

Brownsville Independent School District

Department of Human Resources



Employee Compensation Plan 2025-2026

DRAFT
June 26, 2025

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Brownsville Independent School District

Department of Human Resources

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Staffing Guidelines

Brownsville Independent School District

2025-2026 - Elementary School Staffing Guidelines

Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	210	N/A	1	199	
Assistant Principal/Dean of Instruction	208	< 500	1	199	Choice of Assistant Principal or Dean of Instruction (reduce by attrition) pertains to < 500.
		575 +	1 (AP) & 1 (Dean)		
		801 +	2 (AP) & 1 (Dean)		
Instructional Coach (Add)	208		1	162	Priority Campuses
*Counselor	196	0- 475	1	1 (199)	
		476-900	2	2 (199)	
		901+	3	3 (199)	
Librarian	196		1	211	
Nurse	192	501 +	1	199/211	see note on page 4
LVN	187	< 450	1	199	
Health Aide I	187	1,000 +	1	199	reduce by attrition
Teachers					
Pre-K3	187		22:1	199	
Pre-K4	187		22:1	199/162	
K-4 th	187		22:1	199	
5 th	187		26:1	199	
PE	187	0-750	1	199	
		751+	2		
Music	187	0- 499	.5	199	
		500 +	1		
Art	187	0 - 599	.5	199	
		600 +	1		
Special Education**					
Resource/Inclusion	187	as per approved budget	18:1	166/224	1 Aide per campus
Life Skills/Structure for Life	187		4:1	166/224	1 Teacher and 2 Aides (1 adult per 4 students)
Behavior	187		4:1	166/224	
Early Childhood	187		4:1	166/224	
Clerical					
Secretary	210		1	199	
Data/Records Management Clerk	210		1	199	
Attendance/Clerical Assistant	187	350 444 665	1	199	
		666-887	+1		
Parent Liaison	187	0- 525 300	.5	211	
		526 301+	1		
Instructional Aides					
PE Aide	187	0-499	1	199	
		500+	2		
Library Aide	187	401 -650	.5	211	reduce by attrition
		651 +	1		
PK3/PK4 Aide	187		1 per teacher	199	
Kinder Aide	187		.5 per teacher	199	
ESL/LPAC Instructional Aide	197		1	163	20% Compliance, 80% Instructional
ADA 504 Assistant	187		as needed	199	
Federal Program Aide	187		as needed	211	reduce by attrition
Federal Computer Aide	187		as needed	211	reduce by attrition

*Texas School Counseling Association recommends 1:350

**BISD follows Admission, Review & Dismissal Committee recommendations

Brownsville Independent School District

2025-2026 - Middle School Staffing Guidelines

Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	226	N/A	1	199	
Assistant Principal	208	< 700	1	199	reduce by attrition
		775+	2		
Dean of Instruction	208	N/A	1	162	Option for this position to be Assistant Principal – Fund 199
*Counselor	201	0-350	1	199	Includes At-Risk Counselor (up to 250 students)
		351- 699	2	199	
		700 -1,050	3	2 (199), 1 (162)	
		1,051 +	4	3 (199), 1 (162)	
Gear Up Counselor	205		1	274	as per grant requirements
Librarian	196		1	211	
Nurse	192	501 +	1	199/211	see note on page 4
LVN	187	< 450	1	199	
Health Aide I	187	750 +	1	199	reduce by attrition
Teachers					
Classroom Teacher	187		26:1	199	
Athletic Coordinator	197		1	199	
PE	187		4	199	
Health	187		2	199	
Fine Arts:			based on enrollment		phase in
Art	187		1	199	
Band	205		2	199	
Choir	205		1	199	
Dance	187		1	199	
Theatre	187		1	199	
Coordinator, Testing RtI/504 (Add)	187		1	199	
Special Education**					
Resource/Inclusion	187	As per approved budget	20:1	166/224	for every 4 teachers 1 Aide
Life Skills/Structure for Life	187		4:1	166/224	1 Teacher and 2 Aides
Behavior	187		6:1	166/224	1 Teacher and 2 Aides
Clerical					
Secretary	217		1	199	
Data Management Clerk	217		1	199	
Records Clerk	192		1	199	
Attendance/Clerical Assistant	187	732-914	+1	199	
		915-1,097	+1		
		1,098-1,280	+1		
Bookkeeper	202		.5	199	
Parent Liaison	187	0-525	.5	211	
		526+	1		
Hall Monitor	187			199	reduce by attrition
Instructional Aides					
ESL/LPAC Instructional Aide	197		1	163	20% Compliance, 80% Instructional
Federal Program Aide	187		as needed	211	reduce by attrition

*Texas School Counseling Association recommends 1:350

**BISD follows Admission, Review & Dismissal Committee recommendations

NOTE: Middle Schools with 500+ Emergent Bilinguals will have 2 ESL/LPAC Instructional Aides.

Brownsville Independent School District

2025-2026 - High School Staffing Guidelines

Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	226		1	199	
Assistant Principal	208	up to 1,250	2	199	
		1,251-1,750	3		
		1,751-2,250	4		
		2,251-2,750	5		
		2,750 +	6		
Assistant Principal Special Education	208		1	166	
Dean of Instruction Coach (Replace)	220	N/A	1	162	
*Counselor	205	up to 1,749	4	3 (281), 1 (162)	- Includes At-Risk Counselor (up to 250 students)
		1,750-2,099	5	4 (281), 1 (162)	
		2,100-2,449	6	5 (281), 1 (162)	
		2,450 +	7	6(281), 1 (162)	
Career Placement Officer	205		1	164	
Gear Up Counselor	205		1	274	as per grant requirements
Librarian	196	up to 2,000	2	211	
Nurse	192	501+	1	199/211	see note on page 4
LVN	187	< 450	1	199	
Health Aide I	187	2,000+	1	199	reduce by attrition
ROTC	220		2	199	
Athletic Coordinator	220		1	165	
Defensive Coordinator	207		1	199	
Offensive Coordinator	207		1	199	
Teachers					
Classroom Teacher	187		26:1	199	
Career Technical Education:					
CTE Teacher	187		26:1	164	
CTE Teacher Agriculture	226		26:1	164	2 teachers (Lopez ECHS)
CTE Teacher Cosmetology	205		26:1	164	2 teachers (CTE)
Fine Arts:			based on enrollment		
Art	187			199	
Band	210			199	
Choir	205			199	
Dance	194			199	
Estudiantina	187			199	
Mariachi	187			199	
Theatre	187			199	
Coordinator, Testing	213		1	199	
Special Education**					
Resource/Inclusion	187	as per approved budget	20:1	166/224	for every 5 teachers 1 aide
Life Skills/Structure for Life	187		4:1	166/224	1 Teacher and 2 Aides
Behavior	187		6:1	166/224	1 Teacher and 2 Aides
Training to Transition (Triple T)	187		5:1	166/224	1 Teacher and 2 Aides
Community Based Vocational Instruction (CBVI)	187		4:1	166/224	1 Teacher and 2 Aides

*Texas School Counseling Association recommends 1:350

**BISD follows Admission, Review & Dismissal Committee recommendations

Brownsville Independent School District

2025-2026 - High School Staffing Guidelines

Clerical					
Secretary	226		1	199	
Registrar	226		1		
Assistant Registrar/Records	220		1		
Data Management Clerk	217		2		
Receptionist Clerk	187		1		reduce by attrition
Attendance/Clerical Assistant	192	1,200 – 1,749	3		
		1,750 – 2,011	+1		
		2012-2194	+1		
		2195-2377	+1		
		2378-2560	+1		
		2561+	+1		
Bookkeeper	202		1	199	
Parent Liaison	187		2	211	
Attendance Liaison	187			199	reduce by attrition
Migrant Clerk	192			212	reduce by attrition
Hall Monitor	187			199	reduce by attrition
Instructional Aides					
ESL/LPAC Instructional Aide	197		1	163	20% Compliance, 80% Instructional
Other Aides:					
Career Resource Lab Aide	202		1	244	
Federal Program Aide	187		as needed	211	reduce by attrition

NOTE: High Schools with 700+ Emergent Bilinguals will have 2 ESL/LPAC Instructional Aides.

BECHS HIGH SCHOOL					
Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	226		1	199	
Assistant Principal	208		1	199	
Counselor	205	0-350	1	281	
Nurse/LVN	187-192		1	199/211,199	see note below
Librarian*	196			199	
Teachers					
Classroom Teacher	187		25:1	199	
CTE Teacher	187		25:1	164	
Clerical					
Secretary	226		1	199	
Data Management Clerk	226		1	199	
Attendance/Clerical Assistant	187		1	199	

*Rotating Librarian

NOTE: Nurses – staffing decisions for nurses will be made by enrollment and acuity of student needs at each campus.

Brownsville Independent School District

2025-2026 – BAC & Lincoln Park Campus Staffing Guidelines

Brownsville Academic Center					
Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	226		1	162	
Assistant Principal	208		1	162	reduce by attrition
Counselor	205	0-350	1	162	reduce by attrition
Nurse/LVN	187-192		1	162	see note below
Librarian*	196			199	
Teachers					
Classroom Teacher	187		15:1	162	
Social Worker	187			162	
Special Education					
Resource/Inclusion	187	As per approved budget	15:1	166/224	1 Teacher and 1 Aide
Life Skills/Autism	187		4:1	166/224	1 Teacher and 2 Aides
Behavior	187		6:1	166/224	1 Teacher and 2 Aides
Clerical					
Secretary	226		1	162	
Data Management Clerk	217		1	162	
Parent Liaison	187		.5	162	
Instructional Aides					
Teacher Aide	187		1	162	Reduce by attrition
Drill Instructor	207-217			162	1 Senior, 11 Drill Instructors

*Rotating Librarian

NOTE: Nurses – staffing decisions for nurses will be made by enrollment and acuity of student needs at each campus.

Brownsville Independent School District

2025-2026 – BAC & Lincoln Park Campus Staffing Guidelines

LINCOLN PARK					
Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal (Position Closed)	226		1	162	
Counselor	205	0-350	1	162	
Librarian*	196			199	
Director, Childcare Center	226		1	162	
Teachers					
Classroom Teacher	187		15:1	162	
CTE Teacher	187			164	
Special Education					
Resource/Inclusion	187	as needed	15:1	166/224	1 Teacher and 1 Aide
Life Skills/Autism	187		4:1	166/224	1 Teacher and 2 Aides
Behavior	187		6:1	166/224	1 Teacher and 2 Aides
Clerical					
Secretary	217		1	162	
Data Management Clerk	217		1	162	
Parent Liaison	187		.5	162	
Instructional Aides					
Day Care Aide	187			162	
Early Head Start Day Care Aide**	226			UTRGV	

*Rotating Librarian

**The University of Texas Rio Grande Valley (UTRGV) Early Head Start Child Care Partnership Grant is a 5 year grant from 2024-2029 school year.

NOTE: Nurses – staffing decisions for nurses will be made by enrollment and acuity of student needs at each campus.

Brownsville Independent School District

2025-2026 - Campus Staffing Guidelines

Custodians***					
Elementary					
Position	Days	Enrollment	Allocation	Fund	Comments
Head Custodian	261		21,500 sq. ft.: 1	199	
Custodian	261			199	
Middle School					
Head Custodian	261		21,500 sq. ft.: 1	199	
Custodian	261			199	
High School					
Head Custodian	261		21,500 sq. ft.: 1	199	
Custodian	261			199	
Gym Custodian	261			199	
Maintenance, Lead HS	261		1	199	
Alternative Campus					
Head Custodian	261		21,500 sq. ft.: 1	162	
Custodian	261			162	

***Texas Association of School Boards square footage recommendation: 1 Custodian per 23,000 cleanable square footage.

Teacher & Librarian Hiring Salary Schedule

Brownsville Independent School District

2025-2026 Teacher and Librarian Hiring Salary Schedule

MODEL 1: House Bill 2 - \$56,000 starting

Years of Experience	New Hire Salary
0	\$56,000
1	\$56,250
2	\$56,480
3	\$57,930
4	\$58,230
5	\$61,030
6	\$61,430
7	\$61,930
8	\$62,430
9	\$63,030
10	\$63,630
11	\$64,530
12	\$65,030
13	\$65,530
14	\$66,030
15	\$66,530
16	\$67,130
17	\$67,630
18	\$68,130
19	\$68,630
20	\$69,130
21	\$69,630
22	\$70,480
23	\$71,410
24	\$72,007
25	\$72,435
26	\$73,062
27	\$73,791
28	\$74,519
29	\$75,246
30	\$75,974
31	\$76,701
32	\$77,430
33	\$78,158
34	\$78,885
35 +	\$79,613

Teachers Salary Plan Development
Brownsville ISD
 Model 1: HB2 - \$56,000 starting

2024-2025 Years of Exp	2024-2025 New Hire Salary	+	HB2 funded increase	+	Unfunded Yrs/Additional Adjustment	=	2025-2026 Years of Exp	2025-2026 Proposed New Hire Salary
							0	→ \$56,000
0	→	\$55,000	+		+	\$1,250	= 1	\$56,250
1		\$55,230	+		+	\$1,250	= 2	\$56,480
2		\$55,430	+	\$2,500	+		= 3	\$57,930
3		\$55,730	+	\$2,500	+		= 4	\$58,230
4		\$56,030	+	\$5,000	+		= 5	\$61,030
5		\$56,430	+	\$5,000	+		= 6	\$61,430
6		\$56,930	+	\$5,000	+		= 7	\$61,930
7		\$57,430	+	\$5,000	+		= 8	\$62,430
8		\$58,030	+	\$5,000	+		= 9	\$63,030
9		\$58,630	+	\$5,000	+		= 10	\$63,630
10		\$59,530	+	\$5,000	+		= 11	\$64,530
11		\$60,030	+	\$5,000	+		= 12	\$65,030
12		\$60,530	+	\$5,000	+		= 13	\$65,530
13		\$61,030	+	\$5,000	+		= 14	\$66,030
14		\$61,530	+	\$5,000	+		= 15	\$66,530
15		\$62,130	+	\$5,000	+		= 16	\$67,130
16		\$62,630	+	\$5,000	+		= 17	\$67,630
17		\$63,130	+	\$5,000	+		= 18	\$68,130
18		\$63,630	+	\$5,000	+		= 19	\$68,630
19		\$64,130	+	\$5,000	+		= 20	\$69,130
20		\$64,630	+	\$5,000	+		= 21	\$69,630
21		\$65,480	+	\$5,000	+		= 22	\$70,480
22		\$66,410	+	\$5,000	+		= 23	\$71,410
23		\$67,007	+	\$5,000	+		= 24	\$72,007
24		\$67,435	+	\$5,000	+		= 25	\$72,435
25		\$68,062	+	\$5,000	+		= 26	\$73,062
26		\$68,791	+	\$5,000	+		= 27	\$73,791
27		\$69,519	+	\$5,000	+		= 28	\$74,519
28		\$70,246	+	\$5,000	+		= 29	\$75,246
29		\$70,974	+	\$5,000	+		= 30	\$75,974
30		\$71,701	+	\$5,000	+		= 31	\$76,701
31		\$72,430	+	\$5,000	+		= 32	\$77,430
32		\$73,158	+	\$5,000	+		= 33	\$78,158
33		\$73,885	+	\$5,000	+		= 34	\$78,885
34		\$74,613	+	\$5,000	+		= 35+	\$79,613
35+		\$75,340						

Current Market Median			Exp Diff
Value	Compare Before	Compare After	
0 Years			
55,000	100%	102%	
			250
			230
			1,450
5 Years			300
56,950	99%	107%	2,800
			400
			500
			500
10 Years			600
59,300	100%	107%	600
			900
			500
			500
15 Years			500
61,564	101%	108%	500
			600
			500
			500
20 Years			500
64,350	100%	107%	500
			500
			850
			930
			597
			428
			627
			729
			728
			727
			728
			727
			729
			728
			727
			728

General pay increase is applied to the market median salary (\$62,014).

Pay Range Minimum	\$56,000	Pay Range Maximum	\$89,600
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Brownsville Independent School District

2025-2026 Teacher ~~and Librarian~~ Hiring Salary Schedule

~~Non~~ Teaching Positions (Paid on the Teacher Scale)

Assistive Technology	Campus Support Coach (Position Closed)
Athletic Coordinator (MS)	Instrumental Music Advisor (Moved to Professional Instructional Support Pay Plan, PG 4)
Choral Music Advisor (Moved to Professional Instructional Support Pay Plan, PG 4)	JROTC Instructor
Defensive/Offensive Coordinator	Lead Teacher (Moved to Professional Instructional Support Pay Plan, PG 4)
Elementary Music Advisor (Moved to Professional Instructional Support Pay Plan, PG 4)	Visual Arts Advisor (Moved to Professional Instructional Support Pay Plan, PG 4)

Note:

1. The Hiring Schedules does not include fringe benefit amounts.
2. Employees on these Hiring Schedules will not receive less base salary than the previous year.
3. Full-Time professional employees listed above who are not on the Administrator Educator and Business Management Pay Plan are eligible for Supplemental Duty Assignments that are paid according to the Board approved Supplemental Duty Salary Schedule.

Counselors

Brownsville Independent School District

2025-2026 Counselor Pay Plan

2025-2026 Counselor Pay Plan

Brownsville ISD

Title	Calendars
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Pay Grade 1	
Career Placement Officer	205
Counselor – At Risk	201, 205
Counselor – ES	196
Counselor – Gear Up	205
Counselor – Guidance & Counseling Dept.	220
Counselor – Migrant Dept.	205
Counselor – MS	201
Counselor – HS	205
Counselor – Special Ed Dept.	196
Counselor – Lead, Special Ed Dept	201

	Minimum	Midpoint	Maximum
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Daily	\$313.88	\$387.50	\$461.13
196 Days	\$61,520	\$75,950	\$90,381
201 Days	\$63,090	\$77,888	\$92,687
205 Days	\$64,345	\$79,438	\$94,532
220 Days	\$69,054	\$85,250	\$101,449

Administrator Educator Pay Plan

Brownsville Independent School District

2025-2026 Administrator Educator Pay Plan

2025-2026 Administrator Educator Pay Plan

Brownsville ISD

Title	Calendars
Pay Grade 1	
ABE Instructor	187

Pay Grade 3	
No current position	

Pay Grade 4	
Assistant Principal, Elementary	208
Dean of Instruction, Elementary	208
Specialist, Educational Technology	226

Pay Grade 5	
Assistant Director, STAMP/SPACE Program/CTE	226
Assistant Principal, Academic Center	208
Assistant Principal, Learning Academy	208
Assistant Principal, MS	208
Coordinator, Assessment/Research/Evaluation	226
Coordinator, CTE	226
Coordinator, Homeless Youth Project	226
Coordinator, Teacher Incentive Allotment (TIA)	226
Specialist, Bilingual/ESL	226
Specialist, Curriculum	226
Specialist, Early Childhood	226
Specialist, Language Arts	226
Specialist, Math	226
Specialist, Math PreK-12	226
Specialist, Physical Education	226
Specialist, Professional Development	226
Specialist, RtI/504 Specialist, Curriculum At-Risk (Title Change)	226
Specialist, Science	226
Specialist, Social Studies	226

Pay Grade 6	
Assistant Director, Athletics	226
Assistant Principal, HS	208
Coordinator, Athletics/HFC HS	220
Coordinator, Aquatic Center	226
Director, District School Improvement	226
Supervisor, Special Services	226
Supervisor, Visual Arts/Fine Arts (Position Closed)	226

	Minimum	Midpoint	Maximum
Daily	\$261.45	\$315.00	\$368.55
187 Days	\$48,891	\$58,905	\$68,919

Daily	\$304.59	\$366.98	\$429.37
226 Days	\$68,837	\$82,937	\$97,038

Daily	\$324.39	\$390.83	\$457.27
208 Days	\$67,473	\$81,293	\$95,112
226 Days	\$73,312	\$88,328	\$103,343

Daily	\$345.47	\$416.23	\$486.99
208 Days	\$71,858	\$86,576	\$101,294
226 Days	\$78,076	\$94,068	\$110,060

Daily	\$373.11	\$449.53	\$525.95
208 Days	\$77,607	\$93,502	\$109,398
220 Days	\$82,084	\$98,897	\$115,709
226 Days	\$84,323	\$101,594	\$118,865

Brownsville Independent School District

2025-2026 Administrator Educator Pay Plan

2025-2026 Administrator Educator Pay Plan cont'd

Brownsville ISD

Title	Calendars
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Pay Grade 7	
Assistant Director, Special Services	226
Director, Adult Education	226
Director, Federal Program	226
Director, Parent & Family Engagement	226
Principal, Elementary	210

Pay Grade 8	
Director, Assessment/Research/Evaluation	226
Director, Athletics	226
Director, Bilingual Education	226
Director, Career/Technology	226
Director, Fine Arts	226
Director, Guidance/Counseling	226
Director, Health Services	226
Director, Professional Development	226
Director, Pupil Services	226
Director, Special Services	226
Director, Resolution/RtI/504	226
Principal, Brownsville Academic Center (BAC)	226
Principal, Lincoln Park High School (Position Closed)	226
Principal, MS	226

Pay Grade 9	
Executive Director, Curriculum (Elementary/Secondary)	226
Principal, Brownsville Early College High School	226
Principal, High School	226

Pay Grade 10	
Assistant Superintendent, Elementary	226
Assistant Superintendent, Middle School	226
Chief Academic Officer	226
Chief Operations Officer	226

	Minimum	Midpoint	Maximum
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Daily	\$402.96	\$485.49	\$568.02
210 Days	\$84,622	\$101,953	\$119,284
226 Days	\$91,069	\$109,721	\$128,373

Daily	\$435.19	\$524.33	\$613.47
226 Days	\$98,353	\$118,499	\$138,644

Daily	\$474.36	\$571.52	\$668.68
226 Days	\$107,205	\$129,164	\$151,122

Daily	\$630.90	\$760.12	\$889.34
226 Days	\$142,583	\$171,787	\$200,991

Administrator Business Management Pay Plan

Brownsville Independent School District

2025-2026 Administrator Business Management Pay Plan

2025-2026 Administrator Business Management Pay Plan

Brownsville ISD

Title		Calendars		Minimum	Midpoint	Maximum
Pay Grade 1			Daily	\$215.80	\$260.00	\$304.20
Coordinator, 21 st Century CCLC*		226	226 Days	\$48,771	\$58,760	\$68,749
Specialist, Family Engagement 21 st Century CCLC*		226				
Pay Grade 2			Daily	\$260.04	\$313.30	\$366.56
Director, 21 st Century CCLC*		226	226 Days	\$58,769	\$70,806	\$82,843
District Graphic Artist		226				
Manager, ABE		226				
Script Writer, ITV Studio		226				
Training Supervisor, Food & Nutrition Services		226				
Pay Grade 3			Daily	\$276.94	\$333.66	\$390.38
Accountant		226	226 Days	\$62,588	\$75,407	\$88,226
Internal Auditor		226				
Supervisor, Environmental/Health/Safety/Custodial Training		226				
Supervisor, Food & Nutrition Services		226				
Pay Grade 4			Daily	\$306.01	\$368.69	\$431.37
Coordinator, Grant		226	226 Days	\$69,158	\$83,324	\$97,490
Coordinator, Maintenance		226				
Coordinator, PEIMS		226				
Coordinator, Purchasing Procurement Services (Title Change)		226				
Coordinator, Warehouse/Textbooks/Fixed Assets		226				
Pay Grade 5			Daily	\$338.14	\$407.40	\$476.66
Coordinator, Federal Programs (Position Closed)		226	226 Days	\$76,420	\$92,072	\$107,725
Coordinator, Finance		226				
Coordinator, Human Resources		226				
Coordinator, Support Programs		226				
Energy Manager		226				
Manager, Compensation		226				
Manager, Project/Facilities		226				

*This is a five (5) year Grant Contingent to funding. Positions not previously added on employee compensation plan.

Brownsville Independent School District

2025-2026 Administrator Business Management Pay Plan

2025-2026 Administrator Business Management Pay Plan Cont'd

Brownsville ISD

Title	Calendars
Pay Grade 6	
Assistant Director, Food & Nutrition Services - Finance	226
Assistant Director, Food & Nutrition Services - Nutrition Services, Procurement & Distribution	226
Assistant Director, Food & Nutrition Services - Operations	226
Assistant Director, Transportation	226
Director, ITV Studio	226
Manager, Warehouse & Textbooks	226

Pay Grade 7	
Director, Employee Benefits/Risk Management	226
Director, Finance/Business Manager	226
Director, Food & Nutrition Services	226
Director, Internal Audit	226
Director, Human Resources	226
Director, Maintenance	226
Director, PEIMS	226
Director, Public Information Relations & Community Engagement (Title Change)	226
Director, Purchasing Procurement Services (Title Change)	226
Director, Records/ Receyale Sustainability/Warehouse (Title Change)	226
Director, Support Programs	226
Director, Transportation	226
District, Architect Director, Construction (Title Change)	226

Pay Grade 8	
Chief Financial Officer	226
Chief Human Resources Officer	226
Staff Attorney	226

	Minimum	Midpoint	Maximum
Daily	\$387.17	\$466.47	\$545.77
226 Days	\$87,500	\$105,422	\$123,344

Daily	\$458.80	\$552.77	\$646.74
226 Days	\$103,689	\$124,926	\$146,163

Daily	\$669.84	\$807.04	\$944.24
226 Days	\$151,384	\$182,391	\$213,398

NOTE: Supervisor, Food & Nutrition Services and Assistant Director, Food & Nutrition, is eligible for a stipend in the amount of \$5,000.00, if a Registered Licensed Dietician services 75% of dietetic related duties.

Professional Instructional Support Pay Plan

Brownsville Independent School District

2025-2026 Professional Instructional Support Pay Plan

2025-2026 Professional Instructional Support Pay Plan

Brownsville ISD

Title	Calendars
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Pay Grade 1	
Assistant Director, Childcare	226

Pay Grade 2	
Director, Childcare Center	226
Nurse	192
Social Worker	187, 226
Specialist, Program	187, 215
Speech Language Pathologist, Assistant	187

Pay Grade 3	
Behavior Specialist	187, 226
Coordinator, Testing	187, 213
Coordinator, Testing RtI/504 (Add)	187
Librarian (Moved from Teacher Salary Schedule)	196

Pay Grade 4	
Instructional Coach, Elementary	208
Lead Teacher	203, 205, 215
Elementary Music Advisor	194
Instrumental Music Advisor	226
Visual Arts Advisor	217
Choral Music Advisor	226

Moved from
Teacher Salary

Pay Grade 5	
Athletic Trainer	205
Educational Diagnostician	205
Educational Diagnostician, Lead	226
Educational Diagnostician, Special Assignment	205

Pay Grade 6	
Audiologist	205
Instructional Coach, High School	220
Licensed Specialist in School Psychology	205
Licensed Specialist in School Psychology, Lead	226
Occupational Therapist	187
Physical Therapist	187
Speech Language Pathologist	187/ (1) 205
Speech Language Pathologist, Lead	226
Supervisor, Nurse	220

	Minimum	Midpoint	Maximum
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Daily	\$238.63	\$287.50	\$336.38
226 Days	\$59,930	\$64,975	\$76,022

Daily	\$285.15	\$343.56	\$401.97
187 Days	\$53,323	\$64,246	\$75,168
192 Days	\$54,749	\$65,964	\$77,178
207 Days	\$59,026	\$71,117	\$83,208
215 Days	\$61,307	\$73,865	\$86,424
226 Days	\$64,444	\$77,645	\$90,845

Daily	\$312.25	\$376.20	\$440.15
187 Days	\$58,391	\$70,349	\$82,308
196 Days	\$61,201	\$73,735	\$86,269
213 Days	\$66,509	\$80,131	\$93,752
226 Days	\$70,569	\$85,021	\$99,474

Daily	\$327.86	\$395.01	\$462.16
194 Days	\$63,605	\$76,632	\$89,659
203 Days	\$66,556	\$80,187	\$93,819
205 Days	\$67,211	\$80,977	\$94,743
208 Days	\$68,195	\$82,162	\$96,129
215 Days	\$70,490	\$84,927	\$99,364
217 Days	\$71,146	\$85,717	\$100,289
226 Days	\$74,096	\$89,272	\$104,448

Daily	\$345.89	\$416.74	\$487.59
205 Days	\$70,907	\$85,432	\$99,956
226 Days	\$78,171	\$94,183	\$110,195

Daily	\$364.92	\$439.66	\$514.40
187 Days	\$68,240	\$82,216	\$96,193
205 Days	\$74,809	\$90,130	\$105,452
220 Days	\$80,282	\$96,725	\$113,168
226 Days	\$82,472	\$99,363	\$116,254

JROTC SALARY FORMULA

Brownsville Independent School District

2025-2026 JROTC Salary Formula

BISD's Share

1. Base Salary from Teacher Base Salary Schedule divided by 187 Days equals Daily Rate
2. Daily Rate Times 220 days equals Annual Salary per BISD

Department of Defense's (DOD) Share of Minimum Instructor Pay (MIP)

1. 50% of the MIP stated on the Acceptance Letter from the DOD
2. Multiply the 50% of the MIP by 12 equals Annual Salary per DOD

Formula

BISD's Annual Salary (Teacher Base Salary Schedule) + DOD's Annual Salary (50% of MIP)
= Total Annual Salary

Total Annual Salary / 12 = Monthly Income

Note:

1. Dock Rate: For BISD's Share – by Board Policy. For DOD's Share – by DOD's Policy.
2. MIP is determined by calendar days from January to December at 30 days per month.

JROTC (Air Force): Brownsville ISD received word that reimbursements will change from 12 months to 10 months. The District will not reduce the salary amounts despite the reduction in funding. Subsequent to change.

Technology Pay Plan

Brownsville Independent School District

2025-2026 Technology Pay Plan

2025-2026 Technology Pay Plan

Brownsville ISD

Title		Calendars		Minimum	Midpoint	Maximum
Pay Grade 1			Hourly	\$16.30	\$19.76	\$23.22
Help Desk Clerk		226	226 Days	\$29,470	\$35,726	\$41,982
Pay Grade 2			Hourly	\$18.95	\$22.97	\$26.99
Computer Technician, FNS		226	226 Days	\$34,262	\$41,530	\$48,798
Pay Grade 3			Hourly	\$22.15	\$26.85	\$31.55
Computer Technician, Lead FNS		226	226 Days	\$40,047	\$48,545	\$57,042
Media Center Electronics Technician		226	261 Days	\$46,249	\$56,063	\$65,876
Security Camera Technician		261				
Pay Grade 4			Daily	\$207.34	\$251.32	\$295.30
Computer/Network Technician		226	226 Days	\$46,859	\$56,798	\$66,738
Computer/Network Technician, PEIMS		226				
Computer System Operation		226				
Computer System Operation, PEIMS		226				
Cyber Security Specialist		226				
Exchange Administrator		226				
Mobile Device Management Specialist		226				
Network Specialist		226				
Website Designer		226				
Pay Grade 5			Daily	\$263.32	\$319.18	\$375.04
Systems Programmer/Analyst		226	226 Days	\$59,510	\$72,135	\$84,759
Pay Grade 6			Daily	\$318.62	\$386.21	\$453.80
Network Administrator		226	226 Days	\$72,008	\$87,283	\$102,559
Management Information System Specialist/Programmer		226				
Pay Grade 7			Daily	\$400.69	\$482.76	\$564.83
Assistant Director, Technology Services		226	226 Days	\$90,556	\$109,104	\$127,652
Pay Grade 8			Daily	\$472.82	\$569.66	\$666.50
Director, Technology Services		226	226 Days	\$106,857	\$128,743	\$150,629

Police & Security Pay Plan

Brownsville Independent School District

2025-2026 Police & Security Pay Plan

2025-2026 Police & Security Pay Plan

Brownsville ISD

Title		Calendars		Minimum	Midpoint	Maximum
Pay Grade 1			Hourly	\$15.35	\$17.85	\$20.35
Security Officer		261	261 Days	\$32,051	\$37,271	\$42,491
Pay Grade 2			Hourly	\$17.35	\$21.16	\$24.97
Dispatcher Communication Officer		261	261 Days	\$36,227	\$44,182	\$52,137
Pay Grade 3			Hourly	\$19.10	\$23.29	\$27.48
Communication Supervisor		261	261 Days	\$39,881	\$48,630	\$57,378
Security Officer, Lead		261				
Pay Grade 4			Hourly	\$21.50	\$26.22	\$30.94
Police Officer		261	261 Days	\$44,892	\$54,747	\$64,603
Pay Grade 5			Hourly	\$24.65	\$30.05	\$35.45
Vacant			261 Days	\$51,469	\$62,744	\$74,020
Pay Grade 6			Daily	\$28.35	\$34.58	\$40.81
Sergeant		261	261 Days	\$59,195	\$72,203	\$85,211
Pay Grade 7			Daily	\$280.15	\$341.65	\$403.15
Commander		261	261 Days	\$73,119	\$89,171	\$105,222
Pay Grade 8			Daily	\$482.00	\$587.81	\$693.62
Chief of Police/Security Services		226	226 Days	\$108,932	\$132,845	\$156,758

Clerical Administrative Pay Plan

Brownsville Independent School District

2025-2026 Clerical Administrative Pay Plan

2025-2026 Clerical Administrative Pay Plan

Brownsville ISD

Title	Calendars
Pay Grade 1	
Hall Monitor	187

Pay Grade 2	
Attendance/Clerical Assistant, ES, MS, Alternative	187
Attendance/Clerical Assistant HS	192
Clerical Assistant II	220, 226
Health Aide I	187
Receptionist/Clerk, Bilingual	226
Receptionist/Clerk, Campus	187
Receptionist/Clerk, FNS	226
Receptionist/Clerk, Maintenance	261
Receptionist/Clerk, Parent Center	187
Receptionist/Clerk, Special Services	226
Receptionist/Clerk, Warehouse/Textbooks	226

Pay Grade 3	
Attendance Liaison	226
Clerk, Adult Education	187, 226
Clerk, Aquatic Center	226
Clerk, Migrant Recruiter	202
Clerk, Parental Involvement	202
Clerk, Special Services	202
Clerk, Transportation	226
Data Clerk	226
Data Clerk, Migrant Program	226
Data Clerk, Transportation	226
Health Aide II	187
Mail Clerk, Public Information	226
Parent Liaison	187, 202

Pay Grade 4	
Assistant Registrar/Records, HS	220
Clerk, FNS	198
Clerk, Purchasing	226
Clerk, Purchasing FNS	226
Clerk, Warehouse/Textbooks	226
Data Management Clerk, Academic Center	217
Data Management Clerk, Computer Services	226
Data/Records Management Clerk, ES	210
Data Management Clerk, Homeless Youth Project	226

	Minimum	Midpoint	Maximum
Hourly	\$15.00	\$17.50	\$20.00
187 Days	\$22,440	\$26,180	\$29,920

Hourly	\$15.30	\$18.70	\$22.10
187 Days	\$22,889	\$27,975	\$33,062
192 Days	\$23,501	\$28,723	\$33,946
220 Days	\$26,928	\$32,912	\$38,896
226 Days	\$27,662	\$33,810	\$39,957
261 Days	\$31,946	\$39,046	\$46,145

Hourly	\$15.75	\$19.44	\$23.13
187 Days	\$23,562	\$29,082	\$34,602
202 Days	\$25,452	\$31,415	\$37,378
226 Days	\$28,476	\$35,148	\$41,819

Hourly	\$16.40	\$20.25	\$24.10
192 Days	\$25,190	\$31,104	\$37,018
198 Days	\$25,978	\$32,076	\$38,174
202 Days	\$26,502	\$32,724	\$38,946
210 Days	\$27,552	\$34,020	\$40,488
217 Days	\$28,470	\$35,154	\$41,838
220 Days	\$28,864	\$35,640	\$42,416
226 Days	\$29,651	\$36,612	\$43,573
261 Days	\$34,243	\$42,282	\$50,321

Brownsville Independent School District

2025-2026 Clerical Administrative Pay Plan

2025-2026 Clerical Administrative Pay Plan Cont'd

Brownsville ISD

Title	Calendars
Pay Grade 4 cont'd	
Data Management Clerk, MS/HS	217
Data Management Clerk, Maintenance	261
Data Management Clerk, Migrant (Closed)	226
Data Management Clerk, NGS*	202
Data Management Clerk, Pupil Services	226
Data Management Clerk, Research/Evaluation	220
Inventory Clerk, Maintenance	261
Inventory Clerk, Warehouse/Textbooks	261
Lead Clerk, Mail Room Public Information	226
Parts Room Clerk, FNS	261
Parts Room Clerk, Transportation	261
Photographer/Social Media, Communications	226
Planner, Special Events, Communications	226
Receptionist, District	226
Records Clerk, MS	192
Records Management Clerk, FNS	226

	Minimum	Midpoint	Maximum
Hourly	\$16.40	\$20.25	\$24.10
192 Days	\$25,190	\$31,104	\$37,018
198 Days	\$25,978	\$32,076	\$38,174
202 Days	\$26,502	\$32,724	\$38,946
210 Days	\$27,552	\$34,020	\$40,488
217 Days	\$28,470	\$35,154	\$41,838
220 Days	\$28,864	\$35,640	\$42,416
226 Days	\$29,651	\$36,612	\$43,573
261 Days	\$34,243	\$42,282	\$50,321

*NGS = New Generation System

Pay Grade 5	
Disciplinarian, Transportation	226
Fixed Assets Clerk, Warehouse/Textbooks	226
Fixed Assets Clerk, FNS	226
Secretary, Adult Education	226
Secretary, Advanced Academics	226
Secretary, Aquatic Center	226
Secretary, Athletics	226
Secretary, Bilingual Department	226
Secretary, Curriculum Department	226
Secretary, Fine Arts	226
Secretary, Grants Department	226
Secretary, Guidance & Counseling	226
Secretary, Homeless Youth Project	226
Secretary, ITV Studio	226
Secretary, Media Center	226
Secretary, Migrant	226
Secretary, Police/Security	226
Secretary, Pupil Services	226
Secretary, RTI/504	226
Secretary, Special Services	202/ (1) 226
Secretary, Staffing FNS	226

Hourly	\$17.06	\$21.06	\$25.06
202 Days	\$27,569	\$34,033	\$40,497
226 Days	\$30,844	\$38,076	\$45,308

Brownsville Independent School District

2025-2026 Clerical Administrative Pay Plan

2025-2026 Clerical Administrative Pay Plan Cont'd

Brownsville ISD

Title	Calendars
Pay Grade 5 cont'd	
Secretary, State Comp	226
Secretary, Technology	226
Technician, ITV Studio	226
Trainer, CPR	202

Pay Grade 6	
Accounting Clerk, Maintenance	261
Accounting Clerk, Transportation	226
Accounting Clerk, Special Support Programs (Title Change)	226
Bookkeeper	202
Employee Benefits Clerk	226
Principal Secretary, ES	210
Principal Secretary, MS	217
Principal Secretary, HS Alternative	226
Registrar, HS	226

Pay Grade 7	
Accounting Clerk	226
Admin Asst, Advanced Academics	226
Admin Asst, Athletics	226
Admin Asst, Bilingual	226
Admin Asst, Communications/Public Information	226
Admin Asst, CTE	226
Admin Asst, Curriculum Department	226
Admin Asst, Employee Benefits	226
Admin Asst, Facilities	226
Admin Asst, Federal Programs (Closed)	226
Admin Asst, Finance	226
Admin Asst, Fine Arts	226
Admin Asst, Food Nutrition Services	226
Admin Asst, Guidance & Counseling	226
Admin Asst, Health Services	226
Admin Asst, Human Resources	226
Admin Asst, Internal Auditor	226
Admin Asst, Maintenance	226
Admin Asst, Media Center	226
Admin Asst, Police/Security	261
Admin Asst, Professional Development	226
Admin Asst, Pupil Services	226

	Minimum	Midpoint	Maximum
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Hourly	\$17.06	\$21.06	\$25.06
202 Days	\$27,569	\$34,033	\$40,497
226 Days	\$30,844	\$38,076	\$45,308

Hourly	\$17.75	\$21.91	\$26.07
202 Days	\$28,684	\$35,407	\$42,129
210 Days	\$ 29,820	\$36,809	\$43,798
217 Days	\$30,814	\$38,036	\$45,258
226 Days	\$32,092	\$39,613	\$47,135
261 Days	\$37,062	\$45,748	\$54,434

Hourly	\$18.80	\$23.21	\$27.62
226 Days	\$33,990	\$41,964	\$49,937
261 Days	\$39,254	\$48,462	\$57,671

Brownsville Independent School District

2025-2026 Clerical Administrative Pay Plan

2025-2026 Clerical Administrative Pay Plan Cont'd

Brownsville ISD

Title	Calendars
Pay Grade 7 cont'd	
Admin Asst, Purchasing Procurement Services (Title Change)	226
Admin Asst, Research/Evaluation	226
Admin Asst, Special Support Programs (Title Change)	226
Admin Asst, Special Services	226
Admin Asst, State Comp	226
Admin Asst, Technology	226
Admin Asst, Transportation	226
Buyer	226
District-wide Registrar	226
Graphic Artist	226
Human Resource Officer	226
Payroll Clerk	226
Position Control Officer	226
Principal Secretary, High School	226
Specialist, Purchasing FNS	226

	Minimum	Midpoint	Maximum
Hourly	\$18.80	\$23.21	\$27.62
226 Days	\$33,990	\$41,964	\$49,937
261 Days	\$39,254	\$48,462	\$57,671

Pay Grade 8	
Admin Assoc, Assistant Superintendent	226
Admin Assoc, Chief HR Officer	226
Admin Assoc, Chief Operations Officer	226
Accounting Clerk, Lead	226
Buyer, Senior	226
Paralegal	226
Payroll Clerk, Sr.	226
Specialist, District Travel	226
Specialist, HR	226
Specialist, Payroll	226

Hourly	\$20.85	\$25.74	\$30.63
226 Days	\$37,697	\$46,538	\$55,379

Pay Grade 10	
Executive Asst, Superintendent	226

Hourly	\$27.45	\$33.89	\$40.33
226 Days	\$49,630	\$61,273	\$72,917

Pay Grade 11	
Executive Asst, Board of Trustees	226

Hourly	\$31.50	\$38.65	\$45.80
226 Days	\$56,952	\$69,879	\$82,806

Instructional Support Pay Plan

Brownsville Independent School District

2025-2026 Instructional Support Pay Plan

2025-2026 Instructional Support Pay Plan

Brownsville ISD

Title	Calendars
Pay Grade 1	
No current position	187

	Minimum	Midpoint	Maximum
Hourly	\$13.75	\$16.75	\$19.75
187 Days	\$20,570	\$25,058	\$29,546

Pay Grade 2	
ADA/504 Assistant	187
Day Care Aide	187
Early Head Start Day Care Aide	226
Instructional Aide, Federal Program	187
Lifeguard	226
P.E. Aide	187
Pre-K Aide	187
Kinder Aide (Add)	187
Swim Instructor	226
Teacher Aide, St Comp	187
Teacher Aide, Title I	187
Teacher Aide, 3-Year Old	187

Hourly	\$15.70	\$19.15	\$22.60
187 Days	\$23,487	\$28,648	\$33,810
226 Days	\$28,386	\$34,623	\$40,861

Pay Grade 3	
Sped Aide, Brailist	187
CTE, Career Resource Lab Aide	202
Computer Aide, Federal Programs	187
ESL/LPAC Instructional Aide	197
Library Aide	187
Lifeguard, Lead	226
Sped Aide, Inclusion/CM/Resource	187

Hourly	\$16.50	\$20.12	\$23.74
187 Days	\$24,684	\$30,100	\$35,515
197 Days	\$26,004	\$31,709	\$37,414
202 Days	\$26,664	\$32,514	\$38,364
226 Days	\$29,832	\$36,377	\$42,922

Pay Grade 4	
Sped Aide, Communication Assistant	187
Sped Aide, BI	187
Sped Aide, CBVI	187
Swim Instructor, Lead	226

Hourly	\$17.00	\$20.73	\$24.46
187 Days	\$25,432	\$31,012	\$36,592
226 Days	\$30,736	\$37,480	\$44,224

Pay Grade 5	
BAC Drill Instructor	207
Sped Aide, Deaf Ed, ECSE	187
Sped Aide, ECSE	187
Sped Aide, Lifeskills	187
Sped Aide, One to One	187
Sped Aide, Structure for Life	187

Hourly	\$17.50	\$21.34	\$25.18
187 Days	\$26,180	\$31,925	\$37,669
207 Days	\$28,980	\$35,339	\$41,698

Pay Grade 6	
BAC Drill Instructor, Senior	218

Hourly	\$18.50	\$22.56	\$26.62
218 Days	\$32,264	\$39,345	\$46,425

Brownsville Independent School District

2025-2026 Instructional Support Pay Plan

Pay Grade 7		Hourly	\$21.00	\$25.61	\$30.22
LVN	187	187 Days	\$31,416	\$38,313	\$45,209
Mariachi Assistant	187				
Pay Grade 8		Hourly	\$23.55	\$28.54	\$33.53
Sped, Certified Interpreter	187	187 Days	\$35,231	\$42,696	\$50,161
Pay Grade 9		Hourly	\$26.95	\$32.67	\$38.39
Physical Therapist Assistant	187	187 Days	\$40,317	\$48,874	\$57,431

NOTE: Sped Aide, Communication Assistants and Interpreters may need to work additional days after their last employment day of the school year due to graduation and co-curricular, summer school and Jump STAART activities. The additional days will adhere to the Fair Labor Standards Act and the board approved employee compensation plan.

Manual Trades Pay Plan

Brownsville Independent School District

2025-2026 Manual Trades Pay Plan

2025-2026 Manual Trades Pay Plan

Brownsville ISD

Title	Calendars
Pay Grade 2	
Bus Monitor	198
Custodian	261
Custodian, FNS	198, 261
FNS Worker	198
Assistant, A/C & EMS	261
Assistant, Electrician	261
Assistant, Intercom Technician	261
Assistant, Masonry	261
Assistant, Painter	261
Assistant, Plumber	261
Assistant, Print Shop	226
Assistant, Welder	261

Pay Grade 3	
A/C Filter Changer	261
Certified Pool Operator (CPO)	261
Coordinator, Bus Monitor	226
Custodian, Head Administration	261
Custodian, Head (District)	261
Custodian, Head ES	261
Custodian, Head MS	261
Delivery Driver, Warehouse	261
Groundskeeper	261
Print Shop Operator	226
Printer	226
Property Control Clerk	261
Receiving & Distribution Clerk, WH/Textbooks	261
Tractor Driver	261
Warehouse Clerk, Maintenance	261
Warehouse Worker	261
Warehouse Worker, FNS	261

	Minimum	Midpoint	Maximum
Hourly	\$15.00	\$17.65	\$20.30
198 Days	\$23,760	\$27,958	\$32,155
226 Days	\$27,120	\$31,911	\$36,702
261 Days	\$31,320	\$36,853	\$42,386

Hourly	\$15.50	\$18.80	\$22.10
226 Days	\$28,024	\$33,990	\$39,957
261 Days	\$32,364	\$39,254	\$46,145

Brownsville Independent School District

2025-2026 Manual Trades Pay Plan

2025-2026 Manual Trades Pay Plan cont'd

Brownsville ISD

Title	Calendars
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Pay Grade 4	
Custodian, Head HS	261
Fence Worker	261
General Maintenance Worker	261
Glazier	261
Intercom Technician	261
ITV Production Technician II	226
Mason	261
Painter	261
Truck Driver	261
Truck Driver, FNS	261
Truck Operator, Brush/Recycle	261
Warehouse/Textbooks, Lead	261
Warehouse/Worker, Lead FNS	261

Pay Grade 5	
Carpenter	261
Coordinator, Field Trip, Transportation	226
Dispatcher, Transportation	261
Equipment Operator	261
Fields Monitor, Head	261
FNS Cafeteria Manager, FNS Dept.	200
Instrument Repair Technician	226
ITV Production Technician, Lead	226
Locksmith	261
Maintenance, Lead HS	261
Route Coordinator, Transportation	226
FNS, Specialist, Inventory/Supply	261
Supply Manager	261
Vehicle Mechanic, White Fleet	261
Welder	261

Pay Grade 6	
A/C & EMS Technician	261
Carpenter, Lead	261
Dispatcher, Head, Transportation	261
Electrician	261
Fire Alarm Technician	261
Fixed Assets, Lead	261
FNS Manager, HS	200
FNS Cafeteria Manager ES, MS	200

	Minimum	Midpoint	Maximum
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Hourly	\$16.35	\$20.06	\$23.77
226 Days	\$29,561	\$36,268	\$42,976
261 Days	\$34,139	\$41,885	\$49,632

Hourly	\$17.50	\$21.47	\$25.44
200 Days	\$28,000	\$34,352	\$40,704
226 Days	\$31,640	\$38,818	\$45,996
261 Days	\$36,540	\$44,829	\$53,119

Hourly	\$18.80	\$23.07	\$27.34
200 Days	\$30,080	\$36,912	\$43,744
261 Days	\$39,254	\$48,170	\$57,086

Brownsville Independent School District

2025-2026 Manual Trades Pay Plan

Plumber	261
FNS, Technician – Refrigeration & Equipment Repair	261
Supervisor, Custodial Services	261
Vehicle Mechanic	261

2025-2026 Manual Trades Pay Plan cont'd

Brownsville ISD

Title	Calendars
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Pay Grade 7	
A/C & EMS Technician, Lead	261
ADA Worker, Lead	261
Construction Inspector	261
Coordinator, Drafting & Plans	226
Electrician, Lead	261
ITV Chief Editor	226
Plumber, Lead	261
Supervisor, Warehouse	261
Supervisor, Warehouse FNS	261
Supervisor, Warehouse Maintenance	261

Pay Grade 8	
Foreman, A/C Mechanical	261
Foreman, Athletic Crew	261
Foreman, Maintenance	261
Foreman, Operations	261
Foreman, Shop	261
Supervisor, Refrigeration & Equipment Repair FNS	261

Pay Grade 9	
A/C & EMS Programmer	261
Field Supervisor, FNS	226
Supervisor, Maintenance	261
Supervisor, Operations/Stadium	261

BD	
Bus Driver	198

BDT	
Driver Trainer	226

	Minimum	Midpoint	Maximum
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Hourly	\$20.60	\$25.27	\$29.94
226 Days	\$37,245	\$45,688	\$54,132
261 Days	\$43,013	\$52,764	\$62,515

Hourly	\$23.60	\$28.96	\$34.32
261 Days	\$49,277	\$60,468	\$71,660

Hourly	\$27.35	\$33.56	\$39.77
226 Days	\$49,449	\$60,676	\$71,904
261 Days	\$57,107	\$70,073	\$83,040

Hourly	\$17.35	\$21.03	\$24.71
198 Days	\$27,482	\$33,312	\$39,141

Hourly	\$18.35	\$22.24	\$26.13
226 Days	\$33,177	\$40,210	\$47,243

Substitute Teacher Pay Scale

Brownsville Independent School District

2025-2026 Substitute Teacher & Substitute Administrator Pay Scale

Description	Daily Rate
Non-Degreed	\$100.00
Degreed	\$125.00
Certified	\$150.00
Administrator (as approved by Superintendent)	\$160.00

Non-Degreed: Minimum 48 college hours.

Degreed: Bachelor's Degree or higher.

Certified: Teacher Certification.

Administrator: Administrator Certification.

Supplemental (Stipend) Pay

NOTE: Changes to stipends contingent upon a study review to take place in August 2025. Any increase in stipends will be Teacher Retirement System (TRS) eligible.

Brownsville Independent School District

2025-2026 Supplemental Duty Pay for Teacher, **Librarian**, Head Counselor

Teacher, Nurse, Librarian , and Head Counselor		Stipend
* Secondary Math		\$3,500
* Secondary Science, Social Studies, Reading, English Certifications		\$2,500
* Secondary Science & Social Studies Composite		\$2,500
** Head Counselor (schools with 4 + counselors only)		\$2,000
Librarian Learning Resource Endorsement- (Delete)		\$2,000
Librarian Learning Resource Specialist- (Delete)		\$4,500
School Librarian- (Delete)		\$4,500
Brownsville Academic Center: Performance Training Program Teacher		\$3,500
Dual Enrollment Teacher	1 course	\$ 500 per semester
	2 courses	\$1,000 per semester
	3 courses	\$1,500 per semester
	4+ courses	\$2,000 per semester
Special Education		
<ul style="list-style-type: none"> Inclusion..... Resource..... Lifeskills..... SFL/ECSE..... Adaptive Physical Education Behavioral Intervention Behavioral Specialist..... Deaf & Hard of Hearing..... Visually Impaired Assistive Technology Orientation & Mobility Counselor..... Dyslexia Certified Academic Language Practitioner (CALP)/Not Sped Certified.... Dyslexia Certified Academic Language Therapist (CALT)/Not Sped Certified..... Dyslexia Resource Teacher/Sped Certified & CALT/CALP Certified*** 		\$2,500 \$4,500 \$5,500 \$5,500 \$4,500 \$5,000 \$5,500 \$6,250 \$6,250 \$5,750 \$6,250 \$2,500 \$500 \$3,500 \$4,500
Pre-K 3 Year Old Program		\$1,200

* Prorated based on number of periods taught. Full stipend is 6 periods for Middle School and 5 periods for High School.

** Effective the 2018-19 school year, the Board approved a Head Counselors Stipend (schools w/ 4+ counselors only). The campus must have 4 counselors excluding the Head Counselor, to be eligible for the stipend. If the Head Counselor is included in the count of 4, they do not qualify. Counselors will only be eligible for the Head Counselors Stipend, if applicable.

*** Resource Dyslexia Teacher will be case managers with Sped folders assigned along with Sped duties and responsibilities.

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- 3) All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
- 4) Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
- 5) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.
- 6) Stipends for positions moving to Professional Instructional Support Pay Plan received in 2019-2020 school year will be embedded to the current employee daily rate for the 2020-2021 school year.

Brownsville Independent School District

2025-2026 Degree Salary Credit

Degree Salary Credit	Amount
* Bachelor's Degree + 15 Hours	\$ 500
Master's Degree (Non-Teaching Field)	\$1,500
Master's Degree (Teaching Field)	\$3,000
Doctorate Degree	\$3,750

Note:

* Effective the 2020-2021 school year, the Bachelor's plus 15 hours salary credit will be discontinued. Those currently receiving the stipend will be grandfathered. Refer to the 2025-2026 Qualifying Rules on Appendix B.

Brownsville Independent School District

2025-2026 Supplemental Duty Pay – Department Head

High School	Stipend
Science	\$1,500
History	\$1,500
Reading	\$1,500
English	\$1,500
Math	\$1,500
Special Education	\$1,500
Physical Education/Health	\$1,200
Foreign Language	\$1,200
Fine Arts	\$1,200
Technology/Other	\$1,200
R.O.T.C.	\$1,200
Advanced Placement	\$1,500
Alternative Schools	Stipend
2 to 4 Teachers per department	\$500
5 to 7 Teachers per department	\$750
8+ Teachers per department	\$1,000
Middle School	Stipend
Science	\$1,000
History	\$1,000
English	\$1,000
Math	\$1,000
Reading	\$1,000
Special Education	\$1,000
Physical Education /Health	\$750
Other (Foreign Lang., Fine Arts, or Tech.)	\$750
Elementary School	Stipend
Up to 5 Teachers per grade level *	\$750
6 + Teachers per grade level	\$1,000
Up to 5 Special Education Teachers	\$750
6 + Special Education Teachers	\$1,000
All Schools	Stipend
LPAC Chairperson (Based on Student Enrollment)	1-200 EB's - \$ 600 201-300 EB's - \$ 800 301-400 EB's - \$1,000 401-500 EB's - \$1,260
Teacher Mentor	\$500 per semester (up to \$1,000)

* (PK3 & PK4 will be combined)

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- 3) All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
- 4) Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
- 5) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.
- 6) Stipends for positions moving to Professional Instructional Support Pay Plan received in 2019-2020 school year will be embedded to the current employee daily rate for the 2020-2021 school year.

Brownsville Independent School District

2025-2026 Supplemental Duty Pay – Bilingual/ESL

Grade Level	Stipend	Stipulations
Elementary **Bilingual/ESL Certified/Teacher assigned Emergent Bilinguals. Special Education Bilingual Certified teachers of record (Lifeskills, SFL, ECSE, BI, and Resource teachers of record)	PEIMS Snapshot determines stipend allocation. \$70.00 per identified student at a cap of \$1,260.00	Bilingual/ESL stipends at elementary level (PK-5) will be based on: Bilingual/ESL certification PEIMS ELAR teacher responsible for meeting the linguistic needs of the Emergent Bilinguals Stipend will be prorated upon change of position, reassignment, resignation or retirement from BISD (stipend is not transferable) Stipend monthly disbursements are contingent upon the Bilingual Department's review and approval of PEIMS Snapshot data and the employee remains the "ELAR Teacher of Record" servicing Emergent Bilinguals Annually, trained in the Transitional Bilingual Early Exit Model Sheltered Instruction Twelve (12) CORE Sheltered Instruction (Lifetime credit 8 Components) within the first year of employment in BISD Three (3) Sheltered Instruction ongoing credits renewed annually before the end of the first semester
Elementary NON-Bilingual certified teachers who are current BISD employees and obtain their Bilingual certification for the first time and have it added to their SBEC Transcript. Effective Date: July 1, 2022	\$500.00 one-time stipend	SBEC transcript must show first time Bilingual certification effective date as of July 1, 2022. Renewal of this Bilingual certification is not eligible for the one-time \$500 stipend.
Secondary **ESL certified/teacher assigned to: MS: ESL I, ESL II, Eng 6 SL, Eng 7 SL or Eng 8 SL students. HS: ESOL I, ESOL II, Eng 1 SL, Eng II SL, Eng III SL or Eng IV SL students. In lieu of an uncertified ESL/English Teacher, a Reading/ESL certified teacher assigned to Emergent Bilinguals and PEIMS teacher of record/service may receive the stipend. Teachers can obtain either the original stipend or the performance-based module compensation, but not both.	PEIMS Snapshot determines stipend allocation. \$70.00 per identified student at a cap of \$1,260.00	ESL stipends at Secondary level will be based on: ELAR certification plus a Certification/in ESL PEIMS ELAR teacher responsible for meeting the linguistic needs of the Emergent Bilinguals Stipend will be prorated upon change of position, reassignment, resignation or retirement from BISD (stipend is not transferable) Stipend monthly disbursements are contingent upon the Bilingual Department's review and approval of PEIMS Snapshot data and the employee remains the "ELAR Teacher of Record" servicing Emergent Bilinguals Annually, trained in the ESL Pull-out Model (or Content-Based Model) Twelve (12) CORE Sheltered Instruction within the first year of employment in BISD Three (3) Sheltered Instruction ongoing credits renewed annually before the end of the first semester

Brownsville Independent School District

2025-2026 Supplemental Duty Pay – Bilingual/ESL

Grade Level	Stipend	Stipulations
<p>Special Education Bilingual or ESL Certified teachers of record</p> <p>Secondary NON- ELAR, CORE teachers (Math, Science, Social Studies) who service Emergent Bilinguals</p> <p>If both ESL/ESOL teacher and Reading Teacher are certified appropriately, the Reading/ESL certified teachers assigned to Emergent Bilinguals and PEIMS teacher of record/service will receive the compensation by working online PB modules at a rate of \$75.00 per completed module at a cap of \$600.00.</p>	<p>Teachers will work on and be compensated for online PB modules at a rate of \$75.00 per completed module at a cap of \$600.00</p>	<p>ESL compensation at Secondary level will be based on: Certification in ESL.</p> <p>Scheduled disbursements contingent upon Bilingual Department Review.</p> <p>Annually, trained in the ESL Pull-out Model or Content-Based Model.</p> <p>Three (3) Sheltered Instruction maintenance credits renewed annually before the end of the first semester</p> <p>Twelve (12) CORE Sheltered Instruction credits (Lifetime)</p>
<p>Secondary Core Subject Teachers (ELAR, Math, Science and Social Studies, NON-ELECTIVE) who are current BISD employees and obtain their Bilingual or ESL certification for the first time and have it added to their SBEC Transcript.</p> <p>Effective Date: July 1, 2022</p>	<p>\$500.00 one-time stipend</p>	<p>SBEC transcript must show first time Bilingual certification effective date as of July 1, 2022. Renewal of this ESC certification is not eligible for the one-time \$500 stipend.</p>

**PEIMS teacher of record/service reflecting Bilingual/ESL students on LPAC minutes and e-schools on PEIMS snapshot by 10:00 a.m.

Special Note:

- 1) All supplemental salaries are to be paid to full time District employees according to levels as indicated in this schedule.
- 2) Supplemental duty assignments/recommendations must have written prior approval of the Superintendent or designee prior to implementation of program. Bilingual Stipend monthly disbursements are contingent upon the Bilingual Department's review and approval of PEIMS Snapshot data and the employee remains "ELAR Teacher of Record" servicing English Learners.
- 3) All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
- 4) Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
- 5) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.
- 6) If both teachers are certified appropriately, the Reading/ESL certified teachers assigned to ELs and PEIMS teacher of record/service will receive the compensation by working online PB modules at a rate of \$75.00 per completed module at a cap of \$600.00. Teachers can obtain either the original stipend or the performance-based module stipend, but not both.
- 7) Non-ELAR Core Teachers (Math, Science, and Social Studies) who the service Emergent Bilinguals may complete Performance-based modules to obtain compensation; modules will be compensated at \$75.00 dollars per completed module with a cap of \$600.00 dollars.

Brownsville Independent School District

2025-2026 Supplemental Duty Pay – Band, Choir, Music, Dance

High School	Stipend	Extra Days
Head Band Director	\$15,000	23
Assistant Band Director	\$8,000	23
Head Choir Director	\$7,500	18
Assistant Choir Director	\$5,000	18
Estudiantina Director	\$5,000	NA
Mariachi Director	\$7,500	NA
Theatre Director	\$5,000	NA
Dance Team Instructor	\$5,500	7

Middle School	Stipend	Extra Days
Head Band Director	\$8,500	18
Assistant Band Director	\$7,250	18
Head Choir Director	\$6,500	18
Assistant Choir Director	\$4,500	18
Dance Team Instructor	\$2,500	NA

Elementary School	Stipend	Extra Days
Music (Music Teachers Employed Prior to 7/1/2005)	\$1,500	NA
Elementary Music Advisor (Delete)	\$3,700	7

All Levels	Stipend	Extra Days
Instrumental Music Advisor (Delete)	\$8,500	39
Visual Arts Advisor (Delete)	\$8,500	30
Choral Music Advisor (Delete)	\$8,500	39

Special Note:

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- 3) All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
- 4) Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
- 5) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.
- 6) Stipends for positions moving to Professional Instructional Support Pay Plan received in 2019-2020 school year will be embedded to the current employee daily rate effective the 2020-2021 school year.

Brownsville Independent School District

2025-2026 Supplemental Duty Pay – Career & Technical Education (CTE)

Activity or Event	Stipend	Maximum
Career & Technical Student Organization (CTSO) Sponsorship	Student Participation - \$30 per paid affiliated member registered to compete. (Student(s) must be a registered competitor at the Area/District Conference).	\$600
	Sponsor/Chaperone attendance at Leadership Training Conference - \$75 Contractual day or \$150 Non-Contractual day.	\$750
	Sponsor Preparation of students for competition - \$35 per hour.	\$455 – Region \$315 – State \$175 – National
	Sponsor/Chaperone attendance at Student Competition - \$75 Contractual day or \$150 Non-Contractual day.	\$1,200
Professional Development	Regional or State conference/training - \$75 Contractual day or \$150 Non-Contractual day.	\$450
	Program Required (PLTW) - \$75 Contractual day or \$150 Non-Contractual day (not to exceed maximum).	\$1,500
Professional Duties	Health Science Teachers (HSTs) will be given up to ten (10) years of credit for past employment as a “certified” health care provider.	

Note: Supplemental duty extra pay amounts allowed per CTSO sponsor will not exceed \$2,400 per school year.

DOCUMENTATION WILL BE REQUIRED TO VERIFY STUDENT PREPARATION (Student Sign-In sheets, Employee Time Clock report). Time Clock reports not to exceed allotted amount required.

Special Note:

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- 3) All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
- 4) Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
- 5) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.

Brownsville Independent School District

2025-2026 Supplemental Duty Pay – Coaching

High School Football	Stipend	Extra Days
Offensive/Defensive Coordinator	\$9,000	20
Varsity Assistant Coach	\$5,400	13
9 th Grade/JV Coach	\$4,500	13
High School Head Coaches	Stipend	Extra Days
Baseball	\$6,500	NA
Basketball	\$6,200	NA
Unified Basketball/Zariah's Law	\$5,000	NA
Cross Country	\$6,300	13
Golf (Year-Round)	\$9,500	6
Power Lifting	\$5,400	NA
Soccer	\$6,750	NA
Softball	\$6,500	NA
Swimming (Year-Round)	\$9,500	6
Tennis (Year-Round)	\$9,500	13
Track	\$6,200	NA
Unified Track/Zariah's Law	\$5,000	NA
Volleyball	\$6,200	13
Wrestling – Year 2 - Participating Schools Only: Hanna, Lopez, Rivera & Veterans Memorial ECHS	\$7,800	NA
High School Assistant Coaches	Stipend	Extra Days
Baseball	\$4,000	NA
Basketball	\$4,000	NA
Unified Basketball/Zariah's Law	\$4,000	NA
Cross Country	\$4,000	13
Golf (Year-Round)	\$7,500	6
Powerlifting	\$4,000	NA
Soccer	\$4,000	NA
Softball	\$4,000	NA
Swimming (Year-Round)	\$7,500	6
Tennis (Year-Round)	\$7,500	13
Track	\$4,000	NA
Unified Track/Zariah's Law	\$4,000	NA
Volleyball	\$4,000	13
Wrestling - Year 2 - Participating Schools Only: Hanna, Lopez, Rivera & Veterans Memorial ECHS	\$4,000	NA
Middle School Coaches	Stipend	Extra Days
Athletic Coordinator (Two Sports)	\$8,500	10
Football Coach	\$3,250	5
Baseball Coach	\$3,250	NA
Basketball Coach	\$3,250	NA
Unified Basketball/Zariah's Law	\$3,250	NA
Cross Country Coach	\$3,250	NA
Golf Coach	\$1,500	NA
Soccer Coach	\$3,250	NA
Softball Coach	\$3,250	NA
Swimming Coach	\$1,500	NA
Tennis Coach (Year-Round)	\$3,250	NA
Track	\$3,250	NA
Unified Track/Zariah's Law	\$3,250	NA
Volleyball Coach	\$3,250	5
District	Stipend	Extra Days
Special Olympics – Head Coach	\$3,850	5
Special Olympics – Coach	\$2,850	NA
Athletic Retired Coach	1 Sport Stipend	NA

Retired Coaches: Sport Stipend (will only work 19 hours per week) As per University Interscholastic League regulations school districts may hire retired coaches for coaching purposes only. BISD will consider employment of retired coaches as per University Interscholastic League regulations which stipulate retired coaches may be a head coach in only Golf, Tennis/Team Tennis, Swimming, Cross Country and Track & Field, and an assistant coach in the other sports. BISD will employ retired coaches as per stipend of respective sport. They will be paid the stipend assigned to the sport.

Brownsville Independent School District

2025-2026 Supplemental Duty Pay – UIL/Non-UIL

High School	Stipend
U.I.L. Campus Coordinator	\$2,000
U.I.L. Coaches/Sponsors (Up to 20)	\$1,600
One-Act Play (Varsity)	\$2,000
Practice Meets	\$100 per meet – limit to 8 meets
Middle School	Stipend
U.I.L. Campus Coordinator	\$1,600
U.I.L. Coaches/Sponsors (7): Zone Meet (to include one act play)	\$1,400
Elementary School Must attend the district meet	District Allocation / Stipend
U.I.L. Campus Facilitator (may coach only two events)	\$200
U.I.L. Division Organizer - District Meet (may not coach UIL activities nor coordinate UIL campus program)	\$1,200
U.I.L. Coaches/Sponsors (up to 12) – District Meet	\$300 (up to \$3,600 per school)
Non-UIL	Stipend
Mock Trial	
Coaches' Meeting	\$150
Student Clinic	\$150
District Meet	\$250
Regional Meet	<u>\$300</u>
Total	\$850

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5. Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.
6. Fourth and Fifth Grade UIL Events: Art, Music Memory, Number Sense, Oral Reading, Writing and Spelling.

Brownsville Independent School District

2025-2026 Supplemental Duty Pay - Other

Assigned Supplemental Instructional/Other Duties	Stipend
Campus Tutorial/Extended School Year, Curriculum Writing, In-Home Parent Training, In-House Presenters	\$35 per hour
Supplemental Duty Instructional – Summer School/Jump STAART (SSI, Curriculum Writing, Regaining Credit, EOC only)	\$35 per hour
Supplemental Duty Instructional – Summer School (Enrichment and all other Teachers to include RN's and Counselors)	\$35 per hour
Academic Enrichment Activities (Wellness/Mental Health) ex: Elem. P.E. & Elem. Fine Arts, Ballroom Dancing, CTE	\$35 per hour
Supplemental Duty Campus Administrator(s) – Summer School/Jump STAART	\$35 per hour
College, Career, and Military Readiness Supplemental Duty	\$150 per day
High School	Stipend
Head Cheerleader Sponsor	\$4,000 /7 Days
Assistant Cheerleader Sponsor	\$2,000/7 Days
Academic Decathlon (2 sponsors per campus)	\$700
Technology Support Teacher (One per campus)	\$1,200
Dual Enrollment	\$50.00/per hour 48 hours required
Journalism & Yearbook	\$2,000
Class Sponsor – Comprehensive Early College High Schools (up to 2 sponsors per class)	\$1,000
Middle School	Stipend
Cheerleader Sponsor	\$1,000
Technology Support Teacher (One per campus)	\$1,200
Journalism & Yearbook	\$1,500
Coding Sponsor	\$1,000
Elementary	Stipend
Technology Support Teacher	\$1,200
Coding Sponsor	\$1,000
Cheerleader Sponsor	\$750
District-wide Stipend	Stipend
Adult Education Director (Grant funded by federal funds through Texas Workforce Commission Adult Education and Family Literacy Act)	\$8,500
Head Chess Sponsor (5 Tournaments) – up to 2 sponsors	\$1,000
Assistant Head Chess Sponsor (5 Tournaments) 1 sponsor	\$800
Special Services Certified / Professional & Related Service Provider/Therapist/Assistant Therapists	\$35 per hour
Evaluation Compensation - Special Education evaluations completed during off duty time by District Assessment Personnel must be assigned through Special Services Administrator for afterschool, Saturday, and/or summer testing.	\$600 per evaluation
Staff Development Compensation – Only for Professionals on Teacher Hiring Schedule, inclusive of JROTC Instructors, Professional Instructional Support & Counselors – Minimum of 6 hours	\$150
Staff Development Compensation – Only for Professionals on Teacher Hiring Schedule, inclusive of JROTC Instructors, Professional Instructional Support & Counselors – Minimum of 3 hours	\$75
Personnel Pay (Other)	Stipend
State of Texas Electrical, Plumbers or HVAC License (used for BISD projects)	\$2,000
FNS Registered Licensed Dietician	\$5,000
Retention Stipend – Contingent upon funding which will be reviewed in October or November	TBD
Classified Personnel: Incentive Pay for Associate's and Bachelor's Degree	
Classified employees who hold an Associate's Degree are entitled to a \$500.00 incentive. Classified employees who hold a Bachelor's Degree are entitled to a \$1,000.00 incentive. Incentives will be paid in two increments: the first increment in December and the second increment in May. (See Appendix A)	

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5. Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.

Brownsville Independent School District

2025-2026 Supplemental Duty Pay - Other

District-wide	Supplement
Classified Instructional/Support Staff - Summer School/Jump STAART	\$15 per hour
GEAR Up Tutors	\$12 per hour
LVN's (Summer School)	\$17 per hour
Student Workers	\$8.50 per hour
Destination/Imagination	
Instant Challenge Workshop (1 day).....	\$100
Regional Competition (1 day).....	\$150
State Competition (1 day).....	\$250
Global Finals (6 days).....	\$500
Total	\$1,000
Food and Nutrition Services/Transportation Extended hours for Summer Employment	Minimum \$15 per hour or their current hourly rate
Transportation General Maintenance Summer Employment	
Part time Temporary – Classified Employees	\$15 per hour
BISD Police Department	Supplement
Certification Pay:	
Intermediate	\$300
Advance	\$600
Masters	\$900
Education:	
Over 60 hours	\$300
Associate Degree	\$500
Bachelor's Degree	\$1,000
Master's Degree	\$1,500
Position:	
Training Coordinator	\$1,000
TCOLE Instructor	\$1,000
TCOLE Firearm Instructor	\$1,000
Investigator.....	\$1,000
Bus Drivers	Supplement
40 Hours	Weekly
\$1.00	Increase 22-23
\$15.00	Starting 22-23
Custodians	Supplement
Custodians: Custodian Elem/MS/HS, FNS Custodian Head, Head Administration Custodian, Head District Custodian, Head Custodian Elem/MS/HS, GYM Custodian, Department Custodian, Central Office, Custodian (All other Custodians not listed)	
Fall Semester.....	\$250
Spring Semester.....	\$250

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1. All supplemental salaries are to be paid to full time District employees according to levels as indicated in this schedule.
2. Supplemental duty assignments/recommendations must have written prior approval of the Superintendent or designee prior to implementation of program.
3. Yearly amounts are paid in 12 equal monthly payments. All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
4. Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
5. Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.

Brownsville Independent School District

2025-2026 Athletic Game Workers and Seasonal/PT Employees

Sport	Position	New Hourly Rate
Varsity Football Games	Ticket Seller Supervisor	\$20
Sam Stadium	Ticket Seller	\$15
Veterans Memorial	Ticket Taker	\$15
Brownsville Sports Park	Ushers	\$15
	KBSD Camera	\$15
	Scoreboard Operator	\$20
	25-Second Clock	\$20
	Announcer	\$20
Football	Position	New Hourly Rate
at the High School	Scoreboard	\$12
	Ticket Seller	\$12
at the Middle School	Scoreboard	\$12
	Ticket Seller	\$12
Volleyball	Position	New Hourly Rate
at the High School	Scoreboard	\$12
	Scorebook	\$12
	Ticket Seller	\$12
at the Middle School	Scoreboard	\$12
	Scorebook	\$12
	Ticket Seller	\$12
Basketball	Position	New Hourly Rate
at the High School	Scoreboard	\$12
	Scorebook	\$12
	Ticket Seller	\$12
at the Middle School	Scoreboard	\$12
	Scorebook	\$12
	Ticket Seller	\$12
Soccer	Position	New Hourly Rate
at the High School	Scoreboard	\$12
	Ticket Seller	\$12
at the Middle School	Scoreboard	\$12
	Ticket Seller	\$12
Softball	Position	New Hourly Rate
at the High School	Scoreboard/Scorebook	\$12
	Ticket Seller	\$12
at the Middle Schools	Scoreboard/Scorebook	\$12
	Ticket Seller	\$12
Baseball	Position	New Hourly Rate
at the High School	Scoreboard/Announcer	\$12
	Scorebook/Pitch Counter	\$12
	Ticket Seller	\$12
Power Lifting Meets	Position	New Hourly Rate
at the High School	Ticket Seller - City Meet	\$12
	Ticket Seller – Invitational	\$12

Special Note:

1. All supplemental salaries are to be paid to full time District employees according to levels as indicated in this schedule.
2. Supplemental duty assignments/recommendations must have written prior approval of the Superintendent or designee prior to implementation of program.
3. Yearly amounts are paid in 12 equal monthly payments. All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
4. Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
5. Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.

Brownsville Independent School District

Cohort D Teacher Incentive Allotment (TIA) Designated Stipends

Cohort D participating campuses, following TEA HB3 guidelines and approved TIA spending plan, will compensate identified designated teachers with 80% of the available allotment* calculated based on:

1. The level of socio-economic need at the identified school where the teacher works
2. Level of designation, based on TEA's annual calculation:
 - Recognized TIA Designation Tier 1 / National Board Certification – 80% of funds* between \$3,000 - \$9,000
 - Exemplary TIA Designation Tier 2 – 80% of funds* between \$6,000 - \$18,000
 - Master TIA Designation Tier 3 – 80% of funds* between \$12,000 - \$32,000
3. Non-designated teachers assigned to the Designated Teacher's campuses will be eligible for a portion of 10% of the BISD Teacher Incentive Allotment funds based on the TEA and BISD approved TIA Cohort D spending plan for campus teachers: 10% of each teacher's generated allotment will be shared among the non-designated teachers on the same campus as the designated teacher.

NOTE: The percentage set aside for non-designated teachers will be adjusted, as needed, to ensure the non-designated teacher payout is at least \$3,000 less than what a Recognized teacher earns at the same campus. The remaining percentage of funds will stay with the designated teacher.

NOTE: TEA allocates 10% of each designated teacher's funds to be reinvested for personnel, data platforms, and professional development support in the areas of Student Learning Objectives (SLOs), T-TESS Rubric Training, and other necessary supports to build teacher capacity.

General Stipend	
Elementary, Middle School and High School	Stipend
SLO Lead Teacher*	\$1,500

*The educator will be selected by the campus principal and must be a TIA designated teacher.

Brownsville Independent School District

Cohort D Teacher Incentive Allotment (TIA) National Board Certified Teacher Stipends

As part of House Bill 3, the Teacher Incentive Allotment (TIA) includes a provision allowing school districts to reimburse teachers for out-of-pocket certification fees paid by National Board Certified Teachers (NBCTs) to the National Board for Professional Teaching Standards (NBPTS).

BISD employees who achieved National Board Certification, renewal, or maintenance of certification.

Reimbursement amounts are capped as follows:

- Initial Certification: Up to \$1,900
- Renewal: Up to \$1,250
- Maintenance of Certification (MOC): Up to \$495

Eligible employees must submit documentation verifying their certification status and the amount of fees related to certification paid to the National Board for Professional Teaching Standards (NBPTS). Using TIA district funds, BISD will reimburse employees for eligible certification-related expenses and subsequently request reimbursement from the Texas Education Agency through the TIA process.

NOTE TO EMPLOYEES: To request reimbursement, the employee should contact the TIA Coordinator(s) at the Human Resources Department and provide the following:

- Proof of National Board Certification achievement (initial, renewal, or MOC)
- Documentation of payment (receipts or NBPTS statements)
- The year in which certification, renewal, or MOC was completed
- Total amount of out-of-pocket expenses paid related to NBCT certification

Appendix

Brownsville Independent School District

APPENDIX A

2025-2026 Qualifying Rules – Classified Employees for Degree Salary Credit

Associate's or Bachelor's

1. The Associate's or Bachelor's degree from an accredited university in order to earn credit.
2. Full year salary credit enrollment period closes September 30th of each year. Half-year salary credit enrollment period closes January 31st of each year.
3. An official transcript with degree notation must be on file with the Human Resources Department prior to the closing of the enrollment period.
4. Employees are responsible for submitting all required documents prior to the closing period.

Brownsville Independent School District

APPENDIX B

2025-2026 Qualifying Rules – Degree Salary Credit

Teacher Master's/Doctorate

1. The Master's degree from an accredited university must be in an approved teaching field and the teacher must be eligible to teach the subject to be eligible for the Master's Degree Salary Credit in the amount of \$3,000.00.
2. The Doctorate degree from an accredited university must be in an approved teaching field and the teacher must be eligible to teach the subject to be eligible for the Doctorate Degree Salary Credit for an additional \$750.00.
3. An employee who has a Master's degree from an accredited university in a non-teaching field may be eligible to receive the Salary Credit in the amount of \$1,500.00.
4. Examples of non-teaching fields: Educational Leadership, Administration, Supervision, Counseling, School Librarian, Curriculum & Instruction and any other not approved by the Human Resources Department.
5. The Salary Credit Enrollment period is July 1st to September 30th of each school year.
6. Employees are responsible for submitting a Salary Credit Enrollment form which will be provided at the Human Resources Department.
7. An official transcript with degree notation must be on file with the Human Resources Department prior to the closing of the enrollment period.

Note: Only employees paid on the Teacher & Librarian Hiring Salary Schedule are eligible to apply under the qualifying rules.