

**Brownsville Independent School District  
Human Resources Department**



The attached draft employee compensation plan pages being presented will only consist of proposed changes or updates.

Annotations are shown as follows:

- Deletions are highlighted in yellow and red strike-through font: ~~deleted text~~.
- Additions or Reclassifications are in a blue bolded font: **new text**.

# Brownsville Independent School District

## Department of Human Resources



## Employee Compensation Plan 2026-2027

**DRAFT**

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

## 2026-2027 - Elementary School Staffing Guidelines

Administration / Special Assignment						
Position	Days	Enrollment	Allocation	Fund	Comments	
Principal	210	N/A	1	199		
Assistant Principal/Dean of Instruction	208	<500	0 - 575	1	199	Choice of Assistant Principal or Dean of Instruction (reduce by attrition) pertains to < 500.
		575+	576 - 800	1 (AP) & 1 (Dean)		
		801 +		2 (AP) & 1 (Dean)		
Instructional Coach	208		1	162	Priority Campuses	
*Counselor	196	0- 475	1	1 (199)		
		476-900	2	2 (199)		
		901+	3	3 (199)		
Librarian	196	0-- 400 (Add)	.5 (Add)	211		
		401+ (Add)	1			
Nurse	192	501 +	1	199/211	see note on page 4	
LVN	187	< 450	1	199		
Health Aide I	187	1,000 +	1	199	reduce by attrition	
Teachers						
Pre-K3	187		22:1	199		
Pre-K4	187		22:1	199/162		
K-4 <sup>th</sup>	187		22:1	199		
5 <sup>th</sup>	187		26 22:1	199		
PE	187	0-750	1	199		
		751+	2			
Music	187	0-- 499	.5	199		
		500 +	1			
Art	187	0 – 599	.5	199		
		600 +	1			
Special Education**						
Resource/Inclusion	187	as per approved budget	18:1	166/224	1 Aide per campus	
Life Skills/Structure for Life	187		4:1	166/224	1 Teacher and 2 Aides (1 adult per 4 students)	
Behavior	187		4:1	166/224		
Early Childhood	187		4:1	166/224		
Clerical						
Secretary	210		1	199		
Data/Records Management Clerk	210		1	199		
Attendance/Clerical Assistant	187	350-665	1	199		
		666-887	2			
Parent Liaison	187	0-300	.5	211		
		301+	1			
Instructional Aides						
PE Aide	187	0-499	1	199		
		500+	2			
Library Aide	187	401-650	0 - 5-1	211	reduce by attrition	
		400	1			
		651+	501+			
PK3/PK4 Aide	187		1 per teacher	199		
Kinder Aide	187		.5 per teacher	199		
ESL/LPAC Instructional Aide	197		1	163	20% Compliance, 80% Instructional	
ADA 504 Assistant	187		as needed	199		
Federal Program Aide	187		as needed	211	reduce by attrition	
Federal Computer Aide	187		as needed	211	reduce by attrition	

\*Texas School Counseling Association recommends 1:350

\*\*BISD follows Admission, Review & Dismissal Committee recommendations

# Brownsville Independent School District

## 2026-2027 - Middle School Staffing Guidelines

Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	226	N/A	1	199	
Assistant Principal	208	<700-0 - 775	1 2	199	reduce by attrition
		775+ -776+	2 3		
<b>Dean of Instruction</b>	<b>208</b>	<b>N/A</b>	<b>1</b>	<b>162</b>	<b>Option for this position to be Assistant Principal—Fund 199</b>
*Counselor	201	0-350	1	199	Includes At-Risk Counselor (up to 250 students)
		351- 699	2	199	
		700 -1,050	3	2 (199), 1 (162)	
		1,051 +	4	3 (199), 1 (162)	
<b>At-Risk Counselor (Add)</b>	<b>201</b>		<b>1</b>	<b>162</b>	<b>Contingent upon funding</b>
Gear Up Counselor	205		1	274	as per grant requirements
Librarian	196		1	211	
Nurse	192	501 +	1	199/211	see note on page 4
LVN	187	< 450	1	199	
Health Aide I	187	750 +	1	199	reduce by attrition
Teachers					
Classroom Teacher	187		26 22:1	199	
Athletic Coordinator	197		1	199	
PE	187		4	199	
Health	187		2	199	
<b>ISS Teacher (Add)</b>	<b>187</b>		<b>1</b>	<b>199</b>	
Fine Arts:			based on enrollment		phase in
Art	187		1	199	
Band	205		2	199	
Choir	205		1	199	
Dance	187		1	199	
Theatre	187		1	199	
<b>Coordinator, Testing Rt/504</b>	<b>187</b>		<b>1</b>	<b>199</b>	
Special Education**					
Resource/Inclusion	187	As per approved budget	20:1	166/224	for every 4 teachers 1 Aide
Life Skills/Structure for Life	187		4:1	166/224	1 Teacher and 2 Aides
Behavior	187		6:1	166/224	1 Teacher and 2 Aides
Clerical					
Secretary	217		1	199	
Data Management Clerk	217		1	199	
Records Clerk	192		1	199	
Attendance/Clerical Assistant	187	732-914	1	199	
		915-1,097	+1		
		1,098-1,280	+1		
Bookkeeper	202		.5	199	
Parent Liaison	187		1	211	
Hall Monitor	187			199	reduce by attrition
Instructional Aides					
ESL/LPAC Instructional Aide	197		1	163	20% Compliance, 80% Instructional
Federal Program Aide	187		as needed	211	reduce by attrition

\*Texas School Counseling Association recommends 1:350 \*\*BISD follows Admission, Review & Dismissal Committee recommendations

**NOTE:** Middle Schools with 500+ Emergent Bilinguals will have 2 ESL/LPAC Instructional Aides.

# Brownsville Independent School District

## 2026-2027 - High School Staffing Guidelines

Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	226		1	199	
Assistant Principal	208	up to 1,250	2	199	
		1,251-1,750	3		
		1,751-2,250	4		
		2,251-2,750	5		
		2,750 +	6		
Assistant Principal Special Education	208		1	166	
Instructional Coach	220	N/A	1	162	
*Counselor	205	up to 1,749	4	3 (281), 1 (162)	- Includes At-Risk Counselor (up to 250 students)
		1,750-2,099	5	4 (281), 1 (162)	
		2,100-2,449	6	5 (281), 1 (162)	
		2,450 +	7	6(281), 1 (162)	
<b>At-Risk Counselor (Add)</b>	<b>205</b>		<b>1</b>	<b>162</b>	<b>Contingent upon funding</b>
Career Placement Officer	205		1	164	
Gear Up Counselor	205		1	274	as per grant requirements
Librarian	196	up to 2,000 - 1,749	2-1	211	reduce by attrition
		1,750 +	2		
Nurse	192	501+	1	199/211	see note on page 4
LVN	187	< 450	1	199	
Health Aide I	187	2,000+	1	199	reduce by attrition
ROTC	220		2	199	
Athletic Coordinator	220		1	165	
Defensive Coordinator	207		1	199	
Offensive Coordinator	207		1	199	
Teachers					
Classroom Teacher	187		26:1	199	
<b>ISS Teacher (Add)</b>	<b>187</b>		<b>1</b>	<b>199</b>	
Career Technical Education:					
CTE Teacher	187		26:1	164	
CTE Teacher Agriculture	226		26:1	164	2 teachers (Lopez ECHS)
CTE Teacher Cosmetology	205		26:1	164	2 teachers (CTE)
Fine Arts:					
Art	187		based on enrollment	199	
Band	210			199	
Choir	205			199	
Dance	194			199	
Estudiantina	187			199	
Mariachi	187			199	
Theatre	187			199	
Coordinator, Testing	213		1	199	
Special Education**					
Resource/Inclusion	187	as per approved budget	20:1	166/224	for every 5 teachers 1 aide
Life Skills/Structure for Life	187		4:1	166/224	1 Teacher and 2 Aides
Behavior	187		6:1	166/224	1 Teacher and 2 Aides
Training to Transition (Triple T)	187		5:1	166/224	1 Teacher and 2 Aides

# Brownsville Independent School District

## 2026-2027 – BAC & Lincoln Park Campus Staffing Guidelines

Brownsville Academic Center					
Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	226		1	162	
Assistant Principal	208		1	162	reduce by attrition
Counselor	205	0-350	1	162	reduce by attrition
Nurse/LVN	187-192		1	162	see note below
Librarian*	196			199	
Teachers					
Classroom Teacher	187		15:1	162	
<del>Social Worker</del>	<del>187</del>			<del>162</del>	
Special Education					
Resource/Inclusion	187	As per approved budget	15:1	166/224	1 Teacher and 1 Aide
Life Skills/Autism	187		4:1	166/224	1 Teacher and 2 Aides
Behavior	187		6:1	166/224	1 Teacher and 2 Aides
Clerical					
Secretary	226		1	162	
Data Management Clerk	217		1	162	
Parent Liaison	187		.5	162	
Instructional Aides					
Teacher Aide	187		1	162	Reduce by attrition
Drill Instructor	207-217			162	1 Senior, 5 Drill Instructors

\*Rotating Librarian

**NOTE:** Nurses – staffing decisions for nurses will be made by enrollment and acuity of student needs at each campus.

# Brownsville Independent School District

## 2026-2027 Teacher Hiring Salary Schedule

### MODEL 1: \$57,000 starting, 2.0% General Pay Increase

Years of Experience	New Hire Salary
0	\$57,000
1	\$57,300
2	\$57,600
3	\$59,030
4	\$59,330
5	\$62,030
6	\$62,330
7	\$62,730
8	\$63,230
9	\$63,730
10	\$64,330
11	\$64,930
12	\$65,830
13	\$66,330
14	\$66,830
15	\$67,330
16	\$67,830
17	\$68,430
18	\$68,930
19	\$69,430
20	\$69,930
21	\$70,430
22	\$70,930
23	\$71,780
24	\$72,710
25	\$73,307
26	\$73,735
27	\$74,362
28	\$75,091
29	\$75,819
30	\$76,546
31	\$77,274
32	\$78,001
33	\$78,730
34	\$79,458
35 +	\$80,185

# Brownsville Independent School District

## 2026-2027 Teacher Hiring Salary Schedule

### Teaching Positions (Paid on the Teacher Scale)

Assistive Technology	<b>In-School Suspension (ISS) Teacher (Add)</b>
Athletic Coordinator (MS)	JROTC Instructor
Defensive/Offensive Coordinator	

**Note:**

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

# Brownsville Independent School District

## 2026-2027 Administrator Educator Pay Plan

### 2026-2027 Administrator Educator Pay Plan

#### Brownsville ISD

Title	Calendars
<b>Pay Grade 1</b>	
ABE Instructor	187

	Minimum	Midpoint	Maximum
<b>Daily</b>	<b>\$264.06</b>	<b>\$318.15</b>	<b>\$372.24</b>
187 Days	\$49,379	\$59,494	\$69,609

<b>Pay Grade 3</b>	
No current position	

<b>Daily</b>	<b>\$304.59</b>	<b>\$366.98</b>	<b>\$429.37</b>
226 Days	\$68,837	\$82,937	\$97,038

<b>Pay Grade 4</b>	
Assistant Principal, Elementary	208
Dean of Instruction, Elementary	208
Specialist, Educational Technology	226

<b>Daily</b>	<b>\$330.89</b>	<b>\$398.66</b>	<b>\$466.43</b>
208 Days	\$68,825	\$82,921	\$97,017
226 Days	\$74,781	\$90,097	\$105,413

<b>Pay Grade 5</b>	
<b>Assistant Director, STAMP/SPACE Program/CTE (FTE Closed)</b>	<b>226</b>
Assistant Principal, Academic Center	208
<b>Assistant Principal, Learning Academy (FTE Closed)</b>	<b>208</b>
Assistant Principal, MS	208
Coordinator, Assessment/Research/Evaluation	226
Coordinator, CTE	226
Coordinator, Homeless Youth Project	226
<b>Coordinator, Teacher Incentive Allotment (TIA) (Reclassify to Pay Grade 6)</b>	<b>226</b>
Specialist, Bilingual/ESL	226
Specialist, Curriculum	226
Specialist, Early Childhood	226
Specialist, Language Arts	226
Specialist, Math	226
Specialist, Math PreK-12	226
Specialist, Physical Education	226
Specialist, Professional Development	226
Specialist, Curriculum At-Risk	226
Specialist, Science	226
Specialist, Social Studies	226

<b>Daily</b>	<b>\$352.39</b>	<b>\$424.57</b>	<b>\$496.75</b>
208 Days	\$73,297	\$88,311	\$103,324
226 Days	\$79,640	\$95,953	\$112,266

<b>Pay Grade 6</b>	
Assistant Director, Athletics	226
Assistant Principal, HS	208
Coordinator, Athletics/HFC HS	220
Coordinator, Aquatic Center	226
<b>Coordinator, Teacher Incentive Allotment (TIA) (Add)</b>	<b>226</b>
Director, District School Improvement	226
Supervisor, Special Services	226

<b>Daily</b>	<b>\$376.85</b>	<b>\$454.04</b>	<b>\$531.23</b>
208 Days	\$78,385	\$94,440	\$110,496
220 Days	\$82,907	\$99,889	\$116,871
226 Days	\$85,168	\$102,613	\$120,058

# Brownsville Independent School District

## 2026-2027 Administrator Educator Pay Plan

### 2026-2027 Administrator Educator Pay Plan cont'd

#### Brownsville ISD

Title	Calendars	Minimum	Midpoint	Maximum	
<b>Pay Grade 7</b>		<b>Daily</b>	<b>\$407.00</b>	<b>\$490.36</b>	<b>\$573.72</b>
Assistant Director, Special Services	226	210 Days	\$85,470	\$102,976	\$120,481
Director, Adult Education	226	226 Days	\$91,982	\$110,821	\$129,661
Director, Federal Program	226				
<b>Director, Health Services (Add)</b>	<b>226</b>				
Director, Parent & Family Engagement	226				
<b>Director, Teacher Incentive Allotment (TIA) (Add)</b>	<b>226</b>				
Principal, Elementary	210				
<b>Pay Grade 8</b>		<b>Daily</b>	<b>\$439.56</b>	<b>\$529.59</b>	<b>\$619.62</b>
Director, Assessment/Research/Evaluation	226	226 Days	\$99,341	\$119,687	\$140,034
Director, Athletics	226				
Director, Bilingual Education	226				
Director, Career/Technology	226				
Director, Fine Arts	226				
Director, Guidance/Counseling	226				
<del>Director, Health Services (Reclassify to Pay Grade 7)</del>	<del>226</del>				
Director, Professional Development	226				
Director, Pupil Services	226				
Director, Special Services	226				
Director, Resolution/RtI/504	226				
Principal, Brownsville Academic Center (BAC)	226				
Principal, MS	226				
<b>Pay Grade 9</b>		<b>Daily</b>	<b>\$479.12</b>	<b>\$577.25</b>	<b>\$675.38</b>
Executive Director, Curriculum (Elementary/Secondary)	226	226 Days	\$108,281	\$130,459	\$152,636
Principal, Brownsville Early College High School	226				
Principal, High School	226				
<b>Pay Grade 10</b>		<b>Daily</b>	<b>\$637.22</b>	<b>\$767.74</b>	<b>\$898.26</b>
Assistant Superintendent, Elementary	226	226 Days	\$144,012	\$173,509	\$203,007
Assistant Superintendent, Middle School	226				
Chief Academic Officer	226				
Chief Operations Officer	226				

# Brownsville Independent School District

## 2026-2027 Administrator Business Management Pay Plan

### 2026-2027 Administrator Business Management Pay Plan

#### Brownsville ISD

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

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

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

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

<b>Pay Grade 3</b>	
Accountant	226
Internal Auditor	226
Supervisor, Food & Nutrition Services	226

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

<b>Pay Grade 4</b>	
Coordinator, Grant	226
<del>Coordinator, Maintenance (FTE Closed)</del>	<del>226</del>
Coordinator, PEIMS	226
<del>Coordinator, Procurement Services (FTE Closed)</del>	<del>226</del>
Coordinator, Warehouse/Textbooks/Fixed Assets	226

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

<b>Pay Grade 5</b>	
Coordinator, Finance	226
Coordinator, Human Resources	226
Coordinator, Support Programs	226
<del>Energy Manager (FTE Closed)</del>	<del>226</del>
Manager, Compensation	226
Manager, <del>Project</del> /Facilities/ <del>Maintenance (Title Change)</del>	226

<b>Daily</b>	<b>\$344.91</b>	<b>\$415.55</b>	<b>\$486.19</b>
226 Days	\$77,950	\$93,914	\$109,879

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

# Brownsville Independent School District

## 2026-2027 Administrator Business Management Pay Plan

### 2026-2027 Administrator Business Management Pay Plan Cont'd

#### Brownsville ISD

Title	Calendars
<b>Pay Grade 6</b>	
Assistant Director, Food & Nutrition Services - Finance	226
Assistant Director, Food & Nutrition Services - Nutrition Services, Procurement & Distribution	226
Assistant Director, Food & Nutrition Services - Operations	226
Assistant Director, Transportation	226
Director, ITV Studio	226
Manager, Warehouse & Textbooks	226

	Minimum	Midpoint	Maximum
<b>Daily</b>	<b>\$387.17</b>	<b>\$466.47</b>	<b>\$545.77</b>
226 Days	\$87,500	\$105,422	\$123,344

<b>Pay Grade 7</b>	
Director, Employee Benefits/Risk Management	226
Director, Finance/Business Manager	226
Director, Food & Nutrition Services	226
Director, Internal Audit	226
Director, Human Resources	226
Director, <b>Facilities/Maintenance (Title Change)</b>	226
Director, PEIMS	226
Director, Public Relations & Community Engagement	226
Director, Procurement Services	226
Director, Records/Sustainability/Warehouse	226
Director, Support Programs	226
Director, Transportation	226
Director, Construction (FTE Closed)	226

<b>Daily</b>	<b>\$463.41</b>	<b>\$558.32</b>	<b>\$653.23</b>
226 Days	104,731	\$126,180	\$147,630

<b>Pay Grade 8</b>	
Chief Financial Officer	226
Chief Human Resources Officer	226
Staff Attorney	226

<b>Daily</b>	<b>\$676.57</b>	<b>\$815.15</b>	<b>\$953.73</b>
226 Days	\$152,905	\$184,224	\$215,543

**NOTE:** Supervisor, Food & Nutrition Services and Assistant Director, Food & Nutrition, is eligible for a stipend in the amount of \$5,000.00, if a Registered Licensed Dietician services 75% of dietetic related duties.

# Brownsville Independent School District

## 2026-2027 Professional Instructional Support Pay Plan

Title	Calendars
<b>Pay Grade 1</b>	
Assistant Director, Childcare	226

	Minimum	Midpoint	Maximum
<b>Daily</b>			
226 Days	\$238.63	\$287.50	\$336.38
	\$59,930	\$64,975	\$76,022

Pay Grade 2	
Director, Childcare Center	226
Nurse	192
School Psychologist, Intern (Add)	205
Social Worker	187, 226
Specialist, Program	187, 215
Speech Language Pathologist, Assistant	187

Daily			
187 Days	\$285.15	\$343.56	\$401.97
	\$53,323	\$64,246	\$75,168
192 Days	\$54,749	\$65,964	\$77,178
205 Days	\$58,466	\$70,430	\$82,404
	\$59,026	\$71,117	\$83,208
207 Days	\$59,026	\$71,117	\$83,208
	\$61,307	\$73,865	\$86,424
215 Days	\$61,307	\$73,865	\$86,424
	\$64,444	\$77,645	\$90,845
226 Days	\$64,444	\$77,645	\$90,845

Pay Grade 3	
Behavior Specialist	187, 226
Coordinator, Testing	187, 213
Coordinator, Testing RtI/504 (Delete)	187
Librarian	196

Daily			
187 Days	\$315.38	\$379.98	\$444.58
	\$58,976	\$71,056	\$83,136
196 Days	\$61,814	\$74,476	\$87,138
	\$67,176	\$80,936	\$94,696
213 Days	\$67,176	\$80,936	\$94,696
	\$71,276	\$85,875	\$100,475
226 Days	\$71,276	\$85,875	\$100,475

Pay Grade 4	
Instructional Coach, Elementary	208
Lead Teacher, Adult Education	205
Lead Teacher, Bilingual Education	215
Lead Teacher, Dyslexia	215
Lead Teacher, Educational Technology	203
Lead Teacher, Advanced Academics	205
Choral Music Advisor (FTE Closed)	226
Elementary/Secondary Music Advisor (Title Change)	194
Instrumental Music Advisor	226
Visual Arts Advisor	217

Daily			
194 Days	\$327.87	\$395.03	\$462.19
	\$63,607	\$76,636	\$89,665
203 Days	\$66,558	\$80,191	\$93,825
	\$67,213	\$80,981	\$94,749
205 Days	\$67,213	\$80,981	\$94,749
	\$68,197	\$82,166	\$96,136
208 Days	\$68,197	\$82,166	\$96,136
	\$70,492	\$84,931	\$99,371
215 Days	\$70,492	\$84,931	\$99,371
	\$71,148	\$85,722	\$100,295
217 Days	\$71,148	\$85,722	\$100,295
	\$74,099	\$89,277	\$104,455
226 Days	\$74,099	\$89,277	\$104,455

Pay Grade 5	
Athletic Trainer	205
Educational Diagnostician	205
Educational Diagnostician, Lead	226
Educational Diagnostician, Special Assignment	205

Daily			
205 Days	\$345.91	\$416.76	\$487.61
	\$70,912	\$85,436	\$99,960
226 Days	\$78,176	\$94,188	\$110,200

Pay Grade 6	
Audiologist	205
Instructional Coach, High School	220
School Psychologist	205
School Psychologist, Lead	226
Occupational Therapist	187
Physical Therapist	187
Speech Language Pathologist	187/ (1) 205
Speech Language Pathologist, Lead	226
Supervisor, Nurse	220

Daily			
187 Days	\$364.93	\$439.68	\$514.43
	\$68,242	\$82,220	\$96,198
205 Days	\$74,811	\$90,134	\$105,458
	\$80,285	\$96,730	\$113,175
220 Days	\$80,285	\$96,730	\$113,175
	\$82,474	\$99,368	\$116,261
226 Days	\$82,474	\$99,368	\$116,261

# Brownsville Independent School District

## 2026-2027 Clerical Administrative Pay Plan

### 2026-2027 Clerical Administrative Pay Plan Cont'd

#### Brownsville ISD

Title	Calendars
<b>Pay Grade 7 cont'd</b>	
Admin Asst, Procurement Services	226
Admin Asst, Research/Evaluation	226
Admin Asst, Support Programs	226
Admin Asst, Special Services	226
Admin Asst, State Comp	226
<b>Admin Asst, Teacher Incentive Allotment (TIA) (Title Change)</b>	<b>226</b>
Admin Asst, Technology	226
Admin Asst, Transportation	226
Buyer	226
District-wide Registrar	226
Graphic Artist	226
Human Resource Officer	226
Payroll Clerk	226
Position Control Officer	226
Principal Secretary, High School	226
Specialist, Purchasing FNS	226

	Minimum	Midpoint	Maximum
<b>Hourly</b>	<b>\$19.25</b>	<b>\$23.76</b>	<b>\$28.27</b>
226 Days	\$34,804	\$42,958	\$51,112
261 Days	\$40,194	\$49,611	\$59,028

<b>Pay Grade 8</b>	
Admin Assoc, Assistant Superintendent	226
Admin Assoc, Chief HR Officer	226
Admin Assoc, Chief Operations Officer	226
Accounting Clerk, Lead	226
Buyer, Senior	226
Paralegal	226
Payroll Clerk, Sr.	226
Specialist, District Travel	226
Specialist, HR	226
Specialist, Payroll	226

<b>Hourly</b>	<b>\$21.25</b>	<b>\$26.23</b>	<b>\$31.21</b>
226 Days	\$38,420	\$47,424	\$56,428

<b>Pay Grade 10</b>	
Executive Asst, Superintendent	226

<b>Hourly</b>	<b>\$27.45</b>	<b>\$33.89</b>	<b>\$40.33</b>
226 Days	\$49,630	\$61,273	\$72,917

<b>Pay Grade 11</b>	
Executive Asst, Board of Trustees	226

<b>Hourly</b>	<b>\$31.50</b>	<b>\$38.65</b>	<b>\$45.80</b>
226 Days	\$56,952	\$69,879	\$82,806

# Brownsville Independent School District

## 2026-2027 Manual Trades Pay Plan

### 2026-2027 Manual Trades Pay Plan cont'd

#### Brownsville ISD

Title	Calendars
<b>Pay Grade 4</b>	
Custodian, Head HS	261
Fence Worker	261
General Maintenance Worker	261
Glazier	261
Intercom Technician	261
ITV Production Technician II	226
Mason	261
Painter	261
Truck Driver	261
Truck Driver, FNS	261
Truck Operator, Brush/Recycle	261
Warehouse/Textbooks, Lead	261
Warehouse/Worker, Lead FNS	261

	Minimum	Midpoint	Maximum
<b>Hourly</b>	<b>\$16.50</b>	<b>\$20.24</b>	<b>\$23.98</b>
226 Days	\$29,832	\$36,594	\$43,356
261 Days	\$34,452	\$42,261	\$50,070

<b>Pay Grade 5</b>	
Carpenter	261
Coordinator, Field Trip, Transportation	226
Dispatcher, Transportation	261
Equipment Operator	261
Fields Monitor, Head	261
FNS Cafeteria Manager, FNS Dept.	200
Instrument Repair Technician	226
<del>ITV Production Technician, Lead (FTE Closed)</del>	<del>226</del>
Locksmith	261
Maintenance, Lead HS	261
Route Coordinator, Transportation	226
FNS, Specialist, Inventory/Supply	261
Supply Manager	261
Vehicle Mechanic, White Fleet	261
Welder	261

	Hourly	\$17.75	\$21.78	\$25.81
200 Days	\$28,400	\$34,848	\$41,296	
226 Days	\$32,092	\$39,378	\$46,664	
261 Days	\$37,062	\$45,477	\$53,891	

<b>Pay Grade 6</b>	
A/C & EMS Technician	261
Carpenter, Lead	261
Dispatcher, Head, Transportation	261
Electrician	261
Fire Alarm Technician	261
Fixed Assets, Lead	261
FNS Manager, HS	200
FNS Cafeteria Manager ES, MS	200

	Hourly	\$19.15	\$23.50	\$27.85
200 Days	\$30,640	\$37,600	\$44,560	
261 Days	\$39,985	\$49,068	\$58,151	

# Brownsville Independent School District

## 2026-2027 Supplemental Duty Pay – Bilingual/ESL

Grade Level	Stipend	Stipulations
<p><b>Elementary</b>  <b>**Bilingual/ESL</b>            Certified/Teacher assigned Emergent Bilinguals.</p> <p><b>**Special Education</b>            Bilingual Certified teachers of record (Lifeskills, SFL, ECSE, BI, and Resource teachers of record)</p> <p><b>-Elem ESL certification applies to teachers servicing ESL students at the Elementary level</b></p>	<p>PEIMS Snapshot determines stipend allocation.            \$70.00 per identified student at a cap of \$1,260.00</p>	<p>Bilingual/ESL stipends at elementary level (PK4-5) will be based on:</p> <ul style="list-style-type: none"> <li>- Bilingual/ESL certification</li> <li>- PEIMS ELAR teacher responsible for meeting the linguistic needs of the Emergent Bilinguals</li> <li>- Stipend will be prorated upon change of position, reassignment, 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 Snapshot data and the employee remains the “ELAR Teacher of Record” servicing Emergent Bilinguals</li> <li>- Annually, trained in the Transitional Bilingual Early Exit Model</li> </ul> <p><b>Sheltered Instruction</b></p> <ul style="list-style-type: none"> <li>- Twelve (12) CORE Sheltered Instruction <b>(Lifetime credit 8 Components)</b> within the first year of employment in BISD</li> <li>- Three (3) Sheltered Instruction ongoing credits renewed annually before <b>the end of the first semester</b> <b>PEIMS Snapshot</b></li> </ul>
<p><b>Elementary <del>NON-Bilingual</del></b>            Certified teachers who are current BISD employees and obtain their Bilingual certification for the first time and have it added to their SBEC Transcript.            Effective Date: July 1, 2022</p>	<p>\$500.00 one-time stipend  <b>(locally funded)</b></p>	<ul style="list-style-type: none"> <li>- SBEC transcript must show first time Bilingual certification effective date as of July 1, 2022</li> <li>- Renewal of this <b>Bilingual-SBEC</b> certification is not eligible for the one-time \$500 stipend.</li> </ul> <p><b>-SBEC certification fee will be paid by the Human Resources Department</b></p>
<p><b>Secondary</b>  <b>**ESL certified/teacher</b>            assigned to:</p> <ul style="list-style-type: none"> <li>- MS: ESL I, ESL II, Eng 6 SL, Eng 7 SL or Eng 8 SL students.</li> <li>- HS: ESOL I, ESOL II, Eng 1 SL, Eng II SL, Eng III SL or Eng IV SL students</li> <li>- In lieu of an uncertified ESL/English Teacher, a Reading/ESL certified teacher assigned to Emergent Bilinguals and PEIMS teacher of record/service may receive the stipend.</li> </ul> <p><b>Teachers can obtain either the original stipend or the performance based module compensation, but not both.</b></p>	<p>PEIMS Snapshot determines stipend allocation.            \$70.00 per identified student at a cap of \$1,260.00</p>	<p>ESL stipends at Secondary level will be based on:</p> <ul style="list-style-type: none"> <li>- ELAR certification plus a Certification/in ESL</li> <li>- PEIMS ELAR teacher responsible for meeting the linguistic needs of the Emergent Bilinguals</li> <li>- Stipend will be prorated upon change of position, reassignment, 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 “ELAR Teacher of Record” servicing Emergent Bilinguals</li> <li>- Annually, trained in the ESL Pull-out Model (or Content-Based Model)</li> <li>- Twelve (12) CORE Sheltered Instruction within the first year of employment in BISD</li> <li>- Three (3) Sheltered Instruction ongoing credits renewed annually before <b>the end of the first semester</b> <b>PEIMS Snapshot</b></li> </ul>

# Brownsville Independent School District

## 2026-2027 Supplemental Duty Pay – Bilingual/ESL

Grade Level	Stipend	Stipulations
<p><b>Secondary continued</b>                      **Special Education                      Bilingual or ESL Certified                      teachers of record</p> <p>Secondary                      NON-ELAR, CORE                      teachers (Math, Science,                      Social Studies) who service                      Emergent Bilinguals</p> <p>If both ESL/ESOL teacher                      and Reading Teacher are                      certified appropriately, the                      Reading/ESL-certified                      teachers assigned to                      Emergent Bilinguals and                      PEIMS teacher of                      record/service will receive                      the compensation by                      working online PB modules                      at a rate of \$75.00 per                      completed module at a cap                      of \$600.00.</p>	<p>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</p>	<p>ESL compensation at Secondary level will be based on:                      Certification in ESL,                      Scheduled disbursements contingent upon Bilingual                      Department Review,                      Annually, trained in the ESL Pull-out Model or Content-                      Based Model,                      Three (3) Sheltered Instruction maintenance credits renewed                      annually before the end of the first semester                      Twelve (12) CORE Sheltered Instruction credits (Lifetime)</p>
<p><b>Secondary</b>                      Core Subject Teachers                      (ELAR, Math, Science and                      Social Studies, NON-                      ELECTIVE) who are current                      BISD employees and obtain                      their Bilingual or ESL                      certification for the first time                      and have it added to their                      SBEC Transcript.                      Effective Date: July 1, 2022</p>	<p>\$500.00 one-time                      stipend                      (locally funded)</p>	<p>- SBEC transcript must show first time Bilingual or ESL                      certification effective date as of July 1, 2022                      - Renewal of this <b>ESC-SBEC</b> certification is not eligible for                      the one-time \$500 stipend.                      - <b>SBEC certification fee will be paid by the Human                      Resources Department</b></p>

\*\*PEIMS teacher of record/service reflecting Bilingual/ESL students on LPAC minutes and e-schools on PEIMS snapshot 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 monthly 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 compensation by working online PB modules at a rate of \$75.00 per completed module at a cap of \$600.00. Teachers can obtain either the original stipend or the performance-based module stipend, but not both.~~
- 7) ~~Non-ELAR Core Teachers (Math, Science, and Social Studies) who the service Emergent Bilinguals may complete Performance-based modules to obtain compensation; modules will be compensated at \$75.00 dollars per completed module with a cap of \$600.00 dollars.~~

# Brownsville Independent School District

## 2026-2027 Supplemental Duty Pay – Band, Choir, Music, Dance

High School	Stipend	Extra Days
Head Band Director	\$15,000	23
Assistant Band Director	\$8,000	23
Head Choir Director	\$7,500	18
Assistant Choir Director	\$5,000	18
Estudiantina Director	\$5,000	NA
Mariachi Director	\$7,500	NA
Theatre Director	\$5,000	NA
Dance Team Instructor	<del>\$5,500</del> \$6,300	7

Middle School	Stipend	Extra Days
Head Band Director	<del>\$8,500</del> \$8,950	18
Assistant Band Director	\$7,250	18
Head Choir Director	\$6,500	18
Assistant Choir Director	\$4,500	18
Dance Team Instructor	<del>\$2,500</del> \$3,300	NA

Elementary School	Stipend	Extra Days
Music (Music Teachers Employed Prior to 7/1/2005)	\$1,500	NA

### Special Note:

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

# Brownsville Independent School District

## 2026-2027 Supplemental Duty Pay – Career & Technical Education (CTE)

Activity or Event	Stipend	Maximum
Career & Technical Student Organization (CTSO) Sponsorship	Student Participation - \$30 per paid affiliated member registered to compete. (Student(s) must be a registered competitor at the Area/District Conference).	\$600
	Sponsor/Chaperone attendance at Leadership Training Conference - \$75 Contractual day or \$150 Non-Contractual day.	\$750
	Sponsor Preparation of students for competition - \$35 per hour.	\$455 – Region \$315 – State \$175 – National
	Sponsor/Chaperone attendance at Student Competition - \$75 Contractual day or \$150 Non-Contractual day.	\$1,200
Professional Development	<b>Workforce Solutions Cameron Summer Teacher Externship (Add)</b>	<b>\$800</b>
	Regional or State conference/training - \$75 Contractual day or \$150 Non-Contractual day.	\$450
	Program Required (PLTW) - \$75 Contractual day or \$150 Non-Contractual day (not to exceed maximum).	\$1,500
Professional Duties	<b>Volunteer Income Tax Assistance (Add)</b>	<b>\$1,500</b>
	Health Science Teachers (HSTs) will be given up to ten (10) years of credit for past employment as a “certified” health care provider.	

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

DOCUMENTATION WILL BE REQUIRED TO VERIFY STUDENT PREPARATION (Student Sign-In sheets, Employee Time Clock report). Time Clock reports not to exceed allotted amount required.

**Special Note:**

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- 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.

# Brownsville Independent School District

## 2026-2027 Supplemental Duty Pay – Coaching

High School Football	Stipend	Extra Days
Offensive/Defensive Coordinator	\$9,000	20
Varsity Assistant Coach	<del>\$5,400</del> \$6,100	13
9 <sup>th</sup> Grade/JV Coach	<del>\$4,500</del> \$4,950	13
High School Head Coaches	Stipend	Extra Days
Baseball	<del>\$6,500</del> \$6,550	NA
Basketball	<del>\$6,200</del> \$6,300	NA
Unified Basketball/Zariah’s Law	\$5,000	NA
Cross Country	\$6,300	13
Golf (Year-Round)	\$9,500	6
Power Lifting	<del>\$5,400</del> \$5,600	NA
Soccer	\$6,750	NA
Softball	\$6,500	NA
Swimming (Year-Round)	\$9,500	6
Tennis (Year-Round)	\$9,500	13
Track	\$6,200	NA
Unified Track/Zariah’s Law	\$5,000	NA
Volleyball	<del>\$6,200</del> \$6,500	13
Wrestling – Year 2 - Participating Schools Only: Hanna, Lopez, Rivera & Veterans Memorial ECHS	<del>\$7,800</del> \$8,100	NA
High School Assistant Coaches	Stipend	Extra Days
Baseball	\$4,000	NA
Basketball	\$4,000	NA
Unified Basketball/Zariah’s Law	\$4,000	NA
Cross Country	\$4,000	13
Golf (Year-Round)	\$7,500	6
Powerlifting	\$4,000	NA
Soccer	\$4,000	NA
Softball	\$4,000	NA
Swimming (Year-Round)	\$7,500	6
Tennis (Year-Round)	\$7,500	13
Track	\$4,000	NA
Unified Track/Zariah’s Law	\$4,000	NA
Volleyball	\$4,000	13
Wrestling - Year 2 - Participating Schools Only: Hanna, Lopez, Rivera & Veterans Memorial ECHS	\$4,000	NA
Middle School Coaches	Stipend	Extra Days
Athletic Coordinator (Two Sports)	\$8,500	10
Football Coach	\$3,250	5
Baseball Coach	\$3,250	NA
Basketball Coach	\$3,250	NA
Unified Basketball/Zariah’s Law	\$3,250	NA
Cross Country Coach	\$3,250	NA
Golf Coach	\$1,500	NA
Soccer Coach	\$3,250	NA
Softball Coach	\$3,250	NA
Swimming Coach	\$1,500	NA
Tennis Coach (Year-Round)	\$3,250	NA
Track	\$3,250	NA
Unified Track/Zariah’s Law	\$3,250	NA
Volleyball Coach	\$3,250	5
District	Stipend	Extra Days
Special Olympics – Head Coach	\$3,850	5
Special Olympics – Coach	\$2,850	NA
Athletic Retired Coach	1 Sport Stipend	NA

**Retired Coaches: Sport Stipend (will only work 19 hours per week)** As per University Interscholastic League regulations school districts may hire retired coaches for coaching purposes only. BISSD 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. BISSD will employ retired coaches as per stipend of respective sport. They will be paid the stipend assigned to the sport.

# Brownsville Independent School District

## 2026-2027 Supplemental Duty Pay - Other

Assigned Supplemental Instructional/Other Duties	Stipend
Campus Tutorial/Extended School Year, Curriculum Writing, In-Home Parent Training, In-House Presenters	\$35 per hour
Supplemental Duty Instructional – Summer School/Jump STAART (SSI, Curriculum Writing, Regaining Credit, EOC only)	\$35 per hour
Supplemental Duty Instructional – Summer School (Enrichment and all other Teachers to include RN’s and Counselors)	\$35 per hour
Academic Enrichment Activities (Wellness/Mental Health) ex: Elem. P.E. & Elem. Fine Arts, Ballroom Dancing, CTE	\$35 per hour
Supplemental Duty Campus Administrator(s) – Summer School/Jump STAART	\$35 per hour
College, Career, and Military Readiness Supplemental Duty	\$150 per day
High School	Stipend
Head Cheerleader Sponsor	<del>\$4,000</del> \$4,700 /7 Days
Assistant Cheerleader Sponsor	<del>\$2,000</del> \$3,300 /7 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
Class Sponsor – Comprehensive Early College High Schools (up to 2 sponsors per class)	\$1,000
Middle School	Stipend
Cheerleader Sponsor	<del>\$1,000</del> \$1,900
Technology Support Teacher (One per campus)	\$1,200
Journalism & Yearbook	\$1,500
Coding Sponsor	\$1,000
Elementary	Stipend
Technology Support Teacher	\$1,200
Coding Sponsor	\$1,000
Cheerleader Sponsor	\$750
District-wide Stipend	Stipend
Adult Education Director (Grant funded by federal funds through Texas Workforce Commission Adult Education and Family Literacy Act)	\$8,500
Head Chess Sponsor (5 Tournaments) – up to 2 sponsors	\$1,000
Assistant Head Chess Sponsor (5 Tournaments) 1 sponsor	\$800
Special Services Certified / Professional & Related Service Provider/Therapist/Assistant Therapists	\$35 per hour
Evaluation Compensation - Special Education evaluations completed during off duty time by District Assessment Personnel must be assigned through Special Services Administrator for afterschool, Saturday, and/or summer testing.	\$600 per evaluation
Staff Development Compensation – Only for Professionals on Teacher Hiring Schedule, inclusive of JROTC Instructors, Professional Instructional Support & Counselors – Minimum of 6 hours	\$150
Staff Development Compensation – Only for Professionals on Teacher Hiring Schedule, inclusive of JROTC Instructors, Professional Instructional Support & Counselors – Minimum of 3 hours	\$75
Personnel Pay (Other)	Stipend
State of Texas Electrical, Plumbers or HVAC License (used for BISD projects)	\$2,000
FNS Registered Licensed Dietician	\$5,000
<del>Retention Stipend – Contingent upon funding which will be reviewed in October or November</del>	<del>TBD</del>
Classified Personnel: Incentive Pay for Associate’s and Bachelor’s Degree	
Classified employees who hold an Associate’s Degree are entitled to a \$500.00 incentive.	
Classified employees who hold a Bachelor’s Degree are entitled to a \$1,000.00 incentive.	
Incentives will be paid in two increments: the first increment in December and the second increment in May. (See Appendix A)	

**Special Note:**

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- 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. 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.
- 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.
- Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.

# Brownsville Independent School District

## 2026-2027 Supplemental Duty Pay - Other

District-wide	Supplement
Classified Instructional/Support Staff - Summer School/Jump STAART	\$15 per hour
GEAR Up Tutors	\$12 per hour
LVN's (Summer School)	\$17 per hour
Student Workers	\$8.50 per hour
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
Food and Nutrition Services/Transportation Extended hours for Summer Employment <b>NOTE: Upon approval and contingent on funding, FNS staff will be compensated for any work performed outside of approved employment days this includes, but is not limited to, required training and special events.</b>	Minimum \$15 per hour or their current hourly rate
Transportation General Maintenance Summer Employment	
Part time Temporary – Classified Employees	\$15 per hour
BISD Police Department	Supplement
Certification Pay:	
Intermediate .....	\$300
Advance .....	\$600
Masters .....	\$900
Education:	
Over 60 hours .....	\$300
Associate Degree .....	\$500
Bachelor's Degree .....	\$1,000
Master's Degree .....	\$1,500
Position:	
Training Coordinator .....	\$1,000
TCOLE Instructor .....	\$1,000
TCOLE Firearm Instructor .....	\$1,000
Investigator.....	\$1,000
Bus Drivers	Supplement
<del>40 Hours .....</del>	<del>Weekly</del>
<del>\$1.00 .....</del>	<del>Increase 22-23</del>
<del>\$15.00 .....</del>	<del>Starting 22-23</del>
Custodians	Supplement
<b>Custodians: Custodian Elem/MS/HS, FNS Custodian Head, Head Administration Custodian, Head District Custodian, Head Custodian Elem/MS/HS, GYM Custodian, Department Custodian, Central Office, Custodian (All other Custodians not listed)</b>	
Fall Semester.....	\$250
Spring Semester.....	\$250

**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.
3. Yearly amounts are paid in 12 equal monthly payments. 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.

# Brownsville Independent School District

## Cohort D Teacher Incentive Allotment (TIA) Designated Stipends

Cohort D participating campuses, following TEA HB3 guidelines and approved TIA spending plan, will compensate identified designated teachers with **80% 90%** of the available allotment calculated based on:

1. The level of socio-economic need at the identified school where the teacher works
2. Level of designation, based on TEA’s annual calculation:
  - **Recognized Acknowledged** TIA Designation ~~Tier 1 / National Board Certification~~ – **80% 90%** of funds between \$3,000 - \$9,000
  - **National Board Certification Designation – 90% of funds between \$3,000 - \$9,000**
  - **Recognized TIA Designation – 90% of funds between \$5,000 - \$15,000**
  - Exemplary TIA Designation ~~Tier 2~~ – **80% 90%** of funds between ~~\$6,000 \$9,000 - \$18,000~~ **\$25,000**
  - Master TIA Designation ~~Tier 3~~ – **80% 90%** of funds between \$12,000 - ~~\$32,000~~ **\$36,000**

~~3. Non-designated teachers assigned to the Designated Teacher’s campuses will be eligible for a portion of 10% of the BISD Teacher Incentive Allotment funds based on the TEA and BISD approved TIA Cohort D spending plan for campus teachers: 10% of each teacher’s generated allotment will be shared among the non-designated teachers on the same campus as the designated teacher.~~  
**NOTE:** ~~The percentage set aside for non-designated teachers will be adjusted, as needed, to ensure the non-designated teacher payout is at least \$3,000 less than what a Recognized teacher earns at the same campus. The remaining percentage of funds will stay with the designated teacher.~~

**NOTE:** TEA allocates 10% of each designated teacher's funds to be reinvested for personnel, data platforms, and professional development support in the areas of Student Learning Objectives (SLOs), T-TESS Rubric Training, and other necessary supports to build teacher capacity.

General Stipend	
Elementary, Middle School and High School	Stipend
SLO Lead Teacher*	\$1,500

\*The **educator Teacher** will be selected by the campus principal and must be a TIA designated teacher.

Supplemental Duty Pay	
Elementary, Middle School and High School	Rate
<b>SLO Body-of-Evidence Rater**</b>	<b>\$35 per hour</b>

**\*\*The Teacher will be selected by the TIA Department through an application process. The Teacher must hold an active TIA designation and must have earned the TxSLO Rater Certification.**