

Brownfield
Independent School
District
Compensation Manual

2017 - 2018



Teacher Hiring Schedule

Brownfield Independent School District
2017-2018

New Hire Guide for Teachers, Librarians, and Nurses (RNs)

Years Experience	Salary
0	\$38,200
1	\$38,500
2	\$39,000
3	\$39,300
4	\$39,600
5	\$39,900
6	\$40,200
7	\$40,500
8	\$40,800
9	\$41,200
10	\$42,040
11	\$43,240
12	\$44,400
13	\$45,470
14	\$46,520
15	\$47,520
16	\$48,490
17	\$49,400
18	\$50,290
19	\$51,130
20	\$51,930

Administrative & Professional Pay

**Brownfield Independent School
District 2017-2018 Pay Schedule
Administrative & Professional Pay**

Pay Grade 1	Minimum	Midpoint	Maximum
Daily	\$223.82	\$272.95	\$322.08
10.5 Months	\$44,093	\$53,771	\$63,450
11 Months	\$46,331	\$56,501	\$66,671
12 Months	\$50,583	\$61,687	\$72,790
12 Months (Maint)	\$58,417	\$71,240	\$84,063

Assignment	Months
Counselor, Elementary	11
Counselor, Middle School	11
Director of Food Services	11
Director of Maintenance	12 (Maint)
LSSP	10.5
Network Manager	12

Pay Grade 2	Minimum	Midpoint	Maximum
Daily	\$243.97	\$297.52	\$351.07
10 Months	\$45,622	\$55,636	\$65,650
10.5 Months	\$48,062	\$58,611	\$69,161
11 Months	\$50,502	\$61,587	\$72,671

Assignment	Months
Band Director, Middle School	11
Counselor, High School	11
Diagnostician	10.5
District Testing and Counselor Coordinator	11
Instructional Specialist	10.5
Speech Therapist / Pathologist	10

Pay Grade 3	Minimum	Midpoint	Maximum
Daily	\$261.04	\$318.34	\$375.64
11 Months	\$54,035	\$65,896	\$77,757
11.5 Months	\$56,646	\$69,080	\$81,514
12 Months	\$58,995	\$71,945	\$84,895

Assignment	Months
Asst. Principal, Elementary	12
Asst. Principal, Middle School	12
Athletic Trainer	11
Coordinator of PEIMS / Data	12
Director of Technology	12

**Brownfield Independent School
District 2017-2018 Pay Schedule
Administrative & Professional Pay**

Pay Grade 4	Minimum	Midpoint	Maximum
Daily	\$281.93	\$343.81	\$405.70
11 Months	\$58,360	\$71,169	\$83,980
12 Months	\$63,716	\$77,701	\$91,688

Assignment	Months
Academic / Curriculum Coordinator	12
Asst. Principal, High School	12
Band Director, High School	11
Principal, Alternative & BEC	12
Principal, Elementary & Pre-K	12

Pay Grade 5	Minimum	Midpoint	Maximum
Daily	\$301.67	\$367.89	\$434.10
12 Months	\$68,177	\$83,143	\$98,107

Assignment	Months
Principal, Middle School	12
Special Education Director	12

Pay Grade 6	Minimum	Midpoint	Maximum
Daily	\$332.13	\$405.03	\$477.93
12 Months	\$75,061	\$91,537	\$108,012

Assignment	Months
Director of Curriculum & Instruction	12
Director of Personnel & Operations	12
Principal, High School	12
Athletic Director / Head Football Coach	12

Pay Grade 7	Minimum	Midpoint	Maximum
Daily	\$345.34	\$438.04	\$530.73
12 Months	\$78,047	\$98,997	\$119,945

Assignment	Months
Asst. Superintendent, Curriculum & Instruction	12
Chief Financial Officer	12

Clerical & Paraprofessional Pay

**Brownfield Independent School
District 2017-2018 Pay Schedule
Clerical & Paraprofessional Pay**

Pay Grade 1	Minimum	Midpoint	Maximum
Hourly	\$9.60	\$11.85	\$14.10
10 Months (7.5 hrs/day)	\$13,464	\$16,620	\$19,775

Assignment	Months
Aide	10
Aide, Special Ed Inclusion	10

Pay Grade 2	Minimum	Midpoint	Maximum
Hourly	\$10.17	\$12.56	\$14.95
10 Months (7.5 hrs/day)	\$14,263	\$17,615	\$20,967

Assignment	Months
Aide, Special Ed Self-Contained	10

Pay Grade 3	Minimum	Midpoint	Maximum
Hourly	\$11.39	\$14.06	\$16.73
11 Months	\$18,862	\$23,283	\$27,705

Assignment	Months
Attendance Clerk, Elementary	11
Attendance Clerk, Middle School	11

Pay Grade 4	Minimum	Midpoint	Maximum
Hourly	\$12.54	\$15.47	\$18.41
11 Months	\$20,766	\$25,618	\$30,487
12 Months	\$22,672	\$27,970	\$33,285

Assignment	Months
Attendance Clerk / Counselor Secty, High School	11
PEIMS Clerk / Registrar, High School	12

Pay Grade 5	Minimum	Midpoint	Maximum
Hourly	\$13.91	\$17.17	\$20.44
11 Months	\$23,035	\$28,434	\$33,849
12 Months	\$25,149	\$31,043	\$36,956

Assignment	Months
Secretary, Athletics	11
Secretary, Elementary & Pre-K Principal	11
Secretary, Migrant Liaison	12
Secretary, Middle School Principal	12

**Brownfield Independent School
District 2017-2018 Pay Schedule
Clerical & Paraprofessional Pay**

Pay Grade 6	Minimum	Midpoint	Maximum
Hourly	\$15.57	\$19.23	\$22.89
12 Months	\$28,151	\$34,768	\$41,385

Assignment	Months
Computer Technician	12
Secretary, High School Principal	12

Pay Grade 7	Minimum	Midpoint	Maximum
Hourly	\$17.28	\$21.34	\$25.40
10 Months (S.T.A.R.)	\$24,883	\$30,730	\$36,576
11 Months	\$28,616	\$35,339	\$42,062

Assignment	Months
Secretary, Director of Food Services	11
Secretary, Special Education	11
S.T.A.R. Instructor	10

Pay Grade 8	Minimum	Midpoint	Maximum
Hourly	\$19.01	\$23.47	\$27.93
10 Months (S.T.A.R.)	\$27,374	\$33,797	\$40,219
10 Months	\$28,439	\$35,111	\$41,783
12 Months	\$34,370	\$42,434	\$50,497

Assignment	Months
Accounts Payable Supervisor	12
Admin Assistant, Director of Personnel & Op.	12
Admin Assistant, Asst. Supt of Curr. & Inst.	12
HR and Payroll Clerk	12
LVN	10
S.T.A.R. Coordinator	10

Pay Grade 9	Minimum	Midpoint	Maximum
Hourly	\$20.72	\$25.59	\$30.45
12 Months	\$37,462	\$46,267	\$55,054

Assignment	Months
Admin Assistant, Superintendent	12

Pay Grade 10	Minimum	Midpoint	Maximum
Hourly	\$22.59	\$27.89	\$33.20
12 Months	\$40,843	\$50,425	\$60,026

Assignment	Months
Finance Specialist	12
PEIMS Coordinator	12
Payroll Supervisor	12

Auxiliary Pay

**Brownfield Independent School
District 2017-2018 Pay Schedule
Auxiliary Pay**

Pay Grade 1	Minimum	Midpoint	Maximum
Hourly	\$8.45	\$10.56	\$12.67
10 Months	\$12,168	\$15,206	\$18,245
12 Months (Maint)	\$17,644	\$22,049	\$26,455

Assignment	Months
Cafeteria Monitor	10
Crossing Guard	10
Custodian	12
Food Service Worker	10

Pay Grade 2	Minimum	Midpoint	Maximum
Hourly	\$9.80	\$12.25	\$14.70
10 Months	\$14,974	\$18,718	\$22,462
12 Months (Maint)	\$20,462	\$25,578	\$30,694

Assignment	Months
Facilities / Grounds, Athletics	12
Lead Custodian	12
Food Service Manager, MS, Elem. & Pre-K	10

Pay Grade 3	Minimum	Midpoint	Maximum
Hourly	\$11.17	\$13.96	\$16.75
10 Months	\$17,068	\$21,331	\$25,594

Assignment	Months
Food Service Manager, High School	10

Pay Grade 4	Minimum	Midpoint	Maximum
Hourly	\$13.06	\$16.33	\$19.59
12 Months	\$23,612	\$29,525	\$35,419
12 Months (Maint)	\$27,269	\$34,097	\$40,904

Assignment	Months
Driver Coordinator	12
General Maintenance	12
Maintenance, Head Grounds	12

Pay Grade 5	Minimum	Midpoint	Maximum
Hourly	\$15.27	\$19.10	\$22.92
12 Months (Maint)	\$31,884	\$39,881	\$47,857

Assignment	Months
Carpenter	12
Fleet Manager / Warehouse	12

**Brownfield Independent School
District 2017-2018 Pay Schedule
Auxiliary Pay**

Pay Grade 6	Minimum	Midpoint	Maximum
Hourly	\$17.70	\$21.58	\$25.46
11 Months	\$29,311	\$35,736	\$42,162

Assignment	Months
School Resource Officer	11

Pay Grade 7	Minimum	Midpoint	Maximum
Hourly	\$19.12	\$23.31	\$27.50
12 Months (Maint)	\$39,923	\$48,671	\$57,420

Assignment	Months
Electrician	12
Mechanic	12

Stipends & Other Pay

Brownfield Independent School District 2017-2018 Pay Schedule

Please note the following regarding “Extra- Duty” pay:

1. As a general rule, administrators should never be paid extra for work performed during their contract period. The job responsibility of an administrator is purposely broad to include any work performed for the Brownfield ISD. Therefore, Pay Authorizations should rarely be completed for an administrator.
2. Compensation Time may be given to **“nonexempt”** employees in lieu of overtime compensation for overtime work. The employee shall be informed in advance if overtime hours will accrue compensatory time rather than pay. (DEA Local)
3. The minimum wage and overtime provisions do not apply to any employee employed in a bona fide executive, administrative, or professional capacity, including academic administrative personnel or teachers in elementary or secondary schools. (DEA Legal). Therefore, the District will refrain from giving compensation time to these **“exempt”** employees.
4. Signing Bonuses are paid in two annual installments. They will be paid by August 31st of each year.

**Brownfield Independent School
District 2017-2018 Pay Schedule
Stipends**

Other Pay		
Assignment	Description	Amount
Athletic	Summer Training High School Campus	\$15 per hour
D-Hall or Saturday School	Certified Teacher	\$30 per hour
Homebound/PRS	In-Home Training Teacher	\$30 per hour
Summer School (Core instr)	Teacher	\$30 per hour
Supplemental/Extra Duty	Teacher	\$20 per hour
Athletic Game Worker	Football Varsity	\$30 per game
Athletic Game Worker	Football JV, 9 th , Middle School	\$15 per game
Athletic Game Worker	Basketball Gate Worker	\$10 per game
Athletic Game Worker	Basketball Clock & Bookkeeper	\$15 per game
Athletic Game Worker	Volleyball Gate Worker	\$10 per game
Athletic Game Worker	Volleyball Clock & Bookkeeper	\$5 per match
Athletic	Bus Driver	\$12 per hour
Summer School	Paraprofessional	\$15 per hour
Election	Election Worker	\$25 per hour
UIL Elementary	UIL Coordinator	\$1,000 per year
UIL Elementary	UIL Per Event	\$250 per event

Substitute Pay		
Assignment	Description	Amount
Substitute	Substitute for an aide	\$60 per day
Substitute	Substitute for a teacher	\$75 per day
Substitute Certified	Substituting in area of certification (11 th day on)	\$90 per day

**Brownfield Independent School
District 2017-2018 Pay Schedule
Stipends**

High School Stipends	
Assignment	Amount
Ag	\$10,000
Band	\$10,000
Asst. Band	\$3,000
Cheerleading	\$3,000
Cheerleading Assistant	\$1,500
Choir	\$3,000
Department Chair (Math, ELA, SS, Sci)	\$3,500
Math	\$1,800
NHS	\$2,000
Pharmacy Tech	\$6,000
Pit Crew	\$500
Fish Camp	\$500
Science	\$1,800
Silver Spoons	\$2,000
Student Council	\$2,000
Theater Arts	\$4,000
Theater Arts Assistant	\$1,500
UIL Coordinator	\$2,000
UIL Coach	\$300 per event
Yearbook	\$2,000

Middle School Stipends	
Assignment	Amount
Auditorium	\$2,000
Band	\$5,000
Cheerleading	\$2,000
Choir	\$2,000
Department Chair (Math, ELA, SS, Sci)	\$3,500
NJHS	\$1,000
Pep Squad	\$500
Student Council	\$1,000
Theater Arts	\$2,000
UIL Coordinator	\$1,500
UIL Coach	\$275 per event
Yearbook	\$1000

Other Stipends	
Assignment	Amount
Counselor	\$2,000
Diagnostician	\$1,500
District Testing Coordinator	\$5,000
Dyslexia	\$3,500
Nurse – OG	\$3,000
Nurse – MS	\$2,000
Nurse – CH	\$1,000
Elementary Tested Grade -3 rd Grade self-contained teaching Math and ELA	\$1,000
Elementary Tested Grade - 4 th /5 th Grade departmentalized ELA, Math, Wr, Sci	\$800
Speech Therapist	\$3,000

**Brownfield Independent School
District 2017-2018 Pay Schedule
Athletic Annual Stipends**

High School Campus – Head Coach	Amount
Baseball	\$3,300
Basketball	\$4,300
Cross Country	\$2,500
Football – Offensive/Defensive Coordinators	\$1,000
Golf	\$2,500
Power Lifting	\$2,500
Softball	\$3,300
Tennis	\$3,300
Track	\$3,300
Volleyball	\$4,300
Weight room	\$4,080
Girls Coordinator	\$2,000
Assistant	
Baseball	\$2,000
Basketball	\$2,000
Cross Country	\$1,500
Football	\$2,000
Golf	\$1,500
Power Lifting	\$1,500
Softball	\$2,000
Tennis	\$1,500
Track	\$2,000
Volleyball	\$2,000
Athletic Trainers	
Head Trainer	\$10,500
Middle School Campus	
Coordinator	\$1,500
Assistant	
Basketball	\$1,500
Football	\$1,500
Track	\$1,500
Volleyball	\$1,500