

Brownsville Independent School District

Department of Human Resources



Employee Compensation Plan 2020-2021

Board Approved: 6/25/2020
revised 08/04/2020

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Brownsville Independent School District

Department of Human Resources

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Staffing Guidelines

Brownsville Independent School District

2020-2021 Elementary School Staffing Guidelines

ELEMENTARY STAFFING GUIDELINES					
Position	Days	Enrollment	Allocation	Fund	Comments
ADMINISTRATION / SPECIAL ASSIGNMENT					
Principal	210	N/A	1	199	
Assistant Principal	208	0-800	1	199	
		801+	2		
Dean of Instruction	208	N/A	1	162	
Counselor	196	0 - 350+	1	1 (199)	Reduce by attrition
		425-700+	2	2 (199)	75 Students above ratio will gain
		775+	3	2 (199), 1 (162)	additional Counselor
Librarian	196		1	199	
Nurse/LVN	192/ 187	up to 1,000	1	199/211	
		1,000+	add Health Aide I		
TEACHERS					
Pre-K 3	187		22:1	199	
Pre-K 4	187		22:1	199/162	
K	187		22:1	199	
1st	187		22:1	199	
2nd	187		22:1	199	
3rd	187		22:1	199	
4th	187		22:1	199	
5th	187		25:1	199	
CSR	187			255	Based on need
PE	187	0-601	1	199	
		602-901	2		
		902+	3		
Music	187	0-349	0.5	199	
		350+	1		
Art	187	600+	1	199	
SPECIAL EDUCATION					
Resource/Inclusion	187		(9:1) 9:1	166/224	1 Teacher and 1 Aide
Life Skills/Autism	187	All Levels	(4:1) 4:1	166/224	1 Teacher and 3 Aides
Behavior	187		(4:1) 3:1	166/224	1 Teacher and 3 Aides
Early Childhood	187		(4:1) 3:1	166/224	1 Teacher and 2 Aides
CLERICAL					
Secretary	210		1	199	
Data Management Clerk	210		1	199	
Clerical Assistant II	187	444-665	1	199	
Clerical Assistant II	187	666-887	1	199	
Parent Liaison	187		1	211	(Ortiz opted to use FTE funding to meet other campus needs)
Parent Center Aide	187			199	Reduce by attrition
INSTRUCTIONAL AIDES					
PE Aide	187	0-301	1	199	Total 68
		302-901	2		
Library Aide	187		1	211	Total 44/Reduce by (10)
Pre-K Aide	187		1 per teacher	211	Total 84
ESL/Instructional LPAC Aide	192		1	163	.5 Clerk, .5 Aide Total 10
Other Aides:					
ADA 504 Assistant	187			199	Total 1/Reduce by (1)
Dyslexia Aide	187			211	Total 22/Reduce by (22)
Federal Program Aide	187			211	Total 11/Reduce by (11)
Federal Computer Aide	187			211	Total 9/Reduce by (9)
Teacher Aide	187			211	Total 10/Reduce by (10)

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Brownsville Independent School District

2020-2021 Middle School Staffing Guidelines

MIDDLE SCHOOL STAFFING GUIDELINES					
Position	Days	Enrollment	Allocation	Fund	Comments
ADMINISTRATION / SPECIAL ASSIGNMENT					
Principal	217	N/A	1	199	
Assistant Principal	208	0-749	1	199	
		750-1,250	2		
		1,251+	3		
Dean of Instruction	208	N/A	1	162	
Counselor	201	0-350	1	1 (199)	MS will have a minimum of 3 Counselor's. 200 students above ratio will gain additional counselor.
		351-700	2	2 (199)	
		701-1,050	3	2 (199, 1 (162)	
		1,051+	4	3 (199, 1 (162)	
Gear Up Counselor	205		1		As per Grant Requirements
Librarian	196		1	199	
Nurse/LVN	192/ 187	up to 750	1	199/211	
		750+	add Health Aide I		
TEACHERS					
Classroom Teacher	187		25:1	199	
Athletic Coordinator	197		1	199	
PE	187		4	199	
Health	187		2	199	
Fine Arts:			Based on Enrollment		Phase In
Art	187		1	199	
Band	205		2	199	
Choir	205		1	199	
Dance	187		1	199	
Theatre	187		1	199	
SPECIAL EDUCATION					
Resource/Inclusion	187		(12:1) 10:1	166/224	1 Teacher and 1 Aide
Life Skills/Autism	187	All Levels	(4:1) 4:1	166/224	1 Teacher and 2 Aides
Behavior	187		(5:1) 5:1	166/224	1 Teacher and 2 Aides
CLERICAL					
Secretary	217		1	199	
Data Management Clerk	217		1	199	
Records Room Clerk	192	549-731	1	199	
Attendance Clerk	192	732-914	1	199	
Choice of:					Reduce by attrition
Attendance Clerk	192	915-1,097	1	199	
Clerical Assistant II	187			199	
Choice of:					
Attendance Clerk	192	1,098-	1	199	
Clerical Assistant II	187	1,280		199	
Bookkeeper	202		0.5	199	
Parent Liaison	187		1	199	
Hall Monitor	187		1	211	Reduce by attrition (4)
INSTRUCTIONAL AIDES					
Library Aide	187	1,000+	1	211	
ESL/Instructional LPAC Aide	192		1	163	.5 Clerk, .5 Aide
Other Aides:					
Dyslexia Aide	187			211	Reduce by attrition
Federal Program Aide	187			211	Reduce by attrition

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Brownsville Independent School District

2020-2021 High School Staffing Guidelines

HIGH SCHOOL STAFFING GUIDELINES					
Position	Days	Enrollment	Allocation	Fund	Comments
ADMINISTRATION / SPECIAL ASSIGNMENT					
Principal	226		1	199	
Assistant Principal	208	up to 1250	2	199	
		1251-1,750	3		
		1,751 - 2,250	4		
		2,251 - 2,750	5		
		2,751+	6		
Assistant Principal Special Education	208		1	166	
Dean of Instruction	220	N/A	1	162	
Counselor	205	1,750 – 2,099	5	3 (199), 1 (162), 1 (164)	Reduce by attrition
		2,100 – 2,449	6	4 (199), 1 (162), 1 (164)	200 students above ratio will gain additional counselor.
		2,450+	7	5 (199), 1 (162), 1 (164)	
Career Placement Officer	205		1	164	
Gear Up Counselor	205		1	274	As per Grant Requirements
Librarian	196	up to 2,000	2	199	
Nurse/LVN	192/ 187	up to 2,000	2	199/211	
		2,000+	Add Health Aide I		
ROTC	220		2	199	
Athletic Coordinator	220		1	165	
Defense Coordinator	207		1	199	
Offense Coordinator	207		1	199	
Teachers					
Classroom Teacher	187		25:1	199	
CTE Teacher	187		25:1	164	
Fine Arts:			Based on Enrollment		
Art	187			199	
Band	210			199	
Choir	205			199	
Dance	194			199	
Estudiantina	187			199	
Mariachi	187			199	
Theatre	187			199	
SPECIAL EDUCATION					
Resource/Inclusion	187		(15:1) 10:1	166/224	1 Teacher and 1 Aide
Life Skills/Autism	187	All Levels	(4:1) 6:1	166/224	1 Teacher and 2 Aides
Behavior	187		(6:1) 5:1	166/224	1 Teacher and 2 Aides
CLERICAL					
Secretary	226		1	199	
Records Management Clerk	220		1	199	
Data Management Clerk	217		1	199	
Choice of:		1,464-1,646	8		
Attendance Clerk	192	1,647-1,828	9	199	Reduce by attrition
Clerical Assistant II	187	1,829-2,011	10	199	
Data Management Clerk	217	2,012-2,194	11	199	
Receptionist/Clerk	187	2,195-2,377	12	199	
Records Management Clerk	220	2,378-2,560	13	199	
		2,561+	14	199	
Bookkeeper	202		1	199	
Registrar	226		1	199	
Parent Liaison	187		2	211	
Attendance Liaison	187			199	Reduce by attrition (7)
Migrant Clerk	192			212	Reduce by attrition (4)
Hall Monitor	187		1	211	Reduce by attrition (4)
INSTRUCTIONAL AIDES					
Library Aide	187	1,000-1,999	1	211	
		2,000+	1		
ESL/Instructional LPAC Aide	192		1	163	.5 Clerk, .5 Aide
Other Aides:					
Career Resource Lab Aide	187		1	224	Reduce by attrition
Dyslexia Aide	187			211	Reduce by attrition
Federal Program Aide	187			211	Reduce by attrition

Brownsville Independent School District

2020-2021 BECHS Staffing Guidelines

BECHS STAFFING GUIDELINES					
Position	Days	Enrollment	Allocation	Fund	Comments
ADMINISTRATION / SPECIAL ASSIGNMENT					
Principal	226		1	199	
Assistant Principal	208		1	199	
Counselor	205	0 - 350	1	1 (199)	
		351-700	2	2 (199)	
Teachers					
Classroom Teacher	187		25:1	199	
CTE Teacher	187		25:1	164	
CLERICAL					
Secretary	226		1	199	
Data Management Clerk	226		1	199	
Clerical Assistant	187		1	199	

Note: Rotating Librarian

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Brownsville Independent School District

2020-2021 BAC, BLA 6-12 & Lincoln Park Campus Staffing Guidelines

BAC, BLA 6-12 AND LINCOLN PARK CAMPUS STAFFING GUIDELINES					
BAC					
Position	Days	Enrollment	Allocation	Fund	Comments
ADMINISTRATION / SPECIAL ASSIGNMENT					
Principal	226		1	162	
Assistant Principal	208		1	162	(2) Reduce by attrition
Counselor	205	0 - 350	1	162	(2)Reduce by attrition
Nurse/LVN	192/187		1	162	
Teachers					
Classroom Teacher	187		15:1	162	
Social Worker	187			162	
SPECIAL EDUCATION					
Resource/Inclusion	187	As Needed	(15:1) 10:1	166/224	1 Teacher and 1 Aide
Life Skills/Autism	187		(4:1) 6:1	166/224	1 Teacher and 2 Aides
Behavior	187		(6:1) 5:1	166/224	1 Teacher and 2 Aides
CLERICAL					
Secretary	226		1	162	
Data Management Clerk	217		1	162	
Parent Liaison	187		1	162	
INSTRUCTIONAL AIDES					
Teacher Aide	187		1	162	Reduce by attrition
Drill Instructor	217/207			162	1 Senior, 11 Drill Instructors

BLA 6-12					
Position	Days	Enrollment	Allocation	Fund	Comments
ADMINISTRATION / SPECIAL ASSIGNMENT					
Principal	226		1	162	(2) Reduce by attrition
Assistant Principal	208		1	162	
Dean of Instruction	220	N/A	1	162	Reduce by attrition
Counselor	205	0 - 350	1	162	Reduce by attrition
Librarian	196		1	199	Reduce by attrition
Teachers					
Classroom Teacher	187		15:1	162	
CLERICAL					
Secretary	226		1	162	(0)
Data Management Clerk	217		1	162	
Clerical Assistant II	187			162	Reduce by attrition
Parent Liaison	187		1	162	
INSTRUCTIONAL AIDES					
Teacher Aide	187		1	162	Reduce by attrition
Drill Instructor (BAC)	217/207			162	1 Senior, 11 Drill Instructors

Note: Rotating Librarian

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Brownsville Independent School District

2020-2021 BAC, BLA 6-12 & Lincoln Park Campus Staffing Guidelines

BAC, BLA 6-12 AND LINCOLN PARK CAMPUS STAFFING GUIDELINES					
Lincoln Park					
Position	Days	Enrollment	Allocation	Fund	Comments
ADMINISTRATION / SPECIAL ASSIGNMENT					
Principal	226		1	162	
Assistant Principal	208		1	162	
Counselor	205	0 - 350	1	1 (162)	
Day Care Coordinator	187		1	162	
Teachers					
Classroom Teacher	187		15:1	162	
CTE Teacher	187			164	(2)
SPECIAL EDUCATION					
Resource/Inclusion	187	As Needed	(15:1) 10:1	166/224	1 Teacher and 1 Aide
Life Skills/Autism	187		(4:1) 6:1	166/224	1 Teacher and 2 Aides
Behavior	187		(6:1) 5:1	166/224	1 Teacher and 2 Aides
CLERICAL					
Secretary	217		1	162	
Data Management Clerk	217		1	162	
Parent Liaison	187		1	162	
INSTRUCTIONAL AIDES					
Day Care Aide	187			162	(4)

Note: Rotating Librarian

Teacher & Librarian Hiring Salary Schedule

Brownsville Independent School District

2020-2021 Teacher and Librarian Hiring Salary Schedule

Years of Experience	New Hire Salary
0	\$46,525
1	\$47,025
2	\$47,750
3	\$48,475
4	\$49,200
5	\$49,922
6	\$50,938
7	\$51,458
8	\$51,612
9	\$51,739
10	\$52,466
11	\$53,194
12	\$53,923
13	\$54,651
14	\$55,378
15	\$56,106
16	\$56,834
17	\$57,562
18	\$58,290
19	\$59,017
20	\$59,745
21	\$60,472
22	\$61,201
23	\$61,929
24	\$62,656
25	\$63,384
26	\$64,111
27	\$64,840
28	\$65,568
29	\$66,295
30	\$67,023
31	\$67,750
32	\$68,479
33	\$69,208
34	\$69,937
35+	\$70,666

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Non-Teaching Positions (Paid on the Teacher Scale)

Adaptive P.E. Assistive Technology Athletic Coordinator (MS) Deaf & Hard of Hearing Choral Music Advisor Theatre Advisor	Elementary Music Advisor Defense/Offense Coordinator Instrumental Music Advisor JROTC Instructor Lead Teacher Visually Impaired Teacher
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Notes:

1. The Hiring Schedules does not include fringe benefit amounts
2. Employees on these Hiring Schedules will not receive less base salary than the previous year.
3. Full-Time professional employees listed above who are not on the Administrator Educator and Business Management PayPlan are eligible for Supplemental Duty Assignments that are paid according to the Board approved Supplemental Duty Salary Schedule.

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Counselor Pay Plan

Brownsville Independent School District

2020-2021 Counselor Pay Plan

2020-2021 Counselor Pay Plan

Brownsville ISD

Pay Grade 1	Calendars
Career Placement Officer	205
Counselor - At Risk	196, 201, 205
Counselor - ES	196
Counselor - Gear Up	205
Counselor - HS	205
Counselor - MS	201
Counselor - Special Ed	196
Counselor - Supplemental	205
Counselor - Support	205

		Minimum	Midpoint	Maximum
Daily		\$275.51	\$359.70	\$443.88
196	Days	54,000	70,501	87,000
201	Days	55,378	72,300	89,220
205	Days	56,480	73,739	90,995

NOTE: Master's degree of \$3,000.00 and Counselor's stipend of \$4,500.00 has been rolled into the above pay plan. Future salary increases should be aligned with teacher percentage increases as approved by the board.

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Administrator Educator Pay Plan

Brownsville Independent School District

2020-2021 Administrator Educator Pay Plan

2020-2021 Administrator Educator Pay Plan

Brownsville ISD

Title	Calendars
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Pay Grade 1	
ABE Instructor	187

Pay Grade 3	
Specialist, Educational Technology	226

Pay Grade 4	
Asst Principal, ES	208
Dean of Instruction, ES	208
Dean of Instruction, Learning Academy	208

Pay Grade 5	
Assistant Director, STAMP/SPACE Program/CTE	226
Asst Principal, Academic Center	208
Asst Principal, Learning Academy	208
Asst Principal, MS	208
Coordinator, CTE	226
Coordinator, Homeless Youth Project	220
Coordinator, District School Improvement	226
Coordinator, Assessment/Research/Evaluation	226
Coordinator, Student Assessment/Planning	226
Coordinator, Wellness/Athletics	226
Specialist, Curriculum	226
Specialist, Bilingual/ESL	226
Specialist, RTI/Dyslexia Program	226
Specialist, Language Arts	226
Specialist, Math	226
Specialist, Phy Ed	226
Specialist, Math Prek-12	226
Specialist, Science	226
Specialist, Social Studies	226
Specialist, Early Childhood	226
Dean of Instruction, MS	208
Specialist, Professional Development	226

	Minimum	Midpoint	Maximum
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Daily	\$218.70	\$270.00	\$321.30
187 Days	40,897	50,490	60,083

Daily	\$280.10	\$345.80	\$411.50
226 Days	63,303	78,151	92,999

Daily	\$294.10	\$363.09	\$432.08
208 Days	61,173	75,523	89,873
226 Days	66,467	82,058	97,650

Daily	\$308.80	\$381.24	\$453.68
208 Days	64,230	79,298	94,365
220 Days	67,936	83,873	99,810
226 Days	69,789	86,160	102,532

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Administrator Educator Pay Plan Continued

Pay Grade 6	
Director, ITV Studio	226
Asst Director, Library Services	226
Asst Director, Athletics	226
Asst Principal, HS	208
Coordinator, Aquatic Center	226
Coordinator, Athletics/HFC HS	220
Coordinator, Migrant Education	226
Dean of Instruction, HS	220
Supervisor, Visual Arts/Fine Arts	226
Supervisor, Pupil Services	226
Supervisor, Special Services	226

Daily	\$324.24	\$400.30	\$476.36
208 Days	67,442	83,262	99,083
220 Days	71,333	88,066	104,799
226 Days	73,278	90,468	107,657

Pay Grade 7	
Director, Adult Education	226
Director, College Career & Military Readiness	226
Director, Dyslexia Program	226
Director, Federal Program	226
Director, Health Services	226
Director, Library Services	226
Director, Parental Involvement	226
Director, Professional Development	226
Principal, ES	210

Daily	\$346.94	\$428.32	\$509.70
210 Days	72,857	89,947	107,037
217 Days	75,286	92,945	110,605
226 Days	78,408	96,800	115,192

Pay Grade 8	
Director, Athletics	226
Director, Bilingual Education	226
Director, Career/Technology	226
Director, Curriculum	226
Director - Fine Arts	226
Director, Guidance/Counseling	226
Director, Pupil Services	226
Director, Assessment/Research/Evaluation	226
Director, Special Programs	226
Director, Special Services	226
Principal, Brownsville Academic Center (BAC)	226
Principal, Brownsville Learning Academy (BLA) – MS/HS	217, 226
Principal, Lincoln Park High School	226
Principal, MS	217

Daily	\$371.22	\$458.30	\$545.38
217 Days	80,555	99,451	118,347
226 Days	83,896	103,576	123,256

Pay Grade 9	
Principal, Brownsville Early College High School (BECHS)	226
Principal, HS	226

Daily	\$404.64	\$499.55	\$594.46
226 Days	91,449	112,898	134,348

Pay Grade 10	
Asst Superintendent, Area I	226
Asst Superintendent, C&I	226
Asst Superintendent, Area II	226
Asst Superintendent, Area III	226

Daily	\$481.51	\$594.46	\$707.41
226 Days	108,821	134,348	159,875

Pay Grade 11	
Deputy Superintendent, C&I	226

Daily	\$649.80	\$802.22	\$954.64
226 Days	146,855	181,302	215,749

Administrator Business Management Pay Plan

Brownsville Independent School District

2020-2021 Administrator Business Management Pay Plan

2020-2021 Administrator Business Management Pay Plan

Brownsville ISD

Title	Calendars
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Pay Grade 1	
Graphic Artist - Media Center	226
Specialist, Safety/Scheduling	187

Pay Grade 2	
ABE Manager	226
Accountant	226
Coordinator, Grant	226
Internal Auditor	226
Script Writer, ITV Studio	226
Accountant, Food & Nutrition Services	226

Pay Grade 3	
Supervisor, Environmental/Health/Safety/Custodial Training	226
Supervisor, Food & Nutrition Services	226

Pay Grade 4	
Coordinator, Warehouse/Textbooks/Fixed Assets	226
Coordinator, Maintenance	226
Coordinator, Purchasing	226
Coordinator, PEIMS	226

Pay Grade 5	
Manager, Compensation	226
Coordinator, Special Programs	226
Coordinator, State Compensatory	226
Coordinator, Federal Programs	226
Coordinator, Finance	226
Energy Manager	226
Manager, Policy/Records/Recycle	226
Manager, Project/Facilities	226
Coordinator, HR	226
Coordinator, Federal Programs	226

Pay Grade 6	
Manager, Warehouse & Textbooks	226
Assistant Director, Food & Nutrition Services	226
Assistant Director, Transportation	226

	Minimum	Midpoint	Maximum
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Daily	\$218.70	\$270.00	\$321.30
187 Days	40,897	50,490	60,083
226 Days	49,426	61,020	72,614

Daily	\$234.01	\$288.90	\$343.79
226 Days	52,886	65,291	77,697

Daily	\$250.39	\$309.12	\$367.85
226 Days	56,588	69,861	83,134

Daily	\$272.92	\$336.94	\$400.96
226 Days	61,680	76,148	90,617

Daily	\$294.76	\$363.90	\$433.04
226 Days	66,616	82,241	97,867

Daily	\$318.34	\$393.01	\$467.68
226 Days	71,945	88,820	105,696

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Brownsville Independent School District

2020-2021 Administrator Business Management Pay Plan

Continued

Pay Grade 7	
Director, Employee Benefits/Risk Management	226
Director, Finance/Budget	226
Director, Food/Nutrition Services	226
Director, HR	226
Director, Maintenance	226
Director, PEIMS	226
Director, Public Information	226
Director, Purchasing	226
Director, Transportation	226
District Architect	226
Director, Internal Audit	226

Daily	\$356.54	\$440.17	\$523.80
226 Days	80,578	99,478	118,379

Pay Grade 8	
Asst Superintendent, Support Services	226
Asst Superintendent, Operations	226
Asst Superintendent, HR/Title IX/504/ADA	226
Chief Financial Officer	226
Staff Attorney	226

Daily	\$481.33	\$594.23	\$707.13
226 Days	108,781	134,296	159,811

Pay Grade 9	
Deputy Superintendent, Business/Operations	226

Daily	\$649.79	\$802.21	\$954.63
226 Days	146,853	181,299	215,746

NOTE: Supervisor, Food & Nutrition Services, Pay Grade 3, is eligible for a stipend in the amount of \$5,000.00, if a Registered Licensed Dietician. Supervisor, Food & Nutrition Services, Pay Grade 3, \$5,000.00 was embedded to employee daily rate for the 2020-2021 school year. Assistant Director, Food & Nutrition Services, Pay Grade 6 and Director, Food/Nutrition Services, Pay Grade 7, the Registered Licensed Dietician stipend in the amount of \$10,000.00 received in the 2019-2020 school year, will be embedded to current employee daily rate for the 2020-2021 school year.

Professional Instructional Support Pay Plan

Brownsville Independent School District

2020-2021 Professional Instructional Support Pay Plan

2020-2021 Professional Instructional Support Pay Plan

Brownsville ISD

Title	Calendars
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Pay Grade 1	
No current position	187

Pay Grade 2	
Coordinator, Day Care	207
Nurse	192
Social Worker	187, 226
Specialist, Program	187
Speech Language Pathologist, Assistant	187

Pay Grade 3	
Behavior Specialist	187, 226
Coordinator, Testing	187, 213

Pay Grade 4	
Vacant	187

Pay Grade 5	
Athletic Trainer	205
Audiologist	196
Educational Diagnostician	205
Educational Diagnostician, Lead	226
Educational Diagnostician, Special Assignment	205
Licensed Specialist in School Psychology	203

Pay Grade 6	
Occupational Therapist	187
Physical Therapist	187
Speech Language Pathologist, Lead	226
Speech Language Pathologist	187
Supervisor, Nurse	220

	Minimum	Midpoint	Maximum
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Daily	\$218.70	\$270.00	\$321.30
187 Days	40,897	50,490	60,083

Daily	\$256.97	\$317.25	\$377.53
187 Days	48,053	65,671	78,149
192 Days	49,338	60,912	72,486
207 Days	53,193	65,671	78,149
226 Days	58,075	71,699	85,322

Daily	\$280.10	\$345.80	\$411.50
187 Days	52,379	64,665	76,951
213 Days	59,661	73,655	87,650
226 Days	63,303	78,151	92,999

Daily	\$294.10	\$363.09	\$432.08
187 Days	54,997	67,898	80,799

Daily	\$308.80	\$381.24	\$453.68
196 Days	60,525	74,723	88,921
203 Days	62,686	77,392	92,097
205 Days	63,304	78,154	93,004
226 Days	69,789	86,160	102,532

Daily	\$324.24	\$400.30	\$476.36
187 Days	60,633	74,856	89,079
210 Days	68,090	84,063	100,036
220 Days	71,333	88,066	104,799

Note: Effective the 2020-2021 school year, employee position stipends received in the 2019-2020 school year, will be embedded to current employee daily rate for the 2020-2021 school year. Future salary increases should be aligned with teacher percentage increases as approved by the board.

JROTC Salary Formula

Brownsville Independent School District

2020-2021 JROTC Salary Formula

BISD's Share

1. Base Salary from Teacher Base Salary Schedule divided by 187 Days equals Daily Rate
2. Daily Rate Times 220 days equals Annual Salary per BISD

Department of Defense's (DOD) Share of Minimum Instructor Pay (MIP)

1. 50% of the MIP stated on the Acceptance Letter from the DOD
2. Multiply the 50% of the MIP by 12 equals Annual Salary per DOD

Formula

BISD's Annual Salary (Teacher Base Salary Schedule) + DOD's Annual Salary (50% of MIP)
= Total Annual Salary

Total Annual Salary / 12 = Monthly Income

Note:

1. Dock Rate: For BISD's Share – by Board Policy.
For DOD's Share - by DOD's Policy.
2. MIP is determined by calendar days from January to December at 30 days per month.

JROTC (Air Force): Brownsville ISD received word that reimbursements will change from 12 months to 10 months. The District will not reduce the salary amounts despite the reduction in funding. Subsequent to change.

Board Approved: June 25, 2020

Technology Pay Plan

Brownsville Independent School District

2020-2021 Technology Pay Plan

2020-2021 Technology Pay Plan

Brownsville ISD

Title	Calendars
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Pay Grade 1	
Help Desk Clerk	226

Pay Grade 2	
Computer Technician, FNS	226
Security Camera Technician	261

Pay Grade 3	
Computer System Operation	226
Computer Technician, Lead FNS	226
Computer/Network Technician	226
Media Center Electronics Technician	226

Pay Grade 4	
Network Specialist	226
Website Designer	226

Pay Grade 5	
Systems Programmer/Analyst	226

Pay Grade 6	
Network Administrator	226
Systems Programmer/Analyst, Sr.	226

Pay Grade 7	
Assistant Director, Technology Services	226

Pay Grade 8	
Director, Technology Services	226

	Minimum	Midpoint	Maximum
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Hourly	\$13.50	\$16.85	\$20.20
226 Days	24,408	30,465	36,522

Hourly	\$16.00	\$19.88	\$23.76
226 Days	28,928	35,943	42,958
261 Days	33,408	41,509	49,611

Hourly	\$18.50	\$23.06	\$27.62
226 Days	33,448	41,692	49,937

Daily	\$181.53	\$226.91	\$272.29
226 Days	41,026	51,282	61,538

Daily	\$230.54	\$288.18	\$345.82
226 Days	52,102	65,129	78,155

Daily	\$276.66	\$345.82	\$414.98
226 Days	62,525	78,155	93,785

Daily	\$336.13	\$414.98	\$493.83
226 Days	75,965	93,785	111,606

Daily	\$416.81	\$514.58	\$612.35
226 Days	94,199	116,295	138,391

NOTE: Network Administrator, Pay Grade 6: the CISCO CCNA or CompTIA Certification stipend in the amount of \$5,000 received in the 2019-2020 school year, will be embedded to current employee daily rate for the 2020-2021 school year.

Police & Security Pay Plan

Brownsville Independent School District

2020-2021 Police & Security Pay Plan

2020-2021 Police & Security Pay Plan

Brownsville ISD

Title		Calendars		Minimum	Midpoint	Maximum
Pay Grade 1			Hourly	\$11.00	\$13.75	\$16.50
Security Officer		261	261 Days	22,968	28,710	34,452
Pay Grade 2			Hourly	\$13.09	\$16.36	\$19.63
Dispatcher Communication Officer		261	261 Days	27,332	34,160	40,987
Pay Grade 3			Hourly	\$15.05	\$18.81	\$22.57
Communication Supervisor		261	261 Days	31,424	39,275	47,126
Security Guard, Lead		261				
Pay Grade 4			Hourly	\$18.00	\$22.69	\$27.38
Police Officer		261	261 Days	37,584	47,377	57,169
Pay Grade 5			Hourly	\$20.00	\$24.73	\$29.46
Sergeant		261	261 Days	41,760	51,636	61,512
Pay Grade 6			Daily	\$200.31	\$247.30	\$294.29
Commander		261	261 Days	52,281	64,545	76,810
Pay Grade 8			Daily	\$372.20	\$453.90	\$535.60
Chief of Police/Security Services		226	226 Days	84,117	102,581	121,046

Board Approved: June 25, 2020

Clerical Administrative Pay Plan

Brownsville Independent School District

2020-2021 Clerical Administrative Pay Plan

2020-2021 Clerical Administrative Pay Plan

Brownsville ISD

Title	Calendars
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Pay Grade 1	
Hall Monitor	187

Pay Grade 2	
Attendance Clerk, ES	187
Attendance Clerk, MS	187
Attendance Clerk, HS	192
Campus Clerk	187
Receptionist/Clerk, Bilingual	226
Receptionist/Clerk, Campus	187
Receptionist/Clerk, Health Services	187
Receptionist/Clerk, Campus	187,192,220,226
Receptionist/Clerk, Transportation	226
Receptionist/Clerk, FNS	226
Health Aide I	187
Receptionist/Clerk, Parent Center	187
Receptionist/Clerk, Maintenance	261
Receptionist/Clerk, Adult Education	187
Receptionist/Clerk, Sp Services	226
Receptionist/Clerk, FNS	226
Receptionist/Clerk, Warehouse/Textbooks	226
Records Clerk, MS	192

Pay Grade 3	
Attendance Liaison	187
Clerk, Adult Education	202
Clerk, Aquatic Center	226
Clerk, Parental Involvement	202
Clerk, Special Services	202
Clerk, Transportation	226
Clerk, Wellness Center	226
Data Clerk, Migrant Program	226
Data Clerk, Business Office	226
Data Clerk, Transportation	226
Clerk, Adult Education	226
Health Aide II	187
Clerk, Library/Media Services	226
Mail Clerk, Public Information	226

	Minimum	Midpoint	Maximum
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Hourly	\$10.33	\$12.75	\$15.17
187 Days	15,454	19,074	22,694

Hourly	\$11.02	\$13.77	\$16.52
187 Days	16,486	20,600	24,714
192 Days	16,927	21,151	25,375
220 Days	19,395	24,235	29,075
226 Days	19,924	24,896	29,868
261 Days	23,010	28,752	34,494

Hourly	\$11.90	\$14.87	\$17.84
187 Days	17,802	22,246	26,689
192 Days	18,278	22,840	27,402
202 Days	19,230	24,030	28,829
226 Days	21,515	26,885	32,255

Board Approved: June 25, 2020

Brownsville Independent School District

2020-2021 Clerical Administrative Pay Plan

Continued

Pay Grade 3	
Migrant Clerk	192
Clerk, Migrant Recruiter	202
Parent Liaison	187, 202

Hourly	\$11.90	\$14.87	\$17.84
187 Days	17,802	22,246	26,689
192 Days	18,278	22,840	27,402
202 Days	19,230	24,030	28,829
226 Days	21,515	26,885	32,255

Pay Grade 4	
Photographer/Social Media, Communications	226
Planner, Special Events, Communications	226
Clerk, Purchasing	226
Clerk, Warehouse/Textbooks	226
Data Management Clerk, Academic Center	217
Data Management Clerk, Computer Services	226
Data Management Clerk, ES	210
Data Management Clerk, Homeless Youth Project	226
Data Management Clerk, Maintenance	261
Data Management Clerk, MS	217
Data Management Clerk, Pupil Services	226
Data Management Clerk, Research/Evaluation	220
Data Management Clerk, HS	217
Lead Clerk, Mail Room Public Information	226
Clerk, Purchasing FNS	226
Data Management Clerk, Migrant	226
Data Management Clerk, NGS	202
Records Management Clerk, FNS	226
Assistant Registrar, HS	220
Receptionist, District	226
Records Management Clerk, HR	226

Hourly	\$12.85	\$16.06	\$19.27
202 Days	20,766	25,953	31,140
210 Days	21,588	26,981	32,374
217 Days	22,308	27,880	33,453
220 Days	22,616	28,266	33,915
226 Days	23,233	29,036	34,840
261 Days	26,831	33,533	40,236

Pay Grade 5	
Accounting Clerk, Special Programs	226
Bookkeeper, MS	202
Trainer, CPR	202
Secretary, Curriculum Dept	226
Secretary, Health Services	192
Secretary, Media Center	226
Criminal Records Clerk, Police/Security	226
Disciplinarian, Transportation	226
Employee Benefits Clerk	226
Secretary, Advanced Academics	226
Secretary, Aquatic Center	226
Secretary, Athletics	226
Secretary, Bilingual Department	226
Secretary, Technology	226
Secretary, Curriculum Dept	226

Hourly	\$13.87	\$17.34	\$20.81
192 Days	21,304	26,634	31,964
202 Days	22,414	28,021	33,629
226 Days	25,077	31,351	37,624

Board Approved: June 25, 2020

Brownsville Independent School District

2020-2021 Clerical Administrative Pay Plan

Continued

Pay Grade 5	
Secretary, Guidance & Counseling	226
Secretary, ITV Studio	226
Secretary, Fine Arts	226
Secretary, Police/Security	226
Secretary, Professional Development	226
Secretary, Pupil Services	226
Secretary, Records Management	226
Secretary, Special Services	202
Secretary, State Comp	226
Secretary, Adult Education	226
Secretary, Athletics	226
Secretary, Technology	226
Secretary, Grants Department	226
Secretary, Homeless Youth Project	226
Secretary, Migrant	226
Secretary, State Comp	226
Secretary, Records Management	226
Secretary, Research/Evaluation	226
Secretary, Staffing FNS	226
Technician, ITV Studio	226

Hourly	\$13.87	\$17.34	\$20.81
192 Days	21,304	26,634	31,964
202 Days	22,414	28,021	33,629
226 Days	25,077	31,351	37,624

Pay Grade 6	
Accounting Clerk, Maintenance	261
Accounting Clerk, Transportation	226
Bookkeeper, HS	202
Buyer	226
Coordinator, Museum	226
Specialist, Purchasing FNS	226
Registrar, HS	226
Principal Secretary, ES	210
Principal Secretary, MS	217
Principal Secretary, HS Alternative Campus	226

Hourly	\$14.84	\$18.55	\$22.26
202 Days	23,981	29,977	35,972
210 Days	24,931	31,164	37,397
217 Days	25,762	32,203	38,643
226 Days	26,831	33,538	40,246
261 Days	30,986	38,732	46,479

Pay Grade 7	
Accounting Clerk	226
Admin Asst, Maintenance	226
Graphic Artist	226
Human Resource Officer	226

Hourly	\$15.88	\$19.85	\$23.82
226 Days	28,711	35,889	43,067
261 Days	33,157	41,447	49,736

Board Approved: June 25, 2020

Brownsville Independent School District

2020-2021 Clerical Administrative Pay Plan

Continued

Pay Grade 7	
Payroll Clerk	226
Position Control Officer	226
Data Technician, PEIMS	226
Admin Asst, Athletics	226
Admin Asst, Facilities	226
Admin Asst, CTE	226
Admin Asst, Dyslexia	226
Admin Asst, Employee Benefits	226
Admin Asst, Federal Programs	226
Admin Asst, FNS	226
Admin Asst, Guidance & Counseling	226
Admin Asst, HR	226
Admin Asst, Internal Auditor	226
Admin Asst, Media Center	226
Data Technician, PEIMS	226
Admin Asst, Professional Development	226
Admin Asst, Pupil Services	226
Admin Asst, Purchasing	226
Admin Asst, State Comp	226
Admin Asst, Advanced Academics	226
Admin Asst, Athletics	226
Admin Asst, Bilingual	226
Admin Asst, Technology	226
Admin Asst, Curriculum Dept	226
Admin Asst, Finance	226
Admin Asst, FNS	226
Admin Asst, Health Services	226
Principal Secretary, HS	226
Admin Asst, Police/Security	261
Admin Asst, Communications/Public Information	226
Admin Asst, Special Programs	226
Admin Asst, Special Services	226
Admin Asst, Transportation	226
Admin Asst, Fine Arts	226

Hourly	\$15.88	\$19.85	\$23.82
226 Days	28,711	35,889	43,067
261 Days	33,157	41,447	49,736

Board Approved: June 25, 2020

Brownsville Independent School District

2020-2021 Clerical Administrative Pay Plan

Continued

Pay Grade 8	
Specialist, District Travel	226
Accounting Clerk, Lead	226
Legal Assistant	226
Paralegal	226
Payroll Clerk, Sr.	226
Specialist, Payroll	226
Admin Assoc, Area Administrator	226
Admin Assoc, Asst Superintendent HR	226
Admin Assoc, CFO	226
Admin Assoc, Superintendent Office	226
Specialist, HR	226
Buyer, Senior	226

Hourly	\$17.94	\$22.43	\$26.92
226 Days	32,436	40,553	48,671

Pay Grade 9	
Executive Asst, Superintendent	226

Hourly	\$20.82	\$26.02	\$31.22
226 Days	37,643	47,044	56,446

Pay Grade 10	
Executive Asst, Board of Trustees	226

Hourly	\$24.98	\$31.22	\$37.46
226 Days	45,164	56,446	67,728

Board Approved: June 25, 2020

Instructional Support Pay Plan

Brownsville Independent School District

2020-2021 Instructional Support Pay Plan

2020-2021 Instructional Support Pay Plan

Brownsville ISD

Title	Calendars
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Pay Grade 1	
Day Care Aide	187

Pay Grade 2	
ADA/504 Assistant	187
Dyslexia Aide	187
Instructional Aide, Federal Program	187
Lifeguard	226
P.E. Aide	187
Pre-K Aide	187
Swim Instructor	226
Teacher Aide, St Comp	187
Teacher Aide, Title I	187
Teacher Aide, 3 yr Old	187

Pay Grade 3	
Communication Assistant	187
Career Resource Lab Aide	202
Deaf Ed Aide, ECSE	187
Instructional Aide, ESL/LPAC	192
Computer Aide, Federal Program	187
Lifeguard, Lead	226
Library Aide	187
Sped Aide, Inclusion/CM/Resource	187

Pay Grade 4	
Swim Instructor, Lead	226
Sped Aide, BI	187
Sped Aide, CBVI	187
Sped Aide, Lifeskills	187
Sped Aide, One to One	187
Sped Aide, ECSE	187
Sped Aide, Structure for Life	187

Pay Grade 5	
BAC Drill Instructor	207

Pay Grade 6	
BAC Drill Instructor, Senior	218

Pay Grade 7	
LVN	187

Pay Grade 8	
Basic/Level II Interpreter	187

Pay Grade 9	
Physical Therapist Assistant	187

	Minimum	Midpoint	Maximum
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Hourly	\$10.50	\$12.50	\$14.50
187 Days	15,708	18,700	21,692

Hourly	\$11.20	\$14.00	\$16.80
187 Days	16,755	20,944	25,133
226 Days	20,250	25,312	30,374

Hourly	\$12.10	\$15.12	\$18.14
187 Days	18,102	22,620	27,137
192 Days	18,586	23,224	27,863
202 Days	19,554	24,434	29,314
226 Days	21,877	27,337	32,797

Hourly	\$13.06	\$16.33	\$19.60
187 Days	19,538	24,430	29,322
226 Days	23,612	29,525	35,437

Hourly	\$14.50	\$18.13	\$21.76
207 Days	24,012	30,023	36,035

Hourly	\$16.54	\$20.67	\$24.80
218 Days	28,846	36,048	43,251

Hourly	\$20.34	\$24.80	\$29.26
187 Days	30,429	37,101	43,773

Hourly	\$21.56	\$26.29	\$31.02
187 Days	32,254	39,330	46,406

Hourly	\$23.28	\$28.39	\$33.50
187 Days	34,827	42,471	50,116

Board Approved: June 25, 2020

Manual Trades Pay Plan

Brownsville Independent School District

2020-2021 Manual Trades Pay Plan

2020-2021 Manual Trades Pay Plan

Brownsville ISD

Title	Calendars
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Pay Grade 2	
Helper, A/C & EMS	261
Helper, Masonry	261
Bus Monitor	198
Custodian	261
Custodian, FNS	198, 261
Helper, Electrician	261
Clerk, FNS	198
FNS Clerk	198
FNS Worker	198
Groundskeeper	261
Helper, Intercom Technician	261
Clerk, Inventory FNS	261
Helper, Painter	261
Helper, Plumber	261
Helper, Print Shop	261
Helper, Welder	261

Pay Grade 3	
A/C Filter Changer	261
Mason	261
Truck Operator, Brush/Recycling	261
Coordinator, Bus Monitor	226
Certified Pool Operator (CPO)	261
Custodian, Head (District)	261
Fence Worker	261
Fixed Assets Clerk, Warehouse/Textbooks	226
Fixed Assets Clerk, FNS	226
General Maintenance Worker	261
Glazier	261
Custodian, Head Administration	261
Custodian, Head ES	261
Custodian, Head MS	261
Inventory Clerk, Maintenance	261
Inventory Clerk, Warehouse/Textbooks	261
Painter	261
Parts Room Clerk, FNS	261
Parts Room Clerk, Transportation	261
Print Shop Operator	226
Printer	226

	Minimum	Midpoint	Maximum
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Hourly	\$11.10	\$13.88	\$16.66
198 Days	17,582	21,986	26,389
226 Days	20,069	25,095	30,121
261 Days	23,177	28,981	34,786

Hourly	\$12.10	\$15.13	\$18.16
226 Days	21,877	27,355	32,833
261 Days	25,265	31,591	37,918

Board Approved: June 25, 2020

Brownsville Independent School District

2020-2021 Manual Trades Pay Plan

Continued

Pay Grade 3	
Property Control Clerk	261
Tractor Driver	261
Truck Driver	261
Truck Driver, FNS	261
Receiving & Distribution Clerk, Warehouse/Textbooks	261
Warehouse Clerk, Maintenance	261
Delivery Driver, Warehouse	261
Warehouse Worker	261
Warehouse Worker, FNS	261

Hourly	\$12.10	\$15.13	\$18.16
226 Days	21,877	27,355	32,833
261 Days	25,265	31,591	37,918

Pay Grade 4	
Carpenter	261
Dispatcher	261
Coordinator, Field Trip	226
Custodian, Head HS	261
Fields Monitor, Head	261
Intercom Technician	261
FNS Cafeteria Manager, ES	200
FNS Cafeteria Manager, MS	200
FNS Cafeteria Manager	200
Route Coordinator	226
Warehouse/Textbooks, Lead	261
Warehouse Worker, Lead FNS	261
Welder	261
ITV Production Technician II	226

Hourly	\$13.51	\$16.89	\$20.27
200 Days	21,616	27,024	32,432
226 Days	24,426	30,537	36,648
261 Days	28,209	35,266	42,324

Pay Grade 5	
Equipment Operator	261
Equipment Repair Technician, FNS	261
Dispatcher, Head	261
Instrument Repair Technician	226
ITV Production Technician, Lead	226
Locksmith	261
Maintenance Lead, HS	261
FNS Manager, HS	200
Vehicle Mechanic, White Fleet	261
Vehicle Mechanic	261
Supply Manager	261

Hourly	\$14.32	\$17.90	\$21.48
200 Days	22,912	28,640	34,368
226 Days	25,891	32,363	38,836
261 Days	29,900	37,375	44,850

Pay Grade 6	
A/C & EMS Technician	261
Electrician	261
Fire Alarm Technician	261
Carpenter, Lead	261

Hourly	\$15.18	\$18.97	\$22.76
261 Days	31,696	39,609	47,523

Board Approved: June 25, 2020

Brownsville Independent School District

2020-2021 Manual Trades Pay Plan

Continued

Pay Grade 6	
Plumber	261
Fixed Asset, Lead	261

Hourly	\$15.18	\$18.97	\$22.76
261 Days	31,696	39,609	47,523

Pay Grade 7	
Construction Inspector	261
Coordinator, Drafting & Plans	226
Supervisor, Equipment Repair FNS	261
A/C & EMS Technician, Lead	261
ADA Worker, Lead	261
Electrician, Lead	261
Plumber, Lead	261
Supervisor, Warehouse FNS	261
Supervisor, Warehouse Maintenance	261
Supervisor, Warehouse	261
ITV Chief Editor	226

Hourly	\$16.24	\$20.30	\$24.36
226 Days	29,362	36,702	44,043
261 Days	33,909	42,386	50,864

Pay Grade 8	
Foreman, A/C Mechanical	261
Foreman, Athletic Crew	261
Foreman, Maintenance	261
Foreman, Operations	261
Foreman, Shop	261

Hourly	\$17.70	\$22.13	\$26.56
261 Days	36,958	46,207	55,457

Pay Grade 9	
Field Supervisor, FNS	226
Supervisor, Maintenance	261

Hourly	\$21.60	\$26.67	\$31.74
226 Days	39,053	48,219	57,386
261 Days	45,101	55,687	66,273

BD	
Bus Driver	198

Hourly	\$13.00	\$16.05	\$19.10
198 Days	20,592	25,423	30,254

BDT	
Driver Trainer	226

Hourly	\$15.00	\$18.52	\$22.04
226 Days	27,120	33,484	39,848

Board Approved: June 25, 2020

Substitute Teacher Pay Scale

Brownsville Independent School District

2020-2021 Substitute Teacher Pay Scale

Description	Daily Rate
Non-Degreed*	\$ 80.00
Degreed*	\$100.00
Certified***	\$125.00

- * Minimum 48 college hours
- ** Bachelor's Degree or higher
- *** Teacher Certification

Note:

Effective 2011 – 2012 School Year, all non-degreed substitutes will be grandfathered to previous minimum requirements. All new substitute teachers must meet the new minimum requirements.

Board Approved: June 25, 2020

Supplemental (Stipend) Pay

Brownsville Independent School District

2020-2021 Supplemental Duty Pay Teacher, Librarian & Head Counselor

Teacher, Librarian and Head Counselor	Stipend
* Secondary Math, Science, Social Studies, Reading, English Certifications	\$1,500
* Secondary Science & Social Studies Composite	\$2,000
** Head Counselor (schools with 4 + counselors only)	\$2,000
Librarian Learning Resource Endorsement	\$2,000
Librarian Learning Resource Specialist	\$4,500
School Librarian	\$4,500
Brownsville Academic Center: Performance Training Program Teacher	\$3,500
Dual Enrollment Teacher	<div style="display: flex; justify-content: flex-end;"> <div style="text-align: right; padding-right: 10px;"> 1 course 2 courses 3 courses 4+ courses </div> <div style="text-align: right;"> \$ 500 per semester \$1,000 per semester \$1,500 per semester \$2,000 per semester </div> </div>
Dyslexia/504:	
Certified Academic Language Therapist	\$3,500
Special Education (All Levels):	\$1,500
Plus: Life Skills/ECSE/SFL	\$2,000
Adaptive Physical Education	\$1,500
Behavioral Intervention	\$2,000
Deaf & Hard of Hearing	\$3,500
Visually Impaired	\$3,500
Assistive Technology	\$3,000
Orientation & Mobility	\$3,500
Pre-K 3 Year Old Program	\$1,200

* Prorated based on number of periods taught. Full stipend is 6 periods for Middle School and 5 periods for High School.

** Effective the 2018-19 school year, the Board approved a Head Counselors Stipend (schools w/ 4+ counselors only). The campus must have 4 counselors excluding the Head Counselor, to be eligible for the stipend. If the Head Counselor is included in the count of 4, they do not qualify. Counselors will only be eligible for the Head Counselors Stipend, if applicable.

Special Note:

- 1) All supplemental salaries are to be paid to full time District employees according to levels as indicated in this schedule.
- 2) Supplemental duty assignments/recommendations must have written prior approval of the Superintendent or designee prior to implementation of program. Yearly amounts are paid in 12 equal monthly payments.
- 3) All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
- 4) Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
- 5) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.
- 6) Stipends for positions moving to Professional Instructional Support Pay Plan received in 2019-2020 school year will be embedded to the current employee daily rate for the 2020-2021 school year.
- 7) Supervisor, Food & Nutrition Services, Pay Grade 3, is eligible for a stipend in the amount of \$5,000.00, if a Registered Licensed Dietician. Supervisor, Food & Nutrition Services, Pay Grade 3, \$5,000.00 was embedded to employee daily rate for the 2020-2021 school year. Assistant Director, Food & Nutrition Services, Pay Grade 6 and Director, Food/Nutrition Services, Pay Grade 7, the Registered Licensed Dietician stipend in the amount of \$10,000.00 received in the 2019-2020 school year, will be embedded to current employee daily rate for the 2020-2021 school year.

Brownsville Independent School District

2020-2021 Degree Salary Credit

Degree Salary Credit	Amount
* Bachelor's Degree + 15 hours	\$ 500
Master's Degree (Non-Teaching Field)	\$ 1,500
Master's Degree (Teaching Field)	\$ 3,000
Doctorate Degree	\$ 3,750

Note:

* Effective the 2020-2021 school year, the Bachelor's plus 15 hours salary credit will be discontinued. Those currently receiving the stipend will be grandfathered. Refer to the 2020-2021 Qualifying Rules on Appendix B.

Board Approved: June 25, 2020

Brownsville Independent School District

2020-2021 Supplemental Duty Pay

Department Head

High School	Stipend
Science	\$1,500
History	\$1,500
Reading	\$1,500
English	\$1,500
Math	\$1,500
Special Education	\$1,500
Physical Education/Health	\$1,200
Foreign Language	\$1,200
Fine Arts	\$1,200
Technology/Other	\$1,200
R.O.T.C.	\$1,200
Pre AP / AP	\$1,500
Alternative Schools	Stipend
2 to 4 Teachers per department	\$500
5 to 7 Teachers per department	\$750
8+ Teachers per department	\$1,000
Middle School	Stipend
Science	\$1,000
History	\$1,000
English	\$1,000
Math	\$1,000
Reading	\$1,000
Special Education	\$1,000
Physical Education /Health	\$750
Other (Foreign Lang., Fine Arts, or Tech.)	\$750
Elementary School	Stipend
Up to 5 Teachers per grade level *	\$750
6 + Teachers per grade level	\$1,000
All Schools	Stipend
LPAC Chairperson (Based on Student Enrollment)	1-200 ELs - \$ 600 201-300 ELs - \$ 800 301-400 ELs - \$1,000 401-500+ ELs - \$1,260
Teacher Mentor	\$500 per semester (up to \$1,000)

* (PK3 & PK4 will be combined)

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- 3) All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
- 4) Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
- 5) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.
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- 7) Supervisor, Food & Nutrition Services, Pay Grade 3, is eligible for a stipend in the amount of \$5,000, if a Registered Licensed Dietician. Supervisor, Food & Nutrition Services, Pay Grade 3, \$5,000 embedded to employee daily rate for the 20-21 school year. Assistant Director, Food & Nutrition Services, Pay Grade 6 and Director, Food/Nutrition Services, Pay Grade 7: Registered Licensed Dietician stipend in the amount of \$10,000 received in the 2019-2020 school year, will be embedded to current employee daily rate for the 20-21 school year.

Board Approved: June 25, 2020

Brownsville Independent School District

2020-2021 Supplemental Duty Pay

Bilingual/ESL

Grade Level	Stipend	Stipulations
Elementary **Bilingual/ESL Certified/Teacher assigned English Learners.	PEIMS Snapshot determines stipend allocation. \$70.00 per identified student at a cap of \$1,260.00	Bilingual/ESL stipends at elementary level (PK-5) will be based on: Bilingual/ESL certification PEIMS ELAR teacher responsible for meeting the linguistic needs of the English Learner Stipend will be prorated upon change of position, reassignment, resignation or retirement from BISD (stipend is not transferable) Stipend monthly disbursements are contingent upon the Bilingual Department's review and approval of PEIMS Snapshot data and the employee remains the "ELAR Teacher of Record" servicing English Learners Annually, trained in the Transitional Bilingual Early Exit Model Sheltered Instruction Twelve (12) CORE Sheltered Instruction (Lifetime credit 8 Components) Three (3) Sheltered Instruction maintenance credits renewed annually Six (6) credits performed –based preferred related to Bilingual or ESL instructional strategies renewed annually
Secondary **ESL certified/teacher assigned to: MS: ESL I, ESL II, Eng 6 SL, Eng 7 SL or Eng 8 SL students. HS: ESOL I, ESOL II, Eng 1 SL, Eng II SL, Eng III SL or Eng IV SL students. In lieu of an uncertified ESL/English Teacher, a Reading/ESL certified teacher assigned to English Learners and PEIMS teacher of record/service will receive the stipend. If both English and Reading teachers are certified appropriately, the Reading/ESL certified teacher assigned to ELs and PEIMS teacher of record/service may receive the compensation by working online PB modules at a rate of \$75.00 per completed module at a cap of \$600.00. Teachers can obtain either the original stipend or the performance-based module compensation but not both.	PEIMS Snapshot determines stipend allocation. \$70.00 per identified student at a cap Of \$1,260.00	ESL stipends at Secondary level will be based on: ELAR certification plus a Certification/in ESL PEIMS ELAR teacher responsible for meeting the linguistic needs of the English Learner Stipend will be prorated upon change of position, reassignment, resignation or retirement from BISD (stipend is not transferable) Stipend monthly disbursements are contingent upon the Bilingual Department's review and approval of PEIMS Snapshot data and the employee remains the "ELAR Teacher of Record" servicing English Learners Annually, trained in the ESL Pull-out Model (or Content-Based Model) Twelve (12) CORE Sheltered Instruction (Lifetime credit 8 Components) Three (3) Sheltered Instruction maintenance credits renewed annually Six (6) credits performed –based preferred related to Bilingual or ESL instructional strategies renewed annually
Secondary NON- ELAR, CORE teachers (math, science, social studies) who service English Learners	Teachers will work on and be compensated for online PB modules at a rate of \$75.00 per completed module at a cap of \$600.00	ESL compensation at Secondary level will be based on: Certification in ESL. Scheduled disbursements contingent upon Bilingual Department Review Annually, trained in the ESL Pull-out Model or Content-Based Model Three (3) Sheltered Instruction maintenance credits renewed annually Twelve (12) CORE Sheltered Instruction credits (Lifetime credit 8 components)

****PEIMS teacher of record/service reflecting Bilingual/ESL students on LPAC minutes and e-schools on PEIMS snapshot by 10:00 a.m.**

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- 3) All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
- 4) Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
- 5) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.
- 6) If both teachers are certified appropriately, the Reading/ESL certified teachers assigned to ELs and PEIMS teacher of record/service will receive the compensation by working online PB modules at a rate of \$75.00 per completed module at a cap of \$600.00. Teachers can obtain either the original stipend or the performance-based module stipend, but not both.
- 7) Non-ELAR Core Teachers (Math, Science, and Social Studies) who the service English Learners will complete Performance- based modules to obtain compensation; modules will be compensated at \$75.00 dollars a completed module with a cap of \$600.00 dollars.

Board Approved: June 25, 2020

Brownsville Independent School District

2020-2021 Supplemental Duty Pay – Band, Choir, Music, Dance

# of Staff	High School	Stipend	Extra Days
6	Head Band Director	\$15,000	23
23	Assistant Band Director	\$7,500	23
6	Head Choir Director	\$7,000	18
10	Assistant Choir Director	\$4,300	18
9	Estudiantina Director	\$4,300	NA
1	Mariachi Director	\$4,300	NA
6	Dance Team Instructor	\$4,000	7

	Middle School	Stipend	
19	Head Band Director	\$8,000	18
23	Assistant Band Director	\$6,700	18
10	Head Choir Director	\$6,000	18
10	Assistant Choir Director	\$4,000	18
8	Dance Team Instructor	\$1,850	NA

	Elementary School	Stipend	
6	Music (Music Teachers Employed Prior to 7/1/2005)	\$1,500	NA
1	Elementary Music Advisor	\$3,700	7

	All Levels	Stipend	
1	Instrumental Music Advisor	\$8,500	39
8	Theatre Advisor	\$8,500	30
1	Choral Music Advisor	\$8,500	39

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- 4) Employees on the Special Assignment/ Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
- 5) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.
- 6) Stipends for positions moving to Professional Instructional Support Pay Plan received in 2019-2020 school year will be embedded to the current employee daily rate for the 2020-2021 school year.
- 7) Supervisor, Food & Nutrition Services, Pay Grade 3, is eligible for a stipend in the amount of \$5,000, if a Registered Licensed Dietician. Supervisor, Food & Nutrition Services, Pay Grade 3, \$5,000 embedded to employee daily rate for the 20-21 school year. Assistant Director, Food & Nutrition Services, Pay Grade 6 and Director, Food/Nutrition Services, Pay Grade 7: Registered Licensed Dietician stipend in the amount of \$10,000 received in the 2019-2020 school year, will be embedded to current employee daily rate for the 20-21 school year.

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Brownsville Independent School District

2020-2021 Supplemental Duty Pay – Career & Technical Education (CTE)

Activity or Event	Stipend	Maximum
Career & Technical Student Organization (CTSO) Sponsorship	Student Participation-\$30 per paid affiliated member registered to compete. (Student(s) must be a registered competitor at the Area/District Conference.	\$600
	Sponsor/Chaperone attendance at Leadership Training Conference - \$75 Contractual day or \$150 Non-Contractual day.	\$750
	Sponsor Preparation of students for competition - \$75/half day or \$150 full day.	\$450 – Region \$300 – State \$150 – National
	Sponsor/Chaperone attendance at Student Competition - \$75 Contractual day or \$150 Non-Contractual day.	\$1,200
Professional Development	Regional or State conference/training - \$75 Contractual day or \$150 Non-Contractual day.	\$450
	Program Required (PLTW, AYES, PTI, OSHA, ATC) - \$75 Contractual day or \$150 Non-Contractual day. (not to exceed maximum)	\$975
Professional Duties	AYES Intern Supervision – Non-contract day, \$35 per site, once every two weeks	\$700
	Health Science Teachers (HSTs) will be given up to ten (10) years of credit for past employment as a “certified” health care provider.	
	Career Preparation (CP) - non-extended year contract. Off-contract Coordination Days - \$150/half day or \$300 full day (Limited to 5 days per CP section taught)	\$6,000 maximum
	Coordination Periods (minimum of one) – 1 per every two CO sections taught	
Retention / Sign on Bonus *	A one-time retention / sign on bonus will be offered to Health Science Technology (HST) Teachers (current and newly hired) as follows: Associate’s Degree Bachelor’s Degree or Higher	\$2,500 \$5,000

* Effective for the 2017-2018 School Year, this retention / sign on bonus will be paid in the December payroll. The teacher must remain with the district as a HST at least two (2) years. Teacher will be asked to pay back the bonus/retention if the two (2) years are not met. This is a one-time offer and not guaranteed to be repeated.

Note: Supplemental duty extra pay amounts allowed per CTSO sponsor will not exceed \$2,400 per school year.

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Brownsville Independent School District

2020-2021 Supplemental Duty Pay – Coaching

# of Staff	High School Football	Stipend	Extra Days
12	Offensive/Defensive Coordinator	\$8,500	20
30	Varsity Assistant Coach	\$4,000	13
48	9th Grade/JV Coach	\$3,500	13
# of Staff	High School Head Coaches	Stipend	Extra Days
6	Baseball	\$4,200	NA
12	Basketball	\$4,200	NA
6	Cross Country	\$4,200	13
6	Golf (Year-Round)	\$7,500	6
6	Power Lifting	\$4,200	NA
12	Soccer	\$4,200	NA
6	Softball	\$4,200	NA
6	Swimming (Year-Round)	\$7,500	6
6	Tennis (Year-Round)	\$7,500	13
12	Track	\$4,200	NA
6	Volleyball	\$4,200	13
# of Staff	High School Assistant Coaches	Stipend	Extra Days
18	Baseball	\$3,500	NA
48	Basketball	\$3,500	NA
12	Cross Country	\$3,500	13
6	Golf (Year-Round)	\$7,000	6
6	Powerlifting	\$3,500	NA
36	Soccer	\$3,500	NA
18	Softball	\$3,500	NA
6	Swimming (Year-Round)	\$7,000	NA
9	Tennis (Year-Round)	\$7,000	NA
36	Track	\$3,500	NA
26	Volleyball	\$3,500	13
# of Staff	Middle School Coaches	Stipend	Extra Days
10	Athletic Coordinator (Two Sports Only)	\$8,000	10
70	Football-Assistant Coach	\$2,750	5
80	Basketball Coach	\$2,750	NA
40	Soccer Coach	\$2,750	NA
6	Swimming Coach	\$1,000	NA
20	Tennis Coach (Year-Round)	\$2,750	NA
50	Track/Cross Country Coach	\$2,750	NA
60	Volleyball Coach	\$2,750	5

Brownsville Independent School District

2020-2021 Supplemental Duty Pay – Coaching

# of Staff	District	Stipend	Extra Days
1	Diving Coach (District-Wide)	\$7,000	6
1	Special Olympics - Head Coach	\$3,850	5
25	Special Olympics - Coach	\$2,850	NA
NA	Athletic Retired Coach	1 Sport Stipend	NA

Retired Coaches: Sport Stipend (will only work 19 hours per week)

As per University Interscholastic League regulations school districts may hire retired coaches for coaching purposes only. BISD will consider employment of retired coaches as per University Interscholastic League regulations which stipulate retired coaches may be a head coach in only Golf, Tennis/Team Tennis, Swimming, Cross Country and Track & Field, and an assistant coach in the other sports. BISD will employ retired coaches as per stipend of respective sport. They will be paid the stipend assigned to the sport.

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4. Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
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Brownsville Independent School District

2020-2021 Supplemental Duty Pay – UIL

High School	Stipend
U.I.L. Campus Coordinator	\$2,000
U.I.L. Coaches/Sponsors (Up to 20)	\$1,600
One-Act Play (Varsity)	\$2,000
Practice Meets	\$100 per meet – limit to 8 meets
Mock Trial	
Coaches' Meeting	\$150
Student Clinic	\$150
District Meet	\$250
Regional Meet	\$300
Total	\$850
Middle School	Stipend
U.I.L. Campus Coordinator	\$1,600
U.I.L. Coaches/Sponsors (7): Zone Meet (to include one act play)	\$1,400
Elementary School Must attend the district meet	District Allocation / Stipend
U.I.L. Campus Coordinator	\$1,000
U.I.L. Division Organizer (District Meet)	\$1,200
U.I.L. Coaches/Sponsors (up to 12) – District Meet	\$300 (up to \$3,600 per school)
Organizers cannot coach UIL activities nor coordinate UIL campus program. Elementary coordinator may coach only two events to earn a maximum of \$900.	

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Brownsville Independent School District

2020-2021 Supplemental Duty Pay – Other

Assigned Supplemental Instructional/Other Duties	Stipend
Campus Tutorial/Extended School Year, Curriculum Writing, In-Home Parent Training	\$30 per hour
Supplemental Duty Instructional – Summer School (SSI, Regaining Credit, EOC only)	\$30 per hour
Supplemental Duty Instructional – Summer School (Enrichment and all other Teachers)	\$30 per hour
Supplemental Duty Campus Administrator – Summer School	\$30 per hour
Advanced Academics Supplemental Duty	\$150 per day
Long-term Administrator Substitute (as approved by Supt.)	\$160 per day

High School	Stipend
Cheerleader Sponsor	\$2,000/5 Days
Academic Decathlon (2 sponsors per campus)	\$700
Technology Support Teacher (One per campus)	\$1,200
Dual Enrollment	\$50.00/per hour / 48 hours required
Journalism & Yearbook	\$2,000
Middle School	Stipend
Cheerleader Sponsor	\$600
Technology Support Teacher (One per campus)	\$1,200
Journalism & Yearbook	\$1,500
Elementary	Stipend
Technology Support Teacher	\$1,200
Coding Sponsor	\$2,000
Cheerleader Sponsor	\$400

District Wide Stipend	
Cell Phone Usage (Designated Administrators) Administrators and Special Assignment Pay Grade 6 and above who do not have a BISD issued cell phone.	\$50 per month

Personnel Pay (Other)	
State of Texas Electrical, Plumbers or HVAC License (used for BISD projects)	\$2,000
FNS Registered Licensed Dietician	\$5,000

Classified Personnel: Incentive Pay for Associate's and Bachelor's Degree
Classified employees who hold an Associate's Degree are entitled to a \$200.00 incentive. Classified employees who hold a Bachelor's Degree are entitled to a \$250.00 incentive. Incentives will be paid in two increments: the first increment in December and the second increment in May. (See Appendix A)

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Brownsville Independent School District

2020-2021 Athletic Game Workers and Seasonal/PT Employees

District Wide	Supplement
Elementary and Secondary Support Staff	\$12 per hour
GEAR UP Tutors	\$12 per hour
Classified Instructional Supplemental Duties (T, SS, etc.)	\$12 per hour
Student Workers	\$8.50 per hour
Assigned Supplemental Duties – Food and Nutrition Services Managers	\$18.50 per hour
Head Chess Sponsor (5 Tournaments) – up to 2 sponsors*	\$1,000
Assistant Head Chess Sponsor (5 Tournaments) 1 sponsor*	\$800
Destination/Imagination	
Instant Challenge Workshop (1 day)	\$100
Regional Competition (1 day)	\$150
State Competition (1 day)	\$250
Global Finals (6 days)	\$500
Total	\$1,000
Special Services Classified – Individual, Student Support Staff Assignment (1 to 1)	\$12 per hour
Special Services Certified / Professional & Related Service Provider/Therapist/Assistant Therapists	\$30 per hour
Contracted Evaluation Compensation. Special Education evaluations completed during non-working days by District Assessment Personnel on Teacher Hiring Schedule. Must be assigned through Special Services Administrator for Saturday and/or Summer Testing.	\$600 per evaluation
Staff Development Compensation – Only for Professionals on Teacher Hiring Schedule, inclusive of JROTC Instructors, Physical Therapist, and Occupational Therapist – Minimum of 6 hours	\$150
Staff Development Compensation – Only for Professionals on Teacher Hiring Schedule, inclusive of JROTC Instructors, Physical Therapist, and Occupational Therapist – Minimum of 3 hours	\$75
Additional Manual Trade Summer Positions	\$8.50 per hour
Part time Temporary – Classified Employees	\$8.50 per hour
Assigned Supplemental Instructional/Other Duties (Campus Tutorial/Summer School, Extended School Year, Curriculum Writing, In-Home Parent Training)	\$30 per hour
Advanced Academics Supplemental Duty	\$150 per day
Long-term Administrator Substitute (as approved by Supt.)	\$160 per day

*Chess – Refer to Chess Handbook for requirements

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Board Approved: June 25, 2020

Brownsville Independent School District

2020-2021 Athletic Game Workers and Seasonal/PT Employees

Sport	Position	New Hourly Rate
Varsity Football games	Ticket Seller Supervisor	\$19
Sams Stadium	Ticket Seller -	\$15
Veterans Memorial	Ticket Taker	\$15
Brownsville Sports Park	Ushers	\$15
	KBSD Camera	\$15
	Scoreboard Operator	\$20
	25-Second Clock	\$20
	Announcer	\$20

Football	Position	New Hourly Rate
at the High School	Scoreboard	\$11
	Ticket Seller	\$11
at the Middle School	Scoreboard	\$11
	Ticket Seller	\$11

Volleyball	Position	New Hourly Rate
at the High School	Scoreboard	\$11
	Scorebook	\$11
	Ticket Seller	\$11
at the Middle School	Scoreboard	\$11
	Scorebook	\$11
	Ticket Seller	\$11

Basketball	Position	New Hourly Rate
at the High School	Scoreboard	\$11
	Scorebook	\$11
	Ticket Seller	\$11

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Brownsville Independent School District

2020-2021 Athletic Game Workers and Seasonal/PT Employees

Basketball	Position	New Hourly Rate
at the Middle School	Scoreboard	\$11
	Scorebook	\$11
	Ticket Seller	\$11
Soccer	Position	New Hourly Rate
at the High School	Scoreboard	\$11
	Ticket Seller	\$11
at the Middle School	Scoreboard	\$11
	Ticket Seller	\$11

Softball	Position	New Hourly Rate
at the High School	Scoreboard/Scorebook	\$11
	Ticket Seller	\$11
at the Middle Schools	Scoreboard/Scorebook	\$11
	Ticket Seller	\$11

Baseball	Position	New Hourly Rate
at the High School	Scoreboard/Announcer	\$11
VARSITY ONLY	Pitch counter	\$11
	Ticket Seller	\$11

Power Lifting Meets	Position	New Hourly Rate
at the High School	Ticket Seller - City Meet	\$11
	Ticket Seller – Invitational	\$11

Special Note:

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- 3) All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
- 4) Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
- 5) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.
- 6) Stipends for positions moving to Professional Instructional Support Pay Plan received in 2019-2020 school year will be embedded to the current employee daily rate for the 2020-2021 school year.
- 7) Supervisor, Food & Nutrition Services, Pay Grade 3, is eligible for a stipend in the amount of \$5,000, if a Registered Licensed Dietician. Supervisor, Food & Nutrition Services, Pay Grade 3, \$5,000 embedded to employee daily rate for the 20-21 school year. Assistant Director, Food & Nutrition Services, Pay Grade 6 and Director, Food/Nutrition Services, Pay Grade 7: Registered Licensed Dietician stipend in the amount of \$10,000 received in the 2019-2020 school year, will be embedded to current employee daily rate for the 20-21 school year.

Board Approved: June 25, 2020

Brownsville Independent School District

Performance Based Compensation Project Rise: Faulk Middle School & Porter ECHS

Performance Based Compensation (Project Rise: Faulk MS and Porter ECHS only)	
Master Teacher	\$7,000
Mentor Teacher	\$5,000
Classroom Teacher (50% Evaluation, 30% Student Performance, 20% Campus Growth)	up to \$3,000
Other Educators - Counselors, Librarians, Instructional Aides (50% Evaluation, *50% Campus Growth)	up to \$1,500
Campus Administration (50% Evaluation, *50% Campus Growth)	up to \$3,000

*Project RISE determination

Incentive Allocation – Project Rise for Faulk and Porter (only)	Stipend
Recruitment Bonus (with Prior Approval from Project RISE Director)	up to \$2,000
Retention Bonus (with Prior Approval from Project RISE Director)	up to \$2,000
Grant Manager	up to \$2,500
Distance Learning Stipend	TBD
State Assessment Growth Bonus (additional bonus will be based on SAS EVAAL for top 5% of teachers in building)	TBD

Note: Above incentive allocation will be recommended by campus principal.

Based on Project RISE Advisory COUNCIL (PRAC) approval additional stipends and incentives may occur after this this compensation plan is board approved. The above incentive allocations will be recommended by the campus principal with the prior approval from Project RISE at Region One. In addition, the following rules are in effect:

1. If an employee retires from a Project RISE campus, they are entitled to receive their PBC at the time Region One Project RISE provides the district with a payout schedule. However, the employee is responsible for providing the district with the correct forwarding information so that the award payout can be processed.
2. If an employee from a Project RISE campus transfers to another BISD campus, they are still entitled to receive their PBC at the time Region One Project RISE provides the district with a payout schedule.
3. If an employee from a Project RISE campus transfers to another district, they are NOT entitled to receive their PBC from Project RISE.

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Board Approved: June 25, 2020

Brownsville Independent School District

Performance Based Compensation Project Rise: Faulk Middle School & Porter ECHS

Project Rise Advisory Council (PRAC) Fidelity of Implementation Incentives

Educator (Not TRS Eligible)		Additional Stipend based on Effectiveness (TRS Eligible)						Stipend to be paid
All eligible Educators: (classified instructional, teachers, counselors, librarian, administration)	TBD	“Average Effectiveness” PRAC Approved Criteria for Educator Effectiveness and Campus Wide Effectiveness.	TBD	“Above Average Effectiveness” PRAC Approved Criteria for Educator Effectiveness and Campus Wide Effectiveness.	TBD	“Most Effective” PRAC Approved Criteria for Educator Effectiveness and Campus Wide Effectiveness.	TBD	2020-2021 school year based on Previous years(s) data and availability of Project RISE funds
Administrators	TBD	Coaching Model Protocol Based on Educators’ Individualized Professional Development Plan						2019-2020 school year based on completion of 2019-2020 Individual PD Plan Protocol Template and availability of Project RISE funds

Value-Added Teachers and Administrators Incentive Eligibility guidelines 2019-2020:

Special Note:

- 1) All supplemental salaries are to be paid to full time District employees according to levels as indicated in this schedule.
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- 7) Supervisor, Food & Nutrition Services, Pay Grade 3, is eligible for a stipend in the amount of \$5,000, if a Registered Licensed Dietician. Supervisor, Food & Nutrition Services, Pay Grade 3, \$5,000 embedded to employee daily rate for the 20-21 school year. Assistant Director, Food & Nutrition Services, Pay Grade 6 and Director, Food/Nutrition Services, Pay Grade 7: Registered Licensed Dietician stipend in the amount of \$10,000 received in the 2019-2020 school year, will be embedded to current employee daily rate for the 20-21 school year.

Board Approved: June 25, 2020

Brownsville Independent School District

Performance Based Compensation

Project Rise: Faulk Middle School & Porter ECHS

Staff Involved	STAAR/EOC Value Added Teachers	
Data to be Utilized	SAS EVAAS (Teacher Composite Label)	
	Teacher Composite Label	Incentive Amount
1	Least Effective	\$ 0
2	Approaching Effectiveness	\$ 0
3	Average Effectiveness	TBD
4	Above Average Effectiveness	TBD
5	Most Effective	TBD

Principal will verify all Value Added teachers and submitted verified rosters to Project RISE.

Staff Involved	Campus Administrators	
Data to be Utilized	STAAR/EOC School Composite Label	
	School Composite Label	Incentive Amount
1	Least Effective	\$ 0
2	Approaching Effectiveness	\$ 0
3	Average Effectiveness	TBD
4	Above Average Effectiveness	TBD
5	Most Effective	TBD

Special Note:

- 1) All supplemental salaries are to be paid to full time District employees according to levels as indicated in this schedule.
- 2) Supplemental duty assignments/recommendations must have written prior approval of the Superintendent or designee prior to implementation of program. Yearly amounts are paid in 12 equal monthly payments.
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- 6) Stipends for positions moving to Professional Instructional Support Pay Plan received in 2019-2020 school year will be embedded to the current employee daily rate for the 2020-2021 school year.
- 7) Supervisor, Food & Nutrition Services, Pay Grade 3, is eligible for a stipend in the amount of \$5,000, if a Registered Licensed Dietician. Supervisor, Food & Nutrition Services, Pay Grade 3, \$5,000 embedded to employee daily rate for the 20-21 school year. Assistant Director, Food & Nutrition Services, Pay Grade 6 and Director, Food/Nutrition Services, Pay Grade 7: Registered Licensed Dietician stipend in the amount of \$10,000 received in the 2019-2020 school year, will be embedded to current employee daily rate for the 20-21 school year.

Board Approved: June 25, 2020

Brownsville Independent School District

Teacher Incentive Allotment (TIA)

Teacher Incentive Allotment (TIA) Performance Based Compensation

Cohort A participating campuses (Faulk MS & Porter ECHS), following TEA HB3 guidelines and approved TIA spending plan, will compensate identified designated teachers with 75% of the available allotment* calculated based on:

1. The level of socio-economic need at the identified school where the teacher works
2. Level of designation:
 - Recognized TIA Designation Tier 1 – 75% of funds* between \$3,000 - \$9,000 (based on TEA calculation)
 - Exemplary TIA Designation Tier 2 – 75% of funds* between \$6,000 - \$18,000
 - Master TIA Designation Tier 3 – 75% of funds* between \$12,000 - \$32,000
3. Designated and Non-designated teachers assigned to the participating campuses will be eligible for a portion of 15% of the BISD Teacher Incentive Allotment funds based on the TEA and BISD approved TIA Cohort A spending plan for campus teachers.

NOTE: TEA allocates 10% of each designated teacher's funds to be reinvested for personnel or data platforms for data collection.

Board Approved: June 25, 2020

Appendix

Brownsville Independent School District

APPENDIX A

2020-2021 Qualifying Rules – Classified Employees for Degree Salary Credit

Associate's or Bachelor's Degree Salary Credit

1. The Associate's or Bachelor's degree from an accredited university in order to earn credit.
2. Full year salary credit enrollment period closes September 30th of each year. Half-year salary credit enrollment period closes January 31st of each year.
3. An official transcript with degree notation must be on file with the Human Resources Department prior to the closing of the enrollment period.
4. Employees are responsible for submitting all required documents prior to the closing period.

Board Approved: June 25, 2020

Brownsville Independent School District

APPENDIX B

2020-2021 Qualifying Rules for Degree Salary Credit

Teacher Master's/Doctorate Degree Salary Credit

1. The Master's degree from an accredited university must be in an approved teaching field and the teacher must be eligible to teach the subject to be eligible for the Master's Degree Salary Credit in the amount of \$3,000.00.
2. The Doctorate degree from an accredited university must be in an approved teaching field and the teacher must be eligible to teach the subject to be eligible for the Doctorate Degree Salary Credit for an additional \$750.00.
3. An employee who has a Master's degree from an accredited university in a non-teaching field may be eligible to receive the Salary Credit in the amount of \$1,500.00.
4. Examples of non-teaching fields: Educational Leadership, Administration, Supervision, Counseling, School Librarian, Curriculum & Instruction and any other not approved by the Human Resources Department.
5. The Salary Credit Enrollment period is July 1st to September 30th of each school year.
6. Employees are responsible for submitting a Salary Credit Enrollment form which will be provided at the Human Resources Department.
7. An official transcript with degree notation must be on file with the Human Resources Department prior to the closing of the enrollment period.

NOTE: Only employees paid on the Teacher & Librarian Hiring Salary Schedule are eligible to apply under the qualifying rules.

Board Approved: June 25, 2020

Brownsville Independent School District

APPENDIX C

NEW HIRE SALARY WORKSHEET - Exempt Educator & Program

Name: _____
 Position Title: _____
 Campus/Dept: _____

Employee ID #: _____
 Hire Date: _____
 Today's Date: _____

Enter the Type of Job Experience:		Enter Yrs of Job Experience	Credited Job Exp.
1			0.00
2			0.00
3			0.00
4			0.00
5			0.00
6			0.00
7			0.00
8			0.00
9			0.00
10			0.00

Note: Teaching experience is limited to 5 years for salary placement for teachers promoted to a position below director level that requires educator certification on the Educator Program Pay Schedule.

Total Credited Experience:	0.00
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Step 2: Peer Equity Review

For multi-incumbent jobs, review pay for other district employees in the same job with same experience and adjust placement recommendation. Explain below.

Name	Title	Total Yrs Exp	Related Yrs Exp	Daily Rate	Annual Salary

Step 3: NEW PAY INFORMATION: (fill in shaded boxes)

Type of Rate: **Daily**

No. of Days: **0**

Pay Grade: **0**

Pay Grade Daily Rate Annual Rate

Minimum:	\$0.00	\$0.00
Midpoint:	\$0.00	\$0.00
Maximum:	\$0.00	\$0.00



Credited Experience: _____
 Calculated Daily Rate: **0.00**
 Calculated Annual Salary: **\$0.00**

Enter recommended daily rate after you have completed the peer equity review above. Adjust for peer equity or midpoint value.

Recommended Daily Rate: **\$0.00**
 Recommended Annual Salary: **\$0.00**

Percent above minimum for each year of experience (up to midpoint): 1.15%

This document is provided for educational purposes only and may contain legal information to facilitate a general understanding of the law. It is not an exhaustive treatment of the law on this subject nor is it intended to be legal advice. Nothing herein should be relied upon as legal advice in general or in reference to any specific fact situation. As always, it is important for you to consult with your own attorneys to obtain a legal analysis and to apply these legal principles to specific fact situations. © 2019 Texas Association of School Boards, Inc. All rights reserved.

Board Approved: June 25, 2020

Brownsville Independent School District

APPENDIX D

NEW HIRE SALARY WORKSHEET - Exempt Business Management

Name:

Employee ID #:

Position Title:

Hire Date:

Campus/Dept:

Today's Date:

Enter the Type of Job Experience:		Enter Yrs of Job Experience	Credited Job Exp.
1			0.00
2			0.00
3			0.00
4			0.00
5			0.00
6			0.00
7			0.00
8			0.00
9			0.00
10			0.00
Note: Teacher experience not applicable job experience for Business Management.		Total Credited Experience:	0.00

Step 2: Peer Equity Review

For multi-incumbent jobs, review pay for other district employees in the same job with same experience and adjust placement recommendation. Explain below.

Name	Title	Total Yrs Exp	Related Yrs Exp	Daily Rate	Annual Salary

Step 3: NEW PAY INFORMATION: (fill in shaded boxes)

Type of Rate:

No. of Days:

Pay Grade:

Pay Grade	Daily Rate	Annual Rate
Minimum:	\$0.00	\$0.00
Midpoint:	\$0.00	\$0.00
Maximum:	\$0.00	\$0.00



Credited Experience:

Calculated Daily Rate:

Calculated Annual Salary:

Enter recommended daily rate after you have completed the peer equity review above. Adjust for peer equity or midpoint value.

Recommended Daily Rate:

Recommended Annual Salary:

Percent above minimum for each year of experience (up to midpoint): 1.15%

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Board Approved: June 25, 2020

Brownsville Independent School District

APPENDIX E

NEW HIRE SALARY WORKSHEET - Nonexempt

Name:

Employee ID #:

Position Title:

Hire Date:

Campus/Dept:

Today's Date:

Enter Type of Job Experience:		Enter Yrs of Job Experience	Credited Job Exp.
1	<input type="text"/>	<input type="text"/>	0
2	<input type="text"/>	<input type="text"/>	0
3	<input type="text"/>	<input type="text"/>	0
4	<input type="text"/>	<input type="text"/>	0
5	<input type="text"/>	<input type="text"/>	0
6	<input type="text"/>	<input type="text"/>	0
7	<input type="text"/>	<input type="text"/>	0
8	<input type="text"/>	<input type="text"/>	0
9	<input type="text"/>	<input type="text"/>	0
10	<input type="text"/>	<input type="text"/>	0
		Total Credited Experience:	0

Step 2: Peer Equity Review

For multi-incumbent jobs, review pay for other district employees in the same job with same experience and adjust placement recommendation. Explain below.

Name	Title	Total Yrs Exp	Related Yrs Exp	Hourly Rate	Annual Salary

Step 3: NEW PAY INFORMATION: (fill in shaded boxes)

No. of Days:

Hrs Per Day:

Pay Grade:

Pay Range	Hourly Rate	Annual Salary
Minimum:	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Midpoint:	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Maximum:	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>



Credited Experience:

Calculated Hourly Rate:

Calculated Annual Salary:

Enter recommended hourly rate after you have completed the peer equity review above. Adjust for peer equity or midpoint value.

Recommended Hourly Rate:

Recommended Annual Salary:

Percent above minimum for each year of experience (up to midpoint): 1.00%

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Board Approved: June 25, 2020

Addendum

Brownsville Independent School District

Department of Innovation, Strategy, and Educational Technology

Certified Administrative Educational Technology Positions*	Pay Grade Levels
Educational Technology, Digital Learning & Innovation Administrator	Level 6
Educational Technology, Digital Learning & Innovation Assistant Administrator	Level 5
Educational Technology Specialists*	
Google Tech Specialist	Level 4
Apple Tech Specialist	Level 4
Microsoft Tech Specialist	Level 4
Digital Learning & Innovation Specialist-High Schools	Level 4
Digital Learning & Innovation Specialist-Middle Schools	Level 4
Digital Learning & Innovation Specialist-Elementary Schools	Level 4

Special Note:

*1) All positions will be funded through Awarded Grants. (subject to funding)

Board Approved: June 25, 2020