

Brownsville Independent School District
 Department of Human Resources
 2014 – 2015

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
Dual Enrollment Teachers (up to \$2,000 based on Qualifying Rules: see Appendix C)	\$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: Performance Training Program Teachers	\$3,500
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
Pre-K 3 Year Old Program	\$1,200

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Supplemental Duty Pay: Campus Administration

High School	Stipend
Principal (Comprehensive)	\$7,200
Assistant Principal (Comprehensive)	\$3,600
Dean of Instruction	\$3,600
Middle School	Stipend
Principal	\$3,600
Assistant Principal	\$2,400
Dean of Instruction	\$2,400
Elementary School	Stipend
Principal	\$2,400
Assistant Principal	\$2,000
Dean of Instruction	\$2,000

Alternative Campuses

Alternative Schools	Stipend
Principal (BAC, BLA, Lincoln Park, BECHS)	\$3,600
Assistant Principal (BAC, BLA, BECHS and Lincoln Park)	\$2,400

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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
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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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>\$55.00 per assigned Bilingual/ESL student on PEIMS snapshot at a cap of \$1,200.</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. ✓ PEIMS/teacher of record/service changing assignments will be prorated to date of assignment and/or date of employment by PEIMS Snapshot. ✓ 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>\$55.00 per assigned Bilingual/ESL student on PEIMS snapshot at a cap of \$1,200.</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. ✓ PEIMS/teacher of record/service changing assignments will be prorated to date of assignment and/or date of employment by PEIMS Snapshot. ✓ 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 eschools on October 31, 2014, by 10:00a.m.*

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Supplemental Duty Pay: Band/Choir/Music/Dance

High School	Stipend
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
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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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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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. *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	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	n/a
Special Olympics – Coach	\$2,350	n/a

* - As needed

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

District Wide Stipend	
Gear Up Coordinator	\$6,500
21 st Century Project Director (Cycle 6 only)	\$12,000
21 st Century Site Designee (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. (see Appendix A)

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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
Destination/Imagination (\$250 per meet)	Up to \$1,000
Special Services Classified – Individual, Student Support Staff Assignment (1 to 1)	\$12 per hour
Special Services Certified / Professional & Related Service Provider/Therapist/Assistant Therapists	\$30 per hour
Contracted Evaluation Compensation. Special Education evaluations completed during non-working days by District Assessment Personnel on Teacher Hiring Schedule. Must be assigned through Special Services Administrator for Saturday and/or Summer Testing.	\$600 per evaluation
Staff Development Compensation – Only for Professionals on teacher hiring schedule, inclusive of JROTC Instructors, Physical Therapist, and Occupational Therapist – Minimum of 6 hours	\$150
Staff Development Compensation – Only for Professionals on teacher hiring schedule, inclusive of JROTC Instructors, Physical Therapist, and Occupational Therapist – Minimum of 3 hours	\$75
Additional Manual Trade Summer Positions	\$8.50 per hour
Part time Temporary – Classified Employees	\$8.20 per hour

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Supplemental Duty Pay: Other (continued)

Assigned Supplemental Instructional/Other Duties (Campus Tutorial/Summer School, Extended School Year, Curriculum Writing, In-Home Parent Training)	\$30 per hour
Advanced Academics and CATE Lead Teachers Supplemental Duty	\$150 per day
Long-term Administrator Substitute (as approved by Supt.)	\$150 per day
Curriculum Specialist	\$1,500

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Athletic Department Game Workers

Non-BISD Employees and Seasonal / PT Employees *:

Sport	Position	New Hourly Rate
Football	Ticket Seller Supervisor	\$19
Football games	Ticket Seller -	\$15
at Sam Stadium	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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Athletic Department Game Workers

Non-BISD Employees 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)	\$9
	Ticket Seller	\$9
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	\$9
Varsity	Ticket Seller	\$9
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	\$10

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