Brooks County ISD 2026-2027

New Hire Guide for Teachers

Years of Experience	District Base Pay	Teacher Retention Allotment	New Hire Salary with TRA Included
0	$53,000	$0	$53,000
1	$53,000	$0	$53,000
2	$53,200	$0	$53,200
3	$53,400	$4,000	$57,400
4	$53,400	$4,000	$57,400
5	$53,600	$8,000	$61,600
6	$53,800	$8,000	$61,800
7	$54,000	$8,000	$62,000
8	$54,300	$8,000	$62,300
9	$54,800	$8,000	$62,800
10	$55,300	$8,000	$63,300
11	$55,800	$8,000	$63,800
12	$56,300	$8,000	$64,300
13	$56,800	$8,000	$64,800
14	$57,300	$8,000	$65,300
15	$57,800	$8,000	$65,800
16	$58,600	$8,000	$66,600
17	$59,600	$8,000	$67,600
18	$60,600	$8,000	$68,600
19	$61,600	$8,000	$69,600
20+	$62,600	$8,000	$70,600

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.

$1,000 General Master's Degree Stipend
$2,000 Subject-Area Master's Degree Stipend
$3,000 Doctoral Degree Stipend