

**Carrizo Springs CISD**  
**Approved 2023-2024 Salary Range update for**  
**Teachers, Counselors, CCMR Coordinator, Curriculum Specialists and**  
**District Librarian**  
**\$49,708 starting pay (effective 1/1/2024)**

Board Meeting 12/19/2023

Years of Experience	New Hire Salary 187 days	New Hire Salary 202 days	New Hire Salary 207 days
0	\$49,708	\$53,693	\$55,022
1	\$49,963	\$53,969	\$55,304
2	\$50,116	\$54,134	\$55,474
3	\$50,269	\$54,299	\$55,643
4	\$50,422	\$54,464	\$55,812
5	\$50,575	\$54,630	\$55,981
6	\$50,932	\$55,015	\$56,377
7	\$51,238	\$55,346	\$56,716
8	\$51,646	\$55,787	\$57,167
9	\$52,258	\$56,448	\$57,845
10	\$53,023	\$57,274	\$58,691
11	\$54,036	\$58,368	\$59,813
12	\$55,047	\$59,460	\$60,931
13	\$56,097	\$60,595	\$62,094
14	\$57,148	\$61,730	\$63,257
15	\$58,035	\$62,688	\$64,240
16	\$59,025	\$63,757	\$65,335
17	\$59,749	\$64,540	\$66,137
18	\$60,555	\$65,410	\$67,029
19	\$61,299	\$66,214	\$67,853
20	\$62,013	\$66,986	\$68,643
21	\$62,676	\$67,702	\$69,377
22	\$63,309	\$68,385	\$70,077
23	\$63,910	\$69,035	\$70,743
24	\$64,471	\$69,641	\$71,364
25	\$65,517	\$70,770	\$72,522
26	\$65,624	\$70,886	\$72,640
27	\$65,726	\$70,996	\$72,753
28	\$65,828	\$71,107	\$72,866
29	\$65,930	\$71,217	\$72,979
30	\$66,032	\$71,327	\$73,092
31	\$66,134	\$71,437	\$73,205
32	\$66,236	\$71,547	\$73,318
33	\$66,338	\$71,657	\$73,431
34	\$66,440	\$71,768	\$73,544
35	\$66,542	\$71,878	\$73,656
36	\$66,644	\$71,988	\$73,770
37+	\$67,392	\$72,738	\$74,520

The Board of Trustees voted to award a \$2,000 **Retention Stipend** to all **returning and qualifying full-time** \*\* district employees for the **2023-2024** school year. They have also approved a \$4,000 to all qualifying full time employees for the **2023-2024** school year.

\*\* Must have been employed as a full-time employee as of **May 26, 2023**

**COUNSELORS**

CSE, CSI, CSJH: 202 days Pay Scale PLUS \$5000

CSHS: 202 days Pay Scale PLUS \$6000

Board Approved 7/25/2013

**CURRICULUM SPECIALISTS**

207 days Pay Scale PLUS \$4000

**DISTRICT LIBRARIAN**

207 days Pay Scale PLUS \$5000

\$1,000 General Master's Degree Stipend

\$1,000 Doctoral Degree Stipend

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.

**Approved 2023-2024 Administrative Professional Pay Plan update  
effective 1/1/2024**

Carrizo Springs CISD

Board Meeting 12/19/2023

Pay Grade	Job Title	Calendars	Daily	Minimum	Midpoint	Maximum
<b>1</b>			<b>Daily</b>	<b>\$222.90</b>	<b>\$271.83</b>	<b>\$320.76</b>
	Coordinator - Federal Programs	187	187	41,682	50,832	59,983
	ARD Facilitator	202	202	45,025	54,910	64,794
	RN	202	226	50,375	61,434	72,493
	Coordinator - PEIMS	226				
	Accountant	226				
	Network Administrator	226				
<b>2</b>			<b>Daily</b>	<b>\$256.33</b>	<b>\$312.60</b>	<b>\$368.88</b>
	Speech Language Pathologist Assistant	202	202	51,779	63,146	74,513
	Vocational Adjustment Coordinator	207	207	53,061	64,709	76,358
<b>3</b>			<b>Daily</b>	<b>\$282.82</b>	<b>\$340.74</b>	<b>\$398.66</b>
	Asst Principal - CSE, CSI	207	207	58,543	70,533	82,523
	Athletic Trainer	207	226	63,917	77,007	90,098
	Speech Language Pathologist	207				
	Diagnostician	226				
	Director - Maintenance & Transportation	226				
	Director - Food Services	226				
	Chief of Police	226				
<b>4</b>			<b>Daily</b>	<b>\$308.27</b>	<b>\$371.41</b>	<b>\$434.55</b>
	Asst Principal - JH, HS	207	207	63,812	76,882	89,952
	DAEP Principal	226	226	69,669	83,938	98,208
<b>5</b>			<b>Daily</b>	<b>\$340.96</b>	<b>\$401.12</b>	<b>\$461.29</b>
	Director - Athletics	226	226	77,056	90,654	104,252
	Director - Special Education	226				
	Director - Human Resources	226				
	Principal - CSE, CSI	226				
	Principal - JH	226				
<b>6</b>			<b>Daily</b>	<b>\$368.23</b>	<b>\$433.22</b>	<b>\$498.20</b>
	Principal - HS	226	226	83,220	97,907	112,593
<b>7</b>			<b>Daily</b>	<b>\$390.33</b>	<b>\$459.21</b>	<b>\$528.09</b>
	Exec Director - Curriculum & Instruction	226	226	88,215	103,782	119,348
	Exec Director - Financial Services	226				
	Exec Director - Student Svc/Health & Safety	226				
	Exec Director - Technology, M&T	226				

**Approved 2023-2024 Clerical Paraprofessional Pay Plan update  
effective 1/1/2024**

Carrizo Springs CISD

Board Meeting 12/19/2023

Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
<b>1</b>			<b>Hourly</b>	<b>\$12.60</b>	<b>\$16.08</b>	<b>\$17.82</b>
	Library Aide	187	<b>187</b>	17,668	22,555	24,999
	Nurse Aide	187	<b>202</b>	19,085	24,365	27,004
	Special Ed Aide	187				
	Teacher Aide	187				
	Clerk - Office (CSE, CSI, JH, HS)	187/202				
	Receptionist HS	202				
<b>2</b>			<b>Hourly</b>	<b>\$14.28</b>	<b>\$18.17</b>	<b>\$20.12</b>
	Clerk - Attendance (CSE, CSI, JH)	187, 202	<b>187</b>	20,025	25,488	28,219
	Secretary - Counselor	202	<b>202</b>	21,632	27,532	30,483
	Truancy Officer	202	<b>207</b>	23,645	30,095	33,320
	Police Technician	207				
<b>3</b>			<b>Hourly</b>	<b>\$16.13</b>	<b>\$20.44</b>	<b>\$22.59</b>
	Clerk, Attendance (HS)	202	<b>202</b>	24,442	30,964	34,225
	Registrar	202				
<b>4</b>			<b>Hourly</b>	<b>\$17.43</b>	<b>\$22.14</b>	<b>\$24.50</b>
	Secretary - Food Services	226	<b>226</b>	31,504	40,029	44,291
	Secretary - Maintenance & Transportation	226				
	Secretary - Principal	226				
	Secretary - Special Ed	226				
	Secretary - Human Resources	226				
	Secretary - Athletics	226				
<b>5</b>			<b>Hourly</b>	<b>\$18.82</b>	<b>\$23.74</b>	<b>\$26.20</b>
	LVN	187	<b>187</b>	26,394	33,294	36,744
	Clerk - Accounts Payable	226	<b>226</b>	34,025	42,920	47,368
	Clerk - Purchasing	226				
<b>6</b>			<b>Hourly</b>	<b>\$20.89</b>	<b>\$26.42</b>	<b>\$29.19</b>
	Payroll & Benefits Specialist	226	<b>226</b>	37,768	47,775	52,779
	Computer Technician	226				
	Exec Secretary - Financial Services	226				
	Exec Secretary - Student Svc & Safety	226				
	Exec Secretary - Curriculum and Instruction	226				
	Exec Secretary - Technology, M&T	226				
<b>7</b>			<b>Hourly</b>	<b>\$24.03</b>	<b>\$30.38</b>	<b>\$33.56</b>
	Secretary - Superintendent	226	<b>226</b>	43,439	54,929	60,674



**2023-2024 Clerical Paraprofessional Placement Scale update  
effective 1/1/2024**

Carrizo Springs CISD

Board Meeting 12/19/2023

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2023-2024 Job Exp	Pay Grades						
		1	2	3	4	5	6	7
Minimum	0	\$12.60	\$14.28	\$16.13	\$17.43	\$18.82	\$20.89	\$24.03
	1	\$12.77	\$14.47	\$16.35	\$17.67	\$19.07	\$21.17	\$24.35
	2	\$12.94	\$14.67	\$16.56	\$17.90	\$19.31	\$21.44	\$24.67
	3	\$13.11	\$14.86	\$16.78	\$18.14	\$19.56	\$21.72	\$24.98
	4	\$13.28	\$15.06	\$16.99	\$18.37	\$19.80	\$22.00	\$25.30
	5	\$13.45	\$15.25	\$17.21	\$18.61	\$20.05	\$22.27	\$25.62
	6	\$13.62	\$15.45	\$17.42	\$18.84	\$20.30	\$22.55	\$25.94
	7	\$13.79	\$15.64	\$17.64	\$19.08	\$20.54	\$22.83	\$26.25
	8	\$13.96	\$15.84	\$17.85	\$19.31	\$20.79	\$23.10	\$26.57
	9	\$14.13	\$16.03	\$18.07	\$19.55	\$21.03	\$23.38	\$26.89
	10	\$14.30	\$16.23	\$18.29	\$19.79	\$21.28	\$23.66	\$27.21
	11	\$14.47	\$16.42	\$18.50	\$20.02	\$21.53	\$23.93	\$27.52
	12	\$14.64	\$16.61	\$18.72	\$20.26	\$21.77	\$24.21	\$27.84
	13	\$14.81	\$16.81	\$18.93	\$20.49	\$22.02	\$24.48	\$28.16
	14	\$14.98	\$17.00	\$19.15	\$20.73	\$22.26	\$24.76	\$28.48
	15	\$15.15	\$17.20	\$19.36	\$20.96	\$22.51	\$25.04	\$28.79
	16	\$15.32	\$17.39	\$19.58	\$21.20	\$22.76	\$25.31	\$29.11
	17	\$15.49	\$17.59	\$19.79	\$21.43	\$23.00	\$25.59	\$29.43
	18	\$15.66	\$17.78	\$20.01	\$21.67	\$23.25	\$25.87	\$29.75
19	\$15.83	\$17.98	\$20.22	\$21.90	\$23.49	\$26.14	\$30.06	
Midpoint	20	\$16.08	\$18.17	\$20.44	\$22.14	\$23.74	\$26.42	\$30.38
Maximum		\$17.82	\$20.12	\$22.59	\$24.50	\$26.20	\$29.19	\$33.56

**Approved 2023-2024 Auxiliary Pay Plan update  
effective 1/1/2024**

Carrizo Springs CISD

Board Meeting 12/19/2023

<b>Pay</b>						
<b>Grade</b>	<b>Job Title</b>	<b>Calendars</b>	<b>Hourly</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>1</b>			<b>Hourly</b>	<b>\$12.60</b>	<b>\$15.21</b>	<b>\$17.82</b>
	Cafeteria Worker	202	<b>202</b>	20,357	24,581	28,805
	Cafeteria Worker	260	<b>260</b>	26,202	31,639	37,075
<b>2</b>			<b>Hourly</b>	<b>\$13.40</b>	<b>\$16.01</b>	<b>\$18.62</b>
	Custodian	260	<b>260</b>	27,865	33,302	38,738
	Grounds	260				
<b>3</b>			<b>Hourly</b>	<b>\$14.33</b>	<b>\$17.25</b>	<b>\$20.17</b>
	Cafeteria Manager (CSE, CSI, JH)	202	<b>202</b>	23,156	27,877	32,598
	Mail Carrier	260	<b>260</b>	29,805	35,882	41,958
	Asst Mechanic	260				
	Warehouse & Delivery Handler	260				
	Carpenter Assistant	260				
<b>4</b>			<b>Hourly</b>	<b>\$16.22</b>	<b>\$19.44</b>	<b>\$22.67</b>
	Cafeteria Manager - HS	202	<b>202</b>	26,204	31,422	36,640
	Bus Driver	260	<b>260</b>	33,728	40,444	47,160
	Transportation Maintenance/Bus Driver	260				
	Custodian/Bus Driver	260				
	General Maintenance Worker/Bus Driver	260				
	Grounds/Bus Driver	260				
	Electrician Asst/Bus Driver	260				
	Painter/Bus Driver	260				
	Driver	260				
	Mechanic	260				
	Painter	260				
<b>5</b>			<b>Hourly</b>	<b>\$20.87</b>	<b>\$25.02</b>	<b>\$29.17</b>
	Police Officer	226	<b>226</b>	37,731	45,237	52,742
	HVAC Technician	260	<b>260</b>	43,408	52,042	60,677
	Plumber	260				
	Carpenter	260				

**Proposed 2023-2024 Auxiliary Placement Scale update  
effective 1/1/2024**

Carrizo Springs CISD

Board Meeting 12/19/2023

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2023-2024 Total Exp	Pay Grades				
		1	2	3	4	5
Minimum	0	\$12.60	\$13.40	\$14.33	\$16.22	\$20.70
	1	\$12.77	\$13.57	\$14.50	\$16.39	\$20.87
	2	\$12.95	\$13.75	\$14.68	\$16.57	\$21.05
	3	\$13.12	\$13.92	\$14.85	\$16.74	\$21.22
	4	\$13.30	\$14.10	\$15.03	\$16.92	\$21.40
	5	\$13.47	\$14.27	\$15.20	\$17.09	\$21.57
	6	\$13.64	\$14.44	\$15.37	\$17.26	\$21.74
	7	\$13.82	\$14.62	\$15.55	\$17.44	\$21.92
	8	\$13.99	\$14.79	\$15.72	\$17.61	\$22.09
	9	\$14.17	\$14.97	\$15.90	\$17.79	\$22.27
	10	\$14.34	\$15.14	\$16.07	\$17.96	\$22.44
	11	\$14.51	\$15.31	\$16.24	\$18.13	\$22.61
	12	\$14.69	\$15.49	\$16.42	\$18.31	\$22.79
	13	\$14.86	\$15.66	\$16.59	\$18.48	\$22.96
14	\$15.04	\$15.84	\$16.77	\$18.66	\$23.14	
Midpoint	15	\$15.21	\$16.01	\$17.25	\$19.44	\$25.02
Maximum		\$17.82	\$18.62	\$20.17	\$22.67	\$29.17