

# Human Capital Management Update

March 30, 2023



# Current Compensation Plan

## Employee Salary Scale

Years of Experience	Base Salary
0	\$60,010
5	\$61,187
10	\$63,048
15	\$64,152
20	\$66,365
25	\$69,181
30	\$73,147



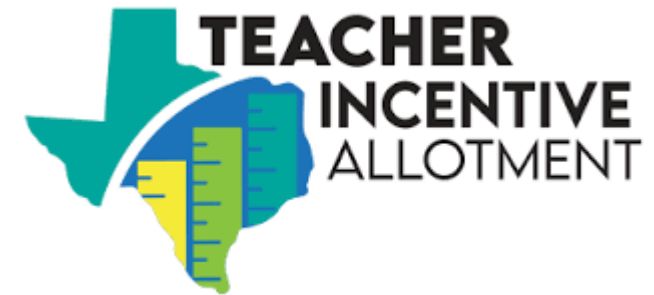
## Health Care Contribution

2023 – 2024 Contribution \$225

# Current Compensation Plan

## Competitive Stipends

	Amount
CTE/Industry	\$3K - \$6K
Secondary Math, Science, ELAR	\$4K
Montessori	\$4K
Embedded Dual Credit	\$5K
Special Services: SEAS, Goals, Rise	\$4K
Bilingual	\$4K
Extra-Curricular (Academic)	\$1K - \$4K



## Teacher Incentive Allotment

Designation Type	CISD Avg
Recognized Designation	\$4,493
Exemplary Designation	\$8,986
Master Designation	\$16,976

# 2023-2024 Considerations



## Differentiated Compensation Model

- Various Salary Raises
- 2022-2023 TASB Salary Survey

## Cohort Benchmarking

- Paraprofessionals
- Teachers
- Campus Leadership

## Health Care Contributions

- Health Care Clinic Usage
- Employee Contribution

## Referral Stipends

- Teacher Referral Challenge (Begins April 3rd)



**BEGIN YOUR CROWLEY ISD JOURNEY**  
**2023 TEACHER JOB FAIR**  
**Saturday, April 15 ▶ 9 a.m. to Noon**

Bill R. Johnson CTE Center ▶ 1900 Longhorn Trail, Crowley, Texas 76036

**POSITIONS AVAILABLE**

- ▶ Pre-K Teachers
- ▶ K-5 Teachers
- ▶ Bilingual Teachers
- ▶ Secondary Math
- ▶ Secondary English
- ▶ Secondary Science
- ▶ Special Education
- ▶ Art/Music/Theatre Arts
- ▶ Speech/Debate
- ▶ Social Studies
- ▶ CTE Auto Tech
- ▶ CTE Barbering

**CRITICAL CONTENT STIPENDS**

- ▶ Secondary Math Teacher: \$4,000
- ▶ Secondary Science Teacher: \$4,000
- ▶ Secondary English Teacher: \$4,000
- ▶ SEAS/Goals/RISE: \$4,000
- ▶ Bilingual Teacher: \$4,000

**BENEFITS/INCENTIVES**

- ▶ District monthly contribution Health Insurance Premiums
- ▶ Employee Childcare Center
- ▶ Employee Health Care Clinic
- ▶ Leadership Pathways
- ▶ Mentorship Programs
- ▶ Varied campus stipends



# District “Journey Fair”

Saturday, April 15

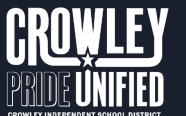
8:00 – 9:00 a.m. (VIP Candidates)  
 9:00 – 12:00 p.m.

Bill R. Johnson CTE Center  
 1900 Longhorn Trail

Offering Contracts and Letters of Intent



LEARN MORE AT [WWW.CROWLEYISDTX.ORG/CAREERS](http://WWW.CROWLEYISDTX.ORG/CAREERS)



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