



# BELLVILLE INDEPENDENT SCHOOL DISTRICT

518 SOUTH MATHEWS STREET | BELLVILLE, TX | 77418 | PH: (979) 865-3133 |  
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May 27, 2021

<b>Subject:</b>	2021-2022 Bellville ISD Compensation Plan
<b>Presenter:</b>	Dennis Jurek
<b>Board Policy:</b>	DEA(local)
<b>BISD Goal:</b>	<ol style="list-style-type: none"><li>1. Develop and attain local standards for high levels of integrated learning and performance. [LEARNING]</li><li>2. Foster a connected, collaborative, and strategic approach to continuous improvement for the district. [LEADERSHIP]</li><li>3. Create a culture that attracts, develops, and retains exceptional individuals to be part of our district and community. [HUMAN CAPITAL]</li><li>4. Cultivate connections in our schools and community to ensure all feel safe, valued, and engaged in meaningful ways. [COMMUNITY]</li></ol>
<b>Summary:</b>	<p>The compensation plan attached is included in the 2021-2022 Bellville ISD Budget. The Bellville ISD Board of Trustees will be adopting a budget that includes the following compensation plan.</p>
<b>Attachments:</b>	<ul style="list-style-type: none"><li>▪ Bellville ISD 2021-2022 Compensation Plan</li></ul>
<b>Recommendation:</b>	Motion to adopt the Bellville ISD 2021-2022 Compensation Plan.

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## BISD 2021-2022 COMPENSATION PLAN

- The 2020-2021 Annualized (monthly) COVID Stipends are moved into Annual Salaries for Exempt Personnel and Hourly Wage Rates for Non-Exempt Personnel (This does not include the one time COVID Stipend approved by resolution January 28, 2021 and distributed March 12, 2021)
- Teacher Hiring Range Adjustments:

### 2021-2022 PROFESSIONAL & ADMINISTRATION

PAY GRADE 1	MINIMUM (0)	MIDPOINT (15)	MAXIMUM (30)
Teacher (187) Nurse (187) Librarian (187) Interventionist (187) Elementary/Secondary Counselor (209) ARD Facilitator (197) Network Administrator (226)	\$47,000	\$52,000	\$57,000
<small>The BISD hiring schedule is developed for starting salaries of newly hired employees. Future salary raises are based on general pay increases granted by the board. Only employees continuing employment with the district are eligible for salary raises.</small>			

Salaries for personnel in the position of teacher, librarian, counselor and nurse will receive the greater of the adjusted Professional Pay Grade 1 scale or a 2% raise.

- AIDE Hiring Range:

### 2021-2022 PARAPROFESSIONAL & NON-EXEMPT

PAY GRADE 2	MINIMUM (0)	MIDPOINT (15)	MAXIMUM (30)
In-Class Support (187)	\$20,000	\$22,500	\$25,000
ESL Support (187)	\$20,000	\$22,500	\$25,000
Enrichment Room/ISS (187)	\$20,000	\$22,500	\$25,000
Library Assistant (187)	\$20,000	\$22,500	\$25,000
Behavior Support (187)	\$21,000	\$23,500	\$26,000
Life Skills Special Education Support (187)	\$21,000	\$23,500	\$26,000
Enrichment/Fine Arts/RTI Instructor (187)	\$21,000	\$23,500	\$26,000
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Compensation for Aides will be the greater of the Paraprofessional Pay Grade 2 scale or a 2% raise.

- All other full time employees will receive a 2% raise.

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# BISD HIRING SCHEDULE

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## 2021-2022 PARAPROFESSIONAL & NON-EXEMPT

PAY GRADE 1	MINIMUM (0)	MIDPOINT (10)	MAXIMUM (20)
Food Service (176)	\$11.00	-----	-----
Custodial/Grounds (260)	\$11.00	-----	-----
Maintenance (260)	\$14.00	\$15.50	\$17.00
Bus Driver (169)	\$15.25	\$16.25	\$17.25
SUBSTITUTES	HALF-DAY RATE		FULL-DAY RATE
Substitute Teacher/Aide(Non-Degreed)	\$50		\$80
Substitute Teacher (Degreed, Non-Certified)	\$50		\$90
Substitute Teacher (Certified Teacher)	\$50		\$100
Long-Term Substitute	-----		\$110
Substitute Administrator	TBD		TBD
PAY GRADE 2	MINIMUM (0)	MIDPOINT (15)	MAXIMUM (30)
In-Class Support (187)	\$20,000	\$22,500	\$25,000
ESL Support (187)	\$20,000	\$22,500	\$25,000
Enrichment Room/ISS (187)	\$20,000	\$22,500	\$25,000
Library Assistant (187)	\$20,000	\$22,500	\$25,000
Behavior Support (187)	\$21,000	\$23,500	\$26,000
Life Skills Special Education Support (187)	\$21,000	\$23,500	\$26,000
Enrichment/Fine Arts/RTI Instructor (187)	\$21,000	\$23,500	\$26,000
PAY GRADE 3	MINIMUM (0)	MIDPOINT (10)	MAXIMUM (20)
Campus Receptionist (187)	\$14.50	\$15.50	\$16.50
District Technology Assistant (226)	\$14.50	\$15.50	\$16.50
Cafeteria Manager (176)	\$16.00	\$18.50	\$21.00
Child Nutrition-Assistant to the Director (226)	\$14.50	\$18.50	\$21.00
Transportation Assistant to the Director (226)	\$14.50	\$18.50	\$21.00
PAY GRADE 4	MINIMUM (0)	MIDPOINT (10)	MAXIMUM (20)
PEIMS/Attendance-Campus (190)	\$15.00	\$17.50	\$20.00
Counselor's Secretary (209)	\$15.00	\$17.50	\$20.00
Elementary/Intermediate Campus Secretary (209)	\$15.00	\$17.50	\$20.00
District Receptionist (226)	\$15.00	\$17.50	\$20.00
PAY GRADE 5	MINIMUM (0)	MIDPOINT (10)	MAXIMUM (20)
Secondary Campus/Principal's Secretary (209)	\$17.50	\$20.00	\$22.50
Special Education Administrative Assistant (226)	\$17.50	\$20.00	\$22.50
Accounts Payable (226)	\$17.50	\$20.00	\$22.50
PAY GRADE 6	MINIMUM (0)	MIDPOINT (10)	MAXIMUM (20)
PEIMS Coordinator (226)	\$20.00	\$22.50	\$25.00
Executive Assistant-Central/Superintendent (226)	\$20.00	\$22.50	\$25.00
Payroll & Benefits Coordinator (226)	\$20.00	\$22.50	\$25.00
Maintenance-Certified	TBD-Market Rate	-----	-----

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## 2021-2022 PROFESSIONAL & ADMINISTRATION

PAY GRADE 1	MINIMUM (0)	MIDPOINT (15)	MAXIMUM (30)
Teacher (187) Nurse (187) Librarian (187) Interventionist (187) Elementary/Secondary Counselor (209) ARD Facilitator (197) Network Administrator (226)	\$47,000	\$52,000	\$57,000
PAY GRADE 2	MINIMUM (0)	MIDPOINT (10)	MAXIMUM (20)
Diagnostician (197)	\$58,500	\$63,500	\$68,500
Speech Therapist (187)	\$61,500	\$66,500	\$71,500
Elementary Assistant Principal (209)	\$65,000	\$70,000	\$75,000
Secondary Assistant Principal (209)	\$68,000	\$73,000	\$78,000
Coordinator of Student Success & Community Outreach (209)	\$65,000	\$70,000	\$75,000
Food Service Director (226)	\$65,000	\$70,000	\$75,000
Transportation Director (226)	\$65,000	\$70,000	\$75,000
Maintenance Director (226)	\$65,000	\$70,000	\$75,000
Technology Director (226)	\$65,000	\$72,500	\$80,000
Technology Director (226)	\$65,000	\$72,500	\$80,000
Accounting Director (226)	\$65,000	\$72,500	\$80,000
PAY GRADE 3	MINIMUM (0)	MIDPOINT (10)	MAXIMUM (20)
Elementary/Intermediate Principal (226)	\$70,000	\$77,500	\$85,000
LSSP (197)	\$64,500	\$69,500	\$74,500
Director of Administrative Operations (219)	\$75,000	\$80,000	\$85,000
Director of Future Readiness (226)	\$75,000	\$80,000	\$85,000
Director of Special Education (226)	\$75,000	\$82,500	\$90,000
Junior High Principal (226)	\$75,000	\$82,500	\$90,000
PAY GRADE 4	MINIMUM (0)	MIDPOINT (10)	MAXIMUM (20)
Chief Talent Officer/Campus Admin (226)	\$80,000	\$87,500	\$95,000
Chief Academic Officer (226)	\$85,000	\$92,500	\$100,000
Athletic Director (226)	\$90,000	\$97,500	\$105,000
High School Principal (226)	\$90,000	\$97,500	\$105,000
PAY GRADE 5	MINIMUM (0)	MIDPOINT (10)	MAXIMUM (20)
Assistant Superintendent of Finance & Operations (226)	\$110,000	\$117,500	\$125,000

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## BELLVILLE ISD ENHANCEMENT/RETENTION STIPEND PLAN 2021-2022

The Bellville ISD Board of Trustees will be adopting a budget that includes resources dedicated to enhancement and retention stipend(s). These stipend(s) serve a public purpose and benefit to Bellville ISD to seek and retain employees and increase morale. These stipend(s) will be implemented pursuant to the compensation plan and availability of funding to support these stipends. If funding is not available as determined by the Board of Trustee and Superintendent to support these stipends there shall be no obligation to the stipend(s). Specifically, the Board is budgeting a December Enhancement Stipend based on a graduated plan by BISD Years of Service. The Board of Trustees also reserves the right amend the budget and to provide enhancement or retention stipend(s) at other times during the year if funding becomes available and the stipend serves a public purpose and benefits.

BISD Years of Service	December Enhancement Stipend
0	\$500
1	\$500
2	\$500
3	\$600
4	\$700
5	\$800
6	\$900
7	\$1,000
8	\$1,100
9	\$1,200
10	\$1,300
11	\$1,400
12	\$1,500
13	\$1,600
14	\$1,700
15	\$1,800
16	\$1,900
17	\$2,000
18....	\$2,000...

\*The amounts listed above will be based on available funds as determined by the Superintendent.

\*Enhancement/Retention Stipends are adopted on a per employee basis, the number of positions does not dictate the number of stipends. One stipend per employee.

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## 2021-2022 CDL BUS DRIVER HIRING RANGE

<b>Bellville Independent School District Bus Driver Hiring Range (CDL)</b>	
<b>Creditable Years Experience</b>	<b>New Hire Hourly Rate</b>
0	\$15.25
1	\$15.35
2	\$15.45
3	\$15.55
4	\$15.65
5	\$15.75
6	\$15.85
7	\$15.95
8	\$16.05
9	\$16.15
10	\$16.25
11	\$16.35
12	\$16.45
13	\$16.55
14	\$16.65
15	\$16.75
16	\$16.85
17	\$16.95
18	\$17.05
19	\$17.15
20	\$17.25
20+(No Step)	\$17.25

Hourly rates for all newly hired CDL Bus Drivers are determined on an individual basis, based upon consideration for creditable years of experience and credentials.

Hourly range scale is developed for entry year only. Future hourly rate increases are based on general pay increases granted by the board. Only employees continuing employment with the district are eligible for pay raises.

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## BELLVILLE ISD SUBSTITUTE TEACHER COMPENSATION PLAN 2021-2022

Certified Teacher Sub	\$100.00 per Day
Degreed Teacher Sub	\$90.00 per Day
Non-Certified/Non-Degreed Teacher Sub	\$80.00 per Day
Aide Sub	\$80.00 per Day
Long Term Teacher Sub (certified, degreed, non-certified or non-degreed)	\$110.00 per Day

- *Substitute compensation rates are listed on a daily pay rate*
- *Degreed Teacher Sub is defined as associated degree or higher*
- *Certified Teacher Sub must have held a teaching certificate at any time*
- *½ Day pay is \$50.00 for either teacher or aide substitute position position*
- *Combination of 2 half days on any campus on the same calendar is paid as a full day*
- *Aide Sub pay is for any and all degree and/or certification levels*
- *Long Term substitute pay starts after 20 days, long term pay is retroactive for the first 20 days*

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## **Bellville ISD Annual Reimbursement for Leave & Reimbursement for Leave Upon Retirement Rates Per DEC(local)**

The Bellville ISD Board of Trustees rate for annual reimbursement rate for leave and reimbursement rate for leave upon retirement is established at \$50.00 per day for use under DEC(local). This rate shall remain in effect until the board establishes a new rate.

## **Bellville ISD Other Compensation Consideration**

### Summer School (credit recovery, ESL, ESY, EOC)

Teachers	\$30.00/hour
Aides	\$12.70/hour

### Staff Development Outside of Contract Days

Teachers	\$120.00/day
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## **Teacher Incentive Allotment**

*The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment which were not known at the time this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance.*