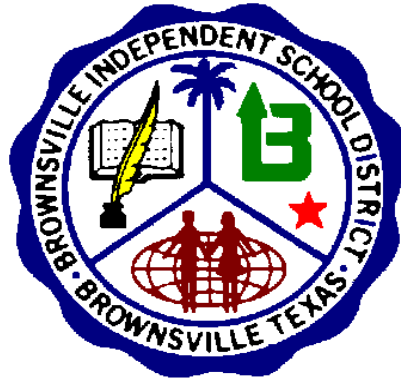


Appendix C-1
Brownsville Independent School District
2016-2017 Teacher & Professional Hiring Schedule

Years of Exp.	01	02	03	04
	Bachelor's	Masters \$3,000	Doctorate \$3,750	Bachelor's + 15 Hours
0	\$ 41,950	\$ 44,950	\$ 45,700	\$ 42,450
1	\$ 42,672	\$ 45,672	\$ 46,422	\$ 43,172
2	\$ 43,288	\$ 46,288	\$ 47,038	\$ 43,788
3	\$ 43,808	\$ 46,808	\$ 47,558	\$ 44,308
4	\$ 43,962	\$ 46,962	\$ 47,712	\$ 44,462
5	\$ 44,089	\$ 47,089	\$ 47,839	\$ 44,589
6	\$ 44,816	\$ 47,816	\$ 48,566	\$ 45,316
7	\$ 45,544	\$ 48,544	\$ 49,294	\$ 46,044
8	\$ 46,273	\$ 49,273	\$ 50,023	\$ 46,773
9	\$ 47,001	\$ 50,001	\$ 50,751	\$ 47,501
10	\$ 47,728	\$ 50,728	\$ 51,478	\$ 48,228
11	\$ 48,456	\$ 51,456	\$ 52,206	\$ 48,956
12	\$ 49,184	\$ 52,184	\$ 52,934	\$ 49,684
13	\$ 49,912	\$ 52,912	\$ 53,662	\$ 50,412
14	\$ 50,640	\$ 53,640	\$ 54,390	\$ 51,140
15	\$ 51,367	\$ 54,367	\$ 55,117	\$ 51,867
16	\$ 52,095	\$ 55,095	\$ 55,845	\$ 52,595
17	\$ 52,822	\$ 55,822	\$ 56,572	\$ 53,322
18	\$ 53,551	\$ 56,551	\$ 57,301	\$ 54,051
19	\$ 54,279	\$ 57,279	\$ 58,029	\$ 54,779
20	\$ 55,006	\$ 58,006	\$ 58,756	\$ 55,506
21	\$ 55,734	\$ 58,734	\$ 59,484	\$ 56,234
22	\$ 56,461	\$ 59,461	\$ 60,211	\$ 56,961
23	\$ 57,190	\$ 60,190	\$ 60,940	\$ 57,690
24	\$ 57,918	\$ 60,918	\$ 61,668	\$ 58,418
25	\$ 58,645	\$ 61,645	\$ 62,395	\$ 59,145
26	\$ 59,373	\$ 62,373	\$ 63,123	\$ 59,873
27	\$ 60,100	\$ 63,100	\$ 63,850	\$ 60,600
28	\$ 60,829	\$ 63,829	\$ 64,579	\$ 61,329
29	\$ 61,558	\$ 64,558	\$ 65,308	\$ 62,058

Brownsville Independent School District

Department of Human Resources



Employee Compensation Plan 2016-2017

*Special Called Board Meeting
SEPTEMBER 12, 2016*

REVISED September 8, 2016

BOARD APPROVED September 12, 2016

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.

CHANGES MADE FOR FY 2016-2017 COMPENSATION PLAN

Please note: The Staffing Ratios for the FY 2016-2017 school year have not changed. All changes made below were presented during the Budget Committee Meetings and are part of the District's budget. The only new changes not previously discussed are below in red.

Staffing Guidelines:

1. Added a stipulation that Staffing Guidelines will be subject to change due to student enrollment.
 - a. **Note: Staffing Ratios subject to change depending on student enrollment.**

Professional Hiring Schedule:

1. Page 12: The Minimum & Maximum ranges were changed to adjust for the pay increase and the extending of Years of Experience from 27+ to 29+.
2. Page 12: Youth Project Coordinator position is being reclassified from the Non-Teaching Positions (Paid on the Teacher Scale) to an Administrators and Special Assignment Pay Grades (Educator & Program Job Group ED-03).

Administrators & Special Assignment Pay Grades

Educator and Program Job Group

1. Page 13: As mentioned above, the Youth Project Coordinator position is being recommended for reclassification from the Non-Teaching Positions (Paid on the Teacher Scale) to the Educator and Program Job Group as a Level 3 (ED-03) maintaining the same number of work days 220.
2. Page 13: Added a position for Assistant Principal for Career & Technology

Classified Personnel (Manual Trades)

1. Page 21: Removed the * and note where it previously stated: Full Time Transportation Employees work a minimum of 35 hours weekly.

Classified Personnel (Clerical Administrative)

1. Page 23: Added a Pay Grade 20 slot (see item 2)
2. Pages 24-25: Moved Secretary/Board of Trustees (CA-19 @ 226 days_ to Administrative Assistant Board of Trustees (CA 20 @ 226 days.
3. Pages 24-25: Changed the Days from 227 to 226 (for all 227 day employees).

Classified Personnel (Technical Specialized)

1. Page 27: Changed the Days from 227 to 226 (for all 227 day employees).

Classified Personnel (Instructional Support)

1. Page 29: Changed the Days from 227 to 226 (for all 227 day employees).

Supplemental (Stipend) Pay: Bilingual/ESL

Page 33:

NOTES

1. *Note 5 added:*
 - a. *Stipend will cease upon departure of position, resignation, retirement or departure from BISD. Stipend is not transferable*

Supplemental Duty Pay: Band / Choir / Music / Dance

1. Page 34: We added the \$4,000 to the Head Band Director stipend increasing it from \$9,000 to \$13,000.
2. Page 38: Added a Stipend for Coding, a collaborative effort between C&I, Bilingual and Technology Departments.
3. Page 38: Added Personnel Incentive Pay:
 - a. Administrative Assistant Board of Trustees \$6,000
 - b. State of Texas Electrical, Plumbers or HVAC License (approved 9-6-16) \$2,000

Supplemental: Athletic Department Game Workers

1. Pages 41-42: We removed the Non-BISD Employees from the title/header.

Appendix:

1. Pages 45-46: C1 and C2: The Hiring Schedule was changed to accommodate the proposed 1% pay increase and in addition, the Years of Experience was changed from 27+ years to 29+ years.
2. Page 49: C5: Deans of Instruction: The Responsibility Stipend was changed from \$ 0 to \$1,000.

BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
DEPARTMENT OF HUMAN RESOURCES
2016 – 2017 COMPENSATION PLAN

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Staffing Guidelines

**Brownsville Independent School District
Department of Human Resources
2016-2017: Staffing Guidelines: Certified Personnel**

Management Team: <u>Elementary Schools</u>	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
Principal	n/a	1	199	210
Assistant Principal	Up to 800	1	199	208
	801 +	2	199	208
Dean of Instruction (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.

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

Board Approved: SEPTEMBER 12, 2016 1

**Brownsville Independent School District
Department of Human Resources
2016-2017: Staffing Guidelines: Certified Personnel**

<u>Other: Elementary Schools</u>	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
Counselor	Up to 500	1	199	196
	501 – 749	1.5	199	196
	750 +	2	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 – 3,000	6	199	205
	3,001 – 3,500	7	199	205
Testing Coordinator	n/a	1	199	213
<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.

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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**Brownsville Independent School District
Department of Human Resources
2016-2017: 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 5th 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
2016-2017: 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 – 301	1	199	187
	302 – 601	1	199	187
	602 – 901	2	199	187
	902 – 1,200	3	199	187
	1201 +	4	199	187
P.E. Aides	1 – 301	1	199	187
	302 – 601	2	199	187
	602 – 901	2	199	187
	902 – 1,200	3	199	187
	1,201 +	3	199	187
Nurse	n/a	1	199 / 211	192
Health Aid	Up to 1,000	0	n/a	n/a
	1,001 +	1	199	187

Sometimes an extenuating circumstance(s) on a campus may merit an exception to one or more of the staffing guidelines. Extenuating circumstances could include unusually high numbers of a certain special population of students, unique features to the facility, special programs on a campus that merit more time for staff, etc. When the principal believes that there is justification for additional staff because of the extenuating circumstances, the principal must submit a proposal to their Area Assistant Superintendent for consideration. The Area Assistant Superintendent will meet with the 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
2016-2017: Staffing Guidelines: Certified / Classified Personnel (Cont'd)**

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

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

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

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

Brownsville Independent School District
Department of Human Resources
2016-2017: Staffing Guidelines: Certified / Classified Personnel (Cont'd)

<u>Other:</u> <u>All Campuses</u>	<u>Enrollment</u>	<u>No. of Positions</u>
Campus Secretary	n/a	1
Custodians	n/a	18,000 sq. ft. : 1
<u>Elementary Schools</u>		
Clerical	n/a	300:1
<u>Middle Schools</u>		
Clerical	n/a	200:1
Hall Monitors	n/a	2
<u>High Schools</u>		
Clerical	n/a	200:1
Hall Monitors	n/a	3

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
2016-2017: 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

<u>Band Staff:</u> <u>High Schools</u>	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
Head Band Director	n/a	1	199	210
Assistant Band Director *	Up to 180	0	199	210
	181 – 250	1	199	210
	251 +	2	199	210
<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>	<u>Enrollment</u>	<u>No. of Positions</u>	<u>Funding</u>	<u>Days</u>
Estudiantina Director	n/a	1	199	205
Assistant Director *	Up to 135	0	n/a	n/a
	136 +	1	199	205

* Additional Staff will be itinerant.

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

**Brownsville Independent School District
Department of Human Resources
2016-2017: Staffing Guidelines: Department of Fine Arts (Cont'd)**

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

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

* Additional Staff will be itinerant.

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

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

**Brownsville Independent School District
2016-2017: Staffing Guidelines: Department of Athletics**

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

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	207
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
2016-2017: 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) ** At-Risk Counselor	2 1	162 162	187 201
<u>High Schools</u> Teacher (State Comp) ** At-Risk Counselor Drop-Out Prevention Program Specialist	3 1 1	162 162 162	187 205 187
* Funded 50% from State Compensatory Funds. ** Positions are limited to core only areas as per funding guidelines.			

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			

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

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**Brownsville Independent School District
Department of Human Resources
2016-2017: Staffing Guidelines: Special Programs (Cont'd)**

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

Professional Hiring Schedule

BROWNSVILLE INDEPENDENT SCHOOL DISTRICT 2016 – 2017 HIRING SCHEDULES

Teacher, Counselor, Nurse & Librarian Salary Schedule

	BACHELOR'S +			
	BACHELOR'S	15 HOURS*	MASTER'S*	DOCTORATE
Minimum	\$ 41,950.00	\$ 42,450.00	\$ 44,950.00	\$ 45,700.00
Maximum	\$ 61,558.00	\$ 62,058.00	\$ 64,558.00	\$ 65,308.00

Notes:

1. Maximum is based on 29 years of experience
2. * Bachelor's + 15 and Master's must be in a teaching field for which teacher is eligible to teach (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*	DOCTORATE
Minimum	\$ 41,950.00	\$ 42,450.00	\$ 44,950.00	\$ 45,700.00
Maximum	\$ 61,558.00	\$ 62,058.00	\$ 64,558.00	\$ 65,308.00

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

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 may be 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.

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.

Administrators and Special Assignment Pay Grades

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES
EDUCATOR AND PROGRAM JOB GROUP
2016-2017**

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

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

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

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

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

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES
EDUCATOR AND PROGRAM JOB GROUP
2016-2017**

<u>PAY CODE</u>	<u>PAY GRADE 4 (Cont'd)</u>	<u>DAYS</u>
2088	Specialist: Bilingual / ESL	226
2063	Specialist: Early Childhood	226
2072	Specialist: Fine Arts	226
2074	Specialist: Language Arts	226
2078	Specialist: Math	226
2071	Specialist: P.E.	226
2078	Specialist: Pre K-12 Math Curriculum	226
2064	Specialist: Professional Development	220
2081	Specialist: RTI Curriculum	226
2080	Specialist: Science	226
2080	Specialist: Science (Secondary: Title I)	226
2086	Specialist: Social Studies	226
2073	Supervisor for Choral Activities	226
2100	Supervisor for Instrumental Music	226
2100	Supervisor for Pupil Services (Admission & Attendance)	226
2100	Supervisor for Special Services	226
2100	Supervisor for Federal Programs	226
2100	Supervisor for Visual Arts	226

<u>PAY CODE</u>	<u>PAY GRADE 5</u>	<u>DAYS</u>
1005	Administrator for Assessment, Research & Evaluation	226
1005	Administrator for Adult Continuing Education	226
1005	Administrator for Bilingual Education	226
1005	Administrator for Career and Technology	226
1005	Administrator for Dyslexia and 504	226
1005	Administrator for Federal Programs	226
1005	Administrator for Guidance and Counseling	226
1005	Administrator for Health Services	226
1010	Administrator for ITV Studio	226
1005	Administrator for Library and Media Services	226
1005	Administrator for Music and Fine Arts	226
1005	Administrator for Pupil Services	226
1010	Administrator for State Compensatory	226
2100	Assistant Athletic Administrator	226
1009	Assistant Administrator for Special Services	226
1016	Assistant Administrator for Technology	226
2140	Coordinator for Student Assessment / District Planner	226
1015	District Coordinator for School Improvement	226

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**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES
 EDUCATOR AND PROGRAM JOB GROUP
 2016-2017**

<u>PAY CODE</u>	<u>PAY GRADE 5 (Cont'd)</u>	<u>DAYS</u>
1006	Principal for Alternative Schools (BAC, BLA, Lincoln Park)	226
1006	Principal for Elementary School	210
1006	Principal for High School	226
1006	Principal for Middle School	217
2096	Project Director for 21 st Century CCLC	226
2072	Project Director for Texas Literacy Initiative	226

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

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

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

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

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES
BUSINESS MANAGEMENT JOB GROUP
2016-2017**

<u>PAY CODE</u>	<u>PAY GRADE 1</u>	<u>DAYS</u>
2123	ABE Accountant	226
2123	Accountant	226
2179	Bid Control Accountant	226
2097	Graphic Artist	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>
2105	Compensation Manager	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
2163	Supervisor for Maintenance – Electrician/HVAC	226
2164	Supervisor for Maintenance - Plumber	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
2015	Business Software Specialist	226
2125	Computer Programmer	226
2172	Computer Systems Operator	226
2094	Coordinator for Finance	226
2095	Coordinator- Federal Program Accounts	226
2056	Human Resource Specialist	226
2095	Coordinator for Warehouse/Textbooks/Fixed Assets	226
2108	PEIMS Specialist	226
2102	Risk Manager	226
2100	Supervisor for Environmental, Health, Safety and Custodial Training	226
2093	Supervisor for Management Information System Specialist	226

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**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES
BUSINESS MANAGEMENT JOB GROUP
2016-2017**

<u>PAY CODE</u>	<u>PAY GRADE 5</u>	<u>DAYS</u>
1010	Administrator for PEIMS	226
1005	Administrator for Security and Police Services	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 Certified Personnel	226
1005	Administrator for Classified Personnel	226
1005	Administrator for Computer Services	226
1010	Administrator for Employee Benefits / Risk Management	226
1005	Administrator for Finance/Budget	226
1005	Administrator for Food and Nutrition Services	226
1005	Administrator for Maintenance/Facilities	226
1005	Administrator for Payroll	226
1005	Administrator for Public Information	226
1005	Administrator for Purchasing	226
1010	Administrator for Transportation	226
1005	Administrator for Warehouse & Textbooks	226
1997	Co-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>
1014	Chief Financial Officer	226
1014	Staff Attorney	226

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

**Occupational / Physical
Therapist**

&

**High School Coordinator
for Athletics**

Pay Grades

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
ADMINISTRATORS & SPECIAL ASSIGNMENT PAY GRADES
2016-2017**

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

Please Note: The High School Coordinator for Athletics are now paid using the new compensation model. Please see Appendix C for more information.

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.

JROTC SALARY FORMULA

BROWNSVILLE INDEPENDENT SCHOOL DISTRICT

JROTC SALARY FORMULA

2016-2017

BISD's Share

1. Base Salary from Teacher Base Salary Schedule divided by 187 Days equals Daily Rate
2. Daily Rate Times 220 days equals Annual Salary per BISD

Department of Defense's (DOD) Share of Minimum Instructor Pay (MIP)

1. 50% of the MIP stated on the Acceptance Letter from the DOD
2. Multiply the 50% of the MIP by 12 equals Annual Salary per DOD

Formula

BISD's Annual Salary (Teacher Base Salary Schedule) + DOD's Annual Salary (50% of MIP)
= Total Annual Salary

Total Annual Salary / 12 = Monthly Income

Note:

1. Dock Rate: For BISD's Share – by Board Policy.
For DOD's Share - by DOD's Policy.
2. MIP is determined by calendar days from January to December at 30 days per month.
3. JROTC (Air Force): Brownsville ISD received word that reimbursements will change from 12 months to 10 months. The District will not reduce the salary amounts despite the reduction in funding. Subsequent to change.

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**CLASSIFIED
PERSONNEL:
Manual Trades**

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
MANUAL TRADES SALARY PAY GRADES
FOR THE FISCAL YEAR ENDING JUNE 30, 2017**

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

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Brownsville Independent School District

Manual Trades (MT) Positions

2016-2017

<u>PAY GRADE MT - 1</u>	<u>DAYS</u>
3721 Food and Nutrition Services (FNS) Student Worker (Part Time)	TBD
3659 Office Clerk (Part Time)	TBD
3180 PT Seasonal Employee	TBD
4910 Security Officer (Part Time)	TBD
3661 Student Worker	TBD
4504 Substitute Bus Monitor	TBD
3904 Substitute Custodian	TBD
3905 Substitute FNS Custodian	TBD
4122 Substitute FNS Worker	TBD
<u>PAY GRADE MT - 2</u>	
3901 Custodian	261
3909 FNS Custodian-C	198
4120 FNS Worker	198
4132 Landscaper	261
4133 Maintenance Helper	261
<u>PAY GRADE MT - 3</u>	
4503 Bus Monitor	198
3723 FNS Clerk	198
3733 FNS Clerk Trainee	198
4013 FNS Truck Driver	261
4104 General Maint. Person	261
4125 Groundskeeper	261
4003 Runner	261
4004 Tractor Driver	261
4005 Truck Driver (Maintenance)	261
4011 Truck Driver (Media Services)	261
4006 Warehouse Delivery Person	261
4130 Warehouse Stockman	261
<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
4007 Bus Driver	198
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
3816 Dispatcher (e.g. Transportation Department)	261
3815 Dispatcher-Communications Officer	261
3819 Fence Worker	261
5009 FNS Warehouse Specialist	261
3803 Glazier	261
3804 Painter	261
3805 Roofer	261
4118 Warehouse Person	261
3806 Welder	261

Special Note:

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

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Brownsville Independent School District

Manual Trades (MT) Positions

2016-2017

PAY GRADE MT - 6

	<u>DAYS</u>
5115 A/C & EMS Technician	261
3809 Carpenter	261
3808 Carpenter (Cabinet)	261
3810 Electrician	261
4119 FNS Inst. Equip. Repair Tech.	261
4413 FNS Manager	200
4415 FNS Manager Trainee	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

PAY GRADE MT - 7

4911 Communications Supervisor	261
5118 Equipment Operator	261
5113 FNS Inst. Equip. Repair Supervisor	261
4449 FNS Manager I-C (Elem)	200
4414 FNS Manager I-C (HS-MS)	200
4507 Head Fields Monitor	261
4457 High School Maint Supervisor	261
5117 Intercom Technician	261
4441 Lead AC/EMS Technician	261
4451 Lead ADA Worker	261
4418 Lead Carpenter	261
4419 Lead Electrician	261
4459 Lead Groundskeeper	261
4430 Lead Plumber	261
4472 Lead Warehouse Person	261
3693 Warehouse Clerk III	261

PAY GRADE MT - 8

4460 AC/EMS Mechanical Foreman	261
4446 AC/EMS Programmer	261
4475 Custodial Operations Foreman	261
4453 FNS Manager II	200
4450 FNS Trainer	200
4425 FNS Warehouse Supervisor	261
4426 Foreman	261
4462 Prop Control Clk Supervisor	261
4427 Shop Foreman	261
4422 Warehouse Supervisor	261

Special Note:

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

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**CLASSIFIED
PERSONNEL:**

Clerical Administrative

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
CLERICAL ADMINISTRATIVE SALARY PAY GRADES
FOR THE FISCAL YEAR ENDING JUNE 30, 2017**

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

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Brownsville Independent School District
Clerical Administrative (CA) Pay Grades
2016-2017

PAY GRADE CA-12

DAYS

3420	Attendance Clerk	187 / 192
3421	Clerical Assistant II	187 - 261
3818	FNS Clerk (Merchandising)	226
3407	Hall Monitor	187
3427	Parent Center Aide	187
3425	Receptionist/Clerk I	187 - 226
3428	Records Rm Clerk	192 / 220
3462	St Comp Attendance Clerk	187 / 192
3461	St Comp Clerical Assistant II	187 - 261
3422	St Comp Hall Monitor	187
3605	Title I Clerical Assistant II	196

PAY GRADE CA-13

3489	Asst. Route Coordinator	226
3436	Attendance Liaison	187 - 192
3455	Bilingual Tester/Clerk Typist	220
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
3438	St Comp Clerical Assistant III	192
3457	St Comp Parent Liaison	187
4134	TTIPS Clerical Assistant III	192

PAY GRADE CA-14

3491	Bus Monitor Coordinator	226
3473	Data Management Clerk	202 - 261
3475	Field Trip Coordinator	226
3505	FNS Junior Buyer	226
3481	Health Aide II	187
3484	Human Resource Clerk	226
3476	Insurance Clerk	226
3495	Lead Bilingual Tester	220
3439	Migrant Data Entry Clerk	226
3448	Payroll Clerk I	226
3494	Public Information Recept/Clerk	226
3485	Records Management Clerk II	226
4820	Route Coordinator	226
3486	Secretary IV	202 - 226
3459	St Comp Data Management Clerk	217 - 220
3464	St Comp Secretary IV	217 - 220
XXXX	Title I Secretary IV	226
3499	Title III Secretary IV	226
3490	Transmission Programmer	226

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Brownsville Independent School District
Clerical Administrative (CA) Pay Grades
2016-2017

PAY GRADE CA-15

3471	Accounting Clerk II	226
3520	Criminal Records Clerk	226
3474	Disciplinarian	226
3508	Fixed Assets Clerk	226
3509	Head Mail Room Clerk	226
3512	Human Resource Officer	226
3480	Lead Migrant Clerk	226
3596	Migrant Accounting Clerk II	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
3610	St Comp Accounting Clerk II	226
3456	St Comp Secretary V	217 - 226
3611	Title I Accounting Clerk II	226
3612	Title I Secretary V	210 - 261
3613	Title II Accounting Clerk II	226
3740	TTIPS Liaison	217
4825	TTIPS Secretary V	226

PAY GRADE CA-16

3531	Bookkeeper	202
3507	Driver Trainer	226
3536	FNS Procurement Specialist	226
3429	FNS Staffing Clerk	226
3535	Payroll Clerk III	226
3541	Safety Risk Management Foreman	261
3537	Secretary VI	226 - 261
3538	SEMS Coordinator	202

PAY GRADE CA-17

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

PAY GRADE CA-18

3594	Legal Assistant	226
3578	Payroll Specialist	226

PAY GRADE CA-19

3590	Administrative Assistant	226
3591	Sec/Board of Trustees	226

PAY GRADE CA-20

0000	Administrative Assistant Board of Trustees	226
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Special Note:

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

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**CLASSIFIED
PERSONNEL:**

Technical Specialized

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
TECHNICAL SPECIALIZED SALARY PAY GRADES
FOR THE FISCAL YEAR ENDING JUNE 30, 2017**

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

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Brownsville Independent School District

Technical Specialized (TE) Positions

2016-2017

PAY GRADE TE-22

		<u>DAYS</u>
3482	Computer Support Clerk	226
4607	Graphic/Layout Artist	226
4701	Printer	226
5106	Production Tech I	226

PAY GRADE TE-23

3478	Junior Buyer	226
5116	Production Tech II	226 / 261

PAY GRADE TE-24

NO CURRENT POSITIONS

PAY GRADE TE-25

3161	Advanced Interpreter	187
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
3571	School Attendance/Police Officer	261

PAY GRADE TE-26

5119	Drafting & Plans Coordinator	226
3574	Emergency Prepared Program Manager	261
3162	Level IV/V Interpreters	187
5008	Network Specialist	226
5010	Security Network Specialist	261
3504	Senior Buyer	226
3573	Sergeant Investigator	261
3572	Sergeant Police Officer	261

PAY GRADE TE-27

3584	Assistant Energy Manager	261
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
3163	Master Interpreter	187
5007	Micro Computer Specialist Coordinator	226
5122	Webmaster	226

Special Note:

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

*Note starting hourly for TE-25 Police Officers and School Attendance/ Police Officers is \$15.35

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

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**CLASSIFIED
PERSONNEL:**

Instructional Support

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
INSTRUCTIONAL SUPPORT SALARY PAY GRADES
FOR THE FISCAL YEAR ENDING JUNE 30, 2017**

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

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Brownsville Independent School District

Instructional Support (IS) Positions

2016-2017

<u>PAY GRADE IS-31</u>	<u>DAYS</u>		<u>DAYS</u>
3916 Lifeguard (Part Time)	TBD		
3171 Mentor/Tutor (Part Time)	TBD		
3913 Substitute Lifeguard	TBD		
3908 Substitute Swim Instructor	TBD		
3918 Swim Instructor (Part Time)	TBD		
 <u>PAY GRADE IS-32</u>			
3137 ADA/504 Assistant	187		
3607 Aide/Interpreter	187		
3127 Day Care Aide	187		
3159 Level 1 Interpreter	187		
 <u>PAY GRADE IS-33</u>			
3119 Bilingual Aide	187		
3103 Computer Lab Aide	187		
3128 CTE Instructional Aide	187		
3147 Deaf Ed Aide	187		
3117 Dyslexia Aide	187		
3135 ESL Instructional/LPAC Aide	192		
3118 Federal Program Aide	187		
3133 Federal Program Computer Aide	187		
3423 Library Aide	187		
3410 Lifeguard	226		
3108 P. E. Aide	187		
3155 Pre-K Aide	187		
3170 Special Ed Inclusion/CM/Resource	187		
3151 Special Ed One to One Aide	187		
3458 St Comp Library Aide	187	3460 State Comp Computer Aide	187
3466 St Comp Pre-Kinder Aide	187	3466 State Comp Dyslexia Aide	187
3465 St Comp Teacher Aide	187	3465 St Comp Basic Skills	187
3148 Swim Instructor	226		
3157 Three-Year-Old Teacher Aide	187		
3173 Title I-A Pre-Kinder Aide	187	3175 Title I-A Computer Aide	187
3177 Title I-A Library Aide	187	3172 Title I-A Dyslexia Aide	187
3178 Title I-A Instructional Aide	187	3174 Title I-A 3 Yr Old Aide	187
 <u>PAY GRADE IS-34</u>			
3166 Aquatic Center Swim Aide	187		
3167 Career Resource Lab Aide	202		
3411 Lead Lifeguard	226		
3412 Lead Swim Instructor	226		
3153 Special Ed BI Aide	187		
3154 Special Ed CBVI Aide	187		
3152 Special Ed Lifeskills Aide	187		
3156 Special Ed PPCD Aide	187		
3158 Structure for Life Aide	187		
3168 AV Technology Lab Aide	187		
 <u>PAY GRADE IS-35</u>			
3159 Level I Interpreter	187		
3469 St Comp Drill Instructor	207		
 <u>PAY GRADE IS-36</u>			
3160 Basic/Level II Interpreter	187		
3470 St Comp Senior Drill Instructor	218		

Special Note:

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

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

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Substitute Teacher Pay Scale

**BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
 SUBSTITUTE TEACHER PAY SCALE
 2016-2017 SCHOOL YEAR**

Description	Daily Rate
Non-Degreed*	\$80.00
Degreed **	\$90.00
Certified ***	\$115.00

* Minimum 48 college hours

** Bachelor's Degree or higher

*** Teacher Certification

Note:

Effective 2011 – 2012 School Year, all non-degreed substitutes will be grandfathered to previous minimum requirements. All new substitute teachers must meet the new minimum requirements.

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Supplemental (Stipend) Pay

Brownsville Independent School District
 Department of Human Resources
 2016 - 2017

Supplemental Duty Pay: Teachers

Teachers, Nurses, Librarians, and Counselors	Stipend
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
Secondary English - Certification	\$1,500
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: Performance Training Program Teachers	\$3,500
Dyslexia/504: Diagnostician	\$5,500
Certified Academic Language Therapist	\$3,500
Special Education: All levels	\$1,500
Plus: Life Skills/PPCD/SFL	\$2,000
Adaptive Physical Education	\$1,500
Behavioral Intervention	\$2,000
Behavior Specialist	\$2,000
Hearing Impaired	\$3,500
Visually Impaired	\$3,500
Licensed Speech Language Pathologist	\$14,000
Speech Therapist	\$11,000
Speech Language Pathologist SLP (CFY) Intern	\$10,500
Speech Language Pathologist Assistant	\$4,500
Licensed Specialist in School Psychology	\$10,000
Educational Diagnostician	\$4,000
Audiologist	\$10,000
Assistive Technology	\$3,000
OT/PT	\$4,000
OT/PT Assistant	\$4,500
Orientation & Mobility	\$3,500
Pre-K 3 Year Old Program	\$1,200

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Board Approved: SEPTEMBER 12, 2016

Brownsville Independent School District
 Department of Human Resources
 2016 - 2017

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

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Brownsville Independent School District
Department of Human Resources
2016 - 2017

Supplemental Duty Pay: Bilingual/ESL

Grade Level	Stipend	Stipulations
<p><u>Elementary</u></p> <p>**Bilingual/ESL Certified/Permit Teacher assigned Bilingual/ESL students.</p>	<p>PEIMS Snapshot determines stipend allocation. \$55.00 per identified student at a cap of \$1,200.00</p>	<p>Bilingual and ESL stipends at elementary level (PK-5) will be based on:</p> <ul style="list-style-type: none"> ✓ Bilingual/ESL certification. ✓ PEIMS teacher of service responsible for meeting the linguistic needs of the Bilingual/ESL student. ✓ Stipend will be prorated upon change of assignment/position, 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 "Teacher of Record" servicing ELL students. ✓ Trained in the Transitional Bilingual Early Exit Model (Every three years) ✓ Sheltered Instruction (Every three years) ✓ Six (6) credit hours related to Bilingual or ESL instruction (Annually).
<p><u>Secondary</u></p> <p>**ESL certified/permit teacher assigned to ESL I or English SL students.</p> <p>In lieu of a non-certified ESL/English Teacher a Reading/ESL certified teacher assigned to ESL students and PEIMS teacher of record/service will receive the stipend.</p>	<p>PEIMS Snapshot determines stipend allocation. \$55.00 per identified student at a cap of \$1,200.00</p>	<p>ESL stipends at Secondary level will be based on:</p> <ul style="list-style-type: none"> ✓ English, or ELA certification plus a Certification/Permit in ESL. ✓ PEIMS teacher of service responsible for meeting the linguistic needs of the Bilingual/ESL student. ✓ Stipend will be prorated upon change of assignment/position, 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 "Teacher of Record" servicing ELL students. ✓ Trained in the English As a Second Language Content-Based Program (Every three years). ✓ Sheltered Instruction (Every three years). ✓ Six (6) credit hours related to ESL instruction (Annually).

***PEIMS teacher of record/service reflecting Bilingual/ESL students on LPAC minutes and e-schools on October 28, 2016, by 10:00a.m.*

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Brownsville Independent School District
 Department of Human Resources
 2016 - 2017

Supplemental Duty Pay: Band/Choir/Music/Dance

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

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

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

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

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Board Approved: SEPTEMBER 12, 2016

Brownsville Independent School District
 Department of Human Resources
 2016 - 2017

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
	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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Brownsville Independent School District
 Department of Human Resources
 2016 - 2017

Supplemental Duty Pay: Coaching Supplement

High School	Stipend	# 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. *	\$7,000	187/13
Head Coach Swimming , Golf – with full team	\$7,000	187/6
Assistant Coach High School (One Sport)	\$3,075	187
Assistant Coaches (Two Sports) *	\$6,150	187
Athletic Trainer	\$12,250	205
Designated Head Trainer	\$13,750	N/A
Third Sport	\$2,550	N/A
Freshman/JV Soccer	\$2,550	N/A

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

District	Stipend	# of Days Teach/Coach
Diving Coach (District-Wide)	\$7,000	187/6
Special Olympics – Head Coach	\$2,850	187/5
Special Olympics – Coach	\$2,350	n/a
Athletic Period-Retired Coach	\$33.00/day	n/a

Retired Coaches: Sport Stipend and Substitute Pay for Additional Days

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 at the rates above. They will be paid the stipend assigned to the sport. If the sport being coached carries additional days they will be compensated for additional days at the same rate as substitute teachers.

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

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Brownsville Independent School District
 Department of Human Resources
 2016 - 2017

Supplemental Duty Pay: U.I.L.

High School	Stipend
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	Stipend
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 / Stipend
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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Brownsville Independent School District
 Department of Human Resources
 2016 - 2017

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
Testing Coordinator (1,200+ Student Enrollment)	26 Days
Dual Enrollment	\$50.00/per hour / 48 hours required
Middle School	Stipend
Cheerleader Sponsor	\$600
Technology Support Teacher (One per campus)	\$1,200
Elementary	Stipend
Technology Support Teacher	\$1,200
Coding Sponsor	\$2,000
Coding Competition (minimum of two Coding Competitions)	\$150

District Wide Stipend	
Gear Up Coordinator	\$6,500
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

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)

Personnel Incentive Pay (Other)	
Administrative Assistant Board of Trustees	\$6,000
State of Texas Electrical, Plumbers or HVAC License (used for BISD projects)	\$2,000

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Brownsville Independent School District
 Department of Human Resources
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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)	\$1,000
Assistant Head Chess Sponsor (5 Tournaments)*	\$800
Special Services Classified – Individual, Student Support Staff Assignment (1 to 1)	\$12 per hour
Special Services Certified / Professional & Related Service Provider/Therapist/Assistant Therapists	\$30 per hour
Contracted Evaluation Compensation. Special Education evaluations completed during non-working days by District Assessment Personnel on Teacher Hiring Schedule. Must be assigned through Special Services Administrator for Saturday and/or Summer Testing.	\$600 per evaluation
Staff Development Compensation – Only for Professionals on teacher hiring schedule, inclusive of JROTC Instructors, Physical Therapist, and Occupational Therapist – Minimum of 6 hours	\$150
Staff Development Compensation – Only for Professionals on teacher hiring schedule, inclusive of JROTC Instructors, Physical Therapist, and Occupational Therapist – Minimum of 3 hours	\$75
Additional Manual Trade Summer Positions	\$8.50 per hour
Part time Temporary – Classified Employees	\$8.20 per hour

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Brownsville Independent School District
 Department of Human Resources
 2016 - 2017

Supplemental Duty Pay: Other (continued)

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

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Brownsville Independent School District
 Department of Human Resources
 2016 - 2017

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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Board Approved: SEPTEMBER 12, 2016

Brownsville Independent School District
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 2016 - 2017

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.

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.

Appendix

APPENDIX A
BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
2016 – 2017 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.

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.

APPENDIX B
BROWNSVILLE INDEPENDENT SCHOOL DISTRICT
2016 – 2017 Qualifying Rules
Master’s Degree Salary Credit

1. The Master’s degree from an accredited university must be in an approved teaching field in order to receive credit and the teacher must be eligible to teach the subject.
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 Certified Personnel Department prior to the closing of the enrollment period.
4. For an employee who has a Master’s degree in a non-approved field*, Master’s credit may be earned by submitting an official Master’s Program of Study (degree plan) from an accredited university for a second Master’s in an approved teaching field. A minimum of thirty (30) graduate hours of that plan must be completed.
5. A Master’s degree in Curriculum and Instruction will be considered for salary credit only if it contains a minimum of twelve (12) hours of Graduate Level Credit in one of the following: Mathematics, Reading, Language Arts, Social Studies, or Science.
6. Employees are responsible for submitting all required documents prior to the closing period.

Bachelor’s + Fifteen (15) Graduate Hours Credit

1. The fifteen (15) graduate hours from an official Master’s degree plan from an accredited university must be in an approved teaching field 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 showing completed hours and official Master’s Program of Study (degree plan) from an accredited university must be on file with the Certified Personnel Department prior to the closing of the enrollment period.
4. For an employee who has a Master’s Degree in a non-approved field*, fifteen (15) graduate hours credit may be earned by submitting an official Master’s Program of Study (degree plan) from an accredited university for a second Master’s degree in an approved teaching field. A minimum of fifteen (15) graduate hours of that plan must be completed.
5. Employees are responsible for submitting all required documents prior to the closing period.

*Examples of **non-approved** fields: Administration, Supervision, Counseling, Learning Resources and any other not approved by the Certified Personnel Department.

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

Appendix C-1
Brownsville Independent School District
2016-2017 Teacher & Professional Hiring Schedule

Years of Exp.	01	02	03	04
	Bachelor's	Masters \$3,000	Doctorate \$3,750	Bachelor's + 15 Hours
0	\$ 41,950	\$ 44,950	\$ 45,700	\$ 42,450
1	\$ 42,672	\$ 45,672	\$ 46,422	\$ 43,172
2	\$ 43,288	\$ 46,288	\$ 47,038	\$ 43,788
3	\$ 43,808	\$ 46,808	\$ 47,558	\$ 44,308
4	\$ 43,962	\$ 46,962	\$ 47,712	\$ 44,462
5	\$ 44,089	\$ 47,089	\$ 47,839	\$ 44,589
6	\$ 44,816	\$ 47,816	\$ 48,566	\$ 45,316
7	\$ 45,544	\$ 48,544	\$ 49,294	\$ 46,044
8	\$ 46,273	\$ 49,273	\$ 50,023	\$ 46,773
9	\$ 47,001	\$ 50,001	\$ 50,751	\$ 47,501
10	\$ 47,728	\$ 50,728	\$ 51,478	\$ 48,228
11	\$ 48,456	\$ 51,456	\$ 52,206	\$ 48,956
12	\$ 49,184	\$ 52,184	\$ 52,934	\$ 49,684
13	\$ 49,912	\$ 52,912	\$ 53,662	\$ 50,412
14	\$ 50,640	\$ 53,640	\$ 54,390	\$ 51,140
15	\$ 51,367	\$ 54,367	\$ 55,117	\$ 51,867
16	\$ 52,095	\$ 55,095	\$ 55,845	\$ 52,595
17	\$ 52,822	\$ 55,822	\$ 56,572	\$ 53,322
18	\$ 53,551	\$ 56,551	\$ 57,301	\$ 54,051
19	\$ 54,279	\$ 57,279	\$ 58,029	\$ 54,779
20	\$ 55,006	\$ 58,006	\$ 58,756	\$ 55,506
21	\$ 55,734	\$ 58,734	\$ 59,484	\$ 56,234
22	\$ 56,461	\$ 59,461	\$ 60,211	\$ 56,961
23	\$ 57,190	\$ 60,190	\$ 60,940	\$ 57,690
24	\$ 57,918	\$ 60,918	\$ 61,668	\$ 58,418
25	\$ 58,645	\$ 61,645	\$ 62,395	\$ 59,145
26	\$ 59,373	\$ 62,373	\$ 63,123	\$ 59,873
27	\$ 60,100	\$ 63,100	\$ 63,850	\$ 60,600
28	\$ 60,829	\$ 63,829	\$ 64,579	\$ 61,329
29	\$ 61,558	\$ 64,558	\$ 65,308	\$ 62,058

Appendix C-2
Brownsville Independent School District
2016-2017 Teacher (187 Day-Daily Rate Schedule)

Years of Exp.	01	02	03	04
	Bachelor's	Masters \$3,000	Doctorate \$3,750	Bachelor's + 15 Hours
0	\$ 224.33	\$ 240.37	\$ 244.39	\$ 227.01
1	\$ 228.19	\$ 244.24	\$ 248.25	\$ 230.87
2	\$ 231.49	\$ 247.53	\$ 251.54	\$ 234.16
3	\$ 234.27	\$ 250.31	\$ 254.32	\$ 236.94
4	\$ 235.09	\$ 251.13	\$ 255.14	\$ 237.76
5	\$ 235.77	\$ 251.81	\$ 255.82	\$ 238.44
6	\$ 239.66	\$ 255.70	\$ 259.71	\$ 242.33
7	\$ 243.55	\$ 259.59	\$ 263.60	\$ 246.22
8	\$ 247.45	\$ 263.49	\$ 267.50	\$ 250.12
9	\$ 251.34	\$ 267.39	\$ 271.40	\$ 254.02
10	\$ 255.23	\$ 271.27	\$ 275.28	\$ 257.90
11	\$ 259.12	\$ 275.17	\$ 279.18	\$ 261.80
12	\$ 263.02	\$ 279.06	\$ 283.07	\$ 265.69
13	\$ 266.91	\$ 282.95	\$ 286.96	\$ 269.58
14	\$ 270.80	\$ 286.84	\$ 290.86	\$ 273.48
15	\$ 274.69	\$ 290.73	\$ 294.74	\$ 277.36
16	\$ 278.58	\$ 294.63	\$ 298.64	\$ 281.26
17	\$ 282.47	\$ 298.51	\$ 302.52	\$ 285.14
18	\$ 286.37	\$ 302.41	\$ 306.42	\$ 289.04
19	\$ 290.26	\$ 306.30	\$ 310.32	\$ 292.94
20	\$ 294.15	\$ 310.19	\$ 314.20	\$ 296.82
21	\$ 298.04	\$ 314.09	\$ 318.10	\$ 300.72
22	\$ 301.93	\$ 317.97	\$ 321.98	\$ 304.60
23	\$ 305.83	\$ 321.87	\$ 325.88	\$ 308.50
24	\$ 309.72	\$ 325.76	\$ 329.78	\$ 312.40
25	\$ 313.61	\$ 329.65	\$ 333.66	\$ 316.28
26	\$ 317.50	\$ 333.55	\$ 337.56	\$ 320.18
27	\$ 321.39	\$ 337.43	\$ 341.44	\$ 324.06
28	\$ 325.29	\$ 341.33	\$ 345.34	\$ 327.96
29	\$ 329.19	\$ 345.23	\$ 349.24	\$ 331.86

**Appendix C-3
Brownsville Independent School District
2016-2017 Compensation Model**

Component 1

Number of "Certified" Educational Years

Look up your completed years through the 2014-2015 school year.

See Appendix C-1.

\$ -

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

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

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

\$ 3,000 / \$ 3,750

Component 2

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

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

Note: Applies to pay grades 3-8 only.

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

\$ -

Component 3

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

\$ -

Component 4

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

\$ -

Total *

\$ -

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

Take your new daily rate and multiply it by your contract days. This will give you your projected salary for the upcoming school year.

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

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

Appendix C-4
Brownsville Independent School District
2016-2017 Administrative Years Component
For Pay Grades 1 - 8

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

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

Effective for the 2016-2017 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-5
Brownsville Independent School District
2016-2017 Position & Responsibility Salary Adjustment Components

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

Appendix D
Department of Fine Arts
Five Year Phase-In Plan for Elementary Fine Arts Services

Approximate costs for additional full time FTE: \$55,000.00; Approximate costs for start-up supplies per campus per program: \$16,000 plus \$5,000 for piano as needed. Campuses that receive initial funding their first year will be reviewed for additional funding their 2nd year

Year One: 2014-2015

Music	Art	Personnel/Start Up Cost
	1 Russell 1 Sharp	Personnel: \$110,000 <u>Start up cost:</u> Art: \$32,000

Year Two: 2015-2016

Music	Art	Personnel/Start Up Cost
1 Perez 1 Keller	.5 Longoria .5 Victoria Heights 1 Morningside 1 Brite	Personnel: \$275,000 <u>Start up cost:</u> Music: \$32,000 Pianos: \$10,000 Art: \$96,000

Year Three: 2016-2017

Art		Personnel/Start Up Cost
1 El Jardin 1 Benavides 1 Southmost	1 Palm Grove 1 Hudson	Personnel: \$275,000 <u>Start up cost:</u> Art: \$80,000

Year Four: 2017-2018

Art		Personnel/Start Up Cost
1 Ortiz 1 Canales 1 Gallegos	1 Garden Park 1 Pullam	Personnel: \$275,000 <u>Start up cost:</u> Art: \$80,000

Year Five: 2018-2019

Art		Personnel/Start Up Cost
1 Breeden 1 Castaneda 1 Egly 1 Pena	1 Yturria 1 Putegnat	Personnel: \$330,000 <u>Start up cost:</u> Art: \$96,000

**Appendix E
Department of Athletics
Six Year Phase-In Plan for Athletics (2016-2017 to 2021-2022)**

Year One: 2016-2017

	Personnel/Start Up Cost
Add: 1 FTE: Middle School Athletic Trainer	Salary: contingent upon experience Stipend: \$12,250

Year Two: 2017-2018

	Personnel/Start Up Cost
Add: 1 FTE: Middle School Athletic Trainer	Salary: contingent upon experience Stipend: \$12,250

Year Three: 2018-2019

	Personnel/Start Up Cost
Add: 1 FTE: Middle School Athletic Trainer	Salary: contingent upon experience Stipend: \$12,250

Year Four: 2019-2020

	Personnel/Start Up Cost
Add: 1 FTE: Middle School Athletic Trainer	Salary: contingent upon experience Stipend: \$12,250

Year Five: 2020-2021

	Personnel/Start Up Cost
Add: 1 FTE: Middle School Athletic Trainer	Salary: contingent upon experience Stipend: \$12,250

Year Six: 2021-2022

	Personnel/Start Up Cost
Add: 1 FTE: Middle School Athletic Trainer	Salary: contingent upon experience Stipend: \$12,250

Notes:

- Total Request is for Six (6) additional FTE's for Middle School Athletic Trainers. One (1) for each Cluster.
- Currently, Athletics has 11 Athletic Trainers and 1 Head Trainer.