

2021-2022 Proposed Paraprofessional Pay Plan

Waco ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
201			Hourly	\$12.10	\$14.75	\$17.41
	After School Worker	207	193 Days	18,682	22,774	26,881
	Receptionist - Campus	193	207 Days	20,038	24,426	28,831
202			Hourly	\$13.19	\$16.08	\$18.97
	ACE Afterschool Worker - Lead	226	187 Days	19,732	24,056	28,379
	Aide - Behavior Support	187	188 Days	19,838	24,184	28,531
	Aide - Instructional	187	226 Days	23,848	29,073	34,298
	Aide - ISS	187				
	Aide - Library	187, 188				
	Aide - Multimedia	187				
	Aide - Nurse	187				
	Reach Associate	187				
203			Hourly	\$14.51	\$17.69	\$20.87
	Clerk - Administration/Payroll	226	187 Days	21,707	26,464	31,222
	Clerk - Athletic	212	193 Days	22,403	27,313	32,223
	Clerk - Bilingual Asst Special Ed	202	202 Days	23,448	28,587	33,726
	Clerk - Campus Office	193	212 Days	24,609	30,002	35,396
	Clerk - Custodial/IPM	226	226 Days	26,234	31,984	37,733
	Clerk - ELL Testing	226				
	Clerk - Print/Mail Center	226				
	Clerk - Special Education	202				
	Aide - Special Education	187				
204			Hourly	\$15.23	\$18.57	\$21.91
	Liaison - Parent Campus	193	193 Days	23,515	28,672	33,829
	Secretary - Principal ES	226	196 Days	23,881	29,118	34,355
	Specialist - Parent Involvement	202	202 Days	24,612	30,009	35,407
	Specialist - PEIMS	196	226 Days	27,536	33,575	39,613
205			Hourly	\$16.29	\$19.87	\$23.45
	Liaison - Attendance Court	202	202 Days	26,325	32,110	37,895
	Registrar - HS	226	226 Days	29,452	35,925	42,398
	Secretary - DAEP, Credit Recovery, Alt	226				
	Secretary - GWAHCA	226				
	Secretary - GWAMA	226				
	Secretary - Principal MS	226				

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Bookkeeper - HS	226
Sign Language Interpreter - Non-Certified	187
Director - Child Care	187
Secretary - Principal HS	226
Specialist - Police Support Services	226
Specialist - Warehouse Inventory	226

Hourly	\$17.60	\$21.46	\$25.32
187 Days	26,330	32,104	37,879
226 Days	31,821	38,800	45,779

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Admin Asst - Athletics	226
Admin Asst - Bilingual	226
Admin Asst - CATE	226
Admin Asst - Fine Arts	226
Admin Asst - Homeless Department	226
Admin Asst - Maintenance	226
Admin Asst - PEIMS	226
Admin Asst - Police	226
Admin Asst - Student Management	226
Bookkeeper - Athletics	226
LVN	187
LVN - Float Nurse	187
Specialist - Accounting Revenue	226
Specialist - Accounts Payable	226
Specialist - Bilingual Assessor	226
Specialist - HR	226
Specialist - HR Personnel Services	226
Specialist - HR Risk Management/Benefits/Leave	226
Specialist - Maintenance Business	226
Specialist - Payroll	226
Specialist - PEIMS Special Ed	226
Specialist - Purchasing II	226
Technician - Network Services	226
Technician - Technology Field Service	226
Technician - Technology Help Desk	226

Hourly	\$19.29	\$23.52	\$27.75
187 Days	28,858	35,186	41,514
226 Days	34,876	42,524	50,172

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Sign Language Interpreter - Certified	187
Exec Admin Asst - Business/Financial Services	226
Exec Admin Asst - C&I	226
Exec Admin Asst - Curriculum, Instruction and PD	226
Exec Admin Asst - Communications	226
Exec Admin Asst - Human Resources	226
Exec Admin Asst - Operations	226
Exec Admin Asst - Special Ed	226
Exec Admin Asst - Student Services	226
Exec Admin Asst - Technology Services	226
Exec Admin Asst - TW	226
Specialist - Administrative Budget	226
Specialist - PEIMS Interface	226
Technician - Communication Systems	226

Hourly	\$21.21	\$25.87	\$30.53
187 Days	31,730	38,702	45,673
226 Days	38,348	46,773	55,198

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Buyer	226
Exec Asst - Superintendent	226
Occupational Therapist Asst	187
Specialist - Student Services Interface	226

Hourly	\$25.67	\$31.31	\$36.95
187 Days	38,402	46,840	55,277
226 Days	46,411	56,608	66,806