

**2019–2020 Clerical/Paraprofessional Compensation Plan  
West Orange-Cove CISD**

*Annual salaries listed are based on 8 hours worked per day.*

**Pay Grade 1**

Hourly	Minimum <b>\$9.35</b>	Midpoint <b>\$11.40</b>	Maximum <b>\$14.04</b>
<b>187 Days</b>	\$13,988	\$17,054	\$21,000
Head Start Aide PE Aide Instructional Aide		Pre-K Aide Special Education Aide - General Office Aide	

**Pay Grade 2**

Hourly	Minimum <b>\$10.23</b>	Midpoint <b>\$12.48</b>	Maximum <b>\$15.66</b>
<b>187 Days</b>	\$15,304	\$18,670	\$23,426
<b>198 Days</b>	\$16,204	\$19,768	\$24,804
<b>220 Days</b>	\$18,005	\$21,965	\$27,650
Van Driver/Instructional Aide (Dual Position) Campus Receptionist / Clerk Computer Lab Aide Data Clerk ISS Aide		Nurse's Aide Library Aide Special Education Aide - Adaptive Behavior Special Education Aide - Life Skills Bilingual/ESL Aide	

**Pay Grade 3**

Hourly	Minimum <b>\$11.21</b>	Midpoint <b>\$13.67</b>	Maximum <b>\$16.93</b>
<b>187 Days</b>	\$16,770	\$20,450	\$25,330
<b>193 Days</b>	\$17,308	\$21,106	\$26,143
<b>198 Days</b>	\$17,757	\$21,653	\$26,820
<b>208 Days</b>	\$18,653	\$22,747	\$28,175
<b>212 Days</b>	\$19,012	\$23,184	\$28,716
Attendance Clerk (193) Clerk Typist - High School Counselor's Office (208) Case Worker - Family Services Clerk Typist - Counselor's Office (198)		Receptionist (226) Special Service/Evaluation Clerk Attendance Clerk-Head Start (212)	

**Pay Grade 4**

Hourly	Minimum <b>\$12.28</b>	Midpoint <b>\$14.97</b>	Maximum <b>\$17.66</b>
<b>215 Days</b>	\$21,122	\$25,748	\$30,375
<b>226 Days</b>	\$22,202	\$27,066	\$31,929
Human Resources Clerk Registrar - High School		Secretary - AAC / DAEP (215)	

**Pay Grade 5**

Hourly	Minimum <b>\$13.44</b>	Midpoint <b>\$16.39</b>	Maximum <b>\$19.34</b>
<b>208 Days</b>	\$22,364	\$27,272	\$32,181
Secretary- Food Service			

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**Pay Grade 6**

Hourly	Minimum <b>\$14.72</b>	Midpoint <b>\$17.95</b>	Maximum <b>\$21.89</b>
<b>187 Days</b>	\$22,021	\$26,853	\$32,747
<b>226 Days</b>	\$26,614	\$32,454	\$39,577
Administrative Assistant - Special Education Accounts Payable Specialist Administrative Assistant - Athletics Administrative Assistant - Curriculum Administrative Assistant - Maintenance Administrative Assistant- Director		Administrative Assistant - Transportation Technology Support Analyst Purchasing Specialist Secretary - Principal LVN (187 Days)	

**Pay Grade 7**

Hourly	Minimum <b>\$16.12</b>	Midpoint <b>\$19.66</b>	Maximum <b>\$24.21</b>
<b>226 Days</b>	\$29,145	\$35,545	\$43,772
Executive Administrative Asst.- Exec. Director			

**Pay Grade 8**

Hourly	Minimum <b>\$17.65</b>	Midpoint <b>\$21.53</b>	Maximum <b>\$25.41</b>
<b>212 Days</b>	\$29,934	\$36,515	\$43,095
<b>226 Days</b>	\$31,911	\$38,926	\$45,941
Financial Specialist (226 Days @ NELC) Executive Administrative Asst. - Superintendent Insurance & Benefits Specialist		Network Specialist Family Services Coordinator Payroll Specialist	

**2012–13 Clerical/Paraprofessional Compensation Plan  
West Orange-Cove CISD**



*Annual salaries listed are based on 8 hours worked per day.*

**Pay Grade**

**1**

- Head Start Aide
- Instructional Aide
- PE Aide
- Pre-K Aide
- Special Education Aide - Resource

	Minimum	Midpoint	Maximum
<b>Hourly</b>	<b>\$9.35</b>	<b>\$11.40</b>	<b>\$13.45</b>
<b>188 Days</b>	\$14,062	\$17,146	\$20,229

**2**

- Campus Receptionist / Clerk
- Computer Lab Aide
- Data Clerk
- ISS Aide
- Library Aide
- Special Education Aide - Adaptive Behavior
- Special Education Aide - Life Skills

	Minimum	Midpoint	Maximum
<b>Hourly</b>	<b>\$10.23</b>	<b>\$12.48</b>	<b>\$14.73</b>
<b>188 Days</b>	\$15,386	\$18,770	\$22,154
<b>198 Days</b>	\$16,204	\$19,768	\$23,332
<b>220 Days</b>	\$18,005	\$21,965	\$25,925

**3**

- Attendance Clerk
- Case Worker - Family Services
- Receptionist
- Secretary - Counselor Office

	Minimum	Midpoint	Maximum
<b>Hourly</b>	<b>\$11.21</b>	<b>\$13.67</b>	<b>\$16.13</b>
<b>188 Days</b>	\$16,860	\$20,560	\$24,260
<b>193 Days</b>	\$17,308	\$21,106	\$24,905
<b>198 Days</b>	\$17,757	\$21,653	\$25,550
<b>226 Days</b>	\$20,268	\$24,715	\$29,163

**4**

- 21st Century Site Coordinator
- Secretary - AAC / DAEP
- Registrar - High School

	Minimum	Midpoint	Maximum
<b>Hourly</b>	<b>\$12.28</b>	<b>\$14.97</b>	<b>\$17.66</b>
<b>220 Days</b>	\$21,613	\$26,347	\$31,082
<b>226 Days</b>	\$22,202	\$27,066	\$31,929

**5**

- LVN (*Entry Rate is \$14.50*)
- Secretary - Principal - Elem / Middle School

	Minimum	Midpoint	Maximum
<b>Hourly</b>	<b>\$13.44</b>	<b>\$16.39</b>	<b>\$19.34</b>
<b>188 Days</b>	\$20,214	\$24,651	\$29,087
<b>208 Days</b>	\$22,364	\$27,273	\$32,182
<b>220 Days</b>	\$23,654	\$28,846	\$34,038

**6**

- Accounts Payable Specialist
- Administrative Assistant - Athletics
- Administrative Assistant - Federal Programs
- Administrative Assistant - Maintenance
- Administrative Assistant - Special Education
- Insurance & Benefits Specialist
- Payroll Specialist
- Purchasing Specialist
- Secretary - Principal - High School
- Technology Support Analyst

	Minimum	Midpoint	Maximum
<b>Hourly</b>	<b>\$14.72</b>	<b>\$17.95</b>	<b>\$21.18</b>
<b>226 Days</b>	\$26,614	\$32,454	\$38,293
<b>260 Days</b>	\$30,618	\$37,336	\$44,054

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**Pay Grade**

**7**

Executive Administrative Asst. - Assistant Superintendent  
Executive Administrative Asst. - Exec. Director

	Minimum	Midpoint	Maximum
<b>Hourly</b>	<b>\$16.12</b>	<b>\$19.66</b>	<b>\$23.20</b>
<b>226 Days</b>	\$29,145	\$35,545	\$41,946

**8**

21st Century Project Coordinator  
Community Liaison  
Executive Administrative Asst. - Superintendent  
Family Services Coordinator  
Network Specialist

	Minimum	Midpoint	Maximum
<b>Hourly</b>	<b>\$17.65</b>	<b>\$21.53</b>	<b>\$25.41</b>
<b>198 Days</b>	\$27,958	\$34,104	\$40,249
<b>212 Days</b>	\$29,934	\$36,515	\$43,095
<b>226 Days</b>	\$31,911	\$38,926	\$45,941