Human Capital Management Update

March 30, 2023

1 THRIVING STUDENTS

2 ENGAGED COMMUNITY

3 EMPOWERED STAFF

CISD

CROWLEY PRIDE UNIFIED

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)

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

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CROWLEY INDEPENDENT SCHOOL DISTRICT

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