



Crosby Independent School District

Compensation Schedules

2022-2023

Proposed December 12, 2022

Crosby ISD

2022-2023 New Hire Guide for Teachers

Years of Experience	New Hire Salary
0	\$61,425
1	\$61,775
2	\$62,125
3	\$62,460
4	\$62,810
5	\$63,160
6	\$63,510
7	\$63,860
8	\$64,210
9	\$64,560
10	\$64,910
11	\$65,260
12	\$65,610
13	\$65,960
14	\$66,310
15	\$66,660
16	\$67,010
17	\$67,360
18	\$67,710
19	\$68,060
20	\$68,410
21	\$68,760
22	\$69,260
23	\$69,760
24	\$70,260
25+	\$70,760

Continuing teachers will receive an increase of \$1,900.

The salaries listed above are based on 10-month employment for the 2022-2023 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.

\$1,500 Master's Degree Stipend
\$3,000 Doctorate Degree Stipend

2022-2023 Administrative Professional Pay Plan

Crosby ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Daily	\$281.26	\$343.00	\$404.74
	CEF Executive Director	226	226 Days	63,565	77,518	91,471
	Maintenance Supervisor	260	260 Days	73,128	89,180	105,232
	SIS Specialist	226				
2			Daily	\$295.32	\$360.15	\$424.98
	Dietician	226	187 Days	55,225	67,348	79,471
	District Behavioral Specialist	205	205 Days	60,541	73,831	87,121
	HR Generalist	226	213 Days	62,903	76,712	90,521
	PEIMS Coordinator	226	226 Days	66,742	81,394	96,045
	SLP Assistant	187				
	Transition Specialist	213				
3			Daily	\$330.76	\$403.37	\$475.98
	Athletic Trainer	209	110 Days	36,384	44,371	52,358
	ARD Facilitator	197	150 Days	49,614	60,506	71,397
	Counselor - ES	205	170 Days	56,229	68,573	80,917
	Counselor - MS	210	187 Days	61,852	75,430	89,008
	Diagnostician	197, 205	197 Days	65,160	79,464	93,768
	District Media Specialist	205	205 Days	67,806	82,691	97,576
	District School Therapist	205	209 Days	69,129	84,304	99,480
	LSSP	110, 205	210 Days	69,460	84,708	99,956
	Network Applications Specialist	226	226 Days	74,752	91,162	107,571
	Nurse	187				
	Occupational Therapist	187				
	Physical Therapist	150				
	Registrar - HS	226				
	SLP	170, 205				
	Staff Accountant	226				
4			Daily	\$347.30	\$423.54	\$499.78
	Applications & Systems Coordinator	226	210 Days	72,933	88,943	104,954
	Assistant Principal - ES	210	226 Days	78,490	95,720	112,950
	Counselor - HS	210, 226				
5			Daily	\$364.67	\$444.72	\$524.77
	Assistant Principal - MS	210	205 Days	74,757	91,168	107,578
	Associate Principal - MS	226	210 Days	76,581	93,391	110,202
	Band Director	215	215 Days	78,404	95,615	112,826
	District Testing Coordinator	226	226 Days	82,415	100,507	118,598
	Instructional Coordinator	205, 226				

6	
Assistant Principal - HS	210
Associate Principal - HS	226
Dean of Instruction	226
Director - Nutrition Services	226
Director - Maintenance	226
Director - Transportation	226
Principal - ES	215

Daily	\$386.55	\$471.40	\$556.25
210 Days	81,176	98,994	116,813
215 Days	83,108	101,351	119,594
226 Days	87,360	106,536	125,713

7	
Director - Accountability	226
Director - Athletics (Head Football)	226
Director - Communications/Community Relations	226
Director - Curriculum & Instruction	226
Director - Special Education	226
Director - Student Services	226
Director - Technology	226
Principal - MS	226

Daily	\$421.34	\$513.83	\$606.32
226 Days	95,223	116,126	137,028

8	
Principal - HS	226

Daily	\$471.90	\$575.49	\$679.08
226 Days	106,649	130,061	153,472

9	
Exec Director - Curriculum	226
Exec Director - HR	226
Exec Director - Operations	226

Daily	\$500.22	\$610.02	\$719.82
226 Days	113,050	137,865	162,679

10	
Assistant Superintendent	226
Chief Financial Officer	226

Daily	\$565.18	\$664.92	\$764.66
226 Days	127,731	150,272	172,813

2022-2023 Clerical Technical Pay Plan

Crosby ISD

Pay Grade	Job Title	Calendars	Minimum Midpoint Maximum		
1			Hourly	Hours	\$13.00 \$15.87 \$18.74
	Instructional Aide	187	187 Days	8	19,448 23,742 28,035
	Library Aide	187			
	Special Ed Aide - General/Resource/ICS	187			
2			Hourly	Hours	\$13.65 \$16.67 \$19.69
	Computer Lab Aide	187	187 Days	8	20,420 24,938 29,456
	ISS Aide	187	226 Days	8	24,679 30,139 35,600
	Receptionist	187, 226			
	Special Ed Aide - Self Contained/Life Skills/PASS	187			
3			Hourly	Hours	\$14.47 \$17.67 \$20.87
	Attendance Clerk - ES	199	187 Days	8	21,647 26,434 31,222
	Attendance Clerk - MS	199	197 Days	8	22,805 27,848 32,891
	Grade Secretary - MS	205	199 Days	8	23,036 28,131 33,225
	House Secretary - HS	205	205 Days	8	23,731 28,979 34,227
	Nurse Aide	187			
	SEMS Clerk	187, 197			
4			Hourly	Hours	\$15.34 \$18.73 \$22.12
	Attendance Clerk - HS	199	199 Days	8	24,421 29,818 35,215
	Bookkeeper - MS	226	205 Days	8	25,158 30,717 36,277
	Registrar - MS	205	226 Days	8	27,735 33,864 39,993
5			Hourly	Hours	\$16.87 \$20.60 \$24.33
	Asst Registrar - HS	226	210 Days	8	28,342 34,608 40,874
	Bookkeeper - HS	226	226 Days	8	30,501 37,245 43,989
	Secretary - Assoc Principal HS	210			
	Secretary - Principal ES	210			
	Secretary - Principal MS	226			
6			Hourly	Hours	\$19.40 \$23.69 \$27.98
	Financial Assistant - Nutrition Services	226	187 Days	8	29,022 35,440 41,858
	LVN	187	226 Days	8	35,075 42,832 50,588
	Secretary - Athletics	226			
	Secretary - Maintenance	226			
	Secretary - Principal HS	226			
	Secretary - Special Education	226			
	Secretary - Technology Services	226			
	Secretary - Transportation	226			

7	
PC Technician	226
Secretary - HR	226
Secretary - Exec Director	226

Hourly		Hours	\$23.28	\$28.43	\$33.58
226	Days	8	42,090	51,401	60,713

8	
Accounting Clerk	226
Benefits Specialist	226
Payroll Clerk	226
Purchasing Specialist	226
Secretary - Superintendent	226

Hourly		Hours	\$28.40	\$34.68	\$40.96
226	Days	8	51,347	62,701	74,056

2022-2023 Extra Duty Stipends

Crosby ISD

Category	Assignment	Level	Proposed Stipend
Academics			
	Agriculture Sponsor	HS	1,500
	Debate Sponsor	HS	2,500
	Department Chair	ELEM	750
	Department Chair	MS	1,500
	Department Chair	HS	2,000
	Journalism	MS	500
	Journalism/Yearbook	HS	2,000
	JROTC		2,500
	NHS Sponsor	HS	1,000
	OnRamps Stipend		500
	Student Council	MS	1,000
	Student Council	HS	1,500
	Summer Testing		2,200
	UIL Coordinator	MS	1,500
	UIL Coordinator	HS	2,500
	UIL Sponsor (Per Team)	MS	500
	UIL Sponsor (Per Team)	HS	750
	VAC Teacher		3,500
	Yearbook	MS	2,000
Athletics			
	Baseball, Asst	HS	5,000
	Baseball, Head	HS	6,500
	Basketball, Asst	MS	2,000
	Basketball, Asst	HS	5,000
	Basketball, Head	MS	2,500
	Basketball, Head	HS	8,500
	Coordinator, Athletics	MS	2,000
	Cross Country, Asst	MS	2,000
	Cross Country, Head	HS	5,500
	Football, Asst	MS	4,000
	Football, Asst - 9th	HS	7,500
	Football, Asst - Varsity	HS	8,500
	Football, Defensive Coordinator	HS	10,000
	Football, Head	MS	5,000
	Football, Off Season Coordinator	HS	3,000
	Football, Offensive Coordinator	HS	10,000
	Golf, Head	HS	6,000
	Gym Coordinator	HS	1,000
	Powerlifting, Head	HS	4,000

Athletics (continue)		
Soccer, Asst	HS	4,200
Soccer, Head	HS	6,500
Soccer, Head	MS	2,000
Softball, Asst	HS	4,200
Softball, Head	HS	6,500
Swim, Head	HS	6,500
Tennis, Head	HS	6,800
Track, Asst	MS	2,000
Track, Asst	HS	3,750
Track, Head	MS	2,500
Track, Head	HS	6,000
Video/Scoreboard Keeper	HS	4,000
Volleyball, Asst	MS	2,000
Volleyball, Asst	HS	5,000
Volleyball, Head	MS	2,500
Volleyball, Head	HS	8,500
Other		
Bass Club Sponsor		1,500
Community Relations Liaison		5,000
College and Career Counselor		2,000
District Lead Counselor		3,000
District Lead Nurse		1,500
Master Scheduler		1,000
Night School Administrator		2,000
Night School Counselor		2,000
Night School Teacher		4,000
Prom Sponsor		1,000
Webmaster		500
Performing Arts		
Band, Asst	HS	8,500
Band, Director	MS	7,500
Cheer Coach	MS	2,500
Cheer Coach, JV	HS	3,000
Cheer Coach, Varsity	HS	6,000
Choir Director	MS	4,000
Choir Director	HS	7,000
Dance Coach, Head	MS	2,500
Dance Coach, Asst	MS	1,500
Dance Coach, Head	HS	7,000
Dance Coach, Asst	HS	3,000
Drama Sponsor	MS	1,500
Drama Sponsor	HS	5,000
Drama, Asst	HS	2,000

2022-2023 Teacher Pay Scale Stipends

Crosby ISD

Category	Assignment	Level	Proposed Stipend
Subjects			
	Math - Certified	MS	1,500
	Math - Certified	HS	3,000
	Science - Certified	MS	1,500
	Science - Composite	HS	3,000
	Science - No Composite - Subject Specific	HS	1,500
Programs			
	ESL		1,500
	Bilingual		3,000
	Bilingual - Critical Needs (ESSER Funds Only)		1,000
	Special Ed - Behavior/PASS		1,500
	Special Ed - Life Skills		1,500
	Special Ed - Structured Learning		1,500
Other			
	Instructional Coach		3,000
	SLP Asst - Retention		1,000
	SLP - Retention		2,000
	SLP - CCC		2,000
	SLP - Certified		1,500
	Special Olympics		1,500

2022-2023 Miscellaneous Stipends

Crosby ISD

Category	Assignment	Level	Proposed Stipend
Retention* **			
	Retention - Full -Time (> 0.5 FTE)		1,000
	Retention - Part -Time (≤ 0.5 FTE)		500

*Subject to availability of federal ESSER funding.

**Board Approved April 18, 2022

2022-2023 Administrative Professional Placement Scale

Crosby ISD

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	2022-2023 Total Exp	Pay Grades									
		1	2	3	4	5	6	7	8	9	10
Minimum	0	\$281.26	\$295.32	\$330.76	\$347.30	\$364.67	\$386.55	\$421.34	\$471.90	\$500.22	\$565.18
	1	\$285.38	\$299.64	\$335.60	\$352.38	\$370.01	\$392.21	\$427.51	\$478.81	\$507.54	\$571.83
	2	\$289.50	\$303.96	\$340.44	\$357.46	\$375.35	\$397.87	\$433.68	\$485.72	\$514.86	\$578.48
	3	\$293.62	\$308.28	\$345.28	\$362.54	\$380.69	\$403.53	\$439.85	\$492.63	\$522.18	\$585.13
	4	\$297.74	\$312.60	\$350.12	\$367.62	\$386.03	\$409.19	\$446.02	\$499.54	\$529.50	\$591.78
	5	\$301.86	\$316.92	\$354.96	\$372.70	\$391.37	\$414.85	\$452.19	\$506.45	\$536.82	\$598.43
	6	\$305.98	\$321.24	\$359.80	\$377.78	\$396.71	\$420.51	\$458.36	\$513.36	\$544.14	\$605.08
	7	\$310.10	\$325.56	\$364.64	\$382.86	\$402.05	\$426.17	\$464.53	\$520.27	\$551.46	\$611.73
	8	\$314.22	\$329.88	\$369.48	\$387.94	\$407.39	\$431.83	\$470.70	\$527.18	\$558.78	\$618.38
	9	\$318.34	\$334.20	\$374.32	\$393.02	\$412.73	\$437.49	\$476.86	\$534.08	\$566.10	\$625.03
	10	\$322.45	\$338.52	\$379.16	\$398.10	\$418.06	\$443.14	\$483.02	\$540.98	\$573.42	\$631.68
	11	\$326.56	\$342.84	\$384.00	\$403.19	\$423.39	\$448.79	\$489.18	\$547.88	\$580.74	\$638.33
	12	\$330.67	\$347.16	\$388.84	\$408.28	\$428.72	\$454.44	\$495.34	\$554.78	\$588.06	\$644.98
	13	\$334.78	\$351.49	\$393.68	\$413.37	\$434.05	\$460.09	\$501.50	\$561.68	\$595.38	\$651.63
Midpoint	14	\$338.89	\$355.82	\$398.52	\$418.46	\$439.38	\$465.74	\$507.66	\$568.58	\$602.70	\$658.27
	15	\$343.00	\$360.15	\$403.37	\$423.54	\$444.72	\$471.40	\$513.83	\$575.49	\$610.02	\$664.92
	16	\$347.12	\$364.47	\$408.21	\$428.62	\$450.06	\$477.06	\$520.00	\$582.40	\$617.34	\$671.57
	17	\$351.24	\$368.79	\$413.05	\$433.70	\$455.40	\$482.72	\$526.17	\$589.31	\$624.66	\$678.22
	18	\$355.36	\$373.11	\$417.89	\$438.78	\$460.74	\$488.38	\$532.34	\$596.22	\$631.98	\$684.87
	19	\$359.48	\$377.43	\$422.73	\$443.86	\$466.08	\$494.04	\$538.51	\$603.13	\$639.30	\$691.52
	20	\$363.60	\$381.75	\$427.57	\$448.94	\$471.42	\$499.70	\$544.68	\$610.04	\$646.62	\$698.17
	21	\$367.72	\$386.07	\$432.41	\$454.02	\$476.76	\$505.36	\$550.85	\$616.95	\$653.94	\$704.82
	22	\$371.84	\$390.39	\$437.25	\$459.10	\$482.10	\$511.02	\$557.02	\$623.86	\$661.26	\$711.47
	23	\$375.96	\$394.71	\$442.09	\$464.18	\$487.44	\$516.68	\$563.19	\$630.77	\$668.58	\$718.12
	24	\$380.07	\$399.03	\$446.93	\$469.26	\$492.78	\$522.34	\$569.35	\$637.67	\$675.90	\$724.77
	25	\$384.18	\$403.35	\$451.77	\$474.34	\$498.11	\$527.99	\$575.51	\$644.57	\$683.22	\$731.42
	26	\$388.29	\$407.68	\$456.61	\$479.43	\$503.44	\$533.64	\$581.67	\$651.47	\$690.54	\$738.07
	27	\$392.40	\$412.01	\$461.45	\$484.52	\$508.77	\$539.29	\$587.83	\$658.37	\$697.86	\$744.72
	28	\$396.51	\$416.34	\$466.29	\$489.61	\$514.10	\$544.94	\$593.99	\$665.27	\$705.18	\$751.37
	29	\$400.62	\$420.66	\$471.14	\$494.70	\$519.43	\$550.59	\$600.15	\$672.17	\$712.50	\$758.01
Maximum	30	\$404.74	\$424.98	\$475.98	\$499.78	\$524.77	\$556.25	\$606.32	\$679.08	\$719.82	\$764.66
Exp Increment		\$4.12	\$4.32	\$4.84	\$5.08	\$5.34	\$5.66	\$6.17	\$6.91	\$7.32	\$6.65

2022-2023 Clerical Technical Placement Scale

Crosby ISD

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	2022-2023 Total Exp	Pay Grades							
		1	2	3	4	5	6	7	8
Minimum	0	\$13.00	\$13.65	\$14.47	\$15.34	\$16.87	\$19.40	\$23.28	\$28.40
	1	\$13.19	\$13.85	\$14.68	\$15.57	\$17.12	\$19.69	\$23.62	\$28.82
	2	\$13.38	\$14.05	\$14.89	\$15.79	\$17.36	\$19.97	\$23.96	\$29.23
	3	\$13.57	\$14.25	\$15.10	\$16.01	\$17.60	\$20.25	\$24.30	\$29.64
	4	\$13.76	\$14.45	\$15.31	\$16.23	\$17.84	\$20.53	\$24.64	\$30.05
	5	\$13.95	\$14.65	\$15.52	\$16.45	\$18.08	\$20.81	\$24.98	\$30.46
	6	\$14.14	\$14.85	\$15.73	\$16.67	\$18.32	\$21.09	\$25.32	\$30.87
	7	\$14.33	\$15.05	\$15.94	\$16.89	\$18.56	\$21.37	\$25.66	\$31.28
	8	\$14.52	\$15.25	\$16.15	\$17.11	\$18.80	\$21.65	\$26.00	\$31.69
	9	\$14.71	\$15.45	\$16.36	\$17.33	\$19.04	\$21.93	\$26.34	\$32.10
	10	\$14.90	\$15.65	\$16.57	\$17.55	\$19.28	\$22.21	\$26.68	\$32.51
	11	\$15.09	\$15.85	\$16.78	\$17.77	\$19.52	\$22.49	\$27.02	\$32.92
	12	\$15.28	\$16.05	\$16.99	\$17.99	\$19.76	\$22.77	\$27.36	\$33.33
	13	\$15.47	\$16.25	\$17.20	\$18.21	\$20.00	\$23.05	\$27.70	\$33.74
	14	\$15.66	\$16.45	\$17.41	\$18.43	\$20.24	\$23.33	\$28.04	\$34.15
Midpoint	15	\$15.87	\$16.67	\$17.67	\$18.73	\$20.60	\$23.69	\$28.43	\$34.68
Maximum		\$18.74	\$19.69	\$20.87	\$22.12	\$24.33	\$27.98	\$33.58	\$40.96