MATHIS INDEPENDENT SCHOOL DISTRICT 2026 - 2027 (Board Approved 04/29/26)

Para-Professional Pay Scale

Step (Years Exp)	Instructional Aides Library Aides Bus Monitors Nurses (CNA) Campus/Office Support Grant Assistants *Bachelors Degree Add $2.00 hourly	High Need Instructional Aides (Adaptive Ed.) *Bachelors Degree Add $2.00 hourly	Admin. Assistants District Personnel SEMS Clerk PEIMS/Attendance Computer Tech *Bachelors Degree Add $2.00 hourly	Exec. Admin Asst. Exec. A/P Specialist Exec. Admin. Specialist Exec. PEIMS Coordinator Exec.Tech Specialist LVN *Bachelors Degree Add $2.00 hourly
	Hourly Rate	Hourly Rate	Hourly Rate	Hourly Rate
0	$ 12.50	$ 13.25	$ 14.25	$ 15.50
1	$ 12.75	$ 13.50	$ 14.75	$ 16.00
2	$ 13.00	$ 13.75	$ 15.25	$ 16.50
3	$ 13.25	$ 14.00	$ 15.75	$ 17.00
4	$ 13.50	$ 14.25	$ 16.25	$ 17.50
5	$ 13.75	$ 14.50	$ 16.75	$ 18.00
6	$ 14.00	$ 14.75	$ 17.25	$ 18.50
7	$ 14.25	$ 15.00	$ 17.75	$ 19.00
8	$ 14.50	$ 15.25	$ 18.25	$ 19.50
9	$ 14.75	$ 15.50	$ 18.75	$ 20.00
10	$ 15.00	$ 15.75	$ 19.25	$ 20.50
11	$ 15.25	$ 16.00	$ 19.75	$ 21.00
12	$ 15.50	$ 16.25	$ 20.25	$ 21.50
13	$ 15.75	$ 16.50	$ 20.75	$ 22.00
14	$ 16.00	$ 16.75	$ 21.25	$ 22.50
15	$ 16.25	$ 17.00	$ 21.75	$ 23.00
16	$ 16.50	$ 17.25	$ 22.25	$ 23.25
17	$ 16.75	$ 17.50	$ 22.50	$ 23.50
18	$ 17.00	$ 17.75	$ 22.75	$ 23.75
19	$ 17.25	$ 18.00	$ 23.00	$ 24.00
20	$ 17.50	$ 18.25	$ 23.25	$ 24.25
21	$ 17.75	$ 18.50	$ 23.50	$ 24.50
22	$ 18.00	$ 18.75	$ 23.75	$ 24.75
23	$ 18.25	$ 19.00	$ 24.00	$ 25.00
24	$ 18.50	$ 19.25	$ 24.25	$ 25.25
25	$ 18.75	$ 19.50	$ 24.50	$ 25.50

Maintenance, Custodial & Food Service Pay Scale

Step (Years Exp)	Maintenance Custodians Food Service (Includes Part-Time) *Bachelors Degree Add $2.00 hourly	Maintenance (specialized field) Food Service Asst. Mgr. *Bachelors Degree Add $2.00 hourly	Auxiliary Coordinators Food Service Manager *Bachelors Degree Add $2.00 hourly
	Hourly Rate	Hourly Rate	Hourly Rate
0	$ 13.50	$ 14.50	$15.50
1	$ 13.75	$ 14.75	$15.75
2	$ 14.00	$ 15.00	$16.00
3	$ 14.25	$ 15.25	$16.25
4	$ 14.50	$ 15.50	$16.50
5	$ 14.75	$ 15.75	$16.75
6	$ 15.00	$ 16.00	$17.00
7	$ 15.25	$ 16.25	$17.25
8	$ 15.50	$ 16.50	$17.50
9	$ 15.75	$ 16.75	$17.75
10	$ 16.00	$ 17.00	$18.00
11	$ 16.25	$ 17.25	$18.25
12	$ 16.50	$ 17.50	$18.50
13	$ 16.75	$ 17.75	$18.75
14	$ 17.00	$ 18.00	$19.00
15	$ 17.25	$ 18.25	$19.25
16	$ 17.50	$ 18.50	$19.50
17	$ 17.75	$ 18.75	$19.75
18	$ 18.00	$ 19.00	$20.00
19	$ 18.25	$ 19.25	$20.25
20	$ 18.50	$ 19.50	$20.50
21	$ 18.75	$ 19.75	$20.75
22	$ 19.00	$ 20.00	$21.00
23	$ 19.25	$ 20.25	$21.25
24	$ 19.50	$ 20.50	$21.50
25	$ 19.75	$ 20.75	$21.75

Added Part-Time staff per Superintendent 07/14/26