

**Beaumont ISD**

**2025-2026 New Hire Guide for  
Instructional Professional Support**  
*(Nurse, Librarian, Instructional Coach, Trainer,  
Reading Coach, 504 Coordinator, Etc.)*  
**\$55,500 starting, 4.4% GPI**

Years of Experience	New Hire Salary
0	\$55,500
1	\$56,250
2	\$56,550
3	\$56,850
4	\$57,150
5	\$57,450
6	\$58,050
7	\$58,450
8	\$58,850
9	\$59,250
10	\$59,750
11	\$60,720
12	\$61,020
13	\$61,320
14	\$61,620
15	\$61,920
16	\$62,720
17	\$63,020
18	\$63,320
19	\$63,620
20	\$63,920
21	\$64,720
22	\$65,020
23	\$65,320
24	\$65,620
25	\$65,920
26	\$66,220
27	\$66,520
28	\$66,820
29	\$67,120
30	\$67,820
31+	\$68,720

Continuing Instructional Professional Support will receive an increase of  
\$2,750

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.

**\$1,500 Master's Degree - General Stipend**  
**\$3,000 Doctorate's Degree - General Stipend**

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**2025-2026 Salary Range for  
Instructional Professional Support  
HB2 - \$55,500 starting**

Hiring Salary Range	
10-Month Hiring Range Minimum:	\$55,500
10-Month Hiring Range Maximum:	\$68,720

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.

Salaries are determined individually with consideration for job-related experience and credentials.

**\$1,500 Master's Degree - General Stipend**  
**\$3,000 Doctorate Degree - Subject-Area Stipend**