

2020-2021 Para-Professional Compensation Plan

Texarkana ISD

*Annual amounts are based on 7.5 hours per day.

PayGrade	Job Title	Calendars	Hourly	Minimum	Midpoint	Max
PP1 (201)			Hourly	\$10.56	\$12.73	\$14.89
	Child Care Worker	261	187 Days	14,810	17,854	20,883
	Clerical Aide	187	222 Days	17,582	21,195	24,792
	Instructional Aide	187	261 Days	20,671	24,919	29,147
	Instructional Aide, Athletics	187				
	Instructional Aide, SPED	187				
	Fingerprinting Specialist	232				
PP2 (202)			Hourly	\$11.25	\$13.55	\$15.85
	Library Aide	187	187 Days	15,778	19,004	22,230
	Media & Library Aide	187				
	Special Assignment Aide	187				
	Special Assignment Aide, CTE	187				
	Special Assignment Aide, Computer Lab	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				
PP3 (203)			Hourly	\$12.36	\$14.90	\$17.33
	Administrative Secretary I, Middle School	207	187 Days	17,335	20,897	24,305
	Aide, Secondary ISS	187	207 Days	19,189	23,132	26,905
	Bilingual Aide, Instructional	187	222 Days	20,579	24,809	28,854
	Child Care Asst Site Supervisor	261	261 Days	24,195	29,167	33,923
	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				
PP4 (204)			Hourly	\$14.77	\$17.78	\$20.82
	Administrative Secretary II, High School	207, 222	207 Days	22,930	27,603	32,323
	Administrative Secretary II, Human Resources	222	222 Days	24,592	29,604	34,665
	Administrative Secretary I, Instructional Services	222	261 Days	28,912	34,804	40,755
	Administrative Secretary II, Middle School	207				
	Administrative Secretary II, Options	222				
	Administrative Assistant, Child Nutrition	222				
	Administrative Assistant, Childcare & Risk Management	261				
	Bookkeeper, High School	222				
	Bookkeeper, Middle School	222				
	Health Aide	187				
	Child Care Site Supervisor	261				
	Print Production Specialist	222				
	Registrar/Attendance Clerk, Elementary	222				
	Student Attendance Officer, High, School	207				
	Student Attendance Officer, Middle School	207				
	Warehouse Specialist	261				

PP5 (205)		Hourly	\$16.24	\$19.58	\$22.99
Administrative Assistant, College&Career Readiness	207	187 Days	22,777	27,461	32,243
Administrative Assistant, Elem Campus	222	207 Days	25,213	30,398	35,692
Administrative Assistant, High School	207, 222	222 Days	27,040	32,601	38,278
Administrative Assistant, Instructional Services	222	261 Days	31,790	38,328	45,003
Administrative Assistant, Middle School	222				
Certification, Contracts and Leave Advisor, HR	222				
Clerk, Accounting	222				
Specialist, Inventory Control, Child Nutrition	222				
Virtual School Registrar	222				
PP6 (206)		Hourly	\$17.87	\$21.54	\$25.19
Administrative Assistant, Athletics	222	187 Days	25,063	30,210	35,329
Administrative Assistant, HR/Deputy Super	222	222 Days	29,754	35,864	41,941
Administrative Assistant, Purchasing	222	261 Days	34,981	42,165	49,309
Administrative Assistant, DAEP, Public Safety	222				
Administrative Assistant, Quality Assurance	222				
Administrative Assistant, Student & Community Development	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, Food Service	222				
Virtual School Registrar/PEIMS Specialist	222				
PP7 (207)		Hourly	\$19.77	\$23.26	\$26.76
Behavioral Intervention Coordinator	207	187 Days	27,727	32,622	37,531
Communication Specialist, Deaf Ed	187	207 Days	30,693	36,111	41,545
Registrar, High School	222	222 Days	32,917	38,728	44,555
PP8 (208)		Hourly	\$21.35	\$25.12	\$28.89
Administrative Assistant, Superintendent & BOT	222	187 Days	29,943	35,231	40,518
Deaf Education Interpreter	187	207 Days	33,146	38,999	44,852
Specialist, HR Data	222	222 Days	35,548	41,825	48,102
Specialist, Employee Benefits	222				
Specialist, Payroll	222				
Student Services Specialist, Middle School	207				
PP9 (209)		Hourly	\$22.42	\$26.38	\$30.32
		187 Days	31,444	36,998	42,524