

# 2025-2026 Clerical/Paraprofessional Pay Plan

Fabens ISD

\*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
<b>1</b>	Instructional Aide - ES	187	<b>Hourly</b>	<b>\$12.28</b>	<b>\$14.79</b>	<b>\$17.30</b>
	Instructional Aide - MS	187	<b>187 Days</b>	18,371	22,126	25,881
	Instructional Aide - PE	187				
	Instructional Aide - PE/ESSER	187				
	Instructional Aide - Reading	187				
<b>2</b>	Instructional Aide - Comp Lab	187	<b>Hourly</b>	<b>\$12.92</b>	<b>\$15.75</b>	<b>\$18.59</b>
	Instructional Aide - ESL	187	<b>187 Days</b>	19,328	23,562	27,811
	Instructional Aide - ISS	187	<b>197 Days</b>	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				
<b>3</b>	Case Worker	197	<b>Hourly</b>	<b>\$14.21</b>	<b>\$17.33</b>	<b>\$20.45</b>
	Clerk - Attendance ES	197	<b>197 Days</b>	22,395	27,312	32,229
	Clerk - Attendance HS	197	<b>226 Days</b>	25,692	31,333	36,974
	Clerk - Attendance MS	197				
	Clerk - Technology	197				
	Clerk - ES	226				
	Clerk - MS	226				
	Clerk-Technology	197				
<b>4</b>	Clerk - PEIMS	226	<b>Hourly</b>	<b>\$15.06</b>	<b>\$18.37</b>	<b>\$21.68</b>
	Medical Asst/Health Asst	197	<b>187 Days</b>	22,530	27,482	32,433
	Officer - Attendance	187	<b>197 Days</b>	23,735	28,951	34,168
			<b>226 Days</b>	27,228	33,213	39,197
<b>5</b>	Clerk - Accounts Payable	226	<b>Hourly</b>	<b>\$16.47</b>	<b>\$21.12</b>	<b>\$25.77</b>
	LVN	197	<b>197 Days</b>	25,957	33,285	40,614
	Secretary - Federal Programs	226	<b>217 Days</b>	28,592	36,664	44,737
	Secretary - Transportation/Athletics	226	<b>226 Days</b>	29,778	38,185	46,592
	Secretary - Principal ES	226				
	Secretary - Principal HS	226				
	Secretary - Principal MS	226				
	Secretary - Special Education	226				
	Specialist - DAEP	217				
<b>6</b>	Specialist - Payroll	226	<b>Hourly</b>	<b>\$20.27</b>	<b>\$24.72</b>	<b>\$29.17</b>
	Specialist II - IT Field	226	<b>207 Days</b>	33,567	40,936	48,306
			<b>226 Days</b>	36,648	44,694	52,739
<b>7</b>	Occupational Therapy Asst	197	<b>Hourly</b>	<b>\$24.93</b>	<b>\$30.41</b>	<b>\$35.89</b>
	Secretary - Superintendent	226	<b>197 Days</b>	39,290	47,926	56,563
	Purchasing and Travel Specialist	207	<b>207 Days</b>	41,284	50,359	59,434
			<b>226 Days</b>	45,073	54,981	64,889