

## OUR TEAM

343.5 Total Staff  
170.8 Teachers  
10 Campus Leaders  
5 Central Administrators  
40 Educational Aides  
95 Auxiliary Staff

## COMPERABLE COMPENSATION

### COMPERABLE DISTRICT TEACHER PAY SCALES:

	HIRING RANGE	AVERAGE PAY
▪ Columbus ISD	\$42,250-\$56,000	\$50,763
▪ Giddings ISD	\$43,000-\$55,200	\$53,097
▪ <b>Bellville ISD</b>	<b>\$44,000-\$55,000</b>	<b>\$51,733</b>
▪ Caldwell ISD	\$45,000-\$57,000	\$50,599
▪ Brenham ISD	\$46,000-\$55,952	\$52,804
▪ Sealy ISD	\$49,000-\$54,000	\$54,829
▪ Royal ISD	\$53,000-\$63,499	\$54,133

### LARGER DISTRICT TEACHER PAY SCALES:

	HIRING RANGE	AVERAGE PAY
▪ Katy ISD	\$55,525-\$63,485	\$62,688
▪ Waller ISD	\$56,000-\$65,677	\$60,577

## BISD BOARD GOAL 3 CULTURE

Create a culture that attracts, developed, and retains exceptional individuals to be part of our district and community.

## LONGEVITY IN BRAHMA NATION

District	Turnover Rate
Columbus ISD	10.6%
Katy ISD	11.5%
<b>Bellville ISD</b>	<b>12.3%</b>
Sealy ISD	14.0%
Waller ISD	14.5%
Giddings ISD	17.2%
Brenham ISD	18.1%
Caldwell ISD	23.3%
Royal ISD	37.7%

Average Years of Tenure in BISD: 8 YRS

### EXIT DATA

Over the past 5 years:

- 3 teachers have gone to Waller.
- 4 teachers have gone to Katy ISD.
- 5 teachers have gone to Bryan ISD.

4.8% Left BISD for Relocation  
26.6% Left BISD for Promotional Positions.  
33.3% Left BISD for Retirement.  
14.3% Left BISD for Monetary Reasons.  
21.0% Left BISD for Other Reasons:  
Health, Certification, Etc.

## VALUE & APPRECIATION

BASE SALARY  
\$44,000-\$55,000

BENEFITS CONTRIBUTION  
\$3,000 AVG

CLASSROOM SUPPLIES  
CERTIFICATE \$25-\$50

THANKSGIVING TURKEY  
CERTIFICATE \$50

CHRISTMAS LOYALTY STIPEND  
\$500-\$2,000

ATTENDANCE INCENTIVE  
Up to \$250

TOTAL ANNUAL  
VALUE & APPRECIATION  
**\$47,850-\$60,075**

REMOTE WORK/MENTAL HEALTH DAYS  
w/n calendar

5 LOCAL LEAVE DAYS  
& accumulation

RANDOM ACTS OF APPRECIATION  
seasonal tokens of appreciation

90 MINUTES DAILY PLANNING/CONFERENCE  
for teachers