



ADOPTED BUDGET
July 1, 2019 – June 30, 2020

**BEAUMONT INDEPENDENT SCHOOL
DISTRICT**
Beaumont, Texas

BOARD OF MANAGERS/MEMBERS

A.B. Bernard, President

Angela Corbin Bransford, Vice President

Nathan Cross, Secretary

Thomas Sigee, Member

Denise Wallace-Spooner, Member

Zenobia Bush, Member

SUPERINTENDENT

Dr. Shannon Allen

BEAUMONT INDEPENDENT SCHOOL DISTRICT

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HISTORICAL INFORMATION

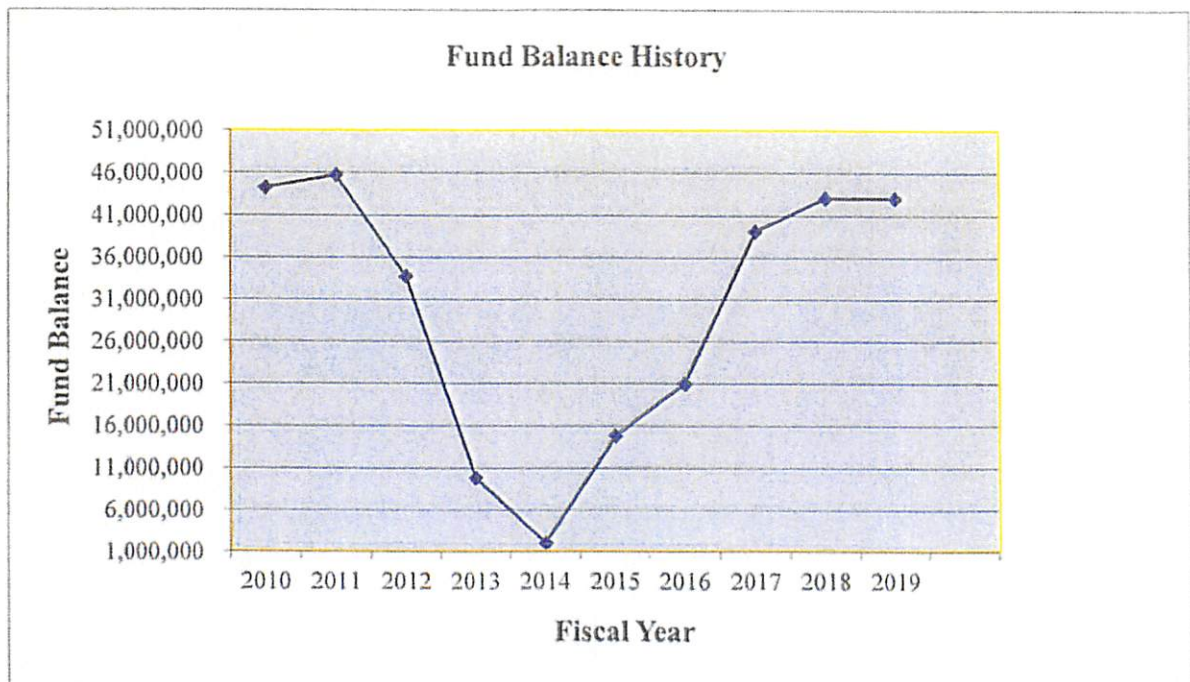
SECTION A

BEAUMONT INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
FUND BALANCE HISTORY

		Increase (Decrease)
August 31, 2010	44,257,854	6,951,804
2011	45,759,663	1,501,809
2012	33,746,103	(12,013,560)
2013	9,822,902	(23,923,201)
2014	2,073,611	(7,749,291)
2015	14,798,240	12,724,629
2016	21,006,580	6,208,340
June 30, 2017	39,117,425 *	18,110,845
2018	43,057,766	3,940,341
2019	43,057,766 **	-

* - Changed fiscal year to June 30th

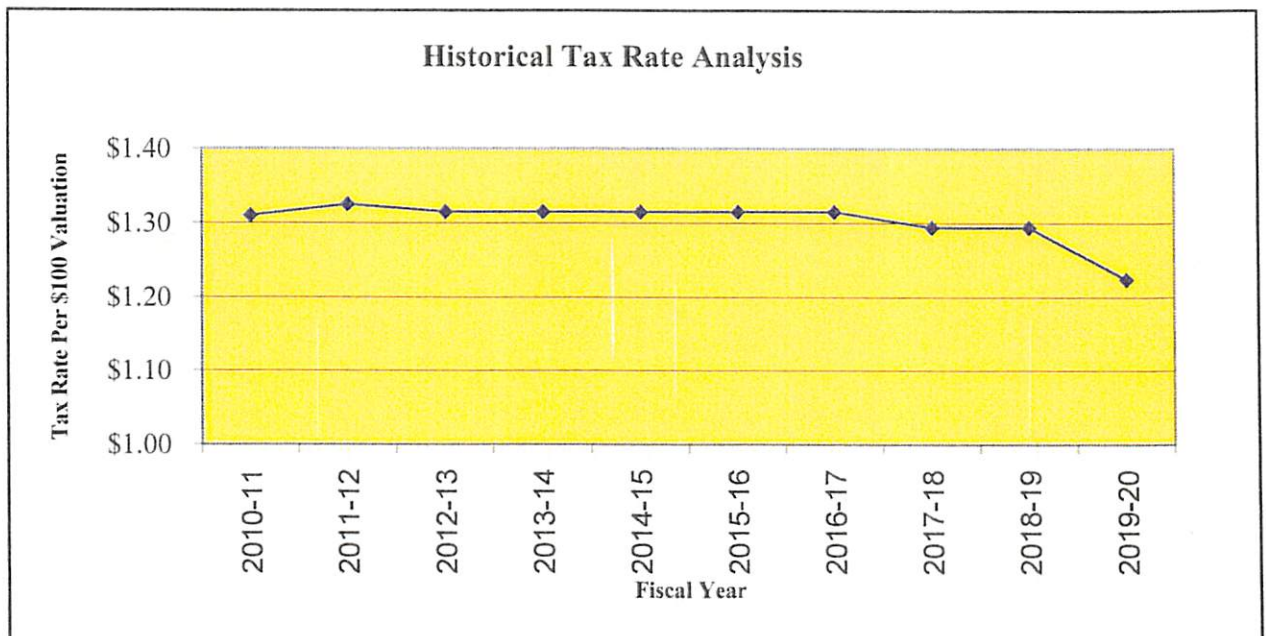
** - Projected Fund Balance from FY 2019-2020 Budget



BEAUMONT INDEPENDENT SCHOOL DISTRICT HISTORICAL TAX RATE ANALYSIS

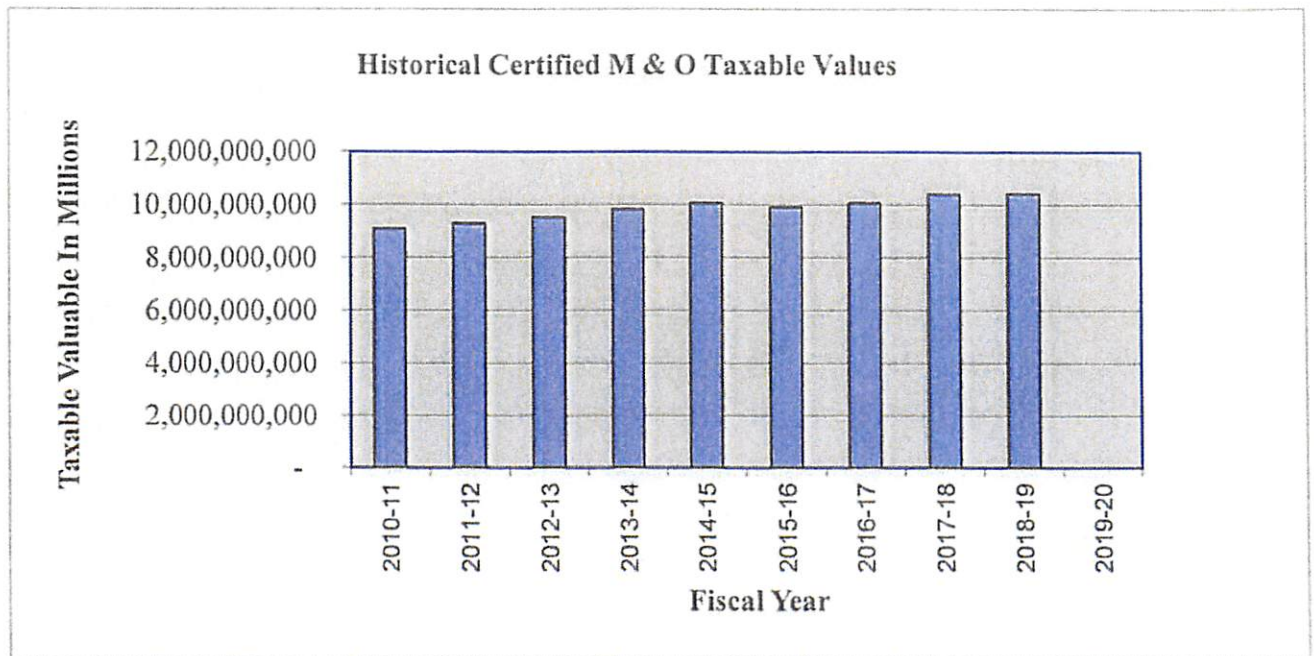
School Year	Total Rate	Maintenance & Operation	Interest & Sinking
2010-11	1.310000	1.04	0.270000
2011-12	1.325000	1.04	0.285000
2012-13	1.315000	1.04	0.275000
2013-14	1.315000	1.04	0.275000
2014-15	1.315000	1.04	0.275000
2015-16	1.315000	1.04	0.275000
2016-17	1.315000	1.04	0.275000
2017-18	1.294050	1.04	0.254050
2018-19	1.294050	1.04	0.254050
2019-20	1.224050	0.97	0.254050 **

** - Proposed - HB3 requires tax rate compression



BEAUMONT INDEPENDENT SCHOOL DISTRICT
HISTORICAL CERTIFIED TAXABLE VALUES

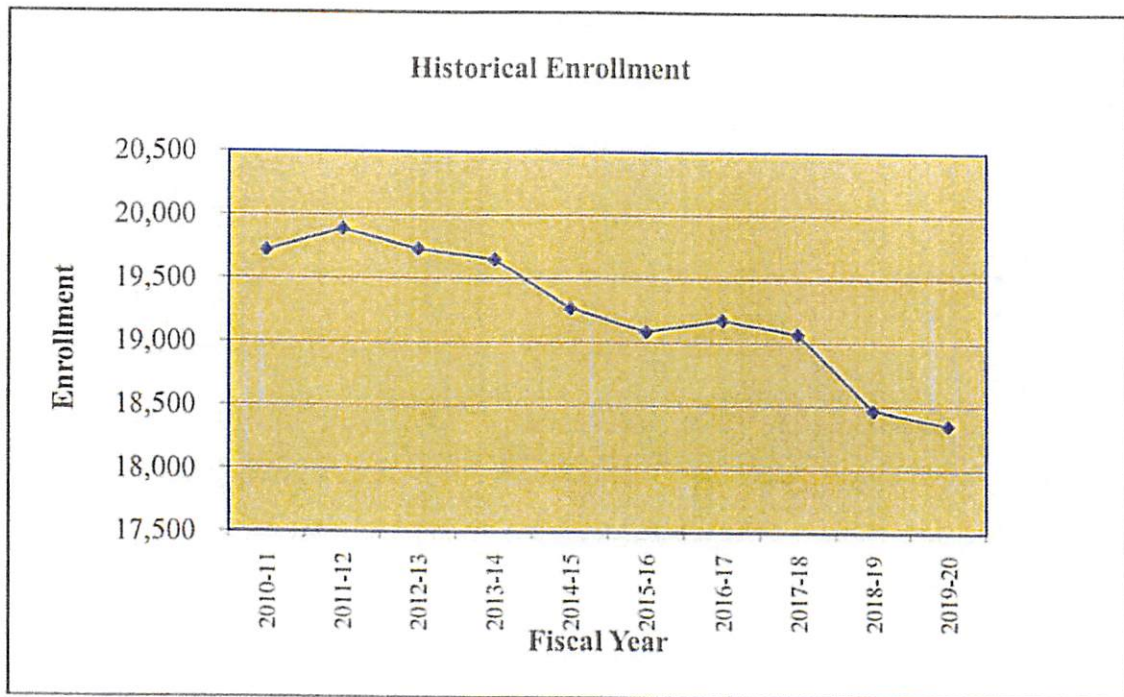
School Year	Maintenance & Operations Taxable Value	[M & O] Percentage Increase (Decrease)
2010-11	9,084,845,215	-2.77%
2011-12	9,273,770,355	2.08%
2012-13	9,510,187,707	2.55%
2013-14	9,812,026,420	3.17%
2014-15	10,045,224,858	2.38%
2015-16	9,908,109,184	-1.36%
2016-17	10,057,244,042	1.51%
2017-18	10,381,372,445	3.22%
2018-19	10,404,853,102	0.23%
2019-20	Not Available	



BEAUMONT INDEPENDENT SCHOOL DISTRICT
HISTORICAL ENROLLMENT

School Year	Enrollment	Percentage Increase/(Decrease)
2010-11	19,718	1.4%
2011-12	19,887	0.9%
2012-13	19,731	-0.8%
2013-14	19,650	-0.4%
2014-15	19,264	-2.0%
2015-16	19,085	-0.9%
2016-17	19,178	0.5%
2017-18	19,068	-0.6%
2018-19	18,470	-3.1%
2019-20	18,351 *	-0.6%

* - Projected



BUDGETED REVENUES

SECTION B

BEAUMONT INDEPENDENT SCHOOL DISTRICT
BUDGETED REVENUES
SUMMARY BY FUND

TYPE OF REVENUE	2018-19	2019-20
	Adopted Budget	Adopted Budget
199 General Fund	\$ 160,165,132	\$ 162,513,633
240 Child Nutrition Services	11,483,525	11,979,310
500 Interest & Sinking	<u>27,892,176</u>	<u>28,119,100</u>
TOTAL ALL FUNDS	<u><u>\$ 199,540,833</u></u>	<u><u>\$ 202,612,043</u></u>

BUDGETED EXPENDITURES

SECTION C

BEAUMONT INDEPENDENT SCHOOL DISTRICT
BUDGETED EXPENDITURES
SUMMARY BY FUND

Board Adopted Budgets	2018-19	2019-20
	Adopted Budget	Adopted Budget
199 General Fund	\$ 160,165,132	\$ 162,513,633
240 Child Nutrition Services	13,019,224	13,987,864
500 Interest & Sinking	30,391,176	28,119,100
TOTAL ALL FUNDS	\$ 203,575,532	\$ 204,620,597

GENERAL FUND

SECTION D

BEAUMONT INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
SUMMARY OF REVENUES AND EXPENDITURES

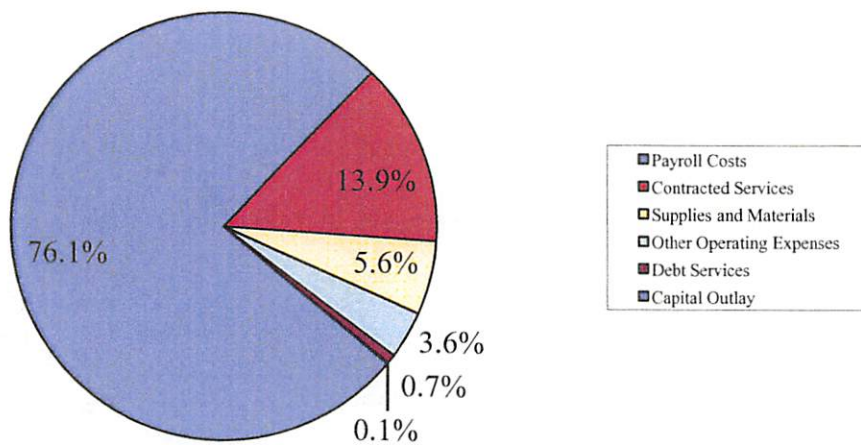
	2018-19 Adopted Budget	2019-20 Adopted Budget
REVENUES		
Local	\$ 116,928,166	\$ 114,417,145
State	39,556,681	44,416,203
Federal	3,655,285	3,655,285
Other Resources/Revenues	25,000	25,000
Total Revenue	<u>160,165,132</u>	<u>162,513,633</u>
EXPENDITURES		
Payroll Costs	123,948,556	123,638,596
Professional Services	16,996,896	22,565,009
Supplies & Materials	8,615,187	9,083,438
Other Operating Costs	5,610,621	5,907,050
Debt Service	1,114,965	1,114,965
Capital Outlay	3,878,907	204,575
Total Expenditures	<u>160,165,132</u>	<u>162,513,633</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>\$ -</u>	<u>\$ -</u>

BEAUMONT INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
DETAIL OF REVENUES

	2018-19 Adopted Budget	2019-20 Adopted Budget
REVENUES		
Local		
5711 Taxes, Current Year Levy	\$ 104,444,361	\$ 105,012,389
5712 Taxes, Prior Years	1,200,000	1,140,000
5719 Penalties & Interest and Other Tax Rev	900,000	827,459
573X Tuitions and Fees	85,000	14,150
574X Misc	10,023,805	7,148,177
575X Athletic Revenue	275,000	275,000
Total Local Revenues	<u>116,928,166</u>	<u>114,417,175</u>
State Revenue	39,556,681	44,416,203
Federal Revenue	3,655,285	3,655,285
Other Resources/Non-Operating Revenues	<u>25,000</u>	<u>25,000</u>
Total Revenues	<u>\$ 160,165,132</u>	<u>\$ 162,513,663</u>

BEAUMONT INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
SUMMARY OF EXPENDITURES BY OBJECT

OBJECT	2019-20 Adopted Budget	% of Budget
Payroll Costs	\$ 123,638,596	76.1
Contracted Services	22,565,009	13.9
Supplies and Materials	9,083,438	5.6
Other Operating Expenses	5,907,050	3.6
Debt Services	1,114,965	0.7
Capital Outlay	204,575	0.1
Total Expenditures	\$ 162,513,633	100.0



BEAUMONT INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

	2018-19 Adopted Budget	2019-20 Adopted Budget
Instructional		
Payroll Costs	\$ 80,723,156	\$ 78,401,343
Professional Services	1,867,918	5,093,789
Supplies and Materials	2,843,678	3,668,121
Other Operating Costs	220,175	211,506
Capital Outlay	76,661	10,000
Total Instructional	<u>85,731,588</u>	<u>87,384,759</u>
Instructional Resources & Media Services		
Payroll Costs	1,292,203	1,250,055
Professional Services	8,329	6,560
Supplies and Materials	212,438	133,306
Other Operating Costs	-	-
Capital Outlay	-	-
Total Instructional Resources & Media Svcs	<u>1,512,970</u>	<u>1,389,921</u>
Curriculum Development & Instructional Staff Development		
Payroll Costs	5,160	12,705
Professional Services	133,725	121,672
Supplies and Materials	92,200	74,930
Other Operating Costs	312,530	264,290
Total Curriculum Development & Instructional Staff Development	<u>543,615</u>	<u>473,597</u>
Instructional Leadership		
Payroll Costs	3,048,683	3,221,138
Professional Services	55,500	225,800
Supplies and Materials	104,150	108,093
Other Operating Costs	52,414	57,864
Total Instructional Leadership	<u>3,260,747</u>	<u>3,612,895</u>
School Leadership		
Payroll Costs	8,895,004	9,604,289
Professional Services	102,985	448,225
Supplies and Materials	109,632	90,757
Other Operating Costs	130,386	99,038
Total School Leadership	<u>9,238,007</u>	<u>10,242,309</u>
Guidance, Counseling & Evaluation Services		
Payroll Costs	5,064,792	5,218,698
Professional Services	12,146	21,896
Supplies and Materials	225,610	213,649
Other Operating Costs	41,870	30,869
Total Guidance, Counseling & Evaluation Services	<u>5,344,418</u>	<u>5,485,112</u>

BEAUMONT INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

	2018-19 Adopted Budget	2019-20 Adopted Budget
Social Work Services		
Payroll Costs	224,535	394,368
Professional Services	-	-
Supplies and Materials	-	-
Other Operating Costs	-	-
Total Social Work Services	224,535	394,368
Health Services		
Payroll Costs	1,921,476	2,000,742
Contracted Services	53,602	53,602
Supplies and Materials	35,305	36,142
Other Operating Costs	5,390	3,307
Capital Outlay	-	-
Total Health Services	2,015,773	2,093,793
Student (Pupil) Transportation		
Payroll Costs	5,129,901	4,922,549
Professional Services	325,585	275,585
Supplies and Materials	957,500	1,007,500
Other Operating Costs	(416,077)	(510,730)
Capital Outlay	254,000	-
Total Student (Pupil) Transportation	6,250,909	5,694,904
Cocurricular/Extracurricular Activities		
Payroll Costs	2,938,971	2,962,511
Professional Services	194,790	217,690
Supplies and Materials	727,907	802,815
Other Operating Costs	1,311,596	1,359,976
Capital Outlay	-	42,000
Total Cocurricular/Extracurricular Activities	5,173,264	5,384,992
General Administration		
Payroll Costs	4,255,863	4,502,712
Professional Services	2,226,610	1,667,877
Supplies and Materials	308,387	316,550
Other Operating Costs	927,555	1,004,955
Total General Administration	7,718,415	7,492,094
Plant Maintenance & Operations		
Payroll Costs	7,178,346	7,230,826
Professional Services	9,730,350	12,072,090
Supplies and Materials	1,986,500	1,418,500
Other Operating Costs	2,660,500	3,012,500
Capital Outlay	302,500	2,500
Total Plant Maintenance & Operations	21,858,196	23,736,416

BEAUMONT INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

	2018-19 Adopted Budget	2019-20 Adopted Budget
Security & Monitoring Services		
Payroll Costs	2,240,634	2,488,644
Professional Services	148,900	167,400
Supplies and Materials	84,500	84,500
Other Operating Expenses	14,175	14,175
Capital Outlay	175,000	-
Total Security & Monitoring Services	2,663,209	2,754,719
Data Processing Services		
Payroll Costs	878,750	1,272,577
Professional Services	486,456	542,823
Supplies and Materials	916,869	1,120,079
Other Operating Costs	8,807	20,000
Capital Outlay	25,000	25,000
Total Data Processing Services	2,315,882	2,980,479
Community Services		
Payroll Costs	151,082	155,440
Professional Services	-	-
Supplies and Materials	10,511	8,496
Other Operating Costs	2,000	-
Total Community Services	163,593	163,936
Debt Services		
Debt Service	1,114,965	1,114,965
Total Facilities	1,114,965	1,114,965
Facilities		
Professional Services	-	-
Capital Outlay	3,045,746	125,075
Total Facilities	3,045,746	125,075
Payment to Fiscal Agent Member District		
Other Operating Costs	339,300	339,300
Total Payment to Fiscal Agent Member District	339,300	339,300
Payment to Juvenile Justice Alt Ed		
Professional Services	150,000	150,000
Total Payment to Juvenile Justice Alt Ed	150,000	150,000
Other Uses		
Professional Services	1,500,000	1,500,000
Total Other Uses	1,500,000	1,500,000
TOTAL EXPENDITURES	\$ 160,165,132	\$ 162,513,633

CHILD NUTRITION SERVICES

FUND

SECTION E

BEAUMONT INDEPENDENT SCHOOL DISTRICT
CHILD NUTRITION
SUMMARY OF REVENUES AND EXPENDITURES

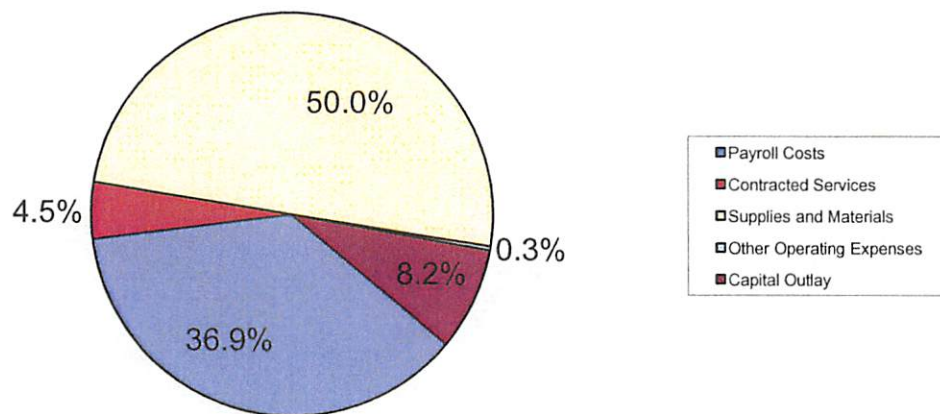
	2018-19 Adopted Budget	2019-20 Adopted Budget
REVENUES		
Local	\$ 1,796,225	\$ 692,198
State	64,800	58,520
Federal	9,622,500	11,228,592
Total Revenue	<u>11,483,525</u>	<u>11,979,310</u>
EXPENDITURES		
Payroll Costs	5,021,724	5,164,436
Contracted Services	387,000	631,508
Supplies & Materials	6,050,500	6,990,420
Other Operating Costs	30,000	48,500
Capital Outlay	1,530,000	1,153,000
Total Expenditures	<u>13,019,224</u>	<u>13,987,864</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>\$ (1,535,699)</u>	<u>\$ (2,008,554)</u>

BEAUMONT INDEPENDENT SCHOOL DISTRICT
CHILD NUTRITION
DETAIL OF REVENUES

	2018-19 Adopted Budget	2019-20 Adopted Budget
REVENUES		
Local		
574X Misc	\$ 75,000	\$ 25,000
575X Athletic Revenue	1,721,225	667,198
Total Local Revenues	<u>1,796,225</u>	<u>692,198</u>
State Revenue	64,800	58,520
Federal Revenue	9,622,500	11,228,592
Other Resources/Non-Operating Revenues	<u>9,687,300</u>	<u>11,287,112</u>
Total Revenues	<u><u>\$ 11,483,525</u></u>	<u><u>\$ 11,979,310</u></u>

BEAUMONT INDEPENDENT SCHOOL DISTRICT
CHILD NUTRITION
SUMMARY OF EXPENDITURES BY OBJECT

OBJECT	2019-20 Adopted Budget	% of Budget
Payroll Costs	\$ 5,164,436	36.9
Contracted Services	631,508	4.5
Supplies and Materials	6,990,420	50.0
Other Operating Expenses	48,500	0.3
Capital Outlay	1,153,000	8.2
	\$ 13,987,864	100.0



BEAUMONT INDEPENDENT SCHOOL DISTRICT
CHILD NUTRITION
SUMMARY OF EXPENDITURES BY FUNCTION AND OBJECT

	2018-19 Adopted Budget	2019-20 Adopted Budget
Food Services		
Payroll Costs	\$ 4,964,074	\$ 5,080,731
Professional Services	187,000	443,508
Supplies and Materials	6,040,500	6,971,920
Other Operating Costs	27,000	45,500
Capital Outlay	345,000	149,000
Total Food Service	<u>11,563,574</u>	<u>12,690,659</u>
Plant Maintenance & Operations		
Payroll Costs	57,650	83,705
Professional Services	200,000	188,000
Supplies and Materials	10,000	18,500
Other Operating Costs	3,000	3,000
Capital Outlay	-	-
Total Plant Maintenance & Operations	<u>270,650</u>	<u>293,205</u>
Facilities		
Capital Outlay	1,185,000	1,004,000
Total Facilities	<u>1,185,000</u>	<u>1,004,000</u>
TOTAL EXPENDITURES	<u>\$ 13,019,224</u>	<u>\$ 13,987,864</u>

DEBT SERVICE FUND

SECTION F

BEAUMONT INDEPENDENT SCHOOL DISTRICT
DEBT SERVICES
SUMMARY OF REVENUES AND EXPENDITURES

	2018-19 Adopted Budget	2019-20 Adopted Budget
REVENUES		
Local		
5711 Taxes, Current Year Levy	27,559,986	27,682,860
5712 Taxes, Prior Years	193,137	193,137
5719 Penalties & Interest and Other Tax Rev	139,103	139,103
5742 Interest - Temporary Investments	-	104,000
Total Revenue	<u>27,892,226</u>	<u>28,119,100</u>
EXPENDITURES		
6511 Bond Principal	10,995,000	11,485,000
6519 Debt Principal	5,625,501	3,600,000
6521 Bond Interest	13,750,675	13,014,100
6599 Other Debt Service Fees	20,000	20,000
Total Expenditures	<u>30,391,176</u>	<u>28,119,100</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>\$ (2,498,950)</u>	<u>\$ -</u>

BEAUMONT INDEPENDENT SCHOOL DISTRICT
DEBT SERVICES
DETAIL OF REVENUES

		2018-19 Adopted Budget	2019-20 Adopted Budget
REVENUES			
Local			
5711	Taxes, Current Year Levy	27,559,986	27,682,860
5712	Taxes, Prior Years	193,137	193,137
5719	Penalties & Interest and Other Tax Rev	139,103	139,103
5742	Interest - Temporary Investments	-	104,000
Total Revenue		<u>27,892,226</u>	<u>28,119,100</u>

BEAUMONT INDEPENDENT SCHOOL DISTRICT
DEBT SERVICE FUND
SUMMARY OF ANNUAL DEBT REQUIREMENTS

<u>Fiscal Year</u>	<u>Principal</u>	<u>Interest</u>	<u>Total</u>
2020	11,485,000	13,014,100	24,499,100
2021	11,980,000	12,509,472	24,489,472
2022	12,495,000	11,979,109	24,474,109
2023	13,040,000	11,419,822	24,459,822
2024	13,625,000	10,821,196	24,446,196
2025	14,235,000	10,190,515	24,425,515
2026	14,105,000	10,287,440	24,392,440
2027	14,740,000	9,611,298	24,351,298
2028	16,140,000	8,187,006	24,327,006
2029	16,960,000	7,436,590	24,396,590
2030	17,615,000	6,689,197	24,304,197
2031	18,270,000	5,981,199	24,251,199
2032	18,945,000	5,244,318	24,189,318
2033	19,590,000	4,539,652	24,129,652
2034	20,260,000	3,809,822	24,069,822
2035	20,950,000	3,054,117	24,004,117
2036	20,415,000	2,271,516	22,686,516
2037	20,430,000	1,523,669	21,953,669
2038	21,100,000	774,414	21,874,414
	<u>\$ 316,380,000</u>	<u>\$ 139,344,452</u>	<u>\$ 455,724,452</u>

**BEAUMONT INDEPENDENT SCHOOL DISTRICT
DEBT SERVICE FUND
SCHEDULE OF CURRENT DEBT REQUIREMENTS**

Issue	Balance Outstanding 07/01/19	Fiscal Year 2020			Balance Outstanding 06/30/20
		Principal	Interest	Total	
U/L School Bldg Taxable Bonds 2010A	-	-	-	-	-
U/L School Bldg Taxable Bonds 2010B	59,490,000	1,710,000	3,304,006	5,014,006	57,780,000
U/L School Bldg Taxable Bonds 2010Q	6,755,000	965,000	-	965,000	5,790,000
U/L School Bldg Taxable Bonds 2011	21,020,000	880,000	1,011,400	1,891,400	20,140,000
U/L Refunding Bonds 2012	7,320,000	105,000	216,250	321,250	7,215,000
U/L Refunding Bonds 2016	121,175,000	4,430,000	4,526,450	8,956,450	116,745,000
U/L Refunding Bonds 2017	100,620,000	3,395,000	3,955,994	7,350,994	97,225,000
	<u>\$ 316,380,000</u>	<u>\$ 11,485,000</u>	<u>\$ 13,014,100</u>	<u>\$ 24,499,100</u>	<u>\$ 304,895,000</u>

Legal Debt Limit

statutes of the State of Texas prescribe a legal debt limit of 10% of the assessed valuation. The District is substantially below this legal limitation.

FEDERAL FUNDS
(Information Only)
SECTION G

BEAUMONT INDEPENDENT SCHOOL DISTRICT
FEDERAL REVENUES
SUMMARY BY FUNDS
(For Information Only)

Fund Number	Grant Description	2019-2020 Planning Amount
211	Title I, Part A - Improving Basic Programs	\$ 7,054,312
211.829	Title I, Part D - Prevention & Intervention	62,671
212	Title I, Part C - Migrant Education	6,224
224	IDEA-B, Formula	3,667,797
225	IDEA-B, Pre-School	76,519
242	Child Nutrition Summer Feeding	125,000
244	Carl D. Perkins - Basic Formula	294,521
255	Title II, Part A - Training & Recruiting	882,244
263	Title III, Part A - Language Instruction LEP	206,852
289	Title IV, Part A - Student Support & Academic Enrichment	<u>503,707</u>
	TOTAL FEDERAL FUNDS	<u><u>\$ 12,879,847</u></u>

* Budget Summary has not yet been approved by TEA

SALARY AND STIPEND SCHEDULES

SECTION H

Beaumont ISD
2019-2020 New Hire Guide for
Teachers

\$48,500 Starting Salary

Years of Experience	New Hire Salary
0	\$ 48,500.00
1	48,700.00
2	49,000.00
3	49,300.00
4	49,600.00
5	49,900.00
6	51,500.00
7	51,800.00
8	52,100.00
9	52,400.00
10	52,700.00
11	53,200.00
12	53,500.00
13	53,800.00
14	54,100.00
15	54,400.00
16	54,550.00
17	54,650.00
18	54,950.00
19	55,250.00
20	55,550.00
21	56,050.00
22	56,850.00
23	57,150.00
24	57,450.00
25	58,250.00
26	59,250.00
27	60,150.00
28	61,050.00
29	61,950.00
30+	62,850.00

Beaumont ISD
2019-20 Salary Range for
Teachers

Base Salary Range

10-Month Salary Range Minimum: \$48,500.00

10-Month Salary Range Maximum: \$67,000.00

The salaries listed above are based on 10-month employment for the 2019-20 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 Managers and Trustees.

The salaries listed above are based on 10-month employment for the 2019-20 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 Managers and Trustees.

2019-2020 Proposed Administrative Professional Pay Plan
Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1				Daily	\$195.05	\$235.00	\$274.95
1	1	Accounts Payable Supervisor	235	187 Days	36,474	43,945	51,416
1	1	Asst Internal Auditor	235	200 Days	39,010	47,000	54,990
1	1	Attendance Officer	187	215 Days	41,936	50,525	59,114
1	1	Center Asst - Head Start	200	220 Days	42,911	51,700	60,489
1	1	Communications Associate	235	235 Days	45,837	55,225	64,613
1	1	Community Liaison	220	242 Days	47,202	56,870	66,538
1	1	Graphic Arts Desktop Publishing	220				
1	1	Human Resources Support Specialist	235				
1	1	Multi-Year JAG Program Specialist	215				
1	1	Staff Accountant	235				
1	1	Transportation Field Supervisor	235				
1	1	Transportation Route Supervisor	235, 242				
1	1	Transportation Shop Manager	242				
1	1	Transportation Training Supervisor	235				
2				Daily	\$212.60	\$256.15	\$299.70
2	2	ARD Facilitator	200	200 Days	42,520	51,230	59,940
2	2	Board Certified Behavioral Analyst Intern	220	235 Days	49,961	60,195	70,430
2	2	CEIS Implementation Data Specialist	220	242 Days	51,449	61,988	72,527
2	2	Community Relations Specialist	235				
2	2	Coordinator - Data Quality	235				
2	2	Coordinator - Student Data Systems	235				
2	2	Data Analyst	235				
2	2	Legal Asst - General Counsel	235				
2	2	Marketing & Multimedia Specialist	235				
2	2	Police Lieutenant	242				
2	2	Sales & Marketing Specialist	235				
2	2	Special Projects Accountant	235				
3				Daily	\$242.37	\$292.01	\$341.65
3	3	Asst Speech Language Pathologist	187	187 Days	45,323	54,606	63,889
3	3	Coordinator - Budget	235	188 Days	45,566	54,898	64,230
3	3	Coordinator - Head Start Education	193	193 Days	46,777	56,358	65,938
3	3	Coordinator - Head Start Program	220	220 Days	53,321	64,242	75,163
3	3	General Maintenance Supervisor	242	235 Days	56,957	68,622	80,288
3	3	Librarian	187, 188	242 Days	58,654	70,666	82,679
3	3	MEP Supervisor	242				
3	3	Nurse	187				
3	3	Operations Energy Safety Supervisor	242				
3	3	Operations Supervisor	242				
3	3	Payroll Supervisor	235				
3	3	PEIMS Student Services Supervisor	235				
3	3	Social Worker Head Start	193				
3	3	Warehouse-Grounds Supervisor	235				

2019-2020 Proposed Administrative Professional Pay Plan
Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4				Daily	\$278.72	\$335.81	\$392.90
4		Asst Director - Food Service		187 Days	52,121	62,796	73,472
4		Asst Director - Maintenance	242	193 Days	53,793	64,811	75,830
4		Asst Director - Transportation	235	195 Days	54,350	65,483	76,616
4		Asst Principal ES	200	200 Days	55,744	67,162	78,580
4		Auditorily Impaired Specialist	205	205 Days	57,138	68,841	80,545
4		Behavior Intervention Specialist	205	220 Days	61,318	73,878	86,438
4		Bilingual/ESL Instructional Specialist	193	235 Days	65,499	78,915	92,332
4		Coordinator - Assessment IMA	235	242 Days	67,450	81,266	95,082
4		Coordinator - Career Technology Education	235				
4		Coordinator - College Career Readiness	205				
4		Coordinator - Purchasing	235				
4		Coordinator - SHARS	235				
4		Coordinator Student Truancy Prevention & Outreach	235				
4		Coordinator - Title I	193				
4		Counselor 9th Grade Academy	205				
4		Counselor ES	187, 205				
4		Counselor HS	205				
4		Counselor MS	195, 205				
4		Counselor Vocational Education	205				
4		Diagnostician	200				
4		Diagnostician Deaf Co Op	200				
4		ESL Instructional Specialist	193				
4		Human Resources Manager	235				
4		Lead Counselor HS	205				
4		Lead Diagnostician	200				
4		Network Administrator	235				
4		Parent Involvement Supervisor	220				
4		Program Compliance Supervisor	220				
4		Programmer Supervisor	235				
4		School Support Specialist	193				
4		Special Ed Academics Life Specialist	200				
4		Special Ed Autism Specialist	220				
4		Special Ed Behavior Specialist	220				
4		Special Ed Transition Specialist	220				
4		Special Education Counselor	205				
4		Special Education SEL Specialist	220				
4		Speech Language Pathologist	187				
4		Supervisor- Parent Involvement	220				
4		Student Activities	200				
4		Testing Coordinator HS	205				
5				Daily	\$303.80	\$366.03	\$428.26
5		Associate Principal - Instruction	215	187 Days	56,811	68,448	80,085
5		Associate Principal - Operations	215	200 Days	60,760	73,206	85,652
5		Asst Campus Athletics Coord/Head Coach	235	215 Days	65,317	78,696	92,076
5		Asst Principal - Student Management	215	220 Days	66,836	80,527	94,217
5		Asst Principal 9th Grade Academy	215	235 Days	71,393	86,017	100,641
5		Asst Principal HS	215, 235	242 Days	73,520	88,579	103,639
5		Asst Principal MS	200, 215, 235				
5		Chief of Police	242				

2019-2020 Proposed Administrative Professional Pay Plan
Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
5		Coordinator - Early Childhood	220			
5		Coordinator - Bilingual/ESL				
5		Coordinator - Elementary ELAR 3-5	220			
5		Coordinator - Elementary Math	220			
5		Coordinator - Elementary Science	220			
5		Coordinator - Fine Arts	220			
5		Coordinator - Health & PE	235			
5		Coordinator - Instructional Technology	220			
5		Coordinator - Secondary Math	220			
5		Coordinator - Secondary Science	220			
5		Coordinator - Social Studies	220			
5		Coordinator - Special Programs	220			
5		Coordinator - STEM	220			
5		Director - School Counseling	235			
5		Educational Audiologist	200			
5		Library Services/Instructional Technology Supervisor	220			
5		Occupational Therapist	187			
5		Physical Therapist	187			
5		PRS Coordinator - Homebound Supervisor	220			
5		Special Education Evaluation Supervisor	220			
5		Special Education Supervisor	220			
6						
6		Coordinator - Campus Athletic/Head Coach	235	Daily	\$358.49	\$431.92 \$505.35
6		Director - Bilingual, ELL Foreign Language	235	220 Days	78,868	95,022 111,177
6		Director - Career & Technical Education	235	235 Days	84,245	101,501 118,757
6		Director - Financial Information Systems	235			
6		Director - Payroll Benefits Risk	235			
6		Director - Professional Development	235			
6		Director - RDSPD	235			
6		Director - Student Services	235			
6		Director - Title I Title VI	235			
6		Principal - Interim	220			
6		Principal ES	220			
7						
7		Comptroller	235	Daily	\$380.01	\$457.84 \$535.67
7		Director - Community & Media Relations	235	220 Days	83,602	100,725 117,847
7		Director - Food Service	235	235 Days	89,302	107,592 125,882
7		Director - Information Technology	235	242 Days	91,962	110,797 129,632
7		Principal Alt	220			
7		Principal In Residence	220			
7		Principal MS	220			
7		Senior Director - Maintenance Operations	242			
7		Senior Director - Transportation	235			

2019-2020 Proposed Administrative Professional Pay Plan
Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum Midpoint Maximum			
8				Daily	\$407.66	\$485.31	\$562.96
	8	Chief Innovation Officer	235	220 Days	89,685	106,768	123,851
	8	Director - Research Planning & Evaluation	235	235 Days	95,800	114,048	132,296
	8	Director Athletics	235				
	8	Principal Career Center	220				
	8	Principal HS	220				
	8	Senior Director - Special Education	235				
9				Daily	\$485.12	\$577.52	\$669.92
	9	Asst Superintendent Elementary	235	235 Days	114,003	135,717	157,431
	9	Director - Internal Auditor	235				
	9	Executive Director - Curriculum Instruction	235				
	9	Executive Director - Human Resources	235				
	9	Executive Director - Secondary Administration	235				
10				Daily	\$523.92	\$623.72	\$723.52
	10	Associate Superintendent Secondary	235	235 Days	123,121	146,574	170,027
	10	Chief Financial Officer	235				
	10	General Counsel	235				

2019-2020 Proposed Paraprofessional Pay Plan
Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
4		Coordinator Transportation SPED	235			
4		Deaf Co Op Interpreter Intern	183			
4		Secretary Department C & I	220, 235			
4		Secretary Director Information Technology	220			
4		Secretary Food Service	235			
4		Secretary Principal ES	200, 210, 220			
4		Secretary Principal MS	200			
4		Secretary Supervisor Deaf Co Op	220			
4		Secretary Testing & IMA	220			
4		Secretary/Dispatcher Police	242			
4		Senior Clerk Asst Principal	200			
4		Special Education Aide Autism	200			
4		Special Education Technical Support	220			
4		Student Services Specialist	235			
5						
5		Clerk Accounts Payable	235			
5		Clerk Attendance Auditor	220			
5		Clerk Bookkeeper	235			
5		Clerk Student Activity Bookkeeper	200, 220			
5		Clerk Financial	235, 242			
5		Clerk Payroll	235			
5		Clerk Purchasing	235			
5		Coordinator Campus Attendance	187			
5		Parent/School Liaison	187			
5		Secretary Coordinator Purchasing	235			
5		Secretary Principal MS	210, 220			
5		Substitute Specialist	235			
6						
6		Admin Asst - Director of Athletics	235			
6		Admin Asst - Director Transportation	235			
6		Payroll Specialist	235			
6		Secretary Director Information Technology	235			
6		Secretary Senior Director Child Nutrition	235			
6		Secretary Principal HS	200, 220			
7						
7		Admin Asst - Asst Supt	235			
7		Admin Asst - Chief Financial Officer	235			
7		Admin Asst - Ex Director of Special Ed	235			
7		Benefits Specialist	235			
7		Certification Specialist	235			
7		RDSPD Certified Interpreter	183			
7		Records/Assets Specialist	235			
7		Workers Compensation Specialist	235			
8						
8		Budget Specialist	235			
8		Executive Asst - Superintendent	235			
9						
9		Executive Asst - Board Trustees/Office Manager	235			

Hourly	\$16.23	\$19.55	\$22.87
187 Days	24,280	29,247	34,214
200 Days	25,968	31,280	36,592
210 Days	27,266	32,844	38,422
220 Days	28,565	34,408	40,251
235 Days	30,512	36,754	42,996
242 Days	31,421	37,849	44,276

Hourly	\$18.18	\$21.90	\$25.62
200 Days	29,088	35,040	40,992
220 Days	31,997	38,544	45,091
235 Days	34,178	41,172	48,166

Hourly	\$20.90	\$25.19	\$29.48
183 Days	30,597	36,878	43,158
235 Days	39,292	47,357	55,422

Hourly	\$24.05	\$28.97	\$33.89
235 Days	45,214	54,464	63,713

Hourly	\$26.85	\$31.23	\$35.70
235 Days	50,478	58,806	67,116

2019-2020 Proposed Auxiliary Pay Plan
Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum Midpoint Maximum			
1				Hourly	\$9.96	\$12.00	\$14.04
1		Custodian	180, 242	180 Days	14,342	17,280	20,218
1		Food Service Worker	183	182 Days	14,502	17,472	20,442
1		Laundryman	242	183 Days	14,581	17,568	20,555
1		Operations Helper	242	187 Days	14,900	17,952	21,004
1		School Crossing Guard	187	242 Days	19,283	23,232	27,181
1		Transportation Bus Attendant	182				
2				Hourly	\$11.75	\$14.16	\$16.57
2		Grounds Leaderman	242	242 Days	22,748	27,414	32,080
2		Groundsman	242				
2		Head Asst Custodian	242				
2		Warehouse	242				
3				Hourly	\$12.94	\$15.58	\$18.22
3		Dispatcher Police	235	183 Days	18,944	22,809	26,674
3		Food Service Mgr Candidate	183	187 Days	19,358	23,308	27,257
3		Grounds Foreman	242	235 Days	24,327	29,290	34,254
3		Head Custodian	242	242 Days	25,052	30,163	35,274
3		Public Safety Officer	187				
3		Transportation Utility Worker	242				
3		Truck Driver	242				
4				Hourly	\$15.13	\$18.23	\$21.33
4		Custodial Services Zone Leader	242	182 Days	22,029	26,543	31,056
4		Food Service Mgr ES	183	183 Days	22,150	26,689	31,227
4		Food Service Mgr MS	183	202 Days	24,450	29,460	34,469
4		Police Dispatch Supervisor	202	235 Days	28,444	34,272	40,100
4		Transportation Bus Driver	182	242 Days	29,292	35,293	41,295
4		Transportation Dispatcher	235				
4		Warehouse Moving Crew Lead	242				
5				Hourly	\$17.10	\$20.60	\$24.10
5		Asst Supervisor, Warehouse	242	183 Days	25,034	30,158	35,282
5		Food Service Mgr HS	183	242 Days	33,106	39,882	46,658
5		General Maintenance I	242				
5		General Maintenance II	242				
5		General Maintenance III	242				
5		Painter I	242				
6				Hourly	\$19.15	\$23.07	\$26.99
6		Food Service Supervising Manager	220	220 Days	33,704	40,603	47,502
6		Painter Leader	242	242 Days	37,074	44,664	52,253
6		Transportation Mechanic	242				

2019-2020 Proposed Auxiliary Pay Plan
 Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum Midpoint Maximum			
7				Hourly	\$20.49	\$24.68	\$28.87
7		Carpenter	242	226 Days	37,046	44,621	52,197
7		Computer Technician	226	235 Days	38,521	46,398	54,276
7		Educational Service Technician Food Service	235	242 Days	39,669	47,780	55,892
7		Educational Technology Specialist	226				
7		General Locksmith	242				
7		HVAC Mechanic	242				
7		HVAC Tech I	242				
7		Maintenance Welder	242				
8				Hourly	\$21.92	\$26.41	\$30.90
8		Food Service Coordinator	235	235 Days	41,210	49,651	58,092
8		Police Officer	235				
9				Hourly	\$24.11	\$29.05	\$33.99
9		Corporal	235	235 Days	45,327	54,614	63,901
9		Electrician I	242	242 Days	46,677	56,241	65,805
9		HVAC Mech I	242				
9		Plumber I	242				
9		Plumber II	242				
9		Police Investigator	235				
10				Hourly	\$27.72	\$33.41	\$39.10
10		Lead Investigator	235, 242	235 Days	52,114	62,811	73,508
10		Police Sergeant	235	242 Days	53,666	64,682	75,698

2019-2020 Proposed Administrative Professional Pay Plan
Beaumont ISD

Pay	Current								
Grade	Grade		Job Title		Calendars		Minimum	Midpoint	Maximum
1						Daily	\$195.05	\$235.00	\$274.95
1	1		Accounts Payable Supervisor		235	187 Days	36,474	43,945	51,416
1	1		Asst Internal Auditor		235	200 Days	39,010	47,000	54,990
1	1		Attendance Officer		187	215 Days	41,936	50,525	59,114
1	1		Center Asst - Head Start		200	220 Days	42,911	51,700	60,489
1	1		Communications Associate		235	235 Days	45,837	55,225	64,613
1	1		Community Liaison		220	242 Days	47,202	56,870	66,538
1	1		Graphic Arts Desktop Publishing		220				
1	1		Human Resources Support Specialist		235				
1	1		Multi-Year JAG Program Specialist		215				
1	1		Staff Accountant		235				
1	1		Transportation Field Supervisor		235				
1	1		Transportation Route Supervisor		235, 242				
1	1		Transportation Shop Manager		242				
1	1		Transportation Training Supervisor		235				
2						Daily	\$212.60	\$256.15	\$299.70
2	2		ARD Facilitator		200	200 Days	42,520	51,230	59,940
2	2		Board Certified Behavioral Analyst Intern		220	235 Days	49,961	60,195	70,430
2	2		CEIS Implementation Data Specialist		220	242 Days	51,449	61,988	72,527
2	2		Community Relations Specialist		235				
2	2		Coordinator - Data Quality		235				
2	2		Coordinator - Student Data Systems		235				
2	2		Data Analyst		235				
2	2		Legal Asst - General Counsel		235				
2	2		Marketing & Multimedia Specialist		235				
2	2		Police Lieutenant		242				
2	2		Sales & Marketing Specialist		235				
2	2		Special Projects Accountant		235				
3						Daily	\$242.37	\$292.01	\$341.65
3	3		Asst Speech Language Pathologist		187	187 Days	45,323	54,606	63,889
3	3		Coordinator - Budget		235	188 Days	45,566	54,898	64,230
3	3		Coordinator - Head Start Education		193	193 Days	46,777	56,358	65,938
3	3		Coordinator - Head Start Program		220	220 Days	53,321	64,242	75,163
3	3		General Maintenance Supervisor		242	235 Days	56,957	68,622	80,288
3	3		Librarian		187, 188	242 Days	58,654	70,666	82,679
3	3		MEP Supervisor		242				
3	3		Nurse		187				
3	3		Operations Energy Safety Supervisor		242				
3	3		Operations Supervisor		242				
3	3		Payroll Supervisor		235				
3	3		PEIMS Student Services Supervisor		235				
3	3		Social Worker Head Start		193				
3	3		Warehouse-Grounds Supervisor		235				

2019-2020 Proposed Administrative Professional Pay Plan
Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
4				Daily	\$278.72	\$335.81	\$392.90
4		Asst Director - Food Service		187 Days	52,121	62,796	73,472
4		Asst Director - Maintenance	242	193 Days	53,793	64,811	75,830
4		Asst Director - Transportation	235	195 Days	54,350	65,483	76,616
4		Asst Principal ES	200	200 Days	55,744	67,162	78,580
4		Auditorily Impaired Specialist	205	205 Days	57,138	68,841	80,545
4		Behavior Intervention Specialist	205	220 Days	61,318	73,878	86,438
4		Bilingual/ESL Instructional Specialist	193	235 Days	65,499	78,915	92,332
4		Coordinator - Assessment IMA	235	242 Days	67,450	81,266	95,082
4		Coordinator - Career Technology Education	235				
4		Coordinator - College Career Readiness	205				
4		Coordinator - Purchasing	235				
4		Coordinator - SHARS	235				
4		Coordinator Student Truancy Prevention & Outreach	235				
4		Coordinator - Title I	193				
4		Counselor 9th Grade Academy	205				
4		Counselor ES	187, 205				
4		Counselor HS	205				
4		Counselor MS	195, 205				
4		Counselor Vocational Education	205				
4		Diagnostician	200				
4		Diagnostician Deaf Co Op	200				
4		ESL Instructional Specialist	193				
4		Human Resources Manager	235				
4		Lead Counselor HS	205				
4		Lead Diagnostician	200				
4		Network Administrator	235				
4		Parent Involvement Supervisor	220				
4		Program Compliance Supervisor	220				
4		Programmer Supervisor	235				
4		School Support Specialist	193				
4		Special Ed Academics Life Specialist	200				
4		Special Ed Autism Specialist	220				
4		Special Ed Behavior Specialist	220				
4		Special Ed Transition Specialist	220				
4		Special Education Counselor	205				
4		Special Education SEL Specialist	220				
4		Speech Language Pathologist	187				
4		Supervisor- Parent Involvement	220				
4		Student Activities	200				
4		Testing Coordinator HS	205				
5				Daily	\$303.80	\$366.03	\$428.26
5		Associate Principal - Instruction	215	187 Days	56,811	68,448	80,085
5		Associate Principal - Operations	215	200 Days	60,760	73,206	85,652
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5		Asst Principal HS	215, 235	242 Days	73,520	88,579	103,639
5		Asst Principal MS	200, 215, 235				
5		Chief of Police	242				

2019-2020 Proposed Administrative Professional Pay Plan
Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
5		Coordinator - Early Childhood	220			
5		Coordinator - Bilingual/ESL				
5		Coordinator - Elementary ELAR 3-5	220			
5		Coordinator - Elementary Math	220			
5		Coordinator - Elementary Science	220			
5		Coordinator - Fine Arts	220			
5		Coordinator - Health & PE	235			
5		Coordinator - Instructional Technology	220			
5		Coordinator - Secondary Math	220			
5		Coordinator - Secondary Science	220			
5		Coordinator - Social Studies	220			
5		Coordinator - Special Programs	220			
5		Coordinator - STEM	220			
5		Director - School Counseling	235			
5		Educational Audiologist	200			
5		Library Services/Instructional Technology Supervisor	220			
5		Occupational Therapist	187			
5		Physical Therapist	187			
5		PRS Coordinator - Homebound Supervisor	220			
5		Special Education Evaluation Supervisor	220			
5		Special Education Supervisor	220			

6		
6	Coordinator - Campus Athletic/Head Coach	235
6	Director - Bilingual, ELL Foreign Language	235
6	Director - Career & Technical Education	235
6	Director - Financial Information Systems	235
6	Director - Payroll Benefits Risk	235
6	Director - Professional Development	235
6	Director - RDSPD	235
6	Director - Student Services	235
6	Director - Title I Title VI	235
6	Principal - Interim	220
6	Principal ES	220

Daily	\$358.49	\$431.92	\$505.35
220 Days	78,868	95,022	111,177
235 Days	84,245	101,501	118,757

7		
7	Comptroller	235
7	Director - Community & Media Relations	235
7	Director - Food Service	235
7	Director - Information Technology	235
7	Principal Alt	220
7	Principal In Residence	220
7	Principal MS	220
7	Senior Director - Maintenance Operations	242
7	Senior Director - Transportation	235

Daily	\$380.01	\$457.84	\$535.67
220 Days	83,602	100,725	117,847
235 Days	89,302	107,592	125,882
242 Days	91,962	110,797	129,632

2019-2020 Proposed Administrative Professional Pay Plan

Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum Midpoint Maximum			
8				Daily	\$407.66	\$485.31	\$562.96
	8	Chief Innovation Officer	235	220 Days	89,685	106,768	123,851
	8	Director - Research Planning & Evaluation	235	235 Days	95,800	114,048	132,296
	8	Director Athletics	235				
	8	Principal Career Center	220				
	8	Principal HS	220				
	8	Senior Director - Special Education	235				
9				Daily	\$485.12	\$577.52	\$669.92
	9	Asst Superintendent Elementary	235	235 Days	114,003	135,717	157,431
	9	Director - Internal Auditor	235				
	9	Executive Director - Curriculum Instruction	235				
	9	Executive Director - Human Resources	235				
	9	Executive Director - Secondary Administration	235				
10				Daily	\$523.92	\$623.72	\$723.52
	10	Associate Superintendent Secondary	235	235 Days	123,121	146,574	170,027
	10	Chief Financial Officer	235				
	10	General Counsel	235				

2019-2020 Proposed Paraprofessional Pay Plan
Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum Midpoint Maximum			
1				Hourly	\$10.78	\$13.00	\$15.22
				183 Days	15,782	19,032	22,282
1		Career Tech Aide	183				
1		District Aide	183				
1		Elementary ISS Aide	183				
1		ESL Aide	183				
1		Head Start Aide	183				
1		Physical Education Aide	183				
1		Priority Aide	183				
1		Special Education Aide	183				
1		Title I Aide	183				
2				Hourly	\$11.87	\$14.30	\$16.73
2		Clerk Asst Principal MS	183, 195	183 Days	17,378	20,935	24,493
2		Clerk Bilingual ESL LPAC	183	190 Days	18,042	21,736	25,430
2		Clerk Counselor	183, 195, 200	193 Days	18,327	22,079	25,831
2		Clerk District	183	195 Days	18,517	22,308	26,099
2		Clerk Head Start Asst	183, 193	200 Days	18,992	22,880	26,768
2		Clerk Mail Room/File	235	235 Days	22,316	26,884	31,452
2		Clerk Police Receptionist	190				
2		Clerk Receptionist	183, 195, 200				
2		Clerk Receptionist/Bilingual	183				
2		Clerk Special Education	200				
2		Clerk Transportation	235				
2		Computer Lab Aide	183				
2		District Aide	183				
2		Head Start Community Aide	193				
2		Head Start Nurse Aide	183				
2		Nurse Aide	183				
2		Para-librarian	183				
2		Receptionist Admin	235				
2		Timekeeper Transportation	235				
2		Title I Aide	183				
3				Hourly	\$13.05	\$15.73	\$18.41
3		Clerk Asst Principal HS	200, 210	183 Days	19,105	23,029	26,952
3		Clerk Registrar	220	200 Days	20,880	25,168	29,456
3		RDSPD Communication Facilitator	183	210 Days	21,924	26,426	30,929
3		Secretary Athletics	235	220 Days	22,968	27,685	32,402
3		Secretary Maintenance	242	235 Days	24,534	29,572	34,611
3		Secretary Purchasing	235	242 Days	25,265	30,453	35,642
3		Secretary Special Education	220				
3		Special Education Financial Secretary	235				
4				Hourly	\$14.36	\$17.30	\$20.24
4		Campus PEIMS Data Clerk ES	200	183 Days	21,023	25,327	29,631
4		Campus PEIMS Data Clerk HS	200	187 Days	21,483	25,881	30,279
4		Campus PEIMS Data Clerk MS	200	200 Days	22,976	27,680	32,384
4		Campus Program Coordinator - Save Our Children	187	210 Days	24,125	29,064	34,003
4		Clerk Human Resources	235	220 Days	25,274	30,448	35,622
4		Coordinator Parent Center	183	235 Days	26,997	32,524	38,051
				242 Days	27,801	33,493	39,185

2019-2020 Proposed Paraprofessional Pay Plan
Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
4		Coordinator Transportation SPED	235			
4		Deaf Co Op Interpreter Intern	183			
4		Secretary Department C & I	220, 235			
4		Secretary Director Information Technology	220			
4		Secretary Food Service	235			
4		Secretary Principal ES	200, 210, 220			
4		Secretary Principal MS	200			
4		Secretary Supervisor Deaf Co Op	220			
4		Secretary Testing & IMA	220			
4		Secretary/Dispatcher Police	242			
4		Senior Clerk Asst Principal	200			
4		Special Education Aide Autism	200			
4		Special Education Technical Support	220			
4		Student Services Specialist	235			
5						
5		Clerk Accounts Payable	235			
5		Clerk Attendance Auditor	220			
5		Clerk Bookkeeper	235			
5		Clerk Student Activity Bookkeeper	200, 220			
5		Clerk Financial	235, 242			
5		Clerk Payroll	235			
5		Clerk Purchasing	235			
5		Coordinator Campus Attendance	187			
5		Parent/School Liaison	187			
5		Secretary Coordinator Purchasing	235			
5		Secretary Principal MS	210, 220			
5		Substitute Specialist	235			
6						
6		Admin Asst - Director of Athletics	235			
6		Admin Asst - Director Transportation	235			
6		Payroll Specialist	235			
6		Secretary Director Information Technology	235			
6		Secretary Senior Director Child Nutrition	235			
6		Secretary Principal HS	200, 220			
7						
7		Admin Asst - Asst Supt	235			
7		Admin Asst - Chief Financial Officer	235			
7		Admin Asst - Ex Director of Special Ed	235			
7		Benefits Specialist	235			
7		Certification Specialist	235			
7		RDSPD Certified Interpreter	183			
7		Records/Assets Specialist	235			
7		Workers Compensation Specialist	235			
8						
8		Budget Specialist	235			
8		Executive Asst - Superintendent	235			
9						
9		Executive Asst - Board Trustees/Office Manager	235			

Hourly	\$16.23	\$19.55	\$22.87
187 Days	24,280	29,247	34,214
200 Days	25,968	31,280	36,592
210 Days	27,266	32,844	38,422
220 Days	28,565	34,408	40,251
235 Days	30,512	36,754	42,996
242 Days	31,421	37,849	44,276

Hourly	\$18.18	\$21.90	\$25.62
200 Days	29,088	35,040	40,992
220 Days	31,997	38,544	45,091
235 Days	34,178	41,172	48,166

Hourly	\$20.90	\$25.19	\$29.48
183 Days	30,597	36,878	43,158
235 Days	39,292	47,357	55,422

Hourly	\$24.05	\$28.97	\$33.89
235 Days	45,214	54,464	63,713

Hourly	\$26.85	\$31.28	\$35.70
235 Days	50,478	58,806	67,116

2019-2020 Proposed Auxiliary Pay Plan

Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1				Hourly	\$9.96	\$12.00	\$14.04
1		Custodian	180, 242	180 Days	14,342	17,280	20,218
1		Food Service Worker	183	182 Days	14,502	17,472	20,442
1		Laundryman	242	183 Days	14,581	17,568	20,555
1		Operations Helper	242	187 Days	14,900	17,952	21,004
1		School Crossing Guard	187	242 Days	19,283	23,232	27,181
1		Transportation Bus Attendant	182				
2				Hourly	\$11.75	\$14.16	\$16.57
2		Grounds Leaderman	242	242 Days	22,748	27,414	32,080
2		Groundsman	242				
2		Head Asst Custodian	242				
2		Warehouse	242				
3				Hourly	\$12.94	\$15.58	\$18.22
3		Dispatcher Police	235	183 Days	18,944	22,809	26,674
3		Food Service Mgr Candidate	183	187 Days	19,358	23,308	27,257
3		Grounds Foreman	242	235 Days	24,327	29,290	34,254
3		Head Custodian	242	242 Days	25,052	30,163	35,274
3		Public Safety Officer	187				
3		Transportation Utility Worker	242				
3		Truck Driver	242				
4				Hourly	\$15.13	\$18.23	\$21.33
4		Custodial Services Zone Leader	242	182 Days	22,029	26,543	31,056
4		Food Service Mgr ES	183	183 Days	22,150	26,689	31,227
4		Food Service Mgr MS	183	202 Days	24,450	29,460	34,469
4		Police Dispatch Supervisor	202	235 Days	28,444	34,272	40,100
4		Transportation Bus Driver	182	242 Days	29,292	35,293	41,295
4		Transportation Dispatcher	235				
4		Warehouse Moving Crew Lead	242				
5				Hourly	\$17.10	\$20.60	\$24.10
5		Asst Supervisor, Warehouse	242	183 Days	25,034	30,158	35,282
5		Food Service Mgr HS	183	242 Days	33,106	39,882	46,658
5		General Maintenance I	242				
5		General Maintenance II	242				
5		General Maintenance III	242				
5		Painter I	242				
6				Hourly	\$19.15	\$23.07	\$26.99
6		Food Service Supervising Manager	220	220 Days	33,704	40,603	47,502
6		Painter Leader	242	242 Days	37,074	44,664	52,253
6		Transportation Mechanic	242				

2019-2020 Proposed Auxiliary Pay Plan

Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum Midpoint Maximum			
7				Hourly	\$20.49	\$24.68	\$28.87
7		Carpenter	242	226 Days	37,046	44,621	52,197
7		Computer Technician	226	235 Days	38,521	46,398	54,276
7		Educational Service Technician Food Service	235	242 Days	39,669	47,780	55,892
7		Educational Technology Specialist	226				
7		General Locksmith	242				
7		HVAC Mechanic	242				
7		HVAC Tech I	242				
7		Maintenance Welder	242				
8				Hourly	\$21.92	\$26.41	\$30.90
8		Food Service Coordinator	235	235 Days	41,210	49,651	58,092
8		Police Officer	235				
9				Hourly	\$24.11	\$29.05	\$33.99
9		Corporal	235	235 Days	45,327	54,614	63,901
9		Electrician I	242	242 Days	46,677	56,241	65,805
9		HVAC Mech I	242				
9		Plumber I	242				
9		Plumber II	242				
9		Police Investigator	235				
10				Hourly	\$27.72	\$33.41	\$39.10
10		Lead Investigator	235, 242	235 Days	52,114	62,811	73,508
10		Police Sergeant	235	242 Days	53,666	64,682	75,698