



Brownsville Independent School District

Agenda Category: General Function Board of Education Meeting: 08/04/26

Item Title: 2026-2027 Revised Employee Compensation Plan X Action
Information
Discussion

BACKGROUND:

Recommend to revise the 2026-2027 Employee Compensation Plan pages 12 and 15.

FISCAL IMPLICATIONS:

2026-2027 District Budget

RECOMMENDATION:

Recommend approval to revise pages 12 and 15 of the 2026-2027 Employee Compensation Plan.

Maricela Franco
Submitted by: Director

A handwritten signature in blue ink, appearing to read 'Maricela Franco'.

Approved for Submission to Board of Education:

Maricela Zarate-Puente

Recommended by: Executive Director,
Human Resources

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Rosario Peña, RTSBA

Approved by: Assistant Superintendent,
Administration & Finance

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Dr. Timothy E. Cuff
Superintendent

When Necessary, Additional Background May Follow This.

**Brownsville Independent School District
Human Resources Department**



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

Annotations are shown as follows:

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

Brownsville Independent School District

2026-2027 Administrator Educator Pay Plan

2026-2027 Administrator Educator Pay Plan cont'd

Brownsville ISD

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

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

Pay Grade 8	
Director, Assessment/Research/Evaluation/ School Improvement (Title Change)	226
Director, Athletics	226
Director, Bilingual Education	226
Director, Career/Technology Career & Technical Education (CTE) – Elementary/Middle School (Title Change)	226
Director, Career & Technical Education (CTE) – High School (Add)	226
Director, Fine Arts	226
Director, Guidance/Counseling	226
Director, Professional Development	226
Director, Pupil Services	226
Director, Special Services/ 504/RtI (Title Change)	226
Principal, Brownsville Academic Center (BAC)	226
Principal, MS	226

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

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

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

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

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

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 (Reclassify to Pay Grade 4)	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
Speech Language Pathologist, Intern (Add)	187
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