



Brackett ISD 2026-2027

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 2026-2027 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 2026-2027

Exempt Pay Plan

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	District Library Manager	187	Daily	\$222.02	\$277.53	\$333.04
			187 Days	41,518	51,898	62,278
2	Nurse	187	Daily	\$237.57	\$296.96	\$356.35
			187 Days	44,426	55,532	66,637
3	Counselor-District Wide Counselor-Elementary Counselor-Secondary	105 207 207	Daily	\$254.20	\$317.75	\$381.30
			105 Days	26,691	33,364	40,037
			207 Days	52,619	65,774	78,929
			217 Days	55,161	68,952	82,742
4	+Director-Facilities & Operations*	226	Daily	\$271.99	\$339.99	\$407.99
			226 Days	61,470	76,838	92,206
5	+Asst Principal-Secondary Director/Coordinator-ACE Program* +Manager - Technology	207 217 226	Daily	\$291.03	\$363.79	\$436.55
			207 Days	60,243	75,305	90,366
			217 Days	63,154	78,942	94,731
			226 Days	65,773	82,217	98,660
6	+Director - Athletic +Principal-Elementary	226 217	Daily	\$311.41	\$389.26	\$467.11
			217 Days	67,576	84,469	101,363
			226 Days	70,379	87,973	105,567
7	+Director-Business & Finance +Director-Instruction & Accountability* +Principal - Secondary	226 226 226	Daily	\$333.21	\$416.51	\$499.81
			226 Days	75,305	94,131	112,957

*% grant funded
+Administrators (District/Campus)



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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 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
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	\$ 600
1st Grade Team Leader	Elem	\$ 600
2nd Grade Team Leader	Elem	\$ 600
3rd Grade Team Leader	Elem	\$ 600
4th Grade Team Leader	Elem	\$ 600
5th Grade Team Leader	Elem	\$ 600
Special Education Team Leader	Elem	\$ 600

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
Guardian	All	\$ 500
State Testing Coordinator	Dist	\$ 1,500
Federal Programs Coordinator	Dist	\$ 1,500