

Crandall Independent School District

# Compensation Plan



**For 2024-2025**

Updated Date: May 10, 2024

It is the policy of Crandall ISD not to discriminate on the basis of race, color, national origin, sex or handicap in its vocational programs, services, or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

## Compensation Plan Overview

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

### Pay Administration

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The classification of each job title within the compensation plan shall be based on the qualifications, duties, and market value of the position.

### Annualized Salary

The District shall pay all salaried employees over 12 months in equal monthly or bi-weekly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

### Pay Increases

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. Any pay adjustments for individual employees shall be determined within the approved budget following established procedures.

### Midyear Pay Increases

### Contract Employees

A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements.]

### Noncontract Employees

The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.

### Pay During Closing

During an emergency closure, all employees shall continue to be paid for their regular duty schedule unless otherwise provided by Board action. Following an emergency closure, the Board shall adopt a resolution or take other Board action establishing the purpose and parameters for such payments. [See EB for the authority to close schools.]

### Premium Pay During Disasters

Nonexempt employees who are required to work to mitigate the reason for an emergency closing shall be paid at the rate of one and one-half times their regular rate of pay for all

hours worked up to 40 hours per week. All other nonexempt employees who are required to work during an emergency closing shall be paid their regular rate of pay.

Overtime for time worked over 40 hours in a week shall be calculated and paid according to law. [See DEAB] The Superintendent shall approve payments and ensure that accurate time records are kept of actual hours worked during emergency closings.

#### **Guidelines for Interim Administrative Assignments**

As vacancies occur during the school year in critical administrative leadership positions, interim administrators may be designated to temporarily fill such positions pending approval by the Superintendent. Interim pay is calculated using the minimum daily rate for the position or as designated by the superintendent, who has final approval.

#### **Guidelines for Teacher Incentive Allotment Eligibility**

A teacher must be coded a teacher (code 087) within our local student information system, Skyward, which is reported to TEA through the Public Education Information Management System (PEIMS). As a person is coded as an 087 and in a TIA-eligible teaching assignment, there are no certification requirements.

Teachers employed in a TIA-eligible teaching assignment before October 1st of each school year remain employed in the TIA-eligible teaching assignment through the end of the school year and will be able to submit data for the current data capture year.

**Distribution of TIA Compensation** The statute requires that 90% of TIA funds be distributed directly to teachers, and up to 10% can be spent at the district level on supporting elements of TIA.

#### **Individuals with Disabilities Education Act (IDEA B)**

Provides supplemental resources to help districts ensure that eligible students (ages 3 - 21) with disabilities are provided with a free appropriate public education (FAPE).

This salary schedule is for the 2024-2025 school year only. The 2024-2025 school year pay schedules reflect the implementation of the Board of Trustees approved salary increases.

**Employees:**

The CISD Board of Trustees approved a 1% of midpoint pay grade increase for all district employees. All raises were computed on the mid-point of each pay grade.

All CISD employees who returned to the same position held in the district in the 2024-2025 school year received the outlined increase from the midpoint of their pay grade. The percent of increase from the midpoint was added to their 2024-2025 salary.

To determine your increase:

1. Find your pay grade on the charts.
2. To the far right of the table, you will see the increased amount per day or per hour as applicable.

The salary range in this 2024-2025 adopted compensation plan does not reflect any statutorily required salary allotments enacted by the Texas State Legislature in the 88th Session. The District reserves the right to adjust salary amounts for the 2024-2025 school year in response to legislative changes.

Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise approved by the Board of Trustees. Employees will receive an email notification when salary letters for the upcoming school year are posted in Skyward.

Salaries are determined individually with consideration for job-related experience and credentials.

**2024-2025 Grow Your Own "GYO" Placement Salary Schedule**

<b>Teacher Apprentice</b>	<b>College Hours</b>	<b>Annual Compensation: Exempt</b>
Teacher Apprentice	Less than 60 hours of college	\$30,000.00
Teacher Apprentice	Associate degree or higher	\$35,000.00
Teacher Apprentice	Recent Graduate	\$40,000.00
<p>Teacher Apprentices earning their Associate's Degrees during the year will not advance to the next tier until the following school year. Teacher Apprentices are not eligible for stipends. Annual Compensation for Grow Your Own Placement will be based upon college transcripts. This category will not receive a yearly raise until they are fully certified.</p>		

**2024 - 2025 District of Innovation**

<b>Non-Certified Teacher</b>	<b>Annual Compensation</b>
2024 -2025	\$45,000.00
<p>Annual Compensation for Non-Certified Teachers will be based upon program requirements. This category will not receive a yearly raise until they are fully certified.</p>	

## 2024-2025 Teacher Placement Salary Schedule

Certified Teachers, Librarians, Campus Testing Coordinators, Intervention Specialists, Student Ambassador

Years of Experience	2024-2025 SY Rate	Daily Rate
0	\$55,447.99	\$301.35
1	\$55,968.14	\$304.17
2	\$56,525.66	\$307.20
3	\$57,464.96	\$312.31
4	\$58,089.14	\$315.70
5	\$58,349.72	\$317.12
6	\$59,129.44	\$321.36
7	\$59,390.02	\$322.77
8	\$59,649.59	\$324.18
9	\$59,890.98	\$325.49
10	\$60,099.04	\$326.63
11	\$60,827.25	\$330.58
12	\$61,035.31	\$331.71
13	\$61,347.40	\$333.41
14	\$61,659.49	\$335.11
15	\$62,179.64	\$337.93
16	\$63,219.94	\$343.59
17	\$63,636.06	\$345.85
18	\$63,948.15	\$347.54
19	\$64,208.73	\$348.96
20	\$64,715.75	\$351.72
21	\$66,236.81	\$359.98
22	\$66,703.43	\$362.52
23	\$67,686.16	\$367.86
24	\$68,772.92	\$373.77
25	\$69,834.43	\$379.53
26	\$71,410.03	\$388.10
27	\$72,692.73	\$395.07
28	\$73,213.89	\$397.90
29	\$74,063.30	\$402.52
30	\$74,859.18	\$406.84
31	\$75,679.30	\$411.30
32	\$76,394.38	\$415.19
33	\$77,032.70	\$418.66
34	\$77,772.02	\$422.67
35	\$78,302.27	\$425.56

Salary plans are for one year and are used for the placement of new hires based on the annual proposed budget. Salary steps do not represent future salaries for returning staff. Insurance contribution reflects the District's contribution toward a teacher's selected medical insurance premium (minimum of \$3,000/annually) and life insurance premium (\$10.90/annually). These contributions are not available for direct payment to the staff member.

## Administrative Support Staff

Pay Grade	Job Title	Calendar Days	Min	Mid Point	Max	1% Salary Increase
<b>101</b>						
	Aide, Alternative School	184	\$106.51	\$128.21	\$143.67	\$233.75
	Aide, Bilingual	184				\$233.75
	Aide, Ed Lab	184				\$233.75
	Aide, ESL	184				\$233.75
	Aide, Instructional	184				\$233.75
	Aide, Library	184				\$233.75
	Aide, PE	184				\$233.75
	Aide, Special Education-Inclusion	184				\$233.75
<b>102</b>						
	Aide, BAC	184	\$115.99	\$140.02	\$157.20	\$254.32
	Aide, Pre-K	184				\$254.32
	Aide, ECSE	184				\$254.32
	Aide, Life Skills	184				\$254.32
	Aide, Head Start	184				\$254.32
	Assistant, Cosmetology	184				\$254.32
	Health Clinic Aide	184				\$254.32
	Aide, ISS	184				\$254.32
	Aide, Grandfathered Position Librarian	194				\$267.92
	Receptionist, Elementary	199				\$274.72
<b>103</b>						
	Assistant, Certified Medical	184	\$117.36	\$143.88	\$163.31	\$261.80
	Administrative Assistant, Asst. Prin. HS	194				\$275.80
	Administrative Assistant, Asst. Prin. MS	199				\$282.80
	Receptionist, MS	199				\$282.80
	Receptionist, Enrollment Center	223				\$316.40
	Receptionist, Transportation	223				\$316.40
	Receptionist, Central Office	223				\$316.40
<b>104</b>						
	Clerk, PEIMS - Campus	199	\$124.35	\$152.37	\$173.13	\$300.98
	Receptionist, HS/FC	217				\$327.80
	Clerk, Enrollment Advisor	223				\$336.74

105			\$135.35	\$165.88	\$188.72	\$1.62
	Administrative Assistant, Principal DAEP	217				\$356.40
	Administrative Assistant, Principal Elementary	217				\$356.40
	Administrative Assistant, Principal MS & Martin	223				\$366.12
	LPAC/PEIMS Facilitator	223				\$366.12

106			\$148.94	\$189.40	\$222.67	\$1.85
	Administrative Assistant, Director of CTE	194				\$364.45
	Executive Director, Ed Foundation and Community Relations Manager	217				\$407.00
	Administrative Assistant, Director of Fine Arts	223				\$418.10
	Accounting Assistant	223				\$418.10
	Administrative Assistant, Director	223				\$418.10
	Administrative Assistant, Executive Director	223				\$418.10
	Administrative Assistant, Executive Director of Facilities & Maintenance	257				\$418.10
	Administrative Assistant, Principal HS/FC	223				\$418.10
	Benefits Specialist	223				\$418.10
	Clerk, Accounts Payable	223				\$418.10
	Clerk, Athletics Business	223				\$418.10
	Clerk, Human Resources	223				\$418.10
	Clerk, Human Resources/Substitutes	223				\$418.10
	Payroll Specialist	223				\$418.10
	Registrar	223				\$418.10
	Route Manager	223				\$418.10
	Skyward Support Specialist	223				\$418.10

107			\$185.10	\$226.87	\$258.26	\$2.22
	Administrative Assistant, Chief	223				\$501.72
	Payroll Specialist II	223				\$501.72
	PEIMS Coordinator - District	223				\$501.72

108			\$219.79	\$263.16	\$293.91	\$2.57
	Executive Administrative Assistant to Superintendent	223				\$580.82



## Auxiliary Support Staff

Pay Grade	Job Title	Calendar Days/Hours	Min	Mid Point	Max	1% Salary Increase
1		Hourly	\$12.45	\$15.05	\$17.26	\$0.15
	Food Service Worker	175/8				\$26.70
2		Hourly	\$13.50	\$16.11	\$18.70	\$0.16
	Bus Monitor	175/6				\$28.48
	Campus Security Monitor	184/8				\$29.92
	Parking Security	184/8				\$29.92
3		Hourly	\$16.42	\$19.23	\$22.02	\$0.19
	Cafeteria Manager ES/FC	175/8				\$33.82
4		Hourly	\$16.53	\$20.96	\$25.35	\$0.21
	Cafeteria Manager HS/MS	175/8				\$37.38
	General Maintenance	257/8				\$54.60
	Vehicle Mechanic - Non-Certified	257/8				\$54.60
5		Hourly	\$21.44	\$26.21	\$30.93	\$0.26
	Computer Technician	223/8				\$58.76
	Carpenter	257/8				\$67.60
	Vehicle Mechanic - Certified	257/8				\$67.60
6		Hourly	\$24.00	\$28.66	\$33.27	\$0.28
	Lead Bus Driver/Trainer	175/6				\$49.84
	Help Desk	223/8				\$63.28
	Electrician - Journeyman	257/8				\$72.80
	HVAC/Controls Technician - Certified	257/8				\$72.80
	Lead Maintenance	257/8				\$72.80
	Plumber - Journeyman	257/8				\$72.80

## 2024-2025 Bus Drivers Placement Salary Schedule

6 Hour Day

Years of Experience	Hourly Rate	Daily Rate
0	\$21.00	\$126.00
1	\$21.20	\$127.20
2	\$21.40	\$128.40
3	\$21.60	\$129.60
4	\$21.80	\$130.80
5	\$22.00	\$132.00
6	\$22.20	\$133.20
7	\$22.40	\$134.40
8	\$22.60	\$135.60
9	\$22.80	\$136.80
10	\$23.00	\$138.00
11	\$23.20	\$139.20
12	\$23.40	\$140.40
13	\$23.60	\$141.60
14	\$23.80	\$142.80
15	\$24.00	\$144.00
16	\$24.20	\$145.20
17	\$24.57	\$147.42
18	\$24.78	\$148.68
19	\$24.99	\$149.94
20	\$25.20	\$151.20
21	\$25.41	\$152.46
22	\$25.62	\$153.72
23	\$25.83	\$154.98
24	\$26.04	\$156.24
25	\$26.25	\$157.50
26	\$26.46	\$158.76
27	\$26.67	\$160.02
28	\$26.88	\$161.28
29	\$27.09	\$162.54
30	\$27.30	\$163.80
31	\$27.51	\$165.06
32	\$27.72	\$166.32
33	\$27.93	\$167.58
34	\$28.14	\$168.84
35	\$28.35	\$170.10

Salary plans are for one year and are used to place new hires based on the annual proposed budget. Salary steps do not represent future salaries for returning staff. New hire placement or the salary schedule will be based on years of experience in driving students.