

Crosby Independent School District

Proposed Compensation Schedules

2020-2021

Crosby ISD

2020-2021 New Hire Guide for Teachers

Years of Experience	New Hire Salary
0	\$59,600
1	\$59,935
2	\$60,285
3	\$60,635
4	\$60,985
5	\$61,335
6	\$61,685
7	\$62,035
8	\$62,385
9	\$62,735
10	\$63,085
11	\$63,435
12	\$63,785
13	\$64,135
14	\$64,485
15	\$64,835
16	\$65,185
17	\$65,535
18	\$65,885
19	\$66,235
20	\$66,735
21	\$67,235
22	\$67,735
23	\$68,235
24	\$68,735
25+	\$69,235

The salaries listed above are based on 10-month employment for the 2020-2021 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

2020-2021 Proposed Administrative Professional Pay Plan

Crosby ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	CEF Exec Director	226	\$241.90	\$295.00	\$348.10
	Maintenance Supervisor	260	54,669	66,670	78,671
	SIS Specialist	226	62,894	76,700	90,506
2					
	Dietician	226	\$283.02	\$345.15	\$407.28
	HR Generalist	226	52,925	64,543	76,161
	PEIMS Coordinator	226	60,283	73,517	86,751
	SLP Assistant	187	63,963	78,004	92,045
	Transition Specialist	213			
3					
	Athletic Trainer	209	\$326.89	\$398.65	\$470.41
	Counselor - ELEM	205	49,034	59,798	70,562
	Counselor - MS	210	61,128	74,548	87,967
	Diagnostician	197, 205	64,397	78,534	92,671
	LSSP	205	67,012	81,723	96,434
	Network Applications Specialist	226	68,320	83,318	98,316
	Nurse	187	68,647	83,717	98,786
	Occupational Therapist	187	73,877	90,095	106,313
	Physical Therapist	150			
	Registrar - HS	226			
	SLP	170, 197, 205			
	Staff Accountant	226			
4					
	Applications & Systems Coordinator	226	\$343.24	\$418.58	\$493.92
	Assistant Principal - ELEM	210	72,080	87,902	103,723
	Counselor - HS	210, 226	77,572	94,599	111,626
5					
	Assistant Director - Transportation	226	\$360.40	\$439.51	\$518.62
	Assistant Principal - MS	210	73,882	90,100	106,317
	Associate Principal - MS	226	75,684	92,297	108,910
	Band Director	215	77,486	94,495	111,503
	District Testing Coordinator	226	81,450	99,329	117,208
	Instructional Coordinator	205, 226			

6	
Assistant Principal - HS	210
Associate Principal - HS	226
Director - Child Nutrition	226
Director - Maintenance	226
Director - Transportation	226
Director - Finance	226
Principal - ELEM	215

Daily	\$382.02	\$465.88	\$549.74
210 Days	80,224	97,835	115,445
215 Days	82,134	100,164	118,194
226 Days	86,337	105,289	124,241

7	
Director - Athletics (Head Football)	226
Director - Special Education	226
Director - Technology	226
Principal - MS	226

Daily	\$412.58	\$503.15	\$593.72
226 Days	93,243	113,712	134,181

8	
Exec Director - Curriculum	226
Principal - HS	226

Daily	\$441.46	\$538.37	\$635.28
226 Days	99,770	121,672	143,573

9	
Asst Superintendent - HR	226
Asst Superintendent - Student Services	226
Chief Facilities and Operations Officer	226
Chief Financial Officer	226

Daily	\$587.14	\$716.03	\$844.92
226 Days	132,694	161,823	190,952

2020-2021 Proposed Clerical Technical Pay Plan

Crosby ISD

Pay Grade	Job Title	Calendars	Hourly	Hours	Minimum	Midpoint	Maximum
1			\$12.80	\$15.70	\$18.60		
	Instructional Aide	187	187 Days	8	19,149	23,487	27,826
	Library Aide	187					
	Special Ed Aide - General/Resource	187					
2			\$13.44	\$16.49	\$19.54		
	Computer Lab Aide	187	187 Days	8	20,106	24,669	29,232
	Receptionist	187					
	Special Ed Aide - Self Contained/Life Skills	187					
3			\$14.25	\$17.48	\$20.71		
	Attendance Aide - HS	187	187 Days	8	21,318	26,150	30,982
	Attendance Clerk - ELEM	199	197 Days	8	22,458	27,548	32,639
	Attendance Clerk - MS	199	199 Days	8	22,686	27,828	32,970
	Grade Secretary - MS	205	205 Days	8	23,370	28,667	33,964
	House Secretary - HS	205					
	Nurse Aide	187					
	SEMS Clerk	197					
4			\$15.10	\$18.53	\$21.96		
	Attendance Clerk - HS	199	199 Days	8	24,039	29,500	34,960
	Bookkeeper - MS	226	205 Days	8	24,764	30,389	36,014
	Registrar - MS	205	226 Days	8	27,301	33,502	39,704
5			\$16.61	\$20.38	\$24.15		
	Asst Registrar - HS	226	210 Days	8	27,905	34,238	40,572
	Bookkeeper - HS	226	226 Days	8	30,031	36,847	43,663
	Secretary - Assoc Principal HS	210					
	Secretary - Principal ELEM	210					
	Secretary - Principal MS	226					
6			\$19.10	\$23.44	\$27.78		
	Financial Assistant - Food Service	215	187 Days	8	28,574	35,066	41,559
	LVN	187	215 Days	8	32,852	40,317	47,782
	Secretary - Athletics	226	226 Days	8	34,533	42,380	50,226
	Secretary - Maintenance	226					
	Secretary - Principal HS	226					
	Secretary - Special Education	226					
	Secretary - Technology	226					
	Secretary - Transportation	226					

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PC Technician	226
Secretary - Asst Supt/Chief Officer	226
Secretary - Exec Director	226

Hourly	Hours	\$22.93	\$28.13	\$33.33	
226	Days	8	41,457	50,859	60,261

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Benefits Specialist	226
Payroll Specialist	226
Purchasing Specialist	226
Secretary - Superintendent	226
SHARS/MAC Specialist	226

Hourly	Hours	\$27.97	\$34.32	\$40.67	
226	Days	8	50,570	62,051	73,531

2020-2021 Proposed Auxiliary Pay Plan

Crosby ISD

Pay Grade	Job Title	Calendars	Hourly	Hours	Minimum	Midpoint	Maximum
1	Custodian	188, 260	\$11.60	6.5	\$13.98	\$16.36	
	Food Service Worker	176, 180	176 Days	6.5	13,270	15,993	18,716
			180 Days	7	14,616	17,615	20,614
			188 Days	8	17,446	21,026	24,605
			260 Days	8	24,128	29,078	34,029
2	Cashier	176, 180	\$13.00	6.5	\$15.66	\$18.32	
	Groundsman I	260	176 Days	6.5	14,872	17,915	20,958
			180 Days	6.5	15,210	18,322	21,434
			260 Days	8	27,040	32,573	38,106
3	Courier	226	\$13.65	8	\$16.44	\$19.23	
	Groundsman II	260	188 Days	8	20,530	24,726	28,922
	Head Custodian	188, 260	226 Days	8	24,679	29,724	34,768
			260 Days	8	28,392	34,195	39,998
4	Cafeteria Asst Manager - SEC	183	\$15.42	8	\$18.58	\$21.74	
	Cafeteria Manager - ELEM	179	179 Days	8	22,081	26,607	31,132
	Cafeteria Manager - MS	183	180 Days	8	22,205	26,755	31,306
	Security Guard	180	183 Days	8	22,575	27,201	31,827
	Transportation Dispatcher	226	226 Days	8	27,879	33,593	39,306
5	Cafeteria Manager - HS	183	\$17.89	8	\$21.55	\$25.21	
	Fleet Maintenance Clerk	226	183 Days	8	26,191	31,549	36,907
	Maintenance Worker	260	226 Days	8	32,345	38,962	45,580
			260 Days	8	37,211	44,824	52,437
6	Mechanic	260	\$20.75	8	\$25.00	\$29.25	
	FS Supervisor - ELEM	215	215 Days	8	35,690	43,000	50,310
	Transportation Ops Manager	226	226 Days	8	37,516	45,200	52,884
			260 Days	8	43,160	52,000	60,840
7	Maintenance Worker - Certified	260	\$23.66	8	\$28.50	\$33.35	
	FS Supervisor - SEC	226	226 Days	8	42,777	51,528	60,297
	Supervisor - Custodial	260	260 Days	8	49,213	59,280	69,368
8	Chief Mechanic	260	\$26.73	8	\$32.21	\$37.69	
			260 Days	8	55,598	66,997	78,395

BA
Sped Bus Aide 183, 188

Hourly	Hours	\$12.17	\$14.66	\$17.15
183 Days	6	13,363	16,097	18,831
188 Days	6	13,728	16,536	19,345

BD
Bus Driver 183, 226

Hourly	Hours	\$17.32	\$20.87	\$24.42
183 Days	6	19,017	22,915	26,813
226 Days	6	23,486	28,300	33,114

2020-2021 Proposed 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

Soccer, Asst	HS	4,200
Soccer, Head	HS	6,500
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	MS	4,000
Dance Coach	HS	7,000
Drama Sponsor	MS	1,500
Drama Sponsor	HS	5,000
Drama, Asst	HS	2,000

2020-2021 Proposed 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
	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

2020-2021 Proposed Travel Stipends

Crosby ISD

Category	Assignment	Level	Proposed Stipend
Travel	Travel		60/Month