

2021-2022 Clerical Paraprofessional Pay Plan Abilene ISD

Pay Grade	Job Title	Calendars		Minimum	Midpoint	Maximum	3.0% GPI
1			Hourly	\$10.87	\$13.25	\$15.63	\$0.40
	Aide - Bilingual/ESL	186	186 Days	16,175	19,716	23,257	595
	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 - In School Suspension	186					
	Aide - Instructional	186					
	Aide - Instructional Title 1	186					
	Early Head Start - Classroom Aide	186					
	Instructional Aide - LRC Aide	186					
2			Hourly	\$11.39	\$13.98	\$16.57	\$0.42
	Aide - Computer Lab	186	186 Days	16,948	20,802	24,656	625
	Aide - Early Childhood Special Education	186	202 Days	18,406	22,592	26,777	679
	Aide - Instructional - DAEP	186	207 Days	18,862	23,151	27,440	696
	Aide - Physical Education	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					
	LRC Resource Clerk	202					
	PBX Operator/Receptionist	207					
3			Hourly	\$11.96	\$14.68	\$17.40	\$0.44
	Adult Ed - TEAMS Management Specialist/Grant Accounts	226	186 Days	17,796	21,844	25,891	655
	Aide - Clerical	186	202 Days	19,327	23,723	28,118	711
	Aide - Clerical - Early Head Start	186	207 Days	19,806	24,310	28,814	729
	Aide - Clerical & Cafeteria Monitor	186	226 Days	21,624	26,541	31,459	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					
	Parent Coordinator	186					
	Parent Coordinator - Early Childhood	186					
	Receptionist - One AISD	226					
	Registrar - Assistant	207					
	Secretary - Counselor/Data Entry	207					
	Student Nutrition - Accounting Clerk/Receptionist	202					
	Technology Software Specialist	226					

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Aide - Fine Arts Associate	186
Aide - Learning Loss	186
Attendance Clerk - HS	192, 196
Attendance Clerk - MS	186
LRC Associate	186
Operations - Clerk	260
Secretary - Counselor	207
Secretary - Early Head Start Campus	201
Student Nutrition - Personnel Specialist	226
Tilte I Resource Assistant - Federal Programs	197

Hourly	\$12.77	\$15.67	\$18.57	\$0.47
186 Days	19,002	23,317	27,632	699
192 Days	19,615	24,069	28,524	722
196 Days	20,023	24,571	29,118	737
201 Days	20,534	25,197	29,861	756
207 Days	21,147	25,950	30,752	778
226 Days	23,088	28,331	33,575	850
260 Days	26,562	32,594	38,626	978

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Accounting - Receptionist/Data Entry Clerk	226
Associate Teacher - Early Head Start	186
Campus - Bookkeeper	197, 226
Campus Secretary - Middle School	207
Central Receiving Coordinator	226
Human Resources - Fingerprinting Specialist/Unemployment Claims	226
Records Clerk - Abilene Behavioral Health	201
Registrar	226
Secretary - Academic Support	226
Secretary - Alternative High School Campus	217
Secretary - Associate Principals	207
Secretary - Custodial Services	240
Secretary - DAEP Campus	207
Secretary - Elementary Campus	201
Secretary - Middle School Campus	207
Secretary - Special Education	196, 207
Secretary - Special Education Appraisal	207, 226
Secretary - Special Education SHARS/Medicaid	207
Special Education - Records Clerk	202

Hourly	\$14.69	\$18.02	\$21.35	\$0.54
186 Days	21,859	26,814	31,769	804
196 Days	23,034	28,255	33,477	847
197 Days	23,151	28,400	33,648	851
201 Days	23,622	28,976	34,331	868
202 Days	23,739	29,120	34,502	873
207 Days	24,327	29,841	35,356	894
217 Days	25,502	31,283	37,064	937
226 Days	26,560	32,580	38,601	976
240 Days	28,204	34,598	40,992	1,037

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Aide - Refugee Translator	186
Campus Secretary - LIFT	226
Central Receiving Clerk	260
Coordinator - Purchasing	226
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
Enrollment Specialist - Early Head Start	206
ESL Interpreter	186
ESL Interpreter - Swahili	186
Fiscal Manager - Early Childhood	201
Human Resources - Background/DPS Records Subs & Temps Secialist	226
Human Resources Assistant Specialist - Non-Certified Staff	226
Licensed Vocational Nurse	186
Licensed Vocational Nurse - Early Childhood	186
Licensed Vocational Nurse - Special Education	186
Secretary - Accountability & Bilingual/ESL	226
Secretary - Content Specialists Office	226
Secretary - Director of Maintenance	260
Secretary - High School Athletics Office	202
Secretary - High School Campus	226
Secretary - Instructional Coordinator	226
Secretary - Purchasing	226
Secretary - Technology	226
Secretary - Transportation	226

Hourly	\$16.74	\$20.54	\$24.34	\$0.62
186 Days	24,909	30,564	36,218	923
201 Days	26,918	33,028	39,139	997
202 Days	27,052	33,193	39,333	1,002
206 Days	27,588	33,850	40,112	1,022
217 Days	29,061	35,657	42,254	1,076
226 Days	30,266	37,136	44,007	1,121
260 Days	34,819	42,723	50,627	1,290

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At-Risk Specialist	207
Clerk - Accounts Payable	226
Employee Benefits Specialist	226
Instructional Aide - Immigrant Interpreter	186
Secretary - Career & Technology	226
Secretary - Executive Director Athletics	226
Secretary - Executive Director Federal Programs	226
Secretary - Executive Director Fine Arts	226
Secretary - Executive Director Student Services	226
Secretary - Health Services	207
Secretary - Special Education Executive Director	226

Hourly	\$18.75	\$23.00	\$27.26	\$0.69
186 Days	27,900	34,224	40,563	1,027
207 Days	31,050	38,088	45,143	1,143
226 Days	33,900	41,584	49,286	1,248
228 Days	34,200	41,952	49,722	1,259

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Aide - Special Education Deaf Ed Communication Facilitator	186
Accounting - Accounts Payable Lead Specialist	226
Aide - Special Education Certified Deaf Education Interpreter	186
Assistant - Executive Finance	226
Buyer	226
Human Resources Specialist - Certified & Professional Staff	226
Human Resources Specialist - Non-Certified Staff	226
Payroll Specialist	226
Secretary - Chief Financial Officer	226
Secretary - Curriculum & Instruction	226
Secretary - Operations	226
Student Attendance Officer - Non-Exempt	187

Hourly	\$20.99	\$25.76	\$30.53	\$0.77
186 Days	31,233	38,331	45,429	1,146
187 Days	31,401	38,537	45,673	1,152
226 Days	37,950	46,574	55,198	1,392

9	
Administrative Assistant	226
Secretary - Superintendent & Board of Trustees	226

Hourly	\$25.40	\$31.17	\$36.94	\$0.94
226 Days	45,923	56,355	66,788	1,700