

Supplemental (Stipend) Pay

Brownsville Independent School District

2020-2021 Supplemental Duty Pay Teacher, Nurses, Librarian & Head Counselor

Teacher, Librarian, and Head Counselor	Stipend
* Secondary Math, Science, Social Studies, Reading, English Certifications	\$1,500
* <u>Secondary Science & Social Studies Composite</u>	\$2,000
Social Studies Composite/Social Studies—8-12/Social Studies 4-8—MS only	\$2,000
Science Composite, Chemistry, Science, or Physics—8-12 grade; Science 4-8—MS Only	\$2,000
**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
<u>Nurses</u>	<u>\$5,500</u>
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: <u>Diagnostician</u>	<u>\$7,000</u>
Certified Academic Language Therapist	\$3,500
*** <u>Dyslexia Teacher with Licensure as an Academic Language Practitioner</u>	<u>\$1,500</u>
Special Education (All Levels):	\$1,500
Plus: Life Skills/PPCD/SFL	\$2,000
Adaptive Physical Education	\$1,500
Behavioral Intervention	\$2,000
<u>Behavior Specialist</u>	<u>\$2,000</u>
Hearing Impaired	\$3,500
Visually Impaired	\$3,500
<u>Licensed Speech Language Pathologist</u>	<u>\$14,000</u>
<u>Speech Therapist</u>	<u>\$11,000</u>
<u>Speech Language Pathologist SLP (CFY) Intern</u>	<u>\$10,500</u>
<u>Speech Language Pathologist Assistant</u>	<u>\$4,500</u>
<u>Licensed Specialist in School Psychology</u>	<u>\$10,000</u>
<u>Educational Diagnostician</u>	<u>\$5,500</u>
<u>Audiologist</u>	<u>\$10,000</u>
Assistive Technology	\$3,000
<u>OT/PT</u>	<u>\$9,000</u>
<u>OT/PT Assistant</u>	<u>\$4,500</u>
<u>Orientation & Mobility</u>	<u>\$3,500</u>
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.

*** Licensure as Academic Language Practitioner required

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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.
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Brownsville Independent School District

2020-2021 Supplemental Duty Pay Teacher, Nurses, Librarian & Head Counselor

Degree Salary Credit	Amount
* Bachelor's Degree + 15 hours	\$ 500.00
Master's Degree (Non-Teaching Field)	\$1,500.00
Master's Degree (Teaching Field)	\$3,000.00
Doctorate Degree	\$3,750.00

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 2020-2021 Qualifying Rules on Appendix B.

Brownsville Independent School District

2020-2021 Supplemental Duty Pay Department Heads

High School	Stipend
Science	\$1,500
History	\$1,500
Reading	\$1,500
English	\$1,500
Math	\$1,500
Special Education	\$1,500
Physical Education/Health	\$1,200
Foreign Language	\$1,200
Fine Arts	\$1,200
Technology/Other	\$1,200
R.O.T.C.	\$1,200
Pre AP / AP	\$1,500
Alternative Schools	Stipend
2 to 4 Teachers per department	\$500
5 to 7 Teachers per department	\$750
8+ Teachers per department	\$1,000
Middle School	Stipend
Science	\$1,000
History	\$1,000
English	\$1,000
Math	\$1,000
Reading	\$1,000
Special Education	\$1,000
Physical Education /Health	\$750
Other (Foreign Lang., Fine Arts, or Tech.)	\$750
Elementary School	Stipend
Up to 5 Teachers per grade level *	\$750
6 + Teachers per grade level	\$1,000
All Schools	Stipend
LPAC Chairperson (Based on Student Enrollment)	\$600 -\$1,200 1-200 ELs - \$ 600 201-300 ELs - \$ 800 301-400 ELs - \$1,000 401-500+ ELs - \$1,260
Teacher Mentor	\$500 per semester (up to \$1,000)

* (PK3 & PK4 will be combined)

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Brownsville Independent School District

2020-2021 Supplemental Duty Pay – Bilingual/ESL

Grade Level	Stipend	Stipulations
Elementary **Bilingual/ESL Certified/Teacher assigned English Learners.	PEIMS Snapshot determines stipend allocation. \$55.00 \$70.00 per identified student at a cap of \$1,200.00 \$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 English Learner 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 English Learners Annually, trained in the Transitional Bilingual Early Exit Model Sheltered Instruction Twelve (12) CORE Sheltered Instruction- credits (Lifetime credit 8 Components) Three (3) Sheltered Instruction On-Going performance-based credits maintenance credits renewed annually Six (6) credits (Online or in person) performed –based preferred related to Bilingual or ESL instruction renewed annually instructional strategies renewed annually
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 English Learners and PEIMS teacher of record/service will receive the stipend. If both English and Reading teachers are certified appropriately, the Reading/ESL certified teacher assigned to ELs and PEIMS teacher of record/service may will receive the stipend 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 compensation but not both.	PEIMS Snapshot determines stipend allocation. \$55.00 \$70.00 per identified student at a cap of \$1,200.00 \$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 English Learner 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 English Learners Annually, trained in the ESL Pull-out Model (or Content-Based Model) Sheltered Instruction Twelve (12) CORE Sheltered Instruction credits (Lifetime credit 8 Components) Three (3) Sheltered Instruction On-Going performance-based credits maintenance credits renewed annually Six (6) credits (Online or in person) performed –based preferred related to Bilingual or ESL instruction renewed annually instructional strategies renewed annually
Secondary NON- ELAR, CORE teachers (math, science, social studies) who service English Learners Note: Turn in composite at the end of the school year to the Payroll Dept.	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 stipends compensation at Secondary level will be based on: Certification in ESL. PEIMS Core teacher responsible for meeting the linguistic needs of the English Learner. Stipend will be prorated upon change of position, reassignment, resignation or retirement from BISD (stipend is not transferable). Stipend—June disbursements are contingent upon the Bilingual Department’s review and approval of PEIMS Snapshot data and the employee remains the “NON-ELAR Core Teacher of Record” 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 credit 8 components)

**PEIMS teacher of record/service reflecting Bilingual/ESL students on LPAC minutes and e-schools on PEIMS snapshot ~~October 26, 2018~~ by 10:00 a.m.

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- 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 stipend 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 ~~CORE teachers~~ (Math, Science, and Social Studies) who the service English Learners will complete Performance-based modules to obtain compensation; modules will be compensated at \$75.00 dollars a completed module with a cap of \$600.00 dollars.

Brownsville Independent School District

2020-2021 Supplemental Duty Pay – Band, Choir, Music, Dance

High School	Stipend
Head Band Director	\$15,000
Assistant Band Director	\$7,500
Head Choir Director	\$7,000
Assistant Choir Director	\$4,300
Estudiantina Director	\$4,300
Mariachi Director	\$4,300
Dance Team Instructor	\$4,000/7 Days

Middle School	Stipend
Head Band Director	\$8,000
Assistant Band Director	\$6,700
Head Choir Director	\$6,000
Assistant Choir Director	\$4,000
Dance Team Instructor	\$1,850

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

All Levels	Stipend
Instrumental Music Advisor	\$8,500/39 days
Theatre Advisor	\$8,500/30 days
Choral Music Advisor	\$8,500/39 days

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Brownsville Independent School District

2020-2021 Supplemental Duty Pay – Career & ~~Technology~~ Technical Education (CTE)

Activity or Event	Stipend	Maximum
Career & Technology Technical Student Organization (CTSO) Sponsorship	Student Participation-\$30 per paid affiliated member at Regional Competition registered to compete. (Student(s) must be a registered competitor at the Area/District Conference.	\$600
	Sponsor/Chaperone attendance at Leadership Training Conference - \$75/ half Contractual day or \$150 /full 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/ half Contractual day or \$150 /full Non-Contractual day.	\$1,200
Professional Development	Regional or State conference/training - \$75/ half Contractual day or \$150 /full Non-Contractual day.	\$450
	Program Required (PLTW, AYES, PTI, OSHA, ATC) - \$75/ half Contractual day or \$150 /full Non-Contractual day. (not to exceed maximum)	\$975
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.

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Brownsville Independent School District

2020-2021 Supplemental Duty Pay – Coaching

High School	Stipend	# of Days Teach/Coach
Football Varsity Offensive Coordinator / Defensive Coordinator	\$8,500	187/20
Football Varsity Assistants (Two Sports)	\$7,500	187/13
Varsity Head Coach (Two Sports as Head Coach)	\$8,400	187/13*
Varsity Head Coach (One sport)	\$4,200	
Varsity Head Coach (plus Second Sport as Assistant Coach)	\$7,700	
(Baseball, Basketball, Cross Country, Soccer, Softball, Tennis, Track, Volleyball, Power-Lifting/Weight Conditioning.) *		
Head Coach Swimming , Golf – with full team	\$7,500	187/6
Assistant Coach High School (One Sport)	\$3,500	187
Assistant Coaches (Two Sports) *	\$7,000	187
Third Sport	\$3,000	N/A
Freshman/JV Soccer	\$2,750	N/A

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

Middle School	Stipend	# of Days Teach/Coach
Athletic Coordinator (Two Sports Only)	\$8,000	187/10*
Per Sport (Football/Volleyball, Basketball, Softball, Soccer, Track/Cross Country, Baseball, Tennis)	\$2,750	187/5*
Intramural Coaching (Tennis, Swimming, Golf)	\$1,200	N/A
Middle School Swimming Coach	\$1,000	N/A

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

District	Stipend	# of Days Teach/Coach
Diving Coach (District-Wide)	\$7,000	187/6
Special Olympics – Head Coach	\$3,850	187/5
Special Olympics – Coach	\$2,850	n/a
Athletic Retired Coach	1 Sport Stipend	n/a
Athletic Trainer	\$12,250	197/205
Designated Head Athletic Trainer	\$14,750	N/A

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

2020-2021 Supplemental Duty Pay – 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
Mock Trial	
Coaches' Meeting	\$150
Student Clinic	\$150
District Meet	\$250
Regional Meet	<u>\$300</u>
Total	\$850
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 Coordinator	\$1,000
U.I.L. Division Organizer (District Meet)	\$1,200
U.I.L. Coaches/Sponsors (up to 12) – District Meet	\$300 (up to \$3,600 per school)
Organizers cannot coach UIL activities nor coordinate UIL campus program. Elementary coordinator may coach only two events to earn a maximum of \$900.	

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Brownsville Independent School District

2020-2021 Supplemental Duty Pay – Other

Assigned Supplemental Instructional/Other Duties	Stipend
Campus Tutorial/ Summer School , Extended School Year, Curriculum Writing, In-Home Parent Training	\$30 per hour
Supplemental Duty Instructional – Summer School (SSI, Regaining Credit, EOC only)	\$30 per hour
Supplemental Duty Instructional – Summer School (Enrichment and all other Teachers)	\$30 per hour
Supplemental Duty Campus Administrator – Summer School	\$30 per hour
Advanced Academics Supplemental Duty	\$150 per day
Long-term Administrator Substitute (as approved by Supt.)	\$160 per day

High School	Stipend
Cheerleader Sponsor	\$2,000/5 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	\$600
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	\$400

District Wide Stipend	
Adult Education Coordinator (Board Approved 2014-2015 Grant Funded)	-\$8,500
Cell Phone Usage (Designated Administrators) Administrators and Special Assignment Pay Grade 6 and above who do not have a BISD issued cell phone.	\$50 per month

Personnel Pay (Other)	
State of Texas Electrical, Plumbers or HVAC License (used for BISD projects)	\$2,000

Classified Personnel: Incentive Pay for Associate's and Bachelor's Degree
Classified employees who hold an Associate's Degree are entitled to a \$200.00 incentive. Classified employees who hold a Bachelor's Degree are entitled to a \$250.00 incentive. Incentives will be paid in two increments: the first increment in December and the second increment in May. (See Appendix A)

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Brownsville Independent School District

2020-2021 Supplemental Duty Pay – Other

District Wide	Supplement
Elementary and Secondary Support Staff	\$12 per hour
GEAR UP Tutors	\$12 per hour
Classified Instructional Supplemental Duties (T, SS, etc.)	\$12 per hour
Student Workers	\$8.50 per hour
Assigned Supplemental Duties – Food and Nutrition Services Managers	\$18.50 per hour
Head Chess Sponsor (5 Tournaments) – up to 2 sponsors*	\$1,000
Assistant Head Chess Sponsor (5 Tournaments) 1 sponsor*	\$800
Destination/Imagination	
Instant Challenge Workshop (1 day)	\$100
Regional Competition (1 day)	\$150
State Competition (1 day)	\$250
Global Finals (6 days)	<u>\$500</u>
Total	\$1,000
Special Services Classified – Individual, Student Support Staff Assignment (1 to 1)	\$12 per hour
Special Services Certified / Professional & Related Service Provider/Therapist/Assistant Therapists	\$30 per hour
Contracted Evaluation Compensation. Special Education evaluations completed during non-working days by District Assessment Personnel on Teacher Hiring Schedule. Must be assigned through Special Services Administrator for Saturday and/or Summer Testing.	\$600 per evaluation
Staff Development Compensation – Only for Professionals on Teacher Hiring Schedule, inclusive of JROTC Instructors, Physical Therapist, and Occupational Therapist – Minimum of 6 hours	\$150
Staff Development Compensation – Only for Professionals on Teacher Hiring Schedule, inclusive of JROTC Instructors, Physical Therapist, and Occupational Therapist – Minimum of 3 hours	\$75
Additional Manual Trade Summer Positions	\$8.50 per hour
Part time Temporary – Classified Employees	\$8.50 per hour
Assigned Supplemental Instructional/Other Duties (Campus Tutorial/Summer School, Extended School Year, Curriculum Writing, In-Home Parent Training)	\$30 per hour
Advanced Academics Supplemental Duty	\$150 per day
Long-term Administrator Substitute (as approved by Supt.)	\$160 per day

*Chess – Refer to Chess Handbook for requirements

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Brownsville Independent School District

2020-2021 Athletic Game Workers and Seasonal/PT Employees

Sport	Position	New Hourly Rate
Varsity Football games	Ticket Seller Supervisor	\$19
at Sams Stadium	Ticket Seller -	\$15
Veterans Memorial	Ticket Taker	\$15
Brownsville Sports Park	Ushers	\$13 \$15
	KBSD Camera	\$15
	End Zone Camera	\$15
	Scoreboard Operator	\$20
	25-Second Clock	\$20
	Announcer	\$20
	Spotter (assists the announcer)	\$10
	Chain Crew (3)	\$10

Football	Position	New Hourly Rate
at the High School	Scoreboard	\$11
	Ticket Seller	\$11
at the Middle School	Scoreboard	\$11
	Ticket Seller	\$11

Volleyball	Position	New Hourly Rate
at the High School	Scoreboard	\$11
Tuesday Nights	Scorebook	\$11
	Ticket Seller	\$11
at the Middle School	Scoreboard	\$11
Saturday's	Scorebook (6 matches)	\$11
	Ticket Seller (6 matches)	\$11

Basketball	Position	New Hourly Rate
at the High School	Scoreboard	\$11
	Scorebook	\$11
	Ticket Seller	\$11

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2020-2021 Athletic Game Workers and Seasonal/PT Employees

Basketball	Position	New Hourly Rate
at the Middle School	Scoreboard	\$11
	Scorebook	\$11
	Ticket Seller	\$11
Soccer	Position	New Hourly Rate
at the High School	Scoreboard (Clock operator)	\$11
	Ticket Seller	\$11
at the Middle School	Scoreboard (Clock operator)	\$11
	Ticket Seller	\$11

Softball	Position	New Hourly Rate
at the High School	Scoreboard/ Scorekeeper Scorebook	\$11
	Varsity Ticket Seller	\$11
Sub-Varsity	Scoreboard/Scorekeeper	\$11
	Ticket Seller	\$11
at the Middle Schools	Scoreboard/ Scorekeeper Scorebook	\$11
	Ticket Seller	\$11

Baseball	Position	New Hourly Rate
at the High School	Scoreboard/ Scorekeeper Announcer	\$11
VARSITY ONLY	Ticket Seller Pitch counter	\$11
Sub-Varsity	Scoreboard/Scorekeeper	\$11
	Ticket Seller	\$11

Power Lifting Meets	Position	New Hourly Rate
at the High School	Ticket Seller - City Meet	\$11
Varsity	Ticket Seller – Invitational	\$11

Sams Stadium	Position	New Hourly Rate
(see below)*	Sound Technician	\$15

~~* When there are no available bands available for an event at the stadium.~~

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- 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

Performance Based Compensation

Project Rise: Faulk Middle School & Porter ECHS

Performance Based Compensation (Project Rise: Faulk MS and Porter ECHS only)	
Master Teacher	\$7,000
Mentor Teacher	\$5,000
Classroom Teacher (50% Evaluation, 30% Student Performance, 20% Campus Growth)	up to \$3,000
Other Educators - Counselors, Librarians, Instructional Aides (50% Evaluation, *50% Campus Growth)	up to \$1,500
Campus Administration (50% Evaluation, *50% Campus Growth)	up to \$3,000

*Project RISE determination

Incentive Allocation – Project Rise for Faulk and Porter (only)	Stipend
Facilitator of Professional Development	up to \$2,500
Data Coach	up to \$2,000
Recruitment Bonus (with Prior Approval from Project RISE Director)	up to \$2,000
Retention Bonus (with Prior Approval from Project RISE Director)	up to \$2,000
Facilitator of Professional Learning Communities	up to \$2,000
Grant Manager	up to \$2,500
Counselor College, Career Military Readiness (CCMR)	up to \$2,000
Distance Learning Stipend	TBD
State Assessment Growth Bonus (additional bonus will be based on SAS EVAAL for top 5% of teachers in building)	TBD

Note: Above incentive allocation will be recommended by campus principal.

Based on Project RISE Advisory COUNCIL (PRAC) approval additional stipends and incentives may occur after this this compensation plan is board approved. The above incentive allocations will be recommended by the campus principal with the prior approval from Project RISE at Region One. In addition, the following rules are in effect:

1. If an employee retires from a Project RISE campus, they are entitled to receive their PBC at the time Region One Project RISE provides the district with a payout schedule. However, the employee is responsible for providing the district with the correct forwarding information so that the award payout can be processed.
2. If an employee from a Project RISE campus transfers to another BISD campus, they are still entitled to receive their PBC at the time Region One Project RISE provides the district with a payout schedule.
3. If an employee from a Project RISE campus transfers to another district, they are NOT entitled to receive their PBC from Project RISE.

Special Note:

- 1) All supplemental salaries are to be paid to full time District employees according to levels as indicated in this schedule.
- 2) Supplemental duty assignments/recommendations must have written prior approval of the Superintendent or designee prior to implementation of program. Yearly amounts are paid in 12 equal monthly payments.
- 3) All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
- 4) Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
- 5) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.

Brownsville Independent School District

Performance Based Compensation Project Rise: Faulk Middle School & Porter ECHS

Project Rise Advisory ~~Committee~~ Council (PRAC) ~~approved State Assessment~~ ~~STAAR & EOC Additional~~ Fidelity of Implementation Incentives

Educator (Not TRS Eligible)		Additional Stipend based on Effectiveness (TRS Eligible)						Stipend to be paid
STAAR/EOC Value Added Teachers (Teacher Composite Level) All eligible Educators: (classified instructional, teachers, counselors, librarian, administration)	\$300 TBD	"Average Effectiveness" Value Added Teachers "Average Effectiveness" PRAC Approved Criteria for Educator Effectiveness and Campus Wide Effectiveness.	\$800 TBD	"Above Average Effectiveness": Value Added Teachers "Above Average Effectiveness" PRAC Approved Criteria for Educator Effectiveness and Campus Wide Effectiveness.	\$1,000 TBD	"Most Effective": Value Added Teachers "Most Effective" PRAC Approved Criteria for Educator Effectiveness and Campus Wide Effectiveness.	\$1,200 TBD	2018-2019 school year based on 2017-2018 data 2020-2021 school year based on Previous years(s) data and availability of Project RISE funds
Administrators (STAAR/EOC School Composite Level)	\$1,000	"Average Effectiveness" Campus-wide Value Added	\$1,000	"Above Average Effectiveness": Campus-wide Value Added	\$2,000	"Most Effective": Campus-wide Value Added	\$3,000	2018-2019 school year based on 2017-2018 data
All Educators (classified instructional, teachers, counselors, librarian, administration)	Up to \$450	Educator Individualized Professional Development Through Distance Learning (COVID-19 Contingency Plan) (TRS Eligible?)					2019-2020 school year based on 2019-2020 Individual PD Plan and availability of Project RISE funds	
		March Up to \$50	April Up to \$100	May Up to \$100	June Up to \$100	July Up to \$100		
Administrators	TBD	Coaching Model Protocol Based on Educators' Individualized Professional Development Plan						2019-2020 school year based on completion of 2019-2020 Individual PD Plan Protocol Template and availability of Project RISE funds

Value-Added Teachers and Administrators Incentive Eligibility guidelines 2019-2020:

~~If an employee meets all the eligibility requirements for an award and then transfers within the district or retires from the district prior to the payout of the awards, the employee is still eligible for the award. However, the employee is responsible for providing the district with correct forwarding information so that the award payout can be processed.~~

Special Note:

- 1) All supplemental salaries are to be paid to full time District employees according to levels as indicated in this schedule.
- 2) Supplemental duty assignments/recommendations must have written prior approval of the Superintendent or designee prior to implementation of program. Yearly amounts are paid in 12 equal monthly payments.
- 3) All non-administrative full-time professional employees are eligible for supplemental duty assignments that are paid according to the Board approved supplemental duty salary schedule.
- 4) Employees on the Special Assignment/Administrators Salary Schedule are not eligible for supplemental duty assignment unless the assignment is administrative in nature and the Superintendent or designee has given prior approval.
- 5) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.

Brownsville Independent School District

Performance Based Compensation

Project Rise: Faulk Middle School & Porter ECHS

Staff Involved	STAAR/EOC Value Added Teachers	
Data to be Utilized	SAS EVAAS (Teacher Composite Label)	
	Teacher Composite Label	Incentive Amount
1	Least Effective	\$ 0
2	Approaching Effectiveness	\$ 0
3	Average Effectiveness	\$ 800 -TBD
4	Above Average Effectiveness	\$1,000 -TBD
5	Most Effective	\$1,200 -TBD

Principal will verify all Value Added teachers and submitted verified rosters to Project RISE.

Staff Involved	Campus Administrators	
Data to be Utilized	STAAR/EOC School Composite Label	
	School Composite Label	Incentive Amount
1	Least Effective	\$ 0
2	Approaching Effectiveness	\$ 0
3	Average Effectiveness	\$1,000 -TBD
4	Above Average Effectiveness	\$2,000 -TBD
5	Most Effective	\$3,000 -TBD

~~Additionally, Principals will be eligible to receive a stipend of \$500.00 to be paid on December 2019 for the planning and implementation of Coaching Model as well as for the additional duties expected to be completed as part of the Project RISE scope of work.~~

Special Note:

- 6) All supplemental salaries are to be paid to full time District employees according to levels as indicated in this schedule.
- 7) 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.
- 8) 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.
- 9) 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.
- 10) Stipend will cease upon departure of position, resignation, retirement or departure from B.I.S.D. Stipend is not transferable.

Brownsville Independent School District

Teacher Incentive Allotment (TIA)

Teacher Incentive Allotment (TIA) Performance Based Compensation

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:
 - Recognized TIA Designation Tier 1 – 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.

NOTE: TEA allocates 10% of each designated teacher's funds to be reinvested for personnel or data platforms for data collection.