



2024-2025 Compensation Plan

Pay Structures

The following pay structures were approved by the Board of Trustees of Crowley Independent School District on June 27, 2024 and are effective for the 2024-2025 school year.

**During the 2024-2025 school year, the board will be reviewing actual revenue levels and external funding received to determine whether or not compensation modifications can be made during the budget year.*

2024-2025 New Hire Guide for Teachers/Nurses/Librarians

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

The salaries listed above are based on 10-month employment for the 2024-2025 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.

Crowley ISD 2024-2025 Administrative Professional Pay Plan

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				
	HCM Manager	226				
	Occupational Therapy Assistant	187				
	Operation Program Analyst	226				
	PEIMS Student Information System Mgr	226				
	Physical Therapy Assistant	187				
	Speech Language Pathologist Assistant	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				
	Ex Admin Asst to Superintendent/ Board	226				
	Multimedia Manager	226				
	Music Therapist	187				
	Social Worker	187				
	Specialist Safety and Security	226				
	Webmaster/Digital Content Administrator	226				
	Work Based Learning Specialist	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 - CTE	217	217 Days	70,232	84,617	99,000

Counselor - High School	217
Diagnostician	197
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

221 Days	71,527	86,177	100,825
226 Days	73,145	88,126	103,106

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Asst Principal - 9th	217
Asst Principal - CLC	217
Asst Principal - Middle School	217
Coordinator	210, 226
District Safe School Asst Admn Spec Assign	217

Daily	\$343.05	\$413.33	\$483.59
207 Days	71,011	85,559	100,103
210 Days	72,041	86,799	101,554
217 Days	74,442	89,693	104,939
221 Days	75,814	91,346	106,873
226 Days	77,529	93,413	109,291

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Academic Dean ECHS	221
Asst Principal - CTE	217
Asst Principal - High School	217
Asst 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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Asst Director - SPED	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- Special Assign	221
Child Nutrition Program Administrator	226

Daily	\$416.82	\$502.20	\$587.56
217 Days	90,450	108,977	127,501
221 Days	92,117	110,986	129,851
226 Days	94,201	113,497	132,788

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Athletic Stadium Administrator	226
Director Assessment & Accountability	226
Director Communication/Marketing	226
Director Counseling	226
Director Data Management Systems	226

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

Director Health Services	226
Director Human Capital Management	226
Director Instruct Support & Prog Review	226
Director Maintenance & Operations	226
Director Purchasing	226
Director Safety & Security	226
Director Soc Emotion Learn Second Prog	226
Director Special Education	226
Director Strategic Comp, Recruit, Retent.	226
Director Student Behavior Mgmt Syst	226
Director Stud Engage Parent/Comm Part	226
Director Student Support Services	226
Director New Teacher Support and Devlp	226
Director Technology	226
Head Varsity Football Coach	217
Principal - CTE	221

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Chief of Police	226
Exec Director Athletics	226
Exec Director Bilingual Special Programs	226
Exec Director Business Services	226
Exec Director CTE, CCMR Program Evals	226
Exec Director Dyslexia & MTSS	226
Exec Director Elementary Leadership	226
Exec Director Gifted & Talented, AVID, AA	226
Exec Director Maintenance	226
Exec Director Non Instruction Services	226
Exec Director C&I/Prof Learning	226
Exec Director Secondary Leadership	226
Exec Dir Teach & Learn & Leadership Dev	226
Exec Director Transformation	226
Exec Manager	226
Exec Director of Leadership	226
Principal - High School	221
Principal in Residence	221

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

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Chief	226
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Daily	\$520.00	\$619.04	\$718.11
226 Days	117,520	139,903	162,293

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Chief of Staff	226
Deputy Superintendent	226

Daily	\$572.08	\$673.03	\$773.98
226 Days	129,290	152,105	174,919

**Crowley ISD
2024-2025 Clerical/Paraprofessional Pay Plan**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$15.00	\$18.29	\$21.57
	Campus Lunch Monitor	187	187 Days	22,440	27,362	32,269
	Campus Monitor: Elementary	187				
	Instructional Aide I	187				
	Instructional Aide I SPED	187				
	Office Aide I	187				
2			Hourly	\$15.50	\$18.89	\$22.29
	Campus Monitor: Secondary	187	187 Days	23,188	28,259	33,346
	Child Care Caregiver	191	191 Days	23,684	28,864	34,059
	Diagnostician Clerk	197	197 Days	24,428	29,771	35,129
	Evaluation Clerk	197	217 Days	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				
3			Hourly	\$16.00	\$19.50	\$23.00
	Aide Health Clinic	187	187 Days	23,936	29,172	34,408
	Behavior Interventionist	187	193 Days	24,704	30,108	35,512
	Braille Transcriptionist	187	207 Days	26,496	32,292	38,088
	Instructional Aide II Goals	187	217 Days	27,776	33,852	39,928
	Family Assessment Advisor	193				
	Office Aide III	187, 207, 217				
4			Hourly	\$16.50	\$20.11	\$23.72
	Interpreter Sped Waivered	187	187 Days	24,684	30,085	35,485
	Child Care Lead Caregiver	193	193 Days	25,476	31,050	36,624
	Office Aide IV	217	217 Days	28,644	34,911	41,178
5			Hourly	\$17.19	\$20.98	\$24.76
	Communications Clerk	226	217 Days	29,842	36,421	42,983
	Data Processor HS	217	221 Days	30,392	37,093	43,776
	District Registrar	226	226 Days	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

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Child Care Site Supervisor	207
Human Capital Management Clerk	226
Learning Coach	187
Maintenance Secretary	226
Secretary Child Nutrition	226
Secretary Coordinator Stakeholder Eng	226
Secretary Curriculum Dept	226
Secretary Director	226
Secretary Early Childhood Dept	226
Secretary Health Services Dept	207
Secretary Human Capital Mgmt	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 Dept	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

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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

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

Travel Specialist 226
 Child Nutrition Program Specialist 226

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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
 Human Capital Management Supervisor 226

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

Crowley ISD 2024-2025 Auxiliary Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Grounds Crew		Hourly	\$15.00	\$18.28	\$21.59
	Mail Carrier/Dispatcher		260 Days	31,200	38,022	44,907
	Night Security					
	Roofer					
	Warehouse Worker/Delivery					
2	General Maintenance Worker		Hourly	\$16.90	\$20.61	\$24.31
	Grounds/Licensed Lawn & Ornamental Cont		260 Days	35,152	42,869	50,565
	Grounds/Licensed Pest Control					
	Grounds/Licensed Weed Control					
	Lead Night Security					
	Painter/General Maintenance					
3	Carpenter/General Maintenance		Hourly	\$18.93	\$23.07	\$27.22
	Facility Inspection Technician		260 Days	39,374	52,312	61,755
	Small Engine Repair					
4	Fire Alarm Technician		Hourly	\$20.63	\$25.15	\$29.69
	Ground Crew/Landscape & Irrigation Specialist		260 Days	42,910	52,312	61,755
	HVAC Tech I					
	Licensed Pest Control Lead					
	Locksmith					
	Senior Painter/General Maintenance					
	Transportation Dispatcher					
5	Food Service Equipment Technician		Hourly	\$21.66	\$26.42	\$31.17
	HVAC Tech II		260 Days	45,053	54,954	64,834
	Journeyman Electrician					
	Journeyman Plumber					
6	Carpenter Lead		Hourly	\$23.18	\$28.26	\$33.35
	Electrician Lead		260 Days	48,214	58,781	69,368
	HVAC Tech III, Specialist					
	Licensed Locksmith Lead					
	Plumber Lead					
	Roofer Lead					

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Electrician Master
Plumber Master
Supervisor Grounds
Supervisor HVAC
Supervisor Warehouse

Hourly	\$24.92	\$30.39	\$35.86
260 Days	51,834	63,211	74,589

**2024-2025 Police Department Pay Plan
Crowley ISD**

Police Officers (PO)						
Certification						
	Basic	Intermediate	Advanced	Master	Sergeant	Police Safety & Security Tech
Hourly	\$30.84	\$32.97	\$35.82	\$37.72	\$46.21	\$46.21
226 Days	\$55,759	\$59,610	\$64,763	\$68,198	\$83,548	\$83,548
Dispatcher (DIS)						
	No certificate		Telecommunicator Certification			
	0-4 years experience	5 or more years experience	Basic Certification	Intermediate Certification	Advanced Certification	Master Certification
Hourly	\$19.48	\$20.01	\$20.64	\$21.69	\$23.79	\$25.89
226 Days	\$35,220	\$36,178	\$37,317	\$39,216	\$43,012	\$46,809

2024-2025 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

Maintenance Department 2024-2025 Additional Compensation for License/Certification	
	Additional Compensation per hour
LG Installation Essential Certification or Daikin VRV 4 Installation Level I (1 for District)	\$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
Daiken 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	\$1.00
TCEQ Licensed Irrigator	\$1.00
TDA Commercial Applicator Ag3A License	\$1.00

***Maximum \$3.00 per hour total

Employees are responsible for the initial license/certification fee(s).

The District will reimburse the employee for license/certification renewal fee(s).

Stipends and Extracurricular Duty Pay

The following pay structures were approved by the Board of Trustees of Crowley Independent School District on June 27, 2024 and are effective for the 2024-2025 school year.

Category	Level	Proposed Stipend
District-wide/Leadership		
Administrator Mentors (max 2 mentees per mentor)	Districtwide	\$1,000
Associate Principal- High School	Districtwide	\$6,500
District Translator	Districtwide	\$3,000
Dual Language Lead	Districtwide	\$4,000
Lead Counselor- High School	Districtwide	\$2,500
504 Campus Liaison	Districtwide	\$3,300
Campus-Based Mentors	Districtwide	\$300 per Mentee (not to exceed 3 mentees)
Campus-based Lead Mentor (MINT Advisor)	Districtwide	\$200
Campus Data Analyst	Districtwide	\$3,200*
Child-care License Holder	Districtwide	\$3,000
Master's Degree (Certified Teachers only)	Districtwide	\$1,600
PBIS Champion: Elementary (campus)	Districtwide	\$1,000
PBIS Champion: Secondary (campus)	Districtwide	\$2,000
PTAP Program Instructor/Coordinator	Districtwide	\$2,000

*Includes additional days during the academic year as outlined in stipend agreement. Please contact program supervisor for specific details.

CTE/CCMR		
Ag Science	BRJCTE	\$10,000
Federal Aviation Administration (FAA) Support (1 stipend)	BRJCTE	\$5,000
Culinary Arts	BRJCTE	\$1,500
JROTC	Districtwide	\$5,000
Jr Cadet Corp - MS	Districtwide	\$3,400
Career & Technology Student Organization (CTSO)	BRJCTE	\$1,000
Zero Hour Compensation*	BRJCTE	\$1,500 per semester

*Only teachers teaching courses offered at BRJCTE 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 Chief of Human Capital Management.**

Academic Achievement		
Project Lead the Way (PLTW) Summer Training	Districtwide	\$1,000
On Ramps	Districtwide	
Home Based Services	Districtwide	\$30/hour
Bilingual STEM Support	Districtwide	\$3,000
Dyslexia Master Teacher (Admin)	Central Office	\$3,200*
Graduation Coordinator (NCHS/CHS)	Districtwide	\$1,250
Master Teacher (grant)	MS	\$6,750
Student Engagement and Support Specialist	Districtwide	\$6,000*
Teacher Development and Student Intervention Specialist (TDSI)	Districtwide	\$7,000*
Innovation Specialist	Districtwide	\$7,000*

*includes additional days during the academic year as outlined in stipend agreement.

Please contact program supervisor for specific details.

Extra Curricular / Enrichment		
Academic UIL Coordinator- Elementary	Districtwide	\$500
Academic UIL Event (limit 2 per teacher)	Districtwide	\$500
Academic UIL Coordinator- Middle School	Districtwide	\$2,000
Academic UIL Theatre Arts/One Act Play- Middle School	Districtwide	\$1,000
Academic UIL Coordinator- High School	Districtwide	\$3,000
Academic UIL Speech/Debate- High School	Districtwide	\$3,700
Academic UIL Theatre Arts/One Act/Director	Districtwide	\$4,000
Academic UIL Theatre Arts/One Act/Asst Director	Districtwide	\$2,000
Whiz Quiz	Districtwide	\$500
Yearbook Sponsor- Elementary	Districtwide	\$1,000
Yearbook/Newspaper Sponsor- Middle School & 9th	Districtwide	\$1,600
Yearbook/Newspaper Sponsor- High School	Districtwide	\$4,200
National Honor Society	Districtwide	\$1,500
National Junior Honor Society	Districtwide	\$1,000
Student Council Advisor- High School	Districtwide	\$2,500
Student Council Advisor- Middle School & 9th	Districtwide	\$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 Therapist	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
Lead Dyslexia Teacher (1 per district)	Districtwide	\$3,500
STEM Plus Specialist- 2-4 hours per week+ additional duties per stipend agreement (one per Elementary)	Districtwide	\$3,500
STEM+ Campus Coordinator (one for each Middle and 9th)	Districtwide	\$2,000
Title I Liaison- Elem (15), MS (4), HS (4)	Districtwide	\$500

*Includes additional days during the academic year as outlined in stipend agreement.
Please contact program supervisor for specific details.

Athletics		
Assistant Athletic Director	MS	\$10,000
Intramural Coach	MS	\$500
Intramural Coordinator	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
Head Wrestling	HS	\$6,530
HS Trainer	HS	\$16,400
Offensive Coordinator Football	HS	\$7,460
Recruitment Specialist	HS	\$3,200

*Maximum of 3 athletic stipends per coach or coach coordinator, unless approved by Superintendent
Please contact program supervisor for specific details.

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*

*Includes additional days during the academic year as outlined in stipend agreement.
Please contact program supervisor for specific details.

Incentives and Performance Pay

The following incentives and performance pay were approved by the Board of Trustees of Crowley Independent School District on June 27, 2024 and are effective for the 2024-2025 school year.

Incentives

Hard to Fill- Teacher Shortage Areas		
Bilingual (Certified teacher serving in a position that requires bilingual certification)	Districtwide	\$4,000
Embedded Dual Credit Instructors	Districtwide	\$5,000
Secondary ELAR, Math, Science or LOTE (Content-certified 6-12 Teachers)	Districtwide	\$4,000
SEAS/GOALS/RISE Teacher	Districtwide	\$4,000
Montessori teacher - Credentialed by American Montessori Society	Districtwide	\$4,000
Federal Aviation Administration (FAA) Support (1 stipend)	Districtwide	\$5,000
CTE Industry Experience 5-9 years	Districtwide	\$3,000

CTE Industry Experience 10+ years	Districtwide	\$6,000
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Department Chair		
Department Chair- Middle School (9 stipends per campus)	Districtwide	\$1,000
Department Chair- 9th Grade Campus (7 stipends per campus)	Districtwide	\$1,500
Department Chair- High School (10 stipends per campus)	Districtwide	\$2,000
Department Chair-BRJCTE (5 stipends)	Districtwide	\$1,000
Alternative Campus Professional Staff (CLC)	Districtwide	\$2,000

Master's Degree		
Master's Degree (Certified Teacher Only)	Districtwide	\$1,600

Maintenance Department- Additional Compensation for License/Certification	Additional compensation per hour
LG Installation Essentials certification or Daikin VRV 4 Installation Level I certification	\$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 Commercial Applicator Ag3A License	\$1.00

****Maximum \$3.00 per hour / per employee**

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

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

Performance Pay: Teacher Incentive Allotment

In compliance with HB3, 90% of the Teacher Incentive Allotment (TIA) must be spent on teacher compensation. Any funds received by Crowley ISD for a designated teacher under the TIA will be divided as follows: 90% will be paid to the designated teacher and 10% will go to the district. The ten percent (10%) set aside for the district may be used for training and support of the system, expansion of the system, and administrative expenses as allowed by HB3.

A TIA designated teacher must remain in continuous employment through the TIA payout in August. In the case a TIA designated teacher has resigned or separated from Crowley ISD before the July and August TIA payout, the TIA funding amount allocated to the campus based on the allotment approved by TEA will be equitably redistributed to the other designated teachers on the designated teacher's campus. In the case a

TIA designated teacher retires from Crowley ISD, the TIA funding amount allocated to the campus based on the allotment approved by TEA will be paid out in June, July, and August provided the teacher fulfills their current year contract.

2024-2025 Special Programming

This pay schedule is designed to compensate teachers and paraprofessionals 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 required to use the True Time system to track hours worked.

21st Century (Texas Ace Grant)	New Hire Pay Scale
21st Century Site Coordinator (0-4 years experience)	\$66,332
21st Century Site Coordinators (5+ years experience)	\$72,003
21st Century Program Specialist	\$73,500

Extended Learning and Summer Programming		
Professional staff (i.e., registered nurses, certified substitute teacher, etc.)	Districtwide	\$25/hour
Summer Curriculum Writers	Districtwide	\$35/hour
Paraprofessional staff (i.e., health clinic aides, etc)	Districtwide	\$18/hour
Medical Health Professional (LVN)	Districtwide	\$25/hour
Test Proctors	Districtwide	\$25/hour
Tutors (i.e., AVID, etc.)	Districtwide	\$15/hour

Special Education Summer Programming (ESY- Extended School Year) / Direct Services to Students		
Speech	Districtwide	Current hourly rate of pay
Occupational Therapy (OT)	Districtwide	Current hourly rate of pay
Physical Therapy (PT)	Districtwide	Current hourly rate of pay
Deaf Ed Interpreters	Districtwide	\$18/hour
Special Education Staff conducting Summer Evaluations	Districtwide	Current hourly rate of pay

Professional Development	
Workshop Preparation	<p>The district will provide local PD credit hours as follows:</p> <ul style="list-style-type: none"> • Tips and Tools > 1 CISD PD credit • District Professional Learning > 2 CISD PD Credit

	<ul style="list-style-type: none"> • Campus-based after school PD . 1 CISD PD credit
Workshop 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.
Workshop 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)	Districtwide	\$10/hour
College Student	Districtwide	\$12/hour
College Graduate (Lead Position Only)	Districtwide	\$15/hour

Summer School and Supplemental Pay

The following pay rates were approved by the Board of Trustees of Crowley Independent School District and are effective for the 2024-2025 school year.

Summer and Evening Bridges Programs		
Summer School Administrator	Districtwide	\$4,000* per program
HS Counselor- high school credit recovery	HS	\$2,000*

*Evening Bridges stipends will be prorated based on length of program

Extra Duty Stipend		
Extra Duty- Academic Achievement	Districtwide	\$1,500

Extra Duty Stipends are for hours worked after the "normal working hours" based upon performance metrics that are germane to specific programs/initiatives.

Grandfathered Stipends*		
Diagnosticians	Districtwide	\$2,000
Speech Pathologist Supervisor (assigned prior to 2020-2021)	Districtwide	\$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.*

Pay Schedule for Guest Educators

	Paraprofessional Positions		Professional Positions		
	Paraprofessional assignments except SEAS, RISE, FA, Autism, Life Skills, Career Skills, ISS, ESCE, Crowley learning Center and A.C.E.	Paraprofessional assignments consisting of SEAS, RISE, FA, Autism, Life Skills, Career Skills, ISS, ESCE, Crowley learning Center and A.C.E.	Professional assignments except SEAS, RISE, FA, Autism, Life Skills, Career Skills, ISS, ESCE, Crowley learning Center and A.C.E.	Long-Term Assignment- Professional Positions*	Professional assignments consisting of SEAS, RISE, FA, Autism, Life Skills, Career Skills, ISS, ESCE, Crowley learning Center and A.C.E
Non-Certified Substitute	\$80/day	+\$10 per day	\$80/day	\$80/day	+\$10 per day
Non-Certified w/ 4 year degree	\$80/day	+\$10 per day	\$90/day	\$100/day	+\$10 per day
TX Certified Educator (Current)	\$80/day	+\$10 per day	\$95/day	\$130/day	+\$10 per day

*Long-term sub 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 two (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 positions.

Teachers accepting absent teachers' students- \$25 per day (Elementary)
Teachers accepting absent teachers' students- minimum 8 students, minimum 3 class periods- \$25/day (Secondary)
Substitute Counselor Professionals pay- \$80 per day
Substitute Nurse/Medical Health Professionals pay- \$180 per day
Permanent Substitute (Certified Teacher): \$23,000 annually
Permanent Substitute (Degree)- \$18,700 annually
Retired Teacher: \$125 per day
Hard to Fill positions: \$100 per day
Retired Principal, Assistant Principal, Counselor- Minimum daily rate of the pay grade assigned to substitute
Teacher in Residence: \$55,000

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

