Supplemental (Stipend) Pay

Brownsville Independent School District

2023-2024 Supplemental Duty Pay for Teacher, Librarian, Head Counselor

Teacher, Nurse, Librarian, 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
Librarian Learning Resource Endorsement		$2,000
Librarian Learning Resource Specialist		$4,500
School Librarian		$4,500
Brownsville Academic Center: Performance Training Program Teacher		$3,500
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
Dyslexia/504: Certified Academic Language Therapist		$3,500
Certified Academic Language Practitioner		$500
Special Education ~~(All Levels):~~		~~$2,500~~
• Inclusion		$2,500
• Resource		$4,500
• Lifeskills		~~$3,000~~ $5,500
• SFL/ECSE		~~$2,500~~ $5,500
• Adaptive Physical Education		~~$2,000~~ $4,500
• Behavioral Intervention		~~$2,500~~ $5,000
• Behavioral Specialist		~~$2,500~~ $5,500
• Deaf & Hard of Hearing		~~$3,750~~ $6,250
• Visually Impaired		~~$3,750~~ $6,250
• Assistive Technology		~~$3,250~~ $5,750
• Orientation & Mobility		~~$3,750~~ $6,250
• Counselor		$2,500
Pre-K 3 Year Old Program		$1,200

* 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.

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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) 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.

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Brownsville Independent School District

2023-2024 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	$3,750

Note:

* 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. Refer to the 2022-2023 Qualifying Rules on Appendix B.

Brownsville Independent School District

2023-2024 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)

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Brownsville Independent School District

2023-2024 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)	PEIMS Snapshot determines stipend allocation. $70.00 per identified student at a cap of $1,260.00	Bilingual/ESL stipends at elementary level (PK-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 PEIMS Snapshot data and the employee remains the "ELAR Teacher of Record" servicing Emergent Bilinguals Annually, trained in the Transitional Bilingual Early Exit Model Sheltered Instruction Twelve (12) CORE Sheltered Instruction (Lifetime credit 8 Components) Three (3) Sheltered Instruction ongoing credits renewed annually
Elementary NON-Bilingual certified teachers who obtain their Bilingual certification and have it added to their SBEC Transcript. Effective Date: July 1, 2022	$500.00 one-time stipend	SBEC transcript must show Bilingual certification effective date as of July 1, 2022
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. Teachers can obtain either the original stipend or the performance-based module compensation, but not both.	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 Three (3) Sheltered Instruction ongoing credits renewed annually

Brownsville Independent School District

2023-2024 Supplemental Duty Pay – Bilingual/ESL

Grade Level	Stipend	Stipulations
Special Education Bilingual or ESL Certified teachers of record Secondary NON- ELAR, CORE teachers (Math, Science, Social Studies) who service Emergent Bilinguals If both ESL/ESOL teacher and Reading Teacher are certified appropriately, the Reading/ESL certified teachers assigned to Emergent Bilinguals and PEIMS teacher of record/service will receive the compensation by working online PB modules at a rate of $75.00 per completed module at a cap of $600.00.	Teachers will work on and be compensated for online PB modules at a rate of $75.00 per completed module at a cap of $600.00	ESL compensation at Secondary level will be based on: Certification in ESL. Scheduled disbursements contingent upon Bilingual Department Review. Annually, trained in the ESL Pull-out Model or Content-Based Model. Three (3) Sheltered Instruction maintenance credits renewed annually Twelve (12) CORE Sheltered Instruction credits (Lifetime)
Secondary Core Subject Teachers (ELAR, Math, Science and Social Studies, NON-ELECTIVE) who obtain their Bilingual or ESL certification and have it added to their SBEC Transcript. Effective Date: July 1, 2022	$500.00 one-time stipend	SBEC transcript must show Bilingual certification effective date as of July 1, 2022.

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

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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.
6) If both teachers are certified appropriately, the Reading/ESL certified teachers assigned to ELs and PEIMS teacher of record/service will receive the compensation by working online PB modules at a rate of $75.00 per completed module at a cap of $600.00. Teachers can obtain either the original stipend or the performance-based module stipend, but not both.
7) Non-ELAR Core Teachers (Math, Science, and Social Studies) who the service Emergent Bilinguals may complete Performance-based modules to obtain compensation; modules will be compensated at $75.00 dollars per completed module with a cap of $600.00 dollars.

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Brownsville Independent School District

2023-2024 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	$5,000	NA
Theatre Director	$5,000	NA
Dance Team Instructor	$5,500	7

Middle School	Stipend	Extra Days
Head Band Director	$8,500	18
Assistant Band Director	$7,250	18
Head Choir Director	$6,500	18
Assistant Choir Director	$4,500	18
Dance Team Instructor	$2,500	NA

Elementary School	Stipend	Extra Days
Music (Music Teachers Employed Prior to 7/1/2005)	$1,500	NA
Elementary Music Advisor	$3,700	7

All Levels	Stipend	Extra Days
Instrumental Music Advisor	$8,500	39
Theatre Advisor	$8,500	30
Choral Music Advisor	$8,500	39

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Brownsville Independent School District

2023-2024 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 - $75/half day or $150 full day.	$450 – Region $300 – State $150 – National
	Sponsor/Chaperone attendance at Student Competition - $75 Contractual day or $150 Non-Contractual day.	$1,200
Professional Development	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	AYES Intern Supervision – Non-contract day, $35 per site, once every two weeks.	$700
	Health Science Teachers (HSTs) will be given up to ten (10) years of credit for past employment as a "certified" health care provider.	
	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
Retention / Sign on Bonus *	A one-time retention / sign on bonus will be offered to Health Science Technology (HST) Teachers (current and newly hired) as follows: Associate's Degree Bachelor's Degree or Higher	$2,500 $5,000

* Effective for the 2017-2018 School Year, this retention / sign on bonus will be paid in the December payroll. The teacher must remain with the district as a HST at least two (2) years. Teacher will be asked to pay back the bonus/retention if the two (2) years are not met. This is a one-time offer and not guaranteed to be repeated.

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

STUDENT PREPARATION IS PRORATED PER STUDENT PARTICIPATION. 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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Brownsville Independent School District

2023-2024 Supplemental Duty Pay – Coaching

High School Football	Stipend	Extra Days
Offensive/Defensive Coordinator	$9,000	20
Varsity Assistant Coach	$5,000	13
9th Grade/JV Coach	$4,500	13
High School Head Coaches	**Stipend**	**Extra Days**
Baseball	$5,000	NA
Basketball	$5,000	NA
Unified Basketball/Zariah's Law	$5,000	NA
Cross Country	$5,000	13
Golf (Year-Round)	$8,000	6
Power Lifting	$5,000	NA
Soccer	$5,000	NA
Softball	$5,000	NA
Swimming (Year-Round)	$8,000	6
Tennis (Year-Round)	$8,000	13
Track	$5,000	NA
Unified Track/Zariah's Law	$5,000	NA
Volleyball	$5,000	13
Wrestling – Year 1 - Participating Schools Only: Lopez & Veterans Memorial ECHS	$5,000	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	NA
Tennis (Year-Round)	$7,500	NA
Track	$4,000	NA
Unified Track/Zariah's Law	$4,000	NA
Volleyball	$4,000	13
Wrestling - Year 1 - Participating Schools Only: Lopez & Veterans Memorial ECHS	$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.

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Brownsville Independent School District

2023-2024 Supplemental Duty Pay – UIL/Non-UIL

High School	Stipend
U.I.L. Campus Coordinator	$2,000
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	$300
Total	$850

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6. Fourth and Fifth Grade UIL Events: Art, Music Memory, Number Sense, Oral Reading, Writing and Spelling.

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Brownsville Independent School District

2023-2024 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
Long-term Administrator Substitute (as approved by Supt.)	$160 per day
High School	**Stipend**
Head Cheerleader Sponsor	$4,000 /7 Days
Assistant Cheerleader Sponsor	$2,000/7 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
Middle School	**Stipend**
Cheerleader Sponsor	$1,000
Technology Support Teacher (One per campus)	$1,200
Journalism & Yearbook	$1,500
Elementary	**Stipend**
Technology Support Teacher	$1,200
Coding Sponsor	$2,000
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
Additional Duty Stipend for Administrator Assigned Other Departments/Responsibilities (7 positions x $12,000 = $84,000 total cost)	$12,000
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 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**
State of Texas Electrical, Plumbers or HVAC License (used for BISD projects)	$2,000
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

2023-2024 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	Minimum $15 per hour or their current hourly rate
Transportation General Maintenance Summer Employment	
Part time Temporary – Classified Employees	$15 per hour
Long-term Administrator Substitute (as approved by Supt.)	$160 per day
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
Bus Drivers	**Supplement**
40 Hours	Weekly
$1.00	Increase 22-23
$15.00	Starting 22-23
Custodians	
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)	**Supplement**
Fall Semester	$250
Spring Semester	$250

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Brownsville Independent School District

2023-2024 Athletic Game Workers and Seasonal/PT Employees

Sport	Position	New Hourly Rate
Varsity Football Games	Ticket Seller Supervisor	~~$19~~ $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**	**New Hourly Rate**
at the High School	Scoreboard	~~$11~~ $12
	Ticket Seller	~~$11~~ $12
at the Middle School	Scoreboard	~~$11~~ $12
	Ticket Seller	~~$11~~ $12
Volleyball	**Position**	**New Hourly Rate**
at the High School	Scoreboard	~~$11~~ $12
	Scorebook	~~$11~~ $12
	Ticket Seller	~~$11~~ $12
at the Middle School	Scoreboard	~~$11~~ $12
	Scorebook	~~$11~~ $12
	Ticket Seller	~~$11~~ $12
Basketball	**Position**	**New Hourly Rate**
at the High School	Scoreboard	~~$11~~ $12
	Scorebook	~~$11~~ $12
	Ticket Seller	~~$11~~ $12
at the Middle School	Scoreboard	~~$11~~ $12
	Scorebook	~~$11~~ $12
	Ticket Seller	~~$11~~ $12
Soccer	**Position**	**New Hourly Rate**
at the High School	Scoreboard	~~$11~~ $12
	Ticket Seller	~~$11~~ $12
at the Middle School	Scoreboard	~~$11~~ $12
	Ticket Seller	~~$11~~ $12
Softball	**Position**	**New Hourly Rate**
at the High School	Scoreboard/Scorebook	~~$11~~ $12
	Ticket Seller	~~$11~~ $12
at the Middle Schools	Scoreboard/Scorebook	~~$11~~ $12
	Ticket Seller	~~$11~~ $12
Baseball	**Position**	**New Hourly Rate**
at the High School	Scoreboard/Announcer	~~$11~~ $12
	Scorebook/Pitch Counter	~~$11~~ $12
	Ticket Seller	~~$11~~ $12
Power Lifting Meets	**Position**	**New Hourly Rate**
at the High School	Ticket Seller - City Meet	~~$11~~ $12
	Ticket Seller – Invitational	~~$11~~ $12

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.
3. Yearly amounts are paid in 12 equal monthly payments. 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.

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Brownsville Independent School District

Cohort A
Teacher Incentive Allotment (TIA)
Designated Stipends

Cohort A participating campuses (Faulk MS & Porter ECHS), following TEA HB3 guidelines and approved TIA spending plan, will compensate identified designated teachers with 75% 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:
   - Recognized TIA Designation Tier 1/National Board Certification – 75% of funds* between $3,000 - $9,000 (based on TEA calculation)
   - Exemplary TIA Designation Tier 2 – 75% of funds* between $6,000 - $18,000
   - Master TIA Designation Tier 3 – 75% of funds* between $12,000 - $32,000

3. Designated and Non-designated teachers assigned to the participating campuses will be eligible for a portion of 15% of the BISD Teacher Incentive Allotment funds based on the TEA and BISD approved TIA Cohort A spending plan for campus teachers:

General Stipend Categories	
Category	**Stipend Range**
Coordinator (Team Leaders, Positive Behavior Interventions & Support, Coordinators, Safety Coordinator, etc.)	$1,750 - $2,000
Professional Development Coach	$1,500 - $2,750
Content Strand Leaders	$500 - $1,000
Campus Committee Managers	$250 - $2,000

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 SLOs, T-TESS Rubric Training, and other necessary supports to build teacher capacity.

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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 80% 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:

- Recognized TIA Designation Tier 1 / National Board Certification – 80% of funds* between $3,000 - $9,000
- Exemplary TIA Designation Tier 2 – 80% of funds* between $6,000 - $18,000
- Master TIA Designation Tier 3 – 80% of funds* between $12,000 - $32,000

3. Non-designated teachers assigned to the Designated Teacher's campuses will be eligible for a portion of 10% of the BISD Teacher Incentive Allotment funds based on the TEA and BISD approved TIA Cohort D spending plan for campus teachers: 10% of each teacher's generated allotment will be shared among the non-designated teachers on the same campus as the designated teacher.

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 SLOs, T-TESS Rubric Training, and other necessary supports to build teacher capacity.

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