

2024-2025 Paraprofessional Pay Plan

Era ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	3.00%	
1			Hourly	\$13.13	\$16.02	\$18.90	\$0.47
	Aide, Instructional	183	183 Days	19,222	23,453	27,670	688
	Aide, Pre-K	183					
2			Hourly	\$14.23	\$17.36	\$20.48	\$0.51
	Aide, Library	183	183 Days	20,833	25,415	29,983	747
	Aide, SPED	183					
3			Hourly	\$17.40	\$20.96	\$24.52	\$0.61
	Admin Assistant, Principal ES	202	202 Days	28,118	33,871	39,624	986
	Admin Assistant, Principal HS	217	217 Days	30,206	36,387	42,567	1,059
	Technology Technician	226	226 Days	31,459	37,896	44,332	1,103
4			Hourly	\$22.90	\$27.25	\$31.61	\$0.79
	Admin Assistant, Superintendent	226	226 Days	41,403	49,268	57,151	1,428
	LVN/Aide, Instructional	183	183 Days	33,526	39,894	46,277	1,157
	PEIMS/Registrar	226	226 Days	41,403	49,268	57,151	1,428

2024-2025 Paraprofessional Placement Scale

Era ISD

Placement scales are used to establish a minimum rate for new hires based on job-related experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2024-2025 Job Exp	Pay Grades			
		1	2	3	4
Minimum	0	\$13.13	\$14.23	\$17.40	\$22.90
	1	\$13.28	\$14.39	\$17.58	\$23.12
	2	\$13.43	\$14.55	\$17.76	\$23.34
	3	\$13.58	\$14.71	\$17.94	\$23.56
	4	\$13.73	\$14.87	\$18.12	\$23.78
	5	\$13.88	\$15.04	\$18.30	\$24.00
	6	\$14.02	\$15.20	\$18.48	\$24.22
	7	\$14.16	\$15.36	\$18.66	\$24.44
	8	\$14.30	\$15.52	\$18.84	\$24.66
	9	\$14.44	\$15.68	\$19.02	\$24.88
	10	\$14.59	\$15.85	\$19.20	\$25.10
	11	\$14.73	\$16.00	\$19.38	\$25.32
	12	\$14.87	\$16.15	\$19.56	\$25.54
	13	\$15.01	\$16.30	\$19.74	\$25.76
	14	\$15.15	\$16.45	\$19.92	\$25.98
	15	\$15.30	\$16.61	\$20.10	\$26.20
	16	\$15.44	\$16.76	\$20.27	\$26.42
	17	\$15.58	\$16.91	\$20.44	\$26.64
	18	\$15.72	\$17.06	\$20.61	\$26.86
19	\$15.86	\$17.21	\$20.78	\$27.08	
Midpoint	20	\$16.02	\$17.36	\$20.96	\$27.25