

**Aledo Independent School District  
Clerical/Paraprofessional Pay Plan  
2026-2027**

| Pay Grade | Job Title                                                   | Duty Days | Minimum     | Midpoint | Maximum  |          |
|-----------|-------------------------------------------------------------|-----------|-------------|----------|----------|----------|
| 1         |                                                             |           | Hourly Rate | \$15.30  | \$18.22  | \$21.14  |
|           | Assistant Teacher, Physical Education                       | 177       | 177 Days    | \$21,665 | \$25,800 | \$29,934 |
|           | Assistant Teacher, Teacher's                                | 177       |             |          |          |          |
| 2         |                                                             |           | Hourly Rate | \$16.15  | \$19.23  | \$22.31  |
|           | Assistant Teacher, ISS                                      | 177       | 177 Days    | \$22,868 | \$27,230 | \$31,591 |
|           | Assistant Teacher, Library                                  | 177       | 195 Days    | \$25,194 | \$29,999 | \$34,804 |
|           | Assistant Teacher, Special Education                        | 177       | 205 Days    | \$26,486 | \$31,537 | \$36,588 |
|           | Receptionist, High School                                   | 220       | 220 Days    | \$28,424 | \$33,845 | \$39,266 |
|           | Receptionist, Middle School                                 | 195       |             |          |          |          |
|           | Receptionist, Ninth Grade Campus                            | 205       |             |          |          |          |
| 3         |                                                             |           | Hourly Rate | \$17.15  | \$20.42  | \$23.69  |
|           | Administrative Assistant, Assistant Principal, High School  | 205       | 164 Days    | \$22,501 | \$26,791 | \$31,081 |
|           | Administrative Assistant, Counselor, High School            | 205       | 167 Days    | \$22,912 | \$27,281 | \$31,650 |
|           | Administrative Assistant, Finance, High School              | 207       | 177 Days    | \$24,284 | \$28,915 | \$33,545 |
|           | Assistant Teacher, Bilingual                                | 177       | 179 Days    | \$24,559 | \$29,241 | \$33,924 |
|           | Assistant Teacher, Special Education, Special Needs         | 177       | 187 Days    | \$25,656 | \$30,548 | \$35,440 |
|           | Attendance Clerk, High School                               | 177       | 195 Days    | \$26,754 | \$31,855 | \$36,956 |
|           | Attendance Clerk, Middle School                             | 177       | 205 Days    | \$28,126 | \$33,489 | \$38,852 |
|           | Certified Medical Assistant                                 | 179       | 207 Days    | \$28,400 | \$33,816 | \$39,231 |
|           | Choral Accompanist                                          | 164       | 220 Days    | \$30,184 | \$35,939 | \$41,694 |
|           | Registrar/PEIMS Clerk, Elementary School                    | 220       |             |          |          |          |
|           | Registrar/PEIMS Clerk, Middle School                        | 220       |             |          |          |          |
|           | Special Programs Clerk (SHARS/PEIMS)                        | 195       |             |          |          |          |
|           | Special Programs Clerk                                      | 195       |             |          |          |          |
|           | Specialist, Dual Credit                                     | 187       |             |          |          |          |
|           | Specialist, Student Safety                                  | 167       |             |          |          |          |
| 4         |                                                             |           | Hourly Rate | \$18.25  | \$21.73  | \$25.21  |
|           | Assistant Teacher, Behavior Interventionist                 | 180       | 180 Days    | \$26,280 | \$31,291 | \$36,302 |
|           | Clerk, Facilities                                           | 236       | 195 Days    | \$28,470 | \$33,899 | \$39,328 |
|           | Receptionist/Bearcat Store Manager, Administration Building | 236       | 220 Days    | \$32,120 | \$38,245 | \$44,370 |
|           | Registrar/PEIMS Clerk, High School                          | 220       | 236 Days    | \$34,456 | \$41,026 | \$47,596 |
|           | Administrative Assistant, Alternative School Principal      | 195       |             |          |          |          |
|           | Administrative Assistant, Elementary School Principal       | 220       |             |          |          |          |
|           | Administrative Assistant, Middle School Principal           | 220       |             |          |          |          |
|           | Administrative Assistant/PEIMS, ECA Associate Principal     | 220       |             |          |          |          |



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|-----------|----------------------------------------------------------|-----------|-------------|----------|----------|----------|
| 5         |                                                          |           | Hourly Rate | \$21.75  | \$25.89  | \$30.03  |
|           | Business Office Clerk                                    | 236       | 187 Days    | \$32,538 | \$38,731 | \$44,925 |
|           | Dispatcher (Transportation)                              | 236       | 205 Days    | \$35,670 | \$42,460 | \$49,249 |
|           | Licensed Vocational Nurse (LVN)                          | 187       | 220 Days    | \$38,280 | \$45,566 | \$52,853 |
|           | Administrative Assistant, Advanced Academics & CTE       | 236       | 236 Days    | \$41,064 | \$48,880 | \$56,697 |
|           | Administrative Assistant, Athletic Director              | 236       |             |          |          |          |
|           | Administrative Assistant, Child Nutrition                | 205       |             |          |          |          |
|           | Administrative Assistant, High School Principal          | 220       |             |          |          |          |
|           | Administrative Assistant, Maintenance                    | 236       |             |          |          |          |
|           | Administrative Assistant, Special Programs               | 236       |             |          |          |          |
|           | Site Supervisor, Child Nutrition                         | 205       |             |          |          |          |
|           | Specialist, PEIMS Data                                   | 236       |             |          |          |          |
|           | Specialist, Safety (Transportation)                      | 236       |             |          |          |          |
| 6         |                                                          |           | Hourly Rate | \$24.45  | \$29.10  | \$33.75  |
|           | Coordinator, Routing (Transportation)                    | 236       | 236 Days    | \$46,162 | \$54,941 | \$63,720 |
|           | Help Desk Technician                                     | 236       |             |          |          |          |
|           | Administrative Assistant, Assistant Superintendent C & I | 236       |             |          |          |          |
|           | Administrative Assistant, Business Office                | 236       |             |          |          |          |
|           | Administrative Assistant, Human Resources                | 236       |             |          |          |          |
|           | Administrative Assistant, Police/Technology              | 236       |             |          |          |          |
|           | Specialist, Accounts Payable                             | 236       |             |          |          |          |
|           | Specialist, Certification                                | 236       |             |          |          |          |
|           | Specialist, Human Resources                              | 236       |             |          |          |          |
|           | Specialist, Payroll                                      | 236       |             |          |          |          |
| 7         |                                                          |           | Hourly Rate | \$32.15  | \$38.27  | \$44.39  |
|           | Executive Assistant, Superintendent                      | 236       | 236 Days    | \$60,699 | \$72,254 | \$83,808 |

