



COMPENSATION PLAN

2026-2027



2026-2027 Teacher Matrix (187 Calendar)

*Including state-approved Teacher Retention Allotment (TRA)

Years of Experience	Bachelor's	Master's
0	\$63,810	\$65,410
1	\$64,010	\$65,610
2	\$64,210	\$65,810
3	\$64,910	\$66,510
4	\$65,110	\$66,710
5	\$67,810	\$69,410
6	\$68,023	\$69,623
7	\$68,342	\$69,942
8	\$69,061	\$70,661
9	\$69,219	\$70,819
10	\$69,592	\$71,192
11	\$69,939	\$71,539
12	\$70,099	\$71,699
13	\$70,260	\$71,860
14	\$70,419	\$72,019
15	\$70,632	\$72,232
16	\$71,077	\$72,677
17	\$71,459	\$73,059
18	\$71,840	\$73,440
19	\$72,590	\$74,190
20	\$72,974	\$74,574
21	\$73,355	\$74,955
22	\$73,738	\$75,338
23	\$74,215	\$75,815
24	\$74,970	\$76,570
25	\$75,352	\$76,952
26	\$76,256	\$77,856
27	\$77,071	\$78,671
28	\$77,628	\$79,228
29	\$78,012	\$79,612
30	\$79,315	\$80,915



2026-2027 Nurses and Librarians

Years of Experience	Base Salary
0	\$63,664
1	\$63,870
2	\$64,076
3	\$64,282
4	\$64,488
5	\$64,694
6	\$64,914
7	\$65,242
8	\$65,983
9	\$66,146
10	\$66,530
11	\$66,887
12	\$67,052
13	\$67,218
14	\$67,382
15	\$67,601
16	\$68,059
17	\$68,453
18	\$68,845
19	\$69,618
20	\$70,013
21	\$70,406
22	\$70,800
23	\$71,291
24	\$72,069
25	\$72,463
26	\$73,394
27	\$74,233
28	\$74,807
29	\$75,202
30	\$76,544

**2026-2027 Administrative/Professional Pay Plan
Crowley ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$280.16	\$335.53	\$390.91
	Occupational Therapy Assistant	187	187 Days	52,390	62,744	73,100
	Physical Therapy Assistant	187	226 Days	63,316	75,830	88,346
	Speech Language Pathologist Asst	187				
	Business Program Analyst	226				
	District Audio Visual Engineer	226				
	Human Capital Management Manager	226				
	Network Analyst	226				
	Operation Program Analyst	226				
	Payroll Manager	226				
	PEIMS Student Information Systems Manager	226				
2			Daily	\$319.38	\$382.51	\$445.65
	Behavior Specialist	187	187 Days	59,724	71,529	83,337
	Community Engagement Specialist	187	197 Days	62,918	75,354	87,793
	Music Therapist	187	202 Days	64,515	77,267	90,021
	Campus Instructional Technologist	197	207 Days	66,112	79,180	92,250
	Counselor - SpEd	197	212 Days	67,709	81,092	94,478
	Counselor - Elementary	202	217 Days	69,305	83,005	96,706
	Counselor - Middle School	207	221 Days	70,583	84,535	98,489
	SEL Counseling Specialist	207	226 Days	72,180	86,447	100,717
	Campus Testing Specialist	217				
	Counselor - CLC	217				
	Assessment Intervention Specialist	217				
	Social Worker	187				
	CCMR Advisor	197				
	Digital Learning Specialist	197				
	Child Care Center Director	207				
	Counselor - 9th	212				
	Work-based Learning Specialist	221				
	Child Nutrition Operations Specialist	226				
	Ex Admin Assistant to Superintendent/Board	226				
	Multimedia Manager	226				
	Specialist Safety and Security	226				
	Webmaster/Digital Content Administrator	226				
3			Daily	\$335.35	\$401.64	\$467.92
	Occupational Therapist	187	187 Days	62,710	75,107	87,501
	Orientation & Mobility Specialist	187	197 Days	66,064	79,123	92,180
	Physical Therapist	187	212 Days	71,094	85,148	99,199
	Speech Language Pathologist	187	217 Days	72,771	87,156	101,539
	ARD Facilitator	197	221 Days	74,112	88,762	103,410
	Behavior Analyst Board Certified	197	226 Days	75,789	90,771	105,750
	Diagnostician	197				
	LSSP	197				
	Asst Principal Elementary	212				
	Athletic Stadium Manager	217				
	Counselor - High School	217				
	Counselor- CTE	217				
	Manager Maintenance & Operations	226				
	Project Manager Tech Supervisor	226				
	Senior Systems Analyst	226				
	T3/CISD Program Manager	226				
4			Daily	\$355.45	\$425.73	\$495.99
	Coordinator	210, 226	207 Days	73,578	88,126	102,670
	Assistant Principal CCA	217	210 Days	74,645	89,403	104,158
	Asst Principal 9th	217	217 Days	77,133	92,383	107,630
	Asst Principal CLC	217	221 Days	78,554	94,086	109,614
	Asst Principal Middle School	217	226 Days	80,332	96,215	112,094
	District Safe School Assistant Administrator- Spec Assign	217				
5			Daily	\$376.97	\$451.48	\$526.01

Assistant Director - SPED	217	217 Days	81,802	97,971	114,144
Assistant Principal CTE	217	221 Days	83,310	99,777	116,248
Assistant Principal High School	217	226 Days	85,195	102,034	118,878
Coordinator/Assistant Head Coach (FB)	217				
Academic Dean ECHS	221				
21st Century Project Director	226				
6		Daily	\$409.92	\$490.95	\$571.98
Principal Elementary	221	221 Days	90,592	108,500	126,408
Principal in Residence	221	226 Days	92,642	110,955	129,267
Assistant Director - SPED	226				
Executive Principal Elementary	226				
7		Daily	\$431.89	\$517.26	\$602.63
Head Boys Basketball	217	217 Days	93,720	112,245	130,771
Principal 9th	221	221 Days	95,448	114,314	133,181
Principal CLC	221				
Principal Middle School	221				
District Safe School Administrator on Special Assignment	221				
8		Daily	\$453.48	\$543.14	\$632.77
Head Varsity Football Coach	217	217 Days	98,405	117,861	137,311
Principal CTE	221	221 Days	100,219	120,034	139,842
Director Assessment & Accountability	226	226 Days	102,486	122,750	143,006
Director Communication/Marketing	226				
Director Counseling	226				
Director Data Management Systems	226				
Director Health Services	226				
Director Human Capital Management	226				
Director Instructional Support & Program Review	226				
Director Maintenance & Operations	226				
Director New Teacher Support and Development	226				
Director Purchasing	226				
Director Safety & Security	226				
Director Social Emotional Learning & Secondary Programmi	226				
Director Special Education	226				
Director Strategic Compensation, Recruitment and Retentic	226				
Director Student Behavior Management Systems	226				
Director Student Engagement and Partnerships	226				
Director Student Support Services	226				
Director Technology	226				
9		Daily	\$478.15	\$572.68	\$667.20
Principal High School	221	221 Days	105,671	126,562	147,451
Principal in Residence	221	226 Days	108,062	129,426	150,787
Chief of Police	226				
Exec Director Athletics	226				
Exec Director Bilingual Special Programs	226				
Exec Director Business Services	226				
Exec Director C&I/Professional Learning	226				
Exec Director Communications & Marketing	226				
Exec Director CTE, CCMR, Program Evaluations	226				
Exec Director Dyslexia & MTSS	226				
Exec Director Elementary Leadership	226				
Exec Director Gifted and Talented, AVID and AA	226				
Exec Director Maintenance	226				
Exec Director Non Instructional Services	226				
Exec Director of Finance	226				
Exec Director Secondary Leadership	226				
Exec Director Teaching and Learning/Leadership Developme	226				
Exec Director Transformation	226				
Executive Manager	226				
10		Daily	\$538.53	\$637.57	\$736.64
Chief	226	226 Days	121,708	144,091	166,481
Special Assistant to the Superintendent	226				
11		Daily	\$592.27	\$693.22	\$794.17
Deputy Chief of Staff	226	226 Days	133,853	156,668	179,482
Deputy Superintendent	226				

2026-2027 Clerical/Paraprofessional Pay Plan
Crowley ISD

Pay Grade	Job Title	Calendars	Minimum Midpoint Maximum			
1			Hourly	\$15.55	\$18.84	\$22.12
	Campus Lunch Monitor	187	187 Days	23,263	28,185	33,092
	Campus Monitor: Elementary	187				
	Instructional Aide I	187				
	Instructional Aide I Sped	187				
	Office Aide I	187				
2			Hourly	\$16.07	\$19.46	\$22.86
	Campus Monitor: Secondary	187	187 Days	24,041	29,112	34,199
	Instructional Aide II	187	191 Days	24,555	29,735	34,930
	Instructional Aide II Computer Lab	187	197 Days	25,326	30,669	36,027
	Instructional Aide II Library	187	217 Days	27,898	33,783	39,685
	Instructional Aide II Sped	187				
	Child Care Caregiver	191				
	Diagnostician Clerk	197				
	Evaluation Clerk	197				
	Security Monitor	197				
	Office Aide II	187, 217				
3			Hourly	\$16.59	\$20.09	\$23.59
	Aide Health Clinic	187	187 Days	24,819	30,055	35,291
	Behavior Interventionist	187	207 Days	27,473	33,269	39,065
	Braille Transcriptionist	187	217 Days	28,800	34,876	40,952
	Instructional Aide II Goals	187				
	Family Assessment Advisor	193				
	Office Aide III	187, 207, 217				
4			Hourly	\$17.10	\$20.71	\$24.32
	Interpreter Sped Waivered	187	187 Days	25,582	30,982	36,383
	Child Care Lead Caregiver	193	193 Days	26,402	31,976	37,550
	Office Aide IV	217	217 Days	29,686	35,953	42,220
5			Hourly	\$17.82	\$21.60	\$25.39
	Data Processor HS	217	217 Days	30,936	37,498	44,077
	Registrar - High School	217	221 Days	31,506	38,189	44,890
	Secretary HS Accounts Activity	217	226 Days	32,219	39,053	45,905
	Secretary Alt Campus	221				
	Secretary ECHS	221				
	Secretary Principal 9th Campus	221				
	Secretary Principal Elementary	221				
	Secretary Principal Middle School	221				
	Communications Clerk	226				
	District Registrar	226				
	PEIMS Asst Coordinator	226				

Special Education Department Clerk	226
Transfer and Overflow Clerk	226

6	
Child Care Site Supervisor	207
Secretary Health Services Dept	207
Secretary Principal CTE	221
Human Capital Management Clerk	226
Maintenance Secretary	226
Secretary Coordinator Stakeholder Enga	226
Secretary Curriculum Dept	226
Secretary Director	226
Secretary Early Childhood Dept	226
Secretary Human Capital Management I	226
Secretary PEIMS Department	226
Secretary Police Department	226
Secretary Professional Learning Dept	226
Secretary Student Services Dept	226
Secretary Teaching and Learning Dept	226
Textbook/Facility Reservation Clerk	226
Learning Coach	187, 217

Hourly	\$19.79	\$23.98	\$28.17
187 Days	29,606	35,874	42,142
207 Days	32,772	39,711	46,650
217 Days	34,355	41,629	48,903
221 Days	34,989	42,397	49,805
226 Days	35,780	43,356	50,931

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

Hourly	\$22.16	\$26.85	\$31.53
187 Days	33,151	40,168	47,169
221 Days	39,179	47,471	55,745
226 Days	40,065	48,545	57,006

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

Hourly	\$25.04	\$30.33	\$35.64
187 Days	37,460	45,374	53,317
226 Days	45,272	54,837	64,437

9

Coord PD for Non-Instructional Support	226
Human Capital Management Supervisor	226
Secretary Deputy Superintendent	226

Hourly	\$29.16	\$34.12	\$39.09
226 Days	52,721	61,689	70,675

**2026-2027 Auxiliary Pay Plan
Crowley ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1		Hourly	\$15.55	\$18.82	\$22.14
		260 Days	32,344	39,146	46,051
	Grounds Crew				
	Mail Carrier/Dispatcher				
	Night Security				
	Roofer				
2	Warehouse Worker/Delivery				
		Hourly	\$17.52	\$21.23	\$24.93
		260 Days	36,442	44,158	51,854
	General Maintenance Worker				
	Grounds/Licensed Lawn & Ornamental Control				
	Grounds/Licensed Pest Control				
3	Grounds/Licensed Weed Control				
	Lead Night Security				
	Painter/General Maintenance				
		Hourly	\$19.62	\$23.76	\$27.91
		260 Days	40,810	49,421	58,053
	Carpenter/General Maintenance				
4	Facility Inspection Technician				
	Small Engine Repair				
		Hourly	\$21.38	\$25.90	\$30.44
		260 Days	44,470	53,872	63,315
	Fire Alarm Technician				
	Ground Crew/Landscape & Irrigation Specialist				
5	HVAC Tech I				
	Licensed Pest Control Lead				
	Locksmith				
	Transportation Dispatcher				
	Senior Painter/General Maintenance				
		Hourly	\$22.45	\$27.21	\$31.96
6		260 Days	46,696	56,597	66,477
	Food Service Equipment Technician				
	HVAC Tech II				
	Journeyman Electrician				
	Journeyman Plumber				
		Hourly	\$24.03	\$29.11	\$34.20
6		260 Days	49,982	60,549	71,136
	Carpenter Lead				
	Electrician Lead				
	HVAC Tech III, Specialist				
	Licensed Locksmith Lead				
	Plumber Lead				
6	Roofer Lead				

7

Electrician Master
Plumber Master
Supervisor Grounds
Supervisor HVAC
Supervisor Warehouse

Hourly	\$25.83	\$31.30	\$36.77
260 Days	53,726	65,104	76,482

**2026-2027 Police Department Pay Plan
Crowley ISD**

Police Officers (PO)						
	Police Officer				Police Safety & Security Tech	Sergeant
	Basic	Intermediate	Advanced	Master		
Hourly	\$33.61	\$35.93	\$39.04	\$41.11	\$47.60	\$48.98
226 days	\$60,767	\$64,961	\$70,584	\$74,327	\$86,061	\$88,556

Dispatcher (DIS)						
	No certificate		Telecommunicator Certification			
	0-4 years experience	5 or more years experience	Basic Certification	Intermediate Certification	Advanced Certification	Master Certification
Hourly	\$20.06	\$20.61	\$21.26	\$22.34	\$24.50	\$26.67
226 days	\$36,268	\$37,263	\$38,438	\$40,391	\$44,296	\$48,219

Certified Administrator			
District Administrator on Special Assignment*			
	Minimum	Midpoint	Maximum
Daily	\$431.89	\$517.27	\$602.63
221 Days	\$95,448	\$114,317	\$133,181
District Assistant Administrator on Special Assignment*			
	Minimum	Midpoint	Maximum
Daily	\$355.45	\$425.73	\$495.99
217 Days	\$77,133	\$92,383	\$107,630

Paraprofessional			
Security Monitor (Flex)*			
	Minimum	Midpoint	Maximum
Hourly	\$17.82	\$21.61	\$25.39
187 Days	\$26,659	\$32,329	\$37,983

*District Safe Schools Pay Plan

Maintenance Department
2026-2027 Additional Compensation for license/certification

	Additional compensation per hour
HVAC Tech II *	
LG Installation Essentials certification or Daikin VRV 4 Installation Level I certification	\$1.00
* Maximum \$1.00 per hour	

	Additional compensation per hour
All Technicians except HVAC Tech II **	
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
TASB RFCI 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 will reimburse the employee for license/certification renewal fee(s).



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.

OTHER

Teachers accepting absent teachers' students- \$25 per day (Elementary)
Teachers accepting absent teachers' students- minimum 8 students, minimum 3 class periods- \$25/day (Secondary)
Retired Teacher: \$125 per day
Hard to Fill positions: \$100 per day
Substitute Counselor Professionals pay- \$80 per day
Substitute Nurse/Medical Health Professionals pay- \$180 per day
Retired Principal, Assistant Principal, Counselor- Minimum daily rate of the pay grade assigned to the position
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.

Stipends and Extracurricular Duty Pay

The following pay structures were approved by the Board of Trustees of Crowley Independent School District on June 26, 2026 and are effective for the 2026-2027 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
PREP Mentor	Districtwide	\$1,000 per mentee (up to two)
PREP MINT Advisor	Districtwide	\$1,000
MINT Mentor	Districtwide	\$500 per mentee
Base Mentor	Districtwide	\$300 per mentee
MINT Advisor	Districtwide	\$300
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
PTAP Mentors (per program guidelines)	Districtwide	\$1,500

*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	\$1,000 New Course \$500 Refresher Course
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*
Child Development Center District Director	Districtwide	\$10,000

*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
AVID Campus Site Coordinator	Districtwide	\$1,500
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 Head Football Coach	HS	\$12,000
Assistant Coach - High School	HS	\$6,500
Athletic Coordinator (1 per HS)	HS	\$8,700
Assistant Athletic Coordinator (1 per HS)	HS	\$4,300
Defensive Coordinator Football	HS	\$12,000
Head Baseball Coach	HS	\$9,700
Head Basketball	HS	\$11,100
Head Cross Country	HS	\$6,530
Head Golf	HS	\$8,000
Head Powerlifting	HS	\$6,530
Head Softball Coach	HS	\$9,700
Head Soccer	HS	\$8,600
Head Swimming	HS	\$8,800
Head Tennis	HS	\$8,000
Head Track	HS	\$9,300
Head Volleyball	HS	\$9,000
Head Wrestling	HS	\$7,000
HS Trainer	HS	\$17,000
Offensive Coordinator Football	HS	\$12,000
Recruitment Specialist	HS	\$3,700

*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 26, 2025 and are effective for the 2025-2026 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

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**

Each 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.

2026-2027 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.

Quinnite School Network (1882 Partnership)		
Principal	Districtwide	\$7,500
Assistant Principal	Districtwide	\$6,000
Counselor	Districtwide	\$6,000
Teacher Development and Student Interventionist (TDSI)	Districtwide	\$6,000
Teacher	Districtwide	\$6,000

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	The district will provide local PD credit hours as follows: • Tips and Tools > 1 CISD PD credit • District Professional Learning > 2 CISD PD Credit • 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 2025-2026 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.