



# COMPENSATION PLAN

2023-24

Board approved June 22, 2023

Salary plans are determined on an annual basis. No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

Crowley ISD  
2023-24 Teachers/Nurses/Librarians Matrix

Years of Experience	New Hire Salary
0	\$61,810
<b>1</b>	<b>\$62,010</b>
2	\$62,210
<b>3</b>	<b>\$62,410</b>
4	\$62,610
<b>5</b>	<b>\$62,810</b>
6	\$63,023
<b>7</b>	<b>\$63,342</b>
8	\$64,061
<b>9</b>	<b>\$64,219</b>
10	\$64,592
<b>11</b>	<b>\$64,939</b>
12	\$65,099
<b>13</b>	<b>\$65,260</b>
14	\$65,419
<b>15</b>	<b>\$65,632</b>
16	\$66,077
<b>17</b>	<b>\$66,459</b>
18	\$66,840
<b>19</b>	<b>\$67,590</b>
20	\$67,974
<b>21</b>	<b>\$68,355</b>
22	\$68,738
<b>23</b>	<b>\$69,215</b>
24	\$69,970
<b>25</b>	<b>\$70,352</b>
26	\$71,256
<b>27</b>	<b>\$72,071</b>
28	\$72,628
<b>29</b>	<b>\$73,012</b>
30	\$74,315

The salaries listed above are based on 10-month employment for the 2023-24 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 budget approved by the Board of Trustees.

**2023-2024 Administrative/Professional Pay Plan  
Crowley ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$270.39	\$325.76	\$381.14
	Business Program Analyst	226	187 Days	50,563	60,917	71,273
	District Audio Visual Engineer	226	226 Days	61,108	73,622	86,138
	Network Analyst	226				
	Occupational Therapy Asst	187				
	Operation Program Analyst	226				
	PEIMS Student Information System Manager	226				
	Physical Therapy Assistant	187				
	Speech Language Pathologist Asst	187				
2			Daily	\$308.24	\$371.37	\$434.51
	Behavior Specialist	187	187 Days	57,641	69,446	81,253
	Campus Instructional Technologist	197	197 Days	60,723	73,160	85,598
	Campus Testing Specialist	217	202 Days	62,264	75,017	87,771
	Child Care Center Director	207	207 Days	63,806	76,874	89,944
	Community Engagement Specialist	187	212 Days	65,347	78,730	92,116
	Counselor - Elementary	202	217 Days	66,888	80,587	94,289
	Counselor - 9th	212	221 Days	68,121	82,073	96,027
	Counselor - CLC	217	226 Days	69,662	83,930	98,199
	Counselor - Middle School	207				
	Counselor - SpEd	197				
	CCMR Advisor	197				
	Digital Learning Specialist	197				
	Exec Admin Asst To Supterintendent and Board	226				
	Multimedia Manager	226				
	Music Therapist	187				
	Social Worker	187				
	Specialist Safety and Security	226				
	Webmaster/Digital Content Administrator	226				
	Work Based Learning Specilaist	221				
3			Daily	\$323.65	\$389.94	\$456.22
	ARD Facilitator	197	187 Days	60,523	72,919	85,313
	Asst Principal Elementary	212	197 Days	63,759	76,818	89,875
	Behavior Analyst Board Certified	197	212 Days	68,614	82,667	96,719
	Counselor - CTEC	217	217 Days	70,232	84,617	99,000
	Counselor - High School	217	221 Days	71,527	86,177	100,825
	Diagnostician	197	226 Days	73,145	88,126	103,106
	Graduation Alumni Engagement Specialist	217				
	LSSP	197				
	Manager Maintenance & Operations	226				
	Occupational Therapist	187				
	Orientation & Mobility Specialist	187				
	Physical Therapist	187				
	Project Manager Tech Supervisor	226				
	Senior Systems Analyst	226				
	Speech Language Pathologist	187				
	T3/CISD Program Manager	226				
4			Daily	\$343.05	\$413.33	\$483.59
	Asst Principal 9th	217	207 Days	71,011	85,559	100,103
	Asst Principal CLC	217	210 Days	72,041	86,799	101,554
	Asst Principal Middle School	217	217 Days	74,442	89,693	104,939
	Coordinator	210, 226	221 Days	75,814	91,346	106,873

District Safe School Asst Admin on Special Assignment 217

226 Days 77,529 93,413 109,291

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Academic Dean ECHS 221  
Asst Principal CTEC 217  
Asst Principal High School 217  
Assistant Director - SPED 217  
21st Century Project Director 226

Daily	\$363.82	\$438.33	\$512.85
217 Days	78,949	95,118	111,288
221 Days	80,404	96,871	113,340
226 Days	82,223	99,063	115,904

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Assistant Director Special Education 226  
Executive Principal Elementary 226  
Principal Elementary 221

Daily	\$395.62	\$476.65	\$557.68
221 Days	87,432	105,340	123,247
226 Days	89,410	107,723	126,036

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Principal 9th 221  
Principal CLC 221  
Principal Middle School 221  
Head Boys Basketball 217  
District Safe School Admin on Special Assignment 221

Daily	\$416.82	\$502.20	\$587.56
221 Days	92,117	110,986	129,851

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Athletic Stadium Administrator 226  
Director Assessment & Accountability 226  
Director Communication/Marketing 226  
Director Counseling 226  
Director Data Management Systems 226  
Director Health Services 226  
Director Human Resources 226  
Director Instructional Support & Program Review 226  
Director Maintenance & Operations 226  
Director of Student Behavior Management Systems 226  
Director Purchasing 226  
Director Safety & Security 226  
Director Social Emotional Learning & Secondary Programmi 226  
Director Special Education 226  
Director Strategic Compensation, Recruitment & Retention 226  
Dir Student Engagement & Parent/Community Partnerships 226  
Director Student Support Services 226  
Director Technology 226  
Head Varsity Football Coach 217  
Principal CTEC 221

Daily	\$437.66	\$527.32	\$616.95
217 Days	94,972	114,428	133,878
221 Days	96,723	116,538	136,346
226 Days	98,911	119,174	139,431

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Chief of Police 226  
Exec Director Athletics 226  
Exec Director Bilingual and Special Programs 226  
Exec Director Business Services 226  
Exec Director CTE, CCMR and Program Evaluations 226  
Exec Director Dyslexia and MTSS 226  
Exec Director Elementary Leadership 226  
Exec Dir Gifted & Talented, AVID and Advanced Academics 226  
Exec Director Maintenance 226  
Exec Director Non Instructional Services 226  
Exec Director Professional Learning & Programming 226  
Exec Director Secondary Leadership 226  
Exec Dir Teaching & Learning and Leadership Development 226  
Exec Director Transformation 226  
Exec Manager 226  
Executive Director of Leadership 226

Daily	\$461.47	\$556.00	\$650.52
221 Days	101,985	122,876	143,765
226 Days	104,292	125,656	147,018

Principal High School 221  
Principal in Residence - HS 221

<b>10</b>
Chief 226

<b>Daily</b>	<b>\$520.00</b>	<b>\$619.04</b>	<b>\$718.11</b>
<b>226 Days</b>	117,520	139,903	162,293

<b>11</b>
Chief of Staff 226
Deputy Supt 226

<b>Daily</b>	<b>\$572.08</b>	<b>\$673.03</b>	<b>\$773.98</b>
<b>226 Days</b>	129,290	152,105	174,919

**2023-2024 Clerical/Paraprofessional Pay Plan**  
**Crowley ISD**

Pay Grade	Job Title	Calendars	Minimum Midpoint Maximum			
<b>1</b>			<b>Hourly</b>	<b>\$15.00</b>	<b>\$18.29</b>	<b>\$21.57</b>
	Campus Lunch Monitor	187	<b>187 Days</b>	22,440	27,362	32,269
	Campus Monitor: Elementary	187				
	Instructional Aide I	187				
	Instructional Aide I Sped	187				
	Office Aide I	187				
<b>2</b>			<b>Hourly</b>	<b>\$15.50</b>	<b>\$18.89</b>	<b>\$22.29</b>
	Campus Monitor: Secondary	187	<b>187 Days</b>	23,188	28,259	33,346
	Child Care Caregiver	191	<b>191 Days</b>	23,684	28,864	34,059
	Diagnostician Clerk	197	<b>197 Days</b>	24,428	29,771	35,129
	Evaluation Clerk	197	<b>217 Days</b>	26,908	32,793	38,695
	Instructional Aide II	187				
	Instructional Aide II Computer Lab	187				
	Instructional Aide II Library	187				
	Instructional Aide II Sped	187				
	Office Aide II	187, 217				
	Security Monitor	197				
<b>3</b>			<b>Hourly</b>	<b>\$16.00</b>	<b>\$19.50</b>	<b>\$23.00</b>
	Aide Health Clinic	187	<b>187 Days</b>	23,936	29,172	34,408
	Behavior Interventionist	187	<b>207 Days</b>	26,496	32,292	38,088
	Braille Transcriptionist	187	<b>217 Days</b>	27,776	33,852	39,928
	Instructional Aide II Goals	187				
	Family Assessment Advisor	193				
	Office Aide III	187, 207, 217				
<b>4</b>			<b>Hourly</b>	<b>\$16.50</b>	<b>\$20.11</b>	<b>\$23.72</b>
	Interpreter Sped Waivered	187	<b>187 Days</b>	24,684	30,085	35,485
	Child Care Lead Caregiver	193	<b>193 Days</b>	25,476	31,050	36,624
	Office Aide IV	217	<b>217 Days</b>	28,644	34,911	41,178
<b>5</b>			<b>Hourly</b>	<b>\$17.19</b>	<b>\$20.98</b>	<b>\$24.76</b>
	Communications Clerk	226	<b>217 Days</b>	29,842	36,421	42,983
	Data Processor HS	217	<b>221 Days</b>	30,392	37,093	43,776
	District Registrar	226	<b>226 Days</b>	31,080	37,932	44,766
	PEIMS Asst Coordinator	226				
	Registrar - HS	217				
	Secretary Alt Campus	221				
	Secretary ECHS	221				
	Secretary HS Accounts Activity	217				
	Secretary Principal 9th Campus	221				
	Secretary Principal Elementary	221				
	Secretary Principal Middle School	221				

Special Education Department Clerk	226
Transfer and Overflow Clerk	226

<b>6</b>	
Child Care Site Supervisor	207
Human Capital Management Clerk	226
Learning Coach	187
Maintenance Secretary	226
Secretary Child Nutrition	226
Secretary Coordinator Stakeholder Enga	226
Secretary Curriculum Dept	226
Secretary Director	226
Secretary Early Childhood Dept.	226
Secretary Health Services Dept.	207
Secretary Human Resources Dept.	226
Secretary PEIMS Dept.	226
Secretary Police Dept.	226
Secretary Principal CTE	221
Secretary Professional Learning Dept.	226
Secretary Student Services Dept.	226
Secretary Teaching and Learning/Counselor	226
Textbook/Facility Reservation Clerk	226

Hourly	\$19.09	\$23.28	\$27.47
187 Days	28,559	34,827	41,095
207 Days	31,613	38,552	45,490
221 Days	33,751	41,159	48,567
226 Days	34,515	42,090	49,666

<b>7</b>	
Accounting Specialist	226
Accounts Payable Specialist	226
Computer Technician	226
Employee Benefits Specialist	226
Human Capital Management Specialist	226
Interpreter Sped Certified Basic	187
Medical Health LVN	187
Payroll Specialist	226
Purchasing Specialist	226
Secretary Chief of Police	226
Secretary Executive Director	226
Secretary Principal High School	221
Specialist MAC/SHARS	226
Travel Specialist	226

Hourly	\$21.38	\$26.07	\$30.75
187 Days	31,984	39,001	46,002
221 Days	37,800	46,092	54,366
226 Days	38,655	47,135	55,596

<b>8</b>	
Community Engagement Liaison	226
Human Capital Management Coord	226
Interpreter Sped Certified Advanced	187
PEIMS Coordinator	226
Registered Behavior Technician	187
Secretary Chief	226

Hourly	\$24.16	\$29.45	\$34.76
187 Days	36,143	44,057	52,001
226 Days	43,681	53,246	62,846

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Coord PD for Non-Instructional Support	226
Payroll Supervisor	226
Secretary Deputy Superintendent	226

Hourly	\$28.17	\$33.13	\$38.10
226 Days	50,931	59,899	68,885



**2023-2024 Auxiliary Pay Plan  
Crowley ISD**

<b>Pay Grade</b>	<b>Job Title</b>	<b>Calendars</b>	<b>Minimum Midpoint Maximum</b>		
<b>1</b>		<b>Hourly</b>	<b>\$15.00</b>	<b>\$18.28</b>	<b>\$21.59</b>
		<b>260 Days</b>	31,200	38,022	44,907
	Grounds Crew				
	Mail Carrier/Dispatcher				
	Night Security				
	Roofer				
<b>2</b>	Warehouse Worker/Delivery				
		<b>Hourly</b>	<b>\$16.90</b>	<b>\$20.61</b>	<b>\$24.31</b>
		<b>260 Days</b>	35,152	42,869	50,565
	General Maintenance Worker				
	Grounds/Licensed Lawn & Ornamental Control				
	Grounds/Licensed Pest Control				
<b>3</b>	Grounds/Licensed Weed Control				
	Lead Night Security				
	Painter/General Maintenance				
		<b>Hourly</b>	<b>\$18.93</b>	<b>\$23.07</b>	<b>\$27.22</b>
		<b>260 Days</b>	39,374	47,986	56,618
	Carpenter/General Maintenance				
<b>4</b>	Facility Inspection Technician				
	Small Engine Repair				
		<b>Hourly</b>	<b>\$20.63</b>	<b>\$25.15</b>	<b>\$29.69</b>
		<b>260 Days</b>	42,910	52,312	61,755
	Fire Alarm Technician				
	Ground Crew/Landscape & Irrigation Specialist				
<b>5</b>	HVAC Tech I				
	Licensed Pest Control Lead				
	Locksmith				
	Senior Painter/General Maintenance				
		<b>Hourly</b>	<b>\$21.66</b>	<b>\$26.42</b>	<b>\$31.17</b>
		<b>260 Days</b>	45,053	54,954	64,834
<b>6</b>	Food Service Equipment Technician				
	HVAC Tech II				
	Journeyman Electrician				
	Journeyman Plumber				
	Licensed Locksmith				
	Procurement Specialist				
<b>6</b>		<b>Hourly</b>	<b>\$23.18</b>	<b>\$28.26</b>	<b>\$33.55</b>
		<b>260 Days</b>	48,214	58,781	69,368
	Carpenter Lead				
	Electrician Lead				
	HVAC Tech III, Specialist				
	Licensed Locksmith Lead				
<b>6</b>	Plumber Lead				
	Roofer Lead				

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Electrician Master  
Plumber Master  
Supervisor Grounds  
Supervisor HVAC  
Supervisor Warehouse

<b>Hourly</b>	<b>\$24.92</b>	<b>\$30.39</b>	<b>\$35.86</b>
<b>260 Days</b>	51,834	63,211	74,589

**2023-2024 Police Department Pay Plan  
Crowley ISD**

<b>Police Officers (PO)</b>						
	Basic	Certification			Sergeant	Police Safety & Security Tech
		Intermediate	Advanced	Master		
<b>Hourly</b>	<b>\$30.84</b>	<b>\$32.97</b>	<b>\$35.82</b>	<b>\$37.72</b>	<b>\$46.21</b>	<b>\$46.21</b>
<b>226 days</b>	\$55,759	\$59,610	\$64,763	\$68,198	\$83,548	\$83,548

<b>Dispatcher (DIS)</b>						
	No certificate		Telecommunicator Certification			
	0-4 years experience	5 or more years experience	Basic Certification	Intermediate Certification	Advanced Certification	Master Certification
<b>Hourly</b>	<b>\$19.48</b>	<b>\$20.01</b>	<b>\$20.64</b>	<b>\$21.69</b>	<b>\$23.79</b>	<b>\$25.89</b>
<b>226 days</b>	\$35,220	\$36,178	\$37,317	\$39,216	\$43,012	\$46,809

**2023-2024 District Safe Schools Pay Plan  
Crowley ISD**

**Certified Administrator**

**District Administrator on Special Assignment**

	Minimum	Midpoint	Maximum
Daily	\$416.82	\$502.20	\$587.56
221 days	\$92,117	\$110,986	\$129,851

**District Assistant Administrator on Special Assignment**

	Minimum	Midpoint	Maximum
Daily	\$343.05	\$413.33	\$483.59
217 days	\$74,442	\$89,693	\$104,939

**Paraprofessional**

**Safe Schools Monitor (Flex)**

	Minimum	Midpoint	Maximum
Hourly	\$17.19	\$20.98	\$24.76
187 days	\$25,716	\$31,386	\$37,041

## 2023-2024 Extra Duty Stipends

**Extra Duties Stipends** are for hours worked after the "normal working hours" based upon performance metrics that are germane to specific program/initiative

Extra Duties Stipend-Academic Achievement	District-Wide	\$1,500
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### Hard to Fill

Bilingual certified teacher serving in a position that requires bilingual certification	District-Wide	\$4,000
Embedded Dual Credit Instructors	District-Wide	\$5,000
Secondary ELAR, Math, Science or LOTE Teacher 6-12 only - content certified	District-Wide	\$4,000
SEAS/GOALS/RISE Teacher	District-Wide	\$4,000
Montessori teacher - must be credentialed through American Montessori Society	District-Wide	\$4,000
Federal Aviation Administration (FAA) Support (1 stipend)	District-Wide	\$5,000
CTE Industry Experience 5-9 years	District-Wide	\$3,000
CTE Industry Experience 10+ years	District-Wide	\$6,000

### District-Wide/Leadership

Administrator Mentors (max 2 mentees per mentor)	District-Wide	\$1,000
Associate Principal- High School	District-Wide	\$6,500
Alternative Campus Professional Staff- CLC	District-Wide	\$2,000

Department Heads- Middle School (9 stipends per campus)	District-Wide	\$1,000
Department Heads -9th Grade Campus (7 stipends per campus)	District-Wide	\$1,500
Department Heads-High School (10 stipends per campus)	District-Wide	\$2,000
Department Heads-CTE (5 stipends)	District-Wide	\$1,000
District Translator	Admin	\$3,000
Dual Language Lead	District-Wide	\$4,000
Executive Principal	District-Wide	\$10,000
Lead Counselor- High School	District-Wide	\$2,500
504 Campus Liaison	District-Wide	\$3,300
Campus-Based Mentors	District-Wide	\$500 per Mentee(not to

Campus Data Analyst	Admin	\$3,200
Child-care License Holder	District-Wide	\$3,000
Master's Degree (teachers only)	District-Wide	\$1,600
Medical Health Professional (CP7/187) w/ Registered Nurse (RN) license	District-Wide	\$3,000
PBIS Champion: Elementary (campus)	District-Wide	\$3,200
PBIS Champion: Secondary (campus)	District-Wide	\$2,000
Administrative Expense (Webmaster/Digital Content Administrator, Multimedia Manager, Central Office Coordinator, HS Athletic Trainer, Assistant Director, Campus Principal, Academic Dean, Director, Executive Director, Chief, Deputy Superintendent and Superintendent)	District-Wide Admin	\$75/month

#### CTE/CCMR

Ag Science	BRJCTE	\$10,000
Culinary Arts	BRJCTE	\$1,500
JROTC	District-Wide	\$5,000
Jr Cadet Corp - MS	District-Wide	\$3,400
Career & Technology Student Organization (CTSO)	BRJCTE	\$1,000
Zero Hour Compensation: Only teachers teaching courses offered as zero hour courses at the Bill R. Johnson Career and Technology Center will be eligible for zero hour 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. All zero hour courses for compensation must be pre-approved by the Executive Director Human Capital Management	BRJCTE	\$1500 for one semester course/\$3,000 for a year long course

#### Academic Achievement/Professional Development

Project Lead the Way (PLTW)/Gateway/On Ramps Summer Training	District-Wide	1 week/\$500 2 week/\$1,000
Home Based Services	District-Wide	\$30/hour
AVID Site-Based Coordinator- Elementary	District-Wide	\$1,000
AVID Site-Based Coordinator- Secondary	District-Wide	\$1,250
Bilingual STEM	District-Wide	\$3,000
Dyslexia Master Teacher (Admin)	Central office	\$3,200*
Graduation Coordinator	District-Wide	\$1,250

Instructional Support Specialist	District-Wide	\$7,000*
Master Teacher (grant funded)	Middle School	\$6,750
SEL Support Specialist	District-Wide	\$3,200*
Teacher on Special Assignment - Math (Admin)	Central Office	\$3,200*

\*Includes 10 additional days during the academic calendar year

#### Extra-Curricular/Enrichment

Academic UIL Coordinator- Elementary	District-Wide	\$500
Academic UIL Event (limit 2 per teacher)	District-Wide	\$500
Academic UIL District Coordinator (1 per feeder)	District-Wide	\$2,000
Academic UIL Coordinator- Middle School	District-Wide	\$1,000
Academic UIL Theatre Arts/One Act Play- Middle School	District-Wide	\$1,000
Academic UIL Coordinator- High School	District-Wide	\$3,000
Academic UIL Speech/Debate- High School	District-Wide	\$3,700
Academic UIL Theat Arts/One Act/Director	District-Wide	\$4,000
Academic UIL Theat Arts/One Act/Asst Director	District-Wide	\$2,000
Whiz Quiz	District-Wide	\$500
Yearbook Sponsor- Elementary	District-Wide	\$1,000
Yearbook/Newspaper Sponsor- Middle School & 9th	District-Wide	\$1,600
Yearbook/Newspaper Sponsor- High School	District-Wide	\$4,200
National Honor Society	District-Wide	\$1,500
National Junior Honor Society	District-Wide	\$1,000
Student Council Advisor- High School	District-Wide	\$2,500
Student Council Advisor- Middle School & 9th	District-Wide	\$1,500
Transition Specialist	SPED	\$5,000
Behavior Specialist	SPED	\$4,000
Autism Specialist - fund 224	SPED	\$4,000
RDSPD Instructional Specialist	SPED	\$4,000
Bilingual Speech Therpaist	SPED	\$4,000
Speech Pathologist Supervisor (supervision of 1 full time or 2 part time assistants	SPED	\$2,500
Visually Impaired/Orientation Mobility Teacher	SPED	\$2,000
Lead Speech Pathologist	SPED	\$2,500

Lead Diagnostician (one per feeder pattern)	SPED	\$3,000
Lead Occupational/Physical Therapist - fund 224	SPED	\$2,500
LifeSkills	SPED	\$4,000
Evaluation Coordinator	SPED	\$3,000
Campus Communicator	District-Wide	\$500
Lead Dyslexia Teacher (1 per district)	District-Wide	\$3,500
STEM Plus Specialist- 2-4 hours per week + additional duties per stipend agreement (one per Elementary)	District-Wide	\$3,500
STEM+ Campus Coordinator ( one for each Middle and 9th)	District-Wide	\$2,000
STEM (Bilingual)	District-Wide	\$4,000
Title I Liaison- Elem (15), MS (4), HS (4)	Elem (15) MS (4) HS (4)	\$500

### Transformation Campuses

Per Transformation agreement

\* Maximum of 3 academic stipends unless approved by Superintendent.

### Athletics \*

Assistant Athletic Director	All	\$10,000
Intramural Coach	MS	\$500
Intramural Coord	MS	\$1,500
Assistant Coach - Middle School	MS	\$3,500
Athletic Coordinator (1 Boys, 1 Girls per campus)	MS	\$3,000
Head Basketball	MS	\$4,000
Head Cross Country	MS	\$4,000
Head Football	MS	\$4,850
Head Tennis	MS	\$4,000
Head Track	MS	\$4,000
Head Volleyball	MS	\$4,000
Head Soccer	MS	\$4,000
Assistant Coach - High School	HS	\$6,330
Athletic Coordinator (1 per HS)	HS	\$8,000



Assistant Athletic Coordinator (1 per HS)	HS	\$4,000
Defensive Coordinator Football	HS	\$7,460
Head Baseball Coach	HS	\$9,700
Head Basketball	HS	\$10,600
Head Cross Country	HS	\$6,530
Head Golf	HS	\$8,000
Head Powerlifting	HS	\$6,530
Head Soccer	HS	\$7,900
Head Softball Coach	HS	\$9,700
Head Swimming	HS	\$8,800
Head Tennis	HS	\$8,000
Head Track	HS	\$7,670
Head Volleyball	HS	\$9,000
HS Trainer	HS	\$16,400
Offensive Coordinator Football	HS	\$7,460
Recruitment Specilaist	HS	\$3,200

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

#### **Performing Arts**

Lead Elementary Music Instructor (1 per feeder)	ES	\$3,000
Honor Choir Director (1 per District)	ES	\$10,000
Honor Choir Choreographer (1 per District)	ES	\$5,000
Honor Choir Pianist (1 per District)	ES	\$5,000
Choir	MS	\$4,000
Cheer Coach	MS	\$3,000
Mariachi- Elementary	ES	\$4,000
Mariachi- MS	MS	\$5,000
MS Dance Team Coach	MS	\$3,000
MS Step Team Coach	MS	\$1,500
MS Asst Band Director	MS	\$6,000
MS Band Director	MS	\$7,700
Cheer Coach	9th	\$3,400
Drill Team	HS	\$5,000
Asst Drill Team	HS	\$3,800
Cheer Coach	HS	\$5,000

Cheer Coach Asst	HS	\$3,800
Color Guard	HS	\$5,000
Step Team - Senior High Campus Only	HS	\$2,000
Choir	HS	\$14,000
HS Band Assistant	HS	\$9,500
HS Band Director	HS	\$18,000

#### **Summer and Evening Bridges Programs**

Summer School Administrator-experience as Assistant Principal during the school year is preferred		\$4,000 per program administered *
HS Counselor - high school credit recovery program		\$2,000 stipend *

\* Evening Bridges stipends may be prorated based on length of program

#### **Grandfathered Stipends \***

Diagnostician		\$2,000
Speech Pathologist Supervisor (assigned prior to 2020-21 school year)		\$10,000

\* When the current employee leaves the 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.

#### **Teacher Incentive Allotment**

For any funds received by Crowley ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for administrative expenses. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.

## 2023-2024 Special Programming

### Extended Learning and Summer Programs

This pay schedule is designed to compensate teachers and paras for providing academic and enrichment support for campus extended learning and summer programs outside of the instructional day/calendar. This pay structure is contingent upon fulfillment of campus and department requirements.

All extended learning and summer staff are expected to use the True Time system to track hours worked.

Professional staff (i.e. registered nurses, certified substitute teacher, etc)	\$35/hour (summer school: paid in half or full day increments based on length of program day)
Paraprofessional staff (i.e. health clinic aides, etc)	\$18/hour
Medical Health Professional (LVN)	\$25/hour
Test Proctors	\$30/hour
Tutors (i.e AVID tutors, Youth Development Instructors)	\$15/hour

### Summer Programs for Special Education (ESY - Extended School Year) - Direct Services to Students

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	\$18/hour
Special Ed Staff conducting Summer Evaluations	Current hourly rate of pay

### Professional Development

The district cannot provide compensation for workshop preparation or presentation by district personnel (i.e leading staff development on district staff development days, campus based after school PD and Tips-n-Tools)

Workshop Preparation	The district will provide local PD credit hours as follows: Tips-n-Tools = 1 CISD PD credit District professional learning days = 2 CISD PD credit Campus based after school PD = 1 CISD PD credit
Presentation:Workshops During Regular Work/Calendar Day	The district will provide two hours of CISD PD credit per presenter. A limit of two presenters per workshop/presentation will receive PD credit.
Presentation:Workshops Outside of Regular Work/Calendar Day	The district will provide CISD PD credit per presentation hour. (Example: One presenter for a three-hour presentation will receive three CISD PD credits) A limit of two presenters per workshop/presentation will receive PD credit.

**Summer Technology/Textbook Workers**

High School student (at least 16 years of age)	\$10/hour
College student	\$12/hour
College Graduate (Lead Position Only)	\$15/hour

**21st Century (Texas Ace Grant) - New Hire Pay Scale**

21st Century Site Coordinators 0-4 years experience	\$66,332
21st Century Site Coordinators 5+ years experience	\$72,003
21st Century Program Specilaist	\$73,500

## PAY SCALES FOR EXTRACURRICULAR EVENTS

### FOOTBALL (per game)

	Middle School	9th/JV	Varsity
Gatekeeper	\$25.00	\$25.00	\$60.00
Clock	\$25.00	\$25.00	\$50.00
Announcer	\$25.00	\$25.00	\$75.00
Spotter	x	x	\$50.00
Event Staff	\$25.00	\$25.00	\$60.00
A/V Room	x	x	\$70.00

CISD does not pay anyone in cash and the proper payment form must be completed.

### VOLLEYBALL (per game)

	Middle School	9th/JV	Varsity
Gatekeeper	\$17.00	\$25.00	\$25.00
Clock	\$17.00	\$25.00	\$25.00
Announcer	x	x	\$25.00
Scorekeeper	\$17.00	\$25.00	\$25.00
Video Board	x	x	\$25.00
Line Person	x	\$5.00	\$10.00
Libero	x	\$5.00	\$10.00
Event Security	\$17.00	\$25.00	\$25.00

Nondistrict staff: send all pay forms to the Athletic Office for coding and Executive Director of Athletics' signature.

CISD employees must be complete and submit proper Athletic pay form through Eduphoria. Paras and professionals are all paid per the above pay scales.

### BASKETBALL (per game)

	Middle School	9th/JV	Varsity
Gatekeeper	\$17.00	\$25.00	\$25.00
Clock	\$17.00	\$25.00	\$25.00
Announcer	x	x	\$25.00
Video Board	x	x	\$25.00
Scorekeeper	\$17.00	\$25.00	\$25.00
Event Security	\$17.00	\$25.00	\$25.00

All pay requests must be submitted within 7 days from the day worked.

### SOCCER (per game)

	Middle School	9th/JV	Varsity
Gatekeeper	\$17.00	\$25.00	\$25.00
Announcer	x	x	\$25.00
Scorekeeper	\$17.00	\$25.00	\$25.00
Event Security	\$17.00	\$25.00	\$25.00

### BASEBALL/SOFTBALL (per game)

	9th/JV	Varsity
Gatekeeper	\$25.00	\$25.00
Announcer	x	\$25.00
Scorekeeper	\$25.00	\$25.00
Pitch counter	x	\$25.00
Event Security	\$25.00	\$25.00

**2023-2024 Substitute Schedule  
Crowley ISD**

	Paraprofessional		Professional Positions	
	Paraprofessional assignments <i>except</i> SEAS, RISE, FA, Autism, Life Skills, Career Skills, ISS, ECSE, Crowley Learning Center and A.C.E.	Paraprofessional assignments <i>in</i> SEAS, RISE, FA, Autism, Life Skills, Career Skills, ISS, ECSE, Crowley Learning Center and A.C.E.	Professional assignments <i>except</i> SEAS, RISE, FA, Autism, Life Skills, Career Skills, ISS, ECSE, Crowley Learning Center and A.C.E.	Professional assignments <i>in</i> SEAS, RISE, FA, Autism, Life Skills, Career Skills, ISS, ECSE, Crowley Learning Center and A.C.E.
Non-Certified Sub	\$80.00 per day	+ \$10.00 per day	\$80.00 per day	+ \$10.00 per day
Non-Certified/4 Yr Degree Sub	\$80.00 per day	+ \$10.00 per day	\$90.00 per day	+ \$10.00 per day
TX Certified Sub - Current	\$80.00 per day	+ \$10.00 per day	\$95.00 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 accepting absent teachers' students - \$25.00 per day (Elementary)
Teachers accepting absent teachers' students - minimum 5 students, minimum 3 class periods - \$25.00 per day (Secondary)
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
Retired Teacher \$125.00 per day
Hard to Fill positions \$100.00 per day
Retired Principal, Assistant Principal, Counselor - Minimum daily rate of the pay grade assigned to substitute in
Teacher in Residence \$55,000 - \$58,000

**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.**

**Maintenance Department**  
**2023-2024 Additional Compensation for license/certification**

	Additional compensation per hour
LG Installation Essentials certification or	
Daikin VRV 4 Installation Level I certification (1 only)	\$1.00
HVAC Excellence Carbon Monoxide Testing certification	\$1.00
Reliable Programming certification	\$1.00
LG Advanced Service certification	\$1.00
Daikin VRV 4 Commissioning Level I certification	\$1.00
Daikin 3 Service and Troubleshooting certification	\$1.00
Backflow Prevention license	\$2.00
Asbestos Removal certification	\$1.00
Playground Safety Inspector certification	\$1.00
Carbon Monoxide Testing Certification	\$2.00
TCEQ Licensed Irrigator	\$1.00
TDA Commerical Applicator Ag3A license	\$2.00

\*\* Maximum \$3.00 per hour

The employee is responsible for the initial license/certification fee(s).

The district wil reimburse the employee for license/certification renewal fee(s).