

Brownsville ISD

Pay Systems Maintenance

Zachary Hobbs
May 7, 2026

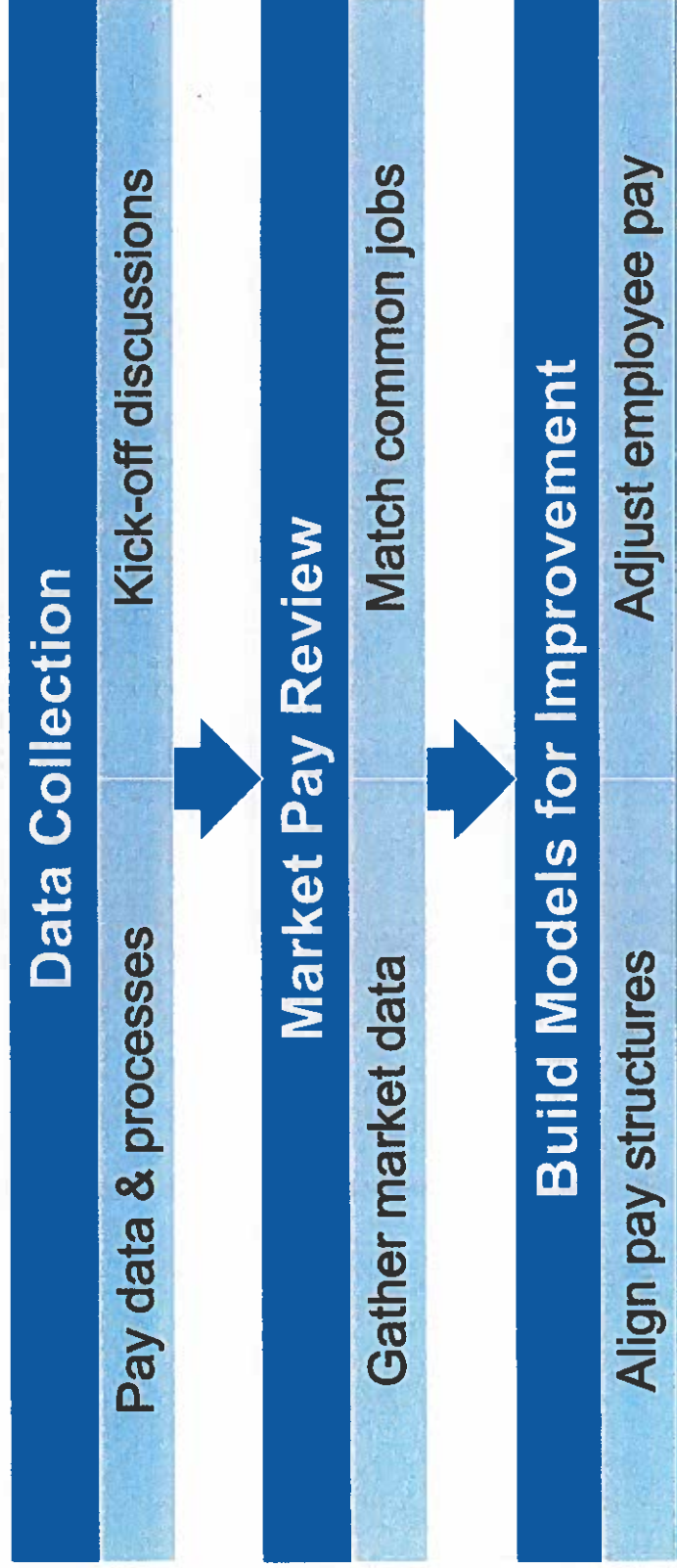


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TASB Pay Study Process



Compensation Concepts



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Board Policy DEA (Local)

- District compensation plan objectives
- Pay administration
 - Superintendent's responsibilities
 - Board's responsibilities

Pay System Objectives

- **Recruit Employees**

- Competitive entry rates
- Competitive pay for experienced new hires

- **Pay for Job Value**

- Prevent overpayment or underpayment

- **Retain Employees**

- Advance pay to market rates
- Market-competitive pay increases

- **Control Costs**

- Salary plan and increases driven by budget

DEA (Local) - Superintendent

- Recommend an annual compensation plan for all District employees.
- Implement the compensation plan and establish procedures for plan administration consistent with the budget.
- Recommend an amount for employee pay increases as part of the annual budget.

DEA (Local) - School Board

- The Board shall review and approve the compensation plan to be used by the District.
- The Board shall also determine the total compensation package for the Superintendent.

Findings



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Market Districts

	District	ESC Region	Student Enrollment	Number of FTE	Teacher, Exempt, Nonexempt
1	Donna ISD	01	12,301	2,184	X
2	Harlingen CISD	01	16,181	2,681	X
3	La Joya ISD	01	23,998	3,841	**
4	Laredo ISD	01	20,100	3,498	X
5	Los Fresnos CISD	01	10,267	1,913	X
6	McAllen ISD	01	19,349	3,278	X
7	Mission CISD	01	13,454	2,250	X
8	North East ISD	20	55,004	8,209	X
9	Pharr-San Juan-Alamo ISD	01	28,840	4,789	X
10	San Antonio ISD	20	44,670	7,147	X
11	San Benito CISD	01	9,126	1,564	X
12	Sharyland ISD	01	9,742	1,355	X
13	United ISD	01	40,748	6,318	X
14	Weslaco ISD	01	16,430	2,225	X
	Brownsville ISD	01	34,440	5,533	14

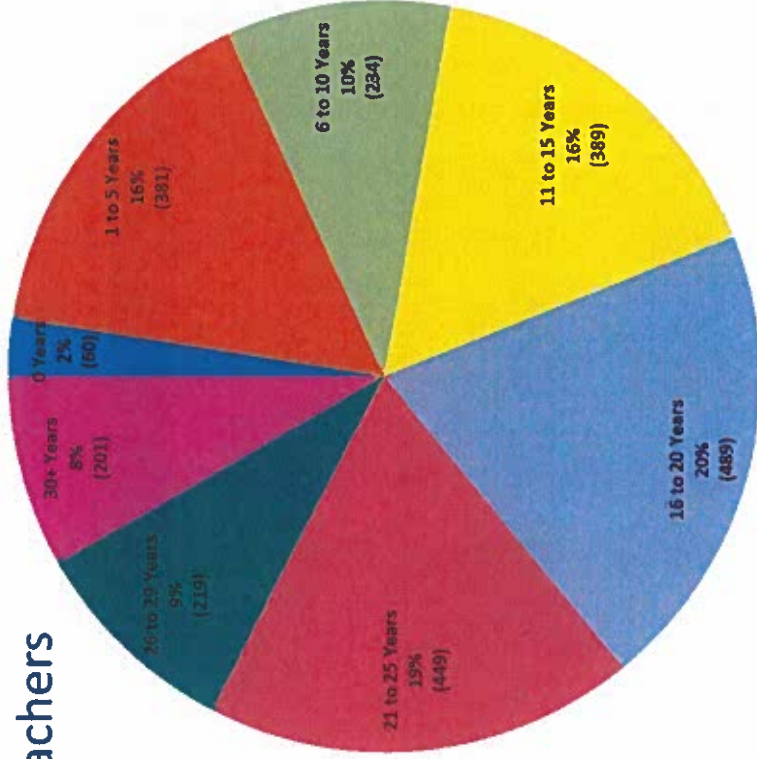
** District did not participate in survey. Teacher schedules collected from the district.

Other Market Sources

- Statewide market for districts with enrollment between 25,000 to 49,999 for district administration positions.
- Brownsville metro area non-school market from
 - CompAnalyst
 - Payfactors by Payscale

Teachers – Demographics

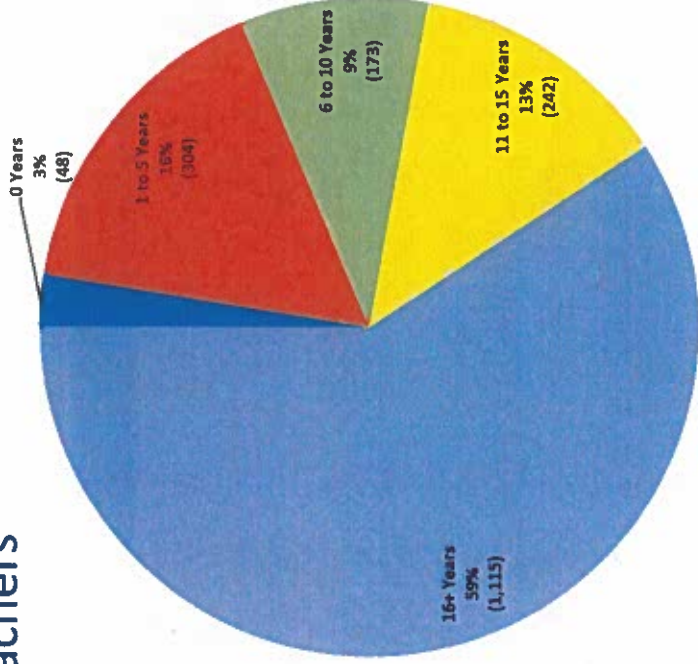
Experience of Current Teachers



2,422 Teachers

Teachers – Demographics

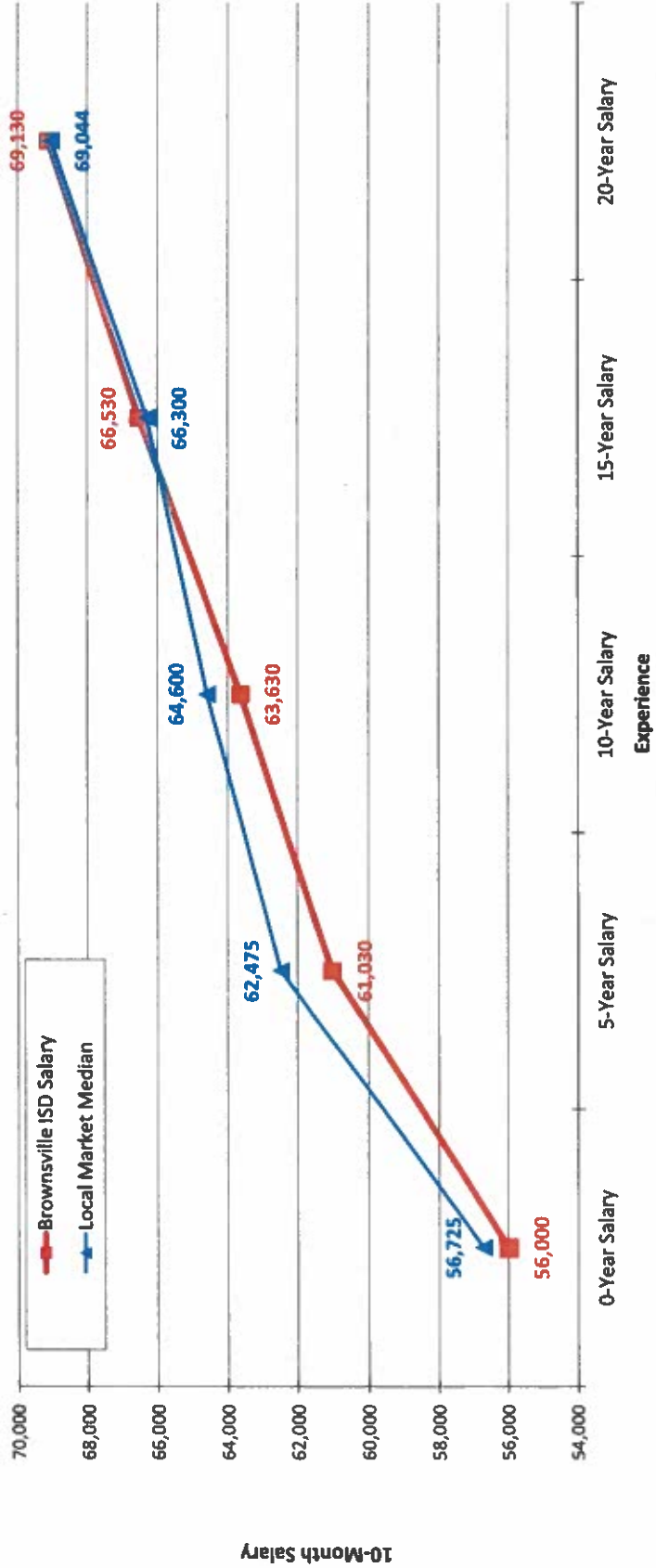
Experience of Newly Hired Teachers



1,882 Teachers
with 0 years of local experience in 2025-2026

Teachers – Market Graph

Teacher Salary Plan, 2025-2026
Market Comparison



Teachers – Market Salaries

	0 - Years	5 - Years	10 - Years	15 - Years	20 - Years	Average Salary
Brownsville ISD Salary	\$56,000	\$61,030	\$63,630	\$66,530	\$69,130	\$68,140
Local Market Median	\$56,725	\$62,475	\$64,600	\$66,300	\$69,044	\$65,826
Percent of Market	99%	98%	98%	100%	100%	104%
Difference from Market	(\$725)	(\$1,445)	(\$970)	\$231	\$87	\$2,314

Teachers – Market Stipends

Stipend	Brownsville ISD	Median Stipend	Districts Reporting
Master's Degree – General	\$1,500	\$1,000	11 of 13
Secondary Math	\$3,500	\$2,500	9 of 13
Secondary Science	\$2,500	\$2,500	9 of 13
Special Education – General	\$2,500	\$1,500	12 of 13
Special Education – High Needs	\$5,500	\$2,500	13 of 13
Bilingual	\$1,260	\$1,350	12 of 13

Exempt Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Number of Benchmarks
Counselors	104%	104%	3
Administrator Educator	98%	100%	26
Admin Business Mgmt	102%	104%	16
Professional Instructional	109%	108%	14
Technology	88%	93%	10
Police	93%	96%	8

Nonexempt Pay Groups – Market Salaries

Pay Group	Employee Pay to Market	Pay Grade Midpoint to Market	Pay Grade Minimum to Market	Number of Benchmarks
Clerical Administrative	99%	98%	99%	25
Instructional Support	110%	117%	115%	6
Manual Trades	96%	98%	103%	26

Recommendations



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Recommendation 1

Adopt pay structure adjustments to improve market competitiveness

- Improved starting salaries
- Midpoints competitively aligned with market

Recommendation 2

- Adopt a general pay increase (GPI) to maintain market position
- 2% for all job groups (equal to \$1,300 for teachers)
 - For teacher structure, GPI calculated as a percentage of market median salary
 - For other pay groups, GPI calculated as a percentage of employee's pay grade midpoint

Recommendation 3

Provide adjustments to address market differences and maintain equity

- **Increase to 1 percent above minimum**
- **Teacher pay equity adjustments**
- **Strategic adjustments**
- **Placement scale adjustments**

Cost Model – 2.0% GPI

Pay Group	General Pay Increase	Adjustments	Estimated Total Increase	Teacher Retention Allotment	Teacher Incentive Allotment
Teachers	\$3,152,194	\$7,854	\$3,160,048	\$202,500	\$0
Counselor	\$199,759	\$107,163	\$306,922	\$0	\$0
Administrator Educator	\$423,676	\$100,119	\$523,795	\$0	\$9,234
Administrator Business Management	\$112,970	\$18,979	\$131,949	\$0	\$2,210
Professional Instructional Support	\$389,180	\$64,341	\$453,521	\$0	\$0
Technology	\$66,070	\$28,109	\$94,179	\$0	\$0
Police & Security	\$126,536	\$36,185	\$162,721	\$0	\$0
Clerical Administrative	\$349,403	\$0	\$349,403	\$0	\$868
Instructional Support	\$480,393	\$0	\$480,393	\$0	\$0
Manual Trades	\$795,451	\$146	\$795,597	\$0	\$0
Total	\$6,095,632	\$362,896	\$6,458,528	\$202,500	\$12,312
% of Current Costs	2.0%	0.1%	2.1%	0.1%	0.0%

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