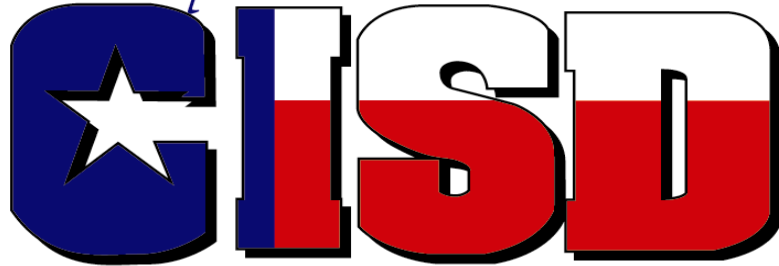


Great Expectations **Great Rewards**



CROWLEY INDEPENDENT SCHOOL DISTRICT

COMPENSATION PLAN

2015-2016

Approved August 27, 2015

2015-16 SALARY SCHEDULE FOR		
TEACHERS, LIBRARIANS, AND NURSES (RNs)		
Years	Bachelor's Degree	Master's Degree
Experience		
0	\$51,400	\$53,000
1	\$51,500	\$53,148
2	\$51,603	\$53,251
3	\$51,706	\$53,354
4	\$51,809	\$53,457
5	\$51,912	\$53,560
6	\$52,023	\$53,711
7	\$52,350	\$54,039
8	\$52,678	\$54,366
9	\$53,006	\$54,695
10	\$53,333	\$55,023
11	\$53,975	\$55,663
12	\$54,304	\$55,991
13	\$54,631	\$56,319
14	\$54,959	\$56,626
15	\$55,367	\$57,054
16	\$56,014	\$57,703
17	\$56,342	\$58,030
18	\$56,941	\$58,631
19	\$57,637	\$59,326
20	\$58,112	\$59,801
21	\$58,440	\$60,128
22	\$59,553	\$61,241
23	\$60,431	\$62,119
24	\$61,358	\$63,046
25	\$62,285	\$63,973
26	\$62,735	\$64,424
27	\$63,663	\$65,351
28	\$64,359	\$66,048
29	\$65,055	\$66,742
30	\$65,749	\$67,438
>30	1.03 x prior CISD year	1.03 x prior CISD year

This schedule is based on 187 days for the 2015-16 school year only.

No past or future payments can be calculated, assumed or predicted on the basis of his schedule.

Compensation Plan
2015-16

POSITION TITLES, PAY GRADES AND DUTY DAYS		
POSITION TITLE	PAY GRADE	DUTY DAYS
ADVANCED ACADEMICS COORDINATOR	104-A	207(B)
AIDE, HEALTH CLINIC	203	187
ASST PRINCIPAL, ELEMENTARY	104-A	207(A)
ASST PRINCIPAL, INTERMEDIATE	104-B	217
ASST PRINCIPAL, MIDDLE SCHOOL	104-B	217
ASST PRINCIPAL, 9TH GRADE CAMPUS	105	217
ASST PRINCIPAL, CLC	104-B	217
ASST PRINCIPAL, CTEC	104-B	217
ASST PRINCIPAL, HIGH SCHOOL	105	217
BEHAVIOR ANALYST, BOARD CERTIFIED	103	197
BEHAVIOR INTERVENTIONIST	203	187
BEHAVIOR SPECIALIST, GENERAL EDUCATION	102	187
BEHAVIOR SPECIALIST, SPECIAL EDUCATION	102	187
BRAILLE TRANSCRIPTIONIST	203	187
BUSINESS PROGRAM ANALYST	409	226
CAMPUS ADMINISTRATIVE PROGRAMMING MANAGER	410	226
CAMPUS INSTRUCTIONAL TECHNOLOGIST	102	197
CAMPUS MONITOR	201	187
CARPENTER/GENERAL MAINTENANCE	305	AUXILIARY
CARPENTER, LEAD	307	AUXILIARY
CHIEF ADMINISTRATIVE SUPPORT OFFICER	418	226
CHIEF EMPLOYEE SERVICES OFFICER	418	226
CHIEF INSTRUCTIONAL OFFICER	418	226
CLERK, ACCOUNTS PAYABLE	402	226
CLERK, DIAGNOSTICIAN	202	197
CLERK, HUMAN RESOURCES	402	226
CLERK, PAYROLL	405	226
CLERK, SPECIAL EDUCATION	401	226
COMPUTER TECHNICIAN	404	226
COORDINATOR, ACCOUNTING	413	226
COORDINATOR, COMMUNICATIONS/MARKETING	413	226
COORDINATOR, COUNSELING SERVICES	413	226
COORDINATOR, CURRICULUM DEPARTMENT	413	226
COORDINATOR, INSTRUCTIONAL TECHNOLOGY	412	226
COORDINATOR, PEIMS/INFO SYSTEMS	413	226
COORDINATOR, PROFESSIONAL DEVELOPMENT	413	226
COORDINATOR, SAFETY AND SECURITY	413	226
COORDINATOR, SPECIAL EDUCATION	413	210(A)
COUNSELOR, ELEMENTARY	103	197
COUNSELOR, INTERMEDIATE	103-A	207(A)

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Compensation Plan
2015-16

POSITION TITLE	PAY GRADE	DUTY DAYS
COUNSELOR, MIDDLE SCHOOL	103-A	207(A)
COUNSELOR, 9TH GRADE CAMPUS	103-A	207(A)
COUNSELOR, HIGH SCHOOL, CTEC & CLC	103-B	217
COUNSELOR, SPECIAL EDUCATION	103	197
CUSTODIAN	301	AUXILIARY
CUSTODIAN-LEAD ELEM/INTERM/MS	303	AUXILIARY
CUSTODIAN- LEAD HS	304	AUXILIARY
DATA PROCESSOR, HS	205	217
DELIVERY/MAINTENANCE HELPER	303	AUXILIARY
DEPUTY SUPERINTENDENT	419	226
DIAGNOSTICIAN	104	197
DIRECTOR, ACCOUNTING/FINANCE	416	226
DIRECTOR, ATHLETICS	417	226
DIRECTOR, COLLEGE & CAREER READINESS	416	226
DIRECTOR, COMMUNICATIONS/MARKETING	415	226
DIRECTOR, FEDERAL PROGRAMS & ELEM INSTR	416	226
DIRECTOR, INFO SYS/TECH RESOURCES	417	226
DIRECTOR, MAINTENANCE	414	226
DIRECTOR, PROFESSIONAL DEVELOPMENT	416	226
DIRECTOR, SAFETY AND SECURITY	415	226
DIRECTOR, SCHOOL IMPROVEMENT	414	226
DIRECTOR, SPECIAL ED	417	226
DIRECTOR, SUPPORT PROGRAMS, DATA, RESEARCH & ANALYSIS	414	226
ELECTRICIAN, LEAD	307	AUXILIARY
ENERGY MGR	412	226
ENTRY SYSTEMS ANALYST	409	226
EXECUTIVE DIRECTOR	417	226
FIRE ALARM TECHNICIAN	306	AUXILIARY
FOOD SERVICE EQUIPMENT TECHNICIAN	306	AUXILIARY
FOOD SERVICE MANAGER, ELEM & INTERMEDIATE	303	196
FOOD SERVICE MANAGER, HIGH SCHOOL	305	196
FOOD SERVICE SPECIALIST	301	180
GENERAL MAINTENANCE WORKER	304	AUXILIARY
GROUNDS CREW	302	AUXILIARY
GROUNDS/RANCH HAND	302	AUXILIARY
GROUNDS CREW/LANDSCAPING & IRRIGATION SPECIALIST	306	AUXILIARY
GROUNDS CREW/LICENSED PEST CONTROL	304	AUXILIARY
HEALTH SERVICES COORDINATOR ASSISTANT	206	221
HS HEAD VARSITY FOOTBALL COACH	108	217
HVAC TECH I	305	AUXILIARY
HVAC TECH II	306	AUXILIARY

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Compensation Plan
2015-16

POSITION TITLE	PAY GRADE	DUTY DAYS
HVAC TECH III, SPECIALIST	307	AUXILIARY
HVAC TECH, LEAD	307	AUXILIARY
INSTR AIDE I (187)	201	187
INSTR AIDE II (187)	202	187
INSTRUCTIONAL COACH, ELEM (GRANDFATHERED)*	103	197
INSTRUCTIONAL COACH, MS (GRANDFATHERED)*	102	197
INTERPRETER, SE CERTIFIED-ADVANCED	208	187
INTERPRETER, SE CERTIFIED-BASIC	207	187
INTERPRETER, SE WAIVERED/COMM ASST	204	187
JOURNEYMAN ELECTRICIAN	306	AUXILIARY
JOURNEYMAN PLUMBER	306	AUXILIARY
JROTC INSTRUCTOR	PER MIP	AUXILIARY
LEARNING COACH (217)	206	217
LEARNING COACH (187)	206	187
LICENSED LOCKSMITH, LEAD	307	AUXILIARY
LICENSED PEST CONTROL, LEAD	306	AUXILIARY
LOCKSMITH	306	AUXILIARY
LSSP (PSYCHOLOGIST)	104	197
MAIL CARRIER	302	AUXILIARY
MEDICAL HEALTH PROFESSIONAL	100	187
MUSIC THERAPIST	102	187
NIGHT SECURITY	303	AUXILIARY
NIGHT SECURITY, LEAD	304	AUXILIARY
OCCUPATIONAL THERAPIST	102	187
OCCUPATIONAL THERAPY ASSISTANT	101	187
OFFICE AIDE I (187)	201	187
OFFICE AIDE II (187)	202	187
OFFICE AIDE II (217)	202-A	217
OFFICE AIDE III (187)	203	187
OFFICE AIDE III (207)	203	207(A)
OFFICE AIDE III (217)	203-A	217
OFFICE AIDE III (226)	401	226
OFFICE AIDE IV (217)	204-A	217
OFFICE MANAGER, HUMAN RESOURCES	409	226
OPERATIONAL PROGRAM ANALYST	409	226
PAINTER/GENERAL MAINTENANCE	304	AUXILIARY
PEIMS, ASSISTANT COORDINATOR	403	226
PEIMS, COORDINATOR	406	226
PHYSICAL THERAPIST	102	187
PHYSICAL THERAPY ASSISTANT	101	187
PLUMBER, LEAD	307	AUXILIARY

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Compensation Plan
2015-16

POSITION TITLE	PAY GRADE	DUTY DAYS
PRINCIPAL, ELEMENTARY	107	217
PRINCIPAL, INTERMEDIATE	107-A	221
PRINCIPAL, MIDDLE SCHOOL	108-A	221
PRINCIPAL, 9TH GRADE CAMPUS	107-A	221
PRINCIPAL, HIGH SCHOOL	109	221
PRINCIPAL, CROWLEY LEARNING CENTER	107-A	221
PRINCIPAL, CTEC	107-A	221
PROCUREMENT SPECIALIST	307	AUXILIARY
RECEPTIONIST, CENTRAL OFFICE	401	226
REGISTRAR, HS	205	217
ROOFER	305	AUXILIARY
ROOFER, LEAD	307	AUXILIARY
SECRETARY, ADMINISTRATIVE SERVICES	403	226
SECRETARY, ALT CAMPUS	204-B	221
SECRETARY, ATHLETICS DIRECTOR	403	226
SECRETARY, CATE	206	221
SECRETARY, CHIEF	406	226
SECRETARY, CURRICULUM DEPT	403	226
SECRETARY, CURRICULUM DEPT/TRANSLATOR	405	226
SECRETARY, DEPUTY SUPERINTENDENT	407	226
SECRETARY, EXECUTIVE DIRECTOR	405	226
SECRETARY, FINANCE	403	226
SECRETARY, HS ACCOUNTS ACTIVITY	205	217
SECRETARY, MAINTENANCE	402	226
SECRETARY, PRINCIPAL ELEMENTARY	205	217
SECRETARY, PRINCIPAL INTERMEDIATE	205-A	221
SECRETARY, PRINCIPAL MIDDLE SCHOOL	205-A	221
SECRETARY, PRINCIPAL 9TH GRADE CAMPUS	205-A	221
SECRETARY, PRINCIPAL HIGH SCHOOL	206	221
SECRETARY, PROFESSIONAL DEVELOPMENT DIRECTOR	403	226
SECRETARY, SPECIAL EDUCATION DEPARTMENT	402	226
SECRETARY, SPECIAL EDUCATION DIRECTOR	403	226
SECRETARY, STUDENT SERVICES/ODS	402	226
SECRETARY, SUPERINTENDENT	408	226
SECRETARY, TEXTBOOK COORDINATOR/TECHNOLOGY	405	226
SENIOR PAINTER/GENERAL MAINTENANCE	306	AUXILIARY
SENIOR SYSTEMS ANALYST	410	226
SMALL ENGINE REPAIR	305	AUXILIARY
SPECIALIST, ACCOUNTS PAYABLE	405	226
SPECIALIST, COMMUNICATIONS	403	226
SPECIALIST, CURRICULUM DEPARTMENT	411	226

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Compensation Plan
2015-16

POSITION TITLE	PAY GRADE	DUTY DAYS
SPECIALIST, HUMAN RESOURCES	403	226
SPECIALIST, PAYROLL	406	226
SPECIALIST, WORKERS COMP	405	226
SPEECH PATHOLOGIST	103	187
SPEECH PATHOLOGIST ASSISTANT	101	187
SUPERVISOR, GROUNDS	308	AUXILIARY
SUPERVISOR, HUMAN RESOURCES	412	226
SUPERVISOR, MAINTENANCE & OPERATIONS	309	AUXILIARY
SUPERVISOR, WAREHOUSE	308	AUXILIARY
TECHNOLOGY & NETWORK OPERATIONS MANAGER	413	226
TESTING COORDINATOR	103-B	217
WAREHOUSE WORKER/DELIVERY	302	AUXILIARY
WEBMASTER	409	226
<p>* Salary for current employees in an Instructional Coach position will be based on current pay grade and a 197 day calendar. Newly hired or current employee transferring into this position after July 1, 2015 will be placed on the Teacher matrix based on Years Experience and Degree with an opportunity for 10 additional days based on campus needs.</p>		

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Compensation Plan
2015-16

Campus Administrative / Professional Pay Ranges			
Pay Grade 100			
	Minimum	Midpoint	Maximum
Daily	\$140.93	\$171.86	\$202.79
187	26,354	32,138	37,922
Medical Health Professional			
Pay Grade 101			
	Minimum	Midpoint	Maximum
Daily	\$222.76	\$271.67	\$320.55
187	41,656	50,802	59,943
Occupational Therapy Assistant		Speech Pathologist Assistant	
Physical Therapy Assistant			
Pay Grade 102			
	Minimum	Midpoint	Maximum
Daily	\$276.22	\$336.85	\$397.49
187	51,653	62,991	74,331
197	54,415	66,359	78,306
Behavior Specialist, Special Education		Physical Therapist	
Behavior Specialist. General Education		Campus Instructional Technologist	
Occupational Therapist		Instructional Coach, Middle School (grandfathered)*	
Music Therapist			
Pay Grade 103			
	Minimum	Midpoint	Maximum
Daily	\$280.55	\$341.95	\$402.59
187	52,463	63,945	75,284
197	55,268	67,364	79,310
Counselor		Speech Pathologist	
Instructional Coach, Elem (grandfathered)*		Board Certified Behavior Analyst	
Pay Grade 103-A			
	Minimum	Midpoint	Maximum
Daily	\$284.62	\$346.92	\$408.43
207	58,916	71,812	84,545
Counselor			
Pay Grade 103-B			
	Minimum	Midpoint	Maximum
Daily	\$285.71	\$348.26	\$410.02
217	61,999	75,572	88,974
Counselor		Testing Coordinator	

* Salary for current employees in an Instructional Coach position will be based on current pay grade and a 197 day calendar. Newly hired or current employee transferring into this position after July 1, 2015 will be placed on the Teacher matrix based on Years Experience and Degree with an opportunity for 10 additional days based on campus needs.

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Compensation Plan
2015-16

Pay Grade 104			
	Minimum	Midpoint	Maximum
Daily	\$295.56	\$360.43	\$425.31
197	58,225	71,005	83,786
LSSP		Diagnostician	
Pay Grade 104-A			
	Minimum	Midpoint	Maximum
Daily	\$299.84	\$365.65	431.48
207	62,067	75,690	89,316
Asst. Principal, Elementary		Advanced Academics Coordinator	
Pay Grade 104-B			
	Minimum	Midpoint	Maximum
Daily	\$301.01	\$367.08	\$433.15
217	65,319	79,656	93,994
Asst. Principal, Intermediate		Asst. Principal, CTEC	
Asst. Principal, Middle School		Asst. Principal, CLC	
Pay Grade 105			
	Minimum	Midpoint	Maximum
Daily	\$322.07	\$392.77	\$463.47
217	69,889	85,231	100,573
Asst. Principal, 9th Grade Campus		Asst. Principal, High School	
Pay Grade 107			
	Minimum	Midpoint	Maximum
Daily	\$372.18	\$453.89	\$535.58
217	80,763	98,494	116,221
Principal, Elementary			
Pay Grade 107-A			
	Minimum	Midpoint	Maximum
Daily	\$373.72	\$455.76	\$537.79
221	82,592	100,723	118,852
Principal, 9th Grade		Principal, Intermediate	
Principal, Crowley Learning Ctr.		Principal CTEC	
Pay Grade 108			
	Minimum	Midpoint	Maximum
Daily	\$401.96	\$490.20	\$578.42
217	87,225	106,373	125,517
HS Head Varsity Football Coach			
Pay Grade 108-A			
	Minimum	Midpoint	Maximum
Daily	\$403.63	\$492.20	\$580.80
221	89,202	108,776	128,357
Principal, Middle School			

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Compensation Plan
2015-16

Pay Grade 109			
	Minimum	Midpoint	Maximum
Daily	\$435.90	\$531.59	\$627.28
221	96,334	117,481	138,629
Principal, High School			

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Compensation Plan

2015-16

Campus Clerical / Paraprofessional Pay Ranges			
Pay Grade 201			
Duty	Minimum	Midpoint	Maximum
Days	\$11.42	\$13.58	\$15.75
187	17,084	20,316	23,562
Instructional Aide I		Office Aide I	
Campus Monitor			
Pay Grade 202			
Duty	Minimum	Midpoint	Maximum
Days	\$12.04	\$14.67	\$17.31
187	18,012	21,946	25,896
197	18,975	23,120	27,281
Instructional Aide II		Clerk, Diagnostician	
Office Aide II			
Pay Grade 202-A			
Duty	Minimum	Midpoint	Maximum
Days	\$12.26	\$14.94	\$17.62
217	21,283	25,936	30,588
Office Aide II			
Pay Grade 203			
Duty	Minimum	Midpoint	Maximum
Days	\$13.24	\$16.14	\$19.04
187	19,807	24,145	28,484
207	21,925	26,728	31,530
Office Aide III		Braille Transcriptionist	
Aide, Health Clinic		Behavior Interventionist	
Pay Grade 203-A			
Duty	Minimum	Midpoint	Maximum
Days	\$13.48	\$16.44	\$19.39
217	23,401	28,540	33,661
Office Aide III			
Pay Grade 204			
Duty	Minimum	Midpoint	Maximum
Days	\$14.57	\$17.75	\$20.95
187	21,797	26,554	31,341
Interpreter, SE Waivered/Comm. Asst.			
Pay Grade 204-A			
Duty	Minimum	Midpoint	Maximum
Days	\$14.83	\$18.08	\$21.34
217	25,745	31,387	37,046
Office Aide IV			

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Compensation Plan
2015-16

Pay Grade 204-B			
Duty	Minimum	Midpoint	Maximum
Days	\$14.89	\$18.16	\$21.43
221	26,326	32,107	37,888
Secretary, Alt Campus			
Pay Grade 205			
Duty	Minimum	Midpoint	Maximum
Days	\$16.31	\$19.88	\$23.46
217	28,314	34,512	40,727
Secretary, Elementary Campus Principal		Secretary, HS Accounts Activity	
Data Processor, HS		Registrar, HS	
Pay Grade 205-A			
Duty	Minimum	Midpoint	Maximum
Days	\$16.38	\$19.97	\$23.55
221	28,960	35,307	41,636
Secretary, MS Campus Principal		Secretary, 9th Campus Principal	
Secretary, Intermediate Campus Principal			
Pay Grade 206			
Duty	Minimum	Midpoint	Maximum
Days	\$18.02	\$21.98	\$25.92
187	26,958	32,882	38,776
217	31,283	38,157	44,997
221	31,859	38,861	45,827
Secretary, HS Campus Principal		Secretary, CATE	
Health Services Coordinator Assistant		Learning Coach	
Pay Grade 207			
Duty	Minimum	Midpoint	Maximum
Days	\$19.40	\$23.64	\$27.89
187	29,022	35,365	41,723
Interpreter, SE Certified - Basic			
Pay Grade 208			
Duty	Minimum	Midpoint	Maximum
Days	\$21.32	\$26.00	\$30.69
187	31,895	38,896	45,912
Interpreter, SE Certified - Advanced			

This schedule is for the 2015-16 school year only.

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Compensation Plan
2015-16

Auxiliary Pay Ranges			
Pay Grade 301			
	Minimum	Midpoint	Maximum
AUX	\$9.74	\$11.74	\$13.73
180	\$14,026	\$16,906	\$19,771
Food Service Specialist		Custodian	
Pay Grade 302			
	Minimum	Midpoint	Maximum
AUX	\$12.47	\$15.02	\$17.57
Grounds Crew		Mail Carrier	
Warehouse Worker/Delivery		Grounds/Ranch Hand	
Pay Grade 303			
Duty Days	Minimum	Midpoint	Maximum
AUX	\$13.54	\$16.51	\$19.49
196	21,231	25,888	30,560
Food Service Manager, Elem/Intermediate		Lead Custodian, Elem/Interm/MS	
Night Security		Delivery/Maintenance Helper	
Pay Grade 304			
	Minimum	Midpoint	Maximum
AUX	\$14.89	\$18.17	\$21.45
Grounds/Licensed Pest Control		Lead Custodian, HS	
General Maintenance Worker		Night Security, Lead	
Painter/General Maintenance			
Pay Grade 305			
Duty Days	Minimum	Midpoint	Maximum
AUX	\$17.13	\$20.89	\$24.67
196	26,860	32,756	38,683
Food Service Manager, High School		HVAC Tech I	
Carpenter/General Maintenance		Small Engine Repair	
Roofer			
Pay Grade 306			
Duty Days	Minimum	Midpoint	Maximum
AUX	\$18.85	\$22.98	\$27.13
Food Services Equipment Technician		Journeyman Electrician	
Grounds Crew/Landscape & Irrigation Spec.		Journeyman Plumber	
HVAC Tech II		Licensed Pest Control, Lead	
Senior Painter/General Maintenance		Locksmith	
Fire Alarm Technician			

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Compensation Plan
2015-16

Pay Grade 307			
Duty Days	Minimum	Midpoint	Maximum
AUX	\$20.73	\$25.28	\$29.84
Carpenter, Lead		Procurement Specialist	
HVAC Technician, Lead		Roofer, Lead	
Licensed Locksmith, Lead		Plumber, Lead	
Electrician, Lead		HVAC Tech III, Specialist	
Pay Grade 308			
Duty Days	Minimum	Midpoint	Maximum
AUX	\$21.77	\$26.55	\$31.32
Supervisor, Grounds		Supervisor, Warehouse	
Pay Grade 309			
Duty Days	Minimum	Midpoint	Maximum
AUX	\$22.81	\$27.81	\$32.82
Supervisor, Maintenance & Operations			
Maintenance Department Second Shift Pay Differential - \$1.00 per hour			

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Compensation Plan
2015-16

District Personnel Pay Ranges			
Paraprofessional/Technical			
Pay Grade 401			
Duty	Minimum	Midpoint	Maximum
Days	\$13.24	\$16.14	\$19.04
226	23,938	29,181	34,424
Office Aide III		Receptionist, Central Office	
Clerk, Special Education			
Pay Grade 402			
Duty	Minimum	Midpoint	Maximum
Days	\$16.02	\$19.52	\$23.03
226	28,964	35,292	41,638
Clerk, Accounts Payable		Secretary, Student Services/ODS	
Secretary, Maintenance		Secretary, Special Ed Department	
Clerk, Human Resources			
Pay Grade 403			
Duty	Minimum	Midpoint	Maximum
Days	\$17.62	\$21.49	\$25.36
226	31,857	38,854	45,851
PEIMS, Assistant Coordinator		Specialist, Human Resources	
Secretary, Athletic Director		Secretary, Sp Ed. Director	
Secretary, Curriculum Department		Secretary, Finance	
Secretary, Administrative Services		Secretary, Professional Development Director	
Specialist, Communications			
Pay Grade 404			
Duty	Minimum	Midpoint	Maximum
Days	\$18.85	\$22.98	\$27.13
226	34,081	41,548	49,051
Computer Technician			
Pay Grade 405			
Duty	Minimum	Midpoint	Maximum
Days	\$19.40	\$23.64	\$27.89
226	35,075	42,741	50,425
Clerk, Payroll		Secretary, Executive Director	
Secretary, Curriculum Dept/Translator		Textbook Coordinator/Technology Secretary	
Specialist, Accounts Payable		Specialist, Worker's Compensation	
Pay Grade 406			
Duty	Minimum	Midpoint	Maximum
Days	\$21.34	\$26.01	\$30.69
226	38,583	47,026	55,488
PEIMS, Coordinator		Secretary, Chief	
Specialist, Payroll			

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Compensation Plan
2015-16

Pay Grade 407			
Duty	Minimum	Midpoint	Maximum
Days	\$22.21	\$26.89	\$31.59
226	40,156	48,617	57,115
Secretary, Deputy Superintendent			
Pay Grade 408			
Duty	Minimum	Midpoint	Maximum
Days	\$24.83	\$30.29	\$35.76
226	44,893	54,764	64,654
Secretary, Superintendent			
Administrative / Professional			
Pay Grade 409			
Duty	Minimum	Midpoint	Maximum
Daily	\$222.76	\$271.67	\$320.55
226	50,344	61,397	72,444
Business Program Analyst		Webmaster	
Entry Systems Analyst		Office Manager, Human Resources	
Operational Program Analyst			
Pay Grade 410			
Duty	Minimum	Midpoint	Maximum
Daily	\$276.22	\$336.85	\$397.49
226	62,426	76,128	89,833
Senior Systems Analyst		Campus Administrative Programming Manager	
Pay Grade 411			
Duty	Minimum	Midpoint	Maximum
Daily	\$280.55	\$341.95	\$402.59
226	63,404	77,281	90,985
Specialist, Curriculum Department			
Pay Grade 412			
Duty	Minimum	Midpoint	Maximum
Daily	\$295.56	\$360.43	\$425.31
226	66,797	81,457	96,120
Coordinator, Instructional Technology		Energy Manager	
Supervisor, Human Resources			

This schedule is for the 2015-16 school year only.

No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

Compensation Plan
2015-16

Pay Grade 413			
	Minimum	Midpoint	Maximum
Daily	\$316.23	\$385.66	\$455.09
210	66,408	80,989	95,569
226	71,468	87,159	102,850
Coordinator, Curriculum Department		Technology & Network Operations Manager	
Coordinator, Accounting		Coordinator, PEIMS/Information Systems	
Coordinator, Special Education		Coordinator, Safety and Security	
Coordinator, Counseling Services		Coordinator, Professional Development	
Coordinator, Communications/Marketing			
Pay Grade 414			
	Minimum	Midpoint	Maximum
Daily	\$338.37	\$412.66	\$486.94
226	76,472	93,261	110,048
Dir. Support Prgms/Data,Research,Analysis		Director, Maintenance	
Director, School Improvement			
Pay Grade 415			
	Minimum	Midpoint	Maximum
Daily	\$365.45	\$445.67	\$525.88
226	82,592	100,721	118,849
Director, Communications/Marketing		Director, Safety and Security	
Pay Grade 416			
	Minimum	Midpoint	Maximum
Daily	\$394.69	\$481.31	\$567.95
226	89,200	108,776	128,357
Director, Federal Programs & Elem Instr.		Director, Accounting/Finance	
Director, Professional Development		Director, College & Career Readiness	
Pay Grade 417			
	Minimum	Midpoint	Maximum
Daily	\$426.27	\$519.82	\$613.40
226	96,337	117,479	138,628
Director, Athletics		Executive Director	
Director, Special Education		Director, Information & Technology Resources	
Pay Grade 418			
	Minimum	Midpoint	Maximum
Daily	\$480.31	\$571.81	\$663.29
226	108,550	129,229	149,904
Chief Employee Services Officer		Chief Instructional Officer	
Chief Administrative Support Officer			

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Compensation Plan
2015-16

Pay Grade 419			
	Minimum	Midpoint	Maximum
Daily	\$528.34	\$628.99	\$729.63
226	119,405	142,152	164,896
Deputy Superintendent			

This schedule is for the 2015-16 school year only.
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Compensation Plan
2015-16

Stipend Schedule	
Academic *	
UIL Campus Coordinator- HS	3,000
UIL Theatre Arts/One Act Play-Director- HS	4,000
UIL Theatre Arts/One Act Play-Assist. Dir. -HS	2,000
UIL Speech/Debate-Includes ALL events- HS	3,000
National Honor Society	1,500
UIL Campus Coordinator- MS	1,000
UIL Theatre Arts/One Act Play- MS	1,000
UIL Campus Coordinator- Elem/Inter	500
UIL Event	500
Whiz Quiz	500
National Junior Honor Society	1,000
Bilingual Teacher/Speech Therapist	4,000
Science Teacher 7-12 only- content certified	3,000
Math Teacher 7-12 only- content certified	3,000
BIC/RISE Teacher	3,000
Project Lead the Way/Gateway to Technology	1,000
Elementary/Intermediate AVID Site Coordinator	1,000
Home Based Services	\$22/hour
JROTC	5,000
Junior Cadet Corp - MS	3,400
Career and Technical Student Organizations (CTSO) sponsor	1,000
Demonstration Teachers (Professional Development)	1,500
Special Education and 504 *	
504 Campus Liaison	3,280
Diagnosticians	2,000
Transition Specialist	3,000
Behavior Specialist	4,000
Special Education Leads *	
Speech Language Pathologist	2,500
Diagnostician	3,000
Finance Department Leads	
Accounts Payable	750
Payroll	750
Secretary Trainer	
Secretary Trainer	1,500
Mentors *	
Mentors	\$500 per Mentee(not to exceed \$1,000 total)
Alternative Campus *	
Professional	2,000
Department Head *	
Secondary 10-12, ELA, Math, SS, Sci, PE, Fine Arts, SpEd, LOTE	2,000
Ninth Grade ELA, Math, SS, Sci, PE, Fine Arts, SpEd, LOTE	1,500
CTE	1,000
Middle School ELA, Math, SS, Sci, PE, Fine Arts, SpEd, LOTE, CTE	1,000
Administrative *	
Associate Principal - High School grades 10-12 only	6,500
Textbook Coordinator	2,500
Medical Health Specialist	
Registered Nurse (RN)	3,000

* Maximum of 3 academic stipends unless approved by Superintendent.

This schedule is for the 2015-16 school year only.

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Compensation Plan
2015-16

Stipend Schedule	
Band/Drill/Step Team *	
High School Band Director	12,000
High School Band Assistant	5,500
Middle School Band Director	4,500
Intermediate/Middle School Band Assistant	3,500
Drill Team	4,000
Color Guard	4,000
Step Team - Senior High Campus only	1,250
Cheerleading *	
High School	4,000
Assistant High School	2,800
9th Grade	2,400
Middle School	2,000
Choral Music *	
High School Choral	8,000
Middle School Choral	3,000
Lead Elementary Music Instructor	2,000
Yearbook/Newspaper *	
HS One Sponsor 10-12 YB/NP	4,200
9th Grade - One Sponsor 9 YB/NP	1,600
MS One Sponsor YB/NP	1,600
Elementary YB	1,000
Student Council *	
High School	2,500
9th Grade	1,500
Middle School	1,400
Coordinators	
Lead Counselor - Senior High Campus only	2,500
Graduation Coordinator	1,250
Nurse Coordinator	5,000
Global Prep Coordinator	2,000
Program Development Coordinator	4,000
District Library Media Specialist	
Elementary	1,640
Secondary	1,640
Administrative Expense Stipend	
Deputy Superintendent	\$75/month
Chiefs	\$75/month
Executive Directors	\$75/month
Directors	\$75/month
Public Information Officer	\$75/month
HR Supervisor	\$75/month
Safety and Security Coordinator	\$75/month
Campus Principal	\$75/month
HS Athletic Trainer	\$75/month
Nurse Coordinator	\$75/month
Athletic Coordinators	\$75/month

* Maximum of 3 academic stipends unless approved by Superintendent.

This schedule is for the 2015-16 school year only.

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Compensation Plan
2015-16

Stipend Schedule	
High School Head Coaches * ANNUAL	
Volleyball	7,000
Cross Country	4,530
Basketball	8,600
Golf	6,000
Tennis	6,000
Baseball	7,700
Softball	7,700
Soccer	5,900
Swimming	6,800
Track	5,670
Middle School Athletic Stipends * ANNUAL	
Head Coach Football	3,350
Football	2,500
Volleyball	2,500
Cross Country	2,500
Basketball	2,500
Track	2,500
Tennis	2,500
Intermediate School Athletic Stipends * ANNUAL	
Intermediate Intramural Coach	500
Intermediate Intramural Coordinator	1,500
Other Athletic Stipends * ANNUAL	
High School Assistant Coach	4,330
Offensive Football Coordinator	5,460
Defensive Football Coordinator	5,460
High School Trainer	10,000
Part-time Assistant Coach	2,165
Athletic Administrative Duties *	
Athletic Coordinator	12,000
Middle School Athletic Coordinator	1,500

* Maximum of 3 athletic stipends, per coach or coach coordinator, unless approved by Superintendent.

This schedule is for the 2015-16 school year only.

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Compensation Plan
2015-16

Stipend Schedule		
Stipend Scale for Summer Programs		
Summer School Administrator-experience as Assistant Principal during the school year is preferred	Regular Term	\$5250 Additional days - \$350 per day
Summer School Teachers-teachers hired for critical shortage areas may be paid a rate not to exceed \$30 per hour		\$22-30/hour
Certified Substitute Teacher		Paid at same rate as teacher
Nurse (RN)		\$35/hour
All Office Staff - Secretaries/Paraprofessionals		\$11/hour
Substitute Office Staff - Secretaries/Paraprofessionals		\$11/hour
Instructional and/or State Assessment Paraprofessionals		\$11 - \$15/hour
Summer Textbook Assistant		\$10/hour
State Assessment Campus Coordinators and Test Proctors		\$30/hour
Stipend Scale for Summer Programs for Special Education (ESY - Extended School Year)		
Special Ed Teacher		\$30/hour
Special Ed Paraprofessional		\$11/hour
Speech		Current hourly rate of pay
Occupational Therapist (OT)		Current hourly rate of pay
Physical Therapist (PT)		Current hourly rate of pay
Deaf Ed Interpreters		\$15/hour
Special Ed Staff conducting Summer Evaluations		Current hourly rate of pay
Zero Hour Compensation		
<p>Teachers teaching courses offered as zero hour courses at the Bill R. Johnson Career and Technology Center will be eligible for additional compensation. Because these courses are outside the regular instructional day and in addition to the regular instructional day, extra compensation is allowed. Courses offered within the regular instructional day are not eligible for additional compensation. Rates of pay will be \$3000 for a year long course and \$1500 for a one semester course. All zero hour courses must be pre-approved by the Deputy Superintendent for School Administration.</p>		

This schedule is for the 2015-16 school year only.

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Compensation Plan
2015-16

Stipend Schedule	
Grandfathered Stipends *	
GATE	2,000
Secondary Diagnostician (7-12) - begin 2011-12	1,000

* When the current employee leaves the above position or has a break in continuous service the stipend will be eliminated. No new hire or current employee transferring into the above position will receive the stipend.

This schedule is for the 2015-16 school year only.
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Compensation Plan
2015-16

Extra Duty Days Outside of the Contract	
Visually Impaired/Orientation Mobility Teacher	10
Transition Specialist	10
HS Band Director	20
HS Assistant Band Director	15
Intermediate/MS Band Director and Assist. Dir	10
HS Drill Team/Color Guard	5
HS Cheer Coach and Assistant	5
MS Cheer Coach	5
HS Choral	20
MS Choral	5
AG Teacher	34
All Ath. Coaches except HS Varsity FB Head Coach and Athletic Coordinator	10
Athletic Coordinator	34
HS Athletic Trainer	20

This schedule is for the 2015-16
school year only.

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Compensation Plan
2015-16

Middle School UIL Approved Events*

Note: Limit Two Events Per Teacher

Number Sense
Impromptu Speaking
Oral Reading Prose
Dictionary Skills
Spelling
Ready Writing
Keyboarding
Editorial Writing
Science I
Science II
Mathematics
Social Studies
Pantomime
Oral Reading Poetry
Maps, Charts, & Graphs
Listening Skills
Art History
Improv

* Stipend is \$500 per event

This schedule is for the 2015-16 school year only.
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Compensation Plan
2015-16
Substitute Pay Structure and Schedule

	Paraprofessional		Professional Positions		
	All Paraprofessional assignments except BIC, RISE, FA, Autism, Life Skills, Career Skills, ISS, PPCD and Crowley Learning Center	Paraprofessional assignments in BIC, RISE, FA, Autism, Life Skills, Career Skills, ISS, PPCD and Crowley Learning Center	Professional Positions	Long-Term Assignment - Professional Positions*	Assignments at Crowley Learning Center
Non-Certified Sub	\$70.00 per day	\$80.00 per day	\$70.00 per day	\$70.00 per day	+ \$10.00 per day
Non-Certified/4 Yr Degree Sub	\$70.00 per day	\$80.00 per day	\$80.00 per day	\$90.00 per day	+ \$10.00 per day
TX Certified Sub - Current	\$70.00 per day	\$80.00 per day	\$85.00 per day	\$120.00 per day	+ \$10.00 per day

* Long-term assignment rate for professional positions will begin on the 11th consecutive day of working in the same position for the same staff member regardless of the length of the assignment. If the substitute misses more than 2 student attendance days during the grading period then the substitute will be required to start over with 10 days at the regular rate before being paid the long-term rate on the 11th consecutive day.

There is no long-term pay differential for any paraprofessional position.

Teachers substituting voluntarily during conference period or planning time: \$22.00 per period (MS,HS)
Teachers accepting absent teachers' students - \$25.00 per day (ES, IS)
Substitute Counselor Professionals pay is \$80.00 per day
Substitute Nurse/Medical Health Professionals pay is \$180.00 per day
Permanent Sub -Degreed: \$18,700 annually/Permanent Sub-Certified Teacher: \$23,000 annually

SUBSTITUTES WHO HOLD A FOUR YEAR DEGREE OF HIGHER AND WISH TO BE CATEGORIZED AS "DEGREED" FOR PAY PURPOSES MUST SUBMIT AN ORIGINAL TRANSCRIPT THAT REFLECTS THE AWARDED DEGREE TO THE CROWLEY ISD SUBSTITUTE COORDINATOR. ONLY ORIGINAL TRANSCRIPTS WILL BE ACCEPTED.

This schedule is for the 2015-16 school year only.
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Additional Pay Procedures 2015-16

District Expectation for Professional Development

If the District has provided funds for staff to attend professional development, the district expectation is that the attendee will return and present content/materials to district/campus at no additional compensation. Staff members who attend “Trainer of Training” (T.O.T) sessions for programs are expected to provide training to the campus/district as requested by the Curriculum and Instruction Department. Any compensation will be based on the criteria below.

Often presenters will be sought by the Curriculum & Instruction department for specific types of presentations. Workshop proposals must be approved by the Curriculum & Instruction department.

Workshop Preparation and Presentation

Preparation:

Compensation for workshop preparation may only be provided if preparation is done outside the regular work/calendar day and if the presentation falls into one of two categories. Categories for paid preparation time are for A) a Staff Development Day in the school calendar or B) a Cancelled Staff Development (from after-school, Saturday, Summer Learning Academy). The following pay schedule will be used for preparation outside the work/calendar day –

1-3 hour presentations = \$50.00 for preparation

4-6 hour presentations = \$100.00 for preparation

Presentations:

- **Workshops During Regular Work/Calendar Day:** The district cannot provide compensation for workshop presentations by district personnel as part of their regular work schedule/contract calendar. (i.e. leading staff development on district staff development day)
- **Workshops Outside Regular Work/Calendar Day** The district will pay \$75.00 per presentation hour. (Example: One presenter for a three-hour presentation will receive 3 x \$75 = \$225) Preparation time is included in the total amount paid. Co-presenters will divide the total based upon the number of presentation hours.

This schedule is for the 2015-2016 school year only.

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Funding:

- Request for Pay (Blue sheets) must be completed and signed immediately after the presentation and returned to the appropriate Coordinator.

Summer Multi-day training sessions

Staff who attend multi-day training sessions necessary for teaching assignment credentials (i.e. AP/Pre-AP Institute, AVID Conference, CTE, Sheltered Instruction, will not receive compensation.

There may be exceptions to the above which may include special training sessions that are state, federal, or grant funded.

Testing Proctors:

Test proctors will be obtained for summer testing such as state assessments, credit by exams and college readiness assessments.

All proctors are expected to utilize the Kronos System to track hours worked.

- Personnel such as teachers, librarians and counselors will be preferred.
- The Curriculum and Instruction Department will provide budget codes to the payroll department. Kronos records will be required on a monthly basis according to the payroll calendar.

Funding

- An hourly wage of \$30.00 for certified teachers or \$11.00 for non-certified employees will be provided for state testing proctors.
- Proctors for college readiness testing (SAT, ACT, AcuPlacer) will be paid \$22.00 an hour regardless of certification status.

Tutorial Programs:**Tutors**

All tutors are expected to utilize the KRONOS system to track hours worked.

- Only exempt personnel such as teachers, librarians and counselors will be utilized in after school programs due to Fair Standard Labor Laws.
- If a tutor cannot work on a scheduled day, another exempt employee can substitute for this tutor. The tutor substitute must also be set up on Kronos at the campus level.
- In the event that additional tutors are needed to prepare students at the SSI grades, tutors will be authorized by the Curriculum and Instruction department.
- The Curriculum and Instruction department will provide budget codes to the payroll department. Kronos records will be required on a monthly basis according to the payroll calendar.

This schedule is for the 2015-2016 school year only.

No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

Funding

- An hourly wage of \$22.00 will be provided for after school program tutors.
- All tutors hired to work during the instructional day will be paid \$75.00 daily and expected to work a full day.
- Tutors hired for critical shortage areas as identified by the Board of Trustees may be paid a rate not to exceed \$30 per hour with prior approval of Curriculum and Instruction Administrator approval.

Other

- Proctors will be obtained during summer testing.
- Tutors/proctors should be processed as substitutes and not paid through contracted services due to IRS regulations.
- Bus drivers for after school programs will receive their regular wages.

AVID Guidelines for Tutor Certification and Pay Structure

The goal of Essential 8 in the AVID Certification is to recruit, hire, train, retrain and nurture tutors, especially tutors who are current college students, develop a pool of tutors who can effectively facilitate the AVID inquiry-based tutorial groups and serve as role models and mentors for AVID students. Therefore tutors will receive certification levels based on their training, experience and number of college hours completed.

Level 1 Tutor

- Complete a minimum of 16 hours of training in WICR and the AVID tutorial process. Four to six hours of tutor training (Part I) must occur prior to the tutor's start date in the AVID classroom.
- Complete the remainder (Part II) of the 16 required hours of training prior to the site's spring Certification Self-Study (CSS) review during the tutor's first year as an AVID tutor.
- All tutor training must be completed at the campus level, and the AVID Site Coordinator and site team must validate the tutor's level 1 training and experience to issue a certificate of completion for the AVID tutor training.
- Complete 0 to 15 hours of college level classes.
- Salary at this level will be \$12.00 per hour

Level 2 Tutor

- Tutor must be in their second year and have completed Part I & II of the AVID tutor training.

This schedule is for the 2015-2016 school year only.

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- Documentation of on-going coaching and debriefing in inquiry and the AVID tutorial process.
- Documentation of the tutor's work and additional training must be available for review by the Regional/District Director during the Certification Self-Study (CSS) review.
- Must have completed 16 to 30 hours of college level classes.
- Salary will be \$14.00 per hour.

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