 / Year
Speech Therapy Assistant Supervision Stipend	1,100 / Year
Bilingual Certified Teachers, PK-5 Bilingual Program	3,850 / Year
ESL Certified Teachers, PK-5 Dual Language Program	1,650 / Year
Bilingual ESL Lead Teacher - Bilingual Campus	3,850 / Year
ESL Lead Teacher - ESL Campus	1,650 / Year
Accelerated Language Program Facilitators	3,850 / Year
Counselor	2,200 / Year
Registrar	2,200 / Year
Diag/LSSP	2,420 / Year
Lead Speech Language - Pathologist	2,420 / Year
Nurse	2,200 / Year
Lead Nurse	5,500 / Year
Occupational Therapist	2,420 / Year
Physical Therapist	2,420 / Year
Social Worker	2,200 / Year
Speech - Language Pathologist	2,420 / Year
After School Detention	25.00 / Hour
Curriculum Writing	25.00 / Hour
Extended Day Program	25.00 / Hour
In-Home Training (Certified Teachers)	25.00 / Hour
Night School Teacher	25.00 / Hour
Night School Administrator	35.00 / Hour
Plato Lab	25.00 / Hour
SAT/PSAT	25.00 / Hour
Saturday Clock Hours - Teachers	25.00 / Hour
Saturday Clock Hours - Administrators	35.00 / Hour
Summer School Teacher	25.00 / Hour
Summer School Aides/Clerks	13.00 / Hour
Summer School Nurses	30.00 / Hour
Summer School Counselor/Social Worker	25.00 / Hour
Summer School Principal	35.00 / Hour
Summer School Bus Driver	Regular Rate
Summer School Bus Aide	Regular Rate
Summer School Food Service	Regular Rate
Testing Facilitator	25.00 / Hour
Testing Proctor (Exempt Staff)	25.00 / Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN**

POSITION	STIPEND
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Other Supplemental Pay	
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Tutorials	25.00 / Hour
YMCA Gym Supervisor	25.00 / Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
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ATHLETIC STIPENDS - HIGH SCHOOL

Football

Offensive/Defensive Coordinator	15	4,400
Special Teams Coordinator	13	4,400
Varsity Assistant	12	4,400
JV Head	12	3,300
JV Assistant	12	2,640
Sophomore Head	12	2,640
Sophomore Assistant	12	2,420
Freshman Head	12	3,190
Freshman Assistant	12	2,200

Basketball - Boys

Varsity	8	4,400
JV	8	2,750
Sophomore		1,980
Freshman		1,980

Basketball - Girls

Varsity	8	4,400
JV	8	2,750
Freshman		1,980

Volleyball

Varsity	10	3,300
JV	10	1,980
Freshman	10	1,650

Track (Boys & Girls)

Varsity Head	2	3,850
Varsity Asst.	2	2,310
JV Head		1,980
Freshman Head		1,870

Cross Country (Boys & Girls)

Varsity	5	2,200
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Tennis (Boys & Girls)

Varsity	5	4,950
JV	5	3,300
Freshman		1,980

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
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ATHLETIC STIPENDS - HIGH SCHOOL

Golf		
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Varsity		4,950
Asst.		1,980

Baseball		
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Varsity Head	2	3,850
Varsity Asst.	2	2,200
JV		1,980
Sophomore		1,980
Freshman		1,980

Swimming		
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Varsity	8	3,850
Asst. (If number of participants exceed 45)		1,980
District - Diving	8	3,850

Soccer (Boys & Girls)		
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Varsity	2	3,850
Asst.	2	2,200

Softball		
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Varsity	2	3,850
Asst.	2	2,200
JV		1,980
Freshman		1,980

Trainer		
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Head	15	5,500
Asst.	14	4,400

Wrestling		
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Varsity		3,850
Asst. (Prior Approval Required)		1,980

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN**

POSITION	EXTRA DAYS	STIPEND
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ATHLETIC STIPENDS - JUNIOR HIGH SCHOOL

Campus Coordinator		
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Coordinator	14	3,300
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Football		
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Head 8th grade	14	1,980
Asst. 8th grade	5	1,760
Head 7th grade	5	1,760
Asst. 7th grade	5	1,650

Basketball (Boys & Girls)		
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Head 8th grade		1,540
Asst. 8th grade		1,320
Head 7th grade		1,320
Asst. 7th grade		1,320

Volleyball		
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Head 8th grade		1,320
Asst. 8th grade		1,210
Head 7th grade		1,210
Asst. 7th grade		1,210

Track (Boys & Girls)		
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Head 8th grade		1,320
Asst. 8th grade		1,210
Head 7th grade		1,210
Asst. 7th grade		1,210

Tennis (Boys & Girls)		
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Head		1,320
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**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN**

POSITION	RATE
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CONCESSION STAND/ATHLETIC EVENT SCHEDULES

Traylor Stadium/Track

Concession Worker (Varsity Football - 3.5 hour minimum)	\$10 / Hour
Concession Cashier	\$50 / Event
Concession Manager - Main Stand	\$55 / Event
Parking Lot Attendants	\$50 / Event
Parking Lot Attendant - Lead	\$75 / Event
Parking Lot Security (Non-Uniformed)	\$45 / Event
Ticket Taker	\$30 / Event
Ticket Seller	\$35 / Event
Gate Keeper	\$30 / Event
Home Side- Band/Pass/Ticket Taker	\$45 / Event
Visitor Side - Band/Pass/Ticker Taker	\$40 / Event
Money Counter	\$45 / Event
Announcer	\$50 / Event
Clock Operator	\$50 / Event
Press Box Manager	\$50 / Event
Scoreboard Tech	\$50 / Event
Stadium Supervisor	\$100 / Event
Ticket Sales Manager	\$100 / Event
Trainer	\$100 / Event

All Season Sports

Ticket Box Cashier	\$30 / Event
Ticket Takers	\$30 / Event
Clock Operators	\$10 / Game
Score Keeper	\$10 / Game
Starter (Track/Cross Country)	\$100 / Meet
Assistant Starter (Track/Cross Country)	\$50 / Meet

UIL Game Reports

(If done by Host)	\$75 / Event
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Summer Programs

Camp Directors	\$100-\$150 / Day
Camp Assistant Directors	\$90-\$100 / Day
Camp Instructors	\$50-\$70 / Day
Camp Assistant Instructors	\$40-\$50 / Day
Natatorium Director	\$200 / Day

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Buyer, Purchasing Early Childhood Specialist, Project LEARN HOME Instructor Specialist, Project LEARN Parent Education Specialist, Project LEARN Project Learn Specialist	Daily	\$195.24	\$238.10	\$280.95
2	Asst. Purchasing/Materials Manager Bus Discipline Supervisor Capital Assets/Textbook Accountant Food Service Dietician/Menu Planner Manager/Graphic Arts/Communications Specialist Parent Educator - Campus Personnel Specialist, Auxiliary Personnel Specialist, Elementary Router/Scheduler, Transportation Speech-Language Pathology Assistant Staff Accountant Student Accounting Specialist	Daily	\$224.52	\$273.81	\$323.10
3	Asst Director, Finance Asst Director, Food Service Communications Coordinator Executive Director - L.E.A.F. Facilitator, College Career Facilitator, Parent Involvement Fleet Services Manager Multimedia Specialist/Videographer Pool Manager Student Assessment Specialist Substance Abuse Specialist Transportation Site Manager Transportation Special Needs Coordinator	Daily	\$253.71	\$309.40	\$365.09
4	Asst Director, Operations Asst Director, Transportation Asst Principal, ES Campus Instructional Technology Specialist Energy Coordinator Recruiter, Human Resources Technology Development Specialist Web Developer	Daily	\$271.72	\$331.37	\$391.02

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
5	504/Dyslexia Facilitator Asst Principal, MS Behavior/Autism Specialist Coordinator for Student Achievement & Data Interpretation Federal Programs Coordinator Manager of Special Projects, Technology Network Engineer Program Supervisor, Sp Ed Programmer/Analyst Special Education Coordinator Staff Development Coordinator	Daily	\$285.99	\$348.77	\$411.55
6	Administrator for Truancy/Dropout Prevention Administrator, Student Accounting Asst Principal, HS Asst Principal, JH Asst Principal, Special Sites Coordinator, Project LEARN Director, Bilingual/ESL Curriculum & Instructional Director, Information Services Director, Network Services Director, Special Projects Director, Technology Development Director, Technology Integration Instructional Coordinator-Admin. Payroll Manager	Daily	\$307.97	\$368.82	\$429.68
7	Assoc Principal, HS Asst Director, Employee Services & Risk Management Asst Director, Staffing & Records Management Budget & Treasury Officer Director, Advanced Studies Director, Fine Arts Early Childhood Principal Principal, ES Purchasing/Materials Manager	Daily	\$354.93	\$425.07	\$495.21

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN
ADMINISTRATIVE/PROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
8	Campus Coordinator/Head Football Coach Director, Career and Technology Director, Research/Accountability Director, Student Support Services Principal, ALC (DAEP) Principal, JH Principal, MS	Daily	\$378.90	\$453.76	\$528.63
9	Director, Athletics Director, Finance Director, Food Service Director, Special Education Director, Transportation	Daily	\$413.56	\$492.34	\$571.11
10	Operations Administrator Principal, HS	Daily	\$446.65	\$531.73	\$616.80
11	Executive Director, Community Relations Executive Director, Elementary Ed Executive Director, Secondary Ed Academic Administrator	Daily	\$496.28	\$590.80	\$685.33
12	Chief Financial Officer Chief Human Resources Officer Chief Technology Information Officer	Daily	\$535.98	\$638.07	\$740.17

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Aide, Bilingual/ESL Aide, Compensatory Aide, Instructional Aide, Physical Education Aide, Pre-Kindergarten Aide, Project LEARN Aide, Special Assignment Class Aide, Title I Clerk, Elementary/Secondary Clerk, Monitor (2.5 hour) Clerk, Transportation	Hourly	\$10.58	\$13.23	\$15.87
2	Aide, ALC/Special Sites Aide, Computer Assistance Aide, Credit Restoration Aide, IBC Aide, In-School Suspension Aide, Intake (ALC) Aide, Keyboarding Aide, Life Skills Aide, OT/PT Aide, PASS Aide, PPCD Aide, SILC/PASS Aide, SIP Aide, Sp Ed Behavior Specialist Aide, Sp Ed Resource Clerk Monitor (8 hour) Choir, Assistant/Accompanist Clerk, Special Education Coordinator Receptionist, Campus	Hourly	\$11.13	\$13.92	\$16.70
3	Activity Reconciliation Clerk, Athletics Admin Asst, Sp Ed SS Aide, Bilingual Assessment Aide, Lead Behavior Specialist Aide, Transition Liaison/Sp Ed Clerk, Athletic Office Clerk, Registrar Clerk, SEMS Receptionist, Central Office Water Safety Instructor	Hourly	\$11.80	\$14.75	\$17.70

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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4		Hourly	\$13.11	\$16.38	\$19.66
	Admin Asst, Asst Principal (HS, JH)				
	Admin Asst, Counselor				
	Admin Asst, Federal Programs Coordinator				
	Admin Asst, Project LEARN				
	Aide, ALP Translator/Assistant				
	Aide, Braille & Tactual Materials Specialist				
	Aide, Liaison for At-Risk/Attendance				
	Clerk, Accounting				
	Clerk, Attendance HS				
	Clerk, Attendance JH				
	Clerk, Food Service-Accounting				
	Data Specialist, Sp Ed/Assessment				
	Technician, HR/Employee Benefits				

5		Hourly	\$15.60	\$19.50	\$23.39
	Admin Asst, Coordinator of Staff Development				
	Admin Asst, Director Advanced Studies				
	Admin Asst, Director Bilingual/ESL				
	Admin Asst, Director of CTE				
	Admin Asst, Director Fine Arts				
	Admin Asst, Director of Research and Accountability				
	Admin Asst, Payroll Transportation				
	Admin Asst, Technology Integragion and Development				
	Clerk, Accounts Payable				
	Clerk, Food Service-Free & Reduced				
	Clerk, Human Resources				
	Clerk, Maintenance and Operations				
	Clerk, Payroll Leaves and Absences				
	Data Technician				
	HR Specialist				
	PEIMS Specialist -Special Education				
	Purchasing Assistant				
	SHARS/Medicaid Specialist				

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN
CLERICAL/PARAPROFESSIONAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
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6		Hourly	\$16.38	\$20.47	\$24.56
Admin Asst, Director of Athletics Admin Asst, Director of Finance Admin Asst, Director of Food Service Admin Asst, Director of Maintenance & Operations Admin Asst, Director of Transportation Admin Asst, Principal (ALC, ES, ECC, MS, JH) Admin Asst, Special Sites Clerk, Employee Management System Clerk, Instructional Coordinator - Admin Clerk, Payroll Compliance/Reporting Specialist, FFE & Purchasing					

7		Hourly	\$18.79	\$22.92	\$27.06
Admin Asst, Academic Administrator Admin Asst, Administrator for Operations Admin Asst, Director of Sp Ed Admin Asst, Exec Dir of Community Relations Admin Asst, Exec Dir of Elementary Ed Admin Asst, Exec Dir of Secondary Ed Admin Asst, Principal HS Deaf Interpreter LVN/Teacher Aide Specialist, Accounting Federal/Special Programs					

8		Hourly	\$20.12	\$24.53	\$28.95
Admin Asst, Chief Financial Officer Admin Asst, Chief Human Resources Officer Admin Asst, Chief Technology Information Officer Buyer, Purchasing Certified Occupational Therapist Assistant Coordinator, Accounts Payable/Cash Management Payroll Specialist Specialist, Employee Benefits					

9		Hourly	\$26.15	\$31.89	\$37.63
Admin Asst, Superintendent & Board of Trustees					

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN
TECHNICAL**

Pay Grade	Job Title	Minimum	Midpoint	Maximum
11	Specialist, Graphic Arts	\$11.68	\$13.99	\$16.30
12	Mail Center Supervisor Printer Specialist, Computer Publications	\$13.60	\$16.30	\$19.00
13	Technician, Print Production	\$15.81	\$18.95	\$22.08
14	AV Technical Specialist Computer Operator 2 Computer Publications Specialist, Lead Data Assessment Specialist Help Desk Technician PC Technician II PC Technician, Service Lead Printer, Lead	\$20.09	\$24.06	\$28.04
15	LVN Network Technician Technical Services Manager	\$27.13	\$32.49	\$37.85

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
1	Culinary Helper Custodian, Day (Secondary) Custodian, Night Custodian, Rotating Crew Laundry Worker	Hourly	\$8.95	\$11.19	\$13.43
2	Aide, Bus Athletic Field Technician Custodian, Lead I Delivery Driver Laundry Worker, Sr Specialist 1, Culinary Traffic Control Monitor Warehouse Driver I	Hourly	\$9.87	\$12.04	\$14.20
3	Custodian, Lead II Floor Care Technician General Maintenance Tech Lawn Works Tech Manager In Training, Food Service Mechanic Assistant Warehouse Receiving Clerk	Hourly	\$11.23	\$13.70	\$16.16
4	Athletic Grounds Crew Leader Custodian, Lead III Floor Crew Machine Tech Laundry Worker, Lead Lawn Works Lead Lawn Works Tech Sr Mechanic I, Transportation Playground Tech IV Pool Technician Warehouse Assistant - FS	Hourly	\$13.02	\$15.88	\$18.74

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN
MANUAL TRADES**

Pay Grade	Job Title	Minimum	Midpoint	Maximum	
5	Concession Stand Manager Custodian, Lead IV Dispatcher, Transportation Lawn Works Mechanic Lawn Works Technician M&O Buyer/Inventory Control Maintenance Technician Manager I, Food Service Manager, Food Service Warehouse Parts Manager, Transportation Planner/Scheduler Preventive Maintenance Tech Preventive Maintenance Specialist, Transp	Hourly	\$15.11	\$18.43	\$21.74
6	Bus Operations Specialist Food Service Maintenance Tech Maintenance Technician, Sr Manager II, Food Service Manager, Integrated Pest Mechanic II, Transportation Supervisor, Planner/Scheduler Training and Safety Coordinator	Hourly	\$17.71	\$21.60	\$25.49
7	Custodial Supervisor Food Service Coordinator Lead Mechanic - Transportation Security Officer/Certified Peace Officer Supervisor, Grounds	Hourly	\$21.26	\$25.93	\$30.60
8	Energy Technician Specialist Supervisor, Maintenance Supervisor, Preventative Maintenance Supervisor, Routine Maintenance Supervisor, Warehouse	Hourly	\$23.59	\$28.77	\$33.95
99	Bus Driver	Hourly	\$17.09	\$19.96	\$22.83

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN**

POSITION	RATE
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SUBSTITUTE - TEACHERS, ADMINISTRATORS, AND PARAPROFESSIONALS

Substitute Teachers	
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Certified	\$103 / Day
Substitute Nurse, RN	\$103 / Day
Degreed	\$93 / Day
Substitute Nurse, LVN	\$93 / Day
Certified Long-term degreed/ Nurse RN (Ten or more consecutive days as a substitute for the same classroom teacher as approved by the Chief Human Resource Officer)	\$160 / Day
Long-term degreed/ Nurse LVN (Ten or more consecutive days as a substitute for the same classroom teacher as approved by the Chief Human Resources Officer)	\$119 / Day
Non-Degreed	\$83 / Day
Long-term Non-Degreed	
Less than 30 hours	\$83 / Day
30-59 hours	\$88 / Day
60+ hours	\$93 / Day

Substitute Administrator	
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Elementary/Secondary	One half of Daily Rate of Last Employment but no less than \$164.50
Secondary	Additional \$35.00 per day for extended day activities.

Substitute Clerks/Aides	
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Degreed and Non-degreed	\$83 / Day
Substitute Crossing Guard	\$8.25 / Hour
Substitute Cafeteria Monitor	\$7.25 / Hour
Substitute Food Service	\$7.25 / Hour

**LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
2015-16 COMPENSATION PLAN**

POSITION	HOURLY RATE
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PART TIME EMPLOYEES

High School Student	\$7.25
College Student	\$7.50
Minimum hours per semester - 12 (Documentation required for each year of college standing)	
Life Guards	
W.S.I.	\$7.50-\$8.75
Water Safety	\$7.25-\$8.50
Pool Supervisor	\$15.00
Swimming Instruction - W.S.I. Certified	\$10.00-\$12.00
Swimming Instruction - Private Lessons	\$20.00-\$25.00
Crossing Guard	\$9.00