

Pay System Maintenance Draft

**Brownsville
Independent School District**

June 3, 2022

Luz Cadena



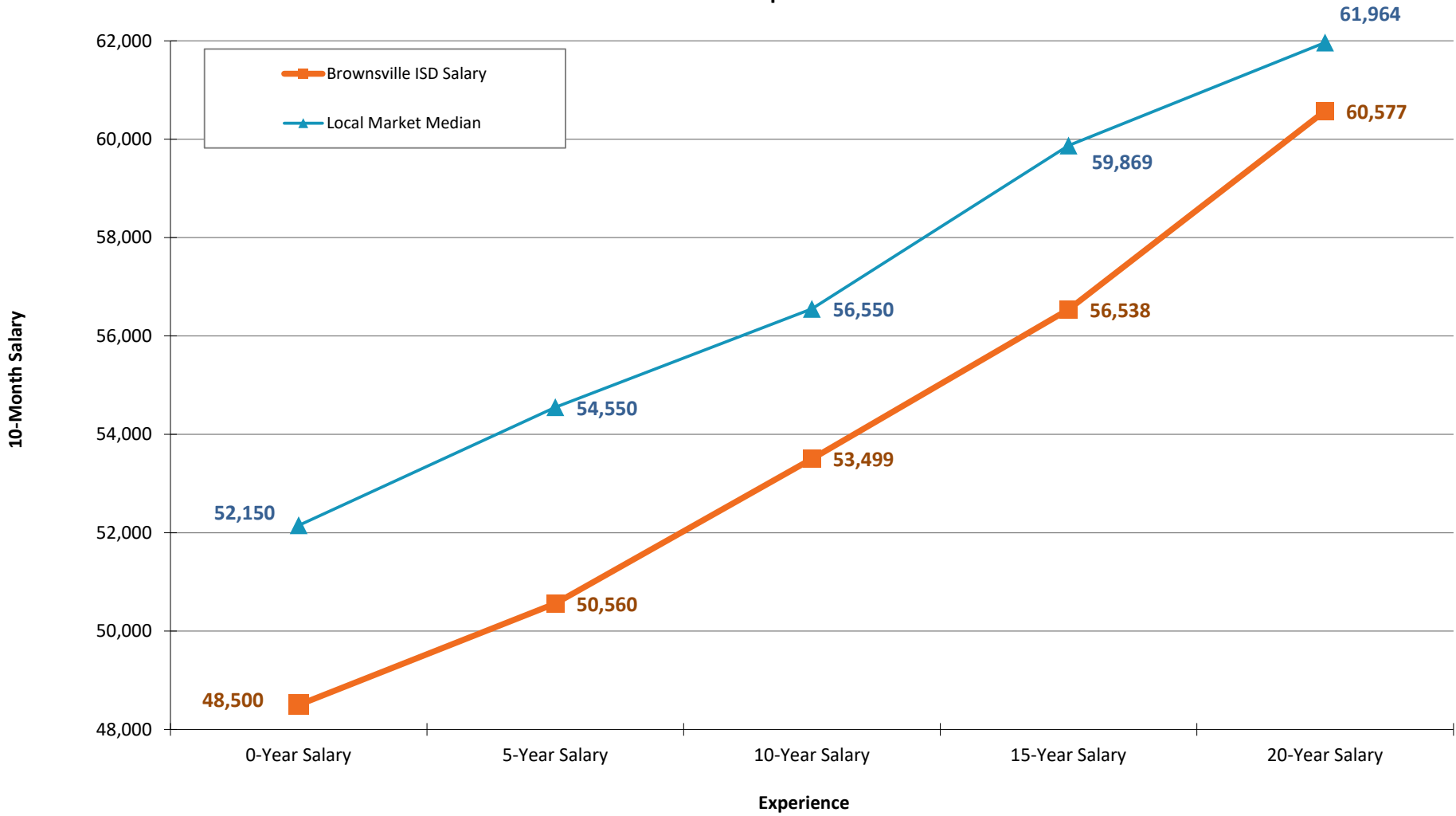
Brownsville ISD

Market Districts 2021-2022

	District	ESC Region	Student Enrollment	Number of FTE	UIL Class	Teacher	Exempt & Nonexempt
1	Donna ISD	01	13,844	2,234	6A	X	X
2	Edinburg CISD	01	30,760	5,339	6A	X	X
3	Harlingen CISD	01	16,699	2,795	6A	X	X
4	La Joya ISD	01	26,618	4,165	6A	X	X
5	Laredo ISD	01	22,015	3,691	5A	X	X
6	Los Fresnos CISD	01	10,522	1,546	6A	X	X
7	McAllen ISD	01	21,081	3,582	5A	X	X
8	Mission CISD	01	13,067	2,272	6A	X	X
9	North East ISD	20	60,219	8,515	6A	X	X
10	Pharr-San Juan-Alamo ISD	01	31,863	4,972	5A	X	X
11	San Antonio ISD	20	50,089	7,512	5A	**	
12	San Benito CISD	01	9,085	1,520	6A	X	X
13	Sharyland ISD	01	9,742	1,333	5A	X	X
14	United ISD	01	37,905	6,586	6A	X	X
15	Weslaco ISD	01	16,540	2,227	6A	X	X
Brownsville ISD		01	37,615	6,293	5A	15	13

** District did not participate in survey. Teacher schedules collected from the district.

Teacher Salary Plan, 2021-2022 Market Comparison



Brownsville ISD

Teacher Salary Plan Comparisons, 2021-2022

District	Student Enrollment	Number of Teachers	0-Year Salary	5-Year Salary	10-Year Salary	15-Year Salary	20-Year Salary	Average Teacher Salary	Max Yrs Credit	Last % Increase
1 North East ISD	60,219	4,272	\$54,250	\$54,750	\$56,250	\$58,150	\$61,000	\$57,958	25	2.0%
2 San Antonio ISD**	45,780	3,152	\$54,200	\$55,188	\$56,264	\$57,394	\$58,768		30	
3 Pharr-San Juan-Alamo ISD**	31,229	2,167	\$54,000	\$55,800	\$57,950	\$60,450	\$65,215	\$60,077	21	3.0%
4 Edinburg CISD	30,760	2,225	\$53,750	\$55,800	\$59,360	\$61,410	\$65,100	\$59,360	23	3.1%
5 Mission CISD	13,067	946	\$53,700	\$55,170	\$58,100	\$61,420	\$64,270	\$60,051	20	2.5%
6 Donna ISD	13,844	991	\$53,500	\$55,300	\$57,768	\$60,268	\$63,268	\$56,241	20	4.9%
7 Weslaco ISD	16,540	1,059	\$52,150	\$54,550	\$57,850	\$61,050	\$63,050	\$57,850	25	4.0%
8 La Joya ISD	26,618	1,832	\$52,150	\$54,110	\$57,810	\$60,579	\$62,598	\$60,315	20	2.0%
9 Harlingen CISD	16,699	1,216	\$52,000	\$53,550	\$55,800	\$57,800	\$60,700	\$56,610	25	0.0%
10 Laredo ISD	22,015	1,748	\$51,200	\$55,850	\$58,932	\$61,079	\$62,669	\$60,826	35	1.1%
11 McAllen ISD	21,081	1,541	\$51,000	\$52,680	\$55,080	\$57,830	\$61,730	\$57,596	20	2.5%
12 Sharyland ISD	9,742	631	\$50,500	\$51,500	\$53,850	\$55,596	\$59,196	\$53,850	25	2.3%
13 United ISD	37,905	2,601	\$50,200	\$54,100	\$56,550	\$59,869	\$61,565	\$58,855	30	0.0%
14 Los Fresnos CISD	10,522	697	\$50,000	\$52,200	\$54,080	\$55,620	\$58,100	\$58,062	20	5.0%
15 San Benito CISD	9,085	666	\$48,900	\$53,848	\$56,085	\$58,621	\$61,964	\$57,978	25	3.5%
Brownsville ISD	37,615	2,864	\$48,500	\$50,560	\$53,499	\$56,538	\$60,577	\$56,431	35	2.0%
25th Percentile			\$50,750	\$53,699	\$55,943	\$57,815	\$60,850	\$57,660	20	2.0%
Median			\$52,150	\$54,550	\$56,550	\$59,869	\$61,964	\$58,020	25	2.5%
75th Percentile			\$53,725	\$55,244	\$57,900	\$60,815	\$63,159	\$59,879	25	3.4%
Comparison to Median			93%	93%	95%	94%	98%	97%		
<i>Dollar Difference</i>			<i>(\$3,650)</i>	<i>(\$3,990)</i>	<i>(\$3,051)</i>	<i>(\$3,331)</i>	<i>(\$1,387)</i>	<i>(\$1,589)</i>		

Footnotes:

** District did not participate in survey. Teacher schedules collected from the district.

Brownsville ISD
Teacher Stipend Comparisons, 2021-2022

District	Student Enrollment	Master's Degree - General	Master's Degree - Subject-Area	Secondary Math	Secondary Science	Special Education General/Resource	Special Education Self-Contained	Bilingual	ESL General	ESL Dual Language	National Board Certification	Campus Assignment
1 Donna ISD	13,844		\$3,000	\$2,500	\$1,250	\$1,250	\$1,000		\$1,000	\$1,000	\$1,500	
2 Edinburg CISD	30,760	\$1,000		\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$700	\$700		\$1,000
3 Harlingen CISD	16,699	\$1,000		\$1,500	\$1,500	\$900	\$1,500					
4 La Joya ISD	26,618	\$1,000	\$4,000	\$2,500	\$2,500							
5 Laredo ISD	22,015	\$1,000	\$2,000	\$2,500	\$2,500	\$1,000	\$4,000	\$800	\$1,000			
6 Los Fresnos CISD	10,522	\$2,000	\$5,000	\$4,000	\$4,000	\$1,500	\$2,000	\$1,500	\$1,000	\$1,000		
7 McAllen ISD	21,081		\$2,000	\$2,000	\$2,000	\$1,000	\$1,200	\$1,000		\$1,700		\$500
8 Mission CISD	13,067	\$1,250	\$3,000	\$3,000	\$3,000		\$1,250	\$750	\$350			
9 North East ISD	60,219	\$800	\$1,800					\$3,000	\$1,500			
10 San Benito CISD	9,085	\$1,000	\$2,000	\$4,000	\$4,000	\$1,800	\$2,500	\$1,000	\$1,000	\$1,000		
11 Sharyland ISD	9,742	\$1,500	\$4,000	\$2,500	\$2,000	\$1,000	\$1,000	\$1,000				
12 United ISD	37,905	\$1,000		\$2,500	\$2,500	\$700	\$4,000					\$2,250
13 Weslaco ISD	16,540	\$1,000	\$2,000			\$1,000	\$2,500	\$2,000	\$1,500		\$4,697	
Brownsville ISD	37,615	\$1,500	\$3,000	\$3,500	\$2,500	\$1,750	\$1,750	\$1,260				
Median Stipend		\$1,000	\$2,500	\$2,500	\$2,500	\$1,000	\$1,500	\$1,000	\$1,000	\$1,000	\$3,099	\$1,000
Average Stipend		\$1,141	\$2,880	\$2,545	\$2,386	\$1,115	\$1,995	\$1,339	\$1,006	\$1,080	\$3,099	\$1,250
Count		11	10	11	11	10	11	9	8	5	2	3
Dollar Difference from Median		\$500	\$500	\$1,000	\$0	\$750	\$250	\$260				

Footnotes:

Special Education General/Resource:

- Harlingen CISD - Resource/Inclusion setting
- Laredo ISD - Resource
- United ISD - Elem /900 Secondary
- Weslaco ISD - Resource/Mainstream

Special Education Self-Contained:

- Brownsville ISD - HR Services edit: copied from SpEd General
- Harlingen CISD - 1500 Life Skills / 1700 PPCD
- Laredo ISD - Self-Contained
- Mission CISD - 1500 for specialized support SC
- Weslaco ISD - Severe

Brownsville ISD

Teacher Incentive Comparisons, 2021-2022

District	Student Enrollment	Dept Chair/ Grade Leader HS	Dept Chair/ Grade Leader MS	Dept Chair/ Grade Leader ES	Mentor Teacher	Foreign Language	Signing Bonus	Other Incentive
1 Donna ISD	13,844	\$1,600	\$900	\$400	\$600			
2 Edinburg CISD	30,760	\$1,500	\$1,300		\$400			
3 Harlingen CISD	16,699	\$400	\$400		\$400			
4 La Joya ISD	26,618	\$1,500	\$1,000	\$500	\$600			\$3,000
5 Laredo ISD	22,015	\$3,000	\$3,000		\$600			
6 Los Fresnos CISD	10,522	\$3,500	\$750		\$250			
7 McAllen ISD	21,081	\$1,500	\$1,000	\$400	\$1,000			
8 Mission CISD	13,067	\$1,500	\$1,000	\$400	\$500	\$1,000	\$1,500	\$500
9 North East ISD	60,219	\$1,350	\$1,350	\$800			\$1,000	
10 San Benito CISD	9,085	\$1,300	\$1,300		\$300			
11 Sharyland ISD	9,742	\$1,100	\$625	\$400	\$400			
12 United ISD	37,905				\$500			
13 Weslaco ISD	16,540	\$900	\$900	\$900				

Brownsville ISD	37,615	\$1,500	\$1,000	\$750	\$1,000			
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Median Stipend		\$1,500	\$1,000	\$400	\$500	\$1,000	\$1,250	\$1,750
Average Stipend		\$1,596	\$1,127	\$543	\$505	\$1,000	\$1,250	\$1,750
Count		12	12	7	11	1	2	2

<i>Dollar Difference from Median</i>		<i>\$0</i>	<i>\$0</i>	<i>\$350</i>	<i>\$500</i>			
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Footnotes:

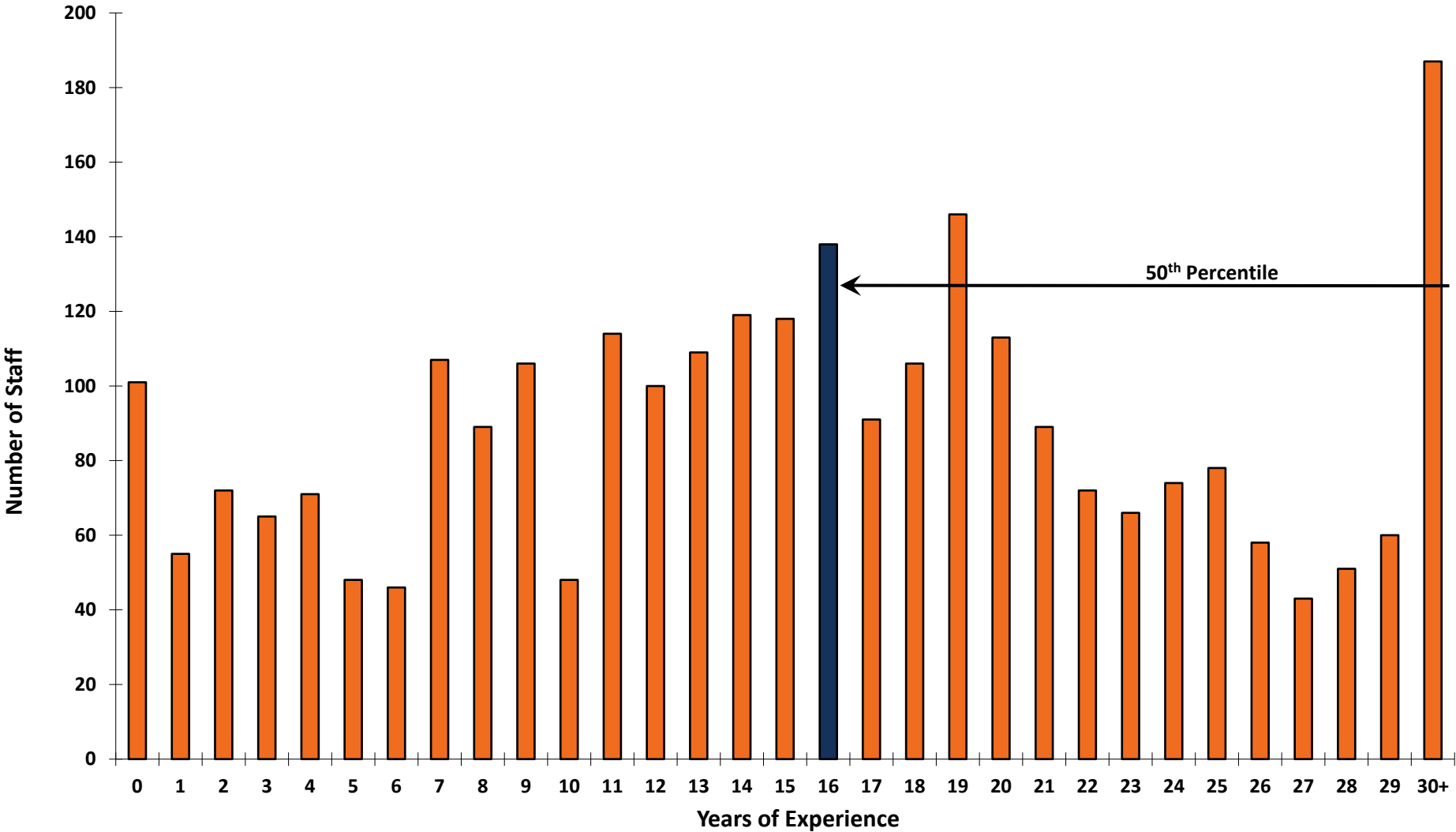
Other Incentives:

La Joya ISD - Doctorate

Mission CISD - mentor teachers, per year max

Distribution of Total Experience - Teachers and Librarians, 2021-2022

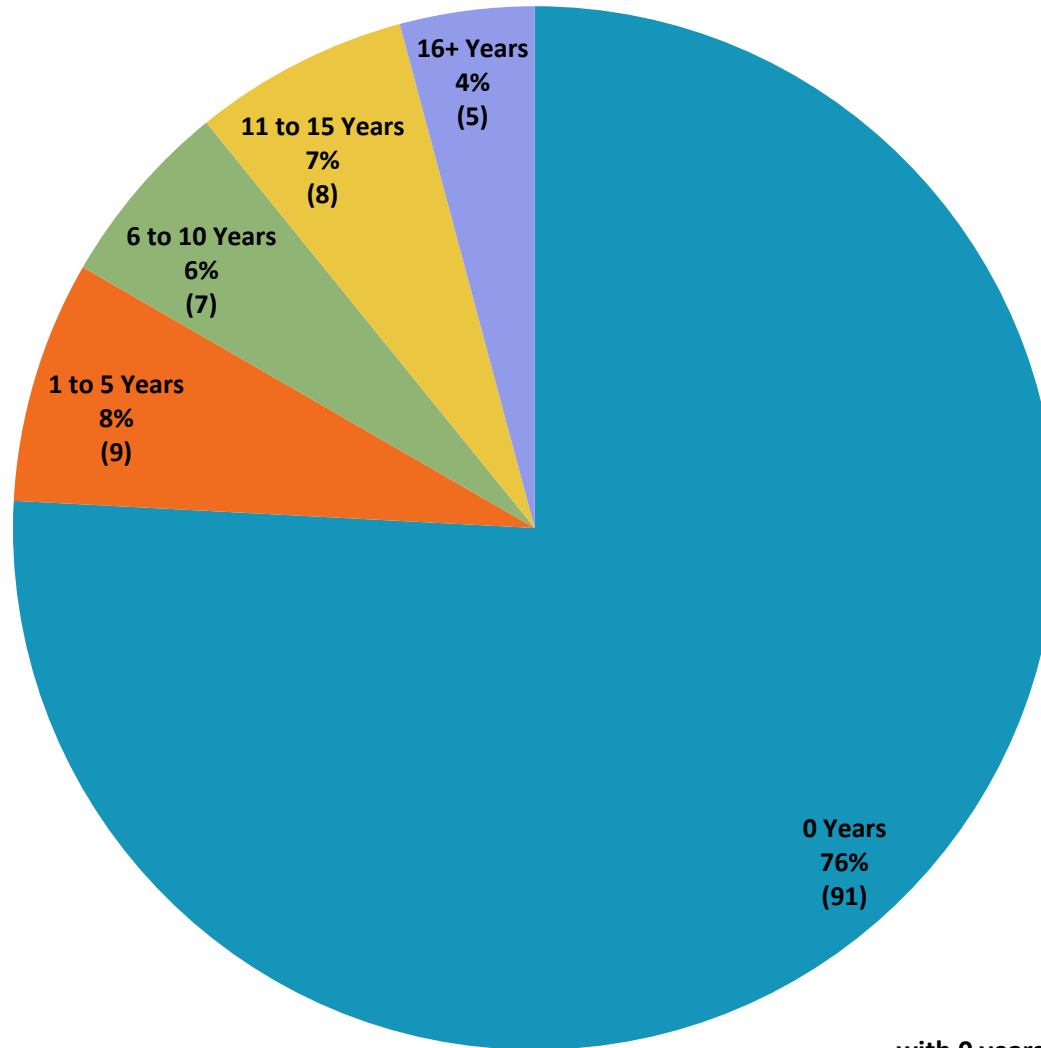
Brownsville ISD



2,740 Teachers and Librarians

Total Experience of Newly Hired Teachers and Librarians, 2021-2022

Brownsville ISD



Teachers and Librarians Salary Plan Development
 Model: \$51,150 starting, 3.5% GPI

2021-2022 Years of Exp	2021-2022 New Hire Salary	3.5% General Pay Increase	+	Additional Adjustment	=	2022-2023 Years of Exp	2022-2023 Proposed New Hire Salary
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						0	→ \$51,150	
0	→ \$48,500	+	\$2,030	+	\$920	=	1	\$51,450
1	\$48,825	+	\$2,030	+	\$995	=	2	\$51,850
2	\$49,125	+	\$2,030	+	\$1,195	=	3	\$52,350
3	\$49,525	+	\$2,030	+	\$1,295	=	4	\$52,850
4	\$49,925	+	\$2,030	+	\$1,725	=	5	\$53,680
5	\$50,560	+	\$2,030	+	\$1,490	=	6	\$54,080
6	\$51,282	+	\$2,030	+	\$1,168	=	7	\$54,480
7	\$52,098	+	\$2,030	+	\$752	=	8	\$54,880
8	\$52,618	+	\$2,030	+	\$732	=	9	\$55,380
9	\$53,072	+	\$2,030	+	\$1,178	=	10	\$56,280
10	\$53,499	+	\$2,030	+	\$1,351	=	11	\$56,880
11	\$53,926	+	\$2,030	+	\$1,524	=	12	\$57,480
12	\$54,354	+	\$2,030	+	\$1,696	=	13	\$58,080
13	\$55,083	+	\$2,030	+	\$1,567	=	14	\$58,680
14	\$55,811	+	\$2,030	+	\$1,800	=	15	\$59,641
15	\$56,538	+	\$2,030	+	\$1,473	=	16	\$60,041
16	\$57,266	+	\$2,030	+	\$1,145	=	17	\$60,441
17	\$57,994	+	\$2,030	+	\$817	=	18	\$60,841
18	\$58,822	+	\$2,030	+	\$389	=	19	\$61,241
19	\$59,650	+	\$2,030	+		=	20	\$61,680
20	\$60,577	+	\$2,030	+		=	21	\$62,607
21	\$61,005	+	\$2,030	+		=	22	\$63,035
22	\$61,632	+	\$2,030	+		=	23	\$63,662
23	\$62,361	+	\$2,030	+		=	24	\$64,391
24	\$63,089	+	\$2,030	+		=	25	\$65,119
25	\$63,816	+	\$2,030	+		=	26	\$65,846
26	\$64,544	+	\$2,030	+		=	27	\$66,574
27	\$65,271	+	\$2,030	+		=	28	\$67,301
28	\$66,000	+	\$2,030	+		=	29	\$68,030
29	\$66,728	+	\$2,030	+		=	30	\$68,758
30	\$67,455	+	\$2,030	+		=	31	\$69,485
31	\$68,183	+	\$2,030	+		=	32	\$70,213
32	\$68,910	+	\$2,030	+		=	33	\$70,940
33	\$69,639	+	\$2,030	+		=	34	\$71,669
34	\$70,368	+	\$2,030	+		=	35+	\$72,398
35+	\$71,097							

Current Market Median		
Value	Compare Before	Compare After

Exp Diff

0 Years

52,150	93%	98%
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5 Years

54,550	93%	98%
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10 Years

56,550	95%	100%
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15 Years

59,869	94%	100%
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20 Years

61,964	98%	100%
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General pay increase is applied to the market median salary (\$57,978).

Pay Range Minimum	\$51,150	Pay Range Maximum	\$81,800
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Teachers and Librarians Salary Plan Development
 Model: \$52,000 starting, 5.2% GPI

2021-2022 Years of Exp	2021-2022 New Hire Salary	5.2% General Pay Increase	Additional Adjustment	=	2022-2023 Years of Exp	2022-2023 Proposed New Hire Salary
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					0	→ \$52,000
0	→ \$48,500	+	\$3,000	+	\$800	= 1 \$52,300
1	\$48,825	+	\$3,000	+	\$775	= 2 \$52,600
2	\$49,125	+	\$3,000	+	\$775	= 3 \$52,900
3	\$49,525	+	\$3,000	+	\$675	= 4 \$53,200
4	\$49,925	+	\$3,000	+	\$875	= 5 \$53,800
5	\$50,560	+	\$3,000	+	\$640	= 6 \$54,200
6	\$51,282	+	\$3,000	+	\$318	= 7 \$54,600
7	\$52,098	+	\$3,000	+		= 8 \$55,098
8	\$52,618	+	\$3,000	+		= 9 \$55,618
9	\$53,072	+	\$3,000	+		= 10 \$56,072
10	\$53,499	+	\$3,000	+		= 11 \$56,499
11	\$53,926	+	\$3,000	+		= 12 \$56,926
12	\$54,354	+	\$3,000	+		= 13 \$57,354
13	\$55,083	+	\$3,000	+		= 14 \$58,083
14	\$55,811	+	\$3,000	+	\$200	= 15 \$59,011
15	\$56,538	+	\$3,000	+		= 16 \$59,538
16	\$57,266	+	\$3,000	+		= 17 \$60,266
17	\$57,994	+	\$3,000	+		= 18 \$60,994
18	\$58,822	+	\$3,000	+		= 19 \$61,822
19	\$59,650	+	\$3,000	+		= 20 \$62,650
20	\$60,577	+	\$3,000	+		= 21 \$63,577
21	\$61,005	+	\$3,000	+		= 22 \$64,005
22	\$61,632	+	\$3,000	+		= 23 \$64,632
23	\$62,361	+	\$3,000	+		= 24 \$65,361
24	\$63,089	+	\$3,000	+		= 25 \$66,089
25	\$63,816	+	\$3,000	+		= 26 \$66,816
26	\$64,544	+	\$3,000	+		= 27 \$67,544
27	\$65,271	+	\$3,000	+		= 28 \$68,271
28	\$66,000	+	\$3,000	+		= 29 \$69,000
29	\$66,728	+	\$3,000	+		= 30 \$69,728
30	\$67,455	+	\$3,000	+		= 31 \$70,455
31	\$68,183	+	\$3,000	+		= 32 \$71,183
32	\$68,910	+	\$3,000	+		= 33 \$71,910
33	\$69,639	+	\$3,000	+		= 34 \$72,639
34	\$70,368	+	\$3,000	+		= 35+ \$73,368
35+	\$71,097					

Current Market Median		
Value	Compare Before	Compare After

Exp Diff

0 Years

52,150	93%	100%
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5 Years

54,550	93%	99%
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10 Years

56,550	95%	99%
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15 Years

59,869	94%	99%
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20 Years

61,964	98%	101%
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General pay increase is applied to the market median salary (\$57,978).

Pay Range Minimum	\$52,000	Pay Range Maximum	\$82,800
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Teachers and Librarians Salary Plan Development

Model: \$52,500 starting, 6.0% GPI

2021-2022 Years of Exp	2021-2022 New Hire Salary	6.0% General Pay Increase	Additional Adjustment	=	2022-2023 Years of Exp	2022-2023 Proposed New Hire Salary		
					0	\$52,500		
0	\$48,500	+	\$3,500	+	\$800	=	1	\$52,800
1	\$48,825	+	\$3,500	+	\$775	=	2	\$53,100
2	\$49,125	+	\$3,500	+	\$775	=	3	\$53,400
3	\$49,525	+	\$3,500	+	\$675	=	4	\$53,700
4	\$49,925	+	\$3,500	+	\$875	=	5	\$54,300
5	\$50,560	+	\$3,500	+	\$640	=	6	\$54,700
6	\$51,282	+	\$3,500	+	\$318	=	7	\$55,100
7	\$52,098	+	\$3,500	+		=	8	\$55,598
8	\$52,618	+	\$3,500	+		=	9	\$56,118
9	\$53,072	+	\$3,500	+		=	10	\$56,572
10	\$53,499	+	\$3,500	+		=	11	\$56,999
11	\$53,926	+	\$3,500	+		=	12	\$57,426
12	\$54,354	+	\$3,500	+		=	13	\$57,854
13	\$55,083	+	\$3,500	+	\$100	=	14	\$58,683
14	\$55,811	+	\$3,500	+	\$300	=	15	\$59,611
15	\$56,538	+	\$3,500	+		=	16	\$60,038
16	\$57,266	+	\$3,500	+		=	17	\$60,766
17	\$57,994	+	\$3,500	+		=	18	\$61,494
18	\$58,822	+	\$3,500	+		=	19	\$62,322
19	\$59,650	+	\$3,500	+		=	20	\$63,150
20	\$60,577	+	\$3,500	+		=	21	\$64,077
21	\$61,005	+	\$3,500	+		=	22	\$64,505
22	\$61,632	+	\$3,500	+		=	23	\$65,132
23	\$62,361	+	\$3,500	+		=	24	\$65,861
24	\$63,089	+	\$3,500	+		=	25	\$66,589
25	\$63,816	+	\$3,500	+		=	26	\$67,316
26	\$64,544	+	\$3,500	+		=	27	\$68,044
27	\$65,271	+	\$3,500	+		=	28	\$68,771
28	\$66,000	+	\$3,500	+		=	29	\$69,500
29	\$66,728	+	\$3,500	+		=	30	\$70,228
30	\$67,455	+	\$3,500	+		=	31	\$70,955
31	\$68,183	+	\$3,500	+		=	32	\$71,683
32	\$68,910	+	\$3,500	+		=	33	\$72,410
33	\$69,639	+	\$3,500	+		=	34	\$73,139
34	\$70,368	+	\$3,500	+		=	35+	\$73,868
35+	\$71,097							

Current Market Median			Exp Diff
Value	Compare Before	Compare After	
<i>0 Years</i>			
52,150	93%	101%	
			300
			300
			300
<i>5 Years</i>			
54,550	93%	100%	
			300
			600
			400
			400
<i>10 Years</i>			
56,550	95%	100%	
			498
			520
			454
			427
			427
			428
<i>15 Years</i>			
59,869	94%	100%	
			829
			928
			427
			728
			728
<i>20 Years</i>			
61,964	98%	102%	
			828
			927
			428
			627
			729
			728
			727
			728
			727
			729
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			727
			729
			729

General pay increase is applied to the market median salary (\$57,978).

Pay Range Minimum	\$52,500	Pay Range Maximum	\$83,300
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Teachers and Librarians Salary Plan Development

Model: \$53,000 starting, 6.9% GPI

2021-2022 Years of Exp	2021-2022 New Hire Salary	6.9% General Pay Increase	Additional Adjustment	=	2022-2023 Years of Exp	2022-2023 Proposed New Hire Salary
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					0	→ \$53,000
0	→ \$48,500	+	\$4,000	+	\$800	= 1 \$53,300
1	\$48,825	+	\$4,000	+	\$775	= 2 \$53,600
2	\$49,125	+	\$4,000	+	\$775	= 3 \$53,900
3	\$49,525	+	\$4,000	+	\$675	= 4 \$54,200
4	\$49,925	+	\$4,000	+	\$975	= 5 \$54,900
5	\$50,560	+	\$4,000	+	\$740	= 6 \$55,300
6	\$51,282	+	\$4,000	+	\$418	= 7 \$55,700
7	\$52,098	+	\$4,000	+	\$102	= 8 \$56,200
8	\$52,618	+	\$4,000	+		= 9 \$56,618
9	\$53,072	+	\$4,000	+		= 10 \$57,072
10	\$53,499	+	\$4,000	+		= 11 \$57,499
11	\$53,926	+	\$4,000	+		= 12 \$57,926
12	\$54,354	+	\$4,000	+	\$122	= 13 \$58,476
13	\$55,083	+	\$4,000	+	\$243	= 14 \$59,326
14	\$55,811	+	\$4,000	+	\$365	= 15 \$60,176
15	\$56,538	+	\$4,000	+	\$138	= 16 \$60,676
16	\$57,266	+	\$4,000	+		= 17 \$61,266
17	\$57,994	+	\$4,000	+		= 18 \$61,994
18	\$58,822	+	\$4,000	+		= 19 \$62,822
19	\$59,650	+	\$4,000	+		= 20 \$63,650
20	\$60,577	+	\$4,000	+		= 21 \$64,577
21	\$61,005	+	\$4,000	+		= 22 \$65,005
22	\$61,632	+	\$4,000	+		= 23 \$65,632
23	\$62,361	+	\$4,000	+		= 24 \$66,361
24	\$63,089	+	\$4,000	+		= 25 \$67,089
25	\$63,816	+	\$4,000	+		= 26 \$67,816
26	\$64,544	+	\$4,000	+		= 27 \$68,544
27	\$65,271	+	\$4,000	+		= 28 \$69,271
28	\$66,000	+	\$4,000	+		= 29 \$70,000
29	\$66,728	+	\$4,000	+		= 30 \$70,728
30	\$67,455	+	\$4,000	+		= 31 \$71,455
31	\$68,183	+	\$4,000	+		= 32 \$72,183
32	\$68,910	+	\$4,000	+		= 33 \$72,910
33	\$69,639	+	\$4,000	+		= 34 \$73,639
34	\$70,368	+	\$4,000	+		= 35+ \$74,368
35+	\$71,097					

Current Market Median			Exp Diff
Value	Compare Before	Compare After	

<i>0 Years</i>				
52,150	93%	102%		300
				300
				300
<i>5 Years</i>				300
54,550	93%	101%		700
				400
				400
<i>10 Years</i>				500
56,550	95%	101%		418
				454
				427
				427
<i>15 Years</i>				550
59,869	94%	101%		850
				850
				500
				590
				728
<i>20 Years</i>				828
61,964	98%	103%		828
				927
				428
				627
				729
				728
				727
				728
				727
				729
				728
				727
				729
				729

General pay increase is applied to the market median salary (\$57,978).

Pay Range Minimum	\$53,000	Pay Range Maximum	\$83,800
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Teachers and Librarians Salary Plan Development

Model: \$53,500 starting, 7.8% GPI

2021-2022 Years of Exp	2021-2022 New Hire Salary	7.8% General Pay Increase	Additional Adjustment	=	2022-2023 Years of Exp	2022-2023 Proposed New Hire Salary		
					0	\$53,500		
0	\$48,500	+	\$4,500	+	\$800	=	1	\$53,800
1	\$48,825	+	\$4,500	+	\$775	=	2	\$54,100
2	\$49,125	+	\$4,500	+	\$775	=	3	\$54,400
3	\$49,525	+	\$4,500	+	\$675	=	4	\$54,700
4	\$49,925	+	\$4,500	+	\$975	=	5	\$55,400
5	\$50,560	+	\$4,500	+	\$740	=	6	\$55,800
6	\$51,282	+	\$4,500	+	\$418	=	7	\$56,200
7	\$52,098	+	\$4,500	+	\$102	=	8	\$56,700
8	\$52,618	+	\$4,500	+		=	9	\$57,118
9	\$53,072	+	\$4,500	+		=	10	\$57,572
10	\$53,499	+	\$4,500	+		=	11	\$57,999
11	\$53,926	+	\$4,500	+		=	12	\$58,426
12	\$54,354	+	\$4,500	+	\$222	=	13	\$59,076
13	\$55,083	+	\$4,500	+	\$343	=	14	\$59,926
14	\$55,811	+	\$4,500	+	\$565	=	15	\$60,876
15	\$56,538	+	\$4,500	+	\$238	=	16	\$61,276
16	\$57,266	+	\$4,500	+		=	17	\$61,766
17	\$57,994	+	\$4,500	+		=	18	\$62,494
18	\$58,822	+	\$4,500	+		=	19	\$63,322
19	\$59,650	+	\$4,500	+		=	20	\$64,150
20	\$60,577	+	\$4,500	+		=	21	\$65,077
21	\$61,005	+	\$4,500	+		=	22	\$65,505
22	\$61,632	+	\$4,500	+		=	23	\$66,132
23	\$62,361	+	\$4,500	+		=	24	\$66,861
24	\$63,089	+	\$4,500	+		=	25	\$67,589
25	\$63,816	+	\$4,500	+		=	26	\$68,316
26	\$64,544	+	\$4,500	+		=	27	\$69,044
27	\$65,271	+	\$4,500	+		=	28	\$69,771
28	\$66,000	+	\$4,500	+		=	29	\$70,500
29	\$66,728	+	\$4,500	+		=	30	\$71,228
30	\$67,455	+	\$4,500	+		=	31	\$71,955
31	\$68,183	+	\$4,500	+		=	32	\$72,683
32	\$68,910	+	\$4,500	+		=	33	\$73,410
33	\$69,639	+	\$4,500	+		=	34	\$74,139
34	\$70,368	+	\$4,500	+		=	35+	\$74,868
35+	\$71,097							

Current Market Median			Exp Diff
Value	Compare Before	Compare After	
<i>0 Years</i>			
52,150	93%	103%	300
			300
			300
<i>5 Years</i>			
54,550	93%	102%	300
			700
			400
			400
<i>10 Years</i>			
56,550	95%	102%	500
			418
			454
			427
			427
<i>15 Years</i>			
59,869	94%	102%	650
			850
			950
			400
			490
			728
<i>20 Years</i>			
61,964	98%	104%	828
			828
			927
			428
			627
			729
			728
			727
			728
			727
			729
			728
			727
			729
			729

General pay increase is applied to the market median salary (\$57,978).

Pay Range Minimum	\$53,500	Pay Range Maximum	\$84,300
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Teachers and Librarians Salary Plan Development

Model: \$53,250 starting, 8.6% GPI

2021-2022 Years of Exp	2021-2022 New Hire Salary	8.6% General Pay Increase	+	Additional Adjustment	=	2022-2023 Years of Exp	2022-2023 Proposed New Hire Salary
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						0	→ \$53,250
0	→ \$48,500	+	\$5,000	+	=	1	\$53,500
1	\$48,825	+	\$5,000	+	=	2	\$53,825
2	\$49,125	+	\$5,000	+	=	3	\$54,125
3	\$49,525	+	\$5,000	+	=	4	\$54,525
4	\$49,925	+	\$5,000	+	=	5	\$54,925
5	\$50,560	+	\$5,000	+	=	6	\$55,560
6	\$51,282	+	\$5,000	+	=	7	\$56,282
7	\$52,098	+	\$5,000	+	=	8	\$57,098
8	\$52,618	+	\$5,000	+	=	9	\$57,618
9	\$53,072	+	\$5,000	+	=	10	\$58,072
10	\$53,499	+	\$5,000	+	=	11	\$58,499
11	\$53,926	+	\$5,000	+	=	12	\$58,926
12	\$54,354	+	\$5,000	+	=	13	\$59,354
13	\$55,083	+	\$5,000	+	=	14	\$60,083
14	\$55,811	+	\$5,000	+	=	15	\$60,811
15	\$56,538	+	\$5,000	+	=	16	\$61,538
16	\$57,266	+	\$5,000	+	=	17	\$62,266
17	\$57,994	+	\$5,000	+	=	18	\$62,994
18	\$58,822	+	\$5,000	+	=	19	\$63,822
19	\$59,650	+	\$5,000	+	=	20	\$64,650
20	\$60,577	+	\$5,000	+	=	21	\$65,577
21	\$61,005	+	\$5,000	+	=	22	\$66,005
22	\$61,632	+	\$5,000	+	=	23	\$66,632
23	\$62,361	+	\$5,000	+	=	24	\$67,361
24	\$63,089	+	\$5,000	+	=	25	\$68,089
25	\$63,816	+	\$5,000	+	=	26	\$68,816
26	\$64,544	+	\$5,000	+	=	27	\$69,544
27	\$65,271	+	\$5,000	+	=	28	\$70,271
28	\$66,000	+	\$5,000	+	=	29	\$71,000
29	\$66,728	+	\$5,000	+	=	30	\$71,728
30	\$67,455	+	\$5,000	+	=	31	\$72,455
31	\$68,183	+	\$5,000	+	=	32	\$73,183
32	\$68,910	+	\$5,000	+	=	33	\$73,910
33	\$69,639	+	\$5,000	+	=	34	\$74,639
34	\$70,368	+	\$5,000	+	=	35+	\$75,368
35+	\$71,097						

Current Market Median			Exp Diff
Value	Compare Before	Compare After	

<i>0 Years</i>			
52,150	93%	102%	
			250
			325
			300
<i>5 Years</i>			400
54,550	93%	101%	400
			635
			722
<i>10 Years</i>			816
56,550	95%	103%	520
			454
			427
			427
			428
<i>15 Years</i>			729
59,869	94%	102%	728
			727
			728
			728
<i>20 Years</i>			828
61,964	98%	104%	828
			927
			428
			627
			729
			728
			727
			728
			727
			729
			728
			727
			729
			729

General pay increase is applied to the market median salary (\$57,978).

Pay Range Minimum	\$53,250	Pay Range Maximum	\$84,800
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Brownsville ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Central Administration

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Area Superintendent	Asst Superintendent, Area I/II/III	S	22	\$151,782	\$157,706	104%	\$147,635	97%
2	Assistant Director - Athletics	Asst Director, Athletics	M	10	\$100,175	\$112,840	113%	\$93,037	93%
3	Chief Academic Officer	Asst Superintendent, C&I	S	21	\$179,520	\$155,727	87%	\$147,635	82%
4	Chief Financial Officer	Chief Financial Officer	S	26	\$165,658	\$142,244	86%	\$147,635	89%
5	Chief Human Resources Officer	Asst Superintendent, HR/Title IX/504/ADA	S	27	\$163,577	\$156,161	95%	\$147,635	90%
6	Communications Officer	Director, Public Relation Community Engagement	M	14	\$94,719	\$92,832	98%	\$110,191	116%
7	Deputy Superintendent	Deputy Supt, C&I/Business	S	16	\$196,416	\$180,221	92%	\$186,021	95%
8	Director of Athletics (Non-Coaching)	Director, Athletics	S	28	\$127,769	\$119,544	94%	\$110,191	86%
9	Director of Bilingual Education	Director, Bilingual	S	25	\$104,148	\$107,088	103%	\$110,191	106%
10	Director of Career & Technical Education	Director, Career/Technology	S	26	\$111,830	\$97,756	87%	\$110,191	99%
11	Director of Child Nutrition	Director, Food Nutrition Services	S	19	\$111,777	\$109,999	98%	\$110,191	99%
12	Director of Curriculum/Instruction	Director, Curriculum	S	22	\$120,961	\$116,331	96%	\$117,170	97%
13	Director of Finance/Business Manager	Director, Finance/Budget	S	27	\$133,758	\$133,098	100%	\$110,191	82%
14	Director of Fine Arts	Director, Fine Arts	S	27	\$114,522	\$93,288	81%	\$110,191	96%
15	Director of Guidance & Counseling	Director, Guidance/Counseling	S	28	\$104,286	\$95,374	91%	\$110,191	106%
16	Director of Human Resources	Director, Human Resources	S	26	\$114,793	\$123,049	107%	\$110,191	96%
17	Director of Internal Audit	Director, Internal Audit	S	14	\$103,928	\$117,088	113%	\$110,191	106%
18	Director of Library & Media Services	Director, Library Services	S	13	\$96,584	\$115,868	120%	\$98,620	102%
19	Director of Maintenance	Director, Maintenance	M	12	\$105,348	\$94,556	90%	\$110,191	105%
20	Director of Nursing & Health Services	Director, Health Services	S	23	\$94,073	\$81,166	86%	\$98,620	105%
21	Director of Professional Development	Director, Professional Development	M	7	\$100,681	\$98,380	98%	\$110,191	109%
22	Director of Purchasing	Director, Purchasing	S	28	\$112,868	\$132,183	117%	\$110,191	98%
23	Director of Research, Evaluation, & Accountability	Director, Assessment/Research/Evaluation	S	25	\$116,019	\$100,220	86%	\$110,191	95%

Brownsville ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Central Administration

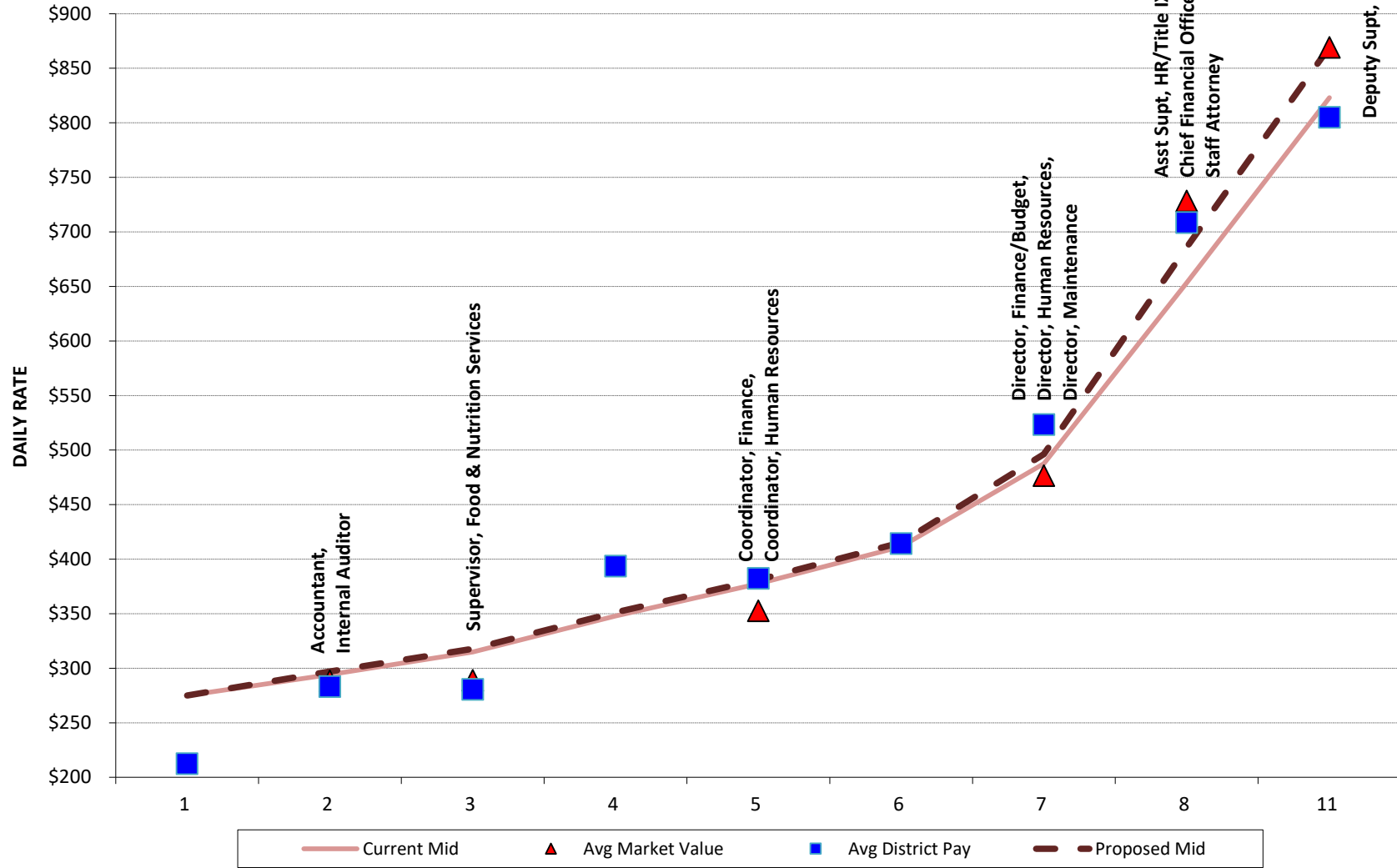
	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market	
24	Director of Special Education	Director, Special Services	S	28	\$117,578	\$113,544	97%	\$110,191	94%	
25	Director of Student Services	Director, Pupil Services	S	25	\$116,931	\$103,183	88%	\$110,191	94%	
26	Director of Transportation	Director, Transportation	S	24	\$115,229	\$120,088	104%	\$110,191	96%	
27	Federal Programs Administrator	Director, Federal Programs	S	25	\$114,761	\$110,768	97%	\$98,620	86%	
28	General Counsel	Staff Attorney	S	11	\$173,908	\$181,998	105%	\$147,635	85%	
District Comparison to Market							2021-2022 Pay	98%	Plan	97%

Notes

- M** Market salary is median of reporting comparison districts
- S** Market salary is median of statewide responses for student enrollment of 25,000 to 49,999

Summary of Pay Comparisons to Market	
Above (Over 110%)	4
At market (90% - 110%)	17
Below (Less than 90%)	7

Structure Development
Brownsville ISD
 Administrator Business Management



2022-2023 Proposed Administrator Business Management Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1							
	1	Coordinator, 21st Century CCLC*	226				
				Daily	\$222.75	\$275.00	\$327.25
				226 Days	50,342	62,150	73,959
*Grant funded positions. Salaries based on continued funding sources.							
2							
	2	Accountant	226				
	2	Coordinator, Grants	226				
	2	Coordinator, Grants Department	226				
	2	Graphic Artist, Media Center	226				
	2	Internal Auditor	226				
	2	Manager, Adult Continuing Education	226				
	2	Script Writer, ITV Studio	226				
				Daily	\$243.54	\$297.00	\$350.46
				226 Days	55,040	67,122	79,204
3							
	3	Supervisor, Environmental/Health/Safety/Custodial Training	226				
	3	Supervisor, Food & Nutrition Services	226				
				Daily	\$260.59	\$317.79	\$374.99
				226 Days	58,893	71,821	84,748
4							
	4	Coordinator, Maintenance	226				
	4	Coordinator, PEIMS	226				
	4	Coordinator, Purchasing	226				
	4	Coordinator, Warehouse/Textbooks/Fixed Assets	226				
				Daily	\$287.95	\$351.16	\$414.37
				226 Days	65,077	79,362	93,648
5							
	Tech	Coordinator, Business Software	226				
	5	Coordinator, ESSER	226				
	5	Coordinator, Federal Program	226				
	5	Coordinator, Finance	226				
	5	Coordinator, Human Resources	226				
	5	Coordinator, Special Programs	226				
	5	Coordinator, State Compensatory	226				
	5	Coordinator, Teacher Incentive Allotment (HR)	226				
	5	Manager, Compensation (HR)	226				
	5	Manager, Energy	226				
	5	Manager, Project/Facilities	226				
				Daily	\$312.43	\$381.01	\$449.59
				226 Days	70,609	86,108	101,607
6							
	6	Asst Director, Food Nutrition Services	226				
	6	Asst Director, Transportation	226				
	6	Manager, Warehouse & Textbooks	226				
				Daily	\$340.55	\$415.30	\$490.05
				226 Days	76,964	93,858	110,751
7							
	7	Director, Finance/Budget	226				
	7	Director, Food Nutrition Services	226				
	7	Director, Human Resources	226				
	7	Director, Internal Audit	226				
	7	Director, Maintenance	226				
	7	Director, PEIMS	226				
	7	Director, Public Relation Community Engagement	226				
	7	Director, Purchasing	226				
	7	Director, Records/Recycle/Warehouse	226				
	7	Director, Transportation	226				
	7	District Architect	226				
				Daily	\$406.95	\$496.28	\$585.61
				226 Days	91,971	112,159	132,348

2022-2023 Proposed Administrator Business Management Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
8						
	8	Asst Superintendent, HR/Title IX/504/ADA	226	\$562.36	\$685.81	\$809.26
	8	Chief Financial Officer	226	226 Days	127,093	154,993
	8	Staff Attorney	226			182,893
11						
	11	Deputy Superintendent, Business/Operations	226	\$717.34	\$869.50	\$1,021.66
				226 Days	162,119	196,507
						230,895

Brownsville ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Campus Administration & Counselors

	Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market	
1	Assistant Principal - ES	Asst Principal, ES	1	M	13	\$72,340	\$77,569	107%	\$77,299	107%	
2	Assistant Principal - HS	Asst Principal, HS	-4	M	14	\$84,101	\$80,163	95%	\$85,627	102%	
3	Assistant Principal - MS	Asst Principal, MS	1	M	14	\$77,748	\$81,323	105%	\$81,164	104%	
4	Principal - DAEP/JJAEP	Principal, BAC (DAEP)	8	M	11	\$97,670	\$129,099	132%	\$110,191	113%	
5	Principal - ES	Principal, ES	-5	M	14	\$93,789	\$100,941	108%	\$91,638	98%	
6	Principal - HS	Principal, HS	0	M	14	\$114,793	\$122,251	106%	\$117,170	102%	
7	Principal - MS	Principal, MS	-6	M	14	\$98,906	\$101,598	103%	\$105,803	107%	
8	School Counselor - ES	Counselor - ES	3	M	14	\$67,482	\$69,348	103%	\$71,540	106%	
9	School Counselor - HS	Counselor - HS	-2	M	14	\$74,138	\$72,350	98%	\$74,825	101%	
10	School Counselor - MS	Counselor - MS	-1	M	14	\$70,915	\$70,665	100%	\$73,365	103%	
District Comparison to Market								2021-2022 Pay	106%	Plan	104%

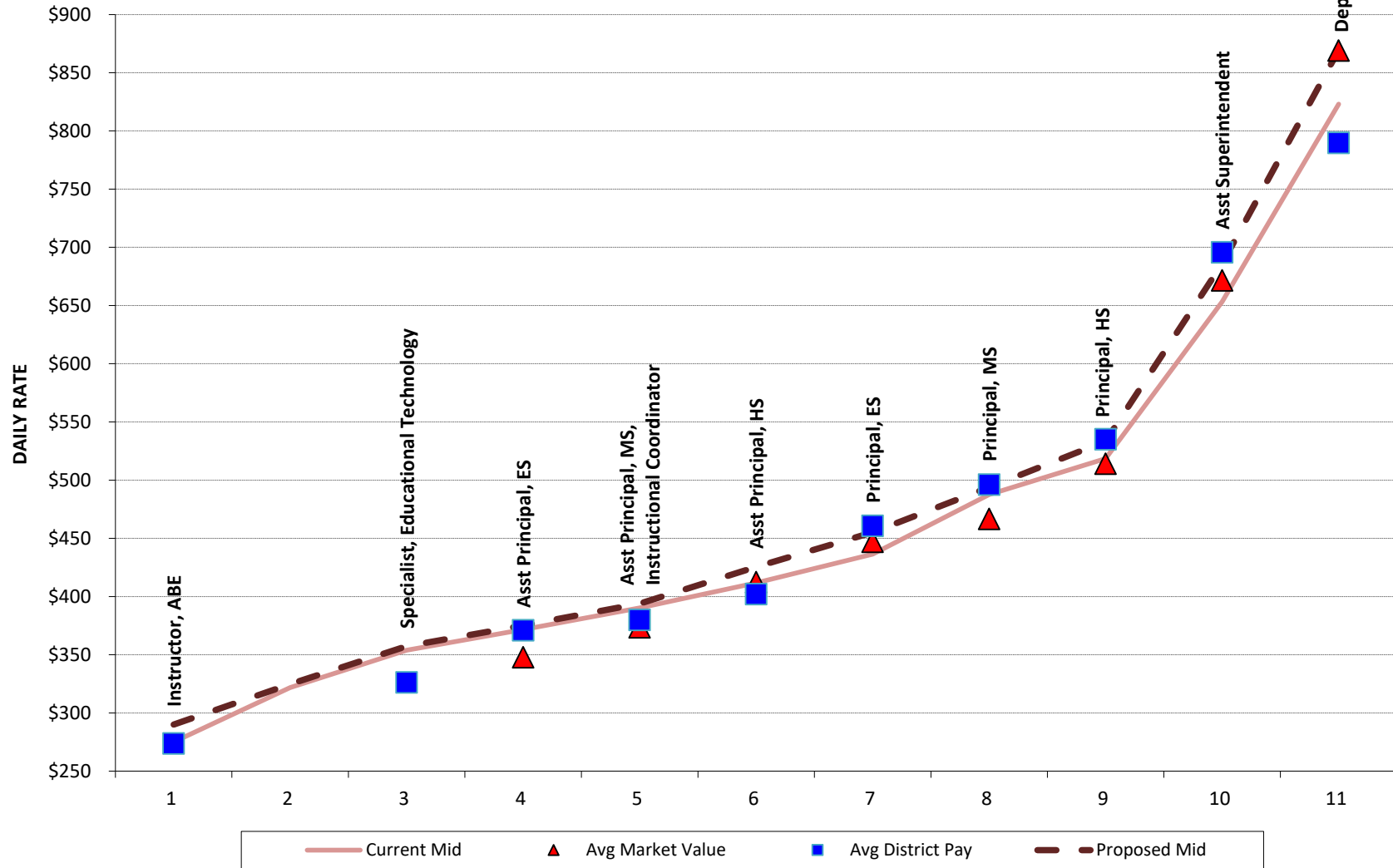
Notes

M Market salary is median of reporting comparison districts

Summary of Pay Comparisons to Market	
Above (Over 110%)	1
At market (90% - 110%)	9
Below (Less than 90%)	-

Benchmark Position	Market Days	District Days	Annual Rate Compared to Market	Daily Rate Compared to Market
Principal - DAEP/JJAEP	218	226	132%	127%
Principal - MS	223	217	103%	106%

Structure Development
Brownsville ISD
 Administrator Educator



2022-2023 Proposed Administrator Educator Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1							
	1	Instructor, ABE	187	Daily	\$237.80	\$290.00	\$342.20
				187 Days	44,469	54,230	63,991
3							
	3	Specialist, Educational Technology	226	Daily	\$292.97	\$357.28	\$421.59
				226 Days	66,211	80,745	95,279
4							
	4	Asst Principal, ES	208	Daily	\$307.61	\$375.14	\$442.67
	4	Dean of Instruction, ES	208	208 Days	63,983	78,029	92,075
	4	Dean of Instruction, Lincoln (Alt)	208				
5							
	5	Asst Director, STAMP/SPACE Program/CTE	226	Daily	\$323.00	\$393.90	\$464.80
	5	Asst Principal, BAC (DAEP)	208	208 Days	67,184	81,931	96,678
	5	Asst Principal, MS	208	220 Days	71,060	86,658	102,256
	5	Coordinator, Assessment/Research/Evaluation	226	226 Days	72,998	89,021	105,045
	5	Coordinator, CTE	226				
	5	Coordinator, Teacher Incentive Allotment (HR)	226				
	5	Coordinator, Wellness Center/Athletics	226				
	5	Coordinator, Youth Project	220				
	5	Curriculum Specialist, Bilingual/ESL	226				
	5	Curriculum Specialist, Curriculum	226				
	5	Curriculum Specialist, Early Childhood	226				
	5	Curriculum Specialist, Language Arts	226				
	5	Curriculum Specialist, Math Pk-12	226				
	5	Curriculum Specialist, Physical Education	226				
	5	Curriculum Specialist, Prek - 12 Math	226				
	5	Curriculum Specialist, Science	226				
	5	Curriculum Specialist, Secondary Math	226				
	5	Curriculum Specialist, Social Studies	226				
	5	Dean of Instruction, MS	208				
	5	Specialist, Professional Development	226				
	5	Specialist, RTI	226				
6							
	6	Asst Director, Athletics	226	Daily	\$348.84	\$425.41	\$501.98
	6	Asst Principal, HS	208	208 Days	72,559	88,485	104,412
	6	Coordinator, Aquatic Center	226	220 Days	76,745	93,590	110,436
	6	Coordinator, Athletics/HFC HS	220	226 Days	78,838	96,143	113,447
	6	Coordinator, District School Improvement	226				
	6	Coordinator, Migrant Education	226				
	6	Dean of Instruction, HS	220				
	6	Director, ITV Studio	226				
	6	Supervisor, Special Services	226				

2022-2023 Proposed Administrator Educator Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
7						
	7	Director, Adult Education	226	Daily \$373.26	\$455.19	\$537.12
	7	Director, Dyslexia Program	226	210 Days 78,385	95,590	112,795
	7	Director, Federal Programs	226	226 Days 84,357	102,873	121,389
	7	Director, Health Services	226			
	7	Director, Library Services	226			
	7	Director, Parental Involvement	226			
	7	Principal, ES	210			
8						
	8	Director, Assessment/Research/Evaluation	226	Daily \$404.98	\$493.88	\$582.78
	8	Director, Athletics	226	217 Days 87,881	107,172	126,463
	8	Director, Bilingual	226	226 Days 91,525	111,617	131,708
	8	Director, Career/Technology	226			
	8	Director, Fine Arts	226			
	8	Director, Guidance/Counseling	226			
	8	Director, Professional Development	226			
	8	Director, Pupil Services	226			
	8	Director, Special Programs	226			
	8	Director, Special Services	226			
	8	Principal, BAC (DAEP)	226			
	8	Principal, HS (BLA)	226			
	8	Principal, MS	217			
	8	Principal, MS (BLA)	217			
9						
	9	Director, Curriculum	226	Daily \$437.38	\$533.39	\$629.40
	9	Principal, HS	226	226 Days 98,848	120,546	142,244
10						
	10	Asst Superintendent, Area I	226	Daily \$562.38	\$685.83	\$809.28
	10	Asst Superintendent, Area II	226	226 Days 127,098	154,998	182,897
	10	Asst Superintendent, Area III	226			
	10	Asst Superintendent, C&I	226			
11						
	11	Deputy Superintendent, C&I	226	Daily \$717.34	\$869.50	\$1,021.66
				226 Days 162,119	196,507	230,895

Brownsville ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Professional

	Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Accountant (Degreed)	Accountant	0	C	13	\$62,971	\$58,831	93%	\$66,501	106%
2	Agriculture Science Teacher	Agriculture Science	0	M	14	\$71,634	\$73,228	102%	\$72,270	101%
3	Athletic Trainer	Athletic Trainer	-1	M	14	\$74,296	\$77,583	104%	\$79,993	108%
4	Behavior Specialist	Behavior Specialist	-5	S	23	\$67,777	\$66,454	98%	\$66,185	98%
5	Construction Project Specialist	Manager, Project/Facilities	0	M	7	\$78,173	\$93,550	120%	\$85,310	109%
6	Diagnostician	Educational Diagnostician	8	M	13	\$74,210	\$76,380	103%	\$79,993	108%
7	District Child Nutrition Supervisor	Supervisor, Food & Nutrition Services	0	M	8	\$65,287	\$64,889	99%	\$71,163	109%
8	District Testing Coordinator	Coordinator, Assessment/Research/Evaluation	0	M	9	\$89,749	\$88,587	99%	\$88,187	98%
9	Energy Manager	Manager, Energy	0	C	7	\$82,442	\$74,503	90%	\$85,310	103%
10	Head Football Coach	Coordinator, Athletics/HFC HS	-6	S	28	\$109,774	\$94,828	86%	\$90,567	83%
11	High School Band Director	HS Band Director	1	M	14	\$82,657	\$83,216	101%	\$82,154	99%
12	Instructional Coach (Campus Level)	Teacher/Technology Coordinator	-20	M	11	\$65,138	\$59,207	91%	\$60,999	94%
13	Instructional Coordinator	Curriculum Specialist, Language Arts	0	M	8	\$84,323	\$84,925	101%	\$88,187	105%
14	Librarian	Librarian	3	M	14	\$66,367	\$68,772	104%	\$67,177	101%
15	Licensed Specialist in School Psychology	License Specialist in School Psychology	0	M	13	\$72,548	\$74,549	103%	\$83,569	115%
16	Nurse (RN)	Nurse	4	M	14	\$60,812	\$60,110	99%	\$61,776	102%
17	Occupational Therapist	Occupational Therapist	-3	S	24	\$73,858	\$87,243	118%	\$76,982	104%
18	Physical Therapist	Physical Therapist	-2	M	7	\$81,235	\$84,898	105%	\$76,982	95%
19	ROTC Instructor	JROTC - Senior Army	1	M	14	\$81,867	\$101,853	124%	\$70,352	86%

Brownsville ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Professional

	Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market	
20	Social Worker	Social Worker	29	M	12	\$61,073	\$67,725	111%	\$72,716	119%	
21	Speech-Language Pathologist	Speech Language Pathologist	-6	M	14	\$76,541	\$74,155	97%	\$76,982	101%	
22	Speech-Language Pathology Assistant	Speech Language Pathologist, Asst	0	M	13	\$59,402	\$57,220	96%	\$60,167	101%	
District Comparison to Market								2021-2022 Pay	102%	Plan	102%

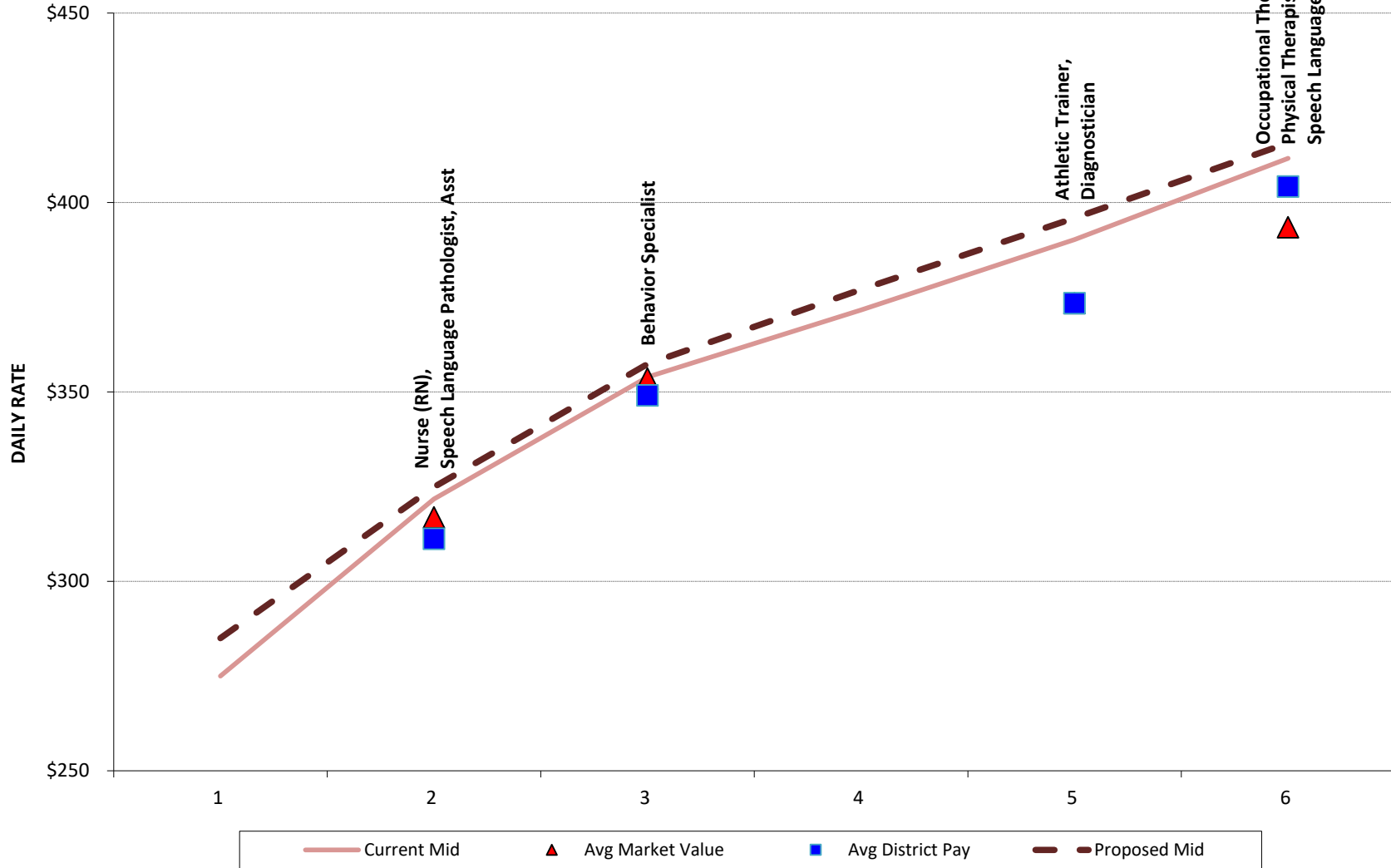
Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- S** Market salary is median of statewide responses for student enrollment of 25,000 to 49,999

Summary of Pay Comparisons to Market		
	Above (Over 110%)	4
	At market (90% - 110%)	17
	Below (Less than 90%)	1

Benchmark Position	Market Days	District Days	Annual Rate Compared to Market	Daily Rate Compared to Market
Diagnostician	197	205	103%	99%
Head Football Coach	226	220	86%	89%
Instructional Coach (Campus Level)	207	187	91%	101%
Social Worker	197	226	111%	97%
Speech-Language Pathologist	193	187	97%	100%
Speech-Language Pathologist	193	187	97%	100%

Structure Development
Brownsville ISD
Professional Instructional Support



2022-2023 Proposed Professional Instructional Support Pay Plan
 Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1							
	1	vacant	187	Daily	\$233.70	\$285.00	\$336.30
				187 Days	43,702	53,295	62,888
2							
	2	Coordinator, Day Care	207	Daily	\$266.42	\$324.90	\$383.38
	2	Nurse	192	187 Days	49,821	60,756	71,692
	2	Social Worker	226	192 Days	51,153	62,381	73,609
	2	Specialist, Program	187, 200	200 Days	53,284	64,980	76,676
	2	Speech Language Pathologist, Asst	187	207 Days	55,149	67,254	79,360
				226 Days	60,211	73,427	86,644
3							
	3	Behavior Specialist	187, 226	Daily	\$293.06	\$357.39	\$421.72
	3	Coordinator, Testing	213	187 Days	54,802	66,832	78,862
				213 Days	62,422	76,124	89,826
				226 Days	66,232	80,770	95,309
4							
	4	vacant	187	Daily	\$309.18	\$377.05	\$444.92
				187 Days	57,817	70,508	83,200
5							
	5	Athletic Trainer	205	Daily	\$324.64	\$395.90	\$467.16
	5	Educational Diagnostician	205	205 Days	66,551	81,160	95,768
	5	Educational Diagnostician, Lead	226	226 Days	73,369	89,473	105,578
	5	Educational Diagnostician, Special Assignment	205				
6							
	6	Audiologist	205	Daily	\$340.87	\$415.70	\$490.53
	6	License Specialist in School Psychology	203	187 Days	63,743	77,736	91,729
	6	Nurse, Supervisor	220	203 Days	69,197	84,387	99,578
	6	Occupational Therapist	187	205 Days	69,878	85,219	100,559
	6	Physical Therapist	187	220 Days	74,991	91,454	107,917
	6	Speech Language Pathologist	187	226 Days	77,037	93,948	110,860
	6	Speech Language Pathologist, Lead	226				
	6	Supervisor, Nurse	220				

2022-2023 Proposed Counselors Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1		At-Risk Counselor	201, 205	Daily	\$292.50	\$375.00	\$457.50
		Career Placement Officer	205	196 Days	57,330	73,500	89,670
		Counselor	196, 201, 205	201 Days	58,793	75,375	91,958
		Counselor Academic	205	205 Days	59,963	76,875	93,788
		Counselor At Risk	205	220 Days	64,350	82,500	100,650
		Counselor At-Risk	201, 205				
		Counselor District All Levels	220				
		Counselor Supplemental 211	205				
		Counselor Supplemental	205				
		Counselor Support	205				
		Counselor-Academic	196, 201				
		Counselor-Acadmic	196				
		Counselor-Adademic	196				
		Counselor-Gear-Up	205				
		Counselor-Special Ed	196				
		Gear Up Counselor	205				
		Gear-Up Counselor	205				
		Migrant Counselor	205				

Brownsville ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Technology

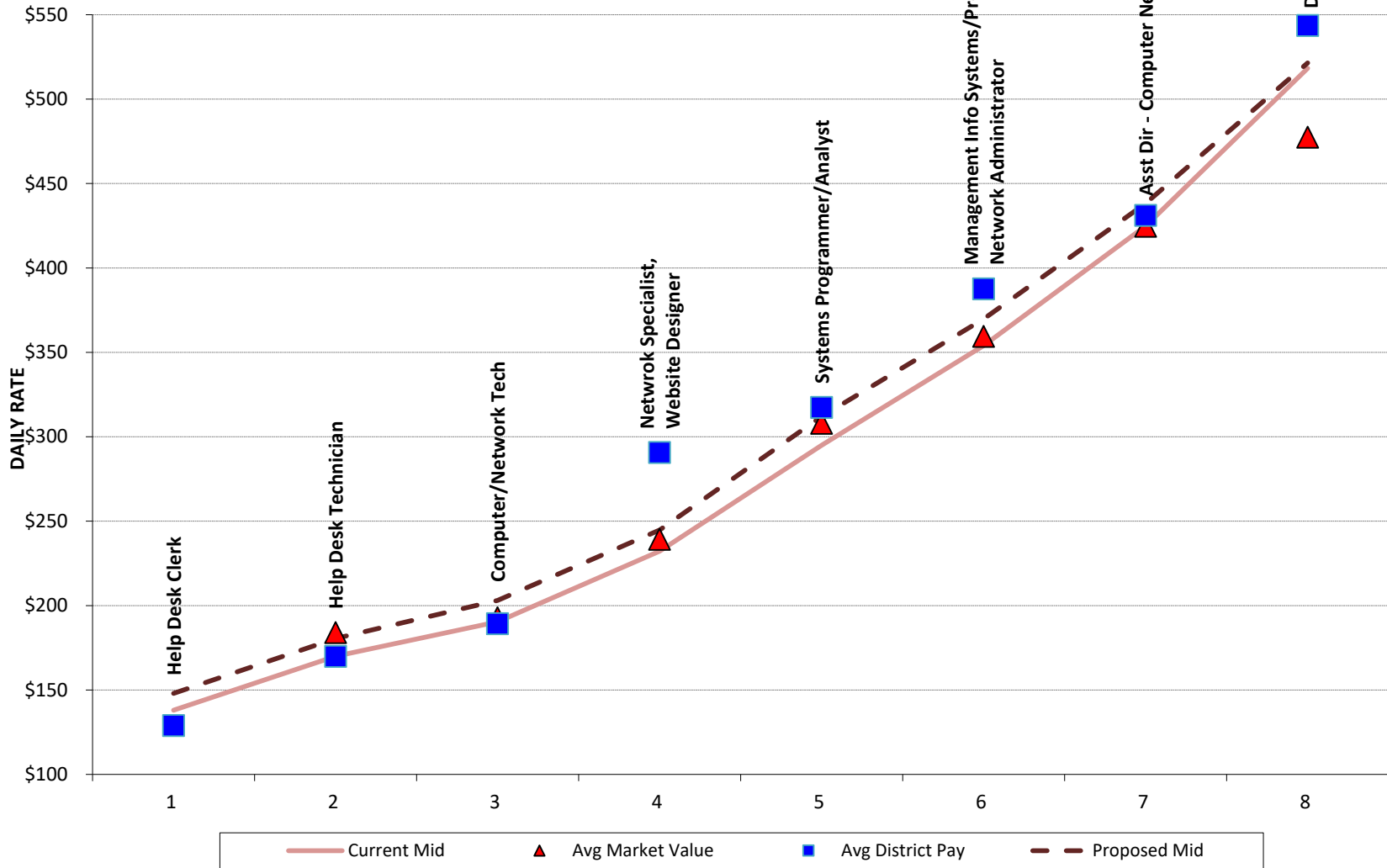
	Benchmark Position	District Job Title	Diff in Days	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Computer Technician	Computer Network Technician	0	C	9	\$23.68	\$23.45	99%	\$23.80	101%
2	Director of Instructional Technology	Director, Technology Services	0	S	22	\$107,927	\$122,867	114%	\$117,129	109%
3	Help Desk Technician	Computer Technician	0	C	6	\$23.01	\$19.58	85%	\$21.25	92%
4	IT Coordinator/Manager	Asst Director - Computer Network Technician	0	C	8	\$95,988	\$97,444	102%	\$96,007	100%
5	Network Administrator	Network Administrator	0	M	9	\$78,992	\$83,853	106%	\$80,006	101%
6	Network Technician	Network Specialist	0	C	12	\$29.30	\$30.85	105%	\$29.04	99%
7	PEIMS Manager	Director, PEIMS	0	S	27	\$99,921	\$98,000	98%	\$110,191	110%
8	Systems Programmer/Analyst - Entry	Systems Programmer/Analyst	0	C	7	\$69,615	\$71,736	103%	\$66,672	96%
9	Systems Programmer/Analyst - Senior	Management Info System/Programmer	0	C	12	\$89,355	\$90,117	101%	\$80,006	90%
District Comparison to Market							2021-2022 Pay	101%	Plan	100%

Notes

- M Market salary is median of reporting comparison districts
- C Market salary is average of non-school and school markets
- S Market salary is median of statewide responses for student enrollment of 25,000 to 49,999

Summary of Pay Comparisons to Market		
	Above (Over 110%)	1
	At market (90% - 110%)	7
	Below (Less than 90%)	1

**Structure Development
Brownsville ISD
Technology**



2022-2023 Proposed Technology Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1							
	1	Help Desk Clerk	226	Hourly	\$15.00	\$18.50	\$22.00
				226 Days	27,120	33,448	39,776
2							
	2	Computer Technician	226	Hourly	\$18.28	\$22.57	\$26.86
	2	Security Camera Technician	261	226 Days	33,050	40,807	48,563
				261 Days	38,169	47,126	56,084
3							
	3	Computer Network Technician	226	Hourly	\$20.57	\$25.39	\$30.21
	3	Computer Technician - Lead	226	226 Days	37,191	45,905	54,620
	3	Media Center Technician	226				
4							
	4	Computer Systems Operation	226	Daily	\$198.26	\$244.76	\$291.26
	4	Network Specialist	226	226 Days	44,807	55,316	65,825
	4	Website Designer	226				
5							
	5	Systems Programmer/Analyst	226	Daily	\$252.78	\$312.07	\$371.36
				226 Days	57,128	70,528	83,927
6							
	6	Management Info System/Programmer	226	Daily	\$299.54	\$369.80	\$440.06
	6	Network Administrator	226	226 Days	67,696	83,575	99,454
7							
	7	Asst Director - Computer Network Technician	226	Daily	\$357.14	\$438.21	\$519.28
				226 Days	80,714	99,035	117,357
8							
	8	Director, Technology Services	226	Daily	\$425.00	\$521.47	\$617.94
				226 Days	96,050	117,852	139,654

Brownsville ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Police

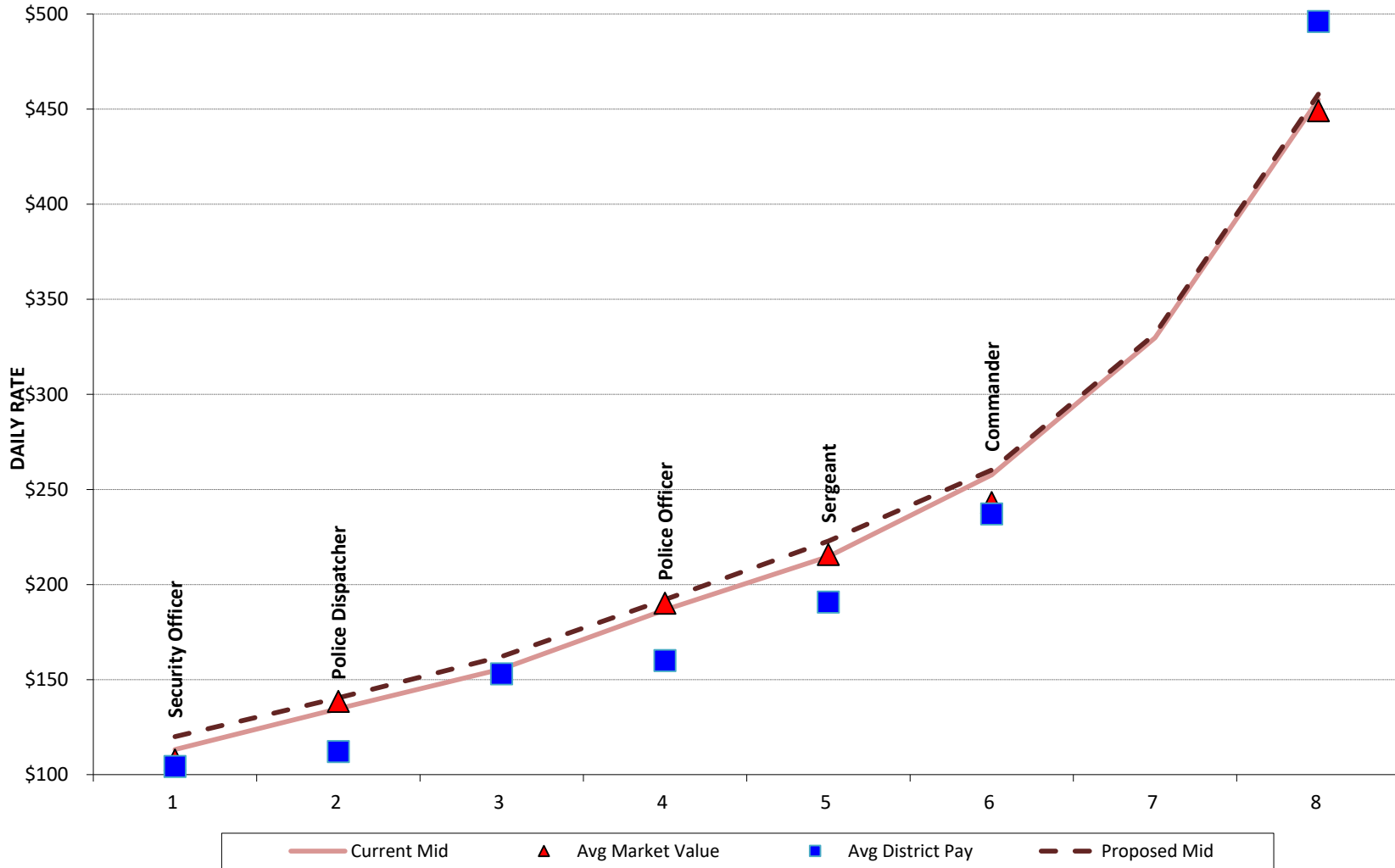
Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Salary	2021-2022 District Salary	2021-2022 District Salary Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market	
1 Chief of Police	Chief of Police/Security Services	S	18	\$112,528	\$112,125	100%	\$102,857	91%	
2 Police Dispatcher	Dispatcher Communication Officer	NS		\$17.32	\$14.02	81%	\$16.84	97%	
3 Police Lieutenant	Commander	C	5	\$70,234	\$61,896	88%	\$67,249	96%	
4 Police Officer/Certified Peace Officer	Police Officer	C	10	\$23.78	\$20.01	84%	\$23.34	98%	
5 Police Sergeant	Police Sergeant	C	7	\$26.98	\$23.85	88%	\$26.84	99%	
6 Security Guard	Security Officer	C	10	\$13.47	\$13.04	97%	\$14.15	105%	
District Comparison to Market						2021-2022 Pay	90%	Plan	98%

Notes

- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- S** Market salary is median of statewide responses for student enrollment of 25,000 to 49,999

Summary of Pay Comparisons to Market	
Above (Over 110%)	-
At market (90% - 110%)	2
Below (Less than 90%)	4

Structure Development
Brownsville ISD
 Police



2022-2023 Proposed Police Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	1	Security Officer	261	Hourly 261 Days	\$12.50 26,100	\$15.00 31,320	\$17.51 36,561
2	2	Dispatcher Communication Officer	261	Hourly 261 Days	\$14.39 30,046	\$17.55 36,644	\$20.71 43,242
3	3	Communications Supervisor	261	Hourly 261 Days	\$16.62 34,703	\$20.27 42,324	\$23.92 49,945
	3	Security Officer - Lead	261				
4	4	Police Officer	261	Hourly 261 Days	\$19.70 41,134	\$24.02 50,154	\$28.34 59,174
5	5	Sergeant	261	Hourly 261 Days	\$22.85 47,711	\$27.86 58,172	\$32.87 68,633
6	6	Commander	261	Daily 261 Days	\$213.37 55,690	\$260.21 67,915	\$307.05 80,140
8	8	Chief of Police/Security Services	226	Daily 226 Days	\$377.72 85,365	\$457.84 103,472	\$537.96 121,579

Brownsville ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Clerical Administrative

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate	2021-2022 District Rate	2021-2022 District Rate Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1	Accounting Clerk	Accounting Clerk	C	9	\$20.74	\$18.64	90%	\$21.09	102%
2	Bookkeeper - HS	Bookkeeper	M	13	\$20.00	\$21.04	105%	\$19.53	98%
3	Campus Attendance/PEIMS Data Clerk - ES	Data Management Clerk ES	M	11	\$17.59	\$15.48	88%	\$16.98	97%
4	Campus Attendance/PEIMS Data Clerk - HS	Data Management Clerk HS	M	12	\$17.78	\$13.96	79%	\$16.98	96%
5	Campus Attendance/PEIMS Data Clerk - MS	Data Management Clerk MS	M	12	\$17.70	\$14.48	82%	\$16.98	96%
6	Director Secretary	Admin Asst (PG 7)	M	12	\$21.10	\$19.94	95%	\$21.09	100%
7	Executive Administrative Secretary	Admin Associate	M	13	\$25.33	\$23.94	95%	\$23.62	93%
8	General Clerk I	Receptionist/Clerk	NS		\$14.17	\$14.17	100%	\$14.04	99%
9	General Clerk II	Clerk - Sp Services	NS		\$16.10	\$16.09	100%	\$15.44	96%
10	Human Resources Specialist	HR Officer	C	10	\$21.19	\$17.88	84%	\$21.19	100%
11	Parent Liaison	Parent Liaison	M	10	\$15.08	\$14.13	94%	\$15.44	102%
12	Payroll Clerk	Payroll Clerk	C	12	\$21.31	\$18.53	87%	\$21.09	99%
13	Principal Secretary - ES	Principal Secretary ES	M	13	\$20.67	\$17.72	86%	\$19.53	94%
14	Principal Secretary - HS	Principal Secretary HS	M	13	\$22.37	\$18.46	83%	\$21.09	94%
15	Principal Secretary - MS	Principal Secretary MS	M	13	\$20.02	\$17.22	86%	\$19.53	98%
16	Purchasing Clerk	Buyer	C	12	\$20.25	\$15.88	78%	\$19.53	96%

Brownsville ISD
Market Comparisons, 2021-2022
Positions Sorted by Benchmark Position

Clerical Administrative

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate	2021-2022 District Rate	2021-2022 District Rate Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market	
17	Receptionist - Central Office	Receptionist - District	M	13	\$17.84	\$16.86	95%	\$16.98	95%	
18	Registrar - HS	Registrar - HS	M	13	\$19.38	\$18.62	96%	\$19.53	101%	
19	Registrar - MS	Records Clerk - MS	M	6	\$16.77	\$16.77	100%	\$16.98	101%	
20	Superintendent Secretary	Executive Asst - Superintendent	M	13	\$31.23	\$24.53	79%	\$28.49	91%	
District Comparison to Market							2021-2022 Pay	90%	Plan	97%

Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market

Summary of Pay Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	10
	Below (Less than 90%)	10

Brownsville ISD

Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Clerical Administrative
Pay Range Minimums

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate Minimum	2021-2022 District Rate Minimum	2021-2022 District Minimum Compared to Market
1	Accounting Clerk	Accounting Clerk	M	8	\$18.53	\$16.87	91%
2	Bookkeeper - HS	Bookkeeper	M	12	\$15.47	\$15.62	101%
3	Campus Attendance/PEIMS Data Clerk - ES	Data Management Clerk ES	M	11	\$14.80	\$13.59	92%
4	Campus Attendance/PEIMS Data Clerk - HS	Data Management Clerk HS	M	11	\$14.72	\$13.59	92%
5	Campus Attendance/PEIMS Data Clerk - MS	Data Management Clerk MS	M	11	\$14.72	\$13.59	92%
6	Director Secretary	Admin Asst (PG 7)	M	11	\$15.88	\$16.87	106%
7	Executive Administrative Secretary	Admin Associate	M	12	\$20.19	\$18.89	94%
8	Human Resources Specialist	HR Officer	M	9	\$19.26	\$18.89	98%
9	Parent Liaison	Parent Liaison	M	9	\$13.00	\$12.36	95%
10	Payroll Clerk	Payroll Clerk	M	11	\$17.80	\$16.87	95%
11	Principal Secretary - ES	Principal Secretary ES	M	12	\$16.64	\$15.62	94%
12	Principal Secretary - HS	Principal Secretary HS	M	12	\$17.67	\$16.87	95%
13	Principal Secretary - MS	Principal Secretary MS	M	12	\$16.90	\$15.62	92%
14	Purchasing Clerk	Buyer	M	11	\$17.25	\$15.62	91%

Brownsville ISD

Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Clerical Administrative
Pay Range Minimums

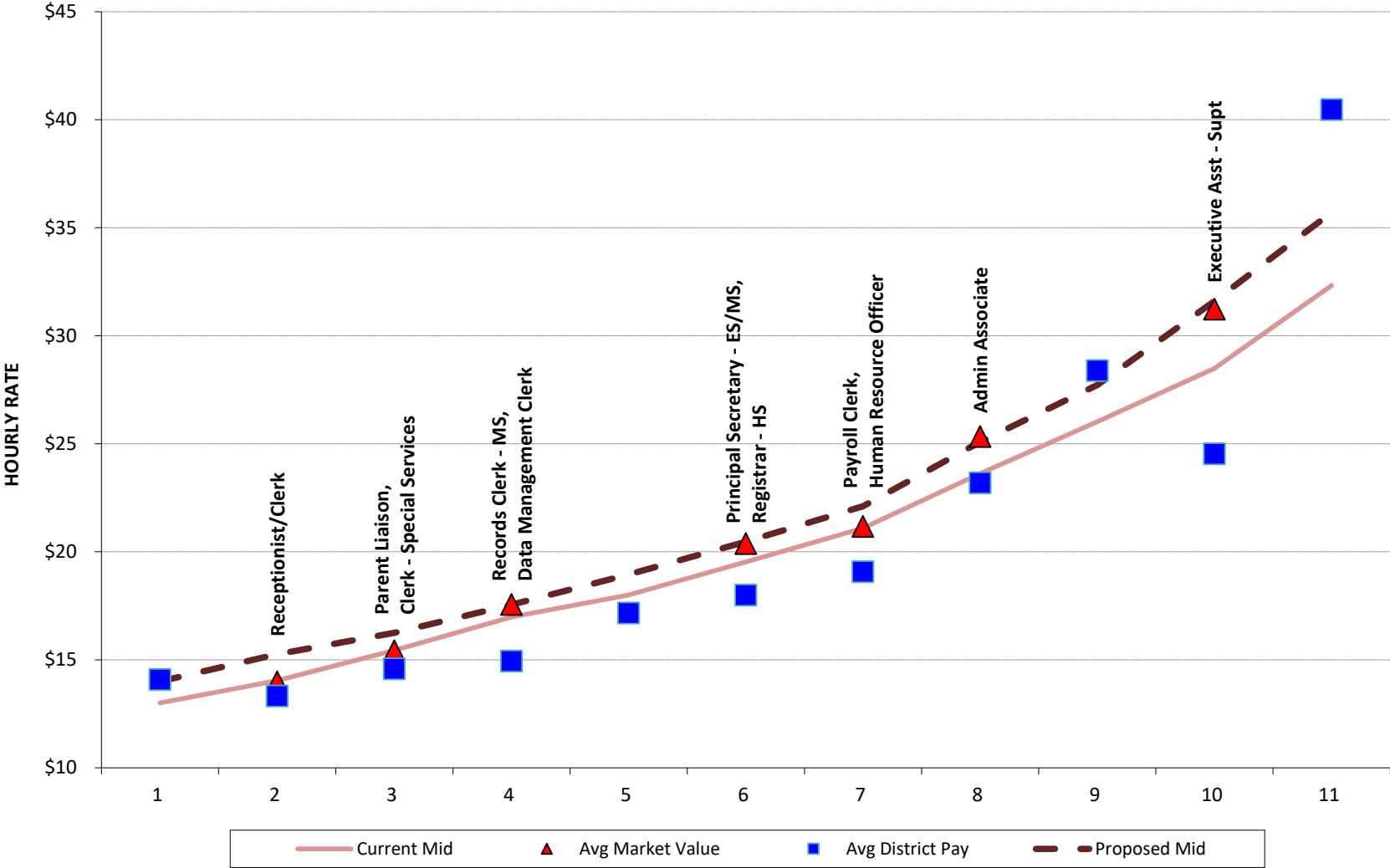
Benchmark Position		District Job Title	Note	Districts Reporting	2021-2022 Market Rate Minimum	2021-2022 District Rate Minimum	2021-2022 District Minimum Compared to Market	
15	Receptionist - Central Office	Receptionist - District	M	12	\$13.55	\$13.59	100%	
16	Registrar - HS	Registrar - HS	M	12	\$15.88	\$15.62	98%	
17	Registrar - MS	Records Clerk - MS	M	5	\$14.00	\$13.59	97%	
18	Superintendent Secretary	Executive Asst - Superintendent	M	12	\$24.78	\$22.80	92%	
District Comparison to Market							Plan	95%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market	Above (Over 110%)	-
	At market (90% - 110%)	18
	Below (Less than 90%)	-

Structure Development
Brownsville ISD
 Clerical Administrative



2022-2023 Proposed Clerical Administrative Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1						
	1	Hall Monitor	187	Hourly \$12.00	\$14.00	\$16.00
				187 Days	17,952	20,944 23,936
2						
	2	Attendance Clerical Asst ES/MS	187	Hourly \$12.75	\$15.26	\$17.77
	2	Attendance Clerical Asst HS	187, 192	187 Days	19,074	22,829 26,584
	2	Clerical Asst 21St Century	226	192 Days	19,584	23,439 27,295
	2	Clerical Asst II	187, 192, 226	226 Days	23,052	27,590 32,128
	2	Health Aide I	187	261 Days	26,622	31,863 37,104
	2	Receptionist/Clerk - Campus	187, 192			
	2	Receptionist/Clerk - FNS	226			
	2	Receptionist/Clerk - Maintenance	261			
	2	Receptionist/Clerk I	226			
	2	Receptionist/Clerk II	226			
3						
	3	Attendance Liaison	187	Hourly \$13.24	\$16.25	\$19.26
	3	Clerk	187, 192, 202, 226	187 Days	19,807	24,310 28,813
	3	Clerk - Special Services	202	192 Days	20,337	24,960 29,583
	3	Clerk - Transportation	226	202 Days	21,396	26,260 31,124
	3	Computer Support Clerk	226	226 Days	23,938	29,380 34,822
	3	Data Clerk	226			
	3	Health Aide II	187			
	3	Mail Clerk	226			
	3	Migrant Parent Liaison	202			
	3	Migrant Recruiter	202			
	3	Parent Liaison	187, 202			
	3	Parent Liaison - St Comp	187			
	3	Parent Trainer	202			
	3	Receptionist/Clerk - Transportation	226			
4						
	4	Asst Registrar/Records HS	220	Hourly \$14.30	\$17.55	\$20.80
	4	Clerk - Purchasing	226	192 Days	21,965	26,957 31,949
	4	Clerk - Purchasing FNS	226	198 Days	22,651	27,799 32,947
	4	Clerk - Warehouse/Textbooks	226	202 Days	23,109	28,361 33,613
	4	Clerk FNS	198	210 Days	24,024	29,484 34,944
	4	Data Management Clerk	220, 226, 261	217 Days	24,825	30,467 36,109
	4	Data Management Clerk - St Comp	217	220 Days	25,168	30,888 36,608
	4	Data Management Clerk ES	210, 217	226 Days	25,854	31,730 37,606
	4	Data Management Clerk HS	217	261 Days	29,858	36,644 43,430
	4	Data Management Clerk MS	217, 226			
	4	Data Management Clerk NGS	202			
	4	Fixed Assets Clerk - FNS	226			
	4	Inventory Clerk	261			
	4	Lead Clerk	226			
	4	Parts Room Clerk	261			
	4	Parts Room Clerk - FNS	261			
	4	Photographer/Social Media	226			
	4	Receptionist - District	226			
	4	Records Clerk - MS	192			
	4	Records Management Clerk	226			
	4	Records Room Clerk	192			

2022-2023 Proposed Clerical Administrative Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
5						
5		C.P.R. Trainer	202	Hourly \$15.44	\$18.95	\$22.46
5		Clerk - Health Services	192	192 Days	23,716	29,107
5		Disciplinarian - Transportation	226	202 Days	24,951	30,623
5		Fixed Assets Clerk - Warehouse/Textbooks	226	226 Days	27,916	34,262
5		Secretary - 21St Century	226			40,608
5		Secretary - Adult Education	226			
5		Secretary - Advanced Academics	226			
5		Secretary - Aquatic Center	226			
5		Secretary - Athletics	226			
5		Secretary - Bilingual Department	226			
5		Secretary - Curriculum Department	202, 226			
5		Secretary - Federal Programs	226			
5		Secretary - Fine Arts	226			
5		Secretary - Grant Department	226			
5		Secretary - Guidance & Counseling	226			
5		Secretary - ITV Studio	226			
5		Secretary - Media Center	226			
5		Secretary - Migrant	226			
5		Secretary - Police/Security	226			
5		Secretary - Professional Development	226			
5		Secretary - Pupil Services	226			
5		Secretary - Records Management	226			
5		Secretary - Research/Evaluation	226			
5		Secretary - Special Services	202			
5		Secretary - Staffing FNS	226			
5		Secretary - State Comp	226			
5		Secretary - Technology	226			
5		Technician	226			
6						
6		Accounting Clerk - Maintenance	261	Hourly \$16.68	\$20.47	\$24.26
6		Accounting Clerk - Special Programs	226	202 Days	26,955	33,080
6		Accounting Clerk - Transportation	226	210 Days	28,022	34,390
8		Admin Assoc - Area Administrator	226	217 Days	28,956	35,536
6		Bookkeeper	202	226 Days	30,157	37,010
6		Buyer	226	261 Days	34,828	42,741
6		Coordinator Museum	226			50,655
6		Criminal Records Clerk	226			
6		Insurance Clerk	226			
6		Principal Secretary - ES	210, 217			
6		Principal Secretary - MS	217			
6		Registrar - HS	226			
6		Secretary V	226			
6		Specialist	226			

2022-2023 Proposed Clerical Administrative Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
7				Hourly	\$18.02	\$22.11	\$26.20
7		Accounting Clerk	226	226 Days	32,580	39,975	47,370
7		Admin Asst - Athletics	226	261 Days	37,626	46,166	54,706
7		Admin Asst - Communication/Public Information	226				
7		Admin Asst - Communications/Public Information	226				
7		Admin Asst - CTE	226				
7		Admin Asst - Curriculum Dept	226				
7		Admin Asst - Dyslexia	226				
7		Admin Asst - Employee Benefits	226				
7		Admin Asst - Facilities	226				
7		Admin Asst - Federal Programs	226				
7		Admin Asst - Finance	226				
7		Admin Asst - Fine Arts	226				
7		Admin Asst - FNS	226				
7		Admin Asst - Guidance & Counseling	226				
7		Admin Asst - HR	226				
7		Admin Asst - Internal Auditor	226				
7		Admin Asst - Media Center	226				
7		Admin Asst - Police/Security	261				
7		Admin Asst - Professional Development	226				
7		Admin Asst - Pupil Services	226				
7		Admin Asst - Purchasing	226				
7		Admin Asst - Special Programs	226				
7		Admin Asst - Special Services	226				
7		Admin Asst - State Comp	226				
7		Admin Asst - Technology	226				
7		Admin Asst - Transportation	226				
7		Data Technician	226				
7		Graphic Artist	226				
7		Human Resource Officer	226				
7		Payroll Clerk	226				
7		Principal Secretary - HS	226				
8				Hourly	\$20.45	\$25.09	\$29.73
8		Admin Associate	226	226 Days	36,974	45,363	53,752
8		Admin Associate - Area Admin	226				
8		District Travel Specialist	226				
8		Lead Accounting Clerk	226				
8		Legal Asst	226				
8		Payroll Clerk - Senior	226				
8		Senior Buyer	226				
8		Specialist - HR	226				
9				Hourly	\$22.59	\$27.72	\$32.85
9		Administrative Asst	226	226 Days	40,843	50,118	59,393
9		Payroll Specialist	226				
10				Hourly	\$25.91	\$31.60	\$37.29
10		Executive Asst - Superintendent	226	226 Days	46,845	57,133	67,420
11				Hourly	\$29.28	\$35.71	\$42.14
11		Executive Asst - Board of Trustees	226	226 Days	52,938	64,564	76,189

Brownsville ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Instructional Support

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate	2021-2022 District Rate	2021-2022 District Rate Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market	
1	Classroom Teacher Aide	Aide (various, PG 2)	M	13	\$14.18	\$13.85	98%	\$14.43	102%	
2	Computer Lab Aide	Computer Aide - Federal Programs	M	11	\$14.91	\$17.27	116%	\$15.44	104%	
3	Deaf-Education Interpreter (Basic)	Basic/Level II Interpreter	C	2	\$26.67	\$27.26	102%	\$26.61	100%	
4	Library Aide	Library Aide	M	13	\$15.00	\$14.42	96%	\$15.44	103%	
5	Licensed Vocational Nurse (LVN)	LVN	C	13	\$21.41	\$21.87	102%	\$24.87	116%	
6	Special Education Aide - General/Resource	Sped Aide - Inclusion/CM/Resource	M	12	\$14.06	\$14.94	106%	\$16.44	117%	
7	Special Education Aide - Self-Contained	Sped Aide - Lifeskills/ECSE/1to1/Struct	M	10	\$14.98	\$14.74	98%	\$16.44	110%	
District Comparison to Market							2021-2022 Pay	103%	Plan	107%

Notes

- M Market salary is median of reporting comparison districts
- C Market salary is average of non-school and school markets

Summary of Pay Comparisons to Market		
Above (Over 110%)		1
At market (90% - 110%)		6
Below (Less than 90%)		-

Brownsville ISD

Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Instructional Support
Pay Range Minimums

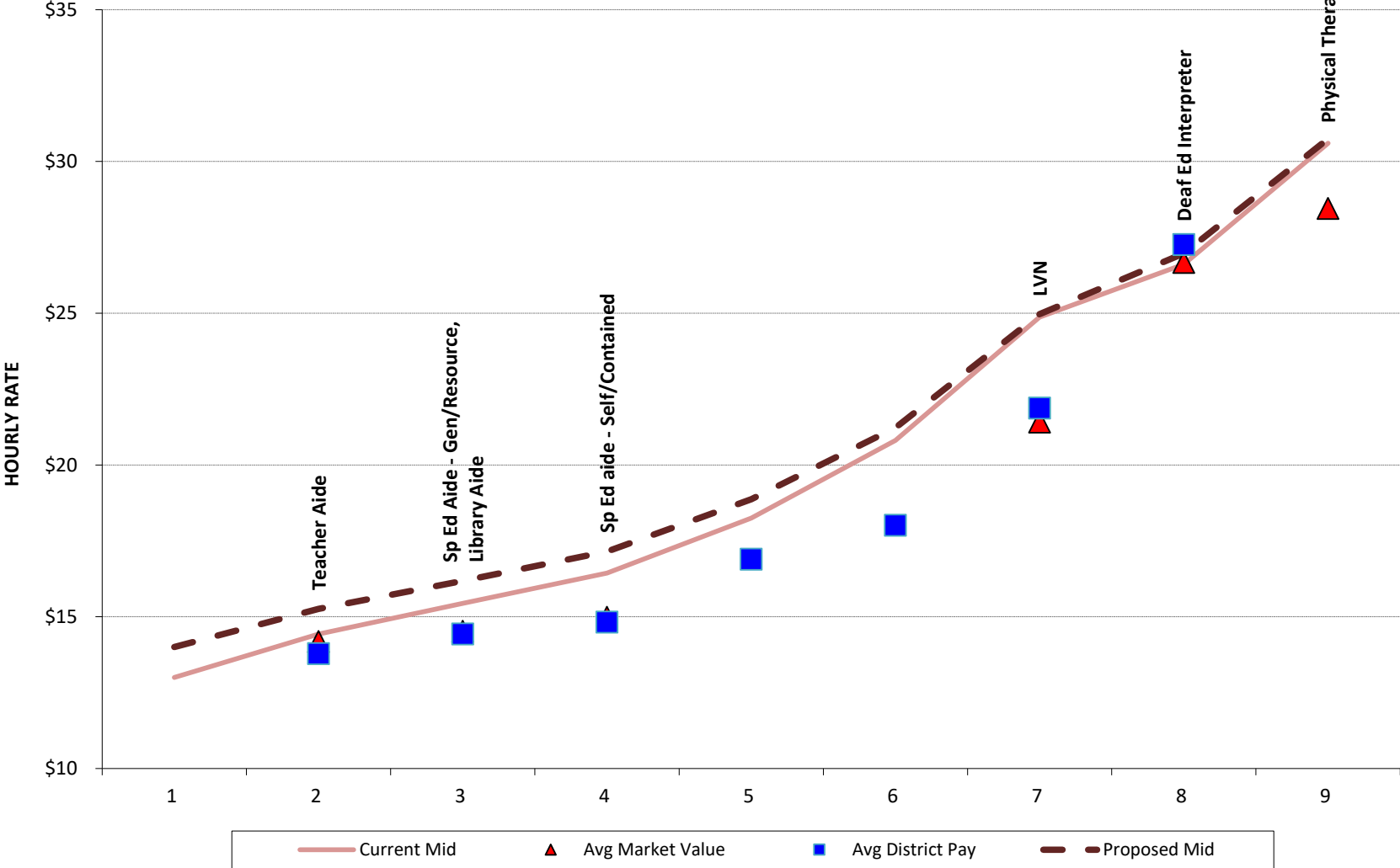
	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate Minimum	2021-2022 District Rate Minimum	2021-2022 District Minimum Compared to Market
1	Classroom Teacher Aide	Aide (various, PG 2)	M	11	\$11.50	\$11.54	100%
2	Computer Lab Aide	Computer Aide - Federal Programs	M	9	\$12.70	\$12.36	97%
3	Deaf-Education Interpreter (Basic)	Basic/Level II Interpreter	M	2	\$19.72	\$21.82	111%
4	Library Aide	Library Aide	M	12	\$12.35	\$12.36	100%
5	Licensed Vocational Nurse (LVN)	LVN	M	12	\$17.40	\$20.40	117%
6	Special Education Aide - General/Resource	Sped Aide - Inclusion/CM/Resource	M	10	\$12.65	\$13.15	104%
7	Special Education Aide - Self-Contained	Sped Aide - Lifeskills/ECSE/1to1/Struct	M	8	\$12.54	\$13.15	105%
District Comparison to Market						Plan	105%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market	Above (Over 110%)	2
	At market (90% - 110%)	5
	Below (Less than 90%)	-

Structure Development
Brownsville ISD
Instructional Support



2022-2023 Proposed Instructional Support Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
2				Hourly	\$12.75	\$15.26	\$17.77
	2	Day Care Aide	187	187 Days	19,074	22,829	26,584
	2	Dyslexia Aide	187	226 Days	23,052	27,590	32,128
	2	Federal Programs Aide	187				
	2	Lifeguard	226				
	2	P.E. Aide	187				
	2	Pre-K Aide	187				
	2	Swim Instructor	226				
	2	Teacher Aide - 3-Year Old	187				
	2	Teacher Aide - St Comp	187				
	2	Teacher Aide - Title I	187				
3				Hourly	\$13.27	\$16.18	\$19.09
	3	Career Resource Lab Aide	202	187 Days	19,852	24,205	28,559
	3	Communication Asst	187	192 Days	20,383	24,852	29,322
	3	Computer Aide - Federal Programs	187	202 Days	21,444	26,147	30,849
	3	Deaf Ed Aide	187	226 Days	23,992	29,253	34,515
	3	Instructional Aide - ESL/LPAC	192				
	3	Library Aide	187				
	3	Lifeguard - Lead	226				
	3	Sped Aide - Inclusion/CM/Resource	187				
4				Hourly	\$14.06	\$17.15	\$20.24
	4	Sped Aide - 1 to 1	187	187 Days	21,034	25,656	30,279
	4	Sped Aide - BI	187	226 Days	25,420	31,007	36,594
	4	Sped Aide - CBVI	187				
	4	Sped Aide - ECSE	187				
	4	Sped Aide - Life-Skills	187				
	4	Sped Aide - PPCD	187				
	4	Sped Aide - Structure for Life	187				
	4	Swim Instructor - Lead	226				
5				Hourly	\$15.47	\$18.87	\$22.27
	5	BAC Drill Instructor	207	207 Days	25,618	31,249	36,879
6				Hourly	\$17.41	\$21.23	\$25.05
	6	BAC Drill Instructor - Senior	218	218 Days	30,363	37,025	43,687
7				Hourly	\$20.60	\$24.97	\$29.34
	7	LVN	187	187 Days	30,818	37,355	43,893
8				Hourly	\$22.25	\$26.97	\$31.69
	8	Basic/Level II Interpreter	187	187 Days	33,286	40,347	47,408
9				Hourly	\$25.37	\$30.75	\$36.13
	9	Physical Therapist Asst	187	187 Days	37,954	46,002	54,050

Brownsville ISD

Market Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Auxiliary

Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate	2021-2022 District Rate	2021-2022 District Rate Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market
1 Appliance Repairer	Equipment Repair Technician - FNS	NS		\$18.23	\$16.12	88%	\$19.03	104%
2 Bus Driver	Bus Driver	M	13	\$17.57	\$14.57	83%	\$16.48	94%
3 Bus Monitor	Bus Monitor	75	13	\$12.85	\$13.77	107%	\$14.17	110%
4 Cafeteria Manager - ES	Cafeteria Manager - ES	M	13	\$17.30	\$16.58	96%	\$17.46	101%
5 Cafeteria Manager - HS	Cafeteria Manager - HS	M	13	\$20.20	\$20.85	103%	\$19.03	94%
6 Cafeteria Worker	Worker - FNS	M	13	\$12.45	\$12.50	100%	\$14.17	114%
7 Carpenter	Carpenter	M	12	\$18.78	\$17.16	91%	\$19.03	101%
8 Custodian	Custodian	C	13	\$12.76	\$12.64	99%	\$14.17	111%
9 District Child Nutrition Supervisor	Field Supervisor - FNS	M	6	\$29.63	\$24.00	81%	\$29.30	99%
10 Electrician	Electrician	C	12	\$22.77	\$17.82	78%	\$20.74	91%
11 General Maintenance Worker	General Maintenance Worker	M	11	\$15.11	\$13.76	91%	\$15.73	104%
12 Glazier	Glazier	NS		\$16.97	\$16.04	95%	\$15.73	93%
13 Groundskeeper	Groundskeeper	M	13	\$14.20	\$13.59	96%	\$15.73	111%
14 HVAC Mechanic (Licensed)	A/C & EMS Technician	M	13	\$20.04	\$17.71	88%	\$20.74	103%
15 Instrument Repair Technician	Instrument Repair Tech	NS,X		\$18.76	\$23.36	125%	\$19.03	101%
16 Lead Custodian - ES	Custodian - Head ES	M	13	\$15.09	\$14.61	97%	\$15.73	104%
17 Lead Custodian - HS	Custodian - Head HS	M	13	\$17.56	\$15.35	87%	\$17.46	99%
18 Locksmith	Locksmith	NS		\$21.35	\$17.52	82%	\$19.03	89%
19 Maintenance Foreman	Foreman, Maintenance	M	9	\$24.54	\$20.59	84%	\$24.42	100%
20 Maintenance Supervisor	Supervisor - Maintenance	M	5	\$27.96	\$24.75	89%	\$29.30	105%
21 Mason	Mason	NS		\$17.16	\$16.45	96%	\$15.73	92%
22 Painter	Painter	M	11	\$17.37	\$13.37	77%	\$15.73	91%
23 Plumber	Plumber	M	12	\$21.57	\$17.11	79%	\$20.74	96%
24 Transportation Dispatcher	Dispatcher	C	11	\$17.93	\$15.83	88%	\$17.46	97%

Brownsville ISD
Market Comparisons, 2021-2022
Positions Sorted by Benchmark Position

Auxiliary

	Benchmark Position	District Job Title	Note	Districts Reporting	2021-2022 Market Rate	2021-2022 District Rate	2021-2022 District Rate Compared to Market	2021-2022 District Pay Range Midpoint	2021-2022 Pay Range Midpoint Compared to Market	
25	Vehicle Mechanic	Vehicle Mechanic	C	12	\$20.54	\$16.79	82%	\$19.03	93%	
26	Warehouse Assistant	Warehouse Worker	C	10	\$15.40	\$16.21	105%	\$15.73	102%	
27	Warehouse Supervisor	Supervisor - Warehouse	M	10	\$24.36	\$21.80	89%	\$22.61	93%	
District Comparison to Market							2021-2022 Pay	90%	Plan	100%

Notes

- M** Market salary is median of reporting comparison districts
- C** Market salary is average of non-school and school markets
- NS** Market salary is median value of non-school market
- 75** Market salary is 75th percentile of reporting comparison districts

Summary of Pay Comparisons to Market		
	Above (Over 110%)	-
	At market (90% - 110%)	12
	Below (Less than 90%)	14

Brownsville ISD

Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Auxiliary <i>Pay Range Minimums</i>

Benchmark Position		District Job Title	Note	Districts Reporting	2021-2022 Market Rate Minimum	2021-2022 District Rate Minimum	2021-2022 District Minimum Compared to Market
1	Bus Driver	Bus Driver	M	11	\$15.00	\$13.35	89%
2	Bus Monitor	Bus Monitor	M	11	\$10.56	\$11.41	108%
3	Cafeteria Manager - ES	Cafeteria Manager - ES	M	12	\$14.21	\$13.97	98%
4	Cafeteria Manager - HS	Cafeteria Manager - HS	M	12	\$16.30	\$15.22	93%
5	Cafeteria Worker	Worker - FNS	M	11	\$11.00	\$11.41	104%
6	Carpenter	Carpenter	M	11	\$15.35	\$15.22	99%
7	Custodian	Custodian	M	12	\$10.78	\$11.41	106%
8	District Child Nutrition Supervisor	Field Supervisor - FNS	M	6	\$23.19	\$23.44	101%
9	Electrician	Electrician	M	11	\$17.27	\$16.60	96%
10	General Maintenance Worker	General Maintenance Worker	M	11	\$12.36	\$12.58	102%
11	Groundskeeper	Groundskeeper	M	11	\$11.36	\$12.58	111%
12	HVAC Mechanic (Licensed)	A/C & EMS Technician	M	11	\$17.47	\$16.60	95%
13	Lead Custodian - ES	Custodian - Head ES	M	12	\$12.14	\$12.58	104%
14	Lead Custodian - HS	Custodian - Head HS	M	12	\$13.31	\$13.97	105%
15	Maintenance Foreman	Foreman, Maintenance	M	9	\$19.68	\$19.53	99%
16	Maintenance Supervisor	Supervisor - Maintenance	M	4	\$21.96	\$23.44	107%
17	Painter	Painter	M	10	\$14.23	\$12.58	88%
18	Plumber	Plumber	M	11	\$17.27	\$16.60	96%
19	Transportation Dispatcher	Dispatcher	M	10	\$15.15	\$13.97	92%

Brownsville ISD

Market Minimum Comparisons, 2021-2022

Positions Sorted by Benchmark Position

Auxiliary
Pay Range Minimums

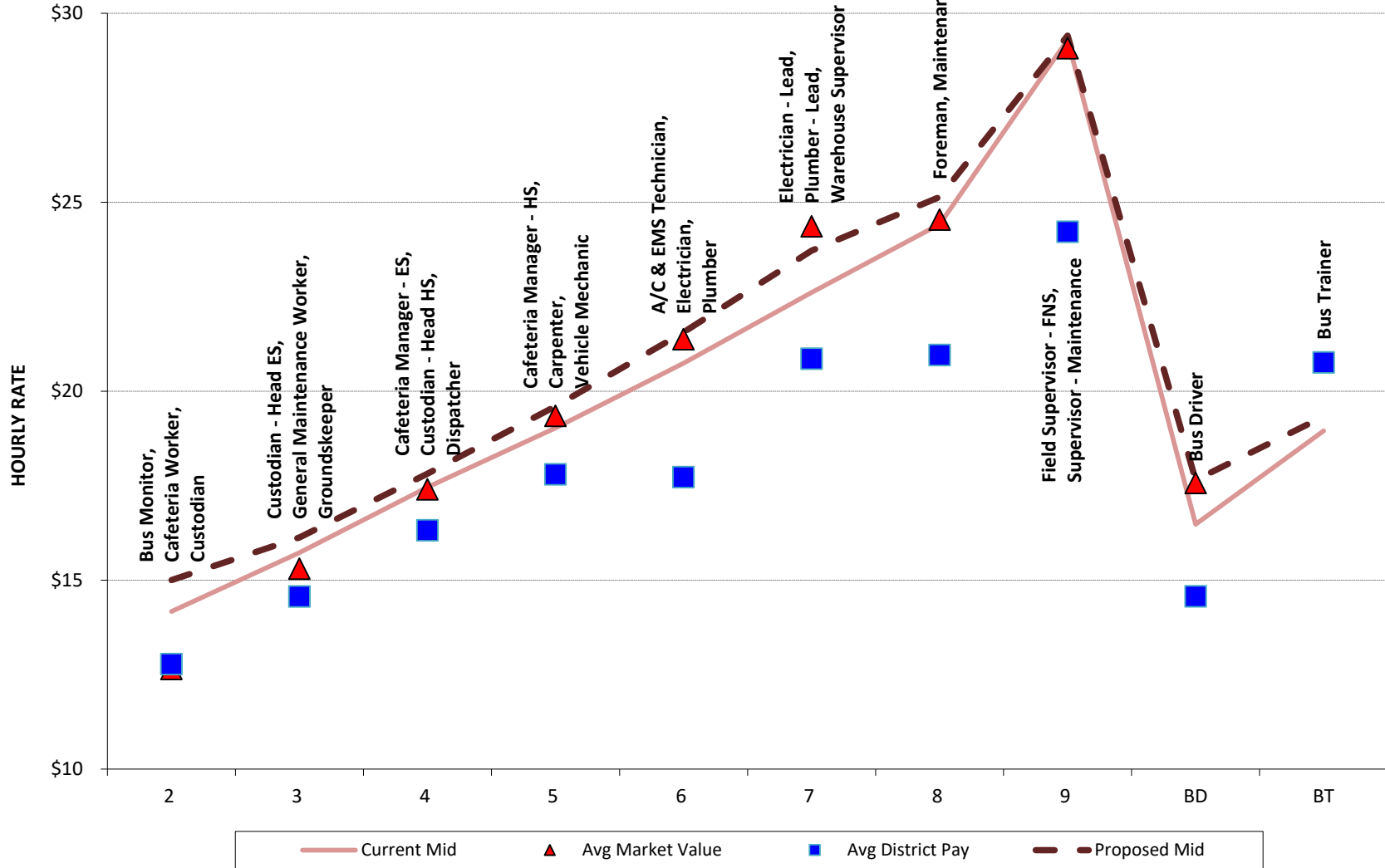
Benchmark Position		District Job Title	Note	Districts Reporting	2021-2022 Market Rate Minimum	2021-2022 District Rate Minimum	2021-2022 District Minimum Compared to Market
20	Vehicle Mechanic	Vehicle Mechanic	M	11	\$16.16	\$15.22	94%
21	Warehouse Assistant	Warehouse Worker	M	9	\$13.61	\$12.58	92%
22	Warehouse Supervisor	Supervisor - Warehouse	M	9	\$19.00	\$18.09	95%
District Comparison to Market						Plan	99%

Notes

M Market minimum is median of reporting comparison districts

Summary of Minimum Comparisons to Market		
	Above (Over 110%)	1
	At market (90% - 110%)	19
	Below (Less than 90%)	2

Structure Development
Brownsville ISD
 Auxiliary



2022-2023 Proposed Auxiliary Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
2							
	2	Asst - A/C & EMS	261	Hourly	\$12.75	\$15.00	\$17.25
	2	Asst - Electrician	261	198 Days	20,196	23,760	27,324
	2	Asst - Masonry	261	226 Days	23,052	27,120	31,188
	2	Asst - Painter	261	261 Days	26,622	31,320	36,018
	2	Asst - Plumber	261				
	2	Asst - Print Shop	226				
	2	Asst - Welder	261				
	2	Bus Monitor	198				
	2	Custodian	261				
	2	Custodian - FNS	198				
	2	Intercom Technician Helper	261				
	2	Inventory Clerk	261				
	2	Worker - FNS	198				
3							
	3	A/C Filter Changer	261	Hourly	\$13.25	\$16.13	\$19.01
	3	Certified Pool Operator (CPO)	261	226 Days	23,956	29,163	34,370
	3	Coordinator - Bus Monitor	226	261 Days	27,666	33,679	39,693
	3	Custodian - Head Administrator	261				
	3	Custodian - Head ES	261				
	3	Custodian - Head MS	261				
	3	Delivery Driver	261				
	3	Fence Worker	261				
	3	General Maintenance Worker	261				
	3	Glazier	261				
	3	Groundskeeper	261				
	3	Mason	261				
	3	Painter	261				
	3	Printer Shop Operator	226				
	3	Property Control Clerk	261				
	3	Tractor Driver	261				
	3	Truck Driver	261				
	3	Truck Driver - FNS (CDL)	261				
	3	Truck Operator - Brush/Recycling	261				
	3	Warehouse Worker	261				
	3	Warehouse/Textbooks	261				

2022-2023 Proposed Auxiliary Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
4				Hourly	\$14.61	\$17.82	\$21.03
	4	Cafeteria Manager - ES	200	200 Days	23,376	28,512	33,648
	4	Cafeteria Manager - FNS Dept	200	226 Days	26,415	32,219	38,022
	4	Cafeteria Manager - MS	200	261 Days	30,506	37,208	43,911
	4	Coordinator - Field Trip	226				
	4	Custodian - Head HS	261				
	4	Dispatcher	261				
	4	Head Fields Monitor	261				
	4	Intercom Technician	261				
	4	ITV Production Tech II	226				
	4	Route Coordinator	226				
	4	Truck Operator - Brush/Recycle	261				
	4	Warehouse Worker - Lead FNS	261				
	4	Warehouse/Textbooks - Lead	261				
	4	Welder	261				
5				Hourly	\$16.07	\$19.60	\$23.13
	5	Cafeteria Manager - HS	200	200 Days	25,712	31,360	37,008
	5	Carpenter	261	226 Days	29,055	35,437	41,819
	5	Dispatcher - Head	261	261 Days	33,554	40,925	48,295
	5	Equipment Operator	261				
	5	Equipment Repair Technician - FNS	261				
	5	Instrument Repair Technician	226				
	5	Locksmith	261				
	5	Maintenance - Lead HS	261				
	5	Production Technician - Lead	226				
	5	Supply Manager	261				
	5	Vehicle Mechanic	261				
	5	Vehicle Mechanic - White Fleet	261				
6				Hourly	\$17.68	\$21.56	\$25.44
	6	A/C & EMS Technician	261	261 Days	36,916	45,017	53,119
	6	Carpenter - Lead	261				
	6	Electrician	261				
	6	Fixed Asset - Lead	261				
	6	Plumber	261				
7				Hourly	\$19.45	\$23.72	\$27.99
	7	A/C & EMS Technician - Lead	261	226 Days	35,166	42,886	50,606
	7	ADA Worker - Lead	261	261 Days	40,612	49,527	58,443
	7	Construction Inspector	261				
	7	Coordinator - Drafting & Plans	226				
	7	Electrician - Lead	261				
	7	ITV Chief Editor	226				
	7	Plumber - Lead	261				
	7	Supervisor - Equipment Repair FNS	261				
	7	Supervisor - Warehouse	261				

2022-2023 Proposed Auxiliary Pay Plan

Brownsville ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
8				Hourly	\$20.61	\$25.14	\$29.67
	8	Foreman - A/C Mechanical	261	261 Days	43,034	52,492	61,951
	8	Foreman - Operations	261				
	8	Foreman - Shop	261				
	8	Foreman, Athletic Crew	261				
	8	Foreman, Maintenance	261				
9				Hourly	\$24.12	\$29.41	\$34.70
	9	A/C & EMS Technician - Lead	261	226 Days	43,609	53,173	62,738
	9	Field Supervisor - FNS	226	261 Days	50,363	61,408	72,454
	9	Supervisor - Maintenance	261				
BD				Hourly	\$14.75	\$17.65	\$20.55
	BD	Bus Driver	198	198 Days	23,364	27,958	32,551
BT				Hourly	\$16.15	\$19.33	\$22.51
	BT	Driver Trainer	226	226 Days	29,199	34,949	40,698

Brownsville ISD

Summary of Cost Estimates, 2022-2023

\$2,030 (3.5%) Teacher/3.5% Counselors/Prof Instructional Support/2% Exempt/\$1.00 NE

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2021-2022 Current Costs
Teachers and Librarians					
\$51,150 starting salary	2,740		\$7,646,814		\$159,415,770
^{1c} 3.5% general pay increase (\$2,030)		2,740	\$5,577,667	3.5%	
Adjustments to years 1-19		1,661	\$2,069,147	1.3%	
Counselors	153		\$402,487		\$10,868,117
^{1c} 3.5% of pay range midpoint increase		153	\$402,487	3.7%	
Professional Instructional Support	175		\$488,044		\$12,221,556
^{1c} 3.5% of pay range midpoint increase		167	\$434,654	3.6%	
3.5% increase to employees over range max		8	\$12,360	0.1%	
^{1d} Teacher pay equity adjustments		7	\$12,399	0.1%	
^{1e} Strategic adjustment		39	\$28,631	0.2%	
Administrator Business Management	70		\$138,841		\$6,100,676
^{1c} 2.0% of pay range midpoint increase		56	\$98,660	1.6%	
2.0% increase to employees over range max		14	\$25,163	0.4%	
Adjustments to 1.0% above pay range minimum		2	\$416	0.0%	
^{1e} Strategic adjustment		17	\$14,602	0.2%	
Administrator Educator	277		\$582,722		\$24,645,978
^{1c} 2.0% of pay range midpoint increase		257	\$473,178	1.9%	
2.0% increase to employees over range max		20	\$30,025	0.1%	
Adjustments to 1.0% above pay range minimum		10	\$11,091	0.0%	
^{1d} Teacher pay equity adjustments		15	\$16,677	0.1%	
^{1e} Strategic adjustment		58	\$51,751	0.2%	
Technology	43		\$108,408		\$2,277,479
^{1c} 2.0% of pay range midpoint or \$1.00 increase		36	\$59,544	2.6%	
2.0% or \$1.00 increase to employees over range max		18	\$32,688	1.4%	
Placement scale adjustments		1	\$463	0.0%	
^{1e} Strategic adjustment		23	\$15,713	0.7%	
Police	145		\$342,706		\$4,936,603
^{1c} 2.0% of pay range midpoint or \$1.00 increase		144	\$299,923	6.1%	
2.0% or \$1.00 increase to employees over range max		1	\$1,566	0.0%	
Adjustments to 1.0% above pay range minimum		29	\$6,828	0.1%	
^{1e} Strategic adjustment		81	\$34,389	0.7%	
Clerical Administrative	589		\$1,011,720		\$15,746,920
^{1c} \$1.00 increase		577	\$966,285	6.1%	
\$1.00 increase to employees over range max		12	\$11,347	0.1%	
Adjustments to 1.0% above pay range minimum		83	\$34,088	0.2%	
Instructional Support	733		\$1,131,071		\$16,155,562
^{1c} \$1.00 increase		708	\$1,080,506	6.7%	
\$1.00 increase to employees over range max		25	\$22,174	0.1%	
Adjustments to 1.0% above pay range minimum		91	\$28,391	0.2%	
Auxiliary	1,179		\$2,377,760		\$30,398,689
^{1c} \$1.00 increase		1,164	\$2,141,055	7.0%	
\$1.00 increase to employees over range max		15	\$13,177	0.0%	
Adjustments to 1.0% above pay range minimum		360	\$223,528	0.7%	
Subtotal - General Pay Increase	6,104	6,115	\$11,682,459	4.1%	
Subtotal - Implementation/Equity Adjustments		2,477	\$2,548,114	0.9%	
Total Cost Estimate			\$14,230,573	5.0%	\$282,767,350

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

^{1d} Adjustments to ensure employees in the educator career path will be paid no less than a teacher with same degree and experience.

^{1d} Adjustments for employees still paid below 90 percent of midpoint after the percentage increase is applied. Employees receive an additional 1% of midpoint to move pay closer to market value.

Brownsville ISD

Summary of Cost Estimates, 2022-2023

\$3,000 (5.2%) Teachers/5.2% Counselors/Prof Instructional Support/2% Exempt/\$1.00 NE

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2021-2022 Current Costs
Teachers and Librarians					
\$52,000 starting salary	2,740		\$8,499,701		\$159,415,770
^{1c} 5.2% general pay increase (\$3,000)		2,740	\$8,242,682	5.2%	
Adjustments to years 1-7, 15		456	\$257,019	0.2%	
Counselors	153		\$597,753		\$10,868,117
^{1c} 5.2% of pay range midpoint increase		152	\$597,729	5.5%	
5.2% increase to employees over range max		1	\$24	0.0%	
Professional Instructional Support	175		\$685,575		\$12,221,556
^{1c} 5.2% of pay range midpoint increase		161	\$640,436	5.2%	
5.2% increase to employees over range max		14	\$23,646	0.2%	
^{1e} Strategic adjustment		29	\$21,493	0.2%	
Administrator Business Management	70		\$138,841		\$6,100,676
^{1c} 2.0% of pay range midpoint increase		56	\$98,660	1.6%	
2.0% increase to employees over range max		14	\$25,163	0.4%	
Adjustments to 1.0% above pay range minimum		2	\$416	0.0%	
^{1e} Strategic adjustment		17	\$14,602	0.2%	
Administrator Educator	277		\$582,722		\$24,645,978
^{1c} 2.0% of pay range midpoint increase		257	\$473,178	1.9%	
2.0% increase to employees over range max		20	\$30,025	0.1%	
Adjustments to 1.0% above pay range minimum		10	\$11,091	0.0%	
^{1d} Teacher pay equity adjustments		15	\$16,677	0.1%	
^{1e} Strategic adjustment		58	\$51,751	0.2%	
Technology	43		\$108,408		\$2,277,479
^{1c} 2.0% of pay range midpoint or \$1.00 increase		36	\$59,544	2.6%	
2.0% or \$1.00 increase to employees over range max		18	\$32,688	1.4%	
Placement scale adjustments		1	\$463	0.0%	
^{1e} Strategic adjustment		23	\$15,713	0.7%	
Police	145		\$343,959		\$4,936,603
^{1c} 2.0% of exempt pay range midpoint increase		1	\$2,070	0.0%	
\$1.00 nonexempt pay increase		144	\$300,672	6.1%	
Adjustments to 1.0% above pay range minimum		29	\$6,828	0.1%	
^{1e} Strategic adjustments		81	\$34,389	0.7%	
Clerical Administrative	589		\$1,011,720		\$15,746,920
^{1c} \$1.00 increase		577	\$966,285	6.1%	
\$1.00 increase to employees over range max		12	\$11,347	0.1%	
Adjustments to 1.0% above pay range minimum		83	\$34,088	0.2%	
Instructional Support	733		\$1,131,071		\$16,155,562
^{1c} \$1.00 increase		708	\$1,080,506	6.7%	
\$1.00 increase to employees over range max		25	\$22,174	0.1%	
Adjustments to 1.0% above pay range minimum		91	\$28,391	0.2%	
Auxiliary	1,179		\$2,377,760		\$30,398,689
^{1c} \$1.00 increase		1,164	\$2,141,055	7.0%	
\$1.00 increase to employees over range max		15	\$13,177	0.0%	
Adjustments to 1.0% above pay range minimum		360	\$223,528	0.7%	
Subtotal - General Pay Increase	6,104	6,115	\$14,761,061	5.2%	
Subtotal - Implementation/Equity Adjustments		1,255	\$716,449	0.3%	
Total Cost Estimate			\$15,477,510	5.5%	\$282,767,350

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

^{1d} Adjustments to ensure employees in the educator career path will be paid no less than a teacher with same degree and experience.

^{1d} Adjustments for employees still paid below 90 percent of midpoint after the percentage increase is applied. Employees receive an additional 1% of midpoint to move pay closer to market value.

Brownsville ISD

Summary of Cost Estimates, 2022-2023

\$3,500 (6%) Teachers/6% Counselors/Prof Instructional Support/2% Exempt/\$1.00 NE

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2021-2022 Current Costs
Teachers and Librarians					
\$52,500 starting salary	2,740		\$9,897,669		\$159,415,770
^{1c} 6.0% general pay increase (\$3,500)		2,740	\$9,616,554	6.0%	
Adjustments to years 1-7, 14-15		575	\$281,115	0.2%	
Counselors	153		\$689,715		\$10,868,117
^{1c} 6.0% of pay range midpoint increase		152	\$689,088	6.3%	
6.0% increase to employees over range max		1	\$627	0.0%	
Professional Instructional Support	175		\$784,642		\$12,221,556
^{1c} 6.0% of pay range midpoint increase		161	\$734,612	6.0%	
6.0% increase to employees over range max		14	\$31,528	0.3%	
^{1e} Strategic adjustment		25	\$18,502	0.2%	
Administrator Business Management	70		\$138,841		\$6,100,676
^{1c} 2.0% of pay range midpoint increase		56	\$98,660	1.6%	
2.0% increase to employees over range max		14	\$25,163	0.4%	
Adjustments to 1.0% above pay range minimum		2	\$416	0.0%	
^{1e} Strategic adjustment		17	\$14,602	0.2%	
Administrator Educator	277		\$582,722		\$24,645,978
^{1c} 2.0% of pay range midpoint increase		257	\$473,178	1.9%	
2.0% increase to employees over range max		20	\$30,025	0.1%	
Adjustments to 1.0% above pay range minimum		10	\$11,091	0.0%	
^{1d} Teacher pay equity adjustments		15	\$16,677	0.1%	
^{1e} Strategic adjustment		58	\$51,751	0.2%	
Technology	43		\$108,408		\$2,277,479
^{1c} 2.0% of pay range midpoint or \$1.00 increase		36	\$59,544	2.6%	
2.0% or \$1.00 increase to employees over range max		18	\$32,688	1.4%	
Placement scale adjustments		1	\$463	0.0%	
^{1e} Strategic adjustment		23	\$15,713	0.7%	
Police	145		\$343,959		\$4,936,603
^{1c} 2.0% of exempt pay range midpoint increase		1	\$2,070	0.0%	
\$1.00 nonexempt pay increase		144	\$300,672	6.1%	
Adjustments to 1.0% above pay range minimum		29	\$6,828	0.1%	
^{1e} Strategic adjustments		81	\$34,389	0.7%	
Clerical Administrative	589		\$1,011,720		\$15,746,920
^{1c} \$1.00 increase		577	\$966,285	6.1%	
\$1.00 increase to employees over range max		12	\$11,347	0.1%	
Adjustments to 1.0% above pay range minimum		83	\$34,088	0.2%	
Instructional Support	733		\$1,131,071		\$16,155,562
^{1c} \$1.00 increase		708	\$1,080,506	6.7%	
\$1.00 increase to employees over range max		25	\$22,174	0.1%	
Adjustments to 1.0% above pay range minimum		91	\$28,391	0.2%	
Auxiliary	1,179		\$2,377,760		\$30,398,689
^{1c} \$1.00 increase		1,164	\$2,141,055	7.0%	
\$1.00 increase to employees over range max		15	\$13,177	0.0%	
Adjustments to 1.0% above pay range minimum		360	\$223,528	0.7%	
Subtotal - General Pay Increase	6,104	6,115	\$16,328,953	5.8%	
Subtotal - Implementation/Equity Adjustments		1,370	\$737,554	0.3%	
Total Cost Estimate			\$17,066,507	6.0%	\$282,767,350

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

^{1d} Adjustments to ensure employees in the educator career path will be paid no less than a teacher with same degree and experience.

^{1d} Adjustments for employees still paid below 90 percent of midpoint after the percentage increase is applied. Employees receive an additional 1% of midpoint to move pay closer to market value.

Brownsville ISD

Summary of Cost Estimates, 2022-2023

\$4,000 (6.9%) Teachers/6.9% Counselors/Prof Instructional Support/2% Exempt/\$1.00 NE

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2021-2022 Current Costs
Teachers and Librarians					
\$53,000 starting salary	2,740		\$11,353,875		\$159,415,770
^{1c} 6.9% general pay increase (\$4,000)		2,740	\$10,989,904	6.9%	
Adjustments to years 1-8, 13-16		904	\$363,971	0.2%	
Counselors	153		\$793,325		\$10,868,117
^{1c} 6.9% of pay range midpoint increase		148	\$791,026	7.3%	
6.9% increase to employees over range max		5	\$2,299	0.0%	
Professional Instructional Support	175		\$893,857		\$12,221,556
^{1c} 6.9% of pay range midpoint increase		158	\$839,949	6.9%	
6.9% increase to employees over range max		17	\$41,286	0.3%	
^{1e} Strategic adjustment		17	\$12,622	0.1%	
Administrator Business Management	70		\$138,841		\$6,100,676
^{1c} 2.0% of pay range midpoint increase		56	\$98,660	1.6%	
2.0% increase to employees over range max		14	\$25,163	0.4%	
Adjustments to 1.0% above pay range minimum		2	\$416	0.0%	
^{1e} Strategic adjustment		17	\$14,602	0.2%	
Administrator Educator	277		\$582,722		\$24,645,978
^{1c} 2.0% of pay range midpoint increase		257	\$473,178	1.9%	
2.0% increase to employees over range max		20	\$30,025	0.1%	
Adjustments to 1.0% above pay range minimum		10	\$11,091	0.0%	
^{1d} Teacher pay equity adjustments		15	\$16,677	0.1%	
^{1e} Strategic adjustment		58	\$51,751	0.2%	
Technology	43		\$108,408		\$2,277,479
^{1c} 2.0% of pay range midpoint or \$1.00 increase		36	\$59,544	2.6%	
2.0% or \$1.00 increase to employees over range max		18	\$32,688	1.4%	
Placement scale adjustments		1	\$463	0.0%	
^{1e} Strategic adjustment		23	\$15,713	0.7%	
Police	145		\$343,959		\$4,936,603
^{1c} 2.0% of exempt pay range midpoint increase		1	\$2,070	0.0%	
\$1.00 nonexempt pay increase		144	\$300,672	6.1%	
Adjustments to 1.0% above pay range minimum		29	\$6,828	0.1%	
^{1e} Strategic adjustments		81	\$34,389	0.7%	
Clerical Administrative	589		\$1,011,720		\$15,746,920
^{1c} \$1.00 increase		577	\$966,285	6.1%	
\$1.00 increase to employees over range max		12	\$11,347	0.1%	
Adjustments to 1.0% above pay range minimum		83	\$34,088	0.2%	
Instructional Support	733		\$1,131,071		\$16,155,562
^{1c} \$1.00 increase		708	\$1,080,506	6.7%	
\$1.00 increase to employees over range max		25	\$22,174	0.1%	
Adjustments to 1.0% above pay range minimum		91	\$28,391	0.2%	
Auxiliary	1,179		\$2,377,760		\$30,398,689
^{1c} \$1.00 increase		1,164	\$2,141,055	7.0%	
\$1.00 increase to employees over range max		15	\$13,177	0.0%	
Adjustments to 1.0% above pay range minimum		360	\$223,528	0.7%	
Subtotal - General Pay Increase	6,104	6,115	\$17,921,008	6.3%	
Subtotal - Implementation/Equity Adjustments		1,691	\$814,530	0.3%	
Total Cost Estimate			\$18,735,538	6.6%	\$282,767,350

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

^{1d} Adjustments to ensure employees in the educator career path will be paid no less than a teacher with same degree and experience.

^{1d} Adjustments for employees still paid below 90 percent of midpoint after the percentage increase is applied. Employees receive an additional 1% of midpoint to move pay closer to market value.

Brownsville ISD

Summary of Cost Estimates, 2022-2023

\$4,500 (7.8%) Teachers/7.8% Counselors/Prof Instructional Support/2% Exempt/\$1.00 NE

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2021-2022 Current Costs
Teachers and Librarians					
\$53,500 starting salary	2,740		\$12,789,822		\$159,415,770
^{1c} 7.8% general pay increase (\$4,500)		2,740	\$12,363,775	7.8%	
Adjustments to years 1-8, 13-16		904	\$426,047	0.3%	
Counselors	153		\$896,630		\$10,868,117
^{1c} 7.8% of pay range midpoint increase		148	\$890,920	8.2%	
7.8% increase to employees over range max		5	\$5,710	0.1%	
Professional Instructional Support	175		\$1,005,459		\$12,221,556
^{1c} 7.8% of pay range midpoint increase		156	\$943,357	7.7%	
7.8% increase to employees over range max		19	\$52,727	0.4%	
^{1e} Strategic adjustment		13	\$9,375	0.1%	
Administrator Business Management	70		\$138,841		\$6,100,676
^{1c} 2.0% of pay range midpoint increase		56	\$98,660	1.6%	
2.0% increase to employees over range max		14	\$25,163	0.4%	
Adjustments to 1.0% above pay range minimum		2	\$416	0.0%	
^{1e} Strategic adjustment		17	\$14,602	0.2%	
Administrator Educator	277		\$591,529		\$24,645,978
^{1c} 2.0% of pay range midpoint increase		257	\$473,178	1.9%	
2.0% increase to employees over range max		20	\$30,025	0.1%	
Adjustments to 1.0% above pay range minimum		10	\$11,091	0.0%	
^{1d} Teacher pay equity adjustments		20	\$26,304	0.1%	
^{1e} Strategic adjustment		57	\$50,931	0.2%	
Technology	43		\$83,570		\$2,277,479
^{1c} 2.0% of exempt pay range midpoint increase		12	\$16,324	0.7%	
\$1.00 nonexempt pay increase		31	\$56,888	2.5%	
2.0% increase to exempt employees over range max		2	\$2,518	0.1%	
Adjustments to 1.0% above pay range minimum		1	\$1,338	0.1%	
^{1e} Strategic adjustment		14	\$6,502	0.3%	
Police	145		\$343,959		\$4,936,603
^{1c} 2.0% of exempt pay range midpoint increase		1	\$2,070	0.0%	
\$1.00 nonexempt pay increase		144	\$300,672	6.1%	
Adjustments to 1.0% above pay range minimum		29	\$6,828	0.1%	
^{1e} Strategic adjustments		81	\$34,389	0.7%	
Clerical Administrative	589		\$1,011,720		\$15,746,920
^{1c} \$1.00 increase		577	\$966,285	6.1%	
\$1.00 increase to employees over range max		12	\$11,347	0.1%	
Adjustments to 1.0% above pay range minimum		83	\$34,088	0.2%	
Instructional Support	733		\$1,131,071		\$16,155,562
^{1c} \$1.00 increase		708	\$1,080,506	6.7%	
\$1.00 increase to employees over range max		25	\$22,174	0.1%	
Adjustments to 1.0% above pay range minimum		91	\$28,391	0.2%	
Auxiliary	1,179		\$2,377,760		\$30,398,689
^{1c} \$1.00 increase		1,164	\$2,141,055	7.0%	
\$1.00 increase to employees over range max		15	\$13,177	0.0%	
Adjustments to 1.0% above pay range minimum		360	\$223,528	0.7%	
Subtotal - General Pay Increase	6,104	6,104	\$19,494,013	6.9%	
Subtotal - Implementation/Equity Adjustments		1,684	\$876,348	0.3%	
Total Cost Estimate			\$20,370,361	7.2%	\$282,767,350

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

^{1d} Adjustments to ensure employees in the educator career path will be paid no less than a teacher with same degree and experience.

^{1d} Adjustments for employees still paid below 90 percent of midpoint after the percentage increase is applied. Employees receive an additional 1% of midpoint to move pay closer to market value.

Brownsville ISD

Summary of Cost Estimates, 2022-2023

\$5,000 (8.6%) Teachers/8.6% Counselors/Prof Instructional Support/2% Exempt/\$1.00 NE

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2021-2022 Current Costs
Teachers and Librarians					
\$53,250 starting salary	2,740		\$13,737,648		\$159,415,770
^{1c} 8.6% general pay increase (\$5,000)		2,740	\$13,737,648	8.6%	
Counselors	153		\$988,592		\$10,868,117
^{1c} 8.6% of pay range midpoint increase		148	\$979,846	9.0%	
8.6% increase to employees over range max		5	\$8,746	0.1%	
Professional Instructional Support	175		\$1,101,117		\$12,221,556
^{1c} 8.6% of pay range midpoint increase		156	\$1,035,053	8.5%	
8.6% increase to employees over range max		19	\$63,277	0.5%	
^{1e} Strategic adjustment		4	\$2,787	0.0%	
Administrator Business Management	70		\$138,841		\$6,100,676
^{1c} 2.0% of pay range midpoint increase		56	\$98,660	1.6%	
2.0% increase to employees over range max		14	\$25,163	0.4%	
Adjustments to 1.0% above pay range minimum		2	\$416	0.0%	
^{1e} Strategic adjustment		17	\$14,602	0.2%	
Administrator Educator	277		\$591,529		\$24,645,978
^{1c} 2.0% of pay range midpoint increase		257	\$473,178	1.9%	
2.0% increase to employees over range max		20	\$30,025	0.1%	
Adjustments to 1.0% above pay range minimum		10	\$11,091	0.0%	
^{1d} Teacher pay equity adjustments		20	\$26,304	0.1%	
^{1e} Strategic adjustment		57	\$50,931	0.2%	
Technology	43		\$83,570		\$2,277,479
^{1c} 2.0% of exempt pay range midpoint increase		12	\$16,324	0.7%	
\$1.00 nonexempt pay increase		31	\$56,888	2.5%	
2.0% increase to exempt employees over range max		2	\$2,518	0.1%	
Adjustments to 1.0% above pay range minimum		1	\$1,338	0.1%	
^{1e} Strategic adjustment		14	\$6,502	0.3%	
Police	145		\$343,959		\$4,936,603
^{1c} 2.0% of exempt pay range midpoint increase		1	\$2,070	0.0%	
\$1.00 nonexempt pay increase		144	\$300,672	6.1%	
Adjustments to 1.0% above pay range minimum		29	\$6,828	0.1%	
^{1e} Strategic adjustments		81	\$34,389	0.7%	
Clerical Administrative	589		\$1,011,720		\$15,746,920
^{1c} \$1.00 increase		577	\$966,285	6.1%	
\$1.00 increase to employees over range max		12	\$11,347	0.1%	
Adjustments to 1.0% above pay range minimum		83	\$34,088	0.2%	
Instructional Support	733		\$1,131,071		\$16,155,562
^{1c} \$1.00 increase		708	\$1,080,506	6.7%	
\$1.00 increase to employees over range max		25	\$22,174	0.1%	
Adjustments to 1.0% above pay range minimum		91	\$28,391	0.2%	
Auxiliary	1,179		\$2,377,760		\$30,398,689
^{1c} \$1.00 increase		1,164	\$2,141,055	7.0%	
\$1.00 increase to employees over range max		15	\$13,177	0.0%	
Adjustments to 1.0% above pay range minimum		360	\$223,528	0.7%	
Subtotal - General Pay Increase	6,104	6,104	\$21,062,094	7.4%	
Subtotal - Implementation/Equity Adjustments		771	\$443,713	0.2%	
Total Cost Estimate			\$21,505,807	7.6%	\$282,767,350

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

^{1d} Adjustments to ensure employees in the educator career path will be paid no less than a teacher with same degree and experience.

^{1d} Adjustments for employees still paid below 90 percent of midpoint after the percentage increase is applied. Employees receive an additional 1% of midpoint to move pay closer to market value.

Brownsville ISD

Summary of Models, 2022-2023

\$2,030 (3.5%) Teacher/3.5% Counselors/Prof Instructional Support/2% Exempt/\$1.00 NE			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$5,577,667	\$2,069,147	\$7,646,814
Counselors	\$402,487	\$0	\$402,487
Professional Instructional Support	\$447,014	\$41,030	\$488,044
Administrator Business Management	\$123,823	\$15,018	\$138,841
Administrator Educator	\$503,203	\$79,519	\$582,722
Technology	\$92,232	\$16,176	\$108,408
Police	\$301,489	\$41,217	\$342,706
Clerical Administrative	\$977,632	\$34,088	\$1,011,720
Instructional Support	\$1,102,680	\$28,391	\$1,131,071
Auxiliary	\$2,154,232	\$223,528	\$2,377,760
Total	\$11,682,459	\$2,548,114	\$14,230,573
% of Current Costs	4.1%	0.9%	5.0%

\$3,000 (5.2%) Teachers/5.2% Counselors/Prof Instructional Support/2% Exempt/\$1.00 NE			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$8,242,682	\$257,019	\$8,499,701
Counselors	\$597,753	\$0	\$597,753
Professional Instructional Support	\$664,082	\$21,493	\$685,575
Administrator Business Management	\$123,823	\$15,018	\$138,841
Administrator Educator	\$503,203	\$79,519	\$582,722
Technology	\$92,232	\$16,176	\$108,408
Police	\$302,742	\$41,217	\$343,959
Clerical Administrative	\$977,632	\$34,088	\$1,011,720
Instructional Support	\$1,102,680	\$28,391	\$1,131,071
Auxiliary	\$2,154,232	\$223,528	\$2,377,760
Total	\$14,761,061	\$716,449	\$15,477,510
% of Current Costs	5.2%	0.3%	5.5%

\$3,500 (6%) Teachers/6% Counselors/Prof Instructional Support/2% Exempt/\$1.00 NE			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$9,616,554	\$281,115	\$9,897,669
Counselors	\$689,715	\$0	\$689,715
1e	\$766,140	\$18,502	\$784,642
Administrator Business Management	\$123,823	\$15,018	\$138,841
Administrator Educator	\$503,203	\$79,519	\$582,722
Technology	\$92,232	\$16,176	\$108,408
Police	\$302,742	\$41,217	\$343,959
Clerical Administrative	\$977,632	\$34,088	\$1,011,720
Instructional Support	\$1,102,680	\$28,391	\$1,131,071
Auxiliary	\$2,154,232	\$223,528	\$2,377,760
Total	\$16,328,953	\$737,554	\$17,066,507
% of Current Costs	5.8%	0.3%	6.0%

Brownsville ISD

Summary of Models, 2022-2023

\$4,000 (6.9%) Teachers/6.9% Counselors/Prof Instructional Support/2% Exempt/\$1.00 NE			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$10,989,904	\$363,971	\$11,353,875
Counselors	\$793,325	\$0	\$793,325
Professional Instructional Support	\$881,235	\$12,622	\$893,857
Administrator Business Management	\$123,823	\$15,018	\$138,841
Administrator Educator	\$503,203	\$79,519	\$582,722
Technology	\$92,232	\$16,176	\$108,408
Police	\$302,742	\$41,217	\$343,959
Clerical Administrative	\$977,632	\$34,088	\$1,011,720
Instructional Support	\$1,102,680	\$28,391	\$1,131,071
Auxiliary	\$2,154,232	\$223,528	\$2,377,760
Total	\$17,921,008	\$814,530	\$18,735,538
% of Current Costs	6.3%	0.3%	6.6%

\$4,500 (7.8%) Teachers/7.8% Counselors/Prof Instructional Support/2% Exempt/\$1.00 NE			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$12,363,775	\$426,047	\$12,789,822
Counselors	\$896,630	\$0	\$896,630
Professional Instructional Support	\$996,084	\$9,375	\$1,005,459
Administrator Business Management	\$123,823	\$15,018	\$138,841
Administrator Educator	\$503,203	\$88,326	\$591,529
Technology	\$73,212	\$10,358	\$83,570
Police	\$302,742	\$41,217	\$343,959
Clerical Administrative	\$977,632	\$34,088	\$1,011,720
Instructional Support	\$1,102,680	\$28,391	\$1,131,071
Auxiliary	\$2,154,232	\$223,528	\$2,377,760
Total	\$19,494,013	\$876,348	\$20,370,361
% of Current Costs	6.9%	0.3%	7.2%

\$5,000 (8.6%) Teachers/8.6% Counselors/Prof Instructional Support/2% Exempt/\$1.00 NE			
Pay Group	General Pay Increase	Adjustments	Estimated Total Increase
Teachers and Librarians	\$13,737,648	\$0	\$13,737,648
Counselors	\$988,592	\$0	\$988,592
Professional Instructional Support	\$1,098,330	\$2,787	\$1,101,117
Administrator Business Management	\$123,823	\$15,018	\$138,841
Administrator Educator	\$503,203	\$88,326	\$591,529
Technology	\$73,212	\$10,358	\$83,570
Police	\$302,742	\$41,217	\$343,959
Clerical Administrative	\$977,632	\$34,088	\$1,011,720
Instructional Support	\$1,102,680	\$28,391	\$1,131,071
Auxiliary	\$2,154,232	\$223,528	\$2,377,760
Total	\$21,062,094	\$443,713	\$21,505,807
% of Current Costs	7.4%	0.2%	7.6%