

# 2025-2026 Clerical Paraprofessional Pay Plan - 3% GPI

Keller ISD

\*Annual amounts are based on 7.5 ho

Pay Grade	Job Title	Calendars	Minimum	Midpoint
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1	
Aide - Co-Curricular	183
Aide - Educational I	183
Aide - Office I	183

<b>Daily</b>	<b>\$113.63</b>	<b>\$133.65</b>
<b>Hourly 7.5</b>	<b>\$15.15</b>	<b>\$17.82</b>
<b>183 Days</b>	20,793	24,458
<b>187 Days</b>	21,248	24,993

2	
Aide - Bilingual (Spanish)	183
Aide - Bilingual (Vietnamese)	183
Aide - DAEP	183
Aide - ISS-SLC	183
Aide - Office II	193
Aide - Pre-K	183
Aide - Pre-K (Spanish)	183
Aide - Pre-K (Vietnamese)	183
Aide - Resource/Inclusion (Special Education)	183
Receptionist (High Schools)	193

<b>Daily</b>	<b>\$119.25</b>	<b>\$140.33</b>
<b>Hourly 7.5</b>	<b>\$15.90</b>	<b>\$18.71</b>
<b>183 Days</b>	21,823	25,679
<b>193 Days</b>	23,015	27,083

3	
Clerk - Attendance (High Schools)	183
Clerk - Child Nutrition	202
Assistant - Counseling (High Schools)	193
Assistant - Counseling (Middle Schools)	193

<b>Daily</b>	<b>\$125.63</b>	<b>\$147.75</b>
<b>Hourly 7.5</b>	<b>\$16.75</b>	<b>\$19.70</b>
<b>183 Days</b>	22,989	27,038
<b>193 Days</b>	24,246	28,516
<b>198 Days</b>	24,874	29,255
<b>202 Days</b>	25,376	29,846

4	
Aide - Adult Transition I (Special Education)	183
Aide - Adult Transition II (Special Education)	183
Aide - CORE (Special Education)	183
Aide - ECSE (Special Education)	183
Aide - LIFE/LIFE-3 (Special Education)	183
Aide - STACC (Special Education)	183
Aide - STARS (Special Education)	183
Aide - Special Education Behavior Interventionist	183
Clerk - Data (Health Services)	210
Clerk - Data (High Schools)	210
Clerk - Business III	226
Clerk - KCAL III	210
Specialist - Records Management	226

<b>Daily</b>	<b>\$129.38</b>	<b>\$155.78</b>
<b>Hourly 7.5</b>	<b>\$17.25</b>	<b>\$20.77</b>
<b>183 Days</b>	23,676	28,507

<b>Daily</b>	<b>\$136.28</b>	<b>\$164.08</b>
<b>Hourly 7.9</b>	<b>\$17.25</b>	<b>\$20.77</b>
<b>210 Days</b>	27,169	32,713
<b>226 Days</b>	29,239	35,205

5	
District Parent Liaison/Translator	198
Registrar (High Schools)	206

<b>Daily</b>	<b>\$142.99</b>	<b>\$172.22</b>
<b>Hourly 7.9</b>	<b>\$18.10</b>	<b>\$21.80</b>
<b>198 Days</b>	26,879	32,373
<b>206 Days</b>	27,965	33,681

Pay Grade	Job Title	Calendars	Minimum	Midpoint
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6		
Assistant - Library/Technology	187	
Secretary - Campus (Elementary Schools)	220	
Secretary - Campus (Intermediate Schools)	220	
Secretary - Campus (Middle Schools)	220	
Specialist - Business I	226	
Specialist - Educational Support I	226	
Specialist - Special Education Case Management	226	

<b>Daily</b>	<b>\$150.10</b>	<b>\$180.91</b>
<b>Hourly 7.9</b>	<b>\$19.00</b>	<b>\$22.90</b>
<b>187 Days</b>	26,648	32,117
<b>220 Days</b>	31,350	37,785
<b>226 Days</b>	32,205	38,816

7		
Bookkeeper	226	
Nurse - LVN	187	
Secretary - Campus (High Schools)	226	
Secretary - Campus (Keller Center for Advance Learning)	226	
Secretary - Campus (Keller Collegiate Academy)	220	
Secretary - Campus (Keller Compass Center)	220	
Secretary - Campus (Titel I Campus)	220	
Specialist - Accounts Payable	226	
Specialist - Educational Support II	226	
Specialist - Payroll I	226	

<b>Daily</b>	<b>\$158.79</b>	<b>\$191.34</b>
<b>Hourly 7.9</b>	<b>\$20.10</b>	<b>\$24.22</b>
<b>187 Days</b>	28,190	33,969
<b>220 Days</b>	33,165	39,963
<b>226 Days</b>	34,070	41,053

8		
Specialist - Business III	226	
Specialist - Educational Support III	226	
Specialist - Governance III	226	
Specialist - Human Resources III	226	

<b>Daily</b>	<b>\$173.80</b>	<b>\$209.35</b>
<b>Hourly 7.9</b>	<b>\$22.00</b>	<b>\$26.50</b>
<b>226 Days</b>	37,290	44,918

9		
Specialist - Benefits	226	
Specialist - Counseling	226	
Specialist - CTE	226	
Specialist - Educational Support IV	226	
Specialist - Human Resources IV	226	
Specialist - Payroll III	226	
Specialist - Technology IV	226	

<b>Daily</b>	<b>\$189.60</b>	<b>\$228.39</b>
<b>Hourly 7.9</b>	<b>\$24.00</b>	<b>\$28.91</b>
<b>220 Days</b>	39,600	47,702
<b>226 Days</b>	40,680	49,002

10		
Specialist - Educational Support V	226	

<b>Daily</b>	<b>\$205.40</b>	<b>\$247.43</b>
<b>Hourly 7.9</b>	<b>\$26.00</b>	<b>\$31.32</b>
<b>226 Days</b>	44,070	53,087

11		
Secretary to the Superintendent	226	

<b>Daily</b>	<b>\$256.75</b>	<b>\$309.29</b>
<b>Hourly 7.9</b>	<b>\$32.50</b>	<b>\$39.15</b>
<b>226 Days</b>	55,088	66,359

Experience is based on TEA approved creditable year of service. This salary plan is for the 2025-2026 school year only and does not predict or guarantee future salary advancement. Salary advancement is based on the annual budget approved by the Board of Trustees each year.