



# Brownwood ISD

# Compensation Plan



# 2023-2024



## GENERAL INFORMATION

This guide is for administering salaries and wages for employees of the Brownwood Independent School District. The practices described are intended to implement local Board policy and goals, state and federal regulations, and appropriate accreditation standards. The Superintendent shall recommend a compensation plan for all District employees annually. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. The Board shall review and approve the compensation plan to be used by the District. [DEA Local Policy]

**This plan is for the 2023-2024 school year only. Salaries paid to employees in prior years and to be paid in future years cannot be established from a review of this document.**

Any funds received by Brownwood ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for (training and support of the system, expansion of the system, and professional development). Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired designated teacher as soon as practicable.



## 2023-2024 TEACHER SALARY SCHEDULE

Experience Credited	Salary
0	\$44,500
1	\$44,772
2	\$45,220
3	\$45,673
4	\$46,129
5	\$47,051
6	\$47,992
7	\$48,951
8	\$49,931
9	\$50,929
10	\$51,949
11	\$53,247
12	\$54,578
13	\$55,943
14	\$57,340
15	\$58,775
16	\$59,951
17	\$61,150
18	\$62,372
19	\$63,620
20	\$64,892
21	\$65,540
22	\$66,196
23	\$66,859
24	\$67,527
25	\$67,846
26	\$68,204
27	\$68,545
28	\$68,888
29	\$69,232
30	\$69,406
31	\$69,579
32	\$69,753
33	\$69,927
34	\$70,102
35	\$70,277
36+	\$71,094
Master's degree	\$1500



**HIRING PAY GRADE  
ADMINISTRATOR/PROFESSIONAL (P)**

<b>Pay Grade P1</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily Rate	\$225.00	\$275.00

<b>Pay Grade P2</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily Rate	\$250.00	\$350.00

<b>Pay Grade P3</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily Rate	\$275.00	\$375.00

<b>Pay Grade P4</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily Rate	\$285.00	\$325.00

<b>Pay Grade P5</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily Rate	\$300.00	\$375.00

<b>Pay Grade P6</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily Rate	\$300.00	\$400.00

<b>Pay Grade P7</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily Rate	\$325.00	\$400.00

<b>Pay Grade P8</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily	\$340.00	\$450.00

<b>Pay Grade P9</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily	\$350.00	\$450.00

<b>Pay Grade P10</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily	\$360.00	\$475.00



**HIRING PAY GRADE  
PARA-PROFESSIONAL/AUXILIARY (A)**

<b>Pay Grade A1</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily Rate	\$100.00	\$130.00

<b>Pay Grade A2</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily Rate	\$120.00	\$175.00

<b>Pay Grade A3</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily Rate	\$130.00	\$200.00

<b>Pay Grade A4</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily Rate	\$150.00	\$250.00

<b>Pay Grade A5</b>	<b>Minimum</b>	<b>Midpoint</b>
Daily Rate	\$225.00	\$325.00



**HIRING PAY GRADE  
MAINTENANCE, CUSTODIAN, GROUNDS**

<b>Pay Grade M1</b> Daily	<b>Minimum</b> \$70.00	<b>Midpoint</b> \$110.00
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<b>Pay Grade M2</b> Daily	<b>Minimum</b> \$85.00	<b>Midpoint</b> \$150.00
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<b>Pay Grade M3</b> Daily	<b>Minimum</b> \$125.00	<b>Midpoint</b> \$225.00
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## **SUBSTITUTE, TUTOR, SUMMER SCHOOL PAY SCHEDULE**

### **Substitute Pay**

Daily Rate	\$100
Half-Day	\$50
Long-Term	\$110*
Certified Teacher (Texas Certificate)	\$140
Retired Teacher (Texas Certificate)	\$140
Extended Term	\$150**

#### **\*Long-term**

A substitute teacher employed for more than fifteen consecutive days in the same classroom assignment will be paid an additional \$10 per day. Pay is retroactive to the first day of the assignment. If a day is missed, the cycle reverts to regular pay until more than fifteen (15) consecutive days in the same assignment is reached. Substitutes in instructional aide or other paraprofessional positions are not eligible for long-term pay.

#### **\*\*Extended-term**

Substitute teachers who begin or end a semester and work at least 50% of the semester days will receive \$125 per day. A salary notice will be given to the substitute with the Assistant Superintendent's signature before this will go into effect.

### **Tutor Pay**

Certified Teachers (per hour)	\$25
Non-certified tutors (per hour)	\$11.50

Tutor pay is for extended assignments approved by campus principals before initiated. Regular before and after-school tutoring by classroom teachers of students is not covered in this section.

### **Summer School**

Certified Teachers (per hour)	\$35
Non-certified tutors (per hour)	\$11.50

Pay schedules are for the previous month worked and paychecks are distributed on the twenty-fifth (25<sup>th</sup>) of each month.



### Stipend Schedule

BISD ASSISTANT BAND (BHS/BMS/CIS)	\$8,500
BISD THEATER COORDINATOR	\$7,000
BISD CHORAL MUSIC COORDINATOR	\$7,000
BISD SPED SPEECH SUPERVISOR	\$5,000
BISD ASSISTANT THEATER	\$4,500
BISD ASSISTANT CHORAL MUSIC	\$4,500
BISD DEAF EDUCATION COORDINATOR	\$3,000
BISD TECHNICAL THEATER	\$3,000
BISD VOCATIONAL AGRICULTURE COORDINATOR	\$3,000
BISD LANGUAGE OTHER THAN ENGLISH TEACHER	\$2,500
BISD DYSLEXIA COORDINATOR	\$2,500
BISD MASTER'S DEGREE STIPEND	\$1,500
BISD ELEMENTARY UIL COORDINATOR	\$1,500
BISD BILINGUAL STIPEND	\$1,000
BISD FINE ARTS FACILITATOR	\$1,000
BISD TEACHER SPED HIGH NEEDS CLASSROOM- LIFE ACADEMICS, ECSE	\$2,500
BISD SPED AIDE HIGH-NEEDS CLASSROOM	\$1,000
BISD GUARDIAN TEAM MEMBER	\$2,000
BHS DRILL TEAM	\$2,500
BHS CHEERLEADING	\$2,500
BHS UIL COORDINATOR	\$2,500
BHS DEPARTMENT HEAD	\$2,250
BHS YEARBOOK	\$1,500
BHS ADVANCED ACADEMICS – ON RAMPS/DUAL CREDIT	\$1,500
BHS ASSISTANT CHEERLEADING	\$1,000
BHS ASSISTANT DRILL TEAM	\$1,000
BHS NATIONAL HONORS SOCIETY	\$1,000
BHS KEY CLUB	\$1,000
BHS STUDENT COUNCIL	\$1,000
BHS LION CREW	\$500
BHS PROM	\$500
BHS ACADEMIC UIL (PER EVENT)	\$500
BHS ADVANCED ACADEMIC OUT-OF- DISTRICT TRAINING (PER DAY)	\$200
BMS CHEERLEADING	\$1,500
BMS YEARBOOK	\$1,000
BMS JR NATIONAL HONOR SOCIETY	\$1,000
BMS JR NATIONAL HONOR SOCIETY ASST	\$500
BMS DEPARTMENT HEAD	\$2,250
BMS MIDDLE SCHOOL UIL COORDINATOR	\$1,500
BMS STUDENT COUNCIL	\$1,000
BMS ACADEMIC UIL (PER EVENT)	\$500
BMS BUILDERS CLUB	\$500
ELEMENTARY DEPARTMENT LEADERS	\$2,250
ELEMENTARY STUDENT COUNCIL	\$500
ELEMENTARY UIL COORDINATOR	\$500
ELEMENTARY UIL (PER EVENT)	\$500





### Athletic Stipends

BHS FOOTBALL OFFENSIVE/DEFENSIVE COORDINATOR	\$8,000
BHS FOOTBALL ASSOCIATE HEAD COACH	\$7,500
BHS HEAD GOLF (FALL/SPRING)	\$6,250
BHS HEAD BASKETBALL	\$5,500
BHS HEAD BASEBALL	\$5,500
BHS HEAD SOFTBALL	\$5,500
BHS HEAD VOLLEYBALL	\$5,500
BHS HEAD GOLF (SPRING ONLY)	\$5,000
BHS HEAD POWERLIFTING (MEN/WOMEN)	\$5,000
BHS HEAD SOCCER	\$5,000
BHS HEAD TRACK	\$5,000
BHS HEAD FOOTBALL	\$6,500
BHS ASSISTANT FOOTBALL	\$4,500
BHS ASSISTANT ATHLETIC TRAINER	\$4,000
BHS HEAD CROSS COUNTRY	\$3,875
BHS SUMMER STRENGTH AND CONDITIONING	\$3,500
BHS BOYS' COORDINATOR	\$3,000
BHS GIRLS' COORDINATOR	\$3,000
BHS VARSITY ASSISTANT BASKETBALL	\$2,750
BHS VARSITY ASSISTANT POWERLIFTING	\$2,750
BHS VARSITY ASSISTANT SOFTBALL	\$2,750
BHS VARSITY ASSISTANT SOCCER	\$2,750
BHS VARSITY ASSISTANT VOLLEYBALL	\$2,750
BHS VARSITY ASSISTANT BASEBALL	\$2,750
BHS VARSITY ASSISTANT TRACK	\$2,750
BHS VARSITY ASSISTANT CROSS COUNTRY	\$2,750
BHS FOOTBALL EQUIPMENT	\$2,500
BHS ATHLETIC FRESHMAN COORDINATOR	\$2,500
BHS ATHLETIC SUB VARSITY COORDINATOR	\$2,500
BHS SUB-VARSITY BASKETBALL	\$1,750
BHS SUB-VARSITY SOFTBALL	\$1,750
BHS SUB-VARSITY SOCCER	\$1,750
BHS SUB-VARSITY VOLLEYBALL	\$1,750
BHS SUB-VARSITY BASEBALL	\$1,750
BHS SPECIAL TEAMS COORDINATOR	\$1,500
BHS ATHLETIC TECHNOLOGY	\$1,500
BHS ATHLETIC GROUNDS	\$1,500
BHS FOOTBALL FILMER	\$750



### **Athletic Stipends**

BISD HEAD ATHLETIC TRAINER	\$10,000
BISD HEAD TENNIS - TEAM/INDIVIDUAL	\$10,000
BISD ASSISTANT TENNIS - TEAM/INDIVIDUAL	\$7,000
MIDDLE SCHOOL BOYS' ATHLETIC COORDINATOR	\$7,500
MIDDLE SCHOOL GIRLS ATHLETIC COORDINATOR	\$7,500
SPORTS COACH (3 SPORTS)	\$5,000
COGGIN 6 <sup>TH</sup> GRADE INTRAMURALS	\$1,200

### **DISTRICT BENEFIT INFORMATION**

#### **Health Insurance Premium Benefit – All Participating Employees**

The Brownwood ISD contributes \$359 per month towards TRS ActiveCare health insurance premiums for participating employees. The state continues to pay \$75 per month toward these premiums. This combined \$434 premium allows our employees to have TRS ActiveCare HD employee-only coverage at no cost.

#### **Distribution of Pay- All BISD Employees**

BISD employees will receive 98% of their compensation annualized over 12 months.

The remaining 2% will be distributed in two 1% payouts one in August and one in December.