

**Karnes City ISD
Clerical/Paraprofessional Pay Plan
2025 - 2026**

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	5% Midpoint Raise	
1			Hourly	\$ 16.14	\$ 19.40	\$ 22.67	\$ 0.97
	Paraprofessional - Elementary ISS	187	187 Days	24,142.44	29,026.94	33,911.44	1,451.35
	Paraprofessional - Elementary	187					
	Paraprofessional - High School	187					
	Paraprofessional - Junior High	187					
	Paraprofessional - Primary	187					
2			Hourly	\$ 16.84	\$ 20.24	\$ 23.64	\$ 1.01
	Receptionist - Elementary	187	187 Days	25,194.49	30,280.49	35,366.49	1,514.02
	Receptionist - High School	187	197 Days	26,541.79	31,899.77	37,257.75	1,594.99
	Receptionist - Junior High	187	226 Days	30,448.96	36,595.67	42,742.39	1,829.78
	Receptionist - Primary	187					
	Library Aide	197					
	Tax Office Clerk	226					
3			Hourly	\$ 17.54	\$ 21.07	\$ 24.60	\$ 1.05
	Receptionist - Central Office	226	226 Days	31,719.20	38,101.20	44,483.20	1,905.06
	Secretary - Elementary	226					
	Secretary - Primary	226					
4			Hourly	\$ 18.26	\$ 22.36	\$ 26.45	\$ 1.12
	Secretary - Junior High	226	226 Days	33,016.12	40,419.62	47,823.12	2,020.98
5			Hourly	\$ 18.94	\$ 23.04	\$ 27.14	\$ 1.15
	Secretary - High School	226	226 Days	34,236.92	41,650.21	49,063.49	2,082.51
6			Hourly	\$ 21.57	\$ 25.68	\$ 29.79	\$ 1.28
	LVN	187	187 Days	32,269.36	38,418.02	44,566.68	1,920.90
	District Technician	226	226 Days	38,999.34	46,430.34	53,861.34	2,321.52
	Secretary - Admin/Board	226					
7			Hourly	\$ 25.75	\$ 29.86	\$ 35.00	\$ 1.49
	UIL Academic Facilitator (Part-Time)	187	187 Days	23,689.70	27,470.96	32,200.00	2,233.51