

2026–2027 Instructional Professional Support Pay Plan

Nurses, Librarians, Trainers, and related 10-month professionals · 187-day schedule

Starting salary \$55,500. Maximum published step \$68,720. IPS shares the teacher starting amount and then follows its own scale. It is not the classroom-teacher HB2 scale. A master's degree adds \$1,500. A doctorate adds \$3,000.

IPS Scale

Years	Annual	Years	Annual
0	\$55,500	16	\$62,720
1	\$56,250	17	\$63,020
2	\$56,550	18	\$63,320
3	\$56,850	19	\$63,620
4	\$57,150	20	\$63,920
5	\$57,450	21	\$64,720
6	\$58,050	22	\$65,020
7	\$58,450	23	\$65,320
8	\$58,850	24	\$65,620
9	\$59,250	25	\$65,920
10	\$59,750	26	\$66,220
11	\$60,720	27	\$66,520
12	\$61,020	28	\$66,820
13	\$61,320	29	\$67,120
14	\$61,620	30	\$67,820
15	\$61,920	31+	\$68,720

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.