

1

Pay Grade	Job Title	Calendar	MIN		MID		MAX	
Para 1			Hourly		\$10.40	\$12.89	\$15.34	
	Aide - Computer Lab	10 MO	10	MO	15,558	19,283	22,949	
	Aide - Classroom/General	10 MO						
	Aide - PE	10 MO						
	Receptionist - SIS	10 MO						
Para 2			Hourly		\$11.90	\$14.17	\$17.34	
	Clerk - Campus Office Aide	10 MO	10	MO	17,802	21,198	25,941	
	Clerk - Sp Ed	10 MO	12	MO	21,515	25,619	31,351	
	Clerk - Speech Path.	10 MO						
	Aide - SPED Inclusion	10 MO						
	Aide - ISS	10 MO						
	Aide - Library	10 MO						
	Receptionist - SPS	10 MO						
Para 3			Hourly		\$12.80	\$15.62	\$18.44	
	Admin Assistant	12 MO	10	MO	19,149	23,368	27,586	
	Counselor Secretary	11 MO	10.5	MO	20,275	24,742	29,209	
	Aide - Behavior	10 MO	11	MO	21,299	25,992	30,684	
	Aide - Life Skills/ECSE	10 MO	12	MO	23,142	28,241	33,340	
	Aide - DAEP	10 MO						
	Receptionist - HS	10.5 MO						
	Receptionist - JH	11 MO						
	Technology Specialist	12 MO						
Para 4			Hourly		\$14.00	\$16.86	\$19.72	
	Principal Secretary - SPS, SIS, SJH	12 MO	12	MO	25,312	30,483	35,654	
	Clerk - PEIMS	12 MO						
Para 5			Hourly		\$ 15.39	\$ 18.54	\$ 21.69	
	Athletic Secretary	10.5 MO	10	MO	\$ 23,023	\$ 27,736	\$ 32,448	
	LVN Nurse	10 MO	10.5	MO	\$ 24,378	\$ 29,367	\$ 34,357	
	Principal Secretary - HS	12 MO	12	MO	\$ 27,825	\$ 33,520	\$ 39,216	
	Special Programs Secretary	12 MO	MNT		\$ 30,780	\$ 37,080	\$ 43,380	
	Maint/Trans. Secretary	12 MO						
Para 6			Hourly		\$18.85	\$22.43	\$28.48	
	Computer Tech	12 MO	12	MO	34,081	40,553	51,500	
	Migrant Coordinator (non-certified)	12 MO						
	Payroll Specialist	12 MO						
	HR Specialist	12 MO						
	Purchasing Specialist	12 MO						
Para 7			Hourly		\$21.00	\$26.00	\$31.00	
	Superintendent Secretary/PEIMS	12 MO	12	MO	37,968	47,008	56,048	

Comprehensive Benefit Package

Compensation Enhancements

Hybrid Calendar: Provides 11 additional paid days to 10-month employees over a traditional school calendar

401(a) Retirement Contribution Matching: 100% match up to 5% of your salary, vested after 5 years

Additional Earning Opportunities: Academic, leadership, performing arts, special ed., sponsor, UIL, & athletic stipends

Life Insurance: \$50,000 policy paid by the district

Health Benefits: \$5,100 annually paid toward employee medical policy, free employee dental and vision

Free Pre-K for Staff Kids

Comfortable Staff Dress Code

Teacher Incentive Allotment Participating District

Retention Incentive: additional 401(a) contributions for every 5 years of service: \$500 at 5 years, up to \$3,000 at 30 years.

Professional Development & Advancement Opportunities

[Reimbursement for Alternative Certification Expenses. Learn how to become a certified teacher. snryderisd.net/getcertified](https://snryderisd.net/getcertified)
Reimbursement for earning a Master's Degree to become a Diagnostician (up to \$10,000; commitment required).

Principal Residency Programs

Ongoing Professional Development & Support

Tiered professional development programs based on needs and experience.

Mentor Program