

2026–2027 Paraprofessional / Clerical Pay Plan

Hourly salary ranges · Annual pay = hourly rate × hours per day × duty days

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. Special education unit aides (AFL, ECSE, SLC, BTC, 18+, self-contained) are Grade 2. Inclusion aides are Grade 1. New incoming Copy Clerks (CC) and Office Clerks (OC) begin at the grade minimum.

Grade ranges

Grade	Minimum	Midpoint	Maximum
CC	\$15.37	\$16.95	\$18.52
OC	\$15.62	\$17.22	\$18.82
1	\$12.50	\$15.00	\$17.50
2	\$13.50	\$16.17	\$18.84
3	\$14.80	\$17.73	\$20.66
4	\$16.15	\$19.34	\$22.53
5	\$17.75	\$21.26	\$24.77
6	\$19.70	\$23.60	\$27.50
7	\$23.00	\$27.55	\$32.10
8	\$26.00	\$31.14	\$36.28
9	\$30.50	\$36.85	\$43.20
10	\$35.00	\$36.85	\$43.20

Positions by grade

Grade CC — \$15.37 / \$16.95 / \$18.52

Job title	Calendar (days)
Clerk — Copy	187

Grade OC — \$15.62 / \$17.22 / \$18.82

Job title	Calendar (days)
Clerk — Office	200

Grade 1 — \$12.50 / \$15.00 / \$17.50

Job title	Calendar (days)
Aide — ESL	183
Aide — Head Start	183
Aide — SPED Inclusion	183
Aide — Pre-K Teacher Assistant	183

Grade 2 — \$13.50 / \$16.17 / \$18.84

Job title	Calendar (days)
Aide — Head Start Community	193
Aide — Head Start Nurse	183
Aide — 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 Assistant	183, 193
Clerk — Police	190
Clerk — SPED	200, 220
Clerk — Transportation	235
Paralibrarian	183
Paralibrarian / SSC Lead	183

Grade 3 — \$14.80 / \$17.73 / \$20.66

Job title	Calendar (days)
Communication Facilitator — RDSPD	183
Administrative Assistant — Maintenance	242
Administrative Assistant — Special Education	220
Communications — Receptionist	235

Grade 4 — \$16.15 / \$19.34 / \$22.53

Job title	Calendar (days)
Aide — SPED Autism	200
Clerk — RDSPD	183
Interpreter Intern — RDSPD	183
Technical Support SPED	220
Specialist — Student Services	235
Administrative Assistant — Academics	—
Clerk — Campus PEIMS Data HS	200

Grade 5 — \$17.75 / \$21.26 / \$24.77

Job title	Calendar (days)
Clerk — Accounts Payable	235
Clerk — Asset & Records	242
Clerk — HS Financial	200, 220
Clerk — Financial	235, 242
Parent Advisor — RDSPD	183

Grade 6 — \$19.70 / \$23.60 / \$27.50

Job title	Calendar (days)
Administrative Assistant — Transportation	242
Administrative Assistant — Maintenance	242
Administrative Assistant — Nutrition Services	235
Administrative Assistant — RDSPD	220
Administrative Assistant — Student Behavior	235
Communication Liaison — Transportation	235
Specialist — Information Technology	235
Specialist — Payroll	235
Specialist — Procurement	235
Specialist — Accounts Payable, Lead	235

Grade 7 — \$23.00 / \$27.55 / \$32.10

Job title	Calendar (days)
Administrative Assistant — Deputy Chief	235
Administrative Assistant — Campus Leadership	235
Administrative Assistant — Communications & Public Affairs	235
Administrative Assistant — Finance	235
Administrative Assistant — SPED	235
Administrative Assistant — Police	235
Administrative Assistant — School Effectiveness	235
Administrative Assistant — Organizational Effectiveness	235
Specialist — Benefits	235
Specialist — Payroll, Lead	235
Specialist — Records / Asset	235
Specialist — Workers Comp	235

Grade 8 — \$26.00 / \$31.14 / \$36.28

Job title	Calendar (days)
Specialist — Budget	235
Office Manager — HR	235
Administrative Assistant — Deputy Chief	235

Grade 9 — \$30.50 / \$36.85 / \$43.20

Job title	Calendar (days)
Executive Assistant — Deputy Superintendent	235

Grade 10 — \$35.00 / \$36.85 / \$43.20

Job title	Calendar (days)
Certified Sign Language Interpreter	187

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