Human Capital Management Update

April 13, 2023

3 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%

Teacher/Nurses/Librarians Salary Scale

to **4%**

\$3,490,683

5% RAISE Paraprofessional/Auxiliary

\$649,432

3.0% RAISE **Admin Professional**

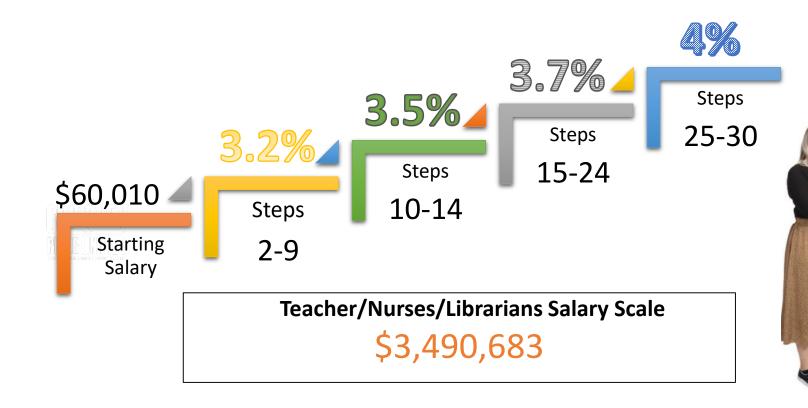
\$666,137

Estimated CISD Salary Raises (Total)

\$4,806,252



2022-2023 Differentiated Compensation Model







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)

YFAA	Years of Service	DFW Ranking in Top 50	22-23 Base Salary	YEAR 30
1 Grand Prairie 810 2 Castriberry 600 3 Everman 6060 4 Mansfield 6050 5 Arlington 60400	0	7 th	\$60,010	1 Ft Worth 76467 2 HEB 75859 3 Alvarado 75400 1 4 Irving 75091 1 5 Castleberry 74992
6 Aledo 60200 7 Crewley 6030 8 Dallas 60000 8 Ft Worth 60000 8 Gartand 60000	5	13 th	\$61,187	2 6 Arlington 74500 8 7 Everman 74362 90 8 Manufield 74168 60 9 Joshua 73792 188 10 Grand Prairie 73528
8 HEB 60000 8 Joshus 60000 13 Lewisville 59175 3 14 Keiler 59000 1 14 Lake Worth 59000 11 14 White Sett 59000 16	10	17 th	\$63,048	550 11 EMS 73333 523 12 Crowley 73147 1483 13 Keller 73024 9436 14 Kennedale 72766 15 Cleburne 72759 59000 16 Azle 72350
17 Cleburne \$8800 17 17 McKinney 58800 18 19 Birdville 58600 19 19 Carroll 58600 20 21 Coppell 58500 21	15	23 rd	\$64,152	68959 17 Carroll 72282 68697 18 Lewisville 72220 68675 19 Birdville 71838 68485 20 DeSoto 71718 68466 21 Burleson 71379
21 DeSoto 58500 21 1 21 EMS 58500 23 8 24 Frisco 58250 24 B	20	22 nd	\$66,365	68351 22 Northwest 71300 68328 23 Aledo 71205 68298 24 White Sett 71200
26 Allen 58000 25 Di 26 Allen 58000 26 De 28 Burleson 58000 27 Liti 26 CFB 58000 28 Alle	25	15 th	\$69,181	6111 25 Frisco 70600 67934 26 Allen 70446 67750 27 Coppell 69988 67615 28 Grapevine 69280
26 Denton	30	12 th	\$73,147	67560 29 Midlothian 68550 67550 30 CFB 68456 67500 31 Weatherford 68422
32 Irving 57294 32 CFB	son 58375 34 Azle 58100 35 Midloth ille 58000 36 Richard	60113 34 Weatherford lian 60000 35 Alvarado son 59750 36 Azle rford 59642 37 Richardson	62000 33 Northwest 64250 33 Midlothi 61992 34 Midlothian 64000 34 Grapevi 61920 35 Godley 63940 35 Azle 61613 36 Weatherford 63672 36 Godley 61125 37 Azle 63526 37 Weath 60910 38 Duncanville 62700 38 Dunca	ne 66096 34 Garland 68328 65984 35 Duncanville 68200 65918 36 Lake Worth 67750 erford 65892 37 Glen Rose 67590



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



Areas of Growth



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

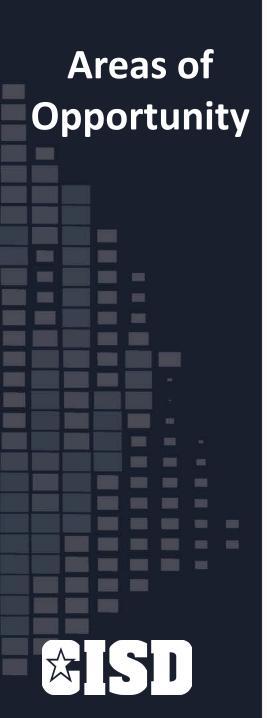
High School PEIMS Data Assistant	
CISD	\$17.19
FWISD	DNR
Everman	\$12.50
Saginaw	DNR
Mansfield	\$15.09
Grand Prairie	\$15.61

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







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 /
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.









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
- Science
- Art/Music/Theatre ArtsSpeech/Debate

▶ Special Education

- Social StudiesCTE Auto Tech
- VOIL 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"



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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