

## 2018-19 Approved Clerical-Paraprofessional Pay Plan

Abilene ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$9.86	\$12.33	\$14.80
	Aide - Bilingual/ESL	186	186 Days	14,672	18,347	22,022
	Aide - Classroom	186				
	Aide - Compensatory Education	186				
	Aide - Early Childhood Bilingual/ESL Aide	186				
	Aide - Early Childhood Head Start	186				
	Aide - Early Childhood Head Start Motor Lab	186				
	Aide - Early Childhood Pre-Kindergarten	186				
	Aide - Early Childhood Special Education	186				
	Aide - Early Childhood Title 1	186				
	Aide - ESL	186				
	Aide - In School Suspension	186				
	Aide - Instructional	186				
	Aide - ISS Consultant	186				
	Aide - Physical Education	186				
	Aide - PLATO	186				
	Aide - Special Education	186				
	Aide - Special Education Deaf Ed Communication Facilitator	186				
	Aide - Title 1	186				
	Early Head Start - Classroom Aide	186				
	Instructional Aide - LRC Aide	186				
2			Hourly	\$10.25	\$13.31	\$16.37
	Aide - Clerical	186, 201	186 Days	15,252	19,805	24,359
	Aide - Clerical - Early Head Start	186	201 Days	16,482	21,402	26,323
	Aide - Clerical & Cafeteria Monitor	186	202 Days	16,564	21,509	26,454
	Aide - Clerical Early Childhood	186	207 Days	16,974	22,041	27,109
	Aide - Computer Lab	186	226 Days	18,532	24,064	29,597
	Aide - Discipline Center Aide	186				
	Aide - Early Childhood LRC	186				
	Aide - Instructional	186				
	Aide - PLATO Lab Facilitator	186				
	Aide - Special Education - Clerical	186				
	Aide - Special Education - PALS	186				
	Aide - Special Education ADAPT	186				
	Aide - Student Supervisor	186				
	Early Childhood - Mental Health Assistant/Aide	186				
	Early Childhood - Program Support Assistant	186				
	Family Advocate - Early Childhood	186				
	Human Resources - Receptionist	226				
	LRC Resource Clerk	202				
	PBX Operator/Receptionist	207				
	Receptionist - One AISD	226				
	Registrar - Assistant	202				
	Student Nutrition - Accounting Clerk/Receptionist	226				
3			Hourly	\$11.06	\$14.37	\$17.68
	Accounting - Receptionist/Data Entry Clerk	226	186 Days	16,457	21,383	26,308
	Adult Ed - TEAMS Management Specialist/Grant Accounts	226	192 Days	16,988	22,072	27,156
	Aide - Clerical/Attendance	186	196 Days	17,342	22,532	27,722
	Attendance Clerk	186, 192, 196	207 Days	18,315	23,797	29,278
	Bilingual Specialist	207	226 Days	19,996	25,981	31,965
	Brailist - Special Education	186				
	Computer Operator	207				

Data Clerk/Network Specialist - Early Childhood	186
Data Entry Clerk - Early Childhood	186
Parent Coordinator	186
Parent Coordinator - Early Childhood	186
Secretary - Counselor/Data Entry	207
Student Nutrition - Meal Benefits Coordinator	226
Technology Software Trainer	226

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Aide - Fine Arts Associate	186
Campus - Bookkeeper	226
Central Receiving Clerk	260
LRC Associate	186
Operations - Clerk	260
Registrar	226
Secretary - Achievement Center Campus	201
Secretary - Counselor	207
Secretary - Early Head Start Campus	186
Secretary - Early Learning Center Campus	201
Secretary - Elementary Campus	201
Student Nutrition - Personnel Specialist	226
Title 1 Resource Assistant - Federal Programs	197

Hourly	\$11.95	\$15.52	\$19.09
<b>186 Days</b>	17,782	23,094	28,406
<b>197 Days</b>	18,833	24,460	30,086
<b>201 Days</b>	19,216	24,956	30,697
<b>207 Days</b>	19,789	25,701	31,613
<b>226 Days</b>	21,606	28,060	34,515
<b>260 Days</b>	24,856	32,282	39,707

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Accounting Clerk	226
Associate Teacher - Early Head Start	186
Buyer - Student Nutrition	226
Central Receiving Coordinator	226
Clerk - Accounts Payable	226
Human Resources - Fingerprinting Specialist/Non-Exempt Certs.	226
Human Resources - Fingerprinting Specialist/Unemployment Claims	226
Records Clerk - Abilene Behavioral Health	201
Secretary - Academic Support	207
Secretary - Adult Education	226
Secretary - Alternative High School Campus	217
Secretary - Associate Principals	207
Secretary - Custodial Services	226
Secretary - DAEP Campus	207
Secretary - Medical High School Campus	207
Secretary - Middle School Campus	207
Secretary - Special Education	196, 201, 202, 207
Secretary - Special Education Appraisal	207, 226
Secretary - Special Education SHARS/Medicaid	202
Special Education - Records Clerk	202

Hourly	\$12.91	\$16.76	\$20.61
<b>186 Days</b>	19,210	24,939	30,668
<b>196 Days</b>	20,243	26,280	32,316
<b>201 Days</b>	20,759	26,950	33,141
<b>202 Days</b>	20,863	27,084	33,306
<b>207 Days</b>	21,379	27,755	34,130
<b>217 Days</b>	22,412	29,095	35,779
<b>226 Days</b>	23,341	30,302	37,263

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Early Head Start - Licensed Vocational Nurse	202
Early Head Start - Mentor Associate Teacher	186
Licensed Vocational Nurse	186
Licensed Vocational Nurse - Early Childhood	186
Licensed Vocational Nurse - Special Education	186
Purchasing - Coordinator	226
Secretary - Content Specialists Office	226
Secretary - High School Athletics Office	202
Secretary - High School Campus	226
Secretary - Instructional Coordinator	226

Hourly	\$13.94	\$18.10	\$22.26
<b>186 Days</b>	20,743	26,933	33,123
<b>202 Days</b>	22,527	29,250	35,972
<b>226 Days</b>	25,204	32,725	40,246

<b>7</b>	
Aide - Refugee Translator	186
Aide - Special Education Deaf Ed Communication Facilitator	186
Buyer	226
Early Head Start - Education Specialist	206
Early Head Start - Fiscal Manager	206
Early Head Start - Operations Manager	206
Enrollment Specialist - Early Head Start	206
ESL Interpreter	186
ESL Interpreter - District Wide	186
Fiscal Manager - Early Childhood	201
Human Resources - Background/DPS Records Subs & Temps Specialist	226
Human Resources - Substitute Coordinator	226
Human Resources Assistant Specialist - Non-Certified Staff	226
Instructional Aide - Immigrant Interpreter	186
Payroll Specialist	226
Secretary - Accountability & Bilingual/ESL	226
Secretary - Career & Technology	226
Secretary - Director of Maintenance	260
Secretary - Employee Benefits	226
Secretary - Health Services	201
Secretary - Purchasing	226
Secretary - Technology	226
Secretary - Transportation	226

Hourly	\$15.05	\$19.55	\$24.05
<b>186 Days</b>	22,394	29,090	35,786
<b>201 Days</b>	24,200	31,436	38,672
<b>206 Days</b>	24,802	32,218	39,634
<b>226 Days</b>	27,210	35,346	43,482
<b>260 Days</b>	31,304	40,664	50,024

<b>8</b>	
Accounting - Accounts Payable Lead Specialist	226
Secretary - Accounting & Finance	226
Secretary - Communications	226
Secretary - Executive Director - Athletics	226
Secretary - Executive Director - Curriculum & Instruction	226
Secretary - Executive Director - Fine Arts	226
Secretary - Executive Director - Human Resources	226
Secretary - Executive Director - Student Services	226
Secretary - Executive Dirs - Elem, Second, & Comp Ed	226
Secretary - Federal Program/Title I	226
Secretary - Special Education Executive Director	226

Hourly	\$16.25	\$21.11	\$25.97
<b>226 Days</b>	29,380	38,167	46,954

<b>9</b>	
Aide - Deaf Education Interpreter	186
At-Risk Specialist	207
Human Resources - Specialist - Non-Certified Staff	226
Human Resources Specialist - Certified & Professional Staff	226
Instructional Materials Coordinator	226
Payroll Specialist	226
PEIMS Specialist	207
Personnel - Benefit Manager	226
Secretary - Curriculum & Instruction	226
Secretary - Operations	226

Hourly	\$17.56	\$22.80	\$28.04
<b>186 Days</b>	26,129	33,926	41,724
<b>207 Days</b>	29,079	37,757	46,434
<b>226 Days</b>	31,748	41,222	50,696

<b>10</b>	
Administrative Assistant	226
Aide - Handbell Choir	186
Assistant - Executive Finance	226
Secretary - Superintendent & Board of Trustees	226
Student Attendance Officer - Non-Exempt	187

Hourly	\$18.97	\$24.63	\$30.29
<b>186 Days</b>	28,227	36,649	45,072
<b>187 Days</b>	28,379	36,846	45,314
<b>226 Days</b>	34,298	44,531	54,764