



Brackets ISD 2025-2026

Teachers

New Hire Guide

*Years of Experience	New Hire Salary
0	\$45,975
1	\$46,475
2	\$46,975
3	\$49,800
4	\$50,334
5	\$54,934
6	\$55,534
7	\$56,134
8	\$56,734
9	\$57,334
10	\$58,234
11	\$59,134
12	\$60,034
13	\$60,934
14	\$61,834
15	\$62,734
16	\$63,634
17	\$64,534
18	\$65,434
19	\$66,334
*20+	\$67,234

Stipends
(See Also Extra Duty Stipends Schedule)
Secondary Math/Science Stipend
General Master's Degree Stipend

The salaries listed are based on 10-month employment for the 2025-2026 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

Salaries are determined individually with consideration for job-related experience and credentials.

*New Hires with 20 or more years of experience will be credited - 20 Years' Experience.



Brackett ISD 2025-2026

Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	District Library Manager	187			
			Daily	\$220.92	\$276.15
			187 Days	\$331.38	
				41,312	51,640
					61,968
2					
	Nurse	187			
			Daily	\$236.38	\$295.48
			187 Days	\$354.58	
				44,203	55,255
					66,306
3					
	Counselor-District Wide	105			
	Counselor-Elementary	207			
	Counselor-Secondary	207			
	Counselor-Stronger Connections*	217			
			Daily	\$252.93	\$316.16
			105 Days	\$379.39	
				26,558	33,197
			207 Days		39,836
				52,357	65,445
			217 Days		78,534
				54,886	82,328
4					
	+Director-Facilities & Operations*	226			
			Daily	\$270.63	\$338.29
			226 Days	\$405.95	
				61,162	76,454
					91,745
5					
	+Asst Principal-Secondary	207			
	Director/Coordinator-ACE Program*	217			
	+Manager - Technology	226			
			Daily	\$289.58	\$361.97
			207 Days	\$434.36	
				59,943	74,928
			217 Days		89,913
				62,839	78,547
			226 Days		94,256
				65,445	81,805
					98,165
6					
	+Director - Athletic	226			
	+Principal-Elementary	217			
			Daily	\$309.85	\$387.31
			217 Days	\$464.77	
				67,237	84,046
			226 Days		100,855
				70,026	87,532
					105,038
7					
	+Director-Business & Finance	226			
	+Director-Instruction & Accountability*	226			
	+Principal - Secondary	226			
			Daily	\$331.54	\$414.42
			226 Days	\$497.30	
				74,928	93,659
					112,390

*% grant funded

+Administrators (District/Campus)

Board adopted: 06/09/2025



Brackett ISD 2025-2026

Extra Duty Stipends

1. In order to be considered for a "teaching area" stipend, 1/2 of the course load must be in the subject area and certification in the subject matter is required.
2. One Stipend will be provided for teaching above grade level curriculum (ie: AP/Pre-AP)
3. One Stipend for teaching Math and/or Science

Teaching Area

General Master's Degree	All	\$ 1,000
Secondary Math/Science	HS/JH	\$ 2,500
Special Education-General	All	\$ 3,000
Special Education-Self-Contained	All	\$ 3,000
Above Grade Level Curr. (AP/PreAP)	HS	\$ 2,000
Department Head-Science	HS	\$ 2,000
Department Head-Math	HS	\$ 2,000
Department Head-History	HS	\$ 2,000
Department Head-English	HS	\$ 2,000
Department Head-Special Education	HS	\$ 2,000
Department Head-CTE/Electives	HS	\$ 2,000
HS/PreK/Kinder Team Leader	Elem	\$ 1,200
1st Grade Team Leader	Elem	\$ 1,200
2nd Grade Team Leader	Elem	\$ 1,200
3rd Grade Team Leader	Elem	\$ 1,200
4th Grade Team Leader	Elem	\$ 1,200
5th Grade Team Leader	Elem	\$ 1,200
Special Education Team Leader	Elem	\$ 1,200
STAAR per Subject/CTE per Subject*	All	\$ 500

Academics

Yearbook	HS	\$ 1,500
National Honor Society	HS	\$ 1,000
Student Council	HS	\$ 1,500
AG	HS	\$ 3,500
FFA	HS	\$ 3,500
UIL Secondary Coordinator	HS	\$ 1,500
*UIL Elementary Coordinator	Elem	\$ 750
*UIL Coach Event	HS/JH	\$ 225
*UIL Coach Event	Elem	\$ 200
*OAP Coordinator	HS	\$ 1,750
*OAP Helper	HS	\$ 550

*pay at the end of the event or end of the year

Performing Arts

Band Director	HS	\$ 7,000
Assistant Band Director (Elem Music Tchr)	HS	\$ 3,000
Cheer Sponsor - HS	HS	\$ 6,000
Cheer Sponsor - JH	JH	\$ 1,250
Colorguard	HS	\$ 4,000

Athletics

Baseball - Head	HS	\$ 5,000
Baseball - Asst	HS	\$ 2,000
Basketball - Head	HS	\$ 4,000
Basketball - Asst	HS	\$ 2,500
Basketball - JH	JH	\$ 2,000
Cross Country - Head	HS	\$ 4,000
Cross Country - Asst	HS	\$ 2,000
Athletic Director/Head Football	ALL	\$ 9,000
Football - Def Coord	HS	\$ 5,000
Football - Asst	HS	\$ 3,000
Football - JH	JH	\$ 3,000
Golf - Head	HS	\$ 4,000
Softball - Head	HS	\$ 4,000
Softball - Asst	HS	\$ 2,500
Tennis - Head	HS	\$ 4,000
Tennis - Asst	HS	\$ 2,500
Tennis - JH	JH	\$ 2,000
Tennis - JH Asst	JH	\$ 1,000
Track - Head	HS	\$ 4,000
Track - Asst	HS	\$ 2,500
Track - JH	JH	\$ 2,000
Volleyball - Head	HS	\$ 7,000
Volleyball - Asst	HS	\$ 5,000
Volleyball - JH	JH	\$ 3,000
Girls Coordinator	All	\$ 3,000

Job-Related

Academic Advisor	All	\$ 7,500
Special Programs Specialist	DYS/SPE	\$ 3,000
Instructional Technology	All	\$ 3,000
College Testing Coord	All	\$ 1,400
State Testing Coord	HS/JH	\$ 1,400
State Testing Coord	Elem	\$ 1,200
Teach. Incent. Allot. (TIA) Lead	HS/JH	\$ 1,500
Teach. Incent. Allot. (TIA) Lead	Elem	\$ 1,500
Guardian	All	\$ 500