

Human Capital Management Update

April 13, 2023

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EMPOWERED
STAFF

2023-2024 Preliminary Planning



Differentiated Compensation Model

- Various Salary Raises
- 2022-2023 TASB Salary Survey

Cohort Benchmarking

- Teachers
- Paraprofessional
- Campus Professionals

Health Care Contributions

- Health Care Clinic Usage
- Employee Contribution

Referral Stipends

- Teacher Referral Challenge (Began April 3rd)

2022-2023 Differentiated Compensation

3.2%
to **4%**
RAISE

Teacher/Nurses/Librarians Salary Scale

\$3,490,683

5%
RAISE

Paraprofessional/Auxiliary

\$649,432

3.0%
RAISE

Admin Professional

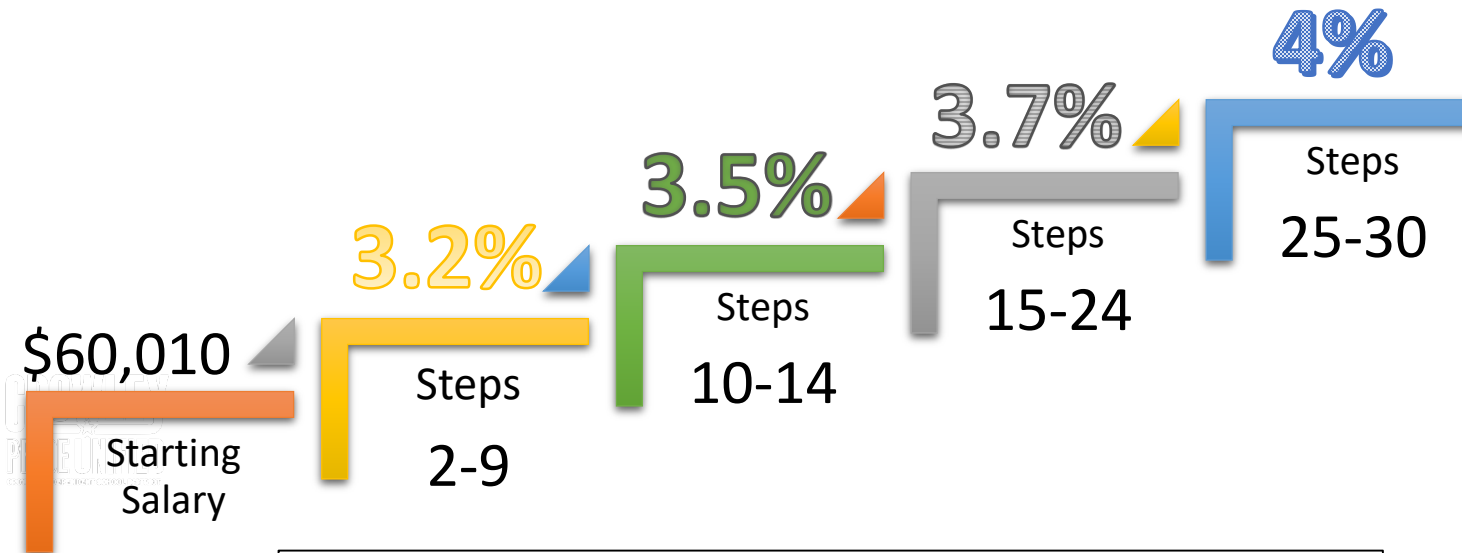
\$666,137

Estimated CISD Salary Raises (Total)

\$4,806,252



2022-2023 Differentiated Compensation Model



Teacher/Nurses/Librarians Salary Scale
\$3,490,683



Standard Compensation Models

**Preliminary Planning Estimates*

Teacher*

3%	4%	5%
\$2,644,274	\$3,525,698	\$4,407,123

Paraprofessional*

3%	4%	5%
\$527,110	\$702,813	\$878,516

Administrative Professional*

3%	4%	5%
\$904,756	\$1,206,342	\$1,507,927

ALL POSITIONS*

3%	4%	5%
\$4,076,140	\$5,434,853	\$6,793,566



Benchmarking: UEA Comparison of Teacher Salaries (22-23)

Years of Service	DFW Ranking in Top 50	22-23 Base Salary
0	7 th	\$60,010
5	13 th	\$61,187
10	17 th	\$63,048
15	23 rd	\$64,152
20	22 nd	\$66,365
25	15 th	\$69,181
30	12 th	\$73,147



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Areas of Growth

Paraprofessional Benchmarking

CISD will benchmark both Top In Tarrant County cohorts and Districts identified in Exit Surveys as an individual's "new district"

High School PEIMS Data Assistant	
CISD	\$17.19
FWISD	DNR
Everman	\$12.50
Saginaw	DNR
Mansfield	\$15.09
Grand Prairie	\$15.61

Licensed Vocational Nurse (LVN)	
CISD	\$21.38
FWISD	DNR
Everman	\$16.16
Saginaw	DNR
Mansfield	\$18.25
Grand Prairie	\$15.61

High School Registrar	
CISD	\$17.19
FWISD	DNR
Everman	\$16.16
Saginaw	DNR
Mansfield	\$18.25
Grand Prairie	\$17.07

Areas of Opportunity

Paraprofessional Benchmarking

CISD will benchmark both Top In Tarrant County cohorts and Districts identified in Exit Surveys as an individual's "new district"

Teacher Aide (General)	
CISD	\$12.19
FWISD	\$15.00
Everman	\$12.50
Saginaw	DNR
Mansfield	\$14.49
Grand Prairie	\$12.10

Special Education Aide (Self Contained)	
CISD	\$12.92
FWISD	\$16.75
Everman	\$12.50
Saginaw	DNR
Mansfield	\$14.49
Grand Prairie	\$14.43

Middle School Principal Secretary	
CISD	\$17.19
FWISD	DNR
Everman	\$17.00
Saginaw	DNR
Mansfield	\$18.25
Grand Prairie	\$18.78

23-24 Future Focus



Instructional Aides



**Instructional /
Non-Instructional
Support Staff**
(i.e. PEIMS, Diagnosticians,
Behavior Specialist, etc.)



Secretaries

Legislative Bills to Watch



Senate Bill 9

\$2,000 pay raise for every Texas Teacher

House Bill 1485

\$1,500/month pay raise for every teacher

Senate Bill 9

Senate Bill 9 is the primary legislation that is being considered to address pay for teachers and other essential school district employees. Legislatures are considering a **\$2,000 raise** for all teachers and a **\$4,000 raise** for those earning below the median pay.



CROWLEY
PRIDE UNIFIED
CROWLEY INDEPENDENT SCHOOL DISTRICT

House Bill 1548

House Bill 1548 proposes a **\$1,500/month pay raise for Texas teachers** using state surplus funds. *In addition, these pay raises would ultimately become a part of the annual budget.*

The bill also proposes a **state-funded 25% pay increase** for all other non-administrative school employees, such as custodians or cafeteria staff.

If the bill is passed as proposed, it would **raise minimum teacher pay** in Texas from \$33,660 to \$48,660.

Crowley ISD starting pay is \$60,010.





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 15th

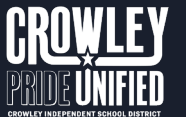
8:00 – 9:00 a.m. (VIP Candidates)
9:00 – 12:00 p.m.

Bill R. Johnson CTE Center
1900 Longhorn Trail

Offering Contracts and Letters of Intent



LEARN MORE AT WWW.CROWLEYISDTX.ORG/CAREERS



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