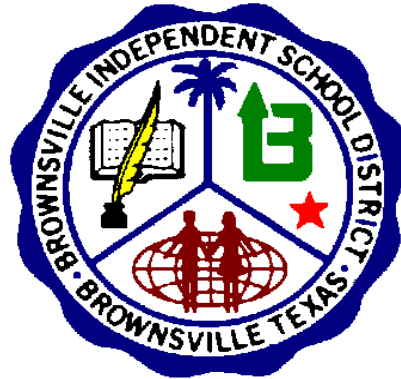


# *Brownsville Independent School District*

*Department of Human Resources*

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## *Employee Compensation Plan 2018-2019*

***Board Approved: June 26, 2018***

*In accordance with Title VI - Civil Rights Act of 1964, Title IX - Education Amendment of 1972, Section 504 - Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act of 1992, BISD does not discriminate on the basis of race, color, national origin, sex, religion, age, disability or genetic information in employment or provision of services, programs or activities.*

BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
DEPARTMENT OF HUMAN RESOURCES  
2018 – 2019 COMPENSATION PLAN

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# **Staffing Guidelines**

**Brownsville Independent School District  
Department of Human Resources  
2018-2019: Staffing Guidelines: Certified Personnel**

<b>Management Team: <u>Elementary Schools</u></b>	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
Principal	n/a	1	199	210
Assistant Principal	Up to 800	1	199	208
	801 +	2	199	208
Dean of Instruction ( <b>Supplemental</b> )	n/a	1	162	208
<b><u>Middle Schools</u></b>				
Principal	n/a	1	199	217
Assistant Principal	Up to 749	1	199	208
	750 – 1,250	2	199	208
	1,251 +	3	199	208
Dean of Instruction ( <b>Supplemental</b> )	n/a	1	162	208
<b><u>High Schools</u></b>				
Principal	n/a	1	199	226
Assistant Principal	Up to 1,750	1	199	208
	1,751 – 2,250	4	199	208
	2,251 – 2,750	5	199	208
	2,751 +	6	199	208
Special Ed Assist Principal	n/a	1	166	208
Dean of Instruction ( <b>Supplemental</b> )	n/a	1	162	220

Sometimes an extenuating circumstance(s) on a campus may merit an exception to one or more of the staffing guidelines. Extenuating circumstances could include unusually high numbers of a certain special population of students, unique features to the facility, special programs on a campus that merit more time for staff, etc. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to their Area Assistant Superintendent for consideration. The Area Assistant Superintendent will meet with the Assistant Superintendent for Human Resources and the Chief Financial Officer and a recommendation may be made to the Superintendent.

All Supplemental positions must be documented as a need in the Comprehensive Needs Assessment in the Campus Improvement Plan and must also have an activity documenting the provision of allowable services. Positions are based on student enrollment numbers and subject to the availability of funding. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to their Area Assistant Superintendent for consideration. The Area Assistant Superintendent will meet with the Human Resource Administrator and the Chief Financial Officer and a recommendation may be made to the Superintendent.

**Note: (1) Number of positions is subject to availability of funding (federal and categorical funds) & (2) Staffing Ratios subject to change depending on student enrollment.**

**Brownsville Independent School District  
Department of Human Resources  
2018-2019: Staffing Guidelines: Certified Personnel**

<b>Other:</b>	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
<b><u>Elementary Schools</u></b>				
Counselor	Up to 500	1	199	196
	501 – 699	1.5	199	196
	700 – 899	2	199	196
	900	3	199	196
<b><u>Middle Schools</u></b>				
Counselor	n/a	3	199	201
<b><u>High Schools</u></b>				
Counselor	Up to 2,500	5	199	205
	2,501 – 3,000	6	199	205
	3,001 – 3,500	7	199	205
Testing Coordinator	Up to 1,199	1	199	187
	1,200 +	1	199	207*
<b><u>Alternative Education Program</u></b>				
Counselor	Up to 200	1	162	196
	201 +	2	162	196

**Note: (1) Counselors funded from categorical funds will remain and will not affect the allocations, (2) Number of positions is subject to availability of funding (federal and categorical funds) & (3) Staffing Ratios subject to change depending on student enrollment.**

\*Testing Coordinators can work an additional 6 days at their daily rate upon approval from the campus and the Department of Assessment & Evaluation. Contingent upon funding.

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**Brownsville Independent School District  
Department of Human Resources  
2018-2019: Staffing Guidelines: Certified Personnel**

<b>Teacher Staffing Guidelines for Allocating Full-Time Equivalents (FTEs) to Campuses*</b>		<b>Funding</b>	<b>Days</b>
<b>CAMPUS LEVEL</b>			
<b>Elementary Schools</b>	<b>22:1 K-4 25:1 5<sup>th</sup> Grade**</b>	<b>199 199</b>	<b>187 187</b>
<b>Middle Schools</b>	<b>25:1 Projected Enrollment**</b>	<b>199</b>	<b>187</b>
<b>High Schools</b>	<b>25:1 Projected Enrollment**</b>	<b>199</b>	<b>187</b>
<b>Staffing allocations outside the parameters must have approval of the Area Assistant Superintendent, Assistant Superintendent for Human Resources and Chief Financial Officer prior to consideration by the Superintendent.</b>			

\*Only K-4, 22:1 ratio, is a required teacher/student ratio for BISD. All other ratios are for distribution of full-time equivalents to campuses, and teacher/student ratios can vary by course, period or content area.

\*\* Special funds may be used to lower the teacher/student ratio, as funds are available.

Sometimes an extenuating circumstance(s) on a campus may merit an exception to one or more of the staffing guidelines. Extenuating circumstances could include unusually high numbers of a certain special population of students, unique features to the facility, special programs on a campus that merit more time for staff, etc. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to their Area Assistant Superintendent for consideration. The Area Assistant Superintendent will meet with the Assistant Superintendent for Human Resources and the Chief Financial Officer and a recommendation may be made to the Superintendent.

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**Note: Staffing Ratios subject to change depending on student enrollment.**

**Brownsville Independent School District  
Department of Human Resources  
2018-2019: Staffing Guidelines: Certified / Classified Personnel**

<u>Elementary Schools</u>	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
Librarian	n/a	1	199	196
Physical Ed Teacher	1 - 601	1	199	187
	602 – 901	2	199	187
	902 – 1,200	3	199	187
	1201 +	4	199	187
P.E. Aides	1 – 301	1	199	187
	302 – 901	2	199	187
	902 – 1,200	3	199	187
	1,201 +	3	199	187
Nurse	n/a	1	199 / 211	192
Health Aide	Up to 1,000	0	n/a	n/a
	1,001 +	1	199	187

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All Supplemental positions must be documented as a need in the Comprehensive Needs Assessment in the Campus Improvement Plan and must also have an activity documenting the provision of allowable services. Positions are based on student enrollment numbers and subject to the availability of funding. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to their Area Assistant Superintendent for consideration. The Area Assistant Superintendent will meet with the Human Resource Administrator and the Chief Financial Officer and a recommendation may be made to the Superintendent.

**Note: (1) Number of positions is subject to availability of funding (federal and categorical funds) & (2) Staffing Ratios subject to change depending on student enrollment.**

**Brownsville Independent School District  
Department of Human Resources  
2018-2019: Staffing Guidelines: Certified / Classified Personnel (Cont'd)**

<u>Middle Schools</u>	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
Librarian	Up to 1,400	1	199	196
P.E. / Health Teacher	Up to 1,199	1 AC / 4 PE / 2 Health	199	187
	1,200 +	1 AC / 5 PE / 2 Health	199	187
Nurse	n/a	1	199 / 211	192
Health Aide	Up to 1,000	0	n/a	n/a
	1,001 +	1	199	187
<u>High Schools</u>				
Librarian	1,500 +	2	199	196
Nurse	n/a	2	199 / 211	192
Health Aide	1,602 to 2,500	0	n/a	n/a
	2,501 +	1	199	187
AC = Athletic Coordinator				

**Note: (1) Number of positions is subject to availability of funding (federal and categorical funds) & (2) Staffing Ratios subject to change depending on student enrollment.**

Sometimes an extenuating circumstance(s) on a campus may merit an exception to one or more of the staffing guidelines. Extenuating circumstances could include unusually high numbers of a certain special population of students, unique features to the facility, special programs on a campus that merit more time for staff, etc. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to their Area Assistant Superintendent for consideration. The Area Assistant Superintendent will meet with the Assistant Superintendent for Human Resources and the Chief Financial Officer and a recommendation may be made to the Superintendent.

All Supplemental positions must be documented as a need in the Comprehensive Needs Assessment in the Campus Improvement Plan and must also have an activity documenting the provision of allowable services. Positions are based on student enrollment numbers and subject to the availability of funding. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to their Area Assistant Superintendent for consideration. The Area Assistant Superintendent will meet with the Human Resource Administrator and the Chief Financial Officer and a recommendation may be made to the Superintendent.



**Brownsville Independent School District  
 Department of Human Resources  
 2018-2019: Staffing Guidelines: Certified / Classified Personnel (Cont'd)**

<u>Other:</u> <u>All Campuses</u>	<u>Enrollment</u>	<u>No. of Positions</u>
Campus Secretary	n/a	1
Custodians	n/a	20,000 sq. ft. : 1
 <u>Elementary Schools</u>		
Clerical	n/a	300:1
 <u>Middle Schools</u>		
Clerical	n/a	200:1
 <u>High Schools</u>		
Clerical	n/a	200:1

Sometimes an extenuating circumstance(s) on a campus may merit an exception to one or more of the staffing guidelines. Extenuating circumstances could include unusually high numbers of a certain special population of students, unique features to the facility, special programs on a campus that merit more time for staff, etc. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to their Area Assistant Superintendent for consideration. The Area Assistant Superintendent will meet with the Assistant Superintendent for Human Resources and the Chief Financial Officer and a recommendation may be made to the Superintendent.

All Supplemental positions must be documented as a need in the Comprehensive Needs Assessment in the Campus Improvement Plan and must also have an activity documenting the provision of allowable services. Positions are based on student enrollment numbers and subject to the availability of funding. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to their Area Assistant Superintendent for consideration. The Area Assistant Superintendent will meet with the Human Resource Administrator and the Chief Financial Officer and a recommendation may be made to the Superintendent.

**Note: (1) Number of positions is subject to availability of funding (federal and categorical funds) & (2) Staffing Ratios subject to change depending on student enrollment**

**Brownsville Independent School District  
 Department of Human Resources  
 2018-2019: Staffing Guidelines: Department of Fine Arts**

**Campuses who have met the student/teacher ratios may be provided additional staff units that will not count against their personnel units. Refer to Fine Arts 5 year plan**

<b><u>Band Staff: High Schools</u></b>	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
Head Band Director	n/a	1	199	210
Assistant Band Director	Up to 180	0	199	210
	181 – 250	1	199	210
	251 +	2	199	210
<b><u>Middle Schools</u></b>				
Head Band Director	n/a	1	199	205
Assistant Band Director	Up to 190	0	n/a	n/a
	191 – 295	1	199	205
	296 – 396	2	199	205
	397 +	3	199	205
<b><u>Estudiantina Staff: High Schools</u></b>	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
Estudiantina Director	n/a	1	199	187
Assistant Director	Up to 135	0	n/a	n/a
	136 +	1	199	187

**Note: Staffing Ratios subject to change depending on student enrollment.**

**Brownsville Independent School District  
 Department of Human Resources  
 2018-2019: Staffing Guidelines: Department of Fine Arts (Cont'd)**

**Campuses who have met the student/teacher ratios may be provided additional staff units that will not count against their personnel units. Refer to Fine Arts 5 year plan**

<b>Choir Staff:</b>	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
<b><u>High Schools</u></b>				
Head Choir Director	n/a	1	199	205
Assistant Choir Director	Up to 130	0	n/a	n/a
	131 – 230	1	199	205
	231 – 340	2	199	205
	341 +	3	199	205
<b><u>Middle Schools</u></b>				
Head Choir Director	n/a	1	199	205
Assistant Choir Director	Up to 130	0	n/a	n/a
	131 – 230	1	199	205
	231 – 340	2	199	205
	341 +	3	199	205
<b><u>Elementary Schools</u></b>				
Music and / or Art Teacher	n/a	1 or 2	199	187

Sometimes an extenuating circumstance(s) on a campus may merit an exception to one or more of the staffing guidelines. Extenuating circumstances could include unusually high numbers of a certain special population of students, unique features to the facility, special programs on a campus that merit more time for staff, etc. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to their Area Assistant Superintendent for consideration. The Area Assistant Superintendent will meet with the Human Resource Administrator and the Chief Financial Officer and a recommendation may be made to the Superintendent.

**Note: Staffing Ratios subject to change depending on student enrollment.**

**Brownsville Independent School District  
2018-2019: Staffing Guidelines: Department of Athletics**

**Campuses who have met the student/teacher ratios may be provided additional staff units that will not count against their personnel units. Refer to Athletics 5 year plan.**

<b>Athletic Staff:</b>	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
<b><u>High Schools</u></b>				
Athletic Coordinator / Head Football Coach	n/a	1	165	220
Offensive Coordinator	n/a	1	199	207
Defensive Coordinator	n/a	1	199	207
<b><u>Middle Schools</u></b>				
Each campus will have 1 Athletic Coordinator, and will have the following teachers assigned for each Athletic Period for both genders. 2 – Female Sport – P.E. / 2 Male Sport – P.E.	n/a	1	199	197
6 <sup>th</sup> Grade Intramural Coaches 1-Male / 1-Female			\$ 300.00 Stipend	
<b>As per House Bill 530, a school district shall require students in grade levels, six, seven, and eight to participate in moderate or vigorous daily physical activity for at least 30 minutes for at least 4 semesters during those grade levels as part of the Districts’ physical education curriculum. The four minimum semesters of PE/Athletic classes for both genders will be scheduled during grades 7<sup>th</sup> and 8<sup>th</sup>. It is strongly recommended that A pre-athletic class for 6<sup>th</sup> graders be offered at the Middle School level. According to research, it is highly recommended that students complete 6 semesters of Athletics in order to ensure a strong middle school foundation that will be <u>vertically aligned</u> with each respective high school athletic program.</b>				

Sometimes an extenuating circumstance(s) on a campus may merit an exception to one or more of the staffing guidelines. Extenuating circumstances could include unusually high numbers of certain special population of students, unique features to the facility, special programs on a campus that merit more time for staff, etc. When the principal and Athletic Administrator believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to their Area Assistant Superintendent for consideration. The Area Superintendents for the campus and Athletics will meet with the Assistant Superintendent for Human Resources and the Chief Financial Officer and a recommendation may be made to the Superintendent.

**Note: Staffing Ratios subject to change depending on student enrollment.**

**Brownsville Independent School District  
Department of Human Resources  
2018-2019: Staffing Guidelines: Special Programs**

<b>Supplemental State Compensatory:</b>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
<b><u>Elementary Schools</u></b> Pre K -4 Teacher	.5 *	162 / 199	187
<b><u>Middle Schools</u></b> Teacher (State Comp) ** At-Risk Counselor	2 1	162 162	187 201
<b><u>High Schools</u></b> Teacher (State Comp) ** At-Risk Counselor Drop-Out Prevention Program Specialist	3 1 1	162 162 162	187 205 187
* Funded 50% from State Compensatory Funds. ** Positions are limited to core only areas as per funding guidelines.			

<b>Alternative Education Program:</b>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
Disciplinary Alternative Education Program Teacher	X (15:1 Ratio)	162	187
Alternative Education Program Teacher	X (15:1 Ratio)	162	187
Alternative Education Program Administrator(s) *	Up to 350 = 2	162	n/a
Day Care Aide and Coordinator	Up to 150 = 5	162	187
Drill Instructor (Includes Senior Instructor)	Up to 250 = 12	162	187
Parent Liaison (BAC, BLA, Lincoln Park)	1	162	187
Security Officers	2	162	261
* Ratio includes the Principal			

All supplemental positions must be documented as a need in the Comprehensive Needs Assessment in the Campus Improvement Plan and must also have an activity documenting the provision of allowable services. Positions are based on student enrollment numbers and subject to the availability of funding. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to their Area Assistant Superintendent for consideration. The Area Assistant Superintendent will meet with the Human Resource Administrator and the Chief Financial Officer and a recommendation may be made to the Superintendent.

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**Brownsville Independent School District  
Department of Human Resources  
2018-2019: Staffing Guidelines: Special Programs (Cont'd)**

<b>Federal Programs:</b>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
<b><u>Supplemental Title I Part A</u></b>			
Three Year Old Program Aide (at participating schools)	(1:1 Ratio)	211	187
	(50:1 Ratio)	211	187
<b><u>All Campuses</u></b>			
Dyslexia Lab Aide (at participating schools)	(50:1 Ratio)	211	187
<b><u>Elementary Schools</u></b>			
Pre-K / K Instructional Aide	(50:1 Pre-K / K Ratio)	211	187
Instructional Aide	(400:1 Ratio)	211	187
Librarian Aide	1	211	187
Parental Liaison	1		
<b><u>Middle Schools</u></b>			
Librarian Aide		211	187
Parental Liaison	1 (up to 1,400)	211	187
	1		
<b><u>High Schools</u></b>			
Librarian Aide		211	187
Parental Liaison	2 (1,500 +)	211	187
Instructional Aide	2	211	187
	1		

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# **Professional Hiring Schedule**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
2018 – 2019 HIRING SCHEDULES**

**Teacher, Counselor, Nurse & Librarian Salary Schedule**

	<b>Bachelor's +</b>				
	<b>BACHERLOR'S</b>	<b>15 HOURS*</b>	<b>MASTER'S*</b>	<b>MASTER'S**</b>	<b>DOCTORATE</b>
Minimum	\$43,119.00	\$43,619.00	\$46,119.00	\$44,619.00	\$46,869.00
Maximum	\$65,635.00	\$66,135.00	\$68,635.00	\$67,135.00	\$69,385.00

**Notes:**

1. Maximum is based on 33 years of experience
2. For complete rules for receiving credit for a Bachelor's + 15 and a Master's Degree see Appendix B.
3. Positions assigned more than 187/Duty Days will be compensated at the Daily Rate for Base Salary plus Degree.
4. If employed prior to 07/01/2005: Nurses will receive \$100 for every year of work experience outside of the District up to 15 years.

**Non-Teaching Positions (Paid on the Teacher Scale)**

	<b>Bachelor's +</b>				
	<b>BACHERLOR'S</b>	<b>15 HOURS*</b>	<b>MASTER'S*</b>	<b>MASTER'S**</b>	<b>DOCTORATE</b>
Minimum	\$43,119.00	\$43,619.00	\$46,119.00	\$44,619.00	\$46,869.00
Maximum	\$65,635.00	\$66,135.00	\$68,635.00	\$67,135.00	\$69,385.00

Adaptive P.E.	Educational Diagnostician	Social Worker
Assistive Technology	Family Engagement Specialist	Special Education Behavior Specialist
Athletic Coordinator (MS)	GED Chief Examiner	Speech Language Pathologist
Athletic Trainer (MS)	GEAR UP Counselor	Speech Language Pathologist (Asst)
Athletic Trainer (HS)	JROTC Instructor	Speech Therapist
Audiologist	Lead Teacher	Teacher Specialist
Auditory / Hearing Impaired	Lead Educational Diagnostician	Testing Coordinator
Color Guard / Theatre Arts Coordinator	Licensed Specialist in School Psychology	Visually Impaired
Elementary Music Advisor	Orientation - Mobility	Vocational Adjustment Coordinator
Day Care Coordinator	OT / PT Assistant	
Defense / Offense Coordinator	Program Specialist	

**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 Special Assignment/Administrators Salary Schedule (ED & BM) are eligible for Supplemental Duty Assignments that are paid according to the Board approved Supplemental Duty Salary Schedule.

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**Board Approved: June 26, 2018**



# **Administrators and Special Assignment Pay Grades**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES  
EDUCATOR AND PROGRAM JOB GROUP  
2018-2019**

<u>PAY CODE</u>	<u>PAY GRADE 1</u>	<u>DAYS</u>
2130	ABE Instructor	187

<u>PAY CODE</u>	<u>PAY GRADE 2</u>	<u>DAYS</u>
NO CURRENT POSITIONS		

<u>PAY CODE</u>	<u>PAY GRADE 3</u>	<u>DAYS</u>
2095	Coordinator for Career Technology Education	226
2035	Coordinator for Federal Programs	226
2109	Coordinator for Wellness Programs	226
2127	Evaluator II	226
2193	Youth Project Coordinator	220

<u>PAY CODE</u>	<u>PAY GRADE 4</u>	<u>DAYS</u>
1010	Administrator for STAMP Program	226
1009	Assistant Administrator for Library/Media Services	226
1007	Assistant Principal for Alternative Campus	208
1007	Assistant Principal for Elementary School	208
1007	Assistant Principal for Middle School	208
1007	Assistant Principal for High School	208
1007	Assistant Principal for High School: Special Education	208
1007	Assistant Principal for Career and Technology Education	208
2107	Coordinator for Aquatic Center	226
2052	Coordinator for Assessment, Research & Evaluation	226
2095	Coordinator for Migrant Services	226
2057	Coordinator for Parental Involvement	220
2099	Coordinator for Special Programs	226
2034	Coordinator for State Compensatory	226
2051	Coordinator for Student Assessment & Planning	226
1008	Dean of Instruction for High School	220
1008	Dean of Instruction for Middle School	208
1008	Dean of Instruction for Elementary School	208
2178	Grant Specialist	226

*BISD does not discriminate on the basis of race, color, national origin, sex, religion, age, disability or genetic information in employment or provision of services, programs or activities.*

**Board Approved: June 26, 2018**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES  
EDUCATOR AND PROGRAM JOB GROUP  
2018-2019**

<u>PAY CODE</u>	<u>PAY GRADE 4 (Cont'd)</u>	<u>DAYS</u>
2088	Specialist: Bilingual / ESL	226
2063	Specialist: Early Childhood	226
2072	Specialist: Fine Arts	226
2074	Specialist: Language Arts	226
2078	Specialist: Math	226
2071	Specialist: P.E.	226
2078	Specialist: Pre K-12 Math Curriculum	226
2064	Specialist: Professional Development	226
2081	Specialist: RTI Curriculum	226
2080	Specialist: Science	226
2080	Specialist: Science (Secondary: Title I)	226
2086	Specialist: Social Studies	226
2088	Specialist: Curriculum Alignment	226
2100	Supervisor for Instrumental Music	226
2100	Supervisor for Pupil Services (Admission & Attendance)	226
2100	Supervisor for Special Services	226
2100	Supervisor for Federal Programs	226
2072	Supervisor for Visual Arts	226

<u>PAY CODE</u>	<u>PAY GRADE 5</u>	<u>DAYS</u>
1010	Administrator for Advanced Academics	226
1005	Administrator for Assessment, Research & Evaluation	226
1005	Administrator for Adult Continuing Education	226
1005	Administrator for Bilingual Education	226
1005	Administrator for Career and Technology	226
1005	Administrator for Dyslexia and 504	226
1005	Administrator for Federal Programs	226
1005	Administrator for Guidance and Counseling	226
1005	Administrator for Health Services	226
1010	Administrator for ITV Studio	226
1005	Administrator for Library and Media Services	226
1005	Administrator for Music and Fine Arts	226
1005	Administrator for Pupil Services	226
1010	Administrator for State Compensatory	226
2100	Assistant Athletic Administrator	226
1009	Assistant Administrator for Special Services	226
1009	Assistant Administrator for Technology	226
2140	Coordinator for Student Assessment / District Planner	226
1015	District Coordinator for School Improvement	226

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**Board Approved: June 26, 2018**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES  
EDUCATOR AND PROGRAM JOB GROUP  
2018-2019**

<u>PAY CODE</u>	<u>PAY GRADE 5 (Cont'd)</u>	<u>DAYS</u>
1006	Principal for Alternative Schools (BAC, BLA, Lincoln Park)	226
1006	Principal for Elementary School	210
1006	Principal for High School	226
1006	Principal for Middle School	217

<u>PAY CODE</u>	<u>PAY GRADE 6</u>	<u>DAYS</u>
1005	Administrator for Athletics	226
1005	Administrator for Elementary Curriculum	226
1005	Administrator for Secondary Curriculum	226
1010	Administrator for Special Programs	226
1005	Administrator for Special Services	226

<u>PAY CODE</u>	<u>PAY GRADE 7</u>	<u>DAYS</u>
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NO CURRENT POSITIONS

<u>PAY CODE</u>	<u>PAY GRADE 8</u>	<u>DAYS</u>
1004	Assistant Superintendent	226
1001	Area Assistant Superintendent	226

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**Board Approved: June 26, 2018**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES  
BUSINESS MANAGEMENT JOB GROUP  
2018-2019**

<u>PAY CODE</u>	<u>PAY GRADE 1</u>	<u>DAYS</u>
2123	ABE Accountant	226
2123	Accountant	226
2097	Graphic Artist	226

<u>PAY CODE</u>	<u>PAY GRADE 2</u>	<u>DAYS</u>
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NO CURRENT POSITIONS

<u>PAY CODE</u>	<u>PAY GRADE 3</u>	<u>DAYS</u>
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2161	Energy Manager	226
2128	Internal Auditor	226
2121	ITV Studio Scriptwriter	226
1017	Paralegal	226
1104	Purchasing Specialist	226
2091	Purchasing and Accounts Supervisor – Transportation	226
2068	Supervisor for Food and Nutrition Services	226

<u>PAY CODE</u>	<u>PAY GRADE 4</u>	<u>DAYS</u>
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1009	Assistant Administrator for Food and Nutrition Services	226
1009	Assistant Administrator for Transportation	226
2105	Compensation Manager	226
2125	Computer Programmer	226
2172	Computer Systems Operator	226
2015	Coordinator for Business Software	226
2095	Coordinator for Federal Program Accounts	226
2094	Coordinator for Finance	226
2056	Human Resource Specialist	226
2095	Coordinator for Warehouse/Textbooks/Fixed Assets	226
2108	PEIMS Specialist	226
2102	Risk Manager	226
2100	Supervisor for Environmental, Health, Safety and Custodial Training	226
2093	Supervisor for Management Information System Specialist	226
2199	Maintenance Coordinator	226

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**Board Approved: June 26, 2018**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
 ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES  
 BUSINESS MANAGEMENT JOB GROUP  
 2018-2019**

<b><u>PAY CODE</u></b>	<b><u>PAY GRADE 5</u></b>	<b><u>DAYS</u></b>
1010	Administrator for PEIMS	226
1005	Administrator for Security and Police Services	226
1005	Administrator for Campus Safety & Security	226
1005	Administrator for Warehouse & Textbooks	226
2147	Construction Manager / Inspector	226
2115	Policy/Records/Recycle Manager	226
2067	Project/Facilities Manager	226
2053	Facilities Coordinator	226

<b><u>PAY CODE</u></b>	<b><u>PAY GRADE 6</u></b>	<b><u>DAYS</u></b>
1005	Administrator for Human Resources (Certified/Classified)	226
1005	Administrator for Computer Services	226
1010	Administrator for Employee Benefits / Risk Management	226
1005	Administrator for Finance/Budget	226
1005	Administrator for Food and Nutrition Services	226
1005	Administrator for Maintenance/Facilities	226
1005	Administrator for Payroll	226
1005	Administrator for Public Information	226
1005	Administrator for Purchasing	226
1010	Administrator for Transportation	226
1998	Co-Lead Internal Auditor	226

<b><u>PAY CODE</u></b>	<b><u>PAY GRADE 7</u></b>	<b><u>DAYS</u></b>
NO CURRENT POSITIONS		

<b><u>PAY CODE</u></b>	<b><u>PAY GRADE 8</u></b>	<b><u>DAYS</u></b>
1014	Chief Financial Officer	226
1014	Staff Attorney	226

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**Board Approved: June 26, 2018**

**Occupational / Physical  
Therapist**

**&**

**High School Coordinator  
for Athletics**

**Pay Grades**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES  
2018-2019**

<u>POSITION</u>	<u>DAYS</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
Occupational /Physical Therapist	187	\$318.27	\$381.92	\$445.58
<u>High School Coordinator for Athletics</u>	220			

**Note: The High School Coordinator for Athletics follow the compensation model. See Appendix C for more information.**

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**Board Approved: June 26, 2018**



# **JROTC SALARY FORMULA**

# BROWNSVILLE INDEPENDENT SCHOOL DISTRICT

## JROTC SALARY FORMULA

2018-2019

### 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.
3. 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.

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**Board Approved: June 26, 2018**

**CLASSIFIED  
PERSONNEL:  
Manual Trades**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
 TECHNICAL SPECIALIZED SALARY PAY GRADES  
 FOR THE FISCAL YEAR ENDING JUNE 28, 2019**

<u>Pay Grade</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
*MT 1	Part Time	Part Time	Part Time
MT 2	\$ 8.93	\$ 10.89	\$ 12.85
MT 3	\$ 9.17	\$ 11.19	\$ 13.21
MT 4	\$ 9.36	\$ 11.41	\$ 13.46
MT 5	\$ 9.96	\$ 12.16	\$ 14.35
MT 6	\$ 11.15	\$ 13.61	\$ 16.07
MT 7	\$ 12.51	\$ 15.26	\$ 18.00
MT 8	\$ 14.00	\$ 17.07	\$ 20.14
MT 9	\$ 20.55	\$ 25.58	\$ 30.61

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# Brownsville Independent School District

## Manual Trades (MT) Positions

2018-2019

<b><u>PAY GRADE MT - 1</u></b>		<b><u>DAYS</u></b>
3659	Part Time - Employees	TBD
3180	PT Seasonal Employee	TBD
3661	Student Worker	TBD
3904	Substitutes	TBD
<b><u>PAY GRADE MT - 2</u></b>		
3901	Custodian	261
3909	FNS Custodian-C	198
4120	FNS Worker	198
<b><u>PAY GRADE MT - 3</u></b>		
4503	Bus Monitor	198
3723	FNS Clerk	198
4104	General Maint. Person	261
4125	Groundskeeper	261
4003	Runner	261
4004	Tractor Driver	261
4005	Truck Driver (Maintenance)	261
4011	Truck Driver (Media Services)	261
4006	Warehouse Delivery Person	261
4130	Warehouse Stockman	261
<b><u>PAY GRADE MT - 4</u></b>		
3807	(CPO) Certified Pool Operator	261
4106	A/C & EMS Helper	261
4129	A/C Filter Changer	261
4107	Brick Layer Helper	261
3917	Brush/Recycling Truck Operator	261
4007	Bus Driver	198
4109	Electrician's Helper	261
4013	FNS CDL Truck Driver	261
3907	Head Custodian	261
4111	Intercom Repair Helper	261
4112	Painter's Helper	261
4113	Plumber's Helper	261
4117	Roofer's Helper	261
4905	Security Officer	261
4115	Welder's Helper	261
<b><u>PAY GRADE MT - 5</u></b>		
3801	Brick Layer/Masonry Worker	261
3816	Dispatcher (e.g. Transportation & Maintenance Department)	261
3819	Fence Worker	261
5009	FNS Warehouse Specialist	261
3803	Glazier	261
3804	Painter	261
3805	Roofer	261
4118	Warehouse Person	261
3806	Welder	261

**Special Note:**

**Funding Codes for Instructional and Clerical positions are subject to change.**

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# Brownsville Independent School District

## Manual Trades (MT) Positions

2018-2019

<b><u>PAY GRADE MT - 6</u></b>		<b><u>DAYS</u></b>
5115	A/C & EMS Technician	261
3809	Carpenter	261
3808	Carpenter (Cabinet)	261
3810	Electrician	261
4119	FNS Inst. Equip. Repair Tech.	261
4413	FNS Manager	200
3493	Head Dispatcher	261
5112	Intercom Repairman	261
3667	Inventory Clerk	261
3817	Locksmith	261
3812	Mechanic	261
3668	Parts Room Clerk	261
3813	Plumber	261
3669	Property Control Clerk	261
4906	Sergeant Security Officer	261
4416	Supply Manager	261
3671	Warehouse Clerk I	261

<b><u>PAY GRADE MT - 7</u></b>		
5118	Equipment Operator	261
5113	FNS Inst. Equip. Repair Supervisor	261
4414	FNS Manager - Cafeteria	200
4507	Head Fields Monitor	261
4457	High School Maint Supervisor	261
5117	Intercom Technician	261
4441	Lead AC/EMS Technician	261
4451	Lead ADA Worker	261
4418	Lead Carpenter	261
4419	Lead Electrician	261
4430	Lead Plumber	261
3693	Warehouse Clerk III	261

<b><u>PAY GRADE MT - 8</u></b>		
4460	AC/EMS Mechanical Foreman	261
4446	AC/EMS Programmer	261
4475	Custodial Operations Foreman	261
4453	FNS Manager II	200
4450	FNS Trainer	200
4425	FNS Warehouse Supervisor	261
4426	Foreman	261
4462	Prop Control Clk Supervisor	261
4427	Shop Foreman	261
4422	Warehouse Supervisor	261

<b><u>PAY GRADE MT - 9</u></b>		
2200	Maintenance Supervisor	261

**Special Note:**

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**CLASSIFIED  
PERSONNEL:**

**Clerical Administrative**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
CLERICAL ADMINISTRATIVE SALARY PAY GRADES  
FOR THE FISCAL YEAR ENDING JUNE 28, 2019**

<u>Pay Grade</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
CA 12	\$ 8.93	\$ 10.89	\$ 12.85
CA 13	\$ 9.66	\$ 11.79	\$ 13.91
CA 14	\$ 10.59	\$ 12.93	\$ 15.25
CA 15	\$ 11.59	\$ 14.14	\$ 16.68
CA 16	\$ 12.72	\$ 15.52	\$ 18.32
CA 17	\$ 14.23	\$ 17.37	\$ 20.51
CA 18	\$ 15.96	\$ 19.48	\$ 22.98
CA 19	\$ 17.88	\$ 21.81	\$ 25.74
CA 20	\$ 30.00	\$ 37.50	\$ 45.00

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# Brownsville Independent School District

## Clerical Administrative (CA) Pay Grades

2018-2019

### PAY GRADE CA-12

		<u>DAYS</u>
3420	Attendance Clerk	187 / 192
3421	Clerical Assistant II	187 - 261
3818	FNS Clerk (Merchandising)	226
3407	Hall Monitor	187
3427	Parent Center Aide	187
3425	Receptionist/Clerk I	187 - 226
3428	Records Rm Clerk	192 / 220
3462	St Comp Attendance Clerk	187 / 192

### PAY GRADE CA-13

3436	Attendance Liaison	187 - 192
3424	Health Aide I	187
3442	Library Clerk	226
3443	Mail Clerk	226
3445	Migrant Clerk	192 / 202
3498	Migrant Parent Liaison	187
3496	Migrant Recruiter	202
3497	Migrant System Clerk	202
3446	Parent Liaison	187
3447	Parent Trainer	202
3449	Print Shop Aide	226
3450	Receptionist/Clerk II	226
3426	Records Management Clerk I	226
3457	St Comp Parent Liaison	187

### PAY GRADE CA-14

3491	Bus Monitor Coordinator	226
3473	Data Management Clerk	202 - 261
3475	Field Trip Coordinator	226
3505	FNS Junior Buyer	226
3481	Health Aide II	187
3484	Human Resource Clerk	226
3476	Insurance Clerk	226
3439	Migrant Data Entry Clerk	226
3494	Public Information Recept/Clerk	226
3485	Records Management Clerk II	226
4820	Route Coordinator	226
3486	Secretary IV	202 - 226
3459	St Comp Data Management Clerk	217 - 220
3490	Transmission Programmer	226

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# Brownsville Independent School District

## Clerical Administrative (CA) Pay Grades

2018-2019

### PAY GRADE CA-15

3471	Accounting Clerk II	226
3520	Criminal Records Clerk	226
3474	Disciplinarian	226
3508	Fixed Assets Clerk	226
3509	Head Mail Room Clerk	226
3512	Human Resource Officer	226
3521	Migrant Secretary V	210 - 261
3518	Museum Coordinator	226
3483	Payroll Clerk II	226
3513	Position Control Officer	226
3516	Registrar	226
3515	Secretary V	210 - 261
3456	St Comp Secretary V	217 - 226

### PAY GRADE CA-16

3531	Bookkeeper	202
3507	Driver Trainer	226
3536	FNS Procurement Specialist	226
3429	FNS Staffing Clerk	226
3535	Payroll Clerk III	226
3541	Safety Risk Management Foreman	261
3537	Secretary VI	226 - 261

### PAY GRADE CA-17

3557	C.P.R. Trainer	226
3559	FNS Quality Assurance Specialist	226
3510	Lead Accounting Clerk	226
3561	Secretary VII	226
3562	Special Assignment/Board Agenda Sec.	226

### PAY GRADE CA-18

3594	Legal Assistant	226
3578	Payroll Specialist	226

### PAY GRADE CA-19

3590	Administrative Assistant	226
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### PAY GRADE CA-20

3591	Administrative Assistant Board of Trustees	226
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#### **Special Note:**

**Funding Codes for Instructional and Clerical positions are subject to change.**

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**CLASSIFIED  
PERSONNEL:**

**Technical Specialized**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
TECHNICAL SPECIALIZED SALARY PAY GRADES  
FOR THE FISCAL YEAR ENDING JUNE 28, 2019**

<u>Pay Grade</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
TE 22	\$ 10.67	\$ 13.01	\$ 15.35
TE 23	\$ 11.93	\$ 14.56	\$ 17.19
TE 24	\$ 13.37	\$ 16.31	\$ 19.25
TE 25	\$ 14.95	\$ 18.25	\$ 21.55
TE 26	\$ 16.77	\$ 20.45	\$ 24.14
TE 27	\$ 18.78	\$ 22.92	\$ 27.05

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**Brownsville Independent School District**  
**Technical Specialized (TE) Positions**  
**2018-2019**

<b><u>PAY GRADE TE-22</u></b>		<b><u>DAYS</u></b>
3482	Computer Support Clerk	226
4607	Graphic/Layout Artist	226
4701	Printer	226
5106	Production Tech I	226
 <b><u>PAY GRADE TE-23</u></b>		
3815	Dispatcher Communications Officer	261
3478	Junior Buyer	226
5116	Production Tech II	226 / 261
 <b><u>PAY GRADE TE-24</u></b>		
4911	Communications Supervisor	261
 <b>NO CURRENT POSITIONS</b>		
 <b><u>PAY GRADE TE-25</u></b>		
5110	Electronic Technician	226
5002	FNS Micro Computer Specialist II	226
5120	ITV Chief Editor	226
5108	Lead Production Technician	226
3614	Migrant Computer Operator	226
3570	Police Officer	261
 <b><u>PAY GRADE TE-26</u></b>		
5119	Drafting & Plans Coordinator	226
3574	Emergency Prepared Program Manager	261
3162	Level IV/V Interpreters	187
5008	Network Specialist	226
5010	Security Network Specialist	261
3504	Senior Buyer	226
3573	Sergeant Investigator	261
3572	Sergeant Police Officer	261
 <b><u>PAY GRADE TE-27</u></b>		
3583	Commander Police Officer	261
3582	Construction Inspector	261
4916	District Travel Specialist	226
5114	Fire Alarm Technician	261
5003	FNS Micro Computer Specialist III	226
5111	Instrument Repair Technician	226
3567	License Vocational Nurse	187
5122	Webmaster	226

**Special Note:**  
**Funding Codes for Instructional and Clerical positions are subject to change.**

\*Note starting hourly for TE-25 Police Officers is \$15.35

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**CLASSIFIED  
PERSONNEL:**

**Instructional Support**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
INSTRUCTIONAL SUPPORT SALARY PAY GRADES  
FOR THE FISCAL YEAR ENDING JUNE 28, 2019**

<u>Pay Grade</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
IS 31	\$ 8.20	\$ 8.20	\$ 8.20
IS32	\$ 9.11	\$ 11.12	\$ 13.11
IS 33	\$ 9.74	\$ 11.90	\$ 14.04
IS 34	\$ 11.01	\$ 13.44	\$ 15.86
IS 35	\$ 12.45	\$ 15.19	\$ 17.92
IS 36	\$ 14.18	\$ 17.30	\$ 20.43

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# Brownsville Independent School District

## Instructional Support (IS) Positions

### 2018-2019

<u>PAY GRADE IS-31</u>	<u>DAYS</u>	<u>DAYS</u>
3916 Lifeguard (Part Time)	TBD	
3171 Mentor/Tutor (Part Time)	TBD	
3913 Substitute Lifeguard	TBD	
3908 Substitute Swim Instructor	TBD	
3918 Swim Instructor (Part Time)	TBD	

<u>PAY GRADE IS-32</u>	<u>DAYS</u>	<u>DAYS</u>
3137 ADA/504 Assistant	187	
3607 Aide/Interpreter	187	
3127 Day Care Aide	187	
3159 Level 1 Interpreter	187	

<u>PAY GRADE IS-33</u>	<u>DAYS</u>	<u>DAYS</u>
3119 Bilingual Aide	187	
3103 Computer Lab Aide	187	
3128 CTE Instructional Aide	187	
3147 Deaf Ed Aide	187	
3117 Dyslexia Aide	187	
3135 ESL Instructional/LPAC Aide	192	
3118 Federal Program Aide	187	
3133 Federal Program Computer Aide	187	
3423 Library Aide	187	
3410 Lifeguard	226	
3108 P. E. Aide	187	
3155 Pre-K Aide	187	
3170 Special Ed Inclusion/CM/Resource	187	
3151 Special Ed One to One Aide	187	
3458 St Comp Library Aide	187	
3466 St Comp Pre-Kinder Aide	187	
3465 St Comp Teacher Aide	187	
3148 Swim Instructor	226	
3157 Three-Year-Old Teacher Aide	187	
3173 Title I-A Pre-Kinder Aide	187	
3177 Title I-A Library Aide	187	
3178 Title I-A Instructional Aide	187	

<u>PAY GRADE IS-34</u>	<u>DAYS</u>	<u>DAYS</u>
3166 Aquatic Center Swim Aide	187	
3167 Career Resource Lab Aide	202	
3411 Lead Lifeguard	226	
3412 Lead Swim Instructor	226	
3153 Special Ed BI Aide	187	
3154 Special Ed CBVI Aide	187	
3152 Special Ed Lifeskills Aide	187	
3156 Special Ed PPCD Aide	187	
3158 Structure for Life Aide	187	
3168 AV Technology Lab Aide	187	

<u>PAY GRADE IS-35</u>	<u>DAYS</u>	<u>DAYS</u>
3159 Level I Interpreter	187	
3469 St Comp Drill Instructor	207	

<u>PAY GRADE IS-36</u>	<u>DAYS</u>	<u>DAYS</u>
3160 Basic/Level II Interpreter	187	
3470 St Comp Senior Drill Instructor	218	

**Special Note:**

**Funding Codes for Instructional and Clerical positions are subject to change.**

\*Note starting hourly on IS-35 Level I Interpreters is \$13.00 and each subsequent level will be 8% above

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# **Substitute Teacher Pay Scale**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
 SUBSTITUTE TEACHER PAY SCALE  
 2018-2019 SCHOOL YEAR**

<b>Description</b>	<b>Daily Rate</b>
Non-Degreed*	\$80.00
Degreed **	\$90.00
Certified ***	\$115.00

\* 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.

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**Board Approved: June 26, 2018**

# **Supplemental (Stipend) Pay**

Brownsville Independent School District  
 Department of Human Resources  
 2018 - 2019

**Supplemental Duty Pay: Teachers**

<b>Teachers, Nurses, Librarians, and Counselors</b>	<b>Stipend</b>
Secondary Math, Science, Reading, English – Certification	\$1,500
Social Studies Composite/Social Studies - 8-12/Social Studies 4-8 – MS only	\$2,000
Science Composite, Chemistry, Science, or Physics – 8-12 grade; Science 4-8 – MS Only	\$2,000
Counselors	\$3,000
Head Counselor (schools with 4 + counselors only)	\$1,500
Librarian Learning Resource Endorsement	\$1,500
Librarian Learning Resource Specialist	\$3,000
School Librarian	\$3,000
Nurses	\$4,000
Brownsville Academic Center: Performance Training Program Teachers	\$3,500
Dual Enrollment Teachers	\$1,500 per semester
Dyslexia/504: Diagnostician	\$5,500
Certified Academic Language Therapist	\$3,500
Special Education (All Levels):	\$1,500
Plus: Life Skills/PPCD/SFL	\$2,000
Adaptive Physical Education	\$1,500
Behavioral Intervention	\$2,000
Behavior Specialist	\$2,000
Hearing Impaired	\$3,500
Visually Impaired	\$3,500
Licensed Speech Language Pathologist	\$14,000
Speech Therapist	\$11,000
Speech Language Pathologist SLP (CFY) Intern	\$10,500
Speech Language Pathologist Assistant	\$4,500
Licensed Specialist in School Psychology	\$10,000
Educational Diagnostician	\$4,000
Audiologist	\$10,000
Assistive Technology	\$3,000
OT/PT	\$4,000
OT/PT Assistant	\$4,500
Orientation & Mobility	\$3,500
Pre-K 3 Year Old Program	\$1,200

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Brownsville Independent School District  
 Department of Human Resources  
 2018 - 2019

**Supplemental Duty Pay: Department Heads**

<b>High School</b>	<b>Stipend</b>
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
<b>Alternative Schools</b>	<b>Stipend</b>
2 to 4 Teachers per department	\$500
5 to 7 Teachers per department	\$750
8+ Teachers per department	\$1,000
<b>Middle School</b>	<b>Stipend</b>
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
<b>Elementary School</b>	<b>Stipend</b>
Up to 5 Teachers per grade level	\$750
6 + Teachers per grade level	\$1,000
<b>All Schools</b>	<b>Stipend</b>
LPAC Chairperson (Based on Student Enrollment)	\$600 - \$1,200

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Brownsville Independent School District  
Department of Human Resources  
2018 - 2019

**Supplemental Duty Pay: Bilingual/ESL**

Grade Level	Stipend	Stipulations
<p><b><u>Elementary</u></b></p> <p>**Bilingual/ESL Certified/Permit Teacher assigned Bilingual/ESL students.</p>	<p>PEIMS Snapshot determines stipend allocation. \$55.00 per identified student at a cap of \$1,200.00</p>	<p>Bilingual and ESL stipends at elementary level (PK-5) will be based on:</p> <ul style="list-style-type: none"> <li>✓ Bilingual/ESL certification.</li> <li>✓ PEIMS teacher of service responsible for meeting the linguistic needs of the Bilingual/ESL student.</li> <li>✓ Stipend will be prorated upon change of assignment/position, resignation or retirement from BISD (stipend is not transferable).</li> <li>✓ Stipend monthly disbursements are contingent upon the Bilingual Department's review and approval of PEIMS Snapshot data and the employee remains the "Teacher of Record" servicing ELL students.</li> <li>✓ Trained in the Transitional Bilingual Early Exit Model (Every three years)</li> <li>✓ Sheltered Instruction (Every three years)</li> <li>✓ Six (6) credit hours related to Bilingual or ESL instruction (Annually).</li> </ul>
<p><b><u>Secondary</u></b></p> <p>**ESL certified/permit teacher assigned to ESL I or English SL students.</p> <p>In lieu of a non-certified ESL/English Teacher a Reading/ESL certified teacher assigned to ESL students and PEIMS teacher of record/service will receive the stipend.</p>	<p>PEIMS Snapshot determines stipend allocation. \$55.00 per identified student at a cap of \$1,200.00</p>	<p>ESL stipends at Secondary level will be based on:</p> <ul style="list-style-type: none"> <li>✓ English, or ELA certification plus a Certification/Permit in ESL.</li> <li>✓ PEIMS teacher of service responsible for meeting the linguistic needs of the Bilingual/ESL student.</li> <li>✓ Stipend will be prorated upon change of assignment/position, resignation or retirement from BISD (stipend is not transferable).</li> <li>✓ Stipend monthly disbursements are contingent upon the Bilingual Department's review and approval of PEIMS Snapshot data and the employee remains the "Teacher of Record" servicing ELL students.</li> <li>✓ Trained in the English As a Second Language Content-Based Program (Every three years).</li> <li>✓ Sheltered Instruction (Every three years).</li> <li>✓ Six (6) credit hours related to ESL instruction (Annually).</li> </ul>

*\*\*PEIMS teacher of record/service reflecting Bilingual/ESL students on LPAC minutes and e-schools on October 26, 2018 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.
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Brownsville Independent School District  
 Department of Human Resources  
 2018 - 2019

**Supplemental Duty Pay: Band/Choir/Music/Dance**

High School	Stipend
Head Band Director	\$13,000
Assistant Band Director	\$6,000
Color Guard /Theater Arts Advisor	\$6,000
Head Choir Director	\$5,000
Assistant Choir Director	\$2,500
Estudiantina Director	\$3,000
Mariachi Director	\$3,000
Dance Team Instructor	\$3,000/7 Days

Middle School	Stipend
Head Band Director	\$6,550
Assistant Band Director	\$5,200
Head Choir Director	\$4,000
Assistant Choir Director	\$2,200
Dance Team Instructor	\$850

Elementary School	Stipend
Music (Music Teachers Employed Prior to 7/1/2005)	\$800

All Levels	Stipend
Elementary Music Advisor	\$3,000/7 Days

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Brownsville Independent School District  
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**Supplemental Duty Pay: Career & Technology Education (CTE)**

Activity or Event	Stipend	Maximum
Career & Technology Student Organization (CTSO) Sponsorship	Student Participation - \$30 per paid affiliated member at Regional Competition	\$600
	Sponsor/Chaperone attendance at Leadership Training Conference - \$75/half day or \$150/full 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/half day or \$150 full day.	\$1,200
Professional Development	Regional or State conference/training - \$75/half day or \$150 full day (non-contract days).	\$450
	Program Required (PLTW, AYES, PT I, OSHA, ATC) - \$75/half day or \$150 full day (non-contract days).	\$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) Coordination Periods (minimum of one) – 1 per every two CO sections taught	\$6,000 maximum
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.

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Brownsville Independent School District  
 Department of Human Resources  
 2018 - 2019

**Supplemental Duty Pay: Coaching Supplement**

High School	Stipend	# of Days Teach/Coach
Football Varsity Offensive Coordinator / Defensive Coordinator	\$8,500	187/20
Football Varsity Assistants (Two Sports)	\$7,000	187/13
Head Coach (Two Sports) Baseball, Basketball, Cross Country, Soccer, Softball, Tennis, Track, Volleyball, Power-Lifting/Weight Conditioning. *	\$7,000	187/13
Head Coach Swimming , Golf – with full team	\$7,000	187/6
Assistant Coach High School (One Sport)	\$3,075	187
Assistant Coaches (Two Sports) *	\$6,150	187
Athletic Trainer	\$12,250	205
Designated Head Trainer	\$14,750	N/A
Third Sport	\$2,550	N/A
Freshman/JV Soccer	\$2,550	N/A

\* - As needed. Will be given 13 days if assists in sports beginning in August in accordance with UIL.

Middle School	Stipend	# of Days Teach/Coach
Athletic Coordinator (Two Sports Only)	\$6,550	187/10*
Per Sport (Football/Volleyball, Basketball, Softball, Soccer, Track/Cross Country)	\$2,000	187/5*
Intramural Coaching (Tennis, Swimming, Golf)	\$1,200	N/A

District	Stipend	# of Days Teach/Coach
Diving Coach (District-Wide)	\$7,000	187/6
Special Olympics – Head Coach	\$3,850	187/5
Special Olympics – Coach	\$2,850	n/a
Athletic Retired Coach	1 Sport Stipend	n/a

**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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Brownsville Independent School District  
 Department of Human Resources  
 2018 - 2019

**Supplemental Duty Pay: U.I.L.**

<b>High School</b>	<b>Stipend</b>
U.I.L. Campus Coordinator	\$1,000
U.I.L. Coaches/Sponsors (Up to 20)	\$800
One-Act Play (Varsity)	\$1,200
Practice Meets	\$100 per meet – limit to 8 meets
Mock Trial	
Coaches' Meeting	\$100.00
Student Clinic	\$100.00
District Meet	\$150.00
Regional Meet	<u>\$200.00</u>
Total	<u>\$550.00</u>
<b>Middle School</b>	<b>Stipend</b>
U.I.L. Campus Coordinator	\$800
U.I.L. Coaches/Sponsors (7): Zone Meet (to include one act play)	\$700
<b>Elementary School</b> Must attend the district meet	<b>District Allocation / Stipend</b>
U.I.L. Division Organizer (District Meet)	\$600
U.I.L. Campus Coordinator	\$500
U.I.L. Coaches/Sponsors (up to 12) – District Meets	\$200 (up to \$2,400 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  
 Department of Human Resources  
 2018 - 2019

**Supplemental Duty Pay: Other**

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
Middle School	Stipend
Cheerleader Sponsor	\$600
Technology Support Teacher (One per campus)	\$1,200
Elementary	Stipend
Technology Support Teacher	\$1,200
Coding Sponsor	\$2,000

District Wide Stipend	
Adult Education Coordinator (Board Approved 2014-2015 Grant Funded)	\$8,500
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)	
Administrative Assistant Board of Trustees	\$6,000
State of Texas Electrical, Plumbers or HVAC License (used for BISD projects)	\$2,000

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  
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**Supplemental Duty Pay: Other** (continued)

District Wide	Supplement
Elementary and Secondary Support Staff	\$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)	\$100.00
Regional Competition (1 day)	\$150.00
State Competition (1 day)	\$250.00
Global Finals (6 days)	\$500.00
Total	\$1,000.00
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	\$8.20 per hour

\*Chess – Refer to Chess Handbook for requirements

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Brownsville Independent School District  
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**Supplemental Duty Pay: Other** (continued)

Assigned Supplemental Instructional/Other Duties (Campus Tutorial/Summer School, Extended School Year, Curriculum Writing, In-Home Parent Training)	\$30 per hour
Advanced Academics and CATE Lead Teachers Supplemental Duty	\$150 per day
Long-term Administrator Substitute (as approved by Supt.)	\$150 per day

<b>Performance Based Compensation (Project Rise: Faulk MS and Porter ECHS only)</b>	
Master Teacher	\$7,000
Mentor Teacher	\$5,000
Teacher of Record (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

Note: Region One will evaluate and determine percentage eligibility for performance based compensation.

<b>Incentive Allocation – Project Rise for Faulk and Porter (only)</b>	<b>Stipend</b>
Facilitator of Professional Development	\$2,000
Data Coach	\$2,000
Recruitment Bonus	\$2,000
Retention Bonus	\$2,000
Facilitator of Professional Learning Communities	\$2,000
Grant Manager	\$2,000
Counselor College, Career Military Readiness (CCMR)	\$2,000
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.

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Brownsville Independent School District  
Department of Human Resources  
2018 - 2019

**Athletic Department Game Workers and Seasonal / PT Employees \*:**

<b>Sport</b>	<b>Position</b>	<b>New Hourly Rate</b>
Football	Ticket Seller Supervisor	\$19
Football games at Sam Stadium	Ticket Seller - Ticket Taker	\$15
	Ushers	\$13
	End Zone Camera	\$15
	Scoreboard Operator	\$20
	25-Second Clock	\$20
	Announcer	\$20
	Spotter (assists the announcer)	\$10
	Chain Crew (3)	\$10

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

<b>Volleyball</b>	<b>Position</b>	<b>New Hourly Rate</b>
at the High School	Scoreboard	\$11
Tuesday Nights	Scorebook	\$11
	Ticket Seller	\$11
at the High School	Scoreboard	\$11
Saturday's	Scorebook	\$11
	Ticket Seller	\$11
at the Middle School	Scoreboard	\$11
Saturday's	Scorebook (6 matches)	\$11
	Ticket Seller (6 matches)	\$11

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

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Brownsville Independent School District  
 Department of Human Resources  
 2018 - 2019

**Athletic Department Game Workers and Seasonal / PT Employees \*:** (continued)

<b>Basketball</b>	<b>Position</b>	<b>New Hourly Rate</b>
at the Middle School	Scoreboard	\$11
	Scorebook	\$11
	Ticket Seller	\$11
<b>Soccer</b>	<b>Position</b>	<b>New Hourly Rate</b>
at the High School	Scoreboard (Clock operator)	\$11
	Ticket Seller	\$11
at the Middle School	Scoreboard (Clock operator)	\$11
	Ticket Seller	\$11

<b>Softball</b>	<b>Position</b>	<b>New Hourly Rate</b>
at the High School	Scoreboard/Scorekeeper	\$11
Varsity	Ticket Seller	\$11
Sub-Varsity	Scoreboard/Scorekeeper	\$11
	Ticket Seller	\$11
at the Middle Schools	Scoreboard/Scorekeeper	\$11
	Ticket Seller	\$11

<b>Baseball</b>	<b>Position</b>	<b>New Hourly Rate</b>
at the High School	Scoreboard/Scorekeeper	\$11
Varsity	Ticket Seller	\$11
Sub-Varsity	Scoreboard/Scorekeeper	\$11
	Ticket Seller	\$11

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

<b>Sam's Stadium</b>	<b>Position</b>	<b>New Hourly Rate</b>
(see below) *	Sound Technician	\$15

\* When there are no available bands available for an event at the stadium.

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.

BISD does not discriminate on the basis of race, color, national origin, sex, religion, age, disability or genetic information in employment or provision of services, programs or activities.

**Board Approved: June 26, 2018**

# Appendix



APPENDIX A  
BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
2018 – 2019 Qualifying Rules  
Associates or Bachelors 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 30<sup>th</sup> of each year. Half-year salary credit enrollment period closes January 31<sup>st</sup> 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.

*BISD does not discriminate on the basis of race, color, national origin, sex, religion, age, disability or genetic information in employment or provision of services, programs or activities.*

***Board Approved: June 26, 2018***

APPENDIX B  
BROWNSVILLE INDEPENDENT SCHOOL DISTRICT  
2018 – 2019 Qualifying Rules

**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 1<sup>st</sup> to September 30<sup>th</sup> 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.

**Teacher Bachelor’s Plus Fifteen (15) Graduate Hours Credit**

1. A minimum of fifteen (15) graduate hours must be from an accredited university in order to be eligible for the Salary Credit in the amount of \$500.00.
2. The Salary Credit Enrollment period is July 1<sup>st</sup> to September 30<sup>th</sup> of each school year.
3. Employees are responsible for submitting a Salary Credit Enrollment form which will be provided at the Human Resources Department.
4. An official transcript stating completed hours and an official Master’s Program of Study – Degree Plan from an accredited university must be submitted to the Human Resources Department prior to the closing of the enrollment period.

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

*BISD does not discriminate on the basis of race, color, national origin, sex, religion, age, disability or genetic information in employment or provision of services, programs or activities*

**Board Approved: June 26, 2018**

**Appendix C-1**  
**Brownsville Independent School District**  
**2018-2019 Teacher & Professional Hiring Schedule**

2018-19	01	02	03	04	05
Years of Exp.	Bachelor's	Masters* \$3,000	Doctorate \$3,750	Bachelor's + 15 Hours	Masters** \$1,500
0	\$ 43,119	\$ 46,119	\$ 46,869	\$ 43,619	\$ 44,619
1	\$ 43,844	\$ 46,844	\$ 47,594	\$ 44,344	\$ 45,344
2	\$ 44,569	\$ 47,569	\$ 48,319	\$ 45,069	\$ 46,069
3	\$ 45,291	\$ 48,291	\$ 49,041	\$ 45,791	\$ 46,791
4	\$ 45,907	\$ 48,907	\$ 49,657	\$ 46,407	\$ 47,407
5	\$ 46,427	\$ 49,427	\$ 50,177	\$ 46,927	\$ 47,927
6	\$ 46,581	\$ 49,581	\$ 50,331	\$ 47,081	\$ 48,081
7	\$ 46,708	\$ 49,708	\$ 50,458	\$ 47,208	\$ 48,208
8	\$ 47,435	\$ 50,435	\$ 51,185	\$ 47,935	\$ 48,935
9	\$ 48,163	\$ 51,163	\$ 51,913	\$ 48,663	\$ 49,663
10	\$ 48,892	\$ 51,892	\$ 52,642	\$ 49,392	\$ 50,392
11	\$ 49,620	\$ 52,620	\$ 53,370	\$ 50,120	\$ 51,120
12	\$ 50,347	\$ 53,347	\$ 54,097	\$ 50,847	\$ 51,847
13	\$ 51,075	\$ 54,075	\$ 54,825	\$ 51,575	\$ 52,575
14	\$ 51,803	\$ 54,803	\$ 55,553	\$ 52,303	\$ 53,303
15	\$ 52,531	\$ 55,531	\$ 56,281	\$ 53,031	\$ 54,031
16	\$ 53,259	\$ 56,259	\$ 57,009	\$ 53,759	\$ 54,759
17	\$ 53,986	\$ 56,986	\$ 57,736	\$ 54,486	\$ 55,486
18	\$ 54,714	\$ 57,714	\$ 58,464	\$ 55,214	\$ 56,214
19	\$ 55,441	\$ 58,441	\$ 59,191	\$ 55,941	\$ 56,941
20	\$ 56,170	\$ 59,170	\$ 59,920	\$ 56,670	\$ 57,670
21	\$ 56,898	\$ 59,898	\$ 60,648	\$ 57,398	\$ 58,398
22	\$ 57,625	\$ 60,625	\$ 61,375	\$ 58,125	\$ 59,125
23	\$ 58,353	\$ 61,353	\$ 62,103	\$ 58,853	\$ 59,853
24	\$ 59,080	\$ 62,080	\$ 62,830	\$ 59,580	\$ 60,580
25	\$ 59,809	\$ 62,809	\$ 63,559	\$ 60,309	\$ 61,309
26	\$ 60,537	\$ 63,537	\$ 64,287	\$ 61,037	\$ 62,037
27	\$ 61,264	\$ 64,264	\$ 65,014	\$ 61,764	\$ 62,764
28	\$ 61,992	\$ 64,992	\$ 65,742	\$ 62,492	\$ 63,492
29	\$ 62,719	\$ 65,719	\$ 66,469	\$ 63,219	\$ 64,219
30	\$ 63,448	\$ 66,448	\$ 67,198	\$ 63,948	\$ 64,948
31	\$ 64,177	\$ 67,177	\$ 67,927	\$ 64,677	\$ 65,677
32	\$ 64,906	\$ 67,906	\$ 68,656	\$ 65,406	\$ 66,406
33	\$ 65,635	\$ 68,635	\$ 69,385	\$ 66,135	\$ 67,135

\*Master's in an approved teaching field

\*\*Master's in a non-approved teaching field

**Note:** The 3% raise is inclusive with the step. Compensation Plan

**Appendix C-2  
Brownsville Independent School District  
2018-2019 Compensation Model**

**Component 1**

Number of "Certified" Educational Years

Look up your completed years through the 2016-2017 school year.

**See Appendix C-1.**

\$ -

Degree: If you have a Bachelor's degree only, refer to column 1 (C-1)

If you have a Master's Degree, refer to column 2 and a doctorate refer to column 3.

***For Masters & Doctorate credit, Human Resources must have your degree (official transcript) on file.***

\$ 3,000 / \$ 3,750

**Component 2**

Number of "Certified" Educational Years in an Administration role.

Based on Service Records. **Applies to pay grades 3-8.**

**Note: Applies to pay grades 3-8 only.**

For every 3 years of administrative experience, the employee will receive a \$ 3,000 salary adjustment. It is capped at \$21,000 or 21 years (see C-4).

\$ -

**Component 3**

Position Adjustment. Depending on your current position, your compensation will be given an adjustment (see C-5).

\$ -

**Component 4**

Responsibility Adjustment. Depending on your current position, your compensation will be given an adjustment (see C-5).

\$ -

**Total \***

\$ -

\* This is based on a 226-day contract. For those Special Assignment Administrative Positions, (ED & BM groups) who are not on a 226-day contract, take the total projected salary and divide it by 226 days. This will be your new daily rate.

Take your new daily rate and multiply it by your contract days.

This will give you your projected salary for the upcoming school year.

To see how your contract days, refer to the Administrators & Special Assignment Pay Grades section of this Compensation Manual.

**Note: The model does is not applicable to the Superintendent & Staff Attorney position(s).**

**Appendix C-3**  
**Brownsville Independent School District**  
**2018-2019 Administrative Years Component**  
**For Pay Grades 1 - 8**

Years of Administrative Exp.	Salary Adjustment
0	\$ -
1	\$ -
2	\$ -
3	\$ 3,000
4	\$ 3,000
5	\$ 3,000
6	\$ 6,000
7	\$ 6,000
8	\$ 6,000
9	\$ 9,000
10	\$ 9,000
11	\$ 9,000
12	\$ 12,000
13	\$ 12,000
14	\$ 12,000
15	\$ 15,000
16	\$ 15,000
17	\$ 15,000
18	\$ 18,000
19	\$ 18,000
20	\$ 18,000
21	\$ 21,000
22	\$ 21,000
23	\$ 21,000
24	\$ 21,000
25	\$ 21,000
26	\$ 21,000
27	\$ 21,000
28	\$ 21,000
29	\$ 21,000
30	\$ 21,000
31	\$ 21,000

For every 3 years of administrative experience, the employee will receive a \$ 3,000 salary adjustment. It is capped at \$21,000 or 21 years. **Effective for the 2016-17 school year:**  
 If a candidate is applying for a Business Administrator Position (Business Management Job Group), private sector experience may be qualified as Administrative Experience.  
 Compensation Plan

**Appendix C-4**  
**Brownsville Independent School District**  
**2018-2019 Position & Responsibility Salary Adjustment Components**

	<b>Position</b>	<b>Responsibility</b>
Pay Grade One (All Positions)	\$ 1,500.00	\$ -
Pay Grade Three (All Positions)	\$ 3,000.00	\$ 1,000.00
<b>Pay Grade Four</b>		
Asst Admin / Coordinators / Manager	\$ 5,000.00	\$ 1,000.00
Specialists	\$ 3,000.00	\$ 1,000.00
Dean of Instruction	\$ 5,000.00	\$ 1,000.00
Assistant Principal (ES)	\$ 7,000.00	\$ 1,000.00
Assistant Principal (MS)	\$ 10,000.00	\$ 1,000.00
Assistant Principal (HS)	\$ 10,000.00	\$ 1,000.00
<b>Pay Grade Five</b>		
Principal (ES)	\$ 10,000.00	\$ 1,000.00
Principal (MS)	\$ 15,000.00	\$ 2,000.00
Principal (HS)	\$ 20,000.00	\$ 3,000.00
Principal (BECHS)	\$ 15,000.00	\$ 2,000.00
Principal (BAC / BLA / Lincoln Park)	\$ 15,000.00	\$ 2,000.00
Police Chief	\$ 15,000.00	\$ 3,000.00
Adult Ed, Bilingual, CATE, Fine Arts, Guidance	\$ 15,000.00	\$ 1,000.00
Health Serv, Library Serv, PEIMS, Pupil Serv.	\$ 15,000.00	\$ 1,000.00
Research & Evaluation, Warehouse & Fixed Assets	\$ 15,000.00	\$ 1,000.00
All Others	\$ 15,000.00	\$ 1,000.00
Pay Grade Six (All Administrative / Dept. Heads)	\$ 15,000.00	\$ 5,000.00
<b>Pay Grade Eight</b>		
Area / Assistant Superintendents	\$ 35,000.00	\$ 5,000.00
Chief Financial Officer	\$ 45,000.00	\$ 5,000.00
Staff Attorney	\$ -	\$ -
Athletic Coordinators (High School)	\$ 30,000.00	\$ 3,000.00
Athletic Director	\$ 35,000.00	\$ 3,000.00