

# PAY SYSTEM REVIEW SUMMARY

**Lubbock-Cooper Independent  
School District**

August 2026

## Introduction and Methodology

Lubbock-Cooper Independent School District (LCISD) engaged the HR Services Division of the Texas Association of School Boards (TASB) to conduct a comprehensive review of its employee compensation plan. HR Services has been providing compensation consulting and support services to Texas schools for 40 years. This report presents a summary of the findings and recommendations from this project with supporting data.

### Purpose of Study

This study was conducted to objectively examine the competitive job market and make recommendations for internally fair and externally competitive pay practices. The project included the following processes:

- evaluate competitive market prices for key benchmark jobs;
- determine whether employees are being paid within an appropriate market range;
- determine whether jobs are placed correctly in the pay structure;
- build or align pay structures with the competitive job market;
- develop an affordable implementation plan with recommended pay adjustments; and
- review and recommend administrative guidelines for managing pay systems.

All employee groups were included in this study, including:

- teachers;
- administrative/professional;
- clerical/paraprofessional; and
- auxiliary.

### Project Activities

The following work tasks were completed during the study.

- **Initial planning and data collection**  
Consultants conferred with district administrators to ensure a clear understanding of the concerns and objectives for the study. Pay data collected on personnel employed at the start of the project was used for modeling proposed pay plans and costs.
- **Assess competitive pay levels for common jobs**  
The competitive job market group was approved by the district. Consultants analyzed market data to determine where the district is at risk and identified priorities for pay system improvements.
- **Review job classifications**  
Consultants reviewed job classifications through discussions with district leadership, review of job descriptions as needed, and market pricing. Consultants also reviewed the exemption status of jobs for compliance with the Fair Labor Standards Act (FLSA).

- **Build or align pay range structures**

Pay structures were built or adjusted based on market benchmark rates and district budget. Pay structures were designed to provide competitive pay ranges and internal pay system controls.

- **Design implementation plan with recommended pay adjustments**

The implementation plan was designed to achieve the following:

- provide a general pay increase to all employees paid within their pay range;
- adjust all employees up to the minimum pay rate for their position;
- add strategic adjustments to improve pay for identified employees; and
- hold harmless employees paid above the recommended maximum rates.

- **Review a draft of findings and recommendations and deliver a final report**

Consultants met with district leaders to review the initial draft of findings and recommendations.

Additional information about pay systems can be found in the Appendix.

## **Data Sources**

Data sources for this project were obtained from:

- District employee records;
- Peer districts;
- TASB annual surveys of salaries and wages in Texas schools; and
- Third-party salary surveys of the local metro area.

## Market Comparisons

Comparison districts were selected based on enrollment and location. School district data was obtained from the most recent available surveys conducted by TASB HR Services. Non-school market data for the Lubbock metro area from multiple third-party sources was used for positions not included in the TASB salary survey and incorporated for positions with similar jobs outside of K-12 education. Statewide market data for districts of comparable size was used for high-level central administrator jobs.

**Exhibit 1: Comparison Districts**

|                           | District        | ESC Region | Student Enrollment | Number of FTE | Teacher   | Exempt* & Nonexempt |
|---------------------------|-----------------|------------|--------------------|---------------|-----------|---------------------|
| 1                         | Abernathy ISD   | 17         | 780                | 133           | X         | X                   |
| 2                         | Abilene ISD     | 14         | 14,514             | 2,202         | X         | X                   |
| 3                         | Amarillo ISD    | 16         | 28,393             | 4,044         | X         | X                   |
| 4                         | Canyon ISD      | 16         | 11,516             | 1,661         | X         | X                   |
| 5                         | Denver City ISD | 17         | 1,505              | 257           | X         | X                   |
| 6                         | Frenship ISD    | 17         | 12,048             | 1,537         | X         | X                   |
| 7                         | Hereford ISD    | 16         | 3,846              | 642           | X         | X                   |
| 8                         | Lamesa ISD      | 17         | 1,396              | 315           | X         | X                   |
| 9                         | Lorenzo ISD     | 17         | 215                | 71            | X         | X                   |
| 10                        | Lubbock ISD     | 17         | 23,172             | 3,102         | X         | X                   |
| 11                        | New Deal ISD    | 17         | 699                | 124           | X         | X                   |
| 12                        | New Home ISD    | 17         | 691                | 87            | X         | X                   |
| 13                        | Olton ISD       | 17         | 619                | 119           | X         | X                   |
| 14                        | Shallowater ISD | 17         | 1,720              | 282           | X         | X                   |
| 15                        | Slaton ISD      | 17         | 1,247              | 270           | **        |                     |
| 16                        | Sweetwater ISD  | 14         | 1,850              | 351           | X         | X                   |
| 17                        | Wilson ISD      | 17         | 137                | 35            | **        |                     |
| <b>Lubbock-Cooper ISD</b> |                 | <b>17</b>  | <b>8,132</b>       | <b>1,255</b>  | <b>17</b> | <b>15</b>           |

\* High-level central administrator jobs are compared to statewide market data for districts of comparable size.

\*\* District did not participate in survey. Teacher schedules collected from the district.

## Summary of Findings

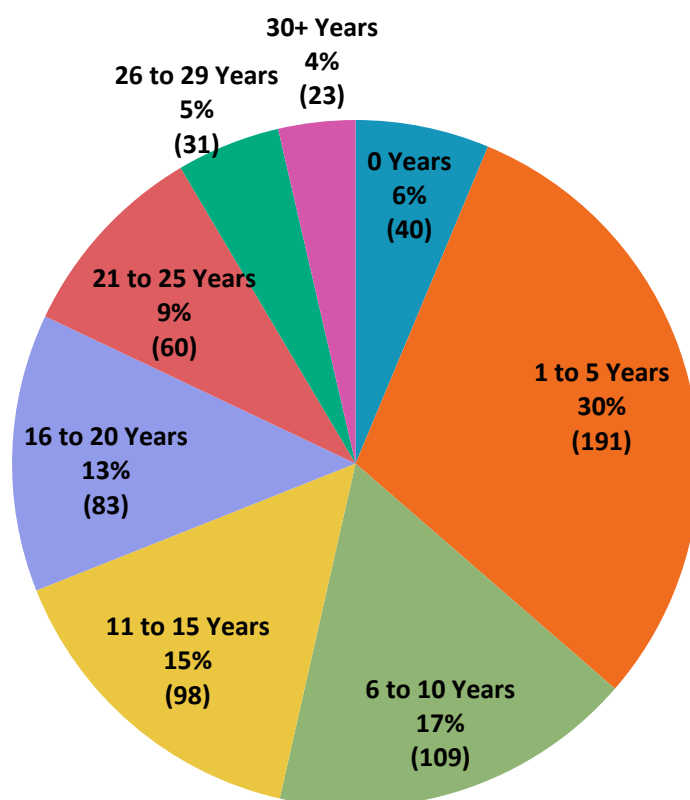
### Teachers—Current Environment

On average, teachers have 11.4 years of teaching experience, which equals the state average of 11 years. Sixty-nine percent of teachers have less than 16 years of experience, with 36 percent having less than six years. Nine percent have more than 25 years of experience and are at or near retirement eligibility.

For newly hired teachers, 32 percent were new to the profession, with 26 percent having more than 10 years.

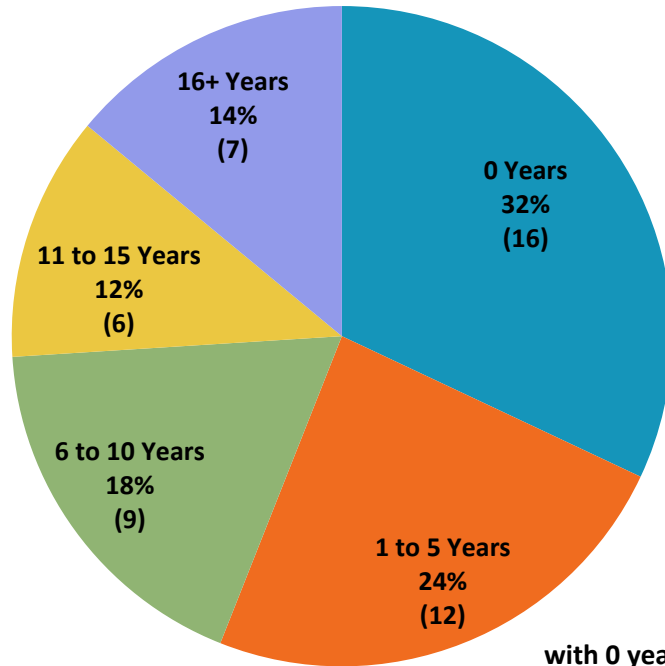
The current teacher placement guide extends to 25 years of experience, with starting pay at \$44,500. Pay differences between years of service range from \$100 to \$1,500 (excluding years 3 and 5 which are heavily influenced by the teacher retention allotment (TRA) mandated increases) and would benefit from being more standardized to enhance internal equity.

**Exhibit 2: Distribution of Teachers by Experience**



635 Teachers

**Exhibit 3: Experience of Newly Hired Teachers**



**50 Teachers  
with 0 years of local experience in  
2025-2026**

Teachers—Market Comparison

Starting pay is currently 100 percent of market median, but pay for years 5, 10, 15, and 20 is notably below market, ranging from 88 percent of market to 92 percent of market. Buoyed by longevity stipends, average teacher pay is 96 percent of market (\$2,377 below).

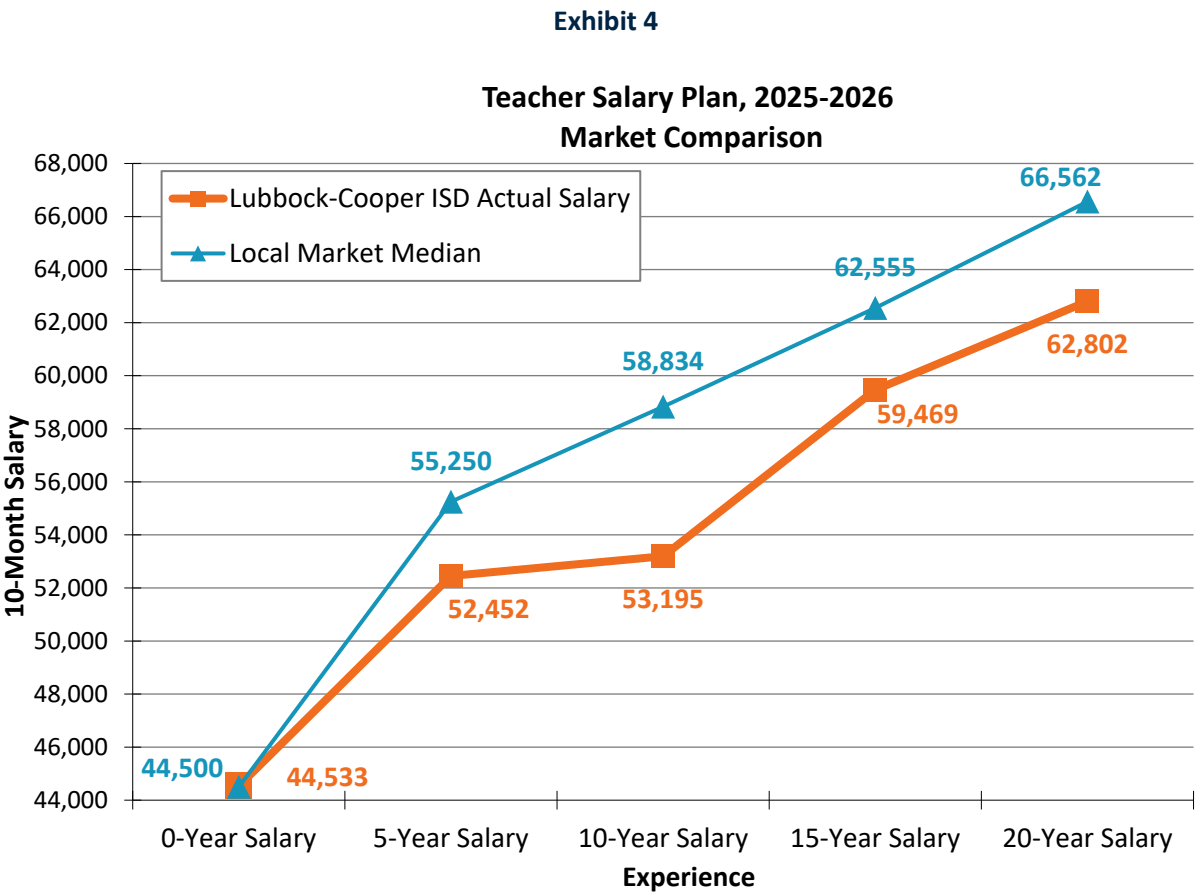


Exhibit 5: Teacher Salary Schedule Comparison

|                           | Beginning Salary | 5-year Salary | 10-year Salary | 15-year Salary | 20-year Salary |
|---------------------------|------------------|---------------|----------------|----------------|----------------|
| Lubbock-Cooper ISD Salary | \$44,500         | \$50,000      | \$51,700       | \$56,700       | \$61,500       |
| Local Market Median       | \$44,500         | \$55,250      | \$58,834       | \$62,555       | \$66,562       |
| Percent of Market Median  | 100%             | 90%           | 88%            | 91%            | 92%            |
| Difference to Median      | \$0              | (\$5,250)     | (\$7,134)      | (\$5,855)      | (\$5,062)      |

#### Exhibit 6: Teacher Actual Salary Comparison

|                                  | Beginning Salary | 5-year Salary | 10-year Salary | 15-year Salary | 20-year Salary | Average Salary |
|----------------------------------|------------------|---------------|----------------|----------------|----------------|----------------|
| <b>Lubbock-Cooper ISD Salary</b> | \$44,533         | \$52,452      | \$53,195       | \$59,469       | \$62,802       | \$55,819       |
| <b>Local Market Median</b>       | \$44,500         | \$55,250      | \$58,834       | \$62,555       | \$66,562       | \$58,196       |
| <b>Percent of Market Median</b>  | 100%             | 95%           | 90%            | 95%            | 94%            | 96%            |
| <b>Difference to Median</b>      | \$33             | (\$2,798)     | (\$5,639)      | (\$3,086)      | (\$3,760)      | (\$2,377)      |

**Teacher Incentives:** LCISD pays a master's degree stipend in the amount of \$1,200, which exceeds the market median of \$1,000, and is second only to Lubbock ISD for total value. Ten of 15 peer districts report paying this stipend.

LCISD offers several of the more common teacher add-on stipends. Most are below market, with bilingual being notably below market by \$4,000.

The table below includes common teacher stipends and how the district compares with peers. This comparison may be helpful if the district is considering adjusting stipend amounts or offerings. Offering stipends for hard-to-fill positions is one method of remaining competitive with peer districts.

#### Exhibit 7: Teacher Stipend Comparison

| Stipend                                     | Lubbock-Cooper ISD | Median Stipend | Districts Reporting |
|---------------------------------------------|--------------------|----------------|---------------------|
| <b>Master's Degree - General</b>            | \$1,200            | \$1,000        | 10 of 15            |
| <b>Special Education - General/Resource</b> | \$1,000            | \$2,500        | 8 of 15             |
| <b>Special Education - High Needs</b>       | \$4,000            | \$3,000        | 10 of 15            |
| <b>Bilingual</b>                            | \$1,000            | \$5,000        | 6 of 15             |
| <b>ESL - General</b>                        | \$1,000            | \$1,000        | 6 of 15             |
| <b>ESL - Dual Language Program</b>          | \$1,000            | \$1,500        | 2 of 15             |
| <b>Foreign Language</b>                     | \$1,000            | \$2,250        | 2 of 15             |

### Exhibit 8: Market Comparisons for Other Pay Groups

The tables below show average market comparisons for non teacher employee pay, pay grade midpoints, and pay grade minimums (nonexempt pay groups). The number of district jobs titles that were compared to market (benchmarks) is also included.

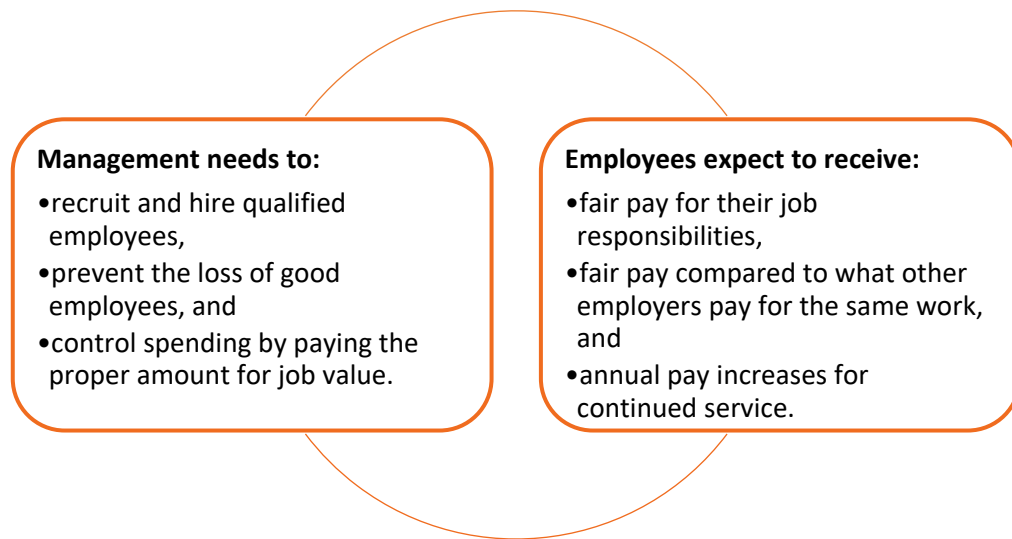
| Exempt Pay Group       | Employee Pay to Market | Pay Grade Midpoint to Market | Number of Benchmarks |
|------------------------|------------------------|------------------------------|----------------------|
| Central Administration | 96%                    | 91%                          | 21                   |
| Campus Administration  | 102%                   | 97%                          | 7                    |
| Professional           | 95%                    | 82%                          | 22                   |

| Nonexempt Pay Group     | Employee Pay to Market | Pay Grade Midpoint to Market | Pay Grade Minimum to Market | Number of Benchmarks |
|-------------------------|------------------------|------------------------------|-----------------------------|----------------------|
| Instructional Support   | 108%                   | 86%                          | 83%                         | 6                    |
| Clerical & Tech Support | 107%                   | 83%                          | 92%                         | 26                   |
| Auxiliary               | 95%                    | 85%                          | 90%                         | 15                   |

## Understanding Pay Systems

### *Objectives of Pay Systems*

All organizations have common management needs and employee expectations that must be translated into pay practices. An effective pay system should address both the needs of the organization and the expectations of its employees.



### *Basic Pay System Elements*

#### **Job Families**

A job family includes jobs that share common characteristics and are grouped into a common pay structure. 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. Separate pay range structures typically are built for each job family.

#### **Pay Grades**

Compensable job factors such as skill, effort, and responsibility serve as the basis for assigning jobs to different pay levels to achieve internal pay equity among employees. The greater the degree of skill, effort, and responsibility required by a job, the higher the level of pay. Jobs that have similar value and are grouped into the same range of pay are assigned or classified to pay grades.

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**Job Pricing**

While objective job evaluation and classification contributes to internal pay equity, job pricing contributes to external pay equity. Job pricing uses data collected from salary and wage surveys of other employers to determine the external market value of benchmark jobs. This data is used to set pay ranges that are competitive with the external job market. Because jobs have been analyzed and classified into groups of similar value, job pricing does not require a survey match for each unique job.

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**Job Market**

Job markets may be different for different employee groups. By definition, a job market represents the employers that a district typically competes with to attract and retain employees. Professional employees may be recruited from a larger geographic area than paraprofessional or auxiliary employees. School districts may be the only competitors for instructional positions while other types of businesses may be competitors for business or technology jobs. For this reason, different job markets and survey sources may be used to accurately assess the district's true competitive job market.

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**Pay Structure**

The pay structure itself is the key management tool that provides control over the district's competitive position in the marketplace and internal pay equity among all employees. Designing the pay structure involves setting the proper control points (midpoint, minimum, and maximum rates of pay) for each pay grade and ensuring that appropriate pay differentials between pay grade levels are established.

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Issues that must be weighed and balanced in the design of pay structures include:

- positioning the district competitively,
- impact on current pay practices,
- adequate pay differentials for higher levels of job responsibility,
- internal consistency and rationality, and
- controlled variance within each pay range.

## Pay System Implementation and Management

### *Implementation and System Administration*

Current employees may not be paid within the recommended pay ranges initially. Decisions must be made during this transition period of how to deal with employees who are paid outside the pay range for their position. If employees are paid below the minimum rate of their pay range, additional adjustments should be provided to increase their pay to at least the minimum rate of pay. If employees are paid above the maximum of the pay range, they are left outside the range. No employee's pay should be reduced in this event.

Employees advance in pay through pay adjustments determined on an annual basis and tied to budget planning. These management decisions are based on current economic conditions, including projected district revenues and market competition.

The midpoint of the range is recommended as the basis for calculating employee increases for non-teachers, and for teachers, the market average teacher salary is recommended. The midpoint of the range roughly equates to market value for the positions in each pay grade. For teacher structures where pay is delineated by years of experience, there is not a true midpoint on which to base increase calculations. But, because there's one primary job in the structure, the market average teacher salary can be used. This ensures a more equitable distribution of the dollars available for pay increases and moves employees up to the range midpoint (market rate) more quickly. Using control points rather than current salaries will deliver equal dollars to employees at the same job level and helps the district control the rate of advancement through the pay range.

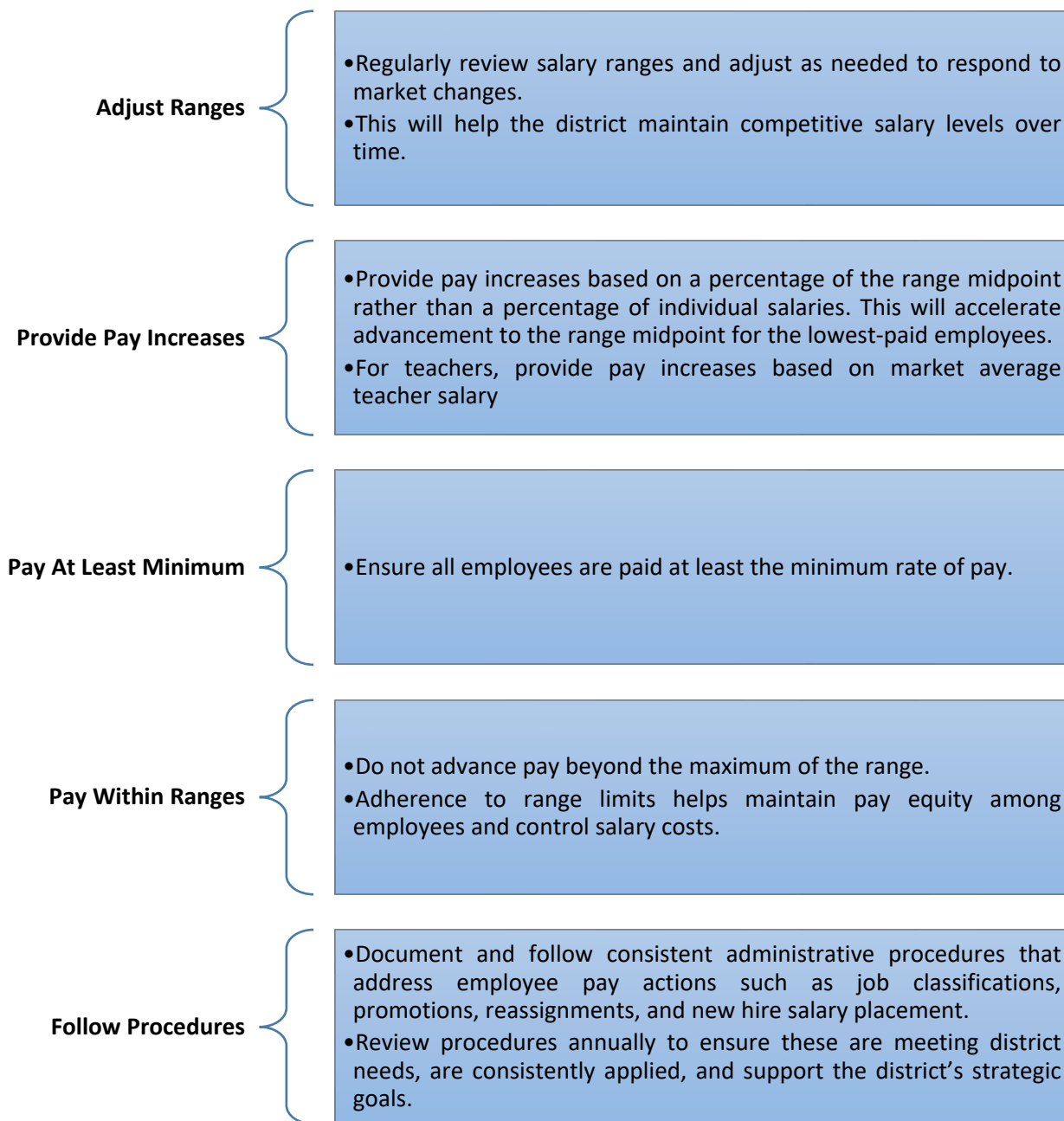
### *Long-Term Salary Administration*

For any pay plan to meet its intended goals on a long-term basis, it must be updated regularly and administered properly. Salary administration involves four primary activities requiring administrative decisions:

- adjusting pay ranges for job market changes and general economic inflation,
- budgeting for annual salary increases for employees,
- placing new employees in the system, and
- calculating special increases for promotions or other job changes.

### *Pay System Management*

The recommendations provided help ensure a market-competitive and equitable system for LCISD. However, pay systems are dynamic and are impacted by numerous factors. To maintain a competitive and equitable system, the district must work to manage its pay system over time. Following are recommendations to aid the district in this endeavor:



# Employee FAQs about the TASB Pay Systems Review

## Lubbock-Cooper ISD

The HR Services division of the Texas Association of School Boards (TASB) recently completed a pay systems review for [Lubbock-Cooper](#) ISD. These frequently asked questions (FAQs) are designed to help employees better understand the review process and our pay system.

### What is a pay systems review?

TASB HR Services reviewed our current compensation plans and pay practices, benchmarked our pay plans and pay rates against our external job market, and developed recommendations for adjustments designed to fit within the district's budget. The focus of the review was to ensure our pay is internally fair and competitive with our market peers. HR Services has conducted similar reviews for districts across the state for more than 40 years.

### What is our job market and who are our peers?

A job market is a group of employers with whom you compete for labor and includes both employers you hire from and employers to whom you lose staff. Market peers differ by job type, with hourly jobs competing with local or close regional employers. The district may hire from farther away for salaried professional and administrative jobs. Also, the district may compete with private sector employers and other public sector employers for some jobs.

### What is a compensation plan?

A compensation plan is a grouping of pay structures designed to control pay within the district. Our district has four pay structures that group similar types of work. They include:

- Teachers,
- Administrative Professional (exempt),
- Clerical Paraprofessional (nonexempt), and
- Auxiliary (nonexempt).

The Board of Trustees approves our compensation plan each year and may also approve pay increases when adopting the annual budget.

### What is a pay range?

Pay ranges define minimum and maximum pay guidelines for jobs within a pay structure. A market-based pay system aims to keep the middle, or midpoint, of each pay range closely aligned with market values, which helps keep all employees within a competitive range of pay. Jobs are assigned to a pay range based on the types of duties performed, skill requirements, responsibility, and market value. Pay grade assignments are based entirely on the job requirements – not on employee qualifications, skills, or performance.

### How are pay increases calculated?

For teachers, pay increases are calculated by applying a percentage increase, approved by the board, to the market average teacher salary. For all other employees, pay increases are calculated by applying the percentage increase approved by the board to the midpoint of each employee's assigned pay grade. This means the daily (exempt) or hourly (nonexempt) increase amount is the same for employees in the same pay grade. Midpoint-based increases also help focus pay around market values. TASB recommended additional adjustments for some employees to address external or internal equity.

## Why is the district applying general pay increases (GPI) for teachers?

The teacher salary schedule is designed to be used as a placement guide for determining salaries of teachers new to the district. Continuing teachers will receive an increase each year based on board approval, with the size of the increase dependent on availability of funds in the budget. The strategy is designed such that each teacher receives the same daily rate pay increase, but this could vary year to year depending on legislative changes or adjustments to better align the placement guide to current market values. Internal equity is preserved since annual salaries are already differentiated to reflect years of teaching experience.

## What are some of the important takeaways from the pay systems review?

Some of the most important information from the TASB pay systems review includes:

- The teacher salary schedule has been better aligned with current market values. While all continuing teachers can expect at least a \$1,150 GPI, some receive more depending on duty days, the Teacher Retention Allotment (TRA), market adjustment, or to ensure all experience increments are at least as much as they were last year.
- While all administrative professional employees receive at least a 2 percent of pay grade midpoint GPI, overall increases will vary based on any adjustments to pay grade minimums, external equity adjustments, or internal equity adjustments.
- While all clerical and paraprofessional employees will receive at least a 2 percent of pay grade midpoint GPI, overall increases will vary based on any adjustments to pay grade minimums or to address internal equity.
- While all auxiliary employees will receive at least a 2 percent of pay grade midpoint GPI, overall increases will vary based on any adjustments to pay grade minimums or to address internal equity.

**Lubbock-Cooper ISD**  
**2026-2027 New Hire Guide for**  
**Teachers**  
**\$45,000 starting, 2.0% GPI**

| Years of Experience | New Hire Salary |
|---------------------|-----------------|
| *0                  | \$45,000        |
| 1                   | \$45,650        |
| 2                   | \$46,150        |
| 3                   | \$47,300        |
| 4                   | \$48,950        |
| 5                   | \$51,900        |
| 6                   | \$52,500        |
| 7                   | \$53,100        |
| 8                   | \$53,700        |
| 9                   | \$54,300        |
| 10                  | \$55,050        |
| 11                  | \$55,650        |
| 12                  | \$56,250        |
| 13                  | \$56,950        |
| 14                  | \$57,650        |
| 15                  | \$58,550        |
| 16                  | \$59,150        |
| 17                  | \$59,850        |
| 18                  | \$60,650        |
| 19                  | \$61,450        |
| 20                  | \$62,250        |
| 21                  | \$62,650        |
| 22                  | \$63,150        |
| 23                  | \$63,650        |
| 24                  | \$64,250        |
| 25+                 | \$64,750        |

Continuing Teachers will receive an increase of  
\$1,150; \$1,200 Master's Degree - General Stipend

\* Entry-level salary is \$500 less than the salary paid to a classroom teacher with a qualifying certificate under Texas Education Code § 21.0412, as required by Texas Education Code § 21.402(f-1).

## 2026-2027 Administrative/Professional Pay Plan

Lubbock-Cooper ISD

| Pay Grade | Job Title                                       | Calendars | Minimum  | Midpoint | Maximum  |          |
|-----------|-------------------------------------------------|-----------|----------|----------|----------|----------|
| 1         |                                                 |           | Daily    | \$228.00 | \$285.00 | \$342.00 |
|           | Digital Learning Specialist                     | 197       | 197 Days | 44,916   | 56,145   | 67,374   |
|           | Instructional Coach                             | 226       | 226 Days | 51,528   | 64,410   | 77,292   |
|           | Network Administrator                           | 226       |          |          |          |          |
| 2         |                                                 |           | Daily    | \$293.18 | \$361.95 | \$430.72 |
|           | ARD Facilitator                                 | 197       | 187 Days | 54,825   | 67,685   | 80,545   |
|           | Asst Principal, ES                              | 226       | 197 Days | 57,756   | 71,304   | 84,852   |
|           | Athletic Trainer                                | 207       | 207 Days | 60,688   | 74,924   | 89,159   |
|           | College Liaison                                 | 197       | 226 Days | 66,259   | 81,801   | 97,343   |
|           | Coordinator, 504 Services                       | 226       |          |          |          |          |
|           | Coordinator, Athletic Social Media & Broadcasts | 226       |          |          |          |          |
|           | Coordinator, Emerging Technology                | 226       |          |          |          |          |
|           | Coordinator, Instructional (Science)            | 226       |          |          |          |          |
|           | Coordinator, Instructional ES                   | 226       |          |          |          |          |
|           | Coordinator, SIS                                | 226       |          |          |          |          |
|           | Coordinator, SPED Instruction & 504             | 226       |          |          |          |          |
|           | Counselor, ES                                   | 207       |          |          |          |          |
|           | Counselor, HS                                   | 226       |          |          |          |          |
|           | Counselor, MS                                   | 226       |          |          |          |          |
|           | Counselor, New Hope Academy                     | 226       |          |          |          |          |
|           | Counselor, SPED                                 | 197       |          |          |          |          |
|           | Diagnostician                                   | 197       |          |          |          |          |
|           | Director, Digital Content                       | 226       |          |          |          |          |
|           | Director, Network & Infrastructure              | 226       |          |          |          |          |
|           | Librarian, ES                                   | 187       |          |          |          |          |
|           | Librarian, Secondary                            | 187, 197  |          |          |          |          |
|           | Nurse (RN), ES                                  | 187       |          |          |          |          |
|           | Nurse (RN), Secondary                           | 187       |          |          |          |          |
| 3         |                                                 |           | Daily    | \$307.84 | \$380.05 | \$452.26 |
|           | Asst Principal, MS                              | 226       | 143 Days | 44,021   | 54,347   | 64,673   |
|           | Coordinator, Dyslexia                           | 226       | 187 Days | 57,566   | 71,069   | 84,573   |
|           | Coordinator, Food Service                       | 226       | 197 Days | 60,644   | 74,870   | 89,095   |
|           | Coordinator, Multilingual Programs              | 226       | 226 Days | 69,572   | 85,891   | 102,211  |
|           | Director, Health Services                       | 226       |          |          |          |          |
|           | Occupational Therapist                          | 187       |          |          |          |          |
|           | School Psychologist                             | 197       |          |          |          |          |
|           | Speech Language Pathologist                     | 187       |          |          |          |          |

| 4                            |     |
|------------------------------|-----|
| Asst Principal, HS           | 226 |
| Director, Advanced Academics | 226 |
| Director, Finance            | 226 |
| Director, Fine Arts          | 226 |
| Director, Food & Nutrition   | 226 |
| Director, Transportation     | 226 |

| Daily    | \$342.81 | \$418.06 | \$493.31 |
|----------|----------|----------|----------|
| 226 Days | 77,475   | 94,482   | 111,488  |

| 5                                         |     |
|-------------------------------------------|-----|
| Assistant Athletic Director               | 226 |
| Director, Career and Technology Education | 226 |
| Principal, ES                             | 226 |

| Daily    | \$363.37 | \$443.14 | \$522.91 |
|----------|----------|----------|----------|
| 226 Days | 82,122   | 100,150  | 118,178  |

| 6                                                |     |
|--------------------------------------------------|-----|
| Chief of Police                                  | 226 |
| Director, Facilities & Grounds                   | 226 |
| Director, Social Studies & Professional Learning | 226 |
| LCHS Athletic Coordinator, Head Football         | 226 |
| Liberty Athletic Coordinator, Head Football      | 226 |
| Principal, MS                                    | 226 |
| Principal, New Hope                              | 226 |

| Daily    | \$408.27 | \$491.89 | \$575.51 |
|----------|----------|----------|----------|
| 226 Days | 92,269   | 111,167  | 130,065  |

| 7                                  |     |
|------------------------------------|-----|
| Director, Special Programs & PEIMS | 226 |
| Principal, HS                      | 226 |

| Daily    | \$428.68 | \$516.48 | \$604.28 |
|----------|----------|----------|----------|
| 226 Days | 96,882   | 116,724  | 136,567  |

| 8                                               |     |
|-------------------------------------------------|-----|
| Director, Technology Services                   | 226 |
| Executive Director, Assessment & Accountability | 226 |
| Executive Director, Athletics                   | 226 |
| Executive Director, Curriculum & Instruction    | 226 |
| Executive Director, Public Information          | 226 |
| Executive Director, Special Programs            | 226 |
| Executive Director, Student Services            | 226 |
| Executive Director, Technology                  | 226 |

| Daily    | \$450.11 | \$542.30 | \$634.49 |
|----------|----------|----------|----------|
| 226 Days | 101,725  | 122,560  | 143,395  |

| 9                                          |     |
|--------------------------------------------|-----|
| Asst Superintendent, Business & Operations | 226 |
| Asst Superintendent, Human Resources       | 226 |
| Deputy Superintendent                      | 226 |

| Daily    | \$573.97 | \$683.30 | \$792.63 |
|----------|----------|----------|----------|
| 226 Days | 129,717  | 154,426  | 179,134  |

## 2026-2027 Auxiliary Pay Plan

Lubbock-Cooper ISD

\*Annual amounts are based on 8 hours per day.

| Pay Grade | Job Title                        | Calendars |          | Minimum  | Midpoint | Maximum  |
|-----------|----------------------------------|-----------|----------|----------|----------|----------|
| 1         |                                  |           | Hourly   | \$14.10  | \$16.62  | \$19.14  |
|           | Custodian                        | 261       | 178 Days | 20,304   | 23,932   | 27,561   |
|           | Food Service                     | 178       | 261 Days | 29,441   | 34,703   | 39,964   |
| 2         |                                  |           | Hourly   | \$15.00  | \$18.28  | \$21.56  |
|           | Asst Manager, Cafeteria          | 178       | 178 Days | 21,600   | 26,323   | 31,046   |
|           | Asst, Print Shop                 | 226       | 226 Days | 27,120   | 33,050   | 38,980   |
|           | Groundskeeper                    | 261       | 261 Days | 31,320   | 38,169   | 45,017   |
| 3         |                                  |           | Hourly   | \$17.65  | \$21.94  | \$26.23  |
|           | Asst Supervisor, Grounds         | 261       | 178 Days | 25,134   | 31,243   | 37,352   |
|           | Dispatcher                       | 226       | 226 Days | 31,911   | 39,668   | 47,424   |
|           | Manager, Cafeteria ES            | 178       | 261 Days | 36,853   | 45,811   | 54,768   |
|           | Police Dispatcher                | 226       |          |          |          |          |
| 4         |                                  |           | Hourly   | \$19.79  | \$24.13  | \$28.47  |
|           | Coordinator, Route               | 260       | 178 Days | 28,181   | 34,361   | 40,541   |
|           | Manager, Cafeteria MS            | 178       | 260 Days | 41,163   | 50,190   | 59,218   |
|           | Technician, Maintenance          | 261       | 261 Days | 41,322   | 50,383   | 59,445   |
|           | Technician, Transportation       | 261       |          |          |          |          |
|           | Transportation, 3rd Party Tester | 261       |          |          |          |          |
|           | Water Plant Operator             | 261       |          |          |          |          |
| 5         |                                  |           | Hourly   | \$22.76  | \$27.75  | \$32.75  |
|           | Asst Supervisor, Custodial       | 261       | 178 Days | 32,410   | 39,516   | 46,636   |
|           | Manager, Cafeteria HS            | 178       | 226 Days | 41,150   | 50,172   | 59,212   |
|           | Manager, Print Shop              | 226       | 261 Days | 47,523   | 57,942   | 68,382   |
| 6         |                                  |           | Hourly   | \$24.35  | \$29.69  | \$35.03  |
|           | Supervisor, Grounds              | 242       | 242 Days | \$47,141 | \$57,480 | \$67,818 |
|           | Transportation, Mechanic         | 261       | 261 Days | 50,843   | 61,993   | 73,143   |
| 7         |                                  |           | Hourly   | \$29.81  | \$35.92  | \$42.03  |
|           | Facilities Coordinator           | 261       | 197 Days | 46,981   | 56,610   | 66,239   |
|           | Police Officer                   | 197       | 261 Days | 62,243   | 75,001   | 87,759   |
|           | Supervisor, Custodial            | 261       |          |          |          |          |
|           | Supervisor, Transportation       | 261       |          |          |          |          |
| 8         |                                  |           | Hourly   | \$37.41  | \$44.54  | \$51.67  |
|           | Police Captain                   | 226       | 226 Days | 67,637   | 80,528   | 93,419   |
| BD        |                                  |           | Hourly   | \$21.00  | \$21.00  | \$21.00  |
|           | Bus Driver (2 hr. min)           | 175       | 175 Days | 29,400   | 29,400   | 29,400   |

## 2026-2027 Clerical/Paraprofessional Pay Plan

Lubbock-Cooper ISD

\*Annual amounts are based on 8 hours per day.

| Pay Grade | Job Title                                     | Calendars | Minimum  | Midpoint | Maximum |         |
|-----------|-----------------------------------------------|-----------|----------|----------|---------|---------|
| 1         |                                               |           | Hourly   | \$13.25  | \$15.96 | \$18.67 |
|           | Library Assistant                             | 184       | 184 Days | 19,504   | 23,493  | 27,482  |
|           | Teaching Assistant, ES                        | 184       |          |          |         |         |
|           | Teaching Assistant, ESL                       | 184       |          |          |         |         |
|           | Teaching Assistant, HS                        | 184       |          |          |         |         |
|           | Teaching Assistant, MS                        | 184       |          |          |         |         |
|           | Teaching Assistant, SPED Inclusion            | 184       |          |          |         |         |
| 2         |                                               |           | Hourly   | \$14.25  | \$17.17 | \$20.09 |
|           | Clerk, Attendance ES                          | 197, 226  | 184 Days | 20,976   | 25,274  | 29,572  |
|           | Clerk, Attendance HS                          | 197, 226  | 197 Days | 22,458   | 27,060  | 31,662  |
|           | Clerk, Attendance MS                          | 197       | 226 Days | 25,764   | 31,043  | 36,323  |
|           | Receptionist, HS                              | 184, 197  |          |          |         |         |
|           | Teaching Assistant, SPED Life Skills          | 184       |          |          |         |         |
|           | Teaching Assistant, SPED Behavior             | 184       |          |          |         |         |
| 3         |                                               |           | Hourly   | \$15.00  | \$18.07 | \$21.14 |
|           | Administrative Asst, Transportation           | 207, 226  | 184 Days | 22,080   | 26,599  | 31,118  |
|           | Clerk, PEIMS ES                               | 226       | 197 Days | 23,640   | 28,478  | 33,317  |
|           | Clerk, PEIMS MS                               | 226       | 207 Days | 24,840   | 29,924  | 35,008  |
|           | Nurse Assistant                               | 184       | 226 Days | 27,120   | 32,671  | 38,221  |
|           | Registrar, ES                                 | 197, 226  |          |          |         |         |
|           | Registrar, MS                                 | 226       |          |          |         |         |
|           | Registrar, New Hope Academy                   | 197       |          |          |         |         |
|           | Specialist, Attendance Asst (District)        | 207       |          |          |         |         |
| 4         |                                               |           | Hourly   | \$19.35  | \$23.31 | \$27.27 |
|           | Attendance Officer, District                  | 226       | 207 Days | 32,044   | 38,601  | 45,159  |
|           | Clerk, PEIMS HS                               | 226       | 226 Days | 34,985   | 42,144  | 49,304  |
|           | Receptionist, Central Office                  | 226       |          |          |         |         |
|           | Registrar, HS                                 | 207, 226  |          |          |         |         |
|           | Support Technician                            | 226       |          |          |         |         |
| 5         |                                               |           | Hourly   | \$22.05  | \$26.57 | \$31.09 |
|           | Administrative Asst, Accounts Receivable      | 226       | 187 Days | 32,987   | 39,749  | 46,511  |
|           | Administrative Asst, Athletics                | 226       | 197 Days | 34,751   | 41,874  | 48,998  |
|           | Administrative Asst, Curriculum & Instruction | 226       | 226 Days | 39,866   | 48,039  | 56,211  |
|           | Administrative Asst, Maintenance/Custodial    | 226       |          |          |         |         |

|                         |     |
|-------------------------|-----|
| IT Cabler               | 226 |
| LVN                     | 187 |
| Student Records, SPED   | 197 |
| Support Specialist Lead | 226 |

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|                                              |     |
|----------------------------------------------|-----|
| IT Security Specialist                       | 226 |
| Specialist, Human Resources                  | 226 |
| Specialist, Public Information and Athletics | 226 |
| Specialist, Purchasing                       | 226 |
| Specialist, Website & Communications         | 226 |

| Hourly          | \$24.73 | \$29.80 | \$34.87 |
|-----------------|---------|---------|---------|
| <b>226 Days</b> | 44,712  | 53,878  | 63,045  |

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|-------------------------------------------|-----|
| Administrative Asst, Superintendent       | 226 |
| Coordinator, Benefits                     | 226 |
| Coordinator, PEIMS                        | 226 |
| Specialist, Payroll                       | 226 |
| Supervisor, Purchasing & Accounts Payable | 226 |
| Tech Support Coordinator                  | 226 |
| Support Specialist                        | 226 |

| Hourly          | \$27.95 | \$33.67 | \$39.39 |
|-----------------|---------|---------|---------|
| <b>226 Days</b> | 50,534  | 60,875  | 71,217  |