



# Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 12/16/25

Item Title: 2025-2026 Revised Employee Compensation Plan X Action  
Information  
Discussion

## **BACKGROUND:**

The Emergency Management Coordinator (EMC) will lead, coordinate, and oversee all districtwide emergency management functions in accordance with TEA mandates, the Texas Education Code (TEC), Texas School Safety Center (TxSSC) standards, the Texas Education Agency Sentinel Program requirements, and BISD Board policy. This position ensures district compliance with state and federal emergency operations requirements and enhances readiness, prevention, protection, mitigation, response, and recovery capabilities across all BISD campuses and facilities.

The Emergency Management Coordinator is recommended for Pay Grade 7 based on the level of responsibility, specialized expertise required, operational impact, and direct involvement with state and federal compliance systems. This role carries districtwide accountability and interacts with TEA, the Texas School Safety Center, Department of Public Safety, and local emergency management agencies.

## **FISCAL IMPLICATIONS:**

2025-2026 District Budget

## **RECOMMENDATION:**

Recommend approval to revise page 18 of the 2025-2026 Employee Compensation Plan, Police & Security Pay Plan to add job title: Coordinator, Emergency Management, Pay Grade 7.

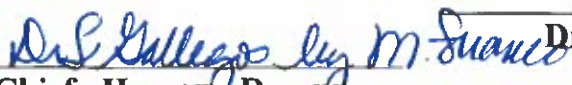
  
Maricela Franco/Eddie Arroyo

Submitted by: Principal/Program Adm.

Approved for Submission to Board of Education:

Recommended by: Asst. Supt/CFO

Dr. Linda Gallegos



Approved by: Chief Human Resources Officer

  
Dr. Jesus H. Chavez, Superintendent

When Necessary, Additional Background May Follow This.

# 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	226 Days	\$63,314	\$77,213	\$91,112
Coordinator, Emergency Management (Add) – Open FTE from Admn Business Management Pay Plan, Pay Grade 3		226	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

# 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
<b>Pay Grade 1</b>		<b>Daily</b>	<b>\$215.80</b>	<b>\$260.00</b>	<b>\$304.20</b>
Coordinator, 21 <sup>st</sup> Century CCLC*	226	226 Days	\$48,771	\$58,760	\$68,749
Specialist, Family Engagement 21 <sup>st</sup> Century CCLC*	226				
<b>Pay Grade 2</b>		<b>Daily</b>	<b>\$260.04</b>	<b>\$313.30</b>	<b>\$366.56</b>
Director, 21 <sup>st</sup> 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				
<b>Pay Grade 3</b>		<b>Daily</b>	<b>\$276.94</b>	<b>\$333.66</b>	<b>\$390.38</b>
Accountant	226	226 Days	\$62,588	\$75,407	\$88,226
Internal Auditor	226				
<del>Supervisor, Environmental/Health/Safety/Custodial Training</del> Close FTE & Move to Police & Security Pay Plan, Pay Grade 7	226				
Supervisor, Food & Nutrition Services	226				
<b>Pay Grade 4</b>		<b>Daily</b>	<b>\$306.01</b>	<b>\$368.69</b>	<b>\$431.37</b>
Coordinator, Grant	226	226 Days	\$69,158	\$83,324	\$97,490
Coordinator, Maintenance	226				
Coordinator, PEIMS	226				
Coordinator, Procurement Services	226				
Coordinator, Warehouse/Textbooks/Fixed Assets	226				
<b>Pay Grade 5</b>		<b>Daily</b>	<b>\$338.14</b>	<b>\$407.40</b>	<b>\$476.66</b>
Coordinator, Finance	226	226 Days	\$76,420	\$92,072	\$107,725
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.