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BRACKETT ISD RECOMMENDED COMPENSATION PLAN 2026-2027

**BOARD MEETING
MAY 11, 2026**

Introduction

Brackett ISD (BISD) engaged the HR Services Division of the Texas Association of School Boards (TASB) to provide pay system maintenance. TASB offers this maintenance service to former clients that have adopted a market-based pay plan.

The report presents a summary of our findings and recommendations based on two percentage adjustment models requested by the district. It includes a market comparison of key benchmark jobs, a cost estimate of the requested pay increase adjustments, a new teacher placement guide, and pay range structures for other job groups.

Project Activities

The following tasks were completed according to the district's service agreement:

- Set up pay file modeling templates using a snapshot of actual employee data
- Reviewed competitive pay for teachers and key benchmark jobs
- Reviewed and adjusted teacher hiring schedule and other pay range structures as needed
- Calculated individual employee pay adjustments
- Calculated cost estimates for adjustment models

Employee data files will be transferred electronically upon completion of the project.

Note: Pay adjustments are based on the snapshot of district employee data at the time data was received by TASB. Districts are responsible for updating payroll systems and calculating pay for any subsequent new hires.

Market Summary

Comparison districts were selected based on enrollment and location. School district data was obtained from the most recent available surveys conducted by TASB HR Services.

	District	ESC Region	Student Enrollment	Number of FTE	Teacher	Exempt* & Nonexempt
1	Center Point ISD	20	534	114	**	
2	Comstock ISD	15	172	36	X	X
3	Crockett County Consolidated CSD	15	610	153	X	X
4	Crystal City ISD	20	1,716	321	**	
5	Dilley ISD	20	830	185	X	X
6	Eagle Pass ISD	20	13,384	1,930	X	X
7	Falls City ISD	20	436	73	X	X
8	Ingram ISD	20	1,378	205	X	X
9	Knippa ISD	20	398	64	**	
10	La Pryor ISD	20	447	91	X	X
11	Leakey ISD	20	368	68	**	
12	Natalia ISD	20	1,314	247	X	X
13	Pearsall ISD	20	1,911	321	X	X
14	Rocksprings ISD	15	211	55	**	
15	Sabinal ISD	20	466	92	**	
16	San Antonio ISD	20	44,670	7,147	X	X
17	San Felipe Del Rio CISD	15	9,907	1,423	X	X
18	Utopia ISD	20	201	37	**	
19	Uvalde CISD	20	4,062	759	**	

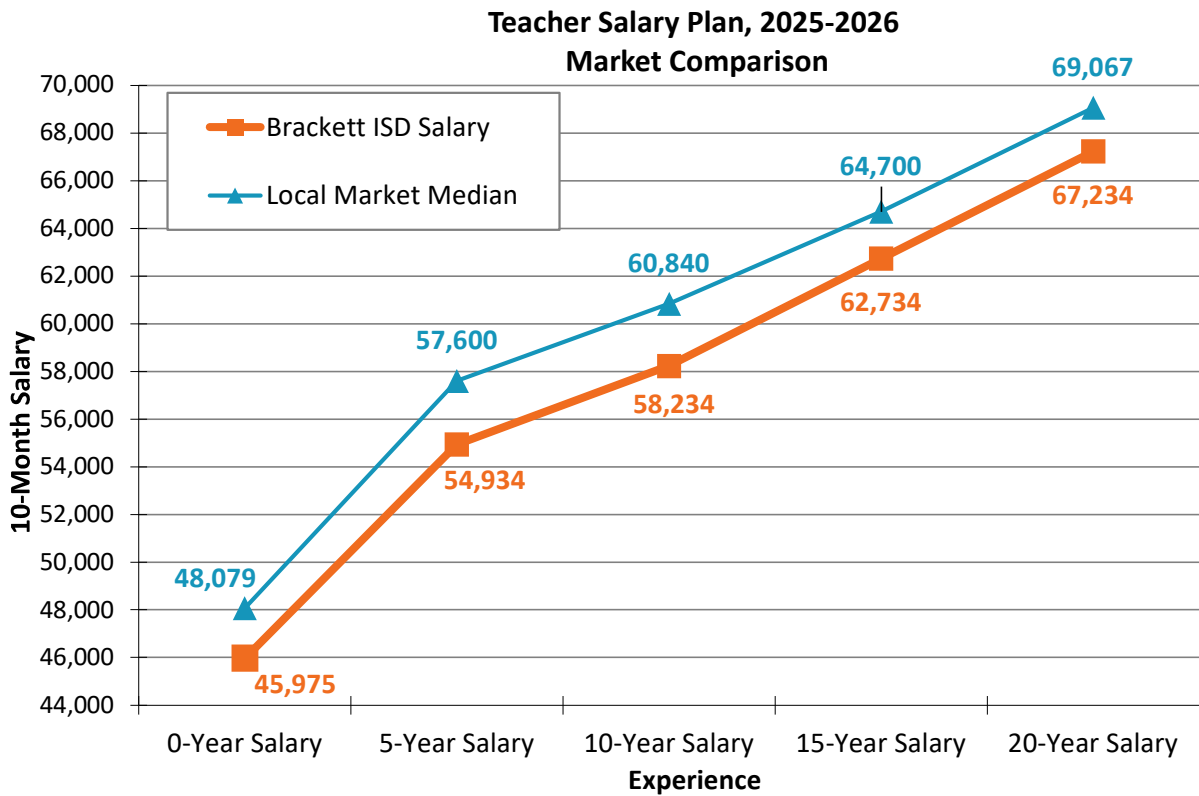
	Brackett ISD	20	494	123	19	11
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High-level central administrator jobs are compared to statewide market data for districts of comparable size.

** District did not participate in survey. Teacher schedules collected from the district.

Teacher Market Comparison

Teacher salaries at BISD are below market at all surveyed points in the range. Teacher pay is lowest to market at five years and pay is most competitive at 15 years.



Teacher Salaries by Experience
Bachelor's degree, 10 months

Summary of Cost Estimates, 2026-2027

	Total Staff	Cost Increase	Percent of Current Costs	2025-2026 Current Costs
Teachers				
\$45,975 starting salary	48	\$36,107		\$2,922,918
Teacher Retention Allotment		\$13,300	0.5%	
Adjustments - hiring schedule equity & adjustment to years 1-20		\$22,807	0.8%	
Administrative/Professional	14	\$18,605		\$1,074,131
^{1c} General pay increase - 1.0% of pay range midpoint		\$10,581	1.0%	
Adjustments - teacher pay equity		\$6,511	0.6%	
Adjustments - strategic		\$1,513	0.1%	
Nonexempt	60	\$19,417		\$1,538,853
^{1c} General pay increase - 1.0% of pay range midpoint		\$14,548	0.9%	
General pay increase - 1.0% to employees over range max		\$1,391	0.1%	
Adjustments - 1.0% above pay range minimum		\$884	0.1%	
Adjustments - strategic		\$2,594	0.2%	
Subtotal - General Pay Increase		\$26,520	0.5%	
Subtotal - Teacher Retention Allotment		\$13,300	0.6%	
Subtotal - Implementation/Equity Adjustments		\$34,309	0.6%	
Total Cost Estimate	122	\$74,129	1.3%	\$5,535,902

Footnotes:

^{1c} Pay increases were applied to all employees and itemized separately for employees at or above the maximum rate.

^{1f} Pay increases were applied to all employees, including those receiving the TRA.

Teachers Salary Plan Development
Brackett ISD
 Model 2: \$45,975 starting, 0.0% GPI

2025-2026 Years of Exp	2025-2026 New Hire Salary	+	TRA	+	0.0% General Pay Increase	+	Additional Adjustment	=	2026-2027 Years of Exp	2026-2027 Proposed New Hire Salary
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									0	→ \$45,975
0	→ \$45,975	+		+	\$0	+	\$500	=	1	\$46,475
1	\$46,475	+		+	\$0	+	\$500	=	2	\$46,975
2	\$46,975	+	\$2,325	+	\$0	+	\$500	=	3	\$49,800
3	\$49,800	+		+	\$0	+	\$534	=	4	\$50,334
4	\$50,334	+	\$4,000	+	\$0	+	\$600	=	5	\$54,934
5	\$54,934	+		+	\$0	+	\$600	=	6	\$55,534
6	\$55,534	+		+	\$0	+	\$600	=	7	\$56,134
7	\$56,134	+		+	\$0	+	\$600	=	8	\$56,734
8	\$56,734	+		+	\$0	+	\$600	=	9	\$57,334
9	\$57,334	+		+	\$0	+	\$900	=	10	\$58,234
10	\$58,234	+		+	\$0	+	\$900	=	11	\$59,134
11	\$59,134	+		+	\$0	+	\$900	=	12	\$60,034
12	\$60,034	+		+	\$0	+	\$900	=	13	\$60,934
13	\$60,934	+		+	\$0	+	\$900	=	14	\$61,834
14	\$61,834	+		+	\$0	+	\$900	=	15	\$62,734
15	\$62,734	+		+	\$0	+	\$900	=	16	\$63,634
16	\$63,634	+		+	\$0	+	\$900	=	17	\$64,534
17	\$64,534	+		+	\$0	+	\$900	=	18	\$65,434
18	\$65,434	+		+	\$0	+	\$900	=	19	\$66,334
19	\$66,334	+		+	\$0	+	\$900	=	20+	\$67,234
20+	\$67,234									

Current Market Median		
Value	Compare Before	Compare After

Exp Diff

0 Years

48,190	95%	95%
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500
500
2,825
534

5 Years

57,850	95%	95%
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4,600
600
600
600

10 Years

61,320	95%	95%
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600
900
900

15 Years

65,050	96%	96%
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900
900
900
900

20 Years

69,109	97%	97%
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900
900
900
900

General pay increase is applied to the market median salary (\$63,471).

Brackett ISD

2026-2027 New Hire Guide for Teachers

Model 2: \$45,975 starting, 0.0% GPI

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

Continuing Teachers will receive an experience step increase for 2026-2027

The salaries listed above 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.

2026-2027 Proposed EXEMPT Pay Plan Brackett ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	1% GPI	
1	District Library Manager	187	Daily	\$222.02	\$277.53	\$333.04	\$2.78
			187 Days	41,518	51,898	62,278	519
2	Nurse	187	Daily	\$237.57	\$296.96	\$356.35	\$2.97
			187 Days	44,426	55,532	66,637	555
3	Counselor - District Wide	105	Daily	\$254.20	\$317.75	\$381.30	\$3.18
	Counselor - Elementary	207	105 Days	26,691	33,364	40,037	334
	Counselor - Secondary	207	207 Days	52,619	65,774	78,929	658
	Counselor - Stronger Connections	217	217 Days	55,161	68,952	82,742	690
4	Director - Facilities & Operations	226	Daily	\$271.99	\$339.99	\$407.99	\$3.40
			226 Days	61,470	76,838	92,206	768
5	Asst Principal - Secondary	207	Daily	\$291.03	\$363.79	\$436.55	\$3.64
	Director/Coordinator - ACE Program	217	207 Days	60,243	75,305	90,366	753
	Manager - Technology	226	217 Days	63,154	78,942	94,731	789
6	Director - Athletics	226	226 Days	65,773	82,217	98,660	822
	Principal - Elementary	217	Daily	\$311.41	\$389.26	\$467.11	\$3.89
			217 Days	67,576	84,469	101,363	845
7	Director - Business & Finance	226	226 Days	70,379	87,973	105,567	880
	Director - Instruction & Accountability	226	Daily	\$333.21	\$416.51	\$499.81	\$4.17
	Principal - Secondary	226	226 Days	75,305	94,131	112,957	941

2026-2027 Proposed Nonexempt Pay Plan Brackett ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	1% GPI	
1							
	Cafeteria Worker	187	Hourly \$11.21	\$13.53	\$15.85	\$0.14	
	Custodian	243	187 Days	15,722	18,976	22,230	196
			243 Days	20,430	24,658	28,887	255
2							
	Aide - Credit Recovery	187	Hourly \$12.45	\$15.04	\$17.63	\$0.15	
	Aide - DAEP	187	187 Days	17,461	21,094	24,726	210
	Aide - Library	187					
	Aide - Migrant	187					
	Aide - Nurse	187					
	Aide - SPED General/Resource	187					
	Aide - Teacher	187					
3							
	Aide - SPED High Needs	187	Hourly \$13.81	\$16.85	\$19.89	\$0.17	
	Groundskeeper	243	177 Days	18,333	22,368	26,404	226
	Safety/Truancy Monitor	177	187 Days	19,369	23,632	27,896	238
	Secretary - Campus Elementary	187	207 Days	21,440	26,160	30,879	264
	Secretary - Campus Secondary	187	217 Days	22,476	27,423	32,371	277
	Security Guard - Unarmed	187	243 Days	25,169	30,709	36,250	310
	Specialist - ACE Program	217					
	Technician I - Technology	207					
4							
	Asst Manager - Food Service	187	Hourly \$15.20	\$18.54	\$21.88	\$0.19	
	Bus Driver	175	175 Days	19,950	24,334	28,718	249
	Facilities/Maintenance Worker	243	187 Days	21,318	26,002	30,687	266
			243 Days	27,702	33,789	39,876	346
5							
	Clerk - Central Office	226	Hourly \$17.51	\$21.62	\$25.73	\$0.22	
	Secretary - Principal Elementary	207	207 Days	27,184	33,565	39,946	342
	Secretary - Principal Secondary	226	226 Days	29,679	36,646	43,612	373
	Supervisor - Custodial	243	243 Days	31,912	39,402	46,893	401
	Technician II - Technology & Security	226					
6							
	Security Guard - Armed	187	Hourly \$19.61	\$24.21	\$28.81	\$0.24	
			187 Days	27,503	33,955	40,406	337
7							
	Coordinator - Finance	226	Hourly \$23.38	\$28.86	\$34.34	\$0.29	
	Coordinator - Payroll	226	187 Days	32,790	40,476	48,162	407
	Manager - District Library	187	226 Days	39,629	48,918	58,206	492
	Manager - Food Service	187	243 Days	42,610	52,597	62,585	529
	Manager - Transportation/Grounds	243					
	Secretary/Coordinator - Supt & Board/HR	226					

Brackett ISD

Work Shop #1 - May 7, 2026

Proposed Salary Increases for 2026-2027				
26-27 *FTE Reductions to Expenditures		\$ (192,000.00)		
Proposed Increase		26-27 Budget		Model #1
STEP	Teachers	\$	47,040.00	
3%	Exempt	\$	29,498.57	
3%	Nonexemp	\$	49,594.00	
		\$	126,132.57	Salaries
		\$	15,135.91	Benefits 12%
		\$	141,268.48	Total
26-27 Net Budget Change for Salaries		\$ (50,731.52)		

Proposed Increase		26-27 Budget		Model #2
STEP	Teachers	\$	47,040.00	
1%	Exempt	\$	9,832.86	
1%	Nonexemp	\$	16,531.33	
		\$	73,404.19	Salaries
		\$	8,808.50	Benefits 12%
		\$	82,212.69	Total
26-27 Net Budget Change for Salaries		\$ (109,787.31)		

Proposed Increase		26-27 Budget		Model #3
0	Teachers	\$	-	
0	Exempt	\$	-	
0	Nonexemp	\$	-	
		\$	-	Salaries
		\$	-	Benefits 12%
		\$	-	Total
26-27 Net Budget Change for Salaries		\$ (192,000.00)		

*FTE = Full Time Equivalent Positions



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	105	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			
				217 Days	55,161	68,952
4	+Director-Facilities & Operations*	226	Daily	\$271.99	\$339.99	\$407.99
			226 Days	61,470	76,838	92,206
5	+Asst Principal-Secondary	207	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			
				226 Days	65,773	82,217
6	+Director - Athletic	226	Daily	\$311.41	\$389.26	\$467.11
			217 Days	67,576	84,469	101,363
			226 Days	70,379	87,973	105,567
7	+Principal-Elementary	217	Daily	\$333.21	\$416.51	\$499.81
			226 Days	75,305	94,131	112,957
			226 Days	75,305	94,131	112,957
7	+Director-Business & Finance	226	Daily	\$333.21	\$416.51	\$499.81
			226 Days	75,305	94,131	112,957
			226 Days	75,305	94,131	112,957
7	+Director-Instruction & Accountability*	226	Daily	\$333.21	\$416.51	\$499.81
			226 Days	75,305	94,131	112,957
7	+Principal - Secondary	226	Daily	\$333.21	\$416.51	\$499.81
			226 Days	75,305	94,131	112,957

*% grant funded
 +Administrators (District/Campus)

PROPOSED:05/11/2026



Brackett ISD 2026-2027

Nonexempt Pay Plan

* 7.5 hours per day used for annual amounts.

Pay	Job Title	Calendars	Minimum	Midpoint	Maximum
1	Cafeteria Worker	187	Hourly \$11.21	\$13.53	\$15.85
	Custodian	243	187 Days	15,722	18,976
			243 Days	20,430	24,658
2	Aide - Credit Recovery	187	Hourly \$12.45	\$15.04	\$17.63
	Aide - DAEP	187	187 Days	17,461	21,094
	Aide - Library	187			
	Aide - Migrant	187			
	Aide - Nurse	187			
	Aide - Special General/Resource	187			
	Aide - Teacher	187			
3	Aide-Sped High Needs	187	Hourly \$13.81	\$16.85	\$19.89
	Groundskeeper	243	187 Days	19,369	23,632
	Safety/Truancy Monitor	187	207 Days	21,440	26,160
	Secretary - Campus Elementary	187	217 Days	22,476	27,423
	Secretary - Campus Secondary	187	243 Days	25,169	30,709
	Security Guard - Unarmed*	187			
	Specialist - ACE Program* (grant)	217			
	Technician I-Technology	207			
4	Asst. Manager - Food Service	187	Hourly \$15.20	\$18.54	\$21.88
	Bus Driver	175	175 Days	19,950	24,334
	Facilities/Maintenance Worker	243	187 Days	21,318	26,002
			243 Days	27,702	33,789
5	Clerk - Central Office	226	Hourly \$17.51	\$21.62	\$25.73
	Secretary Principal - Elementary	207	207 Days	27,184	33,565
	Secretary Principal - Secondary	226	226 Days	29,679	36,646
	Supervisor - Custodial	243	243 Days	31,912	39,402
	Technician II-Technology & Security	226			
6	Security Guard - Armed*	187	Hourly \$19.61	\$24.21	\$28.81
			187 Days	27,503	33,955
7	Coordinator - Finance	226	Hourly \$23.38	\$28.86	\$34.34
	Coordinator - PEIMS/Payroll	226	187 Days	32,790	40,476
	Manager - Food Service	187	226 Days	39,629	48,918
	Manager - Transportation/Grounds	243	243 Days	42,610	52,597
	Secretary - Supt & Board /Coordinator - HR	226			

*grant funded

PROPOSED:05/11/2026



Brackett ISD 2026-2027

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



Brackett ISD 2026-2027

Extra Duty Stipends Paid After the Event

AREA	STIPEND	LOCA-TION	AMOUNT	AREA	STIPEND	LOCA-TION	AMOU-NT
Academics	UIL Coach Event-ACCOUNTING	HS	\$ 225	Academics	UIL Coach Event-ART	JH	\$ 225
Academics	UIL Coach Event-CALCULATOR	HS	\$ 225	Academics	UIL Coach Event-CALCULATOR APPLICATIONS	JH	\$ 225
Academics	UIL Coach Event-COMPUTER APPS	HS	\$ 225	Academics	UIL Coach Event-CHESS PUZZLE	JH	\$ 225
Academics	UIL Coach Event-COPY EDITING	HS	\$ 225	Academics	UIL Coach Event-CREATIVE WRITING	JH	\$ 225
Academics	UIL Coach Event-CURRENT ISSUES	HS	\$ 225	Academics	UIL Coach Event-DICITIONARY SKILLS	JH	\$ 225
Academics	UIL Coach Event-COMPUTER SCIENCE	HS	\$ 225	Academics	UIL Coach Event-EDITORIAL WRITING	JH	\$ 225
Academics	UIL Coach Event-EDITORIAL WRITING	HS	\$ 225	Academics	UIL Coach Event-IMPROMPTU SPEAKING	JH	\$ 225
Academics	UIL Coach Event-FEATURE WRITING	HS	\$ 225	Academics	UIL Coach Event-LISTENING	JH	\$ 225
Academics	UIL Coach Event-HEADLINE WRITING	HS	\$ 225	Academics	UIL Coach Event-MAPS, GRAPHS & CHARTS	JH	\$ 225
Academics	UIL Coach Event-INFORMATIVE	HS	\$ 225	Academics	UIL Coach Event-MATHEMATICS	JH	\$ 225
Academics	UIL Coach Event-LINCOLN	HS	\$ 225	Academics	UIL Coach Event-MODERN ORATORY	JH	\$ 225
Academics	UIL Coach Event-LIT CRIT	HS	\$ 225	Academics	UIL Coach Event-MUSIC MEMORY	JH	\$ 225
Academics	UIL Coach Event-MATH	HS	\$ 225	Academics	UIL Coach Event-NUMBER SENSE	JH	\$ 225
Academics	UIL Coach Event-NUMBER SENSE	HS	\$ 225	Academics	UIL Coach Event-ONE-ACT PLAY	JH	\$ 225
Academics	UIL Coach Event-NEWS WRITING	HS	\$ 225	Academics	UIL Coach Event-ORAL READING	JH	\$ 225
Academics	UIL Coach Event-PROSE	HS	\$ 225	Academics	UIL Coach Event-READY WRITING	JH	\$ 225
Academics	UIL Coach Event-POETRY	HS	\$ 225	Academics	UIL Coach Event-SCIENCE	JH	\$ 225
Academics	UIL Coach Event-PERSUASIVE	HS	\$ 225	Academics	UIL Coach Event-SOCIAL STUDIES	JH	\$ 225
Academics	UIL Coach Event-READY WRITING	HS	\$ 225	Academics	UIL Coach Event-SPELLING	JH	\$ 225
Academics	UIL Coach Event-SOCIAL STUDIES	HS	\$ 225	Academics	UIL Coach Event-STORYTELLING	JH	\$ 225
Academics	UIL Coach Event-SPELLING	HS	\$ 225	Academics	UIL Coach Event-ART	ELEM	\$ 200
Academics	UIL Coach Event-SCIENCE	HS	\$ 225	Academics	UIL Coach Event-CHESS PUZZLE	ELEM	\$ 200
Academics	OAP Coordinator	HS	\$ 1,250	Academics	UIL Coach Event-CREATIVE WRITING	ELEM	\$ 200
Academics	OAP Helper	HS	\$ 225	Academics	UIL Coach Event-DICITIONARY SKILLS	ELEM	\$ 200
Academics	OAP Helper	HS	\$ 225	Academics	UIL Coach Event-LISTENING	ELEM	\$ 200
				Academics	UIL Coach Event-MAPS, GRAPHS & CHARTS	ELEM	\$ 200
				Academics	UIL Coach Event-SOCIAL STUDIES	ELEM	\$ 200
				Academics	UIL Coach Event-SPELLING (GR 3 & 4)	ELEM	\$ 200
				Academics	UIL Coach Event-SPELLING (GR 5 & 6)	ELEM	\$ 200
				Academics	UIL Coach Event-STORYTELLING	ELEM	\$ 200

PROPOSED:05/11/2026



Brackett ISD 2026-2027

Extra Duty Stipends Paid by time log/sheet

AREA	STIPEND	Amount	Per	Description
Job-Related	Degreed Substitute	\$ 100.00	full day	Bachelors and above
Job-Related	Non-Degreed Substitute	\$ 80.00	full day	
Job-Related	Cafeteria Substitute	\$ 11.00	hour	
Job-Related	Custodian Substitute	\$ 11.00	hour	
Academics	In-house training presentations	\$ 50.00	hour	Teachers, not to exceed \$150 half day and \$300 for full day
Academics	Exempt - Summer School	\$ 50.00	hour	Teachers - during the summer
Academics	Non Exempt - Summer School	\$ 20.00	hour	ACE Tutors -nondegreed & Paras (during the summer)
Academics	Student Interventions	\$ 30.00	hour	Teachers - After school or Saturday
Academics	UIL and OAP Events (qualifying events after District)	\$ 50.00	weekday	
Academics	UIL and OAP Events (qualifying events after District)	\$ 100.00	weekend	
Athletics	Coaches Driving Log-non CDL vehicle	\$ 15.00	round trip	
Athletics	Coaches Driving Log-CDL vehicle	\$ 50.00	round trip	
Athletics	Clock, Table/Book Keepers for Games	\$ 20.00	hour	Max 3 hours or comp time (Not Applicable to Exempt PG)
Athletics	Event Seating Monitor/Gate Ticket Worker	\$ 20.00	hour	Max 3 hours or comp time (Not Applicable to Exempt PG)
Athletics	Officiating/Clock Operator (Football)	\$ 20.00	hour	Max 3 hours or comp time (Not Applicable to Exempt PG)
Transportation	Bus Substitute	\$ 18.17	hour	
Transportation	Extra Curricular School Event Bus Driver-drive time	\$ 17.73	hour	
Transportation	Extra Curricular School Event Bus Driver-stand by time	\$ 10.00	hour	
General	Election Workers	\$11-\$14	hourly	Or max set by County for election workers
General	Extracurricular activities(approved by Supt.) for exempt and non-exempt employees for things such as - concessions, pictures, gates, parent nights (max of 3 hrs.)	\$ 25		Max 3 hours or comp time
TIA	Teacher Incentive Allotment (TIA)	TBD by TEA	Based no Distinction	Teachers identified as TIA recipients will receive 90% of the TEA calculated/awarded amount. 10% will be retained by BISD for related benefits/fringe costs.