



# Professional and Paraprofessional Salary Increases

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May 12, 2022

**GOAL 3**  
**EMPOWERED**  
**STAFF**



## Objective

- Provide an overview of the district's Benchmarking approach to strategic staffing
- District comparison to Region XI
- District comparison to surrounding cohort groups



**Central Support**  
Bus Drivers / Monitors  
Cafeteria Staff  
Custodial Staff

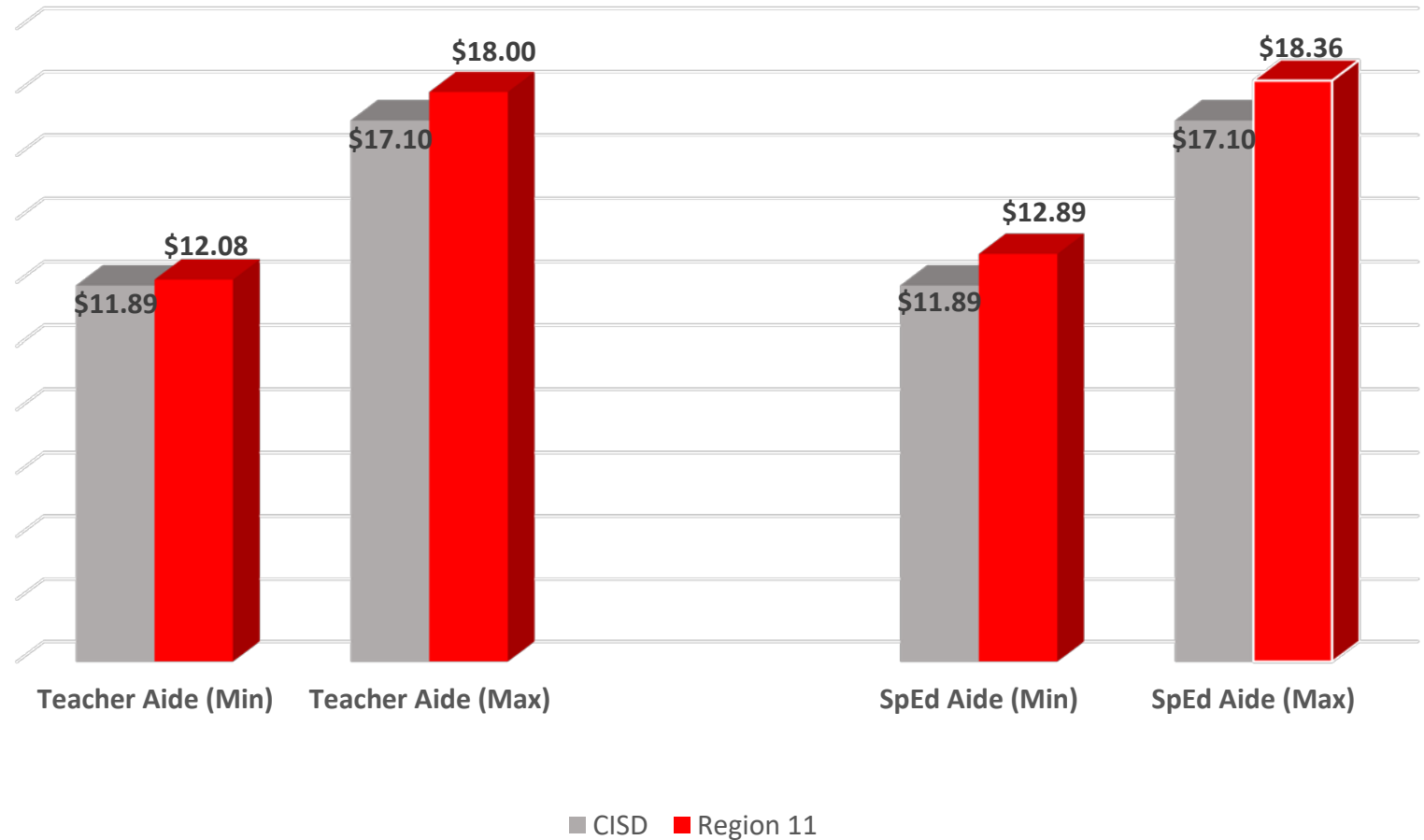
**Campus Support**  
Campus Secretary  
Attendance/PEIMS Clerk

**Classroom Support**  
Classroom Teacher Aide  
Special Education Aide

# Direct Classroom Support: Minimum/Maximum Salary Reported



**Classroom Support**  
Classroom Teacher Aide  
Special Education Aide

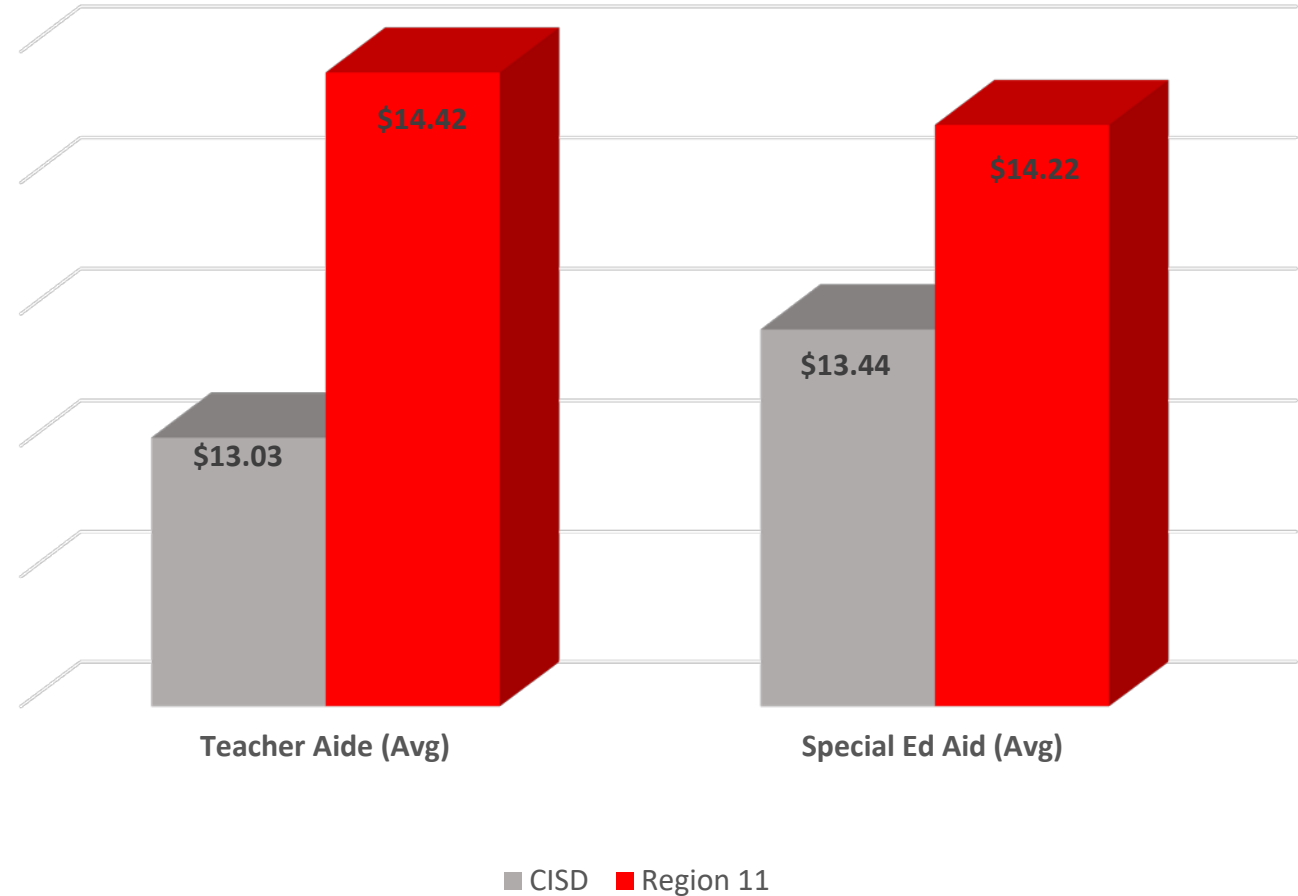


Source: 2021 TASB District Personnel Salary Survey

# Direct Classroom Support: Average Salary Reported



**Classroom Support**  
Classroom Teacher Aide  
Special Education Aide

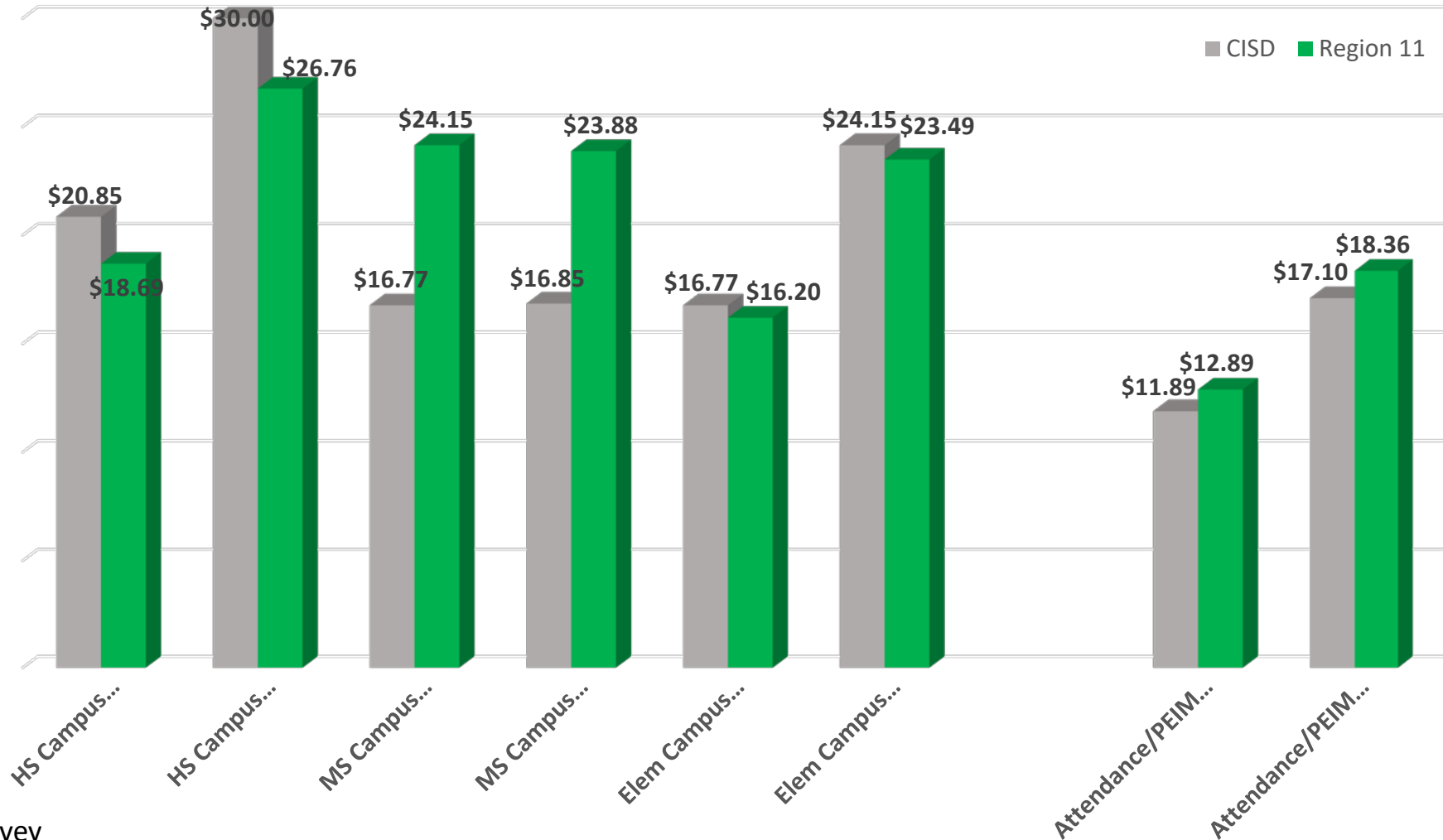


Source: 2021 TASB District Personnel Salary Survey

# General Campus Support: Minimum/Maximum Salary Reported



**Campus Support**  
 Campus Secretary  
 Attendance/PEIMS Clerk  
 Library Aide



Source: 2021 TASB District Personnel Salary Survey

# General Campus Support: Average Salary Reported



**Campus Support**  
Campus Secretary  
Attendance/PEIMS Clerk

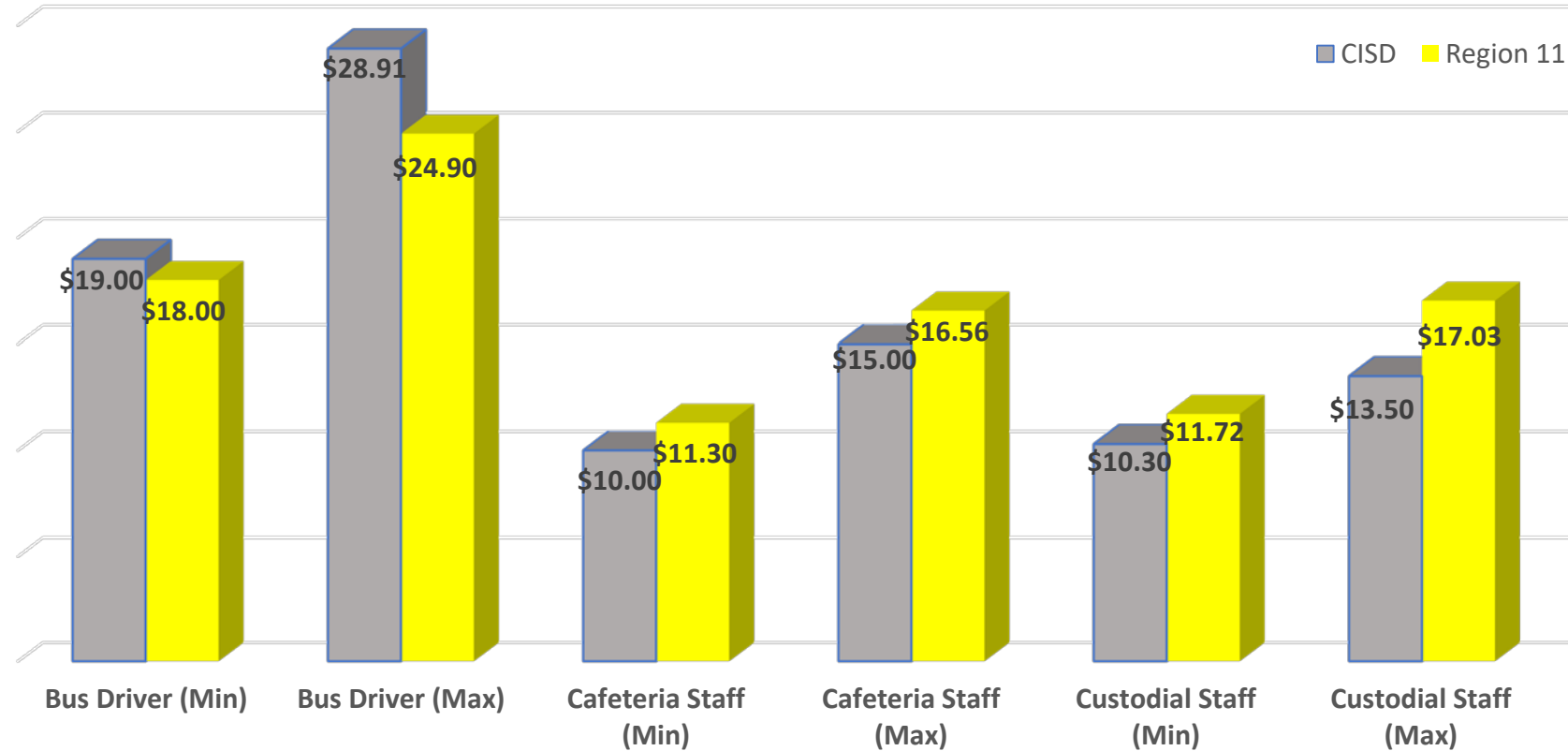


Source: 2021 TASB District Personnel Salary Survey

# Centralized Campus Support: Minimum/Maximum Salary Reported



**Central Support**  
Bus Drivers / Monitors  
Hall Monitors  
Custodial Staff



Source: 2021 TASB District Personnel Salary Survey

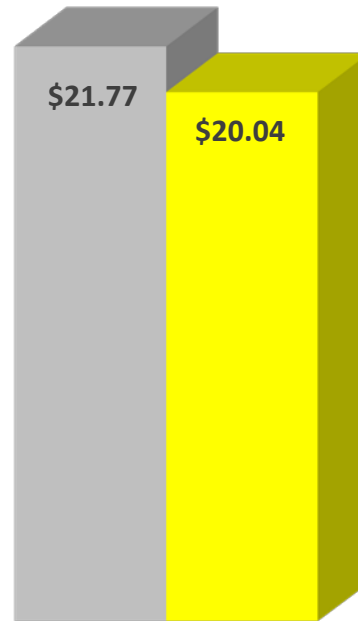


# Centralized Campus Support

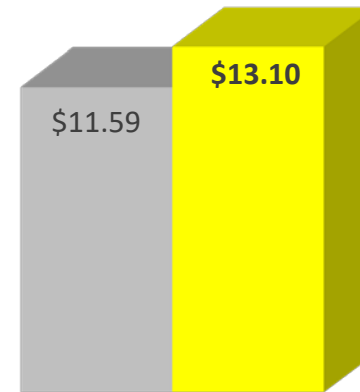


■ CISD ■ Region 11

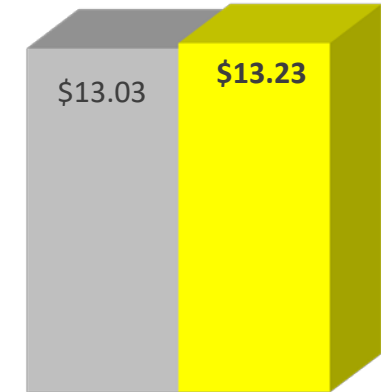
**Central Support**  
Bus Drivers / Monitors  
Cafeteria Staff  
Custodial Staff



Bus Driver (Avg)



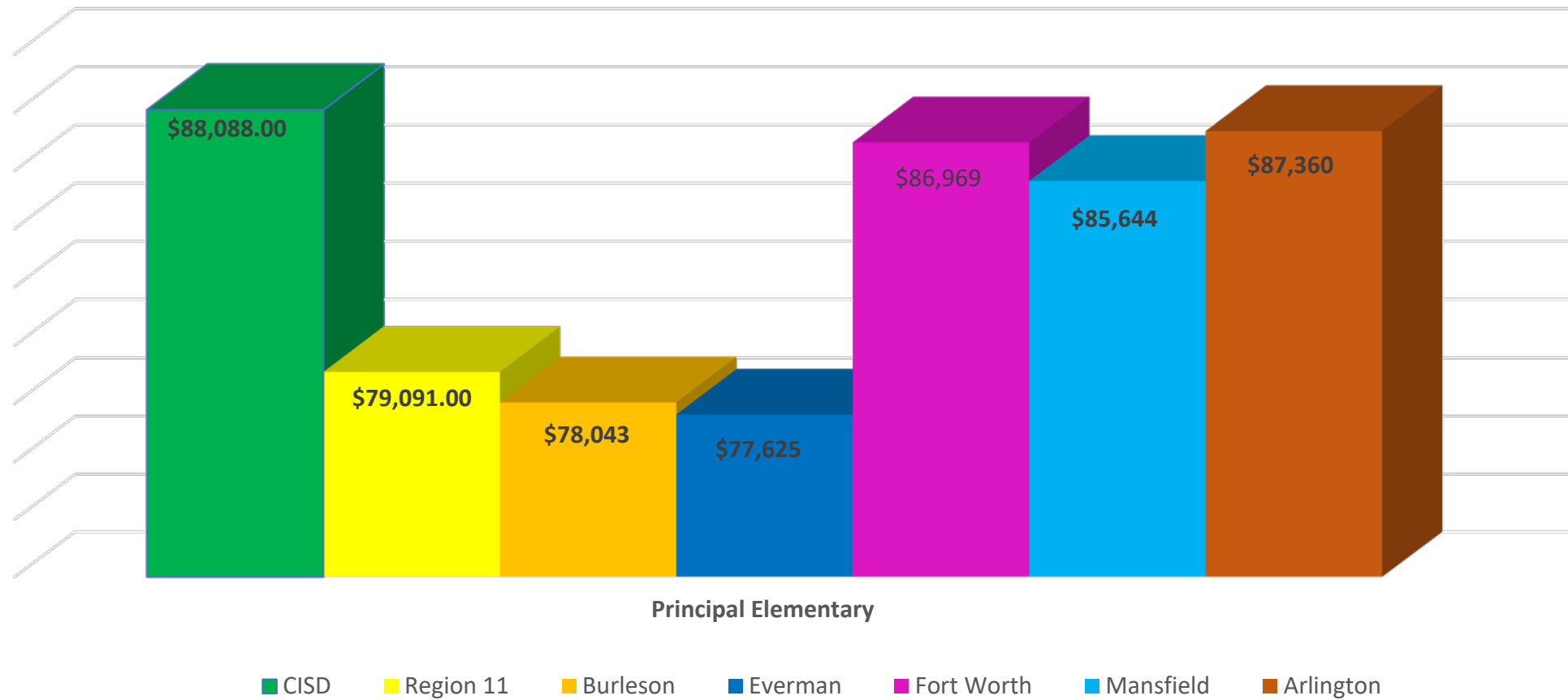
Cafeteria Staff (Avg)



Custodial Staff (Avg)

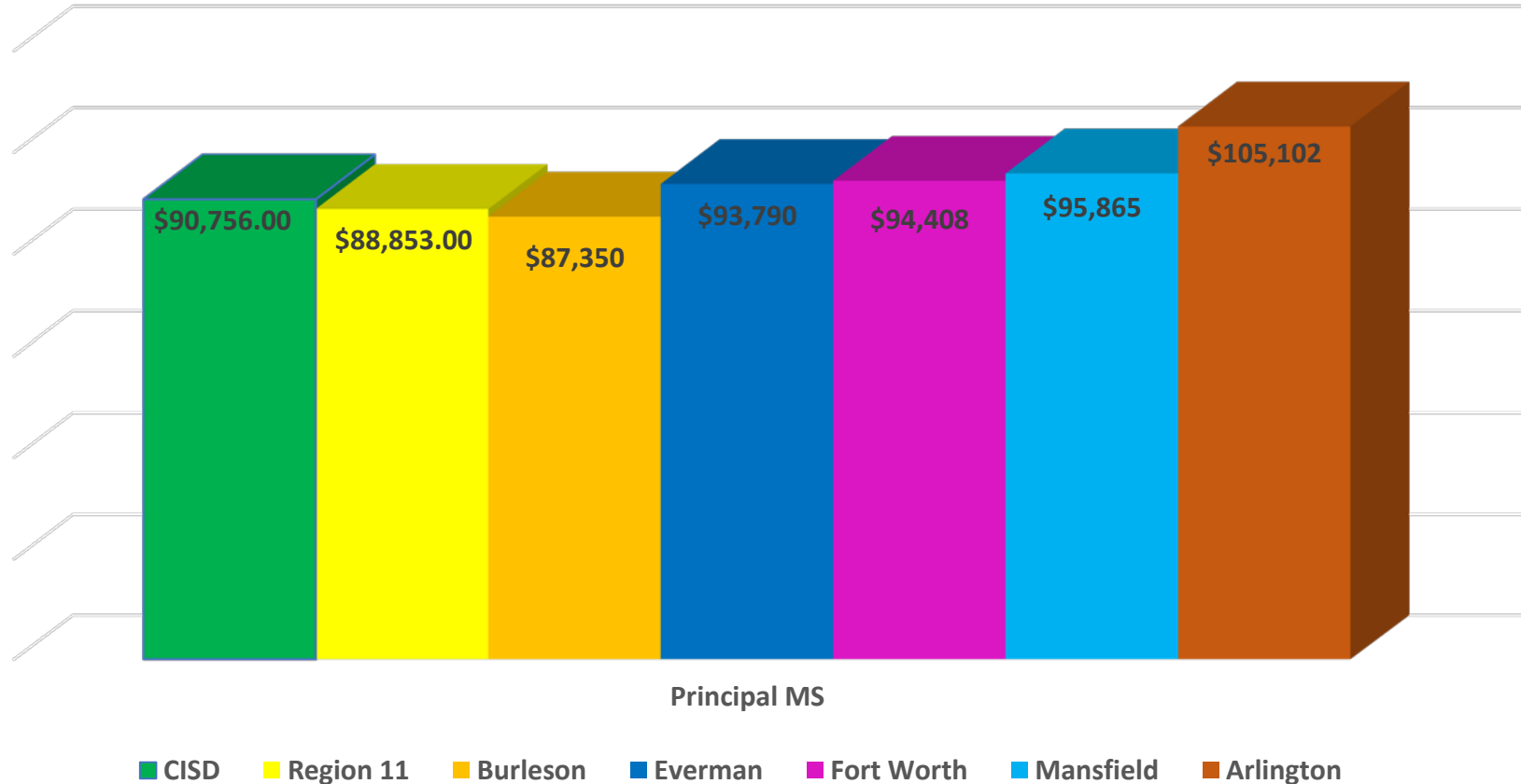
Source: 2021 TASB District Personnel Salary Survey

# Campus Support: Elementary Principal



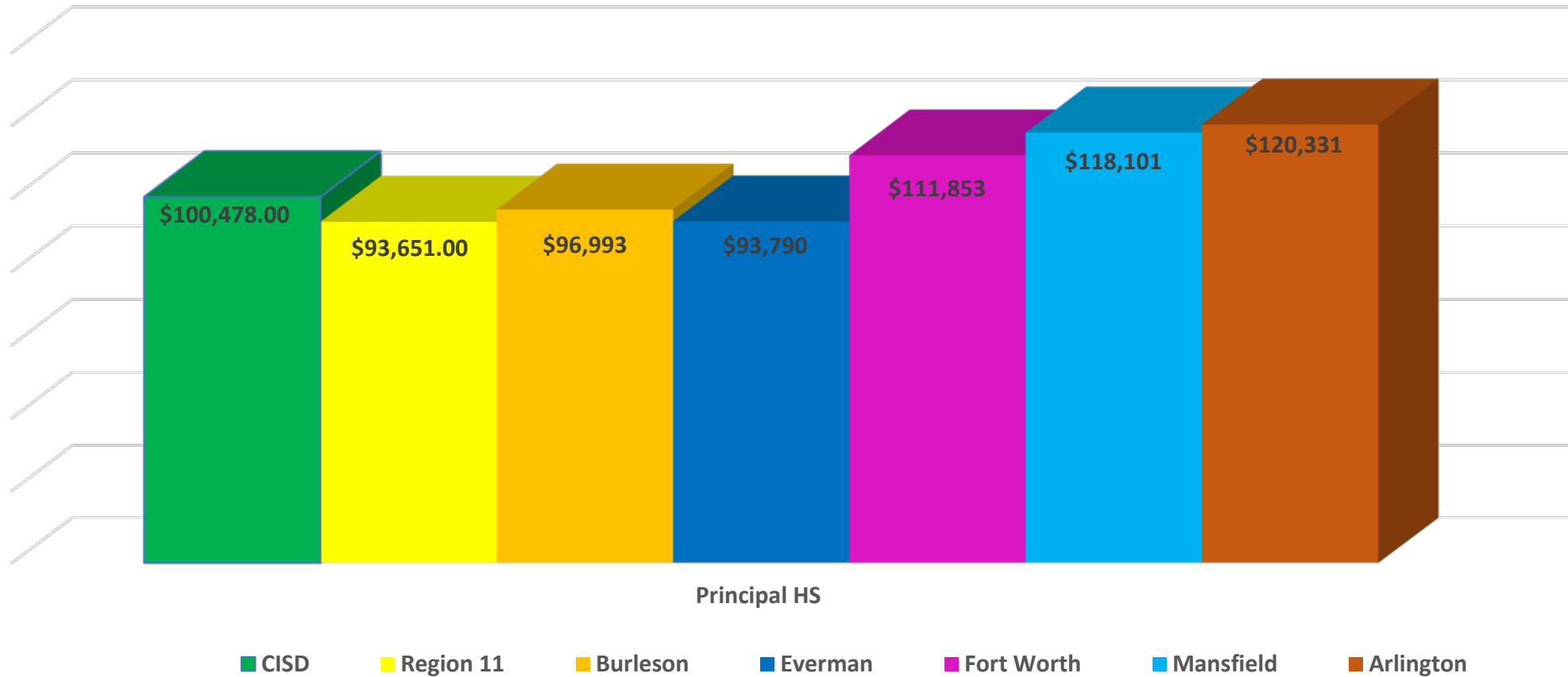
Source: 2021 TASB District Personnel Salary Survey

# Campus Support: Middle School Principal



Source: 2021 TASB District Personnel Salary Survey

# Campus Support: High School Principal



Source: 2021 TASB District Personnel Salary Survey

# Centralized Campus Support



		Scenario #1	Scenario #2	Scenario #3	Different Alternative	Scenario #4
Salaries ONLY		Salaries and 10% benefits	Salaries and 10% benefits	Salaries and 10% benefits	Salaries and 10% benefits	Salaries and 10% benefits
<b>Teacher step schedule anticipated increase</b>	\$ 3,173,349.00	\$ 3,490,683.90	\$ 3,490,683.90	\$ 3,490,683.90		\$ 3,490,683.90
<b>Calculated raises for paraprofessionals</b>						
3%	\$ 506,051.40	3%	\$ 556,656.54		3.20%	\$ 225,542.90
3.50%	\$ 590,393.30	3.50%	\$ 649,432.63		3.50%	\$ 132,008.80
4%	\$ 674,735.20	4%		\$ 742,208.72	4.00%	\$ 265,189.10
4.50%	\$ 759,077.10	4.50%				
5%	\$ 843,419.00	5%				
1%	\$ 168,683.80	1%				
<b>Calculated raises for administrators</b>						
3%	\$ 605,579.19	3%	\$ 666,137.11	\$ 666,137.11		\$ 666,137.11
3.50%	\$ 706,509.06	3.50%				
4%	\$ 807,438.92	4%				
4.50%	\$ 908,368.79	4.50%				
5%	\$ 1,009,298.65	5%				
1%	\$ 201,859.73	1%				
		\$ 4,713,477.55	\$ 4,806,253.64	\$ 4,899,029.73		\$ 4,779,561.81

# 22-23 Salary Raises



**Professional**

**3%**

**Teacher/Nurses/  
Librarians Salary Scale**

**3.2 % – 4 %**

**Paraprofessional/  
Auxiliary**

**4%**



**Estimated CISD Salary Raises (Total)**

**\$4,899,029**



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