



COMPENSATION PLAN

2021-22

Crowley ISD

2021-22 Teachers/Nurses/Librarians Matrix

Years of Experience	New Hire Salary
0	\$57,090
1	\$58,390
2	\$58,590
3	\$58,790
4	\$59,290
5	\$59,590
6	\$60,266
7	\$60,416
8	\$60,766
9	\$60,916
10	\$61,066
11	\$61,216
12	\$61,366
13	\$61,566
14	\$61,863
15	\$62,221
16	\$62,578
17	\$63,280
18	\$63,639
19	\$63,997
20	\$64,355
21	\$64,801
22	\$65,508
23	\$65,866
24	\$66,520
25	\$67,281
26	\$67,801
27	\$68,159
28	\$69,375
29	\$70,334
30	\$71,348

The salaries listed above are based on 10-month employment for the 2021-2022 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.

**2021-2022 Administrative/Professional Pay Plan
Crowley ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	Business Program Analyst	226	Daily	\$266.39	\$320.94	\$375.50
	Multimedia Manager	226	187 Days	49,815	60,016	70,219
	Network Analyst	226	226 Days	60,204	72,532	84,863
	Occupational Therapy Asst	187				
	Operation Program Analyst	226				
	Physical Therapy Assistant	187				
	Speech Language Pathologist Asst	187				
	Webmaster/Digital Content Administrator	226				
2						
	Behavior Specialist	187	Daily	\$303.68	\$365.88	\$428.08
	Campus Instructional Technologist	197	187 Days	56,788	68,420	80,051
	Campus Testing Specialist	217	197 Days	59,825	72,078	84,332
	Child Care Center Director	207	202 Days	61,343	73,908	86,472
	Community Engagement Specialist	187	207 Days	62,862	75,737	88,613
	Counselor - Elementary	202	212 Days	64,380	77,567	90,753
	Counselor - 9th	212	217 Days	65,899	79,396	92,893
	Counselor - CLC	217	226 Days	68,632	82,689	96,746
	Counselor - CTEC	217				
	Counselor - Middle School	207				
	Counselor - SpEd	197				
	Digital Learning Specialist	197				
	Graduation Coach	187				
	Music Therapist	187				
	Social Worker	187				
3						
	ARD Facilitator	197	Daily	\$318.86	\$384.17	\$449.47
	Asst Principal Elementary	212	187 Days	59,627	71,840	84,051
	Behavior Analyst Board Certified	197	197 Days	62,815	75,681	88,546
	Counselor - High School	217	212 Days	67,598	81,444	95,288
	Diagnostician	197	217 Days	69,193	83,365	97,535
	LSSP	197	221 Days	70,468	84,902	99,333
	Manager Maintenance & Operations	226	226 Days	72,062	86,822	101,580
	Occupational Therapist	187				
	Orientation & Mobility Specialist	187				
	Physical Therapist	187				
	Project Manager Tech Supervisor	226				
	Senior Systems Analyst	226				
	Speech Language Pathologist	187				
4						
	Academic Dean ECHS	221	Daily	\$337.98	\$407.22	\$476.44
	Asst Principal 9th	217	210 Days	70,976	85,516	100,052
	Asst Principal CLC	217	217 Days	73,342	88,367	103,387
	Asst Principal CTEC	217	221 Days	74,694	89,996	105,293
	Asst Principal Middle School	217	226 Days	76,383	92,032	107,675
	Coordinator	210, 226				

Salary plans are determined on an annual basis. No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

2021-2022 Administrative/Professional Pay Plan

Crowley ISD

5		Daily	\$358.44	\$431.85	\$505.27
Asst Principal High School	217	217 Days	77,781	93,711	109,644
Assistant Director - SPED	217				
6		Daily	\$389.77	\$469.60	\$549.43
Central Administrator of Data Systems and P-TECH	226	221 Days	86,139	103,782	121,424
Executive Principal Elementary	226	226 Days	88,088	106,130	124,171
Principal Elementary	221				
Principal in Residence	221				
7		Daily	\$410.66	\$494.77	\$578.87
Principal 9th	221	221 Days	90,756	109,344	127,930
Principal CLC	221				
Principal CTEC	221				
Principal Middle School	221				
8		Daily	\$431.19	\$519.52	\$607.83
Director Assessment & Accountability	226	217 Days	93,568	112,736	131,899
Director Bilingual Education	226	226 Days	97,449	117,412	137,370
Director College Readiness	226				
Director Communication/Marketing	226				
Director Counseling	226				
Director GT, AVID, Elementary Programming	226				
Director, Health Services	226				
Director Human Resources	226				
Director Instructional Support & Program Review	226				
Director Maintenance & Operations	226				
Director Safety & Security	226				
Director Social Emotional Learning & Secondary Programming	226				
Director Special Education	226				
Director Strategic Marketing and Recruitment	226				
Director Technology	226				
Head Varsity Football Coach	217				
9		Daily	\$454.65	\$547.78	\$640.90
Chief of Police	226	221 Days	100,478	121,059	141,639
Exec Director Athletics	226	226 Days	102,751	123,798	144,843
Exec Director Business Services	226				
Exec Director Communications & Marketing	226				
Exec Director Curriculum & Instruction	226				
Exec Director Elementary Leadership	226				
Exec Director Non Instructional Services	226				
Exec Director Professional Learning & Programming	226				
Exec Director Secondary Leadership	226				
Exec Director Technology & Information Resources	226				
Exec Zone Officer	226				
School Transformation Officer	226				
Principal High School	221				
10		Daily	\$512.31	\$609.89	\$707.49
Chief	226	226 Days	115,782	137,835	159,893
11		Daily	\$563.62	\$663.08	\$762.54
Deputy Supt	226	226 Days	127,378	149,856	172,334

Salary plans are determined on an annual basis. No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

**2021-2022 Clerical/Paraprofessional Pay Plan
Crowley ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$11.89	\$14.49	\$17.10
	Campus Lunch Monitor	187	187 Days	17,787	21,677	25,582
	Campus Monitor	187				
	Instructional Aide I	187				
	Instructional Aide I Sped	187				
	Office Aide I	187				
2			Hourly	\$12.60	\$15.37	\$18.13
	Child Care Caregiver	191	187 Days	18,850	22,994	27,122
	Diagnostician Clerk	197	191 Days	19,253	23,485	27,703
	Instructional Aide II	187	197 Days	19,858	24,223	28,573
	Instructional Aide II Computer Lab	187	217 Days	21,874	26,682	31,474
	Instructional Aide II Library	187				
	Instructional Aide II Sped	187				
	Office Aide II	187, 217				
Security Monitor	197					
3			Hourly	\$13.74	\$16.75	\$19.76
	Aide Health Clinic	187	187 Days	20,555	25,058	29,561
	Behavior Interventionist	187	207 Days	22,753	27,738	32,723
	Braille Transcriptionist	187	217 Days	23,853	29,078	34,303
	Family Assessment Advisor	193				
	Office Aide III	187, 207, 217				
4			Hourly	\$15.11	\$18.43	\$21.74
	Interpreter Sped Waivered	187	187 Days	22,605	27,571	32,523
	Child Care Lead Caregiver	193	193 Days	23,330	28,456	33,567
	Office Aide IV	217	217 Days	26,231	31,994	37,741
5			Hourly	\$16.77	\$20.46	\$24.15
	Communications Clerk	226	217 Days	29,113	35,519	41,924
	Data Processor HS	217	221 Days	29,649	36,173	42,697
	District Registrar	226	226 Days	30,320	36,992	43,663
	PEIMS Asst Coordinator	226				
	Registrar - HS	217				
	Secretary Alt Campus	221				
	Secretary CTE	221				
	Secretary ECHS	221				
	Secretary HS Accounts Activity	217				
	Secretary Principal 9th Campus	221				
	Secretary Principal Elementary	221				
	Secretary Principal Middle School	221				
Special Education Department Clerk	226					

Salary plans are determined on an annual basis. No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

6	
Child Care Site Supervisor	207
Human Resource Clerk	226
Learning Coach	187, 217
Maintenance Secretary	226
Secretary Coordinator Stakeholder Engager	226
Secretary Curriculum Dept	226
Secretary Director	226
Secretary Early Childhood	226
Secretary Finance	226
Secretary Health Services	207
Secretary Human Resources	226
Secretary Police Department	226
Secretary Professional Learning	226
Secretary Sped Department	226
Superintendent's Office Clerk	226
Textbook/Facility Reservation Clerk	226

Hourly	\$18.62	\$22.71	\$26.80
187 Days	27,856	33,974	40,093
207 Days	30,835	37,608	44,381
217 Days	32,324	39,425	46,525
221 Days	32,920	40,151	47,382
226 Days	33,665	41,060	48,454

7	
Accounting Specialist	226
Accounts Payable Specialist	226
Computer Technician	226
Employee Benefits Specialist	226
Human Resource Specialist	226
Interpreter Sped Certified Basic	187
Medical Health LVN	187
Payroll Specialist	226
Purchasing Specialist	226
Secretary Executive Director	226
Secretary Principal High School	221

Hourly	\$20.85	\$25.43	\$30.00
187 Days	31,192	38,043	44,880
221 Days	36,863	44,960	53,040
226 Days	37,697	45,977	54,240

8	
Interpreter Sped Certified Advanced	187
PEIMS Coordinator	226
Secretary Chief	226

Hourly	\$23.57	\$28.73	\$33.91
187 Days	35,261	42,980	50,729
226 Days	42,615	51,944	61,309

9	
Coord PD for Non-Instructional Support	
Payroll Supervisor	226
Secretary Deputy Superintendent	226

Hourly	\$27.48	\$32.32	\$37.17
226 Days	49,684	58,435	67,203

10	
Exec Admin Asst To Supt & Board	226

Hourly	\$31.10	\$36.59	\$42.07
226 Days	56,229	66,155	76,063

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**2021-2022 Auxiliary Pay Plan
Crowley ISD**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1		Hourly	\$14.45	\$17.63	\$20.81
		260 Days	30,056	36,670	43,285
	Grounds Crew				
	Mail Carrier/Dispatcher				
	Night Security				
	Roofer				
	Warehouse Worker/Delivery				
2		Hourly	\$16.48	\$20.10	\$23.71
		260 Days	34,278	41,808	49,317
	General Maintenance Worker				
	Grounds/Licensed Lawn & Ornamental Control				
	Grounds/Licensed Pest Control				
	Grounds/Licensed Weed Control				
	Painter/General Maintenance				
3		Hourly	\$18.46	\$22.50	\$26.55
		260 Days	38,397	46,800	55,224
	Carpenter/General Maintenance				
	Facility Inspection Technician				
	Small Engine Repair				
4		Hourly	\$20.12	\$24.53	\$28.96
		260 Days	41,850	51,022	60,237
	Fire Alarm Technician				
	Ground Crew/Landscape & Irrigation Specialist				
	HVAC Tech I				
	Licensed Pest Control Lead				
	Locksmith				
Senior Painter/General Maintenance					
5		Hourly	\$21.13	\$25.77	\$30.41
		260 Days	43,950	53,602	63,253
	Food Service Equipment Technician				
	HVAC Tech II				
	Journeyman Electrician				
	Journeyman Plumber				
	Procurement Specialist				
6		Hourly	\$22.61	\$27.57	\$32.53
		260 Days	47,029	57,346	67,662
	Carpenter Lead				
	Electrician Lead				
	HVAC Tech III, Specialist				
	Licensed Locksmith Lead				
	Plumber Lead				
Roofer Lead					

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7

- Electrician Master
- Plumber Master
- Supervisor Grounds
- Supervisor HVAC
- Supervisor Warehouse

Hourly	\$24.31	\$29.64	\$34.98
260 Days	50,565	61,651	72,758

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**2021-2022 Police Department Pay Plan
Crowley ISD**

Police Officers (PO)						
	Basic	Certification			Sergeant	Police Safety & Security Tech
		Intermediate	Advanced	Master		
Hourly	\$27.97	\$29.07	\$30.73	\$31.79	\$42.72	\$42.72
226 days	\$50,570	\$52,559	\$55,560	\$57,476	\$77,238	\$77,238

Dispatcher (DIS)						
	No certificate		Telecommunicator Certification			
	0-4 years experience	5 or more years experience	Basic Certification	Intermediate Certification	Advanced Certification	Master Certification
Hourly	\$18.55	\$19.05	\$19.65	\$20.65	\$22.65	\$24.65
226 days	\$33,538	\$34,442	\$35,527	\$37,335	\$40,951	\$44,567

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2021-2022 Extra Duty Stipends						
Crowley ISD						
Category	Assignment	Level	Stipend			
Academic *						
	Master's Degree (teachers only)	Teacher	1,600			
	Ag Science	Teacher	10,000			
	Bilingual certified teacher serving in a position that requires bilingual certification	Teacher	4,000			
	Culinary Arts	Teacher	1,500			
	Embedded Dual Credit Instructors	Teacher	5,000			
	Secondary Core Subject Math Teacher 6-12 only - content certified	Teacher	3,000			
	Secondary Core Subject Science Teacher 6-12 only - content certified	Teacher	3,000			
	Secondary LOTE Teacher (French, German, Spanish) content certified	Teacher	3,000			
	Montessori teacher - must be credentialed through American Montessori Society	Teacher	4,000			
	SEAS/GOALS/RISE Teacher	Teacher	3,000			
	PLTW/Gateway/UT On Ramps - 1 week summer training	Teacher	500			
	PLTW/Gateway/UT On Ramps - 2 weeks summer training	Teacher	1,000			
	Home Based Services	Teacher	\$30/hour			
	JROTC	Teacher	5,000			
	Jr Cadet Corp - MS	Teacher	3,400			
	UIL Coordinator	ES	500			
	UIL Event (limit 2 per teacher)	ES	500			
	UIL District Coordinator (1 per feeder)	ES	2,000			
	Whiz Quiz	All	500			
	Yearbook Sponsor	ES	1,000			
	AVID Site Coordinator	ES	1,000			
	Department Head: ELA, Math, SS, Sci, PE, Fine Arts, SpEd, LOTE, CTE	MS	1,000			
	National Junior Honor Society	MS	1,000			
	Student Council Advisor	MS	1,400			
	UIL Coordinator	MS	1,000			
	UIL Theatre Arts/One Act Play	MS	1,000			
	Yearbook/Newspaper Sponsor	MS	1,600			
	Department Head: ELA, Math, SS, Sci, SpEd, LOTE, Electives	9th	1,500			
	Student Council Advisor	9th	1,500			
	Yearbook/Newspaper Sponsor 9th	HS	1,600			
	Department Head (10-12): ELA, Math, SS, Sci, PE, Fine Arts, SpEd, LOTE, CTE, JROTC	HS	2,000			
	Graduation Coordinator	HS	1,250			
	Lead Counselor	HS	2,500			
	National Honor Society	HS	1,500			
	Student Council Advisor	HS	2,500			
	UIL Coordinator	HS	3,000			
	UIL Speech/Debate	HS	3,700			
	UIL Theat Arts/One Act/Director	HS	4,000			
	UIL Theat Arts/One Act/Asst Director	HS	2,000			
	Yearbook/Newspaper Sponsor	HS	4,200			
	Associate Principal	HS	6,500			
	Alternative Campus Professional	CLC	2,000			
	Department Head (CTE)	CTE	1,000			
	CTSO Sponsor	CTE	1,000			

Salary plans are determined on an annual basis. No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

2021-2022 Extra Duty Stipends						
Crowley ISD						
Zero Hour Compensation: Only teachers teaching courses offered as zero hour courses at the Bill R. Johnson Career and Technology Center will be eligible for zero hour compensation. Because these courses are outside the regular instructional day and in addition to the regular instructional day, extra compensation is allowed. Courses offered within the regular instructional day are not eligible for additional compensation. All zero hour courses for compensation must be pre-approved by the Chief of Staff	CTE		\$1500 for one semester course/\$3,000 for a year long course			
Transition Specialist	SPED		5,000			
Behavior Specialist	SPED		4,000			
RDSPD Instructional Specialist	SPED		4,000			
Bilingual Speech Therpaist	SPED		4,000			
Speech Pathologist Supervisor (supervision of 1 full time or 2 part time assistants	SPED		2,500			
Visually Impaired/Orientation Mobility Teacher	SPED		2,000			
Lead Speech Pathologist	SPED		2,500			
Lead Diagnostician (one per feeder pattern)	SPED		3,000			
Campus Communicator	District		500			
Demonstration Teacher	District		1,500			
Lead Dyslexia Teacher (1 per district)	District		3,500			
Instructional Support Specialist -per stipend agreement	District		7,000			
Social Emotional Learning Specialist - per stipend agreement	District		3,200			
STEAM Enrichment Specialist - per stipend agreement	District		3,200			
504 Campus Liaison	District		3,300			
Mentors	District		\$500 per Mentee(not to exceed \$1,000 total)			
Library Media Specialist - Elementary	District		1,640			
Library Media Specialist - Secondary	District		1,640			
Medical Health Specialist - Registered Nurse (RN)	District		3,000			
District Translator			3,000			
Executive Prinicipal			15,000			
Administrative Expense (Webmaster/Digital Content Administrator, Multimedia Manager, Central Office Coordinator, HS Athletic Trainer, Assistant Director, Campus Principal, Academic Dean, Director, Executive Director, Chief, Deputy Superintendent and Superintendent)	District		\$75/month			
Special Campus Assignment - assignment requires additional days/hours per supplemental duty agreement, stipend will be prorated for partial FTE or late hires						
ACE Demonstration and Design Lab		J.A. Hargrave Elementary				
Principal			15,000			
Assistant Principal			13,500			
Counselor			10,000			
Teacher, Instructional Support Specialist, Nurse			10,000			
Paraprofessional			1,500			
Additional Day School Year (ADSY)		David L. Walker Elementary				
Principal			15,000			
Assistant Principal			13,500			
Counselor			10,000			
Teacher, Nurse			10,000			
Instructional Support Specialist			7,000			
Paraprofessional			3,000			
Bilingual Dyslexia Specialist			5,000			
Speech Language Pathologist			5,000			
Diagnostician			6,500			
Behavioral SEL			6,500			

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2021-2022 Extra Duty Stipends						
Crowley ISD						
Grant funded - subject to availability of funds						
	STEM+ Specialist (one for each Elementary) - fund 289	Elem	3,500			
	STEM+ Campus Coordinator (one for each Middle and Ninth Grade Campus) - fund 289	Secondary	2,000			
	Autism Specialist - fund 224	SPED	4,000			
	Lead Occupational/Physical Therapist - fund 224	SPED	2,500			
* Maximum of 3 academic stipends unless approved by Superintendent.						
Athletics *						
	Intramural Coach	MS	500			
	Intramural Coord	MS	1,500			
	Assistant Coach - Middle School	MS	3,500			
	Athletic Coordinator (1 Boys, 1 Girls per campus)	MS	3,000			
	Head Basketball	MS	4,000			
	Head Cross Country	MS	4,000			
	Head Football	MS	4,850			
	Head Tennis	MS	4,000			
	Head Track	MS	4,000			
	Head Volleyball	MS	4,000			
	Head Soccer	MS	4,000			
	Assistant Coach - High School	HS	6,330			
	Athletic Coordinator (1 per HS)	HS	8,000			
	Defensive Coordinator Football	HS	7,460			
	Head Baseball Coach	HS	9,700			
	Head Basketball	HS	10,600			
	Head Cross Country	HS	6,530			
	Head Golf	HS	8,000			
	Head Powerlifting	HS	6,530			
	Head Soccer	HS	7,900			
	Head Softball Coach	HS	9,700			
	Head Swimming	HS	8,800			
	Head Tennis	HS	8,000			
	Head Track	HS	7,670			
	Head Volleyball	HS	9,000			
	HS Trainer	HS	16,400			
	Offensive Coordinator Football	HS	7,460			
* Maximum of 3 athletic stipends, per coach or coach coordinator, unless approved by Superintendent.						

2021-2022 Extra Duty Stipends						
Crowley ISD						
Performing Arts						
	Lead Elementary Music Instructor	ES	4,500			
	Intermediate Asst Band Director	ES	6,000			
	Choir	MS	4,000			
	Cheer Coach	MS	3,000			
	MS Dance Team Coach	MS	3,000			
	MS Step Team Coach	MS	1,500			
	MS Asst Band Director	MS	6,000			
	MS Band Director	MS	7,700			
	Cheer Coach	9th	3,400			
	Drill Team	HS	5,000			
	Asst Drill Team	HS	3,800			
	Cheer Coach	HS	5,000			
	Cheer Coach Asst	HS	3,800			
	Color Guard	HS	5,000			
	Step Team - Senior High Campus Only	HS	2,000			
	Choir	HS	14,000			
	HS Band Assistant	HS	9,500			
	HS Band Director	HS	18,000			

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2021-2022 Extra Duty Stipends						
Crowley ISD						
Summer Programs						
	Summer School Administrator-experience as Assistant Principal during the school year is preferred		\$4,000 per program administered			
	Summer School Teachers-teachers hired for critical shortage areas may be paid a rate not to exceed \$30/hr (paid in half- or full-day increments based on length of program day)		\$22 - \$30/hr (paid in half- or full-day increments based on length of program day)			
	Certified Substitute Teacher		Paid at same rate as teacher			
	Nurse (RN)		\$35/hour			
	Medical Health Professional (LVN)		\$19/hour			
	HS Counselor - high school credit recovery program		\$2,000 stipend			
	All Office Staff - Secretaries/Paraprofessionals		\$11/hour			
	Substitute Office Staff - Secretaries/Paraprofessionals		\$11/hour			
	Instructional and/or State Assessment Paraprofessionals		\$11 - \$15/hour			
	Summer Textbook Assistant		\$10/hour			
	State Assessment Campus Coordinators and Test Proctors		\$30/hour			
Summer Programs for Special Education (ESY - Extended School Year) - Direct Services to Students						
	Special Ed Teacher		\$30/hour			
	Special Ed Paraprofessional		\$11/hour			
	Speech		Current hourly rate of pay			
	Occupational Therapist (OT)		Current hourly rate of pay			
	Physical Therapist (PT)		Current hourly rate of pay			
	Deaf Ed Interpreters		\$15/hour			
	Special Ed Staff conducting Summer Evaluations		Current hourly rate of pay			
Summer Technology/Textbook Workers						
	High School student (at least 16 years of age)		\$10/hour			
	College student		\$12/hour			
	College Graduate (Lead Position Only)		\$15/hour			
Grandfathered Stipends *						
	GATE		2,000			
	Diagnostician		2,000			
* When the current employee leaves the position or has a break in continuous service the stipend will be eliminated. No new hire or current employee transferring into the above position will receive the stipend.						
Teacher Incentive Allotment						
	For any funds received by Crowley ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for administrative expenses. Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired teacher as soon as practicable.					

Maintenance Department
2021-2022 Additional Compensation for license/certification

	Additional compensation per hour
HVAC Tech II *	
LG Installation Essentials certification or Daikin VRV 4 Installation Level I certification	\$1.00
* Maximum \$1.00 per hour	
	Additional compensation per hour
All Technicians except HVAC Tech II **	
HVAC Excellence Carbon Monoxide Testing certification	\$1.00
Reliable Programming certification	\$1.00
LG Advanced Service certification	\$1.00
Daikin VRV 4 Commissioning Level I certification	\$1.00
Daikin 3 Service and Troubleshooting certification	\$1.00
Backflow Prevention license	\$2.00
TASB RFCI Asbestos Removal certification	\$1.00
Playground Safety Inspector certification	\$1.00
Carbon Monoxide Testing Certification	\$2.00
TCEQ Licensed Irrigator	\$1.00
TDA Commerical Applicator Ag3A license	\$2.00
** Maximum \$3.00 per hour	

The employee is responsible for the initial license/certification fee(s).
The district wil reimburse the employee for license/certification renewal fee(s).

**2021-2022 Substitute Schedule
Crowley ISD**

	Paraprofessional		Professional Positions		
	Paraprofessional assignments except SEAS, RISE, FA, Autism, Life Skills, Career Skills, ISS, ESCE, Crowley Learning Center and A.C.E.	Paraprofessional assignments in SEAS, RISE, FA. Autism, Life Skills, Career Skills, ISS, ESCE, Crowley Learning Center and A.C.E.	Professional assignments except SEAS, RISE, FA, Autism, Life Skills, Career Skills, ISS, ECSE, Crowley Learning Center and A.C.E.	Long-Term Assignment - Professional Positions*	Professional assignments in SEAS, RISE, FA. Autism, Life Skills, Career Skills, ISS, ECSE, Crowley Learning Center and A.C.E.
Non-Certified Sub	\$70.00 per day	+ \$10.00 per day	\$70.00 per day	\$70.00 per day	+ \$10.00 per day
Non-Certified/4 Yr Degree Sub	\$70.00 per day	+ \$10.00 per day	\$80.00 per day	\$90.00 per day	+ \$10.00 per day
TX Certified Sub - Current	\$70.00 per day	+ \$10.00 per day	\$85.00 per day	\$120.00 per day	+ \$10.00 per day

* Long-term assignment rate for professional positions will begin on the 11th consecutive day of working in the same position for the same staff member regardless of the length of the assignment. If the substitute misses more than 2 student attendance days during the grading period then the substitute will be required to start over with 10 days at the regular rate before being paid the long-term rate on the 11th consecutive day.

There is no long-term pay differential for any paraprofessional position.

Teachers accepting absent teachers' students - \$25.00 per day (ES, IS)
Substitute Counselor Professionals pay is \$80.00 per day
Substitute Nurse/Medical Health Professionals pay is \$180.00 per day
Permanent Sub -Degreed: \$18,700 annually/Permanent Sub-Certified Teacher: \$23,000 annually
Retired Principal, Assistant Principal, Counselor - Minimum daily rate of the pay grade assigned to substitute in

SUBSTITUTES WHO HOLD A FOUR YEAR DEGREE OF HIGHER AND WISH TO BE CATEGORIZED AS "DEGREED" FOR PAY PURPOSES MUST SUBMIT AN ORIGINAL TRANSCRIPT THAT REFLECTS THE AWARDED DEGREE TO THE CROWLEY ISD SUBSTITUTE COORDINATOR. ONLY ORIGINAL TRANSCRIPTS WILL BE ACCEPTED.

Salary plans are determined on an annual basis. No past or future payments can be calculated, assumed or predicted on the basis of this schedule.



Additional Pay Procedures 2021-2022

District Expectation for Professional Development

If the District has provided funds for staff to attend professional development, the district expectation is that the attendee will return and present content/materials to district/campus at no additional compensation. Staff members who attend “Trainer of Training” (T.O.T) sessions for programs are expected to provide training to the campus/district as requested by the Professional Learning Department.

If presenters are requested by the Professional Learning department for specific types of presentations a payment may or may not be considered. Workshop proposals must be approved by the Professional Learning department. Payment will be determined by course.

Workshop Preparation and Presentation

Preparation:

Compensation for workshop preparation may only be provided if preparation is done outside the regular work/calendar day and if the presentation falls into one of two categories. Categories for paid preparation time are for A) a Professional Learning Day in the school calendar or B) a Cancelled Professional Learning (from after-school, Saturday, Summer Learning Academy).

Presentations:

- **Workshops During Regular Work/Calendar Day:** The district cannot provide compensation for workshop presentations by district personnel as part of their regular work schedule/contract calendar. (i.e. leading staff development on district staff development day)

This schedule is for the 2021-22 school year only.
No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

- **Workshops Outside Regular Work/Calendar Day** The district will pay \$75.00 per presentation hour. (Example: One presenter for a three-hour presentation will receive 3 x \$75 = \$225) Preparation time is included in the total amount paid. Co-presenters will divide the total based upon the number of presentation hours.

Funding:

- Request for Pay (Blue sheets) must be completed and signed immediately after the presentation and returned to the Professional Development Secretary. Please include your ID number and a copy of your True Time sheet if needed.

Summer Multi-day training sessions

Staff who attend multi-day training sessions necessary for teaching assignment credentials (i.e. AP/Pre-AP Institute, AVID Conference, CTE, Sheltered Instruction, will not receive compensation.

There may be exceptions to the above which may include special training sessions that are state, federal, or grant funded.

Testing Proctors:

Test proctors will be obtained for summer testing such as state assessments, credit by exams and college readiness assessments.

All proctors are expected to utilize the True Time system to track hours worked.

- Personnel such as teachers, librarians and counselors will be preferred.
- The Curriculum and Instruction Department will provide budget codes to the payroll department. True Time records will be required on a monthly basis according to the payroll calendar.

Funding

- An hourly wage of \$30.00 for certified teachers or \$11.00 for non-certified employees will be provided for state testing proctors.
- Proctors for college readiness testing (SAT, ACT, AcuPlacer) will be paid \$22.00 an hour regardless of certification status.

Tutorial Programs:

Tutors

All tutors are expected to utilize the True Time system to track hours worked.

- Only exempt personnel such as teachers, librarians and counselors will be utilized in grant funded after school programs due to Fair Standard Labor Laws.

This schedule is for the 2021-22 school year only.
No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

- If a tutor cannot work on a scheduled day, another exempt employee can substitute for this tutor. The tutor substitute must also be set up on True Time at the campus level.
- In the event that additional tutors are needed to prepare students at the SSI grades, tutors will be authorized by the Curriculum and Instruction department.
- The Curriculum and Instruction department will provide budget codes to the payroll department. True Time records will be required on a monthly basis according to the payroll calendar.

Funding

- An hourly wage of \$22.00 will be provided for after school program tutors.
- All tutors hired to work during the instructional day will be paid \$80.00 daily

Other

- Proctors will be obtained during summer testing.
- Tutors/proctors should be processed as substitutes and not paid through contracted services due to IRS regulations.
- Bus drivers for after school programs will receive their regular wages.

AVID Guidelines for Tutor Certification and Pay Structure

The goal of Essential 8 in the AVID Certification is to recruit, hire, train, retrain and nurture tutors, especially tutors who are current college students, develop a pool of tutors who can effectively facilitate the AVID inquiry-based tutorial groups and serve as role models and mentors for AVID students. Therefore tutors will receive certification levels based on their training, experience and number of college hours completed.

Level 1 Tutor

- Complete a minimum of 16 hours of training in WICR and the AVID tutorial process. Four to six hours of tutor training (Part I) must occur prior to the tutor's start date in the AVID classroom.
- Complete the remainder (Part II) of the 16 required hours of training prior to the site's spring Certification Self-Study (CSS) review during the tutor's first year as an AVID tutor.
- All tutor training must be completed at the campus level, and the AVID Site Coordinator and site team must validate the tutor's level 1 training and experience to issue a certificate of completion for the AVID tutor training.
- Complete 0 to 15 hours of college level classes.
- Salary at this level will be \$12.00 per hour

Level 2 Tutor

This schedule is for the 2021-22 school year only.
No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

- Tutor must be in their second year and have completed Part I & II of the AVID tutor training.
- Documentation of on-going coaching and debriefing in inquiry and the AVID tutorial process.
- Documentation of the tutor's work and additional training must be available for review by the Regional/District Director during the Certification Self-Study (CSS) review.
- Must have completed 16 to 30 hours of college level classes.
- Salary will be \$14.00 per hour.

21st Century Community Learning Center Grant

Extra duty pay:

To plan, prepare and lead participants (school age or adults) in after-school classes consisting of academic assistance, enrichment, college career readiness and family involvement components of the 21st Century Community Learning Centers. In addition, provide students with appropriate learning activities and experiences in the core academic and enrichment subject area assigned to help them fulfill their potential for intellectual, emotional, physical, and social growth. Hours will vary from a minimum of 1 hour a week to a maximum of 19 hours per week.

All extra duty employees are expected to utilize the True-time System to show time and effort worked.

Job Title: 21st CCLC Development Teacher

Wage: \$22 Per hour

Qualifications: Must hold a valid Texas Teacher Certificate.

Summer School Teachers

\$22-\$30/hr

Summer School Nurse \$35/hr

Job Title: Youth Development Instructors

Wage: \$13.00 an hour

Qualifications:

Minimum Certification/Education:

- 24 college hours in education/ youth issues, preferred.
- High school diploma or GED, required

This schedule is for the 2021-22 school year only.

No past or future payments can be calculated, assumed or predicted on the basis of this schedule.

Minimum Experience:

- Two years preferred experience in after school program, without college hours

Curriculum Writers:

Teachers will be paid \$500 per completed core course for curriculum writing.

In order to provide payment, the Curriculum and Instruction Department will submit a spreadsheet with teachers names and budget codes to the payroll department.

This schedule is for the 2021-22 school year only.
No past or future payments can be calculated, assumed or predicted on the basis of this schedule.