

**2022-2023 Proposed Clerical Paraprofessional Pay Plan**  
Abilene ISD

2.0% This plan was run at 3:38 PM, 6-8-2022.

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Hourly	\$11.50	\$14.02	\$16.54	\$0.28
	Aide - Bilingual/ESL	186	186 Days	17,112	20,862	24,612	417
	Aide - Compensatory Education	186					
	Aide - Early Childhood Bilingual/ESL	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 Title I	186					
	Aide - ESL	186					
	Aide - In School Suspension	186					
	Aide - Instructional	186					
	Aide - Instructional Title I	186					
	Aide - Plato	186					
	Aide - Title 1	186					
	Early Head Start - Classroom Aide	186					
	Instructional Aide - LRC Aide	186					
2			Hourly	\$12.15	\$14.91	\$17.67	\$0.30
	Aide - Computer Lab	186	186 Days	18,079	22,186	26,293	446
	Aide - Early Childhood Special Education	186	202 Days	19,634	24,095	28,555	485
	Aide - Physical Education	186	207 Days	20,120	24,691	29,262	497
	Aide - Special Education	186					
	Aide - Special Education - Clerical	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	\$12.85	\$15.77	\$18.69	\$0.32
	Adult Ed - Teams Mgmt Specialist/Grant Accounts	226	186 Days	19,121	23,466	27,811	476
	Aide - Clerical	186	187 Days	19,224	23,592	27,960	479
	Aide - Clerical - Early Head Start	186	202 Days	20,766	25,484	30,203	517
	Aide - Clerical & Cafeteria Monitor	186	207 Days	21,280	26,115	30,951	530
	Aide - Discipline Center - Supervisor Duties	186	226 Days	23,233	28,512	33,792	579
	Aide - Special Education - Adapt	186					
	Aide - Special Education - Behavioral	186					
	Aide - Special Education - PALS	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

4	
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 - Campus	201
Secretary - Counselor	207
Secretary - Early Head Start Campus	201
Student Nutrition - Personnel Specialist	226
Title I Resource Assistant - Federal Programs	197

Hourly	\$13.65	\$16.75	\$19.85	\$0.34
186 Days	20,311	24,924	29,537	506
192 Days	20,966	25,728	30,490	522
196 Days	21,403	26,264	31,125	533
197 Days	21,512	26,398	31,284	536
201 Days	21,949	26,934	31,919	547
207 Days	22,604	27,738	32,872	563
226 Days	24,679	30,284	35,889	615
260 Days	28,392	34,840	41,288	707

5	
Associate Teacher - Early Head Start	186
Campus - Bookkeeper	226
Campus Secretary	207
Central Receiving Coordinator	226
Receptionist/Data Entry Clerk	226
Records Clerk - Abilene Behavioral Health	201
Registrar	226
Secretary - Academic Support	226
Secretary - Alternative 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	\$15.25	\$18.71	\$22.17	\$0.37
186 Days	22,692	27,840	32,989	551
196 Days	23,912	29,337	34,763	580
201 Days	24,522	30,086	35,649	595
207 Days	25,254	30,984	36,714	613
217 Days	26,474	32,481	38,487	642
226 Days	27,572	33,828	40,083	669
240 Days	29,280	35,923	42,566	710

6	
Aide - Refugee Translator	186
Central Receiving Clerk	260
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
Instructional Aide - Immigrant Interpreter	186
Secretary - Accountability & Bilingual/ESL	226
Secretary - Athletics Office	202
Secretary - Content Specialists Office	226
Secretary - Director Of Maintenance	260
Secretary - High School Athletics Office	202
Secretary - High School Campus	226

Hourly	\$17.40	\$21.35	\$25.30	\$0.43
186 Days	25,891	31,769	37,646	640
201 Days	27,979	34,331	40,682	691
202 Days	28,118	34,502	40,885	695
206 Days	28,675	35,185	41,694	709
226 Days	31,459	38,601	45,742	777
260 Days	36,192	44,408	52,624	894

Secretary - Instructional Coordinator	226
Secretary - Purchasing	226
Secretary - Technology	226
Secretary - The Lift	226
Secretary - Transportation	226

7		Hourly	\$19.48	\$23.91	\$28.34	\$0.48
Aide - Special Ed Deaf Ed Communication Facilitator	186	186 Days	28,986	35,578	42,170	714
At-Risk Specialist	207	207 Days	32,259	39,595	46,931	795
Clerk - Accounts Payable	226	226 Days	35,220	43,229	51,239	868
Employee Benefits Specialist	226					
Human Resources - Specialist	226					
Licensed Vocational Nurse	186					
Licensed Vocational Nurse - Early Childhood	186					
Licensed Vocational Nurse - Special Education	186					
Secretary - Career & Technology	226					
Secretary - Exec Director - Athletics	226					
Secretary - Exec Director - Fine Arts	226					
Secretary - Exec Director - Student Services	226					
Secretary - Exec Director Federal Prog/Title I	226					
Secretary - Health Services	207					
Secretary - Special Education Executive Director	226					

8		Hourly	\$21.30	\$26.14	\$30.98	\$0.52
Accounts Payable Lead Specialist	226	186 Days	31,694	38,896	46,098	774
Aide - Special Ed Certified Deaf Education Interpreter	186	187 Days	31,865	39,105	46,346	778
Assistant - Executive Finance	226	226 Days	38,510	47,261	56,012	940
Buyer	226					
Human Resources - Specialist - Non-Certified Staff	226					
Human Resources Specialist - Certified & Prof Staff	226					
Payroll Specialist	226					
Secretary - Curriculum & Instruction	226					
Secretary - Operations	226					
Student Attendance Officer	187					

9		Hourly	\$25.78	\$31.63	\$37.48	\$0.63
Administrative Assistant	226	226 Days	46,610	57,187	67,764	1,139
Secretary - Superintendent & Board of Trustees	226					