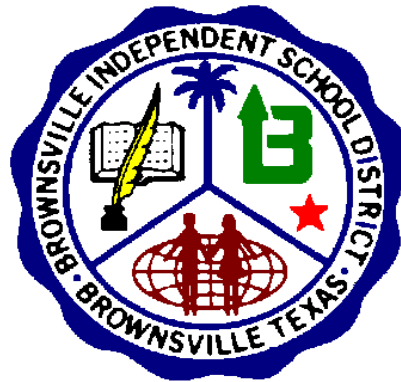


Brownsville Independent School District

Department of Human Resources



Employee Compensation Plan 2019-2020

Board Approved June 24, 2019

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
2019 – 2020 COMPENSATION PLAN*

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Staffing Guidelines

**Brownsville Independent School District
Department of Human Resources
2019-2020: Staffing Guidelines: Certified Personnel**

Management Team:	Enrollment	No. of Positions	Funding	Days
<u>Elementary Schools</u>				
Principal	n/a	1	199	210
Assistant Principal	Up to 800	1	199	208
	801 +	2	199	208
Dean of Instruction (Supplemental)	n/a	1	162	208
<u>Middle Schools</u>				
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 (Supplemental)	n/a	1	162	208
<u>High Schools</u>				
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 (Supplemental)	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
2019-2020: Staffing Guidelines: Certified Personnel**

Other:	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
<u>Elementary Schools</u>				
Counselor	up to 400	1	199	196
	401 – 800	2	199	196
	801+	3	199	196
			199	196
<u>Middle Schools</u>				
Counselor	n/a	3	199	201
<u>High Schools</u>				
Counselor	up to 2,500	5	199	205
	2,501 – 2,900	6	199	205
	2,901+	7	199	205
Testing Coordinator	Up to 1,199	1	199	187
	1,200 +	1	199	207*
<u>Alternative Education Program</u>				
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, (4) Additional Elementary Counselors added will be supplemental funding to lower ratios to 400:1.

*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
2019-2020: Staffing Guidelines: Certified Personnel**

Teacher Staffing Guidelines for Allocating Full-Time Equivalents (FTEs) to Campuses*		Funding	Days
CAMPUS LEVEL			
Elementary Schools	22:1 K-4	199	187
	25:1 5 th Grade**	199	187
Middle Schools	25:1 Projected Enrollment**	199	187
High Schools	25:1 Projected Enrollment**	199	187
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.			

*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
2019-2020: 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
3Yr Old Program Aide	25:1 (full day)	1	162	187
PK-4 Instructional Aide	22:1 FTE (full day)	1	199	187
Kinder Aide	50:1	1	162/211	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
2019-2020: Staffing Guidelines: Certified/Classified Personnel**

<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 1,200 +	1 AC / 4 PE / 2 Health	199	187
		1 AC / 5 PE / 2 Health	199	187
Nurse	n/a	1	199 / 211	192
Health Aide	Up to 1,000 1,001 +	0	n/a	n/a
		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 2,501 +	0	n/a	n/a
		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
 2019-2020: Staffing Guidelines: Certified/Classified Personnel**

Other:	<u>Enrollment</u>	<u>No. of Positions</u>
<u>All Campuses</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.

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Note: (1) Number of positions are 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
2019-2020: 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

Band Staff:	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
<u>High Schools</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
<u>Middle Schools</u>				
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
<u>Estudiantina Staff:</u>				
<u>High Schools</u>				
Estudiantina Director	n/a	1	199	187
Assistant Director	Up to 135	0	n/a	n/a
	136 +	1	199	187

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

**Brownsville Independent School District
Department of Human Resources
2019-2020: 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

Choir Staff:	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
<u>High Schools</u>				
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
<u>Middle Schools</u>				
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
<u>Elementary Schools</u>				
Music and/or Art Teacher	n/a	1 or 2	199	187

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

**Brownsville Independent School District
Department of Human Resources
2019-2020: Staffing Guidelines: Department 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.

Athletic Staff:	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
<u>High Schools</u>				
Athletic Coordinator / Head Football Coach	n/a	1	165	220
Offensive Coordinator	n/a	1	199	207
Defensive Coordinator	n/a	1	199	207
<u>Middle Schools</u>				
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 th Grade Intramural Coaches 1-Male / 1-Female		\$ 300.00 Stipend		
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 7th and 8th. It is strongly recommended that A pre-athletic class for 6th 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.				

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

**Brownsville Independent School District
Department of Human Resources
2019-2020: Staffing Guidelines: Special Programs**

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

Alternative Education Program:	<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			

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**Brownsville Independent School District
Department of Human Resources
2019-2020: Staffing Guidelines: Special Programs**

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

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Professional Hiring Schedule

BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
2019 – 2020 HIRING SCHEDULES

Teacher, Counselor, Nurse & Librarian Salary Schedule

	BACHELOR'S+				
	BACHELOR'S	15 HOURS	MASTER'S*	MASTER'S**	DOCTORATE
Minimum	\$45,025.00	\$45,525.00	\$46,525.00	\$48,025.00	\$48,775.00
Maximum	\$69,395.00	\$69,895.00	\$70,895.00	\$72,395.00	\$73,145.00

Notes:

1. *Maximum is based on 35 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)

	BACHELOR'S+				
	BACHELOR'S	15 HOURS	MASTER'S*	MASTER'S**	DOCTORATE
Minimum	\$45,025.00	\$45,525.00	\$46,525.00	\$48,025.00	\$48,775.00
Maximum	\$69,395.00	\$69,895.00	\$70,895.00	\$72,395.00	\$73,145.00

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

*Master's in a non-approved teaching field

**Master's in an approved teaching field

Administrator and Special Assignment Pay Grades

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 *ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES
 EDUCATOR AND PROGRAM JOB GROUP
 2019-2020**

<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	Career Technology Education Facilitator	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 Career and Technology Education	208
1007	Assistant Principal for Elementary School	208
1007	Assistant Principal for High School	208
1007	Assistant Principal for High School: Special Education	208
1007	Assistant Principal for Middle School	208
2107	Coordinator for Aquatic Center	226
2052	Coordinator for Assessment, Research & Evaluation	226
2095	Coordinator for Career Technology Education	226
2035	Coordinator for Federal Programs	226
2095	Coordinator for Migrant Services	226
2099	Coordinator for Special Programs	226
2034	Coordinator for State Compensatory	226
2051	Coordinator for Student Assessment & Planning	226
2109	Coordinator for Wellness Programs	226
1008	Dean of Instruction for Elementary School	208
1008	Dean of Instruction for Middle School	208
1008	Dean of Instruction for High School	220
2178	Grant Specialist	226

* Effective the 2019-2020 school year, years of administrative experience up to the 2018-2019 school year for Pay Grade 3 will be grandfathered and continue as administrative experience while employed with the District. An employee grandfathered in Pay Grade 3 per this section that resigns from the District, will forfeit the administrative years of experience.

NOTE: As per approval of the Superintendent, an employee in the Educator and Program Job Group or the Business Management Job Group, may be placed in a Special Assignment capacity of which the Superintendent assigns.

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 *ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES
 EDUCATOR AND PROGRAM JOB GROUP
 2019-2020**

PAY CODE	PAY GRADE 4 (Cont'd)	DAYS
2060	Specialist: Advanced Academics	226
2088	Specialist: Bilingual / ESL	226
2088	Specialist: Curriculum Alignment	226
2063	Specialist: Early Childhood	226
2060	Specialist: Educational Technology	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
2100	Supervisor for Pupil Services (Admission & Attendance)	226
2100	Supervisor for Special Services	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 Alternative Programs/CTE	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 Parental Involvement	226
1005	Administrator for Professional Development	226
1005	Administrator for Library and Media Services	226
1005	Administrator for Music and Fine Arts	226
1005	Administrator for Pupil Services	226

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**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 *ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES
 EDUCATOR AND PROGRAM JOB GROUP
 2019-2020**

<u>PAY CODE</u>	<u>PAY GRADE 5 (Cont'd)</u>	<u>DAYS</u>
2100	Assistant Athletic Administrator	226
1009	Assistant Administrator for Special Services	226
1009	Assistant Administrator for Technology	226
1015	District Coordinator for School Improvement	226
1006	Principal for BECHS	226
1006	Principal for Elementary School	210
1006	Principal for High School	226
1006	Principal for Middle School	217
1010	Program Administrator (BAC, BLA, Lincoln Park)	226

<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>
	No Current Positions	

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

<u>PAY CODE</u>	<u>PAY GRADE 9</u>	<u>DAYS</u>
1000	Deputy Superintendent	226

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**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 *ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES
 BUSINESS MANAGEMENT JOB GROUP
 2019-2020**

<u>PAY CODE</u>	<u>PAY GRADE 1</u>	<u>DAYS</u>
2123	Adult Basic Education (ABE) Manager	226
2123	Accountant Assistant	226
2097	Graphic Artist	226
2098-1	Website Designer	226

<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>
2123-0	Accountant	226
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
2069-1	FNS Registered Licensed Dietician	226

<u>PAY CODE</u>	<u>PAY GRADE 4</u>	<u>DAYS</u>
1009	Assistant Administrator for Food and Nutrition Services	226
1009	Assistant Administrator for Transportation	226
2105	Compensation Manager	226
2172	Computer Systems Operator	226
2015	Coordinator Business Software	226
2094	Coordinator for Finance	226
2095	Coordinator for Warehouse/Textbooks/Fixed Assets	226
2178	Grant Specialist	226
2056	Human Resource Specialist	226
2199	Maintenance Coordinator	226
2161	Network Manager	226
2108	PEIMS Specialist	226
1005	Public Relations Specialist	226
2102	Risk Manager	226
2100	Supervisor for Environmental, Health, Safety and Custodial Training	226
2093	Management Information System Specialist/Programmer	226

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NOTE: As per approval of the Superintendent, an employee in the Educator and Program Job Group or the Business Management Job Group, may be placed in a Special Assignment capacity of which the Superintendent assigns.

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 *ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES
 BUSINESS MANAGEMENT JOB GROUP
 2019-2020**

<u>PAY CODE</u>	<u>PAY GRADE 5</u>	<u>DAYS</u>
1010	Administrator for PEIMS	226
1005	Administrator for Crisis Management and Emergency Preparedness	226
1005	Administrator for Warehouse & Textbooks	226
2115	Policy/Records/Recycle Manager	226
2067	Project/Facilities Manager	226

<u>PAY CODE</u>	<u>PAY GRADE 6</u>	<u>DAYS</u>
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 Human Resources (Certified/Classified)	226
1005	Administrator for Maintenance	226
1005	Administrator for Payroll	226
1005	Administrator for Purchasing	226
1010	Administrator for Transportation	226
1005	Director of Public Relations & Community Engagement	226
1005	Chief of Police & Security Services	226
1998	Lead Internal Auditor	226

<u>PAY CODE</u>	<u>PAY GRADE 7</u>	<u>DAYS</u>
	No Current Positions	

<u>PAY CODE</u>	<u>PAY GRADE 8</u>	<u>DAYS</u>
1004	Assistant Superintendent	226
1014	Chief Financial Officer	226
1016-1	Chief Technology Officer	226
1005	District Architect	226
1014	Staff Attorney	226

<u>PAY CODE</u>	<u>PAY GRADE 9</u>	<u>DAYS</u>
1000	Deputy Superintendent (Board Approved 8-6-19)	226

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NOTE: As per approval of the Superintendent, an employee in the Educator and Program Job Group or the Business Management Job Group, may be placed in a Special Assignment capacity of which the Superintendent assigns.

**Occupational/Physical
Therapist
&
High School Coordinator for
Athletics
Pay Grades**

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

Position	Days	Minimum	Midpoint	Maximum
Occupational/Physical Therapist	187	\$318.27	\$381.92	\$445.58
High School Coordinator for Athletics	220			

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

JROTC Salary Formula

BROWNSVILLE INDEPENDENT SCHOOL DISTRICT

JROTC SALARY FORMULA 2019-2020

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.

**CLASSIFIED PERSONNEL:
Manual Trades
Salary Pay Grades**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
MANUAL TRADES SALARY PAY GRADES FOR THE
FISCAL YEAR ENDING JUNE 30, 2020**

<u>Pay Grade</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
MT 1	\$8.50	\$8.50	\$8.50
MT 2	\$9.93	\$11.89	\$13.85
MT 3	\$10.17	\$12.19	\$14.21
MT 4	\$10.36	\$12.41	\$14.46
MT 5	\$10.96	\$13.16	\$15.35
MT 6	\$12.15	\$14.61	\$17.07
MT 7	\$13.51	\$16.26	\$19.00
MT 8	\$15.00	\$18.07	\$21.14
MT 9	\$21.55	\$26.58	\$31.61

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
MANUAL TRADES (MT) Positions
2019-2020**

<u>PAY GRADE MT-1</u>		DAYS
3659	Part Time – Employee	TBD
3180	PT Seasonal Employee	TBD
3661	Student Worker	TBD
3904	Substitutes	TBD
 <u>PAY GRADE MT-2</u>		
3901	Custodian	261
3909	FNS Custodian-C	198
4120	FNS Worker	198
 <u>PAY GRADE MT-3</u>		
4503	Bus Monitor	198
3723	FNS Clerk	198
4104	General Maintenance 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
 <u>PAY GRADE MT-4</u>		
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
4109	Electrician’s Helper	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
 <u>PAY GRADE MT-5</u>		
3801	Brick Layer/Masonry Worker	261
4007	Bus Driver	198
3816	Dispatcher (e.g. Transportation & Maintenance Department)	261
3819	Fence Worker	261
4013	FNS CDL Truck Driver	261
5009	FNS Warehouse Specialist	261
3803	Glazier	261
3804	Painter	261
3805	Roofer	261
4118	Warehouse Person	261
3806	Welder	261

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
MANUAL TRADES (MT) Positions
2019-2020**

<u>PAY GRADE MT-6</u>		DAYS
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 Manger	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
<u>PAY GRADE MT-7</u>		
5118	Equipment Operator	261
5113	FNS Inst. Equip. Repair Supervisor	261
4414	FNS Cafeteria Manager - Elementary	200
4507	Head Fields Monitor	261
4457	High School Maintenance 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
<u>PAY GRADE MT-8</u>		
4460	AC/EMS Mechanical Foreman	261
4446	AC/EMS Programmer	261
4475	Custodial Operations Foreman	261
4453	FNS Manager II	200
4414-0	FNS Cafeteria Manager - Middle School	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
<u>PAY GRADE MT-9</u>		
4414-2	FNS Cafeteria Manager - Besteiro & Aiken	200
4414-0	FNS Cafeteria Manager - High School	200
4450	FNS Cafeteria Manager Trainer	200
2200	Maintenance Supervisor	261

**CLASSIFIED PERSONNEL:
Clerical Administrative**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
CLERICAL ADMINISTRATIVE SALARY PAY GRADES
FOR THE FISCAL YEAR ENDING JUNE 30, 2020**

Pay Grade	MINIMUM	MIDPOINT	MAXIMUM
CA 12	\$9.93	\$11.89	\$13.85
CA 13	\$10.66	\$12.79	\$14.91
CA 14	\$11.59	\$13.93	\$16.25
CA 15	\$12.59	\$15.14	\$17.68
CA 16	\$13.72	\$16.52	\$19.32
CA 17	\$15.23	\$18.37	\$21.51
CA 18	\$16.96	\$20.48	\$23.98
CA 19	\$18.88	\$22.81	\$26.74
CA 20	\$31.00	\$38.50	\$46.00

BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
Clerical Administrative (CA) Pay Grades
2019-2020

<u>PAY GRADE CA-12</u>		<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 Room Clerk	192-220
3462	St. Comp Attendance Clerk	187-192
 <u>PAY GRADE CA-13</u>		
3436	Attendance Liaison	187-192
3438	Clerical Assistant III	187-261
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
 <u>PAY GRADE CA-14</u>		
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 Clerk II	226
3485	Records Management Clerk II	220-226
4820	Route Coordinator	226
3486	Secretary IV	202-226
3459	St. Comp Data Management Clerk	217-220
3490	Transmission Programmer	226

BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
Clerical Administrative (CA) Pay Grades
2019-2020

<u>PAY GRADE CA-15</u>		DAYS
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 Resources 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
 <u>PAY GRADE CA-16</u>		
3531	Bookkeeper	202
3507	Driver Trainer	226
3536	FNS Procurement Specialist	226
3429	FNS Staffing Clerk	226
3535	Payroll Clerk II	226
3541	Safety Risk Management Foreman	261
3537	Secretary VI	226-261
 <u>PAY GRADE CA-17</u>		
3557	C.P.R. Trainer	226
3559	FNS Quality Assurance Specialist	226
3510	Lead Accountant Clerk	226
3561	Secretary VII	226
3562	Special Assignment/Board Agenda Sec.	226
 <u>PAY GRADE CA-18</u>		
3594	Legal Assistant	226
3578	Payroll Specialist	226
 <u>PAY GRADE CA-19</u>		
3590	Administrative Assistant	226
 <u>PAY GRADE CA-20</u>		
3591	Administrative Assistant Board of Trustees	226

**CLASSIFIED PERSONNEL:
Technical Specialized**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 TECHNICAL SPECIALIZED SALARY PAY GRADES
 FOR THE FISCAL YEAR ENDING JUNE 30, 2020**

Pay Grade	MINIMUM	MIDPOINT	MAXIMUM
TE 22	\$11.67	\$14.01	\$16.35
TE 23	\$12.93	\$15.56	\$18.19
TE 24	\$14.37	\$17.31	\$20.25
TE 25	\$15.95	\$19.25	\$22.55
TE 26	\$17.77	\$21.45	\$25.14
TE 27	\$19.78	\$23.92	\$28.05

BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
Technical Specialized (TE) Pay Grades
2019-2020

<u>PAY GRADE TE-22</u>		DAYS
3482	Computer Support Clerk	226
4607	Graphic Layout Artist	226
4701	Printer	226
5106	Production Tech I	226
 <u>PAY GRADE TE-23</u>		
3815	Dispatcher Communications Officer	261
3478	Junior Buyer	226
5116	Production Tech II	226-261
 <u>PAY GRADE TE-24</u>		
4911	Communications Supervisor	261
 <u>PAY GRADE TE-25</u>		
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
 <u>PAY GRADE TE-26</u>		
5119	Drafting & Plans Coordinator	226
3574	Emergency Preparedness Program Manager	261
3162	Level IV/V Inter	187
5008	Computer Hardware Technician	226
5010	Safety Security Technician	261
3504	Senior Buyer	226
3573	Sergeant Investigator	261
3572	Sergeant Police Officer	261
 <u>PAY GRADE TE-27</u>		
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
5008-2	Network Specialist II	226

* Note starting hourly for TE-25 Police Officers is \$16.35

CLASSIFIED PERSONNEL: Instructional Support

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
INSTRUCTIONAL SUPPORT SALARY PAY GRADES
FOR THE FISCAL YEAR ENDING JUNE 30, 2020**

<u>Pay Grade</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
IS 31	\$8.50	\$8.50	\$8.50
IS 32	\$10.11	\$12.12	\$14.11
IS 33	\$10.74	\$12.90	\$15.04
IS 34	\$12.01	\$14.44	\$16.86
IS 35	\$13.45	\$16.19	\$18.92
IS 36	\$15.18	\$18.30	\$21.43
IS 37	\$18.31	\$28.83	\$39.35

BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
Instructional Support (IS) Pay Grades
2019-2020

PAY GRADE IS-31

	DAYS
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

PAY GRADE IS-32

3137 ADA/504 Assistant	187
3127 Day Care Aide	187

PAY GRADE IS-33

3119 Bilingual Aide	187
3103 Computer Lab Aide	187
3128 CTE Instructional 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
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

PAY GRADE IS-34

3166 Aquatic Center Swim Aide	187
3607 Aide/Interpreter	187
3167 Career Resource Lab Aide	202
3147 Deaf Ed Aide	187
3411 Lead Lifeguard	226
3412 Lead Swim Instructor	226
3153 Special Ed BI Aide	187
3154 Special Ed CBVI Aide	187
3170 Special Ed Inclusion/CM/Resource Aide	187
3152 Special Ed Life-skills Aide	187
3151 Special Ed One to One Aide	187
3156 Special Ed PPCD Aide	187
3158 Structure for Life Aide	187
3168 AV Technology Lab Aide	187

PAY GRADE IS-35

3159 Level I Interpreter	187
3469 BAC Drill Instructor	207

PAY GRADE IS-36

3160 Basic/Level II Interpreter	187
3470 BAC Senior Drill Instructor	218

PAY GRADE IS-37

3138-2 * Interpreter (Basic, Intermediate, Advance Certificate Levels)	187
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Special Note:

Funding Codes for Instructional and Clerical Positions are subject to change.

* A \$2.50 increase will occur on employee hourly rate based on Level of Interpreter certification

Substitute Teacher Pay Scale

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 SUBSTITUTE TEACHER PAY SCALE
 2019-2020 SCHOOL YEAR**

Description	Daily Rate
Non-Degreed*	\$ 80
Degreed **	\$100
Certified ***	\$125

- * 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.

Supplemental (Stipend) Pay

**Brownsville Independent School District
Department of Human Resources
2019 - 2020**

Supplemental Duty Pay: Teachers

Teachers, Nurses, Librarians, and Counselors	Stipend
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	\$4,500
Head Counselors (schools with 4 + counselors only)	\$2,000
Librarian Learning Resource Endorsement	\$2,000
Librarian Learning Resource Specialist	\$4,500
School Librarian	\$4,500
Nurses	\$5,500
Brownsville Academic Center: Performance Training Program Teachers	\$3,500
Dual Enrollment Teachers	1 course \$500 per semester 2 courses \$1,000 per semester 3 courses \$1,500 per semester 4 + courses \$2,000 per semester
Dyslexia/504: Diagnostician	\$7,000
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	\$5,500
Audiologist	\$10,000
Assistive Technology	\$3,000
OT/PT	\$9,000
OT/PT Assistant	\$4,500
Orientation & Mobility	\$3,500
Pre-K 3 Year Old Program	\$1,200

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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.
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**Brownsville Independent School District
Department of Human Resources
2019 - 2020**

Supplemental Duty Pay: Department Heads

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)	\$600 - \$1,200

* (PK3 & PK4 will be combined)

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Brownsville Independent School District
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Supplemental Duty Pay: Bilingual/ESL

Grade Level	Stipend	Stipulations
Elementary **Bilingual/ESL Certified/Teacher assigned English Learners.	PEIMS Snapshot determines stipend allocation. \$55.00 per identified student at a cap of \$1,200.00	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 credits Three (3) Sheltered Instruction On-Going performance –based credits Six (6) credits (Online or in person) related to Bilingual or ESL instruction 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 teachers are certified appropriately, the Reading/ESL certified teachers assigned to ELs and PEIMS teacher of record/service will receive the stipend by working online PB modules at a rate of \$75.00 per completed module at a cap of \$600.00	PEIMS Snapshot determines stipend allocation. \$55.00 per identified student at a cap of \$1,200.00	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 Sheltered Instruction Twelve (12) CORE Sheltered Instruction credits Three (3) Sheltered Instruction On-Going performance based credits Six (6) credit (Online or in person) related to Bilingual or ESL instruction renewed annually
Secondary NON- ELAR, CORE teachers (math, science, social studies) who service English Learners Note: Turn in composite at the end of the school year to the Payroll Dept.	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 stipends at Secondary level will be based on: Certification in ESL. PEIMS Core 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 – June disbursements are contingent upon the Bilingual Department’s review and approval of PEIMS Snapshot data and the employee remains the “NON-ELAR Core Teacher of Record” Annually, trained in the ESL Pull-out Model Sheltered Instruction Twelve (12) CORE Sheltered Instruction credits

**PEIMS teacher of record/service reflecting Bilingual/ESL students on LPAC minutes and e-schools on October 26, 2018 by 10:00 a.m.

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. Bilingual Stipend bi-annual disbursements are contingent upon the Bilingual Department’s review and approval of PEIMS Snapshot data and the employee remains “ELAR Teacher of Record” servicing English Learners.
- 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 stipend by working online PB modules at a rate of \$75.00 per completed module at a cap of \$600.00
- 7) CORE teachers (Math, Science, and Social Studies) 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.

**Brownsville Independent School District
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Supplemental Duty Pay: Band/Choir/Music/Dance

High School	Stipend
Head Band Director	\$15,000
Assistant Band Director	\$7,500
Head Choir Director	\$7,000
Assistant Choir Director	\$4,300
Estudiantina Director	\$4,300
Mariachi Director	\$4,300
Dance Team Instructor	\$4,000/7 Days

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

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

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

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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
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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.
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
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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)	\$7,500	187/13
Varsity Head Coach (Two Sports as Head Coach) Varsity Head Coach (One sport) Varsity Head Coach (plus Second Sport as Assistant Coach) (Baseball, Basketball, Cross Country, Soccer, Softball, Tennis, Track, Volleyball, Power-Lifting/Weight Conditioning.) *	\$8,400 \$4,200 \$7,700	187/13*
Head Coach Swimming , Golf – with full team	\$7,500	187/6
Assistant Coach High School (One Sport)	\$3,500	187
Assistant Coaches (Two Sports) *	\$7,000	187
Third Sport	\$3,000	N/A
Freshman/JV Soccer	\$2,750	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)	\$8,000	187/10*
Per Sport (Football/Volleyball, Basketball, Softball, Soccer, Track/Cross Country, Baseball, Tennis)	\$2,750	187/5*
Intramural Coaching (Tennis, Swimming, Golf)	\$1,200	N/A
Middle School Swimming Coach	\$1,000	N/A

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**Brownsville Independent School District
Department of Human Resources
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Supplemental Duty Pay: Coaching Supplement

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
Athletic Trainer	\$12,250	197/205
Designated Head Athletic Trainer	\$14,750	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
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Supplemental Duty Pay: U.I.L.

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	<u>\$300</u>
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
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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
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	
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)	
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
Regional Competition (1 day)	\$150
State Competition (1 day)	\$250
Global Finals (6 days)	<u>\$500</u>
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

*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 Supplemental Duty	\$150 per day
Long-term Administrator Substitute (as approved by Supt.)	\$160 per day

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

Incentive Allocation – Project Rise for Faulk and Porter (only)	Stipend
Facilitator of Professional Development	up to \$2,500
Data Coach	up to \$2,000
Recruitment Bonus	up to \$2,000
Retention Bonus	up to \$2,000
Facilitator of Professional Learning Communities	up to \$2,000
Grant Manager	up to \$2,500
Counselor College, Career Military Readiness (CCMR)	up to \$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
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Supplemental Duty Pay: Other (continued)

**Project Rise Advisory Committee (PRAC) approved State Assessment
STAAR & EOC Additional Incentives**

Educator (Not TRS Eligible)		Additional Stipend based on Effectiveness (TRS Eligible)						Stipend to be paid
STAAR/EOC Value Added Teachers (Teacher Composite Level)	\$300	“Average Effectiveness” Value-Added Teachers	\$800	“Above Average Effectiveness” Value-Added Teachers	\$1,000	“Most Effective” Value Added Teachers	\$1,200	2018-2019 school year based on 2017-2018 data
Administrators (STAAR/EOC School Composite Level)	\$1,000	“Average Effectiveness” Campus-wide Value-Added	\$1,000	“Above Average Effectiveness” Campus-wide Value-Added	\$2,000	“Most Effective” Campus-wide Value-Added	\$3,000	2018-2019 school year based on 2017-2018 data

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

If an employee meets all the eligibility requirements for an award and then transfers within the district or retires from the district prior to the payout of the awards, the employee is still eligible for the award. However, the employee is responsible for providing the district with correct forwarding information so that the award payout can be processed.

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	\$ 800
4	Above Average Effectiveness	\$1,000
5	Most Effective	\$1,200

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	\$1,000
4	Above Average Effectiveness	\$2,000
5	Most Effective	\$3,000

Additionally, Principals will be eligible to receive a stipend of \$500.00 to be paid on December 2019 for the planning and implementation of Coaching Model as well as for the additional duties expected to be completed as part of the Project RISE scope of work.

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**Brownsville Independent School District
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Athletic Department Game Workers and Seasonal / PT Employees *:

Sport	Position	New Hourly Rate
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

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
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

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

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**Brownsville Independent School District
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Athletic Department Game Workers and Seasonal / PT Employees *: (continued)

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 (Clock operator)	\$11
	Ticket Seller	\$11
at the Middle School	Scoreboard (Clock operator)	\$11
	Ticket Seller	\$11

Softball	Position	New Hourly Rate
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

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

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

Sam's Stadium	Position	New Hourly Rate
(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.

Appendix

APPENDIX A
BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
2019 – 2020 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 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.

APPENDIX B
BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
2019 – 2020 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 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.

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 1st to September 30th 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.

APPENDIX C-1
 BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 2019-2020 Teacher & Professional Hiring Schedule

2019-20 Years of Exp.	01 Bachelor's	02 Masters** \$3,000	03 Doctorate \$3,750	04 Bachelor's + 15 Hours	05 Masters* \$1,500
0	\$ 45,025	\$ 48,025	\$ 48,775	\$ 45,525	\$ 46,525
1	\$ 45,750	\$ 48,750	\$ 49,500	\$ 46,250	\$ 47,250
2	\$ 46,475	\$ 49,475	\$ 50,225	\$ 46,975	\$ 47,975
3	\$ 47,200	\$ 50,200	\$ 50,950	\$ 47,700	\$ 48,700
4	\$ 47,922	\$ 50,922	\$ 51,672	\$ 48,422	\$ 49,422
5	\$ 48,938	\$ 51,938	\$ 52,688	\$ 49,438	\$ 50,438
6	\$ 49,458	\$ 52,458	\$ 53,208	\$ 49,958	\$ 50,958
7	\$ 49,612	\$ 52,612	\$ 53,362	\$ 50,112	\$ 51,112
8	\$ 49,739	\$ 52,739	\$ 53,489	\$ 50,239	\$ 51,239
9	\$ 50,466	\$ 53,466	\$ 54,216	\$ 50,966	\$ 51,966
10	\$ 51,194	\$ 54,194	\$ 54,944	\$ 51,694	\$ 52,694
11	\$ 51,923	\$ 54,923	\$ 55,673	\$ 52,423	\$ 53,423
12	\$ 52,651	\$ 55,651	\$ 56,401	\$ 53,151	\$ 54,151
13	\$ 53,378	\$ 56,378	\$ 57,128	\$ 53,878	\$ 54,878
14	\$ 54,106	\$ 57,106	\$ 57,856	\$ 54,606	\$ 55,606
15	\$ 54,834	\$ 57,834	\$ 58,584	\$ 55,334	\$ 56,334
16	\$ 55,562	\$ 58,562	\$ 59,312	\$ 56,062	\$ 57,062
17	\$ 56,290	\$ 59,290	\$ 60,040	\$ 56,790	\$ 57,790
18	\$ 57,017	\$ 60,017	\$ 60,767	\$ 57,517	\$ 58,517
19	\$ 57,745	\$ 60,745	\$ 61,495	\$ 58,245	\$ 59,245
20	\$ 58,472	\$ 61,472	\$ 62,222	\$ 58,972	\$ 59,972
21	\$ 59,201	\$ 62,201	\$ 62,951	\$ 59,701	\$ 60,701
22	\$ 59,929	\$ 62,929	\$ 63,679	\$ 60,429	\$ 61,429
23	\$ 60,656	\$ 63,656	\$ 64,406	\$ 61,156	\$ 62,156
24	\$ 61,384	\$ 64,384	\$ 65,134	\$ 61,884	\$ 62,884
25	\$ 62,111	\$ 65,111	\$ 65,861	\$ 62,611	\$ 63,611
26	\$ 62,840	\$ 65,840	\$ 66,590	\$ 63,340	\$ 64,340
27	\$ 63,568	\$ 66,568	\$ 67,318	\$ 64,068	\$ 65,068
28	\$ 64,295	\$ 67,295	\$ 68,045	\$ 64,795	\$ 65,795
29	\$ 65,023	\$ 68,023	\$ 68,773	\$ 65,523	\$ 66,523
30	\$ 65,750	\$ 68,750	\$ 69,500	\$ 66,250	\$ 67,250
31	\$ 66,479	\$ 69,479	\$ 70,229	\$ 66,979	\$ 67,979
32	\$ 67,208	\$ 70,208	\$ 70,958	\$ 67,708	\$ 68,708
33	\$ 67,937	\$ 70,937	\$ 71,687	\$ 68,437	\$ 69,437
34	\$ 68,666	\$ 71,666	\$ 72,416	\$ 69,166	\$ 70,166
35	\$ 69,395	\$ 72,395	\$ 73,145	\$ 69,895	\$ 70,895

*Master's in a non-approved teaching field

**Master's in an approved teaching field

***Texas Education Code (TEC) requirement

APPENDIX C-2
 BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 2019-2020 Compensation Model

Component 1

Number of "Certified" Educational Years

Look up your completed years through the 2018-2019 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 Administrative role
 based on Service Records

Note: Applies to Pay Grades 4-8

For years of administrative experience, see appendix (C-3) \$ -

Component 3

Position Adjustment – depending on your current position,
 your compensation will be given an adjustment (see C-4)

\$ -

Component 4

Responsibility Adjustment – depending on your current position,
 your compensation will be given an adjustment (see C-4)

\$ -

Total Projected Salary (based on 226 days)* \$ -

***Note:**

- If an Administrative/Special Assignment Pay Grade position is 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.
- To see your contract days, refer to the Administrators & Special Assignment Pay Grades section of the Compensation Manual.
- The model is not applicable to the Superintendent.

APPENDIX C-3
 BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 2019-2020 ADMINISTRATIVE YEARS COMPONENT
 FOR PAY GRADES 4-8

Years of Administrative Exp.	Salary Adjustment
0	\$ -
1	\$ -
2	\$ -
3	\$ 6,000
4	\$ 7,000
5	\$ 8,000
6	\$ 9,000
7	\$10,000
8	\$11,000
9	\$12,000
10	\$13,000
11	\$14,000
12	\$15,000
13	\$16,000
14	\$17,000
15	\$18,000
16	\$19,000
17	\$20,000
18	\$21,000
19	\$22,000
20	\$23,000
21	\$24,000
22	\$25,000
23	\$26,000
24	\$27,000
25	\$28,000
26	\$29,000
27	\$30,000
28	\$31,000
29	\$32,000
30	\$33,000
31	\$34,000
32	\$35,000

Effective the 2019-2020 School Year:

For every year of administrative experience, the employee will adhere to the above salary adjustment It is capped at \$35,000 or 32 years.

Effective the 2016-2017 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.

Appendix C-4
BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 2019-2020 Position & Responsibility Salary Adjustment Components

	Position	Responsibility
Pay Grade One (All Positions)	\$ 2,500.00	\$ -
Pay Grade Three (All Positions)	\$ 4,000.00	\$ 1,750.00
Pay Grade Four		
Assistant Admin/Coordinators/Manager/Specialist	\$ 6,000.00	\$ 2,500.00
Dean of Instruction - Elementary	\$ 8,000.00	\$ 2,500.00
Dean of Instruction - Middle School	\$ 10,000.00	\$ 2,500.00
Dean of Instruction - High School	\$ 10,000.00	\$ 2,500.00
Assistant Principal - Elementary	\$ 8,000.00	\$ 2,500.00
Assistant Principal - Middle School	\$ 10,000.00	\$ 2,500.00
Assistant Principal - High School	\$ 10,000.00	\$ 2,500.00
Pay Grade Five		
Principal - Elementary	\$ 16,000.00	\$ 5,000.00
Principal - Middle School	\$ 18,000.00	\$ 6,000.00
Principal - High School	\$ 22,000.00	\$ 7,500.00
Principal (BECHS)	\$ 16,000.00	\$ 6,000.00
Program Administrator (BAC/BLA/Lincoln Park)	\$ 16,000.00	\$ 3,500.00
Adult Ed, Bilingual, CATE, Fine Arts, Guidance	\$ 16,000.00	\$ 3,500.00
Health Services, Library Services, PEIMS, Pupil Services	\$ 16,000.00	\$ 3,500.00
Research & Evaluation, Warehouse & Fixed Assets	\$ 16,000.00	\$ 3,500.00
All Others	\$ 16,000.00	\$ 3,500.00
Pay Grade Six (All Administrators/Department Heads)	\$ 22,000.00	\$ 7,500.00
Pay Grade Seven		
No Current Positions		
Pay Grade Eight		
Area/Assistant Superintendent	\$ 45,000.00	\$ 15,000.00
Chief Technology Officer	\$ 45,000.00	\$ 15,000.00
Chief Financial Officer	\$ 45,000.00	\$ 15,000.00
District Architect	\$ 35,000.00	\$ 15,000.00
Staff Attorney	\$ 60,000.00	\$ 20,000.00
Pay Grade Nine		
Deputy Superintendent	\$ 60,000.00	\$ 20,000.00
Athletic Coordinator - High School	\$ 30,000.00	\$ 4,500.00
Athletic Director	\$ 35,000.00	\$ 4,500.00

- Registered Licensed Dietician \$10,000
- CISCO CCNA or CompTIA Certification \$5,000 (applies to Administrative Pay Grade only - must apply to employee's current position)

NOTE: If an Administrative/Special Assignment Pay Grade position is not on a 226-day contract, take the total projected salary and divide it by 226 days (refer to Appendix C-2). 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.

ADDENDUM
 BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 DEPARTMENT OF INNOVATION, STRATEGY, AND EDUCATIONAL TECHNOLOGY
 2019-2020

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)
- 2) 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.