



2026-2027 Paraprofessional Pay Plan

Coldspring-Oakhurst CISD

Pay Grade	Job Title	Calendar/Actual Workdays			Minimum	Midpoint	Maximum
1NA							
	Aide, Instructional	179	Hourly		\$12.50	\$15.00	\$17.51
	Aide, Reading Lab	179	179	Days	17,900	21,480	25,074
	Aide, SPED	179					
	Aide, SPED ABU	179					
	Aide, SPED Inclusion	179					
	ES Care Asst	179					
2NA							
	Aide, Computer	179	Hourly		\$13.25	\$15.91	\$18.57
	Aide, Credit Recovery	179	179	Days	18,974	22,783	26,592
	Aide, Library	179					
	Aide, Nurse	179					
	Aide, ISS	179					
	Aide, RTI	179					
	Aide, SPED Life Skills	179					
	Aide, Foreign Language	179					
3NA							
	Clerk, PEIMS ES	192	Hourly		\$14.50	\$17.41	\$20.32
	Clerk, PEIMS HS	192	187/179	Days	20,764	24,931	29,098
	Clerk, PEIMS INT	192	192	Days	22,272	26,742	31,212
	Clerk, PEIMS JH	192	226/213	Days	24,708	29,667	34,625
	Receptionist, Campus HS	226/213					
	Receptionist, Campus JH	187/179					
4NA							
	Registrar, HS	195	Hourly		\$17.75	\$21.31	\$24.87
	Secretary, Principal ES	226/213	195	Days	27,690	33,244	38,797
	Secretary, Principal INT	226/213	226/213	Days	30,246	36,312	42,378
	Secretary, Principal JH	226/213					
5NA							
	Secretary, Director	226/213	Hourly		\$19.35	\$23.23	\$27.11
	Secretary, Principal HS	226/213	201	Days	31,115	37,354	43,593
			226/213	Days	32,972	39,584	46,195
6NA							
	Admin Asst, Asst Superintendent	226/213	Hourly		\$22.75	\$27.31	\$31.87
	LVN	187/179	187/179	Days	32,578	39,108	45,638
	Specialist, Administration	226/213	226/213	Days	38,766	46,536	54,306
	Specialist, Technology	226/213					
7NA							
	Admin Asst, Superintendent	226/213	Hourly		\$30.00	\$36.02	\$42.04
	Coordinator, Communication/PR	226/213	213	Days	51,120	61,378	71,636
			226/213	Days	54,240	65,124	76,008