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BRACKETT ISD RECOMMENDED COMPENSATION PLAN 2025-2026

SPECIAL CALLED MEETING

MAY 15, 2025

Summary and Recommendations

Summary

Most benchmark positions are below market medians. Improving pay structures will assist with recruitment and improve incumbent salaries in the future.

Recommendations

Following is a listing of recommendations for the Brackett ISD compensation plan.

Recommendation 1

Adopt the proposed pay structures to improve pay equity and ensure all employees are paid at least the proposed pay minimum

- Midpoints were increased by 1.5 percent in the Administrative Professional pay plan.
- Midpoints were increased by 1.5 percent in the Nonexempt pay plan.

Recommendation 2

Adopt the proposed general pay increases (GPI) model for current staff to improve market competitiveness.

- In this model, all continuing teachers receive the same increase amount, and increases for non-teachers are calculated as a percent of pay grade midpoint for the Administrative Professional pay plan and the Nonexempt pay plan.
- 3.0 percent GPI, which includes a \$1,675 increase for all continuing teachers.

Recommendation 3

Additional adjustments were applied to the teacher salaries at years 10-20 in both models on the proposed teacher hiring schedule, to improve market competitiveness in those years.

Additional adjustments for non-teacher pay groups include:

- Adjustments to ensure pay is at least 1 percent above the range minimum if the general pay increase was not sufficient to do so. This ensures current employees are paid slightly more than incoming employees paid at the minimum of the pay range.
- Equity adjustments for administrative/professional employees in the educator career pathway, to ensure their proposed pay is at or above a teacher with similar degree and experience, on a daily rate basis.
- If an employee remains below 90 percent of midpoint after all other adjustments, then an additional 1 percent of midpoint was granted as a strategic adjustment for nonteaching pay groups.
- Special education aides in high need settings were moved to pay grade 3 from pay grade 2 and given an additional 2.0 percent of midpoint strategic adjustment to adjust for the extra duties required for this job.

Recommendation 4

To address gaps shown in market comparisons, the district should conduct a full pay systems review in the upcoming school year. The last comprehensive review was conducted in the 2020–2021 school year. A comprehensive review will include additional market benchmarking and recommendations for strategic adjustments to help address these issues.

Summary of Cost Estimates, 2025-2026

	Total Staff	Count of Increases	Cost Increase	Percent of Current Costs	2024-2025 Current Costs
Teachers					
\$45,975 starting salary	51		\$97,363		\$2,763,522
^{1b} General pay increase - 3.0% (\$1,675)		51	\$85,066	3.1%	
Adjustments - years 10-20		15	\$12,297	0.4%	
Administrative Professional	13		\$37,647		\$928,486
^{1c} General pay increase - 3.0% of pay range midpoint		13	\$29,600	3.2%	
Adjustments - teacher pay equity		1	\$5,605	0.6%	
Adjustments - strategic		3	\$2,442	0.3%	
Nonexempt	60		\$53,986		\$1,553,734
^{1b} General pay increase - 3.0% of pay range midpoint		60	\$46,334	3.0%	
Adjustments - 1.0% above pay range minimum		1	\$491	0.0%	
Adjustments - strategic (Aides - Sped High Needs)		5	\$2,384	0.2%	
Adjustments - strategic		19	\$4,777	0.3%	
Subtotal - General Pay Increase	124	124	\$161,000	3.1%	
Subtotal - Implementation/Equity Adjustments		44	\$27,996	0.5%	
Total Cost Estimate			\$188,996	3.6%	\$5,245,742

Footnotes:

^{1b} Pay increases were applied to all employees, including those at or above the maximum rate.

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

Teachers Salary Plan Development
Brackett ISD
 Model 2: \$45,975 starting, 3.0% GPI

2024-2025 Years of Exp	2024-2025 New Hire Salary	3.0% General Pay Increase	+	Additional Adjustment	=	2025-2026 Years of Exp	2025-2026 Proposed New Hire Salary
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						0	→ \$45,975
0	→	\$44,800	+	\$1,675	+	=	1 \$46,475
1		\$45,300	+	\$1,675	+	=	2 \$46,975
2		\$45,800	+	\$1,675	+	=	3 \$47,475
3		\$46,334	+	\$1,675	+	=	4 \$48,009
4		\$46,934	+	\$1,675	+	=	5 \$48,609
5		\$47,534	+	\$1,675	+	=	6 \$49,209
6		\$48,134	+	\$1,675	+	=	7 \$49,809
7		\$48,734	+	\$1,675	+	=	8 \$50,409
8		\$49,334	+	\$1,675	+	=	9 \$51,009
9		\$50,234	+	\$1,675	+	\$1,000 =	10 \$52,909
10		\$51,134	+	\$1,675	+	\$1,000 =	11 \$53,809
11		\$52,034	+	\$1,675	+	\$1,000 =	12 \$54,709
12		\$52,934	+	\$1,675	+	\$1,000 =	13 \$55,609
13		\$53,834	+	\$1,675	+	\$1,000 =	14 \$56,509
14		\$54,734	+	\$1,675	+	\$1,000 =	15 \$57,409
15		\$55,634	+	\$1,675	+	\$1,000 =	16 \$58,309
16		\$56,534	+	\$1,675	+	\$1,000 =	17 \$59,209
17		\$57,434	+	\$1,675	+	\$1,000 =	18 \$60,109
18		\$58,334	+	\$1,675	+	\$1,000 =	19 \$61,009
19		\$59,234	+	\$1,675	+	\$1,000 =	20+ \$61,909
20+		\$60,134					

Current Market Median		
Value	Compare Before	Compare After

0 Years		
43,674	103%	105%

5 Years		
47,643	100%	102%

10 Years		
53,965	95%	98%

15 Years		
57,438	97%	100%

20 Years		
61,834	97%	100%

Exp Diff

500
500
500
534
600
600
600
600
600
1,900
900
900
900
900
900
900
900
900
900

General pay increase is applied to the market median salary (\$55,840).

Pay Range Minimum	\$45,975	Pay Range Maximum	\$77,500
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Brackett ISD

2025-2026 New Hire Guide for Teachers

Model: \$45,975 starting, 3.0% GPI

Years of Experience	New Hire Salary
0	\$45,975
1	\$46,475
2	\$46,975
3	\$47,475
4	\$48,009
5	\$48,609
6	\$49,209
7	\$49,809
8	\$50,409
9	\$51,009
10	\$52,909
11	\$53,809
12	\$54,709
13	\$55,609
14	\$56,509
15	\$57,409
16	\$58,309
17	\$59,209
18	\$60,109
19	\$61,009
20+	\$61,909

Continuing Teachers will receive an increase of
\$1,675

The salaries listed above 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.

\$1,000 Master's Degree - General Stipend

2025-2026 Proposed Administrative Professional Pay Plan

Brackett ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
1			Daily	\$236.38	\$295.48	\$354.58	\$8.86
	District Library Manager	187	187 Days	44,203	55,255	66,306	1,658
	Nurse - District	187					
2			Daily	\$252.93	\$316.16	\$379.39	\$9.48
	Counselor - District Wide	105	105 Days	26,558	33,197	39,836	996
	Counselor - Elementary	207	207 Days	52,357	65,445	78,534	1,963
	Counselor - Secondary	207	217 Days	54,886	68,607	82,328	2,058
	Counselor - Stronger Connections	217					
3			Daily	\$270.63	\$338.29	\$405.95	\$10.15
	Director - Facilities & Operations	226	226 Days	61,162	76,454	91,745	2,294
4			Daily	\$289.58	\$361.97	\$434.36	\$10.86
	Asst Principal - Secondary	207	207 Days	59,943	74,928	89,913	2,248
	Director/Coordinator - ACE Program	217	217 Days	62,839	78,547	94,256	2,356
	Manager - Technology	226	226 Days	65,445	81,805	98,165	2,454
5			Daily	\$309.85	\$387.31	\$464.77	\$11.62
	Director - Athletic	226	226 Days	70,026	87,532	105,038	2,626
	Principal - Elementary	226					
6			Daily	\$331.54	\$414.42	\$497.30	\$12.43
	Director - Buisness & Finance	226	226 Days	74,928	93,659	112,390	2,810
	Director - Instruction & Accountability	226					
	Principal - Secondary	226					

2025-2026 Proposed Administrative Professional Pay Plan

Brackett ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
1	District Library Manager	187	Daily 187 Days	\$220.92 41,312	\$276.15 51,640	\$331.38 61,968	\$8.28 1,549
2	Nurse - District	187	Daily 187 Days	\$236.38 44,203	\$295.48 55,255	\$354.58 66,306	\$8.86 1,658
3	Counselor - District Wide	105	Daily 105 Days	\$252.93 26,558	\$316.16 33,197	\$379.39 39,836	\$9.48 996
	Counselor - Elementary	207	207 Days	52,357	65,445	78,534	1,963
	Counselor - Secondary	207	217 Days	54,886	68,607	82,328	2,058
	Counselor - Stronger Connections	217					
4	Director - Facilities & Operations	226	Daily 226 Days	\$270.63 61,162	\$338.29 76,454	\$405.95 91,745	\$10.15 2,294
5	Asst Principal - Secondary	207	Daily 207 Days	\$289.58 59,943	\$361.97 74,928	\$434.36 89,913	\$10.86 2,248
	Director/Coordinator - ACE Program	217	217 Days	62,839	78,547	94,256	2,356
	Manager - Technology	226	226 Days	65,445	81,805	98,165	2,454
6	Director - Athletic	226	Daily 217 Days	\$309.85 67,237	\$387.31 84,046	\$464.77 100,855	\$11.62 2,521
	Principal - Elementary	217	226 Days	70,026	87,532	105,038	2,626
7	Director - Buisness & Finance	226	Daily 226 Days	\$331.54 74,928	\$414.42 93,659	\$497.30 112,390	\$12.43 2,810
	Director - Instruction & Accountability	226					
	Principal - Secondary	226					

2025-2026 Proposed Nonexempt Pay Plan

Brackett ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
1			Hourly	\$11.15	\$13.46	\$15.77	\$0.40
	Cafeteria Worker	187	187 Days	15,638	18,878	22,117	561
	Custodian	243	243 Days	20,321	24,531	28,741	729
2			Hourly	\$12.38	\$14.96	\$17.54	\$0.45
	Aide - Credit Recovery	187	187 Days	17,363	20,981	24,600	631
	Aide - DAEP	187					
	Aide - Library	187					
	Aide - Migrant	187					
	Aide - Nurse	187					
	Aide - Sped General/Resource	187					
	Aide - Teacher	187					
3			Hourly	\$13.74	\$16.76	\$19.78	\$0.50
	Aide - Sped High Needs	187	187 Days	19,270	23,506	27,741	701
	Groundskeeper	243	217 Days	22,362	27,277	32,192	814
	Safety Truancy Monitor	187	226 Days	23,289	28,408	33,527	848
	Secretary - Campus ES	187	243 Days	25,041	30,545	36,049	911
	Secretary - Campus HS	187					
	Secretary - Campus MS	187					
	Security Guard - Unarmed	187					
	Specialist - ACE Program	217					
	Technician I - Technology	226					
4			Hourly	\$15.12	\$18.44	\$21.76	\$0.55
	Asst Manager - Food Service	187	175 Days	19,845	24,203	28,560	722
	Bus Driver	175	187 Days	21,206	25,862	30,518	771
	Facilities/Maintenance Worker	243	243 Days	27,556	33,607	39,658	1,002
5			Hourly	\$17.41	\$21.50	\$25.59	\$0.65
	Clerk - Central Office	226	207 Days	27,029	33,379	39,728	1,009
	Secretary Principal - ES	207	226 Days	29,510	36,443	43,375	1,102
	Secretary Principal - HS	226	243 Days	31,730	39,184	46,638	1,185
	Secretary Principal - MS	226					
	Supervisor - Custodial	243					
	Technician II - Technology & Security	226					
6			Hourly	\$19.50	\$24.08	\$28.66	\$0.72
	Security Guard - Armed	187	187 Days	27,349	33,772	40,196	1,010
7			Hourly	\$23.25	\$28.70	\$34.15	\$0.86
	Coordinator - Finance	226	187 Days	32,608	40,252	47,895	1,206
	Coordinator - Payroll	226	226 Days	39,409	48,647	57,884	1,458
	Manager - Food Service	187	243 Days	42,373	52,306	62,238	1,567
	Manager - Transportation/Grounds	243					
	Secretary - Superintendent & Board / HR	226					



Brackett ISD 2025-2026 PROPOSED 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 District Coordinator host year only	ALL	\$ 5,000
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
Cross Country - JH	JH	\$ 2,000
Cross Country - JH Asst	JH	\$ 1,000
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
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Job-Related

Academic Advisor	All	\$ 7,500
Interventionist	All	\$ 3,000
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

*2025-26 Drop in number of stipends due to departmentalization



Brackett ISD 2025-2026

PROPOSED 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	Paras - during the summer
Academics	Summer GPA Calculations	\$ 30.00	hour	
Academics	Curriculum Writing	\$ 30.00	hour	Not scheduled for summer 2026
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	
Academics	Graduation Patrol	\$ 30.00	hour	
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
Athletics	Event Seating Monitor/Gate Ticket Worker	\$ 20.00	hour	Max 3 hours or comp time
Athletics	Officiating/Clock Operator (Football)	\$ 20.00	hour	Max 3 hours or comp time
Transportation	Bus Substitute	\$ 18.17	hour	mid-point of PG 4 py
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	
Transportation	Graduation Bus Route	Driver's Pay	hour	Driver's Hourly Rate
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.



Brackett ISD 2025-2026

PROPOSED Extra Duty Stipends

Paid After the Event

AREA	STIPEND	LOCATION	AMOUNT	AREA	STIPEND	LOCATION	AMOUNT
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