

2025-2026 Paraprofessional Pay Plan
 Coldspring-Oakhurst CISD

| Pay Grade | Job Title | Calendars | Minimum | Midpoint | Maximum | |
|------------|--|-----------|-----------------|----------------|----------------|----------------|
| 1NA | | | Hourly | \$10.80 | \$13.16 | \$15.52 |
| | Aide Instructional | 158 | 158 Days | 16,157 | 19,687 | 23,218 |
| | Aide Special Education | 158 | | | | |
| | Campus Receptionist | 158 | | | | |
| 2NA | | | Hourly | \$11.90 | \$14.51 | \$17.12 |
| | Aide CMC | 158 | 158 Days | 17,802 | 21,707 | 25,612 |
| | Aide Computer | 158 | | | | |
| | Aide DAEP | 158 | | | | |
| | Aide ISS | 158 | | | | |
| | Aide RTL | 158 | | | | |
| | Aide Special Education Life Skills/PreK3 | 158 | | | | |
| | Library Aide | 158 | | | | |
| | Nurse Aide | 158 | | | | |
| 3NA | | | Hourly | \$13.20 | \$16.09 | \$18.98 |
| | Clerk Attendance | 180 | 180 Days | 21,331 | 26,001 | 30,672 |
| | Clerk PEIMS | 180 | | | | |
| 4NA | | | Hourly | \$14.90 | \$18.18 | \$21.46 |
| | HS Secretary | 199 | 183 Days | 24,674 | 30,106 | 35,538 |
| | HS Registrar | 183 | 199 Days | 26,939 | 32,869 | 38,800 |
| | JSE/CIS/LJH Principal Secretary | 199 | | | | |
| 5NA | | | Hourly | \$16.69 | \$20.36 | \$24.03 |
| | Director Secretary | 189, 199 | 189 Days | 28,707 | 35,019 | 41,332 |
| | HS Principal Secretary | 199 | 199 Days | 30,176 | 36,811 | 43,446 |
| | Secretary Maintenance | 208 | 208 Days | 34,715 | 42,349 | 49,982 |
| | Technology Specialist | 199 | | | | |
| 6NA | | | Hourly | \$20.03 | \$24.43 | \$28.83 |
| | Accounts Payable Clerk | 199 | 158 Days | 29,965 | 36,547 | 43,130 |
| | Licensed LVN | 158 | 199 Days | 36,214 | 44,169 | 52,125 |