



# Lago Vista ISD Compensation Plan 2025-2026

*The Lago Vista ISD Compensation Plan is adopted annually by the Board of Trustees and is administered jointly by the Superintendent of Schools, the Deputy Superintendent, and the Chief Financial Officer.*

*Lago Vista ISD does not discriminate against any employee or applicant for employment because of race, color, religion, gender, national origin, age, disability, military status, genetic information, or any other basis prohibited by law. Additionally, the district does not discriminate against an employee or applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminatory employment practice. Employment decisions will be made on the basis of each applicant's job qualifications, experience, and abilities.*

*Approved on July 14, 2025.*

## Purpose

This is a guide for administering benefits, salaries, and wages for employees of the Lago Vista Independent School District. Practices described are intended to implement local Board policy and goals, state and federal regulations, and appropriate accreditation standards.

The Lago Vista ISD Compensation Plan supports District goals for hiring and retaining highly qualified employees. The employee compensation outlined in this document is approved as part of the annual budget development process.

The Annual Compensation Plan shall be administered in compliance with:

- School Board Policy DEA Legal – Compensation Plan
- School Board Policy DEA Local – Compensation Plan
- School Board Policy DEAA Legal – Incentives and Stipends
- School Board Policy DEAA Local – Incentives and Stipends

## Benefits

Employee benefits are described in detail in the annual Employee Handbook and on the Lago Vista ISD website.

**Teacher Retirement System of Texas** - The Teacher Retirement System of Texas (TRS) administers a defined benefit retirement plan that is a qualified pension trust under Section 401(a) of the Internal Revenue Code. The pension trust fund provides service and disability retirement, as well as death and survivor benefits, to eligible Texas public education employees and their beneficiaries. For more information, please visit the [TRS website](#).

**TRS-ActiveCare Healthcare** - Employees have several healthcare options available through the State's TRS-ActiveCare program. Up-to-date plan and rate information is made available to all new employees upon hiring and to all employees during open enrollment.

**Supplemental Benefits** - Lago Vista ISD is pleased to provide all eligible employees with a competitive benefits package that includes both District-paid and voluntary products. We have worked closely with First Financial Group of America (FFGA) to provide you with a variety of benefits and resources to help you reach your healthcare and retirement needs. Details of all available benefits can be found on the Lago Vista ISD Employee Benefits Center at <https://ffbenefits.ffga.com/lagovistaisd/>.

## Local Benefits

Lago Vista ISD strives to assist our employees in building strong family lives to help us maintain a solid, stable, and happy workforce. In addition to working in a first class school district, Lago Vista ISD employees have the benefit of:

**Healthcare Contribution** - Lago Vista ISD contributes **\$445 per month** towards the monthly premium for State healthcare plans.

**Term Life Insurance Coverage** - Lago Vista ISD provides all eligible employees a \$15,000 term life insurance policy. The cost of this policy is paid for 100% by Lago Vista ISD. This is a term life policy that is in effect while you are employed in Lago Vista ISD.

**Tuition-Free Student Attendance** - Non-resident Lago Vista ISD employees receive tuition-free attendance for children who attend a District school as an out-of-district transfer student.

**On-Site Childcare** - Lago Vista ISD operates the [Little Vikings Learning Center](#), which is a child care facility for employee's children from the ages of 6 weeks through 5 years old. Rates are established annually and are competitive with local day care facilities.

**Employee Assistance Program** - Lago Vista ISD offers a comprehensive [Employee Assistance Program](#) through Alliance Work Partners®. This completely confidential program provides employees with access to a 24-Hour Counseling Line, Face-to-Face Counseling (up to three (3) sessions per incident), the SafeRide reimbursement benefit, LawAccess legal and financial planning consultations (one per issue, per year), and unlimited telephonic and online health coaching through WellCoach. Clinical services cover employees, their household members and dependents, and retirees.

**Travel Benefit** - If an employee travels more than 100 miles from home and requires emergency assistance, Lago Vista ISD provides a group travel [coverage](#) through Dearborn National®.

**Wellness Program** - Our Vikings Working~Well Wellness Program, administered by Edwards Risk Management®, takes a holistic approach to health management and offers a fall and spring semester wellness campaign.

#### **Additional Local Benefits**

- Employee Recognition Program
- Lago Vista ISD Sick Leave Bank
- Lago Vista ISD Education Foundation Innovative Teaching Grants
- Free Admission to All Home Athletic Events

## **Hiring Compensation Scales by Pay Grade**

Pay grades represent the internal job classification as well as external job market pay levels. The greater the level of compensable factors present in a job, the higher the placement in the pay grade structure. Jobs with similar overall degrees of compensable factors will be in the same pay grade. A minimum and maximum pay rate for each grade is computed from the midpoint using technical standards that are designed to maintain pay equity or fair pay for each job in the system of jobs.

Newly hired employees shall be assigned to a pay grade and paid a salary rate between the minimum and maximum (inclusive). Annual amounts for non-exempt employees are based on 8 hours per day.

The Lago Vista ISD administration office shall determine hiring rates based upon job-related qualifications, previous experience, and salaries of other employees in the same position. Salary placement strategies may be different for each employee group, consistent with the attainment of District goals.

## **Job Classification**

District jobs are assigned to pay grades based upon compensable factors and grouped with jobs of similar value. On a periodic basis, selected jobs from each job family will be reviewed to ensure that conditions in the District, such as organizational structure, major programs, or significant responsibilities in a particular job, have not changed to a degree warranting a change in job grade classification.

## Reclassification

On a periodic basis, jobs may be reclassified into a different pay grade, or salaries may be adjusted within pay grades in order to maintain internal/external equity to other jobs of similar worth in the District. Reclassification of a job is not a promotion or demotion. Reclassification changes result when there has been a significant modification of job duties, compensation, or qualifications as determined by the District. If an employee's job is reclassified, no special increase has to be given unless the employee is below the minimum for the new pay grade or the current job incumbent's pay rate is in an inequitable position in comparison to comparable jobs.

## Pay Increases

Regular or general salary advancement is considered annually by the Board of Trustees. The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. General pay increase recommendations presented to the Board of Trustees by the administration shall be based on consideration of such factors as cost of living indexes, wage increases within competitive job markets, and budget resources. Any pay adjustments for individual employees shall be determined within the approved budget following established procedures.

## Supplemental Stipends

Supplemental stipends used to compensate professional "exempt" staff for extra assignments and/or extra duty beyond the normal workday or duty calendar. Stipends are defined as a flat amount that is paid to a professional employee for performing a specific assignment such as sponsoring an event, coaching a sport, or leading a group. If an employee does not complete the full work assignment, the stipend shall be prorated to compensate for the portion of the assignment verified by the immediate supervisor as complete.

Stipends will generally not be paid to non-exempt staff. In the event that an exception is made due to hardship, the District shall ensure that the non-exempt employee's stipend pay complies with FLSA.

Supplemental stipends are not a property right and may be reallocated and/or reassigned at any time.

## Annualized Pay

The District shall pay all salaried employees over 12 months in equal monthly or semi-monthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations. The District will make deductions from each paycheck for income tax withholding and benefits.

## Service Records/Proof of Prior Employment

Creditable years of service are defined by Commissioner's Rules. Original service records are required to ensure proper salary by ensuring proper placement on the District's experienced-based pay scales. Upon hire, service credit will be given to certified and/or licensed professional (exempt) employees. Legally recognized service records must be submitted no later than within 60 days of employment. An employee who fails to submit service records by the deadline will be adjusted to year zero of their pay scale and compensated accordingly until such time service records are submitted.

# Teacher Compensation Scale

The Teacher Compensation Scale is used for the initial placement of teachers. The placement is based on the number of years or creditable service as specified in the TEA Commissioner's Rules on Creditable Service (TAC 153.1021) and Minimum Salary Schedule for Certain Professional Staff (TAC 153.1022).

The total years of creditable service must be verified by receipt of a Teacher Service Record or other acceptable documentation.

## Compensation Review

Employees should review their compensation as compared to their years of experience. In the event a possible error is detected, the employee shall notify the Personnel Services Coordinator.

## Teacher Incentive Allotment (TIA)

For any funds received by Lago Vista ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90%, less the TRS deduction (both employee and District) and any other applicable payroll taxes or deductions, will be paid to the designated teacher. Should the District receive funding for a designated teacher who has resigned or retired, the District will forward payment to the resigned or retired teacher as long as they completed their contract.

TIA compensation is an annual allotment provided by the State and subject to the availability of state funding allocations. TIA-designated teachers will receive TIA compensation in **one annual payment during the fall semester**. This payment is based on their TIA designation and TIA state funding for their campus assignment.

Actual TIA compensation amounts distributed will include deductions for federal income tax, Medicare tax and TRS contributions (employee and District contribution) as part of an employee's annual wages reported to the state and federal governments, as well as the Teacher Retirement System (TRS). TIA compensation supplemental pay will be eligible for use when calculating TRS retirement benefits.

# Lago Vista ISD Compensation Scales

Teacher Compensation Scale 2025-2026 (186 Days)	
Year Experience	Adopted
0	\$51,000
1	\$51,250
2	\$51,500
3	\$51,500
4	\$52,250
5	\$53,000
6	\$54,000
7	\$55,400
8	\$56,150
9	\$56,900
10	\$57,650
11	\$58,400
12	\$59,150
13	\$59,900
14	\$60,650
15	\$61,400
16	\$62,150
17	\$62,850
18	\$63,550
19	\$64,250
20	\$64,850
21	\$65,450
22	\$66,050
23	\$66,600
24	\$67,150
25	\$67,675
26	\$68,100
27	\$68,500
28	\$68,900
29	\$69,300
30	\$69,650

**Master's Degree: \$1,000**

**Doctorate Degree: \$2,000**

**Certified Special Education Teacher: \$2,000**

**Classroom Teacher with 3-4 Years Experience (89th Legislative Session): \$4,000**

**Classroom Teacher with 5+ Years Experience (89th Legislative Session): \$8,000**

## Librarian & Registered Nurse Compensation Scale 2025-2026 (186 Days)

Year Experience	Adopted
0	\$51,000
1	\$51,250
2	\$51,500
3	\$51,500
4	\$52,250
5	\$53,000
6	\$54,000
7	\$55,400
8	\$56,150
9	\$56,900
10	\$57,650
11	\$58,400
12	\$59,150
13	\$59,900
14	\$60,650
15	\$61,400
16	\$62,150
17	\$62,850
18	\$63,550
19	\$64,250
20	\$64,850
21	\$65,450
22	\$66,050
23	\$66,600
24	\$67,150
25	\$67,675
26	\$68,100
27	\$68,500
28	\$68,900
29	\$69,300
30	\$69,650

<b>Counselor Compensation Scale, 2025-2026</b>			
<b>Year Experience</b>	<b>Elementary/ Intermediate (206)</b>	<b>Middle School (211)</b>	<b>High School (216)</b>
0	\$59,376.34	\$60,720.43	\$63,064.52
1	\$60,206.99	\$61,571.24	\$63,935.48
2	\$61,037.63	\$62,422.04	\$64,806.45
3	\$61,868.28	\$63,272.85	\$65,677.42
4	\$62,698.92	\$64,123.66	\$66,548.39
5	\$63,806.45	\$65,258.06	\$67,709.68
6	\$65,356.99	\$66,846.24	\$69,335.48
7	\$66,187.63	\$67,697.04	\$70,206.45
8	\$67,018.28	\$68,547.85	\$71,077.42
9	\$67,848.92	\$69,398.66	\$71,948.39
10	\$68,679.57	\$70,249.46	\$72,819.35
11	\$69,510.22	\$71,100.27	\$73,690.32
12	\$70,340.86	\$71,951.08	\$74,561.29
13	\$71,171.51	\$72,801.88	\$75,432.26
14	\$72,002.15	\$73,652.69	\$76,303.23
15	\$72,832.80	\$74,503.49	\$77,174.19
16	\$73,608.06	\$75,297.58	\$77,987.10
17	\$74,383.33	\$76,091.67	\$78,800.00
18	\$75,158.60	\$76,885.75	\$79,612.90
19	\$75,823.12	\$77,566.40	\$80,309.68
20	\$76,487.63	\$78,247.04	\$81,006.45
21	\$77,152.15	\$78,927.69	\$81,703.23
22	\$77,761.29	\$79,551.61	\$82,341.94
23	\$78,370.43	\$80,175.54	\$82,980.65
24	\$78,951.88	\$80,771.10	\$83,590.32
25	\$79,422.58	\$81,253.23	\$84,083.87
26	\$79,865.59	\$81,706.99	\$84,548.39
27	\$80,308.60	\$82,160.75	\$85,012.90
28	\$80,751.61	\$82,614.52	\$85,477.42
29	\$81,139.25	\$83,011.56	\$85,883.87
30	\$81,526.88	\$83,408.60	\$86,290.32



# Supplemental Stipend Schedule

The Superintendent or designee shall assign supplemental duties to personnel as needed. These duties may be modified or discontinued at any time for any reason or no reason, at the sole discretion of the Superintendent. If reassigned, stipends will be prorated for the portion of a year in which the employee performs the supplemental duty. The assignment of these duties shall not create any expectation of continued assignment to that same duty or any other duty. An employee who requests to relinquish a supplemental duty listed in the Supplemental Stipend Schedule and be assigned solely to a classroom teaching position may do so only with the consent of the Superintendent. This policy does not create any contractual obligations or other expectations of employment in any supplemental duty assignment.

District Stipends	
Athletic Director	\$11,550.00
Bilingual Support	\$3,000.00
Board Meeting Videographer	\$1,000.00
Certified LSSP	\$3,000.00
Certified Special Education Teacher	\$2,000.00
Cybersecurity Coordinator	\$1,500.00
Diagnostician Evaluation Support	\$3,000.00
District Librarian	\$1,000.00
District Registered Nurse	\$1,000.00
District Testing Coordinator	\$3,500.00
Doctorate Degree	\$2,000.00
Extra Days	Daily Rate
Lead Maintenance	\$2,000.00
LSSP Evaluation Support	\$3,000.00
Master's Degree (Not Required)	\$1,000.00
Scoreboard Production Coordinator	\$3,800.00
Special Olympics Head of Delegation	\$1,000.00

Athletic Stipends	
Athletic Coordinator Girls HS	\$2,500.00
Athletic Coordinator MS	\$1,500.00
Athletic Trainer Stipend	\$6,000.00
Baseball Head Coach HS	\$5,000.00
Baseball Assistant Coach HS	\$3,000.00
Basketball Head Coach HS	\$5,000.00
Basketball Assistant Coach HS	\$3,000.00
Basketball Head Coach MS	\$2,000.00
Basketball Assistant Coach MS	\$1,000.00
Bus Driver w/CDL	\$1,000.00
Cross Country Head Coach HS	\$3,000.00
Cross Country Head Coach MS (Boys)	\$1,000.00
Cross Country Asst HS/MS Coach (Girls)	\$1,500.00
Extra Days	Daily Rate
Football Assistant Head Coach	\$1,500.00
Football Defensive Coordinator HS	\$1,250.00

<b>Athletic Stipends</b>	
Football Head Coach HS	\$11,550.00
Football Offensive Coordinator HS	\$1,250.00
Football Coach HS	\$4,500.00
Football Coach JV HS	\$3,000.00
Football Coach MS	\$2,500.00
Football Video Tech	\$500.00
Golf Head Coach HS	\$3,000.00
Golf Head Coach MS	\$1,250.00
Powerlifitng Coach	\$3,000.00
Softball Head Coach HS	\$5,000.00
Softball Assistant Coach HS	\$3,000.00
Track Coach HS	\$2,750.00
Track Head Coach HS	\$4,000.00
Track Coach MS	\$2,000.00
Track Head Coach HS	\$4,000.00
Tennis Assistant Coach HS	\$1,250.00
Tennis Head Coach MS	\$1,500.00
Tennis Head Coach HS	\$3,000.00
Team Tennis Head Coach HS	\$2,000.00
Team Tennis Assistant Coach HS	\$1,000.00
Volleyball Assistant Coach HS	\$3,000.00
Volleyball Head Coach HS	\$5,000.00
Volleyball Coach MS	\$2,000.00
Soccer Boys Head Coach	\$5,000.00
Soccer Girls Head Coach	\$5,000.00
Soccer Girls Assistant Coach	\$3,000.00

<b>High School Stipends</b>	
504 Coordinator	\$500.00
Activity Account Manager	\$1,000.00
AP Coordinator	\$1,000.00
Athletic Gate Coordinator	\$500.00
Campus Registered Nurse	\$750.00
Campus Testing Coordinator	\$500.00
Class Sponsor	\$500.00
College Bridge Facilitator	\$3,000.00
Concert Band Director	\$5,000.00
Concert Band Asst Director	\$3,000.00
Cheerleading Coach	\$7,000.00
CTE IBC Facilitator	\$5,000.00
CTE Licensed Welding Certifier	\$1,500.00
Debate Coach	\$1,000.00
DECA Advisor	\$500.00
Department Head	\$1,000.00
Drill Team Director	\$4,500.00
Drill Team Assistant	\$1,000.00

<b>High School Stipends</b>	
FCCLA Advisor	\$500.00
FFA Advisor	\$500.00
G/T Coordinator	\$1,000.00
Honor Society Advisor	\$750.00
HOSA Advisor	\$500.00
Advanced Subjects Instructor	\$250.00
Marching Band Director	\$5,000.00
Marching Band Assistant Director	\$3,000.00
One Act Play Director	\$3,000.00
One Act Play Assistant Director	\$1,000.00
OnRamps Instructor	\$750.00
PAC Coordinator	\$2,250.00
RTI Coordinator	\$500.00
Student Council Advisor	\$1,000.00
Project Vinátta Advisor	\$500.00
UIL Coordinator	\$3,000.00
VASE Advisor	\$500.00
Yearbook Advisor	\$1,500.00

<b>Middle School Stipends</b>	
504 Coordinator	\$500.00
Athletic Gate Coordinator	\$250.00
Campus Registered Nurse	\$750.00
Campus Testing Coordinator	\$500.00
Cheerleading Coach	\$3,000.00
Department Head	\$750.00
National Honor Society	\$500.00
One Act Play Director	\$500.00
Project Vinátta Advisor	\$500.00
Team Leader	\$750.00
UIL Coordinator	\$1,000.00
Yearbook Advisor	\$500.00

<b>Elementary/Intermediate School Stipends</b>	
504 Coordinator	\$500.00
Art K-5	\$1,000.00
Campus Registered Nurse	\$750.00
Campus Testing Coordinator	\$500.00
Choir K-5	\$1,000.00
Project Vinátta Advisor	\$500.00
Team Leader	\$750.00

## Professional (Exempt) Hiring Scale

Scale	Job Title	Minimum	Midpoint	Maximum
<b>A1</b>	Business Services Coordinator (226)	\$70,270	\$74,174	\$78,078
	Communications Coordinator (226)	\$63,441	\$66,966	\$70,490
	Daycare Director (196)	\$46,450	\$48,773	\$51,095
	Personnel Services Coordinator (226)	\$68,618	\$72,430	\$76,242
<b>A2</b>	Elementary Assistant Principal (206)	\$67,896	\$71,668	\$75,440
	Middle School Assistant Principal (216)	\$71,076	\$75,024	\$78,973
	High School Assistant Principal (216)	\$73,652	\$77,744	\$81,836
<b>A3</b>	Elementary/Intermediate Principal (216)	\$86,158	\$90,944	\$95,731
	Middle School Principal (226)	\$91,568	\$96,665	\$101,742
	Director of Special Education (226)	\$89,328	\$94,290	\$99,253
<b>A4</b>	Athletic Director (226)	\$102,558	\$108,255	\$113,953
	High School Principal (226)	\$98,818	\$112,074	\$126,535
<b>M2</b>	Director of Maintenance (239)	\$78,475	\$82,834	\$87,194
<b>N3</b>	Registered Nurse (186)	<i>*See Scale Above</i>		
<b>O2</b>	High School Registrar (226)	\$47,650	\$49,395	\$51,215
<b>P</b>	Educational Diagnostician (197)	\$60,704	\$64,077	\$67,449
	Speech Language Pathologist (197)	\$65,340	\$68,970	\$72,600
	Occupational Therapist (197)	\$65,340	\$68,970	\$72,600
	LSSP (201)	\$67,156	\$70,887	\$74,618
	LSSP - Bilingual (201)	\$69,856	\$73,737	\$77,618
<b>T2</b>	Director of Technology (226)	\$91,087	\$96,148	\$101,208
	Information Technology Coordinator (226)	\$59,382	\$62,681	\$65,980
	Cybersecurity Coordinator (226)	\$52,292	\$55,197	\$58,102

## Hourly (Non-Exempt) Hiring Scale

Scale	Job Title	Calendar	Hiring Rate	Hourly	Annual
<b>C</b>	Childcare Workers	190	Minimum	\$19.00	\$28,882.28
			Midpoint	\$21.35	\$32,452.00
			Maximum	\$23.70	\$36,021.72
<b>E1</b>	Educational Aide - General Education	186	Minimum	\$19.00	\$28,268.28
	Educational Aide - PK	186	Midpoint	\$22.35	\$33,256.80
	Educational Aide - EB/ESL	186	Maximum	\$25.70	\$38,245.32
	Educational Aide - Special Education	186			
<b>E2</b>	Educational Aide - FAC	186	Minimum	\$19.50	\$29,014.51
	Educational Aide - ECSE	186	Midpoint	\$22.94	\$34,134.72
	Educational Aide/Job Coach - 18+	186	Maximum	\$26.38	\$39,254.93
<b>M1</b>	Maintenance Technician	236	Minimum	\$19.00	\$35,872.00
			Midpoint	\$22.50	\$42,480.00
			Maximum	\$24.00	\$45,312.00
<b>N1</b>	Clinic Health Aide	186	Minimum	\$19.00	\$28,272.00
			Midpoint	\$21.25	\$31,620.00
			Maximum	\$24.44	\$36,363.00
<b>N2</b>	Licensed Vocational Nurse - LVN	186	Minimum	\$23.00	\$34,224.00
			Midpoint	\$25.00	\$37,200.00
			Maximum	\$28.75	\$42,780.00
<b>O1</b>	Administrative Assistant - Elementary Campus	206	Minimum	\$19.00	\$31,312.00
	Administrative Assistant - Secondary Campus	216	Midpoint	\$19.87	\$34,335.36
	Administrative Assistant - Special Programs	216	Maximum	\$22.85	\$39,485.66
	Administrative Assistant - Library	206			
<b>T</b>	Technology Technician	226	Minimum	\$22.12	\$39,992.96
			Midpoint	\$25.44	\$45,995.52
			Maximum	\$29.26	\$52,894.85

<b>Substitute Compensation</b>	
Substitute	\$100 per day
Long Term Substitute (11+ Consecutive Days in the Same Assignment)	\$120 per day
Little Vikings Substitute	\$120 per day