

2022-2023 Para-Professional Compensation Plan

Texarkana ISD

*Annual amounts are based on 7.5 hours per day

PayGrade	Job Title	Calendars	Hourly		Minimum	Midpoint	Max
201			Hourly		\$11.25	\$13.55	\$15.85
	TLC - Child Care Worker	261	187	Days	15,778	19,004	22,230
	Clerical Aide	187	222	Days	18,731	22,561	26,390
	Instructional Aide	187	261	Days	22,022	26,524	31,026
	Athletics Aide	187					
202			Hourly		\$11.81	\$14.23	\$16.65
	Special Assignment Aide	187	187	Days	16,564	19,958	23,352
	Student Attendance Aide, High School	187	207	Days	18,335	22,092	25,849
	Student Attendance Aide, Middle School	187	232	Days	20,549	24,760	28,971
	Tiger Vision Assistant	207					
203			Hourly		\$12.55	\$15.12	\$17.69
	Bilingual Instructional Aide	187	187	Days	17,601	21,206	24,810
	Fingerprinting Specialist	232	207	Days	19,484	23,474	27,464
	Child Nutrition Inventory Clerk	222	222	Days	20,896	25,175	29,454
	Library Assistant, Middle School	187	261	Days	24,567	29,597	34,628
	Receptionist, Elem Campus	187					
	Receptionist, High School	207					
	Receptionist, Middle School	187, 207					
	Secondary ISS Aide	187					
	Special Assignment Aide, Special Education Self-Contained	187					
204			Hourly		\$15.25	\$18.37	\$21.49
	Administrative Secretary, Central Office	222	207	Days	23,676	28,519	33,363
	Administrative Secretary, High School	207, 222	222	Days	25,391	30,586	35,781
	Administrative Secretary, Instructional Services & 21st Century Grant	222	261	Days	29,852	35,959	42,067
	Administrative Secretary, Middle School	207					
	Administrative Secretary, Options	222					
	Attendance Officer, High, School	207					
	Attendance Officer, Middle School	207					
	Bookkeeper, Middle School	222					
	Health Aide	187					
	Print Production Specialist	222					
	Registrar/Attendance Officer, Elementary	222					
	TLC - Childcare Site Supervisor	261					
	TLC - Curriculum and Recreation Supervisor	261					
205			Hourly		\$17.02	\$20.50	\$23.98
	Administrative Assistant, Childcare & Risk Management	261	187	Days	23,871	28,751	33,632
	Administrative Assistant, Child Nutrition	222	207	Days	26,424	31,826	37,229
	Administrative Assistant, College & Career	207	222	Days	28,338	34,133	39,927
	Administrative Assistant, Elementary	222	261	Days	33,317	40,129	46,941
	Administrative Assistant, High School	222					
	Administrative Assistant, Middle School	222					
	Bookkeeper, High School	222					
	Registrar, Middle School	222					
	Specialist, Child Nutrition Records & Logistics	222					
	Virtual School Registrar/PEIMS Specialist	222					
206			Hourly		\$19.47	\$23.45	\$27.43
	Accounting Clerk	222	187	Days	27,307	32,889	38,471
	Administrative Assistant, Chief Academic Officer	222	222	Days	32,418	39,044	45,671

Behavioral Support Specialist	187	261	Days	38,113	45,903	53,694
Child Nutrition Area Supervisor	222					
Child Nutrition Lead Manager/Training Supervisor	222					
Licensed Vocational Nurse (LVN)	187					
Office Manager, Maintenance	261					
Print Production Manager	222					
Registrar, High School	222					
Specialist, Accounts Payable	222					
Specialist, Child Nutrition	222					
Specialist, Staff Development	222					
207			Hourly	\$22.61	\$26.61	\$30.61
Administrative Assistant, Athletics	222	187	Days	31,711	37,321	42,931
Administrative Assistant, Police Dept/DAEP/TILC	222	207	Days	35,102	41,312	47,522
Administrative Assistant, Human Resources	222	222	Days	37,646	44,306	50,966
Administrative Assistant, Purchasing	222					
Administrative Assistant, Student Services	222					
Communication Specialist, Deaf Ed	187					
Specialist, Instructional Services	222					
208			Hourly	\$24.71	\$29.06	\$33.41
Administrative Assistant, Superintendent & BOT	222	187	Days	34,656	40,757	46,858
Deaf Education Interpreter	187	207	Days	38,362	45,116	51,869
HR Generalist	222	222	Days	41,142	48,385	55,628
Office Manager, IT	222					
Specialist, Compensation & Position Control	222					
Specialist, Employee Benefits	222					
Specialist, Family & Community Engagement	222					
Specialist, Payroll	222					
Student Services Specialist	207					