

2023-2024 Manual Trades Placement Scale

Brownsville ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale due to previous year hourly rate being above placement scale rate of experience. Future wage increases are determined annually and are not guaranteed; therefore, employees cannot use the current scale to forecast future amount.

Range Position	2023-2024 Total Exp	Pay Grades									
		2	3	4	5	6	7	8	9	BD	BDT
Minimum	0	\$15.00	\$15.50	\$16.00	\$16.50	\$18.31	\$20.15	\$21.16	\$24.33	\$16.85	\$17.85
	1	\$15.08	\$15.58	\$16.08	\$16.58	\$18.40	\$20.25	\$21.27	\$24.45	\$16.93	\$17.94
	2	\$15.15	\$15.66	\$16.16	\$16.67	\$18.49	\$20.35	\$21.37	\$24.57	\$17.02	\$18.03
	3	\$15.23	\$15.73	\$16.24	\$16.75	\$18.58	\$20.45	\$21.48	\$24.69	\$17.10	\$18.12
	4	\$15.30	\$15.81	\$16.32	\$16.83	\$18.68	\$20.55	\$21.58	\$24.82	\$17.19	\$18.21
	5	\$15.38	\$15.89	\$16.40	\$16.91	\$18.77	\$20.65	\$21.69	\$24.94	\$17.27	\$18.30
	6	\$15.45	\$15.97	\$16.48	\$17.00	\$18.86	\$20.75	\$21.79	\$25.06	\$17.36	\$18.39
	7	\$15.53	\$16.04	\$16.56	\$17.08	\$18.95	\$20.86	\$21.90	\$25.18	\$17.44	\$18.47
	8	\$15.60	\$16.12	\$16.64	\$17.16	\$19.04	\$20.96	\$22.01	\$25.30	\$17.52	\$18.56
	9	\$15.68	\$16.20	\$16.72	\$17.24	\$19.13	\$21.06	\$22.11	\$25.42	\$17.61	\$18.65
	10	\$15.75	\$16.28	\$16.80	\$17.33	\$19.23	\$21.16	\$22.22	\$25.55	\$17.69	\$18.74
	11	\$15.83	\$16.35	\$16.88	\$17.41	\$19.32	\$21.26	\$22.32	\$25.67	\$17.78	\$18.83
	12	\$15.90	\$16.43	\$16.96	\$17.49	\$19.41	\$21.36	\$22.43	\$25.79	\$17.86	\$18.92
	13	\$15.98	\$16.51	\$17.04	\$17.57	\$19.50	\$21.46	\$22.54	\$25.91	\$17.95	\$19.01
	14	\$16.05	\$16.59	\$17.12	\$17.66	\$19.59	\$21.56	\$22.64	\$26.03	\$18.03	\$19.10
	15	\$16.13	\$16.66	\$17.20	\$17.74	\$19.68	\$21.66	\$22.75	\$26.15	\$18.11	\$19.19
	16	\$16.20	\$16.74	\$17.28	\$17.82	\$19.77	\$21.76	\$22.85	\$26.28	\$18.20	\$19.28
	17	\$16.28	\$16.82	\$17.36	\$17.90	\$19.87	\$21.86	\$22.96	\$26.40	\$18.28	\$19.37
	18	\$16.35	\$16.90	\$17.44	\$17.99	\$19.96	\$21.96	\$23.06	\$26.52	\$18.37	\$19.46
19	\$16.43	\$16.97	\$17.52	\$18.07	\$20.05	\$22.06	\$23.17	\$26.64	\$18.45	\$19.55	
Midpoint	20	\$16.50	\$17.05	\$17.60	\$18.15	\$20.14	\$22.17	\$23.28	\$26.76	\$18.54	\$19.64

NOTE: The board approved a 0.5% credit for experience following the minimums of pay grade on placement scale up to 20 years. The midpoint value on the placement scale is different than the actual midpoint value on the employee compensation plan.

Board Approved: June 22, 2023