

2026 - 2027



**COMPENSATION
SCHEDULES**

**PROPOSED:
May 18, 2026**

Crosby ISD

2026-2027 New Hire Guide for Teachers

| Years of Experience | New Hire Salary |
|---------------------|-----------------|
| 0 (Uncertified) | \$67,750 |
| 0 (Certified) | \$68,100 |
| 1 | \$68,450 |
| 2 | \$68,800 |
| 3 | \$69,650 |
| 4 | \$70,000 |
| 5 | \$72,850 |
| 6 | \$73,200 |
| 7 | \$73,535 |
| 8 | \$73,885 |
| 9 | \$74,235 |
| 10 | \$74,585 |
| 11 | \$74,935 |
| 12 | \$75,285 |
| 13 | \$75,635 |
| 14 | \$75,985 |
| 15 | \$76,335 |
| 16 | \$76,685 |
| 17 | \$77,035 |
| 18 | \$77,385 |
| 19 | \$77,735 |
| 20 | \$78,085 |
| 21 | \$78,435 |
| 22 | \$78,785 |
| 23 | \$79,135 |
| 24 | \$79,485 |
| 25+ | \$79,835 |

Continuing teachers will receive an increase of:
\$2,150

The salaries listed above are based on 10-month employment for the 2026-2027 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

2026-2027 Administrative Professional Pay Plan

Crosby ISD

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum |
|-----------|--------------------------------------|------------------------------------|---------------------------|------------|------------|
| 1 | | | | | |
| | CEF Executive Director | 226 | Daily \$ 298.15 | \$ 363.60 | \$ 429.05 |
| | Maintenance Supervisor | 260 | 226 Days \$ 67,382 | \$ 82,174 | \$ 96,965 |
| | SIS Specialist | 226 | 260 Days \$ 77,519 | \$ 94,536 | \$ 111,553 |
| 2 | | | | | |
| | Dietician | 226 | Daily \$ 323.50 | \$ 394.51 | \$ 465.52 |
| | District Behavioral Specialist | 205 (194) | 187 Days \$ 60,495 | \$ 73,773 | \$ 87,052 |
| | HR Generalist | 226 | 205 Days \$ 66,318 | \$ 80,875 | \$ 95,432 |
| | PEIMS Coordinator | 226 | 215 Days \$ 69,553 | \$ 84,820 | \$ 100,087 |
| | SLP Assistant | 187 (176) | 226 Days \$ 73,111 | \$ 89,159 | \$ 105,208 |
| | Transition Specialist | 215 (204) | | | |
| 3 | | | | | |
| | ARD Facilitator | 205 (194) | Daily \$ 373.28 | \$ 449.74 | \$ 526.20 |
| | Athletic Trainer | 226 | 187 Days \$ 69,803 | \$ 84,101 | \$ 98,399 |
| | Counselor - ES | 210 (199) | 205 Days \$ 76,522 | \$ 92,197 | \$ 107,871 |
| | Counselor - MS | 210 (199) | 210 Days \$ 78,389 | \$ 94,445 | \$ 110,502 |
| | Diagnostician | 205 (194) | 226 Days \$ 84,361 | \$ 101,641 | \$ 118,921 |
| | District Media Specialist | 205 (194) | | | |
| | District School Therapist | 205 (194) | | | |
| | LSSP | 187 (176), 205 (194) | | | |
| | Manager - Technology | 226 | | | |
| | Network Applications Specialist | 226 | | | |
| | Nurse | 187 (176) | | | |
| | Occupational Therapist | 187 (176) | | | |
| | Physical Therapist | 187 (176) | | | |
| | Registrar - HS | 226 (215) | | | |
| | SLP | 187 (176), 205 (194) | | | |
| | Accountant | 226 | | | |
| 4 | | | | | |
| | Applications & Systems Coordinator | 226 | Daily \$ 392.18 | \$ 472.50 | \$ 552.83 |
| | Assistant Principal - ES | 210 (199) | 210 Days \$ 82,358 | \$ 99,225 | \$ 116,094 |
| | Coordinator - 504/ESL - HS | 210 (199) | 226 Days \$ 88,633 | \$ 106,785 | \$ 124,940 |
| | Coordinator - Communications | 226 | | | |
| | Counselor - HS | 210 (199), 226 (215) | | | |
| | Educational Technologist | 226 | | | |
| | Coordinator - District Discipline | 210 (199) | | | |
| 5 | | | | | |
| | Assistant Principal - MS | 210 (199), 226 (215) | Daily \$ 411.85 | \$ 496.21 | \$ 580.57 |
| | Associate Principal - MS | 226 (215) | 205 Days \$ 84,429 | \$ 101,723 | \$ 119,017 |
| | Assistant Director of Transportation | 226 | 210 Days \$ 86,489 | \$ 104,204 | \$ 121,920 |
| | Band Director | 215 (204) | 215 Days \$ 88,548 | \$ 106,685 | \$ 124,823 |
| | District Testing Coordinator | 226 | 226 Days \$ 93,078 | \$ 112,143 | \$ 131,209 |
| | Instructional Coordinator | 205(194), 210(199), 215 (204), 226 | | | |

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|----------------------------------|-----------|
| 6 | |
| Assistant Principal - HS | 210 (199) |
| Associate Principal - HS | 226 (215) |
| Dean of Instruction | 226 (215) |
| Director - Nutrition Services | 226 |
| Director - Maintenance | 226 |
| Director - Construction Services | 226 |
| Director - Transportation | 226 |
| Principal - DAEP | 215 (204) |
| Principal - ES | 215 (204) |

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|-----------------|------------------|-------------------|-------------------|
| Daily | \$ 432.57 | \$ 521.17 | \$ 609.77 |
| 210 Days | \$ 90,840 | \$ 109,446 | \$ 128,052 |
| 215 Days | \$ 93,003 | \$ 112,052 | \$ 131,101 |
| 226 Days | \$ 97,761 | \$ 117,784 | \$ 137,808 |

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| 7 | |
| Director - Accountability | 226 |
| Director - Athletics | 226 (215) |
| Director - Curriculum & Instruction | 226 |
| Director - Special Education | 226 |
| Director - Student Services | 226 |
| Director - Technology | 226 |
| Principal - MS | 226 (215) |
| Principal - Sixth Grade Campus | 226 (215) |

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|-----------------|-------------------|-------------------|-------------------|
| Daily | \$ 465.15 | \$ 547.23 | \$ 629.31 |
| 226 Days | \$ 105,124 | \$ 123,674 | \$ 142,224 |

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|----------------|-----------|
| 8 | |
| Principal - HS | 226 (215) |

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|-----------------|-------------------|-------------------|-------------------|
| Daily | \$ 516.32 | \$ 607.43 | \$ 698.54 |
| 226 Days | \$ 116,688 | \$ 137,279 | \$ 157,870 |

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| 9 | |
| Executive Director | 226 |

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|-----------------|-------------------|-------------------|-------------------|
| Daily | \$ 542.09 | \$ 637.75 | \$ 733.41 |
| 226 Days | \$ 122,512 | \$ 144,132 | \$ 165,751 |

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|--------------------------|-----|
| 10 | |
| Assistant Superintendent | 226 |
| Chief Financial Officer | 226 |
| Legal Counsel | 226 |

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|-----------------|-------------------|-------------------|-------------------|
| Daily | \$ 607.14 | \$ 714.28 | \$ 821.42 |
| 226 Days | \$ 137,214 | \$ 161,427 | \$ 185,641 |

2026-2027 Clerical Technical Pay Plan
Crosby ISD

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum |
|-----------|---|----------------------|-----------------|-----------------|--------------------------------------|
| 1 | | | | | |
| | Instructional Aide | 187 (176) | \$ 13.75 | \$ 16.78 | \$ 19.80 |
| | Library Aide | 187 (176) | 187 Days | 8 | \$ 20,570 \$ 25,103 \$ 29,621 |
| | Special Ed Aide - General/Resource/ICS | 187 (176) | | | |
| 2 | | | | | |
| | Computer Lab Aide | 187 (176) | \$ 14.50 | \$ 17.68 | \$ 20.86 |
| | ISS Aide | 187 (176) | 187 Days | 8 | \$ 21,692 \$ 26,449 \$ 31,207 |
| | Receptionist | 187 (176), 226 | 226 Days | 8 | \$ 26,216 \$ 31,965 \$ 37,715 |
| | Special Ed Aide - Self Contained/Life Skills/PASS | 187 (176) | | | |
| 3 | | | | | |
| | Attendance Clerk - ES | 205 (194) | \$ 15.50 | \$ 18.90 | \$ 22.30 |
| | Attendance Clerk - CKC | 215 (204) | 187 Days | 8 | \$ 23,188 \$ 28,274 \$ 33,361 |
| | Attendance Clerk - MS | 205 (194) | 205 Days | 8 | \$ 25,420 \$ 30,996 \$ 36,572 |
| | Grade Secretary - MS | 205 (194) | 215 Days | 8 | \$ 26,660 \$ 32,508 \$ 38,356 |
| | House Secretary - HS | 205 (194) | | | |
| | Nurse Aide | 187 (176) | | | |
| | SEMS Clerk | 187 (176), 205 (194) | | | |
| 4 | | | | | |
| | Attendance Clerk - HS | 205 (194) | \$ 16.75 | \$ 20.43 | \$ 24.11 |
| | Bookkeeper - MS | 226 (215) | 205 Days | 8 | \$ 27,470 \$ 33,505 \$ 39,540 |
| | Registrar - MS | 205 (194) | 226 Days | 8 | \$ 30,284 \$ 36,937 \$ 43,591 |
| 5 | | | | | |
| | Asst Registrar - HS | 226 (215) | \$ 18.25 | \$ 22.25 | \$ 26.26 |
| | Bookkeeper - HS | 226 (215) | 210 Days | 8 | \$ 30,660 \$ 37,380 \$ 44,117 |
| | Clerk - Accounts Payable | 226 | 226 Days | 8 | \$ 32,996 \$ 40,228 \$ 47,478 |
| | Clerk - Payroll | 226 | | | |
| | Secretary - Assoc Principal - HS | 210 (199) | | | |
| | Secretary - Principal - ES | 210 (199) | | | |
| | Secretary - Principal - MS | 226 (215) | | | |
| 6 | | | | | |
| | Financial Assistant - Nutrition Services | 226 | \$ 21.00 | \$ 25.61 | \$ 30.22 |
| | LVN | 187 (176) | 187 Days | 8 | \$ 31,416 \$ 38,313 \$ 45,209 |
| | Site Supervisor (21st Century) | 199 | 199 Days | 8 | \$ 33,432 \$ 40,771 \$ 48,110 |
| | Secretary - Athletics | 226 (215) | 226 Days | 8 | \$ 37,968 \$ 46,303 \$ 54,638 |
| | Secretary - Maintenance | 226 | | | |
| | Secretary - Principal HS | 226 (215) | | | |
| | Secretary - Special Education | 226 | | | |
| | Secretary - Technology Services | 226 | | | |
| | Secretary - Transportation | 226 | | | |

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| PC Technician | 226 |
| Secretary - HR | 226 |
| Secretary - Exec Director | 226 |
| Secretary - Assistant Superintendent | 226 |
| Specialist - Accounting | 226 |
| Specialist - Accounts Payable/Purchasing | 226 |
| Specialist - Benefits | 226 |
| Specialist - Human Resources | 226 |
| Specialist - Payroll | 226 |

| | | | | |
|-----------------|--------------|------------------|------------------|------------------|
| Hourly | Hours | \$ 26.00 | \$ 31.71 | \$ 37.42 |
| 226 Days | 8 | \$ 47,008 | \$ 57,332 | \$ 67,655 |

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| 8 |
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| Secretary - Superintendent | 226 |
|----------------------------|-----|

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|-----------------|--------------|------------------|------------------|------------------|
| Hourly | Hours | \$ 32.50 | \$ 39.64 | \$ 46.78 |
| 226 Days | 8 | \$ 58,760 | \$ 71,669 | \$ 84,578 |

2026-2027 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 | Total Exp | Pay Grades | | | | | | | |
|----------------|-----------|------------|----------|----------|----------|----------|----------|----------|----------|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| Minimum | 0 | \$ 13.75 | \$ 14.50 | \$ 15.50 | \$ 16.75 | \$ 18.25 | \$ 21.00 | \$ 26.00 | \$ 32.50 |
| | 1 | \$ 13.92 | \$ 14.68 | \$ 15.69 | \$ 16.95 | \$ 18.47 | \$ 21.26 | \$ 26.32 | \$ 32.90 |
| | 2 | \$ 14.08 | \$ 14.85 | \$ 15.87 | \$ 17.15 | \$ 18.69 | \$ 21.51 | \$ 26.63 | \$ 33.29 |
| | 3 | \$ 14.24 | \$ 15.02 | \$ 16.05 | \$ 17.35 | \$ 18.91 | \$ 21.76 | \$ 26.94 | \$ 33.68 |
| | 4 | \$ 14.40 | \$ 15.19 | \$ 16.23 | \$ 17.55 | \$ 19.13 | \$ 22.01 | \$ 27.25 | \$ 34.07 |
| | 5 | \$ 14.56 | \$ 15.36 | \$ 16.41 | \$ 17.75 | \$ 19.35 | \$ 22.26 | \$ 27.56 | \$ 34.46 |
| | 6 | \$ 14.72 | \$ 15.53 | \$ 16.59 | \$ 17.95 | \$ 19.57 | \$ 22.51 | \$ 27.87 | \$ 34.85 |
| | 7 | \$ 14.88 | \$ 15.70 | \$ 16.77 | \$ 18.15 | \$ 19.79 | \$ 22.76 | \$ 28.18 | \$ 35.24 |
| | 8 | \$ 15.04 | \$ 15.87 | \$ 16.95 | \$ 18.35 | \$ 20.01 | \$ 23.01 | \$ 28.49 | \$ 35.63 |
| | 9 | \$ 15.20 | \$ 16.04 | \$ 17.13 | \$ 18.55 | \$ 20.23 | \$ 23.26 | \$ 28.80 | \$ 36.02 |
| | 10 | \$ 15.36 | \$ 16.21 | \$ 17.31 | \$ 18.75 | \$ 20.45 | \$ 23.51 | \$ 29.11 | \$ 36.41 |
| | 11 | \$ 15.52 | \$ 16.38 | \$ 17.49 | \$ 18.95 | \$ 20.67 | \$ 23.76 | \$ 29.42 | \$ 36.80 |
| | 12 | \$ 15.68 | \$ 16.55 | \$ 17.67 | \$ 19.15 | \$ 20.89 | \$ 24.01 | \$ 29.73 | \$ 37.19 |
| | 13 | \$ 15.84 | \$ 16.72 | \$ 17.85 | \$ 19.35 | \$ 21.11 | \$ 24.26 | \$ 30.04 | \$ 37.58 |
| | 14 | \$ 16.00 | \$ 16.89 | \$ 18.03 | \$ 19.55 | \$ 21.33 | \$ 24.51 | \$ 30.35 | \$ 37.97 |
| | 15 | \$ 16.16 | \$ 17.06 | \$ 18.21 | \$ 19.75 | \$ 21.55 | \$ 24.76 | \$ 30.66 | \$ 38.36 |
| | 16 | \$ 16.32 | \$ 17.23 | \$ 18.39 | \$ 19.95 | \$ 21.77 | \$ 25.01 | \$ 30.97 | \$ 38.75 |
| 17 | \$ 16.48 | \$ 17.40 | \$ 18.57 | \$ 20.15 | \$ 21.99 | \$ 25.26 | \$ 31.28 | \$ 39.14 | |
| Midpoint | 18 | \$ 16.78 | \$ 17.68 | \$ 18.90 | \$ 20.43 | \$ 22.25 | \$ 25.61 | \$ 31.71 | \$ 39.64 |
| Maximum | | \$ 19.80 | \$ 20.86 | \$ 22.30 | \$ 24.11 | \$ 26.26 | \$ 30.22 | \$ 37.42 | \$ 46.78 |

2026-2027 Auxiliary Pay Plan
Crosby ISD

| Pay Grade | Job Title | Calendars | Hourly | Hours | Minimum | Midpoint | Maximum |
|-----------|---------------------------------------|------------|-----------------|-----------------|-----------------|-----------|-----------|
| 1 | Custodian | 260 | \$ 13.25 | \$ 15.91 | \$ 18.57 | | |
| | Food Service Worker | 172 Days 6 | 172 Days | 6.0 | \$ 13,674 | \$ 16,419 | \$ 19,164 |
| | | 172 Days 7 | 172 Days | 7.0 | \$ 15,953 | \$ 19,156 | \$ 22,358 |
| | | 172Days7.5 | 172 Days | 7.5 | \$ 17,093 | \$ 20,524 | \$ 23,955 |
| | | | 260 Days | 8 | \$ 27,560 | \$ 33,093 | \$ 38,626 |
| 2 | Cashier | 172 Days 7 | 172 Days | 7.0 | \$ 17,458 | \$ 20,962 | \$ 24,465 |
| | Groundsman I | 260 | 260 Days | 8 | \$ 30,160 | \$ 36,213 | \$ 42,266 |
| 3 | Groundsman II | 260 | 260 Days | 8 | \$ 31,720 | \$ 38,085 | \$ 44,450 |
| | Head Custodian | 260 | | | | | |
| 4 | Cafeteria Asst Manager - SEC | 174CNMGR | 174 Days | 8.5 | \$ 26,252 | \$ 31,517 | \$ 36,783 |
| | Cafeteria Manager - ES | 174CNMGR | 187 Days | 8 | \$ 26,554 | \$ 31,880 | \$ 37,206 |
| | Dispatcher - Transportation | 226 | 226 Days | 8 | \$ 32,092 | \$ 38,528 | \$ 44,965 |
| | Security Guard | 187 (176) | | | | | |
| 5 | Cafeteria Manager - HS | 174CNMGR | 174 Days | 8.5 | \$ 29,580 | \$ 35,511 | \$ 41,442 |
| | Cafeteria Manager - MS | 174CNMGR | 226 Days | 8 | \$ 36,160 | \$ 43,410 | \$ 50,660 |
| | Fleet Maintenance Clerk | 226 | 260 Days | 8 | \$ 41,600 | \$ 49,941 | \$ 58,282 |
| | Maintenance Worker | 260 | | | | | |
| 6 | Manager - Transportation Operations | 226 | 226 Days | 8 | \$ 42,036 | \$ 50,461 | \$ 58,887 |
| | Mechanic | 260 | 260 Days | 8 | \$ 48,360 | \$ 58,053 | \$ 67,746 |
| | Supervisor - Nutrition Services - ES | 226 | | | | | |
| 7 | Maintenance Worker - Certified | 260 | 226 Days | 8 | \$ 49,720 | \$ 59,682 | \$ 69,644 |
| | Supervisor - Custodial | 260 | 260 Days | 8 | \$ 57,200 | \$ 68,661 | \$ 80,122 |
| | Supervisor - Nutrition Services - SEC | 226 | | | | | |
| 8 | Chief Mechanic | 260 | 260 Days | 8 | \$ 69,160 | \$ 83,034 | \$ 96,907 |
| | | | | | | | |
| BA | Bus Aide | 171 DAYS 6 | 171 Days | 6 | \$ 14,364 | \$ 17,227 | \$ 20,089 |
| | | | | | | | |
| BD | Bus Driver | 171 DAYS 6 | 171 Days | 6 | \$ 25,804 | \$ 30,698 | \$ 35,592 |
| | | 171DAYS7.5 | 171 Days | 7.5 | \$ 32,255 | \$ 38,372 | \$ 44,490 |
| | Bus Driver/Courier | 226 (215) | 226 Days | 8 | \$ 45,471 | \$ 54,095 | \$ 62,720 |

2026-2027 Auxiliary 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 | Total Exp | Pay Grades | | | | | | | | | |
|-----------------|-----------|------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | BA | BD |
| Minimum | 0 | \$ 13.25 | \$ 14.50 | \$ 15.25 | \$ 17.75 | \$ 20.00 | \$ 23.25 | \$ 27.50 | \$ 33.25 | \$ 14.00 | \$ 25.15 |
| | 1 | \$ 13.40 | \$ 14.66 | \$ 15.42 | \$ 17.95 | \$ 20.22 | \$ 23.51 | \$ 27.81 | \$ 33.62 | \$ 14.16 | \$ 25.42 |
| | 2 | \$ 13.54 | \$ 14.82 | \$ 15.59 | \$ 18.15 | \$ 20.45 | \$ 23.77 | \$ 28.11 | \$ 33.99 | \$ 14.31 | \$ 25.68 |
| | 3 | \$ 13.68 | \$ 14.98 | \$ 15.76 | \$ 18.34 | \$ 20.67 | \$ 24.03 | \$ 28.42 | \$ 34.36 | \$ 14.46 | \$ 25.95 |
| | 4 | \$ 13.82 | \$ 15.14 | \$ 15.93 | \$ 18.54 | \$ 20.89 | \$ 24.29 | \$ 28.72 | \$ 34.73 | \$ 14.61 | \$ 26.21 |
| | 5 | \$ 13.96 | \$ 15.30 | \$ 16.10 | \$ 18.74 | \$ 21.11 | \$ 24.54 | \$ 29.03 | \$ 35.10 | \$ 14.76 | \$ 26.48 |
| | 6 | \$ 14.10 | \$ 15.46 | \$ 16.27 | \$ 18.94 | \$ 21.34 | \$ 24.80 | \$ 29.34 | \$ 35.47 | \$ 14.91 | \$ 26.74 |
| | 7 | \$ 14.24 | \$ 15.62 | \$ 16.44 | \$ 19.13 | \$ 21.56 | \$ 25.06 | \$ 29.64 | \$ 35.84 | \$ 15.06 | \$ 27.01 |
| | 8 | \$ 14.38 | \$ 15.78 | \$ 16.61 | \$ 19.33 | \$ 21.78 | \$ 25.32 | \$ 29.95 | \$ 36.21 | \$ 15.21 | \$ 27.27 |
| | 9 | \$ 14.52 | \$ 15.94 | \$ 16.78 | \$ 19.53 | \$ 22.01 | \$ 25.58 | \$ 30.26 | \$ 36.59 | \$ 15.36 | \$ 27.54 |
| | 10 | \$ 14.66 | \$ 16.10 | \$ 16.95 | \$ 19.73 | \$ 22.23 | \$ 25.84 | \$ 30.56 | \$ 36.96 | \$ 15.51 | \$ 27.80 |
| | 11 | \$ 14.80 | \$ 16.26 | \$ 17.12 | \$ 19.93 | \$ 22.45 | \$ 26.10 | \$ 30.87 | \$ 37.33 | \$ 15.66 | \$ 28.07 |
| | 12 | \$ 14.94 | \$ 16.42 | \$ 17.29 | \$ 20.12 | \$ 22.67 | \$ 26.36 | \$ 31.17 | \$ 37.70 | \$ 15.81 | \$ 28.33 |
| | 13 | \$ 15.08 | \$ 16.58 | \$ 17.46 | \$ 20.32 | \$ 22.90 | \$ 26.62 | \$ 31.48 | \$ 38.07 | \$ 15.96 | \$ 28.60 |
| | 14 | \$ 15.22 | \$ 16.74 | \$ 17.63 | \$ 20.52 | \$ 23.12 | \$ 26.87 | \$ 31.79 | \$ 38.44 | \$ 16.11 | \$ 28.86 |
| | 15 | \$ 15.36 | \$ 16.90 | \$ 17.80 | \$ 20.72 | \$ 23.34 | \$ 27.13 | \$ 32.09 | \$ 38.81 | \$ 16.26 | \$ 29.13 |
| | 16 | \$ 15.50 | \$ 17.06 | \$ 17.97 | \$ 20.91 | \$ 23.56 | \$ 27.39 | \$ 32.40 | \$ 39.18 | \$ 16.41 | \$ 29.39 |
| 17 | \$ 15.64 | \$ 17.22 | \$ 18.14 | \$ 21.11 | \$ 23.79 | \$ 27.65 | \$ 32.70 | \$ 39.55 | \$ 16.56 | \$ 29.66 | |
| Midpoint | 18 | \$ 15.91 | \$ 17.41 | \$ 18.31 | \$ 21.31 | \$ 24.01 | \$ 27.91 | \$ 33.01 | \$ 39.92 | \$ 16.79 | \$ 29.92 |
| Maximum | | \$ 18.57 | \$ 20.32 | \$ 21.37 | \$ 24.87 | \$ 28.02 | \$ 32.57 | \$ 38.52 | \$ 46.59 | \$ 19.58 | \$ 34.69 |

Additional Rates for BA & BD:

Alternate Driver: Driver Rate + \$1.08/hr

Aide Driver: Aide Rate + \$2.00/hr

Trainer: Driver Rate +1.00/hr for training hours only outside of work schedule

Substitute Driver: \$24.00

Substitute Aides: \$13.00

Hourly Monitors/Trainees: \$13.00

2026-2027 Extra Duty Pay Rates

Crosby ISD

| Category | Assignment | Rate |
|-----------------------|--|-------------------------|
| Academics | | |
| | Crossroad Academy - Teacher & AP | \$30/hr |
| | Night School - Teacher (not receiving Night School Stipend) | \$30/hr |
| | Detention | Employee Hourly Rate |
| | Clinicians | \$32-40/hr |
| | TCLAS Interventionist | \$125/day |
| | Homebound Teacher | \$40/hr |
| | Tutorials (Teachers - After School/Saturdays) | \$35/hr |
| | (Excluding one day for secondary teachers for required tutorials) | |
| | Tutorials (Substitutes - 1/2 Day or Whole Day) | See Substitute Rates |
| | Sacred Heart Tutor (Private Non-Profit) | \$25/hr |
| Summer Program | | |
| | Summer School Principal | \$6,000/Summer |
| | Summer School Asst. Principal | \$3,500/Summer |
| | Summer School Teacher | \$35/hr |
| | Summer School Aide | \$20/hr |
| SpEd | ESY Coordinator | \$40/hr |
| | ESY SpEd Teacher | \$35/hr |
| | ESY SpEd Aide | \$20/hr |
| | ESY Vocational Job Coach | \$20/hr |
| | SpEd Evaluation | \$500/Evaluation |
| | Summer Conditioning | \$20/hr |
| | Summer Workers (Custodial/Maintenance/Grounds/Technology) | \$10/hr |
| Transportation | | |
| | Trainer rate | Additional \$1/hr |
| | Training rate | \$8/hr |
| | Driving rate: Bus Aide | Additional \$2/hr |
| | Trip - Driving rate: Teacher/Coach (Drive time only for trip associated with a sport where a stipend is received.) | \$25/hr |
| Athletics | | |
| | Varsity Games | \$25/hr with Min. \$100 |
| Facility Usage | | |
| | District Supervisor | \$50/hr |
| | District Security Officer/SRO/Constable | \$45/hr |
| | Custodial Personnel (Assigned at the districts discretion) | \$30/hr |
| | Announcer | \$30/hr |
| | Cafeteria Personnel | \$30/hr |
| | Cafeteria Supervisor | \$40/hr |
| | Parking Attendant | \$15/hr |
| | Pitch Counter | \$30/hr |
| | Scoreboard/Clock Technician | \$50/hr |
| | Sound Technician | \$50/hr |
| | Theatre Director | \$50/hr |
| | Ticket Taker | \$25/hr |
| Other | | |
| | District Security Officer/SRO/Constable | \$45/hr |
| | Student Worker | \$10/hr |
| | Part-Time Worker (21st Century After School Program) | \$11/hr |

2026-2027 Teacher Pay Scale Stipends

Crosby ISD

| Category | Assignment | Level | 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 | | \$ 4,000 |
| | Special Ed - Behavior/PASS | | \$ 1,500 |
| | Special Ed - Life Skills | | \$ 1,500 |
| | Special Ed - Structured Learning | | \$ 1,500 |
| | Special Ed - Visually Impaired | | \$ 2,000 |
| 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 |

2026-2027 Extra Duty Stipends

Crosby ISD

| Category | Assignment | Level | | 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 |
| | 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 - Photography | HS | \$ | 2,000 |
| | Yearbook - Editor | HS | \$ | 2,000 |
| | 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 |
| | Campus Coordinator | HS | \$ | 10,000 |
| | Campus Coordinator | MS | \$ | 2,000 |
| | Coordinator, Girls' Athletics | HS | \$ | 10,000 |
| | Cross Country, Asst | MS | \$ | 2,000 |
| | Cross Country, Head | HS | \$ | 5,500 |
| | Football, Head | HS | \$ | 15,000 |
| | 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 (continued)

| | | | |
|-------------------------|----|----|-------|
| Recruiting Coordinator | HS | \$ | 3,000 |
| 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 |

2026-2027 Miscellaneous Stipends and Incentives

Crosby ISD

| Category | Assignment | | Stipend |
|---------------------------|---------------------------------------|----|---------|
| Referral Stipends | | | |
| | Referral Stipend - Bus Driver | \$ | 1,000 |
| | Referral Stipend - High-Need Teacher | \$ | 1,000 |
| Longevity Stipends | | | |
| | Clerical/Auxiliary | | |
| | 5 Years | \$ | 375 |
| | 10 Years | \$ | 750 |
| | 15 Years | \$ | 1,000 |
| | 20 Years | \$ | 1,250 |
| | Professional | | |
| | 5 Years | \$ | 750 |
| | 10 Years | \$ | 1,500 |
| | 15 Years | \$ | 2,000 |
| | 20 Years | \$ | 2,500 |
| Incentives | | | |
| | Attendance Incentive - Transportation | | |
| | Fall Semester | \$ | 500 |
| | Spring Semester | \$ | 500 |
| | Summer School | \$ | 100 |

2026-2027 Substitute Rates

Crosby ISD

| Category | Assignment | Rate |
|-------------------------|--|-------------|
| Administrative | | Daily Rate |
| | Counselor | |
| | Elementary | \$ 200.00 |
| | Middle School | \$ 200.00 |
| | High School | \$ 210.00 |
| | Assistant Principal | |
| | Elementary | \$ 210.00 |
| | Middle School | \$ 220.00 |
| | High School | \$ 240.00 |
| | Principal | |
| | Elementary | \$ 240.00 |
| | Middle School | \$ 260.00 |
| | High School | \$ 290.00 |
| Teacher/Clerical | | Daily Rate |
| | Paraprofessional/Non-Degreed | \$ 75.00 |
| | Non-Degreed Teacher | \$ 90.00 |
| | Degreed Teacher | \$ 100.00 |
| | Certified Teacher | \$ 125.00 |
| | Long-Term Degreed Teacher | \$ 125.00 |
| | Long-Term Certified Teacher | \$ 175.00 |
| | Long-Term Non-Degreed Teacher | \$ 100.00 |
| Auxiliary | | Hourly Rate |
| | Bus Drivers | \$ 24.00 |
| | Bus Aides | \$ 13.00 |
| | Bus Monitors/Trainees | \$ 12.50 |
| | Custodial/Maintenance/Grounds/Nutrition Services | \$ 12.50 |