

2023-2024 Proposed Paraprofessional Pay Plan

Kilgore ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$11.14	\$13.34	\$15.54
	Aide, Content Mastery	187	187 Days	15,624	18,709	21,795
	Aide, Copy Center	187	192 Days	16,042	19,210	22,378
	Aide, General Education	187				
	Aide, Physical Education	187				
	Aide, Pre-K	187				
	Aide, Resource	187				
	Aide, Title I	187				
	Receptionist, Elementary	192				
	Receptionist, Primary	187				
	Receptionist, Secondary	187				
2			Hourly	\$11.91	\$14.26	\$16.61
	Aide, Accelerated Instruction	187	187 Days	16,704	20,000	23,296
	Aide, Bilingual	187				
	Aide, Comp Education	187				
	Aide, Interpreter	187				
	Assistant, Nursing	187				
	Assistant, Testing CCMR	187				
	Receptionist, Bilingual	187				
3			Hourly	\$13.67	\$16.37	\$19.07
	Administrative Assistant, Counselor	197	187 Days	19,172	22,959	26,746
	Administrative Assistant, Records	187	197 Days	20,197	24,187	28,176
	Administrative Assistant, Asst Principal	187	206 Days	21,120	25,292	29,463
	Administrative Assistant, Asst Principal (bilingual)	187	228 Days	23,376	27,993	32,610
	Aide, Alternative Education	187				
	Aide, Behavior	187				
	Aide, Computer Lab	187				
	Aide, Credit Recovery	187				
	Aide, Disciplinary Alternative Education	187				
	Aide, Dual Credit	187				
	Aide, Library	187, 197				
	Aide, Life Skills & PPCD	187				
	Data Assistant, Attendance ES	206				
	Data Assistant, Attendance IS	206				
	Registrar	206				
	Substitute Coordinator	228				

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4			Hourly	\$14.70	\$17.60	\$20.50
	Data Assistant, Attendance HS	187, 197	187 Days	20,617	24,684	28,751
	Data Assistant, Attendance MS	197	197 Days	21,719	26,004	30,289
	Receptionist, Central Office	228	228 Days	25,137	30,096	35,055
5			Hourly	\$15.77	\$18.89	\$22.01
	Administrative Assistant, Principal ES	206	206 Days	24,365	29,185	34,005
	Administrative Assistant, Principal IS	206	228 Days	26,967	32,302	37,637
	Administrative Assistant, Principal MS	228				
	Administrative Assistant, Principal Prim	206				
6			Hourly	\$16.76	\$20.07	\$23.38
	Administrative Assistant, Athletics Dept	228	215 Days	27,026	32,363	37,700
	Administrative Assistant, HR	228	228 Days	28,660	34,320	39,980
	Administrative Assistant, Maintenance	228				
	Administrative Assistant, Principal HS	228				
	Administrative Assistant, School Nutrition	228				
	Administrative Assistant, SPED	215				
	Administrative Assistant, Transportation	228				
7			Hourly	\$18.76	\$22.47	\$26.18
	Administrative Assistant, Leadership	228	187 Days	26,311	31,514	36,717
	LVN, Nurse	187	228 Days	32,080	38,424	44,768
	Specialist, Accounts Payable	228				
	Specialist, HR Leave & Substitutes	228				
	Specialist, Payroll Support	228				
	Specialist, Purchasing	228				
	Technician, Computer	228				
	Technician, Network	228				