

Instructional Support Pay Plan

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
901			Hourly \$13.00	\$15.50	\$18.00
	Monitor CDL Lab	184	184 Days	19,136	22,816
	Monitor Computer Lab	184			26,496
	Monitor Library	184			
902			Hourly \$13.50	\$16.28	\$19.06
	Paraprofessional Early Childhood	184	184 Days	19,872	23,964
	Paraprofessional Instruction	184			28,056
	Paraprofessional Multi-Age	184			
	Paraprofessional Pre-K	184			
903			Hourly \$14.00	\$16.87	\$19.74
	Group Leader - Extended Day Learning Center	226	184 Days	20,608	24,833
	Paraprofessional Special Education	184	226 Days	25,312	30,501
	Paraprofessional Support	184			35,690
904			Hourly \$14.50	\$17.47	\$20.44
	Para LPAC	194	184 Days	21,344	25,716
	Paraprofessional Deaf Education	184	190 Days	22,040	26,554
	Paraprofessional Early Childhood Sped	184	194 Days	22,504	27,113
	Paraprofessional Job Coach Developer	190			31,723
	Paraprofessional Self-Contained Classroom	184			
	Paraprofessional Sped AEP Program	184			
905			Hourly \$15.45	\$18.61	\$21.77
	Certified Medical Asst	184	184 Days	22,742	27,394
	Paraprofessional Communication Aide	184			32,045
	Paraprofessional Visually Impaired	184			
909			Hourly \$20.67	\$24.90	\$29.13
	Certified Sign Language Interpreter	184	184 Days	30,426	36,653
					42,879
910			Hourly \$27.49	\$33.12	\$38.75
	Certified Occupational Therapist Asst	221	221 Days	48,602	58,556
	Physical Therapist Assistant	221			68,510

2023-2024 SPED Paraprofessional Placement Scale

El Paso ISD

Placement scales are used to establish a minimum rate for new hires based on experience approved by the district. Current employees may be paid above this placement scale. This scale is for placement of new hires only. Future wage increases are determined annually and are not guaranteed.

Range Position	2023-2024 Local Exp	Pay Grades						
		901	902	903	904	905	909	910
Minimum	0	\$13.00	\$13.50	\$14.00	\$14.50	\$15.45	\$20.67	\$27.49
	1	\$13.13	\$13.64	\$14.14	\$14.65	\$15.61	\$20.88	\$27.77
	2	\$13.25	\$13.77	\$14.28	\$14.79	\$15.76	\$21.09	\$28.05
	3	\$13.37	\$13.90	\$14.42	\$14.93	\$15.91	\$21.30	\$28.33
	4	\$13.49	\$14.03	\$14.56	\$15.07	\$16.06	\$21.51	\$28.61
	5	\$13.61	\$14.16	\$14.70	\$15.21	\$16.21	\$21.72	\$28.89
	6	\$13.73	\$14.29	\$14.84	\$15.35	\$16.36	\$21.93	\$29.17
	7	\$13.85	\$14.42	\$14.98	\$15.49	\$16.51	\$22.14	\$29.45
	8	\$13.97	\$14.55	\$15.12	\$15.63	\$16.66	\$22.35	\$29.73
	9	\$14.09	\$14.68	\$15.26	\$15.77	\$16.81	\$22.56	\$30.01
	10	\$14.21	\$14.81	\$15.40	\$15.91	\$16.96	\$22.77	\$30.29
	11	\$14.33	\$14.94	\$15.54	\$16.05	\$17.11	\$22.98	\$30.57
	12	\$14.45	\$15.07	\$15.68	\$16.19	\$17.26	\$23.19	\$30.85
	13	\$14.57	\$15.20	\$15.82	\$16.33	\$17.41	\$23.40	\$31.13
	14	\$14.69	\$15.33	\$15.96	\$16.47	\$17.56	\$23.61	\$31.41
	15	\$14.81	\$15.46	\$16.10	\$16.61	\$17.71	\$23.82	\$31.69
	16	\$14.93	\$15.59	\$16.24	\$16.75	\$17.86	\$24.03	\$31.97
	17	\$15.05	\$15.72	\$16.38	\$16.89	\$18.01	\$24.24	\$32.25
	18	\$15.17	\$15.85	\$16.52	\$17.03	\$18.16	\$24.45	\$32.53
	19	\$15.29	\$15.98	\$16.66	\$17.17	\$18.31	\$24.66	\$32.81
Midpoint	20	\$15.50	\$16.28	\$16.87	\$17.47	\$18.61	\$24.90	\$33.12
		\$ 0.31	\$ 0.33	\$ 0.34	\$ 0.35	\$ 0.37	\$ 0.50	\$ 0.66
Maximum		\$18.00	\$19.06	\$19.74	\$20.44	\$21.77	\$29.13	\$38.75

NEITHER PAST OR FUTURE COMPENSATION CAN BE CALCULATED OR PREDICTED FROM THIS PAY SCHEDULE