

2024-2025 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					
	Aide, Accelerated Instruction	179	\$11.91	\$14.26	\$16.61
	Aide, Bilingual	179	179 Days	15,989	19,144
	Aide, Comp Education	179	184 Days	16,436	19,679
	Aide, Content Mastery	179			22,299
	Aide, Copy Center	179			22,922
	Aide, General Education	179			
	Aide, Physical Education	179			
	Aide, Pre-K	179			
	Aide, Resource	179			
	Aide, Title I	179			
	Assistant, Testing CCMR	179			
	Receptionist, Bilingual	179			
	Receptionist, Elementary	184			
	Receptionist, Primary	179			
	Receptionist, Secondary	179			
2					
	Admin Assistant, Counselor	189	\$13.67	\$16.37	\$19.07
	Admin Assistant, Records	179	179 Days	18,352	21,977
	Admin Assistant, Asst Principal	179,184	184 Days	18,865	22,591
	Admin Assistant, Sub Coordinator (Campus)	179	189 Days	19,377	23,204
	Aide, Alternative Education	179	198 Days	20,300	24,309
	Aide, Behavior	179			28,319
	Aide, Computer Lab	179			
	Aide, Credit Recovery	179			
	Aide, Disciplinary Alternative Education	179			
	Aide, Dual Credit	179			
	Aide, Library	179, 189			
	Aide, Life Skills & ECSE	179			
	Assistant, Nursing	179			
	Data Assistant, Attendance ES	179, 198			
	Data Assistant, Attendance IS	198			
3					
	Admin Assistant, AP & Testing	198	\$14.81	\$17.73	\$20.65
	Assistant, Attendance HS	189	189 Days	20,993	25,132
	Data Assistant, Attendance MS	189	228 Days	25,325	30,318
	Receptionist, Central Office	228			35,312

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Pay Grade	Job Title	Calendars	Hourly	Minimum	Midpoint	Maximum
4			Hourly	\$15.78	\$18.90	\$22.02
	Admin Assistant, Principal ES	198	189 Days	22,368	26,791	31,213
	Admin Assistant, Principal IS	198	198 Days	23,433	28,067	32,700
	Admin Assistant, Principal MS	228	228 Days	26,984	32,319	37,654
	Admin Assistant, Principal Prim	198				
	Admin Assistant, HS Counselor (Dept)	228				
	Data Assistant, Attendance HS	189				
	Registrar	198				
5			Hourly	\$16.77	\$20.08	\$23.39
	Admin Assistant, Athletics Dept	228	207 Days	26,035	31,174	36,313
	Admin Assistant, Business Office	228	228 Days	28,677	34,337	39,997
	Admin Assistant, Human Resources	228				
	Admin Assistant, Maintenance	228				
	Admin Assistant, Principal HS	228				
	Admin Assistant, School Nutrition	228				
	Admin Assistant, Special Education	207				
	Admin Assistant, Transportation	228				
6			Hourly	\$18.77	\$22.48	\$26.19
	Administrative Assistant, Leadership	228	228 Days	32,097	38,441	44,785
	Admin Assistant, HS Campus Operations	228				
	LVN, Nurse	187				
	Specialist, Accounts Payable	228				
	Specialist, HR Recruitment & Substitutes	228				
	Specialist, Payroll Support	228				
	Specialist, Purchasing	228				