

Brownsville Independent School District
 Department of Human Resources
 Supplemental Duty Pay
 2013-2014

Teachers

Teachers, Nurses, Librarians, and Counselors	Supplement
Secondary Math – Certification	\$1,500
Secondary Science – Certification;	\$1,500
Secondary Reading - 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
Dual Enrollment Teachers	\$2,000
Counselors	\$2,000
Librarian Learning Resource Endorsement	\$1,500
Librarian Learning Resource Specialist	\$3,000
School Librarian	\$3,000
Nurses	\$4,000
Brownsville Academic Center:	
Term Academic Program Teachers	\$2,500
Performance Training Program Teachers	\$6,000
Dyslexia/504:	
Diagnostician	\$4,000
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	\$4,000
Audiologist	\$10,000
Assistive Technology	\$3,000
OT/PT	\$4,000
OT/PT Assistant	\$4,500
Orientation & Mobility	\$3,500

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Campus Administration

High School	Supplement
Principal (Comprehensive)	\$7,200
Assistant Principal (Comprehensive)	\$3,600
Dean of Instruction	\$3,600
Principal (BAC, BLA, Lincoln Park, BECHS)	\$3,600
Assistant Principal	\$2,400
Middle School	Supplement
Principal	\$3,600
Assistant Principal	\$2,400
Dean of Instruction	\$2,400
Elementary School	Supplement
Principal	\$2,400
Assistant Principal	\$2,000
Facilitator	\$2,000

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Department Heads

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

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Bilingual/ESL

Grade Level	Supplement	Stipulations
<u>Elementary</u> Bilingual Certified Teachers **assigned bilingual students <u>Elementary</u> ESL Certified Teachers **assigned ESL students	\$1,200 \$600	Bilingual and ESL stipends at elementary level(PK-5) will be based on: ✓ Certified/Permit in Bilingual and ESL certification. ✓ Bilingual education class assignment for the year. ✓ \$1,200 full stipend for Bilingual certified teacher with a minimum of 8 students assigned. ✓ \$600 for ESL certified teacher regardless of number of students assigned. ✓ Teachers changing assignments will be prorated to date of assignment and/or date of employment.***
<u>Middle School</u> ESL certified teacher **assigned to ESL I, II, or English SL class. Or <u>Middle School</u> ESL/Reading certified teacher **assigned to ESL students.	\$1,200 \$1,200	ESL stipends at Middle School level will be based on: ✓ Certification/Permit in ESL. ✓ ESL I, II, or *English SL class. ✓ ESL certified **Reading teacher assigned ESL students. ✓ \$1,200 full stipend with a minimum of 8 students. ✓ Teachers changing assignments will be prorated to date of assignment and/or date of employment.***
<u>High School</u> ESL certified teacher **assigned to FILAS, ESOL I, ESOL II, English I SL, and English II SL class. Or <u>High School</u> ESL**Reading SL certified teacher assigned to ESL students.	\$1,200 \$1,200	ESL stipends at High School level will be based on: ✓ Certification/Permit in ESL. ✓ FILAS, ESOL I, ESOL II,*Eng. I SL, or *Eng. II SL. ✓ \$1,200 per year based on assignment. ✓ ESL certified **Reading teacher assigned ESL students. ✓ 1,200 full stipend with a minimum of 8 students. ✓ Teachers changing assignments will be prorated to date of assignment and/or date of employment.***
*Certification/Permit in ESL **PEIMS teacher of record ***By PEIMS Snapshot		

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Band/Choir/Music/Dance

High School	Supplement
Head Band Director	\$9,000
Assistant Band Director	\$6,000
Color Guard /Theater Arts Advisor	\$6,000
Head Choir Director	\$5,000
Assistant Choir Director	\$2,500
Estudiantina Director	\$3,000
Mariachi Director	\$3,000
Dance Team Instructor	\$3,000/7 Days

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

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

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Career & Technology Education (CTE)

Activity or Event	Supplement	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*
	*CTE Lead Teachers eligible for this component Sponsor attendance at Community Service event- \$75/half day or \$150 full day.	\$450
Professional Development	Regional or State conference/training - \$75/half day or \$150 full day.	\$450
	Program Required (PLTW, AYES, PT I, OSHA, ATC) - \$75/half day or \$150 full day.	\$1,500
Professional Duties	AYES Intern Supervision – Non-contract day, \$35 per site, once every two weeks	\$700
	HST Teacher Stipend - \$200 for every year of work experience earned outside of teaching, requiring Allied Health Professional Certification, if not already compensated.	\$2,000
	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

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Coaching Supplement

High School	Supplement	# of Days Teach/Coach
Football Varsity Offensive Coordinator Football Varsity Defensive Coordinator	\$8,500	187/20
Football Varsity Assistants (Two Sports)	\$7,000	187/13
Head Coach (Two Sports) Baseball, Basketball, Cross Country, Soccer, Softball, Tennis, Track, Volleyball, Power-Lifting/Weight Conditioning. *will be given 13 days if assists in sports beginning in August in accordance with UIL	\$7,000	187/13
Head Coach Swimming , Golf – with full team	\$7,000	187/6
Assistant Coach High School (One Sport)	\$3,075	187
Assistant Coaches (Two Sports) *will be given 13 days if assists in sports beginning in August in accordance with UIL	\$6,150	187
Athletic Trainer	\$8,250	205
Designated Head Trainer	\$9,750	N/A
Third Sport	\$2,550	N/A
Freshman/JV Soccer	\$2,550	N/A

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

District	Supplement	
Special Olympics – Head Coach	\$2,850	
Special Olympics – Coach	\$2,350	

* - As needed

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U.I.L.

High School	Supplement
U.I.L. Campus Coordinator	\$1,000
U.I.L. Coaches/Sponsors (Up to 20)	\$800
One-Act Play (Varsity)	\$1,200
Practice Meets	\$100 per meet – limit to 8 meets
Mock Trial Sponsor	\$550
Middle School	Supplement
U.I.L. Campus Coordinator	\$800
U.I.L. Coaches/Sponsors (7): Zone Meet (to include one act play)	\$700
Practice Meets	\$100 per meet – limit to 3 meets
U.I.L. Literary District Meet Director	\$650
One Act Play District Meet Director	\$600
Elementary School Must attend the district meet	District Allocation
U.I.L. Division Organizer (District Meet)	\$600
U.I.L. Campus Coordinator	\$500
Practice Meet	\$100
U.I.L. Coaches/Sponsors (up to 6) – District Meet	\$400 (up to \$2,400 per school)
Organizers cannot coach UIL activities nor coordinate UIL campus program. Elementary coordinator may coach only one event to earn maximum of \$900. Coaches will coach by event not by grade level.	

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Other

High School	Supplement
Cheerleader Sponsor	\$2,000/5 Days
Academic Decathlon (2 sponsors per campus)	\$700
Technology Support Teacher (One per campus)	\$1,200
Middle School	Supplement
Cheerleader Sponsor	\$600
Technology Support Teacher (One per campus)	\$1,200
Elementary	Supplement
Technology Support Teacher	\$1,200

District Wide Supplement	
Gear Up Coordinator	\$6,500
21 st Century Project Director (Cycle 6 only)	\$7,000
21 st Century Site Coordinator (Cycle 6 only)	\$3,000
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

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.

Incentive Pay
Qualifying employees may receive an incentive payment through an award program established under Texas Education Code Chapter 21, Subchapter N or O. Any incentive payment distributed is considered payment for performance and not an entitlement as part of an employee's salary. These awards programs are State funded, not locally funded, and will cease if State funding is not allocated.

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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)	\$1,000
Assistant Head Chess Sponsor (5 Tournaments)*	\$800
Destination/Imagination (\$250 per meet)	Up to \$1,000
Occupational and Physical Therapist / Lic. Spec. in School Psychology	\$75 per hour
Speech Therapist, Licensed Speech Language Pathologist, Speech Language Pathologist SLP (CFY) Intern, Speech Language Pathologist Assistant, Assistant Speech Therapist, Asst. Occupational Therapist and Asst. Physical Therapist	\$60 per hour
Contracted Evaluation Compensation. Special Education evaluations completed and logged during non-working hours by Educational Diagnosticians on Teacher Hiring Schedule. Must be assigned through Special Services Administrator for Saturday and/or Summer Testing.	\$500 per evaluation
Contracted Evaluation Compensation. Special Education evaluations completed and logged during non-working hours by Lic. Spec. in School Psychology on Teacher Hiring Schedule. Must be assigned through Special Services Administrator for Saturday and /or Summer Testing	\$800 per evaluation
Staff Development Compensation – Only for Professionals on teacher hiring schedule, inclusive of JROTC Instructors, Physical Therapist, and Occupational Therapist – Minimum of 6 hours	\$150
Staff Development Compensation – Only for Professionals on teacher hiring schedule, inclusive of JROTC Instructors, Physical Therapist, and Occupational Therapist – Minimum of 3 hours	\$75
Additional Manual Trade Summer Positions	\$8.50 per hour
Part time Temporary – Classified Employees	\$8.20 per hour

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Other (continued)

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

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Athletic Department Game Workers

Non-BISD Employees and Seasonal / PT Employees *:

Sport	Position	Amount
Football	Ticket Seller Supervisor	\$75
Football games	Ticket Seller -	\$60
at Sam Stadium	Ticket Taker	\$37
	Ushers	\$32
	End Zone Camera	\$42
	Scoreboard	\$60
	25-Second Clock	\$60
	Announcer	\$57
	Spotter (assists the announcer)	\$27
	Chain Crew (3)	\$30

Football	Position	Amount
High Schools	Scoreboard	\$17
	Ticket Seller	\$17
Middle Schools	Scoreboard	\$17
	Ticket Seller	\$17

Volleyball	Position	Amount
High Schools	Scoreboard	\$17
	Scorebook	\$17
	Ticket Seller	\$17
Middle Schools	Scoreboard (6 matches)	\$48
	Scorebook (6 matches)	\$48
	Ticket Seller (6 matches)	\$48

Basketball	Position	Amount
High Schools	Scoreboard	\$17
	Scorebook	\$17
	Ticket Seller	\$17

***BISD Employees will be paid their hourly rate up to 40 hours and will receive time and a half for hours worked over 40.**

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Athletic Department Game Workers

Non-BISD Employees and Seasonal / PT Employees *: (continued)

Basketball	Position	Amount
Middle Schools	Scoreboard (4 games)	\$34
	Scorebook (4 games)	\$34
	Ticket Seller (4 games)	\$34
Soccer	Position	Amount
High Schools or	Clock operator	\$17
Middle Schools	Ticket Seller	\$17
	Clock operator	\$17
	Ticket Seller	\$17
Softball	Position	Amount
High Schools or	Scoreboard/Scorekeeper	\$17
Middle Schools	Ticket Seller	\$17
	Scoreboard/Scorekeeper	\$17
	Ticket Seller	\$17
Baseball	Position	Amount
High Schools	Scoreboard/Scorekeeper	\$17
	Ticket Seller	\$17

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