



Amendment/Addendum

Approving the agenda of the Special Called Board Meeting of Thursday, June 26, 2025, with any corrections/deletions:

Board President:

Administration Recommendation

X. A. General Function Item(s)

- Item 2** **Page 1 will be replaced with Page 1a**
Page 15 will be replaced with Page 15a
- Item 3** **Page 2 will be replaced with Page 2a**
Page 3 will be replaced with Page 3a
Page 4 will be replaced with Page 4a

X. C. Contracts/Agreement(s)

- Item 2** **Page 1 will be replaced with Page 1a**

Brownsville Independent School District

Agenda Category: General Function
Contracts/MOU Board of Education Meeting: 06/26/25

Item Title: Memorandum of Understanding X Action
Between NINOS Head Start and Information
Brownsville ISD for 2025 - 2026 Discussion

BACKGROUND:

The Brownsville Independent School District (BISD) recognizes its responsibility to integrate a school readiness plan in collaboration with local entities providing Head Start services for three-year olds. The Memorandum of Understanding (MOU) sets forth procedures agreed upon by NINOS Head Start and BISD. The collaboration models will be implemented as follows: the Contractual Model will be implemented at 1 site, the ½ day co-enrolled model will 5 five sites and the two full-day Contractual Model Classrooms will be at 1 site. For the Contractual Model Classrooms, Ninos will fund 50% of the teacher's and paraprofessional salary up to \$50,000.00 annually, \$1,500 per classroom in supplies, and 50% reimbursement for substitute pay. The terms and conditions set forth in the following document shall constitute the entire agreement between the NINOS Head Start and BISD. BISD will pay the salary of seven (7) BISD teachers eight (8) paraprofessionals, and will in return receive ADA for the students' attendance. Additionally, all teachers and staff at the existing Head Start site at Burns II, the co-enrolled classrooms at Aiken, Burns, Brite, Benavides, and Perez, as well as the Vermillion Contract Model Classroom (SRI), will participate in all BISD Early Childhood Pre-Kindergarten trainings and assessments. This document has been reviewed and approved by legal counsel.


FISCAL IMPLICATIONS:


Categorical and/or Local 199 Funds


RECOMMENDATION:

Recommend approval to enter into a Memorandum of Understanding (MOU) with NINOS Head Start to include co-enrolled model at Aiken, Burns, Brite, Benavides, ~~a co-teaching model at Perez~~ and two full-day Contractual Model Classrooms at Vermillion Elementary. The collaboration will continue at all six elementary sites for the 2025-2026 school year.

Approved for Submission to Board of Education:


Submitted by: **Dolores Cisneros-Emerson**
Executive Director for Elementary Education


Recommended by: **Dr. Alma Cardenas-Rubio**
Assistant Superintendent for Elementary Schools


Reviewed by: **Miguel Salinas**, Staff Attorney


Approved by: **Beatriz Hernandez**
Chief Academic Officer


Dr. Jesús H. Chávez, Superintendent

When Necessary, Additional Background May Follow This.

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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 2		
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

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Brownsville Independent School District

2025-2026 Professional Instructional Support Pay Plan

Title	Calendars
Pay Grade 1	
Assistant Director, Childcare	226

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

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

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

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

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

Pay Grade 4	
Instructional Coach, Elementary	208
Lead Teacher, Adult Education	205
Lead Teacher, Bilingual Education	215
Lead Teacher, Dyslexia	215
Lead Teacher, Educational Technology	203
Lead Teacher, Advanced Academics	205
Choral Music Advisor	226
Elementary Music Advisor	194
Instrumental Music Advisor	226
Visual Arts Advisor	217

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

Moved from Teacher Scale

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

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

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

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

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AN EARLY COLLEGE DISTRICT

BROWNsville

INDEPENDENT SCHOOL DISTRICT

Department	Training	Consultant	Participants	Stipend/ CPE	Dates	Funding Source	Cost
Curriculum & Instruction	CIRCLE Training by Region One State Certified Trainers	Region One	New PK Teachers	CPE/ Stipend	Fall 2025 Spring 2026	199/162/211	\$40,000
	Effective Reading and Writing Strategies for Students with Disabilities	Region One	Resource/Inclusion Teachers/BI Teachers	CPE	Spring 2025 Summer 2025	162/199/211	\$13,000
	Esperanza	Valley Speech Language and Learning Center	PK - 2nd Grade Teachers	CPE/ Stipend	Fall 2025 Spring 2026	199/Bilingual	\$12,000
	Integrating Technology in the Classroom	Apple	PK-1st Grade Teachers	CPE	Fall 2025 Spring 2026	199/Bilingual	\$9,000
	Language Enrichment, Reading Readiness, Multisensory Grammar, Scientific Spelling & Written Composition	Neuhaus Education Center	New or New to Grade Level Teachers K-3	CPE/ Stipend	Fall 2025 Spring 2026 Summer 2026	199/211/162	\$261,600
	ELA s3 Strategies for Grades 6-8 – Differentiated Instruction and Effective Questioning	s3strategies, LLC	All MS ELAR/RLA Teachers	CPE	Fall 2025	Bilingual	\$7,500
	s3strategies “Powerful Strategies for Instruction & Review”	s3strategies	G08 Biology & HS Biology Teachers	CPE	Fall 2025	Bilingual	\$3,500
	Science Cut Ups – Chemistry & Physics	Integral Mathematics, Inc. (Math & Science Cut Ups)	HS Chemistry & HS Physics Teachers	CPE	Fall 2025	Bilingual	\$2,250
	Social Studies Vocabulary Engagement Activities	Region I	6th-grade Social Studies Teachers	CPE	Fall 2025	C&I	\$1,600
	Using Social Studies Skills and Developing Civic Knowledge	Region I	7th-grade social studies teachers	CPE	Fall 2025	C&I	\$1,600
	Depth and Complexity	J Taylor	6 th - and 7th-grade Social Studies Teachers	CPE	Fall 2025	162/211	\$4,500
	Depth and Complexity	J Taylor	All MS Science Teachers	CPE	Fall 2025	162/211	\$4,250
	Depth and Complexity	J Taylor	World Geography, World History/Govt/PFL	CPE	Fall 2025	162/211	\$ 4,250
	Teaching the Tough TEKS	Law Related Education	US History Teachers	CPE	Fall 2025	162/211	\$5000
	DBQ Project Introductory Workshop	DBQ Project	AP Social Studies Teachers	CPE	Fall 2025/Spring 2025	162/211	\$6000
	Blended Learning (10 sessions) Technology IntegrationF and Coaching	Impacto-EDU Gallegos Education Consulting Services	Targeted Schools	CPE	Fall 2025 Spring 2026	Categorical Funds	\$13,000

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AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT

Department	Training	Consultant	Participants	Stipend/ CPE	Dates	Funding Source	Cost
Curriculum & Instruction	Reading and Writing Strategies	Houghton Mifflin Harcourt	All HS ELA Teachers	CPE	Fall 2025 Spring 2026	162/211/ Bil.	\$8000
	Developing Student Mathematical Reasoning	Pam Harris Consulting	All HS and MS Math Teachers & Inclusion Teachers	CPE	Fall 2025	162/211	\$11,000
	Bridging the gap: strategic interventions for struggling learners in literacy	Lead4ward	HS ELA EOC Teachers	CPE	Fall 2025/Spring 2026	Bilingual	\$5000
	mCLASS Training	Amplify	Kinder Teachers	CPE/Stipend	Fall 2025 Spring 2026	199/211/162	\$15,000
	CPALLS+, TPRI, Trends Training	Liberty Source	PK, 1 st - 5th Grade Teachers	CPE/Stipend	Fall 2025 Spring 2026	199/211/162/ Bilingual	\$20,000
	Elevating Writing Proficiency – Deepening Understanding of Evidence-Based Writing	Region I	All MS ELAR/RLA Teachers	Stipend/ CPE	2 Three-Hour Sessions in Late Sept./Early October	162/211	\$1,800
	Implementing TXRL utilizing Adopted Curriculum	SAVAAS	PK-5 th Grade	CPE/Stipend	Fall 2025 Spring 2026 Summer 2026	429/199/162/ 211	\$20,000
	Neuhaus Literacy Leadership Institute	Neuhaus Education Center	Elementary Campus Administration	CPE	Fall 2025 Spring 2026 Summer 2026	199/211/162	\$48,000
	Reading and Writing Strategies	Tosh Mcgaughy	2nd-5th Grade Teachers	CPE	Fall 2025 Spring 2026 Summer 2026	199/162/211/Bil	\$10,000
	Reading and Writing Strategies	Teacher Created Materials	2 nd -5 th Grade Teachers (2-Sessions)	CPE	Fall 2025 Spring 2026 Summer 2026	162/199/211/ Bilingual	\$11,000
	Reading and Writing Strategies	Region One	4 th Grade Teachers	CPE	Fall 2025	162/199/211/ Bilingual	\$3,500
	Reading and Writing Strategies	Region One	PK-5 th Grade Teachers	CPE	Fall 2025 Spring 2026 Summer 2026	162/199/211/ Bilingual	\$15,000
	PK Foundations Training (2 Days)	Region One	PK & ECSE Teachers	CPE/Stipend	Fall 2025 Spring 2026 Summer 2026	162/199/211/ Bilingual	\$10,000
	Oral Language Development	Teacher Created Materials	2 nd -5 th Grade Teachers	CPE	Fall 2025 Spring 2026 Summer 2026	162/199/211/ Bilingual	\$11,000
	Reading & Math Training for Summer School Teachers	Region One	1 st - 2 nd Grade Teachers	CPE/Stipend	Spring 2026 Summer 2026	429/162/199/ 211/Bilingual	\$10,000
	Writable Training	Houghton Mifflin Harcourt	2nd - 5th Grade 2 nd -8 th Grade Teachers	CPE	Fall 2025 Spring 2026	162/199/211	\$12,000 \$29,600
	Texas ColorBands	Rivera Educational Services Consulting	Middle School Teachers/Core Areas	CPE	Fall 2025/2026	199/162/211	\$46,400
	iReady Professional Learning for implementation of TXRL Structured Reading	Curriculum Associates	Kinder – 5th Grade Kinder-8 th Grade Teachers	CPE	Fall 2025 Spring 2026	162/211/199	\$71,300

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AN EARLY COLLEGE DISTRICT

BROWNSVILLE

INDEPENDENT SCHOOL DISTRICT

Department	Training	Consultant	Participants	Stipend/ CPE	Dates	Funding Source	Cost
Special Services	Preparation Program for Certified Academic Language Practitioner (CALP)	Valley Speech Language and Learning Center	3 Participants	CPE	Fall 2025	166- SPED	\$8,400
	Structured Reading and Spelling Volume 2	Neuhaus Education Center	20 Participants	CPE	Fall 2025	166- SPED	\$16,000
	Special Topics Speech Lang. Pathologists: Dr. Metha	Dr. Metha	Speech Language Pathologists and Assistants	CPE	Fall 2025 Spring 2026	166- SPED	\$4,000
	Language Enrichment Review Training for Spec. Ed. Resource Reading Teachers	Neuhaus Education Center	40 Participants	CPE	Fall 2025 Spring 2026	166- SPED	\$12,800
School Improvement	Leading School Improvement	Region One	District Staff along with Principals at Canales, Del Castillo-Morningside, and Brite Elementary	CPE	2025-2026 School year	LASO Grant Funds	\$61,000
	School Improvement and Data Driven Instruction	lead4ward	District Staff along with Principals at Canales, Del Castillo-Morningside, and Brite Elementary	CPE	2025-2026 School year	LASO Grant Funds	\$4,500
	Science TEKS Update	Region One	Aiken Elementary	CPE	Fall 2025	Campus/ESF Grant	\$4,500
	Data Driven Instructional Practices	lead4ward	Besteiro Middle School	CPE	Summer/Fall 2025	ESF Grant	\$4,500
	Rigor in the Classroom	Region One	Besteiro Middle School	CPE	Summer/Fall 2025	ESF Grant	\$3,300
Total:							\$1,219,400 \$1,237,000

District Consultant: ~~\$1,219,400~~
\$1,237,000