

2026–2027 Administrative / Professional Pay Plan

Daily salary ranges · Annual illustrations use the default days shown for each grade

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.

Grade ranges

Grade	Days*	Min daily	Mid daily	Max daily	Min annual*	Max annual*
OM 1	220	\$163.64	\$197.15	\$230.66	\$36,000	\$50,746
OM 2	220	\$181.82	\$219.06	\$256.30	\$40,000	\$56,386
SSC	187	\$213.90	\$213.90	\$213.90	\$40,000	\$40,000
RS	187	\$256.68	\$256.68	\$256.68	\$48,000	\$48,000
1	235	\$235.09	\$281.55	\$328.01	\$55,246	\$77,082
2	235	\$265.66	\$318.15	\$370.64	\$62,430	\$87,100
3	235	\$280.93	\$336.44	\$391.95	\$66,019	\$92,108
3a	187	\$294.97	\$353.26	\$411.55	\$55,159	\$76,960
4	200	\$318.57	\$381.52	\$444.47	\$63,714	\$88,894
5	215	\$344.05	\$412.04	\$480.03	\$73,971	\$103,206
6	220	\$371.58	\$445.00	\$518.43	\$81,748	\$114,055

*Annual columns use the default days for that grade. Assigned calendars may differ.

Positions by grade

Grade OM 1 — Office Manager — Elementary / Middle

Daily \$163.64 – \$197.15 – \$230.66

Job title	Calendar (days)
Office Manager — ES	220
Office Manager — MS	220

Grade OM 2 — Office Manager — High School

Daily \$181.82 – \$219.06 – \$256.30

Job title	Calendar (days)
Office Manager — HS	220

Grade SSC — Student Support Coach (flat)

Daily \$213.90 – \$213.90 – \$213.90

Job title	Calendar (days)
Student Support Coach	187

Grade RS — Resident Teacher (flat)

Daily \$256.68 – \$256.68 – \$256.68

Job title	Calendar (days)
Resident Teacher	187

Grade 1 — Administrative / Professional Grade 1

Daily \$235.09 – \$281.55 – \$328.01

Job title	Calendar (days)
Accountant — Staff	235
Attendance Officer	220
Graphic Arts Desktop Publishing	235
Junior Programmer	235
Junior Network Engineer	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

Grade 2 — Administrative / Professional Grade 2

Daily \$265.66 – \$318.15 – \$370.64

Job title	Calendar (days)
Analyst — Financial Systems	235

Grade 3 — Administrative / Professional Grade 3

Daily \$280.93 – \$336.44 – \$391.95

Job title	Calendar (days)
Coordinator — Head Start Education	193
Coordinator — Head Start Program	220
Coordinator — Social Services	220
Project Manager — Maintenance	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

Grade 3a — Administrative / Professional Grade 3a

Daily \$294.97 – \$353.26 – \$411.55

Job title	Calendar (days)
ARD Facilitator	200
Counselor — Campus Mental Health	187
Speech Language Pathologist Assistant	187

Grade 4 — Administrative / Professional Grade 4

Daily \$318.57 – \$381.52 – \$444.47

Job title	Calendar (days)
Assistant Principal — ES	195, 200
Athletic Trainer	205
Counselor — ES	195, 205
Counselor — HS	205, 210
Counselor — MS	200
Lead Counselor — HS	205
Diagnostician	200
Diagnostician — Deaf Co-op	200
Senior Programmer	235
Senior Network Engineer	235
Specialist — Behavior Intervention	205
Specialist — Educator Program	220
Specialist — School Support	200
Specialist — SPED MTSS	220
Specialist — Student Activities	200

Grade 5 — Administrative / Professional Grade 5

Daily \$344.05 – \$412.04 – \$480.03

Job title	Calendar (days)
Assistant Principal — HS	215
Assistant Principal — MS	215, 220
Assistant Principal — Student Management	215
Assistant Campus Athletics Coordinator / Head Coach	235
Educational Audiologist	200
Licensed Specialist in School Psychology	200, 235
Occupational Therapist	187
Physical Therapist	187
Speech Language Pathologist	187

Grade 6 — Administrative / Professional Grade 6

Daily \$371.58 – \$445.00 – \$518.43

Job title	Calendar (days)
Administrator — JJAEP / ES DAEP	220
Coordinator — Campus Athletic / Head Coach	235



New incoming Office Manager (OM 1 / OM 2), Student Support Coach, and Resident Teacher are placed at the published minimum or flat of the grade.

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