

**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 \$9.35	Midpoint \$11.40	Maximum \$14.04
187 Days	\$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 \$10.23	Midpoint \$12.48	Maximum \$15.66
187 Days	\$15,304	\$18,670	\$23,426
198 Days	\$16,204	\$19,768	\$24,804
220 Days	\$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 \$11.21	Midpoint \$13.67	Maximum \$16.93
187 Days	\$16,770	\$20,450	\$25,330
193 Days	\$17,308	\$21,106	\$26,143
198 Days	\$17,757	\$21,653	\$26,820
208 Days	\$18,653	\$22,747	\$28,175
212 Days	\$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 \$12.28	Midpoint \$14.97	Maximum \$17.66
215 Days	\$21,122	\$25,748	\$30,375
226 Days	\$22,202	\$27,066	\$31,929
Human Resources Clerk Registrar - High School		Secretary - AAC / DAEP (215)	

Pay Grade 5

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

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Pay Grade 6

Hourly	Minimum \$14.72	Midpoint \$17.95	Maximum \$21.89
187 Days	\$22,021	\$26,853	\$32,747
226 Days	\$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 Student Services Specialist		Administrative Assistant - Transportation Technology Support Analyst Purchasing Specialist Secretary - Principal LVN (187 Days) Police Dispatcher/Records Clerk	

Pay Grade 7

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

Pay Grade 8

Hourly	Minimum \$17.65	Midpoint \$21.53	Maximum \$25.41
212 Days	\$29,934	\$36,515	\$43,095
226 Days	\$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
Hourly	\$9.35	\$11.40	\$13.45
188 Days	\$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
Hourly	\$10.23	\$12.48	\$14.73
188 Days	\$15,386	\$18,770	\$22,154
198 Days	\$16,204	\$19,768	\$23,332
220 Days	\$18,005	\$21,965	\$25,925

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

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

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

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

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

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

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- 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
Hourly	\$14.72	\$17.95	\$21.18
226 Days	\$26,614	\$32,454	\$38,293
260 Days	\$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
Hourly	\$16.12	\$19.66	\$23.20
226 Days	\$29,145	\$35,545	\$41,946

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

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