



# Brownsville Independent School District

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

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

## BACKGROUND:

Region One, in partnership with Brownsville ISD, has been awarded the GEAR UP Journey to College, Career and Success Grant (JC2S-GU) from the U.S. Department of Education for the 2025-2032 grant cycle in the amount of \$57,953,000.00. The grant will fund ten (10) GEAR UP Coordinator positions to serve all participating middle schools contingent upon funding.

## FISCAL IMPLICATIONS:

Fund 274 – GEAR UP: Requires a dollar-for-dollar match or in-kind contribution of \$827,900.00 per year.

2025-2026 District Budget

## RECOMMENDATION:

Recommend approval to revise page 13 of the 2025-2026 Employee Compensation Plan, Administrator Business Management Pay Plan to add job title: Coordinator, Gear Up.

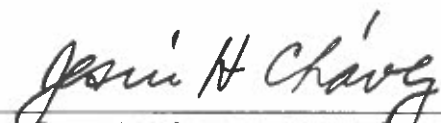
  
Maricela Franco/Eddie Arroyo

Submitted by: Principal/Program Adm.

Approved for Submission to Board of Education:

Recommended by: Asst. Supt/CFO

Dr. Linda Gallegos   
Approved by: Chief Human Resources  
Officer

  
Dr. Jesus H. Chavez, Superintendent

When Necessary, Additional Background May Follow This.

# Brownsville Independent School District

## 2025-2026 Administrator Business Management Pay Plan

### 2025-2026 Administrator Business Management Pay Plan

#### Brownsville ISD

Title	Calendars
<b>Pay Grade 1</b>	
Coordinator, 21 <sup>st</sup> Century CCLC*	226
<b>Coordinator, GEAR UP (ADD)**</b>	<b>205</b>
Specialist, Family Engagement 21 <sup>st</sup> Century CCLC*	226

<b>Pay Grade 2</b>	
Director, 21 <sup>st</sup> Century CCLC*	226
District Graphic Artist	226
Manager, ABE	226
Script Writer, ITV Studio	226
Training Supervisor, Food & Nutrition Services	226

<b>Pay Grade 3</b>	
Accountant	226
Internal Auditor	226
Supervisor, Environmental/Health/Safety/Custodial Training	226
Supervisor, Food & Nutrition Services	226

<b>Pay Grade 4</b>	
Coordinator, Grant	226
Coordinator, Maintenance	226
Coordinator, PEIMS	226
Coordinator, Procurement Services	226
Coordinator, Warehouse/Textbooks/Fixed Assets	226

<b>Pay Grade 5</b>	
Coordinator, Finance	226
Coordinator, Human Resources	226
Coordinator, Support Programs	226
Energy Manager	226
Manager, Compensation	226
Manager, Project/Facilities	226

	Minimum	Midpoint	Maximum
<b>Daily</b>	<b>\$215.80</b>	<b>\$260.00</b>	<b>\$304.20</b>
205 Days	\$44,239	\$53,300	\$62,361
226 Days	\$48,771	\$58,760	\$68,749

<b>Daily</b>	<b>\$260.04</b>	<b>\$313.30</b>	<b>\$366.56</b>
226 Days	\$58,769	\$70,806	\$82,843

<b>Daily</b>	<b>\$276.94</b>	<b>\$333.66</b>	<b>\$390.38</b>
226 Days	\$62,588	\$75,407	\$88,226

<b>Daily</b>	<b>\$306.01</b>	<b>\$368.69</b>	<b>\$431.37</b>
226 Days	\$69,158	\$83,324	\$97,490

<b>Daily</b>	<b>\$338.14</b>	<b>\$407.40</b>	<b>\$476.66</b>
226 Days	\$76,420	\$92,072	\$107,725

\*This is a five (5) year Grant Contingent to funding. Positions not previously added on employee compensation plan.

**\*\*This is a seven (7) year Grant Contingent to funding.**



# Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 12/16/2025

Item Title: Region One GEAR UP: Journey to X Action  
College, Career, and Success Grant (JC2S-GU) Information  
In Partnership with Brownsville ISD Discussion

## **BACKGROUND:**

Region One, in partnership with Brownsville ISD, has been awarded the GEAR UP Journey to College, Career and Success Grant (JC2S-GU) from the U.S. Department of Education for the 2025–2032 grant cycle in the amount of \$57,953,000.00. The primary goal of the Region One/BISD GEAR UP partnership is to increase the number of targeted students who are prepared for and succeed in college, career, and military pathways. During the first two years, GEAR UP academic and college readiness activities will be implemented at Besteiro, Faulk, Garcia, Lucio, Manzano, Oliveira, Stell, Stillman, Perkins, and Vela Middle Schools. The program will then follow the cohort of students as they transition to the Early College High Schools for four additional years. In the final year of the grant, GEAR UP Coordinators will continue supporting these students during their first year of college. The grant will fund ten (10) GEAR UP Coordinator positions to serve all participating middle schools contingent upon funding.

## **FISCAL IMPLICATIONS:**

Fund 274 – GEAR UP: Requires a dollar-for-dollar match or in-kind contribution of \$827,900.00 per year.

## **RECOMMENDATION:**

Recommend approval to accept the Region One JC2S-GU Grant from the U.S. Department of Education, in partnership with Brownsville ISD. The grant will support students at Besteiro, Faulk, Garcia, Lucio, Manzano, Oliveira, Stell, Stillman, Perkins, and Vela Middle Schools, and will follow the student cohort through their transition to the Early College High Schools. Funding will be used to support academic and college preparatory activities, provide teacher training, and purchase instructional equipment. The grant period is October 1, 2025, through September 30, 2032.

  
J.J. Deleon/Diana E. Barro

Submitted by: Principal/Program Director

Mary D. Garza

Recommended by: Interim Chief Officer

Mary D. Garza

Approved by: Interim Chief Officer

Approved for Submission to Board of Education:

  
Dr. Jesus H. Chavez, Superintendent

When Necessary, Additional Background May Follow This.