

Brownsville Independent School District

Department of Human Resources



Employee Compensation Plan 2026-2027

**Board Approved
June 23, 2026**

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Brownsville Independent School District

Department of Human Resources

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Staffing Guidelines

Brownsville Independent School District

2026-2027 - Elementary School Staffing Guidelines

Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	210	N/A	1	199	
Assistant Principal/Dean of Instruction	208	0 - 575	1	199	Choice of Assistant Principal or Dean of Instruction (reduce by attrition) pertains to < 500.
		576 - 800	1 (AP) & 1 (Dean)		
		801 +	2 (AP) & 1 (Dean)		
*Counselor	196	0- 475	1	1 (199)	
		476-900	2	2 (199)	
		901+	3	3 (199)	
Librarian	196	0 - 499	.5	211	reduce by attrition
		500+	1		
Nurse	192	501 +	1	199/211	see note on page 4
LVN	187	< 450	1	199	
Health Aide I	187	1,000 +	1	199	reduce by attrition
Teachers					
Pre-K3	187		22:1	199	
Pre-K4	187		22:1	199/162	
K-4 th	187		22:1	199	
5 th	187		22:1	199	
PE	187	0-750	1	199	
		751+	2		
Music	187	0-- 499	.5	199	
		500 +	1		
Art	187	0 – 599	.5		
		600 +	1	199	
Special Education**					
Resource/Inclusion	187	as per approved budget	18:1	166/224	1 Aide per campus
Life Skills/Structure for Life	187		4:1	166/224	1 Teacher and 2 Aides (1 adult per 4 students)
Behavior	187		4:1	166/224	
Early Childhood	187		4:1	166/224	
Clerical					
Secretary	210		1	199	
Data/Records Management Clerk	210		1	199	
Attendance/Clerical Assistant	187	350-665	1	199	
		666-887	2		
Parent Liaison	187	0-300	.5	211	
		301+	1		
Instructional Aides					
PE Aide	187	0-499	1	199	
		500+	2		
Library Aide	187	500 - 699	.5	211	
		700+	1		
PK3/PK4 Aide	187		1 per teacher	199	
Kinder Aide	187		.5 per teacher	199	
ESL/LPAC Instructional Aide	197		1	163	20% Compliance, 80% Instructional
ADA 504 Assistant	187		as needed	199	
Federal Program Aide	187		as needed	211	reduce by attrition
Federal Computer Aide	187		as needed	211	reduce by attrition

*Texas School Counseling Association recommends 1:350

**BISD follows Admission, Review & Dismissal Committee recommendations

Brownsville Independent School District

2026-2027 - Middle School Staffing Guidelines

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

*Texas School Counseling Association recommends 1:350

**BISD follows Admission, Review & Dismissal Committee recommendations

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

Brownsville Independent School District

2026-2027 - High School Staffing Guidelines

Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	226		1	199	
Assistant Principal	208	up to 1,250	2	199	
		1,251-1,750	3		
		1,751-2,250	4		
		2,251-2,750	5		
		2,750 +	6		
Assistant Principal Special Education	208		1	166	
Instructional Coach	220	N/A	1	162	
*Counselor	205	up to 1,749	4	3 (281), 1 (162)	- Includes At-Risk Counselor (up to 250 students)
		1,750-2,099	5	4 (281), 1 (162)	
		2,100-2,449	6	5 (281), 1 (162)	
		2,450 +	7	6(281), 1 (162)	
Career Placement Officer	205		1	164	
Gear Up Counselor	205		1	274	as per grant requirements
Librarian	196	0 – 1,599	1	211	reduce by attrition
		1,600 +	2		
Nurse	192	501+	1	199/211	see note on page 4
LVN	187	< 450	1	199	
Health Aide I	187	2,000+	1	199	reduce by attrition
ROTC	220		2	199	
Athletic Coordinator	220		1	165	
Defensive Coordinator	207		1	199	
Offensive Coordinator	207		1	199	
Teachers					
Classroom Teacher	187		26:1	199	
Career Technical Education:					
CTE Teacher	187		26:1	164	
CTE Teacher Agriculture	226		26:1	164	2 teachers (Lopez ECHS)
CTE Teacher Cosmetology	205		26:1	164	2 teachers (CTE)
Fine Arts:			based on enrollment		
Art	187			199	
Band	210			199	
Choir	205			199	
Dance	194			199	
Estudiantina	187			199	
Mariachi	187			199	
Theatre	187			199	
Coordinator, Testing	213		1	199	
Special Education**					
Resource/Inclusion	187	as per approved budget	20:1	166/224	for every 5 teachers 1 aide
Life Skills/Structure for Life	187		4:1	166/224	1 Teacher and 2 Aides
Behavior	187		6:1	166/224	1 Teacher and 2 Aides
Training to Transition (Triple T)	187		5:1	166/224	1 Teacher and 2 Aides
Community Based Vocational Instruction (CBVI)	187		4:1	166/224	1 Teacher and 2 Aides

*Texas School Counseling Association recommends 1:350

**BISD follows Admission, Review & Dismissal Committee recommendations

Brownsville Independent School District

2026-2027 - High School Staffing Guidelines

Clerical					
Secretary	226		1	199	
Registrar	226		1		
Assistant Registrar/Records	220		1		
Data Management Clerk	217		2		
Receptionist Clerk	187		1		reduce by attrition
Attendance/Clerical Assistant	192	1,200 – 1,749	3		
		1,750 – 2,011	+1		
		2012-2194	+1		
		2195-2377	+1		
		2378-2560	+1		
		2561+	+1		
Bookkeeper	202		1	199	
Parent Liaison	187		2	211	
Attendance Liaison	187			199	reduce by attrition
Migrant Clerk	192			212	reduce by attrition
Hall Monitor	187			199	reduce by attrition
Instructional Aides					
ESL/LPAC Instructional Aide	197		1	163	20% Compliance, 80% Instructional
Other Aides:					
Career Resource Lab Aide	202		1	244	
Federal Program Aide	187		as needed	211	reduce by attrition
Library Aide	187	0 – 1,599	1	211	

NOTE: High Schools with 700+ Emergent Bilinguals will have 2 ESL/LPAC Instructional Aides.

BECHS HIGH SCHOOL					
Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Principal	226		1	199	
Assistant Principal	208		1	199	
Counselor	205	0-350	1	281	
Nurse/LVN	187-192		1	199/211,199	see note below
Librarian*	196			199	
Teachers					
Classroom Teacher	187		25:1	199	
CTE Teacher	187		25:1	164	
Clerical					
Secretary	226		1	199	
Data Management Clerk	217		1	199	
Attendance/Clerical Assistant	187		1	199	

*Rotating Librarian

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

Brownsville Independent School District

2026-2027 – BAC & Lincoln Park Campus Staffing Guidelines

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

*Rotating Librarian

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

Brownsville Independent School District

2026-2027 – BAC & Lincoln Park Campus Staffing Guidelines

LINCOLN PARK					
Administration / Special Assignment					
Position	Days	Enrollment	Allocation	Fund	Comments
Counselor	205	0-350	1	162	
Librarian*	196			199	
Director, Childcare Center	226		1	162	
Teachers					
Classroom Teacher	187		15:1	162	
CTE Teacher	187			164	
Special Education					
Resource/Inclusion	187	as needed	15:1	166/224	1 Teacher and 1 Aide
Life Skills/Autism	187		4:1	166/224	1 Teacher and 2 Aides
Behavior	187		6:1	166/224	1 Teacher and 2 Aides
Clerical					
Secretary	217		1	162	
Data Management Clerk	217		1	162	
Parent Liaison	187		.5	162	
Instructional Aides					
Day Care Aide	187			162	
Early Head Start Day Care Aide**	226			UTRGV	

*Rotating Librarian

**The University of Texas Rio Grande Valley (UTRGV) Early Head Start Child Care Partnership Grant is a 5 year grant from 2024-2029 school year.

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

Brownsville Independent School District

2026-2027 - Campus Staffing Guidelines

Custodians***					
Elementary					
Position	Days	Enrollment	Allocation	Fund	Comments
Head Custodian	261		21,500 sq. ft.: 1	199	
Custodian	261			199	
Middle School					
Head Custodian	261		21,500 sq. ft.: 1	199	
Custodian	261			199	
High School					
Head Custodian	261		21,500 sq. ft.: 1	199	
Custodian	261			199	
Gym Custodian	261			199	
Maintenance, Lead HS	261		1	199	
Alternative Campus					
Head Custodian	261		21,500 sq. ft.: 1	162	
Custodian	261			162	

***Texas Association of School Boards square footage recommendation: 1 Custodian per 23,000 cleanable square footage.

Teacher Hiring Salary Schedule

Brownsville Independent School District

2026-2027 Teacher Hiring Salary Schedule

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

Brownsville Independent School District

2026-2027 Teacher Hiring Salary Schedule

Teaching Positions (Paid on the Teacher Scale)

Assistive Technology	Defensive/Offensive Coordinator
Athletic Coordinator (MS)	JROTC Instructor

Note:

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

Counselors

Brownsville Independent School District

2026-2027 Counselor Pay Plan

2026-2027 Counselor Pay Plan

Brownsville ISD

Title	Calendars
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Pay Grade 1	
Career Placement Officer	205
Counselor – At Risk	201, 205
Counselor – ES	196
Counselor – Gear Up	205
Counselor – Guidance & Counseling Dept.	220
Counselor – Migrant Dept.	205
Counselor – MS	201
Counselor – HS	205
Counselor – Special Ed Dept.	196
Counselor – Lead, Special Ed Dept	201

	Minimum	Midpoint	Maximum
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Daily	\$320.15	\$395.25	\$470.35
196 Days	\$62,749	\$77,469	\$92,189
201 Days	\$64,350	\$79,445	\$94,540
205 Days	\$65,631	\$81,026	\$96,422
220 Days	\$70,433	\$86,955	\$103,477

Administrator Educator Pay Plan

Brownsville Independent School District

2026-2027 Administrator Educator Pay Plan

2026-2027 Administrator Educator Pay Plan

Brownsville ISD

Title	Calendars
Pay Grade 1	
ABE Instructor	187

Pay Grade 3	
No current position	

Pay Grade 4	
Assistant Principal, Elementary	208
Dean of Instruction, Elementary	208
Specialist, Educational Technology	226

Pay Grade 5	
Assistant Principal, Academic Center	208
Assistant Principal, MS	208
Coordinator, Assessment/Research/Evaluation	226
Coordinator, CTE	226
Coordinator, Homeless Youth Project	226
Specialist, Bilingual/ESL	226
Specialist, Curriculum	226
Specialist, Early Childhood	226
Specialist, Language Arts	226
Specialist, Math	226
Specialist, Math PreK-12	226
Specialist, Physical Education	226
Specialist, Professional Development	226
Specialist, Curriculum At-Risk	226
Specialist, Science	226
Specialist, Social Studies	226

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

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

Daily	\$304.59	\$366.98	\$429.37
226 Days	\$68,837	\$82,937	\$97,038

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

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

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

Brownsville Independent School District

2026-2027 Administrator Educator Pay Plan

2026-2027 Administrator Educator Pay Plan cont'd

Brownsville ISD

Title	Calendars
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Pay Grade 7	
Director, Adult Education	226
Director, Federal Program	226
Director, Health Services	226
Director, Parent & Family Engagement	226
Principal, Elementary	210

Pay Grade 8	
Director, Assessment/Research/Evaluation	226
Director, Athletics	226
Director, Bilingual Education	226
Director, Career/Technology	226
Director, Fine Arts	226
Director, Guidance/Counseling	226
Director, Professional Development	226
Director, Pupil Services	226
Director, Special Services	226
Principal, Brownsville Academic Center (BAC)	226
Principal, MS	226

Pay Grade 9	
Executive Director, Curriculum (Elementary/Secondary)	226
Executive Director, Human Resources	226
Principal, Brownsville Early College High School	226
Principal, High School	226

Pay Grade 10	
Assistant Superintendent, Elementary	226
Assistant Superintendent, Secondary	226
Assistant Superintendent, Operations	226

	Minimum	Midpoint	Maximum
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Daily	\$407.00	\$490.36	\$573.72
210 Days	\$85,470	\$102,976	\$120,481
226 Days	\$91,982	\$110,821	\$129,661

Daily	\$439.56	\$529.59	\$619.62
226 Days	\$99,341	\$119,687	\$140,034

Daily	\$479.12	\$577.25	\$675.38
226 Days	\$108,281	\$130,459	\$152,636

Daily	\$637.22	\$767.74	\$898.26
226 Days	\$144,012	\$173,509	\$203,007

Administrator Business Management Pay Plan

Brownsville Independent School District

2026-2027 Administrator Business Management Pay Plan

2026-2027 Administrator Business Management Pay Plan

Brownsville ISD

Title	Calendars
Pay Grade 1	
Coordinator, 21 st Century CCLC*	226
Coordinator, GEAR UP	205
Specialist, Family Engagement 21 st Century CCLC*	226

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

Pay Grade 3	
Accountant	226
Internal Auditor	226
Supervisor, Food & Nutrition Services	226

Pay Grade 4	
Coordinator, Grant	226
Coordinator, Warehouse/Textbooks/Fixed Assets	226

Pay Grade 5	
Coordinator, Finance	226
Coordinator, Human Resources	226
Coordinator, Support Programs	226
Manager, Compensation	226
Manager, Facilities/Maintenance	226

Pay Grade 6	
Assistant Director, Food & Nutrition Services - Finance	226
Assistant Director, Food & Nutrition Services - Nutrition Services, Procurement & Distribution	226
Assistant Director, Food & Nutrition Services - Operations	226
Assistant Director, Transportation	226
Director, ITV Studio	226
Manager, Warehouse & Textbooks	226

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

Daily	\$260.04	\$313.30	\$366.56
226 Days	\$58,769	\$70,806	\$82,843

Daily	\$276.94	\$333.66	\$390.38
226 Days	\$62,588	\$75,407	\$88,226

Daily	\$306.01	\$368.69	\$431.37
226 Days	\$69,158	\$83,324	\$97,490

Daily	\$344.91	\$415.55	\$486.19
226 Days	\$77,950	\$93,914	\$109,879

Daily	\$387.17	\$466.47	\$545.77
226 Days	\$87,500	\$105,422	\$123,344

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

Brownsville Independent School District

2026-2027 Administrator Business Management Pay Plan

2026-2027 Administrator Business Management Pay Plan Cont'd

Brownsville ISD

Title	Calendars
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Pay Grade 7	
Director, Employee Benefits/Risk Management	226
Director, Finance/Business Manager	226
Director, Food & Nutrition Services	226
Director, Internal Audit	226
Director, Human Resources	226
Director, Facilities/Maintenance	226
Director, PEIMS	226
Director, Public Relations & Community Engagement	226
Director, Procurement Services	226
Director, Records/Sustainability	226
Director, Support Programs	226
Director, Transportation	226

Pay Grade 8	
Assistant Superintendent, Administration & Finance	226
Staff Attorney	226

	Minimum	Midpoint	Maximum
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Daily	\$463.41	\$558.32	\$653.23
226 Days	104,731	\$126,180	\$147,630

Daily	\$676.57	\$815.15	\$953.73
226 Days	\$152,905	\$184,224	\$215,543

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

Professional Instructional Support Pay Plan

Brownsville Independent School District

2026-2027 Professional Instructional Support Pay Plan

Title	Calendars
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Pay Grade 1	
Assistant Director, Childcare	226

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

Pay Grade 3	
Behavior Specialist	187, 226
Coordinator, Testing	187, 213
Librarian	196

Pay Grade 4	
Instructional Coach, Elementary	208
Lead Teacher, Adult Education	205
Lead Teacher, Bilingual Education	215
Lead Teacher, Dyslexia	215
Lead Teacher, Educational Technology	203
Lead Teacher, Advanced Academics	205
Elementary/Secondary Music Advisor	205
Instrumental Music Advisor	226
Visual Arts Advisor	217

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

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

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

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

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

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

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

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

JROTC SALARY FORMULA

Brownsville Independent School District

2026-2027 JROTC Salary Formula

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.

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.

Technology Pay Plan

Brownsville Independent School District

2026-2027 Technology Pay Plan

2026-2027 Technology Pay Plan

Brownsville ISD

Title	Calendars
Pay Grade 1	
Help Desk Clerk	226

Pay Grade 2	
Computer Technician	226

Pay Grade 3	
Computer Technician, Lead FNS	226
Media Center Electronics Technician	226
Security Camera Technician	261

Pay Grade 4	
Computer/Network Technician	226
Computer/Network Technician, PEIMS	226
Computer System Operation	226
Computer System Operation, PEIMS	226
Cyber Security Specialist	226
Exchange Administrator	226
Mobile Device Management Specialist	226
Network Specialist	226
Website Designer	226

Pay Grade 5	
Systems Programmer/Analyst	226

Pay Grade 6	
Network Administrator	226
Management Information System Specialist/Programmer	226

Pay Grade 7	
Assistant Director, Technology Services	226

Pay Grade 8	
Director, Technology Services	226

	Minimum	Midpoint	Maximum
Hourly	\$16.50	\$20.00	\$23.50
226 Days	\$29,832	\$36,160	\$42,488

Hourly	\$19.25	\$23.33	\$27.41
226 Days	\$34,804	\$42,181	\$49,557

Hourly	\$22.50	\$27.27	\$32.04
226 Days	\$40,680	\$49,304	\$57,928
261 Days	\$46,980	\$56,940	\$66,900

Daily	\$212.00	\$256.96	\$301.92
226 Days	\$47,912	\$58,073	\$68,234

Daily	\$268.60	\$325.57	\$382.54
226 Days	\$60,704	\$73,579	\$86,454

Daily	\$325.00	\$393.94	\$462.88
226 Days	\$73,450	\$89,030	\$104,611

Daily	\$408.72	\$492.43	\$576.14
226 Days	\$92,371	\$111,289	\$130,208

Daily	\$486.99	\$586.73	\$686.47
226 Days	\$110,060	\$132,601	\$155,142

Police & Security Pay Plan

Brownsville Independent School District

2026-2027 Police & Security Pay Plan

2026-2027 Police & Security Pay Plan

Brownsville ISD

Title		Calendars		Minimum	Midpoint	Maximum
Pay Grade 1			Hourly	\$15.35	\$17.85	\$20.35
Security Officer		261	261 Days	\$32,051	\$37,271	\$42,491
Pay Grade 2			Hourly	\$17.70	\$21.59	\$25.48
Dispatcher Communication Officer		261	261 Days	\$36,958	\$45,080	\$53,202
Pay Grade 3			Hourly	\$19.49	\$23.76	\$28.03
Communication Supervisor		261	261 Days	\$40,695	\$49,611	\$58,527
Security Officer, Lead		261				
Pay Grade 4			Hourly	\$22.25	\$27.13	\$32.01
Police Officer		261	261 Days	\$46,458	\$56,647	\$66,837
Pay Grade 5			Hourly	\$24.65	\$30.05	\$35.45
Vacant			261 Days	\$51,469	\$62,744	\$74,020
Pay Grade 6			Daily	\$28.35	\$34.58	\$40.81
Sergeant		261	261 Days	\$59,195	\$72,203	\$85,211
Pay Grade 7			Daily	\$280.15	\$341.65	\$403.15
Commander		261	226 Days	\$63,314	\$77,213	\$91,112
Coordinator, Emergency Management		226	261 Days	\$73,119	\$89,171	\$105,222
Pay Grade 8			Daily	\$491.64	\$599.56	\$707.48
Chief of Police/Security Services		226	226 Days	\$111,111	\$135,501	\$159,890

Clerical Administrative Pay Plan

Brownsville Independent School District

2026-2027 Clerical Administrative Pay Plan

2026-2027 Clerical Administrative Pay Plan

Brownsville ISD

Title	Calendars
Pay Grade 1	
Hall Monitor	187

Pay Grade 2	
Attendance/Clerical Assistant, ES, MS, Alternative	187
Attendance/Clerical Assistant HS	192
Clerical Assistant II	220, 226
Health Aide I	187
Receptionist/Clerk, Bilingual	226
Receptionist/Clerk, Campus	187
Receptionist/Clerk, FNS	226
Receptionist/Clerk, Maintenance	261
Receptionist/Clerk, Parent Center	187
Receptionist/Clerk, Special Services	226
Receptionist/Clerk, Warehouse/Textbooks	226

Pay Grade 3	
Attendance Liaison	226
Clerk, Adult Education	187, 226
Clerk, Aquatic Center	226
Clerk, Migrant Recruiter	202
Clerk, Parental Involvement	202
Clerk, Special Services	202
Clerk, Transportation	226
Data Clerk	226
Data Clerk, Migrant Program	226
Data Clerk, Transportation	226
Health Aide II	187
Mail Clerk, Public Information	226
Parent Liaison	187, 202

Pay Grade 4	
Assistant Registrar/Records, HS	220
Clerk, FNS	198
Clerk, Purchasing	226
Clerk, Purchasing FNS	226
Clerk, Warehouse/Textbooks	226
Data Management Clerk, Academic Center	217
Data Management Clerk, Computer Services	226
Data/Records Management Clerk, ES	210
Data Management Clerk, Homeless Youth Project	226

	Minimum	Midpoint	Maximum
Hourly	\$15.00	\$17.50	\$20.00
187 Days	\$22,440	\$26,180	\$29,920

Hourly	\$15.30	\$18.70	\$22.10
187 Days	\$22,889	\$27,975	\$33,062
192 Days	\$23,501	\$28,723	\$33,946
220 Days	\$26,928	\$32,912	\$38,896
226 Days	\$27,662	\$33,810	\$39,957
261 Days	\$31,946	\$39,046	\$46,145

Hourly	\$15.75	\$19.44	\$23.13
187 Days	\$23,562	\$29,082	\$34,602
202 Days	\$25,452	\$31,415	\$37,378
226 Days	\$28,476	\$35,148	\$41,819

Hourly	\$16.40	\$20.25	\$24.10
192 Days	\$25,190	\$31,104	\$37,018
198 Days	\$25,978	\$32,076	\$38,174
202 Days	\$26,502	\$32,724	\$38,946
210 Days	\$27,552	\$34,020	\$40,488
217 Days	\$28,470	\$35,154	\$41,838
220 Days	\$28,864	\$35,640	\$42,416
226 Days	\$29,651	\$36,612	\$43,573
261 Days	\$34,243	\$42,282	\$50,321

Brownsville Independent School District

2026-2027 Clerical Administrative Pay Plan

2026-2027 Clerical Administrative Pay Plan Cont'd

Brownsville ISD

Title	Calendars
Pay Grade 4 cont'd	
Data Management Clerk, MS/HS	217
Data Management Clerk, Maintenance	261
Data Management Clerk, Migrant	226
Data Management Clerk, NGS*	202
Data Management Clerk, Pupil Services	226
Data Management Clerk, Research/Evaluation	220
Inventory Clerk, Maintenance	261
Inventory Clerk, Warehouse/Textbooks	261
Lead Clerk, Mail Room Public Information	226
Parts Room Clerk, FNS	261
Parts Room Clerk, Transportation	261
Photographer/Social Media, Communications	226
Planner, Special Events, Communications	226
Receptionist, District	226
Records Clerk, MS	192
Records Management Clerk, FNS	226

	Minimum	Midpoint	Maximum
Hourly	\$16.40	\$20.25	\$24.10
192 Days	\$25,190	\$31,104	\$37,018
198 Days	\$25,978	\$32,076	\$38,174
202 Days	\$26,502	\$32,724	\$38,946
210 Days	\$27,552	\$34,020	\$40,488
217 Days	\$28,470	\$35,154	\$41,838
220 Days	\$28,864	\$35,640	\$42,416
226 Days	\$29,651	\$36,612	\$43,573
261 Days	\$34,243	\$42,282	\$50,321

*NGS = New Generation System

Pay Grade 5	
Disciplinarian, Transportation	226
Fixed Assets Clerk, Warehouse/Textbooks	226
Fixed Assets Clerk, FNS	226
Secretary, Adult Education	226
Secretary, Advanced Academics	226
Secretary, Aquatic Center	226
Secretary, Athletics	226
Secretary, Bilingual Department	226
Secretary, Curriculum Department	226
Secretary, Fine Arts	226
Secretary, Grants Department	226
Secretary, Guidance & Counseling	226
Secretary, Homeless Youth Project	226
Secretary, ITV Studio	226
Secretary, Media Center	226
Secretary, Migrant	226
Secretary, Police/Security	226
Secretary, Pupil Services	226
Secretary, RtI/504	226
Secretary, Special Services	202/ (1) 226
Secretary, Staffing FNS	226

Hourly	\$17.20	\$21.23	\$25.26
202 Days	\$27,795	\$34,308	\$40,820
226 Days	\$31,098	\$38,384	\$45,670

Brownsville Independent School District

2026-2027 Clerical Administrative Pay Plan

2026-2027 Clerical Administrative Pay Plan Cont'd

Brownsville ISD

Title	Calendars
Pay Grade 5 cont'd	
Secretary, State Comp	226
Secretary, Technology	226
Technician, ITV Studio	226
Trainer, CPR	202

Pay Grade 6	
Accounting Clerk, Maintenance	261
Accounting Clerk, Transportation	226
Accounting Clerk, Support Programs	226
Bookkeeper	202
Employee Benefits Clerk	226
Principal Secretary, ES	210
Principal Secretary, MS	217
Principal Secretary, HS Alternative	226
Registrar, HS	226

Pay Grade 7	
Accounting Clerk	226
Admin Asst, Advanced Academics	226
Admin Asst, Athletics	226
Admin Asst, Bilingual	226
Admin Asst, Communications/Public Information	226
Admin Asst, CTE	226
Admin Asst, Curriculum Department	226
Admin Asst, Employee Benefits	226
Admin Asst, Facilities	226
Admin Asst, Finance	226
Admin Asst, Fine Arts	226
Admin Asst, Food Nutrition Services	226
Admin Asst, Guidance & Counseling	226
Admin Asst, Health Services	226
Admin Asst, Human Resources	226
Admin Asst, Internal Auditor	226
Admin Asst, Maintenance	226
Admin Asst, Media Center	226
Admin Asst, Police/Security	261
Admin Asst, Professional Development	226
Admin Asst, Pupil Services	226

	Minimum	Midpoint	Maximum
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Hourly	\$17.20	\$21.23	\$25.26
202 Days	\$27,795	\$34,308	\$40,820
226 Days	\$31,098	\$38,384	\$45,670

Hourly	\$18.00	\$22.22	\$26.44
202 Days	\$29,088	\$35,908	\$42,727
210 Days	\$30,240	\$37,330	\$44,419
217 Days	\$31,248	\$38,574	\$45,900
226 Days	\$32,544	\$40,174	\$47,804
261 Days	\$37,854	\$46,395	\$55,207

Hourly	\$19.25	\$23.76	\$28.27
226 Days	\$34,804	\$42,958	\$51,112
261 Days	\$40,194	\$49,611	\$59,028

Brownsville Independent School District

2026-2027 Clerical Administrative Pay Plan

2026-2027 Clerical Administrative Pay Plan Cont'd

Brownsville ISD

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

Pay Grade 8	
Admin Assoc, Assistant Superintendent	226
Admin Assoc, Human Resource Officer	226
Admin Assoc, Operations Officer	226
Accounting Clerk, Lead	226
Buyer, Senior	226
Paralegal	226
Payroll Clerk, Sr.	226
Specialist, District Travel	226
Specialist, Human Resource	226

Pay Grade 10	
Executive Asst, Superintendent	226

Pay Grade 11	
Executive Asst, Board of Trustees	226
Specialist, PEIMS	226

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

Hourly	\$21.25	\$26.23	\$31.21
226 Days	\$38,420	\$47,424	\$56,428

Hourly	\$27.45	\$33.89	\$40.33
226 Days	\$49,630	\$61,273	\$72,917

Hourly	\$31.50	\$38.65	\$45.80
226 Days	\$56,952	\$69,879	\$82,806

Instructional Support Pay Plan

Brownsville Independent School District

2026-2027 Instructional Support Pay Plan

2026-2027 Instructional Support Pay Plan

Brownsville ISD

Title	Calendars
Pay Grade 1	
No current position	187

	Minimum	Midpoint	Maximum
Hourly	\$13.75	\$16.75	\$19.75
187 Days	\$20,570	\$25,058	\$29,546

Pay Grade 2	
ADA/504 Assistant	187
Day Care Aide	187
Early Head Start Day Care Aide	226
Instructional Aide, Federal Program	187
Lifeguard	226
P.E. Aide	187
Pre-K Aide	187
Kinder Aide	187
Swim Instructor	226
Teacher Aide, St Comp	187
Teacher Aide, Title I	187
Teacher Aide, 3-Year Old	187

Hourly	\$15.70	\$19.15	\$22.60
187 Days	\$23,487	\$28,648	\$33,810
226 Days	\$28,386	\$34,623	\$40,861

Pay Grade 3	
Sped Aide, Brailist	187
CTE, Career Resource Lab Aide	202
Computer Aide, Federal Programs	187
ESL/LPAC Instructional Aide	197
Library Aide	187
Lifeguard, Lead	226
Sped Aide, Inclusion/CM/Resource	187

Hourly	\$16.50	\$20.12	\$23.74
187 Days	\$24,684	\$30,100	\$35,515
197 Days	\$26,004	\$31,709	\$37,414
202 Days	\$26,664	\$32,514	\$38,364
226 Days	\$29,832	\$36,377	\$42,922

Pay Grade 4	
Sped Aide, Communication Assistant	187
Sped Aide, BI	187
Sped Aide, CBVI	187
Swim Instructor, Lead	226

Hourly	\$17.00	\$20.73	\$24.46
187 Days	\$25,432	\$31,012	\$36,592
226 Days	\$30,736	\$37,480	\$44,224

Pay Grade 5	
BAC Drill Instructor	207
Sped Aide, Deaf Ed, ECSE	187
Sped Aide, ECSE	187
Sped Aide, Lifeskills	187
Sped Aide, One to One	187
Sped Aide, Structure for Life	187

Hourly	\$17.50	\$21.34	\$25.18
187 Days	\$26,180	\$31,925	\$37,669
207 Days	\$28,980	\$35,339	\$41,698

Pay Grade 6	
BAC Drill Instructor, Senior	218

Hourly	\$18.50	\$22.56	\$26.62
218 Days	\$32,264	\$39,345	\$46,425

Brownsville Independent School District

2026-2027 Instructional Support Pay Plan

Pay Grade 7		Hourly	\$21.00	\$25.61	\$30.22
LVN	187	187 Days	\$31,416	\$38,313	\$45,209
Mariachi Assistant	187				
Pay Grade 8		Hourly	\$23.55	\$28.54	\$33.53
Sped, Certified Interpreter	187	187 Days	\$35,231	\$42,696	\$50,161
Pay Grade 9		Hourly	\$26.95	\$32.67	\$38.39
Physical Therapist Assistant	187	187 Days	\$40,317	\$48,874	\$57,431

NOTE: Sped Aide, Communication Assistants and Interpreters may need to work additional days after their last employment day of the school year due to graduation and co-curricular, summer school and Jump STAART activities. The additional days will adhere to the Fair Labor Standards Act and the board approved employee compensation plan.

Manual Trades Pay Plan

Brownsville Independent School District

2026-2027 Manual Trades Pay Plan

2026-2027 Manual Trades Pay Plan

Brownsville ISD

Title	Calendars
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Pay Grade 2	
Bus Monitor	198
Custodian	261
Custodian, FNS	198, 261
FNS Worker	198
Assistant, A/C & EMS	261
Assistant, Electrician	261
Assistant, Intercom Technician	261
Assistant, Masonry	261
Assistant, Painter	261
Assistant, Plumber	261
Assistant, Print Shop	226
Assistant, Welder	261

Pay Grade 3	
A/C Filter Changer	261
Certified Pool Operator (CPO)	261
Coordinator, Bus Monitor	226
Custodian, Head Administration	261
Custodian, Head (District)	261
Custodian, Head ES	261
Custodian, Head MS	261
Delivery Driver, Warehouse	261
Groundskeeper	261
Print Shop Operator	226
Printer	226
Property Control Clerk	261
Receiving & Distribution Clerk, WH/Textbooks	261
Tractor Driver	261
Warehouse Clerk, Maintenance	261
Warehouse Worker	261
Warehouse Worker, FNS	261

Pay Grade 4	
Custodian, Head HS	261
Fence Worker	261
General Maintenance Worker	261
Glazier	261
Intercom Technician	261
ITV Production Technician II	226
Mason	261

	Minimum	Midpoint	Maximum
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Hourly	\$15.00	\$17.65	\$20.30
198 Days	\$23,760	\$27,958	\$32,155
226 Days	\$27,120	\$31,911	\$36,702
261 Days	\$31,320	\$36,853	\$42,386

Hourly	\$15.50	\$18.80	\$22.10
226 Days	\$28,024	\$33,990	\$39,957
261 Days	\$32,364	\$39,254	\$46,145

Hourly	\$16.50	\$20.24	\$23.98
226 Days	\$29,832	\$36,594	\$43,356
261 Days	\$34,452	\$42,261	\$50,070

Brownsville Independent School District

2026-2027 Manual Trades Pay Plan

2026-2027 Manual Trades Pay Plan cont'd

Brownsville ISD

Title	Calendars
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Pay Grade 4 cont'd	
Painter	261
Truck Driver	261
Truck Driver, FNS	261
Truck Operator, Brush/Recycle	261
Warehouse/Textbooks, Lead	261
Warehouse/Worker, Lead FNS	261

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

Pay Grade 6	
A/C & EMS Technician	261
Carpenter, Lead	261
Dispatcher, Head, Transportation	261
Electrician	261
Fire Alarm Technician	261
Fixed Assets, Lead	261
FNS Manager, HS	200
FNS Cafeteria Manager ES, MS	200
Plumber	261
FNS, Technician – Refrigeration & Equipment Repair	261
Supervisor, Custodial Services	261
Vehicle Mechanic	261

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

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

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

Brownsville Independent School District

2026-2027 Manual Trades Pay Plan

2026-2027 Manual Trades Pay Plan cont'd

Brownsville ISD

Title	Calendars
Pay Grade 7	
A/C & EMS Technician, Lead	261
ADA Worker, Lead	261
Construction Inspector	261
Coordinator, Drafting & Plans	226
Electrician, Lead	261
ITV Chief Editor	226
Plumber, Lead	261
Supervisor, Warehouse	261
Supervisor, Warehouse FNS	261
Supervisor, Warehouse Maintenance	261

	Minimum	Midpoint	Maximum
Hourly	\$21.00	\$25.76	\$30.52
226 Days	\$37,968	\$46,574	\$55,180
261 Days	\$43,848	\$53,787	\$63,726

Pay Grade 8	
Foreman, A/C Mechanical	261
Foreman, Athletic Crew	261
Foreman, Maintenance	261
Foreman, Operations	261
Foreman, Shop	261
Supervisor, Refrigeration & Equipment Repair FNS	261

Hourly	\$23.75	\$29.15	\$34.55
261 Days	\$49,590	\$60,865	\$72,140

Pay Grade 9	
A/C & EMS Programmer	261
Field Supervisor, FNS	226
Supervisor, Maintenance	261
Supervisor, Operations/Stadium	261

Hourly	\$27.50	\$33.74	\$39.98
226 Days	\$49,720	\$61,002	\$72,284
261 Days	\$57,420	\$70,449	\$83,478

BD	
Bus Driver	198

Hourly	\$17.50	\$21.21	\$24.92
198 Days	\$27,720	\$33,597	\$39,473

BDT	
Driver Trainer	226

Hourly	\$18.35	\$22.24	\$26.13
226 Days	\$33,177	\$40,210	\$47,243

Substitute Teacher Pay Scale

Brownsville Independent School District

2026-2027 Substitute Teacher & Substitute Administrator Pay Scale

Description	Daily Rate
Non-Degreed	\$100.00
Degreed	\$125.00
Certified	\$150.00
Administrator (as approved by Superintendent)	\$160.00

Non-Degreed: Minimum 48 college hours.

Degreed: Bachelor's Degree or higher.

Certified: Teacher Certification.

Administrator: Administrator Certification.

Supplemental (Stipend) Pay

Brownsville Independent School District

2026-2027 Supplemental Duty Pay for Teacher, Head Counselor and Special Education

Teacher and Head Counselor		Stipend
* Secondary Math		\$3,500
* Secondary Science, Social Studies, Reading, English Certifications		\$2,500
* Secondary Science & Social Studies Composite		\$2,500
** Head Counselor (schools with 4 + counselors only)		\$2,000
Brownsville Academic Center: Performance Training Program Teacher		\$3,500
Pre-K 3 Year Old Program		\$1,200
Dual Enrollment Teacher	1 course	\$ 500 per semester
	2 courses	\$1,000 per semester
	3 courses	\$1,500 per semester
	4+ courses	\$2,000 per semester
Special Education		Stipend
• Inclusion		\$2,500
• Resource		\$4,500
• Lifeskills		\$5,500
• Structure for Life (SFL)/Early Childhood Special Education (ECSE)		\$5,500
• Adaptive Physical Education		\$4,500
• Behavioral Intervention		\$5,000
• Behavioral Specialist		\$5,500
• Deaf & Hard of Hearing		\$6,250
• Visually Impaired		\$6,250
• Assistive Technology		\$5,750
• Orientation & Mobility		\$6,250
• Counselor		\$3,000
• Dyslexia Certified Academic Language Practitioner (CALP)/Not Sped Certified		\$500
• Dyslexia Certified Academic Language Therapist (CALT)/Not Sped Certified		\$3,500
• Dyslexia Resource Teacher/Sped Certified & CALT/CALP Certified***		\$4,500
• Social Worker		\$2,500
• Speech Language Pathologist, Assistant		\$3,000
• Educational Diagnostician		\$5,000
• Audiologist w/ Doctorate Degree		\$7,000
• School Psychologist		\$6,250
• Occupational Therapist		\$6,250
• Occupational Therapist w/ Doctorate Degree		\$7,000
• Physical Therapist		\$6,250
• Physical Therapist w/ Doctorate Degree		\$7,000
• Speech Language Pathologist		\$6,250

* Prorated based on number of periods taught. Full stipend is 6 periods for Middle School and 5 periods for High School.

** Effective the 2018-19 school year, the Board approved a Head Counselors Stipend (schools w/ 4+ counselors only). The campus must have 4 counselors excluding the Head Counselor, to be eligible for the stipend. If the Head Counselor is included in the count of 4, they do not qualify. Counselors will only be eligible for the Head Counselors Stipend, if applicable.

*** Resource Dyslexia Teacher will be case managers with Sped folders assigned along with Sped duties and responsibilities.

Special Note:

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

Brownsville Independent School District

2026-2027 Degree Salary Credit

Degree Salary Credit	Amount
* Bachelor's Degree + 15 Hours	\$ 500
Master's Degree (Non-Teaching Field)	\$1,500
Master's Degree (Teaching Field)	\$3,000
Doctorate Degree (Teaching Field)	\$3,750

* Effective the 2020-2021 school year, the Bachelor's plus 15 hours salary credit will be discontinued. Those currently receiving the stipend will be grandfathered.

NOTE: Refer to the 2026-2027 Qualifying Rules on Appendix B for eligibility requirements on Degree Salary Credit.

Brownsville Independent School District

2026-2027 Supplemental Duty Pay – Department Head

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
Advanced Placement	\$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
Up to 5 Special Education Teachers	\$750
6 + Special Education Teachers	\$1,000
All Schools	Stipend
LPAC Chairperson (Based on Student Enrollment)	1-200 EB's - \$ 600
	201-300 EB's - \$ 800
	301-400 EB's - \$1,000
	401-500 EB's - \$1,260
Teacher Mentor	\$500 per semester (up to \$1,000)

* (PK3 & PK4 will be combined)

Special Note:

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

Brownsville Independent School District

2026-2027 Supplemental Duty Pay – Bilingual/ESL

Grade Level	Stipend	Stipulations
Elementary **Bilingual/ESL Certified/Teacher assigned Emergent Bilinguals. **Special Education Bilingual Certified teachers of record (Lifeskills, SFL, ECSE, BI, and Resource teachers of record) -Elem ESL certification applies to teachers servicing ESL students at the Elementary level	PEIMS Snapshot determines stipend allocation. \$70.00 per identified student at a cap of \$1,260.00	Bilingual/ESL stipends at elementary level (PK4-5) will be based on: - Bilingual/ESL certification - PEIMS ELAR teacher responsible for meeting the linguistic needs of the Emergent Bilinguals - Stipend will be prorated upon change of position, reassignment, resignation or retirement from BISD (stipend is not transferable) - Stipend monthly disbursements are contingent upon the Bilingual Department's review and approval of Snapshot data and the employee remains the "ELAR Teacher of Record" servicing Emergent Bilinguals - Annually, trained in the Transitional Bilingual Early Exit Model - Twelve (12) CORE Sheltered Instruction within the first year of employment in BISD - Three (3) Sheltered Instruction ongoing credits renewed annually before PEIMS Snapshot
Elementary Certified teachers who are current BISD employees and obtain their Bilingual certification for the first time and have it added to their SBEC Transcript. Effective Date: July 1, 2022	\$500.00 one-time stipend (locally funded)	- SBEC transcript must show first time Bilingual certification effective date as of July 1, 2022 - Renewal of this SBEC certification is not eligible for the one-time \$500 stipend. -SBEC certification fee will be paid by the Human Resources Department
Secondary **ESL certified/teacher assigned to: - MS: ESL I, ESL II, Eng 6 SL, Eng 7 SL or Eng 8 SL students. - HS: ESOL I, ESOL II, Eng 1 SL, Eng II SL, Eng III SL or Eng IV SL students - In lieu of an uncertified ESL/English Teacher, a Reading/ESL certified teacher assigned to Emergent Bilinguals and PEIMS teacher of record/service may receive the stipend. **Special Education Bilingual or ESL Certified teachers of record	PEIMS Snapshot determines stipend allocation. \$70.00 per identified student at a cap of \$1,260.00	ESL stipends at Secondary level will be based on: - ELAR certification plus a Certification/in ESL PEIMS ELAR teacher responsible for meeting the linguistic needs of the Emergent Bilinguals - Stipend will be prorated upon change of position, reassignment, resignation or retirement from BISD (stipend is not transferable) - Stipend monthly disbursements are contingent upon the Bilingual Department's review and approval of PEIMS Snapshot data and the employee remains the "ELAR Teacher of Record" servicing Emergent Bilinguals - Annually, trained in the ESL Pull-out Model (or Content-Based Model) - Twelve (12) CORE Sheltered Instruction within the first year of employment in BISD - Three (3) Sheltered Instruction ongoing credits renewed annually before PEIMS Snapshot

Brownsville Independent School District

2026-2027 Supplemental Duty Pay – Bilingual/ESL

Grade Level	Stipend	Stipulations
Secondary Core Subject Teachers (ELAR, Math, Science and Social Studies, NON- ELECTIVE) who are current BISD employees and obtain their Bilingual or ESL certification for the first time and have it added to their SBEC Transcript. Effective Date: July 1, 2022	\$500.00 one-time stipend (locally funded)	- SBEC transcript must show first time Bilingual or ESL certification effective date as of July 1, 2022 - Renewal of this SBEC certification is not eligible for the one-time \$500 stipend. - SBEC certification fee will be paid by the Human Resources Department

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

Special Note:

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- 2) Supplemental duty assignments/recommendations must have written prior approval of the Superintendent or designee prior to implementation of program. Bilingual Stipend monthly disbursements are contingent upon the Bilingual Department's review and approval of PEIMS Snapshot data and the employee remains "ELAR Teacher of Record" servicing English Learners.
- 3) All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
- 4) Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
- 5) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.

Brownsville Independent School District

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

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

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

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

Special Note:

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

Brownsville Independent School District

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

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

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

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

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

Brownsville Independent School District

2026-2027 Supplemental Duty Pay – Coaching

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

Retired Coaches: Sport Stipend (will only work 19 hours per week) As per University Interscholastic League regulations school districts may hire retired coaches for coaching purposes only. BISD will consider employment of retired coaches as per University Interscholastic League regulations which stipulate retired coaches may be a head coach in only Golf, Tennis/Team Tennis, Swimming, Cross Country and Track & Field, and an assistant coach in the other sports. BISD will employ retired coaches as per stipend of respective sport. They will be paid the stipend assigned to the sport.

Brownsville Independent School District

2026-2027 Supplemental Duty Pay – UIL/Non-UIL

High School	Stipend
U.I.L. Campus Coordinator	\$2,350
U.I.L. Coaches/Sponsors (Up to 20)	\$1,600
One-Act Play (Varsity)	\$2,000
Practice Meets	\$100 per meet – limit to 8 meets
Middle School	Stipend
U.I.L. Campus Coordinator	\$1,600
U.I.L. Coaches/Sponsors (7): Zone Meet (to include one act play)	\$1,400
Elementary School Must attend the district meet	District Allocation / Stipend
U.I.L. Campus Facilitator (may coach only two events)	\$200
U.I.L. Division Organizer - District Meet (may not coach UIL activities nor coordinate UIL campus program)	\$1,200
U.I.L. Coaches/Sponsors (up to 12) – District Meet	\$300 (up to \$3,600 per school)
Non-UIL	Stipend
Mock Trial	
Coaches' Meeting	\$150
Student Clinic	\$150
District Meet	\$250
Regional Meet	<u>\$300</u>
Total	\$850

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4. Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
5. Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.
6. Fourth and Fifth Grade UIL Events: Art, Music Memory, Number Sense, Oral Reading, Writing and Spelling.

Brownsville Independent School District

2026-2027 Supplemental Duty Pay - Other

Assigned Supplemental Instructional/Other Duties	Stipend
Campus Tutorial/Extended School Year, Curriculum Writing, In-Home Parent Training, In-House Presenters	\$35 per hour
Supplemental Duty Instructional – Summer School/Jump STAART (SSI, Curriculum Writing, Regaining Credit, EOC only)	\$35 per hour
Supplemental Duty Instructional – Summer School (Enrichment and all other Teachers to include RN's and Counselors)	\$35 per hour
Academic Enrichment Activities (Wellness/Mental Health) ex: Elem. P.E. & Elem. Fine Arts, Ballroom Dancing, CTE	\$35 per hour
Supplemental Duty Campus Administrator(s) – Summer School/Jump STAART	\$35 per hour
College, Career, and Military Readiness Supplemental Duty	\$150 per day
High School	Stipend
Head Cheerleader Sponsor	\$4,700 /7 Days
Assistant Cheerleader Sponsor	\$3,300 /7 Days
Academic Decathlon (2 sponsors per campus)	\$700
Technology Support Teacher (One per campus)	\$1,200
Dual Enrollment	\$50.00/per hour 48 hours required
Journalism & Yearbook	\$2,000
Class Sponsor – Comprehensive Early College High Schools (up to 2 sponsors per class)	\$1,000
Greenpower USA Sponsor	\$1,000
Middle School	Stipend
Cheerleader Sponsor	\$1,900
Technology Support Teacher (One per campus)	\$1,200
Journalism & Yearbook	\$1,500
Coding Sponsor	\$1,000
Greenpower USA Sponsor	\$1,000
Elementary	Stipend
Technology Support Teacher	\$1,200
Coding Sponsor	\$1,000
Cheerleader Sponsor	\$750
District-wide Stipend	Stipend
Adult Education Director (Grant funded by federal funds through Texas Workforce Commission Adult Education and Family Literacy Act)	\$8,500
Head Chess Sponsor (5 Tournaments) – up to 2 sponsors	\$1,000
Assistant Head Chess Sponsor (5 Tournaments) 1 sponsor	\$800
Special Services Certified / Professional & Related Service Provider/Therapist/Assistant Therapists	\$35 per hour
Evaluation Compensation - Special Education evaluations completed during off duty time by District Assessment Personnel must be assigned through Special Services Administrator for afterschool, Saturday, and/or summer testing.	\$600 per evaluation
Staff Development Compensation – Only for Professionals on Teacher Hiring Schedule, inclusive of JROTC Instructors, Professional Instructional Support & Counselors – Minimum of 6 hours	\$150
Staff Development Compensation – Only for Professionals on Teacher Hiring Schedule, inclusive of JROTC Instructors, Professional Instructional Support & Counselors – Minimum of 3 hours	\$75
Personnel Pay (Other)	Stipend
FNS Registered Licensed Dietician	\$5,000
Classified Personnel: Incentive Pay for Associate's and Bachelor's Degree	
Classified employees who hold an Associate's Degree are entitled to a \$500.00 incentive. Classified employees who hold a Bachelor's Degree are entitled to a \$1,000.00 incentive. Incentives will be paid in two increments: the first increment in December and the second increment in May. (See Appendix A)	

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Brownsville Independent School District

2026-2027 Supplemental Duty Pay - Other

District-wide	Supplement
Classified Instructional/Support Staff - Summer School/Jump STAART	\$15 per hour
GEAR Up Tutors	\$12 per hour
LVN's (Summer School)	\$17 per hour
Student Workers	\$8.50 per hour
Destination/Imagination	
Instant Challenge Workshop (1 day).....	\$100
Regional Competition (1 day).....	\$150
State Competition (1 day).....	\$250
Global Finals (6 days).....	\$500
Total	\$1,000
Food and Nutrition Services/Transportation Extended hours for Summer Employment NOTE: Upon approval and contingent on funding, FNS staff will be compensated for any work performed outside of approved employment days this includes, but is not limited to, required training and special events.	Minimum \$15 per hour or their current hourly rate
Transportation General Maintenance Summer Employment	
Part time Temporary – Classified Employees	\$15 per hour
BISD Police Department	Supplement
Certification Pay:	
Intermediate	\$300
Advance	\$600
Masters	\$900
Education:	
Over 60 hours	\$300
Associate Degree	\$500
Bachelor's Degree	\$1,000
Master's Degree	\$1,500
Position:	
Training Coordinator	\$1,000
TCOLE Instructor	\$1,000
TCOLE Firearm Instructor	\$1,000
Investigator.....	\$1,000
Bus Drivers	Supplement
40 Hours	Weekly
Custodians	Supplement
Custodians: Custodian Elem/MS/HS, FNS Custodian Head, Head Administration Custodian, Head District Custodian, Head Custodian Elem/MS/HS, GYM Custodian, Department Custodian, Central Office, Custodian (All other Custodians not listed)	
Fall Semester.....	\$250
Spring Semester.....	\$250
Board Runners	Supplement
Fall Semester.....	\$250
Spring Semester.....	\$250

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

Brownsville Independent School District

2026-2027 Athletic Game Workers and Seasonal/PT Employees

Sport	Position	Hourly Rate
Varsity Football Games	Ticket Seller Supervisor	\$20
Sam Stadium	Ticket Seller	\$15
Veterans Memorial	Ticket Taker	\$15
Brownsville Sports Park	Ushers	\$15
	KBSD Camera	\$15
	Scoreboard Operator	\$20
	25-Second Clock	\$20
	Announcer	\$20
Football	Position	Hourly Rate
at the High School	Scoreboard	\$12
	Ticket Seller	\$12
at the Middle School	Scoreboard	\$12
	Ticket Seller	\$12
Volleyball	Position	Hourly Rate
at the High School	Scoreboard	\$12
	Scorebook	\$12
	Ticket Seller	\$12
at the Middle School	Scoreboard	\$12
	Scorebook	\$12
	Ticket Seller	\$12
Basketball	Position	Hourly Rate
at the High School	Scoreboard	\$12
	Scorebook	\$12
	Ticket Seller	\$12
at the Middle School	Scoreboard	\$12
	Scorebook	\$12
	Ticket Seller	\$12
Soccer	Position	Hourly Rate
at the High School	Scoreboard	\$12
	Ticket Seller	\$12
at the Middle School	Scoreboard	\$12
	Ticket Seller	\$12
Softball	Position	Hourly Rate
at the High School	Scoreboard/Scorebook	\$12
	Ticket Seller	\$12
at the Middle Schools	Scoreboard/Scorebook	\$12
	Ticket Seller	\$12
Baseball	Position	Hourly Rate
at the High School	Scoreboard/Announcer	\$12
	Scorebook/Pitch Counter	\$12
	Ticket Seller	\$12
Power Lifting Meets	Position	Hourly Rate
at the High School	Ticket Seller - City Meet	\$12
	Ticket Seller – Invitational	\$12

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4. Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
5. Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.

Brownsville Independent School District

Cohort D Teacher Incentive Allotment (TIA) Designated Stipends

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

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

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

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

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

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

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

Brownsville Independent School District

Cohort D **Teacher Incentive Allotment (TIA)** **National Board Certified Teacher** **Stipends**

As part of House Bill 3, the Teacher Incentive Allotment (TIA) includes a provision allowing school districts to reimburse teachers for out-of-pocket certification fees paid by National Board Certified Teachers (NBCTs) to the National Board for Professional Teaching Standards (NBPTS).

BISD employees who achieved National Board Certification, renewal, or maintenance of certification.

Reimbursement amounts are capped as follows:

- Initial Certification: Up to \$1,900
- Renewal: Up to \$1,250
- Maintenance of Certification (MOC): Up to \$495

Eligible employees must submit documentation verifying their certification status and the amount of fees related to certification paid to the National Board for Professional Teaching Standards (NBPTS). Using TIA district funds, BISD will reimburse employees for eligible certification-related expenses and subsequently request reimbursement from the Texas Education Agency through the TIA process.

NOTE TO EMPLOYEES: To request reimbursement, the employee should contact the TIA Coordinator(s) at the Human Resources Department and provide the following:

- Proof of National Board Certification achievement (initial, renewal, or MOC)
- Documentation of payment (receipts or NBPTS statements)
- The year in which certification, renewal, or MOC was completed
- Total amount of out-of-pocket expenses paid related to NBCT certification

Appendix

Brownsville Independent School District

APPENDIX A

2026-2027 Qualifying Rules – Classified Employees for Degree Salary Credit

Associate's or Bachelor's

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.

Brownsville Independent School District

APPENDIX B

2026-2027 Qualifying Rules – Degree Salary Credit

Teacher Master's/Doctorate

1. The Master's degree from an accredited university must be in an approved teaching field and the teacher must be eligible to teach the subject to be eligible for the Master's Degree Salary Credit in the amount of \$3,000.00.
2. The Doctorate degree from an accredited university must be in an approved teaching field and the teacher must be eligible to teach the subject to be eligible for the Doctorate Degree Salary Credit for an additional \$750.00.
3. An employee who has a Master's degree from an accredited university in a non-teaching field may be eligible to receive the Salary Credit in the amount of \$1,500.00.
4. Examples of non-teaching fields: Educational Leadership, Administration, Supervision, Counseling, School Librarian, Curriculum & Instruction and any other not approved by the Human Resources Department.
5. The Salary Credit Enrollment period is July 1st to September 30th of each school year.
6. Employees are responsible for submitting a Salary Credit Enrollment form which will be provided at the Human Resources Department.
7. An official transcript with degree notation must be on file with the Human Resources Department prior to the closing of the enrollment period.

Note: Only employees paid on the Teacher Hiring Salary Schedule are eligible to apply under the qualifying rules.