



# Brownsville Independent School District

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

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

## BACKGROUND:

HB 2598 replaces the term *Licensed Specialist in School Psychology* with the term *School Psychologist* in the Texas Education Code, the Texas Government Code, and the Texas Occupations Code. The definition of *School Psychologist* is a person who holds a license to engage in the practice of Psychology under Texas Occupations Code section 501.269.

## RECOMMENDATION:

Recommend approval to revise page 15 of the Employee Compensation Plan, Professional Instructional Support Pay Plan, job title, from *Licensed Specialist in School Psychology (LSSP)* to *School Psychologist*.

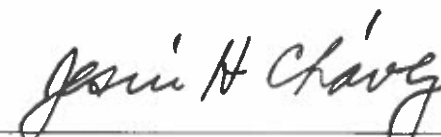
  
Maricela Franco/Eddie Arroyo

Submitted by: Principal/Program Adm.

Approved for Submission to Board of Education:

Recommended by: Asst. Supt/CFO

Dr. Linda Gallegos   
Approved by: Chief Human Resources  
Officer

  
Dr. Jesus H. Chavez, Superintendent

When Necessary, Additional Background May Follow This.

Texas Association of School Boards

# Legislative Summary for School Officials 2025

Regular Session of the 89th Texas Legislature

## MENTAL HEALTH PROFESSIONALS

### **HOUSE BILL 2598—AMENDING REFERENCES TO SCHOOL PSYCHOLOGISTS**

**Effective date:** September 1, 2025.

This bill replaces the term *licensed specialist in school psychology* with the term *school psychologist* in the Texas Education Code, the Texas Government Code, and The Texas Occupations Code. The definition of *school psychologist* is a person who holds a license to engage in the practice of psychology under Texas Occupations Code section 501.260.

### **SENATE BILL 646—LOAN REPAYMENT ASSISTANCE FOR MENTAL HEALTH PROFESSIONALS**

**Effective date:** September 1, 2025.

This bill expands the definition of *mental health professional* to include a licensed master social worker, a person who holds a licensed professional counselor associate license, a licensed marriage and family therapist associate, and a school counselor certified under Chapter 21 with a master's degree related to counseling. This bill creates eligibility requirements for a mental health professional's loan repayment assistance if the person meets certain criteria. One path for a mental health professional to be eligible for repayment assistance is to provide mental health services to students enrolled in a Texas public school for one to three consecutive years. This bill increases the amount of repayment assistance available to mental health professionals. The amount of repayment assistance now ranges from \$15,000 to \$180,000, depending on the mental health profession.

THECB may use appropriated funds to market repayment assistance for mental health professionals to students in post-secondary institutions, mental health professionals, and professional associations and organizations.

### **SENATE BILL 1401—MENTAL HEALTH PROFESSION PIPELINE**

**Effective date:** September 1, 2025.

This bill requires THECB to establish the Texas Mental Health Profession Pipeline Program and to encourage the development of other programs for community college students to have a clear path to degrees in certain mental health professions upon transferring to a participating institution. Available baccalaureate and post-baccalaureate degrees or certificates in this program would lead to license and practice as a psychologist, a licensed professional counselor, an advanced practice registered nurse with certification in psychiatric or mental health nursing, a master social worker or clinical social worker, a licensed specialist in school psychology, or a marriage and family therapist.

# Brownsville Independent School District

## 2025-2026 Professional Instructional Support Pay Plan

Title	Calendars
<b>Pay Grade 1</b>	
Assistant Director, Childcare	226

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

<b>Pay Grade 3</b>	
Behavior Specialist	187, 226
Coordinator, Testing	187, 213
Coordinator, Testing Rtl/504	187
Librarian	196

<b>Pay Grade 4</b>	
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

<b>Pay Grade 5</b>	
Athletic Trainer	205
Educational Diagnostician	205
Educational Diagnostician, Lead	226
Educational Diagnostician, Special Assignment	205

<b>Pay Grade 6</b>	
Audiologist	205
Instructional Coach, High School	220
<del>Licensed Specialist in School Psychology</del> School Psychologist	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

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

<b>Daily</b>	\$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

<b>Daily</b>	\$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

<b>Daily</b>	\$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

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

<b>Daily</b>	\$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