

LANCASTER ISD

COMPENSATION PLAN

2026-2027



Empowering ALL students' purpose and
passion through quality education

Approved June 2026

www.lancasterisd.org

SALARY SCHEDULE

TEACHER

2026-2027

Years of Experience	New Hire Salary
0	\$61,000
1	\$61,500
2	\$61,850
3	\$63,650
4	\$63,950
5	\$66,750
6	\$67,050
7	\$67,350
8	\$67,650
9	\$67,950
10	\$68,250
11	\$68,450
12	\$68,650
13	\$68,965
14	\$69,304
15	\$69,738

Years of Experience	New Hire Salary
16	\$70,190
17	\$70,813
18	\$71,530
19	\$72,096
20	\$73,000
21	\$73,628
22	\$74,428
23	\$75,228
24	\$76,028
25	\$77,004
26	\$77,931
27	\$78,403
28	\$79,003
29	\$79,603
30+	\$80,390

\$1,000 Master's Degree - General Stipend

\$1,100 Doctorate Degree - General Stipend

Note: Employees will receive Master or Doctoral stipend not both.

- ➡ Administrative Professional roles do not qualify for Master's & Doctorate stipends.
- ➡ The salaries listed above are based on 10-month employment for the 2026-2027 school year.
- ➡ Salary plans are determined on an annual basis and salary advancement is not guaranteed.
- ➡ Please refer to Employee Handbook regarding Salary Reviews.

➡ **Uncertified Teacher Salary \$50,000.**

Pay Grade	Job Title	Calendar
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	Minimum	Midpoint	Maximum
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1

Coordinator - Branding & Design.....	226
Coordinator - Help Desk.....	226
Coordinator - Multimedia and Marketing.....	226
Coordinator - Visual Media.....	226

Daily	\$264.07	\$316.25	\$368.43
226 Days	\$59,680	\$71,473	\$83,265

2

Coordinator - Blended Learning.....	226
Coordinator- Talent Operations.....	226
Dean of Students.....	197
General Ledger Accountant.....	226
School Psychologist Intern.....	202
Manager - Accounts Payable.....	226
Manager - Payroll.....	226
Occupational Therapist Assistant.....	187
Specialist - Adapted PE/Special Olympics.....	207
Specialist - Instructional Technology Support	202
Specialist - Special Education	202
Speech Language Pathology Assistant.....	187
Teacher on Special Assignment.....	202

Daily	\$298.40	\$357.36	\$416.32
187 Days	\$55,801	\$66,826	\$77,852
197 Days	\$58,785	\$70,400	\$82,015
202 Days	\$60,277	\$72,187	\$84,097
207 Days	\$61,769	\$73,974	\$86,178
226 Days	\$67,438	\$80,763	\$94,088

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ACE Data, Media, Assessment Specialist.....	207
ARD Facilitator.....	207
Assistant Principal - Elementary.....	207
Athletic Trainer.....	226
Coordinator - Academic.....	226
Coordinator-Health Services.....	226
Coordinator - Purchasing.....	226
Coordinator - Testing.....	226
Counselor - Elementary.....	197
Counselor - Middle School.....	207
Diagnostician.....	207
HQIM Coordinator.....	226
Librarian.....	207
School Psychologist.....	207
Nurse (RN).....	187
Performance Enhancement Trainer.....	226
School Psychologist.....	207
Specialist - Behavior.....	187
Specialist - Special Education Transition.....	197
Student Success Specialist.....	207
Student Success Administrator.....	226
Systems Administrator.....	226

Daily	\$315.19	\$375.23	\$435.27
187 Days	\$58,941	\$70,168	\$81,395
197 Days	\$62,092	\$73,920	\$85,748
207 Days	\$65,244	\$77,673	\$90,101
215 Days	\$67,766	\$80,674	\$93,583
226 Days	\$71,233	\$84,802	\$98,371

Pay Grade	Job Title	Calendar
4		
	Assistant Principal - Middle School.....	207
	Associate Principal - Middle School.....	226
	CTE Enrichment& GT Coordinator.....	226
	Coordinator - Dyslexia Program.....	226
	Counselor - College & Career Center.....	215
	Counselor - Early College High School.....	226
	Counselor - 9th Grade.....	215
	Counselor - High School.....	215
	Counselor - Social Emotional Learning (SEL).....	226
	Occupational Therapist.....	187
	Police Lieutenant.....	226
	Speech Language Pathologist.....	207

	Minimum	Midpoint	Maximum
Daily	\$328.98	\$393.99	\$459.00
187 Days	\$61,519	\$73,676	\$85,833
197 Days	\$64,809	\$77,616	\$90,423
207 Days	\$68,099	\$81,556	\$95,013
215 Days	\$70,731	\$84,708	\$98,685
226 Days	\$74,349	\$89,042	\$103,734

5		
	Assistant Director - Athletics & Student Activities.....	226
	Assistant Director - Music Education.....	207
	Assistant Director -Special Education.....	226
	Assistant Director- Student Services.....	226
	Assistant Principal - 9th Grade.....	215
	Assistant Principal - High School.....	215
	Associate Principal - Campus Operations.....	226
	Associate Principal - High School.....	226
	Coordinator - District Development.....	226
	Coordinator - Human Resources.....	226
	Coordinator - Special Education.....	207
	Coordinator - Special Programs.....	207
	Director I	
	Director - Child Nutrition.....	226
	Director - Instructional Technology.....	226
	Director of Purchasing.....	226

Daily	\$368.46	\$441.27	\$514.08
207 Days	\$76,271	\$91,343	\$106,415
215 Days	\$79,219	\$94,873	\$110,527
226 Days	\$83,272	\$99,727	\$116,182

6		
	Assistant Director - Athletics (PE/Basketball).....	226
	Executive Principal.....	226
	Information Systems Manager.....	226
	Police Chief.....	226
	Principal - Early College High School.....	226
	Principal - Elementary School.....	226
	Principal - Accelerating Campus Excellence (ACE).....	226

Daily	\$386.88	\$463.33	\$539.78
226 Days	\$87,435	\$104,713	\$121,990

Pay
Grade Job Title Calendar

Minimum Midpoint Maximum

6 - Continued**Director II**

Director - Bilingual Education/Community	
Engagement.....	226
Director- Classroom Innovation & Culture.....	226
Director - Human Resources.....	226
Director - School Innovation.....	226
Director - State and Federal Programs.....	226
Director- Student Data Management Systems.....	226
Head of Technology and Cybersecurity.....	251

Daily	\$386.88	\$463.33	\$539.78
226 Days	\$87,435	\$104,713	\$121,990
251 Days	97,106	116,295	135,484

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Assistant Director - Athletics (Head Football).....	240
Assistant Director- Virtual Academy & AI Innovation.....	226
Director - Student Data Management Systems.....	226
Executive Director - CCMR & Enrichment.....	226
Principal - Middle School.....	226
Principal - 9th Grade.....	226

Daily	\$433.31	\$518.93	\$604.55
226 Days	\$97,928	\$117,278	\$136,628
240 Days	\$103,994	\$124,543	\$145,092

8**Director III**

Executive Director of Finance.....	226
Executive Director- School Leadership & Campus Support	226
Executive Director -Special Education.....	226
Principal - High School.....	226

Daily	\$454.97	\$544.88	\$634.79
226 Days	\$102,823	\$123,143	\$143,463

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Assistant Chief of Maintenance & Operations.....	226
Chief of Access and Accountability.....	226
Chief of Communications, Marketing & Community	
Engagement.....	226
Executive Director - Human Resources.....	226
Executive Director- Athletics	251

Daily	\$480.58	\$572.12	\$663.66
226 Days	\$108,611	\$129,299	\$149,987
251 Days	\$120,625	\$143,602	\$166,578

10 Senior

Chief of Student Services.....	226
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Daily	\$534.22	\$643.64	\$753.06
226 Days	\$120,734	\$145,463	\$170,192

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Chief Financial Officer.....	226
Deputy Superintendent, Teaching and Learning.....	226

Daily	\$582.30	\$701.57	\$820.84
226 Days	\$131,600	\$158,555	\$185,510

ADMINISTRATIVE SUPPORT

2026-2027

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
1			Hourly	\$16.00	\$19.28	\$22.55
	Receptionist - Child Nutrition.....	226	187 Days	\$23,936	\$28,835	\$33,735
	Receptionist - Technology.....	226	226 Days	\$28,928	\$34,849	\$40,770
	Receptionist/Clerk - High School.....	187				
	Receptionist/Clerk - Middle School.....	187				
2			Hourly	\$16.50	\$19.88	\$23.26
	Attendance Assistant.....	187	187 Days	\$24,684	\$29,740	\$34,796
	Network Technician.....	226	226 Days	29,832	35,943	\$42,054
3			Hourly	\$17.50	\$21.09	\$24.68
	Attendance Clerk - High School.....	207	207 Days	\$28,980	\$34,925	\$40,870
	Attendance Clerk - Middle School.....	207	226 Days	\$31,640	\$38,131	\$44,621
	Bilingual Clerk.....	226				
	Child Nutrition Liaison.....	207				
	Clerk - SPED Records.....	226				
	Administrative Assistant - Assistant Principal High School.....	226				
4			Hourly	\$19.25	\$23.20	\$27.15
	District Receptionist/Substitute Liaison.....	226	207 Days	\$31,878	\$38,419	\$44,960
	Registrar.....	207	226 Days	\$34,804	\$41,946	\$49,087
	Administrative Assistant - Principal, Alternative School.....	226				
	Administrative Assistant - Principal, Elementary School.....	207				
	Administrative Assistant - Principal, Middle School.....	226				
	Student Success Liaison.....	226				
5			Hourly	\$21.25	\$25.60	\$29.95
	Administrative Assistant - Athletic Office.....	226	226 Days	\$38,420	\$46,285	\$54,150
	Administrative Assistant - Police Department.....	226				
	Administrative Assistant - Special Education.....	226				
	Administrative Assistant - Technology.....	226				
	Administrative Assistant - Transportation & Shipping/Receiving.....	226				
	Administrative Assistant - Principal, Early College High School.....	226				
	Administrative Assistant - Principal, High School.....	226				
	Office Manager - High School.....	226				

ADMINISTRATIVE SUPPORT

2026-2027

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
6			Hourly	\$24.00	\$28.91	\$33.82
	Administrative Assistant - Central Office.....	226	226 Days	\$43,392	\$52,269	\$61,147
	Administrative Assistant - Curriculum & Instruction.....	226				
	Administrative Assistant - Finance.....	226				
	Administrative Assistant - Human Resources.....	226				
	Administrative Assistant - Maintenance & Operations.....	226				
	Office Manager - Central Office.....	226				
	Specialist - Fixed Asset.....	226				
	Specialist - Facilities and Athletics Operations.....	226				
	Specialist - Instructional Materials & Athletics.....	226				
	Technical Support Specialist-	226				
	Child Nutrition- Specialist.....	226				
	Clerk- Accounts Payable.....	226				
7			Hourly	\$25.50	\$30.73	\$35.96
	Specialist - Human Resources.....	226	226 Days	\$46,104	\$55,560	\$65,016
	Specialist - Payroll.....	226				
8			Hourly	\$31.48	\$37.70	\$43.92
	Executive Administrative Assistant - Superintendent & Board of Trustees.....	226	226 Days	\$61,020	\$73,513	\$86,007



SALARY SCHEDULE

INSTRUCTIONAL SUPPORT

2026-2027

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
1			Hourly	\$16.50	\$19.41	\$22.32
	Aide - Bilingual.....	187	187 Days	\$24,684	\$29,037	\$33,391
	Aide - Bilingual Pre - K.....	187				
	Aide - Culinary Arts.....	187				
	Aide - Head Start.....	187				
	Aide - Head Start/Pre K.....	187				
	Aide- PE.....	187				
	Aide - PreK.....	187				
	Aide - Student Transition.....	187				
2			Hourly	\$17.00	\$20.00	\$23.00
	Aide - Bright Beginnings.....	187	187 Days	\$25,432	\$29,920	\$34,408
	Aide- CTE.....	187				
	Aide - SPED.....	187				
	Aide - SPED CMC.....	187				
	Aide - SPED Inclusion Bilingual.....	187				
	Aide - SPED Inclusion/CMC.....	187				
	Aide - SPED PPCD.....	187				
	Aide - SPED Transition.....	187				
	Aide -SPED ECSE.....	187				
	Aide - SPED Inclusion.....	187				
	Health Services Assistant.....	187				
	Nurse Aide.....	187				
	Nurse Assistant.....	187				
	Welding Aide.....	187				
3			Hourly	\$17.50	\$20.59	\$23.68
	Aide - Library.....	187	187 Days	\$26,180	\$30,803	\$35,425
	Aide - SPED ABC (PK-2).....	187	197 Days	\$27,580	\$32,450	\$37,320
	Aide - SPED BAC.....	187				
	Aide - SPED BAC/Life Skills.....	187				
	Aide - SPED Life Skills.....	187				
	Aide - SPED One-On-One.....	187				
	Aide - Total Communications/Autism.....	187				
	Hall Monitor.....	187				
	Liaison - Library Media.....	197				
	Nurse - Certified Nurse Assistant.....	187				
4			Hourly	\$18.25	\$21.47	\$24.69
	Aide - ISS.....	187	187 Days	\$27,302	\$32,119	\$36,936
5			Hourly	\$22.25	\$26.18	\$30.11
	Behavior Support Facilitator.....	187	187 Days	\$33,286	\$39,165	\$45,045
	Nurse - Licensed Vocational.....	187				



AUXILIARY PERSONNEL

2026-2027

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
1			Hourly	\$15.00	\$17.44	\$19.88
	Bus Monitor.....	181	180	\$10,800	\$12,556.80	\$14,313.60
	Crossing Guard.....	180	181	\$10,860	\$12,626.56	\$14,393.12
2			Hourly	\$15.75	\$18.31	\$20.87
	Custodian.....	261	261 Days	\$32,886	\$38,231	\$43,577
	Mail Carrier.....	261				
3			Hourly	\$16.25	\$19.35	\$22.45
	Groundskeeper.....	261	261 Days	\$33,930	\$40,403	\$46,876
4			Hourly	\$17.25	\$20.53	\$23.81
	Custodial - Lead.....	261	261 Days	\$36,018	\$42,867	\$49,715
	Electrician Helper.....	261				
	Groundskeeper - Athletics.....	261				
	Groundskeeper - Crew Lead.....	261				
	HVAC Helper.....	261				
	Plumber - Helper.....	261				
5			Hourly	\$19.75	\$23.51	\$27.27
	Civilian Security Staff.....	187	187 Days	\$29,546	\$35,171	\$40,796
	Groundskeeper/Small Engine Mechanic.....	261	261 Days	\$41,238	\$49,089	\$56,940
	Painter.....	261				
	Transportation Dispatcher.....	261				
	Security Guard.....	187				
	Vehicle Make - Ready/Bus Driver.....	261				
6			Hourly	\$21.25	\$25.29	\$29.23
	Carpenter/General Maintenance.....	261	226 Days	\$38,420	\$45,724	\$53,029
	Child Nutrition General Maintenance.....	226	261 Days	\$44,370	\$52,806	\$61,241
	Dispatcher/Emergency Manager.....	226				
	Locksmith/Carpenter	261				
	General Maintenance.....	261				
7			Hourly	\$24.50	\$29.17	\$33.84
	Custodial Supervisor (Exempt).....	236	236 Days	\$46,256	\$55,073	\$63,890
	HVAC Technician - EPA Cert.....	261	261 Days	\$51,156	\$60,907	\$70,658
	Integrated Pest Management Coordinator.....	261				
	Journeyman Electrician.....	261				
	Journeyman Plumber.....	261				
	Route & Field Trip Coordinator.....	236				
	Vehicle Mechanic.....	261				
	Supervisor- Warehouse.....	261				



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AUXILIARY PERSONNEL

2026-2027

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
8			Hourly	\$29.50	\$34.71	\$39.92
	Coordinator - Child Nutrition.....	226	226 Days	\$53,336	\$62,756	\$72,175
	Diesel Mechanic.....	261	236 Days	\$55,696	\$65,532	\$75,369
	HVAC Technician - EPA Cert - TDLR.....	261	251 Days	\$59,236	\$69,697	\$80,159
	Manager - Custodial (Exempt).....	236	261 Days	\$61,596	\$72,474	\$83,353
	Plumber - Master.....	261				
	Police Officer.....	226				
	Supervisor - Drivers & Training.....	236				
	Supervisor- Maintenance & Operations.....	251				
	Supervisor - SPED Drivers & Monitors.....	236				
9			Hourly	\$35.00	\$41.18	\$47.36
	Manager - Maintenance & Grounds.....	236	226 Days	\$63,280	\$74,453	\$85,627
	Manager - Transportation & Operations.....	236	236 Days	\$66,080	\$77,748	\$89,416
	Police Sergeant.....	226				
D			Hourly	\$23.00	\$27.06	\$31.12
	Bus Driver.....	181	181 Days	\$20,815	\$24,489	\$28,163.6



EXTRA DUTY STIPENDS

2026-2027

ATHLETICS

Lancaster ISD employees, who work as coaches, must meet all University Interscholastic League (UIL) certification requirements. Coaches assigned to a coaching duty, after the season begins, will be compensated on a prorated basis. Stipends are paid on a monthly basis. There are no extra days associated with stipends. **Administrative Professionals do not receive these stipends.**

UIL Employment of Coaches: "Compensation (not included as part of the coach's salary at the beginning of the year) or progress past the district level of competition is considered pay for success in the UIL competitive activity and a violation of Section 1202. Advancement beyond the first level of competition is one of the goals of any UIL activity and is a desired expectation of the salary and stipend set by the board of trustees prior to the school year" ([www. uil texas.org](http://www.uil texas.org)). Stipends can be discontinued at anytime.

Administrative Professionals do not qualify for these stipends.

Stipends can be discontinued at any time.

HEAD COACHING - HIGH SCHOOL

Assignment	Level	Stipend Amount
Baseball Head	High School	\$9,000
Basketball Head	High School	\$9,000
Cheerleading - Sponsor	High School	\$5,500
Cross Country Head	High School	\$8,000
Golf Head	High School	\$5,000
Powerlifting Head	High School	\$5,000
Soccer Head	High School	\$9,000
Softball Head	High School	\$9,000
Swimming/Diving Head	High School	\$5,000
Tennis Head	High School	\$5,000
Track Head	High School	\$9,000
Volleyball Head	High School	\$9,000
Wrestling Head	High School	\$9,000

EXTRA DUTY STIPENDS

2026-2027

ASSISTANT COACHING - HIGH SCHOOL

Assignment	Level	Stipend Amount
Baseball Assistant	High School	\$5,000
Basketball Assistant	High School	\$5,500
Cheerleading - Assistant Sponsor	High School	\$3,250
Football Assistant Head Coach	High School	\$3,500
Football Equipment Manager	High School	\$3,000
Football Varsity Assistant	High School	\$7,500
Powerlifting Assistant	High School	\$3,500
Soccer Assistant	High School	\$3,500
Softball Assistant	High School	\$5,000
Track Assistant	High School	\$5,000
Volleyball Assistant	High School	\$5,000

COACHING - 9TH/JV

Assignment	Level	Stipend Amount
Basketball 9th/JV	High School	\$4,500
Football 9th/JV	High School	\$5,500
Volleyball 9th/JV	High School	\$4,500
Wrestling 9th/JV	High School	\$4,500

COACHING - MIDDLE SCHOOL

Assignment	Level	Stipend Amount
Basketball	Middle School	\$3,000
Cheerleading - Sponsor	Middle School	\$2,000
Football Assistant	Middle School	\$3,500
Track	Middle School	\$3,000
Volleyball	Middle School	\$3,000
Soccer	Middle School	\$3,000

COORDINATORS

Assignment	Level	Stipend Amount
Campus Athletic Coordinator	Middle School	\$3,000
Football Defensive Coordinator	High School	\$3,500
Football Offensive Coordinator	High School	\$3,500
Recruiter/Coordinator	High School	\$3,000

EXTRA DUTY STIPENDS

2026-2027

FINE ARTS

Assignment	Level	Stipend Amount
Band - Assistant Director (1)	High School	\$9,500
Band - Director (2)	Middle School	\$4,500
Band - Assistant Director (3)	GWC	\$2,500
Choir - Director	High School	\$7,500
Choir - Director	Middle School	\$7,100
Dance Lead	High School	\$5,500
Drill Team Dance - Sponsor	High School	\$5,500
Theatre Lead	High School	\$3,500
Theatre	9th Grade	\$3,000
Theatre	Middle School	\$2,500
Dance	Middle School	\$2,500
Piano	Middle School	\$2,500

ACADEMICS - CONTENT

Stipend amounts will be based on the number of sections taught and the number of days that you are in your teaching assignment. Teachers that have the appropriate content certification and instruct at least 6 periods in the designated subject area for the entire school year will receive the full stipend amount. Teachers that instruct fewer than 6 sections or fewer than the number of instructional school days for this calendar year will receive a prorated amount. A stipend associated with a particular assignment may be prorated if you are transferred to another teaching assignment for any reason.

Teachers must have the certification (not generalist or core subjects) and be assigned to teach the courses below.

ACADEMICS - DUAL CREDIT

Teachers must have at least 20 students enrolled in dual credit courses and be dual credit credentialed, in order to receive the dual credit stipend.

Band

Directors/Assistant Directors 1, 2, 3 have additional responsibilities at the high school level.

Stipends can be discontinued at any time.



EXTRA DUTY STIPENDS

2026-2027

INSTRUCTIONAL

Assignment	Level	Stipend Amount
Algebra 1 and Algebra 2	High School	\$5,000
*Bilingual (Must be certified to teach Bilingual)	Elementary School	\$5,000
CTE Audio Visual	High School	\$5,000
CTE Cosmetology	High School	\$5,000
CTE Culinary	High School	\$5,000
CTE Health Science	High School	\$5,000
Department Chair	District	\$5,000
Dual Credit	High School	\$10,000
English 1 and English 2	High School	\$5,000
Foreign Language	Secondary	\$5,000
ESL Teacher	Secondary	\$2,000
Grade Level Chair	District	\$3,000
Instructional Lead	Secondary	\$10,000
CTE Instructional Lead	Secondary	\$10,000
Lead Counselor*	High School	\$5,000
Lead Nurse	Elementary Secondary	\$5,000
JROTC	High School	\$5,000
LPAC Chair	District Campuses	\$500- Elementary \$1,000 - Bilingual Campus \$1,000- Secondary Campus
PTECH Coordinator	High School	\$10,000
Secondary Science	District Level	\$5,000
Senior Sponsor	High School	\$2,000
STEAM Club Sponsor	Elementary	\$1,000
Secondary Math	District Level	\$5,000
*Teacher Certification Incentive (One Time)	District Campuses	\$1,000 after successful certification

Note: Other supplemental earnings may be determined by the superintendent, as needed.

*Non-226

\$1,000 one time payment for teachers (Classroom Instructors) that were first year teachers in 2022-2023 or 2023-2024 uncertified as of January 1, 2025, certified by the end of 2026-2027 and remain continuously employed by the District.

With the exception of the Lead Nurse stipend, Administrative Professionals, Classroom Instructors and Paraprofessionals do not qualify for these stipends. Stipends can be discontinued at any time.



ACCELERATING CAMPUS EXCELLENCE (ACE) STIPENDS

Assignment	Level	Stipend Amount
ACE Principal	Campus	\$12,000
ACE Associate Principal	Campus	\$11,000
ACE Assistant Principal	Campus	\$10,000
ACE Dean	Campus	\$9,000
ACE TOSA	Campus	\$9,000
ACE Data, Media & Assessment Specialist	Campus	\$9,000
ACE Counselor	Campus	\$8,000
ACE- SPED Teacher- ELAR Inclusion	Campus	\$6,000
ACE SPED Teacher- Science& Social Studies Inclusion	Campus	\$6,000
ACE Teacher ELAR	Campus	\$6,000
ACE Teacher Science	Campus	\$6,000
ACE Teacher Math	Campus	\$6,000
ACE Teacher Social Studies	Campus	\$6,000
ACE SPED Teacher Math Inclusion	Campus	\$6,000
ACE SPED Teacher Social Skills Inclusion	Campus	\$6,000

SUPPLEMENTAL/EXTRA DUTY

Assignment	Level	Amount
After School Tutoring -Teacher	District	\$30 per hour
After School Tutoring-Non-Certified/ Paraprofessional (Classroom)	District	\$15 per hour
College Tutors	District	\$20 per hour
Curriculum Writing	District	\$500 (Per completed project)
Home Bound Teacher	District	\$35 per hour

TRAVEL

Assignment	Level	Stipend Amount
Technology Specialists	District Level	\$1,200

Note: All stipend amounts are annual unless otherwise noted. This stipend will be prorated if housed on a campus or other district facility.

LONGEVITY

Years of Service	Paraprofessional	Professional	Administrator*
10-14	\$250	\$500	\$1,000
15-19	\$500	\$1,000	\$2,000
20-25	\$1,500	\$2,500	\$3,500
26+	\$2,500	3,500	\$4,500

Note: Longevity stipends are for completed years of service in Lancaster ISD. There cannot be a break in service. The stipends are paid according to the current position you are employed in during the school year. *Administrator is defined as campus principal or board approved positions.

EXTRA DUTY STIPENDS

2026-2027

SPECIAL EDUCATION

Assignment	Level	Stipend Amount
ARD Facilitator	District	\$3,000
Diagnostician	District	\$7,500
Lead Diagnostician	District	\$3,000
Lead Speech Pathologist Lead School Psychologist Lead Speech Language Pathologist	District	\$3,000
School Psychologist	District	\$7,500
Special Education Teacher	District	\$5,000
Special Olympics Coach	District	\$2,500
Speech Language Pathologist (SLP)	District	\$7,500
Pre-K Blended Classroom Teacher	District	\$2,000

*Self Contained Teacher of Record and/or Dyslexia Teacher

SUMMER SCHOOL NON-DUTY DAYS

Assignment	Level	Amount
Assistant Principal/Administrator	District	\$3,500 stipend
Certified Teacher	District	\$30 per hour
Counselor - Elementary	District	\$1,250 stipend
Counselor - Middle/High School	District	\$2,000 stipend
Paraprofessional/Non-Exempt	District	\$15 per hour
Principal	District	\$3,500 stipend
Nurse	District	\$30 per hour
Special Education Diagnostician Speech Language Pathologist School Psychologist	District	\$2,400 stipend

Note: Summer school earnings are designed to compensate classroom Teachers, Administrative and Support staff. Employees are compensated for **work performed off contract during the summer** for campus-based summer enrichment programs and are paid at an hourly rate. The Summer School Principal and Counselors will be paid a flat stipend amount for non-contract days. Summer school payments for summer school assignments are paid the month after duties are performed.

STUDENT SERVICES

Assignment	Level	Amount
SEL Handler	District	\$500 per semester

LHS GRADUATION

Assignment	Level	Amount
Exempt	District	\$30 per hour
Nonexempt	District	\$15 per hour

EXTRA DUTY PAY**2026-2027****ATHLETIC EVENTS**

Assignment	Status	Pay Rate	Amount
Ticket Taker	Exempt	\$65.00	Flat Amount
Ticket Taker	Non-Exempt	\$16.00	Per Hour
Monitor - All Athletic Events	Exempt	\$65.00	Flat Amount
Monitor - All Athletic Events	Non-Exempt	\$16.00	Per Hour
Manager (Football Only)	Exempt	\$176.00	Flat Amount
Manager (Football Only)	Non-Exempt	\$22.00	Per Hour
Manager (Other Sports)	Exempt	\$160.00	Flat Amount
Manager (Other Sports)	Non-Exempt	\$20.00	Per Hour
Press Box Lobby, 1st & 3rd Floor	Exempt	\$100.00	Flat Amount
Press Box Lobby, 1st & 3rd Floor	Non-Exempt	\$17.00	Per Hour
Press Box VIP 2nd Floor Hostess	Exempt	\$100.00	Flat Amount
Press Box VIP 2nd Floor Hostess	Non-Exempt	\$17.00	Per Hour
Press Box 2nd Lead Hostess	Exempt	\$150.00	Flat Amount
Press Box 2nd Lead Hostess	Non-Exempt	\$19.00	Per Hour
Hospitality	Exempt	\$75.00	Flat Amount
Hospitality	Non-Exempt	\$15.00	Per Hour
Homecoming Parade Worker	Exempt	\$60.00	Flat Amount
Homecoming Parade Worker	Non-Exempt	\$15.00	Per Hour
Clock	Exempt	\$60.00	Per Game
Clock	Non-Exempt	\$20.00	Per Hour
Book	Exempt	\$60.00	Per Game
Book	Non-Exempt	\$20.00	Per Hour
Tiger Store	Exempt	\$60.00	Flat Amount
Tiger Store	Non-Exempt	\$20.00	Per Hour
Assistant Event Announcer	Exempt	\$75.00	Per Game
Assistant Event Announcer	Non-Exempt	\$75.00	Per Game
Lead Event Announcer	Exempt	\$200.00	Per Game/Event
Video Lead	Exempt	\$200.00	Flat amount
Audio/Video/Technology	Exempt	\$75.00	Flat amount
Audio/Video/Technology	Non Exempt	\$25.00	Per Hour

EXTRA DUTY DAY BEYOND CONTRACT**ADMINISTRATIVE PROFESSIONALS DO NOT QUALIFY.****EXTRA DUTY OPPORTUNITIES CAN BE DISCONTINUED AT ANY TIME.**

Note: Extra Duty Pay Addendum



EXTRA DUTY STIPENDS

2026-2027

BOND IMPLEMENTATION READINESS

Assignment	Level	Stipend Amount
Financial Compliance , Budget, and Program Oversight	District	\$5,000-\$15,000
Procurement and Contract Compliance Oversight	District	\$5,000-\$15,000
Facilities, Construction, Safety and Operational Readiness	District	\$5,000-\$15,000
Strategic Planning and Project Coordination	District	\$5,000-\$15,000
Communication Oversight	District	\$5,000-\$15,000
Logistics Oversight	District	\$5,000-\$15,000
Design Oversight	District	\$5,000-\$15,000

GRANT BASED STIPENDS

Assignment	Status	Stipend Amount
Mentor Teachers	District	\$1,000 per mentee (max 2) /year
Cooperating Teachers	Elementary	\$2,000
Pipeline to Leadership Project Lead	District	\$15,000
Pipeline to Leadership Principal Leader	District	\$12,000
Pipeline to Leadership Design Team Member	District	\$9,000

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to provide a realistic pathway for top teachers to earn six-figure salaries and to help attract and retain highly effective teachers. For any funds received by Lancaster ISD for a designated teacher under TIA, a determined percentage will be paid to the designated teacher and/or teachers and staff employed at campuses with TIA-designated teachers. Payment amounts may be up to \$32,000. The remaining funds will be used for training and support of the system, expansion of the system, administrative expenses and professional development. Eligibility for TIA designated teachers (PEIMS code 087) requires a TEA Standard, Professional, Provisional, One-year certificate, or District of Innovation.

For more information visit the following link: <https://tiatexas.org/>

TIA DESIGNATIONS

