

LAKE DALLAS INDEPENDENT SCHOOL DISTRICT
Board of Trustees



Regular Meeting

Monday, December 15, 2025 5:30 PM

Meetings of the Board are held at 104 Swisher Rd., Lake Dallas, TX 75065

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

Agenda

1. **Call to Order, Roll Call, and Establishment of Quorum**
2. **Moment of Silence and Pledges of Allegiance**
3. **Student/Staff Report/Recognitions**
 - 3.A. **Student Success:** Corinth Elementary Student Advisory Council
 - 3.B. **Student Success:** LDMS Success at TMEA All-Region Auditions
 - 3.C. **Student Success:** LDMS One Act Play Success
 - 3.D. **Student Success:** Lake Dallas ISD Christmas Card Art Contest
 - 3.E. **Student Success:** Lake Cities Fall Food Drive Campus Contest Winners
 - 3.F. **Faculty & Staff Engagement:** Texas School Counselor Association CREST Award Winners
 - 3.G. **Faculty & Staff Engagement:** December Teachers and Employees of the Month
4. **Executive Session**

The open session of the meeting will adjourn. The Board of Trustees will reconvene in executive session pursuant to one or more of the sections of the Texas Open Meetings Act (Chapter 551 of the Texas Government Code). The Board of Trustees will reconvene in open session to take any final action, decision, or vote on a matter deliberated in executive session.

- A. Private consultation with the Board's attorney (TGC 551.071)
- B. Discussing or deliberating purchase, exchange, lease or value of real property (TGC 551.072)
- C. Discussing or deliberating negotiated contract for prospective gift or donation to the school district (TGC 551.073)

- D. Discussing or deliberating appointment, employment, evaluation, reassignments, duties, discipline, or dismissal of a public officer (TGC 551.074)
- E. Discussing or deliberating the deployment, or specific occasions for implementation of security personnel or devices; or a security audit (TGC 551.076)
- F. Discussing Security Matters regarding Emergency Operations Plans, Safety, and Security Audits (TEC 37.109)
- G. Discussing or deliberating discipline of a public school child or employee complaint against another employee (TGC 551.082)
- H. Discussing or deliberating a public school child which reveals personally identifiable information (TGC 551.0821)
- I. Investigation; exclusion of witness from a hearing during examination of another witness (TGC 551.084)
- J. Discussing economic development negotiations or offer of financial or other incentive to business prospects (TGC 551.086)

5. Public Comment

At regular Board meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting. Individuals who wish to participate during the Open Comment portion of the meeting shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board. An individual's comments to the Board shall not exceed three minutes per meeting.

6. INFORMATION ITEMS

- 6.A. *Faculty & Staff Engagement: Priority 2-Strategic Plan Update*

7. CONSENT AGENDA ITEMS

Consent Agenda Items are items identified as routine, procedural, informational or self-explanatory presented as a single motion to be acted on at one time.

- 7.A. **Consideration/Approval of the Minutes of the November 17, 2025, Regular Meeting**
 - 7.B. **Consideration/Approval of Monthly Financial Statements**
 - 7.C. **Consideration/Approval of Order of Trustee Election**
 - 7.D. **Consideration/Approval of Unsolicited Donations to Lake Dallas ISD**
 - 7.E. **Consideration/Approval of Interlocal Agreement between the District and the Region 10 Education Service Center Child Nutrition Multi-Region Purchasing Cooperative Program**
 - 7.F. **Consideration/Approval of Updated Compensation Manual**
 - 7.G. **Consideration/Approval of Easement with Oncor Electric Delivery Company Revision**
- 8. ACTION ITEMS**

- 8.A. ***Efficient Operations:*** Consideration/Approval of Administrator Contract
for Athletic Director/Head Football Coach
9. **Calendar, Announcements & Information**
- 9.A. **Upcoming Meetings & Events**
10. **Executive Session (if needed)**
11. **Adjournment**

3.A.

Student Success:

Corinth Elementary Student Advisory Council

Presenter: Ashley Fay, CE Principal

Event: LDISD Board of Trustees Meeting

Date: December 15, 2025



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



CE Student Advisory Members

- Jasmine Wright
- Maha Anani
- Jaxon Riley
- Shepherd Wygle



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



LAKE DALLAS

Independent School District



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



3.B.

Student Success:

LDMS Band Success at TMEA All-Region Auditions

Presenter: Felicia May, LDMS Band Director

Event: LDISD Board of Trustees Meeting

Date: December 15, 2025



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



TMEA Region 2 Middle School Band

- On October 22nd and 25th, over 1300 students auditioned to be in the All Region Band from Denton, Lewisville, Argyle, Northwest, and Lake Dallas ISDs.
- Students auditioned on material they prepared for over two months.
- Audition material consisted of scales, prepared etudes, and sight reading.



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



Congratulations to the following students

Adelaide Lee (Clarinet)

Jihoo Costa (Clarinet)

Brayden Poarch (French Horn)

Blake Manning (Alto Saxophone)

Danieli Enguerra (Alto Saxophone)



STUDENT SUCCESS



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COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



LAKE DALLAS
FALCONS



All Region Clinic and Concert

SATURDAY, DECEMBER 13TH

- Students rehearsed all day with the Region Band
- They got the educational experience rehearsing under the direction of exceptional directors
- In the evening, the students performed their music in a concert at Flower Mound High School



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



LAKE DALLAS

Independent School District



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



FALCONS
first



3.C. ***Student Success:*** LDMS One Act Play Success

Presenter: Nicole Probst, LDMS Theater Director

Event: LDISD Board of Trustees Meeting

Date: December 15, 2025



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



Fun fact #1

NO PLAY
SHALL EXCEED
40 MINUTES



Fun fact #2

SCHOOLS ARE
RANKED IN
COMPARISSON TO
OTHER PARTICIPANTS

*Similar to UIL sports rather
than other Fine Arts Events*



Fun fact #3

THE DIRECTOR MUST SIT
IN THE AUDIENCE DURING
THE PERFORMANCE.

*Imagine a coach not being able to
talk to the players during a
playoff game...*





Fun fact #4

CAST & CREW HAVE SEVEN MINUTES TO SET THE STAGE BEFORE THE SHOW AND SEVEN MINUTES TO BREAK IT DOWN AFTERWARDS



Fun fact #5

STUDENTS TYPICALLY REHEARSE FOR 8-10 WEEKS PRIOR TO CONTEST



Fun fact #6

CAST & CREW GET A ONE HOUR REHEARSAL AT THE CONTEST SITE PRIOR TO THE CONTEST PERFORMANCE

A Personal Best for LDMS Theatre

Because we had all 8th graders involved in UIL last year, this is the first year these students have tackled UIL.

We competed against six other 4A schools in our area.

LAKE DALLAS MIDDLE SCHOOL
THEATRE
 2025 UIL One Act Play

Pinocchio Commedia
 by Johnny Simons

CREW	CAST
Stage Manager Lailany Rainford	Arlecchino R. Sloan
ASM/Sound Lead C. Garcia	Pantalone L. Lamed
Tech Directors K. Stillman & B. Wilson	Columbina B Kimbrell
Scenic Lead J. McDaniel	Pulchinella A. Tusant
Lighting R. Johnson & L. Richards	Razullo E. High
Props Lead L. Stewart	Beltramo C. McCoy
Costume Lead L. Sims	Pedrolina L. Haughton
Costume Associate L. Loera	Pinocchio C. McCord

Public Performance Nov 11
One Act Play Contest Nov 14



STUDENT SUCCESS



PARENT & FAMILY/
 COMMUNITY SUPPORT



FACULTY & STAFF
 ENGAGEMENT

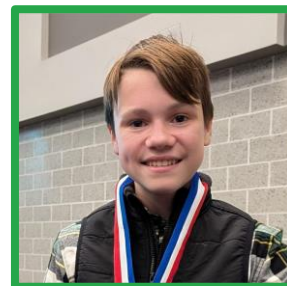


EFFICIENT OPERATIONS



INDIVIDUAL AWARDS

- **Honorable Mention All-Star Cast**
Rylee Sloan in the role of Arlecchino/Cricket
- **All-Star Cast**
Cannon McCord in the role of Pinocchio
- **Outstanding Technician**
Lyrique Sims



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



IT TAKES A VILLAGE...

THANK YOU FOR SUPPORTING LDMS THEATRE

Loretto Family Dentistry

Linnybird Bakeshop & Coffee Bar

SPECIAL THANKS

Stage Door Families, Nathan Probst, Kristen Deal, Melissa Bird Shamp, Dr. Brown, Denise Kennedy, Nadia Sweetland, Charlayne Pruitt, Jessica Bovan, and all the families and teachers that provide daily support to our LDMS Theatre students.



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



LAKE DALLAS

Independent School District



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



3.E.

Student Success:

Lake Cities Fall Food Drive Campus Contest Winners

Presenter: Marissa Parker, Athletic Trainer

Event: LDISD Board of Trustees Meeting

Date: December 15, 2025



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS





Student Athletic Trainers – Top Contributors

- Madelyn Shaulis - 2,761
- Chance Phillips - 2,275
- Kinsley Ingram - 453
- Aliyah Loiselle - 352
- Kynnadi Luke - 243



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



Total Donations

- 5,445 Fire Academy
- 8,493 Student Athletic Trainers
- ~ 14,000 Donations



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



LAKE DALLAS

Independent School District



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



3.F.

Faculty & Staff Engagement:

Texas School Counselor Association CREST Award Winners

Presenter: Jessica Bovan, LDMS Principal

Event: LDISD Board of Trustees Meeting

Date: December 15, 2025



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



CREST Award Recognition



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



CREST Award Recognition

- Strong leadership
- Student advocacy
- Social-Emotional Learning (SEL), mental health, and career services



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



Zen Zone Wellness Space



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
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EFFICIENT OPERATIONS



CREST Award Recognition

- STAAR Math: +15%
- ISS referrals reduced (56 → 29)
- Increased mental health support
- Stronger school culture & well-being



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
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EFFICIENT OPERATIONS



LAKE DALLAS

Independent School District



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



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EFFICIENT OPERATIONS



3.G.

Faculty & Staff Engagement:

December Teachers and Employees of the Month

Presenter: Dr. Kristin N. Brown, Superintendent

Event: LDISD Board of Trustees Meeting

Date: December 15, 2025



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



December Teachers and Employees of the Month

RECOGNIZED TEACHERS

- Ashley Hammar, LDE
- Kaitlyn Gordon, CE
- Addison Walton, SSE-December
- Brittany Gafford, SSE- November
- Felicia May, LDMS
- Kaleb Broadstreet, LDHS

RECOGNIZED EMPLOYEES

- Jeana Morgan, LDE
- Amber Stephens, CE
- Mackenzie Meyer, SSE- December
- Claudia Swanson, SSE- November
- Erica Kelm, LDMS
- Holly Jones, LDHS
- Blanca Marques, Transportation
- Erica Henderson, Child Nutrition
- Ana Arriaga, Facilities



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



LAKE DALLAS

Independent School District



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
ENGAGEMENT



EFFICIENT OPERATIONS



FALCONS
first



6.A.
Faculty & Staff Engagement:
Priority 2 - Strategic Plan Update

Presenter: Dr. Kelly O'Sullivan, Deputy Superintendent
Event: LDISD Board of Trustees Meeting
Date: December 15, 2025



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
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EFFICIENT OPERATIONS



Teacher Incentive Allotment

Purpose of TIA:

The Teacher Incentive Allotment (TIA) was established by HB 3 to recognize effective teachers and generate additional teacher-focused allotment funding based on a local designation system created by the school district and approved by TEA.



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



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EFFICIENT OPERATIONS



Year 1 Review

- Letter of Intent to TEA
- Established TIA Planning Committee
- Developed a Local Designation System:
 - Identified eligible teaching assignments
 - Established teacher performance & designation criteria
 - Created a TIA spending plan
- Obtained Feedback
- Submitted Application April 2025



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



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EFFICIENT OPERATIONS



Phase One Eligibility

Teachers	Pre-test & Post-test Assessments
Pre-K 4yr old	CLI Math & Reading
Kindergarten, 1 st & 2 nd grade	MAP Math
3 rd – 8 th grade	MAP Reading and Math or STAAR Alt 2
Algebra I	STAAR
English I & II	STAAR



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
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EFFICIENT OPERATIONS



Year 2 2025-2026

August 2025 - TIA Application Accepted by TEA

Data Collection year:

- Collect teacher observation data
- Collect student growth data per the application and local designation system
- Teacher Survey



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
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EFFICIENT OPERATIONS



Year 3 2026-2027

Data Submission:

Fall 2026 -Submit to Texas Tech University

Upon Final Approval Spring/Summer 2027

- Teacher Designations & Allotments
- Certification indicates the level of designation for five years.



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



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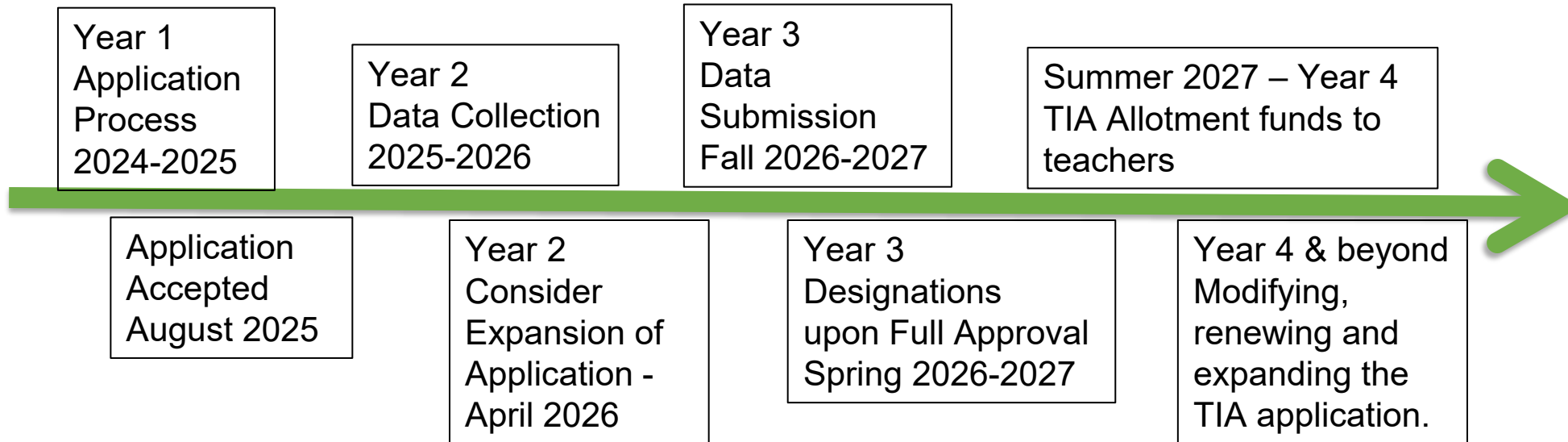
EFFICIENT OPERATIONS



Texas Administrative Code: Teacher Designation Performance Standards (§150.1014)

Designation Level	Statewide Percentages	Teacher Observation Performance Standards Average Score	Student Growth Performance Standards
Acknowledged \$3000	Top 50%	3.5	50% Met or Exceeded
Recognized \$6000	Top 33%	3.7	55% Met or Exceeded
Exemplary \$9000	Top 20%	3.9	60% Met or Exceeded
Master \$12,000	Top 5%	4.5	70% Met or Exceeded

Lake Dallas ISD TIA Timeline



STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
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EFFICIENT OPERATIONS





STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



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EFFICIENT OPERATIONS

Any Questions?





STUDENT SUCCESS



PARENT & FAMILY/
COMMUNITY SUPPORT



FACULTY & STAFF
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EFFICIENT OPERATIONS

LAKE DALLAS

Independent School District



Minutes of Regular Meeting

The Board of Trustees

Lake Dallas Independent School District

A Regular Meeting of the Board of Trustees of Lake Dallas Independent School District was held Monday, November 17, 2025, beginning at 5:30 PM at 104 Swisher Rd., Lake Dallas, TX 75065.

PRESENT: President Lance Stacy, Vice President Ginger Collier, Secretary Mar Tucker, Trustees Scott Baird, Bruce Smith, Aaron Appleby, Greg Bartley and Superintendent Dr. Kristin N. Brown

1. Call to Order, Roll Call, and Establishment of Quorum – 5:30 PM

2. Moment of Silence and Pledges of Allegiance

President Lance Stacy led the moment of silence. The pledges of allegiance were led by the Lake Dallas Falcon Band Drum Majors.

3. Student/Staff Report/Recognitions

A. *Student Success:* Lake Cities Fire Department Fire Safety Contest Winners

Kerri, Blevins, Jennifer Bryant, and Ashley Fay, Elementary Principals, presented the winners of the Lake Cities Fire Department Fire Safety Contest.

First Place Winners for 2nd Grade Poster Contest:

- Addison Jones, SSE
- Mariah Vazquez, LDE

First Place Winners for 5th Grade Essay Contest:

- Rylee Himel, CE
- Adelynn Gutierrez, LDE
- Ruby Randolph, SSE

B. *Student Success:* SSE Yearbook Cover Contest Winners

Jennifer Bryant, SSE Principal, recognized their campuses yearbook cover contest winners.

Students from SSE had a few parameters they were required to meet before submitting their artwork for the Yearbook Cover Contest.

The following students will be featured on the back cover of the yearbook.

- 3rd Knox Cunningham
- 3rd Alexandra Salazar
- 4th Berkleigh Martin
- 4th Branson Jenkins

Front Cover Winner

- 4th Aya Penkov

C. *Student Success:* LDE Student Advisory Council

Kerri Blevins, LDE Principal, recognized this year's Student Advisory Council members for Lake Dallas Elementary. These students meet with Dr. Brown periodically throughout the year to give insight into helping further the success of our District.

- Weston Boliver
- Matthew Morgan
- Robin Boccanfuso
- Elise Schmidt

- Gabby Guditis

- D. **Student Success:** FFA Success at State Fair of Texas and Heart of Texas Fair
Tanner McQuien, FFA Sponsor, recognized students earning awards at the State Fair of Texas and Heart of Texas Fair.

State Fair of Texas

Tatum Harding- Jr Breeding Gilt Show

- Reserve Supreme Champion
- Hampshire Reserve Breed Champion

Ruby Jackson - Pan Am Breeding Gilt Show

- Champion Chester Breeding Gilt

Heart of Texas Fair

Tatum Harding- Breeding Gilt Show

- 4th Place Overall Showman
- Reserve Champion Senior Showman

- E. **Student Success:** Falcon Band UIL Region 2 Marching Success
Mikaela Pyle, LDHS Band Director, presented the Falcon Marching Band UIL Results - Superior Ratings and a bid to the Area contest.

The Lake Dallas High School Marching Band received all “Superior” 1st Division ratings at the UIL Region Contest on October 18th. This is the highest recognition given at the regional level. The band advanced to the 4A Area B Contest and performed on October 25, 2025.

- F. **Student Success:** LDMS Jr. Thespian Festival Success
Nicole Probst, Lake Dallas Middle School Theater Director, recognized students who qualified for National Competition.

These middle school theatre students earned a Superior rating in the Contrasting Monologue category at the Texas Thespian Junior Festival. This impressive score qualifies the student to advance and represent our school at the International Thespian Society’s National event in Indiana this summer. Out of 37 participants in the monologue category, only eight scored high enough to achieve this distinction. This accomplishment reflects not only exceptional talent and dedication of this 8th grader, but also the bright future of LDMS Theatre as we grow into our second year of establishing a full program.

- G. **Student Success:** LDMS TMEA Region 2 Honor Choir Success
Kristins Reed-Erwin, LDMS Choir Teacher, recognized the LDMS Students who were selected for the TMEA Region 2 Honor Choir.

MS Treble Choir

- Zoe Osorio Villalon Featured Soloist
- Josslyn Brownfield
- Paisley Ray
- Destiny Bessera
- Aminta Biji

MS Tenor Bass Choir

- Giovanni Guerrero
- Elijah Morrison
- David Wauters
- Leonel Mendez
- Devin Mills

- Amilkar Muniz
- Colton Smith

- H. **Faculty & Staff Engagement:** November Teachers and Employees of the Month
Dr. Kristin N. Brown, Superintendent, recognized 12 staff members selected as Teachers and Employees of the Month for November.

Teachers

- Jacquelyn Klar, LDE
- Briana Grizzard, CE
- Cari Houser, LDMS
- Mikaela Pyle, LDHS

Employees

- Gracie Hansen, LDE
- Amy Lowry, CE
- Lori Barrett, LDMS
- Carol Parker, LDHS
- Rhonda Anderson, Transportation
- Dinora Rodriguez, Child Nutrition
- Ignacia Martinez, Facilities
- Jordan Spencer, Childcare

A video highlighting the Teachers and Employees of the Month was shown during Executive Session.

4. **Executive Session**

The open session of the meeting adjourned at 5:58 pm. The Board of Trustees moved to executive session pursuant to one or more of the sections of the Texas Open Meetings Act (Chapter 551 of the Texas Government Code).

The Board reconvened to open session at 7:06 pm.

5. **Public Comment**

Persons desiring to address the Board of Trustees were given the opportunity to sign up to speak.

No one signed up to speak to the Board.

6. **Public Hearing**

Lance Stacy, Board President, closed the Regular Meeting and opened the Public Hearing at 7:06pm.

- A. **Efficient Operations:** Financial Integrity Rating System of Texas Report
Anne Haehn, CFO, presented the Financial Integrity Rating System of Texas Report. This yearly rating is performed by the Texas Education Agency (TEA) to test school district's financial performance as required by Title 19, Texas Administrative Code, Section 109. The Texas Education Agency uses District demographic, budgetary, and actual financial data for the 2023-2024 school year as the data source for this rating and School Board and Superintendent expenditure information for the 2024-2025 school year.

There were no questions from the public.

Lance Stacy, Board President, closed the Public Hearing portion of the meeting and resumed the Regular Meeting at 7:14pm.

7. **INFORMATION ITEMS**

- A. **Parent & Family/Community Support:** LCEF Teacher Grant Donation
Karla Landrum, Jerry Blazewicz, and Tina Hicks, Lake Cities Education Foundation Board of Directors, presented a Teacher Grant Donation to Lake Dallas ISD.

The Lake Cities Education Foundation awards grants to teachers and teams of teachers at Lake Dallas ISD. These grants are designed to encourage, facilitate, recognize and reward innovative and creative instructional approaches for educating LDISD students.

- B. **Parent & Family/Community Support:** Priority 3 - Strategic Plan Update
Denise Kennedy, Director of Student Initiatives, gave an overview of Objective 3.2 as part of Priority 3- Parent & Family/Community Support.

As part of our strategic priority to enhance parent and family engagement, Lake Dallas ISD hosts a variety of events and initiatives designed to connect, inform, and inspire.

Several events hosted by Lake Dallas ISD were highlighted.

8. **CONSENT AGENDA ITEM**

Consent Agenda Items are items identified as routine, procedural, informational or self-explanatory presented as a single motion to be acted on at one time.

It was MOVED by Bruce Smith and SECONDED by Aaron Appleby to approve the Consent Agenda as presented.

- A. **Consideration/Approval of the Minutes of the November 10, 2025, Board Workshop Meeting**
- B. **Consideration/Approval of the Minutes of the October 20, 2025, Regular Meeting**
- C. **Consideration/Approval of Monthly Financial Statements**
- D. **Consideration/Approval of Unsolicited Donations to Lake Dallas ISD**
 - Lake Cities Education Foundation - \$57,000 for Innovative Teacher Grants
 - Josh Knowles – \$1,500 Donation to girls/boys’ basketball to be a part of their digital scoreboard business sponsorship
 - EJ Whitley with ATEC Spine - \$1,500 Donation to girls/boys’ basketball to be a part of their digital scoreboard business sponsorship
- E. **Consideration/Approval of Purchases Over \$75,000**
 - Texas Safe & Lock - \$108,269.95 purchase for Rekeying of District Buildings
 - CDW Government, LLC - \$105,987.29 purchase for Cost of Cisco Phone Services and Devices
- F. **Consideration/Approval of Deleting Board Policy CKE(Local)**
- G. **Consideration/Approval of Adding Board Policy KCEA(Local)**
- H. **Consideration/Approval of Authorizing Individuals as Bank Signatories for SouthState Bank**

Resolution authorizing the following individuals as bank signatories was presented.

- Lance Stacy - School Board President
- Mark Tucker - School Board Secretary
- Anne Haehn - CFO

The resolution will serve as the formal document for SouthState Bank establishing the official bank signatories for all Lake Dallas Independent School District checking accounts. Lance Stacy and Mark Tucker will be authorized signatories on all bank accounts on behalf of the district. Anne Haehn will be an authorized signatory and is authorized to perform all banking transactions on all bank accounts on behalf of the district.

Wes Eversole will be removed as an authorized signatory on all bank accounts for SouthState Bank. This resolution shall become effective November 18, 2025, and shall remain in effect until amended or revoked by a subsequent resolution of the district’s board of trustees.

MOTION PASSED 7-0

Lance Stacy, President – Aye
Ginger Collier, Vice President – Aye
Mark Tucker, Secretary – Aye

Trustees:
Scott Baird – Aye
Bruce Smith – Aye
Aaron Appleby – Aye
Greg Bartley – Aye

9. ACTION ITEMS

- A. *Efficient Operations:*** Consideration/Approval of Resolution to Cast Votes for the Denton Central Appraisal District Board of Directors
Each voting unit must cast its vote by written resolution and submit it to the Chief Appraiser before Monday, December 15th. The distribution of votes for each voting unit is included in the attachments. Lake Dallas ISD's allocation is 25 votes.

Included was a letter from DCAD explaining the election process, including a list of candidates seeking election or reelection, the biographical information of candidates (Only 3 received from DCAD) and the resolution required to cast votes.

It was MOVED by Aaron Appleby and SECONDED by Scott Baird to cast all 25 votes to Mike Hennefer to serve on the Denton Central Appraisal District Board of Directors.

MOTION PASSED 7-0

Lance Stacy, President – Aye
Ginger Collier, Vice President – Aye
Mark Tucker, Secretary – Aye
Trustees:
Scott Baird – Aye
Bruce Smith – Aye
Aaron Appleby – Aye
Greg Bartley – Aye

10. Calendar, Announcements & Information

A. Upcoming Meetings & Events

Dr. Kristin N. Brown, Superintendent, presented upcoming events occurring between board meetings.

11. Executive Session

The open session of the meeting will adjourn. The Board of Trustees will reconvene in executive session pursuant to one or more of the sections of the Texas Open Meetings Act (Chapter 551 of the Texas Government Code). The Board of Trustees will reconvene in open session to take any final action, decision, or vote on a matter deliberated in executive session.

The Board did not move to Executive Session.

12. Adjournment

The meeting was adjourned at 7:29 pm

Lance Stacy, Board President

Mark Tucker, Board Secretary

LAKE DALLAS ISD
 COMPARISON OF REVENUE AND EXPENDITURES
 GENERAL FUND
 Oct. 2025

	Prior Month YTD	Current Month YTD	Current Budget	Balance	%
REVENUE					
Local Revenue	108,747	301,806	24,342,315	24,040,509	1.2%
State Revenue	4,466,598	7,894,330	19,811,938	11,917,608	39.8%
Federal Revenue		34,857	560,000	525,143	6.2%
Total Revenue	4,575,346	8,230,993	44,714,253	36,483,260	18.4%
EXPENDITURES					
Instruction	2,074,537	4,230,239	25,557,643	21,329,894	16.6%
Inst. Res./Media Services	3,735	6,107	476,934	470,827	1.3%
Curriculum Dev. & Inst. Staff Devel	69,936	139,983	861,342	721,359	16.3%
Inst. Leadership	60,146	119,288	691,665	572,377	17.2%
School Leadership	193,181	384,917	2,320,726	1,935,809	16.6%
Guidance/Counseling/Evaluation	136,782	249,128	1,336,939	1,087,811	18.6%
Health Services	30,319	60,803	377,771	316,968	16.1%
Pupil Transportation	173,622	375,659	1,640,212	1,264,553	22.9%
Cocurr./Extracurr. Activities	151,869	285,530	1,263,827	978,297	22.6%
Gen Administration	165,623	375,775	1,821,284	1,445,509	20.6%
Plant Maintenance & Operations	1,119,897	1,574,370	6,104,540	4,530,170	25.8%
School Monitoring Services	68,731	131,098	792,935	661,837	16.5%
Data Processing Services	156,740	203,255	1,169,558	966,303	17.4%
Debt Service	0	0	760,430	760,430	0.0%
Facilities Acq. & Construction	0	0	14,000	14,000	0.0%
Payments to Fiscal Agents	0	0	4,500	4,500	0.0%
Payments to JJAEP Program Other	0	0	2,000	2,000	0.0%
Intergovernmental Charges	69,384	69,384	340,400	271,016	20.4%
Total Expenditures	4,474,501	8,205,535	45,536,706	37,331,171	18.0%
Grand Revenue Totals	4,575,346	8,230,993	44,714,253		
Grand Expenditure Totals	4,474,501	8,205,535	45,536,706		
Grand Totals	100,845	25,458	(822,453)		

LAKE DALLAS ISD
 COMPARISON OF REVENUE AND EXPENDITURES
 FOOD SERVICE FUND
 Oct 2025

	Prior Month YTD	Current Month YTD	Current Budget	Balance	%
REVENUE					
Local Revenue	81,445	163,712	802,403	638,691	20.4%
State Revenue	673	3,657	52,533	48,876	7.0%
Federal Revenue	178,707	350,395	1,411,658	1,061,263	24.8%
Total Revenue	260,825	517,765	2,266,594	1,748,829	22.8%
EXPENDITURES					
Food Service	226,651	480,440	2,441,484	1,961,044	19.7%
Total Expenditures	226,651	480,440	2,441,484	1,961,044	19.7%
Grand Revenue Totals	260,825	517,765	2,266,594		
Grand Expenditure Totals	226,651	480,440	2,441,484		
Grand Totals	34,174	37,325	(174,890)		

LAKE DALLAS ISD
 COMPARISON OF REVENUE AND EXPENDITURES
 DEBT SERVICE FUND
 Oct 2025

	Prior Month YTD	Current Month YTD	Current Budget	Balance	%
REVENUE					
Local Revenue	34,183	94,181	15,498,058	15,403,877	0.6%
State Revenue	0	0	2,848,379	2,848,379	0.0%
Total Revenue	34,183	94,181	18,346,437	18,252,256	0.5%
EXPENDITURES					
Debt Services	0	0	18,345,069	18,345,069	0.0%
Total Expenditures	0	0	18,345,069	18,345,069	0.0%
Grand Revenue Totals	34,183	94,181	18,346,437		
Grand Expenditure Totals	0	0	18,345,069		
Grand Totals	34,183	94,181	1,368		

LAKE DALLAS ISD
BALANCE SHEET
GENERAL FUND, FOOD SERVICE AND DEBT SERVICE
AS OF Oct 31, 2025

General Fund

Cash & Investments	13,662,706
Receivables	3,077,266
Deferred Expenses	1,570
Total Assets	<u>16,741,542</u>

Current Payables	(2,873,596)
Accrued Expenses	(72,194)
Deferred Revenue	(420,988)
Total Liabilities	<u>(3,366,778)</u>

Reserve for Encumbrances	842,185
Undesig. Fund Balance	(13,374,764)
Reserve for Encumbrances	(842,185)
Total Equity	<u>(13,374,764)</u>

Food Service

Cash & Investments	1,001,060
Receivables	166,828
Total Assets	<u>1,167,888</u>

Current Payables	(150,955)
Accrued Expenses	(28,253)
Deferred Revenue	(99,311)
Total Liabilities	<u>(278,519)</u>

Reserve for Food Encumbrances	(1,256,022)
Undesig. Fund Balance	400,337
Reserve for Encumbrances	(33,684)
Total Equity	<u>(889,369)</u>

Debt Services

Cash & Investments	1,701,837
Receivables	1,355,857
Total Assets	<u>3,057,694</u>

Current Payables	(139,943)
Deferred Revenue	(210,959)
Total Liabilities	<u>(350,902)</u>

Reserve for Long Term Debt	(2,655,470)
Undesig. Fund Balance	(51,321)
Total Equity	<u>(2,706,792)</u>

ORDER OF TRUSTEE ELECTION

An election is hereby ordered to be held on May 2, 2026 for the purpose of:

Electing to the Board of Trustees of the Lake Dallas Independent School District two (2) Trustees for a full three (3) year term - positions designated as Place 5, and Place 6.

Applications for a place on the ballot shall be filed by February 13, 2026 at 5p.m.

Early voting by personal appearance will be conducted between the hours of 8 a.m. and 5 p.m. from Monday, April 20, 2026 through Tuesday, April 28, 2026.

The main early voting location shall be located at:

Denton County Elections Building, 701 Kimberly Drive, Denton, TX 76208

Additional voting locations, dates and times will be identified in the contract executed with the Denton County Elections Administrator.

Applications for ballot by mail shall be mailed to:

Frank Phillips, Early Voting Clerk Denton
County Elections
701 Kimberly Drive, Suite AIOI
Denton, TX 76208
Phone: (940) 349-3200
Fax: (940) 349-3201
Email: elections@dentoncounty.gov

Applications for Ballots by Mail (ABBMs), may be submitted by hand delivery, mail, common or contract carrier, fax or electronic submission and must be received by the early voting clerk by the close of business Monday, April 20, 2026. If the application is faxed or emailed, the original must be received by mail by the early voting clerk no later than the 4th business day after receiving the faxed or emailed application.

Federal Post Card Applications (FPCAs) must be received no later than the close of business on Tuesday, April 21, 2026.

Issued this 15th day of December 2025.

Signature of Presiding Officer Lake Dallas ISD

Member

Member

Member

Member

Member

Member

ORDEN DE ELECCIÓN DEL FIDEICOMISARIO

Se ordena por la presente una elección que se llevara a cabo el 2 de mayo del 2026 con el propósito de:

Elegir para la Junta Directiva del Distrito Escolar Independiente de Lake Dallas a dos (2) Síndicos por un término completo de tres (3) años - puestos designados como Lugar 5 y Lugar 6.

Las solicitudes de plaza en la boleta electoral se presentaran antes del 13 de febrero del 2026 a las 5 p.m.

La votación anticipada en persona se llevará a cabo entre las 8 a. m. y las 5 p. m. desde el lunes 20 de abril de 2026 hasta el martes 28 de abril de 2026.

La ubicación principal de votación adelantada estará localizada en:

Edificio de Elecciones del Condado de Denton, 701 Kimberly Drive, Denton, TX 76208

Los lugares de votación, fechas y horas adicionales serán identificados en el contrato ejecutado con el Administrador de Elecciones del Condado de Denton.

Las solicitudes de boleta por correo postal deberan enviarse a:

Frank Phillips, Secretario de votación adelantada
Elecciones del Condado de Denton
701 Kimberly Drive, Suite AIOI
Denton, TX 76208
Telefono: (940) 349-3200
Fax: (940) 349-3201
Correo electronico: elections@dentoncounty.gov

Las solicitudes de votación por correo (ABBM por sus siglas en ingles), pueden ser presentadas por entrega en mano, por correo, por transportista común o por contrato, por fax o por presentación electrónica y deben ser recibidas por el secretario de votación anticipada antes del cierre de las actividades de lunes 20 de abril del 2026. Si la solicitud se envia por fax o por correo electrónico, el original debe ser recibido por correo por el secretario de votación anticipada a mas tardar el cuarto dia hábil después de recibir la solicitud enviada por fax o por correo electrónico.

Las solicitudes de tarjetas postales federales (FPCA) deben recibirse a más tardar al cierre de operaciones del martes 21 de abril de 2026.

Emitido este día 15 de diciembre de 2025.

**Firma del presidente del Distrito Escolar
Independiente de Lake Dallas**

Miembro

Miembro

Miembro

Miembro

Miembro

Miembro



Board Meeting Date: December 15, 2025

Board Policy CDC (Local) Unsolicited Gifts

The Board delegates to the Superintendent the authority to accept solicited or unsolicited gifts on behalf of the District. However, any gift estimated over \$1,000 and that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, shall require Board approval.

Once accepted, a gift becomes the sole property of the District.

Criteria for Acceptance

The District shall not accept any gift that would violate or conflict with policies of or actions by the Board or with federal or state law. Before the Superintendent accepts a gift or recommends acceptance of a gift to the Board, as applicable, the Superintendent shall consider whether the gift:

1. Has a purpose consistent with the District's educational philosophy, goals, and objectives;
2. Places any restrictions on a campus or District program;
3. Would support a program that the Board may be unable or unwilling to continue when the donation of funds is exhausted;
4. Would result in ancillary or ongoing costs for the District;
5. Requires employment of additional personnel;
6. Requires or implies the endorsement of a specific business or product [see GKB for advertising opportunities];
7. Would result in inequitable funding, equipment, or resources among District schools or programs;
8. Obligates the District or a campus to engage in specific actions; or
9. Affects the physical structure of a building or would require extensive maintenance on the part of the District.

The Superintendent recommends the Board of Trustees accepts the following donations:

Campus/Dept.	Donor	Description	Value
Athletic Director Activity Account	All Sports Booster	Donation of Funds from All Sports Booster to be deposited into the Athletic Director Activity Account	\$10,098.38
HS-Girls/Boys Basketball	Elm Fork	\$1,500 donation to girls & boys basketball to be a part of their digital scoreboard business sponsorship	\$1,500
HS-Girls/Boys Basketball	Matthew Sand-State Farm	\$1,500 donation to girls & boys basketball to be a part of their digital scoreboard business sponsorship	\$1,500
		Total	\$13,098.38



ACTION REQUIRED!
Due Date: February 27, 2026

October 10, 2025

Re: Membership and Participation in the Region 10 ESC Multi-Region Purchasing Cooperative, SY 2026-2027

Dear Food Service Director Addressed:

Multi-Region Purchasing Cooperative (hereafter "R10MRPC") requires all Interlocal Agreements (hereafter "Agreement") to be approved by each Recipient Agency's (hereafter "RA") Board of Directors if applicable. Completed Agreements must be submitted with proof of Board approval or authorized signature. The Agreement encompasses membership roles, responsibilities, and bid participation for the agreement term. Region 10 Education Service Center is the "Coordinating Entity and Fiscal Agent" for R10MRPC.

This packet includes the Interlocal Agreement for RAs participating in the School Nutrition Programs that wish to purchase food service products or services through the R10MRPC formally procured and awarded bids. If the RA does not plan to purchase from any of the awarded bids, there is no need to complete this Interlocal Agreement.

The **Interlocal Agreement** (pages 3-11) is a "membership and participation" agreement that commences on July 1st and extends through June 30th of the following calendar year. By signing the Agreement, you agree to the General Provisions of Member Roles and Responsibilities with your bid participation selection(s) indicating your entity's purchasing commitment. Members must provide estimated quantities for each product planned for each bid category selected. This is done through a specialized software created by R10MRPC called "Maestro Forecasting."

The Multi-Region Purchasing Cooperative is fully self-funded through a Vendor Participation Fee. This fee is collected directly from the awarded vendors offering commercial products only. Fees are used to cover expenses related to the administration and operation of R10MRPC and the growth in services and benefits offered to our members. Studies indicate that school districts benefit through cooperative participation with considerable cost savings. While the purchasing power of the R10MRPC is significant, the costs of goods and services continue to rise annually. Studies prove that schools participating in a child nutrition purchasing cooperative receive better pricing and a higher selection of products with higher fill rates. Additional benefits of participating in the R10MRPC include training and technical support for child nutrition programs, compliant solicitations, and high-level customer service.

Thank you for considering participating in the SY 2026-2027 with R10MRPC. If you have any questions, please contact me.

Sincerely,

Keri Warnick
Program Coordinator
Keri.warnick@region10.org
972.348.1448

Enclosures

Region 10 Education Service Center
Multi-Region Purchasing Cooperative
SY26-27: INTERLOCAL AGREEMENT

This Interlocal Agreement (hereafter the "Agreement") is entered into by and between the agencies shown below as contracting parties for a single-year term, per the section entitled "Membership Term" below. The Member Recipient Agency (RA) is responsible for paying vendors' invoices for goods and services purchased by the RA through the effective termination date. Region 10 ESC is the MRPC "Coordinating Entity and Fiscal Agent."

Contracting Parties

<u>Region 10 Education Service Center</u> Fiscal Agent/Coordinating Entity	<u>057-950</u> County District Number	
<u>Lake Dallas ISD</u> District/Recipient Agency Name (RA)	<u>061-912</u> RA County District Number	<u>00305</u> RA ID (WBSCM Operation ID)

STATEMENT OF SERVICE'S TO BE PERFORMED

The Region 10 Multi-Region Purchasing Cooperative (hereafter the "R10MRPC") organizes and administers the child nutrition cooperative purchasing and commodity processing program for RAs in Texas. Authority for such service is granted by Section 8.053 of the Texas Education Code, Chapter 791 of the Texas Government Code, and Chapter 271, Subchapter F, of the Texas Local Government Code. The goal of MRPC is to obtain substantial savings on food service items through volume purchasing. There is no fee to join R10MRPC.

MEMBERSHIP:

Membership is a single-year term in the R10MRPC. The R10MRPC offers a variety of formally procured bids utilizing the competitive requests for proposals (RFP) method to assist RAs with their fiscal budgetary needs. RAs may commit to any bid(s) that best fits their needs. Members' bid selection is a commitment to purchase from the R10MRPC awarded vendor(s). Before releasing any formal solicitation or bid renewal, members must provide estimated quantities/forecasts for each product they plan to purchase on each bid selected. Currently, the following formally procured bids are offered:

1. USDA Processed Foods
2. Full-Line Grocery Distributor (to include processed commodities)
3. Manufacturer Direct-to-District Delivery (commercial foods; approval required)
4. Small-wares
5. Kitchen Chemicals & Cleaning Products (products only)
6. Sanitation System & Safety Training (services)
7. Fresh Produce & Raw Meats
8. Fresh Bread
9. Milk Full-Service Delivery
10. Ice Cream Novelties
11. Chips and Snacks
12. Beverages (container)
13. GDSN Connection Software

LIMITATION OF AGREEMENT:

The R10MRPC reviews this Agreement annually to ensure compliance with United States Department of Agriculture (USDA) and Texas Department of Agriculture (TDA) regulations. If, following such review, the R10MRPC discovers that any provision contained herein is not in accordance with USDA and TDA regulations, R10MRPC will have 30 days to make all necessary updates and require that each participating RA sign a new Agreement. If R10MRPC does not amend the provision within the given timeframe, the RA may terminate this agreement on 10 days' written notice to R10MRPC. Child Nutrition Federal Funds are governed by USDA and TDA regulations. EDGAR does not apply to child nutrition federal funds.

GENERAL PROVISIONS:

1. The Parties agree to comply with all applicable federal, state, and local statutes, ordinances, rules, and regulations in connection with the procurement activities and programs contemplated under this Agreement. This Agreement is subject to all applicable present and future valid laws governing such programs.
2. This Agreement shall be governed by the law of the State of Texas and the venue for any dispute resolution shall be in the county where the administrative offices of Region 10 ESC are located, which is currently Dallas County, Texas.
3. The R10MRPC reserves the right, but is not obligated, to add additional members and allow participation. Adding an RA may "materially change the existing contract(s)" and, thereby, require rebidding of said contract(s). Consequently, the RA may not be permitted to participate in those affected contracts to avoid rebidding and negatively impacting the membership in place at the time of the current contract(s) award. The membership of a new RA may become effective upon any new bids, rebids being awarded, new fiscal year, or as permitted at the sole discretion of the R10MRPC.
4. This Agreement and any addenda executed by the parties contains the entire agreement of the Parties hereto concerning the matters covered by its terms, and it may not be modified in any manner without the express written consent of both Parties. Modifications may be required by law or regulation, which shall require action by the R10MRPC and the RA. Failure to act by either party, within a reasonable period, on legally required modifications shall constitute good cause to terminate this Agreement effective upon written notification to the other party.
5. If any term(s) or provision(s) of this Agreement are held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remainder of the provisions of this Agreement shall remain in full force and effect.
6. The Executive Director of Region 10 ESC or his or her designee and authorized agent of the member district shall attempt to resolve any disputes that develop under this Agreement. If any dispute is unable to be resolved, both Parties agree to nonbinding mediation before either Party may resort to litigation. The selection of the mediator shall be mutually agreed upon, and the costs for such mediation borne equally between the Parties.

7. No Party to this Agreement waives or relinquishes any immunity or defense on behalf of itself, its trustees, directors, officers, employees, and agents, because of its execution of this Agreement or the performance of the functions and obligations set forth herein.

8. All parts of this Agreement, when executed by both Parties, are binding upon the Parties, and may be changed only by written agreement executed by authorized representatives of the Parties.

9. Per USDA Federal Regulations and TDA Administrator's Reference Manual (ARM) Section 17, the R10MRPC is a Child Nutrition Program (CNP) Operator-Only Cooperative that is categorized as a "for-profit cooperative". Per ARM Section 17, R10MRPC is required to return "unanticipated profits" to the member. This Agreement allows R10MRPC to deduct the cost of services from the collected vendor fees and pay any remaining amount to members regularly. The R10MRPC's "profit margin", for purposes of this Agreement, shall be defined as the revenue received by the R10MRPC through the charging of the vendor fees outlined in the "Membership Fees" section below minus the expenses to the R10MRPC to operate the cooperative. The Coordinating Entity shall retain the profit margin; however, any revenue received more than the profit margin ("unanticipated profit") will be distributed to the R10MRPC's participating members by the Fiscal Agent. R10MRPC is not permitted per state regulations to collect a profit from sales of processed commodities.

R10MRPC adheres to the following rebate system.

- A. R10MRPC will collect all Vendor Participation Fees quarterly.
- B. R10MRPC does not charge a Vendor Fee to any USDA commodity processor.
- C. R10MRPC will utilize a year-end revenue report that details each participating member's generated sales with each awarded vendor.
 - 1) R10MRPC applies an equal percentage of the operational cost to each RFP.
 - 2) Total overhead and expenses are calculated for each RFP based on shared percentage.
 - 3) Total collected revenue is calculated against shared operational costs for each RFP. Any RFP that does not generate enough revenue to cover the shared percentage of expenses is not eligible for a rebate.
 - 4) Any member purchasing USDA commodity foods through our awarded grocery distributor will receive a rebate of collected fees minus the shared expenses.
 - 5) Any member participating in bids that have an excess of fees collected beyond the shared expenses will receive a rebate.
 - 6) Rebate amounts are calculated in October once the Region 10 ESC books are closed.
 - 7) Rebate checks are mailed to each eligible participating member in late November or December. Checks include a letter with instructions about the rebate check and that it must be deposited into the child nutrition fund account.
 - 8) R10MRPC will send out an email notification to each food service director that includes the amount of their rebate.

10. This Agreement and any modification(s) may be executed in separate copies; however, the Agreement must be Board of Trustee approved and physically signed by both participating parties using a "physical signature." Electronic or typed signatures will not be accepted. This Agreement may be exchanged and/or transmitted electronically via fax or scanned email. Proof of Board approval acceptable to R10MRPC must be submitted along with a completed and signed Agreement.

Membership Term. This Agreement shall be for a one-year term unless sooner terminated per the provisions of this Agreement. The conditions outlined in this Agreement shall apply to this single-year term. The Agreement year for each purchasing cooperative program commences July 1st and will extend through June 30th of the following calendar year.

Membership Fees. No membership fee shall be directly charged to participating members of the R10MRPC.

The United States Department of Agriculture (USDA) does not allow federal funds received by ESC Child Nutrition components to be used to support purchasing cooperatives. Therefore, the R10MRPC is a fully self-funded entity through a "Vendor Participation Fee" on all commercial sales. This fee is collected directly from the awarded vendors in the fixed amount of .0085 for every \$1.00 of revenue. R10MRPC "does not charge" any fees to the Commodity Processors. All fees are used to cover expenses related to the administration, direct operation, and growth in services or software programs offered by the Cooperative to the members that benefit their foodservice operation. RAs, even though they may incur these fees indirectly, pay no direct fee to R10MRPC for participation.

The parties agree that the payments under this Agreement and any related exhibits and documents are amounts that fairly compensate the Coordinating Entity for the services or functions to be performed under the Agreement.

Authorization to Participate. The R10MRPC and each RA represent and warrant, by the execution and delivery of the Interlocal Agreement, that they have obtained all requisite authority through governing board action to enter and perform the terms of this Agreement. Proof of Board approval through Board meeting notes is accepted. If your school does not have a Board of Directors, the authorized representative's signature is acceptable.

Cooperation and Access. Each party agrees to cooperate with any reasonable requests for information and records made by the other party. Each party reserves the right to audit the relevant records of the other party during normal business hours. Any breach of this Article shall be considered material and shall make the Agreement subject to termination on ten (10) days' written notice to the RA.

Primary and Secondary Contact. The RA agrees to appoint a primary and secondary contact who shall have express authority to represent and bind the RA, and R10MRPC will not be required to contact any other individual regarding program matters. Any notice to a primary or secondary contact shall be binding upon the RA. The RA reserves the right to change the designated contacts as needed by giving written notice to R10MRPC. Such notice is not effective until actual receipt by R10MRPC.

Defense and Prosecution of Claims. The RA authorizes the Fiscal Agent, only concerning matters arising out of or contemplated by this Agreement: (1) to control the commencement, defense, intervention, or participation in a judicial, administrative, or other governmental proceeding; (2) to represent the R10MRPC in an arbitration, mediation, or any other form of alternative dispute resolution; (3) to represent the R10MRPC in any other appearance necessary to protect the rights of the R10MRPC relating to actions concerning any past or current, including any appearances and actions in litigation, claim or dispute; and (4) to engage legal counsel and appropriate experts that, in the Fiscal Agent's sole discretion, will assist with such defense or prosecution of any action or claim in matters arising out of this Agreement. The RA agrees that any suit brought against R10MRPC, the Fiscal Agent, or a R10MRPC or Fiscal Agent employee or agent may be defended in the name of R10MRPC, Region 10 Education Service Center, or the RA by the

counsel selected by the Fiscal Agent, in its sole discretion, or its designee, on behalf of and at the expense of the R10MRPC as necessary for the prosecution or defense of any litigation or claim. Full cooperation by the RA shall be extended to supplying any information needed or requested by the Fiscal Agent or R10MRPC in such prosecution or defense. Subject to specific revocation, the RA designates the Fiscal Agent to function as a class representative on its behalf in matters arising from this Agreement.

Governance. R10MRPC shall be governed by the Fiscal Agent’s Board of Trustees (hereinafter the “Board”) per applicable law and regulations. Procurement processes and procedures are governed by applicable laws and regulations.

Limitations of Liability. The Fiscal Agent, its endorsers, and servicing contractors do not guarantee that the operation or use of R10MRPC services will be uninterrupted or error-free. The Fiscal Agent, its endorsers, and servicing contractors, disclaim all warranties, express or implied, regarding any information, product, or service furnished under this Agreement, including without limitation, any implied warranties of merchantability or fitness for a particular purpose. The Parties agree that regarding all causes of action arising out of or relating to this Agreement, neither Party shall be liable to the other under any circumstances for special, incidental, consequential, or exemplary damages, even if it has been advised of the possibility of such damages.

Notice. Any written notice to the R10MRPC or the Fiscal Agent shall be made by: first class mail, postage prepaid and delivered to the Multi-Region Purchasing Cooperative, Region 10 Education Service Center, 400 E Spring Valley Rd, Richardson, TX 75081-1300; Attn: Keri Warnick (contact person); or emailed to keri.warnick@region10.org with a copy to sue.hayes@region10.org.

Acceptance of USDA Foods Sent for Further Processing. The R10MRPC, through the Fiscal Agent, is granted the right to issue a cooperative bid/proposal (RFP) for the processing of selected USDA commodity foods donated by participating members. The R10MRPC, through the Fiscal Agent, is further granted the right to enter a Contract for Services with the commodity food processor(s) receiving the processing award(s) for agreed-upon processed end-products, to execute a service agreement on behalf of participating members. Participating members will have the right and responsibility to accept the processed end-product(s) for the life of the contract between R10MRPC, through the Fiscal Agent, and the processor for all commodity foods donated to, and for which processing was subsequently procured through, the R10MRPC. Excess commodities may be distributed according to USDA or TDA regulations and guidance.

Payment for Goods. Each Party, paying for any goods or services under this Agreement or related to this Agreement, must pay for such goods and services from available current revenues only.

PARTY ROLES AND RESPONSIBILITIES:

Role of the R10MRPC, through the Fiscal Agent:

1. Provide for the organizational and administrative structure of the program.
2. Provide staff with the time necessary for the efficient operation of the program.
3. The R10MRPC shall coordinate the Competitive Procurement Process for all Awarded Contracts using the Formal Procurement method of Requests for Proposals (RFP).
4. The R10MRPC shall follow the local, State, and Federal procurement guidelines as listed below:

- a. United States Department (USDA) Code of Federal Regulations (2 CFR) parts 200.318-200.327 and Appendix II, along with any other required CFR citations.
 - b. Texas Department of Agriculture's (TDA) Administrator's Reference Manual (ARM) Sections 16 and 17, 17a, 17b, and 17c.
 - c. Requiring Board of Directors' approval of all R10MRPC bid award recommendations.
 - d. Texas Education Code 44.031 relating to purchasing contracts.
 - e. Education Department General Administrative Regulations (EDGAR) as the guidelines pertain to Purchasing Cooperatives' procuring on behalf of its RAs. EDGAR refers to and requires Child Nutrition Food Purchasing Cooperatives to adhere to USDA Federal Regulations located at 2 CFR 200.318-200.327.
 - f. Form 1295 will be required to be filled out and filed with the Texas Ethics Commission by all awarded vendors and will be managed by the Fiscal Agent's Business Office.
5. Send solicitations for the Further Processing of USDA foods to all companies found on the TDA "Approved List of Vendors" without limitations.
 6. Enter into a detailed agreement with distributors that distribute processed end-products containing USDA Foods including language to ensure proper resolution of errors such as data, pricing, product, reports, etc.
 7. Do the following regarding USDA Foods:
 - a. Track and assist RAs with the management of their USDA Processed Foods inventory balances to ensure compliance with TDA and USDA Foods inventory requirements.
 - b. Assist RAs with Sales Verifications of end products sold through a distributor, including but not limited to verification of rebates, discounts, and credits.
 - c. Provide RAs with information on commodity processing, including, but not limited to, anticipated delivery dates, product recalls or production issues, discontinued products, and replacement recommendations.
 - d. Receive quantity requests from RAs for commodity processing through district entries into the online software and prepare appropriate quantity totals by item.
 - e. Provide a delivery schedule, on behalf of each RA, for all selected USDA Foods for Further Processing to each processor and distributor based on information collected from each RA.
 8. The R10MRPC assumes no responsibility for failure of delivery by vendors, however, the R10MRPC will assist all RAs with service and product quality issues to ensure all vendors adhere to the terms and conditions of the awarded contract.
 9. Initiate and implement activities related to the bidding and vendor selection process. Competitive bidding procedures for Texas public schools using Child Nutrition federal funds will be strictly followed.
 10. Provide RAs with procedures for ordering, delivery, and billing.
 11. Mediate problems/concerns between vendors and RAs.
 12. Provide RAs access to all records, reports, and documents to ensure rebates, discounts and other applicable credits will accrue to the RA.
 13. Make available or provide easy access to all procurement documents created and received for each awarded RFP and vendor, as required and in compliance with State Agency Administrative and Procurement Reviews.
 14. Act ethically always and in accordance with all federal, state, and local guidelines.
 15. Create an Advisory Committee to function as liaison between R10MRPC and the membership base if needed, communicate information received from TDA to R10MRPC as necessary, and review sample products to assist in the streamlining of offered bid awards and best products.

Role of the RA:

1. Commit to the General Provisions and Roles and Responsibilities of this Agreement by authorization of its governing body (School Board of Trustees or Authorized Person) and by execution by an approved foodservice employee in the appropriate spaces on page 11 (physical signature copy must be provided to R10MRPC promptly following execution).
2. Designate primary and secondary contacts.
3. Commit to purchasing from each selected bid on the Bid Participations Selection, page 10.
4. Provide an estimated quantity for each of the products planned for purchase using the required online software Maestro Forecasting or as requested by the Program Coordinator during any single-year term of Participation. A RA that does not forecast may place themselves at risk of not being allowed to purchase from the awarded vendor due to material change in contract value based on adding products.
5. Comply with all USDA and TDA regulations.
6. Prepare purchase orders issued to the appropriate vendor from the official award list provided by R10MRPC.
7. Accept shipments of products ordered from vendors per standard purchasing procedures.
8. Address product warranties and product qualities with the manufacturer.
9. Pay vendors' net amount due within agreed-upon terms after receipt of a correct monthly statement.
10. Participate in bid evaluation committees for the bids that the RA is utilizing. Evaluation committee meetings will include, but not be limited to, face-to-face group meetings, online voting, or any other form of participation as requested by the R10MRPC.
11. Act ethically always and in accordance with all Federal, State, and local guidelines, as well as R10MRPC Member Roles. The R10MRPC shares information with participating members that at times is considered confidential and proprietary. Members may be asked to sign Non-Disclosure Agreements and agree to adhere to the terms set forth in those agreements. Future membership in the R10MRPC may be jeopardized based on unethical handling of sensitive R10MRPC and/or vendor information.
12. Attend R10MRPC meetings and training classes to stay informed of the cooperative processes and services offered. Training classes are specific to the "tools" offered by R10MRPC. Attending meetings and classes helps ensure your success as a participating RA in the R10MRPC.
13. Participate in a Member Advisory Committee when offered. The Member Advisory Committee is a small committee of R10MRPC participating members formed every 2 years. The Advisory Committee serves as the liaison for all participating members when a conflict or concern arises regarding R10MRPC if needed and annually reviews all procurement practices by the R10MRPC to ensure compliance in all areas, along with other tasks.
14. The following roles will apply to participating members who commit entitlement dollars for the USDA processed commodity foods:
 - a. The RA shall access the Web Based Supply Chain Management (WBSCM) system on a regular basis to effectively manage USDA Foods entitlement, food requests, and allocations.
 - b. The RA shall track and manage USDA Foods inventory balances to ensure compliance with TDA and USDA Foods inventory requirements, i.e., inventory levels shall not exceed a six (6) month supply at any given time; access processor tracking systems (K12 Foodservice, ProcessorLink, or other) on a regular basis; and report inventory issues to R10MRPC.
 - c. The RA shall conduct Sales Verifications of end-products sold through a distributor, t verification of rebates, discounts, and credits.
 - d. The RA shall maintain copies of the original Label from the product, carton; or a photograph of label as it appears on the original product carton if available.

BID PARTICIPATION SELECTIONS for SY 2026-2027

The following Bid Participation agreement, as an integrated part of the Agreement, is entered into by and between the District/RA, as indicated below, and Region 10 Multi-Region Purchasing Cooperative (R10MRPC) for participation in one or more of the R10MRPC awarded bids. This agreement is a single-term agreement effective July 1, 2026, through June 30, 2027.

The R10MRPC formally procures competitive RFPs (Request for Proposals) on behalf of all participating members. Each member is required to complete this Bid Participation Agreement and forecast all products planned for purchase when required if they wish to utilize the R10MRPC awarded bids during the term of this agreement.

To help the R10MRPC represent the most accurate information to potential bidders, ***please place a check mark to the left of each bid listed below from which you “plan” to purchase during the SY 2026-2027.*** Each RFP is explained on the next page to assist you in the best decision as to which bid(s) best fits your needs. The R10MRPC does not guarantee that any item will be purchased, however, members should seriously consider each selected bid as member forecasting of each product planned on each selected bid is required prior to the release of a new bid or renewal bid.

<input checked="" type="checkbox"/>	Full-Line Grocery, NOI/FFS Distributor
<input checked="" type="checkbox"/>	USDA Foods For Further Processing
<input checked="" type="checkbox"/>	Milk: Full-Service Delivery
<input checked="" type="checkbox"/>	Fresh Bread
<input checked="" type="checkbox"/>	Ice Cream Novelties
<input checked="" type="checkbox"/>	Beverages (container)
<input checked="" type="checkbox"/>	Manufacturer Direct-to-District (commercial foods) – requires MRPC approval

<input checked="" type="checkbox"/>	Chips & Snacks
<input type="checkbox"/>	Fresh Produce & Raw Meat
<input checked="" type="checkbox"/>	Small Wares
<input checked="" type="checkbox"/>	Kitchen Chemicals & Cleaning Supplies
<input type="checkbox"/>	Sanitation Systems & Safety Training
<input checked="" type="checkbox"/>	GDSN Connection Software
<input checked="" type="checkbox"/>	Kitchen Equipment Repair Services

Please provide us with your district's main address as listed on your website or in the directory:

Lake Dallas ISD

Central Services

District Name

Campus/Bldg. Name

104 Swisher Rd.

Lake Dallas

TX 75065

Street Number & Name

City

State

Zip Code



2025-2026 COMPENSATION MANUAL

Lake Dallas ISD
104 Swisher Road, Lake Dallas, TX 75065

www.ldisd.net

940-497-4039

An Equal Opportunity Employer

Update Approval
Pending

The Board of Trustees adopts a new compensation plan each year. **Salary increases are not given automatically.**

Neither past nor future salaries can be accurately calculated or predicted from information in this manual. **Only salaries for the 2025-2026 school year may be obtained from the information in this manual.**

The HR Department shall determine final calculations of all salaries, regardless of possible typographical errors contained in this manual.

The Board of Trustees, the Superintendent, and/or designee, retain the right to adjust salaries, pay grades and workdays anytime during the fiscal year.

The contents of this manual will be updated throughout the year as needed due to continuous compensation review in conjunction with TASB as well as jobs being added, changed, and/or deleted. Updates will also be made to correct any typographical errors.

For further clarification or information, please contact the HR Department at 940.497.4039.

NOTE: All policies and procedures are in accordance with LDISD Board of Trustees Policy and/or local regulations. Any adopted revisions to Board policies and/or regulations will become effective immediately and will be notated in this manual. In the event of a discrepancy between this manual and board policy, the board policy will be followed.

Notice of Non-Discrimination

The Lake Dallas Independent School District does not discriminate on the basis of race, color, religion, national origin, sex, disability, sexual orientation, age, gender identity and expression, or military/veteran status in its programs and activities. The following persons are designated to handle inquiries regarding the non-discrimination policies:

Title IX Coordinator:

Mollie Avelino

Chief of Staff
104 Swisher Road
Lake Dallas, TX 75065
940.497.4039

ADA/Section 504 Coordinator:

Dr. Jay Weidenbach

Exec. Director Spec. Programs
104 Swisher Road
Lake Dallas, TX 75065
940.497.4039

Title VII Coordinator:

Mollie Avelino

Chief of Staff
104 Swisher Road
Lake Dallas, TX 75065
940.497.4039

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Section I: Compensation Guidelines

Exceptions and/or changes to the following regulations require the approval of the Superintendent.

Compensation Philosophy

The compensation philosophy serves as a tool to attract and retain a high-performing, diverse and motivated workforce. Each year, the District develops and recommends a pay system for all District personnel to the Board of Trustees for adoption. The pay system is designed to reflect the business needs of the District while providing appropriate and competitive pay. The system shall be administered with the intention that employee pay will:

- Be competitive with appropriate TASB – identified labor markets;
- Reflect the levels of skill, effort, and responsibility required for various jobs;
- Foster understanding of pay decisions and responsible pay practices;
- Remain fiscally controlled and cost effective;
- Maintain a fair and transparent process for compensation decisions;
- Comply with all federal, state, and local laws, and Board of Trustees policies;
- Prohibit discrimination or adverse impact or treatment in regard to an individual's race, color, national origin, religion, sex (including pregnancy), age, disability, sexual orientation, gender expression or gender identity and other protected classes.

Pay Structures & Pay Grades

The pay system shall consist of salary structures of the major employee groups.

Pay ranges for each pay grade are based on an assessment of the job responsibilities, which establishes the minimum and maximum pay rates within the range. Employees will be paid the daily or hourly rates within the ranges as established for their assigned position and in accordance with the job description. Pay rates outside the established range require the Superintendent's approval and must be reported to the Board of Trustees.

Salary Advancement

Pay grades shall be structured to allow the opportunity to increase employee pay within the range for continued service to the District. On an annual basis, the Superintendent shall make recommendations to the Board of Trustees regarding salary increases. Recommendations shall be based on consideration of factors such as cost of living indexes, wage increases, salary structure adjustments within competitive job markets, and District budget resources.

Transfers between Employee Job Groups

Compensation for employee groups is unique, and the years of experience for most are not transferable between groups except as outlined below.

1. Teacher assistant to teacher (see Credit for Prior Experience under [Teachers](#) for more information);
2. Teacher to teacher assistant (certified teacher who transfers to a teacher assistant receives salary consideration for all teacher experience as a teacher assistant).

Compensation Definitions

Minimum of the Range

The Minimum of the Range is the lowest salary rate for the range for that specific position.

Midpoint of the Range

The Midpoint of the Range represents the market value for the position and is the salary amount halfway between the lowest and highest salary rate for that specific position.

Salary Range Maximum

The Maximum of the Range is the highest salary rate for that specific position.

Internal Equity

Internal equity identifies and addresses equity in employee compensation between employees who are considered similarly situated and are performing similarly.

Internal equity does not attempt to make pay exactly the same for employees simply because they are in the same job title. Consideration is taken on the similarities and dissimilarities in experience, skills, abilities, and record of job performance, and aligns the pay fairly and equitably based on those factors.

External Market Equity

External market equity is an assessment of external market compensation that attempts to ensure competitiveness in pay practices for the same duties. This process is used as a tool to compare similar positions with external organizations and industries to align pay practices.

External equity does not attempt to make pay exactly the same for employees in other districts simply because they are in the same job title.

Position Change/Transition

Position change/transition occurs when an employee moves from their current position to a new position in the same or different department/division within the District.

Position Reassignment

Position reassignment is a movement from a pay grade structure to an experience-based placement scale (teacher, counselor, or librarian). Salary placement will be made according to years of creditable experience.

Reinstatement

Reinstatement occurs when an employee is rehired following a separation or break-in-service from the District. The District does not guarantee placement within the same pay grade or same salary upon reinstatement.

Salary Compression

Salary compression occurs when there is little difference in pay between employees despite tenure, skills, experience, and performance.

Salary Proration

Salary proration occurs when an employee starts their new position after the start date for the position calendar or leaves a position prior to completing their work calendar. The salary is determined based on the total number of days worked.

Supplemental Pay

Supplemental pay is an additional stipend or extra duty pay that is paid in addition to, but separate from, regular base salary. **Supplemental pay is authorized on a year-to-year basis and is not to be considered a property right.** Supplemental pay will be discontinued upon cessation of assignment or upon the occurrence of an event which otherwise causes the employee to be ineligible to receive the supplemental pay.

Discretionary leave is not applicable to supplemental pay job assignments and may result in a reduction of the supplemental pay provided. In the case of an emergency, an employee may request an absence from their supervisor.

Noncontractual supplemental duties for which supplemental pay is received may be discontinued by either party at any time. An employee who wishes to relinquish a paid supplemental duty may do so by notifying the Superintendent or designee in writing. Paid supplemental duties are not part of the District's contractual obligation to the employee, and an employee shall hold no expectation of continuing assignment to any paid supplemental duty. (Board Policy DK (Local))

Non-Exempt employees are not eligible for stipends.

All supplemental pay/stipends may include attendance at training, assistance at various activities/event/games and workdays as assigned by the Athletic Director or Supervisor.

Supplemental Pay/Stipend may require specific qualifications as defined by the Superintendent.

Job Classification/Reclassification

Job classification/reclassification is the process for accurately and objectively defining the position/job duties, responsibilities, tasks, level of authority and minimum requirements.

All positions, with the exception of teachers, librarians, nurses, substitutes, and part-time/temporary positions, are assigned to pay grades based on the level of skill, effort, and responsibility required for the job assignment.

According to Board Policy DK (Local), all personnel are employed subject to assignment and reassignment by the Superintendent or designee when the Superintendent determines that the assignment or reassignment is in the best interest of the District. Reassignment shall be defined as a transfer to another position, department, or facility that does not necessitate a change in the employment contract of a contract employee. Any change in an employee's contract shall be in accordance with policy DC.

The campus principal maintains authority to make reassignments within the campus based on staffing needs, program needs, and to meet budgetary considerations.

Section II: Pay Determination Guidelines

Salary Ranges

A salary range is an established range of pay organized into pay grades. Each job is assigned a pay grade.

Salary range placement guidelines include:

- New Hires are not placed above midpoint of the range without the approval of the Superintendent.
- New Salaries may not exceed the maximum salary of the new pay grade without the approval of the Superintendent.
- Other exceptions to compensation guidelines also require the Superintendent's approval.

Evaluation of Experience from Other Entities

Several factors are examined to determine whether prior experience from other entities is creditable. These factors include:

1. Position held (similar or related positions)
2. Accreditation status of the institution
3. Percentage of days worked
4. Number of days worked (must equal 90 full-time equivalent days)
5. Dates of employment
6. Type of institution

Approval of service credit is subject to state law as outlined by the Texas Education Agency (TEA). Lake Dallas ISD adheres to the minimum requirements as stated in Subchapter CC of the Commissioner's Rules on Creditable Years of Service.

Creditable Years

Creditable service does not include part-time/temporary employment, internships, or employment as a non-certified substitute, regardless of service time, date(s) of termination, or type of accumulation.

Section III: Service Records

The employee is responsible for submitting original service records to Lake Dallas ISD. The issuing school district and the employee are responsible for ensuring that service records are true, correct, and that all service recorded was performed. **Photo copies of notarized service will not be accepted.**

Employees submitting paper copies of an original service record must have all copies notarized by the previous district. Service records can also be electronically sent directly from the previous district to **humanresources@ldisd.net**.

Questions have been raised concerning the validity of creditable service documented on forms other than the Texas Teacher Service Record. Subsection (d) of Section 153.1021 states that:

“The basic document in support of the number of years of professional service claimed for salary increment purposes and both the state’s sick and personal leave program data for all personnel is the teacher service record (form FIN-115) or a similar form containing the same information.”

To request your Lake Dallas ISD service record contact Human Resources at 940-497-8518.

Section IV: College Transcripts

Certain positions may be eligible for additional compensation by earning advanced degrees. Official transcripts must show the date the advanced degree was conferred.

College transcripts submitted from an accredited university or college should be provided to Human Resources at the time of employment. Employees submitting these records at a later date may hand deliver the documents to Human Resources or request the educational entity email the documents to **humanresources@ldisd.net**.

Section V: Salary Guidelines for New Hires

Credit for Prior Experience

Teachers

- LDISD grants one (1) year of teaching experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the Teacher Salary Schedule according to creditable years of experience.
- Experience from foreign schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rules on Creditable Years of Service are met. Such experience will be considered on a case-by-case basis. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. The foreign authority is responsible for providing relevant, credible, and accurate information before any credit is given (documents must be translated in English format). Placement on the appropriate salary schedule becomes effective after final approval from TEA is received. Upon TEA/Compensation approval, the pay is given for that year and no prior years. **The District is not liable for any previously non-compensated salary related to such experience.**

Substitute Teacher.

A substitute teacher, beginning with the 1998-1999 school year, is eligible for creditable service if they serve the required number of days for the applicable school year. Substitute is defined as a certified teacher who works on call, does not have a full-time assignment, and provides instruction. The individual must be employed in an entity eligible for creditable service and hold a valid Texas teaching certificate or a valid teaching certificate from the state where the school is located at the time of service.

This provision applies to out-of-state substitute teaching experience but does not apply to out-of-country substitute experience. All eligible prior-year substitute experience can be claimed for placement on the 1998-1999 minimum salary schedule.

Most school districts and charter schools only generate substitute service records upon request. This practice allows for a more reasonable maintenance of records since many substitutes may not meet the service day requirements in a given year or may not be certified teachers.

Certified Educational Aide.

Beginning with the 2004-2005 school year a certified educational aide is entitled to up to two years of full-time equivalency for creditable experience for direct student instruction (i.e., teaching experience credit). The educational aide must have attained initial teacher certification subsequent to their educational aide work. An individual already holding a teaching certificate serving in an aide position is not entitled to the two years of service. The two years of service as an aide should be documented in the footnote section of the individual's service record or a similar form.

- Career & Technology teachers may count up to two years of full-time work experience for salary increment purposes if the work experience was required for career and technology certification (Chapter 153. School District Personnel, Subchapter CC, Commissioner's Rules on Creditable Years of Service).

Librarians

- Librarians are placed on the appropriate salary of their respective salary schedules according to creditable years of experience.
- LDISD grants one (1) year of experience for each year of approved experience according to the rules and regulations set by the Texas Education Agency (TEA) and local policy. Experience credit is granted by placement on the appropriate salary schedule according to degree level and years of creditable experience.
- Experience from foreign schools, colleges, and universities accredited by a recognized accrediting agency of the foreign country may be recognized for salary increment purposes, provided the minimum requirements in subsection (f) of Chapter 153; School District Personnel, Subchapter CC; Commissioner's Rule on Creditable Years of Service are met. Such experience will be considered on a case-by-case basis. The recognized accrediting entity in the foreign country is the Department of Education or the Higher Education authority for that country. The foreign authority is responsible for providing relevant, credible, and accurate information before any credit is given (documents must be translated in English format). Placement on the appropriate salary schedule becomes effective after final approval from TEA is received. Upon TEA/Compensation approval, the pay is given for that year and no prior years. **The District is not liable for any previously non-compensated salary related to such experience.**
 - Effective with the 1998-99 school year, a librarian may receive credit for experience as a certified substitute teacher for salary increment purposes, provided the individual held a valid teaching certificate at the time the service was rendered, was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule includes substitute teaching out-of-state, as long as the individual held a valid teaching certificate at the time the work was completed. A valid emergency or local permit also meets the certification requirement.
 - Beginning with the 2004-2005 school year, a teacher assistant who subsequently becomes a certified teacher may receive up to two years of teacher assistant experience for salary increment purposes, provided they held a valid Educational Aide certificate and worked the required number of days and percent of time when employed. Experience outside LDISD must be verified using the teacher service record form (FIN-115) or a similar form containing the same information.

School Nurses

- LDISD grants one (1) year of experience for each appropriate creditable year of experience. A bachelor's or associate degree and registered nurse's license (RN) are required for employment as a school nurse.
- The Texas Education Agency guidelines will be followed for determining creditable experience. Experience used for salary placement decisions is determined by the Human Resources Department, and is subject to the following exception:

Exception to Compensation Policy

Validated non-school based nursing or direct patient services experience will be credited on a one-year for one-year basis as determined by the Human Resources Department. The employee is responsible for providing the relevant service record to qualify for this exception. **This is a local credit only (LDISD).** As a local credit, this service credit may not be recognized by other Texas school districts.

- Effective with the 1998-99 school year, a school nurse may receive credit for experience as a certified substitute teacher for salary increment purposes, provided the individual held a valid teaching certificate at the time the service was rendered, was employed in an entity recognized for creditable years of service, and the minimum requirements (minimum number of days and the percentage of day employed) were met. The rule includes substitute teaching out-of-state, as long as the individual held a valid teaching certificate at the time the work was completed. A valid emergency or local permit also meets the certification requirement.
- Beginning with the 2004-2005 school year, a teacher assistant who subsequently becomes a certified teacher may receive up to two years of teacher assistant experience for salary increment purposes, provided they held a valid Educational Aide certificate and worked the required number of days and percent of time when employed. Experience outside LDISD must be verified using the teacher service record form (FIN-115) or a similar form containing the same information.

Speech-Language Pathologists, Occupational Therapists, Physical Therapists and Licensed Specialists in School Psychology

- LDISD grants one (1) year of experience for each 12 consecutive months of full-time professional employment in the specific job field in accredited public and/or private schools, post-secondary schools, teaching hospitals, and other organizations who provide similar services.

Non-Teacher Positions

- LDISD awards credit for years of experience in half year increments for similar work experience.
- LDISD awards one year credit for experience in same position.

The salary of a bus driver with previous experience in a public school district(s) as a bus driver shall be placed on the salary step commensurate with their total years of experience, regardless of whether they served in a less than full-time position or received creditable years of service from their previous employer(s). This determination shall be for the salary purposes only. Practices consistent with Texas Administrative Code governing service records shall be followed for purposes of determining creditable years of service.

For example, a bus driver who possesses a CDL license and previously drove professionally, will be awarded .5 years of credit for each year of professional driving. (i.e. chauffeur, tour bus, etc.) A bus driver with previous school bus driver experience will be awarded on year credit for each year of bus driver experience.

Pay Equity Adjustments

Subject to District policy restrictions on mid-year pay increases (DEA-Local and DEAB- Legal), the Superintendent may authorize pay adjustments for the purpose of correcting pay inequities for individual employees caused by internal error.

Job Classification/Reclassification

Human Resources with approval from the Superintendent will classify new positions or reclassify existing positions, as necessary, based on job requirements and the TASB comparability studies.

Procedures of Overpayment/Underpayment of Wages of LDISD Employee Salaries

In the event of overpayment of wages:

1. **Recovery of Overpayments:** The district may recover funds mistakenly overpaid to an employee, even in cases of district negligence and employee innocence, unless repayment would be inequitable.
2. **Employee Agreement:** Employees must provide written consent for wage deductions related to overpayments. This consent is included in the employee's contract or may be obtained separately.
3. **Repayment Plan:** Prior to deducting overpayments from wages, the district will attempt to reach an agreement with the employee on a repayment plan to prevent financial hardship.
4. **Deduction from Wages:** Deductions will be made in accordance with the terms of the agreement. If an employee refuses to enter into a repayment plan, the district may pursue other legal avenues for recovery.
5. **Notification:** Employees will be notified in writing of the overpayment amount, the reason for the overpayment, and available repayment options.

In the event of underpayment of wages:

1. **Correction of Underpayments:**
 - a. If a district error results in an employee being underpaid, the district must correct the employee's pay and provide backpay for the current year plus the three prior years (up to four years total), in accordance with Texas law and commissioner rulings.
 - b. For at-will employees, backpay is limited to the prior two years, in accordance with the two-year statute of limitations for non-contract claims.
2. **Employee Error – Service Records:**
 - a. If an underpayment occurs due to an employee's failure to provide service records, the district is not required to provide backpay for any prior years.
 - b. Once the correct service records are submitted, the district will adjust the employee's pay for the current contract year but will not issue retroactive pay for any previous years in which records were missing.
3. **Notification and Correction Process:**
 - a. Employees must submit claims of underpayment in writing to the district payroll office.
 - b. Upon verification of an underpayment, the district will notify the employee of the correction and provide repayment in a timely manner.
 - c. The district will document all underpayment corrections to ensure compliance with applicable laws and policies.

Section VI: Retire/Rehire Salary Information

Information provided in this section is relative to policy and procedures of the Lake Dallas Independent School District regarding employment after retirement. These policies are not necessarily the policies of the Teacher Retirement System of Texas (TRS). For information regarding the policy and practices of TRS, please contact them directly.

You may call: 1-800-223-8778
You may also write: TRS, 1000 Red River Street Austin, TX 78701
or visit the website at: www.trs.texas.gov

The Lake Dallas Independent School District is not an authorized provider of employee information regarding processes and procedures for retiring from TRS. Employees must contact TRS directly for information regarding their personal retirement and the rules for employment after retirement.

There have been significant changes to TRS rules for employment after service retirement. **It is the responsibility of the retiree to verify how these changes will impact their annuity should they decide to return to work at a TRS-participating entity.**

Retiree Information

LDISD Payment for Accumulated Leave Upon Retirement (Board Policy DEC (Local))

The following leave provisions shall apply to local leave accumulated beginning on the original effective date of this program. An employee who retires from the District shall be eligible for payment for accumulated local leave under the following conditions:

1. The employee's retirement is voluntary, i.e., the employee is not being discharged or nonrenewed.
2. The employee is retiring under the Teacher Retirement System of Texas (TRS).
3. The employee provides advance written notice of intent to retire. Contract and noncontract employees must provide written notice by the first Monday in March of the fiscal year.
4. The employee has at least 10 consecutive years of service with the District.
5. A contract employee must fulfill the terms of the contract.
6. A noncontract employee must complete the work year based on the work calendar.

The employee shall receive payment for each day of accumulated local leave, to a maximum of 20 days, at a rate of \$50 per day for a contract employee and \$25 per day for a noncontract employee. If the employee is reemployed with the District, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate. Any changes to the rate shall apply beginning with the school year following the adoption of the rate change.

Employees Who Retire and Return as LDISD Employees

Employment as a Teacher Retirement System of Texas (TRS) retiree is subject to approval by the Superintendent or designee.

Individuals who voluntarily retire from Lake Dallas ISD and the Teacher Retirement System of Texas (TRS), and return to any position in LDISD, do not qualify for any stipend, special contract/calendar days, or other benefit or privilege previously received as a pre-retiree in a permanent position. Previous stipends will not be restored upon return.

Employees who retire from other retirement agencies (not TRS) are treated as new hire employees. See Section V: Salary Guidelines for New Hires for salary information.

Section VII: Employee Benefits Information

In addition to the salary amount provided in the adopted compensation manual, the Board of Trustees contributes to the employee health and life insurance plans.

Medical

Health coverage plans are offered, including one plan that meets IRS definition of a high deductible health plan, a Primary, Primary+ plan, and a HMO plan are available at group rates.

Cancer

High and low cancer plan options are available to each employee at group rates through payroll deductions.

Dental

Three plans are available to each employee at group rates through payroll deductions.

Life

Each employee is provided \$10,000 in life insurance. Supplemental insurance is available.

Vision

Vision insurance is available through payroll deduction at group rates.

Workers' Compensation

The benefits provided and prescribed by the Workers' Compensation Law are available without cost to all District employees.

Income Protection

Insurance at group rates is available to District employees as a protection against loss of income due to disability caused by accident or illness.

Tax-sheltered Annuity

Tax-sheltered annuities are available through payroll deduction [403(b) and 457(b) plans].

Flexible Spending Accounts

Permits employees to pay certain medical and dependent care expenses with untaxed income.

Health Savings Accounts

Available to employees who select a High Deductible health plan.

Payroll Deductions

- Credit Union/Bank Deposits
- Lake Cities Education Foundation
- Annuities
- Insurance
- United Way Contributions

Vacation and Leave

See Board Policy DEC (Local)

Contact the LDISD Benefits Office for more information.

Appendix: Salary and Pay Schedules



Strategic

PLAN BALANCED SCORECARD

WE BELIEVE

- **Students** are growth-minded leaders who are active and respected member of the Falcon Family.
- **Parents and families** are involved and engaged members of the Falcon Family through collaborative two-way communication.
- **Faculty and staff** value collaboration and communication to develop lifelong Falcon Learners.
- **Campus leaders and principals** develop campus and faculty staff through professional development and consistent two-way communication to prepare our Falcons for the future.
- **The Superintendent and central office** motivate and develop faculty and staff to meet the academic needs of all Falcons.
- **The School Board** is a unified team of 98 that functions as a fiscally responsible team that is involved and transparent in their support of the Falcon family.

PRIORITIES



STUDENT SUCCESS



FACULTY & STAFF ENGAGEMENT



PARENT & FAMILY/COMMUNITY SUPPORT



EFFICIENT OPERATIONS

OBJECTIVES

- 1.1 Yearly Student Academic Growth
- 1.2 Student Engagement & Culture
- 1.3 Students are Responsible, Contributing Community Members

- 2.1 Faculty/Staff Recruitment & Retention
- 2.2 Faculty/Staff Professional Development
- 2.3 Faculty/Staff Engagement & Culture

- 3.1 Parent & Family/Community Communication
- 3.2 Parent & Family/Community Engagement

- 4.1 Ensure Strong Financial Stewardship
- 4.2 Well-Maintained Facilities
- 4.3 Safe School Environment

Falcons First

Vision: *Small School Atmosphere, Big School Opportunities*

Mission: *In Lake Dallas ISD, we inspire, educate, & empower our students.*



**Lake Dallas Independent School District
Employee Work Schedule
2025-2026 School Year**

Days	First Day	Last Day
175	8/7/25	5/22/26
180	8/6/25	5/22/26
185	7/31/25	5/22/26
187	8/4/25	5/22/26
192	7/28/25	5/22/26
197	7/21/25	5/22/26
202	7/22/25	6/3/26
207	7/22/25	6/10/26
217	7/15/25	6/17/26
226	7/15/25	6/30/26
260	7/1/25	6/30/26

- May 25, 2026, is a scheduled weather make-up day. Employees may be required to report to work if changes in the calendar occur during the school year.



Employee Work Schedule 2025-2026 School Year

Days	Professionals	Clerical/Paraprofessionals	Auxiliary
175			Crossing Guard
180			Child Nutrition Specialist/Manager Bus Driver/Monitor Transportation- Safety Trainer
185			Dispatcher
187	Occupational Therapist Speech Pathologist/Asst. Teachers Athletic Trainer/Asst. School Nurse	Aide Receptionist- ES, MS Admin Asst- Asst Principal HS Attendance Clerk- HS Attendance Clerk/PEIMS - MS Technician- Print Shop	Child Nutrition Supervisor- District
192	Instructional Coach	Aide- Daycare	
197	ARD Facilitator Diagnostician Director Child Care Section 504 Facilitator LSSP HS Dance Teacher HS Choir Teacher Librarian Counselor-ES DAEP Coordinator Diagnostician Intern	Admin Asst- Principal HS Admin Asst- School Counselor	
202	Asst Principal- ES HS ARD Facilitator Diagnostician EC (SSE) HS Education and Training Teacher Asst. Principal Intern- ES		
207	Counselor- HS/MS Diagnostician- Lead/Dyslexia Coordinator CTE Academic Advisor/Testing Police Officer		
217	Director- Child Nutrition Instructional Technology Coach Police Sergeant	Admin Asst- Principal ES/MS Registrar- MS	
226	Asst Principal- HS/MS Associate Principal - MS Chief Financial Officer Chief Operations Officer Coordinator- State Assessments & RTI Deputy Superintendent Director- Communications Executive Director- Curriculum & Instruction Director- Technology Director- Transportation Executive Director Network Administrator/Technician Principal- ES/MS/HS Supervisor- Payroll Director of Bands HS Ag Teacher Head Football Coach Payroll Supervisor Business Manager Chief of Police Director of Student Initiatives Chief of Staff Asst. Athletic Director	Admin Asst- Athletics Admin Asst- Central Services Admin Asst- HS Procurement Admin Asst- Special Programs Admin Asst- Superintendent Computer Technician Receptionist- HS/Central Office Registrar- HS Senior IT Support Analyst Specialist- Accounts Payable Specialist- HR & Benefits Specialist- HR & Substitute Specialist- Purchasing & Acct Payable Specialist - PEIMS	
260	Director- Facilities & Operations	Admin Asst- Facilities	Custodial Supervisor Delivery Driver Lead Custodian/Custodian Maintenance-Facility Worker/Painter/IPM Maintenance-Grounds Foreman Mechanic/Mechanic Apprentice Transportation- Operations Supervisor/Admin Supervisor Journeyman - Electrician/Plumber

Flex Day Guidelines

In Lake Dallas ISD, we recognize that professional learning is most impactful when it takes place in real time, allowing participants to address specific instructional needs immediately. Additionally, we understand that professional learning is most effective when staff engage in a structured, focused environment, free from the distractions of daily school operations.

To meet these needs, Lake Dallas ISD offers a Professional Development Flex Day on January 19, 2026. By providing for this Professional Development Flex Day, Lake Dallas ISD will allow and encourage our instructional staff (those on a 187-day Teacher Contract) to pursue professional learning when it is most appropriate for them. Furthermore, this Flex Day will allow the instructional staff to participate in self-selected activities that are differentiated to meet their individual needs.

Classroom instructional aides may also use January 19, 2026, as a Flex Day by submitting 7.5 hours of compensatory time in exchange for that workday.

Professional Learning for Flex Day MUST:

- Relate to the current teaching assignment, area of content certification, LDISD aligned instructional technology, and/or approved District Initiatives
- Occur on non-duty days, or outside of normal duty work hours between May 24, 2025 and December 31, 2025. If an employee is receiving compensation from any source for attending/presenting, the activity is not eligible for Flex Day credit.
- Total 6 hours. Instructional staff must complete a total of 6 hours of training. Multiple trainings may be combined to meet this requirement, but each individual training must be at least 1 hour long.

Examples of Acceptable Professional Development

- *District provided training (ex: curriculum development/writing, G/T training)*
- *Pre-approved Workshops at Region X/XI*
- *Technology staff development offered after hours by District Technology Department*
- *Instructional Conferences attended in the summer*
- *District New Teacher Orientation*

Professional Learning for Flex Day DOES NOT APPLY to:

- *Compliance Training (sexual harassment, child abuse, etc), CPR training, AED Training, CPI training, CDL training or updates, team planning, or site based meetings are NOT considered Professional Development and do not qualify for Flex Day hours.*
- *Independent book studies*
- *Coaches Clinics*
- *Professional Development that was not pre-approved*

Professional Learning must be pre-approved by the Campus Principal.

If Professional Learning is not submitted by December 31, 2025, the staff member will attend District-provided session(s) on January 19, 2026.

LDISD 2025-2026 Work Calendar (260 Days)

JULY (23 DAYS)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

AUGUST (21 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER (22 DAYS)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

OCTOBER (23 DAYS)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER (20 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
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DECEMBER (23 DAYS)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JANUARY (21 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY (20 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

January 2 is a nonduty day

MARCH (22 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL (22 DAYS)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY (21 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE (22 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

LDISD 2025-2026 Work Calendar (226 Days)

JULY (13 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (21 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER (21 DAYS)

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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

OCTOBER (22 DAYS)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
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DECEMBER (15 DAYS)

S	M	T	W	T	F	S
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

JANUARY (20 DAYS)

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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY (20 DAYS)

S	M	T	W	T	F	S
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16	17	18	19	20	21	22
23	24	25	26	27	28	29

MARCH (17 DAYS)

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	1	2	3	4	5	6
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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

APRIL (21 DAYS)

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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY (19 DAYS)

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24	25	26	27	28	29	30
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JUNE (22 DAYS)

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

LDISD 2025-2026 Work Calendar (217 Days)

JULY (13 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (21 DAYS)

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24	25	26	27	28	29	30
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SEPTEMBER (21 DAYS)

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21	22	23	24	25	26	27
28	29	30				

OCTOBER (22 DAYS)

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NOVEMBER (15 DAYS)

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23	24	25	26	27	28	29
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DECEMBER (15 DAYS)

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JANUARY (20 DAYS)

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FEBRUARY (20 DAYS)

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MARCH (17 DAYS)

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APRIL (21 DAYS)

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MAY (19 DAYS)

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JUNE (13 DAYS)

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LDISD 2025-2026 Work Calendar Police Sergeant (217 Days)

JULY (9 DAYS)

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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (21 DAYS)

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SEPTEMBER (21 DAYS)

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OCTOBER (20 DAYS)

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NOVEMBER (15 DAYS)

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DECEMBER (15 DAYS)

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JANUARY (20 DAYS)

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FEBRUARY (20 DAYS)

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MARCH (17 DAYS)

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APRIL (20 DAYS)

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MAY (19 DAYS)

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23	24	25	26	27	28	29
30	31					

JUNE (20 DAYS)

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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

LDISD 2025-2026 Work Calendar (207 Days)

JULY (8 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (21 DAYS)

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17	18	19	20	21	22	23
24	25	26	27	28	29	30
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SEPTEMBER (21 DAYS)

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER (22 DAYS)

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4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
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DECEMBER (15 DAYS)

S	M	T	W	T	F	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY (20 DAYS)

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24	25	26	27	28	29	30
31						

FEBRUARY (20 DAYS)

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22	23	24	25	26	27	28
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MARCH (17 DAYS)

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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL (21 DAYS)

S	M	T	W	T	F	S
					1	2
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

MAY (19 DAYS)

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9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE (8 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

LDISD 2025-2026 Work Calendar Police Officer (207 Days)

JULY (0 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (20 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER (21 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER (20 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY (20 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY (20 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29						

MARCH (17 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL (20 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

MAY (19 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE (20 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

LDISD 2025-2026 Work Calendar (202 Days)

JULY (8 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (21 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER (21 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER (22 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY (20 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY (20 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29						

MARCH (17 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL (21 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

MAY (19 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE (3 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

LDISD 2025-2026 Work Calendar (197 Days)

JULY (9 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (21 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER (21 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER (22 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY (20 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY (20 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29						

MARCH (17 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL (21 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

MAY (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE (0 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

LDISD 2025-2026 Work Calendar (192 Days)

JULY (4 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (21 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER (21 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER (22 DAYS)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER (15 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY (20 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY (20 DAYS)

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH (17 DAYS)

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL (21 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY (16 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE (0 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

LDISD 2025-2026 Work Calendar (187 Days)

JULY (0 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (20 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER (21 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER (22 DAYS)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER (15 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY (20 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY (20 DAYS)

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH (17 DAYS)

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL (21 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

MAY (16 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE (0 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

LDISD 2025-2026 Work Calendar (185 Days) Transportation

JULY (1 DAY)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (21 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER (22 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER (20 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY (19 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY (19 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

MARCH (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

APRIL (20 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

MAY (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE (0 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

LDISD 2025-2026 Work Calendar (180 Days) Transportation

JULY (0 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (18 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

SEPTEMBER (22 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER (20 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY (18 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY (19 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

MARCH (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

APRIL (20 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

MAY (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE (0 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

LDISD 2025-2026 Work Calendar (180 Days) Child Nutrition without Holidays

JULY (0 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (18 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER (21 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER (20 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER (15 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY (20 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY (19 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

MARCH (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

APRIL (20 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

MAY (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE (0 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

LDISD 2025-2026 Work Calendar (180 Days) Child Nutrition w/Holidays

JULY (0 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (15 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER (22 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER (20 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

NOVEMBER (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER (16 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

JANUARY (20 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY (19 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

MARCH (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

APRIL (20 DAYS)

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

MAY (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE (0 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

LDISD 2025-2026 Work Calendar (175 Days) Transportation

JULY (0 DAYS)

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST (17 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER (21 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER (20 DAYS)

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER (14 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER (15 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6		
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY (17 DAYS)

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

FEBRUARY (19 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL (20 DAYS)

S	M	T	W	T	F	S
						1
2	3	4				
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY (16 DAYS)

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

JUNE (0 DAYS)

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

LDISD 2025-2026 LDISD Leave Blackout Calendar

AUGUST

S	M	T	W	T	F	S
					1	2
3						9
10				14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		
31						

SEPTEMBER

S	M	T	W	T	F	S
	1			3	4	5
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

OCTOBER

S	M	T	W	T	F	S
				1	2	3
5	6	7				11
12	13			15	16	17
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20		
23						29
30						

DECEMBER

S	M	T	W	T	F	S
			2	3	4	5
7	8	9	10	11	12	13
14	15	16	17			
21						27
28						

JANUARY

S	M	T	W	T	F	S
				1	2	3
4				8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY (20 DAYS)

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15			17	18	19	20
22	23	24	25	26	27	28

MARCH (17 DAYS)

S	M	T	W	T	F	S
1	2	3	4	5		
8						14
15			17	18	19	20
22	23	24	25	26	27	28
29	30	31				

APRIL (21 DAYS)

S	M	T	W	T	F	S
				1		
5			7	8	9	10
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY (16 DAYS)

S	M	T	W	T	F	S
						1
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19				23
24	25					30
31						

Blackout Dates

- Day before or after a staff holiday
- Staff Development Days
- Staff Testing Days (see campus calendar for dates)

2025-2026 Auxiliary Pay Plan

Lake Dallas ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Crossing Guard	175			
	Bus Monitor	180			
	Child Nutrition Specialist	180			
	Custodian	260			
	Delivery Driver	260			
2					
	Child Nutrition Manager - ES/MS	180			
	Lead Custodian - ES	260			
	Lead Custodian - HS/MS Day	260			
	Maintenance - Facilities Worker	260			
3					
	Child Nutrition Manager - HS	180			
	Transportation - Safety Trainer	180			
	Dispatcher	185			
	Lead Custodian - HS/MS Night	260			
	Maintenance - Grounds Foreman	260			
	Maintenance - Painter	260			
	Mechanic Apprentice	260			
4					
	Maintenance - IPM	260			
	Mechanic	260			
5					
	Child Nutrition Supervisor - District	187			
	Custodial Supervisor	260			
	Journeyman - Electrician/Plumber	260			
	Transportation - Admin Supervisor	260			
	Transportation - Operations Supervisor	260			
BD					
	Bus Driver	180			

Hourly		\$14.84	\$17.51	\$20.18
175	Days	19,478	22,982	26,486
180	Days	20,034	23,639	27,243
260	Days	28,938	34,145	39,351

Hourly		\$18.02	\$21.26	\$24.50
180	Days	24,327	28,701	33,075
260	Days	35,139	41,457	47,775

Hourly		\$21.21	\$25.02	\$28.83
180	Days	28,634	33,777	38,921
185	Days	29,429	34,715	40,002
260	Days	41,360	48,789	56,219

Hourly		\$22.69	\$26.77	\$30.85
260	Days	44,246	52,202	60,158

Hourly		\$27.04	\$31.90	\$36.76
187	Days	37,924	44,740	51,556
260	Days	52,728	62,205	71,682

Hourly		\$20.37	\$23.25	\$26.13
180	Days	27,500	31,388	35,276

2025-2026 Clerical/Paraprofessional Pay Plan

Lake Dallas ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Aide - ESL	187			
	Aide - General Education	187			
	Aide - ISS	187			
	Aide - PreK	187			
	Aide - Title I	187			
	Aide - Day Care	192			
2					
	Aide - Art	187			
	Aide - Computer Lab	187			
	Aide - SPED CM/Resource/Inclusion	187			
	Receptionist - ES/MS	187			
	Receptionist - HS	226			
3					
	Admin Asst - Asst Principal HS	187			
	Aide- DAEP	187			
	Aide - SPED Life Skills/PPCD	187			
	Aide - SPED NEST	187			
	Aide - SPED RESET	187			
	Attendance Clerk, HS	187			
	Attendance Clerk/PEIMS MS	187			
	Technician - Print Shop	187			
	Admin Asst - School Counselor	197			
	Registrar - MS	217			
	Receptionist - Central Office	226			
4					
	Admin Asst - Principal ES/MS	217			
	Registrar - HS	226			
5					
	Admin Asst - Principal HS	197			
	Admin Asst - Athletics	226			
	Admin Asst - Central Services	226			
	Admin Asst - Special Programs	226			
	Computer Technician	226			
	Admin Asst - Facilities	260			
6					
	Admin Asst - HS Procurement	226			
	Senior IT Support Analyst	226			
	Specialist - Accounts Payable	226			
	Specialist - HR & Benefits	226			
	Specialist - HR & Substitute	226			
	Specialist - PEIMS	226			
	Specialist - Purchasing and Accounts Payable	226			
7					
	Admin Asst - Superintendent	226			

Hourly		\$15.91	\$18.77	\$21.63
187	Days	22,314	26,325	30,336
192	Days	22,910	27,029	31,147

Hourly		\$16.86	\$19.89	\$22.92
187	Days	23,646	27,896	32,145
226	Days	28,578	33,714	38,849

Hourly		\$17.92	\$21.14	\$24.36
187	Days	25,133	29,649	34,165
197	Days	26,477	31,234	35,992
217	Days	29,165	34,405	39,646
226	Days	30,374	35,832	41,290

Hourly		\$20.14	\$23.76	\$27.38
217	Days	32,778	38,669	44,561
226	Days	34,137	40,273	46,409

Hourly		\$22.79	\$26.88	\$30.97
197	Days	33,672	39,715	45,758
226	Days	38,629	45,562	52,494
260	Days	44,441	52,416	60,392

Hourly		\$27.35	\$32.26	\$37.17
226	Days	46,358	54,681	63,003

Hourly		\$31.72	\$35.49	\$40.77
226	Days	53,765	60,156	69,105

2025-2026 Teacher Pay Plan
Lake Dallas ISD

Years of Experience	Salary	Local	Local Funds	TRA	25-26	25-26
		Funds	(Certified)		Salary	Salary (Certified)
0	\$58,890	\$610	\$500		\$59,500	\$60,000
1	\$59,190	\$610	\$500		\$59,800	\$60,300
2	\$59,490	\$610	\$500		\$60,100	\$60,600
3	\$59,805			\$4,000	\$63,805	\$63,805
4	\$60,105			\$4,000	\$64,105	\$64,105
5	\$60,405			\$8,000	\$68,405	\$68,405
6	\$60,705			\$8,000	\$68,705	\$68,705
7	\$61,005			\$8,000	\$69,005	\$69,005
8	\$61,305			\$8,000	\$69,305	\$69,305
9	\$61,605			\$8,000	\$69,605	\$69,605
10	\$61,905			\$8,000	\$69,905	\$69,905
11	\$62,205			\$8,000	\$70,205	\$70,205
12	\$62,505			\$8,000	\$70,505	\$70,505
13	\$62,805			\$8,000	\$70,805	\$70,805
14	\$63,105			\$8,000	\$71,105	\$71,105
15	\$63,405			\$8,000	\$71,405	\$71,405
16	\$63,705			\$8,000	\$71,705	\$71,705
17	\$64,005			\$8,000	\$72,005	\$72,005
18	\$64,305			\$8,000	\$72,305	\$72,305
19	\$64,605			\$8,000	\$72,605	\$72,605
20	\$64,905			\$8,000	\$72,905	\$72,905
21	\$65,205			\$8,000	\$73,205	\$73,205
22	\$65,505			\$8,000	\$73,505	\$73,505
23	\$65,805			\$8,000	\$73,805	\$73,805
24	\$66,105			\$8,000	\$74,105	\$74,105
25	\$66,405			\$8,000	\$74,405	\$74,405
26	\$66,705			\$8,000	\$74,705	\$74,705
27	\$67,005			\$8,000	\$75,005	\$75,005
28	\$67,370			\$8,000	\$75,370	\$75,370
29	\$68,370			\$8,000	\$76,370	\$76,370
30	\$69,370			\$8,000	\$77,370	\$77,370
31	\$70,370			\$8,000	\$78,370	\$78,370
32	\$71,370			\$8,000	\$79,370	\$79,370
33	\$72,370			\$8,000	\$80,370	\$80,370
34	\$73,370			\$8,000	\$81,370	\$81,370
35	\$74,370			\$8,000	\$82,370	\$82,370
36	\$75,370			\$8,000	\$83,370	\$83,370
37	\$76,370			\$8,000	\$84,370	\$84,370
38	\$77,370			\$8,000	\$85,370	\$85,370
39	\$78,070			\$8,000	\$86,070	\$86,070
40+	\$78,570			\$8,000	\$86,570	\$86,570

The salaries listed above are based on 10-month employment for the 2025-2026 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise and budget approved by the Board of Trustees.

The teacher salary schedule is dependent on continual funding from HB2 or supplemental funds provided by TEA.

Years of experience and salary are excluded from TRA, Local or SSA supplemental funds for the base salary.

TRA qualifications are dependent on master schedule, meeting .5 FTE requirement and state required PEIMS submissions. Qualifying for TRA funds may require changes to work assignments. Work assignments are subject to changes based on campus needs.

Teachers must meet all requirements annually and appear on the TRA approved list provided by TEA.

Notification of changes in pay based on TEA approval will be provided upon receipt from TEA.

Includes Athletic Trainer & Librarians

2025-2026 Administrative/Professional Pay Plan

Lake Dallas ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Nurse	187			
	Speech Pathology Asst	187			
	Childcare Director	197			
	Supervisor - Payroll	226			
2					
	Instructional Coach	192			
	ARD Facilitator	197			
	Counselor - ES	197			
	Section 504 Facilitator	197			
	ARD Facilitator- HS	202			
	Asst. Principal Intern- ES	202			
	Counselor - MS	207			
	Instructional Technology Coach	217			
3					
	Occupational Therapist	187			
	Speech Pathologist	187			
	Coordinator-DAEP	197			
	Diagnostician	197			
	LSSP	197			
	Asst Principal - ES	202			
	Diagnostician-Early Childhood-SSE	202			
	Counselor - HS	207			
	CTE Academic Advising/Testing	207			
	Director Child Nutrition	217			
	Network Administrator	226			
4					
	Diagnostician Lead/Dyslexia Coordinator	207			
	Asst Principal - MS/HS	226			
	Business Manager	226			
	Coordinator - State Assessment & RTI	226			
	Director of Bands	226			
5					
	Director - Communications	226			
	Director of Student Initiatives	226			
	Director - Transportation	226			
	Principal - ES	226			
	Associate Principal - MS	226			
	Asst. Athletic Director	226			
6					
	Director - Technology	226			
	Principal - MS	226			
	Director- Facilities & Operations	260			

Daily		\$317.65	\$376.41	\$435.17
187	Days	59,401	70,389	81,377
197	Days	62,577	74,153	85,728
226	Days	71,789	85,069	98,348

Daily		\$333.33	\$394.95	\$453.71
187	Days	62,333	73,855	84,843
192	Days	63,999	75,830	87,112
197	Days	65,666	77,805	89,381
202	Days	67,333	79,780	91,649
207	Days	68,999	81,755	93,918
217	Days	72,333	85,704	98,455

Daily		\$342.73	\$405.02	\$467.31
187	Days	64,091	75,739	87,387
197	Days	67,518	79,789	92,060
202	Days	69,231	81,814	94,397
207	Days	70,945	83,839	96,733
217	Days	74,372	87,889	101,406
226	Days	77,457	91,535	105,612

Daily		\$363.30	\$429.32	\$495.34
207	Days	75,203	88,869	102,535
226	Days	82,106	97,026	111,947

Daily		\$388.73	\$459.38	\$530.03
226	Days	87,853	103,820	119,787

Daily		\$427.60	\$505.31	\$583.02
226	Days	96,638	114,200	131,763
260	Days	108,599	128,804	149,009

7		
	Exec. Director- Athletics	226
	Exec. Director - Curriculum and Instruction	226
	Exec Director - Special Programs	226
	Principal - HS	226
8		
	Chief of Police	226
	Chief of Staff	226
	CFO-Chief Financial Officer	226
	COO-Chief Operations Officer	226
9		
	Deputy Superintendent	226

Daily		\$500.30	\$591.22	\$682.14
226	Days	113,068	133,616	154,164

Daily		\$563.54	\$623.07	\$713.98
226	Days	127,360	140,814	161,359

Daily		\$617.24	\$718.45	\$819.03
226	Days	139,496	162,370	185,101



Substitute Employee Pay Plan

Substitute Teacher					
	Teacher Full Day	Teacher Half Day	Para/Daycare Full Day	Para/Daycare Half Day	Teacher Long Term
Non-Degreed	\$90	\$45	\$90	\$45	\$105
Degreed	\$100	\$50	\$90	\$45	\$115
Certified Teacher	\$110	\$55	\$90	\$45	\$125

Substitute Nurse		
	Full Day	Half Day
Registered Nurse	\$150	\$75

Substitute Hours:

Secondary: Full Day Hours: 8:00-4:00

Half Day Hours: 8:00-11:55; 12:05-4:00

Elementary: Full Day Hours: 7:20-3:20

Half Day Hours: 7:20-11:15; 11:25-3:20

- * Auxiliary substitutes will be paid at position minimum pay based on the current pay plan.
- ★ Special assignment sub pay must be approved by the Superintendent prior to hiring.
- ^^ Long term substitute assignment is defined as working more than 10 consecutive days in the same job vacancy without a break in service. Long term substitute pay requires active SBEC certification unless otherwise approved by HR.

Supplemental Pay Stipends

UIL Stipends	
UIL Coordinator (Elementary/Middle School)	\$ 1,000.00
UIL Academic Coaches (per event)	\$ 100.00
UIL Academic Coaches (High School)	\$ 750.00
Fine Arts Stipends	
HS Assistant Band Director	\$ 10,000.00
MS Band Director	\$ 5,000.00
Choir (Middle School/High School)	\$ 2,500.00
Theater Director	\$ 4,000.00
Performance Hall Coordinator	\$ 4,000.00
Athletic Stipends	
Head Athletic Trainer	\$ 16,000.00
HS Asst. Athletic Trainer	\$ 12,000.00
MS Athletic Trainer	\$ 10,000.00
Boys/Girls HS Athletic Coordinator	\$ 8,000.00
Boys/Girls MS Athletic Coordinator	\$ 4,000.00
Head Football Coach	\$ 12,000.00
Football Coordinator	\$ 11,000.00
Football Assistant Coach	\$ 9,000.00
Head Coach (Basketball, Volleyball)*	\$ 11,000.00
Head Coach (Soccer, Baseball, Softball)	\$ 9,000.00
Head Coach (Track, CC, Tennis, Golf)	\$ 7,500.00
Asst. Coach (Volleyball)	\$ 5,000.00
Asst. Coach (Basketball, Soccer, Baseball, Softball, Track, CC)	\$ 4,000.00
HS Second Sport	\$ 4,000.00
HS Third Sport	\$ 2,000.00
HS One Sport Coach (Asst.)	\$ 2,500.00
MS Football (w/HS duties)	\$ 4,000.00
MS Coach (Per Sport)	\$ 2,000.00
Cheer Sponsor - LDHS	\$ 6,000.00
Cheer Sponsor - LDMS	\$ 3,500.00
High Steppers – LDHS	\$ 7,000.00
Clubs & Organizations	
Jr Class	\$ 1,500.00
Sr Class	\$ 1,750.00
Yearbook - LDHS	\$ 2,500.00
Yearbook - LDMS, Elementary	\$ 500.00
Student Council - LDHS	\$ 3,000.00
Student Council - LDMS	\$ 1,250.00
NHS/NJHS	\$ 500.00
Special Programs Stipends (Limit One Per Employee)	
® Bilingual Certified Teacher (Bilingual Teacher of Record)	\$ 3,500.00

® Self Contained ELAR ESL or Secondary ELAR ESL (Teacher of Record)	\$	1,000.00
® SPED Inclusion	\$	1,000.00
® SPED Life Skills/PPCD	\$	2,000.00
® SPED NEST Teacher	\$	2,000.00
® SPED Reset Teacher	\$	2,500.00
® SPED Bilingual Certified Diagnostician	\$	3,500.00
® SPED Bilingual Certified SLP	\$	3,500.00
® LSSP/Diagnostician/SLP	\$	1,500.00
Campus Librarian/Media Specialist	\$	1,920.00
Leadership Stipend		
® Mentor Teacher (per mentee, limit 2)	\$	1,000.00
® Department Head - LDHS	\$	3,000.00
® Department Head - LDMS	\$	1,500.00
® Department Head - Elementary	\$	1,000.00
® Master's Degree (Teacher Pay Grade)	\$	1,500.00
® Master's and Doctorate Degree (Teacher Pay Grade)	\$	2,500.00
® Lead Counselor - Elementary	\$	3,000.00
® Lead Counselor - Secondary	\$	3,000.00
® Lead Librarian	\$	3,000.00
Bus Driver Stipends (Full Time Bus Drivers)		
® Attendance	\$	500.00
® Zero accidents	\$	500.00
Other Stipends		
® Health Services Coordinator	\$	3,000.00

® stipends and clubs and organization stipends are not subject to proration for employees who resign prior to the end of the work calendar for applicable assignments.

All stipends are subject to availability of funding and are not guaranteed annually.

The number of stipends available are managed through the HR Department and must be accounted for through position control.

Only Fine Arts, Athletic Stipends, and masters/doctorate stipends will be paid annually. All other stipends will be paid in May.

Stipends not listed are not permitted without board approval.

Stipends not permitted for non-exempt employees.

All stipends will be aligned to the job description as provided by HR. Documentation for completion of work may be requested prior to payment.

Stipend positions are not subject to discretionary leave. Leave during required events, practices or scheduled activities may result in a reduction or elimination of stipend payment.

* will be adjusted through attrition



Extra Duty Pay Schedule 2025-2026

Administrator* (Maximum of 6 hours for Training Days)	\$40.00
Teachers, Librarians, Counselors, Diagnosticians and RN ** (Maximum of 6 hours for Training Days)	\$25.00 School Year \$30.00 Summer
Secretary Summer Pay	@current rate
Paraprofessional Summer Pay	\$20.00
Food Service Worker Summer Pay	@current rate
<p>* Extra duty pay must have prior approval from the Superintendent.</p> <p>** Extra duty pay must have prior approval from the Principal/Director and is subject to available funding.</p> <p>Employees working on contract days are not eligible for extra duty pay. Employees shall not be permitted to exchange days, utilize personal leave (state or local) or utilize non-working days as a method to be eligible for extra duty pay.</p> <p>Extra Duty Pay will only be utilized for district mandated training. The district may opt to provide flex days in exchange for district mandated training.</p> <p>Clerical/Paraprofessional/Auxiliary Summer Pay will be paid based on the annual approved pay rate as established by the Board of Trustees.</p>	
Bus Driver trip pay (Coaches) \$75 per trip	
Positions not listed above are not eligible for extra duty pay unless approved by the Superintendent.	
<p>Vacation Pay</p> <p>In addition to state and local leave granted to Lake Dallas ISD employees, full time 260 day employees shall be paid ten (10) days of annual paid vacation leave. See Administrative Regulations for details on earning vacation days, requesting vacation days and dates available for vacation days.</p> <p>Holiday Pay</p> <p>In addition to state and local leave granted to Lake Dallas ISD employees, bus drivers, food service specialists and bus monitors shall receive four (4) paid holidays annually. See Administrative Regulations for details on earning paid holidays. See Calendar.</p> <p>In addition to state and local leave granted to Lake Dallas ISD employees, 260 day employees shall receive nine (9) paid holidays annually. See Administrative Regulations for details on earning paid holidays. See Calendar.</p>	

Student workers as approved by the Superintendent \$14 per hour



Extra Duty Athletic Pay

Only current employees are eligible for paid positions. All prospective game workers must apply through HR for extra duty positions within the Athletics Department. Employees being paid stipends to work at events are not permitted to receive extra duty pay.

Hours are established by the Athletics Department and may vary based on individual games. All positions and times are subject to administrative regulations.

Gatekeeper		\$20.00 per hour
Announcer Bookkeeper Chains Clock Line Judge Scoreboard		\$16.00 per hour

	Gatekeeper	Announcer	Bookkeeper	Chains	Clock	Line Judge	Scoreboard
Varsity Football	6	1	1	NA	NA	NA	1
Non-Varsity Football	4	1	1	3	1	NA	NA
Volleyball	2	1	1	NA	1	2	NA
Baseball	1	1	1	NA	1	NA	NA
Softball	1	1	1	NA	1	NA	NA
Cross Country	NA	NA	NA	NA	NA	NA	NA
Tennis	1	NA	NA	NA	NA	NA	NA
Golf	NA	NA	NA	NA	NA	NA	NA
Basketball	2	1	1	NA	1	NA	NA
Track	2	NA	NA	NA	NA	NA	NA
Soccer	1	NA	NA	NA	1	NA	NA

- Paid announcers will be utilized for varsity games only.



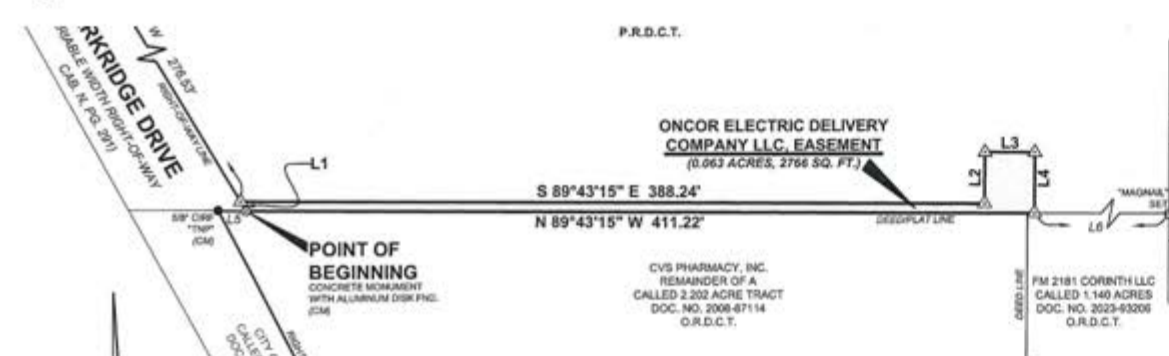
Police Department Pay Scale

Pay Group	Pay Basis	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
PD1 - 207	1759.5	Officer	\$63,342.00	\$65,242.26	\$67,199.53	\$69,215.51	\$71,291.98	\$73,430.74
	M		\$5,278.50	\$5,436.86	\$5,599.96	\$5,767.96	\$5,941.00	\$6,119.23
	B		\$2,436.23	\$2,509.32	\$2,584.60	\$2,662.14	\$2,742.00	\$2,824.26
	D		\$306.00	\$315.18	\$324.64	\$334.37	\$344.41	\$354.74
	H		\$36.00	\$37.08	\$38.19	\$39.34	\$40.52	\$41.73
PD2 - 217	1844.5	Sergeant Exempt	\$87,613.75	\$90,251.39	\$92,962.80	\$95,748.00		
	M		\$7,301.15	\$7,520.95	\$7,746.90	\$7,979.00		
	B		\$3,369.76	\$3,471.21	\$3,575.49	\$3,682.62		
	D		\$403.75	\$415.91	\$428.40	\$441.24		
	H		\$47.50	\$48.93	\$50.40	\$51.91		

Lateral pay PD1: 3-5 years of service – Step 3 >= 5 years of service – Step 4	Lateral pay PD2: < 5 years of supervision – Step 1 >= 5 years of supervision – Step 2
--------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------

Certification Incentives: Intermediate Certification - \$50.00/month Advanced Certification - \$100.00/month Master Certification - \$150.00/month	
Extra Duty Pay	\$60/hr

Original



Revised

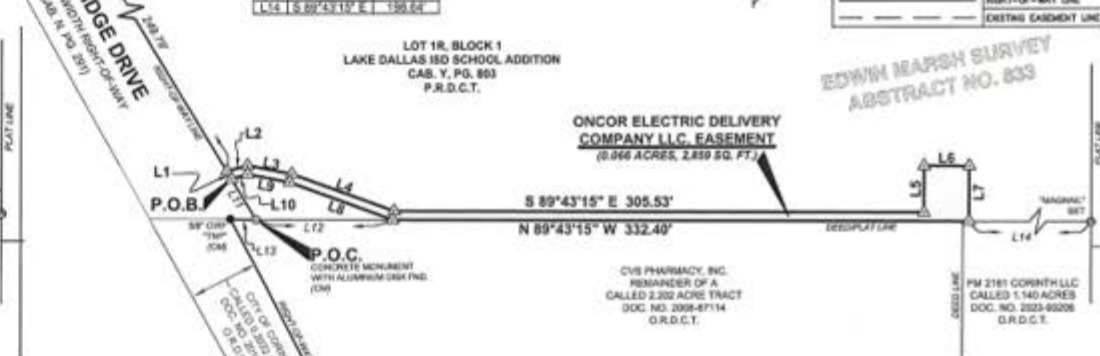


EXHIBIT "A"

**ONCOR ELECTRIC DELIVERY
COMPANY LLC, EASEMENT**

Lot 1R, Block 1, Lake Dallas ISD School Addition

BEING a 0.066 acre (2,859 square feet) tract of land situated in the Edwin Marsh Survey, Abstract No. 833, City of Corinth, Denton County, Texas, and being a part of Lot 1R, Block 1 per the Replat of Lake Dallas ISD School Addition, as recorded in Cabinet Y, Page 803 of the Plat Records of Denton County, Texas, and being more particularly described as follows:

COMMENCING at a concrete monument found for the Southwest corner of the above cited Lot 1R, said point being in the North line of that certain 2.202 acre tract of land described in a Deed to CVS Pharmacy, Inc., as recorded in Document No. 2008-87114 of the Official Records of Denton County, Texas, said point also being in the East line of Parkridge Drive (a variable width right-of-way dedicated by Plat recorded in Cabinet N, Page 291), from which a 5/8 inch iron rod capped "TNP" found for the Northeast corner of that certain 0.2022 acre tract described in a Permanent Right-of-Way Deed to the City of Corinth, as recorded in Document No. 2010-90306 of the Official Records of Denton County, Texas, bears North 88°35'37" West a distance of 14.71 feet;

THENCE North 30°53'39" West departing the North line of said 2.202 acre tract, and along the East line of said Parkridge Drive, for a distance of 27.39 feet to the **POINT OF BEGINNING** for the herein described easement;

THENCE North 30°53'39" West continuing along the East line of said Parkridge Drive, for a distance of 5.18 feet to a point, from which a 5/8 inch iron rod found in concrete at the beginning of a curve to the right bears North 30°53'39" West a distance of 249.79 feet;

THENCE North 74°15'47" East departing the East line of said Parkridge Drive, for a distance of 12.36 feet to a point;

THENCE South 78°49'26" East for a distance of 26.03 feet to a point;

THENCE South 69°51'07" East for a distance of 62.85 feet to a point;

THENCE South 89°43'15" East for a distance of 305.53 feet to a point;

THENCE North 00°16'45" East for a distance of 27.00 feet to a point;

THENCE South 89°43'15" East for a distance of 26.00 feet to a point;

THENCE South 00°16'45" West for a distance of 32.00 feet to a point in the South line of said Lot 1R, from which a Magnail set for the most Southerly Southeast corner of said Lot 1R bears South 89°43'15" East a distance of 198.64 feet;

THENCE North 89°43'15" West along the South line of said Lot 1R, for a distance of 332.40 feet to a point, from which the Southwest corner of the above cited Lot 1R bears North 89°43'15" West a distance of 78.82 feet;

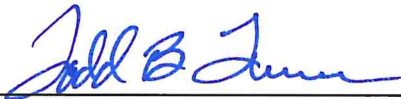
THENCE North 69°51'07" West departing the South line of said Lot 1R, for a distance of 63.33 feet to a point;

THENCE North 78°49'26" West for a distance of 24.45 feet to a point;

THENCE South 74°15'47" West for a distance of 9.81 feet to the **POINT OF BEGINNING**, and containing 0.066 acres (2,859 square feet) of land, more or less.

NOTES:

1. Bearings are referenced to Grid North of the Texas Coordinate System of 1983 {North Central Zone 4202: NAD83 (2011) EPOCH 2010} as derived locally from RTK Network continuously operating reference stations (CORS) via real time kinematic (RTK) survey methods. The distances shown hereon represent surface values utilizing a surface adjustment factor of 1.000150630 to scale from grid to surface.
2. An Easement Exhibit of even date herewith accompanies this legal description.

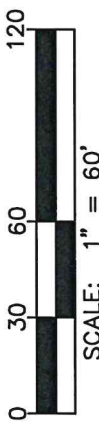


Todd B. Turner, R.P.L.S. No. 4859
Teague Nall & Perkins, Inc.
3200 S. Interstate 35E, Suite 1129
Denton, Texas 76210
940-383-4177
Date: April 17, 2025
Fieldwork performed on: January 28, 2025



LINE TABLE

LINE	BEARING	DISTANCE
L1	N 30°53'39" W	5.18'
L2	N 74°15'47" E	12.36'
L3	S 78°49'26" E	26.03'
L4	S 69°51'07" E	62.85'
L5	N 00°16'45" E	27.00'
L6	S 89°43'15" E	26.00'
L7	S 00°16'45" W	32.00'
L8	N 69°51'07" W	63.33'
L9	N 78°49'26" W	24.45'
L10	S 74°15'47" W	9.81'
L11	N 30°53'39" W	27.39'
L12	N 89°43'15" W	78.82'
L13	N 88°35'37" W	14.71'
L14	S 89°43'15" E	198.64'

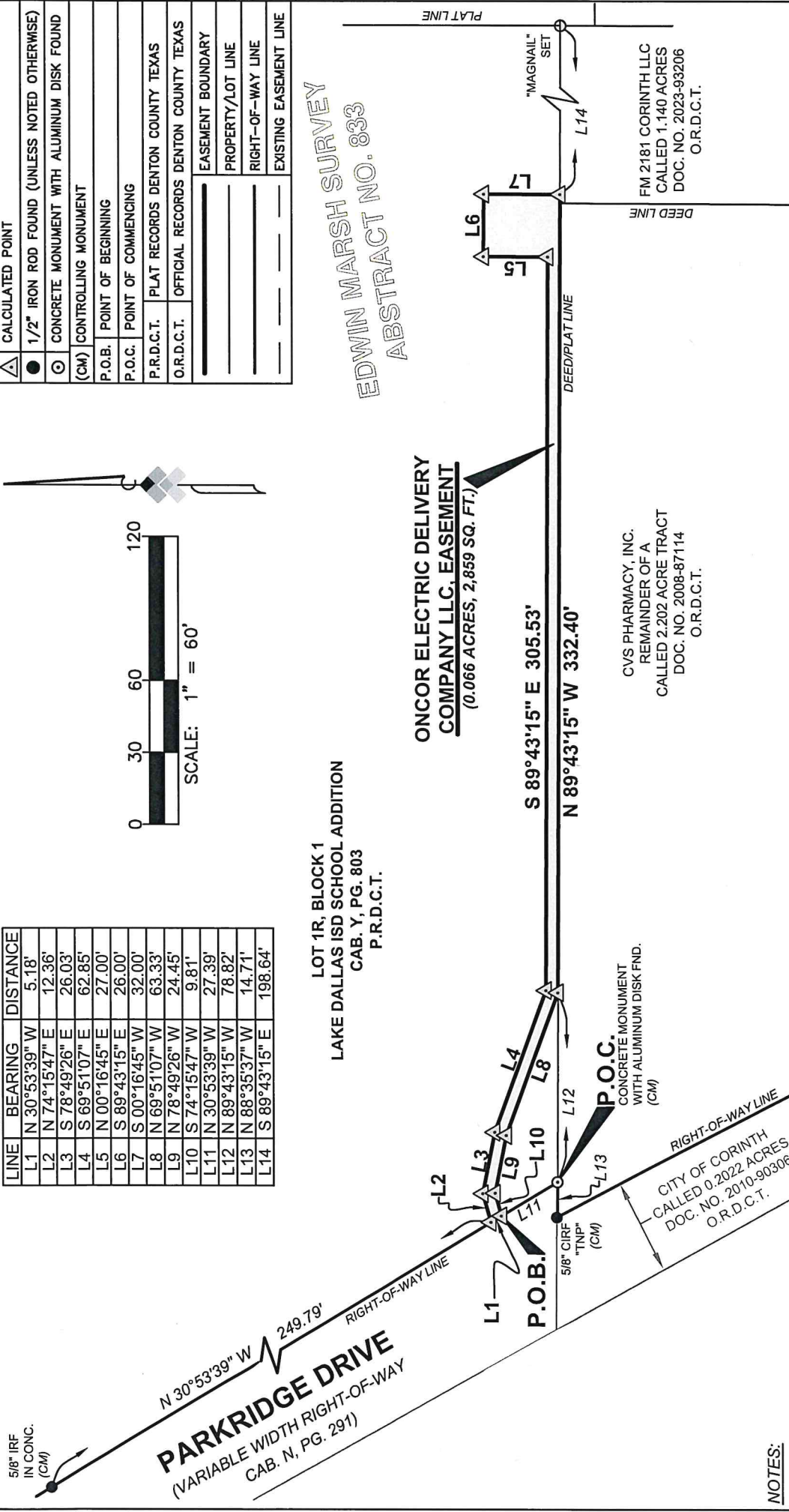


LOT 1R, BLOCK 1
LAKE DALLAS ISD SCHOOL ADDITION
CAB. Y, PG. 803
P.R.D.C.T.

EDWIN MARSH SURVEY
ABSTRACT NO. 833

LEGEND

▲	CALCULATED POINT
●	1/2" IRON ROD FOUND (UNLESS NOTED OTHERWISE)
⊙	CONCRETE MONUMENT WITH ALUMINUM DISK FOUND
(CM)	CONTROLLING MONUMENT
P.O.B.	POINT OF BEGINNING
P.O.C.	POINT OF COMMENCING
P.R.D.C.T.	PLAT RECORDS DENTON COUNTY TEXAS
O.R.D.C.T.	OFFICIAL RECORDS DENTON COUNTY TEXAS
—	EASEMENT BOUNDARY
—	PROPERTY/LOT LINE
—	RIGHT-OF-WAY LINE
—	EXISTING EASEMENT LINE



- NOTES:**
- Bearings of lines shown hereon are referenced to Grid North of the Texas Coordinate System of 1983 (North Central Zone 4202: NAD83 (2011) Epoch 2010) as derived locally from RTK Network continuously operating reference stations (CORS) via real time kinematic (RTK) survey methods. The distances shown hereon represent surface values using a surface adjustment factor of 1.000150630 to scale from grid to surface.
 - This Exhibit was prepared without the benefit of a current Title Commitment, or Examiners Report. Additional easements, rights-of-way and/or other matters of record may affect this tract that are not shown hereon.
 - A Legal Description of even date herewith accompanies this Easement Exhibit.
 - Fieldwork performed on January 28, 2025.

teague nall and perkins
3200 S. Interstate 35E, Suite 1129
Denton, Texas 76210
940.383.4177 ph 940.383.8026 fx
www.tnplc.com TBPELS FIRM 10011601

tnp

John Turner

STATE OF TEXAS
REGISTERED PROFESSIONAL LAND SURVEYOR
TODD B. TURNER
4859

4-17-2025

EXHIBIT "A"
ONCOR ELECTRIC DELIVERY COMPANY LLC, EASEMENT
BEING 0.066 ACRES (2,859 SQ. FT.) OF LAND SITUATED IN THE EDWIN MARSH SURVEY, ABSTRACT NO. 833 CITY OF CORINTH, DENTON COUNTY, TEXAS
VLK24016 PAGE 1 OF 1

CVS PHARMACY, INC.
REMAINDER OF A
CALLED 2.202 ACRE TRACT
DOC. NO. 2008-87114
O.R.D.C.T.

FM 2181 CORINTH LLC
CALLED 1.140 ACRES
DOC. NO. 2023-93206
O.R.D.C.T.

PT #: 2025-0948
District: FBL
WO #: 24033130
E#: 322929

CORRECTION EASEMENT AND RIGHT OF WAY

STATE OF TEXAS §
 § KNOW ALL MEN BY THESE PRESENTS:
COUNTY OF DENTON §

That **Lake Dallas Independent School District**, hereinafter called "Grantor," whether one or more, for and in consideration of Ten Dollars (\$10.00) and other valuable consideration to Grantor in hand paid by **Oncor Electric Delivery Company LLC, a Delaware limited liability company**, 1616 Woodall Rodgers Freeway, Dallas, Texas 75202-1234, hereinafter referred to as "Grantee," has granted, sold and conveyed and by these presents does grant, sell and convey unto said Grantee, its successors and assigns, an easement and right-of-way for overhead and/or underground electric supply and communications facilities, consisting of a variable number of wires and cables, supporting structures, surface mounted equipment, conduits and all necessary or desirable appurtenances over, under, through, across and upon Grantor's land described as follows:

SEE EXHIBIT "A" (ATTACHED)

Grantor recognizes that the general course of said lines, or the metes and bounds as described above, is based on preliminary surveys only, and Grantor hereby agrees that the easement and right-of-way and its general dimensions hereby granted shall apply to the actual location of said lines when constructed.

Together with the right of ingress and egress along and upon said easement and right-of-way and over and across Grantor's adjoining properties for the purpose of and with the right to construct, maintain, operate, repair, remove, replace, reconstruct, abandon in place, and to change the size and capacity of said facilities; the right to relocate said facilities in the same relative direction of said facilities; the right to relocate said facilities in the same relative position to any adjacent road if and as such is widened in the future; the right to lease wire space for the purpose of permitting others to string or lay wire or cable along said facilities; the right to prevent excavation within the easement area; the right to prevent construction of, within the easement area, any and all buildings, structures or other obstructions which, in the sole judgment of Grantee, may endanger or interfere with the efficiency, safety, and/or convenient operation of said facilities and their appurtenances and the right to trim or remove trees or shrubbery within, but not limited to, said easement area, including by use of herbicides or other similar chemicals approved by the U.S. Environmental Protection Agency, to the extent in the sole judgment of Grantee, as may be

necessary to prevent possible interference with the operation of said facilities or to remove possible hazard thereto. Grantor shall not make changes in grade, elevation or contour of the land or impound water within the easement area as described above without prior written consent of Grantee.

Grantor reserves the right to use the land within the above described easement area for purposes not inconsistent with Grantee's use of such property, provided such use shall not, in the sole judgment of Grantee, interfere with the exercise by Grantee of the rights hereby granted.

TO HAVE AND TO HOLD the above described easement and right-of-way unto the said Grantee, its successors and assigns, until all of said electric lines and facilities shall be abandoned, and in that event said easement and right-of-way shall cease and all rights herein granted shall terminate and revert to Grantor or Grantor's heirs, successors or assigns, and legal representatives, and Grantor hereby binds Grantor and Grantor's heirs, successors, assigns, and legal representatives, to warrant and forever defend the above described easement and right-of-way unto Grantee, its successors and assigns, against every person whomsoever lawfully claiming or to claim the same or any part thereof.

This is a correction easement, given and accepted as such in substitution for such earlier easement dated on the **18 day of November, 2024, recorded in Instrument Number 15127**, of the Real Property Records of **Denton** County, Texas, and this correction easement shall be effectual as of and retroactive to such date. The legal description of the easement property attached to the original easement as Exhibits A was incorrect. The description of the easement property attached to this correction easement as Exhibits A is the corrected legal description of the easement property. Other than the corrected description of the easement property, this correction easement is intended to restate in all respects the original easement which is corrected hereby.

EXECUTED this _____ day of _____, 20_____.

Lake Dallas Independent School District

By: _____

Name _____

Title: _____

STATE OF TEXAS

§
§
§

COUNTY OF DENTON

BEFORE ME, the undersigned authority, on this day personally appeared _____, known to me to be the person whose name is subscribed to the foregoing instrument and acknowledged to me that he/she executed the same as the act and deed of **Lake Dallas Independent School District**, as the _____ thereof, for the purposes and consideration therein expressed, in the capacity therein stated and that he/she is authorized to do so.

GIVEN UNDER MY HAND AND SEAL OF OFFICE this _____ day of _____, A.D. 20____.

Notary Public in and for the State of Texas

December 15, 2025-January 19, 2026



UPCOMING EVENTS

Lake Dallas Independent School District

EVENT	DATE	TIME	LOCATION
December			
Board of Trustees Meeting	15	5:30 PM	LDISD Central Services
LDHS Girls Varsity Basketball vs Aubrey	16	6:15 PM	LDHS Gym
Employee Appreciation Deliveries	19	8:00 AM	
LDHS Girls Varsity Basketball vs Panther Creek	19	6:15 PM	LDHS Gym
LDHS Girls Varsity Soccer vs Gainesville *Scrimmage*	19	6:45 PM	Falcon Stadium
Christmas at the Commons	20	3:00-8:00 PM	Commons at the Agora
LDHS Varsity Boys Basketball vs Grapevine	22	1:00 PM	LDHS Gym
LDHS Varsity Boys Basketball vs Fossil Ridge	30	1:00 PM	LDHS Gym
January			
LDHS Girls Varsity Soccer vs Decatur	7	4:00 PM	Falcon Stadium
LDHS Boys Varsity Soccer vs Decatur	7	5:30 PM	Falcon Stadium
LDHS Boys Varsity Basketball vs Celina	7	6:15 PM	LDHS Gym
Employee and Teacher of the Month Breakfast	9	8:00 AM	LDISD Central Services
LDHS Girls Varsity Basketball vs Aubrey	14	6:15 PM	LDHS Gym
LDHS Varsity Girls Soccer vs Denton Ryan	14	7:15 PM	Falcon Stadium
LDHS Varsity Boys Basketball vs Aubrey *Teacher Appreciation Night*	14	7:30 PM	LDHS Gym
LDHS Varsity Girls Basketball vs Panther Creek *Middle School Night*	17	6:30 PM	LDHS Gym
LDHS Varsity Boys Basketball vs Panther Creek *Middle School Night*	17	7:30 PM	LDHS Gym
Board of Trustees Meeting	19	5:30 PM	Central Office