



CROSBY INDEPENDENT SCHOOL DISTRICT

14670 FM 2100 CROSBY, TEXAS 77532

281-328-9200

Regular Agenda Item

Meeting Date	May 19, 2025
Action	Consider approval of the revised Compensation Schedules for fiscal year 2024-2025.
Motion	I move to approve the revised Compensation Schedules for fiscal year 2024-2025.
Administrative Recommendation	Approve the revised Compensation Schedules for 2024-2025.
Authority for this Action	N/A
Goal/Objective Addressed	Human Capital: Crosby ISD will recruit, hire, develop, and retain highly qualified and effective personnel.
Background	Compensation Schedules for fiscal year 2024-2025 were approved by the Board of Trustees on May 20, 2024, and subsequently revised on November 18, 2024.
Staffing Implications	<p>The proposed changes to the 2024-2025 Compensation Schedules are:</p> <ul style="list-style-type: none">• Page 2<ul style="list-style-type: none">○ Increase in calendar days for Athletic Trainer from 209 (198) to 226; discontinue 209 (198) calendar for pay grade AP 3○ Add 187 (176) calendar day option for LSSP; discontinue 150 day calendar for pay grade AP 3• Page 3<ul style="list-style-type: none">○ Discontinue the Director – Communications/Community Relations in pay grade AP 7 and add Exec Director – Communications/Community Relations in pay grade AP 9○ Discontinue the Exec Director – HR in pay grade AP 9; current employee will transfer to pay grade AP 10 as Assistant Superintendent• Page 4<ul style="list-style-type: none">○ Add Attendance Clerk – CKC on a 215 (204) calendar in pay grade CT 3; this will place the Attendance Clerk on a different calendar than the elementary campuses due to the large enrollment numbers each year at that campus• Page 5<ul style="list-style-type: none">○ Add Specialist – Human Resources job title in pay grade CT 7; no new position – current employee will receive a title change only

Budget Information	<p>The total increase for the proposed changes is \$55,748 and will be included in the fiscal year 2025-2026 budget. All changes will become effective July 1, 2025.</p> <p>The calendar changes and increase in number of duty days for the Athletic Trainer, LSSP, and Attendance Clerk – CKC will be a total of \$46,158, including benefits.</p> <p>The change in pay grade for the Director – Communications/Community Relations and Exec Director - HR would be a total of \$9,590, including benefits.</p>
Impact of this Action	Revise the current Compensation Schedules.
Attachments	Compensation Schedules 2024-2025
Resource Personnel	Yvonne M. Johnson, Chief Financial Officer