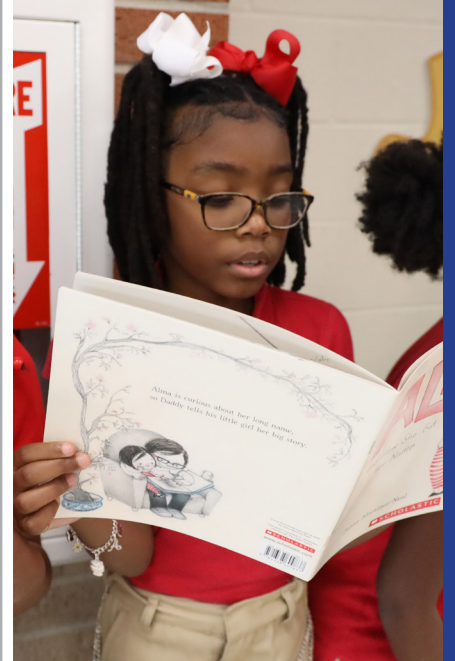





BISD
Preparing Our Next Generation

Adopted Budget

July 1, 2025 – June 30, 2026





Adopted Budget

July 1, 2025 – June 30, 2026

**BEAUMONT INDEPENDENT SCHOOL DISTRICT
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BOARD OF TRUSTEES

Thomas Sigeo Sr. - President

Robert C. Dunn Sr. - Vice President

Woodrow Reece II - Secretary

Yolanda Avery - Trustee

Joe A. Evans Jr. - Trustee

Matilda "Tillie" Hickman - Trustee

Denise Wallace-Spooner - Trustee

Superintendent

Dr. Shannon Allen

The Beaumont ISD Board is composed of dedicated community leaders entrusted with governing the district. As guardians of the public trust, school board members play a critical role in shaping the future of local public education. Through their policies, the board establishes the standards and philosophies that guide the district's operations and sets the benchmarks for evaluating success. Their mission is to advocate for educational excellence, ensuring that the best interests of the community's youth always come first.



The Honorable Board of Trustees
Beaumont Independent School District

Dear School Trustees:

The budget for the fiscal year 2025-2026 (FY 2026) for the Beaumont Independent School District is included herewith. This budget presents the district's finance and operations plan for the next school year for the General, Debt Service, and Child Nutrition Services Funds. It also presents a summary of the Special Revenue Funds expected to be operating in the district during the fiscal year.

BUDGET PRESENTATION

The development, review, and consideration of these FY 2026 budgets were completed with a review of revenue and expenditure items within the context of the district's mission, goals and operating policies.

The budget document, monthly reports at the Board's regular meeting, and the year-end Annual Financial Report are the primary vehicles to present the financial plan and the results of operations of the district. The most important concern in the presentation of the budget data is to improve the quality of information to our community about the district's educational programs and services for FY 2026.

LEGAL REQUIREMENTS FOR THE BUDGET

Sections 44.002 through 44.006 of the Texas Education Code establish the legal basis for budget development in school districts. The following items summarize the legal requirements from the code:

- The superintendent is the budget officer for the district and prepares or causes the budget to be prepared.
- The district budget must be prepared by a date set by the State Board of Education, currently June 20.
- The president of the board of trustees must call a public meeting of the board of trustees, giving ten days public notice in a newspaper, for the adoption of the

district budget. Any taxpayer in the district may be present and participate in the meeting.

- No funds may be expended in any manner other than as provided for in the adopted budget. The board does have the authority to amend the budget or adopt a supplementary emergency budget to cover unforeseen expenditures.
- The budget must be prepared in accordance with GAAP (generally accepted accounting principles) and state guidelines.
- The budget must be legally adopted before the adoption of the tax rate.

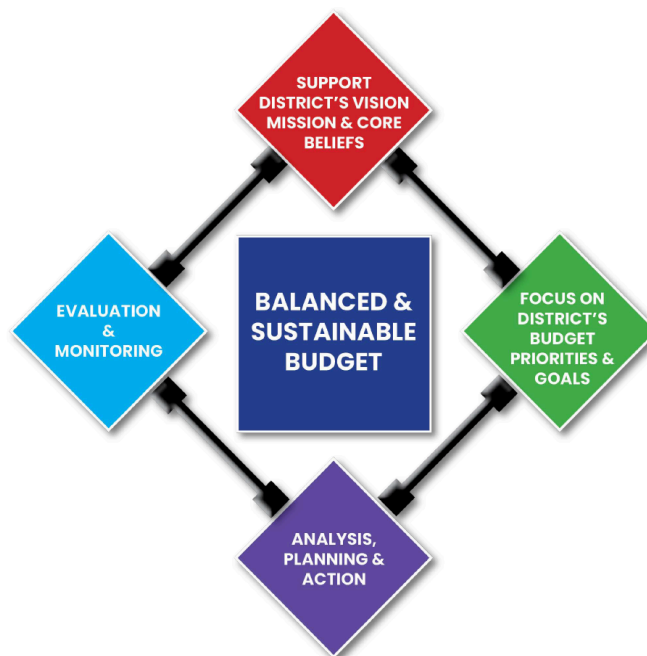
The district will be in compliance with the provisions of this law.

- State Law – TEC 29.081(b-1)
 - A district that is required to provide accelerated instruction under TEC 29.081 (b-1) shall separately budget sufficient funds, including funds under Education Code 42.152, for that purpose.
 - A district may not budget funds received under Education Code 42.152 for any other purpose until the district adopts a budget to support additional accelerated instruction. *Education Code 29.081(b-2)*
- State Law – TEC 44.0041
 - The district shall post a summary of the proposed budget on the school district's Internet website or, if the district has not Internet website, in the district's central administrative office.
- State Law – TEC 44.0051
 - On final approval of the budget by the Board, the district shall post on the district's Internet website a copy of the budget adopted by the Board. (Note. The budget must remain posted on the website until the 3rd anniversary of the date the budget was adopted.
- State Law – Local Government Code 140.0045
 - The proposed budget of a district must include a line item indicating expenditures for notices required by law to be published in a newspaper by the district or a representative of the district that allows as clear a comparison as practicable between those expenditures in the proposed budget and actual expenditures for the same purpose in the preceding year.

- TEA Requirements
 - Budget must be adopted by Board by June 30th
 - Minutes must reflect all Budget adjustments
 - At a minimum, the General Fund, Food Service Fund and Debt Service Fund must be adopted
 - Budget must be filed with TEA through PEIMS
 - Budget must be amended before exceeding any function

BUDGET PROCESS OVERVIEW

- The Budget Process consists of three major phases: planning, preparation, and evaluation.
- The District's Vision, Mission & Core Beliefs are the foundation for budget planning, preparation & evaluation.
- Outline the District's Budget Priorities & Goals and develop a Budget Subcommittee.
- Planning defines the priorities and goals of the District.
- Budgetary resource allocations are the preparation phase of the budget.
- Evaluation typically involves an examination of:
 - How the funds were expended?
 - What outcomes resulted from the expenditure of funds?
 - To what degree these outcomes achieved the objectives stated in the planning process.
- The Budget Process is a part of a continuous cycle of planning and evaluation to achieve campus, department & district goals.



PROPOSED BUDGETS

The format of the budget presented provides historical information, budgeted revenue and expenditure sections and individual fund sections and salary schedules.

The 2025-2026 Budget provides for planned General Fund expenditures and transfers of \$188,784,793. Debt Service expenditures are budgeted at \$28,281,066 to cover principal, interest, and fee requirements and debt defeasance for FY 2025. The National School Breakfast and Lunch Program budget is \$19,159,957 and provides for food services in the district. A summary of Special Revenue Funds is provided in this document as supplemental information only.

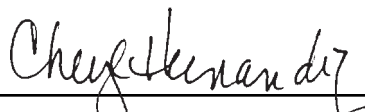
ACKNOWLEDGMENTS

The preparation of the FY 2026 Annual Operating Budget was achieved through the combined efforts of campus leaders, department heads and business and finance staff.

We appreciate the Board of Trustees and the community for their support and commitment to provide and maintain excellent educational programs for the children of the district.



Shannon Allen Ed D
Superintendent of Schools



Cheryl Hernandez, CPA
Chief Financial Officer

Core Beliefs:

- All children can and will learn.
- We can achieve higher levels of performance within every facet of our organization.
- Every classroom will have an effective teacher and every school will have an effective principal.
- All school and work environments will be safe, secure and supportive.
- In order to prepare our next generation to become responsible citizens, we will work collaboratively with our families and community partners.
- We should be fiscally responsible and accountable to the public.



Vision:

In collaboration with the entire community, we will create an inclusive environment of academic excellence that supports the diverse needs of all learners.

Mission:

We will inspire and prepare all students for lifelong success by providing an exemplary education in a safe learning environment.

2025-26 Budget Adoption Calendar

Beaumont ISD operates as an Independent School District accredited by the State of Texas with a July 1st to June 30th fiscal year. The budget is prepared in accordance with state and local regulation according to the District’s general budget and tax rate adoption calendar. The chart below outlines key action steps and deadlines for budget preparation:

	Activity	Responsible Team Members
November/ December	<ul style="list-style-type: none"> Develop budget planning process, outline district priorities & establish the budget calendar 	<ul style="list-style-type: none"> Superintendent, Chief Financial Officer, Associate Superintendent of Elementary Education, Executive Director of Human Resources, Executive Director of Curriculum Instruction, Director of Student Services & Budget Coordinator
December 2nd – 11th	<ul style="list-style-type: none"> Distribute current year budget/expenditure reports to campuses at mid-year budget review meetings 	<ul style="list-style-type: none"> Budget Coordinator
10th	<ul style="list-style-type: none"> Human Resources compensation reviews 	<ul style="list-style-type: none"> Human Resources
12th	<ul style="list-style-type: none"> Budget Committee meeting 	<ul style="list-style-type: none"> Budget Committee
17th	<ul style="list-style-type: none"> Preliminary Budget Intro I at board meeting (process & priorities) 	<ul style="list-style-type: none"> Superintendent & Chief Financial Officer
January 10th	<ul style="list-style-type: none"> Human Resources begins enrollment review 	<ul style="list-style-type: none"> Human Resources
13th	<ul style="list-style-type: none"> DEIC Meeting/Stakeholder Engagement 	
24th	<ul style="list-style-type: none"> Analyze student enrollment projections, review staffing and develop staffing allocations 	<ul style="list-style-type: none"> Student Services, School Administration & Human Resources
February 13th	<ul style="list-style-type: none"> Budget Committee Meeting 	<ul style="list-style-type: none"> Budget Committee Meeting
24th	<ul style="list-style-type: none"> Staffing allocations for 2025-26 completed & presented to campuses 	<ul style="list-style-type: none"> Human Resources & School Administration
28th	<ul style="list-style-type: none"> Analyze & prepare budget owner base allocations for campuses and departments 	<ul style="list-style-type: none"> Chief Financial Officer, Comptroller, Director of Financial Operating Systems & Budget Coordinator

<p>March 19th</p> <p>20th</p> <p>21st</p> <p>27th</p> <p>31st</p>	<ul style="list-style-type: none"> • Revenue estimates are calculated & reviewed • Budget update II at the regular board meeting • Budget Subcommittee Meeting – Per Pupil Allocations Guidelines • Budget Subcommittee Meeting – Staffing Allocations • DEIC Meeting/Stakeholder Engagement 	<ul style="list-style-type: none"> • Chief Financial Officer • Superintendent & Chief Financial Officer • Budget Subcommittee • Budget Subcommittee
<p>April 3rd-4th 9th & 11th</p> <p>10th</p> <p>10th</p> <p>10th</p> <p>17th</p> <p>30th</p> <p>30th</p>	<ul style="list-style-type: none"> • Coordinate meetings with campuses and departments to discuss budget process for FY 2025-26 • Meeting with HR to review snapshot scenarios • Executive Team reviews possible 2025-26 compensation scenarios • Budget Committee Meeting • Budget update IV at the regular board meeting • Preliminary budget owner allocation worksheets sent to campus Principals & Department Directors for budget entry • Business Office begins compiling budget 	<ul style="list-style-type: none"> • Chief Financial Officer, Federal Programs Director, HR, Elementary & Secondary Admin & Budget Coordinator • HR & Business Office • Administration & Human Resources • Budget Committee • Superintendent & Chief Financial Officer • Budget Coordinator • Chief Financial Officer, Comptroller, Director of Financial Operation Systems & Budget Coordinator
<p>May 8th 8th</p> <p>8th 15th 30th</p>	<ul style="list-style-type: none"> • Align revenues & expenditures • District receives estimated Tax Roll from Jefferson Co Appraisal District • Budget Committee Meeting • Budget Workshop I • Deadline for submission of all district budgets in TEAMS 	<ul style="list-style-type: none"> • Superintendent & Chief Financial Officer • Superintendent & Chief Financial Officer • Budget Committee Meeting • Chief Financial Officer • Campus Principals & Department Directors

<p>June 11th 11th 12th 16th 18th 24th 24th</p>	<ul style="list-style-type: none"> • Budget finalized • Estimated revenue from the State will be available from the District • Publish Notice of Public Hearing • Board Small Group Sessions • Submit required posting information and adopt the budget by June 30th. • Budget Hearing • General Fund, Food Service & Debt Service budgets are finalized for review and adoption by the Board 	<ul style="list-style-type: none"> • Business Office • Chief Financial Officer • Chief Financial Officer • Superintendent & Chief Financial Officer • Superintendent & Chief Financial Officer
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2026 – Budget Priorities & Goals

PROVIDE EVERY STUDENT WITH THE OPPORTUNITY TO PARTICIPATE IN HIGH QUALITY LEARNING EXPERIENCES AND ENGAGING INSTRUCTION



- Develop and maintain a culture of literacy.
- Equip schools with resources to increase the number of high performing campuses.
- Utilize and maintain technology to enhance learning for all students.

RECRUIT, RETAIN & SUPPORT AN EFFECTIVE TEACHER IN EVERY CLASSROOM AND AN EFFECTIVE PRINCIPAL IN EVERY SCHOOL



- Prioritize development and support for teachers and staff.
- Develop effective leadership teams.
- Seek to improve compensation for BISD employees to attract and retain staff.

PROVIDE A SAFE, SECURE AND SUPPORTIVE LEARNING ENVIRONMENT



- Provide support for students to develop social and emotional skills.
- Enhance processes to safeguard students, staff and facilities.

UPON GRADUATION EVERY STUDENT WILL HAVE THE OPTION TO ATTEND COLLEGE, START A CAREER AND JOIN THE MILITARY OR WORKFORCE



- Maintain a system of learning that allows students to effectively transition to college, career, military or the workforce.

ENSURE THAT FINANCIAL RESOURCES ALIGN WITH BOARD GOALS AND PRIORITIES



- Utilize task forces to ensure that board goals and priorities are met and resources are allocated efficiently and effectively.
- Evaluate usage of district resources to ensure transparency.
- Expand communications processes that support stakeholder and community engagement in district goal attainment & resource management.

AMELIA BEAUMONT EARLY COLLEGE HIGH
 BEAUMONT UNITED BINGMAN HEAD
 STANLEY CHILDS CALDWELL CAREER
 AND TECHNICAL EDUCATION CENTER
 CHARLTON-BOLLENDIC GARDNER DISHMAN
 FEHL-PRICE FEICHER GUESS HOMER
 DRIVE JONES-CLARK MARSHALL MATHIS
 ODOM PAUL PETERSON PETERSON
 PIETZSCH-MACARTHUR REGINA-HOWELL
 SMITH VINCENT WEST BROOK

we can
we will
we must

 Beaumont ISD

FY 26 Budget Overview

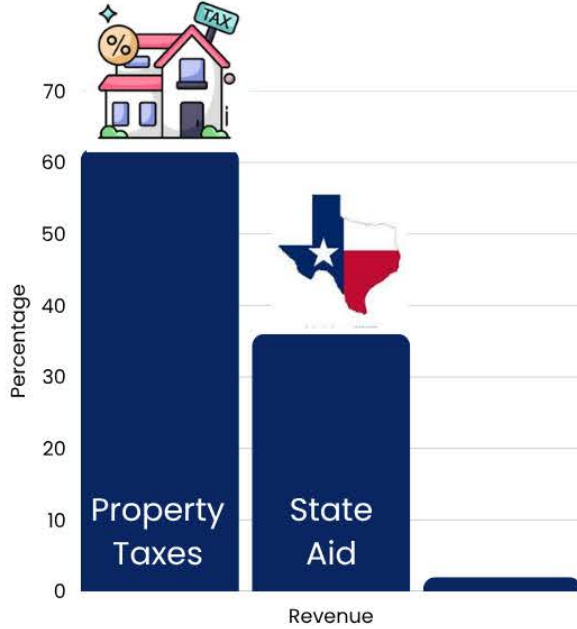
Proposed Operating Budget

\$188,784,793



2.91% from the adopted FY 2025 budget

Revenue - where does the money come from?

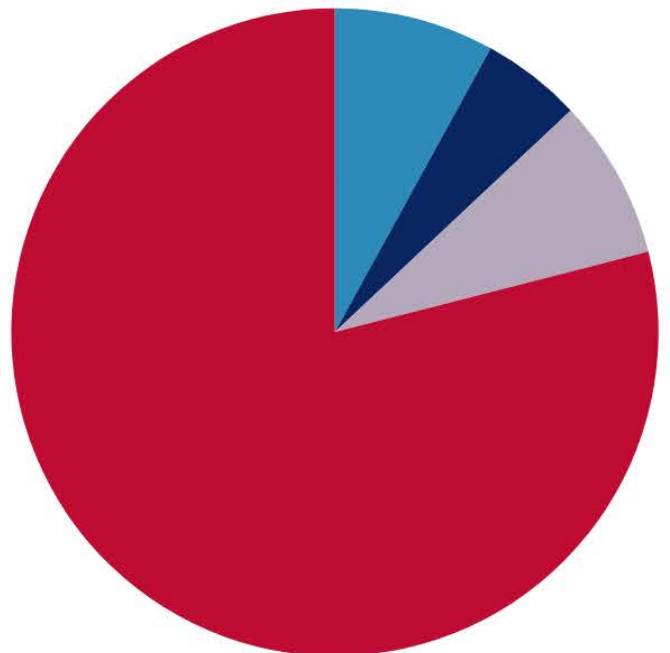


What does the money pay for?

- **Instruction : \$95.9 million**
- **Instructional Support: \$35.2 million**
- **Operations: \$44.3 million**
- **Leadership/Administration: \$7.8 million**
- **Other Operating Costs: \$5.5 million**

**Estimated
2025 BISD Tax
Rate
\$0.964910**

- Professional & Contracted Services
- Supplies & Materials
- Other Operating Costs & Capital Outlay
- Payroll



*we can
we will
we must*



Adopted Budget

July 1, 2025 – June 30, 2026

HISTORICAL INFORMATION

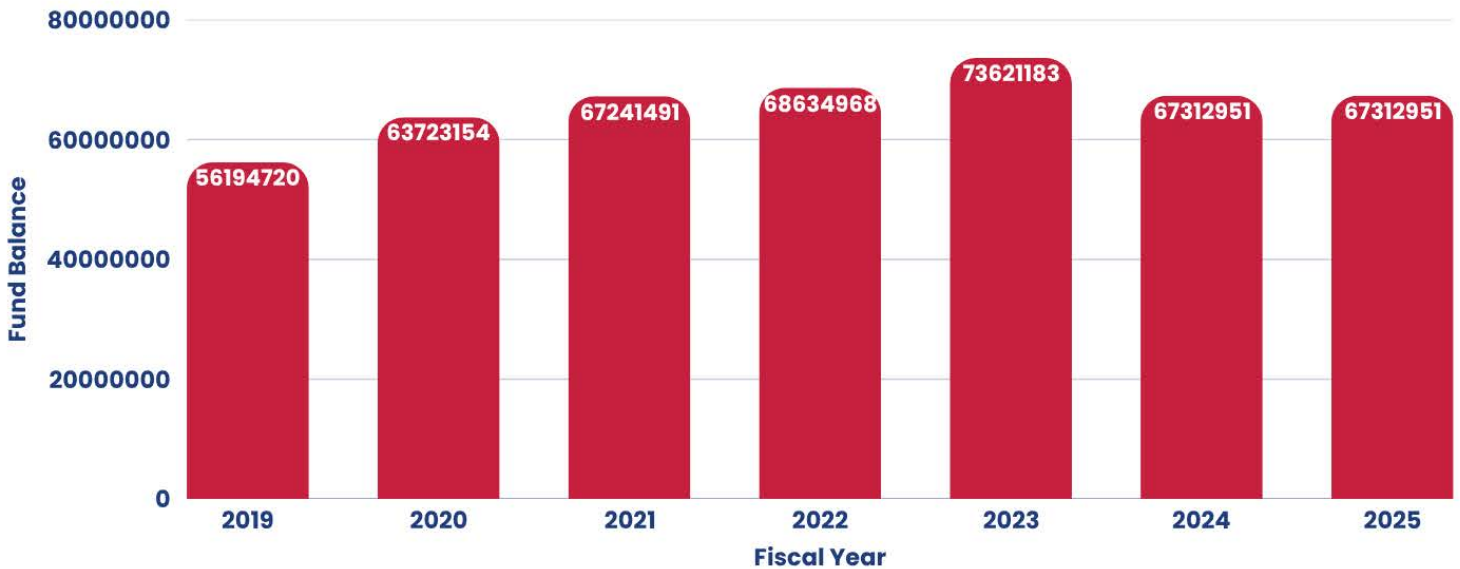
SECTION A



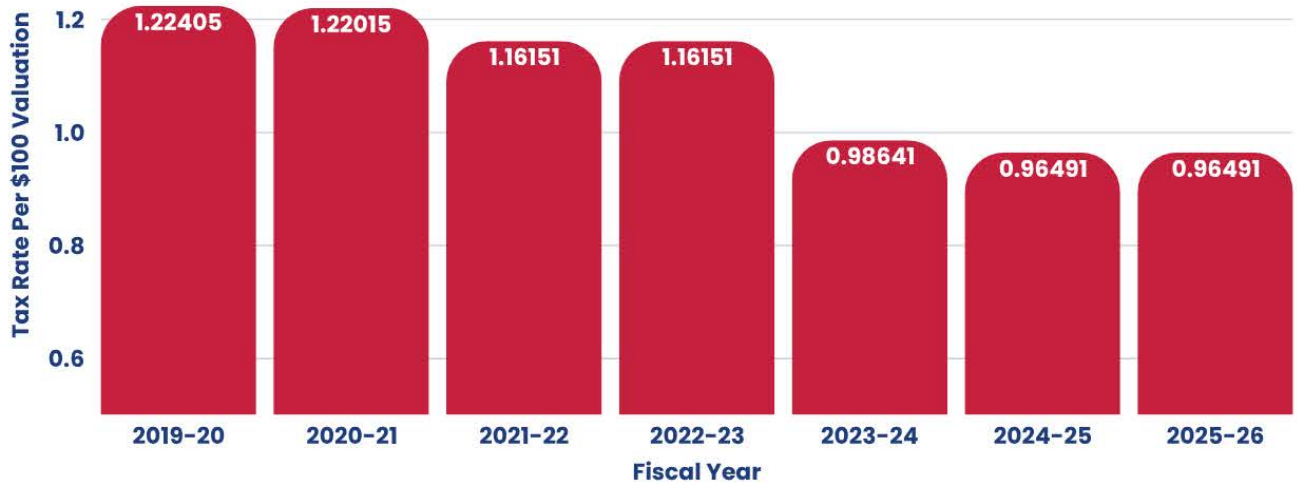
Fund Balance History

Year	Fund Balance	Increase (Decrease)
2019	56,194,720	13,136,954
2020	63,723,154	7,528,434
2021	67,241,491	3,518,337
2022	68,634,968	1,393,477
2023	73,621,183	4,986,215
2024	67,312,951	(6,308,232)
2025	67,312,951 **	

**Projected Fund Balance from FY2024-2025 Budget



Historical Tax Rate Analysis

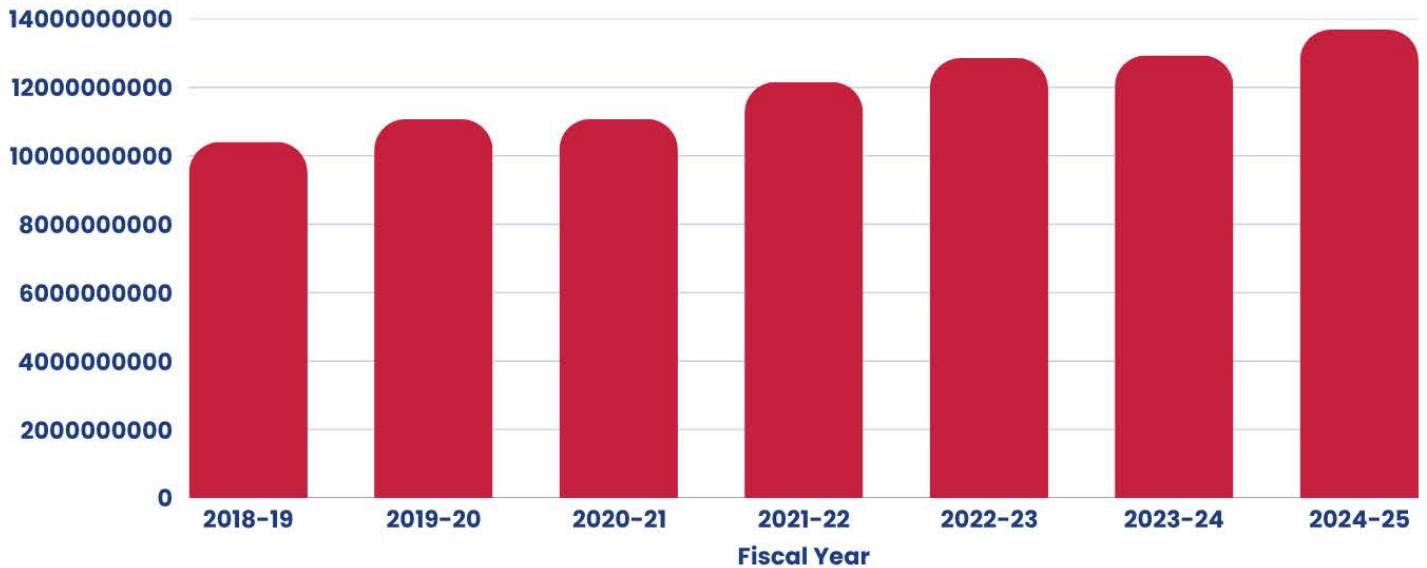


<u>School Year</u>	<u>Total Rate</u>	<u>M&O</u>	<u>Interest & Sinking</u>
2018-2019	1.294050	1.04	0.254050
2019-2020	1.224050	0.97	0.254050
2020-2021	1.220150	0.9661	0.254050
2021-2022	1.161510	0.9089	0.252610
2022-2023	1.161510	0.9089	0.252610
2023-2024	0.986410	0.7338	0.252610
2024-2025	0.964910	0.8023	0.162610
Estimated *2025-2026	0.964910	0.8023	0.162610

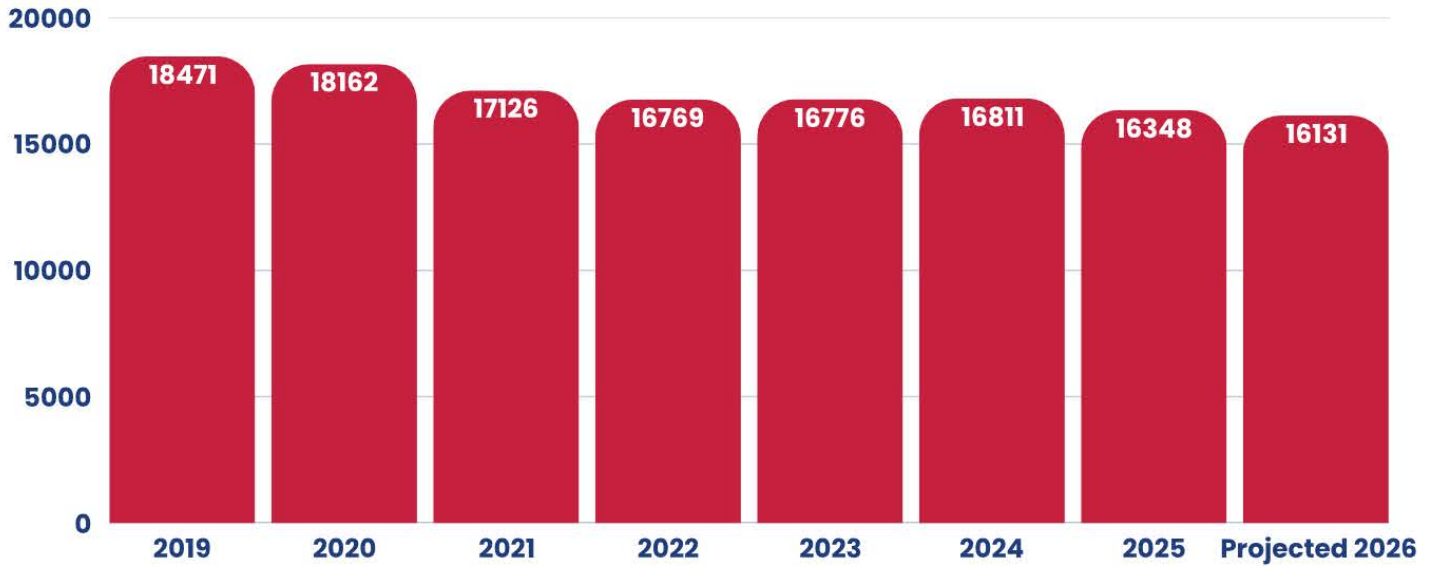


Historical Certified Taxable Values

<u>School Year</u>	<u>Maintenance & Operations Taxable Value</u>	<u>M&O Percentage Increase (Decrease)</u>
2018-19	10,404,853,102	0.23%
2019-20	11,062,854,417	6.32%
2020-21	11,072,807,833	0.09%
2021-22	12,152,878,316	9.75%
2022-23	12,851,728,897	5.75%
2023-24	12,932,479,306	0.63%
2024-25	13,685,980,714	5.83%
2025-26	Not Available	



Historical Enrollment



<u>School Year</u>	<u>Enrollment</u>	<u>Percentage Increase/(Decrease)</u>
2018-2019	18,471	-2.1%
2019-2020	18,162	-1.7%
2020-2021	17,126	-5.7%
2021-2022	16,769	-2.1%
2022-2023	16,776	0.0%
2023-2024	16,811	0.2%
2024-2025	16,348	-2.8%
2025-2026	16,131* projected	-1.3%



Adopted Budget

July 1, 2025 – June 30, 2026

GENERAL FUND

SECTION B

BEAUMONT INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
SUMMARY OF REVENUES AND EXPENDITURES

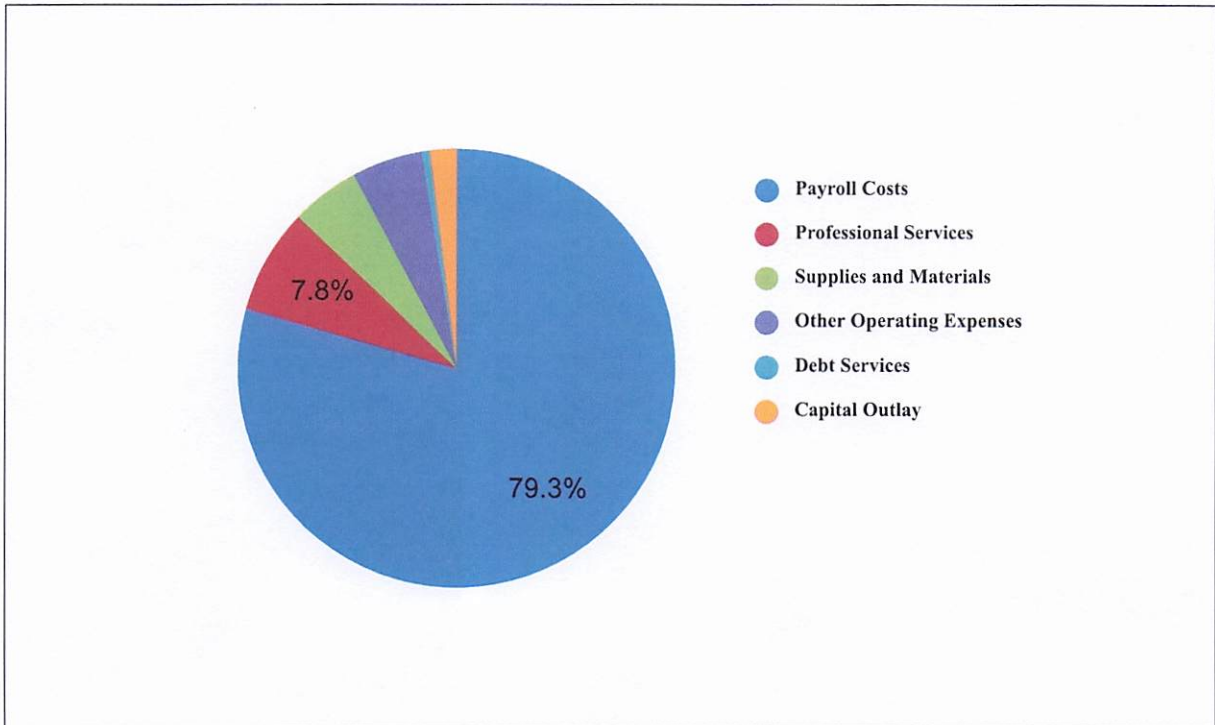
	<u>2024-25</u> <u>Adopted</u> <u>Budget</u>	<u>2025-26</u> <u>Adopted</u> <u>Budget</u>
REVENUES		
Local	\$115,175,120	\$116,549,951
State	61,368,150	68,081,481
Federal	6,779,502	4,023,361
Other Resources/Revenues	130,000	130,000
Total Revenue	<u>\$183,452,772</u>	<u>\$188,784,793</u>
EXPENDITURES		
Payroll Costs	133,162,052	149,787,509
Professional Services	27,973,660	14,637,254
Supplies & Materials	8,189,730	9,569,658
Other Operating Costs	9,174,953	9,933,759
Debt Service	1,114,965	1,114,965
Capital Outlay	3,837,412	1,541,648
Transfers Out		2,200,000
Total Expenditures	<u>183,452,772</u>	<u>188,784,793</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>\$ -</u>	<u>\$ -</u>

BEAUMONT INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
DETAIL OF REVENUES

REVENUES	<u>2024-25 Adopted Budget</u>	<u>2025-26 Adopted Budget</u>
Local		
5711 Taxes, Current Year Levy	\$ 99,078,028	\$ 101,606,271
5712 Taxes, Prior Years	500,000	400,000
5719 Penalties & Interest and Other Tax Rev	1,075,000	1,111,876
573X Tuitions and Fees	5,000	80,000
574X Misc	14,242,092	13,051,804
575X Athletic Revenue	275,000	300,000
Total Local Revenues	<u>115,175,120</u>	<u>116,549,951</u>
State Revenue	61,368,150	68,081,481
Federal Revenue	6,779,502	4,023,361
Other Resources/Non-Operating Revenues	<u>130,000</u>	<u>130,000</u>
Total Revenues	<u>\$ 183,452,772</u>	<u>\$ 188,784,793</u>

BEAUMONT INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
SUMMARY OF EXPENDITURES BY OBJECT

OBJECT	2025-26 Adopted Budget	% of Budget
Payroll Costs	\$149,787,509	79.3%
Professional Services	14,637,254	7.8%
Supplies and Materials	9,569,658	5.1%
Other Operating Expenses	9,933,759	5.3%
Debt Services	1,114,965	0.6%
Capital Outlay	3,741,648	2.0%
Total Expenditures	\$188,784,793	100%



BEAUMONT INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
SUMMARY OF EXPENDITURES BY FUNCTION

FUNCTION	<u>2025-26 Adopted Budget</u>	<u>% of Budget</u>
11 Instruction	\$ 93,762,374	49.7%
12 Instructional Resources & Media Services	1,349,747	0.7%
13 Curriculum Devel/Instructional Staff Devel	623,892	0.3%
21 Instructional Leadership	4,512,591	2.4%
23 School Leadership	11,454,645	6.1%
31 Guidance, Counseling & Eval Services	9,980,876	5.3%
32 Social Work Services	259,917	0.1%
33 Health Services	2,493,147	1.3%
34 Student (Pupil) Transportation	7,095,482	3.8%
36 Cocurricular/Extracurricular Activities	6,565,259	3.5%
41 General Administration	7,873,056	4.2%
51 Plant Maintenance & Operations	28,256,653	15.0%
52 Security & Monitoring Services	4,532,178	2.4%
53 Data Processing Services	4,406,283	2.3%
61 Community Services	256,617	0.1%
71 Debt Services	1,114,965	0.6%
93 Payment to Fiscal Agent Member District	401,950	0.2%
95 Payment to Juvenile Justice Alt Ed	161,860	0.1%
99 Tax Appraisal & Collections and Capital Outlay	3,683,301	2.0%
Total Expenditures	<u>\$ 188,784,793</u>	<u>100%</u>



Adopted Budget

July 1, 2025 – June 30, 2026

CHILD NUTRITION SERVICES

FUND

SECTION C

BEAUMONT INDEPENDENT SCHOOL DISTRICT
CHILD NUTRITION
SUMMARY OF REVENUES AND EXPENDITURES

	<u>2024-25</u> <u>Adopted</u> <u>Budget</u>	<u>2025-26</u> <u>Adopted</u> <u>Budget</u>
Local	\$ 527,547	\$ 729,815
State	51,219	55,423
Federal	13,777,112	13,847,871
Total Revenue	<u>14,355,878</u>	<u>14,633,109</u>
Payroll Costs	5,507,486	5,672,711
Contracted Services	609,927	447,457
Supplies & Materials	8,125,000	8,160,318
Other Operating Costs	61,200	117,430
Capital Outlay	4,688,552	4,762,041
Total Expenditures	<u>18,992,165</u>	<u>19,159,957</u>
Over Expenditures	<u><u>\$(4,636,287)</u></u>	<u><u>\$(4,526,848)</u></u>

BEAUMONT INDEPENDENT SCHOOL DISTRICT
CHILD NUTRITION
SUMMARY OF REVENUES AND EXPENDITURES

	<u>2024-25 Adopted Budget</u>	<u>2025-26 Adopted Budget</u>
Local	\$ 527,547	\$ 729,815
State	51,219	55,423
Federal	13,777,112	13,847,871
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Other Operating Costs	61,200	117,430
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Adopted Budget

July 1, 2025 – June 30, 2026

DEBT SERVICE FUND

SECTION D

BEAUMONT INDEPENDENT SCHOOL DISTRICT
DEBT SERVICES
SUMMARY OF REVENUES AND EXPENDITURES

	2024-25 Adopted Budget	2025-26 Adopted Budget
REVENUES		
5711 Taxes, Current Year Levy	\$ 24,274,711	\$25,241,704
5712 Taxes, Prior Years	27,800	68,538
5719 Penalties & Interest and Other Tax Rev	264,405	259,278
5742 Interest - Temporary Investments	753,818	753,818
5829 State Revenue - TEA	410,444	1,957,728
Total Revenue	<u>25,731,178</u>	<u>28,281,066</u>
EXPENDITURES		
6511 Bond Principal	13,010,000	12,945,000
6519 Debt Principal	4,590,813	7,185,551
6521 Bond Interest	8,110,365	8,000,515
6599 Other Debt Service Fees	20,000	150,000
Total Expenditures	<u>25,731,178</u>	<u>28,281,066</u>
Excess (Deficiency) of Revenues Over Expenditures	<u>\$ -</u>	<u>\$ -</u>

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

Fiscal Year	Principal	Interest	Total
2026	12,945,000	8,000,515	20,945,515
2027	10,660,000	7,382,373	18,042,373
2028	11,140,000	6,092,581	17,232,581
2029	15,630,000	5,517,465	21,147,465
2030	16,215,000	4,836,572	21,051,572
2031	16,800,000	4,198,574	20,998,574
2032	17,405,000	3,535,193	20,940,193
2033	17,970,000	2,907,527	20,877,527
2034	17,540,000	2,258,697	19,798,697
2035	10,810,000	1,618,692	12,428,692
2036	11,180,000	1,176,091	12,356,091
2037	10,315,000	717,894	11,032,894
2038	4,710,000	273,651	4,983,651
	<u>\$ 173,320,000</u>	<u>\$ 48,515,825</u>	<u>\$ 221,835,825</u>

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

Issue	Balance Outstanding 07/01/25	Fiscal Year 2026			Balance Outstanding 06/30/26
		Principal	Interest	Total	
U/L School Bldg Taxable Bonds 2010	965,000	965,000	-	965,000	-
U/L School Bldg Taxable Bonds 2010B	48,410,000	2,065,000	2,773,696	4,838,696	46,345,000
U/L Refunding Bonds 2012	40,000	20,000	760,000	780,000	20,000
U/L Refunding Bonds 2016	54,955,000	5,310,000	1,934,950	7,244,950	49,645,000
U/L Refunding Bonds 2017	68,950,000	4,585,000	3,015,494	7,600,494	64,365,000
	\$ 173,320,000	\$12,945,000	\$ 8,484,140	\$ 21,429,140	\$ 160,375,000



Adopted Budget

July 1, 2025 – June 30, 2026

FEDERAL FUNDS

SECTION E

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

<u>Fund Number</u>	<u>Grant Description</u>	<u>2025-2026 Planning Amount</u>
205	Head Start	\$ 3,900,000
211	Title I, Part A - Improving Basic Programs	7,976,767
211.829	Title I, Part D - Prevention & Intervention	67,566
212	Title I, Part C - Migrant	7,872
224	IDEA-B, Formula	3,731,121
225	IDEA-B, Pre-School	83,334
244	Carl D. Perkins (Career & Tech) - Basic Formula	275,458
255	Title II, Part A - Training & Recruiting	965,261
263	Title III, Part A	239,678
263	Title III, Part A Immigrant	28,710
289	Title IV, Part A - Student Support & Academic Enrichment	624,176
315	IDEA - Part B, Discretionary Deaf	<u>163,814</u>
	TOTAL FEDERAL FUNDS	<u><u>\$ 18,063,757</u></u>

Estimates based off 2025-26 amounts TEA entitlement amounts, budget summaries submitted to TEA not yet approved, or current fiscal year budgeted amounts.



Adopted Budget

July 1, 2025 – June 30, 2026

SALARY AND STIPEND SCHEDULES

SECTION F

Beaumont ISD
2025-2026 New Hire Guide for
Classroom Teachers
HB2 - \$55,500 starting

Years of Experience	New Hire Salary
0	\$55,500
1	\$56,275
2	\$56,575
3	\$57,100
4	\$57,400
5	\$60,200
6	\$60,800
7	\$61,200
8	\$61,600
9	\$62,000
10	\$62,500
11	\$63,470
12	\$63,770
13	\$64,070
14	\$64,370
15	\$64,670
16	\$65,470
17	\$65,770
18	\$66,070
19	\$66,370
20	\$67,170
21	\$67,970
22	\$68,270
23	\$68,570
24	\$68,870
25	\$69,170
26	\$69,470
27	\$69,770
28	\$70,070
29	\$70,370
30	\$71,070
31+	\$71,970

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 Master's Degree - Subject-Area Stipend

Beaumont ISD
2025-2026 Salary Range for
Classroom Teachers
HB2 - \$55,500 starting
Hiring Salary Range

10-Month Hiring Range Minimum:	\$55,500
10-Month Hiring Range Maximum:	\$71,970

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

Beaumont ISD
2025-2026 New Hire Guide for
Instructional Professional Support
\$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.

Beaumont ISD

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

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

2025-2026 Proposed Administrative/Professional Pay Plan

Beaumont ISD

Pay Grade	Current Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4.0% GPI
BT				Daily	\$187.16	\$187.16	\$187.16
BT		BRACE Teacher	187	187 Days	35,000	35,000	35,000
AT				Daily	\$240.64	\$240.64	\$240.64
AT		Adjunct Teacher	187, 210	187 Days	45,000	45,000	45,000
		0-2 years - \$45,000		210 Days	50,534	50,534	50,534
		3-4 years - \$47,500					
		5+ years - \$50,000					
1				Daily	\$235.09	\$281.55	\$328.01
1		Accountant - Staff	235	220 Days	51,720	61,941	72,162
1		Attendance Officer	220	235 Days	55,246	66,164	77,082
1		Coordinator - Chef	235	254 Days	59,713	71,514	83,315
1		Graphic Arts Desktop Publishing	235				
1		Junior Programmer - Level 1	235				
1		Manager - Transportation Shop	254				
1		Operations Manager - Child Nutrition	235				
1		Specialist - Human Resources	235				
1		Specialist - K-8 Career Readiness	220				
1		Supervisor - Transportation Operations	235				
1		Supervisor - Transportation, Route	235				
1		Supervisor - Transportation, Site	235				
2				Daily	\$265.66	\$318.15	\$370.64
2		Accountant - Special Projects	235	235 Days	62,430	74,765	87,100
2		Analyst - Financial Systems	235				
2		Analyst - Systems	235				
2		Coordinator - Student Data Systems	235				
2		Specialist - Marketing & Multimedia	235				
3				Daily	\$280.93	\$336.44	\$391.95
3		Coordinator - Board Relations	235	187 Days	52,534	62,914	73,295
3		Coordinator - Head Start Education	193	193 Days	54,219	64,933	75,646
3		Coordinator - HR Services	235	220 Days	61,805	74,017	86,229
3		Coordinator - Head Start Program	220	235 Days	66,019	79,063	92,108
3		Coordinator - Social Services	220	242 Days	67,985	81,418	94,852
3		Coordinator - Student Wellness	187				
3		Manager - Special Projects Maint	242				
3		Police Lieutenant	242				
3		Senior Buyer	235				
3		Social Worker - Head Start	193				
3		Supervisor - General Maintenance	242				
3		Supervisor - MEP	242				
3		Supervisor - Operations Energy Safety	242				
3		Supervisor - Payroll	235				
3		Supervisor - Warehouse-Grounds	242				
3a				Daily	\$294.97	\$353.26	\$411.55
3a		ARD Facilitator	200	187 Days	55,159	66,060	76,960
3a		Counselor - Campus Mental Health	187	200 Days	58,994	70,652	82,310
3a		Speech Language Pathologist Asst	187				

4		
4	Asst Director - Community & Media Relations	235
4	Asst Director - Food Service	235
4	Asst Director - Maintenance	242
4	Asst Director - Transportation	235
4	Asst Principal - ES	195, 200
Tchr	Athletic Trainer	187, 205
4	Community Liaison	220
4	Coordinator - Assessment IMA	235
4	Coordinator - At-Risk	220
4	Coordinator - Budget Accounts Payable	235
4	Coordinator - Business & Industry	235
4	Coordinator - Career Technology	235
4	Coordinator - College/Career Readiness	205
4	Coordinator - Student Truancy Prevention & Outreach	220
4	Coordinator - Testing HS	205
4	Counselor - ES	195, 205
4	Counselor - HS	205, 210
4	Counselor - MS	200
4	Counselor - Ninth Grade Academy	205
4	Counselor - Vocational Education	205
4	Diagnostician	200
4	Diagnostician - Deaf Co Op	200
4	Director - Student Activities	200
4	Instructional Technologist	205
4	Lead Counselor - HS	205
4	Manager - HR	235
4	Police Captain	242
4	Senior - Programmer	235
4	Senior Network Engineer	235
4	Specialist - Behavior Intervention	205
4	Specialist - Deaf & Hard of Hearing	205
4	Specialist - Educator Program	220
4	Specialist - School Support	200
4	Specialist - SPED MTSS	220
4	Specialist - Teacher Support	220

Daily	\$318.57	\$381.52	\$444.47	\$15.26
187 Days	59,573	71,344	83,116	2,854
195 Days	62,121	74,396	86,672	2,976
200 Days	63,714	76,304	88,894	3,052
205 Days	65,307	78,212	91,116	3,128
210 Days	66,900	80,119	93,339	3,205
215 Days	68,493	82,027	95,561	3,281
220 Days	70,085	83,934	97,783	3,357
235 Days	74,864	89,657	104,450	3,586
242 Days	77,094	92,328	107,562	3,693

5		
5	Associate Principal - Instruction	215
5	Associate Principal - Operations	215
5	Asst Campus Athletics Coord/Head Coach	235
5	Asst Director - Athletics	235
5	Asst Principal - HS	215
5	Asst Principal - MS	215, 220
5	Asst Principal - Ninth Grade Academy	215
5	Asst Principal - Student Management	215
5	Coordinator - Advanced Academics	220
5	Coordinator - BIL/ESL	220
5	Coordinator - Early Childhood	220
5	Coordinator - ELA Amplify	235
5	Coordinator - Elementary ELAR 3-5	220
5	Coordinator - Elementary Math	220
5	Coordinator - Fine Arts	220
5	Coordinator - Health & PE	235
5	Coordinator - Health Services	235

Daily	\$344.05	\$412.04	\$480.03	\$16.48
187 Days	64,337	77,051	89,766	3,082
200 Days	68,810	82,408	96,006	3,296
215 Days	73,971	88,589	103,206	3,544
220 Days	75,691	90,649	105,607	3,626
235 Days	80,852	96,829	112,807	3,873

5	Coordinator - Instructional Technology	220
5	Coordinator - LPAC District	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	Coordinator - Technology Support	220
5	Director Professional Development	235
5	Educational Audiologist	200
5	Licensed Specialist in School Psychology	200, 235
5	Occupational Therapist	187
5	Physical Therapist	187
5	Specialist - Child Find Compliance	235
5	Specialist - Early Childhood Special Education	235
5	Specialist - Innovation	235
5	Specialist - SPED Assessment & Evaluation	235
5	Specialist - SPED CCMR	235
5	Specialist - SPED Inclusive Services	235
5	Specialist - SPED Low-Incidence Disabilities	235
5	Specialist - SPED Positive Behavioral Intervention Support	235
5	Speech Language Pathologist	187
5	Supervisor - PEIMS Student Services	235

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6	Administrator - JJAEP/ES DAEP	220
6	Chief of Police	242
6	Coordinator - Campus Athletic/Head Coach	235
6	Director - Benefits/Risk Management	235
6	Director - Bilingual, ELL Foreign Language	235
6	Director - Federal Grant Programs	235
6	Director - Financial Information Systems	235
6	Director - Human Resources Operations	235
6	Director - Purchasing	235
6	Director - RDSPD	235
6	Director - School Counseling	235
6	Director - Special Ed (Feeder Schools)	235
6	Principal - ES	220

Daily	\$371.58	\$445.00	\$518.43	\$17.80
220 Days	81,748	97,900	114,055	3,916
235 Days	87,321	104,575	121,831	4,183
242 Days	89,922	107,690	125,460	4,308

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7	Comptroller	235
7	Director - Career & Technical Education	235
7	Director - Community & Media Relations	235
7	Director - Fine Arts	235
7	Director - Food Service	235
7	Director - Maintenance Operations	242
7	Director - Student Services	235
7	Director - Transportation	235
7	Principal - Alt Program	220
7	Principal - MS	220

Daily	\$399.45	\$478.38	\$557.31	\$19.14
220 Days	87,879	105,244	122,608	4,210
235 Days	93,871	112,419	130,968	4,497
242 Days	96,667	115,768	134,869	4,631

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8	Director - Athletics Physical Education	235
8	Director - Information Technology	235
8	Director - Leadership Development/Student Discipline	235

Daily	\$435.39	\$521.43	\$607.47	\$20.86
220 Days	95,786	114,715	133,643	4,589
235 Days	102,317	122,536	142,755	4,901

8	Director - Research Planning & Evaluation	235
8	Principal - HS	220
8	Senior Director - Special Services	235

9

9	Executive Director - Curriculum Instruction	235
9	Executive Director - Human Resources	235
9	Senior Director - Innovation	235
9	Senior Director - Student Support Services	235

Daily	\$506.79	\$606.94	\$707.09	\$24.28
235 Days	119,096	142,631	166,166	5,705

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10	Assoc Superintendent - Elementary Administration	235
10	Asst Superintendent - Secondary Administration	235
10	Chief Financial Officer	235

Daily	\$552.40	\$661.56	\$770.72	\$26.46
235 Days	129,814	155,467	181,119	6,219

2025-2026 Proposed Clerical Paraprofessional Pay Plan
 Beaumont ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4.0% GPI	
1							
	Aide - Career Tech	183	\$12.50	\$15.00	\$17.50	\$0.60	
	Aide - District	183	183 Days	18,300	21,960	25,620	878
	Aide - Elementary ISS	183					
	Aide - ESL	183					
	Aide - Head Start	183					
	Aide - PE	183					
	Aide - Sp Ed, Inclusion	183					
	Aide - Title I	183					
2							
	Admin - Receptionist	235	\$13.50	\$16.17	\$18.84	\$0.65	
	Aide - Computer Lab	183	183 Days	19,764	23,673	27,582	947
	Aide - Head Start Community	193	190 Days	20,520	24,578	28,637	983
	Aide - Head Start Nurse	183	193 Days	20,844	24,966	29,089	999
	Aide - Nurse	183	195 Days	21,060	25,225	29,390	1,009
	Aide - Sp Ed, AFL	183	200 Days	21,600	25,872	30,144	1,035
	Aide - Sp Ed, BTC	183	220 Days	23,760	28,459	33,158	1,138
	Aide - Sp Ed, ECSE	183	235 Days	25,380	30,400	35,419	1,216
	Aide - Sp Ed, Self-Contained	183					
	Aide - Sp Ed, SLC	183					
	Aide - Special Education	183					
	Aide - Special Education 18+	183					
	Associate - Team Reach	183					
	Clerk - Asst Principal MS	195, 200					
	Clerk - Bilingual/ESL LPAC	183					
	Clerk - Counselor	195, 200					
	Clerk - District	183					
	Clerk - Head Start Asst	183, 193					
	Clerk - Police Receptionist	190					
	Clerk - Receptionist	183, 195, 200					
	Clerk - Special Education	200, 220					
	Clerk - Transportation	235					
	Clerk - Transportation (Timekeeper)	235					
	Paralibrarian	183					
3							
	Clerk - Asst Principal HS	200, 210	\$14.80	\$17.73	\$20.66	\$0.71	
	Clerk - Mail/File	235	183 Days	21,667	25,957	30,246	1,038
	Communication Facilitator - RDSPD	183	200 Days	23,680	28,368	33,056	1,135
	Secretary - Athletics	235	210 Days	24,864	29,786	34,709	1,191
	Secretary - Maintenance	242	220 Days	26,048	31,205	36,362	1,248
	Secretary - Special Education	220	235 Days	27,824	33,332	38,841	1,333
			242 Days	28,653	34,325	39,998	1,373
4							
			Hourly	\$16.15	\$19.34	\$22.53	\$0.77

Aide - CTE	183
Aide - Sp Ed - Autism	200
Clerk - Campus PEIMS Data ES	200
Clerk - Campus PEIMS Data HS	200
Clerk - Campus PEIMS Data MS	200
Clerk - Registrar HS	220
Clerk - RDSPD	183
Clerk, Senior - Asst Principal	200
Interpreter Intern - Deaf Co Op	183
Secretary - C & I	220, 235
Secretary - Chief of Police	242
Secretary - Principal ES	200
Secretary - Testing & IMA	220
Special Ed Technical Support	220
Specialist - Student Services	235

183 Days	23,644	28,314	32,984	1,133
200 Days	25,840	30,944	36,048	1,238
220 Days	28,424	34,038	39,653	1,362
235 Days	30,362	36,359	42,356	1,454
242 Days	31,266	37,442	43,618	1,498

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Classroom Facilitator	187
Clerk - Accounts Payable	235
Clerk - Asset & Records	242
Clerk - Bookkeeper	200, 220
Clerk - Financial	235, 242
Clerk - Purchasing	235
Coordinator - Campus Attendance	187
Facilitator, ROAR Literacy Parent(renamed)	195
Parent Advisor - RDSPD	183
Parent Liaison	187
Secretary - Principal MS	210, 220

Hourly	\$17.75	\$21.26	\$24.77	\$0.85
183 Days	25,986	31,125	36,263	1,245
187 Days	26,554	31,805	37,056	1,272
195 Days	27,690	33,166	38,641	1,327
200 Days	28,400	34,016	39,632	1,361
210 Days	29,820	35,717	41,614	1,429
220 Days	31,240	37,418	43,595	1,497
235 Days	33,370	39,969	46,568	1,599
242 Days	34,364	41,159	47,955	1,646

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Administrative Asst - Director Athletics	235
Administrative Asst - Director of Transportation	242
Administrative Asst - Sr Director Maint Ops	242
Clerk - Vendor Compliance	235
Communication Liaison - Transportation	235
Secretary - Food Service	235
Secretary - Information Technology	235
Secretary - LDS	235
Secretary - Principal HS	200, 220
Secretary - Supervisor Deaf Co Op	220
Specialist - Campus Support	187
Specialist - CRD	187
Specialist - Payroll	235
Specialist - Procurement	235

Hourly	\$19.70	\$23.60	\$27.50	\$0.94
187 Days	29,471	35,306	41,140	1,412
200 Days	31,520	37,760	44,000	1,510
220 Days	34,672	41,536	48,400	1,661
235 Days	37,036	44,368	51,700	1,775
242 Days	38,139	45,690	53,240	1,828

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Administrative Asst - Exec Director C&I	235
Administrative Asst - Admin	235
Administrative Asst - CFO	235

Hourly	\$23.00	\$27.55	\$32.10	\$1.10
235 Days	43,240	51,794	60,348	2,072

Administrative Asst - Exec Director HR	235
Administrative Asst - Sr Director Sp Ed	235
Specialist - Benefits	235
Specialist - Medicaid	235
Specialist - Payroll, Lead	235
Specialist - Records/Asset	235
Specialist - Sourcing	235
Specialist - Workers Compensation	235

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Exec Asst - Superintendent	235
Specialist - Budget	235
Office Manager	235

Hourly	\$26.00	\$31.14	\$36.28	\$1.25
235 Days	48,880	58,543	68,206	2,342

2025-2026 Clerical Paraprofessional Placement Scale

Beaumont ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2025-2026 Total Exp	Pay Grades				
		1	2	3	4	5
Minimum	0	\$12.50	\$13.50	\$14.80	\$16.15	\$17.75
	1	\$12.63	\$13.64	\$14.95	\$16.31	\$17.93
	2	\$12.75	\$13.77	\$15.09	\$16.46	\$18.10
	3	\$12.87	\$13.90	\$15.23	\$16.61	\$18.27
	4	\$12.99	\$14.03	\$15.37	\$16.76	\$18.44
	5	\$13.11	\$14.16	\$15.51	\$16.91	\$18.61
	6	\$13.23	\$14.29	\$15.65	\$17.06	\$18.78
	7	\$13.35	\$14.42	\$15.79	\$17.21	\$18.95
	8	\$13.47	\$14.55	\$15.93	\$17.36	\$19.12
	9	\$13.59	\$14.68	\$16.07	\$17.51	\$19.29
	10	\$13.71	\$14.81	\$16.21	\$17.66	\$19.46
	11	\$13.83	\$14.94	\$16.35	\$17.81	\$19.63
	12	\$13.95	\$15.07	\$16.49	\$17.96	\$19.80
	13	\$14.07	\$15.20	\$16.63	\$18.11	\$19.97
	14	\$14.19	\$15.33	\$16.77	\$18.26	\$20.14
	15	\$14.31	\$15.46	\$16.91	\$18.41	\$20.31
	16	\$14.43	\$15.59	\$17.05	\$18.56	\$20.48
	17	\$14.55	\$15.72	\$17.19	\$18.71	\$20.65
	18	\$14.67	\$15.85	\$17.33	\$18.86	\$20.82
	19	\$14.79	\$15.98	\$17.47	\$19.01	\$20.99
Midpoint	20	\$15.00	\$16.17	\$17.73	\$19.34	\$21.26

2025-2026 Proposed Auxiliary Pay Plan

Beaumont ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	4.0% GPI	
1							
	Crossing Guard	187	Hourly \$12.50	\$15.00	\$17.50	\$0.60	
	Custodian	200, 226, 242	180 Days	18,000	21,600	25,200	864
	Food Service Worker	185, 191	185 Days	18,500	22,200	25,900	888
	Laundry Worker	242	187 Days	18,700	22,440	26,180	898
	Textbook Helper	242	191 Days	19,100	22,920	26,740	917
	Transportation Bus Attendant	180	200 Days	20,000	24,000	28,000	960
			226 Days	22,600	27,120	31,640	1,085
			242 Days	24,200	29,040	33,880	1,162
2							
	Grounds Worker	242	Hourly \$14.15	\$17.05	\$19.95	\$0.68	
	Head Asst Custodian	226, 242	226 Days	25,583	30,826	36,070	1,233
	Warehouse Asst	242	242 Days	27,394	33,009	38,623	1,320
3							
	Asst Manager - Food Services HS	185	Hourly \$15.15	\$18.25	\$21.35	\$0.73	
	Asst Manager - Food Services MS	185, 191	180 Days	21,816	26,280	30,744	1,051
	Grounds - Lead	242	185 Days	22,422	27,010	31,598	1,080
	Head Custodian - ES	242	187 Days	22,664	27,302	31,940	1,092
	Head Custodian - MS	242	191 Days	23,149	27,886	32,623	1,115
	Head Custodian - Non-campus	242	242 Days	29,330	35,332	41,334	1,413
	Public Safety Officer	187					
	Transportation Bus Driver Trainee	180					
	Transportation White Fleet Driver	180					
	Truck Driver	242					
4							
	Food Service Manager - ES	185, 191	Hourly \$17.50	\$21.08	\$24.66	\$0.84	
	Food Service Manager - MS	185, 191	185 Days	25,900	31,198	36,497	1,248
	Head Custodian - HS	242	191 Days	26,740	32,210	37,680	1,288
	Transportation Utility Worker	242	242 Days	33,880	40,811	47,742	1,632
	Warehouse Moving Crew - Lead	242					
5							
	Asst Supervisor - Warehouse	242	Hourly \$19.55	\$23.56	\$27.57	\$0.94	
	Dispatcher - Police	235	180 Days	28,152	33,926	39,701	1,357
	Dispatcher - Transportation	235	185 Days	28,934	34,869	40,804	1,395
	Food Service Manager - HS	185	187 Days	29,247	35,246	41,245	1,410
	General Maintenance I	242	202 Days	31,593	38,073	44,553	1,523
	Manager - Grounds	242	235 Days	36,754	44,293	51,832	1,772
	Painter I	242	242 Days	37,849	45,612	53,376	1,824
	Public Safety Officer - Armed	187					

Supervisor - Police Dispatch	202
Transportation Bus Driver	180
Zone Leader - Custodial Services	242

6	
General Maintenance II	242
Painter - Lead	242
Supervising Manager - Food Service	235
Technology Support Specialist I	235
Transportation Mechanic I	242

Hourly	\$21.00	\$25.30	\$29.60	\$1.01
235 Days	39,480	47,564	55,648	1,903
242 Days	40,656	48,981	57,306	1,959

7	
Carpenter	242
General Locksmith	242
General Maintenance III	242
Maintenance Welder	242
Technology Support Specialist II	235

Hourly	\$22.25	\$26.81	\$31.37	\$1.07
235 Days	41,830	50,403	58,976	2,016
242 Days	43,076	51,904	60,732	2,076

8	
Coordinator - Custodial Services	242
Coordinator - Menu Planner	235
Technology Support Specialist III	235

Hourly	\$24.00	\$28.92	\$33.84	\$1.15
235 Days	45,120	54,370	63,619	2,175
242 Days	46,464	55,989	65,514	2,240

9	
Electrician I	242
HVAC Mechanic I	242
Plumber I	242
Plumber II	242
Technology Support Engineer	235
Transportation Mechanic III	242

Hourly	\$26.00	\$31.32	\$36.64	\$1.25
235 Days	48,880	58,882	68,883	2,355
242 Days	50,336	60,636	70,935	2,425

9a	
Police Investigator	235
Police Officer	235

Hourly	\$29.50	\$35.54	\$41.58	\$1.42
235 Days	55,460	66,815	78,170	2,673

10	
Police Corporal	235
Police Lead Investigator	235

Hourly	\$30.80	\$37.11	\$43.42	\$1.48
235 Days	57,904	69,767	81,630	2,791

11	
Police Sergeant	235

Hourly	\$32.50	\$39.15	\$45.80	\$1.56
235 Days	61,100	73,602	86,104	2,944

2025-2026 Auxiliary Placement Scale

Beaumont ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2025-2026 Total Exp	Pay Grades					
		1	2	3	4	4a	5
Minimum	0	\$12.50	\$14.15	\$15.15	\$17.50	\$18.80	\$19.55
	1	\$12.63	\$14.30	\$15.31	\$17.68	\$18.99	\$19.75
	2	\$12.75	\$14.44	\$15.46	\$17.85	\$19.18	\$19.95
	3	\$12.87	\$14.58	\$15.61	\$18.02	\$19.37	\$20.15
	4	\$12.99	\$14.72	\$15.76	\$18.19	\$19.56	\$20.35
	5	\$13.11	\$14.86	\$15.91	\$18.36	\$19.75	\$20.55
	6	\$13.23	\$15.00	\$16.06	\$18.53	\$19.94	\$20.75
	7	\$13.35	\$15.14	\$16.21	\$18.70	\$20.13	\$20.95
	8	\$13.47	\$15.28	\$16.36	\$18.87	\$20.32	\$21.15
	9	\$13.59	\$15.42	\$16.51	\$19.04	\$20.51	\$21.35
	10	\$13.71	\$15.56	\$16.66	\$19.21	\$20.70	\$21.55
	11	\$13.83	\$15.70	\$16.81	\$19.38	\$20.89	\$21.75
	12	\$13.95	\$15.84	\$16.96	\$19.55	\$21.08	\$21.95
	13	\$14.07	\$15.98	\$17.11	\$19.72	\$21.27	\$22.15
	14	\$14.19	\$16.12	\$17.26	\$19.89	\$21.46	\$22.35
	15	\$14.31	\$16.26	\$17.41	\$20.06	\$21.65	\$22.55
	16	\$14.43	\$16.40	\$17.56	\$20.23	\$21.84	\$22.75
	17	\$14.55	\$16.54	\$17.71	\$20.40	\$22.03	\$22.95
	18	\$14.67	\$16.68	\$17.86	\$20.57	\$22.22	\$23.15
19	\$14.79	\$16.82	\$18.01	\$20.74	\$22.41	\$23.35	
Midpoint	20	\$15.00	\$17.05	\$18.25	\$21.08	\$22.65	\$23.56

Category	Assignment	Level	Stipend Amount
Academic			
	Academic Decathalon	All	1,450
	Associate Principal	HS/MS	8,500
	Associate Principal-Pie-Mac	MS	6,500
	Drama Teacher	MS/HS	1500/3500
	Mock Trial	HS	500
	Multi-Classroom Leader I	ALL	13,000
	Multi-Classroom Leader II	ALL	15,600
	National Honor Society	HS	700
	Newspaper Sponsor	HS	750
	PAC Director	HS	5,000
	ROTC	HS	2,500
	SLP Supervisor	All	3,000
	Speech Teacher	HS	550
	STEM Teacher	HS	5,000
	Student Council	HS	2,800
	Team Reach Teacher	ALL	5,000
	Team Reach Teacher-Master I	ALL	8,660
	TV Broadcasting	HS	5,000
	UIL Coordinator	MS/HS	1,000
	UIL Subject Coach	MS/HS	1,000
	Video Broadcasting	HS	9,200
	Yearbook Sponsor	HS	750
Athletic			
	Athletics- Academic Coordinator	HS	6,000
	Athletic Trainer	HS	10,000
	Basketball - MS 7th	MS	2,500
	Basketball - MS Head Coach	MS	3,000
	Campus Head Coach MS	MS	2,000
	Football Film Coordinator	All	5,500
	Football - MS 7th Assist	MS	3,000
	Football - MS 7th Head	MS	3,500
	Football - MS Assistant 8th	MS	3,500
	Football - MS Head Coach 8th	MS	4,300
	Soccer- MS Asst Coach	MS	2,650
	Soccer- MS Head Coach	MS	3,000
	Tennis - MS Coach	MS	2,650

Athletic - continued			
	Track - MS Assistant	MS	2,650
	Track - MS Head Coach	MS	3,000
	Volleyball - MS 7th	MS	2,500
	Volleyball - MS Head Coach	MS	3,500
	Baseball - Head Coach	HS	6,500
	Baseball - Jr Varsity Coach	HS	3,500
	Baseball - Varsity Assistant	HS	3,500
	Basketball - 9th Head Coach	HS	3,500
	Basketball - Freshman Assistant	HS	3,000
	Basketball - Head Coach-West Brook Only - Girls	HS	7,500
	Basketball - Jr Varsity Coach	HS	3,500
	Basketball - Varsity Assistant	HS	6,000
	Cross Country - Head Coach	HS	5,000
	Football - Admin Varsity Assistant	HS	12,000
	Football - Freshman Assistant	HS	5,000
	Football - Freshman Head Coach	HS	6,000
	Football - Freshman Head Coach	HS	6,000
	Football - Varsity Assistant	HS	6,000
	Game Supervisor	MS	1,200
	Game Supervisor	HS	7,000
	Golf - Head Coach	HS	5,000
	Gym Coordinator	HS	2,500
	Gymnastics - Assistant	HS	5,000
	Gymnastics Head	HS	9,000
	Off Season Program - Assistant	HS	3,300
	Off Season Program - Freshman	HS	3,100
	Off Season Program - Head Coach	HS	3,500
	Powerlifting - Head Coach	HS	5,000
	Powelifting Assistant Coach	HS	3,000
	Soccer - 9th Grade Coach	HS	3,100
	Soccer - Head Coach	HS	6,000
	Soccer - Jr Varsity Coach	HS	3,300
	Soccer- Varsity Assistant Coach	HS	3,800
	Softball - Head Coach	HS	6,500
	Softball - Jr Varsity Coach	HS	3,500
	Softball - Varsity Assistant Coach	HS	3,500
	Swimming - Head Coach	HS	6,500
	Swimming - Head Coach	HS	6,500
	Swimming Assistant Coach	HS	3,300

Athletic - continued			
	Team Tennis - Head Coach	HS	3,150
	Team Tennis - Spring Head Coach	HS	3,800
	Tennis - Head Coach	HS	3,800
	Track - Freshman Assistant	HS	3,000
	Track - Freshman Head Coach	HS	3,500
	Track - Head Coach	HS	6,000
	Track - Varsity Assistant	HS	3,000
	Volleyball - 7th	MS	2,500
	Volleyball - Assistant Varsity	HS	5,000
	Volleyball - Head Coach	HS	7,500
	Volleyball - Head Coach	MS	3,500
	Volleyball - Head Coach 9th	HS	3,100
	Volleyball - Jr Varsity Coach	HS	4,000
	Wrestling - Head Coach	HS	5,000
CTE Sponsors			
	BPA- Bus Prof of America	HS	1,000
	DECA - Distributive Education Clubs of America	HS	1,000
	FBLA - Future Business Leaders of America	HS	1,000
	FCCLA-Family,Career & Community Leaders of America	HS	1,000
	FFA - Future Farmers of America	HS	1,500
	HOSA-Health Occupations Students of America	HS	1,000
	NTHS - National Technical Honor Society	HS	1,000
	SkillsUSA	MS	500
	SkillsUSA	HS	1,000
	TAFE-Texas Association of Future Educators	HS	1,000
	TSA-Technology Student Association	HS	1,000
Leadership			
	Department Head CTE	TC	1,000
	Department Head HS	HS	1,000
	Department Head MS	MS	750
	Department Head Special Education	All	1,000
	ROTC Senior Naval	HS	3,500

License/Certification			
	Bilingual Certification	ALL	7,000
	District Lead Nurse	ES, Sec	10,000
	GT Lead Counselor	ALL	4,500
	Lead Counselor	All	1,500/3,000
	RDSPD Certified - Advanced Level	All	1,500
	RDSPD Certified - Master Level	All	2,500
	Secondary Math Certification (7-12)	All	1,500
	Secondary Science Certification (7-12)	All	1,500
Hiring & Retention			
	ESL (English as Second Language) one-time	Teachers	500
	Hiring Incentive, Principal		5,000
	Hiring Incentive, Assistant Principal		4,000
	Hiring Incentive, Diagnostician		3,000
	Hiring Incentive, Nurse		2,000
	Hiring Incentive, Bus Driver		700
	Hiring Incentive, Child Nutrition Worker		750
	Hiring Incentive, Counselor		2,500
	Hiring Incentive, Custodian		700
	Hiring Incentive, Hard to Fill Content Area		2,500
	Hiring Incentive, Hard to Fill Content Area		4,000
	Hiring Incentive, Police Officer		2,000
	Hiring Incentive, Speech Language Pathologist		2,500
	Hiring Incentive, Teacher		2,000
	Hiring Incentive, General Ed Teacher		1,000
	Hiring Incentive, Special Education		1,500
	One Time Stipend		up to 1000
	Fehl-Price, Jones-Clark, Smith		1,500

Performing Arts			
	Assistant Band Dir MS	MS	5,500
	Assistant Band Director	HS	7,500
	Band Director	HS	12,500
	Band Director ES	ES	2,500
	Band Director MS	MS	6,500
	Cheerleading Freshmen	HS	2,050
	Cheerleading Junior Varsity	HS	3,000
	Cheerleading MS	MS	1,500
	Cheerleading Varsity	HS	5,000
	Choir Director	HS	5,500
	Choir Director MS	MS	2,700
	Band Flag/Twirlers	HS	3,000
	Fine Arts Social Media Manager	All	1,500
	Dance Stipend	MS	1,500
Performing Arts - continued			
	Drill Team	HS	5,000
	Drill Team - Assistant	HS	3,000
	Orchestra Director HS	HS	6,000
	Orchestra MS	MS	4,000
	Pep Squad	HS	1,500
Supplemental			
	After School Enrichment	ES	1,000
	Ag Farm Assistant Lead Teacher		5,000
	Ag Farm Lead Teacher		10,000
	AM Duty	ES	350
	Device Coordinator		1,000
	District Content Data Coordinator	All	5,000
	Elementary DAEP	ES	5,000
	Gifted & Talented	Curric	4,000
	Health Science	HS	10,000
	Head Start Nurse	Bingman	3,500
	Interim Administrator	All	Varies
	Instructional Coach	All	3,000
	Instructional Continuity	All	5,000 per semester
	Lead Behavior Specialist	Curric	3,000
	Lead Occupational Therapist	SPED	3,000
	Lead Physical Therapist	SPED	3,000

Supplemental- continued			
	Lead Wellness Coordinator	ALL	5,000
	Literacy Coach		5,000
	LPAC Coordinator (based on the # of LEP enrollment)	All	500-3,000
	Maritime (Taylor Career)		10,000
	Mentor Teacher		up to 2,400
	Pathways		5,000
	Peace Officer, Advanced		3,500
	Peace Officer, Field Training		2,000
	Peace Officer, Intermediate		2,500
	Peace Officer, Master		5,000
	PM Duty	ES	350
	Pregnancy Related Service Coordinator		5,000
	Special Education - Academics for Life		5,000
	Special Education - Behavior Transition Unit		7,500
	Special Education - ECSE		5,000
	Special Education - Structured Learning Class		5,000
	Technology Liasion	ALL	500
	Visually Impaired Teacher		10,000
Travel			
	Travel		2,650
	Travel		2,500
	Travel		1,850
	Travel		500

	Assignment	Notes	Rate
Academic	Tutorials		
General Fund	Regular Before and After School Tutorials	Certified Teacher	\$40
General Fund	Regular Before and After School Tutorials	Paraprofessional	Base Rate + OT
General Fund	Regular Before and After School Tutorials - Sub w Degree	Limit 15 hrs/wk	\$20
General Fund	Regular Before and After School Tutorials - Sub w/o Degree	Limit 15 hrs/wk	\$15
General Fund	Saturday School Tutorials - Academic		\$20
Grant Funded	Transcend Summer Bridge	8 Days	\$40
Grant Funded	Part-time STAAR Tutors - Retirees	Certified Teacher - Limit 20 hrs/wk	\$25
Grant Funded	Part-time STAAR Tutors - Retirees	Degreed but Non-Certified - Limit 20	\$20
	Part-time - Certified Teacher		\$40
Fine Arts	Performing Arts Center		
	PAC Manager / Coordinator		\$25
	Student Technicians		\$9
DASP	Dishman After School Program		
Campus Funded	Coordinator		\$30
Campus Funded	Certified Teachers		\$25
Campus Funded	Paraprofessionals and Lamar Students		\$9
Special Services	Tutorials		
Special Education	In Home Trainers	Certified Teacher	\$25
Special Education	Braille Interpreter	Certified	\$25
RDSPD	Deaf Ed Interpreter	Certified	\$25
RDSPD	Parent Training for Pre K Age Students - Required	Certified Teacher	Base Hourly Rate
CTE	Tutorials		
	Cosmetology Tutorials		\$25
Athletics	Game Workers		22-23 Increase TBD
Ticket Seller	Varsity Football	Flat Rate	\$40
	Sub Varsity Football	Flat Rate	\$30
	Sub Varsity Football Additional Games (2 Games)	Flat Rate	\$40
	Volleyball	Flat Rate	\$20
	Volleyball Additional Matches (2 Matches)	Flat Rate	\$27
	Volleyball Additional Matches (3 Matches)	Flat Rate	\$35
	Volleyball Additional Matches (4 Matches)	Flat Rate	\$40
Athletics	(continued)		
	Basketball Additional Games (2 Games)	Flat Rate	\$27
	Basketball Additional Games (3 Games)	Flat Rate	\$35
	Basketball Additional Games (4 Games)	Flat Rate	\$40
	Baseball/Softball	Flat Rate	\$20
	Baseball/Softball Additional Games (2 Games)	Flat Rate	\$30
	Baseball/Softball Additional Games (3 Games)	Flat Rate	\$40
	Soccer	Flat Rate	\$30
	Soccer Additional Games (2 Games)	Flat Rate	\$35
	Soccer Additional Games (3 Games)	Flat Rate	\$40
Ticket Taker	All Sports	Flat Rate	\$30
Pass Gate	All Sports	Flat Rate	\$30
Usher	All Sports	Flat Rate	\$40
Clock	Varsity Football	Flat Rate	\$50
	Sub Varsity Football	Flat Rate	\$30
	Volleyball	Flat Rate	\$20
	Basketball	Flat Rate	\$20
	Baseball/Softball	Flat Rate	\$20

	Soccer	Flat Rate	\$25
Book	All Sports	Flat Rate	\$20
Announcer	All Sports	Flat Rate	\$35
Videographer	All Sports - Student Videographers	Hourly Rate	\$8.50
Substitutes	Performing Arts Center		
	Part-time Audiology Clerk	Hourly Rate	\$15.75/hr
	Part-time Cardinal Resident	Flat Annual Rate	up to \$25.00
	Part-time Utility Transportation Utility Worker	Hourly Rate	17.25/hr
	Substitute Teacher (Non-Degreed)	Daily Rate	\$100/daily
	Substitute Teacher (Degreed)	Daily Rate	\$105/daily
	Substitute Paraprofessional	Hourly	\$10.50/hr
	Substitute Maintenance/Custodians	Hourly	\$10.50/hr
	Substitute Bus Attendant	Hourly	\$10.50/hr
	Substitute Bus Driver	Hourly	\$17.85/hr
	Substitute Food Service Worker	Hourly	\$10.50/hr
	Substitute Counselor	Hourly	\$38.24/hr
	Substitute Librarian	Hourly	\$33.42/hr
	Substitute Nurse	Hourly	\$33.42/hr
	Substitute Assistant Principal	Hourly	\$38.24/hr
*Substitute Teacher - After ten (10) consecutive days in the same assignment, \$25.00 will be added per day for the duration of the assignment.			



Adopted Budget
July 1, 2025 – June 30, 2026

APPENDIX A

SECTION G

APPENDIX A

Tax Code Section 26.04(c) requires an officer or employee designated by the governing body to calculate the no-new-revenue tax rate and voter-approval tax rate for the taxing unit. These tax rates are expressed in dollars per \$100 of taxable value calculated. The calculation process starts after the chief appraiser delivers to the taxing unit the certified appraisal roll or certified estimate of value and the estimated values of properties under protest. The designated officer or employee shall certify that the officer or employee has accurately calculated the tax rates and used values shown for the certified appraisal roll or certified estimate. The officer or employee will submit the rates to the governing body by August 7 or as soon thereafter as practicable.

Once certified values are available and the worksheet is completed and certified by the tax office, the worksheets are posted on the Jefferson County Tax Office website.

https://co.jefferson.tx.us/taxoffice/tax_sheets.html



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