

Brownsville Independent School District

Department of Human Resources



**FINAL
DRAFT**

06/17/2021

Employee Compensation Plan 2021-2022

Board Approved

##,

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Board Approved XXXX XX, XXXX

Brownsville Independent School District

Department of Human Resources

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Staffing Guidelines

Brownsville Independent School District

2021-2022- Elementary School Staffing Guidelines

ELEMENTARY					
Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	210	N/A	1	199	
Assistant Principal	208	0-800	1	199	
		801 +	2		
Dean of Instruction	208	N/A	1	162	
Counselor	196	0-350 +	1	1 (199)	75 students above ratio will gain additional Counselor
		425-700 +	2	2 (199)	
		775 +	3	2(199), 1 (162)	
Librarian	196		1	199	
Nurse/LVN	192-187	up to 1,000	1	199/211,199	
Health Aide I		1,000 +	1	199	
Teachers					
Pre-K3	187		22:1	199	
Pre-K4	187		22:1	199/162	
K-4 th	187		22:1	199	
5 th	187		25:1 26:1	199	
CSR	187			255, 289	based on need
PE	187	0-601	1	199	
		602-901	2		
		902 +	3		
Music	187	0-349	.5	199	
		350 +	1		
Art	187	600	1	199	
Special Education					
Resource/Inclusion	187	as per approved budget	9:1	166/224	1 Teacher and 1 Aide
Life Skills/Autism	187		4:1	166/224	1 Teacher and 3 Aides
Behavior	187		4:1	166/224	1 Teacher and 3 Aides
Early Childhood	187		4:1	166/224	1 Teacher and 2 Aides
Clerical					
Secretary	210		1	199	
Data Management Clerk Data/Records Management Clerk	210		1	199	
Clerical Assistant II Attendance/Clerical Assistant	187	444-665	+1	199	
		666-887	+1		
Parent Liaison	187		1	211	
Receptionist/Clerk, Parent Center	187			199	reduce by attrition
Instructional Aides					
PE Aide	187	0-301	1	199	
		302-901	2		
Library Aide	187		1	211	
PK3/PK4 Aide	187		1 per teacher	199	
ESL/Instructional LPAC Aide	192		1	163	.5 Clerk, .5 Aide
Other Aides:					
ADA 504 Assistant	187		as needed	199	
Dyslexia Aide	187		as needed	211	
Federal Program Aide	187		as needed	211	
Federal Computer Aide	187		as needed	211	

Brownsville Independent School District

2021-2022 Middle School Staffing Guidelines

MIDDLE SCHOOL					
Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	217	N/A	1	199	
Assistant Principal	208	0-749	1	199	
		750-1,250	2		
		1,251 +	3		
Dean of Instruction	208	N/A	1	162	
Counselor	201	0-350	1	199	MS will have a minimum of 3 Counselor's. 200 students above ratio will gain additional counselor.
		351-700	2	199	
		701-1,050	3	2(199),1(162)	
		1,051 +	4	3(199),1(162)	
Gear Up Counselor	205		1	289	as per grant requirements
Librarian	196		1	199	
Nurse/LVN	187/192	up to 750	1	199/211,199	
Health Aide I		750 +	1	199	
Teachers					
Classroom Teacher	187		25:1 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	
Special Education					
Resource/Inclusion	187	As per approved budget	12:1	166/224	1 Teacher and 1 Aide
Life Skills/Autism	187		4:1	166/224	1 Teacher and 2 Aides
Behavior	187		5:1	166/224	1 Teacher and 2 Aides
Clerical					
Secretary	217		1	199	
Data Management Clerk	217		1	199	
Records Clerk	192		1	199	
Clerical Assistant II or Attendance Clerk Attendance/Clerical Assistant	187	732-914	+1	199	
		915-1,097	+1	199	
		1,098-1,280	+1	199	
Bookkeeper	202		.5	199	
Parent Liaison	187		1	211	
Migrant Clerk	192			211	reduce by attrition
Hall Monitor	187			211	reduce by attrition
Instructional Aides					
Library Aide	187	1,000 +	1	211	
ESL/Instructional LPAC Aide	192		1	163	.5 Clerk, .5 Aide
Other Aides:					
Dyslexia Aide	187		as needed	211	
Federal Program Aide	187		as needed	211	

Brownsville Independent School District

2021-2022 High School Staffing Guidelines

HIGH SCHOOL					
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		
		1,750-2,250	4		
		2,251-2,750	5		
		2,750 +	6		
Assistant Principal Special Education	208		1	166	
Dean of Instruction	220	N/A	1	162	
Counselor	205	1,750-2,099	5	3(199),1(162),1(164)	reduce by attrition 200 students above ratio will gain additional Counselor
		2,100-2,449	6	4(199),1(162),1(164)	
		2,450 +	7	5(199),1(162),1(164)	
Career Placement Officer	205		1	164	
Gear Up Counselor	205		1	274	as per grant requirements
Librarian	196	up to 2,000	2	199	
Nurse/LVN	187-192	up to 2,000	2	199/211,199	
Health Aide I	187	2,000+	1		
ROTC	220		2	199	
Athletic Coordinator	220		1	165	
Defensive Coordinator	207		1	199	
Offensive Coordinator	207		1	199	
Teachers					
Classroom Teacher	187		25:1 26:1	199	
Career Technology Education:					
CTE Teacher	187		25:1 26:1	164	
CTE Teacher Agriculture	226		25:1 26:1	164	2 teachers (Lopez ECHS)
CTE Teacher Cosmetology	205		25:1 26:1	164	2 teachers (CTE)
Fine Arts:					
Art	187			199	
Band	210			199	
Choir	205			199	
Dance	194			199	
Estudiantina	187			199	
Mariachi	187			199	
Theatre	187			199	
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

Brownsville Independent School District

2021-2022 High School Staffing Guidelines

Clerical						
Secretary	226	1829-2011	1	199		
Registrar	226		1			
Assistant Registrar Assistant Registrar/Records	220		1			
Data Management Clerk	217		2			
Receptionist Clerk	187		4			
Clerical Assistant II or Attendance Clerk Attendance/Clerical Assistant	192		1			
Clerical Assistant II or Attendance Clerk Attendance/Clerical Assistant	192		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			211	reduce by attrition	
Instructional Aides						
Library Aide	187	1,000-1,999	1	211		
		2,000 +	1			
ESL/Instructional LPAC Aide	192		1	163	.5 Clerk, .5 Aide	
Other Aides:						
Career Resource Lab Aide	202		1	244		
Dyslexia Aide	187		as needed	211		
Federal Program Aide	187		as needed	211		

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	199	
Nurse/LVN	187-192		1	199/211,199	
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	

Note: Rotating Librarian

Brownsville Independent School District

2021-2022 BAC, BLA 6-12 & 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	
Teachers					
Classroom Teacher	187		15:1	162	
Social Worker	187			162	
Special Education					
Resource/Inclusion	187	As per approved budget	15:1		1 Teacher and 1 Aide
Life Skills/Autism	187		4:1		1 Teacher and 2 Aides
Behavior	187		6:1		1 Teacher and 2 Aides
Clerical					
Secretary	226		1	162	
Data Management Clerk	217		1	162	
Parent Liaison	187		1	162	
Instructional Aides					
Teacher Aide	187		1	162	Reduce by attrition
Drill Instructor	207-217			162	1 Senior, 11 Drill Instructors

Note: Rotating Librarian

BLA 6-12					
Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	226		1	162	reduce by attrition
Assistant Principal	208		1	162	
Dean of Instruction	220	N/A	1	162	reduce by attrition
Counselor	205	0-350	1	162	reduce by attrition
Librarian	196			199	reduce by attrition
TEACHERS					
Classroom Teacher	187		15:1	162	
CLERICAL					
Secretary	226		1	162	
Data Management Clerk	217		1	162	
Parent Liaison	187		1	162	
INSTRUCTIONAL AIDES					
Teacher Aide	187		1	162	reduce by attrition
Drill Instructor	207-217			162	1 Senior, 11 Drill Instructors

Note: Rotating Librarian

Brownsville Independent School District

2021-2022 BAC, BLA 6-12 & Lincoln Park Campus Staffing Guidelines

LINCOLN PARK					
Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	226		1	162	
Assistant Principal	208		1	162	
Counselor	205	0-350	1	162	
Day Care Coordinator	187		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		1	162	
Instructional Aides					
Day Care Aide	187			162	

Note: Rotating Librarian

Brownsville Independent School District

2021-2022 Campus Staffing Guidelines

Custodians					
Elementary					
Position	Days	Enrollment	Allocation	Fund	Comments
Head Custodian	261		20,000 sq. ft.: 1	199	
Custodian	261			199	
Middle School					
Head Custodian	261		20,000 sq. ft.: 1	199	
Custodian	261			199	
High School					
Head Custodian	261		20,000 sq. ft.: 1	199	
Custodian	261			199	
Gym Custodian	261			199	
Maintenance Supervisor	261		1	199	
Alternative Campus					
Head Custodian	261		20,000 sq. ft.: 1	162	
Custodian	261			162	

Teacher & Librarian Hiring Schedule

Brownsville Independent School District

2021-2022 Teacher and Librarian Hiring Salary Schedule

Years of Experience	New Hire Salary
0	\$48,500
1	\$48,825
2	\$49,125
3	\$49,525
4	\$49,925
5	\$50,560
6	\$51,282
7	\$52,098
8	\$52,618
9	\$53,072
10	\$53,499
11	\$53,926
12	\$54,354
13	\$55,083
14	\$55,811
15	\$56,538
16	\$57,266
17	\$57,994
18	\$58,822
19	\$59,650
20	\$60,577
21	\$61,005
22	\$61,632
23	\$62,361
24	\$63,089
25	\$63,816
26	\$64,544
27	\$65,271
28	\$66,000
29	\$66,728
30	\$67,455
31	\$68,183
32	\$68,910
33	\$69,639
34	\$70,368
35 +	\$71,097

2.0% GPI

Brownsville Independent School District

2021-2022 Teacher and Librarian Hiring Salary Schedule

Non-Teaching Positions (Paid on the Teacher Scale)

Adaptive P.E.	Elementary Music Advisor
Assistive Technology	Instrumental Music Advisor
Athletic Coordinator (MS)	JROTC Instructor
Choral Music Advisor	Lead Teacher
Deaf & Hard of Hearing	Theatre Advisor
Defensive/Offensive Coordinator	Visually Impaired Teacher

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

2021-2022 Counselor Hiring Salary Schedule

NOTE: Master’s degree of \$3,000 and Counselor’s stipend of \$4,500 has been rolled into the above pay plan. Future salary increases should be aligned with teacher percentage increases as approved by the board.

2021-2022 Counselor Pay Plan

Brownsville ISD

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

	Minimum	Midpoint	Maximum
Daily	\$284.70	\$365.00	\$445.30
196 Days	\$55,801	\$71,540	\$87,279
201 Days	\$57,225	\$73,365	\$89,505
205 Days	\$58,364	\$74,825	\$91,287
220 Days	\$62,634	\$80,300	\$97,966

Administrator Educator Pay Plan

Brownsville Independent School District

2021-2022 Administrator Educator Pay Plan

2021-2022 Administrator Educator Pay Plan

Brownsville ISD

Title	Calendars
Pay Grade 1	
ABE Instructor	187

	Minimum	Midpoint	Maximum
Daily	\$222.75	\$275.00	\$327.25
187 Days	\$41,654	\$51,425	\$61,196

Pay Grade 3	
Specialist, Educational Technology	226

Daily	\$286.68	\$353.93	\$421.18
226 Days	\$64,790	\$79,988	\$95,187

Pay Grade 4	
Assistant Principal, Elementary	208
Dean of Instruction, Elementary	208
Dean of Instruction, Learning Academy	208

Daily	\$301.02	\$371.63	\$442.24
208 Days	\$62,612	\$77,299	\$91,986
226 Days	\$68,031	\$83,988	\$99,946

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	220
Coordinator, Student Assessment/Planning	226
Coordinator, Teacher Incentive Allotment (TIA)	226
Coordinator, Wellness/Athletics	226
Dean of Instruction, MS	208
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/Dyslexia Program	226
Specialist, Science	226
Specialist, Social Studies	226

Daily	\$316.07	\$390.21	\$464.35
208 Days	\$65,743	\$81,164	\$96,585
220 Days	\$69,535	\$85,846	\$102,157
226 Days	\$71,432	\$88,187	\$104,943

New FTE paid by grant

Pay Grade 6	
Assistant Director, Library Services	226
Assistant Director, Athletics	226
Assistant Principal, HS	208
Coordinator, Athletics/HFC HS	220
Coordinator, Aquatic Center	226

Daily	\$333.45	\$411.67	\$489.89
208 Days	\$69,358	\$85,627	\$101,897
220 Days	\$73,359	\$90,567	\$107,776
226 Days	\$75,360	\$93,037	\$110,715

Brownsville Independent School District

2021-2022 Administrator Educator Pay Plan

2021-2022 Administrator Educator Pay Plan cont'd

Brownsville ISD

Title	Calendars
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Pay Grade 6 cont'd	
Coordinator, District School Improvement	226
Coordinator, Migrant Education	226
Dean of Instruction, High School	220
Director, ITV Studio	226
Supervisor, Pupil Services	226
Supervisor, Special Services	226
Supervisor, Visual Arts/Fine Arts	226

Pay Grade 7	
Assistant Director, Special Services	226
Director, Adult Education	226
Director, College Career & Military Readiness	226
Director, Dyslexia Program	226
Director, Federal Program	226
Director, Health Services	226
Director, Library Services	226
Director, Parental Involvement	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, Professional Development	226
Director, Pupil Services	226
Director, Special Programs	226
Director, Special Services	226
Principal, Brownsville Academic Center (BAC)	226
Principal, Brownsville Learning Academy (BLA) - MS/HS	217, 226
Principal, Lincoln Park High School	226
Principal, MS	217

Pay Grade 9	
Director, Curriculum	226
Principal, Brownsville Early College High School	226
Principal, High School	226

	Minimum	Midpoint	Maximum
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Daily	\$333.45	\$411.67	\$489.89
208 Days	\$69,358	\$85,627	\$101,897
220 Days	\$73,359	\$90,567	\$107,776
226 Days	\$75,360	\$93,037	\$110,715

Daily	\$353.46	\$436.37	\$519.28
210 Days	\$74,227	\$91,638	\$109,049
217 Days	\$76,701	\$94,692	\$112,684
226 Days	\$79,882	\$98,620	\$117,357

Daily	\$385.27	\$475.64	\$566.01
217 Days	\$83,604	\$103,214	\$122,824
226 Days	\$87,071	\$107,495	\$127,918

Daily	\$419.94	\$518.45	\$616.96
226 Days	\$94,906	\$117,170	\$139,433

Brownsville Independent School District

2021-2022 Administrator Educator Pay Plan

2021-2022 Administrator Educator Pay Plan cont'd

Brownsville ISD

Title		Calendars		Minimum	Midpoint	Maximum
Pay Grade 10			Daily	\$529.13	\$653.25	\$777.37
Assistant Superintendent, Area I		226	226 Days	\$119,583	\$147,635	\$175,686
Assistant Superintendent, C&I		226				
Assistant Superintendent, Area II		226				
Assistant Superintendent, Area III		226				
Pay Grade 11			Daily	\$666.71	\$823.10	\$979.49
Deputy Superintendent, C&I		226	226 Days	\$150,676	\$186,021	\$221,365

**Administrator
Business Management
Pay Plan**

Brownsville Independent School District

2021-2022 Administrator Business Management Pay Plan

2021-2022 Administrator Business Management Pay Plan

Brownsville ISD

Title	Calendars		Minimum	Midpoint	Maximum
Pay Grade 1					
Graphic Artist – Media Center	226	Daily	\$222.75	\$275.00	\$327.25
Specialist, Safety/Scheduling	187	187 Days	\$41,654	\$51,425	\$61,195
		226 Days	\$50,342	\$62,150	\$73,959
Pay Grade 2					
Accountant	226	Daily	\$238.34	\$294.25	\$350.16
Coordinator, Grant	226	226 Days	\$53,865	\$66,501	\$79,136
Graphic Artist – Media Center	226				
Internal Auditor	226				
Manager, ABE	226				
Script Writer, ITV Studio	226				
Pay Grade 3					
Supervisor, Environmental/Health/Safety/ Custodial Training	226	Daily	\$255.03	\$314.85	\$374.67
Supervisor, Food & Nutrition Services	226	226 Days	\$57,637	\$71,156	\$84,675
Pay Grade 4					
Coordinator, Maintenance	226	Daily	\$281.81	\$347.91	\$414.01
Coordinator, PEIMS	226	226 Days	\$63,689	\$78,628	\$93,566
Coordinator, Purchasing	226				
Coordinator, Warehouse/Textbooks/Fixed Assets	226				
Pay Grade 5					
Coordinator, ESSER*	226	Daily	\$305.76	\$377.48	\$449.20
Coordinator, Federal Programs	226	226 Days	\$69,102	\$85,310	\$101,519
Coordinator, Finance	226				
Coordinator, Human Resources	226				
Coordinator, Special Programs	226				
Coordinator, State Compensatory	226				
Energy Manager	226				
Manager, Compensation	226				
Manager, Policy	226				
Manager, Project/Facilities	226				
Pay Grade 6					
Assistant Director, Food & Nutrition Services	226	Daily	\$333.27	\$411.45	\$489.63
Assistant Director, Transportation	226	226 Days	\$75,319	\$92,988	\$110,656
Manager, Warehouse & Textbooks	226				

***Based on availability of ESSER III Funds for 2021-2022, 2022-2023 and 2023-2024.**

Brownsville Independent School District

2021-2022 Administrator Business Management Pay Plan

2021-2022 Administrator Business Management Pay Plan Cont'd

Brownsville ISD

Title	Calendars
Pay Grade 7	
Director, Employee Benefits/Risk Management	226
Director, Finance/Budget	226
Director, Food & Nutrition Services	226
Director, Internal Audit	226
Director, Human Resources	226
Director, Maintenance	226
Director, PEIMS	226
Director, Public Information	226
Director, Purchasing	226
Director, Records/Recycle/Warehouse	226
Director, Transportation	226
District, Architect	226

	Minimum	Midpoint	Maximum
Daily	\$394.93	\$487.57	\$580.21
226 Days	\$89,254	\$110,191	\$131,127

Pay Grade 8	
Assistant Superintendent, HR/Title IX/504/ADA	226
Assistant Superintendent, Operations	226
Assistant Superintendent, Support Services	226
Chief Financial Officer	226
Staff Attorney	226

	Minimum	Midpoint	Maximum
Daily	\$529.13	\$653.25	\$777.37
226 Days	\$119,583	\$147,635	\$175,686

Pay Grade 11	
Deputy Superintendent, Business/Operations	226

	Minimum	Midpoint	Maximum
Daily	\$666.71	\$823.10	\$979.49
226 Days	\$150,676	\$186,021	\$221,365

NOTE: Supervisor, Food & Nutrition Services, Pay Grade 3, is eligible for a stipend in the amount of \$5,000.00, if a Registered Licensed Dietician.

Professional Instructional Support Pay Plan

Brownsville Independent School District

2021-2022 Professional Instructional Support Pay Plan

2021-2022 Professional Instructional Support Pay Plan

Brownsville ISD

Title	Calendars
Pay Grade 1	
No current position	187

Pay Grade 2	
Coordinator, Day Care	207
Nurse	192
Social Worker	187, 226
Specialist, Program	187
Speech Language Pathologist, Assistant	187

Pay Grade 3	
Behavior Specialist	187, 226
Coordinator, Testing	187, 213

Pay Grade 4	
Vacant	187

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

Pay Grade 6	
Audiologist	196 205
Licensed Specialist in School Psychology	203
Licensed Specialist in School Psychology, Lead	226
Occupational Therapist	187
Physical Therapist	187
Speech Language Pathologist	187
Speech Language Pathologist, Lead	226
Supervisor, Nurse	220

	Minimum	Midpoint	Maximum
Daily	\$222.75	\$275.00	\$327.25
187 Days	\$41,654	\$51,425	\$61,196

Daily	\$260.62	\$321.75	\$382.88
187 Days	\$48,736	\$60,167	\$71,599
192 Days	\$50,039	\$61,776	\$73,513
207 Days	\$53,948	\$66,602	\$79,256
226 Days	\$58,900	\$72,716	\$86,531

Daily	\$286.68	\$353.93	\$421.18
187 Days	\$53,609	\$66,185	\$78,761
213 Days	\$61,063	\$75,387	\$89,711
226 Days	\$64,790	\$79,988	\$95,187

Daily	\$301.02	\$371.63	\$442.24
187 Days	\$56,291	\$69,495	\$82,699

Daily	\$316.07	\$390.21	\$464.35
203 Days	\$61,950	\$76,481	\$91,013
205 Days	\$64,162	\$79,213	\$94,263
226 Days	\$64,794	\$79,993	\$95,192

Daily	\$333.45	\$411.67	\$489.89
187 Days	\$62,355	\$76,982	\$91,609
203 Days	\$67,690	\$83,569	\$99,447
205 Days	\$68,357	\$84,392	\$100,427
220 Days	\$73,359	\$90,567	\$107,776
226 Days	\$75,360	\$93,037	\$110,715

Note: Effective the 2020-2021 school year, employee position stipends received in the 2019-2020 school year, will be embedded to current employee daily rate for the 2020-2021 school year. Future salary increases should be aligned with teacher percentage increases as approved by the board.

JROTC SALARY FORMULA

Brownsville Independent School District

2021-2022 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

Technology Pay Plan

Brownsville Independent School District

2021-2022 Technology Pay Plan

2021-2022 Technology Pay Plan

Brownsville ISD

Title	Calendars	Minimum	Midpoint	Maximum	
Pay Grade 1		Hourly	\$13.80	\$17.25	\$20.70
Help Desk Clerk	226	226 Days	\$24,950	\$31,188	\$37,426
Pay Grade 2		Hourly	\$17.00	\$21.25	\$25.50
Computer Technician, FNS	226	226 Days	\$30,736	\$38,420	\$46,104
Security Camera Technician	261	261 Days	\$35,496	\$44,370	\$53,244
Pay Grade 3		Hourly	\$19.04	\$23.80	\$28.56
Computer System Operation	226	226 Days	\$34,424	\$43,030	\$51,636
Computer Technician, Lead FNS	226				
Computer/Network Technician	226				
Media Center Electronics Technician	226				
Pay Grade 4		Daily	\$185.83	\$232.29	\$278.75
Computer System Operation	226	226 Days	\$41,998	\$52,498	\$62,998
Network Specialist	226				
Website Designer	226				
Pay Grade 5		Daily	\$236.01	\$295.01	\$354.01
Systems Programmer/Analyst	226	226 Days	\$53,338	\$66,672	\$80,006
Pay Grade 6		Daily	\$283.21	\$354.01	\$424.81
Network Administrator	226	226 Days	\$64,005	\$80,006	\$96,007
Management Information System Specialist/Programmer	226				
Pay Grade 7		Daily	\$344.10	\$424.81	\$505.52
Assistant Director, Technology Services	226	226 Days	\$77,767	\$96,007	\$114,248
Pay Grade 8		Daily	\$419.80	\$518.27	\$616.74
Director, Technology Services	226	226 Days	\$94,875	\$117,129	\$139,383

Police & Security Pay Plan

Brownsville Independent School District

2021-2022 Police & Security Pay Plan

2021-2022 Police & Security Pay Plan

Brownsville ISD

Title		Calendars		Minimum	Midpoint	Maximum
Pay Grade 1			Hourly	\$11.32	\$14.15	\$16.98
Security Officer		261	261 Days	\$23,636	\$29,545	\$35,454
Pay Grade 2			Hourly	\$13.47	\$16.84	\$20.21
Dispatcher Communication Officer		261	261 Days	\$28,125	\$35,162	\$42,198
Pay Grade 3			Hourly	\$15.66	\$19.45	\$23.24
Communication Supervisor		261	261 Days	\$32,698	\$40,612	\$48,525
Security Officer, Lead		261				
Pay Grade 4			Hourly	\$18.79	\$23.34	\$27.89
Police Officer		261	261 Days	\$39,234	\$48,734	\$58,234
Pay Grade 5			Hourly	\$21.74	\$26.84	\$31.94
Sergeant		261	261 Days	\$45,393	\$56,042	\$66,691
Pay Grade 6			Daily	\$208.70	\$257.66	\$306.62
Commander		261	261 Days	\$54,471	\$67,249	\$80,028
Pay Grade 8			Daily	\$373.20	\$455.12	\$537.04
Chief of Police/Security Services		226	226 Days	\$84,343	\$102,857	\$121,371

**Clerical
Administrative
Pay Plan**

Brownsville Independent School District

2021-2022 Clerical Administrative Pay Plan

2021-2022 Clerical Administrative Pay Plan

Brownsville ISD

Title	Calendars
Pay Grade 1	
Hall Monitor	187

	Minimum	Midpoint	Maximum
Hourly	\$10.53	\$13.00	\$15.47
187 Days	\$15,753	\$19,448	\$23,143

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

Hourly	\$11.24	\$14.04	\$16.84
187 Days	\$16,815	\$21,004	\$25,193
192 Days	\$17,265	\$21,565	\$25,866
220 Days	\$19,782	\$24,710	\$29,638
226 Days	\$20,322	\$25,384	\$30,447
261 Days	\$23,469	\$29,316	\$35,162

moved to pay grade 4

Pay Grade 3	
Attendance Liaison	187
Clerk, Adult Education	202
Clerk, Aquatic Center	226
Clerk, Library/Media Services	226
Clerk, Migrant Clerk	192
Clerk, Migrant Recruiter	202
Clerk, Parental Involvement	202
Clerk, Special Services	202
Clerk, Transportation	226
Clerk, Wellness Center	226
Data Clerk, Business Office	226
Data Clerk, Migrant Program	226
Data Clerk, Transportation	226
Health Aide II	187
Mail Clerk, Public Information	226
Parent Liaison	187, 202

Hourly	\$12.36	\$15.44	\$18.52
187 Days	\$18,491	\$23,098	\$27,706
192 Days	\$18,985	\$23,716	\$28,447
202 Days	\$19,974	\$24,951	\$29,928
226 Days	\$22,347	\$27,916	\$33,484

Brownsville Independent School District

2021-2022 Clerical Administrative Pay Plan

2021-2022 Clerical Administrative Pay Plan Cont'd

Brownsville ISD

Title	Calendars
Pay Grade 4	
Assistant Registrar, HS Assistant Registrar/Records, HS Clerk, FNS	220
Clerk, Purchasing	198
Clerk, Purchasing FNS	226
Clerk, Warehouse/Textbooks	226
Data Management Clerk, Academic Center	226
Data Management Clerk, Computer Services	217
Data Management Clerk, ES Data/Records Management Clerk, ES	226
Data Management Clerk, Homeless Youth Project	210
Data Management Clerk, MS/HS	226
Data Management Clerk, Maintenance	217
Data Management Clerk, Migrant	261
Data Management Clerk, NGS	226
Data Management Clerk, Pupil Services	202
Data Management Clerk, Research/Evaluation	226
Fixed Assets Clerk, Warehouse/Textbooks	220
Fixed Assets Clerk, FNS	226
Inventory Clerk, Maintenance	226
Inventory Clerk, Warehouse/Textbooks	261
Lead Clerk, Mail Room Public Information	261
Parts Room Clerk, FNS	226
Parts Room Clerk, Transportation	261
Photographer/Social Media, Communications	226
Planner, Special Events, Communications	226
Receptionist, District	226
Records Clerk, MS	226
Records Management Clerk, FNS	192
	226

	Minimum	Midpoint	Maximum
Hourly	\$13.59	\$16.98	\$20.37
192 Days	\$20,874	\$26,081	\$31,288
202 Days	\$21,961	\$27,440	\$32,918
210 Days	\$22,831	\$28,526	\$34,222
217 Days	\$23,592	\$29,477	\$35,362
220 Days	\$23,918	\$29,885	\$35,851
226 Days	\$24,571	\$30,700	\$36,829
261 Days	\$28,376	\$35,454	\$42,533

moved from pay grade 2

Pay Grade 5	
Accounting Clerk, Special Programs	226
Bookkeeper, MS	202
Criminal Records Clerk, Police/Security	226
Disciplinarian, Transportation	226
Employee Benefits Clerk	226
Secretary, Adult Education	226
Secretary, Advanced Academics	226
Secretary, Aquatic Center	226
Secretary, Athletics	226

Hourly	\$14.40	\$18.00	\$21.60
202 Days	\$23,270	\$29,088	\$34,906
226 Days	\$26,035	\$32,544	\$39,053

Brownsville Independent School District

2021-2022 Clerical Administrative Pay Plan

2021-2022 Clerical Administrative Pay Plan Cont'd

Brownsville ISD

Title	Calendars
Pay Grade 5 cont'd	
Secretary, Bilingual Department	226
Secretary, Curriculum Department	226
Secretary, Federal Programs	226
Secretary, Fine Arts	226
Secretary, Grants Department	226
Secretary, Guidance & Counseling	226
Secretary, Health Services	226
Secretary, Homeless Youth Project	226
Secretary, ITV Studio	226
Secretary, Media Center	226
Secretary, Migrant	226
Secretary, Police/Security	226
Secretary, Professional Development	226
Secretary, Pupil Services	226
Secretary, Records Management	226
Secretary, Research/Evaluation	226
Secretary, Special Services	202
Secretary, Staffing FNS	226
Secretary, State Comp	226
Secretary, Technology	226
Technician, ITV Studio	226
Trainer, CPR	202

	Minimum	Midpoint	Maximum
Hourly	\$14.40	\$18.00	\$21.60
202 Days	\$23,270	\$29,088	\$34,906
226 Days	\$26,035	\$32,544	\$39,053

Pay Grade 6	
Accounting Clerk, Maintenance	261
Accounting Clerk, Transportation	226
Accounting Clerk, Special Programs	226
Bookkeeper HS	202
Buyer	226
Coordinator, Museum	226
Criminal Records Clerk, Police/Security	226
Employee Benefits Clerk	226
Principal Secretary, ES	210
Principal Secretary, MS	217
Principal Secretary, HS Alternative	226
Specialist, Purchasing FNS	226
Registrar, HS	226

Hourly	\$15.62	\$19.53	\$23.44
202 Days	\$25,242	\$31,560	\$37,879
210 Days	\$26,242	\$32,810	\$39,379
217 Days	\$27,116	\$33,904	\$40,692
226 Days	\$28,241	\$35,310	\$42,380
261 Days	\$32,615	\$40,779	\$48,943

Brownsville Independent School District

2021-2022 Clerical Administrative Pay Plan

2021-2022 Clerical Administrative Pay Plan Cont'd

Brownsville ISD

Title	Calendars
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, Dyslexia	226
Admin Asst, Employee Benefits	226
Admin Asst, Facilities	226
Admin Asst, Federal Programs	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
Admin Asst, Purchasing	226
Admin Asst, Special Programs	226
Admin Asst, Special Services	226
Admin Asst, State Comp	226
Admin Asst, Technology	226
Admin Asst, Transportation	226
Data Technician, PEIMS	226
Graphic Artist	226
Human Resource Officer	226
Payroll Clerk	226
Position Control Officer	226
Principal Secretary, High School	226

	Minimum	Midpoint	Maximum
Hourly	\$16.87	\$21.09	\$25.31
226 Days	\$30,501	\$38,131	\$45,760
261 Days	\$35,225	\$44,036	\$52,847

Brownsville Independent School District

2021-2022 Clerical Administrative Pay Plan

2021-2022 Clerical Administrative Pay Plan Cont'd

Brownsville ISD

Title	Calendars
Pay Grade 8	
Admin Assoc, Area Administrator	226
Admin Assoc, Asst Superintendent HR	226
Admin Assoc, CFO	226
Admin Assoc, Superintendent Office	226
Accounting Clerk, Lead	226
Buyer, Senior	226
Legal Assistant	226
Paralegal	226
Payroll Clerk, Sr.	226
Specialist, District Travel	226
Specialist, HR	226

	Minimum	Midpoint	Maximum
Hourly	\$18.89	\$23.62	\$28.35
226 Days	\$34,153	\$42,705	\$51,257

Pay Grade 9	
Executive Asst, Superintendent	226
Specialist, Payroll	226

Hourly	\$20.82	\$26.02	\$31.22
226 Days	\$37,643	\$47,044	\$56,466

Pay Grade 10	
Executive Asst, Superintendent	226
Executive Asst, Board of Trustees	226

Hourly	\$22.80	\$28.49	\$34.18
226 Days	\$41,222	\$51,510	\$61,797

Pay Grade 11	
Executive Asst, Board of Trustees	226

Hourly	\$25.87	\$32.33	\$38.79
226 Days	\$46,773	\$58,453	\$70,132

Instructional Support Pay Plan

Brownsville Independent School District

2021-2022 Instructional Support Placement Scale

2021-2022 Instructional Support Pay Plan

Brownsville ISD

Title	Calendars
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Pay Grade 1	
Day Care Aide	187

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

Pay Grade 3	
Career Resource Lab Aide	202
Communication Assistant	187
Computer Aide, Federal Programs	187
Deaf Ed Aide, ECSE	187
Instructional Aide, ESL/LPAC	192
Library Aide	187
Lifeguard, Lead	226
Sped Aide, Inclusion/CM/Resource	187

Pay Grade 4	
Sped Aide, BI	187
Sped Aide, CBVI	187
Sped Aide, ECSE	187
Sped Aide, Life-Skills	187
Sped Aide, One to One	187
Sped Aide, Structure for Life	187
Swim Instructor, Lead	226

Pay Grade 5	
BAC Drill Instructor	207

Pay Grade 6	
BAC Drill Instructor, Senior	218

	Minimum	Midpoint	Maximum
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Hourly	\$10.66	\$13.00	\$15.34
187 Days	\$ 15,947	\$ 19,448	\$ 22,949

Hourly	\$11.54	\$14.43	\$17.32
187 Days	\$ 17,264	\$ 21,587	\$ 25,911
226 Days	\$ 20,864	\$ 26,089	\$ 31,315

Hourly	\$12.36	\$15.44	\$18.52
187 Days	\$ 18,491	\$ 23,098	\$ 27,706
192 Days	\$ 18,985	\$ 23,716	\$ 28,447
202 Days	\$ 19,974	\$ 24,951	\$ 29,928
226 Days	\$ 22,347	\$ 27,916	\$ 33,484

Hourly	\$13.15	\$16.44	\$19.73
187 Days	\$ 19,672	\$ 24,594	\$ 29,516
226 Days	\$ 23,775	\$ 29,724	\$ 35,672

Hourly	\$14.60	\$18.25	\$21.90
207 Days	\$ 24,178	\$ 30,222	\$ 36,266

Hourly	\$16.65	\$20.81	\$24.97
218 Days	\$ 29,038	\$ 36,293	\$ 43,548

Brownsville Independent School District

2021-2022 Instructional Support Placement Scale

2021-2022 Instructional Support Pay Plan cont'd

Brownsville ISD

Title		Calendars		Minimum	Midpoint	Maximum
Pay Grade 7			Hourly	\$20.40	\$24.87	\$29.34
LVN		187	187 Days	\$ 30,518	\$ 37,206	\$ 43,893
Pay Grade 8			Hourly	\$21.82	\$26.61	\$31.40
Basic/Level II Interpreter		187	187 Days	\$ 32,643	\$ 39,809	\$ 46,974
Pay Grade 9			Hourly	\$25.09	\$30.60	\$36.11
Physical Therapist Assistant		187	187 Days	\$ 37,535	\$ 45,778	\$ 54,021

Manual Trades Pay Plan

Brownsville Independent School District

2021-2022 Manual Trades Pay Plan

2021-2022 Manual Trades Pay Plan

Brownsville ISD

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

	Minimum	Midpoint	Maximum
Hourly	\$11.41	\$14.17	\$16.93
198 Days	\$18,073	\$22,445	\$26,817
226 Days	\$20,629	\$25,619	\$30,609
261 Days	\$23,824	\$29,587	\$35,350

Pay Grade 3	
A/C Filter Changer	261
Certified Pool Operator (CPO)	261
Clerk, FNS	198
Coordinator, Bus Monitor	226
Custodian, Head Administration	261
Custodian, Head (District)	261
Custodian, Head ES	261
Custodian, MS	261
Delivery Driver, Warehouse	261
Fence Worker	261
Fixed Assets Clerk, Warehouse/Textbooks	226
Fixed Assets Clerk, FNS	226
General Maintenance Worker	261
Glazier	261
Groundskeeper	261
Inventory Clerk, Maintenance	261
Inventory Clerk, Warehouse/Textbooks	261
Mason	261
Painter	261
Parts Room Clerk, FNS	261
Parts Room Clerk, Transportation	261
Print Shop Operator	226
Printer	226
Property Control Clerk	261
Receiving & Distribution Clerk, WH/Textbooks	261

Hourly	\$12.58	\$15.73	\$18.88
198 Days	\$19,927	\$24,916	\$29,906
226 Days	\$22,745	\$28,440	\$34,135
261 Days	\$26,267	\$32,844	\$39,421

Highlighted strikethrough areas were moved to the Clerical Admin Pay Plan Pay Grade 4 pg. 21

Brownsville Independent School District

2021-2022 Manual Trades Pay Plan

2021-2022 Manual Trades Pay Plan cont'd

Brownsville ISD

Title	Calendars
Pay Grade 3 cont'd	
Tractor Driver	261
Truck Driver	261
Truck Driver, FNS	261
Truck Operator, Brush/Recycle	261
Warehouse Clerk, Maintenance	261
Warehouse Worker	261
Warehouse Worker, FNS	261

	Minimum	Midpoint	Maximum
Hourly	\$12.58	\$15.73	\$18.88
198 Days	\$19,927	\$24,916	\$29,906
226 Days	\$22,745	\$28,440	\$34,135
261 Days	\$26,267	\$32,844	\$39,421

Pay Grade 4	
Coordinator, Field Trip	261
Custodian, Head HS	261
Dispatcher	261
Fields Monitor, Head	261
FNS Cafeteria Manager ES, MS, FNS Dept.	200
Intercom Technician	261
ITV Production Technician II	261
Route Coordinator	226
Warehouse/Textbooks, Lead	261
Warehouse/Worker, Lead FNS	261
Welder	226

Hourly	\$13.97	\$17.46	\$20.95
200 Days	\$22,352	\$27,936	\$33,520
226 Days	\$25,258	\$31,568	\$37,878
261 Days	\$29,169	\$36,456	\$43,744

Pay Grade 5	
Carpenter	261
Dispatcher, Head	261
Equipment Operator	261
Equipment Repair Technician, FNS	261
FNS Manager, HS	200
Instrument Repair Technician	226
ITV Production Technician, Lead	226
Locksmith	261
Maintenance, Lead HS	261
Supply Manager	261
Vehicle Mechanic	261
Vehicle Mechanic, White Fleet	261

Hourly	\$15.22	\$19.03	\$22.84
200 Days	\$24,352	\$30,448	\$36,544
226 Days	\$27,518	\$34,406	\$41,295
261 Days	\$31,779	\$39,735	\$47,690

Pay Grade 6	
A/C & EMS Technician	
Carpenter, Lead	

Hourly	\$16.60	\$20.74	\$24.88
261 Days	\$34,661	\$43,305	\$51,949

Brownsville Independent School District

2021-2022 Manual Trades Pay Plan

2021-2022 Manual Trades Pay Plan cont'd

Brownsville ISD

Title	Calendars
Pay Grade 6 cont'd	
Electrician	261
Fire Alarm Technician	261
Fixed Assets, Lead	261
Plumber	261

	Minimum	Midpoint	Maximum
Hourly	\$16.60	\$20.74	\$24.88
261 Days	\$34,661	\$43,305	\$51,949

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, Equipment Repair FNS	261
Supervisor, Warehouse	261
Supervisor, Warehouse FNS	261
Supervisor, Warehouse Maintenance	261

Hourly	\$18.09	\$22.61	\$27.13
226 Days	\$32,707	\$40,879	\$49,051
261 Days	\$37,772	\$47,210	\$56,647

Pay Grade 8	
Foreman, A/C Mechanical	261
Foreman, Athletic Crew	261
Foreman, Maintenance	261
Foreman, Operations	261
Foreman, Shop	261

Hourly	\$19.53	\$24.42	\$29.31
261 Days	\$40,779	\$50,989	\$61,199

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

Hourly	\$23.44	\$29.30	\$35.16
226 Days	42,380	52,974	63,569
261 Days	48,943	61,178	73,414

BD	
Bus Driver	198

Hourly	\$13.35	\$16.48	\$19.61
198 Days	21,146	26,104	31,062

BDT	
Driver Trainer	226

Hourly	\$15.35	\$18.95	\$22.55
226 Days	27,753	34,262	40,770

Substitute Teacher Pay Scale

Brownsville Independent School District

2021-2022 Substitute Teacher Pay Scale

Description	Daily Rate
* Non-Degreed	\$80.00
** Degreed	\$100.00
*** Certified	\$125.00

* Minimum 48 college hours

** Bachelor's Degree or higher

*** Teacher Certification

Note:

Effective 2011 – 2012 School Year, all non-degreed substitutes will be grandfathered to previous minimum requirements. All new substitute teachers must meet the new minimum requirements.

Supplemental (Stipend) Pay

Brownsville Independent School District

2021-2022 Supplemental Duty Pay for Teacher, Librarian, Head Counselor

Teacher, Nurse, Librarian, and Head Counselor	Stipend
* Secondary Math	\$4,000- \$3,500
* Secondary Math, Science, Social Studies, Reading, English Certifications	\$1,500 \$2,500
* Secondary Science & Social Studies Composite	\$2,000 \$2,500
** Head Counselor (schools with 4 + counselors only)	\$2,000
Librarian Learning Resource Endorsement	\$2,000
Librarian Learning Resource Specialist	\$4,500
School Librarian	\$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
Dyslexia/504: Certified Academic Language Therapist	\$3,500
Certified Academic Language Practitioner	\$500
Special Education (All Levels):	\$1,500 \$1,750
Plus:	
• Life Skills/ECSE/SFL.....	\$2,000
• Adaptive Physical Education	\$1,500
• Behavioral Intervention	\$2,000
• Deaf & Hard of Hearing.....	\$3,500
• Visually Impaired	\$3,500
• Assistive Technology	\$3,000
• Orientation & Mobility	\$3,500
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.

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 for the 2020-2021 school year.

Brownsville Independent School District

2021-2022 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 2020-2021 Qualifying Rules on Appendix B.

Brownsville Independent School District

2021-2022 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
Pre AP / AP	\$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
All Schools	Stipend
LPAC Chairperson (Based on Student Enrollment)	1-200 EL's - \$ 600 201-300 EL's - \$ 800 301-400 EL's - \$1,000 401-500 EL'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

2021-2022 Supplemental Duty Pay – Bilingual/ESL

Grade Level	Stipend	Stipulations
<p>Elementary **Bilingual/ESL Certified/Teacher assigned English Learners.</p>	<p>PEIMS Snapshot determines stipend allocation. \$70.00 per identified student at a cap of \$1,260.00</p>	<p>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 English Learner 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 English Learners Annually, trained in the Transitional Bilingual Early Exit Model Sheltered Instruction Twelve (12) CORE Sheltered Instruction (Lifetime credit 8 Components) Three (3) Sheltered Instruction maintenance credits renewed annually Six (6) credits performance-based preferred related to Bilingual or ESL instructional strategies renewed annually</p>
<p>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 English Learners and PEIMS teacher of record/service will receive the stipend.</p> <p>Teachers can obtain either the original stipend or the performance-based module compensation but not both.</p>	<p>PEIMS Snapshot determines stipend allocation. \$70.00 per identified student at a cap of \$1,260.00</p>	<p>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 English Learner 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 English Learners Annually, trained in the ESL Pull-out Model (or Content-Based Model) Twelve (12) CORE Sheltered Instruction (Lifetime credit 8 Components) Three (3) Sheltered Instruction maintenance credits renewed annually Six (6) credits performance -based related to Bilingual or ESL instructional strategies renewed annually</p>

Brownsville Independent School District

2021-2022 Supplemental Duty Pay – Bilingual/ESL

Grade Level	Stipend	Stipulations
<p>Secondary NON- ELAR, CORE teachers (math, science, social studies) who service English Learners 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.</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. Scheduled disbursements contingent upon Bilingual Department Review. Annually, trained in the ESL Pull-out Model or Content- Based Model. Three (3) Sheltered Instruction maintenance credits renewed annually. Twelve (12) CORE Sheltered Instruction credits (Lifetime credit 8 components)</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 bi-annual 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 English Learners may complete Performance-based modules to obtain compensation; modules will be compensated at \$75.00 dollars a completed module with a cap of \$600.00 dollars.

Brownsville Independent School District

2021-2022 Supplemental Duty Pay – Band, Choir, Music, Dance

High School	Stipend	Extra Days
Head Band Director	\$15,000	23
Assistant Band Director	\$7,500 \$8,000	23
Head Choir Director	\$7,000 \$7,500	18
Assistant Choir Director	\$4,300 \$5,000	18
Estudiantina Director	\$4,300 \$5,000	NA
Mariachi Director	\$4,300 \$5,000	NA
Theatre Director	\$5,000	NA
Dance Team Instructor	\$4,000 \$5,500	7

Middle School	Stipend	Extra Days
Head Band Director	\$8,000 \$8,500	18
Assistant Band Director	\$6,700 \$7,250	18
Head Choir Director	\$6,000 \$6,500	18
Assistant Choir Director	\$4,000 \$4,500	18
Dance Team Instructor	\$1,850 \$2,500	NA

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

All Levels	Stipend	Extra Days
Instrumental Music Advisor	\$8,500/39 days	39
Theatre Advisor	\$8,500/30 days	30
Choral Music Advisor	\$8,500/39 days	39

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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.
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Brownsville Independent School District

2021-2022 Supplemental Duty Pay – Career & Technology Education (CTE)

Activity or Event	Stipend	Maximum
Career & Technology 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 - \$75/half day or \$150 full day.	\$450 – Region \$300 – State \$150 – 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, AYES, PT I, OSHA, ATC) - \$75 Contractual day or \$150 Non-Contractual day. (not to exceed maximum)	\$975 to \$1,500
Professional Duties	AYES Intern Supervision – Non-contract day, \$35 per site, once every two weeks	\$700
	Health Science Teachers (HSTs) will be given up to ten (10) years of credit for past employment as a “certified” health care provider.	
	Career Preparation (CP) - non-extended year contract. Off-contract Coordination Days - \$150/half day or \$300 full day (Limited to 5 days per CP section taught) Coordination Periods (minimum of one) – 1 per every two CO sections taught	\$6,000 maximum
Retention / Sign on Bonus *	A one-time retention / sign on bonus will be offered to Health Science Technology (HST) Teachers (current and newly hired) as follows: Associate’s Degree Bachelor’s Degree or Higher	\$2,500 \$5,000

* Effective for the 2017-2018 School Year, this retention / sign on bonus will be paid in the December payroll. The teacher must remain with the district as a HST at least two (2) years. Teacher will be asked to pay back the bonus/retention if the two (2) years are not met. This is a one-time offer and not guaranteed to be repeated.

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

STUDENT PREPARATION IS PRORATED PER STUDENT PARTICIPATION. 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.

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Brownsville Independent School District

2021-2022 Supplemental Duty Pay – Coaching

High School Football	Stipend	Extra Days
Offensive/Defensive Coordinator	\$8,500 \$9,000	20
Varsity Assistant Coach	\$4,000 \$5,000	13
9 th Grade/JV Coach	\$3,500 \$4,500	13
High School Head Coaches	Stipend	Extra Days
Baseball	\$4,200 \$5,000	NA
Basketball	\$4,200 \$5,000	NA
Cross Country	\$4,200 \$5,000	13
Golf (Year-Round)	\$7,500 \$8,000	6
Power Lifting	\$4,200 \$5,000	NA
Soccer	\$4,200 \$5,000	NA
Softball	\$4,200 \$5,000	NA
Swimming (Year-Round)	\$7,500 \$8,000	6
Tennis (Year-Round)	\$7,500 \$8,000	13
Track	\$4,200 \$5,000	NA
Volleyball	\$4,200 \$5,000	13
High School Assistant Coaches	Stipend	Extra Days
Baseball	\$3,500 \$4,000	NA
Basketball	\$3,500 \$4,000	NA
Cross Country	\$3,500 \$4,000	13
Golf (Year-Round)	\$7,000 \$7,500	6
Powerlifting	\$3,500 \$4,000	NA
Soccer	\$3,500 \$4,000	NA
Softball	\$3,500 \$4,000	NA
Swimming (Year-Round)	\$7,000 \$7,500	NA
Tennis (Year-Round)	\$7,000 \$7,500	NA
Track	\$3,500 \$4,000	NA
Volleyball	\$3,500 \$4,000	13
Middle School Coaches	Stipend	Extra Days
Athletic Coordinator (Two Sports Only)	\$8,000	10
Football Assistant Coach	\$2,750 \$3,250	5
Baseball Coach	\$2,750 \$3,250	NA
Basketball Coach	\$2,750 \$3,250	NA
Soccer Coach	\$2,750 \$3,250	NA
Softball Coach	\$2,750 \$3,250	NA
Swimming Coach	\$1,000 \$1,500	NA
Tennis Coach (Year-Round)	\$2,750 \$3,250	NA
Track/Cross Country Coach	\$2,750 \$3,250	NA
Volleyball Coach	\$2,750 \$3,250	5
District	Stipend	Extra Days
Diving Coach (District-Wide)	\$7,000	6
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.

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Brownsville Independent School District

2021-2022 Supplemental Duty Pay – 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
Mock Trial	
Coaches’ Meeting	\$150
Student Clinic	\$150
District Meet	\$250
Regional Meet	<u>\$300</u>
Total	\$850
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 Coordinator (may coach only two events)	\$1,000
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)

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Brownsville Independent School District

2021-2022 Supplemental/Duty Pay - Other

Assigned Supplemental Instructional/Other Duties	Stipend
* Campus Tutorial/Extended School Year, Curriculum Writing, In-Home Parent Training, In-House Presenters,	\$30 \$35 per hour
* Supplemental Duty Instructional – Summer School 2021 (SSI, Curriculum Writing, Regaining Credit, EOC only)	\$30 \$50 per hour
* Supplemental Duty Instructional – Summer School 2021 (Enrichment and all other Teachers to include RN's and Counselors)	\$30 \$50 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 – Summer School 2021	\$30 \$55 per hour
Advanced Academics College, Career, and Military Readiness Supplemental Duty	\$150 per day
Long-term Administrator Substitute (as approved by Supt.)	\$160 per day
High School	Stipend
Head Cheerleader Sponsor	\$2,000 \$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
Middle School	Stipend
Cheerleader Sponsor	\$600 \$1,000
Technology Support Teacher (One per campus)	\$1,200
Journalism & Yearbook	\$1,500
Elementary	Stipend
Technology Support Teacher	\$1,200
Coding Sponsor	\$2,000
Cheerleader Sponsor	\$400 \$750
District Wide Stipend	Stipend
Cell Phone Usage (Designated Administrators) Administrators and Special Assignment Pay Grade 6 and above who do not have a BISD issued cell phone.	\$50 per month
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	\$30 \$35 per hour
Contracted Evaluation Compensation. Special Education evaluations completed during non-working days by District Assessment Personnel on Teacher Hiring Schedule. Must be assigned through Special Services Administrator for 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
Classified Personnel: Incentive Pay for Associate's and Bachelor's Degree	Stipend
Classified employees who hold an Associate's Degree are entitled to a \$200.00 \$500.00 incentive. Classified employees who hold a Bachelor's Degree are entitled to a \$250.00 \$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)	

Chess – Refer to Chess Handbook for requirements

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3. Yearly amounts are paid to employees for supplemental duty assignments that are paid to employees.
4. Employees on the Special Services List are not eligible for supplemental duty assignments 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.

This section was moved from Page 41 because they all pertain to Certified Employees and the previous section is for Classified employees

Brownsville Independent School District

2021-2022 Supplemental/Duty Pay - Other

* Based on availability of ESSER III funds.

District Wide	Supplement
* Classified Instructional/Support Staff - Summer School 2021	\$12 \$15 per hour
GEAR Up Tutors	\$12 per hour
LVN's (Summer School)	\$17 per hour
Student Workers	\$8.50 per hour
Head Chess Sponsor (5 Tournaments) — up to 2 sponsors*	\$1,000
Assistant Head Chess Sponsor (5 Tournaments) 1 sponsor*	\$800
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	current hourly rate
Special Services Certified / Professional & Related Service Provider/Therapist/Assistant Therapists	\$30 \$50 per hour
Contracted Evaluation Compensation. Special Education evaluations completed during non-working days by District Assessment Personnel on Teacher Hiring Schedule. Must be assigned through Special Services Administrator for Saturday and/or Summer Testing.	\$600 per evaluation
Staff Development Compensation — Only for Professionals on Teacher Hiring Schedule, inclusive of JROTC Instructors, Physical Therapist, and Occupational Therapist — Minimum of 6 hours	\$150
Staff Development Compensation — Only for Professionals on Teacher Hiring Schedule, inclusive of JROTC Instructors, Physical Therapist, and Occupational Therapist — Minimum of 3 hours	\$75
Transportation General Maintenance Summer Employment	\$8.91 per hour
Part time Temporary – Classified Employees	\$8.50 per hour
Assigned Supplemental Instructional/Other Duties (Campus Tutorial, Extended School Year, Curriculum Writing, In-Home Parent Training)	\$30 per hour
Long-term Administrator Substitute (as approved by Supt.)	\$160 per day
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

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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.

* Based on availability of ESSER III funds.

These sections were moved to Page 40 because they all pertain to Certified Employees and this section is for Classified employees

Brownsville Independent School District

2021-2022 Athletic Game Workers and Seasonal/PT Employees

Sport	Position	New Hourly Rate
Varsity Football Games	Ticket Seller Supervisor	\$19
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	\$11
	Ticket Seller	\$11
at the Middle School	Scoreboard	\$11
	Ticket Seller	\$11
Volleyball	Position	New Hourly Rate
at the High School	Scoreboard	\$11
	Scorebook	\$11
	Ticket Seller	\$11
at the Middle School	Scoreboard	\$11
	Scorebook	\$11
	Ticket Seller	\$11
Basketball	Position	New Hourly Rate
at the High School	Scoreboard	\$11
	Scorebook	\$11
	Ticket Seller	\$11
at the Middle School	Scoreboard	\$11
	Scorebook	\$11
	Ticket Seller	\$11
Soccer	Position	New Hourly Rate
at the High School	Scoreboard	\$11
	Ticket Seller	\$11
at the Middle School	Scoreboard	\$11
	Ticket Seller	\$11
Softball	Position	New Hourly Rate
at the High School	Scoreboard/Scorebook	\$11
	Ticket Seller	\$11
at the Middle Schools	Scoreboard/Scorebook	\$11
	Ticket Seller	\$11
Baseball	Position	New Hourly Rate
at the High School	Scoreboard/Announcer	\$11
	Scorebook/Pitch Counter	\$11
	Ticket Seller	\$11
Power Lifting Meets	Position	New Hourly Rate
at the High School	Ticket Seller - City Meet	\$11
	Ticket Seller – Invitational	\$11

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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

Performance Based Compensation

Grant: Project Rise - Faulk Middle School & Porter ECHS

Performance Based Compensation (Project Rise: Faulk MS and Porter ECHS only)	
Master Teacher	\$7,000
Mentor Teacher	\$5,000
Classroom Teacher (50% Evaluation, 30% Student Performance, 20% Campus Growth)	up to \$3,000
Other Educators - Counselors, Librarians, Instructional Aides (50% Evaluation, 50% Campus Growth)	up to \$1,500
Campus Administration (50% Evaluation, *50% Campus Growth)	up to \$3,000

* Project RISE determination

Incentive Allocation – Project Rise for Faulk and Porter (only)	Stipend
Recruitment Bonus (with prior approval from Project RISE Director)	up to \$2,000
Retention Bonus (with prior approval from Project RISE Director)	up to \$2,000
Grant Manager	up to \$2,500
Distance Learning Stipend	TBD
State Assessment Growth Bonus (additional bonus will be based on SAS EVAAL for top 5% of teachers in building)	TBD

Note: Above incentive allocation will be recommended by campus principal.

Based on Project RISE Advisory COUNCIL (PRAC) approval additional stipends and incentives may occur after this this compensation plan is board approved. The above incentive allocations will be recommended by the campus principal with the prior approval from Project RISE at Region One. In addition, the following rules are in effect:

1. If an employee retires from a Project RISE campus, they are entitled to receive their PBC at the time Region One Project RISE provides the district with a payout schedule. However, the employee is responsible for providing the district with the correct forwarding information so that the award payout can be processed.
2. If an employee from a Project RISE campus transfers to another BISSD campus, they are still entitled to receive their PBC at the time Region One Project RISE provides the district with a payout schedule.
3. If an employee from a Project RISE campus transfers to another district, they are NOT entitled to receive their PBC from Project RISE.

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

Performance Based Compensation

Grant: Project Rise - Faulk Middle School & Porter ECHS

Project Rise Advisory Committee (PRAC) approved State Assessment STAAR & EOC Additional Incentives

Educator (Not TRS Eligible)		Additional Stipend based on Effectiveness (TRS Eligible)						Stipend to be paid
All eligible Educators: (classified instructional, teachers, counselors, librarian, administration)	TBD	“Average Effectiveness” PRAC Approved criteria for Educator Effectiveness and Campus Wide Effectiveness	TBD	“Above Average Effectiveness”: PRAC Approved criteria for Educator Effectiveness and Campus Wide Effectiveness	TBD	“Most Effective”: PRAC Approved criteria for Educator Effectiveness and Campus Wide Effectiveness	TBD	2021-2022 school year based on eligibility criteria of Project RISE funds
Administrators	TBD	Coaching Model Protocol Based on Educators’ Individualized Professional Development Plan						As determined by criteria and Project Rise funds

Staff Involved	STAAR/EOC Value Added Teachers	
Data to be Utilized	SAS EVAAS (Teacher Composite Label)	
	Teacher Composite Label	Incentive Amount
1	Least Effective	\$0
2	Approaching Effectiveness	\$0
3	Average Effectiveness	TBD
4	Above Average Effectiveness	TBD
5	Most Effective	TBD

Principal will verify all Value Added teachers and submitted verified rosters to Project RISE.

Staff Involved	Campus Administrators	
Data to be Utilized	STAAR/EOC School Composite Label	
	School Composite Label	Incentive Amount
1	Least Effective	\$0
2	Approaching Effectiveness	\$0
3	Average Effectiveness	TBD
4	Above Average Effectiveness	TBD
5	Most Effective	TBD

Value-Added Teachers and Administrators Incentive Eligibility guidelines:

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

Performance Based Compensation

Grant: Project Rise - Faulk Middle School & Porter ECHS

PRAC Approved Value-Added/School Wide Growth and Retention Additional Incentives

Value-Added Incentive Stipend for State Assessment Teacher

Type of Reward Stipend	Why will this be offered?	Amount
Value-Added Incentive Stipend for State Assessment Teacher	<ul style="list-style-type: none"> Incentivize teachers who teach courses where a state assessment is administered and have a Value-Added score. All Value-Added scores contribute to School Wide Academic Growth which is part of all Project RISE PBC models. 	\$2,000

Value-Added Incentive for Teacher Effectiveness

Type of Reward Incentive	Why will this be offered?	Amount
Value-Added Reward Stipend for Maintaining Average and Above Effectiveness	<ul style="list-style-type: none"> Incentivize teachers who teach courses where a state assessment is administered and have a Value-Added score. All Value-Added scores contribute to School Wide Academic Growth which is part of all Project RISE PBC models. Reward Value-Added teachers who have a history of Effectiveness based on Value Added scores (Rating must be 3 or higher) 	\$1,500
Valued -Added Reward Stipend for Increased Growth within Average and Above Effectiveness Rating	<ul style="list-style-type: none"> Incentivize teachers who teach courses where a state assessment is administered and have a Value-Added score. All Value-Added scores contribute to School Wide Academic Growth which is part of all Project RISE PBC models. Reward Value-Added teachers who have a history of Effectiveness based on Value Added scores (Rating must be 3 or higher) <p>Note: paid per level of increase</p>	\$2,500

Value-Added Teacher Incentive Eligibility guidelines:

- Teachers with Value-Added scores from SAS EVAAS (17-18, 18-19)
 - Must have met Project RISE eligibility and completed all requirements
 - Remained at same district throughout the 17-18, 18-19 and 20-21 school year
 - Must meet Project RISE eligibility under the teacher model 2020-2021 school year and teaching state assessment course
 - Must continue to be employed by the district 2021-2022
 - These incentives are also tied to retention strategy. Therefore, educators retiring, or resigning will not be eligible for these incentives.
- Note: Project RISE will send reports to district

Brownsville Independent School District

Performance Based Compensation

Grant: Project Rise - Faulk Middle School & Porter ECHS

Administrator School Wide Growth Additional Incentives		
Type of Reward Incentive	Why will this be offered?	Amount
Reward Stipend for Administrators with a History of Effective SWAG	<ul style="list-style-type: none"> Reward administrators whose campus have a history of Effectiveness based on School-Wide Growth (Rating must be 3 or higher 17-18,18-19) 	\$2,500
Reward Stipend for Administrators who Improved SWAG from Not Effective to Effective	<ul style="list-style-type: none"> Reward administrators whose campus had a low effectiveness School Wide Rating and increased Effectiveness to Average School-Wide or higher 	\$1,500

Administrator SWAG Eligibility guidelines:

- School-Wide Growth (17-18 Rating below 3 and 18-19 increase 3 or higher)
- Campus Administrators with campus Value-Added scores from SAS EVAAS (17-18, 18-19)
- Remained at same district throughout the 17-18, 18-19 and 20-21 school year
- Must have met Project RISE eligibility under the administrator model
- Must continue to be employed by the district 2021-2022.
- These incentives are also tied to retention strategy. Therefore, educators retiring, or resigning will not be eligible for these

Note: Project RISE will send reports to district

Teacher and Administrator Retention Reward		
Type of Reward Incentive	Why will this be offered?	Amount
Project RISE Retention Reward for Teachers and Campus Administrators	Reward the implementation of best practices aligned to the project throughout the last four years	\$1,000

Teacher and Administrator Retention Eligibility guidelines:

- Teachers and Campus Administrator
- Must have met Project RISE eligibility and completed all requirements
- Remained at same district throughout the 17-18, 18-19 and payout year (20-21)
- Must continue to be employed by the district 2021-2022
- These incentives are also tied to retention strategy. Therefore, educators retiring, or resigning will not be eligible for these incentives.

Note: Project RISE will send reports to district

Brownsville Independent School District

Teacher Incentive Allotment (TIA)

Teacher Incentive Allotment (TIA) Performance Based Compensation

Cohort A participating campuses (Faulk MS & Porter ECHS), following TEA HB3 guidelines and approved TIA spending plan, will compensate identified designated teachers with 75% 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:
 - Recognized TIA Designation Tier 1 – 75% of funds* between \$3,000 - \$9,000 (based on TEA calculation)
 - Exemplary TIA Designation Tier 2 – 75% of funds* between \$6,000 - \$18,000
 - Master TIA Designation Tier 3 – 75% of funds* between \$12,000 - \$32,000
3. Designated and Non-designated teachers assigned to the participating campuses will be eligible for a portion of 15% of the BISD Teacher Incentive Allotment funds based on the TEA and BISD approved TIA Cohort A spending plan for campus teachers:

General Stipend Categories	
Category	Stipend Range
Coordinator (Team Leaders, Positive Behavior Interventions & Support, Coordinators, Safety Coordinator, etc.)	\$1,750 - \$2,000
Professional Development Coach	\$1,500 - \$2,750
Content Strand Leaders	\$500 - \$1,000
Campus Committee Managers	\$250 - \$2,000

NOTE: TEA allocates 10% of each designated teacher's funds to be reinvested for personnel or data platforms for data collection.

Appendix

Brownsville Independent School District

APPENDIX A

2021-2022 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

2021-2022 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.

Brownsville Independent School District

APPENDIX C

NEW HIRE SALARY WORKSHEET - Exempt Educator & Program

Name: <input style="width: 90%;" type="text"/>	Employee ID #: <input style="width: 90%;" type="text"/>
Position Title: <input style="width: 90%;" type="text"/>	Hire Date: <input style="width: 90%;" type="text"/>
Campus/Dept: <input style="width: 90%;" type="text"/>	Today's Date: <input style="width: 90%;" type="text"/>

Step 1: Applicable Job Experience

	Enter the Type of Job Experience:	Enter Yrs of Job Experience	Credited Job Exp.
1	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
2	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
3	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
4	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
5	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
6	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
7	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
8	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
9	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
10	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
Total Credited Experience:			0.00

Step 2: Peer Equity Review

For multi-incumbent jobs, review pay for other district employees in the same job with same experience and adjust placement recommendation. Explain below.

Name	Title	Total Yrs Exp	Related Yrs Exp	Daily Rate	Annual Salary

Step 3: NEW PAY INFORMATION: *(fill in shaded boxes)*

Type of Rate: <input style="width: 80%;" type="text" value="Daily"/>		Credited Experience: <input style="width: 80%;" type="text" value="0.00"/>
No. of Days: <input style="width: 80%;" type="text" value="0"/>		Calculated Daily Rate: <input style="width: 80%;" type="text" value="\$0.00"/>
Pay Grade: <input style="width: 80%;" type="text" value="0"/>		Calculated Annual Salary: <input style="width: 80%;" type="text" value="\$0.00"/>

	Pay Grade	Daily Rate	Annual Rate	<p>Enter recommended daily rate after you have completed the peer equity review above. Adjust for peer equity or midpoint value.</p>
Minimum:	\$0.00	\$0.00	\$0.00	
Midpoint:	\$0.00	\$0.00	\$0.00	
Maximum:	\$0.00	\$0.00	\$0.00	

Recommended Daily Rate:	<input style="width: 90%;" type="text" value="\$0.00"/>
Recommended Annual Salary:	<input style="width: 90%;" type="text" value="\$0.00"/>

Percent above minimum for each year of experience (up to midpoint):

This document is provided for educational purposes only and may contain legal information to facilitate a general understanding of the law. It is not an exhaustive treatment of the law on this subject nor is it intended to be legal advice. Nothing herein should be relied upon as legal advice in general or in reference to any specific fact situation. As always, it is important for you to consult with your own attorneys to obtain a legal analysis and to apply these legal principles to specific fact situations. © 2019 Texas Association of School Boards, Inc. All rights reserved.

Brownsville Independent School District

APPENDIX D

NEW HIRE SALARY WORKSHEET - Exempt Business Mgmt

Name: <input style="width: 90%;" type="text"/>	Employee ID #: <input style="width: 90%;" type="text"/>
Position Title: <input style="width: 90%;" type="text"/>	Hire Date: <input style="width: 90%;" type="text"/>
Campus/Dept: <input style="width: 90%;" type="text"/>	Today's Date: <input style="width: 90%;" type="text"/>

Step 1: Applicable Job Experience

	Enter the Type of Job Experience:	Enter Yrs of Job Experience	Credited Job Exp.
1	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
2	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
3	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
4	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
5	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
6	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
7	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
8	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
9	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
10	<input style="width: 95%;" type="text"/>	<input style="width: 90%;" type="text"/>	0.00
Total Credited Experience:			0.00

Step 2: Peer Equity Review

For multi-incumbent jobs, review pay for other district employees in the same job with same experience and adjust placement recommendation. Explain below.

Name	Title	Total Yrs Exp	Related Yrs Exp	Daily Rate	Annual Salary

Step 3: NEW PAY INFORMATION: *(fill in shaded boxes)*

Type of Rate:

No. of Days:

Pay Grade:

Credited Experience:	0.00
Calculated Daily Rate:	\$0.00
Calculated Annual Salary:	\$0.00

Pay Grade	Daily Rate	Annual Rate
Minimum:	\$0.00	\$0.00
Midpoint:	\$0.00	\$0.00
Maximum:	\$0.00	\$0.00



Enter recommended daily rate after you have completed the peer equity review above. Adjust for peer equity or midpoint value.

Recommended Daily Rate:	\$0.00
Recommended Annual Salary:	\$0.00

Percent above minimum for each year of experience (up to midpoint): 1.15%

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Brownsville Independent School District

Department of Innovation, Strategy, and Educational Technology

NEW HIRE SALARY WORKSHEET - Nonexempt

Name: <input style="width: 90%;" type="text"/>	Employee ID #: <input style="width: 90%;" type="text"/>
Position Title: <input style="width: 90%;" type="text"/>	Hire Date: <input style="width: 90%;" type="text"/>
Campus/Dept: <input style="width: 90%;" type="text"/>	Today's Date: <input style="width: 90%;" type="text"/>

Step 1: Applicable Job Experience

Enter Type of Job Experience:	Enter Yrs of Job Experience	Credited Job Exp.
1		0
2		0
3		0
4		0
5		0
6		0
7		0
8		0
9		0
10		0
Total Credited Experience:		0

Step 2: Peer Equity Review

For multi-incumbent jobs, review pay for other district employees in the same job with same experience and adjust placement recommendation. Explain below.

Name	Title	Total Yrs Exp	Related Yrs Exp	Hourly Rate	Annual Salary

Step 3: NEW PAY INFORMATION: (fill in shaded boxes)

No. of Days: <input style="width: 80%;" type="text" value="0"/>		Credited Experience: <input style="width: 80%;" type="text" value="0"/>
Hrs Per Day: <input style="width: 80%;" type="text" value="0.00"/>		Calculated Hourly Rate: <input style="width: 80%;" type="text" value="\$0.00"/>
Pay Grade: <input style="width: 80%;" type="text" value="0"/>		Calculated Annual Salary: <input style="width: 80%;" type="text" value="\$0.00"/>

		Enter recommended hourly rate after you have completed the peer equity review above. Adjust for peer equity or midpoint value.																
<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="background-color: #e0e0e0;">Pay Range</th> <th style="background-color: #e0e0e0;">Hourly Rate</th> <th style="background-color: #e0e0e0;">Annual Salary</th> </tr> </thead> <tbody> <tr> <td style="background-color: #e0e0e0;">Minimum:</td> <td style="text-align: center;">\$0.00</td> <td style="text-align: center;">\$0.00</td> </tr> <tr> <td style="background-color: #e0e0e0;">Midpoint:</td> <td style="text-align: center;">\$0.00</td> <td style="text-align: center;">\$0.00</td> </tr> <tr> <td style="background-color: #e0e0e0;">Maximum:</td> <td style="text-align: center;">\$0.00</td> <td style="text-align: center;">\$0.00</td> </tr> </tbody> </table>	Pay Range	Hourly Rate	Annual Salary	Minimum:	\$0.00	\$0.00	Midpoint:	\$0.00	\$0.00	Maximum:	\$0.00	\$0.00		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="background-color: #e0e0e0;">Recommended Hourly Rate:</td> <td style="text-align: center;">\$0.00</td> </tr> <tr> <td style="background-color: #e0e0e0;">Recommended Annual Salary:</td> <td style="text-align: center;">\$0.00</td> </tr> </table>	Recommended Hourly Rate:	\$0.00	Recommended Annual Salary:	\$0.00
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Midpoint:	\$0.00	\$0.00																
Maximum:	\$0.00	\$0.00																
Recommended Hourly Rate:	\$0.00																	
Recommended Annual Salary:	\$0.00																	

Percent above minimum for each year of experience (up to midpoint):

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