

2025 - 2026



COMPENSATION SCHEDULES

**PROPOSED:
December 15, 2025**

Crosby ISD
2025-2026 New Hire Guide for Teachers

Years of Experience	New Hire Salary
0	\$66,300
1	\$66,650
2	\$67,000
3	\$67,850
4	\$68,200
5	\$71,050
6	\$71,385
7	\$71,735
8	\$72,085
9	\$72,435
10	\$72,785
11	\$73,135
12	\$73,485
13	\$73,835
14	\$74,185
15	\$74,535
16	\$74,885
17	\$75,235
18	\$75,585
19	\$75,935
20	\$76,285
21	\$76,635
22	\$76,985
23	\$77,335
24	\$77,685
25+	\$78,185

Continuing teachers will receive an increase of:

\$2,000 - 1-2 Years of Experience

\$2,500 - 3-4 Years of Experience

\$5,000 - 5+ Years of Experience

The salaries listed above are based on 10-month employment for the 2025-2026 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

2025-2026 Administrative Professional Pay Plan

Crosby ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum
1			Daily	\$ 295.20	\$ 360.00	\$ 424.80
	CEF Executive Director	226	226 Days	\$ 66,715	\$ 81,360	\$ 96,005
	Maintenance Supervisor	260	260 Days	\$ 76,752	\$ 93,600	\$ 110,448
	SIS Specialist	226				
2			Daily	\$ 320.29	\$ 390.60	\$ 460.91
	Dietician	226	187 Days	\$ 59,894	\$ 73,042	\$ 86,190
	District Behavioral Specialist	205 (194)	205 Days	\$ 65,659	\$ 80,073	\$ 94,487
	HR Generalist	226	215 Days	\$ 68,862	\$ 83,979	\$ 99,096
	PEIMS Coordinator	226	226 Days	\$ 72,386	\$ 88,276	\$ 104,166
	SLP Assistant	187 (176)				
	Transition Specialist	215 (204)				
3			Daily	\$ 352.32	\$ 429.66	\$ 507.00
	ARD Facilitator	205 (194)	187 Days	\$ 65,884	\$ 80,346	\$ 94,809
	Athletic Trainer	226	205 Days	\$ 72,226	\$ 88,080	\$ 103,935
	Counselor - ES	210 (199)	210 Days	\$ 73,987	\$ 90,229	\$ 106,470
	Counselor - MS	210 (199)	226 Days	\$ 79,624	\$ 97,103	\$ 114,582
	Diagnostician	205 (194)				
	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			Daily	\$ 369.93	\$ 451.14	\$ 532.35
	Applications & Systems Coordinator	226	210 Days	\$ 77,685	\$ 94,739	\$ 111,794
	Assistant Principal - ES	210 (199)	226 Days	\$ 83,604	\$ 101,958	\$ 120,311
	Coordinator - 504/ESL - HS	210 (199)				
	Coordinator - Communications	226				
	Counselor - HS	210 (199), 226 (215)				
	Educational Technologist	226				
5			Daily	\$ 388.43	\$ 473.70	\$ 558.97
	Assistant Principal - MS	210 (199), 226 (215)	205 Days	\$ 79,628	\$ 97,109	\$ 114,589
	Associate Principal - MS	226 (215)	210 Days	\$ 81,570	\$ 99,477	\$ 117,384
	Assistant Director of Transportation	226	215 Days	\$ 83,512	\$ 101,846	\$ 120,179
	Band Director	215 (204)	226 Days	\$ 87,785	\$ 107,056	\$ 126,327
	District Testing Coordinator	226				
	Instructional Coordinator	205(194), 210(199), 215 (204), 226				

6		Daily	\$ 407.86	\$ 497.39	\$ 586.92
Assistant Principal - HS	210 (199)	210 Days	\$ 85,651	\$ 104,452	\$ 123,253
Associate Principal - HS	226 (215)	215 Days	\$ 87,690	\$ 106,939	\$ 126,188
Dean of Instruction	226 (215)	226 Days	\$ 92,176	\$ 112,410	\$ 132,644
Director - Nutrition Services	226				
Director - Maintenance	226				
Director - Construction Services	226				
Director - Transportation	226				
Principal - DAEP	215 (204)				
Principal - ES	215 (204)				

7		Daily	\$ 452.38	\$ 532.21	\$ 612.04
Director - Accountability	226	226 Days	\$ 102,238	\$ 120,279	\$ 138,321
Director - Athletics (Head Football)	226 (215)				
Director - Curriculum & Instruction	226				
Director - Special Education	226				
Director - Student Services	226				
Director - Technology	226				
Principal - MS	226 (215)				

8		Daily	\$ 506.67	\$ 596.08	\$ 685.49
Principal - HS	226 (215)	226 Days	\$ 114,507	\$ 134,714	\$ 154,921

9		Daily	\$ 537.06	\$ 631.84	\$ 726.62
Exec Director - Communications/Community Relations	226	226 Days	\$ 121,376	\$ 142,796	\$ 164,216
Exec Director - Operations	226				

10		Daily	\$ 606.88	\$ 713.98	\$ 821.08
Assistant Superintendent	226	226 Days	\$ 137,155	\$ 161,359	\$ 185,564
Chief Financial Officer	226				

2025-2026 Clerical Technical Pay Plan

Crosby ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1			Hourly	Hours	\$ 13.40 \$ 16.35 \$ 19.30
	Instructional Aide	187 (176)	187 Days	8	\$ 20,046 \$ 24,460 \$ 28,873
	Library Aide	187 (176)			
	Special Ed Aide - General/Resource/ICS	187 (176)			
2			Hourly	Hours	\$ 14.10 \$ 17.22 \$ 20.34
	Computer Lab Aide	187 (176)	187 Days	8	\$ 21,094 \$ 25,761 \$ 30,429
	ISS Aide	187 (176)	226 Days	8	\$ 25,493 \$ 31,134 \$ 36,775
	Receptionist	187 (176), 226			
	Special Ed Aide - Self Contained/Life Skills/PASS	187 (176)			
3			Hourly	Hours	\$ 15.10 \$ 18.45 \$ 21.80
	Attendance Clerk - ES	205 (194)	187 Days	8	\$ 22,590 \$ 27,601 \$ 32,613
	Attendance Clerk - CKC	215 (204)	205 Days	8	\$ 24,764 \$ 30,258 \$ 35,752
	Attendance Clerk - MS	205 (194)	215 Days	8	\$ 25,972 \$ 31,734 \$ 37,496
	Grade Secretary - MS	205 (194)			
	House Secretary - HS	205 (194)			
	Nurse Aide	187 (176)			
	SEMS Clerk	187 (176), 205 (194)			
4			Hourly	Hours	\$ 16.45 \$ 20.09 \$ 23.73
	Attendance Clerk - HS	205 (194)	205 Days	8	\$ 26,978 \$ 32,948 \$ 38,917
	Bookkeeper - MS	226 (215)	226 Days	8	\$ 29,742 \$ 36,323 \$ 42,904
	Registrar - MS	205 (194)			
5			Hourly	Hours	\$ 17.95 \$ 21.92 \$ 25.89
	Asst Registrar - HS	226 (215)	210 Days	8	\$ 30,156 \$ 36,826 \$ 43,495
	Bookkeeper - HS	226 (215)	226 Days	8	\$ 32,454 \$ 39,631 \$ 46,809
	Clerk - Accounts Payable	226			
	Clerk - Payroll	226			
	Secretary - Assoc Principal - HS	210 (199)			
	Secretary - Principal - ES	210 (199)			
	Secretary - Principal - MS	226 (215)			
6			Hourly	Hours	\$ 20.60 \$ 25.16 \$ 29.72
	Financial Assistant - Nutrition Services	226	187 Days	8	\$ 30,818 \$ 37,639 \$ 44,461
	LVN	187 (176)	199 Days	8	\$ 32,795 \$ 40,055 \$ 47,314
	Site Supervisor (21st Century)	199	226 Days	8	\$ 37,245 \$ 45,489 \$ 53,734
	Secretary - Athletics	226 (215)			
	Secretary - Maintenance	226			
	Secretary - Principal HS	226 (215)			
	Secretary - Special Education	226			
	Secretary - Technology Services	226			
	Secretary - Transportation	226			

7

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	\$ 25.75	\$ 31.45	\$ 37.15
226 Days	8	\$ 46,556	\$ 56,862	\$ 67,167

8

Secretary - Superintendent	226
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Hourly	Hours	\$ 32.10	\$ 37.77	\$ 43.44
226 Days	8	\$ 58,037	\$ 68,288	\$ 78,540

2025-2026 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	\$ 13.40	\$ 14.10	\$ 15.10	\$ 16.45	\$ 17.95	\$ 20.60	\$ 25.75	\$ 32.10
	1	\$ 13.60	\$ 14.31	\$ 15.32	\$ 16.69	\$ 18.21	\$ 20.90	\$ 26.13	\$ 32.48
	2	\$ 13.79	\$ 14.51	\$ 15.54	\$ 16.93	\$ 18.47	\$ 21.20	\$ 26.51	\$ 32.85
	3	\$ 13.98	\$ 14.71	\$ 15.76	\$ 17.17	\$ 18.73	\$ 21.50	\$ 26.89	\$ 33.22
	4	\$ 14.17	\$ 14.91	\$ 15.98	\$ 17.41	\$ 18.99	\$ 21.80	\$ 27.27	\$ 33.59
	5	\$ 14.36	\$ 15.11	\$ 16.20	\$ 17.65	\$ 19.25	\$ 22.10	\$ 27.65	\$ 33.96
	6	\$ 14.55	\$ 15.31	\$ 16.42	\$ 17.89	\$ 19.51	\$ 22.40	\$ 28.03	\$ 34.33
	7	\$ 14.74	\$ 15.51	\$ 16.64	\$ 18.13	\$ 19.77	\$ 22.70	\$ 28.41	\$ 34.70
	8	\$ 14.93	\$ 15.71	\$ 16.86	\$ 18.37	\$ 20.03	\$ 23.00	\$ 28.79	\$ 35.07
	9	\$ 15.12	\$ 15.91	\$ 17.08	\$ 18.61	\$ 20.29	\$ 23.30	\$ 29.17	\$ 35.44
	10	\$ 15.31	\$ 16.11	\$ 17.30	\$ 18.85	\$ 20.55	\$ 23.60	\$ 29.55	\$ 35.81
	11	\$ 15.50	\$ 16.31	\$ 17.52	\$ 19.09	\$ 20.81	\$ 23.90	\$ 29.93	\$ 36.18
	12	\$ 15.69	\$ 16.51	\$ 17.74	\$ 19.33	\$ 21.07	\$ 24.20	\$ 30.31	\$ 36.55
	13	\$ 15.88	\$ 16.71	\$ 17.96	\$ 19.57	\$ 21.33	\$ 24.50	\$ 30.69	\$ 36.92
	14	\$ 16.07	\$ 16.91	\$ 18.18	\$ 19.81	\$ 21.59	\$ 24.80	\$ 31.07	\$ 37.29
Midpoint	15	\$ 16.35	\$ 17.22	\$ 18.45	\$ 20.09	\$ 21.92	\$ 25.16	\$ 31.45	\$ 37.77
Maximum		\$ 19.30	\$ 20.34	\$ 21.80	\$ 23.73	\$ 25.89	\$ 29.72	\$ 37.15	\$ 43.44

2025-2026 Auxiliary Pay Plan

Crosby ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Custodian	260	Hourly	Hours	\$ 13.00 \$ 15.66 \$ 18.32
	Food Service Worker	172 Days 6	172 Days	6.0	\$ 13,416 \$ 16,161 \$ 18,906
		172 Days 7	172 Days	7.0	\$ 15,652 \$ 18,855 \$ 22,057
		172Days7.5	172 Days	7.5	\$ 16,770 \$ 20,201 \$ 23,633
			260 Days	8	\$ 27,040 \$ 32,573 \$ 38,106
2					
	Cashier	172 Days 7	Hourly	Hours	\$ 14.25 \$ 17.16 \$ 20.07
	Groundsman I	260	172 Days	7.0	\$ 17,157 \$ 20,661 \$ 24,164
			260 Days	8	\$ 29,640 \$ 35,693 \$ 41,746
3					
	Groundsman II	260	Hourly	Hours	\$ 15.00 \$ 18.06 \$ 21.12
	Head Custodian	260	260 Days	8	\$ 31,200 \$ 37,565 \$ 43,930
4					
	Cafeteria Asst Manager - SEC	174CNMGR	Hourly	Hours	\$ 17.50 \$ 21.09 \$ 24.68
	Cafeteria Manager - ES	174CNMGR	174 Days	8.5	\$ 25,883 \$ 31,192 \$ 36,502
	Dispatcher - Transportation	226	187 Days	8	\$ 26,180 \$ 31,551 \$ 36,921
	Security Guard	187 (176)	226 Days	8	\$ 31,640 \$ 38,131 \$ 44,621
5					
	Cafeteria Manager - HS	174CNMGR	Hourly	Hours	\$ 19.80 \$ 23.85 \$ 27.90
	Cafeteria Manager - MS	174CNMGR	174 Days	8.5	\$ 29,284 \$ 35,274 \$ 41,264
	Fleet Maintenance Clerk	226	226 Days	8	\$ 35,798 \$ 43,121 \$ 50,443
	Maintenance Worker	260	260 Days	8	\$ 41,184 \$ 49,608 \$ 58,032
6					
	Manager - Transportation Operations	226	Hourly	Hours	\$ 23.00 \$ 27.71 \$ 32.42
	Mechanic	260	226 Days	8	\$ 41,584 \$ 50,100 \$ 58,615
	Supervisor - Nutrition Services - ES	226	260 Days	8	\$ 47,840 \$ 57,637 \$ 67,434
7					
	Maintenance Worker - Certified	260	Hourly	Hours	\$ 27.15 \$ 32.71 \$ 38.27
	Supervisor - Custodial	260	226 Days	8	\$ 49,087 \$ 59,140 \$ 69,192
	Supervisor - Nutrition Services - SEC	226	260 Days	8	\$ 56,472 \$ 68,037 \$ 79,602
8					
	Chief Mechanic	260	Hourly	Hours	\$ 32.80 \$ 39.53 \$ 46.26
			260 Days	8	\$ 68,224 \$ 82,222 \$ 96,221
BA					
	Bus Aide	171 DAYS 6	Hourly	Hours	\$ 13.80 \$ 16.63 \$ 19.46
			171 Days	6	\$ 14,159 \$ 17,062 \$ 19,966
BD					
	Bus Driver	171 DAYS 6	Hourly	Hours	\$ 21.25 \$ 25.28 \$ 29.31
		171DAYS7.5	171 Days	6	\$ 21,803 \$ 25,937 \$ 30,072
			171 Days	7.5	\$ 27,253 \$ 32,422 \$ 37,590
	Bus Driver/Courier	226 (215)	226 Days	8	\$ 38,420 \$ 45,706 \$ 52,992

2025-2026 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	\$ 13.00	\$ 14.25	\$ 15.00	\$ 17.50	\$ 19.80	\$ 23.00	\$ 27.15	\$ 32.80	\$ 13.80	\$ 19.75
	1	\$ 13.18	\$ 14.44	\$ 15.20	\$ 17.74	\$ 20.07	\$ 23.31	\$ 27.52	\$ 33.25	\$ 13.99	\$ 20.02
	2	\$ 13.35	\$ 14.63	\$ 15.41	\$ 17.98	\$ 20.34	\$ 23.63	\$ 27.89	\$ 33.70	\$ 14.18	\$ 20.29
	3	\$ 13.52	\$ 14.82	\$ 15.61	\$ 18.22	\$ 20.61	\$ 23.94	\$ 28.26	\$ 34.15	\$ 14.37	\$ 20.56
	4	\$ 13.69	\$ 15.01	\$ 15.82	\$ 18.46	\$ 20.88	\$ 24.26	\$ 28.63	\$ 34.59	\$ 14.55	\$ 20.82
	5	\$ 13.86	\$ 15.20	\$ 16.02	\$ 18.70	\$ 21.15	\$ 24.57	\$ 29.00	\$ 35.04	\$ 14.74	\$ 21.09
	6	\$ 14.03	\$ 15.39	\$ 16.22	\$ 18.94	\$ 21.42	\$ 24.88	\$ 29.37	\$ 35.49	\$ 14.93	\$ 21.36
	7	\$ 14.20	\$ 15.58	\$ 16.43	\$ 19.18	\$ 21.69	\$ 25.20	\$ 29.74	\$ 35.94	\$ 15.12	\$ 21.63
	8	\$ 14.37	\$ 15.77	\$ 16.63	\$ 19.41	\$ 21.96	\$ 25.51	\$ 30.12	\$ 36.39	\$ 15.31	\$ 21.90
	9	\$ 14.54	\$ 15.96	\$ 16.84	\$ 19.65	\$ 22.23	\$ 25.83	\$ 30.49	\$ 36.84	\$ 15.50	\$ 22.17
	10	\$ 14.71	\$ 16.15	\$ 17.04	\$ 19.89	\$ 22.50	\$ 26.14	\$ 30.86	\$ 37.29	\$ 15.69	\$ 22.44
	11	\$ 14.88	\$ 16.34	\$ 17.24	\$ 20.13	\$ 22.77	\$ 26.45	\$ 31.23	\$ 37.74	\$ 15.88	\$ 22.71
	12	\$ 15.05	\$ 16.53	\$ 17.45	\$ 20.37	\$ 23.04	\$ 26.77	\$ 31.60	\$ 38.18	\$ 16.06	\$ 22.97
	13	\$ 15.22	\$ 16.72	\$ 17.65	\$ 20.61	\$ 23.31	\$ 27.08	\$ 31.97	\$ 38.63	\$ 16.25	\$ 23.24
	14	\$ 15.39	\$ 16.91	\$ 17.86	\$ 20.85	\$ 23.58	\$ 27.40	\$ 32.34	\$ 39.08	\$ 16.44	\$ 23.51
Midpoint	15	\$ 15.66	\$ 17.16	\$ 18.06	\$ 21.09	\$ 23.85	\$ 27.71	\$ 32.71	\$ 39.53	\$ 16.63	\$ 23.78
Maximum		\$ 18.32	\$ 20.07	\$ 21.12	\$ 24.68	\$ 27.90	\$ 32.42	\$ 38.27	\$ 46.26	\$ 19.46	\$ 27.81

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: \$19.00

Substitute Aides: \$12.25

Hourly Monitors/Trainees: \$12.00

2025-2026 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

2025-2026 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
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

2025-2026 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, Athletics	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

2025-2026 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

2025-2026 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	\$ 19.00
	Bus Aides	\$ 12.25
	Bus Monitors/Trainees	\$ 12.00
	Custodial/Maintenance/Grounds/Nutrition Services	\$ 12.00