

2026–2027 Auxiliary Pay Plan

Hourly salary ranges · Annual examples in the source plan assume 8 hours per day unless noted

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. Nutrition Services Worker (NS-1) published annual examples use a 6-hour day. Crossing Guards are paid a flat \$15.00 per hour (not the Grade 1 range). Bus Drivers are paid on the BD grade.

Grade ranges

Grade	Minimum	Midpoint	Maximum
CS-1	\$15.06	\$18.14	\$21.23
CS-2	\$16.27	\$19.60	\$22.93
CS-3	\$18.08	\$21.78	\$25.49
NS-1	\$13.00	\$15.50	\$18.00
1	\$12.50	\$15.00	\$17.50
2	\$14.15	\$17.05	\$19.95
3	\$15.15	\$18.25	\$21.35
4	\$17.50	\$21.08	\$24.66
5	\$19.55	\$23.56	\$27.57
6	\$21.00	\$25.30	\$29.60
7	\$22.25	\$26.81	\$31.37
BD	\$23.00	\$27.38	\$31.78
8	\$24.00	\$28.92	\$33.84
9	\$26.00	\$31.32	\$36.64
9a	\$29.50	\$35.54	\$41.58
10	\$30.80	\$37.11	\$43.42
11	\$32.50	\$39.15	\$45.80

Positions by grade

Grade CS-1 — \$15.06 / \$18.14 / \$21.23

Job title	Calendar (days)
Custodian	220

Grade CS-2 — \$16.27 / \$19.60 / \$22.93

Job title	Calendar (days)
Custodian — Assistant Head	242

Grade CS-3 — \$18.08 / \$21.78 / \$25.49

Job title	Calendar (days)
Custodian — Head	242

Grade NS-1 — \$13.00 / \$15.50 / \$18.00

Job title	Calendar (days)
Nutrition Services Worker	185

Grade 1 — \$12.50 / \$15.00 / \$17.50

Job title	Calendar (days)
Textbook Helper	242
Transportation Bus Attendant	180

Grade 2 — \$14.15 / \$17.05 / \$19.95

Job title	Calendar (days)
Grounds Worker	242
Warehouse Assistant	242

Grade 3 — \$15.15 / \$18.25 / \$21.35

Job title	Calendar (days)
Assistant Manager — Nutrition Services HS	185
Assistant 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

Grade 4 — \$17.50 / \$21.08 / \$24.66

Job title	Calendar (days)
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

Grade 5 — \$19.55 / \$23.56 / \$27.57

Job title	Calendar (days)
Assistant 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
Zone Leader — Custodial Services	242

Grade 6 — \$21.00 / \$25.30 / \$29.60

Job title	Calendar (days)
General Maintenance II	242
Painter — Lead	242
Supervising Manager — Nutrition Services	235
Technology Support Specialist I	235
Transportation Mechanic I	242

Grade 7 — \$22.25 / \$26.81 / \$31.37

Job title	Calendar (days)
Carpenter	242
General Locksmith	242
General Maintenance III	242
Maintenance Welder	242
Technology Support Engineer	235
Technology Support Specialist II	235
Transportation Mechanic II	242

Grade BD — \$23.00 / \$27.38 / \$31.78

Job title	Calendar (days)
Transportation Bus Driver	180

Grade 8 — \$24.00 / \$28.92 / \$33.84

Job title	Calendar (days)
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

Grade 9 — \$26.00 / \$31.32 / \$36.64

Job title	Calendar (days)
Electrician I	242
HVAC Mechanic I	242
Plumber I	242
Plumber II	242
Transportation Mechanic III	242

Grade 9a — \$29.50 / \$35.54 / \$41.58

Job title	Calendar (days)
Police Officer	235
Police Investigator	235

Grade 10 — \$30.80 / \$37.11 / \$43.42

Job title	Calendar (days)
Police Corporal	235
Police Lead Investigator	235

Grade 11 — \$32.50 / \$39.15 / \$45.80

Job title	Calendar (days)
Police Sergeant	235

Crossing Guard — flat rate \$15.00 / hour

Crossing Guard is listed with Auxiliary assignments for reference. The live 2026–27 rate is a flat \$15.00 per hour.

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