

2026–2027 Teacher Pay Plan

Classroom Teachers · 10-month / 187-day schedule

Starting salary \$55,500. Maximum published step \$71,970. For the 2026–27 school year, all certified teachers receive a step increase. Amounts below are Bachelor-scale annuals. A master's degree adds \$1,500. A doctorate adds \$3,000. Degree amounts are applied through the corresponding salary grade.

Certified Teacher Scale

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

Adjunct Teacher Bands

Used when the assignment is a teacher role and the employee does not hold an active SBEC teacher certificate covering that assignment (unless an authorized CTE District of Innovation permit applies).

Completed years	Annual
0–2 years	\$50,000
3–4 years	\$52,500
5 or more years	\$57,500

Plan notes

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. Annual amounts shown next to a range use the calendar printed with that row. An employee's actual annual pay equals the assigned daily or hourly rate multiplied by that employee's duty days and hours.

Beaumont Independent School District is an equal opportunity employer. Questions about an individual assignment should be directed to the Office of Human Capital & Talent.