

# 2021-2022 Para-Professional Compensation Plan

## Texarkana ISD

\*Annual amounts are based on 7.5 hours per day.

PayGrade	Job Title	Calendars			Minimum	Midpoint	Max
<b>PP1 (201)</b>			<b>Hourly</b>		<b>\$10.72</b>	<b>\$12.92</b>	<b>\$15.11</b>
	Child Care Worker	261	<b>187</b>	<b>Days</b>	15,035	18,120	21,192
	Clerical Aide	187	<b>222</b>	<b>Days</b>	17,849	21,512	25,158
	Instructional Aide ( PK, Other)	187	<b>261</b>	<b>Days</b>	20,984	25,291	29,578
	Instructional Aide, Athletics	187					
	Instructional Aide, SPED	187					
<b>PP2 (202)</b>			<b>Hourly</b>		<b>\$11.42</b>	<b>\$13.75</b>	<b>\$16.09</b>
	Fingerprinting Specialist	232	<b>187</b>	<b>Days</b>	16,017	19,284	22,566
	Library Aide	187	<b>207</b>	<b>Days</b>	17,730	21,347	24,980
	Media & Library Aide	187	<b>232</b>	<b>Days</b>	19,871	23,925	27,997
	Special Assignment Aide	187					
	Special Assignment Aide, Computer Lab	187					
	Special Assignment Aide, CTE	187					
	Special Assignment Aide, ISS	187					
	Special Assignment Aide, PE, Creative Movement	187					
	Special Assignment Aide, PIE	187					
	Special Assignment Aide, SPED	187					
	Student Attendance Aide, High School	187					
	Student Attendance Aide, Middle School	187					
	Tiger Vision Assistant	207					
<b>PP3 (203)</b>			<b>Hourly</b>		<b>\$12.55</b>	<b>\$15.12</b>	<b>\$17.59</b>
	Administrative Secretary I, Middle School	207	<b>187</b>	<b>Days</b>	17,601	21,206	24,670
	Aide, Secondary ISS	187	<b>207</b>	<b>Days</b>	19,484	23,474	27,308
	Bilingual Aide, Instructional	187	<b>222</b>	<b>Days</b>	20,896	25,175	29,287
	Child Care Asst Site Supervisor	261	<b>261</b>	<b>Days</b>	24,567	29,597	34,432
	Child Care Specialist	261					
	Child Nutrition Inventory Clerk	222					
	Library Assistant, Middle School	187					
	Receptionist, Elem Campus	187					
	Receptionist, High School	207					
	Receptionist, Middle School	187, 207					
<b>PP4 (204)</b>			<b>Hourly</b>		<b>\$14.99</b>	<b>\$18.05</b>	<b>\$21.13</b>
	Administrative Assistant, Child Nutrition	222	<b>207</b>	<b>Days</b>	23,272	28,023	32,804
	Administrative Assistant, Childcare & Risk Management	261	<b>222</b>	<b>Days</b>	24,958	30,053	35,181
	Administrative Secretary II, High School	207, 222	<b>261</b>	<b>Days</b>	29,343	35,333	41,362
	Administrative Secretary II, Human Resources	222					
	Administrative Secretary II, Middle School	207					
	Administrative Secretary II, Options	222					
	Bookkeeper, High School	222					
	Bookkeeper, Middle School	222					
	Child Care Site Supervisor	261					
	Health Aide	187					
	Print Production Specialist	222					
	Registrar/Attendance Clerk, Elementary	222					
	Student Attendance Officer, High, School	207					
	Student Attendance Officer, Middle School	207					
	Warehouse Specialist	261					

<b>PP5 (205)</b>		<b>Hourly</b>	<b>\$16.48</b>	<b>\$19.87</b>	<b>\$23.24</b>
Administrative Assistant, 21st Century Learning Center(ACE)	222	<b>187</b> <b>Days</b>	23,113	27,868	32,594
Administrative Assistant, Chief Academic Officer	222	<b>207</b> <b>Days</b>	25,585	30,848	36,080
Administrative Assistant, College & Career Readiness	207	<b>222</b> <b>Days</b>	27,439	33,084	38,695
Administrative Assistant, Elem Campus	222	<b>261</b> <b>Days</b>	32,260	38,896	45,492
Administrative Assistant, High School	207,222				
Administrative Assistant, Middle School	222				
Certification, Contracts and Leave Advisor, HR Clerk, Accounting	222				
Specialist, Production Record & Logisitics	222				
Virtual School Registrar	222				
Virtual School Registrar/PEIMS Specialist	222				
<b>PP6 (206)</b>		<b>Hourly</b>	<b>\$18.14</b>	<b>\$21.86</b>	<b>\$25.57</b>
Administrative Assistant, Athletics	222	<b>187</b> <b>Days</b>	25,441	30,659	35,862
Administrative Assistant, DAEP, Public Safety	222	<b>222</b> <b>Days</b>	30,203	36,397	42,574
Administrative Assistant, HR/Deputy Super	222	<b>261</b> <b>Days</b>	35,509	42,791	50,053
Administrative Assistant, Purchasing	222				
Administrative Assistant, Quality Assurance	222				
Area Supervisor, Child Nutrition	222				
Behavioral Support Specialist	187				
Child Nutrition Lead Mgr and Training Supervisor	222				
Office Manager, Maintenance, IT	222,261				
Print Production Manager	222				
Registrar, Middle School	222				
Specialist, Accounts Payable	222				
Specialist, Staff Development	222				
Specialist,Child Nutrition	222				
<b>PP7 (207)</b>		<b>Hourly</b>	<b>\$20.07</b>	<b>\$23.61</b>	<b>\$27.16</b>
Behavioral Intervention Coordinator	207	<b>187</b> <b>Days</b>	28,148	33,113	38,092
Communication Specialist, Deaf Ed	187	<b>207</b> <b>Days</b>	31,159	36,655	42,166
Registrar, High School	222	<b>222</b> <b>Days</b>	33,417	39,311	45,221
Specialist - Instructional Services	222				
<b>PP8 (208)</b>		<b>Hourly</b>	<b>\$21.67</b>	<b>\$25.50</b>	<b>\$29.32</b>
Administrative Assistant, Superintendent & BOT	222	<b>187</b> <b>Days</b>	30,392	35,764	41,121
Deaf Education Interpreter	187	<b>207</b> <b>Days</b>	33,643	39,589	45,519
Specialist, HR	222	<b>222</b> <b>Days</b>	36,081	42,458	48,818
Specialist, Compensation & Postion Control	222				
Specialist, Employee Benefits	222				
Specialist, Family & Community Engagement	222				
Specialist, Payroll	222				
Student Services Specialist, Middle School	207				
<b>PP9 (209)</b>		<b>Hourly</b>	<b>\$22.75</b>	<b>\$26.78</b>	<b>\$30.77</b>
		<b>187</b> <b>Days</b>	31,907	37,559	43,155