

2026-2027 Paraprofessional Pay Plan

Kilgore ISD

*Annual amounts are based on 7.5 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$11.91	\$14.26	\$16.61
	Aide, Accelerated Instruction	182	182 Days	16,257	19,465	22,673
	Aide, Comp Education	182				
	Aide, Copy Center	182				
	Aide, General Education	182				
	Aide, Physical Education	182				
	Aide, Pre-K	182				
	Aide, Resource	182				
	Aide, Title I	182				
	Assistant, Testing	182				
	Receptionist, Campus	182				
	Receptionist, Campus - Bilingual	182				
2			Hourly	\$13.67	\$16.37	\$19.07
	Admin Assistant, Counselor - MS	182	182 Days	18,660	22,345	26,031
	Admin Assistant, Records	182	189 Days	19,377	23,204	27,032
	Admin Assistant, Asst Principal	182	198 Days	20,300	24,309	28,319
	Admin Assistant, Sub Coordinator (Campus)	182				
	Aide, Alternative Education	182				
	Aide, Behavior	182				
	Aide, Bilingual	182				
	Aide, Computer Lab	182				
	Aide, Credit Recovery	182				
	Aide, Disciplinary Alternative Education	182				
	Aide, Dual Credit	182				
	Aide, Library - Elementary	182				
	Aide, Library - Secondary	189				
	Aide, Life Skills/ECSE	182				
	Assistant, Nursing	182				
	Data Assistant, Attendance - Elementary	198				
3			Hourly	\$14.81	\$17.73	\$20.65
	Data Assistant, Attendance MS	189	189 Days	20,993	25,132	29,271
	Receptionist, Central Office	226	226 Days	25,103	30,052	35,002
	Registered Behavior Technician	182				

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4			Hourly	\$15.78	\$18.90	\$22.02
	Admin Assistant, Principal - Elementary	198	189 Days	22,368	26,791	31,213
	Admin Assistant, Principal - MS	198	198 Days	23,433	28,067	32,700
	Admin Assistant, HS Counselor Dept	207	226 Days	26,747	32,036	37,324
	Data Assistant, Attendance HS	189				
	Registrar	198				
5			Hourly	\$16.77	\$20.08	\$23.39
	Admin Assistant, Athletics Dept	226	207 Days	26,035	31,174	36,313
	Admin Assistant, CTE	226	226 Days	28,425	34,036	39,646
	Admin Assistant, Human Resources	226				
	Admin Assistant, Leadership	226				
	Admin Assistant, Maintenance	226				
	Admin Assistant, Principal HS	226				
	Admin Assistant, School Nutrition	226				
	Admin Assistant, Special Education	207				
	Admin Assistant, Transportation	226				
6			Hourly	\$18.77	\$22.48	\$26.19
	Admin Assistant, HS Campus Operations	226	226 Days	31,815	38,104	44,392
	Specialist, Accounts Payable	226				
	Specialist, Human Resources	226				
	Specialist, Payroll Support	226				