



ADOPTED BUDGET

JULY 1, 2026 – JUNE 30, 2027



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MEET THE BOARD	1
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VISION & MISSION STATEMENTS	2
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BUDGET CALENDAR	3
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HISTORICAL INFORMATION – Section A

• Fund Balance History – General Fund	A-1
• Historical Taxable Rate Analysis	A-2
• Historical Certified Taxable Values	A-3
• Historical Enrollment	A-4



GENERAL FUND – Section B

• Summary of Revenues and Expenditures	B-1
• Summary of Revenues	B-2
• Summary of Expenditures by Object	B-3
• Summary of Expenditures by Function	B-4



NUTRITION SERVICES FUND – Section C

• Summary of Revenues and Expenditures	C-1
• Summary of Expenditures by Function & Object	C-2



DEBT SERVICE FUND – Section D

• Summary of Revenues and Expenditures	D-1
• Summary of Annual Debt Requirements	D-2
• Schedule of Current Debt Requirements	D-3



FEDERAL FUNDS - Section E (INFORMATION ONLY)	E
---	----------



SALARY AND STIPEND SCHEDULES	F
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APPENDIX A	G
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BEAUMONT ISD BOARD OF MANAGERS



Jeff Wheeler – *President*



Arthur Louis Jr. – *Secretary*



Desmond Bridges Sr. – *Member*



Darrian Graves – *Member*



Elias Ibarra – *Member*



Laurie Leister – *Member*



Daniel Parker – *Member*



SUPERINTENDENT OF SCHOOLS

Sandi Massey

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BEAUMONT

INDEPENDENT SCHOOL DISTRICT



— OUR CORE BELIEF —

We believe every student's success is our responsibility, and the future of Beaumont lives in them.

— OUR VISION —

In Beaumont ISD, every student will be



KNOWN



SUPPORTED



CHALLENGED



PREPARED

— OUR MISSION —

We accomplish our vision by building systems where:



EXCEPTIONAL TEACHING
is the norm



LEADERSHIP
is accountable



MEASURABLE GROWTH
happens in every classroom,
every day.

2026-27 BUDGET ADOPTION CALENDAR



Beaumont ISD operates as an Independent School District accredited by the State of Texas with a July 1 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.

TIMELINE		KEY ACTIVITIES
	OCT-NOV	- Establish budget planning process, outline district priorities, and establish the budget calendar. - Present Preliminary Budget Introduction I to the Board (process & priorities).
	DECEMBER	- Budget Committee meeting. - Human Resources compensation reviews.
	JANUARY	- Human Resources begins enrollment review. - Analyze student enrollment projections, review staffing and develop staffing allocations. - Conduct mid-year budget reviews with campus principals.
	FEBRUARY	- Conduct mid-year budget reviews with campus principals. - Complete and present staffing allocations for 2026-27 to campuses. - DEIC Meeting / Stakeholder Engagement. - Analyze and prepare budget owner base allocations for campuses and departments.
	MARCH	- Revenue estimates are calculated & reviewed. - Budget Workshop.
	APRIL	- Meeting with HR to review snapshot scenarios. - Executive Team reviews possible 2026-27 compensation scenarios. - Business Office begins compiling budget.
	MAY	- Align revenues & expenditures. - District receives estimated Tax Roll from Jefferson County Appraisal District.
	JUNE June 10 June 15 June 15 June 15 June 16 June 25-30	- Budget finalized. - Estimated revenue from the State will be available from the District. - Publish Notice of Public Hearing. - Board Small Group Sessions. - Budget Hearing. - Submit required posting information and adopt the budget by June 30th. - General Fund, Food Service & Debt Service budgets are finalized for review and adoption by the Board.

CRITICAL BOARD MILESTONES	
	November (Board Meeting) Budget Introduction
	March Budget Workshop
	June 15 Public Hearing Notice Published
	June 16 Budget Hearing
	June 25-30 Budget Adoption Deadline: June 30

KEY FOCUS AREAS BY PHASE	
1	PLANNING & PRIORITIES (OCT-DEC) Define priorities, engage stakeholders, and prepare for analysis.
2	ENROLLMENT & STAFFING ANALYSIS (JAN-FEB) Review enrollment, plan staffing, and allocate resources.
3	REVENUE DEVELOPMENT (MAR-APR) Estimate revenues and develop compensation scenarios.
4	BUDGET BALANCING (MAY) Align revenues and expenditures.
5	PUBLIC REVIEW & ADOPTION (JUNE) Finalize, present, and adopt the budget.



Adopted Budget



July 1, 2026 – June 30, 2027

HISTORICAL INFORMATION

SECTION

A

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FUND BALANCE HISTORY

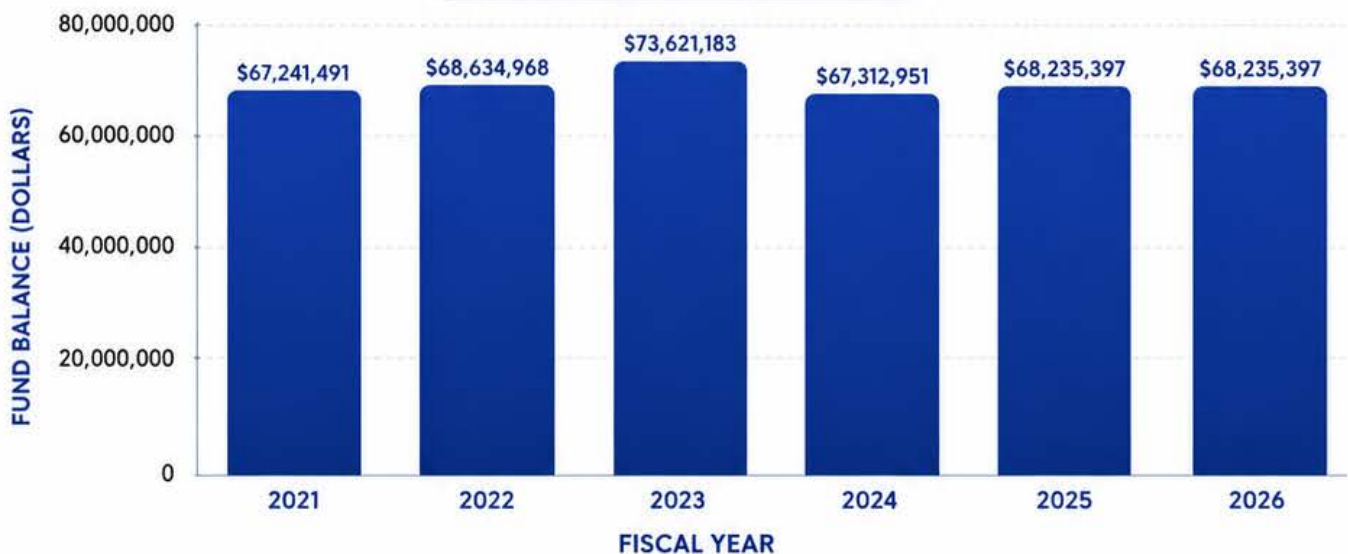


A history of the District's fund balance over the past several fiscal years.

FISCAL YEAR	FUND BALANCE	INCREASE (DECREASE)
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	\$68,235,397	\$922,466
2026	\$68,235,397**	—

**Projected Fund Balance from FY2025–26 Budget

FUND BALANCE OVER TIME

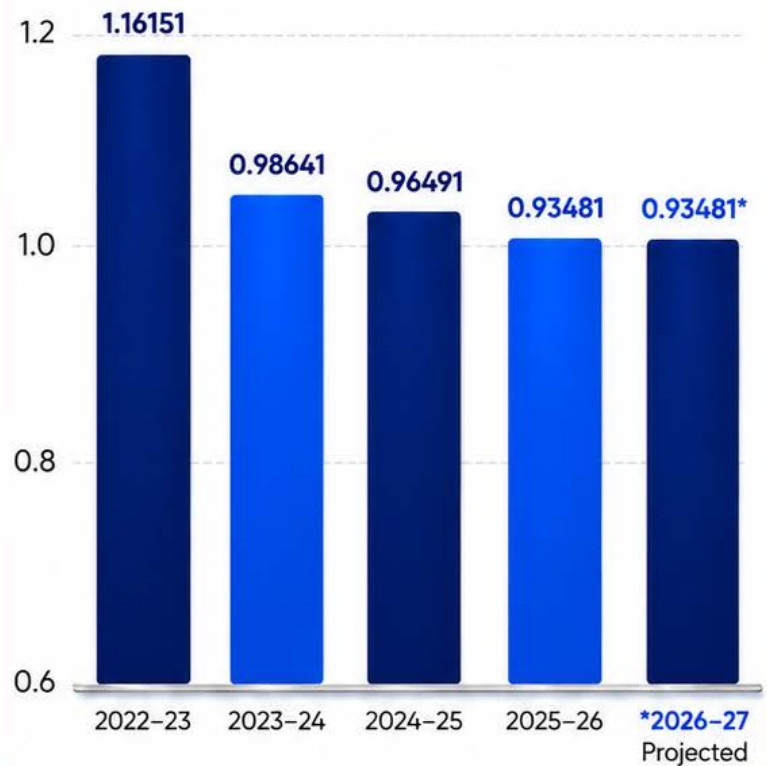


HISTORICAL TAX RATE ANALYSIS



FISCAL YEAR	TAX RATE / \$100
2022-23	\$1.16151
2023-24	\$0.98641
2024-25	\$0.96491
2025-26	\$0.93481
*2026-27 Projected	\$0.93481

TAX RATE TREND



19.52% Reduction in Tax Rate
From 2022-23 to Projected 2026-27

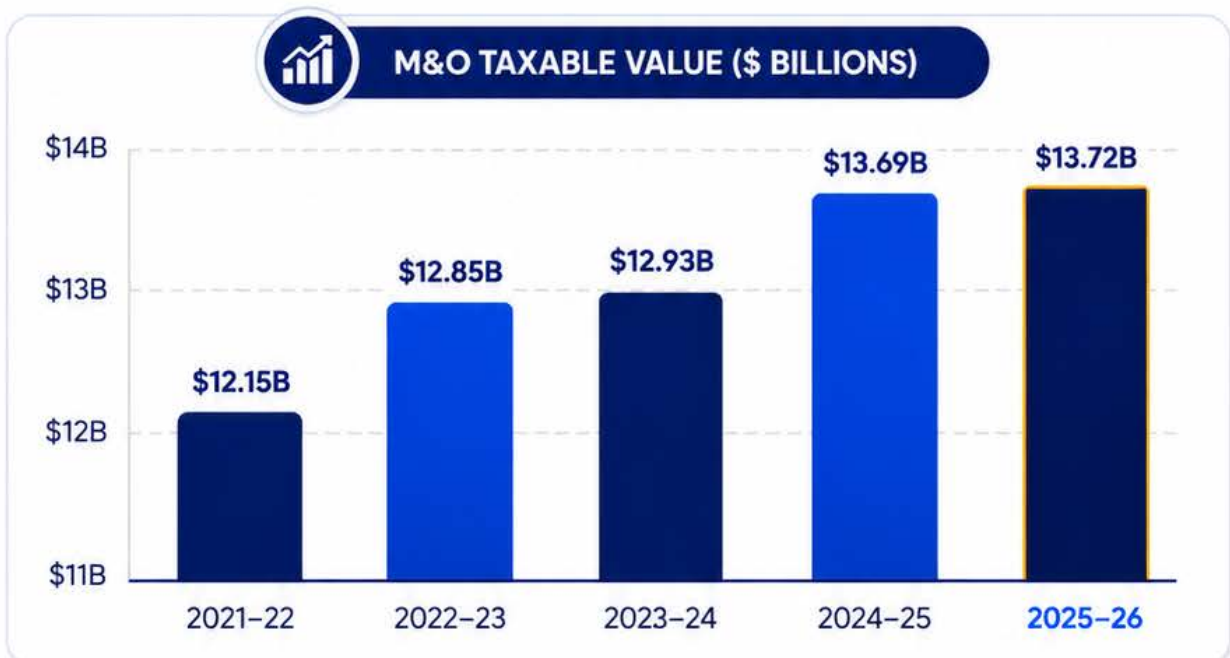
**2026-27 tax rate is projected and subject to board approval.*

HISTORICAL CERTIFIED TAXABLE VALUES



**Maintenance & Operations
Taxable Value**
| Values in Billions

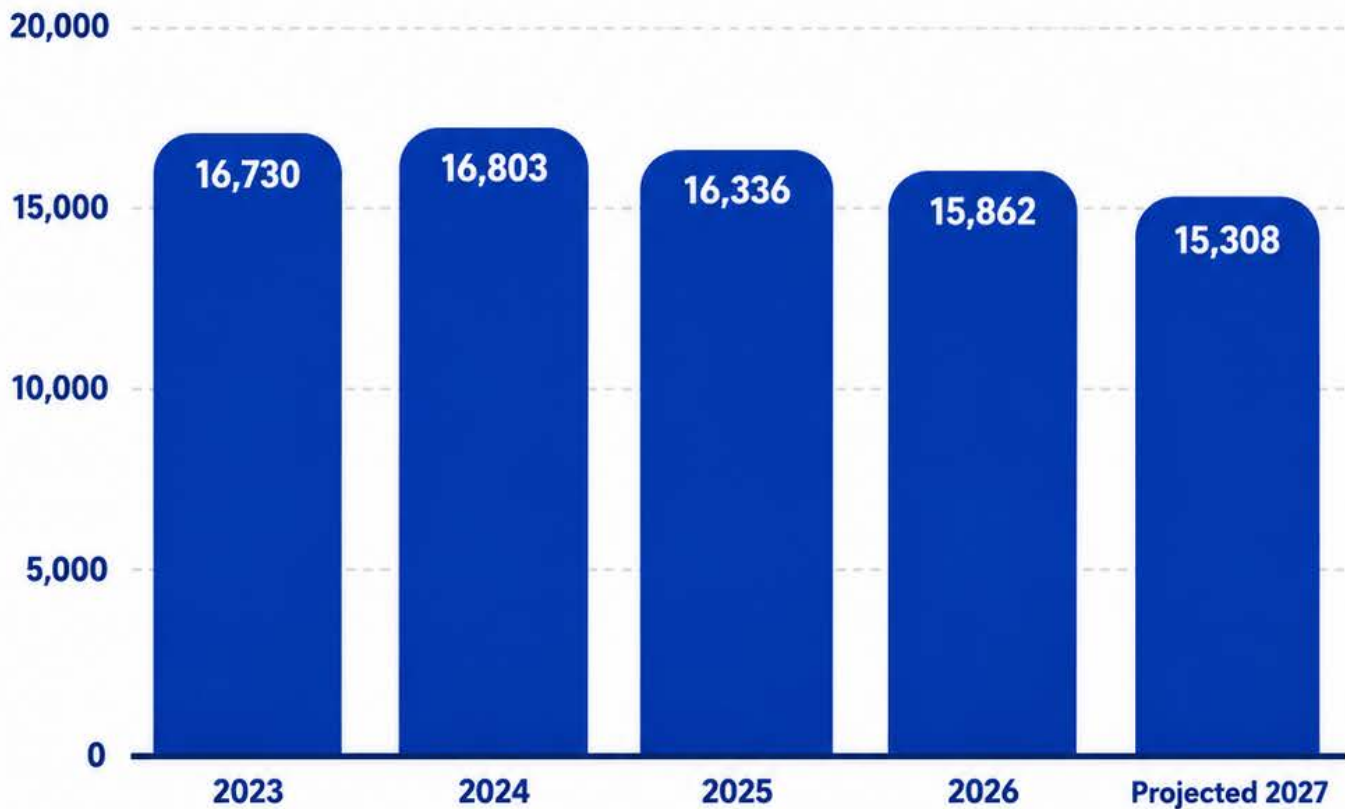
 SCHOOL YEAR	 M&O TAXABLE VALUE	 M&O % CHANGE
 2021-22	\$12.15 billion	9.75%
 2022-23	\$12.85 billion	5.75%
 2023-24	\$12.93 billion	0.63%
 2024-25	\$13.69 billion	5.83%
 2025-26	\$13.72 billion	0.25%



HISTORICAL ENROLLMENT



Historical Enrollment



Enrollment has decreased by **1,422** students
(8.5%) from 2023 to projected 2027.



Adopted Budget



July 1, 2026 – June 30, 2027

GENERAL FUND

SECTION

B

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General Fund Summary



 REVENUES	2025-26 Adopted Budget	2026-27 Proposed Budget
Local	\$ 116,549,951	\$ 117,449,950
State	\$ 68,081,481	\$ 67,301,269
Federal	\$ 4,023,361	\$ 2,825,244
Other Resources/Revenues	\$ 130,000	\$ -
TOTAL REVENUE	\$ 188,784,793	\$ 187,576,463

 EXPENDITURES	2025-26 Adopted Budget	2026-27 Proposed Budget
Payroll Costs	\$ 149,787,509	\$ 149,286,261
Professional Services	\$ 14,637,254	\$ 13,565,860
Supplies & Materials	\$ 9,569,658	\$ 9,601,349
Other Operating Costs	\$ 9,933,759	\$ 8,040,495
Debt Service	\$ 1,114,965	\$ 1,114,965
Capital Outlay	\$ 1,541,648	\$ 2,267,533
Transfers Out	\$ 2,200,000	\$ 3,700,000
TOTAL EXPENDITURES	\$ 188,784,793	\$ 187,576,463

 EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	\$ -	\$ -
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General Fund Revenues



SUMMARY OF REVENUES BY SOURCE

SOURCE	2025-26 Adopted Budget	2026-27 Proposed Budget
 5711 Taxes, Current Year Levy	\$ 101,606,271	\$ 102,617,931
 5712 Taxes, Prior Years	\$ 400,000	\$ 320,000
 5719 Penalties & Interest and Other Tax Rev	\$ 1,111,876	\$ 1,274,780
 573X Tuitions and Fees	\$ 80,000	\$ 62,000
 574X Misc	\$ 13,051,804	\$ 12,875,239
 575X Athletic Revenue	\$ 300,000	\$ 300,000
TOTAL LOCAL REVENUES	\$ 116,549,951	\$ 117,449,950
 State Revenue	\$ 68,081,481	\$ 67,301,269
 Federal Revenue	\$ 4,023,361	\$ 2,825,244
 Other Resources/Non-Operating Revenues	\$ 130,000	\$ -
 TOTAL REVENUES	\$ 188,784,793	\$ 187,576,463

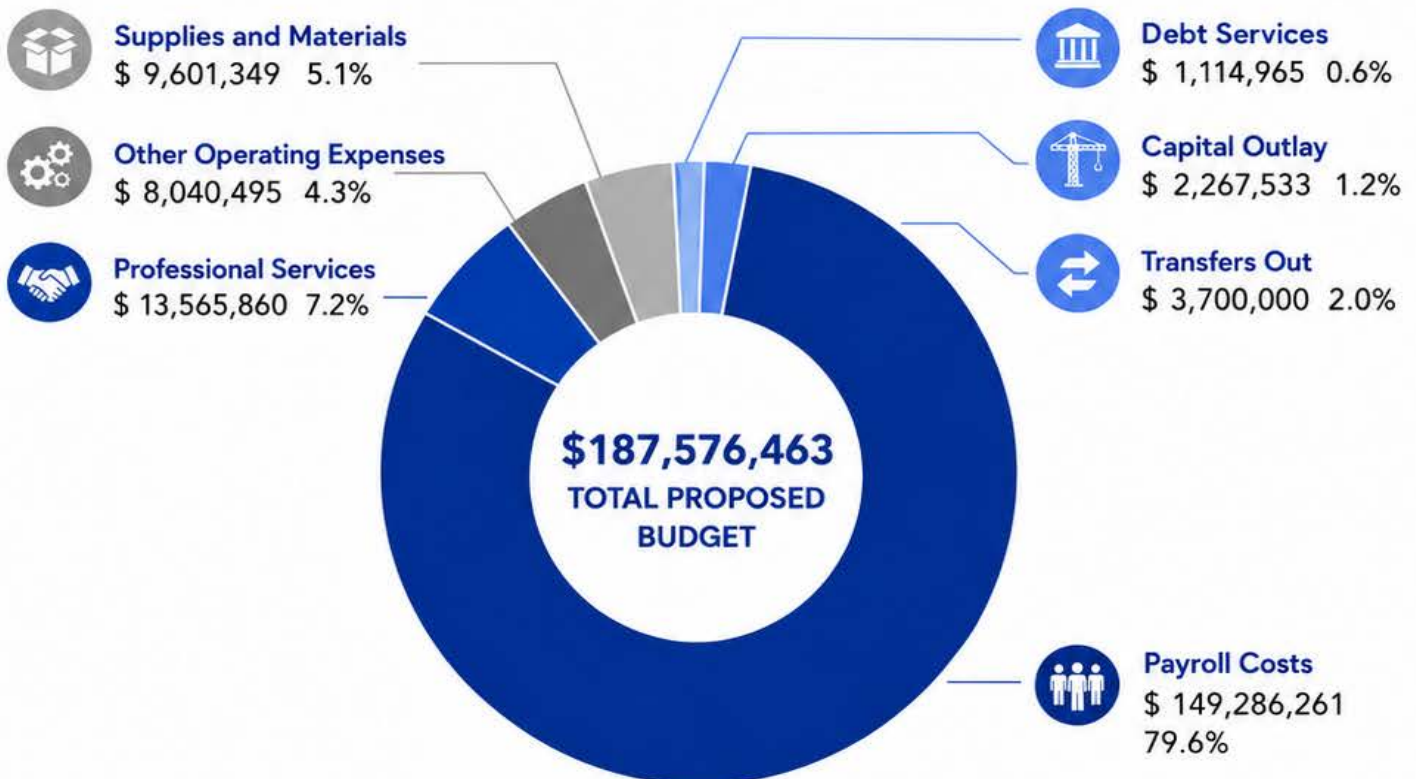


General Fund Expenditures



SUMMARY OF EXPENDITURES BY OBJECT

OBJECT	2026-27 Proposed Budget	% of Budget
 Payroll Costs	\$ 149,286,261	79.6%
 Professional Services	\$ 13,565,860	7.2%
 Supplies and Materials	\$ 9,601,349	5.1%
 Other Operating Expenses	\$ 8,040,495	4.3%
 Debt Services	\$ 1,114,965	0.6%
 Capital Outlay	\$ 2,267,533	1.2%
 Transfers Out	\$ 3,700,000	2.0%
 TOTAL EXPENDITURES	\$ 187,576,463	100%





General Fund Expenditures



SUMMARY OF EXPENDITURES BY FUNCTION

FUNCTION			2026-27 Proposed Budget	% of Budget
	11	Instruction	\$ 91,863,521	49.0%
	12	Instructional Resources & Media Services	\$ 1,258,346	0.7%
	13	Curriculum Development/Instructional Staff Development	\$ 866,758	0.5%
	21	Instructional Leadership	\$ 5,779,268	3.1%
	23	School Leadership	\$ 10,956,661	5.8%
	31	Guidance, Counseling & Eval Services	\$ 8,141,790	4.3%
	32	Social Work Services	\$ 287,575	0.2%
	33	Health Services	\$ 2,336,935	1.2%
	34	Student (Pupil) Transportation	\$ 8,281,868	4.4%
	36	Cocurricular/Extracurricular Activities	\$ 5,800,391	3.1%
	41	General Administration	\$ 9,069,402	4.8%
	51	Plant Maintenance & Operations	\$ 26,959,803	14.4%
	52	Security & Monitoring Services	\$ 4,565,305	2.4%
	53	Data Processing Services	\$ 4,350,507	2.3%
	61	Community Services	\$ 196,257	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	\$ 1,483,301	0.8%
		Transfers Out	\$ 3,700,000	2.0%
	TOTAL EXPENDITURES		\$ 187,576,463	100%



Adopted Budget



July 1, 2026 – June 30, 2027

NUTRITION SERVICES FUND

SECTION

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Nutrition Services Fund



 REVENUES	2025-26 Adopted Budget	2026-27 Proposed Budget
Local	\$729,815	\$735,884
State	\$55,423	\$55,000
Federal	\$13,847,871	\$13,139,318
TOTAL REVENUE	\$14,633,109	\$13,930,202

 EXPENDITURES	2025-26 Adopted Budget	2026-27 Proposed Budget
Payroll Costs	\$5,672,711	\$5,475,481
Contracted Services	\$447,457	\$365,157
Supplies & Materials	\$8,160,318	\$7,984,252
Other Operating Costs	\$117,430	\$105,312
Capital Outlay	\$4,762,041	\$3,862,203
TOTAL EXPENDITURES	\$19,159,957	\$17,792,405

 EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	\$ (4,526,848)	\$ (3,862,203)
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Nutrition Services



 EXPENDITURES	2025-26 Adopted Budget	2026-27 Proposed Budget
Food Services – Payroll Costs	\$5,540,731	\$5,343,501
Food Services – Professional Services	\$312,457	\$290,157
Food Services – Supplies & Materials	\$8,002,674	\$7,831,608
Food Services – Other Operating Costs	\$115,930	\$105,312
Food Services – Capital Outlay	\$4,762,041	\$3,862,203
TOTAL FOOD SERVICE	\$18,733,833	\$17,432,781
Plant Maintenance & Operations – Payroll Costs	\$131,980	\$131,980
Plant Maintenance & Operations – Professional Services	\$135,000	\$75,000
Plant Maintenance & Operations – Supplies & Materials	\$157,644	\$152,644
Plant Maintenance & Operations – Other Operating Costs	\$1,500	\$-
TOTAL PLANT MAINTENANCE & OPERATIONS	\$426,124	\$359,624
TOTAL EXPENDITURES	\$19,159,957	\$17,792,405



Adopted Budget



July 1, 2026 – June 30, 2027

DEBT SERVICE FUND

SECTION

D

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Debt Service Fund



SUMMARY OF REVENUES AND EXPENDITURES



	2025-26 Adopted Budget	2026-27 Proposed Budget
 REVENUES		
5711 Taxes, Current Year Levy	\$ 25,241,704	\$ 23,142,707
5712 Taxes, Prior Years	68,538	64,283
5719 Penalties & Interest and Other Tax Rev	259,278	239,564
5742 Interest - Temporary Investments	753,818	290,766
5829 State Revenue - TEA	1,957,728	1,285,881
TOTAL REVENUE	\$ 28,281,066	\$ 25,023,201
 EXPENDITURES		
6511 Bond Principal	\$ 12,945,000	\$ 10,660,000
6519 Debt Principal	7,185,551	7,100,597
6521 Bond Interest	8,000,515	7,162,604
6599 Other Debt Service Fees	150,000	100,000
TOTAL EXPENDITURES	\$ 28,281,066	\$ 25,023,201
 EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	\$ -	\$ -



Debt Service Fund



SUMMARY OF ANNUAL DEBT REQUIREMENTS

BEAUMONT INDEPENDENT SCHOOL DISTRICT



 FISCAL YEAR	 PRINCIPAL	 INTEREST	 TOTAL
2027	\$ 10,660,000	\$ 7,162,604.00	\$ 17,822,604.00
2028	\$ 11,140,000	\$ 5,872,813.00	\$ 17,012,813.00
2029	\$ 15,630,000	\$ 5,297,696.00	\$ 20,927,696.00
2030	\$ 16,215,000	\$ 4,615,609.00	\$ 20,830,609.00
2031	\$ 16,800,000	\$ 3,978,805.00	\$ 20,778,805.00
2032	\$ 17,405,000	\$ 3,315,424.00	\$ 20,720,424.00
2033	\$ 17,970,000	\$ 2,687,758.00	\$ 20,657,758.00
2034	\$ 17,540,000	\$ 2,038,928.00	\$ 19,578,928.00
2035	\$ 10,810,000	\$ 1,398,923.00	\$ 12,208,923.00
2036	\$ 9,870,000	\$ 956,322.00	\$ 10,826,322.00
2037	\$ 4,540,000	\$ 537,425.00	\$ 5,077,425.00
2038	\$ 4,710,000	\$ 273,651.00	\$ 4,983,651.00
 TOTAL	\$ 153,290,000	\$ 38,135,958.00	\$ 191,425,958.00



Debt Service Fund



SCHEDULE OF CURRENT DEBT REQUIREMENTS

BEAUMONT INDEPENDENT SCHOOL DISTRICT

 ISSUE	BALANCE OUTSTANDING 07/01/26	FISCAL YEAR 2027			BALANCE OUTSTANDING 06/30/27
		PRINCIPAL	INTEREST	TOTAL	
U/L School Bldg Taxable Bonds 2010B	\$ 46,345,000	\$ 3,120,000	\$ 2,665,303	\$ 5,785,303	\$ 43,225,000
U/L Refunding Bonds 2012	\$ 20,000	\$ 20,000	\$ 745,001	\$ 765,001	\$ -
U/L Refunding Bonds 2016	\$ 49,645,000	\$ 2,700,000	\$ 1,669,450	\$ 4,369,450	\$ 46,945,000
U/L Refunding Bonds 2017	\$ 57,280,000	\$ 4,820,000	\$ 2,082,850	\$ 6,902,850	\$ 52,460,000
 TOTAL	\$ 153,290,000	\$ 10,660,000	\$ 7,162,604	\$ 17,822,604	\$ 142,630,000

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Adopted Budget



July 1, 2026 – June 30, 2027

FEDERAL FUNDS

SECTION

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Federal Grant Awards



Federal Grant Awards provide targeted, supplemental resources to support specific student needs and programs.

FEDERAL GRANT	AMOUNT AWARDED
 Title I, Part A	\$7,895,621
 Title II, Part A	\$967,719
 Title III, Part A – ELA	\$238,852
 Title IV, Part A	\$588,117
 IDEA-B Formula	\$3,691,313
 IDEA-B Preschool	\$167,593
 Carl Perkins	\$273,782
 Head Start	\$4,079,823

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Adopted Budget



July 1, 2026 – June 30, 2027

SALARY AND STIPEND SCHEDULES

SECTION

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Salary & Stipend Schedules



Beaumont ISD

2026-2027 New Hire Guide for Classroom Teachers

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

Beaumont ISD

2026-2027 Salary Range for Classroom Teachers \$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 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Managers.

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

Adjunct Teacher

Years of Experience	New Hire Salary
0-2	\$50,000
3-4	\$52,500
5+	\$57,500



Salary & Stipend Schedules



Beaumont ISD

2026-2027 New Hire Guide for Instructional Professional Support

(Nurse, Librarian, Trainer, 504 Coordinator, Etc.)

\$55,500 Starting

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

Beaumont ISD

2026-2027 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 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Managers.

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



Salary & Stipend Schedules



BISD Leadership Pathway

Grade	Job Title	Calendars	Daily	Min	Mid	Max
1000	Program Manager	235	235 days	60,000	70,000	80,000
1001	Coordinator	235	235 days	90,000	100,000	110,000
1002	Assistant Director	235	235 days	110,000	115,000	120,000
1003	Director	235	235 days	125,000	135,000	145,000
1004	Senior Director	235	235 days	145,000	150,000	155,000
1005	Executive Director	235	235 days	160,000	170,000	180,000
1006	Senior Executive Director	235	235 days	180,000	190,000	200,000

Cabinet Leadership

Grade	Job Title	Calendars	Daily	Min	Mid	Max
1005	Executive Director to the Superintendent	235	235 days	160,000	170,000	180,000
1007	Deputy Chief	235	235 days	200,000	210,000	220,000
1008	Chief	235	235 days	210,000	220,000	230,000
1009	Deputy Superintendent	235	235 days	240,000	250,000	260,000

All members of Cabinet (Deputy Chiefs and higher) will earn bonus metrics (up to 15,000) and TRS benefits. □

Grade	Job Title	Calendars	Daily	Min	Mid	Max
1000	Program Manager	235	235 days	60,000	70,000	80,000
	Program Manager - 504	235	235 days	60,000	70,000	80,000
	Program Manager - CCMR	235	235 days	60,000	70,000	80,000
	Program Manager - Counseling & Intervention	235	235 days	60,000	70,000	80,000
	Program Manager - CTE	235	235 days	60,000	70,000	80,000
	Program Manager - Curriculum	235	235 days	60,000	70,000	80,000
	Program Manager - Dyslexia	235	235 days	60,000	70,000	80,000
	Program Manager - Family Engagement	235	235 days	60,000	70,000	80,000
	Program Manager - Graphic Design	235	235 days	60,000	70,000	80,000
	Program Manager - HR Services	235	235 days	60,000	70,000	80,000
	Program Manager - Nutrition Services	235	235 days	60,000	70,000	80,000
	Program Manager - PEIMS	235	235 days	60,000	70,000	80,000
	Program Manager - RDSPD Interpreter	235	235 days	60,000	70,000	80,000
	Program Manager - RTI	235	235 days	60,000	70,000	80,000
	Program Manager - SIS	235	235 days	60,000	70,000	80,000
	Program Manager - Student Behavior	235	235 days	60,000	70,000	80,000
	Program Manager - Teacher Pipeline	235	235 days	60,000	70,000	80,000
	Program Manager - Multilingual and Foreign Languages	235	235 days	60,000	70,000	80,000
	Program Manager - Curriculum	235	235 days	60,000	70,000	80,000
Grade	Job Title	Calendars	Daily	Min	Mid	Max
1001	Coordinator	235	235 days	90,000	100,000	110,000
	Coordinator - Adaptive Support Services	235	235 days	90,000	100,000	110,000
	Coordinator - Behavior	235	235 days	90,000	100,000	110,000
	Coordinator - Budget	235	235 days	90,000	100,000	110,000
	Coordinator - CCMR	235	235 days	90,000	100,000	110,000
	Coordinator - Community & Business Partnerships	235	235 days	90,000	100,000	110,000
	Coordinator - Compliance and Outreach	235	235 days	90,000	100,000	110,000
	Coordinator - Counseling, MTSS, Intervention	235	235 days	90,000	100,000	110,000
	Coordinator - CTE	235	235 days	90,000	100,000	110,000
	Coordinator - Curriculum ELA	235	235 days	90,000	100,000	110,000
	Coordinator - Curriculum Math	235	235 days	90,000	100,000	110,000
	Coordinator - Curriculum PK - 2	235	235 days	90,000	100,000	110,000
	Coordinator - Curriculum Special Projects	235	235 days	90,000	100,000	110,000
	Coordinator - Diagnostics	235	235 days	90,000	100,000	110,000
	Coordinator - Digital Communications & Events	235	235 days	90,000	100,000	110,000
	Coordinator - ECSC and Outreach	235	235 days	90,000	100,000	110,000
	Coordinator - Federal State Compliance	235	235 days	90,000	100,000	110,000
	Coordinator - Fine Arts/PE/Health	235	235 days	90,000	100,000	110,000
	Coordinator - Human Resources	235	235 days	90,000	100,000	110,000



Salary & Stipend Schedules



	Coordinator - Continued			90,000	100,000	110,000
	Coordinator - In Class Support	235	235 days	90,000	100,000	110,000
	Coordinator - Inclusive Services	235	235 days	90,000	100,000	110,000
	Coordinator - LID	235	235 days	90,000	100,000	110,000
	Coordinator - Multilingual and Foreign Languages	235	235 days	90,000	100,000	110,000
	Coordinator - Multimedia Producer	235	235 days	90,000	100,000	110,000
	Coordinator - Nutrition Services	235	235 days	90,000	100,000	110,000
	Coordinator - Payroll	235	235 days	90,000	100,000	110,000
	Coordinator - RDSPD	235	235 days	90,000	100,000	110,000
	Coordinator - Strategic Performance and Compliance	235	235 days	90,000	100,000	110,000
	Coordinator - Student Behavior	235	235 days	90,000	100,000	110,000
	Coordinator - Teacher Pipeline	235	235 days	90,000	100,000	110,000
	Coordinator - Transition, CCMR, Pregnancy, Homebound	235	235 days	90,000	100,000	110,000
	Coordinator - Fine Arts Facilities	235	235 days	90,000	100,000	110,000
	Coordinator - Transportation Safety & Discipline	235	235 days	90,000	100,000	110,000
	Coordinator - School Effectiveness Special Projects	235	235 days	90,000	100,000	110,000
Grade	Job Title	Calendars	Daily	Min	Mid	Max
1002	Assistant Director	235/242	235 days	110,000	115,000	120,000
	Assistant Director - Information Technology	235/242	235 days	110,000	115,000	120,000
	Assistant Director - Maintenance	235/242	235 days	110,000	115,000	120,000
	Assistant Director - Transportation	235/242	235 days	110,000	115,000	120,000
Grade	Job Title	Calendars	Daily	Min	Mid	Max
1003	Director	235	235 days	125,000	135,000	145,000
	Director - Benefits/Risk Management	235	235 days	125,000	135,000	145,000
	Director - CCMR	235	235 days	125,000	135,000	145,000
	Director - Communications & Public Affairs	235	235 days	125,000	135,000	145,000
	Director - Curriculum Design & Production	235	235 days	125,000	135,000	145,000
	Director - Executive Operations	235	235 days	125,000	135,000	145,000
	Director - Federal State Compliance	235	235 days	125,000	135,000	145,000
	Director - Fine Arts, PE, Health	235	235 days	125,000	135,000	145,000
	Director - Information Technology	235	235 days	125,000	135,000	145,000
	Director - Maintenance & Operations	235	235 days	125,000	135,000	145,000
	Director - Nutrition Services	235	235 days	125,000	135,000	145,000
	Director - Procurement	235	235 days	125,000	135,000	145,000
	Director - Strategic Partnerships	235	235 days	125,000	135,000	145,000
	Director - Strategic Performance	235	235 days	125,000	135,000	145,000
	Director - Special Projects & Events	235	235 days	125,000	135,000	145,000
	Director - Athletics	235	235 days	125,000	135,000	145,000
	Director - Federal Grants Programs	235	235 days	125,000	135,000	145,000
Grade	Job Title	Calendars	Daily	Min	Mid	Max
1004	Senior Director	235	235 days	145,000	150,000	155,000
	Senior Director - Student Services	235	235 days	145,000	150,000	155,000
	Senior Director - Special Services	235	235 days	145,000	150,000	155,000
Grade	Job Title	Calendars	Daily	Min	Mid	Max
1005	Executive Director	235	235 days	160,000	170,000	180,000
	Executive Director - to the Superintendent	235	235 days	160,000	170,000	180,000
	Executive Director - Strategic Performance and Compliance	235	235 days	160,000	170,000	180,000
	Executive Director - School Support	235	235 days	160,000	170,000	180,000
	Executive Director - Instruction	235	235 days	160,000	170,000	180,000
	Executive Director - Human Resources	235	235 days	160,000	170,000	180,000
	Executive Director - Accounting & Compliance	235	235 days	160,000	170,000	180,000
	Executive Director - Financial Operations & Strategy	235	235 days	160,000	170,000	180,000
	Executive Director - Maintenance & Operations	235	235 days	160,000	170,000	180,000
	Executive Director - to the Superintendent	235	235 days	160,000	170,000	180,000
Grade	Job Title	Calendars	Daily	Min	Mid	Max
1006	Senior Executive Director	235	235 days	180,000	190,000	200,000



Salary & Stipend Schedules



Grade	Job Title	Calendars	Daily	Min	Mid	Max
1007	Deputy Chief	235	235 days	200,000	215,000	230,000
	Deputy Chief - Academics	235	235 days	200,000	215,000	230,000
	Deputy Chief - Communications & Public Affairs	235	235 days	200,000	215,000	230,000
	Deputy Chief - Operational Effectiveness	235	235 days	200,000	215,000	230,000
	Deputy Chief - Schools	235	235 days	200,000	215,000	230,000
	Deputy Chief - Talent	235	235 days	200,000	215,000	230,000
	Chief of Finance	235	235 days	200,000	215,000	230,000
	Chief of Police	235	235 days	200,000	215,000	230,000
Grade	Job Title	Calendars	Daily	Min	Mid	Max
1008	Chief	235	235 days	210,000	220,000	230,000
Grade	Job Title	Calendars	Daily	Min	Mid	Max
1009	Deputy Superintendent	235	235 days	240,000	250,000	260,000
	Deputy Superintendent - School Effectiveness	235	235 days	240,000	250,000	260,000
	Deputy Superintendent - Organizational Effectiveness	235	235 days	240,000	250,000	260,000

BISD Principalship

Grade	Job Title	Calendars	Daily	Min	Mid	Max
PE	Principal - Elementary	220	220 days	100,000	105,000	110,000
PM	Principal - Middle/Special Campus	220	220 days	110,000	115,000	125,000
PH	Principal - High	220	220 days	125,000	130,000	135,000



Salary & Stipend Schedules



2026-2027 Proposed Administrative/Professional Pay Plan

Pay Grade	Job Title	Calendars
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OM 1		
	Office Manager - ES	220
	Office Manager - MS	220

OM 2		
	Office Manager - HS	220

CS		
	Student Support Coach	187
	Resident Teacher	187

1		
	Accountant - Staff	235
	Attendance Officer	220
	Graphic Arts Desktop Publishing	235
	Junior Programmer	235
	Manager - Transportation Shop	254
	Specialist - Human Resources	235
	Specialist - K-8 Career Readiness	220
	Supervisor - Transportation Operations	235
	Supervisor - Transportation, Route	235
	Supervisor - Transportation, Site	235
	Junior Network Engineer	235

2		
	Analyst - Financial Systems	235

3		
	Coordinator - Head Start Education	193
	Coordinator - Head Start Program	220
	Coordinator - Social Services	220
	Project Manager - Maintenance	242
	Police Lieutenant	242
	Project Manager - Organizational Effectiveness	235
	Senior Buyer	235
	Social Worker - Head Start	193
	Supervisor - General Maintenance	242
	Supervisor - MEP	242
	Supervisor - Warehouse-Grounds	242

3a		
	ARD Facilitator	200
	Counselor - Campus Mental Health	187
	Speech Language Pathologist Asst	187

	Minimum	Midpoint	Maximum
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Daily		\$163.64	\$197.15	\$230.66
220	Days	36,000	43,373	50,746
220	Days	36,000	43,373	50,746

Daily		\$181.82	\$219.06	\$256.30
220	Days	40,000	48,193	56,386

Daily		\$240.64	\$240.64	\$240.64
187	Days	40,000	40,000	40,000
187	Days	48,000	48,000	48,000

Daily		\$235.09	\$281.55	\$328.01
220	Days	51,720	61,941	72,162
235	Days	55,246	66,164	77,082
254	Days	59,713	71,514	83,315

Daily		\$265.66	\$318.15	\$370.64
235	Days	62,430	74,765	87,100

Daily		\$280.93	\$336.44	\$391.95
187	Days	52,534	62,914	73,295
193	Days	54,219	64,933	75,646
220	Days	61,805	74,017	86,229
235	Days	66,019	79,063	92,108
242	Days	67,985	81,418	94,852

Daily		\$294.97	\$353.26	\$411.55
187	Days	55,159	66,060	76,960
200	Days	58,994	70,652	82,310



Salary & Stipend Schedules



4		
Asst Principal - ES		195, 200
Athletic Trainer		205
Counselor - ES		195, 205
Counselor - HS		205, 210
Counselor - MS		200
Diagnostician		200
Diagnostician - Deaf Co Op		200
Specialist - Student Activities		200
Lead Counselor - HS		205
Police Captain		242
Senior Programmer		235
Senior Network Engineer		235
Specialist - Behavior Intervention		205
Specialist - Deaf & Hard of Hearing		205
Specialist - Educator Program		220
Specialist - School Support		200
Specialist - SPED MTSS		220

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

5		
Asst Campus Athletics Coord/Head Coach		235
Asst Principal - HS		215
Asst Principal - MS		215, 220
Asst Principal - Student Management		215
Educational Audiologist		200
Licensed Specialist in School Psychology		200, 235
Occupational Therapist		187
Physical Therapist		187
Speech Language Pathologist		187

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

6		
Administrator - JJAEP/ES DAEP		220
Coordinator - Campus Athletic/Head Coach		235

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



Salary & Stipend Schedules



2026-2027 Proposed Clerical Paraprofessional Pay Plan

Pay Grade	Job Title	Calendars
CC		
	Clerk - Copy	187

OC		
	Clerk - Office	200

Pay Grade	Job Title	Calendars
1		
	Aide - ESL	183
	Aide - Head Start	183
	Aide - SPED Inclusion	183

2		
	Aide - Head Start Community	193
	Aide - Head Start Nurse	183
	Aide - SPED AFL	183
	Aide - SPED BTC	183
	Aide - SPED ECSE	183
	Aide - SPED Self-Contained	183
	Aide - SPED SLC	183
	Aide - SPED Annex	183
	Aide - SPED 18+	183
	Clerk - LPAC	183
	Clerk - Head Start Asst	183, 193
	Clerk - Police	190
	Clerk - SPED	200, 220
	Clerk - Transportation	235
	Paralibrarian/SSC Lead	183
	Paralibrarian	183

3		
	Communication Facilitator - RDSPD	183
	Administrative Asst - Maintenance	242
	Administrative Asst - Special Education	220
	Communications - Receptionist	235

4		
	Aide - SPED Autism	200
	Clerk - RDSPD	183
	Interpreter Intern - RDSPD	183
	Technical Support SPED	220
	Specialist - Student Services	235

5		
	Clerk - Accounts Payable	235
	Clerk - Asset & Records	242
	Clerk - HS Financial	200, 220
	Clerk - Financial	235, 242
	Parent Advisor - RDSPD	183

		Minimum	Midpoint	Maximum
Hourly		\$15.37	\$16.95	\$18.52
183	Days	\$23,000	\$25,353	\$27,706

		Minimum	Midpoint	Maximum
Hourly		\$15.62	\$17.22	\$18.82
183	Days	\$25,000	\$27,556	\$30,112

		Minimum	Midpoint	Maximum
Hourly		\$12.50	\$15.00	\$17.50
183	Days	18,300	21,960	25,620

		Hourly	\$13.50	\$16.17	\$18.84
183	Days		19,764	23,673	27,582
193	Days		20,844	24,966	29,089
195	Days		21,060	25,225	29,390
220	Days		23,760	28,459	33,158
235	Days		25,380	30,400	35,419

		Hourly	\$14.80	\$17.73	\$20.66
210	Days		24,864	29,786	34,709
235	Days		27,824	33,332	38,841
242	Days		28,653	34,325	39,998

		Hourly	\$16.15	\$19.34	\$22.53
183	Days		23,644	28,314	32,984
200	Days		25,840	30,944	36,048
220	Days		28,424	34,038	39,653
235	Days		30,362	36,359	42,356
242	Days		31,266	37,442	43,618

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



Salary & Stipend Schedules



6		
Administrative Asst - Transportation		242
Administrative Asst - Maintenance		242
Communication Liaison - Transportation		235
Administrative Asst - Nutrition Services		235
Specialist - Information Technology		235
Administrative Asst- Student Behavior		235
Administrative Asst - RDSPD		220
Specialist - Payroll		235
Specialist - Procurement		235
Specialist - Accounts Payable, Lead		235

Hourly		\$19.70	\$23.60	\$27.50
200	Days	31,520	37,760	44,000
220	Days	34,672	41,536	48,400
235	Days	37,036	44,368	51,700
242	Days	38,139	45,690	53,240

7		
Administrative Asst - Academics		235
Administrative Asst - Campus Leadership		235
Administrative Asst - Communications & Public Affairs		235
Administrative Asst - Finance		235
Administrative Asst - SPED		235
Administrative Asst - Police		235
Administrative Asst - School Effectiveness		235
Administrative Asst - Organizational Effectiveness		235
Specialist - Benefits		235
Specialist - Payroll, Lead		235
Specialist - Records/Asset		235
Specialist - Workers Comp		235

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

8		
Specialist - Budget		235
Office Manager - HR		235

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



Salary & Stipend Schedules



2026-2027 Auxiliary Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars
CS-1		
	Custodian	220
CS-2		
	Custodian - Assistant Head	242
CS-3		
	Custodian - Head	242
NS-1		
	Nutrition Services Worker	185
1		
	Crossing Guard	187
	Textbook Helper	242
	Transportation Bus Attendant	180
2		
	Grounds Worker	242
	Warehouse Asst	242
3		
	Asst Manager - Nutrition Services HS	185
	Asst Manager - Nutrition Services MS	185, 191
	Grounds - Lead	242
	Public Safety Officer	187
	Transportation Bus Driver Trainee	180
	Transportation White Fleet Driver	180
	Truck Driver	242
4		
	Nutrition Services Manager - ES	185, 191
	Nutrition Services Manager - MS	185, 191
	Head Custodian - HS	242
	Transportation Utility Worker	242
	Warehouse Moving Crew - Lead	242
5		
	Asst Supervisor - Warehouse	242
	Dispatcher - Police	235
	Dispatcher - Transportation	235
	Nutrition Services Manager - HS	185
	General Maintenance I	242
	Manager - Grounds	242
	Painter I	242
	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 - Nutrition Services	235
	Technology Support Specialist I	235
	Transportation Mechanic I	242

		Minimum	Midpoint	Maximum
Hourly		\$15.06	\$18.14	\$21.23
220	Days	26,500	31,926	37,365
Hourly		\$16.27	\$19.60	\$22.93
242	Days	31,500	37,946	44,392
Hourly		\$18.08	\$21.78	\$25.49
242	Days	35,000	42,166	49,349
Hourly		\$13.00	\$15.50	\$18.00
185	Days	14,430	17,205	19,980
Hourly		\$12.50	\$15.00	\$17.50
180	Days	18,000	21,600	25,200
185	Days	18,500	22,200	25,900
187	Days	18,700	22,440	26,180
191	Days	19,100	22,920	26,740
200	Days	20,000	24,000	28,000
226	Days	22,600	27,120	31,640
242	Days	24,200	29,040	33,880
Hourly		\$14.15	\$17.05	\$19.95
226	Days	25,583	30,826	36,070
242	Days	27,394	33,009	38,623
Hourly		\$15.15	\$18.25	\$21.35
180	Days	21,816	26,280	30,744
185	Days	22,422	27,010	31,598
187	Days	22,664	27,302	31,940
191	Days	23,149	27,886	32,623
242	Days	29,330	35,332	41,334
Hourly		\$17.50	\$21.08	\$24.66
185	Days	25,900	31,198	36,497
191	Days	26,740	32,210	37,680
242	Days	33,880	40,811	47,742
Hourly		\$19.55	\$23.56	\$27.57
180	Days	28,152	33,926	39,701
185	Days	28,934	34,869	40,804
187	Days	29,247	35,246	41,245
202	Days	31,593	38,073	44,553
235	Days	36,754	44,293	51,832
242	Days	37,849	45,612	53,376
Hourly		\$21.00	\$25.30	\$29.60
235	Days	39,480	47,564	55,648
242	Days	40,656	48,981	57,306



Salary & Stipend Schedules



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

BD		
Transportation Bus Driver		180

8		
Menu Planner		242
Technology Lead - Enterprise Device & Security Systems		235
Technology Lead - Audio Visual & Systems		235
Technology Lead - Infrastructure Support		235
Technology Lead - Operations		235

9		
Electrician I		242
HVAC Mechanic I		242
Plumber I		242
Plumber II		242
Transportation Mechanic III		242

9a		
Police Investigator		235
Police Officer		235

10		
Police Corporal		235
Police Lead Investigator		235

11		
Police Sergeant		235

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

Hourly		\$23.00	\$27.38	\$31.78
180	Days	24,840	29,570	34,322

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

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

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

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

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



Salary & Stipend Schedules



Stipend Assignments

Category	Assignment	Level	Stipend Amount
Academic			
	Academic Decathlon	All	1,450
	Drama Teacher	MS/HS	1500/3500
	Mock Trial	HS	500
	National Honor Society	HS	700
	Newspaper Sponsor	HS	750
	ROTC	HS	2,500
	SLP Supervisor	All	3,000
	Speech Teacher	HS	550
	STEM Teacher	HS	5,000
	Student Council	HS	2,800
	<i>TV Broadcasting</i>	<i>HS</i>	<i>5,000</i>
	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
	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
	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
	Athletic Trainer	Hs/Ms	10,000
	Basketball - Head Coach- <i>West Brook Only</i>	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
	Golf - Head Coach	HS	5,000
	Gym Coordinator	HS	2,500



Salary & Stipend Schedules



Athletics - Continued			
	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
	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



Salary & Stipend Schedules



Leadership			
	ROTC Senior Naval	HS	3,500
License/Certification			
	Bilingual Certification	ALL	7,000
	District Lead Nurse	ES, Sec	10,000
	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	All	500
	New Hire Grades 2-5 Reading and Math (Bilingual Included)	ES	15,000
	New Hire K-8 SPED Teachers	All	10,000
	New Hire PREK-1st Bilingual	ES	10,000
	Returning Grades 2-5 Reading and Math (Bilingual Included)	ES	7,500
	Returning K-8 SPED Teachers	All	5,000
	Relocation Stipend	ED & Above	5,000
	Hiring Incentive, Nutrition Worker	NS	750
	Hiring Incentive, Bus Driver	Transportation	700
Performing Arts			
	Assistant Band Director MS	MS	5,500
	Assistant Band Director HS	HS	7,500
	Band Director HS	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	HS	5,500
	Choir Director MS	MS	2,700
	Band Flag/Twirler	HS	3,000
	Fine Arts Social Media Manager	All	1,500
	Dance Stipend	MS	1,500
	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



Salary & Stipend Schedules



Supplemental			
	After School Enrichment	ES	1,000
	Ag Farm Assistant Lead Teacher		5,000
	Ag Farm Lead Teacher		10,000
	Gifted & Talented	Curric	4,000
	Health Science	HS	10,000
	Head Start Nurse	Bingman	3,500
	Interim Administrator	All	Varies
	Lead Occupational Therapist	SPED	3,000
	Lead Physical Therapist	SPED	3,000
	LPAC Coordinator (<i>based on the # of LEP enrollment</i>)	All	500-3,000
	Mentor Teacher		up to 2400
	Peace Officer, Advanced		3,500
	Peace Officer, Field Training		2,000
	Peace Officer, Intermediate		2,500
	Peace Officer, Master		5,000
	Pregnancy Related Service Coordinator		5,000
	Technology Liasion	ALL	500
	Visually Impaired Teacher		10,000
	Cellphone		75/mo
Travel			
	Travel		2,650
	Travel		2,500
	Travel		1,850
	Travel		500



Salary & Stipend Schedules



Extra Duty Pay

	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		\$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 hrs/wk	\$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		
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
	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



Salary & Stipend Schedules



Athletics	(continued)		
	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	\$12.00/hr
	Substitute Maintenance/Custodians	Hourly	\$12.00/hr
	Substitute Bus Attendant	Hourly	\$12.00/hr
	Substitute Bus Driver	Hourly	\$17.85/hr
	Substitute Food Service Worker	Hourly	\$12.00/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.

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Adopted Budget



July 1, 2026 – June 30, 2027

APPENDIX A

SECTION

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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

