



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT

2024-2025 EMPLOYEE COMPENSATION PLAN DRAFT

BISD Administration Building

Board Room

June 10, 2024

5:30 PM

2024-2025 EMPLOYEE COMPENSATION PLAN DRAFT

Overview of Proposed Changes

I. Staffing Guidelines

II. Pay Plans

PAGE NO.	SECTION	ITEM	PROPOSED CHANGES	NOTES
1	Staffing Guidelines - Elementary	Assistant Principal/Dean of Instruction	Correction to remove Fund 162	Recommended by CFO
		Counselor	Update enrollment 0-475 (1), 476-900 (2), 901+ (3) and Fund 281 to 199. Remove comments 75 students above ratio will gain additional Counselor.	Update after meeting with Elem Counselors. Board received summary on June 7th weekly letter.
		PE Teacher	Update enrollment 0-750 (1), 751+ (2) and remove 902+ (3)	Recommended by Elem Principals
		Parent Liaison	Add enrollment & allocation: 0-525 (.5) & 526+ (1)	Board discussion
		PE Aide	Update enrollment 0-499 (1), 500+ (2)	Recommended by Elem Principals
		Library Aide	Update enrollment 401-650 (.5) and 651+ (1)	Recommended by Elem Principals
		Dyslexia Aide	Closed - per HB 3928	Program moved to Sped
2	Staffing Guidelines - Middle School	Counselor	Update enrollment 351-799 (2) and 800-1,050 (3). Remove MS will have a minimum of 3 Counselor's and update Fund 281 to 199 to include section in comments to increase At-Risk Counselor ratio from 150 students to 250 students. Remove 200 students above ratio will gain additional counselor.	Recommended by State Comp & MS Principals
		Classroom Teacher	Update allocation from 26:1 to 27:1	Recommended by MS Principals
		Parent Liaison	Add enrollment & allocation: 0-525 (.5) & 526+ (1)	Board discussion
		Library Aide	Closed	Recommended by MS Principals
		Dyslexia Aide	Closed - per HB 3928	Program moved to Sped
3-4	Staffing Guidelines - High School	Counselor	Update section in comments to increase At-Risk Counselor ratio from 150 students to 250 students. Remove 200 students above ratio will gain additional counselor.	Recommended by State Comp & HS Principals
		Classroom Teacher		Recommended by HS Principals
		End of Course (EOC) Teacher	Add allocation 22:1	
		Elective Teacher	Add allocation 32:1	
		Non-Tested Core Teacher	Add allocation 27:1	
		Dual Enrollment Teacher	Add allocation 30:1 (Max) and 15:1 (Min)	
		CTE Teacher	Update allocation from 26:1 to 25:1	Recommended by HS Principals
Library Aide	Closed			
Dyslexia Aide	Closed - per HB 3928	Program moved to Sped		

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5	Staffing Guidelines - BLA 6-12	BLA 6-12 Campus	Closed	Recommended by Secondary Principals
6	Staffing Guidelines - Lincoln Park	Day Care Coordinator	Title change to Director, Childcare Center	Recommended by State Comp & Chief Academic Officer
7	Campus Staffing Guidelines	Custodians	Update allocation from 20,000 sq. ft. to 21,500 sq. ft.	Recommended by Supt
			TASB note - 1 Custodian per 23,000 cleanable square footage	Recommended by TASB
8a, b, c	Teacher & Librarian Hiring Salary Schedule	Model 1	\$54,350 starting, 1% General Pay Increase	Recommended by TASB. Model 3 adjustments to place salary schedule at 100% of market.
		Model 2	\$55,000 starting, 2% General Pay Increase	
		Model 3	\$55,000 starting, 2% General Pay Increase	
11 - 13	Administrator Educator Pay Plan	Coordinator, Wellness/Athletics Specialist, RTI/Dyslexia Program	Closed	Position closed
		Coordinator, District School Improvement	Title change to Specialist, RTI/504	Recommended by Assessment
		Coordinator, Migrant Education	Title change to Director, District School Improvement	Recommended by C&I.
		Director, Dyslexia Program	Closed	Positions closed
		Director, Library Services		
		Chief Operations Officer	Add to Pay Grade 10	Recommended by Supt
14 - 15	Administrator Business Management Pay Plan	Specialist, Family Engagement 21st Century CCLC	Add to Pay Grade 1	Required per the 21st Century CCLC grant
		Graphic Artist - Media Center	Title change to District, Graphic Artist	Recommended by HR
		Coordinator, State Compensatory	Closed	Position closed
		Director, Finance/Budget	Title change to Director, Finance/Business Manager	Recommended by CFO
		Deputy Superintendent, Business Operations	Closed	Recommended by Supt - close position
16	Professional Instructional Support Pay Plan	Coordinator, Day Care	Title change to Director, Childcare Center	Recommended by State Comp & Chief Academic Officer
18	Technology Pay Plan	Computer Technician, FNS	Title change to Computer Technician	Recommended by FNS
20	Clerical Administrative Pay Plan Pay Grade 2 & 3	Receptionist/Clerk, Adult Education	Closed	Positions closed
		Receptionist/Clerk, Health Services		
		Clerk, Library/Media Services		
		Clerk, Migrant Recruiter		
		Clerk, Wellness Center		
		Receptionist/Clerk, Transportation		

PAGE NO.	SECTION	ITEM	PROPOSED CHANGES	NOTES
21-22	Clerical Administrative Pay Plan Pay Grade 5 & 6	Secretary, Federal Programs	Closed	Positions closed
		Secretary, Health Services		
		Secretary, Professional Development		
		Secretary, RTI/504	Add. Closed Admn Asst, Dyslexia to move FTE to Pay Grade 5, Secretary, RTI/504.	Recommended by Assessment
		Coordinator, Museum	Closed	Positions closed
Criminal Records Clerk, Police/Security				
23	Clerical Administrative Pay Plan Pay Grade 7	Admn Asst, Dyslexia	Closed - Move FTE to Pay Grade 5, Secretary, RTI/504	Position closed
24	Clerical Administrative Pay Plan Pay Grade 8	Admn Assoc, Assistant Superintendent	Title change to Admn Assoc, Chief HR Officer	Recommended by HR
		Admin Assoc, Deputy Superintendent	Title change to Admn Assoc, Chief Operations Officer	Recommended by HR
		Admin Assoc, Superintendent Office	Closed	Position closed
		Legal Assistant	Title change to Paralegal	Recommended by Legal
25	Instructional Support Pay Plan	Dyslexia Aide	Closed - per HB 3928	Program moved to Sped
30	Substitute Teacher Pay Scale	Long-Term Administrator	Remove Long-Term on page 30.	Recommended by HR
31	Supplemental Duty Pay	Dyslexia /504	Relocate to Special Education stipends.	Recommended by Assessment
34-35		Bilingual/ESL	Update language	Recommended by Bilingual
40-41		Long-Term Administrator	Remove Long-Term Administrator Substitute and move to Substitute Pay Scale	Recommended by HR
43	Cohort A	Teacher Incentive Allotment (TIA)	Delete	Recommended by TIA