



Fabens Independent School District Human Resources Department

2023-2024 CLERICAL/PARAPROFESSIONAL PAY PLAN

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1						
	Instructional Aide - ES	187	Hourly	\$12.28	\$14.79	\$17.30
	Instructional Aide - MS	187	187 Days	18,371	22,126	25,881
	Instructional Aide - PE	187				
	Instructional Aide - PE/ESSER	187				
	Instructional Aide - Reading	187				
2						
	Instructional Aide - Comp Lab	187	Hourly	\$12.92	\$15.75	\$18.59
	Instructional Aide - ESL	187	187 Days	19,328	23,562	27,811
	Instructional Aide - ISS	187	197 Days	20,362	24,822	29,298
	Library Aide - Central Library	197				
	Receptionist	197				
	SPED Aide - ES	187				
	SPED Aide - ESSER ES	187				
	SPED Aide - HS	187				
	SPED Aide - MS	187				
3						
	Case Worker	197	Hourly	\$14.21	\$17.33	\$20.45
	Clerk - Attendance ES	197	197 Days	22,395	27,312	32,229
	Clerk - Attendance HS	197	226 Days	25,692	31,333	36,974
	Clerk - Attendance MS	197				
	Clerk - ES	226				
	Clerk - MS	226				
4						
	Clerk - PEIMS	226	Hourly	\$15.06	\$18.37	\$21.68
	Medical Asst/Health Asst	197	187 Days	22,530	27,482	32,433
	Officer - Attendance	187	197 Days	23,735	28,951	34,168
			226 Days	27,228	33,213	39,197
5						
	Clerk - Accounts Payable	226	Hourly	\$16.47	\$21.12	\$25.77
	LVN	197	197 Days	25,957	33,285	40,614
	Secretary - Federal Programs	226	217 Days	28,592	36,664	44,737
	Secretary - Maintenance	226	226 Days	29,778	38,185	46,592
	Secretary - Principal ES	226				
	Secretary - Principal HS	226				
	Secretary - Principal MS	226				
	Secretary - Special Education	226				
	Secretary - Technology	226				
	Specialist - DAEP	217				
6						
	Administrative Asst/Receptionist	207	Hourly	\$20.27	\$24.72	\$29.17
	Specialist - Migrant Services	226	207 Days	33,567	40,936	48,306
	Specialist - Payroll	226	226 Days	36,648	44,694	52,739
	Specialist II - IT Field	226				
7						
	Occupational Therapy Asst	197	Hourly	\$24.93	\$30.41	\$35.89
	Secretary - Superintendent	226	197 Days	39,290	47,926	56,563
			226 Days	45,073	54,981	64,889