

2020-2021 Approved Clerical Paraprofessional Pay Plan
Abilene ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI	
1			Hourly	\$10.21	\$12.45	\$14.69	\$0.37
	Aide - Bilingual/ESL	186	186 Days	15,192	18,526	21,859	551
	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 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 - Instructional Title 1	186					
	Aide - Physical Education	186					
	Aide - PLATO	186					
	Aide - Title 1	186					
	Early Head Start - Classroom Aide	186					
	Instruction Aide and Cafeteria Monitor	186					
	Instructional Aide - LRC Aide	186					
2			Hourly	\$10.89	\$13.44	\$15.99	\$0.40
	Aide - Computer Lab	186	186 Days	16,204	19,999	23,793	595
	Aide - Discipline Center Aide	186	202 Days	17,598	21,719	25,840	646
	Aide - Instructional DAEP	186	207 Days	18,034	22,257	26,479	662
	Aide - PLATO Lab Facilitator	186					
	Aide - Special Education	186					
	Aide - Special Education - Clerical	186					
	Aide - Student Supervisor	186					
	Aide - Therapeutic Intervention Program	186					
	Early Childhood - Mental Health Assistant/Aide	186					
	Early Childhood - Program Support Assistant	186					
	Family Advocate - Early Childhood	186					
	Family Service Advocate - Early Childhood	186					
	LRC Resource Clerk	202					
	PBX Operator/Receptionist	207					
3			Hourly	\$11.75	\$14.51	\$17.27	\$0.44
	Adult Ed - TEAMS Management Specialist/Grant Accounts	226	186 Days	17,484	21,591	25,698	655
	Aide - Clerical	186	202 Days	18,988	23,448	27,908	711
	Aide - Clerical - Early Head Start	186	207 Days	19,458	24,029	28,599	729
	Aide - Clerical & Cafeteria Monitor	186	226 Days	21,244	26,234	31,224	796
	Aide - Clerical Early Childhood	186					
	Aide - Discipline Center - Supervisor Duties	186					
	Aide - Special Education - Behavioral	186					
	Aide - Special Education - PALS	186					
	Aide - Special Education ADAPT	186					
	Bilingual Specialist	207					
	Brailist - Special Education	186					
	Computer Operator	207					
	Data Clerk/Network Specialist - Early Childhood	186					
	Data Entry Clerk - Early Childhood	186					

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	Parent Coordinator	186				
	Parent Coordinator - Early Childhood	186				
	Receptionist - One AISD	226				
	Registrar - Assistant	202				
	Secretary - Counselor/Data Entry	207				
	Student Nutrition - Accounting Clerk/Receptionist	202				
	Technology Software Specialist	226				

4		Hourly	\$12.69	\$15.67	\$18.65	\$0.47
Aide - Fine Arts Associate	186	186 Days	18,883	23,317	27,751	699
Attendance Clerk	186, 192, 196	192 Days	19,492	24,069	28,646	722
LRC Associate	186	196 Days	19,898	24,571	29,243	737
Operations - Clerk	260	197 Days	19,999	24,696	29,392	741
Secretary - Counselor	207	207 Days	21,015	25,950	30,884	778
Secretary - Early Head Start Campus	186	226 Days	22,944	28,331	33,719	850
Student Nutrition - Personnel Specialist	226	260 Days	26,395	32,594	38,792	978
Title 1 Resource Assistant - Federal Programs	197					

5			Hourly	\$13.71	\$16.92	\$20.13	\$0.51
	Accounting - Receptionist/Data Entry Clerk	226	186 Days	20,400	25,177	29,953	759
	Associate Teacher - Early Head Start	186	196 Days	21,497	26,531	31,564	800
	Campus - Bookkeeper	226	201 Days	22,046	27,207	32,369	820
	Campus Secretary	207	202 Days	22,155	27,343	32,530	824
	Central Receiving Coordinator	226	207 Days	22,704	28,020	33,335	845
	Human Resources - Fingerprinting Specialist/Unemployment Claims	226	217 Days	23,801	29,373	34,946	885
	Human Resources - Receptionist	226	226 Days	24,788	30,591	36,395	922
	Records Clerk - Abilene Behavioral Health	201					
	Registrar	226					
	Secretary - Academic Support	226					
	Secretary - Achievement Center Campus	207					
	Secretary - Adult Education	226					
	Secretary - Alternative High School Campus	217					
	Secretary - Associate Principals	207					
	Secretary - Custodial Services	226					
	Secretary - DAEP Campus	207					
	Secretary - Elementary Campus	201					
	Secretary - Middle School Campus	207					
	Secretary - Special Education	196, 207					
	Secretary - Special Education Appraisal	202, 207, 226					
	Secretary - Special Education SHARS/Medicaid	202					
	Special Education - Records Clerk	202					

6		Hourly	\$15.98	\$19.73	\$23.48	\$0.59
Accounting Clerk	226	186 Days	23,778	29,358	34,938	878
Aide - Refugee Translator	186	201 Days	25,696	31,726	37,756	949
Buyer	226	202 Days	25,824	31,884	37,944	953
Central Receiving Clerk	260	206 Days	26,335	32,515	38,695	972
Clerk - Accounts Payable	226	226 Days	28,892	35,672	42,452	1,067
Coordinator - Purchasing	226	260 Days	33,238	41,038	48,838	1,227
Early Head Start - Education Specialist	206					
Early Head Start - Fiscal Manager	206					
Early Head Start - Licensed Vocational Nurse	202					
Early Head Start - Mentor Associate Teacher	186					
Early Head Start - Operations Manager	206					

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Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.0% GPI
	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 Socialist	226				
	Human Resources - Substitute Coordinator	226				
	Human Resources Assistant Specialist - Non-Certified Staff	226				
	Instructional Aide - Immigrant Interpreter	186				
	Licensed Vocational Nurse	186				
	Licensed Vocational Nurse - Early Childhood	186				
	Licensed Vocational Nurse - Special Education	186				
	Secretary - Accountability & Bilingual/ESL	226				
	Secretary - Campus HS	226				
	Secretary - Content Specialists Office	226				
	Secretary - Director of Maintenance	260				
	Secretary - Employee Benefits	226				
	Secretary - Health Services	201				
	Secretary - High School Athletics Office	202				
	Secretary - High School Campus	226				
	Secretary - Instructional Coordinator	226				
	Secretary - Purchasing	226				
	Secretary - Technology	226				
	Secretary - Transportation	226				

7		Hourly	\$17.25	\$21.30	\$25.35	\$0.64
Accounting - Accounts Payable Lead Specialist	226	186 Days	25,668	31,694	37,721	952
Aide - Special Education Deaf Ed Communication Facilitator	186	207 Days	28,566	35,273	41,980	1,060
At-Risk Specialist	207	226 Days	31,188	38,510	45,833	1,157
Instructional Materials Coordinator	226					
Secretary - Career & Technology	226					
Secretary - Executive Director - Athletics	226					
Secretary - Executive Director - Curriculum & Instruction	226					
Secretary - Executive Director - Fine Arts	226					
Secretary - Executive Director - Student Services	226					
Secretary - Executive Director Federal Programs/Title 1	226					
Secretary - Special Education Executive Director	226					

8		Hourly	\$18.64	\$23.01	\$27.38	\$0.69
Aide - Handbell Choir	186	186 Days	27,736	34,239	40,741	1,027
Assistant - Executive Finance	226	187 Days	27,885	34,423	40,960	1,032
Human Resources - Specialist - Non-Certified Staff	226	226 Days	33,701	41,602	49,503	1,248
Human Resources Specialist - Certification and Leave	226					
Payroll Specialist	226					
Secretary - Chief Financial Officer	226					
Secretary - Curriculum & Instruction	226					
Secretary - Leadership & Student Services	226					
Secretary - Operations	226					
Student Attendance Officer - Non-Exempt	187					

9			Hourly	\$23.30	\$28.76	\$34.22	\$0.86
Secretary - Superintendent & Board of Trustees	226	226 Days	42,126	51,998	61,870	1,555	
Administrative Assistant	226						