

2023-2024 Clerical Paraprofessional Pay Plan

Abilene ISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	2.0% GPI	
1			Hourly	\$12.00	\$14.63	\$17.26	\$0.29
	Aide - Bilingual/ESL	186	186 Days	17,856	21,769	25,683	432
	Aide - Compensatory Education	186					
	Aide - EC Bililngual/ESL Aide	186					
	Aide - EC Head Start	186					
	Aide - EC Head Start Motor Lab	186					
	Aide - EC Motor Lab	186					
	Aide - EC Pre-Kindergarten	186					
	Aide - EC Title I	186					
	Aide - In School Suspension	186					
	Aide - Instructional	186					
	Aide - Instructional Title I	186					
	Aide - LRC	186					
	Classroom Aide - Early Head Start	186					
2			Hourly	\$12.55	\$15.40	\$18.25	\$0.31
	Aide - Computer Lab	186	186 Days	18,674	22,915	27,156	461
	Aide - EC, Special Education	186	202 Days	20,281	24,886	29,492	501
	Aide - Instructional DAEP	186	207 Days	20,783	25,502	30,222	513
	Aide - Physical Education	186					
	Aide - Special Education	186					
	Aide - Special Education, Clerical	186					
	Aide - Therapeutic Intervention Program	186					
	Clerk - LRC Resource	202					
	Mental Health Assistant/Aide - EC	186					
	Program Support Assistant - EC	186					
	Receptionist/PBX Operator	207					
3			Hourly	\$13.20	\$16.20	\$19.20	\$0.32
	Aide - Behavioral	186	185 Days	19,536	23,976	28,416	473
	Aide - Clerical	186	186 Days	19,642	24,106	28,570	476
	Aide - Clerical & Cafeteria Monitor	186	207 Days	21,859	26,827	31,795	530
	Aide - Clerical, Early Head Start	186	226 Days	23,866	29,290	34,714	579
	Aide - Special Education, Adapt	186					
	Aide - Special Education, Behavioral	186					
	Aide - Special Education, PALS	186					
	Bilingual Specialist	207					
	Braillist - Special Education	186					
	Clerk - EC Data Entry Clerk	186					
	Clerk/Receptionist - Accounting, Student Nutrition	185					
	Computer Operator	207					
	Coordinator - Parent	186					
	Coordinator - Parent, EC	186					
	Receptionist - One AISD	226					
	Registrar - Assistant	207					
	Secretary - Counselor/Data Entry	207					
	Specialist - Network/Data Clerk, EC	186					
	Specialist - Teams Mgtm/Grant Accounts, Adult Ed	226					
4			Hourly	\$13.90	\$17.06	\$20.22	\$0.34
	Aide - Fine Arts Associate	186	186 Days	20,683	25,385	30,087	506

Associate - LRC	186
Attendance Clerk - HS	192, 196
Attendance Clerk - MS	186
Clerk - Operations	260
Secretary - Campus, Early Head Start	201
Secretary - Campus, EC	201
Secretary - Counselor	207
Title I Resource Asst - Federal Programs	217

192 Days	21,350	26,204	31,058	522
196 Days	21,795	26,750	31,705	533
201 Days	22,351	27,432	32,514	547
207 Days	23,018	28,251	33,484	563
260 Days	28,912	35,485	42,058	707

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Associate Teacher - Early Head Start	186
Campus - Bookkeeper	226
Clerk - Abilene Behavioral Health Records	201
Clerk - Special Education Records	202
Clerk/Receptionist - Accounting Data Entry	226
Coordinator - Central Receiving	226
Registrar - HS	217, 226
Secretary - Assoc Principals	207
Secretary - Campus, Alternative HS	217
Secretary - Campus, DAEP	207
Secretary - Campus, ES	201
Secretary - Campus, Holland Medical HS	207
Secretary - Campus, MS	207
Secretary - Custodial Services	240
Secretary - Special Education	196, 207
Secretary - Special Education Appraisal	207, 226
Secretary - Special Education SHARS/Medicaid	207
Specialist - Employee Benefits	226

Hourly	\$15.75	\$19.32	\$22.89	\$0.39
186 Days	23,436	28,748	34,060	580
196 Days	24,696	30,294	35,892	612
201 Days	25,326	31,067	36,807	627
202 Days	25,452	31,221	36,990	630
207 Days	26,082	31,994	37,906	646
217 Days	27,342	33,540	39,737	677
226 Days	28,476	34,931	41,385	705
240 Days	30,240	37,094	43,949	749

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Aide - Refugee Translator	186
Clerk - Central Receiving	260
ESL Interpreter	186
Fiscal Manager - Early Head Start	206
Fiscal Manager - EC	201
Licensed Vocational Nurse - Early Head Start	202
Literacy Assistant - EC	186
Mentor Associate Teacher - Early Head Start	186
Operations Manager - Early Head Start	206
Secretary - Accountability & Bilingual/ESL	226
Secretary - Athletics, HS	202
Secretary - Campus, HS	226
Secretary - Content & Digital	226
Secretary - Director, Maintenance	260
Secretary - Purchasing	226
Secretary - Technology	226
Secretary - The LIFT	226
Secretary - Transportation	226
Specialist - Early Head Start Education	206
Specialist - Enrollment, Early Head Start	206
Specialist - Personnel, Student Nutrition	226

Hourly	\$17.80	\$21.84	\$25.88	\$0.44
186 Days	26,486	32,498	38,509	655
201 Days	28,622	35,119	41,615	708
202 Days	28,765	35,293	41,822	711
206 Days	29,334	35,992	42,650	725
226 Days	32,182	39,487	46,791	796
260 Days	37,024	45,427	53,830	915

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Aide - Immigrant Interpreter	186
Clerk - Accounts Payable	226
Deaf Ed Communication Facilitator	186
Licensed Vocational Nurse	186

Hourly	\$19.95	\$24.49	\$29.03	\$0.49
186 Days	29,686	36,441	43,197	729
207 Days	33,037	40,555	48,074	811
226 Days	36,070	44,278	52,486	886

Licensed Vocational Nurse - Early Childhood	186
Licensed Vocational Nurse - Special Education	186
Secretary - Career & Technology	226
Secretary - Exec Director, Athletics	226
Secretary - Exec Director, Federal Prgms/Title I	226
Secretary - Exec Director, Fine Arts	226
Secretary - Exec Director, Special Education	226
Secretary - Exec Director, Student Services	226
Secretary - Health Services	207
Specialist - At-Risk	207
Specialist - Human Resources	226

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Assistant - Executive Finance	226
Buyer	226
Certified Deaf Education Interpreter	186
Secretary - Curriculum & Instruction	226
Secretary - Operations	226
Specialist - Human Resources, Certified & Professional Staff	226
Specialist - Human Resources, Non-Certified Staff	226
Specialist - Payroll	226
Student Attendance Officer	187

Hourly	\$21.95	\$26.94	\$31.93	\$0.54
186 Days	32,662	40,087	47,512	804
187 Days	32,837	40,302	47,767	808
226 Days	39,686	48,708	57,729	976

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Administrative Assistant - Superintendent's Office	226
Secretary - Superintendent & Board	226

Hourly	\$26.45	\$32.46	\$38.47	\$0.65
226 Days	47,822	58,688	69,554	1,175