



AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT

2025-2026 EMPLOYEE COMPENSATION PLAN DRAFT

BISD Administration Building

Budget Committee Meeting #4

June 9, 2025

5:30 PM

2025-2026 EMPLOYEE COMPENSATION PLAN DRAFT

Overview of Proposed Changes

I. Staffing Guidelines

II. Pay Plans

III. Supplemental Duty Pay

COMP PLAN #	SECTION	ITEM	PROPOSED CHANGES	NOTES
1	Elementary School Staffing Guidelines	Music	Increase enrollment from 0 - 349 to 0 - 499 and 350+ to 500+	Recommended by Finance
		Art	Add 0 - 599 with allocation of .5 and add + to 600	
		ESL/LPAC Instructional Aide	Update Comments from .5 Clerk, .5 Aide to 20% Compliance, 80% instructional (will include Middle School and High School)	Recommended by Bilingual
2	Middle School Staffing Guidelines	Counselor	Update enrollment from 351 - 799 to 351 - 699 and 800 - 1,050 to 700 - 1,050	Recommended by Interim CFO
		Classroom Teacher	Decrease ratio from 27:1 to 26:1.	Recommended by Executive Cabinet
9	Teacher & Librarian Hiring Salary Schedule	Dance/Theatre Arts Advisor	Title change to Visual Arts Advisor	Recommended by Fine Arts
11	Administrator Educator Pay Plan	Specialist, Educational Technology	Reclassify from Pay Grade 3 to Pay Grade 4	Recommended by TASB
11		Specialist, RtI/504	Reclassify to Professional Instructional Support Pay Plan, Pay Grade 6 and title change to Instructional Coach, District	Recommended by Supt & Chief Academic Officer
11		Director, ITV Studio	Reclassify to the Administrator Business Management Pay Plan, Pay Grade 6	Recommended by HR & TASB
13	Administrator Business Management Pay Plan	Accountant	Reclassify from Pay Grade 2 to Pay Grade 3	Recommended by TASB
13		Internal Auditor		
13		Coordinator, Business Software	Reclassify to Technology Pay Plan, Pay Grade 5 and title change to Systems Programmer/Analyst	Recommended by TASB
15	Professional Instructional Support Pay Plan	Assistant Director, Daycare	Add to Pay Grade 1	Recommended by Supt & Chief Academic Officer
17	Technology Pay Plan	Computer/Network Technician, PEIMS	Add	Recommended by Supt & PEIMS
		Computer System Operation, PEIMS	Reclassified from Data Technician, PEIMS, Clerical Administrative Pay Plan, Pay Grade 7 and title change	

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19	Clerical Administrative Pay Plan	Attendance Liaison	Increase days from 187 to 226	Recommended by Supt & Chief Operations Officer
22		Data Technician, PEIMS	Reclassify to Technology Pay Plan and title change to Computer System Operation, PEIMS	Recommended by Supt
22		Specialist, Payroll	Reclassify from Pay Grade 9 to Pay Grade 8	Recommended by TASB
23	Instructional Support Pay Plan	Sped Aide: Deaf Ed, ECSE, ESCE, Lifeskills, One to One and Structure for Life	Reclassify from Pay Grade 4 to Pay Grade 5	Recommended by Special Services
25	Manual Trades Pay Plan	Fence Worker, Glazier, Mason and Painter	Reclassify from Pay Grade 3 to Pay Grade 4	Recommended by TASB
26		Welder	Reclassify from Pay Grade 4 to Pay Grade 5	
29	Supplemental Duty Pay for Teacher, Librarian, Head Counselor	Dual Enrollment Teacher	Delete	Recommended by Executive Cabinet
38	Supplemental Duty Pay - Other	Personnel Pay (Other)	Add Retention Stipend - December 2025 (one-time payment) \$750 - Current Classified and Certified full-time employees to include Classified and Certified full-time new hires issued an Authority to Report to Work before November 30, 2025. Resignations/Retirements on or before December 19, 2025, not eligible.	Recommended by HR
41	Cohort D - Teacher Incentive Allotment (TIA) - Designated Stipends	Designated Stipends	Add update to language	Recommended by TIA
42		National Board Certified Teacher Stipends	Add page with language	